

BA

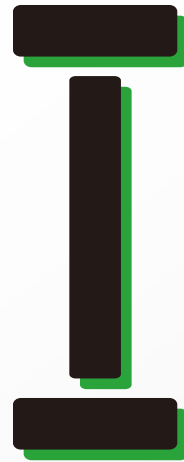


(Stock Code 股份代號: 164)



ENVIRONMENTAL, 環境、
SOCIAL AND 社會及管治報告
GOVERNANCE REPORT

2
0
2
2



China Baoli Technologies Holdings Limited
中國寶力科技控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Contents 目錄

About the Group	關於本集團	2
About the Report	關於本報告	2
Governance Structure	監管架構	2
Approach and Strategy	方法及策略	3
Reporting Scope	報告範圍	4
Reporting Standard	報告準則	4
Feedback	反饋	5
Stakeholders Engagement	持份者參與	5
Environmental	環境	9
Social	社會	14
Key Performance Indicators	關鍵績效指標	24



Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE GROUP

China Baoli Technologies Holdings Limited (the “Company”) and its subsidiaries (collectively the “Group”) is principally engaged in multi-media technologies and convergence media business, gamma ray dry grinding and dry beneficiation business, and other operations – investment, securities trading and tourism and hospitality business.

ABOUT THE REPORT

The Group is pleased to issue the Environmental, Social and Governance Report (the “ESG Report”) for the year ended 31 March 2022 (the “Year”). The ESG Report elaborates on various policies carried out by the Group in fully implementing the principle of sustainable development and its performance on environmental, social and governance (“ESG”) during the Year.

GOVERNANCE STRUCTURE

The board of directors of the Company (the “Board”) holds the ultimate responsibility on monitoring the Group’s ESG issues. To better manage the Group’s ESG-related issues, the Board examines and approves the ESG-related goals and targets, priorities, policies and frameworks, as well as reviews the progress towards their implementation and achievement with the assistance of the ESG working group of the Company (the “Working Group”). Besides, the Board is accountable for ensuring the effectiveness of ESG risk management and internal control mechanism through a periodical review against ESG-related issues. The governance structure, roles and responsibilities of the responsible parties are defined as follows:

The Board

- (a) ensuring the effectiveness of ESG risk management and internal control systems;
- (b) evaluating and determining the ESG-related risks of the Group;
- (c) overseeing the Management in the design, implementation and monitoring of the risk management and internal control systems with a view to addressing the ESG-related issues;
- (d) overseeing and approving ESG policies and strategies, including the identification, evaluation, prioritisation and management of material ESG issues;
- (e) reviewing the progress made against ESG-related goals and targets; and
- (f) approving annual ESG reports.

關於本集團

中國寶力科技控股有限公司(「本公司」)及其附屬公司(統稱「本集團」)主要從事多媒體技術及融媒體業務、伽瑪射線乾磨乾選業務及其他業務—投資、證券買賣及旅遊及消閒業務。

關於本報告

本集團欣然發表截至二零二二年三月三十一日止年度(「本年度」)的環境、社會及管治報告(「ESG報告」)。ESG報告闡述了本集團於本年度制定不同的政策以全面實施可持續發展之原則及其於環境、社會及管治(「ESG」)方面之表現。

監管架構

本公司董事會(「董事會」)負有監管本集團ESG事宜的最終責任。為更好地管理本集團的ESG相關事宜，董事會審查及批准ESG相關目標及指標、優先次序、政策及架構，以及在本公司ESG工作小組(「工作小組」)協助下審閱實施及實現的進度。此外，董事會負責通過定期審閱ESG相關事宜，確保ESG風險管理及內部監控機制的有效性。責任方的管治架構、角色及職責界定如下：

董事會

- (a) 確保ESG風險管理及內部監控系統的有效性；
- (b) 評估及確認本集團的ESG相關風險；
- (c) 監督管理層設計、執行及監察風險管理及內部監控系統，以處理ESG相關事宜；
- (d) 監督及審批ESG政策及策略，包括識別、評估、優先排序及管理重大ESG議題；
- (e) 審視在實現ESG相關目標及指標方面的進度；及
- (f) 審批年度ESG報告。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

GOVERNANCE STRUCTURE (continued)

The Working Group

Management

- (a) conducting regular risk assessments in identifying ESG issues;
- (b) identifying key stakeholders and prioritising their ESG concerns;
- (c) setting up the ESG management approach, policies and strategy;
- (d) monitoring the implementation and the effectiveness of ESG policies and measures;
- (e) formulating relevant ESG measures and targets; and
- (f) reviewing and submitting annual ESG reports to the Board for approval.

Functional Departments

- (a) assisting the Management in conducting annual risk assessment;
- (b) coordinating and implementing specific ESG policies and strategies set up by the Management;
- (c) collecting information and data for the evaluation of the Group's ESG performance; and
- (d) assisting the Management in preparing annual ESG report.

APPROACH AND STRATEGY

The Group is committed and strives to be a responsible corporation by upholding good corporate governance standards, implementing environmentally friendly measures and responding to stakeholders' expectations. In order to ensure the sustainability of the Group's business, our strategy is to comply with all relevant laws and regulations applicable to the Group's business and to continuously improve our ESG performance of every aspects, in particular resources conservation and corporate responsibility.

監管架構(續)

工作小組

管理層

- (a) 進行定期風險評估以識別ESG事宜；
- (b) 識別主要持份者並將其關注的ESG事項進行優先排次序；
- (c) 制定ESG管理方針、政策及策略；
- (d) 監測ESG政策及措施的實施及有效性；
- (e) 制定相關ESG措施及目標；及
- (f) 審閱並提交年度ESG報告予董事會審批。

職能部門

- (a) 協助管理層進行年度ESG風險評估；
- (b) 協調和實施管理層制定的具體ESG政策及策略；
- (c) 收集資料及數據以評估本集團的ESG表現；及
- (d) 協助管理層編製年度ESG報告。

方法及策略

本集團承諾及致力成為一家負責任的企業，並透過維持良好的企業管治標準、落實環保措施及回應持份者的期望，從而改善我們的ESG表現。為確保本集團業務的可持續發展，我們的策略是遵守適用於本集團業務的所有相關法律法規，並不斷提高我們在各個方面的ESG表現，特別是資源節約及企業責任。



Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

The Group takes sustainability very seriously and the Group executes its mission in environmental protection through the development of the Group's new technology, in particular, the dry grinding and dry beneficiation technologies ("DGDB Technologies"). Through the application of the Group's enhanced DGDB technologies, water is not consumed as a medium in the entire beneficiation process, this resolves the problem of water consumption and water pollution. In addition, this brings positive impact on both energy consumption and carbon emission.

本集團非常重視其在環境保護方面的使命，並通過開發本集團的新技術，特別是乾磨乾選技術(「乾磨乾選技術」)履行其使命。通過使用本集團的加強乾磨乾選技術，在整個選礦過程中不會將水作為介質消耗，解決了用水和水污染問題。此外，這對能源消耗和碳排放帶來積極影響。



Furthermore, the ESG goals are evaluated on an ongoing basis with a view to monitoring adverse impact on the environment and society. The progress of ESG target implementation and the performance of ESG goals are closely reviewed by the Working Group from time to time. The Group's performance on ESG is reviewed by the Management through key performance indicators ("KPIs") from various ESG aspects, including environmental and labour practices. The Board also periodically discusses and examines the ESG risks and opportunities faced by the Group, as well as the performance and progress of the Group in this regard.

此外，本集團按可持續基準評估ESG目標，以監測對環境及社會的不利影響。工作小組不時密切審查ESG目標的實施進度及ESG目標的表現。本集團在ESG方面的表現由管理層通過不同ESG層面的關鍵績效指標(「關鍵績效指標」)予以審閱，包括環境及勞工常規。董事會亦會定期討論及審查本集團所面對的ESG風險和機遇，以及本集團於這方面之表現及進度。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

REPORTING SCOPE

Based on the principle of materiality for disclosure and reporting, this ESG Report focuses primarily on the Group's multi-media technologies and convergence media business and gamma ray dry grinding and dry beneficiation business in the People's Republic of China (the "PRC") and the headquarter office in Hong Kong which represent the majority of the Group's environmental, social and economic impacts. The Group will regularly review the reporting scope and strive to enhance the transparency of the Group's ESG performance in the long run. The Group will continue its efforts in collecting information from different business segments to increase the breadth and depth of its ESG reports and hence the disclosure of relevant information. For information on corporate governance, please refer to the Corporate Governance Report in the Group's Annual Report 2021/22.

After the comprehensive set up of data collection system and the Group's deepening in its ESG work, the Group has identified certain ESG issues relevant to the Group, which have been assessed by considering their materiality and importance to the Group's principal activities, stakeholders as well as the Group. The ESG Report presents the KPIs with comparative data in order to provide a measurable and comparable evaluation and validation of our ESG management initiatives.

REPORTING STANDARD

The ESG Report was prepared in accordance with the "Environmental, Social and Governance Reporting Guide" (the "ESG Reporting Guide") under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (the "Listing Rules"). The Stock Exchange has set forth principles for reporting in the ESG Reporting Guide: Materiality, Quantitative, Balance and Consistency, which should form the basis for preparing the ESG Report. The Group adopted such principles in the preparation of the ESG Report and the details of applications are as follows:

1. **Materiality:** The Group has engaged stakeholders in the process of identifying, prioritising and determining important ESG-related issues that reflect the Group's significant impacts on the economy, environment and/or society. More details can be found in the section "STAKEHOLDERS ENGAGEMENT".
2. **Quantitative:** The ESG KPIs disclosed in the ESG Report are supported by quantitative data and measurable criteria. The sources of all applicable data, calculation tools, methodologies, references and conversion factors used are disclosed thereon, where applicable.

報告範圍

基於披露及報告的重要性原則，本ESG報告主要涵蓋本集團於中華人民共和國(「中國」)及香港總辦事處的多媒體技術及融媒體業務及伽瑪射線乾磨乾選業務，該等領域代表本集團對環境、社會及經濟的主要影響。本集團將定期審查報告範圍，並努力從長遠上提高集團的ESG表現的透明度。本集團將繼續努力收集不同業務領域之資訊，以強化ESG報告的寬度及深度以及加強相關資訊之披露。有關企業管治之資料，請參閱本集團二零二一／二二年報中的《企業管治報告》。

本集團在建立全面數據收集系統以及深化ESG工作後，本集團已識別若干與本集團相關的ESG事宜，我們已根據其對本集團主要活動、持份者以及本集團影響之嚴重性及重要性對其作出評估。ESG報告呈現了關鍵績效指標的比較數據，以對我們的ESG管理舉措提供一個可衡量和可比較的評估和驗證。

報告準則

ESG報告根據香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七《ESG報告指引》(「ESG報告指引」)編製。聯交所已於該ESG報告指引載列報告原則：重要性、量化、平衡及一致性，編製ESG報告應以該等原則為基礎。本集團在編製ESG報告時已採用該等原則，具體應用情況如下：

1. **重要性：**本集團於識別、排列優先次序及確定反映本集團在經濟、環境及／或社會方面有重大影響之重要ESG相關事宜過程中已與持份者交流。更多詳情可參閱「持份者參與」一節。
2. **量化：**ESG報告所披露的ESG關鍵績效指標均由量化數據及可計量標準支持。所用的全部適用數據、計算工具、方法、參考資料及轉換系數的來源均披露於報告(如適用)。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

REPORTING STANDARD (continued)

3. Balance: The ESG Report provides complete, fair, clear, comparable and objective overview of the Group's ESG policies and performance for stakeholders with an unbiased picture.
4. Consistency: To facilitate stakeholders' comparisons of the ESG performance of the Group from year to year, the same reporting and calculation methodologies are used as reasonably practicable in the preparation of the ESG Report. Any changes in the basis of preparation will be set out in the relevant sections with detail.

This ESG Report intends to give insight into the approach adopted and actions taken by the Group regarding its operations and sustainability that have implication on the Group and the interest of stakeholders.

The ESG Report has been presented into two subject areas, environmental and social of all the relevant major subsidiaries within the Group. Each subject area will have various aspects to disclose, including the relevant policies and the status of compliance with relevant laws and regulations as addressed by the ESG Reporting Guide.

FEEDBACK

As the Group strives for excellence and your opinions are highly valued by the Group, the Group welcomes you to comment on the ESG policies and performance to help the Group continuously improve its sustainability performance. If you have any advice or suggestions, please feel free to provide through the following email address: enquiry@chinabaolitech.com.

STAKEHOLDERS ENGAGEMENT

Stakeholders' expectations and concerns are important for the Group to formulate its environmental and social strategies, assessing materiality, and establishing policies. Through stakeholder engagement, companies can understand wide-ranging views and identify material environmental and social issues.

報告準則(續)

3. 平衡性：ESG報告為持份者提供有關本集團ESG政策及表現的完整、公平、清晰及可資比較及客觀概覽，並以公正的方式說明。
4. 一致性：為方便持份者比較本集團每年的ESG表現，於編製ESG報告時已在合理可行情況下貫徹應用同一報告及計算方法。編製基準的任何變動將於相關章節內詳細列出。

本ESG報告旨在深入了解本集團在營運及可持續發展方面所採用的方法及行動，而該等方法及行動對本集團及持份者利益有所影響。

ESG報告以本集團旗下所有相關主要附屬公司的環境與社會兩個主要範疇呈列。每個主要範疇披露多個層面，包括《ESG報告指引》列明有關政策及遵守有關法律法規的情況。

反饋

本集團追求卓越，因此本集團非常重視您的意見，歡迎您對ESG政策及表現提出意見，以幫助本集團持續提升可持續發展表現。如有任何意見或建議，歡迎以電郵形式發送至以下郵箱：enquiry@chinabaolitech.com。

持份者參與

持份者的期望及關注對本集團制定其環境及社會策略、評估重要性及制定政策十分重要。透過持份者參與，公司可知悉不同意見並識別重大環境及社會議題。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT (continued)

The Group believes that effective feedback from stakeholders not only contributes to comprehensive and impartial evaluation of our ESG performance, but also enables us to improve our performance based on their feedback. Therefore, the Group pays close attention to stakeholders' demands and has established communication channels to collect and response to stakeholders' concerns. The Group has identified stakeholders that are material to the Group's business and has engaged in open and regular communication with our stakeholder groups including shareholders and investors, employees, clients, suppliers, and the governments and regulatory authorities. Over the years, the Group has continued to fine-tune our sustainability focus, addressing pressing issues. Stakeholders' expectations have been taken into consideration by utilising diversified engagement channels as shown below:

持份者參與(續)

本集團相信持份者的有效反饋不僅有利於全面中肯地評估我們的ESG表現，亦可令我們根據其反饋改善表現。因此，本集團密切關注持份者的訴求，並已建立溝通渠道，收集及回應持份者的關注。本集團已識別對本集團業務至關重要的持份者，並與各方持份者(包括股東及投資者、僱員、客戶、供應商及政府及監管機構)進行開放及定期溝通。多年來，本集團一直持續調整可持續發展的關注點，以解決迫切的問題。我們透過如下所示多樣化的參與渠道，從而得悉持份者的期望：

Communication Channels and Concerns of our Stakeholders

持份者的溝通渠道及關注

Stakeholders 持份者	Interests and expectations 利益及期望	Engagement channels 參與渠道
The Stock Exchange 聯交所	<ul style="list-style-type: none"> Compliance with the Listing Rules and other relevant ordinance 遵守上市規則及其他相關條例 Treatment of inside information 內幕消息處理 	<ul style="list-style-type: none"> Announcements, notices of meetings, circulars on the Stock Exchange website 於聯交所網站的公告、會議通知、通函 Email, direct dialogues, telephone or meetings 電郵、直接對話、電話或會議
Governments and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> Compliance with local laws and regulation 遵守本地法律法規 Support for local economic growth 支持本地經濟增長 	<ul style="list-style-type: none"> Statutory filings and notification 法定文件及通知 Visits and government inspections 探訪及政府調查
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investment and dividends 投資回報及股息 Corporate strategy and governance 公司策略及管治 Risk mitigation and management 風險減緩及管理 	<ul style="list-style-type: none"> Annual General Meeting and other shareholder meetings 股東週年大會及其他股東大會 Annual and interim reports 年度及中期報告 Announcements, notices of meetings and circulars 公告、會議通知及通函
Customers 客戶	<ul style="list-style-type: none"> Product and service quality 產品及服務質素 Robust operation management 強大的營運管理 Operational sustainability 營運可持續性 Customer data and privacy protection 客戶資料及私隱保護 	<ul style="list-style-type: none"> Company website 公司網站 Regular meetings and communication 定期會面及溝通 Email, direct dialogues, telephone or meetings as required in daily operation 電郵、直接對話、電話或會議(視乎日常營運需要)

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT (continued)

Communication Channels and Concerns of our Stakeholders (continued)

持份者參與(續)

持份者的溝通渠道及關注(續)

Stakeholders 持份者	Interests and expectations 利益及期望	Engagement channels 參與渠道
Suppliers 供應商	<ul style="list-style-type: none"> Long-term partnership 長期合作關係 Ethical business practices 道德商業慣例 Supplier assessment criteria 供應商評估標準 Effective project management 有效的項目管理 	<ul style="list-style-type: none"> Procurement processes 採購過程 Audits and assessments 審計與評估 Regular progress meetings 定期進度會議 Regular assessment 定期評估
Employees 僱員	<ul style="list-style-type: none"> Remuneration and compensation, benefits 薪酬及補償、福利 Occupational health and safety 職業健康及安全 Career development opportunities 職業發展機會 Corporate culture and well-being 企業文化及僱員福祉 Fair and competitive employment 公平及競爭性僱傭 	<ul style="list-style-type: none"> Training programmes, seminars and briefings 培訓項目、研討會及簡介會 Performance reviews and appraisals 績效回顧及評核 Promote career development and enhance competence at all levels 促進公司各職級職業發展並提高競爭力 Regular meetings and internal memos 定期會面及內部備忘錄 Email 電郵
Media and the public 媒體及公眾	<ul style="list-style-type: none"> Operation in compliance with applicable laws and regulations 在營運中遵守適用法律法規 Support to civil society 支持公民社會 Environmental protection 環境保護 Local community activities involvement 本地社區活動參與 	<ul style="list-style-type: none"> Email, direct dialogues, telephone or meetings 電郵、直接對話、電話或會議 Donation and sponsorship 捐贈及贊助 Press conference and interviews 新聞發佈會及採訪 ESG report ESG報告

The Group endeavours to maintain active communications with stakeholders through different engagement channels. At the same time, the Group will enhance the reporting principles of materiality, quantification, balance and consistency, in order to define the content of the ESG report and presentation of the information that is more in line with the expectations of stakeholders.

本集團致力透過不同參與渠道與持份者保持積極溝通。同時，本集團亦會加強重要的性、量化、平衡及一致性的匯報原則，界定ESG報告的內容及呈列資料以更符合持份者的期望。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT (continued)

Materiality Assessment

Since ESG risks and opportunities for the Group vary across different stakeholders with various backgrounds and concerns, the Group undertook an annual review in identifying and understanding its stakeholders' main concerns and material interests for the preparation of the ESG Report.

The Group identified the ESG related issues which are considered to have significant impacts on stakeholders and the development of the Group's business. All the identified ESG issues will then be prioritised based on the feedback from stakeholders collected through the communication channels as mentioned in this "STAKEHOLDERS ENGAGEMENT" section and reviewed by the Management, which enable the Management to define and further develop the business strategies.

Based on the result of the abovementioned materiality assessment, the Management identified (i) use of resources and (ii) product responsibility as the most material issues which affect the long-term sustainability of the Group. The measures to manage these two aspects will be the core focus for continuous improvement. Effective internal control systems on these aspects are reinforced with the aim of enhancing the efficiency of operations and generating environmental and social benefits to our stakeholders. Sections A1, A2 and B6 of this ESG Report highlight how the Group addresses these key aspects.

持份者參與(續)

重要性評估

由於本集團的ESG風險和機遇會因持份者的各種背景、及關注事項的不同而存在差異，因此，本集團進行了年度檢討，以識別和了解持份者對編製ESG報告的主要關注和重大利益。

本集團識別出被認為對本集團業務的持份者及發展有重大影響的ESG相關問題。所有已識別的ESG事宜將根據通過本「持份者參與」章節所述的溝通渠道收集的持份者反饋進行優先排序，並由管理層審核確認，使管理層釐定及進一步發展業務策略。

根據依照上述重要性評估的結果，管理層確定(i)資源使用及(ii)產品責任為影響本集團長期可持續發展的最重大事宜。管理該兩個方面的措施將為可持續改進的核心焦點。在該等方面，有效的內部控制系統有所加強，以提升營運效率及為持份者創造環境及社會裨益。本ESG報告的A1、A2及B6各節重點介紹本集團如何改善該等重方面。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL

A1. Emissions

The Group is currently running a scalable multi-media sharing and advertising platform and the dissemination and transmission of the information via such platforms. The Group helps clients produce tailor-made multi-media contents on display media and O2O advertising on these platforms. Due to the Group's business nature, immaterial industrial pollutants are emitted during our business operation as we have outsourced most of our production to third-party manufacturers and service providers as well as the improved gamma ray technologies and knowhow caused less pollutant in its applications during the Year. However, as a responsible enterprise, we still uphold the principle of "Green Operation" and continuously improvement on environmental performance by implementing various measures and practices.

During the Year, the Group is not aware of any material non-compliance with any laws or regulations relevant to air and greenhouse gas ("GHG") emissions, discharge into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Air Pollution Control Ordinance of Hong Kong (Cap. 311 of the Laws of Hong Kong) (《空氣污染管制條例》(香港法例第311章));
- Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong) (《水污染管制條例》(香港法例第358章));
- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) (《廢物處置條例》(香港法例第354章));
- Law of Environmental Protection of the People's Republic of China (《中華人民共和國環境保護法》);
- Atmospheric Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》);
- Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》).

A. 環境

A1. 排放物

本集團現正打造可擴展的多媒體共享與廣告平台，並透過有關平台發佈及傳輸信息。本集團協助客戶於該等平台製作量身訂做之播放媒體及O2O廣告多媒體內容。鑒於本集團業務性質，我們已將大部分生產外包予第三方製造商及服務供應商，而且於本年度改進伽瑪射線技術及專有知識，減少了其應用所造成的污染，因此我們業務營運期間並無排放重大工業污染物。然而，作為負責任的企業，我們仍本著「綠色營運」的原則，實行不同措施及常規，持續改進環境績效。

於本年度，本集團並無意識到任何有關廢氣及溫室氣體(「GHG」)排放、向水及土地的排污以及有害及無害廢棄物的任何重大不合規事宜，包括但不限於：

- 《空氣污染管制條例》(香港法例第311章)；
- 《水污染管制條例》(香港法例第358章)；
- 《廢物處置條例》(香港法例第354章)；
- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A1. Emissions (continued)

Air Pollutant Emissions

The Group's air emission mainly comes from the fuel consumption of vehicles. The Group is fully aware of such environmental issue and hence has taken active measures to lessen the emission of air pollutants. For instance, regular inspection, repair and maintenance are performed to ensure the efficiency of vehicles. Also, drivers are advised to switch off idling engines to reduce air pollutant emissions. Air pollutant emissions during the Year experienced a significant decrease in line with the reduction of fuels consumption for vehicle use.

Greenhouse Gas ("GHG") Emissions

Apart from the emissions of air pollutants, the Group is also mindful of its obligation to avert the adverse impacts of climate change and reduce GHG emissions during its operation.

The Group's GHG emissions primarily generated from vehicle fuel combustion, use of purchased electricity and disposal of paper to landfills. As a way to reduce carbon emissions, video conferences are held where possible to avoid any unnecessary overseas business travels and encourage employees to commute on public transportation and adopt other environmentally friendly practices at work. It is the Group's belief that employees' participation is indispensable for the success of emission reduction.

The production processes are outsourced to third-party service providers and thus there is no product packaging materials involved in its operations in the Year. However, the Group still attaches great importance to the design and consumption of the production of our multi-media products so as to cut down the usage of production materials.

The Group also lays emphasis on resources conservation. For the details of the measures (related to resources conservation) taken by the Group, please refer to section of "Energy Conservation".

A. 環境(續)

A1. 排放物(續)

空氣污染物排放

本集團的空氣污染物排放主要來自耗用車輛燃料。本集團確知該環境問題並因此已採取積極措施減少空氣污染物的排放。舉例而言，我們進行定期檢查、修理及維護，確保車隊的效率。此外，我們要求司機停車熄匙降低空氣污染物的排放。於本年度，隨著車輛燃料消耗減少，空氣污染物排放量顯著下降。

溫室氣體(「溫室氣體」)排放

除空氣污染物排放外，本集團時刻謹記避免氣候變化帶來的負面影響及於營運過程中減少溫室氣體排放的責任。

本集團的溫室氣體排放主要來自車輛燃料燃燒、使用購電及將廢紙棄置於堆填區。為減少碳排放，我們盡可能舉行視訊會議取代不必要之海外公幹，亦鼓勵僱員使用公共交通工具，並在工作時採用其他環保習慣。本集團相信，僱員的參與是成功減排不可或缺的因素。

生產環節外包予第三方服務供應商，因此本年度營運時不涉及產品包裝材料。然而，本集團仍高度重視多媒體產品生產的設計及消耗，旨在減少使用生產材料。

本集團亦重視資源保護。有關本集團所採取的節約能源相關措施的詳情，請參閱「節約能源」一節。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A1. Emissions (continued)

Waste Management

Non-hazardous management

During the Year, our non-hazardous waste was mainly generated in daily office operations and was collected by a corresponding waste collection company arranged by the building management company. The Group has implemented the policy that promotes double-sided printing and copying, and the use of electronic means for information dissemination whenever possible to reduce paper consumption, and hence waste paper disposal. Initiatives to reduce the use of disposable and non-recyclable products, and replacing one-off stationeries with refillable stationeries are also adopted to maintain a sustainable utilisation of resources.

Hazardous waste management

Due to the business nature of the Group, the hazardous wastes produced by the Group are immaterial during the Year.

A2. Use of Resources

The Group aims at minimising the impact of business activities on the environment and supporting environmental protection programs. The Management established environmental policy, supported environmental protection programs and communicated measurable environmental objectives and targets on energy and paper consumption. In particular, a number of initiatives designed to conserve resources, including paper recycle and electricity conservation, were introduced to promote employees' awareness of the need to achieve efficient organisation of resources.

The Group recognises the importance of maintaining environmental sustainability in its daily operation. We adhere to the concept of green development and has been striving to implement the 4R Principles (Reduce, Reuse, Recycle and Replace) in order to reduce resource consumption and improve resource utilisation efficiency in all possible aspects of business operations, including energy conservation and water conservation. Due to the business nature, the Group's business did not involve significant consumption of water and packaging materials, thus no KPIs on such aspect were set by the Management.

A. 環境(續)

A1. 排放物(續)

廢棄物管理

無害廢棄物管理

本年度，我們的無害廢棄物主要源於日常辦公室營運，由樓宇管理公司安排之相應廢棄物收集公司收集。本集團提倡雙面列印及複印、盡量使用電子途徑發佈資料的政策，以減少耗用紙張，從而減輕廢棄紙張的棄置。為保持資源的可持續利用，我們亦已採取減少使用一次性及不可回收之產品的措施，並以可補充文具取代一次性文具。

有害廢棄物管理

由於本集團業務的性質，本年度本集團所產生的有害廢棄物並不重大。

A2. 資源使用

本集團的目標是盡量減少業務活動對環境造成之影響，同時支持環保計劃。管理層制定了環保政策，支持環保計劃，傳達可計量的環境宗旨及目標，以此減少能源和紙張的消耗。尤其是，我們制定了一些旨在節約資源之措施，包括回收紙張及節約電力，以提高僱員對有效組織資源的認識。

本集團深明於日常營運中維持環境可持續發展的重要性。我們秉持綠色發展理念及一直努力推行減量化、再利用、再循環及替代使用四大原則，從而在業務營運的所有可能方面減少資源消耗及提高資源使用效率，包括節約能源及節約用水。由於業務性質使然，本集團的業務不涉及大量用水及消耗包裝材料，因此管理層未設定此方面的關鍵績效指標。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A2. Use of Resources (continued)

Energy Conservation

As part of the Group's initiatives to reduce energy consumption in lighting system, we divide the office area into different light zones using independent lighting switches, adopt energy-efficient lighting and clean light fixtures regularly to increase the energy efficiency of lighting system. We have also employed measures to enhance the energy efficiency of air conditioning system, such as applying window blind to reduce direct sunlight and the demand for air conditioning. In addition, the Group is actively integrating energy conservation initiatives into its operations. For instance, when procuring new electronic devices, priority is given to those with energy efficiency labels so as to reduce energy consumption.

Water Consumption

The Group mainly consumes water for cleaning purposes in the office premises. The water supply service is provided by the office management company and thus consumption data can not be obtained from the Group.

The Group endeavors to conserve water effectively by identifying water-saving initiatives, for example, posting water conservation notice in the pantry to raise employees' awareness on water saving and installing water-saving taps, fixtures and accessories. Furthermore, the Group has conducted regular maintenance of water pipes to prevent leakage of water and repair any defective components.

A3. Environment and Natural Resources

Due to the nature of the business, the Group does not have any direct and significant impacts on the environment and natural resources in the course of its operations. With the integration of policies and measures to reduce emissions and resources consumption, the Group strives to reduce the impacts of business activities on the environment and natural resources.

In case of any significant environmental issues, the Group will immediately assess the impact, formulate an emergency plan and report to the relevant departments to rectify the damage to the environment.

A. 環境(續)

A2. 資源使用(續)

節約能源

作為本集團減少照明系統能耗措施一環，我們利用獨立照明開關將辦公空間劃分為不同照明區、採用具能源效益之照明用品，並定期清潔照明裝置以提升照明系統之能源效益。我們亦已採取措施提升空調系統之能源效益，例如使用百葉簾減少陽光直射及對空調的需求。此外，本集團積極於營運中融入節約能源理念。舉例而言，採購新電子器材時，我們會優先選擇具有能源效率標籤的產品，以降低能源消耗。

用水

本集團主要在辦公室物業的清潔方面用水。供水服務由辦公室管理公司提供，因此本集團無法獲得該等耗用數據。

本集團致力通過識別節水舉措有效地節約用水，例如，於茶水間張貼節水通告提升僱員節約用水的意識及安裝節水水龍頭、固定裝置及配件。此外，本集團對水管進行常規保養以避免漏水，並會修理任何缺損部分。

A3. 環境及天然資源

基於業務性質，本集團在其日常營運中並無對環境及天然資源造成任何直接及重大影響。藉著整合有關降低排放及資源消耗的政策及措施，本集團致力減低業務活動對環境及天然資源的影響。

如有任何重大環境問題，本集團將立即評估影響，制定應急預案並向有關部門報告，對環境損害進行整改。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A4. Climate Change

Climate change which may lead to extreme weather might pose potential risks to the Group's business and significant impact on the Group's daily operations. The Group pays attention to the trend of climate change and assesses the impact on the operation of the Group's business. The Group has adopted the measures in response to the assessed risks, including both physical risks and transition risks, arising from the climate change.

Physical Risks

The increasing frequency and severity of extreme weather events such as extreme cold or extreme heat, rainstorms and typhoons, may affect the supply chains of the Group, damage the Group's assets and pose threats to the health and safety of the Group's employees, resulting in interruption to the operations of the Group.

Transition Risks

The Group also anticipates that more stringent laws and regulations will be imposed by the governments in response to the global trend of low-carbon sustainable development. The stricter environmental protection laws and regulations may limit the expansion of business, and increase in compliance costs and risk of lawsuits of the Group arising from the failure to comply with such laws and regulations.

Alongside with the Group's ongoing commitment to the green operation, the Group takes various actions such as low-carbon living guidelines to the employees, following extreme weather guidelines issued by the governments, adopting flexible working arrangement where considered necessary, exploring opportunities and allocating resources on technological advancements on energy and resources saving materials and processes in ensuring the continuity and sustainability of business.

A. 環境(續)

A4. 氣候變化

氣候變化可能導致極端天氣，因而可能對本集團的業務構成潛在風險，並可能對日常營運產生重大影響。本集團關注氣候變化趨勢，評估對本集團業務經營的影響。本集團已採取措施應對所評估的氣候變化帶來的風險，包括實體風險及過渡風險。

實體風險

極端天氣事件(例如極冷極熱、暴雨及颱風)越來越頻繁及嚴重，可能會影響本集團的供應鏈，損害本集團的資產，並對本集團的僱員的健康和安全構成威脅，導致本集團的營運中斷。

過渡風險

本集團亦預期政府將因應全球低碳可持續發展趨勢而制訂更嚴格的法律法規。更嚴格的環保法律法規可能會限制業務擴展，並增加本集團的合規成本以及因未能遵守該等法律法規而引發的訴訟風險。

本集團持續致力於綠色營運，並且採取多項行動，例如為僱員提供低碳生活指引，遵循政府發佈的極端天氣指引，在必要時採取靈活的工作安排，在能源和資源節約材料和工藝的技術進步方面探索機會和分配資源，以確保業務的連續性和可持續性。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL

B1. Employment

The Group recognises its employees as one of the key members to maintain the sustainable development of the Group. The Group firmly upholds the principle of treating all employees fairly and consistently in all matters, including those in relation to recruitment, training and development, appraisal, promotion, remuneration and benefits, and enforces its employment policies in accordance with the regulations of the Employment Ordinance of Hong Kong and the Labour Law of the PRC. A series of systematic recruitment procedures have been set to formulate recruitment plan and details. During the recruitment process, all applicants enjoy equal opportunities regardless of age, sex, family status, race, ethnicity, religion, disability, and political stance. As at 31 March 2022, the Group employed 62 staffs (2020/21: 74) in Hong Kong and the PRC.

As of 31 March 2022, the Group's employee size breakdown was as below.

B. 社會

B1. 僱傭

本集團認為其僱員為維持本集團可持續發展的重要成員之一。本集團堅持公平對待每位僱員，採取一視同仁的態度，包括與招聘、培訓及發展、評估、晉升、薪酬及福利有關的事項，並按照香港《僱傭條例》及《中華人民共和國勞動法》中之規例執行其僱傭政策。本集團已設立一系列系統化招聘程序，以制訂招聘計劃及詳情。於招聘過程中，所有申請者均享有平等機會，無分年齡、性別、家庭狀況、種族、民族、宗教、殘疾和政治立場。於二零二二年三月三十一日，本集團於香港及中國聘用62名員工(二零二零/二一年：74名)。

截至二零二二年三月三十一日，本集團的僱員人數明細如下。

		FY2022 二零二二財年	FY2021 二零二一財年
Total number of employees	僱員總數	62	74
By Gender	按性別劃分		
Male	男性	35	48
Female	女性	27	26
By Age	按年齡劃分		
Below 30	30歲以下	11	11
30-50	30至50歲	39	56
Over 50	50歲以上	12	7
By Level	按級別劃分		
Senior management	高級管理層	21	N/A 不適用
Mid-level management	中級管理層	16	N/A 不適用
Non-managerial employees	非管理層	25	N/A 不適用
By Employment Type	按僱傭類型劃分		
Full-time	全職	61	74
Part-time	兼職	1	0
By Geographic Region	按地區劃分		
PRC	中國	43	57
Hong Kong	香港	19	17



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B1. Employment (continued)

Employee Benefits

Driven by the Group's belief that employees are one of the vital and valuable assets, we greatly value their rights and benefits. The salary structure is reviewed annually to maintain a competitive remuneration package for employees. All levels of staff are appraised annually based on the same categories of performance criteria. Bonus, salary increment and promotion are determined in accordance with the results of the staff appraisal. Apart from basic salary, we also offer discretionary bonus based on the individual performance of the employees and our financial performance. Our employees are also eligible for different types of leave, such as annual leave, compassionate leave, wedding leave and maternity leave. Other entitlements include medical insurance, dental benefits and travel insurance. In order to foster team spirit, we have organised activities such as monthly birthday party during the Year.

As for the Group's employees working in mainland China, their rights and benefits are protected by relevant laws and regulations in the PRC such as the Labour Contract Law of the PRC and enjoy "Five Social Insurances and One Housing Fund" under the Social Insurance law of the People's Republic of China《中華人民共和國社會保險法》and the Regulations on Management of Housing Provident Funds《住房公積金管理條例》. In addition, the Group also provides them with other benefits such as lunch subsidy, afternoon and late night refreshments, health checks and various festival, birthday and wedding gifts.

B. 社會(續)

B1. 僱傭(續)

僱員福利

僱員是本集團最重要及寶貴的資產之一，我們極其重視彼等之權利及福利。我們會每年檢討薪金架構以維持僱員薪酬待遇之競爭力。本集團根據同一類別的表現標準對所有級別的員工進行年度評估，有關評估結果將作為釐定花紅、加薪及晉升的依據。除基本薪金外，我們亦會視乎僱員個人表現及我們的財政表現發放酌情花紅。我們的僱員享有不同類型假期，如年假、恩恤假、婚假、產假等。其他福利包括醫療保險、牙科福利及旅遊保險。為培養團隊精神，我們於本年度組織不同活動，如每月生日派對。

至於本集團於中國內地工作的僱員，其權利及福利受到《中華人民共和國勞動合同法》等中國相關法律法規保障，並根據《中華人民共和國社會保險法》及《住房公積金管理條例》享有「五險一金」。此外，本集團亦為他們提供其他福利，如午餐津貼、下午茶及宵夜、健康檢查及不同節慶贈禮、生日禮物及結婚賀禮。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B2. Health and Safety

Work safety is the cornerstone of the sustainable development of the Group. While complying with relevant laws and regulations such as the Occupational Safety and Health Ordinance of Hong Kong, the Law of the PRC on Prevention and Control of Occupational Diseases, the Regulations on Work-Related Injury Insurances (《工傷保險條例》) of the PRC, the Trade Union Law of the PRC (《中華人民共和國工會法》), the Occupational Safety and Health Ordinance of Hong Kong (《第 509 章《職業安全及健康條例》), we are committed to achieving a high standard of occupational safety and health to promote a healthy work-life balance for employees, we do not encourage overtime working. If extension of working hours is necessary, overtime traffic allowance is provided to ensure that our employees return home safely. To maintain a safe working environment and keep injuries to the minimum, a safety measures had been stated in our conduct code and a safety committee has been established for the implementation of fire protection and security measures. Meanwhile, fire evacuation drills are conducted regularly to increase employees' awareness and involvement in accident prevention. We also seek to create a pleasant and comfortable workplace for employees by carrying out various measures, including provision of adjustable seats, sufficient storage space for a more spacious desk area and regular maintenance or replacement of office equipment. The Group also provides every full-time employee with a comprehensive set of health insurance, including but not limited to medical insurance, surgical insurance and hospitality issuance.

B. 社會(續)

B2. 健康與安全

工作安全為本集團可持續發展之基石。在遵守香港《職業安全及健康條例》、《中華人民共和國職業病防治法》、中國《工傷保險條例》、《中華人民共和國工會法》、《第509章《職業安全及健康條例》等相關工作安全法律法規之同時，我們亦致力於實現高標準的職業安全及健康。為了平衡僱員健康的工作與生活，我們並不鼓勵超時工作。如需延長工時，我們會提供超時交通津貼，確保僱員安全回家。為保持安全的工作環境並盡量減少傷亡事故，本集團已於行為守則中說明安全措施，並已成立安全委員會，落實防火及保安措施。與此同時，我們定期舉行火警疏散演習，以提升僱員安全意識及提倡更多僱員參與防災訓練。我們亦推行不同措施，盡力為僱員提供理想舒適之工作環境，包括提供可調校座椅、提供足夠儲存位置以騰空桌面空間、定期維修或更換辦公室設備。本集團亦提供每名全職僱員全套健康保險，包括但不限於醫療保險、手術保險及住院保險。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B2. Health and Safety (continued)

The outbreak of COVID-19 has posed a significant threat to public health. The Group has closely monitored the development of the epidemic situation and has established the guidance to safeguard our employees against infection and contain the epidemic by implemented a series of precautionary measures:

- Encourage colleagues to get vaccinated, perform regular Rapid Antigen Tests and check their body temperature before entering the workplace;
- Adopt flexible working arrangement to allow employees to work from home so as to enhance social distancing if necessary;
- Remind the employees to maintain good personal hygiene such as the need to wear surgical masks properly and washing hands frequently in office; and
- Conduct meeting with customer or suppliers through internet rather than face to face meeting.

The Group has maintained a healthy and safe working environment and recorded no work-related fatalities throughout the past three years.

B. 社會(續)

B2. 健康與安全(續)

新冠肺炎疫情爆發對公眾健康構成了重大威脅。本集團密切關注疫情發展，並已制定指南，為保障僱員免受感染及遏制疫情，採取了一系列預防措施：

- 鼓勵同事接種疫苗，進行快速抗原檢測，並於進入工作場所前檢查體溫；
- 在必要時採取靈活的工作安排，讓僱員在家工作，加強社交距離；
- 提醒僱員保持良好的個人衛生，例如正確佩戴外科口罩及在辦公室勤洗手；及
- 通過互聯網而非面對面的方式與客戶或供應商進行會議。

本集團一直維持健康及安全的工作環境，於過去三年並無發生因工亡故。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B3. Development and Training

In order to establish an excellent team, we monitor employee performance annually for evaluation and development purpose to attain our goal of forging competitiveness and motivation. The Group sees the annual appraisal not only as a process to document the performance of employees, but also a precious opportunity to devise their working plans and targets for the coming year. To promote the growth and development of employees, we have provided employees with internal training courses of various technical aspects such as audio architecture, software application and testing during the Year. We have also offered job-related training and guidance to employees in different positions and provided assessments for new employees and fresh graduates. In order to encourage employees to develop their potential through independent learning, employees who participate in external job-related training and assessment are eligible to examination leave and allowance. Each promotion decision involves thorough consideration of the employee's training record, ability and performance at work. Competent employees will be considered for internal promotion in recognition of their efforts and contributions.

B4. Employment Standard

The Group has established an age verification procedure to prevent the employment of child labour. Prior to the confirmation of appointment, we will verify the identity of candidates to ensure that they are lawfully employable and have reached the legal working age as stipulated in the Employment of Children Regulation of Hong Kong and the Provisions on the Prohibition of Using Child Labour. Employees are required to enter into a labour contract which contains information regarding working hour, his/her benefits and rights on termination to prevent any form of forced labour. Upon receipt of letters of resignation, payment of the outstanding wages will be made on time. In addition, the Group offers sufficient rest days to employees and would not force any employees to work overtime against their will so as to prevent forced labour practices.

We also set up communication channels to allow employees to report cases of child labour and forced labour. If child labour and forced labour are found, the Management will immediately investigate the causes to ensure that no recurrence of similar incidents. During the Year, no reported instance on child labour or forced labour was noted.

B. 社會(續)

B3. 發展及培訓

為建立優秀團隊，我們每年會監察僱員表現用作評估及發展用途，藉此實現我們增強競爭力及推動力的目標。本集團不單視年度評核為記錄僱員績效之程序，亦視之為制訂僱員來年工作計劃及目標之寶貴機會。為促進僱員成長及發展，我們於本年度為僱員提供音訊格式、軟件應用及測試等不同內部技術培訓課程。我們亦為不同崗位之僱員提供在職培訓及指導，並為新入職僱員及應屆畢業生進行評核。為鼓勵僱員透過自學發展潛力，參與外部職業相關培訓及考核之僱員享有考試假期及津貼。在作出晉升決定時，本集團全面考慮僱員之培訓紀錄、能力及工作表現。有能力的僱員可獲內部升遷，以肯定其努力及貢獻。

B4. 僱傭準則

本集團已建立年齡驗證程序以防止僱用童工。於確認聘請前，我們會核實身份，確保候任人可合法受僱，並符合香港《僱用兒童規例》及《禁止使用童工規定》規定的法定工作年齡。僱員須簽訂勞工合約，當中載有有關工作時數、個人福利及終止合約權利的資料，以防止出現任何形式之強制勞工。於接獲辭職信時，本集團會及時支付未付工資。此外，本集團為僱員提供充足的休息日，不會強迫任何僱員違背其意願加班，以防止強制勞工。

我們亦建立了溝通渠道，讓僱員舉報童工及強制勞工的情況。如發現童工及強制勞工，管理層將立即調查原因，確保不再發生類似事件。於本年度，未有發現童工或強制勞工的任何已報告事件。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B5. Supply Chain Management

The Group develops long-term strategic relationship with its suppliers to sustain business growth of the Group. In view of maintaining high quality standards and products provided by the suppliers, the Group has formulated policies and procedures of supply management, including the Procurement Policy to standardise the selection, evaluation and monitoring procedures of suppliers in a fair, open and impartial manner. During the Year, the Group had all major suppliers located within the PRC, of which the majority was in Guangdong province. A supplier list has been maintained by the Management. An application is required to be submitted by relevant departments prior to each procurement or engagement, and suppliers are assessed based on different criteria including product quality, management, production techniques, environmental performance and social responsibility. When signing procurement contracts or enter into an engagement, terms regarding quality assurance are included to ensure the delivered products and components are up to standard, and defective products will be returned. All deliverables from the third-party service providers are reviewed by the Group before published in the public platform for multi-media and advertising services. All suppliers for bulk and regular procurement decision can be only sourced from suppliers in the approved suppliers list. The Group has also established a rating system for the assessment of current suppliers, and those who consistently failed to meet the required standards would be excluded from the supplier list.

To integrate the environmental vision of the Group into the procurement of office supplies, priority is given to environmentally friendly products, such as refillable ballpoint pens, mechanical pencils and recyclable toner cartridges. With our strict adherence to green purchasing principle, the usage of materials is constantly evaluated to avoid overstocking and squandering resources.

B. 社會(續)

B5. 供應鏈管理

本集團與供應商建立長期戰略關係以維持本集團的業務增長。為維持供應商提供的高質量標準和產品，本集團制定了供應管理政策和程序，包括採購政策，以公平、公開和公正的方式規範供應商的篩選、評估和監控程序。本年度，本集團所有主要供應商均位於中國，當中大部分位處廣東省。管理層保有一份供應商名單。我們要求每宗採購或委聘前均須由相關部門作出申請，而供應商會從產品品質、管理、生產技術、環保表現及社會責任等多方面評核選定。簽訂採購合約或委聘時，我們會於當中加入質量保證條款，以確保所交付產品及零部件符合標準，而有缺陷產品會被退貨。所有來自第三方服務供應商的可交付成果經本集團審閱後，方可於多媒體及廣告服務相關公眾平台上發佈。本集團僅向認可供應商名單內的供應商進行批量及常規採購。本集團亦已對現有供應商的評定建立評級系統，持續不達標的供應商將會被從供貨商名單中除名。

為將本集團之環保藍圖融入辦公室供應品採購之中，我們優先選購環保產品，如可替換筆芯之原子筆及自動鉛芯筆以及可循環再用的碳粉盒。我們嚴格奉行環保採購原則，持續評估物料使用情況，避免積存及浪費資源。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B6. Product Responsibility

The Group is committed to improving its quality management system continuously, providing quality products and services to its customers, paying attention to the customers' feedbacks on the products sold and services provided by the Group and strictly follows all relevant regulations regarding product responsibility in Hong Kong and the PRC. Instruction guidelines regarding product quality inspection, return and repair of defective products have been set to further ensure that the quality of our products is up to standard and customers who have received verified defective products can get their replacement. Upon receiving a defective unit of a product, the unit is subject to different procedures depending on the situation, which will be accepted for exchange or repair if the customer can provide valid purchase and warranty documents.

Customer Service

Customers can express their opinions or complaints through the established communication channels. The Group will conduct investigations and prepare reports based on complaints received and take corrective measures where necessary. Any customers' feedback or complaint will be recorded and handled immediately for improvement. Our customer service team is responsible for monitoring and handling customer complaints and a set of procedures have been formulated so that complaints can be categorised and solved by the designated staff timely. There were no complaints from customers, recall of products and services during the Year.

B. 社會(續)

B6. 產品責任

本集團致力於不斷完善質量管理體系，為客戶提供優質的產品和服務，關注客戶對本集團銷售的產品和提供的服務的回饋，並嚴格遵守香港及中國有關產品責任的所有相關規定。本集團已制定有關產品品質檢定、退回及維修有缺陷產品的指引，以進一步確保我們的產品品質符合標準，而顧客可就其已驗證為有缺陷的產品作出換貨。當收到有缺陷的產品時，該產品會因應情況經不同程序處理。如顧客可提供有效購買及保用文件，可獲安排換貨或維修。

客戶服務

客戶可透過既有通訊渠道發表意見或投訴。本集團會根據接收的投訴進行調查及建立報告，並在有需要時採取糾正措施。任何客戶的回饋或投訴將被記錄並立即處理，以進行改進。我們的客戶服務團隊負責監察及處理顧客投訴，我們亦已制訂一套程序將投訴分門別類，由指定人員及時解決。本年度並無客戶投訴、產品及服務回收。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B6. Product Responsibility (continued)

Quality Assurance

When delivering the Group's multi-media technologies and advertising products, detailed plans are formulated through assessing various aspects of our products such as market condition, competitors and the competitiveness of our products. The Group has established standard approval guidelines and checklists to ensure legitimate advertising contents for all the industries it serves. Document proof and information including business registration and relevant supporting evidence must be provided for the Group's review in order to safeguard the integrity, consistency and timeliness of the advertising materials. Content of the multi-media products are reviewed regularly by the Group to avoid false and misleading advertising claims or statements. Also, the engagement contract requires a third-party service provider to abide the laws and regulations such as Advertising Law of the People's Republic of China.

Privacy Protection

The Group attaches great importance to the protection of confidential data and intellectual property rights. We strictly comply with the laws and regulations relating to privacy matters such as the Personal Data (Privacy) Ordinance of Hong Kong and the Cybersecurity Law of the People's Republic of China. As a way to safeguard the confidentiality of the Group's information, suppliers are required to sign Confidentiality agreement to prevent unauthorised disclosure of confidential materials. In order to protect clients' personal information, every employee is required to enter into a labour contract which forbids him/her to disclose confidential or proprietary information to any third-parties, either employed or have already resigned, without the Group's authorisation. Also, we endeavor to protect the software system to prevent virus infections and the leakage of confidential information. The Group has not encountered incidents of infringement of intellectual property rights or leakage of confidential information during the Year.

B. 社會(續)

B6. 產品責任(續)

質量保證

於交付本集團多媒體技術廣告產品時，我們從市況、競爭對手及產品競爭力等不同方面進行產品評估，再制訂詳細計劃。本集團已制定標準批核指引及清單，確保其適用於所有行業的合法廣告內容。文件證明及資料包括商業登記證及相關支持證據須呈交本集團審閱，保障廣告材料的真實性、一致性及及時性。本集團會定期審核多媒體產品內容，避免錯誤及誤導性的廣告陳述或聲明。此外，委聘合約要求第三方服務供應商於執行我們產品時遵守《中華人民共和國廣告法》等法律法規。

保護私隱

本集團極其重視保護機密資料及知識產權，恪守香港《個人資料(私隱)條例》及《中華人民共和國網絡安全法》等私隱相關法律法規。作為保障本集團資料保密性的方式，供應商須簽署一份保密協議，防止保密材料未經授權披露。為保護客戶個人資料，各僱員均須簽訂勞工合約，禁止僱員在未經本集團授權的情況下，於受聘期間或離職後，向任何第三方披露保密或專有資料。此外，我們竭誠保護軟件系統免受病毒感染及避免洩漏機密資料。於本年度，本集團未發生侵犯知識產權或洩露機密資料的事件。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B7. Anti-corruption

The Group strives to comply with the applicable laws and regulations relating to fraud and corruption prevention and anti-money laundering in the PRC and Hong Kong and maintain a culture of honesty with zero tolerance towards any kind of such activities. With integrity being a core part of the Group's business ethics, employees have the responsibility to observe the applicable rules and regulations such as the Prevention of Bribery Ordinance of Hong Kong and the Criminal Law of the PRC, as well as our code of conduct. To maintain high standards of corporate governance, we fulfill our commitment through abiding by anti-corruption policies and guidelines, such as acceptance of gifts and conflict of interest. Related procedures and guidelines are available in our conduct code. To live up to this commitment, the Group had established reporting channels to facilitate the declaration of conflict of interest by employees. Besides, there is a whistle-blowing policy to encourage employees to report any suspected misconduct to the Audit Committee directly in person or through email. We have designated personnel to investigate the misconduct reported and take corresponding remedial measures against the irregularities. All reports and enquiries are handled with strict confidentiality under all circumstances to preserve anonymity.

During the Year, the Group had arranged training sessions and circulated materials related to anti-fraud and anti-money laundering to the directors and employees with a view to ensuring that employees are familiar with the relevant laws and regulations and the Group's internal policies. The Group was not aware of any breach of laws and regulations that have a significant impact on the Group in relation to bribery, extortion, fraud and money laundering.

B8. Community Investment

Over the years, the Group has focused on community activities and strongly encouraged our employees to actively participate in various volunteer activities, public conventions, conference, exhibitions and events with a particular focus on community investment, sponsorships and charitable contributions.

As a responsible company, we aim at serving and strengthening the wider community, and encouraging employees and other stakeholders in supporting the community. Our Group understands well of the importance for making positive contribution to the community where it operates, and considers community benefits as one of its social responsibilities.

B. 社會(續)

B7. 反貪污

本集團努力遵守中國及香港有關預防反欺詐、反腐敗及反洗錢的適用法律法規，並保持對任何此類活動零容忍的誠信文化。誠信是本集團商業道德的核心部分，因此，僱員有責任遵守香港《防止賄賂條例》及《中華人民共和國刑法》等適用規則及法規，以及我們的行為守則。為保持高水平之企業管治，我們透過遵守反腐敗政策和指引(如收受餽贈及利益衝突)履行我們的承諾。相關程序及指引載於我們的行為守則。為堅守此承諾，本集團已建立舉報渠道，以便僱員申報利益衝突。此外，本集團訂有舉報政策，鼓勵僱員親身或透過電郵向審核委員會直接舉報任何懷疑不當行為。我們指派專人調查經舉報之不當行為，並採取相應補救措施糾正違規行為。在任何情況下所有報告及查詢一律嚴加保密，以免有關人士身份外洩。

於本年度，本集團為董事及僱員安排反欺詐及反洗錢相關培訓並傳閱相關資料。以確保僱員熟悉相關法律法規及本集團內部政策。本集團並無發現任何有關賄賂、勒索、欺詐及洗錢等對本集團影響重大的違反法律法規的行為。

B8. 社區投資

多年來，本集團重視社區活動，大力鼓勵僱員參與各類義工活動、公共會議、會議、展覽及活動，特別關注社區投資、贊助及慈善捐贈活動。

作為一間盡責的公司，我們的目標是服務並加強更廣大的社區，並鼓勵僱員及其他持份者支援社區。本集團深知對其經營所在社區作出積極貢獻的重要性，並將社區福利視為其社會責任之一。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B8. Community Investment (continued)

The PRC has pledged to peak emissions by 2030 and to reach carbon neutrality by 2060. The PRC government therefore promoted the stable supply of iron ores in the long run as one of its key sustainable developments in mining industry. Lately in July 2022, the China Mineral Resources Group Limited was formally established by the State Council to spearhead the strategic “Cornerstone Initiatives” to achieve four essential principles, including but not limited to, adhere to ESG and to build green iron ore mines with optimised overall planning to avoid over investment.

In response to this industry development, our new DGDB technologies contribute to the environment to reduce energy consumption and carbon emission, which is align with the sustainable developments of the PRC government. The Group is currently working closely with domestic and international iron ore majors to promote the application of our DGDB technologies. It is believed that our technologies can reduce production cost and energy consumption in producing high grade iron concentrates and thus enhance the competitiveness of the PRC’s steel industry. Our DGDB technologies was credited as environmentally friendly and ESG entity for long-term sustainable developments in the community.

During the selection of supporting charities, several considerations were involved. We evaluate the vision and background of requesting charities in aligning with our Group’s. Charities engaged in unethical activities, and those in unclear financial position, and conflict of interest with corporation/ individual will not be considered.

Due to the continuous effect and outbreak of COVID-19 pandemic, the Group had not participated in community investment activities and charitable events during the Year. The Group will explore different opportunities on the community investment after the easing of COVID-19 or when COVID-19 trend continues to be stable.

B. 社會(續)

B8. 社區投資(續)

中國已承諾到二零三零年達到碳排放峰值，到二零六零年實現碳中和。因此，中國政府將鐵礦石的長期穩定供應作為其採礦業的關鍵可持續發展之一。於二零二二年七月下旬，國務院正式成立中國礦產資源集團有限公司，引領戰略「基石計劃」，以實現四項基本原則，包括但不限於堅持 ESG，優化統籌規劃建設綠色鐵礦，避免過度投資。

為應對這一行業發展，我們的新乾磨乾選技術有助於減少能源消耗及碳排放，這與中國政府的可持續發展相一致。本集團目前正與國內外鐵礦石巨頭密切合作，推動我們的乾磨乾選技術應用。相信我們的技術能夠將生產高品位鐵精礦的生產成本及能源消耗降低，從而提高中國鋼鐵行業的競爭力。我們的乾磨乾選技術被譽為環保及 ESG 實體，有利於社區的長期可持續發展。

支持善舉的選擇涉及多項考慮因素。我們評估申請捐助項目的願景及背景是否與本集團一致。從事不道德活動的慈善團體以及財務狀況不明及與法團／個人有利益衝突的團體將不獲考慮。

由於新冠肺炎疫情的持續影響及爆發，本集團於本年度未參與社區投資活動及慈善活動。本集團將在新冠肺炎疫情緩和或新冠肺炎疫情趨勢持續穩定後探索不同的社區投資機會。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS

關鍵績效指標

A. Environmental Indicators		A. 環境指標		Unit 單位	2021/22 二零二一/ 二二年	2020/21 二零二零/ 二一年
A1 Emissions	A1 排放物					
A1.1 Air Pollutant Emissions	A1.1 空氣污染物排放量					
Nitrogen oxides (NO _x)	氮氧化物	kg 千克	9.92	20.66		
Sulphur oxides (SO _x)	硫氧化物	kg 千克	0.02	0.03		
Particulate matter (PM)	顆粒物	kg 千克	0.95	1.98		
A1.2 GHG Emissions	A1.2 溫室氣體排放量					
Total Emissions	排放總量	Tonnes CO ₂ e 噸二氧化碳當量	24.20	17.66		
Scope 1: Direct emissions – from combustion of fuels for vehicle use	範圍1：直接排放－ 車輛燃燒燃料	Tonnes 噸	2.65	5.51		
Scope 2: Energy indirect emissions – from electricity consumption	範圍2：能源間接排放－ 電力消耗	Tonnes 噸	21.07	11.55		
Scope 3: Other indirect emissions – from disposal of paper to landfill	範圍3：其他間接排放－將廢紙 棄置於堆填區	Tonnes 噸	0.48	0.60		
Intensity ¹	密度 ¹	Tonnes CO ₂ e/employee 噸二氧化碳當量／僱員	0.39	0.24		
A1.3 Waste	A1.3 廢棄物					
Total Non-hazardous Waste (Paper A4 (80 GSM))	無害廢棄物(A4紙(80 GSM)) 總量	kg 千克	100	125		
Total Hazardous Waste (Toner Cartridges)	有害廢棄物(碳粉盒)總量	Piece ² 件 ²	2	2		
A2 Use of Resources	A2 資源使用					
A2.1 Energy (Electricity)	A2.1 能源(電力)					
Total Consumption	總耗量	kWh 千瓦時	29,675	16,270		
Intensity ¹	密度 ¹	kWh/employee 千瓦時／僱員	479	220		
A2.2 Water	A2.2 水					
Total Consumption ³	總耗量 ³	m ³ 立方米	N/A	N/A		
Intensity ³	密度 ³	m ³ /employee 立方米／僱員	N/A	N/A		
A2.5 Packaging Material	A2.5 包裝材料					
Total Consumption ⁴	總耗量 ⁴	Tonnes 噸	N/A	N/A		
Intensity ⁴	密度 ⁴	Tonnes/ unit of product 噸／單位產品	N/A	N/A		



Environmental, Social and Governance Report (continued)

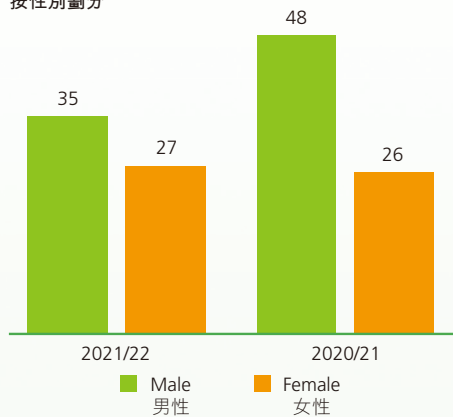
環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標(續)

B1.1 Employee Composition 僱員組成

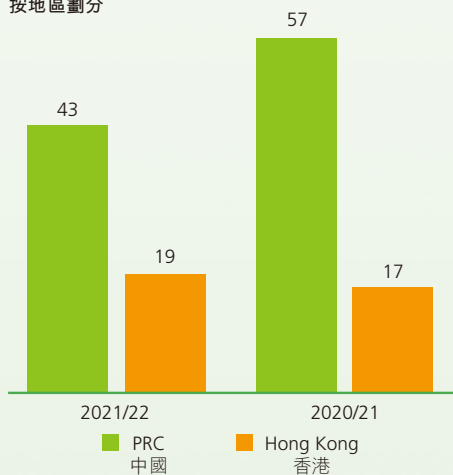
By Gender
按性別劃分



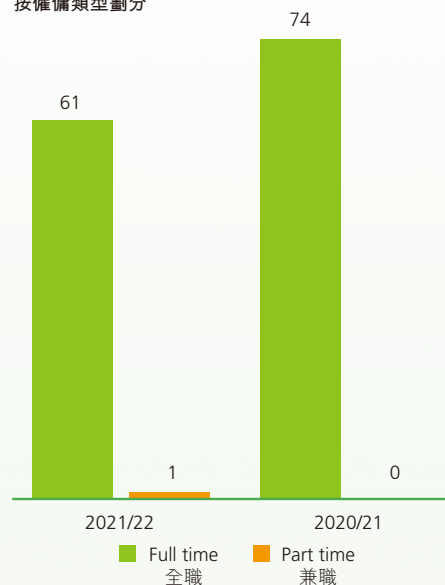
By Level⁵
按級別劃分⁵



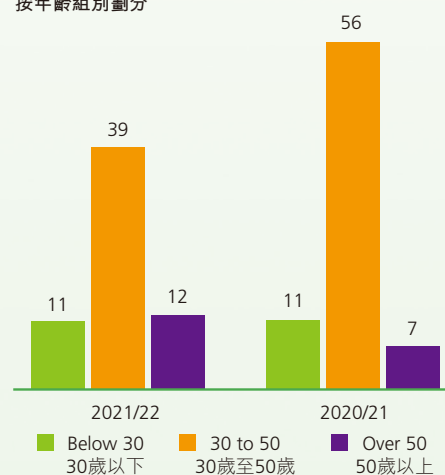
By Geographical Region
按地區劃分



By Employment Type
按僱傭類型劃分



By Age Group
按年齡組別劃分



Environmental, Social and Governance Report (continued)

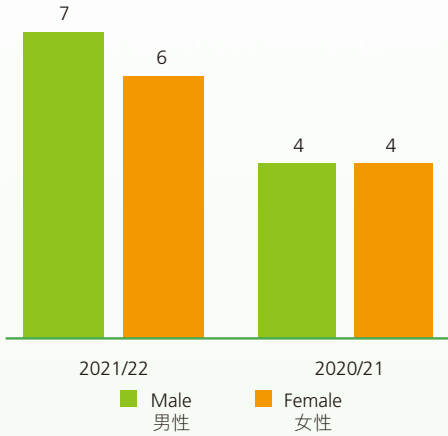
環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

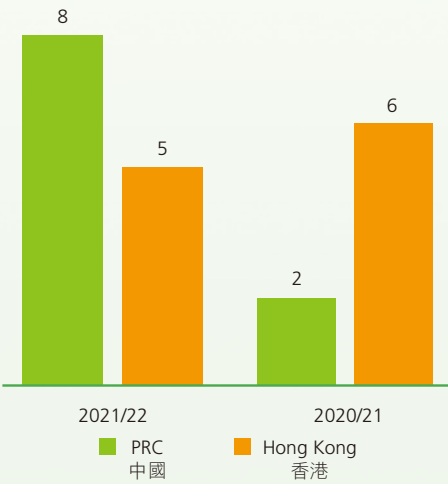
關鍵績效指標(續)

B1.2 Employee Turnover 僱員流動

By Gender
按性別劃分



By Geographical Region
按地區劃分



By Age Group
按年齡組別劃分



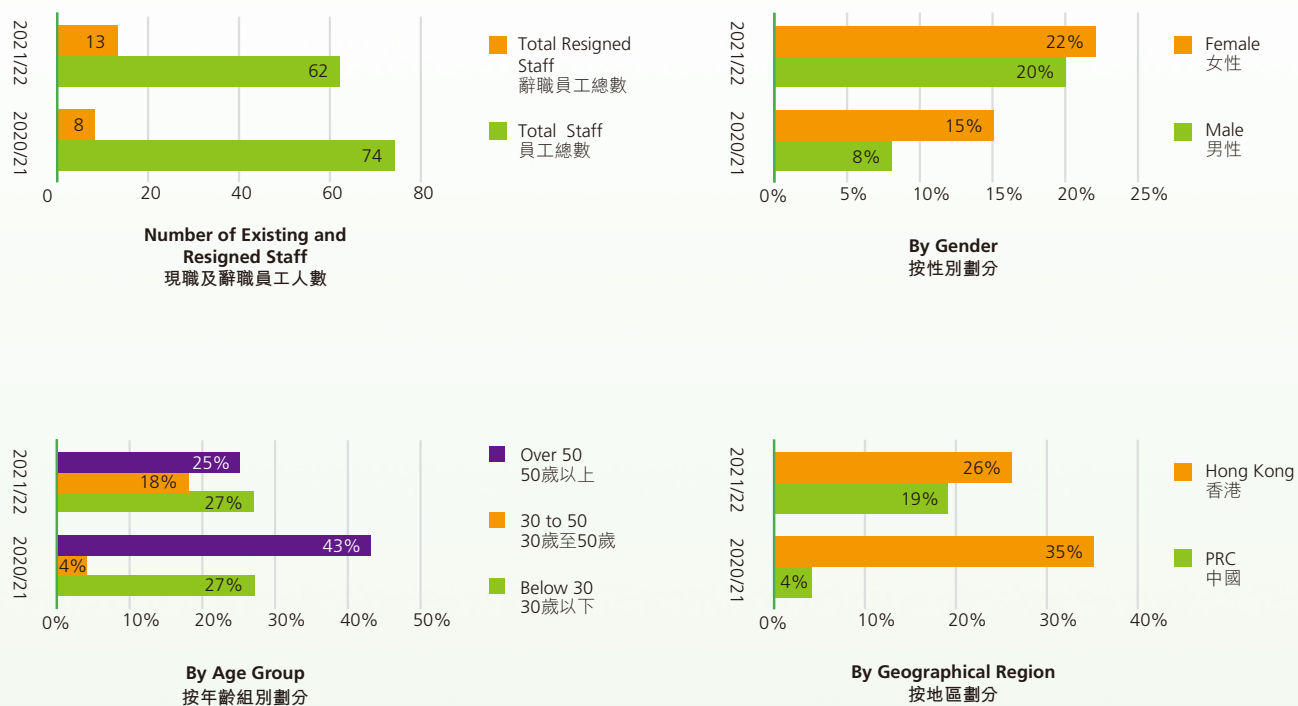
Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標(續)

B1.3 Employee Turnover Rate 僱員流動率



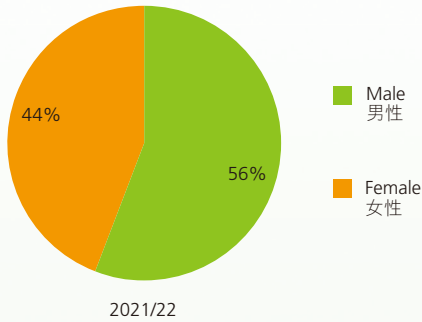
Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

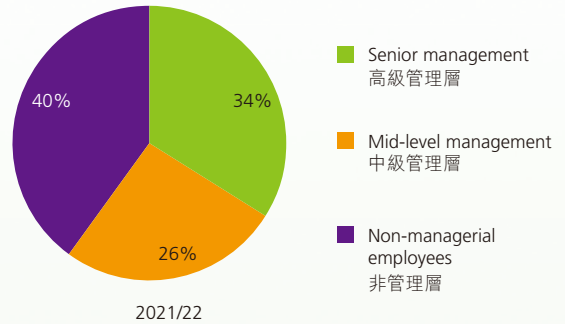
關鍵績效指標(續)

B2.1 Percentage of Employees Trained 受訓僱員百分比

By Gender⁵
按性別劃分⁵

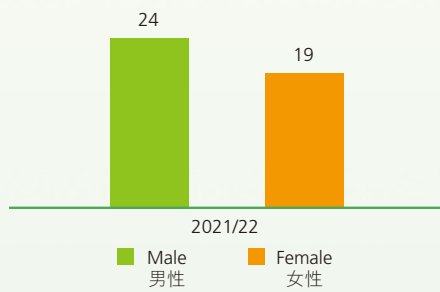


By Level⁵
按級別劃分⁵



B2.2 Average Training Hours Completed per Employee 每名僱員的平均培訓時數

By Gender⁵
按性別劃分⁵



By Level⁵
按級別劃分⁵



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標(續)

B. Social Indicators		B. 社會指標		2021/22 二零二一/ 二二年	2020/21 二零二零/ 二一年
B2	Health and Safety	B2	健康與安全		
	Total Injuries		工傷總數	-	-
	Lost Days Due to Work Injury		因工傷損失工作日數	-	-
	Total Work-related Fatalities		因工亡故事件的總人數	-	-
B5	Suppliers (By Geographical Region)⁶	B5	供應商(按地區劃分)⁶		
	China		中國	6	6

¹ The results for year 2020/21 have been recalculated and restated.

² Waster toner cartridges were not weighed thus recorded as pieces.

³ Water for both Hong Kong office and the subsidiaries in the PRC were supplied by the office management company, thus consumption data is unavailable.

⁴ There is no product packing due to ceasing of mobile business in 2020/21.

⁵ First year of relevant KPI disclosure. Comparable data will be available for disclosure from 2022/23 onwards.

⁶ Data includes tier 1 suppliers which directly supplied goods and services.

¹ 二零二零/二一年的結果已重新計算並重列。

² 廢棄碳粉盒未稱重，按件記錄。

³ 香港辦事處及中國附屬公司的用水由辦公室管理公司供應，因而無法取得耗量數據。

⁴ 由於二零二零/二一年停止經營手機業務，故無產品包裝。

⁵ 相關關鍵績效指標披露的第一年。可比較數據將自二零二二/二三年起披露。

⁶ 數據包括直接供應貨品及服務的第一層供應商。



China Baoli Technologies Holdings Limited
中國寶力科技控股有限公司
