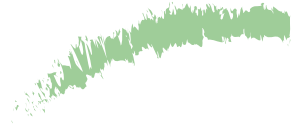




2022

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT



DAPHNE INTERNATIONAL HOLDINGS LIMITED

達芙妮國際控股有限公司

(Stock code 股票代號 : 210)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT**環境、社會及管治報告****TABLE OF CONTENTS****目錄**

ABOUT THIS REPORT	關於本報告	2
CORPORATE PROFILE	公司簡介	3
Risk Management	風險管理	
ESG Highlights 2022	二零二二年ESG摘要	
Business Outlook	業務展望	
SUSTAINABILITY APPROACH	可持續發展方針	5
Sustainability Governance	可持續發展管治	
Sustainability Strategy	可持續發展策略	
United Nations Sustainable Development Goals Alignment	遵循聯合國可持續發展目標	
Stakeholder Engagement	持份者參與	
Materiality Assessment	重要性評估	
BUSINESS AND PRODUCT	業務與產品	12
Brand Reputation and Product Quality	品牌聲譽及產品質量	
Anti-corruption	反貪污	
Customer Service and Relationship	客戶服務及關係	
Personal Data and Privacy	個人資料及私隱	
Product Design and Development	產品設計及開發	
Intellectual Property Rights	知識產權	
Responsible Marketing	負責任的營銷	
SUPPLY CHAIN AND PARTNERSHIP	供應鏈與夥伴	20
Supply Chain Engagement	供應鏈的聯繫	
Supply Chain Sustainability	供應鏈的可持續發展	
NATURE AND RESOURCE	自然與資源	23
Resource Consumption	資源消耗	
Emissions and Waste Management	排放物與廢物管理	
Environmental Protection	環境保護	
Climate Change	氣候變化	
PEOPLE AND CULTURE	員工與文化	30
Occupational Health and Safety	職業健康與安全	
Labour Rights and Standards	勞工權益及準則	
Employee Benefits and Remuneration	僱員福利及薪酬	
Diversity and Equal Opportunity	多元化及平等機會	
Training and Development	培訓及發展	
Community Engagement	社區參與	
KPIs SUMMARY TABLE	關鍵績效指標匯總表	35
ESG REPORTING GUIDE INDEX	ESG報告指引索引	40

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2 環境、社會及管治報告

ABOUT THIS REPORT

Daphne International Holdings Limited (hereinafter referred to as the “Company” or “Daphne”) along with its subsidiaries (collectively referred to as the “Group” or “We”) is delighted to present its Environmental, Social and Governance (“ESG”) Report 2022 (the “Report”). This Report is prepared in accordance with and adheres to the “mandatory disclosure requirements” and “comply or explain” provisions stated under Appendix 27 of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited.

The Group is principally engaged in the licensing and distribution of footwear products and accessories in Mainland China. Unless otherwise indicated, information presented in this Report covers the Group’s operational headquarters in Mainland China. The relocation of the Group’s operational headquarters in March 2021 remains unchanged in 2022. Comparative data are disclosed with caution. This Report covers the financial year from 1 January 2022 to 31 December 2022 (the “Reporting Year”).

The purpose of this Report is to communicate the Group’s approach to sustainable development and ESG performance on material environmental and social aspects. All information is prepared and published based on internal policies, existing practices and official documents in an accurate, impartial and transparent manner. This Report strictly conforms to the following reporting principles:

關於本報告

達芙妮國際控股有限公司(以下稱為「本公司」或「達芙妮」)連同其附屬公司(統稱「本集團」或「我們」)欣然提呈二零二二年環境、社會及管治(「ESG」)報告(「本報告」)。本報告乃按照及遵循香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七項下所載的「強制披露要求」及「不遵守就解釋」條文而編製。

本集團主要在中國大陸從事鞋類產品及配件的授權許可及分銷業務。除另有所指外，本報告呈列的資料涵蓋本集團在中國大陸之營運總部。本集團的營運總部於二零二一年三月搬遷的事項於二零二二年保持不變。可進行比較的數據謹慎地披露。本報告涵蓋自二零二二年一月一日起至二零二二年十二月三十一日止之財政年度(「報告年度」)。

本報告旨在傳達本集團的可持續發展方針以及對環境及社會範疇重要的ESG表現。所有資料均根據內部政策、現行慣例及正式文件以準確、公正及透明的方式編製及刊發。本報告嚴格遵循下列報告原則：



Materiality
重要性

This Report is prepared and structured according to the materiality of identified ESG issues, which were assessed through a stakeholder engagement and materiality assessment process. The board of directors (the “Board”) and management have reviewed and validated the ESG issues for disclosure in this Report.

本報告乃根據已識別ESG議題的重要性編製及組成，而該等ESG議題乃透過持份者參與及重要性評估程序進行評估。董事會(「董事會」)及管理層已審查及確證本報告披露的ESG議題。



Quantitative
量化

This Report mainly discloses quantitative key performance indicators (“KPIs”) of the Group’s operational headquarters in Mainland China. Further information on the standards, methodologies and calculations tools used are stated in the “KPIs Summary Table” section.

本報告主要披露本集團在中國大陸營運總部的量化關鍵績效指標(「關鍵績效指標」)。有關所使用標準、方法及計算工具的進一步資料載列於「關鍵績效指標匯總表」一節。



Balance
平衡

This Report provides an unbiased representation of the Group’s ESG performance. It specifies both achievements and areas of improvements.

本報告不偏不倚地反映本集團的ESG表現，並詳列取得的成果及有待改善的範疇。



Consistency
一致性

This Report strives to maintain consistency in its calculation methodologies and KPIs. There are minor upgrades to the calculation methodologies and KPIs used due to internal operational changes. All changes in the calculation methodologies and KPIs are disclosed in this Report where appropriate.

本報告力求保持其計算方法和關鍵績效指標的一致性。由於內部營運變化，使用的計算方法和關鍵績效指標略有提升。所有計算方法及關鍵績效指標的變動均於本報告內適時披露。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We highly appreciate reader feedback on this Report and our approach to sustainability. If you have any comments or suggestions, please share them with us at ir@daphneholdings.com. For further information regarding the Group's corporate governance, please refer to the "Corporate Governance Report" on pages 23 to 43 in our Annual Report 2022.

CORPORATE PROFILE

The Group has adopted an asset-light business model and transformed into its new role as the brand owner of the "Daphne" brand. We focus on brand management and the licensing of footwear products, including women's dress shoes, casual shoes and athleisure shoes to franchisees in Mainland China for online and offline retail sales. As a bridge between franchisees and the supply chain, the Group concentrates its efforts in improving the supply chain system, product design and development as well as brand building to strengthen product competitiveness, consolidate a strong brand image and enhance brand awareness. For further information regarding the Group's business performance, please refer to the "Management Discussion and Analysis" on pages 11 to 19 in our Annual Report 2022.

Risk Management

Whilst more sustainability factors attract global attention and sustainability risks emerge locally, the Group takes a cautionary, systematic, and proactive approach in the acknowledgement and management of sustainability risks.

At Daphne, we strive to continuously refine our business model by incorporating ESG risks into our risk management processes and therefore, ensure that our operations always take into account environmental, social and economic factors. Through identifying, monitoring and mitigating such ESG risks, the Group is able to formulate policies and mitigation plans to smoothly embark on the road ahead. During the Reporting Year, the Group has continuously monitored and managed the following risks that could have a significant impact on business activities:

我們十分感謝讀者對本報告及可持續發展方針的反饋。如有任何意見或建議，請電郵至 ir@daphneholdings.com 與我們分享。有關本集團企業管治之更多資料，請參閱二零二二年年報第23至43頁之「企業管治報告」。

公司簡介

本集團已採用輕資產業務模式，並轉型為「達芙妮」品牌擁有者的新角色。我們專注於品牌管理及鞋類產品的授權業務給中國大陸的加盟商進行線上及線下零售，包括時尚女鞋、休閒鞋及運動鞋。作為加盟商與供應鏈之間的橋樑，本集團致力於完善供應鏈系統、產品設計及開發以及品牌建設，以增強產品競爭力、鞏固強勢的品牌形象及提升品牌知名度。有關本集團業務表現的進一步資料，請參閱二零二二年年報第11至19頁之「管理層討論與分析」。

風險管理

在越來越多的可持續發展因素受到全球關注和局部出現可持續發展風險的背景下，本集團以審慎、系統性及主動的方式對可持續發展風險進行識別和管理。

達芙妮致力於不斷完善業務模式，將ESG風險納入風險管理程序，從而確保我們的營運始終顧及環境、社會及經濟因素。通過識別、監察及減輕相關ESG風險，本集團可制定政策及減緩計劃，順利走上前進的道路。於報告年度內，本集團已持續監控和管理下列可能對業務活動產生重大影響的風險：

Coronavirus Epidemic 新冠肺炎疫情

In 2022, despite continuous efforts to tackle the ongoing epidemic, it showed no signs of abating. China had been particularly affected by the volatile epidemic and subsequently took stringent measures to contain any outbreaks, which resulted in periodic lockdowns across the country. Against this backdrop, navigating in this business environment proved to be a challenging endeavour.

於二零二二年，儘管不斷努力應對持續爆發的疫情，但仍然未有緩和跡象。疫情反覆爆發，為中國帶來尤其嚴重的影響，當局隨後採取嚴格措施遏制疫情爆發，導致全國各地實施定期封鎖。因此，要在這樣的營商環境下維持業務營運充滿挑戰。

Our operational headquarters in Shanghai had experienced a two-month lockdown, which also had an inevitable impact on the Group and our franchisees to conduct daily operations. Despite the circumstances, the impact to the Group was minimised as it had swiftly taken precautionary measures during the Reporting Year to tackle and control the epidemic, including switching to a work-from-home model and assigning personnel based outside of Shanghai to handle supply chain issues. These measures will continue to be implemented as and when needed to ensure minimal disruption to our operating activities.

我們在上海的營運總部歷經兩個月封鎖，亦無可避免地影響本集團及加盟商的日常營運。儘管如此，本集團於報告年度內迅速採取應對及控制疫情的預防措施，包括轉為在家辦公模式及指派上海以外地區的人員處理供應鏈問題，使封控對本集團的影響減至最低。我們會在必要時繼續實施該等措施，以確保盡量減少對營運活動的影響。

The impact of this epidemic had led to an increase in demand for e-commerce and paved the way for the Group to strengthen its online presence and for franchisees to pursue strategic growth through capturing untapped opportunities. Thus, the Group has seized the opportunity and focused on expanding its online network operated by franchisees to promote its brand and ultimately, reach new heights.

受此疫情影響導致電子商務需求增加，為本集團增強線上業務和加盟商透過把握潛在商機謀求策略性增長鋪平了道路。因此，本集團已把握機遇並專注於擴大由加盟商經營的線上網絡，推廣品牌，以及最終開創新高峰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

4 環境、社會及管治報告

Online Counterfeit Products 線上假冒商品

As the product transaction model on e-commerce platforms attracts increasing attention from both brand owners and consumers along with the Group’s continuous expansion of online operations, there is a heightened risk of counterfeit goods posing as genuine “Daphne” products being sold online to deceive consumers that could negatively impact product quality and brand reputation.

由於通過電子商務平台進行產品交易模式越來越受到品牌擁有者和消費者的關注，隨著本集團不斷擴大線上業務，假冒產品冒充「達芙妮」品牌正品以欺騙消費者的風險增加，可能對產品質量及品牌聲譽造成負面影響。

To counter this risk, the Group has embedded an anti-counterfeit label on its products that have advanced security features and displays a dynamic quick response (“QR”) code that can be scanned by consumers to verify product authenticity. Simultaneously, the Group also conducted regular monitoring of infringements on e-commerce platforms, through methods such as complaints to platforms and relevant government departments, to promptly handle counterfeit product links imitating the “Daphne” brand, and legal action is taken against infringing sellers where necessary. All suspected infringements have been reported to the legal department, which is responsible to then verify these claims and take appropriate legal action against infringing sellers where necessary.

為應對該風險，本集團已在其產品上嵌入具有先進安全功能的防偽標籤，並顯示了可變快速響應（「QR」）碼，消費者可以掃描以驗證產品的真偽。同時，本集團也定期進行了電商平台的侵權監測，通過平台投訴、向相關政府部門投訴等途徑及時處理仿冒「達芙妮」品牌的假冒產品鏈接，必要時對侵權商家採取法律行動。所有涉嫌侵權事宜均已反饋給法務部，該部門隨後負責核實這些事件並在必要時對侵權賣家採取適當法律行動。

Moving forward, we aim to strengthen our approach to tackling online counterfeit products in order to protect our brand and ultimately, safeguard the safety and interests of consumers.

展望未來，我們旨在加強打擊線上假冒商品的方法，以保護我們的品牌，並最終維護消費者的安全和利益。

ESG Highlights 2022

Adopting a responsible and sustainability-driven mind-set is at the core of the Group’s operations and influences its approach to delivering positive impact on the environment and society. The Group is pleased to present its sustainability accomplishments during the Reporting Year. As the Group’s operational headquarters was relocated in March 2021 and had experienced a two-month lockdown in 2022 due to the coronavirus epidemic, the achievements illustrated below may not constitute a comparable reflection of the Group’s performance.

二零二二年ESG摘要

採取負責任及可持續發展的思維模式是本集團營運的核心，並影響其對環境和社會產生正面影響力的方法。本集團欣然呈報我們於報告年度內在可持續發展方面取得的成就。由於本集團的營運總部於二零二一年三月搬遷，並於二零二二年因新冠肺炎疫情而經歷了兩個月封鎖，下文所示的成就可能無法構成本集團業績的可比反映。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Business Outlook

As the world embarks on the post-epidemic era, the Group will continue to expand the online network to build market influence whilst recruiting more franchisees on offline channels to penetrate new markets. By creating synergies between online and offline operations, the Group plans to improve brand awareness and cement its long-standing reputation.

The Group is committed to improving the supply chain management system and licensing business in order to present high quality women's footwear products that symbolise the "Daphne" brand. Through its continuous efforts to understand the market drivers and consumer preferences, the Group remains confident in the ability to build business resilience and drive long-term growth to help achieve a sustainable future.

SUSTAINABILITY APPROACH

Embracing an unwavering approach to sustainability builds a responsible and sustainable corporate culture. At Daphne, we seek to enhance our resilience and momentum to navigate towards a sustainable future. To achieve this, we have set out a sustainability roadmap that is driven by our strategic initiatives in the following areas: business and marketing strategies, corporate governance, ESG targets and strategies as well as stakeholder engagement.

Sustainability Governance

The Board has the overarching responsibility for overseeing ESG issues and setting out the Group's corporate sustainable development agenda, including the objectives and visions. An ESG Working Group, which is spearheaded by the chief executive officer ("CEO") and composed of management personnel as well as designated staff from various departments, has been established and is delegated by the Board to execute and monitor ESG-related matters at the operational level.

業務展望

隨著世界步入後疫情時代，本集團將繼續擴大線上網絡以建立市場影響力，同時於線下渠道招募更多加盟商以打入新市場。通過在線上和線下營運之間創造協同效應，本集團計劃提高品牌知名度並鞏固其長期聲譽。

本集團致力完善供應鏈管理體系及授權業務，以提供象徵「達芙妮」品牌的高品質女裝鞋類產品。透過不斷努力了解市場驅動因素和消費者偏好，本集團對建立企業韌性和推動長期增長以幫助實現可持續發展未來的能力充滿信心。

可持續發展方針

對可持續發展採取堅定不移的態度可以建立負責任的及可持續的企業文化。達芙妮致力提升應變能力及動力，藉此邁向可持續發展的未來。為此，我們制定可持續發展藍圖，由以下方面的策略性舉措推動，包括業務及營銷策略、企業管治、ESG目標與策略以及持份者參與。

可持續發展管治

董事會有首要責任監管ESG議題，並制定本集團的企業可持續發展議程，包括目標及願景。我們已成立由行政總裁（「行政總裁」）領導及由管理人員以及不同部門指定人員組成的ESG工作小組，該小組受董事會授權在營運層面執行及監控ESG相關事宜。

Board's Responsibilities

董事會責任

- Engaging with external professional ESG consultants to assist in formulating the short-, mid- and long-term ESG visions, goals, strategies and policy revisions
與外部專業ESG顧問合作，協助制定短期、中期及長期ESG願景、目標、策略及政策修訂
- Establishing key ESG focus areas for implementation and reviewing the ESG Working Group's progress and results of the executed initiatives at least twice a year to manage ESG issues and risks
制定ESG的重點關注領域以提供實踐，並每年至少兩次檢討ESG工作小組的進展及已採取措施的成果，以管理ESG議題及風險
- Evaluating progress made on ESG-related goals and targets through reviewing management's assessments and proposing measures to improve overall performance
通過審查管理層的評估，評估ESG相關目的及目標的進展，並提出改善整體表現的措施
- Enhancing knowledge on ESG governance best practices and regulatory updates through attending training, including but not limited to online webinars and reviewing the latest rules and regulations
通過參加培訓增進對ESG管治最佳慣例及最新監管資料的了解，包括但不限於線上網絡研討會及審查最新的規則和法規

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

6 環境、社會及管治報告

ESG Working Group's Responsibilities ESG工作小組責任

- Coordinating internal channels to facilitate cross-department discussions in order to assess sector-based and jurisdiction-specific ESG risks and opportunities based on business profile, financial strength and operational location
協調內部渠道，促進跨部門討論，根據業務概況、財務實力及經營地點，評估基於分部及特定司法權區的ESG風險及機遇
- Communicating with key stakeholders via different engagement channels to identify important and emerging ESG topics
通過不同的參與渠道與主要持份者溝通，識別重要及新出現的ESG議題
- Carrying out ESG policies and practices in accordance with the Board's directives and report to the Board on areas for improvement to strengthen ESG performance as well as compliance
根據董事會的指示推行ESG政策及慣例，並向董事會報告有待改善領域，以提升ESG表現及合規性

During the Reporting Year, the Group has undertaken various measures to enhance its ESG governance approach, including but not limited to refining its ESG strategy, updating ESG policies and practices, evaluating ESG recommendations, recording and monitoring data patterns, as well as organising ESG governance training for directors and relevant employees. Moving forward, the Group shall further explore initiatives to keep abreast of the latest developments, regulatory changes and global trends in the ESG domain.

Sustainability Strategy

Devising a clear and long-term sustainability strategy facilitates business resilience and sets out the guiding principles of sustainable development. Thus, we have created a sustainability strategy that provides a paradigm, articulates our future path and shapes our strategic priorities for the short-, mid- and long-term. The strategy is based on our overarching vision for sustainable development and consists of four key pillars – “Business and Product”, “Supply Chain and Partnership”, “Nature and Resource” and “People and Culture”. Within each pillar, a keyword encapsulates the general direction and mottos serve as long-term goals. Furthermore, short- and mid-term objectives are formulated to portray our aspirations and act as a guiding compass for our approach and initiatives.

於報告年度內，本集團已採取多項措施以加強ESG管治方法，包括但不限於完善ESG策略、更新ESG政策及慣例、評估ESG建議、記錄及監察數據模式，以及為董事及有關僱員舉辦ESG管治培訓。展望未來，本集團將進一步探討各項舉措，緊貼ESG領域的最新發展、監管變化及全球趨勢。

可持續發展策略

制定明確的長期可持續發展策略可提高業務應變能力，並列明可持續發展的指導原則。因此，我們制定了可持續發展策略，提供範例闡明未來之路及確定短期、中期及長期策略重點。該策略乃基於我們可持續發展的總體願景，並由四大支柱組成，即「業務與產品」、「供應鏈與夥伴」、「自然與資源」及「員工與文化」。在各支柱，有關鍵詞概括總體方向，並以座右銘作為長期目標。此外，制定中短期目標體現我們的期許，並將其作為我們的方針及倡議的指引。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

United Nations Sustainable Development Goals Alignment

We recognise the importance of committing to good corporate governance on a global level. During the Reporting Year, the Group aligned its sustainability strategy with the Sustainable Development Goals (SDGs) of the United Nations, and identified 5 goals where it may deliver the greatest contributions to through the implementation of its current initiatives.

遵循聯合國可持續發展目標

我們深明在全球範圍內實踐良好企業管治的重要性。於報告年度內，本集團根據聯合國可持續發展目標（「SDGs」）調整可持續發展策略，並確定了通過實施現有舉措可作出最大貢獻的五個目標。

SDGs 可持續發展目標	Implications 影響
 <p>5 Gender Equality 性別平等</p>	<p>Daphne is a proud advocate of supporting women’s rights. Thus, gender equality and female empowerment is of significant importance to Daphne and is embodied in its corporate culture. Our practices safeguard the fundamental rights of female employees, such as the equal pay for equal work measure whilst our efforts to promote the value of women in society influences others to treat women with the utmost dignity and respect.</p> <p>達芙妮自豪地提倡支持女性權利。因此，性別平等及女性賦權對於達芙妮而言至關重要，並體現於其企業文化之中。我們的慣例保障女性僱員的基本權利，如行同工同酬措施，我們同時積極推動女性於社會的價值，讓女性尊嚴確實受到尊重。</p>
 <p>10 Reduced Inequalities 減少不平等</p>	<p>Daphne endeavours to eliminate all forms of discrimination and inequalities in the workplace as well as promote equal opportunities for all. At Daphne, we strive to make employment decisions without prejudice, and a disciplinary committee is established to ensure the right to equal treatment. We also review our employment practices and have stipulated requirements for partners to comply with to ensure that labour standards are in line with fundamental labour principles and national regulations.</p> <p>達芙妮致力消除職場上的各種歧視及不公，為全體員工推動平等機會。我們作出的僱傭決定力求無任何偏見，且我們的紀律委員會已成立，以確保僱員有權得到平等對待。我們亦會審查僱傭慣例，並規定合作夥伴要遵守的要求，確保勞工標準符合基本勞工原則及國家法規。</p>
 <p>12 Responsible Consumption and Production 負責任消費和生產</p>	<p>The sustainable production and consumption of products is an increasingly pertinent issue in the footwear industry. Daphne is committed to a value chain that is responsible and promotes energy as well as resource efficiency to protect our planet. Thus, we have included certain provisions in our suppliers’ contracts to encourage further adoption of eco-friendly practices throughout production processes and incorporation of packaging materials with sustainable elements.</p> <p>產品的可持續生產及消費已成為鞋業中日益關注的議題。達芙妮致力打造負責任的價值鏈，提升能源及資源效率，從而保護地球。因此，我們在供應商合同中加入若干條文，鼓勵整個生產過程中進一步採用環保措施，並將可持續元素融入包裝材料。</p>
 <p>13 Climate Action 氣候行動</p>	<p>The unpredictable nature of climate change and its devastating impacts cannot be underestimated, especially in today’s society. As a responsible corporate citizen, we aim to play our part in reducing carbon emissions and have formulated relevant targets to strengthen our commitment. In addition, a solar power system installed at one of our properties generates clean energy and has reduced the reliance on traditional fossil fuels.</p> <p>氣候變化不可預測的特性及其破壞性影響不容忽視，尤其是在現今社會。作為負責任的企業公民，我們積極致力於減少碳排放，並制定相關目標以加強承諾。此外，我們在其中一處物業安裝太陽能發電系統，可產生清潔能源及減少對傳統化石燃料的依賴。</p>
 <p>16 Peace, Justice and Strong Institutions 和平、正義與強大機構</p>	<p>Upholding peace, justice and transparency is fundamental for sustainable development. Daphne ensures that it maintains legal compliance through stringent monitoring procedures, and it has a mechanism in place to build a robust corporate governance system.</p> <p>維護和平、公義及透明度是可持續發展的基石。達芙妮透過嚴格的監察程序確保遵守法律，並制定機制以建立健全的企業管治系統。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholder Engagement

Acknowledging the interests and expectations of stakeholders influences the Group to navigate in a direction that is mindful of its impacts on the planet and people. At Daphne, we strive to regularly engage with different stakeholders to ensure that their viewpoints are incorporated into our strategic planning and decision-making processes in order to facilitate responsible growth. The Group has identified key stakeholder groups and upgraded the major engagement channels to streamline communication efforts.

持份者參與

了解持份者的利益及期望有助於本集團朝著對地球和人類注意其影響的方向前進。達芙妮致力定期與不同持份者溝通，確保其意見融入策略規劃及決策過程，以促進負責任增長。本集團已識別關鍵持份者組別及提升主要參與渠道，以簡化溝通工作。

Key Stakeholder Groups 關鍵持份者組別	Major Engagement Channels 主要參與渠道
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Announcements and circulars 公告及通函 Interim and annual reports 中期及年度報告 Shareholders' meetings 股東大會 Company website 公司網站 Correspondences 信函
Consumers 顧客	<ul style="list-style-type: none"> Social media 社交媒體 Customer hotline 客戶熱線 Phone interviews 電話採訪 Debriefing sessions with franchisees 與加盟商舉行簡報會
Directors and Employees 董事及僱員	<ul style="list-style-type: none"> Correspondences 信函 Suggestion boxes 意見箱 Performance appraisals 表現評估
Suppliers 供應商	<ul style="list-style-type: none"> Business correspondences 商務信函 Contracts 合約 Performance appraisals 表現評估 Business visits 業務考察

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Key Stakeholder Groups 關鍵持份者組別	Major Engagement Channels 主要參與渠道
Franchisees 加盟商	<ul style="list-style-type: none"> Correspondences 信函 Telephone and instant messaging platforms 電話和即時通信平台 Order fairs 訂貨會 Business visits and meetings 業務考察及會議
Regulatory Bodies 監管機構	<ul style="list-style-type: none"> Compliance inspections 合規檢查 Due submissions 盡職呈報 Conferences and seminars 會議及研討會
Community and the Public 社區及公眾	<ul style="list-style-type: none"> Press releases and news 新聞發佈及消息 Social media 社交媒體

Materiality Assessment

Daphne aims to determine ESG issues that are important to its stakeholders and have a significant impact on its daily business operations. To this end, we commissioned an independent sustainability consultancy in 2021 to conduct a stakeholder engagement activity and materiality assessment to develop an accurate insight of material ESG issues.

The materiality assessment process included a 3-step approach:

1. A benchmarking exercise was performed, which referenced industry peers and global standards such as Global Reporting Initiative (“GRI”) to identify ESG issues that may potentially influence stakeholder perceptions and the Group’s sustainable development.
2. A survey was then distributed to key stakeholder groups who were invited to rank the relative importance of the identified ESG issues. The Board and management’s opinions reflected Daphne’s sustainable development, whilst the viewpoints of employees, shareholders and/or investors, consumers, franchisees, as well as suppliers and shop salespersons reflected their own expectations.
3. The Board and management reviewed and validated the list of material ESG issues for disclosure. A materiality matrix was then plotted to represent the importance of each issue on the sustainable development at Daphne and stakeholders’ perceptions.

During the Reporting Year, the Board and management reviewed the appropriateness of the 24 material ESG issues and concluded that the ESG topics have a continuous relevance to the Group’s operations and therefore remain valid. In order to enhance alignment with the Group’s strategic priorities, the list of ESG issues are reorganised based on the four pillars of the sustainability strategy whilst the individual scores remain unchanged. Thus, the ESG issues and materiality assessment depicted below represents this adjustment, where important issues are presented in relevant coloured fonts.

重要性評估

達芙妮旨在確定對其持份者至關重要及對其日常業務經營產生重大影響的ESG議題。為此，我們於二零二一年委託獨立可持續發展顧問公司進行持份者參與活動及重要性評估，以準確了解重大ESG議題。

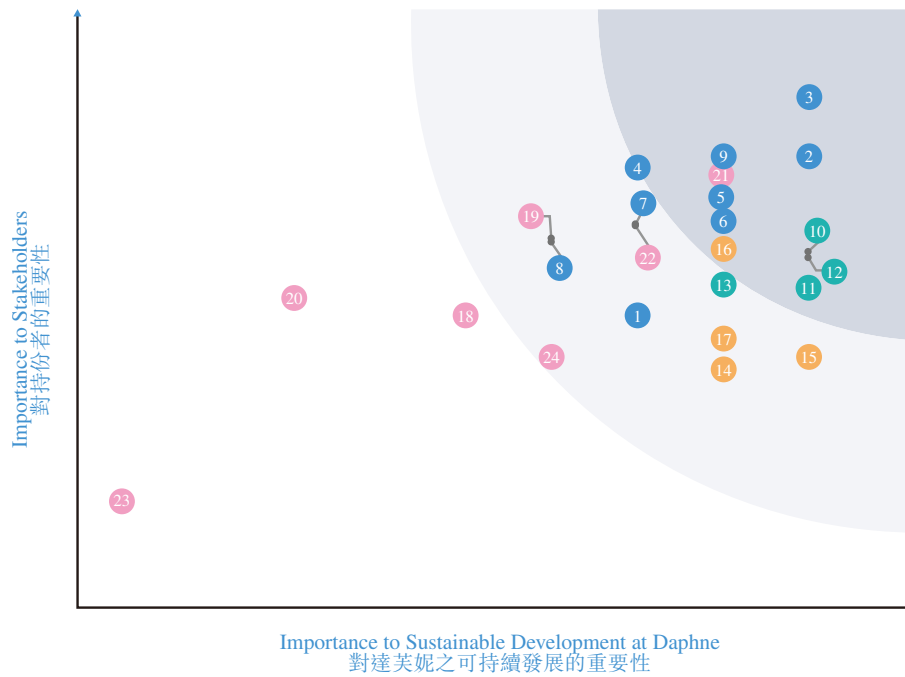
重要性評估過程包括了三個步驟：

1. 通過參照業界同行及全球標準（如全球報告倡議組織）（「GRI」），我們進行了基準測試，識別可能影響持份者認知及本集團可持續發展的ESG議題。
2. 隨後向獲邀的關鍵持份者組別分發問卷調查，讓彼等對已識別ESG議題的相對重要性進行排序。董事會及管理層的意見反映了達芙妮的可持續發展，而僱員、股東和／或投資者、消費者、加盟商、供應商及商店銷售人員的意見反映自身期望。
3. 董事會及管理層審查及確認披露的重大ESG議題清單。隨後繪製重要性矩陣代表各議題對達芙妮可持續發展的重要性及持份者的認知。

於報告年度內，董事會及管理層對24個重大ESG議題的適當性進行審查，並認為ESG議題對本集團的經營具有持續相關性，因此仍然有效。為加強與本集團策略重點的一致性，根據可持續發展策略的四大支柱對ESG議題清單進行重組，而單項得分保持不變。因此，下述ESG議題及重要性評估體現了此項調整，其中重要議題以相關顏色字體列示。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Business and Product 業務與產品	Supply Chain and Partnership 供應鏈與夥伴
<ol style="list-style-type: none"> 1. Company Culture Promotion 公司文化推廣 2. Brand Reputation 品牌聲譽 3. Product Quality Supervision 產品質量監督 4. Product Design, Research and Development 產品設計及研發 5. Customer Service and Relationship 客戶服務及關係 6. Personal Data and Privacy Protection 保護個人資料及私隱 7. Intellectual Property Rights Protection 保護知識產權 8. Compliance and Accuracy of Labelling 標籤的合規性及準確性 9. Anti-corruption 反貪污 	<ol style="list-style-type: none"> 10. Brand/Licensee Management 品牌／授權商管理 11. Franchisee Management 加盟商管理 12. Manufacturer Selection 製造商挑選 13. Environmental and Social Risk Identification 識別環境及社會風險
Nature and Resource 自然與資源	People and Culture 員工與文化
<ol style="list-style-type: none"> 14. Climate Change and Carbon Neutrality 氣候變化及碳中和 15. Emission Mitigation, Packaging Materials Conservation and Waste Recycling 減排、節約包裝材料與廢物回收 16. Water and Energy Saving 節水及節能 17. Environmental Protection and Emission Mitigation Target 環保及減排目標 	<ol style="list-style-type: none"> 18. Diversity and Equal Opportunity 多元化及平等機會 19. Employee Benefits and Remuneration 僱員福利及薪酬 20. Employee Development and Training 僱員發展及培訓 21. Occupational Health and Safety 職業健康與安全 22. Labour Standards 勞工準則 23. Community Engagement 社區參與 24. Women Empowerment 女性賦權

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In the materiality assessment, an average score was calculated to evaluate the overall importance of each aspect. Through this exercise, ESG issues were prioritised to finalise a report structure that strikes a balance between Daphne's sustainable development and stakeholders' interests. The determined report structure for the Reporting Year is therefore shown below:



於重要性評估中，我們透過計算平均分評估各方面的整體重要性。通過此項測試對ESG議題排列優先次序確定報告架構，以平衡達芙妮的可持續發展與持份者利益。因此，報告年度內的已確定報告架構列示如下：

BUSINESS AND PRODUCT

Building a credible, trustworthy brand whilst providing high quality women's footwear products is the essence of Daphne. We enforce rigorous quality assurance procedures and ensure that consumer feedback is incorporated when engaging in product design to continuously develop fashionable products that encapsulate Daphne's brand identity. Through adopting a robust corporate governance system, the Group eliminates corruptive practices across its operations and safeguards the personal data of customers as well as its own distinctive intellectual property. The Group also maintains a responsible approach to its marketing practices to enhance the satisfaction of consumers.

Brand Reputation and Product Quality

The "Daphne" brand has a long history of producing high quality and comfortable women's footwear. To safeguard the long-standing reputation of our brand, we enforce a rigorous quality assurance process as well as carry out monitoring procedures on the operations of manufacturers and franchisees to ensure that our products are always maintained at the highest levels of quality whilst stamping out health and safety issues.

Product quality is ensured throughout the value chain. To strengthen quality management, during the Reporting Year, the Group had set up a dedicated in-house quality assurance team with experienced personnel within the supply chain department to closely scrutinise the quality of products. Prior to delivery to the end consumer, our quality assurance team performs the quality assurance procedures, which include conducting product inspections based on globally accepted standards such as MIL-STD-105E and Acceptable Quality Level (AQL) 2.5 sampling plans, and/or industry standards for different shoe types.

業務與產品

建立可靠、可信品牌的同時，亦提供優質女裝鞋類產品乃達芙妮恪守的本質。我們實施嚴格的質量保證程序，確保將顧客反饋融入產品設計，不斷開發融合達芙妮品牌識別的時尚產品。通過採用健全的企業管治系統，本集團在經營過程中杜絕貪污行為，保護客戶的個人資料以及其特色知識產權。本集團亦制定負責任的營銷策略，以提高客戶滿意度。

品牌聲譽及產品質量

「達芙妮」品牌以生產優質舒適的女裝鞋履有悠久的歷史。為維護品牌的悠久聲譽，我們實施嚴格的質量保證程序，並對製造商及加盟商的營運實施監察程序，確保我們的產品始終保持最高水平的質量，同時杜絕健康及安全問題。

產品質量在整個價值鏈中得到保證。為加強質量管理，本集團於報告年度內成立專門由供應鏈部富經驗人員組成的內部質量保證團隊，以密切監察產品質量。於交付予終端客戶前，我們的質量保證團隊會實施質量保證程序，包括根據全球公認標準（如MIL-STD-105E及合格質量水平(AQL) 2.5抽樣方案）及／或按行業標準對不同鞋類進行產品檢驗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Occasionally, customers may approach franchisees to initiate a product return due to a quality concern. Upon awareness, our sales department will collect relevant information relating to the particular shoe type and then notify our supply chain department to conduct a preliminary assessment, which is performed according to the standards specified in the Defect Classification List. If the shoe is considered to likely contain defects, franchisees will ask the customer to return the product, where our supply chain department will subsequently carry out a comprehensive evaluation on the returned product. In the event that the returned product is confirmed to contain major defects by the quality assurance team and management, we would recall the specific batches of the shoe type in question from the market and issue a formal recall notice to the franchisees. The defective products would be returned to the suppliers in the end and be either repaired or destroyed to maintain our quality standards and ultimately, safeguard the health and safety of consumers.

To guarantee that consumers are always in receipt of genuine “Daphne” products, an anti-counterfeit labelling mechanism is in place that enables consumers to scan the dynamic QR code on the anti-counterfeit label of the product’s packaging, where a confirmation verifying the product’s authenticity will then be shown. Additional security features, including microtext and fluorescent ink amongst others, are embedded into the anti-counterfeit label to prevent unwarranted duplication and therefore, enhances the reliability of our products.

During the Reporting Year, we recorded two violations of the Product Quality Law of the People’s Republic of China in relation to the quality of two batches of manufactured products that pose a potential health and safety concern to consumers. To remediate the situation, we instructed franchisees to issue a product recall notice to the affected customers concerning a total of 78 defective footwear products sold. The recalled products were then either repaired or destroyed and refunds were appropriately issued to customers whilst all unsold products of the two batches in question were also destroyed. In addition, we strengthened our control and inspection of supply chain partners. Due to our robust quality control measures, apart from the above-mentioned instance, the Group did not record any cases of product recalls and returns due to safety and health reasons during the Reporting Year.

客戶可能不時因質量問題向加盟商提出退貨請求。意識了後，我們的銷售部將收集與特定鞋款相關的信息，然後通知我們的供應鏈部根據《瑕疵問題分類表》內規定的標準進行初步評估。如果鞋履被認為可能存在缺陷，加盟商會通知客戶退貨。我們的供應鏈部隨後會對回收產品進行全面評估。倘質量保證團隊和管理層確認退回的產品存在重大缺陷，我們將從市場召回特定批次的相關鞋款，並向加盟商發出正式召回通知。有缺陷的產品最終將被退回給供應商並進行維修或銷毀，以維持我們的質量標準，並最終保護消費者的健康和 safety。

為確保消費者始終收到「達芙妮」正品，我們設有防偽標籤機制，消費者可掃描產品包裝防偽標籤上的可變 QR 碼，隨後顯示確認產品真偽的訊息。防偽標籤中嵌入額外的安全功能，包括縮微文字及熒光油墨等，以防止不當複製，從而提高產品可靠性。

於報告年度內，我們兩批次出廠產品的質量未符合《中華人民共和國產品質量法》的規定，對消費者構成潛在的健康和 safety 問題。為補救違規情況，我們指示加盟商向受影響的客戶發出產品召回通知，涉及共 78 件已售出的有缺陷鞋類產品。召回了的產品隨後被我們維修或銷毀，並適當地向客戶退款，同時我們銷毀了該兩批次所有未售產品。此外，我們加強了對供應鏈合作夥伴的管控及檢驗。由於我們採取嚴格的質量控制措施，除以上所述事件外，本集團於報告年度內並無任何因安全及健康理由而發生產品召回及退貨情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Anti-corruption

The Group upholds high standards of integrity and adopts a zero-tolerance approach to corruption in the workplace as well as any other forms of unethical conduct. The Group's Code of Conduct specifies its regulations on anti-corruption and states that employees are strictly prohibited from soliciting bribes and receiving benefits in any form, including but not limited to cash, stocks, securities or gifts. The policy also states that participation in insider trading or other forms of corruptive behaviour are illegal, which may lead to appropriate legal action. It further specifies that access and sharing of confidential information without prior approval is forbidden, whilst any form of conflict of interests must be declared and should always be avoided where possible.

Apart from the Code of Conduct, all new recruits are required to sign the Integrity and Confidentiality Agreement, where they agree to refrain from immoral conduct and promptly raise any concerns on malpractice. Employees are encouraged and expected to report any suspected wrongdoings via the Group's whistleblowing channels that include e-mails, hotlines and written correspondences. During the investigation process, all identities are kept confidential and retaliation against whistleblowers will not be tolerated under any circumstances. If employees are found to be in violation of the above-mentioned regulations, they will be subject to disciplinary action according to the Regulations on Punishment of Staff Violations, which include verbal or written warnings, summary dismissal and/or legal action.

As part of the onboarding process, induction trainings that include anti-corruption matters are provided to new employees. During the Reporting Year, we commended an employee in the supply chain department for upholding integrity and resisting corruption from suppliers. Through this instance, we identified a potential threat to our core business activities and therefore, internally conducted an anti-corruption training session for 20 staff predominantly from the supply chain department during the Reporting Year to enhance their awareness. The training seminar covered topics including company regulations, types of on-the-job criminal activities and analysis of specific criminal charges. Through these measures, we maintain strict compliance with relevant laws and regulations including but not limited to the Anti-Unfair Competition Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery, which have a significant impact on our operations. We were also not aware of any legal proceedings against the Group in relation to corruptive practices or bribery.

反貪污

本集團秉持高度的誠信標準，對職場貪污及任何其他形式的道德行為採取零容忍態度。本集團的《職業守則》列明了反貪污的條例，並規定嚴禁僱員以任何形式索取賄賂及利益，包括但不限於現金、股票、證券或禮品。該政策亦規定參與內幕交易或其他形式的貪污行為是非法的，並可能導致被我們採取適當法律行動。其進一步規定禁止在未獲本集團事先批准的情況下獲取及分享機密資料，同時任何形式的利益衝突必須被聲明並應盡可能避免。

除《職業守則》外，所有新入職員工均須簽署《員工廉潔及保密承諾書》，同意避免發生不道德行為，且及時提出有關不法行為的任何關切。我們鼓勵及期望僱員通過本集團的舉報渠道（包括電郵、熱線及書面信函）舉報任何可疑的不當行為。在調查過程中，所有身份均會保密，且在任何情況下均不會容忍對舉報人進行報復。倘發現僱員違反上述條例，將會根據《員工違紀處罰條例》對有關僱員進行紀律處分，包括口頭或書面警告、即時解僱及／或法律訴訟。

作為入職流程的一部分，我們向新僱員提供包括反貪污事宜的入職培訓。我們於報告年度內表彰供應鏈部一名堅持誠信及抵制供應商的貪污引誘的僱員。經過這種情況，我們確定了其對我們核心業務活動的潛在威脅，因此於報告年度內為20名主要來自供應鏈部門的員工舉辦線上反貪污培訓，以提高其反貪污意識。培訓研討會涵蓋的主題包括公司規定、職務犯罪類型及具體罪名解析。通過該等措施，我們嚴格遵守對我們營運產生重大影響的相關法律及法規，包括但不限於《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》。我們亦不知悉任何針對本集團提出有關貪污行為或賄賂的法律訴訟。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Customer Service and Relationship

The Group pays significant attention to establishing strong relationships with consumers, optimising customer service to better serve their needs, and facilitating consumer interaction to identify market trends. The following channels have been set up for collecting consumer feedback, with an aim to understand and improve their experiences as well as enhance our products to meet their expectations:

客戶服務及關係

本集團高度重視與客戶建立穩固關係，優化客戶服務以更好地滿足其需求，並促進消費者互動以了解市場趨勢。我們已設立下列渠道以收集顧客反饋，旨在了解及改善其體驗，以及改善我們的產品以滿足其期望：

Consumer Feedback Channels

顧客反饋渠道

- Social media platforms such as Weibo, WeChat, Xiaohongshu and internet live-streaming video platforms
微博、微信、小紅書等社交媒體平台及互聯網線上直播平台
- Consumer review on e-commerce platforms
顧客在電商平台上的評價
- Customer service hotline
客戶服務熱線
- Debriefing sessions with franchisees to collect consumer feedback
與加盟商舉辦匯報會，以收集顧客反饋
- Evaluation of business data to analyse consumer preferences and market trends
評估商業數據以分析顧客的喜好及市場趨勢

In the event where a customer lodges a complaint on product and/or service quality issues, it will be handled carefully according to our customer complaints handling procedures, where franchisees will initially resolve the problem directly with the customer. If an agreement cannot be reached, our customer service team will communicate with the customer to understand the situation and request for additional details. The case will then be transferred to relevant departments for verification and further handling, and resolutions will be proposed to the customer, including providing repair, return and exchange services based on our commitment to the “three guarantees for products” principle. During the Reporting Year, we recorded 70 (2021: 51) complaints from our customer service hotline, which were resolved through providing solutions including repairs, returns, exchanges and refunds amongst others. Through our dedication to consumer engagement, we have complied with the Law on the Protection of Consumer Rights and Interests of the People’s Republic of China, which is determined to have a significant impact on our consumer engagement approach.

倘客戶就產品及／或服務質量問題提出投訴，該投訴將會根據客戶投訴處理程序謹慎處理，並先由加盟商與客戶直接解決問題。倘無法達成協議，我們的客戶服務團隊將與客戶溝通，以了解情況及要求提供其他詳情。隨後將該投訴移交相關部門進行核實及進一步處理，並向客戶提出解決方案，包括根據我們對「產品三包」原則的承諾提供維修、退貨及換貨服務。於報告年度內，我們的客戶服務熱線記錄了70宗（二零二一年：51宗）客戶投訴，均通過提供包括維修、退貨、換貨和退款等解決方案解決了該等客戶投訴。透過我們對於促進消費者參與的承諾，我們已遵守對消費者參與方式產生重大影響的《中華人民共和國消費者權益保護法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Personal Data and Privacy

The Group attaches great importance to safeguarding personal and confidential data. All customer data is retrieved and stored in a legal and reasonable manner. To protect the rights of consumers, collected information is limited to usage for specific purposes only. A robust data security system for personal data storage, accessible to authorised personnel only, is set up to enhance data privacy and confidentiality. Our suppliers and franchisees are also obligated by contractual agreements to abide by the privacy policies of online sales platforms whilst our employees are forbidden to disclose any data to third parties without the consent of consumers.

During the Reporting Year, the Group did not record any non-compliance cases in relation to breaches of personal data. The Group has also observed and complied with relevant laws and regulations that have a significant impact on its data protection practices, including but not limited to the Data Security Law of the People's Republic of China and the Personal Information Protection Law of the People's Republic of China.

Product Design and Development

Engaging in product design and development to keep abreast with the latest industry developments and to capture consumers' needs is a key aspect of Daphne's operations. During the planning phase, the design process is focused on infusing the latest trends in women's footwear with our creativity and brand personality. Based on strategic direction and product requirements, specific product specifications including colour and materials are determined and then a series of drafts are designed. The drawings will then be reviewed, refined and finalised based on our standards. Prior to product launch, a production process will be allocated, and franchisees can incorporate the product into their offerings by ordering from suitable suppliers.

個人資料及私隱

本集團高度重視保護個人及機密資料。所有客戶資料均以合法合理方式檢索及存儲。為保護消費者權益，收集的資料僅限於作特定用途。我們設有健全的資料安全系統以存儲個人資料，僅獲授權人士方可查閱，以加強資料私隱及保密性。我們的供應商及加盟商亦須根據合同協議遵守線上銷售平台的私隱政策，同時禁止我們的僱員在未獲客戶同意的情況下向第三方披露任何資料。

於報告年度內，本集團並無記錄任何有關洩露個人資料的違規案件。本集團已亦遵循及遵守對資料保護常規措施產生重大影響的相關法律及法規，包括但不限於《中華人民共和國數據安全法》及《中華人民共和國個人信息保護法》。

產品設計及開發

緊貼行業最新發展進行產品設計及開發，並切實把握消費者需求乃達芙妮營運的關鍵考量。於規劃階段，設計程序專注於通過我們的創意及品牌個性將最新的潮流趨勢融入女裝鞋履。根據策略方向及產品要求，我們會確定特定產品規格（包括顏色及材料），隨後繪製一系列設計草圖，並根據我們的標準對草圖進行審閱、改進及確定。於推出產品之前，我們將會部署生產流程，加盟商可通過向合適供應商訂購，將產品納入其發售系列。

Case Study

案例研究

With the growing "China-Chic" trend and appetite for domestic "Made in China" brands, the Group capitalised on this opportunity to launch a series of high quality footwear with youthful and original designs that blend Chinese traditional cultural characteristics with contemporary fashion ideals. This innovative design inspires consumers to embrace an authentic identity that builds on Chinese heritage and instils a sense of confidence and pride to the product user whilst maintaining the "Daphne" brand identity.

鑒於「國潮」興起及市場對「中國製造」品牌的需求，本集團藉機推出一系列主打年輕原創設計路線的優質鞋履，將中國傳統文化特色與當代時尚理念完美融合。這種創新設計激勵消費者接納建立在中國傳統文化之上的真實身份，並在維護「達芙妮」品牌形象的同時向產品用戶灌輸自信及自豪感。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Daphne takes great pride in its original designs, which fuses the Company's culture with distinctive concepts, with an aim to attract a wider consumer base. During the Reporting Year, the Group launched the "Bubblegum Collection" to promote the idea of "Girls' Resilience" and encourage women to step forward, express themselves and ultimately, overcome personal pressures. Throughout the product design process, we pay significant attention to protecting intellectual property rights. For further information, please refer to the subsection "Intellectual Property Rights" under this section.

達芙妮以其原創設計為榮，將公司文化與獨特理念融合在一起，旨在吸引更為廣泛的消費群體。本集團於報告年度內推出「泡泡糖系列」，以推廣「女孩韌性」理念，鼓勵女性勇往直前，表達自我，以最終克服個人壓力。在整個產品設計過程中，我們高度重視知識產權保護。有關進一步資料，請參閱本節項下的「知識產權」分節。

Bubblegum Collection 泡泡糖系列



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intellectual Property Rights

As a company that operates its own brand, the Group is devoted to protecting its intellectual property (“IP”) including but not limited to copyrights, patents, trademarks, trade secrets and product designs. Internal control measures have been executed to ensure that the Group safeguards its brand image, which include registering and renewing patents and trademarks as well as objecting to the registration of identical trademarks. To avoid infringing on the rights of others, we will seek necessary authorisation from the owner prior to using any third-party IP. Our formulated robust guidelines to prevent any potential violations are mentioned below:

知識產權

作為一家經營自有品牌的公司，本集團致力於保護其知識產權（「知識產權」）（包括但不限於版權、專利、商標、商業機密及產品設計）。實施內部控制措施確保本集團維護品牌形象，包括專利及商標註冊及更新以及反對註冊相同商標。為避免侵犯他人權利，我們會在使用任何第三方知識產權之前尋求知識產權所有人的必要授權。為防止出現任何潛在違規行為，我們已制定下列強有力指引：

Intellectual Property Rights Management Procedures

知識產權管理程序

- Evaluate the probability of occurrence and the potential impact of the IP rights infringement
評估知識產權侵權發生概率及潛在影響
- Conduct IP research on purchased products and technologies to avoid counterfeits in the procurement process
對採購的產品及技術進行知識產權研究，以避免採購過程中出現冒牌產品
- Record the technical improvement and innovation of products and apply for patents accordingly in the production process
在生產過程中記錄產品技術的改進及創新，並相應申請專利
- Conduct comprehensive review of the IP rights and formulate protection and risk mitigation plans prior to product launch or any form of marketing events
在產品發佈或任何形式的營銷活動前，對知識產權專利進行全面審查並制定保護及風險紓緩計劃
- Verify the source of any additional trademarks and advertising slogans used by the franchisees
核實加盟商使用的任何附加商標及廣告標語之來源
- Evaluate the stability and validity of the IP rights for those co-branding products
評估聯名品牌產品的知識產權之穩定性及有效性
- Confirm the ownership of the technologies or products developed before commencement of commercial collaborations
在商業合作開始前確認所開發技術或產品的所有權
- Verify the legitimation and sources of online software and office equipment to avoid counterfeits
驗證網上軟件及辦公設備的合法性及來源，以避免出現冒牌產品

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employees of the Group must also abide by the IP rights clauses in the Code of Conduct and Regulations on Punishment of Staff Violations, whilst suppliers are required to sign a Confidentiality Agreement. Online counterfeiting is undoubtedly an increasingly pertinent issue for brand owners. Therefore, we have increased our efforts in removing infringing product listings on major e-commerce platforms and enhanced collaboration with external trademark protection agencies to protect our brand.

本集團僱員亦須遵守《職業守則》及《員工違紀處罰條例》中的知識產權條款，同時供應商須簽署《工廠保密協議》。對於品牌商而言，線上造假無疑成為日益相關問題。因此，我們加大力度刪除主要電子商務平台上的侵權產品刊登，並加強與外部商標保護機構的合作，以保護我們的品牌。

Major E-commerce Platforms 主要線上電商平台	Number of Infringing Product Links Removed 已刪除的侵權產品鏈接數目	
	2022 二零二二年	2021 二零二一年
Taobao 淘寶	4,637	2,070
JD.com 京東	702	84
Pinduoduo 拼多多	517	339
Douyin, Kuaishou and Xiaohongshu 抖音、快手及小紅書	705	146
Total 合計	6,561	2,639

In the event that the counterfeit product links are deemed to present a serious risk to our operations, we will swiftly take legal action against those online sellers. During the Reporting Year, a total of 117 (2021: 139) lawsuits were filed against counterfeit sellers on online platforms including Taobao, JD.com, Pinduoduo and Douyin amongst others. Relevant laws and regulations that have a significant impact on our IP rights management have therefore been strictly complied with, including but not limited to the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and the Copyright Law of the People's Republic of China.

倘假冒產品鏈接被認為對我們的營運構成嚴重風險，我們將迅速對該等線上賣家採取法律行動。於報告年度內，針對淘寶、京東、拼多多及抖音等線上平台的假冒賣家提起合共117宗(二零二一年：139宗)訴訟。我們嚴格遵守對我們知識產權管理產生重大影響的相關法律及法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國商標法》及《中華人民共和國著作權法》。

Responsible Marketing

Promoting the “Daphne” brand in a responsible and transparent manner guides the Group's marketing and labelling activities. To prevent any misrepresentations, franchisees are required to provide genuine and accurate descriptions of the products. At the same time, we will closely scrutinise any statements, images and logos used in product descriptions and advertisements to ensure authenticity and align with our approach to protecting IP rights. During the Reporting Year, the Group did not record any non-compliance cases relating to its advertising, marketing and labelling practices and has complied with relevant laws and regulations deemed to have a significant impact on its marketing approach, including but not limited to the Advertising Law of the People's Republic of China and the E-Commerce Law of the People's Republic of China.

負責任的營銷

以負責任和透明的方式推廣「達芙妮」品牌指導本集團的營銷和標籤活動。為防止出現任何虛假陳述，加盟商須提供真實準確的產品說明。同時，我們將會仔細審查產品說明及廣告中使用的任何陳述、圖像及標識，以確保真實性及符合我們保護知識產權的方式。於報告年度內，本集團並無任何違反有關廣告、營銷及標籤慣例事件的紀錄，並已遵守會對營銷方式產生重大影響的相關法律及法規，包括但不限於《中華人民共和國廣告法》及《中華人民共和國電子商務法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUPPLY CHAIN AND PARTNERSHIP

Daphne believes that having a supply chain system with flexibility and responsiveness can increase its resilience in the fast-changing and diversified footwear industry. To this end, the Group adopts a “quick response for small orders” approach to streamline internal processes and create an efficient supply chain. In addition, engagement strategies are implemented to ensure that our standards, which include environmental and social expectations, are consistently adhered to by our partners in order to achieve a sustainable supply chain. During the Reporting Year, the Group established a dedicated team to strengthen its supply chain system and implement as well as monitor relevant practices.

Supply Chain Engagement

As a crucial part of its operating activities, the Group pays significant attention to communicating with suppliers and managing its value chain, which is mainly composed of franchisees in the downstream supply chain and footwear manufacturers in the upstream supply chain. Continuous communications and active management of our supply chain partners are crucial, whereby we had conducted our assessment procedures on approximately 210 supply chain partners during the Reporting Year.

供應鏈與夥伴

達芙妮認為，具有靈活性及響應性的供應鏈系統可以提高其在瞬息萬變及多元化的鞋業中的應變能力。為此，本集團採取「小單快返」的方針，簡化內部程序及建立高效的供應鏈。此外，我們亦推行參與策略，確保我們的夥伴持續遵守包含我們對環境及社會期望的標準，以達致可持續的供應鏈。於報告年度內，本集團設立專責團隊，以加強其供應鏈系統，以及推行及監察相關常規措施。

供應鏈的聯繫

作為經營活動的重要組成部分，本集團相當注重與供應商溝通及管理其價值鏈（主要由下游供應鏈加盟商及上游供應鏈鞋類製造商構成）。我們與供應鏈合作夥伴的持續溝通和積極管理至關重要，因此我們於報告年度內對約210家供應鏈夥伴進行了評估程序。

Franchisee Management

加盟商管理

Franchisees are categorised by online and offline retail operations. They have been authorised by the Group to operate with the “Daphne” brand and are supported with a coordinated supply chain that enables them to directly place orders in the supply chain system.

加盟商按線上及線下零售業務進行分類，獲本集團授權以「達芙妮」品牌營運，並輔以協同有序的供應鏈支持，讓其直接於供應鏈系統下訂單。

To safeguard our brand image and prevent potential risks, all franchisees are subject to regular assessment. Existing franchisees are evaluated based on internal standards, whereas potential franchisees are required to undergo our assessment procedures to determine their eligibility. These assessment procedures involve scrutinising various factors, which include but are not limited to the following:

為保障我們的品牌形象及防止潛在風險，所有加盟商須定期接受評估。現有的加盟商按內部標準進行評估，而潛在的加盟商須通過我們的評估程序，以確定其資格。該等評估程序涉及審查各項因素，包括但不限於以下各項：

- Capital strength
資本實力
- Operating experience and capabilities
營運經驗及能力
- Management proficiency
管理能力
- Market knowledge
市場知識
- Previous collaborations with other brands
以往與其他品牌的合作經驗
- Compliance and non-compliance records
合規及不合規記錄

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Supplier Management 供應商管理

Suppliers are footwear manufacturers that provide products to our franchisees for selling. For existing and potential suppliers, we assess their annual performance or suitability by using a supplier evaluation form, which specifies a set of standards that include but are not limited to the following:

供應商為向加盟商提供可出售產品的鞋類製造商。就現有及潛在供應商而言，我們以供應商評估表所列一系列標準，評估其年度表現或合適性，有關標準包括但不限於以下各項：

- Operational licences
營運證照
- Product quality
產品質量
- Supply continuity
持續供應能力
- Delivery efficiency
交貨效率
- Business ethics
商業道德

Supply Chain Sustainability

Promoting and harmonising sustainable elements in its supply chain is a strategic vision that Daphne aspires to. We uphold stringent sustainability expectations for our partners to follow and continuously explore new methods to facilitate an integrated and responsible supply chain.

Our principles on ethical business practices are set out in the Code of Conduct for Partners, which was updated during the Reporting Year and is formulated in accordance with well-established standards, including but not limited to the International Labour Organisation as well as national laws and regulations. As stipulated, partners must comply with relevant laws and regulations at all times, which include but are not limited to the Anti-Unfair Competition Law of the People's Republic of China and the Emission Standard for Air Pollutants In Shoemaking Industry. The policy also states that partners should fulfil our basic obligations, which include but are not limited to the following:

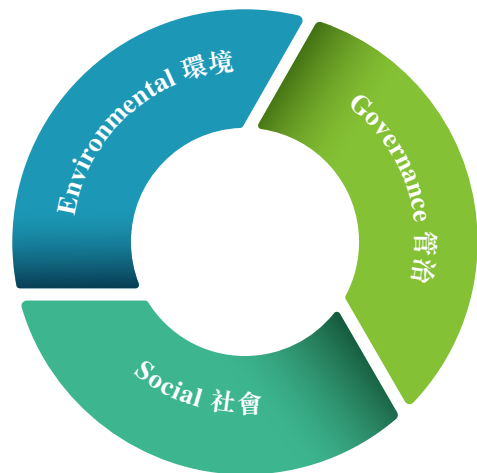
ESG Obligations for Partners to Adhere to: 合作夥伴須遵守的環境、社會及管治職責：

- Respect human rights
尊重人權
- Provide a healthy and safe work environment
提供健康及安全的工作環境
- Optimise raw materials and resources usage
優化原材料和資源使用
- Mitigate environmental pollution
減輕環境污染
- Prevent corruptive behaviour
防止貪污行為
- Protect intellectual property rights
保護知識產權

供應鏈的可持續發展

在供應鏈中提倡及協調可持續元素是達芙妮渴望實現的策略願景。我們堅持嚴格的可持續發展期望，要求我們的合作夥伴遵守，以及持續發掘新方法促成完整且負責任的供應鏈。

我們的商業道德實踐原則載於《合作商行為準則》，該準則於報告年度內已予更新，並根據行之有效的標準制定，包括但不限於國際勞工組織以及國家法律及法規。根據標準所訂明，夥伴須時刻遵守相關法律及法規，包括但不限於《中華人民共和國反不正當競爭法》及《製鞋工業大氣污染物排放標準》。政策亦訂明，夥伴應滿足我們所訂的基本責任，包括但不限於以下各項：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

To further instil our aspirations to achieve a sustainable supply chain, social and environmental provisions on aspects including legal compliance and sustainable packaging materials are stipulated in contractual agreements with suppliers. In addition, suppliers are required to sign an Anti-commercial Bribery Agreement, which lists out all behaviour that will constitute unethical conduct and encourages all parties to report any allegations to the Group. To strengthen our approach, we periodically conduct on-site inspections for manufacturers, which assess non-compliance records, quality management and environmentally-friendly raw materials amongst others. If suppliers are found to be in breach of the Code of Conduct for Partners, contractual agreements and/or national laws and regulations, Daphne reserves the right to immediately terminate cooperation with the supplier in question.

To promote a sustainable production process, we greatly encourage suppliers to source and procure environmentally-friendly materials. To this end, we require suppliers to use environmentally-friendly glue for manufacturing our footwear products whilst our packaging consists of non-woven bags that are made from biodegradable materials, and the paper used can be easily recycled by consumers. During the Reporting Year, the Group has also added contractual provisions requiring suppliers to adopt packaging materials that have sustainable elements to approximately 30% of suppliers' contracts. Moving forward, the Group aims to promote further adoption of sustainably-sourced raw materials and packaging materials to protect natural resources. During the Reporting Year, we collaborated with 189 (2021: 96) footwear suppliers, whereby the increase was mainly attributed to enhancing competitiveness amongst suppliers to maintain product quality, as well as ensuring supply chain stability during the coronavirus epidemic.

為進一步灌輸我們達致可持續供應鏈的期望，我們在與供應商訂立的合約協議內訂明須遵守的法律合規及可持續包裝材料等範疇的社會及環境條文。此外，供應商須簽署《反商業賄賂協議書》，當中列出構成不道德行為的所有行為，並鼓勵各方向本集團報告任何指控。為加強我們的方針，我們定期對製造商進行現場視察，評估不合規記錄、質量管理及原材料是否環保等。倘發現供應商違反《合作商行為準則》、合約協議及／或國家法律及法規，則達芙妮保留即時與有關供應商終止合作的權利。

為提倡可持續的生產過程，我們大力鼓勵供應商選購環保材料。就此，我們要求供應商在製造我們的鞋類產品時使用環保膠水，而我們的包裝採用以可生物降解材料製成的無紡布袋，紙類用品亦可讓顧客輕易回收。於報告年度內，本集團亦在約30%的供應商合約中增加合約條文，要求採用具可持續元素包裝材料。展望未來，本集團旨在提倡進一步採用可持續來源的原材料及包裝材料，以保護天然資源。於報告年度內，我們與189家(二零二一年：96家)鞋履供應商合作，增加的原因主要是由於提高供應商之間的競爭力以保持產品質量，以及在新冠肺炎疫情流行期間確保供應鏈穩定性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

NATURE AND RESOURCE

To prevent the further degradation of the natural environment and its resources, the Group adopts a multi-faceted approach to drive initiatives that protect nature and its resources. The consumption of finite resources and generation of emissions as well as waste are closely monitored whilst appropriate measures are implemented to reduce the Group's environmental impact. Our environmental protection efforts, which include setting mitigation targets, motivates us to always do better and surpass the expectations of stakeholders. Climate change meanwhile is a complex phenomenon that requires a harmonious, collaborative mind-set to achieve business resilience when navigating through one of the world's biggest challenges.

Resource Consumption

The Group's direct operations are mainly office-based, and its resource consumption is predominantly petrol, purchased electricity and water. During the Reporting Year, we did not encounter any issues in sourcing natural resources (including petrol, electricity and water) that is fit for purpose. To facilitate resource efficiency and formulate corresponding measures, we proactively monitor and evaluate our consumption patterns, which is detailed below:

自然與資源

為防止自然環境及資源進一步倒退，本集團採取多元方針，推動保護大自然及其資源的措施。我們密切監察對有限資源的耗用，以及排放物及廢棄物的產生情況，同時採取適當措施以減少本集團的環境影響。我們在環保方面的付出包括制定減降目標，激勵我們時刻進步，超越持份者的期望。另外，氣候變化為複雜的現象，在應對世界上這個其中一項最大挑戰時，需要抱持協調及協作的心態，方可達致業務穩健。

資源消耗

本集團之直接營運以辦公室為主，所資源消耗主要為汽油、購入的電力及水。於報告年度內，我們並無在尋求自然資源(包括汽油、電力和水)方面遇到任何問題。為促進資源效率及制定相應措施，我們積極監察及評估我們的耗用模式，詳情如下：

Resource 資源	Description 內容描述	Consumption 使用量	Analysis 模式分析
Petrol 汽油	Used to operate 3 (2021: 3) vehicles 用於操作3輛(二零二一年：3輛) 汽車	2022: 7,791 litres (2021: 6,982 litres) 二零二二年：7,791公升 (二零二一年：6,982公升)	Petrol consumption increased due to the additional travelling distance resulting from the relocation of the operational headquarters. 由於營運總部搬遷導致行駛距離增加，汽油使用量有所增加。
Electricity 電力	Used for daily office operations 用於日常辦公室營運	2022: 54,149 kWh (2021: 867,799 kWh) 二零二二年： 54,149千瓦時 (二零二一年： 867,799千瓦時)	Electricity consumption significantly decreased mainly due to the relocation of the operational headquarters. 主要是由於營運總部搬遷，用電量大幅下降。
Water 水	Purchased from a local utility company to support daily operations 從當地公用事業機構購買，以支援日常營運	2022: 157 m ³ (2021: 7,442 m ³) 二零二二年： 157立方米 (二零二一年： 7,442立方米)	Water consumption significantly decreased mainly due to the relocation of the operational headquarters. 主要是由於營運總部搬遷，用水量大幅下降。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group's impact on the environment is mainly derived from the consumption of natural resources as well as corresponding emissions. As a responsible corporate citizen, we acknowledge our duty in mitigating this impact and foster a sustainable work culture for employees to proactively practise on a daily basis. Thus, we have established different initiatives for the office to conserve energy and water as well as reduce waste:

本集團對環境的影響主要產生自耗用自然資源及相應排放物。作為負責任的企業公民，我們深知應盡力減輕該影響，以及推廣可持續工作文化，以促進僱員主動於日常工作中踐行可持續發展責任。因此，我們已在辦公室制定有關節約能源及用水以及減少廢棄物的各項措施：

Resource Saving Initiatives

節約資源措施

- Use lamps with energy-efficient labels
使用帶有高效節能標籤的燈
- Adopt multi-function devices (i.e. printing, scanning, photocopy and fax)
採用多功能設備(即打印、掃描、複印及傳真)
- Adopt individual air-conditioners that can be adjusted manually to suitable temperatures
採用可手動調節至適宜溫度的獨立空調
- Replace the filters of drinking water purifiers periodically
定期更換飲用淨水器濾芯
- Designate areas for collecting single-sided paper
指定用於收集單面紙的區域
- Encourage employees to reduce wastage
鼓勵僱員減少浪費

In addition, the Group has promoted the utilisation of renewable energy by installing a solar power system at one of its properties. During the Reporting Year, the solar power system has generated an approximate total of 457,381 kWh (2021: 413,666 kWh) of electricity, which amounted to an offset of approximately 362.3 tCO₂-e (2021: 327.7 tCO₂-e) of GHG emissions for its users.

此外，本集團已在其中一處物業安裝太陽能發電系統，以推廣使用可再生能源。於報告年度內，太陽能發電系統共產生約457,381千瓦時(二零二一年：413,666千瓦時)電力，為用戶抵銷溫室氣體排放約362.3噸二氧化碳當量(二零二一年：327.7噸二氧化碳當量)。

The Group is principally engaged in the licensing business and distribution of women's footwear products, and is not directly involved in any manufacturing or retailing activities. Thus, the Group does not directly consume any packaging materials in its daily operations. Nevertheless, we have measures in place to encourage suppliers to use packaging materials in a responsible manner. For further information, please refer to the subsection "Supply Chain Sustainability" under the section "Supply Chain and Partnership".

本集團主要從事授權業務及分銷女裝鞋類產品，並無直接參與任何製造或零售活動。因此，本集團於其日常營運並無直接消耗任何包裝材料。儘管如此，我們已採取措施鼓勵供應商以負責任的方式使用包裝材料。有關進一步資料，請參閱「供應鏈與夥伴」一節中的「供應鏈的可持續發展」分節。

Emissions and Waste Management

The Group is mindful of emissions as well as waste produced from its operating activities and continuously explores measures to manage its environmental impact. Air emissions and GHG emissions form the majority of the Group's environmental footprint.

排放物與廢物管理

本集團關注由其經營活動產生的排放物及廢物，並持續探索管理其環境影響的措施。廢氣排放及溫室氣體排放構成本集團的大部分環境足跡。

Air emissions consisting of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matter ("PM") originate from the combustion of fossil fuels used to power the Group's vehicles. During the Reporting Year, 3 (2021: 3) vehicles were owned and operated to support the Group's business operations, which emitted an approximate total of 5.4 kg (2021: 4.8 kg) of exhaust gases.

廢氣排放包括氮氧化物(「NO_x」)、硫氧化物(「SO_x」)及懸浮微粒(「PM」)，主要來自作本集團汽車能源使用的化石燃料。於報告年度內，我們擁有及營運3輛(二零二一年：3輛)以支援本集團業務經營的汽車，共排放約5.4千克(二零二一年：4.8千克)廢氣。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

GHG emissions arise from direct emissions through the consumption of fuel in vehicles (Scope 1) and from indirect emissions via the purchase of electricity (Scope 2). During the Reporting Year, an approximate total of 63.7 tCO₂-e (2021: 706.3 tCO₂-e) of GHG emissions were emitted from the Group's business activities, whereby the significant decrease was mainly attributed to the reduced electricity consumption, as a result of the relocation of the operational headquarters. For further information of emissions data and emissions reduction measures, please refer to the "KPIs Summary Table" section and subsection "Resource Consumption" under this section respectively.

The Group's waste generation is of a non-hazardous nature and did not generate any material hazardous waste during the Reporting Year. The non-hazardous waste generated by the Group consists of paper and domestic waste. To reduce our paper usage, we strive to always reuse paper as well as minimise the distribution of paper documents and adopt digital communication methods where possible. Other paper reduction initiatives include double-sided printing and copying being set as default for all appropriate printing devices. A proper waste management culture is practised by our employees through recycling waste paper (where appropriate) and office supplies. Within the operational headquarters, recycling bins are also provided to recycle domestic waste, including plastic and glass amongst others. During the Reporting Year, the Group consumed a total of 1,429.8 kg (2021: 1,746.4 kg) of paper, whereby the decrease was mainly attributed to the two-month lockdown of the operational headquarters. The generation and disposal of domestic waste was not recorded due to its immaterial nature.

During the Reporting Year, the Group was not aware of any non-compliance cases in relation to air and GHG emissions, discharges into water and land, and the generation of hazardous and non-hazardous waste.

溫室氣體排放物產生自汽車燃料耗用的直接排放(範圍1)及所購買電力的間接排放(範圍2)。於報告年度內，本集團業務活動共排放約63.7噸二氧化碳當量(二零二一年：706.3噸二氧化碳當量)溫室氣體排放物，大幅減少的原因主要是由於用電量減少，由營運總部搬遷所致。有關排放物數據及減排措施的進一步詳情，請分別參閱「關鍵績效指標匯總表」一節及本節中的「資源消耗」分節。

本集團產生的廢物屬無害及於報告年度內沒有產生任何重大有害廢物。本集團產生的無害廢物，包括紙張和生活垃圾。為減少用紙，我們致力於堅持重複用紙，以及盡力減少派發紙質文件，並在可行情況下採用電子通訊方式。其他減少用紙的舉措包括將所有適用的打印裝置預設為雙面列印及複印。僱員透過回收廢紙(如適用)及辦公用品力求妥善踐行廢物管理文化。於營運總部內，回收箱以回收塑膠及玻璃等生活垃圾亦被提供了。於報告年度內，本集團共耗用1,429.8千克(二零二一年：1,746.4千克)紙張，減少的原因主要是由於營運總部的兩個月封鎖。由於產生及處置的生活垃圾甚微，故未作紀錄。

於報告年度內，本集團並不知悉任何有關廢氣及溫室氣體排放、向水及土地排放以及產生有害及無害廢物之不合規案件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Environmental Protection

Advocating environmental protection throughout its operations is of significant importance to Daphne. We adopt a comprehensive approach to preserve a healthy and sustainable living environment for future generations.

To strengthen our commitment to environmental stewardship, the Group has formulated a series of mitigation targets that were disclosed in the ESG Report 2021. We have monitored the progress in achieving these targets, with an aim to assess our performance on an annual basis and recalibrate strategic priorities in order to achieve continuous improvements. To ensure that the objectives accurately reflect the Group's operational circumstances, the targets may be evaluated and then revised when necessary.

環境保護

提倡環境保護對達芙妮的整個業務過程至關重要。我們採取全面的方針，為下一代守護健康及可持續的生活環境。

為加強我們對環境管理的承諾，本集團已制定一系列減輕影響的目標，並於二零二一年ESG報告內披露。我們一直密切監察進展，以實現該等目標，旨在每年評估我們的表現及重新調整策略重點，以取得持續進步。為確保該等目標準確地反映本集團的營運情況，我們可能對該等目標進行評估，然後在必要時做出修改。

GHG Emissions and Energy Usage 溫室氣體排放及能源使用	
Quantitative Targets 定量目標	2022 Progress 二零二二年進展
From 2022 onwards, maintain the GHG emissions intensity (by the number of full-time workforce) below the 2020 baseline value (approximately 13 tCO ₂ -e/person) 從二零二二年起，將溫室氣體排放密度(按全職員工人數計)保持在二零二零年基線值(約13噸二氧化碳當量/人)以下	Achieved an approximate 94% decrease in GHG emissions intensity (around 1 tCO ₂ -e/person) 已達至溫室氣體排放密度降低約94%(約1噸二氧化碳當量/人)
From 2022 onwards, maintain the energy consumption intensity (by the number of full-time workforce) below the 2020 baseline value (approximately 60,000 MJ/person) 從二零二二年起，將能源消耗密度(按全職員工人數計)保持在二零二零年基線值(約60,000兆焦耳/人)以下	Achieved an approximate 91% decrease in energy consumption intensity (around 5,435 MJ/person) 已達至能源消耗密度降低約91%(約5,435兆焦耳/人)
By 2024, facilitate the use of the solar power system to generate electricity and achieve a total amount of approximately 1 million kWh over the next 3 years (2022–2024) 到二零二四年，促進利用太陽能發電系統發電，並在未來三年(二零二二年至二零二四年)實現總發電量約1百萬千瓦時	Generated approximately 457,000 kWh of electricity 產生了大約457,000千瓦時發電量
Qualitative Targets 定性目標	2022 Progress 二零二二年進展
From 2022 onwards, participate in activities or organise training regarding emissions reduction and energy consumption at least once per year 從二零二二年起，每年至少參加一次有關減排及能源消耗的活動或安排培訓	Organised the “Earth Hour” competition 已舉辦「地球一小時」活動比賽

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Non-hazardous Waste Generation 產生無害廢物	
Quantitative Targets 定量目標	2022 Progress 二零二二年進展
From 2022 onwards, maintain the paper consumption intensity (by the number of full-time workforce) below the 2020 baseline value (approximately 25 kg/person) 從二零二二年起，將紙張消耗密度(按全職員工人數計)保持在二零二零年基線值(約25千克/人)以下	Achieved an approximate 32% decrease in paper consumption intensity (around 17 kg/person) 已達至紙張消耗密度減少約32%(約17.0千克/人)
Qualitative Targets 定性目標	2022 Progress 二零二二年進展
From 2022 onwards, include an initiative to use environmentally friendly packaging materials in supplier contracts 從二零二二年起，在供應商合同中加入使用環保包裝材料的倡議	Added relevant clauses to approximately 30% of supplier contracts 已在約30%的供應商合約中加入相關條款

During the Reporting Year, the Group organised an online “Earth Hour” competition, which aimed to enhance the environmental awareness of employees on emissions reduction and energy consumption. Participants were tested on their general knowledge of environmental matters by answering questions and were rewarded with prizes. Through this activity, the Group hopes to inspire employees to adopt a sustainable lifestyle and play an active role in protecting our planet.

於報告年度內，本集團舉辦線上「地球一小時」活動比賽，旨在提升僱員對減排及能耗方面的環保意識。參與者透過回答問題接受了環境主題的常識測試，並獲得獎勵。透過該活動，本集團期望激勵僱員採取可持續的生活模式，在保護地球方面發揮積極的作用。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Climate Change

The manifestation of the effects of climate change is increasingly large-scale and poses a significant threat to individuals, companies and economies across the world. With climate-related risks expected to be ever more extensive and unpredictable, it is important for the Group to establish a strategy to prepare for associated climate-related issues and to mitigate the potential impacts on its daily operations.

To this end, the Group incorporates climate-related risk analysis into its governance practices to identify relevant risks, which is based on the recommendations of the Taskforce on Climate-related Financial Disclosures (“TCFD”). To enable an in-depth understanding of the potential climate change issues, we had engaged a professional consultancy to conduct a preliminary climate-related risk analysis for the Group. The Board subsequently reviewed and confirmed the results of the risk assessment to evaluate the risk profile and significance to the Group’s business activities.

氣候變化

氣候變化影響所呈現的規模不斷增大，對世界各地的個人、公司及經濟體構成重大威脅。由於氣候相關風險預計將更加廣泛及不可預測，本集團亟需制定策略，為相關氣候相關問題做好準備，並減輕對其日常營運的潛在影響。

為此，本集團根據氣候相關財務信息披露工作組（「TCFD」）的建議，將氣候相關風險分析納入其管治慣例以識別相關風險。為深入了解潛在的氣候變化問題，我們委聘專業顧問公司為本集團進行初步氣候相關風險分析。董事會隨後檢討及確認風險評估結果，以評估風險狀況及對本集團業務活動的重要性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Potential physical and transition climate-related risks that were determined to be relevant to the Group were identified. Physical risks were separated into acute and chronic, whilst transitions risk were categorised by policy and legal, technology, market and reputation. A risk assessment was then adopted to assess the frequency and severity of the identified risks, where a risk rating was assigned to each issue. Through this exercise, a list of short- and mid-term climate-related risks deemed as significant was derived and corresponding mitigation measures to manage potential impacts were established.

我們確定與本集團相關的潛在氣候相關實體及轉型風險。實體風險分為即時風險及長期風險，而轉型風險則按政策及法律、技術、市場及聲譽進行分類。然後進行風險評估以評估已識別風險的頻率及嚴重性，並對每個問題設置風險等級。透過該舉措，得出被認為重要的中短期氣候相關風險清單，並制定相應的紓緩措施以管理潛在影響。

Significant Climate-related Risks 重大氣候相關風險		
Physical Risks 實體風險	Potential Impact 潛在影響	Mitigation Measures 紓緩措施
Acute: 立即性： <ul style="list-style-type: none"> Typhoons 颱風 Extreme precipitation 極端降水 	Disrupt daily operations and supply chain stability 影響日常營運及供應鏈穩定性	Establish special work arrangements for extreme weather conditions to enable employees to work from home 針對極端天氣狀況制定特殊工作安排，使僱員得以在家辦公
Chronic: 長期性： <ul style="list-style-type: none"> Rising mean temperatures 平均氣溫上升 		
Transition Risks 轉型風險	Potential Impact 潛在影響	Mitigation Measures 紓緩措施
Policy and legal: 政策及法律： <ul style="list-style-type: none"> Enhanced emissions-reporting regulations 加強排放報告之規管 Price adjustments and controls in fossil fuels 化石燃料之價格調整及控制 	Higher compliance costs and exposure to litigation 合規成本及訴訟風險增加	Identify relevant material climate-related risks and improve disclosure 識別與氣候相關的重大風險並改進披露
Technology: 技術： <ul style="list-style-type: none"> Substitution of existing raw materials and production processes with lower emissions options 以低碳選擇替代現有原材料及生產工序 	Higher production costs of suppliers, which will indirectly increase the Group's supply chain costs 供應商生產成本上升，將間接增加本集團的供應鏈成本	Require suppliers to gradually adopt more sustainable operating practices 要求供應商逐步採用更可持續的營運慣例
Reputation: 名譽： <ul style="list-style-type: none"> Increased stakeholder concern or negative stakeholder feedback 增加持份者的關注或負面反饋 	Damage to corporate reputation 損害企業聲譽	Address stakeholders' opinions through refining internal procedures and processes 透過完善內部程序及流程處理持份者的意見

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

To strengthen its overall approach to combating climate change, the Group will continue to monitor the developments of its material climate-related risks and review its current initiatives for continuous improvement on climate change issues whilst the ESG Working Group will also conduct further analysis on climate change issues. Moving forward, the Group aims to provide relevant training to the Board and management to build robust governance on climate-related matters.

PEOPLE AND CULTURE

The Group greatly values the contributions of its employees. Building a people-centric culture is critical to ensure long-term business growth and inspire a passionate workforce. At Daphne, we prioritise the health and safety of our staff, rigorously protect their labour rights whilst recognising staff for their continuous efforts through a generous and fair remuneration system. We foster a strong sense of belonging by promoting diversity and equal opportunities whilst broadening professional competencies in the workplace. Through focusing on community engagement initiatives, we also instil a sense of purpose for employees to proactively practise our philosophy of influencing positive change.

Occupational Health and Safety

The well-being of Daphne’s employees cannot be compromised and must be safeguarded. Our operations are predominantly office-based, where occupational health and safety (“OHS”) accidents are relatively minor. Nevertheless, appropriate guidelines that can be found in the Code of Conduct and corresponding measures are in place to promote and maintain a hazard-free workplace. Employees are also expected to practise good personal hygiene and pay attention to any potential dangers to prevent workplace injuries.

為增強其應對氣候變化的整體方針，本集團將繼續監察其重大氣候相關風險的發展並檢討其現行措施以持續作出改進，而ESG工作小組亦將對氣候變化問題進行進一步分析。展望未來，本集團致力於為董事會及管理層提供相關培訓，以建立氣候相關事宜的穩健管治。

員工與文化

本集團非常重視僱員的貢獻。建立以人為本的文化對確保長期業務增長至關重要，並能激發僱員隊伍的活力。達芙妮優先考慮員工的健康和安全，嚴格保障其勞工權利，同時感謝員工的持續努力通過優厚和公平的報酬系統。我們透過在職場促進多元化及平等機會並擴大專業能力，培養強大的歸屬感。透過專注於社區參與計劃，我們亦為僱員樹立一種使命感，以積極地踐行我們推動積極變革的理念。

職業健康與安全

達芙妮僱員的福祉不能受到損害，必須得到保障。我們的業務主要於辦公室進行，故職業健康及安全(「職業健康及安全」)事故相對較小。儘管如此，《職業守則》內仍載有適當的指引及相應措施，以促進及維持無危害的工作場所。我們還要求僱員保持良好的個人衛生習慣並注意任何潛在危險，以防止工傷。

OHS Measures

職業健康及安全措施

- Ensure good air quality and ventilation in the office
確保辦公室空氣質量及通風良好
- Empty litter bins and replace litter bags on a regular basis
定期清空垃圾箱並更換垃圾袋
- Disinfect public areas on a regular basis
定期對公共區域進行消毒
- Maintain sufficient lighting for work
工作時保持充足照明
- Ensure the proper storage of items and documents as well as clearance of emergency exit routes and walkways
確保妥善存放物品和文件，以及清理緊急出口路線和走廊
- Create an emergency contact list for all employees
為所有僱員建立緊急聯絡人清單
- Provide employees with OHS training
為僱員提供職業健康及安全培訓
- Arrange OHS drills periodically
定期安排職業健康及安全演練

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In response to the coronavirus epidemic, the Group responded to this OHS risk by implementing different procedures during the Reporting Year. Notices were sent periodically to all staff to remind them to adopt individual preventive behaviours and provide them with updates on the latest developments. Personnel are required to conduct rapid antigen and nucleic acid testing as well as scan the site code of the building and office in order to report for work. To prevent potential spread in the office, anti-epidemic resources were provided to employees, and they were separated into two groups alternating between working from home and working at the office. An Epidemic Prevention and Control and Emergency Plan was also formulated, where an epidemic prevention team was set up to implement a frequent cleaning and disinfection procedure and maintain testing records to safeguard the health and safety of employees.

Our practices, which are monitored by the human resources (“HR”) department, enabled us to fully comply with relevant laws and regulations relating to OHS. In addition, during the past three years including the Reporting Year, the Group did not record any cases of work-related fatalities or injuries.

Labour Rights and Standards

The Group supports labour rights and enforces high standards to prevent the occurrence of child labour and forced labour in its operations. Our employment practices are in line with national regulations, where we strictly prohibit the hiring of minors under 16 years old. During the recruitment process, the HR department is responsible to conduct rigorous background checks on the applicants through examining identification documents, verifying information during interviews and consulting government information channels where necessary. Recruitment with the Group will commence only when the applicant’s identity has been confirmed. In the unlikely event that child labour is detected, we will investigate the situation and immediately terminate the employment contract with the minor if the case is justified.

As mentioned in the Staff Attendance and Vacation Policy, which was updated during the Reporting Year, the standard working hours of employees are fixed in order to promote a healthy work-life balance. Overtime is discouraged, and any necessary overtime must be formally submitted through an application form and approved beforehand. Employees are prohibited from exceeding a set amount of overtime in a month, and they will be compensated with rest periods or overtime payment. During the Reporting Year, we were not aware of any non-compliance cases in relation to child and forced labour. In addition, we have maintained compliance with relevant laws and regulations, including but not limited to Provisions on the Prohibition of Using Child Labour and the Law on the Protection of Minors of the People’s Republic of China, which are regarded to have a significant impact on our labour standards.

為應對新冠肺炎疫情，本集團於報告年度內實施多項程序以應對該職業健康及安全風險。我們定期向所有員工發出通知，提醒其採取個人預防行為，並向其說明疫情最新形勢。我們要求僱員進行快速抗原及核酸檢測並掃描大樓及辦公室的場所碼，才能報到上班。為防止在辦公室出現病毒傳播，我們為僱員提供防疫資源，並將僱員分成兩組，輪流在家辦公及到辦公室上班。此外，我們亦制訂《疫情防控及應急方案》，成立防疫小組，定時進行清潔消毒程序，並保存檢測紀錄，以保障僱員健康及安全。

我們的常規措施由人力資源部監察，使我們能夠完全遵守與職業健康及安全相關的法律法規。此外，本集團於過去三年(包括報告年度內)並無錄得任何與工作有關的死亡或受傷個案。

勞工權益及準則

本集團支持勞工權利並以高標準執行以防止在其營運中出現童工及強迫勞工。我們的僱傭慣例符合國家規定，嚴禁僱用16歲以下的未成年人。在招聘過程中，人力資源部負責透過查閱身份證明文件、在面試時核實資料及必要時諮詢政府資料渠道，對申請人進行嚴格的背景調查。本集團僅於確認申請人身份後才會開始聘用。一旦發現童工，我們將調查有關情況，並在情況屬實的情況下立即終止與未成年人的僱傭合同。

誠如報告年度內更新的《員工考勤和休假制度》所述，訂立僱員的工作時間標準，以促進健康的工作與生活平衡。我們不鼓勵加班，任何必要的加班均須透過申請表正式提交並經事先批准。僱員每個月的加班時間不得超出規定，加班後將獲得補償性休息時間或加班費。於報告年度內，我們並無發現任何與童工及強迫勞工有關的違規事宜。此外，我們一直遵守相關法律及法規，包括但不限於被認為對我們的勞工準則有重大影響的《禁止使用童工規定》及《中華人民共和國未成年人保護法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employee Benefits and Remuneration

The Group offers generous benefits and competitive remuneration packages to its talented workforce, which are in line with statutory requirements and further structured based on market conditions and individual qualifications.

As specified in the Staff Attendance and Vacation Policy, apart from national public holidays, employees are also entitled to various leave benefits, including but not limited to sick leave, marriage leave, prenatal inspection leave, maternity leave, breastfeeding leave, family planning leave, condolence leave and work injury leave. Through our Performance Management Plan, the performance of employees is evaluated on a quarterly or annual basis depending on their employment level. Based on the assessment outcomes, employees may be eligible for bonuses or promotion opportunities. Employees are also provided with allowances for domestic and overseas business trips, which is mentioned in the Provision on Business Travel Management. During the Reporting Year, the Group conformed to all relevant laws and regulations that have a significant impact on its employment standards, including but not limited to the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China.

To strengthen synergy between employees and reward them for their continuous efforts, we organised two team building activities that included outdoor sports and camping activities and a Halloween-themed social event during the Reporting Year. The team building activities provided a unique opportunity for employees to boost morale and communicate with peers whilst engaging in exciting activities. We are committed to providing more engagement activities for our workforce to enhance their motivation and satisfaction.

僱員福利及薪酬

本集團為能幹的僱員隊伍提供優厚福利及具競爭力的薪酬待遇，該等福利待遇符合法定要求，並根據市場條件及個人資質作出進一步結構性調整。

誠如《員工考勤及休假制度》規定，除國家公眾假期外，僱員還可享受各種休假福利，包括但不限於病假、婚假、產前檢查假、產假、哺乳假、計劃生育假、喪假及工傷假。透過我們的《績效管理方案》，我們根據僱員的職級按季或按年對僱員進行績效評估。僱員根據評估結果可能獲得獎金或晉升機會。我們亦向僱員提供《出差管理辦法》中提及的國內外出差津貼。於報告年度內，本集團遵守所有對其僱傭準則有重大影響的法律及法規，包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。

為增強僱員之間的協同效應並獎勵其持續努力，我們於報告年度內舉辦兩項包括戶外運動和露營活動的團隊建設活動及一項以萬聖節為主題的社交活動。團隊建設活動為僱員提供一個獨特的機會，在參與精彩活動的同時提升士氣並與同事溝通。我們致力於為僱員隊伍提供更多的參與活動，以提高其積極性及滿意度。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Diversity and Equal Opportunity

We embrace diversity and equality in our workforce whilst aiming to eliminate any type of discrimination and harassment in the workplace. All of our recruitment and promotion decisions are based on objective criteria, such as business needs, personal qualifications, experience and performance. In addition, discrimination of any kind including on grounds of age, gender, marital status, pregnancy, family status, disability, race, nationality, or religion is avoided under all circumstances and is prohibited under our Code of Conduct.

Through adopting employment principles such as equal pay for equal work and providing equal opportunities irrespective of gender, Daphne proactively safeguards the rights of female employees within the Group. To educate employees on the importance of women's rights, during the Reporting Year, the Group organised a training seminar centred on the protection of women's rights and interests from a legal perspective, where 22 staff participated in the event.

The Regulations on Punishment of Staff Violations further details our approach to dealing with prejudice. To strengthen our commitment to preventing unequal treatment, a disciplinary committee has been set up to conduct investigations on suspected instances of immoral conduct. The committee is chaired by the CEO and supported by representatives from the HR, legal and internal audit departments. In the event of an immoral conduct case, relevant employees will be subject to disciplinary action including summary dismissal. Relevant laws and regulations that have a significant impact on the Group's employment practices, including but not limited to the Special Rules on the Labour Protection of Female Employees and the Law on the Protection of Women's Rights and Interests of the People's Republic of China, were adhered to during the Reporting Year.

Training and Development

The Group endeavours to develop the competencies and expand the knowledge of employees through providing different training opportunities. We have designed a training plan for employees, which is updated on an annual basis to ensure that their professional growth is tailored to industry requirements and that they are well-equipped to carry out assigned responsibilities.

During the Reporting Year, we organised induction training for new recruits, which covered topics such as corporate culture and history, brands and products composition, HR management system, anti-corruption, and so forth. Furthermore, fire safety training to enhance awareness of fire prevention and firefighting equipment usage was arranged. To keep abreast with the latest developments in ethical practices and women's rights, we provided anti-corruption and safeguarding women's rights and interests training opportunities respectively to our staff. For further information, please refer to the subsection "Anti-corruption" under the section "Business and Product", and the subsection "Diversity and Equal Opportunity" under this section respectively.

多元化及平等機會

我們支持僱員隊伍的多元化及平等發展，同時致力於消除工作場所任何類型的歧視及騷擾。我們所有的招聘及晉升決策均依照客觀標準，例如業務需求、個人資質、經驗及績效。此外，在任何情況下均避免並根據《職業守則》禁止任何形式的歧視，包括基於年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、國籍或宗教的歧視。

達芙妮透過採用同工同酬及不論性別均提供平等機會等僱傭原則，積極保障本集團內女性僱員的權利。為使僱員了解女性權利的重要性，於報告年度內，本集團舉辦了從法律角度保護女性權益的培訓研討會，參與者包括22名員工。

《員工違紀處罰條例》進一步詳述我們處理歧視的方法。為了增強我們對防止不平等待遇的承諾，我們成立了紀律委員會，以對涉嫌不道德行為事件進行調查。該委員會由行政總裁擔任主席，並由人力資源、法律及內部審計部門代表提供支援。倘發生不道德行為事件，相關僱員將受到紀律處分，包括立即解僱。於報告年度內，本集團已遵守對其僱傭慣例有重大影響的相關法律及法規，包括但不限於《女職工勞動保護特別規定》及《中華人民共和國婦女權益保障法》。

培訓及發展

本集團致力於透過提供不同的培訓機會以發展僱員的能力並擴展其知識。我們已為僱員設計培訓計劃並每年進行更新，確保其專業發展符合行業要求，且其有能力履行所分派的職責。

於報告年度內，我們為新僱員舉辦入職培訓，涵蓋企業文化及歷史、品牌及產品構成、人力資源管理制度及反貪污等主題。此外，我們亦安排消防安全培訓，以提高防火及滅火器材使用意識。為緊貼道德常規及女性權利的最新發展，我們分別為員工提供反貪污及保障女性權益培訓機會。有關進一步資料，請分別參閱「業務與產品」一節中的「反貪污」分節及本節中的「多元化及平等機會」分節。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Community Engagement

At Daphne, our efforts to bring about positive change to the community stem from organising and participating in activities that boost social cohesion and the resilience of society. We aim to always lend a helping hand and are particularly passionate about engaging in initiatives that promote the health and well-being of communities.

Active communications and engagement with the community and society create harmony within our society and stimulate conversations. In line with our brand, our engagement activities are held online, whereby we were able to engage a broad and diverse community of people through social media platforms such as WeChat, Weibo and Xiaohongshu. During the Reporting Year, we organised seven online community engagement events, and they were widely successful. The total number of views and comments amounted to approximately 178,000 and 860 respectively.

As outlined in the Code of Conduct, we encourage employees to fulfil their civic duties by engaging with their communities and assisting those who are facing difficulties. To support individuals in need during the lockdown period in Shanghai, the Group's employees undertook voluntary work to purchase and deliver daily necessities to our employees and their families, especially those who live alone and were under a long period of quarantine. Several employees also dedicated their time to assist with local epidemic prevention efforts by coordinating antigen testing for residents and distributing anti-epidemic resources.

Through our active engagement and promotion, we aspire to continuously inspire communities and our employees to further engage with and care for one another and together build a harmonious society and sustainable future for all.

社區參與

達芙妮利用其努力為社區帶來積極的變化源於舉辦及參與促進社會凝聚力和韌性的活動。我們致力於一直伸出援助之手，尤其熱衷於參與促進社區健康和福祉的倡議。

與社區和社會的積極溝通和參與在我們的社會中創造和諧並促進對話。與我們的品牌一致，我們的參與活動線上舉行，因此我們能夠通過微信、微博和小紅書等社交媒體平台與廣泛而多元化的人群進行互動。於報告年度內，我們組織了七場社區參與活動，並大獲成功。總瀏覽量及評論次數分別約為178,000次及860次。

誠如《職業守則》所概述，我們鼓勵僱員透過參與社區活動，協助有困難人士，履行其公民職責。在上海封鎖期間，為支援有需要人士，本集團僱員參與義工活動，為我們的僱員及其家屬（特別是獨居和長期隔離人士）購買及運送生活必需品。部分僱員更透過協調居民抗原檢測及分發抗疫資源，協助當地防疫工作。

透過我們的積極參與和推廣，我們渴望不斷激勵社區和我們的僱員進一步參與和關心彼此，共同建設和諧的社會以及可持續發展的未來。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

KPIs SUMMARY TABLE

關鍵績效指標匯總表

Environmental KPIs 環境關鍵績效指標	Unit 單位	2022 二零二二年	2021 二零二一年	Change 變化
Air Emissions¹ 廢氣排放 ¹				
NO _x ² 氮氧化物 ²	kg 千克	4.9	4.4	+11%
SO _x ² 硫氧化物 ²	kg 千克	0.1	0.1	-
PM 懸浮微粒	kg 千克	0.4	0.3	+33%
GHG Emissions³ 溫室氣體排放量 ³				
Scope 1 Emissions 範圍1排放量	tCO ₂ -e 噸二氧化碳當量	20.8	18.9	+10%
Scope 2 Emissions 範圍2排放量	tCO ₂ -e 噸二氧化碳當量	42.9	687.4	-94%
Total Emissions (Scope 1 and Scope 2) 總排放量(範圍1及範圍2)	tCO ₂ -e 噸二氧化碳當量	63.7	706.3	-91%
Total Emissions Intensity by Full-time Workforce 總排放量密度(按全職員工計)	tCO ₂ -e/Person 噸二氧化碳當量/人	0.8	10.7	-93%
Non-hazardous Waste 無害廢物				
Paper Usage 用紙量	kg 千克	1,429.8	1,746.4	-18%
Paper Usage by Full-time Workforce 用紙量密度(按全職員工計)	kg/Person 千克/人	17.0	26.5	-36%
Energy Consumption and Generation 能源消耗及發電				
Petrol Usage 汽油用量	Litre 公升	7,791	6,982	+12%
Electricity Usage 用電量	kWh 千瓦時	54,149	867,799	-94%
Total Energy Usage 總能源消耗量	MJ 兆焦耳	456,572	3,358,542	-86%
Total Energy Usage Intensity by Full-time Workforce 總能源消耗密度(按全職員工計)	MJ/Person 兆焦耳/人	5,435.4	50,887.0	-89%
Electricity Generation 發電量	kWh 千瓦時	457,381	413,666	+11%
Water Consumption 用水量				
Water Usage 耗水量	m ³ 立方米	157	7,442	-98%
Water Usage Intensity by Full-time Workforce 耗水密度(按全職員工計)	m ³ /Person 立方米/人	1.9	112.8	-98%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	2022 二零二二年	2021 二零二一年	Change 變化
Workforce 勞動力				
Total Workforce 員工總數	Person 人	87	72	+21%
<i>By Gender 按性別劃分</i>				
Male 男性	Person 人	42	33	+27%
Female 女性	Person 人	45	39	+15%
<i>By Employment Type 按僱傭類別劃分</i>				
Full-time 全職	Person 人	84	66	+27%
Part-time 兼職	Person 人	3	6	-50%
<i>By Age Group 按年齡組別劃分</i>				
≤25 Years Old 25歲及以下	Person 人	7	3	+133%
26–35 Years Old 26至35歲	Person 人	31	23	+35%
36–45 Years Old 36至45歲	Person 人	40	35	+14%
≥46 Years Old 46歲及以上	Person 人	9	11	-18%
Turnover Rate⁴ 流失比率⁴				
Total Turnover Rate 總流失比率	%	19	54	-35 ppt 百分點
<i>By Gender 按性別劃分</i>				
Male 男性	%	26	52	-26 ppt 百分點
Female 女性	%	11	56	-45 ppt 百分點
<i>By Age Group 按年齡組別劃分</i>				
≤25 Years Old 25歲及以下	%	0	25	-25 ppt 百分點
26–35 Years Old 26至35歲	%	12	57	-45 ppt 百分點
36–45 Years Old 36至45歲	%	24	53	-29 ppt 百分點
≥46 Years Old 46歲及以上	%	33	58	-25 ppt 百分點

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	2022 二零二二年	2021 二零二一年	Change 變化
Training and Development⁵ 培訓及發展 ⁵				
Total Percentage of Employees Trained ⁶ 受培訓僱員的總百分比 ⁶	%	61	34	+27 ppt 百分點
Average Training Hours per Employee Trained ⁷ 每名受訓僱員平均培訓時數 ⁷	Hour(s) 小時	2.2	3.2	-31%
<i>Percentage of Employees Trained by Gender 按性別劃分的受訓僱員百分比</i>				
Male 男性	%	48	53	-5 ppt 百分點
Female 女性	%	52	47	+5 ppt 百分點
<i>Percentage of Employees Trained by Employee Category⁸ 按僱員類別劃分的受訓僱員百分比⁸</i>				
Management 管理層	%	5	12	-7 ppt 百分點
Supervisor 主管級	%	8	9	-1 ppt 百分點
General Staff 一般員工	%	87	79	+8 ppt 百分點
<i>Average Training Hours per Employee Trained by Gender⁹ 按性別劃分的每名受訓僱員平均培訓時數⁹</i>				
Male 男性	Hour(s) 小時	2.5	4.2	-40%
Female 女性	Hour(s) 小時	1.9	2.1	-10%
<i>Average Training Hours per Employee Trained by Employee Category^{8,9} 按僱員類別劃分的每名受訓僱員平均培訓時數^{8,9}</i>				
Management 管理層	Hour(s) 小時	12.0	13.0	-8%
Supervisor 主管級	Hour(s) 小時	1.2	1.2	-
General Staff 一般員工	Hour(s) 小時	1.7	1.9	-11%
Occupational Health and Safety 職業健康與安全				
Work-related Fatalities 因工死亡事故	Case 宗	Nil 無	Nil 無	-
Work-related Injuries 工傷事故	Case 宗	Nil 無	Nil 無	-
Lost Day due to Work-related Injury 工傷事故引致的損失天數	Day 天	Nil 無	Nil 無	-

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	2022 二零二二年	2021 二零二一年	Change 變化
Supply Chain 供應鏈				
Total Number of Footwear Suppliers 鞋履供應商總數	Quantity 數目	189	96	+97%
<i>Number of Footwear Suppliers by Geographical Region 按地理區域劃分的鞋履供應商數量</i>				
Mainland China 中國大陸	Quantity 數目	189	96	+97%
Product and Service 產品及服務				
Product Recall Rate for Safety and Health Reasons ¹⁰ 出於安全及健康理由之產品回收率 ¹⁰	%	0	–	–
Products and Service related Complaints 與產品及服務相關的投訴	Quantity 數目	70	51	+37%
Anti-corruption 反貪污				
Legal Cases regarding Corruptive Practices 貪污行為法律案件	Case 宗	Nil 無	Nil 無	–
Community Investment 社區投資				
Community Engagement Events 社區參與活動	Quantity 數目	7	15	-53%
Volunteer Work 志願者工作	Hour(s) 小時	66	0	+100%

¹ The emission factors used are based on the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modelling Software – MOBILE6.1.
所使用的排放因子基於香港環境保護署的EMFAC-HK車輛排放計算模型及美國國家環境保護局之車輛排放模型軟件 – MOBILE6.1。

² The global warming potential values used for 2022 calculations are referenced from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change ("IPCC").
於二零二二年計算所使用的全球變暖潛能值參考了政府間氣候變化專門委員會(「IPCC」)的《第六次評估報告》。

³ The quantification methodology referenced the Guidelines to Account and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong, published by the Electrical and Mechanical Services Department and Environmental Protection Department. The emission factors used for Scope 2 calculations are based on the 2019 Baseline Emission Factors for Regional Power Grids in China published by the Department of Climate Change of National Development and Reform Commission.
量化方法參考了機電工程署及環境保護署出版的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》。範圍2計算中使用的排放因子乃基於國家發展和改革委員會應對氣候變化司發布的《二零一九年度減排項目中國區域電網基準線排放因子》。

⁴ The calculation scope includes full-time employees only. The turnover rate is calculated based on the following formula:
計算範圍僅包括全職僱員。流失比率乃按以下公式計算：

$$\text{Turnover rate (per category)} = R/(E+N) \times 100$$

$$\text{流失比率(每個類別)} = R/(E+N) \times 100$$

R: Resigned employees during the Reporting Year
報告年度內的離職僱員

E: Number of employees at the beginning of the Reporting Year
報告年度期初的僱員人數

N: Number of newly recruited employees during the Reporting Year
報告年度內的新入職僱員人數

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

⁵ The calculation scope includes employees who have received training, regardless of their resignation during the Reporting Year.
計算範圍包括已接受培訓的僱員，不論彼等是否已於報告年度內離職。

⁶ The total percentage of employees trained is calculated based on the following formula:
受培訓僱員的總百分比乃按以下公式計算：

$$\text{Percentage of employees trained} = T/(M+R) \times 100$$

$$\text{受培訓僱員的百分比} = T/(M+R) \times 100$$

T: Employees who took part in training
參與培訓的僱員

M: Number of employees at the end of the Reporting Year
報告年度期末的僱員人數

R: Resigned employees during the Reporting Year
報告年度內的離職僱員

⁷ The average training hours per employee trained is calculated based on the following formula:
每名受訓僱員平均培訓時數乃按以下公式計算：

$$\text{Average training hours per employee trained} = H/T$$

$$\text{每名受訓僱員平均培訓時數} = H/T$$

H: Total number of training hours received by employees
僱員受培訓的總時數

T: Employees who took part in training
參與培訓的僱員

⁸ The employee categories are changed from four categories in 2021: Director Grade or Above, Manager Grade, Officer Grade and General Staff to three categories in 2022: Management, Supervisor and General Staff. Thus, the disclosed training data for employees in 2021 is recalculated to ensure consistency with the Reporting Year.

僱員類別由二零二一年的四類：總監級或以上、經理級、主任級和一般員工調整為二零二三年的三類：管理層、主管級和一般員工。因此，披露的二零二一年僱員培訓數據乃重新計算以確保與報告年度一致。

⁹ The average training hours per employee trained in relevant categories are calculated based on the following formula:
每名受訓僱員在相關類別中的平均培訓時數乃按以下公式計算：

$$\text{Average training hours per employee trained in relevant categories} = H/T$$

$$\text{相關類別每名受訓僱員的平均培訓時數} = H/T$$

H: Number of training hours for employees in the relevant category
相關類別僱員的培訓時數

T: Number of employees trained in the relevant category
相關類別中受培訓的僱員人數

¹⁰ The relevant figure in 2022 is rounded to zero percentage.
二零二三年的相關數字約整至零百分比。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG REPORTING GUIDE INDEX

ESG報告指引索引

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構		
	<p>A statement from the board containing the following elements:</p> <p>(i) a disclosure of the board’s oversight of ESG issues;</p> <p>(ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and</p> <p>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.</p> <p>由董事會發出的聲明，當中載有下列內容：</p> <p>(i) 披露董事會對環境、社會及管治事宜的監管；</p> <p>(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及</p> <p>(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</p>	<p>Corporate Profile</p> <ul style="list-style-type: none"> – Risk Management – Business Outlook <p>Sustainability Approach 公司簡介</p> <ul style="list-style-type: none"> – 風險管理 – 業務展望 <p>可持續發展方針</p>
Reporting Principles 報告原則		
	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p>	<p>About This Report</p> <p>Sustainability Approach</p> <ul style="list-style-type: none"> – Stakeholder Engagement – Materiality Assessment <p>KPIs Summary Table 關於本報告 可持續發展方針</p> <ul style="list-style-type: none"> – 持份者參與 – 重要性評估 <p>關鍵績效指標匯總表</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Reporting Boundary 匯報範圍		
	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	About This Report 關於本報告
“Comply or explain” Provisions 「不遵守就解釋」條文		
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、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Nature and Resource – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢物管理 關鍵績效指標匯總表
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)。	Nature and Resource – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢物管理 關鍵績效指標匯總表
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). 所產生有害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	The Group did not generate any material hazardous waste during the Reporting Year. 於報告年度內，本集團並無產生任何重大有害廢物。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
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)。	Nature and Resource – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢物管理 關鍵績效指標匯總表
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。	Nature and Resource – Resource Consumption – Environmental Protection 自然與資源 – 資源消耗 – 環境保護
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。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
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。	Nature and Resource – Resource Consumption – Environmental Protection 自然與資源 – 資源消耗 – 環境保護
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)。	Nature and Resource – Resource Consumption KPIs Summary Table 自然與資源 – 資源消耗 關鍵績效指標匯總表
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)。	Nature and Resource – Resource Consumption KPIs Summary Table 自然與資源 – 資源消耗 關鍵績效指標匯總表
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。	Nature and Resource – Resource Consumption – Environmental Protection 自然與資源 – 資源消耗 – 環境保護

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
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。	Nature and Resource – Resource Consumption Water efficiency targets were not set as this is considered to be immaterial to our operating activities. 自然與資源 – 資源消耗 由於用水被認為對我們的營運活動不重要，因此用水效益目標未設定。
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。	The Group did not directly consume any packaging materials in its daily operations. 本集團於其日常營運並無直接消耗任何包裝材料。
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
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。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
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。	Nature and Resource – Climate Change 自然與資源 – 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Nature and Resource – Climate Change 自然與資源 – 氣候變化

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
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： (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。	People and Culture – Employee Benefits and Remuneration – Diversity and Equal Opportunity 員工與文化 – 僱員福利及薪酬 – 多元化及平等機會
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。	KPIs Summary Table 關鍵績效指標匯總表
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。	KPIs Summary Table 關鍵績效指標匯總表
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： (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。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
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(包括報告年度內)每年因工亡故的人數及比率。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表
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。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表
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。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Business and Product – Anti-corruption People and Culture – Diversity and Equal Opportunity – Training and Development 業務與產品 – 反貪污 員工與文化 – 多元化及平等機會 – 培訓及發展
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。	KPIs Summary Table 關鍵績效指標匯總表
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。	KPIs Summary Table 關鍵績效指標匯總表

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
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。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則
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。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則
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。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則
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。	Supply Chain and Partnership 供應鏈與夥伴
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。	KPIs Summary Table 關鍵績效指標匯總表
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。	Supply Chain and Partnership – Supply Chain Engagement 供應鏈與夥伴 – 供應鏈的聯繫
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain and Partnership – Supply Chain Sustainability 供應鏈與夥伴 – 供應鏈的可持續發展
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain and Partnership – Supply Chain Sustainability 供應鏈與夥伴 – 供應鏈的可持續發展

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Product – Brand Reputation and Product Quality – Customer Service and Relationship – Personal Data and Privacy – Product Design and Development – Intellectual Property Rights – Responsible Marketing 業務與產品 – 品牌聲譽及產品質量 – 客戶服務及關係 – 個人資料及私隱 – 產品設計及開發 – 知識產權 – 負責任的營銷
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。	Business and Product – Brand Reputation and Product Quality KPIs Summary Table 業務與產品 – 品牌聲譽及產品質量 關鍵績效指標匯總表
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Business and Product – Customer Service and Relationship KPIs Summary Table 業務與產品 – 客戶服務及關係 關鍵績效指標匯總表
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。	Business and Product – Product Design and Development – Intellectual Property Rights 業務與產品 – 產品設計及開發 – 知識產權
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。	Business and Product – Brand Reputation and Product Quality 業務與產品 – 品牌聲譽及產品質量
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。	Business and Product – Personal Data and Privacy 業務與產品 – 個人資料及私隱

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Product – Anti-corruption 業務與產品 – 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corruptive practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business and Product – Anti-corruption KPIs Summary Table 業務與產品 – 反貪污 關鍵績效指標匯總表
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistleblowing 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。	Business and Product – Anti-corruption 業務與產品 – 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Business and Product – Anti-corruption 業務與產品 – 反貪污
Community 社區		
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。	People and Culture – Community Engagement 員工與文化 – 社區參與
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	People and Culture – Community Engagement 員工與文化 – 社區參與
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	People and Culture – Community Engagement KPIs Summary Table 員工與文化 – 社區參與 關鍵績效指標匯總表

