



(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)
(Stock Code 股份代號：1105)

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

2022



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ABOUT SING TAO

關於星島

Sing Tao News Corporation Limited is a media corporation with a vision to become a leading cross-media content and service provider serving global Chinese communities. The Company is listed on the Main Board of the Hong Kong Stock Exchange (stock code: 1105). Its principal activities comprise Media and Media-related operations, including traditional media spanning Newspapers, Magazines, Recruitment Media and Books, as well as online and mobile multi-media platforms which the Group has been developing in order to open up new reader segments and revenue sources. In building our cross-media business we keep a pulse closely on the latest development trends to meet the extensive needs of the market. Based in Hong Kong, the Group's business network covers major cities in the PRC, the US, Canada and Europe, with around 1,100 staff worldwide.

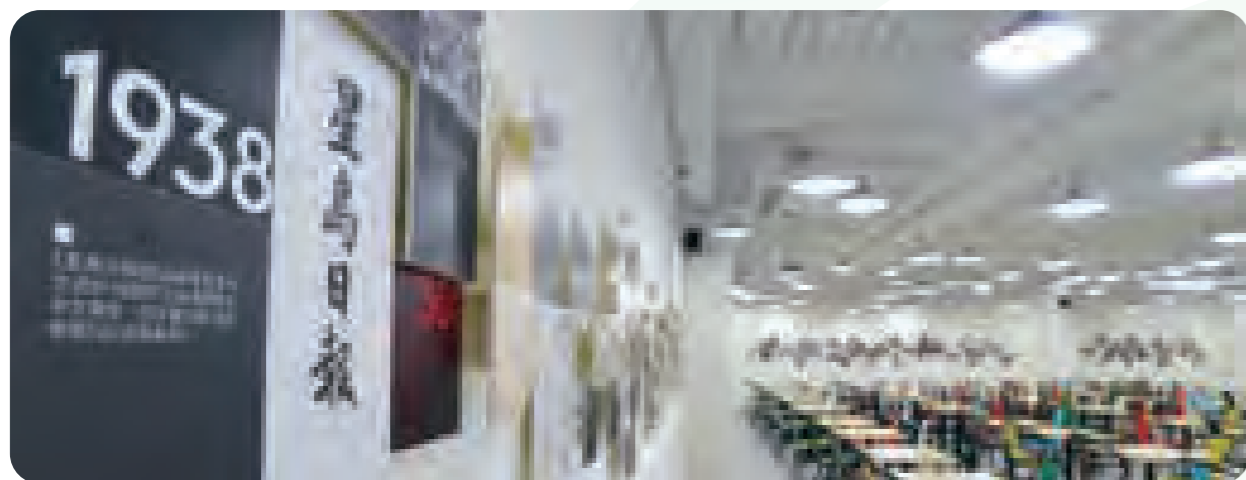
The "Sing Tao" brand dates back to 1938 when the daily newspaper of the same title was launched in Hong Kong. It marks 85th anniversary in 2023. Over the years, "Sing Tao" has become recognised as a global name in the print media market. The current newspaper portfolio includes paid and free newspapers in both Chinese and English languages, targeting local and overseas Chinese readers. Currently, the Group is placing strong efforts on the development of its new media business by adopting the strategy of upgrading the "single-engine drive" of the Group's traditional media to become a "dual-engine drive" which combines traditional media and new media, in order to build a competitive multi-media platform. In January 2022, the Group launched the all-new "Sing Tao Headline" app, providing users with trending news, videos/live broadcasts, personalised functions and practical daily-living tools.

星島新聞集團有限公司是一家以成為全球華人地區領先的跨媒體內容及服務供應商為目標的媒體企業，在香港交易所主板上市(股份代號：1105)。星島新聞集團有限公司的主要業務為媒體與媒體相關業務，傳統媒體包括報章、雜誌、招聘媒體及圖書等，同時本集團亦致力發展其網上及移動多媒體平台，以開拓新的讀者市場及收入來源。本集團緊貼市場的發展趨勢，旨在建立一個跨媒體業務以廣泛地滿足市場不同的需求。以香港為其主要市場，本集團的業務覆蓋中國、美國、加拿大及歐洲等多個國家的主要城市，並在全球共聘用約1,100名員工。

「星島」之品牌隨著《星島日報》於1938年在香港創刊而面世，2023年已踏入85周年。多年來，「星島」品牌已在平面媒體市場中得到肯定，現時本集團的報章業務包括中英文的收費及免費報章，以本地及海外華人讀者為對象。近期本集團重點發展新媒體業務，將原以傳統媒體為主的「單向驅動」升級為「雙驅並行」，結合傳統媒體和新媒體，構建更具競爭力的多媒體平台。本集團於2022年1月隆重推出全新多合一手機應用程式《星島頭條》，集合新聞、視頻／直播、個人化功能以及生活實用小工具，讓讀者隨時瀏覽多元化資訊。

Within the print media operations, the flagship publication is the renowned Sing Tao Daily. Acclaimed as one of the world's most widely-read Chinese-language daily newspapers, Sing Tao Daily publishes a number of overseas editions sold in over 100 cities worldwide, in addition to Hong Kong. The Group has also established for itself a leadership position in Hong Kong's free newspaper market, given the success of Headline Daily and The Standard, respectively the No. 1 Chinese-language and English-language free newspapers. In the Magazine market, the weekly title East Week provides comprehensive content on local and global current affairs, entertainment, lifestyle and cultural trends. The Group also offers a multi-media platform for recruitment and continuing education advertising under its JobMarket brand.

在平面媒體業務中，知名中文報章《星島日報》為本集團的旗艦刊物，它同時有多個海外版本於全球超過100個城市發行，是全球發行網最大的中文國際報章之一。本集團積極發展免費報章業務，先後推出《頭條日報》及將《英文虎報》轉型，在免費報章市場脫穎而出，成績有目共睹。在雜誌方面，主要刊物是每周出版的《東周刊》，提供多元化的本地及世界時事資訊、娛樂、生活時尚及文化潮流的相關內容。本集團亦透過旗下品牌包括《JobMarket求職廣場》等提供招聘和持續教育廣告的多媒體中介平台。



CORPORATE MILESTONES

星島歷程

**1938**

Sing Tao Daily was launched in Hong Kong on 1 August 1938 by overseas Chinese entrepreneur Mr. Aw Boon-haw
1938年8月1日《星島日報》由華僑商人胡文虎先生在香港創辦

**1949**

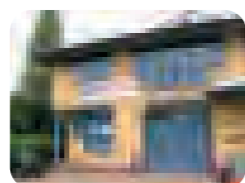
The English-language newspaper Hong Kong Standard was initiated in Hong Kong on 1 March 1949
1949年3月1日《英文虎報》在香港創刊

**1964**

The Group's first overseas office was set up in San Francisco in 1964 for the issuance of Sing Tao Daily "airmail" edition
1964年成立首個海外辦事處於三藩市，發行《星島日報》航空版

**1975**

The San Francisco office published the locally-produced Sing Tao Daily "US Western edition" in 1975; in the same year the London office was set up and started Sing Tao Daily's European edition
1975年三藩市正式創辦當地印行的《星島日報》美西版；同年設倫敦辦事處並創刊歐洲版

**1965**

Sing Tao Daily's New York edition was inaugurated in 1965
1965年創辦《星島日報》紐約版

**1976**

The Sing Tao Charitable Foundation was established in 1976 to effectively channel donations to the needy
1976年成立「星島慈善基金」，將各善長的捐款有系統地救濟有需要人士

**1978**

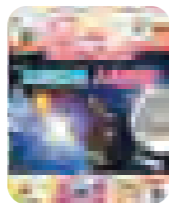
The New York, Los Angeles and Toronto offices were opened in 1978
1978年成立紐約、洛杉磯及多倫多辦事處

**1982**

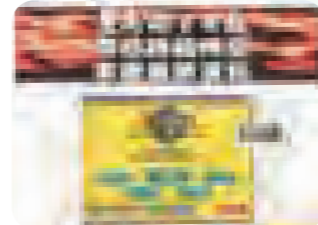
To encourage the studying of journalism, the Sing Tao Communication Centre was donated to Hong Kong Baptist University in 1982
1982年為推動新聞學教育，捐款於香港浸會大學興建「星島傳理中心」

**1994**

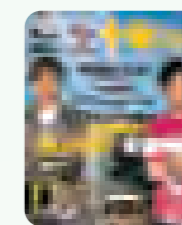
The "Leader of the Year" Award was inaugurated in 1994
1994年首辦「傑出領袖選舉」

**1989**

Hong Kong's first Chinese-language school paper Sunny Campus was launched in 1989
1989年推出全港首份中文學生報《陽光校園》

**1995**

Sing Tao Daily's e-paper was introduced in 1995, the pioneering electronic newspaper in Hong Kong
1995年《星島日報》正式上網，推出全港首份電子日報。

**2002**

The Group's Magazine Division was set up in 2002 with the acquisition of East TOUCH
2002年收購《東Touch》並成立雜誌部門

**2022**

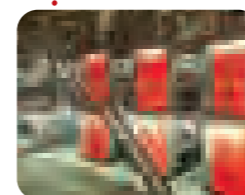
The mobile application "Sing Tao Headline" was launched on 3 January 2022 providing a comprehensive platform that combines news, videos, personalised functions and practical daily-living tools.
2022年1月3日推出《星島頭條》流動應用程式，提供一個結合生活、新聞資訊、視頻、個人化功能及生活實用小工具的綜合平台

**2023**

Sing Tao News Corporation is celebrating its 85th anniversary
星島踏入85周年，將秉持「創新求變，專業不變」精神，繼續邁步向前，走在時代最前線。

2021

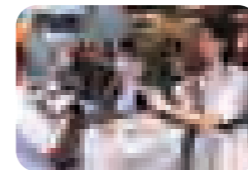
The Group appointed new Board of Directors and Management on 3 June 2021. At the Annual General Meeting on 29 June 2021, the Group's Chairman introduced the new focus on mobile digital media development
2021年6月3日集團委任新董事會及管理層。集團主席於6月29日股東周年大會上介紹「新媒體業務」將重點發展流動數碼媒體

**2011**

The printing factory was expanded in 2011 to become Hong Kong's leading newspaper printing plant and the first in Asia to be awarded ISO certifications
2011年增添全新生產線，印刷產能為全港之冠，更成為全亞洲首間獲得多項ISO認證的報章印刷廠房

**2017**

The Group's headquarters were moved to Tseung Kwan O Industrial Estate in 2017
2017年集團遷址至將軍澳工業邨星島新聞集團大廈

**2007**

The Standard was re-introduced as a free newspaper in 2007 and was the first English-language free daily in Hong Kong. In the same year, the Group built a brand-new printing factory in Tseung Kwan O with state-of-the-art newspaper printing machinery
2007年9月《英文虎報》轉型為免費報章，是香港首份免費英文日報。同年，為配合免費報章發展，於將軍澳興建全新印刷廠房及購入先進印刷機器

**2005**

Headline Daily was brought to the market in 2005 and became the No. 1 free newspaper
2005年創辦《頭條日報》，成為全港第一的免費報章

ABOUT THE REPORT

關於本報告

This is the 7th Environmental, Social and Governance Report (the “Report”) published by Sing Tao News Corporation Limited (the “Company”) and its subsidiaries (collectively, the “Group” or “We”), with the aim to disclosing the Group’s commitments, management approaches and performances in environmental, social and governance (“ESG”) aspects. The Report is prepared in Chinese and English, and is available on the websites of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the Company (www.singtaonewscorp.com).

REPORTING SCOPE AND BOUNDARY

The Report focuses on the major business operation in Hong Kong, namely newspaper and magazine publishing and related digital media operations, which represents the major revenue and cash flow of the Group. It covers the Group’s ESG performance during the period from 1 January 2022 to 31 December 2022 (the “Year” or “2022”).

REPORTING PRINCIPLES

The Report is in compliance with the mandatory disclosure requirements and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) set out in Appendix 27 of The Rules Governing the Listing of Securities on the Stock Exchange and is prepared in response to the 4 reporting principles in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency.

CONFIRMATION AND APPROVAL

The Group has established internal data collection and review process to ensure that all information presented in this Report is as accurate and reliable as possible. The Report was confirmed and approved by the Board of Directors (the “Board”) on 22 March 2023.

FEEDBACK

We welcome your feedback and opinions on our ESG performance and reporting. If you have any feedback or questions, you may contact us by email at info@singtaonewscorp.com.

此報告為星島新聞集團有限公司(「本公司」)及其附屬公司(「本集團」或「我們」)發佈的第7份環境、社會及管治報告(「本報告」)，旨在披露其在環境、社會及管治(「ESG」)方面的承諾、管理方針及績效表現。本報告以中英雙語編制，並已上載至香港聯合交易所有限公司(「聯交所」)及本公司網站(www.singtaonewscorp.com)以供查閱。

報告範圍

本報告集中披露位於香港的核心業務營運，包括報章及雜誌出版及相關的電子媒體營運，該等業務為本集團主要收入及現金流量，涵蓋本集團在2022年1月1日至2022年12月31日期間(「報告期」)的ESG表現。

匯報原則

本報告遵循香港聯合交易所有限公司證券上市規則附錄27所載之《環境、社會及管治報告指引》(「ESG指引」)的強制披露要求及「不遵守就解釋」條文所，並按ESG指引中的4項匯報原則編制，包括重要性、量化、平衡及一致性。

確認及批准

本集團已建立內部數據收集及審閱程序，以確保本報告所呈現的資訊均準確可靠。本報告已於2023年3月22日獲董事會確認及批准。

反饋

我們歡迎閣下就本集團的ESG表現或本報告的內容提出反饋和意見。如有任何反饋或疑問，歡迎發送電郵至info@singtaonewscorp.com與我們聯繫。

Reporting Principles 匯報原則	Definition 定義	The Group’s Response 本集團的應用
Materiality 重要性	The ESG issues determined by the Group are sufficiently important to stakeholders that they should be reported. 由本集團釐定的ESG議題應對持份者具重要性，並於報告中披露。	The Group identifies ESG issues that are material to its stakeholders through conducting stakeholder engagement and materiality assessment, and ensures these issues are addressed in the ESG Report. 本集團透過與持份者溝通和進行重要性評估，識別對持份者而言重要的ESG議題，並確保相關議題在ESG報告中披露。
Quantitative 量化	Key performance indicators (“KPIs”) and their data should be measurable and comparable where appropriate, enabling evaluation of the effectiveness of ESG policies and management systems. 關鍵績效指標及其數據在適當情況下應可予計量且具有可比性，從而評估ESG政策和管理系統的效益。	Quantitative KPIs together with methodologies and/or assumptions used for calculation are disclosed where feasible. To ensure the accuracy of environmental KPIs, the Group has commissioned an independent consultancy to conduct carbon assessment. 在可行的情況下，本集團披露量化關鍵績效指標及用於計算的方法及／或假設。為確保環境關鍵績效指標的準確性，本集團已委託獨立顧問進行碳評估。
Balance 平衡	The report should provide an unbiased picture of ESG performance, allowing stakeholders to objectively evaluate the Group’s ESG performance. 報告應不偏不倚地匯報ESG表現，讓持份者客觀地評估本集團的ESG表現。	Information is disclosed in an objective manner as far as practicable to provide an impartial overview of the Group’s overall ESG performance. 盡可能以客觀的方式披露資訊，如實闡述本集團在ESG方面的整體表現。
Consistency 一致性	Statistical methodologies should be consistent and historical data should be provided where feasible to allow for meaningful comparisons of ESG performance over time. 統計方法應保持一致，並應在可行的情況下提供歷史數據，以便就ESG表現進行具意義的比較。	Unless otherwise specified, the Group adopts consistent methodologies to provide a basis for meaningful disclosures and comparisons. 除另有說明，本集團採用一致的統計方法為基礎，提供具意義的披露和比較。

BOARD STATEMENT 董事會聲明

A growing coalition of countries, cities, businesses and other institutions are pledging to achieve carbon neutral or net-zero emissions to keep us on track for a global temperature rise of less than 1.5 °C compared with pre-industrial levels in combating climate change. Recognising that the attention paid to the sustainability issues has become increasingly critical for corporates across all industries, the Group believes that the integration of sustainability into its corporate strategy can help address and manage the ESG challenges faced and provide courses of action in responding to them.

Our Board of Directors take the overall responsibility for leading the Group to integrate sustainability into its decision-making and business planning processes, and evaluating and mitigating its ESG-related risks by ensuring that effective risk management and internal control systems are in place.

為了實現控制全球氣溫上升幅度在工業化前水平的攝氏1.5度以內的目標，越來越多國家、城市、企業及其他組織紛紛提出實現碳中和或淨零排放的承諾。各個領域的企業提高對可持續性議題的關注度，本集團相信將可持續發展納入企業策略能有效應對和管理ESG風險帶來的挑戰，並有助提供應對措施。

本集團的董事會全面負責及帶領集團將可持續發展納入決策和業務規劃流程中，並確保以有效的風險管理和內部監控系統來評估和減緩ESG相關風險。



We believe that sustainability is an ever-evolving journey and a vital part of building a solid foundation for long-term development for all parties involved

我們深信可持續發展是一個不斷進化和發展的路程，並能為各方的長遠發展奠定堅實的基礎

We established an ESG Sub-Committee under the Corporate Governance Committee in 2020 to continuously anchor sustainable development across the Group. During the Year, the Group has been developing its Sustainability Policy that outlines its commitments and management principles towards ESG, reaffirming its commitment to creating shared values for the environment and society. To lead the Group to be better prepared for the challenges ahead, the Board will continue to oversee and refine the Group's sustainability strategy and goals, material ESG issues and risks, as well as management approaches.

Looking ahead, the Group is committed to embarking on a more sustainable journey that promotes a sustainable low-carbon transformation of economic and social development. We promise to progressively advance our sustainability performance by integrating ESG factors into our business operations and setting up greenhouse gas reduction plans that are in line with the national and local climate action plans.

在2020年，我們成立了ESG附屬委員會（「附屬委員會」），其隸屬於企業管治委員會，為集團的可持續發展奠定基礎。報告期間，本集團制定《可持續發展政策》，概述本集團對實踐ESG的承諾和管理原則，以及重申有關為環境和社會創造共同價值的願景。為帶領集團更好地應對未來的挑戰，董事會將繼續監管和完善集團的可持續發展策略和目標、重大ESG議題和風險，以及管理方法。

展望未來，本集團將致力踏上更可持續發展的征程，推動經濟和社會發展向可持續低碳轉型。我們承諾將ESG因素納入業務決策中，並按照國家和地方政府的氣候行動藍圖制定相關溫室氣體減排計劃，逐步提升可持續發展表現。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

GOVERNANCE

Sustainability is one of the key drivers that are vital to business success. Sound and effective sustainability governance builds the foundation for supporting the Group's ESG performance and sustained growth. Our sustainability governance begins with the Board overseeing major decisions on ESG issues, including strategies, management approaches, performances, targets, and reporting. The ESG Sub-committee meets at least twice a year to review and monitor the implementation and effectiveness of ESG work. With clear roles and responsibilities, we strive to incorporate ESG considerations into business decision-making and operations, and make progress towards sustainable development.

管治

可持續發展是企業取得長遠成功的關鍵因素之一。健全有效的可持續發展管治能為本集團的ESG表現和持續增長奠定基礎。我們的可持續發展管治由董事會負責監督有關ESG議題的重大決策，包括策略、管理方針、績效表現、目標設定和匯報。ESG附屬委員會每年至少召開兩次會議，以檢討和監督ESG相關工作的實施和效果。通過明確分配各方職責，我們致力將ESG考量納入業務決策和營運中，從而帶領集團朝著可持續發展邁進。



In order to perform sustainable ESG governance, we have established a comprehensive governance structure for managing and monitoring ESG issues

為進行可持續的環境、社會及管治監管，我們建立了完善的管治結構，對環境、社會及管治事宜進行管理和監控



THE BOARD 董事會

- Oversee the assessment of the Group's ESG issues
- Evaluate ESG-related performance and risks and opportunities
- Align with what investors and regulators expect and require
- Enforce a materiality assessment and reporting process to ensure actions are well-followed
- Promote a culture from the top-down to ensure ESG considerations are part of the business decision-making process
- 監督本集團ESG事宜
- 評估ESG相關表現及風險和機遇
- 確保與投資者及監管機構的期望和要求保持一致
- 加強重要性評估及匯報流程以確保切實執行
- 促進由上而下文化，以確保ESG考量為業務決策流程的一部分



CORPORATE GOVERNANCE COMMITTEE 企業管治委員會

- Develop and review policies and practices
- Make recommendations to the Board
- 制訂及檢視政策和實踐
- 向董事會提出建議



ESG SUB-COMMITTEE 環境、社會及管治附屬委員會

- Review the Group's policies and measures
- Monitor the implementation of measures
- Identify significant ESG matters
- Organise regular ESG meetings
- 檢視本集團的政策和措施
- 監督措施的執行情況
- 識別重要ESG事宜
- 定期組織ESG會議



BUSINESS FUNCTIONS AND DIVISIONS 業務功能及部門

- Support the operation of the ESG Sub-Committee
- 支援ESG附屬委員會的運作

In 2022, the Group has been developing its Sustainability Policy that provides an overview of its commitments and management principles towards ESG-related issues to its stakeholders, including employees and suppliers. Moving ahead, we will continue to review and explore ways in enhancing our sustainability governance, including strategies and target-setting.

RISK MANAGEMENT

Robust and effective management of risks is an essential and integral part of our approach to corporate governance. The Board has the overall responsibility for evaluating and determining the nature and extent of the risks it is willing to take in achieving the Group's strategic objectives, overseeing and maintaining appropriate and effective risk management and internal control systems.

We are committed to continuously enhancing our risk management system, all levels of the Group including the Board, the Audit Committee and the operation management work together to ensure that the risk management and internal control systems monitor, control and report adequately and effectively, together with the Internal Audit Department which independently reviews the systems on a regular basis.

The Group takes proactive measures to identify, evaluate and manage significant risks (including ESG risks) arising from our business and the constantly changing business environment at different levels within the organisation. The Group adopts both top-down and bottom-up approaches in relation to risk management. It combines a top-down strategic review with a complementary bottom-up operational risk assessment to identify, evaluate and manage significant risks.

The Group recognises that ESG-related risks are receiving increasing attention from stakeholders and proactively reviews the impact of ESG issues on the Group's business and its stakeholders through an annual materiality assessment. The review process uncovers emerging ESG risks and opportunities which will be considered in the risk review and business planning processes.

For details of the Group's risk management and internal controls, please refer to the Corporate Governance Report of our Annual Report 2022.

COMPLIANCE MANAGEMENT

Non-compliance with applicable laws and regulations may result in fines, litigation and other consequences, that could have a material impact on our business operations, finance and reputation. Therefore, we are committed to conducting our businesses in compliance with the highest ethical standards and all applicable laws and regulations. The Board oversees the maintenance of a robust corporate governance structure and practices to ensure that the Group operates in an environmentally, socially and economically responsible manner. Clear guidelines have been established for all directors, management and employees to ensure relevant principles and practices are effectively implemented.

在2022年，本集團着力制定《可持續發展政策》，旨在向各持份者，包括員工和供應商提供本集團對ESG相關議題的承諾和管理原則的概述。未來，我們將持續審視和尋求提升自身可持續發展管治的方法，包括擬定策略和目標。

風險管理

穩健有效的風險管理是我們企業管治方針中重要和不可分割的一部分。董事會有責任評估及釐定集團為達成戰略目標時所願意承擔風險的性質和範圍，同時監管集團維持合適及有效的風險管理和內部監管系統。

我們致力不斷完善風險管理系統，透過本集團各層級包括董事會、審計委員會和管理層通力合作，確保風險管理和內部監管系統能充分有效地執行監測、控制和報告等工作，而內部審核部門亦會定期獨立檢討相關系統。

本集團採取積極措施從不同層面辨識、評估和管理在業務及不斷變化的商業環境中所產生的重大風險(包括ESG風險)。本集團的風險管理結合自上而下的策略性檢討和自下而上的風險評估流程，以識別、評估和管理重大風險。

本集團深明持份者漸趨關注ESG相關風險，我們通過年度重要性評估，積極檢視ESG議題對本集團業務及其持份者的影響。在檢視過程中所發現的新ESG風險和機遇將會納入於風險審查和業務規劃流程中加以考慮。

有關本集團風險管理和內部監管的詳情，請參閱我們2022年年度報告中的「企業管治報告」。

合規管理

本集團明白違反法律法規能導致罰款、訴訟及其他後果，並將對我們的業務營運、財務和聲譽產生重大影響。因此，我們致力按照最高道德標準營商和遵守所有適用的法律法規。董事會監督及維持企業管治架構和實踐的穩妥，確保本集團以對環境、社會和經濟負責任的方式營運。我們已為董事會、管理層和員工制定明確的指引，以確保相關原則和常規得以有效實施。

Aspects 層面

Emissions 排放物



Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規

- Air Pollution Control (Fuel Restriction) Regulations
- Air Pollution Control (Volatile Organic compounds) Regulation
- Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong)
- 《空氣污染管制(燃料限制)規例》
- 《空氣污染管制(揮發性有機化合物)規例》
- 《廢物處置(化學廢物)(一般)規例》(香港法例第354C章)

Compliance 合規表現

No violations of relevant laws and regulations that have a material impact on the Group during the Year.
於報告期內，並無違反對本集團有重大影響的相關法律法規。

Employment and Labour Standards 僱傭及勞工常規



- Companies Ordinance (Cap. 622 of the Laws of Hong Kong)
- Employment Ordinance (Cap. 57 of the Laws of Hong Kong)
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
- Minimum Wages Ordinance (Cap. 608 of the Laws of Hong Kong)

No violations of relevant laws and regulations that have a material impact on the Group during the Year.

- 《公司條例》(香港法例第622章)
- 《僱傭條例》(香港法例第57章)
- 《僱員補償條例》(香港法例第282章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《最低工資條例》(香港法例第608章)

於報告期內，並無違反對本集團有重大影響的相關法律法規。

Aspects
層面Laws and regulations that have a significant
impact on the Group
對本集團有重大影響的法律法規Compliance
合規表現Health and Safety
健康與安全

- Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong)
- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong)
- Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong)
- Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF of the Laws of Hong Kong)
- 《消防條例》(香港法例第95章)
- 《職業安全及健康條例》(香港法例第509章)
- 《工廠及工業經營條例》(香港法例第59章)
- 《工廠及工業經營(安全管理)規例》(香港法例第59AF章)

No violations of relevant laws and regulations that have a material impact on the Group during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。

Aspects
層面Laws and regulations that have a significant
impact on the Group
對本集團有重大影響的法律法規Compliance
合規表現Product
Responsibility
產品責任

- Copyright Ordinance
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
- Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong)
- 《版權條例》(香港法例第528章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《商品說明條例》(香港法例第362章)

No violations of relevant laws and regulations that have a material impact on the Group during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。

Anti-corruption
反貪污

- Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)
- 《防止賄賂條例》(香港法例第201章)

No violations of relevant laws and regulations that have a material impact on the Group, and no concluded legal cases against the Group or its employees.

於報告期內，並無違反對本集團有重大影響的相關法律法規，以及任何針對本集團及員工提出已審結的貪污訴訟案件。






ENGAGING OUR STAKEHOLDERS 持份者參與

Maintaining sound communication and relationships with stakeholders serves as a foundation for business development. To understand the needs and expectations of our stakeholders, we engage different stakeholder groups through a range of communication channels. This helps us identify the material ESG issues, opportunities and challenges and provides insights for us to facilitate strategic planning and review our ESG performances.

與持份者保持良好的溝通和關係是業務發展的基礎。為了解持份者的需求和期望，我們通過一系列溝通渠道接觸不同的持份者組別。此舉有助我們識別重要的ESG議題、機遇和挑戰，以促進策略規劃和檢視ESG表現。

Regular stakeholder communication enhances the operation and governance by helping to identify the material issues, opportunities and challenges for the Group.

定期與持份者溝通有助於識別本集團的重大議題、機遇和挑戰，從而增強其營運和管治。

Stakeholder Groups 持份者組別	Communication Channels	溝通渠道
Employees 員工 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Intranet Staff opinion system Appraisals Company newsletters Employee handbook 	<ul style="list-style-type: none"> 問卷調查 電子郵件 內聯網 員工意見系統 績效評估 公司通訊 僱員手冊
Business partners 業務夥伴 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Company newsletters 	<ul style="list-style-type: none"> 問卷調查 電子郵件 公司通訊
Customers 客戶 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Company newsletters 	<ul style="list-style-type: none"> 問卷調查 電子郵件 公司通訊

Stakeholder Groups 持份者組別	Communication Channels	溝通渠道
Suppliers 供應商 	<ul style="list-style-type: none"> Questionnaires and surveys Site visits Emails Regular meetings Company newsletters 	<ul style="list-style-type: none"> 問卷調查 實地考察 電子郵件 定期會議 公司通訊
Shareholders and Investors 股東和投資者 	<ul style="list-style-type: none"> Annual meeting Annual and interim reports Emails Video conferences Physical meetings Company newsletters 	<ul style="list-style-type: none"> 年度會議 年度及中期報告 電子郵件 視像會議 實體會議 公司通訊

MATERIALITY ASSESSMENT

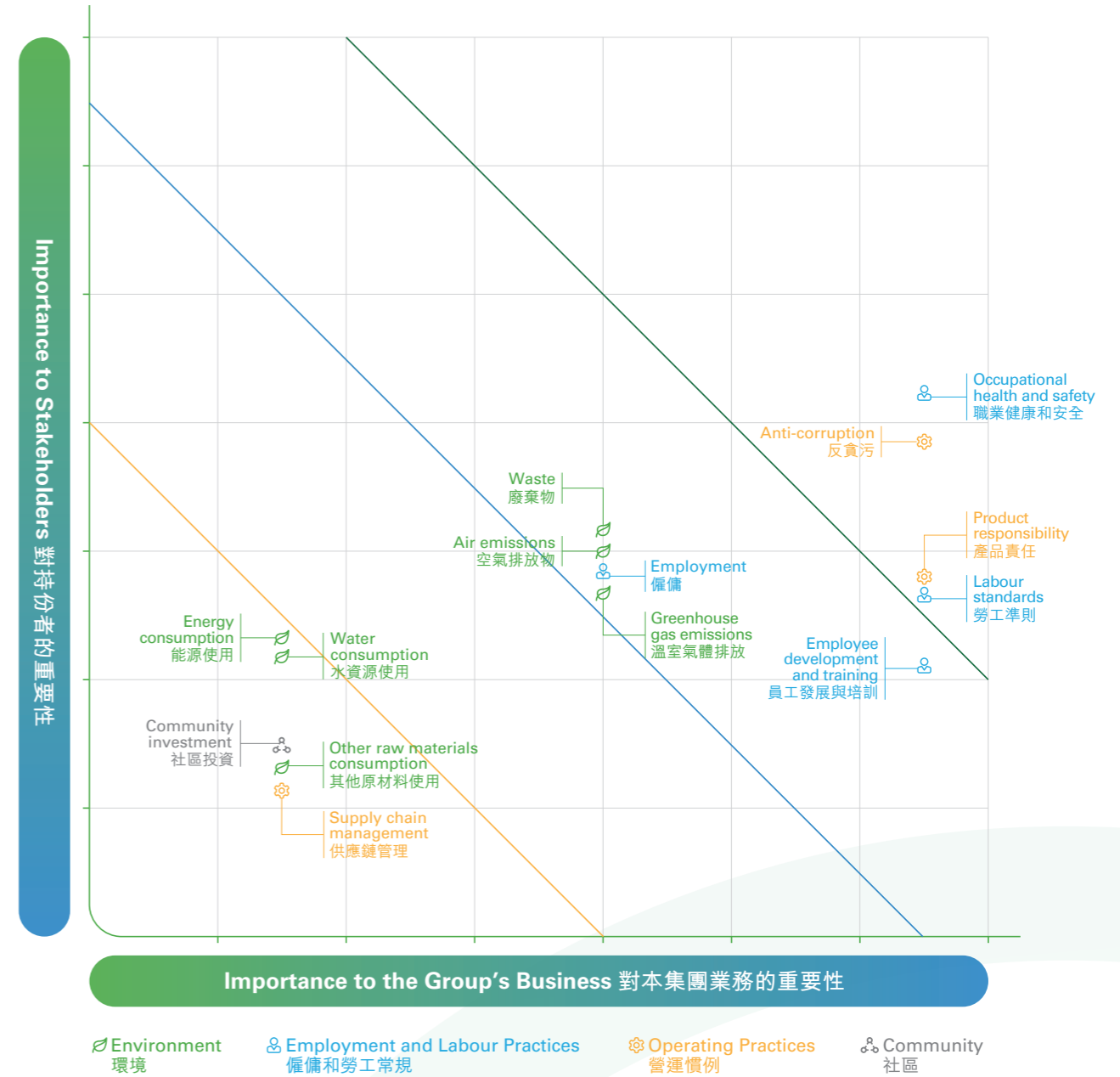
During the Year, the Group conducted a materiality assessment to identify ESG issues that are material to its stakeholders and business.

重要性評估

於報告期內，本集團進行了重要性評估，以釐定對其持份者和業務具重要性的ESG議題。

1. Identify relevant ESG issues 識別相關ESG議題	<ul style="list-style-type: none"> 14 relevant ESG issues, covering "Environment", "Employment and Labor Practices", "Operating Practices" and "Community", were identified by reviewing the ESG Reporting Guide. 	<ul style="list-style-type: none"> 根據 ESG 指引識別 14 項相關的 ESG 議題，涵蓋「環境」、「僱傭和勞工常規」、「營運慣例」和「社區」四大範疇。
2. Collect stakeholders' feedback 收集持份者意見	<ul style="list-style-type: none"> A questionnaire was distributed and collected from a total of 126 internal and external stakeholders for analysis. 	<ul style="list-style-type: none"> 共收集 126 份內部及外部持份者問卷作分析。
3. Determine material ESG issues 識別重要的ESG議題	<ul style="list-style-type: none"> 4 issues, including occupational health and safety, anti-corruption, product responsibility and labour standard were prioritised as material issues. 	<ul style="list-style-type: none"> 4項議題包括職業健康與安全、反貪污、產品責任及勞工準則被列為重要議題。
4. Validation 確認結果	<ul style="list-style-type: none"> The Board and management reviewed and confirmed the results of the materiality assessment and the material issues identified for the Group to address and report on. 	<ul style="list-style-type: none"> 董事會及管理層審閱和確認重要性評估的結果及所識別的重要議題，有關議題將於本報告中披露及回應。

Material issues (ranked by descending order of materiality) 重要議題（按重要性降序排列）	Other issues 其他議題
<ul style="list-style-type: none"> Occupational health and safety Anti-corruption Product responsibility Labour standards 	<ul style="list-style-type: none"> Employee development and training Waste Air emissions Employment Greenhouse gas emissions Energy consumption Water consumption Community investment Other raw materials consumption Supply chain management
<ul style="list-style-type: none"> 職業健康和 safety 反貪污 產品責任 勞工準則 	<ul style="list-style-type: none"> 員工發展與培訓 廢棄物 空氣排放物 僱傭 溫室氣體排放 能源使用 水資源使用 社區投資 其他原材料使用 供應鏈管理



SUSTAINING ETHICAL BUSINESS OPERATION

堅持道德營商

ANTI-CORRUPTION

The Group is committed to operating with integrity and transparency and takes a zero-tolerance attitude towards any forms of corruption, including bribery, extortion, fraud and money laundering. All directors, managers and employees are required to adhere to local laws and regulations and the Code of Conduct as stipulated in the Employee Handbook. New hires must read and acknowledge "Company Policy Acknowledgement Form", including the "Guideline on Application of the Anti-Bribery", by signing the document.

To avoid any form of conflict of interest, we require employees to report situations where a conflict of interest may arise. Employees are strictly prohibited from offering or accepting advantages in relation to the Group's affairs and business. They are encouraged to report any suspicious activities or misconduct to the Human Resources Department through our whistle-blowing mechanism. We ensure the reported cases are handled confidentially, and the identity of whistle-blowers is protected under the no-detriment principle.

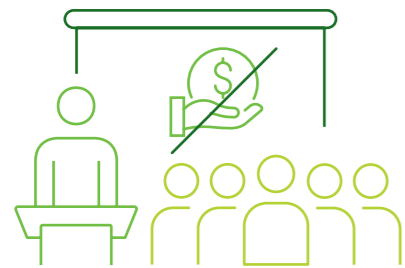
To raise anti-corruption awareness among employees and directors, relevant guidelines are available on the intranet and regular training is arranged. During the Year, the Group provided a total of 186 hours of anti-corruption training to the employees and the Board.

反貪污

本集團致力於以誠信及公開的方式經營，對任何形式的貪污行為，包括賄賂、勒索、欺詐和洗錢，採取零容忍態度。所有董事、經理和員工必須遵守本地法律法規和《僱員手冊》中規定的行為守則。新入職員工須閱讀及簽署「公司政策通知」，其中包括「防止賄賂指引」，確保理解其內容。

為避免任何形式的利益衝突，我們要求員工申報可能出現利益衝突的情況，並嚴禁其提供或接受與本集團事務和業務有關的好處。我們鼓勵員工通過匿名舉報機制向人力資源部報告任何可疑活動或不當行為。我們會確保舉報的案件得到保密處理，且舉報人的身份得到保護。

為提高員工及董事會的反貪意識，本集團已透過內聯網提供相關指引及安排定期培訓。於報告期內，本集團向員工及董事會提供合共186小時的反貪污培訓。



Anti-corruption training for employees and the Board
員工及董事會的反貪污培訓

186 hours
小時

PRODUCT RESPONSIBILITY

The Group strives to become one of the top-ranked media organisations in Hong Kong that provide high-quality products (inter alia, new media, newspapers, magazines, recruitment media and other publications) and services (inter alia, advertising, promotional events, printing and publishing services). To achieve sustainable growth for our business, the Group has implemented policies and practices, including the Employee Handbook and IT Policy, to manage customer health and safety, advertising, labelling, intellectual property rights and privacy matters relating to products and services.

To ensure the authenticity of advertisements and articles, all information and content will be reviewed and commented on before publication to avoid violations of relevant regulations. The Group will only use copyrighted works, including computer software, books, newspapers, and audiovisual works with the authorisation of the copyright owner. In case of infringement of intellectual property rights or disinformation, the Group will investigate and take immediate action to resolve the relevant incidents.

The Group is committed to enhancing data security and protecting the intellectual property rights of the Group and its stakeholders. To prevent data leakage, all computers of the Group are equipped with anti-virus software and virus-checking programmes, which will be regularly monitored by the IT department. Personal information will only be collected from customers upon their consent and saved in a secured location on the server. Unauthorised supply or release of such information, in writing or verbally to the press or any other person within or outside the Group is prohibited and will result in disciplinary action.

During the Year, the Group is not aware of any product and service-related complaints or cases of product recall due to health and safety reasons. If there are any complaints about the Group's products and services, the Group will be investigated and establish improvement measures where appropriate.

產品責任

本集團致力成為香港頂尖媒體機構之一，提供高質素的產品（包括新媒體、報章、雜誌、招聘媒體及其他刊物）及服務（其中包括廣告、宣傳活動、印刷及出版服務）。為實現業務的可持續增長，本集團已制定《僱員手冊》及《資訊科技政策》等政策及常規，以管理與產品和服務相關的客戶健康和安、廣告、標籤、知識產權和私隱事宜。

為確保廣告和文章的原創性，所有資訊和內容在發佈前均須進行審批，避免違規。本集團僅在獲得版權持有人授權後使用相關作品，包括電腦軟件、書籍、報章及影音等。如遇侵犯知識產權或虛假信息，本集團將展開調查並立即採取行動處理有關事件。

本集團致力加強數據安全及保護自身和其持份者的知識產權。本集團所有電腦均配備防毒及病毒檢查軟件，並由資訊科技部門定期監控以防止資料外洩。我們只有在獲得客戶同意的情況下收集客戶的個人資料，並將其保存在伺服器上的安全位置。所有員工禁止未經授權以書面或口頭方式向新聞界或本集團內外的任何人提供或發佈此類資料。如有任何違規事宜，本集團將進行調查並予以處分。

於報告期內，本集團未有知悉有關產品或服務的投訴及因健康和安原因而回收產品的案例。如有針對本集團產品及服務的投訴，我們會進行調查並制訂改善措施。

SUPPLY CHAIN MANAGEMENT

The Group upholds the highest ethical and professional standards when working with suppliers, service providers, collaborators, contractors, and sub-contractors (collectively, the “suppliers”). To prevent and manage environmental and social risks along the supply chain, we have established the Supply Chain Management Policy and encourage our business units and suppliers to comply with it and integrate sustainability into their operations.

The Group considers the suppliers' ESG performances in the following areas during the procurement processes where appropriate. The relevant requirements of the Group will be listed in the tender and contract with the suppliers.

ENVIRONMENTAL 環保

- Manage environmental impacts as far as practicable
- 在可行的範圍內管理環境影響

SOCIAL 社會

- Provide a work environment that is safe and healthy, without discrimination and sexual harassment to their employees
- Prohibit and prevent the use of child and forced labour
- Establish employment systems that make employees aware of employment arrangements
- 為員工提供安全、健康及無受歧視和性騷擾的工作環境
- 禁止和防止使用童工和強制勞動
- 建立僱傭制度以便員工了解就業安排

GOVERNANCE 管治

- Comply with all applicable laws, regulations and standards in relation to business nature
- Prohibit and prevent any forms of corruption, bribery, extortion, fraud, and money laundering
- 遵守與業務性質相關的所有適用法律、法規和標準
- 禁止和防止任何形式的貪污、賄賂、勒索、欺詐和洗黑錢

供應鏈管理

本集團秉持最高的道德和專業標準與供應商、服務供應商、合作夥伴、承包商和分包商(統稱為「供應商」)合作。為預防和管理供應鏈中的環境和社會風險，我們已制定《供應鏈管理政策》，並鼓勵我們的業務部門和供應商遵守該政策，將可持續發展融入其營運中。

在採購過程中，本集團會考慮供應商在以下各方面的ESG表現，同時將相關要求列明在招標書及供應商合約中。



We select, engage and review our suppliers through a set of guidelines and procedures, such as the Purchasing Policy and Procedures. The Group reviews the list of major suppliers and evaluates their performance on a half-yearly basis to ensure that the products and services provided meet the Group's requirements. Poorly performing suppliers may have their contracts dismissed and be removed from the vendors' list. For more information on responsible sourcing, please refer to the “Conserving Natural Resources” section.

During the Year, the Group has more than 1,200 suppliers, over 90% of our suppliers are based in Asia, and the rest are based in North America and Europe providing services and products.

我們通過一系列的指引和程序篩選、聘用和審查供應商，如採購政策和程序。本集團每半年也會檢視主要供應商名單並評估其表現，以確保所提供的產品及服務符合本集團的要求。未能達標的供應商或被取消合約並從供應商名單中剔除。有關責任採購的詳情，請參閱「保護天然資源」章節。

於報告期內，本集團共有超過1,200家供應商為其提供服務及產品，當中90%位於亞洲，其餘位於北美洲及歐洲。



VALUING OUR PEOPLE 貫徹以人為本

Protecting the health and safety of employees is one of the keystones for our sustainable development.

我們視保護員工的健康和安全為可持續發展的基石之一

OCCUPATIONAL HEALTH AND SAFETY

The Group places great emphasis on safeguarding the health and safety of its employees. As a responsible employer, we strive to prevent occupational hazards and provide safe, healthy and comfortable working environments for all employees. The Policy on Work Safety and an Occupational Health and Safety Management System are established to ensure the health and safety of our employees and suppliers working within our premises and reduce the risks of occupational hazards.

The Safety Management Committee has the responsibility of assessing all possible occupational health and safety risks for all operational sites, adopting appropriate management and control measures for advanced prevention of relevant risks, and reviewing the Group's health and safety performance by following three strategic steps, which are "Recognise", "Manage", and "Review".

職業健康和 safety

本集團高度重視對員工健康和安全的保障。作為負責任的僱主，我們竭力預防職業危害，並為所有員工提供安全、健康及舒適的工作環境。我們已制定相關工作安全政策和職業安全及健康管理系統，以確保在我們場所工作的員工和供應商的健康與安全，並降低職業危害的風險。

安全管理委員會負責識別所有工作場所潛在的職業健康和 safety 風險，採取適當的管理和控制措施預防相關風險，並通過以下三個步驟：「識別」、「管理」和「檢視」，監測本集團的健康安全績效。

Safety guidelines are provided to help our employees familiarise themselves with the Group's safety precautions, including the actions to take in case of an emergency and the use of safety equipment, such as first aid boxes, automated external defibrillators (AED), fire sprinklers and extinguishers, emergency exit floor plans, etc. In order to ensure that employees have adequate knowledge for handling emergencies, fire evacuation drills and safety talks are arranged occasionally. Regular inspections of emergency exits are also conducted.

我們向員工提供安全指引以助他們熟悉本集團的安全措施，包括在緊急情況下採取的行動和 safety 設備的使用，例如急救箱、自動體外心臟去顫器 (AED)、消防灑水裝置和滅火器、緊急出口平面圖等。為確保員工有足夠的知識應對意外情況，我們不定期舉行消防疏散演習和 safety 講座，以及定期檢查緊急出口。

During the Year, the Group arranged various training and seminars related to occupational health and safety, such as first aid training, work platform operation, and employee health and medical benefits seminar. 7 cases of work-related injuries were recorded, of which 4 cases had been resolved and the related employees had resumed duties, with a total of 587.5 days lost. The cases were handled in accordance with the relevant laws and internal policies. We also explored improvement measures to prevent the occurrence of the same or similar cases. Besides, no work-related fatalities happened in the past three years.

於報告期內，本集團安排多場與職業健康及 safety 相關的培訓及講座，如急救課程、工作平台操作及醫療福利講座等。本集團共有 7 宗因工受傷案例，其中 4 宗已解決，而相關人員亦已復工，因工受傷而損失的工作日數累計共 587.5 天。所有案件已按照法律和內部政策進行處理。我們已定立改善措施，防止發生相同或類似的個案。此外，本集團於過去三年未有發生因工死亡的個案。



COMBAT THE COVID-19

Due to the fifth wave of the epidemic, COVID-19 has greatly affected our way of living and work. The Group understands the growing concerns of our employees and has implemented a series of measures to protect them from the disease.

Employee awareness

- Provide the latest information through email and intranet
- Encourage social distancing, where feasible
- Encourage online conferences to minimise in-person communication and opportunity of infection
- Set up a 7X24 team and hotline to support all business units and confirmed COVID-19 employees

Sanitation and hygiene

- Conduct regular cleaning and sanitising
- Check body temperature before entering the workplace
- Adopt flexible working hours and allow employees to work from home
- Require personal health status declaration
- Require negative test results before coming to the workplace if employees have COVID-19 symptoms
- Provide hand sanitisers, facial masks and other personal protective equipment

To minimise the risk of transmission of COVID-19 in the workplace and to mitigate the impacts of the fifth wave of COVID-19 on the Group's operation, it has engaged in collecting data and following up relevant cases, procurement of rapid test kits, assisting employees in conducting rapid tests and coordinating with the vendor for disinfection. The 7x24 team kept working to ensure the normal operations of the Group.

對抗2019新冠病毒

自第五波疫情爆發以來，2019新冠病毒為我們的生活和工作模式帶來重大影響。本集團理解員工的擔憂日漸增多，故已採取一系列防疫措施保護他們免受病毒感染。

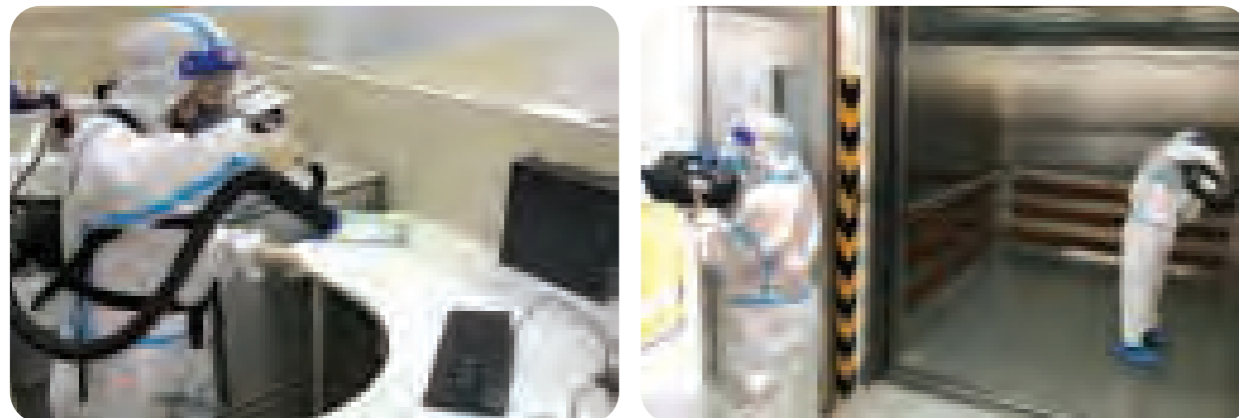
員工意識

- 通過電子郵件和內聯網提供最新信息
- 在可行的情況下鼓勵保持社交距離
- 鼓勵線上會議，盡量減少面對面交流和感染機會
- 成立 7X24 團隊和熱線支援所有業務部門和確診2019新冠病毒感染的員工

環境和個人衛生

- 定期進行清潔和消毒
- 進入工作場所前檢查體溫
- 採用彈性工作時間，允許員工在家工作
- 要求提供個人健康狀況聲明
- 員工若出現2019新冠病毒感染症狀，要求員工須抵達工作場所前作檢測
- 提供洗手液、口罩和其他個人防護裝備

為減少2019新冠病毒在工作場所的傳播風險並同時減輕第五波疫情對集團營運的影響，本集團已參與收集數據和跟進相關案例、採購快速測試套裝、協助員工進行快速測試並與供應商協調進行消毒。相關團隊保持24小時候命工作，以維持集團正常營運。



ATTRACTING TALENTS

A team of talented employees is essential in contributing to the corporation's long-term viability. To attract and retain talents, the Group attaches great importance to developing a desirable workplace with an inclusive and fair employment system that safeguards the interests of its employees. Our employment-related procedures and arrangements are guided by a set of policies and guidelines, including the Employment Policy, Employee Handbook, Equal Employment Opportunity Policy and No Child Labour and No Forced Labour Policy.

吸引人才

本集團認為擁有一支精英團隊對於企業的長遠發展至關重要。為吸引及挽留人才，本集團致力於員工營造理想的工作環境，並以包容及公平的僱傭制度保障員工的權益。我們與僱傭相關的程序及安排均遵循一系列的政策和指引，包括《僱傭政策》、《僱員手冊》、《平等僱傭機會政策》以及「不僱傭童工及不強逼勞動」政策。

Recruitment and dismissal 招聘和解僱



- All applicants are recruited through legal channels and will be reviewed by the Human Resources Department in a fair and equal manner to ensure the objectivity of recruitment.
- Employees will be dismissed legally if their performances cannot meet the Group's expectations and standards, or if their behaviour severely impacts the operation.

- 所有應聘者均通過合法途徑進行受聘，人力資源部將以公平公正的原則進行審核，確保招聘過程的客觀性。
- 如果員工的表現未能達到本集團的期望和標準，或其行為嚴重影響集團營運，我們將依法解僱相關員工。

Promotion and retention 晉升和人才挽留



- With regular performance appraisals, employees will be offered the possibility of salary adjustment and promotion in response to their performance.
- To retain talents, the Group offers employees incentive payments. Salaries and payments will be reviewed from time to time in accordance with market changes.

- 通過定期的績效考核及其結果，本集團為員工提供薪酬調整和晉升的機會。
- 為挽留人才，本集團根據市場變化提供獎勵，更不時檢討員工薪酬及獎勵。

Compensation and benefits 薪酬及福利



- The Group offers employees different benefits in return for their hard work, including annual leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, compensation leave, other holidays, etc.
- Caring about employees' health, the Group provides medical insurance, travel insurance scheme and other schemes.
- We attract, retain and motivate high-performing employees with incentive payments, such as allowances, performance-driven commissions and bonuses, discretionary year-end bonuses and share option schemes.

- 本集團為員工提供不同的福利以回報員工的辛勤工作，包括年假、產假、陪產假、婚假、恩恤假、考試假、補償假、其他假期等。
- 本集團亦關心員工健康，故為其提供醫療保險、旅遊保險計劃及其他計劃。
- 為吸引、挽留或激勵表現優異的員工，我們提供津貼、表現佣金及花紅、年終酌情花紅及購股權計劃等獎勵。

Diversity, equal opportunity and anti-discrimination
多元化、平等機會和反歧視

- Employees are protected under the Group's Equal Employment Opportunity Policy and the Employee Handbook, which ensure that they have an equal opportunity for recruitment, promotion and compensation regardless of their age, gender, marital status, family status, disability, race, nationality, religion or other factors. Decisions are only made according to their working ability, performance, aptitude and relevant factors. People from different backgrounds, races, nationalities, etc., are welcomed by the Group.
- We have zero tolerance for discrimination, harassment, vilification and victimisation. If employees are being unlawfully treated, an immediate report should be taken to resolve the problem and implement improvement measures.
- 所有員工受到本集團的《平等僱傭機會政策》和《僱員手冊》的保護，不論年齡、性別、婚姻狀況、家庭狀況、殘疾、種族、國籍、宗教或其他因素，他們均享有平等的招聘、晉升和薪酬機會。本集團只會按員工的工作能力、表現、資質和相關因素作出決策。同時，本集團歡迎不同背景、種族、國籍等人士加入。
- 我們對歧視、騷擾、誹謗和迫害採取零容忍態度。如果員工遭受不法對待，應立即申報以助解決問題並實施改進措施。

Labour standards
勞工準則

- All forms of child and forced labour are prohibited as stipulated in the No Child Labour and No Forced Labour Policy.
- The Human Resources Department is responsible for verifying the identity and eligibility of work of the applicants during recruitment. If child labour is found, the Group will immediately stop his/her application and handle the case according to relevant regulations or policies.
- All forms of involuntary labour, including threatening, fraud and coercion, are not allowed. Information on working hours and arrangement of working overtime is clearly stated in the work time shift and Employee Handbook. If there is a violation of the policies, a penalty will be imposed on relevant employees.
- 按照「不僱傭童工及不強逼勞動」政策的規定，本集團禁止所有形式的童工和強迫勞動。
- 在招聘過程中，人力資源部負責核實應聘者的身份和工作資格。如發現童工，本集團將立即中止其申請，並按相關法例法規或政策處理。
- 本集團禁止任何形式的非自願勞動，包括威脅、欺詐和脅迫，並在工作時間班次和《僱員手冊》中明確工作時間和加班安排的資訊。如果有違規行為，本集團會對相關員工實行處分。

Long Services Awards

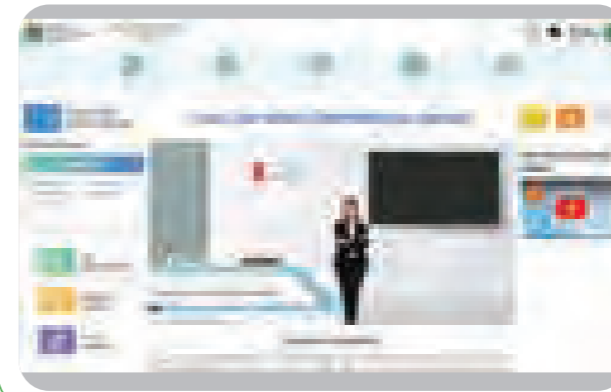
The "Long Service Award Presentation Ceremony 2022" was held on 1 August to recognise the contribution of long-serving employees over the years. A total of 41 Hong Kong staff who have served the Group for 10, 20, 30, 40 and 55 years were awarded in 2022.

長期服務獎

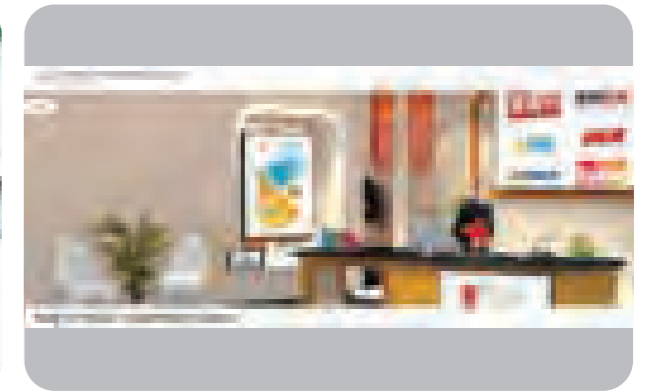
「2022年長期服務獎頒獎典禮」於8月1日舉行，以表揚員工多年來為集團所作出的貢獻，2022年共有41位服務本集團10年、20年、30年、40年和55年的香港員工獲獎。

**Recruitment Events/Seminars**

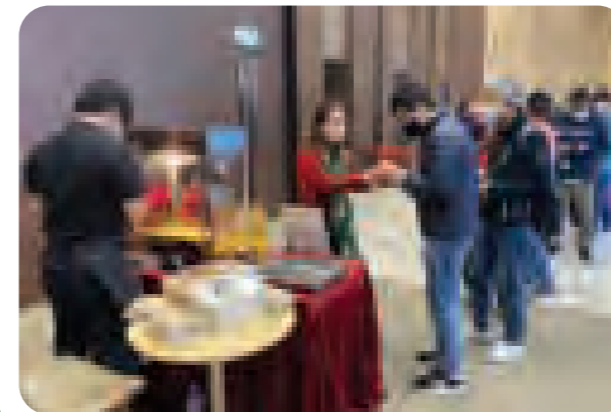
The Human Resources Department organised online recruitment events and seminars at colleges and universities.

**招聘活動**

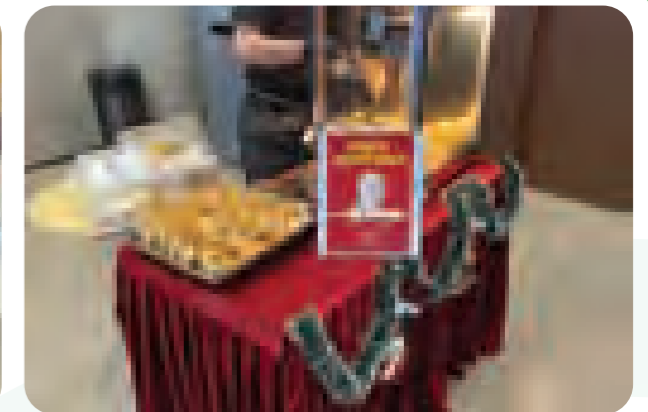
人力資源部分別在各大院校舉辦網上招聘活動。

**Christmas Popcorn Sharing**

The Group held the "Christmas Popcorn Sharing" for all staff.

**聖誕爆谷分享會**

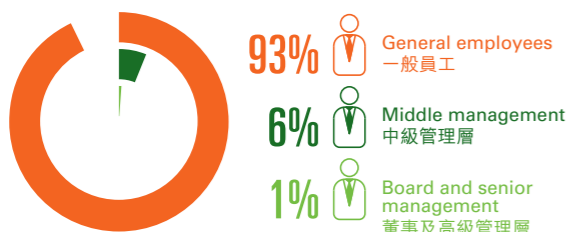
本集團為全體員工舉行「聖誕爆谷分享會」。



As of 31 December 2022, the Group employed 962 employees, of which 529 are male and 433 are female, that all based in Hong Kong. Also, we obtained a 54.26% turnover rate, including 45.75% for males and 64.67% for females, mainly due to the department restructuring, emigration wave, and the relocation for study and work. Please refer to Performance Overview for the details.

截至2022年12月31日，本集團共聘用962名員工，包括529名男性和433名女性，均在香港工作。此外，我們員工流失率為54.26%，其中男性為45.75%，而女性為64.67%，主要原因是部門重組、移民潮、出國留學和轉職。詳情請參閱「績效指標概覽」。

Number of employees by employment level 按職級劃分的員工人數



Number of employees by gender 按性別劃分的員工人數



Number of employees by employment category 按僱傭類型劃分的員工人數



Number of employees by age group 按年齡組別劃分的員工人數



Retaining Talents

Retaining talents to work with us is the key to success. We believe that providing employees with training and development opportunities can empower them to thrive in their career development. As stated in the Employee Handbook, performance reviews will be regularly conducted with employees, forming the basis of salary adjustment and promotion. The Group arranges diverse training programmes as well as other learning and development activities regarding the positions of its employees, to improve employee engagement and fill missing skill sets within the Group. To ensure and enhance the quality of our training programmes, employees will be invited to conduct a questionnaire for evaluating their performance, learning experience and the content of the training activities.

挽留人才

本集團明白挽留優秀人才是企業成功的關鍵。我們相信為員工提供培訓和發展機會可使他們在職業生涯中茁壯成長。根據《僱員手冊》，我們定期對員工進行績效考核，作為薪酬調整和晉升的依據。本集團舉辦多元化的培訓活動，並同時依據員工的職級提供相應的學習和發展活動，以提高員工參與度及填補集團內缺失的技能。為確保我們培訓計劃的質量能有效提升，我們會邀請員工進行問卷調查，以評估他們的表現、學習經驗和活動內容。

Training 培訓種類

Target audience 目標對象

Objective 目的

Induction training
入職培訓



New hires
新入職員工

Aim to help newly hired employees understand the Group's expectations, encourage communication and increase commitment
幫助新入職員工了解集團期望，鼓勵溝通及提高歸屬感

Management training
管理培訓



Management
管理層

Aim to equip individuals with the knowledge, skills and tools necessary to effectively lead and manage teams, departments or organisation
為相關員工提供所需的知識、技能和工具，以有效地領導和管理團隊、部門或組織

Job-related training
courses
在職培訓



General employees
一般員工

Aim to equip staff with the necessary skills and knowledge training, such as latest industry trends, knowledge and work skills, occupational health and safety
為員工提供必要技能和知識培訓，例如最新的行業趨勢、知識和工作技能、職業健康及安全

ESG training
ESG培訓



All employees
所有員工

Aim to introduce ESG-related topics and emergent themes that align with the Group's corporate strategies, thereby generate sustainable values for the Group in a long run
介紹與集團企業策略相符的ESG相關主題和新興專題，從而為本集團創造長遠的可持續價值

We also encourage our employees to develop new competencies that add value to their professional careers as well as the Group. Apart from on-the-job training, mentoring and coaching, job shadowing and secondment opportunities, etc., the Group encourages its employees to attend external workshops, industry events and seminars to refresh and develop job-related knowledge and skills. Education subsidies and examination leaves are available for application in the event of participating in designated courses approved by the Group.

本集團亦鼓勵員工發展新技能，持續為其職業生涯及集團增值。除在職培訓、指導和輔導、見習和借調機會外，我們也鼓勵員工參加外部工作坊、行業活動和研討會，以助發展與工作相關的知識和技能。參加指定課程的員工將獲得本集團提供教育津貼及考試假的申請機會。



Total number of employees trained
受訓員工總數

761 peoples
人

Average training hours per employee
每名員工的平均培訓時數

49.1 hours
小時

REDUCING ENVIRONMENTAL FOOTPRINT

減少環境足跡

We are committed to combating environmental crises, such as climate change and resources depletion by identifying and minimising the environmental impacts associated with our business through the adoption of mitigation policies and measures, as reaffirmed in our Environmental Policy, Emissions Policy, Policy on Efficient Use of Resources and Environmental and Natural Resources Policy. Our stakeholders, including employees, business partners, suppliers, and customers, are encouraged to incorporate environmental considerations into their daily operations wherever practicable.

MANAGING EMISSIONS

Carbon and air emissions

To mitigate and monitor all forms of air pollutants and carbon (or greenhouse gases, "GHG") emissions, the Group adopts a set of measures to reduce emissions and use of resources.

本集團致力通過採取緩解政策和措施，包括《環境政策》、《排放物政策》、《資源有效利用政策》及《環境和自然資源政策》，識別和降低業務營運對環境的負面影響，從而應對氣候變化和資源枯竭等環境危機。同時，我們鼓勵各持份者，包括員工、業務合作夥伴、供應商和客戶，在可行的情況下將環境因素納入他們的日常營運中。

排放物管理

碳排放和廢氣排放

為降低和監測各種形式的空氣污染物和碳(或溫室氣體，「GHG」)排放，本集團已採取一系列措施來減少排放物和使用資源。

We advocate managing and reducing emissions to lower the environmental impacts of our operation.

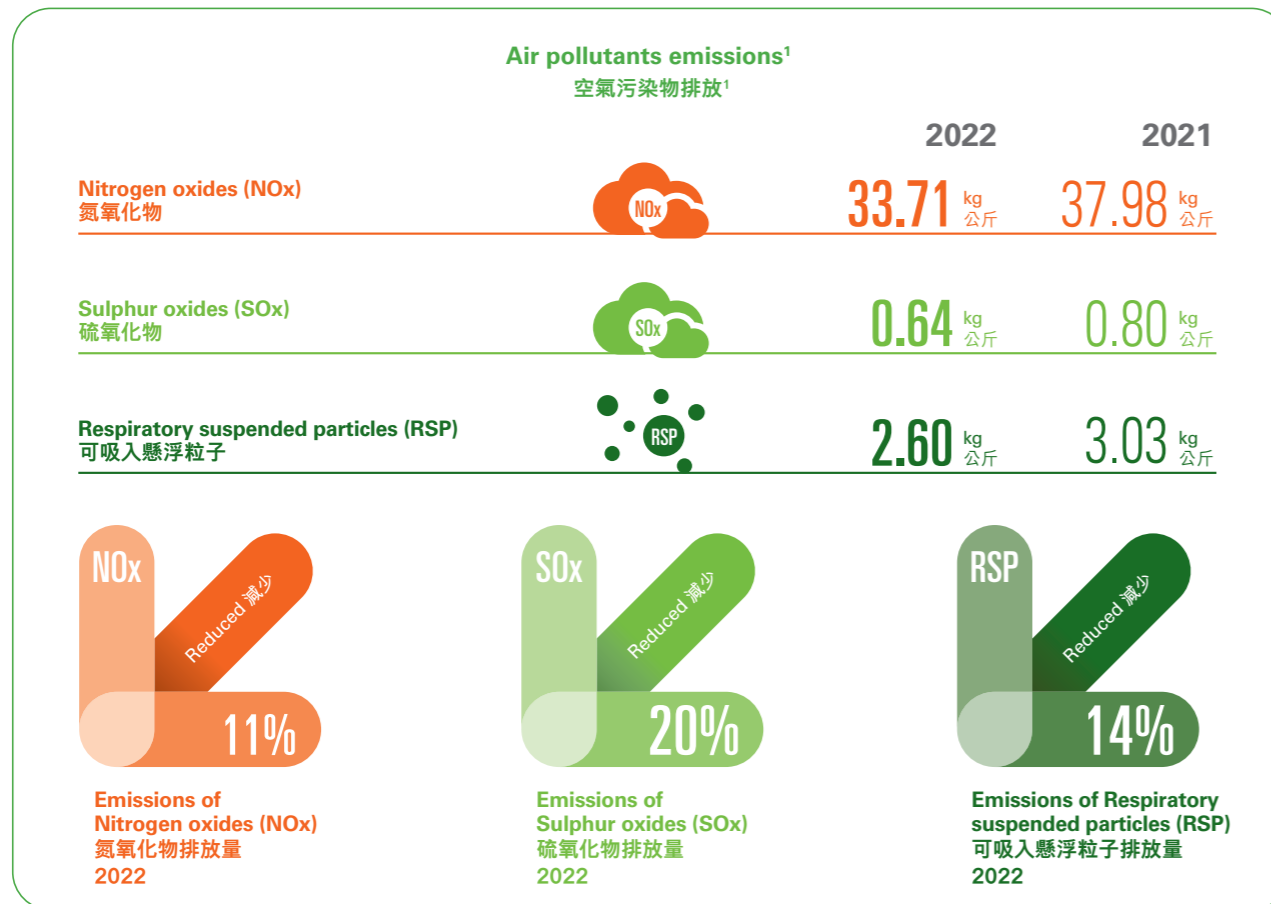
我們提倡管理和減少排放以降低營運對環境不利影響

Focus areas 重點範疇	Measures 措施
 <p>Optimising resources use efficiency and reducing resources consumption 提升資源使用效率和減少資源消耗</p>	<ul style="list-style-type: none"> Replace traditional lamps with LED spotlights and T5 fluorescent tubes Install timers and automatic shut-off for the outdoor lighting system Install thermostats for all air conditioning for smarter control of room temperature Maintain and repair equipment regularly Particular staff are assigned to inspect the on-off status of general office equipment before and after office hours Install water-saving taps to reduce water consumption Use equipment with water-saving labels to optimise water efficiency Conduct regular inspections of our drainage systems to prevent water leakage or plumbing fault <ul style="list-style-type: none"> 使用LED燈和T5節能光管取代傳統光管 為室外照明系統安裝定時器和自動關閉功能 為所有空調安裝恆溫器，以更智能地控制室溫 定期檢查和維修設備 指定人員在辦公時間前後檢查一般辦公設備的開關 安裝節水龍頭，以減少用水 使用帶有節水標籤的設備，以提升用水效率 定期檢查排水系統，以防止漏水或管道故障

Focus areas 重點範疇	Measures 措施
 <p>Mitigating carbon and air emissions 減少碳排放和廢氣排放</p>	<ul style="list-style-type: none"> Video conferencing equipment is available to minimise local and overseas business travels Purchase green products such as paper from Forest Stewardship Council <ul style="list-style-type: none"> 提供視像會議設備，以減少本地及海外公幹 從森林管理委員會成員購買紙張等綠色產品
 <p>Measuring, monitoring, and reporting environmental performances 統計、監控和匯報環境績效</p>	<ul style="list-style-type: none"> Collect, measure and review environmental KPIs to identify improvement opportunities Collect, measure and review environmental KPIs to identify improvement opportunities <ul style="list-style-type: none"> 收集、統計和檢視環境績效指標，以識別改進機會
 <p>Promoting environmental awareness at work 提升工作環境的環保意識</p>	<ul style="list-style-type: none"> Employees are encouraged to switch the lights off after the use of the office and conference room, during lunch hour, and switch off their lights before leaving for a long time Put up posters on water-saving practices Employees are encouraged to use electronic supporting medium instead of using paper/printing Double-sided printing was set as default for printing Recycling bins/boxes are placed in designated collection areas <ul style="list-style-type: none"> 鼓勵員工在使用辦公室或會議室後、午餐時間關閉照明系統，並在長時間離開前關掉單獨的照明設備 張貼節水措施海報 鼓勵員工使用電子媒介，減少使用紙張/印刷 設定雙面打印為預設模式 在指定收集區放置回收桶/箱

During the Year, the Group emitted 33.71 kg, 0.64 kg and 2.60 kg of nitrogen oxides (NOx), sulphur oxides (SOx) and respiratory suspended particles (RSP), respectively, from the use of vehicles. Emissions of both NOx, SOx, and RSP reduced by 11%, 20%, and 14% respectively.

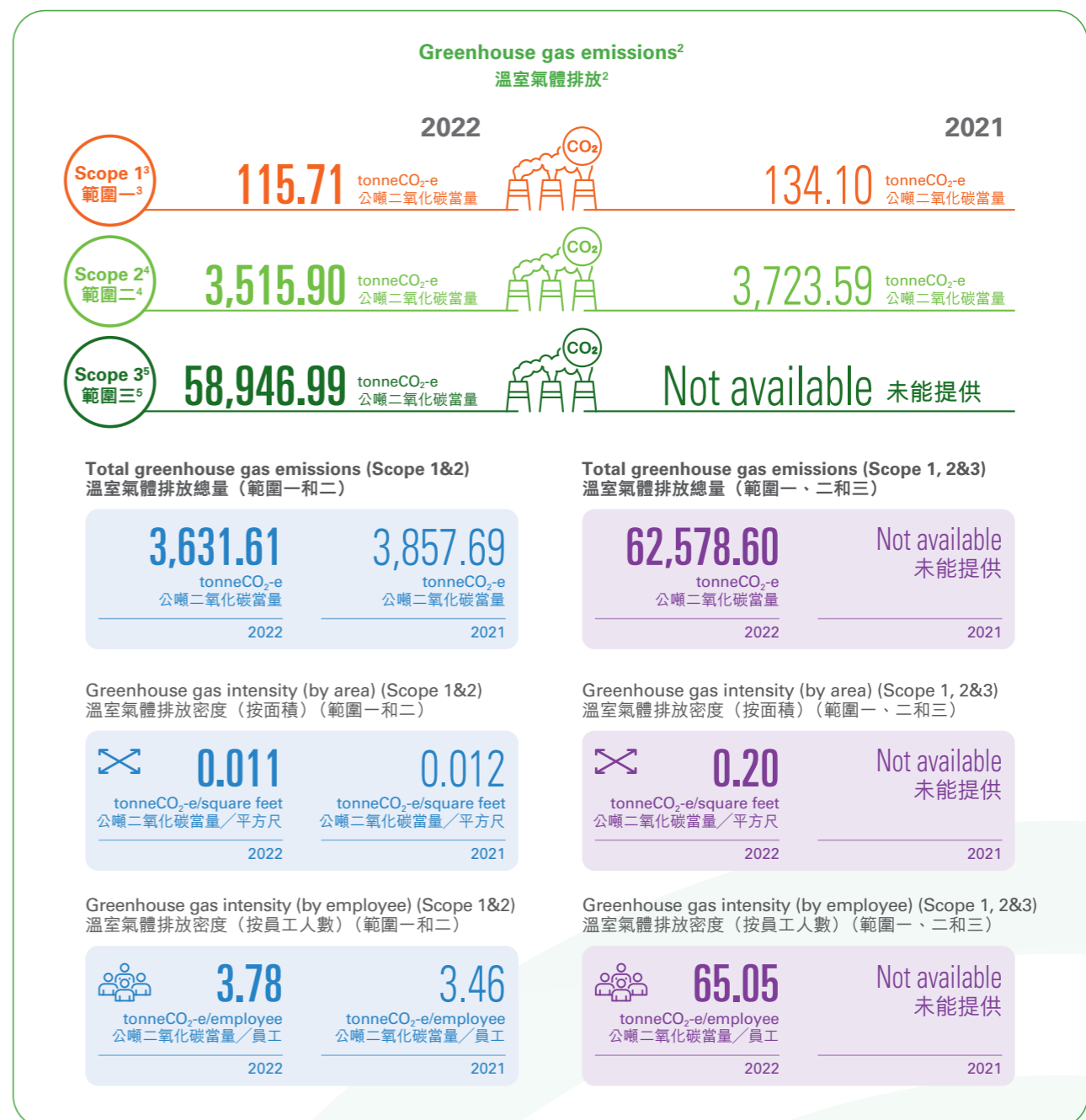
於報告期內，本集團因車輛而分別排放33.71公斤氮氧化物、0.64公斤硫氧化物及2.60公斤可吸入懸浮粒子。氮氧化物、硫氧化物和可吸入懸浮粒子的排放量分別減少了11%、20%和14%。



For carbon emissions, the scope 1 and 2 emissions totalled 3,631.61 tonnes of carbon dioxide equivalent ("tonneCO₂-e"), with the intensity of 0.011 tonneCO₂-e/square feet and 3.78 tonneCO₂-e/employee. Scope 1 and 2 decreased by 14% and 6% respectively, while a 6% reduction in the total greenhouse gas emissions (scope 1 and 2) was observed. The Group expanded the scope of carbon emissions to cover scope 3, which was recorded 58,946.99 tonneCO₂-e.

有關碳排放，範圍一和範圍二的溫室氣體排放總量為3,631.61公噸二氧化碳當量，密度為0.011公噸二氧化碳當量/平方尺和3.78公噸二氧化碳當量/員工。範圍一和範圍二分別減少了14%和6%，而有關溫室氣體排放總量(範圍一和二)則下降了6%。本集團擴大其溫室氣體排放披露範圍至範圍三，錄得58,946.99公噸二氧化碳當量。

¹ Calculated with reference to HKEx "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs". 參考香港交易所《如何編備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》計算。



² Calculated with reference to HKEx "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs". 參考香港交易所《如何編備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》計算。

³ Includes direct emissions from company-own vehicles. 包括公司車輛的直接排放。

⁴ Includes energy indirect emissions from electricity purchased from power companies. 包括來自電力公司購買的電力所產生的間接能源排放。

⁵ Includes other indirect emissions from disposal of paper waste, fresh water processing and sewage processing. 包括來自廢紙棄置、食水和污水處理所產生的其他間接排放。

Waste

The Group seizes opportunities to reduce the generation and disposal of waste in its daily operations. We adopt the 4R principles (Reduce, Replace, Reuse, and Recycle) in reducing, collecting and disposing of hazardous and non-hazardous wastes in compliance with relevant laws and regulations.

廢棄物

本集團積極在日常營運中尋找機會減少產生及棄置廢物。我們採用4R原則(減少耗用、重複使用、替代使用及循環再用)，並減少、收集和按照相關法律法規棄置有害和無害廢棄物。

Hazardous waste 有害廢棄物



Adopt non-alcohol printing method
採用無酒精印刷方式



Use organic-based printing ink
for our products
於我們的產品使用有機油墨

Handling 處理



Hire registered and licensed chemical
waste collectors for collecting and
handling e-waste, used zinc plates,
used printer cartridges and spent ink
聘請註冊和持牌的化學廢棄物收集公司收
集和處理電子垃圾、使用後的印刷鋅板、
使用後的印刷墨盒及廢油墨

Non-hazardous waste 無害廢棄物



Use electronic supporting medium
instead of using paper/printing
使用電子媒介，避免使用紙張/打印



Double-sided printing was set as
default for printing
設定雙面打印為預設模式



Recycling bins/boxes are placed at
designated collection areas
在指定收集區放置回收桶/箱

Handling 處理



Collect used paper, plastic and metals
for recycling
收集使用過的紙張、塑膠和金屬進行回收

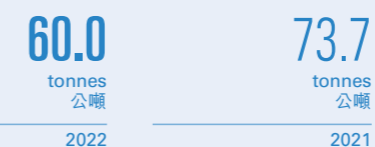
During the Year, the Group generated a total of 60.0 tonnes of hazardous waste that included spent developer, spent ink and script zinc plates. Compared with 2021, the hazardous waste generation was reduced by about 19% with the decreasing usage of spent developer and ink and script zinc plates. The non-hazardous waste produced recorded 13,682.1 tonnes. It mainly included a total generation of 12,278.0 tonnes used newsprint and 1,358.4 tonnes collected for recycling, as well as 45.7 tonnes of food waste (staff canteen). With the decreasing number of printed newspapers, the total non-hazardous waste decreased by around 26%.

於報告期內，本集團共產生60.07公噸有害廢棄物，包括使用過的顯影劑、廢油墨及使用過的印刷鋅板。與2021年相比，隨著顯影劑、墨水及印刷鋅板使用量的減少，有害廢棄物產生量減少了約19%。無害廢棄物的產生量為13,682.1公噸，其主要包括12,278.0公噸白報紙使用量，1,358.4公噸回收量，以及45.7公噸廚餘(員工餐廳)。隨著印刷報紙數量減少，無害廢棄物總量亦減少約26%。

Hazardous waste 有害廢棄物



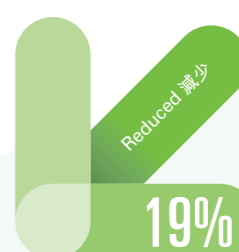
Total hazardous waste 有害廢棄物總量



Hazardous waste intensity (by area) 有害廢棄物密度(按面積)



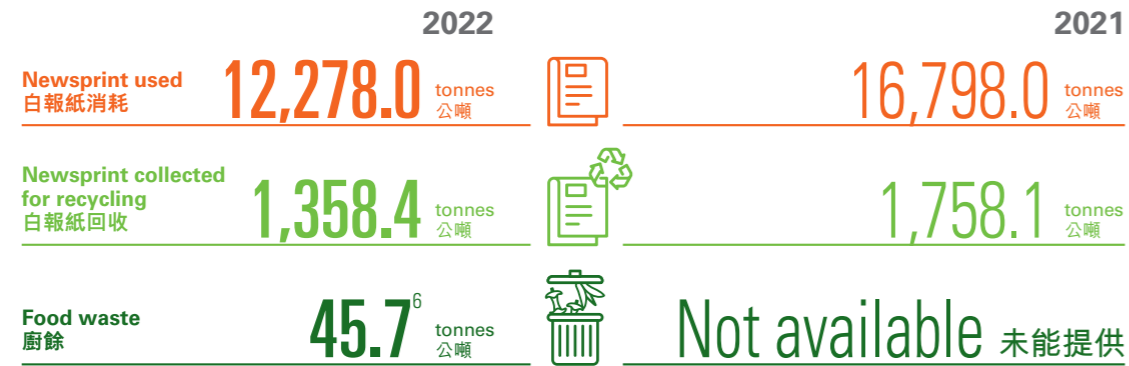
Hazardous waste intensity (by employee) 有害廢棄物密度(按員工人數)



Hazardous waste generation 有害廢棄物產生量 2022



Total non-hazardous waste generation 無害廢棄物產生總量 2022

Non-hazardous waste
無害廢棄物Total non-hazardous waste
無害廢棄物總量Newsprint used intensity (by area)
白報紙消耗密度 (按面積)Non-hazardous waste intensity (by area)
無害廢棄物密度 (按面積)Newsprint used intensity (by employee)
白報紙消耗密度 (按員工人數)Non-hazardous waste intensity (by employee)
無害廢棄物密度 (按員工人數)

Wastewater

The domestic sewage generated by our operations is discharged to local sewage treatment plants for processing through sewage pipe networks following all the applicable regulatory requirements.

廢水

我們營運所產生的生活污水已按照所有適用的監管要求，透過污水管道網絡排放至本地的污水處理廠進行處理。

⁶ Data collection system improved to cover staff canteen (food waste), assuming the weight of food waste is 3.8 pounds per gallon, with reference to EPA's "Volume-to-Weight Conversion Factors".
提升數據收集系統至涵蓋員工餐廳(廚餘)，廚餘重量參考美國國家環境保護局的「體積重量轉換因子」定為每加侖 3.8 磅。

Conserving Natural Resources

In light of the scarcity of resources, the Group is committed to utilising and allocating resources in an efficient manner. We optimise energy, water and resources use efficiency in our operations, reduce the consumption of energy, water and natural resources and promote environmental awareness among employees as far as practicable. For more details, please refer to the relevant measures in the "Managing Emissions" section.

Energy

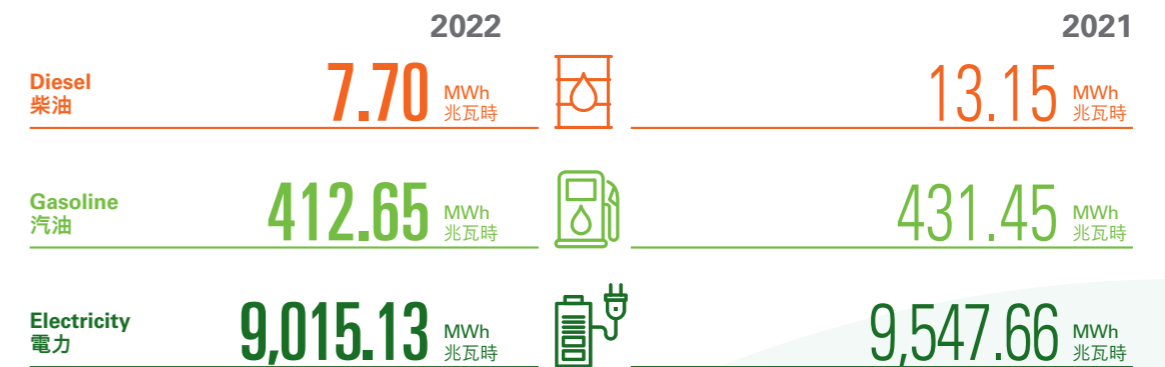
During the Year, the Group consumed a total of 9,435.48 MWh energy. With the reduced consumption of petrol and gasoline, the total energy consumption decreased by around 6%. The Group conducted Walkthrough Energy Audit through Hong Kong CLP Power Co., Ltd (CLP), and the audit report showed that the main building of the Group was energy-efficient.

保護天然資源

鑑於資源稀缺，本集團致力提高資源使用及調配的效率。在營運中，我們優化能源、水資源和其他資源的使用效率，減少有關消耗，並在可行的情況下提高員工的環保意識。詳情請參閱「排放物管理」章節的相關措施。

能源

於報告期內，本集團共消耗9,435.48兆瓦時能源。隨著柴油及汽油的消耗量減少，能源消耗總量亦因此而下降約6%。本集團通過香港中華電力有限公司(中電)進行能源審核，審核報告顯示本集團的主樓均符合能源效益。

Energy consumption
能源消耗Total energy consumption
能源消耗總量Energy consumption intensity (by area)
能源消耗密度 (按面積)Energy consumption intensity (by employee)
能源消耗密度 (按員工人數)

Water

Water scarcity and water-related hazards such as heavy rains are occurring more frequently due to climate change. Although the Group has no issues regarding water sourcing, it attaches great importance to water resources management.

During the Year, the Group consumed 20,262 cubic metres of water resources, a reduction of around 23% of total consumption compared with 2021.

水資源

旱災和暴雨等與水資源有關的天然災害將因氣候變化的加劇而變得更加頻發。即使我們在求取水資源上沒有任何問題，我們仍十分重視水資源管理。

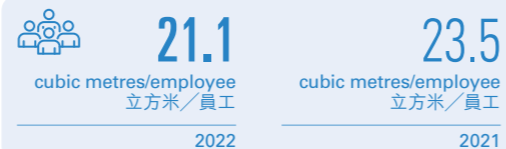
於報告期內，本集團共消耗20,262立方米水資源，較2021年的消耗量減少約23%。

Water consumption 水資源使用

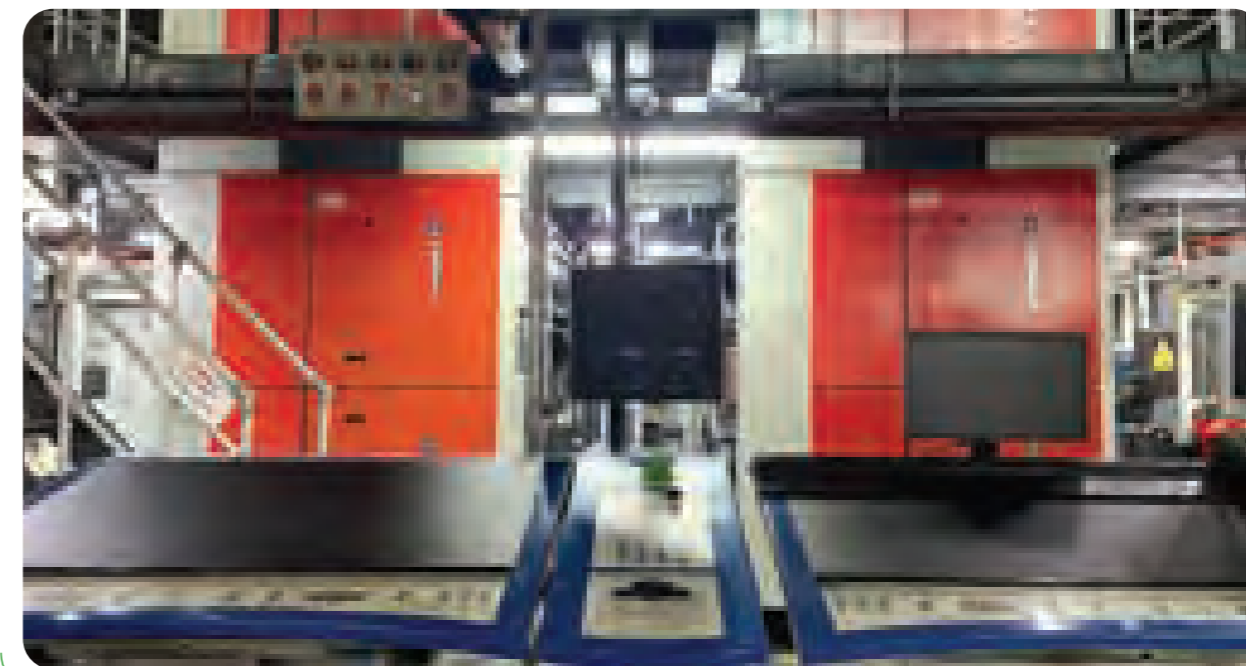
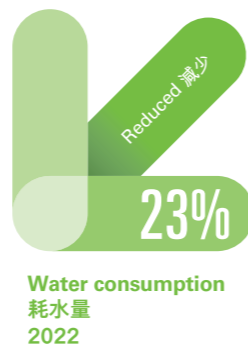
Water consumption intensity (by area)
水資源使用密度（按面積）



Water consumption intensity (by employee)
水資源使用密度（按員工人數）



Total Water consumption
水資源使用總量



Paper and ink

Due to the Group's business nature, large amounts of paper and ink are consumed in the production. We encourage the use of environmentally friendly products such as paper from Forest Stewardship Council to minimise the impacts on forests. Newspapers are collected for recycling and remanufacturing for printing. All ink used was supplied by manufacturers who comply with ISO14000 and ISO14001 Environmental Management System Standards as well as the ISO9000 and ISO9001 Quality Management System Standards. Organic-based printing ink is also employed for our products.

Looking ahead, the Group will continue to review its impacts on the environment and natural resources, and to perform comprehensive management where appropriate.

Climate Change

Climate change is recognised as one of the most impactful environmental crises in the world and a motivation factor for other environmental issues. Among all those driving factors, human activities have contributed substantially to climate change, and all communities and businesses will continue to be affected by the impacts of climate change. The Group acknowledges that collective action is vital to tackle this alarming global issue. We believe identifying and managing climate-related risks and opportunities will help us build resilience to climate change and contribute to a sustainable low-carbon economy.

We have established the Climate Change Policy to outline our commitment and approach, and strive to take adequate steps to build our resilience to climate change. The Group attaches great importance to the major environmental, legal and market changes caused by climate change. Moving ahead, the Group will review and enhance its approach to identify, prepare for and respond to climate-related risks and opportunities that are relevant and material.

紙張和油墨

因應業務性質，我們的生產過程需要使用大量紙張和油墨。我們鼓勵使用環保產品，例如從森林管理委員會成員購買紙張，以盡量減少對森林的影響。白報紙會被收集以進行回收，用以再製造印刷用紙張。所有使用的油墨由符合ISO14000及ISO14001環境管理體系標準及ISO9000及ISO9001質量管理體系標準的製造商提供。此外，我們的產品均使用有機印刷油墨。

展望未來，本集團將繼續檢視其對環境及天然資源的影響，並適時進行更全面管理。

氣候變化

氣候變化被認為是世界上最具影響力的環境危機之一，並同時引發多項環境問題。人類活動為造成氣候變化的主要原因。所有社區和企業將持續受到氣候變化的影響。本集團深信廣泛社會攜手共同應對此全球挑戰至關重要。我們相信識別和管理與氣候相關的風險和機遇，將有助增強自身應對氣候變化的韌性，並為可持續發展和低碳經濟作出貢獻。

我們制定的《氣候變化政策》概述了我們的承諾和應對方針，並致力採取合適的措施來加強我們應對氣候變化的韌性。本集團高度重視氣候變化帶來的重大環境、法規和市場變化。展望未來，本集團將檢視並加強其管理方針，以識別和應對重大的氣候相關風險及機遇。

GIVING BACK TO THE SOCIETY

回饋社會

We constantly bear in mind the support and trust given by the society while pursuing our business development. As a socially responsible enterprise, the Group is driven to bring positive impacts and create shared values to the communities it serves. As outlined in our Community Investment Policy, we seek to understand the needs of the communities and identify appropriate community investment opportunities that align with their needs and our business objectives.

We are dedicated to community investment initiatives, including donations and sponsorships, volunteer services, collaborations with organisations, knowledge sharing, etc. Our employees are also encouraged to volunteer and support charitable causes, as well as to engage themselves in the Group's community investment activities.

我們在發展業務的同時，時刻銘記著社會給予我們的支持與信賴。作為一家肩負有社會責任的企業，本集團致力為所服務的社區帶來正面影響及創造共同價值。承如《社區投資政策》所述，我們力求了解社區的需求，尋找合適的社區投資機會，使之與社區需求及我們的業務目標保持一致。

我們致力於社區投資活動，包括捐贈和贊助、義工服務、與機構合作、共享知識等。此外，我們鼓勵員工成為義工、支持慈善活動，以及參與本集團的社區投資活動。

We strive to provide support to the Education and Charity & Community Care, by leveraging on and aligning resources for their needs

致力為教育和慈善與社區關懷提供支援以滿足受助者的需求

Education 教育

PROJECTS OF THE YEAR 年度項目

Sing Tao Charitable Foundation Scholarships 「星島慈善基金獎學金」

- Offer one-off scholarships to outstanding students studying Journalism and Communication at The Chinese University of Hong Kong, to nurture future journalists and talents in the news industry
- Since February 2019 Sing Tao Charitable Foundation Scholarships was extended to students in Journalism and Communication at Chu Hai College of Higher Education, Hong Kong
- Offered scholarships of HK\$40,000 to 8 students in the 2021/2022 academic year
- 向香港中文大學新聞與傳播系的優秀學生頒發一次性的獎學金，為新聞行業培育人才
- 自2019年2月起，「星島慈善基金獎學金」新增向香港珠海學院新聞及傳播學系成績優異的學生頒發獎學金
- 於2021/2022學年，共向8名學生頒發獎學金合共40,000港元

CONTRIBUTIONS 回饋活動

PROJECTS OF THE YEAR 年度項目

Sing Tao Charitable Foundation Students' Loan Fund 「星島慈善基金貸款助學金」

CONTRIBUTIONS 回饋活動

- Assist students who face financial difficulty and are nominated by their education institutes
- Provide loans to students of the 8 University Grants Committee-funded universities and Hong Kong Shue Yan University, and emergency loans to students of the aforementioned 9 universities, certain other tertiary institutions and secondary schools recognised by the Education Bureau
- Offered loans of approximately HK\$750,000 to 46 students in the 2021/2022 academic year
- 為有經濟困難並獲得院校推薦的學生伸出援手
- 向受大學教育資助委員會資助的8間院校及香港樹仁大學提供助學貸款，亦設有緊急援助貸款，後者的支援對象包括上述9間大學、其他專上學院及教育局認可中學的學生
- 於2021/2022學年，共向46名學生借出貸款助學金約750,000港元

The Standard/Sing Tao "Fat Choy" Drive Medical Students Loan Fund 「虎報／星島發財醫科生助學金」

- Provide interest-free loans to students (in Medicine, Nursing and Chinese Medicine at The University of Hong Kong) with financial difficulty
- Approved loans of approximately HK\$201,000 to 7 students in the 2021/2022 academic year
- 為香港大學醫學系、護理學院及中藥學院的學生提供免息貸款
- 於2021/2022年，共向7名學生批出貸款約201,000港元

PROJECTS OF THE YEAR 年度項目

CONTRIBUTIONS 回饋活動

Leader of the Year Awards
「傑出領袖選舉」

- Acknowledge outstanding leaders and thereby encourages the younger generation to strive for excellence and contribute to the development of Hong Kong
- Presented a total of 140 awards by 2021
- 表揚傑出領袖及鼓勵年輕一代以獲獎領袖為榜樣，為香港發展作出貢獻
- 截至2021年，共頒發140個獎項

**Inter-School Debating Competition**
「星島第三十七屆全港校際辯論比賽」

- “37th Sing Tao Inter-School Debating Competition” and “2022 Hong Kong and Macau Secondary School Debating Championship” honed students’ skills in use of language, debating, analytical thinking, and organisation
- 「星島第三十七屆全港校際辯論比賽」及「2022港澳中學辯論錦標賽」訓練學生的雙語能力、辯才、分析思維和組織能力

**Book Donation**
舊書捐贈

- A total of 2,230 books were donated to 18 organisations and schools, with a total amount of approximately HK\$221,000
- 共捐贈2,230本書籍予18間機構及學校，總值約221,000港元

Sing Tao Tour
報館參觀

- Raise students’ interest in journalism and allow young people to better understand the operations of a cross-media organisation
- 提升學生對新聞業的興趣，使其更了解跨媒體企業的運作



Charity and Community Care 慈善與社區關懷

PROJECTS OF THE YEAR 年度項目

CONTRIBUTIONS 回饋活動

**Sing Tao Charitable Foundation-
Reader’s Donations**
「星島慈善基金－讀者捐款」

- Help individuals and families in need to tide over their worst times
- Assisted 20 cases with approximately HK\$1,510,000 in donations from our benevolent readers
- 幫助有需要的個人及家庭渡過艱難時期
- 協助20宗個案，捐款數字約1,510,000港元

**Adversity Support Scheme with
Yan Oi Tong**
「仁間有愛應急錢計劃」

- Serve the needy with Yan Oi Tong since 2009
- Assisted 10 cases with over HK\$260,000
- 自2009年起，與仁愛堂合作服務有需要人士
- 協助10宗個案，合共260,000港元的善款

**The Community Chest Rainbow Fund**
「公益金及時雨基金」

- Help the one with immediate needs
- Assisted 11 cases with over HK\$600,000
- 幫助有迫切需要的人士或家庭
- 協助11宗個案，合共600,000港元的經濟援助

**Sing Tao Charity Sales**
「星島慈善義賣」

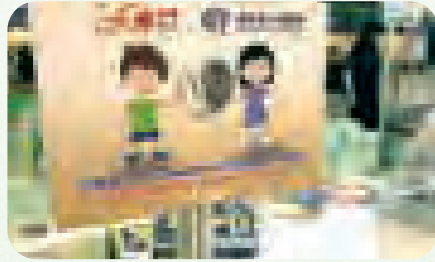
- Over 80 artists and celebrities jointly present a charity sales campaign
- Over 200 valuables and premium products for charity sales
- A total amount of HK\$150,000 was donated to the Affectionate World Charitable Foundation



- 聯同80多位藝人及名人舉辦慈善義賣活動
- 共獲得200多種貴重及優質的物品用於慈善義賣
- 共獲得善款150,000港元捐予人間有情慈善基金

PROJECTS OF THE YEAR 年度項目

CONTRIBUTIONS 回饋活動

**Donation to Hong Kong Society
for the Blind**
捐款至香港盲人輔導會

- Donated HK\$12,000 through the charity book sale
- 舉辦義賣書籍活動，共捐出12,000港元

**“World Cup for All” Sing Tao Pre-
match Show**
「星島世界盃賽前活動」

- The Group organised a large-scale outdoor party to appreciate the game for third place in the World Cup 2022 with Sing Tao staff, visually impaired members of the Hong Kong Blind Union and citizens
- 本集團舉辦大型戶外晚會，並邀請香港失明人協會會員及市民與星島員工共同欣賞2022年世界盃季軍賽

**Headline Daily and The Standard
Distributed to Mobile Cabin Hospitals**
派發《頭條日報》及《英文虎報》於方艙醫院

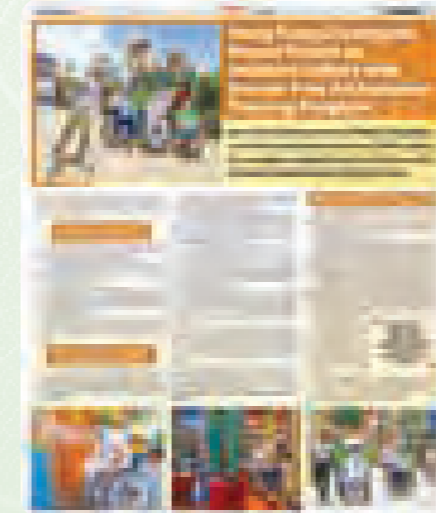
- To support the fifth wave of the pandemic and to join hands with the Hong Kong people in the fight against the pandemic, the Group has distributed free copies of Headline Daily and The Standard to the Mainland China-assisted Hong Kong mobile cabin hospitals. The person under quarantine can stay up-to-date news, financial, entertainment and lifestyle information during the quarantine period
- 為支援第五波疫情，與港人攜手抗疫，本集團免費向香港方艙醫院派發《頭條日報》和《英文虎報》，使感染人士於隔離期間亦能隨時獲取最新的新聞、財經、娛樂和生活資訊

PROJECTS OF THE YEAR 年度項目

CONTRIBUTIONS 回饋活動

Caring Company Awards
商界展關懷獎

- The Group was honoured to receive the Caring Company Award in recognition of its charitable efforts
- 本集團榮獲商界展關懷獎，以表揚其在慈善方面的貢獻

**Media Partners for Charities**
慈善機構的媒體合作夥伴

- Promoted “Charity Calendar 2023” of SPCA
- Prompted “Hok Yau Club Flag Sales”
- Promoted 「童心抗疫畫出彩虹」 drawing competition and 「沙頭角禁區時空探索之旅」 of Shine Tak Foundation
- Promoted “28th Parents-Also-Appreciate-Teachers”
- Promoted “ChariTea 2022” of Hong Kong Young Women’s Christian Association
- Joint promotion with Hong Kong Disney to promote an environmental message
- 為香港愛護動物協會推廣「2023年慈善日曆」
- 支持學友社所舉辦的賣旗日
- 支持香港善德基金會所舉辦「童心抗疫畫出彩虹畫畫比賽」及「沙頭角禁區時空探索之旅」
- 推廣第28屆「家長也敬師」運動
- 為香港基督教女青年會推廣「ChariTea 2022」
- 與香港迪士尼樂園聯合推廣宣揚環保信息



PERFORMANCE OVERVIEW

績效指標概覽

ENVIRONMENTAL 環境

ENVIRONMENTAL KPIs 環境關鍵績效指標		2022	2021	2020	Unit 單位
Air pollutants emissions⁷	空氣污染物排放量⁷				
					
Nitrogen oxides	氮氧化物	33.71	37.98	40.74	kg 公斤
Sulphur oxides	硫氧化物	0.64	0.80	0.69	kg 公斤
Respiratory suspended particles	可吸入懸浮粒子	2.60	3.03	3.27	kg 公斤
Greenhouse gas emissions⁸	溫室氣體排放量⁸				
					
Scope 1 ⁹	範圍一 ⁹	115.71	134.10	127.47	tonneCO ₂ -e 公噸二氧化碳當量
Scope 2 ¹⁰	範圍二 ¹⁰	3,515.90	3,723.59	4,769.82	tonneCO ₂ -e 公噸二氧化碳當量
Scope 3 ¹¹	範圍三 ¹¹	58,946.99	Not available 未能提供	Not available 未能提供	tonneCO ₂ -e 公噸二氧化碳當量

⁷ Calculated with reference to HKEx "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs". 參考香港交易所《如何編備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》計算。

⁸ Calculated with reference to HKEx "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs". 參考香港交易所《如何編備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》計算。

⁹ Includes direct emissions from company-own vehicles. 包括公司車輛的直接排放。

¹⁰ Includes energy indirect emissions from electricity purchased from power companies. 包括來自電力公司購買的電力所產生的間接排放。

¹¹ Includes other indirect emissions due to disposal of paper waste, fresh water processing and sewage processing. 包括來自廢紙棄置、食水和污水處理所產生的其他間接排放。

ENVIRONMENTAL KPIs 環境關鍵績效指標		2022	2021	2020	Unit 單位
Total greenhouse gas emissions (Scope 1&2)	溫室氣體排放總量 (範圍一及二)	3,631.61	3,857.69	4,897.29	tonneCO₂-e 公噸二氧化碳當量
					
Greenhouse gas intensity (by area) (Scope 1&2)	溫室氣體密度(按面積) (範圍一及二)	0.011	0.012	Not available 未能提供	tonneCO ₂ -e/square feet 公噸二氧化碳當量/平方尺
Greenhouse gas intensity (by employee) (Scope 1&2)	溫室氣體密度(按員工人數)(範圍一及二)	3.78	3.46	Not available 未能提供	tonneCO ₂ -e/employee 公噸二氧化碳當量/員工
Total greenhouse gas emissions (Scope 1, 2&3)	溫室氣體排放總量 (範圍一、二及三)	62,578.60	Not available 未能提供	Not available 未能提供	tonneCO₂-e 公噸二氧化碳當量
					
Greenhouse gas intensity (by area) (Scope 1, 2&3)	溫室氣體密度(按面積) (範圍一、二及三)	0.20	Not available 未能提供	Not available 未能提供	tonneCO ₂ -e/square feet 公噸二氧化碳當量/平方尺
Greenhouse gas intensity (by employee) (Scope 1, 2&3)	溫室氣體密度(按員工人數)(範圍一、二及三)	65.05	Not available 未能提供	Not available 未能提供	tonneCO ₂ -e/employee 公噸二氧化碳當量/員工

ENVIRONMENTAL KPIs 環境關鍵績效指標		2022	2021	2020	Unit 單位
Hazardous waste 有害廢棄物					
					
Spent developer	使用過的顯影劑	10.7	12.5	15.9	tonnes 公噸
Spent ink	廢油墨	1.6	2.4	2.4	tonnes 公噸
Script zinc plates	使用過的印刷鋅板	47.7	58.8	49.5	tonnes 公噸
Total hazardous waste	有害廢棄物總量	60.0	73.7	67.8	tonnes 公噸
Hazardous waste intensity (by area)	有害廢棄物密度 (按面積)	0.00019	0.00023	0.00021	tonnes/square feet 公噸/平方尺
Hazardous waste intensity (by employee)	有害廢棄物密度 (按員工人數)	0.062	0.066	Not available 未能提供	tonnes/employee 公噸/員工
Non-hazardous waste 無害廢棄物					
					
Newsprint used	白報紙消耗	12,278.0	16,798.0	15,652	tonnes 公噸
Newsprint collected for recycling	白報紙回收	1,358.4	1,758.1	1,609	tonnes 公噸
Food waste ¹²	廚餘 ¹²	45.7	Not available 未能提供	Not available 未能提供	tonnes 公噸
Newsprint used intensity (by area)	白報紙消耗密度 (按面積)	0.039	0.05	0.049	tonnes/square feet 公噸/平方尺
Newsprint used intensity (by employee)	白報紙消耗密度 (按員工人數)	12.76	15.05	Not available 未能提供	tonnes/employee 公噸/員工
Total non-hazardous waste	無害廢棄物總量	13,682.10	18,556.00	17,261.00	tonnes 公噸
Non-hazardous waste intensity (by area)	無害廢棄物密度 (按面積)	0.043	0.058	Not available 未能提供	tonnes/square feet 公噸/平方尺
Non-hazardous waste intensity (by employee)	無害廢棄物密度 (按員工人數)	14.22	16.63	Not available 未能提供	tonnes/employee 公噸/員工

¹² Data collection system improved to cover food waste (staff canteen), assuming the weight of food waste is 3.8 pounds per gallon, with reference to EPA's "Volume-to-Weight Conversion Factors".
提升數據收集系統至涵蓋員工餐廳(廚餘)。廚餘重量參考美國國家環境保護局的「體積重量轉換因子」定為每加侖 3.8 磅。

ENVIRONMENTAL KPIs 環境關鍵績效指標		2022	2021	2020	Unit 單位
Energy consumption 能源消耗					
					
Diesel	柴油	7.70	13.15	Not available 未能提供	MWh 兆瓦時
Gasoline	汽油	412.65	431.45	Not available 未能提供	MWh 兆瓦時
Electricity	電力	9,015.13	9,547.66	9,539.65	MWh 兆瓦時
Total energy consumption	能源消耗總量	9,435.48	9,992.26	9,539.65	MWh 兆瓦時
Energy consumption intensity (by area)	能源消耗密度 (按面積)	0.03	0.03	Not available 未能提供	MWh/square feet 兆瓦時/平方尺
Energy consumption intensity (by employee)	能源消耗密度 (按員工人數)	9.81	8.95	Not available 未能提供	MWh/employee 兆瓦時/員工
Water consumption 水資源使用					
					
Total water consumption	水資源使用總量	20,262	26,229	32,291	cubic metres 立方米
Water consumption intensity (by area)	水資源使用密度 (按面積)	0.064	0.083	0.1	cubic metres/square feet 立方米/平方尺
Water consumption intensity (by employee)	水資源使用密度 (按員工人數)	21.1	23.5	Not available 未能提供	cubic metres/employee 立方米/員工
Packaging materials¹³ 包裝材料 ¹³					
					
Total packaging materials used	包裝材料使用總量	969.20	Not available 未能提供	Not available 未能提供	tonnes 公噸
Packaging materials used intensity (by area)	包裝材料使用密度 (按面積)	0.0030	Not available 未能提供	Not available 未能提供	tonnes/square feet 公噸/平方尺
Packaging materials used intensity (by employee)	包裝材料使用密度 (按員工人數)	1.01	Not available 未能提供	Not available 未能提供	tonnes/employee 公噸/員工

¹³ Includes the use of meal box, cup and cutlery at staff canteen due to outbreak of COVID-19.
包括因2019新冠病毒爆發而在員工餐廳使用的餐盒、杯子和餐具。

SOCIAL 社會

SOCIAL KPIs 社會關鍵績效指標		2022	2021	2020 ¹⁴
Number of employees¹⁵	員工人數¹⁵			
				
Gender	性別			
Male	男性	529	619	661
Female	女性	433	497	502
Age group	年齡組別			
29 years old or under	29歲或以下	194	232	231
30-39 years old	30-39歲	159	191	176
40-49 years old	40-49歲	232	310	358
50 years old or above	50歲或以上	377	383	398
Employment category	僱傭類型			
Full-time	全職	888	1,037	929
Part-time	兼職	74	79	Not available 未能提供
Employment level	職級			
General employees	一般員工	896	1,056	Not available 未能提供
Middle management	中級管理層	56	53	Not available 未能提供
Board and Senior management	董事及高級管理層	10	7	Not available 未能提供
Total	總數	962	1,116	929
Employee turnover rate¹⁶	員工流失率			
				
Gender	性別			
Male	男性	45.75%	26.82%	7.5%
Female	女性	64.67%	46.28%	15.7%
Age group	年齡組別			
29 years old or under	29歲或以下	100%	79.74%	39.6%
30-39 years old	30-39歲	69.18%	44.50%	13.0%
40-49 years old	40-49歲	40.52%	22.26%	2.8%
50 years old or above	50歲或以上	33.63%	14.88%	2.6%
Total	總數	54.26%	35.48%	11.0%

¹⁴ Some figures in 2020 are adjusted to include the data for Hong Kong operations only.
2020年部分數據經調整以僅呈現香港業務的數據。

¹⁵ Total workforce in Hong Kong operations at the end of the Year.
報告期末香港業務的員工總人數。

¹⁶ Employee turnover rate = number of employees resigned/total workforce at the end of the Year x 100.
員工流失率 = 離職員工人數/報告期末員工總人數 × 100。

SOCIAL KPIs 社會關鍵績效指標		2022	2021	2020 ¹⁴
Number of new hired¹⁷	新入職員工人數¹⁷			
				
Gender	性別			
Male	男性	150	231	Not available 未能提供
Female	女性	208	297	Not available 未能提供
Age group	年齡組別			
29 years old or under	29歲或以下	176	240	Not available 未能提供
30-39 years old	30-39歲	66	126	Not available 未能提供
40-49 years old	40-49歲	66	99	Not available 未能提供
50 years old or above	50歲或以上	50	63	Not available 未能提供
Total	總數	358	528	Not available 未能提供
Health and safety	健康與安全			
				
Number of work-related injuries	因工受傷數量	7	7	4
Lost days due to work injuries	因工傷損失工作日數	587.5	695	793
Number of work-related fatalities	因工死亡人數	0	0	0

¹⁷ New hired = number of new employees.
新受聘員工 = 新入職員工人數。

SOCIAL KPIs
社會關鍵績效指標2022 2021 2020¹⁴Percentage of employees trained¹⁸受培訓員工百分比¹⁸

Gender

性別

Male	男性	69.6%	Not available 未能提供	Not available 未能提供
Female	女性	90.8%	Not available 未能提供	Not available 未能提供

Employment level

職級

General employees	一般員工	75.7%	Not available 未能提供	Not available 未能提供
Middle management	中級管理層	100%	Not available 未能提供	Not available 未能提供
Board and senior management	董事及高級管理層	100%	Not available 未能提供	Not available 未能提供

Total	總數	79.1%	53.5%	78.9%
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Average training hours¹⁹平均培訓時數¹⁹

Gender

性別

Male	男性	30.5	Not available 未能提供	Not available 未能提供
Female	女性	71.9	Not available 未能提供	Not available 未能提供

Employment level

職級

General employees	一般員工	51.4	Not available 未能提供	Not available 未能提供
Middle management	中級管理層	21.1	Not available 未能提供	Not available 未能提供
Board and senior management	董事及高級管理層	5.6	Not available 未能提供	Not available 未能提供

Average training hours	平均培訓時數	49.1	32	42
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SOCIAL KPIs
社會關鍵績效指標2022 2021 2020¹⁴

Anti-corruption training

反貪污培訓



Total training hours

總培訓時數

Employees and the Board	員工及董事	186	270	Not available 未能提供
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¹⁸ Percentage of employees trained = number of employees trained of the category during the Year/total workforce of the category at the end of the Year x 100.

受訓員工百分比 = 該類別受訓員工人數/報告期末該類別員工總人數 × 100。

¹⁹ Average training hours = total hours of training received by employees of the category during the Year/total workforce of the category at the end of the Year.

平均培訓時數 = 該類別員工接受培訓的總時數/報告期末該類別員工總人數。

HKEX ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告內容索引

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
A1 Emissions 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	13, 32
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	34-35, 48-49
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍一)及能源間接(範圍二)溫室氣體排放量及密度。	34-35, 48-49
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	37, 50
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	38, 50
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	12, 32-38
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	12, 33, 36-38

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
A2 Use of Resources 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。	32
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	39, 51
A2.2	Water consumption in total and intensity. 總耗水量及密度。	40, 51
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。	12, 32-33, 39
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。	12, 32-33, 40
A2.5	Total packaging material used for finished products and per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	51
A3 The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	32
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。	32-41

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
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A4 Climate Change 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。	41
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。	41

B1 Employment 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。	13, 27-28
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	29-30, 52
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。	29, 52

B2 Health and Safety 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。	14, 24-26
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	25, 53
B2.2	Lost days due to work injury. 因工傷損失工作日數。	25, 53
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。	24-26

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
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B3 Development and Training 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。	30-31
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	54
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。	31, 54

B4 Labour Standards 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。	13, 27-28
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。	28
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。	28

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
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B5 Supply Chain Management 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。	22-23
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	23
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。	22-23
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。	22-23
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。	22-23

B6 Product Responsibility 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。	15-21
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。	21
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。	21
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	21
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。	21
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。	21

ASPECTS 層面、 一般披露及關鍵 績效指標	DESCRIPTION 內容	PAGE/REMARK 頁碼索引/備註
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B7 Anti-corruption 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。	15, 20
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	15
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	20
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。	20

B8 Community Investment 社會投資

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。	42
B8.1	Focus areas of contribution. 專注貢獻範疇。	42-47
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	42-47

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