

卓悦 控股有限公司
BONJOUR Holdings Limited
Hong Kong Stock Code 653

2023

SUSTAINABILITY
REPORT
可持續發展報告



香港貓 HongKong Mall **點止招財咁簡單**

Incorporated in the Cayman Islands with Limited Liability 於開曼群島註冊成立之有限公司
Stock Code 股份代號 : 653

可持續發展報告

Sustainability Report

可持續發展報告編寫指引

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以下章節僅為 貴集團的可持續發展報告提供高階的方向性指引供 貴集團管理層參考：

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董事會聲明

各位股東及合作夥伴：

儘管受到COVID-19疫情的影響，Bonjour從全面的可持續性視角度闡述出發，專注於「美容、健康和生活方式」相關產品和服務，為人類和地球帶來積極影響。我們認為可持續發展是一個相互關聯的系統，我們的產品和服務所提供的服務可以幫助應對與氣候和科技相關的風險，並為團隊、社區和商業夥伴帶來機會和公平，強調集團在管理這些系統之間連接的重要角色。

集團討論了客戶和供應商聯繫的機會，確保優質產品的可用性並建立關鍵的物流基礎設施，以更好地為客戶和商業夥伴提供服務。集團將繼續業務轉型路線圖，以更好地服務全渠道客戶，贏得商業夥伴，並縮小供應鏈、商店、網上市場和零售商之間的差距。集團不僅銷售具有獨家經銷權的產品和品牌商品，還通過HKMALL（香港貓）協助中小企業(SME)高效、有效地擴展其銷售網絡，到大灣區和海外市場。集團銷售正品，並為中小企業提供簡便的支付結算、物流支援和數據服務，為中小企業數字化轉型提供快速通徑。

於本年度，本公司的附屬公司卓悅科技與家園基金有限公司（「家園基金」）及潤維創坊有限公司（「潤維創坊」）就有關卓悅科技可能與家園基金及潤維創坊的合作訂立不具法律約束力的諒解備忘錄（「諒解備忘錄」），代表卓悅科技、家園基金及潤維創坊之間的初步共識，實現優勢互補、互惠共贏。

由於香港政府取消了2022年農曆新年花市，進一步導致本地花農和分銷商失去了銷售渠道。香港貓迅速組建了一支「KOL花農團隊」，成功聯繫了多位本地花農，計劃直播的細節。參與商家可以在香港商場免費「攤位」。

Board Statement

Dear Stakeholders,

Despite another year of uncertainty due to the COVID-19 pandemic, Bonjour takes a holistic view of sustainability, with efforts focused on products and services related to “Beauty, Health & Lifestyle”, driving positive impact for both people and the planet. We see sustainability efforts as part of an interconnected system, where our products and services provision could help address climate-related and technology-related risks, and drive opportunity and equity for our teams, communities and business partners, emphasizing the important role the Group plays in managing the connectivity of these systems.

The Group discussed the opportunity through which to keep customers and suppliers connected, ensuring the availability of quality products and establishing critical logistic infrastructure to better service our customers and business partners. The Group will continue the business transformation roadmap to serve the omnichannel customers better, winning business partners and bridging the gap across supply chains, stores, web marketplace and retailers. The Group not only sells products and branded merchandise with exclusive distributorship rights, but also assists small and medium enterprises (SMEs) in expanding their sales network via HKMALL (香港貓) efficiently and effectively to markets in the Greater Bay Area and overseas countries. The Group sells authentic goods, and offers SMEs an easy way of payment settlement, logistics support and data services, providing a fast track for SMEs to digitally transform their businesses.

During the Period, Bonjour Technology Development Limited (卓悅科技發展有限公司) (“Bonjour Technology”), a subsidiary of the Company, entered into a non-binding Memorandum of Understanding (“Memorandum of Understanding”) with Loving Home Foundation Ltd. (家園基金有限公司) (“Loving Home Foundation”) and Runnovation Limited (潤維創坊有限公司) (“Runnovation”), in relation to potential cooperation of the three parties, to complement each other's strengths, in order to achieve mutual benefits and win-win outcome.

As the Hong Kong government cancelled the Lunar New Year Flower Fair in 2022, which further contributed local farmers and distributors for their lost of their sales channels. HKMALL quickly formed a “KOL Florist Team” and successfully contacted a number of local farmers to plan the details of the live broadcast. Participating merchants can set up “stalls” in the HKMALL for free.

可持續發展報告 (續)

董事會聲明 (續)

時值香港的疫情形勢嚴峻，各行各業都在積極應對，大家都希望盡力幫助香港盡快度過「疫情」。2022年3月，富途證券國際（「富途」）贊助香港教育工作者聯會（「聯會」）超過10萬份快速檢測套件，卓悅控股有限公司（「Bonjour」或「集團」）（股票代號：653.HK）也與聯會緊密合作，提供免費場地支持，一周內分發到香港500所學校。

集團與多個策略夥伴達成合作協議，包括與中國移動香港、華為雲、數碼港、ATOME、香港科技青年聯合會、香港教育工作者聯會等業界領先的公司及團體合作，推動互利共贏。集團核心零售業務正在積極採取行動，以應對快速增長的數字經濟。

在報告期內，集團透過全新Suisse Reborn品牌美容中心開發了以業內資深專家領軍的美容服務，其將向客戶提供一站式生活美容新體驗。首家Suisse Reborn品牌美容中心已於二零二二年六月開業。此外，集團積極開展與香港領先美容醫學專家的策略商業討論，開發美容醫學市場，擴大我們的業務增長和管理對生態系統留下的環境足跡。集團預計在大灣區和甚至亞洲市場捕捉巨大的美容醫學服務機會。

集團的核心零售業務正明確地向以消費者為中心的供應鏈平台持續轉型發展。我們的工作是提供更好的零售解決方案，以便更好地為客戶和社區服務，此等包括產品、業務及營運的可持續性。

董事會對集團的可持續發展相關風險予以定期評估、識別和管理，並確切遵守監管要求和行業規例，積極尋找潛在機會，確保能為持份者創造長期價值。此外，董事會還會定期審視各項環境、社會及企業管治目標的實施情況，並再適當和可行的情況下優化目標，以確保企業發展對環境和社會的影響減到最低。

Sustainability Report (continued)

Board Statement (continued)

The epidemic situation in Hong Kong was severe, and all walks of life were actively responding, and they all wanted to do their best to help Hong Kong get through the “epidemic situation” as soon as possible. In March 2022, Futu Securities International (“Futu”) sponsored more than 100,000 rapid test kits to the Hong Kong Federation of Education Workers (“Federation”), Bonjour Holdings Limited (“Bonjour” or the “Group”) (stock code: 653.HK) also worked closely with the Federation to provide free venue support, which was distributed to 500 schools in Hong Kong within a week.

The Group has entered into cooperation agreements with various strong strategic partners, including industry-leading companies and groups such as China Mobile Hong Kong, Huawei Cloud, Cyberport, ATOME, Hong Kong Science and Technology Youth Federation, and Hong Kong Federation of Education Workers, to drive for a win-win collaboration. What has also been clear is how the Group’s core retail businesses are taking constructive actions in the rapidly growing digital economy.

During the reporting period, the Group developed beauty services led by experienced experts in the sector through the brand-new Suisse Reborn beauty center which will offer a one-stop new experience of healthy lifestyle and beauty to customers. The first Suisse Reborn beauty centre was opened in June 2022. Further, the Group actively commenced strategic business discussions with leading medical aesthetic experts in Hong Kong to develop the medical aesthetic market and expand our journey to focus on driving business growth and managing the environmental footprint of our ecosystem. The Group expects to capture enormous opportunities in markets across the Greater Bay Area and even Asia with quality medical aesthetic services.

What has always been clear is that the Group’s core retail businesses are continuously transforming towards a consumer-centric supply chain platform. Our work is to bring retail solutions that better serve our customers and communities, including sustainable products, services and business operations.

The board of directors regularly evaluates, identifies and manages sustainability risks, and seeks out potential opportunities by complying with regulatory requirements and industry practices to ensure the creation of long-term value for stakeholders. In addition, the board of directors also periodically reviews the implementation of various “Environmental, Social and Governance” (ESG) targets and adjusts the targets where appropriate and feasible to ensure that the impact of corporate development on the environment and society is minimized.

董事會聲明 (續)

展望未來，我們已經確定了改進業務運營的機會並設定了目標，朝著可持續發展的實踐，為供應鏈和產品不斷提供改善方案。我們將繼續與行業合作夥伴合作，應對與氣候有關的挑戰，重而建立韌性。因為我們的使命是給我們的消費者及持份者帶來「美麗、健康和美好生活」，我們致力於提供優質的解決方案，管理對環境的影響，與社會的關係以及長期企業管治。我們以繼續提供優質產品為願景，遵循我們的價值觀，以人為本、與合作夥伴為盟，為地球著想，改善企業健康。

我們的初步目標不是終點，而是可持續發展旅程中的指路明燈，以帶來積極的變革。集團正與持份者和商業夥伴密切合作，解決疫情帶來的問題和挑戰。我們將致力於打造更綠色的產品組合，尋找建立人才團隊和創造多元共融的工作場所和社區。我再次感謝股東、董事會和員工的持續支持。

陳健文先生
主席
2023年4月

Board Statement (continued)

Looking ahead, we have identified opportunities for improvement and set goals in improving business operations towards sustainability practices along our supply chain and product offering. We will continue to collaborate with industry partners to address climate-related challenges and build resilience. As our mission is to bring “Beauty, Health & Beautiful Life” to consumers and stakeholders, we are committed to delivering quality solutions and managing our impact on the environment, our relationship with society at large, and our long-term corporate governance. Our aspiration is to continue to deliver quality products and improve organizational health by living our values around people, partners, and the planet.

Our preliminary targets are not endpoints, but guideposts in our sustainability journey towards bring about positive change. The Group is working closely with our stakeholders and business partners to resolve the issues and challenges of the pandemic. We seek to build greener product portfolios, endeavour to find ways to build a talented workforce and create inclusive workplaces and communities. I would once again like to thank our shareholders, Board of Directors, and employees for their continuous support.

Mr. Chen Jianwen
Chairman
April 2023

OUR COMMITMENT 我們的承諾



10%
Carbon reduction by 2030
減少碳排放

15%
Energy reduction by 2030
節能

Carbon neutral
by 2050
碳中和

OUR 2022 ACHIEVEMENTS* 2022年成果

0%
Product recalls
產品回收

3% ↑
Air emission reduction
In Tonne CO2e
氣體排放

63% ↑
Increase in product
/services complaints
產品/服務投訴

0%
Accidents
意外

7% ↓
Energy consumption
Reduction in 000kWh
能源消耗

31% ↓
Wastes reduction in Tonne
廢物減少

16% ↓
Water consumption in m3
用水量

130% ↑
Packaging materials consumptions
In Tonnes
包裝物料

397 hours,
18% ↑
Training hours
培訓時數

0
LTIR based on 200,000 hours
worked
工傷引致損失工時比率

337 Suppliers
76%
Suppliers has code of conduct briefing
供應商之行為準則

HKD890,000
58% ↑
donation
捐獻

Note: * Changes were reported versus 2021

目的

本報告提供了2022年可持續性策略和環境、社會和管治(「ESG」)表現的更新。在這不確定時間中，可持續發展一直是集團的關鍵增長計劃。本報告展示了我們對核心價值觀、環境、社會及管治的策略和過去十二個月所取得進展的承諾。卓悅控股有限公司及其子公司(「Bonjour」、「集團」或「我們」)發布了可持續性報告(「報告」)，以公開透明的方式披露了過去一年集團的環境、社會及管治的表現和可持續性計劃。本集團還致力於實現長期可持續發展目標，以確保消費者、企業、社區和地球的美好未來。

本報告中披露的信息來自集團的官方文件、統計數據或公共數據。董事會負責本報告內容的有效性、準確性和完整性。我們歡迎利益相關者提供意見和建議。您可以通過撥打+852 2872 2872或寄送至香港荃灣橫窩仔街36-50號卓悅大廈12樓提供有關可持續性報告或我們的可持續性戰略的反饋。

報告範圍

集團的董事會負責確定本報告的範圍，報告期為2022年1月1日至2022年12月31日(「報告期」或「年度」)，與集團財政年度一致。本可持續性報告中披露的信息涵蓋集團在香港總部經營的8家實體零售店和在澳門經營的2家實體零售店以及全球電子商務平台「HKMALL」(香港貓)。HKMALL(香港貓)覆蓋34個國家，包括英國、美國、加拿大、澳大利亞、法國和新加坡，在中國大陸和海外的44個市場平台上，包括天貓國際，考拉，JD.com，Facebook和WeChat Mall等。我們的主要業務包括零售業務和電子商務。

編製可持續發展報告的數據來源主要基於內部政策和各主要持份者提供的信息。卓悅將繼續優化其數據收集和報告系統，涵蓋環境管理、社會責任和公司治理三個方面，逐步擴大披露範圍，從而長期改善報告的質量和全面性。

Objective

This report provides an update of the sustainability strategy approach and environmental, social, and governance (“ESG”) performance in 2022. Sustainability has been the pivotal growth plan for the Group through uncertain times. This reporting demonstrates our commitment to our core values, ESG strategies, and the progress made over the past twelve months. The Sustainability Report (the “Report”) has been published by Bonjour Holdings Limited and its subsidiaries (“Bonjour”, the “Group” or “we”) to disclose the Group’s ESG performance and sustainability initiatives over the past year in an open and transparent manner. The Group is also committed to deliver on long-term sustainable development objectives to ensure a better future for consumers, businesses, communities and the planet.

The information disclosed in this report comes from official documents of the Group, statistical data or public data. The Board of Directors is responsible for the validity, accuracy and completeness of the contents of this report. We welcome comments and suggestions from stakeholders. You can provide feedback on the Sustainability Report or our sustainability strategy by calling +852 2872 2872 or mailing to 12/F, Bonjour Tower, 36-50 Wang Wo Tsai Street, Tsuen Wan, Hong Kong.

Reporting Scope and Boundaries

The directors of the Group are responsible for determining the scope of this Report, the reporting period of which is from 1 January 2022 to 31 December 2022 (the “Reporting Period” or “Year”), which is consistent with the Group’s financial year. The information disclosed in this Sustainability Report covers major operations cover the Group’s headquarters in Hong Kong, 8 physical retail stores operating in Hong Kong and 2 physical retail stores in Macau and the global E-commerce platform “HKMALL”. HKMALL covered 34 countries including the UK, the US, Canada, Australia, France and Singapore, across 44 market platforms in mainland China and overseas, including Tmall Global, Kaola, JD.com, Facebook and WeChat Mall etc. Our principal activities include retail business and E-commerce.

The source of data in preparing the Sustainability report is primarily based on the internal policies and documents as well as information provided by various key stakeholders. Bonjour will continue to optimise its data collection and reporting system over the three aspects: environmental management, social responsibility and governance, and gradually expand the disclosure scope to improve the quality and comprehensiveness of the report in the long term.

報告原則

本報告按照《香港聯合交易所證券上市規則》附錄27的環境、社會及管治報告指引編製。本報告中披露的信息符合環境、社會及管治報告指引中包含的「遵守或說明」條款。本報告應和集團的2022年年度報告一併閱讀，後者包含了對其財務表現和企業治理的全面審查。本報告中的環境、社會及管治指引內容索引列於本報告的附錄3中，概述了環境、社會及管治指引的應用方式。本報告已經董事會審閱、確認和批准。

集團認同《氣候相關財務披露工作小組》(「TCFD」)的主張。本報告是參考TCFD建議編製的，並致力於支持《聯合國可持續發展目標》(SDGs)中三個關鍵戰略的進程進行年度溝通。我們2022-2023年的重點是在三個關鍵焦點領域中開發一套關鍵績效指標：1) 創新和可持續性，2) 勞動力和3) 負責任的商業營運。

Reporting Principles

This report was compiled in accordance with the ESG Reporting Guide under Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. Information disclosed in this Report complies with the “Comply or Explain” provisions contained in the ESG Reporting Guide. This Report should be read in conjunction with the Group’s 2022 Annual Report, which contains a comprehensive review of its financial performance and corporate governance. The ESG Guide content index set out in Appendix 3 to this report outlines how the ESG Guide has been applied. This Report has been duly reviewed, acknowledged and approved by the board of directors.

The Group agrees the recommendations of the “Task Force on Climate-related Financial Disclosures” (“TCFD”). This report has been developed with reference to the TCFD recommendations and the Group is committed to an annual communication regarding the process of the 3 key strategies in supporting broader “United Nation Sustainable Development Goals” (SDGs). Our priority in 2022-2023 is to develop a set of key performance metrics in the three key focus areas: 1) Innovation & sustainability, 2) Workforce; and 3) Responsible business operation.



報告原則 (續)

本集團透過策略和績效措施，提高對利益相關者的問責和透明度。以下是三個重點領域：

1) 創新與可持續性

利用數字技術和解決方案來提高業務生產力、追蹤及監察其對原材料供應鏈可持續性的影響。本集團致力於創建創新和可持續的工作環境，使員工能夠提供最佳的電子商務服務和全方位的智能零售解決方案，運用我們的網絡平台「香港貓」(HKMALL)，幫助中小企業將傳統零售轉化為新零售數字供應鏈體系。

本集團致力於實施數字解決方案和創新應用，轉型零售業務，啟發客戶，提高整體業務和環境、社會及公司治理績效。

數碼電子商務已成為實現ESG目標的強大工具。集團通過香港貓平台實現在線交易，大大減少了與傳統實體零售業務相關的碳足跡。此等包括降低能源消耗、減少廢物產生和減少運輸排放。

在社會層面，數碼電子商務香港貓為更廣泛的消費者，特別是服務需要支援的社區消費者提供了獲取商品和服務的便捷途徑。本集團透過香港貓電子商務平台，有效地讓商戶在存貨過多或需要清倉時，以大幅折扣向低收入人士提供產品。此外，我們電子商務平台的數碼化特性有助於提高透明度並支持道德採購，因為可以為消費者提供就有關產品、供應商和製造流程的詳細信息。此外，在香港貓進行直播；集團已培訓超過200名KOL直播人員，免費為年輕人開展電商業務學習和實踐培訓。這為年輕一代營造了創業精神並開拓了職業前景，以在其職業發展中趕上數碼時代，從而促進經濟增長和社會流動性。

Reporting Principles (continued)

The Group is committed to enhance accountability and transparency to our stakeholders with our strategies and performance measures. The three focus areas are:

1) Innovation & sustainability

Leverage digital technologies and solutions to enhance business productivity and raw material supply chains while keeping track of the sustainability impact. The Group strive to create an innovative and sustainable work environment to empower employees to deliver best E-commerce services and all-round intelligent retail solutions, helping the SMEs to use our online platform HKMALL (香港貓) to transform traditional retails to new retail digital supply chain infrastructure.

The Group is committed to implement digital solutions and innovative applications to transform the retail business and enlighten our customers and enhance overall business and ESG performance.

Digital eCommerce has emerged as a powerful tool in achieving ESG goals. The Group, by enabling online transactions via HKMall, has significantly reduced the carbon footprint associated with traditional brick-and-mortar retail operations. This includes lower energy consumption, decreased waste generation, and reduced transportation emissions.

Socially, digital eCommerce HKMALL has democratized access to goods and services for a wider range of consumers, particularly in underserved communities. The Group via HKMall eCommerce platform has efficiently enabled merchants in offering their products at great discounts as a result of over-stocking or for clearance to lower-income community. Additionally, the digital nature of our eCommerce platform helps promote transparency and supports ethical sourcing, as they can provide consumers with detailed information about products, suppliers, and manufacturing processes. Further, livestreaming broadcast is conducted over HKMALL; the Group has trained more than 200 staff in KOL livestreaming, and have freely conducted training for young people to learn and practice eCommerce business. This created entrepreneurship and widened career prospects for young generation to catch up with the digital era in their career development, contributing to economic growth and social mobility.

可持續發展報告 (續)

Sustainability Report (continued)

報告原則 (續)

Reporting Principles (continued)

1) 創新與可持續性 (續)

1) Innovation & sustainability (continued)

在管治層面，數碼電子商務可以通過利用數據分析和人工智能促進ESG政策和實踐的實施。通過向商家免費提供我們的電子商務平台香港貓，以便商家進行上架和運營，有關技術幫助集團以及我們的客戶（商家）追蹤、監控和報告ESG績效，簡化合規並培養可持續的商業文化。

Governance-wise, digital eCommerce can facilitate the implementation of ESG policies and practices by leveraging data analytics and artificial intelligence. By offering our eCommerce platform HKMALL free to merchants in their uploads and operations, these technologies help the Group as well as our clients – the merchants – to track, monitor, and report on ESG performance, streamlining compliance and fostering a sustainable business culture.

總體而言，我們的數碼電子商務平台香港貓在推進ESG目標、推動企業、消費者和環境的積極變化方面發揮著至關重要的作用。

Overall, our digital eCommerce HKMALL plays a vital role in advancing ESG objectives, driving positive change for businesses, consumers, and the environment.

本集團將繼續投資於電子商務平台，為客戶提供優質和可持續的產品。同時，本集團將持續尋找優質的商業合作夥伴，為消費者提供美容，健康及生活產品和服務解決方案。

The Group will continue to invest in the E-commerce platform and able to offer quality and sustainable products to our customers, as well as seeking quality business partners to provide beauty, health and lifestyle products and service solutions to our consumers.



2022 award on innovative E-commerce platform
2022卓越創新企業大獎



2022 award on outstanding performance
2022傑出創業家獎

報告原則 (續)

Reporting Principles (continued)

2) 員工

為讓集團專注於考慮ESG因素的可持續商業實踐，其中一個關鍵部分是通過數碼業務發展和技能培訓建立和管理與ESG目標保持一致的勞動力人才庫。本集團會將這些標準整合到其招聘流程中。關心環境可持續性、社區影響、多樣性和包容性以及公司企業管治的應聘者將有助於加強公司對ESG的關注。

本集團已訂定指標以衡量有關安全健康及員工滿意度等多項主題的培訓時數。本集團亦予以提升員工在新零售及可持續商業實踐方面的技能，並對數碼電子商務業務的員工進行再培訓，讓他們為更綠色的未來做好準備。員工不僅按集團財務表現，還應根據環境和社會目標的進展情況進行評估和獎勵。這強化了公司的ESG價值觀和優先事項。為了滿足未來的人才需求，集團一直致力於通過與大學、非營利組織和其他組織的合作，建立具有ESG能力的應聘者管道。

總括而言，通過有效明智的招聘、培訓、績效管理和建立強大的管道，本集團致力於培養一支具有數碼科技人才和能力的員工隊伍，以幫助公司實現其環境和社會責任目標，同時實現長期財務可持續性。

3) 負責任的業務

我們的數碼平台讓集團和我們的商家能夠就供應鍊和物流方面作出優化。通過數據和分析，我們能夠簡化材料採購和向客戶交付產品。這樣可以減少資源浪費，減少交通排放，並減少總體環境足跡。

2) Workforce

In order for the Group to focus on sustainable business practices that take into account the ESG factors, a key part is to build and manage a workforce talent pool that is aligned with ESG goals via digital business development and skill training. The Group will integrate these criteria into their hiring and recruiting processes. Employees that care about environmental sustainability, community impact, diversity and inclusion and corporate governance will help strengthen the company's ESG focus.

The Group has set metrics to measure the training hours on various topics such as safety and health and employee satisfaction. The Group has also upskilled employees on new retail and sustainable business practices, and retrained employees in digital eCommerce business to prepare them for a greener future. Employees should be evaluated and rewarded not just for financial performance but also for progress against environmental and social goals. This reinforces the company's ESG values and priorities. To fill future talent needs, the Group has been working to build a pipeline of candidates with ESG capabilities through partnerships with universities, non-profits and other organizations.

In summary, through smart hiring, training, performance management and building a robust pipeline, the Group is committed to develop a workforce with digital talents and capabilities to help the company achieve its environmental and social responsibility goals while achieving long term financial sustainability.

3) Responsible Business

Our digital platform allows the Group and our merchants to optimise the supply chains and logistics. With data and analytics, we are able to streamline the sourcing of materials and delivery of products to customers. This results in less wasted resources, reduced emissions from transportation and a smaller environmental footprint overall.

報告原則 (續)

Reporting Principles (continued)

3) 負責任的業務 (續)

3) Responsible Business (續)

電子商務也讓集團和我們的商家更容易在產品和包裝中使用可持續和可回收材料。他們可以追蹤客戶對這些材料的接受程度以及它們對環境的影響程度。有了這些數據，我們和我們的商家可以不斷改進，開發更加環保和對社會有益的產品設計和材料。此外，電子商務實現了可持續消費的新模式，例如允許商家輕鬆轉售或捐贈用過的或即將過期的物品，從而減少浪費並為低收入社區和慈善部門提供消費裨益。再者，電子商務還使集團變得透明和更具企業責任。我們可以在數碼平台上分享有關材料和產品的來源及其整體環境和社會影響的詳細信息。然後，消費者可以對他們購買的商品做出負責任的選擇。這使公司很容易建立信譽並向在線消費者真實地表明其負責任的商業行為。

eCommerce also makes it easier for the Group and our merchants to use sustainable and recyclable materials in the products and packaging. They can track how well these materials are received by customers and how much they impact the environment. With this data, we and our merchants can continuously improve to develop more eco-friendly and socially responsible product designs and materials. Further, eCommerce enables new models of sustainable consumption, such as allowing merchants to easily resell or donate used or near expiry items, therefore reducing waste and providing consumption benefits to lower-income community and charity sector. eCommerce also enables the Group to be transparent and accountable. We can share details on digital platform on where materials and products come from as well as their overall environmental and social impact. Consumers can then make responsible choices about what they purchase. This makes it easier for companies to credibility and authentically convey their responsible business practices to consumers online.

集團通過我們在香港貓的電子商務業務，在2022年獲得了多項企業社會責任獎項。這是對集團在推動可持續發展方面的努力和成就的鼓勵和認可。總括而言，通過電子商務商業模式和技術，集團將繼續以可持續、環保的方式運營，並讓我們的消費者支持負責任的品牌。如果在未來幾年得到有效利用，集團將通過香港貓上的數字商務促成新一代負責任的企業，推動環境和社會責任的可持續改善。

The Group has received numerous awards of Corporate Social Responsibility in 2022 via our eCommerce operations on HKMALL. This serves as an encouragement and recognition to the Group's efforts and achievements in driving sustainability. In summary, via eCommerce business models and technologies, the Group will continue to operate in a sustainable, eco-friendly manner and empower our consumers to support responsible brands. When leveraged effectively over coming years, the Group via digital commerce on HKMALL is enabling a new generation of responsible business, driving sustainable improvements in environmental and social responsibility.



報告標準

本報告概述本集團環境、社會和公司管治(ESG)的績效，是根據「實質性」、「量化性」、「平衡性」和「一致性」的報告原則來作出匯報。請參閱下表，以了解我們對這些報告原則的理解和回應。

Reporting Standards

In the preparation of this Report, we outline the ESG performance of the Group based on the reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”. Please refer to the table below for our understanding of and response to these reporting principles.

原則 Principle	內容 Context	我們的行動 Our Action
重要性 Materiality	報告應包含反映對環境、社會及管治影響或對造成重大影響的問題對持份者的影響。 The Report should contain issues that reflect material ESG impact or substantially affect stakeholders.	與持份者溝通，了解反映環境、社會及管治影響的問題，進行重要性評估確定重要主題。 We communicated with our stakeholders to understand their concerns relating to issues that reflect material ESG impact and conducted materiality assessment to identify the material topics.
量化性 Quantitative	報告應以可測量的方式披露關鍵績效指標，以便評估和驗證環境、社會及管治政策和管理系統的有效性。 The Report should disclose key performance indicators in ways that can be measured, so that the effectiveness of ESG policies and management systems can be evaluated and validated.	本報告披露關鍵績效指標、定量信息和收集數據的方法(如適用)。 We disclosed key performance indicators, quantitative information and the methodologies in collecting the data, where applicable.
平衡性 Balance	報告應對績效指標作出不偏不倚的反映。同時報告應避免以不恰當的選擇、省略、或表述方式，以影響報告讀者的決策或判斷。 The Report should provide an unbiased picture of our performance. The Report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the Report reader.	讓環境、社會及管治報告保持平衡，公平披露關鍵ESG方面。披露本報告中的成就和挑戰。 We kept the ESG report balanced and made fair disclosures on key ESG aspects. We disclosed both achievements and challenges in this Report.
一致性 Consistency	報告應使用一致的環境、社會及管治數據方法。如果統計方法有任何變動或其他影響方法的相關因素，應在報告中進行披露。 The Report should use consistent methodologies of ESG data over time. Any changes to the methods used or any other relevant factors affecting the methodologies should be disclosed in the Report.	本報告採用一致的方法來披露有關環境、社會及管治的匯報報告方法設有實質性變化，與上一個報告期間相同。 We reported in accordance with the ESG Reporting Guide and adopted consistent methodologies in this Report. We adopted consistent methodologies in this Report and there are no material changes in the reporting approach and methodologies from those adopted by the Group in the previous reporting period.

持份者的參與

本集團認為，理解並採取行動以應對主要利益相關者的關切和期望，是實現可持續發展的目標。本集團透過不同的溝通渠道與主要利益相關者積極溝通，以確保來自主要利益相關者的評論和反饋能夠得到有效和及時的處理。下表顯示了本集團所確定的主要利益相關者的期望和關切，以及相應的管理層回應。

Stakeholder Engagement

The Group believes that understanding and taking actions to tackle key stakeholders' concerns and expectations is the goal to achieve sustainable development. The Group actively communicates with key stakeholders through different communication channels in order to ensure comments and feedbacks from major stakeholders could be effectively and timely addressed. The following table shows the expectations and concerns of the major stakeholders as identified by the Group, and the corresponding management responses.

持份者 Stakeholders	溝通渠道 Communication Channels	期望和關切 Expectations and concerns	管理層回應 Management Feedback
顧客 Customers	<ul style="list-style-type: none"> - 客戶服務熱線 - Customer service hotline - 通過電子郵件和電話呈現意見 - Opinions through email and telephone calls 	<ul style="list-style-type: none"> - 合理價格 - Reasonable price - 高品質的服務和產品 - High quality services and products - 產品和服務質量 - Products and service quality - 應對COVID-19，並在購物時最大限度地減少客戶暴露於感染風險中 - Respond to COVID-19 and minimize customers' exposure to infection when shopping 	<ul style="list-style-type: none"> - 確保有合約義務以保護客戶的權益和利益； - Ensuring contractual obligations are in place to protect customers' benefits and rights; - 提供高質量的服務和產品，最大限度地滿足客戶的滿意度； - Maximizing customers' satisfaction by providing high quality services and products; - 承諾不因公共衛生事件導致防疫用品短缺而提高價格；以及 - Pledge not to increase prices due to shortages of epidemic prevention supplies resulting from public health incidents; and - 積極研究無接觸購物的可行性。 - Actively research the feasibility of contact-less shopping.

持份者的參與 (續)

Stakeholder Engagement (continued)

持份者 Stakeholders	溝通渠道 Communication Channels	期望和關切 Expectations and concerns	管理層回應 Management Feedback
員工 Employees	<ul style="list-style-type: none"> - 會議 - Conferences - 培訓、研討會和簡報 - Training, seminars and briefing sessions - 職業安全健康局 - Occupational Safety and Health council - 平等機會委員會 - Equal Opportunities Commission - 員工活動 - Employee activities - 部門培訓 - Department training 	<ul style="list-style-type: none"> - 人性化 - Humanity - 健康和 safety - Health and safety - 職業生涯發展 - Career development - 勞工權益 - Labour rights - 避免員工接觸致癌化學物質以保護健康 - Avoid employee exposure to carcinogenic chemicals to protect health - 提高員工對職業安全健康的意識 - Raise employee's awareness of occupational safety and health - 尊重員工在家庭中的角色 - Respect employees' role in their family 	<ul style="list-style-type: none"> - 使用非危險性的耗材，例如在零售店中使用環保熱敏紙； - Use non-hazardous consumables, such as environmentally friendly thermal paper used in retail stores; - 將COVID-19防控納入引進培訓，提高員工對防疫的認知； - Include COVID-19 prevention and control into the induction training to improve employees' awareness of epidemic prevention; - 在疫情期間向員工提供免費的防疫用品—擴大職業安全培訓，提高培訓員工的比例—創建舒適的工作環境； - Provide employees with free anti-epidemic supplies during the pandemic; - 優化辦公室的嬰兒室，為哺乳的母親提供私人空間； - Expand occupational safety training and increase the percentage of trained employees; - 鼓勵員工參與持續教育和專業培訓，提高能力；以及 - Creating a comfortable working environment; - 確保有合約義務以保護勞工。 - Optimize the nursery room in the office to provide private space for breastfeeding mothers; - Encouraging employees to participate in continuous education and professional training to enhance competency; and - Ensuring contractual obligations to protect labor rights.

持份者 Stakeholders	溝通渠道 Communication Channels	期望和關切 Expectations and concerns	管理層回應 Management Feedback
股東 Shareholders	<ul style="list-style-type: none"> - 年度和中期報告 - Annual and interim reports - 股東大會 - Annual general meetings - 在香港交易所的公告 - Announcements in HKEx 	<ul style="list-style-type: none"> - 投資回報 - Return on investment - 利益保護 - Interest protection - 信息透明度 - Information transparency - 營運風險管理 - Operating risks management - 商業道德和信譽 - Business ethics and credibility 	<ul style="list-style-type: none"> - 通過股東大會確保透明和高效的溝通； - Ensuring transparency and efficient communications through annual general meetings; - 發布年度和中期報告；以及 - Publishing annual and interim reports; and - 定期在香港交易所公告。 - Publishing regular announcements in HKEx.
供應商 Suppliers	<ul style="list-style-type: none"> - 商務會議 - Business meetings - 電話通訊 - Telephone calls - 供應商評估 - Supplier assessment 	<ul style="list-style-type: none"> - 誠信 - Integrity - 透明的採購流程 - Transparent procurement process - 商業道德和信譽 - Business ethics and credibility 	<ul style="list-style-type: none"> - 確保有合約義務； - Ensuring contractual obligations are in place; - 依法履行合約；以及 - Performing the contract in accordance with the law; and - 改進供應商選擇機制。 - Improve the supplier selection mechanism.

持份者的參與 (續)

Stakeholder Engagement (continued)

持份者 Stakeholders	溝通渠道 Communication Channels	期望和關切 Expectations and concerns	管理層回應 Management Feedback
社會監督人士 Social monitors	<ul style="list-style-type: none"> - 研討會 - Seminars 	<ul style="list-style-type: none"> - 減少集團的用電、用紙和浪費 - Reduce electricity consumption, paper use and waste across the Group - 選擇無動物測試的產品 - Choose products without animal testing 	<ul style="list-style-type: none"> - 引入和使用OA系統實現無紙化審批流程； - Introduce and use OA system to realize paperless approval process; - 在辦公室設置智能塑膠瓶回收機；以及 - Set up smart plastic bottle recycling machines in the office; and - 改進支持可持續發展的供應鏈系統。 - Improve a supply chain system that supports sustainable development.
社區 The Community	<ul style="list-style-type: none"> - 社區投資和捐贈 - Community investment and donation - 公司網站 - Company website 	<ul style="list-style-type: none"> - 參與社會活動 - Involvement in society - 節能 - Energy saving - 資源節約 - Resources conservation - 社區發展和支持 - Community developments and support 	<ul style="list-style-type: none"> - 實施環保措施，減少、重複使用和回收資源，以最小化環境影響； - Implementing eco-friendly measures to reduce, reuse and recycle resources to minimize environmental impact; - 擴大集團的志願者團隊，增加員工參與慈善活動的人數和頻率；以及 - Expand the Group's volunteer team, and increase the number of employees participating in charity activities and frequency; and - 維持年度捐贈。 - Maintain annual donations.

重要性評估

本集團重視利益相關者的意見。考慮到利益相關者的期望，我們分析了各種環境、社會及管治議題的重要性。考慮了企業戰略目標和政策、行業標準、法律和監管責任、環境保護、資源利用、質量控制和員工保護等因素，以確定業務運營的影響。

重要性評估的程序如下：

第一步：辨識 – 參考環境、社會及管治報告指引中列出的可持續發展議題和行業最新的可持續發展趨勢，我們確認了16個環境、社會及管治議題，這些議題對利益相關者和我們的業務運營具有較高的重要性；

環境、社會及管治方面 ESG Aspects

Materiality Assessment

The Group values the opinion given by stakeholders. Taking the stakeholders' expectations into consideration, we analysed the importance of various ESG issues. Factors such as business strategy objectives and policies, industry standards, legal and regulatory responsibilities, environmental protection, use of resources, quality control and employee protection, etc. were considered in order to identify the impact of the business operations.

The procedures for the materiality assessment are as follow:

Step 1: Identification – With reference to the sustainability topics listed in the ESG Reporting Guide and the latest sustainability trends in the industry, 16 ESG issues were identified where they posed higher importance to both stakeholders and our business operation:

環境、社會及管治方面 ESG Aspects	編號 No.	環境、社會及管治議題 ESG Issues
A. 環境	A1: 排放能源管理和溫室氣體排放	1 能源管理和溫室氣體排放
A. Environmental	A1: Emissions	1 Energy management and GHG emissions
	A2: 資源使用資源循環利用	2 資源循環利用
	A2: Use of Resources	2 Resource circularity
	A3: 環境和自然資源減少對環境的影響	3 減少對環境的影響
	A3: The Environment and Natural Resources	3 Minimizing Environmental impact
	A4: 氣候變化與氣候有關的問題	4 與氣候有關的問題
	A4: Climate Change	4 Climate-related issues

重要性評估 (續)

Materiality Assessment (continued)

環境、社會及 管治方面 ESG Aspects	編號 No.	環境、社會及管治議題 ESG Issues
B. 社會	B1 : 就業人才招聘和留任	5 人才招聘和留任
B. Social	B1 : Employment	5 Talent recruitment and retention
	B2 : 健康與安全職業健康與安全	6 職業健康與安全
	B2 : Health and Safety	6 Occupational health and safety
	B3 : 發展和培訓員工發展	7 員工發展
	B3 : Development and Training	7 Employee's development
	B4 : 勞工標準防止強迫勞動和童工	8 防止強迫勞動和童工
	B4 : Labour Standards	8 Prevention of forced and child labour
	B5 : 供應鏈管理供應鏈可持續發展	9 供應鏈可持續發展
	B5 : Supply Chain Management	9 Supply chain sustainability
	B6 : 產品責任私隱保護和資料安全、投 訴處理、消費者購買行為、產品品 質和責任、數字化和創新	10 私隱保護和資料安全、投訴處理、消費者購 買行為、產品品質和責任、數字化和創新
	B6 : Product Responsibility	10 Privacy protection and data security
		11 商業道德和反貪污
		11 Handling of complaints
		12 投訴處理
		12 Consumers' buying behaviour
		13 消費者購買行為
		13 Product quality and responsibility
		14 產品品質和責任
		14 Digitalization and innovation
		15 數字化和創新
	B7 : 反貪污商業道德和反貪污	15 Business ethics and anti-corruption
	B7 : Anti-corruption	15 Business ethics and anti-corruption
	B8 : 社區投資社區投資	16 社區投資
	B8 : Community Investment	16 Community investment

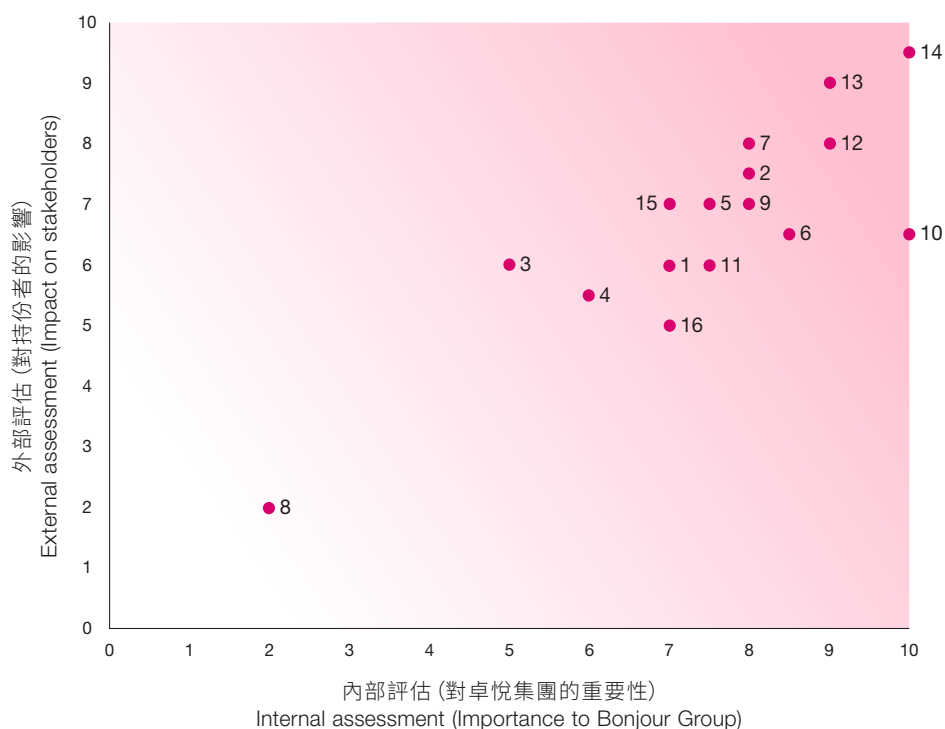
重要性評估 (續)

第二步：優先順序 – 為了確定環境、社會及管治議題的重要性，我們評估並打分每個環境、社會及管治議題的相關性／重要性，基於我們的高級管理層和關鍵利益相關者的觀點，在0到10的尺度上進行評分（0表示不相關，10表示至關重要）。下面重要性矩陣的垂直軸顯示了外部評估的結果（對利益相關者的影響），水平軸則展示了內部評估的結果（對業務的影響）。位於右上象限內的環境、社會及管治議題最為重要。

Materiality Assessment (continued)

Step 2: Prioritisation – To determine the materiality of the ESG issues, we have assessed and scored the relevance/importance of each of the ESG issues based on the views of our senior management and key stakeholders on a scale of 0 to 10 (0 is irrelevant and 10 is crucial). The vertical axis of the below materiality matrix shows the result of external assessment (impact on stakeholders) and the horizontal axis presents the internal assessment result (impact on business). The ESG issues that fall within top right-hand quadrant are of greatest importance.

重要性矩陣 Materiality Matrix



編號 環境、社會和公司治理的議題

No. Topics of environmental, social and governance

14 數字化和創新 Digitalization and innovation	5 人才招聘和留任 Talent recruitment and retention
13 產品品質和責任 Product quality and responsibility	15 商業道德和反貪污 Business ethics and anti-corruption
12 消費者購買行為 Consumers' buying behaviour	11 投訴處理 Handling of complaints
10 私隱保護和資料安全 Privacy protection and data security	1 能源管理和溫室氣體排放 Energy management and GHG emissions
7 員工發展 Employee's development	16 社區投資 Community investment
2 資源循環利用 Resource circularity	4 與氣候有關的問題 Climate-related issues
6 職業健康與安全 Occupational health and safety	3 減少對環境的影響 Minimizing Environmental impact
9 供應鏈可持續發展 Supply chain sustainability	8 防止強迫勞動和童工 Prevention of forced and child labour

第三步驟：應用—根據物質性矩陣，「數位化和創新」、「產品品質和責任」、「消費者購買行為」和「隱私保護和數據安全」被確定為更為重要的議題。這項物質性評估的結果被用來指導我們的披露對齊，以及公司的戰略規劃和風險管理。本報告的以下部分更詳細地說明瞭集團對這些重要議題的回應。展望未來，集團將繼續與利益相關者進行溝通和協作，共同為可持續發展做出貢獻。

Step 3: Application – According to the materiality matrix, “Digitalization and innovation”, “Product quality and responsibility”, “Consumers’ buying behaviour”, and “Privacy protection and data security” were identified as the issues of higher importance. The results of this materiality assessment were used to guide our disclosure alignment, as well as the strategic planning and risk management of the company. The Group’s responses to these important issues have been elaborated in more details in the following sections of the Report. Looking forward, the Group will continue to engage and maintain a communicative and collaborative relationship with our stakeholders to jointly contribute to sustainable development.

企業管治

企業管治是本集團業務可持續營運的基礎。我們致力於堅守良好的企業管治原則，強調獨立性、高透明度和責任制。我們嚴格遵守業務所在的國家所有法律及法規。

Corporate Governance

Governance is the foundation of our sustainable business operations. We endeavor to uphold principles of good corporate governance with an emphasis on independence, transparency, and accountability. We strictly abide by all laws and regulations in our operations, and in accordance with those of the countries in which we operate.

董事會的角色

本集團由董事會管治，負責指導和監督業務營運事務。董事會向股東負責，旨在創造股東最大的長期價值發展，同時平衡更廣泛各方持份者的相關者利益。

董事會還負責領導和管控及監督集團營運業務，評估集團表現。此外，董事會還關注集團的整體策略發展和政策，特別關注集團的增長和財務表現。

董事們的任務是促進公司的長期成長，並以可持續增長為重點，做出符合公司最佳利益的決策。董事會由主席陳建文先生帶領，與董事會協商決定集團的整體戰略方向，並負責高層管理的監督。管理層負責集團的日常運營，由首席執行官領導，並得到執行董事的支持。

董事會致力於將可持續性納入業務策略，並承擔領導和責任，包括：

- 監督評估和確認集團的環境和社會影響；
- 確保建立適當和有效的風險管理和內部控制系統；
- 與投資者和監管機構的期望和要求相一致；
- 定期審查集團的績效；
- 將可持續性納入企業文化，並促進可持續性考量成為業務決策過程的一部分；以及
- 批准集團可持續性報告中的披露內容。

本集團認識到，隨著業務發展和營運環境以及各方持份者的期望，及不斷演變的環境，其治理方式需要不斷進化。本集團所採用的企業治理原則和實踐強調擁有優質的董事會、健全的內部控制、透明度和問責制度。本集團將繼續檢討其治理方式並在未來進行適當的增強。

Role of the Board

The Company is governed by the Board which is responsible for directing and supervising its affairs. The Board is accountable to the shareholders for the development of the Group with the goal of maximizing long-term shareholders' value, while balancing broader stakeholders' interests.

The Board is also responsible for the leadership and control of the Company, overseeing the Group's businesses and evaluating the performance of the Group. Besides, the Board also focuses on overall strategic development of the Group and its policies with particular attention paid to the growth and financial performance of the Group.

The Directors are charged with the task of promoting the long-term success of the Company and making decisions in the best interests of the Company with special focus on sustainable growth. The Board is led by the Chairman, Mr. Chen Jianwen, who determines the overall strategic direction of the Group in consultation with the Board and is responsible for the high-level oversight of management. Management is responsible for the day-to-day operations of the Group under the leadership of the Chief Executive Officer, with the support of the Executive Directors.

The board is committed to incorporate sustainability into the business strategies and take leadership for and accountability in:

- Overseeing the assessment and identification of the Group's environmental and social impacts;
- Ensuring proper and effective risk management and internal control systems are in place;
- Aligning with what investors and regulators expect and require;
- Regularly reviewing the performance of the Group;
- Integrating sustainability in the corporate culture and promoting sustainability considerations are part of the business decision-making process; and
- approving the disclosures in the Group's sustainability Report.

The Group recognises that its approach to governance needs to continue to evolve over time to align with the sustainability of business developments and in the environment in which it operates as well as the evolving expectations of its stakeholders. The corporate governance principles and practices adopted by the Group emphasise a quality Board with sound internal controls, transparency and accountability. The Group will continue to review its approach to governance and make appropriate enhancements going forward.

A. 環境

本集團專注於減少對自然環境的負面影響，並致力於降低與氣候變化有關的風險。綠色進程和環境保護是我們可持續發展戰略的核心。我們與客戶、供應商和行業夥伴合作，積極整合環境保護和可持續性，提高供應鏈表現，採用標準和最佳行業範例，並從可持續來源獲取產品。

多年來，我們一直在探索各種模式和辦法，以更好地了解、量化和識別減少對供應鏈和產品交付的負面環境影響的解決方案。2022年12月，集團開始評估可持續性策略的發展。我們使用2021-2022年作為基準線，制定減排和節能目標。集團還努力提高環境數據的收集和分析過程。我們致力於與專業機構合作，制定應對氣候變化的淨零策略。集團致力於提供專門的資源和關注，以開展和推出淨零項目，實現溫室氣體(GHG)排放減少的目標。

A. Environmental

The Group focuses on our environmental footprint and aims at minimizing the negative impacts on natural environment through mitigating climate-related risks. Go green and environmental protection is central to our sustainability strategy. We work with our customers, suppliers and industry partners to actively integrate environmental protection and sustainability in improving performance in the supply chain, adopting standards and best practices and obtain products from sustainable sourcing.

Over the years, we have been exploring a number of models and methods to better understand, quantify and identify solutions designed to reduce the negative environmental impacts on our supply chains and the delivery of products. In December 2022, the Group started to evaluate the sustainability strategy in the development of sustainability targets. We use year 2021-2022 as the baselines to develop the emission and energy saving goals. The Group also strives to enhance the process of collecting and analyzing environmental data. We are committed to working with professional parties in the development of a net zero strategy in addressing climate-related risk climate change. The Group are committed to provide dedicated resources and attention to develop and roll-out the net-zero project in achieving the goal of Greenhouse Gas (“GHG”) emissions reduction.

A. 環境 (續)

A. Environmental (continued)

A1: 排放量

A1: Emissions

由於集團主要從事零售和電子商務業務，因此我們辦公室和零售店的環境對影響微不足道。然而，集團仍追求綠色和環境保護的概念，致力於改善其運營，減少其對環境的直接影響。我們近年來擴大的電子商務業務也有望減少實體店的能源消耗和廢棄物產生，同時我們正在鼓勵無紙化的工作環境。

Since the Group is mainly engaged in retail business and E-commerce, the environmental impact of our office and retail store operations is insignificant. Yet, the Group still pursues the concept of green and environmental protection and has been committed to improving its operations to reduce the direct impact of its business on the environment. The E-commerce business we have expanded in recent years is also expected to reduce energy consumption and waste generation in physical stores as we are encouraging a paperless working environment.

集團採用氣候相關財務披露工作組(TCFD)的政策和監管指引的變化。集團遵守防止污染的法律，如空氣污染控制條例、噪聲控制條例、廢物處理條例、水污染控制條例、環境影響評估條例、海上傾倒條例、臭氧層保護條例、危險化學品控制條例和產品綠色責任條例，以及機動車輛怠速(固定罰款)條例等。

The Group adopts changes in policy and regulatory guidance from Task Force on Climate-related Financial Disclosures ("TCFD"). The Group complies to the anti-pollution laws such as Air Pollution Control Ordinance, Noise Control Ordinance, Waste Disposal Ordinance, Water Pollution Control Ordinance, Environmental Impact Assessment Ordinance, Dumping at Sea Ordinance, Ozone Layer Protection Ordinance, Hazardous Chemicals Control Ordinance and Product Eco-responsibility Ordinance, Motor Vehicle Idling (Fixed Penalty) Ordinance etc.

溫室氣體(GHG)排放

Greenhouse Gas (GHG) Emissions

在報告期內，集團沒有產生氮氧化物、二氧化硫、懸浮粒子和其他空氣污染物，也沒有直接排放溫室氣體。間接排放溫室氣體的主要來源是購買的電力和棄置在堆填區的紙張廢料。集團已通過提供持續培訓和張貼節能提醒來教育和鼓勵員工致力於良好的節能實踐。

During the Reporting Period, the Group did not produce nitrogen oxides, sulphur oxides, particulate matter and other air emissions, nor did it directly produce greenhouse gases. The main sources of indirect greenhouse gas emissions are purchased electricity and paper waste disposed at landfills. The Group has educated and encouraged our staff to commit on good energy-saving practices by providing continuous training and affixing energy saving reminders.

在報告年度內，我們在範圍1下產生了24噸二氧化碳等量的排放量(2021年：在範圍1下產生了25噸二氧化碳等量的排放量)，較2021年減少4%，成功實現公司到2030年將溫室氣體排放減少15%的目標(範圍1和2)。展望未來，我們將繼續努力實施節能減排措施，並致力於進一步減少溫室氣體排放，實現我們的最終目標。此外，我們在範圍2下產生了1,260噸二氧化碳等量的排放量(2021年：在範圍2下產生了1,257噸二氧化碳等量的排放量)。與2021年相比，今年溫室氣體總排放量增加了0.2%。

During the Reporting Year, we generated 24 tonnes carbon dioxide equivalent emissions under scope 1 (2021: 25 tonnes of carbon dioxide equivalent emissions under scope 1), representing a decrease of 4% compared to 2021, which is successfully achieving towards the Company's target of minimizing its GHG emissions by 15% by 2030 (scopes 1 and 2). Looking forward, we will continue our efforts in implementing energy-conservation and emission-reduction measures, and we aim to further minimize GHG emissions towards our ultimate goal. Also, we generated 1,260 tonnes of carbon dioxide equivalent emissions under scope 2 (2021: 1,257 tonnes of carbon dioxide equivalent emissions under scope 2). This year, the total greenhouse gas emission has increased by 0.2% comparing with 2021.

A. 環境 (續)

A. Environmental (continued)

A1 : 排放量 (續)

A1: Emissions (continued)

溫室氣體(GHG)排放 (續)

Greenhouse Gas (GHG) Emissions (continued)

此外，我們在範圍3下產生了54噸二氧化碳等量的排放量(2021年：在範圍3下產生了23噸二氧化碳當量的排放量)。與2021年相比，今年溫室氣體總排放量輕微增加了134.8%。範圍1至3的溫室氣體排放總變化主要是由於辦公室人員重新回到辦公室工作，因此購買的電力需求增加。

Besides, we also generated 55 tonnes of carbon dioxide equivalent emissions under scope 3 (2021: 23 tonnes of carbon dioxide equivalent emissions under scope 3) This year, the total greenhouse gas emission has increased by 139% comparing with 2021. The total change of GHG emissions in scope 1-3 was mainly due to the slight increase in electricity consumption as the office staff started to resume work at office so the need of purchased electricity increased.

該集團旨在通過實現能源節約和減少範圍1和2中產生的絕對二氧化碳排放量，到2026年將減少6%，並計劃在長期目標中將範圍2的排放量減少15%到2030年。我們的最終目標是在2060年實現碳中和。對於範圍3，我們承諾在2030年之前，將涵蓋購買的商品和服務的排放量的80%的供應商具有驗證的排放目標；該集團計劃在2030年之前，涵蓋上游運輸和分銷的排放量的供應商中有60%具有可驗證的環境、社會及管治的ESG目標。

The Group aims at reducing energy consumption and absolute carbon dioxide emissions generated in our scopes 1 and 2 by 6% by 2026 and aims to reduce scope 2 emission by 15% by 2030 in the long-term goal. Our ultimate goal is to be carbon neutral by 2060. For scope 3, we commit that 80% of our suppliers by emissions covering purchased goods and services, will have validated emission targets by 2030; the Group plan to have 60% of our suppliers by emissions covering upstream transportation and distribution, will have validated ESG targets by 2030.

為了減少我們的業務對環境的影響，我們致力於將環境保護文化融入我們的零售店中，包括張貼節能通知或提醒，鼓勵員工參與環境保護活動，並實施以下措施：

In order to reduce the impact of our business on the environment, we are committed to integrating environmental protection culture into our retail stores, including posting energy-saving notices or reminders to encourage employees to participate in environmental protection activities, and implementing the following measures:

- 關閉未使用的燈光和設備，或使用計時器控制電源；
- 調節空調系統至最適溫度，以適用於辦公室和倉庫環境；
- 將照明更換為LED燈，以減少能源消耗；
- 定期清潔或更換所有空調機的濾網，以提高空調的效率；以及
- 定期檢查能源計量器，並在門上貼上條帶以防止冷空氣外洩。

- Turn off the lights and equipment that were not in use or use timers to control power supply;
- Air conditioning system were regulated to an optimum temperate appropriate for office and warehouse environment;
- Replace the fluorescence lights to LED-lights to reduce energy consumption;
- Periodical cleaning or replacing filter in all air-conditioners to improve efficiency of air-conditioning; and
- Periodical review of energy meters and apply strips on doors to prevent leakage of cool air.

可持續發展報告 (續)

Sustainability Report (continued)

A. 環境 (續)

A. Environmental (continued)

A1: 排放量 (續)

A1: Emissions (continued)

有害和無害廢物

Hazardous and Non-hazardous Waste

在我們的日常運營中，即美容和健康產品的銷售中，我們不會產生危險廢物，如化學廢物，醫療廢物和危險化學物質。在報告期內，我們產生的廢物主要是廢紙，其中包括收銀機中使用的熱敏紙卷、辦公室和倉庫使用的印刷紙和零售商店的紙購物袋。在報告期內，我們使用的非危險廢物為106噸（2021年：153噸），相比2021年減少了30.7%。這種減少主要是由於該集團在COVID-19大流行期間關閉了一些零售店。該集團旨在到2026年將紙張廢物減少至少5%，並在長期目標中至少減少15%。我們在整個業務運營中採用了綠色辦公室管理，以進一步減少日常運營中的廢物產生。集團將繼續鼓勵員工使用電子文件而不是紙質副本；並使用雙面印刷方法。辦公室影印機附近也放置了回收箱，以收集可以重複使用的紙張（即只印了一面的紙張）。

In our day-to-day operations, i.e. sales of beauty and health-care products, we do not generate hazardous waste such as chemical waste, medical waste and hazardous chemicals. During the Reporting Period, the waste produced by us was mainly waste paper, which included the thermal paper rolls used in the cash register, printing paper used in the office and warehouse and paper shopping bags in retails. During the Reporting Period, our usage of non-hazardous waste was 106 tonnes (2021: 153 tonnes), representing a decrease of 30.7% compared to 2021. The decrease was mainly due to the closure of some retail stores under the Group during the COVID-19 pandemic. The Group aims to reduce waste of paper by at least 5% by 2026 and reduce at least 15% by 2030 in the long-term goal. We have adopted green office management on our entire business operations to further reduce waste generation in the daily operations. The Group will continue to encourage the staff to use electronic documents rather than paper copies; and use double sided printing method. Recycling boxes near office photocopiers are also placed to collect paper that can be reused (i.e. those printed on only one side).

A. 環境 (續)

A. Environmental (continued)

A1: 排放量 (續)

A1: Emissions (continued)

有害和無害廢物 (續)

Hazardous and Non-hazardous Waste (continued)

集團已實施各種措施以實現減少目標：

The Group has implemented a variety of steps to achieve the reduction target:

- 替換所有塑膠杯和膠樽；
- 減少紙張使用：我們已採用電子收據，標籤印刷和快遞訂單印刷來節省紙張印刷；
- 使用可重複使用的塑膠盒進行交付，錄得30%的紙箱購買量減少；
- 鼓勵員工重複使用信封和紙張；以及
- 部署可降解塑膠、紙質和可回收的非織造布袋。

- All plastic cups and bottles were replaced;
- Reduce paper usage: we have adopted digital receipts, label printing and express order printing to save the printing of paper;
- Reusable plastic box was for delivery and recorded 30% reduction in cardboard carton purchase;
- Encourage employees in reusing envelop and papers; and
- Deployed degradable plastic, paper, and recyclable non-woven bags.

我們的辦公室每年都組織一次「環境清潔」活動，將舊文件和文件移除並將其送往回收公司以回收紙張廢物。

Our office organized an activity called “environmental clean-up” annually by removing old files and documents and sent them to recycling companies to recycle waste of paper.

在報告期內，該集團未違反與空氣或溫室氣體排放或危險或非危險廢物相關的任何適用法律法規。

During the Reporting Period, the Group are not in breach of any applicable laws and regulations related to air or greenhouse gas emissions or hazardous or non-hazardous waste.

A. 環境 (續)

A. Environmental (continued)

A2: 資源使用

A2: Use of Resources

提高資源使用效率也是集團非常重視的環境保護問題。為了履行我們的環保責任，我們不時審查和評估我們的環保措施的效率和有效性，以節省能源消耗，幫助我們在環境保護和業務增長之間取得良好的平衡。

Improving the efficiency of use of resources is also an environmental protection issue that the Group attaches great importance to. In order to fulfil our environmental responsibility, we review and evaluate the efficiency and effectiveness of our environmental initiatives from time to time to save energy consumption and help us strike a good balance between environmental protection and business growth.

能源使用

Energy Use

在報告期內，直接能源消耗主要歸因於汽油／汽油和柴油的使用，總能源消耗量為100 MWh (2021年：102 MWh)，比去年下降了2%。下降主要是由於旗下的一些零售店的關閉。此外，集團的間接能源消耗，主要歸因於所用電力，總電力消耗量為2,430 MWh (2021年：2,626 MWh)，比去年下降了7.5%。下降主要是由於COVID-19大流行期間集團下的一些零售店的關閉。我們已積極採取了一系列節能措施，以實現資源的有效使用，例如將辦公室溫度保持在攝氏24至26度，關閉不必要的照明，並轉用帶有能源效率標籤的節能設備。集團明白減少能源消耗不僅可以減少溫室氣體排放，還可以減少集團的不必要開支，我們計劃在未來以自動低功率模式或節能模式替換照明或設備，以實現最小化能源消耗的目標。預計集團的間接能源消耗至少可在2026年之前減少6%，並在長期目標中至少減少15%。

During the Reporting Period, direct energy consumption was mainly attributable to usage of gasoline/petrol and diesel, with a total energy consumption of 100 MWh (2021: 102 MWh), a decrease of 2% from the previous year. The decrease was mainly due to closure on some retail stores. Besides, the Group had indirect energy consumption which mainly attributable to purchased electricity, with a total electricity consumption of 2,430 MWh (2021: 2,626 MWh), a decrease of 7.5% from the previous year. The decrease was mainly due to the closure of some retail stores under the Group during the COVID-19 pandemic. We have proactively taken a series of energy-saving measures to achieve efficient use of resources, such as to keep the office temperature at 24 to 26 degrees Celsius, turning off unnecessary lighting, and deploying energy-efficient devices which carry energy efficiency label. The Group understands that reducing energy consumption not only cut greenhouse gas emissions but also reduces unnecessary expense for the Group, we plan to replace lighting or equipment with automatic low power mode or energy-saving mode with the objective of minimizing energy consumption in the future. The indirect energy consumption of the Group is expected to be reduced by at least 6% by 2026 and aims to reduce by at least 15% by 2030 in the long-term goal.

水消耗

Water Consumption

水是業務操作過程的關鍵資源。根據聯合國對水和衛生的工作，聯合國水資源的整合技術建議來自聯合國實體和外部組織，有助於形成可持續發展目標6 (SDG 6)，以「確保水和衛生設施的可用性和可持續管理，以供所有人使用」。集團通過有效的水資源管理來理解環保的重要性。

Water is a critical resource for operational process. According to United Nations' (UN) work on water and sanitation, UN-Water's consolidated technical advice from UN entities and external organizations helped shape Sustainable Development Goal 6 (SDG 6) to "ensure availability and sustainable management of water and sanitation for all". The Group understands the importance of environmental protection through efficient water management on warehousing.

A. 環境 (續)

A2: 資源使用 (續)

水消耗 (續)

在報告期內，我們的用水量約為9,282立方米（2021年：11,091立方米），較去年減少了16.3%，這與用電量的下降相當。集團預計到2026年將將水的消耗量至少減少2%，並在2030年至少減少10%的長期目標。

集團定期維護和修復茶水間的用水設施，以確保洩漏的管道得到定期更換或修復。其他相關措施包括在辦公室張貼海報，提醒員工節約用水。

包裝物料消耗

包裝物料包括紙箱類與膠袋。在報告期內，我們的紙質包裝盒膠袋使用約為7公噸（2021年：3公噸）。此顯著升幅因集團庫存之紙板包裝此前因用盡而作較多補充。集團預計包裝物料的使用將於2026年減少1公噸，並在2030年至少減少20%的長期目標。

A3: 環境和自然資源

本集團非常關注我們對環境和自然資源的影響。我們將繼續評估我們業務的環境風險，檢討我們的環境保護措施，採用更多的資源節約和環境保護措施，以減少對自然環境的影響，並遵守適用於本集團就排放和資源使用的法律法規。本集團意識到保護環境對社會和下一代的幸福至關重要，我們會盡可能採用更多節能減排和環保的設備，提高員工和商業合作夥伴的環保意識，從而共同實現可持續發展的目標，進一步減輕對環境的不良影響。

A. Environmental (continued)

A2: Use of Resources (continued)

Water Consumption (continued)

During the Reporting Period, our water consumption was approximately 9,282 m³ (2021: 11,091 m³), a decrease of 16.3% from the previous year which was comparable with the decline in electricity consumption driven by the same reason. The water consumption of the Group is expected to be reduced by at least 2% by 2026 and aims to reduce at least 10% by 2030 in the long-term goal.

The Group regularly maintains and repairs the water facilities in the pantry to ensure that leaking pipes are regularly replaced or repaired. Other related measures include posting posters in the office to remind employees of saving water.

Packaging Material Consumption

Packaging materials included packaging carton boards and plastic bags. During the Reporting Period, our packaging cartons and paper bags usage was approximately 7 tonnes (2021: 3 tonnes). The significant increase of usage was because of higher packaging cartons were purchased due to depletion of inventory of carton boards. The packaging material consumption of the Group is expected to achieve a reduction of 1 tonne by 2026 and aims to reduce at least 20% by 2030 in the long-term goal.

A3: Environment and Nature Resources

The Group pays great attention to our impact on the environment and natural resources. We will continue to assess the environmental risks of our business, review our environmental protection measures, adopt more resource conservation and environmental protection practices to reduce the impact on the natural environment, and comply with the laws and regulations applicable to the Group's emissions and use of resources. The Group is aware of the importance in protecting the environment for the well-being of the society and the next generation. We endeavour to further alleviate the adverse impact on the environment in the future by adopting more resource-saving and environmentally-friendly equipment whenever possible, to enhance the environmental awareness of our staff and business partners, and in turn achieve the goal of sustainable development collectively.

A. 環境 (續)

A. Environmental (continued)

A4：氣候變化

A4: Climate Change

本集團已檢視了《與氣候相關的財務透明度工作小組》(TCFD)的框架，採用該框架以了解如何減輕氣候相關風險，利用電子商務平台實現零碳轉型。本集團已開始進行氣候變化相關風險和潛在機遇的鑑定，以提高我們管理這些風險的能力。

The Group has reviewed the Task Force on Climate-related Financial Disclosures (“TCFD”) and have adopted the framework to understand how to mitigate the climate-related risk and use the E-commerce platforms to transition to net zero. The Group has started to work on identifying potential risks and opportunities associated with climate change so that we could improve our capabilities to manage those risks.

氣候變化是一項重大挑戰，根據聯合國政府間氣候變化專門委員會(IPCC)的特別報告，全球升溫超過1.5°C的後果將極有可能對全球帶來更加頻繁和極端的天氣現象，並對環境、生物多樣性、人類生活和我們的社區帶來災難性和決定性的影響。本集團計劃制定一個零碳氣候計劃，以減少能源消耗和碳足跡。

Climate change is the critical challenge and according to the UN Intergovernmental Panel on Climate Change (IPCC)’s special reports, the consequences of global warming above 1.5°C will most certainly cause more frequent and extreme weather episodes across the globe, as well as the catastrophic and definitive impact on the environment, biodiversity, human livelihood and our communities. The Group is planning to develop a Net Zero Climate plan in reducing energy consumption and carbon footprint.

COVID-19疫情也突顯了應對氣候相關風險的重要性。本集團推行建立綠色和可持續的業務營運環境的策略。我們致力於保護自然環境，改善業務運作，以減少負面氣候相關風險的直接影響。發展強大的電子商務策略是推動商業可持續發展路徑的驅動力，同時在減少實體店面的能源消耗和廢物產生方面著手減緩氣候變化風險。由於我們面臨著實體和過渡風險，產品供應和產品定價可能會受到影響，本集團已將氣候變化納入企業風險的一部分，並進行定期審視。

COVID-19 pandemic also highlighted the important of addressing climate-related risks. The Group pursues the strategy of building a green and sustainable business operational environment. We are committed to protect the nature and improve the business operations so as to reduce the direct impact of negative climate-related risks. The strategy of developing a robust E-commerce is the driving force towards the roadmap of business sustainability and at the same time mitigate the climate risks in reducing energy and wastes generation in physical stores. Since we are exposed to both the physical and transition risks, product availability and product pricing could be impacted and the Group have included climate change as part of the enterprise risk and reviewed periodically.

氣候變化對集團及其消費者和商業夥伴造成了即時和長期風險。氣候相關風險是指由氣候變化引起潛在損失的風險，分為實體風險和過渡風險。

Climate change presents immediate and long-term risks to the Bonjour Group and its consumers and business partners. Climate-related risks refers to the potential risk of loss arising from climate change and is divided into physical risk and transition risk.

A. 環境 (續)

A4 : 氣候變化 (續)

實體風險

我們相信因氣候變化帶來的極端天氣變化將是商務活動中不可避免的氣候風險之一。大規模山火、地震和颱風等極端天氣事件將對生活環境構成危險，並影響我們的財產和運營，最終導致收入損失。

過渡風險

旨在實現低碳和更加氣候友善的未來，通過收緊環境法規和氣候相關立法，除了控制排放，企業還需要遵循越來越嚴格的環境、社會及管治披露準則。此外，投資者和客戶也越來越意識到企業的可持續性和他們對開展綠色業務的承諾。就此，集團意識到有關承認缺乏市場競爭力等潛在風險，而更甚的是聲譽風險以及可能的法律風險。

集團目前將氣候相關風險確定為其風險治理框架內的「新興風險」。新興風險是目前環境不斷變化下新誘發的風險因素，或在氣候相關風險的情況下，現有正在迅速變化或演變的風險。其中集團需要收集和分析與這些相關的數據以評估業務運營的風險。本集團已建立環境政策，並將氣候相關風險作為其中一項戰略重點。同時，集團將重點留意關於科技和市場變化帶來的風險和機遇。於2022年，集團戰略規劃是將我們既有的營運模式快速遷移到的全球電子商務平台，以與各持份者持續協作。再者，此等轉型將與各持份者分享信息並互相協助，以便各持份者了解我們的新商業模式，並且就環境、社會及管治(ESG)中的指標迎合到業務中，以降低風險。

A. Environmental (continued)

A4: Climate Change (continued)

Physical Risks

We believe that extreme weather changes brought about by climate change will be one of the unavoidable climate risks for business activities, and extreme weather events such as large-scale wildfires, earthquakes and typhoons will bring dangers to the living environment and affect our properties and operations, which ultimately result in loss of revenue.

Transition Risks

Aiming towards a low-carbon and more climate-friendly future by tightening environmental regulations and climate-related legislation. Other than controlling emission, corporations are also required to follow increasingly stringent disclosure for ESG reporting. Moreover, investors and customers are also becoming more aware of the sustainability of corporations and their commitment to conducting green businesses. Thus, the Group recognises the potential risks such as lack of market competitiveness and more importantly the reputational risks and possible legal risks.

The Group currently identifies climate-related risks as an “emerging risk” within its risk governance framework. Emerging risks are risks or thematic issues that are either new to the landscape, or in the case of climate-related risks, existing risks that are rapidly changing or evolving in which the Group need to collect and analyse data in relations to these risks on business operations. The Group has established an environmental policy and made climate-related risks as one of the strategic priorities. Meanwhile, the Group will focus on the risks and opportunities brought by the technological and market changes. In 2022, the Group’s strategic plan is to quickly migrate our legacy operational model to the global E-commerce platform to enable ongoing collaboration with our stakeholders and access to information to help our stakeholders understand our new business model and initiatives in ESG to operations and actions on mitigate the risk exposure on our business.

B. 社會

我們堅信員工是公司追求可持續發展的有重要價值資產。集團嚴格遵守適用於其當地業務的相關僱傭法律法規，包括香港的《僱傭條例》、《最低工資條例》和《僱員補償條例》、澳門的《勞動法》、《最低工資法》和《外國人就業法》以及中國的《勞動法》、《勞動合同法》、《社會保險法》和《就業促進法》。該等法律法規保護員工在工作時間、休息時間、福利和薪資管理、解除和簽訂僱傭合約等方面的合法權益。為了全面遵守相關要求並監督我們的合規情況，我們制定了內部政策，定期審視和修訂系統，為員工提供合理、公正、非歧視性的工作氛圍，讓員工在良好的企業文化下充滿活力地工作並與集團共同成長。

本集團致力於持續激勵員工，讓他們感受到自己的價值和培養對集團的歸屬感。本集團將繼續改善溝通、推廣價值觀主張，並向員工傳達承諾，關注員工的體驗、福利和獎勵，以便員工驅動個人成就，同時也推動集團的整體可持續發展和成長。

B1：就業

招聘和晉升

本集團通過為有才華的員工提供發展機會，建立了人才發展計劃，讓他們充分發揮自己的能力，培養其成就感和實現個人成長。

B. Social

We firmly believe that employees are a valuable asset of the Company in its pursuit of sustainable development. The Group strictly abides by the relevant labour laws and regulations applicable to its local businesses, including the Employment Ordinance, Minimum Wage Ordinance and Employees' Compensation Ordinance of Hong Kong, the Labour Law, Employee Minimum Wage, and Foreigner Employment Law of Macau and the Labour Law, Employment Contract Law, Social Insurance Law, and Employment Promotion Law of the People's Republic of China. These laws and regulations protect the legitimate rights and interests of employees in terms of working hours, rest periods, welfare and salary management, dismissal, and signing of labour contracts. To fully comply with relevant requirements and supervise our compliance, we have formulated internal policies and regularly review and revise the system, to provide employees with a reasonable, fair and non-discriminatory working atmosphere, so that employees can work energetically and grow with the Group under a good corporate culture.

The Group is committed to continue to motivate our people so that they could feel valued and have a sense of belonging. The Group will continue to improve communication to promote the value proposition to deliver the promise made to employees regarding experiences, benefits and rewards they can expect to receive so that people drive their achievement and also the Group's overall sustainability growth.

B1: Employment

Recruitment and Promotion

The Group established a talent development plan by offering development opportunity to talented employees, whom was given the opportunity to make the most of their abilities and achieve the sense of achievement and personal growth.

B. 社會 (續)

B1: 就業 (續)

招聘和晉升 (續)

為確保人力資源的整體水平，同時嚴格遵守相關法律法規，本集團還制定了內部招聘和選拔政策。在招聘過程中，我們注重候選人是否誠實、值得信賴、自律和合作，尊重員工的不同個性，鼓勵多樣性。我們深信多樣性能為業務帶來新的觀點、變革和挑戰。本集團堅持開放、公平、公正的招聘政策，反對任何形式的性別、年齡、殘疾、種族和宗教歧視，致力於維護友好的工作環境，讓員工能夠與我們一起工作和發展。

本集團通過堅持公開、平等的原則，為員工提供晉升機會，與具有競爭力的薪酬福利和績效獎金。本集團的人力資源戰略包括公正的薪酬和獎勵制度，通過按工作類型和薪資結構進行年度市場薪酬評估，為能夠長期與公司一起成長的員工提供回報。部門經理和人力資源專業人員結合自我評估進行年度加薪。

薪酬福利

在員工薪酬福利方面，集團一直在積極檢討和改善員工的薪酬福利制度。我們制定了內部政策，確保集團所有員工根據其職位和職級支付標準薪酬。此外，通過與員工進行定期的績效評估，我們會檢討和調整其薪酬，並利用此機會傾聽他們的意見，幫助他們融入企業文化。

B. Social (continued)

B1: Employment (continued)

Recruitment and Promotion (continued)

To ensure the overall level of our human resources, while strictly complying with relevant laws and regulations, the Group has also formulated internal recruitment and selection policies. In the recruitment process, we focus on whether the candidates are honest, trustworthy, self-disciplined and cooperative, and respect the different personalities of employees to encourage diversity. We are convinced that diversity can bring new perspectives, changes and challenges to our operations. The Group upholds an open, fair and impartial recruitment policy, opposes any form of discrimination on gender, age, disability, race and religion, and is committed to maintaining a friendly working environment so that employees can work and develop together with us.

By upholding the principle of openness and equality, employees are offered with promotion opportunities, competitive remuneration packages and performance bonuses. The Group's human resources strategy included a fair system of compensation and rewards system with annual review of market compensation by job types and by pay structures. At the same time, the Group reward employees who can grow with the company in the long run. Departmental managers and human resources professionals combine self-evaluations for annual pay increases.

Compensation and Benefits

In terms of employee compensation and benefits, the Group has been actively reviewing and improving its employee compensation and benefits system. We have formulated an internal policy for our Compensation and Benefit Management System to ensure that standard salaries are paid to all employees of the Group based on their position and job rank. In addition, through regular performance appraisals with employees, we will review and adjust their salaries, and also take this opportunity to listen to their opinions and help them integrate into the corporate culture.

B. 社會層面 (續)

B. Social (continued)

B1: 就業 (續)

B1: Employment (continued)

薪酬福利 (續)

Compensation and Benefits (continued)

除提供員工醫療保險、員工保險和員工福利外，集團還購買了勞工處要求的涵蓋所有員工的保險。同時，我們致力於創建一個家庭友善型的工作環境，鼓勵員工休產假和陪產假，為哺乳的母親設立了哺乳室，提供私人空間。在COVID-19大流行期間，我們還為員工設立了員工餐廳，以在安全舒適的環境中用餐。儘管由於COVID-19，導致今年未舉行常規活動，如聖誕派對和年度晚宴，但集團仍在中秋節期間發放「卓悅」電子現金券，以回報員工自2020年以來的努力。

In addition to providing employees with medical insurance, employee insurance, and employee benefits, the Group also purchases insurance covering all employees as required by the Labour Department. At the same time, we strive to create a family-friendly working environment by encouraging employees to take maternity and paternity leaves to take care of new born babies, and set up nursery rooms in the office to provide private space for breastfeeding mothers. Under the COVID-19 pandemic, we have also set up a staff canteen for employees to eat in a safe and comfortable environment. Although regular events such as Christmas parties and annual dinners were not held this year due to COVID-19, the Group continued to issue Bonjour electronic cash coupons during the Mid-Autumn Festival to compensate employees for their efforts since 2020.

工作時間和休息時間

Working Hours and Rest Periods

集團遵守相關勞動法律法規和內部政策，規範員工的日常或每週法定工作時間，並為批准的加班工作支付加班費。除了基本的年假和法定假期外，員工還享有婚假、恩恤假和產假等有薪假期。根據集團的運營特點和個別員工的工作職責，在COVID-19大流行期間，集團認識到有必要確保員工的安全，因此對工作人員進行了多項操作變更，包括辦公室人員的在家工作安排以及零售店工作人員在高峰時段實行彈性工作時間，以避免人群聚集。我們制定的考勤和休假系統確保了合理的輪班和休息安排，不僅保障了員工的休息權利，也保障了產品和服務的質量。

The Group complies with relevant labour laws, regulations and internal policies to regulate the daily or weekly statutory working hours of employees, and pays overtime wages for approved overtime works. In addition to basic annual leaves and statutory holidays, employees also enjoy paid leaves such as marriage leave, compassionate leave and maternity leave. Based on the operating characteristics of the Group and the job responsibilities of individual employees, during the COVID-19 pandemic, the Group recognized the need to ensure employees safety and had made several operational changes in workforce management including work from home arrangement for office staff and flexible working hours for retail shop staff to avoid the crowd at peak hours. The Attendance and Leave System we formulated ensures reasonable arrangements for work on shift and day-off, which not only guarantees employees' right to rest, but also guarantees the quality of products and services.

B. 社會層面 (續)

B. Social (continued)

B1：就業 (續)

B1: Employment (continued)

平等機會、多元化與反歧視

Equal Opportunity, Diversity and Anti-discrimination

集團致力於營造一個零歧視的工作場所，讓員工在公平競爭、相互尊重和多元化的工作環境中工作。在招聘人才時，我們避免將性別、年齡、婚姻狀況、身體素質等個人特徵作為必要的選拔因素，確保員工在招聘、晉升、解僱、培訓、績效評估、薪酬福利、工作時間、假期和其他休息時間方面得到公平對待。

The Group is committed to create a zero-discrimination workplace for employees, so that they can work in a working environment with fair competition, mutual respect and diversity. When recruiting talents, we avoid taking gender, age, marital status, physical fitness and other personal characteristics as necessary factors for selection, ensuring that employees are treated fairly in terms of recruitment, promotion, dismissal, training, performance appraisal, compensation and benefits, working hours, holidays and other rest periods.

由於Suisse Reborn美容中心在2022年6月全新開幕，以及準備恢復自由出行，我們已經開始招聘更多全職員工。截至2022年12月31日，共有194名（2021年：270名）全職員工和8名（2021年：5名）兼職員工，其中全職男性和女性員工分別佔約24%（2021年：31%）和76%（2021年：69%），其中173名（2021年：223名）全職員工位於香港，21名（2021年：47名）全職員工位於澳門。員工總流失率為42%（2021年：90%），高員工流失率是由於2021年的限制所致。在報告期內，沒有員工受到歧視的案例。

Due to the brand-new opening of Suisse Reborn beauty centre in June 2022 and the preparation of resuming free travel. We have started to recruit more full-time employees. As of 31 December 2022, there are a total of 194 (2021: 270) full-time employees and 8 (2021: 5) part-time employees, of which full-time male and female employees accounted for approximately 24% (2021: 31%) and 76% (2021: 69%) respectively with 173 (2021: 223) full-time employees situated in Hong Kong and 21 (2021: 47) full-time employees situated in Macau. The total staff turnover was 42% (2021: 90%), high staff turnover was attributed to restrictions facing the Group in 2021. During the Reporting Period, there were no cases of discrimination against employees.

B. 社會層面 (續)

B. Social (continued)

B2：健康與安全

B2: Health and safety

照顧員工的安全是我們最重要的關注，集團已採取適當措施確保員工的健康和業務的安全運作。集團遵守香港職業安全及健康條例、消防（建築物）條例、消防（商業樓宇）條例、澳門勞工安全衛生條例和消防安全規定，以及中華人民共和國的《職業病防治法》、《安全生產法》、《消防法》和《工傷保險條例》等與職業安全和健康有關的法律法規。為了促進職業安全文化，員工定期接受相關職業安全及健康培訓。為防範潛在的職業安全風險，本集團舉行一年一度的消防演習和對工作環境進行審視，另外為弘揚安全文化，本集團有定期為員工進行相關職業健康安全培訓。對於新員工，我們提供入職培訓和安全培訓，幫助他們盡快熟悉集團的相關政策。每一宗受傷或事故案件以及潛在危險都必須報告，必須採取改善行動，以提高工作場所的安全性。在2020年、2021年和2022年的財政年度中，沒有發生工作相關的死亡的報告。2020及2021財政年度，有一宗的工傷個案，2022財政年度，並沒有工傷案例。

The care and safety of our employees is our paramount concern and the Group have taken appropriate measures to ensure the health of our employees and safety operation of our business. The Group abides by the Occupational Safety and Health Ordinance, Fire Safety (Buildings) Ordinance and Fire Safety (Commercial Premises) Ordinance of Hong Kong, the Legal System for Work Accidents and Occupational Diseases and Fire Safety Regulations of Macau, the Occupational Disease Prevention and Control Law, Work Safety Law, Fire Safety Law and the Regulations on Work Injury Insurance of the People's Republic of China and other laws and regulations related to labour safety and health. An annual fire drill and review on the working environment was conducted to prevent potential occupational hazards. To promote the safety culture, periodic training on relevant occupational health and safety were provided to employees. For new recruits, induction training and safety training are provided to help them familiarise themselves with the relevant policies of the Group as soon as possible. Every case of injury or accident and potential danger must be reported, and remediation action shall be taken to improve the safety of workplaces. There was no reported case for work-related fatalities in the financial year of 2020, 2021 and 2022. There was 1 reported case for work-related injury in both 2020 and 2021. There was no reported case of work-related injury in 2022.

我們致力於提供員工一個舒適、安全和充滿活力的工作環境，並通過各種措施保護員工免受潛在的職業危害，其中包括但不限於：

We are committed to providing employees with a comfortable, safe and dynamic working environment and protecting employees from potential occupational hazards by taking various measures, including but not limited to:

- 在顯著位置張貼詳細的逃生路線和辦公室平面圖，以幫助員工應對緊急情況；
- 監察消防設備的性能，定期進行消防安全檢查，防止逃生路線被阻塞並確保設備處於良好狀態；
- 監察急救箱和醫療用品的消耗情況，及時更換；
- 使用空氣淨化器機器人改善辦公設施的空氣質量；

- Posting detailed escape routes and office floor plans in prominent locations to help employees respond to emergencies;
- Monitor the performance of fire-fighting equipment, and conducting regular fire safety inspections to prevent escape routes from being obstructed and ensure that the equipment is in good condition;
- Monitor consumption and immediate replacement of first aid kits and medical supplies;
- Use air purifiers robots to improve air quality in the office facilities;

B. 社會層面 (續)

B2：健康與安全 (續)

- 如有需要，為員工提供快速檢測試劑；以及
- 促進及向員工提供有關健康和安全的培訓。

我們還為所有員工提供相關的職業健康安全培訓和指引，以幫助員工提高其安全意識，盡量減少因人為錯誤造成的事故。

B3：發展和培訓

我們了解卓越的人才隊伍對公司可持續發展至關重要。我們的員工培訓計劃不僅旨在實現集團的業務目標，幫助員工提高技能，發展職業生涯，還旨在造福社會。尤其是在零售行業，顧客非常依賴我們的美容顧問給予產品建議以採購合適的產品。我們為新招募的員工提供為期3天的在職培訓，涵蓋產品知識、專業護膚和化妝知識、溝通技巧等，確保他們在工作中擁有所需的專業知識和技能，並能盡快適應新的工作環境。我們還為集團各級員工提供一系列培訓課程，以確保每個員工都接受到一致的培訓，並在推動集團業務增長的同時保持競爭力，追求職業發展。

我們誠摯地邀請顧客就我們的客戶服務提供意見。根據收集的信息和評論，我們將這些評論和元素融入日常簡報會議，讓集團與時俱進地與員工共同成長。

在報告期內，39%的集團員工接受了培訓，平均每位員工接受了2.05小時的培訓（2021年：50%的集團員工接受了培訓，平均每位員工接受了1.25小時的培訓）。集團將繼續投資資源，為我們的員工提供各種類型的培訓，以提高他們的技能和發展。

B. Social (continued)

B2: Health and safety (continued)

- Provide Rapid test kits to employees if needed; and
- Promote and provide training to employees on health and safety.

We also provide all employees with relevant occupational health and safety training and guidelines to help improve employees' safety awareness and minimise accidents caused by human error.

B3: Development and training

We understand that a team of excellent talents is key to the sustainable development of the Company. Our employee training is designed not only to achieve the Group's business goals and assist employees in improving their skills and developing their careers, but also to benefit the society. Especially in the retailing industry, customers rely heavily on the advice given by our beauty advisors to pick the appropriate product. We provide new recruits with on-job training in the first 3 days of work, covering product knowledge, professional skincare and makeup knowledge, communication skills, etc., ensuring that they are equipped with the expertise and skills required at work and able to adapt to the new working environment as soon as possible. We also offer a range of training programs to employees at all levels across the Group, to ensure that each employee has received consistent training and remains competitive in pursuing career development while driving the Group's business growth.

We cordially invite customers to give comment on our customer service. Working on the information and comment gathered, we specifically integrate these comments and elements into the daily briefing session, enabling the Group to grow with our employees abreast with the times.

During the Reporting Period, 39% of the Group's employees received training with each employee trained for 2.05 hours at average (2021: 50% of the Group's employees received training with each employee trained for 1.25 hours at average). The Group will continuously invest resources in providing various types of training to our employees in order to improve their skills and development.

B. 社會層面 (續)

B. Social (continued)

B4：勞工標準

B4: Labour standards

本集團嚴格遵守當地適用於其業務的相關勞動法律法規，包括香港的《僱傭條例》、《非法僱傭條例》以及中國的《勞動法》、《勞動合同法》、《禁止使用童工規定》和《未成年人保護法》等法律法規，以保障員工的合法權益和禁止雇用18歲以下的人員。為此，我們制定了人力資源管理系統，尊重員工的合法權益。我們尊重員工的私隱，面試時避免詢問與工作表現無關的個人問題。候選人的認知能力評估信息僅提供給參與職位選擇的人員。此外，在招聘過程中，我們會進行背景調查，以審查申請人的年齡和其他信息，例如學歷證書、身份證等，以防止非法使用童工。我們不僅遵守法規，還會監督我們的供應商，以確保沒有童工或強迫勞動的情況發生。

The Group strictly abides by the relevant labour laws and regulations applicable to its local businesses, including the Employment Ordinance of Hong Kong, the Regulations on Illegal Employment, and the Labour Law, Labour Contract Law, Prohibition of Child Labour Regulations and the Law on the Protection of Minors of the People's Republic of China, and other laws and regulations concerning the protection of the legitimate rights and interests of employees and the prohibition of hiring persons under the age of 18. To this end, the Human Resource Management System we formulated respects the legitimate rights and interests of employees. We value the privacy of employees and avoid asking about personal issues unrelated to work performance during interviews. The cognitive ability assessment information of candidates is only available to those who are involved in the selection for the position. In addition, during the recruitment process, we will conduct background checks to review the applicant's age and other information, such as academic certificates, ID cards, etc., to prevent illegal use of child labour. Not only we abide with the regulations, we also monitor our suppliers to ensure that no cases of child labour or forced labour occurred.

為防止強迫勞動，本集團遵循平等、自願和共識的原則。我們也非常重視員工的意見，關心他們的身心健康。我們相信，一個和諧、合規的企業文化和工作環境可以增強員工的歸屬感，從而激勵員工留任並提高生產力。如果發生任何違反勞工標準相關法律法規的行為，我們將按照嚴重程度處罰有關負責人員，分析問題的原因，並審查、更新和調整現有的系統或管理方法。

To prevent forced labour, the Group follows the principles of equality, willingness and consensus. We also attach great importance to the opinions of employees and care about their physical and mental health. We are convinced that a harmonious and compliant corporate culture and working environment can help enhance the sense of belonging of employees, thereby motivating employees to stay and improve productivity. In case of any violation of laws and regulations related to labour standards, we will punish the person responsible for the incident according to the severity, analyse the cause of the problem, and review, update and adjust the existing system or management methods.

B. 社會層面 (續)

B5：供應鏈管理

供應鏈管理和產品質量是我們的關鍵績效指標。我們與全球優質供應商合作，採購優質產品。集團致力於積極採購可持續和優質的產品和服務，以滿足我們的消費者需求。我們每年進行供應商評估，並對關鍵供應商的工廠進行現場考察，以確保供應鏈中的關鍵利益相關者遵守有關安全、良好製造規範和保持良好企業治理和控制的法律法規。

我們的方法

集團將經濟合作暨發展組織指引中的負責任業務行為(RBC)納入運營系統和管理理念中，以促進在產品供應鏈上對經濟和環境環境做出積極貢獻，並將潛在風險降到最低。集團採用了供應商行為守則和評級系統來評估供應商的表現。

供應商行為守則

集團通過與供應商合作加強供應鏈方面的努力，以實現可持續性和持續改進為目標。集團實施了供應商行為守則(「守則」)，並且管理團隊在採購方面嚴格遵守紀律，並在考慮經濟和商業利益的同時保護公司的合法權益。

B. Social (continued)

B5: Supply chain management

Supply chain management and product quality are our key performance measures. The Group collaborate with premium suppliers all over the world to source products with premium quality. The Group is committed to proactively sourcing sustainable and quality products and services to serve our consumers. We conducted suppliers' evaluations annually and also conducted onsite visit to our key suppliers' factories to ensure that key stakeholders in the supply chain comply with laws and regulations related to safety, good manufacturing practices and maintain good corporate governance and control.

Our Approach

The Group embed a responsible business conduct (RBC) per OECD guidelines into operational systems and management philosophy to foster continuous improvement in making a positive contribution to economic, environmental environment and minimize potential risks across our product supply chains. The Group adopted a supplier code of conduct and rating systems to evaluate the suppliers' performance.

Supplier Code of Conduct

The Group strengthens the efforts on supply chain through supplier collaboration with the objective to achieve sustainability and continuous improvement. The Group implements the Supplier Code of Conduct (the "Code") vendors and the Management team acts by discipline in procurement, and protects the legitimate rights and interests of the Company while considering economic and commercial interests.

B. 社會層面 (續)

B. Social (continued)

B5：供應鏈管理 (續)

B5: Supply chain management (continued)

供應商行為守則 (續)

Supplier Code of Conduct (continued)

本集團採取公開、公正和透明的原則。實施「供應商品質系統評估和指定供應管理系統」，在與任何供應商或承包商開展業務前，本集團不僅會評估供應商或承包商的可靠性、產品安全性和品質，還會考慮他們的遵守法律法規的記錄，包括能否為其員工提供健康安全的工作環境以及減少對環境的負面影響。在選擇供應商或承包商時，我們會要求他們提供其商業註冊證書或營業執照、資格證書、所需許可證及政府牌照（如適用）、生產安全許可證和其他管理系統認證，以確保他們遵守相關的社會和環境法規。我們的首要任務是影響供應商或承包商接受可持續發展。出於人道考慮，據我們所知，本集團沒有任何供應商進行動物測試。

The “Supplier Quality System Evaluation and Designated Supply Management System” are implemented and the Group adopts the principles of openness, fairness and transparency. Before starting business with any supplier or contractor, the Group will not only evaluate the reliability, product safety, and product quality of the supplier or contractor, but also consider their track record of compliance with laws and regulations, including the ability to provide their employees with a healthy and safe working environment, and to reduce the negative impact on the environment. When selecting suppliers or contractors, we will require them to provide their business registration certificates or business licenses, necessary permits and government licenses (if applicable), qualification certificates, production safety permits and other management system certifications to ensure that they comply with relevant social and environmental laws and regulations. Our top priority is to influence suppliers or contractors to embrace sustainable development. Out of humanitarian considerations, from our best knowledge, no suppliers to the Group conduct animal testing.

本集團繼續定期監測供應商的表現，並定期訪問供應商的工廠，以確保供應鏈中的關鍵利益相關者遵守與安全、環境和社會相關的法律法規，並保持良好的企業治理和控制。在2022年，有337個供應商（2021年為586個供應商），其中53%為新供應商，而90%（2021年為87%）的供應商位於香港。由於疫情的影響，許多貿易和訪問被暫停。但是，管理層仍完成了檢討供應商表現的計劃，以確保產品的品質和可用性。

The Group continues to monitor the performance of suppliers periodically and will visit supplier factories regularly to ensure that key stakeholders in the supply chain comply with laws and regulations related to safety, environment and society, and maintain good corporate governance and control. In 2022, there were 337 suppliers (2021: 586 suppliers), which 53% were new suppliers and which 90% (2021: 87%) suppliers were located in Hong Kong. Due to the pandemic, many trading and visits were suspended. Yet, management had still completed the planning for reviewing suppliers’ performance to ensure products quality and availability.

B. 社會層面 (續)

B6：產品責任

品質控制

集團採用嚴格的品質控制政策，集團出售的所有產品都必須符合相關法律的要求，例如《消費者商品安全條例》和《食品及藥物（成分和標籤）規例》。集團建立了全面的產品質量管理內部指引，包括「質量風險管理系統」、「質量評審和分析管理系統」、「質量事件報告和處理管理系統」和「退貨管理系統」等，以監控產品質量。所有有缺陷的產品都會被棄置或退回供應商。在產品上市前，我們進行實驗室測試，檢查其成分，以確保對每位客戶都是安全的，並根據「標籤、說明書和包裝記錄管理系統」，在可能引起過敏反應的產品上貼上警告標籤。在報告期內，集團沒有發現任何與產品質量相關的重大違法行為，也沒有因安全和健康原因對出售或運輸的產品進行召回。

投訴渠道

集團重視客戶的反饋，致力於提供優質的客戶滿意度。我們實施「質量投訴處理管理系統」和「客戶滿意度調查管理系統」，以有效和高效地處理投訴。我們建立了多種投訴和反饋渠道，包括網上平台、熱線和電子郵件，隨時收集客戶的反饋和建議。在2022年，我們記錄了652宗來自客戶的投訴（其中373宗涉及產品，279宗涉及服務）（2021年：399宗來自客戶的投訴 – 81宗涉及產品，318宗涉及服務）。其中，產品缺貨所引起的投訴大幅增加，佔總產品投訴的63.4%。截至2022年12月31日，未有投訴尚待完成和產品召回。

B. Social (continued)

B6: Product responsibility

Quality Control

The Group has adopted a stringent Quality Control policy and all products sold by The Group must comply with the requirements contained in applicable laws, such as the Consumer Goods Safety Ordinance, and the Food and Drugs (Composition and Labelling) Regulations. The Group has established comprehensive internal guidelines for product quality management, including the “Quality Risk Management System”, “Quality Review and Analysis Management System”, “Quality Incident Reporting and Handling Management System”, and “Returns Management System” to monitor product quality. All defective products will be discarded or returned to the supplier. Before the launch of product, we conduct lab test to check its ingredients to ensure that it is safe for every customer, and, in accordance with the “Label, Manual and Packaging Recording and Management System”, affix a warning label on the product detected with potential for allergic reaction to warn customers. During the Reporting Period, the Group was unaware of any material noncompliance with laws and regulations related to product quality, and no product sold or shipped was subject to recalls due to safety and health reasons.

Complaint Channel

The Group values the feedback from customers and aims at providing excellent customer satisfaction. We implemented “Quality Complaint Handling Management System” and “Customer Satisfaction Survey Management System” to effectively and efficiently handle complaints. We have established a variety of complaint and feedback channels, including online platform, hotline and email, to collect customer feedback and suggestions at any time. In 2022, we recorded 652 complaints from customers (373 products complaints and 279 service complaints) (2021: 399 complaints from customers – 81 products complaints and 318 service complaints). The major increases of 63.4% was regarding to products complaints that were out of stock at the stores, which represent 63.4% of total products complaints. There were no outstanding complaints and products recall were recorded at year ended 31 December 2022.

B. 社會層面 (續)

B. Social (continued)

B6 : 產品責任 (續)

B6: Product responsibility (continued)

知識產權

Intellectual Property Rights

本集團已經註冊了對業務至關重要的商標，並且為了管理這些註冊商標，本集團制定了一套規範程序。本集團密切關注其商標的到期狀態，並在必要時進行續期。作為本集團監管程序的一部分，本集團還會定期監察其商標是否被侵權。如果本集團發現商標被侵權，將聘請律師等專業人士採取法律行動，以保護本集團及其利益相關方的權利和利益。

The Group has registered trademarks that are material to its business, and to manage these registered trademarks, the Group has established a set of regulating procedures. The Group closely monitors its trademarks' expiry status and renew whenever necessary. As part of the Group's regulating procedures, it also carries out regular monitoring to see whether its trademarks are infringed. If the Group discovers any infringement of its trademarks, it will engage professional parties such as lawyers and take legal action against such infringements in order to protect the Group and its stakeholders' rights and benefits.

資料保護

Data Protection

在零售和電子商務業務中，我們高度關注客戶數據和私隱保護。為了遵守香港《個人資料(私隱)條例》和中國大陸的《個人信息保護法》的所有規定，只有經授權的員工才能為業務發展目的查閱客戶數據。如果員工違反上述行為守則，將受到嚴厲處罰。我們定期更新電腦系統，以避免任何可能的黑客活動。我們還監察對數據的使用。客戶和供應商的數據僅用於與集團運營相關的事項，這些數據僅向授權人員提供，以確保收集和存儲的數據不會未經授權或意外地被查閱、處理、刪除或用於其他目的。

In the course of retail business and E-commerce business, we are highly concerned about customer data and privacy protection. To comply with all the provisions of the Personal Data (Privacy) Ordinance in Hong Kong and Personal Information Protection Law (PIPL) in Mainland China, only authorized staff will be able to assess customers' data for business development purpose. Employees will be strictly penalized if they violate the above code of conduct. We regularly update our computer system to avoid any possible hackers' activities. We also monitor the use of data. Customer and supplier data are only used for matters related to the operation of the Group, and such data are only available to authorised persons to ensure that the collected and stored data will not be accessed, processed, deleted or used for other purposes without authorisation or by accident.

我們有詳細的政策，說明哪些信息可以或不可以與我們合作的第三方共享。例如，我們的員工用戶檔案中包含每個員工的數據查閱信息。每個檔案列出數據的所有者、誰可以編輯數據以及系統中可以訪問多少數據。

We have detailed policies on what information can, and cannot, be shared, including with third-parties we work with. For example, our employee user profile houses information about each employee's data access. Each profile lists who owns the data, who can edit it, and how much data can be accessed from the system.

在報告期內，我們沒有收到任何關於客戶私隱違規或客戶數據洩漏的投訴。

During the Reporting Period, we did not receive any complaint about breach of customer privacy or leak of customer data.

B. 社會層面 (續)

B7：反貪污

集團嚴格遵守香港防止賄賂條例、澳門私營部門防貪條例、反不正當競爭法、商業賄賂禁止暫行規定、反壟斷法、中華人民共和國反腐敗條例等相關商業道德及禁止經營者達成壟斷協議或濫用市場支配地位的法律和法規。為了維護高度誠信和商業道德標準，我們還制定了一系列內部反欺詐和反貪污政策，例如《誠信和自律規範》和《誠信管理規範》，為員工提供相關的道德規範和指引。2022年，本集團為所有董事和高級管理人員進行了3小時（2021年：3小時）的反貪污和反洗錢工作坊和企業治理培訓。

此外，我們訂立了一個舉報政策，供員工舉報他們的同事、下屬、高級管理人員甚至是供應商的涉嫌不當行為。員工可以透過面對面、電子郵件或電話表達關注。我們的管理層將逐個案件進行審查，並採取跟進行動調查每一個可能存在的不當行為。在報告期內，未收到員工投訴。

任何違反指引或其他要求的人將受到紀律處分甚至解僱。在報告期內，本集團未因貪污被判有罪，也未以貪污原因解僱或處分任何員工，也未終止或拒絕續簽與商業夥伴的任何合同。

B. Social (continued)

B7: Anti-Corruption

The Group strictly abides by the Prevention of Bribery Ordinance of Hong Kong, the Law on Prevention and Deterrence of Bribery in the Private Sector of Macau, and the Anti-Unfair Competition Law, Interim Provisions on the Prohibition of Commercial Bribery, Anti-Monopoly Law and the Regulations on Punishment of Corruption of the People's Republic of China and other laws and regulations concerning business ethics and prohibiting operators from reaching monopoly agreements or abusing their dominant market position. In order to uphold high standards of integrity and business ethics, we have also formulated a series of internal anti-fraud and anti-bribery policies such as the "Integrity and Self-discipline Code" and "Integrity Management Code" to provide employees with relevant code of ethics and guidelines. In 2022, the Group had organized 3 hours training (2021: 3 hours) on anti-Corruption and anti-money laundering workshops and corporate governance for all the directors and senior managers.

Besides, a whistle-blowing policy is in place for employees to report suspected misconduct of their colleagues, subordinates, senior management or even suppliers. Employees are welcome to express their concern through face-to-face, email or telephone. Our management will review case by case and take follow up actions to investigate on every single possible misconduct case. During the Reporting Period, no employee complaint was received.

Anyone in breach of the guidelines or other requirements will be disciplined or even dismissed. During the Reporting Period, the Group was not convicted of violating any anti-corruption laws and regulations, did not dismiss or discipline any employee due to corruption or terminate or reject to renew any contract with business partners due to corruption.

B. 社會層面 (續)

B. Social (continued)

B8：社區投資

B8: Community investment

本集團致力於在發展業務的同時，履行社會責任並回饋社會。我們制定了「社區投資政策」，鼓勵員工積極參與各種慈善活動，幫助當地社區和有需要的人士，以實際行動表達對社會的關懷和貢獻。

The Group strives to fulfil its social responsibilities to give back to the society while developing its business. We have formulated the “Community Investment Policy”, encouraging employees to actively participate in various philanthropic activities and help local communities and those in need, so as to express their care for and contribute to the society with practical actions.

本集團了解支持弱勢人口的健康和福祉的重要性。過去12個月中，本集團共向本地社區捐贈了890,193港元（2021年：563,084港元）。我們的社區工作目標是增強社會包容性和韌性，為實現長期和可持續的成果，包括組織增長和發展方面，創造更好的未來。

The Group understands the need to support the health and wellbeing for the underprivileged population. Over the past 12 months, the Group had donated a total of HK\$890,193 (2021: HK\$563,084) to the local community. The goal of our community work is to enhance the society with more inclusion and resilience, and to create a better future in achievement of long-term and sustainable outcomes including organizational growth and development.

本集團繼續鼓勵員工參與社區參與計劃，包括「社區志願服務計劃」和「Bonjour愛心團隊」，幫助各社區和有需要的人士。

The Group continued to encourage employees to participate in the community engagement programme including “Community Volunteering programme” and “Bonjour Love Group” to help local communities and those in need.

日期 Date	活動 Activities	目標 Objectives	成果 Outcomes
2022年3月 Mar 2022	與香港教育工作者聯會合作的贊助計劃 Sponsorship program through collaboration with Hong Kong Federation of Education Workers	推廣學校環境消毒的重要性，為學生提供測試套件 Promote the importance of disinfection in school environment and provide testing kit for students	捐贈100,000個快速測試套件（圖片B8.1） Donate 100,000 rapid testing kit (photo B8.1)
2022年3月 Mar 2022	與東莞茶山同鄉友誼協會合作的社區服務 Community service through collaborated with Dongguan Chashan Natives and Friendship Association	支援疫情期間隔離設施中的家庭 Support families in the isolation facilities during the pandemic	捐贈370個日常用品包含藥品給這些隔離設施中的家庭 Donate 370 daily utilities pack with medicine to those families in the isolation facilities
2022年7月 Jul 2022	香港獅子山青年商會的KOL夢想新創企業計劃(2022) Hong Kong Lion Rock Junior Chamber of Commerce programme on KOL dream on new start-up and entrepreneurship program(2022)	支援青少年的新創和創業 Support teenagers on new start-up and entrepreneurship	捐贈價值10,000港元的禮物，並支援12個新創企業（圖片B8.2） Donate gifts amounting to HK\$10,000 and support 12 new start-up (photo B8.2)

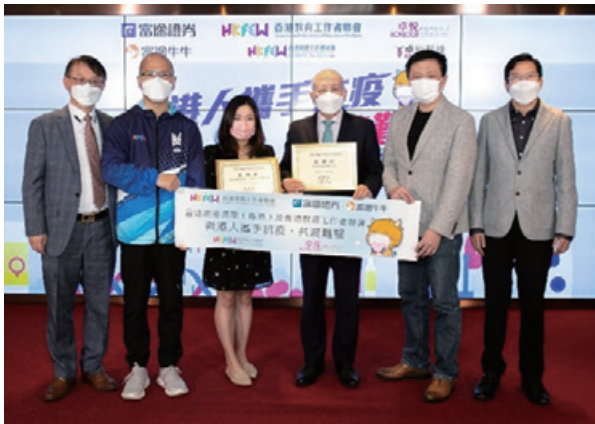
B. 社會 (續)

B. Social (continued)

B8：社區投資 (續)

B8: Community investment (continued)

日期 Date	活動 Activities	目標 Objectives	成果 Outcomes
2022年9月 Sep 2022	參與油尖旺購物節，振興經濟 Yau Tsim Mong shopping Festival in reinvigorating economy	支援葵青區年輕人的STEM教育 Support STEM education for young talents in Kwai Tsing District	捐贈100套積木機器人套件給幼稚園 (圖片B8.3) Donate 100 set of building block robot kit to kindergartens (photo B8.3)
2022年11月 Nov 2022	與青田之優音樂製作室合作的慈善計劃 Charity program with Youngs Musical Studio (青田之優音樂製作室)	支援年輕人的培訓計劃 Support training program for youngsters	鼓勵超過20名參與者的動力計劃 (圖片B8.4) Motivation program for over 20 participants (photo B8.4)
2022年11月 Nov 2022	與荃灣及葵青區幼稚園校長會、葵青發展義工團、葵青青年團、葵青工商聯會及香港工商總會 (葵青分會) 合作的社區服務 Community service through collaboration with 荃灣及葵青區幼稚園校長會、葵青發展義工團、葵青青年團、葵青工商聯會及香港工商總會 (葵青分會)	支援幼稚園的歌唱比賽，並鼓勵兒童健康發展 Support kindergartens singing competition and encouraging children's healthy development	捐贈20套積木機器人套件給歌唱比賽的得獎者 (圖片B8.5) Donate 20 set of building block robot kit to winners of the singing competitions (photo B8.5)



(Photo B8.1) Mar 2022 Sponsorship program through collaboration with Hong Kong Federation of Education Workers on school environmental cleaning and disinfection

二零二二年三月與香港教育工會合作贊助計劃，推廣學校環境化消毒



(Photo B8.2) Jul 2022 KOL dream and new start-up and entrepreneurship program

二零二二年獅子山青年商會的KOL夢想新創企業計劃

B. 社會 (續)

B. Social (continued)

B8 : 社區投資 (續)

B8: Community investment (continued)



(Photo B8.3) Sep 2022 Sponsorship program through collaboration with Hong Kong Federation of Education Workers on young talents STEM education
二零二二年九月參與油尖旺購物節，支援葵青區年輕人的STEM的教育



(Photo B8.4) Nov 2022 Charity program with Youngs Musical Studio
二零二二年十一月與青田之優音樂製作室合作，支援年輕人培訓計劃



(Photo B8.5) Nov 2022 Community program support Tsuen Wan & Kwai Tsing Kindergarten singing competition
二零二二年荃灣及葵青區幼稚園校友會的歌唱比賽並鼓勵兒童健康發展

績效數據概覽

Performance Data Summary

環境績效

Environmental Performance

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
A1.1: 排放物 Emissions ¹	氮氧化物(NO _x) Nitrogen oxides ("NO _x ")	千克 Kilogram ("kg")	0.03	0.03
	硫氧化物(SO _x) Sulphur oxides ("SO _x ")	千克 Kilogram ("kg")	無 Nil	無 Nil
	顆粒物(PM) Particulate matter ("PM")	千克 Kilogram ("kg")	無 Nil	無 Nil
A1.2: 溫室氣體 Greenhouse gas ²	範圍1：直接排放的溫室氣體 Scope 1 – Direct GHG emissions			
	客車汽油 Mobile vehicles	Tonnes of CO ₂ equivalent	25	24
	直接二氧化碳當量總排放量 Total direct carbon dioxide equivalent emission	二氧化碳當量噸 Tonnes of CO ₂ equivalent	25	24
	直接排放的溫室氣體總排放量密度 ³ Intensity of total direct GHG emissions ³	二氧化碳當量噸／全年收入(千港元) Tonnes of CO ₂ equivalent/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01
	範圍2：能源類間接溫室氣體排放 Scope 2 – Energy Indirect GHG emissions			
	外購電力 ⁴ Purchased Electricity ⁴	二氧化碳當量噸 Tonnes of CO ₂ equivalent	1,257	1,260
	能源類間接溫室氣體總排放量 Total energy indirect GHG emissions	二氧化碳當量噸 Tonnes of CO ₂ equivalent	1,257	1,260
	能源類間接溫室氣體總排放量密度 ⁵ Intensity of total energy indirect GHG emissions ⁵	二氧化碳當量噸／全年收入(千港元) Tonnes of CO ₂ equivalent/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01

¹ 排放量的計算是參照香港聯交所發佈的《如何準備環境、社會及管治報告附錄一：環境關鍵績效指標匯報指引》及由機電工程處2022年4月最新發佈的《能源利用指數－交通運輸業》。

² 溫室氣體排放量系數是參照香港交易所及環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引的環境績效指標。

³ 直接二氧化碳當量總排放量密度 = 直接二氧化碳當量總排放量 ÷ 年度收入

⁴ 香港和澳門電網排放因子數據是參照香港電力有限公司發佈的《2022年度可持續發展報告》及澳門電力股份有限公司發佈的《2021年度可持續發展報告》。

⁵ 間接二氧化碳當量總排放量密度 = 間接二氧化碳當量總排放量 ÷ 年度收入

¹ The emission is calculated based on the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs," published by HKEX and "Energy Utilisation Index – Transport Sector" latest published in April 2022 by Electrical and Mechanical Services Department of HKSAR (<https://ecib.emsd.gov.hk/index.php/en/energy-utilisation-index-en/transport-sector-en>).

² The greenhouse gas emission is calculated based on the "How to prepare an ESG Report" Appendix 2: Reporting Guidance on Environmental KPIs" published by HKEX.

³ Intensity of total direct CO₂ equivalent emissions = Direct CO₂ equivalent emissions ÷ Total revenue for the year

⁴ Grid-based emissions factors for Hong Kong and Macau are based on the carbon emission calculator developed by The Hongkong Electric Co., Ltd., the 2022 Sustainability Report issued by CLP Power Hong Kong Limited and the 2021 Sustainability Report issued by Companhia de Electricidade de Macau, S.A.

⁵ Intensity of total energy indirect CO₂ equivalent emissions = Energy indirect CO₂ equivalent emissions ÷ Total revenue for the year

可持續發展報告 (續)

Sustainability Report (continued)

績效數據概覽 (續)

Performance Data Summary (continued)

環境績效 (續)

Environmental Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
	範圍3：其他間接溫室氣體排放 Scope 3 – Other indirect GHG emissions			
	棄置於堆填區的廢紙 Paper waste disposed at landfills	二氧化碳 當量噸 Tonnes of CO ₂ equivalent	23	55
	其他間接溫室氣體總排放量 Total other indirect GHG emissions	二氧化碳 當量噸 Tonnes of CO ₂ equivalent	23	55
	其他間接溫室氣體總排放量密度 ⁶ Intensity of total other indirect emissions ⁶	二氧化碳 當量噸/ 全年收入 (千港元) Tonnes of CO ₂ equivalent/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01
	溫室氣體總排放量 Total GHG emissions			
	溫室氣體總排放量 Total GHG emissions	二氧化碳 當量噸 Tonnes of CO ₂ equivalent	1,305	1,339
	溫室氣體總排放量密度 ⁷ Intensity of total GHG emissions ⁷	二氧化碳 當量噸/ 全年收入 (千港元) Tonnes of CO ₂ equivalent/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01

⁶ 其他間接二氧化碳當量總排放量密度 = 其他間接二氧化碳當量總排放量 ÷ 年度收入

⁶ Intensity of total other indirect CO₂ equivalent emissions = Other indirect CO₂ equivalent emissions ÷ Total revenue for the year

⁷ 溫室氣體總排放量密度 = 溫室氣體總排放量 ÷ 年度收入

⁷ Intensity of total GHG emissions = Total GHG emissions ÷ Total revenue for the year

績效數據概覽 (續)

Performance Data Summary (continued)

環境績效 (續)

Environmental Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
A1.3: 有害廢棄物 Hazardous waste	有害廢棄物產生總量 Total hazardous waste produced	噸 Tonnes	無 Nil	無 Nil
	有害廢棄物產生密度 Intensity of hazardous waste produced	噸/ 全年收入 (千港元) Tonnes/ HK\$'000 revenue	無 Nil	無 Nil
A1.4: 無害廢棄物 Non-hazardous waste ⁸	無害廢棄物產生總量 Total non-hazardous waste produced	噸 Tonnes	153	106
	無害廢棄物產生密度 ⁹ Intensity of non-hazardous waste produced ⁹	噸/ 全年收入 (千港元) Tonnes/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01
A2.1: 能源 Energy	直接能源消耗 Direct energy consumption			
	汽油 Gasoline/Petrol	兆瓦時 MWh	44	44
	柴油 Diesel	兆瓦時 MWh	58	56
	直接能源總耗量 Total direct energy consumption	兆瓦時 MWh	102	100
	直接能源消耗密度 ¹⁰ Intensity of direct energy consumption ¹⁰	兆瓦時/ 全年收入 (千港元) MWh/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01
	間接能源消耗 Indirect energy consumption			
	外購電力 Purchased Electricity	兆瓦時 MWh	2,626	2,430
	間接能源總耗量 Total indirect energy consumption	兆瓦時 MWh	2,626	2,430
	間接能源耗量密度 ¹¹ Intensity of indirect energy consumption ¹¹	兆瓦時/ 全年收入 (千港元) MWh/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01

⁸ 無害廢物包括倉庫、商店和辦公室。它們包括商業廢物和工業廢物。

⁸ Non-hazardous wastes include both wastes in warehouse, stores and offices. They include the commercial wastes and industrial wastes.

⁹ 無害廢棄物產生密度 = 無害廢棄物產生總量 ÷ 年度收入

⁹ Intensity of non-hazardous waste produced = Total non-hazardous waste produced ÷ Total revenue for the year

¹⁰ 直接能源耗量密度 = 直接能源耗量 ÷ 年度收入

¹⁰ Intensity of direct energy consumption = Direct energy consumption ÷ Total revenue for the year

¹¹ 間接能源耗量密度 = 間接能源耗量 ÷ 年度收入

¹¹ Intensity of indirect energy consumption = Indirect energy consumption ÷ Total revenue for the year

可持續發展報告 (續)

Sustainability Report (continued)

績效數據概覽 (續)

Performance Data Summary (continued)

環境績效 (續)

Environmental Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022	
	能源總耗量 Total energy consumption				
	能源總耗量 Total energy consumption	兆瓦時 MWh	2,728	2,530	
	能源總耗量密度 ¹² Intensity of total energy consumption ¹²	千瓦時/ 全年收入 (千港元) MWh/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01	
A2.2:	總耗水量 Total water consumption	總耗水量 Total water consumption	立方米 M ³	11,091	9,282
	總耗水量密度 ¹³ Intensity of total water consumption ¹³	立方米/ 全年收入 (千港元) M ³ / HK\$'000 revenue	0.02	0.05	
A2.5:	包裝材料 Packaging material	塑料 Plastic	噸 Tonnes	1	1
	紙張 Paper	噸 Tonnes	1	5	
	其他包裝材料 Other packaging material	噸 Tonnes	1	1	
	Total packaging material used for finished goods	噸 Tonnes	3	7	
	包裝材料密度 ¹⁴ Intensity of total packaging material used for finished goods ¹⁴	噸/ 全年收入 (千港元) Tonnes/ HK\$'000 revenue	少於 Less than 0.01	少於 Less than 0.01	

¹² 能源總耗量密度 = 能源總耗量 ÷ 年度收入

¹² Intensity of total energy consumption = Total energy consumption ÷ Total revenue for the year

¹³ 總耗水量密度 = 總耗水量 ÷ 年度收入

¹³ Intensity of total water consumption = Total water consumption ÷ Total revenue for the year

¹⁴ 包裝材料密度 = 總包裝材料用於製成品 ÷ 年度收入

¹⁴ Intensity of total packaging material used for finished goods = Total packaging material used for finished goods ÷ Total revenue for the year

績效數據概覽 (續)

Performance Data Summary (continued)

社會績效

Social Performance

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
B1.1: 僱員總數 Total workforce	按僱傭類型劃分 By employment type			
	全職	人	270	194
	Full-time	Person		
	兼職	人	5	8
	Part time	Person		
	按地區劃分 By geographical region (Full time)			
	香港	人	223	173
	Hong Kong	Person		
	澳門	人	47	21
	Macau	Person		
	按性別劃分 By gender (Full time)			
	男性	人	84	67
	Male	Person		
	女性	人	186	127
	Female	Person		
	按年齡劃分 By age (Full time)			
	30歲或以下	人	27	31
	Below 30	Person		
	31-39歲	人	97	70
	31-39	Person		
	40-49歲	人	110	38
	40-49	Person		
	50歲或以上	人	36	55
	Over 50	Person		
	按僱傭類劃分 By employee category (Full time)			
	經理	人	51	56
	Manager	Person		
	員工	人	219	138
	General staff	Person		

可持續發展報告 (續)

Sustainability Report (continued)

績效數據概覽 (續)

Performance Data Summary (continued)

社會績效 (續)

Social Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
B2.1: 過去三年 (包括匯報年度) 每年因工亡故的人數及比率 ¹⁵ Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year ¹⁵	因工亡故的人數 Number of work-related fatalities	人 Person	0	0
	每年因工亡故的人數比率 Rate of work-related fatalities	%	0%	0%
B2.2: 因工傷損失工作日數 ¹⁶ Lost days due to work injury ¹⁶	因工傷損失工作日數 Number of lost-days as a result of work injuries day	日 Days	283	0

¹⁵ 過去三個財政年度2020, 2021及2022, 沒有與工作相關的死亡案例。

¹⁵ There was no reported case for work-related fatalities in the past three financial years 2020, 2021 and 2022.

¹⁶ 2020及2021財政年度, 有一宗的工傷個案。2022財政年度, 並沒有工傷案例。

¹⁶ There was 1 reported case for work-related injury in both 2020 and 2021. There was no reported case of work-related injury in 2022.

績效數據概覽 (續)

Performance Data Summary (continued)

社會績效 (續)

Social Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
B3.1: 劃分的受訓 僱員百分比 The percentage of full-time employees trained	受訓僱員百分比	%	50%	39%
	The percentage of employees trained			
	按性別劃分 By gender			
	男性	%	44%	37%
	Male			
	女性	%	53%	39%
	Female			
	按僱傭類型劃分 By employee category			
	經理	%	82%	63%
	Manager			
	員工	%	42%	29%
	General staff			
B3.2: 每名僱員完 成受訓的平 均時數 Average training hours completed by full-time employees	每名僱員完成受訓的平均時數	小時 Hours	1.25	2.05
	The average training hours completed per employee hours			
	按性別劃分 By gender			
	男性	小時 Hours	1.22	1.97
	Male			
	女性	小時 Hours	1.26	2.08
	Female			
	按僱傭類型劃分 By employee category			
	經理	小時 Hours	2.04	2.24
	Manager			
	員工	小時 Hours	1.07	1.97
	General staff			
B5.1: 供應商數目 Number of suppliers	供應商數目按地區劃分 By geographical region			
	香港	供應商數量	512	305
	Hong Kong	No. of supplier		
	澳門	供應商數量	5	9
	Macau	No. of supplier		
	中國	供應商數量	26	13
	Mainland China	No. of supplier		
	其他亞洲地區	供應商數量	25	3
	Rest of Asia	No. of supplier		
	歐洲	供應商數量	16	6
Europe	No. of supplier			
美國及其他	供應商數量	2	1	
USA & others	No. of supplier			

可持續發展報告 (續)

Sustainability Report (continued)

績效數據概覽 (續)

Performance Data Summary (continued)

社會績效 (續)

Social Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
B6.1:	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 Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0	0
B6.2:	接獲關於產品的投訴數目 Number of products related complaints received	宗 No. of complaint	399	652
B7.1:	貪污訴訟案件的數目 Legal cases regarding corrupt practices	宗 No. of case	0	0

績效數據概覽 (續)

Performance Data Summary (continued)

社會績效 (續)

Social Performance (continued)

層面 Aspects	關鍵績效指標 KPIs	每項 Unit	二零二一年 2021	二零二二年 2022
B7.3: 董事及高管參與的反貪污培訓的時數 Number of training hours on anti-corruption completed by directors and senior managers	董事及高管所提供的反貪污培訓時數 Number of training hours on anti-corruption and anti-money laundering completed by directors and senior managers	小時 Hours	3	3
B8.1 & 社區投資	捐獻總數 (按專注貢獻範疇劃分)			
B8.2: Community investment	Total donations (by focus areas of contribution)			
	社區服務 Community service	元 (港元) HKD	563,084	890,193
	捐獻總數 Total donations	元 (港元) HKD	563,084	890,193

香港聯交所環境、社會及管治報告指引對照 **HKEx ESG Reporting Guide Content Index**

環境		Environmental	
層面	一般披露及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
Aspects	General disclosures and KPIs	Description	Corresponding section
A1: 排放物 Emissions	一般披露 General disclosure	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。 註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 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.	A1: 排放物 Emissions
	關鍵績效指標 A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A1.2	溫室氣體總排放量 (以噸計算) 及 (如適用) 密度。 Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A1.3	所產生有害廢棄物總量 (以噸計算) 及 (如適用) 密度。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A1.4	所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A1.5	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。 Description of measures to mitigate emissions and results achieved.	A1: 排放物 Emissions
	關鍵績效指標 A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	A1: 排放物 Emissions

環境 (續)

Environmental (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
A2: 資源使用 Use of Resources	一般披露 General disclosure	有效使用資源 (包括能源、水及其他原材料) 的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	A2: 資源使用 Use of Resources
	關鍵績效指標 A2.1	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。 Direct and/or indirect energy consumption by type in total (MWh) and intensity.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A2.2	總耗水量及密度 (如以每產量單位、每項設施計算)。 Water consumption in total and intensity.	績效數據概覽 Performance Data Summary
	關鍵績效指標 A2.3	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。 Description of energy use efficiency initiatives and results achieved.	A2: 資源使用 Use of Resources
	關鍵績效指標 A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	A2: 資源使用 Use of Resources
	關鍵績效指標 A2.5	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。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	績效數據概覽 Performance Data Summary
A3: 環境及天然資源 The Environment and Natural Resources	一般披露 General disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impacts on the environment and natural resources.	A3: 環境及天然資源 The Environment and Natural Resources
	關鍵績效指標 A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	A3: 環境及天然資源 The Environment and Natural Resources

環境 (續)

Environmental (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
A4: 氣候變化 Climate Change	一般披露 General disclosure	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。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	A4: 氣候變化 Climate Change
	關鍵績效指標 A4.1	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。 Description of the significant climate-related issues which have impacted, and those which may impact, and the actions taken to manage them.	A4: 氣候變化 Climate Change

社會

Social

B1: 僱傭 Employment	一般披露 General Disclosure	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。 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.	B1: 僱傭 Employment
	關鍵績效指標 B1.1	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。 Total workforce by gender, employment type, age group and geographical region.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	B1: 僱傭 Employment 員工流失率的 解說 Explanation of high staff turnover rate was mentioned in B1.

社會 (續)

Social (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
B2: 健康與安全 Health and Safety	一般披露 General Disclosure	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。 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.	B2: 健康與安全 Health and Safety
	關鍵績效指標 B2.1	過去三年 (包括匯報年度) 每年因工亡故的人數及比率。 Number and rate of work-related fatalities.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B2.2	因工傷損失工作日數。 Lost days due to work injury.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B2.3	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。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	B2: 健康與安全 Health and Safety

社會 (續)

Social (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
B3: 發展及培訓 Development and Training	一般披露 General Disclosure	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。 註：培訓指職業培訓，可包括由僱主付費的內外部課程。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	B3: 發展及培訓 Development and Training
	關鍵績效指標 B3.1	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。 The percentage of employees trained by gender and employee category (e.g. manager and general staff).	績效數據概覽 Performance Data Summary
	關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	績效數據概覽 Performance Data Summary
B4: 勞工準則 Labour Standards	一般披露 General Disclosure	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。 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.	B4: 勞工準則 Labour standards
	關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	B4: 勞工準則 Labour standards
	關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	B4: 勞工準則 Labour standards

香港聯交所環境、社會及管治報告指引對照 (續)

HKEx ESG Reporting Guide Content Index (continued)

社會 (續)

Social (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
B5: 供應鏈管理 Supply Chain Management	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	B5: 供應鏈管理 Supply chain management
	關鍵績效指標 B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B5.2	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。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	B5: 供應鏈管理 Supply chain management
	關鍵績效指標 B5.3	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。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	B5: 供應鏈管理 Supply chain management
	關鍵績效指標 B5.4	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。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	B5: 供應鏈管理 Supply chain management

社會 (續)

Social (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
B6: 產品責任 Product Responsibility	一般披露 General Disclosure	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。 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.	B6: 產品責任 Product responsibility
	關鍵績效指標 B6.1	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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	B6: 產品責任 Product responsibility
	關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	B6: 產品責任 Product responsibility
	關鍵績效指標 B6.5	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。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	B6: 產品責任 Product responsibility

香港聯交所環境、社會及管治報告指引對照 (續)

HKEx ESG Reporting Guide Content Index (continued)

社會 (續)

Social (continued)

層面 Aspects	一般披露 及績效指標 General disclosures and KPIs	範疇描述 Description	相關章節 Corresponding section
B7: 反貪污 Anti- corruption	一般披露 General Disclosure	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。 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.	B7: 反貪污 Anti- Corruption
	關鍵績效指標 B7.1	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。 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.	績效數據概覽 Performance Data Summary
	關鍵績效指標 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	B7: 反貪污 Anti- Corruption
	關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and senior managers	績效數據概覽 Performance Data Summary
B8: 社區投資 Community Investment	一般披露 General Disclosure	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。 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.	B8: 社區投資 Community investment
	關鍵績效指標 B8.1	專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	B8: 社區投資 Community investment
	關鍵績效指標 B8.2	在專注範疇所動用資源 (如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	績效數據概覽 Performance Data Summary

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