



G-Vision International (Holdings) Limited
環科國際集團有限公司

Stock Code 股份代號: 657

22-23

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

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

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環境、社會及管治報告

Environmental, Social and Governance Report

關於本報告

環科國際(集團)有限公司(「本公司」)及其附屬公司(統稱「本集團」)欣然刊發《環境、社會及管治報告》(「ESG報告」)，該報告是根據香港聯合交易所有限公司證券上市規則附錄27所載的《環境、社會及管治報告指引》(「上市規則」)(「香港交易所《ESG報告指引》」)。

本ESG報告主要集中於截至2023年3月31日止年度(「報告期」)本集團環境及社會方面的評估。至於企業管治方面，已於本集團年報所載的企業管治報告中另行披露。

本集團已遵守報告期內香港交易所ESG報告指引所載的所有強制性披露規定及「不遵守就解釋」條文。本ESG報告已由本公司董事會(「董事會」)審閱及批准。

報告範圍

本集團主要在香港經營兩間專營潮州菜的中式酒樓及一間管理公司。自2019年11月起，集團透過其位於香港的管理公司開始澳洲的物業發展業務。以下是香港的三個營運地點：

1. 管理公司(尖沙咀東海中心)
2. 潮州城酒樓(尖沙咀東海中心)
3. 潮觀城酒樓(觀塘裕民坊)

ABOUT THIS REPORT

G-Vision International (Holdings) Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) is pleased to publish the Environmental, Social and Governance Report (“ESG Report”) which has been prepared in accordance with the Environmental, Social and Governance Reporting Guide contained in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) (the “HKEX ESG Reporting Guide”).

This ESG Report mainly focuses on the evaluation of the environmental and social aspects of the Group’s operations for the year ended 31 March 2023 (the “Reporting Period”). For corporate governance, it has been disclosed separately in the corporate governance report set out in the Group’s annual report.

The Group has complied with all the mandatory disclosure requirements and the “comply or explain” provisions set out in the HKEX ESG Reporting Guide for the Reporting Period. This ESG Report has been reviewed and approved by the board of directors of the Company (the “Board”).

Reporting Boundary

The Group is principally engaged in the operations of two restaurants specialising in Chiu Chow Cuisine and a management office in Hong Kong. Since November 2019, the Group commenced its property development operations in Australia via its management office in Hong Kong. The following are the three operating sites in Hong Kong:

1. Management office (East Ocean Centre, Tsim Sha Tsui)
2. City Chiu Chow Restaurant (East Ocean Centre, Tsim Sha Tsui)
3. Kwun Tong City Chiu Chow Restaurant (Yue Man Square, Kwun Tong)

關於本報告(續)

2019年冠狀病毒病(「COVID-19」)大流行的影響

自2020年1月起，COVID-19全球大流行爆發對香港餐飲業造成嚴重影響。為減低COVID-19在社區的傳播風險，香港政府實施各項社交距離措施及法規，以限制酒樓的座位容量和營業時間。為安全起見，本集團酒樓曾於COVID-19全球大流行期間之不同時段暫停營業，因此導致在本報告期內損失約3%營業天數(2022年：16%)。這是導致集團於報告期內排放量增加的主要因素。

報告原則

本集團在編製ESG報告時採用並遵守香港交易所ESG報告指引中概述的以下四項報告原則：

1. **重要性：**報告對投資者和其他持份者有足夠重要性的環境、社會及管治(「ESG」)議題；
2. **量化：**報告和比較ESG的關鍵績效指標(「KPI(s)」)，並設定目標以減少ESG的影響；
3. **平衡：**就本集團的ESG表現提供持平的見解；
4. **一致性：**應用一致的方法來比較一段時間內的ESG數據。

ABOUT THIS REPORT (CONTINUED)

Impact of the Coronavirus Disease 2019 (“COVID-19”) pandemic

Since January 2020, the outbreak of the COVID-19 pandemic has a profound impact on the food and beverage industry in Hong Kong. In order to minimise the risk of COVID-19 spreading in the community, the Hong Kong government had imposed social distancing measures and regulations to restrict restaurants’ seating capacity and operating hours. As safety measures, the Group suspended its restaurant operations at different periods of time amid the COVID-19 pandemic resulting in a loss of business days of approximately 3% for the Reporting Period (2022: 16%). This is a major factor contributing to the increase in the Group’s emissions for the Reporting Period.

Reporting Principles

The Group adopts and adheres to the following four reporting principles outlined in the HKEX ESG Reporting Guide in the preparation of the ESG Report:

1. **Materiality:** to report on environmental, social and governance (“ESG”) issues sufficiently important to investors and other stakeholders;
2. **Quantitative:** to report and compare ESG’s Key Performance Indicators (“KPI(s)”) and to set targets to reduce ESG’s impact;
3. **Balance:** to provide an unbiased view of the Group’s ESG performance;
4. **Consistency:** to apply consistent approach for comparison of ESG data over time.

環境、社會及管治報告

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關於本報告 (續)

董事會聲明

董事會致力推動環境及社會的可持續發展，並認可其全面責任監督本集團的ESG策略及報告。本集團透過由本公司全體執行董事及主要附屬公司高級管理人員組成的ESG管理團隊（「ESG團隊」），致力遵守有關環境保護的法律法規，並採取有效的環保措施，以確保業務符合環境保護方面的標準及道德規範。ESG團隊及審核委員會就與ESG相關的風險管理及內部監控系統的適當性和有效性進行了年度檢討，並認為現有系統足夠有效。

ESG的管理方法和策略

ESG團隊在評估、優先考慮和管理重大ESG相關問題時，應用重要性、定量性、平衡性和一致性這四項報告原則。ESG管理方法涉及選擇與集團運營相關的持份者，並根據與這些持份者的各種溝通方式，ESG團隊確定他們的主要關注點，並使用矩陣表進行重要性評估並優先考慮這些問題。ESG團隊亦收集數據，編製每個報告期內與ESG相關的關鍵績效指標，並進行年度比較和分析，以監察及減輕與ESG相關的風險及其長遠影響。重要性評估的結果載於本ESG報告的「持份者參與和重要性」部分。

ABOUT THIS REPORT (CONTINUED)

The Board Statement

The Board is committed to the sustainable development of the environment and the society and recognises its overall responsibility in overseeing the Group's ESG strategy and reporting. The Group, through its ESG management team ("ESG Team"), which consists of all executive directors of the Company and senior management of its major subsidiaries, has endeavoured to comply with the laws and regulations regarding environmental protection and adopts effective environmental practices to ensure the business meets the required standards and ethics in respect of environmental protection. The ESG Team and the audit committee conducted an annual review on the appropriateness and effectiveness of the ESG-related risk management and internal control systems and considered that the systems in place are adequate and effective.

ESG Management Approach and Strategy

The ESG Team applies the four reporting principles of materiality, quantitative, balance and consistency in evaluating, prioritising and managing material ESG-related issues. The ESG management approach involves the selection of stakeholders related to the Group's operations and based on the various means of communication with these stakeholders, the ESG Team identifies their key concerns and uses matrix table to perform materiality assessment and to prioritise these concerns. The ESG Team also collects data to compile ESG-related KPIs for each reporting period and to perform year-on-year comparison and analysis in order to monitor and mitigate ESG-related risks and their impacts in the long run. The results of the materiality assessment are presented in the section "Stakeholder Engagement and Materiality" in this ESG Report.

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關於本報告(續)

可持續發展承諾的目標和指標

董事會將可持續發展視為其業務目標的一個組成部分，並努力以負責任的方式開展業務。ESG團隊通過密切監測集團持份者的反饋以及環境和社會關鍵績效指標的變化，評估集團ESG進展的有效性。以下與ESG相關的目標和指標已納入集團的業務模式和長期企業目標：

- 更低的碳足跡
- 實施更多節能措施
- 持續改進供應鏈管理
- 降低與工作相關的風險和傷害
- 在集團工作場所提升ESG意識

ABOUT THIS REPORT (CONTINUED)

Goals and Targets on Sustainability Commitment

The Board regards sustainability as an integral part of its business objective and strives to carry out its business in a responsible manner. The ESG Team evaluates the effectiveness of the Group's ESG progress by closely monitoring the feedback from the Group's stakeholders and the changes in the environmental and social KPIs. The following ESG-related goals and targets are incorporated into the Group's business model and its long-term corporate goals:

- Lower carbon footprint
- Implement more energy saving measures
- Continuous improvement in supply chain management
- Lower work-related risks and injuries
- Promote ESG awareness in the Group's workplace

環境、社會及管治報告

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持份者的參與和重要性

本集團為了確定那些ESG表現較為重要而需作出披露，會考慮不同持份者的利益和影響。本集團與不同的持份者保持持續對話，包括但不限於其顧客；僱員；供應商；承包商；服務供應商；股東；投資者；行業監管機構和其他政府機構和社區團體。通過與他們保持正式和非正式的持續溝通，集團能夠識別主要的ESG問題，了解其優勢和劣勢，並且能更好地應對未來的ESG挑戰。以下列表展示各持份者的主要關鍵問題及其重要性：

STAKEHOLDER ENGAGEMENT AND MATERIALITY

In order to identify the most significant aspects for the Group to report on its ESG performance, the Group considers the interests and influences attributing to the different stakeholder groups. The Group maintains ongoing dialogues with a diverse group of stakeholders including but not limited to its customers; employees; suppliers; contractors; service providers; shareholders; investors; industry regulators and other governmental bodies and community groups. By maintaining continuous communication with them both formally and informally, the Group is able to identify the major ESG issues, address its strengths and weaknesses and better position itself in responding to the ESG challenges ahead. The following table illustrates the key concerns identified for each of the stakeholder groups:

持份者 Stakeholders	溝通渠道 Communication Channels	關鍵問題 Key Concerns	重要 Material
顧客 Customers	* 與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(a) 食品和產品的質量和安全 Quality and safety of food and products	√
	* 社交媒體 Social media	(b) 客戶服務和用餐體驗 Customer service and dining experience	√
	* 電話和電子郵件 Telephone and emails	(c) 健康和營養 Health and nutrition	
	* 書面通信 Written correspondence	(d) 消費者資料保障 Consumer data protection	√
僱員 Employees	* 僱傭合同—行為準則 Employment contracts - Code of Conduct	(e) 薪酬待遇和工作保障 Remuneration package and job security	√
	* 定期員工會議 Regular staff meeting	(f) 培訓與發展 Training and development	
	* 員工培訓 Staff training	(g) 職業健康和安全 Occupational health and safety	√
	* 員工須知 Staff notices	(h) 平等機會 Equal opportunities	
	* 舉報政策 Whistleblowing policy	(i) 反貪污 Anti-corruption	
供應商 Suppliers	* 與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(j) 食品和產品的質量和安全 Quality and safety of food and products	√
	* 市場信息或供應商網站 Market information or suppliers' websites	(k) 供應鏈管理 Supply chain management	√
	* 電話和電子郵件 Telephone and emails	(l) 反貪污 Anti-corruption	

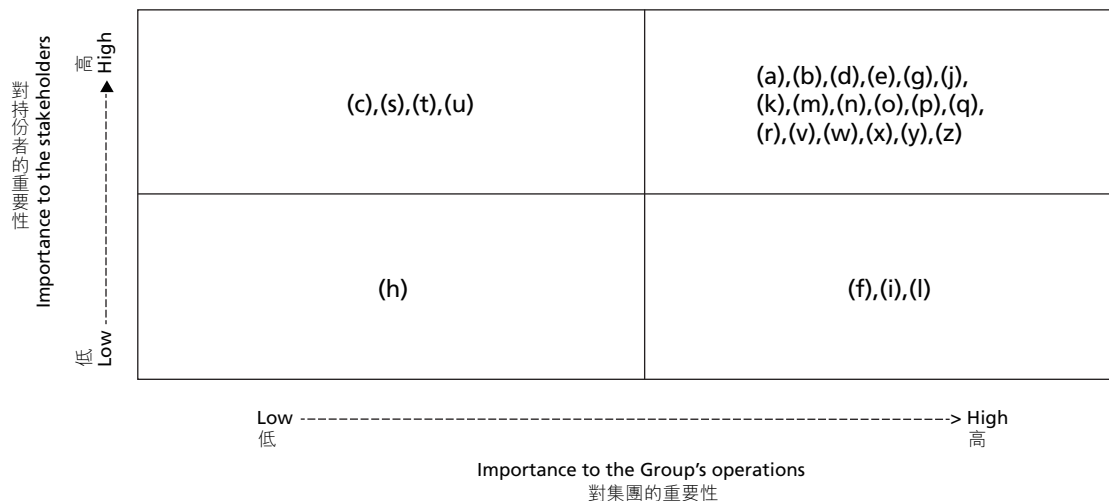
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持份者的參與和重要性 (續)

STAKEHOLDER ENGAGEMENT AND MATERIALITY (CONTINUED)

持份者 Stakeholders	溝通渠道 Communication Channels	關鍵問題 Key Concerns	重要 Material
承包商/服務供應商 Contractors/Service Providers	* 與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(m) 服務質量和安全 Quality and safety of services	√
	* 市場信息或企業網站 Market information or corporate websites	(n) ESG倡議 ESG initiatives	√
	* 電話和電子郵件 Telephone and emails	(o) 氣候和物流問題 Climatic and logistic issues	√
股東/投資者 Shareholders/Investors	* 企業刊物 Corporate publications	(p) 財務和ESG表現 Financial and ESG performance	√
	* 週年或特別股東大會 Annual or special general meetings	(q) 可持續發展 Sustainability development	√
	* 電話和電子郵件 Telephone and emails	(r) 投資者關係 Investors' relationship	√
社區團體 Community Groups	* 活動參與 Events participation	(s) 捐款 Donations	
	* 書面通信 Written correspondence	(t) 贊助 Sponsorship	
	* 電話和電子郵件 Telephone and emails	(u) 社區參與 Community involvement	
政府/監管機構 Government/Regulators	* 適用法律和法規 Governing laws and regulations	(v) 遵守法律和法規 Compliance with laws and regulations	√
	* 實地檢查和合規檢查 Site inspection and compliance checking	(w) 排放 Emissions	√
	* 培訓課程 Training courses	(x) 資源使用 Use of resources	√
	* 書面通信 Written correspondence	(y) 資源保護 Preservation of resources	√
	* 電話和電子郵件 Telephone and emails	(z) 氣候變化 Climate change	√



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持份者的參與和重要性(續)

基於矩陣表的重要性評估表明，政府團體和承包商等持份者更關注ESG的環境方面，而集團的客戶、員工和供應商則更關注ESG的社會方面。有關每個ESG方面的關鍵績效指標的進一步披露和報告，將在本ESG報告的「A.環境」和「B.社會」部分下介紹。

持份者的反饋

本集團歡迎持份者就本集團的ESG方針及表現提書面意見和建議至香港九龍尖沙咀東部加連威老道98號東海中心1樓108室，或發送電子郵件至 info@g-vision.com.hk。

A. 環境

本ESG報告披露的環境數據僅涵蓋由酒樓及管理公司引致的直接排放和消耗數據，而不包括物業發展項目承包商產生之環境數據。澳洲物業發展項目於2020年3月展開，並於2021年10月落成，報告期內並無物業發展項目。

A1. 排放

本集團在營運過程中可導致的排放類別主要包括空氣及溫室氣體（「GHG」）排放及無害廢棄物的產生。集團的主要空氣和GHG排放來源包括煤氣和採購電力的燃料消耗以及食水和污水的處理。本集團的無害廢棄物處理包括廚餘和廢紙的處置。

本集團在報告期內沒有發現任何與空氣和GHG排放、排放到水和土地以及產生有害和無害廢棄物有關的重大違規案件。

STAKEHOLDER ENGAGEMENT AND MATERIALITY (CONTINUED)

The materiality assessment based on the above matrix table indicates that the stakeholder groups such as the governmental groups and the contractors are more concerned with the environmental aspects of ESG while the Group's customers, employees and suppliers are more concerned with the social aspects of ESG. Further disclosure and reporting on KPIs for each of the ESG aspect will be presented under the sections "A. Environmental" and "B. Social" in this ESG Report.

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on the Group's ESG approach and performance by sending comments and suggestions to Unit 108, 1st Floor, East Ocean Centre, 98 Granville Road, Tsimshatsui East, Kowloon, Hong Kong or via email to info@g-vision.com.hk.

A. ENVIRONMENTAL

The environmental data disclosed in this ESG Report covers only the direct emission and consumption data generated from the restaurants and the management office of the Group but does not include the environmental data generated by the contractors from the property development project. The property development project in Australia commenced from March 2020 and completed in October 2021 and there was no property development project during the Reporting Period.

A1. Emissions

Types of emissions that the Group accounted for during its course of operation mainly include air and greenhouse gas ("GHG") emissions and the generation of non-hazardous waste. The key sources of air and GHG emissions of the Group include the consumption of town gas and purchased electricity as well as from processing fresh and waste water. Non-hazardous waste disposal of the Group includes disposal of food waste and paper waste.

The Group is not aware of any cases of material non-compliance relating to air and GHG emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste for the Reporting Period.

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A. 環境 (續)

A1.1 空氣排放

於報告期內，包括氮氧化物(NOx)及硫氧化物(SOx)在內的空氣排放物來自本集團酒樓營運的燃料消耗。由於使用車輛產生的空氣排放量相當輕微，因此本報告沒有提供懸浮顆粒物(PM)方面之數據。

氣體燃料消耗

煤氣的消耗仍然是集團最大的排放源。報告期內之總煤氣用量為119,557煤氣用度(2022年：102,796煤氣用度)，其引致之氮氧化物(NOx)排放量為23.07公斤(2022年：19.84公斤)，而硫氧化物(SOx)排放量則為0.11公斤(2022年：0.10公斤)。

A1.2 溫室氣體排放

GHG排放範圍 Scope of GHG Emissions	排放源 Emission Sources	截至2023年3月31日止年度 For the year ended 31 March 2023		截至2022年3月31日止年度 For the year ended 31 March 2022	
		排放(以噸計 二氧化碳當量) Emission (in tCO ₂ e)	佔總排放量的 百分比 Percentage of Total Emission	排放(以噸計 二氧化碳當量) Emission (in tCO ₂ e)	佔總排放量的 百分比 Percentage of Total Emission
範圍1 Scope 1					
直接排放 Direct Emission	固定式燃料燃燒 Stationary fuel combustion 燃燒來源 – 煤氣 Combustion source – Town gas	305.23	48%	262.44	46%
範圍2 Scope 2					
間接排放 Indirect Emission	採購電量 Purchased electricity	236.82	49%	235.44	51%
	採購煤氣 Purchased town gas	68.86		60.44	
範圍3 Scope 3					
其他間接排放 Other Indirect Emission	用於處理食水的電力 Electricity used for processing fresh water	11.96	3%	11.33	3%
	用於處理污水的電力 Electricity used for processing wastewater	3.97		3.76	
	廢紙處理 Paper waste disposal	3.49		4.52	
總計 Total		630.33	100%	577.93	100%

A. ENVIRONMENTAL (CONTINUED)

A1.1 Air Emissions

For the Reporting Period, air emissions including nitrogen oxides (NOx) and sulphur oxides (SOx) were emitted from fuel consumption of the Group's restaurant operations. Air emissions from vehicles are considered insignificant, thus no particulate matter (PM) data is being presented in this ESG Report.

Gaseous Fuel Consumption

Consumption of town gas remains the biggest source of emission from the Group. A total of 119,557 units (2022: 102,796 units) of town gas was used for the Reporting Period, contributing to 23.07 kg (2022: 19.84 kg) of nitrogen oxides (NOx) emission and 0.11 kg (2022: 0.10 kg) of sulphur oxides (SOx) emission.

A1.2 Greenhouse Gas Emissions

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A. 環境 (續)

附註：

- tCO₂e是指以噸計二氧化碳當量。
- 排放因數是以香港交易所刊發的《如何編製ESG報告－附錄2：環境關鍵績效指標報告指引》為基礎，最後更新於2022年3月。

於本報告期，GHG之排放量為630.33噸二氧化碳當量（2022年：577.93噸二氧化碳當量）（主要有二氧化碳，甲烷，一氧化碳及氫氟碳化物），排放強度為0.013噸二氧化碳當量／千港元收入（2022年：0.013噸二氧化碳當量／千港元收入）。

A1.3 有害廢棄物

本集團並不知悉在其業務過程中排放的任何重大有害廢棄物及污染物，因此本ESG報告未提供該等數據。

A1.4 無害廢棄物

本集團的無害廢棄物主要是食物廚餘（包括用過的食用油和隔油池廢物）及其經營酒樓及管理辦公室所產生的廢紙。報告期內共消耗了727.71公斤（2022年：940.95公斤）的紙張，導致3.49以噸計二氧化碳當量（2022年：4.52以噸計二氧化碳當量）。

A. ENVIRONMENTAL (CONTINUED)

Notes:

- tCO₂e means tonnes of carbon dioxide equivalent.
- Emission factors were based on “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” published by the HKEX and last updated in March 2022.

There were 630.33 tCO₂e (2022: 577.93 tCO₂e) GHG (mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons) emitted for the Reporting Period, with an emission intensity of 0.013 tCO₂e/HK\$'000 revenue (2022: 0.013 tCO₂e/HK\$'000 revenue).

A1.3 Hazardous Waste

The Group is not aware of any significant hazardous wastes and pollutants that are being discharged in the course of its business and hence no such data are being presented in this ESG Report.

A1.4 Non-hazardous Waste

Non-hazardous waste from the Group is mainly food waste (including used cooking oil and grease trap waste) and waste paper from its operation of restaurants and management office. A total of 727.71 kg (2022: 940.95 kg) of paper was consumed for the Reporting Period, contributing to 3.49 tCO₂e (2022: 4.52 tCO₂e).

A. 環境 (續)

A1.5 排減措施和目標

本集團採取積極主動的方式，盡量減少氣體排放對環境的影響，整體目標是持續減少溫室氣體排放，以實現長遠低碳足跡。本集團致力透過以下方法減少煤氣的消耗：

- 定期升級至有更高能源效益評級的廚房設備；
- 在非使用時間關閉煤氣爐和熱水器；
- 為員工提供正確使用廚房設施和設備的指南；
- 聘請專業清潔公司定期檢查和清潔廚房之抽氣系統。

ESG團隊全面負責確保廚房員工嚴格遵守規則和指南。

A. ENVIRONMENTAL (CONTINUED)

A1.5 Emission Mitigation Measures and Targets

The Group adopts a proactive approach in order to minimise the environmental impact of gas emissions and its overall target is to continuously reduce GHG emissions to achieve lower carbon footprint in the long run. We strive to lower the consumption of town gas by:

- Upgrading kitchen equipment with higher efficiency rating on regular basis;
- Turning off the gas stoves and water heaters when not in use;
- Providing guidelines to staff on proper use of the kitchen facilities and equipment;
- Engaging professional company to regularly inspect and clean the exhaust system of the kitchen.

The ESG Team has an overall responsibility to ensure the rules and guidelines are strictly adhered to by the kitchen staff.

環境、社會及管治報告

Environmental, Social and Governance Report

A. 環境 (續)

A1.6 減少廢棄物的倡議和目標

ESG團隊還透過以下各種措施制定了長期減少廢棄物處置的目標：

- 為了盡量減少廚餘，ESG團隊會每天密切監測食品和其他庫存物品之採購、使用和儲存。所有的廚餘（包括經使用煮食油和隔油池廢物）都經由有牌照的垃圾處理公司收集和處理。本集團自2018年6月份起，已和廢油回收商合作，把經使用煮食油轉化為生物柴油，作為香港可再生能源的來源。本報告期內共產生了約2,300公斤（2022年：約1,900公斤）用過的食用油。香港特別行政區政府環境局特意向本集團頒發了感謝狀，表揚我們對香港環保園回收業務的支持。隔油池廢物會經由合資格廢物回收商運至西九龍廢物轉運站作處理。
- 為了控制廢紙量，本集團鼓勵辦公室員工使用再用紙；以及使用雙面打印，並且以電子存檔代替打印文件。本集團亦鼓勵酒樓員工利用數碼營銷代替印刷材料推廣時令菜式及優惠。

A. ENVIRONMENTAL (CONTINUED)

A1.6 Wastes Reduction Initiatives and Targets

The ESG Team also sets long-term reduction targets on waste disposals through various measures as explained below:

- To minimise food waste, the ESG Team closely monitors the purchase, usage and storage of food and other inventory items. Food waste (including used cooking oil and grease trap waste) are collected and handled by licensed waste disposal companies. The Group has co-operated with a used oil recycling company since the month of June 2018 to dispose used cooking oils for converting into bio-diesel as a source of renewable energy for Hong Kong. A total of approximately 2,300 kg (2022: approximately 1,900 kg) of used cooking oil were produced during the Reporting Period. A certificate of appreciation has been awarded to the Group by the Government of the Hong Kong Special Administrative Region Environment Bureau in recognition of its support to the recycling business in the EcoPark of Hong Kong. Grease trap wastes are also properly disposed to the West Kowloon Transfer Station through a qualified waste collector.
- To control waste paper, office staff are encouraged to use recycled papers; to print on both side of papers and to save e-copies of documents instead of printing out. Restaurant staff are encouraged to make use of digital marketing instead of printed materials to promote seasonal dishes and offers.

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

A. 環境 (續)

A2. 資源的使用

ESG團隊認為減少GHG排放和集團碳足跡的最直接和有效的方法是在工作場所提高ESG意識，並提高集團運營的整體能源效率。本集團已制定了有效使用煤氣、電力和水等資源的政策和節能措施。

A2.1 能源消耗

於報告期內，本集團的業務營運產生總能源消耗為2,201,333千瓦時（2022年：1,974,304千瓦時），電力及煤氣使用強度為46千瓦時／千元收入（2022：45千瓦時／千元收入）。

能源消耗來源 Energy Consumption Sources	消耗 (千瓦時) Consumption (in kWh)	
	截至2023年3月31日 止年度 For the year ended 31 March 2023	截至2022年3月31日 止年度 For the year ended 31 March 2022
煤氣 Town Gas	1,594,093	1,370,613
電力 Electricity	607,240	603,691

煤氣

報告期內，本集團食肆經營已消耗119,557單位（2022年：102,796單位）煤氣，強度為2.52個單位／千港元收入（2022年：2.33個單位／千港元收入）。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources

The ESG Team regards the most direct and effective methods of reducing GHG emissions and the Group's carbon footprint are to promote ESG awareness in the workplace and to enhance the overall energy efficiency in the Group's operations. The Group has adopted policies and energy-saving measures to promote efficient use of resources, including town gas, electricity and water.

A2.1 Energy Consumption

For the Reporting Period, the Group's business operations resulted in a total energy consumption of 2,201,333 kWh (2022: 1,974,304 kWh), with an intensity of 46 kWh/HK\$'000 revenue (2022: 45 kWh/HK\$'000 revenue) from the use of electricity and town gas.

Town Gas

For the Reporting Period, the Group's restaurant operation has consumed 119,557 units (2022: 102,796 units) of town gas, with an intensity of 2.52 units/HK\$'000 revenue (2022: 2.33 units/HK\$'000 revenue).

環境、社會及管治報告

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A. 環境(續)

電力

於報告期內，本集團已消耗 607,240 千瓦時（2022年：603,691 千瓦時）的電力，強度為 12.82 千瓦時／千港元收入（2022年：13.68 千瓦時／千港元收入）。

A. ENVIRONMENTAL (CONTINUED)

Electricity

For the Reporting Period, the Group has consumed 607,240 kWh (2022: 603,691 kWh) of electricity, with an intensity of 12.82 kWh/HK\$'000 revenue (2022: 13.68 kWh/HK\$'000 revenue).

		截至2023年3月31日 止年度 For the year ended 31 March 2023	截至2022年3月31日 止年度 For the year ended 31 March 2022
酒樓 Restaurants			
消耗 Consumption	千瓦時 kWh	581,542	579,700
強度 Intensity	千瓦時／千港元收入 kWh/HK\$'000 revenue	12.79	14.19
管理公司 Management Office			
消耗 Consumption	千瓦時 kWh	25,698	23,991
強度 Intensity	千瓦時／千港元收入 kWh/HK\$'000 revenue	13.36	7.33
本集團 Group			
消耗 Consumption	千瓦時 kWh	607,240	603,691
強度 Intensity	千瓦時／千港元收入 kWh/HK\$'000 revenue	12.82	13.68

A2.2 耗水量

報告期內，本集團酒樓營運用水量為 27,919 立方米（2022：26,454 立方米），強度為 0.59 立方米／千港元收入（2022年：0.60 立方米／千港元收入）。

A2.2 Water Consumption

For the Reporting Period, water consumption by the Group's restaurant operations was 27,919 m³ (2022: 26,454 m³), with an intensity of 0.59 m³/HK\$'000 revenue (2022: 0.60 m³/HK\$'000 revenue).

A. 環境 (續)

A2.3 能源使用效率倡議和目標

為達到減少煤氣消耗的效率目標而採取的措施已在本ESG報告的「A1.5減排措施和目標」一節披露。降低用電量是本集團為改善整體能源使用效率而設定的另一關鍵目標：

照明和冷凍系統

電力的主要消耗是在本集團的酒樓和辦公室使用照明、空調、製冷、通風和辦公室設備。本集團已實施以下節能措施：

- 以發光二極管燈取代慳電膽，進一步加大節約能源；
- 定期維修以維持所有電器的能源效益水平；
- 培訓酒樓員工關閉空置區域的燈和空調；
- 在設計和裝修新酒樓時盡量利用自然光；
- 將閒置的複印機和電腦設備轉換至節能模式。

A. ENVIRONMENTAL (CONTINUED)

A2.3 Energy Use Efficiency Initiatives and Targets

The steps taken to achieve the efficiency targets for reducing town gas consumption have been disclosed in the section “A1.5 Emission Mitigation Measures and Targets” in this ESG Report. Reducing electricity consumption is another key target the Group sets to improve the overall energy use efficiency:

Lighting & Cooling Systems

The Group’s major consumption of electricity stems from the use of lighting, air-conditioning, refrigeration, ventilation and office equipment in the Group’s restaurants and office. The Group has implemented the following energy-saving initiatives:

- Replacement of compact fluorescent light bulbs with LED lights to further maximise energy conservation;
- Regular maintenance to maintain the energy-efficiency level of all electrical appliances;
- Restaurant employees are trained to switch off lights and air-conditioners for vacant areas;
- Maximum use of natural light in the design and built of new restaurant outlet;
- Switch to energy-saving mode for idle photocopiers and computing equipment.

環境、社會及管治報告

Environmental, Social and Governance Report

A. 環境(續)

電器採購

目前，於2008年通過《能源效益(產品標籤)條例》(香港法例第598章)介紹生效的強制性能源效益標籤計劃(「**強制性能源效益標籤計劃**」)，規定室內冷氣機、電視機、儲水式電熱水爐、電磁爐、製冷電器、慳電膽、洗衣機和抽濕機需貼上能源標籤。本集團只會考慮採購符合強制性能源效益標籤計劃以及擁有較高能源效益標籤的電器。

A2.4 用水效率倡議和目標

食肆的營運需要使用水進行食品處理和清潔，而水由水務署供應。在本報告所述期間，在採購適合用途的水方面沒有問題。

為盡量實現節水目標，本集團已實施若干節水措施。安裝了低流量夾具來控制來自主開關的水流。酒樓工作人員經過培訓，可以在不使用水龍頭時關閉所有水龍頭。定期檢查水管能防止漏水。本集團在本報告期內產生的污水經去水喉排出並由渠務署處理。本集團將致力減少用水量，其用水效益目標是將本集團用水量強度維持在0.60立方米/千港元收入以下。

A. ENVIRONMENTAL (CONTINUED)

Procurement of Electrical Appliances

Currently, the Mandatory Energy Efficiency Labelling Scheme (“**MEELS**”) introduced in 2008 through the commencement of Energy Efficiency (Labelling of Products) Ordinance (Cap. 598 of the Laws of Hong Kong) requires room air-conditioners, televisions, storage-type electric water heaters, induction cookers, refrigerating appliances, compact fluorescent lamps, washing machines and dehumidifiers to carry energy labels. The Group will only consider procuring energy-efficient electrical appliances which comply with the MEELS and with high efficiency grading labels.

A2.4 Water Use Efficiency Initiatives and Targets

The operation of restaurants requires the use of water for food processing and cleaning purposes, and the water was supplied by the Water Supplies Department. There was no issue in sourcing water that is fit for purpose during the Reporting Period.

To maximise water saving target, the Group has implemented certain water conservation measures. Low-flow fixtures were installed to control water flow from the main switch. Restaurant staff are trained to turn off all water taps when they are not in use. Water pipes are checked on a regular basis to prevent water leakage. Waste water generated from the Group during the Reporting Period was discharged to and treated by the Drainage Services Department. The Group will strive to reduce water usage, and its water efficiency target is to maintain the Group’s water consumption intensity at below 0.60 m³/HK\$’000 revenue.

A. 環境(續)

A2.5 包裝材料

本集團在日常營運中使用各種包裝材料，例如塑膠外賣盒及袋子。於報告期內，本集團旗下酒樓共消耗939公斤(2022：1,208公斤)，強度為0.020公斤／千港元收入(2022年：0.027公斤／千港元收入)。集團亦在節日期間使用666公斤(2022年：1,111公斤)或約0.172公斤／盒(2022年：0.170公斤／盒)紙盒、PET塑膠容器及回收袋包裝月餅及年糕。本集團將繼續監察其包裝物料的使用情況，並在有需要時檢討及改變現有做法。為進一步減少包裝浪費，集團鼓勵客戶自備容器帶走食物。

A3. 環境與自然資源

本集團意識到酒樓及辦公室營運持續消耗能源資源，不可避免地導致一定程度的氣體和廢棄物排放，最終對環境產生負面影響。為減低該等風險，本集團致力在工作場所推廣環保意識，並已實施多項節能措施，如在本ESG報告中「A1.排放」和「A2.資源的使用」中所披露。ESG團隊將繼續努力，檢討、引入和實施更具環保意識的工作常規和政策，期望在節能工作，減少排放和減少廢棄物方面達到更理想的標準。

A. ENVIRONMENTAL (CONTINUED)

A2.5 Packaging Material

The Group uses various packaging materials such as plastic takeaway boxes and bags in its day-to-day operation. A total of 939 kg (2022: 1,208 kg) of these packaging materials, with an intensity of 0.020 kg/HK\$'000 revenue (2022: 0.027 kg/HK\$'000 revenue), were consumed by the Group's restaurants for the Reporting Period. The Group also used 666 kg (2022: 1,111 kg) or approximately 0.172 kg/box (2022: 0.170 kg/box) of carton boxes, PET plastic containers and recycling bags for packaging mooncakes and Chinese New Year cakes during the festive seasons. The Group will continue to monitor its usage of packaging materials and will review and alter existing practice when necessary. To further reduce packaging waste, the Group encourages its customers to bring their own containers to take away the food.

A3. The Environment and Natural Resources

The Group realises that the restaurant and the office operations have continuously consumed energy resources and inevitably led to certain extent of gas and waste emissions, which ultimately have negative impacts on the environment. To minimise the exposure of such risks, the Group is committed to promoting environmental protection awareness in its workplace and has implemented various energy-saving measures as disclosed in the sections "A1. Emissions" and "A2. Use of Resources" in this ESG Report. The ESG Team will continue its effort in ESG matters. More environmentally conscious work practices and policies will be reviewed, introduced and implemented with the aim to achieve a higher standard in the work of energy saving as well as in the reduction in emissions and waste generation.

環境、社會及管治報告

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A. 環境(續)

A4. 氣候變化

董事會致力於降低集團的GHG排放量，以應對氣候變化。環氣候變化及其對全球的影響正以各種方式威脅著企業的利潤。人類日常活動產生的GHG排放導致熱氣積聚及全球暖化。氣溫上升再導致其他與氣候相關的自然災害，例如更頻繁的熱浪、山火、熱帶氣旋、極端降雨量和洪水，繼而破壞財產、基礎設施和交通網絡，影響人員流動和生產力，並對農業、漁業和旅遊業產生負面影響。ESG團隊意識到與氣候變化相關的ESG風險不斷增加，以及對集團運營構成的直接和間接影響：

對生態系統和食品供應鏈的影響

除了溫室效應導致氣溫上升外，香港的暴雨也比以前更頻繁。因此，維多利亞港的水平線正在上升，威脅到沿海社區和生態系統。不斷變化的生態系統影響許多動植物物種的遷徙和繁殖模式(視情況而定)，導致食物供應來源變得不穩定和稀缺。頻繁發生的洪水和乾旱降低農作物產量並擾亂糧食供應的物流。日益溫暖的天氣和頻繁的降水也將增加水源性和食源性疾病和過敏的風險，並增加食品供應鏈中污染的機會。

食品供應短缺可能導致食品供應鏈中斷，推高原材料價格，從而降低本集團酒樓經營的利潤。ESG團隊需要通過更頻繁地審查集團的供應商、食品品質和定價來減輕氣候變化的影響，並在必要時努力尋求更多或更好的替代食物來源。

A. ENVIRONMENTAL (CONTINUED)

A4. Climate Change

The Board is committed to lowering the Group's GHG emissions to combat climate change. Climate change and its impacts across the globe are threatening the bottom line of businesses in a variety of ways. The GHG emissions produced by daily human activities trap heat on earth, leading to global warming. This subsequent rise in temperature will lead to other climate-related natural disasters such as more frequent heat waves, bush fire, tropical cyclones, extreme rainfall events and flooding which in turn will damage property, infrastructure and transportation network, impact human mobility and productivity, and negatively affect sectors such as agriculture, fisheries and tourism. The ESG Team is aware of the increasing ESG risks associated with climate change and of the direct and indirect impacts posed on the Group's operations:

Impact on ecosystem and the food supply chain

Apart from rising temperature due to the greenhouse effect, Hong Kong has been experiencing more frequent heavy rainfall than before. As a result, the sea level at the Victoria Harbour is rising, which threatens coastal communities and ecosystems. Changing ecosystems influence migration and reproduction patterns of many plant and animal species (as the cases may be), causing the sources of food supplies to become unstable and scarce. Frequent occurrence of floods and droughts also lead to a reduction in crop yields and disruption in the logistics of food supplies. The increasingly warmer weather and frequent precipitation will also add to the risk of waterborne and foodborne diseases and allergies and increase the chance of contamination within the food supply chain.

The shortage in food supplies may cause disruption in food supply chain, drive up price of raw food and consequently the lower profit margin for the Group's restaurant operations. The ESG Team needs to mitigate the impacts of climate change by reviewing the Group's suppliers, food quality and pricing more frequently and strive to seek for more or better alternative food sources where necessary.

A. 環境(續)

對健康、流動性和生產力的影響

香港平均氣溫跟隨全球趨勢持續上升。氣溫升高會增加極端天氣事件例如熱浪和熱帶氣旋的頻率、強度和持續時間，這些事件可能會帶來健康風險，尤其是在年幼和年長的客戶群中。由於暴雨可能導致嚴重道路水浸及交通擠塞，因此在惡劣天氣下，顧客較不願外出就餐。此外極端天氣情況不利流動，直接影響旅遊業。惡劣天氣預期會加劇心理健康問題，因為生產力和工時損失可能導致工資損失和其他社會問題。

ESG團隊需要對香港天文台發出的警告及訊號需要保持警覺。若酒樓因警告及訊號需要暫停營業，須立即採取措施暫停新鮮食材的供應，以及處理顧客的查詢及取消。如果酒樓繼續營業，可能需要重新安排員工更表，以確保當值員工能夠安全上班。

對公用事業、冷氣和保險費用的影響

在極端天氣情況下，因發電變得不穩定，能源需求會增加，降雨頻率和降雨量的變化會影響供水和水質。這些都可能對本集團的營運造成突發性干擾。由於近年潮濕炎熱季節較長，空調系統需要加長運行時間，導致本集團的冷氣及維修費用增加。極端天氣情況(如熱浪、乾旱和洪水)的頻率和強度增加，會導致財產損失，對社會造成代價高昂的破壞，並間接降低集團的第三方責任和所有財產風險的負擔能力和增加保險費用。

A. ENVIRONMENTAL (CONTINUED)

Impact on health, mobility and productivity

Hong Kong's average temperature is rising, which is in line with the global trend. Warmer temperatures increase the frequency, intensity, and duration of extreme weather events such as heat waves and tropical cyclones which can pose health risks, particularly amongst the younger and elderly group of customers. As the heavy rainfalls may cause serious road flooding and traffic congestion, the Group's customers are usually less prone to dine out under severe weather conditions. In addition, severe weather reduces mobility and has a direct impact on the Group's tourism business. It is also projected to exacerbate mental health issues as loss of productivity and labour hours may result in lost wages and other social problems.

The ESG Team needs to stay alert to weather warnings and signals issued by the Hong Kong Observatory Department. If the Group's restaurants have to suspend operations as a result of these weather warnings and signals, immediate actions are required to suspend fresh food supply, handle customers' enquiry and cancellation. On the other hand, if the Group's restaurants will continue operations, rearrangement of staff shifts may be required to ensure those on shift are safe to travel to work.

Impact on utility, cooling and insurance costs

Under extreme weather events, the demand for energy will increase as power generation becomes less reliable, and the changes in the patterns and amount of rainfall can affect water supply and water quality. These may cause abrupt disturbance to the Group's operations. Due to the lengthy hot and humid season in recent years, the demand for longer hours of air-conditioning service has resulted in higher cooling and maintenance charges for the Group. Increases in the frequency and intensity of extreme weather events, such as heat waves, droughts and floods can increase losses to property, cause costly disruptions to society, and indirectly reduce the affordability and increase the costs of insurance for third party liability and all property risks for the Group.

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

B. 社會

1. 僱傭和勞工常規

B1. 僱傭

截至2023年3月31日，集團共有約95名員工（2022年年：88名），所有員工均來自香港的中國人。

B. SOCIAL

1. Employment and Labour Practices

B1. Employment

The Group had a total number of approximately 95 employees as of 31 March 2023 (2022: 88), and all employees are ethnic Chinese from Hong Kong.

按僱傭類型劃分 Workforce by Employment Type (%)

全職	Full-time	83
兼職	Part-time	17

按僱傭職級劃分 Workforce by Employment Rank (%)

高級管理層	Senior Management	17
中層管理人員	Middle Management	20
前線員工及其他員工	Frontline Staff & Other Employees	63

按年齡組別劃分 Workforce by Age Group (%)

18-25	18-25	0
26-35	26-35	2
36-45	36-45	6
46-55	46-55	37
56或以上	56 or above	55

按性別劃分 Workforce by Gender (%)

男性	Male	49
女性	Female	51

B. 社會 (續)

於報告期內，本集團酒樓及辦公室營運的薪酬及解僱、招聘及晉陞、工作時間、休息時間、平等機會、多元化及反歧視及其他福利及福利的政策並無重大變化。本集團沒有注意到在報告期內有任何與僱傭有關的嚴重違規案件。

僱傭合同列出了有關試用期、付款期限、強制性公積金、休息日和公共假期、休假申請、內部調動、終止和解僱、獎勵或處罰的規則和條件的所有信息和權利。ESG團隊不時檢討僱員的薪酬，並參考市場平均水平和趨勢。員工還有權享受工作時提供的膳食和業績獎金。

本集團明白其業務性質可能導致較長工作時間，因此會聘用臨時工人，以降低長期僱員之工作量及減少其加班需要。

平等機會

本集團為致力促進平等機會之僱主，不會容忍基於宗教、殘疾、性別、家庭狀況、種族、婚姻狀況、懷孕或任何其他觸犯法例之歧視或騷擾。

B. SOCIAL (CONTINUED)

For the Reporting Period, there were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination, and other benefits and welfares for the Group's restaurant and office operations. The Group did not note any cases of material non-compliance in relation to employment during the Reporting Period.

Employment contract has listed out all information and entitlement regarding probation period, payment term, mandatory pension fund, rest days and public holidays, rules and conditions on leave application, internal transfer, termination and dismissal, reward or penalty. The ESG Team reviews employees' remuneration from time to time and makes reference to market average and trend. Employees are also entitled to meals provided at work and revenue bonus.

The Group understands its operating environment may induce longer working hours at work, thus temporary workers will be hired to relieve the workload of permanent employees and lessen their necessities of working overtime.

Equal Opportunity

The Group commits to be an equal opportunity employer and does not tolerate any discrimination or harassment based on religion, disability, gender, family status, ethnic, marital status, pregnancy or any other form of discrimination prohibited by applicable laws.

環境、社會及管治報告

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B. 社會 (續)

流失

於報告期內，本集團的流失率為39%，其中37名員工（2022年：3%，3名員工）離職，他們均為來自香港的中國人。人員流失率激增的主要原因是由於尖沙咀分店主廚及其團隊於2022年11月被替換，以及餐飲業人手短缺，為集團員工帶來更多就業機會。由於部分員工流失至酒店業或其他提供更具競爭力的薪酬或工作時間較短的餐飲集團，本集團的辭職率大幅上升。再加上也有部分員工因為退休而離職。ESG團隊會不時檢討員工的薪酬待遇，以使集團在挽留員工方面保持競爭力。這亦解釋員工費用在報告期內激增的原因。按年齡組別和性別分類的年流失率如下：

18-25	18-25
26-35	26-35
36-45	36-45
46-55	46-55
56或以上	56 or above

男性	Male
女性	Female

B. SOCIAL (CONTINUED)

Turnover

The annual turnover rate of the Group was 39% with 37 employees (2022: 3% with 3 employees) left the Group for the Reporting Period and they were all ethnic Chinese from Hong Kong. The surge in turnover rate was primarily due to the replacement of the head chef and his team for the Tsim Sha Tsui branch in November 2022 as well as the shortage of labour in the food and beverage industry which resulted in more job opportunities for the Group's staff. The resignation rate for the Group increased significantly as some staff moved to the hotel industry or other restaurant groups which offer more competitive salary or less working hours. In addition, certain staff left merely due to retirement. The ESG Team would review employees' remuneration packages from time to time in order for the Group to stay competitive in retaining staff. This explained the surge in staff costs for the Group during the Reporting Period. The annual turnover rates, categorised by age group and gender, are as follows:

按年齡組別劃分的年流失率 Annual Turnover Rate by Age Group (%)

18-25	3
26-35	3
36-45	14
46-55	42
56 or above	38

按性別劃分的年流失率 Annual Turnover Rate by Gender (%)

Male	41
Female	38

B. 社會 (續)

B2. 健康與安全

本集團高度重視職業健康與安全，致力為所有員工提供安全的工作環境。新聘請員工必須參加與其工作職責相關的安全和職場衛生培訓。有關處理生食及使用電器產品；處置有害及無害廢物；以及消防安全措施和急救方面的指引已提供予僱員。於本報告期內，有關提供安全工作環境和保護員工免受職業危害的政策未有重大變化。本集團遵循香港職業安全健康局建議的《職業健康及安全指引》，ESG團隊負責監察整體遵守內部及外部指引的情況。消防處和食物環境衛生署亦進行定期和實地巡查。

本集團必須嚴格遵守《職業安全及健康條例》(香港法例第509章)及《僱員補償條例》(香港法例第282章)的相關法律法規。於本報告期內，未有與健康及安全相關的重大違規事項。下表列明在過往三年(包括本報告期在內)每年因工身亡、工傷個案及因工傷而損失的天數：

**截至3月31日止年度職業健康及安全數據
Occupational Health and Safety Data
for the year ended 31 March**

		2023	2022	2021
因工身亡	宗數			
Work-related Fatality	Number of cases	0	0	0
工傷	宗數			
Work Injury	Number of cases	0	0	2
因工傷而損失的天數	天			
Lost days due to Work Injury	Days	0	0	37

B. SOCIAL (CONTINUED)

B2. Health and Safety

The Group places high priority on occupational health and safety and strives to provide a safe working environment for its employees. Newly hired staff are required to attend safety and workplace hygiene training relevant to their job duties. Employees are provided with guidelines on handling raw food and electrical appliances; the disposal of hazardous and non-hazardous wastes as well as on fire safety measures and first-aid. For the Reporting Period, there were no major changes in policies related to providing safe working environment and protecting employees from occupational hazards. The Group follows the occupational health and safety guidelines recommended by the Hong Kong's Occupational Safety and Health Council and the ESG Team is responsible to monitor the overall adherence to the internal and external guidelines. Regular and on-the-spot inspections were also conducted by the Fire Department and the Food and Environmental Hygiene Department.

The Group must strictly abide by the relevant laws and regulations under the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong). There was no material non-compliance issue in relation to health and safety during the Reported Period. The table below summarises the work-related fatality, work injury cases and the number of lost days due to work injury in each of the past three years including the Reporting Period:

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B. 社會 (續)

COVID-19大流行下的規定

COVID-19大流行在香港爆發，對集團的酒樓運營造成前所未有的干擾，並對集團員工和酒樓顧客的健康和安全構成巨大威脅。為控制COVID-19的傳播，香港政府根據《預防及控制疾病(規定及指示)(業務及處所)規例》(香港法例第599F章)實施對抗COVID-19的規例，該規例於2020年3月28日下午6時生效。鑒於當前的疫情情況，香港政府不時收緊或放寬有關規定。在報告期內，社交距離措施對集團運營的影響已在年報的「管理層討論和分析」部分解釋。

於報告期內，本集團並無發現任何與健康及安全法例及規例有關的重大違規個案。本集團會繼續實施以下措施維持良好衛生，以保障員工及顧客的健康和安全：

- 在酒樓場所和辦公室安裝符合要求的空氣淨化器；
- 定期使用次氯酸消毒噴霧對酒樓和辦公室進行消毒；
- 向員工提供外科口罩、洗手液、COVID-19快速測試；
- 提供獨立房間供員工在辦公室享用午餐。

B. SOCIAL (CONTINUED)

Requirements under the COVID-19 pandemic

The outbreak of the COVID-19 pandemic in Hong Kong has caused disruption to the Group's restaurant operations on an unprecedented scale and poses enormous threat to the health and safety of the Group's staff and restaurant patrons. In order to control the spread of COVID-19, the Hong Kong Government imposed regulations to fight COVID-19 under the Prevention and Control of Disease (Requirements and Directions) (Businesses and Premises) Regulation (Cap. 599F of the Laws of Hong Kong) which took effect from 6 p.m. on 28 March 2020. The regulations were tightened or relaxed from time to time by the Hong Kong government in view of the prevailing pandemic conditions. The impacts of social distancing measures on the Group's operations during the Reporting Period have been explained in the section "Management and Discussion Analysis" in the annual report.

For the Reporting Period, the Group was not aware of any material cases of non-compliance in relation to health and safety laws and regulations. The Group will continue to implement the following measures for maintaining good hygiene in order to safeguard the health and safety of our staff and restaurant patrons:

- Installing air purifiers in restaurant premises and office meeting the requirements;
- Disinfecting restaurants and office regularly with hypochlorous acid based disinfectant spray;
- Providing surgical masks, hand sanitizers, COVID-19 rapid test kits to staff;
- Offering separate rooms for staff to take lunch in office.

B. 社會 (續)

B3. 發展與培訓

本集團相信發展及培訓是人力資源(「HR」)發展的重要一環，以確保員工能夠適當履行其職責，以及滿足客戶對質量和服務的期望。本集團為每位新聘用員工(不論其工作經驗水準如何)及調任新職位的員工提供在職說明會，以確保他們熟悉工作條件、工作要求以及工作場所的所有其他安全和環境保護措施。通常在試用期內向工作人員提供強化培訓計劃，試用期通常持續一個月。本集團亦鼓勵員工參加其他持續發展培訓計劃，並資助他們修讀外部培訓課程及／或其他專業資格。

B. SOCIAL (CONTINUED)

B3. Development and Training

The Group believes development and training is a vital part of human resources (“HR”) development to ensure an employee can duly discharge his/her duties as well as in meeting the rise in customers’ expectation on quality and service. On-the-job briefing session is provided by the Group for every newly hired staff, regardless of his/her level of work experience, and for those being relocated to new post, to ensure each of them is familiar with the working conditions, job requirements as well as all other safety and environmental conservation practices at the workplace. An intensive training programme is usually provided to the staff during the probation period which usually lasts for one month. The Group also encourages its staff to participate in other continuous development training programme and provides subsidies to them in pursuing external training courses and/or other professional qualifications.

按員工職級劃分的
受培訓員工百分比
**Employees Trained
by Employee Rank
(%)**

高級管理層	Senior Management	31
中層管理人員	Middle Management	2
前線及其他員工	Frontline & Other Staff	67

按性別劃分的
受培訓員工百分比
**Employees Trained
by Gender
(%)**

男性	Male	49
女性	Female	51

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B. 社會 (續)

高級管理層	Senior Management	150
中層管理人員	Middle Management	192
前線及其他員工	Frontline & Other Staff	192

B. SOCIAL (CONTINUED)

按員工職級每位員工
完成的平均培訓時間(小時)
**Average Training Hours Completed per
Employee by Employee Rank (hours)**

按員工性別每位員工
完成的平均培訓時間(小時)
**Average Training Hours Completed per
Employee by Gender (hours)**

男性	Male	178
女性	Female	172

B4. 勞工標準

本集團嚴禁童工、非法勞工和強迫勞動。所有就業和招聘都需要嚴格遵守《僱傭條例》(香港法例第57章)。於本報告期內，本集團並無發現任何有關防止童工及強制勞工的重大違規情況。

所有員工在面試時必須出示個人身份證明文件之正本。HR部門將要求並檢查身份證、學歷證書、工資證明和其他推薦信。有需要時本集團會聯絡香港人民入境事務處進一步確認身份及個人資料，以防僱用非法勞工。如有懷疑個案，HR部門會通知香港入境事務處及/或香港警方作進一步調查。

B4. Labour Standards

Child labour, illegal labour and forced labour are strictly prohibited in the Group. All employment and recruitment shall strictly abide by the Employment Ordinance (Cap. 57 of the Laws of Hong Kong). For the Reporting Period, no non-compliance with the relevant laws and regulations relating to preventing child and forced labour had been identified.

All job applicants must show their original personal identification documents during interview to verify their identities. The HR department will request for and check on a job applicant's identity card, academic certificates, salary proof and other reference letters. Further checking on identification and personal information may be arranged with the Hong Kong Immigration Department to ensure no illegal workers are hired by the Group. For suspected cases, the HR department will take immediate disciplinary action and report to the ESG Team internally and also refer to the Hong Kong Immigration Department and/or the Hong Kong Police Force for further investigation if necessary.

B. 社會 (續)

本集團禁止未經授權超時工作。每個工作崗位之工時於簽訂僱傭合同時已經明確規定和商定。如果員工被要求加班，需要預先獲得批准並可享有補償假。

2. 營運常規

B5. 供應鏈管理

供應鏈管理(「SCM」)已被認定為本集團的重大ESG議題，不僅影響利潤，而且影響本集團業務的長期可持續性。本集團有一套標準的採購程序，強調透明度、公平性和競爭力。SCM政策和程序由ESG團隊實施和審查。於本報告期內，供應鏈環境和社會風險管理政策未有發生重大變化。

供應商的參與

於本報告期內，本集團已與約65個(2022年：65個)香港供應商合作。為保持高標準的食材品質和供應鏈的穩定性，本集團只與業內長期信譽良好的供應商合作。在聘請新供應商前，採購團隊將進行盡職調查和背景審查。樣品測試結果、實地檢查細節和運輸安排都會被評估和審查。供應商的定價需要及時更新。如發現有任何價格飆升和物流問題，必須立即知會ESG團隊，並且實施後備計劃以減輕供應鏈中任何突發事故的損失。

B. SOCIAL (CONTINUED)

The Group prohibits unauthorised overtime work. The number of working hours for each job position is clearly defined and agreed upon signing of employment contract. If employees are requested to work overtime, prior approval is required and they are eligible for compensation leave.

2. Operating Practices

B5. Supply Chain Management

Supply chain management (“SCM”) has been identified as a material ESG issue for the Group, impacting not only on the bottom line but also the long-term sustainability of the Group’s operations. The Group has a standard procurement procedure with emphasis on transparency, fairness and competitiveness. The SCM policies and procedures are implemented and reviewed by the ESG Team. For the Reporting Period, there were no major changes in policies on managing environmental and social risks of the supply chain.

Engagement of Suppliers

The Group has engaged with approximately 65 (2022: 65) suppliers, all of whom are from Hong Kong, during the Reporting Period. In order to maintain a high standard of food quality and the stability of supply chain, the Group only collaborates with suppliers with long-term reputation in the industry. Due diligence works and background check would be performed by the procurement team prior to engaging a new supplier. Sample testing results, site inspection details and transportation arrangement would all be assessed and reviewed. Pricing of suppliers are updated on a timely basis. Any surge in prices and logistic issues identified are reported immediately to the ESG Team and back-up plans have to be implemented to mitigate the loss in relation to any abrupt disruption in supply chain.

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B. 社會 (續)

識別供應鏈中的環境和社會風險

正如本ESG報告「A4.氣候變化」中所披露，影響食品供應鏈的ESG風險正在增加。天氣問題對新鮮食材供應的穩定性和價格產生重大影響。對採購部分海鮮品種，選擇變得有限，供應緊張亦進一步推高價格。ESG團隊必須密切監控所有供應品的市場價格，並經常審查和更新買賣價格。

本集團重視與我們供應商的長期合作夥伴關係，並會優先考慮那些也遵守本地有關勞工、健康和安全、供應鏈管理、反腐敗及反賄賂之法律和法規的供應商。

用於推廣環保產品和服務的常規

本集團積極支持50公里以內的本土農業以避免空運食品及減少碳排放。本集團鼓勵供應商利用可重複使用的塑料籃子進行食材交付，而不是用紙板或聚苯乙烯製成的盒子。本集團鼓勵綠色採購定並會尋找ESG方面表現良好的供應商。

B. SOCIAL (CONTINUED)

Identification of environmental and social risks along the supply chain

There are increasing ESG risks affecting the food supply chain as a result of climate change as disclosed in the section "A4. Climate Change" in this ESG Report. The weather issue has a major impact on the stability and prices of fresh food supply. For certain kinds of seafood, the choice of selection is getting limited and the tightness in supply further drives up prices. The ESG Team has to closely monitor the market prices of all supplies and has to review and update the purchase and selling prices on a more frequent basis.

The Group values long-term partnership with its suppliers and gives priority to those also complying with local laws and regulations regarding labour; health and safety; supply chain management; anti-corruption and anti-bribery.

Practices used to promote environmentally preferable products and services

The Group actively supports local farm industry within a radius of 50 km, thus reducing carbon emission by avoiding air transport of food. The Group encourages its suppliers to make use of reusable plastic baskets for food delivery instead of boxes made with cardboard or polystyrene. The Group encourages green procurement and will look for suppliers with good ESG performance.

B. 社會 (續)

B6. 產品責任

本集團客戶在考慮ESG時，認為食物質素和安全以及客戶服務最為重要。食肆牌照的申請及續期受食物環境衛生署、屋宇署、消防處、環境保護署及機電工程處所制定的法例要求所規管。本集團在提供食物及服務時亦需要遵守《商品說明條例》(香港法例第362章)。於本報告期內，政策並無重大改變，而且本集團並無發現有任何在提供產品及服務時根據相關法例與法規要求之健康及安全、廣告、標籤及私隱事項有重大違規情況。

食品安全和質量保證

本集團確保酒樓員工對食品安全要求有充足培訓。除在本ESG報告「B5. 供應鏈管理」文中提到要從可靠的供應商採購外，在處理生熟食品時，還需要遵循其他標準程序。ESG團隊對新鮮食品供應進行定期抽樣和檢查，並有權拒絕和退回不符合質量要求標準的供應。

酒樓全部菜式都在酒樓廚房新鮮製作。這種做法減少在運送過程中被有害細菌污染食物之風險。另外，在處理和儲存生和半熟食品時會受到嚴格控制和監控，以避免交叉污染。

於本報告期內，並沒有因安全健康原因而被召回的食品及其他產品。

B. SOCIAL (CONTINUED)

B6. Product Responsibility

The Group's customers regard food quality and safety as well as customer service as material ESG aspect for the Group's operations. The application and renewal of restaurant licences are governed by the regulatory requirements enacted by the Food and Environmental Hygiene Department, the Buildings Department, the Fire Services Department, the Environmental Protection Department and the Electrical and Mechanical Services Department. The Group also needs to comply with the Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) in the provision of food and services. For the Reporting Period, there were no major changes in policies and the Group did not note any cases of material non-compliance regarding health and safety, advertising, labelling and privacy matters relating to the products and services provided as required by related laws and regulations.

Food Safety and Quality Assurance

The Group ensures the restaurant staffs are well-trained on food safety requirements. Apart from sourcing from reliable source as explained in the section "B5. Supply Chain Management" in the ESG Report, there are other standard procedures to follow in handling raw and cooked food. The ESG Team performs regular sampling and inspection on fresh food supplies and has the right to reject and return supplies not meeting the required quality standard.

All the food dishes are freshly made in the kitchen. This practice reduces the risk of food contamination with harmful bacteria during transportation. The handling and storage of raw and semi-prepared food is strictly controlled and monitored to avoid cross-contamination.

During the Reporting Period, there were no food and other products sold which were subject to recalls for health and safety reasons.

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B. 社會 (續)

顧客服務

本集團重視與酒樓顧客的長期關係，並將其視為本集團長期成功的關鍵因素。本集團致力持續改善顧客服務，並考慮每位顧客對用餐體驗的反饋。

本集團在處理客戶投訴方面有標準程式。如果客戶對服務不滿意，他們可以將問題提交給樓層經理，以便立即跟進和補救措施。如客戶以書面形式向本集團提出正式投訴的嚴重個案，個案將上報至ESG團隊，以便採取進一步的適當行動。ESG團隊旨在迅速解決所有爭議，使客戶滿意，並符合集團的最佳利益。任何轉交消費者委員會的個案，必須以公平和負責任的方式迅速處理。

於報告期內，並無針對本集團的書面產品及服務相關投訴。

保護知識產權

本集團通過在香港及在其他相關司法管轄區註冊域名來保護其知識產權。僱傭合同和其他服務合同中還包含保密和不能透露條款。

本集團定有標準守則，在集團內的電腦上只能安裝正版軟件，以避免軟件版權引起的安全漏洞和法律糾紛。

B. SOCIAL (CONTINUED)

Customer Service

The Group values its long-term relationship with the restaurant patrons and regard them as key factors to the long-term success of the Group's operations. The Group strives for continuous improvement in customer service and shall consider feedback from each and every customer on their dining experiences.

The Group has a standard procedure in handling customers' complaints. If the customers are not satisfied with the service, they can raise the issue to the floor manager for immediate follow-up and remedial actions. For serious cases where the customers lodge formal complaints in writing to the Group, the cases will be escalated to the ESG Team for further appropriate actions. The ESG Team aims to resolve all disputes promptly to the satisfaction of the customers as well as to the best interests of the Group. Any cases referred to the Consumer Council have to be dealt with promptly and in a fair and responsible manner.

During the Reporting Period, there were no written products and service-related complaints lodged against the Group.

Protecting Intellectual Property Rights

The Group protects its intellectual property rights by registration of domain names in Hong Kong and other relevant jurisdictions if relevant. There are also confidentiality and non-disclosure clauses built into the employment contracts and other service contracts.

The Group also has standard practice in which only genuine software can be installed on its computer systems to avoid security vulnerabilities and legal disputes arising from software copyright.

B. 社會(續)

消費者資料保障及私隱政策

本集團深知其在消費者數據保護方面不可或缺的角色。其私隱政策嚴格遵守《個人資料(私隱)條例》(香港法例第486章)。本集團僅根據法律要求收集和保留與本集團運營相關的個人數據。本集團員工接受過培訓，以謹慎處理本集團客戶在業務過程中提供的所有敏感個人資訊。除非事先獲得客戶的同意或法律要求，否則禁止向外部披露個人數據。為防止未經授權查閱個人資料，載有本集團客戶機密資料的電子檔案受密碼保護及安全保存。本集團的電腦系統定期更新防病毒程式，以防止個人資訊因網路攻擊而洩露。

B7. 反貪污

本集團致力以誠實、正直的方式，並遵守所有適用的反貪污規則和準則進行其業務。本集團在香港的業務受《公司條例》(香港法例第622章)、《證券及期貨條例》(香港法例第571章)及《防止賄賂條例》(香港法例第201章)(「**防止賄賂條例**」)監管。本集團嚴格執行行為守則以規範其員工的職業道德。每位員工必須閱讀並簽署同意其僱傭合同中列出的守則。ESG團隊亦參考廉政公署(「**廉政公署**」)制定的《上市公司防貪系統實務指南》及《與公職人員往來的誠信防貪指南》以及廉政公署及證券及期貨事務監察委員會(「**證監會**」)不時發布的其他指引以制定風險管理控制措施來預防和偵查貪污及確保遵守相關法律法規。

B. SOCIAL (CONTINUED)

Customer Data Protection and Privacy Policies

The Group understands its indispensable role in consumer data protection. Its privacy policies strictly abide by the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). The Group only collects and retains personal data relevant to the Group's operations and as required by law. The Group's employees are trained to handle all sensitive personal information provided by the Group's customers during the course of the business with due care. Disclosure of personal data to outside party is prohibited unless prior consent is obtained from the customer or it is required by law. In order to prevent unauthorised access of personal data, electronic files containing confidential information of the Group's customers are password protected and are securely kept. Anti-virus programmes are updated regularly on the Group's computer systems as protection against personal information divulgence via cyberattacks.

B7. Anti-corruption

The Group is committed to conducting its business honestly, with integrity and in accordance with all applicable anti-corruption rules and guidelines. The Group's operations in Hong Kong are regulated by the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), the Securities and Futures Ordinance (Cap. 571 of the Laws of Hong Kong) and the Prevention of Bribery Ordinance ("POBO") (Cap. 201 of the Laws of Hong Kong). The Group strictly imposes code of conduct to regulate the work ethic of its employees. Individual staff must read the code and confirm his/her agreement to abide by the codes by way of signature. The ESG Team also makes reference to "Anti-Corruption Programme – A Guide for Listed Companies" and "Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants" developed by the Independent Commission Against Corruption ("ICAC") and other guidance published by the ICAC and the Securities and Futures Commission ("SFC") from time to time in formulating risk management control measures for preventing and detecting corruption and ensuring compliance with the relevant laws and regulations.

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B. 社會 (續)

董事會成員也有明確指引如何處理對股價敏感資料和內幕消息。本公司已採納證監會頒布的《內幕消息披露指引》作為其處理及發佈內幕消息的指引。

於本報告期內，有關防止賄賂、勒索、欺詐及洗黑錢的政策未有發生重大變化，亦沒有任何針對本集團或其僱員已審結的貪污訴訟案件。

本集團已制定舉報政策來處理有關疑似不當行為或不良操守個案之內部或外部投訴。所有指控會以書面記錄並提交至董事會進行獨立及保密調查。嚴重案件將被轉介廉政公署、證監會和／或香港警方作進一步調查及執法。

所有員工已接受培訓，應了解集團對賄賂和欺詐活動的零容忍政策。由廉政公署或證監會定期發出的刊物，會分發予員工及董事會成員，以加深其對《防止賄賂條例》規定及本集團反貪政策的認知。

B. SOCIAL (CONTINUED)

There are also clear guidelines for the Board members on how to deal with price-sensitive and inside information. The Company has adopted the "Guidelines on Disclosure of Inside Information" issued by SFC as its own guidelines in handling and dissemination of inside information.

For the Reporting Period, there were no major changes in policies relating to bribery, extortion, fraud and money laundering and there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

The Group has a whistle-blowing policy to address all internal or external complaints regarding suspected misconduct and malpractice cases. All allegations will be documented and directed to the Board for independent and confidential investigation. Serious cases will be reported to the ICAC, SFC and/or the Hong Kong Police Force for further investigation and prosecution.

All staff are trained to make aware of the Group's zero-tolerance policy on bribery and fraudulent activities. Periodic publication issued by ICAC or SFC are circulated to staff and board members as reinforcement of knowledge on the requirements under the POBO and the Group's anti-corruption policy.

B. 社會 (續)

B8. 社區投資

集團尚未制定具體的社區投資政策，但卻一直致力回饋社會。本集團願意參與及支援各種企業、宗教及慈善團體及組織的活動。精選的本地及海外教育團體及學校可享獨家折扣，以在集團旗下酒樓舉辦活動。

ESG團隊高度讚賞音樂兒童基金會為貧困兒童提供的音樂節目，並通過贊助其年度音樂會來支持他們。

ESG團隊致力於支持社會上的長者服務，並透過愛承傳慈善團體向他們捐贈款項或物資。

B. SOCIAL (CONTINUED)

B8. Community Investment

The Group has not yet established a specific policy on community investment but is committed to contribute to the society. The Group is willing to participate and support activities of various corporate, religious and charitable groups and organisations. Exclusive discounts are offered to selective local and overseas educational groups and schools for organising functions in the Group's restaurants.

The ESG Team highly appreciates the music programs offered by the Music Children Foundation to the underprivileged children and supports them by sponsoring its annual concert.

The ESG Team is dedicated to supporting the elderly services in the society and has made money or merchandise donations to them via the charity group Love Legacy.

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	關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	9
	關鍵績效指標A1.2 KPI A1.2	直接（範圍1）及間接能源（範圍2）溫室氣體排放量（以噸計 算）及密度。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and intensity.	9-10
	關鍵績效指標A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及密度。 Total hazardous waste produced (in tonnes) and intensity.	不適用 N/A
	關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量（以公斤計算）及密度。 Total non-hazardous waste produced (in kg) and intensity.	10
	關鍵績效指標 A1.5 KPI 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 emission targets set and steps taken to achieve them.	11
	關鍵績效指標A1.6 KPI 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 and a description of reduction targets set and steps taken to achieve them.	12

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層面A2： 資源的使用 Aspect A2: 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.	13
	關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(千瓦時)及密度。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity.	13-14
	關鍵績效指標A2.2 KPI A2.2	總耗水量及密度。 Water consumption in total and intensity.	14
	關鍵績效指標A2.3 KPI 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 targets set and steps taken to achieve them.	15-16
	關鍵績效指標A2.4 KPI 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 targets set and steps taken to achieve them.	16
	關鍵績效指標A2.5 KPI A2.5	製成品所用包裝材料的總量(以公斤計算)。 Total packaging material used for finished products (in kg).	17
層面A3： 環境與自然資源 Aspect A3: 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 minimising the issuer's significant impacts on the environment and natural resources.	17
	關鍵績效指標A3.1 KPI 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.	17
層面 A4： 氣候變化 Aspect A4: 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.	18-19
	關鍵績效指標A4.1 KPI 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, the issuer, and the actions taken to manage them.	18-19

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層面 B1： 僱傭 Aspect B1: 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.	20-21
	關鍵績效指標B1.1 KPI 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 (e.g. full- or part-time), age group and geographical region.	20-21
	關鍵績效指標B1.2 KPI 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.	22
層面 B2： 健康與安全 Aspect B2: 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.	23
	關鍵績效指標B2.1 KPI B2.1	過去三年(包括匯報年度)每年因工身亡的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	23
	關鍵績效指標B2.2 KPI B2.2	因工傷損失工作天數。 Lost days due to work injury.	23
	關鍵績效指標B2.3 KPI 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, and how they are implemented and monitored.	23-24

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層面B3： 發展與培訓 Aspect B3: 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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	25
	關鍵績效指標B3.1 KPI B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	25-26
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層面B4： 勞工標準 Aspect B4: 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.	26-27
	關鍵績效指標B4.1 KPI B4.1	描述檢討招聘常規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.	26-27
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層面B5： 供應鏈管理 Aspect B5: 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.	27
	關鍵績效指標B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	27
	關鍵績效指標B5.2 KPI B5.2	描述有關聘用供應商的常規，向其執行有關常規的供應商數目，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, and how they are implemented and monitored.	27
	關鍵績效指標B5.3 KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的常規，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.	28
	關鍵績效指標B5.4 KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的常規，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.	28

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層面B6： 產品責任 Aspect B6: 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、標籤及私隱事直以及補求方法的：(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.	29
	關鍵績效指標B6.1 KPI B6.1	已出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.	29
	關鍵績效指標B6.2 KPI 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.	30
	關鍵績效指標B6.3 KPI B6.3	描述與維護保障知識產權有關的常規。 Description of practices relating to observing and protecting intellectual property rights.	30
	關鍵績效指標B6.4 KPI 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.	30
	關鍵績效指標B6.5 KPI 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, and how they are implemented and monitored.	31

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層面B7： 反貪污 Aspect B7: 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.	31
	關鍵績效指標B7.1 KPI B7.1	於匯報期內對發行人或其僱員提出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.	32
	關鍵績效指標B7.2 KPI 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 and how they are implemented and monitored.	32
	關鍵績效指標B7.3 KPI 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 staff.	32
層面B8： 社區投資 Aspect B8: 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.	33
	關鍵績效指標B8.1 KPI B8.1	專注貢獻範疇。 Focus areas of contribution.	33
	關鍵績效指標B8.2 KPI B8.2	在專注範疇所動用資源。 Resources contributed to the focus area.	33



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