



沪港联合

Hong Kong Shanghai Alliance Holdings Limited 滬港聯合控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 1001



2022/23

Environmental, Social and Governance Report

環境、社會及管治報告

Automated Rebar Processing and Assembly Plant in Tsing Yi
位於青衣的自動化鋼筋加工及裝配廠

ABOUT THE REPORT

Hong Kong Shanghai Alliance Holdings Limited (the “Company”, together with its subsidiaries, the “Group” or “we”) hereby presents its environmental, social and governance (the “ESG”) report (the “Report”), which discloses the Group’s activities and performance on issues of sustainable development in a transparent and open manner, with the aim of enhancing the confidence and understanding of the stakeholders towards the Group. The scope of the Report focuses on the Group’s core businesses in Hong Kong and Mainland China, including Property Investment and Fund Management Business, Building Products Distribution Business and Steels Distribution and Processing Business, which remain the same as the previous year. The Report forms an integral part of our annual report and should be read in conjunction with our 2022/23 Annual Report, and in particular the Corporate Governance Report contained therein.

REPORTING PERIOD

All information herein reflects the performance of the Group in environmental management and social responsibility from 1st April 2022 to 31st March 2023 (the “Reporting Period”).

有關本報告

滬港聯合控股有限公司(「本公司」，連同其附屬公司，統稱「本集團」或「我們」)謹此提呈其環境、社會及管治(「環境、社會及管治」)報告(「本報告」)，以透明及公開的方式披露本集團在可持續發展議題上的行動和績效，藉以增加持份者對本集團的信心和了解。本報告的範圍集中於本集團於香港及中國大陸的核心業務，包括房地產投資及基金運營業務、建築材料分銷業務以及鋼鐵分銷及加工業務，該等業務與去年保持一致。本報告是我們年度報告的一部分，應與我們二零二二／二三年年報一併閱讀，尤其是其中包含的企業管治報告。

報告期

本報告之所有資料均反映本集團於二零二二年四月一日至二零二三年三月三十一日(「本報告期」)在環境管理和社會責任方面之績效。



REPORTING STANDARDS AND PRINCIPLES

The Report is prepared in accordance to the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Group has complied with the “comply or explain” provisions and followed the Reporting Principles set out in the ESG Guide to define the report content and to ensure the quality of information presented, including:

Materiality 重要性

Material ESG issues have been identified through stakeholder engagement and materiality assessment and reviewed by the top management to ensure their significance to our business operations.

重大環境、社會及管治事宜已通過持份者參與及重要性評估而識別，並由高級管理層審查，以確保其對我們的業務運營具有重大意義。

量化 Quantitative

Quantitative metrics have been disclosed to monitor and evaluate our ESG performance for year-to-year comparisons and keep track of our progress towards our ESG targets.

本報告已披露量化指標，以監督及評估我們的環境、社會及管治績效，以便進行年度比較，並跟進我們環境、社會及管治目標的實踐進度。

Balance 平衡

The Report presented an unbiased assessment of the Group's ESG performance by highlighting our achievements and areas for improvement in ESG management.

本報告通過呈現我們在環境、社會及管治管理方面的成就及需要改進的領域，對本集團的環境、社會及管治績效進行了公正的評估。

一致性 Consistency

The Report has adopted consistent methodologies for a fair comparison of our ESG performance over time. The Group has disclosed the changes to the methods or key performance indicators (“KPIs”) used where applicable.

本報告採用一致的方法，使我們的環境、社會及管治績效於日後可作公平比較。本集團已披露在適用情況下使用的方法或關鍵績效指標（「關鍵績效指標」）的變動。

The Report is available on the Stock Exchange's website at www.hkexnews.hk and under the section headed “Sustainability” on the Company's website at www.hkshalliance.com.

本報告可於聯交所網站(www.hkexnews.hk)及本公司網站(www.hkshalliance.com)「可持續發展」項下查閱。

STAKEHOLDERS' FEEDBACK

Your valuable comments on our performance and reporting format are essential for our continuous progress. You are welcome to email any question or suggestion on the Report to enquiry@hkshalliance.com, which will enable us to continuously improve our ESG practices.

持份者之意見反饋

我們的持續進步有賴閣下對我們的績效及匯報方式發表寶貴意見。如閣下對本報告有任何疑問或建議，歡迎電郵至 enquiry@hkshalliance.com，從而令我們不斷改善環境、社會及管治常規。

THE BOARD STATEMENT

Being a responsible business operator, the Group places great emphasis on upholding high standards of ESG. We believe that doing so will not only enhance our sustainability performance, but also create long-term value for our stakeholders. To this end, the board of directors of the Company (the “Board”) acts as the highest governance body and takes full responsibility for all ESG matters within the Group.

In order to further strengthen our ESG implementation, we have established an ESG Working Group, which is chaired by one of our Executive Directors and consisting of our line managers. The primary role of the ESG Working Group is to assist the Board in overseeing our business-level ESG initiatives and programs in daily operations. The ESG Working Group also acts as front liner to identify ESG-related risks (including climate-related risks) and report to the Board.

The Board attaches great importance to the ESG practices and acknowledges its overall responsibility in directing and overseeing the Group’s ESG-related matters. Moreover, the Board examines and approves the Group’s sustainability goals and targets, strategies and policies, as well as monitors the progress towards their implementation and performance. As a reporting committee to the Board, the ESG Working Group is responsible for developing and implementing the sustainability initiatives, managing the ESG risks and opportunities identified and ensuring compliance with relevant ESG laws and regulations established by regulatory agencies. As part of its ESG reporting process, the ESG Working Group also contributed to ensuring its content and quality complies with the applicable laws and regulations and meeting the requirements of the Board.

董事會致辭

作為負責任的經營者，本集團非常重視維繫高水準的環境、社會及管治。我們認為，這不僅提升我們的可持續發展表現，亦可為持份者創造長期價值。為此，本公司董事會（「董事會」）作為最高治理單位，全面負責本集團內所有環境、社會及管治事宜。

為進一步加強環境、社會及管治實踐，我們已成立環境、社會及管治工作小組（其由我們其中一名執行董事擔任主席，成員包括我們的部門經理）。環境、社會及管治工作小組的主要職能為協助董事會在日常運營過程中監督業務層面的環境、社會及管治措施及計劃。環境、社會及管治工作小組亦充當前線負責識別環境、社會及管治相關風險（包括氣候相關風險）並向董事會匯報。




董事會非常重視環境、社會及管治實踐，並明白其須全面負責管理及監督本集團環境、社會及管治相關事宜。此外，董事會亦評估及批准本集團的可持續發展目標及指標、策略及政策，以及監察該等實踐進度及表現。環境、社會及管治工作小組作為董事會的報告委員會，負責制定及實施可持續發展措施，管理已識別的環境、社會及管治風險及機遇，並確保遵守監管機構實施的相關環境、社會及管治法律及規例。作為環境、社會及管治報告過程的一部分，環境、社會及管治工作小組亦致力於確保其內容及質素遵守適用法律及規例並符合董事會的要求。

STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group believes that effective communication and engagement with stakeholders are crucial to our sustainability. Feedback from our stakeholders is actively sought and incorporated into our materiality assessment. To this end, we have established various channels of communication to gain a deeper understanding of the expectations and requirements of our stakeholders and we respond to their concerns by formulating improvement strategies accordingly. The expectations and requirements of our various stakeholders and our corresponding communication and response methods are set out below:

持份者參與及重要性評估

本集團認為與持份者進行有效溝通及持份者參與對我們可持續發展至關重要。我們積極尋求持份者反饋，並將有關意見併入我們的重要性評估。為此，我們建立了各種溝通渠道，以更深入了解持份者的期望及要求，並針對彼等之關切從而制定相應的改進策略。持份者各自的期望與要求以及我們相應的溝通與響應方式載列如下：

Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Government and regulator 政府與監管機構 	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律及規例 Support for local economic growth 支持本地經濟增長 Contribution in local employment 幫助本地就業 Tax payment in full and on time 按時足額納稅 	<ul style="list-style-type: none"> Regular information reporting 定期資料申報 Regular meetings with regulators 與監管機構定期會面 Dedicated reports 專題報告 Pay tax on initiative 主動納稅
Board of Directors 董事會 	<ul style="list-style-type: none"> Compliant operation 合規經營 	<ul style="list-style-type: none"> Board meetings 董事會會議 Routine communication and reporting 日常溝通及匯報
Shareholders and investors 股東及投資者 	<ul style="list-style-type: none"> Return on investment 投資回報 Information disclosure and transparency 資料披露及透明度 Protection of interests and fair treatment of shareholders 保障股東利益及公平對待股東 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 Public information disclosed on a timely manner, such as interim report, annual report, announcements, circulars and press release 及時發佈公開資料，如中期報告、年報、公告、通函及新聞稿 Meeting with investors 與投資者會面 Company websites 公司網站
Suppliers 供應商 	<ul style="list-style-type: none"> Product quality 產品質量 Fair competition 公平競爭 Performance of contracts 依法履約 	<ul style="list-style-type: none"> Regular assessment 定期評估 On-site inspection 實地考察 Exchange of views and visits 交流互訪

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Customers 客戶 	<ul style="list-style-type: none"> Quality products and services 優質產品與服務 Performance of contracts 依法履約 Business ethics 商業道德 	<ul style="list-style-type: none"> Email and customer service hotline 電郵及客戶服務熱線 Feedback and reports 反饋及報告 Regular meetings 定期會議 Company website and brochures 公司網站及宣傳冊
Employees 員工 	<ul style="list-style-type: none"> Safeguard rights and interests of employees 保障員工的權利及利益 Working environment 工作環境 Career development opportunities 職業發展機會 Remuneration and benefits 薪酬及福利 Health and safety 健康與安全 	<ul style="list-style-type: none"> Regular meetings 定期會議 Training, seminars and briefing sessions 培訓、講座及研討會 Intranet and emails 內聯網及電郵 Annual performance appraisal 年度績效評估
The industry 行業 	<ul style="list-style-type: none"> Formulating standards for the industry 就行業制定標準 Promoting the development of the industry 促進行業發展 Experience sharing 經驗分享 Fair competition 公平競爭 	<ul style="list-style-type: none"> Participating in the forums of the industry 參與行業論壇 Inspection and reciprocal visits 考察互訪
Environment 環境 	<ul style="list-style-type: none"> Emissions in line with standards 達標排放 Energy saving and emission reduction 節能減排 	<ul style="list-style-type: none"> Green teaching 綠色教育
Communities and the public 社會及公眾 	<ul style="list-style-type: none"> Community involvement 社區參與 Social responsibilities 社會責任 Transparent information 資訊透明 	<ul style="list-style-type: none"> Voluntary work 義工活動 Charity and social investment 慈善及社會投資 Company website 公司網站
Market regulators 市場監管者 	<ul style="list-style-type: none"> Compliance with the laws and regulations 遵守法律及規例 Information disclosure 資料披露 	<ul style="list-style-type: none"> Information disclosure 資料披露 Reports 報告 Consultation 諮詢

MATERIALITY ASSESSMENT

During the Reporting Period, the Group has reviewed the list of material issues that are relevant to its business and stakeholders by keeping abreast of the latest regulatory development, market trends, internal policies and development roadmaps. Upon the conclusion of this review exercise, the ESG Working Group has identified four key sustainable development areas that are most relevant to our core business, based on the evaluation of results of stakeholder engagement activities and the 17 Sustainable Development Goals established in 2015 by the United Nations: (i) environmental protection; (ii) caring for employees; (iii) serving the community; and (iv) corporate governance. To focus our efforts in these four key areas of sustainable development, the Group identified the certain material topics.

In light of the increasing global concerns about climate change and the associated impacts, the Group has considered the risks and opportunities induced by climate change and included it as one of the material issues of our operation. Further to that, the Group attached great importance to our society and giving back to the community, so we have included community engagement as a material issue of the Group's development. Besides, as a responsible entity, the Group prioritises business ethics and integrity. Therefore, we have incorporated anti-corruption as a material issue under our focus on corporate governance.

重要性評估





於本報告期內，本集團已通過了解最新的監管發展、市場趨勢、內部政策及發展路線圖，檢視了與其業務及持份者相關的重大議題清單。本次審查工作結束後，環境、社會及管治工作小組根據對持份者參與活動結果的評估及聯合國於二零一五年設立之十七個可持續發展目標，識別了與我們核心業務最相關的四個關鍵可持續發展領域：(i) 環境保護；(ii) 關懷員工；(iii) 服務社區；及(iv) 企業管治。為集中精力於四個關鍵可持續發展領域中，本集團識別若干重大議題。

鑒於全球對氣候變化及其相關影響的關注日益增加，本集團已考慮氣候變化帶來的風險及機遇，並將其列為我們運營的重大議題之一。此外，本集團非常重視我們的社會及回饋社區，因此我們將社區參與列為本集團發展的重大議題。此外，作為一個負責任的實體，本集團優先考慮商業道德及誠信。因此，我們將反貪污作為我們在企業管治中的一個重大議題。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Sustainability Focus 可持續發展重點	Material ESG Issues 重大環境、社會及管治議題
<p>Environmental Protection 環境保護</p> 	<ul style="list-style-type: none">• GHG Emissions 溫室氣體排放• Climate Change 氣候變化• Air Emissions 廢氣排放• Waste Management 廢棄物管理• Energy Management 能源管理• Water Management 水資源管理
<p>Caring for Employees 關懷員工</p> 	<ul style="list-style-type: none">• Labour Management 勞工管理• Health and Safety 健康與安全
<p>Serving the Community 服務社區</p> 	<ul style="list-style-type: none">• Community Engagement 社區參與
<p>Corporate Governance 企業管治</p> 	<ul style="list-style-type: none">• Supply Chain Management 供應鏈管理• Anti-Corruption 反貪污



ENVIRONMENTAL PROTECTION

Our Environmental Goals and Targets

In response to China's national goal of reaching the carbon peak before 2030 and achieving carbon neutrality by 2060, as well as the Government's 2050 net-zero goal outlined in Hong Kong's Climate Action Plan, the Group is committed to strengthening climate resilience by embedding ESG practices into our business operations.

To achieve carbon neutrality by 2050, the Group is developing roadmaps and strategies to deliver long-term sustainable value for our customers, shareholders, employees and communities in which we operate. The Group acknowledged that electricity is a major source of our indirect energy consumption and carbon emissions, which accounts for around 80% of carbon emissions. Electricity consumed by our Tsing Yi Plant (the "Plant") represents around 90% of the Group's total electricity consumption. Therefore, we have been proactively improving our electricity consumption efficiency and increasing the usage of renewable energy to meet our carbon emission target. Walking the talk, the Group has set up a Solar Power System in the Plant, and the system was completed the installation in January 2023, generating renewable energy to supply electricity with approximately 70% of the electricity consumption of the Plant. Through increasing the use of renewable energy, the Group has effectively reduced its indirect energy consumption as well as the scope 2 greenhouse gas emissions ("GHG emissions").

環境保護

我們的環境目標及指標

為響應中國在二零三零年前實現碳達峰並在二零六零年前實現碳中和的國家目標，以及《香港氣候行動藍圖》中概述的政府二零五零年淨零排放目標，本集團致力於通過將環境、社會及管治實踐納入我們的業務運營來加強氣候抵禦力。

為在二零五零年前實現碳中和，本集團正在制定路線圖及戰略，以為我們的客戶、股東、員工及我們經營所在的社區提供長期可持續價值。本集團知悉電力是我們間接能源消耗及碳排放的主要來源，佔碳排放的約80%。我們的青衣廠房（「廠房」）之電力消耗佔本集團總電力消耗量的約90%。因此，我們一直積極改善電力消耗效率，增加可再生能源的使用，以實現碳排放指標。本集團言出必行，已在廠房設立太陽能發電系統，該系統已於二零二三年一月完成安裝，提供可再生能源以供應電力，佔廠房約70%的電力消耗。通過增加可再生能源的使用，本集團有效降低了間接能源消耗及範圍2溫室氣體排放（「溫室氣體排放」）。



Emissions

With a commitment to reducing the environmental impacts of our operation, we value the reduction of air emissions, GHG emissions and any hazardous waste discharges generated during our daily operations. With internal instructions in place, all levels of employees are encouraged to reduce the extent and frequency of vehicle utilisation and switch off the engine when the vehicle is idle in order to minimise fuel consumption and emissions.

During the Reporting Period, there was no incident of non-compliance with relevant environmental laws and regulations relating to air and GHG emissions, discharge into water and land, or generation of hazardous and non-hazardous waste that had a significant impact on the Group. The Group also confirmed that during the Reporting Period, the business operation did not incur any penalties by respective governmental authorities due to violation of the relevant laws and regulations.

GHG Emissions

A significant portion of GHG emissions comes from the use of energy in the Plant and the offices, which represents direct emission from the mobile combustion sources (“Scope 1”), indirect emission from acquired electricity emissions (“Scope 2”) and other indirect emissions (“Scope 3”) such as disposing of paper waste in landfills, electricity used by government departments to process fresh water and air travel by our employees. According to China’s Dual Carbon Goals, the Group is committed to reducing its GHG emissions across the three scopes mentioned above by 2030 and reaching carbon neutrality by 2060.

During the Reporting Period, the Group has achieved a reduction in scope 2 GHG emissions with 24,628 kg CO₂ equivalent emissions. Compared to FY2021/22, we have achieved 4.4% total GHG emissions reduction thanks to various effort on eliminating our carbon footprint. The Group remains committed to conserving energy and will continually take actions to conserve energy and actively adopt measures to reduce the unnecessary use of our motor vehicles, as well as promote and implement energy saving measures at our

排放物

憑藉降低我們業務對環境影響的承諾，我們著重減少由我們日常營運所產生的廢氣排放、溫室氣體排放及任何有害廢棄物排放。根據內部指示，我們鼓勵所有級別的員工降低使用車輛的程度及頻率，並在車輛閒置期間關閉引擎以盡量減少燃料消耗及排放。

於本報告期內，概無有關廢氣及溫室氣體排放、水及土地的排污，或產生有害及無害廢棄物，且對本集團造成重大影響之相關環境法律及規例之違規事件。本集團亦確認於本報告期內，我們之業務經營並無因違反相關法律及規例而遭受相關政府部門的任何處罰。

溫室氣體排放

大部分溫室氣體排放來自廠房及辦公室的能源使用，其指流動燃燒源的直接排放（「範圍1」）、所購電力排放的間接排放（「範圍2」）以及包括棄置於堆填區之廢紙、政府部門用於處理淡水所用的電力以及我們員工航空差旅在內的其他間接排放（「範圍3」）。根據中國的雙碳目標，本集團致力於二零三零年前降低其於上述三個範圍內的溫室氣體排放並於二零六零年前達到碳中和。

於本報告期內，本集團已減少達24,628千克CO₂當量的範圍2溫室氣體排放。與二零二一／二二財年相比，由於為消除碳足跡所作的各種努力，我們的溫室氣體排放總量減少4.4%。本集團繼續致力於節約能源，並將繼續採取行動節約能源，積極採取措施，減少汽車的不必要使用，並在我們的廠房及辦公室推廣及實施節能措施。為了進一步減少我們的碳足跡，本集團鼓勵我們的員工盡可能限制商務差旅，並以虛擬會議取而代之。當有必要進行商

Plant and offices. To further reduce our carbon footprint, the Group encourages our employees to limit business travel whenever possible and replace it with virtual conferences. When travel is necessary, we prefer high-speed trains over flights. Looking ahead, the Group aims to develop a low carbon transition path by exploring greener alternatives and promoting sustainable development to contribute to the achievement of the Dual Carbon Goals.

務差旅時，我們傾向選擇高鐵而非航班。展望未來，本集團旨在通過探索更環保的替代方案及促進可持續發展來發展低碳轉型道路，為實現雙碳目標作出貢獻。

GHG Emissions ¹ 溫室氣體排放 ¹	Unit 單位	Emissions 排放物		Emission Intensity (per million of revenue) 排放密度 (每百萬元收入)	
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
Scope 1 — Direct GHG Emissions ² 範圍1—直接溫室氣體排放 ²	kg 千克	82,513	86,115	31	31
Scope 2 — Energy Indirect GHG Emissions (Purchased Electricity) ³ 範圍2—能源間接溫室氣體排放 (所購電力) ³	kg 千克	458,395	483,023	172	172
Scope 3 — Other Indirect GHG Emissions ⁴ 範圍3—其他間接溫室氣體排放 ⁴	kg 千克	24,411	21,190	9	8
Total GHG Emissions 溫室氣體排放總額	kg 千克	565,319	590,328	212	211

1 The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. The GHG emissions are presented in CO₂ equivalent emissions.

2 The data includes GHG emissions from the combustion of fuels in vehicles and calculated based on the emission factors stated on "Reporting Guidance on Environmental KPIs" published by The Hong Kong Exchanges and Clearing Limited ("HKEX").

3 The data includes GHG emissions from the use of purchased electricity and is calculated based on the emission factors provided by The Ministry of Ecology and Environment of the People's Republic of China (2019) and local utilities companies in Hong Kong. During the Reporting Period, the Group has increased the consumption of renewable solar energy for electricity supply, leading to a significant decrease in scope 2 GHG emissions.

4 The data includes GHG emissions from the electricity used for freshwater processing, business trips by employees and disposal of paper to landfills and is calculated based on the "International Civil Aviation Organisation Carbon Emissions Calculator" and emission factors in the "Reporting Guidance on Environmental KPIs" published by HKEX and the emission factor provided by local utilities companies in Hong Kong.

1 本集團的溫室氣體清單包含二氧化碳、甲烷及氮氧化物。溫室氣體排放量以CO₂當量排放表示。

2 數據包括車輛燃料燃燒產生的溫室氣體排放量，其按香港交易及結算有限公司(「交易所」)刊發之《環境關鍵績效指標匯報指引》所載系數計算得出。

3 數據包括使用所購電力的溫室氣體排放，其按中華人民共和國生態環境部於二零一九年及香港本地公用事業公司提供之系數計算得出。於本報告期內，本集團已增加可再生太陽能供電的消耗，導致範圍2溫室氣體排放量大幅減少。

4 數據包括處理淡水所用的電力、員工的商務差旅以及將廢紙運往垃圾填埋區的溫室氣體排放量，其按國際民航組織碳排放計算器、交易所刊發之《環境關鍵績效指標匯報指引》所載系數以及香港本地公用事業公司提供之系數計算得出。

Climate Change

On a long-term basis, the Group realises the impacts of climate change on its business. Physical risks, including more extreme weather events and increase temperature, have already affected our Property Investment and Fund Management Business. Our Steels Distribution and Processing Business is subject to transition risk given that Mainland China and Hong Kong both announced decarbonisation targets and the steel industry is exposed to change in policies thereof. The increase in the frequency of extreme weather events may also adversely affect the progress of construction projects, which may in turn affect the delivery schedule of our Steels Distribution and Processing Business. It is less likely that our Building Products Distribution Business will face climate-related risks on its own, but it may face increased supply chain management risks since suppliers of building appliances, including some international reputable brands, may be subject to more stringent climate regulations. A significant component of our ESG strategy in the future will be identifying climate-related risks and opportunities as well as building resilience into our business strategies. By the end of the current Reporting Period, we have strategically allocated resources in our Property Investment and Fund Management Business to promote green buildings. Our plan is to strengthen sustainability governance on climate issues, and we will evaluate the feasibility of incorporating climate-related risks into our existing risk management system in the future. As our business evolves, we will also review our key performance indicators relating to climate change.

A regular assessment of climate-related risks and opportunities is carried out by the Group in order to identify potential physical and transitional climate risks.

氣候變化

長遠而言，本集團意識到氣候變化對其業務的影響。實體風險(包括更多極端天氣事件及氣溫上升)已對我們的房地產投資及基金運營業務產生影響。鑒於中國大陸及香港均宣佈減碳目標，鋼材行業亦受到上述政策變動影響，我們的鋼鐵分銷及加工業務因而須承受轉型風險。極端天氣事件頻率的增加亦可能對建築項目的進度產生不利影響，這可能影響我們鋼鐵分銷及加工業務的交付時間表。我們的建築材料分銷業務本身不太可能面臨氣候相關風險，但由於建築設備供應商(包括一些國際知名品牌)可能受到更為嚴格的氣候法規規管，該業務面對的供應鏈管理風險可能增加。識別氣候相關風險及機遇以及建立我們業務策略的適應力日後將成為我們的環境、社會及管治策略的重要部分。於當前本報告期結束前，我們策略性地為房地產投資及基金運營業務分配資源以推廣綠色建築。我們計劃加強對氣候議題的可持續管治，以及我們將評估未來將氣候相關風險納入現有風險管理系統的可行性。隨著業務的發展，我們將審閱與氣候變化相關的關鍵績效指標。

本集團定期評估氣候相關風險及機遇以識別潛在實體及過渡氣候風險。

Type of Climate Risk 氣候風險類別	Specific Risk 具體風險	Potential Impact 潛在影響	Our Response 我們的應對措施
Acute Physical Risk 急性實體風險	Extreme weather conditions (e.g. typhoon, heavy rainfall and floods) 極端天氣狀況(例如颱風、暴雨及洪水)	It is possible that these risks may increase the possibility of health and safety hazards to our employees and consumers, increase insurance premiums, and disrupt our business. 這些風險有可能增加我們員工及消費者面臨健康及安全危害的可能性、增加保險費，及干擾我們的業務。	During the rainy season and extreme weather events, the Group has developed operational procedures to ensure the safety and health of its employees. Furthermore, the Group has property insurance and public liability insurance in place to protect its interests. 在雨季及極端天氣事件期間，本集團已制定運作程序，以確保其員工的安全及健康。此外，本集團已備有財產保險及公眾責任保險，以保障其利益。



Type of Climate Risk 氣候風險類別	Specific Risk 具體風險	Potential Impact 潛在影響	Our Response 我們的應對措施
Chronic Physical Risk 慢性實體風險	Sustained high temperatures 持續高溫	The long-term effects of climate change, such as an increase in mean temperatures at our business locations, may increase the operating and maintenance costs. 氣候變化的長期影響，例如我們營業地點的平均氣溫上升，可能會增加運營及維護成本。	Strengthening the Group's buildings and properties to make them more climate-resilient, such as using materials that are windproof and waterproof. We have also implemented contingency plans for emergencies, which specify the responsibilities of relevant departments and the property management team in the event of a climate emergency. 加強本集團的樓宇及物業，使其更能抵禦氣候變化，例如使用防風及防水的材料。我們亦已推行緊急應變計劃，列明有關部門及物業管理團隊在氣候緊急情況下的責任。
Transition Risk – Policy and Legal 過渡風險－政策及法律	Regulatory compliance risk related to a low-carbon economy transition 與低碳經濟轉型有關的監管合規風險	A more stringent policy towards decarbonisation may lead to higher capital investment and other non-compliance fines. 更嚴格的碳減排政策可能會導致更高的資本投資及其他違規罰款。	To ensure compliance with applicable laws and regulations in the jurisdictions that we operate, our relevant departments stay on top of the most recent regulatory developments. 為確保遵守我們經營所在司法管轄區的適用法律及規例，我們的相關部門隨時瞭解最近期的監管發展。
Transition Risk - Reputation 過渡風險－聲譽	Reputational risk related to a low-carbon economy transition 與低碳經濟轉型有關的聲譽風險	In the absence of proactive steps to address climate change and meet the public expectation, the reputation of the Group may be compromised. 在缺乏應對氣候變化及滿足公眾期望的積極措施的情況下，本集團之聲譽可能會受到損害。	A low-carbon operation is being considered by the Group to prevent a negative perception of the Group arising from a lack of progress. 本集團正在考慮採取低碳行動，以防止因缺乏進展而對本集團產生負面看法。



Air Emissions

The Group concerns about the use of fuel that could have an adverse effect on the environment. The major source of air emissions is from our use of motor vehicles, which emits Nitrogen Oxides (“NO_x”), Sulphur Oxides (“SO_x”) and Particulate Matter (“PM”). At our Plant, the Group aims to minimise vehicle usage by encouraging employees to follow our lunchtime travel guidelines. To achieve this, we provide a shuttle bus service for those needing to travel from the Plant to downtown during lunch hour, thereby reducing the need for individual private vehicle usage. We strive to continuously eliminate air emissions by evaluating the most environmental-friendly formula for fuel purchase and prioritising the purchase of the most fuel-efficient vehicles available in the market.

廢氣排放

本集團關注可能對環境造成不利影響的燃料使用。廢氣排放主要源自汽車的使用，排放物為氮氧化物(「NO_x」)、硫氧化物(「SO_x」)及顆粒物(「PM」)。於我們的廠房，本集團旨在通過鼓勵僱員遵守我們的午餐時間出行指南，以盡量減少車輛使用。為實現這一目標，我們為需於午餐時間從廠房前往市區的人員提供穿梭巴士服務，從而減少個人私家車的使用需求。我們透過評估最環保配方來購買燃料及優先購買市場上最省油的車輛以致力持續減少廢氣排放。

Type of air pollutants 空氣污染物種類	Unit 單位	Emissions ⁵ 排放物 ⁵		Emission Intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2023 二零二三年	2022 ⁶ 二零二二年 ⁶	2023 二零二三年	2022 ⁶ 二零二二年 ⁶
NO _x ⁷	g 克	190,839	153,713	71.78	54.74
PM ⁷	g 克	16,625	14,791	6.25	5.27
SO _x	g 克	468	484	0.18	0.17

Waste Management

During the Reporting Period, our non-hazardous wastes are mainly derived from office waste, domestic waste and manufacturing waste. We conduct strict garbage classification during our daily operation in order to recycle paper, metal and plastic, and encourage employees to reuse stationery and reduce the use of disposable and non-recyclable products.

廢棄物管理

於本報告期內，我們的無害廢棄物主要源自辦公室垃圾、生活垃圾及生產廢棄物。於日常運營中，我們進行嚴格的垃圾分類以回收廢棄紙張、金屬及塑膠，並鼓勵員工重用文具及減少使用一次性及不可回收的產品。

5 The calculation of air pollutants has taken reference from emission factors in “Reporting Guidance on Environmental KPIs” issued by HKEX.

6 The figures of NO_x and PM in FY2021/22 have been restated due to the reclassification of vehicles type.

7 During the Reporting Period, the Company has used more light goods vehicles and medium and heavy goods vehicles, resulting in an increase in NO_x and PM emissions.

5 空氣污染物計算已參考交易所刊發之《環境關鍵績效指標匯報指引》的系數。

6 二零二一／二二財年的NO_x及PM之數據已因車輛類型的重新分類而重列。

7 於本報告期內，本公司使用較多輕型貨車及中重型貨車，導致NO_x及PM排放量增加。



Management places a great deal of emphasis on controlling waste generated during the manufacturing process, particularly rebar scrap. In order to ensure that performance over the target is evaluated continuously, output targets have been set for the operation team to follow. Management strives to minimise manufacturing waste through better order planning and reuse of rebar scrap. During the Reporting Period, there was 1,867 tonne of scrap steel generated as manufacturing waste, which has been recycled and collected by local recyclers to minimise the Group's carbon footprint.

As part of our efforts to manage non-hazardous waste responsibly, we also launched the recycling plan to assist our employees in recycling the used paper, computer hardware and decommissioned electronic appliances to professional recycling companies. During the Reporting Period, there were 40 kg of plastics, 338 kg of paper and 91 kg of metal which have been recycled by qualified collectors.

During the Reporting Period, the Group did not experience any waste-related non-compliance issue that could have had a significant impact on the environment. Hazardous wastes in our Plant were mainly non-halogenated solvent which was stored separately and collected by qualified collector. We discourage the use of machines and equipment that discharge the harmful chemicals which may cause damage to ozone layer. We also actively conduct the inspections on the fire extinguishers and air conditioners to prevent leakage of hazardous chemicals.

Besides staying abreast of the latest updated relevant environmental protection laws and regulations, we have formulated a relevant waste management policy that encourages and promotes the use of environmental-friendly products. We plan to further strengthen our waste management practice and target for continuous reduction of non-hazardous waste by implementing resource saving initiatives at our offices and through recycling and reselling of solid waste, reduction of hazardous waste in our Plant through using lube oil products with more environmental-friendly formula and proper treatment of unavoidable hazardous waste, so that we can meet both the short-term compliance requirement and long-term expectation from the society.

管理層非常重視控制生產過程中所產生之廢棄物，尤其是鋼筋廢料。為確保持續評估達致目標的表現，已為營運團隊設定產出目標。透過良好訂單計劃及重用鋼筋廢料，管理層致力將工業廢棄物降至最低。於本報告期內，有1,867噸廢鋼產生為生產廢棄物，已由本地回收商回收，以減低本集團之碳足跡。

我們亦推行回收計劃以協助員工將廢紙、電腦硬件和不再使用的電子設備回收給專業回收公司，作為我們致力負責任地管理無害廢棄物的一部分。於本報告期內，已被合資格收集商回收40千克塑膠、338千克紙張及91千克金屬。

於本報告期內，本集團並無出現可能對環境造成重大影響之任何與廢棄物相關之違規事項。我們廠房之有害廢棄物主要為非鹵化溶劑，其已獨立儲存並由合格收集商收集。我們不鼓勵使用可能釋放有害化學物質從而破壞臭氧層的機器和設備。我們亦積極對滅火器材及冷氣機進行檢查，以防止洩漏有害化學物。

除了緊貼最新的相關環境保護法律及規例外，我們已制定相關的廢棄物管理政策以鼓勵及促進環保產品的使用。我們計劃進一步加強我們對廢棄物管理的實踐，旨在透過在辦公室實施節能措施、回收及轉售固體廢棄物、通過利用具備更環保配方的潤滑油產品以減少廠房產生的有害廢棄物，並適當處理不可避免產生的有害廢棄物，從而持續減少無害廢棄物，以達致短期的合規要求及社會的長遠期望。



Type of Waste 廢棄物種類	Unit 單位	Quantity Collected 已收集數量		Waste Intensity (per million of revenue) 廢棄物密度 (每百萬元的收入)	
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
Total non-hazardous wastes ⁸ 無害廢棄物總量 ⁸	kg 千克	469	2,180	0.2	0.8
Manufacturing wastes 生產廢棄物	Tonne 噸	1,867	1,827	0.7	0.7
Hazardous wastes 有害廢棄物	L 升	400	603	0.2	0.2

Use of Resources

We advocate the principle of “Reduction or Waste Elimination”. We provide guidance regarding energy efficiency practices in the Plant and offices, including but not limited to, effective use of machines, conservation of water and electricity. During the Reporting Period, neither the Group nor its employees were accused of non-compliance with laws and regulations related to resource utilisation.

Energy Management

As part of our commitment to energy efficiency, we promote energy-efficiency practices in our Plant and offices. We maintain the policy of keeping a 25-degree Celsius air-conditioned office and adopt hardware with energy efficiency labels. In addition, we advise our employees to reduce the standby time of equipment and machines by turning them off when not in use and turn off the air conditioners and lights when the vicinity is vacant.

資源使用

我們提倡「減少或避免浪費」原則。我們於廠房及辦公室提供能源效益常規之指引，包括(但不限於)有效使用機器、節約用水及用電。於本報告期內，本集團及其僱員並未被指控不遵守與使用資源有關的法律及規例。

能源管理

作為我們對能源效益承諾的一部分，我們於廠房及辦公室推行能源效益常規。我們持有辦公室的空調溫度保持在攝氏25度的政策，並採用具有能源效益標籤的硬件設備。此外，我們建議員工在不使用設備及機器時將其關掉以減少待機時間，並在附近無人時關掉空調及電燈。



8 During FY2020/21, waste collectors declined to collect any recycled paper as a precautionary measure against COVID-19. Consequently, we had to retain all the recycled paper and dispose of it in FY2021/22. As the waste handling procedures resumed normally after the pandemic, the figures have decreased accordingly.

8 於二零二零／二一財年期間，作為針對2019冠狀病毒病的預防措施，廢棄物收集商拒絕收集任何回收紙。因此，我們須保留所有回收紙並於二零二一／二二財年進行處理。隨著疫情後廢棄物處理程序恢復正常，數字已相應減少。



Through strict implementation of the measures mentioned above, we are determined to gradually reduce our energy consumption. We are also considering the possibility of installing onsite renewable energy options at our Plant to optimise our energy consumption pattern and enhance our climate resilience in accordance with the decarbonisation targets of Mainland China and Hong Kong.

我們決定通過嚴格實施上述措施以逐步減少能源消耗。我們亦正考慮在廠房安裝場內可再生能源配件的可能性，以優化我們的能源消耗結構，並提高我們的氣候抵禦力以符合中國大陸及香港的減碳目標。

CASE STUDY 案例分析

Obtain WELL and LEED Concept in Investment Properties 投資物業獲得 WELL 及 LEED 認證

We walk beyond regulatory requirements in managing our impacts. For investment property renovation projects, we have obtained the WELL HEALTH-SAFETY RATING FOR FACILITY OPERATION and LEED EXISTING BUILDING GOLD CERTIFICATION with advanced sustainable development concept and energy conservation and environmental protection operation management methods. A building electromechanical system has been installed that can be easily controlled and adjusted, and the energy-saving operation has achieved favourable results in the project performance period.

我們在管理我們的影響方面超越了監管要求。就投資物業翻新項目而言，我們以先進的可持續發展理念及節能環保運營管理方法，獲得WELL健康—安全評價準則及LEED現有建築金級認證。已安裝易於控制及調整的建築機電系統，節能運營於項目績效期內已取得良好的效果。



The following four aspects indicate our achievement in energy conservation and consumption reduction, which has brought positive changes to low-carbon development.

1. Energy Efficiency

In the daily operation process of the projects, we pay close attention to the energy conservation management of the projects. One of our key measures is the implementation of a Building Automation system that monitors the operation status of the equipment implementation and conducts energy-saving scheduling. We analyse the energy consumption data collected by the Building Automation system to guide the direction of energy-saving transformation and realise energy savings and consumption reduction. We monitor the trend of total energy consumption and energy consumption indicators per unit area to identify areas where energy savings can be achieved.

2. Indoor Air Quality Control

The designation of our projects is a smoke-free building with a clear smoke-free policy. The fresh air system in the office area is equipped with medium-efficiency filters and provides fresh air meeting ASHRAE62.1 standards. This system effectively improves the working comfort of the office crowd and promotes a healthy and comfortable working environment.

3. Water Efficiency

We are committed to promoting water efficiency and implementing effective water quality management practices in our projects. To achieve this, we have selected high water efficiency sanitary ware that performs well in terms of indoor water consumption. In terms of water quality management, we regularly conduct water quality analysis and produce reports on domestic water and water for equipment and facilities of the projects to ensure the safety of personnel and the efficient operation of equipment. These reports enable us to monitor and assess the quality of the water supply and identify any potential issues that may arise.

4. Waste Treatment

Provision of trash cans in each layer of our offices, with special personnel assigned to carry out garbage classification. This enables us to effectively segregate recyclable materials from non-recyclable waste and ensures that waste is disposed of in an environmentally responsible manner. At the same time, environmental-friendly office consumables and cleaning products are selected to reduce the impact of waste on the environment. By choosing products that are biodegradable and non-toxic, we can reduce our environmental footprint and contribute to sustainable development.

以下四個方面表明我們在節能降耗方面取得的成績，為低碳發展帶來積極變化。

1. 能源效益

於項目的日常運營過程中，我們密切關注項目的節能管理。我們的關鍵措施之一為實施樓宇自動化系統，監控設備實施的運行狀態並進行節能調度。我們分析樓宇自動化系統收集的能耗數據，指導節能轉型方向，實現節能降耗。我們監控總能耗的趨勢及單位面積能耗指標，確定可實現節能的領域。

2. 室內空氣質量控制

我們項目被指定為具有明確無煙政策的無煙建築。辦公區新風系統配備中等效率的過濾器，提供符合ASHRAE62.1標準的清新空氣。該系統有效提高辦公人群的工作舒適度，提倡健康舒適的工作環境。

3. 用水效率

我們致力於提高用水效率並於我們的項目中實施有效的水質管理實踐。為此，我們已選擇在室內耗水量方面表現出色的高效節水衛浴潔具。在水質管理方面，我們定期對生活用水及設備與項目設施之用水進行水質分析並出具報告，以確保人員的安全及設備高效運行。該等報告使我們能監測及評估供水質量，並確定可能出現的任何潛在問題。

4. 廢棄物處理

於辦公室的每一層提供垃圾桶，並指派專人進行垃圾分類。這使我們能有效將可回收材料與不可回收廢棄物分開，並確保以對環境負責的方式處理廢棄物。同時，選擇環保辦公耗材及清潔用品，以減少廢棄物對環境的影響。通過選擇可生物降解及無毒的產品，我們可減少我們的環境足跡並為可持續發展做出貢獻。

Type of Resources 資源種類	Unit 單位	Consumption 消耗量		Intensity (per million of revenue) 密度 (每百萬港元的收入)	
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
Total Energy Consumption 耗能總量	kWh 千瓦	966,846	1,482,277	363	528
Direct Energy Consumption⁹ 直接耗能 ⁹	kWh 千瓦	309,339	320,042	116	114
Petrol 汽油	L 升	22,484	23,242	8	8
Diesel 柴油	L 升	8,543	8,856	3	3
In-direct Energy Consumption 間接耗能					
Purchased Electricity 所購電力	kWh 千瓦	1,079,566	1,162,235	406	414
Renewable energy sold – solar 已售可再生能源 – 太陽能	kWh 千瓦	422,059	/	159	/
Water Consumption 用水量	m ³ 立方米	2,587	2,443	0.97	0.87
Paper Consumption 紙張消耗	kg 千克	3,879	3,400	1.46	1.21

During the Reporting Period, the Group has invested in renewable energy and installed solar panels in the Plant to satisfy the sustainability of our energy consumption demand. Our goal is to maximise our solar energy consumption of the total electricity consumed in the Group's production, with our dedicated effort, the Group has achieved a significant reduction in our total energy consumption by 34.77% compared to FY2021/22. Going forward, the Group will continue to closely monitor our energy consumption patterns and explore additional opportunities to adopt renewable energy.

於本報告期內，本集團已投資可再生能源，並於廠房安裝太陽能電池板以滿足我們的可持續能源消耗需求。我們的目標為最大化本集團生產耗電總量中太陽能消耗量所佔比例，在我們的不懈努力下，與二零二一／二二財年相比，本集團已成功將我們的耗能總量減少34.77%。展望未來，本集團將繼續密切監察我們的能源消耗模式，並探索更多採用可再生能源的機會。

9 Energy consumption from fossil fuels in the use of vehicles is calculated with reference to "Reporting Guidance on Environmental KPIs" published by HKEX.

9 車輛使用的化石燃料之能源消耗乃參考交易所刊發之《環境關鍵績效指標匯報指引》計算。

The Environment and Natural Resources

The Group understands the environmental challenge which we are facing nowadays. By operating in a sustainable manner, we aim to minimise the environmental impacts of our operation. A proactive approach is also being taken to constantly develop operational efficiency, utilise natural resources prudently, and use energy efficiency in order to comply with all the relevant environmental regulations. With regard to our core value, we apply the standard of ISO 14001 environmental management system to our supply of reinforcement steel bars to ensure the satisfaction of environmental requirements that adhere to international best practice. Additionally, we encourage our employees to possibly minimise the consumption of all different kinds of resources such as electricity, water and papers in their daily routine.

CASE STUDY 案例分析

Tsing Yi Plant – Generation of Solar Power 青衣廠房 – 太陽能發電

To promote renewable energy and reduce our carbon footprint, the Group launched the “Solar PV Panel Energy Saving Scheme”. By strengthening its adoption of renewable energy, the Plant is taking proactive steps to achieve its carbon neutrality goals through the implementation of a solar power system. In July 2022, the first phase installation of the solar power system was successfully completed, which generated an amount of electricity equivalent to 35% of the Plant’s power consumption. This initial phase provided a strong foundation for the Plant to further develop its renewable energy capabilities. In line with its commitment to sustainable development, the second phase installation of the solar power system was successfully completed in January 2023. The completed system was generate an amount of electricity equivalent to 70% of the Plant’s power consumption, providing a significant reduction in the use of traditional, non-renewable energy sources. The use of solar energy helps to reduce GHG emissions and helps us to build a greener community across our operations.



環境及天然資源

本集團知悉我們目前面臨的環境挑戰。通過以可持續的方式運營，我們致力減少我們營運對環境的影響。為遵守所有相關的環境法規，我們亦採取積極主動的方案，不斷改善經營效益，審慎利用天然資源，以及有效利用能源。就我們的核心價值而言，我們將ISO 14001環境管理系統的標準應用於我們的鋼筋供應，以確保按國際最佳實踐標準以滿足環保要求。此外，我們鼓勵員工在其日常工作和生活中，盡量減少用電、水及紙張等各種資源。

為促進可再生能源及減少我們的碳排足跡，本集團推出「太陽能電池板節能計劃」。通過加強採用可再生能源，廠房正在採取積極措施，以通過安裝太陽能發電系統實現其碳中和目標。於二零二二年七月，太陽能發電系統第一階段安裝順利完成，產生相當於工廠耗電量35%的電量。此初始階段為廠房進一步發展其可再生能源能力奠定堅實的基礎。根據其對可持續發展的承諾，太陽能發電系統第二階段安裝已於二零二三年一月順利完成。已完成的系統產生的電量相當於廠房耗電量的70%，顯著減少傳統不可再生能源的使用。使用太陽能將有助減少溫室氣體排放，並幫助我們在運營過程中建設一個綠色社區。





Water Management

It is imperative to have sustainable access to water resources. A number of initiatives have been launched in order to reduce unnecessary water consumption. These initiatives aim to raise employees' awareness on the importance of conserving freshwater and encourage them to turn off the water tap when not in use in both washroom and pantry. Water was supplied by the municipal water supply company and there were no issues in sourcing water that is fit for purpose. Water consumption in Shanghai and Hong Kong are solely for office purpose and do not contribute to any production process of the Group. We calculate our water consumption according to the usage charges reported on our water bills. Our objective is to gradually reduce water consumption intensity through the implementation of the water efficiency measures mentioned above, as well as ongoing capability building to increase awareness of water conservation among the stakeholders. Furthermore, we strive to bring positive influence to the society on water conservation through partnerships and collaboration with suppliers and service providers to promote sustainable choices of green products.

水資源管理

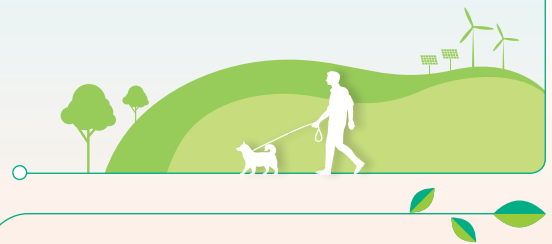
可持續獲得水資源是舉足輕重的。為減少不必要的耗水，我們已推廣多項措施。該等措施旨在提高僱員對節約淡水重要性的意識，並鼓勵其關掉洗手間及茶水間不使用的龍頭。水源由政府供水公司供應，亦並無求取適用水源之事項。上海及香港之耗水量只為辦公室作內部使用，並不用於本集團之任何生產過程。我們的耗水量根據水費單上顯示的使用量計算。我們致力於透過實施上述用水效率措施以及持續開展能力建設，逐步減少耗水密度，提高持份者的節水意識。此外，我們努力通過與供應商及服務提供者的伙伴關係及協作，在節水方面對社會產生積極影響，以促進綠色產品的可持續選擇。

CASE STUDY 案例分析

Collaborating with suppliers to enhance green products – TOTO toilet 與供應商合作提升綠色產品 – TOTO 座廁

As one of the major distributors of sanitary ware products in Hong Kong and Mainland China, we are active in raising public awareness through the promotion of water-saving technology in the products of our brand partners. One of our featured products is the TOTO toilet, which uses Tornado Flash Technology for more hygienic and efficient flushing. In addition, TOTO's EcoPower Technology utilises hydropower to generate electricity for its sensor faucets, reducing water waste and energy consumption. TOTO has also incorporated EcoPower Technology, which utilises hydropower to generate electricity into its sensor faucets. TOTO also voluntarily participated in the Water Efficiency Labelling Scheme (WELS) during the Reporting Period to demonstrate their dedication to sustainable water management and environmental stewardship. Our partnership with TOTO allows us to offer environmental-friendly options to our customers, providing them with sustainable choices for the building needs.

作為在香港和中國大陸主要的衛浴產品分銷商之一，我們積極通過推廣我們品牌合作夥伴產品中的節水技術來提高公眾意識。我們的特色產品之一TOTO座廁使用超漩式沖水技術實現更衛生、更高效的沖水方式。此外，TOTO的EcoPower技術利用水力發電為其感應水龍頭供電，減少水資源浪費及能源消耗。TOTO亦已採用EcoPower技術，該技術利用水力發電為其感應水龍頭供電。於本報告期內，TOTO亦自願參與用水效益標籤計劃(WELS)，以表明其致力於可持續水資源管理及環境管理。我們與TOTO的合作夥伴關係使我們能為客戶提供環保選擇，為其提供滿足建築需求的可持續選擇。



Paper Usage

The Group promotes eco-friendly practices such as double-sided printings and reusing single-sided printed papers to minimize paper consumption. In addition, we encourage communications through online platforms in an effort to minimize paper usage. We have implemented paper-saving strategies in our office areas, which helps to reduce the impact of paper usage on GHG emissions. To facilitate this, we have placed collection trays near the photocopiers to collect single-sided papers for reuse and recycling purposes. We also take steps to reuse envelopes for internal mail, further reducing our environmental impact.

紙張使用

本集團提倡環保做法，例如雙面列印及重用已單面列印之紙張，以盡量減少用紙。此外，我們鼓勵員工通過網上平台溝通，以盡量減少用紙。在辦公區域內，我們已實施節約用紙策略，這有助於減少紙張使用對溫室氣體排放的影響。為此，我們已於打印機旁放置收集文件盤以收納單面列印之紙張作重用及回收之用。我們亦採取措施於內部郵件傳送時重複使用信封，進一步減少我們對環境的影響。



Paper Recycling Bins
紙張回收箱

Packaging Materials

The operational processes of the Group, which are mainly engaged in Property Investment and Fund Management Business, Building Products Distribution Business and Steels Distribution and Processing Business, do not involve consumption of packaging materials or packaging material-related businesses. Therefore, no packing materials have been consumed during the Reporting Period.

包裝材料

本集團主要從事房地產投資及基金運營業務、建築材料分銷業務以及鋼鐵分銷及加工業務，其營運過程中並不牽涉包裝材料消耗或與包裝材料相關的業務。因此，於本報告期內，並無消耗包裝材料。



CARING FOR EMPLOYEES

Recruitment, Promotion and Compensation

Employees are the most valuable assets of the Group. We aim to provide a pleasant and relaxing working environment to our employees. By the same token, we continuously review the remuneration packages for our employees in order to stay competitive among other employers. The Group promotes equal opportunity for employment to all individuals, regardless of their ethnic group, gender, religious affiliation, or other protected status or classification; while promotions for our talents are based on a fair annual performance appraisal with appropriate salary adjustment followed to motivate and raise the morale of employees. Apart from basic remuneration, remuneration package includes annual leave, healthcare insurance plan and discretionary bonuses, and also share options may be granted to eligible employees by reference to performance of the Group and the individual employees. Furthermore, “SMART Goal” scheme is in place to provide support for their career development.

Equal Opportunities, Diversity and Anti-discrimination

We are committed to providing an equal and harmonious working relationship at our working place. Any form of discrimination, harassment and unethical behaviours will not be tolerated. The Human Resources Department is responsible for ongoing monitoring the changes of government policies and regulations, and to ensure the Group’s human resource policies are in compliance with applicable labour laws and regulations. During the Reporting Period, we did not violate the Hong Kong Bill of Rights Ordinance (Cap. 383 of the laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480 of the laws of Hong Kong), Disability Discrimination Ordinance (Cap. 487 of the laws of Hong Kong), Family Status Discrimination Ordinance (Cap. 527 of the laws of Hong Kong) or Race Discrimination Ordinance (Cap. 602 of the laws of Hong Kong), etc.

關懷員工

招聘、晉升及薪酬

員工是本集團最寶貴的資產。我們的目標是為員工提供一個愉快和輕鬆的工作環境。同樣地，我們不斷檢討員工的薪酬待遇，以保持與其他僱主的競爭力。本集團促進人人享有平等就業的機會，不論其種族、性別、宗教信仰或其他受保護的身份或分類；而我們的人才晉升是按年度績效評估進行公平評核，並作適當的薪酬調整以激勵和提升員工士氣。除基本薪酬外，薪酬待遇包括年假、醫療保險計劃及酌情花紅等，亦會參考本集團及個別員工的績效向合資格員工授出購股權。此外，我們實施「SMART目標」計劃，為他們的事業發展提供支持。

平等機會、多元化及反歧視

我們致力於在我們的工作場所提供平等及和諧的工作關係。我們不允許任何形式的歧視、騷擾和不道德的行為。人力資源部負責持續監察政府政策及法規變動，以及確保本集團之人力資源政策遵守適用的勞工法律及規例。於本報告期內，我們並無違反《香港人權法案條例》(香港法例第383章)、《性別歧視條例》(香港法例第480章)、《殘疾歧視條例》(香港法例第487章)、《家庭崗位歧視條例》(香港法例第527章)及《種族歧視條例》(香港法例第602章)等的行為。



2023 Annual Dinner held in Hong Kong
於香港舉辦二零二三年年會



Staff Sport Day
員工運動日



International Woman's Day
國際婦女節



Staff Development and Training
員工發展與培訓



Lion Dance at Lunar New Year
農曆新年舞獅

Workforce

As of 31st March 2023, the Group had 226 employees, of which 151 are located in Hong Kong and 75 is located in Mainland China.

僱員

截至二零二三年三月三十一日，本集團擁有226名員工，其中151名位於香港及75名位於中國大陸。

Indicators 指標		Hong Kong 香港		Mainland China 中國大陸	
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
Total workforce 僱員總數		151	153	75	82
Gender 性別	Male 男性	100	100	35	38
	Female 女性	51	53	40	44
Category 類別	Managerial 管理層	10	13	12	4
	General 一般	141	140	63	78
Age 年齡	18-30 18-30歲	25	31	6	8
	31-40 31-40歲	44	46	35	37
	41-50 41-50歲	41	42	21	21
	51 or above 51歲或以上	41	34	13	16
	Employment Type ¹⁰ 工種 ¹⁰	Permanent 長工	127	151	26
	Contract 合約	24	2	49	2
Turnover rate by gender 按性別劃分之流失率	Male 男性	51%	44%	20%	24%
	Female 女性	25%	13%	13%	20%
Turnover rate by age 按年齡劃分之流失率	18-30 18-30歲	92%	61%	50%	63%
	31-40 31-40歲	45%	15%	17%	14%
	41-50 41-50歲	29%	45%	10%	20%
	51 or above 51歲或以上	22%	18%	8%	13%

10 During the Reporting Period, the Group has reclassified the employment type according to the contract term of employees. Such classification will be adopted from FY2022/23 onwards.

10 於本報告期內，本集團已根據僱員的合約期限對工種進行重新分類。該分類將自二零二二／二三財年起獲採納。

Management aims to maintain the employee turnover rate at an acceptable level in order to enhance the ability of the Group to accumulate professional expertise and experience more efficiently. During the Reporting Period, the Group's employee turnover rate of Hong Kong and Mainland China is approximately 42% and 16%, respectively. Looking into the turnover rate in Hong Kong, the employee turnover mainly comes from the machine operator in our Plant. The Group will regularly review the recruitment and employment procedures to identify the room for improvement and retain talents.

Working Hours, Rest Periods, Other Benefits and Welfare

We believe that maintaining a proper work-life balance is vital to both physical and psychological health of our employees and therefore, they are entitled to statutory and discretionary holidays, such as annual leave, birthday leave, sick leave, examination leave, marriage leave, maternity leave and paternity leave. In addition, the Group's healthcare insurance plans, including a self-insured preferred provider organisation plan and other health plans, retirement programs, medical benefits, group insurance, mandatory provident fund retirement benefit scheme and provident fund scheme are available to all full-time employees. The Group is open to any suggestions or feedback from employees as part of our ongoing efforts to optimise our welfare and remuneration package in order to retain talents. To treasure the long service relationship between the Group and its employees, service awards are presented at the Group's annual event as a tribute to employees who have contributed for 5, 10, 20 and 30 years of services.

Termination

Upon receiving resignation notices from employees, we will attempt to understand the reasons behind the departure of the employees so as to make improvement in the working environment or remuneration packages through exit interviews. In case of dismissals, we formally inform the reasons for dismissal to relevant employees in question and fulfil the severance payment along with the last payment in accordance with the Employment Ordinance (Cap. 57 of the laws of Hong Kong). The Group also notifies Inland Revenue Department and Mandatory Provident Fund trustee in a timely manner about the termination of employment in accordance with the Inland Revenue Ordinance (Cap. 112 of the laws of Hong Kong) and Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the laws of Hong Kong), respectively.


管理層致力維持僱員流失率於可接受水平，以使本集團以更有效的方式積累專業知識和經驗。於本報告期內，本集團於香港及中國大陸之僱員流失率分別約為42%及16%。從香港的流失率來看，員工流失主要來自我們廠房的機械操作員。本集團將定期檢討招聘及僱傭程序，以識別改善空間及留住人才。

工作時數、假期、其他待遇及福利

我們相信維持恰當的工作與生活平衡對我們員工的身心健康都是至關重要，因此，他們有權享有法定和酌情假期，例如年假、生日假、病假、考試假、婚假、產假和侍產假。此外，所有全職員工均可享有本集團的醫療保險計劃(包括自保的首選醫療保險計劃和其他健康計劃)、退休計劃、醫療福利、團體保險、強制性公積金計劃及公積金計劃。作為我們優化福利和薪酬待遇以留住人才而不斷努力的一部分，本集團歡迎員工提出建議或反饋。為珍視本集團與其員工之間的長期服務關係，本集團於年度活動頒發服務獎勵，以表揚服務五、十、二十及三十年的員工之貢獻。

終止

在收到僱員的辭職通知後，我們會透過離職面談了解員工離職的原因，以便改善工作環境或薪酬待遇。倘若有員工被解僱，我們會以正規形式將解僱之原因告知有關員工，並按照《僱傭條例》(香港法例第57章)的規定支付遣散費及最終款項。本集團亦根據《稅務條例》(香港法例第112章)及《強制性公積金計劃條例》(香港法例第485章)分別向稅務局及強制性公積金受託人及時發出有關終止僱傭關係的通知。



During the Reporting Period, we strictly complied with the applicable Employment Ordinance (Cap. 57 of the laws of Hong Kong) and local relevant government laws. Our Human Resources Department ensures our employment practices are in compliance with local government regulations and the Group's policies.

Health and Safety

Considering our business model, workforce health and safety is one of our top priorities for enhancing sustainability. As a responsible business operator, the Group strictly abides by the laws and regulations of business areas in relation to labour safety, such as Occupational Safety and Health Ordinance (Cap. 509 of the laws of Hong Kong), Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and the Production Safety Law of the People's Republic of China, etc. Moreover, we will promptly update the documents associated with safety management system and responsibility system for work safety of the Group in accordance with the updates of applicable laws and regulations. Besides, our employees are provided with necessary protective equipment, receive sufficient instructions, training, and supervision as to raise their safety awareness and prevent unnecessary injuries. It is a requirement that all new employees complete the safety training course before being onboarded, while recurring employees are required to attend the training course on an annual basis. In the near future, the Group will endeavour to achieve its health and safety targets namely zero fatality, zero serious personal injury and zero confirmed case of occupational disease.

於本報告期內，我們嚴格遵守適用的《僱傭條例》(香港法例第57章)和當地政府的相關法律。我們的人力資源部確保僱傭慣例遵守當地政府之法規和本集團之政策。

健康與安全

考慮到我們的業務模式，僱員健康與安全為提高可持續性的優先事項之一。作為一家負責任的業務營運商，本集團嚴格遵守有關勞動安全的業務領域的法律及規例，如《職業安全及健康條例》(香港法例第509章)、《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》等。而且，我們亦將按照適用法律及規例的更新，及時更新與本集團安全管理系統、工作安全責任系統有關聯的文件。此外，我們向僱員提供必要防護裝備、充分的指引、培訓和監督，以提高員工的安全意識，並防止不必要的受傷。所有新員工在入職時必須完成安全培訓課程，而現有員工必須每年參加培訓課程。展望未來，本集團將盡最大努力達成其健康與安全目標，即零死亡、零重傷及零確診職業病。

CASE STUDY 案例分析

Intermediate Tradesman Collaborative Training Scheme 中級技工合作培訓計劃

To improve the professional skills and qualifications of our frontline employees, the Plant participated in the Construction Industry Council's Intermediate Tradesman Collaborative Training Scheme during the Reporting Period. It provided the "Offsite Rebar Automation Cut and Bend Operator Training Course" to our employees, which included both theoretical and practical training. The program aims to strengthen employees' understanding of factory safety, operations, and machinery operation, enabling them to become professional operators.

於本報告期內，廠房參與建築業議會的中級技工合作培訓計劃，以提高前線員工的專業技能及資質。該計劃為我們的員工提供了包括理論和實踐培訓的「場外鋼筋自動化鋼筋剪屈工培訓課程」。該計劃旨在加強員工對工廠安全、操作和機械操作的理解，使他們能夠成為專業操作員。

For employees working on our Plant or site, additional control measures and safe working procedures are enforced in their daily operational activities due to higher risks of exposure to potential incidents. To ensure sound and effective safety management within the Group, we have established and adopted policies and procedures such as “Occupational Health and Safety Policy” (“Safety Policy”) and ISO 45001 - Occupational Health and Safety Management Systems” (“Safety Management System”). We require all new employees to attend safety training and sign an acknowledgement which confirms their understanding to follow the guidelines and instructions stipulated in our Safety Policy and Safety Management System.

Any accidents or injuries must be properly recorded for investigation and future prevention. The Safety Committee is set up to handle all kinds of safety issues. The Safety Committee reports to senior executives on a weekly basis.

Regular trainings are also provided to our employees to enhance their overall awareness of safety and preparedness for emergencies. Apart from that, the Group has established standard plans and processes to assist the Group in preventing, be prepared for, responding to, and recovering from potential emergencies such as fire, typhoon and emergency evacuations.

In the upcoming years, the Group will continue to monitor the working environment of our employees to reduce work-related injury incidents and maintain zero work-related fatalities incidents. We compensated injured employees in accordance with the Employees’ Compensation Ordinance (Cap. 282 of the laws of Hong Kong).

由於在廠房或工地工作的員工面對潛在事故的風險較高，故在日常業務活動中向他們實施額外的控制措施和安全工作程序。我們已制定並應用《職業健康和安全管理政策》(「安全政策」)及《ISO 45001 - 職業健康和安全管理系統》(「安全管理系統」)等政策及程序，以確保本集團進行健全及有效的安全管理。我們要求所有新員工必須參加安全培訓，並簽署確認他們理解並按照安全政策及安全管理系統訂明的指引及指示行事的確認書。

任何意外或受傷必須妥善記錄以便進行調查及日後採取預防措施。已成立安全委員會以處理各種安全事宜。安全委員會每週向高級管理人員報告。

我們亦定期向員工提供培訓，以提高其整體安全意識及應急準備。除此之外，本集團已制定標準計劃及程序以協助其預防，並作出準備以應對火災、颱風及應急疏散等潛在緊急情況，以及協助自該等潛在緊急情況中恢復。

未來數年，本集團將繼續監察員工的工作環境以減低工傷事故，並保持沒有因工亡故之事件。我們已根據《僱員補償條例》(香港法例第282章)向受傷員工作出賠償。

Occupational health and safety statistics 職業健康與安全之數據		2023 二零二三年	2022 二零二二年	2021 二零二一年
Number of lost days due to work injury ¹¹	因工傷損失工作日數 ¹¹	211	21	172
Number of work-related fatalities incident	因工亡故的人數	0	0	0
Rate of work-related fatalities	因工亡故率	0	0	0
Number of work injuries incident	因工受傷人數	4	0	4

11 During the Reporting Period, the two operators asked for long leave to recover from injuries leading to a significant increase in lost days.

11 於報告期內，兩名操作員要求長假養傷，導致損失工作日大幅增加。

Development and Training

The Group is committed to providing employees with sufficient training so that they are professional and competent to deliver the best services to our customers and are sufficiently equipped with the skills necessary for long-term career advancement. During the Reporting Period, we offer different forms of internal and external training for our employees at various levels, including basic working skills, business knowledge, product training, management skills and leadership improvements, orientation and other specific training, etc. To foster a culture of continuous development among employees, we also provide examination leave and subsidies for study-related fees.

During the Reporting Period, 159 employees have attended training provided or sponsored by the Group. The distribution in gender and level of employee training are set out below:

Employee 員工		Percentage of employees trained 獲培訓員工之百分比		Average training hours per employee ¹² 每名員工之平均培訓時數 ¹²	
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
		Total 總計	70%	58%	20
By gender 按性別	Male 男性	83%	62%	29	23
	Female 女性	52%	53%	7	8
By category 按類別	Managerial 管理層	55%	71%	4	3
	General 一般	72%	57%	22	18

The Group will continuously review training options to include various kinds of business and regulation updates relevant to corresponding positions and improve the training courses to meet the needs of our employees and facilitate them in achieving the job-related qualification in the future.

12 The average training hours completed per trained employee is calculated with reference to "Reporting Guidance on Social KPIs" published by HKEX.

發展及培訓

本集團致力為員工提供充足的培訓，使他們具備專業能力為我們的客戶提供最好的服務及充分掌握長期職業生涯所需的技能。於本報告期內，我們為各級員工提供不同形式的內部和外部培訓，包括基本的工作技能、業務知識、產品培訓、管理技能和領導能力的改進、任職培訓及其他特定培訓等。我們還提供考試假和學費資助以促進員工持續發展的文化。

於本報告期內，本集團為 159 名員工提供或贊助培訓。下表列載獲培訓員工之性別及階級分佈：

本集團將不斷檢討培訓方案以納入與相應職位相關的各類業務及制度更新，並改進培訓課程以配合員工的需要，以及促進他們獲取日後與工作相關的資格。

12 每名獲培訓員工完成之平均培訓時數乃參考交易所刊發的《社會關鍵績效指標匯報指引》計算。

Labour Standards

We strictly prohibit the use of child or forced labour within our operation, and we have established “Child and Force Labour Policy”, which clearly outlines the definition of child and forced labour, thus enabling the Group to avoid the use of any form of child or forced labour. Additionally, human rights constitute one of the most fundamental principles underpinning our employment policies and practices to ensure a positive working environment and fair job opportunity for all employees. During our recruitment process, background checks and reference checks of potential candidates are conducted to avoid child or forced labour. Our contractors are also required to refrain from using child and forced labour.

During the Reporting Period, we were not aware of any non-compliance with laws and regulations in respect of the child and forced labour.

OPERATIONS MANAGEMENT

Supply Chain Management

The Group encourages our suppliers and business partners to follow highest possible standards and expectations that align their values with ours in respect of environmental and labour practices. We perform the suppliers' performance appraisals annually to ensure all the suppliers meet our requirements and standards. Contractors' and business partners' competence and awareness of health and safety issues and environmental concerns are also taken into considerations during our selection and screening processes.

勞工準則

我們嚴禁於營運過程聘用童工或強制勞工，我們已制定「童工和強制勞工政策」，其明確規定童工和強制勞工的定義，因而使本集團避免聘用任何形式的童工或強制勞工。此外，在我們的僱員政策及慣例中，確保所有員工擁有正面的工作環境和平等就業機會是人權最基本原則之一。在我們的招聘過程中，對有潛質的候選人進行背景調查和參考檢查，以避免聘用童工或強制勞工。我們亦要求承包商避免聘用童工及強制勞工。

於本報告期內，我們並不知悉任何違反有關童工及強制勞工之法律和規例的情況。

營運管理

供應鏈管理

本集團鼓勵我們的供應商和商業夥伴盡可能遵循最高標準及期望，使其在環境和勞工實踐方面與我們的價值觀保持一致。我們每年對供應商的表現進行評估，以確保所有供應商符合我們的要求和標準。我們會在篩選過程中考慮承包商和商業夥伴的能力以及對健康與安全問題及環境關注的意識。



For our Building Products Distribution Business, our major suppliers are engaged in the manufacturing of building products with environmental-friendly designs. For our trading business of reinforcement steel bars, we have performed an annual field inspection over all suppliers' plant to ensure that they meet our requirements, and any concerns are addressed in a timely manner. In accordance with the Group's standards regarding practices and staff training in material testing and discharging, we have established management guidelines and procedures that facilitate our suppliers' implementation of sufficient measures.

Our suppliers play a crucial role in our value chain. We work alongside them to minimise carbon emissions during the manufacturing process and develop eco-friendly products for our customers. Our partnerships are built on a shared commitment to sustainability, backed by environmental certificates, green product certifications, and product testing reports. We strive to continuously enhance our products and services in collaboration with our suppliers.

During the Reporting Period, the Group has 150 suppliers, which are mainly from Hong Kong and Mainland China.

就我們的建築材料分銷業務而言，我們的主要供應商從事製造具有環保設計的建築產品。至於我們的鋼筋貿易業務，我們已在所有供應商的廠房進行年度實地考察，以確保他們的水平符合我們的要求，並能夠及時處理我們所遇到的問題。根據本集團關於材料測試和卸貨的慣例及員工培訓的標準，我們制定了管理指引和程序，促使我們的供應商實施充分措施。

供應商在我們的價值鏈中發揮著至關重要的作用。在製造過程中，我們與該等供應商並肩工作，從而最大限度地減少碳排放，並為客戶開發環保產品。我們的夥伴關係建立在對可持續發展的共同承諾之上，並以環境證書、綠色產品認證及產品測試報告為後盾。我們努力與供應商合作，不斷提升我們的產品和服務。

於本報告期內，本集團有 150 名供應商，主要來自香港及中國大陸。

Indicators 指標		2023 二零二三年	2022 二零二二年
Total number of suppliers by geographical region	按地理區域劃分的供應商總數	150	146
Mainland China	中國大陸	31	31
Hong Kong	香港	84	84
Taiwan	台灣	7	7
Turkey	土耳其	6	5
Singapore	新加坡	3	3
Other regions (range from 1-2 suppliers)	其他地區(1至2名供應商)	19	16



Product Responsibility

It is imperative that we maintain our competitive advantage and contribute to our sustainable success by taking responsibility of our products. Having been a strong player in the construction and industrial steels, building products, as well as strategic investor and investment manager of commercial properties investment in Mainland China, Hong Kong and Macau, we are fully understand that our value chain will be profoundly influenced by the quality of our products and services. The Group also places high importance in respecting, protecting and promoting intellectual property rights. We strictly comply with the relevant laws and regulations in Hong Kong and Mainland China, such as the Trade Marks Ordinance (Cap. 559 of the laws of Hong Kong), Copyright Ordinance (Cap. 528 of the laws of Hong Kong), Law of the People's Republic of China on the Protection of Intellectual Property Rights, the Patent Law of the People's Republic of China, and the Trademark Law of the People's Republic of China. Upon joining our Group, employees are informed of relevant internal policies regarding the protection of intellectual property rights. During the Reporting Period, the Group was not involved in any legal proceedings relating to the violation of intellectual property rights.

Quality Assurance

For the quality of our products and services, we endeavour to comply with local government regulations and the Group's policies. We have been supporting the construction industry for over 60 years. Having pioneered automated processing and supply chain efficiency, complete traceability tagging, and identification ensures full transparency of product information. The Group has also introduced the ISO 9001 quality management system standard for the reinforcement steel bar, structural steel, and accessories business unit. Similarly, our suppliers are required to obtain the appropriate certificates for their products.

產品責任

產品責任是維持我們競爭優勢及協助我們可持續成功的關鍵。作為中國大陸、香港及澳門的建築及工業鋼鐵、建築產品的強勁參與者及商業房地產戰略投資者及投資經理，我們深知產品及服務的質量對我們的價值鏈有著深遠的影響。本集團亦著重尊重、保障及促進知識產權。我們嚴格遵守香港及中國大陸的相關法律及規例，如《商標條例》(香港法例第559章)、《版權條例》(香港法例第528章)、《中華人民共和國知識產權保護法》、《中華人民共和國專利法》及《中華人民共和國商標法》。於僱員加入本集團時向其告知有關保護知識產權的相關內部政策。於本報告期內，本集團並未涉及任何有關違反知識產權的法律程序。

品質保證

我們致力遵守當地政府法規及本集團政策，以確保我們產品及服務的質量。我們支持建築行業超過六十年。作為自動化加工和高效的供應鏈先驅，完整的可追溯性標籤和識別功能確保完全透明的產品資訊。本集團已為鋼筋、結構鋼材及配件業務部門引入ISO 9001品質管理系統。同樣地，我們的供應商需為他們的產品獲得適用證書。



During the Reporting Period, the Group has recorded zero recalls and zero complaints about its products and services due to safety and health reasons. In addition, there were no significant complaints received regarding products and services. As a responsible product and service provider, we place a high priority on customer satisfaction. The Group takes immediate and reasonable actions to resolve complaints over customer's satisfaction issues. We strive to provide products with high quality and maintain a standardised inspection and testing procedure to ensure the products live up to customers' requirements. It is required that all products would only be released after passing the required inspection and testing procedures. We have established "Product Return Policy", which includes the return of goods and refund procedures if the products are either with quality issues or the goods fail to fulfil the specifications stated in the sales contract.

Product Responsibilities

The Group places high priority on ensuring customer satisfaction with our products and services. We acknowledge the importance of improving product and service quality to achieve sustainable growth of our business. We are committed to ensuring compliance with the laws and regulations relating to product health and safety, labelling and privacy matters. Policies regarding product quality and safety as well as compliance with laws and regulations have been clearly communicated to our employees and suppliers.

During the Reporting Period, we had no violation record on relevant laws and regulations that have a significant impact on the Group relating to product responsibility issues.

Privacy Protection

Protecting of the privacy of our customers, employees, external partners and suppliers is one of our top priorities to maintain responsible business practices. We have developed confidentiality guidelines which demonstrate the Group's commitment to privacy protection. It is our requirement that confidential information about our customers may only be accessed by staff who are responsible and engaged in the normal course of business with those customer(s). Apart from that, we will enter into a non-disclosure agreement with potential partners before entering into a transaction, as to protect their identity. To guarantee that the information is properly stored and managed, the Group has installed and routinely upgrades firewall, antivirus and anti-spam solutions in order to prevent potential data leakage. Disclosure of customers' confidential information to unauthorised personnel is strictly prohibited and could result in disciplinary action.

於本報告期內，本集團因安全及健康原因而導致其產品及服務被回收和投訴的次數為零。此外，亦無接獲有關產品及服務的重大投訴。作為負責任的產品及服務提供者，我們高度重視客戶滿意度。本集團採取迅速及合理的行動處理投訴以滿足客戶的訴求。我們力求提供高品質的產品，並保持標準化的檢測和測試程序，以確保產品符合客戶的要求。所有產品均通過所需的檢驗和測試程序後方會出售。我們已制定「產品退貨政策」，倘若產品有質量問題或貨物不符合銷售合同規定的規格可安排退貨和退款程序。

產品責任

確保客戶滿意我們的產品及服務為本集團的首要任務。我們了解提高產品及服務質量使我們的業務達致可持續增長的重要性。我們致力確保遵守有關產品健康與安全、標籤及私隱事宜之法律及規例。有關產品品質及安全以及遵守法律及規例的政策已明確傳達至員工及供應商。

於本報告期內，我們並無違反與產品責任事宜有關的相關法律及規例並對本集團造成重大影響之記錄。

私隱保護

保護我們的客戶、員工、外部夥伴及供應商的私隱為我們保持負責任的業務行為的優先事項之一。我們已制定保密指引，此證明本集團對私隱保護之承擔。我們要求僅限負責及從事與有關客戶的正常業務過程的員工可取得客戶的保密資料。此外，於進入交易前，我們會與潛在的合作夥伴簽訂保密協議以保障對方的身份。為確保妥善儲存及管理資料，本集團已安裝及定期升級防火牆、防病毒及防垃圾電郵方案以防止潛在資料外洩。嚴禁披露客戶保密資料予未經授權人士，否則可導致紀律處分。



Anti-Corruption

The Group believes maintaining an ethical working environment is essential to the long-term resilience and success of our business. The Group has established “Anti-Fraud and Anti-Money Laundering Policies”, which is made available on the Company’s website, as the guideline for preventing, detecting and reporting any forms of fraud, bribery, extortion, corruption, embezzlement, misappropriation, false representation and collusion, and money laundering. As a result, all of our employees are aware of such guideline and strictly abide by relevant laws and regulations.

In addition, the “Code of Business Ethics and Anti-Corruption Policy”, which is made available on the Company’s website, is established by the Group which all levels of employees are required to adhere. The “Whistleblowing Policy” is also established to provide guidelines to employees for reporting improprieties, misconduct or malpractice with different channels. A periodical and systematic fraud risk assessment has been conducted in their daily operations which aims to obtain a better evaluation for the fraud risk mechanism and maintain sufficient due diligence procedures. In addition, control measures have also been designed and adopted to mitigate fraud risks. The effectiveness of the internal control system was assessed through internal audit advisor and by external professional parties.

Our employees are required to attend ethics and anti-corruption training upon commencement of employment. It is a requirement that directors attend such trainings and regularly review market and regulatory updates related to ethics and anti-corruption.

During the Reporting Period, we have complied with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201 of the laws of Hong Kong). No legal cases or disputes are brought against the Group or any of our employees in respect of bribery, extortion, fraud or money laundering.

SERVING THE COMMUNITY

By proactively fulfilling its corporate social responsibilities, the Group promotes economic development, cares about the needs of underprivileged groups and communities, and reinvests its profits into education, enabling inclusive growth with the community as a whole. In order to contribute to the development of society, the Group encourages its employees to participate in a variety of charitable activities.

反貪污

本集團認為保持道德的工作環境對我們的長期業務彈性及成功至關重要。本集團已制定「反欺詐和反洗黑錢政策」(其刊載於本公司網站)作為預防、偵測和舉報任何形式的欺詐行為、賄賂、勒索、貪污、挪用公款、私吞、虛假陳述和勾結，以及洗黑錢行為的指引。因此，我們所有員工都知悉此指引，並嚴格遵守相關法律及規例。

此外，本集團已制定「商業道德準則及反貪污政策」(其刊載於本公司網站)，要求各級員工遵守，亦已制定「舉報政策」以提供指引予員工可於不同渠道舉報不當行為、不端行為及瀆職事宜。在日常業務中進行定期和系統性的欺詐風險評估，旨在更好地評估欺詐風險機制，並維持充分的盡職調查程序。此外，管制措施已制定並採納以減少欺詐風險。內部監控系統的有效性亦透過內部審核顧問和外部專業人員進行評核。

我們所有員工於入職後均須參與道德及反貪污培訓。董事須參與有關培訓及定期檢討有關道德及反貪污的市場及法規更新。

於本報告期內，我們已遵守有關法律及規例，包括《防止賄賂條例》(香港法例第201章)。本集團或我們的任何員工概無就賄賂、勒索、欺詐或洗黑錢行為被提出起訴。

服務社區

本集團積極履行其企業社會責任，推動經濟發展，關注社會貧困群體及社區的需求，並將收益再次投放於教育，以實現社區整體包容性發展。本集團鼓勵員工參與各類慈善活動，為社會發展作出貢獻。

During the Reporting Period, the Group had made a total contributions of approximately HK\$2,600,000 to various events and organisations in both Hong Kong and Mainland China, such as donations to the Hong Kong Family Welfare Society, the Better Hong Kong Foundation and Tin Shui Wai Women Association Limited, etc.

In an effort to groom talents and support our future generations, the “Hongkong and Shanghai Alliance Yao Cho Fai Scholarship” has been set up to award outstanding Hong Kong students who have been enrolled on the 4-year undergraduate programme of Fudan University. During Reporting Period, we have donated RMB700,000 to support outstanding local students.

Along with donations, we encouraged our employees to participate in voluntary activities to offer help to the needy and support our community. For example, our employees joined the Charity Walk organised by the Shui On Seagull Club and The Lighthouse Club during the Reporting Period. Our volunteer team also participated in the volunteering activity organised by the Hong Kong Family Welfare Society.

於本報告期內，本集團合共捐出約2,600,000港元予香港及中國大陸的各類活動及機構，例如捐款予香港家庭福利會、香港明天更好基金及天水圍婦聯有限公司等。

為培養人才及支持我們的後代，我們成立「滬港聯合姚祖輝獎學金」，獎勵就讀復旦大學四年制本科課程的優秀香港學生。於本報告期，我們捐出人民幣700,000元支持優秀當地學生。

除捐款外，我們鼓勵員工參與義工活動，為有需要人士提供幫助並支持我們的社區。例如，我們的員工於本報告期內參加瑞安海鷗社及燈塔會舉行的慈善步行。我們的義工團隊亦參與香港家庭福利會組織的義工活動。



Community initiative
社區活動

HKEX REPORTING GUIDE

聯交所報告指引

Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect A1: Emissions			
層面 A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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。	Environmental Protection 環境保護	8-11, 13
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental Protection - Emissions 環境保護 - 排放物	8-11, 13
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	Environmental Protection - GHG Emissions 環境保護 - 溫室氣體排放	9-10
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Environmental Protection - Waste Management 環境保護 - 廢棄物管理	13-15
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Environmental Protection - Waste Management 環境保護 - 廢棄物管理	13-15
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environmental Protection - GHG Management 環境保護 - 溫室氣體管理	8-12
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，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。	Environmental Protection - Waste Management 環境保護 - 廢棄物管理	13-15, 17



Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect A2: Use of Resources			
層面 A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Protection - Use of Resources - Energy Management - Water Management 環境保護 - 資源使用 - 能源管理 - 水資源管理	15-21
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	Environmental Protection 環境保護	18
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environmental Protection 環境保護	18
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environmental Protection 環境保護	17
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environmental Protection - Water Management 環境保護 - 水資源管理	20
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Environmental Protection - Packaging Materials 環境保護 - 包裝材料	21
Aspect A3: The Environment and Natural Resources			
層面 A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental Protection - Use of Resources - The Environment and Natural Resources 環境保護 - 資源使用 - 環境及天然資源	15-21
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental Protection - Use of Resources - The Environment and Natural Resources 環境保護 - 資源使用 - 環境及天然資源	15-21



Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect A4: Climate Change			
層面 A4：氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environmental Protection - Climate Change 環境保護 - 氣候變化	11-12
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Environmental Protection - Climate Change 環境保護 - 氣候變化	11-12
Aspect B1: Employment			
層面 B1：僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring for Employees - Recruitment, Promotion and Compensation 關懷員工 - 招聘、晉升及薪酬	22-26
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Caring for Employees - Workforce 關懷員工 - 僱員	24
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Caring for Employees - Workforce 關懷員工 - 僱員	24



Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect B2: Health and Safety			
層面 B2：健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring for Employees - Health and Safety 關懷員工 - 健康與安全	26-27
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Caring for Employees - Health and Safety 關懷員工 - 健康與安全	26-27
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Caring for Employees - Health and Safety 關懷員工 - 健康與安全	26-27
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Caring for Employees - Health and Safety 關懷員工 - 健康與安全	26-27
Aspect B3: Development and Training			
層面 B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Caring for Employees - Development and Training 關懷員工 - 發展及培訓	28
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Caring for Employees - Development and Training 關懷員工 - 發展及培訓	28
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Caring for Employees - Development and Training 關懷員工 - 發展及培訓	28



Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect B4: Labour Standards			
層面 B4：勞工準則			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring for Employees - Labour Standards 關懷員工 - 勞工準則	29
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Caring for Employees - Labour Standards 關懷員工 - 勞工準則	29
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Caring for Employees - Labour Standards 關懷員工 - 勞工準則	29
Aspect B5: Supply Chain Management			
層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Operations Management - Supply Chain Management 營運管理 - 供應鏈管理	29-30
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Operations Management - Supply Chain Management 營運管理 - 供應鏈管理	30
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目以及相關執行及監察方法。	Operations Management - Supply Chain Management 營運管理 - 供應鏈管理	29-30
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Operations Management - Supply Chain Management 營運管理 - 供應鏈管理	29-30

Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operations Management - Supply Chain Management 營運管理 - 供應鏈管理	29-30
Aspect B6: Product Responsibility			
層面 B6：產品責任			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Operations Management - Product Responsibility 營運管理 - 產品責任	31-32
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Operations Management - Product Responsibility 營運管理 - 產品責任	31-32
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operations Management - Product Responsibility 營運管理 - 產品責任	31-32
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Operations Management - Product Responsibility 營運管理 - 產品責任	31-32
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operations Management - Quality Assurance 營運管理 - 品質保證	31-32
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operations Management - Privacy Protection 營運管理 - 私隱保護	32

Aspects, General Disclosure and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page 頁數
Aspect B7: Anti-corruption			
層面 B7：反貪污			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Operations Management - Anti-Corruption 營運管理 - 反貪污	33
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Operations Management - Anti-Corruption 營運管理 - 反貪污	33
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Operations Management - Anti-Corruption 營運管理 - 反貪污	33
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Operations Management - Anti-Corruption 營運管理 - 反貪污	33
Aspect B8: Community Investment			
層面 B8：社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Serving the Community 服務社區	33-34
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	Serving the Community 服務社區	33-34
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Serving the Community 服務社區	33-34



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