



創業集團(控股)有限公司

NEW CONCEPTS HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 2221

2023

ENVIRONMENTAL, SOCIAL AND

GOVERNANCE REPORT

環境、社會及管治報告



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1 ABBREVIATIONS

1 簡寫

<p>“we”, “New Concepts”, “the Company” 「我們」、「創業集團」、「本公司」</p>	<p>New Concepts Holdings Limited 指創業集團(控股)有限公司</p>
<p>“the Group” 「本集團」</p>	<p>The Company and its subsidiaries 指本公司及其附屬公司</p>
<p>“ESG” 「ESG」</p>	<p>Environmental, social and governance 指環境、社會及管治</p>
<p>“the Report” 「本報告」</p>	<p>New Concepts Holdings Limited 2023 Environmental, Social and Governance Report 指創業集團(控股)有限公司2023年環境、社會及管治報告</p>
<p>“the Reporting Period” 「報告期」</p>	<p>The period from 1 April 2022 to 31 March 2023 指2022年4月1日至2023年3月31日期間</p>
<p>“PRC”, “China” 「中國」</p>	<p>The People’s Republic of China 指中華人民共和國</p>
<p>“Hong Kong” 「香港」</p>	<p>Hong Kong Special Administrative Region of the People’s Republic of China 指中華人民共和國香港特別行政區</p>
<p>“SEHK” 「聯交所」</p>	<p>The Stock Exchange of Hong Kong Limited 指香港聯合交易所有限公司</p>
<p>“Listing Rules” 「《上市規則》」</p>	<p><i>The Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited</i> 指《香港聯合交易所有限公司證券上市規則》</p>
<p>“ESG Reporting Guide” 「《ESG指引》」</p>	<p>2022 Edition of the <i>Environmental, Social and Governance Reporting Guide</i> in Appendix 27 to the Listing Rules 指2022年版本的《上市規則》附錄27《環境、社會及管治報告指引》</p>
<p>“HK\$” 「港幣」</p>	<p>Hong Kong dollar, the official currency of Hong Kong 指香港元，香港法定貨幣</p>
<p>“Board” 「董事會」</p>	<p>Board of Directors 指董事會</p>
<p>“KPI” 「關鍵績效指標」</p>	<p>Key performance indicators in the <i>ESG Reporting Guide</i> 指《ESG指引》中的關鍵績效指標</p>

1 ABBREVIATIONS

1 簡寫

“BOT”	Build-Operate-Transfer, a project model whereby a government entity grants to entity a concession to finance, construct and operate a facility according to the agreed specifications for a specified concession period. The entity does not own the facility or the project, but it may receive subsidies from the government entity and/or incomes from the project’s end users. Upon expiry of the concession period, operation of the project will be transferred to the government entity at a nominal fee
「BOT」	指建設 — 營運 — 轉讓，是一種項目模式，政府機構根據協定的規格，在規定的特許權年期內向實體授予特許權，以資助、建造和營運設施。實體不擁有設施或項目，但可能從政府機構獲得補貼及／或從項目最終使用者收取收入。特許權年期屆滿後，項目將以象徵性費用轉讓給政府機構進行營運
“IMS”	Integrated Management System, which combines all related components of a business into one system for easier management and operation
「IMS」	指綜合管理體系，將業務所有相關部分合併為一個系統，以便更容易管理及運作
“ISO”	International Standardisation Organisation
「ISO」	指國際標準化組織
“OHSAS”	Occupational Health and Safety Assessment Series
「OHSAS」	指職業健康與安全評估系列
“QSHE”	Quality, Safety, Health and Environment
「QSHE」	指質量、安全、健康及環境
“GHG”	Greenhouse Gases
「GHG」	指溫室氣體
“EPC”	Engineering, procurement and construction
「EPC」	指工程、採購及建設
“Construction Business”	The Group’s business in provision of foundation works, civil engineering contractual service and general building works
「建築業務」	指本集團提供地基工程、土木工程合約服務及一般屋宇工程的業務
“Environmental Protection Business”	The Group’s business in provision of environmental protection projects including kitchen waste treatment, development and management of environmental protection industrial parks and new energy material
「環保業務」	指本集團提供環保項目(包括餐廚垃圾處理)、開發及管理環保工業園及新能源材料



1 ABBREVIATIONS

1 簡寫

“Hefei Plant” 「合肥項目」	The Group’s subsidiary, Hefei Feifan Biotechnology Co., Ltd 指本集團的附屬公司，合肥非凡生物科技有限公司
“Xuancheng Plant” 「宣城項目」	The Group’s subsidiary, Xuancheng Xichong Biological Technology Co., Ltd. 指本集團的附屬公司，宣城市西冲生物科技有限公司
“Hanzhong Plant” 「漢中項目」	The Group’s subsidiary, Hanzhong Yisheng Biological Technology Co., Ltd. 指本集團的附屬公司，漢中市宜昇生物科技有限公司
“Tianjin office” 「天津辦公室」	The Group’s subsidiary, Tianjin Yisheng Environmental Technology Co., Ltd 指本集團的附屬公司，宜升(天津)環境技術有限公司
“Shenzhen Huamingsheng” 「深圳華明勝」	The Group’s subsidiary, Shenzhen Huamingsheng Technology Co., Ltd. 指本集團的附屬公司，深圳市華明勝科技有限公司
“CO” 「CO」	Carbon monoxide 指一氧化碳
“NO_x” 「NO _x 」	Nitrogen oxides 指氮氧化物
“SO_x” 「SO _x 」	Sulphur oxides 指硫氧化物
“PM” 「PM」	Particulate matter 指顆粒物



2 ABOUT THE REPORT 2 關於本報告

New Concepts discloses its ESG information to address its stakeholders' concerns, enhancing the transparency of corporate sustainability. We present our 7th ESG report to illustrate our management approach and performance in sustainable development during the period of 1 April 2022 to 31 March 2023, which is consistent with our financial year.

創業集團披露其ESG資料以回應持份者的關注，提高企業可持續發展的透明度。我們提交第7份ESG報告，以說明我們在2022年4月1日至2023年3月31日期間(與我們的財政年度一致)的管理方針及可持續發展表現。

2.1 Reporting Guidelines

The Report has complied with all "Mandatory Disclosure Requirements" and "Comply or Explain" disclosure obligations set out in the *ESG Reporting Guide* and has been prepared in accordance with the 4 reporting principles: materiality, quantitative, balance and consistency. Please refer to the "Content Index of the *ESG Reporting Guide*" section for details of the compliance with the *ESG Reporting Guide* of the Report.

2.1 報告標準

本報告已遵守《ESG指引》中規定的所有「強制披露要求」及「不遵守就解釋」披露條款，並根據4項匯報原則：重要性、量化、平衡和一致性進行編寫。有關本報告對《ESG指引》的遵守詳情，請參閱「《ESG指引》索引」一節。

Materiality: 重要性：

The Report aims to disclose the Group's performance and management related to high-materiality and other ESG issues to its stakeholders. Therefore, we have identified high-materiality issues through materiality assessment, in which stakeholders were invited to participate in an online questionnaire and the assessment result was reviewed and validated by the Board. The detailed materiality assessment process and results are set out in the "Materiality Assessment" section.

本報告旨在向持份者披露本集團與重大及其他ESG議題有關的表現及管理。因此，我們通過重要性評估來確定重大議題，邀請持份者參與網上問卷調查，評估結果由董事會審查及確認。詳細的重要性評估過程及結果載於「重要性評估」一節。

Quantitative: 量化：

To illustrate our performance in environmental and social aspects, we have disclosed our quantitative KPI during the Reporting Period, together with the information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used for the quantitative KPI.

為說明我們在環境及社會方面的表現，我們已經披露報告期內的量化關鍵績效指標及量化關鍵績效指標所使用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換系數的來源。



2 ABOUT THE REPORT

2 關於本報告

Balance:

平衡：

The report provides an unbiased picture of the Group's ESG performance during the Reporting Period to avoid any selection, omission or misleading presentation format that may inappropriately influence the reader's judgment.

本報告已對本集團於報告期內的ESG表現進行公正描述，以避免任何選擇、遺漏或具有誤導性的呈列格式可能對讀者的判斷構成不當影響。

Consistency:

一致性：

We adopt consistent calculation methods used in previous reporting periods to improve the comparability of environmental and social performance. If there are any changes, we will annotate and explain the changes in the footnotes.

我們採用以往報告期使用的一致計算方法，以提高環境及社會績效的可比性。倘有任何變化，我們將在註腳中註述及解釋該等變化。

2.2 Reporting Scope

Unless otherwise stated, the Report discloses the environmental and social approaches and performances of the Group including all subsidiaries in business sectors of the Construction Business in Hong Kong and the Environmental Protection Business in the PRC.

The Group has been actively seeking various national and local partners to jointly develop new technologies and explore business opportunities as a response to national calls on advocate on for the further development of green business. Our latest development, Shenzhen Huamingsheng, has been newly established and is being setup, but yet to commence operations. On the other hand, Beijing Yisheng Environmental Protection Energy Technology Co., Ltd. was been sold in December 2021, therefore it is not included in this year's ESG report.

Taking into consideration the access and ownership of data, the above-mentioned plants that have been included in the investment reserve but are not yet in full operations have not yet been comprehensively included in the Report.

The Group will continuously improve its internal data collection system to further expand the scope of disclosure if possible, so as to present our sustainability performance and initiatives in a broader picture.

2.2 報告範圍

除非另有說明，否則本報告披露本集團(包括所有附屬公司)在香港建築業務及中國環保業務領域方面的環境和社會方針及績效。

本集團一直積極尋求國家及地方合作夥伴，共同開發新技術及發掘商機，以響應宣傳進一步發展綠色業務的國家號召。我們最新發展的深圳華明勝已告成立正進行布置，但尚未開始營運。另一方面，北京宜升環保能源科技有限公司已於2021年12月出售，故未包括在本年度ESG報告內。

考慮到數據的獲取及所有權問題，上述已計入投資儲備但尚未全面營運的項目尚未全面計入本報告。

本集團將不斷完善其內部資料收集系統，在可能的情況下進一步擴大披露範圍，以更廣泛地呈列本集團的可持續發展表現及舉措。



2 ABOUT THE REPORT

2 關於本報告

2.3 Confirmation and Approval

The Board of the Group assumes full responsibility for the Group's ESG strategy and reporting and has reviewed and approved the disclosure content of the Report. The data and other information publicly disclosed herein are primarily derived from internal documents, reports and statistical results. The Board undertakes that the contents of the Report do not contain any false records, misleading statements or major omissions, and is ultimately responsible for the truthfulness, accuracy, and completeness of the Report.

2.4 Access to the Report

The Report is prepared in both English and traditional Chinese. If there were any inconsistencies between the two versions, the English version shall prevail. The electronic version of the Report can be accessed through our website at the section of Investor Relations: <http://www.primeworld-china.com>.

2.5 Contact Information

The Group welcomes all stakeholders to provide valuable comments and suggestions relating to the Report or our sustainability performance.

Address: Office B, 3/F, Kingston International Centre
19 Wang Chiu Road, Kowloon Bay, Hong Kong
Tel: (852) 3588 9600
Fax: (852) 3188 4356

2.3 確認及批准

本集團董事會全面負責本集團的ESG策略及報告，並已審閱及批准本報告的披露內容。本文公開披露的資料和其他資料主要來源於內部文件、報告及統計結果。董事會承諾本報告內容不存在虛假記錄、誤導性陳述或重大遺漏，並對其真實性、準確性及完整性承擔最終責任。

2.4 報告獲取方式

本報告以英文和繁體中文編製。若兩個版本之間有任何不一致之處，概以英文版本為準。本報告的電子版本可通過我們的網站在企業管治部分獲取：<http://www.primeworld-china.com>。

2.5 聯繫方式

本集團歡迎所有持份者提供與本報告或我們的可持續發展表現有關的寶貴意見及建議。

地址：香港九龍灣宏照道19號
金利豐國際中心3樓B室
電話：(852) 3588 9600
傳真：(852) 3188 4356



3 ABOUT THE GROUP

3 關於本集團

New Concepts is a company listed on the Main Board of SEHK (Stock Code: 2221). The Group is principally engaged in the Construction Business in Hong Kong and the Environmental Protection Business in PRC.

創業集團為一間於聯交所主板上市的公司（股份代號：2221）。本集團主要於香港從事建築業務及於中國從事環保業務。

For the Construction Business, the Group is engaged as a contractor in the foundation in Hong Kong, with the provision of foundation works and other building works to public and private sectors. As of the end of the Reporting Period, the construction project overview is as follows:

就建築業務而言，本集團於香港被聘請為地基承包商，於公共及私營領域提供地基工程及其他屋宇工程。截至報告期結束，建設項目概要如下：

Number of Completed Projects 完成項目數目	Number of Projects in Progress 在建項目數目
4	2

For the Environmental Protection Business, the Group is primarily engaged in kitchen waste treatment related business; development and management of environmental protection industrial park and new energy materials in the PRC. In Environmental Protection Business, we currently operate kitchen waste treatment plants in Hefei and Xuancheng. Meanwhile, we operated 1 office in Tianjin during the Reporting Period. For information on our financial performance and latest development, please refer to the 2023 Annual Report.

就環保業務而言，本集團主要於中國從事餐廚垃圾處理相關業務；開發及管理環保工業園及新能源材料。在環保業務中，我們目前在合肥及宣城運營餐廚垃圾處理廠。同時，於報告期內，我們在天津設有1個辦公室。有關我們財務表現及最新進展的資料，請參閱2023年年報。



Our kitchen waste treatment plants applied the advanced technology of “**Kitchen Waste Pretreatment + Microbial Aerobic Composting**”.

我們的餐廚垃圾處理廠已應用「**餐廚垃圾預處理 + 微生物好氧**」的先進技術。

Designed Daily Processing Capacity of Hefei Plant:

200 Tons of Food Waste

合肥項目的設計日處理能力：**200噸餐廚垃圾**

Annual Processing Capacity of Hefei Plant:

72,000 Tons of Food Waste accumulatively

合肥項目的年處理能力：累計**72,000噸餐廚垃圾**



4 GOVERNING SUSTAINABILITY

4 可持續發展管治

New Concepts is dedicated to actively managing environmental, social, and governance (ESG) issues and promoting sustainable development throughout the Group's operations. Our Board of Directors supervises a strong ESG governance framework that ensures ESG factors are taken into account in all business and operational decisions. This approach protects the interests of our stakeholders and is consistent with our corporate values.

4.1 ESG Governance Structure

The Group continuously improves its ESG governance structure to lay the foundation for constant improvement in the level of sustainability governance. We actively undertake the responsibilities of ESG and have gradually incorporated the concept of sustainable development into our daily work and strategic planning through a top-down ESG management approach.

ESG Governance Responsibilities and ESG Working Group

The Board has full responsibility to oversee the Group's ESG matters, as well as to determine and formulate the ESG management approach, strategies, priorities and objectives. To ensure the Group's sustainability work can be effectively implemented, the ESG Working Group composed of representatives of subsidiaries, project managers, administrators, and relevant functional department involved in ESG matters of the Group has been established under the leadership of the Board.

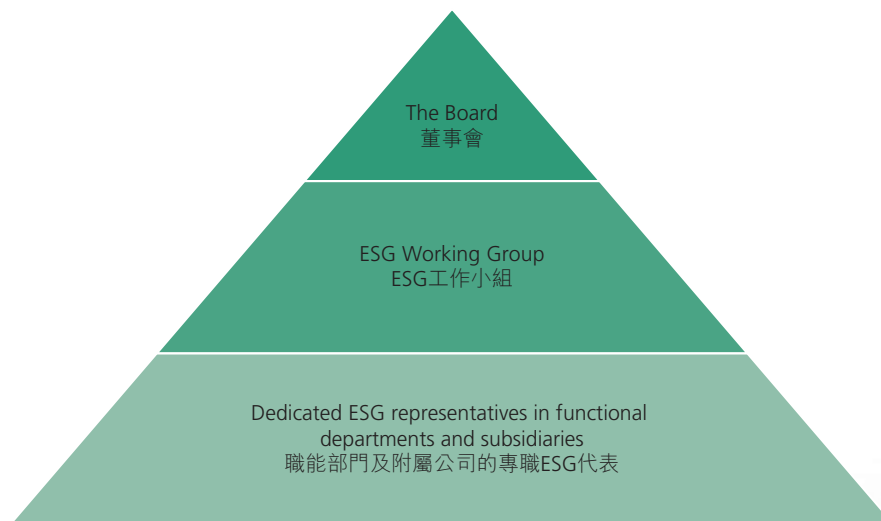
創業集團致力積極管理環境、社會及管治 (ESG) 議題，並在本集團的整體營運中促進可持續發展。董事會監督穩健的ESG管治框架，確保ESG因素在所有商業和營運決策中得到考慮。該方法保護持份者的利益，並與我們的企業價值保持一致。

4.1 ESG管治架構

本集團不斷完善ESG管治架構，為持續提升可持續管治水平奠定基礎。我們積極承擔ESG責任，透過自上而下的ESG管理方針，逐步將可持續發展理念融入日常工作及戰略規劃中。

ESG管治責任及ESG工作小組

董事會全權負責監察本集團的ESG事務，以及釐定及制定ESG管理方針、策略、優先次序及目標。為確保本集團可持續發展工作的有效展開，在董事會的領導下，ESG工作小組已告成立，成員包括附屬公司代表、項目經理、行政管理人員及本集團涉及ESG事務的相關職能部門。



4 GOVERNING SUSTAINABILITY

4 可持續發展管治

Engaging ESG matters cohesively

The Board is the highest decision-making body for the Group's ESG governance and is responsible for overseeing the overall ESG strategy, reviewing and making decisions on ESG risks and opportunities related to the Group's business, ensuring appropriate and effective ESG management and internal control systems are in place, formulating ESG management policies, strategies, priorities and objectives, regularly reviewing the ESG performance and the progress made against ESG-related goals and targets, and approving the disclosure in the Report.

The ESG Working Group is managed by a non-executive director of the company who serves as the chairman of the ESG working group, with an executive director, as one of its main members. The ESG Working Group authorised by the Board to participate in the Group's ESG-related tasks, and its responsibilities include coordinating the implementation and execution of all ESG-related tasks by the functional departments of the subsidiaries, reporting to the Board on ESG issues and work performed regularly, communicating the Group's strategies and specific initiatives in ESG management, collecting and reporting ESG-related management initiatives and performance, collecting the information required for the ESG report from the functional departments of the Group and submitting the ESG report to the Board for approval. Based on the actual situation of ESG-related tasks, the ESG Working Group will formulate improvement suggestions for the Board, so that the Board can continuously and effectively implement ESG supervision matters.

All subsidiaries and functional departments are responsible for the coordination and data collection of specific ESG issues and carry out relevant tasks in accordance with the ESG management system and process.

共同參與ESG事務

董事會是本集團ESG管治的最高決策機構，負責監察整體ESG策略，檢討與本集團業務有關的ESG風險和機會並作出決定，確保已建立適當及有效的ESG管理及內部監控系統，制定ESG管理政策、策略、優先次序及目標，定期檢討ESG表現，以及與ESG相關的目標及指標的進度，並批准在本報告中披露。

ESG工作小組由本公司一名非執行董事（擔任ESG工作小組的主席）及一名執行董事（其主要成員之一）管理。ESG工作小組由董事會授權參與本集團的ESG相關工作，其職責包括協調各附屬公司職能部門對所有ESG相關工作的實施及執行，定期向董事會報告ESG問題及工作情況，溝通本集團在ESG管理方面的戰略及具體舉措，收集並報告ESG相關的管理舉措及表現，從本集團各職能部門收集ESG報告所需的資料，並將ESG報告提交董事會，以供批准。根據ESG相關工作的實際情況，ESG工作小組將為董事會制定改進建議，使董事會能夠持續有效地實施ESG監督事項。

所有附屬公司及職能部門負責具體ESG議題的協調及數據收集，並根據ESG管理系統及程序開展相關工作。



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Regular Meetings of the ESG Working Group ESG工作小組的定期會議

The ESG working group holds regular monthly meetings and updates progress reports periodically. It also reports to the board of directors on a monthly basis.

ESG工作小組每月定期舉行會議，並定期更新進度報告，亦會每月向董事會報告。

During the Reporting Period, due to the impact of the pandemic, most of the ESG working group meetings and board meetings were held via Zoom. In addition, the Group also sends documents and information to the ESG working group and the board of directors via email or communication software.

於報告期內，由於疫情影響，大部分ESG工作小組會議及董事會會議均通過Zoom召開。此外，本集團亦透過電郵或通訊軟體向ESG工作小組及董事會發送檔及資料。

4.2 ESG Risks Management

The Board has overall responsibility for evaluating, authorising, and managing the Group's material ESG risks, and ensuring that the Group establishes and maintains appropriate and effective risk management and internal control systems.

Comprehensive ESG Risks Assessments

During the Reporting Period, we conducted an ESG risk assessment to further explore the potential ESG risks posed to our business. The risk identification facilitates the Board in evaluating, authorising, and managing material ESG-related issues, which include risks. The Group formulated a more progressive ESG management strategy in accordance with the ESG risk assessment, which further improve the management and control of the ESG risks.

4.2 ESG風險管理

董事會全面負責評估、優先處理及管理本集團的重大ESG風險，並確保本集團建立及維持適當有效的風險管理及內部監控系統。

全面ESG風險評估

於報告期內，我們已進行ESG風險評估，以進一步探索我們業務所面臨的潛在ESG風險。風險識別有助於董事會評估、優先處理及管理與ESG相關的重大議題。本集團根據ESG風險評估結果，制定更加進取的ESG管理策略，進一步完善ESG風險管控。



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The procedures of the ESG risk assessment are as follows:

ESG風險評估程序如下：

Step 1	Establishing ESG Risks Inventory	Through performing megatrends analysis, the sustainable development megatrends and potential ESG risks related to our related industries were predicted and shortlisted to establish the ESG risks inventory.
第一步	建立ESG風險目錄	透過進行大趨勢分析，預測並篩選與我們相關行業有關的可持續發展大趨勢及潛在ESG風險，建立ESG風險目錄。
Step 2	Assessing ESG Risks Through Assessment and Matrix	We invited internal risk owners in cross-functional groups to score the potential ESG risks in both dimensions of “severity of impacts of the risks” and “possibility of occurrence of the risks” and established an ESG risk matrix based on the scoring results.
第二步	透過評分及矩陣評估ESG風險	我們邀請跨職能團隊內部風險負責人，從「風險影響的嚴重程度」及「風險發生的可能性」兩個維度對潛在ESG風險進行評分，並根據評分結果建立ESG風險矩陣。
Step 3	Identifying and Prioritising ESG Risks	The “High” level and “Very High” level of ESG risks are identified as material ESG risks. We eventually identified 9 ESG risks in three aspects, namely the environmental, social and technological aspects, and have assessed a total of 2 material ESG risks.
第三步	識別ESG風險並確定其優先等級	「高」級別和「非常高」級別的ESG風險被認定為重大ESG風險。我們最終識別環境、社會及技術3個方面的9個ESG風險，2個重大ESG風險。
Step 4	Implementing Sound ESG Risk Response Strategies	We have reviewed internal policies, and further formulated corresponding risk response strategies for different levels of ESG risks and implemented sound risk management and control measures in daily duties by various departments and subsidiaries to reduce the occurrence of risks.
第四步	落實完善的ESG風險應對策略	我們已審閱內部政策，針對不同級別的ESG風險，進一步制定相應的風險應對策略，並在各部門、各附屬公司的日常工作中落實完善的風險管控措施，以減少風險發生。

Our detailed risk management approach has been shown below along with our responses to the identified material risks.

我們風險管理的詳細方法連同我們對已識別重大風險的應對措施如下所示。



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Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
Anti-Corruption 反貪污	<p>The company needs to bear legal responsibilities and compensation, and may have to suspend operations for investigation, which may cause significant damage to the company's production and partnerships.</p> <p>公司須承擔法律責任及賠償，並可能須暫停營運，接受調查，可能會對公司的生產及合作夥伴關係造成重大損害。</p>	<p>The Group formulates internal related policies against corruption.</p> <p>本集團已制定內部相關反貪污政策。</p> <ul style="list-style-type: none"> To establish preventative and detection measures against unethical behavior such as bribery, extortion, fraud, and money laundering, the Group has developed the <i>Whistleblowing Policy</i> and the <i>Fraud Prevention and Detection Policy</i>. The <i>Whistleblowing Policy</i> includes a standard reporting procedure that encourages employees and other third parties (such as sellers, suppliers, or subcontractors) to report unethical behavior. The Group encourages subsidiaries to develop policies that address all forms of illegal behavior, such as fraud. <p>為了建立預防及檢測措施，防止賄賂、敲詐、欺詐及洗錢等不道德行為，本集團制定了《舉報政策》及《防止欺詐和檢測政策》。</p> <p>《舉報政策》包括標準的舉報程序，鼓勵員工及其他第三方(如銷售商、供應商或分包商)舉報不道德行為。本集團鼓勵附屬公司制定政策，處理所有形式的非法行為，如欺詐。</p> <p>The Group pays attention to maintain fair competition in the market and ensure that bidding processes are conducted legally.</p> <p>本集團注意維護市場的公平競爭，確保招標過程合法進行。</p> <ul style="list-style-type: none"> The Group invites multiple subcontractors and suppliers to submit their bids to conflict of interest. <p>本集團邀請多個分包商和供應商提交標書，以避免發生利益衝突。</p>



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Identified Material	Potential Impact	How We Respond
ESG Risk	Potential Impact	How We Respond
已識別重大ESG風險	潛在影響	我們如何應對
		<p>In terms of fostering a culture of integrity, the Group pays attention to improving and strengthening employees' understanding and awareness of ethical behavior in business operations across different positions.</p> <p>在培養廉潔文化方面，本集團注意提高和加強不同崗位的員工對企業經營中的道德行為的理解和認識。</p> <ul style="list-style-type: none"> The company regularly holds training sessions on the theme of anti-bribery and anti-corruption, emphasising the responsibility to prioritise these values over commercial interests. <p>公司定期舉辦以反賄賂和反貪污為主題的培訓課程，強調將該等價值置於商業利益之上的責任。</p> <p>During the Reporting Period, the Group held 4 trainings related to rules and regulations, as follows:</p> <p>於報告期內，本集團舉辦了4次規章制度相關培訓，具體如下：</p> <ul style="list-style-type: none"> Board training — A total of 9 directors participated <p>董事會培訓 — 共有9位董事參加</p> <ul style="list-style-type: none"> Senior Team building — Involving Hong Kong Office and Mainland Environmental Business <p>高級團隊建設 — 涉及香港辦公室及內地環保業務</p>

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Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
		<ul style="list-style-type: none"> Compliance training for middle and senior management of the Group — participation of colleagues from the Hong Kong Office and Mainland Environmental Business 本集團中高層管理人員的合規培訓 — 香港辦公室及內地環保業務的同事參加 ESG training — Attended by colleagues from Hong Kong Office, Mainland Environmental Business and Hong Kong Foundation Business ESG培訓 — 來自香港辦公室、內地環保業務及香港基金會業務的同事參加
Intellectual Property 知識產權	<p>If the company neglects the management of intellectual property rights, it may result in unauthorised use of others' intellectual property rights, leading to in legal proceedings. Additionally, if the company fails to protect the intellectual property rights of its internal personnel, it may face reports and affect strategic relationships with partner companies.</p> <p>倘公司忽視對知識產權的管理，可能會導致對他人知識產權的未授權使用，從而招致法律訴訟。此外，倘公司不能保護其內部人員的知識產權，可能會面臨舉報，並影響與合作夥伴公司的戰略關係。</p>	<p>The Group registers all patents in a timely manner to safeguard our rights, and only authorised employees are allowed to use our intellectual property for commercial purposes.</p> <p>本集團及時對所有專利進行註冊，以保障我們的權利，且只有獲授權員工方可將我們的知識產權用於商業目的。</p> <ul style="list-style-type: none"> In the environmental business, the Group encourages subsidiaries to utilise new technologies to solve environmental problems. 在環境業務方面，本集團鼓勵附屬公司利用新技術解決環境問題。 The Hefei Plant has been certified as a High-Tech Enterprise. 合肥項目已被認證為高新技術企業。



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Disaster & Emergency Planning and Response

The Group has taken appropriate responses and various precautionary measures to the above stated ESG risks, the discussions related to planning for further emergencies and the post-emergency processing are vigorously taken into the Group's consideration.

By minimising the losses caused by disasters and protecting the safety of employees' lives and corporate property, we have timely reviewed internal policies and initiatives to ensure our emergency response speed and coordination level of emergencies. In the future ESG risk assessment, the Group will continuously monitor and control ESG risks at different levels to ensure long-term and stable business development.

4.3 ESG Targets

Over the years, we are committed to operating our business in an all-round and responsible manner with consideration of environmental, social and economic benefits, and ensure that sustainable development elements are integrated into all aspects of operations and all business decisions. We have encouraged our subsidiaries to set up customised achievable targets according to their business nature to achieve the Group's target collectively.

The Board authorises the ESG Working Group to review the progress of the ESG target and direction. The Group has formulated the targets with corresponding actions for the environmental aspects. Please refer the details in section 7.1 Fulfilling Environmental Responsibility.

災難及應急預案規劃

本集團已就上述ESG風險採取適當的應對及預防措施，有關未來緊急事件的規劃及緊急事件後續處理的討論，已被積極納入本集團的考量。

透過最大限度地減少災害造成的損失，保護員工生命和企業財產安全，我們已及時檢討內部政策及措施，以確保我們對突發事件的應急反應速度及協調水平。在未來的ESG風險評估中，本集團將持續監測及控制不同層級的ESG風險，確保業務長期穩健發展。

4.3 ESG目標

多年來，我們致力於全方位負責地經營業務，並考量環境、社會及經濟效益，確保可持續發展元素融入到業務的各個層面以及所有商業決策中。我們鼓勵附屬公司根據其業務性質設立個性化的可實現目標，共同實現本集團的目標。

董事會授權ESG工作小組審閱ESG目標及方向的進展。本集團已制定環境方面的目標及相應的行動。詳情請參閱第7.1節「履行環保責任」。



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4.4 Operational Compliance

The Board is devoted to the ongoing enhancement of efficiency and has followed strictly the *Compliance Manual* of the Group, which sets out the standard of good practices concerning the general management responsibilities of the Board and the Group shall comply.

Meanwhile, New Concepts regards compliance management as the basis for maintaining its daily operations and requires all departments and subsidiaries to ensure operational compliance and compliance with the Group's policies and the course of business. The Group has established clear procedures to deal with violations in the relevant areas. When notified of potential breaches, the Group will promptly investigate to ensure appropriate corrective actions are taken to address any misconduct.

When the applicable safety, health and environmental laws, regulations, rules and standards are updated or revised, all departments and subsidiaries should update the internal safety, health and environmental laws, regulations and standards in a timely manner. Relevant training and publications are considered so as to improve employees' awareness and regulate their behaviors.

4.4 合規營運

董事會致力於持續提升工作效率，並嚴格遵守本集團的《合規手冊》，當中規定本集團應遵守的有關董事會一般管理責任的良好實務標準。

同時，創業集團視合規管理為維持日常營運的基礎，並要求所有部門及附屬公司確保營運合規，遵守本集團的政策及業務過程。本集團已建立明確的程序來處理相關領域的違規行為。一旦發現潛在的違規行為，本集團將迅速進行調查，以確保採取適當的糾正措施來處理任何不當行為。

當適用的安全、健康及環境法律、法規、規則及準則進行更新或修訂時，所有部門及附屬公司應及時更新內部安全、健康及環境法律、法規及準則。並考慮進行有關培訓及出版刊物，以提高員工的意識及規範員工的行為。



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Social Compliance

The following tables set forth the laws, and regulations that have a significant impact on the issuer which include but not limited to regarding social aspects that New Concepts has confirmed that the Group has no violations on our operations:

社會合規

下表載列對發行人有重大影響的法律及法規，包括但不限於創業集團已確認本集團營運過程中並無違反的社會方面的法律及法規：

Aspects 方面	Laws and Regulations 法律及法規
Labour Standard (Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.)	<i>Labour Law of the People's Republic of China</i> <i>Labour Contract Law of the People's Republic of China</i> <i>Work Safety Law of the People's Republic of China</i> <i>Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong)</i> <i>Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong)</i> <i>Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong)</i> <i>Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong)</i> <i>Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong)</i> <i>Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong)</i> <i>Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong)</i>
勞工準則(關於薪酬及解僱、招聘及晉升、工作時長、假期、平等機會、多元、反歧視及其他利益及福利。)	《中華人民共和國勞動法》 《中華人民共和國勞動合同法》 《中華人民共和國安全生產法》 《僱傭補償條例》(香港法例第282章) 《性別歧視條例》(香港法例第480章) 《強制性公積金計劃條例》(香港法例第485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) 《種族歧視條例》(香港法例第602章) 《最低工資條例》(香港法例第608章)

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Aspects 方面	Laws and Regulations 法律及法規
Child Labour and Forced Labour 童工及強迫勞工	<p><i>Provisions on the Prohibition of Child Labour Law of the People's Republic of China</i></p> <p><i>Employment of Children Regulations under the Employment Ordinance (Chapter 57 of the Laws of Hong Kong)</i></p> <p>《中華人民共和國禁止使用童工規定》</p> <p>《僱傭條例》(香港法例第57章)項下《僱用兒童規例》</p>
Product quality (Relating to product health and safety and method of redress) 產品品質(關於產品健康及安全以及補救方法)	<p><i>Standardization Law of the People's Republic of China</i></p> <p><i>Energy Conservation Law of the People's Republic of China</i></p> <p><i>Product Quality Law of the People's Republic of China</i></p> <p><i>Food Safety Law of the People's Republic of China</i></p> <p><i>Building Ordinance (Chapter 123 of the Laws of Hong Kong)</i></p> <p>《中華人民共和國標準化法》</p> <p>《中華人民共和國節約能源法》</p> <p>《中華人民共和國產品質量法》</p> <p>《中華人民共和國食品安全法》</p> <p>《建築物條例》(香港法例第123章)</p>
Health and Safety (Relating to providing a safe working environment and protecting employees from occupational hazards) 健康及安全(關於提供安全工作環境及保障僱員免受職業危害)	<p><i>Prevention and Control of Occupational Diseases Law of the People's Republic of China</i></p> <p><i>Regulation on Work-Related Injury Insurance</i></p> <p><i>Work Safety Law of the People's Republic of China</i></p> <p><i>Fire Safety (Commercial Premises) Ordinance (Chapter 502 of the Laws of Hong Kong)</i></p> <p><i>Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong)</i></p> <p>《中華人民共和國職業病防治法》</p> <p>《工傷保險條例》</p> <p>《中華人民共和國安全生產法》</p> <p>《消防安全(商業處所)條例》(香港法例第502章)</p> <p>《職業安全及健康條例》(香港法例第509章)</p>



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Aspects 方面	Laws and Regulations 法律及法規
Marketing and Promotion (Relating to advertising) 營銷及推廣(關於廣告)	<i>Advertising Law of the People's Republic of China</i> <i>Trademark Law of the People's Republic of China</i> <i>Trade Description Ordinance (Chapter 362 of the Laws of Hong Kong)</i> 《中華人民共和國廣告法》 《中華人民共和國商標法》 《商品說明條例》(香港法例第362章)
Information Security (Relating to privacy matters) 信息安全(關於私隱事宜)	<i>Law of the People's Republic of China on the Protection of Consumer Rights and Interests</i> <i>Anti-Unfair Competition Law of the People's Republic of China</i> <i>Tort Law of the People's Republic of China</i> <i>Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong)</i> 《中華人民共和國消費者權益保護法》 《中華人民共和國反不正當競爭法》 《中華人民共和國侵權責任法》 《個人資料(私隱)條例》(香港法例第486章)
Intellectual Property Rights 知識產權	<i>Enterprise Intellectual Property Management</i> <i>Patent Law of the People's Republic of China</i> <i>Tort Law of the People's Republic of China</i> <i>Trade Marks Ordinance (Chapter 559 of the Laws of Hong Kong)</i> <i>Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong)</i> <i>Patents Ordinance (Chapter 514 of the Laws of Hong Kong)</i> <i>Copyright Ordinance (Chapter 528 of the Laws of Hong Kong)</i> 《企業知識產權管理規範》 《中華人民共和國專利法》 《中華人民共和國侵權責任法》 《商標條例》(香港法例第559章) 《商品說明條例》(香港法例第362章) 《專利條例》(香港法例第514章) 《版權條例》(香港法例第528章)
Anti-corruption (Relating to bribery, extortion, fraud and money laundering) 反貪污(關於賄賂、勒索、詐騙及洗錢)	<i>Criminal Law of the People's Republic of China</i> <i>Anti-Money Laundering Law of the People's Republic of China</i> <i>Provisions on Anti-money Laundering of Financial Institutions</i> <i>Securities Law of the People's Republic of China</i> <i>Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong)</i> 《中華人民共和國刑法》 《中華人民共和國反洗錢法》 《金融機構反洗錢規定》 《中華人民共和國證券法》 《防止賄賂條例》(香港法例第201章)

4 GOVERNING SUSTAINABILITY

4 可持續發展管治

Environmental Compliance

The Group has complied with and has confirmed that the Group has no violations of our operations with the following laws and regulations that have a significant impact on the issuer relating to air and greenhouse gases emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the Reporting Period (including but not limited to):

環境合規

本集團已遵守並確認本集團於報告期內並無違反以下對發行人有重大影響的涉及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的法律法規(包括但不限於)：

Environmental-related Laws and Regulations**與環境有關的法律及法規**

Environmental Protection Law of the People's Republic of China
Environmental Impact Assessment Law of the People's Republic of China
Law of the People's Republic of China on Prevention and Control of Water Pollution
Interim Provisions for the Administration of Pollutant Discharge Licenses
The Opinion on the Strengthening of the Overhaul of Gutter Oil and Management of Kitchen Wastes
issued by the General Office of the State Council
Measures for the Administration of Concession for Infrastructure and Public Utilities
Air Pollution Control (Non-road Mobile Machinery) (Emission) Regulation (Chapter 311Z of the Laws of Hong Kong)
Air Pollution Control (Construction Dust) Regulation (Chapter 311R of the Laws of Hong Kong)
Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong)
 《中華人民共和國環境保護法》
 《中華人民共和國環境影響評價法》
 《中華人民共和國水污染防治法》
 《排污許可證管理暫行規定》
 《國務院辦公廳關於加強地溝油整治和餐廚廢棄物管理的意見》
 《基礎設施和公用事業特許經營管理辦法》
 《空氣污染管制(非道路移動機械)(排放)規例》(香港法例第311Z章)
 《空氣污染管制(建造工程塵埃)規例》(香港法例第311R章)
 《噪音管制條例》(香港法例第400章)



4 GOVERNING SUSTAINABILITY

4 可持續發展管治

Our Responses and Actions: Rising Concerns on the Risks of Environmental Compliance

Facing the tightening of domestic environmental protection policies, laws, regulations, and industry standards, we believe that with our rich experience in the environmental industry and excellent compliance practices, the management team is confident to capture and minimise the adverse changes brought about by policy changes and adjust the corporate strategy accordingly. The ESG Working Group and our management team will continuously pay attention to compliance-related issues by studying the market dynamics, and actively carry out relevant preparations work to minimise the compliance risks and potential impacts on our business. For more information on our environmental compliance measures, please refer to the “Environmental Policies and Performance” in the Annual Report 2023 and the “Protecting Our Environment” in the Report.

我們的回應及行動：更加關注環境合規風險

面對國內不斷收緊的環保政策、法律、法規際行業標準，我們相信，憑藉我們在環保行業的豐富經驗及出色的合規實務，管理團隊有信心發現及減低政策變動帶來的不利影響，並相應地調整企業戰略。ESG工作小組與我們的管理團隊將通過研究市場動態，持續關注合規相關議題，並積極開展相關準備工作，以儘量減少合規風險以及對我們業務的潛在影響。有關我們的環境合規措施的更多資料，請參閱2023年年報「環境政策及績效」及本報告「保護我們的環境」。

4.5 Stakeholder Communications

The sustainable growth of New Concepts depends on the needs and interests of our stakeholders. We recognise that their expectations and concerns are essential to enhancing our sustainability performance. To ensure we have an effective communication process with our stakeholders, we gather their feedback through various engagement channels listed below in a timely manner.

4.5 持份者溝通

創業集團的持續增長取決於持份者的需求和利益。我們深知，持份者的期望及關注對提升我們的可持續發展表現至關重要。為確保我們與持份者保持有效溝通，我們通過以下各種接觸渠道及時收集彼等的反饋。

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> Employee compensation and benefits Career development Health and safety in workplace 僱員薪酬及福利 職業發展 工作環境的健康與安全 	<ul style="list-style-type: none"> Performance reviews Regular meetings and training Emails, notice boards, hotline 表現評估 定期會議及培訓 電郵、公告板、熱線電話

4 GOVERNING SUSTAINABILITY

4 可持續發展管治

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> High-quality products and services Protection of customer rights <ul style="list-style-type: none"> 高品質產品及服務 保護客戶權益 	<ul style="list-style-type: none"> Customer satisfaction survey Face-to-face meetings and on-site visits Customer service hotline and email <ul style="list-style-type: none"> 客戶滿意度調查 面對面會議及現場訪問 客戶服務熱線及電郵
Business Partners 業務夥伴	<ul style="list-style-type: none"> Business compliance <ul style="list-style-type: none"> 業務合規 	<ul style="list-style-type: none"> Whistleblowing system Development Bureau and Housing Authority assessment and licence renewal Emails Face-to-face meetings and on-site visits Phone and video conferences 舉報系統 發展局及房屋委員會評估及牌照續期 電郵 面對面會議及現場訪問 電話及視像會議
General Public 公眾	<ul style="list-style-type: none"> Involvement in communities Business compliance Environmental protection awareness <ul style="list-style-type: none"> 社區參與 業務合規 環境保護意識 	<ul style="list-style-type: none"> Media conferences and responses to enquiries Public welfare activities Company websites 媒體發佈會及答覆諮詢 公益活動 公司網站
Shareholders and Investors 股東和投資者	<ul style="list-style-type: none"> Return on investments Corporate governance Business compliance <ul style="list-style-type: none"> 投資回報 企業管治 業務合規 	<ul style="list-style-type: none"> Regular reports and announcements Regular general meetings Official Company websites <ul style="list-style-type: none"> 定期報告和公告 定期股東大會 公司官方網站



4 GOVERNING SUSTAINABILITY

4 可持續發展管治

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
Subcontractors and Suppliers 分包商和供應商	<ul style="list-style-type: none"> Fair and open procurement Win-win cooperation 	<ul style="list-style-type: none"> Open tendering Suppliers' satisfactory assessments Face-to-face meetings and on-site visits
Government and Regulatory Authorities 政府和監管機構	<ul style="list-style-type: none"> Compliance with laws and regulations Business sustainability 	<ul style="list-style-type: none"> Supervision on the compliance with local laws and regulations Regular reporting Face-to-face meetings, on-site visits and inspections
	<ul style="list-style-type: none"> 遵守法律及規例 企業可持續發展 	<ul style="list-style-type: none"> 監督遵守當地法律及規例的情況 定期報告 面對面會議，現場訪問及檢查

4.6 Materiality Assessment

The Group identifies high-materiality issues annually to understand the latest ESG-related concern of its stakeholders for further ESG and sustainable development considerations. The Group would disclose its performances and management approaches related to the high-materiality and other ESG issues in detail in the Report to respond to its stakeholders' concerns.

4.6 重要性評估

本集團每年均會識別高重要性議題，以了解持份者對ESG的最新關注，作為更進一步的ESG及持續發展考量。本集團將在報告中詳細披露與高重要性及其他ESG議題相關的表現及管理方法，以充分回應持份者的關注。



4 GOVERNING SUSTAINABILITY

4 可持續發展管治

The procedures of the materiality assessment are as follows:

重要性評估的程序如下：

<p>Step 1</p> <p>Identify potential ESG issues and key stakeholders</p>	<p>Identify potential ESG issues and key stakeholders</p>	<ul style="list-style-type: none"> The Board identified a total of 13 ESG issues to establish the 2023 ESG issue pool with reference to the <i>ESG Reporting Guide</i>, the characteristic of the Group's various businesses, and peer benchmarking. The Board identified 6 groups of key stakeholders based on the level of influence and dependence on the Group, including the Board, management, employees, shareholders and investors, customers and the general public.
<p>第一步</p>	<p>確定潛在ESG議題及主要持份者</p>	<ul style="list-style-type: none"> 董事會參照《ESG指引》、本集團各項業務的特點及同業基準，共確定ESG議題13項，以建立2023年ESG議題數據庫。 董事會根據對本集團的影響及依賴程度，識別6組關鍵持份者，包括董事會、管理層、員工、股東及投資者、客戶，以及公眾。
<p>Step 2</p> <p>Collect stakeholders' opinions</p>	<p>Collect stakeholders' opinions</p>	<ul style="list-style-type: none"> The Group invited stakeholders to rank the issues in 3 categories, including environmental responsibility, employment and labour practices and operation practices through an online survey. The Group invited stakeholders to rank the issues in 3 categories, including environmental responsibility, employment and labour practices and operation practices through an online survey.
<p>第二步</p>	<p>收集持份者的意見</p>	<ul style="list-style-type: none"> 本集團通過線上調查，邀請持份者對包括環境責任、僱傭及勞工慣例以及運營慣例在內的3類議題進行排序。
<p>Step 3</p> <p>Analyse the high-materiality issues</p>	<p>Analyse the high-materiality issues</p>	<ul style="list-style-type: none"> The Group analysed the results by mapping materiality matrices in 2 dimensions, namely the "importance to stakeholders" (vertical axis) and "importance to the Group" (horizontal axis). The Group identified 4 issues that score half or above in both dimensions as "high-materiality issues". The Group identified 4 issues that score half or above in both dimensions as "high-materiality issues".
<p>第三步</p>	<p>分析高重要性議題</p>	<ul style="list-style-type: none"> 本集團通過繪製2維重要性矩陣(即「對持份者的重要性」(垂直軸)及「對本集團的重要性」(水平軸))對結果進行分析。 本集團確定4項在兩個維度上的得分均超過一半或以上的議題為「高重要性議題」。
<p>Step 4</p> <p>Validate the high-materiality issues</p>	<p>Validate the high-materiality issues</p>	<ul style="list-style-type: none"> The Board of the Group validated the high-materiality issues and the other ESG issues to ensure that the results were relevant with the Group latest situation. The Board of the Group validated the high-materiality issues and the other ESG issues to ensure that the results were relevant with the Group latest situation.
<p>第四步</p>	<p>驗證高重要性議題</p>	<ul style="list-style-type: none"> 本集團董事會驗證高重要性議題及其他ESG議題，以確保符合本集團最新的發展狀況。

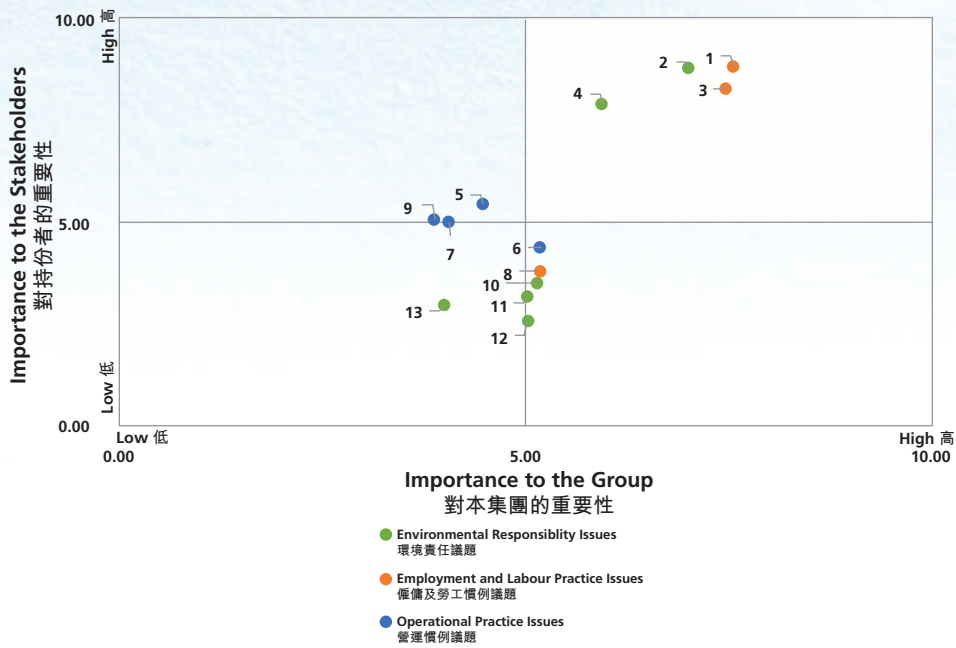


4 GOVERNING SUSTAINABILITY
4 可持續發展管治

The materiality matrices and rankings of ESG issues are presented as follows:

ESG議題的重要性矩陣及排序如下：
圖譯：

Materiality Matrix of ESG Issues
ESG議題重要性矩陣



High-materiality Issues: 高重要性議題：	Other Issues: 其他議題：
<ol style="list-style-type: none"> Occupational health and safety 職業健康與安全 Use of energy 能源使用 Employee compensation and benefits 僱員薪酬及福利 Use of water 用水 	<ol style="list-style-type: none"> Disaster and emergency planning and response 災害及應急規劃及反應 Communication with stakeholders 持份者溝通 Anti-corruption 反貪污 Training and development 培訓及發展 Health and safety of products/services 產品／服務的健康與安全 Exhaust emissions 廢氣排放 Waste management 廢物管理 Wastewater treatment 廢水處理 Greenhouse gases emissions 溫室氣體排放



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

The Group is dedicated to promoting a corporate culture that emphasises ethical behavior and compliance. Additionally, the Group continuously enhances corporate management in various areas to provide customers with better products and services and improve our long-term competitiveness.

5.1 Abiding By Business Ethics

It is our long-standing attitude to combat corruption with integrity and adhere to the highest ethical standards in the course of business. During the Reporting Period, no corruption case has been commenced or identified.

Anti-Corruption Policies and Reporting Channels

The Group has formulated the *Whistleblowing Policy* and the *Fraud Prevention & Detection Policy* to establish the detection and prevention measures relating to unethical behaviors such as bribery, extortion, fraud and money laundering.

We have formulated standard whistleblowing procedures in the *Whistleblowing Policy*. We encourage our employees and other third-party such as representatives of vendors, suppliers or subcontractors to report any suspected unethical behaviors in writing or in person. After receiving reports from whistle-blowers, we would assign a senior officer to investigate and report their findings to the chairperson of the Audit Committee who will determine the appropriate response.

To further protect the rights of whistle-blowers, we keep their personal identities strictly confidential. According to the *Whistleblowing Policy*, any unauthorised disclosures of the identity of the complaint would be dealt with in accordance with the Company's disciplinary procedure. Besides, we do not tolerate any reprisals, discrimination, harassment, intimidation, or victimisation against whistleblowers. The Group also encourages its subsidiaries to establish policies against all forms of illegal practices such as fraud.

本集團致力培養重視道德行為及合規的公司文化。此外，本集團在多方面持續改善企業管理，務求為客戶帶來卓越的服務及產品，並增加我們長期的競爭力。

5.1 恪守商業倫理

反腐倡廉是我們一貫的態度，並以誠信及堅持以最高的道德標準體現在我們的業務裡。於報告期內，概無發生或發現貪污案件。

反貪污政策及舉報渠道

本集團制定了《舉報政策》及《防止欺詐和檢測政策》，以建立與不道德行為有關的防止及檢測措施，例如賄賂、勒索、詐騙及洗錢。

我們在《舉報政策》制定了標準的舉報程序，我們鼓勵我們的員工以及其他第三方例如賣方、供應商或分包商以書面或親身舉報任何有疑問的不道德行為，當收到舉報者的舉報後，我們會指派一位高級職員展開調查，並將結果報告給審核委員會的主席，而這位主席會決定適合的應對措施。

為進一步保障舉報者的權利，我們會對他們的身份嚴格保密。根據《舉報政策》，任何未經授權而披露投訴人的身份，會根據公司的紀律程序處理。此外，我們對任何對舉報人的報復、歧視、騷擾、恐嚇或傷害是零容忍。本集團亦鼓勵附屬公司制定針對所有形式的非法行為例如詐騙的政策。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Moreover, we understand the importance of maintaining a competitive market and thus strictly comply with laws and regulations relating to preventing anti-behaviors. Besides, we prohibit bid-rigging and strictly abide by the rules listed in the tender document when we are involved in tendering process, to maintain fair competition among our competitors. We strictly prohibit any anti-competitive behaviors in our tendering process. To further ensure our tendering process is conducted in a legitimate manner, we invite multiple subcontractors/suppliers to submit their tender proposals to avoid colluding between subcontractors/suppliers.

Cultivating Anti-Corruption Culture

We have implemented the abovementioned measures effectively against all illegal practices. To enhance and strengthen employees of different positions in understanding and awareness of ethical behaviours in operations, regular training with the theme of corporate anti-bribery and anti-corruption obligations above commercial Interest have been conducted.

To promote good corporate governance, the *Fraud Prevention & Detection Policy* have set out the management's responsibility for detection and prevention of fraud as follows:

During the Reporting Period, the Group held 4 trainings particularly tailored for regulatory compliance, as follows:

- Board training — All board of directors of 9 members participated
- Senior team building — Involving Hong Kong Office and Mainland environmental staff
- Compliance training for middle and senior management of the Group — participation of colleagues from the Hong Kong office and Mainland environmental business
- ESG training — Attended by colleagues from Hong Kong Office, Mainland Environmental Business and Hong Kong Foundation Business

此外，我們明白維持一個競爭市場的重要，因此會嚴格遵守與防止反行為有關的法律及規例。再者，當我們參與招標時，我們會禁止串通投標並嚴格遵守在招標文件中列出的規則，以便與我們的競爭對手維持公平競爭。而在招標過程中，我們也嚴格禁止任何反競爭的行為。為進一步確保我們的招標過程是合法地進行，我們會邀請多個分包商／供應商提交其招標方案，以避免與分包商／供應商串通。

培育廉潔文化

我們有效地實行上述針對不合法行為的措施。為提高及強化不同崗位僱員對經營中道德行為的理解和意識，本集團定期舉辦以企業反賄賂及反貪污責任高於商業利益為主題的培訓。

為促進良好企業管治，《防止欺詐和檢測政策》已列明管理層在檢測和預防欺詐方面的責任：

於報告期內，本集團舉辦了4次特別針對監管合規的培訓，具體如下：

- 董事會培訓 — 共有9位董事參加
- 高級團隊建設 — 涉及香港辦公室及內地環保業務員工
- 本集團中高層管理人員的合規培訓 — 香港辦公室及內地環保業務的同事參加
- ESG培訓 — 香港辦公室、內地環保業務及香港地基業務的同事參加



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Management's Responsibility

管理層的責任

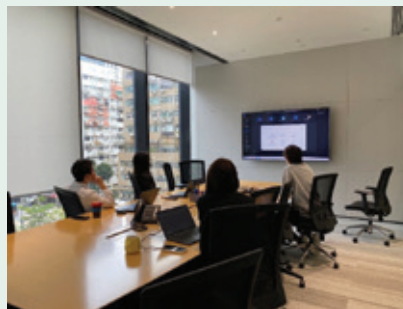
- Familiarise each employee with the types of improprieties that might occur in their workplace
- 熟悉每一位員工可能會在工作地點發生的不恰當行為
- Educate employees about fraud prevention and detection
- 向員工傳授有關預防和檢測欺詐的知識
- Create a culture whereby employees are encouraged to report any fraud or suspected fraud which comes to their knowledge, without any fear of victimisation
- 創造一種文化，鼓勵員工舉報他們所知道的任何詐騙或疑似詐騙行為，而不必擔心受到傷害
- Promote employee awareness of ethical principles
- 促進員工對道德原則的認識

Tianjin Office Held Internal Control Compliance Training

天津辦公室進行內部監控合規培訓

During the Reporting Period, the Tianjin office held an internal control and compliance training conference within the group to strengthen the company's internal management and process standardization and ensure that the company's operations comply with laws, regulations, and industry standards. The conference invited senior legal advisors and internal control experts to provide in-depth explanations on the laws, regulations, policies, and processes related to internal control and compliance management. At the same time, the conference also discussed and exchanged ideas on internal risk management, information security, and other aspects. Through this training, employees further understood the importance of internal control and compliance management, enhanced their risk awareness and compliance awareness, and provided powerful support for the company's stable operation.

於報告期內，天津辦公室在集團內部舉行了內部監控與合規培訓會議，以加強公司的內部管理和流程規範化，確保公司運營符合法律法規和行業標準。會議邀請了資深法律顧問和內部監控專家對內部監控與合規管理相關的法律、法規、政策、流程等進行了深入講解。同時，會議還就內部風險管理、信息安全等方面進行了討論和交流。通過此次培訓，員工們進一步了解了內部監控與合規管理的重要性，增強了風險意識和合規意識，為公司的穩定運營提供了有力支持。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Safeguarding Intellectual Property Rights

We regard technological innovation as a cornerstone to maintaining our competitiveness. Both the Group and the employees agree that all intellectual property rights and benefits related to any ideas, concepts, designs, discoveries, inventions, improvements, manufacturing technologies, standards, or business confidential information that are produced or created based on the employees' job duties and related to the Group's business scope during the period of employment shall belong exclusively to the Group, regardless of such intellectual property rights are protected by patents, trademarks, or any other means of legal protection.

During the Reporting Period, Hefei Plant in Environmental Protection Business obtained 4 kinds of state-certified patents. We are committed to developing new technologies in the field of Environmental Protection Business, and we place great emphasis on protecting our intellectual property rights, in order to provide advanced technology services to our customers.

保護知識產權

我們視技術創新為維持我們競爭力的基石。本集團及員工同意，在工作期間，基於員工的工作職責而產生或創造的與本集團業務範圍相關的任何想法、概念、設計、發現、發明、改進、製造技術、標準或商業機密資料的所有知識產權和利益均應完全屬於本集團，無論該等知識產權是否受專利、商標或任何其他法律保護手段的保護。

於報告期間，合肥項目在環保服務方面取得4項國家認證專利。我們致力在環保服務開發新技術，並會著重保障我們知識產權，藉此向我們客戶提供先進技術。



5 CONDUCTING OUR BUSINESS RESPONSIBLY 5 負責任營運業務

Hefei Plant — 4 Utility Model Patent Certifications 合肥項目 — 4項實用新型專利



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

5.2 Quality Management and Assurance

We strive to provide high-quality services and products to our customers to maintain long-term cooperation with them. Meanwhile, the Group has strictly complied with the local laws and regulations on product quality where its businesses operate. We proactively value customers' feedbacks related to Health and safety relating to products and our services, thereby we take responsibilities for our products, and will formulate and standardise the product recalling and related measures in the future. During the Reporting Period, none of our products sold or shipped is subject to recalls for safety-related and health-related reasons.

We prioritise quality management of our construction projects for the Construction Business in Hong Kong. The Group has established a robust quality management system according to ISO 9001. We regularly review and update the guidelines of our quality management system, the *Integrated Management System Manual*, ensuring our quality management system is up to date. To strictly abide by the requirements set by the *Building Ordinance* and our customers, the Group has established a systematic approach to defining the responsibility of each department in ensuring the quality of the project.

5.2 品質管理及保證

我們致力為客戶提供高品質的服務及產品，以便與他們維持長期的合作關係。同時，本集團於業務營運所在地嚴格遵守當地就產品質量方面的法律及規例。我們積極重視客戶對產品和服務健康安全反饋，從而對我們的產品負責，並將在未來制定和規範產品召回和相關措施。在報告期內，我們售出或發運的產品均未因安全性和健康相關原因而被召回。

我們將質量管理排在首位。本集團按照ISO 9001的標準建立健全的質量管理體系，並經常審視及更新質量管理體系的手冊《綜合管理體系手冊》內的指引，確保我們的質量管理體系是最新的。而為嚴格遵守《建築物條例》所定下以及客戶的要求，本集團已制定系統性方法以界定每個部門的職責，從而確保項目質量。

Departments 部門	Responsibilities 職責
Contract Department 合同部	<ul style="list-style-type: none"> Determine the requirements related to services, such as the statutory and regulatory requirements and the requirements of the customer 確定與服務有關的要求，如法定及監管要求以及客戶要求
Design Division 設計科	<ul style="list-style-type: none"> Review the design to ensure all the requirements are met 審閱相關設計以確保符合所有要求
Project Department 項目部	<ul style="list-style-type: none"> Establish an IMS project plan to satisfy the requirements of internal IMS and international standards 制定IMS項目計劃，以滿足內部IMS及國際標準的要求 Verify that the product requirements are met 核實是否滿足產品要求
QSHE Department QSHE部	<ul style="list-style-type: none"> Verify that the product requirements are met 核實是否滿足產品要求 Establish a quality improvement procedure to deal with non-conforming products, until the quality of the project is met requirements 制定產品改進程序，對未達標產品直至項目質量符合要求為止

5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

To deliver high-quality construction projects, we monitor and evaluate the quality of each project to verify that legal and agreed requirements have been met. For any quality issues detected before delivery, we will establish and implement a quality improvement procedure until the quality of the project meets the legal and agreed requirements. For the quality issues detected after delivery, we will take appropriate actions to correct the quality issues.

For the Environmental Protection Business in the PRC, the Group provides kitchen waste treatment services to the local regions and sells the by-products produced from the kitchen waste treatment process such as used cooking oil grease, biogas, etc. The Group's kitchen waste treatment projects operate under the BOT model. We strictly follow the contractual obligations of all kitchen waste treatment projects to maintain the kitchen waste treatment plant's operation to a specified level of serviceability and restore the plants to a specified condition before handing over the plants to the grantor at the end of the service concession arrangement. To fulfil the obligations, our subsidiaries also implement relevant control measures on maintaining the quality of services. For instance, our plants monitor the quality indicators such as the moisture content of kitchen waste during the kitchen waste treatment process to maintain high-quality services.

為交付高質素的建築項目，我們監察及評核每一個項目的質量，以核實是否符合法律及商定的要求。如在交付前檢測出有任何質量問題，我們會建立及實行質量改善程序，直至項目的質量是符合法律及商定的要求。而假如在交付後才檢測出質量上的問題，我們會採取適當行動改正有關問題。

對於在中國的環保業務，本集團會向當地提供餐廚垃圾處理服務，並銷售餐廚垃圾處理過程產生的副產品，例如廢食油、油脂以及沼氣等。本集團的餐廚垃圾處理項目是在BOT模式下運作，我們嚴格遵守所有餐廚垃圾處理項目的合同義務，作為其將餐廚垃圾處理廠的營運維持在指定可維護水平的牌照條件。而在特許經營權安排結束時，我們有義務在將廠房移交予授權人前，將其恢復至指定狀況。而為履行義務，附屬公司亦對生產及交付程序執行相關控制措施以維持高水平服務，例如我們的廠房會監察餐廚垃圾處理過程中，餐廚垃圾水份含量的質量指標。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

5.3 Supply Chain Management

We regard supply chain management as an essential part of our sustainability. As we maintain close cooperation with our suppliers in our business, the environmental and social performance of subcontractors and suppliers may pose risks to our business operation. Therefore, we have formulated internal policies in managing the selection procedures and the performance of subcontractors and suppliers to reduce the environmental and social risks associated with suppliers.

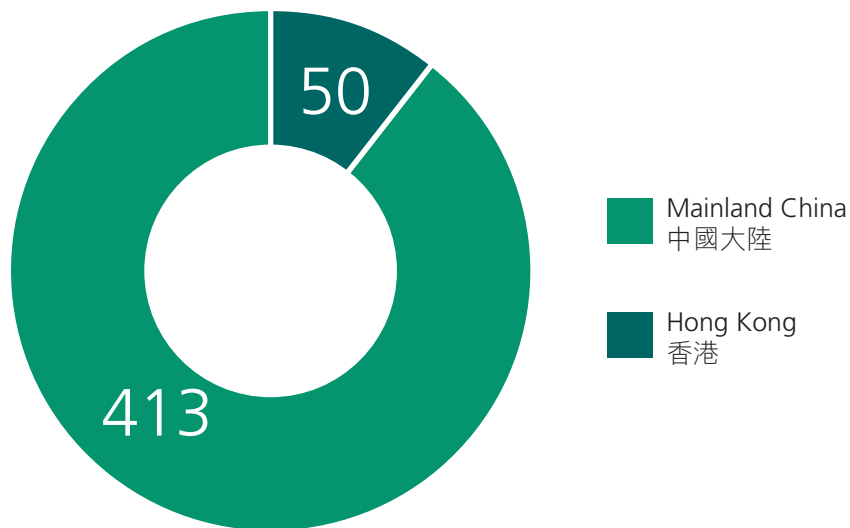
During the Reporting Period, we engaged a total of 463 suppliers according to the Group or the subsidiary's policies relating to supplier management. The geographical distribution of the Group's suppliers is based on their main points of operation. The number of the Group's subcontractors and suppliers by geographical region is as follows:

5.3 供應鏈管理

我們視供應鏈管理為我們可持續發展的重要組成部分，由於我們與業務上的供應商維持緊密合作，分包商及供應商在環保及社會方面的表現或許會對我們的營運構成風險，因此，我們制定了內部政策管理篩選程序以及分包商和供應商的表現，以減低與供應商有關的環境及社會風險。

於報告期內，我們根據本集團或附屬公司有關供應商管理的政策委聘合共463名供應商。本集團供應商基於其主要經營點劃分。本集團按地區劃分的分包商及供應商數目如下：

Number of Subcontractors and Suppliers of Geographical Region
按地理區域劃分的分包商及供應商數目



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Green Procurement

The Group adopts a green procurement concept in our supply chain. We have stipulated our requirements relating to environmental protection in a commercial agreement with our subcontractors and suppliers. We require all qualified subcontractors or suppliers to comply with the requirements by issuing monetary penalties to violated subcontractors or suppliers. The General Manager Office is responsible for promoting the practice of using environmentally friendly products and services when selecting suppliers, as well as monitoring the relevant implementation. Besides, the Hefei Plant has applied the green procurement concept by avoiding disposable products and using products with higher energy efficiency and less toxic nature upon disposal, for example, purchases energy-saving bulbs over traditional bulbs. We prioritise the consideration of local subcontractors and suppliers to reduce the emission from logistics, to effectively reduce the emission raised from material transportation.

Aligning Our Sustainability Values in Supplier Selection and Evaluation

At the Group level, we have formulated the *General Management System Manual* to manage the performance of our subcontractors and suppliers. We have strict control over procurement procedures. To promote a fair tendering process, we invite different subcontractors and suppliers to submit tender proposals. We select our suppliers based on various factors. Firstly, we conduct supplier evaluations on potential suppliers to ensure that they comply with our internal requirements and local regulations at the same time. The qualified suppliers are then added to our internal qualified supplier list. We review the qualification of each supplier annually. Besides the result of supplier evaluation, we also select our subcontractors and suppliers based on their financial background, product/service quality, price, customer service quality, reputation, experience, and delivery time. To further reduce our procurement risks, we have an alternative supplier option to ensure the smooth completion of the whole procurement process. The abovementioned process has been applied to all suppliers in our Reporting Period and have been timely reported to our directors if applicable.

綠色採購

本集團於供應鏈中採納綠色採購概念。我們於與分包商及供應商的商業協議中列明有關環保的要求。我們向違規的分包商或供應商施加罰款，從而要求所有合資格分包商或供應商遵守規定。總經理辦公室負責在選擇供應商時推廣使用環保產品和服務，並監督相關執行情況。此外，合肥項目透過避免用完即棄產品及使用高能源效益及棄置時毒性較低的產品來應用綠色採購概念。舉例而言，購買節能燈泡，而不是傳統燈泡。我們優先考慮地方分包商及供應商以減低物流排放，有效減低大型運輸產生的排放。

供應商篩選及評核與可持續發展價值相一致

於集團層面，我們已制定《一般管理制度手冊》以管理分包商及供應商的表現。我們嚴格控制採購程序。為促進公平招標程序，我們邀請不同分包商及供應商提交標書。我們根據不同因素挑選供應商。首先，我們對潛在供應商進行供應商評估，以確保其同時符合我們的內部規定及地方法規。之後，合資格供應商會列入內部合資格供應商名單。我們每年檢討各供應商的資格。除供應商評估的結果外，我們亦根據其財務背景、產品／服務質量、價格、客戶服務質量、聲譽、經驗及交貨時間來選擇分包商及供應商。為加以減低採購風險，我們有替代供應商可供選擇以確保整個採購程序順利完成。於報告期內，上述程序已應用於所用供應商，並已及時呈報予我們的董事(如適用)。



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5 負責任營運業務

Our subsidiaries have formulated supplier management policies according to their business culture. For the Construction Business, we implement the *Subcontractor/Supplier Engagement and Evaluation Policy* to regulate the procurement process of new subcontractors or suppliers. As the performance on occupational health and safety of subcontractors is considered indispensable, we include the subcontractors' safety management system as a factor in subcontractor assessment and selection. We have identified environmental and social risk along the supply chain in the daily operation, the project manager would evaluate the safety performance of subcontractors and carry out safety walks, site safety meetings and safety reviews regularly to monitor subcontractors' performance, reducing the safety risk at the site after the commencement of the project. To control the environmental risks of our suppliers, we require all subcontractors to strictly follow the environmental protection measures set out in the *Construction Site Environmental Protection Guidelines*.

附屬公司已根據其業務文化制定供應商管理政策。對於建築業務，我們實施《分包商／供應商聘請和評估政策》，以規範新分包商或供應商的採購流程。由於分包商的職業健康及安全表現至關重要，我們將分包商的安全管理系統納入分包商評估及挑選的因素。項目開始後，我們已經識別了日常營運中供應鏈的環境和社會風險，項目經理會評估分包商的安全表現及定期執行安全巡查、地盤安全會議及安全檢討，以監察分包商的表現，減低地盤的安全風險。為控制供應商的環境風險，我們規定所有分包商須嚴格遵守《施工場地環保指引》所載的環保措施。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Besides, our subsidiaries under the Environment Protection Business also stipulated the management in the procurement through the formulating of relevant policies. Hefei Plant has formulated the standard procedure for the daily supplier management, supplier evaluation and selection in the *Supplier Management System*. All suppliers are required to provide relevant information for evaluation. For important material suppliers, the Procurement Department could propose an on-site visit to evaluate suppliers' performance. The Hefei Plant follows strictly the *Procurement Management System*, *Supplier Management Principles and Regulations*, and *Environmental and Social Risk Management Policies for Managing Supply Chains* to prevent significant environmental and social risks associated with suppliers. These monitoring systems apply to all suppliers, including material suppliers, service providers, equipment suppliers, and so on. In the absence of identified environmental and social risks/significant adverse impacts, the Hefei Plant follows the *Supplier Management Principles and Regulations* to assess the environmental and social impacts when selecting and prioritizing suppliers. With respect to supply chain risk management, the procurement officer of the administrative department of the Hefei Plant is responsible for screening suppliers, procuring qualified products, and reporting to the department manager and general manager. In the process of supplier selection and risk control, Hefei Plant firmly refuses to cooperate with suppliers who have environmental hazards.

此外，環境保護業務下的附屬公司亦通過制定有關政策，規定採購工作的管理。合肥項目已透過《供應商管理制度》制定日常供應商管理、供應商評估及挑選的標準程序。所有供應商須提供有關資料以供評估。對於重大物料供應商，採購部門會建議實地考察以評估供應商的表現。合肥項目嚴格遵循《採購管理制度》、《供應商管理原則和規定》及《管理供應鏈的環境和社會風險管理政策》，以防止與供應商有關的重大環境和社會風險。該等監督制度適用於所有供應商，包括材料供應商、服務供應商、設備供應商等。在沒有確定的環境和社會風險／重大不利影響的情況下，合肥項目在選擇和優先考慮供應商時，遵循《供應商管理原則和規定》，評估環境和社會影響。在供應鏈風險管理方面，合肥項目行政部的採購人員負責篩選供應商，採購合格產品，並向部門經理和總經理匯報。在供應商選擇和風險控制過程中，合肥項目堅決拒絕與存在環境隱患的供應商合作。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Case Study: Reducing Safety Risks Of Subcontractors At The Construction Site

案例研究：於施工場地減低分包商的安全風險

We emphasise the safety of workers at the construction site to reduce potential safety risks. As we have close cooperation with our subcontractors at the construction site, we highly value the safety performance of subcontractors.

我們重視施工場地工人的安全，以減低潛在安全風險。我們於施工場地與分包商緊密合作，故我們非常重視分包商的安全表現。

We enhance safety management by implementing control measures for our subcontractors. We stipulate the safety responsibilities of subcontractors as follows:

我們對分包商實施控制措施以加強安全管理。我們規定分包商的安全責任如下：

- Be familiar with the *Site Safety and Health Management Plan*, statutory regulations and special safety rules applicable to the work;
熟悉《地盤安全及健康管理規劃》、適用於工程的法定規例及特殊安全規則；
- Appoint enough safety supervisors and first-aiders;
委任足夠的安全監督及急救人員；
- Ensure that use protective clothing and equipment appropriately;
確保妥善使用保護衣物及裝備；
- Participate daily/monthly-morning safety meetings, daily/weekly process safety discussions and Site Safety Committee Meeting;
參與每日／月安全早會、每日／週程序安全討論及地盤安全委員會會議；
- Attend daily and weekly site safety inspections and arranges workforce to improve safety performance.
出席每日及每週地盤安全檢驗及安排人手以改進安全表現。

Besides conducting safety audits, we also impose an administration levy if subcontractors fail to follow the safe working procedures, effectively raising the compliance to our safety management measures for subcontractors.

除了進行安全檢核外，倘分包商未有遵守安全工作程序，我們亦會施加行政徵費，以有效提高分包商的安全管理措施合規情況。

5 CONDUCTING OUR BUSINESS RESPONSIBLY 5 負責任營運業務

5.4 Customer Service

The Group's principal customers are governments, NGOs and private developers. To achieve continuous business growth, we strive to meet our customers' expectations to deliver high-quality service and products. Meanwhile, we build mutual trust with our customers by protecting their rights and interest.

Customers Satisfaction & Communications

During the Reporting Period, we did not receive any complaints regarding our products and service. We enhance customer satisfaction by maintaining efficient communications with customers in the following ways:

Understanding our Customers Expectations and Needs 理解客戶預期及需求

- We maintain various communication channels, including customer service hotline and email, to collect our customer opinions in a timely manner.
我們維持多個溝通渠道，包括客戶服務熱線及電子郵件，及時收集客戶意見。
- As regulated by the *IMS Manual*, a contract manager and a project manager are responsible for customer communication at the tendering stage and project implementation stage respectively. The contract manager and project manager collect and respond to customers' feedback properly throughout the project and hence achieve customers' satisfaction.
據《IMS手冊》規管，合同經理和項目經理分別負責招標階段和項目實施階段的客戶溝通。合同經理和項目經理在整個項目過程中妥善收集及回應客戶反饋，從而使客戶滿意。

Establishing Appropriate Complaint Handling Procedures 建立適當的投訴處理程序

- We encourage our subsidiaries to develop their complaint handling and based on their business natures.
我們鼓勵附屬公司根據業務性質建立其投訴處理程序。
- Regular meetings are held in the Construction Business with property owners during the construction phase to receive their opinions and complaints. The project managers will follow up and resolve if they receive any complaints from property owners.
在建築業務方面，我們與業主舉行定期會議，以於施工階段中收集其意見及投訴。項目經理如收到業主的任何投訴，會與業主跟進解決問題。

5.4 客戶服務

本集團的主要客戶是政府、非政府組織及私人發展商。為達致持續業務增長，我們致力滿足客戶預期，交付優質服務及產品。同時，我們保護客戶的權利及權益，藉此建立互信。

客戶滿意度及溝通

於報告期內，我們並無接獲任何有關產品及服務的投訴。我們透過與客戶維持有效溝通提高客戶滿意度，方法如下：



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Collecting our Customers Feedbacks on our Service for Continuous Improvement 收集客戶對我們服務的反饋以不斷進步

- We maintain good communication with our customers to understand their future expectations on our services.
我們與客戶維持良好溝通，以理解其對我們服務的未來期許。
- We conducts a customer survey to its customers to understand their opinions on its service.
我們對客戶開展客戶調查，以了解其對我們服務的意見。
- QSHE managers of the Construction Business are required to collect the analysis data relating to customer satisfaction at the end of a construction project.
建築業務的QSHE經理須於建築項目完結時收集有關客戶滿意度的分析數據。

Marketing and Promotion

To protect our customers' rights, the Group strives to avoid any inaccurate product information. The Group has established internal guidelines to ensure the sales and marketing departments of the Group provide unbiased product and service descriptions and information that comply with the relevant local laws and regulations to our customers. Any misrepresentation in marketing materials or exaggeration of offerings is strictly prohibited.

營銷及推廣

為保護客戶權益，本集團努力規避任何不正確的產品信息。本集團已建立內部指引，以確保本集團的銷售及市場推廣部門向客戶提供符合當地相關法律法規的公正產品及服務描述和信息。嚴禁在市場推廣材料中歪曲陳述或誇大產品供應。



5 CONDUCTING OUR BUSINESS RESPONSIBLY

5 負責任營運業務

Information Security

The Group strives to avoid the leakage of personal privacy and commercially confidential information, as information security is the first step to protecting both the rights of the Group and its customers.

We have strengthened our management of confidential documents containing personal and commercially confidential information. We have the following internal policies and regulations and are accessible to all employees:

- Confidential information is strictly monitored to prevent any direct or indirect information leakage to external parties through any means.
- Disclosing and taking away any confidential information relating to our businesses is strictly prohibited.
- Only authorised employees are allowed to access our information system which may contain our customer's personal information.
- Management will investigate directly, and follow-up actions will be taken if there are any suspicious cases.

To further protect our customer's privacy, we engage our employees in information security management, *Confidentiality agreements* are required to sign in the Tianjin office reinforce their responsibility in information security with its employees.

信息安全

本集團致力避免私隱及商業機密資料外洩，因為信息安全是保護本集團及其客戶權利的第一步。

我們已加強管理包含個人及商業機密資料的機密文件。我們設有下列內部政策及規定，所有員工均可查閱：

- 嚴格監控機密資料，防止通過任何方式直接或間接向外部洩露任何信息。
- 嚴禁僱員披露及帶走與業務有關的任何機密資料。
- 只有經授權僱員方可查閱可能載有客戶個人資料的資訊系統。
- 如有任何可疑情況，管理層將直接調查，並採取後續行動。

為了進一步保護客戶隱私，我們促使僱員參與信息安全管理。於天津辦公室，僱員須簽署保密協議，以加強其於信息安全的責任。



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The Group is committed to fostering a company culture of compliance and ethical behavior. Additionally, the Group continuously improves its corporate management in various aspects intending to deliver better services and products to its customers, enhancing its long-term competitiveness. Employees are the key driving force for the Group's development. The Group is committed to providing an ideal workplace for each employee and strives to retain talents through outstanding employment management. The Group treats every employee fairly, providing equal opportunities for their career development. To maintain its competitiveness, the Group is dedicated to building a working team containing high-caliber employees through providing training that develops employees' professional skills.

本集團致力培養合規及符合道德準則的公司文化。此外，本集團不斷改善各方面的企業管理，旨在為客戶提供卓越的服務和產品，增強其長期競爭力。僱員乃本集團發展的關鍵驅動力。本集團致力為每名僱員提供理想的工作場所，並透過良好的僱傭管理保留人才。本集團公平對待每名僱員及為其事業發展提供平等機會。為維持競爭力，本集團藉提供可發展僱員專業技能的培訓，盡心建設由優秀僱員組成的工作團隊。

High-materiality Issues Disclosed In This Chapter

本章節披露的高重要性議題

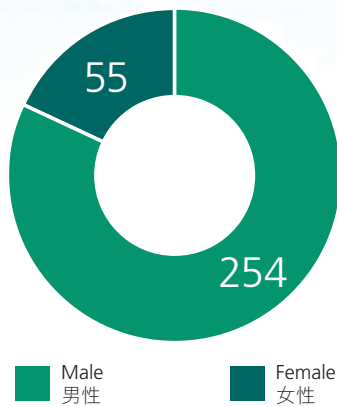
- Employee remuneration and benefits
僱員薪酬及福利
- Occupational health and safety
職業健康與安全

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6.1 Our Employment Portfolio

On 31 March of 2023, the Group has a total of 309 employees in Mainland China and Hong Kong, including 302 full-time and 7 part-time employees. The number of employees by gender, age group, employee category and geographical region are as follows:

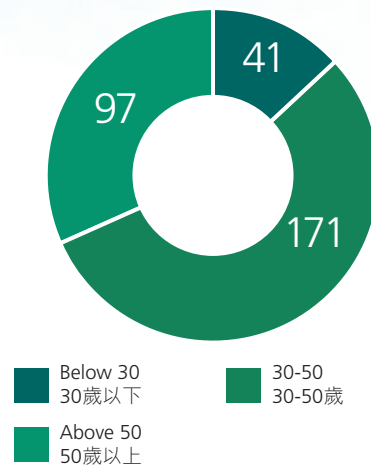
**Number of Employees
by Gender**
僱員總數(按性別劃分)



6.1 僱傭情況

於2023年3月31日，本集團在中國大陸及香港共有309名僱員，包括302名全職及7名兼職僱員。按性別、年齡組別、僱員類別及地理位置劃分的僱員總數如下：

**Number of Employees
by Age Group**
僱員總數(按年齡組別劃分)



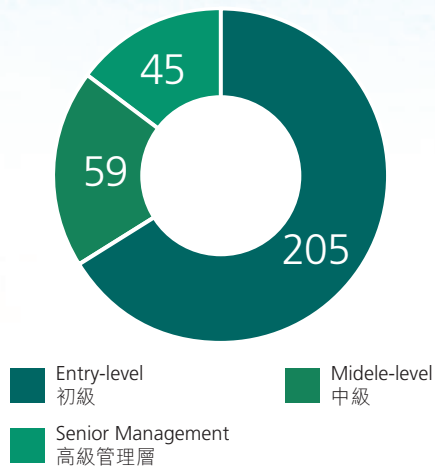
6 PROMOTING PEOPLE-ORIENTED CULTURE

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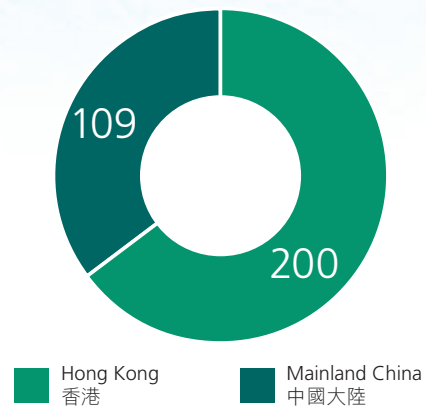
Since (i) the main businesses of the Group including foundation, and kitchen waste treatment, etc., the professionals who take relevant courses are mainly male, and (ii) the front-line technical staff of the project companies require high manual labour and shift work, as a result, the applicants are mainly male, rather than the Group deliberately not hiring female front-line technical staff.

由於(i)本集團的主要業務包括地基及餐廚垃圾處理等，修讀相關課程的專業人士主要為男性，且(ii)項目公司的一線技術人員要求高度體力勞動及輪班工作，因此應徵者大多為男性，並非本公司有意不招聘女性為一線技術人員。

**Number of Employees
by Employee Category**
僱員總數(按僱員類別劃分)



**Number of Employees
by Geographical Region**
僱員總數(按地理區域劃分)



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The turnover rates¹ of the Group are summarised in the following table:

本集團的僱員流失比率¹概述於下表：

Gender 性別	Turnover Rate 流失比率
Male 男	42%
Female 女	13%

Age Group 年齡組別	Turnover Rate 流失比率
Below 30 30歲以下	12%
30-50 30-50歲	60%
Above 50 50歲以上	6%

Geographical Region 地理位置	Turnover Rate 流失比率
Mainland China 中國大陸	20%
Hong Kong 香港	46%

¹ The calculation method of turnover rate = Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

¹ 流失比率的計算方法 = 本公司具體類別僱員離職人數 / 報告期末具體類別僱員人數。



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6.2 Employment Management Approach

To effectively attract and retain talents, the Group has established an internal human resources policy to protect the rights and benefits of its employees. While strictly complying with labour standard, we have been offering reasonable and competitive employees remuneration and benefits and strives to provide equal opportunity in the workplace.

6.2 僱傭管理方法

為有效吸引和留住人才，本集團已制定內部人力資源政策以保護僱員的權利及利益。在嚴格遵守勞工標準的同時，我們為僱員提供合理及具競爭力的薪酬和福利，並致力於提供平等的工作機會。



Working Hours, Holidays and Welfare

The Group and its subsidiaries have formulated relevant policies to ensure employees work for reasonable hours in accordance with local laws and regulations. The *Staff Handbook* outlines clear instructions on overtime work arrangement, which states that employees need to get approval to work overtime and eligible employees are entitled to overtime allowance.

工作時長、假期及福利

本集團及其附屬公司已根據當地法律及法規制定相關政策以確保僱員的工作時間合理。《員工手冊》概述超時工作安排的清晰指引，當中列出僱員超時工作須取得批准，而符合條件的僱員可享有加班津貼。

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The Group is also committed to providing employees with adequate rest time and benefits to protect their mental and physical health. In addition to the basic paid annual leave and statutory holidays stipulated by the laws and regulations, employees of our subsidiaries also enjoy additional holiday benefits such as sick leave, maternity leave, jury leave, compassionate leave, etc. To protect the rights and interests of employees, the Group also purchases insurance for employees after employment. As our success depends on employees' efforts, we prioritise providing employee benefits and welfare beyond legal standards. For example, our operating subsidiaries provides meal allowance and business allowance for employees.

The Group participates in defined contribution retirement schemes for its employees in Hong Kong and the PRC through Mandatory Provident Fund Scheme and defined contribution retirement benefit scheme organised by the relevant local government authorities in the PRC whereby the Group is required to make contributions to the Retirement Benefit Scheme at a certain rate in the PRC during the year.

Recruitment and Promotion

A set of transparent and clear procedures have been adopted in the Group to conduct our recruitment process in an "Open, Fair, Transparent and Standardised" manner. To conduct recruitments following our business needs, we formulate recruitment plans depending on our workforce demands annually. Our Tianjin office has standardised its annual recruitment process in the *Human Resources Management Rules*. Each department needs to submit the annual recruitment plan at the end of each calendar year based on job vacancy and workforce demands. To recruit talents with the right competencies for each position, senior managements conduct interviews with candidates to assess whether their abilities match post requirements in the recruiting process. Recruitment at Shenzhen Huamingsheng follows principles of fairness, justice, and openness. A yearly staffing plan is formulated, with additional recruitment requiring separate approval. Priority is given to internal selection. Former employees must obtain positive evaluations before being considered for rehire.

本集團亦致力為僱員提供足夠的休息時間及福利，以保護其精神及身體健康。除法律及法規規定的帶薪年假和法定假日外，附屬公司的僱員亦享有病假、產假、陪審假、陪產假等其他休假福利。為了保障僱員的權利及權益，本集團亦於僱員入職後購買保險。我們的成功有賴僱員努力，故此，我們重視提供高於法律標準的僱員利益及福利。舉例而言，營運附屬公司為僱員提供用膳津貼及商務津貼。

本集團透過強制性公積金計劃及由中國相關地方政府機關組織的定額供款退休福利計劃，為其香港及中國僱員參與定額供款退休計劃，據此，本集團須於年內按中國的若干比率向退休福利計劃供款。

招聘及晉升

本集團採用一套透明、清晰的程序以按「公開、公平、透明及規範」的形式執行招聘程序。為遵照業務需要進行招聘，我們每年視乎人力需求制定招聘計劃。天津辦公室已按《人力資源管理規則》統一其年度招聘程序。各部分須根據職位空缺及人力需求，於各曆年末提交年度招聘計劃。為了聘請適任人才擔任每個職位，高級管理職於招聘過程中與應徵者面談，以評估其能力是否切合職位要求。深圳華明勝招聘遵循公平、公正、公開的原則，已制定年度人員配置計劃，額外的徵聘須單獨批准。優先考慮內部選拔。前員工在被考慮重新僱用之前必須獲得積極的評價。



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To remain our competitiveness, we retain our talents by awarding employees with outstanding performance. We regularly evaluate the employees' performance through appraisals and provide promotion opportunities for high-calibre employees, ensuring that employees' efforts and contributions are appropriately rewarded by the Group. The Group adopts a set of transparent and clear procedures to implement the annual recruitment plan, aiming to demonstrate "openness, fairness, clarity and discipline" in every detail. In order to attract outstanding talents, the Group offers fair and competitive remuneration packages based on an individual's past performance, character, work experience and ambition. The Group also formulates its remuneration policy with reference to market standards. As the retention of talent is crucial to the sustainable development of the business, the Group keeps its remuneration package under constant review and regularly assesses the competence and performance of its employees during the probationary period and beyond to ensure that the efforts and contributions of all employees are appropriately recognised by the Group.

Compensation and Dismissal

The Group offers competitive remuneration and benefits based on the candidates' performance, work experience and career aspirations in the recruitment process. The Group regularly reviews its compensation package regarding market benchmarks. The Group strictly prohibits any unfair or illegitimate dismissals to protect the rights and interests of its employees. According to the *Staff Handbook*, both the Group and its employees have the right to terminate the employment contract based on reasonable and lawful grounds. We have set out the standard dismissal procedures in the *Staff Handbook* to ensure the dismissal is carried out in compliance with the local laws and regulations.

為保持競爭力，我們獎勵表現出色的僱員以保留人才。我們定期透過評核來評估僱員表現及為優秀僱員提供晉升機會，以確保本集團對僱員的努力和貢獻給予妥當獎勵。本集團採用一套清晰透明的程序以實施年度招聘計劃，目的是在每一個細節上體現「公開、公平、清晰和規範」。為了吸引優秀人才，本集團根據個人過去的表現、性格、工作經驗及理想抱負，提供公平且有競爭力的薪酬待遇。本集團亦參照市場標準制定薪酬政策。由於保留人才對業務的可持續發展至關重要，本集團不斷審查其薪酬方案，並定期評估員工在試用期及日後的能力和表現，以確保所有員工的努力和貢獻得到本集團的適當認可。

薪酬與解僱

於招聘過程中，本集團根據應聘者的表現、工作經驗和職業志向提供具有競爭力的薪酬及福利。本集團參考市場基準定期檢討其薪酬待遇。本集團嚴格禁止任何不公平或非法解僱以保障僱員的權利及權益。根據《員工手冊》，本集團及其僱員均有權基於合理合法的理​​由終止僱傭合同。我們於《員工手冊》列出標準解僱程序以確保解僱遵照當地法律及法規進行。



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The fixed wage is mainly based on attendance records, and is calculated based on the actual number of days worked in the month. Subsidies are provided based on the job position and work needs, and the amount of subsidies is determined by company regulations. Employee bonuses are based on company policies and procedures. The company has the right to decide whether to issue bonuses and the amount of bonuses based on employee performance assessments and the company's operating conditions. Employees who resign before the issuance of bonuses are not entitled to receive bonuses from the previous assessment period.

For example, the compensation structure at the Tianjin Office includes basic salary, performance-based pay increases, benefits, subsidies, and bonuses. Performance-based pay is adjusted randomly and a separate performance management system is in place. Benefits and subsidies include national allowances and company-provided subsidies. A year-end bonus is distributed based on financial performance, with eligibility determined by attendance and performance. Shenzhen Huamingsheng follows a job-based grading compensation principle with flexible salary adjustments. Employee salaries consist of fixed wages, subsidies, bonuses, and other components based on individual contributions and business performance.

Equal Opportunity and Anti-discrimination

The Group is committed to creating a fair, mutually respectful and diversified working environment by promoting anti-discrimination and equal opportunities in all its human resources and employment decisions. We strictly abide by local laws and regulations relating to anti-discrimination and do not tolerate any form of harassment or discrimination, whether based on gender, sexual orientation, disability, age, race, skin colour, nationality, ethnic origin etc. The *Anti-discrimination Policy* applies to all recruitment, promotion, transfer, incentive and training processes and all business departments of the Group. To establish an effective anti-discrimination reporting system, we encourage employees to report to department managers or human resources managers when they encounter discriminatory behaviours. In addition, we are also responsible for evaluating, handling, recording and taking necessary disciplinary measures for such incidents.

固定工資主要以考勤記錄為依據，根據當月實際工作天數計算。補貼根據工作崗位和工作需要提供，補貼的數額由公司規定確定。員工的獎金根據公司的政策和程序決定。公司有權根據員工的業績評估和公司的經營狀況決定是否發放獎金及獎金的數額。在發放獎金前辭職的員工無權領取上一考核期的獎金。

舉例而言，天津辦公室的薪酬結構包括基本工資、基於績效的加薪、福利、補貼和獎金。基於績效的工資可隨機調整，並且有單獨的績效管理系統。福利和補貼包括國家津貼和公司提供的補貼。年終獎金根據財務業績分配，資格由出勤和業績決定。深圳華明勝遵循崗位分級薪酬原則，靈活調整薪酬。員工工資包括固定工資、補貼、獎金和其他基於個人貢獻和業務表現的部分。

平等機會與反歧視

本集團致力於在所有人力資源和僱傭決策範疇中提倡反歧視和平等機會，創造公平、相互尊重且多樣化的工作環境。我們嚴格遵守與反歧視有關的當地法律及法規，絕不容許任何形式的騷擾或歧視，無論是基於性別、性取向、殘疾、年齡、種族、膚色、國籍及族裔等因素。反歧視政策適用於所有招聘、晉升、調動、獎勵和培訓程序，並在本集團的所有業務部分應用。為建立有效的反歧視報告制度，我們鼓勵僱員在遇到任何歧視行為時向部門經理或人力資源經理報告。此外，我們亦負責評估、處理、記錄有關事件並對此採取必要的紀律處分。



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Avoidance of Child and Forced Labour

The Group strongly prohibits the use of child labour and forced labour to respect human rights.

To prevent the unlawful use of the workforce, the Group requires job applicants to provide valid identification documents before employment confirmation to ensure that the applicants can be legally employed. Our Group has set up measures in safeguarding the labour rights of our employees. We sign labour contracts with all employees based on equality and free will to protect employees' human rights. We encourage our employees to report verbally or in writing if they are forced to work. Our Human Resources Department will immediately take action in accordance with the *Communication and Grievance Procedure*. Our Group has no tolerance against child labour, once we discover child labour, immediate dismissal of the employees will be taken.

In Hefei Plant, any employee who is imprisoned and forced to work can appeal to the Administrative and Personnel Department orally or in writing. The Administrative and Personnel Department will immediately follow the *Communication and Appeal Procedures* after receiving the appeal.

6.3 Supporting Talent Development

Talent grooming is one of our strategic focus areas. We are motivated to create a working environment where employees' potential and skills can be well-developed, thereby we design our training based on business needs, and offer comprehensive talent development programmes to nurture our talents from all levels.

防止童工及強制勞工

本集團堅決禁止僱用童工和強迫勞工以尊重人權。

為防止不法使用勞工，本集團要求求職者在確認僱用前提供有效的身份證件，以確保求職者可合法受僱。人力資源部已設立措施以保障僱員的勞工權利。我們與全體僱員於自願情況下簽署平等的勞動合約，以保障僱員的人權。如僱員被強迫工作，我們鼓勵彼等作口頭或書面報告。人力資源部將根據《溝通及申訴程序》即時採取行動。本集團絕不容忍使用童工，一旦發現存在使用童工的情況，將立即解僱僱員。

在合肥項目中，任何被監禁和強迫工作的僱員均可以口頭或書面方式向行政人事部申訴。行政人事部在接到申訴後，將立即按照《溝通及申訴程序》予以處理。

6.3 支援人才發展

人才培育是我們的策略焦點範疇之一。我們矢志創造可以令僱員的潛力和技能得以全面發揮的工作環境，因此，我們按業務需要設計培訓並提供全面的人才發展課程，以培育各個層級的人才。



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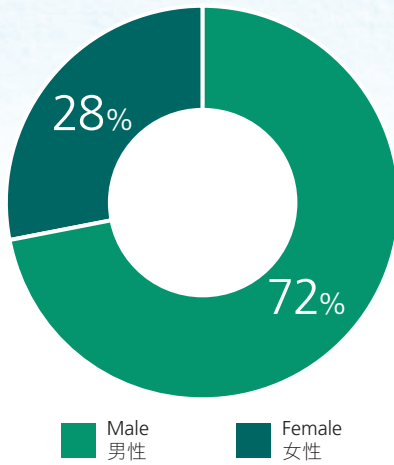
Employees' Training Indicators

The percentage of employees trained by gender and employee category² of the Group are as follows:

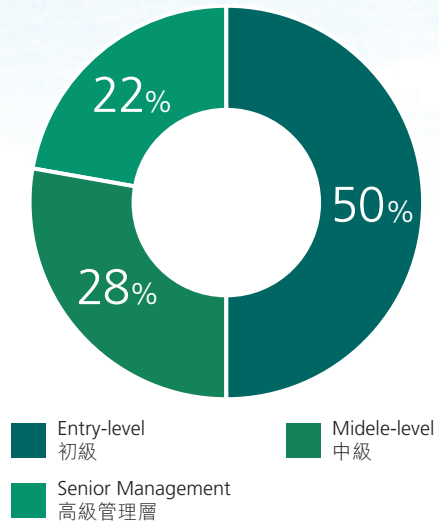
僱員培訓指標

本集團按性別及僱員類別劃分的僱員受訓²百分比如下：

Percentage of Trained Employees by Gender
受訓僱員百分比(按性別劃分)



Percentage of Trained Employees by Employee Category
受訓僱員百分比(按僱員類別劃分)



² The calculation method of percentage of employees trained = Employees who took part in training in the specified category (not including employees who left during the Reporting Period)/Number of trained employees at the end of the Reporting Period.

² 僱員受訓百分比的計算方法 = 參加具體類別培訓的僱員人數(不包括報告期內離職僱員) / 報告期末受訓僱員人數。



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During the Reporting Period, the average training hours³ by gender and employee category are as follows:

於報告期內，按性別及僱員類別計算的平均培訓時長³如下：

Specified Employee Category 具體僱員類別	Total Training Hours in the Specified Category 具體僱員類別培訓總時長	Average Training Hours 平均培訓時長
<i>Gender</i> 按性別劃分		
Male 男性	1,001	3.94
Female 女性	455	8.27
Total 總計	1,456	
<i>Employee Category</i> 按僱員類別劃分		
Senior Management 高級管理層	230	5.11
Middle-level 中級	384	6.51
Entry-level 初級	842	4.11
Total 總計	1,456	

³ The calculation method of average training hours per employee = Total number of training hours (not including employees who left during the Reporting Period)/Total number of employees at the end of the Reporting Period.

³ 每名僱員平均培訓時長的計算方法 = 培訓總時長(不包括報告期內離職僱員) / 報告期末僱員總數。



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Nurturing Diverse Talents

The Group has formulated a set of internal training policies to improve the vocational skills and performance of employees and training policies and regulations of training according to the characteristics of each subsidiary.

Through organising various on-job training and irregular external training, the Group endeavors that all employees have the necessary professional knowledge, and at the same time assists employees in achieving their professional qualifications. To ensure that the employees receive quality training opportunities, the Group also evaluates the training after it is completed and adds different topics and new technical knowledge to meet the needs of our employees and to respond to future development trends as soon as possible. In the Construction Business, we have formulated the *Training Policy* to improve employees' work performance.

The Group has provided support and worked closely with our subsidiaries to assist, monitor and review the training quality and related issues. During the Reporting Period, the Group has completed the following trainings:

Training Name 培訓名稱	Frequency 頻次	
	Environmental 環境	Construction 建築
All-staff safety and fire-fighting training 全體員工安全消防培訓	2 times 2次	2 times 2次
Safety production accident emergency drill 安全生產事故應急演練	1 time 1次	1 time/month 每月1次
All-staff protection training 全體員工保障培訓	4 times 4次	1 time/week 每週1次
Incident emergency drill 事故應急演練	1 time 1次	2 times 2次
Three-level training for new employees (4 instances) 新員工三級培訓(4場)	4 persons 4人	15 persons 15人

Meanwhile, we also provide in-house induction training for new employees, covering the Group's corporate culture, business processes, safety and health, first aid and other specific topics.

培養多元化人才

本集團根據各附屬公司的特點制定了一系列內部培訓政策，以改善僱員的職業技能和表現，並制定了培訓政策及培訓制度。

本集團通過組織各類在職培訓和不定期的外部培訓，努力使全體僱員具備必要的專業知識，同時協助僱員取得專業資格。為確保僱員獲得優質培訓機會，本集團亦於培訓完成後進行評估，並加入不同課題及新技術知識，以滿足僱員的需求，並儘快回應未來發展趨勢。在建築業務方面，我們已制訂培訓政策，以改善僱員的工作表現。

本集團已提供支援並與附屬公司緊密合作，以協助、監察及檢討培訓質素及相關事宜。報告期內，本集團完成了以下培訓：

同時，我們亦為新僱員提供內部入職培訓，涵蓋本集團企業文化、業務流程、安全健康、急救等具體主題。



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In the Construction Business, to maintain the quality of the induction training for new employees, we only invite qualified and competent personnel to conduct the training. In addition, we provide external training in consolidating our employee's industrial knowledge relating to IMS, safety and environmental and technical aspects. For example, the technical employees are encouraged to participate in continuous professional development training organised by institutions such as the Hong Kong Institution of Engineers.

Meanwhile, the Hefei Plant has established a 3-level training programme for new employees as follows:

Level of Training 培訓級別	Focus 側重點
Company Level 公司級別	Company introduction, basic knowledge of safe production including law and regulations, protective measures and preventive measures of safety accidents 公司介紹、對安全生產的基本認識，包括法律及法規、對安全事故的保護措施及預防措施
Department Level 部門級別	Workshop overview, workshop specific safety knowledge such as working environment and risk factors, the use and maintenance of safety equipment and facilities and workshop safety production guidelines 車間概覽、車間特定安全知識，例如工作環境和風險因素、安全設備和設施的使用及維護以及車間安全生產指引
Team Level 團隊級別	Specific knowledge related to the job position including instruction on the use of processing equipment and job responsibility 職位相關特定知識，包括對使用加工設備和職責的說明

New employees are required to pass an assessment after receiving all levels of training to ensure the effectiveness of the assessment.

在建築業務中，為保持新僱員入職培訓的質素，我們僅邀請合資格及有能力的人員進行培訓。此外，我們為僱員提供外部培訓，鞏固其有關IMS、安全及環保及技術方面的行業知識。例如，技術人員應參加由相關機構（如香港工程師學會）舉辦的持續專業發展培訓。

與此同時，合肥項目已為新僱員設立3個級別的培訓課程，詳情如下：

新僱員接受所有級別的培訓後，需通過評核，確保評核的有效性。

6.4 Securing Health and Safety in Workplace

We prioritise work safety and strive to maintain a safe and healthy work environment. We have formulated internal safety and health policies in line with relevant laws and regulations, to ensure the well-being of our employees.

6.4 確保工作場所的健康與安全

我們將工作安全放在首位，致力維持安全健康的工作環境。我們已制定符合相關法律法規的內部安全和健康政策，確保僱員身心康泰。

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During the Reporting Period, the Group organised the following training courses, including safety training and refresher courses for construction site management personnel, safety supervisor courses and refresher courses, registration as an accredited safety supervisor, crane lifting supervisor courses, confined space qualified personnel and approved worker courses and first aid courses. The Group actively invests in employee training and development programs, demonstrating our commitment to providing all employees with the support they need to develop their personal skills in their daily work. This year, a total of 6 training courses were held, with a total of 28 participants.

In our Construction Business, employee safety is particularly material that we highly valued. While delivering quality projects, we strive to protect our employees' and workers' health and safety in day-to-day operations. The Group has formulated the *Policy Statement for Safety and Health* to promote a high standard of safety and health for our employees and workers. To effectively coordinate, control and monitor the safety and health affairs at construction sites, we establish safety committees for every project. The safety committee ensures relevant safety measures should be taken to protect our employees and workers. We have adopted the following safety measures for prevention and awareness promotion:

於報告期內，本集團組織了以下培訓課程，包括建築工地管理人員的安全培訓及複習課程、安全監督員課程和複習課程、註冊成為認可安全監督員、起重機吊裝監督員課程、密閉空間合格人員及認可工人課程以及急救課程。本集團積極投資於員工培訓和發展計劃，表明我們致力為所有員工提供日常工作中發展個人技能所需的支持。今年，共舉辦6個培訓課程，共有28人參加。

在建築業務中，僱員安全尤其重要，我們對其高度重視。我們於日常營運中在交付優質項目的同時，亦致力保障僱員和工人的健康和 safety。本集團已制定《安全和健康政策聲明》，以推廣高標準的僱員和工人安全和健康。為有效協調、控制及監察建築地盤的安全和健康事宜，我們已就各個項目成立安全委員會。安全委員會確保採取相關安全措施，保障僱員和工人。我們已採用以下預防及提高意識的安全措施：

Preventive Measures
預防措施

- Conducting job hazard analysis before the commencement of the project to identify and prevent major occupational hazards
在項目施工前進行職業危害分析，以識別及預防主要職業危害
- Providing proper personal protective equipment according to the type of work at construction sites, protecting the workers from occupational hazards
根據建築地盤的工作類別，提供適當的個人防護裝備，保障工人免受職業危害
- Formulating contingency plans related to safety accidents, such as fire and work injuries and conduct drills regularly to reduce the impact of any emergencies
制定安全事故相關應急計劃，例如火災和工傷，並定期進行演習，以減低任何緊急事故的影響



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Awareness Promotion 提高意識

- Safety guidelines and posters are post at construction sites and deliver leaflets and publications to raise the safety awareness of workers
在建築地盤張貼安全指引和海報，並派發宣傳單張和刊物，以提高工人的安全意識
- Providing incentives to workers who strictly follow safety measures through the Site Safety Worker Award
透過「工地安全工人獎」向嚴格遵守安全措施的工作人員提供獎勵
- Safety training to all workers are provided to improve their safety skills
向所有工人提供安全培訓以改善其安全技能

Construction Business Safety Training 建築業務安全培訓

During the Reporting Period, we conducted safety training in the field of the construction business. Construction business safety training is an essential aspect of any construction project. It is important to ensure the safety of workers, visitors, and the public in and around the construction site. Workers should be trained on how to use equipment safely, how to properly handle hazardous materials, and how to work at heights. By providing safety training, construction businesses can reduce the risk of accidents, injuries, and fatalities on the job. Safety should always be a top priority in the construction industry, and regular safety training is a key component of maintaining a safe and healthy work environment.

於報告期間，我們在建築業務領域進行安全培訓。建築業務安全培訓為任何建築項目的重要一環。確保工作人員、訪客及公眾人士在建築工地的安全甚為重要。工作人員必須受訓如何安全使用設備、如何恰當處理有害物料及如何在高空工作。透過提供安全培訓，建築業務可減少工作時發生意外、受傷及死亡的風險。安全永遠是建築業務的首要之務，定期安全培訓屬維持工作環境安全和健康的主要部分。



In the Environmental Protection Business, we encourage our subsidiaries to establish safety policies and safety management systems based on the nature of their business. Hefei Plant has established internal safety management systems to stipulate the safety management in safety inspections, safety precaution and prevention and safety risk control. We have assigned the responsible departments to identify the occupational risks in the working environment and organised occupational health checks for employees.

在環保業務方面，我們鼓勵附屬公司根據其業務性質制定安全政策和安全管理體系。合肥項目已建立內部安全管理體系，說明有關安全視察、安全預防和安全風險控制的安全管理工作。我們已指派部門負責識別工作環境中的職業危害，並為僱員安排職業健康檢查。



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Safety Inspections and Drills

To protect our employees from safety accidents, we conduct regular safety inspections and provide proper personal protective equipment for employees. Besides, we regularly organise safety drills to enhance employees' awareness of safety and improve their skills in handling safety accidents. To ensure occupational safety and health in the office environment, our Tianjin office has formulated the *Environmental and Occupational Health Management Manual*, which regulates the daily management of environmental safety in the office, office equipment and facility operation, fire safety and emergency response mechanism.

安全視察及演習

為保障僱員免於發生安全事故，我們定期進行安全視察，並為僱員提供適當的個人保護裝備。此外，我們定期舉行安全演習，提高僱員的安全意識，改善彼等處理安全事故的技巧。為確保辦公室環境的職業安全 and 健康，我們的天津辦公室已制定《環境及職業健康管理手冊》，對辦公室的環境安全、辦公室設備和設施的運作、消防安全和緊急事故應對機制的日常管理作出規範。

Case Study: Fire Drill In Hefei Plant**案例研究：合肥項目火災演習**

Hefei Plant has conducted a fire drill during the Reporting Period to strengthen employees' skills and knowledge of emergency evacuation and rescue. During the drill, our employees practiced the emergency evacuation and rescue procedure in case of a fire accident. Apart from simulating a fire accident, a representative from the emergency response team shared knowledge of firefighting in the debriefing session. This drill has strengthened employees' ability in responding to fire accidents.

合肥項目已於報告期內舉行了火災演習，以加強僱員對應急逃生和救援的技巧和知識。在演習過程中，僱員練習了在火災事故發生時的緊急逃生和拯救程序。除模擬火災事故外，應急團隊的代表在簡報環節分享了有關消防的知識。是次演習強化了僱員應對火災事故的能力。



During the past 3 years (including the Reporting Period), the Group did not receive any report on work-related fatalities. The loss of working days due to work injury is 1,467 in the Reporting Period (2022: 1,742 days).

過去3年(包括報告期)，本集團並無收到任何有關工傷死亡的報告。報告期間因工傷而損失的工作日為1,467日(2022年：1,742日)。



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In our operation, safety plays a critical role, and we prioritise our responsibility toward work accidents. We endeavor to refine safety-related measures to prevent and reduce potential work injuries through strengthening on-sites safety work awareness among our employees. In the future, we will continuously evaluate the effectiveness of our Health & Safety policies, guidelines and measurements, so as to promote excellence safety and health in our workplaces.

在我們的經營中，安全起著至關重要的作用，我們把對工作事故的責任放在首位。我們致力完善安全措施，通過加強僱員在施工現場的安全工作意識，預防和減少潛在工傷。未來，我們將持續評估我們健康與安全政策、指引及措施的有效性，從而推動我們工作場所的卓越工作安全與健康。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

In line with our commitment to sustainable development, the Group has implemented environmental protection policies and procedures to ensure the long-term sustainability of the environment and communities in which we operate. As we strive to become a greener business, we adhere to relevant environmental laws and regulations and actively adopt environmentally friendly measures and initiatives to reduce and mitigate the environmental impacts of our operations. Our operations may have potential environmental impacts, including air emissions, wastewater discharge, waste disposal, energy and water use, and noise emissions. We will continue to collaborate with various stakeholders to contribute to the sustainable development of society.

為配合我們可持續發展的承諾，本集團落實各項環保政策及程序，以確保我們對經營所在環境及社區的長期可持續發展承諾。由於我們致力成為綠色企業，我們遵守相關環境法律和法規，並積極採取環保措施和舉措，以減少和緩解我們的營運對環境的影響，包括廢氣排放、廢水排放、廢物處理、能源和水的使用以及噪音排放。我們將繼續與各持份者合作，為社會的可持續發展作出貢獻。

7.1 Fulfilling Environmental Responsibility

7.1 履行環保責任

High-materiality Issues Disclosed In This Chapter 本章節披露的高重要性議題

- Use of energy
能源使用
- Use of water
用水



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Highlights of our Green Efforts

綠色工作亮點

Hong Kong Green Award 2022 香港綠色企業大獎2022

The Green Council recently held the Hong Kong Green Awards 2022 to acknowledge companies that have excelled in environmental aspects.

環保促進會近日舉辦香港綠色企業大獎2022，以表揚公司在環保方面的卓越表現。

One of the awards was presented to our Construction Business subsidiary for their exceptional performance in Green Management and Environmental, Health and Safety. The subsidiary demonstrated remarkable environmental management practices at the project and company level, including water conservation, energy efficiency, air pollution control, and waste management.

我們建築業務的附屬公司在綠色管理、環境、健康及安全的表現出眾，獲頒其中一個獎項。該附屬公司在項目及公司層面，包括在節約用水、能源效益、空氣污染控制及廢物管理，展示勝人一籌的一面。

This recognition highlights our commitment to environmental sustainability, and we believe that our diligent efforts, coupled with the dedicated actions of our employees, will continue to be acknowledged.

今次表揚，突出我們致力對環境可持發展的承諾，我們認為堅毅不屈的努力，加上僱員全心全意的付出亦會繼續獲得外界認同。



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7 保護環境

Advancing Production Process: Technical Upgrading and Reconstruction Works 推進生產程序：技術升級及改建工程

In recent years, the Hefei plant has been strengthening for technical upgradation and reconstruction work covering the kitchen waste treatment facilities, oil extraction facilities for kitchen grease, and the waste gas treatment facilities.

過去幾年，合肥項目進行加強技術升級及重建工程，涵蓋餐廚垃圾處理設施、餐廚油脂的油類提煉設施及廢氣處理設施。

**Enhanced
Equipment
Effectiveness**
提高設備效率

**Improved
Production
Efficiency**
改善生產效益

**Advanced
Treatment
Capacity**
先進處理能力

We have adjusted production processes to improve productivity and strengthen the processing ability. Efficiency on oil extraction exhaust gas treatment such as odour and biogas, are greatly improved while complying with the national standard. We strive to continuously reduce the impacts of our operations to contribute to the surrounding community. We are looking forwards to the positive impacts of our environmental achievements in the coming years.

我們調整了生產程序，藉以提高生產力和加強處理能力。油類提煉和廢氣(如氣味和沼氣)處理設施合乎國家標準的同時，效率亦大大提升。我們致力持續減低營運造成的影響，為周邊社區作出貢獻。我們期望自身的環保成就能在未來幾年產生積極的影響。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Responding to the Identified Climate Change-related Risks and Opportunities

By conducting ESG risk assessment in the Reporting Period, climate change-related risks are identified as “moderate” level risks. The following shows our comprehensive responses.

應對已識別的氣候變化相關風險及機遇

我們在報告期內進行ESG風險評估，並將氣候變化相關風險識別為「中」級風險。以下是我們全面的應對方式。

Moderate ESG Risk 中級ESG風險	Potential Impact 潛在影響	How We Respond 我們的應對方式
<p>Climate Change and Extreme Weather Risk 氣候變化與極端天氣風險</p>	<p>Climate change-induced extreme weather events can pose a crisis for business entities, including offices, factories, or other property assets, impacting business operations. Company with weaker climate adaptation and resilience are more vulnerable to significant damage when faced with extreme weather events. Furthermore, post-disaster reconstruction and recovery can be prolonged and require substantial financial investment.</p> <p>氣候變化引起的極端天氣事件會給商業實體帶來危機，包括辦公室、工廠或其他物業資產，影響商業運作。氣候適應性和復原力較弱的公司，在面臨極端天氣事件時，更容易遭受重大損失。此外，災後重建和恢復可能較為漫長，需要大量的資金投入。</p>	<p>The Group has taken proactive measures to manage potential risks associated with extreme weather events and improve our climate change resilience.</p> <p>本集團已採取積極措施，管理與極端天氣事件相關的潛在風險，並提高我們對氣候變化的抵禦能力。</p> <ul style="list-style-type: none"> In Construction Business, the Group has established standard procedures for inspecting construction sites before typhoons and heavy rain, conducting safety checks on all equipment, underground tunnels, and soil, and evaluating employee safety to ensure that the site can safely resume work. <p>在建築業務方面，本集團已建立標準程序，在颱風和大雨前檢查施工現場，對所有設備、地下隧道和土壤進行安全檢查，並評估員工安全，以確保工地能夠安全復工。</p>

7 PROTECTING OUR ENVIRONMENT

7 保護環境

Moderate ESG Risk 中級ESG風險	Potential Impact 潛在影響	How We Respond 我們的應對方式
	<p>Climate change can also lead to changes in related policies and industrial structures, triggering transition risks. Transition risks bring about changes in technological innovation, market sentiment, and consumer preferences, thereby affecting economic or financial risks associated with company and asset valuation. For instance, clean energy has impacted businesses that traditionally rely on coal and oil as raw materials, and carbon taxes have increased the operating costs for carbon-intensive enterprises.</p> <p>氣候變化亦會導致相關政策和產業結構的變化，引發轉型風險。轉型風險帶來技術創新、市場情緒和消費者偏好的變化，從而影響與公司和資產估值相關的經濟或金融風險。例如，清潔能源影響了傳統上依賴煤炭和石油作為原料的企業，碳稅增加了碳密集型企業的營運成本。</p>	<ul style="list-style-type: none"> In Environmental Protection Business, Hefei Plant has developed a detailed Production Safety Accident Response Plan and conducts regular training and drills. <p>在環保業務方面，合肥項目制定了詳細的生產安全事故應急計劃，並定期進行培訓和演練。</p>

Meanwhile, the Group seizes the opportunities brought by climate change. We are committed to exploring the possibilities for further development in our Environmental Protection Business to actively respond to the growing market under the national calls in advocating for green development. Through supportive coordination of our ESG Working Group, risks and opportunities related to climate change, as well as the policies and initiatives formulation for relevant risk mitigation, adaptation and disclosures, will be continuously explored in the Group's strategic development in our sustainable development pathway. We strive to adopt precautionary measures to ensure that the Group is well prepared for any potential impact and to further build up our business climate resilience.

與此同時，本集團把握氣候變化帶來的機遇，致力探索環保業務進一步發展的可能性，在全國響應綠色發展的呼聲下，積極回應不斷增長的市場。通過ESG工作小組的支持協調，本集團將在可持續發展的策略發展道路上，繼續探索與氣候變化相關的風險及機遇，以及制定相關風險緩解、調適及披露的政策及措施。我們致力採取防範措施，確保本集團準備好應對任何潛在影響，進一步為我們的業務建立氣候韌性。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Environmental Objectives and Actions in Subsidiary Level

The Group encourages the subsidiaries to take responsibility for setting up and implementing the achievable objectives according to their business nature at the subsidiary level. Through disclosing and reporting on its environmental performance regularly, it enables the Group to guide, monitor and assess improvements in our green operation. As we are supported by a series of environmentally-conscious actions that will be further explained in the following chapters.

附屬公司層面的環保目標及行動

本集團鼓勵附屬公司承擔責任，根據各自的業務性質在附屬公司層面設定和執行可實現的目標，通過定期披露及匯報其環境表現，使本集團得以指導、監察和評估其綠色營運中的可改進之處。我們亦採取一連串關注環保的行動以作支援，詳情見以下章節。

ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Air Pollutant Emission Targets 空氣污染物排放目標	Strengthen Waste Reduction at the Source 加強源頭減廢	Short-term (1–2 years) 短期(1–2年) <ul style="list-style-type: none"> Formulate Group level energy management system and internal energy management policy 制定集團層面的能源管理制度和內部能源管理政策 Prioritise the use of resources that reduce harm to the environment 優先使用能減少對環境危害的資源 	Adopt chemical and biological deodorisation technology to treat the waste gas collected through the pipeline and optimise the working environment and atmospheric environment of the operating area. 採用化學和生物除臭技術，處理通過管網收集的廢氣，優化作業區的工作環境和大氣環境。
	Reduce exhaust emissions 減少廢氣排放	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Adopt air pollution prevention and control technologies such as denitration process, improve the waste gas collection facilities of production equipment, and reduce the fugitive emission 採用脫硝工藝等大氣污染防治技術，完善生產設備的廢氣收集設施，減少逸散性排放 	Use biogas boilers and adopt pollution prevention measures such as denitrification technology, improve the waste gas collection facilities of production equipment, and reduce fugitive emissions. 使用沼氣鍋爐，採用脫硝技術等污染防治措施，完善生產設備的廢氣收集設施，減少逸散性排放。

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	Strengthen air pollutants management 加強空氣污染物管理	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Formulate internal emission reduction regulations 制訂內部減排法規 Develop fuel efficiency, such as the adaption of low emission fuels and machinery model for vehicles and work machinery 發展燃料效率，如調整車輛和工作機械的低排放燃料和機械模型 	<p>Promote low-nitrogen combustion of biogas to reduce atmospheric pollution during biogas combustion. At the same time, implement refined management of the steam utilization equipment at the backend, strengthen the recovery of hot water after steam conversion, improve the utilisation rate of thermal energy, and reduce energy waste. In terms of machinery, low sulfur diesel will be used as much as possible. 推廣沼氣低氮燃燒，減少沼氣燃燒時對大氣的污染。同時，對後端蒸汽利用設備實施精细化管理，加強蒸汽轉化後熱水的回收，提高熱能利用率，減少能源浪費。在機械方面，將儘量使用低硫柴油。</p>
	Invest, improve and adopt the use of clean energy 投資、改善及採納清潔能源的使用	<p>Long-term (5–10 years) 長期(5–10年)</p> <ul style="list-style-type: none"> Reduce the use of fossil fuel and gradually improve the usage ratio of clean energy 減少化石燃料的使用，逐步提高清潔能源的使用比例 Investment in advancement of clean energy application 投資清潔能源的推廣應用 	<p>Plan the construction of a biogas power generation project and use the surplus biogas from on-site biogas supply and heating system to generate electricity, in order to reduce the use of municipal electricity, lower carbon emissions, promote green and low-carbon concepts and sustainable development. 規劃建設沼氣發電項目，利用現場沼氣供熱系統的剩餘沼氣進行發電，以減少市政用電，降低碳排放，宣導綠色低碳理念和可持續發展。</p>



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Greenhouse Gas (GHG) Emissions Targets 溫室氣體(GHG) 排放目標	Reduce office carbon emissions 減少辦公室碳排放	Short to Mid-term (1–5 years) 中短期(1–5年) Replace and reduce energy-intensive equipment and activities, and explore alternatives 替換及減少能源密集型設備和活動，並探索替代方案	Implement multiple measures to conserve water and electricity, and reduce waste of office supplies such as paper, in order to reduce resource consumption and carbon emissions. For example, set temperature control ranges for office air conditioning to reduce energy consumption, require employees to reduce standby time of electronic devices, eliminate the phenomenon of lights being left on for a long time, guide employees to develop energy-saving habits, and create a green and low-carbon office environment. 實施多種措施，節約水電，減少紙張等辦公用品的浪費，以減少資源消耗和碳排放。例如，設定辦公室空調的溫度控制範圍，減少能源消耗；要求員工減少電子設備的待機時間，杜絕長時間開燈的現象，引導員工養成節能習慣，營造綠色低碳的辦公環境。

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	Formulate achievable carbon reduction roadmap 制定可實現的減碳路線圖	<p>Long-term (5–10 years) 長期(5–10年)</p> <ul style="list-style-type: none"> Acknowledge the existence of carbon emissions sources to develop long-term GHG reduction strategies and actions 承認碳排放源的存在，以制定長期的GHG減排戰略和行動 Guide employees to co-create a green and low-carbon office environment 引導員工共同創建綠色低碳的辦公環境 	<p>In order to implement a long-term carbon emission reduction plan, the Company has started by promoting hybrid and online meeting modes to reduce unnecessary travel and effectively reduce carbon emissions. At the same time, the company also uses digital collaborative office platforms to leverage digital technology to help save energy and reduce emissions, while also reducing the use of office paper, achieving a low-carbon work environment. 為了實行長遠的減碳排放計劃，本公司已開始提倡混合及網上會議方式，減少非必要的公幹及有效減少碳排放。同時，公司亦使用數字協作辦公室平台，充份使用數字科技節省能源和減少排放，並且減少應用辦公室文件，達致低碳的工作環境。</p>



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Energy Efficiency Targets 能源效率目標	Reduce overall energy consumption 減少總體能源消耗	Short-term (1–2 years) 短期(1–2年)	To manage office waste emissions more effectively, the Group plans to implement multiple waste reduction measures, starting from the source reduction and recycling aspects. The measures include promoting double-sided printing, requiring calculator printing settings to be in energy-saving and ink-saving mode, placing single-sided paper recycling bins in the office area, and collecting single-sided used paper for secondary printing of non-important documents. 為了更有效地管理辦公廢物的排放，本集團計劃從源頭減少及回收方面著手，實施多種減少廢物的措施，包括推廣雙面列印，要求計算器列印設置為節能省墨模式，在辦公區放置單面紙張回收箱，收集單面用過的紙張用於非重要文件的二次列印。
		<ul style="list-style-type: none"> Integrate energy-saving concepts in projects and offices area 在項目和辦公區融入節能理念 	<p>Upgrade and renovate the lighting system within the factory area, phase out the old fluorescent lamps and replace them with solar-powered street lights to reduce energy consumption. 升級改造廠區內的照明系統，逐步淘汰舊螢光燈，用太陽能路燈代替，以減少能源消耗。</p>
	Carry out energy management 實行能源管理	Mid-term (3–5 years) 中期(3–5年)	<ul style="list-style-type: none"> Encourage all subsidiaries to obtain energy management certifications 鼓勵所有附屬公司獲得能源管理認證 Regular energy management performance review 定期進行能源管理績效審查

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Waste Reduction Targets 減少廢物目標	Encourage resource recycling 鼓勵資源回收利用	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Increase waste recycling rate, covering from the wastes from offices and the wastes generated from the Environmental Protection Business and Construction Business 提高廢物回收率，包括來自辦公室的廢物以及來自環保業務和建築業務的廢物 Emphasise the concept of “Resource reusing, recycling and proper disposal” in the group value chain 在集團價值鏈中強調「資源再利用、再循環及適當處置」的概念 	Classify, collect and store non-hazardous solid waste. After collecting and recycling, we aim to complete the transformation of the easily biodegradable organic matter in kitchen waste into new products with value, such as biogas, insects, or fertilisers, for reuse. 對無害固體廢物進行分類、收集和儲存。在收集和回收後，我們的目標是完成將餐廚垃圾中容易生物降解的有機物轉化為具有價值的新產品，如沼氣、昆蟲或肥料，以便再利用。 <p>To effectively manage office waste emissions, the company plans to implement multiple waste reduction measures, starting from the source reduction and recycling aspects. The measures include promoting double-sided printing, requiring calculator printing settings to be in energy-saving and ink-saving mode, placing single-sided paper recycling bins in the office area, and collecting single-sided used paper for secondary printing of non-important documents.</p> 為有效管理辦公廢物的排放，本公司計劃從源頭減少及回收方面著手，實施多種減少廢物的措施，包括推廣雙面列印，要求計算器列印設置為節能省墨模式，在辦公區放置單面紙張回收箱，收集單面用過的紙張用於非重要文件的二次列印。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Water Efficiency Targets 用水效率目標	Increase investment in water-saving equipment 加大對節水設備的投資	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Carry out Water-saving engineering measures, and improve the utilisation rate of water, such as constructing wastewater recycling facilities and us of recycling treated wastewater 開展節水工程措施，提高水的利用率，如建設廢水回收設施及利用回收處理後的廢水 	<p>Install a wastewater and rainwater collection system and dispose of it properly for use in vehicle and workshop ground cleaning, as well as watering green areas within the factory area, to improve water utilization efficiency. 安裝廢水和雨水收集系統並妥善處理，用於車輛和車間地面清潔，以及澆灌廠區內的綠地，以提高水的利用效率。</p>
	Strengthen sewage treatment and formulate sewage treatment management measures 加強污水處理，制定污水處理管理措施	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Identify types of sewage treatment methods, coordinate with the third party in sewage treatment, and conduct timely sampling review to ensure the reduction of impact of the wastewater on surrounding communities 確定污水處理方法的類型，與污水處理的第三方進行協調，並及時進行抽樣審查，確保減少污水對周圍社區的影響 	<p>The sewage treatment adopts anaerobic digestion, and is tested daily until the final treatment meets the standards before being discharged. 污水處理採用厭氧消化，每天進行檢測，直到最終處理達標後再排放。</p>

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	<p>Reduce average water consumption 減少平均耗水量</p>	<p>Long-term (5–10 years) 長期(5–10年)</p> <ul style="list-style-type: none"> Implement water-saving measures, regularly maintain, and inspect the water device, replace the aging device in time to avoid waste caused by leakage 落實節水措施，定期維護，檢查用水設備，及時更換老化設備，避免漏水造成浪費 	<p>Continuously promote environmental protection measures and enhance the awareness of resource conservation among all employees. In addition, the company regularly maintains and inspects water flow devices, timely replaces aging components, and avoids waste caused by leaks. In the kitchen waste business, recycled water or slurry is used instead of water to enhance the fluidity of materials and reduce water consumption. 不斷推進環境保護措施，增強全體員工的資源節約意識。此外，公司定期對水流設備進行維護和檢查，及時更換老化部件，避免因漏水造成的浪費。在餐廚垃圾業務中，用回收水或泥漿代替水，以增強材料的流動性，減少耗水量。</p>



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7.2 Energy Conservation and Air Emissions Reduction

Our air and GHG emissions mainly come from the energy consumption during the operation, such as fuel consumption for cars and machinery, electricity consumption and the use of boilers in the kitchen waste business. Therefore, we strive to reduce our emissions by implementing effective energy conservation measures.

7.2 節約能源及減少氣體排放

我們的空氣及溫室氣體排放主要來自運營過程中的能源消耗，如汽車及機械的燃料消耗、電力消耗及於餐廚垃圾業務中使用鍋爐。因此，我們努力通過落實有效的節能措施減少排放量。

Green Office Practices — Energy Saving Culture

綠色辦公室實務 — 節能文化

We strive to reduce our energy consumption and emissions in office operations. To encourage energy-saving culture, equipment and machinery with “Energy-Efficiency” labels are preferred. Meanwhile, teleconferences and public transportation are advised. We encourage our employees to follow the following green office practices:

我們致力減少辦公室營運過程中的的能源消耗及排放。為鼓勵節能文化，我們優先選用具有「能源效益」標籤的設備及機械。此外，我們亦建議員工使用電話會議和乘搭公共交通工具，並鼓勵員工實行以下綠色辦公室實務：

- Turn off all lights, electronic equipment and other energy-consumption equipment at the end of the day;
於工作時間結束時關掉所有照明、電子設備及其他耗電設備；
- Switch off the idle equipment when they are not in use;
不使用時關掉閒置的設備；
- Avoid the operation of electricity-intensive procedures during peak hours of electricity usage;
避免於用電高峰時段進行高耗電量操作；
- Replace high electricity consumption lamps with electricity saving lamps;
以節能燈具替代耗電量高的燈具；
- Adjust the set temperature of air conditioners in the offices based on the seasons.
按照季節調節辦公室空調溫度。

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In our Environmental Protection Business, Tianjin Office is making efforts to reduce the consumption of official vehicles, strengthen the management of their use, and establish a sound system for managing their use. Tianjin Office promotes the sharing of official vehicles for collective official activities and encourages the use of public transportation for non-emergency official trips. Hefei Plant is optimizing the food and kitchen waste treatment process, as well as the grease treatment process, to improve the exhaust gas treatment capacity and save energy consumption. The effectiveness of the emission reduction achieved by the Hefei Plant is mainly reflected in the stationary sources and non-road mobile sources. The data of carbon dioxide, nitrogen oxides, carbon monoxide, PM2.5, and PM10 have all decreased compared to last year, mainly due to the reduced usage time of non-road mobile sources after optimisation.

In our Construction Business, we have enhanced our environmental management as guided by the *Environmental Policy Statement*. While committing to provide sufficient resources for energy management, we have implemented multiple measures to reduce our energy consumption at construction sites. To achieve our energy conservation target, we have adopted the use of machinery with an approval label by the Environmental Protection Department, effectively reducing fuel consumption and relevant NO_x and PM emissions by 60% compared to the machinery without approval label. Besides, we have inspected the machinery regularly to prevent energy loss due to abnormal operations. We have also adopted measures to reduce other air pollutants such as SO_x and suspended matter at sites. For example, we use ultra-low sulphur diesel for all machinery to further reduce SO_x emissions.

對於環保業務，天津辦公室正在努力降低公車消耗，加強公車使用管理，建立健全公車使用管理制度。天津辦公室提倡集體公務活動共用公車，鼓勵非緊急公務出行使用公共交通工具。合肥項目正在優化餐廚垃圾處理工藝和油脂處理工藝，提高廢氣處理能力，節約能源消耗。合肥項目取得的減排成效主要體現在固定源和非道路移動源上。二氧化碳、氮氧化物、一氧化碳、PM2.5、PM10等數據都比去年有所下降，主要是由於非道路移動源優化後使用時間減少。

對於建築業務，我們按照《環境政策聲明》的指引加強了環境管理。我們致力於為能源管理提供足夠資源，同時實施多種措施以減少施工現場的能源消耗。為了實現節能目標，我們採用附有環境保護署批准標誌的機械，與沒有批准標誌的機械相比，其有效減少60%的燃料消耗及相關NO_x和PM排放。此外，我們定期對機械進行檢查，防止因不正常操作而導致的能源損失。我們亦採取措施減少其他空氣污染物，如SO_x及工地上的懸浮物。舉例而言，我們在所有機械上使用超低硫柴油，以進一步減少SO_x排放。



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7 保護環境

Suspended Matter Control Measures at Construction Site

建築地盤的懸浮物控制措施

Construction processes such as dredging can produce suspended matter, which causes adverse health and environmental impact. We have formulated the *Air Pollution Monitoring Guidelines* to implement the following reduction measures:

挖泥等施工過程會產生懸浮物，對健康和環境造成不良影響。我們制定《空氣污染監測指引》，實施以下減排措施：

- Sprinkle water on dredging machinery during operation;
在操作過程中向疏浚機械灑水；
- Regularly sprinkle water on the road inside the site;
定期向工地內的道路灑水；
- Cover dusty materials with nets during transportation and storage.
在運輸和儲存過程中用網覆蓋有灰塵的材料。

We also conduct weekly measurements on suspended matters around the site to monitor the emissions level. To carry out appropriate dust reduction measures, we conduct regular briefings and training for our employees.

我們亦每週對工地周圍的懸浮物進行測量，以監測排放水平。為進行適當的降塵措施，我們對員工進行定期的簡介及培訓。



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For the Environmental Protection Business, the major GHG and air emissions come from the indirect emission from electricity use and direct emission generated from the use of vehicles. There are 3 emission reduction policies, and monitoring measures to manage fuel consumption and relevant emissions for the Hefei Plant as shown below.

對於環保業務而言，主要的溫室氣體及空氣排放物來自電力使用的間接排放物及車輛使用產生的直接排放物。我們採取以下3項減排政策及監測措施來管理合肥項目的燃料消耗及相關排放。

Management Mechanism 管理機制

Atmospheric Pollution Prevention and Control Management System and Environmental Emergency Contingency Plan for Hefei plant have been stipulated the environmental management of all the operation procedures that produce air pollutants. 我們為合肥項目制定了《大氣污染防治管理系統》及《環境應急計劃》，以規定所有產生空氣污染物的營運流程的環境管理。

Emissions Reduction 減排

Install treatment facilities such as scrubbing tower, flare system and desulphurisation system to reduce the air emissions.

安裝處理設施，例如洗滌塔、火炬系統及脫硫系統，以減少空氣排放。

Replace traditional fossil fuel with biogas, a by-product produced by kitchen waste treatment, has been utilised as power the plants and reduce the emissions from fuel.

用沼氣代替傳統化石燃料為工廠供電，減少了燃料的排放。沼氣是餐廚垃圾處理產生的副產品。

Monitoring 監測

Install monitoring devices to track the emissions of pollutants and entrusted external agency to conduct regular inspections on the air emission at the boilers, strictly complying with the standards set by the *Emission standard of air pollutants for coal-burning oil-burning gas-fired boiler (GB13271-2014)*.

嚴格遵守《燃煤、燃油和燃氣鍋爐大氣污染物排放標準》(GB13271—2014)規定的標準，安裝監測裝置以追蹤污染物的排放情況，並委託外部機構對鍋爐的空氣排放進行定期檢查。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

7.3 Water Management

Our business operation involves water consumption and produces wastewater. Although we did not encounter any difficulties in sourcing water, we emphasise water management.

To increase the efficiency of water usage, we encourage all operational sites to reuse the wastewater as much as possible. Meanwhile, we have been carried out water-saving practices in offices, including:

- Fix dripping taps immediately and avoid further leakage of the water supply system;
- Shut off the water supply system at night and during holidays;
- Strengthen the inspection and maintenance of the water tap, water pipelines and water storage;
- Advocate the importance of saving water among employees.

The Group will continue to monitor and collect data on water use efficiency to evaluate our achievements from the abovementioned measures in future.

At our construction site, we have formulated the *Construction Site Environmental Guidelines* to implement wastewater control measures. We stipulate that all construction sites must obtain permits for the discharge of wastewater. Besides, we collect and treat all wastewater in the eco tank and ensure all the treated wastewater meets the standards set out in the permit before discharge. To avoid the accidental leakage of collected wastewater, we set up sufficient water storage and electric pumps to avoid overflow of collected wastewater and rainwater. We conduct sampling of treated wastewater monthly to strengthen our monitoring of compliance.

The Group's kitchen waste treatment plants actively manage the wastewater produced during operation. All our kitchen waste treatment plants have built on-site wastewater treatment plants to treat all wastewater prior to discharging wastewater to the municipal sewage treatment plant.

7.3 水資源管理

我們的業務營運涉及水消耗，並產生廢水。儘管我們在求取水源上並無遇到任何困難，但我們亦注重水資源管理。

為提高用水的效率，本集團鼓勵所有營運場所盡可能進行廢水再利用。我們同時在辦公室實行節水措施，包括：

- 立即修理滴水的水龍頭，防止供水系統進一步漏水；
- 於晚間及假期關閉供水系統；
- 加強檢修水龍頭、水管及水箱；
- 向僱員提倡節水的重要性。

本集團將繼續監測並收集用水效率相關資料，以評估上述措施在日後取得的成果。

我們為施工場地制定了《施工場地環境指導》，以實施廢水控制措施。我們規定所有施工場地必須取得廢水排放許可證。此外，我們收集並處理生態池中的所有廢水，並確保所有經處理廢水在排放前符合許可證的規定標準。為避免收集的廢水意外滲漏，我們設置足夠的水箱和電泵以避免收集的廢水及雨水溢出。我們每月對處理過的廢水進行採樣，以加強對合規情況的監控。

本集團的餐廚垃圾處理廠積極管理營運過程中產生的廢水。我們所有的餐廚垃圾處理廠均已建造現場污水處理廠，以在排放到市政污水處理廠前處理所有廢水。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Hefei Plant Wastewater Management 合肥項目廢水管理

Hefei Plant has formulated the *Water Pollution Prevention and Control Management System* to standardise the control procedures of wastewater, such as applying for permits and the maintenance of wastewater treatment plants. We obtained a pollutant discharge licence in accordance with the requirements of the Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation).

合肥項目制定了《水污染防治管理系統》，以規範廢水控制程序，如許可申請和廢水處理廠的維護。我們已按照《排污許可管理辦法(試行)》的規定取得排污許可證。

To strengthen wastewater control, we have set up an automatic monitoring system to monitor the wastewater and invited a qualified agency to examine wastewater regularly. 為了加強廢水控制，我們建立了自動監測系統，對廢水進行監測，並定期邀請合資格機構檢查廢水。

7.4 Waste Management

As guided in *Corporate Environmental Responsibility System*, we strictly follow proper wastes treatment process and methods. Regarding the construction business, Environmental Protection Department is responsible for handling hazardous and non-hazardous waste. At Tianjin Office, *Solid Waste Management Regulations* has provided clear instructions covering hazardous wastes and other domestic wastes involved in our operation. The Comprehensive Management Department of the Tianjin office is responsible for formulating and implementing relevant documents and supervising and inspecting the implementation results. All departments conscientiously implement relevant regulations and conduct self-inspections on the implementation results.

Meanwhile, we adhere to green practices in offices. We formulate relevant guidelines towards different categories of wastes. For example, wastepaper is the common waste produced in the daily operation of offices. During the Reporting Period, Hefei Plant recycled paper waste amounted to a total of 20 kilograms. We actively promote paperless offices to reduce waste and promote technological innovation. We strategically promote a "paperless office" by adopting the following measures:

- Distribute information electronically wherever possible (i.e. via email or electronic notice boards);
- Set printers to default double-sided printing mode;
- Reuse single-sided paper for printing internal documents.

7.4 廢物管理

我們遵照《企業環境責任系統》的指引，嚴格遵守適當的廢物處理程序和方法。就建築業務而言，環境保護部門負責處理有害及無害廢棄物。在天津辦公室，《固體廢物管理規例》就我們營運中涉及的有害廢棄物及其他生活垃圾提供了清晰指示。天津辦公室綜合管理部負責制定和落實相關文件，並對落實結果進行監督檢查。各部門認真執行有關規定，並對執行結果進行自查。

與此同時，我們在辦公室內亦奉行各項環保措施。我們針對不同種類的廢物制定相關指引。舉例來說，廢紙是辦公室日常運作中產生的常見廢物。於報告期內，合肥廠房回收廢紙合共20公斤。我們積極推動無紙辦公，以減少廢料和促進技術創新。我們通過採取以下措施，策略性地倡導「無紙辦公」政策：

- 盡量以電子方式發佈信息(即通過電子郵件或電子公告板)；
- 將打印機設置為默認的雙面打印模式；
- 重複使用單面紙打印內部文件。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

The solid wastes generated by the Group mainly include construction waste and chemical waste from the Construction Business and solid wastes produced from the kitchen waste treatment, such as plastic, wastepaper from the pre-treatment process and waste chemicals.

本集團產生的固體廢物主要包括建築業務產生的建築垃圾及化學廢物，及餐廚垃圾處理產生的固體廢物，如塑膠、預處理過程產生的廢紙及廢棄化學品。

Waste Reduction Strategy — Avoid, Reduce and Disposal

減廢策略 — 避免、減少及處理

We strive to enhance our management of construction waste in the Construction Business. We adopt the waste reduction strategy of “Avoid, Reduce and Disposal”. Before the commencement of work, we estimate the total waste generated by each project for better waste reuse planning. To follow the concept of reuse, we have set up a waste sorting area at each site to separate reusable materials such as waste metals, inert construction waste and wood, reducing the amount of waste generated. For other general waste, we entrust licensed collectors for disposal. Meanwhile, we handle our hazardous chemical waste with care through proper packing, labelling and storing the chemical waste before delivery to the waste treatment facility by licensed collectors.

我們努力加強對建築業務中建築垃圾的管理，並採取「避免、減少及處理」減廢策略。工程開始前，我們會估計每個項目產生的廢物總量，以便更好規劃廢物再利用。為了遵循回收再用的理念，我們在每個工地設立垃圾分類區，將可重複使用的材料（如廢金屬、惰性建築垃圾和木材）分開，減少產生廢物量。就其他一般廢物，我們委託持牌收集商進行處置。同時，我們通過妥當包裝、標籤及儲存化學廢物，仔細處理我們的有害化學廢物，其後方由持牌收集商運送至廢物處置設施。

Waste Management Approach — Sorting, Recycling and Reuse

廢物管理方式 — 分類、回收及再利用

For Environmental Protection Business, we have strengthened waste management through sorting, recycling and reuse. We have formulated the *Hazardous Waste and General Solid Waste Management Procedures* to manage the collecting, recycling and disposal of hazardous waste and general solid waste. For non-hazardous waste, we have set up bins for recyclable and non-recyclable waste for separate collection.

就環保業務，我們通過分類、回收及再利用，加強廢物管理。我們制定了《有害廢棄物及一般固體廢物管理程序》，對有害廢棄物及一般固體廢物的收集、回收及處理進行管理。就無害廢棄物，我們設立可回收及不可回收的垃圾桶，方便分開收集廢物。

For hazardous waste listed in the *National Catalogue of Hazardous Wastes*, we entrust the relevant department by the government or licensed collectors for safe disposal. To utilise the solid waste resources, we recycle scrap iron, plastic waste, waste glass and wastepaper. To further promote the reuse of solid waste, Hefei Plant reuses kitchen waste residue as the raw material of fertilisers.

就列入《國家危險廢物名錄》的有害廢棄物，我們委託政府有關部門或持牌回收商進行安全處置。為了善用固體廢物資源，我們對廢鐵、廢塑膠、廢玻璃和廢紙進行回收。為進一步促進固體廢棄物的再利用，合肥項目則將餐廚垃圾作為化肥原料進行再利用。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

7.5 Noise Management

Noise from the construction sites can cause a nuisance to the surrounding area. Therefore, we have strengthened the noise management of the operation of machinery and equipment, which are the source of noise from our construction sites.

We prefer to purchase equipment with *Quality Powered Mechanical Equipment Label*, which is used to identify construction equipment items that are notably quieter and more environmentally friendly. Meanwhile, according to our Site Environmental Memos, employees are encouraged to reduce the number of concurrently running equipment and shut down any idle equipment so as to reduce the noise at sources.

The following are the other measures we adopted to reduce the noise generated by the Group:

Noise Management In Construction Site 施工場地的噪音管理

- Obtained the construction noise permit when we carry out our noisy work at the designated area;
在指定區域開展產生噪音的工程時已取得建築噪音許可證；
- Strictly comply with the conditions set out by the permit and operate noisy equipment only at a specific time to reduce the impact on the residents of the surrounding area;
嚴格遵守許可證規定的條件，僅在特定時間操作高噪音設備，以減少對周圍居民的影響；
- Regular measurements on sound levels at the boundary of the construction sites are conducted to ensure the noises arising from construction sites meet the legal standards;
定期測量施工現場範圍的聲級，以確保施工現場產生的噪音符合法律標準；
- Noise barriers are adopted to insulate the noise from construction sites, effectively reducing the noise spread to the surrounding area.
採用噪音屏障隔絕施工現場的噪音，有效減少噪音傳播至周圍地區。

7.5 噪音管理

施工場地的噪音會對周圍地區造成困擾。因此，我們加強對機器及設備運作的噪音管理，而這亦是我們在施工場地的噪音來源。

我們優先購買帶有優質機動設備標籤(用以識別明顯較靜及更環保的建築設備)的設備。另外，根據我們的《工地環境備忘》，我們亦鼓勵員工減少同時運作的設備數量，並關閉閒置設備，以從源頭降低噪音。

此外，本集團採取了以下措施以減少噪音：



7 PROTECTING OUR ENVIRONMENT

7 保護環境

7.6 Environmental Management

The Group values the importance of establishing a robust environmental management system. Meanwhile, we emphasise environmental protection in the Group to cultivate our employees and our business partners.

In accordance with relevant environmental protection laws and regulations, the Group proactively advised our subsidiaries to formulate the *Environmental Management Measures* based on the actual situation of their business to regulate the environmental matters. This includes the operation and management system of environmental protection facilities of relevant emissions, effective resource use, and environmental protection responsibility system, hazardous waste management system and other environmental protection management systems. For example, at Tianjin offices, we are guided *Management of Water and Electricity Resource Conservation, Solid Waste Management Regulations* and *Environmental Operation Control Management Measures* and other green office policies that is applicable.

At the same time, the Group strives to further reduce the adverse impacts of our operation to the environment through ongoing research and development of various environmental protection technologies covered in our business.

7.6 環境管理

本集團十分重視建立健全的環境管理系統，亦注重在本集團內推動環保，以培養員工和業務夥伴的環保意識。

根據相關環保法律及法規，本集團積極建議附屬公司按照其實際業務狀況制定《環境管理辦法》，以規管環境事宜，包括相關排放、有效運用資源和環保責任系統的環保設施營運及管理系統、有害廢棄物管理系統及其他環保管理系統。舉例來說，我們在天津辦公室的營運均遵行《水電資源節約管理》、《固體廢物管理規例》、《環境營運控制管理辦法》及其他適用的綠色辦公室政策的指引。

同時，本集團亦持續研發業務中涵蓋的不同環保技術，努力進一步減低營運對環境造成的不利影響。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Environmental Management Mechanism

In our Construction Business, to manage our environmental impacts on the project level, we conducted an environmental impact assessment to assess the potential impact of each project and proposed mitigation measures accordingly. We are guided and complied with international standards, we have obtained certifications such as ISO 50001:2018 Energy Management System, ISO 14001:2015 Environmental Management System, ISO 9001:2015 Quality Management System.

環境管理機制

就我們的建築業務，為管理項目層面的環境影響，我們進行環境影響評估來評估各項目的潛在影響，並提出相應的緩解措施。我們緊遵各項國際標準的指引，並已取得ISO 50001:2018 能源管理系統、ISO 14001:2015環境管理系統及ISO 9001:2015質量管理系統等證書。

ISO Certificates**ISO 證書**

For the Environmental Protection Business, we have formulated the *Corporate Environmental Responsibility System* to guide our employees in environmental-conscious practices every day. Besides, we have established the environmental risk monitoring system, alert system and emergency plans to discover the emergencies at the early stage and control the spread of accidents, minimised the potential environmental impacts caused by accidents.

對於環保業務，我們設立《企業環境責任系統》以指導僱員的日常環保實務。我們亦確立了環境風險監察系統、警報系統和應急計劃，以盡早發現緊急情況，防止意外規模的擴大，從而減低意外造成的潛在環境影響。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Understanding Our Environmental Impacts Through Environmental Impact Assessment 通過環境影響評估了解我們對環境造成的影響

To evaluate the impacts on the environment and natural resources brought by our Environmental Protection Business, we have engaged independent third parties to conduct environmental risk assessments and obtained the environmental impact approvals issued by competent government authorities according to the regulations set by the Law of the *People's Republic of China on Environmental Impact Assessment*. 為評估環保業務對環境及天然資源造成的影響，我們根據《中華人民共和國環境影響評價法》的規定聘請了獨立第三方進行環境風險評估，並取得了政府主管部門頒發的環境影響批准。

Hefei plant has conducted an environmental impact assessment to assess its potential impact on air, water and noise timely, ensuring the environmental impact brought by its operation to the surrounding environment is at an acceptable range according to the legal standards.

合肥項目已進行環境影響評估，以及時評估其對空氣、水及噪音的潛在影響，確保其營運對周圍環境造成的環境影響屬合乎法律標準的可接受範圍。

Promoting Environmental Protection

Joint efforts are required to promote environmental sustainability. Therefore, we are committed to raising awareness of environmental protection among our employees. We provide training to our management to ensure they have a sufficient understanding of environmental issues. Monthly awards are provided to recognise the employee who have shown good environmental-conscious practices. Besides, weekly induction training and weekly environmental training are provided to our employees, which further enrich our employees' knowledge of environmental protection.

We cooperate with a range of environmental organizations to organise environmental activities with educational purposes, in order to promote our sustainability values outside our business.

推廣環保

推動環境持續發展需要大家攜手努力。因此，我們致力提高僱員的環保意識。我們培訓管理層以確保彼等充分了解環境事宜。我們每月頒發獎項，嘉許有效踐行環保理念的僱員。此外，我們向僱員提供每週入職培訓及每週環境培訓，進一步增進僱員的環保知識。

我們與多個環境組織合作舉辦有教育意義的環境活動，以在業務以外推廣我們的可持續發展價值。



7 PROTECTING OUR ENVIRONMENT

7 保護環境

Internal Environmental Protection Training
內部環保培訓

During the Reporting Period, Hefei Plant held Internal Environmental Protection Training. Internal Environmental Protection Training is designed to enhance employees' awareness and knowledge of environmental protection within the company. Through the training, employees can gain a better understanding of the company's environmental policies and goals and learn how to adopt environmentally friendly practices in their daily work. This not only contributes to environmental protection but also improves employees' work efficiency and productivity. We believe that through this training, employees will be more actively involved in the company's environmental protection efforts and make contributions towards achieving our environmental goals.

於報告期間，合肥項目舉行內部環保培訓。內部環保培訓旨在提升僱員在公司內對環保觸覺及認知。僱員透過培訓能充分明白公司環保政策及目標，並了解如何在日常工作採用更為環保的方法。此舉不但有助環保，同時改善僱員的工作效能及生產力。我們認為透過培訓，僱員會更為積極參與公司的環保工作，並對我們達到環保目標作出貢獻。



8 CARING OUR COMMUNITY

8 關懷社區

The Group recognises the utmost importance of participation and contribution to the community where we operate. We strive to support the growth of the local community and aim to create a harmonious society. Looking forward, we will continuously explore the possibility of establishing policies to deepen our strategic planning in community participation. The Group will be keen on support of the development of the communities where the projects are located and devoted to a variety of charitable activities.

We leverage our resources for giving back to society. Meanwhile, we have maintained close communication with the local communities, which allows us effectively to respond and contribute to their needs⁴.

本集團深知參與及貢獻我們經營所在地的社區極其重要。我們努力支援當地社區的發展，旨在創造和諧社會。展望未來，我們將繼續探索設立政策以深化我們在社區參與方面的策略規劃。本集團熱心支持項目所在的社區發展，致力為各類慈善活動作出貢獻。

我們利用資源回饋社會之餘，亦與當地社區保持緊密溝通，因此得以有效回應其需求並作出貢獻⁴。

Case Study: Hefei Plant Launched Public Education on Environment and Resources for Universities in the City

案例研究：合肥項目在當地大學舉辦環境與資源的公眾教育活動

During the Reporting Period, Hefei Plant launched a series of public education programs on the environment and resources for universities in the city. These programs aimed to raise awareness among university students about the importance of environmental protection and resource conservation. The plant invited experts and scholars to give lectures, organised on-site visits, and held interactive activities, such as environmental quizzes and discussions on sustainable development. The programs were well received by the students, who showed great interest and enthusiasm in learning about environmental issues and exploring ways to contribute to a sustainable future. Hefei Plant is committed to promoting public education on environmental protection and will continue to work with universities and other stakeholders to build a green and sustainable community.

於報告期間，合肥項目在該市推出一系列環境與資源的公眾教育活動。相關活動為提升學生對環保及資源保育的意識。項目邀請多名專家和學者舉行講座、安排實地考察及互動環節如環保小測和可持續發展討論。活動廣受學生歡迎，對環保議題深感興趣及積極，並且探索日後可持續發展的方法。合肥項目致力推廣環保公共教育活動，並會聯同大學及其他持份者合作，建立綠色、可持續發展的社區。



⁴ During the Reporting Period, because of the outbreak of infectious diseases, the Group did not organise volunteer activities.

⁴ 於報告期間，由於傳播疾病爆發，本集團並無舉辦志願活動。



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9.1 Environmental Performance Table Environmental Data⁵

9.1 環境表現表 環境數據⁵

Air Emissions ⁶ 廢氣排放 ⁶			
KPI 關鍵績效指標	Total Emissions in 2023 2023年總排放量	Total Emissions in 2022 2022年總排放量	Units 單位
NO _x	60.98 ⁷	49.27	Tonnes 噸
SO _x	0.08	0.06	Tonnes 噸
CO	20.20	16.30	Tonnes 噸
PM ₁₀	1.75	1.43	Tonnes 噸

⁵ The data has shown in two years for meaningful comparison, which refers to the Reporting Period "2023" (From 1 April 2022 to 31 March 2023), and the last Reporting Period "2022" (From 1 April 2021 to 31 March 2022) respectively. As stated in part 2.2 Reporting Scope of the Report, there are variations in reporting scope due to business development. Major differences between the data of the periods, unless otherwise stated, are related to the exclusion of data in Taiyuan Plant and the inclusion of available data in Xuancheng Plant.

⁶ Air emissions are from boilers in the kitchen waste treatment plants, and the use of vehicles and engineering machinery by the subsidiaries. The data of air emissions is composed of monitoring data of boilers and calculated air pollutant emissions from vehicles and engineering machinery. The calculation method of air emission of vehicles and machinery refers to the *Technical Guide for Air Pollutant Emission Inventory for On-road Vehicles (Trial Implementation)* and *Technical Guide for Air Pollutant Emission Inventory for Non-road Vehicles (Trial Implementation)* issued by the Ministry of Ecology and Environment of the People's Republic of China and the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019 issued by the European Environment Agency.

⁷ During the Reporting Period, the increase in NO_x emissions was due to the expansion of construction projects in Hong Kong.

⁵ 為進行有意義的比較，數據分兩年顯示，分別指報告期間「2023年」(由2022年4月1日至2023年3月31日)及上一個報告期間「2022年」(由2021年4月1日至2022年3月31日)。誠如本報告第2.2部報告範圍所述，由於業務發展，報告範圍存在差異。除另有說明，各期間資料之間的主要差異與排除太原項目的資料及納入宣城項目的可用資料有關。

⁶ 廢氣排放來源於餐廚垃圾處理廠內的鍋爐，以及附屬公司使用的車輛和工程機械。廢氣排放數據包括鍋爐監測數據以及車輛和工程機械的空氣污染物排放計算值。車輛及機械廢氣排放量根據中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編製技術指南(試行)》及《非道路移動源大氣污染物排放清單編製技術指南(試行)》和歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南(2019年版)》計算。

⁷ 於報告期間，氮氧化物排放增加，因香港的建築項目擴充所致。



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GHG Emissions 溫室氣體			
KPI 關鍵績效指標	Total Emissions in 2023 2023年總排放量	Total Emissions in 2022 2022年總排放量	Unit 單位
Scope 1 ⁸ (Direct Emission) 範圍一 ⁸ (直接排放)	5,511.34 ⁹	4,674.39	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> ¹⁰ 密度 ¹⁰	10.11	7.14	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣
Scope 2 ¹¹ (Indirect Emission) 範圍二 ¹¹ (間接排放)	2,583.97	2,135.17	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> 密度	4.74	3.26	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣
Total Emissions (Scope 1 and Scope 2) 總排放量(範圍一及範圍二)	8,095.31	6,809.56	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> 密度	14.85	10.40	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣

⁸ Scope 1 GHG emissions are from the combustion of fuel of boilers, vehicles and construction machinery. Meanwhile, we also take calculations on the emissions from the total biogas production, direct combustion biogas and boiler biogas combustion in the Reporting Period. The calculation method of GHG emission of boilers refers to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions Other Industrial Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. The calculation method of GHG emission of vehicles refers to the *Guidelines for Accounting and Reporting Greenhouse Gas Emission China Land Transportation Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China and the *Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong 2010 Edition* issued by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong. The calculation method of GHG emission of construction machinery refers to the *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019* issued by the European Environment Agency. Due to the limitation of data availability and calculation guidelines for GHG emissions from biogas combustion in the PRC, GHG emissions from biogas generated during the treatment of kitchen waste are not included in the scope of GHG emissions.

⁹ During the Reporting Period, the increase in Scope 1 emissions was due to the expansion of construction projects in Hong Kong.

¹⁰ Intensity was calculated by dividing the amount by the Group's revenue from businesses in Hong Kong and Mainland China of approximately HK\$545.19 million during the Reporting Period and HK\$654.90 million respectively in last Reporting Period.

¹¹ Scope 2 GHG emissions are from indirect GHG emissions generated in the production process of purchased power. The GHG emissions in Mainland China are calculated based on the *2022 China Regional Power Grid Average Carbon Dioxide Emission Factor* published by the National Development and Reform Commission of PRC, and the calculation of GHG emissions caused by power use in Hong Kong adopts to the emission factors in the *Sustainability Report of CLP Power Hong Kong Limited in 2022* for the construction sites and offices located in Kowloon and New Territories. We have adopted latest available emission factors for the calculation of 2022 data.

⁸ 範圍一的溫室氣體排放來自鍋爐、車輛和建築機械的燃料燃燒。同時，我們亦計算報告期內的沼氣總產量、直接燃燒的沼氣及鍋爐沼氣燃燒的排放量。鍋爐溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》計算。車輛溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《中國陸路運輸企業溫室氣體排放核算方法與報告指南(試行)》和香港環境保護署及機電工程署發佈的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引(2010年版)》計算。建築機械溫室氣體排放量根據歐洲環境署發佈的《EMEP/EEA 大氣污染物排放清單指南(2019年版)》計算。由於中國沼氣燃燒產生的溫室氣體的數據和計算指南有限，因處理餐廚垃圾過程中產生的沼氣而產生的溫室氣體排放未包括在溫室氣體排放範圍內。

⁹ 於報告期間，範圍1排放增加，因香港的建築項目擴充所致。

¹⁰ 密度乃以用量除以報告期間及上一報告期間本集團來自香港及中國內地業務的收入(分別約5.4519億港幣及約6.5490億港幣)計算。

¹¹ 範圍二的溫室氣體排放來自所購電力生產過程中產生的間接溫室氣體排放。中國內地的溫室氣體排放量根據中國國家發展和改革委員會發佈的《2022年中國區域電網平均二氧化碳排放因子》計算，而香港用電產生的溫室氣體排放量使用香港中電控股有限公司《2022可持續發展報告》中的排放系數(就位於九龍及新界的施工現場及辦公室而言)計算。我們採納最新可得的排放因素計算2022年數據。



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Wastewater and Waste 廢水及廢棄物			
KPI 關鍵績效指標	Total Emissions in 2023 2023年總耗量	Total Emissions in 2022 2022年總耗量	Unit 單位
Wastewater 廢水	62,725 ¹²	56,224	Tonnes 噸
<i>Intensity</i> 密度	115.05	85.85	Tonnes/HK\$ Million 噸/百萬港幣
Hazardous Waste ¹³ 有害廢棄物 ¹³	0	0	Tonnes 噸
<i>Intensity</i> 密度	0	0	Tonnes/HK\$ Million 噸/百萬港幣
Non-Hazardous Waste 無害廢棄物	41,198.35	65,448.24	Tonnes 噸
<i>Intensity</i> 密度	75.57	99.94	Tonnes/HK\$ Million 噸/百萬港幣
<i>Non-Hazardous Waste by Type</i> 按類型劃分的無害廢棄物			
Domestic Waste 生活垃圾	0.91	0.85	Tonnes 噸
<i>Intensity</i> 密度	0.0017	0.0013	Tonnes/HK\$ Million 噸/百萬港幣
Wastepaper 廢紙	0.77	0.79	Tonnes 噸
<i>Intensity</i> 密度	0.0014	0.0012	Tonnes/HK\$ Million 噸/百萬港幣
Kitchen Waste Residue 餐廚垃圾	11,285.66	11,578.60	Tonnes 噸
<i>Intensity</i> 密度	20.70	17.68	Tonnes/HK\$ Million 噸/百萬港幣
Construction Waste 建築垃圾	29,911 ¹⁴	53,868	Tonnes 噸
<i>Intensity</i> 密度	54.86	82.25	Tonnes/HK\$ Million 噸/百萬港幣

¹² Wastewater is related to the quality of kitchen waste. If the water content of kitchen waste is high, wastewater will increase. In addition to the water from the kitchen waste, the Group's wastewater is also collected from the initial rainwater. These reasons contributed to the increase in the volume of wastewater during the Reporting Period.

¹³ We have entrusted professional to further handle all hazardous waste generated in our business operation.

¹⁴ During the Reporting Period, the decrease in Construction Waste was due to parts of projects in the final stages of completion.

¹² 廢水與廚餘的質量有關。如廚餘含水量高，廢水將會增加。除廚餘含水外，本集團亦從未處理的雨水收集廢水。上述原因使報告期間的廢水量增加。

¹³ 我們已委託專業人員進一步處理我們業務運營中產生的所有有害廢物。

¹⁴ 於報告期間，建築垃圾減少，因部分項目已到竣工的最後階段。



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Resources Usage 資源使用			
KPI 關鍵績效指標	Amount in 2023 2023年總耗量	Amount in 2022 2022年總耗量	Unit 單位
Water 水	227,945 ¹⁵	117,707	Cubic Metres 立方米
<i>Intensity</i> 密度	418.10	179.73	Cubic Metres/HK\$ Million 立方米/百萬港幣
Total Energy Consumption 消耗能源總量	27,450.20	21,381.59	MWh 兆瓦時
<i>Intensity</i> 密度	50.35	32.60	MWh/HK\$ Million 兆瓦時/百萬港幣
<i>Direct Energy</i> 直接能源			
Gasoline 汽油	116.86	110.52	MWh 兆瓦時
Diesel 柴油	22,484.94 ¹⁶	17,605.96	MWh 兆瓦時
Natural Gas 天然氣	0	0	MWh 兆瓦時
Total Direct Energy 直接能源總量	22,601.80	17,716.48	MWh 兆瓦時
<i>Indirect Energy</i> 間接能源			
Electricity 電力	4,848.40	3,665.10	MWh 兆瓦時
Total Indirect Energy 間接能源總量	4,848.40	3,665.10	MWh 兆瓦時

¹⁵ During the Reporting Period, the increase in Water Consumption was due to the expansion of construction projects in Hong Kong.

¹⁶ During the Reporting Period, the increase in Diesel Consumption was due to the expansion of construction projects in Hong Kong.

¹⁵ 於報告期間，耗水增加，因香港的建築項目擴充所致。

¹⁶ 於報告期間，柴油消耗量增加，因香港的建築項目擴充所致。

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Kitchen Waste Treatment 餐廚垃圾處理			
KPI 關鍵績效指標	Amount in 2023 2023年處理量	Amount in 2022 2022年處理量	Unit 單位
Kitchen Waste Treated 已處理餐廚垃圾	56,429.86	58,837.13	Cubic Metres 立方米
Biogas Generated 已產生沼氣	1,892,800.00	2,465,600.00	Cubic Metres 立方米
Amount of Biogas Combusted in Boilers 鍋爐的沼氣燃燒量	1,721,000.00	1,748,000.00	Cubic Metres 立方米



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9.2 Social Performance Table

Social Performance Table

9.2 社會表現表

社會表現表

Employees Statistics 僱員統計數字				
KPI 關鍵績效指標	2023 2023年		2022 2022年	
	Numbers of Employees 僱員人數	Turnover Rate ¹⁷ 流失比率 ¹⁷	Numbers of Employees 僱員人數	Turnover Rate ¹⁸ 流失比率 ¹⁸
Total 總計	309	37%	318	67%
<i>By Gender</i> 按性別劃分				
Male 男性	254	42%	272	75%
Female 女性	55	13%	46	23%
<i>By Age</i> 按年齡劃分				
Below 30 30歲以下	41	12%	22	17%
30-50 30至50歲	171	60%	161	113%
Above 50 50歲以上	97	6%	135	19%
<i>By Geographical Region</i> 按地區劃分				
Hong Kong 香港	200	46%	242	84%
Mainland China 中國大陸	109	20%	76	18%
<i>By Employee Category</i> 按僱員類型劃分				
Entry-level 初級	205	—	230	—
Middle-level 中級	59	—	51	—
Senior Management 高級管理層	45	—	37	—
<i>By Employment Category</i> 按僱傭類型劃分				
Full-time 全職	302	—	316	—
Part-time 兼職	7	—	2	—

¹⁷ The calculation method of the turnover rate: Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

¹⁸ The calculation method of the turnover rate: Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

¹⁷ 流失比率的計算方法：指定類別的離職僱員／報告期末指定類別的僱員人數。

¹⁸ 流失比率的計算方法：指定類別的離職僱員／報告期末指定類別的僱員人數。

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Training 培訓		
	2023 2023年	2022 2022年
KPI 關鍵績效指標	Percentage of Employees Trained ¹⁹ 受訓僱員百分比 ¹⁹	
<i>By Gender</i> 按性別劃分		
Male 男性	72%	68%
Female 女性	28%	32%
<i>By Employee Category</i> 按僱員類型劃分		
Entry-level 初級	50%	51%
Middle-level 中級	28%	33%
Senior Management 高級管理層	22%	15%

¹⁹ The calculation method of the percentage of employees trained: Employees who took part in training in the specified category (not including employees who left during the Reporting Period)/Number of trained employees at the end of the Reporting Period.

¹⁹ 受訓僱員百分比的計算方法：參加指定類別培訓的僱員(不包括報告期內離職的僱員)/報告期末受訓僱員人數。



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Training 培訓				
KPI 關鍵績效指標	2023 2023年		2022 2022年	
	Average Training Hours ²⁰	Total Training Hours	Average Training Hours ²¹	Total Training Hours
	受訓平均時數 ²⁰	受訓總時數	受訓平均時數 ²¹	受訓總時數
<i>By Gender</i> 按性別劃分				
Male 男性	3.94	1,001	2.18	594
Female 女性	8.27	455	4.93	227
<i>By Employee Category</i> 按僱員類型劃分				
Entry-level 初級	4.11	842	1.84	424
Middle-level 中級	6.51	384	6.49	331
Senior Management 高級管理層	5.11	230	1.78	66

²⁰ The calculation method of average training hours for employees in specified category: Total number of training hours for employees in the specified category (not including employees who left during the Reporting Period)/ Number of employees in the specified category at the end of the Reporting Period.

²¹ The calculation method of average training hours for employees in specified category: Total number of training hours for employees in the specified category (not including employees who left during the Reporting Period)/ Number of employees in the specified category at the end of the Reporting Period.

²⁰ 指定類別僱員受訓平均時數的計算方法：指定類別僱員受訓總時數(不包括報告期內離職的僱員)／報告期末指定類別的僱員人數。

²¹ 指定類別僱員受訓平均時數的計算方法：指定類別僱員受訓總時數(不包括報告期內離職的僱員)／報告期末指定類別的僱員人數。

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Employee Safety 僱員安全			
Number of Fatalities 死亡人數	2023 2023年	0	Person 人
	2022 2022年	0	Person 人
	2021 2021年	0	Person 人
		2023 2023年	2022 2022年
Lost days Due to Work Injury 因工傷損失工作日數		1,467	1,742 Day 日
Number of Subcontractors/Suppliers 分包商／供應商數目			
		2023 2023年	2022 2022年
<i>By Geographical Region</i> 按地區劃分			
Hong Kong 香港		50	208
Mainland China 中國大陸		413	31
Total 總計		463	239

²² The number of lost days due to Work Injury in 2022 shall be based on this report.

²² 2022年因工傷損失工作日數以本報告為準。



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Product and Service 產品及服務			
	2023 2023年	2022 2022年	
Product Recalls Due to Safety and Health 基於安全及健康的產品召回	0%	0%	Percent 百分比
Customer Complaints 客戶投訴	0	0	Event 次

Anti-corruption 反貪污			
	2023 2023年	2022 2022年	
Reported Legal Cases Regarding Corrupt Practices 有關貪污行為的報告法律案件	0	0	Event 次

9.3 Content Index of the ESG Reporting Guide

9.3 《ESG指引》索引

Mandatory Disclosure Requirements 強制披露規定	Content 內容	Chapter Reference or Notes 所在章節或附註
Governance Structure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 	4 Governing Sustainability
管治架構	<p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	4 可持續發展管治



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A. Environmental A. 環境			Chapter Reference/ Explanation
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容		所在章節／說明
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. Note: Air emissions include NO _x , SO _x , and other pollutants regulated under national laws and regulations 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。 附註：氣體排放物包括氮氧化物、硫氧化物及國家法律及法規規定的其他污染物		4.4 Operational Compliance 4.4 合規營運
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放資料。		7.2 Energy Conservation and Air Emissions Reduction 9.1 Environmental Performance Table 7.2 節約能源及減少氣體排放 9.1 環境表現表
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		9.1 Environmental Performance Table 9.1 環境表現表



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General Disclosure & KPI 一般披露及 關鍵績效指標	A. Environmental A. 環境		Chapter Reference/ Explanation 所在章節／說明
	Description 指標內容		
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		9.1 Environmental Performance Table
A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		9.1 環境表現表
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		9.1 Environmental Performance Table
A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		9.1 環境表現表
A1.5	Description of emissions target(s) set and steps taken to achieve them.		7.1 Fulfilling Environmental Responsibility 7.3 Waste Management
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。		7.1 履行環保責任 7.3 廢物管理
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.		7.1 Fulfilling Environmental Responsibility 7.3 Waste Management
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。		7.1 履行環保責任 7.3 廢物管理

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		A. Environmental A. 環境		Chapter Reference/ Explanation
General Disclosure & KPI 一般披露及 關鍵績效指標		Description 指標內容		所在章節/說明
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。		7 Protecting Our Environment (Our business did not involve in issues related to other raw materials.) 7 保護環境(業務並無涉及有關其他原材料的事宜。)
KPI 關鍵績效指標	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。		9.1 Environmental Performance Table 9.1 環境表現表
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。		9.1 Environmental Performance Table 9.1 環境表現表
	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。		7.1 Fulfilling Environmental Responsibility 7.2 Energy Conservation and Air Emissions Reduction 7.1 履行環保責任 7.2 節約能源及減少氣體排放



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A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter Reference/ Explanation 所在章節／說明
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.	7.1 Fulfilling Environmental Responsibility 7.3 Water Management
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。	7.1 履行環保責任 7.3 水資源管理
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our products did not involve in issues related to packaging materials.
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	產品並無涉及有關包裝物料的事宜。
Aspect A3: The Environmental 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。	7.6 Environmental Management 7.6 環境管理
KPI 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. 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。	7.6 Environmental Management 7.6 環境管理
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。	7.1 Fulfilling Environmental Responsibility 7.1 履行環保責任
KPI 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. 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。	7.1 Fulfilling Environmental Responsibility 7.1 履行環保責任

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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B1: Employment 層面B1：僱傭		
General Disclosure	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.	4.4 Operational Compliance 6 Promoting People-oriented Culture
一般披露	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。	4.4 合規營運 6 推廣以人為本文化
KPI	B1.1 Total workforce by gender, employment type, age group and geographical region.	6 Promoting People-oriented Culture 6.1 Our Employment Portfolio 9.2 Social Performance Table
關鍵績效指標	B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	6 推廣以人為本文化 6.1 僱傭組合 9.2 社會表現表
	B1.2 Employee turnover rate by gender, age group and geographical region.	6 Promoting People-oriented Culture 6.1 Our Employment Portfolio 9.2 Social Performance Table
	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	6 推廣以人為本文化 6.1 僱傭組合 9.2 社會表現表



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B2: Health and Safety		
層面B2：健康與安全		
General Disclosure	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.	4.4 Operational Compliance 6.4 Securing Health and Safety in Workplace
一般披露	有關提供安全工作環境及保障員工避免職業性危害的： (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。	4.4 合規營運 6.4 確保工作場所的健康及安全
KPI	B2.1 Number and rate of work-related fatalities occurred in each of the past 3 years including the reporting year.	9.2 Social Performance Table
關鍵績效指標	B2.1 過去3年(包括報告年度)每年因工作關係而死亡的人數及比率。	9.2 社會表現表
	B2.2 Lost days due to work injury.	6.4 Securing Health and Safety in Workplace 9.2 Social Performance Table
	B2.2 因工傷損失工作日數。	6.4 確保工作場所的健康及安全 9.2 社會表現表
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	6.4 Securing Health and Safety in Workplace
	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。	6.4 確保工作場所的健康及安全

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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	6.3 Supporting Talent Development 6.3 助力人才發展
KPI 關鍵績效指標	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	6.3 Supporting Talent Development 9.2 Social Performance Table 6.3 助力人才發展 9.2 社會表現表
	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。	6.3 Supporting Talent Development 9.2 Social Performance Table 6.3 助力人才發展 9.2 社會表現表



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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。	4.4 Operational Compliance 6.2 Employment Management Approach 4.4 合規營運 6.2 僱傭管理方式
KPI 關鍵績效指標	B4.1 Description of measures to review employment practices to avoid child and forced labour. B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.2 Employment Management Approach 6.2 僱傭管理方式
	B4.2 Description of steps taken to eliminate such practices when discovered. B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	6.2 Employment Management Approach 6.2 僱傭管理方式

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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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。	5.3 Supply Chain Management 5.3 供應鏈管理
KPI	B5.1 Number of suppliers by geographical region.	5.3 Supply Chain Management 9.2 Social Performance Table
關鍵績效指標	B5.1 按地區劃分的供貨商數目。	5.3 供應鏈管理 9.2 社會表現表
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.3 Supply Chain Management
	B5.2 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及有關慣例的執行及監察方法。	5.3 供應鏈管理
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.3 Supply Chain Management
	B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	5.3 供應鏈管理
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.3 Supply Chain Management Green Procurement
	B5.4 描述在篩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。	5.3 供應鏈管理綠色採購



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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。	4.4 Operational Compliance 5 Operating Our Business responsibly (Our products did not involve in issues related to labelling.) 4.4 合規營運 5 負責任地經營業務 (產品並無涉及有關標籤的事宜。)
KPI 關鍵績效指標	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5 Operating Our Business responsibly 9.2 Social Performance Table
	B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	5 負責任地經營業務 9.2 社會表現表
	B6.2 Number of products and service-related complaints received and how they are dealt with.	5.4 Customer Service 9.2 Social Performance Table
	B6.2 接獲關於產品及服務的投訴數目以及應對方法。	5.4 客戶服務 9.2 社會表現表
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	5.1 Abiding By Business Ethics
	B6.3 描述與維護及保障知識產權有關的慣例。	5.1 遵守商業道德
	B6.4 Description of quality assurance process and recall procedures.	5.2 Quality Management and Assurance
	B6.4 描述質量檢定過程及產品回收程序。	5.2 質量管理及保證
	B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.4 Customer Service
	B6.5 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	5.4 客戶服務

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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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。	4.4 Operational Compliance 5.1 Abiding By Business Ethics 4.4 合規營運 5.1 恪守商業道德
KPI 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. B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	4.4 Operational Compliance 5.1 Abiding By Business Ethics 9.2 Social Performance Table 4.4 合規營運 5.1 恪守商業道德 9.2 社會表現表
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	5.1 Abiding By Business Ethics 5.1 恪守商業道德
	B7.3 Description of anti-corruption training provided to directors and staff. B7.3 描述向董事及員工提供的反貪污培訓。	5.1 Abiding By Business Ethics 5.1 恪守商業道德



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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。	8 Caring Our Community 8 關懷社區
KPI 關鍵績效指標	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	8 Caring Our Community 8 關懷社區
	B8.2 Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	8 Caring Our Community 8 關懷社區
	B8.2 在專注範疇所動用資源(如金錢或時間)。	8 關懷社區



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