



CHINLINK  
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED  
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)  
HKSE Stock Code 港交所股份代號: 0997



2023

Environmental, Social and  
Governance Report

環境、社會及管治報告

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# Company Overview 公司概況

Chinlink International Holdings Limited (the “Company” or “Chinlink”) and its subsidiaries (collectively, the “Group”) is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). During the financial year ended 31 March 2023 (the “Year”), the Group operated as a comprehensive financial services provider for small and medium-sized enterprises in the People’s Republic of China (the “PRC” or “China”) with focus in Shaanxi Province, PRC (the “Shaanxi Province”). In Hong Kong, the Group provides financial advisory and asset management services to local and overseas corporations and institutions. The Group’s principal revenue sources are from the businesses of financial services conducted both in Hong Kong and Xi’an, and investment properties located in Xi’an during the Year.

The Group has diverse businesses and is committed to fostering long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group’s business performance during the Year, please refer to the annual report of the Group for the Year (“Annual Report 2023”).

普匯中金國際控股有限公司（「本公司」或「普匯中金」）及其附屬公司（統稱「本集團」）於香港聯合交易所有限公司（「聯交所」）主板上市。截止二零二三年三月三十一日止的財政年度（「本年度」）內，本集團為在中華人民共和國（「中國」），主要來自中國陝西省（「陝西省」）的中小型企業提供綜合金融服務。於香港，本集團為本地及海外企業及機構提供財務顧問及資產管理服務。本集團本年度的收入來源主要來自香港及西安的金融服務、以及位於西安的物業投資業務。

本集團的業務多元化，並承諾長期和可持續的增長，使員工和持份者獲益。有關本集團本年度的業務表現，請參閱本集團本年度之年報（「二零二三年年報」）。



# Our Reporting Approach 我們的匯報方式

## 2.1 Reporting Standard, Period and Scope

The environmental, social and governance (“ESG”) performance and accomplishments of the Group during the Year are summarised in this Environmental, Social and Governance Report (the “Report”). The scope of this Report covered the Group’s Corporate Headquarters, the China Regional Headquarters and major business units with significant revenue or workforce contributors of the Group. The reporting scope during the Year included the following:

## 2.1 報告標準、期間和範圍

本集團於本年度的環境、社會及管治表現及成就均總結於本環境、社會及管治報告（「本報告」）內。本報告範圍涵蓋了本集團的集團總部、中國區域總部以及貢獻本集團主要收入或公司員工人數較多的業務單位。本年度的報告範圍包括：

Function/Service Provision/Major Property <sup>(Note 1)</sup> 職能／所提供的服務／主要物業 <sup>(註一)</sup>	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi’an) Company Limited <sup>(Note 2)</sup> 普匯中金管理諮詢(西安)有限公司	Xi’an, Shaanxi Province, PRC 中國陝西省西安市
(iii) Financial advisory services 財務顧問服務	MCM Holdings Limited and its subsidiaries (collectively “MCM Group”) MCM Holdings Limited 及其附屬公司 (統稱「MCM集團」)	Hong Kong 香港
(iv) Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited <sup>(Note 2)</sup> 陝西普匯中金融資擔保有限公司	Xi’an, Shaanxi Province, PRC 中國陝西省西安市
(v) Self-owned investment property named Chinlink- Worldport Integrated Logistics Park <sup>(Note 2)</sup> (“Chinlink- Worldport”) 自置投資物業，名為普匯中金·世界港綜合物流 園（「普匯中金·世界港」）	Chinlink International Trade Centre (Hanzhong) Company Limited <sup>(Note 2)</sup> 普匯中金國際交易中心(漢中)有限公司 Chinlink Property Management (Shaanxi) Company Limited <sup>(Note 2)</sup> 普匯中金物業管理(陝西)有限公司 HZ Tiannong Green Agriculture & Chinese Medicine Industries Limited <sup>(Note 2)</sup> 漢中天農漢藥產業發展有限公司	Hanzhong, Shaanxi Province, PRC 中國陝西省漢中市

## 2

Our Reporting Approach  
我們的匯報方式

Function/Service Provision/Major Property 職能／所提供的服務／主要物業 <sup>(註一)</sup>	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
<p>(vi) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch)<sup>(Note 2)</sup> (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店(「商業大樓」)</p> <ul style="list-style-type: none"> <li>Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心</li> </ul>	<p>Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited<sup>(Note 2)</sup> 西安大明宮濶橋建材家居有限公司 Xi'an Tang Rong Real Estate Limited<sup>(Note 2)</sup> 西安唐榮置業有限公司</p>	<p>Xi'an, Shaanxi Province, PRC 中國陝西省西安市</p>
<p>(vii) Self-owned investment property named Chinlink International Centre (the "CIC") 自置投資物業，名為普匯中金國際中心(「CIC」)</p> <ul style="list-style-type: none"> <li>Office and commercial building 辦公及商業大樓</li> <li>Offices of the Group's China Regional Headquarters 集團中國區域總部辦公室</li> </ul>	<p>Real King International (Xi'an) Information Technology Company Limited<sup>(Note 2)</sup> 匯景國際(西安)資訊科技有限公司 Chinlink Commercial Operation Management (Xi'an) Company Limited<sup>(Note 2)</sup> 普匯中金商業運營管理(西安)有限公司</p>	<p>Xi'an, Shaanxi Province, PRC 中國陝西省西安市</p>

Note 1: During the Year, this was a change in the shareholding structure in iii and vii, please refer to Annual Report 2023 for details.

註一：本年度內，第三、七項股權結構有變動，詳情請見二零二三年年報。

Note 2: For identification purposes only.

## 2.2 Reporting Framework and Principles

This Report was prepared in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide (the "ESG Guide") of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"). A content index is supplemented at the back of this Report as a tool for readers to navigate the specific sections corresponding to the ESG Guide requirements. For the details of the Group's corporate governance, it was disclosed in the Annual Report 2023 in accordance with the Appendix 14 of the Main Board Listing Rules.

This Report was prepared in accordance with the four reporting principles in the ESG Guide.

### Materiality

The Board of Directors of the Group (the "Board") identified the material ESG issues. The relevant issues were prioritised and disclosed in this Report.

### Quantitative

The Group records and discloses key performance indicators in quantitative terms as appropriate.

### Consistency

As far as practicable and unless stated otherwise, the Group employs consistent measurement methodologies to allow for meaningful comparison of ESG data over time.

### Balance

The Group provides an unbiased picture of Chinlink's performance, and reviews and discloses its achievements and areas for improvement.

## 2.2 報告框架及原則

本報告根據《聯交所證券上市規則》(「上市規則」)發表的附錄二十七的《環境、社會及管治報告指引》(「環境、社會及管治指引」)所編製。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關本集團的詳細企業管治資料，已於二零二三年年報內根據主板上市規則附錄十四披露。

本集團在編製本報告時嚴格遵守《環境、社會及管治指引》中的四個報告原則。

### 重要性

本集團董事會(「董事會」)識別重大環境、社會及管治議題。相關的議題已經在本報告中作優先披露。

### 量化

本集團在適當的情況下以量化方式記錄及披露關鍵績效指標。

### 一致性

除非另有說明，否則本集團盡可能採用一致的計量方法，以便日後對環境、社會及管治數據進行長時間和有意義的比較。

### 平衡

本集團不偏不倚地呈報普匯中金的表現，檢視和披露其成就和需要改進的領域。



## Chairman's Statement 主席的話



The Group remains committed to creating a sustainable future and focused on maintaining business resilience especially under the uncertainties and turbulent environment brought by the Coronavirus Disease 2019 ("COVID-19"), the geopolitical upheavals, and the war in Ukraine. The continuous development of our assets and operations illustrates our commitment to ESG performance.

At the same time, as the impacts brought by climate change to the environment and society are increasingly prominent, we also recognise the current and potential risks that climate change might bring to the Group. With the reference to prevailing disclosure framework recommended by the Task Force on Climate-Related Financial Disclosures (TCFD), the Group has identified climate-related physical and transition risks that may significantly impact its operation and development. The Group has also proposed measures to respond to and manage relevant risks, in order to enhance its climate resilience and achieve the sustainable development of its operation.

On behalf of the Board, I would like to take this opportunity to express my gratitude to every stakeholder for their support. Looking forward, the Group will continue to enhance our ESG performance and commit to the sustainable development of Chinlink.

Li Weibin  
Chairman  
Hong Kong, 30 June 2023

在二零一九年冠狀病毒病（「新冠肺炎」）、地緣政治劇變及烏克蘭戰爭所持續帶來的不確定性和動盪中，本集團持續承諾建設可持續未來和專注保持業務韌性。持續改進的資產和營運表明了我們對履行環境、社會及管治的承諾。

同時，隨著氣候變化對環境及社會帶來的影響愈發顯著，我們亦認識到氣候變化對本集團當下及未來可能造成的風險。參考當下普遍採用的氣候相關財務披露工作小組（TCFD）建議的披露框架，本集團已識別出對其營運發展可能產生顯著影響的氣候相關實體及轉型風險，並根據公司業務發展方向提出應對管理相關風險的措施，提高氣候韌性，實現營運可持續發展。

本人謹代表董事會對各持份者的支持表示感謝。展望未來，本集團將繼續提升我們的環境、社會及管治表現和致力於普匯中金的可持續發展。

李偉斌  
主席  
香港，二零二三年六月三十日





# Our Approach to Sustainability 我們的可持續發展方針

## 4.1 Our Core Values

Chinlink has embedded its three core values, including innovation, integrity, and collaboration, into all businesses in the Company. Therefore, the Group strived to operate in a sustainable and environmentally conscious manner, to maintain close relationships with its stakeholders, and to cultivate a sustainable team and a harmonious community.

## 4.1 我們的核心價值

普匯中金的所有業務都融合著其三個核心價值觀：創新、誠信及合作。因此，本集團致力用既可持續又具環保意識的營運方式，與持份者保持密切關係、培育可持續發展團隊及構建和諧社會。



## 4.2 Our Sustainability Pillars

With the aim to demonstrate its ambitions to integrate sustainable elements into its businesses and to better align with global objectives towards a sustainable future, the Group has identified 4 key sustainability pillars to build a sustainable future, including responsible business, employee, partner, and environment and climate. All key pillars are linked to the United Nation's Sustainable Development Goals ("SDGs") and are implemented throughout the Group's operation.

## 4.2 我們的可持續發展支柱

旨在展示本集團將可持續元素融入其業務之決心，及與全球可持續未來目標更好結合，本集團確定了可持續發展未來的四個關鍵支柱：盡責的企業、員工、合作夥伴以及環境和氣候。所有關鍵支柱聯結聯合國可持續發展目標（「SDGs」）並將其融入集團營運中。

Pillar 支柱	Relevant SDGs 相關的可持續發展目標	Pillar 支柱	Relevant SDGs 相關的可持續發展目標
Responsible Business 盡責的企業	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Employees 員工	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Partners 合作夥伴	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS	Environment and Climate 環境和氣候	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION

### 4.3 ESG Governance Structure

Established in 2019, Chinlink's ESG Committee is supported by different departments to drive sustainability initiatives throughout the daily operations. The Chairman of the ESG Committee is appointed by the Board and is responsible for determining strategic decisions, supervising the compilation of the ESG Report and managing ESG-related matters. The ESG Committee structure is shown below:



### 4.4 Stakeholder Engagement

Understanding the needs and expectations of both internal and external stakeholders is essential for the Group to formulate strategies and to prioritise and manage ESG materiality issues. The Group engages its key stakeholders through different communication channels to identify the material issues for improving long-term sustainability goals in decision-making and accountability. To interact and collect feedback from different stakeholders in a suitable and efficient way, the Group will review and explore the communication channels on a regular basis.

The Group's major stakeholders and the respective communication channels are summarised below:

Stakeholders 持份者	Communication channels 溝通渠道
<p>Customers/ Suppliers/Tenants 客戶/供應商/租戶</p> 	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>Contracts 合約</li> <li>Service hotline 服務熱線</li> <li>Meetings 會議</li> <li>Corporate events 企業活動</li> <li>Social media 社交媒體</li> <li>Memos 備忘錄</li> <li>Leaflets 傳單</li> <li>Visits 探訪</li> </ul>
<p>Employees 員工</p> 	<ul style="list-style-type: none"> <li>Internal memos 內部備忘錄</li> <li>Employee handbook 員工手冊</li> <li>Group's internal e-newsletters 集團內部電子通訊</li> <li>Meetings 會議</li> <li>Social media 社交媒體</li> <li>Group's whistleblowing channels 集團舉報渠道</li> <li>Bulletin boards 佈告欄</li> <li>E-mails 電郵</li> <li>Electronic communications software 電子通訊軟件</li> <li>Surveys 問卷調查</li> </ul>

### 4.3 環境、社會及管治管治架構

普匯中金環境、社會及管治委員會成立於二零一九年，由各個部門支持並在日常運營中推動可持續發展計劃。環境、社會及管治委員會之主席由董事會任命並負責制定策略，監督該委員會編纂環境、社會及管治報告、以及管理與環境、社會及管治相關事宜。環境、社會及管治委員會架構如下：

### 4.4 持份者參與

明白內部和外部的持份者的需求和期望對制定本集團策略以確立優先次序和管理環境、社會及管治重要議題是不可或缺的。本集團透過多種渠道與持份者溝通，找出重大議題以改善長遠可持續發展目標的決策和問責性。為了以合適和有效的方式與不同持份者互動及收集意見，本集團會定期檢討及探索不同形式的溝通渠道。

本集團的主要持份者及各自溝通渠道概述如下：

# 4

## Our Approach to Sustainability 我們的可持續發展方針

Stakeholders 持份者	Communication channels 溝通渠道
Communities 社區 	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>Social media 社交媒體</li> <li>Press releases 新聞稿</li> </ul>
Government Authorities 政府機構 	<ul style="list-style-type: none"> <li>Seminars 研討會</li> <li>Corporate visits 企業探訪</li> <li>Regular filings 定期存檔</li> <li>Meetings 會議</li> </ul>
Shareholders/ Investors 股東/投資者 	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>ESG reports 環境、社會及管治報告</li> <li>Meetings 會議</li> <li>Announcements 公告</li> <li>Social media 社交媒體</li> <li>Annual and interim reports 年度及中期報告</li> <li>Press releases 新聞稿</li> </ul>

### 4.5 Materiality Assessment

To address and prioritise material ESG issues of the Group, the Group commissioned an independent consultant to conduct a materiality assessment. In the Year, the Group adopted the results from the materiality assessment conducted last year. The following are the details of the approach adopted for the materiality assessment last year:

### 4.5 重要性評估

為應對和優先處理本集團的環境、社會及管治重要議題，本集團委託獨立顧問進行重要性評估。在本年度，本集團採用上一年重要性評估的結果。上一年重要性評估採用的方法詳情如下：

Step 步驟	Outcome 成果
<b>1</b> Relevant issues identification 相關議題識別	<p>A list of issues related to ESG and the economy was compiled through existing and previous engagement results, with reference to local reporting standards. 參考現有及過往的持份者參與結果及當地報告標準，編纂環境、社會及管治和經濟相關的議題清單。</p>
<b>2</b> Feedback collection 意見收集	<p>A quantitative online survey was conducted anonymously with 92 valid responses from internal and external stakeholders. 透過定量匿名網上問卷調查獲得92份來自內部及外部持份者的有效答覆。</p> <p>7 individual interviews were conducted with senior management, including a member from the Board, to provide insights into important issues in respective ESG aspects. 透過單獨訪談7位高級管理層，當中包括一位董事會成員，提供對各個環境、社會及管治重要議題的見解。</p>
<b>3</b> Material issues identification 重大議題識別	<p>The materiality of each relevant issue was assessed by considering its importance to the business operations. 根據每個相關議題對業務營運的影響程度來評估其重要性。</p> <p>Material issues and their prioritisation were identified as a result of the overall stakeholder engagement and material assessment efforts. 根據所有持份者參與及重要性評估的結果，識別重要議題及其優先次序。</p>
<b>4</b> Validation 核實	<p>According to the importance of identified material issues and their impact on the Group, their prioritisation was validated and approved by the Board or its delegates. 根據其對集團的重要性和影響，重要議題及其優先次序已獲得董事會或其代表的確認和批准。</p>



# 4

## Our Approach to Sustainability 我們的可持續發展方針

During the Year, the most important ESG material issues of the Group and the corresponding sustainable pillars are summarised as follows:

本年度，本集團最重要的環境、社會及管治重要議題以及其相應的可持續發展支柱總結如下：

### Material Issues for the Year 本年度重大議題

### Corresponding Sustainable Pillars 相應的可持續發展支柱

- Compliance (including anti-corruption and prevention of child labour and forced labour)  
合規 (包括反貪污、防止童工和強制勞工)
- Protecting customer privacy  
保護客戶私隱

#### Responsible Business 盡責的企業



- Employee management system  
僱員管理體系
- A safe and healthy working environment (including indoor environmental quality)  
安全健康的工作環境 (包括室內環境質量)
- Diversity, equal opportunity and eliminating discrimination  
多樣性、平等機會和消除歧視
- Training and development  
培訓和發展
- Employer-employee relations  
勞資關係

#### Employee 員工



- Responding to climate change (including green finance)  
應對氣候變化 (包括綠色金融)

#### Environment and Climate 環境和氣候



In future, Chinlink plans to address these material issues and provide in-depth disclosures in the Report. The Group will continuously improve ESG performance in response to stakeholders' expectations.

在未來幾年，普匯中金擬解決這些重要議題，並將在後續年度的報告中進行詳細披露。本集團將持續改進環境、社會及管治績效，以回應持份者的期望。



## Responsible Business 盡責的企業

### 5.1 Board Statement on ESG Governance

HKEX Aspect B7

HKEX KPI B7.1, B7.2, B7.3

The Group actively incorporates ESG into its business operations and strategic planning with promises to improve sustainability performance, as the Board understands the importance of ESG factors in promoting the Group's long-term sustainable development. The Board, being the highest governance body of the Group, oversees the overall business direction and the decision making on the Group's ESG strategies. The Board also regularly reviews and discusses the Group's ESG performance, progress, opportunities and risks.

The Board has assigned the ESG Committee with the tasks of managing, implementing, and monitoring all aspects related to sustainable development within the Group. The goal of the ESG Committee is to identify and analyse ESG issues of the Group, including climate-related risks. The ESG Committee shall also report the assessment and subsequent implementation or revision of ESG strategies to the Board, including the progress of ESG policy formulation and facilitate implementation of initiatives.

#### Corporate Governance

Effective corporate governance provides the basis for compliant and conducive operations. On this matter, the Board strives to maintain high standards of corporate governance and business integrity to protect the interests of stakeholders and reaffirm that the Group's three core values – innovation, integrity and collaboration have been embedded into the business operation.

The Board has a pivotal role in reinforcing the Group's governance by overseeing the implementation of policies and practices that enhance the value of the business operation. Furthermore, the Board is also responsible for regularly reviewing the Group's risk management and internal control systems to ensure the effectiveness of the ongoing corporate governance practices. Therefore, the Group can get prepared for any unexpected risks and minimise the impacts of risks.

#### Whistleblowing Policy

To provide our employees with confidential reporting channels to report concerns about any suspected misconduct, malpractice or irregularity within the Group, the Group has put in place a whistleblowing policy. In response to any report received, the Group's internal audit department shall conduct an impartial investigation in a timely manner to allow the Board to take any necessary action. The Group did not receive any report of whistleblowing incidents during the Year.

### 5.1 董事會關於環境、社會及管治的聲明

由於董事會了解環境、社會及管治因素對推動本集團長遠可持續發展的重要性，本集團積極將環境、社會及管治納入其業務營運及策略規劃，並承諾提升可持續發展表現。作為最高管治機構，董事會負責管理本集團的整體業務方向，並作出環境、社會及管治策略的決策。董事會亦定期檢視及討論本集團的環境、社會及管治績效、進展、機遇及風險。

董事會將與集團可持續發展有關的所有事項的管理、實施和監督責任委託給環境、社會及管治委員會。環境、社會及管治委員會的目標是識別和分析本集團的環境、社會及管治問題，包括氣候相關風險。環境、社會及管治委員會亦應向董事會報告環境、社會及管治策略的評估及後續實施或修訂，包括環境、社會及管治政策制定和促進實施舉措的進展。

#### 公司治理

健全的企業管治為合規和有利的營運奠定基礎。在這方面，董事會致力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的三大核心價值——創新、誠信和合作已融入業務運營。

董事會通過監督提高業務運營價值的政策和實踐的實施，在加強本集團管治中發揮著至關重要的作用。此外，董事會亦負責定期檢視本集團的風險管理和內部監控系統，以確保現時實踐企業管治的有效性。因此，本集團可以做好應對任何意外風險的準備，並將風險的影響降到最低。

#### 舉報政策

為了提供保密的舉報渠道，以報告任何可疑的不正當、怠忽職守或違規的行為，本集團制定了舉報政策。收到任何報告時，本集團的內部審計部門會及時進行公正的調查，以便董事會作出必要的行動決定。於本年度內，本集團並沒有收到任何舉報事件的報告。

### Anti-corruption Policy

The Group has zero tolerance towards any misconduct that infringes its interests, especially bribery and corruption, as the Group aims to conduct business in a fair and honest manner. The Group has established an internal anti-bribery policy in accordance with the Prevention of Bribery Ordinance (Cap. 201). The policy clearly states that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interests, and that they shall strictly comply with relevant laws and regulations. To reduce the likelihood of bribery or corruption, the MCM Group has also implemented the gift and hospitality policy to provide related guidelines for its employees.

In addition, as a reliable comprehensive financial services provider, the Group places emphasis on the prevention of money laundering and terrorism financing. The Group has established anti-money laundering and counter-terrorism financing policy and procedures, and ensured the compliance of the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615) by the relevant staff members. During the Year, there were no concluded legal cases regarding corrupt practices brought against the issuer or its employees.

### Risk Management Approach

Facing changing market trends and expectations of stakeholders, the Group believes that an effective risk management framework is one of the important pillars of its corporate governance, prudent business planning and decision-making. The Group is able to assess and manage current and emerging risks to support stable business development through the incorporation of a framework into all key activities and functions.

For more details on the Group's risk management approach, please refer to the Corporate Governance Report of the Annual Report 2023.

### 反貪污政策

為公平和誠實地開展業務，本集團絕不容忍對任何侵犯其利益的不當行為，尤其是賄賂和貪污。本集團根據《防止賄賂條例》（第201章）制定了內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。為減少賄賂或腐敗的可能性，MCM集團實施禮品和招待政策為其員工提供相關的指南。

此外，作為可靠的綜合金融服務供應商，本集團重視反洗黑錢和反恐融資。本集團已製定反洗錢和反恐融資政策和程序，並確保相關員工遵守《打擊洗錢及恐怖分子資金籌集條例》（第615章）。於本年度，並沒有對本集團或其員工提出並已審結的貪污訴訟案件。

### 風險管理辦法

面對不斷變化的市場趨勢和持份者的期望，本集團認為有效的風險管理框架是企業管治及審慎的業務計劃和決策的重要支柱之一。通過將該框架納入所有關鍵活動和職能，本集團能夠評估和管理當前和正在產生的風險，以支持穩定的業務發展。

有關本集團風險管理方法的更多詳情，請參閱二零二三年年報內之企業管治報告。



# Employees 員工

## 6.1 Employment Statistics

HKEX Aspect B1

HKEX KPI B1.1, B1.2

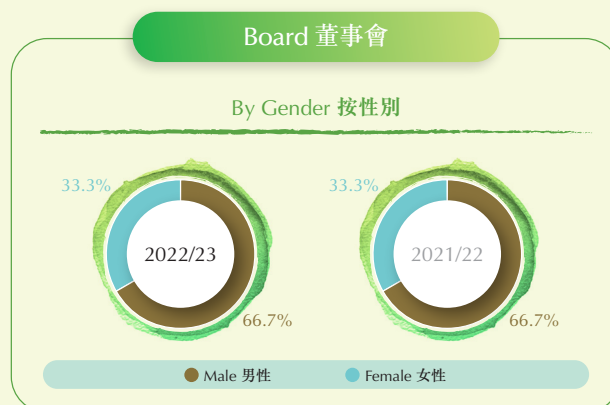
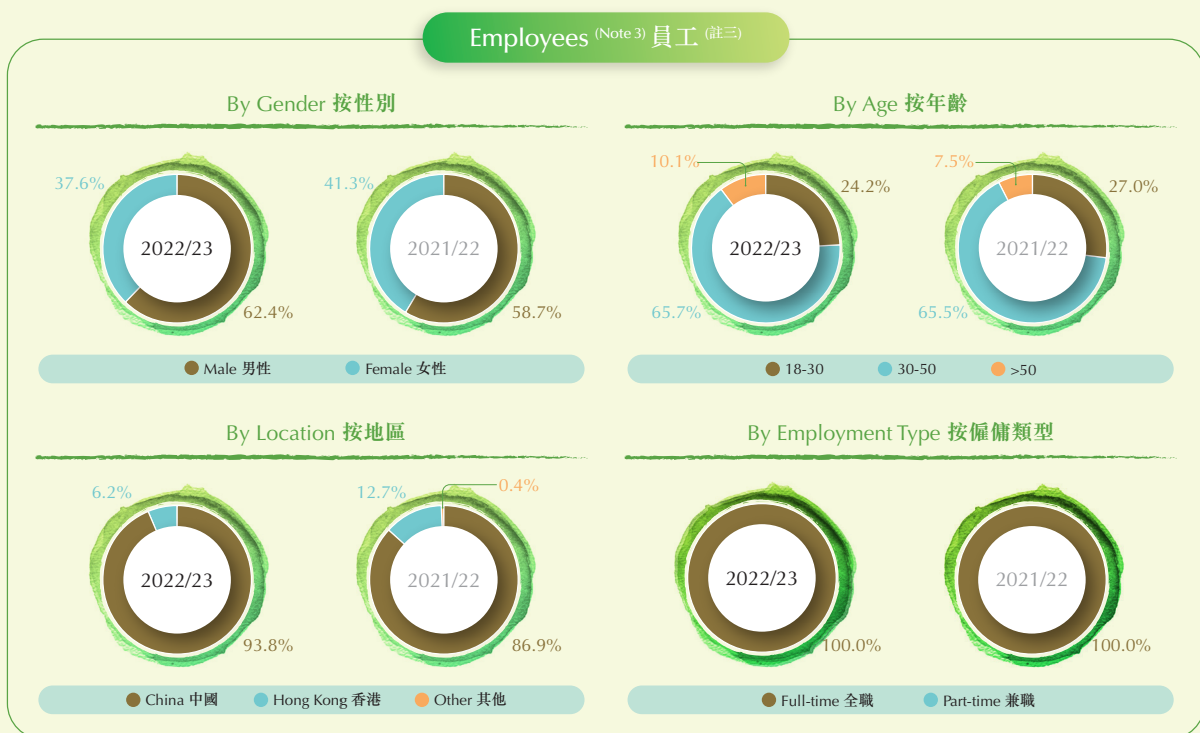
As of the end of the Year, there are a total of 178 employees in the Group (excluding the Board members).

The Group has a relatively gender-balanced Board of Directors and senior management. The demographics and diversity data categorised by gender, age, location and employment type are as follows:

## 6.1 僱傭統計

截至本年度末，本集團的總員工人數為178（不包括董事會成員）。

本集團擁有性別相對均衡的董事會和高級管理層。按性別、年齡、地區和僱傭類型劃分的員工人數和多樣性數據如下：



Note 3: As of the end of the Year, Real King International (Xi'an) Information Technology Company Limited, MCM Hong Kong and MCM Overseas under the MCM Group were not included in the scope of the Group (for details, please refer to Annual Report 2023). Therefore, the employee data did not include employees of the above companies.

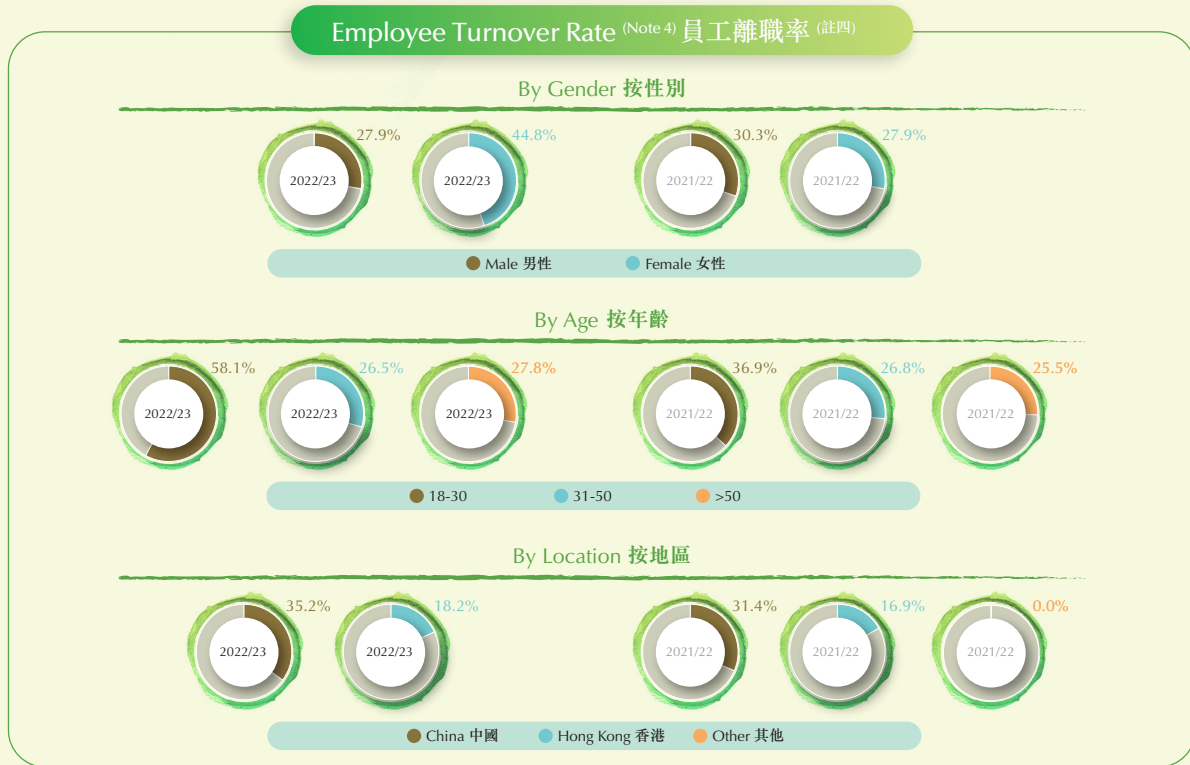
註三：截至本年度末，匯景國際(西安)資訊科技有限公司、MCM集團下的MCM香港和MCM海外已不在本集團範圍內(詳情請參閱二零二三年年報)。因此，員工人數沒有包含以上所述公司。

## 6

Employees  
員工

The Group's employee turnover rate by gender, age and location for the Year is illustrated below:

本集團本年度按性別、年齡和地區劃分的員工離職率如下：



Note 4: As of the end of the Year, Real King International (Xi'an) Information Technology Company Limited, MCM Hong Kong and MCM Overseas under the MCM Group were not included in the scope of the Group (for details, please refer to Annual Report 2023). Therefore, the turnover data did not include employees of the above companies.

註四：截至本年度末，匯景國際(西安)資訊科技有限公司、MCM集團下的MCM香港和MCM海外已不在本集團範圍內(詳情請參閱二零二三年年報)。因此，員工流失人數沒有包含以上所述公司。

## 6.2 A Safe and Healthy Working Environment

HKEX Aspect B2

HKEX KPI B2.1, B2.2, B2.3

Our employees' health and safety are critical to the Group's business operations. Chinlink is committed to complying with all regulations related to a safe and healthy working environment and also ensures that the regulations are maintained at a high level to protect the health and safety of our employees. The Group also ensures that our employees are fully aware of their roles and responsibilities in maintaining a safe and healthy working environment by providing relevant information, training and supervision.

The Group held safety management training sessions regularly. Employees of Chinlink's self-owned investment properties of the Group were also well-trained in fire safety and fire drills to prevent fires from occurring. The Group also conducts regular inspection and maintenance of escalators, lifts and fire-fighting equipment as well as elevator rescue training to employees. During the Year, there was no occupational injury or work fatality reported.

## 6.2 安全和健康的工作環境

員工健康和對本集團的企業營運至關重要。普匯中金致力為所有員工嚴格遵守所有與安全健康的工作環境、設備和工作系統相關的法規，並將之維持在高水準上，保障員工的健康和安全。本集團提供相關資訊、培訓和監督，以確保員工充分意識到其在維護安全、健康的工作環境的角色和責任。

本集團定期安排安全管理培訓課程。本集團自置投資物業的員工在消防安全和防火演習中訓練有素，以防止火災的發生。本集團亦定期對自動扶手電梯、升降機和消防設備進行檢查和維修，並為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

2022/23

2021/22

Health and Safety  
健康和安

Total number of work-related fatalities (No. of People) <sup>(Note 5)</sup> 與工作相關的總死亡人數 (註五)	0	0
Work-related Injury (Cases) 與工作相關的受傷事件	0	0
Lost Days Due to Work-related Injury (Days) 工傷引致的損失工作天數	0	0

Note 5: No work-related fatalities have been recorded in the last 3 reporting years.  
註五：在過去三個報告年度中，沒有與工作相關的死亡事件記錄。

In recognition of our efforts in maintaining a safe and healthy workspace for our employees, such as improving aspects of indoor air, water and noise management, office equipment and greening, the Group has been awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (the "WGO") for the seventh consecutive year.

The risks and threats posed by COVID-19 towards the Group's operations still remain. The Group strictly stipulated and implemented several workplace protective measures to prevent possible outbreak of the disease within our workspace:

- Adopted special work arrangements such as work from home (WFH) and flexible working hours
- Offered face masks, hand soap and alcohol-based handrub, and carried out regular sterilisation at the workplace
- Required all employees and visitors to wear face masks and measure body temperature before entering the workplace
- Maintained good ventilation systems in the workplace

The Group attaches great importance to its employees' well-being and is committed to maintaining the work-life balance for the employees. During the Year, the Group held several activities to maintain the physical and mental health of the employees, improve productivity and cultivate a positive and healthy work culture.

為了表彰我們為維護員工安全健康的工作環境所做的努力，例如改善室內空氣、水和噪音管理、辦公設備和綠化等方面全面優化員工的工作環境，本集團連續七年榮獲由世界綠色組織頒發的「健康工作間」標誌。

新冠肺炎對本集團營運構成的風險和威脅仍然存在。本集團嚴格規定並執行了多項工作場所預防措施，以保護員工免受感染：

- 採取特殊的工作安排，例如在家工作和彈性工作時間
- 提供口罩、洗手液及酒精搓手液，並為工作場所進行定期消毒
- 要求所有員工或訪客在進入工作場所前需佩戴口罩並量度體溫
- 維持良好的工作場所通風系統

本集團非常重視員工健康，並致力維持員工的工作與生活平衡。於本年度，本集團舉辦一些活動以維持員工身心健康，提高生產力，及營造積極健康的工作文化。



### Fitness Classes 健身課程

To promote a regular exercise habit, "Chinlink Health Academy" organised fitness classes in May and June of the Year.

為了養成定期運動的習慣，「普匯中金健康學堂」於本年度的五、六月份舉辦了健身課程。



### 30-Day Weight Loss Programme 三十天減肥課程

"Chinlink Health Academy" organised a 30-day weight loss programme for employees in September of the Year. Through body measurements, dietary and training guidance, the program helped participants understand their body composition and physical condition. Additionally, daily monitoring of their diets and at-home exercises, as well as weekly data analysis, were conducted."

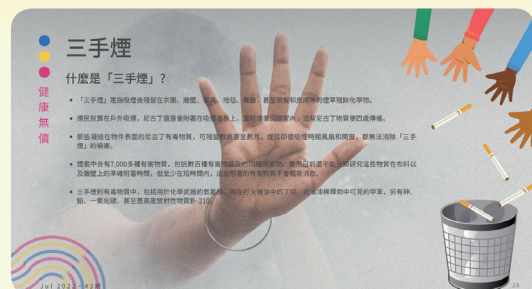
「普匯中金健康學堂」於本年度的九月為員工開設了三十天瘦身活動。通過對各人進行體測、飲食及訓練，幫助參加者了解自身體質及身體情況，同時每天監察他們飲食、在家運動並進行每週數據分析。



### Health Information Sharing in the Group's Newsletter 集團通訊健康資訊分享

In Chinlink's internal newsletter, the Group shared information on physical and mental health to help employees understand the importance of health and well-being.

在普匯中金內部通訊中，集團分享生理及心理健康的資訊，讓員工了解身心健康的重要性。



### 6.3 Employee Management System

HKEX Aspect B4

HKEX KPI B4.1, B4.2

Chinlink believes that the company's success is centered around our employees. The Group creates a diverse and inclusive workspace for our employees with the goal of attracting and retaining talent. The Group's employment policy is established by the Group's policies and guidelines. Its code of conduct and employment and labour policies help us to protect the rights of employees, emphasise on talent management and care for employees.

The Group puts high emphasis on diversity, equity and inclusion by welcoming diversity in the workforce and prohibiting any discrimination. Therefore, the recruitment policy of the Group prohibits all forms of discrimination based on gender, religion, race, disability, family status or age and ensures equal opportunities in recruitment, internal transfers and promotions.

The Group also takes preventive measures to eliminate any forms of child or forced labour. During the Year, no incident or lawsuit regarding employment of child and forced labour in the Group was identified.

During the Year, the Group was not aware of any non-compliance with relevant employment and labour laws and regulations that had a significant impact on the Group. Statutory holidays and standard annual leaves are granted to all employees of the Group. The Group also ensures that employees are working under reasonable working hours and provides additional paid holidays such as marital leave, compassionate leave, birthday leave, family care leave and examination leave, etc.

### 6.4 Training and Development

HKEX Aspect B3

HKEX KPI B3.1, B3.2

The long-term development of employees is crucial to the Group's business growth. The Group encourages employees to enrich their industrial knowledge and skills to develop their career and subsequently contribute to the business development of the Group. Employees are entitled to take examination leave to participate in examinations accountable for acquiring relevant qualifications.

During the Year, our employees participated in a total of 33 learning and development programs and seminars in Hong Kong and China to maintain sound skills and knowledge to face the ever-changing market. The total training hours for the Year were 734. As Chinlink is committed to providing comprehensive financial services, our employees have participated in talks and online training related to due diligence, crackdown on gang crimes in financial industry, finance, sustainable investing, and Civil Code of the PRC, etc.

### 6.3 僱員管理體系

普匯中金相信員工是公司成功的關鍵。本集團以吸納和挽留人才為目標，為員工創造多元化和包容的工作環境。本集團的政策和指引奠定了僱傭方針，其行為守則、僱傭和勞工政策有助我們保護員工的權利、注重人才管理及關愛員工。

本集團高度重視多樣性、公平性和包容性，歡迎員工的多元化，並禁止任何歧視。因此，本集團的招聘政策禁止一切對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視，並確保了招聘、內部調配和晉升方面的平等機會。

本集團亦採取預防措施避免以任何形式僱用童工或強制勞工。於本年度，本集團並沒有發生任何涉及僱用童工和強制勞工的事件或訴訟。

於本年度，本公司並未有知悉任何有關違反相關僱傭及勞工法律法規、並對本公司構成重大影響的行為。本集團全體員工均享有法定假日及標準年假。本集團亦為員工提供合理的工作時間，並提供額外的有薪假期，例如結婚假、恩恤假、生日假、家庭關懷假和考試假等。

### 6.4 培訓和發展

員工的長期發展對本集團的業務增長至關重要。本集團鼓勵員工增值自己，學習其專業知識和技能，以發展事業並為本集團業務發展作出貢獻。員工可因參加相關資格考試而獲給予考試假。

於本年度，為了保持良好的技能和知識以面對不斷變化的市場，本集團員工共參與了33個在香港和中國舉行的學習發展活動及研討會。本年度培訓小時數共734。鑒於普匯中金致力於提供全面金融服務，因此員工已參加與盡職調查、金融領域掃黑除惡、融資、可持續投資及中國《民法典》等有關的研討會及線上培訓。



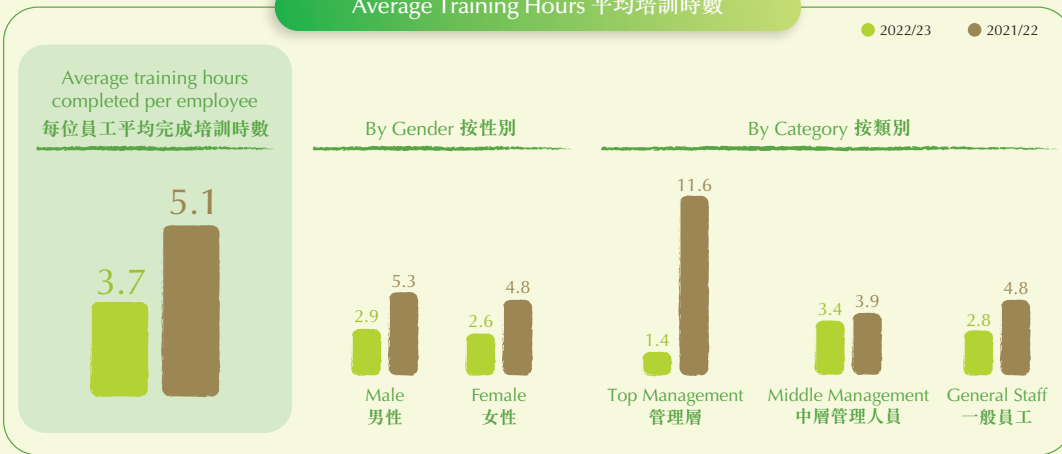
# 6

## Employees 員工

### Percentage of Employees Trained 受訓員工百分比



### Average Training Hours 平均培訓時數



### ESG Training 環境、社會及管治培訓

Chinlink has conducted ESG-related trainings to all employees in order to improve their ESG knowledge and skills and to prepare for the Group's long-term sustainable development.

普匯中金為所有員工提供了與環境、社會及管治相關的培訓，以提高他們的環境、社會及管治知識和技能，為集團的長遠可持續發展做準備。



China Regional Headquarters  
中國區域總部



Commercial Complex  
商業大樓



Chinlink · Worldport  
普匯中金 · 世界港



### Chinese Medicine Products Training 中藥材料培訓

On 26<sup>th</sup> August, Chinlink · Worldport held a training to educate employees about the different functions of different Chinese medicines and how to identify them by the characteristics such as smell and shape. The training aimed to enrich participants' knowledge on the traditional Chinese Medicine.

於八月二十六日，普匯中金·世界港舉辦了一次培訓，讓員工了解不同中藥的不同功能，以及如何通過氣味、形狀等特徵來識別它們。此培訓旨在豐富參與者對傳統中藥的知識。



## 6.5 Employer-Employee Relations

HKEX Aspect B1

The Group engages its employees by internal stakeholder surveys and dialogues with the management to understand their needs. The Group also issues group newsletter regularly to share the information and photo records of activities, employee interviews, useful tips and knowledge. Not only does this create a sense of belonging, but it can also enhance knowledge.

Chinlink attaches great importance to our employees and their families. The Group helped employees to achieve work-life balance and fulfil their family responsibilities by promoting family-friendly employment practices.

During the Year, the Group had organised several activities to increase productivity and job satisfaction as well as to encourage team building to enhance team spirit.

## 6.5 勞資關係

本集團通過內部持份者問卷調查和與管理層的對話，讓員工參與以了解他們的需求。本集團亦定期刊發集團通訊，分享活動資訊及照片記錄、員工訪問、實用小貼士及知識。不僅可以創造歸屬感，還可以增長知識。

普匯中金非常重視員工及其家人。本集團通過推行家庭友善的僱傭實踐，協助員工達成生活工作平衡及履行其家庭責任。

於本年度，本集團組織了多項活動，以提高生產力、工作滿意度、及鼓勵團隊建設以增強團隊精神。



### Award Ceremony for Employees' Children 員工子女頒獎典禮

Chinlink cares for the positive development of our employees and their families. Chinlink Corporate Social Responsibility ("CSR") Committee has hosted an award ceremony to recognise the academic and non-academic achievements or talents of our employees' children. The Group wished the recognition could get kids excited about learning and help them to develop self-esteem and confidence.

普匯中金一向關心員工和他們家人的正面身心發展，普匯中金企業社會責任委員會舉辦了一個頒獎典禮，以表揚員工子女在學術和非學術方面的成就或才華。通過嘉許集團希望能增強兒童對學習的興趣及可以幫助他們培養自尊和信心。





### Celebration of International Women's Day 慶祝國際婦女節活動

In order to recognise the achievements of female employees, the Commercial Complex organised activities to celebrate the International Women's Day. This is also a special occasion to raise the awareness of gender equality and women's empowerment.

為表揚女員工的成就，商業大樓舉辦活動來慶祝國際婦女節。這也是一個提高性別平等和婦女賦權的意識的特別機會。



### "Meeting Friends with Board Game and Enjoy Life" Gomoku Competition 「以棋會友，樂享生活」五子棋競技賽

Chinlink CSR Committee organised the "Meeting Friends with Board Game and Enjoy Life" Gomoku Competition in Xi'an, which helped employees to improve cognitive ability and to unwind and relax.

普匯中金企業社會責任委員會於西安舉辦了「以棋會友，樂享生活」五子棋競技賽，有助提高員工認知能力和放鬆身心。



### 2022 "Walk into Nature and Refine Yourself" Team Building Activity 「走進大自然，淬鍊真自我」二零二二年團隊心靈塑造活動

The Commercial Complex held this team-building activity to allow employees to relax after their busy work schedule and to enhance the cohesion of the team.

商業大樓舉辦此次團建活動，讓員工在繁忙的工作以外能夠放鬆身心，並增強團隊的凝聚力。





## Partners 合作夥伴

### 7.1 Protect Customers' Privacy

HKEX Aspect B6

HKEX KPI B6.5

The Group restricts the use of collected data in order to protect privacy and personal data. Confidential information related to the Group's operation shall not be disclosed by employees. To prevent any data leakage and misuse, only authorised access to relevant data is allowed. This prevents employees from benefiting and causing conflicts of interest with the Group. During the Year, the Group has ensured that our operations complied with relevant local laws and regulations.

#### Data Protection Policy

To protect the privacy of customers whose personal data is collected, MCM Group complies with the Personal Data (Privacy) Ordinance (Cap. 486). The Group has also established procedures to ensure that there was lawful collection of personal data and that customers are informed of their rights and the purpose of using their data. While ensuring data security, the use of personal data is restricted to only employees who need it.

### 7.2 Responsible Procurement

HKEX Aspect B5

HKEX KPI B5.1, B5.2, B5.3, B5.4

The Group is dedicated to managing supply chain business risks, with a particular focus on the Commercial Complex engaged in wholesale distribution and retail shopping centres. In order to prudently select quality suppliers and ensure the delivery of high-quality products and services, the Commercial Complex has established a robust supply chain management policy in supplier-oriented business units. To maintain the continuity of a sustainable supply chain, the Group is considering the expansion of the evaluation of environmental and social performance to manage and mitigate risks that may impact operational efficiency.

The Group also places high emphasis on supply chain risk management and conducts comprehensive assessments of potential suppliers based on criteria such as product quality, price, after-sales services, etc. In order to minimise ESG risk in the supply chain, the Group will also evaluate suppliers' business ethics, environmental performance and labour practices through document screening. If the potential suppliers do not meet the assessment requirements, feedback will be provided to improve their sustainability performance and they will be subjected to reassessment in the following year. During the Year, the Group has worked with a total of 84 suppliers.

### 7.1 保護客戶私隱

本集團限制收集數據的使用以護私隱和個人資料。員工不得洩露與本集團營運有關的機密資料。為防止數據洩漏和不正當使用，只有授權的人士才允許使用相關資料。相關做法可防止員工從本集團中獲利並與本集團發生利益衝突。於本年度，本集團已確保其營運符合當地有關法律法規的要求。

#### 資料保護政策

為保護被收集個人資料的客戶之私隱，MCM集團遵守《個人資料(私隱)條例》(第486章)。MCM集團亦已制定程序以確保合法收集客戶個人資料，並告知當事人其權利及使用其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

### 7.2 盡責採購

本集團致力管理供應鏈的業務風險，特別是在從事批發分銷和零售購物中心的商業大樓。為謹慎地選擇優質供應商，確保提供高質量的產品和服務，商業大樓已在有供應商需求的業務部門制定全面的供應鏈管理政策。本集團正考慮擴大評估其環境和社會績效以作管理和減低影響營運效率的相關風險，維持可持續供應鏈之連續性。

本集團重視供應鏈風險管理，因此亦根據產品質量、價格、售後服務等標準對潛在供應商進行全面的供應商評估。為減低其供應鏈中的環境、社會及管治風險，本集團亦會通過查閱檔案考慮供應商的商業道德、環境績效及勞工實踐。如果潛在供應商未能通過評估，本集團將向他們提供反饋，以提高他們的可持續發展績效，並讓他們在來年接受重新評估。於本年度，本集團與84家供應商就上述措施合作。

		China 中國	Hong Kong 香港
Total Number of Suppliers	供應商數量	42	42
Percentage	百分比	50%	50%

### 7.3 Responsible Operation

HKEX Aspect B6

HKEX KPI B6.2, B6.3, B6.4

Chinlink considers high-quality products and services as crucial elements for building corporate reputation and achieving consistent business growth. The Group adheres to relevant laws and regulations and maintains rigorous customer service standards to ensure high service quality and customer satisfaction. These standards are tailored to specific industries and are revised from time to time to ensure compliance with the latest regulatory industrial standards.

MCM Group places high priority on serving clients' best interests and takes into consideration their specific requests when executing orders, leveraging the Group's experiences and judgements to secure optimal benefits and meet clients' expectations. The accounted factors include price, cost, market access, likelihood of execution and settlement, timeliness and speed, size and nature of the order, and any other relevant considerations for efficient order execution, including the liquidity availability and potential market impact. The MCM Group reviews its best execution procedures at least once a year and ensures that clients and staff members are notified of any material changes to ensure effective implementation and professionalism.

The Commercial Complex has a long-standing reputation for providing high-quality brands and products to its shoppers. All brands or potential tenants of Commercial Complex are subject to a rigorous assessment, as outlined in the brand entering policy. Potential tenants are requested to submit supporting documents, including business licences, authorisation documents of brand management, product quality report, product information and trademark registration certificates. The Commercial Complex has also implemented guidelines to monitor tenants' shop renovation to ensure minimal impact of the renovation on other tenants and shoppers. In terms of product quality, the Commercial Complex has established high standards to acquire brand names that supply high quality and authentic goods. Those requirements include:

- All entering brands shall comply with the national and industrial quality standards; and
- No false advertisement shall be published.

In addition, to maintain good product quality, the Commercial Complex requires tenants to report any changes to the brands listed in shops prior to making any actual changes. Any amendments are to be made upon approval. The Commercial Complex is responsible for monitoring the change in tenants' listed brands, operations and brand transfer, etc. The Operations Department is responsible for summarising the identified changes and reporting them to the management. The above measures have ensured that the Commercial Complex's consistently provides standardised quality services and products, satisfying the needs of tenants and customers.

### 7.3 盡責的營運

普匯中金相信優質的產品和服務是提升商譽和令業務穩定增長的關鍵因素。本集團遵守相關法律法規，並設有嚴格的客戶服務標準，以確保高服務質量和客戶滿意度。其標準是針對特定行業而定，並會定期修訂以符合最新的行業標準。

MCM 集團時刻將客戶的最大利益放在首位及考慮客戶的特定要求，並在執行客戶的指令時結合經驗和判斷，確保客戶獲取最大利益並滿足其期望。考慮的因素包括價格、成本、市場准入、執行和結算的可能性、及時性和速度、訂單的大小和性質、以及與有效執行訂單相關的任何其他考慮因素，包括流動資金的可用性和潛在的市場影響。MCM 集團每年至少會重新審視最佳執行程式一次，並在發生任何重大變化時通知客戶和工作人員，以確保其有效執行及專業性。

商業大樓長期以來一直向客戶提供優質的品牌和產品。所有商業大樓的品牌或潛在租戶均需按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。為確保將裝修工程對其他租戶和顧客的影響減至最低，商業大樓亦實施指引監察租戶的商店裝修工程。在質量方面，商業大樓已向品牌訂立高度標準以確保引入商業大樓的品牌能提供優質及正版貨品，當中包括：

- 所有進駐品牌均需符合國家和行業質量標準；和
- 不得發布虛假廣告。

此外，商業大樓要求租戶在對店內陳列之品牌進行任何更改前需先進行申報，方可進行改動，以保持良好的產品質量。任何修改均須經批准後方可進行。商業大樓負責監察租戶銷售品牌的更改、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，以滿足租戶和客戶的需求。

The Commercial Complex is dedicated to providing customers with an enjoyable shopping experience. Regular cleaning of the shopping center and provision of guidelines and training on customer service standards to employees are part of the efforts to provide a clean and tidy shopping environment for customers.

Meanwhile, the Commercial Complex aims at enabling merchants to fully understand the content of property services in shopping malls, enhance communication and exchanges between merchants and shopping malls, strengthen property service quality, improve property service quality and merchant satisfaction. During the Year, the Commercial Complex invited merchant representatives to jointly organise the "Property Open Day", visiting the facilities and equipment such as the power distribution room, fire control room, air-conditioning room, and toilets of the shopping mall. It also demonstrated to the merchants on the functions, operation, maintenance and safety knowledge of the relevant equipment, the outcomes of shopping mall property improvement in the early stage, and the plan for the property improvement in the later stage. At the same time, through the organisation of seminars, it collected merchants' opinions, so as to improve the quality of property service in an all-round way.

After-sales service is another crucial aspect of our business, as it helps us establish trust with customers and maintain long-term customer relationships. The Commercial Complex recognises the significance of after-sales service of providing high quality of services and increasing customer satisfaction. During the Year, it conducted after-sales service training for its staff to provide professional support to the customers.

The Group maintains close contact and actively seeks feedback from customers to achieve service excellence. Complaints are not only addressed seriously, but also considered as opportunities for continuous improvement. MCM Group and the Commercial Complex interact with customers through communication channels such as customer hotlines and have established complaint handling guidelines for handling complaints in a systematic and efficient manner. Any complaints received would be redirected to the relevant department, and the designated point of contact would arrange a follow-up meeting with the customers who filed the complaint to jointly establish a responsive timeframe. During the timeframe, the relevant departments shall put forward responsive measures and deliberately communicate with clients to ensure that their complaints are properly resolved.

MCM Group has put in place a set of systematic procedures for handling complaints. Employees who receive complaints are required to report it to the compliance managers and acknowledge receipt to the customers. If necessary, the managers would conduct a thorough investigation, respond to the customer and document the complaints in the register upon completion of the investigation.

During the Year, there was no complaint received concerning product quality or services.

商業大樓致力為客戶提供良好的購物體驗。定期為購物中心進行清潔，並向員工提供客戶服務標準的指引和培訓，是為顧客提供整潔購物環境的努力一部分。

同時，商業大樓目標使商戶全面了解商場物業服務內容，增進商戶與商場之間的溝通與交流，強化物業服務品質，提高物業服務水準及商戶滿意度。本年度內商業大樓邀請商戶代表共同開展了「物業開放日」活動，對商場配電室、消防控制室、空調機房、衛生間等設施設備進行了參觀，現場向商戶講解了相關設備功能、運行、維修和各類安全知識，展示了商場前期物業提升的專案效果，以及後期物業提升的計劃。同時通過組織討論會，了解商戶意見，做到物業服務品質的全面提升。

售後服務是我們業務的一個關鍵方面，有助於與客戶建立信任並維持長期客戶關係。商業大樓認知售後服務對提供優質服務和提高客戶滿意度的重要性。於本年度，對員工進行了售後服務培訓以為客戶提供專業支援。

本集團與客戶保持密切接觸，獲取反饋以提供卓越的服務。投訴不僅會認真處理，亦會被視為持續改進的機會。MCM集團和商業大樓透過客戶服務熱線等溝通渠道與客戶互動，亦製定了投訴處理指引，以有系統和高效的方式處理投訴。收到的任何投訴將被轉至到相關部門，指定的負責人會安排與提出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於其期限內提出應對措施並積極地與客戶溝通，以確保客戶的投訴得到妥善處理。

MCM集團設有一套系統化的投訴處理程序。任何收到投訴的員工都必須向負責合規的經理報告，並知會客戶其投訴已被接納。如有必要，負責合規的經理將徹底調查，在調查完成後回覆客戶，並將投訴妥善記錄。

於本年度，本集團並無收到關於產品質素或服務的投訴。

## Protecting Intellectual Properties Rights

The Group respects the importance of intellectual property rights in its operations. The Group maintains a list of intellectual information in its daily business activities. To ensure that no intellectual property rights are infringed, the Commercial Complex conducts regular reviews of the products sold at the locations. The Group did not encounter any major violations of relevant laws and regulations related to privacy and intellectual property rights during the Year. Chinlink is currently developing a group-wide policy for the protection and safeguarding of intellectual rights to further enhance our resilience and protection for intellectual rights from our operations.

## 7.4 Caring for Community

HKEX Aspect B8

HKEX KPI B8.1, B8.2

The Group's CSR Committee actively engages in community development through volunteer services and donations and actively participates in social enterprise collaborations. The Group hopes to help those in need and create a positive social impact in the community by leveraging our business strengths and resources. In future, the Group will continue to fulfill our corporate social responsibility to care for the community.

### Community Services and Donations

During the Year, the Group had participated in fundraising activities such as the Community Chest Love Teeth Day and Food Discount Day to raise donations for society. The raised funds were donated to Community Chest to help those in need.

### Purchasing Services Provided by Social Enterprise

The Group continued to engage iCare Edutainment Limited ("iCare") to provide maintenance and programming services for the Group's corporate website during the Year. iCare is an information technology ("IT") social enterprise dedicated to providing IT training to youth with Special Education Needs ("SEN") as well as their parents. iCare helps socially vulnerable groups in acquiring IT skills for their long-term career planning. They also guide SEN families in creating educational moral games and animation and to promote positive values among the SEN community. The Group will continue to look at different ways to work with more social enterprises and support them in fostering society's sustainable development.

## 保障知識產權

本集團尊重知識產權在營運中的重要性。本集團在其日常業務活動中保留一份知識資訊清單。為確保產品的知識產權沒有受到侵犯，商業大樓已對在該地點銷售的產品進行定期審查。本年度，本集團未發生任何重大違反隱私及知識產權相關法律法規的事件。普匯中金目前正在製定一項全集團適用的知識產權保護和保障政策以進一步增強集團的業務韌性和對知識產權的保護。

## 7.4 關懷社區

本集團的企業社會責任委員會通過義工服務和捐贈支持社區發展積極並參與社會企業合作。本集團希望利用業務優勢和資源以幫助有需要人士，為社區創造積極的社會影響。日後，本集團將繼續履行企業社會責任，關愛社會。

### 社區服務和捐贈

於本年度，本集團參與了公益金愛牙日及公益行善「折」食日等籌款活動，為社會籌集善款。活動所籌得的善款將撥捐公益金資助的會員社會福利機構，為幫助有需要的人士。

### 選購社會企業服務

於本年度，本集團繼續聘用智研德育有限公司（「智研」）為本集團企業網站提供維護和程式編寫服務。智研是一家資訊科技社會企業，致力為有特殊教育需求的青年及其父母提供資訊科技培訓。智研幫助社會弱勢社群學習資訊科技技能，從而協助其生涯規劃，亦指導有特殊教育需要的家庭創作富教育意義的道德遊戲和動畫，並在有特殊教育需要的社區中推廣正面的價值觀。本集團將繼續與更多社會企業探討不同的合作方式，並支持社會企業，以促進社會的可持續發展。



# Environment and Climate 環境和氣候

## 8.1 Environmental Policy

HKEX Aspect A1, A2, A3

HKEX KPI A1.5, A1.6, A2.3, A2.4, A3.1

Reducing the environmental impacts across all operational activities is one of the Group’s commitments. The Group has developed comprehensive environmental policies that covered Greenhouse Gases (“GHG”) emissions control, wastewater management and waste reduction to ensure strict compliance to applicable laws, regulations, and standards.

The Group’s green office policy provided guidance for energy use efficiency, waste management, and sustainable use of resources. It aims to enhance employees’ environmental consciousness and control the operation costs of the Group. During the Year, the Group continues to work towards the following environmental targets, to help it accomplish its sustainable goals and aspirations:

## 8.1 環境政策

減少所有因運營活動對環境造成的影響是集團承諾之一。集團制定了全面的環境政策，涵蓋溫室氣體排放管理、廢水管理和減少廢物，以確保嚴格遵守適用的法律、法規和標準。

本集團的綠色辦公室政策已規定關於能源效率、廢物管理和資源可持續利用的準則。該政策旨在提高員工的環保意識和助本集團控制營運成本。於本年度，本集團繼續向以下環境目標努力，以實現其可持續發展目標和願望：

### Emission Reduction and Energy Use Efficiency 減排和能源效率



- Maintain or reduce energy consumption in buildings/offices
- Use of LED adjustable lighting in buildings/offices
- Use of electronic equipment with energy efficient labels in buildings/offices
- Develop and implement energy management policy
- 維持或減少建築物／辦公室的能源消耗
- 在建築物／辦公室使用可調節二極管照明
- 在建築物／辦公室使用有節能標籤的電子設備
- 制定和實施能源管理政策

### Waste Reduction 減少廢棄物



- Maintain or reduce paper usage in buildings/offices
- Purchase of printing paper from sustainable sources (i.e., Forest Stewardship Scheme (FSC) products) in offices
- Develop and implement waste management policy to further minimise waste production
- 維持或減少建築物／辦公室的紙張使用量
- 公司採購從可持續來源(即被森林管理計畫(FSC)認可的產品)的紙品
- 制定和實施廢棄物管理政策，以進一步減少產生廢棄物

### Water Efficiency 用水效益



- Maintain or reduce water consumption in buildings/offices
- Use of certified water saving equipment in buildings/offices
- Develop and implement water management plan
- 維持或減少建築物／辦公室的用水量
- 在建築物／辦公室使用經認證的節水設備
- 制定和實施用水管理計劃





During the Year, the Group had implemented the corresponding measures in response to the above environmental targets proactively, which included:

- Conducted budget management and financial analysis on energy consumption
- Promoted paperless office, energy saving and food waste reduction
- Increased use of LED lighting, maintained ventilation work and performed temperature measurement and control in the Commercial Complex
- Recycled waste materials and reused durable goods
- Placed plants in the office

The Group optimised and managed resource use to reduce environmental footprints through adopting effective environmental protection practices. The Group will continuously evaluate its environmental goals and related measures regularly.

### Our Green Activities

於本年度，本集團亦針對上述環保目標積極實施相應措施，包括：

- 進行能源耗用的預算管理和財務分析
- 推廣無紙化辦公室、節能和減少廚餘
- 在商業大樓增加二極管照明的使用、保持通風並進行溫度監測和控制
- 回收廢棄物料並重用耐用品
- 於辦公室放置植物

本集團通過採取有效的環境保護措施，優化和資源使用，以減少環境足跡。本集團會繼續定期評估其環境目標和相應措施。

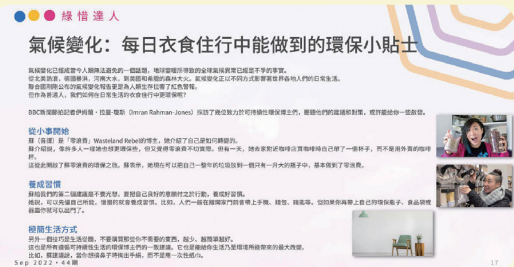
### 我們的綠色活動



### Environmental Protection Knowledge Sharing in the Group's Newsletter 在集團通訊中分享環保知識

In Chinlink's internal newsletter, the Group shared environmental protection tips that can be done for in daily life, encouraging the employees to act in a greener way.

普匯中金在集團通訊上分享每日衣食住行中能做到的環保貼士，鼓勵員工採取綠色行動。



### Beverage Carton Recycling Seminar 飲品紙包盒回收講座

Chinlink CSR Committee organised a seminar themed beverage carton recycling at the Corporate Headquarters, introducing the components and life cycle of beverage cartons, and the correct recycling methods, which aimed at enhancing employee's awareness of sustainability development.

普匯中金企業社會責任委員會在集團總部舉辦了飲品紙包盒回收講座，介紹飲品紙包盒的構造及它的生命週期，並講解正確回收方法，活動旨在提高員工對可持續發展的意識。



## 8.2 Energy Consumption and Greenhouse Gas Emissions

HKEX Aspect A1, A2

HKEX KPI A1.2, A1.5, A2.1, A2.3

The Group is aware that energy use is the primary contributor to GHG emissions. For the emission target, the Group seeks to maintain the current levels of energy consumption and GHG emissions and plans to reduce energy consumption in future.

To meet the environmental targets of the Group, the Group is committed to improving the overall energy efficiency and lowering energy consumption by launching the following initiatives:

- Set up multi-zone lighting control with adjustable light intensity;
- Switched off lights and air conditioning in meeting rooms and computers in office where not in use;
- Reduced standby power consumption of electrical appliances in office;
- Maximised daylight; and
- Adopted energy-saving equipment for air conditioning and lighting systems.

## 8.2 能源消耗與溫室氣體排放

集團意識到能源使用是溫室氣體排放的主要來源。對於排放目標，本集團力求維持目前的能源消耗和溫室氣體排放量，並計劃在未來進一步減少能源消耗。

為達致本集團的環保目標，本集團致力提升整體能源效率及減少能源使用，並推出下列措施：

- 設置具有可調節光暗的多區域照明控制系統；
- 關掉會議室內不使用的燈和冷氣、以及辦公室中不使用的電腦；
- 減少使用辦公室電器的待機功能；
- 盡量使用日光；及
- 採用節能冷氣及照明系統設備。

## Energy Consumption 能源消耗

The major energy consumption of the Group was electricity use, which is supplied by the local power companies. Other energy consumption includes petrol and diesel use from the Group's vehicles.

本集團的主要能源消耗是日常辦公用電，由當地電力公司供電的。另一能源消耗則來自本集團車輛的汽油和柴油燃料使用。

Overview of Energy Consumption 能源消耗概覽	Unit 單位	2022/23	2021/22
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	9,962	11,682
Petrol 汽油	'000 kWh 千個千瓦時	74	74
Diesel 柴油	'000 kWh 千個千瓦時	17	13
Total Energy Consumption Intensity in Gross Floor Area ("GFA") 以樓面面積計算之總能源消耗密度	'000 kWh/m <sup>2</sup> 千個千瓦時／ 平方米	0.026	0.030

## GHG Emission 溫室氣體排放

The primary activities that contribute to direct and indirect GHG emissions for the Group are electricity use for daily office operations and fuel consumption for vehicles. The Group will continuously explore feasible strategies to encourage energy conservation and reduce GHG emissions.

導致本集團直接和間接溫室氣體排放的主要活動是日常營運中的用電量和車輛燃料消耗。本集團將持續探索可行的策略以鼓勵節約能源並減少溫室氣體排放。

Overview of GHG Emission 溫室氣體排放概覽	Unit 單位	2022/23	2021/22 (Note 6) (註六)
Scope 1: Direct GHG Emissions 範圍 1：直接溫室氣體排放	Tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e") 公噸二氧化碳當量	24.6	23.5
Scope 2: Indirect GHG Emissions 範圍 2：間接溫室氣體排放	tCO <sub>2</sub> e 公噸二氧化碳當量	5,685.7 (Note 7) (註七)	7,132.2
Total GHG Emission 總溫室氣體排放	tCO <sub>2</sub> e 公噸二氧化碳當量	5,710.3	7,155.7
Total GHG Emission Intensity in GFA 以樓面面積計算之總溫室氣體排放密度	tCO <sub>2</sub> e/m <sup>2</sup> 公噸二氧化碳當量/ 平方米	0.015	0.018

Note 6: The amount of the Scope 1 emissions was updated based on the latest available data, and the total GHG emission was restated accordingly.

Note 7: The emission factor for China based operations adopted the average national grid emission factor in 2022 issued by the Ministry of Ecology and Environment of China.

註六：根據最新的可用數據更新了範圍1排放，並相應更新了總溫室氣體排放。

註七：中國營運的排放因子採用中國生態環境部發布的2022年度全國電網平均排放因子。

## 8.3 Water Consumption

HKEX Aspect A2

HKEX KPI A2.2, A2.4

The Group is committed to preserving valuable water resources in light of the global issue of water shortage. The Group aims to enhance the water efficiency in daily operations by putting the following water-saving measures into practice:

- Established a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage systems to avoid water leakage;
- Installed automatic water-efficient faucets to reduce daily water usage effectively; and
- Strengthened promotion of water saving culture.

## 8.3 耗水量

鑑於全球缺水問題，本集團致力於保護寶貴的水資源。本集團旨在通過實施以下節水措施來進一步提高日常運營中的用水效率：

- 建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，從而避免漏水；
- 安裝自動感應節水水龍頭，以有效減少日常用水量；及
- 加強推廣節約用水的文化。

The water use of the Group's properties and business operations are supplied from the Governmental or municipal water utility providers while Chinlink · Worldport sourced water from well pumping. The Group complied with all applicable laws and regulations and did not encounter any significant issue in water sourcing during the Year.

本集團物業和業務營運的用水主要由政府或市政府供水機構提供，而普匯中金·世界港使用井水。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。

Overview of Water Consumption <sup>(Note 8)</sup> 耗水量概覽 (註八)	Unit 單位	2022/23	2021/22
Total Water Consumption 總耗水量	m <sup>3</sup> 立方米	64,379	61,922
Water Consumption Intensity in GFA 以樓面面積計算之總耗水密度	m <sup>3</sup> /m <sup>2</sup> 立方米／平方米	0.166	0.160

Note 8: Data from Corporate Headquarters and MCM Group were not available as these properties were operated in leased premises with the supply of water controlled by building management and no sub-metering for individual occupants.

註八：由於集團總部及MCM集團在租賃場所經營，供水由物業管理部門控制，而且沒有安裝獨立水錶，有關耗水量數據因而未能提供。

## 8.4 Waste Management

HKEX Aspect A1, A2

HKEX KPI A1.2, A1.5, A2.1, A2.3

The Group is committed to sustainable waste management by reducing, reusing and recycling useful materials. The Group has identified that only non-hazardous waste was generated from the daily operations, including paper, cans and bottles.

The Group enhanced the paperless operation implementation at its offices during the Year. Employees are encouraged to utilise email and electronic office systems for everyday communications with the aim of limiting the production of paper waste, as specified in the Group's electronic communication policy. To avoid paper overuse, EZ charger express is installed on the photocopier to monitor usage of papers and all users have to swipe the card to login and proceed with the actions of copying/printing/scanning etc. Once they login to the system, the screen will only display their own print jobs and users will be able to change the setting (i.e., color, QTY, paper tray, print side). The EZ charger express can show the print preview and even delete documents that are mistakenly sent to print to reduce paper consumption. Additionally, the Corporate Headquarters kept up its support of the recycling sector during the Year by procuring environmentally friendly products that are made entirely of bamboo, including recycled paper, paper hand towels, and face tissues. To increase the efficacy of waste stewardship, the Corporate Headquarters office and MCM Group office recycle coffee capsules and ask the vendor to collect them bi-weekly.

## 8.4 廢棄物管理

本集團致力於通過減少、再利用和回收有用材料來實現可持續廢物管理。本集團已確認日常營運中只產生無害廢棄物，包括紙張、罐及瓶。

於本年度，本集團加強推行辦公室無紙化營運。根據本集團電子通訊政策中的規定，鼓勵員工使用電子郵件和電子辦公系統進行日常通訊，以減少紙張浪費。為避免過度使用紙張，複印機上安裝了EZ charger express以監控紙張使用情況，所有用戶都必須刷卡登錄才能進行複印／打印／掃描等操作。一旦他們登錄系統，屏幕將只顯示他們自己的打印作業，用戶將能夠更改設置（即顏色、數量、紙盤、打印面）。EZ charger express可以顯示打印預覽，甚至可以刪除錯誤發送打印的文檔以減少用紙量。此外，於本年度，集團總部繼續通過環保採購採購完全以竹子製成的回收紙、紙巾和面紙，以支持回收行業。為了提高廢物管理的效率，集團總部辦公室和MCM集團辦公室進行咖啡膠囊回收並要求供應商每兩週收集一次。

Overview of Non-Hazardous Waste Generation  
無害廢棄物產生量概覽

	Unit 單位	2022/23	2021/22
Total Non-Hazardous Waste 無害廢棄物總量	Tonnes 公噸	2,014	1,975
Total Non-Hazardous Waste Generation Intensity in GFA 以樓面面積計算之無害廢棄物總量密度	Tonnes/m <sup>2</sup> 公噸／平方米	0.005	0.005

The Group places a strong focus on the adoption of effective waste disposal practices to comply with all applicable laws and regulations. To evaluate the waste reduction effectiveness and assess its performance, the Group shall proactively look for ways to create recycling data collection systems and disclose relevant data in future.

本集團非常重視採用有效的廢物處置措施，以遵守所有適用法律和法規。為評估廢物減量成效及評估其績效，本集團會積極尋求方法來建立回收利用的數據收集系統及在將來披露相關數據。

## 8.5 Climate Risk Management

HKEX Aspect A4

HKEX KPI A4.1

Regardless of geographical region, all business sectors are concerned about the effects of climate change. Despite climate change not being identified as a material issue for Chinlink in both the short term and medium term, Chinlink managed the identified climate risks to build resilience. Those climate risks can be categorised into physical and transition risks.

## Physical Climate Risks

Rising sea levels, increasing frequency and intensity of extreme weather situations are solid examples of physical climate risks. Vulnerability of any security installation, equipment, or electrical equipments that are installed outdoor, as well as external parts of properties that are potentially more prone to the extreme weather and acute changes in climate patterns, such as the increase in rainfall and humidity, are examples of relevant physical climate risks identified by the Group. The Group shall look at measures to lessen the impact brought by these risks while also enhance the standards of our buildings.

## Transition Climate Risks

Transition climate risks refer to the changes of the regulatory, technological, and market environment caused by climate change actions in the business spectrum. Chinlink foresees that the path towards a low-carbon economy would need stricter regulations, higher operating costs, and more resources allocated to disclose embodied environmental impacts, such as embodied carbon. Carbon footprints reduction in products, sustainable procurement, and building environmental performance improvements are the possible measures for preventing the consequences brought by transition climate risks. These measures also assist the Group in improving its environmental performance in the long run.

## 8.5 氣候風險管理

不論任何地區，所有行業都關注氣候變化的影響。儘管氣候變化在短期和中期內都不是普匯中金的重大議題，但普匯中金管理已識別的氣候風險以增強抵禦能力。這些氣候風險可分為實體風險和轉型風險。

## 實體氣候風險

海平面上升及極端天氣頻率和強度的增加是實體氣候風險的具體例子。本集團已確定本集團面臨的相關潛在實體風險是受到極端天氣和氣候模式急劇變化，例如降雨量和濕度增加，可能會損壞安裝在室外的安全裝置、設備或電器和物業外部部件。本集團將研究減輕這些風險帶來的影響的措施，同時提高我們建築的標準。

## 轉型氣候風險

轉型氣候風險是指由於業務範圍內的氣候變化行動而導致的監管、科技和市場環境的變化。普匯中金預見在通往低碳經濟的道路上，將需要實施更嚴格的政策、需要更高的運營成本和分配更多的資源來披露隱含的環境影響，例如隱含碳。減少產品中的碳足跡、可持續採購以及改善建築物的環境績效是防止轉型風險帶來的後果的可行措施。這些措施亦有助本集團長遠改善其環保績效。



## Awards and Recognitions 獎項與表彰

External awards and recognition are the benchmark of the success of the Group's unwavering dedication to corporate social responsibility and sustainable business practices.

外界的獎項與表彰是本集團堅定地致力於企業社會責任和可持續經營實踐的成功基準。

### Awards & Recognition 獎項與表彰

### Highlights 要點

### Logo 標誌

5 Years Plus Caring  
Company logo  
連續5年商界展關懷標誌

The Group was awarded the Caring Company Logo by the Hong Kong Council of Social Service for the ninth consecutive year, which recognises the Group's commitment to employee care, community outreach, and environmental conservation.



本集團連續第九年獲得香港社會服務聯會頒發的商界展關懷標誌，表揚本集團對員工關懷、社區服務和環境保護的承諾。

Green Office 5+ and  
Eco-Healthy Workplace  
labels  
綠色辦公室5+和  
健康工作間標誌

In recognition of the eco-friendly practices and initiatives that promote employees' wellness, the Group has participated in the Green Office Award Labelling Scheme organised by WGO for the seventh consecutive year, and was awarded the Green Office 5+ Label and Eco-healthy Workplace Label.



為表彰促進員工健康的環保做法和舉措，本集團連續第七年參與世界綠色組織舉辦的綠色辦公室獎勵計劃，並獲頒綠色辦公室5+標誌和健康工作間標誌。

During the Year, the Group has successfully rolled out entire eight green office and eight eco-healthy workplace best practice standards, including:

於本年度，本集團成功推行全數八個綠色辦公室和八個綠色健康工作間的最佳實踐標準：

#### Green Office Best Practice Criteria: 綠色辦公室最佳實踐準則：

1. Energy conservation 節約能源	5. Green procurement 綠色採購
2. Water conservation 節約用水	6. Integrated environmental management 綜合環境管理
3. Waste reduction 減少廢物	7. Education and awareness 教育和意識
4. Paperless/Paper reduction 無紙／減少用紙	8. Green innovation 綠色創新

## 9

Awards and Recognitions  
獎項與表彰

Awards & Recognition 獎項與表彰	Highlights 要點	Logo 標誌								
	<p>Eco-healthy Workplace Best Practice Criteria: 綠色健康工作間最佳實踐準則：</p> <table border="1"> <tr> <td data-bbox="454 488 794 595">1. Policies, guidelines and management supports 政策、措施和管理層支持</td> <td data-bbox="801 488 1137 595">5. Indoor air quality 室內空氣質素</td> </tr> <tr> <td data-bbox="454 595 794 801">2. Energy management – lighting 能源管理 – 照明</td> <td data-bbox="801 595 1137 801">6. OHS: Office equipment ergonomics – workstation and accessories 職業健康和安​​全：辦公設備人體工程學 – 工作站和配件</td> </tr> <tr> <td data-bbox="454 801 794 882">3. Water management 水資源管理</td> <td data-bbox="801 801 1137 882">7. Greening 綠化</td> </tr> <tr> <td data-bbox="454 882 794 965">4. Noise management 噪音管理</td> <td data-bbox="801 882 1137 965">8. Chemical handling 化學品處理</td> </tr> </table>	1. Policies, guidelines and management supports 政策、措施和管理層支持	5. Indoor air quality 室內空氣質素	2. Energy management – lighting 能源管理 – 照明	6. OHS: Office equipment ergonomics – workstation and accessories 職業健康和安​​全：辦公設備人體工程學 – 工作站和配件	3. Water management 水資源管理	7. Greening 綠化	4. Noise management 噪音管理	8. Chemical handling 化學品處理	
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3. Water management 水資源管理	7. Greening 綠化									
4. Noise management 噪音管理	8. Chemical handling 化學品處理									
<p>Mental Health Friendly Organisation 「精神健康友善機構」</p>	<p>During the Year, the Group has been labelled a “Mental Health Friendly Organisation” by the Mental Health Advisory Committee for our efforts in ensuring the mental health of our employees.</p> <p>於本年度，由於我們努力確保員工的心理​​健康，本集團已被精神健康諮詢委員會評為「精神健康友善機構」。</p>									

10 Looking Forward  
展望未來

The Group will keep working to embed ESG into its business strategies and operations with respect to the identified material issues from the stakeholder engagement and to address these material issues. The Group will continuously engage with its stakeholders, identify and respond to potential ESG-related risks, and anticipate emerging trends.

憑藉持份者參與所確定的環境、社會及管治重大議題的結果，本集團將繼續努力將環境、社會及管治融入其業務策略和營運中，以解決這些環境、社會及管治重大議題。本集團會繼續與持份者溝通，識別並應對潛在的環境、社會及管治風險及掌握最新趨勢。



# ESG Content Index

## 環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
<b>(A) ENVIRONMENT 環境</b>				
<b>A1: EMISSIONS 排放物</b>				
<b>A1</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	8 Environment and Climate 環境和氣候	22-27
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	The emission of air pollutants, such as particulate matters, nitrogen oxides and sulphur dioxides, is insignificant to the Group. Therefore, relevant figures are not disclosed. 本集團在懸浮粒子、氮氧化物、二氧化硫等空氣污染物的排放對本集團並不重大。因此相關數字未有披露。	N/A 不適用
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	24-25
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	8.4 Waste Management 廢棄物管理	26-27
	A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	22-23 24
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.4 Waste Management 廢棄物管理	22-23 26



Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明/部分	Page No. 頁數
<b>(A) ENVIRONMENT 環境</b>				
<b>A2: USE OF RESOURCES 資源使用</b>				
<b>A2</b>	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	22-27
	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)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	24
	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)。	8.3 Water Consumption 耗水量	25-26
	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。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	22-23 24
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.3 Water Consumption 耗水量	22-23 25
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關, 因此並無記錄。	N/A 不適用
<b>A3: THE ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源</b>				
<b>A3</b>	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	22-27
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	8.1 Environmental Policy 環境政策	22-23

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明/部分	Page No. 頁數
<b>(A) ENVIRONMENT 環境</b>				
<b>A4: CLIMATE CHANGE 氣候變化</b>				
<b>A4</b>	General disclosure 一般披露	Policies 政策	8.5 Climate Risk Management 氣候風險管理	27
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	8.5 Climate Risk Management 氣候風險管理	27
<b>(B) SOCIAL 社會</b>				
<b>B1: EMPLOYMENT 僱傭</b>				
<b>B1</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	6 Employee 員工	10-17
			6.5 Employer-Employee Relations 勞資關係	16
	B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	6.1 Employment Statistics 僱傭統計	10
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	6.1 Employment Statistics 僱傭統計	11
<b>B2: HEALTH AND SAFETY 健康與安全</b>				
<b>B2</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	11-13
	B2.1	Number and rate of work-related fatalities. 每年因工亡故的人數。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	11-13

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明/部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B3: DEVELOPMENT AND TRAINING 發展及培訓</b>				
<b>B3</b>	General disclosure 一般披露	Policies 政策	6.4 Training and Development 培訓和發展	14-16
	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。	6.4 Training and Development 培訓和發展	15
	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。	6.4 Training and Development 培訓和發展	15
<b>B4: LABOUR STANDARDS 勞工準則</b>				
<b>B4</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策;及 (b) 相關法律的資料。	6.3 Employee Management System 僱員管理體系	14
	B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.3 Employee Management System 僱員管理體系	14
	B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	6.3 Employee Management System 僱員管理體系	14
<b>B5: SUPPLY CHAIN MANAGEMENT 供應鏈管理</b>				
<b>B5</b>	General disclosure 一般披露	Policies 政策	7.2 Responsible Procurement 盡責採購	18
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	7.2 Responsible Procurement 盡責採購	18
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例,向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	7.2 Responsible Procurement 盡責採購	18

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明/部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B5: SUPPLY CHAIN MANAGEMENT 供應鏈管理</b>				
<b>B5</b>	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	7.2 Responsible Procurement 盡責採購	18
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述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。	7.2 Responsible Procurement 盡責採購	18
<b>B6: PRODUCT RESPONSIBILITY 產品責任</b>				
<b>B6</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	7.1 Protect Customers' Privacy 保護客戶私隱 7.3 Responsible Operation 盡責的營運	18 19-20
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任重大的相關違規事件。	N/A 不適用
	B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	7.3 Responsible Operation 盡責的營運	19-20
	B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	7.3 Responsible Operation 盡責的營運	19-20
	B6.4	Description of quality assurance process and recall procedures. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	7.3 Responsible Operation 盡責的營運	19-21
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	7.1 Protect Customers' Privacy 保護客戶私隱	18

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B7: ANTI-CORRUPTION 反貪污</b>				
<b>B7</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	5 Responsible Business 盡責的企業	8-9
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	5 Responsible Business 盡責的企業	8-9
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	5 Responsible Business 盡責的企業	8-9
	B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	5 Responsible Business 盡責的企業	8-9
<b>B8: COMMUNITY INVESTMENT 社區投資</b>				
<b>B8</b>	General disclosure 一般披露	Policies 政策	7.4 Caring for Community 關懷社區	21
	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)。	7.4 Caring for Community 關懷社區	21
	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)。	7.4 Caring for Community 關懷社區	21



**CHINLINK INTERNATIONAL HOLDINGS LIMITED**  
**普匯中金國際控股有限公司**

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