



AFFLUENT PARTNERS HOLDINGS LIMITED 錢唐控股有限公司*

(Incorporated in the Cayman Islands with limited liability)

(開曼群島註冊成立之有限公司)

Stock Code 股份代號: 1466

* For identification purposes only 僅供識別

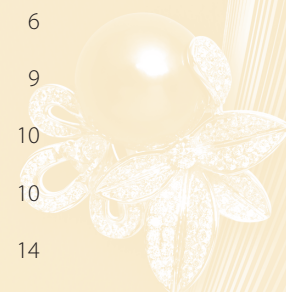


2023

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

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MESSAGE FROM THE BOARD

On behalf of the Group, I am honored to present our eighth Environmental, Social and Governance Report, taking this opportunity to express my sincere appreciation to all our valued stakeholders for their unwavering attention and steadfast support of our Group throughout the years. Furthermore, I extend my heartfelt gratitude to the senior management team and all our staff members for their dedication, tireless efforts, and significant contributions to the Group's success over the past year. The hard work and commitment have been instrumental in achieving the group's objectives and driving our growth, and we remain deeply grateful for the continued support.

During 2022, several countries continued to adopt several measures against the COVID-19 pandemic, including quarantine requirements for travelers, aimed at safeguarding public health. These measures and requirements resulted in a weakened consumer sentiment throughout the world. Meanwhile, the unstable global economy has brought forth uncertainties and challenges to our business operating environment. To confront these challenges, the Group has implemented a cost-effective operational strategy. As of the beginning of 2023, with the improvement in the COVID-19 pandemic situation, various anti-pandemic measures, such as mask mandates, compulsory quarantines, and cross-border travel restrictions, have been lifted. The Group holds a positive outlook on the gradual recovery of the economy and the prospect of a promising year to come.

We recognize our corporate social responsibility and the importance of global sustainable development. Being overall guiding principles to raise the quality of people's lives, sustainable consumption and production are also simultaneously minimizing the negative impacts on the environment created by the consumption and production system. We believe in the importance of adopting sustainable consumption and production model. In addition, we aim to promote the effective use of resources and the culture of energy and resource-saving by establishing a set of official guidelines for environmental protection for our staff's reference and helping the staff form good habits.

We will continue to dedicate resources to minimize the impacts on the environment caused by the operation, review and strengthen risk management in environmental, social and governance issues, as well as grasp the opportunities brought by sustainable development.

董事會致辭

本人很榮幸代表本集團提呈我們的第八份環境、社會及管治報告，謹此衷心感謝所有持份者多年來對本集團的不懈關注和鼎力支持。另外，本人由衷感謝高級管理團隊和所有員工於過去一年的付出、努力和對本集團作出的重大貢獻。辛勤工作和承諾有助實現本集團的目標並推動我們的成長，我們非常感謝大家的持續支持。

2022年，多個國家繼續採取多項措施應對COVID-19疫情，包括旅客檢疫要求，以保障公眾健康。這些措施和要求不可避免地削弱全球的消費意欲。與此同時，全球經濟不穩亦為我們的業務經營環境帶來不確定因素和挑戰。為應對這些挑戰，本集團已採用具成本效益的營運策略。截至2023年初，隨著COVID-19疫情形勢漸趨緩和，口罩要求、強制隔離和跨境旅行限制等各種防疫措施已被取消。本集團對經濟逐步復甦及來年前景持樂觀態度。

我們深明其企業社會責任和全球可持續發展的重要性。作為提高人們生活品質的指標，可持續消費及生產同時也將消費和生產系統對環境造成的負面影響降至最低。我們相信採用可持續消費及生產模式至關重要。此外，我們矢志通過建立一套環保辦公指引供員工參考及幫助彼等培養良好習慣，促進資源有效使用，建立節約能源和資源的文化。

我們將繼續投放資源以減少營運對環境造成的影響，檢討及加強環境、社會及管治事宜的風險管理，把握可持續發展帶來的機遇。

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Sustainable supply chains and product responsibility are also our key concerns. We prioritized our consumers' and employees' health and safety and implemented several precautionary measures after the COVID-19 outbreak. We will continue to encourage and foster professional development for all employees.

We operate our business with a high standard of honesty and integrity. Mechanisms are formulated to ensure all employees are faithful and self-disciplined to continuously eliminate the risk of corruption.

Looking forward, the Group will insist on improving environmental and social performance and lead the industry to a future where development is more sustainable. I believe that all members of the Group will dedicate their best efforts to drive business growth and deliver enhanced returns to shareholders.

By order of the Board

Cheng Chi Kin

Chairman

可持續供應鏈和產品責任亦是我們的主要關注。我們優先考慮消費者和員工的健康與安全，並在COVID-19爆發後實施了多項預防措施。我們將繼續鼓勵和促進所有員工的專業發展。

我們重視誠信經營。本集團制定相關機制以確保全體僱員忠誠及自律，從而持續消除貪污風險。

展望未來，本集團將堅持提升環境和社會表現，帶領行業邁向更符合可持續發展的未來。我相信本集團所有成員將竭盡全力推動業務增長，並為股東帶來更高回報。

承董事會命

鄭子堅

主席

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ABOUT AFFLUENT PARTNERS

Affluent Partners Holdings Limited (the “**Company**”) and the subsidiaries under the Company (collectively referred to as the “**Group**” or “**We**”) are principally engaged in (i) purchasing, processing, designing, production, and wholesale distribution of pearls and jewellery products (the “**Jewellery segment**”), and (ii) operation of strategic investment and financial services segment (the “**Strategic investment and financial service segment**”).

To meet future development needs, the Group was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**SEHK**”) on 17 October 2014 (stock code: 1466).

ABOUT THE REPORT

This is our seventh Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”). The Report presents the Group’s operation and sustainable development progress and development direction to our stakeholders.

The Report is in full accordance with the mandatory disclosure requirements and the “comply or explain” provisions in the “Environmental, Social and Governance Reporting Guide” (the “**Guide**”) in Appendix 27 to the Rules Governing the Listing of Securities on the SEHK.

Reporting Scope and Period

The Report presents the Group’s overall ESG performance from 1 April 2022 to 31 March 2023 (the “**Reporting Period**”).

Unless otherwise specified, the Report covers the jewellery segment in Hong Kong and Mainland China and the strategic investment and financial service segment in Hong Kong, which are consistent with the Group’s fifth ESG report published in last year. As compared to the ESG report published in last year, there is no change in the scope of reporting.

The information contained herein is sourced from official documents and statistics of the Group, and management and operation information collected in accordance with the Group’s systems. This Report has been confirmed and approved by the Board of Directors of the Company (the “**Board**”).

關於錢唐控股

錢唐控股有限公司(「**本公司**」)及本公司旗下附屬公司(以下統稱「**本集團**」或「**我們**」)主要從事(i)珍珠及珠寶產品之採購、加工、設計、生產及批發分銷(「**珠寶業務**」)，及(ii)策略投資及財務服務業務之營運(「**策略投資及財務服務業務**」)。

為滿足未來發展需求，本集團於2014年10月17日在香港聯合交易所有限公司(「**聯交所**」)主板上市(股份代號：1466)。

關於本報告

這是我們的第七份環境、社會及管治報告(「**本報告**」)。本報告向持份者展示本集團在營運及可持續發展方面的進程及發展方向。

本報告遵循聯交所證券上市規則附錄27「環境、社會及管治報告指引」(「**指引**」)所載的強制披露規定及「不遵守就解釋」條文編製。

報告範圍及期間

本報告呈列本集團於2022年4月1日至2023年3月31日(「**報告期間**」)的整體環境、社會及管治表現。

除非另有說明，本報告涵蓋香港及中國內地的珠寶業務以及香港的策略投資及財務服務業務。與去年報告相比，匯報範圍並無變更。

本報告所載資料均來自本集團正式文件、統計資料，及根據本集團政策收集的管理及營運資料。本報告經本公司董事會確認及批准。

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Reporting Principle

The preparation of the Report is underpinned by the following reporting principles:

Materiality	We identify and disclose the material environmental and social issues by engaging with our stakeholders.
Quantitative	We calculate and disclose key performance indicators ("KPIs") quantitatively where applicable. The KPIs are calculated with reference to Appendices II and III of How to Prepare an ESG Report, published by the Stock Exchange.
Consistency	We adopt consistent statistical methodologies to allow for meaningful comparisons of ESG data over time. If there are changes in the methods used and reporting scope, an explanation will be provided for stakeholders' reference.

匯報原則

本報告以下列報告原則為編製基礎：

重要性	我們通過與持分者溝通來識別及披露重大環境和社會議題。
量化	在適用的情況下，我們計算及披露量化的關鍵績效指標。我們參考聯交所刊發的《如何編備環境、社會及管治報告》附錄2及3計算關鍵績效指標。
一致性	我們採用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘所用的方法及報告範圍有所變更，我們將通過附註解釋，供持份者參考。

Report Access and feedback

This Report is published in Chinese and English and uploaded to the website of the SEHK and the official website of the Company (www.affluent-partners.com). In the event of any conflict or inconsistency between the Chinese and English versions, the English version shall prevail.

We value the feedback of stakeholders. If stakeholders have any opinions or suggestions regarding the content or format of the Report, they are encouraged to contact us through:

Postal Address: Room 906, 9/F, Wings Building, 110–116 Queen's Road Central, Central, Hong Kong
 Tel: (852) 3611 2188
 Fax: (852) 3594 6110
 Email: ir@affluent-partners.com

獲取報告及反饋

本報告以中英文版本刊發，並上載至聯交所網站及本公司網站(www.affluent-partners.com)。如中英文版本有任何抵觸或不相符之處，概以英文版本為準。

我們重視持份者的反饋。如持份者對本報告的內容或格式有任何意見或建議，歡迎通過以下方式聯繫我們：

郵寄地址：香港中環皇后大道中110–116號
 永恆商業大廈9樓906室
 電話：(852) 3611 2188
 傳真：(852) 3594 6110
 電子郵件：ir@affluent-partners.com

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SUSTAINABILITY GOVERNANCE

We acknowledge and strive to fulfill our corporate responsibilities towards the environment, workforce, and society. We firmly believe that the Group's commitment to generating value for stakeholders is an essential component of our overall approach.

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board identifies, evaluates, and determines the Group's ESG-related risks and opportunities, as well as ensures that appropriate and effective ESG risk management and internal control systems are in place.

We comply with all relevant legal requirements and achieve environmental and social objectives during operations. In addition, we have engaged Riskory Consultancy Limited as an independent ESG consultant to assist the Group in the ESG reporting and provide related advisory services.

For more details regarding the Group's governance practices, please refer to the Corporate Governance Report of the Company's Annual Report 2023.

STAKEHOLDERS ENGAGEMENT

Stakeholders' expectations and concerns are valued in developing environmental and social strategies, including objectives setting, materiality assessment, and policy formulation. We engage with our primary stakeholders through various communication channels to understand their perspectives and expectations as follows:

可持續發展管治

我們充分意識及致力履行我們於環境、僱傭和社會等方面的企業責任。我們堅信，本集團承諾為持份者創造價值乃我們整體方針的重要組成部分。

董事會對本集團的環境、社會及管治策略及報告負有整體責任。董事會識別、評估及確定本集團與環境、社會及管治相關風險及機遇，並確保實行適當及有效的環境、社會及管治風險管理及內部監控系統。

我們遵守所有相關法律規定，並在運營過程中實現環境和社會目標。此外，我們委聘 Riskory Consultancy Limited 作為獨立環境、社會及管治顧問，協助本集團籌備環境、社會及管治報告及提供相關諮詢服務。

有關本集團管治的更多詳情，請參閱本公司 2023 年年報的企業管治報告。

持份者參與

在制定環境和社會策略(包括目標設定、重要性評估和政策制定)時，我們重視持份者的期望和關注。我們通過不同渠道與主要持份者溝通，以了解他們的意見及期望：

Stakeholder 持份者	Channels of Communication 溝通管道	Expectation 期望
Employees 僱員 	- Regular meetings 例會 - Intranet and emails 內聯網及電郵 - Training seminars and briefing sessions 培訓、研討會及簡介會 - Performance appraisal 績效評估	- Safeguard rights and interests of employees 保障僱員權利及權益 - Working environment 工作環境 - Career development opportunities 職業發展機會 - Health and Safety 健康與安全 - Self-actualization 自我實現

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Stakeholder 持份者	Channels of Communication 溝通管道	Expectation 期望
Customers 客戶 	- Email and customer service hotline 電郵和客戶服務熱線 - Feedback and report 反饋及報告 - Regular meetings 定期會議 - International Certification 國際認證 - Company website, brochures, interim reports, annual reports, announcements 公司網站、小冊子、中期報告、年報、公告	- Safe and high-quality products 安全及優質產品 - Stable relationship 穩定關係 - Information transparency 資訊透明 - Integrity 誠信 - Business ethics 商業道德
Shareholders and Investors 股東和投資者 	- Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 - Interim reports, annual report, and announcements 中期報告、年度報告及公告 - Meeting with investors and analysts 與投資者和分析師會面 - Company website 公司網站	- Return on investment 投資回報 - Information disclosure and transparency 資訊披露和透明度 - Protection of interests and fair treatment of shareholders 保障股東權益及公平對待股東 - Business risk management 業務風險管理
Peer/Industry associations 同行／行業協會 	- Industry conferences 行業會議 - Site visit 實地視察 - Publicity of standards 宣傳標準 - Training 培訓 - Seminars 研討會	- Experience sharing 經驗分享 - Corporations 合作 - Fair competition 公平競爭
Suppliers and Business Partners 供應商和業務夥伴 	- Business meetings, supplier conferences, phone calls, and interviews 商務會議、供應商會議、電話和訪談 - Review and assessment 審查和評估 - Tendering process 招標過程 - Email and circulars 電郵及通函 - Company website 公司網站	- Long-term partnership 長期合作關係 - Honest cooperation 誠信合作 - Fair and open 公平開放 - Information resources sharing for material customization 就物料定制而言，共享資訊資源 - Risk aversion 風險規避

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Stakeholder 持份者	Channels of Communication 溝通管道	Expectation 期望
Government and Market regulator 政府和市場監管機構 	- Information disclosure 信息披露 - Reports 報告 - Inspections 巡查 - Company Website 公司網站	- Compliance with the law and regulations 遵守法律法規 - Information disclosures 資訊披露
Public and communities 公眾及社區 	- Voluntary works 義務工作 - Charity and social investment 慈善及社會投資 - Company website 公司網站	- Community involvement 社區參與 - Social responsibilities 社會責任 - Employment promotion 促進就業 - Transparent information 資訊透明

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MATERIALITY ASSESSMENT

重要性評估

21 ESG issues have been identified through stakeholder engagement and discussions between the Board and management. The prioritized environmental and social issues will be highlighted in the Report.

我們通過持份者參與和董事會與管理層的討論，識別出21項環境、社會及管治議題。重要性較高的環境及社會議題將在本報告中作重點披露。

ESG Material Issues	環境、社會及管治重要議題	Materiality 重要性
Environmental	環境	
Greenhouse gases and air pollutants Climate change	溫室氣體及廢氣 氣候變化	Most important 最重要
Waste Management Efficient use of resources (e.g., energy, water)	廢物管理 有效資源使用(如能源、水)	More important 較重要
Social	社會	
Occupational health and safety Prevention of child labour and forced labour Corporate governance Compliance operation and risk management system Anti-corruption Product quality and safety Quality customer services Customer privacy and information security Protection of Intellectual Property Rights	職業健康與安全 防止童工和強制勞工 企業管治 合規營運及風險管理系統 反貪污 產品質量及安全 優質客戶服務 客戶私隱及資料安全 保護知識產權	More important 最重要
Employee training and development Employee engagement, diversity, inclusion, and equality Sustainable supply chain management and green procurement Material sourcing and efficiency Creativity in jewellery design Advertising and labelling	僱員培訓及發展 僱員參與、多元化、包容及平等 可持續供應鏈管理及綠色採購 物料採購及效率 珠寶設計創意 廣告及標籤	More important 較重要
Community development Social welfare and charity voluntary service	社區發展 社會福利及慈善義務服務	Important 重要

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SOCIAL ASPECT

EMPLOYMENT

Our employees are the key to our business success. We prioritize employees' rights and welfare and create a positive, productive, and healthy work environment for them. The Group strictly complied with applicable labour legislations and regulations in Hong Kong and Mainland China, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- The Labour Law of the People's Republic of China;
- The Labour Contract Law of the People's Republic of China; and
- The Social Insurance Law of the People's Republic of China.

The Group's staff handbook clearly states the standards for compensation and dismissal, promotion, salary review, working hours, rest periods, equal opportunity, and other benefits and welfare.

During the Reporting Period, the Group was not aware of any material non-compliance with employment laws and regulations that have a significant impact on the Group.

Recruitment and Promotion

To improve our recruitment efforts and attract the most qualified candidates for our organization, we have developed a talent selection system and periodically optimize the system to ensure fairness and equity in our hiring process. We place recruitment advertisements in the open market with reference to factors such as experience, qualifications, and expertise required for our business operations. A separate employment contract is signed between the Group and each employee following the applicable labour laws of Hong Kong and Mainland China. Regarding the probation period, Hong Kong staff and Mainland China staff are generally subject to three months or six months starting on board respectively. Employee remuneration is determined based on their qualifications, position, seniority, and remuneration policies.

社會層面

僱傭

員工是我們業務成功的關鍵。我們優先考慮員工的權利和福利，並為他們提供一個積極、高效和健康的工作環境。本集團嚴格遵守香港和中國內地適用的勞動法律及法規，包括但不限於：

- 僱傭條例（香港法例第57章）；
- 中華人民共和國勞動法；
- 中華人民共和國勞動合同法；及
- 中華人民共和國社會保險法。

本集團的員工手冊明確列明薪酬和解僱、晉升、薪金檢討、工作時間、假期、平等機會以及其他福利和待遇的標準。

於報告期間，本集團並不知悉任何嚴重違反僱傭法律及法規，且對本集團有重大影響的情況。

招聘與晉升

為了改善我們的招聘工作及吸納最合適的人才，我們已制定人才選拔制度，並定期優化該制度，以確保公平和公正的招聘過程。我們在公開市場上發佈廣告招募員工，並參考我們業務運營所需的經驗、資格和專業知識等因素。本集團根據香港及中國內地適用的勞動法與每位僱員簽訂獨立的僱傭合約。在試用期方面，香港員工和中國內地員工分別有三個月或六個月的試用。員工薪酬根據他們的資質、職位、資歷和薪酬政策而釐定。

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As at 31 March 2023, the Group had a total of 30 employees (31 March 2022: 47 employees), all of them are full-time employees. The employee demographic is as follows:

於2023年3月31日，本集團共有30名員工（於2022年3月31日：47名員工），彼等均為全職僱員。僱員結構如下：

	Unit 單位	2023 2023年
By gender 按性別劃分		
Male 男性	Person 人	16
Female 女性	Person 人	14
By age group 按年齡組別劃分		
Below 30 30歲以下	Person 人	0
31-40 31-40歲	Person 人	11
41-50 41-50歲	Person 人	6
Above 50 50歲以上	Person 人	13
By region 按地區劃分		
Hong Kong 香港	Person 人	17
Mainland China 中國內地	Person 人	13

In addition, an appraisal system is formulated to assess the performance of employees and form the basis of our decisions for salary adjustment, bonuses, and promotion of staff.

此外，我們已制定員工表現考核制度，並作為我們對員工薪酬調整、獎金及晉升的決策依據。

Remuneration and Benefits

Competitive and reasonable packages are offered to our employees. The Group also offers medical insurance, the share option scheme, and the retirement benefits scheme to retain talent.

薪酬及福利

我們為員工提供具競爭力 and 合理的待遇。本集團亦提供醫療保險、購股權計劃及退休福利計劃，以挽留人才。

In Hong Kong, we contribute to mandatory provident fund and employees' compensation insurance timely in accordance with the Mandatory Provident Fund Schemes Ordinance (Cap.485 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Cap.282 of the Laws of Hong Kong).

在香港，我們根據《強制性公積金計劃條例》（香港法例第485章）及《僱員補償條例》（香港法例第282章）規定，及時繳納強制性公積金及僱員補償保險。

In PRC, the Group strictly complies with the Social Insurance Law of the People's Republic of China and the Labour Law of the People's Republic of China, and make a timely contribution to social insurance (五險一金), including pension, medical insurance, unemployment insurance, maternity insurance, occupational injury insurance, and the housing fund.

在中國內地，本集團嚴格遵守《中華人民共和國社會保險法》和《中華人民共和國勞動法》，並及時繳納社會保險（五險一金），其中包括養老保險、醫療保險、失業保險、生育保險、工傷保險和住房公積金。

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Dismissal

Our dismissal policy is in accordance with applicable laws and regulations. If an employee has committed serious misconduct and fails to improve after repeated warnings, the supervisor and the senior management of the Company will have a thorough internal discussion and allow the employee to answer and explain before the dismissal is announced. The reasons for the dismissal will be conveyed to the employee clearly.

During the Reporting Period, the turnover rate is as follows:

解僱

我們的解僱政策符合適用的法律和法規。倘員工有嚴重不當行為，並在多次警告後仍未能改善，公司主管和高級管理人員將進行全面的內部討論，並在宣佈解僱前讓員工作出回應和解釋。我們將向員工清楚說明解僱原因。

報告期內，離職率如下：

Turnover rate ¹ 員工離職率 ¹	Unit 單位	2023 2023年
By gender 按性別劃分		
Male 男性	Percentage 百分比	43.8
Female 女性	Percentage 百分比	85.7
By age group 按年齡組別劃分		
Below 30 30歲以下	Percentage 百分比	0
31-40 31-40歲	Percentage 百分比	0
41-50 41-50歲	Percentage 百分比	300.0
Above 50 50歲以上	Percentage 百分比	7.7
By region 按地區劃分		
Hong Kong 香港	Percentage 百分比	17.6
Mainland China 中國內地	Percentage 百分比	123.1

Note:

- The staff turnover rate is calculated by dividing the total number of staff turnover throughout the Reporting Period by the total number of staff at the end of the period, which may exceed 100%.

附註：

- 員工離職率乃按整個報告期內的員工離職總數除以期末員工總數計算，該比率或會超過100%。

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Equal Opportunities and Diversity

We aim to establish a workplace that is impartial and equitable, where all individuals are treated with parity. We endeavor to ensure that both applicants and employees are provided equal opportunities with regard to employment, compensation, and advancement. We adhere to a policy of zero tolerance towards any form of discrimination or harassment based on legally protected grounds such as age, gender, race, religion, marital status, health status, or any other inappropriate and unacceptable behavior.

We also emphasize female employees have the same promotion opportunities as male staff to achieve gender equality. We are compliant with the requirements of the Law of the People's Republic of China on the Protection of Women's Rights and Interests, which stipulates that female employees are entitled to a basic salary and their employment contracts will not be released or terminated, without cause, during their pregnancy, maternity leave, or breastfeeding period.

Working Hours and Rest Periods

Relevant policies of working hours and rest periods have been established in accordance with local labour laws including the Provisions of the State Council on Employees' Working Hours (國務院關於職工工作時間的規定). We have installed the attendance management system to monitor the working hours of our employees. The employee who works overtime will be compensated with extra pay or additional days off. In addition to basic paid annual leave and statutory holidays, the employees are also entitled to leave benefits such as marriage leave, maternity leave, and compassionate leave.

Communication with Employees

We place great importance on fostering a strong relationship with our employees, as it allows us to gain insights into their perspectives and requirements. New hires are provided with an employee orientation covering vital information about our corporate system, culture, and related matters.

Furthermore, meetings between the management and staff are organized quarterly to enable direct communication and feedback. Additionally, the Group has implemented a mechanism to handle feedback and complaints from employees in a systematic manner.

平等機會及多元化

我們旨在建立一個公正和公平的工作環境，讓所有人都獲平等對待。我們致力確保申請人和員工均擁有平等的就業、薪酬和晉升機會。對任何形式及受法律保障的歧視或騷擾（如年齡、性別、種族、宗教、婚姻狀況、健康情況或任何其他不適當和不可接受的行為），我們堅持零容忍政策。

我們亦強調女性員工與男性員工擁有相同的晉升機會，以實現性別平等。我們遵守《中華人民共和國婦女權益保障法》的規定，該法規定女性僱員於懷孕、產假或授乳期均有權享有基本工資，且不得無故解除或終止其僱傭合約。

工作時間和假期

我們已根據當地勞動法（包括《國務院關於職工工作時間的規定》）制定有關工作時間和假期的政策。我們已安裝考勤管理系統，以監察僱員的工作時間。加班員工將獲額外薪金或休假補償。除基本有薪年假和法定假日外，僱員亦享有婚假、產假、恩恤假等休假福利。

僱員溝通

我們非常重視與員工建立密切關係，因為這使我們能更了解他們的意見和需求。我們為新入職員工提供迎新活動，介紹公司制度、文化和相關事宜等重要資訊。

另外，管理層每季度與員工進行會議，從而能夠直接溝通和取得反饋。此外，本集團亦設有系統化處理員工建議和投訴的機制。

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OCCUPATIONAL HEALTH AND SAFETY

We accord utmost importance to the health and safety of our workforce in operations. We are firmly committed to providing a secure and healthy working environment for our employees to achieve a zero-incident working environment and the highest standards of safety and health performance. We strictly abided by the laws and regulations in relation to occupational health and safety, including but not limited to:

- Occupational Safety and Health Ordinance (Cap. 509 of the laws of the Hong Kong);
- Fire Services Ordinance (Cap. 95 of the laws of the Hong Kong);
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases; and
- Fire Control Law of the People's Republic of China.

We considered all possible precautionary measures and formulated the health and safety policy to provide a healthy and safe working environment to our employees. The following measures are implemented:

- Emergency Management Procedure;
- Chemical Products Management Program;
- Hazardous Energy Control Policy;
- Health and Safety Management Policy; and
- Expectant Mothers and Pregnant Employees Risk Assessment Program.

The safety of electrical equipment is another key issue for the Group. We have formulated safety operation procedures and maintenance guidelines for staff to ensure major production equipment functions properly. In addition, regular safety monitoring and risk assessment have been carried out to identify the potential hazards during the assessment and ensure that effective control will be implemented for safety improvement.

職業健康與安全

我們極其重視運營中員工的健康和安全。我們致力於為員工提供安全健康的工作環境，以實現零意外的工作環境和最高標準的安全及健康表現。我們嚴格遵守有關職業健康與安全的法律法規，包括但不限於：

- 職業安全及健康條例（香港法律第509章）；
- 消防條例（香港法例第95章）；
- 中華人民共和國職業病防治法；及
- 中華人民共和國消防法。

我們考慮所有可行的預防措施，並已制定健康和安全管理政策，從而為員工提供健康及安全的工作環境。我們實施以下措施：

- 緊急管理程式；
- 化學產品管理計劃；
- 有害能源控制政策；
- 健康與安全管理政策；及
- 準媽媽及懷孕僱員風險評估計劃。

電子設備的安全是本集團的另一項關鍵事宜。我們為員工制定了安全操作程序及維護指引，以確保主要生產設備正常運作。此外，我們開展定期安全監測和風險評估，在評估過程中識別潛在危害，確保就安全改進實施有效控制措施。

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In addition to safety measures, we strive to establish a culture of safety among our employees through safety-related education and training. We have designed various safety training programs for employees at all levels. Employees are required to undergo training in chemical handling and pass the assessment before working with chemicals. Furthermore, all employees are required to attend regular fire drills to ensure that they can respond quickly and effectively in the event of a fire emergency. We will continue to enhance the safety awareness of our employees through on-the-job training.

There were no work-related fatalities in the past three years (including the Reporting Period). No lost days due to work injury were recorded by the Group during the Reporting Period.

Anti-pandemic Measures

We continued to implement precautionary measures in accordance with government guidelines in response to COVID-19. These measures include but are not limited to adopting work-from-home arrangements, provide masks to staff, requiring staff and visitors to take body temperature and sterilizing hands before entering the working area, requiring staff to wear masks during working hours, and sterilizing the working area all the time.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to occupational health and safety that have a significant impact on the Group.

除安全措施外，我們致力通過安全相關教育和培訓，從而使員工建立安全文化。我們已為各級員工設計不同安全培訓計劃。員工必須接受化學品處理培訓，並在執行化學品相關工作前通過考核。此外，所有員工都必須參加定期消防演習，以確保他們在火災發生時能夠採取迅速及適當的行動。我們將繼續通過在職培訓提高員工的安全意識。

過去三年內（包括報告期間），我們概無因工亡故事故。本集團於報告期間並無因工傷而損失工作天數。

抗疫措施

我們按照政府指導方針繼續實施預防措施，以應對COVID-19疫情。這些措施包括但不限於採取居家辦公安排、向員工提供口罩、要求員工和訪客在進入工作區域前測量體溫和消毒雙手、要求員工在工作時間內佩戴口罩，及保持對工作區域進行消毒工作。

於報告期間，本集團並不知悉任何嚴重違反與職業健康與安全相關法律及法規，且對本集團有重大影響的情況。

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DEVELOPMENT AND TRAINING

發展及培訓

We emphasize employee development and training and actively encourage our staff to identify their training requirements and pursue development opportunities. During the Reporting Period, the training data is as follows:

我們重視員工發展及培訓，積極鼓勵員工識別他們的培訓需求及尋求發展機會。報告期內，訓練數據如下：

	Unit 單位	2023 2023 年
Percentage of staff trained 受訓僱員百分比		
By gender 按性別劃分		
Male 男性	Percentage 百分比	81
Female 女性	Percentage 百分比	71
By employee category 按僱員類別劃分		
General Staff 一般員工	Percentage 百分比	57
Middle Management 中級管理層	Percentage 百分比	86
Senior Management 高級管理層	Percentage 百分比	100
Average training hour per employee 每名僱員平均培訓時數		
By gender 按性別劃分		
Male 男性	Hour 小時	7
Female 女性	Hour 小時	3
By employee category 按僱員類別劃分		
General Staff 一般員工	Hour 小時	1
Middle Management 中級管理層	Hour 小時	4
Senior Management 高級管理層	Hour 小時	12

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A complete training package is designed and provided to employees to enhance the professional skills of employees and meet the Group's development goal. Induction training is provided to new staff to introduce the corporate culture, organizational structure, and occupational health and safety. In the meantime, experienced staff are provided with non-scheduled profession-oriented courses. We have established the "2017 Training Guideline (the PRC)" to conduct periodic training for our employees regarding the requirements of their job duties. All employees must comply with the codes and policies and obtain the required knowledge and techniques for their positions, as well as pass the examinations after the training.

我們為員工設計並提供一套全面的培訓計劃，以提升員工的專業技能及實現本集團的發展目標。新員工入職時會接受入職培訓，為他們介紹企業文化、組織結構及職業健康與安全。同時，我們亦為有經驗員工提供非定期專業為本課程。我們已制定「2017年培訓指引(中國)」，為僱員定期進行有關其職責需要的培訓。所有員工必須遵守守則及政策，以及通過培訓獲得其職位所需的知識和技術，並在培訓後通過考核。

Target Team 目標團隊	Head of each department 各部門主管	Quality Control Team 品質監控團隊
Leadership 領導人員	Factory Management Representative 廠房管理代表	Quality Management Team 品質管理團隊
Training contents 培訓內容	- Corporate Management Fundamental Concepts 企業管理基本概念 - Job Positions and Duties 職位和職責 - ISO9001:2008 Operation and Control ISO9001 : 2008 營運及控制 - Quality Awareness 品質意識 - Factory Quality Standards and Targets 廠房品質標準和目標 - Continuous Improvement of Corporate Mindset 持續改善企業思維模式 - Safety Management Knowledge 安全管理知識 - BSCI Behavior Codes BSCI行為守則	- Job Duties 職責 - ISO9001:2008 Basic Knowledge ISO9001 : 2008 基礎知識 - Quality Awareness 品質意識 - Calculation and Examination of Basic Knowledge 計算與檢驗的基礎知識 - Form Report 表單報告 - Factory Quality Standards and Targets 廠房品質標準和目標 - Continuous Improvement of Concepts 持續改善概念 - Safety Management knowledge regarding Quality Control 有關品質控制的安全管理知識 - BSCI Behavior Codes BSCI行為守則

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LABOUR STANDARDS

Child and forced labour are strictly prohibited as they are clear violations of fundamental human rights and represent a significant threat to sustainable social and economic development. We comply with relevant laws and regulations, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong); and
- Labour Law of the People's Republic of China.

Employment contracts and other records of the employees (including age) are managed properly for verification by relevant statutory bodies upon request.

The "Prohibition of Forced Labour Policy Procedure" is issued to prohibit unlawful acts such as squeezing the labour for their interest or forcing them to work by any form of threat. In addition, we established the "Child Labour Rescue Procedure" to support the effective abolition of child labour. All candidates to be employed must be aged 18 or above. Candidates are required to provide their identity proof for verification during the recruitment process. If there is any mistakenly hired child labour, his/her work will immediately be suspended by the Group, and his/her parents or legal guardians will be informed. In addition, the Group will return him/her to his/her residence and bear all the costs incurred.

Furthermore, we also communicated with our suppliers and other business partners to follow the same standards of labour practices while working with us.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to preventing child and forced labour that has a significant impact on the Group.

勞工準則

我們嚴格禁止使用童工和強制勞工，因其侵犯基本人權，並對可持續社會和經濟發展構成重大威脅。我們遵守相關法律法規，包括但不限於：

- 僱傭條例(香港法例第57章);及
- 中華人民共和國勞動法。

我們妥善保存僱傭合約和僱員的其他記錄(包括年齡)，以供相關法定機構按要求核實。

我們頒佈「禁止強迫勞動政策程序」，以禁止非法行為，如為利益而壓搾員工或以任何形式之威脅強迫員工工作。此外，我們制定「童工救助程序」，以支持有效廢除童工。所有受聘的應徵者必須年滿18歲或以上。應徵者須在招聘過程中提供身份證明以供核實。如有任何誤聘童工的情況，本集團將立即暫停其工作，並通知其父母或法定監護人。此外，本集團會將該童工送回原居住地，並承擔所有相關費用。

此外，我們還與供應商和其他業務夥伴溝通，在合作時遵循相同的勞工實踐標準。

於報告期間，本集團並不知悉任何嚴重違反有關防止童工及強制勞工的法律及法規，且對本集團有重大影響的情況。

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SUPPLY CHAIN MANAGEMENT

Supply chain management is key to our business and we work closely with suppliers who are committed to high quality, environmental, health, and safety standards. During the Reporting Period, we had a total of 65 suppliers. The supplier distribution is as follows:

Region	地區	No. of suppliers 供應商數量
Hong Kong	香港	32
Mainland China	中國內地	2
Other regions	其他地區	31

Only the suppliers who share the same principles with us will be selected and cooperated. To fulfill our commitment to environmental protection, product quality, and social responsibility, we have formulated internal policies and guidelines for the selection of external suppliers. We have formulated a stringent supplier selection process and management approach to ensure healthy and sustainable relationships with suppliers. For supplier assessment, we consider multiple selection criteria when accessing suppliers' profiles and principles, including but not limited to product quality, labour standards, environmental and quality management, and ethical business conduct. The environmental and social risks are also identified and controlled. The suppliers providing environmentally preferable are preferred in the selection process according to our Green Purchasing Policy. During the Reporting Period, all major suppliers have been reviewed.

During the Reporting Period, the Group was not aware of any significant environmental and social risks for our management decision on supply chain management.

供應鏈管理

供應鏈管理對我們業務十分關鍵，我們與致力於高質量、環境、健康和安全管理標準的供應商緊密合作。於報告期內，我們共有65家供應商。供應商分佈如下：

我們只甄選與我們秉持相同原則的供應商合作。為了履行對環境保護、產品品質和社會責任的承諾，我們已制定內部政策及指引來篩選外部供應商。我們制定嚴格的供應商甄選程序及管理方法，以確保與供應商保持健康及可持續的關係。有關供應商評估，我們於取覽供應商的背景及原則時會考慮多項甄選準則，包括但不限於產品品質、勞工準則、環境及品質管理，以及商業道德操守。我們亦識別及控制環境和社會風險。根據我們的綠色採購政策，我們在甄選過程中會優先考慮提供環保產品及服務的供應商。於報告期間，我們已審查所有主要供應商。

於報告期間，本集團並不知悉供應鏈管理決策有任何重大環境及社會風險。

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PRODUCT RESPONSIBILITY

The Group places a high priority on guaranteeing customer satisfaction with its products and services. We endeavor to enhance product quality, attract novel clientele, and fortify existing customer relations to attain sustainable business expansion. We strictly comply with the laws and regulations, including but not limited to the Product Quality Law of the People's Republic of China.

Policies about product quality and safety as well as compliance with laws and regulations have also been clearly stated to the employees and suppliers.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress that have a significant impact on the Group.

Quality Assurance

Being one of the world's largest merchants, purchasers and processors of pearls and jewellery products, we recognize product quality as an important aspect of business operations. The Group has obtained ISO 9001:2008 quality management system accreditation for the production of pearls and jewellery products.

A comprehensive quality assurance system and the "Quality Assurance Manual" has been implemented to monitor the entire production process of pearls and jewellery products to ensure product safety. The following requirements for pearls and crystal are formulated:

產品責任

本集團高度重視客戶對其產品和服務的滿意度。我們致力提高產品質量，吸引新客戶並加強現有客戶關係，以實現業務可持續發展。我們嚴格遵守法律法規，包括但不限於《中華人民共和國產品質量法》。

我們亦向員工和供應商清晰傳遞有關產品質量和安全以及遵守法律法規的政策。

於報告期間，本集團並不知悉任何嚴重違反有關所提供產品及服務的健康和安全、廣告、標籤及私隱事宜以及補救方法的法律及法規，且對本集團有重大影響的情況。

品質保證

作為世界最大的珍珠和珠寶產品商家、採購商及加工商之一，我們認為質量控制是業務營運的重要因素。本集團已就珍珠和珠寶產品生產獲得ISO 9001：2008質量管理體系認證。

我們已建立全面的質量保證體系及「品質保證手冊」，以監察珍珠及珠寶產品的整個生產過程，確保產品安全。我們對珍珠和水晶有以下要求：

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Pearls

Both seawater and freshwater pearls must present smooth surfaces with minor polishing.

Pearls with the following are prohibited from using:

- Artificial coating
- Damages, thin or peeled seawater pearls
- Dark spots
- Obvious gap or hole
- Redundant parts or not aligned with the hole
- Glue remnant

Size Error Acceptable Range:

- The actual pearl sizes can be 0.5 mm over the size indicated in the purchase order.
- Any error that is over this range is not allowed.



珍珠

海水和淡水珍珠都必須呈現光滑的表面，並經過輕微拋光。

禁止使用具有以下物質的珍珠：

- 人工塗層
- 損壞、薄或剝落的海水珍珠
- 黑斑
- 有明顯裂痕或有孔
- 有多餘的部分或未對準的珠孔
- 有膠水殘留

可接受的尺寸誤差範圍：

- 珍珠的實際尺寸可超出採購訂單所示的尺寸0.5毫米。
- 不容許任何超出該範圍的誤差。



Crystal

- The Cutting shall not exhibit any error that over the allowed range.
- Cutting shall be symmetrical and evenly proportioned.
- It should present the best possible color and brilliance in the stone.
- For multi-stone designs, stones with the same characteristics in terms of external form, cutting type, size, height and/or length must have a ratio that matches the cutting requirement.
- If the supplier can anticipate the color variation during production process, the client can ask the supplier to provide a set of stones that demonstrate the range of color variations.

Size Requirements:

- Under any circumstance, the size of cutting stone shall not be smaller than the size indicated in the purchase order.
- Buyers own rights to adjust the size of stone.



水晶

- 切割不得顯露任何超出容許範圍的誤差。
- 切割須為對稱及均衡分佈。
- 應盡可能展現晶石的最佳顏色及光澤。

就多晶石設計而言，在外形、切割類型、大小、高度及／或長度方面具備相同特點的晶石必須具有符合切割要求的比例。

倘供應商可於生產過程中預測顏色變化，客戶可要求供應商提供一系列展現顏色變化範圍的晶石。

尺寸要求：

- 於任何情況下，經切割的晶石尺寸不得小於採購訂單所示的尺寸。
- 買家有權調整晶石尺寸。

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As different customers have customized requirements for each product, quality assurance procedures are required to ensure the product quality meets our internal standards and customers' satisfaction. Throughout the production process, all products would undergo quality testing upon taking initial samples, during processing, and before loading material for transportation. The product quality information is recorded to check whether the performance meets the standards. If any customer feedback and complaints are received, the relevant responsible department will maintain communication with the customer to properly handle the incident.

During the Reporting Period, no complaints from clients were received and no products to be recalled for safety and health reasons were recorded.

Privacy Protection

One of our primary focuses is safeguarding the privacy concerns of our customers, internal staff, information, and external collaborators and vendors. We strictly comply with the Hong Kong Personal Data (Privacy) Ordinance (Cap.486 of the Laws of Hong Kong).

To regulate staff's behavior regarding privacy protection issues, we have formulated confidentiality guidelines, and the privacy protection policy is clearly stated in the staff handbook. The clients' information should not be revealed to anyone other than staff who are in the normal course of conducting duties and responsibilities. Disclosure of clients' confidential information to unauthorized personnel is prohibited and could result in disciplinary action, up to and including termination of employment.

Intellectual Property Rights

The Group regards intellectual property rights as crucial assets and the intellectual property rights clause is clearly stated in the contract, such as

- owner of the intellectual property rights;
- forbidden to share product design data with the third party; and
- use the same design for a third party.

由於不同的客戶對每個產品都有特定要求，因此我們需要進行質量保證程序來確保產品質量符合我們的內部標準和使客戶滿意。在整個生產過程中，所有產品在抽取原始樣本時、加工過程中，以及裝載材料進行運輸前均會進行質量檢測。我們會記錄產品質量資訊，以檢查其表現是否符合標準。如接獲任何客戶反饋及投訴，相關負責部門會與客戶保持溝通，以妥善處理事件。

於報告期間，我們概無接獲客戶投訴，亦無因安全及健康原因而召回產品。

私隱保障

保障客戶、內部員工、數據以及外部合作者和供應商的私隱是我們的重點之一。我們嚴格遵守《個人資料(私隱)條例》(香港法例第486章)。

為規範員工在私隱保障方面的行為，我們已制定保密指引，並在員工手冊中明確列明私隱保護政策。客戶資料不應透露給正常履行職責和責任的人員以外之任何人士。我們禁止向未經授權人士披露客戶機密資料，否則可能導致紀律處分，最嚴重者可遭終止僱用。

知識產權

本集團視知識產權為重要資產，並在合同內明確列明知識產權條款，如：

- 知識產權的擁有人；
- 禁止與第三方分享產品設計數據；及
- 為第三方使用相同設計。

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ANTI-CORRUPTION

Maintaining integrity and honesty is essential for our operation and business growth. We strictly comply with national or regional laws and regulations, including but not limited to

- The Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong); and
- Anti-Money Laundering Law of the People's Republic of China.

To prevent all forms of corrupt practices, we have formulated and implemented the "Code of Conduct" with reference to applicable laws and regulations. Our employees are required to conduct perform their duties ethically and properly. Payments or acceptance of any kickbacks from external parties is strictly prohibited. Disciplinary action will be taken to combat any violation of the Group's regulation. During the Reporting Period, no concluded legal cases regarding corruption were filed against the Group or our employees.

We will continue to provide anti-corruption training to our directors and staff to promote integrity and honesty as well as to enhance their awareness of anti-corruption.

Whistle-blowing Policy

In order to enable and encourage reporting suspected misconduct, malpractice, or irregularities with confidence, we have implemented a system for receiving and addressing feedback and complaint. All reported cases would be promptly and thoroughly investigated by the designated personnel while confidentiality would be respected to protect individuals. If there is sufficient evidence to illustrate that a case of possible corruption exists, the case will be reported to the relevant local authorities. Besides our employees, we also have the same expectations for our suppliers and other business partners.

During the Reporting Period, the Group was not aware of any material non-compliance with the laws and regulations relating to corruption, bribery, extortion, fraud, and money laundering that have a significant impact on the Group.

反貪污

保持誠信對於我們的運營和業務增長至關重要。我們嚴格遵守國家或地區法律法規，包括但不限於

- 防止賄賂條例(香港法例第201章)；及
- 中華人民共和國反洗錢法。

為了防止一切形式的貪污行為，我們參考適用法律及法規制定及實施「行為守則」。我們的員工必須以合乎道德和適當的方式履行職責。我們嚴禁支付或接受來自外部各方的任何回扣。我們將採取紀律處分，以打擊任何違反本集團規定的行為。於報告期內，並無任何對本集團或我們員工提出並已結案的貪污法律案件。

我們會繼續為董事及員工提供反貪污培訓，以宣揚誠信，並增強他們的反貪污意識。

舉報政策

為了鼓勵舉報可疑的不當、瀆職或違規行為，我們已建立機制接收及處理意見和投訴。指定人員將對所有舉報個案進行迅速及徹底調查，並同時著重保密性，以保障舉報人。倘有足夠證據表明存在可能的貪污個案，我們會向相關地方機關報告有關個案。除了我們的員工以外，我們對供應商和其他業務夥伴亦有相同期望。

於報告期間，本集團並不知悉任何嚴重違反與貪污、賄賂、勒索、欺詐及洗黑錢有關的法律及法規，且對本集團有重大影響的情況。

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COMMUNITY INVESTMENT

The Group adheres to the principle of “Taking from society, giving back to society,” and endeavors to fulfill its corporate social responsibility.

We have established a “Corporate Social Responsibility System” that facilitates the identification of potential social responsibility risks that may impinge on the Group’s reputation and image with reference to the SA8000 Standard. Moreover, this system provides a framework for the implementation of various socially responsible measures in different areas, such as labor standards, employment, and health and safety. We have instituted internal control procedures to periodically review the system and ensure its alignment with the SA8000 Standard.

We are dedicated to forging enduring relationships with our stakeholders and making valuable contributions to community development programs that have a positive impact. We will continue to be a socially responsible company while making concerted efforts to contribute to the betterment of our community.

ENVIRONMENTAL ASPECT

EMISSION

The Group endeavors to integrate the notion of sustainable development into its operations to safeguard the environment and natural resources for future generations. We acknowledge our obligation as a corporate citizen to protect the environment.

We strictly comply with the applicable national and local environmental laws and regulations, including but not limited to:

- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong); and
- Environmental Protection Law of the People’s Republic of China.

社區投資

本集團秉承「取諸社會，用諸社會」的理念，致力履行其企業社會責任。

我們已參考SA8000標準制定「企業社會責任制度」，有助識別可能影響本集團聲譽及形象的社會責任相關風險。此外，該制度為我們開展各項範疇（如勞工準則、僱傭及健康與安全）的社會責任措施提供框架。我們已制定內部控制程序，定期檢討該制度，並確保其符合SA8000標準。

我們致力於與持份者建立長遠關係，並為具有積極影響的社區發展計劃作出寶貴貢獻。我們將繼續成為一家肩負社會負責的公司，同時致力為社區進步作出貢獻。

環境層面

排放物

本集團致力將可持續發展理念融入營運，從而為下一代保護環境及天然資源。我們深明我們作為企業公民有保護環境的義務。

我們嚴格遵守適用的國家及地方環境法律法規，包括但不限於：

- 廢物處置條例（香港法例第354章）；及
- 中華人民共和國環境保護法。

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We are constantly striving to innovate and reduce the impact on the natural environment. We have established the Green Purchasing Policy, the 3Rs (reduce, reuse, recycle) Policy and the Green Operation Policy to reduce emissions. The Green Purchasing Policy regulates daily purchasing and requires purchasing energy-efficient office equipment and energy-efficient air conditioners. The 3Rs Policy regulates sources of waste and encourages to achieve a paperless office. The Green Operation Policy regulates facility operations.

During the Reporting Period, the Group was not aware of any material non-compliance with the laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that have a significant impact on the Group.

Air Emissions

The primary source of exhaust air emissions for the Group is the utilization of vehicle fuels within the Jewelry Segment.

During the Reporting Period, the air emissions data is as follows:

Type of Emissions 排放物類別	Unit 單位	2023 2023年	2022 2022年
Sulphur Oxides (SO _x) 硫氧化物	kg 公斤	0.07	0.11
Nitrogen Oxides (NO _x) 氮氧化物	kg 公斤	3.78	5.44
Particulate Matter (PM) 顆粒物	kg 公斤	0.28	0.40

In our pursuit to minimize exhaust air emissions, we remind our employees to consider the environmental impact of their commuting decisions and encourage them to opt for fuel-efficient vehicles or use public transportation whenever feasible.

我們一直致力創新，減少對自然環境的影響。我們已制定綠色採購政策、3Rs（減少使用、物盡其用、循環再造）政策和綠色營運政策，以減少排放。綠色採購政策規範日常採購，規定購買節能辦公設備和節能冷氣機。3Rs政策管理廢物來源，並鼓勵實現無紙化辦公。綠色運營政策管理設施運營。

報告期間，本集團並不知悉任何嚴重違反有關廢氣及溫室氣體排放、向水及土地排放、以及有害及無害廢棄物產生等的法律及法規，且對本集團有重大影響的情況。

廢氣排放

本集團的廢氣排放主要來自珠寶業務的車輛燃料使用。

報告期內，廢氣排放數據如下：

為了盡量減少廢氣排放，我們提醒員工選擇交通工具時考慮環境影響，並鼓勵他們選用低耗油量的車輛或盡量乘坐公共交通工具。

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Greenhouse Gas Emissions

The Group's greenhouse gas ("GHG") emissions are primarily attributed to the consumption of gasoline for transportation and electricity for operations.

During the Reporting Period, the GHG emissions data is as follows:

Type of emission 排放類型	Unit 單位	2023 2023 年	2022 2022 年
Scope 1 (Direct Emission) 範圍 1 (直接排放)	Tonnes CO ₂ e 噸二氧化碳當量	13.30	19.15
Scope 2 (Energy Indirect Emission) 範圍 2 (能源間接排放)	Tonnes CO ₂ e 噸二氧化碳當量	3.51	6.18
Total 總計	Tonnes CO ₂ e 噸二氧化碳當量	16.81	25.33
Intensity 密度	Tonnes CO ₂ e/Revenue of HK\$ million 噸二氧化碳當量／百萬港元收入	0.19	0.40

溫室氣體排放

本集團的溫室氣體排放主要歸因於運輸及營運所消耗的汽油及電力。

報告期內，溫室氣體排放數據如下：

The GHG emissions of the Group have been reduced by around 34% in the Reporting Period due to an increase in the production outsourcing ratio. We target to further reduce the GHG emission by establishing and implementing the following energy-saving policies:

- Upgrade the lighting bulbs to LED;
- Install motion sensors in meeting rooms, corridors, staircases; and
- Switch off electrical appliances when they are not in use.

In addition, we optimize our production process and encourage the employees to have conference calls or video conferences instead of face-to-face meetings to reduce emissions.

由於生產外包比例的提高，本集團於報告期內的溫室氣體排放量減少了約34%。我們目標通過制定和實施以下節能政策來進一步減少溫室氣體排放：

- 將燈泡升級至LED；
- 於會議室、走廊及樓梯安裝動作感應燈；及
- 於不使用時關掉電器。

此外，我們優化生產流程及鼓勵員工以電話會議或視頻會議代替實體會議，以減少排放。

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Waste Management

The Group adopts Restriction of Hazardous Substance Directive 2002/95/EC (the “RoHS”) during the operation. Due to our business nature, no hazardous waste was generated during the Reporting Period. The primary waste was non-hazardous waste generated by office activities in daily operations, such as paper/cardboard waste and plastic waste.

Several strategies have been implemented to manage waste during our operations. We have placed marked bins to collect paper/cardboard waste, plastic waste, and other general waste on each floor of the building and thus, our staff can accordingly dispose of items that they have used. The waste would be classified before being disposed of and centralized and processed harmlessly. All clean paper/cardboard and plastic types can be separated from other types of waste to be recycled rather than landfilled.

During the Reporting Period, the relevant data was as follows:

	Unit 單位	2023 2023 年	2022 2022 年
The total amount of waste generated 廢棄物產生總量	Tonnes 噸	0.13	0.12
Intensity 密度	Tonnes/Revenue of HK\$ million 噸／百萬港元收入	0.001	0.002

We adopted several strategies during operation to reduce waste. Our employees are encouraged to use electronic documents, both-side printing, and recycled papers in daily operation.

廢棄物管理

本集團在營運過程中採納有害物質限制指令 2002/95/EC (「RoHS」)。由於我們的業務性質，本集團於報告期間並無產生有害廢棄物。我們主要的廢棄物為日常辦公活動中產生的無害廢棄物，例如紙張／卡紙廢棄物及塑膠廢棄物。

我們已在營運過程中實施不同策略以管理廢棄物。我們已於大樓各層放置具有清晰標記的垃圾箱，以收集廢棄紙張／卡紙，塑膠廢物和其他一般廢物，因此，我們的員工能分類棄置使用過的物品。廢棄物在處置前將被分類，並集中進行無害處理。所有清潔紙張／卡紙及塑膠類別與其他類別的廢棄物分隔開，以作回收處理，避免堆填。

報告期內，相關數據如下：

我們在運營過程中採取了多項措施來減少廢物。本集團鼓勵員工在日常工作中使用電子文件、雙面打印及使用循環再造紙。

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USE OF RESOURCES

The Group places significant emphasis on optimizing the use of resources with a focus on electricity, petrol, water, and paper. During the Reporting Period, the energy consumption data is as follows:

Type of energy 能源類型	Unit 單位	2023 2023 年	2022 2022 年
Direct Energy Consumption (Petrol) 直接能源耗量 (汽油)	MWh 兆瓦時	45.53	65.56
Indirect Energy Consumption (Purchased Electricity) 間接能源耗量 (外購電力)	MWh 兆瓦時	6.50	10.00
Total Energy Consumption 能源總耗量	MWh 兆瓦時	52.03	75.56
Intensity 密度	MWh/Revenue of HK\$ million 兆瓦時／百萬港元收入	0.60	1.21

We aim to enhance the efficient use of natural resources by reducing waste and emissions and implementing an effective recycling program.

We keep recording the resource consumption for reviewing the effectiveness of our energy saving measures. In the future, we will formulate more specific improvement measures and objectives.

資源使用

本集團重視優化電力、汽油、水和紙張的資源使用。報告期內，能源消耗數據如下：

我們旨在通過減少廢物和排放，以及實施有效的回收計劃來提高自然資源的有效使用。

我們持續記錄資源消耗，以檢討節能措施的成效。我們日後將制定更具體的改進措施和目標。

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Electricity

The Group recognizes the importance of electricity and energy saving. Due to the increase in the production outsourcing ratio, the electricity consumption of the Group has been reduced by 35% in the Reporting Period.

Given that the reduction of electricity consumption can indirectly mitigate greenhouse gas emissions, the Group has implemented various energy-saving measures in both our production and office operations.

電力

本集團明白節省電力及節能的重要性。由於生產外包比例的增加，本集團於報告期內的用電量減少了35%。

鑒於減少電力消耗將間接減少溫室氣體排放，本集團已在生產及辦公室營運實施多項節能措施。



Production site
生產區域



Office
辦公室

- | | |
|--|--|
| <ul style="list-style-type: none"> • Upgrade the lighting bulbs to LED
將燈泡升級至LED • Install motion sensors in all corridors and restrooms
於所有走廊及洗手間安裝動作感應燈 • Provide training to new staff on how to use manufacturing equipment efficiently
為新員工提供有關如何有效使用製造設備的培訓 • Periodically commissions manufacture equipment
定期調試製造設備 • Post electricity saving slogan on production area
於生產區域張貼省電標語 | <ul style="list-style-type: none"> • Upgrade the lighting bulbs to LED
將燈泡升級至LED • Install motion sensors in meeting rooms, corridors, and staircases
於會議室、走廊及樓梯安裝動作感應燈 • Adopt Green Purchasing Policy for newly purchased laptops, TV, projector, printers etc with Grade 1 energy label
採用綠色採購政策，購買具有一級能源標籤的新手提電腦、電視、投影機、打印機等 • Set new and existing computers, photocopiers, and printers in energy-saving mode
將新購及現有電腦、影印機及打印機設定為節能模式 • Switch off electrical appliances when they are not in use
於不使用時關掉電器 • Set the temperature of air-conditioners at 25.5 degrees Celsius
將冷氣機溫度設定為攝氏25.5度 • Set time control for office lighting to make the light switch off automatically after 18:30 and staff who work overtime can switch it on manually
將辦公室照明設備的時間控制設定於下午6時30分後自動關掉，加班的員工可手動開啟照明設備 • Post an electricity saving slogan on the working area
於工作區域張貼省電標語 |
|--|--|

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Water

The Group recognizes the importance of water conservation. We strive to reduce water consumption by implementing several measures. Water-saving tips have been posted in the restroom and pantry to remind staff of their water-use behaviors. We have also replaced old facilities with water conservation equipment. During the Reporting Period, there is no issue in sourcing water that is fit for purpose and the water consumption of the Group is as follows:

	Unit 單位	2023 2023 年	2022 2022 年
Total Water Consumption 總耗水量	m ³ 立方米	1,400	2,700
Intensity 密度	m ³ /Revenue of HK\$ million 立方米／百萬港元收入	16.11	43.10

水

本集團深明節約用水的重要性。我們通過實施若干措施減少用水。本集團在洗手間及茶水間張貼節約用水的提示，提醒員工用水行為。我們亦已用節水設備取代陳舊設施。於報告期內，本集團於求取適用水源上並無問題，其用水量如下：

Paper

To reduce paper consumption and indirectly reduce the overall GHG emission, we have been promoting the concept of a "Paperless Office" by taking several measures:

- Go digital
- Print internal documents on both sides of a page and in a reduced format
- Reuse single-side paper for internal staff documents
- Replace printers that cannot print documents on both sides of a page and in reduced format

紙張

為減少紙張消耗及間接減少溫室氣體整體排放，我們一直通過實行多項措施倡導「無紙辦公室」概念：

- 數碼化
- 使用雙面並以縮小格式打印內部文件
- 處理內部員工文件時重用單面紙張
- 更換無法以縮小格式打印雙面文件的打印機

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Packaging Materials

Our primary packaging materials for business operations include paper boxes and plastic bags. We are committed to selecting environmentally friendly packaging materials that are safe for human health, protective of the ecological environment, and can be recycled or reused to minimize environmental impact.

During the Reporting Period, the amount of packaging material used by the Group is as follows:

	Unit 單位	2023 2023 年	2022 2022 年
Total Consumption of Packaging Materials 包裝物料總耗量	Tonnes 噸	0.02	0.02
Intensity 密度	Kg/Revenue of HK\$ million 公斤／百萬港元收入	0.23	0.32

包裝材料

我們業務運營所用的主要包裝材料為紙盒和塑膠袋。我們致力於選擇對人體健康安全、保護生態環境、可回收或再利用的環保包裝材料，以減少對環境的影響。

於報告期內，本集團的包裝物料用量如下：

THE ENVIRONMENT AND NATURAL RESOURCES

The Group strictly complies with all applicable environmental laws and regulations, and deeply understands its responsibility and obligation to reduce the consumption of resources and energy.

The environmental risks assessment is conducted regularly to identify potential risks in operation. We believe that the adverse impact on environment and natural resources caused by our business operation could be significantly reduced by reviewing environmental practices and adopting necessary preventive or improvement measures. For example, we have promoted and adopted the "paperless office" concept and 3Rs (Reduce, Reuse, Recycle) policy. In addition, we continue to communicate with our suppliers and business partners to better understand their environmental policies and procedures and purchase more environmental-friendly equipment.

In the future, we will continue to implement environment-friendly practices in the Group's operations to enhance environmental sustainability.

環境和天然資源

本集團嚴格遵守所有適用的環境法律及法規，並深明其減少資源及能源消耗的責任及義務。

我們定期進行環境風險評估，以識別營運中的潛在風險。我們相信，通過檢討環境措施及採取必要的預防或改進措施可大大減少我們的業務營運對環境和天然資源造成的負面影響。例如，我們倡導「無紙辦公室」概念和採用3Rs（減少使用、物盡其用、循環再造）政策。此外，我們繼續與供應商和業務夥伴溝通，從而更了解其環境政策及程序，並購買更多環保設備。

未來，我們將繼續在本集團營運中推行環保措施，以加強環境可持續性。

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CLIMATE CHANGE

Climate change has emerged as a potential threat that poses a significant impact on our communities and operation as evidenced by the adverse effects on human health in recent years.

A proactive approach has been adopted to addressing climate change. We are dedicated to adopting sustainable practices and implementing long-term measures to manage the carbon footprint of our operations. Besides, an emergency plan concerning work arrangements under extreme weather has been established to safeguard the safety of our employees. We will work together to develop contingency plans in case of supply chain disruption or other issues.

In the meantime, we will continue to keep track of the updates of relevant regulations that significantly impact our operations and environmental policies, as well as acquire new knowledge and technology that are instrumental to our environmental initiatives.

氣候變化

從氣候變化於近年來對人類健康造成的負面影響可顯示其已成為潛在威脅，對我們的社區和運營造成重大影響。

本集團已採取積極主動的方針應對氣候變化。我們致力於採用可持續實踐及長期措施來管理我們業務營運的碳足跡。此外，我們已制定有關於極端天氣下工作安排的應急計劃，以保障員工的安全。我們將共同制定應急計劃，以防供應鏈中斷或其他問題。

與此同時，我們將繼續關注對我們的營運和環境政策產生重大影響的相關法規更新，並取得有助於我們環保措施的新知識和技術。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE 《環境、社會及管治報告指引》索引 REPORTING GUIDE CONTENT INDEX

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Mandatory Disclosure Requirements			
強制披露規定			
Governance Structure 管治架構	A Statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容： (i) a disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監管； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's business); and 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) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. 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。	Sustainability Governance 可持續發展管治	6
Reporting Principles 匯報原則	A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report. 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。	About the Report — Reporting Principle 關於本報告 — 匯報原則	5
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。	About the Report — Reporting Scope and Period 關於本報告 — 報告範圍及期間	4

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"Comply or explain" Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: Emissions A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emission 24
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission — Air Emissions 25
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	Emission — Greenhouse Gas Emissions 26
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Emission — Waste Management 27
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Emission — Waste Management 27
KPI A1.5 關鍵績效指標 A1.5	Description of emissions 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。	Emission — Air Emissions, Greenhouse Gas Emissions 25, 26
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emission — Waste Management 27

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A2 資源使用			
General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	Use of Resources	28
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	資源使用	
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Use of Resources	28
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。	資源使用	
KPI A2.2	Water consumption in total and intensity.	Use of Resources — Water	30
關鍵績效指標 A2.2	總耗水量及密度。	資源使用 — 水	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources — Electricity, Paper	29, 30
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用 — 電力、紙張	
KPI 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.	Use of Resources — Water	30
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用 — 水	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources — Packaging Materials	31
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	資源使用 — 包裝材料	
Aspect A3: The Environment and Natural Resources			
A3 環境及天然資源			
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources	31
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境及天然資源	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources	31
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及天然資源	

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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。	Climate Change 氣候變化	32
KPI 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.	Climate Change	32
關鍵績效指標 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	氣候變化	
B. Social			
B. 社會			
Aspect B1: Employment			
B1 僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭	10
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment — Recruitment and Promotion	10
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。	僱傭 — 招聘與晉升	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment — Dismissal	12
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	僱傭 — 解僱	

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Aspect B2: Health and Safety			
B2 健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：	Occupational Health and Safety 職業健康與安全	14
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Occupational Health and Safety 職業健康與安全	14
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全	14
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康與安全	14
Aspect B3: Development and Training			
B3 發展及培訓			
General Disclosure 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	Development and Training 發展及培訓	16
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展及培訓	16
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓	16

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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。	Labour Standards 勞工準則	18
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards	18
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards	18
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則	
Aspect B5: Supply Chain Management			
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。	Supply Chain Management 供應鏈管理	19
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management	19
關鍵績效指標 B5.1	按地區劃分的供應商數目。	供應鏈管理	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management	19
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	供應鏈管理	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management	19
關鍵績效指標 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management	19
關鍵績效指標 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理	

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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：	Product Responsibility 產品責任	20
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility — Quality Assurance 產品責任 — 品質保證	20
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility — Quality Assurance 產品責任 — 品質保證	20
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility — Intellectual Property Rights 產品責任 — 知識產權	22
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility — Quality Assurance 產品責任 — 品質保證	20
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility — Privacy Protection 產品責任 — 私隱保障	22

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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：	Anti-corruption 反貪污	23
KPI 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.	Anti-corruption	23
關鍵績效指標 B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption — Whistle-blowing Policy	23
關鍵績效指標 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污 — 舉報政策	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption	23
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	反貪污	
Aspect B8: Community Investment			
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。	Community Investment 社區投資	24
KPI B8.1	Focus areas of contribution.	Community Investment	24
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KPI B8.2	Resources contributed to the focus area.	Community Investment	24
關鍵績效指標 B8.2	在專注範疇所動用資源。	社區投資	



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