



ZO FUTURE GROUP 大象未來集團

(Formerly known as Birmingham Sports Holdings Limited)
(前稱：伯明翰體育控股有限公司)
(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
(Stock Code 股份代號：2309)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告 2022/2023

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ABOUT THIS REPORT

ZO Future Group (Previously: Birmingham Sports Holdings Limited) (the “Company”) is pleased to present its Environmental, Social and Governance (hereinafter called “ESG”) report of the Company and its subsidiaries (the “Group”) for the year ended 30 June 2023 (“Year 2022/23”), with an aim to provide details of the system establishment and performance of the Group in terms of sustainable development to both the internal and external stakeholders.

This report is prepared in accordance with the ESG Reporting Guide (the “ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. This report highlights the environmental and social measures and activities of the Group during Year 2022/23. For information regarding the corporate governance of the Group, please refer to the annual report of the Company for Year 2022/23.

The Group is committed to creating sustained value for stakeholders by implementing ESG management framework into its operation with an aim to put the objectives of sustainable development into its daily practice. To be accountable to all the stakeholders, the Group endeavoured to minimise the influence on the environment, be aware of the employee well-being and contribute more to the community.

GOVERNANCE STRUCTURE

Board’s oversight of ESG issues

The Board of the Directors of the Company (the “Board”) has a primary role in directing and overseeing sustainability initiatives to ensure the effectiveness and relevance in light of the evolving sustainability landscape. The Board is committed to incorporating ESG mindset into the Group’s business operations and responsible for the long-term sustainability of the Group, including formulating strategies and overseeing the Group’s ESG-related risks and opportunities. The Board considers ESG-related risks and opportunities as part of the Company’s overall strategic formulation.

The Board has delegated the power of sustainability strategies development and policies implementation to the management. The management is responsible for executing projects, evaluating results, monitoring potential risks and reporting on performance.

有關本報告

大象未來集團(前稱：伯明翰體育控股有限公司)(「本公司」)欣然提呈本公司及其附屬公司(「本集團」)截至2023年6月30日止年度(「2022/23年度」)之環境、社會及管治(下稱：「環境、社會及管治」)報告，旨在向內部及外部持份者提供本集團於可持續發展方面之制度設立及表現之詳情。

本報告根據香港聯合交易所有限公司證券上市規則附錄二十七所載之《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)編製。本報告重點介紹本集團於2022/23年度期間之環境及社會措施和活動。有關本集團企業管治方面之資料，請參閱本公司2022/23年度之年報。

本集團致力通過將環境、社會及管治管理框架融入其業務營運中為持份者創造持續價值，旨在將可持續發展目標落實到日常營運中。為了對所有持份者負責，本集團盡力減少對環境的影響，關注員工福祉，以及為社區多作貢獻。

管治架構

董事會對環境、社會及管治事宜的監督

本公司董事會(「董事會」)主要負責指導並監督可持續發展措施，以確保其於不斷改變的可持續發展形勢下有效並適用。董事會致力將環境、社會及管治思維方式融入本集團的業務營運中，且負責本集團的長期可持續發展，包括制定策略及監督本集團的環境、社會及管治相關風險及機會。董事會視環境、社會及管治相關風險及機遇為本公司整體策略規劃的其中一環。

董事會授權管理層制定可持續發展策略及落實政策。管理層負責實施項目、評估結果、監控潛在風險，並匯報績效。

GOVERNANCE STRUCTURE (Continued)

ESG management approach and strategy for material ESG-related issues

To better understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to its key stakeholders. Through communication with the stakeholders, the Group can understand their expectations and concerns. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the impacts of the business decisions.

The Group has evaluated the materiality for each of the ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) key ESG areas prioritisation with stakeholder engagement; and (iii) validation and determining material ESG issues based on the results of communication with the stakeholders.

Taking these steps enhances the understanding of the expectations and concerns of the Group's stakeholders on various ESG issues, which enable the Board to plan the sustainable development direction to address material ESG-related issues in the future.

Progress review made against ESG-related goals and targets

ESG-related goals and targets have been set to provide a strategic direction in business operations, the progress is closely reviewed by the Group from time to time. Modification may be needed if the progress falls short of expectation or change of business operations.

The Group's sustainability target enables the Group to develop a realistic roadmap and focus on results of achieving the visions. The sustainability performance and progress made against the goals are reported to the Board for review at least annually.

管治架構 (續)

針對重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略

為深入了解不同持份者對環境、社會及管治事宜的意見及期望，每年會進行一次重要性評估。本集團確保各種平台及溝通渠道可用於接觸、聆聽及回應主要持份者。透過與持份者的溝通，本集團可以了解彼等的期望及重點關注問題。所獲得的反饋促使本集團做出明智決策，並可進一步評估及管理業務決策的影響。

本集團已透過以下步驟評估各環境、社會及管治層面的重要性：(i)本集團識別環境、社會及管治相關事宜；(ii)持份者參與的關鍵環境、社會及管治範疇優先順序；及(iii)根據與持份者的溝通結果，驗證及釐定重大環境、社會及管治相關事宜。

進行該等步驟可加深對本集團持份者對各環境、社會及管治事宜的期望及重點關注問題，從而使董事會能夠規劃可持續發展方向，以應對未來與環境、社會及管治相關的重大問題。

按環境、社會及管治相關目標檢討進展情況

本集團已設定環境、社會及管治相關目標以就業務營運提供策略方向，且本集團不時密切檢討進展。倘進展不及預期或業務營運變動，則或會需要進行修訂。

本集團的可持續發展目標使本集團能夠制定切實可行的路向，並專注達成有關願景的成果。最少每年向董事會匯報按可持續發展相關目標的績效及進度以作檢討。

REPORTING PRINCIPLES

The report follows the four reporting principles as mentioned in the ESG Reporting Guide:

Materiality: Stakeholder engagement and materiality assessment were conducted annually to identify material ESG issues, and to ensure that these issues are addressed in the report.

Quantitative: Data presented in this report have been collected prudently and environmental and social key performance indicators (“KPIs”) are disclosed in this report. The standards, methodologies, references and conversion factors used to calculate the KPIs are described wherever appropriate.

Balance: An unbiased and balanced picture of the relevant performance has been disclosed in a transparent manner.

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

REPORTING BOUNDARIES

The Company is engaged in investment holding. During Year 2022/23, the principal activities of the Group are (i) the operation of a professional football club, Birmingham City Football Club (“BCFC”) in the United Kingdom (the “UK”) and other related business; (ii) investment in properties; and (iii) healthcare and medical related business.

In Year 2022/23, BCFC continued to compete in the English Football League (“EFL”) Championship division, the second tier of the English football league system. It has a relatively high relevance to the ESG aspects. Therefore, the disclosures in this report mainly focus on the policies and performance of BCFC in Year 2022/23 in relation to four environmental aspects and eight social aspects.

The KPI data are gathered only from the operations under the Group’s direct operational control. The Group will continue to strengthen information of the major ESG aspects in order to enhance the disclosure of information on sustainable development when and where applicable.

報告原則

報告遵循環境、社會及管治報告指引所述的四大報告原則：

重要性：每年進行持份者參與及重要性評估，以識別重大環境、社會及管治事宜，並確保該等事宜反映於我們的報告中。

量化：本報告所呈列的數據乃經謹慎收集，環境及社會關鍵績效指標（「關鍵績效指標」）已於本報告披露。用於計算關鍵績效指標的標準、方法、參考和轉換因子已於適當情況下說明。

平衡性：以透明方式不偏不倚及平衡地披露相關表現。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

報告範圍

本公司從事投資控股。於2022/23年度期間，本集團主要業務為(i)於英國（「英國」）經營職業足球球會Birmingham City Football Club（「BCFC」）及其他相關業務；(ii)物業投資；及(iii)保健及醫療相關業務。

於2022/23年度期間，BCFC繼續在英格蘭足球聯賽（「英格蘭足球聯賽」）冠軍聯賽組別，即英格蘭足球比賽體系中的第二級別聯賽中角逐。BCFC與環境、社會及管治層面的相關性較高。因此，本報告主要著重披露BCFC於2022/23年度在四個環境方面及八個社會方面的政策及表現。

關鍵績效指標數據僅從本集團直接運營控制下的業務收集。本集團將繼續強化主要環境、社會及管治方面的資料，以於適用時增強披露有關可持續發展的資料。

STAKEHOLDER ENGAGEMENT

The Group is committed to maintaining the sustainable development of its businesses and providing support to environmental protection and the community in which it operates. The Group maintains a close tie with its stakeholders, including government, investors, fans and customers, employees, business partners, community and the public, and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. The Board is responsible for assessing and determining its ESG risks, and ensuring that the relevant risk management and internal control systems are operating properly and effectively.

持份者參與

本集團致力維持業務的可持續發展，並為環保及業務所在的社區提供支持。本集團與政府、投資者、球迷及客戶、僱員、業務夥伴、社區及公眾人士等持份者保持密切聯繫，力求透過建設性交流平衡意見與利益，從而確定其可持續發展方向。董事會負責評估及釐定其環境、社會及管治風險，確保相關風險管理及內部控制制度妥善及有效地運行。

Stakeholders 持份者	Expectations and requirements 期望及要求	Communication and response 溝通及回應
Government 政府	<ul style="list-style-type: none"> Compliance with the laws and regulations 遵守法例及規例 Tax payment in accordance with the laws 按照法例繳付稅項 	<ul style="list-style-type: none"> Law-abiding operations 守法經營 Tax payment on time and in full 準時及悉數繳付稅項
Investors 投資者	<ul style="list-style-type: none"> Implement corporate governance and create value 實行企業管治並創造價值 Corporate transparency 企業透明度 	<ul style="list-style-type: none"> Optimise internal control and risk management 盡力改善內部監控及風險管理 Regular information disclosure 定期披露資料
Fans and customers 球迷及客戶	<ul style="list-style-type: none"> Attend football matches on match days 於比賽日到場觀看足球比賽 Quality of products and services 產品及服務質素 Food and drink on match days 比賽日的食品及飲品 	<ul style="list-style-type: none"> Ticket office outlets and online ticket office 售票處及購票網 Social media platforms and refund policy 社交媒體平台及退款政策 An excellent range of food will be available throughout the food outlets on match days 食肆於比賽日提供各式食品
Employees 僱員	<ul style="list-style-type: none"> Career development platform 事業發展平台 Remuneration and benefits 薪酬及福利 Occupational health and safety 職業健康與安全 	<ul style="list-style-type: none"> Transparent promotion channel 具透明度的晉升渠道 Competitive remuneration package 具競爭力的薪酬方案 Implement health and safety management system 實施健康與安全管理系統

STAKEHOLDER ENGAGEMENT (Continued)

持份者參與(續)

Stakeholders 持份者	Expectations and requirements 期望及要求	Communication and response 溝通及回應
Business partners 業務夥伴	<ul style="list-style-type: none">Win-win cooperation 雙贏合作Business ethics and credit standing 商業道德及信用狀況	<ul style="list-style-type: none">Sponsorship packages 贊助方案Fulfilment of obligations under any contract in accordance with the laws 按照法例履行任何合約項下的責任
Community and the public 社區及公眾人士	<ul style="list-style-type: none">Make a career in football 創立足球事業Support social welfare 支援社會福利Protect the nature 保護大自然	<ul style="list-style-type: none">BCFC Community Trust provides full-time football and education programme BCFC社區信託提供全日制足球暨教育課程Participate in charity works 參與慈善工作Adhere to green operations 恪守綠色營運

MATERIALITY ASSESSMENT

In Year 2022/23, the Group carried out materiality assessment on a number of ESG issues in order to identify which issues were crucial to the Group's business and were of the utmost concern to stakeholders. It helps the Group to ensure its business development can meet the expectations and requirements of stakeholders. The Group has identified 24 ESG issues covering environmental, social and operation, and has invited both internal and external stakeholders to assess the materiality of the ESG issues through a scoring tool and interviews. The Group's management has reviewed the ranking of materiality of the ESG issues and then disclosed the results in this report. The results of materiality assessment prioritised stakeholder inputs and made the Group focused on the material aspects for actions, achievements and reporting.

重要性評估

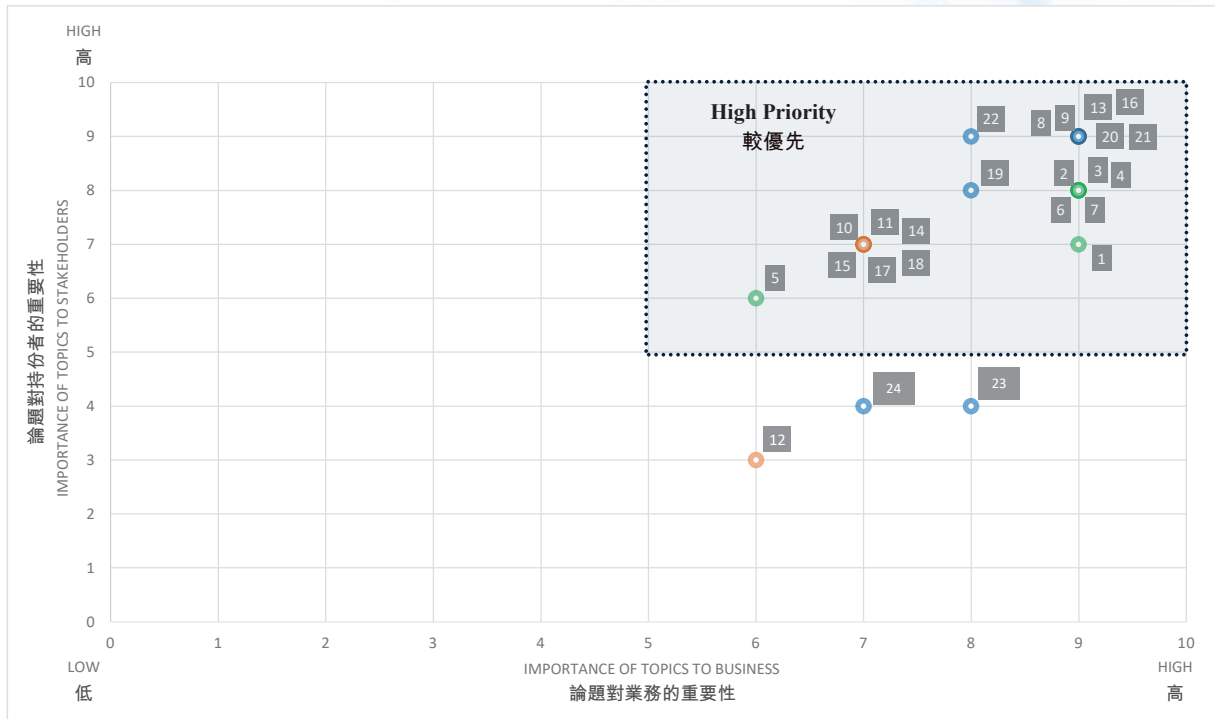
於2022/23年度期間，本集團對多項環境、社會及管治事宜進行重要性評估，以找出對本集團業務最重要及持份者最關注的事宜。該評估有助本集團確保其業務發展能符合持份者的期望及要求。本集團已找出24項涵蓋環境、社會及營運的環境、社會及管治事宜，並邀請內部及外部持份者透過評分工具及面談，評估環境、社會及管治事宜的重要性。本集團管理層已審閱環境、社會及管治事宜的重要性級別，並於本報告披露結果。重要性評估的結果優先考慮持份者的意見並使本集團著重行動、成就及報告的重要方面。

MATERIALITY ASSESSMENT (Continued)

The Group's materiality matrix of ESG issues in Year 2022/23:

重要性評估(續)

2022/23年度本集團環境、社會及管治事宜的重要性矩陣：



Environmental issues
環境事宜

- Greenhouse gas emissions
溫室氣體排放
- Energy consumption and resource management
能源消耗及資源管理
- Water resources management
水資源管理
- Waste management
廢棄物管理
- Use of packaging materials
包裝材料使用
- Impact on the environment
對環境的影響
- Climate change
氣候變化

Social issues
社會事宜

- Community contribution
社區貢獻
- Occupational health and safety
職業健康與安全
- Child labour
童工
- Forced and compulsory labour
強迫及強制勞工
- Development and training
發展及培訓
- Salaries and employee benefits
薪金及僱員福利
- Diversity and equal opportunity
多元化及平等機會
- Talent attraction and retention
吸納及挽留人才

Operation issues
營運事宜

- Anti-corruption
反貪污
- Supply chain management
供應鏈管理
- Supplier evaluation and selection
供應商評估及篩選
- Customer service and satisfaction
客戶服務及滿意度
- Customer privacy
客戶私隱
- Feedback and complaint handling
反饋及投訴處理
- Product safety and quality
產品安全及品質
- Intellectual property protection
知識產權保護
- Marketing and labelling
營銷及標籤

FEEDBACK FOR THIS REPORT

The Group welcomes feedback and suggestions on this report. If you have any questions or suggestions on this report and its contents, please contact us at esg@zogroup.com.hk.

對本報告的意見

本集團歡迎對本報告提出意見及建議。如閣下對本報告及其內容有任何疑問或建議，請與我們聯絡：esg@zogroup.com.hk。

ENVIRONMENTAL ASPECTS

EMISSIONS

The home ground of BCFC is St. Andrew's Stadium (the "Stadium"), an association football stadium in the Bordesley district of Birmingham, the UK. The office of BCFC is also located in the Stadium. Besides, The Birmingham City Football Academy ("BCFC Academy") is located at the West Hills Training Ground (the "Training Ground"), BCFC Academy aims to provide a place to pursue and achieve success through a first class coaching environment for all the young players registered in its system, and to develop players who are able to meet the criteria for first team squad professional players at BCFC.

Fuels consumed by BCFC's motor vehicles are the main sources of nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matter (PM) emissions. Additionally, gas is used during the operations of the boiling system, restaurants and catering services at the Stadium and the Training Ground, and the under-soil heating system which heats the underside of the pitch of the Stadium in withstanding any elements from bad weather, such as snow and ice. Fuel consumption of motor vehicles could generate greenhouse gases ("GHG") such as carbon dioxide (CO₂), methane and nitrous oxide.

BCFC encourages walking, the use of cycle, public transport, car sharing and coach in order to reduce pollution emissions. Besides, BCFC ensures all its suppliers deliver excellent environmental, social and ethical management practices. Electricity is used during the operations of the lighting system, heaters and air-conditioners, and all other electrical devices such as computers, printers, televisions used at the Stadium and the Training Ground.

BCFC has a team of cleaners on site to deal with day-to-day hygiene function at the Stadium and the Training Ground. Cleaners are responsible for ensuring that all areas are cleaned at night after the staff has left. On match day in which BCFC hosts home game at the Stadium, a pre-cleaning will be arranged by BCFC before the match. Cleaning continues throughout the match and during half time of the match. After the match, a large team of cleaners will be arranged to ensure all areas of the Stadium are cleaned before commencement of next match. All the waste collected is put into the euro bins and will be collected by a professional company.

BCFC hires a waste management company to handle BCFC's waste collection and recycling. All waste is put into skips which are collected by the waste management company and processed at their base for recyclable waste and non-recyclable waste. For electrical items or batteries to be disposed of, BCFC would use a separate skip provided by a waste management company for subsequent special treatment. No direct discharges of waste into water or land from the Stadium and the Training Ground were made in Year 2022/23.

環境方面

排放

BCFC的主場球場位於英國伯明翰市Bordesley區的一個足球場聖安德魯斯球場(St. Andrew's Stadium) (「球場」)。BCFC的辦事處亦設於球場內。此外，伯明翰城足球學院(「BCFC學院」)位於West Hills訓練場(「訓練場」)，BCFC學院旨在透過頂級的訓練環境為所有在其系統中註冊的年輕球員提供一個追求並實現成功的地方，並培養能夠達到BCFC主隊專業標準的球員。

BCFC汽車消耗的燃料是氮氧化物(NO_x)、硫氧化物(SO_x)及懸浮粒子(PM)排放的主要來源。此外，球場及訓練場營運的煮沸系統、餐廳及餐飲服務，以及為球場草地加熱以應付下雪及結冰等惡劣天氣的地下加熱系統需耗用燃氣。汽車消耗燃料時會產生二氧化碳(CO₂)、甲烷及氧化亞氮等溫室氣體(「溫室氣體」)。

BCFC鼓勵步行、使用腳踏車、公共交通工具、汽車共享及旅遊巴士等，以減少污染物排放。此外，BCFC確保其所有供應商提供卓越的環境、社會及道德管理措施。電力用於球場及訓練場營運所使用的照明系統、加熱器及空調設備，以及所有其他電器，如電腦、打印機及電視機等。

BCFC在球場駐有一組保潔團隊，負責在球場及訓練場內處理日常衛生。保潔人員負責確保在工作人員離開後在夜間清潔所有區域。在每個BCFC於球場舉行主場比賽之比賽日，BCFC會安排在賽前提前進行清潔。在整場賽事過程中及比賽中場均會持續進行清潔。比賽結束後，BCFC將安排更多的保潔人員，以確保在下場賽事舉行之前球場所有區域均得到清理。所有收集的廢棄物將集中於輪式垃圾桶內，並將由專業公司收集。

BCFC聘請廢棄物管理公司處理BCFC的廢棄物收集及回收再用。所有廢棄物均投入吊斗，並由廢棄物管理公司收集及於其處理中心內按可回收及不可回收的廢棄物進行分類處理。就需棄置的電子物品或電池而言，BCFC會使用一間廢棄物管理公司另行提供的吊斗以安排其後的特殊處理。於2022/23年度內，球場及訓練場並無直接排放廢棄物至水資源或土地中。

ENVIRONMENTAL ASPECTS (Continued)

EMISSIONS (Continued)

The key environmental performance indicators of the Group's emissions in Year 2022/23 are shown in the table below:

環境方面 (續)

排放 (續)

於2022/23年度期間，本集團排放物的關鍵環境績效指標載列於下表：

Environmental indicators	環境指標	Unit 單位	For the year ended 30 June 截至6月30日止年度	
			2023 2023年	2022 2022年
Air emissions ^(Note 1)	廢氣排放 ^(附註1)			
Nitrogen oxides (NO _x) emissions	氮氧化物 (NO _x) 排放	kg 千克	337	491
Sulphur oxides (SO _x) emissions	硫氧化物 (SO _x) 排放	kg 千克	2	2
Particulate matter (PM) emissions	懸浮粒子 (PM) 排放	kg 千克	5	5
GHG emissions	溫室氣體排放			
Total GHG emissions ^(Note 2)	溫室氣體排放總量 ^(附註2)	kg CO _{2e} 二氧化碳當量 (千克)	879,287	942,115
GHG emissions intensity	溫室氣體排放密度	kg CO _{2e} (per employee located in the UK) 二氧化碳當量 (千克) (每名位於英國之僱員)	2,571	2,821
Direct emissions (Scope 1)	直接排放 (範圍1)	kg CO _{2e} 二氧化碳當量 (千克)	40,350	39,525
Indirect emissions (Scope 2) ^(Note 3)	間接排放 (範圍2) ^(附註3)	kg CO _{2e} 二氧化碳當量 (千克)	804,360	875,144
Other indirect emissions (Scope 3)	其他間接排放 (範圍3)	kg CO _{2e} 二氧化碳當量 (千克)	34,577	27,446
Waste	廢棄物			
Total non-hazardous waste produced	所產生無害廢棄物總量	kg 千克	225,203	189,980
Non-hazardous waste produced intensity	所產生無害廢棄物密度	kg/employee located in the UK 千克/ 每名位於英國之僱員	658	569
Total hazardous waste produced ^(Note 4)	所產生有害廢棄物總量 ^(附註4)	kg 千克	N/A 不適用	N/A 不適用
Hazardous waste produced intensity	所產生有害廢棄物密度	kg/employee located in the UK 千克/ 每名位於英國之僱員	N/A 不適用	N/A 不適用

Note 1: The emission factors used to calculate the NO_x, SO_x and PM are sourced from: (i) the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model; and (ii) the United States Environmental Protection Agency's Vehicle Emission Modeling Software - MOBILE6.1 and based on the assumption of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30kmh, and include running exhaust emissions only.

附註1：用於計算氮氧化物 (NO_x)、硫氧化物 (SO_x) 及懸浮粒子 (PM) 的排放系數來源於：(i) 香港環境保護署的 EMFAC-HK 汽車排放計算模型；及 (ii) 美國國家環境保護局的汽車排放模型軟件 - MOBILE6.1，並假設相對濕度 80%、溫度攝氏 25 度、平均時速每小時 30 公里及僅包括行車時的廢氣排放量。

ENVIRONMENTAL ASPECTS (Continued)

EMISSIONS (Continued)

Note 2: GHG emissions can be divided into three separate areas (i) direct; (ii) indirect; and (iii) other indirect emissions as follows:

Scope 1: Direct GHG emissions from operations that are owned or controlled by BCFC including combustion of fuels in motor vehicles controlled by BCFC.

Scope 2: Indirect GHG emissions resulting from purchased electricity and gas consumption by BCFC.

Scope 3: Other indirect GHG emissions include emissions from paper waste disposed at landfills and emissions from electricity consumption for processing fresh water and sewage by BCFC.

Note 3: The emission factor of electricity consumed is sourced from the UK government conversion factors for company reporting of greenhouse gas emissions.

Note 4: Hazardous wastes produced by BCFC are mainly office electronic wastes, which are minimal and no relevant figure is quantified. In the event when any hazardous waste is to be disposed of, BCFC would engage professional service providers to handle it.

The Group has adopted a series of emission reduction measures to achieve the targets set. Details of measures to mitigate emissions, management of wastes and result achieved are set out as below:

- Sensors are installed in energy efficient heaters and most of the toilet lights in the Stadium which will be switched off if movement has not been detected for half an hour or on if movement is detected;
- BCFC provides different trash bins for recyclable wastes, non-recyclable wastes and non-hazardous wastes; and
- BCFC has hired a waste management company to calculate waste to landfill since August 2018. The average landfill diversion for Year 2022/23 is approximately 98%.

環境方面 (續)

排放 (續)

附註 2: 溫室氣體排放可分為三個獨立範圍: (i) 直接; (ii) 間接; 及 (iii) 其他間接排放, 載列如下:

範圍 1: 由 BCFC 所擁有或控制的業務直接產生的溫室氣體排放, 包括來自 BCFC 所控制的汽車燃燒的燃料。

範圍 2: 來自 BCFC 購買電力及消耗燃氣間接產生的溫室氣體排放。

範圍 3: 其他間接溫室氣體排放, 包括來自棄置於堆填區的廢紙的排放及來自 BCFC 於處理淡水及污水所耗電力的排放。

附註 3: 耗電的排放系數來自英國政府供公司報告溫室氣體排放的轉換因子。

附註 4: BCFC 產生的有害廢棄物主要是辦公室電子廢棄物, 數量極少及無相關量化數字。於處理任何有害廢棄物時, BCFC 會委聘服務供應商進行處理。

本集團已採納一系列減少排放措施以達致所設定的目標。減少排放的措施、廢棄物管理及所取得成果的詳情載列如下:

- 球場的節能加熱器和大部分洗手間的電燈已安裝傳感器, 倘於半小時並無偵測到物體移動則會關閉或倘偵測到物體移動則會開啟;
- BCFC 為可回收廢棄物、不可回收廢棄物和無害廢棄物提供不同的垃圾桶; 及
- BCFC 自 2018 年 8 月起聘請一間廢棄物管理公司計算運往堆填區的廢棄物。於 2022/23 年度的平均堆填區分流率約為 98%。

ENVIRONMENTAL ASPECTS (Continued)

EMISSIONS (Continued)

In the future, BCFC will continue its strict compliance with laws and regulations and formulate strategies to achieve the target goals.

To better manage the Group's material topics and its performance on emissions, the Group has set quantifiable targets for air emissions and GHG emissions over the year ending 30 June 2026 ("Year 2025/26") with emissions over the year ended 30 June 2019 as baseline as follows:

環境方面 (續)

排放 (續)

於將來，BCFC將繼續嚴格遵守法律及法規，並制定策略以實現目標。

為更佳管理本集團的重大議題及其在排放物方面的表現，本集團以截至2019年6月30日止年度之排放為基準設定截至2026年6月30日止年度（「2025/26年度」）空氣排放及溫室氣體排放的量化目標如下：

Environmental indicators 環境指標	Reduction target 減排目標	Interim Performance 中期表現
NO _x emissions 氮氧化物排放	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 54% 減少54%
SO _x emissions 硫氧化物排放	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 33% 減少33%
PM emissions 懸浮粒子排放	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 67% 減少67%
GHG emissions 溫室氣體排放	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 36% 減少36%
Non-hazardous waste produced 所產生無害廢棄物	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Increase by 32% 增加32%
Hazardous waste produced 所產生有害廢棄物	Maintain minimal generation 保持產生極微	N/A 不適用

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to environmental protection and pollutant emissions. In Year 2022/23, there was no case of material non-compliance with the Climate Change Act 2008 and other relevant laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that have a significant impact on environment.

In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in Year 2022/23.

BCFC嚴格規管其業務的營運，確保遵守與環保及污染物排放有關的國家及地方法律及法規。於2022/23年度，概無嚴重違反《2008年氣候變遷法》及有關廢氣及溫室氣體排放、向水及土地排污以及產生對環境造成重大影響的有害及無害廢棄物的其他相關法律及法規的行為。

此外，於2022/23年度內，並無因違反相關法律及法規而招致重大罰款或制裁的報告。

ENVIROMENTAL ASPECTS (Continued)

USE OF RESOURCES

BCFC is committed to minimising the impact of business activities on the environment, and support environmental protection programmes. In particular, a number of initiatives designed to conserve resources were introduced to promote employees' awareness of the need to achieve efficient utilisation of resources.

The major use of resources of the Stadium and the Training Ground were electricity, gas and water consumptions. The total units of purchased electricity, diesel, petrol, gas and water consumed by the Group's emissions in Year 2022/23 are shown in the table below:

環境方面 (續)

資源使用

BCFC致力盡量減少商業活動對環境的影響，並支持環保活動。尤其是推出多項旨在節省資源的措施，以提升員工對有效使用資源的意識。

球場及訓練場主要使用的資源為電力、燃氣及用水。於2022/23年度，本集團耗用所購買的電力、柴油、汽油、燃氣及用水總量載列於下表：

Use of resources	資源使用	Unit 單位	For the year ended 30 June 截至6月30日止年度	
			2023 2023年	2022 2022年
Units of purchased electricity consumed	購買電力用量	kWh 千瓦時	2,628,026	2,209,829
Units of purchased diesel consumed ^(Note 1)	購買柴油用量 ^(附註1)	kWh 千瓦時	150,877	147,138
Units of purchased petrol consumed ^(Note 1)	購買汽油用量 ^(附註1)	kWh 千瓦時	10,138	10,138
Units of purchased gas consumed	購買燃氣用量	kWh 千瓦時	1,422,212	2,271,972
Total energy consumption	能源消耗總量	kWh 千瓦時	4,211,253	4,639,077
Total energy consumption intensity	能源消耗密度總量	kWh/employee located in the UK 千瓦時/每名位於 英國之僱員	12,314	13,890
Amount of water consumption	用水量	m ³ 立方米	50,126	57,666
Water consumption intensity	用水密度	m ³ /employee located in the UK 立方米/每名位於 英國之僱員	147	173
Total amount of packaging materials used ^(Note 2)	所用包裝材料總量 ^(附註2)	kg 千克	N/A	N/A
Packaging material consumption intensity	所耗包裝材料密度	kg/unit produced 千克/產品單位	N/A	N/A

Note 1: The conversion factor used to calculate the units to kWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

附註1：用於計算單位轉換為千瓦時的轉換因子乃源自國際能源署發佈的能源統計手冊。

Note 2: Blues Store was not operated by the Group and not under the Group's direct operational control, therefore, data for packaging materials used for merchandise of Blues Store was not gathered and packaging materials produced by BCFC is minimal.

附註2：Blues Store並非由本集團經營，亦並非本集團直接控制營運，因此並無收集用於Blues Store商品的包裝材料數據，及BCFC產生的包裝材料極少。

ENVIRONMENTAL ASPECTS (Continued)

USE OF RESOURCES (Continued)

BCFC has installed energy efficient heaters throughout the Stadium. These energy efficient heaters have installed sensors and will switch off automatically if movement has not been detected for half an hour and thus cutting down energy use. Furthermore, BCFC has also installed sensors to most of the toilet lights in the Stadium, which means that the lights will only be switched on if movement is detected. BCFC continued to drive efforts in energy saving and emission reduction in Year 2022/23. Light emitting diode (LED) lightings are widely used in the workplace areas of the Stadium. Water is used in the operation of irrigation systems, restaurants and catering services, washroom at the Stadium and the Training Ground.

BCFC actively minimises the significant impact the club potentially has on the environment. It seeks opportunities to reduce and recycle resources that have consumed in order to minimise the amount of waste generated to the environment. BCFC has established Environmental Policy to raise the awareness of staff for improving the energy and environmental performance in the offices.

BCFC acknowledges that its business activities have impact to the environment. BCFC prides itself on being environmentally friendly and it strives to enhance and improve its policies for pollution prevention constantly.

BCFC has currently performed the following measures to improve efficiency of use of resources and achieve the target goals:

- LED lightings are widely used in the workplace areas of the Stadium, which can reduce electricity consumption as compared with incandescent bulbs. LED can reduce over approximately 75% energy used compared with incandescent lighting;
- BCFC has a pool that collects rain water at the Training Ground. Rain water is then fed into the irrigation systems so that consumption of mains water is reduced; and
- Higher energy-efficiency office equipment are adopted in workplace.

環境方面 (續)

資源使用 (續)

BCFC已在整個球場內安裝節能加熱器。該等節能加熱器設有傳感器，若半小時內未檢測到物體移動，將會自動關閉，從而減少能源耗用。此外，BCFC亦在球場的大部份洗手間電燈上安裝傳感器，如此，照明只有在檢測到物體移動時才會開啟。於2022/23年度內，BCFC繼續推進節能減排工作。球場的工作區域內廣泛使用發光二極管(LED)燈具。水資源用於球場及訓練場內灌溉系統、餐廳及餐飲服務及洗手間的運作。

BCFC積極將球會對環境的潛在重大影響減至最低，尋求減少及回收消耗資源的機會，以盡量減少所產生影響環境的廢棄物數量。BCFC制定了環境政策以提高員工對改善辦公室能源及環境表現的意識。

BCFC認同其商業活動對環境帶來影響。BCFC以作為環保企業為榮，並不斷努力優化及完善其污染防治政策。

BCFC目前已實行下列措施以改善資源使用效益及達致目標：

- 球場的工作區域內已廣泛使用LED燈具，其與白熾燈泡相比可減少耗電量。與白熾燈相比，LED可減少約75%電力使用；
- BCFC於訓練場設有一個收集雨水的水池。雨水其後注入灌溉系統，從而減少自來水消耗量；及
- 於工作場所採用較高能源效益的辦公室設備。

ENVIRONMENTAL ASPECTS (Continued)

USE OF RESOURCES (Continued)

During Year 2022/23, BCFC has not experienced any difficulty in sourcing water that is fit for the usage of BCFC.

To better manage the Group's material topics and its performance on environmental aspect, the Group decides to set quantifiable targets for use of resources over the Year 2025/26 with consumptions over the year ended 30 June 2019 as baseline as follows:

Environmental indicators 環境指標	Reduction target 節約目標	Interim Performance 中期表現
Energy consumption 能源消耗	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 17% 減少17%
Water consumption 用水量	Reduce 3%-10% by Year 2025/26 2025/26年度前減少3%-10%	Decrease by 18% 減少18%

THE ENVIRONMENT AND NATURAL RESOURCES

BCFC is committed to reducing the operation impacts on environment and natural resources. Policies are established to consider the actual impacts on environment and natural resources and to reduce such impacts. BCFC encourages environmental education and advocacy among employees to motivate environmentally responsible behaviour which helps fulfil the Group's commitment to minimising its adverse impacts on the environment.

BCFC understands that its performance in respect of emissions, waste production and disposal, and use of resources impacts the environment, BCFC endeavours to minimise such impacts, and communicate BCFC's environmental policies, measures, performance, and achievements to the stakeholders. No significant impact on the environment and natural resources was caused in view of BCFC's business nature. Policies and/or measures adopted specific to managing potential impacts of activities on the environment and natural resources are mentioned above.

環境方面 (續)

資源使用 (續)

於2022/23年度期間，BCFC在取得適合BCFC使用的水源方面並無遭遇任何困難。

為更佳管理本集團的重大議題及其在環境方面的表現，本集團決定以截至2019年6月30日止年度之用量為基準設定2025/26年度資源使用的量化目標如下：

環境及天然資源

BCFC致力減少營運對環境及天然資源之影響，已制定政策考慮對環境及天然資源之實際影響及如何減輕影響。BCFC鼓勵環境教育及向僱員提倡以推動對環境負責之行為，這有助於履行本集團盡量減少其對環境造成的不利影響之承諾。

BCFC明白其在排放、廢棄物產生及處置以及資源使用方面的表現會對環境造成影響，BCFC盡力使這些影響最小化，並向持份者傳達BCFC的環境政策、措施、表現及成就。鑒於BCFC的業務性質，並無造成對環境及自然資源的重大影響。針對管理對環境和自然資源造成潛在影響的活動之已採取政策及／或措施已於上文提述。

ENVIRONMENTAL ASPECTS (Continued)

CLIMATE CHANGE

Task Force on Climate-related Financial Disclosures (the “TCFD”) provides a reporting framework for companies to report their climate-related risks to the stakeholders. TCFD divided climate-related risks into physical risks and transition risks, the physical impacts of climate change and transition risks brought by decarbonisation could have material impact to BCFC’s operation and development. BCFC has raised its awareness towards the risks and potential impacts on BCFC due to climate change. BCFC has identified the climate-related risks that may adversely impact the BCFC’s operations and development.

BCFC understands that the climate change has posed existential threats to the world and its operation, and BCFC must put effective measures in place to protect its operations from potential disruptions and damages caused by them. Such risks include physical risks such as typhoons and rainstorms potentially leading to loss of electrical power, property and machinery damage and staff casualty as well as transition risks such as policy and regulatory changes.

In response to these, BCFC has created risk management system and procedures to identify, monitor and control climate change impacts. Particular measures to mitigate climate change related impacts include the enhancement and well maintenance of building design and structure and facilities therein to strengthen endurance against extreme weathers. Emergency plans including flexibility of working hour and location under certain extreme weathers are also in place to maintain BCFC’s day-to-day operation in order and reduce risks of staff injuries when commuting.

BCFC is also concerned about the exposure to relevant regulatory requirement that would have potential cost implications or disruption of operation due to failure to meet them by the then practices of operations. Failure to comply with those limits would lead to a fine and or even an order to suspend the operation for a certain period. BCFC will regularly review relevant policy updates and assess their potential impact on the operation and stipulate relevant responsive measures to mitigate the potential risks.

環境方面 (續)

氣候變化

氣候相關財務披露工作小組 (「TCFD」) 為公司向持份者報告其氣候相關風險提供報告框架。TCFD將氣候相關風險劃分為實體風險及過渡風險，去碳化帶來的氣候變化的實體影響及過渡風險可能對BCFC的營運及發展造成重大影響。BCFC已針對因氣候變化給BCFC帶來的風險及潛在影響提高意識。BCFC已識別可能對BCFC營運及發展造成不利影響的氣候相關風險。

BCFC明白氣候變化已對世界及其營運構成生存威脅，而BCFC須採取有效措施保護其營運免受由此造成的潛在干擾及損害。有關風險包括可能導致電力損失、財產及機械損壞以及員工傷亡的颱風及暴雨等實體風險，以及政策及監管變化等過渡風險。

為應對此等問題，BCFC已建立風險管理系統及程序，以識別、監控及控制氣候變化影響。減輕氣候變化相關影響的具體措施包括加強及維護建築設計、結構及設施，以增強抵禦極端天氣的能力。BCFC亦設有應急方案 (包括在若干極端天氣下工作時間及地點的靈活性) 以維持BCFC的日常營運，以減少員工在通勤時受傷的風險。

BCFC亦關注相關監管規定的風險，可能會因當時的營運實踐未能滿足相關監管規定而產生潛在成本影響或營運中斷。不遵守此等限制將導致罰款，甚至命令暫停營運一段期間。BCFC將定期檢討相關政策更新並評估其對營運的潛在影響，並制定相關應對措施以減輕潛在風險。

SOCIAL ASPECTS

EMPLOYMENT

During Year 2022/23, all of the employees of BCFC located in the UK and the compositions of workforce by different categories are stated as follows:

社會方面

僱傭

於2022/23年度期間，BCFC所有僱員均位於英國，而按類別劃分的員工組成載列如下：

The composition of the employees by categories	按類別劃分的僱員組成	Unit 單位	For the year ended 30 June 截至6月30日止年度	
			2023 2023年	2022 2022年
Workforce by gender	按性別劃分的員工			
- Male	- 男性	No. of employees 僱員人數	254 (74%)	248 (74%)
- Female	- 女性	No. of employees 僱員人數	88 (26%)	86 (26%)
Workforce by employment type	按僱傭類別劃分的員工			
- Full time	- 全職	No. of employees 僱員人數	237 (69%)	219 (66%)
- Part time	- 兼職	No. of employees 僱員人數	105 (31%)	115 (34%)
Workforce by age group	按年齡組別劃分的員工			
- Under 30 years old	- 30歲以下	No. of employees 僱員人數	188 (55%)	184 (55%)
- 30-50 years old	- 30至50歲	No. of employees 僱員人數	116 (34%)	114 (34%)
- Over 50 years old	- 50歲以上	No. of employees 僱員人數	38 (11%)	36 (11%)
Workforce by geographical region	按地區劃分的員工			
- UK	- 英國	No. of employees 僱員人數	342 (100%)	334 (100%)
- Others	- 其他	No. of employees 僱員人數	0 (0%)	0 (0%)

BCFC emphasises on developing human resources and providing competitive remuneration and welfare packages. Promotion opportunities and salary adjustments are benchmarked against individual performance. Employees are entitled to benefits such as annual leave, sick leave, statutory sick pay, sickness absence, maternity leave, paternity leave, shared parental leave and other absences and leave as mentioned in the staff handbook of BCFC.

BCFC強調培養人力資源，及提供有競爭力的薪酬福利待遇。晉升機會及薪資調整乃根據個人表現為基準。僱員可享受BCFC員工手冊中所述的年假、病假、法定病假工資、因病缺勤、產假、待產假、育兒假及其他缺勤及休假等福利。

BCFC is an equal opportunities employer and deplores any kind of discrimination amongst colleagues, job candidates, customers or associates. BCFC has established Equal Opportunities Policy which is a statement of intent derived from these values. BCFC provides equal opportunities for all employees. BCFC also takes every action possible to avoid discrimination on the grounds of sex, age, sexual orientation, race, ethnic, origin, religious, philosophical, beliefs or disability.

BCFC是平等機會僱主，強烈反對同事、求職者、客戶或夥伴之間的任何類型歧視。BCFC已建立平等機會政策，此乃源於該等價值觀的意向聲明。BCFC為全體僱員提供平等機會，並採取一切可能的行動，避免基於性別、年齡、性取向、種族、族裔、血統、宗教、哲學、信仰或殘疾的歧視。

SOCIAL ASPECTS (Continued)

EMPLOYMENT (Continued)

During Year 2022/23, BCFC's employee turnover rate by categories is stated as follows:

社會方面 (續)

僱傭 (續)

於2022/23年度期間，按類別劃分的BCFC僱員流失比率載列如下：

		For the year ended 30 June	
		截至6月30日止年度	
		2023	2022
Employee turnover rate	僱員流失比率	2023年	2022年
Employee turnover rate by gender ^(Note 1)	按性別劃分的僱員流失比率 ^(附註1)		
- Male	- 男性	10%	11%
- Female	- 女性	9%	7%
Employee turnover rate by age group ^(Note 1)	按年齡組別劃分的僱員流失比率 ^(附註1)		
- Under 30 years old	- 30歲以下	7%	7%
- 30-50 years old	- 30-50歲	14%	12%
- Over 50 years old	- 50歲以上	11%	19%
Employee turnover rate by geographical region ^(Note 1)	按地區劃分的僱員流失比率 ^(附註1)		
- UK	- 英國	10%	10%
- Others	- 其他	0%	100%

Note 1: Employee turnover rate by categories is calculated by dividing the total number of employees departed in such category by the average number of employees in the corresponding category.

附註1：按類別劃分的僱員流失比率乃按該類別離職的僱員總數除以相應類別的僱員平均數計算。

BCFC aims to achieve an environment in which everyone feels free to contribute to the organisation and to maximise its potential without unfair obstruction. Its Equal Opportunities Policy is the policy to ensure that all existing and potential employees, customers or any associates of BCFC receive equal consideration, and experience no discrimination, harassment or less favourable treatment either directly or indirectly. BCFC is committed to the elimination of unlawful or unfair discrimination on the grounds of any protected characteristics.

BCFC旨在打造讓每名僱員都可以自由地為公司作貢獻，並在沒有不公平障礙的情況下發揮其最大潛力的環境。其平等機會政策乃確保BCFC所有現有僱員及準僱員、客戶或任何夥伴享有同等待遇的政策，而不會直接或間接遭受歧視、騷擾或不公平待遇。BCFC致力在任何受保護的特性基礎上消除非法或不公平歧視。

It is impossible for BCFC to apply the principles of equal opportunities to the recruitment of players since this depends largely upon the personal and professional judgement of the football team manager. In the recruitment of non-playing staff, BCFC uses its best endeavours to monitor all decisions made to ensure that they are consistent with the Equal Opportunities Policy.

由於招聘球員很大程度上取決於足球領隊的個人及專業判斷，因此，BCFC不可能應用平等機會原則。在招聘非球員員工方面，BCFC盡最大努力監督所有決定，確保彼等符合平等機會政策。

SOCIAL ASPECTS (Continued)

EMPLOYMENT (Continued)

BCFC is one of the employers in the UK who has signed up to the Disability Confident scheme which aims to encourage employers to make the most of the opportunities in employing disabled people.

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to employment during the course of operation. In Year 2022/23, there was no case of material non-compliance with the Equality Act 2010, Disability Confident scheme and the relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare on BCFC. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in Year 2022/23.

HEALTH AND SAFETY

BCFC has in place the Health and Safety Policy. This is the policy formulated by the management of BCFC, the aim of which is to do all that is reasonably practicable to prevent personal injury and damage to property and to protect everyone, including the public, in so far as they come into contact with BCFC or its activities, from any foreseeable hazard and danger and to detail the specific responsibilities of all department heads and directors.

BCFC recognises its responsibilities (i) to provide and maintain safe and healthy working conditions; (ii) to provide training and instruction to enable employees to perform their work safely; (iii) to maintain a continuing and progressive interest in health and safety; (iv) to take into account all statutory requirements for health and safety; (v) to consult and involve employees in health and safety matters wherever possible; and (vi) to the public, visitors and contractors.

The management of BCFC also recognises that its employees have a duty to co-operate in implementation of the Health and Safety Policy by (i) working safely; (ii) meeting their statutory duties; (iii) reporting incidents that have led or may lead to injury or damage; and (iv) following the Health and Safety Procedures and safe systems of work.

The management of BCFC has a duty under Section 2(1) of the Health and Safety at Work Act 1974 ("Health and Safety Law") of the UK, so far as is reasonably practicable, to look after health, safety and welfare of all its employees and any other person who may be affected by the work activities.

社會方面 (續)

僱傭 (續)

BCFC是其中一名在英國已參與殘疾自信計劃的僱主，該計劃旨在鼓勵僱主給予更多機會僱用殘疾人士。

BCFC嚴格規管其業務的營運，以確保於營運過程中遵守與僱傭相關的國家及地方法律及法規。於2022/23年度內，概無嚴重違反《2010年平等法》、殘疾自信計劃及有關補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視及其他BCFC利益和福利的相關法律及法規的行為。此外，於2022/23年度內，並無因違反相關法律及法規而招致重大罰款或制裁的報告。

健康與安全

BCFC已設有健康與安全政策。BCFC管理層制定該政策，旨在於合理可行之情況下盡一切所能防止人身傷害及財產損失，並保護包括公眾在內的所有人在與BCFC聯繫及參與其活動時免受任何可預見的傷害及危險，以及詳細說明所有部門主管及總監的具體職責。

BCFC深知其包括(i)提供並維持安全及健康的工作條件；(ii)提供培訓及指導，讓員工可安全地工作；(iii)對健康與安全保持持續增長的興趣；(iv)考慮所有有關健康與安全的法定要求；(v)盡可能諮詢僱員並使其參與健康與安全事宜；及(vi)對公眾、訪客及承包商的責任。

BCFC的管理層亦明白其僱員有責任落實實施健康與安全政策，具體包括(i)安全工作；(ii)履行法定職責；(iii)報告導致或可能導致受傷或損壞的事故；及(iv)遵循健康與安全程序及工作安全制度。

根據英國《1974年工作健康與安全法》(「健康與安全法」)第2(1)條，BCFC的管理層有責任在合理可行情況下，照顧所有僱員以及任何其他可能受工作活動影響之人士的健康、安全及福利。

SOCIAL ASPECTS (Continued)

HEALTH AND SAFETY (Continued)

Every employee working for BCFC has a duty of care under Section 7 of the Health and Safety Law to take reasonable care of himself or herself and any other person who may be affected by employee's actions or omissions.

The Health and Safety Committee is formed pursuant to statutory requirements and is responsible for ensuring the compliance with the relevant laws and regulations. The structure of this committee comprises safety officer, operations director, maintenance manager, etc. Employees also have a duty to assist and co-operate with BCFC and any other person to ensure all aspects of Health and Safety Law are adhered to.

All BCFC's employees receive written instructions from a competent person on fire safety at the induction stage of their employment and are updated at least annually. Training course contents include but not limited to (i) the procedures to be adopted in case of fire; (ii) the methods of raising the alarm; (iii) the actions to be taken on hearing the alarm; and (iv) the positions and uses of all fire fighting equipment.

Being a professional football club in the UK, BCFC is required to follow compliance instructions from Ground Regulations and the rules and regulations of the Fédération Internationale de Football Association, the Union of European Football Associations, the Football Association ("FA"), the Premier League and the EFL in respect of the relevant competition.

The Ground Regulations of BCFC are posted on every entrance of the Stadium. Security guards who work on match day are required to ensure that no prohibited articles are allowed into ground.

BCFC has a comprehensive security system and has installed closed-circuit televisions ("CCTV") in every area of the Stadium. All these security systems and CCTV are controlled by the security room located at the Stadium.

Besides, BCFC outsourced event security services (e.g. match day events) at the Stadium to a professional company to ensure safety of all the attendees of event.

社會方面 (續)

健康與安全 (續)

根據健康與安全法第7條，在BCFC工作的每名僱員均有謹慎責任對其本身以及可能受僱員行為或疏忽影響的任何其他人士予以合理照顧。

根據法定要求，健康與安全委員會已經成立。該委員會負責確保相關法律及法規得以遵守。該委員會的架構包括安全主任、營運總監、維護經理等。員工亦有責任協助BCFC及任何其他人士並與其合作，以確保健康與安全法的所有方面均得以遵守。

BCFC的全體僱員在入職時會接受消防安全專業人員的書面指導，並至少每年更新一次。培訓課程內容包括但不限於(i)遇火災時應採用的程序；(ii)發出警報的方法；(iii)聽到警報時應採取的行動；及(iv)所有消防設備的位置及使用。

作為英國的一家職業足球球會，BCFC須遵守球場規定的合規指示以及國際足球協會、歐洲足球協會聯盟、英格蘭足球總會（「FA」）、英格蘭超級足球聯賽及英格蘭足球聯賽有關比賽的規則及規定。

BCFC的球場規定張貼在球場的每個入口處。在比賽當日工作的保安人員須確保沒有違禁物品進入球場。

BCFC有全面的保安系統，並在球場的每個區域安裝了閉路電視（「閉路電視」）。所有該等保安系統及閉路電視均由位於球場的保安室控制。

此外，BCFC外聘一家專業公司在球場提供比賽日活動等活動的保安服務，以保證所有活動參與者的安全。

SOCIAL ASPECTS (Continued)

HEALTH AND SAFETY (Continued)

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to health and safety during the course of operation. In Year 2022/23, there was no case of material non-compliance with Access to Medical Report Act 1988, Access to Health Records Act 1990, Health and Safety at Work Act 1974 and the relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that have a significant impact. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in Year 2022/23.

Work-related fatalities occurred

因工作關係而死亡的事數

Number of work-related fatalities

因工作關係而死亡的人數

Rate of work-related fatalities (%)

因工作關係而死亡的比率(%)

社會方面 (續)

健康與安全 (續)

BCFC嚴格規管其業務的營運，以確保於營運過程中遵守與健康與安全相關的國家及地方法律及法規。於2022/23年度，概無嚴重違反《1988年公開醫療報告法案》、《1990年公開健康記錄法案》、《1974年工作健康與安全法》及有關提供安全工作環境及保障僱員免受職業危害的相關法律及法規並有重大影響的行為。此外，於2022/23年度內，並無因違反相關法律及法規而招致重大罰款或制裁的報告。

For the year ended 30 June

截至6月30日止年度

	2023	2022	2021
	2023年	2022年	2021年
Number of work-related fatalities	0	0	0
因工作關係而死亡的人數	0	0	0
Rate of work-related fatalities (%)	0	0	0
因工作關係而死亡的比率(%)			

For the year ended 30 June

截至6月30日止年度

Work injury

工傷

Lost days due to work injury

因工傷損失工作日數

	2023	2022
	2023年	2022年
Lost days due to work injury	3	0
因工傷損失工作日數		

DEVELOPMENT AND TRAINING

All new employees of BCFC will attend an induction programme. BCFC aims to give new employee as much help and information as possible to help them to settle down quickly into their new job. At the commencement of employment, on-the-job training will be arranged for employees by immediate supervisor or line manager.

BCFC also includes a Time Off to Train Policy in its staff handbook, which allows employees to request time off for training. The details of the application procedures are stated in the staff handbook.

發展及培訓

BCFC的所有新員工將參加入職培訓。BCFC致力為新員工提供協助及資訊，以助他們盡快適應新工作。在受僱開始時，僱員將由直屬上司或部門經理安排在職培訓。

BCFC亦將利用空餘時間培訓政策載入其員工手冊，根據該政策，僱員可申請利用空餘時間進行培訓。有關申請程序的詳情載於員工手冊。

SOCIAL ASPECTS (Continued)

DEVELOPMENT AND TRAINING (Continued)

BCFC provided a number of training courses to its staff in Year 2022/23. The following list summarised the training courses provided:

- ACT (Action Counter Terrorism) Awareness Training
- Basic Introduction to Safeguarding
- English Football League Handling Investigations
- EFL I-Recruit Training
- EFL Playing for Inclusion
- EFL Understanding Religion
- FA Safeguarding Children
- Gambling and Gaming Awareness Education Programme
- Harmful Sexual Behaviour
- Keep Them Safe - Protecting Children from Child Sexual Exploitation
- Managing Behaviour that Challenges
- Online Safety
- Youth Mental Health First Aider

During Year 2022/23, the percentage of employees trained and the average training hours completed per employee are as follows:

社會方面 (續)

發展及培訓 (續)

於2022/23年度期間，BCFC已為員工提供若干培訓課程。所提供培訓課程的清單概列如下：

- 行動反恐怖主義意識培訓
- 防衛基礎講解
- 英格蘭足球聯賽調查處理
- 英格蘭足球聯賽I – 招聘培訓
- 英格蘭足球聯賽達致共融
- 英格蘭足球聯賽了解宗教
- 足總保護兒童
- 賭博及競賽意識教育課程
- 可構成傷害的性行為
- 保持安全 – 保護兒童免受兒童性剝削
- 應對具有挑戰性行為
- 網絡安全
- 青少年精神健康急救員

於2022/23年度期間，受訓僱員百分比及每名僱員已完成的平均受訓時數載列如下：

		For the year ended 30 June	
		截至6月30日止年度	
		2023	2022
		2023年	2022年
Percentage of employees trained (Note 1)	受訓僱員百分比 (附註1)	13%	38%
Percentage of employees trained by gender (Note 2)	按性別劃分的受訓僱員百分比 (附註2)		
- Male	- 男性	70%	77%
- Female	- 女性	30%	23%
Percentage of employees trained by employee category (Note 2)	按僱員類別劃分的受訓僱員百分比 (附註2)		
- Senior management	- 高級管理層	2%	7%
- Middle management	- 中級管理層	21%	22%
- General staff	- 一般員工	77%	71%

Note 1: Percentage of employees trained is calculated by dividing the number of employees who took part in training by the number of employees.

附註1：受訓僱員的百分比乃按參加培訓僱員人數除以僱員人數計算。

Note 2: Breakdown for employees trained by categories is calculated by dividing the number of employees trained in such category by the number of employees who took part in training.

附註2：按類別劃分的受訓僱員分項乃按該類別受訓僱員人數除以參加培訓僱員人數計算。

SOCIAL ASPECTS (Continued)**DEVELOPMENT AND TRAINING** (Continued)

社會方面 (續)

發展及培訓 (續)

For the year ended 30 June

截至6月30日止年度

		2023	2022
		2023年	2022年
Average training hours per employee (Note 1)	每名僱員平均受訓時數 (附註1)	4	9
Average training hours by gender (Note 2)	按性別劃分的平均受訓時數 (附註2)		
- Male	- 男性	4	10
- Female	- 女性	5	8
Average training hours by employee category (Note 2)	按僱員類別劃分的平均受訓時數 (附註2)		
- Senior management	- 高級管理層	1	6
- Middle management	- 中級管理層	11	8
- General staff	- 一般員工	4	9

Note 1: Average training hours per employee is calculated by dividing the total number of training hours by the number of employees.

附註1：每名僱員平均受訓時數乃按總受訓時數除以僱員人數計算。

Note 2: Average training hours by categories is calculated by dividing the total number of training hours for such category by the number of employees in the corresponding category.

附註2：按類別劃分的平均受訓時數乃按該類別總受訓時數除以相應類別僱員人數計算。

LABOUR STANDARDS

BCFC fully understands that the exploitation of child and forced labour are universally condemned, and therefore takes the responsibility against child and forced labour. From time to time, BCFC reviews its overall employment practices to avoid child or forced labour and other potential irregularities. Members of staff is required to provide identification documents upon joining BCFC. Should the staff provide false identity or false personal particulars, the said staff would be considered to have committed serious breach of the BCFC's rules and regulations, his/her employment would be terminated immediately. If any child labour or forced labour is identified, the employment contract will be terminated immediately. In Year 2022/23, BCFC strictly complied with the relevant laws and regulations in respect of child and forced labour that have a significant impact on BCFC.

勞工準則

BCFC深知，社會一致譴責剝削兒童及強制勞工，因此針對童工及強制勞工負有重大責任。BCFC不時審閱其整體僱傭慣例，以避免童工或強制勞工和其他潛在違規行為。員工於加入BCFC時需要提供身份證明文件。倘若員工提供虛假身份或虛假個人資料，該員工將被視為嚴重違反BCFC的規則和規例，並將立即終止僱用。如發現任何童工或強制勞工，將立即終止僱傭合約。於2022/23年度，BCFC嚴格遵守有關童工和強制勞工並對BCFC有重大影響的相關法例和法規。

SOCIAL ASPECTS (Continued)

LABOUR STANDARDS (Continued)

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to labour standards during the course of operation. In Year 2022/23, there was no case of material non-compliance with Section 54 of the Modern Slavery Act 2015 of the UK and the relevant laws and regulations relating to preventing child or forced labour that have a significant impact. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in Year 2022/23.

SUPPLY CHAIN MANAGEMENT

BCFC has set up strict supply chain management system to ensure high quality of food and products are provided to its customers. Specific attention has been paid to promote the health and safety of consumables of BCFC's restaurants and catering services.

Executive head chef and his team members are responsible for ensuring Hazard Analysis and Critical Control Points (HACCP) procedures are fully updated and implemented in full in all kitchens for delivery, service and storage of food. Besides, all food suppliers of BCFC must meet the relevant environmental health standards.

To identify environmental and social risks along the supply chain and to promote environmentally preferable products and services when selecting suppliers, BCFC's requirements on environment and social and occupational health safety, to contracting parties on a timely basis, to ensure their understanding towards BCFC's requirements. Suppliers are chosen based on the supplier's continuous ability to guarantee satisfactory product quantity and quality, reasonable price, timely delivery, environmental friendliness and good services. To protect our vital interests, BCFC always selects legitimate suppliers with good quality, relevant qualifications and excellent service capabilities on the basis of transparency and fairness. The performance of suppliers in discharging their environmental and social responsibilities is also one of the evaluation criteria for our suppliers. In the process of selecting suppliers, factors such as candidates' sustainable development and management strategies, labour standards, moral standards and environmental management systems are included in the scoring system for close examination. BCFC also encourages suppliers to actively assume their corporate social responsibilities by observing the regulatory requirements and business ethics in respect of business operation, marketing campaigns, social occasions and environmental obligations.

社會方面 (續)

勞工準則 (續)

BCFC嚴格監管其業務營運，以確保於營運過程遵守有關勞工準則的國際及當地法律及法規。於2022/23年度內，並無嚴重違反英國《2015年現代奴隸制法》第54條以及與防止童工或強制勞工相關的法律及法規並對BCFC產生重大影響之行為。此外，於2022/23年度內，並無發生違反相關法律及法規的行為而招致重大罰款或制裁。

供應鏈管理

BCFC已建立嚴格的供應鏈管理體系，確保向客戶提供優質食品及產品。尤其關注促進BCFC的餐廳及餐飲服務消費品的健康與安全。

行政總廚及其團隊成員負責確保危害分析和關鍵控制點(HACCP)程序得以全面更新，並在所有廚房中充分實施以派送食品、服務及儲存食品。此外，BCFC的所有食品供應商均須符合相關環境衛生標準。

為識別供應鏈上的環境和社會風險，並於挑選供應商時推廣環境友善產品和服務，BCFC將對環境和社會及職業健康安全的要求及時傳達予訂約方，以確保他們理解BCFC的要求。BCFC根據供應商持續保證令人滿意的產品數量和質量的能力、合理價格、準時交貨、環境友善和良好服務挑選供應商。為保障我們的切身利益，BCFC一直於透明和公平的基礎上挑選具有良好質量、相關資格和優秀服務能力的合法供應商。供應商於履行環境和社會責任方面的表現亦是我們對供應商的評價標準之一。於挑選供應商的過程中，候選人的可持續發展和管理策略、勞工標準、道德標準和環境管理系統等因素均納入評分系統進行嚴格審查。BCFC亦鼓勵供應商積極承擔企業社會責任，於商業營運、營銷活動、社交場合和環境責任方面遵守監管規定及商業道德。

SOCIAL ASPECTS (Continued)

SUPPLY CHAIN MANAGEMENT (Continued)

In order to ensure the materials of the football kit meet the appropriate environmental standards, BCFC has selected Nike, Inc. (“Nike”) as the kit supplier starting from the 2020/21 season.

Nike, as the world’s leading footwear and apparel company, provides kits for the men’s and women’s and academy teams, as well as for coaching staff and a full range of training and leisurewear and is a major supplier of BCFC.

Nike holds itself to the highest standards and takes its local and global responsibilities seriously. Nike’s supplier factories must meet a rigorous set of compliance requirements and is committed to engaging and growing its business to create a lean, green and equitable supply chain. Nike is also working to eliminate footwear manufacturing waste to landfill by recycling or converting to energy and increase the use of more sustainable materials across its products.

Head of ticketing and retail and his team members are responsible for ensuring the suppliers meet environmental health standards and that the products from the suppliers are of high qualities.

During Year 2022/23, the number of suppliers of BCFC by geographical region is as follows:

社會方面 (續)

供應鏈管理 (續)

為確保全套足球服裝的物料達到適當環境標準，BCFC自2020/21賽季起選擇Nike, Inc. (「Nike」)作為服裝供應商。

Nike作為世界領先的鞋類和服裝公司，為男子隊、女子隊和學院隊伍以及教練提供球衣，並提供全套訓練和休閒服裝，是BCFC的主要供應商。

Nike對本身設定嚴格要求，並認真履行其於地方和全球的責任。Nike的供應商工廠必須符合一套嚴格的合規要求，並致力參與和發展其業務，以創建一個精簡、綠色和公平的供應鏈。Nike亦致力通過回收或轉化為能源來消除鞋類製造所產生的廢棄物，並在其產品中增加使用更具可持續性的材料。

票務及零售主管及其團隊成員負責確保供應商符合環境衛生標準，以及供應商提供的產品具有高品質。

於2022/23年度期間，BCFC的供應商數目按地區劃分載列如下：

Geographical region 地理區域	For the year ended 30 June 截至6月30日止年度	
	2023	2022
	2023年	2022年
UK 英國	165	115

PRODUCT RESPONSIBILITY

BCFC recognises the importance of intellectual property protection and hence is committed to protecting intellectual property rights. BCFC registered a number of trademarks in the UK and branded its business by using “Birmingham City Football Club” and “Birmingham City F.C.” as its brand name and “BluesTV” as its broadcasting service.

BCFC has been rated as a 2 star food hygiene which is given by the Food Standards Agency (the “FSA”) in the UK. The FSA is an independent government department in the UK which is responsible for food safety and food hygiene and protecting public health.

產品責任

BCFC知悉知識產權保護的重要性，因此致力保護知識產權。BCFC於英國註冊多項商標，並以「Birmingham City Football Club」和「Birmingham City F.C.」作為其業務的品牌名稱，以「BluesTV」作為其廣播服務。

BCFC在食品衛生方面獲英國食品標準局(「FSA」)評為二星級。FSA為英國獨立的政府部門，負責食品安全及食品衛生，以及保障公眾健康。

SOCIAL ASPECTS (Continued)

PRODUCT RESPONSIBILITY (Continued)

The last inspection was done by the FSA on 18 October 2022. The food hygiene rating is made up of the following: (i) hygienic handling of food including preparation, cooking, re-heating, cooling and storage; (ii) cleanliness and condition of facilities and building to enable good food hygiene, including having appropriate layout, ventilation, hand washing facilities and pest control; and (iii) system or checks in place to ensure that food sold or served is safe to eat, evidence that staff know about food safety, and the food safety officer has confidence that standards will be improved in future.

BCFC continuously improves the safety and quality of its products and services. BCFC has an official X account (formerly known as: Twitter account) for supporter services and responding to fans' queries. If customers and supporters are not satisfied with the quality of products and services, they can submit complaints through social media channel or email of BCFC. The responsible staff will regularly respond and take follow up action in a timely manner.

During Year 2022/23, there were no recalls of products due to safety and health reasons and no complaints related to product and service were received.

BCFC has established Privacy Policy to ensure compliance with the General Data Protection Regulation. BCFC is committed to protecting customers' privacy and will take all steps necessary to comply with legal obligations when using the personal data.

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to product responsibility during the course of operation. In Year 2022/23, there was no case of material non-compliance with the Waste Electrical or Electronic Equipment, the Consumer Protection Act 1987, the General Data Protection Regulation, the Data Protection Act 2018 and the relevant laws and regulations relating to health and safety, labelling and privacy matters relating to products and services provided and methods of redress that have a significant impact. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in Year 2022/23.

社會方面 (續)

產品責任 (續)

FSA已於2022年10月18日進行最近一次檢查。食品衛生評級根據以下各項制定：(i)食品於準備、烹調、翻熱、冷卻及儲存方面的衛生處理；(ii)設施及建築物的潔淨程度及狀況，以確保良好食品衛生，包括有適當的間隔、通風、洗手設施及害蟲管制；及(iii)設有制度或檢查措施，確保出售或供應的食品可安全食用，證明員工了解食品安全，以及食品安全主任相信未來將可改善有關標準。

BCFC不斷提升其產品及服務的安全性及質量。BCFC有一個官方X賬戶(前稱：Twitter賬戶)為球迷提供服務及回應球迷的提問。如果客戶及球迷不滿意產品及服務的質量，可以透過社交媒體渠道或BCFC的電子郵件提交投訴。負責人員將定期作出回應，並及時採取後續行動。

於2022/23年度期間，並無因安全和健康原因召回產品，亦無收到有關產品和服務的投訴。

BCFC已制定私隱政策，確保遵守《通用數據保障條例》。BCFC致力保障客戶私隱，並將於使用個人資料時採取一切所需措施以遵守法律責任。

BCFC嚴格監管其業務營運，以確保於營運過程遵守有關產品責任的國際及當地法律及法規。於2022/23年度，並無嚴重違反《廢棄電器或電子產品》、《1987年消費者保障法》、《通用數據保障條例》、《2018年數據保護法》及與健康和 safety、所提供產品及服務相關的標籤及私隱事宜以及糾正方法的相關法律及法規並對BCFC產生重大影響之行為。此外，於2022/23年度內，並無發生違反相關法律及法規的行為而招致重大罰款或制裁。

SOCIAL ASPECTS (Continued)

ANTI-CORRUPTION

Bribery is strictly prohibited. BCFC's Anti-Bribery Policy of the staff handbook set out standards of conduct to which all employees are required to adhere to in order to promote integrity in workplace environment. All employees are prohibited to give and accept of personal, commercial, regulatory or contractual advantage, by using the excuse of work or the authority granted from BCFC. The advantages include but not limited to money, gifts and hospitality.

BCFC's employees who breach these provisions may be subject to disciplinary action, one outcome of which could be summary dismissal for gross misconduct. BCFC requires that all its staff, including those permanently employed, temporary agency staff and contractors to (i) act honestly and with integrity at all times and to safeguard the organisation's resources for which they are responsible for; and (ii) comply with the spirit of the laws and regulations of all jurisdictions in which BCFC operates in respect of the lawful and responsible conduct of activities.

Facilitation payments are not tolerated and are illegal. Where any gifts and hospitality has a value in excess of GBP100, employees should refuse the offer or invitation.

BCFC is committed to ensuring that all employees have a safe, reliable and confidential way of reporting any suspicious activity. Therefore, BCFC has established the Whistleblowing Policy which states that the whistle-blowers remain anonymous. BCFC is committed to ensuring nobody suffers detrimental treatment from refusing to take part in bribery or corruption.

Sound organisational structures and policies are in place to uphold a high standard of corporate governance and maintain an ethical corporate culture.

BCFC strictly regulates the operation of its business to ensure the compliance with national and local laws and regulations relating to anti-corruption during the course of operation. In Year 2022/23, there was no case of material non-compliance with the Bribery Act 2010 and the relevant laws and regulations relating to bribery, extortion, fraud and money laundering that have a significant impact and no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations.

During Year 2022/23, the Company has provided anti-corruption education and training materials to its directors and staff, such as Governance and Internal Control – A Best Practice Check List (for use by Small and Medium Enterprises) which is published by Independent Commission Against Corruption, Hong Kong, in order to raise their awareness towards ethical and corruption issues.

社會方面 (續)

反貪污

賄賂乃嚴格禁止。BCFC員工手冊中的反貪污受賄政策載有全體僱員必須遵守的行為準則，以提倡工作場所的誠信氣氛。全體僱員禁止以工作或BCFC授予的權限為藉口給予及收受個人、商業、監管或合約上的好處，包括但不限於金錢、禮物及宴請。

違反該等條文的BCFC僱員可能會受到紀律處分，其中之一可能是對嚴重不當行為予以即時解僱。BCFC要求其全體員工（包括長期僱員、臨時代理員工及承建商）須(i)時刻誠實守信行事，保障所負責機構的資源；及(ii)遵守BCFC營運所在所有司法權區的法律及法規有關依法及負責任地展開活動的精神。

疏通費是不可予容忍的非法行為。對於價值超過100英鎊的禮物或宴請，僱員應拒絕要約或邀請。

BCFC致力確保全體僱員有安全、可靠及保密的方式舉報任何可疑行為。為此，BCFC已制定舉報政策，其中規定可匿名提出問題。BCFC致力確保沒有人因拒絕參與賄賂或貪污而遭到不利對待。

健全的組織架構及政策已經設立，以確保高標準企業管治，維護道德企業文化。

BCFC嚴格監管其業務營運，以確保於營運過程遵守有關反貪污的國際及當地法律及法規。於2022/23年度內，並無嚴重違反《2010年賄賂法》及與賄賂、勒索、欺詐和洗黑錢有關的相關法律及法規並產生重大影響之行為，亦無發生違反相關法律及法規的行為而招致重大罰款或制裁。

於2022/23年度期間，本公司為其董事和員工提供反貪污教育及培訓材料，例如由香港廉政公署刊發的中小企業「管治與內部監控」實務指南，以提升他們對道德及貪污事宜的意識。

SOCIAL ASPECTS (Continued)

ANTI-CORRUPTION (Continued)

In addition, there was no legal case concerning corruption brought against the Group or its employees in Year 2022/23.

COMMUNITY INVESTMENT

The primary objective of BCFC is to be successful, both on and off the field, and to be financially viable and to play at the highest professional level. On the road to achieve its aims that it will not lose sight of the fact that it is a community-led business, and taking care of its customers will be its prime objective.

BCFC aims to build the best customer relationships with supporters, home and away, as well as the local community in which the club serves. BCFC's core business is the operation of a professional football club which is committed to developing a diverse range of commercial and community activities that will serve the whole community. BCFC Community Trust was formed under the auspices of Supporters Direct in 2012 to inspire young people to achieve their goals. It is a registered charity based at the Stadium. BCFC Community Trust work closely collaboration with, and utilising the unique stage of BCFC, aims to break down barriers to engage, inspire and create opportunities for people, including the most vulnerable, within the communities of Birmingham and Solihull.

BCFC is proud of the considerable off-field support it delivers each season to various charitable causes and community groups. BCFC acknowledges the responsibility, impact and influence that professional football club carries and through this, BCFC aims to make a positive difference to the lives of people in Birmingham.

BCFC is committed to supporting local charities, community organisations and individuals in raising awareness and/or funds for each of the various causes it supports, and fully recognises the positive part it can play through meaningful collaboration and partnerships. In Year 2022/23, BCFC Community Trust introduced a pan-disability football program that provides individuals with the chance to join the BCFC PAN Disability Football team in the Ability Counts League. This inclusive program welcomes participants who wish to train with the team without necessarily playing in fixtures. It caters to individuals of all genders and abilities who have a disability that hinders their participation in mainstream football. Furthermore, BCFC Community Trust organised holiday camps, offering football activities such as small-sided games, tournaments, penalty shoot-outs, and tactical skill development. These camps were designed to engage and provide opportunities for children and young people to enjoy the sport.

社會方面 (續)

反貪污 (續)

此外，於2022/23年度內，本集團或其僱員並無涉及有關貪污的法律訴訟。

社區投資

BCFC的主要目標是在球場內外均取得成功，財政健全，以及按最高專業水平比賽。在實現目標的道路上，BCFC不會忽視其作為一個社區主導企業的事實，並以照顧客戶為其主要目標。

BCFC旨在與主場及客場的球迷以及所服務的當地社區建立最佳客戶關係。BCFC的核心業務是營運職業足球球會，致力發展各種商業及社區活動，為整個社會服務。BCFC社區信託於2012年在Supporters Direct的贊助下成立，旨在激勵年輕人實現目標。此乃一個位於球場的註冊慈善機構。BCFC社區信託與BCFC緊密合作，並利用BCFC的獨特舞台，旨在為伯明翰及索利哈爾社區內的市民（包括弱勢社群）打破障礙以參與、啟發及創造機會。

BCFC對於每個賽季為不同慈善事業及社區團體提供大量場外支持感到自豪。BCFC知悉職業足球球會所肩負的責任、作用及影響，因此，通過上述支持，BCFC致力為伯明翰市民的生活帶來正面的變化。

BCFC致力支持當地慈善機構、社區組織及個人以提高對其所支持的各種事業的意識及／或籌集資金，並深知其透過有意義的合作及夥伴關係可以發揮的積極作用。於2022/23年度，BCFC社區信託推出一項泛殘障人士足球課程，為個人提供機會加入BCFC泛殘障人士足球隊，征戰Ability Counts聯賽。希望與球隊共同訓練的參與者均可報名該共融課程，而毋須出場參賽。性別能力雖有不同，所有因殘疾而無法參與主流足球賽事的個人都能透過該課程有所得益。此外，BCFC社區信託亦舉辦假期訓練營，開設小型比賽、錦標賽、罰球射門及技戰術培訓等各類足球項目。訓練營旨在激發兒童及年輕人的興趣，為其提供機會享受足球比賽的樂趣。



SOCIAL ASPECTS (Continued)

COMMUNITY INVESTMENT (Continued)

BCFC takes pride in its facilities for disabled supporters and is fully committed to providing any facilities a disabled supporter may need. BCFC currently offers 88 wheelchair spaces at the Stadium. 67 spaces are allocated to home supporters and 21 wheelchair bays are allocated to away supporters. Home supporter wheelchair bays are located in the Kop, Tilton, East Paddocks and the Gil Merrick stand. The away supporter wheelchair bays are located in the Gil Merrick stand and are located with the away supporters, the club has installed 14 accessible toilets at various convenient locations throughout the Stadium. In addition, BCFC provides 6% of its parking places available to disabled supporters.

社會方面 (續)

社區投資 (續)

BCFC以其傷健球迷設施為榮，並全力提供傷健球迷可能需要的任何設施。BCFC現時於球場提供88個輪椅位置。67個位置分配予主場球迷，21個輪椅區分配予客場球迷。主場球迷輪椅區位於Kop、Tilton、East Paddocks及Gil Merrick看台。客場球迷輪椅區位於Gil Merrick看台，並與客場球迷處於同一區域，球會更已選取多處便利位置，在整個球場內安裝14處無障礙洗手間。此外，BCFC為傷健球迷提供6%泊車位。



ZO FUTURE GROUP
大象未來集團

31/F., Vertical Sq, No. 28 Heung Yip Road,
Wong Chuk Hang, Hong Kong
香港黃竹坑香葉道28號嘉尚匯31樓
Tel 電話: (852) 2548 2928
Fax 傳真: (852) 2548 2782
Website 網頁: www.zogroup.com.hk