



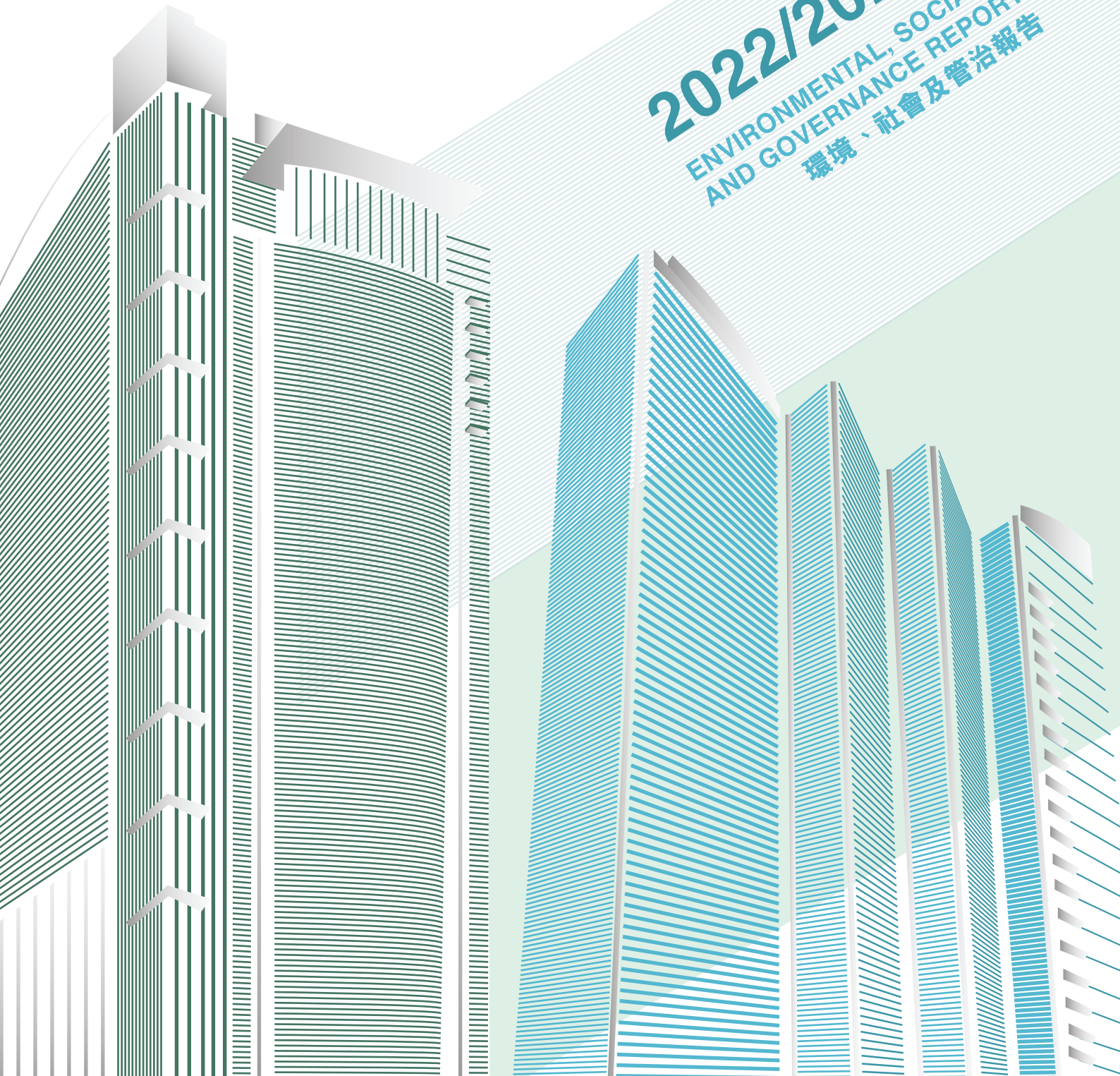
DYNAMIC HOLDINGS LIMITED

達力集團有限公司

Incorporated in Bermuda with limited liability
在百慕達註冊成立之有限公司

Stock Code 股份代號 : 29

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



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

關於本公司

達力集團有限公司（「本公司」）及其附屬公司（統稱為「本集團」、「我們」或「我們的」）是一家位於中國大陸的卓越房地產集團，主要從事物業投資。我們於中國大陸的物業租賃經營位於上海及北京，主要包括辦公樓、住宅及商業單位及停車場。

本集團致力於培養一種重視環境、社會及管治（「環境、社會及管治」）的企業文化。我們不僅聚焦於創造財務價值，亦對我們寶貴的關鍵持份者、整個社會以及環境的影響負責任。因此，本集團致力融入可持續發展於業務營運的每個方面，並將企業社會責任納入我們的業務策略、目標和價值中。

於年內，本公司參與各種環境和社會措施，並已承諾遵守節能約章及精神健康職場約章，以展示我們對可持續性的願景。

ABOUT THE COMPANY

Dynamic Holdings Limited (the “Company”) and its subsidiaries (collectively the “Group”, “we” or “our”) are a premier property group in mainland China that specialises in property investment. Our property leasing operation in mainland China is located in Shanghai and Beijing, which mainly consists of offices, residential and commercial units and car parks.

The Group is dedicated to cultivating a corporate culture that highlights environmental, social, and governance (the “ESG”) concerns. We do not focus merely on creating financial value but also are accountable for the impacts on our valuable key stakeholders, the society at large, and the environment as a whole. Therefore, the Group strives to integrate sustainability into every aspect of our business operations and weaves corporate social responsibilities into our business strategies, objectives and values.

During the year, the Company has participated in various environmental and social initiatives and has committed to the Energy Saving Charter and the Mental Health Workplace Charter to demonstrate our vision in sustainability.

參與環境相關倡議 Participation in Environmental Initiatives



香港綠色日二零二三嘉許狀
Certificate of Appreciation for Hong Kong Green Day 2023



地球一小時嘉許狀
Certificate of Appreciation for Earth Hour

簽署與環境、社會及管治相關的約章 Commitment to ESG-related Charters



二零二二及二零二三節能約章證書
Certificates of Energy Saving Charter 2022 and 2023



精神友善機構證書
Certificate of Mental Health
Friendly Organisation

關於本報告

匯報範圍及報告期間

本集團欣然提呈我們的二零二二至二零二三年度環境、社會及管治報告(「**本報告**」)，以向相關持份者提供我們可持續發展承諾的概述，其中包括環境、社會及管治政策、目標、措施以及績效。本報告範圍涵蓋我們於北京、上海、深圳及香港的主要業務營運，包括在二零二二年七月一日至二零二三年六月三十日內(「**報告期間**」)本集團行使管理控制權的全資或控股附屬公司。

匯報原則

本報告乃根據香港聯合交易所有限公司(「**聯交所**」)之《證券上市規則》附錄二十七所載《環境、社會及管治報告指引》(「**環境、社會及管治報告指引**」)所編製。本報告嚴格遵從環境、社會及管治報告指引中的強制披露規定及「不遵守就解釋」條文。

在編製本報告的過程中，應嚴格遵從以下原則：

重要性：通過與持份者的持續溝通和考慮本公司的業務發展，以識別並優先排序重大環境、社會及管治議題。我們進行重要性評估，評估結果在本報告的「重要性評估」部分予以披露。

量化：為對我們的環境、社會及管治績效和管理效能作出客觀評估，在適用的地方以量化的方式披露關鍵績效指標(KPIs)。

一致性：使用一致的方法以使環境、社會及管治數據有助於日後進行有意義的比較。如果報告方法有變動，應加以說明，以供持份者參考。

獲取本報告

本報告載有中、英文版本，並已上載至聯交所及本集團網站。如兩個版本有任何歧異，概以英文版本為準。

ABOUT THE REPORT

Reporting Scope and Period

The Group is pleased to present our Environmental, Social and Governance Report 2022-2023 (the “**Report**”) to provide stakeholders with an overview of our sustainability dedication, which encompasses ESG policies, goals, initiatives as well as performance. The scope of the Report covers our key business operations in Beijing, Shanghai, Shenzhen, and Hong Kong, including wholly or majority-owned subsidiaries where the Group exercises management control for the period from 1 July 2022 to 30 June 2023 (the “**Reporting Period**”).

Reporting Principles

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Report adheres to the mandatory disclosure requirements and the “comply or explain” provisions of the ESG Reporting Guide.

In preparation of the Report, the following principles should be adhered to:

Materiality: Material ESG issues are identified and prioritised by constant communication with stakeholders and considering the business development of the Company. An materiality assessment was conducted and the results are disclosed in the section “Materiality Assessment” of the Report.

Quantitative: To facilitate objective evaluation of our ESG performance and management effectiveness, key performance indicators (KPIs) are disclosed quantitatively where applicable.

Consistency: Consistent methodologies are used to aid meaningful comparisons of ESG data over time. In the case of changes in reporting methodologies, they will be explained for stakeholders’ reference.

Access to the Report

The Report is available in English and Chinese versions and is uploaded to the website of the Stock Exchange and the Group’s website. In case of any discrepancies between the two versions, the English version shall prevail.

環境、社會及管治工作小組

我們已建立一個全面的企業社會責任管治架構，包括本公司董事會（「**董事會**」）之董事（「**董事**」）和環境、社會及管治工作小組。他們協助本公司識別重要的可持續發展目標，為本集團及其持份者創造可持續價值。

董事會負責監督本集團的整體環境、社會及管治表現，制定環境、社會及管治策略和目標，識別、優先排序和評估環境、社會及管治相關的風險和機遇，訂立目標和檢討其進展情況，確保環境、社會及管治風險管理和內部監控系統落實到位並進行定期審核。本報告已獲董事會批准。

環境、社會及管治工作小組由來自多個部門和業務單位的管理人員組成。該小組負責將策略和計劃轉為可執行的任務，同時監控和管理環境、社會及管治相關的風險和機遇。此外，環境、社會及管治工作小組亦負責收集和分析內部的環境、社會及管治數據，審閱來自內部和外部持份者的反饋，向董事會就重要的環境、社會及管治事項進行溝通，以及編製本報告。

本集團已聘請獨立的外部環境、社會及管治顧問協助報告的準備工作，並提供環境、社會及管治相關的諮詢服務。

關於本集團的其他企業管治事項，請參閱我們的二零二二至二零二三年度年報內的「企業管治報告書」。

遵守法律及法規

遵守有關環境、社會及管治事宜之適用法律、規則及法規至關重要，我們了解違規的潛在風險可能會對本集團造成不良後果。本集團已實施嚴謹的管理體制及分配人力資源，以確保持續的法律合規性。本集團之業務主要由本公司於中國大陸之附屬公司進行，而本公司之股份本身在聯交所上市。因此，本集團之成立及營運須遵守所有其營運所在司法權區之適用相關法律及法規，即包括但不限於中國大陸及香港。

ESG WORKING GROUP

We have a comprehensive corporate social responsibility governance structure in place, which consists of the board (the “**Board**”) of directors (the “**Directors**”) of the Company and ESG working group. They assist the Company in identifying material sustainability objectives and generate sustainable value for both the Group and its stakeholders.

The Board is responsible for overseeing the Group’s overall ESG performance, developing ESG strategies and goals, identifying, prioritising, and evaluating ESG-related risks and opportunities, setting and reviewing progress against targets, and ensuring ESG risk management and internal control systems are in place and periodically reviewed. The Report has been approved by the Board.

The ESG working group is comprised of management personnel from multiple departments and business units. It is obligated to turn strategies and plans into actionable tasks, as well as monitor and manage ESG-related risks and opportunities. Further, the ESG working group is also accountable for the collection and analysis of internal ESG data, review of feedback from internal and external stakeholders, communication to the Board for key ESG matters, as well as the preparation of the Report.

The Group has engaged an independent and external ESG consultant to assist in the preparation of the Report, and provide ESG-related consultancy services.

For the Group’s other corporate governance issues, please refer to the “Corporate Governance Report” in our Annual Report 2022-2023.

COMPLIANCE WITH LAWS AND REGULATIONS

Adhering to relevant laws, rules, and regulations pertaining to ESG issues is of utmost significance, and we recognise the potential risks associated with non-compliance that could have adverse consequences for the Group. The Group has implemented a rigorous management system and allocated staff resources to ensure ongoing legal compliance. The Group’s operations are mainly carried out by the subsidiaries of the Company in mainland China while shares of the Company itself are listed on the Stock Exchange. Accordingly, the Group’s establishment and operations shall comply with all laws and regulations applicable in the relevant jurisdictions where it has operations, including but not limited to the mainland China and Hong Kong.

持份者參與

我們重視與持份者的聯繫及其意見。讓持份者參與的方法為確保充份理解他們的觀點和期望，這在制定我們現有和未來的可持續發展策略方面發揮關鍵作用。我們尤其積極主動地與直接受到我們集團業務影響的持份者進行聯繫，包括：

持份者組別	溝通渠道
僱員	<ul style="list-style-type: none"> 發展及培訓 表現評價 告示牌 僱員會議及通訊 視訊及／或音訊會議
客戶／租戶	<ul style="list-style-type: none"> 客戶滿意度調查及問卷¹ 客戶服務中心和會議 實地視察、客戶關懷及服務 透過數碼媒體進行音訊會議 線上虛擬實景推廣
供應商／合作夥伴	<ul style="list-style-type: none"> 採購投標通告 會議、報告及通訊 視訊及／或音訊會議
監管機構	<ul style="list-style-type: none"> 合規報告及申報 監管機構會議及通訊
股東／投資者	<ul style="list-style-type: none"> 股東週年大會 年度報告及中期報告 公告及通函 投資者會議、服務和通訊
當地社區	<ul style="list-style-type: none"> 公眾／社區活動 環境、社會及管治報告

我們將繼續與主要持份者保持持續溝通，以了解其對我們的業務和可持續發展表現的關注和興趣。通過持份者參與所收集到的反饋為我們的策略發展提供寶貴的見解，亦有助本報告的撰寫。本集團將繼續採用各種電子渠道與各持份者進行溝通。

附註：

¹ 透過客戶滿意度調查及問卷收集客戶對不同方面的反饋，例如樓宇綠化及景觀特色、廢棄物收集以及電力使用。

STAKEHOLDERS' ENGAGEMENT

We value connections with stakeholders and their opinions. The methodology for engaging stakeholders revolves around ensuring a thorough comprehension of their viewpoints and expectations, which play a pivotal role in shaping our existing and forthcoming sustainability strategies. In particular, we have engaged proactively with the stakeholders that are directly impacted by our Group's operations, including:

Stakeholder groups	Communication channels
Employees	<ul style="list-style-type: none"> Development and training Performance appraisals Notice boards Employee meetings and correspondence Video and/or audio conferences
Customers/Tenants	<ul style="list-style-type: none"> Customer satisfaction surveys and questionnaires¹ Customer service centre and meetings On-site visits, customer care, and services Audio meetings by digital media Online virtual reality promotion
Suppliers/Working partners	<ul style="list-style-type: none"> Tender notices for procurement Meetings, reports and correspondence Video and/or audio conferences
Regulatory bodies	<ul style="list-style-type: none"> Compliance reports and returns Regulatory bodies meetings and correspondence
Shareholders/Investors	<ul style="list-style-type: none"> Annual general meetings Annual reports and interim reports Announcements and circulars Investor meetings, services and correspondence
Local community	<ul style="list-style-type: none"> Public/community activities ESG reports

We will continue to maintain ongoing communication with our key stakeholders to understand their concerns and interests in our operations and sustainability performance. Feedback collected through the stakeholder engagement exercises has provided valuable insights into our strategic development and also contributed to the preparation of the Report. The Group continues to adopt various e-channels for communication with various stakeholders.

Note:

¹ Customers' feedback was collected by means of customer satisfaction surveys and questionnaires, in areas such as greening and landscaping features of buildings, waste collection, as well as electricity usage.

重要性評估

為了與不斷變化的世界並進，並確保本報告涵蓋對本集團重要且最新的環境、社會及管治事項，董事會已着手對本集團環境、社會及管治議題進行重要性評估。

在識別重要議題時，已參考本集團的業務性質、行業發展趨勢以及監管機構的要求。重要性評估結果亦指出我們環境、社會及管治工作中可改進的領域，以便我們制定更全面、透明和具體的回應，以提高本報告的品質。

環境、社會及管治議題	重要性
環境	
• 氣候變化相關風險及機遇	最重要
• 排放物及廢棄物管理	重要
• 資源管理 (如能源及水)	重要
• 綠色建築相關機遇	重要
• 土地利用及生物多樣化保護	重要
營運慣例	
• 客戶健康及安全	重要
• 企業管治	重要
• 供應鏈管理	重要
• 客戶資料保護及私隱	重要
• 客戶滿意度	重要
• 反貪污	重要
• 風險管理系統	重要
僱傭及勞工常規	
• 僱員健康與安全	最重要
• 僱員培訓及發展	重要
• 僱員權益及福利	重要
• 多元化及平等機會	相關
社區	
• 社區投資	相關

MATERIALITY ASSESSMENT

To stay in step with the evolving world and ensure that the Report covers pertinent and up-to-date ESG matters material to the Group, the Board has taken the initiative to conduct a materiality assessment of the Group's ESG agenda.

The material issues were identified with reference to the Group's business nature, development trend of the industry, and requirements from regulatory authorities. Materiality assessment results also point to the improvement areas in our ESG work, so that we can devise more comprehensive, transparent, and specific responses to enhance the quality of the Report.

ESG Issues	Materiality
Environmental	
• Climate Change-related Risks and Opportunities	Most Important
• Emissions and Waste Management	Important
• Management of Resources (e.g. energy and water)	Important
• Opportunities in Green Building	Important
• Land Use and Biodiversity Protection	Important
Operating Practices	
• Customer Health and Safety	Important
• Corporate Governance	Important
• Supply Chain Management	Important
• Customer Information Protection and Privacy	Important
• Customer Satisfaction	Important
• Anti-corruption	Important
• Risk Management System	Important
Employment and Labour Practices	
• Employee Health and Safety	Most Important
• Employee Training and Development	Important
• Employees' Rights and Benefits	Important
• Diversity and Equal Opportunities	Relevant
Community	
• Community Investment	Relevant



ENVIRONMENTAL
環境

A. 環境

秉持和推進我們物業的可持續發展是本集團持續追求的目標。在這一原則的指引下，我們不斷努力優化資源分配，促進成本效益，加強節能工作，旨在創造更綠化和更具環保意識的氛圍。本集團已實施多項綠色措施，以展示我們對環境保護的長遠承諾。

於報告期間，本集團並無知悉任何嚴重違反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法律及法規，且嚴重影響本集團營運的事宜。本集團遵守分別適用於香港、上海、北京及深圳的相關法律及法規²。

A1 排放物

本集團一直堅持減少營運排放的承諾。本集團努力減少溫室氣體排放，並嚴格指導及／或監督其持份者（如承包商）之環境保護措施。

此外，本集團亦將其綠色措施擴展至物業管理服務供應商，鼓勵他們將減少環境影響的方案納入工作計劃並採用低碳措施。例如，為了選擇及與本集團綠色優先事項相符的供應商並與其持續合作，我們對供應商的環境保護措施、能源效率意識、可持續採購措施等進行初步評估和年度評估。與承包商的合約協議中也包括對直接和間接排放的控制要求。

附註：

² 包括但不限於香港法例之空氣污染管制條例、保護臭氧層條例、廢物處置條例、水污染管制條例及噪音管制條例，以及中華人民共和國（「**中華人民共和國**」）環境保護法、中華人民共和國水污染防治法、中華人民共和國大氣污染防治法及中華人民共和國固體廢物污染環境防治法。

A. ENVIRONMENTAL

Upholding and advancing the sustainability of our properties is an ongoing pursuit for the Group. Guided by this principle, we continually strive to optimise resource allocation, promote cost-effectiveness, and bolster energy conservation efforts, all aimed at creating a greener and more environmentally conscious atmosphere. The Group has implemented several green initiatives to demonstrate our long-standing commitment to environmental protection.

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations related to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group. Those applicable laws and regulations² were observed in Hong Kong, Shanghai, Beijing and Shenzhen respectively.

A1 Emissions

The Group has remained steadfast in its commitment to reducing emissions in our operations. The Group strives to reduce greenhouse gas emissions, and strictly guide and/or monitor our stakeholders, such as contractors about environmental protection measures.

Furthermore, the Group has extended its green initiatives to property management service providers, encouraging them to incorporate measures that minimise environmental impacts into their work plans and adopt low-carbon practices. For instance, in order to select and maintain vendors that coincide with the Group's green priorities, we perform initial and annual evaluations on vendors' environmental protection measures, energy efficiency awareness, sustainable purchasing practices, etc. Contractual agreements with contractors also include requirements for controlling direct and indirect emissions.

Note:

² Including but not limited to the Air Pollution Control Ordinance, the Ozone Layer Protection Ordinance, the Waste Disposal Ordinance, the Water Pollution Control Ordinance, and the Noise Control Ordinance under the laws of Hong Kong, as well as 中華人民共和國環境保護法 (The Environmental Protection Law of the People's Republic of China (the "**PRC**")), 中華人民共和國水污染防治法 (The Water Pollution Prevention and Control Law of the PRC), 中華人民共和國大氣污染防治法 (The Atmospheric Pollution Prevention and Control Law of the PRC) and 中華人民共和國固體廢物污染環境防治法 (The Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Waste).

A. 環境 (續)

A1 排放物 (續)

溫室氣體排放及廢氣排放

我們業務營運中的溫室氣體 (「溫室氣體」) 排放來源包括電力消耗、車輛使用汽油、廢紙處置和污水處理。

溫室氣體排放	單位	截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
GHG Emissions	Unit		
範圍1 – 直接溫室氣體排放 Scope 1 – Direct GHG Emissions			
汽油 Petrol	噸二氧化碳當量 tonnes CO ₂ e	29.4	21.3
範圍2 – 能源間接溫室氣體排放 Scope 2 – Energy Indirect GHG Emissions			
外購電力 Purchased electricity	噸二氧化碳當量 tonnes CO ₂ e	2,124.5	3,522.4
範圍3 – 其他間接溫室氣體排放 Scope 3 – Other Indirect GHG Emissions			
廢紙處置 Waste paper disposal	噸二氧化碳當量 tonnes CO ₂ e	4.5	3.1
用水 Water consumption		8.0	6.5
總溫室氣體排放量 Total GHG emissions	噸二氧化碳當量 tonnes CO ₂ e	2,166.4	3,553.3
溫室氣體排放密度 ³ GHG emissions intensity ³	噸二氧化碳當量 (每港幣百萬元) tonnes CO ₂ e (per HK\$ million)	27.17	40.89
廢氣排放 Air Emissions			
硫氧化物 Sulphur oxides	公斤 kg	0.16	0.15
氮氧化物 Nitrogen oxides	公斤 kg	7.78	6.94
顆粒物 Particulate matters	公斤 kg	0.57	0.51

附註：

³ 為優化數據的可比較性，本報告中披露的密度數據以本集團的收入計算。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Greenhouse gas emissions and air emissions

Greenhouse gas (the “GHG”) emission sources from our business operations include the consumption of electricity, the use of petrol by our vehicles, the disposal of wastepaper, and sewage treatment.

Note:

³ The intensity data disclosed in the Report is calculated using the Group’s revenue for enhancing the comparability of data.

A. 環境 (續)

A1 排放物 (續)

溫室氣體排放及廢氣排放 (續)

我們的排放目標為繼續實施各種措施，以降低碳排放，並探索綠色營運機遇和措施。實現目標的步驟包括考慮將環境因素納入未來的業務發展和策略中。為了實現與環境相關的目標，本集團已實施一系列在「能源消耗」部分描述的相關措施，以減輕本集團對環境的影響。

廢棄物管理

於辦公室使用之紙張、墨盒及墨粉被識別為我們所產生無害廢棄物之主要來源。於報告期間，使用過之墨盒及墨粉已交回服務供應商回收。由於於報告期間並無物業發展建築項目，故於報告期間所產生之有害廢棄物並不重大。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Greenhouse gas emissions and air emissions (Continued)

Our emission target will be to continue implementing various initiatives to minimise carbon emissions and to explore green operational opportunities and initiatives. Steps to achieve the target include considering to incorporate environmental factors in future business development and strategies. In order to achieve the environment-related goals, the Group has implemented a series of relevant measures described in the section “Energy Consumption” to mitigate the Group’s environmental impact.

Waste management

Paper, ink cartridges, and toners consumed in offices are identified as our major sources of non-hazardous waste. During the Reporting Period, used ink cartridges and toners were returned to our service providers for recycling. Since there were no construction of property development projects during the Reporting Period, hazardous wastes produced were immaterial during the Reporting Period.

	單位	截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
	Unit		
無害廢棄物			
Non-hazardous Waste			
總量	噸	0.95	0.66
Total Amount	tonnes		
密度 ⁴	公斤	11.85	7.60
Intensity ⁴	(每港幣百萬元) kg (per HK\$ million)		

附註：

⁴ 為優化數據的可比較性，本報告中披露的密度數據以本集團的收入計算。

Note:

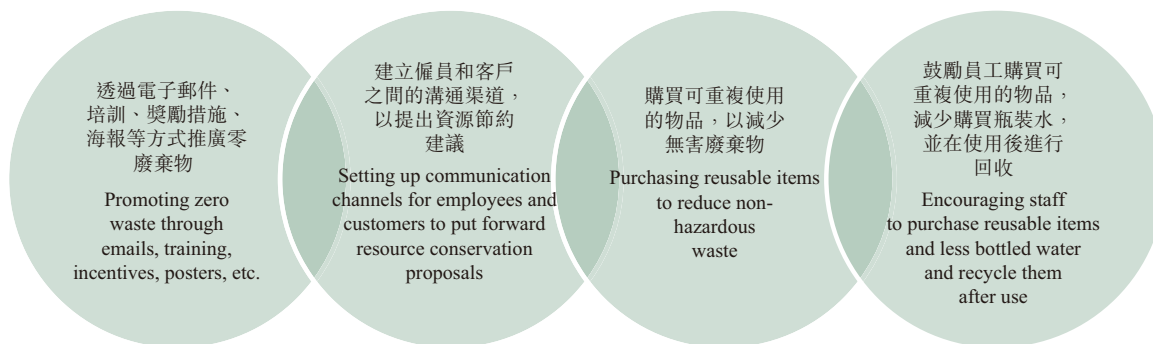
⁴ The intensity data disclosed in the Report is calculated using the Group’s revenue for enhancing the comparability of data.

A. 環境 (續)

A1 排放物 (續)

廢棄物管理 (續)

我們的目標是逐步減少無害廢棄物的產生。儘管我們只產生少量廢棄物，但我們仍秉持推廣零廢棄物辦公室文化的理念，因為我們相信不應該浪費任何資源。環境、社會及管治工作小組的任務是採取措施實現目標，具體如下：



為求達到該等目標，本集團推廣「減廢、再用及回收再造」(3R原則)，作為將廢棄物，特別是一次性塑料制品，減少送到堆填區並在我們的營運場所內鼓勵回收再用的方式。例如，我們鼓勵員工使用可重複使用的容器和器具。我們亦於營運場所和辦公室的公共區域及當眼位置放置回收桶，如電池和紙張回收桶，以方便回收再造。收集到的廢棄物會被仔細分類並運送給持牌的回收公司和市政廢物收集商。此外，我們減少打印、重複使用信封、善用電子通訊，並採用雙面打印內部文件。我們在影印機和打印機上張貼節約資源的提示，以推廣源頭減廢。於報告期間，我們對舊電腦和電子設備進行一次性替換，其中94公斤的設備由「綠在區區」回收，以減少廢棄物產生。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Waste management (Continued)

We target to continue reducing non-hazardous waste generation gradually. Despite the small amount of waste we generated, it was still our philosophy to promote a zero-waste office culture as it was our belief that no resources should be wasted. The ESG working group was tasked to adopt measures to realise the goal, which were as follows:

To progress towards these objectives, the Group promotes the principles of “Reduce, Reuse, and Recycle” (3Rs) as a means to divert waste, specifically single-use plastics, away from landfills and encourage recycling within our operational premises. For instance, staff is encouraged to use reusable containers and utensils. Recycling bins, such as for batteries and paper, are placed at prominent locations at our operation centres and public areas of offices to facilitate recycling. Waste collected is carefully sorted and transferred to licensed recycling companies and municipal waste collectors. Moreover, we have reduced printing, reused envelopes, made use of e-communication, as well as adopted double-sided printing for internal documents. Resource-saving reminders have been posted on photocopiers and printers to promote waste reduction at the source. During the Reporting Period, we had a one-off replacement of old computers and electronic appliances, 94 kg of these appliances were recycled by “Green@Community” to reduce waste generation.

A. 環境 (續)

A2 資源使用

本集團保證其所有業務活動和營運都遵循資源保護的原則。我們已實施針對綠化和環境保護的措施，以支持這一承諾：

- 採取內部措施以提高能源和資源效率；
- 本集團定期舉行會議和內部討論，監控資源使用情況並識別可改進領域；
- 鼓勵僱員提議在辦公室層面實施資源節約措施；及
- 本集團的內部招標、採購和行政流程強調環境保護考慮。例如，在建築物或物業的建築（如有）、翻新和改善工程中，優先選擇使用綠色原材料和設備。

基於我們的業務性質，我們並不消耗包裝材料，因此相關的披露並不適用。

能源消耗

於報告期間，電力和汽油為本集團消耗的主要能源類型。電力的消耗主要來自北京的一個購物中心、住宅單位和停車場，以及來自上海、深圳和香港的辦公室（「**本物業**」），主要用於照明、空調和辦公設備的運作。汽油則用於我們的車輛作交通用途。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources

The Group guarantees that all its business activities and operations adhere to the principle of resource conservation. We have implemented measures focused on green initiatives and environmental protection to support this commitment:

- measures have been implemented internally to improve energy and resource efficiency;
- the Group holds regular meetings and internal discussions to monitor the use of resources and identify improvement areas;
- employees are encouraged to suggest resource conservation practices to be implemented at the office level; and
- the Group's internal tendering, procurement, and administration processes have emphasised environmental protection considerations. For instance, the use of green raw materials and equipment is preferred in construction (if any) or renovations and improvement works of buildings or properties.

Due to our business nature, we do not consume packaging materials, and thus the relevant disclosure is not applicable.

Energy consumption

During the Reporting Period, electricity and petrol were the major types of energy consumed by the Group. Electricity was consumed in a shopping mall, residential units, and car parking spaces in Beijing, as well as offices in Shanghai, Shenzhen, and Hong Kong (the “**Properties**”) mainly for lighting, air-conditioning, and operations of office equipment. Petrol was consumed by our vehicles for transportation.

A. 環境 (續)

A2 資源使用 (續)

能源消耗 (續)

	單位	截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
	Unit		
能源消耗 Energy Consumption			
直接能源 • 汽油 Direct Energy • Petrol	兆瓦時 mWh	100.8	94.0
間接能源 • 外購電力 Indirect Energy • Purchased electricity	兆瓦時 mWh	3,721.8	3,786.0
能源總耗量 Total Consumption	兆瓦時 mWh	3,822.6	3,880.0
密度 ⁵ Intensity ⁵	兆瓦時 (每港幣百萬元) mWh (per HK\$ million)	47.9	44.7

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Energy consumption (Continued)

附註：

⁵ 為優化數據的可比較性，本報告中披露的密度數據以本集團的收入計算。

Note:

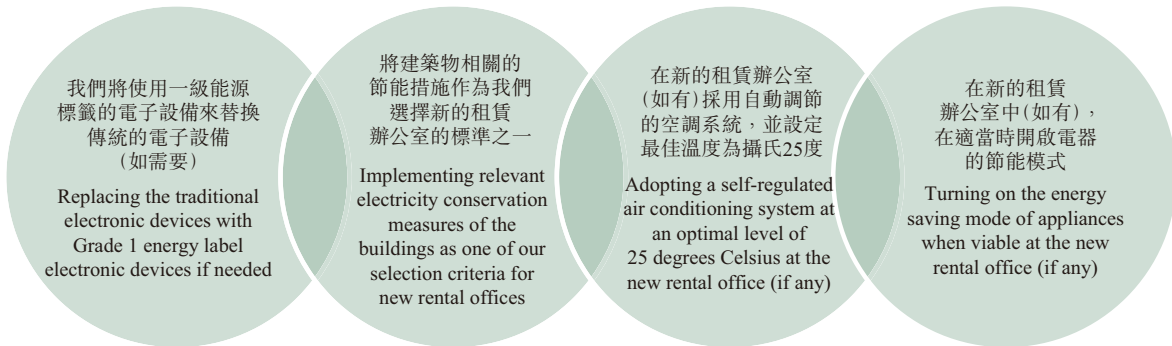
⁵ The intensity data disclosed in the Report is calculated using the Group's revenue for enhancing the comparability of data.

A. 環境 (續)

A2 資源使用 (續)

能源消耗 (續)

為了進一步加強節能工作，我們將繼續探索其他節能方法。本集團促進節能文化。本公司承諾遵守「二零二二年和二零二三年的節能約章」。通過共同努力，已採取一系列策略：



A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Energy consumption (Continued)

To further enhance energy conservation efforts, we will continue exploring other energy conservation methods. The Group promotes an energy-saving culture. The Company has committed to the “Energy Saving Charter 2022 and 2023”. With combined efforts, a series of strategies have been adopted:



二零二二及二零二三節能約章證書
Certificates of Energy Saving Charter 2022 and 2023

A. 環境 (續)

A2 資源使用 (續)

能源消耗 (續)

此外，我們亦積極執行以下措施以提高能源效率：

- 逐步將本物業中老化的燈管更換為發光二極體 (「發光二極體」) 照明燈管；
- 在一般辦公時間後，關閉空調和電器設備，並將它們設定為節能模式；
- 啟動空調「少用一小時」，冬季期間設定溫度不超過攝氏20度，並於夏季期間設定溫度不低於攝氏25.5度；
- 指派專職人員定期檢查和監控能源消耗；
- 通過視訊會議和電話會議與客戶和附屬公司溝通，減少差旅需求；及
- 張貼提示，鼓勵持份者如股東、供應商和客戶對環境友好。

我們的目標是通過執行上述措施以及考慮購買節能設備和於未來租用具有節能措施的物業，逐步提高能源效率。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Energy consumption (Continued)

Besides, we also actively implement the following initiatives to enhance the energy efficiency:

- gradually replacing aging light tubes with light-emitting diode (“LED”) lighting at the Properties;
- after the standard working hours, switch off air-conditioning and electrical devices and set them to energy-saving modes;
- activating “one hour less” of air-conditioning, and setting the temperature to not exceeding 20 degrees Celsius in winter and not below 25.5 degrees Celsius in summer;
- allocating dedicated staff to conduct regular inspections and monitoring of energy consumption;
- communicating with clients and subsidiaries via video conferencing and teleconferencing to reduce traveling needs; and
- posting reminders to encourage stakeholders e.g. shareholders, suppliers, and customers to be eco-friendly.

We aim to gradually enhance energy efficiency by implementing the above measures and considering to purchase energy-efficient devices as well as renting properties with energy conservation advocates in the future.

A. 環境 (續)

A2 資源使用 (續)

耗水量

在北京購物中心以及位於北京、上海和深圳的辦公室中，我們的水資源消耗主要來自日常用水。由於香港辦公室由獨立的物業管理代理控制，對耗水量數據的獲取有限。我們將在未來加強數據收集流程（如可能）。

於報告期間，我們在採購適當水資源方面並未遇到任何問題。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Water consumption

The majority of our water consumption is attributed to the daily water usage of the Beijing shopping mall, along with the offices situated in Beijing, Shanghai, and Shenzhen. The office in Hong Kong has limited access to water consumption data as it is controlled by the independent property management agent, we will enhance the data collection process in the future if possible.

During the Reporting Period, we did not experience any problems in sourcing appropriate water sources.

	單位	截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
	Unit		
耗水量			
Water Consumption			
總耗水量	立方米	18,644.2	9,047.7
Total Amount	m ³		
密度 ⁶	立方米	233.83	104.13
Intensity ⁶	(每港幣百萬元) m ³ (per HK\$ million)		

本集團的目標是提高用水效率，並會考慮將已實施的節水措施納入選擇新租賃的辦公室（如有）的標準之一。

我們已經對本物業執行節水措施，並通過海報和內部電郵等方式宣傳節約用水。我們在水龍頭上安裝感應器，根據需要控制用水量。我們鼓勵僱員節約所有資源，包括水資源，以避免不合理的浪費。我們通過從政府的供水系統獲取水源，以確保水源的穩定性和供水品質。

The Group targets to enhance water efficiency, and will consider to include the water conservation measures implemented in buildings as a selection criterion for new rental offices (if any).

We have implemented water conservation measures for the Properties, and promote water conservation through posters and internal emails. Sensors are installed at the water taps to control water consumption as appropriate. We encourage employees to conserve all resources including water in order to avoid unreasonable water wastage. We seek to maintain stability in water sources and the quality of water supply through sourcing from government water supply systems.

附註：

⁶ 為優化數據的可比較性，本報告中披露的密度數據以本集團的收入計算。

Note:

⁶ The intensity data disclosed in the Report is calculated using the Group's revenue for enhancing the comparability of data.

A. 環境 (續)

A3 環境及天然資源

在關注減少環境影響方面，本集團致力於降低在營運所在城市中的碳足跡。我們意識到日常的業務活動，如物業管理和租賃服務，對環境有輕微的影響。為了減輕該影響，已在管理中融入環境保護的概念，以及我們已貫徹措施來控制對環境的影響。

本集團已實施措施在工作場所宣傳環境友善措施，包括提高能源和用水效率，以及精明使用資源，減少浪費。我們將繼續探索其他措施，以進一步提升環境表現。

於報告期間，本集團參與環保活動，如二零二三年香港綠色日、地球一小時和世界純素食日。我們亦在內部發送宣傳材料，鼓勵員工參與無冷氣夜、世界無車日、國際森林日等活動，以提醒僱員保護環境。此外，於報告期間，我們在中國大陸為一項土地開發項目進行樹林搬遷工作，以遵守當地的法律和法規，保護和減少對環境的不良影響。



地球一小時嘉許狀
Certificate of Appreciation for Earth Hour

A. ENVIRONMENTAL (Continued)

A3 The Environment and Natural Resources

With a focus on minimizing environmental impact, the Group actively works towards reducing carbon footprints in the cities where we operate. We recognise that routine business activities, such as property management and rental services, have a marginal and inconsequential effect on the environment. In order to alleviate such impacts, the concept of environmental protection has been assimilated into management and we have implemented initiatives to control environmental impacts.

The Group has implemented measures to promote environmentally friendly practices in the workplace, which include enhancing energy and water efficiency, as well as using resources wisely to reduce waste. We will continue to explore other initiatives to further enhance environmental performance.

During the Reporting Period, the Group has participated in environmental initiatives such as Hong Kong Green Day 2023, Earth Hour, and World Vegan Day. We also circulated promotional materials internally for No Air-con Night, World Car Free Day, International Day of Forests, etc. to remind employees to conserve the environment. Moreover, during the Reporting Period, we conducted relocation work of plantation for a land development project in mainland China in compliance with the local laws and regulations, to protect and minimise the adverse impact to the environment.



香港綠色日二零二三嘉許狀
Certificate of Appreciation for Hong Kong Green Day 2023

A. 環境 (續)

A3 環境及天然資源 (續)

當認為適用且合適時，本集團會尋求外部專業顧問，在啟動房地產項目、建築工作、維修和保養項目，或翻新和改善項目之前進行環境評估。環境評估結果將提供予承包商，以制定相應的應對措施。

A4 氣候變化

我們意識到氣候變化不斷加劇的影響對我們業務帶來的潛在風險。因此，我們致力於將韌性融入業務營運中，確保準備就緒並保持警覺，以減輕和應對潛在損害。該等風險包括實體風險，例如颱風和暴雨或會導致停電、財產損毀和員工受傷，以及轉型風險，如政策和監管變化等。

為應對該等風險，本集團已建立全面的風險管理程序，旨在識別、監測、管理和控制氣候變化的影響。針對氣候變化相關影響的特定措施包括但不限於：

- 增強建築設計和設施，以提高對極端天氣的耐受能力；及
- 準備災難恢復計劃，應對意外緊急情況。

本集團意識到電力是其能源使用及本集團的碳足跡的主要來源。因此，本集團採取積極的方式，在本物業的營運現場和辦公室實施節能措施，包括使用影響較低的發光二極體照明設備及關閉閒置的照明和電器設備。

展望未來，本集團將繼續優先考慮評估、監測、控制和記錄我們的溫室氣體排放，將年度披露作為我們措施的不可分割的一環。同時，我們將評估現有措施的有效性，推動我們在環境可持續性方面的持續改進，以配合國家的「雙碳」目標，即到二零三零年使二氧化碳排放達到峰值，並在二零六零年實現碳中和。

A. ENVIRONMENTAL (Continued)

A3 The Environment and Natural Resources (Continued)

When deemed applicable and suitable, the Group seeks the involvement of external professional consultant(s) to perform environmental assessments prior to initiating real estate projects, construction activities, repair and maintenance works, or renovation and improvement projects. The environmental assessment results are provided to the contractors for formulating corresponding responses.

A4 Climate Change

We acknowledge the escalating impact of climate change and recognise the potential risks it poses to our business. Therefore, we are committed to incorporating resilience into our operations, ensuring readiness and vigilance to mitigate and respond to potential damages. Such risks include physical risks such as typhoons and rainstorms potentially leading to loss of electrical power, property damage, and injury to staff, as well as transition risks such as policy and regulatory changes, etc.

To address these risks, the Group has established comprehensive risk management procedures aimed at identifying, monitoring, managing, and controlling the impacts of climate change. Particular measures to ameliorate climate change-related impacts include but are not limited to:

- enhancement of building design and facilities to achieve better endurance against extreme weather; and
- preparation of disaster recovery plans to handle unexpected emergencies.

The Group is aware that electricity is the major contributor to its energy usage, mainly incurring the Group's carbon footprint. Thus, the Group has taken a proactive approach to implementing energy-saving initiatives for both on-site operations and site offices of the Properties, from using low-impact LED lighting devices to switching off idling lighting and electrical appliances.

As we look ahead, the Group will continue to prioritise the assessment, monitoring, control, and documentation of our GHG emissions, with annual disclosure as an integral part of our practices. Concurrently, we will assess the effectiveness of existing measures to drive continuous improvement in our environmental sustainability efforts, so as to align with the national "dual carbon" goals, peaking carbon dioxide emissions by 2030 and achieving carbon neutrality by 2060.



SOCIAL
社會

B. 社會

考慮到持份者的福祉對我們業績的影響，本集團投入大量資源來履行社會公民責任，並建立一個優先考慮個人福祉的工作環境。

於報告期間，本集團並無知悉任何嚴重違反有關補償及解僱、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法律及法規，且嚴重影響本集團營運的事宜。本集團已遵守相關法律和法規⁷下的要求。

B1 僱傭

本集團已制定符合中國大陸和香港僱傭法律及法規的僱傭政策和指引，並於當地的僱員手冊中列明。

招聘及晉升

本集團選擇性地聘用和晉升符合其價值觀和職業道德的員工。本集團非常重視表現主動、盡責及誠實的員工。招聘和晉升的決策主要基於功績和表現。

工作時數、假期及其他待遇及福利

工作時數、假期以及其他待遇及福利乃參照當地的法律、法規和常規來釐定。在釐定過程中，亦考慮當地的行業平均水平，以及員工的經驗、資格和資歷。

於二零二三年六月三十日，本集團聘用52名僱員（於二零二二年六月三十日：55名僱員），當中包括董事。為了優化人力資源管理，本集團已將某些業務活動外判。

附註：

⁷ 包括但不限於香港法例之僱傭條例、公眾假期條例、僱員補償條例、職業安全及健康條例、最低工資條例、性別歧視條例、殘疾歧視條例及家庭崗位歧視條例，以及中華人民共和國勞動法及中華人民共和國工會法。

B. SOCIAL

Considering the influence of stakeholders' well-being on our business performance, the Group allocates significant resources towards upholding responsible social citizenship and establishing a work environment that prioritises the welfare of individuals.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that would have a significant impact on the Group. Statutory requirements under applicable laws and regulations⁷ were being adhered to.

B1 Employment

The Group has established employment policies and guidelines, such as in the local employee handbooks, that are compliant with the employment laws and regulations in the mainland China and Hong Kong.

Recruitment and promotion

The Group selectively hires and promotes individuals who align with its values and work ethics. The Group places great importance on individuals who demonstrate initiative, responsibility and integrity. The decision-making regarding hiring and promotion is primarily based on merit and performance.

Working hours, rest periods, and other benefits and welfare

Working hours, rest periods, and other benefits and welfare are determined with reference to local laws, regulations and practices. Local industrial averages, as well as staff experience, qualification and seniority, are also considered in the determination process.

As at 30 June 2023, the Group had 52 employees (as at 30 June 2022: 55 employees), including Directors. The Group has outsourced certain business activities to optimise human resources management.

Note:

⁷ Including but not limited to the Employment Ordinance, the General Holidays Ordinance, the Employees' Compensation Ordinance, the Occupational Safety and Health Ordinance, the Minimum Wage Ordinance, the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, and the Family Status Discrimination Ordinance under the laws of Hong Kong, as well as 中華人民共和國勞動法 (The Labour Law of the PRC) and 中華人民共和國工會法 (The Trade Union Law of the PRC).

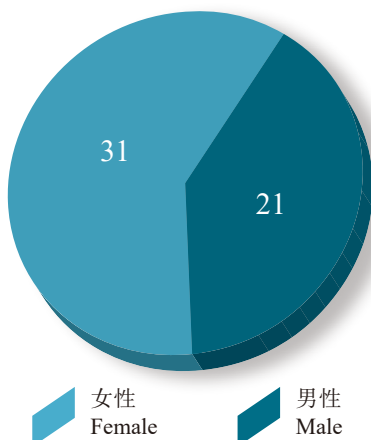
B. 社會 (續)

B1 僱傭 (續)

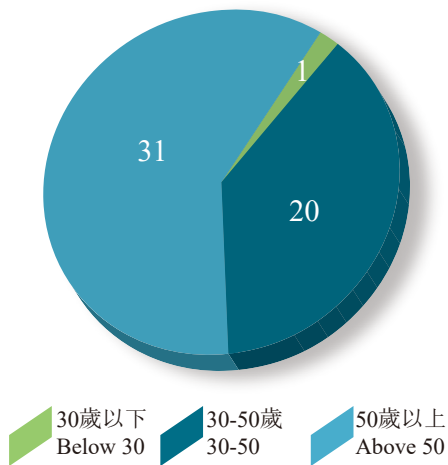
工作時數、假期及其他待遇及福利 (續)

於二零二三年六月三十日，我們的僱員概況，連同去年的比較數字說明如下：

於二零二三年六月三十日
 As at 30 June 2023
 按性別
 By gender



按年齡
 By age



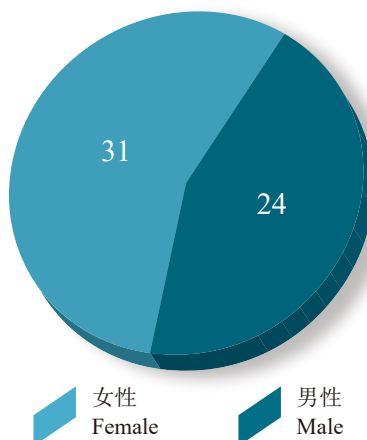
B. SOCIAL (Continued)

B1 Employment (Continued)

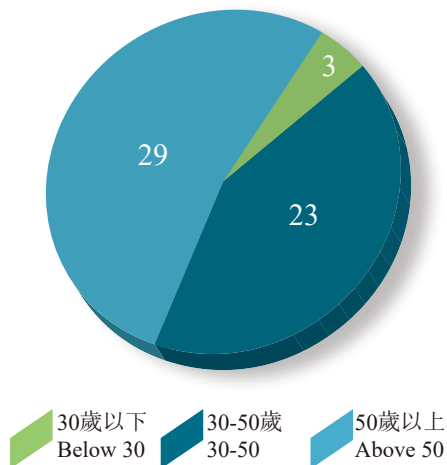
Working hours, rest periods, and other benefits and welfare (Continued)

Our employee profile as at 30 June 2023, along with comparative figures in the previous year is illustrated as follows:

於二零二二年六月三十日
 As at 30 June 2022
 按性別
 By gender



按年齡
 By age

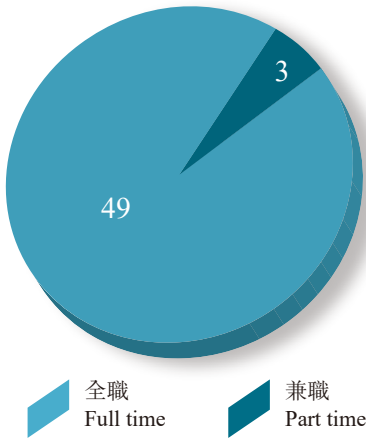


B. 社會 (續)

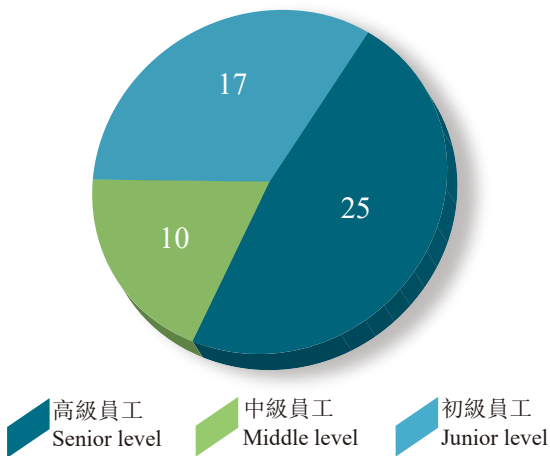
B1 僱傭 (續)

工作時數、假期及其他待遇及福利 (續)

於二零二三年六月三十日
 As at 30 June 2023
 按僱傭類型
 By employment type



按僱員類別
 By employee category

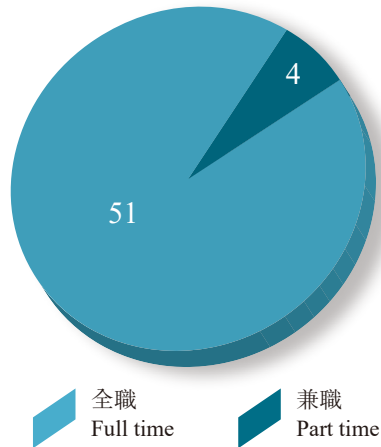


B. SOCIAL (Continued)

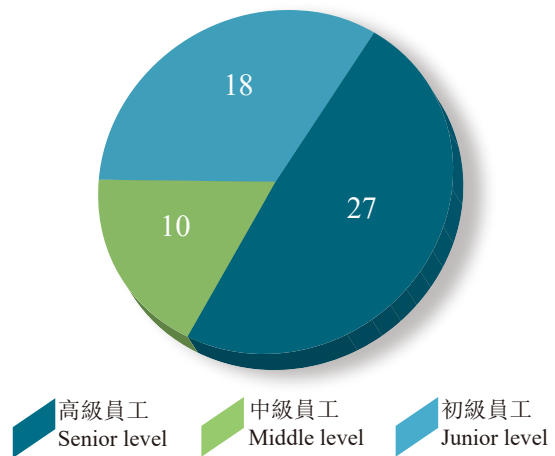
B1 Employment (Continued)

Working hours, rest periods, and other benefits and welfare (Continued)

於二零二二年六月三十日
 As at 30 June 2022
 按僱傭類型
 By employment type



按僱員類別
 By employee category



B. 社會 (續)

B1 僱傭 (續)

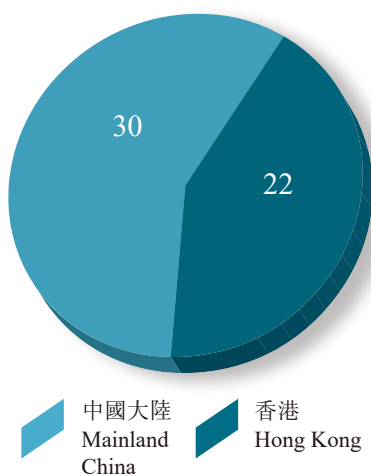
工作時數、假期及其他待遇及福利 (續)

於二零二三年六月三十日

As at 30 June 2023

按地區

By geographical region



B. SOCIAL (Continued)

B1 Employment (Continued)

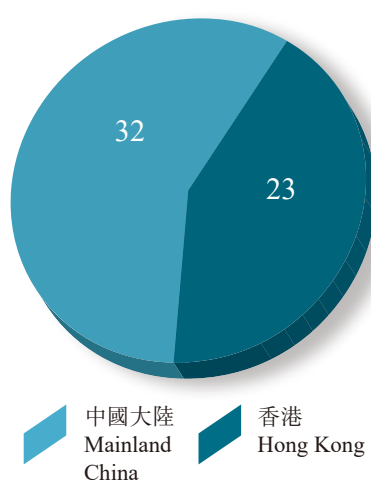
Working hours, rest periods, and other benefits and welfare (Continued)

於二零二二年六月三十日

As at 30 June 2022

按地區

By geographical region



僱員分類	Employee classification	僱員流失比率 Employee turnover	
		截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
按性別 By gender			
男性	Male	0%	8%
女性	Female	3%	3%
按年齡組別 By age group			
30歲以下	Below 30	0%	0%
30-50歲	30-50	0%	9%
50歲以上	Above 50	3%	3%
按僱員類別 By employee category			
高級員工	Senior Level	0%	4%
中級員工	Middle level	0%	0%
初級員工	Junior level	6%	11%
按地區 By geographical region			
香港	Hong Kong	0%	4%
中國大陸	Mainland China	3%	9%

B. 社會 (續)

B1 僱傭 (續)

薪酬

董事會的薪酬委員會根據本集團的營運業績、企業目標與宗旨、個人表現和職責，以及相關的市場基準，以建議本公司董事的薪酬。本集團已採納認股權計劃以鼓勵董事及合資格僱員。

本集團向員工提供的薪酬和額外福利乃根據當地行業平均水平作為參照基準。同時，員工經驗和資格亦納入考慮。關鍵績效指標用於衡量員工的表現，以確定員工的薪酬待遇組合。

平等機會、多元化及反歧視

在致力打造強大團隊的過程中，我們非常重視人力資源的多元化，並堅決反對任何形式的歧視。本集團致力為所有僱員和求職者提供平等機會，不論其性別、年齡、懷孕狀況、婚姻狀況、殘疾、家庭狀況或種族。例如，本集團積極鼓勵員工參與與多元化相關的活動，如國際殘疾人日和國際婦女節。在國際婦女節期間，本集團積極向女性員工贈送小禮物，以表彰她們的傑出成就和貢獻。

解僱

解僱乃基於本集團的行為守則及／或相關僱員的表現。所有的解僱行為均依法執行。

B. SOCIAL (Continued)

B1 Employment (Continued)

Remuneration

The remuneration committee of the Board recommends the remuneration of the Company's Directors, taking into consideration the Group's operating results, corporate goals and objectives, individual performance and responsibilities, as well as relevant market benchmarks. The Group has adopted share option schemes as incentives to Directors and eligible employees.

The remuneration and additional fringe benefits provided to the Group's staff are benchmarked against local industry averages. Experience and qualifications are also taken into account. Key performance indicators are used to measure staff performance for determining remuneration packages.

Equal opportunity, diversity, anti-discrimination

In the quest to foster a robust team, we place great importance on embracing human capital diversity and vehemently oppose any form of discrimination. The Group is committed to offering equal opportunities to all employees and job applicants, irrespective of their gender, age, pregnancy, marital status, disability, family status, or race. For instance, the Group actively encourages staff to participate in diversity-related activities, such as International Day of Persons with Disabilities, and International Women's Day. During International Women's Day, the Group actively gave little presents to female staff, for recognising their outstanding achievements and contributions.

Dismissal

Dismissals are based on the Group's code of conduct and/or the relevant employee's performance. All dismissals are carried out with legal compliance.

B. 社會 (續)

B2 健康與安全

工作環境健康與安全

為了優先考慮僱員的職業安全與健康，本集團已實施內部指引並建立舉報系統，作為我們全面措施的一部分。具體而言，我們已採取各種行政措施來提高工作場所的安全性，包括但不限於：

- 定期進行安全風險評估；
- 空氣質素控制；
- 培訓課程；
- 海報；及
- 警示標誌或通知。

所有工傷個案均須向總部匯報，以作進一步評估，從而確保妥善處理有關個案及執行防範措施。包括報告期在內的前三年，並無因工死亡個案，也沒有因工傷損失工作日數。

我們優先考慮僱員的福祉，提供全面的健康福利，包括團體醫療、個人意外和人壽保險。此外，我們亦提供具競爭力的福利待遇，確保員工的整體福祉。我們為僱員提供符合人體工學的辦公家具，為彼等帶來最大程度的舒適度和減少工作疲勞，減少工作時患上肌肉骨骼疾患的風險。

在管理承包商之工作安全和健康方面，尤其是在施工、維修、保養及改善工程及翻新過程中，本集團定期檢查承包商的健康和安全措施。此外，本集團要求承包商定期對其員工進行培訓，確保對健康和安​​全事宜進行持續監控。

B. SOCIAL (Continued)

B2 Health and Safety

Workplace health and safety

To prioritise the occupational safety and health of our employees, the Group has implemented internal guidelines and established reporting systems as part of our comprehensive approach. In particular, we have adopted various administrative measures to enhance workplace safety, including but not limited to:

- regular safety hazard assessments;
- air quality control;
- training courses;
- posters; and
- warning signs or notices.

All cases of injury are required to be reported to the head office for further assessment so as to ensure proper handling and execution of preventive measures. In the previous three years, including the Reporting Period, there were nil cases of work-related fatalities. There were nil lost days due to work injury as well.

We prioritise the well-being of our employees and offer comprehensive health benefits, including group medical, personal accident, and life insurance coverage. Additionally, we provide competitive fringe benefits to ensure the overall welfare of our staff. Ergonomic office furniture has been provided to employees for maximum comfort and fatigue reduction, reducing the risks of suffering from musculoskeletal disorders while performing their duties.

To manage contractors' work safety and health aspects, especially during construction, repair, maintenance and improvement works, and renovation, the Group has performed regular inspections of contractors' health and safety practices. Additionally, the Group requires contractors to provide regular training to their staff and ensure continual monitoring of health and safety issues.

B. 社會 (續)

B2 健康與安全 (續)

工作環境健康與安全 (續)

為了展示本公司為僱員提供健康工作場所的承諾，我們已簽署「精神健康職場約章」。在二零二三年四月，本集團積極參與世界工作安全健康日，並實施以下措施以確保僱員的健康與安全：

- 允許僱員在星期五穿便服上班，以鼓勵他們在工作後進行運動；
- 在午膳時間向僱員分發水果；及
- 分享職業安全與健康委員會的宣傳影片。

於報告期間，本集團並無知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及法規，且對本集團營運造成嚴重影響的事宜。本集團確保遵守相關法律與法規⁸。

B. SOCIAL (Continued)

B2 Health and Safety (Continued)

Workplace health and safety (Continued)

To demonstrate the Company's commitment to providing a healthy workplace for employees, we have been committed to the Mental Health Workplace Charter. In April 2023, the Group actively participated in the World Day for Safety and Health at Work, and implemented the following measures to ensure the health and safety of employees:

- allowed employees to wear casual to work on Fridays to encourage them to exercise after work;
- distributed fruits to employees at lunch hour; and
- circulate the promotional videos from the Occupational Safety and Health Council.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to providing a safe working environment and protecting employees from occupational hazards that would have a significant impact on the Group. Compliance with applicable laws and regulations⁸ was ensured.



精神友善機構證書
Certificate of Mental Health Friendly Organisation

附註：

⁸ 包括但不限於香港法例之職業安全及健康條例及佔用人法律責任條例，以及中華人民共和國消防法，中華人民共和國職業病防治法及中華人民共和國工傷保險條例。

Note:

⁸ Including but not limited to the Occupational Safety and Health Ordinance, and the Occupiers Liability Ordinance under the laws of Hong Kong, as well as 中華人民共和國消防法 (The Fire Control Law of the PRC), 中華人民共和國職業病防治法 (The Law of the PRC on the Prevention and Control of Occupational Diseases) and 中華人民共和國工傷保險條例 (The Regulation on Work-Related Injury Insurance of the PRC).

B. 社會 (續)

B3 發展及培訓

僱員發展及培訓

本集團提供一系列內部和外部培訓機會，以使我們的僱員能夠在不斷變化的商業環境中獲得所需的重要技能和知識。本集團的培訓包括：

新入職培訓 New hire orientations

- 在新入職培訓中，我們向新員工介紹本集團的行為守則、職業道德、組織架構、工作環境健康與安全，以及質素期望等內容。

During new hire orientations, an introduction to the Group's code of conduct, work ethics, organisational structure, workplace health and safety, and quality expectations, etc. are conveyed to the recruits.

在職培訓 On-the-job training

- 通過在職培訓，將工作職責的流程和常規傳達給僱員。

Job duty processes and practices are delivered to employees through on-the-job training.

外部培訓 External training

- 我們會不時為員工提供外部培訓，以促進專業發展。在適當的情況下，本集團會承擔與工作相關的外部培訓課程的費用。

At times, external training is offered to our staff for professional development. Whenever appropriate, the costs of job-relevant external training courses are covered by the Group.

研討會和網絡研討會 Seminars & Webinars

- 我們不斷提供研討會和線上研討會供僱員獲取最新的技能和知識。

Seminars and webinars are constantly provided for our employees to acquire up-to-date skills and knowledges.

僱員的職業發展計劃亦根據他們的事業抱負而制定。我們提供僱員輪調的機會，以豐富他們的能力。

B. SOCIAL (Continued)

B3 Development and Training

Employee development and training

The Group offers a range of internal and external training opportunities to enable our employees to acquire the essential skills and knowledge required to adapt to the dynamic business landscape. The Group's training includes:

Career development plans for employees are formulated as well in accordance with their career aspirations. Rotation opportunities are available for employees to enrich their capabilities.

B. 社會 (續)

B3 發展及培訓 (續)

僱員發展及培訓 (續)

按性別和僱員類別劃分的受訓員工人數和每位僱員完成受訓的平均時數如下：

B. SOCIAL (Continued)

B3 Development and Training (Continued)

Employee development and training (Continued)

The breakdown of employees trained and average training hours completed per employee by gender and category, are as follows:

僱員分類	Employee classification	受訓百分比 Trained percentage	
		截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
按性別 By gender			
男性	Male	42.9%	33.3%
女性	Female	67.7%	66.7%
按僱員類別 By employee category			
高級員工	Senior level	52.0%	40.0%
中級員工	Middle level	80.0%	23.3%
初級員工	Junior level	52.9%	36.7%
所有僱員	All employees	57.7%	68.2%

僱員分類	Employee classification	每位僱員完成培訓的平均時數(小時) Average training hours completed per employee (hours)	
		截至二零二三年 六月三十日止年度 For the Year ended 30 June 2023	截至二零二二年 六月三十日止年度 For the Year ended 30 June 2022
按性別 By gender			
男性	Male	10.0	7.8
女性	Female	27.5	23.1
按僱員類別 By employee category			
高級員工	Senior level	19.3	11.4
中級員工	Middle level	21.0	36.3
初級員工	Junior level	21.8	12.9
所有僱員	All employees	20.4	20.5

B. 社會 (續)

B4 勞工準則

防止童工及強制勞工

本集團堅決反對童工和強制勞工，並明確禁止使用該等勞工。為確保遵守規定，我們的人力資源部門嚴格驗證所有求職者的身份證明文件，以確認他們的合法就業資格。在入職登記過程中，所有僱員必須向本集團提供有效文件，其中包括身份證和職業資格證書、近期照片及其他相關資料和文件。

以上程序可以確保沒有任何童工被聘請。

雙方自願簽署僱傭合約，以確保對僱傭條款達成共識。為確保遵守法規，本集團定期對其附屬公司、地方辦事處和承包商進行定期審視及檢查。

在發現違規行為的特殊情況下，負責人員將面臨內部紀律處分，或在適當的情況下，被移交有關當局進行適當的處理。

於報告期間，本集團並無知悉任何嚴重違反有關防止童工或強制勞工的法律及法規，且對本集團營運造成嚴重影響的事宜。本集團確保遵守適用的相關監管要求⁹。

附註：

⁹ 包括但不限於香港法例之僱傭條例下的僱用兒童規例、有關欠發薪、發薪不足或拖延發薪之僱傭條例，以及中華人民共和國法例之未成年工特殊保護規定及禁止使用童工規定。

B. SOCIAL (Continued)

B4 Labour Standards

Anti-child and forced labour

The Group maintains a clear stance against child and forced labor, explicitly prohibiting their use. To ensure compliance, our human resources departments meticulously verify the identification documents of all job applicants, confirming their eligibility to work. For entry registration, all employees must present to the Group valid documents, including identity card and vocational qualification certificate, recent photos and other relevant information and documents.

The above procedures can ensure that no child labour will be employed.

Employment contracts are signed by both parties without coercion to ensure mutual agreement on the terms of employment. To ensure regulatory compliance, the Group has performed regular reviews and inspections on its subsidiaries, local offices, and contractors.

In exceptional situations where violations are detected, the accountable individual will face internal disciplinary measures or, when deemed appropriate, be referred to the relevant authorities for appropriate action.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to preventing child and forced labour that would have a significant impact on the Group. Applicable regulatory requirements⁹ were adhered to by the Group.

Note:

⁹ Including but not limited to the Employment of Children Regulations under the Employment Ordinance, the Employment Ordinance for non-payment, underpayment, or delay in payment of wages, under the laws of Hong Kong, as well as未成年工特殊保護規定 (The Underage Workers Special Protection Provisions) and 禁止使用童工規定 (The Provisions on the Prohibition of Using Child Labour) under the laws of the PRC.

B. 社會 (續)**B5 供應鏈管理**

我們的供應鏈管理致力於在品質、價格和環境影響考慮之間達到和諧平衡。在選擇供應商進行一般採購時，它們必須擁有相關政府機構發出的所有所需許可證。在與供應商達成協議之前，本集團會對供應商進行評估、產品品質測試和現場檢查，其中環境、社會及管治表現和措施是我們的評估標準之一。我們的總採購協議中已包含條款和條件，以向供應商傳達我們的可持續發展原則。

為求積極主動識別供應鏈中的環境和社會風險，本集團在承包商招標過程中實施一套評估標準，以有效評估和減輕該等風險，其中包括但不限於：

- 背景規模
- 人力資源常規
- 建築質素
- 社區參與
- 環境保護

以確保他們符合我們對環境和社會的關注。具體而言，我們優先選用推廣使用環保產品和服務的承包商（例如可持續使用建築／翻新材料和設備）。鼓勵供應商遵守我們的反欺詐政策，支持平等機會，並將可持續發展概念融入到他們的營運中，以便能夠適當地管理供應鏈中的環境和社會風險。

於報告期間，我們正聘用30家供應商（截至二零二二年六月三十日止年度：20家），全部均位於中國大陸。其中22家為主要供應商，我們已按上述措施評估所有主要供應商。

B. SOCIAL (Continued)**B5 Supply Chain Management**

Our supply chain management endeavors to achieve a harmonious equilibrium among quality, price, and environmental impact considerations. When selecting suppliers for general procurement, they have to possess all the required licenses issued by the relevant government authorities. The Group performs supplier evaluation, product quality tests, and on-site inspections before entering into agreements with suppliers, during which ESG performances and practices are one of our assessment criteria. Terms and conditions are included in master procurement agreements to convey our sustainability principles to suppliers.

In order to proactively identify environmental and social risks within the supply chain, the Group has implemented a set of evaluation criteria during the contractor tendering process to effectively assess and mitigate these risks, including but not limited to:

- background size
- human practices
- construction quality
- community involvement
- environmental protection

so as to ensure their alignment with our environmental and social concerns. In particular, we have a preference towards contractors who promote the usage of environmentally preferable products and services, such as sustainable construction/renovation materials and equipment. We encourage our suppliers to comply with our anti-fraud policies, embrace equal opportunity, and integrate sustainability concepts into their operations so that environmental and social risks along our supply chain can be properly managed.

We are actively engaging 30 suppliers (for the year ended 30 June 2022: 20) in the Reporting Period, all of which are in mainland China. 22 of them are major suppliers. We have assessed all major suppliers according to the measures described above.

B. 社會 (續)

B6 產品責任

產品及服務質素

本集團致力通過提供優質的房地產物業來滿足客戶需求。為確保這一點，本集團已實施品質保證機制，包括在與供應商合作之前評估其適合性，以及在提供服務後收集客戶意見，以獲得有價值的反饋來持續改進。在承包商和供應商的資格發生重大變化，或者出現重大品質問題的情況下，本集團可能會提前終止它們的合約，以確保我們向客戶提供的產品質素。

由於本集團並不涉及產品製造，因此我們並無產品召回事宜。

投訴處理

此外，本集團已建立專門的渠道（例如電子郵件或電子平台如微信），供租戶舉報有關物業管理和服務的投訴。該等關注和投訴將在指定的時間內得到及時解決，確保向客戶提供滿意的解決方案。於報告期間，我們並無收到任何涉及我們所提供的產品和／或服務的重大投訴。

本集團所製作的銷售、推廣和廣告文件均為真實準確，並無虛假陳述。基於我們的業務性質，我們並不需要產品召回程序，因此相關的披露對本集團並不適用。

B. SOCIAL (Continued)

B6 Product Responsibility

Product and service quality

The Group strives to meet customer needs by offering top-quality real estate properties. To ensure this, the Group has implemented quality assurance mechanisms, including evaluating suppliers for suitability before engaging with them, as well as gathering customer reviews after providing services to gather valuable feedback for continuous improvement. In cases of substantial changes in eligibility of contractors and suppliers, or even significant quality issues, the Group may terminate their contracts early to ensure the quality of our deliverables to customers.

As the Group is not involved in product manufacturing, we do not have any product recall issues.

Handling of complaints

In addition, the Group has implemented dedicated channels (such as email or e-platforms like WeChat) through which tenants can report complaints regarding property management and services. These concerns and complaints will be promptly addressed within a specified timeframe, ensuring that satisfactory solutions are provided to customers. We have not received any material complaint regarding our products and/or services offered in the Reporting Period.

Sales, promotion, and advertising documents produced by the Group are factual without misrepresentation. Due to our business nature, product recall procedures are not required and thus the relevant disclosure is not applicable to the Group.

B. 社會 (續)

B6 產品責任 (續)

客戶資料保護及私隱

為優先保護個人數據的隱私和保密性，本集團已建立全面的政策。本集團在內部監控系統中維持適當的安全措施，以管理網絡攻擊和數據洩露的風險。根據香港個人資料(私隱)條例，我們禁止其他各方在沒有明確和默許的情況下使用我們的客戶、最終承包商擁有人 and 僱員的任何個人資料。

知識產權

為保護知識產權(「知識產權」)，我們在與租戶簽訂的租賃合同中已包含條款，以防止其侵犯任何知識產權(如適用)。

於報告期間，本集團並無知悉任何嚴重違反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法律及法規，且對本集團營運造成嚴重影響的事宜。本集團確保遵守適用的法律和法規¹⁰。

附註：

¹⁰ 包括但不限於香港法例之個人資料(私隱)條例、香港建築物條例，以及中華人民共和國廣告法、中華人民共和國產品質量法及中華人民共和國消費者權益保護法。

B. SOCIAL (Continued)

B6 Product Responsibility (Continued)

Customer data protection and privacy

In order to prioritise the protection of personal data privacy and confidentiality, the Group has established comprehensive policies. The Group maintains proper security measures in our internal control systems to manage the risks of cyber-attacks and data leakage. Pursuant to the Personal Data (Privacy) Ordinance in Hong Kong, we have prohibited the use of any personal information of our customers, ultimate owners of contractors, and employees by other parties without explicit and implicit consent.

Intellectual property rights

In order to protect intellectual property (the “IP”) rights, we have included provisions in our lease contracts with tenants to prevent their infringement of any IP rights (if appropriate).

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group. The Group has abided by applicable laws and regulations¹⁰.

Note:

¹⁰ Including but not limited to the Personal Data (Privacy) Ordinance, the Buildings Ordinance, as well as 中華人民共和國廣告法 (The Advertising Law of the PRC), 中華人民共和國產品質量法 (The Product Quality Law of the PRC) and 中華人民共和國消費者權益保護法 (The Law of the PRC on Protection of Consumer Rights and Interests).

B. 社會 (續)

B7 反貪污

反貪污及洗黑錢

本集團意識到誠實、正直和公平在我們的業務營運中至關重要。所有僱員均有義務遵守本集團的反貪污政策和行為守則，其中明確聲明本集團對賄賂和貪污持零容忍態度。在中國內地簽署的所有協議應包含反貪污的相關條款（如適用）。我們定期進行內部審計，以識別內部監控的不足之處，並相應地採取補救措施。

舉報程序

本集團鼓勵僱員舉報不當行為，如貪污、賄賂、勒索、洗黑錢或欺詐行為。我們已建立舉報機制，並將在接到舉報訊息後立即進行調查並向管理層和政府機關報告。本集團承諾在調查期間將採取足夠的保密措施，保護舉報人的身份。案件一經證實，涉事僱員將被立即解僱。此外，我們將繼續審查和改進內部監控系統和反貪污系統，以預防貪污行為的發生。

反貪污培訓

本集團不時為董事和員工提供與欺詐、洗黑錢和反貪污有關的研討會、培訓（內部和線上培訓）計劃和反貪污政策，例如在報告期間由廉政公署（ICAC）舉辦的「商誠記」－上市公司董事及高級管理人員的誠信管治角色的線上研討會。反貪污培訓的內容包括合規要求、利益衝突聲明和案例研究，旨在喚起僱員的反貪意識，培養一個誠信和公平的工作環境。

B. SOCIAL (Continued)

B7 Anti-corruption

Anti-corruption and money laundering

The Group recognises the fundamental significance of honesty, integrity, and fairness in our business operations. All employees are obligated to adhere to the Group's anti-corruption policy and code of conduct, which explicitly state the Group's unwavering stance of zero tolerance towards bribery and corruption. All agreements to be signed in the PRC should incorporate those provisions of the anti-corruption (if appropriate). Regular internal audits are performed to identify internal control deficiencies and remediation actions are taken accordingly.

Whistle-blowing mechanisms

The Group encourages employees to report misconduct such as corruption, bribery, extortion, money laundering, or fraud. We have established the whistle-blowing mechanism and will promptly carry out investigations and report to the management and government authorities upon receiving the whistleblowing message. The Group is committed that adequate confidentiality measures will be taken to protect the identities of the whistleblowers during investigations. If the case is confirmed, the employee involved will be dismissed immediately. Moreover, we will continue to review and improve the internal monitoring system and anti-corruption system to prevent corruption.

Anti-corruption training

The Group has provided fraud and money-laundering, anti-corruption-related seminars, training (in-house and online training) programmes, and anti-corruption policy for the Directors and staff from time to time, for instance, the "Ethics Legacy" – Ethical and Governance Roles of Directors and Senior Management of Publicly Listed Companies Webinar organised by the Independent Commission Against Corruption (ICAC), during the Reporting Period. Contents in the anti-corruption training include compliance requirements, conflict of interest declaration, and case studies, which aim at arousing employees' awareness and cultivating a workplace environment with integrity and fairness.

B. 社會 (續)

B7 反貪污 (續)

反貪污培訓 (續)

於報告期間，本集團並無知悉任何嚴重違反有關防止賄賂、勒索、欺詐及洗黑錢的法律及法規，且對本集團營運造成嚴重影響的事宜，及因此並無已審結的貪污訴訟案件。本集團確保遵守相關法律和法規¹¹。

B8 社區投資

社區項目及捐贈

除了關注業務營運外，本集團亦致力於參與社會服務，以促進我們所服務社區的福祉。

於報告期間，本公司參與了由香港公益金舉辦的公益金便服日活動，並進行捐款，以關心有需要者。捐款將會用於幫助逾165間公益金的社會福利機構會員。此外，本公司亦鼓勵僱員參與二零二三年三月舉辦的公益行善「折」食日，通過捐款支持香港公益金的「關顧露宿者、籠屋居民及隔間居住者」項目。

與此同時，本集團積極鼓勵僱員參與世界捐血者日，提高意識，讓他們更了解社區對安全血液和血品的需求，同時透過此活動鼓勵僱員捐血幫助有需要的病人。我們亦在國際殘疾人日等日子向內部發送宣傳資料，鼓勵僱員關心社會。

附註：

¹¹ 包括但不限於香港法例之防止賄賂條例及打擊洗錢及恐怖分子資金籌集條例，以及中華人民共和國刑法及中華人民共和國反洗錢法。

B. SOCIAL (Continued)

B7 Anti-corruption (Continued)

Anti-corruption training (Continued)

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to bribery, extortion, fraud, and money laundering, and hence there were no concluded legal cases regarding corrupt practices. The relevant applicable statutory requirements¹¹ have been conformed to by the Group.

B8 Community Investment

Community programmes and donation

Expanding our commitment beyond our immediate scope, the Group is dedicated to engaging in social services that contribute to improving the well-being of the communities we serve.

During the Reporting Period, the Company participated in the Dress Casual Day organised by the Community Chest and made donations, to care for people in need. The donations would be used to benefit over 165 social welfare member agencies of the Community Chest. Besides, the Company has encouraged employees to make donations to the Community Chest by participating in the Skip Lunch Day in March 2023, benefiting “Services for Street Sleepers, Residents in Cage Homes and Cubicles”.

Moreover, the Group actively encouraged the employees to participate in World Blood Donor Day, to raise awareness of the community’s need for safe blood and blood products, and to encourage them to make blood donations for helping patients in need. We also send promotional materials internally to encourage employees to care for the society, such as on the International Day of Persons with Disabilities.

Note:

¹¹ Including but not limited to the Prevention of Bribery Ordinance and the Anti-Money Laundering and Counter-Terrorist Financing Ordinance under the laws of Hong Kong, as well as 中華人民共和國刑法 (The Criminal Law of the PRC) and 中華人民共和國反洗錢法 (The Anti-money Laundering Law of the PRC).



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