



2023

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THIS REPORT

Report Overview

Daphne International Holdings Limited (hereinafter referred to as the “Company”) along with its subsidiaries (collectively referred to as the “Group” or “We” or “Daphne”) is delighted to present its Environmental, Social and Governance (“ESG”) Report 2023 (the “Report”). This Report illustrates the ESG activities, challenges and measures taken by the Group from 1 January 2023 to 31 December 2023 (the “Reporting Year”).

Reporting Scope

The Group is principally engaged in licensing, distribution and sale of footwear products and accessories in Mainland China. The information in this Report mainly presents the ESG performance of the Group’s operations in Mainland China. This involves the operational headquarters in Mainland China and the expansion which includes the addition of three directly-managed “DAPHNE.LAB” physical retail stores during the Reporting Year. We remain committed to enhancing our sustainability performance moving forward and will continually broaden our scope of disclosure as required.

Reporting Framework

This Report is prepared in accordance with and adheres to the “mandatory disclosure requirements” and “comply or explain” provisions stated under Appendix C2 “Environmental, Social and Governance Reporting Guide” of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited. The purpose of this Report is to communicate the Group’s approach to sustainable development and ESG performance on material environmental and social aspects. All information is prepared and published based on internal policies, existing practices and official documents in an accurate, impartial and transparent manner. This Report strictly conforms to the following reporting principles:

關於本報告

報告概覽

達芙妮國際控股有限公司（以下稱為「本公司」）連同其附屬公司（統稱「本集團」或「我們」或「達芙妮」）欣然提呈二零二三年環境、社會及管治（「ESG」）報告（「本報告」）。本報告闡述了本集團於二零二三年一月一日至二零二三年十二月三十一日（「報告年度」）期間的環境、社會及管治活動、挑戰和採取的措施。

報告範圍

本集團主要從事在中國大陸地區的鞋類產品和配件的授權許可，分銷和銷售。本報告呈列的資料主要涵蓋本集團在中國大陸營運的環境、社會及管治表現。當中包括中國大陸營運總部和於報告年度內新增的三間「達芙妮實驗室」實體零售直營店鋪。本集團將於未來加強可持續發展表現，並會視乎需要持續擴大披露範圍。

報告框架

本報告乃按照及遵循香港聯合交易所有限公司證券上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》下所載的「強制披露要求」及「不遵守就解釋」條文而編製。本報告旨在傳達本集團的可持續發展方針以及對環境及社會範疇重要的ESG表現。所有資料均根據內部政策、現行慣例及正式文件以準確、公正及透明的方式編製及刊發。本報告嚴格遵循下列報告原則：

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Materiality 重要性



This Report is prepared and structured according to the materiality of identified ESG issues, which were assessed through a stakeholder engagement and materiality assessment process. The board of directors (the “Board”) have reviewed and validated the ESG issues for disclosure in this Report. 本報告乃根據已識別ESG議題的重要性編製及組成，而該等ESG議題乃透過持份者參與及重要性評估程序進行評估。董事會（「董事會」）已審查及確證本報告披露的ESG議題。

Quantitative 量化



This Report mainly discloses quantitative key performance indicators (“KPIs”) of the Group’s operational headquarters and directly-managed stores in Mainland China. Further information on the standards, methodologies and calculations tools used are stated in the “KPIs Summary Table” section. 本報告主要披露本集團在中國大陸營運總部及直營店鋪的量化關鍵績效指標（「關鍵績效指標」）。有關所使用標準、方法及計算工具的進一步資料載列於「關鍵績效指標匯總表」一節。

Balance 平衡



The Group describes each issue in an accurate, unbiased and fair manner, and discloses both positive and negative information about the Group during the Reporting Year to ensure the content balance and help readers reasonably assess the overall ESG performance of the Group. 本集團以準確、公正及公平的方式描述各事項，並披露於報告年度內本集團正面及負面信息，以確保內容平衡，幫助讀者合理地評估本集團的整體ESG表現。

Consistency 一致性



Unless otherwise stated, the way the information was collected and presented in this Report is consistent with the previous year’s practices to ensure information comparability. 除非另有說明，本報告中的信息採集及呈現形式與往年一致，以確保信息的可比性。

Forward-Looking Statements

This Report contains forward-looking statements based on the current expectations, estimates, beliefs and assumptions of the Company about the businesses and the markets in which it and its subsidiaries operate. The forward-looking statements are not a guarantee of future performance and are subject to market risk, uncertainties and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ materially from those expressed in the assumptions and statements in this Report.

Contact and Feedback

We highly appreciate reader feedback on this Report and our sustainability approach. If you have any comments or suggestions, please share them with us at ir@daphneholdings.com.

前瞻性陳述

本報告包含前瞻性陳述，其乃基於本公司對其及其附屬公司經營的業務和市場的當前預期、估計、理念和假設。前瞻性陳述不是對未來業績的保證，並受市場風險、不確定性和本集團無法控制的因素所影響。因此，實際結果及回報可能與本報告所載假設及陳述有重大差異。

聯絡及反饋

我們十分感謝讀者對本報告及可持續發展方針的反饋。如有任何意見或建議，請電郵至 ir@daphneholdings.com 與我們分享。

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CORPORATE PROFILE

The Group is dedicated to continuously enhancing and expanding its “online and offline” licensing business. We manage the franchising and licensing network of “DAPHNE” using an asset-light strategy while simultaneously establishing directly-managed stores “DAPHNE.LAB” in the physical market. The Group’s core focus lies in brand management, supplying a series of footwear products, including fashionable women’s dress shoes, casual shoes and athleisure shoes, to our franchisees in Mainland China through both online and offline channels.

The Group is dedicated to improving methods for overseeing franchisees and suppliers, with the aim of boosting efficiency, enhancing product quality and safeguarding brand reputation. We are committed to strengthening the synergy between our online and offline channels, a strategic initiative that aims to improve efficiency and expand market presence.

Through continuous efforts to understand market drivers and consumer preferences, the Group is confident in its ability to build business resilience and drive long-term growth, contributing to a sustainable future. For further information regarding the Group’s business performance, please refer to the “Management Discussion and Analysis” section on pages 11 to 21 in our Annual Report 2023.

公司簡介

本集團致力於不斷提升及拓展其「線上與線下」授權業務。我們以輕資產策略，管理著「達芙妮」的加盟商和授權商網絡，同時在實體市場創立「達芙妮.實驗室」的直營店鋪。我們將核心焦點放在品牌管理上，透過線上與線下渠道，向我們在中國大陸的加盟商供應一系列的鞋類產品。該系列產品包含時尚女鞋、休閒鞋以及運動鞋。

本集團致力於優化加盟商和供應商管理方法，以提高效率、改善產品質量並保護品牌聲譽。本集團將加強線上和線下業務之間的互動，提升效率，搶佔市場份額。

透過不斷努力了解市場驅動因素和消費者偏好，本集團對建立企業韌性和推動長期增長以幫助實現可持續發展未來的能力充滿信心。有關本集團業務表現的進一步資料，請參閱二零二三年年報第11至21頁的「管理層討論與分析」一節。

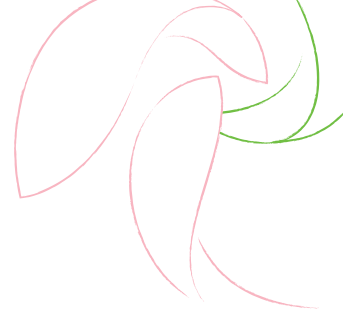
As a trailblazing design brand within the Group, “DAPHNE.LAB” is centred around the core philosophy of “Dare”, offering the next generation of female consumers high-quality, innovative design items that satisfy to their daily fashion needs and expressive attitudes. The brand’s slogan, “DARE TO BE 就敢”, encourages women to defy norms and resist being confined by definitions. It invites them to embrace boldness and expressiveness, with rich colours and diverse methods to manifest their identity. The brand advocates for authenticity, urging individuals to boldly embrace their true selves and unapologetically go with the flow, embodying the concept of “Just Be Yourself” to the fullest. “DAPHNE.LAB” aspires to forge partnerships with today’s contemporary women, empowering them to lead vibrant lives unfettered by societal definitions.

作為本集團的全新先鋒設計品牌，「達芙妮.實驗室」以「就敢」為核心理念，為新一代女性消費者提供高性價比的先鋒設計單品，以滿足日常穿搭需求和自我表達的時尚態度。品牌口號為「DARE TO BE 就敢」，鼓勵女生打破定律，不被定義。敢張揚大膽，用豐富的色彩和方式去表達自我；敢叛逆鬼馬，把相互矛盾的元素搭配組合，放飛想像天馬行空；敢保持自我，也敢大膽承認隨波逐流，將「勇敢做自己」貫徹到底。「達芙妮.實驗室」希望和當代新女性勇敢並行，活出色彩，不被定義。



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In April 2023, “DAPHNE.LAB” celebrated the grand opening of its first-ever store at TX Huaihai Youth Energy Center in Shanghai. During the autumn of the same year, two more directly-managed stores were opened in Shanghai.

於二零二三年四月份，「達芙妮.實驗室」在上海TX淮海年輕力中心正式開啟首間門店，並在同年秋季於上海陸續開設另外兩家直營店鋪。

As “DAPHNE.LAB” continues to strengthen its presence in the new retail sector, it remains unwavering in its commitment to environmental sustainability. In meticulous detail, the new brand incorporates eco-friendly practices, such as using energy-saving LED lights as well as applying eco-friendly water-based paint to draw the iconic graffiti in the store. This not only showcases the brand’s rebellious personality and design aesthetics but also place an emphasis on its environmental protection consciousness.

在新零售領域不斷深耕的同時，該新品牌始終堅定不移在環境可持續性的投入，在細節處倡導環保理念。諸如在店內選用節能環保的LED燈，環保水性塗鴉漆來塗印店鋪牆面的標誌性塗鴉，呈現出兼具環保意識的叛逆個性和設計美感。



Risk Management

Whilst more sustainability factors attract global attention and sustainability risks emerge locally, the Group takes a cautionary, systematic and proactive approach in the acknowledgement and management of sustainability risks.

At Daphne, we strive to continuously refine our business model by incorporating ESG risks into our risk management processes and therefore, ensure that our operations always consider environmental, social and economic factors. Through identifying, monitoring and mitigating such ESG risks, the Group is able to formulate policies and mitigation plans to smoothly embark on the road ahead. During the Reporting Year, the Group has continuously monitored and managed the following risks that could have a significant impact on business activities:

風險管理

在越來越多的可持續發展因素受到全球關注和局部出現可持續發展風險的背景下，本集團以審慎、系統性及主動的方式對可持續發展風險進行識別和管理。

達芙妮致力於不斷完善業務模式，將ESG風險納入風險管理程序，從而確保我們的營運始終顧及環境、社會及經濟因素。通過識別、監察及減輕相關ESG風險，本集團可制定政策及減緩計劃，順利走上前進的道路。於報告年度內，本集團已持續監控和管理下列可能對業務活動產生重大影響的風險：



With the rising reputation of the “DAPHNE” brand in the market, we have become increasingly alert to the escalating severity of counterfeit products. This phenomenon stemming from the widespread public affection for our brands, not only highlights its popularity but also exposes the potential harm to our corporate brand image and business operations. In response, we are adopting a zero-tolerance stance and will tackle the issue with utmost diligence.

隨著「達芙妮」品牌在市場上的聲望逐步提升，我們已警覺到相關仿冒品的問題也日趨嚴重。這種現象源於品牌受到的公眾熱愛，但卻進一步揭示了該現象對企業品牌形象與業務運營所可能產生的潛在破壞性影響，對此，我們採取零容忍態度，並將盡最大努力解決此問題。

In 2023, “Yuyao Ma Zhuyi Jiaqi E-commerce” was found to be infringing our registered trademarks, leading to prompt administrative intervention and penalties imposed by the Yuyao Market Supervision Administration with assistance of the Group. This decisive action effectively safeguarded our rights. The primary aim of this enforcement was to immediately halt all infringing activities, ensure the destruction of counterfeit footwear products misusing “DAPHNE” brand and to impose fines, thereby demonstrating our serious stance on intellectual property rights infringement. Recognising the importance of intellectual property protection, we perceive any such infringement as a direct threat to our business operations. Consequently, during the Reporting Year, we conducted comprehensive intellectual property rights training for our staff and franchisees, enhancing their awareness and capability in this critical area. Moreover, we have stepped up the promotion of variable QR codes on our anti-counterfeit labels to provide our customers with additional protection.

於二零二三年，「餘姚市馬渚衣伽柒電子商務商行」被揭發侵犯我們註冊商標的行為，在本集團的協助下，獲得了餘姚市市場監督管理局的迅速行政干預與制裁，充分維護了我們的權益。此次制裁行動的根本目的在於即刻禁止所有的侵權行為，並確保銷毀冒用「達芙妮」品牌的鞋履。除此之外，該商行還須支付罰款，以便表明對這種侵權行為的嚴肅態度。我們始終深知保護知識產權的重要性，並視與其相關的任何侵權行為為對我們業務運作的威脅。因此，我們在報告年度對員工及加盟商進行了知識產權保護的培訓，以銳化他們對於知識產權保護的敏感度與能力。同時，我們加強了對防偽標籤上可變二維碼的推廣，以確保我們的顧客享受到更進一步的保護。

In the coming days, shaping a workforce with a strong awareness of intellectual property rights protection and fully opposing counterfeiting will become one of our key goals. With this, we will join hands with all stakeholders to stride towards a future that respects intellectual property rights.

在未來的日子裏，塑造具有良好知識產權保護意識的團隊，並全面反對仿冒行為，將成為我們的一項主要任務。以此，我們將攜手所有利益相關者，邁向一個尊重知識產權的明天。

Information relating to the Group’s corporate governance practices, please refer to the “Corporate Governance Report” section on pages 25 to 44 in our Annual Report 2023.

有關本集團企業管治常規之資料，請參閱二零二三年年報第25至44頁的「企業管治報告」一節。

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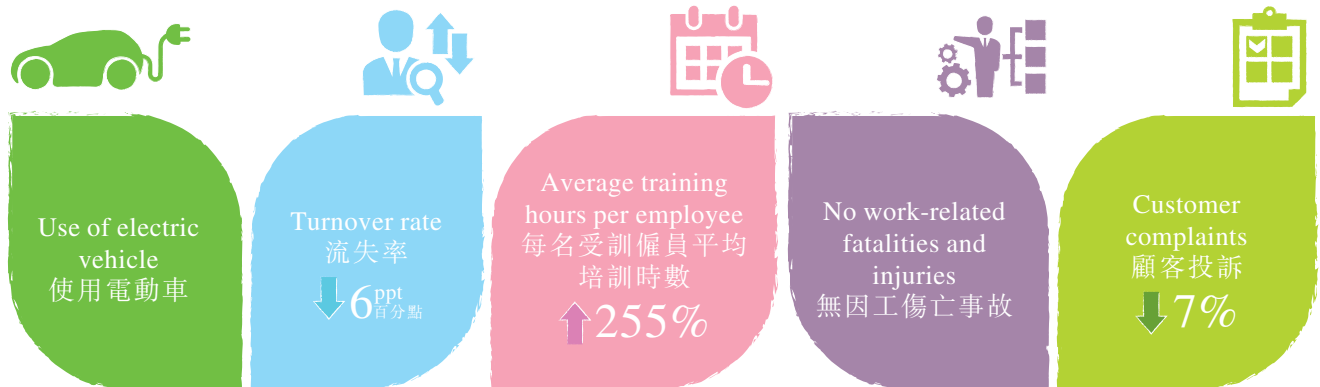
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ESG Highlights 2023

Embracing a responsible and sustainability-driven mindset lies at the heart of the Group's operations, shaping its approach to making a positive impact on the environment and society. The Group is pleased to highlight its sustainability achievements for the Reporting Year.

二零二三年ESG摘要

採取負責任及可持續發展的思維模式是本集團營運的核心，並影響其對環境和社會產生正面影響力的方法。本集團欣然呈報我們於報告年度內在可持續發展方面取得的成就。



Business Outlook

As the COVID-19 epidemic gradually recedes, China economies and consumer market have shown steady recovery. The Group has established three directly-managed stores and is continually developing our online and offline network through our franchisees. We remain committed to enhancing the “online and offline” licensing business with the aim of improving brand awareness and reputation, and ultimately expanding market share. Fuelled by the implementation of the new business model and the collective efforts of our dedicated staff, we believe that the results of this change will continue in the future, contributing to the sustainable development of the Group.

業務展望

隨著新冠疫情逐漸緩解，中國經濟和消費市場已顯示穩定復甦的跡象。配合本集團新增的三家直營店鋪，及通過我們的加盟商持續拓展線上線下網絡。本集團致力於進一步優化「線上與線下」授權業務，以提升品牌知名度與聲譽，並最終擴大市場份額。由於新商業模式的實施和我們優秀員工的集體努力，我們相信這種變革的成果會持續到未來，為本集團的可持續發展貢獻力量。

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SUSTAINABILITY APPROACH

Adopting an unwavering commitment to sustainability is foundational to cultivating a responsible and enduring corporate culture at Daphne. We are dedicated to fortifying our resilience and momentum as we chart a course toward a sustainable future. To realise this vision, we have charted a sustainability roadmap guided by strategic initiatives across various areas, including business and marketing strategies, corporate governance, ESG targets and strategies, as well as stakeholder engagement.

Sustainability Governance

Having a robust ESG governance structure is crucial to addressing sustainability issues as part of the Group's corporate agenda. As part of its efforts to achieve this goal, the Group has established a top-down governance framework to ensure that ESG is aligned with its strategic growth objectives for the integration of ESG into business activities.

An ESG Working Group, which is spearheaded by the chief executive officer ("CEO") and composed of management personnel as well as designated staff from various departments, has been established and is delegated by the Board to execute and monitor ESG-related matters at the operational level.

可持續發展方針

對可持續發展採取堅定不移的態度可以建立負責任的及可持續的企業文化。達芙妮致力提升應變能力及行動力，藉此邁向可持續發展的未來。為此，我們制定可持續發展藍圖，由以下方面的策略性舉措推動，包括業務及營銷策略、企業管治、ESG目標與策略以及持份者參與。

可持續發展管治

擁有穩健的環境、社會及管治治理架構對解決作為本集團企業議程一部分的可持續發展議題至關重要。作為實現該目標的其中一環，本集團建立了自上而下的管治框架，以確保環境、社會及管治與其策略增長目標保持一致，將環境、社會及管治整合到業務活動中。

我們已成立由行政總裁（「行政總裁」）領導及由管理人員以及不同部門指定員工組成的ESG工作小組，該小組受董事會授權在營運層面執行及監控ESG相關事宜。

Board's Responsibilities 董事會責任

- Engaging with external professional ESG consultants to assist in formulating the short-, mid- and long-term ESG visions, goals, strategies and policy revisions
與外部專業ESG顧問合作，協助制定短期、中期及長期ESG願景、目標、策略及政策修訂
- Establishing key ESG focus areas for implementation and reviewing the ESG Working Group's progress and results of the executed initiatives at least twice a year to manage ESG issues and risks
制定ESG的重點關注領域以提供實踐，並每年至少兩次檢討ESG工作小組的進展及已採取措施的成果，以管理ESG議題及風險
- Evaluating progress made on ESG-related goals and targets through reviewing management's assessments and proposing measures to improve overall performance
通過審查管理層的評估，評估ESG相關目的及目標的進展，並提出改善整體表現的措施
- Enhancing knowledge on ESG governance best practices and regulatory updates through attending training, including but not limited to online webinars and reviewing the latest rules and regulations
通過參加培訓增進對ESG管治最佳慣例及最新監管資料的了解，包括但不限於線上網絡研討會及審查最新的規則和法規

ESG Working Group's Responsibilities ESG工作小組責任

- Coordinating internal channels to facilitate cross-department discussions in order to assess sector-based and jurisdiction-specific ESG risks and opportunities based on business profile, financial strength and operational location
協調內部渠道，促進跨部門討論，根據業務概況、財務實力及經營地點，評估基於分部及特定司法權區的ESG風險及機遇
- Communicating with key stakeholders via different engagement channels to identify important and emerging ESG topics
通過不同的參與渠道與主要持份者溝通，識別重要及新出現的ESG議題
- Carrying out ESG policies and practices in accordance with the Board's directives and report to the Board on areas for improvement to strengthen ESG performance as well as compliance
根據董事會的指示推行ESG政策及慣例，並向董事會報告有待改善領域，以提升ESG表現及合規性

During the Reporting Year, the Group has undertaken various measures to enhance its ESG governance approach, including but not limited to refining its ESG strategy, updating ESG policies and practices, evaluating ESG recommendations, recording and monitoring data patterns, as well as organising ESG governance training for directors and relevant employees. Moving forward, the Group shall further explore initiatives to keep abreast of the latest developments, regulatory changes and global trends in the ESG domain.

於報告年度內，本集團已採取多項措施以加強ESG管治方法，包括但不限於完善ESG策略、更新ESG政策及慣例、評估ESG建議、記錄及監察數據模式，以及為董事及有關僱員舉辦ESG管治培訓。展望未來，本集團將進一步探討各項舉措，緊貼ESG領域的最新發展、監管變化及全球趨勢。

The Board has reviewed and approved this Report for issue. To the best of their knowledge, it accurately presents significant issues and the Group's approach to environmental, social and governance aspects.

董事會已審閱及批准刊發本報告。據其所知，本報告準確地呈列重大議題及本集團的環境、社會及管治方法。

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Sustainability Strategy

Establishing a clear and long-term sustainability strategy can boost the responsiveness of our business operations and lays out the guiding principles for sustainable development. Consequently, we have formulated a sustainability strategy that outlines our path for future growth and identifies our short-term, medium-term and long-term strategic focus. The strategy is built upon our vision for sustainable development and is divided into four main pillars: 'Business and Product', 'Supply Chain and Partnership', 'Nature and Resources', and 'People and Culture'. Each pillar is represented by a keyword summarising the overarching direction and mottos that act as long-term objectives. Additionally, we have set up short- and mid-term targets reflecting our aspirations, serving as a guiding compass for our approach and initiatives.

可持續發展策略

制定明確且長期的可持續發展策略可提高業務應變能力，並列明可持續發展的指導原則。因此，我們制定了可持續發展策略，提供範例闡明未來之路及確定短期、中期及長期策略重點。該策略乃基於我們可持續發展的願景，並由四大支柱組成，即「業務與產品」、「供應鏈與夥伴」、「自然與資源」及「員工與文化」。各支柱均有關鍵詞概括總體方向，並以座右銘作為長期目標。此外，制定短中期目標體現我們的期許，並將其作為我們的方針及倡議的指引。

Digitalisation 數字化



Sustainable Cities and Communities
永續城市與社區



Peace, Justice and Strong Institutions
和平、正義與強大機構

Business and Product 業務與產品

A sustainable business model incorporating digitalisation
嵌入數字化的持續性商業模型

Adopt innovative online sales and marketing strategies to strike a balance between influence in the e-commerce market and promotional expenses
採用創新的線上銷售和行銷策略，在電子商務市場的影響力和推廣費用之間取得平衡

Establish a sustainable business model integrating digitalisation to foster sustainable cities and communities
建立一個結合數字化的持續性商業模型以促進永續的城市和社區

Implement strict guidelines to regulate the ethical behaviour of employees, eradicating any form of corruption and bribery
執行嚴格的指導原則，規範員工的道德行為，從而消除各種形式的貪污和賄賂行為

Flexibility 靈活性

Responsible Consumption and Production
負責任消費和生產



Supply Chain and Partnership 供應鏈與夥伴

A flexible supply chain that benefits each participant
惠及每位參與者的靈活供應鏈

Reliable supply chain resources to franchisers to ensure a "Quick Response for Small Orders" approach
為加盟商提供可靠的供應鏈資源，確保「小單快返」的策略

Choose manufacturers and franchisees that meet stringent environmental standards and conform to societal norms
選擇符合嚴格環境標準且符合社會規範的製造商和加盟商

Dedicate design and development resources to accelerate positive changes in the women's footwear industry
投入設計和開發的資源，加速女性鞋履行業的正面變化

Ultimate Vision
Perpetuating and developing brand value alongside the sustainable journey
最終願景
在可持續的旅程中延續及發展品牌價值

Inclusiveness 包容性



Gender Equality
性別平等



Reduced Inequalities
減少不平等

People and Culture 員工與文化

A genuine social network built on openness and inclusiveness
體現真正開放及包容的社會網絡

Construct effective communication channels to forge stakeholder-centric relationships
設立有效溝通渠道，建立以持份者為中心之關係

Show compassion to employees to cultivate an environment of openness and inclusiveness
對員工抱持關愛之心，形成開放性和包容性的工作環境

Promote our intrinsic beliefs and brand objectives to advance women's empowerment
推廣我們的內在信念和品牌形象，以促進女性賦權

Responsibility 責任感

Climate Action
氣候行動



Nature and Resource 自然與資源

A responsible environmental citizen that embraces eco-friendly concepts
信奉生態友好理念的負責任環保公民

Incorporate climate change as a factor into the Group's risk management system and future development plans to enhance our resilience and adaptability to potential impacts of climate change
把氣候變化納入本集團風險管理系統及未來發展中，以加強我們對未來潛在氣候變化影響的彈性與適應能力

Conserve resources and promote the use of clean energy to ensure accessibility for future generations
節約資源及鼓勵使用清潔能源，以確保後代的可及性

Drive environmental awareness throughout daily operations
在日常運作中推動環保意識

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United Nations Sustainable Development Goals Alignment

The United Nations Sustainable Development Goals (“SDGs”) are a set of 17 sustainable development objectives collectively established by member countries of the United Nations as an internationally shared value system and practice. During the Reporting Year, the Group aligned its sustainability strategy with the SDGs and identified 6 goals where it may deliver the greatest contributions to through the implementation of its current initiatives.

遵循聯合國可持續發展目標

聯合國可持續發展目標（「SDGs」）是由聯合國成員國共同確立的17項可持續發展目標，作為國際共享的價值體系和實踐準則。於報告年度內，本集團將其可持續發展策略與SDGs相對應，並確定了在通過實施當前倡議的情況下可能對其做出最大貢獻的六個目標。

SDGs
可持續發展目標

5
Gender Equality
性別平等

10
Reduced Inequalities
減少不平等

11
Sustainable Cities and Communities
永續城市與社區

Implications 影響

Daphne takes great pride in championing women’s rights. As of 31 December 2023, female employees made up approximately 55% of our workforce in Mainland China. The gender equality and women’s empowerment are of unparalleled importance to Daphne and are deeply entrenched in our corporate culture. This outstanding achievement relies on the Group’s understanding of fostering and maintaining an inclusive workplace culture, actively advocating for the value of women in society and ensuring genuine respect for the dignity of women.

達芙妮自豪地提倡支持女性權利。截至二零二三年十二月三十一日，女性僱員約佔我們於中國大陸全體員工的55%。對達芙妮而言，性別平等與女性賦權的重要性無與倫比，並深深植根於其企業文化中。此出色成就仰賴本集團明白在工作場所內營造及維繫包容文化及積極實行推動女性於社會的價值，讓女性尊嚴確實受到尊重。

Daphne endeavours to eliminate all forms of discrimination and inequalities in the workplace as well as the promotion of equal opportunities for all. We strive to make employment decisions without prejudice. The implementation of a disciplinary committee further guarantees the right to equal treatment, fostering a workplace characterised by fairness, inclusiveness and equality – allowing every employee to unlock their full potential. We regularly assess our employment practices and have established requirements for partners to adhere to, ensuring alignment with fundamental labour principles and national regulations.

達芙妮致力於消除職場上的各種歧視及不公，為全體員工推動平等機會。我們所做的僱用決定力求無任何偏見。同時，已成立的紀律委員會，確保員工有權得到平等對待，以建立一個公平、包容和平等的工作環境，讓每位員工都能實現其潛力。我們亦會審查僱用慣例，並規定合作夥伴要遵守已確立的要求，確保勞工標準符合基本勞工原則及國家法規。

At Daphne, we embrace an enduring business model that integrates digitalisation to contribute to the development of sustainable cities and communities. During the Reporting Year, Daphne promoted eco-friendly concepts in the design and operation of retail stores, thereby contributing to the ecological balance in urban areas. The new three directly-managed stores implemented energy-efficient and eco-friendly LED lighting, along with eco-friendly water-based graffiti paint, aiming to minimise greenhouse gas emissions and foster inclusive and sustainable urban development.

達芙妮嵌入數位化的持久商業模式，建設永續城市與社區。於報告年度內，達芙妮在零售店鋪的設計和營運方面倡導環保理念，支持城市生態平衡。在新增的三間直營店鋪中，各店鋪均採用節能環保的LED照明系統以及環保水性塗鴉漆，以減少溫室氣體排放，支持共融和可持續的城市發展。

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環境、社會及管治報告



SDGs
可持續發展目標

12
Responsible Consumption and Production
負責任消費和生產

13
Climate Action
氣候行動

16
Peace, Justice and Strong Institutions
和平、正義與強大機構

Implications 影響

Daphne is dedicated to a responsible value chain that emphasises energy and resource efficiency to safeguard our planet. We prioritise communication and value chain management with suppliers. In light of this, we have integrated pertinent clauses into supplier contracts, urging the adoption of eco-friendly practices across the production process and incorporating sustainable elements into packaging materials.

達芙妮致力於構築負責任的價值鏈，強調提升能源和資源效率，保護地球。我們重視與供應商的溝通和價值鏈管理。為此，我們在供應商合約中加入了相關條款，鼓勵在整個生產過程中採用更多的環保措施，並將永續性元素融入包裝材料中。

The unpredictability of climate change and its destructive impact on society has become an undeniable issue. As a responsible corporate citizen, we aim to play our part in reducing carbon emissions and have formulated relevant targets to strengthen our commitment. In addition, a solar power system installed at one of our properties generates clean energy and reduced the reliance on traditional fossil fuels.

氣候變遷的不可預測性和其對社會的破壞性影響，已成為無法忽視的議題。作為一家負責任的企業，我們積極努力減少碳排放，並設定相關目標以鞏固我們的承諾。此外，我們在其中一處物業上安裝了太陽能發電系統，以生產清潔能源，減少對傳統化石燃料的依賴。

Upholding peace, justice and transparency is fundamental for sustainable development. Daphne ensures that it maintains legal compliance through stringent monitoring procedures and it has a mechanism in place to build a robust corporate governance system. We strictly establish various guidelines to regulate the ethical conduct of our employees, staunchly eliminating all forms of corruption and bribery.

維護和平、公義和透明度是永續發展的基石。達芙妮透過嚴格的監察程序確保遵守法律，並建立機制以建立完善的企業治理體系。我們嚴格設立各項守則，規範員工的道德操守，堅決杜絕一切腐敗和賄賂行為。

Stakeholder Engagement

Stakeholders and their feedback are important to the Group's business and ESG activities. Through multiple communication channels, Daphne has worked closely with key stakeholders, including shareholders and investors, consumers, directors and employees, suppliers, franchisees, regulatory authorities and the community and the public to fully understand, respond to and resolve their core concerns. ESG strategies will incorporate stakeholder expectations as a driving force for sustainable corporate development and optimal management.

持份者參與

持份者及彼等的反饋對本集團的業務及環境、社會及管治活動至關重要。透過多種溝通渠道，達芙妮與關鍵持份者密切合作，充分了解、回應及解決彼等的核心關注，其中包括股東及投資者、顧客、董事及僱員、供應商、加盟商、監管機構和社區及公眾。環境、社會及管治策略將納入關鍵持份者的期望，作為企業可持續發展及優化管理的推動力。

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Key stakeholders' expectations and communication channels are as follows: 關鍵持份者的期望及溝通渠道如下：

Key Stakeholder Groups 關鍵持份者組別	Major Engagement Channels 主要參與渠道	Major Expectations and Concerns 主要期望和關注點
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Announcements and circulars 公告及通函 Interim and annual reports 中期及年度報告 Shareholders' meetings 股東大會 Company website 公司網站 Correspondences 信函 	<ul style="list-style-type: none"> Complying with relevant laws and regulations 遵守相關法規 Disclosing latest information of the corporate in due course 及時公佈企業最新訊息 Financial results 財務業績 Corporate sustainability 企業永續發展
Consumers 顧客	<ul style="list-style-type: none"> Social media 社交媒體 Customer hotline 客戶熱線 Phone interviews 電話採訪 Debriefing sessions with franchisees 與加盟商舉行簡報會 	<ul style="list-style-type: none"> Customer service and experience 客戶服務與體驗 Customer information and privacy protection 客戶資訊及私隱保護 Product safety 產品安全
Directors and Employees 董事及僱員	<ul style="list-style-type: none"> Correspondences 信函 Suggestion boxes 意見箱 Performance appraisals 表現評估 Online and offline meetings and communications 線上及線下會議及通信 	<ul style="list-style-type: none"> Health and safety 健康與安全 Equal opportunities 平等機會 Remuneration and benefits 薪資與福利 Career development 職業發展
Suppliers 供應商	<ul style="list-style-type: none"> Business correspondences 商務信函 Contracts 合約 Performance appraisals 表現評估 Business visits 業務考察 	<ul style="list-style-type: none"> Fair competition 公平競爭 Business ethics and reputation 商業道德與信譽 Payment schedule 付款時間表
Franchisees 加盟商	<ul style="list-style-type: none"> Correspondences 信函 Telephone and instant messaging platforms 電話和即時通信平台 Order fairs 訂貨會 Business visits and meetings 業務考察及會議 	<ul style="list-style-type: none"> Cooperation with mutual benefits 合作共贏 Fair competition 公平競爭 Business ethics and reputation 商業道德與信譽
Regulatory Authorities 監管機構	<ul style="list-style-type: none"> Compliance inspections 合規檢查 Due submissions 盡職呈報 Conferences and seminars 會議及研討會 	<ul style="list-style-type: none"> Tax payment as required by law 依法納稅 Business ethics 商業道德 Complying with relevant laws and regulations 遵守相關法規
The Community and the Public 社區及公眾	<ul style="list-style-type: none"> Press releases and news 新聞發佈及消息 Social media 社交媒體 ESG report 環境、社會及管治報告 	<ul style="list-style-type: none"> Contribution to the community 社區貢獻 Environmental protection 環境保護 Compliant operations 合規經營

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Materiality Assessment

The Group strives to uphold close relationship with the key stakeholders and maximise value creation by refining our sustainability programmes based on the key stakeholders' views gained through different engagement channels. To ensure fairness and equality, Daphne has enlisted the services of an independent third-party consultant to conduct an online materiality assessment. The key stakeholders were engaged in identifying the potentially material ESG issues and risks to the Group in the form of providing feedback through online surveys. The gathered inputs from stakeholders allow the Group to meet stakeholders' needs and expectations on a continuous basis.

The materiality assessment process included a 3-step approach:

1. Identification

A benchmarking exercise was performed, which referenced industry peers and global standards such as Global Reporting Initiative ("GRI") to identify ESG issues that may potentially influence stakeholder perceptions and the Group's sustainable development.

2. Engagement

A survey was then distributed to key stakeholder groups who were invited to rank the relative importance of the identified ESG issues. The Board and management's opinions reflected Daphne's sustainable development, whilst the viewpoints of directors and employees, shareholders and investors, consumers, franchisees, as well as suppliers, regulatory authority, the community and the public reflected their own expectations.

3. Analysis and Evaluation

The ESG Working Group reviewed and validated the list of material ESG issues for disclosure. A materiality matrix was then plotted to represent the importance of each issue on the sustainable development at Daphne and stakeholders' perceptions.

During the Reporting Year, the Group conducted an online survey covering the four pillars, namely Business & Products, Supply Chain & Partners, Nature & Resources and People & Culture. Based on the findings of the survey, a total of 22 material ESG issues were identified. The following matrix shows the relative importance of each material ESG issue in the context of the ESG reporting guidelines, with significant issues presented in corresponding bold coloured fonts.

重要性評估

本集團致力透過不同溝通渠道獲取關鍵持份者的意見，並以此為基礎優化我們的可持續發展計劃，從而維持與關鍵持份者之深厚關係及創造最大價值。為確保公平公正，達芙妮委聘獨立第三方顧問進行線上重要性評估，讓關鍵持份者參與我們識別本集團潛在重大環境、社會及管治議題和風險的過程給予反饋。所收集的關鍵持份者意見將可讓本集團持續滿足關鍵持份者的需求及期望。

重要性評估過程包括以下三個步驟：

1. 識別

通過參照業界同行及全球標準（如全球報告倡議組織）（「GRI」）進行基準測試，識別可能影響持份者認知及本集團可持續發展的ESG議題。

2. 參與

隨後向獲邀的關鍵持份者組別分發問卷調查，讓彼等對已識別ESG議題的相對重要性進行排序。董事會及管理層的意見反映了達芙妮的可持續發展，而董事及僱員、股東和投資者、顧客、加盟商，以及供應商、監管機構、社區及公眾的意見反映自身期望。

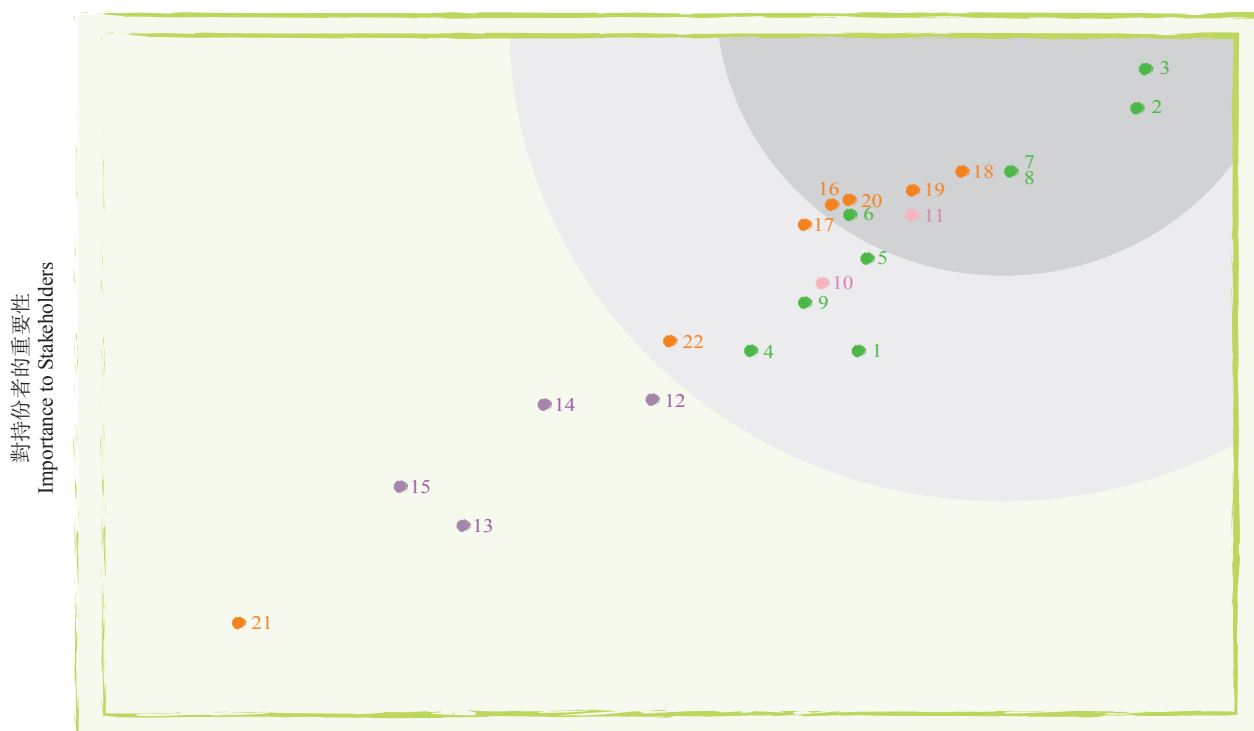
3. 分析與評估

ESG工作小組審查及確證披露的重大ESG議題清單。隨後繪製重要性矩陣代表各議題對達芙妮可持續發展的重要性及持份者的認知。

於報告年度內，本集團進行的線上問卷調查涵蓋業務與產品、供應鏈與夥伴、自然與資源、員工與文化等四大支柱。根據調查結果，共確定22個重要ESG議題。下列之矩陣圖顯示出每個關鍵績效指標於環境、社會及管治報告指引中對本集團策略實行與營運之相對重要性，其中重要議題以相關顏色粗體字體突顯。

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環境、社會及管治報告



對達芙妮之可持續發展的重要性
Importance to Sustainable Development at Daphne

Business & Product 業務與產品

1. Company Culture Promotion
公司文化推廣
2. **Brand Reputation and Management**
品牌聲譽和管理
3. **Product Quality Supervision**
產品質量監督
4. Anti-Corruption and Whistleblowing Policy
反貪污及舉報政策
5. Customer Service and Relationship
客戶服務及關係
6. **Information Security and Personal Data Protection**
信息安全及個人資料保護
7. **Product Design, Research and Development**
產品設計及研發
8. **Intellectual Property Rights Protection**
知識產權保護
9. Compliance and Accuracy of Labelling and Marketing
標籤及行銷的合規性及準確性

Supply Chain & Partnership 供應鏈與夥伴

10. Franchisee Management
加盟商管理
11. **Manufacturer Selection**
製造商篩選

Nature & Resource 自然與資源

12. Resource Usage
資源使用
13. Use of Packaging Materials and Waste Management
包裝物料使用及廢棄物管理
14. Environmental Responsibility
環保責任
15. Climate Change and Carbon Neutrality
氣候變化及碳中和

People & Culture 員工與文化

16. **Occupational Health and Safety**
職業健康與安全
17. Labor Standards
勞工準則
18. **Employee Benefits and Remuneration**
僱員福利及薪酬
19. **Diversity and Equal Opportunities**
多元化及平等機會
20. **Employee Development and Training**
僱員發展及培訓
21. Community Engagement
社區參與
22. Women Empowerment
女性賦權

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In the materiality assessment, an average score was calculated to evaluate the overall importance of each aspect. Through this exercise, ESG issues were prioritised to finalise a reporting structure that strikes a balance between Daphne's sustainable development and stakeholders' interests. The determined report structure for the Reporting Year is therefore shown below:

於重要性評估中，我們透過計算平均分評估各方面的整體重要性。通過此項測試對ESG議題排列優先次序確定報告架構，以平衡達芙妮的可持續發展與持份者利益。因此，報告年度內的已確定報告架構列示如下：



BUSINESS AND PRODUCT

Daphne has always been committed to building a safe and trustworthy brand, upon which sustainable operations are established. We believe in the power of a credible brand not only in enhancing sales performance but also in elevating customer satisfaction. By implementing stringent corporate governance processes and quality assurance procedures, we ensure that our marketing endeavours conform to ethical standards and resonate well with customer expectations. As we strive for excellence, our focus expands beyond quality and fashion to encompass solid corporate governance and social responsibility. By aspiring to meet sustainable development goals, we illustrate Daphne's unwavering commitment to progressive growth and improvement.

Brand Reputation and Product Quality

"DAPHNE" brand is renowned for producing high quality, comfortable women's footwear. To maintain the brand's excellent reputation, we have implemented several rigorous quality assurance measures. These include monitoring procedures for both manufacturers and franchisees to ensure that our products consistently maintain the highest levels of quality while eliminating any health and safety concerns.

Quality Assurance

We are firmly committed to ensuring the quality of products throughout the entire value chain. To this end, the Group has established an in-house quality assurance team composed of experienced personnel within supply chain department to closely monitor product quality. This professional team ensures the quality of products before they are delivered to end customers through a series of stringent procedures, which include conducting diligent inspections on various types of shoes according to internationally recognised standards like MIL-STD-105E and sampling schemes with an Acceptable Quality Level (AQL) of 2.5. During the Reporting Year, we conducted a more systematic and comprehensive review in accordance with "Daphne Product Verification Manual", of which assemble a multitude of inspection techniques and standards to ensure that our products genuinely showcase the brand's core value and meet the needs of customers.

Upon receiving a return request from customers due to quality issues, our action is to gather the necessary details and alert our supply chain department, which will perform preliminary evaluation with reference to "Defect Classification List". If the footwear is found to potentially carry defects, we notify our franchisees to assist in managing returns. The supply chain department then completes a thorough evaluation of the returned goods. If substantial defects are confirmed by our quality assurance team and management, we initiate recalls for specific batches of the related footwear models. This diligent process helps us maintain our quality standards and prioritises consumer health and safety.

Anti-counterfeiting labels

To ensure that consumers receive genuine products of the Group, we have introduced an anti-counterfeit label mechanism. Consumers can verify the authenticity of the product by scanning the variable QR code on the anti-counterfeiting label. The anti-counterfeiting label incorporates additional security features, such as microtext and fluorescent ink, to prevent counterfeiting and further enhance the reliability of our products.

業務與產品

達芙妮始終致力於建立一個安全並且值得信賴的品牌，並以此為可持續經營的基礎。我們深信，值得信賴的品牌不只是提升銷售，也包括提高顧客滿意度。我們嚴格實施企業管治系統與質量確認程序，以及部署負責任的營銷策略，以確保我們的推廣活動符合道德標準也滿足顧客期待。達芙妮致力於尋求卓越之道，並非僅於產品的品質與流行時尚，更是著眼於鞏固企業的治理與社會責任，期盼實現可持續發展目標，這一切皆展現了達芙妮不斷成長和自我提升的承諾。

品牌聲譽及產品質量

「達芙妮」品牌以生產高品質、舒適的女裝鞋履而聞名。為了維護品牌的卓越聲譽，我們實施了一系列嚴格的質量保證措施。這包括針對製造商和加盟商的監察程序，以確保我們的產品始終保持最高水平的質量，同時杜絕任何健康和 safety 問題。

品質保證

我們矢志確保價值鏈上從始至終的產品品質。為此，本集團設立了一支由供應鏈部富經驗人員組成的品質保證團隊，承負著針對產品品質進行密切監控的任務。這支專業團隊以一系列嚴苛的流程確保產品交付給終端客戶之前的品質，其中包括根據國際公認的標準如MIL-STD-105E和合格質量水平(AQL)2.5的抽樣方案對各種鞋類進行檢驗。於報告年度內，我們根據《達芙妮驗貨手冊》以進行更系統化和全面的審查，該手冊蒐集眾多驗貨技術和標準，以便我們的產品真實地展現品牌的精髓並充分滿足客戶的需求。

若客戶因質量問題提出退貨請求，我們將收集相關信息，通知供應鏈部，而他們根據《瑕疵問題分類表》進行初步評估。若鞋履被認為可能存在缺陷，我們會通知加盟商幫助安排退貨。隨後，供應鏈部將對回收的產品進行全面評估。若品質控制團隊及管理層確認存在重大缺陷，我們將召回相關鞋款批次，以確保質量標準，保護消費者的健康和 safety。

防偽標籤

為確保消費者獲得本集團的正品，我們引入了防偽標籤機制。消費者可以通過掃描防偽標籤上的可變QR碼，驗證產品的真實性。防偽標籤還包含額外的安全功能，如縮微文字和熒光油墨，以防止仿冒，進一步提高了產品的可靠性。

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During the Reporting Year, the Group was not aware of any material non-compliance with any laws and regulations in relation to the quality of products, health and safety concern to consumers that would have a significant impact on the Group. Such laws and regulations include but not limited to the Product Quality Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights.

Anti-corruption

The Group upholds high standards of integrity and adopts a zero-tolerance approach to corruption in the workplace as well as any other forms of unethical conduct. The Group's "Staff Handbook" specifies its regulations on anti-corruption and states that employees are strictly prohibited from soliciting bribes and receiving benefits in any form, including but not limited to cash, stocks, securities or gifts. The policy also states that participation in insider trading or other forms of corruptive behaviour are illegal, which may lead to appropriate disciplinary action. It further specifies that access and sharing of confidential information without prior approval is forbidden, whilst any form of conflict of interests must be declared and should always be avoided where possible.

Business Ethics

The Group advocates ethical practices and is determined to mitigate any potential misconduct or poor services in all its business segments. Therefore, the Group has established different policies as a guide to our employees and nurture them the importance of upholding ethical practices from the beginning of their professional careers.

Whistleblowing Policy

The Group has a whistleblowing policy in place to encourage employees to report any suspicious fraudulent activities. The Whistleblowing Policy guarantees the anonymity of whistleblowers during investigations. Employees should not suffer any intimidation and retaliation as a consequence of reporting a concern. If employees are found to be in violation of the above-mentioned regulations, they will be subject to disciplinary action according to the "Staff Handbook", which include verbal or written warnings, summary dismissal and/or legal action.

The Group is committed to ensuring that each new employee fully understands and complies with our integrity and confidentiality policies. To combat bribery and crimes involving the violation of trade secrets, we require all new employees to sign the "Integrity and Confidentiality Agreement" upon joining the Group. This is not only to implement the Group's policies, but also to ensure that each employee upholds a commitment to honesty and transparency. At the same time, we provide specialised training for new employees in the prevention of occupational crime, with the aim of increasing their legal awareness and effectively preventing criminal activity.

於報告年度內，本集團未發現任何與本集團產品質量、安全及健康相關而對本集團有重大影響的重大違規情況。該等法律及法規包括但不限於《中華人民共和國產品質量法》和《中華人民共和國消費者權益保護法》。

反貪污

本集團秉持高度的誠信標準，對職場貪污及任何其他形式的道德行為採取零容忍態度。本集團的《員工手冊》列明了反貪污的條例，並規定嚴禁僱員以任何形式索取賄賂及利益，包括但不限於現金、股票、證券或禮品。該政策亦規定參與內幕交易或其他形式的貪污行為是非法的，並可能導致被我們採取適當紀律行動。其進一步規定禁止在未獲本集團事先批准的情況下獲取及分享機密資料，同時任何形式的利益衝突必須被聲明並應盡可能避免。

商業道德

本集團提倡符合道德規範的實踐活動並致力於減少其所有業務分部的任何潛在不當行為或不佳服務。因此，本集團已制定不同的政策，作為指導我們的僱員並由其職業生涯開展時教導彼等恪守道德規範的重要性。

舉報政策

本集團設有舉報政策，鼓勵僱員報告任何疑似欺詐活動。舉報政策闡述我們在調查中如何保密舉報人的身份，員工不得因舉報而遭受任何恐嚇及報復。倘發現僱員違反上述條例，將會根據《員工手冊》對有關僱員進行紀律處分，包括口頭或書面警告、即時解僱及／或法律訴訟。

本集團致力確保每位新進員工深刻理解並堅守我們的廉潔和保密政策。針對賄賂和商業秘密侵犯犯罪，我們要求所有新員工在入職時簽署《員工廉潔及保密承諾書》。這不僅是落實本集團的政策規定，更是確保每位員工奉行誠實和透明的承諾。同時，我們為新進員工提供專門的職務犯罪預防培訓，旨在提高其法律意識，有效預防犯罪行為的發生。

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In 2023, our legal department conducted a training session titled “Integrity in Practice – Bathing in the Sunlight”. Our dedicated employees, including our management team, attended a comprehensive one-hour presentation that reiterated the Group’s unwavering commitment to ethical conduct. This session allowed us to explore and discuss critical issues such as bribery, relevant legal penalties and reporting prevention mechanism. An important aspect of the session was stressing the Group’s commitment on integrity, thereby underscored the theme “Upholding Integrity in Practice and Evading Professional Risks”, effectively enhancing our employees’ knowledge and understanding of professional risks.

During the Reporting Year, the Group was not aware of any material non-compliance with the relevant laws and regulations of bribery, extortion, fraud and money laundering, including but not limited to the Anti-Unfair Competition Law of the People’s Republic of China and the Interim Provisions on Banning Commercial Bribery that would have a significant impact on the Group.

Customer Service and Relationship

The Group pays significant attention to establishing strong relationships with consumers, optimising customer service to better serve their needs, and facilitating consumer interaction to identify market trends. The following channels have been set up for collecting consumer feedback, with an aim to understand and improve their experiences as well as enhance our products to meet their expectations:

Consumer Feedback Channels

顧客反饋渠道

- Social media platforms such as Weibo, WeChat, Xiaohongshu and internet live-streaming video platforms
微博、微信、小紅書等社交媒體平台及互聯網線上直播平台
- Consumer review on e-commerce platforms
顧客在電商平台上的評價
- Customer service hotline
客戶服務熱線
- Debriefing sessions with franchisees to collect consumer feedback
與加盟商舉辦匯報會，以收集顧客反饋
- Evaluation of business data to analyse consumer preferences and market trends
評估商業數據以分析顧客的喜好及市場趨勢
- Collection of customer feedback directly from directly-managed stores
從直營店鋪直接收集顧客反饋

In the event where a customer lodges a complaint on product and/or service quality issues, it will be handled carefully according to our customer complaints handling procedures, where franchisees will initially resolve the problem directly with the customer. If an agreement cannot be reached, our customer service team will communicate with the customer to understand the situation and request for additional details. The case will then be transferred to relevant departments for verification and further handling, and resolutions will be proposed to the customer, including providing repair, return and exchange services based on our commitment to the “Three Guarantees for Products” principle. During the Reporting Year, we improved the way we manage product quality across the supply chain, which significantly raised the quality of our products. Consequently, related customer complaints decreased to 65 cases (2022: 70 cases), each of which was resolved through solutions including repairs, returns, exchanges and refunds during the Reporting Year.

During the Reporting Year, the Group complied with the Law on the Protection of Consumer Rights and Interests of the People’s Republic of China, which is determined to have a significant impact on our consumer engagement approach.

於二零二三年，我們的法務部組織了一場名為「廉潔從業—陽光同行」的培訓活動。我們的員工，包括我們的管理團隊，參加了一次全面的一小時演講，重申了本集團對道德行為的堅定承諾。此活動探討了賄賂行為、相關法律處罰和舉報預防機制等問題。這場分享會不僅重申了本集團對廉潔從業的堅定承諾，並在「堅持廉潔從業、避免職業風險」的主題下有效地提升我們的員工對賄賂相關職業風險的知識及了解。

於報告年度內，本集團未發現任何嚴重違反防止賄賂、勒索、欺詐及洗黑錢的相關法律及法規，包括但不限於《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》而對本集團造成重大影響的情況。

客戶服務及關係

本集團高度重視與客戶建立穩固關係，優化客戶服務以更好地滿足其需求，並促進與消費者互動以了解市場趨勢。我們已設立下列渠道以收集顧客反饋，旨在了解及改善其體驗，以及改善我們的產品以滿足其期望：

倘客戶就產品及或服務質量問題提出投訴，該投訴將會根據客戶投訴處理程序謹慎處理，並先由加盟商與客戶直接解決問題。倘無法達成協議，我們的客戶服務團隊將與客戶溝通，以了解情況及要求提供其他詳情。隨後將該投訴移交相關部門進行核實及進一步處理，並向客戶提出解決方案，包括根據我們對「產品三包」原則的承諾提供維修、退貨及換貨服務。於報告年度內，我們進一步強化對供應鏈產品品質的管理，進而顯著提升終端商品的品質。因此，客戶相關投訴下降至65宗（二零二二年：70宗）。這些投訴我們都通過提供維修、退貨、換貨和退款等解決方案於報告年度內進行妥善處理。

於報告年度內，本集團已遵守對消費者參與方式產生重大影響的《中華人民共和國消費者權益保護法》。

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Personal Data and Privacy

The Group places immense importance on protecting our customers' rights, privacy, and the safeguarding of their data. We have implemented stringent security standards, ensuring adherence to all regulatory requirements for data privacy at all stages. We have a robust data security system to keep personal information that is accessible only to authorised personnel, and to ensure optimum data privacy and confidentiality. We further extend this protection to our online sales platforms, mandating our suppliers and franchisees through contractual agreements to comply with our set of privacy policies. Additionally, without explicit consent from consumers, our employees are strictly prohibited from disclosing any data to third parties.

During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that have a significant impact on its data protection practices, including but not limited to the Data Security Law of the People's Republic of China and the Personal Information Protection Law of the People's Republic of China. Further, there were no recorded breaches of personal data by the Group or its employees.

Product Design and Development

Daphne firmly believes that women's shoes are more than just footwear, they are powerful representations of individual personality and attitude. Our commitment towards inspiring original design in China is unquestionable and unwavering. Our dedicated product design team is always in tune with market trends, and relentlessly pursues innovation in both materials and styles. Our focus leans towards the creation of sustainable, eco-friendly footwear that flawlessly fuses aspects of fashion and practicality. We adhere to rigorous standards, each design undergoes comprehensive review and enhancements until every pair of shoes mirrors superior taste and quality. Prior to the official product launch, each step in the production process undergoes meticulous planning. Adding to this, our franchisees are provided with the opportunity to collaborate with suitable suppliers to integrate our products into their catalogues. Through these collective efforts, we ensure that every pair of Daphne women's shoes stands as a testament to quality, style and our enduring commitment to sustainability.

個人資料及私隱

保護客戶的權利及私隱以及維護及保護彼等的數據對本集團而言至關重要。本集團已實施嚴謹的安全標準，以確保符合所有數據私隱監管規定。我們設有健全的資料安全系統以儲存個人資料，僅獲授權人士方可查閱，以加強資料私隱及保密性。我們的供應商及加盟商亦須遵守我們的私隱政策，以進一步擴大這方面的保護到我們的在線銷售平台。同時禁止我們的僱員在未獲客戶同意的情況下向第三方披露任何資料。

於報告年度內，本集團未發現任何對資料保護常規措施產生重大影響的相關法律及法規的違規情況，包括但不限於《中華人民共和國數據安全法》及《中華人民共和國個人信息保護法》。亦概無記錄本集團或其僱員任何有關洩露個人資料的違規案件。

產品設計及開發

達芙妮深信，女鞋不僅僅是鞋履，它們是個性和態度的表現。我們致力於在中國激發原創設計的靈感。我們的產品設計團隊緊跟市場趨勢，不斷尋求材料和風格的創新，力求創造能完美融合時尚與實用的環保、可持續的女裝鞋款。我們堅持嚴格的標準，對每個設計進行全面審視和改進，直到每雙鞋都成為品味和品質的完美體現。在產品正式推出之前，我們會對生產過程的每一個步驟進行仔細規劃。此外，我們的加盟商可以與合適的供應商合作，將我們的產品融入他們的商品清單。通過這些集體的 effort，我們確保每雙達芙妮女鞋都代表了品質、時尚和我們對可持續性的持久貢獻。

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“Inspiring Original Design in China” is our brand mission. In May 2023, “DAPHNE.LAB” collaborated with emerging local artist, Du Qiurui to create lollipop mask slippers, igniting discussions across social media platforms. In September, we teamed up with local independent designer brand, MARRKNUL to appear at London Fashion Week and subsequently launched our products in internationally renowned concept store MACHINE-A in Shanghai. This not only showcased our ambition to triumph in the global market with Chinese manufacturing and cutting-edge creativity but also marked a successful experiment in sustainable business for the future. “DAPHNE.LAB” has frequently engaged in collaborations with youthful Chinese designers and artists continuing with the attitude of a pioneer to showcase China’s original design. These designs are bold and highlights the fearless attitude of new-age women who refuses to be defined.

「激發中國原創設計力量」是我們的品牌使命。於二零二三年五月份，「達芙妮實驗室」聯名國內新銳藝術家杜秋銳共創棒棒糖面具拖鞋，引爆社交平台話題度。於九月份携手本土先鋒獨立設計師品牌MARRKNUL登上倫敦時裝周秀場，接著入駐國際知名買手店MACHINE-A上海店。既呈現了以中國製造和前沿創意征服全球市場的雄心，同時也展現了可持續商業未來的成功實驗。「達芙妮實驗室」多次與中國年輕設計師、藝術家進行跨界合作，持續以先鋒的態度，展現中國原創設計，呈現出大膽表達，彰顯超敢辣妹們勇敢做自己的態度。



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“DAPHNE.LAB” not only focuses on original design as its brand mission but also closely follows fashion trends, boldly incorporating cutting-edge technology. During the official debut of “DAPHNE.LAB”, the brand introduced the “Sugar-Free Series” of 3D-printed shoes. The materials used for 3D-printed shoes are new recyclable types of organic molecular synthetic materials and are highly beneficial for environmental protection. It simultaneously achieves zero resource waste, no air pollution, and the characteristic of on-demand printing, significantly eliminating wastage, saving costs and space. While realising rapid iteration in new product development and design, it rapidly meets the demands of frontline consumers, achieving the flexible and scalable smart manufacturing of the footwear industry. The intense design of the shoes combines the sense of cyber-future and being rebellious, representing daring attitude to challenge the contemporary, infusing the fashion trend with the vibrant energy of a strong digital future technology. Throughout the entire product design process, we place a high emphasis on the protection of intellectual property. For more detailed information, please refer to the “Intellectual Property Rights” section below.

「達芙妮.實驗室」不僅以原創設計為品牌主旨，更緊隨潮流趨勢，大膽將先進技術運用其中。「達芙妮.實驗室」正式亮相之際，打造了「無糖系列」3D打印鞋。3D原料為可二次回收的新型有機分子合成材料，對環境保護非常有利。同時兼備資源零浪費，無廢氣污染和按需求打印的特性，能大幅度杜絕浪費，節省成本和空間。在實現新品開發和設計的快速迭代的同時，快速滿足一線消費者需求，實現鞋業數字化、規模化的柔性智造。鞋款尖銳的設計碰撞充滿賽博未來和衝突不確定性的感覺，代表勇於挑戰既定規則的態度，讓強烈的數字未來科技氛圍湧動時尚潮流的活力。在整個產品設計過程中，我們高度重視知識產權保護。有關更多詳細信息，請參閱以下「知識產權」一節。



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Intellectual Property Rights

As a brand company, the Group is devoted to protecting its intellectual property (“IP”) including but not limited to copyrights, patents, trademarks, trade secrets and product designs. We proactively implement internal controls to ensure the maintenance of our brand image, including the registration and renewal of patents and trademarks and the opposition of identical trademarks. To avoid infringing the rights of others, we obtain the necessary authorisation before using third party intellectual property. Our guidelines to prevent any potential violations are mentioned below:

知識產權

作為一家品牌公司，本集團致力於保護其知識產權（「知識產權」）（包括但不限於版權、專利、商標、商業機密及產品設計）。我們積極實施內部控制措施，以確保品牌形象的維護，其中包括專利和商標的註冊及更新，並針對相同商標的註冊提出反對。為了避免侵犯他人的權利，我們在使用任何第三方知識產權之前都尋求了必要的授權。為防止出現任何潛在違規行為，我們已制定下列指引：

Intellectual Property Rights Management Procedures

知識產權管理程序

- Evaluate the probability of occurrence and the potential impact of the IP rights infringement
評估知識產權侵權發生概率及潛在影響
- Conduct IP research on purchased products and technologies to avoid counterfeits in the procurement process
對採購的產品及技術進行知識產權研究，以避免採購過程中出現冒牌產品
- Record the technical improvement and innovation of products and apply for patents accordingly in the production process
在生產過程中記錄產品技術的改進及創新，並相應申請專利
- Conduct comprehensive review of the IP rights and formulate protection and risk mitigation plans prior to product launch or any form of marketing events
在產品發佈或任何形式的營銷活動前，對知識產權專利進行全面審查並制定保護及風險舒緩計劃
- Verify the source of any additional trademarks and advertising slogans used by the franchisees
核實加盟商使用的任何附加商標及廣告標語之來源
- Evaluate the stability and validity of the IP rights for those co-branding products
評估聯名品牌產品的知識產權之穩定性及有效性
- Confirm the ownership of the technologies or products developed before commencement of commercial collaborations
在商業合作開始前確認已開發技術或產品的擁有權

Employees of the Group must also abide by the IP rights clauses in the “Staff Handbook”, employees are forbidden from disclosing confidential information to any third party, including but not limited to the Group’s strategies, business interests, know-how, inventions and intellectual property. At the same time, the Group requires suppliers to sign a confidentiality agreement.

本集團僱員亦須遵守《員工手冊》中的知識產權條款，員工禁止向任何第三方披露機密資料，包括但不限於本集團的策略、商業利益、專有技術、發明及知識產權。同時，本集團規定與供應商合作時，必須簽署保密協議。

Online counterfeiting is undoubtedly an increasingly pertinent issue for brand owners. Therefore, we have increased our efforts in removing infringing product listings on major e-commerce platforms and enhanced collaboration with external trademark protection agencies to protect our brands.

作為品牌擁有人，電子商務平台上的侵權產品刊登已成為一個日益嚴峻的問題。因此，我們強化了在主要電子商務平台上監控和刪除侵權產品的機制並加強了與外部商標保護機構的合作。

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Major E-commerce Platforms 主要線上電商平台	Number of Infringing Product Links Removed 已刪除的侵權產品鏈接數目	
	2023 二零二三年	2022* 二零二二年*
JD.com 京東	36,291	702
Alibaba's platforms (Taobao, Tmall, 1688, Xianyu) 阿里巴巴旗下平台 (淘寶、天貓、1688、閒魚)	17,410	4,637
Douyin and Kuaishou 抖音和快手	15,921	700
Pinduoduo, Xiaohongshu and WeChat 拼多多、小紅書和微信	43	522
Total 合計	69,665	6,561

* The data has been restated to reflect the updated categories.

* 數據已根據更新的分類重列。

We proactively engage in trademark litigation, particularly initiating lawsuits against sellers who distribute counterfeit goods on online platforms. These efforts not only aids in combatting counterfeiters but also conveys our stance on intellectual property rights to the market. When counterfeit product links pose a significant risk to our business, we will promptly initiate legal proceedings against counterfeiters in due course. During the Reporting Year, we filed a total of 50 (2022: 117) lawsuits against counterfeiters on online and offline infringing stores including but not limited to Taobao, JD.com, Pinduoduo and Douyin. Since the Group took initiative, such as carrying out searches, reporting and following up to remove the infringing product links more frequently and proactively during the Reporting Year, lawsuits against counterfeiters decreased significantly. On the contrary, the number of infringing product links removed increased significantly due to more searches conducted and improved reputation of our brands. In order to educate consumers about the authenticity of “DAPHNE” products, we have implemented an anti-counterfeit labelling system. Relevant laws and regulations that have a significant impact on our intellectual property rights management have therefore been strictly complied with, including but not limited to the Patent Law of the People’s Republic of China, the Trademark Law of the People’s Republic of China and the Copyright Law of the People’s Republic of China. There were no infringements of intellectual property rights by the Group during the Reporting Year.

During the Reporting Year, the Group actively applied for design patents to the China National Intellectual Property Administration and was successfully granted 13 patents. As at 31 December 2023, the Group holds a total of 47 patents, ensuring the intellectual property protection of the Group’s original product designs.

Responsible Marketing

The Group actively promotes “DAPHNE” and “DAPHNE.LAB” brands employing a responsible and transparent manner to guide our marketing and labelling efforts. To ensure the authenticity of these activities, we require all franchisees to provide truthful and accurate product descriptions, preventing the occurrence of false statements. Simultaneously, we meticulously review all statements, images and identifiers used in product descriptions and advertisements to ensure their authenticity and compliance with our strict intellectual property rights protection requirements. During the Reporting Year, the Group had no records of violating advertising, marketing and labelling conventions, consistently adhering to relevant laws and regulations with a profound impact on marketing practices, including but not limited to the Advertising Law of the People’s Republic of China and the E-commerce Law of the People’s Republic of China.

我們積極參與商標訴訟，特別是對那些在線上平台上販賣侵權商品的賣家提出訴訟。這不僅有助於打擊侵權者，還向市場傳遞了我們對知識產權的堅定態度。當假冒產品鏈接對我們的業務構成嚴重風險時，我們將對侵權者迅速採取法律行動。於報告年度內，針對淘寶、京東、拼多多及抖音等線上線下侵權店舖的侵權者提出合共50宗（二零二二年：117宗）訴訟。對侵權者的訴訟減少主要由於本集團採取更積極的措施（如更頻繁於平台檢查侵權情況及更積極提出及跟進移除侵權產品鏈接）。相反，已刪除的侵權產品鏈接則因搜查力度增強及我們品牌聲譽的提升而大幅增加。我們還引入了防偽標籤機制，以提高消費者對「達芙妮」正品真實性的認知。我們嚴格遵守對我們知識產權管理產生重大影響的相關法律及法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國商標法》及《中華人民共和國著作權法》。於報告年度內，本集團不存在侵犯知識產權的情況。

於報告年度內，本集團積極向中國國家知識產權局提出外觀設計專利申請，成功獲批13項專利。於二零二三年十二月三十一日，本集團持有共47項專利，確保了本集團原創產品外觀設計的知識產權保護。

負責任的營銷

本集團憑藉負責任和透明的態度積極推廣「達芙妮」和「達芙妮實驗室」品牌，同時指導著本集團的營銷和標籤活動。為確保產品的真實性，我們要求所有加盟商提供真實而精確的產品說明，以杜絕虛假陳述的發生。同時，我們會仔細審查所有產品說明及廣告中所使用的陳述、圖像及標識，以確保其真實性並符合我們對知識產權的嚴格保護要求。於報告年度內，本集團未有任何違反廣告、營銷及標籤慣例的記錄，持續遵守對營銷方式具有深遠影響的相關法律及法規，包括但不限於《中華人民共和國廣告法》及《中華人民共和國電子商務法》。

SUPPLY CHAIN AND PARTNERSHIP

Green Procurement

Supplier management is an indispensable part of our operations. We prioritise sustainable and innovative development through long-term cooperation with suppliers. During the Reporting Year, we collaborated with 186 (2022: 189) footwear suppliers, all located in Mainland China, for provision of production subcontracting and warehousing services. The Group is keen on local sourcing to support the domestic economy and reduce the carbon footprint associated with procurement process.

The Group has implemented a “Quick Response for Small Orders” strategy to streamline internal processes and establish an efficient supply chain, thereby enhancing its adaptability in the dynamic and diverse footwear industry. Simultaneously, the Group has been proactively incorporating environmental, social, and governance aspects into its policies and business development strategies for suppliers. To solidify the supply chain system, the Group has set up a dedicated team entrusted with the promotion and monitoring of relevant standard measures.

Supply Chain Engagement

We prioritise effective communication and management of the supply chain in our operational activities. The supply chain encompasses downstream franchisees and upstream footwear manufacturers. We monitor initiatives instituted by suppliers aimed at minimising their environmental and social impacts. During the Reporting Year, we persistently conducted standard evaluations including franchisees and manufacturers for a total of 232 business partners, an increase from about 210 business partners evaluated in 2022. This approach ensures their operational practices align with the Group’s prescribed regulations.

供應鏈與夥伴

綠色採購

供應商管理為穩健經營必不可少的一部分。我們期望與供應商就可持續創新發展展開長期合作。於報告年度內，我們與186家（二零二二年：189家）鞋履供應商合作，全部位於中國大陸，為本集團提供生產分包及倉儲服務等。本集團盡可能於本地進行採購，以支持本地經濟和減少採購過程中產生的碳足跡。

本集團實施了「小單快返」的快速響應策略，以簡化內部流程並建立了一個高效的供應鏈，從而增強了其在不斷變化和多樣化的鞋類行業中的適應性。同時，本集團也積極將環境、社會與管治議題納入其對供應商的發展策略及政策中。為了加強供應鏈體系，本集團成立了一個致力於推廣並監督相關標準的專責團隊。

供應鏈的聯繫

我們在營運活動中，高度重視與供應鏈的有效溝通和管理。供應鏈涵蓋了下游加盟商及上游鞋類製造商。我們密切關注供應商的各項行為，旨在減少對環境和社會的影響。於報告年度內，我們持續對總共232家業務夥伴（包括加盟商及製造商）進行標準化評估，較二零二二年的約210家有所增加，以確保他們的營運實踐與本集團預定的規範保持一致。

Franchisee Management

加盟商管理

Franchisees are categorised by online and offline retail operations. They have been authorised by the Group to operate mainly with the “DAPHNE” brand and are supported with a coordinated supply chain that enables them to directly place orders in the supply chain system.

加盟商按線上及線下零售業務進行分類，獲本集團授權以「達芙妮」品牌營運，並輔以協同有序的供應鏈支持，讓其直接於供應鏈系統下訂單。

To safeguard our brand image and prevent potential risks, all franchisees are subject to regular assessment. Existing franchisees are evaluated based on internal standards, whereas potential franchisees are required to undergo our assessment procedures to determine their eligibility. These assessment procedures involve scrutinising various factors, which include but are not limited to the following:

為保障我們的品牌形象及防止潛在風險，所有加盟商須定期接受評估。現有的加盟商按內部標準進行評估，而潛在的加盟商須通過我們的評估程序，以確定其資格。該等評估程序涉及審查各項因素，包括但不限於以下各項：

- Capital strength
資本實力
- Operating experience and capabilities
營運經驗及能力
- Management proficiency
管理能力
- Market knowledge
市場知識
- Previous collaborations with other brands
以往與其他品牌的合作經驗
- Compliance and non-compliance records
合規及不合規記錄

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Manufacturer Selection 製造商篩選

Manufacturers are primarily footwear manufacturers that provide finished products to our franchisees. We evaluate the performance or suitability of current and prospective suppliers by a set of standards that include but are not limited to the following: 製造商主要為向加盟商提供可出售產品的鞋類製造商。我們評估現有及潛在供應商的表現或合適性的一系列標準包括但不限於以下各項：

- Operational licences
營運證照
- Product quality
產品質量
- Supply continuity
持續供應能力
- Delivery efficiency
交貨效率
- Business ethics
商業道德

Supply Chain Sustainability

Promoting and harmonising sustainable elements in its supply chain is a strategic vision that Daphne aspires to. We uphold stringent sustainability expectations for our business partners to follow and continuously explore new methods to facilitate an integrated and responsible supply chain.

Our principles on ethical business practices are set out in the Code of Conduct for Partners which is formulated in accordance with well-established standards, including but not limited to the International Labour Organisation as well as national laws and regulations. As stipulated, partners must comply with relevant laws and regulations at all times, which include but are not limited to the Anti-Unfair Competition Law of the People's Republic of China and the Emission Standard for Air Pollutants In Shoemaking Industry. The policy also clearly sets out the basic obligations that the partners are expected to fulfil, including but not limited to the following:

供應鏈的可持續發展

在供應鏈中提倡及協調可持續元素是達芙妮渴望實現的策略願景。我們堅持嚴格的可持續發展期望，要求我們的合作夥伴遵守，以及持續發掘新方法促成完整且負責任的供應鏈。

我們的商業道德實踐原則載於《合作商行為準則》，並根據行之有效的標準制定，包括但不限於國際勞工組織以及國家法律及法規。根據標準所訂明，夥伴須時刻遵守相關法律及法規，包括但不限於《中華人民共和國反不正當競爭法》及《製鞋工業大氣污染物排放標準》。政策亦明確規定了夥伴需履行的基本責任，其中包括但不限於以下方面：

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ESG Obligations for Partners to Adhere to: 合作夥伴須遵守的環境、社會及管治職責：

- Respect human rights
尊重人權
- Provide a healthy and safe work environment
提供健康及安全的工作環境
- Optimise raw materials and resources usage
優化原材料和資源使用
- Mitigate environmental pollution
減輕環境污染
- Prevent corruptive behaviour
防止貪污行為
- Protect intellectual property rights
保護知識產權



To reinforce our commitment to a sustainable supply chain, we integrated social and environmental prerequisites in our contracts with suppliers, such as compliance with legislation and sustainable packaging. In addition, suppliers are required to sign an Anti-commercial Bribery Agreement, which lists out all behaviour that will constitute unethical conduct and encourages all parties to report any allegations to the Group. To strengthen our approach, regular on-site inspections for manufacturers are conducted, evaluating non-compliance records, quality management and use of eco-friendly raw materials. If suppliers are discovered to violate the “Code of Conduct for Partners”, contractual agreements or national laws and regulations, the Group reserves the right to halt collaboration immediately.

We are committed to promoting sustainable production processes and have incorporated relevant clauses into all of our supply chain contracts to emphasise the sustainability of production, packaging, logistics and water management. For every pair of shoes we produce, we utilise eco-friendly glue as a substitute for traditional crafting techniques. For packaging, biodegradable non-woven bags and recyclable materials are used. In logistics, we encourage partners to optimise transportation methods to reduce fuel consumption and select resources with the least consumption when possible. We call on suppliers to enhance production efficiencies to reduce water use where possible. Looking ahead, we will continue to champion sustainability in our business operations actively pursuing greener, socially responsible practices. Together with our partners, we strive to bring about positive changes throughout our value-chain, setting the stage for a sustainable future.

為了更加深化我們對實現可持續供應鏈的期望，我們在與供應商簽訂的合同中納入了法規合規和可持續包裝等社會和環境條款。此外，供應商須簽署《反商業賄賂協議》，當中列出構成不道德行為的所有行為，並鼓勵各方向本集團報告任何指控。為加強我們的方針，我們定期對製造商進行現場視察，評估不合規記錄、質量管理及原材料使用是否環保等。倘發現供應商違反《合作商行為準則》、合約協議或國家法律及法規，則達芙妮保留即時與有關供應商終止合作的權利。

我們致力於推動可持續性生產流程，在所有供應鏈合約中融入相關條款，強調生產、包裝、物流和水資源管理的可持續性。我們的每一雙鞋都使用了環保膠水取代傳統工藝方法，包裝方面則採用了可生物降解的無紡布袋和可回收材料。我們鼓勵物流合作夥伴優化運輸方式以降低燃料的消耗，並在可能的情況下，選擇使用資源消耗量最小的運輸方式。此外，我們要求供應商提升生產效率，藉此在可能的情況下，最大程度地降低用水量。展望未來，我們將始終秉持著可持續經營的理念，以實際行動推動價值鏈的變革，致力於實現更環保、社會責任感更強的商業模式，並與我們的合作夥伴一同開創可持續發展的未來。

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NATURE AND RESOURCE

With the increasing strain on the Earth's resources due to human activities and the rapid depletion of these resources has become particularly prominent in recent decades. This is most noticeably witnessed in the realm of climate change accelerated by human actions. In 2016, the United Nations introduced global sustainable development goals to tackle this pressing issue of climate change. In the light of this, almost 200 countries and regions have pledged themselves to establish nationally determined contributions in congruence with the "Paris Agreement", aimed at restricting global warming below 1.5 degrees Celsius. This commitment is expected to escalate to more concrete actions and legislation plans. The Group remains steadfast in its commitment to an operational strategy that encourages green and sustainable development. This approach delivers effective control over pollutant emissions and encourages the rational utilisation of resources. We are dedicated to enhancing our risk management pertaining to environmental aspects, dedicated to executing our ecological and environmental protection responsibilities while pursuing economic benefits.

During the Reporting Year, the Group was not aware of any material non-compliance with environmental-related laws and regulations in relation to exhaust gas and greenhouse gases ("GHG") emissions, water and land pollution, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group. Such laws and regulations include but are not limited to the Environmental Protection Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, and the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC.

Resource Consumption

The Group adopts an "online and offline" licensing business, with its main direct resource consumption coming from offices and directly-managed stores. During the Reporting Year, we did not encounter any issues in sourcing natural resources (including petrol, electricity and water). To facilitate resource efficiency and formulate corresponding measures, we proactively monitor and evaluate our consumption patterns, which is detailed below:

自然與資源

人類活動對自然資源的需求增長與地球資源的有限性之間的矛盾於近幾十年來尤為突出，最明顯的表現就是人類活動造成的氣候變化。聯合國在二零一六年提出了全球可持續發展目標以應對氣候變化，近200個國家和地區按「巴黎協定」把全球暖化升溫限制在攝氏1.5度以下的目標，承諾了國家自主貢獻目標並逐漸完善相關的立法及行動。本集團始終堅持綠色和可持續發展的經營策略，不僅有效控制污染物排放，還鼓勵善用資源。我們致力於加強環境方面的風險管理，在追求經濟效益的同時，貫徹我們的生態和環境保護責任。

於報告年度內，本集團並未發現任何與廢氣及溫室氣體（「溫室氣體」）排放、水及土地污染以及產生有害及無害廢棄物有關的、會對本集團產生重大影響的環境相關法律及法規的重大違規行為。該等法律及法規包括但不限於《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》及《中華人民共和國固體廢物污染環境防治法》。

資源消耗

本集團採用「線上與線下」授權業務，主要的資源消耗來自辦公室和直營店鋪。於報告年度內，我們並無在尋求自然資源（包括汽油、電力和水）方面遇到任何問題。為促進資源效率及制定相應措施，我們積極監察及評估我們的耗用模式，詳情如下：

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Resource 資源	Description 內容描述	Unit 單位	Consumption 使用量		Analysis 分析
			2023 二零二三年	2022 二零二二年	
GHG Emissions 溫室氣體 排放	Used to operate 4 petrol vehicles 用於操作四輛汽油車	Litre 公升	9,508	7,791	The increased use of petrol is indicative of the increased business activities in the post-pandemic period. 汽油使用量的上升反映了疫情後業務活動的增加。
Energy Consumption 能源消耗	Used for daily offices operations, directly-managed stores and an electric vehicle 用於日常辦公室、直營零售店鋪營運和電動車	kWh 千瓦時	91,027	54,149	The addition of directly-managed stores and a new electric vehicle during the Reporting Year increased electricity consumption in addition to offices electricity consumption. 除了辦公室耗電外，於報告年度內新增直營店鋪及一輛電動車，使電力消耗有所增加。
Water Consumption 耗水	Purchased from a local utility company to support daily operations 從當地公用事業機構購買，以支援日常營運	m ³ 立方米	209	157	The surge in water consumption is an indication of the expansion of business volume and an increase in the number of employees in the post-pandemic period. 耗水量的上升反映了疫情後業務擴張和員工人數的增加。

The Group's impact on the environment is mainly derived from the consumption of natural resources as well as corresponding emissions. The Group recognises its responsibility to take the initiative in efficiently utilising finite resources and carry out its corporate social responsibility to introduce additional eco-friendly approaches to enhance the Group's sustainability performance. Thus, we have established different initiatives for the offices and the directly-managed stores to achieve the goal of energy saving and efficient consumption. Such measures and initiatives include but are not limited to:

本集團對環境的影響主要產生自耗用自然資源及相應排放物。本集團深知其有責任採取措施高效利用有限的資源，並通過引入更多環保方法提升本集團的可持續發展表現，從而履行其企業社會責任。因此，我們已在辦公室及直營店鋪推出多項措施及倡議，以實現節約能源及高效消耗的目標。該等措施及倡議包括但不限於：

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Area 範疇	Resource Saving Initiatives 節約資源措施
Waste Production 廢棄物產生	<ul style="list-style-type: none"> Establish classification and reuse strategies for recyclable waste such as packing boxes and plastic bags 對可循環再用的廢棄物(如：包裝紙箱及塑膠袋)，制定分類及再利用的方法 Prioritise higher energy-efficient models when purchasing new office equipment 購買新辦公設備時，優先選擇效能更高的型號 Adopt multi-function devices (i.e. printing, scanning, photocopying and fax), avoid printing and copying documents as much as possible 採用多功能設備(如打印、掃描、複印及傳真)，並盡量避免列印及複印文件 Switch to electronic communication to reduce paper use 採用電子通訊方式以減少使用紙張 Designate areas in office for collecting single-sided paper 在辦公室設置專用區域收集單面印刷紙
GHG Emissions 溫室氣體	<ul style="list-style-type: none"> Through the use of video conferences to replace long-distance physical meetings to reduce additional GHG emissions from transportation such as aeroplane 透過視像會議來替代遠程實體會議，減少乘搭飛機等交通工具所造成的額外溫室氣體排放 Replace traditional petrol vehicle with energy-saving electric vehicle 傳統汽油車替換成節能電動車
Energy Consumption 能源消耗	<ul style="list-style-type: none"> Use LED lamps with energy-efficient labels 使用帶有高效節能標籤的LED電燈 Encourage employees to turn off idling equipment (e.g. computers and lighting) when not in use or after working hours 鼓勵員工在設備不使用或非工作時間時關閉如電腦及照明等閒置設備
Water Consumption 耗水	<ul style="list-style-type: none"> Replace the filters of drinking water purifiers periodically 定期更換飲用水淨化器的過濾濾芯 Encourage employees to reduce wastage 鼓勵僱員減少浪費

In addition, the Group has promoted the utilisation of renewable energy by installing a solar power system at one of its investment properties. During the Reporting Year, the solar power system generated an approximate total of 419,749 kWh (2022: 457,381 kWh) of electricity, which amounted to an offset of approximately 326.4 tCO₂e (2022: 362.3 tCO₂e) of GHG emissions for its users. During the Reporting Year, the decline in electricity generation was primarily attributed to the solar power system repairs for a duration of one month.

此外，本集團已在其中一處投資物業安裝太陽能發電系統，以推廣使用可再生能源。於報告年度內，太陽能發電系統共產生約419,749千瓦時(二零二二年：457,381千瓦時)電力，為用戶抵銷溫室氣體排放約326.4噸二氧化碳當量(二零二二年：362.3噸二氧化碳當量)。於報告年度內，發電量下降主要由於太陽能發電系統進行了為期一個月的維修。

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During the Reporting Year, the packaging materials used for product sales included paper elements (such as shoeboxes and inner box labels) and textile fibre (such as non-woven bags and carrier bags). The Group closely monitors the usage of these packaging materials and implements measures to optimise and curtail their use. During the Reporting Year, the consumption of packaging materials of the Group was as follows:

Packaging Material Types 包裝物料種類	Unit 單位	2023 二零二三年	2022 二零二二年
Paper (shoeboxes and inner box labels) 紙張類 (鞋盒和內盒貼)	Tonnes 噸	4,871	4,274
Textile fibre (non-woven bags and carrier bags) 纖維織物 (無紡布袋和手提袋)	Tonnes 噸	541	414

於報告年度內，產品的包裝材料包括紙類 (如鞋盒和內盒貼) 和纖維織物 (如無紡布袋和手提袋)。本集團會密切監察包裝材料的使用量，制定優化和減少包裝材料使用的措施。於報告年度內，本集團包裝物料耗用量如下：

Emissions and Waste Management

Exhaust Gas Emissions

The Group closely monitors the emissions and waste generated from its operations, constantly researching methodologies to mitigate our environmental footprint. Air emissions and GHG emissions form the majority of our environmental footprint.

The primary source of emissions arising from the Group's operations was fuel consumed by vehicles. During the Reporting Year, we used 4 (2022: 3) petrol vehicles to support the Group's operations, emitting approximately 7.92 kg (2022: 5.40 kg) of exhaust gases. In addition to reducing exhaust gas emissions, purchasing a new electric vehicle to replace one traditional petrol vehicle is a pivotal step in the Group's commitment to environmental preservation and achieving our carbon reduction goals. By leveraging the high efficiency and zero-emission characteristics of electric vehicles, we are making a tangible contribution towards wider climate change and sustainability objectives. We believe this transition will continue to drive the Group towards a greener and more sustainable future.

GHG Emissions

GHG emissions arise from direct emissions caused by fuel consumption in petrol vehicles (Scope 1) and indirect emissions from electricity purchases (Scope 2). During the Reporting Year, a total of approximately 96.2 tCO₂e (2022: 63.7 tCO₂e) of GHG emissions were emitted from the Group's business operations. The rise in GHG emissions mainly originated from the expansion of business volume after the end of the pandemic, accompanied by the opening of the directly-managed stores within the Reporting Year. For further information of emissions data, please refer to the "KPIs Summary Table" section.

排放物與廢物管理

廢氣排放

本集團密切關注由其經營活動產生的排放物及廢物，並持續探索減少其對環境影響的措施。廢氣排放及溫室氣體排放構成我們的大部分環境足跡。

本集團主要的排放源來自營運活動中車輛使用的燃料。於報告年度內，我們使用四輛 (二零二二年：三輛) 汽油車，用以支持本集團業務運作，總共排放約 7.92 千克 (二零二二年：5.40 千克) 廢氣。為了進一步減少廢氣排放，購置了一輛電動車以取代一輛舊有的汽油車。這是本集團實現環保承諾和節能減碳目標的關鍵步驟。透過利用電動車的高效能和零排放特性，我們正在以實際行動助力廣大的氣候變遷和可持續發展目標。我們相信這將持續推動本集團向更綠色、更永續的未來邁進。

溫室氣體排放

溫室氣體排放物產生自汽油車燃料耗用的直接排放 (範圍1) 及所購買電力的間接排放 (範圍2)。於報告年度內，本集團業務活動共排放約 96.2 噸二氧化碳當量 (二零二二年：63.7 噸二氧化碳當量) 的溫室氣體。溫室氣體排放的增加，主要源於疫情結束後業務量的擴張，並伴隨著報告年度內新開設的直營店鋪。有關排放物數據的進一步詳情，請參閱「關鍵績效指標匯總表」一節。

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Sewage Discharge

Due to the Group's business nature, our sewage discharge into land is insignificant. There was no significant and unreasonable amount of sewage water discharged. Waste water was discharged to the municipal sewage network to the regional water treatment plant. The data on water consumption and corresponding water conservation measures described in the previous section "Resource Consumption".

Waste Management

Due to the nature of its business, the Group was not involved in the generation of hazardous waste during the Reporting Year.

The non-hazardous waste generated by the Group consists of paper and domestic waste. During the Reporting Year, the Group consumed a total of 1,643 kg (2022: 1,430 kg) of paper. To reduce our paper usage, we strive to always reuse paper as well as minimise the distribution of paper documents and adopt digital communication methods where possible. Other paper reduction initiatives include double-sided printing and copying being set as default for all appropriate printing devices. A proper waste management culture is practised by our employees through recycling wastepaper (where appropriate) and office supplies. Within the operational headquarters, recycling bins are also provided to recycle domestic waste, including plastic, metal and glass amongst others.

Environmental Protection

Daphne is committed to fostering the Group's long-term growth while fully recognising the importance of ecological protection, as well as safeguarding the rights and interests of employees.

As the Group's operational headquarters was relocated in March 2021, the data for the past two years experienced substantial fluctuations. This has rendered the 2020 data outdated as a valid reference for the baseline. With a detailed scrutiny of both the Group's performance and its peer companies, our management has determined the 2023 data as the updated baseline and reviewed annually and updated when necessary. The Group's environmental targets are listed in the table below:

污水排放

由於本集團的業務性質，我們向土地排放的污水很少。本集團亦無大量及不合理的污水排放。廢水排放至市政污水管網後送達地區污水處理廠。關於用水量數據及相應節水措施於前一節之「資源消耗」中描述。

廢棄物管理

由於其業務性質，於報告年度內，本集團並不涉及有害廢棄物的產生。

本集團產生的無害廢物，包括紙張和生活垃圾。於報告年度內，本集團共耗用1,643千克（二零二二年：1,430千克）紙張。為減少用紙，我們致力於堅持重複用紙，以及盡力減少派發紙質文件，並在可行情況下採用電子通訊方式。其他減少用紙的舉措包括將所有適用的打印裝置預設為雙面列印及複印。僱員透過回收廢紙（如適用）及辦公用品力求妥善踐行廢物管理文化。亦於營運總部內，放置回收箱以回收塑膠、金屬及玻璃等生活垃圾。

環境保護

達芙妮致力於在促進本集團長期增長的同時，意識到生態保護及保障員工權益的重要性。

由於自二零二一年三月份起本集團營運總部遷移，過去兩年的數據呈現明顯波動，導致二零二零年的數據不再是基準年的有效參考。在詳細審查了本集團和同業公司的表現數據後，我們的管理層制定二零二三年的數據作為新的基準年份，每年檢討以確保該等目標的有效性，並在必要時更新。本集團之環境目標表列如下：

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Area 範疇	Quantitative Targets 定量目標	2023 Progress 二零二三年進展
GHG Emissions 溫室氣體排放	Lowering the GHG emissions intensity by 3% by 2028 (using 2023 as a baseline) 二零二八年前降低溫室氣體排放密度3% (以二零二三年作為基準年份)	New target set in 2023 於二零二三年設定之新目標
Energy Consumption 能源消耗	Lowering the energy consumption intensity by 3% by 2028 (using 2023 as a baseline) 二零二八年前降低能源消耗密度3% (以二零二三年作為基準年份)	New target set in 2023 於二零二三年設定之新目標
Solar Power 太陽能發電	By 2024, facilitate the use of the solar power system to generate electricity and achieve a total amount of approximately 1 million kWh over the next 3 years (2022–2024) 到二零二四年，促進利用太陽能發電系統發電，並在未來三年(二零二二年至二零二四年)實現總發電量約1百萬千瓦時	Generated approximately 877,130 kWh of electricity for the years of 2022–2023 於二零二二年至二零二三年期間產生了大約877,130千瓦時發電量
Paper Consumption 紙張消耗	From 2022 onwards, maintain the paper consumption intensity (by the number of full-time workforce) below the 2020 baseline value (approximately 25 kg/full time employee) 從二零二二年起，將紙張消耗密度(按全職員工人數計)保持在二零二零年基線值(約25千克/全職僱員)以下	Achieved an approximate 28% decrease in paper consumption intensity (around 17.9 kg/full time employee) 已達至紙張消耗密度減少約28% (約17.9千克/全職僱員)
Training 培訓	From 2022 onwards, participate in activities or organise training regarding emissions reduction and energy consumption at least once per year 從二零二二年起，每年至少參加一次有關減排及能源消耗的活動或安排培訓	During the Reporting Year, we hosted an innovative “Distinctive Lantern” competition, encouraging employees to create lanterns using locally materials to promote effective recycling. Additionally, we promoted “World Earth Day” environmental initiatives and the “Earth Hour” advocacy campaign to all employees through email, aiming to elevate environmental consciousness. 於報告年度內，我們舉行了創意獨特的「不一樣的燈籠」活動賽，鼓勵員工運用周邊資源，製作元宵燈籠，以實現物資的循環再利用。同時，我們也透過電子郵件向全體員工進行了「世界地球日」環保倡議及「地球一小時」活動的宣傳，以提高環保意識。
Waste Production 廢棄物產生	From 2022 onwards, include an initiative to use environmentally friendly packaging materials in supplier contracts 從二零二二年起，在供應商合同中加入使用環保包裝材料的倡議	Added relevant clauses to all supplier contracts 已在所有供應商合約中加入相關條款

Climate Change

The public awareness regarding climate change continues to increase, and climate change is also one of the most frequently discussed topics internationally. Given the severity and urgency of the climate crisis, governments recently have accelerated their action pace in coping with the climate. The Group understands the importance of identifying and mitigating major climate-related issues, pays close attention to the potential impact of climate change on the Group’s business and operations, and is committed to managing potential climate-related risks that may affect the Group’s business activities. Our ESG Working Group regularly oversees climate related issues and risks, ensuring our strategies incorporate these critical factors.

氣候變化

公眾對氣候變化意識不斷提高，氣候變化亦為國際上最常討論話題之一。鑒於氣候危機的嚴重性及緊迫性，各國政府最近均加快應對氣候的行動步伐。本集團了解識別及減輕與氣候有關的主要問題的重要性，密切關注氣候變化對本集團業務及營運的潛在影響，並致力於管理可能影響本集團業務活動的潛在氣候相關風險。我們的ESG工作小組定期監督與氣候相關的問題及風險，確保我們策略納入該等關鍵因素。

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According to the reporting framework developed by the Task Force on Climate-Related Financial Disclosures (TCFD), climate related risks are divided into physical and transition risks. The Group has incorporated climate change-related risks into enterprise risk management to identify and mitigate potential risks related to climate change.

根據氣候相關財務資訊揭露工作小組(TCFD)制定的報告框架，氣候相關風險分為實體風險和過渡風險。本集團已將氣候變遷相關風險和機會納入其企業風險管理流程，並識別和緩解潛在風險。

	Significant Climate-related Risks 重大氣候相關風險	Potential Impact 潛在影響	Mitigation Measures 紓緩措施
Physical Risks 實體風險	Acute: 立即性： <ul style="list-style-type: none"> Typhoon 颱風 Extreme precipitation 極端降水 	Disrupt daily operations and supply chain stability 影響日常營運及供應鏈穩定性	Establish special work arrangements for extreme weather conditions to enable employees to work from home 針對極端天氣狀況制定特殊工作安排，使僱員得以在家辦公
	Chronic: 長期性： <ul style="list-style-type: none"> Rising mean temperatures 平均氣溫上升 	Greater threats to employee's health and safety, and to the environment 對員工健康及安全以及環境有大威脅	
Transition Risks 轉型風險	Policy and legal: 政策及法律： <ul style="list-style-type: none"> Enhanced emissions-reporting regulations 加強排放報告之規管 Price adjustments and controls in fossil fuels 化石燃料之價格調整及控制 	Higher compliance costs and exposure to litigation 合規成本及訴訟風險增加	Identify relevant material climate-related risks and improve disclosure 識別與氣候相關的重大風險並改進披露 Require suppliers to gradually adopt more sustainable operating practices 要求供應商逐步採用更可持續的營運慣例 Address stakeholders' opinions through refining internal procedures and processes 透過完善內部程序及流程處理持份者的意見
	Technology: 技術： <ul style="list-style-type: none"> Substitution of existing raw materials and production processes with lower emissions options 以低碳選擇替代現有原材料及生產工序 	Higher production costs of suppliers, which will indirectly increase the Group's supply chain costs 供應商生產成本上升，將間接增加本集團的供應鏈成本	
	Reputation: 名譽： <ul style="list-style-type: none"> Increased stakeholder concern or negative stakeholder feedback 增加持份者的關注或負面反饋 	Damage to corporate reputation 損害企業聲譽	

In response to the policy, legal and reputation risks, the Group constantly monitors the updates of environmental regulations and global trends on climate change to avoid cost increments, non-compliance fines or reputational risks due to the violation of laws. In addition, the Group has been taking comprehensive environmental protection measures, including GHG reduction, feasible of carbon trading and adoption of solar energy. The Group has set targets to gradually reduce the Group's energy consumption and GHG emissions by 2028.

為了應對政策、法律及聲譽風險，本集團持續監察環保法規的最新消息及全球氣候轉變的趨勢，以避免增加成本、違規罰款或因違規而帶來聲譽相關的風險。此外，本集團一直在採取全面的環境保護措施，包括減少溫室氣體排放、碳交易的可行性及採用太陽能。本集團亦制定了在二零二八年前逐步減少本集團的能源消耗和溫室氣體排放目標。

PEOPLE AND CULTURE

The Group has always considered its employees to be the Group's greatest wealth. We are deeply aware that human resources is the foundation for corporate sustainable development. The "Staff Handbook" details a range of policies based on the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China and the Group's own circumstances. The Staff Handbook covers employment matters such as recruitment, turnover management, remuneration and welfare, promotion, leave and performance management. The Group adopts a people-oriented management policy. By formulating a comprehensive remuneration and welfare system, providing diverse training and development opportunities and organised an abundant programme of employee caring activities, the Group strives to build a warm living and working environment at the workplace so that every employee will feel cherished and will be able to unleash their potential.

Talent Attraction and Retention

The Group's employees are recruited via a robust, transparent and fair recruitment process based solely on their experience and expertise, without regard to their age, ethnicity, origin, gender identity, marital status, sexual orientation and religion. Employees are assessed by their abilities and potential to fulfil the Group's current and future needs. Our staff responsible for the recruitment process will regularly review the selection criteria to ensure that existing policies remain relevant and that the policies do not unlawfully discriminate.

Promotion and advancement will be based on merits and are in line with the recruitment and selection policy that is formally documented in the "Staff Handbook". The Group will conduct an annual performance and salary review to determine any salary adjustments and/or promotion opportunities. Written and verbal performance evaluations will be given to all employees at least once a year, such evaluations are intended to give recognition of the hard work of the employees and provide them with comments for improvement.

The Group has set out the basis and procedures for staff promotion, re-designation and demotion management and organised process for leaving office, to safeguard the interests of both employees and the Group. In the event of employee dismissal, the Group will ensure that the termination procedure is compliant with internal policy and relevant laws and regulations and that the termination of the employment contract has reasonable and lawful basis. For employees who underperform or make mistakes repeatedly, the Group would first issue verbal warnings, then written warnings. The Group will consider dismissal for employees who repeatedly fail to respond to such warnings in accordance with relevant regulations, in order to uphold the interests of our employees and avoid unreasonable dismissal.

員工與文化

本集團一直視僱員為企業最大的財富，我們深刻認識到，人力資源是企業持續發展的基礎。《員工手冊》詳細列出一系列政策，其依據《中華人民共和國勞動法》、《中華人民共和國勞動合約法》以及本集團實際情況。當中涵蓋招聘錄用、入離職管理、薪酬福利、職級晉升、休假制度及績效管理等僱傭範疇。本集團採用人為本的管理方針，通過制定完善的薪酬福利體系、提供多樣的培訓發展機會、組織豐富的僱員關愛活動等方式，在工作場所營造出溫馨溫暖的生活和工作氛圍令每一位僱員感受到關愛，並充分發揮僱員潛力。

人才吸引及挽留

本集團通過健全、透明及公平的招聘程序招聘僱員，且僅以僱員的經驗及專業知識為依據，而不論其年齡、種族、血統、性別認同、婚姻狀況、性取向及宗教信仰。本集團根據僱員的才能及其可滿足本集團現時及未來需要的潛力對其進行評估。我們負責招聘程序的員工將定期檢討甄選標準，以確保現有政策仍然適用及有關政策不會有非法歧視的內容。

晉升及提拔將任人唯賢，按《員工手冊》明文規定的招聘及甄選政策進行。本集團將每年進行表現及薪金檢討，以確定任何薪金調整及／或晉升機會。每年至少對所有員工進行一次書面及口頭表現評估，評估旨在表彰僱員的辛勤工作及向彼等提出可加改進的意見。

本集團對員工有明確人員晉升、調動和降級管理的依據及流程，規範離職流程，保障員工和本集團雙方的利益。如遇到需要解僱員工的情況，本集團會確保遣散程序符合內部政策及相關法律及法規，終止僱傭合約會基於合理合法的理理由。對工作表現不如意或重複犯錯的僱員，本集團會先予以口頭警告，再發出書面警告，對屢勸不改的僱員，本集團會考慮根據相關的法例解僱，藉此保障員工的利益及避免出現不合理的解僱。

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Employee Benefits and Remuneration

The Group understands that remuneration and welfare is an important way of demonstrating corporate ethics and employee value. The Group strictly complies with various relevant laws and regulations, and at the same time provides a wide range of welfare policies to attract and retain employees to provide suitable remuneration and welfare for all employees. All qualified employees are entitled to competitive wages and comprehensive insurance coverage. In accordance with the Social Insurance Law of the PRC, the Group pays five social insurances and one housing fund for all Mainland China employees. As specified in the “Staff Handbook”, apart from national public holidays, employees are also entitled to various leave benefits, including but not limited to sick leave, marriage leave, prenatal examination leave, maternity leave, breastfeeding leave, family planning leave, condolence leave and work injury leave. Through our “Performance Management Plan”, the performance of employees is evaluated on annual basis depending on their employment level. Based on the assessment outcomes, employees may be eligible for bonuses or promotion opportunities. Employees are also provided with allowances for domestic and overseas business trips, which is mentioned in the Provision on Business Travel Management.

During the Reporting Year, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group. Such laws and regulations include but not limited to the Labour Law of the PRC and the Labour Contract Law of the PRC.

Labour Rights and Standards

The Group respects human rights and prohibits using child labour and forced labour in its operations. During the recruitment process, personal data are collected to aid in the selection of suitable candidates. Persons under the age of 16 are not allowed to work in the Group. Human resources department ensures that identity documents are carefully checked. The Group would not provide job opportunities to those who are under the legal working age. The Group strictly prohibits any form of violence, intimidation, physical punishment or work-related coercion against employees, ensuring that all work is conducted voluntarily.

僱員福利及薪酬

本集團深知薪酬與福利制度是企業良心和員工價值的重要體現。本集團嚴格遵守各種相關法律及法規，同時提供多樣化的福利政策以吸引和保留員工，努力為全體僱員提供彼等應當享有的薪酬與福利。所有合資格僱員均可享受具競爭力的工資及全面保險。根據《中華人民共和國社會保險法》，本集團為所有內地僱員繳納五險一金。誠如《員工手冊》中規定，除國家公眾假期外，僱員還可享受各種休假福利，包括但不限於病假、婚假、產前檢查假、產假、哺乳假、計劃生育假、喪假及工傷假。透過我們的《績效管理方案》，我們根據僱員的職級每年對僱員進行績效評估。僱員根據評估結果可能獲得獎金或晉升機會。我們亦向僱員提供《出差管理辦法》中提及的國內外出差津貼。

於報告年度內，本集團未發現任何會對本集團產生重大影響與就業相關的法律及法規重大違規行為。該等法律及法規包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。

勞工權益及準則

本集團尊重人權，禁止於其業務中使用童工及強迫勞動。於招聘過程中收集個人資料以協助選擇合適人選。十六歲以下人士不可於本集團工作。人力資源部確保身份文件獲仔細檢查。倘涉及違規，本集團不會向未滿法定工作年齡的人士提供工作機會。本集團嚴格禁止對員工進行任何形式的武力、恐嚇、體罰或與工作相關的脅迫，確保所有員工均自願工作。

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As mentioned in the “Staff Handbook”, which was updated during the Reporting Year, the standard working hours of employees are fixed to promote a healthier work-life balance. Overtime is discouraged, and any necessary overtime must be formally submitted through an application system and approved by department head beforehand. Exceeding a set amount of overtime per month is prohibited, with submissions of such being compensated with rest days or overtime pay. During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations of child and forced labour, that would have a significant impact on the Group, including but not limited to the Law on Protection of Minors of the People’s Republic of China.

The Group recognises the instrumental role of employee professionalism and loyalty in spearheading corporate development, placing great importance on ensuring a balanced work-life schema for employees. Consequently, the Group has instituted measures that encourage work-life balance. In order to enhance employees’ sense of belonging, we arrange a number of social gatherings and recreational activities designed to strengthen team cohesion.

誠如報告年度內更新的《員工手冊》所述，訂立僱員的工作時間標準，以促進健康的工作與生活平衡。我們不鼓勵加班，任何必要的加班均須透過申請系統正式提交並經部門主管事先批准。僱員每個月的加班時間不得超出規定，加班後將獲得補償性休息時間或加班費。於報告年度內，本集團並未發現任何嚴重違反防止僱用童工及強制勞工相關的法律及法規而對本集團造成重大影響的情況，有關法律及法規包括但不限於《中華人民共和國未成年人保護法》。

本集團深明員工的敬業度和忠誠度對企業的發展廣度影響重大，維持員工生活作息十分重要，故此強調為員工提供工作與生活平衡的生活方式。為了提高僱員的歸屬感，本集團為全體員工安排多項聯誼、康體與文娛活動以增強團隊凝聚力。

To vividly celebrate the Year of the Dragon, a symbol of joy and prosperity, we organised a series of activities named “Dragon’s Beard Candy, Sweeter with You” in December 2023. These activities were marked with exciting curling matches and delightful challenges during our skiing anniversary celebration. Not only did these activities serve as a fun-filled leisure experience for our employees, but they also significantly improved the team cohesion and synergy, fostering understanding and camaraderie among our staff. Through this event, we have fostered a vibrant work ambiance at Daphne, setting a path for its long-term success and prosperity.

為了熱烈慶祝象徵喜慶和繁榮的龍年，我們於二零二三年十二月份精心組織了一系列名為「龍鬚糖，有妮更甜」的歡樂活動。這些活動包括充滿競技激情的冰壺比賽和充滿挑戰與魅力的滑雪週年慶活動。這些活動不僅為我們的員工營造出充滿歡樂的休閒體驗，也顯著提升了團隊的凝聚力和協同合作的精神，進一步加深了員工間的默契與理解。透過這次活動，我們為達芙妮創造了一個充滿活力的工作氛圍，為達芙妮的長期繁榮和成功確定了發展路徑。



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Diversity and Equal Opportunity

We embrace diversity and equality in our workforce whilst aiming to eliminate any type of discrimination and harassment in the workplace. All our recruitment and promotion decisions are based on objective criteria, such as business needs, personal qualifications, experience and performance. In addition, discrimination of any kind including on grounds of age, gender, marital status, pregnancy, family status, disability, race, nationality or religion is avoided under all circumstances and is prohibited under our “Staff Handbook”. Through adopting employment principles such as equal pay for equal work and providing equal opportunities irrespective of gender, Daphne proactively safeguards the rights of all employees within the Group.

The “Staff Handbook” further details our approach to dealing with prejudice. To strengthen our commitment to preventing unequal treatment, a disciplinary committee has been set up to conduct investigations on suspected instances of immoral conduct. The committee is chaired by the CEO and supported by representatives from the human resources, legal and internal audit departments. In the event of an immoral conduct case, relevant employees will be subject to disciplinary actions including summary dismissal. Relevant laws and regulations that have a significant impact on the Group’s employment practices, including but not limited to the Special Rules on the Labour Protection of Female Employees and the Law on the Protection of Women’s Rights and Interests of the People’s Republic of China, were adhered to during the Reporting Year.

Occupational Health and Safety

Providing a safe working environment for all employees is one of the Group’s top priorities. The Group strictly complies with applicable laws and regulations on occupational health and safety in jurisdictions where it operates. Our operations are predominantly office-based, where occupational health and safety (“OHS”) accidents are relatively minor. Nevertheless, appropriate guidelines that can be found in the “Staff Handbook” and corresponding measures are in place to promote and maintain a hazard-free workplace. Employees are also expected to practise good personal hygiene and pay attention to any potential dangers to prevent workplace injuries.

多元化及平等機會

我們支持僱員隊伍的多元化及平等發展，同時致力於消除工作場所任何類型的歧視及騷擾。我們所有的招聘及晉升決策均依照客觀標準，例如業務需求、個人資質、經驗及績效。此外，在任何情況下均避免並根據《員工手冊》禁止任何形式的歧視，包括基於年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、國籍或宗教的歧視。達芙妮透過採用同工同酬及不論性別均提供平等機會等僱傭原則，積極保障本集團內所有僱員的權利。

《員工手冊》進一步詳述我們處理歧視的方法。為了增強我們對防止不平等待遇的承諾，我們成立了紀律委員會，以對涉嫌不道德行為事件進行調查。該委員會由行政總裁擔任主席，並由人力資源、法律及內部審計部門代表提供支援。倘發生不道德行為事件，相關僱員將受到紀律處分，包括立即解僱。於報告年度內，本集團已遵守對其僱傭慣例有重大影響的相關法律及法規，包括但不限於《女職工勞動保護特別規定》及《中華人民共和國婦女權益保障法》。

職業健康與安全

為所有員工提供一個安全的工作環境是本集的首要任務之一。本集團嚴格遵守其經營所在地的職業健康與安全方面的適用法律及法規。我們的業務主要於辦公室進行，故職業健康及安全（「職業健康及安全」）事故相對較小。儘管如此，《員工手冊》內仍載有適當的指引及相應措施，以促進及維持無危害的工作場所。我們還要求僱員保持良好的個人衛生習慣並注意任何潛在危險，以防止工傷。

OHS Measures

職業健康及安全措施

- Ensure good air quality and ventilation in offices
確保辦公室空氣質量及通風良好
- Empty litter bins and replace litter bags on a regular basis
定期清空垃圾箱並更換垃圾袋
- Disinfect public areas on a regular basis
定期對公共區域進行消毒
- Maintain sufficient lighting for work
工作時保持充足照明
- Ensure the proper storage of items and documents as well as clearance of emergency exit routes and walkways
確保妥善存放物品和文件，以及清理緊急出口路線和走廊
- Create an emergency contact list for all employees
為所有僱員建立緊急聯絡人清單
- Provide employees with OHS training
為僱員提供職業健康及安全培訓
- Arrange OHS drills periodically
定期安排職業健康及安全演練

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Our practices, which are monitored by the human resources department, enabled us to fully comply with relevant laws and regulations relating to OHS. The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Year). During the Reporting Year, the Group has not lost any working days due to work injury. The Group was also not aware of any material non-compliance with employment related laws and regulations that would have a significant impact on the Group. Such laws and regulations include but are not limited to the Labour Law of the PRC and the Prevention and Treatment of Occupational Diseases Law of the PRC.

Training and Development

The Group endeavours to develop the competencies and expands the knowledge of employees by offering various training opportunities. We have designed a training plan for employees, which is updated on an annual basis to ensure that their professional growth is tailored to industry requirements and that they are well-equipped to carry out assigned responsibilities.

During the Reporting Year, we organised induction training for all new recruits, which covered topics such as corporate culture and history, brands and products composition, human resources management system, anti-corruption and so forth. Furthermore, we organised fire safety training to enhance awareness of fire prevention and correct use of firefighting equipment.

我們的常規措施由人力資源部監察，使我們能夠完全遵守與職業健康及安全相關的法律及法規。本集團已連續三年（包括本報告年度內）實現零工傷死亡事故。於報告年度內，本集團沒有因工傷而損失任何工作日。本集團亦無發現任何重大違反僱傭相關法律及法規且會對本集團產生重大影響的行為。有關法律及法規包括但不限於《中華人民共和國勞動法》及《中華人民共和國職業病防治法》。

培訓及發展

本集團致力於透過提供不同的培訓機會以發展僱員的能力並擴展其知識。我們已為僱員設計培訓計劃並每年進行更新，確保其專業發展符合行業要求，且其有能力履行所分派的職責。

於報告年度內，我們為新僱員舉辦入職培訓，涵蓋企業文化及歷史、品牌及產品構成、人力資源管理制度及反貪污等主題。此外，我們亦安排消防安全培訓，以提高防火及正確使用滅火器材的意識。

Daphne holds high regard for every woman and prioritises the health of our employees above all else. To implement this concept, we have hosted a seminar on women's health to enable them to understand and master important information on women's health comprehensively and to effectively prevent common illness. We believe that this mode of implementation can enhance the health protection consciousness among our staff and empower them with greater capabilities in self-protection and reciprocal care.

達芙妮尊重女性，更著重於我們所有員工的健康。為了貫徹這個理念，我們組織了女性健康講座，使她們能夠理解和掌握女性健康的重要訊息，以及如何預防常見疾病。我們深信，透過這種方式的實踐，能提升我們共同的健康保護意識，同時裝備他們更強的自我保護技巧和加強彼此間的關照能力。



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Community Engagement

Driving our community engagement efforts at Daphne are activities aimed at boosting social cohesion and resilience. We are particularly invested in initiatives that promote the community health and well-being. Through our active involvement and promotion, we hope to keep inspiring communities and employees to further engage with and care for each other, fostering a harmonious society and sustainable future.

Active communications and engagement with the community and society create harmony within our society and stimulate conversations. We engage a broad and diverse community of people through social media platforms such as WeChat, Weibo and Xiaohongshu. During the Reporting Year, we organised 28 (2022: 7) online community engagement events.

社區參與

達芙妮利用其努力為社區帶來積極的變化源於舉辦及參與促進社會凝聚力和韌性的活動。我們尤其熱衷於參與促進社區健康和福祉的倡議。透過我們的積極參與和推廣，我們渴望不斷激勵社區和我們的僱員進一步參與和關心彼此，共同建設和諧的社會以及可持續發展的未來。

與社區和社會的積極溝通和參與在我們的社會中創造和諧並促進對話。我們通過微信、微博和小紅書等社交媒體平台與廣泛而多元化的人群進行互動。於報告年度內，我們組織了28場(二零二二年:7場)線上社區參與活動。

On International Women's Day 2023, we organised the "Goddess of Daphne Festival", employees from every department we invited to participate in a flower arranging activity, crafting unique bouquets that reflected their team's identity. This floral event not only served a relaxation opportunity but also offered a platform for employees to channel their personalities and creativity into art. Such creative experience contributes to inspiring innovative thinking, infusing employees with inspiration and vitality for their work. Each bouquet serves as a tribute to the distinctive qualities of the team, recognising employees as integral parts of the collective. The floral segment of the "Goddess of Daphne Festival" not only offered employees an enjoyable creative experience but also reinforced the Group's team culture. Looking ahead, we will continue to drive more community engagement activities, creating more meaningful experiences to enhance employee happiness and foster the prosperity of our corporate culture.

於二零二三年國際婦女節，我們特別舉辦了「達芙妮女神節活動」，邀請員工為自己所屬的部門插一束屬於該部門的花。這項花藝活動不僅提供了放鬆身心的機會，還讓員工透過藝術的方式表達個性和創意。這樣的創意體驗有助於激發員工的創新思維，使他們在工作中更具靈感和活力。每一束花都是對團隊獨特性的讚美，將員工視為團隊中不可或缺的一部分。「達芙妮女神節活動」的花藝環節不僅為員工提供了愉悅的創意體驗，還強化了本集團的團隊文化。未來，我們將繼續推動這樣的社區參與活動，創造更多有意義的體驗，促進員工的幸福感和企業文化的繁榮。



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KPIs SUMMARY TABLE

關鍵績效指標匯總表

Environmental KPIs 環境關鍵績效指標	Unit 單位	2023 二零二三年	2022 二零二二年	Change 變化
Air Emissions¹ 廢氣排放 ¹				
NO _x 氮氧化物	kg 千克	7.25	4.93	+47%
SO _x 硫氧化物	kg 千克	0.14	0.11	+27%
PM 懸浮微粒	kg 千克	0.53	0.36	+47%
Total Air Emissions 廢氣排放總量	kg 千克	7.92	5.40	+47%
GHG Emissions¹ 溫室氣體排放量 ¹				
Direct GHG Emissions (Scope 1) 直接溫室氣體排放(範圍1)	tCO ₂ e 噸二氧化碳當量	25.4	20.8	+22%
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放(範圍2)	tCO ₂ e 噸二氧化碳當量	70.8	42.9	+65%
Total GHG Emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	96.2	63.7	+51%
GHG Emissions Intensity 溫室氣體排放密度	tCO ₂ e/Full time employee 噸二氧化碳當量/ 全職僱員	1.0	0.8	+25%
Non-hazardous Waste 無害廢物				
Paper Usage 用紙量	kg 千克	1,643	1,430	+15%
Paper Intensity 用紙量密度	kg/Full time employee 千克/全職僱員	17.9	17.0	+5%
Energy Consumption and Generation 能源消耗及發電				
Petrol Usage 汽油用量	Litre 公升	9,508	7,791	+22%
Electricity Usage 用電量	kWh 千瓦時	91,027	54,149	+68%
Total Energy Usage 總能源消耗量	MJ 兆焦耳	659,408	456,572	+44%
Total Energy Usage Intensity 總能源消耗密度	MJ/Full time employee 兆焦耳/全職僱員	7,167.5	5,435.4	+32%
Electricity Generation 發電量	kWh 千瓦時	419,749	457,381	-8%
Water Consumption 用水量				
Water Usage 耗水量	m ³ 立方米	209	157	+33%
Water Usage Intensity 耗水密度	m ³ /Full time employee 立方米/全職僱員	2.3	1.9	+21%

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Social KPIs 社會關鍵績效指標	Unit 單位	2023 二零二三年	2022 二零二二年	Change 變化
Workforce² 勞動力²				
Total Workforce 員工總數	Person 人	96	87	10%
<i>By Gender 按性別劃分</i>				
Male 男性	Person 人	43	42	+2%
Female 女性	Person 人	53	45	+18%
<i>By Employment Type 按僱傭類別劃分</i>				
Full-time 全職	Person 人	92	84	+10%
Part-time 兼職	Person 人	4	3	+33%
<i>By Age Group 按年齡組別劃分</i>				
≤25 Years Old 25歲及以下	Person 人	11	7	+57%
26–35 Years Old 26至35歲	Person 人	33	31	+6%
36–45 Years Old 36至45歲	Person 人	40	40	–
≥46 Years Old 46歲及以上	Person 人	12	9	+33%
Turnover Rate³ 流失比率³				
Total Turnover Rate 總流失比率	%	13	19	-6ppt 百分點
<i>By Gender 按性別劃分</i>				
Male 男性	%	16	26	-10ppt 百分點
Female 女性	%	9	11	-2ppt 百分點
<i>By Age Group 按年齡組別劃分</i>				
≤25 Years Old 25歲及以下	%	18	0	+18ppt 百分點
26–35 Years Old 26至35歲	%	10	12	-2ppt 百分點
36–45 Years Old 36至45歲	%	16	24	-8ppt 百分點
≥46 Years Old 46歲及以上	%	0	33	-33ppt 百分點

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Social KPIs 社會關鍵績效指標	Unit 單位	2023 二零二三年	2022 二零二二年	Change 變化
Training and Development⁴ 培訓及發展 ⁴				
Total Percentage of Employees Trained ⁵ 受培訓僱員的總百分比 ⁵	%	67	61	+6ppt 百分點
Average Training Hours per Employee Trained ⁶ 每名受訓僱員平均培訓時數 ⁶	Hour(s) 小時	7.8	2.2	+255%
<i>Percentage of Employees Trained by Gender</i> 按性別劃分的受訓僱員百分比				
Male 男性	%	39	48	-9ppt 百分點
Female 女性	%	61	52	+9ppt 百分點
<i>Percentage of Employees Trained by Employee Category</i> 按僱員類別劃分的受訓僱員百分比				
Management 管理層	%	5	5	-
Supervisor 主管級	%	18	8	+10ppt 百分點
General Staff 一般員工	%	77	87	-10ppt 百分點
<i>Average Training Hours per Employee Trained by Gender⁷</i> 按性別劃分的每名受訓僱員平均培訓時數 ⁷				
Male 男性	Hour(s) 小時	10.8	2.5	+332%
Female 女性	Hour(s) 小時	5.9	1.9	+211%
<i>Average Training Hours per Employee Trained by Employee Category⁷</i> 按僱員類別劃分的每名受訓僱員平均培訓時數 ⁷				
Management 管理層	Hour(s) 小時	34.4	12.0	+187%
Supervisor 主管級	Hour(s) 小時	22.1	1.2	+1742%
General Staff 一般員工	Hour(s) 小時	2.7	1.7	+59%
Occupational Health and Safety 職業健康與安全				
Work-related Fatalities 因工死亡事故	Case 宗	Nil 無	Nil 無	-
Work-related Injuries 工傷事故	Case 宗	Nil 無	Nil 無	-
Lost Day due to Work-related Injury 工傷事故引致的損失天數	Day 天	Nil 無	Nil 無	-

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Social KPIs 社會關鍵績效指標	Unit 單位	2023 二零二三年	2022 二零二二年	Change 變化
Supply Chain 供應鏈				
Total Number of Footwear Suppliers 鞋履供應商總數	Quantity 數目	186	189	-2%
<i>Number of Footwear Suppliers by Geographical Region</i> 按地理區域劃分的鞋履供應商數量				
Mainland China 中國大陸	Quantity 數目	186	189	-2%
Product and Service 產品及服務				
Product Recall Rate for Safety and Health Reasons 出於安全及健康理由之產品回收率	%	0	0	-
Products and Service related Complaints 與產品及服務相關的投訴	Quantity 數目	65	70	-7%
Anti-corruption 反貪污				
Legal Cases regarding Corruptive Practices 貪污行為法律案件	Case 宗	Nil 無	Nil 無	-
Community Investment 社區投資				
Community Engagement Events 社區參與活動	Quantity 數目	28	7	+300%
Volunteer Work 志願者工作	Hour(s) 小時	0	66	-100%

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1. For the Reporting Year, the air and GHG emission factors used are based on “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “Appendix 2: Reporting Guidance on Environmental KPIs” issued by HKEX, “Global Warming Potential Values” from the “Sixth Assessment Report” issued by Intergovernmental Panel on Climate Change and “2021 Baseline Emission Factors for Regional Power Grids in China” published by the Ministry of Ecology and Environment of the People’s Republic of China.

於報告年度，廢氣及溫室氣體排放所使用的排放因子基於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會發佈的《第六次評估報告》的「全球升溫潛能值」及中華人民共和國生態環境部發表的《二零二一年減排計畫中國區域電網基準線排放因子》。

For the year ended 31 December 2022, the emission factors used are based on “EMFAC-HK Vehicle Emission Calculation model” issued by the Hong Kong Environmental Protection Department, “Vehicle Emission Modelling Software – MOBILE6.1” issued by the United States Environmental Protection Agency, “the Sixth Assessment Report” issued by the Intergovernmental Panel on Climate Change, “the Guidelines to Account and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong” published by the Electrical and Mechanical Services Department and Environmental Protection Department and “2019 Baseline Emission Factors for Regional Power Grids in China” published by the Department of Climate Change of National Development and Reform Commission.

截止二零二二年十二月三十一日止年度，所使用的排放因子基於香港環境保護署的《EMFAC-HK車輛排放計算模型》、美國國家環境保護局之《車輛排放模型軟件 – MOBILE6.1》、政府間氣候變化專門委員會的《第六次評估報告》、機電工程署及環境保護署出版的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》及國家發展和改革委員會應對氣候變化司發布的《二零一九年度減排項目中國區域電網基準線排放因子》。

2. As at 31 December 2023, the total number of employees of the Group was 99 (2022: 90), comprising 96 (2022: 87) and 3 (2022: 3) located in Mainland China and Hong Kong respectively. According to the reporting scope of this Report, the total workforce in this Report only includes the total full time and part time employees hired by the Group in Mainland China.

於二零二三年十二月三十一日，本集團的總僱員人數為99人（二零二二年：90人），包括中國大陸及香港員工分別為96人（二零二二年：87人）及3人（二零二二年：3人）。根據本報告的報告範圍，本報告中的員工總數只包括本集團於中國大陸聘請的全職及兼職員工總數。

3. The calculation scope includes full-time employees only. The turnover rate is calculated based on the following formula:

計算範圍僅包括全職僱員。流失比率乃按以下公式計算：

$$\text{Turnover rate (per category)} = R/(E+N) \times 100\%$$

$$\text{流失比率 (每個類別)} = R/(E+N) \times 100\%$$

R: Resigned employees during the Reporting Year

報告年度內的離職僱員

E: Number of employees at the beginning of the Reporting Year

報告年度期初的僱員人數

N: Number of newly recruited employees during the Reporting Year

報告年度內的新入職僱員人數

4. The calculation scope includes employees who have received training, regardless of their resignation during the Reporting Year.

計算範圍包括已接受培訓的僱員，不論彼等是否已於報告年度內離職。

5. The total percentage of employees trained is calculated based on the following formula:

受培訓僱員的總百分比乃按以下公式計算：

$$\text{Percentage of employees trained} = T/(M+R) \times 100\%$$

$$\text{受培訓僱員的百分比} = T/(M+R) \times 100\%$$

T: Employees who took part in training

參與培訓的僱員

M: Number of employees at the end of the Reporting Year

報告年度期末的僱員人數

R: Resigned employees during the Reporting Year

報告年度內的離職僱員

6. The average training hours per employee trained is calculated based on the following formula:

每名受訓僱員平均培訓時數乃按以下公式計算：

$$\text{Average training hours per employee trained} = H/T$$

$$\text{每名受訓僱員平均培訓時數} = H/T$$

H: Total number of training hours received by employees

僱員受培訓的總時數

T: Employees who took part in training

參與培訓的僱員

7. The average training hours per employee trained in relevant categories are calculated based on the following formula:

每名受訓僱員在相關類別中的平均培訓時數乃按以下公式計算：

$$\text{Average training hours per employee trained in relevant categories} = H/T$$

$$\text{相關類別每名受訓僱員的平均培訓時數} = H/T$$

H: Number of training hours for employees in the relevant category

相關類別僱員的培訓時數

T: Number of employees trained in the relevant category

相關類別中受培訓的僱員人數

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ESG REPORTING GUIDE INDEX

ESG 報告指引索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節/分節或解釋
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構		
	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	<p>Corporate Profile</p> <ul style="list-style-type: none"> - Risk Management - Business Outlook <p>Sustainability Approach 公司簡介</p> <ul style="list-style-type: none"> - 風險管理 - 業務展望 <p>可持續發展方針</p>
Reporting Principles 報告原則		
	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量/能源耗用（如適用）所用的標準、方法、假設及/或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	<p>About This Report</p> <p>Sustainability Approach</p> <ul style="list-style-type: none"> - Stakeholder Engagement - Materiality Assessment <p>KPIs Summary Table 關於本報告 可持續發展方針</p> <ul style="list-style-type: none"> - 持份者參與 - 重要性評估 <p>關鍵績效指標匯總表</p>

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Mandatory Disclosure Requirements 強制披露規定		
Reporting Boundary 匯報範圍		
	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	About This Report 關於本報告
“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Nature and Resource</p> <ul style="list-style-type: none"> - Resource Consumption - Emissions and Waste Management - Environmental Protection <p>自然與資源</p> <ul style="list-style-type: none"> - 資源消耗 - 排放物與廢物管理 - 環境保護
KPI A1.1 關鍵績效指標A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	<p>Nature and Resource</p> <ul style="list-style-type: none"> - Emissions and Waste Management <p>KPIs Summary Table</p> <p>自然與資源</p> <ul style="list-style-type: none"> - 排放物與廢物管理 <p>關鍵績效指標匯總表</p>
KPI A1.2 關鍵績效指標A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p>	<p>Nature and Resource</p> <ul style="list-style-type: none"> - Emissions and Waste Management <p>KPIs Summary Table</p> <p>自然與資源</p> <ul style="list-style-type: none"> - 排放物與廢物管理 <p>關鍵績效指標匯總表</p>
KPI A1.3 關鍵績效指標A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生有害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p>	<p>The Group did not generate any material hazardous waste during the Reporting Year.</p> <p>於報告年度內，本集團並無產生任何重大有害廢物。</p>

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KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Nature and Resource - Emissions and Waste Management KPIs Summary Table 自然與資源 - 排放物與廢物管理 關鍵績效指標匯總表
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Nature and Resource - Resource Consumption - Environmental Protection 自然與資源 - 資源消耗 - 環境保護
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Nature and Resource - Resource Consumption - Emissions and Waste Management - Environmental Protection 自然與資源 - 資源消耗 - 排放物與廢物管理 - 環境保護
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Nature and Resource - Resource Consumption - Environmental Protection 自然與資源 - 資源消耗 - 環境保護
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Nature and Resource - Resource Consumption KPIs Summary Table 自然與資源 - 資源消耗 關鍵績效指標匯總表
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Nature and Resource - Resource Consumption KPIs Summary Table 自然與資源 - 資源消耗 關鍵績效指標匯總表
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Nature and Resource - Resource Consumption - Environmental Protection 自然與資源 - 資源消耗 - 環境保護
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Nature and Resource - Resource Consumption Water efficiency targets were not set as this is considered to be immaterial to our operating activities. 自然與資源 - 資源消耗 由於用水被認為對我們的營運活動不重要，因此用水效益目標未設定。
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Nature and Resource - Resource Consumption 自然與資源 - 資源消耗

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Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Nature and Resource – Resource Consumption – Emissions and Waste Management – Environmental Protection 自然與資源 – 資源消耗 – 排放物與廢物管理 – 環境保護
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Nature and Resource – Climate Change 自然與資源 – 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Nature and Resource – Climate Change 自然與資源 – 氣候變化
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Culture – Talent Attraction and Retention – Employee Benefits and Remuneration – Diversity and Equal Opportunity 員工與文化 – 人才吸引及挽留 – 僱員福利及薪酬 – 多元化及平等機會
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	KPIs Summary Table 關鍵績效指標匯總表
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	KPIs Summary Table 關鍵績效指標匯總表

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Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Year. 過去三年(包括報告年度內)每年因工亡故的人數及比率。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Business and Product – Anti-corruption People and Culture – Diversity and Equal Opportunity – Training and Development 業務與產品 – 反貪污員工與文化 員工與文化 – 多元化及平等機會 – 培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPIs Summary Table 關鍵績效指標匯總表
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	KPIs Summary Table 關鍵績效指標匯總表

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	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Culture - Labour Rights and Standards 員工與文化 - 勞工權益及準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	People and Culture - Labour Rights and Standards 員工與文化 - 勞工權益及準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	People and Culture - Labour Rights and Standards 員工與文化 - 勞工權益及準則
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain and Partnership 供應鏈與夥伴
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	KPIs Summary Table 關鍵績效指標匯總表
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain and Partnership - Green Procurement - Supply Chain Engagement 供應鏈與夥伴 - 綠色採購 - 供應鏈的聯繫
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain and Partnership - Supply Chain Sustainability 供應鏈與夥伴 - 供應鏈的可持續發展
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain and Partnership - Green Procurement - Supply Chain Sustainability 供應鏈與夥伴 - 綠色採購 - 供應鏈的可持續發展
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Product - Brand Reputation and Product Quality - Customer Service and Relationship - Personal Data and Privacy - Product Design and Development - Intellectual Property Rights - Responsible Marketing 業務與產品 - 品牌聲譽及產品質量 - 客戶服務及關係 - 個人資料及私隱 - 產品設計及開發 - 知識產權 - 負責任的營銷
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Business and Product - Brand Reputation and Product Quality KPIs Summary Table 業務與產品 - 品牌聲譽及產品質量 關鍵績效指標匯總表

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KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Business and Product – Customer Service and Relationship KPIs Summary Table 業務與產品 – 客戶服務及關係 關鍵績效指標匯總表
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Business and Product – Product Design and Development – Intellectual Property Rights 業務與產品 – 產品設計及開發 – 知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Business and Product – Brand Reputation and Product Quality 業務與產品 – 品牌聲譽及產品質量
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Business and Product – Personal Data and Privacy 業務與產品 – 個人資料及私隱
Aspect B7 : Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Product – Anti-corruption 業務與產品 – 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corruptive practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business and Product – Anti-corruption KPIs Summary Table 業務與產品 – 反貪污 關鍵績效指標匯總表
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Business and Product – Anti-corruption 業務與產品 – 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Business and Product – Anti-corruption 業務與產品 – 反貪污

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Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	People and Culture - Community Engagement 員工與文化 - 社區參與
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	People and Culture - Community Engagement 員工與文化 - 社區參與
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	People and Culture - Community Engagement KPIs Summary Table 員工與文化 - 社區參與 關鍵績效指標滙總表



DAPHNE INTERNATIONAL HOLDINGS LIMITED
達芙妮國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)