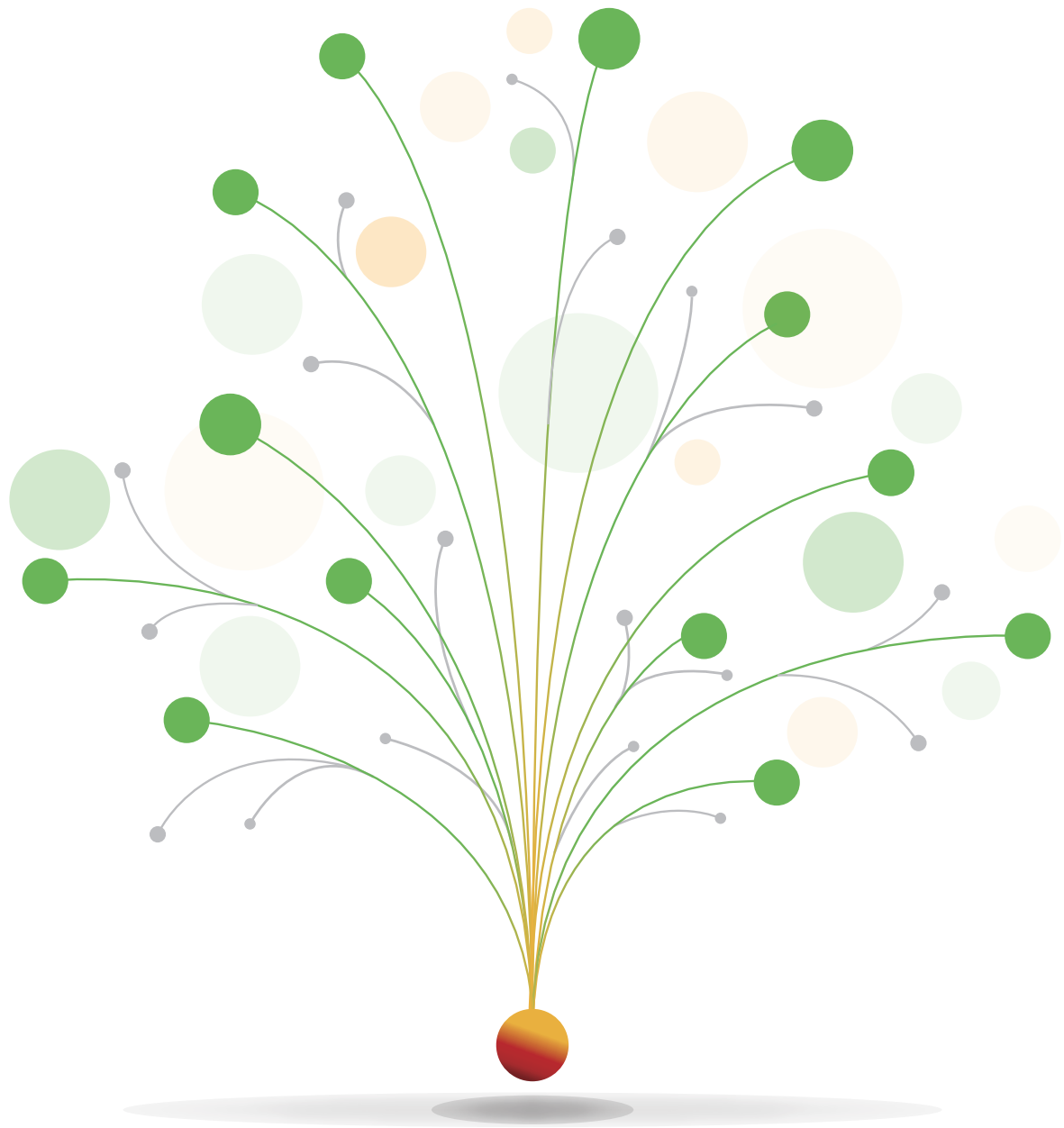




CWT International Limited

Stock Code 股份代號: 521



2023

Environmental, Social and Governance Report

環境、社會及管治報告

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MESSAGE FROM THE CHAIRMAN

主席寄語

I am pleased to present the ESG Report 2023 of the Group to highlight our endeavours in advancing sustainable development in society and cementing business continuity to create long-term value for all our stakeholders. It has now been many years since we began a profound transformation, across every facet of our organisation in an effort to embrace everchanging challenges in the dynamic business landscape. We integrate ESG considerations into the way we manage our business, striving to assume corporate social responsibilities while growing with stakeholders.

REDUCING ENVIRONMENTAL IMPACT

Guided by our environmental policies, we continue to build on our ongoing efforts to reduce the environmental impact of our operations. We continue to promote and implement “Reduce, Reuse, and Recycle” work practices.

Due to global warming, climate events are becoming more intense and frequent. For instance, in Hong Kong, where our headquarters are located, typhoons are causing widespread flooding recently. Additionally, in Singapore, where our main operations are centered, heatwaves are raising concerns about escalating heat stress. It is vital to note that listed companies in Hong Kong will be required to disclose climate change issues in the near future under the new regulations. The Company will be prepared to comply with these requirements.

BUILDING A SUSTAINABLE ORGANISATION

Our success as a sustainable organisation depends on our ability to attract capable employees and inspire our staff to support the Group’s social and environmental goals. We are endeavour to foster social responsibility and a positive working atmosphere among our staff members. This is achieved through organising meaningful community activities and useful training sessions. Additionally, we continue to make donations to deserving NGOs.

本人欣然提呈本集團的二零二三年環境、社會及管治報告，當中強調我們在推動社會可持續發展及鞏固業務連續性方面的努力，以為所有持份者創造長期價值。我們於公司架構的各個方面已展開深層次轉型多年，以努力應對動態商業環境中不斷變化的挑戰。我們將環境、社會及管治考慮因素融入業務管理方式中，努力承擔企業社會責任，與持份者共同成長。

減少環境影響

在環境政策的指引下，我們繼續努力減少營運對環境的影響。我們持續推廣及實施「減少、重用及回收」的工作常規。

鑑於全球暖化，氣候事件變得更加嚴重及頻繁。例如，我們總部所在的香港近期因颱風而造成大規模的水浸。此外，在我們主要業務集中的新加坡，熱浪引起對熱應激加劇的憂慮。值得注意的是，新法規將在不久將來要求香港上市公司披露氣候變化議題。本公司將準備好遵守該等規定。

邁向可持續發展

我們能否成為成功的可持續發展組織，取決於我們吸引有能力的員工並激勵員工支持本集團社會及環境目標的能力。我們致力於培養員工的社會責任感及積極的工作氣氛。其乃透過舉辦有意義的社區活動及有用的培訓課程達致。此外，我們繼續向值得支持的非政府組織捐款。

BECOMING A RESPONSIBLE CITIZEN

Maximising shareholders' interests is our ultimate purpose, but we do not forget the importance of good governance. We shall adhere to both external and internal rules and regulations, and keep abreast of best practices in all areas. We remain focused in upholding the highest level of integrity throughout all our operations and developing a positive corporate culture as a guiding principle to become a responsible citizen.

A WORD OF THANKS

Looking ahead, we will continue to invest in talent and work closely with our employees, customers, and other stakeholders to become the sustainability forerunner we aspire to be.

I express my sincere gratitude to the staff members for their vision and leadership on each of the key issues regarding ESG. With their commitment, I am confident that the Group will contribute to fighting climate change and continue to create positive, long-term value for all stakeholders.

Wang Kan
Chairman

成為負責任公民

盡量提高股東利益為我們的最終目的，但我們不會忘記良好管治的重要性。我們將遵守外部及內部的規則及規例，隨時了解各個範疇的最佳常規。我們繼續專注於在所有營運過程中秉持最高誠信水平，發展積極的企業文化作為成為負責任公民的指導原則。

感謝

展望未來，我們會繼續投資於人才，並與員工、客戶及其他持份者緊密合作，成為我們有志成為的可持續發展先驅。

本人對員工在各個關鍵環境、社會及管治議題上的願景及領導能力表示誠摯感謝。憑藉彼等的決心，本人相信本集團將為應對氣候變化作出貢獻，並繼續為所有持份者創造正面長期價值。

王侃
董事長

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Major Sustainability Indices Listing

主要可持續發展指數列表

Silver Medal for ESG rating by EcoVadis (Top 14%)
EcoVadis環境、社會及管治評級銀牌(前14%)



MRI Trading AG

Major Sustainability Awards, Certificates, Accreditations and Memberships

主要可持續發展獎項、證書、認證及會員資格

bizSAFE Star certificate
bizSAFE星級證書

Indeco Engineers (Pte) Ltd



bizSAFE Partner
bizSAFE夥伴

CWT Logistics Pte. Ltd.



bizSAFE Level 3 certificate
bizSAFE三級證書

CWT SG



ISO 22301 Business Continuity Management System
ISO 22301業務連續性管理體系

Indeco Engineers (Pte) Ltd



ISO14001
Environmental Management System
ISO14001
 環境管理體系

ISO 45001
Occupational Health and Safety Management System
ISO 45001
 職業健康安全管理體系

CWT Integrated Pte. Ltd.



CWT Integrated Pte. Ltd.



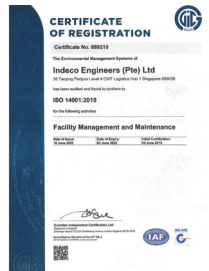
CWT Logistics Pte. Ltd.



CWT Logistics Pte. Ltd.



Indeco Engineers (Pte) Ltd



Indeco Engineers (Pte) Ltd



SUSTAINABILITY AT A GLANCE 可持續發展概覽

**ISO 9001
Quality Management System
ISO 9001
質量管理體系**

CWT Integrated Pte. Ltd.



Indeco Engineers (Pte) Ltd



CWT SG



**Certification of Commendation – Achieving Zero Safety Infringement for Works at Changi Airport 2023
嘉許證書 – 二零二三年樟宜機場工程實現零安全侵害**

Indeco Engineers (Pte) Ltd



**ISO 22000 Food Safety Management System
ISO 22000 食品安全管理體系**

CWT Logistics Pte. Ltd.



**ISO 55001 Asset Management System
ISO 55001 資產管理體系**

Indeco Engineers (Pte) Ltd



**Halal Certification for Frozen Chambers
冷凍室清真認證**

CWT Logistics Pte. Ltd.



ABOUT THIS REPORT

關於本報告

PURPOSE AND OBJECTIVE

CWT International Limited (“**CWT**” or the “**Company**”), together with its subsidiaries (collectively known as the “**Group**” or “**We**”) are pleased to present our eighth Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”). This Report aims to provide our key stakeholders with a clear and transparent overview of our sustainability management approach, strategies, policies, initiatives, and performance of our material sustainability issues, facilitating them in understanding our business operation and ESG efforts.

REPORTING PERIOD AND SCOPE

Unless otherwise stated, the Report focuses on our core businesses and operations including (i) the head offices in both Hong Kong and Singapore, (ii) logistics services based in Singapore, (iii) engineering services based in Singapore, and (iv) commodity marketing based in Switzerland, which account for around 98% of the Group’s total revenue, for the period from 1 January 2023 to 31 December 2023 (the “**Reporting Period**”).

The reporting boundary is determined by the financial significance, the materiality of each Group entity to our business and operations, as well as their impact on sustainability. We will review and update the reporting scope, where appropriate, on a regular basis to enhance sustainability performance disclosure of the Group.

REPORTING STANDARDS

This Report has been prepared under the “comply or explain” provisions of the latest Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities issued by The Stock Exchange of Hong Kong Limited (the “**HKEx**”). Please refer to Appendix III to this Report: HKEx ESG Reporting Guide Index for details of the corresponding sections.

目的及目標

CWT International Limited(「**CWT**」或「**本公司**」)連同其附屬公司(統稱「**本集團**」、或「**我們**」)欣然呈列第八份環境、社會及管治(「**環境、社會及管治**」)報告(「**本報告**」)。本報告旨在為我們的主要持份者提供關於我們在可持續發展管理方法、策略、政策、倡議以及我們在重大可持續發展議題上的表現的清晰透明概覽，協助彼等了解我們的業務營運及環境、社會及管治工作。

報告期間及範圍

除另有指明外，本報告涵蓋二零二三年一月一日至二零二三年十二月三十一日期間(「**報告期間**」)我們的核心業務及營運，包括(i)香港及新加坡總部；(ii)新加坡物流服務；(iii)新加坡的工程服務；及iv)瑞士商品貿易業務，佔本集團總收入約98%。

本報告範圍根據財務重要性、本集團各實體對我們業務和運營的重要性及其對可持續性的影響而釐定。我們將於適當情況下定期檢討及更新報告範圍，以改善本集團的可持續性表現披露。

報告基準

本報告已根據香港聯合交易所有限公司(「**香港聯交所**」)刊發的證券上市規則附錄C2所載最新環境、社會及管治報告指引(「**環境、社會及管治報告指引**」)的「不遵守就解釋」條文編製。有關相應章節詳情，請參閱本報告附錄三：香港聯交所環境、社會及管治報告指引索引。

REPORTING PRINCIPLES

When compiling this Report, the Group adheres to the four reporting principles stipulated in the ESG Reporting Guide, including Materiality, Quantitative, Balance, and Consistency.

報告原則

在編製本報告時，本集團遵守環境、社會及管治報告指引中規定的四項報告原則，包括重要性、量化、平衡及一致性。

Reporting Principle	Our Application
報告原則	我們的應用
Materiality	The Group identifies the ESG issues that are material to our business operations and our key stakeholders through ongoing engagement with our stakeholders and regular materiality assessment. For further details, please refer to sections of “Stakeholder Engagement” and “Materiality Assessment” .
重要性	本集團透過與持份者的持續接觸及定期重要性評估，識別出對我們業務營運及主要持份者而言屬重要的環境、社會及管治議題。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。
Quantitative	Quantitative data, key performance indicators (“KPIs”), and relevant information are presented, where applicable, throughout this Report.
量化	本報告全份呈列量化數據、關鍵績效指標（「關鍵績效指標」）及相關資訊（如適用）。
Balance	The Report discloses both achievements and challenges in an objective way, to provide a balanced and unbiased picture of the Group’s ESG performance.
平衡	本報告客觀地披露成就及挑戰，以平衡及無偏見地描述本集團的環境、社會及管治表現。
Consistency	Unless otherwise specified, the statistical methodologies employed in this Report remained substantially consistent with the previous year. Any changes in calculation methodologies are explained, when necessary, along with the relevant data.
一致性	除另有說明者外，本報告採用的統計方法與上年度基本一致。如有必要，將會解釋計算方法的任何變化以及相關數據。

ACCESS TO THIS REPORT

This Report is available in both Chinese and English versions on the websites of the HKEx and the Company. In case of any discrepancy between these two versions, the English version shall prevail.

Electronic copies are available on the following websites:

HKEx news: <http://www.hkexnews.hk/>

The Company: <http://www.cwtinternational.com/>

CONFIRMATION AND APPROVAL

The board (the “**Board**”) of directors (the “**Directors**”) of the Company has reviewed and approved this Report. The information disclosed in the Report is mainly cited from the internal documents and public information of the Group. The Board undertakes that there are no false records, misleading statements or material omissions in the content of this Report.

YOUR FEEDBACK

We welcome feedback from our stakeholders on our sustainability performance and disclosure, which would help guide us in future enhancement of our ESG journey. Please share your thoughts at:



Address: Suites 1101-3 & 12, 11th Floor,
Tower 2, The Gateway,
Harbour City, Kowloon,
Hong Kong

Tel: (852) 2558-1580

Email: cossec@cwtinternational.com

獲取本報告

本報告以中、英文編寫，刊載於香港聯交所及本公司網站。如兩個版本有任何差異，應以英文版本為準。

電子版本可在以下網站查閱：

香港聯交所披露易：<http://www.hkexnews.hk/>

本公司：<http://www.cwtinternational.com/>

確認及批准

本公司董事(「**董事**」)會(「**董事會**」)已審閱及批准本報告。本報告內所披露的資料主要來源於本集團內部文件及公開資料。董事會承諾本報告內容不存在任何虛假記錄、誤導性陳述或重大遺漏。

意見反饋

我們歡迎持份者就我們的可持續發展表現及披露作出反饋，有關反饋將有助引導我們日後於環境、社會及管治方面得以進步。請透過以下方式分享閣下的意見：

地址：香港
九龍尖沙咀海港城
港威大廈二座
11樓1101-3&12室

電話：(852) 2558-1580

電郵：cossec@cwtinternational.com

ABOUT THE GROUP

關於本集團

CWT is a Hong Kong-based company with a global presence. Our integrated business model centres around logistics, with CWT Pte. Limited (“**CWT SG**”) serving as our primary subsidiary.

Our diversified businesses include logistics and engineering services, commodity marketing, and financial services. Dedicated to our vision of “Connecting World Trade”, we strive to create sustainable value by delivering exceptional services to our global customers across multiple industries, exceeding stakeholder expectations and achieving financial success.

CWT為一家總部位於香港的公司，業務遍及全球。我們的綜合業務模式以物流為中心，而CWT Pte. Limited(「**CWT SG**」)為我們的主要附屬公司。

我們的多元化業務包括物流及工程服務、商品貿易及金融服務。我們秉承「Connecting World Trade」的願景，致力為多個行業的全球客戶提供卓越服務，創造可持續價值，超越持份者的期望，並取得財務成功。

OUR BUSINESS OVERVIEW

業務概覽

Logistics Services

- Provision of warehousing, transportation, freight forwarding and cargo consolidation, supply chain management services through CWT group of companies

物流服務

- 透過CWT公司集團提供倉儲、運輸、貨運和貨物拼裝、供應鏈管理服務

Commodity Marketing

- Physical trading and supply chain management of base metal nonferrous concentrates and energy products through MRI Trading AG and its group of companies, with predominant focus on copper, lead, zinc and other minor metals

商品貿易

- 透過MRI Trading AG及其公司集團提供以銅、鉛、鋅及其他次要金屬為主之基本金屬有色精礦及能源產品之實物貿易及供應鏈管理

Engineering Services

- Provision of management and maintenance of facilities, vehicles and equipments, supply and installation of engineering products, property management, and design and-build for logistic properties through Indeco Engineers (Pte) Ltd

工程服務

- 透過Indeco Engineers (Pte) Ltd提供設施、車輛及設備之管理與維護、工程產品之供應及安裝、物業管理以及物流物業之設計與建造

Financial Services

- Provision of financial brokerage services and assets management services

金融服務

- 提供金融經紀服務及資產管理服務

OUR MANAGEMENT APPROACH TO SUSTAINABILITY

我們的可持續發展管理方針

We are committed to integrating sustainability into our business operations to create a positive value to stakeholders and the community. We strive to optimise our management approach to sustainability by the establishment of a robust sustainability governance structure and comprehensive sustainability policies.

我們致力於將可持續發展融入我們的業務營運中，以為持份者及社區創造正面價值。我們努力透過建立健全的可持續發展管治結構及全面的可持續發展政策優化可持續發展管理方法。

SUSTAINABILITY MANAGEMENT APPROACH AND STRATEGY

可持續發展管理方針及策略

With the support and approval of the Board, we have developed a sustainability framework setting the way forward to embrace sustainability in our business operations through the four sustainability pillars: (1) Cultivating People-Focused Culture, (2) Achieving Our Operational Sustainability, (3) Driving the Greener Future, and (4) Co-creating Our Better Community, as well as goals and targets* for each of the sustainability pillars, with details illustrated below.

在董事會的支持及批准下，我們已制定可持續發展框架，透過四大可持續發展支柱使可持續發展融入我們的業務營運：(1)培養以人為本的文化，(2)實現營運可持續發展，(3)推動綠色未來，及(4)共創美好社區，以及各可持續發展支柱的目標*，詳情如下。



* Please refer to the **Driving the Greener Future** for more details on our green targets.

* 有關綠色目標的更多詳情，請參閱**推動綠色未來**。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

The Board has the overall responsibility for the Group's ESG strategy and reporting. The Board provides oversight of ESG issues with an emphasis on the Group's long-term development and positioning. Delegated by the Board, our ESG Steering Group is composed of representatives from major functional departments including directors, finance, board of directors office, human resources, administration and from Singapore office etc., and drives the planning and implementation of the Group's ESG-related issues. Our ESG Steering Group is responsible for overseeing the sustainability management approach, as well as providing advice to the Board on sustainability-related matters including the following on an annual basis:

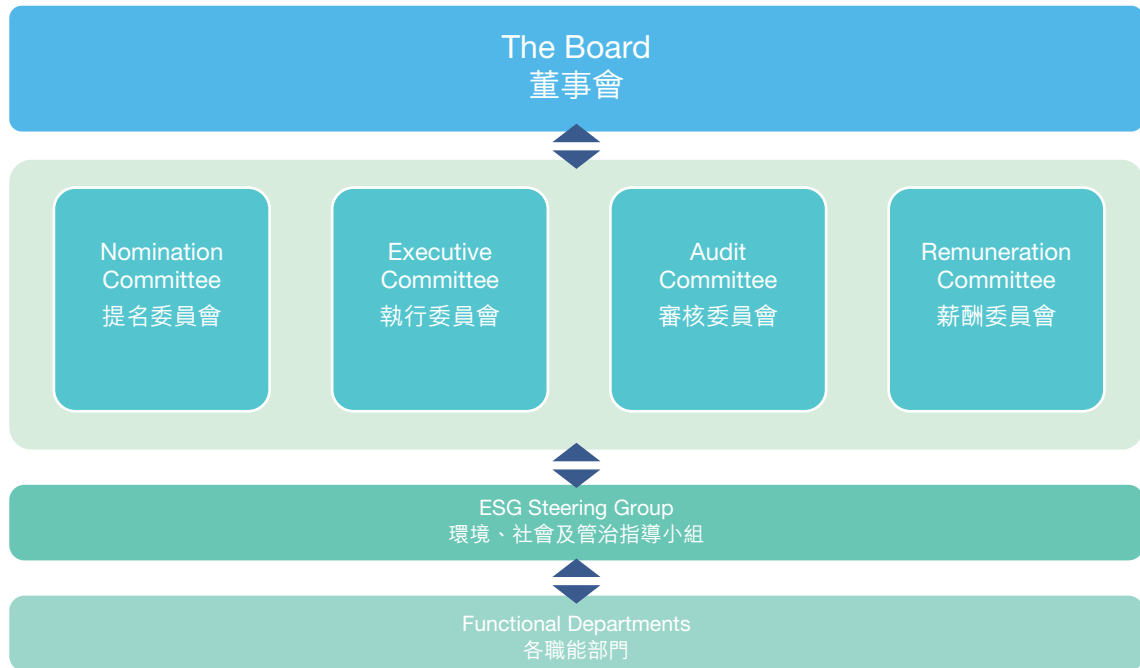
- Developing and continuously supervising the Group's sustainability strategies, priorities, goals and targets (including but not limited to green targets);
- Identifying, evaluating, prioritising, monitoring and managing material sustainability risks, such as climate-related risks as well as environmental and social risks along the supply chain, to mitigate related risks;
- Formulating, reviewing, evaluating and providing recommendations on the implementation of sustainability strategy, policies and initiatives for the Board's discussion and oversight;
- Coordinating with the Board and functional departments to ensure effective cooperation on the implementation of sustainability strategy;
- Closely monitoring and assessing the Group's sustainability performance, as well as reviewing progress made against relevant goals and targets;
- Reviewing and monitoring the Group's stakeholder engagement channels to ensure ongoing dialogues to understand the expectations of key stakeholders; and
- Preparing annual ESG report for Board's approval.

可持續發展管治及董事會監督

董事會全面負責本集團的環境、社會及管治策略及匯報。董事會監督環境、社會及管治事宜，著重本集團的長期發展及定位。我們的環境、社會及管治指導小組由董事會委派，由董事、財務、董事會辦公室、人力資源、行政及新加坡辦公室等主要職能部門的代表組成，並推動本集團環境、社會及管治相關事宜的規劃及實施。我們的環境、社會及管治指導小組負責監督可持續發展管理方針，並每年就可持續發展相關事宜(包括以下各項)向董事會提供意見：

- 制定及持續監督本集團的可持續發展策略、優先事項、目標及指標(包括但不限於綠色目標)；
- 識別、評估、優先排列、監察及管理重大可持續發展風險，如氣候相關風險以及供應鏈的環境及社會風險，以減輕相關風險；
- 就實施可持續發展策略、政策及措施制定、檢討、評估及提供建議，以供董事會討論及監督；
- 與董事會及職能部門協調，確保可持續發展策略的實施有效合作；
- 密切監察及評估本集團的可持續發展表現以及根據相關目標及指標審查進度；
- 檢討及監察本集團的持份者參與渠道，確保持續對話以了解主要持份者的期望；及
- 編製年度環境、社會及管治報告，供董事會批准。

SUSTAINABILITY GOVERNANCE STRUCTURE 可持續發展管治架構



SUSTAINABILITY RISK MANAGEMENT

To ensure business resilience under the dynamic business environment, we have formulated our sustainability risk management mechanism to identify and manage material sustainability related risks. The ESG Steering Group is responsible for managing and monitoring the Group's risk management activities, while the Board retains ultimate oversight responsibility. The details of our sustainability-related risk management process are as follows:

可持續發展風險管理

為確保在不斷變化的商業環境下的業務韌性，我們已制定可持續發展風險管理機制，以識別及管理與可持續發展相關的重大風險。環境、社會及管治指導小組負責管理及監察本集團的風險管理活動，而董事會則承擔最終監督責任。可持續發展相關風險管理過程詳情如下：



For more details on our corporate governance and risk management approach, please refer to the Corporate Governance Report of the Annual Report 2023.

有關企業管治及風險管理方法的更多詳情，請參閱二零二三年年報的企業管治報告。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY 環境、社會及管治政策

To integrate sustainability into our business, we have established a comprehensive Environmental, Social and Governance Policy (the “**ESG Policy**”), supported by a series of policies and systems addressing sustainability and complying with relevant laws and regulations in the jurisdictions where we operate, that covers extensive issues such as environmental protection, employment and labour practices, operating practices and community engagement.

We regularly review and update the ESG Policy as appropriate to align with identified shifts in operational dynamics and community needs.

為將可持續發展融入我們的業務，我們已根據一系列處理可持續發展及遵守我們經營所在司法權區的相關法律法規的政策及制度，制定全面的環境、社會及管治政策（「**環境、社會及管治政策**」），當中涵蓋環境保護、僱傭及勞工常規、營運慣例及社區參與等廣泛議題。

我們定期於適當時檢討及更新環境、社會及管治政策，以適應所識別的營運動態及社區需要的變化。

Environmental 環境

- Climate Change
- Air and greenhouse gas emissions
- Use of resources (including energy and water)
- Environment and natural resources
- Waste management
- 氣候變化
- 氣體及溫室氣體排放
- 資源使用（包括能源及用水）
- 環境與自然資源
- 廢棄物管理

Employment and Labour Practices 僱傭及勞工常規

- Equal opportunity and diversity
- Occupational health and safety
- Training and development
- Benefits and welfare
- Prevention of child or forced labour
- 平等機會及多元化
- 職業健康與安全
- 培訓與發展
- 福利和福利
- 防止童工或強制勞工

Operating Practices 營運慣例

- Supply chain management
- Product and service quality
- Anti-corruption
- 供應鏈管理
- 產品及服務質素
- 反貪污

Community 社區




- Volunteering services and charitable activities
- 義工服務及慈善活動

STAKEHOLDER ENGAGEMENT

The expectations of our stakeholders play a critical role in our sustainability strategy. We regularly engage with major stakeholder groups through well-established formal and informal communication channels to ensure effective communication.

持份者參與

持份者的期望在我們可持續發展策略中發揮至關重要的作用。我們透過完善的正式及非正式溝通渠道定期與主要持份者組別溝通，以確保有效溝通。

Stakeholder Groups 持份者組別	Engagement Channels 參與渠道
 Shareholders or Investors 股東或投資者	<ul style="list-style-type: none"> • Shareholders' meetings • Annual reports, financial statements, circulars, and announcements • Our websites • Social media • 股東大會 • 年報、財務報表、通函及公告 • 我們的網站 • 社交媒體
 Employees 僱員	<ul style="list-style-type: none"> • Internal communication system • Meetings • Annual appraisal • Company activities • Social media • 內部通訊系統 • 會議 • 年度評核 • 公司活動 • 社交媒體
 Suppliers or Business Partners 供應商或業務夥伴	<ul style="list-style-type: none"> • Daily communication between business representatives • Meetings • 業務代表之間的日常溝通 • 會議

Stakeholder Groups 持份者組別	Engagement Channels 參與渠道
 Customers 客戶	<ul style="list-style-type: none"> • Business communication • Meetings • Customer service hotline • 商業通訊 • 會議 • 客戶服務熱線
 Government Authorities or Regulators 政府機關或監管機構	<ul style="list-style-type: none"> • Information submission • Social media • Our websites • 資料提交 • 社交媒體 • 我們的網站
 Potential Investors or Financial Institutions 潛在投資者或金融機構	<ul style="list-style-type: none"> • Information disclosures • Briefings for investors • Roadshows • Briefings for analysts • 資訊披露 • 投資者簡報會 • 路演 • 分析員簡報會
 Local Community 當地社區	<ul style="list-style-type: none"> • Charitable activities • Social media • Our websites • 慈善活動 • 社交媒體 • 我們的網站

MATERIALITY ASSESSMENT

By conducting an annual materiality assessment, this enables us to identify the most important sustainability issues for both our business and stakeholders, so as to optimize our sustainability strategy in addressing their concerns and interests.

重要性評估

透過進行年度重要性評估，我們能夠識別出對我們業務及持份者而言最重要的可持續發展議題，從而優化我們的可持續發展策略，處理彼等的關注事項及權益。

MATERIALITY ASSESSMENT METHODOLOGY

The below diagram outlines our materiality assessment methodology:

重要性評估方法

下圖概述我們的重要性評估方法：

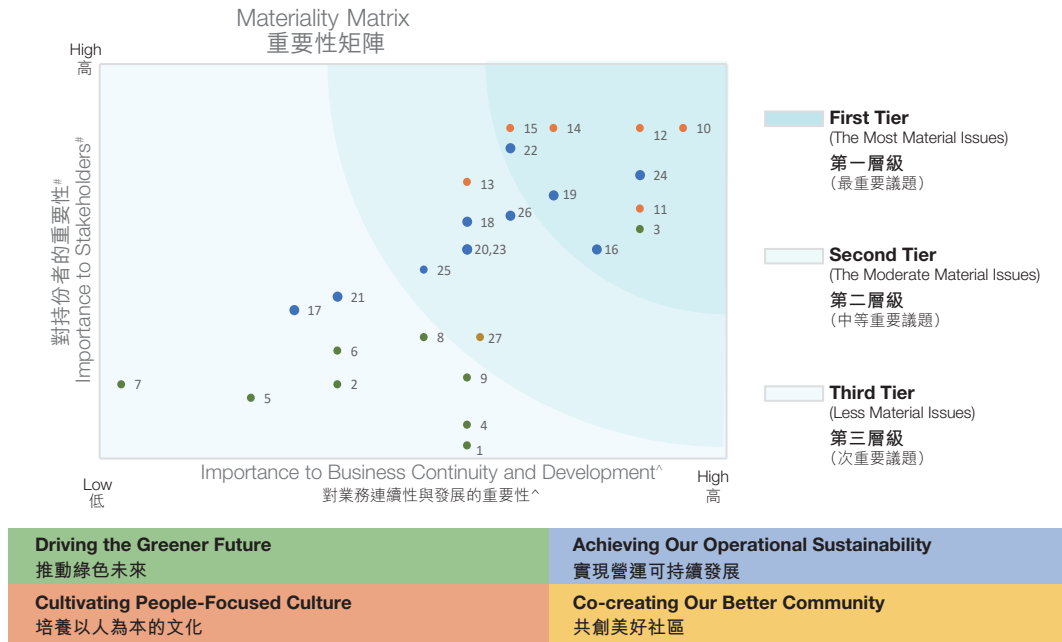


MATERIALITY MATRIX

The matrix below illustrates the relative materiality of 27 sustainability issues to stakeholders (y-axis) and the Group (x-axis). A total of 10 topics in the first tier of the matrix have been prioritised as the most material for us to address and report on in this Report.

重要性矩陣

以下矩陣說明27個可持續發展議題對持份者(y軸)及本集團(x軸)的相對重要性。矩陣第一層級中共10個主題已獲優先考慮為我們在本報告中討論及報告的最重要議題。



Importance to stakeholders is determined by external stakeholders' rating of the material issues in terms of their importance to the society/environment and their relevance to us.

對持份者的重要性取決於外部持份者對重要主題對社會／環境的重要性評級以及與我們的相關性。

^ Importance to business continuity and development is determined by internal stakeholders' rating of the likelihood and level of potential impact of the topics affecting the Group's business continuity and development.

^ 對業務連續性及發展的重要性取決於內部持份者對影響本集團業務連續性及發展的主題的潛在影響可能性及水平的評級。

OUR MANAGEMENT APPROACH TO SUSTAINABILITY 我們的可持續發展管理方針

List of Sustainability Material Issues:

重要可持續發展議題清單：

Sustainability-related material issues 可持續發展相關重要議題	Report Sections 報告章節
Tier 1: The Most Material Issues 第一層級：最重要議題	
3. Energy efficiency and carbon emissions 3. 能源效益及碳排放	Energy Conservation and Air Emissions 節能及廢氣排放
10. Employee well-being 10. 員工福祉	Cultivating People-focused Culture 培養以人為本的文化
11. Diversity, equity, and inclusion 11. 多元、平等及包容	Cultivating People-focused Culture 培養以人為本的文化
12. Occupational health and safety 12. 職業健康與安全	Occupational Health and Safety 職業健康與安全
14. Employment compliance 14. 僱傭合規	Cultivating People-focused Culture Appendix I: Significant Laws and Regulations 培養以人為本的文化 附錄一：重點法律法規
15. Respect for human rights 15. 尊重人權	Cultivating People-focused Culture 培養以人為本的文化
16. Ethically responsible sourcing 16. 道德負責任的採購	Supply Chain Management Responsible Sourcing 供應鏈管理 負責任採購
19. Customer service and satisfaction 19. 客戶服務及滿意度	Service Quality and Safety 服務質量與安全
22. Data protection and cybersecurity 22. 數據保護及網路安全	Safeguarding Customer and Data Privacy 保護客戶及數據私隱
24. Anti-corruption and anti-bribery 24. 反貪污及反賄賂	Upholding Business Ethics and Integrity 恪守商業道德及誠信

Sustainability-related material issues

可持續發展相關重要議題

Tier 2: Moderate Material Issues

第二層級：中等重要議題

13. Staff development and training

13. 員工發展及培訓

18. Product assurance and service quality

18. 產品保證及服務質素

20. Intellectual property rights

20. 知識產權

23. Innovation and technology

23. 創新及科技

25. Prevention of anti-competitive practices

25. 防止反競爭行為

26. Risk and crisis management

26. 風險及危機管理

27. Community engagement and investment

27. 社區參與及投資

Sustainability-related material issues

可持續發展相關重要議題

Tier 3: Less Material Issues

第三層級：次重要議題

-
- 1. Air emissions
1. 廢氣排放

 - 2. Waste and recycling
2. 廢棄物及回收

 - 4. Water efficiency
4. 用水效益

 - 5. Packaging and material usage
5. 包裝及材料使用

 - 6. Climate resilience and climate change risk
6. 氣候適應力及氣候變化風險

 - 7. Ecology and biodiversity protection
7. 生態及生物多樣性保護

 - 8. Green procurement
8. 綠色採購

 - 9. Environmental risk in supply chain
9. 供應鏈環境風險

 - 17. Transparency and traceability of raw materials
17. 原材料透明度及可追溯性

 - 21. Responsible marketing and advertising
21. 負責任的市場推廣及廣告
-

CULTIVATING PEOPLE-FOCUSED CULTURE

培養以人為本的文化



Goal 目標

To provide a diverse, supportive, safe and harmonious workplace that empowers our employees
以多元化、互助、安全及和諧的工作環境賦能僱員

Most material issues covered in this chapter:
本章節涵蓋最重要主題：

- Employee well-being
- 員工福祉
- Occupational health and safety
- 職業健康與安全
- Respect for human rights
- 尊重人權
- Diversity, equity, and inclusion
- 多元、平等及包容
- Employment compliance
- 僱傭合規

The Group considers our human capital to be our most valuable asset. We recognise and value the individual differences, backgrounds, perspectives and experiences that our employees bring to us in achieving sustainable business success.

Our employment practices, including but not limited to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, are clearly set out in our Employee Handbook and other human resource-related policies. We ensure strict compliance with all applicable laws and regulations¹ relating to employment, labour standards and health and safety.

本集團認為人力資本為我們最寶貴的資產。我們認可並重視員工在實現可持續業務成功過程中為我們帶來的個體差異、背景、觀點及經驗。

我們的僱傭常規，包括但不限於薪酬及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視以及其他福利及福祉，均在我們的員工手冊及其他人力資源相關政策中明文規定。我們確保嚴格遵守有關僱傭、勞工準則以及健康與安全的所有適用法律及法規¹。

¹ Please refer to Appendix I: Significant Laws and Regulations section for the list of applicable laws and regulations significant to the Group's business operations.

¹ 有關對本集團業務營運而言屬重大的適用法律法規清單，請參閱附錄一：重點法律法規一節。

EMPOWERING OUR EMPLOYEES

The Group is committed to cultivating and retaining a diverse, equitable and inclusive workplace culture, and has zero tolerance against any form of discrimination, including but not limited to gender, age, nationality, ethnicity, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs, or social status. Our recruitment and human resources processes prioritize candidates' qualifications, experience, development potential, and performance, without bias. We source talent in an objective and performance-driven manner through internal recruitment, job agencies, campus recruitment, local newspapers, and referrals. We encourage employees to report workplace harassment, unfair treatment or any misconduct through our grievance procedures empowered by our whistleblowing and grievance mechanism. All reported incidents would be investigated and followed-up seriously.

To attract and retain talent, we provide competitive remuneration packages with various welfare and benefits, as listed below, in appreciation of their contribution and efforts.

賦能僱員

本集團致力於培養及保留多元化、公平及包容的職場文化，對任何形式的歧視採取零容忍態度，包括但不限於性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭組成、性取向、政治信仰或社會地位。我們的招聘及人力資源流程優先考慮候選人的資格、經驗、發展潛力及表現，並無偏見。我們透過內部招聘、招聘公司、校園招募、地方報紙及推薦，以客觀及以績效為導向的方式尋找人才。我們鼓勵員工透過舉報及申訴機制授權的申訴程序舉報工作場所騷擾、不公平待遇或任何不當行為。我們會對所有舉報事件嚴肅調查及跟進。

為吸引及挽留人才，我們提供具競爭力的薪酬待遇及各種福利(於下文載列)，以表彰彼等的貢獻及努力。

Empowering Our Team: Employee Benefit Overview 賦能團隊：僱員福利概覽		
 <p>Leaves and Rest Programmes 假期及休假計劃</p>	<ul style="list-style-type: none"> • Annual leave • Sick leave • Marriage leave • Maternity leave and paternity leave • Shared parental leave • Childcare leave and infant leave • Adoption leave • Compassionate leave • National service leave • Union leave • Education leave • Graduation ceremony leave • Tea breaks 	<ul style="list-style-type: none"> • 年假 • 病假 • 婚假 • 產假及侍產假 • 共享育嬰假 • 育兒假及育嬰假 • 收養假 • 恩恤假 • 國家服務假期 • 工會假期 • 教育假期 • 畢業典禮假期 • 茶歇
 <p>Statutory Social Benefits 法定社會福利</p>	<ul style="list-style-type: none"> • Mandatory Provident Fund • Social security contributions 	<ul style="list-style-type: none"> • 強制性公積金 • 社會保障供款
 <p>Subsidies and Allowances 補助及津貼</p>	<ul style="list-style-type: none"> • Rental tax efficiency • Transport allowance • Meal and transport allowance for overtime work • Mileage claim • Maternity subsidies • Parking allowances • Child allowances 	<ul style="list-style-type: none"> • 租賃稅務效益 • 交通津貼 • 超時工作膳食及交通津貼 • 行車申索 • 生育補助 • 泊車津貼 • 兒童津貼
 <p>Celebrating Employee Excellence 獎勵卓越僱員</p>	<ul style="list-style-type: none"> • Service award 	<ul style="list-style-type: none"> • 服務獎

CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

We organise various employee activities to cultivate employees' bonding and sense of belonging which constitute an important driver for our business success. Our employee activities during the Reporting Period are outlined below:

我們組織各種員工活動，培養員工的凝聚力和歸屬感，凝聚力和歸屬感為我們業務成功的重要動力。於報告期間，我們的員工活動概述如下：



Charity run
慈善義跑



Sports activities
體育活動



Company hikes
公司遠足



Employee gatherings
員工聚會

OCCUPATIONAL HEALTH AND SAFETY

As part of our sustainability strategy, we are committed to protecting our employees' health and safety. We have our stringent occupational health and safety system and relevant measures in place. Our Quality, Health, Safety and Environmental Committee and Emergency Response Preparedness and Response Team are responsible for the implementation and monitoring of safety risks and measures.

職業健康與安全

作為我們可持續發展策略的一部分，我們致力於保護員工的健康和安全。我們已制定嚴格的職業健康與安全系統以及相關措施。我們的質量、健康、安全及環境委員會以及應急準備及響應小組負責安全風險和措施的實施和監控。

The Emergency Response Preparedness and Response Team

- Identifying and managing safety-related risks such as potential workplace accidents and probable chemical spillage from stored chemical drums
- Providing risk mitigation measures or alternatives to minimize health and safety hazards in identified high-risk areas

應急準備及響應小組

- 識別及管理安全相關風險，例如工作場所事故及可能發生的儲存化學品桶化學品洩漏
- 提供風險緩解措施或替代方案，以盡量減少已識別高風險地區的健康與安全危害

The Quality, Health, Safety and Environmental Committee

- Overseeing the safety management of our logistics services

質量、健康、安全及環境委員會

- 監督物流服務的安全管理

CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

We have obtained various safety-related certifications and recognitions² to systematically identify and assess safety risks in the workplace. Pursuant to the requirements in ISO 45001 Occupational Health and Safety Management System, we have adopted a series of health and safety measures in our daily operations:

- Providing adequate safety training, resources and instructions to our employees
- Promptly investigating safety incidents and comprehensively identifying causes and prevention measures
- Conducting regular inspections by responsible personnel in logistics hubs, workshops, warehouses, and open storage areas
- Establishing planned emergency response and providing training for emergency preparedness
- Using adequate personal protective equipment during operations to eliminate safety risks
- Substituting hazardous materials, processes, operations or equipment with less hazardous alternatives
- Providing a wide range of health benefits, including medical check-ups, medical insurance, outpatient medical benefits, dental and healthcare benefits and executive health screening

我們已取得多項與安全相關的認證和認可²，以系統化地識別和評估工作場所的安全風險。根據ISO 45001職業健康安全管理体系的要求，我們在日常營運中採取一系列健康及安全措施：

- 提供充足安全培訓、資源及指示
- 及時排查安全事故，全面識別原因及防範措施
- 由物流樞紐、車間、倉庫及露天儲存區域的負責人員進行定期檢查
- 制定有計劃的應急措施並提供應急準備培訓
- 在營運中使用足夠的個人防護裝備，以消除安全風險
- 以危害較小的替代品取代有害物料、工序、操作或設備
- 提供各種健康福利，包括體檢、醫療保險、門診醫療福利、牙科保健福利及行政人員健康檢查

² Please refer to Sustainability At A Glance section for details.

² 詳情請參閱可持續發展概覽。

Employee Health and Safety Training

員工健康與安全培訓

During the Reporting Period, we provided various health and safety training programs to employees to raise their safety awareness.

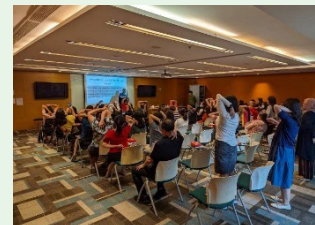
於報告期間，我們為員工提供多項健康安全培訓項目，提高員工的安全意識。

We participated in the Fire Safety Ambassador Scheme in collaboration with the Fire Services Department of Hong Kong during the Reporting Period. Through this partnership, we facilitated specialized training and assessment courses aimed at enhancing our employees' emergency preparedness, fire safety awareness and proficiency in first aid. We are pleased to announce that our employees were officially appointed as "Fire Safety Ambassadors", demonstrating our commitment to community engagement and safety advocacy.

於報告期間，我們與香港消防處合作參與消防安全大使計劃。透過該合作關係，我們促成專門培訓和評估課程，旨在提高員工的緊急準備、消防安全意識和急救能力。我們欣然宣佈，我們的員工獲正式委任為「消防安全大使」，體現我們對社區參與和安全宣傳的決心。

In a commitment to staff health and wellbeing, we invited a professional spinal health specialist to our employee occupational health and safety training session during the Reporting Period. The session focused on preventing "text neck" resulting from prolonged usage of computers and mobile devices at workplace through expert insights and guidance sharing as well as stretching exercises.

為保障員工健康福祉，於報告期間，我們邀請專業脊椎健康專家參加員工職業健康安全培訓班。培訓班重點透過專家見解和指導分享以及伸展運動預防因在工作場所長時間使用電腦和行動裝置而導致的「短訊頸」。



Driving Public Safety Awareness

提高公共安全意識

During the Reporting Period, we took a dynamic role in the Logistics & Crane Carnival 2023 of Singapore through sponsorship, igniting public interest with interactive booths focused on enhancing public awareness of logistics safety.

於報告期間，我們透過贊助方式積極參與二零二三年新加坡物流和起重機嘉年華，以互動攤位引起公眾興趣，重點提升公共物流安全意識。



1 Million Manhour with Zero Lost Time

100萬工時，零損失時間

During the Reporting Period, our logistics services achieved the prestigious "1 Million Manhours with Zero Lost Time" accreditation from the ExxonMobil, underscoring our dedication to maintaining a secure work environment for our employees.

於報告期間，我們的物流服務獲得埃克森美孚頒發的「100萬工時零損失時間」認證，彰顯我們致力為員工維持安全工作環境。



CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

CULTIVATING TALENTS

We are committed to cultivating industry talents through continuous training programs. Apart from internal training, such as on-the-job training and orientation training, we also sponsor external training programs arranged by authorized organizations to provide the latest industry knowledge and skills to employees. We also constantly review training needs to ensure that we provide sufficient training for our staff.

We conduct bi-annual performance appraisals, and the appraisal results are taken into consideration for remuneration increments and discretionary bonuses. Internal job vacancies, including overseas positions, are also available to provide employees with career advancement opportunities.

Apart from supporting the development of employees of the Group, we also actively share our experiences and knowledge to cultivate future industry talents.

培養人才

我們致力於透過持續培訓計劃培養行業人才。除在職培訓、入職培訓等內部培訓外，我們亦贊助由授權機構安排的外部培訓項目，為員工提供最新的行業知識和技能。我們亦不斷檢討培訓需要，以確保為員工提供足夠培訓。

我們每年進行兩次績效評估，評估結果將作為薪酬增加和酌情花紅的考慮因素。內部職位空缺(包括海外職位)亦可為員工提供職業發展機會。

除支持本集團員工發展外，我們亦積極分享經驗和知識，培養未來的行業人才。

Experience and Knowledge Sharing

經驗和知識分享

Supply Chain Challenge++2023

During the Reporting Period, our logistics services participated in the Supply Chain Challenge++2023 competition as a coaching corporate, sharing our expertise to nurture young talent in the industry.

二零二三年供應鏈挑戰++ (Supply Chain Challenge++2023)

於報告期間，我們的物流服務作為輔導企業參與二零二三年供應鏈挑戰++ (Supply Chain Challenge++2023)大賽，分享我們的專業知識，培養行業年輕人才。



NYPi-ROK ASEAN TVET Mobility Program

During the Reporting Period, we organized enlightening experience-sharing sessions and immersive logistics facility tours for local students from the "NYPi-ROK ASEAN TVET Mobility Program". Our initiative is dedicated to fostering the growth of the local logistics sector through the empowerment and education of aspiring talent.

NYPi-ROK 東盟 TVET 流動計劃 (NYPi-ROK ASEAN TVET Mobility Program)

於報告期間，我們為「NYPi-ROK 東盟 TVET 流動計劃 (NYPi-ROK ASEAN TVET Mobility Program)」的當地學生舉辦啟發性的經驗分享會及沉浸式物流設施參觀。我們的計劃致力於透過對有抱負的人才的賦能和教育，促進當地物流行業發展。



ETHICAL EMPLOYMENT PRACTICES

To protect the rights and well-being of our employees and workers, we have established explicit policies and operating procedures to prevent child and forced labour in all our operations.

Our Human Resources Department continually reviews our employment and recruitment process to ensure that effect practices are implemented to avoid child and forced labour.

We conduct thorough verification of each candidate's identity and eligibility for employment, and we provide employees with adequate overtime compensation. If any forced and child labour was found within our operations, we would conduct a thorough investigation, follow up on the matter, and take remedial action in accordance with the severity of the situation. We will also report such incidents to the relevant local authorities to ensure that appropriate action is taken.

During the Reporting Period, the Group was not aware of any child or forced labour within the Group.

道德僱傭常規

為保護我們的員工及工人的權利及福祉，我們已制定明確的政策及操作程序，以防止所有業務中出現童工及強制勞工情況。

我們的人力資源部門不斷檢討我們的僱傭及招聘流程，以確保實施有效做法避免童工及強制勞工情況。

我們對每位求職者的身份及就業資格進行徹底驗證，並為僱員提供足夠的加班補償。倘於我們的營運中發現任何強制勞工及童工，我們將進行徹底調查，跟進事件，並根據情況的嚴重程度採取補救措施。我們亦將向相關地方機關報告有關事件，以確保採取適當行動。

於報告期間，本集團並不知悉本集團內有任何童工或強制勞工情況。

ACHIEVING OUR OPERATIONAL SUSTAINABILITY

實現營運可持續發展



Goal 目標

To create long-term value for our customers through the highest standards of services and ethical practice
以最高標準的服務及道德實踐為客戶創造長期價值

Most material issues covered in this chapter:
本章節涵蓋最重要主題：

- Ethically responsible sourcing
- 道德負責的採購
- Data protection and cybersecurity
- 數據保護及網路安全
- Customer service and satisfaction
- 客戶服務及滿意度
- Anti-corruption and anti-bribery
- 反貪污及反賄賂

Adhering to our sustainability strategy and goals, we are committed to achieving operational sustainability by focusing on product and service quality, supply chain management and business ethics. We ensure strict compliance with all applicable laws and regulations relating to product responsibility and anti-corruption³.

秉承我們的可持續發展策略和目標，我們致力透過專注於產品和服務品質、供應鏈管理和商業操守實現營運可持續發展。我們確保嚴格遵守與產品責任和反腐敗³相關的所有適用法律和法規。

³ Please refer to Appendix I: Significant Laws and Regulations section for the list of applicable laws and regulations significant to the Group's business operations.

³ 有關對本集團業務營運而言屬重大的適用法律法規清單，請參閱附錄一：重點法律法規一節。

SUPPLY CHAIN MANAGEMENT

The Group acknowledges that responsible supply chain management is crucial to our sustainable growth. We ensure that sustainability is integrated into our supplier engagement practices and process:

供應鏈管理

本集團深明負責任的供應鏈管理對於我們的可持續增長至關重要。我們確保將可持續發展納入我們的供應商委聘常規和流程中：

1. SUPPLIER SELECTION

- New vendors and suppliers are evaluated based on a range of criteria before being included into our approved supplier list, including but not limited to:
 - Quality
 - Competence
 - Stability
 - Environmental performance, such as whether the ISO 14001 Environmental Management System certification is obtained
 - Ethical practices
 - Labour rights

1. 供應商甄選

- 我們根據一系列標準評估賣方及供應商後，方會納入我們的認可供應商名單，包括但不限於：
 - 質量
 - 能力
 - 穩定性
 - 環境績效，例如有否獲得ISO 14001環境管理體系認證
 - 道德實踐
 - 勞工權利

2. ENSURING SUPPLIER SUSTAINABILITY

- We encourage suppliers to adopt sustainable practices, covering the areas of business ethics and integrity, health and safety, employment practices, human rights, environmental sustainability, and compliance with laws and regulations.

2. 確保供應商可持續發展

- 我們鼓勵供應商實踐可持續發展，涵蓋商業道德及誠信、健康與安全、僱傭常規、人權、環境可持續發展以及遵守法律法規等領域。

3. ANNUAL EVALUATION AND CONTROL

- We conduct regular monitoring of supplier performance to ensure compliance with our internal standards and applicable laws and regulations. Suppliers who fail to meet our expectations or breach relevant laws and regulations may be downgraded or removed from our approved supplier list.

3. 年度評估及控制

- 我們定期監察供應商表現，以確保符合我們的內部標準及適用法律法規。未能符合我們預期或違反相關法律法規的供應商可能會被降級或從我們的認可供應商名單中除名。

RESPONSIBLE SOURCING

As a responsible metal trader, MRI Trading AG's supply chain policy includes management approaches, expectations for suppliers and mitigation measures with regard to responsible sourcing of minerals from conflict-affected and high-risk areas ("CAHRA") and prevention of child labour along our supply chain. Guided by our Conflict Minerals Policy, we have adopted various measures to ensure the sustainability and traceability of minerals, including but not limited to the below:

- Only engage with suppliers approved by the Industrial Technology Research Institute Tin Supply Chain Initiative to ensure traceability
- Conduct due diligence assessments on high-risk suppliers, assess the origination of minerals and suppliers' compliance situation
- Adopt the Compliance Catalyst tool provided by Bureau van Dijk to screen our suppliers for environmental and social issues and breaches

As of 31 December 2023, the Group worked with a total of 920 major suppliers (2022: 846). During the Reporting Period, we implemented related supplier engagement practices to all major suppliers.

SERVICE QUALITY AND SAFETY

We uphold the highest standards of service quality and safety to enhance the wellbeing of our customers. During the Reporting Period, there were no material complaints⁴ received regarding our products or services.

Logistics Services

Comprehensive quality and safety policies are in place to ensure we meet and exceed customer expectations. The table below outlines our comprehensive safety management practices in our operations:

⁴ Material complaints refer to complaints that have long-term material impact on our customers or fail to meet the agreed product and service requirements.

負責任採購

作為負責任的金屬貿易商，MRI Trading AG的供應鏈政策包括有關受衝突影響及高風險地區（「CAHRA」）負責任採購礦物以及在供應鏈中防止童工的管理方法、對供應商的期望和緩解措施。在我們的衝突礦產政策的指導下，我們已採取各種措施確保礦產的可持續性和可追溯性，包括但不限於以下措施：

- 僅委聘獲工業技術研究院錫供應鏈倡議批准的供應商，以確保可追溯性
- 對高風險供應商進行盡職審查評估以及評估礦產原產地及供應商合規情況
- 就識別環境及社會議題及違規行為採納Bureau van Dijk提供的合規催化劑工具篩選供應商

截至二零二三年十二月三十一日，本集團與合共920家主要供應商合作（二零二二年：846家）。於報告期間，我們向所有主要供應商執行有關供應商委聘慣例。

服務質量與安全

我們堅持最高的服務品質和安全標準，以提高客戶的福祉。於報告期間，並無接獲有關我們產品或服務的重大投訴⁴。

物流服務

我們已制定全面的質量及安全政策，以確保我們符合及超越客戶的期望。下表概述我們在營運中的全面安全管理常規：

⁴ 重大投訴指對客戶產生長期重大影響或未能符合協定產品及服務要求的投訴。

<p>Delivering with Safety and Efficiency in Mind</p>	<ul style="list-style-type: none"> • Inspecting the battery water level, brake fluid, brake effectiveness, etc., of trucks daily • Adopt real-time monitoring of vehicle location and driving speed • Notifying internal teams of any road issues through our communication system • Optimizing route planning and delivery status updates to relevant personnel 	<p>安全高效交付</p>	<ul style="list-style-type: none"> • 每日對貨車檢查電池水位、制動液、制動效能等 • 實時監控車輛位置及駕駛速度 • 通過我們的通訊系統通知內部團隊任何道路問題 • 優化路線規劃及向相關人員提供最新交付狀況
<p>Prioritizing Safety Across Our Operations</p>	<ul style="list-style-type: none"> • Establishing internal guidelines to standardize the handling of hazardous waste • Deploying suitable facilities and qualified personnel to safely store and handle vulnerable and dangerous goods, while providing corresponding training • Engaging with qualified third-party providers to transport and handle chemical • Conducting regular safety operation inspections on equipment and facilities 	<p>將營運安全放在首位</p>	<ul style="list-style-type: none"> • 制定內部指引，規範有害廢棄物的處理 • 調配合適的設施及合資格的人員安全儲存及處理弱勢及危險品，同時提供相應培訓 • 委聘合資格第三方供應商運輸及處理化學品 • 對設備及設施進行定期安全操作檢查
<p>Ensuring a Safe Environment for Employees and Visitors</p>	<ul style="list-style-type: none"> • Formulating a comprehensive User Manual and Regulations to guide safety management in the Hub • Distributing safety cards to remind them of safety procedures 	<p>確保僱員及訪客的安全環境</p>	<ul style="list-style-type: none"> • 制定全面的用戶手冊及規例，指導樞紐的安全管理 • 派發安全卡，以提醒彼等安全程序

ENGINEERING SERVICES

We are committed to providing high quality integrated maintenance and management services. Our Quality Policy sets clear expectations of our employees to uphold high standards and comply with relevant laws and regulations as well as internal standards, while continuously improving our Quality Management System (“QMS”). We have established a stringent QMS in accordance with recognized systems⁵, ensuring consistent quality across all our operations.

To ensure the quality of engineering services, we have developed a series of quality assurance measure throughout different stages of our service delivery:

工程服務

我們致力提供高質素的綜合保養及管理服務。我們的質量政策明確期望僱員秉持高標準、遵守相關法律法規以及內部標準，同時不斷改進質量管理體系（「質量管理體系」）。我們已根據認可系統⁵建立嚴格的質量管理系統，確保所有業務的質量一致。

為確保工程服務質素，我們已在服務交付的不同階段制定一系列品質保證措施：

 <p>Design and Planning 設計及規劃</p>	<ul style="list-style-type: none"> • Conducting hazard identification and risk assessments, which includes evaluating work areas, processes, past relevant incidents, and routine/non-routine activities and situations, etc. • Managing risks and opportunities by following the risk assessment procedure to minimize their likelihood and impact • 進行危害識別及風險評估，包括評估工作區域、程序、過往相關事件以及日常／非常規活動及情況等 • 遵循風險評估程序管理風險及機會，以盡量減低其可能性及影響
 <p>Operation 營運</p>	<ul style="list-style-type: none"> • Performing scheduled maintenance of customer's products or equipment • Ensuring effective communication with customers, including obtaining feedback and addressing complaints, and conducting annual satisfaction surveys • Monitoring and measuring QMS processes to identify and correct non-conformities, if any, with corrective actions • 對客戶的產品或設備進行定期保養 • 確保與客戶有效溝通，包括獲得反饋及處理投訴，以及進行年度滿意度調查 • 監察及計量質量管理系統程序，以識別及糾正不合規情況(如有)，並採取糾正措施
 <p>Handover and After-sale 移交及售後</p>	<ul style="list-style-type: none"> • Conducting final inspection and testing to ensure the finished products meet specified requirements • Providing post-delivery activities such as warranties, product training, and maintenance services • Measuring and monitoring conformance with our defined standards and targets, in accordance with our performance measurement and monitoring plan • Conducting internal audits to ensure the effectiveness of our management system • 進行最終檢查及測試，確保製成品符合指定要求 • 提供售後活動，如保修、產品培訓及保養服務 • 根據我們的表現計量及監察計劃，衡量及監察是否符合我們的既定標準及目標 • 進行內部審核以確保管理系統的成效

⁵ Please refer to Sustainability At A Glance section for details.

⁵ 詳情請參閱可持續發展概覽。

COMMODITY MARKETING

For our commodity marketing business, we are aware of potential risks related to our business nature that could pose threats to our business operations, such as price risks and volatility. In this regard, we have established a comprehensive risk management and internal control procedure, and used advanced financial instruments and insurance facilities to mitigate these risks.

PROTECTING INTELLECTUAL PROPERTY RIGHTS

The Group strives to protect our intellectual property rights, as well as the intellectual property rights of others. Our Employee Handbook outlines our requirements related to disclosing and protecting the Group's intellectual properties. During employee orientation training, we emphasize the responsibility of properly handling confidential information and not disclosing it to third parties without prior approval. We will not utilize the intellectual properties of our clients without prior approval.

SAFEGUARDING CUSTOMER AND DATA PRIVACY

To protect the privacy of our customers, we require all employees to comply with relevant data protection laws and regulations⁶ in our employment contract. Employees are also required to promptly report any breaches to our data protection officers. To safeguard computer data and cybersecurity, we conduct regular inspection of our IT systems and have established a Software Copyright Policy to prohibit the use or installation of unauthorized, pirated or illegal software.

商品貿易

就我們的商品貿易業務而言，我們意識到與我們業務性質相關的潛在風險可能會對我們的業務營運構成威脅，例如價格風險和波動性。就此，我們已建立全面的風險管理和內部控制程序，並使用先進的金融工具和保險設施降低該等風險。

保護知識產權

本集團致力保護我們以及他人的知識產權。我們的僱員手冊概述了有關披露及保護本集團知識產權的要求。於入職培訓中，我們強調妥善處理機密資料的責任，未經事先批准不得向第三方披露。未經事先批准，我們不會使用客戶的知識產權。

保護客戶及數據私隱

為保護客戶私隱，我們要求所有員工遵守僱傭合約中的相關數據保護法律法規⁶。員工亦須即時向我們的數據保護高級職員報告任何違規行為。為保障電腦數據，我們定期檢查資訊科技系統，並已制定軟件版權政策，禁止使用或安裝未經授權、盜版或非法軟件。

⁶ Please refer to Appendix I: Significant Laws and Regulations section for more details.

⁶ 有關更多詳情，請參閱附錄一：重點法律法規一節。

UPHOLDING BUSINESS ETHICS AND INTEGRITY

We are committed to upholding ethical principles and having zero tolerance for bribery, extortion, fraud, money laundering and anti-competitive practices. Our Code of Ethics and Business Conduct serves as a guide for employees to uphold high standards of ethical behaviours.

To ensure that our employees fully understand our anti-corruption policies and practices, we provide training on anti-corruption to both employees and directors during the Reporting Period. We also provide advice on managing conflicts of interest and corruption prevention, enabling them to understand their ethical and governance roles and stay up-to-date with the latest anti-corruption practices and knowledge.

WHISTLEBLOWING AND GRIEVANCE MECHANISM

To encourage our employees, business partners and suppliers to report any misconduct, we have established our whistleblowing channel and Grievance Reporting Policy. The Board has an overall responsibility for the mechanism.

恪守商業道德及誠信

我們致力維護道德原則，對賄賂、勒索、詐欺、洗黑錢和反競爭行為採取零容忍態度。我們的道德守則及商業行為守則為僱員維持高標準道德行為的指引。

為確保我們的員工充分了解我們的反貪污政策及常規，我們於報告期間為僱員及董事提供反貪污培訓。我們亦提供有關管理利益衝突及防止貪污的意見，讓彼等掌握其道德及管治角色，以及最新的反貪污常規及知識。

舉報及申訴機制

為鼓勵我們的員工、業務合作夥伴和供應商舉報任何不當行為，我們已建立舉報渠道和申訴政策。董事會對此機制負有全面責任。

Reporting 舉報

Our employees, business partners and suppliers are encouraged to use these confidential channels to raise concerns and report any malpractice or impropriety.

我們鼓勵僱員、業務夥伴及供應商使用該等保密渠道提出疑慮及舉報任何不當行為。

Investigation 調查

Any whistleblowing complaint will be independently reviewed by our Audit Committee, and appropriate follow-up actions will be taken, including further investigation if necessary. The identity of all whistleblowers will be protected.

任何舉報投訴將由審核委員會獨立審閱，並將採取適當的跟進行動，包括在必要時進行進一步調查。所有舉報人的身份均受到保護。

Outcome 結果

We will adopt necessary corrective actions to prevent the occurrence of similar events.

我們將採取必要的糾正措施，防止類似事件發生。

During the Reporting Period, we were not aware of any filed and concluded legal cases regarding corrupt practices brought against us or our employees.

於報告期間，我們並不知悉任何對我們或我們的僱員提出並已審結的貪污訴訟案件。

DRIVING THE GREENER FUTURE

推動綠色未來



Goal 目標

To promote environmentally sustainable and climate-resilient business operations while lowering our environmental footprint
降低環境足跡，同時促進環境可持續及適應氣候的業務營運

Most material issues covered in this chapter:
本章節涵蓋最重要主題：

- Energy efficiency and carbon emissions
能源效益及碳排放

The Group recognises our responsibility to minimise our impact on the planet. We drive a greener future by implementing responsible practices in our operations and minimizing our carbon footprint to enable a more climate-resilient future and preserve biodiversity.

Our ESG Policy serves as a guiding framework for our efforts to continuously improve our environmental performance. It outlines our commitment to minimizing pollution, utilizing energy efficiency, and reducing waste generation. As part of our approach, we have in place a comprehensive Environmental Management System⁷ to systematically manage our environmental protection measures and align with industry practices and relevant regulations. A dedicated the Quality, Health, Safety and Environmental Committee has been established to ensure effective environmental management.

We ensure adherence to all applicable environmental laws and regulations⁸.

ENSURING A CLIMATE-RESILIENT FUTURE

The Group is aware of the importance of enhancing our climate resilience and preparedness to address climate risks. In this regard, CWT SG has established a Climate Change Position Statement, which outlines our responsible business practices addressing climate change. Our long-term goal is to phase out the use of fossil-fueled vehicles by 2040 and progressively switch to less carbon-intensive fuels to achieve net zero emissions by 2050. We will continue to explore opportunities to demonstrate our commitment to stakeholders across our business operations.

本集團深明我們有責任盡量減少對地球的影響。我們透過在營運中實施負責任的做法並最大限度地減少碳足跡，以推動更環保的未來，從而實現更具氣候適應能力的未來並保護生物多樣性。

我們的環境、社會及管治政策為我們持續改善環境表現的工作提供指導框架。其概述我們致力減少污染、善用能源及減少廢物產生的承諾。作為我們方法的一部分，我們訂有全面的環境管理系統⁷，有系統地管理我們的環境保護措施，並符合行業慣例和相關法規。我們已成立專門的質量、健康、安全及環境委員會，以確保有效的環境管理。

我們確保遵守所有適用的環境法律法規⁸。

確保具有氣候適應力的未來

本集團深明提高氣候適應力和應對氣候風險準備的重要性。就此而言，CWT SG已制定氣候變化立場聲明，概述我們應對氣候變化的負責任商業慣例。我們的長遠目標是於二零四零年前逐步淘汰使用化石燃料汽車，並逐步轉用低碳燃料，並於二零五零年前實現淨零碳排放。我們將繼續探索機會以在業務營運過程中展示對持份者的承諾。

⁷ Please refer to Sustainability At A Glance section for details.

⁸ Please refer to Appendix I: Significant Laws and Regulations section for the list of environmental laws and regulations significant to the Group's business operations.

⁷ 詳情請參閱可持續發展概覽。

⁸ 有關對本集團業務營運而言屬重大的環境法律法規清單，請參閱附錄一：重點法律法規一節。

CLIMATE RISK AND RESILIENCE MANAGEMENT

To effectively mitigate climate-related risks, we conduct an annual sustainability risk assessment to identify, prioritise and evaluate material climate-related risks. This assessment informs the development of our climate mitigation and adaptation measures, as outlined in our Climate Change Position Statement. Please refer to the table below for a summary of the material climate-related risks relevant to us.

氣候風險及韌性管理

為有關減輕氣候相關風險，我們每年進行可持續發展風險評估，以識別、確定優次及評估重大氣候相關風險。如氣候變化立場聲明所概述，此評估有助制定氣候緩解及適應措施。有關與我們相關的重大氣候有關風險概要，請參閱下表。

Climate-Related Risks 氣候相關風險	Potential Impact 潛在後果	Mitigation Measures 緩解措施
Physical Risks 實體風險		
Acute Risks Increased severity and frequency of extreme weather events 立即性風險 極端天氣事件的嚴重性和頻率增加	<ul style="list-style-type: none"> Increased operating and maintenance costs due to infrastructure damage Increased health and safety hazards 基礎設施損壞導致營運及維護成本增加 健康與安全危害增加 	<ul style="list-style-type: none"> Perform regular inspections and maintenance to ensure the facilities and equipment are resilient to adverse weather conditions Implement appropriate insurable risk management to cover related risks Adopt special arrangements and continuity plans during extreme weathers to ensure business continuity and protect employees' health 進行定期檢查及維護，以確保設施及設備能夠抵禦惡劣天氣狀況 實施適當的可投保風險管理，以涵蓋相關風險 在極端天氣下採取特殊安排和連續性計劃，確保業務連續性並保護員工健康
Chronic Risks Long-term changes in precipitation and weather patterns 長期性風險 降雨和天氣模式的長期變化	<ul style="list-style-type: none"> Ongoing disruptions to the operations and supply chains Reduced workforce productivity 營運及供應鏈持續中斷 減低員工生產力 	<ul style="list-style-type: none"> Develop and continuously review our carbon emission target and reduction plan Constantly explore the potential of improving the energy efficiency of our operations Adopt special arrangements and continuity plans during extreme weathers to ensure business continuity and protect employees' health 制定並持續檢討碳排放目標及減排計劃 不斷探索提高營運能源效益的潛力 在極端天氣下採取特殊安排和連續性計劃，確保業務連續性並保護員工健康









Climate-Related Risks 氣候相關風險	Potential Impact 潛在後果	Mitigation Measures 緩解措施
Transition risks 過渡風險		
Reputation Risks 名譽風險	<ul style="list-style-type: none"> Reduced revenues due to decreased customer demand Reduced capital availability 客戶需求減少導致收入減少 可動用資金減少 	<ul style="list-style-type: none"> Pay close attention to the market and industry trends regularly Maintain active engagement with stakeholders to understand their expectations Establish green targets and relevant policies 定期密切關注市場及行業趨勢 與持份者保持積極溝通，了解彼等期望 制定綠色目標及相關政策
Policy and Legal Risks 政策和法規風險	<ul style="list-style-type: none"> Increased operating costs due to greater compliance costs 合規成本增加導致營運成本增加 	<ul style="list-style-type: none"> Regularly monitor regulatory changes and review relevant policies 定期監察監管變動及檢討相關政策
Market Risks 市場風險	<ul style="list-style-type: none"> Reduced revenue due to loss of potential and current ESG-conscious customers Increased costs associated with research and development of lower-emission products and/or solutions 潛在及現有具環境、社會及管治意識的客戶流失導致收入減少 與研發低排放產品及／或解決方案有關的成本增加 	<ul style="list-style-type: none"> Switch to less carbon-intensive fuels to reduce emissions from its prime movers and trucks upon fleet renewals Establish the long-term goal of phasing out fossil-fuelled vehicles by 2040 Disclose ESG performance and demonstrate the ESG commitments and achievements 在車隊更新後，轉用較低碳燃料以減少原動機及卡車的排放 制定二零四零年前逐步淘汰化石燃料汽車的長遠目標 披露環境、社會及管治表現，展示環境、社會及管治承諾與成果

OUR GREEN TARGETS

To monitor our environmental performance, we have developed our green targets to guide us in strengthening our green operations and staying climate resilient.

我們的綠色目標

為監察我們的環保表現，我們已制定綠色目標，指導我們加強綠色營運及保持氣候適應能力。

Green Targets 綠色目標		Progress 進度
 Emissions 排放量	To reduce air and greenhouse gas (“GHG”) emissions across all business sectors 減少所有業務部門的廢氣及溫室氣體（「溫室氣體」）排放	 In progress 進行中
 Energy 能源	To reduce energy consumption by implementing energy conservation measures 實施節能措施，減少能源消耗	 In progress 進行中
 Waste 廢棄物	To implement waste reduction strategies such as recycling, reusing, and proper disposal of non-hazardous waste 實施減廢策略，如回收、重用及妥善處理無害廢棄物	 Achieved 已達成
 Water 用水	To responsibly utilize water and enhance water efficiency across our operations 負責任用水，提高整個營運的用水效益	 Achieved 已達成

We have set internal environmental targets for our logistics services, such as fleet renewal for decarbonization, energy-saving measures, and transition to renewable energy. We review and monitor the progress of these targets regularly. We will seek opportunities in developing appropriate environmental targets for other business segments to demonstrate our environmental commitment to mitigating climate change.

我們已為物流服務制定內部環保目標，例如更新車隊以達致減碳、節能措施及過渡至可再生能源。我們定期審閱及監察該等目標的進度。我們將尋求機會為其他業務分部制定適當的環保目標，展示在緩解氣候變化方面的環保承諾。

Scope 3 Carbon Accounting Pilot Program

範圍3 碳核算試點計劃

As part of our ongoing efforts to expedite progress on climate action, we are continuously enhancing our carbon management and initiated a preliminary scope 3 emissions calculations in our commodity marketing during the Reporting Period. This has provided valuable insights into our emissions across the value chain, spanning from mining to smelting and encompassing shipping and transportation activities, thus guiding our decarbonization efforts.

作為我們持續努力加快氣候行動進展的一部分，我們不斷加強碳管理，並於報告期間在我們的商品貿易中啟動初步範圍3排放計算。此舉為我們從採礦到冶煉以及包括航運和運輸活動的整個價值鏈的排放提供寶貴見解，從而指導我們的脫碳工作。

ENERGY CONSERVATION AND AIR EMISSIONS

Our energy consumption and resulting air and carbon emissions primarily come from the consumption of purchased electricity and solar energy, as well as fuel consumption from logistics vehicles and equipment.

To reduce GHG emissions, we are increasing the use of renewable energy. We are also dedicated to promoting sustainable practices through a range of energy conservation and carbon reduction measures, which include:

- Monitoring and tracking electricity usage and resource consumption on a per office and per capita basis
- Utilizing LED lighting system to increase energy efficiency and turn off unnecessary lights, air conditioners and electronic devices in unused workspaces
- Recommending setting air conditioner temperatures to 25.5°C to avoid excessive electricity consumption, and turning off electronic equipment such as computers and monitors when idle
- Supporting the use of public transport for employees commutes by sponsoring travel fares
- Enhancing ventilation in logistic carparks by install carbon monoxide sensors to improve air quality and reduce energy consumption
- Implementing energy-efficient chilled water mechanical ventilation and air conditioning systems to reduce carbon emissions

節能及廢氣排放

我們的能源消耗及由此產生的空氣及碳排放主要來自購買電力及太陽能的消耗以及物流車輛及設備的燃料消耗。

為減少溫室氣體排放，我們正在增加使用可再生能源。我們亦致力透過一系列節能及減碳措施推廣可持續發展實踐，包括：

- 按辦公室及人均基準監察及追蹤用電及資源消耗
- 使用LED照明系統以提高能源效益，並在不使用的工作場所關閉不必要的照明、空調及電子設備
- 建議將空調溫度設定為25.5°C，以避免過度用電，並在閒置時關閉電腦及顯示器等電子設備
- 透過資助通勤車費，支持僱員使用公共交通工具
- 通過安裝一氧化碳感應器加強物流停車場的通風，以改善空氣質素及減少能源消耗
- 實施節能冷水機械通風及空調系統，以減少碳排放

RESPONSIBLE WASTE MANAGEMENT

負責任的廢棄物管理

To reduce the environmental impacts caused by the generation of hazardous and non-hazardous waste, we have adopted a series of waste management measures and procedures:

為減少產生有害及無害廢棄物對環境造成的影響，我們已採取一系列廢棄物管理措施及程序：

<p>Reducing waste at source</p> <p>源頭減廢</p>	<ul style="list-style-type: none"> • Closely monitoring our current stock levels and estimated customer demand in the short term to reduce packaging waste • Reusing packaging materials collected from goods received • Adopting an integrated logistics solution system developed in-house, which widely incorporates electronic means in daily operations • 密切監察我們的現有存貨水平及估計短期客戶需求，以減少包裝廢棄物 • 重複使用已收貨物所收集的包裝材料 • 採用內部開發的綜合物流解決方案系統，在日常營運中廣泛使用電子方式
<p>Recycling</p> <p>回收</p>	<ul style="list-style-type: none"> • Recycling non-hazardous waste generated during operations, such as cartons, plastic wraps and straps • 回收營運過程中產生的無害廢棄物，如紙箱、塑料包裝及塑料帶
<p>Handling and disposal</p> <p>處理和處置</p>	<ul style="list-style-type: none"> • Engaging qualified third-party organizations to collect and handle hazardous and non-hazardous waste • 委聘合資格第三方機構收集及處理有害及無害廢棄物
<p>Training</p> <p>培訓</p>	<ul style="list-style-type: none"> • Promoting environmental awareness among employees at all working levels to ensure that they understand the importance of our sustainability goals and actively contribute to their achievement • 提高各級僱員的環保意識，確保彼等了解我們可持續發展目標的重要性，並積極為自身成就作出貢獻

WATER CONSUMPTION AND WASTEWATER MANAGEMENT

The Group's major water consumption comes from the use of municipal water. To minimise the use of water resources, we have adopted various water saving measures, included but not limited to:

- Closely monitoring our water consumption in business operations
- Utilizing rainwater harvesting and recycling at warehouse
- Reminding employees to conserve water resources

用水及廢水管理

本集團主要的用水來自市政用水。為盡量減少使用水資源，我們已採取各種節水措施，包括但不限於：

- 密切監察業務營運中的用水量
- 在倉庫使用雨水收集和回收
- 提醒員工節約水資源

To prevent water pollution, we have adopted the following wastewater management measures:

- Adopting stringent discharge standards for sewage generated from our operations, including the tank cleaning stations in our container logistics services
- Appointing a qualified third-party to conduct closely monitoring and monthly analysis of treated wastewater to ensure compliance with applicable laws and emission standards
- Committing to the highest standard of water quality for the effluent by adopting an in-house wastewater treatment system
- Adopting necessary measures to prevent and minimize effluent discharges into land and water

為防止水污染，我們已採取以下廢水管理措施：

- 對營運產生的污水採取嚴格的排放標準，包括集裝箱物流服務的水箱清潔站
- 指定合資格的第三方對經處理的廢水進行密切監測和每月分析，以確保符合適用法律和排放標準
- 採用內部廢水處理系統，致力於達到最高的廢水水質標準
- 採取必要措施防止和盡量減少污水排放到土地和水中

We did not encounter any issue in water sourcing during the Reporting Period.

於報告期間，我們並無遇到任何水源問題。

CO-CREATING OUR BETTER COMMUNITY

共創美好社區



Goal 目標

To contribute positively to the communities for the benefit of future generations
積極貢獻社區，造福下一代

Most material issues covered in this chapter:
本章節涵蓋最重要主題：

- N/A
- 不適用

As a responsible corporate, we actively shoulder corporate social responsibility and invest in local communities' development through programmes and initiatives. We take pride in our commitment to serving our communities. Our internal charity group, CWT HOPE, embodies this commitment by harnessing the Group's resources and employee participation in various charitable programmes. CWT HOPE is built upon four commitments:

作為負責任企業，我們積極承擔企業社會責任，並透過計劃和措施投資地方社區發展。我們以服務社區的承諾為傲。我們的內部慈善團體CWT HOPE利用本集團的資源及以各種慈善計劃的僱員參與體現此承諾。CWT HOPE建基於四項承諾：



During the Reporting Period, our community investment focused on contributing to environmental protection and supporting children and patients. Going forward, we will continue to seek opportunities to make a positive impact on our community.

於報告期間，我們的社區投資著重於為環境保護作出貢獻以及支援兒童和患者。展望未來，我們將繼續尋求機會為社區帶來正面影響。

Our contribution demonstrates our commitment to community care and the pursuit of a better world for all.

我們的貢獻體現了對社區關懷及追求更美好世界的承諾。

CONTRIBUTING TO ENVIRONMENTAL PROTECTION

Public's awareness of environmental protection is a key to advancing towards a sustainable future. Through our various programs and initiatives, we are committed to promoting environmental protection to the public.

為環境保護作出貢獻

公眾環境保護意識為邁向可持續發展未來的關鍵。透過我們的各種計劃和倡議，我們致力向公眾推廣環境保護。

World Environmental Day Tree Planting Activity

世界環境日植樹活動

During the Reporting Period, we participated in the World Environmental Day tree planting activity, contributing to the Singapore Green Plan 2030's goal of planting one million additional trees citywide. Together with our dedicated employees and fellow participants, we planted a total of 50 trees, fostering environmental stewardship and contributing to a greener future for Singapore.

於報告期間，我們參與世界環境日植樹活動，為二零三零年新加坡綠色發展藍圖在全市範圍內額外種植100萬棵樹的目標作出貢獻。我們與盡心盡力的員工和其他參與者一起種植合共50棵樹，促進環境管理並為新加坡的綠色未來作出貢獻。



Country Park Cleaning Activity

郊野公園清潔活動

During the Reporting Period, we organized a country park cleaning activity to raise employee awareness of local environmental and ecological protection. Through hands-on participation in trash collection, we not only fostered a culture of ecological protection among our team but also made contributions to safeguarding the local natural environment and biodiversity.

於報告期間，我們舉辦郊野公園清潔活動，提高員工對本地環境和生態保護的意識。透過親身參與垃圾收集，我們不僅在團隊中培養生態保護文化，亦為保護本地自然環境和生物多樣性作出貢獻。



SUPPORTING CHILDREN AND PATIENTS

As a socially responsibly corporate, we are dedicated to supporting youth development. During the Reporting Period, we provided support through donations and social activities to promote child healthcare and education.

支援兒童和患者

作為有社會責任感的企業，我們致力於支援青少年發展。於報告期間，我們透過捐款和社會活動等方式支持兒童醫療保健和教育。

“Hair for Hope” Campaign by Children’s Cancer Foundation

兒童癌症基金會「散髮希望」活動

The Group has continually supported the Children’s Cancer Foundation’s (“CCF”) “Hair for Hope” fundraising campaign in Singapore, aimed at raising funds and awareness for childhood cancer through head-shaving initiatives. During the Reporting Period, we contributed as the Official Logistics Sponsor and provided transportation logistics for this campaign.

本集團繼續支持兒童癌症基金會(「兒童癌症基金會」)在新加坡的「散髮希望」籌款活動，旨在透過剃髮活動籌集資金並增加公眾對兒童癌症的認識。於報告期間，我們作為官方物流贊助商為本次活動提供運輸物流。



SMILE ASIA CHARITY GALA 2023 – SUPPORTING CHILDREN WITH FACIAL DEFORMITIES

Smile Asia, a global alliance of charities dedicated to treating facial deformities in children across 20 countries, received our charitable support during the Reporting Period. We made charitable donations to aid their mission of providing free surgical care to children with cleft, empowering them to lead normal, quality lives.

二零二三年微笑亞洲慈善晚會(SMILE ASIA CHARITY GALA 2023)- 支援患有臉部畸形的兒童

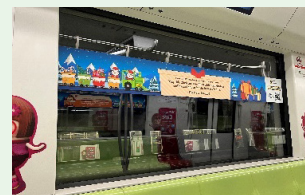
微笑亞洲為致力於治療20個國家兒童面部畸形的全球慈善聯盟，於報告期間得到我們的慈善支持。我們作出慈善捐款，幫助其完成為患有兔唇的兒童提供免費手術護理的使命，令他們能夠擁有正常優質的生活。

“The Hope Train” – Advocating and Fundraising for Children with Cancer

「希望火車」指為患有癌症的兒童倡議及籌款

During the Reporting Period, we were pleased to serve as a platinum partner of “The Hope Train 2023”, an online advocacy and fundraising campaign organized by the CCF. Our charitable donations aimed to provide essential emotional, social, and medical support to children and families impacted by cancer. Through our partnership with CCF, we have supported programs benefiting more than 3,700 children and their families across various stages of illness and recovery.

於報告期間，我們欣然成為「二零二三年希望火車」的白金合作夥伴，「二零二三年希望火車」為由兒童癌症基金會舉辦的線上宣傳和籌款活動。我們的慈善捐款旨在為受癌症影響的兒童和家庭提供必要的情感、社會和醫療支援。透過與兒童癌症基金會合作，我們支援的計劃已令超過3,700名處於不同疾病和康復階段的兒童及其家人受益。



B2 Run for Child Education

B2跑為支持兒童教育

During the Reporting Period, we participated in the B2Run, a running series that champions “Right To Play”, an organization dedicated to delivering play-based education to underprivileged children. Over the years, “Rights to Play” has positively impacted 2.7 million children across 15 countries in Africa, Asia, the Middle East and Canada, creating nurturing and safe environments where children can thrive and learn.



於報告期間，我們參與B2Run系列跑步活動，聲援「體育權利組織(Right To Play)」，其為致力於為貧困兒童提供體育教育的機構。多年來，「體育權利組織」已對位於非洲、亞洲、中東和加拿大15個國家的2.7百萬名兒童產生正面影響，創造適合兒童成長和學習的安全教育環境。

BETTER FUTURE AFRICA

During the Reporting Period, we made a charitable donation to “Better Future Africa” during the Reporting Period, with a specific focus on supporting children.

BETTER FUTURE AFRICA

於報告期間，我們向「Better Future Africa」作出慈善捐款，重點支援兒童。

Children for Children 2023 – Giving Children a Memorable Children’s Day

二零二三年兒童歡慶兒童節 – 給孩子一個難忘的兒童節

To enable underprivileged children to have a memorable Children’s Day, we extended our support to the Children for Children (“CFC”) 2023 during the Reporting Period with charitable donations. Through the collaboration with the CFC, we provided over 700 underserved children with the opportunity to spend a day at one of Singapore’s iconic attractions in celebration of Children’s Day, along with engaging activities, games and exhibit visits.



為讓貧困兒童度過一個難忘的兒童節，我們於報告期間以慈善捐款形式支持二零二三年Children for Children(「CFC」)。透過與CFC的合作，我們為超過700名支援不足的兒童提供在新加坡一個著名景點度過一天的機會，以慶祝兒童節，並提供吸引人的活動、遊戲和展覽參觀。

APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS

附錄一：重點法律法規

Aspects 層面	Key operating locations 主要經營地點	Significant laws and regulations related to our business 有關業務的重大法律及法規	Relevant compliance situation 相關合規情況
Aspects A: Environment 層面A：環境	Hong Kong 香港	<ul style="list-style-type: none"> • Cap.311 Air Pollution Control Ordinance • Cap.354 Waste Disposal Ordinance • 第311章《空氣污染管制條例》 • 第354章《廢物處置條例》 	<p>During the Reporting Period, the Group was not aware of any material non-compliance with relevant environmental laws or regulations. For details of our compliance with relevant laws and regulations, please refer to the “Driving The Greener Future” section of this Report.</p> <p>於報告期間，本集團並不知悉有任何重大不遵守相關環境法律或法規的情況。有關我們相關法律或法規的合規情況詳情，請參閱本報告「推動綠色未來」一節。</p>
	Singapore 新加坡	<ul style="list-style-type: none"> • Environmental Protection and Management Act • Environment Public Health Act • Environmental Protection and Management (Hazardous Substances) Regulations • Road Traffic Act • Sewerage and Drainage Act • National Environment Agency Act • Arm and Explosive Act • 《環境保護及管理法》 • 《環境公共衛生法》 • 《環境保護及管理(有害物質)規例》 • 《道路交通安全法》 • 《污水處理及排水法》 • 《國家環境局法》 • 《武裝及爆炸物法》 	
	The European Union 歐盟	<ul style="list-style-type: none"> • The Waste Framework Directive • 《廢物框架指令》 	

附錄一：重點法律法規 APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS

Aspects 層面	Key operating locations 主要經營地點	Significant laws and regulations related to our business 有關業務的重大法律及法規	Relevant compliance situation 相關合規情況
Aspect B1: Employment Aspect B4: Labour Standards 層面B1：僱傭 層面B4：勞工準則	Hong Kong 香港	<ul style="list-style-type: none"> • Cap. 57 Employment Ordinance • Cap. 480 Sex Discrimination Ordinance • Cap. 487 Disability Discrimination Ordinance • Cap. 602 Race Discrimination Ordinance • 第57章《僱傭條例》 • 第480章《性別歧視條例》 • 第487章《殘疾歧視條例》 • 第602章《種族歧視條例》 	During the Reporting Period, the Group was not aware of any material non-compliance with relevant employment and labour standards laws or regulations. For details of our compliance with relevant laws and regulations, please refer to the “Cultivating People-Focused Culture” section of this Report. 於報告期間，本集團並不知悉有任何重大不遵守相關僱傭及勞工準則法律或法規的情況。有關我們相關法律或法規的合規情況詳情，請參閱本報告「培養以人為本的文化」一節。
	Singapore 新加坡	<ul style="list-style-type: none"> • Employment Act • Work Injury Compensation Act (WICA) • 《僱傭法》 • 《工傷賠償法》(WICA) 	
	The European Union 歐盟	<ul style="list-style-type: none"> • Labour Law • Employment Equality Framework Directive • 《勞動法》 • 《僱傭平等框架指令》 	

APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS 附錄一：重點法律法規

Aspects 層面	Key operating locations 主要經營地點	Significant laws and regulations related to our business 有關業務的重大法律及法規	Relevant compliance situation 相關合規情況
Aspect B2: Health and Safety 層面B2：健康與安全	Hong Kong 香港	<ul style="list-style-type: none"> • Cap. 282 Employees' Compensation Ordinance • Cap. 509 Occupational Safety and Health Ordinance • 第282章《僱員補償條例》 • 第509章《職業安全與健康條例》 	During the Reporting Period, the Group was not aware of any material non-compliance with relevant health and safety laws or regulations. For details of our compliance with relevant laws and regulations, please refer to the "Cultivating People-Focused Culture" section of this Report. 於報告期間，本集團並不知悉有任何重大不遵守相關健康與安全法律或法規的情況。有關我們相關法律或法規的合規情況詳情，請參閱本報告「培養以人為本的文化」一節。
	Singapore 新加坡	<ul style="list-style-type: none"> • Workplace Safety and Health Act • Fire Safety Act • Work Injury Compensation Act • Workplace Safety and Health (Approved Codes of Practice) Notification 2012 • Road Traffic Act • 《工作場所安全與健康法》 • 《消防安全法》 • 《工傷賠償法》 • 《二零一二年工作場所安全與健康(經批准實務守則)通知》 • 《道路交通安全法》 	
	The European Union 歐盟	<ul style="list-style-type: none"> • Occupational Safety and Health (OSH) Strategic Framework • 《職業安全與健康戰略框架》 	

附錄一：重點法律法規 APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS

Aspects 層面	Key operating locations 主要經營地點	Significant laws and regulations related to our business 有關業務的重大法律及法規	Relevant compliance situation 相關合規情況
Aspect B6: Product Responsibility 層面B6：產品責任	Hong Kong 香港	<ul style="list-style-type: none"> • Cap. 362 Trade Descriptions Ordinance • Cap. 486 Personal Data (Privacy) Ordinance • 第362章《商品說明條例》 • 第486章《個人資料(私隱)條例》 	During the Reporting Period, the Group was not aware of any material non-compliance with relevant product responsibility laws or regulations. For details of our compliance with relevant laws and regulations, please refer to the “Achieving Our Operational Sustainability” section of this Report. 於報告期間，本集團並不知悉有任何重大不遵守相關產品責任法律或法規的情況。有關我們相關法律或法規的合規情況詳情，請參閱本報告「實現營運可持續發展」一節。
	Singapore 新加坡	<ul style="list-style-type: none"> • Consumer Protection (Fair Trading) Act • Personal Data Protection Act 2012 • Personal Data Protection Regulations 2014 • Singapore Code of Advertising Practice • 《消費者保護(公平交易)法》 • 《二零一二年個人資料保護法》 • 《二零一四年個人資料保護規例》 • 《新加坡廣告實務守則》 	
	The European Union 歐盟	<ul style="list-style-type: none"> • General Data Protection Regulation • Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour • 《一般資料保護規例》 • 《有關受衝突影響地區礦產及金屬以及童工的盡職審查及透明度的瑞士條例》 	

APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS 附錄一：重點法律法規

Aspects 層面	Key operating locations 主要經營地點	Significant laws and regulations related to our business 有關業務的重大法律及法規	Relevant compliance situation 相關合規情況
Aspect B7: Anti-corruption 層面B7：反貪污	Hong Kong 香港	<ul style="list-style-type: none"> • Cap. 201 Prevention of Bribery Ordinance • Cap. 622 Companies Ordinance • 第201章《防止賄賂條例》 • 第622章《公司條例》 	During the Reporting Period, the Group was not aware of any material non-compliance with relevant anti-corruption laws or regulations. For details of our compliance with relevant laws and regulations, please refer to the “Achieving Our Operational Sustainability” section of this Report. 於報告期間，本集團並不知悉有任何重大不遵守相關反貪污法律或法規的情況。有關我們相關法律或法規的合規情況詳情，請參閱本報告「實現營運可持續發展」一節。
	Singapore 新加坡	<ul style="list-style-type: none"> • Competition Act • Prevention Of Corruption Act • 《競爭法》 • 《預防腐敗法》 	
	The European Union 歐盟	<ul style="list-style-type: none"> • Anti-Money Laundering Directive • Swiss Criminal Code • Unfair Competition Act (UCA) • Ratified International Law: OECD Anti-Bribery Convention, • UN Convention Against Corruption • 《反洗黑錢指令》 • 《瑞士刑法典》 • 《反不正當競爭法》(UCA) • 《經批准國際法：經合組織反賄賂公約》 • 《聯合國反腐敗公約》 	

APPENDIX II: KEY PERFORMANCE INDICATORS

附錄二：關鍵績效指標

ENVIRONMENTAL ASPECT^{9, 10, 11}

環境層面^{9、10、11}

	Unit 單位	Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹² 商品貿易 ¹²	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
		二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年
Air emissions 廢氣排放											
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 千克	27,867.33	28,983.47	-	-	27,239.67	28,298.87	627.65	684.60	-	-
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kg 千克	38.58	99.00	-	-	37.69	97.72	1.09	1.28	-	-
Particulate matter (PM) 懸浮顆粒(PM)	kg 千克	1,901.69	1,961.72	-	-	1,858.24	1,914.26	43.46	47.46	-	-
GHG emissions¹³ 溫室氣體總排放 ¹³											
Total GHG emissions (Scope 1 & 2) 溫室氣體總排放量(範圍1及2)	Tonnes CO ₂ e (公噸二氧化碳當量)	30,137.64	29,282.88	19.23	21.96	29,782.64	28,869.84	333.91	389.11	1.86	1.97
- Direct GHG emissions (Scope 1) - 直接溫室氣體排放量(範圍1)	Tonnes CO ₂ e (公噸二氧化碳當量)	5,874.31	5,266.96	-	-	5,714.30	5,093.55	160.01	173.41	-	-
- Indirect GHG emissions (Scope 2) - 間接溫室氣體排放量(範圍2)	Tonnes CO ₂ e (公噸二氧化碳當量)	24,276.97	24,029.56	19.23	21.96	24,081.98	23,789.93	173.90	215.70	1.86	1.97
- GHG removal – tree planting (Scope 1) - 溫室氣體減除 – 植樹(範圍1)	Tonnes CO ₂ e (公噸二氧化碳當量)	13.64	13.64	-	-	13.64	13.64	-	-	-	-
Total GHG emissions (Scope 1 & 2) intensity 總溫室氣體排放(範圍1及2)密度	Tonnes CO ₂ e/ m ² total GFA (公噸二氧化碳當量/ 平方米總 建築面積)	0.043	0.133	0.039	0.052	0.045	0.046	0.021	0.033	0.002	0.002

⁹ The environmental intensity metric is based on the total gross floor area ("GFA"), unless otherwise specified.

¹⁰ Totals may not be the exact sum of numbers shown here due to rounding.

¹¹ Certain data for 2022 were adjusted to reflect the actual situation.

¹² The scope of environmental data of Commodity Marketing covers the head office in Switzerland.

¹³ In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased electricity consumed within the Group.

⁹ 除另有指明外，環境密度指標乃基於總建築面積(「總建築面積」)。

¹⁰ 基於四捨五入，總計未必為所示數字的準確總和。

¹¹ 部分二零二二年數據經過調整，以反映實際情況。

¹² 商品貿易的環境數據範圍涵蓋瑞士總部。

¹³ 根據世界企業永續發展委員會及世界資源研究所發佈的《溫室氣體盤查議定書 – 企業會計與報告標則(修訂版)》，範圍1直接排放來自本集團擁有或控制的業務，而範圍2間接排放則來自本集團內部消耗的所購電力的產生。

APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

	Unit 單位	Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹² 商品貿易 ¹²	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
		二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年
Energy consumption 能源消耗											
Total energy consumption 能源總耗量	MWh 兆瓦時	79,842.38	79,261.64	49.30	56.32	78,693.90	77,947.25	1,002.00	1,154.95	96.98	103.12
- Purchased electricity - 外購電力	MWh 兆瓦時	59,934.02	58,924.75	49.30	56.32	59,359.08	58,237.29	428.65	528.02	96.98	103.12
- Solar energy ¹⁴ - 太陽能 ¹⁴	MWh 兆瓦時	994.49	660.38	-	-	994.49	660.38	-	-	-	-
- Diesel oil - 柴油	MWh 兆瓦時	18,913.87	19,676.51	-	-	18,340.32	19,049.58	573.55	626.93	-	-
Total energy consumption intensity 能源總耗量密度	MWh/m ² total GFA 兆瓦時/ 平方米總 建築面積	0.11	0.45	0.10	0.13	0.12	0.12	0.06	0.10	0.09	0.10
Water consumption¹⁵ 用水消耗 ¹⁵											
Total water consumption 耗水總量	m ³ 立方米	146,349.85	161,053.78	-	-	142,097.95	155,156.78	4,251.90	5,897.00	-	-
Total water consumption Intensity 耗水總量密度	m ³ /m ² total GFA 立方米/ 平方米總 建築面積	0.21	0.25	-	-	0.21	0.25	0.26	0.54	-	-
Waste generation¹⁶ 廢棄物產生 ¹⁶											
Total non-hazardous waste generated 無害廢棄物產生總量	Tonnes 公噸	3,764.35	7,601.23	0.49	0.49	3,760.26	7,592.94	-	4.20	3.60	3.00
Total hazardous waste generated 有害廢棄物產生總量	Tonnes 公噸	32.21	39.54	-	-	-	-	32.21	39.54	-	-

¹⁴ Included the solar energy generated and consumed onsite.

¹⁵ Water consumption data for our Hong Kong Head Office and Commodity Marketing is not disclosed as the water supply is controlled by the property management and hence the relevant data is unavailable to individual tenants.

¹⁶ We did not disclose hazardous waste data as it is considered immaterial based on the materiality principles. We will continue to monitor and disclose relevant data in the event of significant hazardous waste generation.

¹⁴ 包括現場產生及消耗的太陽能。

¹⁵ 由於香港總部辦公室及商品貿易的供水由物業管理公司控制，因此無法向個別租戶提供相關數據，故並無披露其耗水量數據。

¹⁶ 由於根據重要性原則，有害廢棄物被視為不重大，故我們並無披露有害廢棄物數據。倘產生重大有害廢棄物，我們將繼續監察及披露相關數據。

附錄二：關鍵績效指標 APPENDIX II: KEY PERFORMANCE INDICATORS

	Unit 單位	Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹² 商品貿易 ¹²	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
		二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年
Total non-hazardous waste generated Intensity 無害廢棄物產生總量密度	Tonnes/m ² total GFA 公噸/平方米 總建築面積	0.005	0.012	0.001	0.001	0.006	0.012	-	0.0004	0.003	0.003
Total hazardous waste generated Intensity 有害廢棄物產生總量密度	kg/ m ² total GFA 公斤/平方米 總建築面積	0.041	-	-	-	-	-	1.98	3.38	-	-

SOCIAL ASPECT¹⁷

社會層面¹⁷

	Unit 單位	Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹⁸ 商品貿易 ¹⁸		
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
		二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	
Workforce profile 僱員資料												
Total workforce 僱員總數		1,607	1,368	26	19	562	503	927	756	92	90	
By gender 按性別	Male 男性	no. of people 人數	1,327	1,126	18	14	443	391	820	676	46	45
	Female 女性	no. of people 人數	280	242	8	5	119	112	107	80	46	45
By employment contract 按僱傭合約	Permanent 長期	no. of people 人數	984	883	24	17	562	503	316	283	82	80
	Other contract type 其他合約類型	no. of people 人數	623	485	2	2	0	0	611	473	10	10
By age group 按年齡組別	30 or below 30歲或以下	no. of people 人數	249	181	5	3	91	74	147	101	6	3
	31 – 50 31至50歲	no. of people 人數	778	672	18	13	271	238	428	352	61	69
	Above 50 50歲以上	no. of people 人數	580	515	3	3	200	191	352	303	25	18

¹⁷ Certain data for 2022 were adjusted to reflect the actual situation.

¹⁷ 部分二零二二年數據經過調整，以反映實際情況。

¹⁸ Data of the entire commodity marketing has been included.

¹⁸ 已包括全部商品貿易數據。

APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

	Unit 單位		Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹⁸ 商品貿易 ¹⁸	
			2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年
By employment category 按僱員類別	General staff 一般員工	no. of people 人數	1,218	1,034	15	10	427	387	729	594	47	43
	Middle management 中級管理層	no. of people 人數	237	261	7	5	76	65	123	157	31	34
	Senior management 高級管理層	no. of people 人數	152	73	4	4	59	51	75	5	14	13
By geographical region 按地區	Hong Kong 香港	no. of people 人數	15	12	15	12	0	0	0	0	0	0
	Singapore 新加坡	no. of people 人數	1,493	1,263	0	0	562	503	927	756	4	4
	Mainland China 中國內地	no. of people 人數	32	27	11	7	0	0	0	0	21	20
	Switzerland 瑞士	no. of people 人數	39	38	0	0	0	0	0	0	39	38
	Other Regions 其他地區	no. of people 人數	28	28	0	0	0	0	0	0	28	28
Turnover rate 流失比率												
By gender 按性別	Male 男性	%	21	23	6	29	12	19	27	27	7	7
	Female 女性	%	20	21	13	20	12	25	34	23	11	11
By age group 按年齡組別	30 or below 30歲或以下	%	28	40	0	33	14	39	39	43	0	0
	31 – 50 31至50歲	%	18	24	11	31	9	20	25	29	11	9
	Above 50 50歲以上	%	22	16	0	0	14	14	28	17	4	11
By geographical region 按地區	Hong Kong 香港	%	13	33	13	33	0	0	0	0	0	0
	Singapore 新加坡	%	22	22	0	0	12	20	28	26	0	0
	Mainland China 中國內地	%	0	5	0	0	0	0	0	0	0	10
	Switzerland 瑞士	%	10	5	0	0	0	0	0	0	10	5
	Other Regions 其他地區	%	14	14	0	0	0	0	0	0	14	14

附錄二：關鍵績效指標 APPENDIX II: KEY PERFORMANCE INDICATORS

Unit 單位	Total 總數	Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹⁹ 商品貿易 ¹⁸				
		2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年	2023 二零二三年	2022 二零二二年			
Development and training 發展與培訓												
Percentage of employees trained ¹⁹ 受訓僱員百分比 ¹⁹												
By gender 按性別	Male 男性	%	71	87	68	77	61	90	95	96	57	52
	Female 女性	%	29	13	32	23	39	10	5	4	43	48
By employee category 按僱員類別	General staff 一般員工	%	60	73	56	59	52	80	80	76	14	46
	Middle management 中級管理層	%	22	22	28	23	26	15	10	23	57	42
	Senior management 高級管理層	%	18	5	16	18	22	5	10	1	29	12
Average training hours completed per employee ²⁰ 每名僱員完成受訓的平均時數 ²⁰												
By gender 按性別	Male 男性	hours 小時	9.10	5.76	5.50	6.68	9.57	6.54	9.41	5.54	7.50	1.98
	Female 女性	hours 小時	3.85	2.26	4.50	3.40	6.10	3.05	2.71	1.35	5.20	1.78
By employment category 按僱員類別	General staff 一般員工	hours 小時	7.61	5.14	4.80	2.00	8.71	5.64	7.49	5.11	2.71	1.91
	Middle management 中級管理層	hours 小時	12.81	4.17	6.14	8.10	11.12	7.72	17.28	3.05	0	1.94
	Senior management 高級管理層	hours 小時	5.62	8.58	5.00	12.50	6.81	4.27	5.66	67.40	7.50	1.63

¹⁹ Employees trained in each specified category (in percentage) = Total number of employees trained in the category (including resigned staff)/Total number of employees in the category as of 31 December of the respective year.

²⁰ Average training hours completed per employee = Total training hours in the category (including resigned staff)/Total workforce in the category as of 31 December of the respective year.

¹⁹ 各特定類別的受訓僱員(百分比)=該類別受訓僱員總數(包括已辭職員工)/截至相關年度十二月三十一日止該類別僱員總數。

²⁰ 每名僱員完成受訓的平均時數=該類別的總培訓時數(包括已辭職員工)/截至相關年度十二月三十一日止該類別員工總數。

APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

	Unit 單位	Total 總數		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing ¹⁸ 商品貿易 ¹⁸		
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
		二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	二零二三年	二零二二年	
Health and safety 健康與安全												
Number of injuries 受傷人數	no. of cases 個案數目	3	17	0	0	3	7	0	10	0	0	
Lost days due to injuries 因傷損失日數	Days 日	84	575	0	0	84	251	0	324	0	0	
Number and rate of work-related fatalities ²¹ 因工亡故的人數及比率 ²¹	no. of cases/% 個案數目/%	0	0	0	0	0	0	0	0	0	0	
Supply chain management²² 供應鏈管理 ²²												
Number of major suppliers 主要供應商數目												
By geographical region 按地區	Hong Kong 香港	no. of suppliers 數目	12	3	0	0	0	0	1	1	11	2
	Singapore 新加坡	no. of suppliers 數目	805	745	0	0	87	102	713	635	5	8
	Mainland China 中國內地	no. of suppliers 數目	5	1	0	0	0	0	0	0	5	1
	Switzerland 瑞士	no. of suppliers 數目	2	2	0	0	0	0	0	0	2	2
	Other Regions 其他地區	no. of suppliers 數目	96	95	0	0	1	2	22	17	73	76
Community investment 社區投資												
Donation 捐贈	HK\$ 港幣元									426,260	195,195	

²¹ Included the past three years with the reporting year covered.

²² There was no major supplier engaged with the Hong Kong head office, and thus the relevant KPI is not disclosed.

²¹ 包括報告年度涵蓋的過去三年。

²² 由於香港總部辦公室並無涉及到任何主要供應商，因此相關的關鍵績效指標並無披露。

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附錄三：香港聯交所環境、社會及管治報告指引索引

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A. Environmental A.環境			
Aspect A1: Emissions 層面A1：排放			
<p>General Disclosure</p> <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 relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p> <p>一般披露</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</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>註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。</p> <p>溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。</p> <p>有害廢棄物指國家規例所界定者。</p>	<p>Driving The Greener Future</p> <p>Appendix I: Significant Laws and Regulations</p> <p>推動綠色未來</p> <p>附錄一：重點法律法規</p>	<p>39</p> <p>50</p>	
<p>KPI A1.1</p> <p>關鍵績效指標 A1.1</p>	<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>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	<p>55</p>
<p>KPI A1.2</p> <p>關鍵績效指標 A1.2</p>	<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>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	<p>55</p>

APPENDIX III: HKEx ESG REPORTING GUIDE INDEX 附錄三：香港聯交所環境、社會及管治報告指引索引

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KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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。	Driving The Greener Future 推動綠色未來	39
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Driving The Greener Future 推動綠色未來	39

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
Aspect A2: Use of Resources 層面A2：資源使用			
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。		Driving The Greener Future 推動綠色未來	39
KPI A2.1 關鍵績效指標 A2.1	Total direct and/or indirect energy consumption (eg electricity, gas or oil) by type (in thousands of kWh) and intensity (e.g. per unit of production, 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)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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。	Driving The Greener Future 推動綠色未來	39

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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。	Driving The Greener Future 推動綠色未來	39
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)每生產單位估量。	The Group does not generate a significant amount of packaging material, so it is considered as immaterial due to the materiality principles. 本集團並無產生大量包裝材料，因此，基於重要性原則，本集團認為包裝材料並不重大。	N/A 不適用
Aspect A3: The Environment and Natural Resources 層面A3：環境與天然資源			
General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。		Driving The Greener Future The Group's harvest and consumption of raw materials from the natural environment are not significant, and therefore do not have significant negative environmental impact. 推動綠色未來 本集團來自自然環境的原材料收成及消耗並不重大，因此並無對環境造成重大負面影響。	39
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。	Driving The Greener Future 推動綠色未來	39

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Aspect A4: Climate Change			
層面A4：氣候變化			
<p>General Disclosure</p> <p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>一般披露</p> <p>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。</p>	<p>Driving The Greener Future</p> <p>推動綠色未來</p>	39	
<p>KPI A4.1</p> <p>關鍵績效指標 A4.1</p>	<p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>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。</p>	<p>Driving The Greener Future</p> <p>推動綠色未來</p>	39

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B. Social B.社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面B1：僱傭			
<p>General Disclosure</p> <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 relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>一般披露</p> <p>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：</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>Cultivating People Focused Culture</p> <p>Appendix I: Significant Laws and Regulations</p> <p>培養以人為本的文化</p> <p>附錄一：重點法律法規</p>	23	
<p>KPI B1.1</p> <p>關鍵績效指標 B1.1</p>	<p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region</p> <p>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。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	55
<p>KPI B1.2</p> <p>關鍵績效指標 B1.2</p>	<p>Employee turnover rate by gender, age group and geographical region.</p> <p>按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	55

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Aspect B2: Health and Safety 層面B2：健康與安全			
General Disclosure 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. 一般披露 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。		Occupational Health and Safety Appendix I: Significant Laws and Regulations 職業健康與安全 附錄一：重點法律法規	27 50 27 50
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康及安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康與安全	27

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
Aspect B3: Development and Training 層面B3：發展與培訓			
General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 一般披露 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。 註： 培訓指職業培訓，可包括由僱主付費的內外部課程。		Cultivating Talents 培養人才	23
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。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55

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Aspect B4: Labour Standards		
層面B4：勞工準則		
<p>General Disclosure</p> <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 relating to preventing child and forced labour.</p> <p>一般披露</p> <p>有關防止童工或強制勞工的：</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>Ethical Employment Practices</p> <p>Appendix I: Significant Laws and Regulations</p> <p>道德僱傭常規</p> <p>附錄一：重點法律法規</p>	<p>31</p> <p>50</p>
<p>KPI B4.1</p> <p>關鍵績效指標 B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	<p>Ethical Employment Practices</p> <p>道德僱傭常規</p> <p>31</p>
<p>KPI B4.2</p> <p>關鍵績效指標 B4.2</p>	<p>Describe the steps taken to eliminate a violation when it is discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>Ethical Employment Practices</p> <p>道德僱傭常規</p> <p>31</p>

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Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		Supply Chain Management 供應鏈管理	33
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。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
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, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理	33
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 Management 供應鏈管理	33
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 Management 供應鏈管理	33

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
Aspect B6: Product Responsibility 層面B6：產品責任			
General Disclosure 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. 一般披露 有關所提供產品及服務的健康與安全、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。		Achieving Our Operational Sustainability Appendix II: Key Performance Indicators Advertising and labelling are not considered material issues for the Group due to our business nature. 實現營運可持續發展 附錄二：關鍵績效指標 由於我們的業務性質，廣告及標籤不被視為本集團的重大議題。	32 55
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product recall is not considered a material issue for the Group due to our business nature. 由於我們的業務性質，回收產品不被視為本集團的重大議題。	N/A 不適用
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。	Service Quality and Safety 服務質量與安全	34
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。	Protecting Intellectual Property Rights 保護知識產權及私隱	37

APPENDIX III: HKEx ESG REPORTING GUIDE INDEX 附錄三：香港聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
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。	Service Quality and Safety Recall procedures are not considered a material issue for the Group due to our business nature. 服務質量與安全 由於我們的業務性質，回收程序不被視為本集團的重大議題。	34
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Safeguarding Customer and Data Privacy 保障客戶及數據私隱	37
Aspect B7: Anti-corruption 層面B7：反貪污			
General Disclosure 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. 一般披露 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。		Upholding Business Ethics and Integrity Appendix II: Key Performance Indicators 恪守商業道德及誠信 附錄二：關鍵績效指標	38 55
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期間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。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
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。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38
Community 社區			
Aspect B8: Community Investment 層面B8：社區投資			
General Disclosure 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. 一般披露 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。		Co-creating Our Better Community 共創美好社區	46
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)。	Co-creating Our Better Community 共創美好社區	46
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area (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)。	Co-creating Our Better Community 共創美好社區	46



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