CHINA HUAJUN GROUP LIMITED

中國華君集團有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 377)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

The board (the "Board") of directors (the "Director(s)") of China Huajun Group Limited (the "Company") and its subsidiaries (collectively referred to as the "Huajun", the "Group" or "us") is pleased to present the Environmental, Social and Governance ("ESG") Report (the "Report"). Our ESG report is not only to share our sustainability strategies, management approaches and performance with our stakeholders, but also to comprehensively introduce our ongoing activities for our sustainable development towards the society and environment.

This Report covers our ESG performance for the year ended 31 December 2023 (the "Current Year"). The reporting scope for the Current Year focuses on the ESG performance of printing business and energy business. This Report excludes our trading and logistics, property development and investment businesses due to their insignificant environmental impacts. For financial services business, due to volatile and weakness in capital market and continuing operating loss incurred by the financial services business, the Group has reduced its scale and disposed of the core financial services business in May 2023.

In preparation of this Report, we have adhered to the ESG Reporting Guide (the "Guide") under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). This Report has been prepared according to the "comply or explain" provisions and reporting principles in the ESG Reporting Guide, which includes:

Materiality	Quantitative
Following an ESG stakeholder engagement exercise and a materiality assessment, this Report is structured based on the materiality of ESG issues of the Group. The Board and management review these sustainability issues annually to ensure that stakeholder's opinions are reflected. The results of the materiality assessment process is set out in the section headed 'Materiality Assessment' in this Report.	This Report discloses relevant ESG key performance indicators ("KPIs") and quantitative information of the printing business and energy business. Quantitative information is further accompanied by descriptions where appropriate.
Balance	**Consistency**
The Report impartially describes the Group's performance for the Current Year, to avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.	This Report follows methodologies that are consistent with previous years, which allows for meaningful comparison of ESG data over time. There was no significant change with the reporting scope of this Report.

We value any comments you may have on our ESG performance. If you have any comments or suggestions on this Report and our ESG performance, please email to ir@chinahuajungroup.com.

This report is available on the websites of the Company (http://www.chinahuajungroup.com) and Hong Kong Exchanges and Clearing Limited ("HKEx") (http://www.hkex.com.hk).

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STATEMENT FROM THE BOARD

The Group has long been committed to creating economic, social, and environmental value for all stakeholders, including shareholders, employees and customers, etc. An ESG structure was established to manage and assess ESG performance and the relevant policies. The Board is the highest decision-making level of the Group which takes full responsibility for ESG strategy and reporting. The Board is responsible for overseeing the Group's ESG vision, objectives and strategies for the short, medium and long terms. The Board also identifies, assesses, prioritizes and manages material ESG issues for the Group, and considers relevant ESG risks and opportunities.
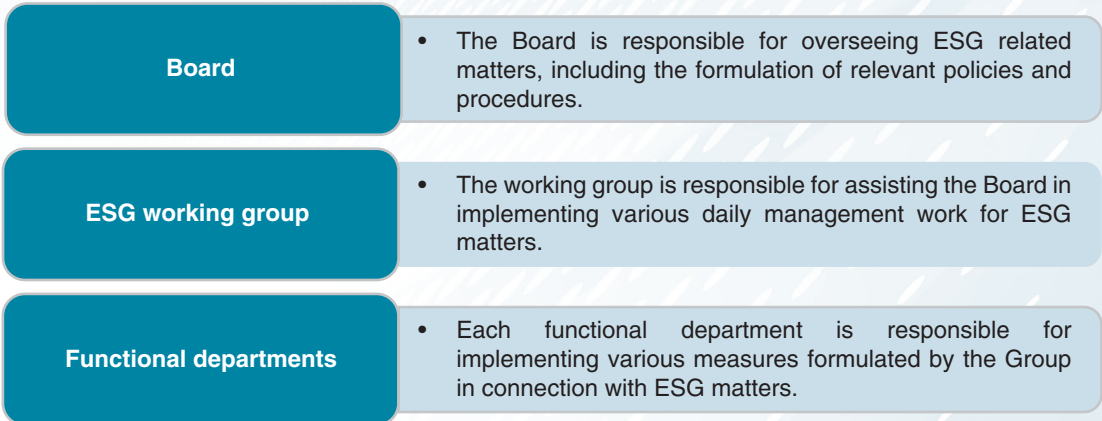
In order to effectively manage ESG matters, the Group has established an ESG working group. The working group assists the Board in overseeing and promoting the implementation of various ESG strategies. The working group is responsible in identifying and prioritizing important issues, reporting regularly to the Board about the Group's performance related to environmental and social key performance indicators, as well as preparing an annual ESG report.

We also get all functional departments of the Group involved in responsible for organizing, promoting, and implementing various ESG related tasks under the Group's ESG management policies and strategies.

To create long-term value for all stakeholders, the Board will continue reviewing and improving sustainable development efforts and performance in the years to come.

Mission and Objectives
Take people's livelihood and green as strategy development
Take business diversification as the core of group company

GOVERNANCE STRUCTURE

Board	• The Board is responsible for overseeing ESG related matters, including the formulation of relevant policies and procedures.
ESG working group	• The working group is responsible for assisting the Board in implementing various daily management work for ESG matters.
Functional departments	• Each functional department is responsible for implementing various measures formulated by the Group in connection with ESG matters.

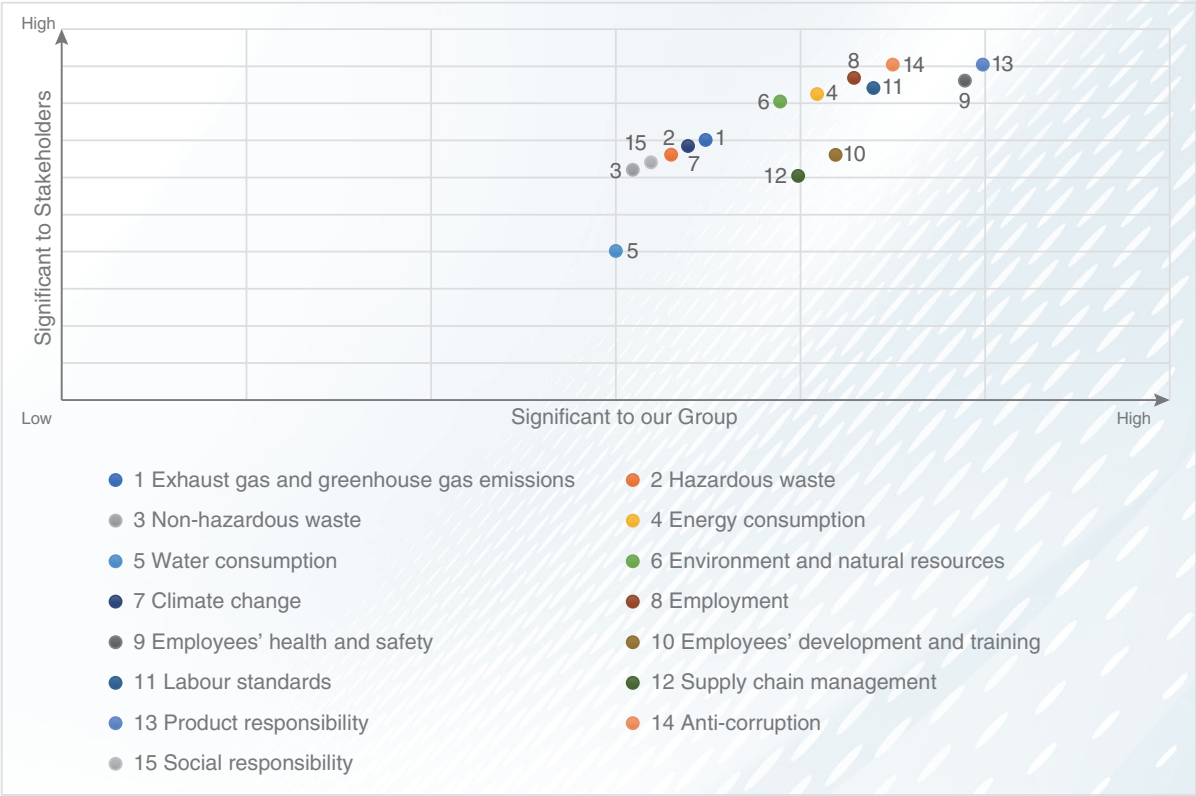# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

STAKEHOLDERS ENGAGEMENT

We believe understanding the views and concerns of stakeholders is crucial to our sustainable development. We have always maintained a close relationship with our stakeholders and are committed to balancing the opinions and interests of our stakeholders to determine our long-term sustainability direction. In preparation of this Report, we actively engage with different stakeholder groups through various communication channels on a continuing basis to allow two way communication on the sustainability performance and direction of the Group. The information collected will be an important basis for the framework of this Report.

Stakeholders	Communication channels	
Customers	• Interviews • Visits • Social platforms (such as WeChat Official Account)	• Meetings • Email
Staff	• Meetings • Interviews	• Trainings • Discussion sessions
Shareholders	• General meetings • Telephone conversation • Financial reports	• Company's website • Announcements
Suppliers	• Conversation • Email	• On-site inspection
Regulatory authorities	• Conversation • Email	• On-site inspection
The public	• Social platforms (such as WeChat Official Account) • Company's website	• Interviews • Sharing sessions

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MATERIALITY ASSESSMENT

To ensure this report has adequately addressed and responded to the major concerns of stakeholders, in addition to regular contacts with them, the Group has made reference to certain information such as the matters covered in ESG reports of the previous years, internal policies of the Company, industry trends and the Materiality Map introduced by the Sustainability Accounting Standards Board, to identify issues that have potential and practical impact on the sustainable development of the Group. The Group has analysed and prioritised the ESG issues based on certain factors such as its strategies, development and objectives, and the results are as follows:

- 1 Exhaust gas and greenhouse gas emissions
- 2 Hazardous waste
- 3 Non-hazardous waste
- 4 Energy consumption
- 5 Water consumption
- 6 Environment and natural resources
- 7 Climate change
- 8 Employment
- 9 Employees' health and safety
- 10 Employees' development and training
- 11 Labour standards
- 12 Supply chain management
- 13 Product responsibility
- 14 Anti-corruption
- 15 Social responsibility

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SUSTAINABILITY PERFORMANCE SUMMARY

The following table summarises our sustainability performance during the Current Year.[1]

	Printing business		Energy business		Total	
Air emissions						
Nitrogen Oxides (NOx)	645,926.40	g	110,984.80	g	756,911.20	g
Sulphur Oxides (SOx)	621.94	g	260.61	g	882.55	g
Particulate Matter (PM)	52,453.27	g	10,631.70	g	63,084.97	g
Greenhouse gases						
Total greenhouse gas emissions	7,947.08	tonnes	158.21	tonnes	8,105.29	tonnes
Direct emissions (Scope 1)	440.59	tonnes	47.13	tonnes	487.72	tonnes
Indirect emissions (Scope 2)	7,508.49	tonnes	114.53	tonnes	7,623.02	tonnes
Greenhouse gases removal (Tree Planting) (Scope 1)	2.00	tonnes	3.45	tonnes	5.45	tonnes
Greenhouse gas emissions intensity	0.98	tonnes/tonnes of production volume	71.06	kg/tonnes of production volume		
Hazardous waste						
Total hazardous waste produced	109.11	tonnes	–	tonnes	109.11	tonnes
Hazardous waste produced intensity	13.49	kg/tonnes of production volume	–	kg/tonnes of production volume		
Non-hazardous waste						
Total non-hazardous waste produced	2,587.04	tonnes	3.00	tonnes	2,590.04	tonnes
Non-hazardous waste produced intensity	0.32	tonnes/tonnes of production volume	1.32	kg/tonnes of production volume		
Energy consumption						
Total energy consumption	13,788.40	MWh	392.30	MWh	14,180.70	MWh
Energy consumption intensity	1.70	MWh/tonnes of production volume	0.17	MWh/tonnes of production volume		
Water consumption						
Total water consumption	122,113.00	m³	14,800.00	m³	136,913.00	m³
Water consumption intensity	15.10	m³/tonnes of production volume	6.51	m³/tonnes of production volume		
Packaging material						
Total packaging material	2,963.03	tonnes	–	tonnes	2,963.03	tonnes
Packaging material intensity	0.37	tonnes/tonnes of production volume	–	tonnes/tonnes of production volume		

[1] The annual production volume of printing business is calculated based on the weight of finished products in tonnes and the annual production volume of energy business is calculated based on the weight of goods delivered in tonnes.

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	Printing business		Energy business		Total	
Employment						
Total employees (As at 31 December 2023)	948	persons	62	persons	1,010	persons
By gender						
Male	463	persons	38	persons	501	persons
Female	485	persons	24	persons	509	persons
By age group						
<25	34	persons	–	persons	34	persons
25-29	51	persons	5	persons	56	persons
30-39	180	persons	28	persons	208	persons
40-49	422	persons	26	persons	448	persons
>50	261	persons	3	persons	264	persons
By employment type						
Junior staff	827	persons	14	persons	841	persons
Senior staff	108	persons	38	persons	146	persons
Management	13	persons	10	persons	23	persons
By geographical region						
Hong Kong	8	persons	2	persons	10	persons
PRC	940	persons	60	persons	1,000	persons
Turnover rate						
Total turnover rate	25	%	–	%	23	%
By gender						
Male	28	%	–	%	26	%
Female	22	%	–	%	21	%
By age group						
<25	132	%	–	%	132	%
25-29	43	%	–	%	39	%
30-39	38	%	–	%	33	%
40-49	10	%	–	%	9	%
>50	22	%	–	%	22	%
By geographical region						
Hong Kong	–	%	–	%	–	%
PRC	25	%	–	%	23	%
Health and safety						
Deaths due to work	–	persons	–	persons	–	persons
Number of work injury cases	11	cases	–	cases	11	cases
Lost days due to work injury	100.5	days	–	days	100.5	days

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	Printing business		Energy business		Total	
Employee training						
Employees participated in training	948	persons	43	persons	991	persons
By gender						
Male	464	persons	25	persons	489	persons
Female	484	persons	18	persons	502	persons
By employment type						
Junior staff	827	persons	–	persons	827	persons
Senior staff	108	persons	33	persons	141	persons
Management	13	persons	10	persons	23	persons
Average training hours						
Employees participated in training	3.83	hours/employees	3.37	hours/employees	3.81	hours/employees
By gender						
Male	4.17	hours/employees	1.18	hours/employees	3.94	hours/employees
Female	3.51	hours/employees	4.17	hours/employees	3.54	hours/employees
By employment type						
Junior staff	4.00	hours/employees	–	hours/employees	3.93	hours/employees
Senior staff	2.77	hours/employees	3.03	hours/employees	2.84	hours/employees
Management	2.00	hours/employees	3.00	hours/employees	2.43	hours/employees
Employees trained						
By gender (% of total number of employees trained)						
Male	49	%	58	%	49	%
Female	51	%	42	%	51	%
By employment type (% of total number of employees trained)						
Junior staff	87	%	–	%	84	%
Senior staff	12	%	77	%	14	%
Management	1	%	23	%	2	%
Supply Chain Management						
Number of suppliers						
Hong Kong	29		–		29	
PRC	436		24		460	
Others	4		1		5	

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PRINTING BUSINESS

Being an environmentally conscious and sustainable company, we are committed to protecting the environment. We have established an environmental management mechanism in accordance with the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" and the "Law of the People's Republic of China on Conserving Energy", aiming to:

•   ensure compliance with national and local environmental protection laws, regulations, standards and guidelines in places where we operate;

•   minimise waste generation as much as possible during the production process;

•   avoid pollution to the environment during the production process;

•   monitor the implementation of environmental, health and safety measures, as well as the performance of partners in relevant aspects;

•   enhance product quality and efficiency through research, product development and trainings to save energy and resources; and

•   increase staff awareness of energy conservation systematically.

ENVIRONMENTAL POLICIES AND MANAGEMENT SYSTEM

Establishing a sound environmental management system is an effective way to reduce the environmental impact of production and promote our sustainable improvement. Therefore, we have been making efforts to establish and improve our environmental policies and management system.

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ISO 14001 Environmental Management System

We have obtained the ISO 14001 Environmental Management System certification. In order to meet the requirements of the ISO 14001 Environmental Management System standard in a sustainable manner, we have formulated the "Environmental Handbook" and established an environmental management system covering the Company's office area and production workshops. We strictly implement the relevant policies in accordance with the requirements of the environmental management system standards, and incorporating the principle of minimising waste of resources by 3Rs (Reduce, Reuse and Recycle).

EMISSIONS MANAGEMENT

Our main emissions are wastewater from precision screens and organic waste gases of ink generated from the process of printing and silk screen printing. Our equipment indirectly emits greenhouse gases due to the use of electricity, and the use of backup generators and vehicles also generates air emissions. Other sources of emissions include flawed products, debris and defective products from the production process, and domestic waste and sewage generated by employees and offices. For various sources of emissions, we have actively adopted a number of measures to reduce emissions and their impact.

Collection and Treatment of Volatile Organic Compounds (VOCs) and Ammonia

During our production, volatile organic compounds (VOCs) and ammonia are released that can affect our health. In order to reduce the impact of VOCs and ammonia on our employees and the environment, we built a VOCs and ammonia treatment system. Ammonia is neutralized and reduced by adding water through sprinklers before it is released at the discharge outlet. With VOCs, dust filtration and ultraviolet (UV) photolysis are employed. VOCs are absorbed by activated carbon and discharged through the chimney. As a result of this system, the amount of VOCs being released into the atmosphere is greatly reduced while saturated activated carbon will be recycled by qualified third parties.

VOCs and ammonia collection and treatment

To regularly monitor the volume of VOCs emission, we engaged qualified third party inspector to measure the VOCs emission in quarterly basis. We also engaged qualified third party service provider to provide maintenance service for our VOCs emission treatment system. We have also introduced an automatic ink mixing system by centralizing the ink mixing process in order to reduce VOC emissions.

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Exhaust Gas

Our exhaust gas mainly comes from the local transportation. Increasing air emissions is due to more local traveling occurring after the COVID-19 travel requirements were loosened, resulting in more vehicle usage.

Air emissions	Year ended 31 December 2023	Year ended 31 December 2022	
Nitrogen Oxides (NOx)	645,926.40	407,186.74	g
Sulphur Oxides (SOx)	621.94	495.79	g
Particulate Matters (PM)	52,453.27	39,947.61	g

Greenhouse Gas Emissions

Our greenhouse gas emissions are mainly generated indirectly from the use of electricity.

Greenhouse gases	Year ended 31 December 2023	Year ended 31 December 2022	
Total greenhouse gas emissions	7,947.08	11,068.41	tonnes
Direct emission (Scope 1)	440.59	275.18	tonnes
Indirect emission (Scope 2)	7,508.49	10,795.23	tonnes
Greenhouse gases removal (Tree Planting) (Scope 1)	2.00	2.00	tonnes
Greenhouse gas emission intensity	0.98	0.99	tonnes/tonnes of production volume

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Wastewater Treatment and Discharge

We strive to ensure that our treated wastewater is discharged in accordance with the "Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant" (GB 18918-2002) issued by the State General Administration of Environmental Protection of the PRC, and have formulated the "Water-treatment Equipment Operating Instruction" to standardise the workflow of our wastewater treatment system.

We have established a wastewater treatment system to ensure that our wastewater is treated before it is discharged. The wastewater from workshops first enters the retention basin through the collection system, and is then sent to the coagulation and sedimentation equipment to add coagulant in order to remove the oil and micro suspended solids in the wastewater. The treated wastewater is discharged after going through the anaerobic process, aerobic process, sedimentation and filtration. Sludge generated from wastewater treatment is collected regularly and handled by qualified third parties.

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Hazardous Waste Management

We have complied with national laws and regulations, such as the "Standard for Pollution Control on Hazardous Waste Storage" (GB 18597-2001). Our hazardous waste mainly includes solvent waste, waste container and empty barrel, ink residue and sludge, rag & gloves etc. We dedicated and labelled containers for the collection of hazardous waste, which shall be properly stored and will be transferred to qualified third parties for treatment upon approval.

Hazardous waste	Year ended 31 December 2023	Year ended 31 December 2022	
Total hazardous waste produced	109.11	176.83	tonnes
Solvent waste	19.58	24.86	tonnes
Waste container and empty barrel	44.77	65.24	tonnes
Ink residue and sludge	20.30	58.89	tonnes
Waste paint	1.28	–	tonnes
Waste fixer/developer	0.28	3.76	tonnes
Waste lamp	0.20	0.20	tonnes
Rag & gloves	10.00	19.28	tonnes
Waste glue	2.64	3.10	tonnes
Photographic material waste	0.24	–	tonnes
Waste activated carbon	9.82	1.50	tonnes
Hazardous waste produced intensity	13.49	15.79	kg/tonnes of production volume

Hazardous waste processing equipment

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Non-hazardous Waste Management

Waste paper is the main stream of waste in printing business, and we actively take measures in recycling. For general domestic waste, we clean it up in time to maintain a clean environment.

Non-hazardous waste	Year ended 31 December 2023	Year ended 31 December 2022	
Total non-hazardous waste produced	2,587.04	5,003.49	tonnes
Paper	2,537.02	4,936.00	tonnes
Food waste	12.00	14.40	tonnes
Metal waste	4.00	9.60	tonnes
Other general waste	34.02	43.49	tonnes
Handed by waste collection department	381.02	106.89	tonnes
Collected by recycling	2,206.02	4,896.60	tonnes
Non-hazardous waste produced intensity	0.32	0.45	tonnes/tonnes of production volume

Measures to Reduce Emissions and Waste Generation

We actively promotes Green Office practices aiming to minimise the generation of waste and maximise the efficient use of resources. In 2023, the Group gradually implemented the following regular measures to reduce emissions and waste generation:

For reducing emissions:

• Replace activated carbon in exhaust gas treatment facilities to enhance its efficiency;

• Conduct regular testing of exhaust gases to ensure emissions meet standards;

• Renovate our workshops by adding more fans, adjusting the equipment location in order to reduce the air emission;

• Repair the damaged floor in the chemical warehouse and lay epoxy floor in the warehouse to reduce the risk of environmental pollution;

• Replace the wooden pallets with plastic pallets that used for transfer of materials in order to extend the useful life and reduce the amount of solid waste generated;

• Replace the original rags with lighter and more efficient cleaning paper for cleaning purpose in order to reduce waste generation; and

• Put plastic bags inside of container so that we can reduce the number of waste container.

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Targets on Emissions and Waste Generation

Due to the above measures, we have been maintaining a relatively low level of emissions and waste generation. We aims to achieve the target of maintaining or reducing the total emissions intensity and the total waste generation intensity in the next reporting year, on the basis of that in 2023.

USE OF RESOURCES

Our energy consumption mainly comes from the purchased electricity. The slight increase on energy consumption intensity is due to the increased usage of diesel and unleaded petrol for local travelling occurring after the COVID-19 travel requirements were loosened.

Total Energy and Water Consumption

Energy consumption	Year ended 31 December 2023	Year ended 31 December 2022	
Total energy consumption	13,788.40	13,964.32	MWh
Direct energy consumption			
Diesel	364.42	302.32	MWh
Unleaded petrol	250.62	156.30	MWh
Liquefied petroleum gas	7.50	7.50	MWh
Indirect energy consumption			
Purchased electricity	13,165.86	13,498.20	MWh
Energy consumption intensity	1.70	1.25	MWh/tonnes of production volume

Water consumption	Year ended 31 December 2023	Year ended 31 December 2022	
Total water consumption	122,113.00	151,208.00	m³
Water consumption intensity	15.10	13.50	m³/tonnes of production volume

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Measures to Reduce Energy and Water Consumption

In terms of reduction of energy and water consumption, we implemented the following regular measures:

- Replace original fluorescent lamps with low-power LED energy-saving lamps to reduce energy consumption;

- Replace printing press cooling tower by using closed circulating water system which consume less water and energy saving;

- Conduct inspections of water pipelines throughout the plant and replace damaged pipelines, valves, faucets, etc. in a timely manner to achieve the purpose of saving water consumption;

- Inspect water and electricity meters everyday to monitor abnormal water and electricity losses in a timely manner.

Targets on Energy Consumption

We aims to achieve the target of maintaining or reducing the total energy consumption intensity in the next reporting year, on the basis of that in 2023.

Suitable Water Sources

We have not encountered any difficulties in sourcing suitable water sources, and our production sites and offices has a stable water supply which meets its daily operational needs.

Packaging Materials

Packaging material	Year ended 31 December 2023	Year ended 31 December 2022	
Total packaging material	2,963.03	3,924.85	tonnes
Carton boxes	1,798.45	2,572.60	tonnes
Card board	1,036.88	1,163.60	tonnes
Protective film	114.75	164.23	tonnes
Packaging tape	12.95	24.42	tonnes
Others	–	–	tonnes
Packaging material intensity	0.37	0.35	tonnes/tonnes of production volume

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THE ENVIRONMENT AND NATURAL RESOURCES

In our daily operations, there has no significant impact on the environment or natural resources. We adheres to the principle of environment protection and natural resources conservation in its operations, and applies relevant policies on energy conservation and green measures to avoid leaving significant environmental footprints or overconsumption of natural resources.

CLIMATE CHANGE

It is likely that extreme weather conditions will become more frequent as a result of human-induced climate change. This will directly affect the operations of our plants in such cases.

To strengthen the approach to managing climate-related issues, during the Current Year, we conducted a preliminary climate-related risk assessment in accordance with the framework of the Task Force on Climate-Related Financial Disclosures ("TCFD"). Climate-related risks consisting of physical and transition risks were identified as likely to have an impact on us. Through the assessment, all climate-related risks were graded at low-to-medium risks and thus did not contribute a significant impact on its business activities.

Nevertheless, we has proactively adopted appropriate mitigation measures to deal with the more frequent risks of extreme weather events, which include typhoons and flooding. We have formulated the following instructions in order to minimize human, property, and financial losses:

Typhoon

- Ensure all personnel stay indoor when a typhoon strikes;

- Ensure all materials and equipment are stored indoor;

- Provide comprehensive guidelines for all employees on responding to typhoon and rainstorm warnings;

- Provide emergency assistance to all incoming calls, and inform the rescue team whenever necessary.

Flooding

- Ensure all power sources have been turned off;

- Enhance building design to increase resistance to extreme precipitation;

- Evacuate employees to a safe area in an organized manner.

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PRODUCT QUALITY, HEALTH AND SAFETY

We win clients' trust and confidence with high-quality packaging, books and printed products. We are accredited various certifications, such as the Quality Management System certification (ISO9001), Occupational Health and Safety Management System Certification (OHSAS 18001), Social Accountability Standard Certification (SA8000) and Environmental Labelling Product Certification（中國環境標誌產品認證證書）. Meanwhile, we have obtained the Chain of custody certification from the Forest Stewardship Council (FSC) in verifying that the materials used during production have met the chain of custody requirements.

We have formulated the "Quality and Safety Handbook" and a series of quality management systems and procedures, including the "Incoming Inspection Procedure", the "Processing Inspection Procedure", the "Final Inspection Procedure", the "Control Procedure for Unsatisfactory Products", and the "Production Safety Procedure". We strictly implement the requirements of each procedure to ensure our products are at an exemplary level in quality, health and safety.

We attach great importance to product safety. We have established the "Control Procedure for Product Recall" and a sample retention procedure. When exceedance of harmful substances are found in a batch of products which is no longer under the control of the Company (e.g. delivered to customers), we would start recalling promptly to ensure that the affected products can be identified and remedied, so as to protect consumer safety. We also carry out simulated recall on a regular basis to ensure a smooth procedure of product recall. Employees are familiar with the precautions for recall and can respond appropriately in time whenever recall incidents occur.

We promise to respond to our clients within a few working days if there is any complaint about product quality or safety, we would contact the concerned client, ask for details, and transfer to the customer services department for coordination and follow-up action. We take immediate rectification action, understand the source of the problem and implement measures to prevent similar incidents from happening again. Should a product has any potential harm to end users, we would recall the product immediately. During the Current Year, there were no products sold or shipped subject to recalls for safety and health reasons. There were 65 complaints received from customers and all of them were duly handled by customer services department.

We understand that customers' confidential information and property, such as customers' trademarks and intellectual property, are protected by regulations in respect of patents, trademarks, copyrights and trade secrets. We have formulated the "Code of Business Ethics", requiring all employees, agents and contractors to carefully handle customers' confidential information and ensure that the relevant information is used only for business purposes. To protect intellectual property rights of our clients, surveillance system is installed in our printing workshops to administer the production process, to ensure that clients' printing materials are surveilled from receiving to delivering finished products, and to safeguard against any intellectual property leakage.

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ENERGY BUSINESS

ENVIRONMENTAL POLICIES AND MANAGEMENT SYSTEM

We have established an environmental management mechanism in accordance with the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes" and the "Safety Production Law of the People's Republic of China" and other related relevant national laws and regulations. Our goal is to achieve reducing waste generated, prevent pollution and safe production, in order to provide our business partners with quality products and best partnering experience.

EMISSIONS MANAGEMENT

In the course of our storage and transportation business for energy segment, the vehicles will generate air emissions; the use of electricity-driven equipment indirectly generate greenhouse gases; and offices and employees also generate domestic sewage and waste. We strive to build a highly green environment plant. In addition to planting a large number of trees, we use those vacant area to open up a small farmland to bring more green areas to the plant.

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Exhaust Gas

Our exhaust gas mainly comes from the local transportation. Increasing air emissions is due to more local traveling occurring after the COVID-19 travel requirements were loosened, resulting in more vehicle usage.

Air emissions	Year ended 31 December 2023	Year ended 31 December 2022	
Nitrogen Oxides (NOx)	110,984.80	99,252.38	g
Sulphur Oxides (SOx)	260.61	226.13	g
Particulate Matters (PM)	10,631.70	9,242.06	g

Greenhouse Gas Emissions

Our direct greenhouse gas emissions mainly come from combustion of fuels by vehicles for business use, while indirect greenhouse gas emissions mainly come from purchased electricity.

Compared to last year, greenhouse gas emissions decreased due to a decrease in the national power grid average emission factor published by the Ministry of Ecology and Environment of China.

Greenhouse gases	Year ended 31 December 2023	Year ended 31 December 2022	
Total greenhouse gas emissions	158.21	167.90	tonnes
Direct emission (Scope 1)	47.13	43.60	tonnes
Indirect emission (Scope 2)	114.53	127.75	tonnes
Greenhouse gases removal (Tree Planting) (Scope 1)	3.45	3.45	tonnes
Greenhouse gas emission intensity	71.06	127.88	kg/tonnes of production volume

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Wastewater Treatment and Discharge

We does not produce wastewater in the ordinary course of business.

Hazardous Waste Management

We does not produce any material hazardous waste in the ordinary course of business.

Non-hazardous Waste Management

Our domestic waste are generated by our offices. Metal scraps and waste paper generated will move to qualified third parties for recycling. For non-recyclable waste, we will entrust the local waste collection department for waste treatment, ensuring that all waste is properly dispose of.

Non-hazardous waste	Year ended 31 December 2023	Year ended 31 December 2022	
Total non-hazardous waste produced	3.00	4.20	tonnes
– Food waste	–	1.20	tonnes
– Other general waste	3.00	3.00	tonnes
– Metal waste	–	–	tonnes
Handed by waste collection department	3.00	4.20	tonnes
Collected by recycling	–	–	tonnes
Reuse	–	–	tonnes
Non-hazardous waste produced intensity	1.32	3.13	kg/tonnes of production volume

Measures to Reduce Emissions and Waste Generation

We actively promotes Green Office practices aiming to minimise the generation of waste and maximise the efficient use of resources. In 2023, the Group gradually implemented the following regular measures:

• Encourage paper conservation by printing on both sides of office papers and reusing one-side printed papers;

• Encourage our employees to use online communication.

Targets on Emissions and Waste Generation

Due to the above measures, we have been maintaining a relatively low level of emissions and waste generation. We aims to achieve the target of maintaining or reducing the total emissions intensity and the total waste generation intensity in the next reporting year, on the basis of that in 2023.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

USE OF RESOURCES

Total Energy and Water Consumption

Our energy consumed mainly from electricity used in offices and petrol for transportation.

Energy consumption	Year ended 31 December 2023	Year ended 31 December 2022	
Total energy consumption	392.30	309.90	MWh
Direct energy consumption			
Diesel	–	–	MWh
Unleaded petrol	191.47	166.14	MWh
Liquefied petroleum gas	–	8.13	MWh
Indirect energy consumption			
Purchased electricity	200.83	135.63	MWh
Energy consumption intensity	0.17	0.23	MWh/tonnes of production volume

Water consumption	Year ended 31 December 2022	Year ended 31 December 2021	
Total water consumption	14,800.00	9,468.00	m³
Water consumption intensity	6.51	7.07	m³/tonnes of production volume

Measures to Reduce Energy and Water Consumption

In terms of energy-saving, we have suspended our logistics services to save diesel. Also, we use LED lights instead of fluorescent lamps to save electricity. In terms of water consumption, although our production does not have high demand of water, we will continue to monitor water consumption, emphasise the importance of water-saving to employees, regularly check the leakage or damage of water pipes and equipment, and repair in time to prevent waste of water resources. We will also post water-saving labels in our offices and workshops to remind our employees to save water.

Targets on Energy Consumption

We aims to achieve the target of maintaining or reducing the total energy consumption intensity in the next reporting year, on the basis of that in 2023.

Suitable Water Sources

We have not encountered any difficulties in sourcing suitable water sources, and our offices has a stable water supply which meets its daily operational needs.

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Packaging Materials

Due to nature of product, goods are delivered by oil tank trucks and hence no packaging materials involved.

THE ENVIRONMENT AND NATURAL RESOURCES

In our daily operations, there has no significant impact on the environment or natural resources. We adheres to the principle of environment protection and natural resources conservation in its operations, and applies relevant policies on energy conservation and green measures to avoid leaving significant environmental footprints or overconsumption of natural resources.

CLIMATE CHANGE

With the number of extreme weather (e.g. typhoon and rainstorm warnings) is expected to increase, it will affect our logistics arrangement and hence may lead to delay in goods delivered to customers.

To strengthen the approach to managing climate-related issues, during the Current Year, we conducted a preliminary climate-related risk assessment in accordance with the framework of the Task Force on Climate-Related Financial Disclosures ("TCFD"). Climate-related risks consisting of physical and transition risks were identified as likely to have an impact on us. Through the assessment, all climate-related risks were graded at low-to-medium risks and thus did not contribute a significant impact on its business activities.

Nevertheless, we will continue to evaluate the potential impact of climate change on its business annually and adopt corresponding measures to mitigate any potential risks. When a variety of extreme weather scenarios are possible, we have formulated the following instructions in order to minimize human, property, and financial losses:

Typhoon

• Ensure all personnel stay indoor when a typhoon strikes;

• Ensure that all windows and doors are closed, and that all power sources have been turned off;

• Ensure that idle items are escorted indoors;

• Provide emergency assistance to all incoming calls, and inform the rescue team whenever necessary.

Flooding

• Ensure all power sources have been turned off;

• Ensure that appropriate properties are escorted upstairs;

• Evacuate employees to a safe area in an organized manner.

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PRODUCT QUALITY, HEALTH AND SAFETY

Continue to our effort on quality management we qualified on ISO9001:2015 certificate examination continuously. This is an important milestone for us to establish a complete quality management system with high standards and strict requirements for standardized management. At the moment, we have two major subsidiaries holding ISO9001:2005 certificates and we will not stop our work until we promote this quality management to all the segment subsidiaries. We have also formulated environmental protection and safety management regulations in accordance with relevant laws and regulations for employees to learn and comply with.

We attach great importance to product safety. We have established the "Control Procedure for Product Recall" and a sample retention procedure. Testing will carry on at the product dispatch from the site, report and sample will keep until the customer confirm the quality of good delivered. Only qualified product will dispatch to the customer. We also taking precaution on the vehicles use for delivery to ensure the safety. We also carry out simulated recall on a regular basis to ensure a smooth procedure of product recall. Employees are familiar with the precautions for recall and can respond appropriately in time whenever recall incidents occur. During the Current Year, there were no products sold or shipped subject to recalls for safety and health reasons.

Whenever our customer complains about product quality or safety issues, we promise to respond within few working days. We would contact the customer and ask for details, and submit it to the customer services department for coordination and follow-up. We would take immediate rectification action, understand the source of the problem and implement measures to prevent similar incidents happening again. During the Current Year, we did not receive any complaint in related to our product and services.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

EMPLOYEES

Employees are important assets of the Company. They are also the foundation of our success and development. We believe that our business success depends on our ability to attract, retain and nurture our employees. We are committed to providing employees with a safe working environment, attractive remuneration and benefits, adequate trainings and a fair promotion ladder. We will continue to review and improve the existing mechanism in accordance with the market standards, so that every employee can grow together with the Group.

We strictly comply with applicable local labour laws and regulations, including but not limited to the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" and the "Social Insurance Law", and have formulated a comprehensive human resources management mechanism, including the "Human Resources Management Regulations" and the "Employee Handbook", so that employees can have a clear understanding of our employment systems, such as recruitment, promotion, rest periods, benefits and welfare, working hours, resignation and dismissal.

We ensure our Dongguan plant is in compliance with certification SA8000:2014 that (1) there is no use of child labour; (2) no forced or compulsory labour; (3) the health and safety of our staff are monitored; (4) freedom of association and right to collective bargaining of our employers are practised; (5) there shall be no discrimination against age, sex, ethnic groups; (6) corrective and preventive actions for complaints and faults are implemented; both (7) working hours; (8) remuneration are in compliance with the Labour Law of the People's Republic of China; and (9) there is proper management of suppliers and contractors for social accountability.

Remuneration System, Working Hours and Rest Periods

Our remuneration system strictly complies with relevant laws and regulations, such as the "Labour Contract Law" and the "Labour Law", ensuring employees receiving their due labour compensation. We have also formulated the "Management Procedure for Working Hours and Overtime" to regulate the on-duty time and overtime of employees. Rest periods or overtime pay shall be compensated to employees for overtime work in accordance with legal requirements. Besides, we also provide personal leave, sick leave, work injury leave, paid marriage leave, paid maternity leave, paid funeral leave and paid public leave.

We have also formulated the "Regulations on Reward and Punishment Management" to review the work efficiency of employees regularly. Awards such as the special contribution award, production performance award and best employee award shall be given to outstanding employees. The long-term service award shall be given to employees who have been working continuously in the Company for a certain period of time.
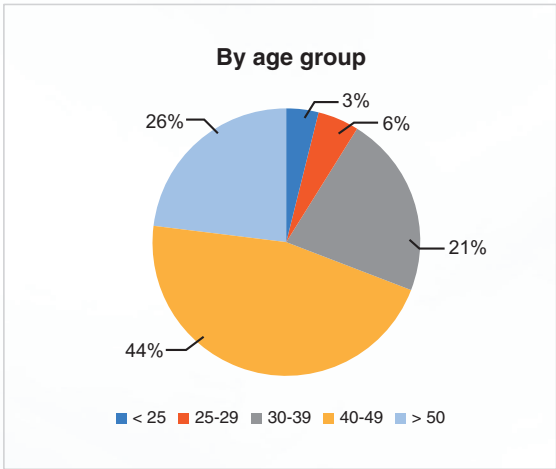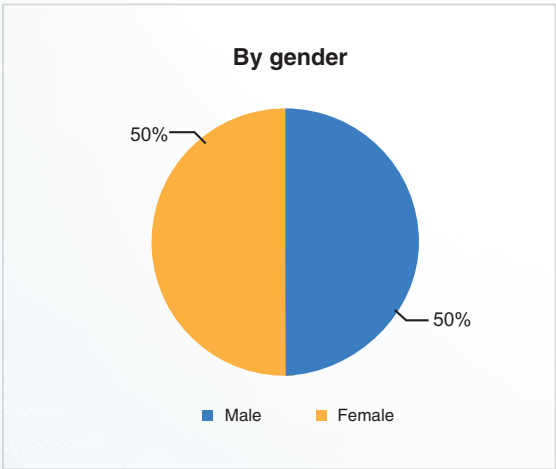
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
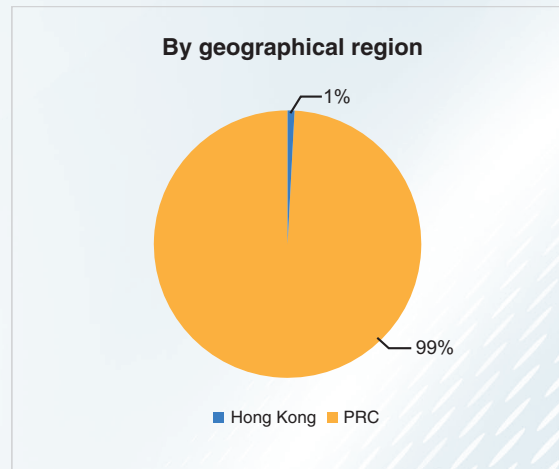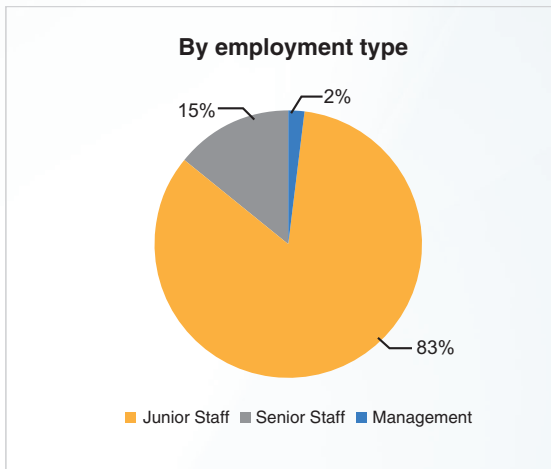
Total number and classification of employees

As at 31 December 2023, the total number of employees of printing business and energy business was 1,010, and the details of employees were as follows:

TOTAL NUMBER OF EMPLOYEES (IN PRINTING & ENERGY BUSINESS)

Total number of Employees	1,010
By Gender	
Male	501
Female	509
Age profile	
< 25	34
25-29	56
30-39	208
40-49	448
> 50	264
Type of employment	
Junior Staff	841
Senior Staff	146
Management	23
Geographical location	
Hong Kong	10
PRC	1,000

By gender

50%
50%

■ Male ■ Female

By age group

3%
6%
26%
21%
44%

■ < 25 ■ 25-29 ■ 30-39 ■ 40-49 ■ > 50

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

By employment type

- 15%
- 2%
- 83%

■ Junior Staff ■ Senior Staff ■ Management

By geographical region

- 1%
- 99%

■ Hong Kong ■ PRC

Employees turnover ratio

Details of the employee turnover rate of printing business and energy business as at 31 December 2023 were as follows:

TOTAL EMPLOYEE TURNOVER

	Number of employees	% of total number of employees
Total turnover	234	23%

	Number of employees	% of turnover
By gender		
Male	128	26%
Female	106	21%

	Number of employees	% of turnover
Age profile		
< 25	45	132%
25-29	22	39%
30-39	68	33%
40-49	42	9%
> 50	57	22%

	Number of employees	% of turnover
Geographical location		
Hong Kong	–	–
PRC	234	23%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HEALTH AND SAFETY

We strive to provide employees with a safe workplace, and ensure compliance with all occupational safety-related laws and regulations, including the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Production Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China" and the "Special Equipment Safety Law of the People's Republic of China". We are devoted to safeguarding employees from occupational hazards and enhancing employees' awareness of production safety, thereby reducing the risk of health and safety in workplace. During the past three years, there was no work-related fatality involved. The number of work injury cases and lost days due to work injury during the past three year was listed below:

	Year ended 31 December 2023	Year ended 31 December 2022	Year ended 31 December 2021
Number of work injury cases	11	10	14
Lost days due to work injury	100.50	154.75	161.80

We put the health and safety of our employees at first priority. We have appointed safety directors in all production workshops and production lines, and established an Environmental Health and Safety Committee to review the work safety in workshops. We equip our employees with necessary protective equipment, such as earmuffs and safety shoes. Our workshops are equipped with fire protection equipment or tools. Our mechanical equipment is sensor-activated, so as to prevent staff from being pinched, with protective fences to reduce risks, ensuring the safety of employees. In addition, we provide all employees with annual health examination and medical insurance, in an aim to eliminate the worries of employees.

Our printing business may involve the use of hazardous chemicals. In terms of the purchase, storage, usage and management of hazardous chemicals, we have formulated the "Working Guidelines for Storage of Hazardous Chemicals", regulating the purchase, storage and usage of hazardous chemicals. Employees who are responsible for handling hazardous chemicals must receive relevant trainings. The training includes how to understand the safety points, labels and the keys to the operation of chemicals as set out in the "Manual of Safety Information of Chemicals". Responsible staff are required to undergo regular yearly trainings.

We have formulated contingency plans and procedures for the control and management in case of fire, work-at-height incidents, and work-related injuries to ensure prompt responses are taken and losses are minimised. We provide employees with regular safety trainings to enhance employees' safety awareness, including:

• Occupational health and work injury prevention training;

• Special equipment and machine safety training;

• Safety awareness training;

• Fire safety basic knowledge training;

• Hazardous chemicals safety knowledge training.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

To raise our production safety awareness, fire drills in the factory are conducted regularly. At the same time, safety management regulations are established in compliance with relevant laws for employee learning and obligation.

DEVELOPMENT AND TRAINING

Training and development of our employees is the key to our business success. We provide employees with various training programs, covering corporate culture, occupational safety, laws and regulations, professional skills and other aspects. The human resources department has introduced staff training programs based on the actual business condition and needs. After the implementing staff training programs, sequential record tracking are maintained for adjustment of staff training programmes and human resources management. We offer new employees with orientation and induction training courses to let them familiarise themselves with our corporate culture, adapt to and understand the operations of each department of the Company. We provide existing employees in different positions with regular on-the-job training, covering basic knowledge of printing, maintenance of production equipment, production procedures, design theory, post-process and basic knowledge of quality. We held approximately 3,775 hours of trainings during the Current Year with details listed below:

STAFF TRAINING

	Number of employees	% of total number of employees
Total number trained	991	98%

By gender	Number of employees	% of total number of employees trained
Male	489	49%
Female	502	51%

Type of employment	Number of employees	% of total number of employees trained
Junior Staff	827	83%
Senior Staff	141	15%
Management	23	2%

Training hours		
Total hours	3,775	
Average training hours completed		
Each employees participated in	3.81	
By gender		
Male	3.94	
Female	3.54	
Type of employment		
Junior Staff	3.93	
Senior Staff	2.84	
Management	2.43	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

LABOUR STANDARDS

We adhere to the employment principle of "fair competition and meritocracy". We support a diverse working team, and believe that fair, justice and equal opportunities are essential in human resources management. Employees' employment and promotion opportunities will never be affected by factors such as their gender, age, marital status, race, nationality, colour, religion or disability. During the process of recruitment and performance appraisal, we only consider work-related requirements of employees, such as their experience, working ability, teamwork and attitude, opposing to any form of workplace discrimination.

We respect human rights and adopt a zero-tolerance approach to issue such as gender, race and disability discrimination and workplace harassment. We strictly comply with the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" and the "Special Provisions on Labour Protection of Female Employees". Should the head of human resources department or other departments receive any complaint, the matter shall be investigated, and will be handled solemnly once proven to be true. We have also formulated the "Management Procedure for Child and Minors Labour", which strictly prohibits the employment of child labour and forced labour. If any related situation is found during recruitment or under any circumstances, we will set up a task force and notify the social welfare department to ensure proper handling. During the Current Year, no child labour or forced labour was found, and we fully complied with all relevant laws and regulations relating to child labour or forced labour.

SUPPLY CHAIN MANAGEMENT

We value ESG work. We also hope that our partners share our philosophy, thereby maintaining a long-term and stable cooperation and growing together, as well as building a long-lasting and mutually beneficial partnership. We have established the "Assessment and Management Procedures for Suppliers" to comprehensively evaluate suppliers before engaging any suppliers through suppliers' management systems, production scale, quality assurance, control of hazardous materials, environmental protection, hygiene and safety of food, price, services and social responsibility. Moreover, we continuously evaluate the performance of suppliers to ensure that their products and service quality are meeting the standards, and how they handle environmental and social issues.

In 2023, the detailed breakdown of the number of suppliers by geographical region is as follows:

Number of suppliers	Year ended 31 December 2023
Total number of suppliers	494
Hong Kong	29
PRC	460
Others	5

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

PRIVACY PROTECTION

The Group strictly complies with the provisions of the "Personal Data (Privacy) Ordinance" and strive to ensure all collected data kept is free of unauthorized or accidental access, processing, erasure or other use. We require employees to keep internal information such as consumer data and employee data confidential and configure proper networking and server permissions to avoid employee accessing information unrelated to their work. In case of any information leakage is noticed, the Group will ascertain the source of leakage to prevent any further leakage of information.

The Group has also incorporated an "IT Management Policy" in our corporate policies. We ensure anti-virus software must be installed on all computers to safe-guard customer's information and backup employees' computer and servers on regular basis to protect possible data loss caused by hardware or software failures.

INTELLECTUAL PROPERTY RIGHTS

The Group respects and protects intellectual property rights and take appropriate actions to ensure that the intellectual property rights are observed and protected. We ensure all computers must be installed with licensed software and no employees are allowed to install software on the computers without authorization.

ANTI-CORRUPTION

We uphold the corporate culture of fairness, justice, honesty and integrity. We have established the "Anti-Corruption Policy" emphasising the prohibition of all forms of bribery and corruption. Our "Employee Handbook" and "Supplementary Provisions of Labour Contract" stipulate that all gifts, banquets and customer rebates are prohibited. If any misconduct, fraud, unlawful behaviour or suspected commercial bribery is found, it shall be passed on to judicial authorities for pursuit of charges.

We also set up the "Whistleblowing Policy" and established whistle-blowing channels. If employees are aware of any violation of laws and regulations, they can report the matter by phone, email or letter. We encourage employees to report violations, and we keep the identity of whistle-blowers and their report content confidential to protect the legitimate rights and interests of the whistle-blowers, in order to create a healthy business environment. During the Current Year, we did not receive any report of such violations, and there were no cases of corruption, extortion, fraud or money laundering against us or our employees.

During the Current Year, our directors and staff attended 12.5 hours of anti-corruption training.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

COMMUNITY INVESTMENT

The stable development of the Group is inseparable from the support and trust of the nation and the society. During our continuous development, we have gained understanding, support and help from the government, society and residents, and we recognise the importance of harmonious coexistence with the society. As a responsible enterprise, the Group extends active presence in community activities to support public welfare in addition to its efforts in delivering business growth.

The Group actively participated in charity events, including but not limited to the money donation to Hong Kong Cancer Fund through the related Dress Pink Day 2023 event. During the Current Year, the Group has donated RMB6,000.50 to 上海市松江區印刷協會 by helping the poor students.

Hong Kong Cancer Fund Dress Pink Day

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEx ESG REPORTING GUIDE CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Mandatory Disclosure Requirements		
Governance Structure		
	A statement from the board containing the following elements:	STATEMENT FROM THE BOARD, GOVERNANCE STRUCTURE
	i) a disclosure of the board's oversight of ESG issues;	
	ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and	
	iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	
Reporting Principles		
	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:	ABOUT THIS REPORT, STAKEHOLDERS ENGAGEMENT, MATERIALITY ASSESSMENT
	Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.	
	Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.	
	Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	
Reporting Boundary		
	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	ABOUT THIS REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
"Comply or Explain" Provisions		
Aspect A1: Emissions		
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	ENVIRONMENTAL POLICIES AND MANAGEMENT SYSTEM, EMISSIONS MANAGEMENT – Collection and Treatment of VOCs and Ammonia, Wastewater Treatment and Discharge
KPI A1.1	The types of emissions and respective emissions data.	EMISSIONS MANAGEMENT – Exhaust Gas
KPI A1.2	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).	EMISSIONS MANAGEMENT – Greenhouse Gas Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	EMISSIONS MANAGEMENT – Hazardous Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	EMISSIONS MANAGEMENT – Non-hazardous Waste Management
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	EMISSIONS MANAGEMENT – Measures to Reduce Emissions and Waste Generation, Targets on Emissions and Waste Generation
KPI 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.	EMISSIONS MANAGEMENT – Measures to Reduce Emissions and Waste Generation, Targets on Emissions and Waste Generation

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	USE OF RESOURCES
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	USE OF RESOURCES – Total Energy and Water Consumption
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	USE OF RESOURCES – Total Energy and Water Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	USE OF RESOURCES – Measures to Reduce Energy and Water Consumption, Targets on Energy Consumption
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	USE OF RESOURCES – Suitable Water Sources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	USE OF RESOURCES – Packaging Materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	THE ENVIRONMENT AND NATURAL RESOURCES
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	THE ENVIRONMENT AND NATURAL RESOURCES
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	CLIMATE CHANGE
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	CLIMATE CHANGE

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect B1: Employment		
General Disclosure	Information on:	PRODUCT QUALITY, HEALTH AND SAFETY, EMPLOYEES – Remuneration System, Working Hours and Rest Periods
	(a) the policies; and	
	(b) compliance with relevant laws, rules 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.	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	HEALTH AND SAFETY, EMPLOYEES – Total number and classification of employees
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	HEALTH AND SAFETY, EMPLOYEES – Employees turnover ratio
Aspect B2: Health and Safety		
General Disclosure	Information on:	HEALTH AND SAFETY
	(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.	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	HEALTH AND SAFETY
KPI B2.2	Lost days due to work injury.	HEALTH AND SAFETY
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	HEALTH AND SAFETY
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	DEVELOPMENT AND TRAINING
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	DEVELOPMENT AND TRAINING
KPI B3.2	The average training hours completed per employee by gender and employee category.	DEVELOPMENT AND TRAINING

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect B4: Labour Standards		
General Disclosure	Information on:	LABOUR STANDARDS
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	LABOUR STANDARDS
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	LABOUR STANDARDS
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	SUPPLY CHAIN MANAGEMENT
KPI B5.1	Number of suppliers by geographical region.	SUPPLY CHAIN MANAGEMENT
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT
Aspect B6: Product Responsibility		
General Disclosure	Information on:	PRODUCT QUALITY, HEALTH AND SAFETY
	(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.	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	PRODUCT QUALITY, HEALTH AND SAFETY
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	PRODUCT QUALITY, HEALTH AND SAFETY
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	INTELLECTUAL PROPERTY RIGHTS

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
KPI B6.4	Description of quality assurance process and recall procedures.	PRODUCT QUALITY, HEALTH AND SAFETY
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	PRIVACY PROTECTION
Aspect B7: Anti-corruption		
General Disclosure	Information on:	ANTI-CORRUPTION
	(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.	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	ANTI-CORRUPTION
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	ANTI-CORRUPTION
KPI B7.3	Description of anti-corruption training provided to directors and staff.	ANTI-CORRUPTION
Aspect B8: Community Investment		
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.	COMMUNITY INVESTMENT
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport).	COMMUNITY INVESTMENT
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	COMMUNITY INVESTMENT