



佳明  
GRAND MING

GRAND MING GROUP HOLDINGS LIMITED

佳明集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1271



Environmental, Social and Governance Report  
環境、社會和管治報告 2023/24



The Board of Directors (the “**Board**”) of Grand Ming Group Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present the Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) for the year ended 31 March 2024 (the “**Reporting Period**”). It summarises the major measures and activities implemented by the Group in respect of environmental and social aspects during the Reporting Period.

The Group is principally engaged in the businesses of building construction, property leasing and property development. This Report covers the Group’s major operations in Hong Kong, namely the provision of building construction services for local property developers and the Group’s companies, leasing of raised floor space of the two high-tier data centres and property development. The Group’s operation in the Mainland China is excluded from the scope of this Report due to its relatively insignificant impact during the Reporting Period.

## REPORTING PRINCIPLES

This Report is prepared in accordance with the principles of “Materiality”, “Quantitative”, “Balance” and “Consistency” as set out in Appendix C2 “Environmental, Social and Governance Reporting Guide” to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

**Materiality:** Materiality assessment was conducted to identify material issue during the Reporting Period. This Report covers topics that are relevant and important to the operation of the Group and stakeholders.

**Quantitative:** The key environmental and social performance data disclosed in this Report were collected from the Group’s internal documentation and reports. The assumptions and methodologies used in the calculation of the relevant data were disclosed in the relevant section of this Report.

**Balance:** This Report disclosed information in an objective and impartial manner, which provided stakeholders with an unbiased picture of the Group’s ESG performance.

**Consistency:** The methodologies adopted for the preparation of this Report are consistent with the previous reporting periods.

佳明集團控股有限公司（「**本公司**」，連同其附屬公司，統稱「**本集團**」）董事會（「**董事會**」）欣然提呈截至2024年3月31日止年度（「**報告期**」）之環境、社會及管治（「**ESG**」）報告（「**本報告**」）。本報告總結本集團於報告期內就環保及社會範疇實施的主要措施及活動。

本集團主要從事樓宇建築、物業租賃和房地產開發業務。本報告涵蓋本集團位於香港之主要業務，即向本地地產發展商和本集團之公司提供樓宇建造服務、出租兩座高端數據中心的架空地台空間以及物業發展。基於本集團在中國內地的業務於報告期內影響不大，因此未有包括在本報告的匯報範圍。

## 匯報原則

本報告按照香港聯合交易所有限公司證券上市規則附錄C2《環境、社會及管治報告指引》所載「重要性」、「量化」、「平衡」及「一致性」之原則編製。

**重要性：**通過重要性評估識別報告期內的重大事項。本報告涵蓋與本集團營運及持份者相關且對其重要的議題。

**量化：**本報告披露之環境及社會關鍵績效數據來自本集團的內部文件和報告。相關數據所採用的假設和方法已於本報告相關章節中披露。

**平衡：**本報告以客觀公正的方式，為持份者提供有關本集團整體ESG表現的不偏不倚情況。

**一致性：**編製本報告所採用的方法與上一報告期基本一致。



## ESG GOVERNANCE STRUCTURE

With a view to creating long term value for customers, shareholders, investors, employees and business partners of the Group, the Board commits to incorporating the sustainability principle into the Group's business operations. The Board also believes that the management of ESG-related risks and opportunities is essential to the Group's efficient and effective operation.

The Board has an overall responsibility for overseeing the Group's ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets, and reviewing the progress made against those goals and targets. Senior management are responsible to implement the ESG-related strategies and targets as set by the Board. In addition, the senior management periodically reports the ESG-related matters to the Board for its evaluation and revision of the ESG-related strategies where appropriate. At the operational level, functional departments and business units work together to execute the ESG measure, collect and analyse ESG data, monitor and report ESG performance, prepare the ESG report and ultimately report to the Board.

## ESG管治架構

董事會致力將持續發展原則納入業務營運，為顧客、股東、投資者、僱員及本集團業務合作夥伴締造長遠價值。董事會亦相信，管理ESG相關風險及機遇對本集團的高效及有效營運而言至關重要。

董事會承擔整體責任，監督本集團ESG相關風險及機遇、制定及採納ESG相關的策略及指標、以及檢討有關目標及指標取得的進展。高級管理層負責執行董事會制定的ESG相關策略及指標。此外，高級管理層會定期向董事會匯報ESG相關事宜，供董事會評估及適時修訂ESG相關策略。於營運層面，職能部門及業務單位共同落實ESG措施、收集和分析ESG數據、監察和匯報ESG表現、編製ESG報告並最終向董事會報告。





## STAKEHOLDER ENGAGEMENT

We maintain active engagement with the stakeholders, and collect their feedback through various communication channels to understand and address their concerns in order to improve the Group's operation and practices. The table below highlights the communication methods with the stakeholders:

## 持份者參與

我們與持份者保持緊密聯繫，並透過各種溝通渠道收集其反饋意見，了解與回應其關注點，從而改善本集團的營運和操作。下表概述與持份者之溝通方式：

Stakeholders group 持份者類別	Means of communication 溝通方式
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> <li>Shareholders' meeting/meeting with investors 股東大會／與投資者會面</li> <li>Annual and interim reports/announcement/circular 年報及中期報告／公告／通函</li> <li>Company website 公司網站</li> </ul>
Suppliers and Sub-Contractors 供應商及分包商	<ul style="list-style-type: none"> <li>Assessments 評估</li> <li>Site inspection and meetings with suppliers and sub-contractors 地盤巡查及與供應商和分包商會談</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Face-to-face/conference call meetings 面對面／電話會議</li> <li>Emails 電郵</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>Training and activities for staff 員工培訓及活動</li> <li>Daily communication 日常溝通</li> </ul>
Government and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none"> <li>On-site inspections and checks 實地視察及檢查</li> <li>Publication/seminars/websites of government and regulatory authorities 政府及監管機構之刊物／講座／網站</li> </ul>



## MATERIALITY ASSESSMENT

During the Reporting Period, we conducted a comprehensive materiality assessment of the ESG issues based on the concerns and expectations we learnt from our stakeholders during the daily operation. The ESG issues considered to be material are listed out below:

## 重要性評估

於報告期內，基於日常營運中我們對持份者的訴求及期望的了解，我們對ESG議題進行了全面的重要性評估。重大ESG議題載列如下：

### Aspects 範疇

### Materials issues 重要議題

Emissions and Use of Resources  
排放物及資源使用

- Greenhouse gas emissions  
溫室氣體排放
- Energy consumptions and savings  
能源消耗與節約

Employment  
僱傭

- Occupational health and safety  
職業健康與安全
- Employee welfare and working conditions  
僱員福利及工作條件

Operating Practice  
營運常規

- Customer satisfaction  
客戶滿意度
- Customer privacy and data protection  
客戶私隱及數據保障
- Whistle-blowing mechanism and anti-corruption policies  
舉報機制及反貪污政策



## ENVIRONMENTAL ASPECTS

### Emissions

The Group attaches importance to the balance of business development and its impact on the environment. We aim to mitigate the impact to the environment generated from our business activities by improving operational efficiencies and adopting best practicable designs and technologies without compromising the quality of our products and services delivered to our customers. In addition, we ensure compliance with all applicable environmental and related legislations.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations in relation to air and Greenhouse Gas (“GHG”) emissions, discharge into water and land, and generation of hazardous and non-hazardous wastes.

### GHG Emissions

The following presents our GHG emissions for the Reporting Period:

## 環境範疇

### 排放物

本集團重視在業務發展與其對環境造成的影響之間取得平衡。我們致力透過提高營運效率及採用最佳可行的設計及技術，減輕我們的業務活動對環境的影響，同時不影響我們提供予客戶的產品及服務的質量。此外，我們確保遵守所有適用的環境和相關法規。

於報告期內，本集團並不知悉在空氣及溫室氣體排放、向水及土地排污以及產生有害及無害廢棄物方面有任何重大不符合相關法例和法規之情況。

### 溫室氣體排放

我們於報告期內的溫室氣體排放呈報如下：

Scope of GHG Emissions <sup>(i)</sup> 溫室氣體排放範圍 <sup>(i)</sup>	Emission sources 排放源	Emissions (in tonnes of CO <sub>2</sub> e) 排放量 (噸二氧化碳當量)
Scope 1 – Direct emissions 範圍1 – 直接排放	Diesels for machineries and petrol for motor vehicles 機器設備使用的柴油及機動車輛使用的汽油	46
Scope 2 – Indirect emissions 範圍2 – 間接排放	Electricity purchased from the power company 向電力公司購買的電力	605
		651

Note:

(i) The classification of scope of GHG Emissions follows the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)” issued by Electrical and Mechanical Services Department and Environmental Protection Department.

附註：

(i) 溫室氣體排放範圍乃遵照機電工程署及環境保護署刊發的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》（2010年版）分類。





We are committed to reducing emissions and energy consumption which are closely related to GHG emissions. The Group adopts various green practices in its daily operations with a view to reduce GHG emissions. For details of the energy saving measures, please refer to the section headed “Energy consumption” below.

We have incorporated energy efficiency into the building design and operation of our data centres. Our two existing data centres are designed to maximise local site conditions and deploy high efficiency electrical power units, air conditioning systems and water-cooling systems. Infrastructure and facilities like raised floor, high floor-to-floor height and computer room air conditioning units are set up to enhance cooling and energy efficiency in the operation of data centres. Indeed, our efforts in sustainability have been recognised in various awards and certifications. Our iTech Tower 2 achieved the “Bronze” rating in the BEAM Plus Final Assessment (for New Buildings), and was awarded the silver certification under the LEED 2009 core and shell development rating system by the U.S. Green Building Council (USGBC). The same environmental design concepts and construction standards are applied to the two new data centres under development, namely iTech Tower 3.1 and iTech Tower 3.2. We also aim to achieve BEAM Plus and LEED certification for these two new development projects.

In addition, as one of the initiatives for sustainable building, the Company is an institutional member of Hong Kong Green Building Council (HKGBC).

We support the use of green and renewable energy source with a view to reducing our carbon footprint. During the Reporting Period, we continued to purchase renewable energy generated by the local renewable energy sources from the electricity company. Furthermore, we have installed solar panels on the rooftops of our two existing data centres, generating electricity for the lighting of their public areas.

The aforesaid awards, membership and actions had substantiated our pursuits of developing green buildings and minimizing pollution to the external environment.

我們致力減少與溫室氣體排放密切相關的排放和能源消耗。本集團在日常營運中採用多項綠色做法，以減少溫室氣體排放。有關節能措施的詳情，請參閱下文「能源消耗」一節。

我們將能源效率納入數據中心的建築設計及營運當中。我們現有兩座數據中心的設計盡量利用現場條件，並採用高效率電源裝置、空調系統及水冷卻系統。架高地台、高樓底以及精密空調系統等基礎建設和設備提升數據中心運行時的冷卻和能源效率。事實上，我們在可持續發展方面的努力得到各種獎項和認證的認可。我們的 iTech Tower 2 於綠建環評最終評估（新建建築）中獲得「銅級」評級，並獲得美國綠色建築委員會 (USGBC) 頒發的 LEED 2009 核心及外部發展評級系統的銀級認證。相同的環境設計理念和建設標準適用於兩座發展中的新數據中心 iTech Tower 3.1 及 iTech Tower 3.2。我們亦會為此兩個發展項目爭取綠建環評與 LEED 的認證。

此外，本公司是香港綠色建築議會機構會員，積極實踐綠色建築理念。

我們支持使用綠色和可再生能源，藉以減少我們的碳足跡。報告期內，我們繼續從電力公司購買由本地產生的可再生能源。此外，我們現有兩座數據中心屋頂均安裝了太陽能電池版，為其公共區域的照明系統提供電力。

上述獎項、會員資格和行動印證了我們對發展綠色建築及盡量減少外部環境污染的追求。



### **Waste**

Our construction business would inevitably generate construction waste in the course of operation. Yet the Group has strict waste handling procedures and does not permit illegal dumping of construction waste. Non-hazardous, non-recyclable construction wastes would be collected by waste collectors and then disposed at the designated landfills. Pursuant to the Construction Waste Disposal Charging Scheme established by the government, the Group has opened billing accounts with the Environmental Protection Department to pay for the charges for disposal of construction waste. During the Reporting Period, 13,249 tonnes of non-hazardous inert construction waste were taken to the public fill.

To reduce generation of excessive construction waste, we have adopted formworks made of aluminium alloy in our construction operations. As aluminium formworks could be reused and recycled when scrapped, they are more environmentally friendly compared to the traditional timber formworks. In addition, prefabrication is currently widely adopted in our construction works. This helps to reduce the volume of on-site concrete and lower the pollution generated in the concreting process.

The Group generated an insignificant amount of hazardous waste from the operations during the Reporting Period.

### **廢棄物**

我們的建築業務在營運過程中無可避免產生建築廢物。唯本集團已採納嚴謹的廢物處理程序，並不允許非法傾倒建築廢物。不可回收的無害建築廢物將由廢物收集商收集，然後棄置於指定堆填區。根據政府設立的建築廢物處置收費計劃，本集團已於環境保護署開立付款賬戶，用於支付建築廢物處置費用。報告期內，已運往公眾填料的無害惰性建築廢物共有13,249噸。

為減少產生過量的建築廢物，我們的建築業務已採用鋁合金製模板。鋁質模板可重複使用及於報廢時回收，因此相比於傳統木質模板更為環保。另外，我們目前的建築工程已廣泛採用預製件，此有助減少現場混凝土的用量，並減低混凝土過程中產生的污染。

報告期內，本集團在營運過程中產生非常少量的有害廢物。





## Use of Resources

During the Reporting Period, the Group's consumption of electricity, petrol, diesel and water was as follows:

## 資源利用

本集團於報告期內之電力、汽油、柴油和水消耗情況如下：

Use of resources 使用資源	Unit 單位	Amount 數量	Intensity 密度
Electricity 電力	Kilo-Watt-Hour (kWh) 千瓦時	1,209,618	2.42 kWh/ft <sup>2</sup> <sup>(i)</sup> 每平方呎2.42千瓦時
Petrol 汽油	Litre (L) 升	10,647	8.33 L/100km <sup>(ii)</sup> 每100公里8.33升
Diesel 柴油	Litre (L) 升	6,511	0.05 L/ft <sup>2</sup> <sup>(iii)</sup> 每平方呎0.05升
Water 水	Cubic Metre (m <sup>3</sup> ) 立方米	13,050	0.03 m <sup>3</sup> /ft <sup>2</sup> <sup>(iv)</sup> 每平方呎0.03立方米

Notes:

附註：

- |   |  |
|---|--|
| <p>(i) Calculated based on the total amount of electricity consumption over the aggregate gross floor area of ongoing construction projects, data centre buildings and headquarters offices</p> <p>(ii) Calculated based on the total amount of petrol consumption over total kilo meters travelled by the vehicles and multiply by 100</p> <p>(iii) Calculated based on the total amount of diesel consumption over gross floor area of ongoing construction projects</p> <p>(iv) Calculated based on the total amount of water consumption over the aggregate gross floor area of ongoing construction projects and data centre buildings</p> | <p>(i) 按電力總消耗量除以仍施工建築項目、數據中心大樓及總部辦事處的合計樓面面積計算</p> <p>(ii) 按汽油總消耗量除以車輛行駛的總公里數乘以100計算</p> <p>(iii) 按柴油總消耗量除以仍施工建築項目的樓面面積計算</p> <p>(iv) 按水總消耗量除以仍施工建築項目及數據中心大樓的合計樓面面積計算</p> |
|---|--|

## Energy consumption

Electricity and fuel consumption represent the majority of energy consumption in the Group's business operations. As diesel is utilized based on specific construction works in accordance to the construction development programme and electricity consumed in the data centres is dependent on the utilisation by the tenants, the annual consumption amount of these resources may vary significantly from year to year. Nonetheless, we endeavour to control the intensity of the resources consumption from increasing as compared to the same period of previous year.

## 能源消耗

電力及燃料消耗佔本集團業務營運中的大部分能源消耗。由於柴油仍按照建築發展計劃而進行特定的建築工程中使用，而數據中心的電力消耗亦取決於租戶使用電量，因此該等資源每年的消耗量可能大幅變動。不過我們仍盡力控制資源消耗的密度與上年同期相比有所增加。



We have implemented a series of green practices in our business operations to foster efficient utilisation of resources and curtail emission and wastage, including:

- Conducting routine repair and maintenance of motor vehicles and machinery;
  - Reducing machinery idling time during operations;
  - Using hybrid and electric cars;
  - Installing energy-saving LED lights and T5 fluorescent tubes in the temporary lighting of the construction sites and in common areas of the data centre premises;
  - Encouraging double-sided printing and copying;
  - Distributing and presenting documents or information electronically in the board and business meetings;
  - Encouraging our staff to switch off lights and electrical devices when not in use.
- 為車輛及機器設備進行定期維修及保養；
  - 減低機器設備運行期間的閒置時間；
  - 使用混能及電動汽車；
  - 建築工地的臨時照明及數據中心物業的公共區域採用LED節能燈及T5熒光燈管；
  - 鼓勵雙面打印及複印；
  - 在董事會和業務會議上以電子方式分發和展示會議文件或資料；
  - 鼓勵我們的員工關閉未使用的照明及電器設備。

#### **Water consumption**

The Group's water consumption is mainly attributed to the construction operations. We always remind our construction workers and on-site staff to develop the habit of water conservation. Regular checks on water pipes were also conducted to prevent water leakage. During the Reporting Period, there was no issue in sourcing water that is fit for purpose for the Group.

#### **Packaging material**

Due to the nature of business of the Group, we do not consume any packaging materials for product packaging.

#### **Dissemination of corporate communications**

The Group has implemented new arrangements on dissemination of corporate communications to its shareholders electronically. Corporate communications in printed form will only be provided upon the shareholders' request. These could reduce the printed volume and overall waste disposal.

我們於業務經營中實施一系列環保措施，以促進資源的有效利用，以及減低排放和浪費，包括：

#### **用水**

本集團的用水主要來自建築業務。我們經常提醒我們的建築工人和工地人員養成節約用水的習慣，並且定期檢查水管以防止漏水。報告期內，本集團求取適用水源並無任何問題。

#### **包裝材料**

由於本集團的業務性質，我們並無使用任何包裝材料進行產品包裝。

#### **發佈公司通訊**

本集團已實施以電子通訊方式向其股東發佈公司通訊之新安排。公司通訊印刷本僅於股東要求方會提供。此有助減少印刷量及整體廢物棄置量。



### The Environment and Natural Resources

The Group recognises that its business operations had been utilising natural resources and thereby placing a negative impact on the environment. With a view to minimising the environmental impact, the Group has incorporated the concept of environmental protection into the process of business operations and office administration. Apart from adopting the aforementioned measures, we have adopted environmental management systems in both our construction and data centre leasing business, which have been assessed and certified as fulfilling the requirement of ISO 14001:2015. Furthermore, we continuously monitor our mode of operation and adopt necessary measures to alleviate the impact to the environment and natural resources.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations in relation to environment and natural resources.

#### Noise

The Group and the employed subcontractors strictly adhere to the laws stipulated by Environmental Protection Department and carry out all construction work only during the permitted days and hours. Noise reduction devices are installed in the powered mechanical equipment of construction sites to reduce the noise generated during operation. Our on-site staff and safety officers would implement immediate corrective actions to rectify the situation whenever any environmental non-compliance is noted on site.

#### Sewage

Waste water generated from our construction activities is treated through filtration and sedimentation processes before discharging to the sewage drains. In addition, water treatment monitoring is controlled through computerised building management system in our data centre premises to minimise sewage production.

### Climate Change

We recognise that climate change and global warming pose escalating risks and challenges to the global environment which could adversely impact the Group's business operations. Extreme weather events, such as typhoons, heavy rain and persistent heatwaves could cause delays in construction works, physical damage to our construction sites, data centre premises and our staffs.

### 環境及天然資源

本集團意識到其業務營運一直使用天然資源，從而對環境造成負面影響。為了儘量減少對環境影響，本集團已將環保理念融入企業經營及辦公室管理之中。除採用上述措施外，我們的建築及數據中心租賃業務均採用已通過評估及經ISO 14001:2015認證的環境管理系統。此外，我們持續監察我們的營運模式，並採取合適措施，以減輕對環境及天然資源的影響。

於報告期內，本集團並不知悉有任何重要構成有關環境及天然資源的相關法律和法規之情況。

#### 噪音

本集團及受僱分包商均嚴格遵守環境保護署規定的法規，僅在准許的日子和時間內進行所有建築工程。建築工地的動力機械設備已安裝降噪裝置，以減少運行期間產生的噪音。當我們的地盤人員及安全主任於現場發現任何不合規狀況時將立即採取糾正措施，以糾正有關情況。

#### 污水

我們建築活動產生的廢水在排放到污水渠之前需通過過濾和沉澱處理。此外，我們數據中心利用電腦化樓宇管理系統進行水處理監測，以減少污水產生。

### 氣候變化

我們知悉氣候變化及全球變暖對全球經濟環境構成不斷升級的風險與挑戰，對本集團業務產生不利影響。極端天氣事件，如颱風、暴雨和持續熱浪引至建築工程延誤，並對建築工地、數據中心以及我們的員工造成實際損害。





The Group has adopted appropriate measures to mitigate the exposure of extreme weather events. We have established special work arrangement in the event of typhoons and rainstorms in our staff handbook. To reduce workers' heat load, we provide our construction workers with rest place, ventilation facilities, rest periods, potable water and relevant training. Furthermore, the Group had purchased insurance for all the staff and properties to protect the relevant interests and reduce potential financial losses.

## SOCIAL

### Employment and Labour Practices

#### Employment

Employees are our most valued assets. Our sustainable growth is attributable to the employees' continuously contributions and efforts. In view of this, we provide comprehensive remuneration package to attract, motivate and retain appropriate and suitable employees to serve the Group. The remuneration policy and packages are periodically reviewed by making reference to the prevailing market conditions. Discretionary bonuses are payable to employees according to the individual's performance. Besides, share options and shares may be granted to eligible employees under the share option scheme and share award plan respectively. Internal promotion is offered to existing staff, and we offer adequate on-the-job and professional training to help them qualify for senior positions.

The Group's management undertakes to ensure that all human resources management practices, including the employee's recruitment and dismissal, are in compliance with applicable laws and regulations in all material aspects. All newcomers will be given a staff handbook which sets out all information and entitlement regarding probation period, remuneration, welfare, rest days and public holidays, rules and conditions on leave application, termination and dismissal as well as work ethics.

The Group is committed to building a workplace free from discrimination of gender, race, religion, age, marital and family status, pregnancy or any other reasons.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations that have significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

本集團已採取適當措施減輕極端天氣事件的影響。我們之員工手冊製定了颱風和暴雨時的特別工作安排。為減少工人的熱負荷，我們為地盤工作的員工提供休息處、通風設施、休息時間、飲用水及相關培訓。此外，本集團亦為員工及物業投購保險，以保障相關利益，減少潛在經濟損失。

## 社會

### 僱傭及勞工常規

#### 僱傭

僱員是我們最寶貴的資產。本集團之可持續發展有賴於彼等之不斷貢獻及努力。有鑑於此，我們提供全面的薪酬待遇，吸引、激勵及留住適當及合適的僱員為本集團服務。我們參考現行市況定期檢討薪酬政策及待遇。我們根據個人表現向僱員發放酌情花紅。此外，我們可分別根據購股權計劃及股份獎勵計劃向合資格僱員授予購股權及股份。我們為現有員工提供內部晉升，並提供足夠的在職及專業培訓，幫助彼等獲得勝任高級職位的資格。

本集團管理層承諾確保所有人力資源管理措施（包括僱員的招聘及解聘）在各主要方面均符合適用的法律和法規。所有新入職員工將收到員工手冊，其中列明有關試用期、薪酬、福利、休息日及公眾假期、休假申請規則及條件、終止及解聘以及職業道德等全部資料及權利。

本集團致力建立一個沒有性別、種族、宗教、年齡、婚姻及家庭狀況、懷孕或任何其他原因歧視的工作場所。

於報告期內，本集團並不知悉任何有關報酬及解聘、招聘及晉升、工作時間、休息期、平等機會、多元化、反歧視及其他待遇和福利與相關法律和法規之重大不合規且對本集團存有重大影響之情況。



The summary of employee-related statistics during the Reporting Period is as follows:

報告期內之僱員相關統計概述如下：

		Number of employees as at 31 March 2024 於2024年3月31日 僱員人數	Turnover rate 流失比率
<b>Gender</b> 性別	• Male 男性	108	8.1%
	• Female 女性	37	5.5%
<b>Employment type</b> 僱傭類別	• Full-time 全職	145	7.5%
	• Part-time 兼職	0	0%
<b>Age</b> 年齡	• Below 30 30歲以下	5	42.9%
	• 30-50 30歲至50歲	82	8.3%
	• Above 50 50歲以上	58	1.8%
<b>Geographical region</b> 地區	• Hong Kong 香港	145	7.5%

#### Health and Safety

We put the health and safety of our employees as a top priority and provide all employees with a safe working environment. Occupational health and safety management system have been implemented in both our construction and data centre leasing business and were certified to be in compliance with the requirements of ISO 45001:2018 standard.

#### 健康與安全

我們把員工的健康與安全放在首位，為所有僱員提供一個安全的工作環境。我們的建築及數據中心租賃業務已實行職業健康安全管理系統，該系統已符合ISO 45001: 2018標準的要求。



Safety induction training is provided to all construction workers prior to the commencement of on-site work. Seminars which focus on safety for specific works types are organised and conducted by our project manager on a regular basis to enhance the safety awareness amongst employees. We also provide appropriate and adequate protective equipment (such as safety helmets, goggles, safety shoes, ear plugs, dusk masks) to our construction site workers. Our safety officers are responsible for the overall safety matters of the construction sites. They station in construction sites to supervise the observance of the safety standards by the site workers (including the Group's and the subcontractors' employees), and promote the safe execution of work in the construction sites. Besides, on-site safety meetings of each individual construction project are held on a monthly basis where our project team review and monitor the execution and compliance of the safety standards in the workplace together with the subcontractors' representatives. As a reward for the pursuit of safety, we would award a discretionary bonus to our on-site staff and workers of the construction project if no summons are issued from government authorities for breach of laws, rules and regulation in relation to safety for that particular project.

The technical director of the construction segment is designated to conduct safety inspection on every construction site on a monthly basis. Any safety issue notified during the site inspection would be rectified immediately.

At the corporate level, we have established safety committee which comprises of director, technical director and project manager of the construction segment. The committee would hold meeting in every three months to review the safety policy and procedures as well as oversee the implementation of safety management system. Besides, the technical director would report the findings of the above-mentioned site safety inspection and the project manager would report the measures taken to resolve the safety issue in the meeting.

The Group strictly abides by the relevant laws and regulations related to safety management in Hong Kong. Over the past three years including the Reporting Period, no work-related fatalities among employees of the Group have been recorded. 4 cases of work-related injuries was recorded whereas 128 days lost due to work-related injuries were reported during the Reporting Period.

In relation to health and work safety, the Group has not been subject to any material claim or penalty, and has complied, in all material aspects, with the relevant laws and regulations in Hong Kong.

入職安全培訓在開始現場施工前有提供予所有建築工人。有關特定工種安全的研討會亦定期由我們的項目經理舉辦，以提高僱員的安全意識。我們同時為施工現場的建築工人提供適當及充分的防護設備（如安全帽、護目鏡、安全鞋、耳塞、防塵面具）。我們的安全主任負責建築地盤的整體安全事宜，並駐紮在施工現場，監督現場工人（包括本集團及分包商的僱員）遵守安全標準及促進施工現場的安全施工。此外，每個建築項目每月均召開一次地盤安全會議，會上我們的項目團隊與分包商代表一起檢討及監督工作場所安全標準的執行及遵守情況。為推動安全施工，倘個別建築項目未因違反安全相關之法律、條例及法規而收到政府部門發出的傳票，我們將發放酌情獎金予該項目之本公司地盤人員和工人。

建築分部技術總監對每個建築地盤每月進行安全巡查。任何在檢查期間發現之安全問題會立即糾正。

企業層面上，我們已成立由建築分部董事、技術總監及項目經理組成的安全委員會。委員會每三個月召開一次會議，檢討安全政策及程序，並監督安全管理系統的實施。此外，會上技術總監亦會匯報上述安全巡查之發現，而項目經理則會報告解決安全問題而採取的相應措施。

本集團嚴格遵守香港有關安全管理的相關法律和法規。在過往三年內（包括報告期），本集團並沒有員工因工死亡。於報告期內，本集團錄得4宗工傷事故，而因工受傷而損失的工作日數為128日。

就健康及工作安全而言，本集團未遭受任何重大申索或處罰，亦在各主要方面遵守香港的相關法律和法規。





We also support employees' work-family balance by encouraging employees to efficiently complete their work within regular working hours, and overtime work is generally not encouraged.

### Development and Training

We regard staff development as one of the most important drivers for the Group's development. We encourage employees to study by themselves through pursuing degree-based academic education and various professional seminars and training courses, taking various professional qualification examinations so as to update their professional knowledge. The Group would in general reimburse employees part of the tuition fees.

Our project directors and the technical director have organised various in-house training programmes in relation to industry practice, knowledge and safety standards for employees to strengthen their industrial and technical know-how.

During the Reporting Period, the percentage of employees trained by gender and staff category was as follows:

我們亦支持僱員平衡工作與家庭，鼓勵僱員在工作時間內有效地完成工作，且通常不鼓勵加班。

### 發展及培訓

我們認為員工發展是本集團發展的重要推動力之一。我們鼓勵僱員自學，報讀學位課程及參加各種專業講座及培訓課程，報考各種專業資格考試，更新專業知識。本集團一般會補償僱員部分學費。

我們的項目總監及技術總監組織各種有關行業慣例、知識及安全標準的內部培訓課程，強化僱員的行業及技術知識。

於報告期內，按性別和員工類別劃分之員工培訓比率如下：

		Percentage of staff trained 受訓員工 百分比	Average training hours (hour/staff) 平均受訓時數 (時數／員工)
<b>Gender</b> 性別	• Male 男性	71.3%	11.7
	• Female 女性	21.6%	6.2
<b>Staff category</b> 員工類別	• Senior management 高級管理層	72.2%	10.3
	• Middle management 中級管理層	69.6%	22.2
	• General staff 一般員工	53.8%	8.3



### Labour Standards

The Group strictly adheres to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) in all respects related to employment. Accordingly, the Group strictly prohibits the engagement of child labour, illegal labour and forced labour. Besides, the Group does not use unlawful or unfair means to restrict the employment relationship between the employees and the Group. Employees are free to terminate their employment with the Group upon giving prior notice as stipulated in their employment contracts.

The Company clearly sets out the code of conduct for employees in the staff handbook. Employees are encouraged to report any malpractice to their supervisors.

During the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations that have significant impact on the Group relating to prevention of child and forced labour.

## OPERATING PRACTICES

### Supply Chain Management

As of 31 March 2024, the Group had 249 suppliers and subcontractors from Hong Kong and 2 suppliers from Mainland China.

When procuring materials, services and equipment, we ensure suppliers and subcontractors are fairly and equally treated, and at the same time we acquire goods and services at the best possible value. The selection of suppliers and subcontractors is based on, amongst others, their quality, services, background, and reputation, as well as environmental protection measures. Once the selection of suppliers is confirmed, they will be considered as approved suppliers after the management's approval. Such practices were equally applied to all of our suppliers during the Reporting Period. Periodic review on the approved suppliers would be conducted. We are not aware of any material non-compliance issues with our suppliers.

The Group attaches importance to the environmental and social risks within its supply chain and sub-contractors. We regularly review the updates of policies and laws related to the supply chain, and identify potential environmental and social risks within our supply chain.

We have established long-term business relationships with the subcontractors. Through the past dealings with the subcontractors, we have acquired sufficient appreciation of their expertise and strength so that it would enable us to maintain our quality standards.

### 勞工準則

本集團於僱傭的各方面嚴格遵守香港法例第57章《僱傭條例》。因此，本集團嚴禁僱用童工、非法勞工及強制勞工。此外，本集團並未採用非法或不公平的手段限制僱員與本集團之間的僱傭關係。僱員可按照僱傭合同規定下給予事先通知後自由終止受僱本集團。

本公司於員工手冊中明確規定了僱員的操守準則，並鼓勵僱員向其主管報告任何不法行為。

於報告期內，本集團並不知悉任何有關防止童工及強制勞工與相關法律和法規之不合規且對本集團存有重大影響之情況。

### 營運常規

#### 供應鏈管理

於2024年3月31日，本集團有249個香港供應商及分包商以及2個中國內地供應商。

於採購材料、服務及設備時，我們確保公平及平等地對待供應商及分包商，同時獲得最有價值的商品及服務。供應商及分包商的選擇乃基於（其中包括）其質量、服務、背景和聲譽以及環境保護因素。一經確認選定，相關供應商由管理層批准後將被視為經批准的供應商。在報告期內，此做法同樣適用於我們所有供應商。經批准的供應商每年將接受定期審查。我們並不知悉我們的供應商有任何重大不合規問題。

本集團重視供應鏈及分包商內的環境及社會風險。我們定期檢討供應鏈相關政策及法律更新，了解及識別供應鏈內潛在環境及社會風險。

我們與分包商已建立長期業務關係。通過以往與分包商的業務往來，我們已充分認可彼等之專業知識及實力，有利於我們能夠維持質量標準。



### Product Responsibility

The Group has developed and implemented the Quality Management System in the construction and data centre leasing business which was awarded ISO 9001:2015 certification. This demonstrates our commitment to quality and our capability to satisfy customers' requirements. We stay connected with our customers and learn about their feedbacks and suggestions through various channels such as physical meetings, telephone and electronic mail communication. Customers and data privacy are of paramount importance in our data centre leasing business. The Group enters into non-disclosure agreements with the data centre tenants for the purpose of protecting their privacy. To enhance customers' confidence, our information security management systems had been awarded ISO 27001:2013 certification. Such certification demonstrates our unwavering commitment to information security in data centre operations.

During the Reporting Period, the Group did not receive any material complaint in relation to the quality of the contractor work of our construction projects. The two high-tier data centres maintained a high level of availability and no material complaints were received from the tenants regarding the quality of performance of our data centre facilities.

The Group values its intellectual properties and had registered all our business logos in Hong Kong and the Mainland China to protect the Group's reputation. Besides, the Group uses licensed hardware and software applications in its business operations.

The Group has complied with relevant laws and regulations in all material aspects, and has not been subjected to any fines or penalties that have a material and adverse impact on our business operation with regard to product responsibility.

### 產品責任

本集團的建築及數據中心租賃業務已制定及實施質量管理系統，其通過ISO 9001:2015的認證，表明我們對質量及滿足客戶需求能力的承諾。我們與客戶保持聯繫，並通過實體會議、電話及電子郵件通訊等各種渠道了解彼等之反饋及建議。客戶及數據隱私對於我們數據中心租賃業務至關重要。為保護租戶隱私，本集團與數據中心租戶訂立了保密協議。為提升客戶信心，我們的信息安全管理系統已通過ISO 27001:2013認證，證明我們在數據中心營運對信息安全的堅定承諾。

於報告期內，本集團並未收到任何有關對我們建築項目承包商工程質量的重大投訴。兩座高端數據中心保持高水平的可用性，且未收到租戶對我們數據中心設施性能的重大投訴。

本集團重視其知識產權，並已在香港及中國內地註冊所有業務標誌，以保護本集團的聲譽。另外，本集團在其業務運作使用授權的硬件與應用軟件。

本集團在各主要方面均遵守相關法律和法規，且無受到任何與產品責任有關的處罰或罰款而對我們的業務經營造成重大不利影響之情況。





### Anti-corruption

The Group is committed to achieving and maintaining all of its business environment with fairness and integrity, and takes a zero-tolerance approach towards the act of bribery and corruption. Any forms of bribery and corruption in the construction projects tendering process, procurement, subcontracting, properties leasing, sales of properties and other business activities are strictly prohibited. We have incorporated anti-corruption and bribery clauses into the staff handbook. It explicitly prohibits from soliciting, accepting, or offering bribes or any other form of advantage. In addition, the Group had established an anti-corruption policy which provides guidance to our employees for the interactions with customers, suppliers and other business partners with regard to anti-bribery and anti-corruption.

We provide materials and updates to the Board and staffs on anti-corruption and bribery to enhance their awareness of anti-corruption in daily operations.

The Group has also set up a whistleblowing policy to encourage employees and external parties who deal with the Group (such as customers and suppliers) to report any misconduct or malpractice within the Group. Cases reported will be investigated immediately and proper follow-up actions will be taken, including reporting to relevant regulatory authorities when necessary. The identity of the whistle-blower and the content of the report are kept strictly confidential.

The Group has been in strict compliance with the relevant laws and regulations relating to bribery, fraud and money laundering. During the Reporting Period, no legal case regarding corrupt practices was brought against the Group or its employees. Also, no whistleblowing report concerning a criminal offence or misconduct was received.

### 反貪污

本集團致力實現和維持公平及誠信的營運環境，並對貪腐賄賂行為持「零容忍」態度。任何形式的賄賂及貪污行為嚴禁在建築項目的招標過程、採購、分包、物業租賃、房地產銷售以及其他業務活動中出現。我們將反貪污及賄賂條款納入員工手冊內，明確禁止僱員索取、收受或提供賄賂或任何其他形式的利益。另外，本集團已制定反貪污政策，為我們的員工就有關反賄賂和反貪污與客戶、供應商及其他業務夥伴的日常交往提供指引。

我們為董事會及員工提供反貪污及賄賂的資訊和更新資料，以提高其在日常工作的反貪污意識。

本集團亦訂有舉報政策，鼓勵僱員及與本集團有往來的外部人士（如客戶及供應商）舉報任何本集團內之懷疑屬失當或違規行為。舉報案件將即時進行調查並採取適當的跟進行動，包括於必要時向相關監管機構報告。舉報人的身份及舉報內容將嚴格保密。

本集團一直嚴格遵守有關防止賄賂、欺詐及洗黑錢的法律及規例。於報告期內，本集團或其員工並無面對任何有關貪污行為之法律起訴案件。同時，亦無涉及刑事罪行或不當行為之個案之舉報。



## COMMUNITY

### Community Investment

Being a responsible corporate citizen, we encourage and support employees to volunteer to help the under-privileged people in the community and participate in volunteer work.

During the year, we cooperated with the Christian Family Service Center (“CFSC”) and collected unused or excess daily necessities (such as backpacks, mobile phones, stationery, casual clothes) from our employees. These daily necessities were then be donated to the families and the people in need via CFSC.

The Group also participated in “ORBIS Moonwalkers 2023”, which raised funds to support Orbis’s sight-saving initiatives in developing countries.

The Group is committed long-term social responsibility and environmental protection in the future that help to build a green and harmonious community and seek opportunities to contribute to the society in different ways and help the communities in need.

## 社區

### 社區投資

作為負責任的企業公民，我們鼓勵及支持僱員義務幫助社區中的弱勢群體及參與義工工作。

年內我們與基督教家庭服務中心合作，從我們的員工收集其未用或過量的日常用品（例如背包、手提電話、文具、休閒服裝），並透過中心轉贈予有需要之家庭及人士。

本集團亦有參與「奧比斯盲俠行2023」活動，為奧比斯籌募善款支持其在發展中國家的視力保護計劃。

本集團承擔長期的社會責任和環境保護，有助於建設綠色和諧的社區和尋找機會，以不同方式為社會作貢獻及幫助有需要的社區，回饋社會。



佳明  
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