



沪港联合

# Hong Kong Shanghai Alliance Holdings Limited 滬港聯合控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：1001



2023/2024  
ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT  
環境、社會及管治報告

Automated Rebar Processing and Assembly Plant in Tsing Yi  
位於青衣的自動化鋼筋加工及裝配廠

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THE REPORT

Hong Kong Shanghai Alliance Holdings Limited (the “Company”, together with its subsidiaries, collectively the “Group” or “we”) hereby presents its environmental, social and governance (the “ESG”) report (the “Report”), which discloses the Group’s activities and performance on issues of sustainable development in a transparent and open manner, with the aim of enhancing the confidence and understanding of the stakeholders toward the Group. The scope of the Report focuses on the Group’s core businesses in Hong Kong and Mainland China, including Steels Distribution and Processing Business, Building Products Distribution Business and Property Investment and Fund Management Business, and, which remain the same as the previous year. The Report forms an integral part of our annual reporting and should be read in conjunction with our 2023/24 Annual Report, and in particular the Corporate Governance Report contained therein.

### REPORTING PERIOD

All information herein reflects the performance of the Group in environmental management and social responsibility from 1st April 2023 to 31st March 2024 (the “Reporting Period”).

### REPORTING STANDARDS AND PRINCIPLES

The Report is prepared in accordance to the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Group has complied with the “comply or explain” provisions and followed the Reporting Principles set out in the ESG Guide to define the report content and to ensure the quality of information presented, including:

### 有關本報告

滬港聯合控股有限公司(「本公司」，連同其附屬公司，統稱「本集團」或「我們」)謹此提呈其環境、社會及管治(「環境、社會及管治」)報告(「本報告」)，以透明及公開的方式披露本集團在可持續發展議題上的行動和績效，藉以增加持份者對本集團的信心和了解。本報告的範圍集中於本集團於香港及中國大陸的核心業務，包括鋼鐵分銷及加工業務、建築材料分銷業務以及房地產投資及基金運營業務，該等業務與去年保持一致。本報告是我們年度報告的一部分，應與我們二零二三／二四年年報一併閱讀，尤其是其中包含的企業管治報告。

### 報告期

本報告之所有資料均反映本集團於二零二三年四月一日至二零二四年三月三十一日(「本報告期」)在環境管理和社會責任方面之績效。

### 報告準則及原則

本報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載之環境、社會及管治報告指引(「環境、社會及管治指引」)而編製。本集團已遵守環境、社會及管治指引所載「不遵守就解釋」條文及匯報原則，以界定報告內容以及保證呈列的資料質素，包括：

### Materiality 重要性

Material ESG issues have been identified through stakeholder engagement and materiality assessment and reviewed by the top management to ensure their significance to our business operations.

重大的環境、社會及管治議題已通過持份者參與及重要性評估而識別，並由高級管理層審查，以確保其對我們的業務運營的重要性。

The Report presented an unbiased assessment of the Group's ESG performance by highlighting our achievements and areas for improvement in ESG management.

本報告通過呈現我們在環境、社會及管治管理方面的成就及需要改進的領域，對本集團的環境、社會及管治績效進行了公正的評估。

### Balance 平衡

### Quantitative 量化

Quantitative metrics have been disclosed in the Report to monitor and evaluate our ESG performance for year-to-year comparisons and keep track of our progress toward our ESG targets.

本報告已披露量化指標，以監督及評估我們的環境、社會及管治績效，以便進行年度比較，並跟進我們環境、社會及管治目標的實踐進度。

The Report has adopted consistent methodologies for a fair comparison of our ESG performance over time. The Group has disclosed the changes to the methods or key performance indicators ("KPIs") used where applicable.

本報告採用一致的方法，使我們的環境、社會及管治績效於日後可作公平比較。本集團已披露在適用情況下使用的方法或關鍵績效指標(「關鍵績效指標」)的變動。

### Consistency 一致性

The Report is available on the Stock Exchange's website at [www.hkexnews.hk](http://www.hkexnews.hk) and under the section headed "Sustainability" on the Company's website at [www.hkshalliance.com](http://www.hkshalliance.com).

本報告可於聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司網站([www.hkshalliance.com](http://www.hkshalliance.com))「可持續發展」項下查閱。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### STAKEHOLDERS' FEEDBACK

Your valuable comments on our performance and reporting format are essential for our continuous progress. You are welcome to email any question or suggestion on the Report to [enquiry@hkshalliance.com](mailto:enquiry@hkshalliance.com), which will enable us to continuously improve our ESG practices.

### THE BOARD STATEMENT

As a responsible business operator, the Group places significant importance on maintaining high standards of ESG governance. We firmly believe that doing so, we can improve our sustainability performance and create long-term value for our stakeholders. In pursuit of this goal, the board of directors of the Company (the "Board") serves as the highest governing body and assumes full responsibility for all ESG matters within the Group.

To strengthen our ESG implementation, we have formed an ESG Working Group in fiscal year FY2021/22, led by one of our Executive Directors and consisting of our line managers. The main purpose of the ESG Working Group is to support the Board in supervising our business-level ESG initiatives and programs in day-to-day operations. Additionally, the ESG Working Group acts as the first line of defence in identifying ESG-related risks (including climate-related risks) and reporting to the Board.

The Board recognises the importance of ESG practices and acknowledges its overall responsibility for directing and overseeing ESG-related matters within the Group. Moreover, the Board reviews and approves the Group's sustainability goals and targets, strategies and policies, while also monitoring their implementation and performance. Acting as a reporting committee to the Board, the ESG Working Group is accountable for developing and executing sustainability initiatives, managing identified ESG risks and opportunities and ensuring compliance with relevant ESG laws and regulations established by regulatory agencies. As part of the ESG reporting process, the ESG Working Group contributes to ensuring that the content and quality of the report complies with the applicable regulations and meets the requirements of the Board.

### 持份者之意見反饋

我們的持續進步有賴閣下對我們的績效及匯報方式發表寶貴意見。如閣下對本報告有任何疑問或建議，歡迎電郵至 [enquiry@hkshalliance.com](mailto:enquiry@hkshalliance.com)，從而令我們不斷改善環境、社會及管治常規。

### 董事會致辭

作為負責任的業務經營者，本集團非常重視維持高標準的環境、社會及管治。我們堅信此舉可以提升我們的可持續發展績效，亦可為我們的持份者創造長期價值。為實踐此目標，本公司董事會（「董事會」）作為最高治理單位，全面負責本集團內所有環境、社會及管治事宜。

為加強環境、社會及管治實踐，我們在二零二一／二二財政年度成立環境、社會及管治工作小組（由我們其中一名執行董事領導，成員包括我們的部門經理）。環境、社會及管治工作小組的主要目的為協助董事會在日常運營過程中監督業務層面的環境、社會及管治措施及計劃。此外，環境、社會及管治工作小組充當第一道防線以識別環境、社會及管治相關風險（包括氣候相關風險）並向董事會匯報。



董事會確認環境、社會及管治實踐的重要性，並明白其須全面負責管理及監督本集團環境、社會及管治相關事宜。此外，董事會審閱及批准本集團的可持續發展目標及指標、策略及政策，同時監察其實施及績效。作為董事會的報告委員會，環境、社會及管治工作小組負責制定及執行可持續發展措施，管理已識別的環境、社會及管治風險及機遇，並確保遵守監管機構制定的相關環境、社會及管治法律及規例。作為環境、社會及管治匯報過程的一部分，環境、社會及管治工作小組亦致力於確保報告之內容及質素遵守適用規例並符合董事會的要求。

## STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group highly prioritises effective communication and engagement with stakeholders as essential components of our sustainability efforts. We actively seek feedback from stakeholders and incorporate it into our materiality assessment. To this end, we have established multiple communication channels to gain a comprehensive understanding of stakeholder expectations and requirements. We are committed to addressing their concerns by developing improvement strategies accordingly. The expectations and requirements of our various stakeholders, as well as our methods of communication and response, are outlined below:





## 持份者參與及重要性評估

本集團高度重視與持份者的有效溝通及參與，把其作為我們可持續發展工作的重要組成部分。我們積極尋求持份者反饋，並將有關意見併入我們的重要性評估。為此，我們建立了多種溝通渠道，以全面了解持份者的期望及要求。我們致力於透過制定相應的改進策略來解決彼等之擔憂。持份者各自的期望與要求，以及我們的溝通與響應方式載列如下：




Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Government and regulator 政府與監管機構 	<ul style="list-style-type: none"> <li>Compliance with laws and regulations 遵守法律及規例</li> <li>Support for local economic growth 支持本地經濟增長</li> <li>Contribution in local employment 幫助本地就業</li> <li>Tax payment in full and on time 按時足額繳稅</li> </ul>	<ul style="list-style-type: none"> <li>Regular information reporting 定期資料申報</li> <li>Regular meetings with regulators 與監管機構定期會面</li> <li>Dedicated reports 專題報告</li> <li>Pay tax on initiative 主動納稅</li> <li>Public consultations 公眾諮詢</li> <li>Conferences, forums and seminars 會議、論壇和研討會</li> </ul>
Board of Directors 董事會 	<ul style="list-style-type: none"> <li>Compliant operation 合規經營</li> </ul>	<ul style="list-style-type: none"> <li>Board meetings 董事會會議</li> <li>Routine communication and reporting 日常溝通及匯報</li> </ul>
Shareholders and investors 股東及投資者 	<ul style="list-style-type: none"> <li>Return on investment 投資回報</li> <li>Information disclosure and transparency 資料披露及透明度</li> <li>Protection of interests and fair treatment of shareholders 保障股東利益及公平對待股東</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會</li> <li>Public information disclosed on a timely manner, such as interim report, annual report, announcements, circulars, and press release 及時發佈公開資料，如中期報告、年報、公告、通函及新聞稿</li> <li>Meeting with investors 與投資者會面</li> <li>Company websites 公司網站</li> </ul>

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Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Suppliers 供應商 	<ul style="list-style-type: none"> <li>Product quality 產品質量</li> <li>Fair competition 公平競爭</li> <li>Performance of contracts 依法履約</li> </ul>	<ul style="list-style-type: none"> <li>Regular assessment 定期評估</li> <li>On-site inspection 實地考察</li> <li>Exchange of views and visits 交流互訪</li> </ul>
Customers 客戶 	<ul style="list-style-type: none"> <li>Quality products and services 優質產品與服務</li> <li>Performance of contracts 依法履約</li> <li>Business ethics 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Email and customer service hotline 電郵及客戶服務熱線</li> <li>Feedback and reports 反饋及報告</li> <li>Regular meetings 定期會議</li> <li>Company website and brochures 公司網站及宣傳冊</li> </ul>
Employees 員工 	<ul style="list-style-type: none"> <li>Safeguard rights and interests of employees 保障員工的權利及利益</li> <li>Working environment 工作環境</li> <li>Career development opportunities 職業發展機會</li> <li>Remuneration and benefits 薪酬及福利</li> <li>Health and safety 健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings 定期會議</li> <li>Training, seminars, and briefing sessions 培訓、研討會及簡報會</li> <li>Intranet and emails 內聯網及電郵</li> <li>Annual performance appraisal 年度績效評估</li> </ul>
The industry 行業 	<ul style="list-style-type: none"> <li>Formulating standards for the industry 就行業制定標準</li> <li>Promoting the development of the industry 促進行業發展</li> <li>Experience sharing 經驗分享</li> <li>Fair competition 公平競爭</li> </ul>	<ul style="list-style-type: none"> <li>Participating in the forums of the industry 參與行業論壇</li> <li>Inspection and reciprocal visits 考察互訪</li> </ul>



Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Environment 環境 	<ul style="list-style-type: none"> <li>Emissions in line with standards 達標排放</li> <li>Energy saving and emission reduction 節能減排</li> </ul>	<ul style="list-style-type: none"> <li>Green teaching 綠色教育</li> </ul>
Communities and the public 社會及公眾 	<ul style="list-style-type: none"> <li>Community involvement 社區參與</li> <li>Social responsibilities 社會責任</li> <li>Transparent information 資訊透明</li> </ul>	<ul style="list-style-type: none"> <li>Voluntary work 義工活動</li> <li>Charity and social investment 慈善及社會投資</li> <li>Company website 公司網站</li> </ul>
Market regulators 市場監管者 	<ul style="list-style-type: none"> <li>Compliance with the law and regulations 遵守法律及規例</li> <li>Information disclosure 資料披露</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure 資料披露</li> <li>Reports 報告</li> <li>Consultation 諮詢</li> </ul>

## MATERIALITY ASSESSMENT

During the Reporting Period, the Group has conducted a comprehensive assessment of material issues that are pertinent to its business and stakeholders. This assessment involved staying updated on the latest regulatory development, market trends, internal policies and development roadmaps. Following the completion of this review, the ESG Working Group has identified four primary sustainable development areas that are highly relevant to our core business. These areas have been determined based on the results of stakeholder engagement activities and the 17 Sustainable Development Goals established in 2015 by the United Nations: (i) environmental protection; (ii) caring for employees; (iii) serving the community; and (iv) corporate governance. To concentrate our efforts in these four crucial areas, the Group has identified the subsequent material topics.

## 重要性評估

於本報告期內，本集團對其業務及持份者相關的重大議題進行了全面評估。該評估涉及了解最新的監管發展、市場趨勢、內部政策及發展路線圖。本次審查結束後，環境、社會及管治工作小組識別了與我們核心業務高度相關的四個主要可持續發展領域。該等領域乃根據對持份者參與活動結果的評估及聯合國於二零一五年設立之十七個可持續發展目標而決定：(i) 環境保護；(ii) 關懷員工；(iii) 服務社區；及(iv) 企業管治。為集中精力於四個關鍵領域中，本集團識別了後續重大議題。



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## 環境、社會及管治報告

Given the growing worldwide apprehensions regarding climate change and its consequential effects, the Group has taken into account the risks and opportunities associated with climate change and recognised it as a material issue within our operations. Furthermore, the Group places significant emphasis on societal contributions and community involvement, leading us to include community engagement as a material issue in our overall development. Besides, as a responsible entity, the Group assigns a high priority to business ethics and upholding integrity. Therefore, we have integrated anti-corruption as a material issue, aligning with our focus on corporate governance.

鑒於全球對氣候變化及其相關影響的關注日益增加，本集團已將與氣候變化相關的風險及機遇視為我們運營的重大議題。此外，本集團高度重視社會貢獻和社區參與，使我們將社區參與列為我們整體發展的重大議題。再者，作為一個負責任的實體，本集團高度重視商業道德及維護誠信。因此，我們將反貪污視為一個重大議題，與我們對企業管治的關注一致。

Sustainability Focus 可持續發展重點	Material ESG Issues 重大環境、社會及管治議題
Environmental Protection 環境保護 	<ul style="list-style-type: none"> <li>• GHG Emissions 溫室氣體排放</li> <li>• Air Emissions 廢氣排放</li> <li>• Energy Management 能源管理</li> <li>• Water Management 水資源管理</li> <li>• Waste Management 廢棄物管理</li> <li>• Climate Change 氣候變化</li> </ul>
Caring for Employees 關懷員工 	<ul style="list-style-type: none"> <li>• Labour Management 勞工管理</li> <li>• Health and Safety 健康與安全</li> <li>• Training and development 培訓與發展</li> </ul>
Serving the Community 服務社區 	<ul style="list-style-type: none"> <li>• Community Engagement 社區參與</li> </ul>
Corporate Governance 企業管治 	<ul style="list-style-type: none"> <li>• Anti-Corruption 反貪污</li> <li>• Supply Chain Management 供應鏈管理</li> <li>• Product responsibility compliance 產品責任合規性</li> </ul>



## ENVIRONMENTAL PROTECTION

### Our Environmental Goals and Targets

In alignment with Mainland China's national goal of attaining the carbon peak before 2030 and achieving carbon neutrality by 2060, as well as the Government's 2050 net-zero goal as stated in Hong Kong's Climate Action Plan, the Group is dedicated to enhancing climate resilience by incorporating ESG practices into our business operations.

In 2022, we installed a large-scale solar photovoltaic system at our Tsing Yi Plant, which became operational in January 2023. This initiative directly supports the Group's goal of achieving carbon neutrality by 2050. The Group is formulating roadmaps and strategies to create long-term sustainable value for our customers, shareholders, employees and communities in which we operate. The Group acknowledges that electricity constitutes a significant portion of our indirect energy consumption and carbon emissions, accounting for approximately 80% of our total carbon emissions.

## 環境保護

### 我們的環境目標及指標

為配合中國大陸在二零三零年前實現碳達峰並在二零六零年前實現碳中和的國家目標，以及於《香港氣候行動藍圖》中政府概述的二零五零年淨零排放目標，本集團致力將環境、社會及管治實踐納入我們的業務運營以提升氣候抵禦力。

於二零二二年，我們在青衣廠房安裝了大型太陽能光伏系統，並於二零二三年一月投入運作。這一舉措直接支持本集團在二零五零年實現碳中和的目標。本集團正在制定路線圖和策略，為我們的客戶、股東、員工及我們經營所在的社區創造長期可持續的價值。本集團知悉電力是我們間接能源消耗和碳排放的重要組成部分，佔我們碳排放總額約80%。

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### Emissions

In our endeavour to lessen the environmental effects of our operations, we prioritise the reduction of air emissions, GHG emissions and any hazardous waste discharges generated from our daily activities. Through internal guidelines, we actively encourage employees at all levels to reduce both the frequency and extent of vehicle usage. Additionally, we promote the practice of engine shutdown during idle periods to minimise fuel consumption and emissions.

Throughout the Reporting Period, the Group remained in compliance with the applicable environmental laws and regulations regarding air and GHG emissions, discharge into water and land, as well as the generation of hazardous and non-hazardous waste. No incidents occurred that had a significant impact on the Group's operations in terms of non-compliance. The Group also confirmed that no penalties were imposed by government authorities during the Reporting Period for violations of the relevant laws and regulations in relation to our business operations.

### GHG Emissions

A significant proportion of GHG emissions stems from the energy consumption in the Plant and the offices. This encompasses direct emission from the mobile combustion sources ("Scope 1"), indirect emission from acquired electricity emissions ("Scope 2") and other indirect emissions ("Scope 3") such as the disposal of paper waste in landfills, electricity usage by government department for fresh water processing and air travel by our employees. With respect to Mainland China's Dual Carbon Goals, the Group is committed to reducing its GHG emissions across the three scopes mentioned above by 2030 and achieving carbon neutrality by 2060.

### 排放物

為了降低我們業務對環境的影響，我們優先考慮減少由我們日常營運所產生的廢氣排放、溫室氣體排放及任何有害廢棄物排放。通過內部指示，我們積極鼓勵各級的員工減少車輛使用的頻率及範圍。此外，我們提倡在車輛閒置期間關閉引擎以盡量減少燃料消耗及排放。

報告期內，本集團一直遵守有關廢氣及溫室氣體排放、水及土地的排污，以及產生有害及無害廢棄物之相關環境法律及規例，因此並無發生對本集團經營產生重大影響之違規事件。本集團亦確認於報告期內，我們之業務經營並沒有因違反相關法律及規例而遭受政府部門的任何處罰。

### 溫室氣體排放

大部分溫室氣體排放來自廠房及辦公室的能源使用。這包括流動燃燒源的直接排放(「範圍1」)、所購電力排放的間接排放(「範圍2」)和棄置於堆填區之廢紙、政府部門用於處理淡水所用的電力以及我們員工航空差旅在內的其他間接排放(「範圍3」)。針對中國大陸的雙碳目標，本集團致力於二零三零年前降低其於上述三個範圍內的溫室氣體排放並於二零六零年前達致碳中和。

GHG Emissions <sup>1</sup> 溫室氣體排放 <sup>1</sup>	Unit 單位	Emissions 排放物		Emission Intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年
Scope 1 — Direct GHG Emission <sup>2,3</sup> 範圍1—直接溫室氣體排放 <sup>2,3</sup>	kg 千克	269,827	246,033	117	93
Scope 2 — Energy Indirect GHG Emission (Purchased Electricity) <sup>4</sup> 範圍2—能源間接溫室氣體排放(所購電力) <sup>4</sup>	kg 千克	521,161	458,395	226	172
Scope 3 — Other Indirect GHG Emission <sup>5</sup> 範圍3—其他間接溫室氣體排放 <sup>5</sup>	kg 千克	29,652	24,411	13	9
Total GHG Emission <sup>3</sup> 溫室氣體排放總額	kg 千克	820,640	728,839	356	274

1 The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. The GHG emissions are presented in CO<sub>2</sub> equivalent emissions.

2 The data includes GHG emissions from the combustion of fuels in vehicles and calculated based on the emission factors stated on "Reporting Guidance on Environmental KPIs" published by The Hong Kong Exchanges and Clearing Limited ("HKEX"). The global warming potential is referred to in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change ("IPCC"). The Group has adopted the "operational control" approach for defining its organisational boundary for the purpose of Scopes 1, 2 and 3 GHG accounting and reporting.

3 In 2023/24, the Group has expanded its data scope to include diesel-based crane machineries in our warehouse. The comparative figures of 2022/23 have been restated for comparative purpose.

4 The data includes GHG emissions from the use of purchased electricity and is calculated based on the emission factors provided by The Ministry of Ecology and Environment of the People's Republic of China and local utilities companies in Hong Kong.

5 The data includes GHG emissions from the electricity used for freshwater processing, business trips by employees and disposal of paper to landfills and is calculated based on the "International Civil Aviation Organisation Carbon Emissions Calculator" and emission factors in the "Reporting Guidance on Environmental KPIs" published by HKEX and the emission factor provided by local utilities companies in Hong Kong.

1 本集團的溫室氣體清單包含二氧化碳、甲烷及氮氧化物。溫室氣體排放量以CO<sub>2</sub>當量排放表示。

2 數據包括車輛燃料燃燒產生的溫室氣體排放量，其按香港交易及結算有限公司(「交易所」)刊發之《環境關鍵績效指標匯報指引》所載系數計算。政府間氣候變化專門委員會(「政府間氣候變化專門委員會」)第六次評估報告中提到了潛在的全球暖化。本集團採用「營運控制」方法來界定其組織邊界，以進行範圍1、2和3溫室氣體會計和報告。

3 於二零二三／二四年度，本集團擴大其數據範圍，將倉庫中的柴油起重機械納入其中。出於比較目的，二零二二／二三年度的比較數字已重新列示。

4 數據包括使用所購電力的溫室氣體排放，其按中華人民共和國生態環境部及香港本地公用事業公司提供之系數計算。

5 數據包括處理淡水所用的電力、員工的商務差旅以及將廢紙運往垃圾填埋區的溫室氣體排放量，其按《國際民航組織碳排放計算器》、交易所刊發之《環境關鍵績效指標匯報指引》所載系數以及香港本地公用事業公司提供之系數計算。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group maintains its commitment to energy conservation and will continue to take actions to conserve energy. We actively promote measures to reduce the unnecessary use of motor vehicles and implement energy-saving practices at our Plant and offices. To further minimise our carbon footprint, the Group encourages employees to limit business travel whenever possible and replace it with virtual conferences. In cases where travel is essential, we prioritise the use of high-speed trains over flights. We also replaced a gasoline company car with electric car in Mainland China to reduce GHG emission. Moving forward, the Group aims to forge a path towards low carbon transition by exploring more sustainable alternatives and promoting sustainable development, hence contributing the achievement of the Dual Carbon Goals.

### Climate Change

The Group acknowledges the long-term implications of climate change on its business operations. Our buildings under management of Property Investment and Fund Management Business and Plant of Steels Distribution and Processing Business have already experienced the impact of physical risks, such as extreme weather events and rising temperatures. Also, our Steels Distribution and Processing Business faces transition risks due to decarbonisation targets set by Mainland China and Hong Kong, which may lead to policy changes affecting the steel industry. The increasing frequency of extreme weather events could also disrupt construction projects, potentially impacting the delivery schedule of our Steels Distribution and Processing Business. While our Building Products Distribution Business is less likely to face climate-related risks independently, it may encounter supply chain management challenges as suppliers of building products become subject to more stringent climate regulations. In the future, a crucial aspect of our ESG strategy will involve identifying climate-related risks and opportunities while building resilience into our business strategies. During the Reporting Period, we have allocated resources strategically within our Property Investment and Fund Management Business to promote green buildings. Our plan includes strengthening sustainability governance concerning climate issues and assessing the feasibility of incorporating climate-related risks into our existing risk management system. As our business evolves, we will also review our key performance indicators relating climate change.

本集團恪守節能承諾，並將繼續採取行動節約能源。我們積極推動措施以減少不必要的汽車使用，並在我們的廠房及辦公室實施節能措施。為了進一步減少我們的碳足跡，本集團鼓勵員工盡可能減少商務差旅，並以虛擬會議取而代之。當有必要進行商務差旅時，我們傾向選擇高鐵而非飛機。我們也把一輛在中國大陸使用汽油的公司車換成了電動車以減少溫室氣體排放。展望未來，本集團旨在通過探索更可持續的替代方案及促進可持續發展，開啟通往低碳轉型之路，從而為實現雙碳目標作出貢獻。

### 氣候變化

本集團意識到氣候變化對其業務運營的長遠影響。我們房地產投資及基金運營業務旗下的在管物業及鋼鐵分銷及加工業務旗下的廠房已經歷如極端天氣事件及氣溫上升等實體風險影響。此外，鑒於中國大陸及香港設定的減碳目標，此可能導致影響鋼材行業的政策變動，促使我們的鋼鐵分銷及加工業務因而面臨過渡風險。極端天氣事件頻率的增加亦可能擾亂建築項目，這可能影響我們鋼鐵分銷及加工業務的交付時間表。雖然我們的建築材料分銷業務不太可能獨立地能面對氣候相關風險，但隨著建築產品供應商受到更嚴格的氣候法規的約束，該業務可能遇到供應鏈管理挑戰。未來，我們的環境、社會及管治策略的一個重要議題將涉及識別氣候相關風險及機遇，同時將韌性納入我們的業務戰略。於本報告期內，我們策略性地為房地產投資及基金運營業務配置資源以推廣綠色建築。我們的計劃包括加強有關氣候議題的可持續管治，以及評估將氣候相關風險納入我們現有風險管理系統的可行性。隨著業務的發展，我們亦將審閱與氣候變化相關的關鍵績效指標。

The Group has conducted regular evaluations to assess climate-related risks and opportunities with reference to Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations. The table below has summarised our responses to the potential physical and transitional climate risks and its associated impacts identified:

本集團已參考氣候相關財務披露工作小組(「氣候相關財務披露工作小組」)的建議，定期就氣候相關風險及機遇進行評估。下表總結了我們對潛在實體及過渡性氣候風險及已識別的相關影響的應對措施：

Type of Climate Risk 氣候風險類別	Specific Risk 具體風險	Potential Impact 潛在影響	Our Response 我們的應對措施
Acute Physical Risk	Extreme weather conditions (e.g. typhoon, heavy rainfall, and floods)	These risks have the potential to heighten health and safety hazards for our employees and customers, increase insurance premiums, and cause disruptions to our business operations.	During the period of heavy rainfall and extreme weather occurrences, the Group has established operational procedures to safeguard the well-being and safety of its employees. Additionally, the Group has implemented property insurance and public liability insurance to safeguard its interests.
急性實體風險	極端天氣狀況(例如颱風、暴雨及洪水)	這些風險有可能增加我們員工及顧客的健康及安全、增加保險費，並導致我們的業務營運中斷。	在暴雨及極端天氣發生期間，本集團已制定營運程序，以確保其員工的福祉及安全。此外，本集團已備有財產保險及公眾責任保險，以保障其利益。
Chronic Physical Risk	Sustained high temperatures	The long-term impacts of climate change, including rising average temperatures at our business sites, have the potential to amplify the expenses associated with operations and maintenance.	The Group has taken measures to enhance the resilience of its buildings and properties against climate-related challenges. This includes the utilisation of windproof and waterproof materials. The Group has also implemented contingency plans for emergencies, which specify the responsibilities of relevant departments and the property management team in the event of a climate emergency.
慢性實體風險	持續高溫	氣候變化的長期影響，包括我們營業地點的平均氣溫上升，有可能增加與運營及維護相關的費用。	本集團已採取措施以加強其樓宇及物業應對氣候變化相關挑戰的抵禦能力。此包括使用防風及防水的物料。本集團亦已制定突發事件應急計劃，明確有關部門及物業管理團隊在氣候緊急情況下的責任。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Type of Climate Risk 氣候風險類別	Specific Risk 具體風險	Potential Impact 潛在影響	Our Response 我們的應對措施
Transition Risk – Policy and Legal 過渡風險－政策及法律	Regulatory compliance risk related to a low-carbon economy transition	A stricter decarbonisation policy could result in increased capital investment and potential penalties for non-compliance.	In order to ensure adherence to relevant laws and regulations in the jurisdictions where we operate, our relevant departments remain updated on the latest regulatory developments.  為確保遵守我們經營所在地的司法管轄區的相關法律及規例，我們的相關部門一直關注最新的監管發展。
	Stricter mandatory green building codes or standards	More rigorous environmental specifications for assets under management, leading to higher costs to adopt and implement new practices and processes.	
	Increased capital expenditures for retrofitting managed assets to meet new standards.		
過渡風險－政策及法律	與低碳經濟轉型有關的監管合規風險	更嚴格的碳減排政策可能會導致更高的資本投資及可能因違規行為而引致的懲罰。	為確保遵守我們經營所在地的司法管轄區的相關法律及規例，我們的相關部門一直關注最新的監管發展。
	更嚴格的強制性綠色建築規範或標準	對在管資產進行更嚴格的环境規範，導致採納和實施新措施和流程的成本更高。	
	增加用於改造在管資產以滿足新標準的資本開支。		
Transition Risk - Reputation 過渡風險－聲譽	Reputational risk related to a low-carbon economy transition 與低碳經濟轉型有關的聲譽風險	Failure to take proactive measures to tackle climate change and meet public expectations could potentially harm the Group's reputation. 未能採取積極措施應對氣候變化及滿足公眾期望，可能會損害本集團之聲譽。	The Group is contemplating the implementation of a low-carbon operation to prevent any negative perception of the organisation resulting from a lack of progress. 本集團正考慮實施低碳運營，以防止因缺乏進展而對本集團產生負面看法。

Climate Opportunities 氣候機遇	Future Plans 未來計劃
<p>Energy Source/Resilience 能源／抵禦力</p> <p>Leveraging lower-emission energy and enhancing energy efficiency Description: Use of lower-emissions energy sources such as renewable energy, and applying energy efficiency enhancement measures 利用低排放能源並提高能源效率 描述： 使用再生能源等低排放能源，並採取提高能源效率的措施</p>	<ul style="list-style-type: none"> <li>Invest in energy transition</li> <li>Adopt decarbonisation strategies and targets</li> <li>Adopt renewable energy (installing a photovoltaic system)</li> <li>Carry out decarbonisation projects (RCx on HVAC and lighting systems, replacement of heat exchanges, etc.)</li> <li>投資能源轉型</li> <li>採用減碳策略和目標</li> <li>採用可再生能源(安裝光伏系統)</li> <li>進行減碳工程(暖通空調及照明系統的重新校驗、更換熱交換器等)</li> </ul>

## Air Emissions

## 廢氣排放

Type of air pollutants 空氣污染物種類	Unit 單位	Emissions <sup>6</sup> 排放物 <sup>6</sup>		Emission Intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年
NO <sub>x</sub>	g 克	212,371	190,839	97.21	71.78
PM	g 克	17,634	16,625	7.66	6.25
SO <sub>x</sub> <sup>7</sup>	g 克	1,620	1,470	0.70	0.55

The Group is deeply concerned about the environmental impact of fuel usage, particularly in relation to air emissions. The primary source of these emissions is from our use of motor vehicles, which emits Nitrogen Oxides (“NO<sub>x</sub>”), Sulphur Oxides (“SO<sub>x</sub>”) and Particulate Matter (“PM”). To address this, we are committed to minimising vehicle usage at our Plant by promoting adherence to our lunchtime travel guidelines among employees. As part of this effort, we provide a shuttle bus service for those who need to travel from the Plant to downtown during lunch hours, reducing the reliance on individual private vehicles. We continuously strive to reduce air emissions by carefully evaluating the most environmentally-friendly fuel options for procurement and prioritising the acquisition of the most fuel-efficient vehicles available in the market.

本集團深切關注燃料使用對環境造成的影響，尤其是與廢氣排放有關的影響。廢氣排放主要源自我們使用的汽車，排放物為氮氧化物(「NO<sub>x</sub>」)、硫氧化物(「SO<sub>x</sub>」)及顆粒物(「PM」)。為了解決這個問題，我們致力促進員工遵守我們的午餐時間出行指南，以最大限度地減少我們廠房的車輛使用。作為這項努力的一部分，我們為需於午餐時間從廠房前往市區的員工提供穿梭巴士服務，從而減少對個人私家車的依賴。我們透過謹慎評估最環保的燃料的採購方案及優先購買市場上最省油的車輛以致力持續減少廢氣排放。

6 The calculation of air pollutants has taken reference from emission factors in “Reporting Guidance on Environmental KPIs” issued by HKEX.

7 In 2023/24, the Group has expanded its data scope to include diesel-based crane machineries used in our warehouse. The comparative figures of 2022/23 has been restated for comparative purpose.

6 空氣污染物計算已參考交易所刊發之《環境關鍵績效指標匯報指引》的系數。

7 於二零二三／二四年度，本集團擴大其數據範圍，將倉庫中的柴油起重機械納入其中。出於比較目的，二零二二／二三年度的比較數字已重新列示。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Waste Management

Throughout the Reporting Period, the majority of our non-hazardous waste is generated from office waste, domestic waste and manufacturing waste. To address this, we adhere to strict waste segregation practices in our day-to-day operations, with a focus on recycling paper, metal and plastic. In addition, we actively encourage employees to reuse stationery items and minimise the use of disposable and non-recyclable products.

### 廢棄物管理

於本報告期內，我們主要的無害廢棄物源自辦公室垃圾、生活垃圾及生產廢棄物。為解決這個問題，我們於日常運營中堅持進行嚴格的垃圾分類以回收廢棄紙張、金屬及塑膠。此外，我們積極鼓勵員工重用文具，並減少使用一次性及不可回收的產品。



Resource recycling bins are placed in the Plant for employees to place non-hazardous waste for recycling  
於廠房放置資源回收桶供員工放置無害廢棄物作回收之用

In terms of waste management, management places great importance on controlling the generation of waste during the manufacturing process, with particular emphasis on rebar scrap. To ensure ongoing evaluation of performance against targets, the operational team has been provided with output targets to adhere to. Management strives to reduce manufacturing waste through improved order planning and the reuse of rebar scrap. In the Reporting Period, a total of 3,230 tonnes of scrap steel was generated as manufacturing waste, which was subsequently recycled and collected by local recyclers to minimise the Group's carbon footprint. The increment in scrap steel generated is mainly contributed by the notable increase in output of our Steel Processing Business during the Reporting Period.

As part of our dedication to responsible non-hazardous waste management, we have introduced a recycling program designed to support our employees in recycling used paper, computer hardware and decommissioned electronic appliances through professional recycling companies. During the Reporting Period, qualified collectors recycled a total of 237 kg of paper and 15 kg of metal.

在廢棄物管理方面，管理層非常重視控制生產過程中所產生之廢棄物，尤其是鋼筋廢料。為確保根據目標進行持續績效評估，已向業務團隊定立需遵守的產出目標。管理層致力透過改進訂單計劃及重用鋼筋廢料以減少製造浪費。於本報告期內，共3,230噸廢鋼產生為生產廢棄物，其後由本地回收商回收及收集，以減低本集團之碳足跡。廢鋼產量的增加主要由我們的鋼材加工業務於本報告期內產量大幅增加所致。

作為我們致力負責任地管理無害廢棄物的一部分，我們推行回收計劃，旨在支持我們的員工將廢紙、電腦硬件和不再使用的電子設備回收給專業回收公司。於本報告期內，已被合資格收集商回收237千克紙張及15千克金屬。



Throughout the Reporting Period, the Group effectively maintained compliance with waste management regulations and no significant waste-related non-compliance issues were encountered that could have had an adverse environmental impact. The hazardous wastes present at our Plant primarily consisted of non-halogenated solvents, which were stored separately and collected by qualified collectors. We actively discourage the use of machinery and equipment that emit harmful chemicals capable of depleting the ozone layer. Furthermore, we regularly inspect fire extinguishers and air conditioners to prevent any potential leakage of hazardous chemicals.

In addition to staying updated on the latest environmental protection laws and regulations, we have developed a waste management policy that encourages and supports the use of environmentally friendly products. Our plan is to further enhance our waste management practices by implementing resource-saving initiatives in our office areas, promoting recycling and reselling of solid waste, reducing hazardous waste at our Plant through the utilisation of lubricating oil products with more environmentally friendly formulas and ensuring proper treatment of unavoidable hazardous waste. By doing so, we aim to meet both the short-term compliance requirements and the long-term societal expectations.

於本報告期內，本集團有效遵守廢棄物管理規例，並無出現可能對環境造成不利影響之重大廢棄物相關違規事項。我們廠房之有害廢棄物主要為非鹵化溶劑，其已獨立儲存並由合資格收集商收集。我們積極阻止使用能夠釋放有害化學物質，從而破壞臭氧層的機器和設備。此外，我們定期檢查滅火器材及冷氣機，以防止任何潛在的有害化學物洩漏。

除了緊貼最新的環境保護法律及規例外，我們還制定相關的廢棄物管理政策以鼓勵及促進環保產品的使用。我們計劃進一步加強我們對廢棄物管理的實踐，在辦公區域實施資源節約措施、促進固體廢棄物的回收及轉售、通過使用更環保配方的潤滑油產品以減少廠房的有害廢棄物，並確保適當處理不可避免的有害廢棄物。透過這樣做，我們目標是達致短期的合規要求及社會的長遠期望。

Type of Waste 廢棄物種類	Unit 單位	Quantity collected 已收集數量		Waste intensity (per million of revenue) 廢棄物密度 (每百萬元的收入)	
		2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年
Total Non-hazardous wastes <sup>8</sup> 無害廢棄物總量 <sup>8</sup>	kg 千克	252	469	0.1	0.2
Manufacturing wastes <sup>9</sup> 生產廢棄物 <sup>9</sup>	Tonne 噸	3,230	1,867	1.4	0.7
Hazardous wastes <sup>10</sup> 有害廢棄物 <sup>10</sup>	L 升	1,400	400	0.6	0.2

8 The significant decrease of non-hazardous waste in 2023/24 is due to the reduction in the paper used for certificate submission in Group's business.

9 The significant increase of manufacturing waste in 2023/24 is due to the increased production of Steel Processing Business.

10 The significant increase of hazardous waste in 2023/24 is attributed to an oil leakage incident from a crane at our warehouse, resulting a significant recovery volume of oil used. The Group has conducted a detailed assessment to ensure proper handling and management of the situation.

8 二零二三／二四年度之無害廢棄物大幅減少乃由於本集團用於提交證書的紙張減少所致。

9 二零二三／二四年度之生產廢棄物大幅增加乃由於鋼鐵加工業務的產量增加所致。

10 二零二三／二四年度之有害廢棄物大幅增加乃由於我們倉庫的起重機漏油事故，導致大量回收廢油。本集團已進行詳細評估以確保妥善處理及管理有關情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Use of Resources

We promote the principle of “Reduction or Waste Elimination” and provide guidance on energy-efficient practices in both our Plant and offices. This guidance includes measures such as optimising machine usage and conserving water and electricity. During the Reporting Period, neither the Group nor its employees faced any allegations of non-compliance with laws and regulations regarding resource utilisation.

### Energy Management

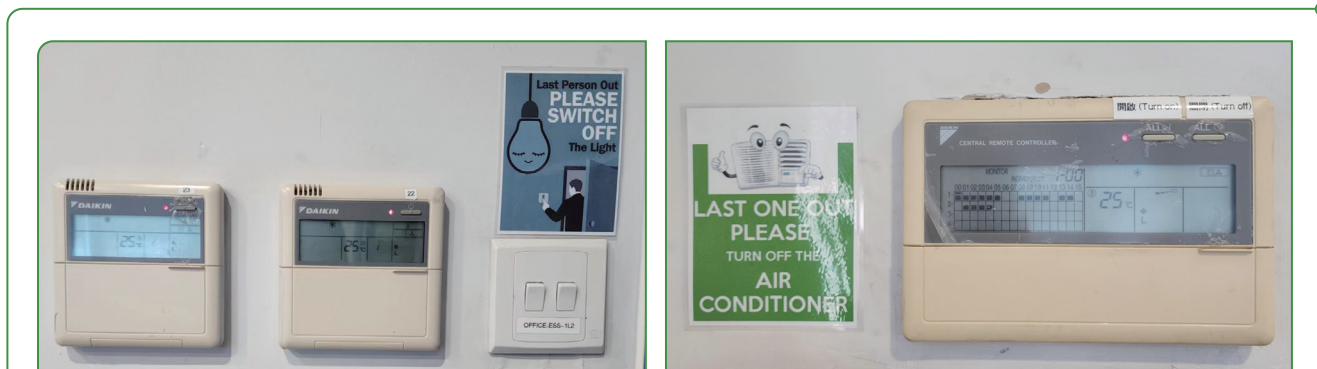
In line with our commitment to energy efficiency, we promote the adoption of energy-efficiency practices in our Plant and offices. Our policy entails maintaining a temperature of 25-degree Celsius in air-conditioned office and selecting hardware with energy efficiency labels. We also advise our employees to minimise standby time for equipment and machines by turning them off when not in use. Moreover, we emphasise the importance of switching off air conditioners and lights when areas are unoccupied.

### 資源使用

我們提倡「減少或避免浪費」原則，並於我們廠房及辦公室提供能源效益常規之指引。該指引包括優化使用機器以及節約用水及用電等措施。於本報告期內，本集團及其員工均無面臨任何不遵守有關資源使用的法律及規例。

### 能源管理

根據我們對能源效益的承諾，我們提倡於廠房及辦公室採用能源效益常規。我們的政策要求在有空調的辦公室保持溫度在攝氏25度，並採用具有能源效益標籤的硬件設備。我們也建議員工在不使用設備及機器時將其關掉以減少待機時間。此外，我們強調當區域無人使用時關掉冷氣機及電燈的重要性。



Remind employees to turn off the air conditioners and lights when not in use  
提醒員工於冷氣機及電燈閒置時將其關掉

Through the strict implementation of the aforementioned measures, we are committed to gradually reducing our energy consumption. Moreover, we are considering the feasibility of implementing on-site renewable energy options at our Plant to optimise our energy consumption patterns and strengthen our ability to withstand climate-related challenges, in accordance with the decarbonisation targets of Mainland China and Hong Kong.

通過嚴格執行上述措施，我們致力於逐步降低能源消耗。此外，我們正考慮在廠房安裝場內可再生能源配件的可行性，以優化我們的能源消耗模式，並根據中國大陸及香港的減碳目標，增強我們應對氣候相關挑戰的能力。



## Obtain WELL and LEED Concept in Investment Properties

投資物業獲得WELL及LEED認證

In our investment property renovation projects, we have gone above and beyond compliance with regulations and obtained the WELL HEALTH-SAFETY RATING FOR FACILITY OPERATION and LEED EXISTING BUILDING GOLD CERTIFICATION. This was achieved through the implementation of advanced sustainable development concepts, energy conservation practices and environmentally friendly management methods. Additionally, we have installed a building electromechanical system that is easily controlled and adjusted, leading to favourable energy-saving outcomes during the project performance period.

在我們的投資物業翻新項目中，我們超越了法規的要求，獲得WELL健康—安全評價準則及LEED現有建築金級認證。這是透過實施先進的可持續發展理念、節能常規和環保的管理方法而實現的。此外，我們已安裝易於控制及調整的建築機電系統，從而於項目績效期內取得良好的節能效果。



The subsequent four areas highlight our accomplishments in energy conservation and reduced consumption, which have led to positive shifts towards low-carbon development.

### 1. Energy Efficiency

In the day-to-day operation of our projects, we place great emphasis on energy conservation management. One of our key initiatives is the implementation of a “Building Automation System” that monitors the operational status of the equipment and carries out energy-saving scheduling. We analyse the energy consumption data collected by the “Building Automation System” to guide the direction of energy-saving transformation and achieve energy savings and reduced consumption. We closely monitor the trend of total energy consumption and energy consumption indicators per unit area to identify opportunities for further energy savings.

以下四個方面突顯了我們在節能降耗方面取得的成績，為低碳發展帶來積極變化。

### 1. 能源效益

於項目的日常運營過程中，我們高度關注節能管理。我們的主要措施之一為實施「樓宇自動化系統」，以監控設備的運行狀態並進行節能調度。我們對「樓宇自動化系統」所收集的能耗數據進行分析，指導節能轉型方向，實現節能降耗。我們密切監控總能源消耗的趨勢及單位面積能耗指標，以求進一步節約能源的機會。

### 2. Indoor Air Quality Control

Our projects are designated as smoke-free buildings, with a clear no-smoking policy in place. The office area is equipped with a fresh air system that utilises medium-efficiency filters and provides fresh air in accordance with ASHRAE62.1 standards. This system effectively enhances the working comfort of the office occupants and promotes a healthy and comfortable working environment.

### 3. Water Efficiency

In our projects, we are committed to promoting water efficiency and implementing effective water quality management practices. To achieve this, we have selected high water efficiency sanitary ware that performs well in reducing indoor water consumption. Regarding water quality management, the projects regularly conduct water quality analysis reports on both domestic water and water for equipment and facilities. This ensures the safety of personnel and the efficient operation of equipment. These reports allow us to closely monitor and assess the quality of the water supply, as well as identify any potential issues that may arise.

### 4. Waste Treatment

In office spaces, we have provided trash cans on each floor, with dedicated personnel assigned to carry out waste segregation. This allows us to effectively separate recyclable materials from non-recyclable waste, ensuring environmentally responsible disposal of waste. Besides, we have selected environment-friendly office consumables and cleaning products to reduce the impact of waste on the environment. By choosing biodegradable and non-toxic products, we can minimise our environmental footprint and contribute to sustainable development.

### 2. 室內空氣質量控制

我們的項目被定為具有明確無煙政策的無煙建築。辦公區使用中等效率過濾器的新風系統，其按照ASHRAE62.1標準提供新鮮空氣。該系統營造健康舒適的工作環境，有效提高辦公室人員的工作舒適度。

### 3. 用水效率

我們致力於我們的項目中提高用水效率並實施有效的水質管理常規。為實現這目標，我們已選擇在減少室內耗水量方面表現出色的高效節水衛浴潔具。在水質管理方面，項目定期對生活用水以及設備與設施之用水進行水質分析並出具報告，以確保人員的安全及設備高效運行。該等報告使我們能密切監測及評估供水質量，並確定可能出現的任何潛在問題。

### 4. 廢棄物處理

於辦公樓，我們於每層也設置垃圾桶，並指派專人進行垃圾分類。此舉使我們能有效地將可回收材料與不可回收廢棄物分類，確保對廢棄物進行環境處理。此外，我們選擇環保辦公耗材及清潔產品，以減少廢棄物對環境的影響。通過選擇可生物降解及無毒的產品，我們可以最大限度地減少環境足跡並為可持續發展作出貢獻。



Type of Resources 資源種類	Unit 單位	Consumption 消耗量		Intensity (per million of revenue) 密度 (每百萬港元的收入)	
		2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年
<b>Direct Energy Consumption<sup>11</sup></b> 直接耗能 <sup>11</sup>	kWh 千瓦	<b>1,075,038</b>	992,613	<b>467</b>	373
Petrol <sup>12</sup> 汽油 <sup>12</sup>	L 升	<b>21,573</b>	22,484	<b>9</b>	8
Diesel <sup>13</sup> 柴油 <sup>13</sup>	L 升	<b>80,907</b>	72,319	<b>35</b>	27
<b>In-direct Energy Consumption</b> 間接耗能					
Purchased Electricity 所購電力	kWh 千瓦	<b>1,249,081</b>	1,079,566	<b>542</b>	406
<b>Total Energy Consumption</b> 耗能總量	kWh 千瓦	<b>2,324,118</b>	2,072,178	<b>1,009</b>	779
<b>Solar Energy Generated and Sold<sup>14</sup></b> 太陽能發電及出售 <sup>14</sup>	kWh 千瓦	<b>1,082,222</b>	422,059	<b>470</b>	159
<b>Total Renewable Generated and Sold</b> 可再生能源發電及出售總量	kWh 千瓦	<b>1,082,222</b>	422,059	<b>470</b>	159
<b>Water Consumption</b> 用水量	m <sup>3</sup> 立方米	<b>2,639</b>	2,587	<b>1.1</b>	0.97
<b>Paper Consumption</b> 紙張消耗	kg 千克	<b>4,772</b>	3,879	<b>2.1</b>	1.46

During the Reporting Period, the Group has invested in renewable energy and installed solar panels in the Plant to meet our sustainability development goals. Our aim is to support the solar energy utilisation as a clean source of electricity in Hong Kong. Looking ahead, the Group will continue to closely monitor our energy consumption patterns and investigate further opportunities to adopt renewable energy.

於本報告期內，本集團已投資可再生能源，並於廠房安裝太陽能電池板以實現我們的可持續發展目標。我們的目標是支持香港利用太陽能作為清潔電力之來源。展望未來，本集團將繼續密切監察我們的能源消耗模式，並進一步研究採用可再生能源的機會。

11 Energy consumption from fossil fuels in the use of vehicles is calculated with reference to "Reporting Guidance on Environmental KPIs" published by HKEX.

12 The consumption amount of petrol in 2022/23 has been restated to reflect the actual consumption.

13 In 2023/24, the Group has expanded its data scope to include diesel-based crane machineries used in our warehouse. The comparative figures of 2022/23 have been restated for comparative purpose.

14 All of the renewable solar energy generated by the Group has been sold to support CLP Power Hong Kong Limited's "Feed-in Tariff (Business)" program.

11 車輛使用的化石燃料之能源消耗乃參考交易所刊發之《環境關鍵績效指標匯報指引》計算。

12 於二零二二／二三年度之汽油消耗量已重述，以反映實際消耗量。

13 於二零二三／二四年度，本集團擴大了其數據範圍，將倉庫中的柴油起重機械納入其中。出於比較目的，二零二二／二三年度的比較數字已重新列示。

14 本集團產生的可再生太陽能已全部售出，以支持中華電力有限公司之「可再生能源上網電價(工商客戶)」計劃。

### The Environment and Natural Resources

The Group comprehends the environmental challenges we are presently facing. By conducting our operation in a sustainable manner, we aim to minimise the environmental impact of our activities. A proactive approach is also being undertaken to continuously develop operational efficiency, utilise natural resources judiciously and employ energy-efficient practices in order to comply with all pertinent environmental regulations. Considering our core values, we apply the ISO 14001 environmental management system standard to our supply of reinforcement steel bars to ensure the satisfaction of environmental requirements that adhere to international best practices. Furthermore, we encourage our employees to make concerted efforts to possibly minimise the consumption of diverse resources such as electricity, water and paper in their daily routines.

### 環境及天然資源

本集團了解我們目前面臨的環境挑戰。通過以可持續的方式運營，我們的目標是減少我們的活動對環境的影響。為遵守所有相關的環境法規，我們亦採取積極主動的方案，不斷改善經營效益，審慎利用天然資源，以及有效利用能源。考慮到我們的核心價值觀，我們將ISO 14001環境管理系統的標準應用於我們的鋼筋供應，以確保滿足國際最佳常規的環保要求。再者，我們鼓勵員工齊心協力，盡量減少其在日常生活中對電、水及紙張等各種資源的消耗。

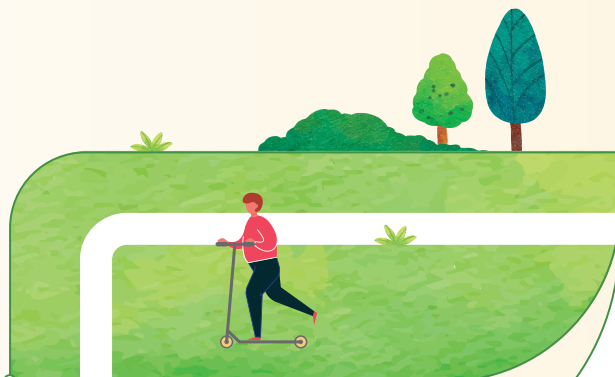
#### CASE STUDY 案例分析



#### Renewable Energy Transformation at Tsing Yi Plant 青衣廠房的再生能源轉型

In 2022, we installed a large-scale solar photovoltaic (“PV”) system at our Tsing Yi Plant, which was completed in January 2023. The system’s annual power output is equivalent to 87% of the Group’s total electricity consumption, enabling us to sell all of the generated clean, renewable electricity to support CLP Power Hong Kong Limited’s “Feed-in Tariff (Business)” program. This financial incentive inspired us to further invest in solar installations at our Tsing Yi Plant, showcasing our unwavering commitment to incorporating sustainable practices and innovative energy-saving technologies across our operations. This successful implementation at Tsing Yi Plant is a testament to our progress towards our ambitious environmental goals, and it aligns with Hong Kong’s Climate Action Plan 2050.

於二零二二年，我們在青衣廠房安裝了大型太陽能光伏（「光伏」）系統，並於二零二三年一月竣工。該系統按年的發電量相當於本集團總用電量的87%，使我們能夠出售所有產生的清潔、可再生電力，以支持中華電力有限公司的「可再生能源上網電價（工商客戶）」計畫。這項財政激勵措施鼓勵我們進一步於青衣廠房投資太陽能裝置，彰顯了我們堅定不移地將可持續措施和創新節能技術的承諾融入運營中。青衣廠房的成功實施證明我們在實現雄心勃勃的環保目標方面取得的進展，並且與香港的《2050年氣候行動計劃》一致。



## Water Management

Ensuring sustainable access to water resources is of the utmost importance. A number of initiatives have been launched in order to reduce our unnecessary water consumption. These initiatives seek to raise employees' awareness on the significance of conserving freshwater and encourage them to turn off taps when not in use in both washroom and pantry. The water supply was provided by the municipal water supply company and there were no issues in sourcing water that is fit for purpose. Water consumption in Shanghai and Hong Kong are solely for office purpose and do not contribute to the Group's production process. We calculate our water consumption based on the usage charges reported on our water bills. Our objective is to gradually reduce water consumption intensity through the implementation of the water efficiency measures and ongoing efforts to increase awareness of water conservation among our stakeholders. In addition, we strive to exert a positive influence on the society regarding water conservation through partnerships and collaboration with suppliers and service providers to promote sustainable choices of green products.

## 水資源管理

確保可持續地獲得水資源是至關重要的。為減少不必要的用水量，我們已推廣多項舉措。該等舉措旨在提高員工對節約用水重要性的認識，並鼓勵彼等關掉洗手間及茶水間不使用的龍頭。供水由政府供水公司提供，在獲取適合用途的水方面不存在任何問題。上海及香港之耗水量僅作為辦公用途，並不用於本集團之生產過程。我們的耗水量根據水費單上顯示的使用量計算。我們的目標是透過實施節水措施及不斷努力提高持份者的節水意識，逐步降低耗水密度。此外，我們致力通過與供應商及服務提供者的夥伴關係及合作，在節水方面對社會產生積極影響，以促進綠色產品的可持續選擇。



### CASE STUDY 案例分析



#### Implementing Energy-Saving Technology Solutions for Central Park • Huangpu 節能技術解決方案的實施－中港匯 • 黃浦

At Central Park • Huangpu, we have adopted “Energy-saving Technology Solutions – IoT (Internet of Things) Intelligent Control Energy-saving Technology” to enhance our sustainability efforts. Based on a comprehensive analysis of energy flows in 2023, we identified the air conditioning, hot water and terminal control systems as key areas for energy-saving retrofits. To address these critical areas, we implemented an integrated AIoT (Artificial Intelligence of Things) data collection and management system. This solution features a lightweight and seamless deployment approach, enabling simple installation with minimal operational disruptions. The system provides comprehensive IoT connectivity for full-scale data sensing and interconnectivity. Powered by real-time algorithm outputs and self-developed intelligent software, the AIoT system has enabled us to achieve energy-saving smart management with real-time, full-coverage and all weather energy optimisation. We estimate a 15% improvement in energy efficiency from the system, and it is expected to begin operation in April 2024.

在中港匯 • 黃浦，我們採用了「節能技術解決方案－物聯網(IoT)智慧控制節能技術」來加強我們的可持續發展努力。基於二零二三年能源流向的綜合分析，我們將冷氣機、熱水和終端控制系統確定為節能改造的重點領域。為解決這些關鍵領域，我們實施了整合的人工智慧物聯網(AIoT)資料收集和管理系統。此解決方案採用輕量及無縫部署方法，可實現簡單安裝並將操作中斷降至最低。該系統提供全面的物聯網連接，以實現全面的數據感測和互連。人工智慧物聯網系統透過實時輸出和自主研發的智慧軟體，使我們通過實時、全覆蓋、全天候的能源優化來實現節能智慧管理。我們預計該系統的能源效率將提高15%，預計將於二零二四年四月開始運作。



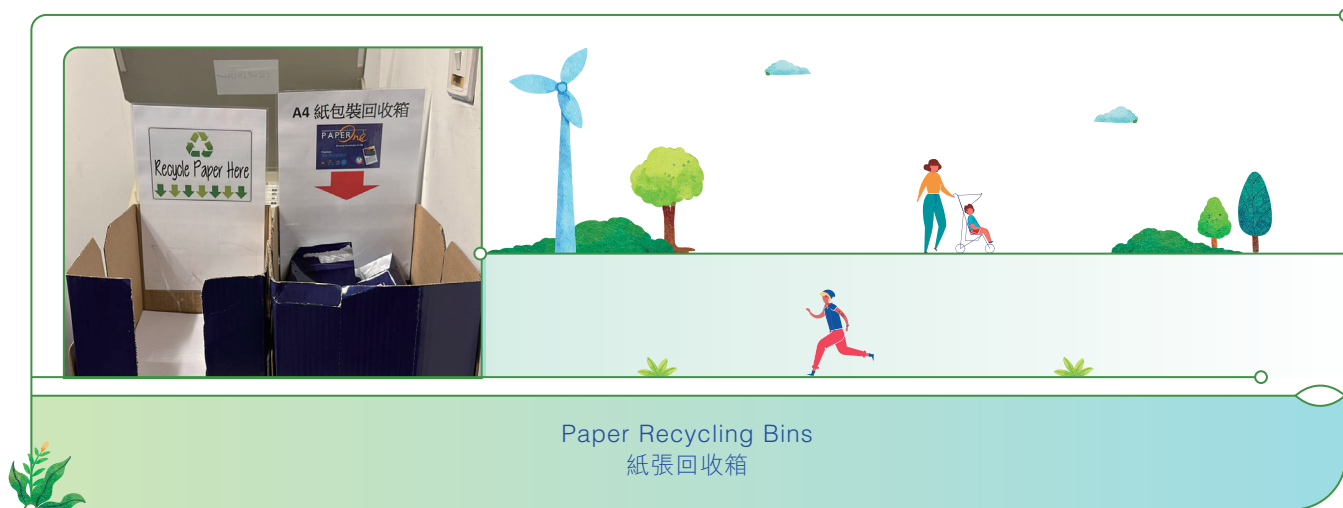


## Paper Usage

The Group promotes environmentally friendly practices such as double-sided printings and reusing single-sided printed papers to minimise paper consumption. Additionally, we encourage the use of online platforms for communications in order to reduce paper usage. We have introduced paper-saving strategies in our office areas, which helps to lower the impact of paper usage on greenhouse gas emissions. To enable this, we have placed collection trays near the photocopiers to gather single-sided papers for reuse and recycling purposes. We also take steps to reuse envelopes for internal mail, further reducing our environmental footprint. Nevertheless, the Government allows us to use e-certificates for our Steel Distribution Business, which can reduce the consumption of paper. We are discussing with the Government to allow us to use e-certificates for our Steel Processing Business as well.

## 紙張使用

本集團提倡環保實踐，例如雙面列印及重用已單面列印之紙張，以盡量減少紙張消耗。此外，我們鼓勵通過線上平台進行交流，以減少紙張使用。我們在辦公區域採納節約用紙常規，有助減少紙張使用對溫室氣體排放的影響。為此，我們已於打印機附近放置收集盤以收納單面列印之紙張作重複使用及回收。我們亦採取措施於內部郵件傳遞時重複使用信封，進一步減少我們的環境足跡。儘管如此，政府允許我們在鋼鐵分銷業務中使用電子證書，以減少紙張的消耗。我們正與政府商討允許我們在鋼鐵加工業務中亦使用電子證書。



## Packing Materials

The Group's operational activities do not involve in consumption of material packaging materials or packaging material-related businesses. As a result, no material packing materials have been consumed during the Reporting Period.

## 包裝材料

本集團經營的活動並不涉及重大包裝材料的消費或包裝材料相關業務。因此，於本報告期內，並無消耗包裝材料。

### CARING FOR EMPLOYEE

#### Recruitment, Promotion and Compensation

The Group recognises that its employees are its most valuable assets. We aim to provide our employees with a pleasant and relaxing working environment. In parallel, we continuously review the remuneration packages offered to our employees to ensure we remain competitive amongst other employers. The Group promotes equal employment opportunities for all individuals, irrespective of their ethnic background, gender, religious affiliation or other protected characteristics. Promotions for our talented employees are based on a fair annual performance appraisal, accompanied by appropriate salary adjustments to motivate and boost the morale of our workforce. Aside from basic remuneration, the remuneration package includes annual leave, healthcare insurance plan and discretionary bonuses. Share options may also be granted to eligible employees, with reference to the performance of the Group and the individual employees. Moreover, a "SMART Goal" scheme is in place to support the career development for our employees.

#### Equal Opportunities, Diversity and Anti-discrimination

The Group is committed to fostering an equal and harmonious working environment. Any form of discrimination, harassment or unethical behaviours will not be tolerated. The Human Resources Department is responsible for ongoing monitoring of changes in government policies and regulations, ensuring the Group's human resource policies comply with the applicable labour laws and regulations. During the Reporting Period, the Group did not violate the Hong Kong Bill of Rights Ordinance (Cap. 383 of the laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480 of the laws of Hong Kong), Disability Discrimination Ordinance (Cap. 487 of the laws of Hong Kong), Family Status Discrimination Ordinance (Cap. 527 of the laws of Hong Kong) or Race Discrimination Ordinance (Cap. 602 of the laws of Hong Kong), etc.

### 關懷員工

#### 招聘、晉升及薪酬

本集團深知員工是其最寶貴的資產。我們的目標是為員工提供一個愉快和輕鬆的工作環境。與此同時，我們不斷檢討向員工提供的薪酬待遇，以確保我們在其他僱主中保持競爭力。本集團提倡人人享有平等的就業機會，無論其種族背景、性別、宗教信仰或其他受保護的特徵。我們對優秀員工的晉升基於公平的年度績效評估，並進行適當的薪酬調整，以激勵和提升我們員工的士氣。除基本薪酬外，薪酬待遇包括年假、醫療保險計劃及酌情花紅，亦會按本集團及個別員工的績效向合資格員工授出購股權。此外，我們也制定「SMART目標」計劃以支持我們員工的事業發展。

#### 平等機會、多元化及反歧視

本集團致力營造平等及和諧的工作環境。任何形式的歧視、騷擾和不道德行為都是不被容忍的。人力資源部負責持續監察政府政策及規則之變動，確保本集團之人力資源政策遵守適用的勞工法律及規例。於本報告期內，本集團並無違反《香港人權法案條例》(香港法例第383章)、《性別歧視條例》(香港法例第480章)、《殘疾歧視條例》(香港法例第487章)、《家庭崗位歧視條例》(香港法例第527章)及《種族歧視條例》(香港法例第602章)等的行為。

## Workforce

As of 31st March 2024, the Group had a total of 250 employees, of which 167 are located in Hong Kong and 83 are located in Mainland China.

## 僱員

截至二零二四年三月三十一日，本集團共有250名員工，其中167名位於香港及83名位於中國大陸。

Indicators 指標	Hong Kong 香港		Mainland China 中國大陸		
	2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年	
Total workforce 僱員總數	167	151	83	75	
Gender 性別	Male 男性	117	100	44	35
	Female 女性	50	51	39	40
Category 類別	Managerial 管理層	9	10	13	12
	General 一般	158	141	70	63
Age 年齡	18-30 18-30歲	41	25	10	6
	31-40 31-40歲	47	44	34	35
	41-50 41-50歲	39	41	24	21
	51 or above 51歲或以上	40	41	15	13
	Employment Type 工種	Permanent 長工	126	127	25
	Contract 合約	41	24	58	49
Turnover rate by gender 按性別劃分之流失率	Male 男性	22%	51%	2%	20%
	Female 女性	34%	25%	8%	13%
Turnover rate by age 按年齡劃分之流失率	18-30 18-30歲	12%	92%	0%	50%
	31-40 31-40歲	40%	45%	6%	17%
	41-50 41-50歲	18%	29%	4%	10%
	51 or above 51歲或以上	30%	22%	7%	8%

Management aims to maintain the employee turnover rate at an acceptable level in order to enhance the Group's ability to effectively accumulate professional expertise and experience. During the Reporting Period, the Group's employee turnover rate of Hong Kong is approximately 26%, while the rate in Mainland China is around 5%. The higher turnover rate in Hong Kong is mainly attributes to the machine operators in our Plant. The Group will regularly review its recruitment and employment procedures to identify areas for improvement and better retain talents.

### Working Hours, Rest Periods, Other Benefits and Welfare

The Group recognises the importance of work-life balance for our employees' physical and psychological wellbeing. As such, our employees are entitled to statutory and discretionary holidays, such as annual leave, birthday leave, sick leave, examination leave, marriage leave, maternity leave and paternity leave. In addition, the Group provides a range of healthcare insurance plans for its full-time employees, including a self-insured preferred provider organisation plan and other health plans. Retirement programs, medical benefits, group insurance, mandatory provident fund retirement benefit scheme and provident fund scheme are also available to the employees. The Group is open to any suggestions or feedback from employees as part of our ongoing efforts to optimise our welfare and remuneration package as to retain talents. To recognise the long-standing relationship between the Group and its employees, service awards are presented at the Group's annual event, acknowledging employees who have contributed for 5, 10, 20 and 30 years of services.

管理層致力維持員工流失率於可接受水平，以使本集團以更有效的方式積累專業知識和經驗。於本報告期內，本集團香港之員工流失率約為26%，而中國大陸之員工流失率約為5%。香港較高的流失率主要來自我們廠房的機械操作員。本集團將定期檢討其招聘及僱傭程序，以識別有待改善的地方，並更好地留住人才。

### 工作時數、假期、其他待遇及福利

本集團深知工作與生活平衡對我們員工身心健康的重要性。因此，我們的員工有權享有法定和酌情假期，例如年假、生日假、病假、考試假、婚假、產假和侍產假。此外，本集團為其全職員工提供一系列的醫療保險計劃，包括自保的首選醫療保險計劃和其他健康計劃。員工還可享受退休計劃、醫療福利、團體保險、強制性公職金計劃及公積金計劃。作為我們優化福利和薪酬待遇以留住人才而不斷努力的一部分，本集團樂於接受員工提出的任何建議或反饋。為表揚本集團與其員工之間的長期關係，本集團於年度活動頒發服務獎勵，以表揚服務五、十、二十及三十年的員工之貢獻。

## Termination

Upon receiving resignation notices from employees, we will endeavour to understand the reasons behind their departure so that we can make improvement to the working environment or remuneration packages through exit interviews. In the event of dismissals, we will formally notify the affected employees of the reasons for their termination and provide the requisite severance payment along with their final payment in accordance with the Employment Ordinance (Cap. 57 of the laws of Hong Kong). The Group also ensures timely notification to the Inland Revenue Department and Mandatory Provident Fund trustee regarding the employment termination, as required by the Inland Revenue Ordinance (Cap. 112 of the laws of Hong Kong) and Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the laws of Hong Kong), respectively.

During the Reporting Period, we strictly adhered to the applicable Employment Ordinance (Cap. 57 of the laws of Hong Kong) and other relevant local government laws. Our Human Resources Department ensures our employment practices are compliant with local government regulations and the Group's policies.

## Health and Safety

Considering our business model, the health and safety of our workforce is one of our top priorities for enhancing sustainability. As a responsible business operator, the Group strictly complies with the laws and regulations pertaining to labour safety, such as Occupational Safety and Health Ordinance (Cap. 509 of the laws of Hong Kong), Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and the Production Safety Law of the People's Republic of China, etc. Furthermore, we will promptly update the documents associated with the Group's safety management system and responsibility system for work safety, in line with any changes to the applicable laws and regulations. Besides, our employees are provided with necessary protective equipment, receive sufficient instructions, training, and supervision to raise their safety awareness and prevent unnecessary injuries. It is mandatory for all new hires to complete the safety training course before being onboarded, while existing employees are required to attend the training course annually. Looking forward, the Group will strive to achieve its health and safety targets, which include zero fatalities, zero serious personal injuries and zero confirmed cases of occupational disease.

## 終止

在收到員工的辭職通知後，我們會透過離職面談了解員工離職的原因，以便改善工作環境或薪酬待遇。倘若員工被解僱，我們會正式通知受影響員工解僱之原因，並根據《僱傭條例》(香港法例第57章)的規定向其支付所需的遣散費及最終款項。本集團亦確保根據《稅務條例》(香港法例第112章)及《強制性公積金計劃條例》(香港法例第485章)的規定，分別及時通知稅務局及強制性公積金受託人有關終止僱傭關係之事宜。

於本報告期內，我們嚴格遵守適用的《僱傭條例》(香港法例第57章)和其他相關地方政府的法律。我們的人力資源部確保我們的僱傭常規遵守當地政府之規例及本集團之政策。

## 健康與安全

考慮到我們的業務模式，僱員的健康與安全是我們提高可持續性的優先事項之一。作為一家負責任的業務營運商，本集團嚴格遵守有關勞動安全的法律及規例，如《職業安全及健康條例》(香港法例第509章)、《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》等。而且，我們將根據適用法律及規例的任何變更，及時更新與本集團安全管理系統及工作安全責任系統有關聯的文件。此外，我們為員工提供必要的防護裝備、接受充分的指導、培訓和監督，以提高彼等的安全意識，並防止不必要的受傷。所有新員工在入職時必須完成安全培訓課程，而現有員工必須每年參加培訓課程。展望未來，本集團將盡最大努力實現其健康與安全目標，包括零死亡、零重傷及零職業病確診病例。



#### Comprehensive Employee Training for Sustainable Practices

全面員工培訓促進可持續常規

The Group believes that empowering our employees with the right knowledge and skills is crucial to driving sustainable progress. To this end, we provided comprehensive “Quality, Safety & Health, and Environmental Induction Training” to our workforce during Reporting Period.

The training program covered a wide range of topics, including:

- Safety First Culture
- ISO Certification and Integrated Management System (IMS) Policy
- The interrelationship between health, safety, environment, and quality
- Consultation, participation, and communication
- Legal requirements and general duties
- Quality assurance
- Environmental protection
- Safety requirements and emergency response

By equipping our employees with this holistic understanding, we aim to foster a strong culture of safety, quality, and environmental stewardship across our organisation. This training empowers our employee to actively contribute to our sustainable business practices, ensuring that we can collectively work towards our ambitious ESG goals.

本集團深信，賦予員工正確的知識和技能對於推動可持續發展至關重要。為此，我們於本報告期為員工提供了全面的「品質、安全與健康以及環境誘導培訓」。

培訓計劃涵蓋了廣泛的主題，包括：

- 安全第一的文化
- ISO認證和綜合管理系統(IMS)政策
- 健康、安全、環境與質量之間的相互關係
- 諮詢、參與及溝通
- 法律要求和一般職責
- 質量保證
- 環境保護
- 安全要求和緊急應變

通過讓我們的員工具備全面的理解，我們的目標是在整個組織中培養強大的安全、質量和環境管理文化。這項培訓使我們的員工能積極為我們的可持續業務常規作出貢獻，確保我們能夠共同實現雄心勃勃的環境、社會及管治目標。

For our employees working at the Plant or on-site, we enforce additional safety control measures and procedures in their daily operations due to higher risks of exposure to potential incidents. To uphold robust and effective safety management across the Group, we have established and adopted policies and procedures, including “Occupational Health and Safety Policy” (“Safety Policy”), ISO 45001 - Occupational Health and Safety Management Systems (“Safety Management System”) and ISO 14001:2015 – Environmental Management Systems. As part of our safety protocols, we require all new hires to complete safety training and sign an acknowledgement when on-board and provide fire drill to all employees in the Plant every year. This signed document confirms their understanding and commitment to following the guidelines and instructions outlined in our Safety Policy and Safety Management System.

由於在廠房或工地工作的員工面對潛在事故的風險較高，故在日常業務活動中我們會向他們實施額外的安全控制措施和程序。為確保本集團維持穩健及有效的安全管理，我們已制定並採用政策及程序，包括《職業健康和安全管理政策》（「安全政策」）及《ISO 45001－職業健康和安全管理系統》（「安全管理系統」）及《ISO 14001:2015 環境管理系統》。作為我們安全措施的一部分，我們要求所有新入職員工於入職時完成安全培訓並簽署確認書，並每年為廠房的所有員工提供火警演習。該簽署文件確認了彼等理解並承諾遵循我們安全政策及安全管理系統訂明的指引及指示。



Fire Drill to all employees at the Plant  
為我們廠房的所有員工進行火警演習



Guidance on the protective equipment for employees entering the Plant  
員工進入廠房的防護裝備指引

Any accidents or injuries that occur must be properly documented for the purposes of investigation and future prevention efforts. The Safety Committee has been established to address all types of safety-related matters. The Safety Committee reports to senior executives on a weekly basis.

發生任何意外或受傷必須妥善記錄，以便進行調查及日後採取預防措施。安全委員會的成立是為了處理所有類型的安全相關事宜。安全委員會每週向高級管理人員報告。

In addition to the other safety measures, regular trainings are also provided to our employees to enhance their overall awareness of safety protocols and preparedness for emergencies. Aside from that, the Group has established standard plans and processes to support the Group in preventing, preparing for, responding to, and recovering from potential emergencies such as fire, typhoon and emergency evacuations.

除了其他安全措施外，我們亦定期向員工提供培訓，以提高彼等對安全意識及應急準備的整體意識。除此之外，本集團已制定標準計劃及程序以協助其預防、準備、應對及恢復潛在的緊急情況（如火災、颱風），以及緊急疏散。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group's concerted efforts in the areas of safety and health have yielded positive results. In the years ahead, the Group will continue to closely monitor the working environment of our employees to reduce work-related injury incidents and maintain zero work-related fatalities incidents. Nonetheless, we compensated injured employees in accordance with the Employees' Compensation Ordinance (Cap. 282 of the laws of Hong Kong).

本集團於安全及健康領域的共同努力已取得積極成果。未來數年，本集團將繼續密切監察員工的工作環境以減少工傷事故，並維持因工亡故之事件為零。儘管如此，我們已根據《僱員補償條例》(香港法例第282章)向受傷員工作出賠償。

Occupational health and safety statistics 職業健康與安全之數據		2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of lost days due to work injury	因工傷損失工作日數	1016	211	21
Number of work-related fatalities incident	因工亡故的人數	0	0	0
Rate of work-related fatalities	因工亡故率	0	0	0
Number of work injuries incident	因工受傷人數	5	4	0

### Development and Training

The Group is dedicated to equipping employees with comprehensive training to make sure they are professional, competent and able to deliver the highest quality services to our customers. Additionally, the training programs aim to provide employees with the necessary skills for long-term career advancement. During the Reporting Period, we offered a variety of internal and external training for our employees at different levels. These included basic working skills, business knowledge, product training, management skills and leadership improvements, orientation and other specific training, etc. To future promote a culture of continuous growth among the workforce, we also provide examination leave and subsidies to support employees' study-related expenses.

### 發展及培訓

本集團致力為員工提供全面的培訓，以確保他們專業、有能力並能夠為我們的客戶提供最優質的服務。此外，培訓計劃旨在為員工提供長期職業生涯所需的技能。於本報告期內，我們為各級員工提供各種內部和外部培訓。該等培訓包括基本的工作技能、業務知識、產品培訓、管理技能及領導能力的改進、入職培訓及其他特定培訓等。為在未來促進員工持續成長的文化，我們亦提供考試假和資助員工學習的相關費用。



During the Reporting Period, the Group provided or sponsored training that was attended by 210 employees. The distribution of training participants by gender and employee level are as follows:

於本報告期內，本集團提供或贊助的培訓共有210名員工參加。培訓參與者依性別及員工級別的分佈如下：

Employee 員工	Percentage of employees trained 獲培訓員工之百分比		Average training hours per employee <sup>15</sup> 每名員工之平均培訓時數 <sup>15</sup>	
	2024 二零二四年	2023 二零二三年	2024 二零二四年	2023 二零二三年
Total 總計	49%	70%	18	20
By gender 按性別	Male 男性	83%	26	29
	Female 女性	28%	5	7
By category 按類別	Managerial 管理層	55%	5	4
	General 一般	53%	20	22

Ongoing, the Group will review its training offerings to incorporate relevant business and regulatory updates corresponding to different employee positions. The goal is to continually improve the training courses in order to better meet the needs of the workforce and support them in achieving the job-related qualification in the future.

目前，本集團將檢討其培訓方案以納入相應職位相關的各類業務及制度更新。目標是不斷改進培訓課程以更好地滿足員工的需要，並支持彼等獲取日後與工作相關的資格。



Corporate Culture Workshop  
企業工作文化坊

15 The average training hours completed per trained employee is calculated with reference to "Reporting Guidance on Social KPIs" published by HKEX.

15 每名獲培訓員工完成之平均培訓時數乃參考交易所刊發的《社會關鍵績效指標匯報指引》計算。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Labour Standards

We strictly prohibit the use of child or forced labour within our operation. We have established “Child and Force Labour Policy” that clearly defines the terms of child and forced labour, thus enabling the Group to avoid any form of child or forced labour. Additionally, human rights constitute a fundamental principle underlying our employment policies and practices. This ensures a positive working environment and equal job opportunity for all employees. During our recruitment process, we conduct background checks and reference checks on potential candidates to prevent the use of child or forced labour. Our contractors are also obligated to refrain from using child and forced labour. If any violation is discovered, it will be handled in a serious manner. Depending on the actual situation, it will be addressed in accordance with national and local laws and regulations.

During the Reporting Period, we were not aware of any instances of non-compliance with rules and regulations regarding child and forced labour.

### 勞工準則

我們嚴禁於我們營運過程中使用童工或強制勞工。我們已制定「童工和強制勞工政策」，其明確界定童工和強制勞工的條款，從而使本集團能夠避免任何形式的童工或強制勞工。此外，人權構成了我們就業政策及常規的基本原則，這確保所有員工擁有正面的工作環境和平等的就業機會。在我們的招聘過程中，我們對潛在候選人進行背景調查和資料查核，以防止使用童工或強制勞工。我們的承包商也有義務避免使用童工及強制勞工。如發現任何違規行為，將嚴肅處理。根據實際情況，按照國家和地方的法律和規例處理。

於本報告期內，我們並不知悉任何違反有關童工及強制勞工之法律和規例的情況。



Activities with employees  
與員工之活動



Activities with employees  
與員工之活動

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### OPERATIONS MANAGEMENT

#### Supply Chain Management

The Group encourages our suppliers and business partners to uphold the highest possible standards and expectations, aligning their values with ours regarding environmental and labour practices. We have been worked with some suppliers who have provided an Environmental Product Declaration or Certificate for our Steel Distribution Business. Apart from that, we conduct annual performance appraisals of our suppliers to ensure all the suppliers meet our established requirements and standards. During our selection and screening processes, we take into consideration the competence and awareness of health and safety issues and environmental concerns demonstrated by our contractors and business partners.

For our Building Products Distribution Business, majority of our suppliers are engaged in the manufacturing of building products with environmental-friendly designs. As for our reinforcement steel bar trading business, we perform annual on-site inspection of all our suppliers' plants to verify they are meeting our requirements. Any issues identified are promptly addressed. In accordance with the Group's standards for practices and staff training in material testing and discharging, we have established management guidelines and procedures to support our suppliers in implementing appropriate measures.

Our suppliers are integral to our value chain. We collaborate with them to minimise carbon emissions throughout the manufacturing process and develop environmentally-friendly products for our customers. Our partnerships are built on a shared commitment to sustainability, evidenced by environmental certificates, green product certifications, and product testing reports. We seek to continuously improve our products and services in close cooperation with our suppliers.

During the Reporting Period, the Group has 155 suppliers, primarily located in Hong Kong and Mainland China.

### 營運管理

#### 供應鏈管理

本集團鼓勵我們的供應商和業務合作夥伴盡可能提高標準及期望，使其之價值觀與我們在環境和勞工常規方面的價值觀保持一致。我們已與一些供應商合作，彼等為我們的鋼材分銷業務提供了環境產品聲明或證書。除此之外，我們還對供應商進行年度績效評估，以確保所有供應商符合我們既定的要求和標準。我們在選擇及篩選過程中，我們會考慮承包商和業務合作夥伴在健康與安全問題以及環境關注方面所表現的能力及意識。

就我們的建築材料分銷業務而言，我們的大部分供應商均從事製造具有環保設計的建築產品。至於我們的鋼筋貿易業務，我們對所有供應商的廠房進行年度實地檢查，以驗證彼等是否符合我們的要求，發現的任何問題都會得到及時處理。根據本集團在材料測試和卸貨方面的常規及員工培訓的標準，我們制定了管理指引和程序，以支援我們的供應商實施適當的措施。

我們的供應商是我們價值鏈中不可或缺的一部分。我們與該等供應商並肩工作，最大限度地減少整個製造過程中的碳排放，並為我們的客戶開發環保產品。我們的合作夥伴關係建立在對可持續發展的共同承諾之上，並以環境證書、綠色產品認證及產品測試報告為後盾。我們尋求與供應商緊密合作以不斷改進我們的產品和服務。

於本報告期內，本集團擁有 155 家供應商，主要位於香港及中國大陸。

Indicators 指標		2024 二零二四年	2023 二零二三年
<b>Total number of suppliers by geographical region</b>	<b>按地理區域劃分的供應商總數</b>	<b>155</b>	150
Mainland China	中國大陸	<b>36</b>	31
Hong Kong	香港	<b>84</b>	84
Taiwan	台灣	<b>7</b>	7
Turkey	土耳其	<b>6</b>	6
Singapore	新加坡	<b>3</b>	3
Other regions (range from 1-2 suppliers)	其他地區(1至2名供應商)	<b>19</b>	19

## Product Responsibility

Maintaining our competitive advantage and contributing to our sustainable success is imperative, which requires us to take responsibility for our products. As a leading player in the construction and industrial steels, building products, as well as strategic investor and investment manager of commercial properties investment in Mainland China, Hong Kong and Macau, we fully understand that the quality of our products and services profoundly impacts our value chain. The Group also places great importance on respecting, protecting and promoting intellectual property rights. We strictly adhere to all relevant laws and regulations in Hong Kong and Mainland China, such as the Trade Marks Ordinance (Cap. 559 of the laws of Hong Kong), Copyright Ordinance (Cap. 528 of the laws of Hong Kong), Law of the People's Republic of China on the Protection of Intellectual Property Rights, the Patent Law of the People's Republic of China, and the Trademark Law of the People's Republic of China. When employees join our Group, they are informed of relevant internal policies. During the Reporting Period, the Group was not involved in any legal proceedings relating to intellectual property rights violations.

The Group considers customer satisfaction with our products and services to be of utmost importance. We understand the importance of enhancing product and service quality to achieve sustainable business growth. We are firmly committed to complying with the laws and regulations relating to product health and safety, labelling and privacy matters. Policies regarding product quality and safety as well as compliance with applicable laws and regulations have been clearly communicated to our employees and suppliers.

During the Reporting Period, the Group did not have any violation records on relevant laws and regulations that would have a significant impact on the Group relating to product responsibility matters.

## 產品責任

保持我們的競爭優勢並為我們的可持續成功做出貢獻是勢在必行，此舉要求我們對產品負責。作為中國大陸、香港及澳門的建築及工業鋼鐵、建築產品的領導參與者以及商業房地產的戰略投資者及投資經理，我們深知產品及服務的質量對我們的價值鏈有著深遠的影響。本集團亦非常重視尊重、保障及促進知識產權。我們嚴格遵守香港及中國大陸的相關法律及規例，如《商標條例》(香港法例第559章)、《版權條例》(香港法例第528章)、《中華人民共和國知識產權保護法》、《中華人民共和國專利法》及《中華人民共和國商標法》。於員工加入本集團時，與其溝通有關尊重知識產權相關內部政策。於本報告期內，本集團並無涉及任何與侵犯知識產權有關的法律訴訟。

本集團認為客戶對我們的產品及服務的滿意度至關重要。我們深知提高產品及服務質量對於實現可持續業務增長的重要性。我們堅定致力於遵守與產品健康及安全、標籤及私隱事宜相關之法律及規例。有關產品質量及安全的政策以及遵守適用的法律及規例已明確傳達給我們的員工及供應商。

於本報告期內，本集團並無違反任何與產品責任事宜有關的相關法律及規例並對本集團造成重大影響之記錄。

### Quality Assurance

Regarding the quality of our products and services, we strive to comply with local government regulations and the Group's policies. As a company with over 60 years of experience supporting the construction industry, we have pioneered automated processing and supply chain efficiency. Our complete traceability tagging and identification systems ensure full transparency of product information. The Group has also adopted the ISO 9001 quality management system standard across our reinforcement steel bar and accessories business unit. Likewise, our suppliers are required to obtain the appropriate certificates for their products.

Over the Reporting Period, the Group has recorded zero recalls and zero complaints about its products and services due to safety and health reasons. Furthermore, there were no significant complaints received regarding the Group's products and services. As a responsible product and service provider, we place great emphasis on customer satisfaction and take immediate, reasonable actions to address any related issues that arise. We strive to offer high quality products and maintain a standardised inspection and testing procedure to ensure our products meet customers' requirements. It is required that all products would only be released after passing the required inspection and testing procedures. We have established "Product Return Policy" that outlines the process for returning and refunding goods if the products have quality issues or fail to satisfy the specifications stated in the sales contract.

### Privacy Protection

Protecting the privacy of our customers, employees, external partners and suppliers is one of our top priorities in maintaining responsible business practices. We have developed clear confidentiality guidelines that demonstrate the Group's strong commitment to privacy protection. We require confidential information about our customers may only be accessed by staff who are responsible and engaged in business dealings with those customers. Aside from that, we require non-disclosure agreements to be in place with any potential partners before entering into transactions, in order to protect their identities. To guarantee the proper storage and management of information, the Group has installed and routinely upgrades firewall, antivirus and anti-spam solutions to prevent potential data leakage. Disclosure of customers' confidential information to unauthorised personnel is strictly prohibited and would result in disciplinary action.

### 品質保證

關於我們的產品及服務質量，我們致力遵守當地政府法例及本集團的政策。作為一家擁有超過六十年支援建築行業經驗的公司，我們開創了自動化加工和高效供應鏈的先河。我們完整的可追溯性標籤和識別系統確保完全透明的產品信息。本集團已為鋼筋及配件業務部門採用ISO 9001品質管理系統標準。同樣地，我們的供應商也需為其產品獲得適用的證書。

於本報告期內，本集團因安全及健康原因而導致其產品及服務被回收和投訴的次數為零。此外，亦無接獲有關本集團產品及服務的重大投訴。作為負責任的產品及服務提供者，我們高度重視客戶滿意度，並採取迅速及合理的行動解決任何出現的相關問題。我們力求提供高質量的產品，並保持標準化的檢測和測試程序，以確保我們的產品符合客戶的要求。所有產品均被要求通過檢驗和測試程序後方會出售。我們已制定「產品退貨政策」，其概述了產品存在質量問題或未能滿足銷售合同規定的規格可安排退貨和退款程序。

### 私隱保護

保護我們的客戶、員工、外部合作夥伴及供應商的私隱是我們保持負責任的商業行為的首要任務之一。我們已制定明確的保密指引，此表明本集團對私隱保護之堅定承擔。我們要求僅限負責及從事與有關客戶的正常業務過程的員工可取得客戶的保密資料。此外，我們要求於進行交易前，與任何潛在合作夥伴簽訂保密協議以保障對方的身份。為確保信息妥善儲存及管理，本集團已安裝及定期升級防火牆、防病毒及防垃圾電郵方案以防止潛在信息外洩。嚴禁向未經授權人士披露客戶保密信息，否則將受到紀律處分。

## Anti-Corruption

The Group believes maintaining an ethical working environment is crucial to the long-term resilience and success of our business. To that effect, the Group has established “Anti-Fraud and Anti-Money Laundering Policies” as the guideline for preventing, detecting and reporting for any instances of fraud, bribery, extortion, corruption, embezzlement, misappropriation, false representation and collusion, and money laundering. Consequently, all of our employees are informed of such guideline and strictly require to comply with relevant laws and regulations.

In addition to the aforementioned policies, the Group has also established a “Code of Business Ethics and Anti-Corruption Policy” which all levels of employees are required to adhere. The “Whistleblowing Policy” is also put in place to provide guidelines for employees to report any improprieties, misconduct or malpractice through different channels. As part of the due diligence, the Group performs periodical and systematic fraud risk assessment in their daily operations. The purpose of these assessments is to better evaluate the fraud risk mechanism and maintain sufficient preventative procedures. Correspondingly, control measures have also been designed and adopted to mitigate fraud risks. The effectiveness of the internal control system was assessed through reviews conducted by internal audit advisor as well as assessments carried out by external professional parties. The “Whistleblowing Policy” safeguards confidentiality by ensuring that the identity of employees making accusations remains undisclosed and inaccessible without proper authorisation. The Audit Committee of the Company bears the responsibility of ensuring the effective implementation and enforcement of this policy, thereby upholding a rigorous standard of corporate justice.

All employees of the Group are required to attend ethics and anti-corruption training upon commencement of employment. It is mandatory for directors to attend such trainings and regularly review market and regulatory updates in relation to ethics and anti-corruption.

During the Reporting Period, we have complied with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201 of the laws of Hong Kong). Importantly, we have not faced any legal cases or disputes in respect of bribery, extortion, fraud or money laundering brought against either the Group or any of our employees.

## 反貪污

本集團深信保持道德的工作環境對我們業務的長期韌性及成功至關重要。為此，本集團已制定「反欺詐和反洗黑錢政策」作為預防、偵測和舉報任何形式的欺詐、賄賂、勒索、貪污、挪用公款、私吞、虛假陳述和勾結，以及洗黑錢行為的指引。因此，我們所有員工都被告知此指引，並嚴格遵守相關法律及規例。

除上述政策外，本集團已制定「商業道德準則及反貪污政策」，要求各級員工遵守該政策。我們亦已制定「舉報政策」以提供指引予員工讓他們可透過不同渠道舉報不當行為、不端行為及瀆職事宜。作為盡職調查的一部分，本集團在其日常業務中定期進行系統性的欺詐風險評估。這些評估旨在更好地評估欺詐風險機制，並保持充分的預防程序。相應地，內控措施已制定並採納以降低欺詐風險。內部監控系統的有效性亦透過內部審核顧問的審查和外部專業團隊進行的評估來評核。「舉報政策」透過確保提出指控的員工的身份不被公開且未經適當授權而無法取得來保護機密性。本公司之審核委員會負責確保該政策的有效實施和執行，從而維護嚴格的企業公正標準。

本集團所有員工於入職時均須參與道德操守及反貪污培訓。董事必須參與有關培訓並定期檢閱與道德及反貪污有關的市場及規例的更新。

於本報告期內，我們已遵守有關法律及規例，包括《防止賄賂條例》(香港法例第201章)。重要的是，我們並無遇到任何針對本集團或我們的任何員工的賄賂、勒索、欺詐或洗黑錢的法律案件或爭議。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SERVING THE COMMUNITY

Through embracing its corporate social responsibilities, the Group promotes economic development, cares for the needs of underprivileged groups and communities, and reinvests its profits back into education. This approach fosters inclusive growth and development across the community. To further contribute to societal advancement, the Group actively encourages its employees to engage in a diverse range of charitable activities.

#### Volunteering and Charitable Donations

During the Reporting Period, the Group made total contributions of approximately HK\$2.9 million to multiple events and organisations in both Hong Kong and Mainland China, for instance, donations to the Hong Kong Family Welfare Society, the Better Hong Kong Foundation and Tin Shui Wai Women Association Limited, etc.

In an effort to nurture talents and support our future generations, the “Hongkong and Shanghai Alliance Yao Cho Fai Scholarship” has been established to award outstanding Hong Kong students who have been enrolled in the 4-year undergraduate programme at Fudan University. Over the Reporting Period, we have donated RMB600,000 to provide financial support for these outstanding local students.

The table below outlines the focus areas of donations to which we made direct contributions during the Reporting Period, with the aim of benefiting the local community:

Focus areas of donation 重點捐款領域	Donation Amount (HK\$) 捐款金額(港元)
Education 教育	2,618,000
Social vulnerable groups 社會弱勢群體	15,000
Healthcare and wellbeing 醫療保健和福祉	271,000
<b>Total donations</b> 捐款總額	<b>2,904,000</b>

### 服務社區

通過承擔其企業社會責任，本集團在推動經濟發展的同時關注弱勢社群及社區的需求，並將其收益再次投放於教育，此舉促進整個社區的包容性增長和發展。為進一步推動社會進步，本集團積極鼓勵員工參與各類慈善活動。

#### 志願服務及慈善捐款

於本報告期內，本集團向香港及中國大陸的多個活動及機構捐款合共約2.9百萬港元，例如捐款予香港家庭福利會、香港明天更好基金及天水圍婦聯有限公司等。

為培養人才及支持我們的下一代，我們設立「滬港聯合姚祖輝獎學金」，獎勵就讀復旦大學四年制本科課程的優秀香港學生。於本報告期，我們捐出人民幣600,000元，為這些優秀的本地學生提供財務資助。

下表概述了我們於本報告期間直接捐款的重點捐款領域，旨在造福當地社區：



Alongside the financial contributions, we encouraged our employees to engage in voluntary work to support those in need and give back to our community. For example, our employees participated in the Charity Walk organised by the Shui On Seagull Club during the Reporting Period. Our volunteer team also took part in the volunteering activity arranged by the Hong Kong Family Welfare Society and Outward Bound Hong Kong.

除財務捐款外，我們鼓勵員工參與義工活動，以支持有需要人士並回饋我們的社區。例如，我們的員工於本報告期內參與了瑞安海鷗社舉辦的慈善步行活動。我們的義工團隊亦參與由香港家庭福利會和香港外展訓練學校舉辦的義工活動。



Community initiative  
社區活動

## Supporting Sustainable Development through Green Financing

During the Reporting Period, the Group has strategically allocated its liquidity by placing it in green deposits with a financial institution in Hong Kong. Through participating in green deposit schemes, we could work together with the financial sector in supporting projects that prioritize ESG principles. These projects encompass a wide range of initiatives, such as green buildings, renewable energy, clean transportation, affordable housing, socioeconomic advancement and empowerment. This strategic decision aligned our investments with sustainable initiatives and promoted a more environmentally conscious and socially inclusive society. By channelling our resources towards ESG-oriented projects, we have actively contributed to the promotion of sustainable development and the advancement of sustainable practices.

## 通過綠色金融支持可持續發展

於本報告期內，本集團策略性地配置流動資金，將其存放於香港一家金融機構的綠色存款中。通過參與綠色存款計畫，我們可以與金融部門合作，支援優先考慮環境、社會及管治原則的項目。該等項目涵蓋廣泛的舉措，例如綠色建築、可再生能源、清潔交通、舒適的住房、社會經濟進步和賦權。這項策略決策使我們的投資與可持續發展舉措保持一致，並促進建立更具環保意識和包容性的社會。通過將我們的資源投向於以環境、社會及管治為導向的項目，我們為促進可持續發展和推進可持續實踐作出積極貢獻。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### HKEX ESG REPORTING GUIDE

### 聯交所環境、社會及管治報告指引

Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
<b>Aspect A1: Emissions</b>			
<b>層面 A1：排放物</b>			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	ENVIRONMENTAL PROTECTION 環境保護	8
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據。	ENVIRONMENTAL PROTECTION — Emissions 環境保護 — 排放物	9
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	ENVIRONMENTAL PROTECTION — GHG Emissions 環境保護 — 溫室氣體排放	9-10
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	15-16
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	15-16
KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL PROTECTION — GHG Emissions 環境保護 — 溫室氣體排放	9
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	15-16



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**Aspect A2: Use of Resources**  
層面 A2：資源使用

General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENTAL PROTECTION — Use of Resources — Energy Management — Water Management 環境保護 — 資源使用 — 能源管理 — 水資源管理	17,22
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	ENVIRONMENTAL PROTECTION 環境保護	20
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity 總耗水量及密度。	ENVIRONMENTAL PROTECTION 環境保護	20
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL PROTECTION 環境保護	18-19
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL PROTECTION — Water Management 環境保護 — 水資源管理	22
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	ENVIRONMENTAL PROTECTION — Packing Materials 環境保護 — 包裝材料	24

**Aspect A3: The Environment and Natural Resources**  
層面 A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	ENVIRONMENTAL PROTECTION — Use of Resources — The Environment and Natural Resources 環境保護 — 資源使用 — 環境及天然資源	17,21
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	ENVIRONMENTAL PROTECTION — Use of Resources — The Environment and Natural Resources 環境保護 — 資源使用 — 環境及天然資源	17,21



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#### Aspect A4: Climate Change

##### 層面 A4：氣候變化

General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	ENVIRONMENTAL PROTECTION — Climate Change 環境保護 — 氣候變化	11-13
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	ENVIRONMENTAL PROTECTION — Climate Change 環境保護 — 氣候變化	11-13

#### Aspect B1: Employment

##### 層面 B1：僱傭

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEE — Recruitment, Promotion and Compensation — Equal Opportunities, Diversity and Anti-discrimination — Working Hours, Rest Periods, Other Benefits and Welfare — Termination 關懷員工 — 招聘、晉升及薪酬 — 平等機會、多元化及反歧視 — 工作時數、假期、其他待遇及福利 — 終止	25,27,28
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	CARING FOR EMPLOYEE — Workforce 關懷員工 — 僱員	26
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	CARING FOR EMPLOYEE — Workforce 關懷員工 — 僱員	26



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### Aspect B2: Health and Safety

#### 層面 B2：健康與安全

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEE — Health and Safety 關懷員工 — 健康與安全	28-31
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年(包括匯報年度)每年因工亡故的人數及比率。	CARING FOR EMPLOYEE — Health and Safety 關懷員工 — 健康與安全	31
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	CARING FOR EMPLOYEE — Health and Safety 關懷員工 — 健康與安全	31
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	CARING FOR EMPLOYEE — Health and Safety 關懷員工 — 健康與安全	28-31

### Aspect B3: Development and Training

#### 層面 B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	CARING FOR EMPLOYEE — Development and Training 關懷員工 — 發展及培訓	31
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	CARING FOR EMPLOYEE — Development and Training 關懷員工 — 發展及培訓	32
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	CARING FOR EMPLOYEE — Development and Training 關懷員工 — 發展及培訓	32



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#### Aspect B4: Labour Standards

##### 層面 B4：勞工準則

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEE — Labour Standards 關懷員工 — 勞工準則	33
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	CARING FOR EMPLOYEE — Labour Standards 關懷員工 — 勞工準則	33
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	CARING FOR EMPLOYEE — Labour Standards 關懷員工 — 勞工準則	33

#### Aspect B5: Supply Chain Management

##### 層面 B5：供應鏈管理

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	35
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	35
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	35
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	35



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KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	35
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### Aspect B6: Product responsibility

#### 層面 B6：產品責任

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	OPERATIONS MANAGEMENT — Product Responsibility — Quality Assurance — Privacy Protection 營運管理 — 產品責任 — 品質保證 — 私隱保護	36,37
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KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	37
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KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	37
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KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	OPERATIONS MANAGEMENT — Product Responsibility 營運管理 — 產品責任	36
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KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	37
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KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Privacy Protection 營運管理 — 私隱保護	37
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#### Aspect B7: Anti-corruption

##### 層面 B7：反貪污

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	OPERATIONS MANAGEMENT — Anti-Corruption 營運管理 — 反貪污	38
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	OPERATIONS MANAGEMENT — Anti-Corruption 營運管理 — 反貪污	38
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Anti-Corruption 營運管理 — 反貪污	38
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	OPERATIONS MANAGEMENT — Anti-Corruption 營運管理 — 反貪污	38

#### Aspect B8: Community investment

##### 層面 B8：社區投資

General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	SERVING THE COMMUNITY 服務社區	39
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	SERVING THE COMMUNITY 服務社區	39
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	SERVING THE COMMUNITY 服務社區	39





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