



TEXWINCA holdings limited

ENVIRONMENTAL , SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告
2024

德永佳集團有限公司
Stock Code 股份代號 : 321



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About this Report 關於本報告

INTRODUCTION

This environmental, social and governance (“ESG”) report (the “Report”) disclosed the ESG performance of Texwinca Holdings Limited (the “Company” or “Texwinca”) (listed on the Main Board of The Stock Exchange of Hong Kong Limited, stock code: 321) for the period from 1 April 2023 to 31 March 2024 (the “Reporting Period”). The Report has been prepared in accordance with the mandatory and the comply or explain provisions as stipulated in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”).

REPORTING SCOPE

The ESG policies and management measures contained in the Report are applicable to the Company and all its wholly-owned subsidiaries (collectively “the Group”). Unless otherwise specified, the information contained in the Report covered the textile and garment manufacturing and casual apparel retailing operations of the Company in Hong Kong, Dongguan and Guangzhou. The reporting scope of the Group include the Headquarters of Texwinca in Hong Kong, Dongguan Texwinca Textile & Garment Limited, Creative Textile Technology Company (Guangdong) Limited, Baleno Kingdom Limited and Guangzhou Friendship Baleno Co. Ltd., which are the core sources of revenue for the Company and sufficiently represent for the Group’s textile and garment manufacturing and casual apparel retailing operations. Therefore, the content of the Report focused on the operating performance in respect of ESG and its related information of the above locations.

In the Report, Dongguan Texwinca Plant includes Dongguan Texwinca Textile & Garment Limited and Creative Textile Technology Company (Guangdong) Limited and Baleno Group includes Baleno Kingdom Limited and Guangzhou Friendship Baleno Co. Ltd.

報告簡介

本環境、社會及管治(「ESG」)報告(「本報告」)披露德永佳集團有限公司(「本公司」或「德永佳」)，於香港聯合交易所有限公司主板上市(股份代號：321)於二零二三年四月一日至二零二四年三月三十一日(「報告期」)的ESG表現。本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編製。

報告範圍

本報告內所載之ESG政策及管理舉措適用於本公司及所有全資擁有之子公司(合稱「本集團」)。除非特別說明，本報告所列資料涵蓋本公司香港、東莞及廣州的紡織及成衣生產業務及休閒服裝零售業務之營運。本集團的匯報範圍為德永佳香港總部、東莞德永佳紡織製衣有限公司、創科紡織(廣東)有限公司、班尼路有限公司及廣州友誼班尼路服飾有限公司，以上為本公司核心收益來源，能充份代表本集團的紡織、成衣生產及休閒服裝零售的業務。因此，本報告的內容重點涵蓋上述報告地點於ESG的營運表現及其關聯資料。

於本報告中，東莞德永佳廠房包括東莞德永佳紡織製衣有限公司及創科紡織(廣東)有限公司，而班尼路集團包括班尼路有限公司及廣州友誼班尼路服飾有限公司。



About this Report 關於本報告

REPORTING PRINCIPLES

The Report complied with the ESG Reporting Guide and applied the following principles:

報告原則

本報告依循ESG報告指引，應用以下原則：

- | | | |
|--------------------|---|---|
| Materiality
重要性 | : | <p>To identify and assess the material concerns of our stakeholders, we conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have a material impact on our sustainable growth.</p> <p>為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行重要性評估調查，以釐定對本集團可持續發展有重大影響的因素。</p> |
| Quantitative
量化 | : | <p>To ensure the accuracy of KPI, the Group quantizes and estimates the data according to the relevant national and international standards, so as to make comparison of ESG performance.</p> <p>為確關鍵績效指標的準確性，本集團按照國家或國際標準對資料進行量化及估算，以便於比較ESG表現。</p> |
| Balance
平衡性 | : | <p>The information and cases in the Report are mainly derived from the statistical reports, relevant documents and internal communication documents of the Group during the year 2023/24. The Group undertakes that there are no false statements or misleading representations in the Report, and is responsible for the truthfulness, accuracy and completeness of the contents contained herein.</p> <p>本報告的資料和案例主要來源於本集團二零二三／二零二四年度的統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。</p> |
| Consistency
一致性 | : | <p>We follow the “Hong Kong Stock Exchange ESG Reporting Guide” for reporting. If there are any changes that may affect the comparison with previous reports in the future, the Group would make explanatory notes to the corresponding sections hereof.</p> <p>我們遵循「香港聯交所ESG報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。</p> |

ESG GOVERNANCE STATEMENT OF THE BOARD

The Board of the Company (the “Board”) supervises the relevant aspects of ESG under the current business strategy framework, and continuously seeks to improve the sustainable development performance of the Group. In addition to ensure the continuous compliance with relevant laws and regulations in the areas where the Company conducts business, the Company also prioritizes the interests of all stakeholders in its corporate strategy, so as to meet the expectations of stakeholders on ESG and commit to reducing operational risks.

The Group regularly collects the ESG information through different functional departments and working groups, and such information will be summarized, analyzed and disclosed in the ESG report. At the annual meeting of the Board, the Board reviews the ESG performance disclosed in the ESG report. They assess its consistency and compliance with the Company’s business strategy, and determine the sustainability topics related to the Company and stakeholders. The comprehensive review enables the members of the Board to make appropriate decisions and initiate relevant strategic adjustments when needed. The Group also invites external experts to provide professional guidance to enhance the compliance level of the report.

董事會的ESG管治聲明

本公司的董事會（以下簡稱「董事會」）在現行商業策略框架下監督相關的ESG層面，及持續尋求完善本集團的可持續發展表現。除了確保在業務所在地區持續遵守相關的法律法規外，本公司亦以各持份者的利益作為企業策略的優先考量，以滿足持份者對ESG方面的期望，同時致力減輕營運風險。

本集團定期透過不同的職能部門和工作小組收集與ESG相關的數據，這些資訊會被整合、分析及以ESG報告的形式呈現。在董事會年度會議中，董事會審閱於ESG報告中披露的ESG表現，評估其與公司業務策略的一致性與合規性，並確定對公司和持份者相關的可持續發展議題。全面性的審閱使董事會成員作出合適決策，並根據需要進行相關策略調整。本集團亦邀請外部專家提供專業指導，提升報告合規水平。

About this Report 關於本報告

ESG GOVERNANCE STATEMENT OF THE BOARD (continued)

The Group has always attached importance to the communication and interaction with stakeholders. The Group expects that the survey can help the Board and the management to identify the current ESG performance, reflect the gap between the stakeholders' expectations on the Group's ESG performance and the Group's current ESG situation. It enables the comparison of stakeholders' expectations with market standards and expectations, so that the Group can optimize relevant sustainable development policies in the future to meet the needs of stakeholders.

During the Reporting Period, the society paid more attention to the corporate social responsibility. As a responsible enterprise, the Group has been always striving to manage the environmental and social performance within the Group and related supply chains. While pursuing innovation and quality products and services, the Group also strives to contribute to the sustainable development of communities. During the year, the Group effectively implemented the existing environmental and social policies and measures, including waste reduction measures, energy conservation, carbon reduction, resource recycling and other strategies, to fulfill our environmental and social responsibilities. We are dedicated to reducing the negative impacts of our business operations on the environment, and promoting the circular economy through purchasing environmentally friendly products. In addition, the Group also improved resource utilization efficiency (such as optimizing production processes), thereby achieving a win-win situation for economic benefits and environmental benefits.

With the relief of the COVID-19 pandemic, we began to actively participate in community activities, support local charitable organizations, and provide social welfare programs to improve the quality of life of residents in the communities. The Group also resumed internal training, including routine courses on safety and product knowledge, corruption prevention, etc. We are committed to ensuring a safe working environment for employees and providing training opportunities for employees to enhance their professional skills. The Group emphasizes honesty, transparency and compliance, and has established a strict internal monitoring mechanism to ensure the legitimacy and ethics of business operations and promote the development of employees.

During the Reporting Period, the textile business continued to be affected by the Russian-Ukrainian war, and the prices of major raw materials remained high. The weak demand from clothing retailers, together with the geopolitical tension between China and the United States, led to a decline in the Group's revenue and gross profit margin. In terms of the retail and distribution business, the Group continued to reduce the retail network and expanded the E-commerce sales, consignment stores and franchise stores to explore other business development opportunities. For the Hong Kong market, the retail business in Hong Kong remained stable. Despite the above challenges, the Group continued to take the sustainable development as the core value, and through internal management and external contributions, the Group was pledged to improving environmental protection, social responsibility and business ethics to achieve long-term sustainable corporate success. We will continue to work hard and cooperate with all parties to build a better future together.

董事會的ESG管治聲明(續)

與持份者溝通和互動一直為本集團重視。本集團期望問卷調查能協助董事會和管理層鑑定當前ESG的表現，透過調查反映持份者對本集團在ESG表現方面的期望與本集團目前現狀之間的差距，並與市場標準和期望進行對比，令本集團能優化未來相關可持續發展政策，以配合持份者需求。

於報告期內，社會對企業社會責任的關注持續增加。作為負責任的企業，本集團一直努力管理旗下企業內部及相關供應鏈的環境和社會表現。在追求創新及優質產品服務的同時，亦竭力為可持續社區發展作出貢獻。於年內，本集團切實執行既有環境及社會政策及措施，包括減廢措施、節能減碳、資源回收等策略，以履行企業對環境及社會方面的責任。我們致力減少業務營運對環境造成負面影響，透過採購環保產品、推廣循環經濟。此外，本集團亦通過提高資源利用效率，例如優化生產流程，以實現經濟效益和環境效益的雙贏。

隨著疫情的緩解，我們重新開始積極參與社區活動，支持當地慈善組織，並提供社會福利計劃，以改善社區居民的生活質量。本集團亦恢復了內部培訓，包括安全和產品知識、防範貪污等恆常課程，致力於確保員工有安全的工作環境，提供培訓機會，以提升員工的專業技能。本集團強調誠信、透明度和合規性，建立了嚴格的內部監控機制，確保業務運作的正當性和道德性，並促進員工的發展。

於報告期內，紡織業務持續受俄烏戰爭影響，主要原材料價格依然高企。服裝零售商需求疲弱，加上中美地緣政治緊張，導致收入及毛利率下跌。在零售及分銷業務方面，本集團繼續縮減零售網絡及拓展電子商貿銷售、寄賣店及特許經營店，以開發其他業務發展機會。對於香港市場，香港的零售業務則保持穩定。儘管面對上述挑戰，本集團仍繼續以可持續發展為核心價值，通過內部管理和外部貢獻，致力於環境保護、社會責任和業務道德的提升，以實現長期可持續的企業成功。我們將持續努力，與各方合作，共同建立更美好的未來。

Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS

Close communication with stakeholders is pivotal to the success of a company. The Group strives to collect stakeholders' feedbacks through different communication channels, including its shareholders, customers, employees, suppliers, contractors and investors, etc. We protect stakeholders' interests to determine the direction of the Group's long-term development and maintain close relationships with them. The operating data and overall performance of the Group are summarized in the Company's interim report and annual report semi-annually and reported to stakeholders through the Company's website (https://www.texwinca.com/en_index.asp).

The following table summarizes our communication channels with major stakeholders to understand their concerns:

與持份者溝通

與持份者密切溝通乃企業成功的關鍵。本集團努力通過不同的溝通方式收集持份者意見，包括股東、客戶、員工、供應商、承辦商、投資者等。我們保障彼等權益，以確定本集團的長期發展方向及與其保持密切的關係。本集團營運資料及整體業績表現會每半年總結於公司的中期報告及年報，並透過公司網站 https://www.texwinca.com/en_index.asp 向各持份者作出匯報。

下表概述了我們與主要持份者的溝通渠道，從而了解他們關注的事項：

Major stakeholders 主要持份者	Communication channels 溝通渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none">Investors' meetings 投資者會議Annual general meeting 股東週年大會Financial reports, announcements and corporate communication materials 財務報告、公告及企業通訊資料Company website 公司網站Company enquiry email, facsimile and phone number 公司查詢電郵、傳真和電話號碼
Customers 客戶	<ul style="list-style-type: none">Company website 公司網站Customers' daily operation/direct communication 客戶日常營運／直接溝通Customer's feedbacks and complaints 客戶反饋及投訴Factory visits 廠房參觀Customer assessment 客戶評估

Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS (continued)

與持份者溝通(續)

Major stakeholders 主要持份者	Communication channels 溝通渠道
Employees 員工	<ul style="list-style-type: none"> • Training and orientation 培訓及迎新 • Email and opinion box 電郵及意見箱 • Regular meetings 定期會議 • Employees activities 員工活動 • Employees engagement conferences 員工溝通大會 • Employees performance evaluation 員工表現評核 • Intranet 內聯網
Suppliers 供應商	<ul style="list-style-type: none"> • Investigation on Know Your Customer (KYC) 了解你的客戶(KYC)調查 • Selection and appraisal 篩選評估 • Procurement process 採購過程 • Communication/meetings with suppliers 與供應商溝通/會議
Government authorities and regulators 政府部門及監管機構	<ul style="list-style-type: none"> • Document and information submission 遞交文件資料
Communities 社區	<ul style="list-style-type: none"> • Company's website 公司網站 • Community activities 社區活動

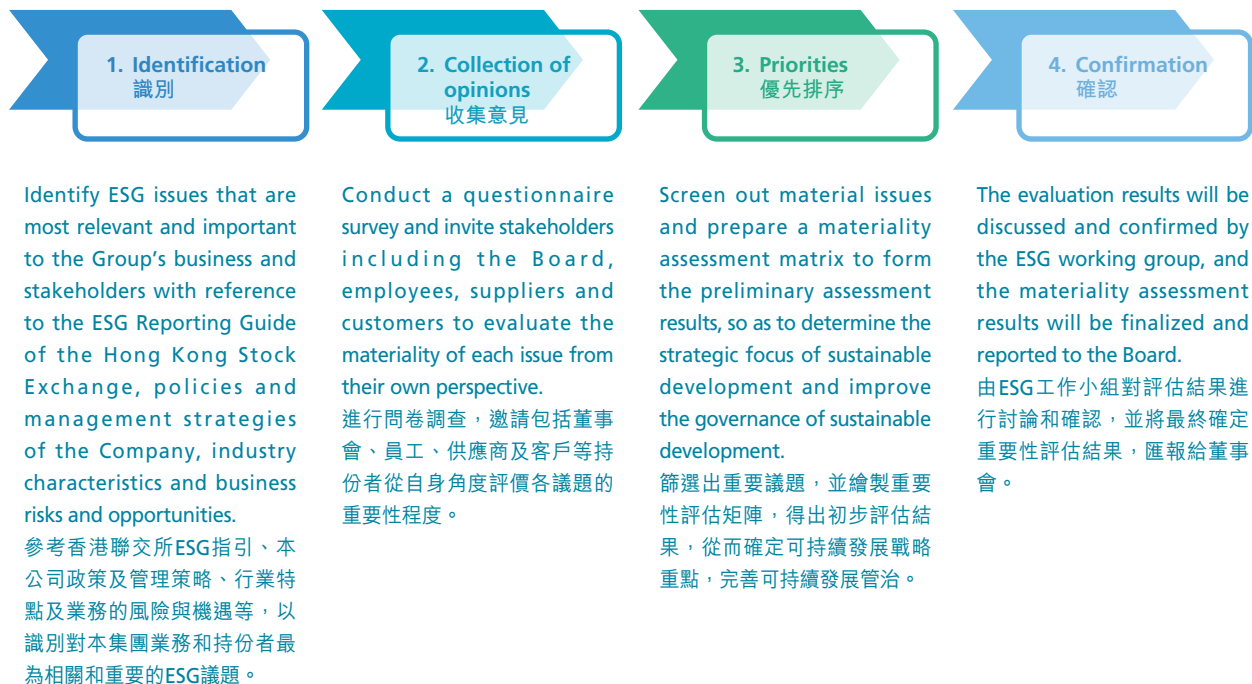
Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

During the Reporting Period, there were no major changes in the Group's stakeholders, business nature and reporting boundary. Therefore, the Group considers that the materiality assessment results of the previous reporting period is still applicable to this Report. It can meet the expectations of the key stakeholders. We make different levels of disclosures in the Report based on the importance of different ESG issues so as to respond to the stakeholders' ESG concerns, and disclose the Group's ESG development direction. The Directors and ESG working group of the Company conducted internal evaluation to select issues related to the Group and identify major stakeholders, and invited major stakeholders to participate substantive evaluation to fill out questionnaires, so as to disclose sustainability issues that are closely related to major stakeholders. The questionnaires covered 18 ESG issues in total, and the respondents conducted evaluation on such issues by scoring 1 to 5 based on the materiality of relevant issues to the business operation of the Company and the concerns of external stakeholders. Materiality assessment is to collect qualitative and quantitative opinions, providing the Group with a reasonable basis for prioritizing the materiality of all relevant sustainability issues.

持份者參與及重要性評估

於報告期內，由於本集團的主要持份者、業務性質和匯報範圍沒有重大變化，因此本集團認為上個報告期的重要性評估結果仍然適用於本報告，能夠達到主要持份者的期望。我們根據不同ESG議題的重要性，於本報告作不同程度的披露，回應持份者對ESG關注的同時，亦披露了本集團的ESG發展方向。為了披露與主要持份者息息相關的可持續發展議題，本公司的董事及ESG工作小組先進行內部評估，挑選與本集團相關的議題及識別主要持份者，再透過邀請主要持份者參與實質性評估，填寫問卷。問卷內容共涵蓋十八個環境、社會及管治議題，受訪者根據相關議題對本公司業務營運的重要性及外部持份者的關注，採用1至5分進行評估。重要性評估目標是收集品質及量化意見，使本集團有合理的根據按優先次序排列各個相關可持續發展議題的重要性。



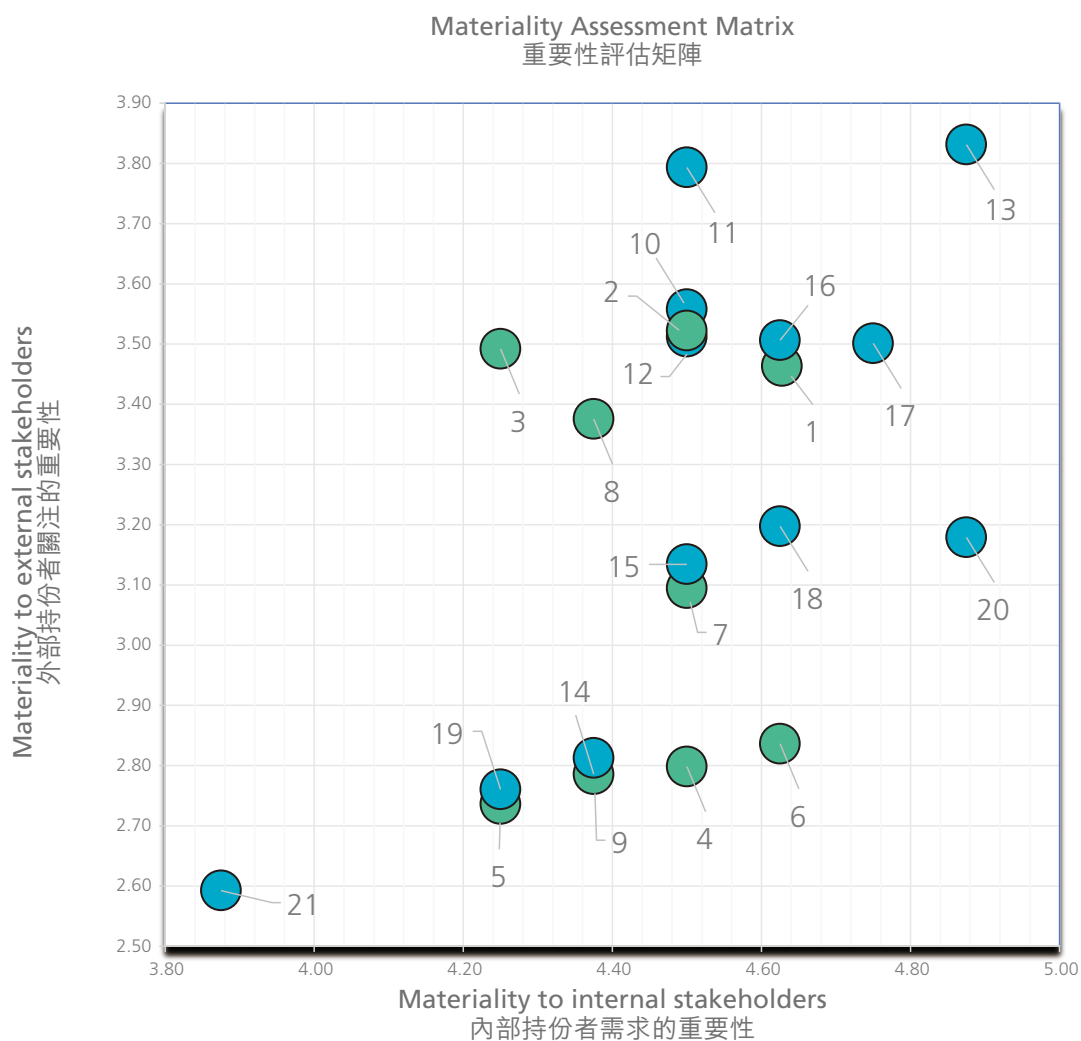
Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (continued)

持份者參與及重要性評估(續)

The results obtained through the above substantive evaluation process are as follows:

透過上述的實質性評估流程，所得結果如下：



Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY 持份者參與及重要性評估(續) ASSESSMENT (continued)

Environmental aspect (marked in green) 環境層面(綠色標示)	Social aspect (marked in blue) 社會層面(藍色標示)
<ol style="list-style-type: none"> 1. Management of air pollutants and greenhouse gas emission 空氣污染物及溫室氣體排放管理 2. Wastewater management 廢水排放管理 3. Waste management 廢棄物管理 4. Energy considerations in textile and garment manufacturing 紡織及成衣生產的能源考慮 5. Energy efficiency in casual apparel retailing 休閒服裝零售的能源效益 6. Promoting quality while driving resource efficiency 提高質量同時推動資源效益 7. Impact of operation management on the environment and natural resources 管理營運對環境及天然資源造成的影響 8. Response to climate change 應對氣候變化 9. Efforts in environmental stewardship 環境保護管理的貢獻 	<ol style="list-style-type: none"> 10. Health and safety 健康與安全 11. Talent management and employee development 人才管理與員工發展 12. Working conditions and labour standards 工作環境及勞工準則 13. Standards of conduct 操守準則 14. Epidemic response 疫情對應 15. Supply chain management 供應鏈管理 16. Responsibility of sales and marketing 銷售和營銷責任 17. Customer service 客戶服務 18. Product responsibility 產品責任 19. Product carbon footprint 產品碳足跡 20. Anti-corruption 反貪污 21. Community investment 社區投資

Based on the results of materiality analysis for stakeholders, the three most material issues with the highest total scores are as follows:

- Standards of conduct
- Talent management and employee development
- Customer service

The Group will continue to evaluate and revise the strategic focus of sustainable development and improve the governance of sustainable development according to the materiality analysis results.

根據持份者重要性分析結果，總評分內三大重要議題是：

- 操守準則
- 人才管理與員工發展
- 客戶服務

本集團將藉此重要性分析結果，持續評估及修改可持續發展策略重點，完善可持續發展管治。

Environmental Aspect 環境層面

The Group deeply recognizes that we can promote comprehensive and harmonious development between our business and the environment and community where we operate through strengthening environmental management. To fulfill our corporate social responsibility, the Group is committed to integrating the concept of environmental protection into our daily operations to ensure responsible operations and effective prevention of pollution, while striving to reduce resource consumption.

EMISSIONS



The Group has always been committed to environmental protection and has implemented a series of measures to reduce its negative impacts to the environment impact. To achieve this, we have implemented a number of policies in our business operations, including the Energy Conservation Management System and the Environmental Protection Management System. Such measures were designed to control the emission of waste gas and greenhouse gases, as well as the pollution of water and soil, and to minimize the generation of hazardous and non-hazardous wastes. These efforts demonstrated our continuous commitment to environmental protection.

As the core facility of our textile and garment manufacturing operations, the thermal power plant in Dongguan plays a key role in our production and operations. In order to reduce the negative impact of production on the environment, we adopted energy-saving and environmentally friendly technologies, aiming to minimize its environmental impact of the thermal power plant and improve equipment efficiency. Since 2021, we have launched a program called the “natural gas decentralized energy project” to change the fuel of thermal power plants from coal to natural gas. Such change enabled us to achieve the transformation of fuels in stages, thereby reducing environmental impact. In addition, we have also introduced a range of green technologies and procedures, such as “dedusting bag filter”, “wet flue gas desulphurization and low nitrogen combustion”, and “selective non-catalytic reduction (“SNCR”)” to treat the flue gas emitted from the thermal power plant, thereby further reducing pollution.

In order to ensure compliance with standards, we have set up an online monitoring system to monitor emissions of major air pollutants on a real-time basis. Meanwhile, flue gas emitted through the smokestacks conforms to national and local environmental regulations. Density per cubic meter of air pollutants such as NO_x, SO₂ and smoke and dust discharged are 42mg, 21mg and 5mg per cubic meter respectively, which are lower than 100mg, 50mg and 20mg which are standard requirements by Dongguan Ecology and Environment Bureau. And annual discharge of NO_x, SO₂ and smoke and dust are below 411 tonnes, 205 tonnes and 82 tonnes required by Dongguan Ecology and Environment Bureau, so as to minimize the impact on the surrounding vicinity.

本集團深刻認識到，透過加強環境管理，我們可以促進業務與所處環境及社區的全面和諧發展。為履行企業應有的社會責任，本集團致力於在日常運作中融入環保理念，確保營運過程負責任並有效預防污染，同時努力減少資源消耗。

排放物



本集團一直致力於環境保護，並通過一系列措施來減少對環境造成的負面影響。為此，我們在業務運營中實施了多項政策，包括《節能管理制度》和《環境保護管理制度》。這些措施旨在控制廢氣和溫室氣體排放、水和土地的污染，以及減少有害和無害廢棄物的產生。這些努力體現了我們對環境保護的持續承諾。

作為我們紡織及成衣生產業務的核心設施，東莞的熱電廠在我們的生產和營運中發揮著關鍵作用。為了降低生產對環境的負面影響，我們採用了節能和環保技術，以減少熱電廠對環境的影響並提高設備效率。自二零二一年起，我們開展了一項名為「天然氣分散式能源項目」的計劃，將熱電廠的燃料從煤轉換為天然氣。這項改變使我們能夠分階段實現燃料的轉型，從而減少對環境的影響。此外，我們還引入了一系列綠色技術和程序，如電袋除塵器、濕法脫硫和低氮燃燒以及選擇性非催化還原(SNCR)技術，用於處理熱電廠排放的廢氣，從而進一步減少污染。

為確保排放符合標準，我們設置了在線監控系統，實時監控主要空氣污染物的排放。同時，通過煙囪排放的廢氣均遵循國家及當地環保部門的法規，空氣污染物如氮氧化物、二氧化硫及煙塵的每立方米排放濃度分別為每立方米42毫克、21毫克及5毫克，均低於東莞市生態環保局標準要求的100毫克、50毫克及20毫克；而氮氧化物、二氧化硫及煙塵的每年排放總量均低於東莞市生態環境局要求的411噸、205噸及82噸，從而最大限度地減少對鄰近地區的影響。

Environmental Aspect 環境層面

EMISSIONS (continued)

The Group strictly complies with the relevant laws and regulations of the operating area where the reporting location is located, including the "Emission Standards of Air Pollutants for Thermal Power Plants GB13223-2011". During the Reporting Period, the Group did not have any violations related to emissions, and all emissions met relevant national standards.

In addition to the thermal power plant, the Group has identified that the main source of exhaust emissions for the casual apparel retailing operation is mobile source emissions. In order to effectively control related emissions and reduce energy use, we choose vehicle models with lower energy consumption and less gasoline pollution to reduce the adverse impact of vehicle exhaust emissions on the environment. We will also carry out regular maintenance and inspection of vehicles to ensure that no excessive exhaust gas was emitted by vehicles and to improve energy efficiency, thus reducing gasoline consumption and prolonging the service life of vehicles.

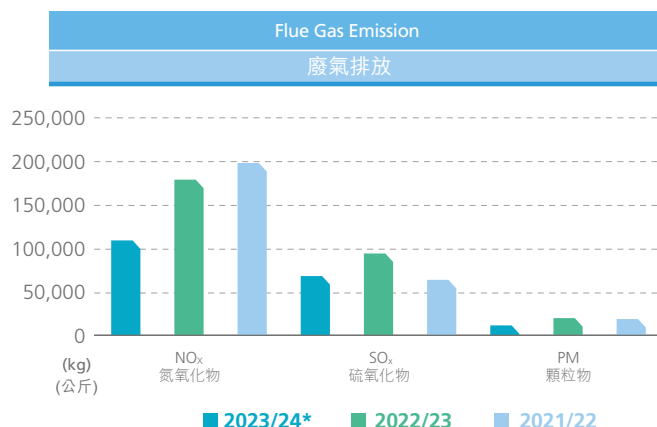
Flue gas emission

排放物(續)

本集團嚴格遵守匯報地點所屬營運地區的相關法律法規，包括「火電廠大氣污染物排放標準GB13223-2011」。於報告期內，本集團概無與出現排放物相關的違規情況，所有排放均符合國家標準。

除熱電廠外，本集團已識別移動源排放是休閒零售業務的廢氣排放主要來源。為有效控制相關排放及減少能源使用，我們選用能源消耗較低及汽油污染較少的汽車型號，以減低車輛廢氣排放對環境的負面影響。我們亦會定期保養和檢查車輛，確保不會有過量廢氣排放，提高能源效益，減少汽油消耗，同時延長車輛的使用壽命。

廢氣排放



Note:

* In order to more fully reflect the emission of flue gas of the Company, the emissions of vehicles were included in the statistics of flue gas emission during the year.

附註：

* 為更全面反映本集團的廢氣排放量，本年度將汽車排放量納入廢氣排放的統計數據中。

Environmental Aspect 環境層面

EMISSIONS (continued)

Greenhouse gas emission

排放物(續)

溫室氣體排放

Names of emissions (unit)	排放物名稱(單位)	2023/24	2022/23	2021/22
Total emissions (tonnes CO ₂ equivalent)	總排放量 (公噸二氧化碳當量)	842,759	642,023	729,383
Intensity of total greenhouse gas emission (tonnes of CO ₂ equivalent/employee)	溫室氣體總排放量 密度 (公噸二氧化碳當量/員工)	96.32	85.95	75.81
Scope 1: Direct emission (tonnes of CO ₂ equivalent)	範圍1：直接排放 (公噸二氧化碳當量)	519,285	541,065	612,409
Scope 2: Energy indirect emission (tonnes of CO ₂ equivalent)	範圍2：能源間接排放 (公噸二氧化碳當量)	323,474	100,958	116,974

Notes:

- Given that a majority of Hong Kong stores are located in Kowloon and New Territories, for calculation purpose only, the energy indirect emissions of all stores in Hong Kong shall refer to the emission factor of CLP Power of 0.39kg/kWh to quantize their emissions.
- The calculation was based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report, Specification with guidance at the ISO14064-1 organization level for quantification and reporting of greenhouse gas emissions and removals, the 2009 China Energy Statistical Yearbook (《2009中國能源統計年鑑》), the 2019 Emission Reduction Project China Regional Grid Baseline Emission Factor (《2019年度減排項目中國區域電網基準線排放因子》), the Sixth Climate Change Assessment Report of IPCC.
- Scope 1 includes emissions from stationary combustion of diesel, raw coal and fuel gas and emissions from mobile combustion of diesel and gasoline, and scope 2 includes indirect energy emissions from purchased electricity.

附註：

- 由於香港分店大部分位於九龍及新界區，為方便計算，所有在香港的分店能源間接排放以中電排放系數0.39千克／千瓦時作參考以量化其排放量。
- 計算乃基於香港聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、ISO14064-1組織層次上對溫室氣體排放和清除的量化和報告的規範及指南、《2009中國能源統計年鑑》、《2019年度減排項目中國區域電網基準線排放因子》、IPCC第六次氣候變化評估報告。
- 範圍1包括柴油、原煤、燃氣的固定燃燒排放及柴油與無鉛汽油的移動源直接燃燒排放；以及範圍2包括購買電力的能源間接排放。

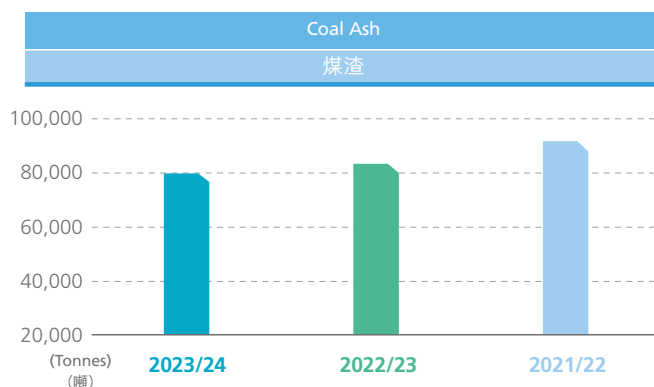


Environmental Aspect 環境層面

EMISSIONS (continued)

Coal ash

In order to achieve the goals of reducing waste emissions and effectively utilizing resources, the Group actively take measures to collect and recycle the coal ashes generated by the thermal power plant. In the process of recycling, these coal ashes shall become the valuable raw materials for the production of concrete brick and wallboard. Such measure for recycling and reuse not only helps to reduce the amount of coal ashes disposal, but also effectively utilizes these resources and reduces the demand for natural resources. Meanwhile, the reuse of coal ashes during the production of concrete brick and wallboard also contribute to reducing the use of traditional raw materials, thereby further reducing environmental impact. The amount of coal ash collected and recycled in Dongguan is as follows:



Waste management

In order to achieve the goal of reducing the total amount of waste, the Group has set a series of targets for reducing both hazardous and non-hazardous waste for the textile and garment manufacturing plants in Dongguan. We are dedicated to reducing hazardous waste disposal by 1% and non-hazardous waste disposal by 2% annually and implement relevant policies and measures to achieve the targets. In order to reach these targets, we have developed internal systems and guidelines, such as the Cleaner Production Management System and the Waste Management Measures, which clearly stipulated the responsibilities and related guidance measures of waste management in each department to ensure that we can achieve the goal of reducing waste. At the same time, we conduct general or key controls over our waste recycling partners, provide our environmental protection policy depending on the circumstances, and closely follow up on recycling and treatment results and demands. In addition, we carry out cleaner production management, so as to further reduce the amount of waste disposal. We screen raw materials at the beginning, optimize the production process, and sort and reuse the recyclable wastes. Such measures are conducive to further reducing waste generation while promoting the efficient use of resources. Regarding casual apparel retailing, we have also set an annual reduction goal to further reduce the amount of hazardous waste generated. In order to achieve such goal, we choose to rent printers from the printing company and return waste toner boxes to the printer company for recycling.

排放物(續)

煤渣

為了實現減少廢棄物排放和有效運用資源的目標，本集團積極採取措施對熱電廠產生的煤渣進行收集和回收。這些煤渣在循環再利用的過程中，成為製造混凝土磚和牆板的有價值原材料。這項回收和再利用的措施不僅有助於減少煤渣的棄置量，還能有效地利用這些資源，減少對自然資源的需求。同時，製造混凝土磚和牆板的過程中，煤渣的再利用還有助於減少對傳統原材料的使用，進一步降低對環境的影響。以下是東莞地區已經收集並循環再用的煤渣數量：

廢棄物管理

為了實現降低廢棄物總量的目標，本集團在東莞地區的紡織及成衣生產廠房上設立了一系列減少有害和無害廢棄物的目標。我們致力於每年減少百分之一的有害廢棄物棄置量和百分之二的無害廢棄物棄置量，並通過相關政策和措施來實現這些目標。為了落實這些目標，我們建立了內部制度和指引，如《清潔生產管理制度》和《廢棄物管理辦法》。這些文件明確規定了各部門在廢棄物管理方面的職責和相關指導措施，以確保我們能夠達到減少廢棄物的目標。同時，我們對廢棄物回收商進行一般和重點控制，根據情況提供相關的環境保護政策，並密切跟進回收處理的結果和需求。此外，我們通過實施清潔生產管理來進一步減少廢棄物棄置量。我們從原材料的篩選開始，優化生產過程，並將有回收價值的廢棄物進行分類和再利用。這些措施有助於進一步減少廢棄物的生成，同時促進資源的有效利用。在休閒服裝零售方面，我們還設立了按年遞減的目標，以進一步減少有害廢棄物的產生。為了實現這一目標，我們選擇向打印機公司租用打印機，並將廢棄的碳粉匣交給打印機公司進行回收處理。

Environmental Aspect 環境層面

EMISSIONS (continued)

Waste management (continued)

The Group strictly complies with the laws and regulations of local governments, classifies wastes into hazardous wastes and non-hazardous wastes, and adopts relevant treatment measures. We clearly identify, classify and store hazardous wastes in specific locations and then transport them to environmentally qualified units recognized by the government for processing. We further divide non-hazardous wastes into recyclable wastes and non-recyclable wastes. According to the statistics of the Reporting Period, we successfully collected 8,421 tonnes of recyclable waste and handed them over to relevant units for recycling and processing to minimize the impact on the environment. We shall transport the non-recyclable wastes, including general domestic wastes, to the designated area for treatment according to the regulations of the local department. During the Reporting Period, we processed a total of 333 tonnes of non-recyclable waste. In addition, we implemented centralized collection and storage of waste generated by our canteen and took in charge of handing it over to local neighbourhood committees for disposal, which will not only help to ensure that the waste is properly disposed of, but also improve environmental health and promote sustainable development in communities.

The table below sets out the Group's hazardous and non-hazardous waste produced in the past three reporting years (including the Reporting Period):

排放物(續)

廢棄物管理(續)

本集團嚴格遵守當地政府的法律法規，將廢棄物分為有害廢物和無害廢物，並採取相應的處理措施。我們對有害廢物進行明確的標識、分類和儲存，並將其存放在特定位置，然後運送到經政府認可的環境資質單位進行處理。對於無害廢物，我們進一步將其分為可回收廢物和不可回收廢物。根據本報告期內統計數據，我們成功收集了8,421公噸的可回收廢物，並將其交由相關團體進行回收處理，以最大限度地減少對環境的影響。至於不可回收廢物，包括一般生活廢物，我們將根據當地部門的規定，將其運輸至指定區域進行處理。於本報告期內，我們共處理了333公噸的不可回收廢物。此外，我們實行集中收集和儲存食堂所產生的廢物，並負責將其交由當地居委會進行處理。這樣做不僅有助於確保廢物得到適當的處理，還能改善環境衛生和促進社區的可持續發展。

下表載列本集團於最近三個報告年度(包括本報告期內)有害及無害廢棄物的產生量：

Names of emissions (unit)	排放物名稱(單位)	2023/24	2022/23	2021/22
Total hazardous solid waste (tonnes)	有害固體廢棄物總量 (公噸)	69	65	95
Intensity of hazardous solid waste (tonnes/employee)	有害固體廢棄物密度 (公噸／員工)	0.0079	0.0087	0.0099
Total non-hazardous solid waste (tonnes)	無害固體廢棄物總量 (公噸)	8,757	11,405	61,182
Intensity of non-hazardous solid waste (tonnes/employee)	無害固體廢棄物密度 (公噸／員工)	1.00	1.53	6.36

Environmental Aspect 環境層面

USE OF RESOURCES



For the purpose of cherishing resources, the Group has formulated relevant energy-saving measures to achieve efficient resource utilization and avoid waste. We prudently handle the potential impacts of our operations on the surrounding environment so as to protect the ecological environment and biodiversity. We emphasize to use of all materials and resources fully in all businesses and at the production stage, and strive to reuse, reduce waste and promote recycling where feasible. At the same time, in the terms of application of technology, we continue to make changes to improve the efficiency of resource utilization, advocate a green and environmentally friendly corporate culture, and make positive contributions to environmental protection and social development.



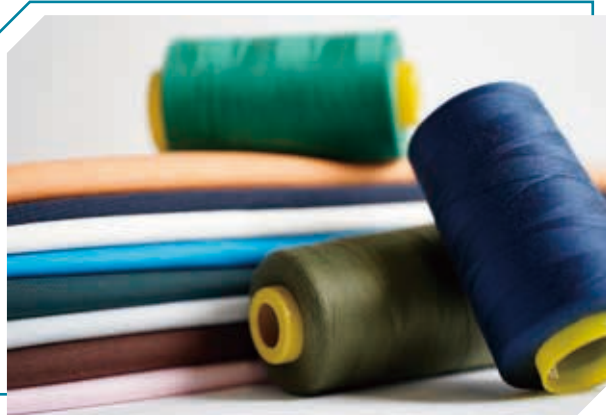
Textile and garment manufacturing

In order to improve the efficiency of energy utilization and strengthen energy management, the Group has been committed to continuously enhancing the energy management system and mechanism to effectively improve the utilization of resources. We continue to apply the energy-saving technology, and also use LED lighting equipment extensively at the office and warehouse in Hong Kong with the utilization rate reaching 80%. Besides, our Hong Kong office uses some power switch devices with time switches or automatic shutdown functions (for example, upgrading or updating lighting systems, cooler systems, sensor installations, etc.). The lights and air-conditioning for such devices can be automatically turned off during non-office hours (after 6 pm), thereby effectively reducing unnecessary energy consumption. In addition, we have introduced an automatic control system in our textile and garment manufacturing office in Dongguan to save electricity. The system monitors energy usage and automatically adjusts equipment operation based on needs, thus minimizing energy waste.

資源使用



本集團以珍視資源為宗旨，制訂相應的節能措施，旨在實現資源的有效運用，避免浪費。為保護生態環境與生物多樣性，我們謹慎處理營運過程對周邊環境的潛在影響。我們強調在所有業務和生產階段中，全面運用各類物料和資源，努力實現重複利用、減少浪費，並在可行的情況下推行循環再用。同時，在應用技術層面上，我們不斷進行改變，以提高資源運用的效益，倡導綠色環保的企業文化，為環境保護和社會發展做出積極貢獻。



紡織及成衣生產方面

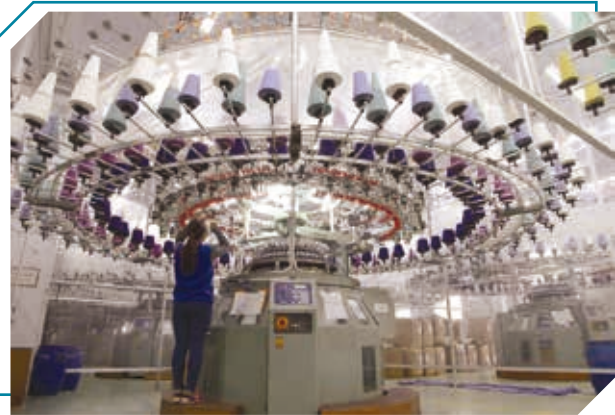
為了提升能源利用效率和加強能源管理，本集團一直致力於不斷改進能源管理制度和體系，以有效地提高資源利用率。我們不僅持續應用節能技術，還在香港的辦公室和倉庫中大量採用LED照明設備，已經達到80%的使用率。除此之外，我們在香港辦公室採用一些具有時間掣或自動關機功能的電源開關設備，例如升級或更新照明系統、冷卻器系統以及安裝感應器等。這些設備可以在非辦公時間（晚上六點後）自動關閉電燈和冷氣，從而有效地減少不必要的能源消耗。此外，在東莞的紡織和成衣生產辦公室中，我們已經引入自動控制系統，以節省電力。這個系統能夠監測能源使用情況並根據需求自動調整設備的運行狀態，從而最大限度地減少能源浪費。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Textile and garment manufacturing (continued)

We encourage to apply new production processes in bleaching and dyeing processes, so as to reduce the energy consumption in textile and garment manufacturing. Employing new dyeing machine greatly improves the first time success rate of our fabric dyeing processes while reducing the production of any substandard merchandise and the need for product repair. Compared with traditional dyeing machines, this technology saves over 50% of water, 30% of chemicals, and 10% of dyes. In addition, a new production process is applied in the finalizing cycles that can process multiple functional additives at the same time, which can significantly reduce the number of times of product finalizations, improve product quality and efficiency, and ultimately reduce energy consumption. In the manufacturing plant in Dongguan, we have optimized the frequency converter of the equipment, so as to accurately control the output power of the equipment and reduce the electricity consumption. Meanwhile, we upgraded the equipment of air conditioning system to improve its efficiency. In addition, we implemented a comprehensive energy-saving operating model in our manufacturing plant to reduce waste generation and improve energy efficiency, which includes recycling the heat energy of wastewater, change of advanced energy-saving equipment, improving the energy efficiency of motor system, improving the efficiency of facilities and using new energy-saving manufacturing processes.



The Group has been dedicated to supporting the use of renewable raw materials and has obtained the certification of Global Recycled Standard ("GRS") for our textile and garment manufacturing business in Dongguan. In view of this, we provided and promoted a series of products with renewable ingredients to customers, thus improving the recycling rate of the overall textile resources. In order to achieve this goal, we adopted specific measures (including increasing the recycling rate of spinning scraps) to reduce the demand for cotton.

Our textile and garment manufacturing operation in Dongguan has been awarded the ISO50001 energy management system certificate since 2017. We have implemented energy management system in which guidance, instructions and incentives are provided to improve resource efficiency and promote proper use of resources. We are committed to continuously improving energy efficiency and the use of resources in our textile and garment manufacturing processes to achieve the goal of sustainable development.

資源使用(續)

紡織及成衣生產方面(續)

我們在漂染工序中鼓勵採用新的工藝方法，以降低紡織和成衣生產業務的能源消耗。使用新型染色設備可以顯著提高染布過程的首次成功率，同時減少次等品的生產和產品修補的需求。相較於傳統染色設備，這種技術節省超過50%的用水量、30%的化學品和10%的染料。此外，在定型過程中，新工藝可以同時處理多種功能助劑整理，顯著減少產品的定型次數，提升產品的品質和效率，從而降低了能源消耗。對於在東莞的生產廠房，我們已優化設備的變頻器，以準確地控制設備的輸出功率，從而減降低耗電量。同時，我們升級空調系統的設備，提高其效率。此外，我們在生產廠房中推行一套綜合的節能營運模式，旨在減少廢物產生並提高能源利用效率。這包括利用廢水的熱能回收、更換更先進的節能設備、提升電機系統的能效、提高設施的效率以及採用新的節能生產工藝等方法。

本集團一直以來都致力於支持可再生原料的使用，並在東莞的紡織和成衣生產業務中取得全球回收標準 (GRS) 的認證。我們以此為基礎，向客戶提供和推廣一系列可再生成分面料的產品，以提高整體紡織資源的再利用率。為了實現這一目標，我們採取具體的措施，其中之一是增加紡紗邊角料的再利用率，以減少對棉花的需求。

自2017年起，東莞的紡織和成衣生產業務已經獲得 ISO50001 能源管理體系證書的頒授。我們一直在實施能源管理系統，藉提供指引、指導和獎勵，以提高資源效能和促進資源的適當使用。我們承諾在紡織和成衣生產過程中持續改進能源效能和資源使用，以實現可持續發展的目標。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Casual apparel retailing

At casual apparel retailing operation, energy is mainly consumed in air conditioning systems and lighting systems. We attach great importance to energy management and adopt a series of measures to improve energy efficiency and reduce electricity consumption. According to the statistics, our retail stores choose high-quality and energy-efficient air-conditioners of major brands that have advanced energy-saving technology. Besides, newly opened or renovated stores have fully adopted high-efficiency and energy-saving LED lights to reduce electricity consumption. Such lighting solution can not only provide bright lighting, but also significantly reduce the use of energy. In order to ensure the best performance of air conditioners and reduce electricity consumption, we regularly arrange to clean the dust screens of air conditioners, which can guarantee the normal operation of the air conditioning system and reduce unnecessary energy waste.

In addition, we have referred to the requirements of the Outdoor Lighting Charter to formulate the corresponding electricity saving plans for the stores established in Hong Kong, which can contribute to reducing overall greenhouse gas emissions in Hong Kong. Since the main method of power generation in Hong Kong and Guangzhou is from combustion of coal, reducing electricity usage imposes a significant impact on reducing the overall greenhouse gas emissions of the casual apparel retailing operation. To further improve energy efficiency, we have set the goals for reducing power consumption year by year and implemented waste reduction at the source. Meanwhile, we encourage all front-line and logistics employees to pay attention to the daily operation details, such as turning off idle electrical appliances when leaving the offices and prioritizing the purchase of environmentally-friendly and energy-saving equipment to reduce energy consumption and carbon emissions.

資源使用(續)

休閒服裝零售方面

在休閒服裝零售業務中，能源的使用主要集中在空調系統和照明系統上。我們非常重視能源管理，並採取一系列措施來提高能源效益和減少電力消耗。根據統計數據顯示，我們的零售店都選購高品質且具能源效益的空調設備，這些設備屬於大品牌，擁有先進的節能技術。此外，新開設或裝修的店鋪全面採用高效節能的LED照明燈具，以減少電力消耗。這種照明方案不僅能提供明亮的照明效果，還能大幅降低能源的使用。為確保空調設備的最佳性能和減少電力消耗，我們定期安排清洗空調機的隔塵網。這項措施可以確保空調系統正常運行，減少不必要的能源浪費。

此外，對於在香港設立的門市店鋪，我們會參考「戶外燈光約章」的要求，制定相應的節省用電方案。這種做法有助於減少香港地區整體的溫室氣體排放量。由於香港和廣州的主要發電方式是燃煤，減少用電量對於減少休閒服裝零售業務的整體溫室氣體排放量具有重要影響。為了進一步提升能源效益，我們設立按年遞減耗電量的目標，並實行源頭減廢政策。同時，我們鼓勵前線和後勤員工關注日常營運操作細節，例如，在離開辦公室時關閉閒置的電器設備，並優先選購環保和節能的設備，以減少能源消耗和碳排放。



Environmental Aspect 環境層面

USE OF RESOURCES (continued)

The table below sets out the Group's total consumption and intensity of resources for the past three reporting years (including the Reporting Period):

資源使用(續)

下表載列本集團於最近三個報告年度(包括本報告期內)的主要資源的總耗量及密度：

Energy Category 能源種類	Unit 單位	2023/24	2022/23	2021/22
Total energy consumption 總能源耗量	kWh in '000 千個千瓦時	2,710,089	2,418,829	2,734,474
Intensity of total energy consumption 總能源耗量密度	kWh in '000/employee 千個千瓦時／員工	312.01	323.81	284.22
Direct energy consumption 直接能源耗量	kWh in '000 千個千瓦時	2,161,995	2,240,827	2,532,053
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	247.09	299.98	263.18
Including: 其中：				
Diesel oil 柴油	kWh in '000* 千個千瓦時*	394	469	463
Gasoline 汽油	kWh in '000* 千個千瓦時*	626	217	1,048
Solar energy 太陽能	kWh in '000 千個千瓦時	1,084	237	#
Raw coal 原煤	kWh in '000* 千個千瓦時*	2,116,964	2,227,811	2,530,542
Natural gas 天然氣	kWh in '000* 千個千瓦時*	42,927	12,093	#
Indirect energy consumption 間接能源耗量	kWh in '000 千個千瓦時	568,094	178,002	202,421
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	64.93	23.83	21.04
Including: 其中：				
Electricity 電力	kWh in '000 千個千瓦時	568,094	178,002	202,421
Intensity of electricity consumption 電力耗量密度	kWh in '000/employee 千個千瓦時／員工	64.93	23.83	21.04

Notes:

- # No statistics
* Convert the heat value provided by the International Energy Agency into kWh in '000

附註：

- # 未有數據統計
* 按照國際能源總署提供的熱值轉換為千個千瓦時單位

Environmental Aspect 環境層面

MANAGEMENT OF WATER RESOURCES

The Group is well aware of the importance of water resource management in environmental protection, therefore we formulated the Measures for the Control and Management of Wastewater Discharge with an aim to effectively manage water resources in the manufacturing process. In the manufacturing process, we have taken many measures to treat industrial wastewater and domestic wastewater to reduce the burden on water resources, including setting up a sewage treatment center in the factory area for diverting waste water based on different characteristics, using a sewage diversion and collection system and adopting the treatment method of diversion and division to discharge the treated sewage that met the standards.

水資源管理

本集團深知環境保護中水資源管理的重要性，因此我們制定了《廢水排放控制管理辦法》政策，旨在有效管理生產過程中的水資源。我們在生產過程中採取多項措施處理工業廢水和生活廢水，以減少對水資源的負擔，包括在廠區設置污水處理中心將廢水按照不同的特性進行分流，使用污水分流收集系統，並採用分流分治的處理方法，將經處理後達標的污水進行排放。



In order to effectively manage the sewage treatment system of the plant, we have installed an online monitoring device in the plant to monitor the treatment process in real-time so as to ensure the wastewater is treated effectively and meets standards. Through the monitoring measure, we are able to identify any potential problems in a timely manner and take appropriate measures to resolve, thereby ensuring the quality and compliance of wastewater discharge.

為有效管理廠房的污水處理系統，我們已於廠房安裝在線監控裝置，以實時監控處理過程，確保廢水得到有效處理並符合標準。透過這一監控措施，我們能夠及時發現任何潛在的問題並採取相應的措施加以解決，以確保廢水排放的質量和合規性。

Environmental Aspect 環境層面

MANAGEMENT OF WATER RESOURCES (continued)

In order to improve the efficiency of water utilization, we use energy and water saving techniques and implement a series of improvement measures (such as improved dyeing processes, collection and recycling technologies). Meanwhile, we improve the efficacy of ozone generator in order to effectively reduce emission of chemical oxygen demand in wastewater. In our textile and garment manufacturing offices, all water used for the washing of hands is recycled for flushing of toilets. Water saving technology in the dyeing process is utilized to reuse light colored water and recycle cooling and condensing hot water from the dyeing container in the factory.

Given the nature of textile and garment manufacturing operation, we are deeply aware of the preciousness of water resources and the importance of water resources to the ecosystem. We put water resources management in the first place and take all preventive measures to ensure that water resources can be effectively used and reused. We adhere to relevant national standards and regulations to ensure that our textile and garment manufacturing operation can develop sustainably on an environmentally friendly basis. All wastewater discharged after being treated by the sewage treatment center complies with all the national, provincial and municipal discharge standards and relevant laws and regulations, including the Discharge Standards of Water Pollutants for Dyeing and Finishing of Textile Industry (GB4287-2012). During the Reporting Period, the Group had no violations related to emissions, and all emissions complied with the relevant national standards.

The table below is the total water discharged, total treated water and total water consumption at our textile and garment manufacturing operation in Dongguan operations:

水資源管理(續)

為了提升用水效率，我們採用節能和節水技術來實現目標，並進行了一系列的改進措施，例如改進染色程序、收集和循環再利用水資源。同時，為有效減少廢水中化學需氧量的排放量，我們加以提高臭氧發生器的效能。在我們的紡織及成衣生產辦公室，所有洗手用水均被循環使用為沖廁水。染色程序中的節水技術包括重複利用已染淺色的水，並循環利用廠房染缸的降溫和冷凝熱水。

鑒於紡織及成衣生產業務的特性，我們深刻認識到水資源的珍貴性以及對環境生態的重要性。我們將水資源管理置於首要位置，並通過預防措施確保水資源的有效運用和重用。我們堅守相關的國家標準和法規，以保證我們的紡織及成衣生產業務能夠在環境友好的基礎上持續發展。所有經污水處理中心處理後排放的廢水均符合國家、省及市的排放標準及相關法律法規，包括「紡織染整工業廢水污染物排放標準(GB4287-2012)」，在報告期內，本集團概無與排放物相關的違規情況，所有排放均符合相關的國家標準。

下表載列我們於東莞紡織及成衣生產業務的排放水總量、處理水總量及總用水量：

		2023/24	2022/23	2021/22
Total Water Discharged (Cubic Metres)	排放水總量(立方米)	3,525,089	3,092,351	4,166,929
Total Treated Water by Sewage Treatment Centre (Cubic Metres)	污水中心處理水總量(立方米)	9,456,373	8,617,919	11,527,427
Total Water Consumption (Cubic Metres)	總用水量(立方米)	3,470,976	4,096,089	4,123,930
Total Water Consumption Intensity (Cubic Metres/employee)	總用水量密度(立方米／員工)	396.68	548.34	428.64

Environmental Aspect 環境層面

PACKAGING MATERIALS

The Group has been dedicated to adopting measures to reduce paper consumption, thereby achieving a paperless environment. We started to use handheld devices in 2011, and all documents are now stored electronically, greatly reducing paper usage. In addition, we also adopted other measures such as double-sided printing, reusing and recycling waste paper, further reducing paper usage. Meanwhile, we require our suppliers pay attention to environmental protection and their paper bags and some price tags have obtained the FSC (Forest Stewardship Council) certification. We will also give priority to paper certified by PEFC (Programme for the Endorsement of Forest Certification).

At the textile and garment manufacturing operation, we actively consult and communicate with our raw material suppliers to reduce the use of packaging materials from the source. We improve packaging technology and take reasonable measures, which not only align with our philosophy of environmental protection and sustainability, but also reduce business costs. In addition, we also purchase environmentally-friendly bags and recycle them to reduce the consumption of paper bags.

At the casual apparel retailing operation, we have a large amount of packaging waste materials. Therefore, we strive to reduce the use of plastic and paper shopping bags. We charge plastic bag fees at the casual apparel retailing stores in Guangzhou to actively encourage customers to use fewer plastic bags and more paper bags. At the casual apparel retailing stores in Hong Kong, we strictly comply with the environmental tax scheme for plastic shopping bags and encourage customers to use fewer plastic shopping bags, and have offered shopping discounts to customers who bring their own shopping bags. In addition, our plastic shopping bags and packaging bags are made of plastics that can be naturally decomposed to reduce the impact on the environment, for example, socks packaging bags. In addition, we also implemented the recycling measures, such as transporting old cartons from retailing stores to warehouses for recycling, as well as recycling old metal furniture and computers, so as to reduce the waste of resources.

The total consumption of packaging materials is as follows:

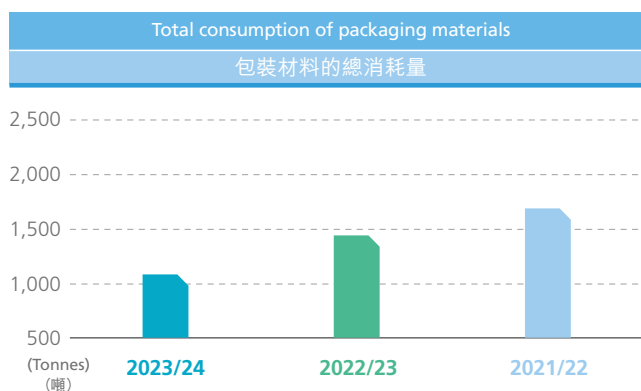
包裝物料

本集團一直致力於減少用紙量的措施，以實現無紙化。自2011年開始，我們開始使用手持式設備，並將文件以電子方式儲存，從而大幅減少了紙張的使用。此外，我們還採取了其他措施，如雙面打印、廢紙重複利用和廢紙回收，以進一步減少用紙量。同時我們要求我們的供應商重視環境保護，他們的紙袋和價錢牌均獲得了FSC(森林管理委員會)的認證，我們亦會優先選用獲PERC(森林驗證認可計劃)認證的紙張。

於紡織及成衣生產業務中，我們與原料供應商積極協商和溝通，以從源頭上減少包裝材料的使用。我們通過改良包裝工藝和採取合理措施，不僅符合環保可持續理念，同時還能降低業務成本。此外，我們還購入了環保袋並進行循環利用，以減少紙袋的使用。

於休閒服裝零售業務中，我們面臨著大量的包裝廢物。因此，我們致力於減少使用塑膠和紙製購物袋。在廣州的休閒服裝零售店，我們收取膠袋費，以積極鼓勵顧客減少使用膠袋，增加使用紙袋的比例。在香港的休閒服裝零售店，我們嚴格遵守塑膠購物袋環保徵稅計劃，並鼓勵顧客減少使用塑膠購物袋。我們曾提供購物優惠給自備購物袋的顧客。此外，我們的塑膠購物袋和包裝袋都使用可自然分解的塑料製造，以減少對環境的影響，例如襪款包裝袋。此外，我們還實施了其他循環使用措施，例如將舊紙箱由零售店運回貨倉進行循環再用，同時還循環使用舊金屬傢俱和電腦，以減少資源的浪費。

包裝材料的總消耗量如下：



Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES

We strive to cultivate a culture of environmental consciousness in both our textile and garment manufacturing and casual apparel retail operations. We formulate environmental policies and propose solutions to environmental impacts at each stage of operation. We strengthen inspection mechanisms to ensure effectiveness of the policies.

The following table provides a more detailed analysis of various environmental impacts at operational stages and actions taken to reduce such effects.

環境及天然資源

我們致力於培養紡織及成衣生產以及休閒服裝零售業務中的環境考量文化。我們制定環境政策，對各營運階段的環境影響提出解決方案。我們加強了檢查機制，以確保政策的有效性。

下表提供就營運階段下各種環境影響及減少有關影響所採取行動的更詳細分析。

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Design 產品設計	<p>Raw materials of synthetic polymer fibers are derived from petroleum by-products. 人造聚合物纖維的原料來自石油副產品。</p> <p>The production process will consume natural resources and emit greenhouse gas. 生產過程將消耗天然資源，並排放溫室氣體。</p>	<p>The casual apparel retail operation has introduced advanced eco-cotton as a filler for its quilted jacket, so as to improve the sustainability of products. The production process of this renewable raw material has low energy consumption and greenhouse gas emissions. Through supply chain management and marketing, they ensured the quality and traceability of environmentally friendly cotton and encouraged consumers to choose sustainable materials. These measures helped to reduce the impact on the environment and promote sustainable development.</p> <p>休閒服裝零售業已引入環保棉作為棉襖填充物，以提高產品的可持續性。這種可再生原料的生產過程能源消耗和溫室氣體排放量較低。通過供應鏈管理和市場推廣，他們確保環保棉的品質和可追溯性，並鼓勵消費者選擇可持續材料。這些舉措有助於減少對環境的影響，推動可持續發展。</p>

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Procurement 採購	<p>Coal with high in sulphur content will produce a higher amount of sulphur dioxide when combusted.</p> <p>含硫量高的煤炭會於燃燒時產生較多的二氧化硫。</p>	<ul style="list-style-type: none"> – We explicitly prohibited the supply of high-sulfur coal in contracts and never accepted coal with sulfur content higher than 0.6% by weight. This is to ensure that our energy supply meets the requirements of environmental protection. By limiting the sulfur content, we can reduce the emission of sulfur oxides produced by coal combustion, thus reducing the pollution to the air and ecological environment. 我們在合約中明確禁止高硫煤炭供應，絕不接受含硫量高於0.6%重量的煤炭。這是為了確保我們的能源供應符合環境保護的要求。通過限制硫含量，我們可以減少煤炭燃燒所產生的硫氧化物排放，從而減少對空氣和生態環境的污染。 – The thermal power plant has installed an automatic monitoring system to monitor and control the composition and concentration of waste gas in real time. These monitoring systems can detect all kinds of pollutants, including sulfur dioxide, nitrogen oxides and suspended particles, so as to ensure that the exhaust emissions meet the requirements of laws and regulations. 熱電廠已安裝自動監控系統，用於即時監測和控制廢氣的成分和濃度。這些監測系統能夠檢測各種污染物，包括二氧化硫、氮氧化物和懸浮微粒等，以確保廢氣排放符合法規要求。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Procurement (continued) 採購(續)	<p>Prohibited materials in the textile and garment manufacturing operation that have a negative impact on the environment.</p> <p>對環境造成負面影響的紡織及成衣生產業務的禁用物料。</p>	<p>The Group has formulated the Occupational Hazards Prevention Plan and Scheme, which strictly prohibits the use of all prohibited substances listed in national laws that may have a negative impact on the environment in the textile and garment manufacturing operation. We adhere to a zero-tolerance attitude for the use of prohibited substances. In order to ensure the compliance of the supply chain, we expressly prohibit all suppliers from using materials containing prohibited substances, and suppliers must sign our Commitment Letter of Prohibited Substances and undertake to abide by our requirements and ensure that the products and materials provided meet relevant safety standards. We also conduct spot checks on a regular basis. The purpose of these regular spot checks is to verify whether the purchased materials meet the Group's rules and product safety requirements. Through these spot checks, we can ensure that suppliers continue to comply with the requirements of prohibited substances and ensure the quality and safety of products.</p> <p>本集團已制定了《職業病危害防治計劃及方案》，該計劃嚴格禁止在紡織和成衣生產業務中使用任何可能對環境造成負面影響的禁用物質，這些禁用物質已列入國家法例中。我們對於禁用物質的使用持有零容忍態度。為確保供應鏈的合規性，我們明確禁止所有供應商使用含有禁用物質的物料。供應商必須簽署我們的「禁用物質承諾書」，承諾遵守我們的規定並確保所提供的產品和材料符合相關安全標準。我們亦會定期進行抽查。這些定期抽查旨在驗證所採購的物料是否符合本集團的守則和產品的安全性要求。透過這些抽查，我們能夠確保供應商持續遵守禁用物質的要求，並確保產品的品質和安全性得到保證。</p>

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Cotton Spinning/ Fabric Knitting 棉紡／針織布	Cotton dust is a common by-product from this process. 棉塵為此過程的常見副產品。	<ul style="list-style-type: none"> - In order to control and handle cotton dust, we have installed efficient filters in the plants, which can block and collect excess cotton dust, thus reducing the impact of cotton dust on the environment and workplace. These filters have high particle catching ability, and can effectively catch and fix cotton dust particles. 為了控制和處理棉塵，廠房中安裝了高效的過濾器，這些過濾器能夠阻隔並收集多餘的棉塵，從而減少棉塵對環境和工作場所的影響。這些過濾器具有高效的粒子捕捉能力，能夠有效地捕捉和固定棉塵粒子。 - Keeping proper temperature and humidity can effectively inhibit the generation and diffusion of cotton dust. We ensure the stability of the production environment and reduce the generation and scattering of cotton dust through accurate temperature and humidity control systems. This helps to improve the air quality in the workplace and reduce the health risks caused by employees' exposure to cotton dust. 保持適宜的溫度和濕度可以有效地抑制棉塵的產生和擴散。我們通過精確的溫度和濕度控制系統，確保生產環境的穩定性，減少棉塵的生成和飛散。這有助於提高工作場所的空氣質量，同時減少員工接觸到棉塵帶來的健康風險。
Yarn/Fabric Dyeing 染紗／布	Use of chemicals. 化學品的使用。	<p>In strict compliance with the requirements of ISO14001 Environmental Management System, we comprehensively manage the chemicals in the workshop area. We have counted and classified chemicals, implemented strict storage and handling measures, and established a monitoring mechanism and a recording system. These measures together ensure that we can effectively control and manage the chemicals in the workplace and protect the environment and the safety of employees.</p> <p>我們嚴格遵從ISO14001環境管理系統的要求，對工作場所的化學品進行全面管理。我們進行了化學品清點和分類，實施了嚴格的儲存和處理措施，並建立了監控機制和紀錄系統。這些措施共同確保我們能夠有效地控制和管理工作場所的化學品，保護環境和員工的安全。</p>

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Fabric Finishing 布料定型	Smoke is often produced from the stenter required in this operation. 操作所需的定型機不時生產黑煙。	We have installed advanced air purification facilities and regularly monitor air quality. These air purification facilities can capture and filter fine particles, harmful gases and volatile organic compounds in the air, thus ensuring good air quality. 我們安裝了先進的空氣淨化設施和定期進行空氣質量監測。這些空氣淨化設施能夠捕捉和過濾空氣中的微細粒子、有害氣體和揮發性有機化合物，確保良好的空氣質素。
Water Discharge 水排放	Wastewater arising from manufacturing and daily use. 生產及日常生活產生的廢水。	Wastewater is collected and channelled to the special collection tank for treatment. This collection tank was designed and built to effectively collect and store wastewater and avoid environmental pollution caused by wastewater. In the collection tank, we adopted the biological contact oxidation treatment technology. This treatment method uses specific microorganisms to decompose and degrade organic matter in wastewater, thus reducing environmental pollution. This process usually includes making the wastewater pass through a biofilm or packing layer and making microorganisms contact with the wastewater for biochemical reaction and oxidation treatment. We conduct testing and monitoring on a daily basis to ensure that the treatment effects and water quality meet standards. These tests include the detection of various indicators in wastewater, such as suspended solids, chemical oxygen demand (COD) and biochemical oxygen demand (BOD). We conduct tests in strict accordance with relevant national and local standards to ensure that the quality of discharged water meets the requirements. 廢水被收集至專用的收集池中進行處理。這個收集池是經過設計和建造，能夠有效地收集和儲存廢水，避免其對環境造成污染。在收集池中，我們採用了生物接觸氧化處理技術。這種處理方法利用特定的微生物來分解和降解廢水中的有機物，從而減少對環境的污染。這個過程通常包括將廢水通過生物膜或填料層，使微生物與廢水接觸，進行生化反應和氧化處理。為確保處理效果和水質符合標準，我們每天都定時進行測試和監控。這些測試包括對廢水中的各項指標進行檢測，如懸浮固體物質、化學需氧量(COD)、生化需氧量(BOD)等。我們嚴格按照國家和地方的相關標準進行測試，以確保廢水的排放水質符合要求。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Transportation 運送貨物	<p>The transportation of products from suppliers to warehouses in Hong Kong via truck contributes to the casual apparel retail operation's greenhouse gas footprint. This overland transportation process increases the operation's environmental impact.</p> <p>以貨車將貨品從供應商運送至香港的貨倉，會導致休閒服裝零售業務的溫室氣體足跡增加。這種陸路運輸過程增加了營運對環境的影響。</p>	<p>We re-evaluated and optimized the replenishment process. We can more accurately grasp the replenishment demand of each point of sale through more accurate demand forecasting and inventory management, thus reducing unnecessary replenishment frequency and quantity. We can maximize the cargo capacity and transportation efficiency of trucks by improving the transportation and delivery methods of goods, such as effective route planning and organization of goods.</p> <p>我們對補貨流程進行了重新評估和優化。通過較精確的需求預測和庫存管理，我們能夠更準確地掌握各個銷售點的貨品需求，從而減少不必要的補貨次數和數量。我們透過改進貨品的運輸和運送方式，如有效的路線規劃和貨物組織，使我們能夠最大限度地提高貨車的載貨量和運輸效率。</p>
Product Sales 銷售產品	<p>Plastics bags and packaging involved in the sales of items also contribute toward environmental impact.</p> <p>銷售貨品所用的塑膠袋及包裝袋，會對環境造成影響。</p>	<p>Casual apparel retailing operation actively utilizes bio-degradable materials in plastic bags and packaging. These bio-degradable bags can be quickly decomposed in the natural environment as compared with traditional plastic bags, reducing the pollution to soil and water sources, and thus reducing the impact on the environment.</p> <p>休閒服裝零售業務積極使用以可生物降解的物料製造的塑膠袋及包裝袋。相比傳統的塑膠袋，這些可生物降解的袋子能夠在自然環境中迅速分解，減少對土壤和水源的污染，從而減少對環境的影響。</p>
Waste/Machine/ Equipment Disposal 棄置廢物／機器／設備	<p>The leakage of waste oil from machinery and chemical waste from containers and light tubes may negatively affect the quality of the surrounding environment.</p> <p>機器滲漏的廢油以及容器和燈管漏出的化學廢料，可能對周邊環境的質素造成負面影響。</p>	<ul style="list-style-type: none"> - We strictly follow ISO14001 Environmental Management System guidelines for the proper management, collection and disposal of waste oil and waste. - We ensure that chemical containers are handled and disposed by organizations with corresponding qualifications and facilities to ensure compliance with relevant laws and regulations and reduce potential harm to the environment. <p>我們嚴格遵循ISO14001環境管理系統中有關適當管理、收集及棄置廢油和廢物的指引。</p> <p>我們確保化學容器交由具有相應資質和設施的單位進行處理和處置，以確保符合相關法規並減少對環境的潛在危害。</p>

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

The Group has awarded the Environmental Management System Certificates:

環境及天然資源(續)

本集團已獲取的環境相關管理體系證書：



ISO14001:2015 Environmental Management System Certificate
ISO14001:2015環境管理體系證書



ISO50001:2018 Energy Management System Certificate
ISO50001:2018能源管理體系證書

CLIMATE CHANGE

In order to cope with the important operational risk brought by the climate change and the potential impact on creatures and ecosystems, the Group has formulated corresponding strategies with an aim to mitigate the impact of our business on the regional environment and respond to the potential threats posed by climate change. This report of the Group provides a detailed description of the potential impact of climate change on the business and the countermeasures the Group has taken.

氣候變化

為了應對氣候變化帶來的重要營運風險以及對生物和生態的潛在影響，本集團已制定了相應的策略。該策略旨在減輕業務對當地環境的影響，並應對氣候變化所帶來的潛在威脅。本集團的報告詳細描述了氣候變化可能對業務的影響，以及已經採取的應對措施。

CLIMATE CHANGE (continued)

The extreme weather conditions (such as typhoon and flood) are potentially significant impacts incurred by climate change, which may cause the Group to face many problems such as damaging plants and machines, causing employees unable to work as usual, interrupting transportation and supply chain and damaging goods, etc. These situations may not only cause the Group to suffer financial losses and even force the Group to suspend operation partially, but also threaten life safety of employees. Therefore, the Group must earnestly respond to the risks posed by these extreme weather conditions. In addition, climate change may also bring chronic physical risks, which may bring long-term impact on the business and corresponding financial risks. Rising global average temperatures is a typical chronic physical risk, which may have a certain impact on the Group's business. For example, in the casual apparel retailing operation in Hong Kong, due to the rising global average temperature, consumers and business customers may gradually choose products and services with less damage(s) to the climate, thus bringing market risks to the Group. Therefore, the Group needs to pay close attention to change trends of global climate and make corresponding adjustments in marketing and supply chain strategies to respond to possible market changes.

In order to respond to these risks, the Group has adopted a series of emergency measures and risk management strategies. Firstly, the Group has developed clear instructions to guide employees' work arrangement and management methods under extreme weather conditions, which include providing training and resources to enable employees to respond to extreme weather events such as storms and floods to ensure their safety and well-being.

In addition, the Group has also purchased corresponding insurance, including property insurance, public liability insurance and business interruption insurance, to protect the Company's assets and business from damage. These insurance policies can help the Group mitigate financial risks and provide indemnity and support for possible damage and losses.

In order to reduce the impact on the environment, the Group has formulated emission reduction target and corresponding measures. The Group focus on investing in clean energy projects, such as coal to gas and solar power generation, so as to improve the efficiency of energy utilization, reduce greenhouse gas emissions and lower the energy and operating costs. These initiatives not only help to reduce the carbon footprint of the Group, but also demonstrate the Group's commitment to sustainable development. In addition to emergency measures and emission reduction measures, the Group will also closely monitor the weather conditions in the operating areas. By regularly monitoring weather forecasts and related information, the Group can make prompt preparations to deal with possible extreme weather events, which include adjustment of production plans, supply chain management and transportation arrangements to ensure the smooth operation of the business.

氣候變化(續)

極端天氣狀況，例如颱風和水災，是氣候變化所帶來的潛在重大影響。這些天氣狀況可能導致本集團面臨多種問題，包括廠房和機器的損壞、員工無法按時上班、運輸和供應鏈中斷以及貨物損壞等等。這些情況不僅可能導致本集團遭受財務損失，甚至迫使本集團部分停止運作，而且還會威脅到員工的生命安全。因此，本集團必須認真應對這些極端天氣狀況帶來的風險。此外，氣候變化還可能帶來長期的實體風險，這些風險可能對業務產生長遠的影響，並帶來相應的財務風險。全球平均溫度上升是一個典型的長期實體風險，可能對本集團業務造成一定影響。舉例來說，在香港的休閒服裝零售業務中，全球平均溫度上升可能導致消費者和業務客戶逐漸轉向選擇對氣候破壞較小的產品和服務，這可能對本集團帶來市場風險。因此，本集團需要密切關注全球氣候變化趨勢，並在營銷和供應鏈策略方面作出相應調整，以應對可能的市場變化。

為了應對這些風險，本集團已經採取了一系列的應急措施和風險管理策略。首先，本集團制定了明確的指示，以指導員工在極端天氣狀況下的工作安排和管理辦法。這包括提供培訓和資源，使員工能夠應對風暴、水災等極端天氣事件，確保他們的安全和福祉。

此外，本集團也已經購買了相應的保險，包括財產險、公眾責任險和營業中斷險，以保障公司的資產和業務免受損害。這些保險政策可以幫助本集團減輕財務風險，並提供賠償和支援，以應對可能發生的損壞和損失。

為了降低對環境的影響，本集團還制定了減排目標和相應的措施。本集團重點投資於清潔能源項目，例如煤改氣和太陽能發電，以提高能源利用效率，減少溫室氣體的排放，同時降低能源和運營成本。這些舉措不僅有助於減少本集團的碳足跡，還體現了本集團對可持續發展的承諾。除了應急措施和減排措施，本集團還密切關注營運地區的天氣狀況。通過定期監察天氣預報和相關資訊，本集團能夠及時作出準備，應對可能的極端天氣事件。這包括調整生產計劃、供應鏈管理和運輸安排，以確保業務的平穩運作。

Environmental Aspect 環境層面

CLIMATE CHANGE (continued)

In addition, the Group will also closely follow guidelines and regulations issued by local government, regulators and industrial associations. The Group will regularly review and update internal policies and measures to ensure compliance with local laws, regulations and best practices. This compliance practice will be conducive to reducing legal risks while demonstrating the Group's commitment to social responsibility and sustainable development.

In order to achieve the goal of more comprehensive emission reduction, the Group is committed to promoting energy-saving measures including using energy-saving lighting systems, strengthening equipment maintenance and repair and improving energy efficiency, so as to further reduce energy consumption and emissions. With these efforts, the Group is able to lower energy costs in its business operations while reducing its burden on the environment.

In addition to internal measures, the Group also actively promotes the idea of sustainable development. The Group focuses on the environmental awareness and participation of its employees and provides them with relevant trainings and education. The trainings include practical methods on how to reduce energy consumption, waste reduction, recycling and reuse in daily work and life. At the same time, the Group also organizes environmental protection activities and initiatives to encourage employees to actively participate and jointly pay attention to and protect the environment. These efforts not only have a positive impact within the Group, but also promote practices of sustainable development on a wider range. The Group hopes to set an example by itself, so as to inspire other enterprises and all sectors of society to work together to achieve a green, low-carbon and sustainable future.

The Group is well aware of the seriousness of global climate change and will therefore continue to monitor the climate change and pay close attention to the guidelines and recommendations from government agencies and industry associations, which will facilitate the Group to better respond to and manage risks related to climate change while achieving the Group's sustainable development goal. The Group promises to reduce the impact on the environment through practical actions and contribute to a more sustainable future. In addition, the Group will also actively cooperate with stakeholders to jointly promote global sustainable development.

氣候變化(續)

此外，本集團還密切關注地方政府、監管機構和行業協會等機構針對氣候變化所發布的指引和法規。本集團會定期審查和更新內部政策措施，以確保符合當地的法律法規和最佳常規。這種合規性的做法有助於降低法律風險，同時體現了本集團對社會責任和可持續發展的承諾。

為實現更全面的減排目標，本集團致力於推動能源節約措施，以進一步減少能源消耗和排放。這包括採用節能照明系統、加強設備的定期維護和保養，以及提高能源利用效率等措施。通過這些努力，本集團能夠在業務運營中降低能源成本的同時，減少對環境的負擔。

除了內部措施，本集團還積極推廣可持續發展的理念。本集團重視員工的環保意識和參與度，並為他們提供相關的培訓和教育。這些培訓包括如何在日常工作和生活中減少能源消耗、減廢和回收再利用等方面的實踐方法。同時，本集團也通過舉辦環保活動和倡議，鼓勵員工積極參與，共同關注和保護環境。這些努力不僅能夠在本集團內部產生積極的影響，還能夠在更廣泛的範圍內推動可持續發展的實踐。本集團希望通過自身的示範作用，激勵其他企業和社會各界共同努力，共同實現綠色、低碳和可持續的未來。

本集團深知全球氣候變化的嚴重性，因此將持續監察氣候變化的情況，並密切關注來自政府機構和行業協會的指引和建議。這將有助於本集團更好地應對和管理與氣候變化相關的風險，同時實現本集團的可持續發展目標。本集團承諾通過實際行動減少對環境的影響，並為實現更可持續的未來做出貢獻。此外，本集團也將積極與利益相關者合作，以共同推動全球的可持續發展。

EMPLOYMENT



Human resource is an important cornerstone of sustainable development and maintaining the growth momentum of the business of the Company. The Group is well aware of the importance of human resources to the development of enterprises, and has been committed to ensuring that all employees are treated fairly. The Group respects the personal freedom of employees, establishes diversified cultures, embraces employees of different races, skin colors, ages, genders, sexual orientations, ethnicities, disabilities, pregnancy, beliefs or marital status. We have formulated anti-discrimination management measures, and we have never interfered with all employees' right to comply with the norms or requirements for equality concerning race, social class, nationality, religion, disability, gender, sexual orientation, trade union membership and trade union creed. At the same time, employees have never been discriminated due to the above compliance, and we protect their personal privacy.

The Group has formulated a series of employment policies and measures to ensure that employees are treated reasonably and without prejudice. The Group has established a salary structure policy which will be reviewed regularly. The Group also provides paid annual leave, maternity leave, wedding and funeral leave, and some operating areas provide food subsidies, social insurance, housing provident fund and outstanding employee rewards. The salaries, allowances and benefits of employees are determined according to their work performance and experience and by taking into account current industry practices.

In addition, the Group has formulated a sound dismissal policy. We have formulated the Resignation Management System and the Reward and Punishment Management System for all places of business, and provided codes and norms for them. We provide compensation in a fair and reasonable manner according to the requirements of the existing Employment Compensation Ordinance, and strictly comply with relevant local labor laws. The Group also provides the Employee Manual for employees to refer to relevant regulations.

僱傭



人力資源是本集團持續發展和業務保持活力的重要基石。本集團深明人力資源對企業發展的重要性，自成立以來一直堅持確保所有員工均受公平對待。本集團尊重員工的個人自由，建立多元文化，包容不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工。我們設有反歧視管理辦法，絕不干涉所有員工遵奉涉及種族、社會階級、國籍、宗教、殘廢、性別、性別取向、工會會員和工會信條規範或要求平等的權利，同時員工絕不會因此受到歧視，保護員工個人私隱。

本集團已制定一系列的僱傭政策及措施，保障僱員獲得公平合理的對待。本集團已建立薪酬架構政策，並會定期檢討。本集團亦提供有薪年假、分娩假期、婚喪假期，部分營運區域設有伙食補助、社會保險、住房公積金、優秀員工獎勵等。員工的工資待遇、津貼及福利皆根據工作表現及經驗，以及考慮現行行業慣例而釐定。

此外，本集團設有完善辭退政策，我們已建立《離職管理制度》及《獎懲管理制度》予各營運點，提供守則及規範給員工。我們根據當前的僱傭補償條例的要求，以公平合理的方式進行補償，並嚴格遵守各地相關勞工法例。本集團亦提供《員工手冊》予員工參考相關規定。



Social Aspect 社會層面

EMPLOYMENT (continued)

The Group has established an award system and granted different types of bonuses according to the Company's performance and employees' achievement to improve the employees' motivation, attract and retain outstanding talents. In addition, the salaries of employees will also be evaluated and adjusted in a regular manner, and the salary increase will be determined after taking into account the market condition, the performance of the Company and the contribution of employees. The Group ensures that the salaries of employees are in line with or exceed the minimum wage requirement stipulated by local laws and regulations, and pay mandatory social insurances and benefits with full coverage for all employees.

The Group organizes employees to hold various sports competitions, festivals and annual parties from time to time, so as to enhance the cohesion of employees and inspire their morale. We also attach great importance to the opinions of employees, and conduct an anonymous employee opinion survey every year to improve the quality of work by collecting employees' opinions. The Group has spared no effort to improve the quality of employees' work, and our achievements and efforts have been recognized by the society. The Group has been awarded the certificate of "Happy Workshop-Happy Company" issued by the Promoting Happiness Index Foundation for several consecutive years.

We comply with all local provisions in accordance with applicable laws and regulations and update them with reference to relevant regulations. During the Reporting Period, the Company did not find any non-compliance with relevant laws and regulations within the scope of the report.

僱傭(續)

本集團已確立了獎勵制度，根據公司的表現和員工的成就，發放不同類型的獎金，提升員工的動力，吸引和挽留優秀人才。此外，員工薪資會定期進行評估和調整，並考慮市場狀況、公司業績和員工貢獻來確定加薪的幅度。本集團保證員工的薪資符合或超出當地法律法規所設立的最低工資要求，為所有員工提供全面覆蓋的強制性社會保險和福利。

本集團不定期組織員工舉辦各項運動比賽、節日活動及周年晚會等，以增強員工凝聚力，激勵員工士氣。我們亦十分重視員工的聲音，每年以不記名方式進行僱員意見調查，透過收集員工意見從而改善工作質素。本集團對提升員工工作質素一直不遺餘力，成績及努力亦獲得社會肯定，並已連續數年獲得香港提升快樂指數基金頒發《開心工作間－開心企業》加許狀。

我們根據適用的法律法規遵守當地的所有規定，並會參照相關法規向員工進行更新。報告期內，本公司在報告範圍內未有發現任何違反相關法律法規的不合規狀況。



2023 Happy Workshop – Happy Company
2023年開心工作間－開心企業



2024 Happy Workshop – Happy Company
2024年開心工作間－開心企業

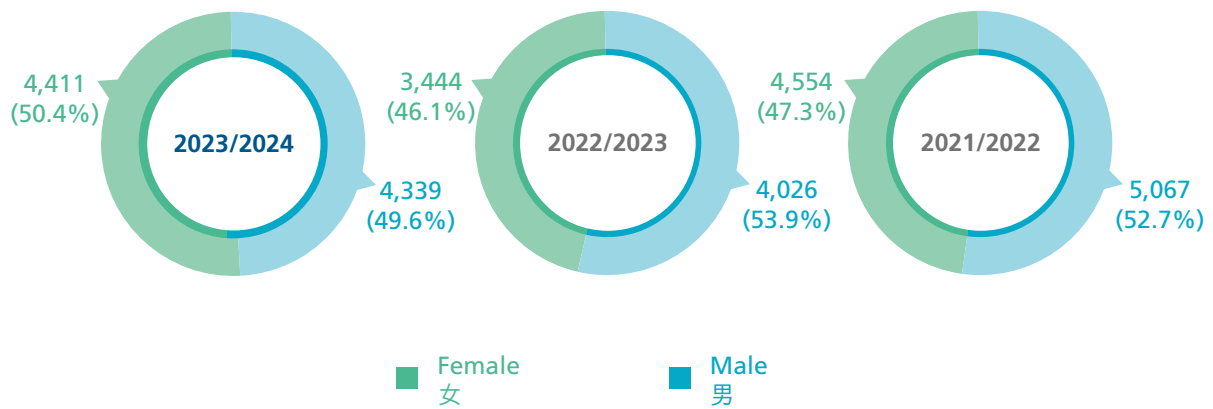
EMPLOYMENT (continued)

The table below sets out the total number and distribution of employees under the section "REPORTING SCOPE" set out on page 2 during the Reporting Period:

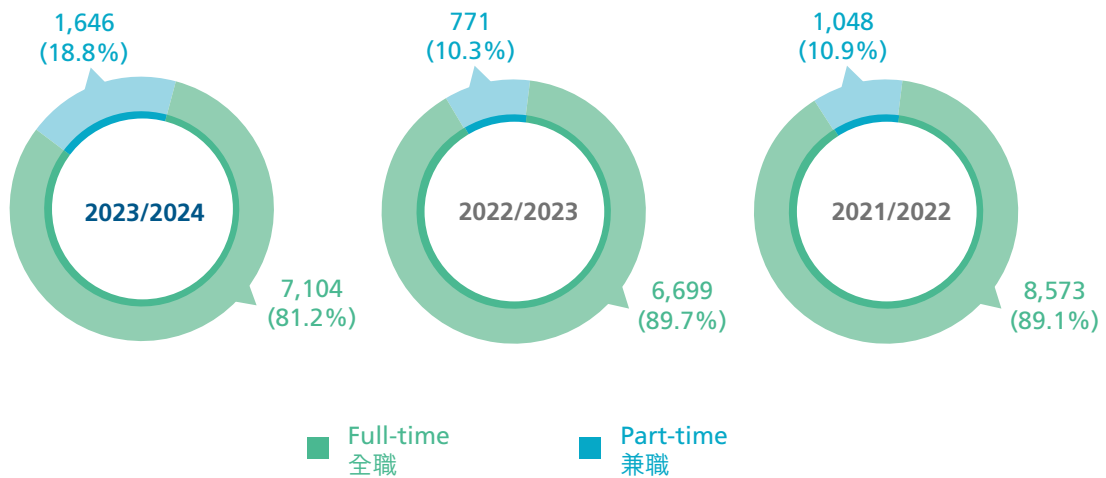
僱傭(續)

下表載列於報告期內根據第2頁「報告範圍」一節之員工總數及分佈：

Number of Employees by Gender 按性別劃分僱員人數



Number of Employees by Employment Type 按僱傭類型劃分僱員人數



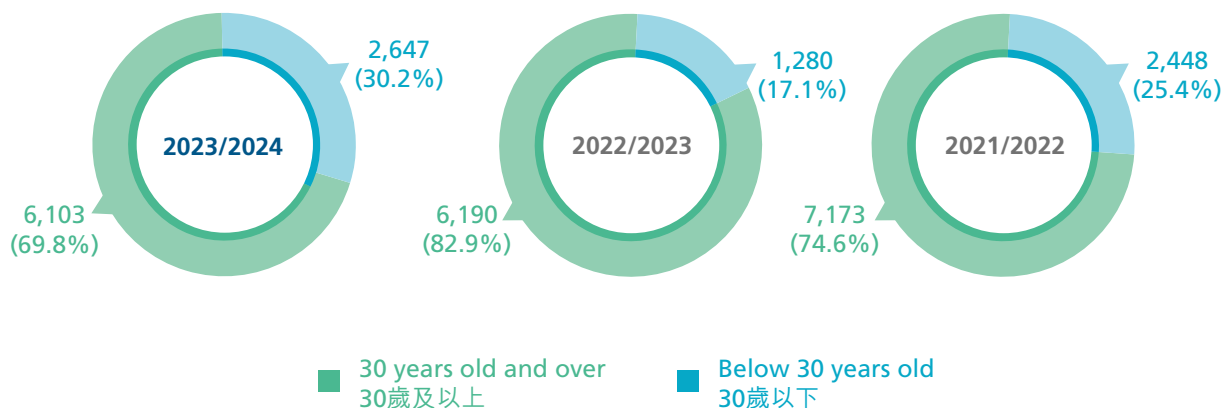
Social Aspect 社會層面

EMPLOYMENT *(continued)*

僱傭(續)

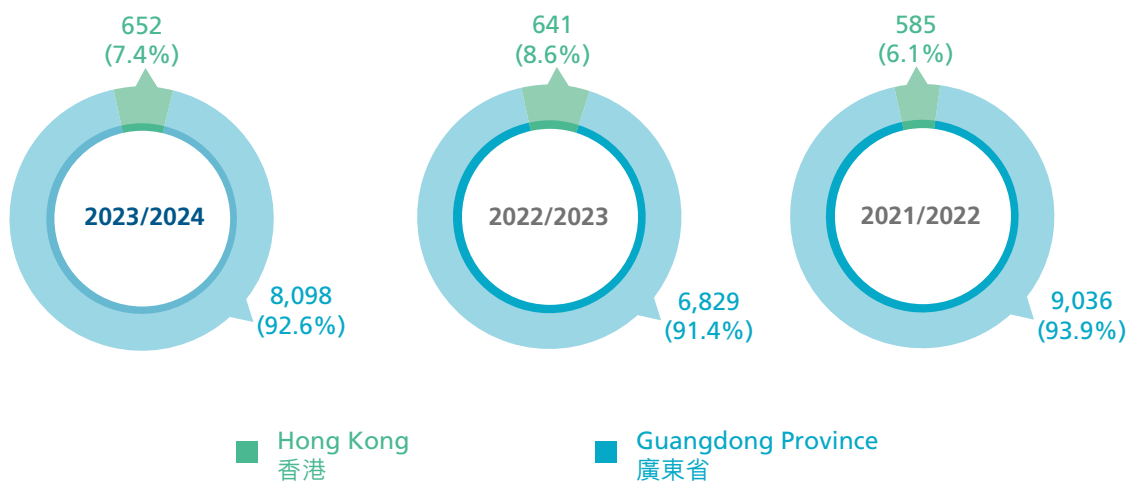
Number of Employees by Age Group

按年齡組別劃分僱員人數



Number of Employees by Region

按地區劃分僱員人數



Social Aspect 社會層面

EMPLOYMENT (continued)

The Group's employee turnover rate¹ by different category is as follows:

僱傭(續)

本集團按不同類別劃分的僱員流失比率¹如下：

Category	分類	Year 年度 2023/24
By gender	按性別劃分	
Male	男性	32.8%
Female	女性	50.9%
By age group	按年齡組別劃分	
Below 30 years old	30歲以下	57.9%
30 years old and over	30歲及以上	35.1%
By region	按地區劃分	
Hong Kong	香港	78.8%
Guangdong Province	廣東省	39.0%



¹ "Employee turnover rate" = number of turnover employees of such category / total number of employees of such category * 100%.

¹ 「員工離職率」計算方法 = 該類別僱員的離職人數 / 該類別僱員總數 * 100%。

Social Aspect 社會層面

HEALTH AND SAFETY



The safety of employees is the primary consideration of the Group. We have formulated a sound occupational health and safety policy, and ensure that employees work in a protected environment to guarantee their safety. The Group strives to provide safe workplaces for all employees, including requiring employees to participate in fire drills regularly to raise their awareness of fire safety. We make efforts to seek a better working environment for employees and improve the air, water quality and lighting system, such as installing air fresheners, installing water purifier, replacing the lighting system with LED lights to save energy, and cleaning air conditioners regularly to maintain air quality. The Group also implements the management of 6S Requirements (Sorted, Systematise, Sanitise, Safeguarded, Standardise and Self-education) and the lean production management in retail stores and factories, requiring employees to implement these requirements to strengthen the standardized management of operation processes.

The Group has passed the ISO14001 environmental management system certification and established different management methods to ensure occupational health and safety. The Group's plant in Dongguan has established an occupational health supervision and management team, issued the Occupational Hazard Management Systems and formulated machine operational guidelines. For the safety of forklift operations, the Group has formulated forklift safety operation specifications to avoid mechanical injuries and ensure the normal operations of forklifts. This not only protects the life safety of employees, but also ensures the safety of the equipment itself. The Group has also formulated the Occupational Hazards Prevention Plan and Scheme, and issued relevant work guidelines to employees through records and documents such as the Periodic Inspection Report of Occupational Hazard Factors, the Record Form for Monitoring Results of Occupational Hazards and the Record Form of Distribution of Personal Protective Equipment. In addition, the Group also promulgated an implementation plan for prevention and control of occupational hazards, monitored the workplace environment and recorded the results, and distributed labour protection articles and recorded them according to the Management System of Labour Protection Supplies. The Occupational Health Supervision and Management Team and the 6S Requirements Inspection Team are responsible for relevant measures, inspecting the workplace environment and employees' working conditions, informing the inspection results and requiring rectifications.

健康與安全



員工安全是本集團的首要考慮因素。我們設有完善的職業健康安全政策，確保員工在受保護的環境下工作，以確保他們的安全。本集團致力於為所有員工提供安全的工作場所，包括要求員工定期參加火災演習，提高對火災安全的意識。我們努力為員工尋找更優質的工作環境，改善空氣、水質和照明系統，例如添加空氣清新機、設置淨水器、將照明系統更換為LED燈以節省能源，並定期清潔空調設備，保持優質空氣質素。在零售店和廠房中，集團亦實施了「六常法」管理和精益生產管理，要求員工常常進行分類、整理、清潔、維護、規範和教育，以強化操作流程的標準化管理。

本集團內通過ISO14001環境管理體系認證，設立不同的管理辦法，保障職業健康與安全。本集團的東莞廠房已建立職業健康監督管理小組，頒布《職業危害管理制度》，並制定機器操作指引。對於叉車操作安全，本集團設有叉車安全操作規範，避免機械傷害的發生，保障機器的正常運行。此舉不但保護員工的生命安全，亦能保證設備本身的安全。本集團亦建立了《職業病危害防治計劃及方案》，透過《職業危害因素定期檢測報告》、《職業危害監測結果記錄表》及《個人防護用品發放記錄表》等記錄文件，向員工發出了有關工作指南。另外，本集團亦頒布職業危害防治實施方案，對工場環境進行監測並記錄結果，按照《勞保用品管理制度》要求發放勞保用品並做記錄。相關措施均由職業健康監督管理小組及六常法檢查小組負責，對工場環境和員工工作情況進行檢查並通報及要求整改。

HEALTH AND SAFETY (continued)

At the plant in Dongguan, the Group implements the standardized management of production safety, formulates safety production policies and objectives and sets up relevant provisions and administrative measures through the safety production management committee. The Group has regulated the investment and management of safety production to guarantee the capital and resources investment for safety production. In addition, we have formulated a safety production assessment system, implemented the responsibility system for safety production for all employees, and strengthened the territorial management. The management personnel at all levels adhere to the safety management concept of "life and health are priceless, responsibility and mission are paramount" and are directly responsible for the safety management in their respective responsible fields. On the other hand, the Group has disseminated a series of safety production-related systems and established an accident emergency rescue leading group, and held safety production meetings and emergency evacuation drills by taking the Safety Production Target Responsibility Letter and the Safety Production Target and Responsibility Assessment Method as references, so as to enhance the contingency capacity and ensure the maximum safety of all employees.

In addition, the Group also actively strengthens occupational safety management, and had formulated a series of occupational hazard management systems, including accident emergency rescue plan. The Group carries out on-site occupational hazard assessments, regular inspections and daily occupational hazard detections, and conducts routine occupational health examinations for employees holding posts involved in occupational hazard factors.

健康與安全(續)

本集團於東莞的廠房執行安全生產標準化管理，制定安全生產方針及目標並透過安全生產管理委員會來確定了有關規定和管理辦法。本集團對安全生產的投入和管理進行了規範，以保障安全生產所需資金和資源投放。此外，我們設有安全生產考核制度，落實全員安全生產責任制，強化屬地管理。各級管理人員堅持「生命健康無價、責任使命至上」的安全管理理念，對其責任區域安全管理負直接責任。另一方面，本集團已頒布一系列安全生產相關制度及成立事故應急救援領導小組，利用《安全生產目標責任書》及《安全生產目標和責任考核辦法》作參考，召開安全生產會議及應急疏散演習，以提升應變能力，保障各職工最大的安全。

此外，本集團亦積極加強職業安全管理，制定一系列職業危害管理制度包括《事故應急救援預案》，開展職業危害現場評價、定期檢測及日常職業危害檢測，並對涉及職業危害因素的崗位員工開展定期職業健康體檢等。



Social Aspect 社會層面

HEALTH AND SAFETY (continued)

The Group has not experienced any work-related fatal accidents in the past three years (including the Reporting Period). As of 31 March 2024, a total of 1,002 days was lost due to work related injuries during the year. The Group will remind employees to pay extra attention to safety when operating equipment.

健康與安全(續)

本集團在過去三年(包含本報告期)內未發生任何與工作相關的死亡事故。截至二零二四年三月三十一日，本年度因工作相關事故共計損失了1,002個工作日。本集團將提醒員工在操作設備時格外注意安全。

Reporting location 報告點	Reason for work related injuries 工傷意外原因	Lost days due to work injury 因工傷損失 工作日數	Number of injury 受傷人數
Hong Kong office of Texwinca 德永佳香港辦公室	/	0	0
Dongguan Texwinca Plant 東莞德永佳廠房	Equipment operation 設備操作	61	8
	Traffic accident 交通意外	0	0
	Human error 人為錯誤	85	8
	Others 其他	113	6
Hong Kong office of Baleno Group 班尼路集團香港辦公室	Equipment operation 設備操作	0	0
Hong Kong Sales of Baleno Group 班尼路集團香港零售	Human error 人為錯誤	680	4
Guangzhou Sales of Baleno Group 班尼路集團廣州零售	Human error 人為錯誤	63	1

In any case, the Group will immediately provide support to the injured, and launch an investigation to check the root cause of the accident, and actively take corrective measures to avoid the recurrence of the accident. During the Reporting Period, the Group did not violate the relevant occupational health and safety ordinances within the reporting scope, such as the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance.

在任何情況下，本集團均立即向受傷者提供支援，並啟動調查以檢查事故的根本原因，積極採取糾正措施，避免事故再次發生。報告期內，本集團於報告範圍內並無違反職業健康安全相關條例，例如職業安全及健康條例、工廠及工業經營條例。

DEVELOPMENT AND TRAINING



The Group highly values each experienced and professional employee, and understands they are important to business growth and future success. We are committed to upgrading employees' skills and knowledge and establishing a sound on-the-job training system, so as to promote the smooth realization of our business objectives. The Group supports employees to continue their studies, and employees can obtain subsidies through application for study allowance. Meanwhile, we encourage employees to regularly update their industry knowledge and deepen their understanding of personal opportunities for further study and development. All employees can be funded to participate in workshops and seminars after approval.

The training system includes induction training for new employees, safety knowledge and skills training, management knowledge and skills training, lean knowledge and skills training, professional quality and literacy training, positions professional skills training, professional skills talent cultivation, internal lecturer cultivation, echelon talent cultivation, etc., so that they can be familiar with the departments' businesses and quickly meet the post requirements.

The Group also holds regular training courses for front-line employees at all levels, which includes professional training in retail business, including but not limited to the knowledge training of seasonal products, the basic knowledge of clothing products, the knowledge of clothing retail industry, the store professional service process, the sales skills, the store operation process, the store management skills, the store sales target achievement strategy, etc., assisting employees to follow business needs and industry development trends.



發展及培訓



本集團高度重視每位資深和專業的員工，深明他們對於業務增長和未來成功而言的重要性。我們致力於提升員工的技能和知識，建立一個完善的在職培訓體系，以促進業務目標的順利實現。本集團支持員工進行持續進修，員工可以申請進修津貼以獲得補助。同時，我們也鼓勵員工定期更新行業知識，深入了解個人進修發展的機會。經過審批後，員工都可以獲得資助參加工作坊和研討會。

培訓體系包含新員工入職培訓、安全知識與技能培訓、管理知識與技能培訓、精益知識與技能培訓、職業素質素養培訓、崗位專業技能培訓、專業技能人才培育、內部講師培育、梯隊人才培育等，令其熟悉部門業務，快速勝任崗位要求。

本集團亦為前線員工定期舉行各職級培訓課程，包括零售業務範疇的專職培訓，包括但不限於當季產品知識培訓、服裝產品基本知識、服裝零售行業知識、店鋪專業服務流程、銷售技巧、店鋪運營流程、店鋪管理技巧、店鋪銷售目標達成策略等，協助各員工緊貼業務需求及行業發展趨勢。



Social Aspect 社會層面

DEVELOPMENT AND TRAINING (continued)

During the Reporting Period, details of the employee training are as follows:

發展及培訓(續)

於報告期間，員工培訓資料詳列如下：

Percentage of trained employee ²		Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒服裝零售	Year 年度 2023/24
Gender 性別	Male 男性	67.8%	13.9%	47.9%
	Female 女性	32.2%	86.1%	52.1%
Employee Category 僱員類別	Senior Management 高級管理層	1.3%	0.2%	0.9%
	Middle-level Management 中級管理層	10.3%	13.1%	11.4%
	General Staff 一般員工	88.4%	86.7%	87.8%

Employee Training		Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒服裝零售	Year 年度 2023/24
Total training hours of employees	員工受訓總時數	90,180.4	183,353.5	273,533.9
Average training hours per employee ³	每名員工平均受訓時數 ³	16.6	55.1	31.3
By gender				
Male	男性	17.6	37.8	20.8
Female	女性	14.6	59.6	41.6
By employee category				
Senior Management	高級管理層	24.8	0.7	20.8
Middle-level Management	中級管理層	31.9	179.8	104.7
General Staff	一般員工	15.9	48.0	28.1

² "Percentage of trained employees" = the number of trained employees of such category/total number of employees of such category*100%.

³ "Average training hours per employee" = Total training hours of employees of such category/total number of employees of such category.

² 「受訓員工比例」計算方法 = 該類別僱員的受訓人數／受訓僱員總數*100%。

³ 「每名員工平均受訓時數」計算方法 = 該類別員工的總培訓時數／該類別僱員總數。

LABOUR STANDARDS

The employment contracts of the Group strictly comply with the requirements of laws to ensure the rights and obligations of employer and employees. The Group prohibits forced labour and adopts a voluntary work system to protect the human rights and dignity of employees. We provide a practical framework for our employees and adopt strict measures and policies to prohibit forced labour and protect the welfare of our employees. By following these principles, the Group has cultivated a culture of respect, fairness and transparency and set up the standard of ethical employment. The Group persists in safeguarding the rights and interests of employees and promises to create a pleasant and fair working environment for employees.

The Group explicitly prohibits forced labour and employment of child and emphasizes the importance of prevention in the workplace. We have formulated a recruitment management system to ensure that candidates meet the requirement of the legal working age. The recruiters are clearly aware of the relevant regulations on prohibiting employing child labour and strictly comply with such regulations. Once any violation of the above regulations is found, we will immediately arrange to escort the employee to his/her original residence and require the guardian to receive him/her, and request the local department to stamp the receipt for confirmation in accordance with company policy. The Group will also try to persuade guardians to restore their children to school and improve the situation of child labour. The Group is committed to eradicating the problem of child labor, and strives to create an inclusive working environment that respects all human rights and well-being by adopting a proactive approach.

The Group strictly complies with the relevant laws and regulations on preventing child labour or forced labour, such as the Hong Kong Employment Ordinance and the Labour Contract Law of the People's Republic of China, and there was no violation during the Reporting Period.

勞工準則

本集團的僱傭合約嚴格遵守法律規定，確保僱主和員工的權利和義務。本集團內禁止強迫勞工，並採取自願工作制度，維護員工人權和尊嚴。我們為員工提供一個切實的框架，採取嚴格措施和政策，禁止強制勞動，保護員工的福利。通過遵循這些原則，本集團培養了尊重、公平和透明的文化，樹立了倫理就業的標準。本集團對維護員工權益保持堅定，並承諾為員工營造一個宜人和公平的工作環境。

本集團明確禁止強迫勞動和僱用童工，並強調在職場中預防的重要性。我們建立了一套招聘管理制度，確保應徵者符合法定工作年齡的要求。招聘人員清楚了解關於禁止僱用童工的相關規定，並嚴格遵守。一旦發現任何違規行為，我們必定會按公司政策迅速安排將該員工護送回原居住地，要求監護人簽收，並取得當地政府的確認章。本集團亦會努力說服監護人讓子女入學，從而改善童工情況。本集團致力於根除童工問題，通過採取積極主動的方法，努力創造一個尊重所有人權及福祉的包容性工作環境。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《香港僱傭條例》及《中華人民共和國勞動法》，於報告期內並未有違規情況。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT



The Group attaches great importance to the acts of suppliers, and requires all suppliers to be fair, honest, keep their promises, and pay attention to the honest behavior in business. The Group expects all suppliers to be responsible social enterprises that focus on environment protection and energy conservation and achieve sustainable development and improvement in product and service quality, competitive prices, logistics, payment arrangement and other areas. When it comes to product technical quality or contract problems, the suppliers shall follow up with a positive and motivated attitude until such problem is resolved. The Group will send a letter to each supplier yearly to remind them to cooperate with the integrity requirements of the Group, prohibit violations and will also implement the system of declaration of employees' interests.

The Group has established an internal code to regulate the process of public bidding and quotation. In the process of selecting and evaluating suppliers, we adopt fair, just and open evaluation criteria, and at the same time require suppliers to declare their interests to avoid conflicts or transmission of interest. In addition, the Group will explain our principles and expectations to our partners and require them to comply with all laws, international conventions, contractual requirements and all codes of the Group. Meanwhile, we also established an effective mechanism to ensure that both parties act in strict accordance with laws and regulations.

When signing an order contract with a supplier, the Group will stipulate the supplier code of conduct that the supplier must comply with, including but not limited to the following requirements:

1. Sign the environmental requirements of relevant parties, and conduct the corresponding environmental questionnaire survey on the relevant supplier, and require the supplier to cooperate with the inspection;
2. Sign the Commitment Letter of Prohibition of Chemical Weaving with the relevant supplier;
3. Sign the Commitment Letter of Social Responsibility with all suppliers; and
4. Conduct the Supplier Social Responsibility Questionnaire for all relevant suppliers, so as to understand the relevant performance of each supplier in social responsibility.

供應鏈管理



本集團極重視供應商之行為，要求供應商均需公正誠實、信守承諾，並注重業務上之廉潔行為。本集團期望供應商皆為負責任之社會企業，着重環保節能，並在產品及服務質量、富競爭力的價格、物流、付款安排等範疇能持續發展及改進。當遇上產品技術質量或合同問題時，供應商能以積極正面的態度跟進至問題解決。本集團會每年發信予供應商，提示他們配合本集團之廉潔操守要求，杜絕違規行為，亦實行員工申報利益制度。

本集團訂立了內部守則規範公開招標和報價過程，在甄選及評價供應商的過程中，我們採用公平、公正、公開的評估準則，同時亦要求供應商申報利益，避免利益衝突或利益輸送。另外，本集團會向合作夥伴闡明我們的原則和期望，並要求他們必須遵循所有法例、各國國際公約、合約要求及本集團的所有守則。同時，我們亦建立有效的機制，確保雙方嚴格按照法律及法規行事。

與供應商簽訂訂購合同時，本集團會約定供應商必須遵守的供應商行為守則，包括但不限於以下要求：

1. 簽訂相關方環境要求事項書，並對供應商進行相應環境問卷調查，要求供應商配合考查；
2. 與相關供應商簽訂《禁用化學物織承諾書》；
3. 與所有供應商簽訂《社會責任承諾書》；及
4. 對所有相關供應商進行《供應商社會責任調查表》，以了解各供應商在社會責任方面相關表現。

SUPPLY CHAIN MANAGEMENT *(continued)*

The suppliers employed by the Group are mainly manufacturers or authorized agents of machinery, parts and materials, and the Group tries to avoid using intermediary agents. We adopt direct procurement in the procurement process, and we also compare the costs and benefits of similar suppliers. The responsible employees input the relevant data into the Company's subscription system for approval by the relevant managers. In addition, the Group checks the role of suppliers online or through visits, and the engineering and materials departments determine whether the product specifications meet the standards through technical meetings with suppliers or trials. The administrative and procurement departments are responsible for following up the bargaining and purchasing terms to ensure that the purchase can meet the requirements of the user department and coordinate with requirements of the finance department. The administrative and procurement departments sign purchase orders, contracts and other documents according to the purchased materials, and are responsible for supervising the implementation of contracts, following up the problems or making recovery. In addition, the Group reviews the cooperation modes with suppliers via e-mail, meeting or telephone from time to time, so as to control cost-effectiveness and achieve a win-win situation.

For procurement of all the raw materials and supplies, the Group must formulate and sign corresponding procurement contracts with suppliers, and implement unified procurement of materials required by the departments of the Company according to established procurement principles. Among alternative suppliers, the Group will give priority to suppliers that have passed the ISO14001 environmental management system and ISO9001 quality management system certification. In the beginning of engaging a supplier, the Group will conduct survey on the supplier and require the supplier to conduct self-evaluation, and will organize a corresponding on-site inspection to the supplier. Self-evaluation and inspection projects include environmental management system, energy management system, environmental protection and social responsibility.

供應鏈管理(續)

本集團聘用的供應商主要為機械、零件、物料的製造商或授權代理，盡量避免使用中間代理商。我們在採購過程中採用直接採購，亦會進行同類供應商的成本效益比較。負責員工會將相關資料輸入在公司的申購系統予相關管理人批核。此外，本集團會透過網上或探訪查核供應商角色；工程及用料部門則透過與供應商技術會議或試用，確認產品規格是否符合標準。行政及採購部門負責跟進議價及採購條款，確保該項採購能滿足使用部門及配合財務部要求。行政及採購部會按照採購的物料簽訂採購單、合同等文件，負責監察合同的執行情況，跟進問題或追討。本集團亦會不定時與供應商透過電郵、會面或電話方式檢討合作模式，務求更有效控制成本效益及達至雙贏局面。

本集團所有原料及物資採購必須同供應商制定並簽署相應採購合同，對公司各個部門所需物資按照既定採購原則，實行統一採購。在備選供貨商中，本集團會優先選擇通過ISO14001環境管理體系及ISO9001質量管理體系認證的供應商。在啟用供應商之初，本集團便會對供應商進行問卷調查並需供應商自評，進行相應實地視察。自評及視察項目均包括環境管理體系、能源管理體系、環境保護及社會責任方面內容。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT *(continued)*

The Group conducts an annual questionnaire assessment of existing suppliers once a year, and keeps the records of each stage for reference. According to the Supplier Control Management Procedure, all suppliers of the Company must sign environmental and social responsibility-related agreements, such as the Environmental Management Agreement, the Commitment Letter of Prohibited Substances and the Commitment Letter of Social Responsibility. The Group requires suppliers to abide by the contents of the agreements, comply with all provisions of SA8000 social responsibility standards. Meanwhile, the suppliers are required to update the corresponding contents regularly to ensure that they comply with the latest environmental protection laws and regulations. The Group is committed to overseeing due diligence on each supplier, and conducts on-site visits on each supplier from time to time annually to continuously raise the requirements on environmental protection and social responsibility for suppliers. For any non-compliant supplier, the Group will firmly require it to make rectifications. If the supplier fails to comply with such requirements within the specified time, the Group will terminate the cooperation with it.

In addition, the Group pays close attention to the public opinion of the industry on a regular basis. In response to the continuous concern of the society about the social responsibility of the garment and retail industries, the Group also strictly monitors our suppliers. When a supplier that the Group cooperates with is found to be lacking in human rights and environmental protection, the Group will reduce or stop cooperation with it in due course. We are committed to eliminating the environmental and social risks of the supply chain through various measures to ensure the safety of the supply chain.

供應鏈管理(續)

本集團對現有供應商進行每年一次的問卷評估，並保存每個評估階段的記錄以供參考。根據《供應商控制管理程序》，本公司的所有供應商都必須簽署與環境和社會責任相關的協議，例如《環境管理協定》、《禁用物質承諾書》和《社會責任承諾書》。本集團要求供應商恪守協議的內容，並遵守SA8000社會責任標準的所有規定。同時，他們需要定期更新相關內容，以確保符合最新的環境保護法律法規。本集團致力於對每個供應商進行嚴謹調查，透過每年不定期進行實地訪問等方式，不斷提升對供應商在環境保護和社會責任方面的要求。對於不符合規定的供應商，本集團將堅決要求其進行改善。如果他們在指定的時間內未能遵守，將與其終止合作關係。

此外，本集團定期關注行業輿論，因應社會對製衣及零售業的社會責任有持續關注，本集團亦對旗下供應商嚴格監控。當本集團合作之供應商存在人權、環境保護方面有缺失行為時，適時減少或停止與其合作。我們致力通過各項措施消除供應鏈的環境和社會風險，確保了供應鏈安全。

SUPPLY CHAIN MANAGEMENT *(continued)*

Environmental protection is the general name of various actions taken by human beings to solve real or potential environmental problems, coordinate the relationship between human beings and the environment, and ensure the sustainable development of economy and society. Meanwhile, environmental protection is also an important aspect of the sustainable development of the Country. Textile manufacturing operation is closely related to environmental protection and sustainable development. Therefore, the Group is committed to promoting environmentally-friendly products, and such products are expected to use fewer resources in manufacturing, consume less energy, and minimize environmental pollution, and are more suitable for recycling, as well as meet the standards for environmentally-friendly procurement list issued by the Hong Kong Environmental Protection Department.

In order to reduce the negative impact on the environment, the Group not only considers reasonable prices, but also considers sustainable development factors such as human health and the environment when looking for and purchasing high-quality products. Relevant departments of the Group regularly review and update the qualifications of suppliers' environmental protection raw materials, such as Oeko-Tex 100 certificate, FSC forest certificate, GRS certificate and organic certificate every year, and give priority to the products and organizations which have such product certificates and products when purchasing, so as to encourage our suppliers to develop, promote and use environmentally friendly and sustainable products. In 2023, the recycled raw material products ordered by us accounted for 11.8% of the total ordered products, representing an increase of 36.7% as compared with 2022. We will continue to promote environment-friendly products and increase the procurement of environment-friendly products, so as to fulfill the responsibilities in respect of the concept of sustainable development and environmental protection.

供應鏈管理(續)

環境保護是指人類為了解決現實或潛在的環境問題，調和人類和環境之間的關係，並確保經濟社會的持續發展而採取的各種行動的總稱。同時，環境保護也是國家可持續發展的重要方面。紡織生產業務與環境保護和可持續發展密不可分。因此，本集團致力於推行環保產品，期望這些產品在生產過程中使用更少資源、消耗更少能源、對環境污染更少、更適合回收利用，並且符合香港環保署發出的環保採購清單標準。

為了減少對環境的負面影響，本集團在尋找和採購高品質產品時，除了考慮價格合理外，還考慮了人類健康和環境等可持續發展因素。本集團相關部門每年定期審核和更新供應商的環保類原料資質證書，例如 Oeko-Tex 100證書、FSC森林證書、GRS證書、有機證書等，並在採購時優先考慮擁有這些證書的產品和機構，以鼓勵我們的供應商開發、推廣和使用環保和可持續產品。在二零二三年，我們訂購的再生原料產品佔總訂購產品的11.8%，比二零二二年增長了36.7%。我們將繼續推廣環保產品，並加大對環保產品的採購力度，以履行對可持續發展和環境保護理念的責任。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

The number of the Group's suppliers by regions is as follows:

供應鏈管理(續)

本集團按不同地區劃分的供應商數目如下：

Distribution of Suppliers		供應商分佈情況		
Number of suppliers by region		按地區劃分的供應商數目		
Region	地區	Hong Kong 香港	Chinese Mainland 中國內地	Asia (excluding China) 亞洲(中國以外)
Total	總數	9	110	4
Number of suppliers implementing relevant practice		執行有關慣例的供應商數目		
Number of "new" suppliers/service providers for the period		期間內「新」供應商／服務商數目		
Number of "new" suppliers/service providers being assessed		0	9	1
Number of "existing" suppliers/service providers being assessed		0	9	1
Number of suppliers/service providers being assessed in relation to environmental performance		9	102	4
Number of suppliers/service providers obtaining environmental certificates		2	83	4
Being a supplier of environmental materials (such as FSC)		1	8	2
Number of suppliers/service providers being assessed in relation to corporate social responsibility		2	50	4
Number of suppliers/service providers obtaining certificates in relation to social responsibility		2	83	4
		1	1	0

PRODUCT RESPONSIBILITY



The Group is very concerned about the quality performance of the products and services provided, so the Group has formulated a number of policies to promote the Company to provide better products and services.

Protection of customers' data and privacy policy

The Group attaches great importance to protecting customers' privacy when collecting, processing and using customers' personal data. We respect relevant data protection laws and regulations and adopt appropriate technical measures to protect personal data from unauthorized use or access. The Group ensures that customers' personal data are kept and processed securely and used only for the purpose of collection. We are willing to sign confidentiality agreements according to the requirements of customers, and the brand teams are independently responsible for coordination and follow-up from the beginning of orders. Different brand teams do not interfere with each other to protect the data and privacy of customers. The Group also prohibits employees from taking the internal confidential data of the factory out of the park to ensure that the data is not leaked and that the daily data of customers are kept confidential, so as to protect the rights and interests of both parties. In terms of protection of employees' privacy, the Group has formulated relevant privacy policies, covering the guideline on handling documents related to employees' privacy, strictly complied with the Personal Data (Privacy) Ordinance enacted by the Hong Kong Government and relevant national laws and regulations, and strove to protect the interests of employees.

In Guangzhou Friendship Baleno Co. Ltd., consumers' data is managed by Baleno membership system ("CRM"), including basic membership data, coupons, consumption records and points, etc. Relevant data information is stored in Baleno Guangzhou IDC computer room to ensure data safety and integrity. Customers and consumers can freely choose to enter their own relevant data through Baleno WeChat official account. In addition, we also control the security of members' data through the authority distribution of the CRM system. At present, colleagues of the marketing department and the audit department can query and analyze relevant member information for marketing and audit monitoring, and other personnel have no inquiry authority, so as to bring the greatest privacy protection to customers.

產品責任



本集團對提供的產品及服務品質表現十分關注，因此制訂多項政策，推動公司提供更優質的產品及服務。

顧客之資料保護及私隱政策

本集團非常重視在收集、處理和使用顧客個人資料的過程中，保護顧客的隱私。我們尊重相關的資料保護法規並且採取適當的技術措施來保護個人資料，防止未經授權的使用或存取。本集團確保顧客的個人資料被安全地保存和處理，並且僅用於收集的目的。我們樂意根據客戶的要求簽署保密協議，從訂單開始皆由品牌組獨立統籌跟進，不同品牌組互不干涉，保護客戶資料隱私。本集團亦禁止員工將工廠內部保密資料帶出園區，保證資料無洩露，確保客戶的日常資料保持機密，以保障雙方權益。在保護員工隱私方面，本集團擁有相關的隱私政策，涵蓋處理涉及員工隱私文件的指南，並嚴格遵守香港政府制定的《個人資料(私隱)條例》以及國家相關法律法規，致力於保護員工的利益。

在廣州友誼班尼路服飾有限公司內，消費者資料通過班尼路會員系統(CRM)管理，包括會員基礎資料、優惠券、消費記錄和積分等，相關的資料資訊存儲在班尼路廣州IDC機房，確保資料安全完整。客戶及消費者通過班尼路微信公眾號，可自由選擇錄入本人的相關資料。另外，我們亦通過CRM系統的許可權分配來管控會員資料的安全性，現時市場部和審計部同事可查詢及分析相關會員資訊，用於市場行銷和審計監控。除此以外，其他人員均無查詢許可權，致力為客戶帶來最大的私隱保障。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Fair publicity policy

The Group adheres to the principle of fair publicity, ensuring that the product information on the publicity website and other promotional materials of the Group is true and accurate, and never makes any inaccurate, exaggerated or excessive statements. According to the appropriate laws and regulations, the Group strictly complies with the Trade Descriptions Ordinance formulated by the Hong Kong Government, requires sales personnel to distribute the information which come from the confirmed product advantages of the Group and does not involve the negative statements of rival companies or their products when promoting products, so as to avoid misleading customers when purchasing. In order to make publicity legal, the Group will consult relevant government departments to write product labels and promotional words according to product characteristics, so as to enable customers to obtain the most accurate information. Products using GOTS standards will be labeled with the content of organic ingredients. In addition, products that meet GRS standards will also be labeled with GRS standards for customer identification.

Quality assurance process and recall procedures

The Group is dedicated to providing high quality customer services and has set up a customer complaint mechanism to communicate with customers effectively, listen to their opinions carefully and solve the customers' difficulties promptly. After receiving the relevant complaints, the Group will immediately submit such complaints to the corresponding departments or report to the store manager, and register the information and specific requirements of visitors or callers. The Group will collect customers' opinions, whether positive or negative, and discuss and analyze such opinions for the Group's continuous improvement. Customers can express their opinions through the Company's website, customer service hotline, exclusive account manager and various social media platforms. The Group, according to the nature of customers' complaints, conducts internal investigation or engages external notarization services to determine the causes and sources, so as to solve the problems as soon as possible and implement production improvement measures.

During the Reporting Period, the percentage of products had recalled for safety and health reasons was 0%. If there are products that need to be recalled, the Group will start the formulated recall procedures, and quickly conduct investigation, recall the affected products with the customer and conduct a thorough investigation. The Group will actively communicate with customers to keep them informed of the investigation. During the Reporting Period, the Group received a total of 111 complaints, including the issues related to product quality, discounts and service quality, and all complaints were resolved properly. The Group pays close attention to customers' feedbacks, establishes a customer complaint handling mechanism, and provides trainings for employees to handle complaints. We will find out the roots of problems with complaints and propose follow-up plans to prevent the recurrence of similar problems to ensure the quality of products and services.

產品責任(續)

公平宣傳政策

本集團秉持公平宣傳的原則，確保在集團宣傳網頁及其他宣傳品上的產品資訊皆是真實及準確，不會作任何失實、誇大或過份的陳述。本集團根據適當的法律法規，嚴格遵守包括香港政府訂立的《商品說明條例》，規定要求銷售人員在推廣產品時，發放的資訊都來自集團已確認的產品優勢，並不涉及競爭對手公司或產品的負面陳述，避免客戶在購買時被誤導。為使宣傳合規合法，因應產品特性，本集團會向相關政府部門取得諮詢以撰寫產品標籤及宣傳字眼，務求令客戶獲取最準確資訊。對於使用GOTS標準的產品，產品附有標籤標明有機成分含量。此外，對於符合GRS標準的產品，產品亦附有標籤註明符合GRS標準，以便客戶辨識。

質量檢定過程及產品回收程序

本集團致力於提供優質的客戶服務，並建立客戶投訴機制，以有效地與客戶溝通，細心聆聽他們的意見，並迅速解決客戶遇到的困難。在收到相關投訴後，本集團立即向相應的部門或店鋪經理提供反饋，同時記錄訪客或來電者的信息和具體需求。無論是客戶正面或負面的意見，本集團均會收集並對其進行討論和分析，以實現集團的持續改進。客戶可以通過公司網站、客戶服務熱線、專屬客戶經理和各種社交媒體平台表達他們的意見。根據客戶投訴的性質，本集團進行內部調查或聘請外部公證服務，以確定原因和來源，旨在儘快解決問題並實施生產改進措施。

在報告期內，因安全和健康原因產品召回的百分比為0%。如果需要召回產品，本集團將啟動既定的召回程序，進行快速調查，與客戶合作回收受影響的產品，並全面調查事件。本集團積極與客戶溝通，讓他們了解事件調查情況。報告期內集團共收到111宗投訴，包括與產品質量、折扣優惠和服務質量相關的問題。所有投訴均適時解決。本集團密切關注客戶的反饋，建立客戶投訴處理機制，並為員工提供處理投訴的培訓。我們將通過投訴找出問題的根本原因，並提出後續計劃以預防類似問題再次發生，確保產品和服務的質量。

PRODUCT RESPONSIBILITY (continued)

Quality assurance process and recall procedures (continued)

The Group will mutually confirm with the customer on the receipt standard for each order to ensure that both parties agree on receipt standards. The goods will be delivered to customers after 100% finished product inspection. On the other hand, the plant's internal testing room has obtained various international and customer certifications, such as CNAS ISO:17025. The Group gain customers' trust in our capacity of internal testing through continuously improving the quality of products. In the event of any problems, the Group will submit the defective batch to a notary office for testing, and check the manufacturing records of the corresponding batch. The Group will also promptly recall the defective batches from customers and discuss with the customers on the replenishment, so as to reduce the losses of both parties on the premise of not affecting the cooperative relationships with customers.

The Group values the spirit of contract, and the specifications and scope of all products and services will be clearly stipulated in contracts. The Group ensures that customers know the details of contracts and protect the rights and interests of the buyer and the seller. We are committed to providing the highest standards of products and services throughout the operation and ensure the compliance with local and international norms. All the factories and departments of the Group have set quality objectives, which meet the requirements of the industry and the market, and recorded production parameters in all aspects of production procedures to ensure the normal operation of the manufacturing process. The Group carries out MQP (Mill Qualification Program) certification through the notary office ITS, and carries out quality certification for all plants. The plant in Dongguan has also obtained the certificate of ISO9001:2015 quality management system, which further improves the internal quality control.

產品責任(續)

質量檢定過程及產品回收程序(續)

本集團每張訂單都會與客人互相確認收貨標準，以確保雙方對交貨標準達成共識。在經過百分之百的成品檢查後，商品會送交客戶。另一方面，工廠內部的測試實驗室已獲得多種國際和客戶認證，如CNAS ISO:17025。本集團通過不斷提升產品質量，取得客戶對我們內部測試能力的信任。若出現任何問題，本集團會將有問題的批次送交公證行進行測試，並審查相應批次的生產記錄。本集團亦會迅速從客戶回收有問題的批次，並討論補貨事宜，期望在不影響與客戶合作關係的前提下，最大程度地減少雙方損失。

本集團重視合約精神，所有產品及服務的規格及範圍均會於合約上清楚訂明，務必確保客戶清楚合約細節，保障買賣雙方的權益。我們致力令整個營運提供最高標準的產品及服務，並確保遵守當地及國際規範。本集團各廠部均制定質量目標，符合行業和市場要求，在生產程序的各個環節記錄生產參數，以確保生產流程正常運作。本集團通過公證行ITS進行MQP (Mill Qualification Program)認證，及對全廠進行質量認證。東莞工廠亦已獲得ISO9001:2015品質管理體系證書，此體系對內部品質管控進一步提升。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Protection of intellectual property rights

The Group has formulated relevant policies for managing product patents, intellectual property rights and confidentiality. The Company has established a special patents management system, which clearly stipulated the patent annual fees, application, retrieval and rewards, and signed confidentiality agreements with technicians to ensure the protection of relevant confidential information. The company trademark of Baleno Kingdom Limited was officially registered and patented in Hong Kong to prevent the unauthorized use of company trademark. The Group also stipulates that for all software applications and patented products used by Company, the Company must purchase the corresponding right to use, and piracy is not allowed. Each department has its own dedicated file binder on the computer server, and sets access restrictions to prevent data leakage. The design department of Guangzhou Friendship Baleno Co. Ltd. has an independent workshop to protect the intellectual property rights to related design products. Protecting intellectual property rights can protect the interests of the Group. We have engaged a professional legal team to monitor and search the unauthorized use of our brand trademarks in the market, so as to provide comprehensive protection for our intellectual property rights. In addition, as part of our commitment to protect the intellectual property rights of others, contracts entered into between the Group and suppliers contain guarantee clauses to ensure that the intellectual property rights of the Group and our partners are not infringed.

The Group strictly complies with relevant laws and regulations on product health and safety, advertising, labeling, remedies and protection of intellectual property rights, including the Trade Descriptions Ordinance, the Intellectual Property Rights Ordinance and the Copyright Ordinance formulated by the Hong Kong Government, and the Advertising Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, and also complies with relevant laws and regulations on privacy matters. There was no violation of the above laws and regulations during the Reporting Period.

產品責任(續)

保護知識產權

本集團為管理產品專利、知識產權和保密性制定相關政策。公司設有專門的專利管理系統，明確規定專利年費、申請、檢索、獎勵等相關規定，並與技術人員簽署保密協議以確保機密信息的保護。班尼路有限公司的公司商標已在香港正式註冊並獲得專利，防止未經授權的使用。本集團亦規定公司使用的所有軟件應用和專利產品必須購買相應的使用權，不允許使用盜版。每個部門都在電腦伺服器上擁有專屬的文件夾，設有權限限制以防止數據外泄。廣州友誼班尼路服飾有限公司的設計部門擁有獨立的工作空間，確保相關設計產品的知識產權。保護知識產權能保障集團的利益，我們聘請專業的法律團隊監控和搜尋市場上對品牌商標的未經授權使用，為知識產權提供全面的保護。此外，作為我們對保障他人知識產權的承諾的一部分，本集團與供應商簽訂的合同包括保證條款，以確保我們集團和合作夥伴的知識產權不受侵犯。

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，包括香港政府訂立的《商品說明條例》、《知識產權》及《版權條例》；以及我國《中華人民共和國廣告法》及《中華人民共和國消費者權益保護法》，同時遵守有關私隱事宜的相關法律及規例。報告期內並未有違反上述法律、法規的情況。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

The following certification demonstrates our performance in terms of products and service quality:

產品責任(續)

下列認證展示我們於產品及服務品質的表現：



Certificate of Membership – U.S. Cotton Trust Protocol
會員證書 – 美國棉花信任協議



Higg Index – Sustainable Apparel Coalition Completion of Verified Module
Higg Index – 可持續發展成衣聯盟評鑑認證



ISO9001:2015 Quality Management System Certificate
ISO9001:2015質量管理體系證書



Control Union Certifications B.V. – Global Organic Textile Standard (GOTS) – Version 6.0
(certified for Dyed fabrics and Women's apparel)
管制聯盟認證 – 全球有機紡織品標準6.0(染色織物及女裝的認證)



Control Union Certifications B.V. – Organic Content Standard (OCS) (Version 3.0)
Global Recycled Standard (GRS) (Version 4.0)
管制聯盟認證 – 有機物含量標準3.0
全球回收標準4.0

Social Aspect 社會層面

ANTI-CORRUPTION

The Group is dedicated to establishing a corporate culture with integrity and business ethics. We provide clear and definite standards of conduct for our employees and partners, and explain the norms and guidelines for dealing with different situations such as gifts, entertainment, transactions and wealth management to them. The Board will also regularly review the effectiveness of the internal control system. During the Reporting Period, the number of corruption lawsuits filed against the Group and concluded was zero.

Corporate governance policy

The Group scrupulously abides by the requirements of listing and rules and regulations on corporate governance practices, and demonstrates its commitment to upholding the highest ethical standards and corporate governance. We have established a good corporate governance principle, and ensured compliance with local laws and regulations, including the Prevention of Bribery Ordinance in Hong Kong and the Anti-Corruption and Anti-Bribery Law of the Peoples Republic of China. In order to fulfil its commitment to crack down the corruption, the Group has established an internal system that includes preventive measures and the mechanism for strengthening supervision and efficient reporting mechanism. Such measures are designed to identify and address potential corruption issues in a timely manner. The Group has proactively taken relevant measures to communicate the particulars of anti-corruption policies and handling principles to employees, suppliers, contractors and business partners in detail throughout the organization.

The Group is committed to promoting transparency and integrity within the Company and implements policies to prevent bribery, cultivates a culture of discipline and facilitate the whistleblowing of any corruption. The employees are obligated to disclose the possible conflicts of interest, including the family relationships within the Company, the relationships between managers and business partners and individual transactions that may affect their impartiality. The Group also conducts regular communication and publicity through issuing internal notice every year to remind employees not to accept any benefits or gifts from suppliers, and such measures are designed to prevent potential ethical violations and guarantee the steady and sustainable development of the whole organization. With the above efforts, the Group is committed to creating a working environment with integrity, responsibility and zero tolerance for corruption. The Group reminds employees to strictly comply with the formulated guidelines and actively advocating a culture of ethical behavior, adheres to its commitment to responsible corporate citizens and sets an example for the enterprises in the same industry.

反貪污

本集團致力建立具誠信及商業道德的企業文化。我們對員工及合作夥伴提供了明確及清晰的行為標準，說明處理禮品、款待、交易以及理財等不同情況的規範和準則。我們的董事會亦會定期檢討內控機制的效能。報告期內對本集團提出並已審結的貪污訴訟案件的數目為零。

企業管治政策

本集團恪守上市要求和企業管治常規的規則和法規，並展示了對維護最高道德標準和企業管治的承諾。我們建立良好的企業管治原則，確保遵守當地的法律法規，包括《香港防止賄賂條例》及《中華人民共和國反貪污賄賂法》。為實現打擊腐敗的承諾，本集團設立一個包括預防措施、強化監督和高效報告機制的內部體系。這些措施旨在及時識別和解決潛在的腐敗問題。本集團積極採取相關措施，在整個組織中向員工、供應商、承包商和商業夥伴傳達詳細的反貪污政策信息和處理原則。

本集團致力提升公司內部透明度和誠信，並實施防止賄賂、培養紀律文化、促進舉報任何腐敗活動的政策。員工有義務披露可能出現的利益衝突，包括公司內的親屬關係、與管理人員和商業夥伴的聯繫以及可能影響他們公正性的個人交易。本集團亦通過每年發布內部通知，定期進行溝通和宣傳，提醒員工不應接受供應商的任何紅包或禮物，措施旨在防範潛在的道德違規行為，保障整個組織的穩健和可持續發展。通過以上努力，本集團致力於營造一個以誠信、責任和對腐敗零容忍的工作環境，透過提醒員工嚴格遵守既定指引並積極倡導道德行為的文化，堅守對負責任企業公民的承諾，並為同行樹立榜樣。

ANTI-CORRUPTION (continued)

Whistleblowing policy

In order to resolutely crack down corruption and fraud, the Group has formulated a whistleblowing policy, so that all stakeholders can report any suspicious or improper behaviors through mailbox, email and telephone and other channels anonymously. The Group is committed to actively investigating and dealing with the internal corruption whistleblowing, and the information of whistleblowers will be kept confidential to ensure that the whistleblower will not be retaliated or harassed. The Group takes feasible preventive measures through employee handbook, notice and reporting mechanism. If the whistleblowing is true, the Group will provide rewards to employees who report such behaviors and safeguard the interests of the Company. Employees can raise relevant issues through rationalization suggestions or directly reporting to the general manager. They can also choose to make anonymous whistleblowing via the Company's website, e-mail or mail. After receiving the whistleblowing, the relevant team will promptly deal with the whistleblowing and take stern actions against any behaviors that violate the principles of the Group and harm the interests of the Group.

Anti-corruption training

The Group annually arranges anti-corruption training for directors and employees to introduce the integrity risks they may face while performing their duties, so as to raise the awareness of relevant personnel on corruption prevention and avoid violating the Company's codes and relevant laws and regulations. During the Reporting Period, the Group invited representatives of the Independent Commission Against Corruption to provide anti-corruption training seminars for employees, including the scope of work that is prone to corruption, the supervision of laws and regulations and related whistleblowing channels. During the Reporting Period, the plant in Dongguan also organized the management personnel at G6 level and above to participate in the training on "prevention of professional ethics risks in performance of duties". During the training, the cases and legal provisions of bribery by taking advantage of positions were analyzed and summarized.

During the Reporting Period, our directors and employees completed the training on anti-corruption, which translates to approximately 580 hours of related training.

During the Reporting Period, Hong Kong and Chinese Mainland did not report any major non-compliance with bribery, extortion, fraud and money laundering, which had a material impact on the Group's financial statements or overall operations. Meanwhile, during the Reporting Period, there was no lawsuit against the Company or its employees about corruption.

反貪污(續)

告密政策

為了堅決打擊貪污和欺詐事件，本集團建立一套舉報政策，讓各持份者可以通過郵件、電子郵件和電話等渠道不記名舉報任何可疑或不當行為。本集團承諾積極調查和處理內部貪污舉報，舉報者的資料將受到保密，以確保他們不會受到報復或騷擾。本集團通過員工手冊、通知和申報機制實施可行的預防措施。如舉報內容屬實，本集團會獎勵報告及保護公司利益的員工。員工可以通過合理的建議或直接向總經理反映相關問題。他們亦可選擇通過公司網站、電子郵件或郵件匿名舉報。在接到舉報後，相關團隊將迅速處理並對任何違反本集團原則或損害其利益的行為採取嚴厲行動。

反貪污培訓

本集團每年均會為董事及員工安排反貪污培訓，介紹他們在履行職務之過程中可能面對的誠信風險，旨在提高相關人員對防貪的認知，以免觸犯公司守則及相關的法律法規。本集團在報告期內邀請了廉政公署代表為員工提供反貪污培訓講座，內容包括容易導致貪污的工作範疇、法律法規的監管及相關舉報渠道。報告期內，東莞廠房亦組織G6級及以上管理人員進行了「職務履行中職業道德風險防範」培訓。培訓過程中對利用職務進行行賄受賄的案例及法律條款進行分析總結。

於報告期間，我們的董事及員工完成了約580小時的反貪污進修培訓。

在報告期內，香港和中國內地沒有報告重大不遵從賄賂、敲詐勒索、詐騙和洗錢等相關事項，對本集團的財務報表或整體運營產生重大影響。同時，在報告期內也沒有針對公司或其員工提起關於貪污行為的訴訟案件。

Social Aspect 社會層面

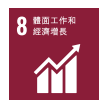
COMMUNITY INVESTMENT



With the concept of giving back to the society, the Group is fully committed to supporting various social undertakings with contribution to the progress of the community. The Group attaches great importance to education, understands the power of education to personal life and social progress. The Group strives to provide equal opportunities and access to quality education for disadvantaged groups through scholarships, subsidies and education programs. In addition, the Group has actively participated in activities to improve social welfare, including the cooperation with government agencies, non-profit organization and local community, and developed sustainable solutions to address societal challenges and promote well-being of the citizens.

In the event of a crisis or disaster, the Group will provide aid and relief in a timely manner, support the affected regions, and provide aid such as necessities, infrastructure restoration and community reconstruction. The Group also encourages the culture of voluntary service and social engagement, encourages employees to devote their time and skills to various charities, and organizes volunteer programs, charitable fund-raising and community outreach activities, such as encouraging employees to participate in the “Earth Hour” lights-out activity organized by World Wide Fund for Nature through publicity to create a green life for employees and make positive changes for the future. With the commitment on social responsibilities, the Group focused on promoting the sustainable development, empowering communities and creating a society with more inclusive and caring.

社區投資



本集團以回饋社會為理念，全力致力於支持各種有助於社區進步的社會事業。本集團非常重視教育，並明白教育對個人生活和社會進步的力量。通過獎學金、補助和教育計劃，本集團努力為弱勢群體提供平等機會和接觸優質教育的途徑。此外，本集團積極參與改善社會福利的活動，包括與政府機構、非營利組織和當地社區合作，制定可持續的解決方案，應對社會挑戰，促進市民的福祉。

在災害或危機時期，本集團適時提供援助和救濟，及向受影響地區提供支持，提供必需品、基礎設施恢復和社區重建等援助。本集團亦鼓勵志願服務和社會參與的文化，激勵員工貢獻時間和技能於各種慈善事業，並組織志願者計劃、慈善募捐和社區外展活動，例如通過宣傳，鼓勵員工參與由世界自然基金會舉辦的『地球一小時』熄燈活動，為員工創造綠色生活，為未來做出積極的改變。通過對社會責任的堅定承諾，本集團致力於促進可持續發展，賦予社區力量，創造一個更包容和有愛心的社會。



Social Aspect 社會層面

COMMUNITY INVESTMENT (continued)

During the Reporting Period, the Group's charitable activities and performance are as follows:

社區投資(續)

於本報告期內，本集團的慈善活動及表現如下：

Business District 業務地區	Focus Area 專注範疇	Organizer 舉辦機構	Donation Amount/Equivalent Amount for Donated Supplies 捐款金額／捐贈物資的金錢等值	Number of Volunteers 義工數目	Hours of Volunteerism 義工服務小時
Hong Kong	Environmental Protection	The Community Chest of Hong Kong	HK\$5,000	/	/
香港	環保	香港公益金	港幣5,000元		
	Education	The Community Chest of Hong Kong	HK\$8,000	/	/
	教育	香港公益金	港幣8,000元		
		St. James' Settlement		8	32
		聖雅各福群會			
	Poverty Alleviation	The Evangelical Lutheran Church of Hong Kong	HK\$8,000	/	/
	扶貧	基督教香港信義會	港幣8,000元		
	Community Development	The Evangelical Lutheran Church of Hong Kong	HK\$2,000	/	/
	社區發展	基督教香港信義會	港幣2,000元		
		St. James' Settlement	Gift sponsor equivalent to HK\$3,520	/	/
		聖雅各福群會	禮品贊助折合港幣3,520元		
Dongguan	Education	Local communities	A total of RMB142,000	/	/
東莞	教育	當地社區	合共人民幣142,000元		
	Community Development	Local communities	A total of RMB169,000	/	/
	社區發展	當地社區	合共人民幣169,000元		
	Caring of Elderly	Local communities	A total of RMB263,691.2	/	/
	關懷長者	當地社區	合共人民幣263,691.2元		
Guangzhou	Poverty Alleviation	Local communities	Clothes sponsor equivalent to RMB1,050,000	/	/
廣州	扶貧	當地社區	捐贈價值人民幣1,050,000元衣服		



Social Aspect 社會層面

COMMUNITY INVESTMENT (continued)

The Group's contribution to the community has also been recognized by all walks of life. Texwinca Holdings Limited and Baleno Holdings Limited have been awarded the "Caring Company" for the 10 and 20 consecutive years respectively. Relevant awards received during the Reporting Period are as follows:

社區投資(續)

本集團對社區的貢獻亦獲得各界肯定，德永佳集團有限公司及班尼路集團有限公司分別獲頒「商界展關懷」連續10年及20年標誌。於報告期內獲取的相關獎項：



Certificate of Appreciation for Earth Hour 2024 Light-out Activity
地球一小時2024熄燈行動嘉許狀



Texwinca Holdings Limited – "Caring Company"
德永佳集團有限公司－「商界展關懷」標誌



Baleno Holdings Limited – "Caring Company"
班尼路集團有限公司－「商界展關懷」標誌

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香港聯交所環境、社會及管治報告指引索引

INDEX SORTED ACCORDING TO HONG KONG STOCK EXCHANGE APPENDIX C2 ESG REPORTING GUIDE
按照香港聯交所附錄C2環境、社會及管治報告指引排序的索引

Hong Kong Stock Exchange ESG Reporting Guide General Disclosures & KPIs 香港聯交所ESG報告指引一般披露及關鍵績效指標			Explanation/Reference Section 說明/參考章節
Aspect A Environmental 層面A環境			
A1 Emissions 排放物	A1	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental – Emissions 環境 – 排放物
	A1.1	Types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental – Emissions 環境 – 排放物
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體總排放(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental – Emissions 環境 – 排放物
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental – Emissions 環境 – 排放物
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental – Emissions 環境 – 排放物
	A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environmental – Emissions 環境 – 排放物
	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 – Emissions 環境 – 排放物
A2 Use of Resources 資源使用	A2	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 – Use of Resources 環境 – 資源使用
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Environmental – Use of Resources 環境 – 資源使用
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Environmental – Management of Water Resources 環境 – 水資源管理
	A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Environmental – Use of Resources 環境 – 資源使用
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源方面是否有任何問題，以及提升用水效益計劃及所得成果。	Environmental – Management of Water Resources 環境 – 水資源管理
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Environmental – Packaging Materials 環境 – 包裝物料
A3 The Environment and Natural Resources 環境及天然資源	A3	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 – Environment and Natural Resources 環境 – 環境及天然資源
	A3.1	Description of the significant impacts of activities on the environment and natural resources and action 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 – Environment and Natural Resources 環境 – 環境及天然資源
A4 Climate Change 氣候變化	A4	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 – Climate Change 環境 – 氣候變化
	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 – Climate Change 環境 – 氣候變化

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香港聯交所環境、社會及管治報告指引索引

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Aspect B Social 層面B社會			
B1 Employment 僱傭	B1	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Employment 社會－僱傭
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Social – Employment 社會－僱傭
	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。	Social – Employment 社會－僱傭
	B2	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Health and Safety 社會－健康及安全
B2 Health and Safety 健康及安全	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。	Social – Health and Safety 社會－健康及安全
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social – Health and Safety 社會－健康及安全
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Social – Health and Safety 社會－健康及安全
	B3	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。	Social – Development and Training 社會－發展及培訓
B3 Development and Training 發展及培訓	B3.1	The average training hours completed per employee by gender and employee category (e.g. senior management and middle-level management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Social – Development and Training 社會－發展及培訓
	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。	Social – Development and Training 社會－發展及培訓
B4 Labour Standards 勞工準則	B4	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Labour Standards 社會－勞工準則
	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。	Social – Labour Standards 社會－勞工準則
	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。	Social – Labour Standards 社會－勞工準則

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B5 Supply Chain Management 供應鏈管理	B5	Policies on the management of environment and social risks of supply chain. 管理供應鏈的環境及社會風險政策。	Social – Supply Chain Management 社會－供應鏈管理
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Social – Supply Chain Management 社會－供應鏈管理
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Social – Supply Chain Management 社會－供應鏈管理
	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。	Social – Supply Chain Management 社會－供應鏈管理
	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。	Social – Supply Chain Management 社會－供應鏈管理
B6 Product Responsibility 產品責任	B6	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Product Responsibility 社會－產品責任
	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。	Social – Product Responsibility 社會－產品責任
	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。	Social – Product Responsibility 社會－產品責任
	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。	Social – Product Responsibility 社會－產品責任
	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。	Social – Product Responsibility 社會－產品責任
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Social – Product Responsibility 社會－產品責任

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B7 Anti-corruption 反貪污	B7	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Anti-corruption 社會 – 反貪污
	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。	Social – Anti-corruption 社會 – 反貪污
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Social – Anti-corruption 社會 – 反貪污
	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。	Social – Anti-corruption 社會 – 反貪污
B8 Community Investment 社區投資	B8	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。	Social – Community Investment 社會 – 社區投資
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Social – Community Investment 社會 – 社區投資
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social – Community Investment 社會 – 社區投資



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