



六福集團(國際)有限公司

LUK FOOK HOLDINGS (INTERNATIONAL) LIMITED

(於百慕達註冊成立之有限公司)

(Incorporated in Bermuda with Limited Liability)

Stock Code 股份代號: 0590

可持續發展報告  
Sustainability  
Report  
2023/24



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# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### ABOUT THIS REPORT

#### Purpose of This Report

Luk Fook Holdings (International) Limited (the “Company”), together with its subsidiaries (collectively referred to as the “Group” or “We”), is delighted to present its Sustainability Report (the “Report”) for the year ended 31 March 2024 (“FY2024” or the “Reporting Period”) to all stakeholders with an aim to demonstrate the performance, management approach and achievements of our sustainability strategy in pursuit of the well-being of our employees, the prosperity of society and the protection of the environment. For details on corporate governance of the Group, please refer to the section headed “Corporate Governance Report” of our Annual Report 2023/24.

#### Reporting Year and Scope

Unless otherwise stated, this Report mainly focuses on the business operations of the Group’s offices, plant, showrooms, and self-operated shops in Hong Kong Special Administrative Region (SAR), China<sup>1</sup>, Macau SAR, China<sup>2</sup> and Mainland China<sup>3</sup> for the year ended 31 March 2024. Compared to our Sustainability Report FY2023, there is no significant change in the reporting scope of this Report. The sources of information for this Report include our official policy documents, statistical reports, or relevant public information.

After the Group completed the acquisition of the controlling stake of Hong Kong Resources Holdings Company Limited (“HKRH”) (Stock Code: 2882) on 12 January 2024, HKRH became a subsidiary of the Group. HKRH also issues ESG reports to meet the requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). As HKRH is not included in the scope of this Report, please refer to the website of the Stock Exchange or the website of HKRH for its respective reports.

#### Access to the Report

This Report is available in both Chinese and English versions. It is accessible on the Stock Exchange’s website and the Group’s website at lukfook.com.

#### Your Feedback

We greatly appreciate the valuable feedback from our stakeholders regarding the sustainable development and disclosure of the Group. You may contact us by email at ir@lukfook.com.

<sup>1</sup> Hong Kong SAR, China: Hereafter refers to as “Hong Kong”

<sup>2</sup> Macau SAR, China: Hereafter refers to as “Macau”

<sup>3</sup> Mainland China: Hereafter refers to as “Mainland”

### 關於本報告

#### 本報告目的

六福集團（國際）有限公司（「本公司」）及其附屬公司（統稱「本集團」或「我們」）欣然向持份者提呈其截至2024年3月31日止年度（「2024財年」或「報告期」）之可持續發展報告（「本報告」）。此報告旨在讓持份者了解本集團有關可持續發展的策略成效、管理方針及績效，為其員工福祉、社會繁榮以及環境效益作貢獻。有關本集團企業管治的資料，可參閱本集團2023/24年報中的「企業管治報告」章節。

#### 報告年度及範圍

除非另有說明，本報告的報告期間為截至2024年3月31日止年度，涵蓋本集團旗下位於中國香港特別行政區<sup>1</sup>、中國澳門特別行政區<sup>2</sup>及中國內地<sup>3</sup>辦事處、廠房、展廳及自營店的業務營運。報告範圍與本集團2023財年刊發的《可持續發展報告》所載者並無重大變動。報告內容均來自於本集團正式制度文件、統計報告或有關公開資料。

本集團於2024年1月12日完成收購香港資源控股有限公司（「香港資源」）（股份代號：2882）的控股權後，香港資源成為本集團的附屬公司。為遵守香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2之《環境、社會及管治報告指引》（「《環境、社會及管治報告指引》」）的要求，香港資源亦有發佈環境、社會及管治報告。由於本報告範圍並不涵蓋香港資源，請參閱聯交所網站或香港資源的網站以查閱相關報告。

#### 獲取方式

本報告具備中文及英文版本，並登載於聯交所網站及本集團網站lukfook.com供查閱。

#### 意見反饋

我們非常重視持份者對本集團可持續發展表現和披露的寶貴意見。閣下可發送電郵至 ir@lukfook.com與我們聯繫。

<sup>1</sup> 中國香港特別行政區：往後稱為「香港」

<sup>2</sup> 中國澳門特別行政區：往後稱為「澳門」

<sup>3</sup> 中國內地：往後稱為「內地」

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### Reporting Standard

This Report complies with the latest disclosure requirements of the ESG Reporting Guide set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange. A content index to the ESG Reporting Guide is enclosed to enhance the readability of this Report.

### Reporting Principles

In the preparation process, the Group has adhered to the “reporting principles” stipulated in the ESG Reporting Guide of the Stock Exchange: materiality, quantitative, balance and consistency. For details, please refer to the table below.

### 報告標準

本報告遵守聯交所證券上市規則附錄C2之《環境、社會及管治報告指引》載列的最新披露要求作匯報。本報告載有《環境、社會及管治報告指引》的內容索引，提升本報告的可讀性。

### 報告準則

在編製過程中，本集團秉持聯交所《環境、社會及管治報告指引》訂明的「匯報原則」：重要性、量化、平衡及一致性。詳情請參閱下表。

Reporting Principles 匯報原則	Meaning 意思	Response of the Group 本集團的回應
<b>Materiality 重要性</b>	The ESG Report should disclose: (i) the process to identify and the criteria for selecting material ESG factors; (ii) if stakeholder engagement activities are conducted, a description of key stakeholders identified, and the process and results of the issuer's stakeholder engagement. 環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。	The Group has identified major sustainability issues based on the engagement of stakeholders. During the process, we have considered internal and external factors by conducting regular materiality assessment and communication with stakeholders, to identify material sustainability issues and to focus on these material issues in this Report. Please refer to the section headed “Material Issues” for details. 本集團透過持份者參與，辨識出重大可持續發展議題。通過定期評估重要議題及與持份者溝通，我們考慮內外因素，識別與可持續發展相關的重大議題，並在本報告中重點關注重要事宜。詳情請參閱「重要議題」章節。
<b>Quantitative 量化</b>	Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate. 量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。	The Group has disclosed its environmental and social Key Performance Indicators (“KPI”) through calculation and presentation of figures with comparison and explanation (where applicable). 本集團已通過計算及數據呈列披露其環境及社會關鍵績效指標，並提供比較數據及說明（如適用）。
<b>Balance 平衡</b>	Both positive and negative information should be presented in this Report to present an unbiased picture of the Group's performance. 正面及負面信息均應於本報告內呈報，以不偏不倚地呈現本集團的表現。	The Group has presented its sustainability achievements and challenges in this Report to reflect a comprehensive picture of the Group's sustainability performance and development. 本集團已於本報告內呈報其可持續性成就及挑戰，以全面反映本集團的可持續性表現及發展。
<b>Consistency 一致性</b>	The issuer should disclose in the ESG report any changes to the calculation methodology or KPIs used (if any), or any other relevant factors affecting a meaningful comparison. 發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。	The Group has adopted a consistent reporting framework and calculation methodology to enable stakeholders to make meaningful comparisons of its performance. 本集團已採納一致的報告框架及統計方法，以便持份者對其表現進行有意義的比較。





## ABOUT THE GROUP

### Corporate Vision

“Brand of Hong Kong, Sparkling the World”

Starting in Hong Kong and going global, Lukfook Group commits to crafting the finest jewellery for customers worldwide to further consolidate its reputation in the international market.

### Corporate Mission

“Building a Family with Love” – We always put our greatest effort to implementing the following corporate mission in order to foster “love” for our business partners, shareholders, customers, employees, the industry and the community:

- Achieve mutual benefits: Collaborate with business partners to create long-term value and mutual success.
- Foster mutual care: Rally shareholders to extend reciprocal long-term trust and support.
- Care for customers: Create enduring bonds with customers, treat customers as our family members, and provide customers with quality, value-for-money products, and sincere services.
- Care for employees: Forge cohesion among employees, provide employees with a harmonious working environment and a sense of belonging and cohesiveness, and grow together with employees to progressing towards the ideals.

## 關於本集團

### 企業願景

「香港品牌 國際演繹」

始於香港，邁向全球，為全球顧客提供優質珠寶首飾，進一步鞏固國際市場上的聲譽。

### 企業使命

「聚愛成家」—我們致力踐行以下的企業使命，凝聚商業夥伴、股東、顧客、員工、業界和社會上的「愛」：

- 互愛互利：凝聚商業夥伴，創造長遠價值，相互成就
- 共創共愛：凝聚股東，彼此給予長期的信賴和支持
- 親切關愛：凝聚顧客，視顧客為家人，提供優質及物超所值的產品及殷勤誠摯的服務
- 成長護愛：凝聚員工，締造和諧的工作環境，提供歸屬感及向心力，共同成長，邁向理想



- Foster a harmonious industry: Promote cohesion and strengthen the communication with peers in the industry, strive for excellence and facilitate the vibrant development of the industry.
- Spread great love: Coalesce the community to contribute to the community, actively fulfill social responsibility and promote long-term social development.

### Corporate Values

“Building a Family on Virtues” – Foster Lukfook's virtues of integrity, practicality, innovation, proactivity, diversity, and quality.

- Integrity: Act with sincerity and honesty
- Practicality: Be realistic, modest and pragmatic
- Innovation: Strive for change as well as breakthrough thinking
- Proactivity: Advocate a positive attitude, learn proactively, and pursue continuous learning and self-enhancement
- Diversity: Embrace equality, friendship, diversity and inclusion, build a harmonious corporation both internally and externally, and put the overall interests as the first priority to achieve win-win outcome
- Quality: Be quality oriented and commit to excellence

### Management Philosophy

“Self-Cultivation Corporate Management” – Six management habits in work practices

- Be proactive
- Attain goals
- Take control of time
- Achieve win-win outcome
- Value differences
- Make continuous improvement

- 和諧友愛：凝聚業界，加強業內溝通交流，精益求精，推動行業蓬勃發展
- 傳遞大愛：凝聚社會，延續關懷，積極承擔社會責任，推動社會長遠發展

### 企業價值觀

「美德立家」—以誠信、務實、創新、積極、多元、優質，樹立六福美德

- 誠信：至誠相待，童叟無欺
- 務實：實事求是，謙和務實
- 創新：勇於求變，突破思維
- 積極：積極向上，主動學習，持續增值
- 多元：平等友愛，多元共融，共建內外和諧企業，以整體為先，製造雙贏
- 優質：品質至上，追求卓越

### 管理理念

「修身治家」—六大管理習慣，延續工作方式

- 主動積極
- 達成目標
- 掌握時間
- 製造雙贏
- 珍惜差異
- 持續進步



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### SUSTAINABILITY RECOGNITION AND AWARDS

### 可持續發展認證及獎項

#### Product and Service Quality

#### 產品及服務品質



Lukfook Jewellery has been honoured with “Outstanding Jewellery Retail Service Award” at the “01 Gold Medal Awards” for the third consecutive year  
六福珠寶連續3年榮獲「01企業金動大獎」之「傑出珠寶零售服務大獎」

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group, received the honour on behalf of the Group  
六福集團執行董事兼副行政總裁黃蘭詩女士代表集團接受殊榮



The Group has been awarded “Hong Kong Star Brand Award – Enterprise” for 11 consecutive years by the Hong Kong Small and Medium Enterprises Association  
本集團連續11年榮獲由香港中小型企業聯合會頒發的「香港星級品牌—企業獎」

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group (Centre) received the prestigious award from Ms. Wong Siu Chu, Maggie, JP, Director-General of Trade and Industry (Second from Right)  
六福集團執行董事兼副行政總裁黃蘭詩女士(中)接受工業貿易署署長黃少珠女士, JP (右二) 頒發榮譽



The Group has been selected as a “Consumer Caring Company” by GS1 Hong Kong for the 11<sup>th</sup> consecutive year and awarded the “10 Years Plus Award” logo  
本集團連續11年被香港貨品編碼協會選為「貼心企業」，並獲授予「10年+賞」標誌

Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group, received the honour on behalf of the Group  
六福集團非執行董事兼名譽顧問謝滿全先生代表集團接受殊榮





# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

The Group has been recognised with a Certificate of Appreciation for participating in the Intellectual Property Department of Hong Kong's "No Fakes Pledge" Scheme for the 20<sup>th</sup> consecutive year. 本集團榮獲由香港知識產權署頒發的連續二十年參與「正版正貨承諾」計劃嘉許狀。

Ms. Wong Hau Yeung, Executive Director and Chief Operating Officer of Lukfook Group received the appreciation on behalf of the Group. 六福集團執行董事兼營運總裁王巧陽女士代表集團接受嘉許。



The Group has been awarded the "Hong Kong Service Awards 2024 - Quality Living Category (Jewellery and Gold)" by East Week Magazine for the 17<sup>th</sup> time, being the only one in its industry to be recognised for more than a decade for driving excellence in customer service. 本集團第十七度榮獲由《東週刊》頒發的「香港服務大獎2024—優越生活組別(珠寶金行)」，同時亦是同業中唯一超過十年在組別中獲表揚卓越客戶服務殊榮的企業。

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group, received the award from Dr. Bernard Chan Pak Li, Under Secretary for Commerce & Economic Development. 六福集團執行董事兼副行政總裁黃蘭詩女士接受商務及經濟發展局副局長陳百里博士頒發獎項。

The Group's Jewellery Sales Officer, Ms. Doris Wan, has been awarded the "Bronze Award of Junior Frontline Level" in the Watch & Jewellery Category at the "2023 Service Talent Award" by the Hong Kong Retail Management Association ("HKRMA"). 本集團珠寶銷售主任溫美珍女士榮獲由香港零售管理協會頒發「2023傑出服務獎」之「鐘錶及珠寶組別個人獎」銅獎。

Ms. Doris Wan, Jewellery Sales Officer of Lukfook Group (left) received the trophy from Mr. Samuel Lee, Chairman of Executive Committee Sustainability Task Force of HKRMA (right). 六福集團珠寶銷售主任溫美珍女士(左)接受香港零售管理協會委員會持續發展工作小組主席李家樂先生(右)頒發獎項。





# SUSTAINABILITY MANAGEMENT

## 可持續發展管理



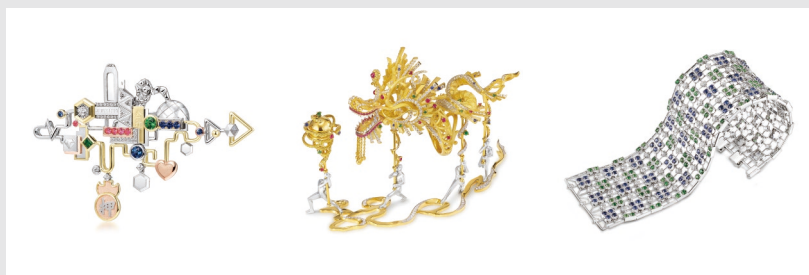
The Group has been recognised as one of the “Top 10 Gold Jewellery Brands in 2023” by [www.chinapp.com](http://www.chinapp.com), demonstrating the Group’s leading position in the industry

本集團躋身品牌網「2023年黃金首飾十大品牌」排行榜，彰顯在珠寶行業中領先的品牌地位



The Group’s jewellery design pieces “Colour of the Neon Sign”, “Dance with The Fire Dragon” and “Retro Feelings” have won the “Best of Show Award (Open Group)”, the “Craftsmanship & Technology Award” and the “Merit Award” respectively in the 25<sup>th</sup> “Hong Kong Jewellery Design Competition”

本集團珠寶設計作品「霓虹色彩」、「火龍盛世」及「情懷」分別於第25屆「香港珠寶設計比賽」中奪得「公開組大獎」、「工藝技術獎」及「優異獎」



Award-winning pieces (from left to right): “Colour of the Neon Sign”, “Dance with The Fire Dragon” and “Retro Feelings”  
獲獎作品 (由左到右): 「霓虹色彩」、「火龍盛世」及「情懷」



### 2022年黃金珠寶品牌集團成員單位 零售業品牌價值與品牌強度 評價結果試發布通知書

六福集團(國際)有限公司:  
在中國品牌建設促進會的指導下，依據品牌價值評價國際標準、國家標準、團體標準，經專家委員會評審、測算，品牌評價發布工作委員會審定，貴單位零售業的品牌價值為516.53億元人民幣，品牌強度為858.67。



The Group has been ranked as one of the top five brands in terms of brand value and brand strength in the gold jewellery retail industry for the year 2022, by the panel of experts at the inaugural “2023 China Shenzhen Jewellery Brand Development Conference”

本集團在首屆「2023中國深圳·珠寶品牌發展大會」上，獲評審專家委員會評為2022年黃金珠寶零售業品牌價值與品牌強度之前五位



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### Environmental Protection

#### 環境保護

#### 2022香港綠色機構認證



The Group has been awarded the “Hong Kong Awards for Environmental Excellence” for the sixth consecutive year by the Environmental Campaign Committee in conjunction with the Environmental Protection Department and nine other organisations, once again winning the Certificate of Merit under the “Shops and Retailers Sector” category  
本集團連續六年榮獲由環境運動委員會聯同環境保護署及九個機構頒發的「香港環境卓越大獎」殊榮，再度獲得「商舖及零售業」組別的優異獎

Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group, received the recognition  
六福集團非執行董事兼名譽顧問謝滿全先生接受嘉許

The Group has been honoured again with the “BOCHK Corporate Low-Carbon Environmental Leadership Awards” jointly presented by the Federation of Hong Kong Industries and Bank of China (Hong Kong), and has been recognised as “EcoPartner” and awarded the “3 Years+ EcoPioneer Logo” in the “Services” Sector for four consecutive years. The Group's subsidiaries, Luk Fook Jewellery (Guangzhou) Company Limited and Lee Fook Diamond & Jewellery (Guangzhou) Company Limited, have also been awarded the “EcoPartner” and the “5 Years+ EcoPioneer Logo” in the “Manufacturing” sector for eight consecutive years. Another subsidiary of the Group, Guangzhou Lee Ying Jewellery Company Limited, who made its debut on participation, was recognised as “EcoPartner”

本集團再度榮獲由香港工業總會（工總）與中國銀行（香港）聯合頒發的「中銀香港企業低碳環保領先大獎」殊榮，連續四年於「服務業」獲嘉許為「環保傑出夥伴」及「3年+參與環保先驅獎章」。集團附屬公司六福珠寶（廣州）有限公司及廣州利福鑽石首飾有限公司亦連續八年於「製造業」榮獲「環保傑出夥伴」和「5年+參與環保先驅獎章」嘉許；集團另一附屬公司廣州利盈首飾有限公司於首年參與即獲嘉許為「環保傑出夥伴」

Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group received the honour on behalf of the Group  
六福集團非執行董事兼名譽顧問謝滿全先生代表集團接受嘉許



The Group's subsidiary, Guangzhou Lee Ying Jewellery Company Limited, has been recognised as an outstanding environmental protection unit by the Guangzhou Bureau of Environmental Protection, being incorporated into the “Positive List for Supervision and Law Enforcement”. Guangzhou Lee Ying Jewellery Company Limited is one of only 13 companies in the Nansha area to receive this honour

本集團的附屬公司廣州利盈首飾有限公司榮獲廣州市環保局評選為優秀環保單位，並被納進「監督執法正面清單」。廣州利盈首飾有限公司是南沙區僅有的13家獲此殊榮的企業之一



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### Corporate Governance and Citizenship 企業管治及公民責任



The Group has been awarded the “Hong Kong Corporate Governance and ESG Excellence Award (Hang Seng Index Constituent Companies)” at the Hong Kong Corporate Governance and ESG Excellence Awards 2023, organised by the Chamber of Hong Kong Listed Companies and the Centre for Corporate Governance and Financial Policy, Hong Kong Baptist University

本集團在香港上市公司商會和香港浸會大學公司管治與金融政策研究中心主辦的「香港公司管治與環境、社會及管治卓越獎2023」中榮獲「環境、社會及管治嘉許獎 (恒生指數成份股公司)」

Dr. Chan So Kuen, Kathy, Executive Director and Chief Financial Officer of Lukfook Group (centre), received the award from Mr. Patrick Yeung, CEO of Hong Kong General Chamber of Commerce (left), and Dr. Anthony Chow, S.B.S. J.P., Chairman of Panel of Judges (right)  
六福集團執行董事兼財務總裁陳素娟博士 (中) 接受香港總商會總裁楊偉添先生 (左) 及評獎委員會主席周永健博士S.B.S.J.P. (右) 頒發殊榮

The Group has been honoured with “ESG Special Recognition Award” in the “TVB ESG Awards 2023”, organised by Television Broadcasts Limited, becoming the first jewellery company to receive recognitions and commendations from the panel for its excellent performance in sustainable development

本集團榮獲由電視廣播有限公司主辦TVB《環境、社會及管治大獎》2023之環境、社會及管治 (「ESG」) 「特別嘉許獎」，成為首家在可持續性發展表現卓越而獲評審團表揚及嘉許的珠寶公司

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group (centre) received the prestigious award from Mr. Hugh Chow, Executive Director of The ESG Consortium (left)

六福集團執行董事兼副行政總裁黃蘭詩女士 (中) 代表接受環境、社會及治理公會執行總監周憲本先生 (左) 頒發殊榮



The Group has been awarded “QF Star Supporter” by the Education Bureau of the Hong Kong Special Administrative Region under the Qualifications Framework Scheme

本集團榮獲香港特別行政區教育局嘉許為「資歷架構」計劃之「QF星級之友」

Ms. Wong Hau Yeung, Executive Director and Chief Operating Officer of Lukfook Group received the honour on behalf of the Group

六福集團執行董事兼營運總裁王巧陽女士代表集團接受殊榮

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

The Group was honoured to participate for the first time in the “ESG Pledge” Scheme organised by the Chinese Manufacturers' Association of Hong Kong, committing to create a sustainable future together with industry peers by signing the “ESG Pledge”

本集團十分榮幸首次參與由香港中華廠商聯合會主辦的「ESG約章」計劃，透過簽署「ESG約章」，與業界共創可持續發展未來



The Group has been recognised as a “Happy Company” under the “Happiness at Work” promotional scheme for the tenth consecutive year. The Group has been awarded the “Happy Company” award for the tenth consecutive year under the “Happiness at Work” promotional scheme.

Ms. Vivian Lai, Deputy Administration and Human Resources Director of Luk Fook Group, accepted the award on behalf of the Group. Ms. Vivian Lai, Deputy Administration and Human Resources Director of Luk Fook Group, accepted the award on behalf of the Group.

The Group has been honoured with three awards under “Good MPF Employer” organised by the Mandatory Provident Fund Schemes Authority again.

本集團再度榮獲積金局頒發「『積金好僱主』嘉許計劃」三項殊榮

Ms. Vivian Lai, Deputy Administration and Human Resources Director of Luk Fook Group, accepted the award on behalf of the Group. Ms. Vivian Lai, Deputy Administration and Human Resources Director of Luk Fook Group, accepted the award on behalf of the Group.





# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

The Group has gained 11 resounding acclaims at the "In-house Counsel Awards 2023" by China Business Law Journal ("CBLJ"), Asia's top law journal, including six Team Awards and five Individual Awards by Ms. Irene Cheung, Senior Legal Counsel of the Group. 本集團獲得亞洲頂級法律期刊《商法》(China Business Law Journal)頒發「《商法》企業法務大獎2023」十一項殊榮，其中包括六項團隊獎殊榮及由集團之高級法務顧問張雅玲女士取得的五項個人獎殊榮。



The Group has been awarded the "3 Years + Industry Cares Recognition" Caring Certificate by the Federation of Hong Kong Industries under the "Industry Cares Recognition Scheme 2023". 本集團榮獲香港工業總會「工業獻愛心」表揚計劃2023—「3年+工業獻愛心」愛心關懷證書。



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### FY2024 SUSTAINABLE DEVELOPMENT HIGHLIGHTS

### 2024財年可持續發展亮點

#### Craft Inheritance and Innovation 優良工藝之延續與創新

 **> 210**

Awards received by design team to date  
設計團隊累計已獲得的獎項

**96%**



The average score achieved by our Hong Kong branches under the Mystery Shopper Programme  
香港分店於神秘顧客計劃的平均分



Recognised as a **“Consumer Caring Company”** by GS1 Hong Kong for the **11<sup>th</sup> consecutive year**, and awarded the “10 Years Plus Award” logo  
**連續11年被香港貨品編碼協會選為「貼心企業」，並獲授予「10年+賞」標誌**



Launched our new brand  
推出全新品牌  
**Love LUKFOOK JEWELLERY**

#### Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購



**↓ 7.8%**

Total greenhouse gas (“GHG”) emissions intensity<sup>2,3</sup>  
溫室氣體總排放密度<sup>2,3</sup>



**↓ 7.0%**

Total energy intensity<sup>2</sup>  
總能源密度<sup>2</sup>



Signed a **HK\$326 million sustainability-linked loan** with DBS Hong Kong  
與星展香港簽署  
**3.26億港元可持續發展掛鉤貸款**



**Opened our first green concept store** at The Wai, partnering with Friends of the Earth (Hong Kong) to launch the “Climate Tree Care” initiative  
於圍方**開設首間環保概念店**，並與香港地球之友攜手合辦「綠林降碳」計劃



**Installed 1,954 m<sup>2</sup> of solar panels** at the third phase of the “Lukfook Jewellery Cultural and Creative Industrial Park”, **powering air conditioning**  
南沙「六福珠寶文化創意產業園」第三期廠房**新增1,954平方米太陽能板**，可供應空調用電量

**70%+**

<sup>2</sup> The relevant data is in comparison to FY2023; 相關數據與2023財年相比；

<sup>3</sup> Total GHG emissions intensity includes Scope 1 and 2  
溫室氣體總排放密度包括範圍1及2



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### People Empowerment

#### 培養人才翹楚



**5,901**

Total workforce  
員工總數



**1:2.4**

Ratio of male to female employees  
員工男女比例



**170,000+**

Total training hours  
總培訓時數

Around 約 **↑ 94%**<sup>4</sup>



**23.7**

Average training hours per employee  
人均培訓時數

Around 約 **↑ 90%**<sup>4</sup>

<sup>4</sup> The relevant data is in comparison to FY2023;  
相關數據與2023財年相比；

### Caring for the Community

#### 關愛社會福祉



Around HK\$ 約 **4.83** Million  
百萬港元

Total donations  
捐款總額

Around 約 **↑ 340%**<sup>4</sup>



**16**

Total beneficiary institutions  
總受惠機構



**Donated HK\$1 million**, reaffirming our support for the Tung Wah Group of Hospitals  
**捐贈100萬港元**，持續支持東華三院



**Sponsored the 2023 Xi'an Marathon**, promoting a culture of sports for all  
**贊助2023西安馬拉松賽事**，推動全民體育文化



Partnered with Mango TV to launch the **"Extraordinary Women, Honouring Her Strength"** Women's Day charity initiative  
攜手芒果TV推出《**WOMEN不凡 致敬她力量**》婦女節公益活動

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### SUSTAINABILITY APPROACH

#### Sustainability Governance

Effective sustainability governance is a key factor in driving the long-term success and value of the Group. As such, we continuously optimise our ESG management systems, commit to integrating ESG principles into our corporate planning and operational decision-making process, while clearly delineating responsibilities from management to execution levels. The Board of Directors bears the ultimate responsibility for overseeing ESG matters, assessing and managing material ESG issues. Additionally, since FY2021, the Board of Directors has independently reviewed the annual ESG report during Board meetings, further demonstrating our commitment to the performance and reporting of sustainable development efforts.

The Group has established the Risk Management and Sustainability Committee to assist in establishing and enhancing the risk management system. The Committee provides advice and assistance to the Board in conducting sustainability-related risk assessments, as well as formulating and implementing sustainability strategies. Furthermore, the Committee also monitors the implementation of the Group's ESG related policies and measures.

### 可持續發展方針

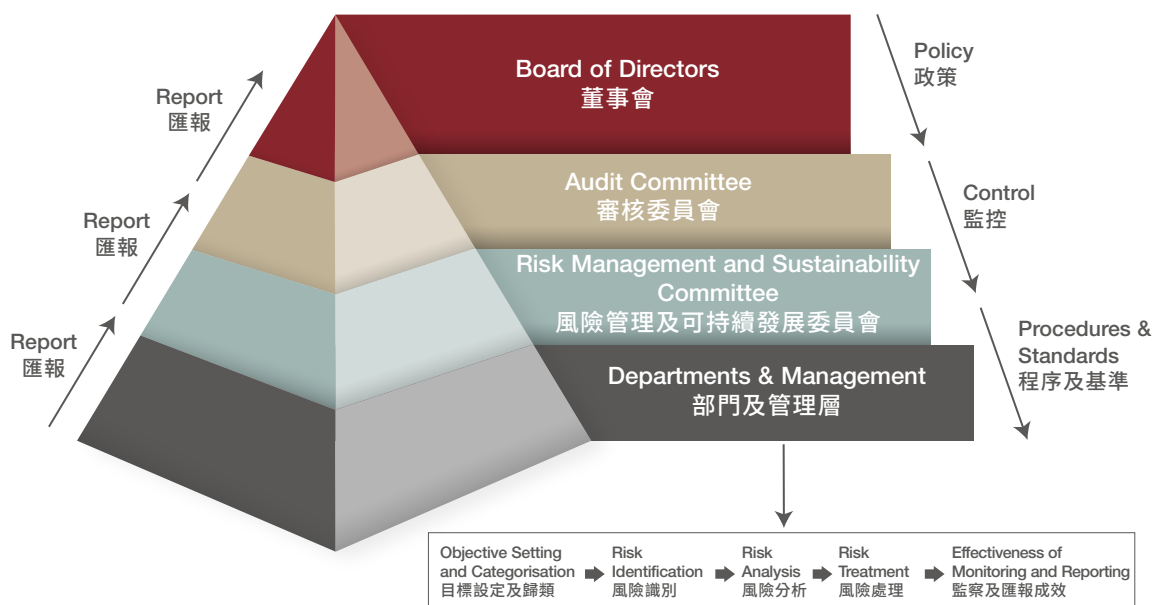
#### 可持續發展管治

有效的可持續發展管治是推動本集團長期成功和價值的關鍵因素。因此，我們不斷優化環境、社會及管治管理體系，致力將環境、社會及管治理念融入企業規劃與運營決策流程當中，並從管理至執行層面明確劃分責任。董事會對環境、社會及管治工作承擔監督的最終責任，就重大的環境、社會及管治事宜進行評估及管理工作。另外，董事會已從2021財年開始在董事會會議中獨立審閱年度環境、社會及管治報告，以進一步落實我們對於可持續發展工作表現及匯報的重視和承諾。

本集團已成立了風險管理及可持續發展委員會，以協助本集團建立及改良風險管理系統，並向董事會提供意見及協助，以進行與可持續發展相關的風險評估和策略制訂及實施。另外，委員會亦會監察本集團的環境、社會及管治相關政策及措施的實施情況。

### RISK MANAGEMENT FRAMEWORK

#### 風險管理架構





# SUSTAINABILITY MANAGEMENT

## 可持續發展管理



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

The procedures in formulating our corporate sustainability strategy and goals are outlined below:

下列為我們制定企業可持續發展策略和目標的流程概述：

1



### Peer Analysis & UNSDGs

#### 同業分析和UNSDGs

Conduct a peer analysis to identify risks faced by international peers, simultaneously review all 17 United Nations Sustainable Development Goals and select 5 goals that are relevant to the Group's business as basis

進行行業分析，以辨識國際同業面對的風險，同時檢視17個聯合國可持續發展目標，從中選出與本集團業務相關的5個目標作為基礎

### Materiality Assessments & ESG-related Assessments

#### 重要性評估和與ESG相關評估

Identify sustainability issues relevant to various stakeholders through materiality assessments, ESG-related risk assessments and internal departmental meetings based on our material sustainability focus areas  
透過重要性評估、ESG相關風險評估、內部部門會議，以及根據我們的重點可持續發展方向，識別與各個持份者相關的可持續發展議題

2



3



### PESTLE & SWOT

Perform a comprehensive analysis on our strengths, weaknesses, opportunities and threats by using PESTLE<sup>4</sup> and SWOT<sup>5</sup> analysis models. These models not only assess the environmental and social factors involved in the previous steps, but also consider macro-environmental factors such as political, economic, technological, and legal factors  
透過PESTLE<sup>4</sup>及SWOT<sup>5</sup>分析模型，為我們的優勢、劣勢、機會及威脅進行全面分析。模型不僅檢視上述步驟所涉及的環境及社會因素，亦會考慮政治、經濟、技術及法律等宏觀環境因素

### Corporate Strategy Setting

#### 企業策略制定

Establish corporate sustainability strategies, corporate goals and KPI targets

制定企業可持續發展策略、企業目標及關鍵績效指標目標

4



<sup>4</sup> PESTLE analysis model mainly analyses six macro-environmental factors, including political, economic, sociological, technological, environmental and legal factors faced by the Group  
PESTLE分析模型主要以本集團面對的六大宏觀環境因素作分析，其中包括政治、經濟、社會、技術、環境及法律因素

<sup>5</sup> SWOT analysis model focuses on identifying the strengths, weaknesses, opportunities and threats of the Group  
SWOT分析模型是以本集團的優勢、劣勢、機會及威脅作分析



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### The United Nations Sustainable Development Goals (“UNSDGs”)

The UNSDGs are a global call to action initiated by the United Nations, aiming to achieve peace and prosperity for people and the planet. As a responsible corporate citizen, we are committed to supporting the United Nations’ sustainable development initiatives and incorporating sustainability into our Group’s business operations.

The Group firmly believes that as we actively expand our jewellery business, we should also promote environmental protection, give back to society, and create a caring and inclusive work culture for our employees. By doing so, we strive to meet the expectations of our customers, employees and shareholders, and enhance sustainable development. To achieve this, we are committed to identifying and managing significant potential sustainable development risks to the Group. Furthermore, by considering the 17 UNSDGs and the nature of our business, we have selected 5 UNSDGs as the foundation to formulate our four key focus areas: (1) Craft Inheritance and Innovation, (2) Sustainable Jewellery and Responsible Sourcing, (3) People Empowerment, and (4) Caring for the Community. This comprehensive framework reflects our commitment to sustainable development, and together with the corresponding ESG goals we have set, effectively guides us in strengthening the sustainable development performance of the Group’s operations and business planning.

We selected 5 UNSDGs of greatest relevance to the Group as the foundation:

### 聯合國可持續發展目標(UNSDGs)

UNSDGs是聯合國發起的全球行動的號召，旨在為人民和地球實現和平與繁榮。作為一個負責任的企業公民，我們致力支持聯合國的可持續發展倡議，並努力在集團業務經營中實踐可持續發展。

本集團深信在積極拓展珠寶業務發展的同時，我們亦應推動環境保護，回饋社會，並為員工創造一個關愛和包容的工作文化，力求實現顧客、員工及股東對我們的期望和提升可持續發展。為此，我們致力識別並管理對本集團重大的潛在可持續發展風險，並參考了17個UNSDGs和集團業務性質，從中選出5個可持續發展目標為基礎，以制定四個重點領域：(1) 優良工藝之延續與創新、(2) 可持續珠寶與負責任採購、(3) 培養人才翹楚及(4) 關愛社會福祉。這個全面的框架體現了本集團的可持續發展理念，並連同我們設定的相應環境、社會及管治目標，有效引領我們強化集團營運及業務策劃上的可持續發展表現。

我們選出5項與本集團最為相關的UNSDGs作為基礎：



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### Stakeholder Engagement

Stakeholder opinions and feedback play a crucial role in driving our sustainable development efforts and risk management. In our day-to-day operations, we maintain close communication with stakeholders through various channels to understand their expectations and needs regarding the development of our business. We are committed to fostering strong relationships with stakeholders continuously and creating long-term value for them. The communication channels established for our key stakeholders, as well as their focused concerns, are shown below:



#### Customers and Community 顧客及社區

##### Focused Concerns

###### 關注事項

- Customer Service  
顧客服務
- Product Design and Creativity  
產品設計及創意
- Craftsmanship  
工藝
- Product Assurance and Quality  
產品鑑證及質量
- Data Protection and Cybersecurity  
數據保護與網絡安全
- Ethical and Responsible Sourcing  
道德採購

### 持份者參與

持份者的意見和反饋能推動我們的可持續發展工作和風險管理。在日常營運中，我們透過多種渠道與持份者保持密切聯繫，務求了解他們對本集團業務發展的期望及需要。我們致力與持份者持續建立良好關係，並為他們創造長期價值。以下列明我們為各主要持份者設立的溝通渠道及他們的關注事項：

##### Major Communication Channel and Frequency

###### 主要溝通渠道及頻次

- Direct Communication (All the time)  
直接溝通 (長期進行)
- Social Platform (Irregularly)  
社交平台 (不定期)
- Press Release (Irregularly)  
新聞稿 (不定期)

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理



### Employee 員工

#### Focused Concerns

##### 關注事項

- Employee Benefits  
僱員福利
- Employee Physical and Mental Health  
員工的身心健康
- Occupational Health and Safety  
職業健康及安全
- Employee Development and Training  
員工發展及培訓
- Employment Compliance  
僱傭合規性

#### Major Communication Channel and Frequency

##### 主要溝通渠道及頻次

- Employee Performance Appraisal Interview (Annually)  
員工績效考核面談 (每年度)
- Meeting (Irregularly)  
會議 (不定期)
- Feedback Mailbox (Open all the time)  
反饋信箱 (長期開放)
- Employee Activity (Irregularly)  
員工活動 (不定期)



### Licensee 品牌商

#### Focused Concerns

##### 關注事項

- Economic Performance  
經濟表現
- Business Expansion  
業務擴展
- Product Assurance and Quality  
產品鑑證及質量
- Intellectual Property Management  
知識產權管理
- Marketing Promotion and Advertising  
市場推廣及廣告
- Craftsmanship  
工藝
- Product Design and Creativity  
產品設計及創意
- Ethical and Responsible Sourcing  
道德採購

#### Major Communication Channel and Frequency

##### 主要溝通渠道及頻次

- Licensees Meeting (Irregularly)  
品牌商會議 (不定期)
- On-site Visit (Irregularly)  
現場調研 (不定期)
- Direct Communication (Irregularly)  
直接溝通 (不定期)



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理



### Supplier 供應商

#### Focused Concerns

##### 關注事項

- Business Expansion  
業務擴展
- Craftsmanship  
工藝
- Product Assurance and Quality  
產品鑑證及質量
- Product Design and Creativity  
產品設計及創意
- Ethical and Responsible Sourcing  
道德採購

#### Major Communication Channel and Frequency

##### 主要溝通渠道及頻次

- Suppliers Meeting (Irregularly)  
供應商會議 (不定期)
- Tendering (Irregularly)  
招標 (不定期)
- On-site Visit (Irregularly)  
現場調研 (不定期)
- Exhibition (Irregularly)  
展覽會 (不定期)
- Direct Communication (Irregularly)  
直接溝通 (不定期)



### Investor and Shareholder 投資者及股東

#### Focused Concerns

##### 關注事項

- Economic Performance  
經濟表現
- Business Expansion  
業務擴展
- Corporate Governance Practices  
企業管治常規
- Ethical and Responsible Sourcing  
道德採購
- Anti-corruption  
反貪污

#### Major Communication Channel and Frequency

##### 主要溝通渠道及頻次

- Annual General Meeting (Annually)  
股東大會 (每年度)
- Annual Report/Interim Report (Annually/Semi-annually)  
年報／中期報告 (每年度／半年度)
- Investor Conference (Irregularly)  
投資者會議 (不定期)
- Press Release/Announcement (Irregularly)  
新聞稿／公告 (不定期)
- Direct Communication (Irregularly)  
直接溝通 (不定期)

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### Materiality Assessment

Materiality assessment enables us to gain a better understanding of stakeholders' perspectives and identify the most significant sustainable development issues for the Group and our stakeholders. Our most recent materiality assessment was carried out in FY2022/23. The results comprehensively reflect the issues that are of great concern to stakeholders. For information on the assessment process, please refer to our Sustainability Report 2022/23.

### Material Issues

The 17 material sustainability issues identified for our stakeholders and the Group are as follows:

### 重要性評估

重要性評估有助我們更了解持份者的觀點，及識別對於本集團和持份者而言最為重大的可持續發展議題。我們最近一次的重要性評估在2022/23財年進行，評估結果充分反映持份者最關注的議題。有關詳細評估過程，請參閱2022/23可持續發展報告。

### 重要議題

我們所識別出對持份者及本集團而言最為重大的17項可持續發展議題如下：

<b>Sustainability Approach</b> 可持續發展方針	<b>Craft Inheritance and Innovation</b> 優良工藝之延續與創新	<b>Sustainable Jewellery and Responsible Sourcing</b> 可持續珠寶與負責任採購	<b>People Empowerment</b> 培養人才翹楚
			
<ul style="list-style-type: none"><li>Corporate Governance Practices<sup>6</sup> 企業管治常規<sup>6</sup></li></ul>	<ul style="list-style-type: none"><li>Product Assurance and Quality 產品鑑證及質量</li><li>Customer Service 顧客服務</li><li>Intellectual Property Rights Management 知識產權管理</li><li>Marketing Promotion and Advertising 市場推廣及廣告</li><li>Craftsmanship 工藝</li><li>Product Design and Creativity 產品設計及創意</li><li>Data Protection and Cybersecurity 數據保護與網絡安全</li><li>Economic Performance 經濟表現</li><li>Business Expansion 業務擴展</li></ul>	<ul style="list-style-type: none"><li>Ethical and Responsible Sourcing 道德採購</li></ul>	<ul style="list-style-type: none"><li>Employee Benefits 僱員福利</li><li>Employee Physical and Mental Health 員工的身心健康</li><li>Occupational Health and Safety 職業健康及安全</li><li>Employee Development and Training 員工發展及培訓</li><li>Employment Compliance 僱傭合規性</li><li>Anti-corruption 反貪污</li></ul>

<sup>6</sup> For details on our corporate governance practices, please refer to the "Corporate Governance Report" section in the Annual Report 2023/24 of the Company  
有關我們企業管治常規詳情，請參閱本公司2023/24年報中的「企業管治報告」章節

# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

### ESG Risk Management

The Group fully recognises the importance of risk management in its daily operations and to maintain a sound corporate governance. In today's highly competitive business environment, where economic, industry, regulatory, and operating conditions are constantly changing, it is particularly important to establish robust and effective risk management mechanisms. These mechanisms can help us assess and mitigate risks that may hinder the achievement of our business goals. For more details on our risk management approach, please refer to the "Corporate Governance Report" section in the Group's Annual Report 2023/24.

With the assistance of an independent sustainability consultant, we regularly conduct ESG-related risk assessments to enhance our ability to address sustainability risks and opportunities arising from our operations. We initiate discussions with representatives from various functional departments related to sustainable development and identify significant ESG risks at the operational level, taking into account the risks faced by international peers, stakeholder opinions, and ESG trends. Risks considered include climate risks and ESG-related risks in our supply chain, among others. ESG risks are assessed and prioritised based on their likelihood and significance to the Group. To manage higher-level ESG risks effectively, we regularly review the effectiveness of relevant measures and propose improvement plans when necessary. Additionally, the Group's Risk Management and Sustainability Committee reports on ESG-related risks to the Board of Directors, which reviews the implementation progress of registered risks and corresponding measures, as well as the Group's corporate strategy, goals, and KPI progress on a biannual basis. For more details on the Group's risk management methodology, please refer to the "Corporate Governance Report" section.

### PESTLE AND SWOT MODEL ANALYSIS

In an effort to gain a comprehensive understanding of the Group's strengths, weaknesses, opportunities, and threats, we also utilise the PESTLE and SWOT models for analysis. These models not only assess a range of environmental and social factors but also examine macro-environmental factors such as political, economic, technological and legal aspects, enabling us to establish the appropriate corporate strategies and goals effectively. Climate-related risks are also considered in this process, including climate-related physical risks (e.g., climate-related natural disasters) and transition risks (e.g., changes in policy and regulatory requirements), ensuring that our corporate strategies and goals can effectively enhance our climate resilience.

### 環境、社會及管治風險管理

本集團充分意識到風險管理對於日常管理以及維持健全企業管治的重要性。在當前競爭激烈的營商環境中，經濟、行業、法規及經營狀況持續不斷變化，設立強而有效的風險管理機制尤其重要，可有助本集團評估及盡量降低可能阻礙我們實現業務目標的風險。有關本集團風險管理方法的詳情，請參閱本集團2023/24年報中的「企業管治報告」章節。

透過獨立可持續發展顧問的協助，我們會定期進行環境、社會及管治相關風險評估，以增強我們對營運中所帶來的可持續發展風險與機遇的應對能力。我們首先與可持續發展相關的各職能部門代表進行會談，並根據國際同業所面臨的風險、持份者的意見及環境、社會及管治趨勢，識別對本集團業務層面中重大的環境、社會及管治風險，當中包括氣候風險及供應鏈中的環境、社會及管治相關風險等。我們通過考慮各項環境、社會及管治風險對本集團的發生可能性及重要性，對其進行評估及優次排序。為有效管理較高級別的環境、社會及管治風險，我們會定期審視相關措施成效，在有需要時提出改善方案。另外，本集團的風險管理及可持續發展委員會向董事會匯報環境、社會及管治相關風險，而董事會每半年就各已登記風險及應對措施的執行進度進行檢討，並同時回顧企業策略、目標及關鍵績效指標目標的進度。有關本集團風險管理方法的詳情，請參閱「企業管治報告」章節。

### PESTLE及SWOT模型分析

為了深度掌握本集團的優勢、劣勢、機會及威脅，我們亦會使用PESTLE及SWOT模型進行分析。該模型除了評估一系列的環境及社會因素外，亦會審視政治、經濟、技術及法律等宏觀環境因素，能有效促進我們制定合適的企業策略及目標。在此過程中，我們亦會考慮氣候變化的相關風險，包括氣候相關的實體風險（如氣候相關災害等）及轉型風險（如政策和監管要求的轉變等），確保我們的企業策略及目標能夠有效提升我們的氣候抵禦力。



# SUSTAINABILITY MANAGEMENT

## 可持續發展管理

As part of our commitment to corporate responsibility, we have developed a set of 3-year corporate goals (FY2023 to FY2025) with the aim of completing the establishment of our environmental protection related goals within the 3-year period. Such goals include long-term carbon reduction goals, as well as goals related to exhaust gas and greenhouse gas emissions, waste, energy use efficiency and water efficiency. Furthermore, we plan to integrate green elements into different activities of our business operations with reference to the environmental targets set by local governments in the Mainland, such as implementing environmental measures in our workplaces and stores.

作為本集團履行企業責任的一部分，我們已制定3年企業目標（2023財年至2025財年），旨在在此3年期間內完成訂定與環境保護相關的企業目標，包括長遠減碳目標及與廢氣及溫室氣體、廢棄物、能源使用效益及用水效益相關的目標。我們亦計劃參考內地各地政府的環保目標，於本集團業務營運的不同階段融入環保元素，並在工作場所及店舖推行環保措施。

### Sustainability Strategy and Goals

The 4 focus areas established by the Group include:

### 可持續發展策略及目標

本集團制定的4個重點領域包括：



# PERFORMANCE

## 表現

### CRAFT INHERITANCE AND INNOVATION

### 優良工藝之延續與創新

#### Goal

Inherit the exquisite craftsmanship, integrate innovative technology design, and achieve the success of jewellery from generation to generation

#### 目標

秉承精湛匠心工藝，融合創新技術設計，成就世代相傳珠寶

#### Relevant UNSDGs

##### 相關UNSDGs：



#### Material Issues Identified

##### 已識別的重要議題

- Product Assurance and Quality  
產品鑑證及質量
- Customer Service  
顧客服務
- Intellectual Property Rights Management  
知識產權管理
- Marketing Promotion and Advertising  
市場推廣及廣告
- Craftmanship  
工藝
- Product Design and Creativity  
產品設計及創意
- Data Protection and Cybersecurity  
數據保護與網絡安全
- Economic Performance<sup>7</sup>  
經濟表現<sup>7</sup>
- Business Expansion<sup>7</sup>  
業務擴展<sup>7</sup>

<sup>7</sup> For information on Economic Performance and Business Expansion, please refer to the “Management Discussion and Analysis” section in the Annual Report 2023/24

有關經濟表現及業務擴展的資料請參閱2023/24年報中的「管理層討論及分析」章節

# PERFORMANCE

## 表現

As a leader in the jewellery industry, the Group always strives for excellence, constantly pursuing perfection in our craftsmanship, design, use of materials, and technology, aiming to create extraordinary jewellery experiences for our customers. We are committed to upholding the brand promotion theme of “Love is Beauty” and embodying the principle of “Brand of Hong Kong, Sparkling the World”, which reflects our ongoing quest to fulfil our commitment to product and service quality to our customers, as well as our emphasis on craft inheritance and innovation. Our daily operations are in strict compliance with applicable laws and regulations related to health and safety, advertising, labelling and privacy of products and services, as well as international and industry standards, including but not limited to the Product Quality Law of the People’s Republic of China (“PRC”), the Law of the PRC on the Protection of Consumer Rights and Interests, the Trademark Law of the PRC, the Patent Law of the PRC, the Advertising Law of the PRC, Civil Code of the PRC, Personal Information Protection Law of the PRC, Anti-Monopoly Law of the PRC, Measures for the Punishment of Acts Against the Interests of Consumers, E-commerce Law of the PRC, Interim Provisions on the Regulation of Sales Promotion, Copyright Law of the PRC, the Trade Descriptions Ordinance, Consumer Goods Safety Ordinance, the Trade Marks Ordinance, the Registered Designs Ordinance, the Personal Data (Privacy) Ordinance, the Broadcasting Ordinance and the TV Advertising Code of Hong Kong, etc. During the Reporting Period, the Group was not involved in any significant non-compliance case concerning breaches of relevant laws and regulations related to product responsibility.

作為珠寶行業的領軍者，本集團始終堅持追求卓越，在工藝、設計、原材料使用和技術上不斷精益求精，竭力為客戶締造非凡的珠寶體驗。我們致力貫徹「愛很美」的品牌推廣主題，實踐「香港品牌 國際演繹」的宗旨，務求向客戶履行我們對品質和服務的承諾，以及對工藝延續與創新的重視。我們的日常營運謹遵產品和服務相關的健康與安全、廣告、標籤及私隱相關的適用法律及規例，以及國際和行業標準，包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國廣告法》、《中華人民共和國民法典》、《中華人民共和國個人信息保護法》、《中華人民共和國反壟斷法》、《侵害消費者權益行為處罰辦法》、《中華人民共和國電子商務法》、《規範促銷行為暫行規定》、《中華人民共和國著作權法》、香港《商品說明條例》、《消費品安全條例》《商標條例》、《註冊外觀設計條例》、《個人資料（私隱）條例》、《廣播條例》及《電視廣告守則》等。於報告期間，本集團並無涉及任何有關產品質量責任的相關法律及規例方面的重大違規行為。



# PERFORMANCE

## 表現

### Recognised as a “Consumer Caring Company” for 11 Consecutive Years 連續11年獲嘉許為「貼心企業」

The Group has been selected as a “Consumer Caring Company” by the GS1 Hong Kong for the 11th consecutive year and awarded the “10 Years Plus Award” logo in recognition of the Group’s dedication to providing caring customer service through its “Customer First” philosophy in business operations.

本集團連續11年被香港貨品編碼協會選為「貼心企業」，並獲授予「10年+賞」標誌，表揚集團於業務經營上秉承「以客為先」理念，致力提供貼心的顧客服務。

We continue to strive to provide high quality and caring customer services in a professional, attentive and friendly manner, bringing our customers an exceptional consumer experience and enhancing their confidence and loyalty. This award demonstrates that the Group’s efforts in providing quality products and sincere services have been widely recognised by the community. In the future, the Group will continue to uphold the Six Heartfelt Services culture to provide more caring services to customers and strive to become a renowned jewellery brand that customers love.

我們持續致力以專業、殷切和友善的態度提供高質素和貼心的顧客服務，為顧客帶來超凡消費體驗，加強顧客的信心及忠誠度。是次獲獎證明集團在優質產品及摯誠服務方面的努力得到社會各界認同。未來，集團將繼續秉承六心服務標準，為顧客帶來更貼心服務，致力成為顧客心中喜愛的知名珠寶品牌。

The “Consumer Caring Scheme” aims to acknowledge local enterprises which make continuous improvements on products and services to deliver exceptional customer experiences, establish consumer confidence and nurture customer loyalty.

「貼心企業嘉許計劃」旨在表揚不斷改善產品及服務質素，為顧客帶來超凡消費體驗，建立消費者信心，贏得顧客忠誠度的本地企業。



Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group, received the honour on behalf of the Group  
六福集團非執行董事兼名譽顧問謝滿全先生代表集團接受殊榮

# PERFORMANCE

## 表現

### Craftsmanship

The Group is renowned for its fashionable jewellery product designs and has persistently pursued its vision of becoming a globally recognised brand. We adhere to our original aspiration of creating the highest quality products. By utilising the exceptional craftsmanship of our artisans and infusing each piece of jewellery with sincerity and meticulousness, we ensure its legacy for generations to come. Our jewellery design team, comprised of industry-leading designers, possesses a keen sense of fashion. With their innovative and unique designs, they create intricately crafted, fashionable jewellery pieces that reflect different festive characteristics, setting trends in the industry. We continue to expand our product lines and store network, with hopes to introduce our brand to a wider customer base, enabling them to discover and love our brand when visiting our branch stores.

In addition, we actively participate in various local and international jewellery design competitions to broaden the horizons of our design team, which can gain inspiration from diverse experiences and stimulate their creativity. To date, our team received over 210 awards, a testament to our achievements and capabilities. The Group will continue to allocate resources to cultivate outstanding talent and provide regular professional design courses for our employees and encouraging them to incorporate more innovative elements in materials and styles, so as to bring a constant stream of unique designs and fresh experiences to our customers.

### 匠心工藝

本集團以時尚珠寶產品設計聞名，一直堅持不懈，力求能實踐成為全球認知品牌的願景。我們貫徹打造最優質產品的初心，憑藉工匠精湛技藝，以摯誠嚴謹的態度打造每一件首飾，讓每件珠寶得以代代相傳。本集團旗下的首飾設計團隊擁有行業最頂尖的設計師，憑藉他們敏銳的時尚觸覺，設計出創新、獨特、時尚、手工細緻且具有不同節慶特色的珠寶產品，引領潮流。我們不斷擴展產品系列和分店版圖，期盼能讓更多顧客在光顧我們的分店時能認識和喜愛我們的品牌。

我們亦積極參與各項本地和國際珠寶設計大賽，旨在讓設計團隊的視野得到拓展，從更豐富的經驗中汲取靈感，激發創造力。至今我們的團隊已獲超過210個獎項，成績和實力備受肯定。本集團將持續投放資源培育優秀人才，並定期為員工提供專業設計課程，鼓勵他們將更多的創新元素融入在用料及風格上，為顧客帶來源源不絕獨具設計的新鮮感。

# PERFORMANCE

## 表現

### Craftmanship Inherited from Innovation

The Group is dedicated to driving innovation by continuously researching and developing the latest craftsmanship and technology. By integrating innovative technologies, we launch diverse products and brands to satisfy the public's pursuit of "beauty" while also preserving our craftsmanship. To provide customers with unique product experiences, we also offer personalised customisation services for certain products, such as gold medals, ornaments, etc. These can be adorned with patterns and text according to the preferences and needs of each customer, thus imbuing the products with special personal significance.

### 科技延續工藝

本集團專注於持續推動創新，不斷研究最新的工藝和技術，結合創新科技，推出不同產品和品牌，務求滿足大眾對「美」的追求，同時將我們的工藝延續下去。為了給客戶帶來獨一無二的產品體驗，我們亦會為部分產品提供個性化定制服務，例如金章、擺件等，按客戶喜好和需要加上圖案和文字，讓產品別具意義。

### Product Customisation Process 產品訂制流程



During the Reporting Period, we continued to innovate, and launched our new brand "Love LUKFOOK JEWELLERY" with the aim of creating high-quality jewellery shopping experience for the younger generation by integrating fashionable designs with exquisite craftsmanship.

於報告期間，我們不斷創新，並推出全新品牌「Love LUKFOOK JEWELLERY」，致力透過融合時尚設計與精湛工藝，為年輕新一代客群打造高品質的珠寶購物體驗。



# PERFORMANCE

## 表現

### Launch of New Brand “Love LUKFOOK JEWELLERY” – Grand Opening of the World’s First Store in Dingshen Square, Zhanjiang

推出全新品牌「Love LUKFOOK JEWELLERY」，全球首店於湛江市鼎盛廣場隆重開業

On 12 May 2023, after meticulous preparation, the Group proudly unveiled its new brand, “Love LUKFOOK JEWELLERY,” with the grand opening of its first store in the world at Dingshen Square in Zhanjiang.

2023年5月12日，經悉心籌備，本集團旗下全新品牌「Love LUKFOOK JEWELLERY」的全球首店隆重面世湛江市鼎盛廣場。

The newly opened “Zhanjiang Dingshen Love LUKFOOK JEWELLERY Store” carries forward the warm and romantic essence of the “Lukfook Jewellery” brand. The store’s design features a minimalist and fashionable aesthetic, with fabric accents in coordinating colors. The gallery-style display cabinets offer diverse photo opportunities, enhancing the brand’s appeal. The store boasts an exquisite collection of meticulously crafted jewellery, including romantic diamond wedding pieces, fashionable and elegant gold wedding jewellery, uniquely crafted fixed-price gold jewellery, and trendy traditional Chinese gold pieces. On its opening day, the store successfully attracted a wide array of consumers with diverse tastes, who are eager to explore and purchase.

全新開業的「湛江鼎盛Love LUKFOOK JEWELLERY店」，延續「六福珠寶」品牌溫馨浪漫的整體基調，搭配相同色系的布藝營造出簡約時尚感，並以藝廊式展櫃打造多元化打卡區，盡顯品牌魅力。店內首飾造工精雕細琢、款式多樣，主打浪漫唯美的鑽石婚嫁首飾、時尚精美的黃金婚嫁首飾、工藝獨特的定價黃金首飾及國潮時尚古法金飾品，開業當日便吸引了眾多不同喜好的消費者挑選購買。

Adhering to Lukfook’s business philosophy of “Exquisite Craftsmanship, Quality Services and Customer Orientation”, the store will continually expand its local customer base, further elevate the brand influence of “Lukfook Jewellery” in the South China region to achieve remarkable success.

該店將秉承六福「匠心獨運，服務為本，以客為先」之經營理念，不斷擴大當地的消費群體，進一步提升「六福珠寶」於華南地區的品牌影響力，創造出斐然成績。



# PERFORMANCE

## 表現

### Lukfook Jewellery X Neo Hou Unveiled the Fun AI and Dopamine Fantasy Roadshow 六福珠寶X侯明昊玩轉潮趣AI，開啟多巴胺幻彩之旅

The Group is committed to innovation, striving to incorporate innovative technology into jewellery experiences, actively expanding our customer base by attracting the younger generation. In addition to launching gold jewellery inspired by “dopamine” colours, the Group held the “Lukfook Jewellery ‘Share Love and Fun’ Anniversary launch event” at the Hefei fashion landmark Mixc, during the Reporting Period. The event featured Lukfook Jewellery’s Share Love and FUN Ambassador, Neo Hou, to experience the new AI experience together.

本集團持續追求創新，致力將創新科技元素融入到珠寶體驗，積極拓展年輕新一代客戶群體。除了推出以「多巴胺」色彩為靈感的黃金首飾外，本集團更在報告期間，於合肥時尚地標華潤萬象城舉辦了「六福珠寶『Fun享繽紛AI』周年慶發佈會」，並邀請了六福珠寶FUN享受大使侯明昊來一同感受AI新體驗。

The event was adorned with dazzling “dopamine” visual concepts fused with AI elements, creating a spectacular and colourful “Dopamine Fantasy Parade” pop-up store. The first stop of the “Dopamine Fantasy Parade” pop-up store in Hefei showcased a fun, interactive gift box game area, as well as intriguing AI experience devices, enabling the public to immerse themselves in the fantastic AI world of jewellery.

發佈會現場以絢麗的多巴胺視覺系融入AI元素，打造酷炫熠彩的奇幻「多巴胺幻彩巡遊」快閃店。於合肥首站亮相的「多巴胺幻彩巡遊」快閃店，不僅設有趣味十足的炫光遊戲禮盒互動區，更有奇趣歡樂的AI體驗裝置，讓大眾一同感受奇幻的AI珠寶世界。

The Group will continue to explore innovative technologies to create unique and memorable jewellery shopping experiences for customers, as well as further expand our customer base, enhance competitiveness, and solidify the Group’s leading position in the industry.

本集團將持續探索創新科技，為客戶打造獨特而難忘的珠寶購物體驗，並進一步擴展客戶群及提升競爭力，鞏固集團在業界的領先地位。



# PERFORMANCE

## 表現

### Six Heartfelt Services

### 六心服務



Adhering to the principle of the “Six Heartfelt Services”, the Group is committed to delivering high-quality and caring customer service and after-sales support with professionalism, sincerity and friendliness. In line with the “Six Heartfelt Services” tenet, we have implemented the “Delivering the Beauty of Love with Six Heartfelt Services” programme for our employees, which sets strict standards for every aspect of service. This includes greeting customers with good etiquette upon entry, engaging in polite and patient communication, saying goodbye to customers, and providing attentive after-sales services, with the intention of approaching each customer interaction all with a “Heartfelt” understanding of the customer’s needs. During the Reporting Period, we received 0 material complaint cases related to product safety and health reasons (FY2023: 0), with the percentage of total products sold or shipped subject to recalls for safety and health reasons being zero (FY2023: 0%).

本集團秉持「六心服務」的宗旨，致力以專業、殷切和友善的態度提供高質素和貼心的客戶和售後服務。在貫徹「六心服務」的原則下，我們實行「六心傳為您因為愛很美」卓越顧客服務計劃，對於每一個服務環節，我們都要求員工嚴格遵循規範，包括進店招呼顧客禮儀、禮貌耐心與顧客講解溝通、與顧客道別、提供貼心的售後服務等，皆用「心」了解顧客需要。於報告期間，我們接獲了0宗有關產品健康與安全的重大投訴（2023財年：0宗），而本集團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為零（2023財年：0百分比）。



# PERFORMANCE

## 表現

We have established a range of customer service measures to maintain the highest quality of service:

為了維持最優質的服務質素，我們亦執行多項客戶服務措施：



### Strengthen Customer Confidence in Our Products 提升顧客對產品信心

We provide comprehensive jewellery services for customers, including free cleaning and jewellery inspection services. To enhance customers' confidence in our product quality, we offer gemstone authentication certificates for customers. We also have laser engraving machines in our stores, which can be used to engrave a diamond's unique number onto its girdle by laser, enabling verifications with the number on the authentication certificate. Additionally, gemstone microscopes are available for customers to personally examine the fine details of the products before making a purchase decision.

我們為客戶提供全面的飾品服務，包括免費清洗及珠寶檢測服務。為了增強顧客對產品質素的信心，我們向客戶提供玉石鑑定證書，並在分店設有鐳射刻字機，以鐳射方式在鑽腰上印上獨特編號鑄刻，以便核對鑑定證書上的編號。我們更設置寶石顯微鏡，讓客戶在決定購買之前，能親自檢視產品的微細特徵。

### Implement the Mystery Shopper Programme 推行神秘顧客計劃

In an effort to enhance service quality, meet customer demands, and highlight our excellent image within the industry, we have continued to implement the Mystery Shopper Programme. Mystery shoppers are assigned to visit different branches and evaluate their experience based on aspects including team spirit, sales process, service attitude, and etiquette. The opinions and feedback provided by mystery shoppers are carefully recorded and analysed, enabling us to review and make improvements to enhance our service level. During the Reporting Period, our Hong Kong branches achieved an average score of 96% in the Mystery Shopper Programme.

為了提升服務質素，滿足客戶需求，以及突顯本集團在同業中的優良形象，本集團持續實行神秘顧客計劃。我們指派神秘顧客到訪不同分店，評核我們的團隊精神、銷售過程、服務態度和禮儀等體驗，並提供反饋。我們會仔細記錄和分析這些意見和反饋，以便我們進行回顧和整改，提高服務水平。於報告期間，香港各分行於神秘顧客計劃所獲得的平均分高達96%。



### Assess and Train Employees 評核和培訓員工

To ensure that employees uphold the principle of "Six Heartfelt Services", we have incorporated the excellent customer service programme into their specialised training and evaluation. We regularly provide sales training for our sales staff to enhance their sales skills, as well as conducting audits on branches to ensure that our employees adhere to the tenet of "Six Heartfelt Services" in their daily operations.

為了確保員工貫徹「六心服務」的宗旨，我們將卓越顧客服務計劃納入員工的專項培訓和考核中，並定期為銷售員工提供銷售技巧的培訓，亦不時對各分店進行考察，以確保員工在日常營運遵循「六心服務」的原則。

# PERFORMANCE

## 表現

In an effort to enhance our service quality continuously, we participated in the “Quality Service Benchmarking Assessment” organised by the Hong Kong Retail Management Association during the Reporting Period. This assessment is designed to provide retailers with a comprehensive and objective indicator to evaluate the customer service level of each retail store, by collecting data for improving the service level, and supporting retailers in their pursuit of excellence. In the “Quality Service Benchmarking Assessment” carried out during the period from July to September 2023, we ranked within the top 10 among 47 brands in the industry. We will continue to optimise our service quality, aiming to surpass industry standards and provide customers with the best consumer experience.

### Protection of Intellectual Property Rights

To safeguard the Group’s innovative and unique designs, we strive to protect intellectual property rights. We strictly monitor, prevent and actively combat infringements adhering to the Trademark Law of the People’s Republic of China, the Patent Law of the People’s Republic of China, the Trade Marks Ordinance and the Registered Designs Ordinance of Hong Kong, as well as other applicable laws and regulations. We have registered more than 900 trademarks, including “LukFook”, “LukFook Jewellery”, “Goldstyle”, “Heirloom Fortune” and “Lukfook Joaillerie”. Furthermore, we have applied for patents or copyrights on selected products and display props to secure the intellectual property rights of the Group and our designers.

The Group has always been committed to tackling infringements tirelessly. Since 2006, we have joined the “No Fakes Pledge Scheme” implemented by the Hong Kong Intellectual Property Department to ensure all products sold are genuine. During the Reporting Period, a total of 50 branches under the Group participated in this scheme, showcasing the “No Fakes” logo on the shop window for customers to identify. To further protect the interests of the Group and maintain our brand reputation, we have developed a series of measures to combat counterfeit businesses using the “LukFook Jewellery” brand with the accumulated total number of relevant stores being closed or rectified over 1,000. Furthermore, we have established a system for rewarding and reporting anti-counterfeiting to encourage the public reporting unauthorised operations, possession, or sale of products in the name of “LukFook” and other brands of the Group that are imitations of these brands or counterfeit of these trademarks. This allows us to safeguard our intellectual property rights effectively, as well as promote a proper sales culture of “No Fakes” products.

為持續提升服務質素，我們於報告期間參與了由香港零售管理協會舉辦的「優質服務衡量評估」，該評估旨在為零售商提供全面客觀的指標，量度各零售店鋪的客戶服務水平，為提升服務水平收集數據，助零售商追求卓越。於2023年7至9月期間進行的「優質服務衡量評估」中，我們在47個行業品牌當中排名前10名以內。我們將繼續優化我們的服務質素，務求超越行業標準，為客戶提供最佳的消費體驗。

### 保障知識產權

為保障本集團創新獨特的設計，我們致力保護知識產權，嚴格監控及阻止侵權行為出現，並積極打擊侵權行為，恪守《中華人民共和國商標法》、《中華人民共和國專利法》、香港的《商標條例》及《註冊外觀設計條例》等適用法律及規例。我們已為「六福」、「六福珠寶」、「Goldstyle」、「福滿傳家」及「六福精品廊」等超過900個商標註冊，並為部分產品和陳列道具申請專利或著作權，以保護本集團及設計人員之知識產權。

本集團一直不遺餘力，嚴厲打擊侵權行為，自2006年起已加入香港知識產權署的「正版正貨承諾」計劃，確保所售賣的產品均為正版正貨。於報告年內，我們一共有50家分店正參與此計劃，並於分店櫥窗展示「正版正貨」的標誌供顧客識別。為進一步保護本集團的利益及維護品牌聲譽，我們已制定多項措施以打擊假冒「六福珠寶」品牌的商家，累計關店或整改店鋪數逾1,000間。另外，我們已設立懸賞舉報打假系統，鼓勵大眾舉報非經授權以「六福」及其他旗下品牌名義經營珠寶金飾、管有或售賣仿製該等品牌或冒充該等商標貨品，務求有效保護知識產權，推動「正版正貨」的正確銷售風氣。

# PERFORMANCE

## 表現

### Privacy Protection

Protecting customers' privacy is of the utmost importance to the Group. We have set out relevant provisions in the Staff Handbook, requiring employees not to disclose customers information to third parties without authorisation. In addition, we provide regular training to strengthen employees' awareness on customer's privacy protection. We comply with the "Privacy Policy" formulated and published in accordance with the Personal Data (Privacy) Ordinance of Hong Kong and other relevant laws and regulations and explain to customers and other stakeholders the method of collection, use, disclosure, and storage of personal information.

### Quality Assurance

The Group's prestigious "Brand of Hong Kong" reputation stems from its excellent product quality. We are dedicated to the craftsmanship of every product and have established rigorous quality control procedures to ensure that our products meet professional standards and the highest quality requirements, enabling us to maintain our leadership position in the industry.

To ensure the quality of raw materials and meet industry standards, we only collaborate with widely recognised suppliers in the industry during our procurement process, including members of the Shanghai Gold Exchange, Shanghai Diamond Exchange and De Beers, one of the world's largest diamond suppliers. Following purchase of raw materials, we perform a comprehensive quality inspection to ensure that the raw materials fulfil our quality requirements.

The Group has a jewellery processing plant in the "Lukfook Jewellery Cultural and Creative Industrial Park" at Nansha, Guangzhou, which has obtained ISO9001:2015 quality management system certification, demonstrating that our design and production meet its standards in order to ensure our product quality.

We also perform inspection on finished products to ensure our product quality is up to standard. If customers have inquiries or complaints regarding sold products, we will follow the comprehensive Products Recall and Complaint Handling Procedures and organise product inspection by the inspection centre, with the aim of ensuring that customer needs are addressed.

In an effort to leading the industry to elevate standards for product quality continuously and to further enhance customer confidence in our products, we have established an Internal Product Authentication Centre and the Victoria Gemological Institute Limited, as well as collaborating with De Beers Group Institute of Diamond to carry out product authentication and provide customers with relevant authentication reports. During the Reporting Period, the Group received a total of 114 products and service-related complaints (FY2023: 98).

### 保障私隱

對本集團而言，保障顧客的私隱至關重要。我們已於《員工手冊》列明相關條款，要求員工在未經授權前不得將顧客資料向第三方披露，並定期為員工提供培訓，增強職員保護顧客私隱的意識。我們遵守於香港《個人資料（私隱）條例》及其他相關的法律及規例制訂公開發佈的「私隱政策」，向顧客及其他持份者說明收集、運用、披露和保存個人信息的方法。

### 質量保證

本集團的優良「香港名牌」聲譽源於卓越的產品質量。我們專注於每一件產品的製作，並已建立嚴謹的質量把關工作及流程，以確保我們的產品在質素控制方面達到專業認可及最高的品質要求，維持集團在業界中的領導地位。

為保障原材料的品質及確保滿足行業標準，我們在採購方面，只會與廣受行業認可的供應商合作，包括上海黃金交易所及上海鑽石交易所的會員、全球最大鑽石供應商之一的De Beers等。原材料進貨後，我們會進行全面的質量檢測，確保原材料符合我們的質量要求。

本集團於廣州南沙的「六福珠寶文化創意產業園」內設有珠寶加工廠，工廠已獲ISO9001：2015質量管理體系認證，證實我們的設計及生產符合其標準，確保產品質量。

我們亦會對製成品進行檢驗，以確保產品質量符合標準。如顧客對於已售的產品質量有查詢或投訴，我們會按照完善的產品回收及投訴處理流程，安排鑑定中心對產品作檢測，力求滿足客戶的需求。

為了引領同業不斷提高對產品質量的標準，以及進一步增強顧客對產品質量的信心，我們設立了內部產品鑑定中心和維多利亞寶石學院，並與戴比爾斯集團鑽石學院(De Beers Group Institute of Diamond)合作，對產品進行鑑定，為顧客提供相關的鑑定報告。於報告期間，本集團接獲了114宗關於產品及服務的投訴（2023財年：98宗）。

# PERFORMANCE

## 表現

<b>China Gems Laboratory Limited</b> <b>中華珠寶鑑定中心</b>	<p>Since the establishment of the China Gems Laboratory Limited (CGL) in 1996, the Group has provided services such as diamond authentication, grading, gold testing, jade and coloured gems authentication and jewellery quality testing, including the issuance of internationally recognised diamond grading reports, gold testing reports, and jade, ruby, sapphire and emerald test reports. The laboratory has passed the assessment of the Hong Kong Accreditation Service. It is one of the few jewellery authentication centres in Hong Kong that meets the jadeite jade test, diamond authentication grading and gold purity test (ISO 11426) at the same time. It is also the first jewellery authentication centre in Hong Kong that has successfully obtained the gold testing method certification of Chinese national standard GB/T9288, which proves that its authentication standards have reached international and national standards.</p> <p>自1996年成立中華珠寶鑑定中心起，本集團提供鑽石鑑定、評級、黃金檢測、翡翠及有色寶石鑑定及珠寶品質檢測等服務，包括簽發國際認可的鑽石評級報告、黃金檢測報告和翡翠、紅寶石、藍寶石及祖母綠檢測報告。中心通過香港認可處考核，是香港少數同時符合硬玉質翡翠測試、鑽石鑑定評級及黃金純度檢測 (ISO 11426) 的珠寶鑑定中心，更是香港首間獲取中國國家標準GB/T9288黃金檢測方法認證的珠寶鑑定中心，證明其鑑定標準已達國際及國家標準。</p>
<b>Victoria Gemological Institute Limited</b> <b>維多利亞寶石學院</b>	<p>The Group established Victoria Gemological Institute Limited in 2013 to conduct jewellery authentication and professional training. The Institute has passed the ISO/IEC 17025 assessment and ILAC accreditation, and can issue internationally recognised diamond grading reports, jade, ruby, sapphire, and emerald testing reports.</p> <p>本集團於2013年成立維多利亞寶石學院，進行珠寶鑑定及專業培訓工作。學院通過ISO/IEC 17025考核及ILAC認可，可簽發國際認可的鑽石評級報告、翡翠、紅寶石、藍寶石及祖母綠檢測報告。</p>
<b>Collaboration with De Beers Group Institute of Diamond</b> <b>與戴比爾斯集團鑽石學院合作</b>	<p>The Group maintains close cooperation with the De Beers Group Institute of Diamond to provide reports for Hearts &amp; Arrows diamonds sold, which helps customers to gain a deeper and more comprehensive understanding of the diamond products they purchase.</p> <p>本集團與戴比爾斯集團鑽石學院維持緊密合作，為出售的八心八箭鑽石提供報告，有助顧客對他們購買的鑽石產品有更深入及全面的了解。</p>

### Responsible Promotion

The Group utilises various promotion channels to publish information on products, services, and activities to the public. We place great importance on implementing responsible promotion practices and strictly abide by the Advertisement Law of the PRC, the Broadcasting Ordinance, the TV Advertising Code and the Trade Descriptions Ordinance of Hong Kong, as well as other laws and regulations related to advertising and labelling. We review carefully the content and labels of our promotional materials to ensure its authenticity and to safeguard customers' rights and their right to know.

### 負責任推廣

本集團使用各種推廣渠道對外發佈產品、服務及活動相關信息。我們重視實行負責任推廣，並嚴格遵從《中華人民共和國廣告法》、香港的《廣播條例》、《電視廣告守則》及《商品說明條例》等與廣告標籤相關的法律及規例，為廣告內容和標籤進行仔細審查，以保證其真實性，維護消費者的權益和知情權。



# PERFORMANCE

## 表現

### SUSTAINABLE JEWELLERY AND RESPONSIBLE SOURCING

### 可持續珠寶與負責任採購

#### Goal

Commit to combating climate change, reducing resource use, protecting the environment, and promoting a sustainable supply chain

#### 目標

致力應對氣候變化，減少資源使用，保護環境，推動可持續供應鏈

#### Relevant UNSDGs:

##### 相關UNSDGs:



#### Material Issues Identified

##### 已識別的重要議題

- Ethical and Responsible Sourcing  
道德採購

While pursuing beauty and excellence in product design, the Group also actively promotes sustainable development and the establishment of a sustainable operation model, aiming to reduce waste in areas such as production, administration and retail business, fulfilling our responsibility to protect the environment. As such, we have formulated a sound environmental management system, which involves regularly reviewing and enhancing our environmental protection measures. Our jewellery processing plant in Nansha, Guangzhou has obtained the certification of and manages the identified environmental factors in compliance with the standards of ISO14001:2015 environmental management system, enabling us to lower the environmental risks associated with production processes.

To prevent causing significant environmental impacts, we strictly abide by applicable laws and regulations relating to the environment, including but not limited to the Environmental Protection Law of the PRC, the Environmental Protection Tax Law of the PRC, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste and the National Catalogue of Hazardous Wastes. During the Reporting Period, there was no non-compliance with applicable laws and regulations related to environmental protection with material impacts to the Group.

本集團堅持在產品設計上追求美與卓越的同時，亦積極促進可持續發展，實踐可持續的營運模式，期望能在生產、行政及零售業務等範疇減少資源浪費，履行對保護環境的責任。為此，我們建立了完整的環境管理制度，並定期檢討和改善環保措施。我們位於廣州南沙的珠寶加工廠已獲得ISO14001:2015環境管理系統標準認證，並針對已識別的環境因素進行管理，以減少生產工序中的環境風險。

為了避免對環境造成重大影響，我們恪守與環境相關的適用法律及規例，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國環境保護稅法》、《中華人民共和國固體廢物污染環境防治法》及《國家危險廢物名錄》。於報告期間，本集團並無涉及任何違反環境相關法律及規例且對本集團造成重大影響的事宜。

# PERFORMANCE

## 表現

In addition, we are fully aware of the importance of green procurement, and have established the “Guideline on Green Procurement” accordingly. We require our procurement staff to prioritise the use of environmentally friendly products and materials with considering factors such as low-pollution production processes, product recyclability and durability, etc. We also take into account and adopt customers’ environmental requirements during the design process, striving to meet their environmental requirements for production to the best of our ability within technical and cost constraints. Subsequently, we conduct regular evaluations of suppliers’ environmental performance based on the assessment criteria specified in our “Supplier/Contractor Green Operation Record/Evaluation Form”. Factors considered in the evaluation include waste recycling practices, environmental awards or certifications obtained, etc. Suppliers or contractors that meet the criteria will be included in our list of approved suppliers/contractors.

Sound supply chain risk management is integral to the Group’s success. We regularly conduct ESG-related risk assessment for the Group’s supply chain, to identify potential ESG risks in the supply chain. Going forward, the Board will continue to closely monitor ESG risks in the supply chain, and carry out regular evaluations on the effectiveness of control measures and identify areas for improvement, so as to further optimise our supplier management approach.

另外，我們充分意識到環保採購的重要性，並相應地制定了「環保採購工作指引」。我們要求相關採購員工在選擇物料時盡可能採用環保產品及物料，在決策中考慮生產過程是否屬低污染性、產品是否可回收再造及耐用性質等一系列的因素。我們亦會在設計過程中了解及採納客戶對產品提出的環保要求，務求在技術及成本允許的條件下，盡量滿足生產的環保要求。隨後，我們會針對供應商在環境保護方面的表現進行定期評估，並根據我們「供應商／承辦商的環保運作記錄／評估表」內列明的評審項目評估供應商表現，相關考慮包括：有否回收廢物、有否獲得環保獎項或環保標籤等因素。合格的供應商或承辦商將會列入我們的認可供應商／承辦商名單中。

良好的供應鏈風險管理是本集團取得成功不可或缺的一環。我們定期為本集團供應鏈進行環境、社會及管治相關風險評估，以識別供應鏈中的潛在環境、社會及管治風險。未來，董事會將繼續密切監視供應鏈中的環境、社會及管治風險，並定期評估控制措施的成效及識別改進空間，不斷完善我們的供應商管理方針。

# PERFORMANCE

## 表現

### Environmental Protection Goals

We are committed to enhancing the sustainability of our operations and have established a series of environmental protection goals. By focusing on four key areas: “Efficient Use of Energy” “Protection of Water Resources”, “Waste Recycling” and “Emissions Reduction”, we aspire to contribute to the green development of the industry. For details on the measures to achieve these goals, please refer to the relevant chapters as stated below.

### 環保目標

我們致力於提高本集團營運的可持續性，並已制定一系列環保目標。透過聚焦於「善用能源」、「愛護水資源」、「資源回收」、「減少排放」四大方面，我們期望能為行業綠色發展出一份力。有關達到以下目標的措施，請參閱以下相關章節。



#### Efficient Use of Energy 善用能源

Reduce electricity consumption and greenhouse gas emissions of the Group's business by increasing energy efficiency  
透過提高能源效益，減少本集團業務的電力消耗及溫室氣體排放



#### Protection of Water Resources 愛護水資源

Reduce water consumption by educating employees about water-saving concepts and promoting drinking water recycling  
透過教育員工節省用水，以及提倡食水循環使用，減少水資源消耗。



#### Waste Recycling 廢物回收

Reduce waste production and waste at source by strictly implementing the waste classification, storage, and recycling procedure  
透過嚴格執行廢棄物分類、存放和回收的流程，減少廢棄物排放，達至源頭減廢



#### Emissions Reduction 減少排放

Reduce greenhouse gas and exhaust gas emissions during operation by managing waste emissions and exhaust gas treatment facilities  
透過進行排放物及廢氣處理設施管理，減少營運過程造成的溫室氣體和廢氣排放

# PERFORMANCE

## 表現

### Efficient Use of Energy

In our efforts to reduce greenhouse gas emissions arising from our business, we strive to implement both energy-saving and energy efficiency measures in our daily operations and production processes. During the Reporting Period, we adopted the following measures:

- The office buildings in the plant areas is designed with a glass roof to maximise natural light and reduce the electricity needed for lighting
- Employees are reminded to turn off computers, lights and other electronic devices when not in use to reduce power consumption
- We purchase more environmentally friendly rechargeable batteries to gradually replace disposable batteries, thus reducing waste and increasing battery life

In addition to the operational environmental measures, the Group also actively participates in environmental initiatives. During the Reporting Period, we participated in the “Charter on External Lighting Programme” implemented by the Environmental Bureau of Hong Kong. 18 of our branches located in Causeway Bay, North Point, Jordan, Mong Kok, Tsim Sha Tsui, Tsuen Wan and Yuen Long turned off their external lighting from 12am to 7am, during non-operating hours to reduce energy consumption and light pollution. The Group received the “Gold Award” in the “Charter on External Lighting Programme” during the Reporting Period.

### 善用能源

為降低本集團業務的溫室氣體排放，我們努力在日常營運及生產過程中採取節源及能源效益措施。於報告期間，我們採取了以下措施：

- 工廠區辦公室設有玻璃樓頂設計，善用自然採光，以減少照明所需用電
- 提醒員工不使用電腦、燈具及其他電子設備時應關閉電源，以減少耗電量
- 增購環保充電電池，逐步以環保充電電池代替一次性電池，減少棄置及增加電池壽命

除了營運上的環保措施之外，本集團亦積極參與環保相關的活動。我們於報告期間參與了由香港環境局實行的《戶外燈光約章》計劃，旗下18間分佈在銅鑼灣、北角、佐敦、旺角、尖沙咀、荃灣及元朗等分店從晚上12時至翌日早上7時的非營業時段關掉戶外燈光，以減少能源消耗和光污染。本集團於報告期間獲得《戶外燈光約章》計劃的金獎。



# PERFORMANCE

## 表現

**New Solar Panels in 3rd Phase of “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha power over 70% of air conditioning**

**南沙「六福珠寶文化創意產業園」第三期廠房新增太陽能板，可供應逾七成空調用電量**

During the Reporting Period, the solar power generation system for the third phase of plant buildings at “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha was officially put into operation. The newly installed solar panels cover an area of 1,954 m<sup>2</sup>, generating approximately 390,000 kWh of electricity annually. The solar panels directly power the central air conditioning system, effectively addressing the high energy consumption of air conditioning and supplying approximately 74% of the electricity needed for air conditioning. This not only optimises the utilisation of roof space but also reduces energy consumption and carbon emissions, enabling us to move towards a greener future.

於報告期間，南沙「六福珠寶文化創意產業園」第三期廠房的太陽能發電系統正式投入使用。新增的太陽能板覆蓋1,954平方米，每年發電量高達約39萬度。太陽能板直接為中央空調系統供電，有效應對空調的高能耗，並可供應約74%的空調用電量。這不僅提升了屋頂的利用空間，還降低了能耗和碳排放，助力我們邁向更綠色的未來。

The Group will continue to explore various green technologies and solutions, striving to improve energy efficiency and reduce carbon emissions, thereby contributing to mitigating climate change.

本集團將繼續探索不同環保技術及方案，致力提高能源效率和減少碳排放，為減緩氣候變化貢獻力量。



# PERFORMANCE

## 表現

Our energy consumption data during the Reporting Period and FY2023 are specified in the table below:

下表詳列本集團於報告期間及2023財年的能源使用數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Energy Use (Note 1) 總能源使用 (附註1)	MWh 兆瓦時	20,955.14	17,825.69
Intensity of Total Energy (Note 1) 總能源密度 (附註1)	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	1.38	1.49
Direct Energy 直接能源	MWh 兆瓦時	3,053.94	2,503.76
Unleaded Petrol 無鉛汽油	MWh 兆瓦時	381.47	344.74
Diesel Oil 柴油	MWh 兆瓦時	641.32	677.23
Natural Gas 天然氣	MWh 兆瓦時	1,648.49	1,481.79
Solar Energy (Note 2) 太陽能 (附註2)	MWh 兆瓦時	382.67	80.80
Intensity of Direct Energy 直接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	0.20	0.21
Indirect Energy – Purchased Electricity (Note 2) 間接能源—購買電力 (附註2)	MWh 兆瓦時	17,901.20	15,241.13
Intensity of Indirect Energy 間接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	1.18	1.27

Note 1: The data for FY2023 has been restated to reflect the actual situation.

附註1：2023財年數據已被重列，以反映實際情況。

Note 2: The solar power generation system at the third phase of plant buildings at “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha began operating in January of FY2023. Therefore, the increase in solar power generation observed in FY2024 compared to FY2023 is due to the much longer duration of solar power generation in FY2024.

附註2：南沙的「六福珠寶文化創意產業園」第三期廠房的太陽能發電系統於2023財年1月開始運行。因此，2024財年的太陽能發電量相比2023財年的增加，是因2024財年的太陽能發電運行時間更長所致。

Note 3: The Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The power supply was controlled by the property management offices. Some of the relevant property management offices considered that it was not practicable to provide electricity data or sub-meters to individual tenants. Therefore, the total electricity consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha where electricity data were available. The relocation of self-operated shops varied from year to year and construction work was in progress at the aforementioned industrial park in FY2023, and thus the data for FY2024 and FY2023 cannot be directly compared.

附註3：本集團於香港、澳門及內地的自營店在租賃地方營運，供電均為大廈管業處自行控制，而部份相關管業處認為向個別租戶提供用電數據或分錶並不可行。因此，總耗電量僅涵蓋本集團可獲得電力數據的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙「六福珠寶文化創意產業園」。而自營店的搬遷情況每年各有差異，2023財年上述園區亦有在建工程，故2024財年與2023財年的數據不能作直接的比較。

# PERFORMANCE

## 表現

### Packaging Materials

As our business involves production, we also use packaging materials for product packaging. The data on packaging materials for finished products of the Group during the Reporting Period and FY2023 are described in the table below:

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Amount of Packaging Materials Used in Finished Products 製成品所用包裝材料的總量	Tonnes 公噸	252.94	227.80
Intensity of Packaging Materials Used in Finished Products 製成品所用包裝材料的密度	kg/turnover (HKD\$'000) 公斤／營業額 (千港元)	0.017	0.019

### Protection of Water Resources

The Group's water consumption primarily sources from and relies on water supplied by local government water supply agencies and property management companies. While we did not encounter any issues related to sourcing suitable water during the Reporting Period, we remain concerned about the challenge of global water scarcity. As a responsible corporate citizen, we are committed to conserving water resources and optimising wastewater discharge management to promote sustainable water usage.

To strengthen employees' awareness on water conservation, we display water-saving notices in office areas and follow the approach of "Strengthening training, promoting energy conservation, and making good use of resources and continuous improvement" in our daily operations. Additionally, our production processes and daily operations generate production and domestic sewage, including gypsum wastewater and electroplating wastewater. In an effort to prevent unprocessed wastewater from polluting the environment, our plant is equipped with wastewater treatment facilities, including an integrated treatment system for gypsum wastewater, a water reuse system and an underground biochemical pool. The gypsum wastewater, electroplating wastewater, concentrated water and domestic sewage are pre-treated properly prior to being discharged, to ensure compliance with the first level standard of the second range of the Water Pollutant Discharge Limit (DB44/26-2001). Furthermore, we conduct weekly inspections of the plant's rainwater ditches and toilets to ensure that no untreated production wastewater is discharged, preventing the associated negative impacts that could be caused to nearby water sources.

### 包裝物料

由於我們的業務涉及生產，我們亦會使用包裝物料為產品進行包裝。下表詳列本集團於報告期間及2023財年的製成品包裝物料數據：

### 愛護水資源

本集團的水資源消耗主要來自及購自地方政府供水機構及物業管理公司的市政用水。雖然我們在報告期間沒有遇到與求取適用水源相關的問題，但我們仍關注全球水資源短缺的問題。作為盡責的企業公民，我們致力節省水資源使用和優化污水排放管理，以促進水資源的可持續使用。

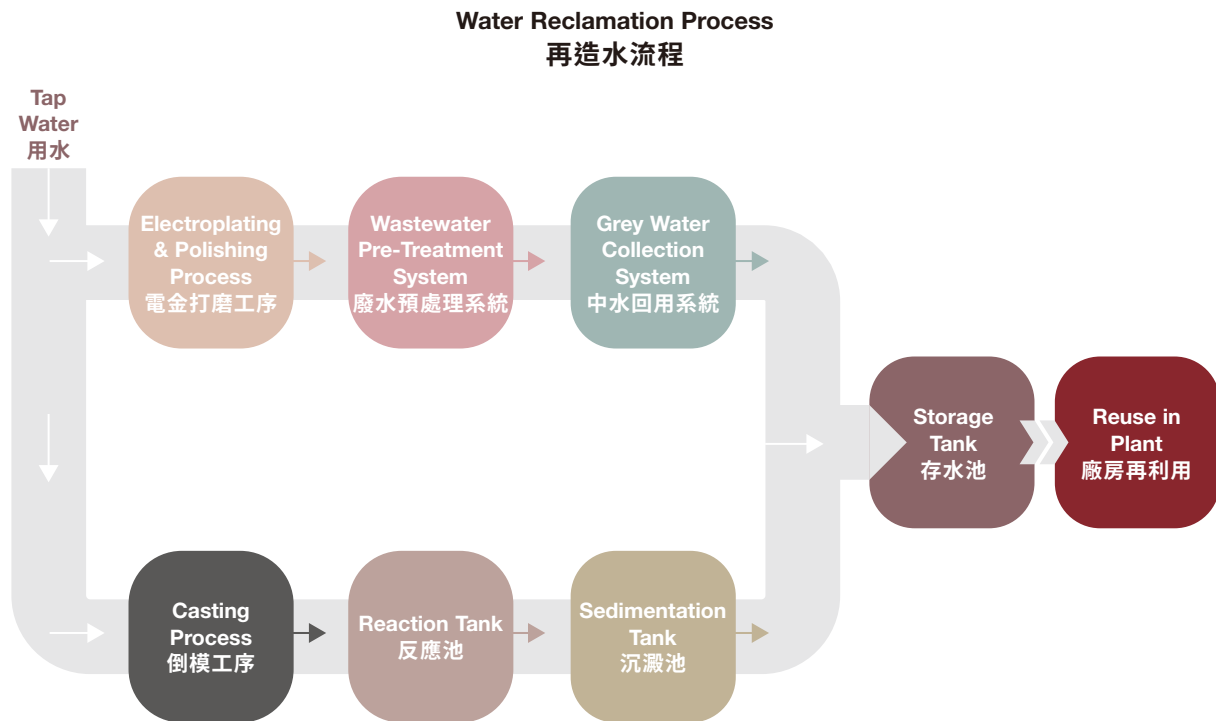
我們在辦公室張貼節水告示，提高員工對節省用水的意識，並根據「促培訓、倡節能，善用資源並持續改善」的方針來實行日常運作。除此以外，本集團的生產過程和日常營運會產生生產污水以及生活污水，例如石膏廢水、電金廢水等。為了避免未經處理的廢水對環境造成污染，我們的工廠區均設置污水處理設施，包括石膏廢水一體化處理系統、中水回用系統和地下生化池，並會預先將石膏廢水、電金廢水、濃水和生活污水進行適當處理，方可對外排放，以確保滿足《水污染物排放限值》（DB44/26-2001）第二段一級標準的要求。同時，我們每星期會檢查工廠的雨水溝渠和洗手間，避免有人將未經適當處理的污水排出而對附近水源造成負面影響。

## PERFORMANCE

### 表現

In addition, some of the processed gypsum wastewater and electroplating wastewater is collected and recycled for toilet flushing and irrigation purposes, thus reducing the consumption of water resources. We also carry out repairs of water leakage in our water facilities in a timely manner, in order to improve water efficiency and minimise water wastage.

此外，部分經處理的石膏廢水和電金廢水會被循環並重用於沖廁和灌溉用途，以減少水資源消耗。另外，我們亦會及時修復漏水的用水設備，提高用水效率，盡量減少水資源的浪費。





# PERFORMANCE

## 表現

Our water consumption data during the Reporting Period and FY2023 are as follows:

以下為我們於報告期間及2023財年的用水數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Water Consumption (Note 4) 總耗水量 (附註4)	m <sup>3</sup> 立方米	185,018.31	193,647.32
Intensity of Total Water Consumption 總耗水量密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米／營業額 (千港元)	0.012	0.016

Note 4: Some of the Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The water supply was controlled by the property management offices. The relevant property management offices considered that it was not feasible to provide water data or submeters to individual tenants. Therefore, the total water consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha, where the water supply was controlled by the Group. The relocation of self-operated shops varied from year to year and construction work was also in progress at the aforementioned industrial park in FY2023, and thus the data for FY2024 and FY2023 cannot be directly compared.

附註4：本集團部分於香港、澳門及內地的自營店在租賃辦公地方營運，供水均為大廈管業處自行控制，而相關管業處認為向個別租戶提供用水數據或分錶並不可行。因此，總耗水量僅涵蓋水供應受本集團控制的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙「六福珠寶文化及創意產業園」。而自營店的搬遷情況每年各有差異，2023財年在上述園區亦有在建工程，故2024財年與2023財年的數據不能作直接的比較。

The following is our wastewater emissions data during the Reporting Period and FY2023:

以下為我們於報告期間及2023財年的污水排放數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Sewage Discharge (Note 5) 污水排放量 (附註5)	m <sup>3</sup> 立方米	142,756.00	161,690.00
Intensity of Sewage Discharge 污水排放量密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米／營業額 (千港元)	0.009	0.013

Note 5: The figure represents the amount of wastewater discharged from "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha only. Wastewater generated from our retail shops and offices in Hong Kong, Macau and Mainland is properly connected and discharged to the communal sewer drainage system.

附註5：該數據僅代表南沙「六福珠寶文化及創意產業園」的污水排放量。我們於香港、澳門及內地零售店及辦事處所產生的污水已妥善接入並排放至公用污水渠系統。

# PERFORMANCE

## 表現

### Waste Recycling

Our daily operations and production processes generate non-hazardous waste, including food waste, industrial waste, metal, plastic, paper, and general waste, etc. To reduce the environmental impact of our waste, we implement strict management of waste sorting, storage, and recycling procedures, while also adopt various measures to actively promoting waste reduction at source:

### 廢物回收

我們於日常營運和生產過程中所產生的無害廢棄物包括廚餘、工業廢物、金屬、塑膠、紙張、生活廢物等。為了降低廢棄物產生對環境的影響，我們會嚴格管理廢棄物分類、存放和回收流程，同時實行多種措施，積極推行源頭減廢：

<b>Sorting and Collecting</b> <b>分類收集</b>	<ul style="list-style-type: none"> <li>Set up separate waste bins in the plant to segregate solid and liquid chemical hazardous waste from general waste 於工廠設置分類垃圾桶，區分固體及液體化學危險廢物和一般廢棄物</li> <li>Engage third-party waste collectors to collect and treat general solid waste 安排第三方的廢物收集商收集和處理一般固體廢物</li> </ul>
<b>Recycling and Reusing</b> <b>回收再用</b>	<ul style="list-style-type: none"> <li>Participate in the “Toner &amp; Cartridges Recycling &amp; Reuse Programme” organised by the Friends of the Earth (HK) since 2017 to collect used toner cartridges and ink cartridges 自2017年起參與由香港地球之友舉辦的「碳粉匣及墨盒回收再生計劃」，收集用完的碳粉匣及墨盒</li> <li>Recycle old computers and related electronic equipment and participate in the “Computer Recycling Programme” organised by Caritas Computer Workshop since 2014. This not only reduces computer waste but also donates reusable computers to those in need 自2014年起，集團回收舊電腦及相關電子設備，並參與由明愛電腦工場舉辦的「電腦再生計劃」，在減少電腦廢物的同時，亦能將可重用的電腦轉贈有需要的人士</li> <li>Participate in the recycling programme organised by the Environmental Protection Department’s “Green@Tai Wai” initiative, regularly collecting glass, plastic bottles, and waste paper 參與由環境保護署「綠在大圍」主辦的回收計劃，定期收集玻璃、膠樽及廢紙</li> <li>Provide “Clean Plastic Bottle Recycling Bins,” “Clean Aluminum Can Recycling Bins,” and “Waste Paper Recycling Services” in the office, educate employees on properly cleaning and sorting the recyclables, and arranging for collection by recycling companies on a regular basis 於辦公室添置「乾淨膠樽回收箱」、「乾淨鋁罐回收箱」及「廢紙回收服務」，教導員工妥善清潔及分類，並安排回收公司定期收集</li> <li>Collect recyclable materials such as PVC plastic, waste paper, and packaging materials, handing them over to recycling companies for proper processing 收集PVC膠料、廢紙、包裝物料等可回收物，並交由回收商進行處理</li> <li>Promote the reuse of packaging materials, such as waste paper and bubble wrap among employees 鼓勵員工重用廢紙及汽泡紙等產品包裝物料</li> <li>Encourage employees to reuse paper, envelopes, files, cardboard boxes, plastic bags and stone-filled plastic boxes 鼓勵員工循環再用紙張、信封、公文袋、紙箱、膠袋和裝石膠盒</li> <li>Organise environmental protection events, such as red packet recycling 舉辦利是封回收等環保活動</li> </ul>



# PERFORMANCE

## 表現

### Reducing Waste at Source 源頭減廢

- Since 2015, we have implemented the “Bring Your Own Bag” campaign at our retail outlets. We donated all fees charged for plastic shopping bags to Green Power, an environmental protection organisation in Hong Kong, during the Reporting Period  
自2015年起在旗下零售店推行「自備購物袋」活動，並在報告期間將塑料購物袋的收益全數捐贈予香港環保組織綠色力量
- Encourage employees to use double-sided printing, page reduction mode, and electronic communication to reduce paper usage.  
鼓勵員工多使用雙面印刷，採用頁面縮減模式及電子通訊以減少打印紙張
- Opt for the most suitable material sizes during the cutting process to minimise unnecessary waste  
在物料切割過程中，儘量選擇最適合尺寸的材料，以減少不必要的浪費
- Use an appropriate amount of solvents/cleaning agents  
使用適量溶劑／清潔劑等

### Implementing Green Operations to Promote a Circular Economy 實踐綠色營運，促進循環經濟

During the Reporting Period, we continued to reduce waste and promote recycling, implementing new environmental initiatives at the “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha. When we receive plastic trays and foam cushions from suppliers alongside their product shipments, we return them to the suppliers for reuse in their next batch of deliveries. By reusing these materials, we not only help decrease plastic bag usage and advance the principles of a circular economy, but also save our employees’ time in handling the goods, thereby improving work efficiency.

於報告期間，我們持續減少廢物並促進循環利用，並在南沙「六福珠寶文化創意產業園」採取了新的環保舉措。當我們收到供應商隨貨品提供的塑膠托盤和泡沫墊時，我們會將其返還給供應商，以便他們在提供下一批貨品時再次使用。透過重複使用物料，這不僅有助於減少塑膠袋的使用，推動循環經濟的理念，更節省了員工的貨品處理時間，提升工作效率。

# PERFORMANCE

## 表現

The following is our non-hazardous waste data during the Reporting Period and FY2023:

以下為我們於報告期間及2023財年的無害廢棄物數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Amount of Non-hazardous Waste Produced (Note 6) (Note 7)	Tonnes	299.55	350.89
所產生無害廢棄物總量(附註6)(附註7)	公噸		
Recycled Waste: 已回收廢物量：			
Food Waste (Note 8)	Tonnes	37.16	8.66
廚餘(附註8)	公噸		
General Industrial Waste	Tonnes	44.23	30.22
一般工業廢物	公噸		
Paper	Tonnes	5.46	6.13
紙張	公噸		
Metal	Tonnes	0.70	不適用
金屬	公噸		
Waste Disposed: 已處置廢物量：			
Other General Waste	Tonnes	212.00	305.88
其他生活廢物	公噸		
Intensity of Total Non-hazardous Waste Produced	kg/turnover (HKD\$'000)	0.020	0.029
所產生無害廢棄物總量密度	公斤／營業額(千港元)		

Note 6: The data are rounded and may not add up to the totals.

附註6：因數據均已作捨入調整，數值加起來可能與總量不符。

Note 7: The figure represents the amount of non-hazardous waste generated from our "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha only. The non-hazardous waste generated from our self-operated shops and offices in Hong Kong, Macau and Mainland was handled by property management companies.

附註7：該數據僅代表我們南沙「六福珠寶文化創意產業園」產生的無害廢棄物數量。我們於香港、澳門及內地自營店及辦事處所產生的無害廢棄物由物業管理公司進行處理。

Note 8: The increase in food waste in FY2024 compared to FY2023 is due to the employment of a new third-party waste collection company and a change in the waste collection method.

附註8：相比2023財年，2024財年的廚餘增量是由於更換了第三方廢物收集公司和改變了廢物收集方式所致。

Furthermore, hazardous waste is also generated during our production processes, including waste parts/components, empty chemical hazardous storage containers, sludge from sewage treatment systems, waste lubricating grease, waste batteries, waste light pipes, waste ink cartridges, radioactive waste, concentrated acid waste solvents, concentrated alkali waste solvent, waste lubricating oil, waste lubricating coolant, waste paint and grease produced during cooking. All solid chemical hazardous waste is stored properly in sealed containers to avoid leakage and prevent environmental pollution. Labels are also attached onto containers storing chemical hazardous waste to clearly indicate the waste type and characteristics. These are then collected and processed by professional chemical hazardous waste handlers.

同時，本集團的生產過程亦會產生有害廢棄物，如廢零／部件、空置的化學危險品容器、處理污水後產生的污泥、廢潤滑油脂、廢電池、廢光管、廢墨水匣、放射性廢物、濃酸廢溶劑、濃鹼廢溶劑、廢潤滑油、廢潤滑冷卻劑、廢油漆以及煮食時產生的油脂等。我們會將所有固體化學危險廢物妥善存放於有蓋密封容器中，防止化學物質洩漏，避免造成環境污染。此外，我們會將標籤貼在存放化學危險廢物的容器上，標明其種類及特性，待專業的化學危險廢物回收商收集及處理。



# PERFORMANCE

## 表現

To ensure that all hazardous waste is properly collected, stored and handled, we arrange designated staff to conduct weekly inspections and prevent inappropriate handling practices. Radioactive waste is collected and recycled by the manufacturer, while wastes such as acid waste liquid, waste light pipe, gypsum tile, sludge, and grease trap slag, etc., are handled by various qualified recyclers.

為確保所有有害廢棄物均被妥善收集、儲存和處理，我們亦會安排專人每星期進行巡查，防止不適當的處理行為。放射性廢物會由生產廠家收集及回收，而含酸廢液、廢光管、石膏餅、污泥、隔油池渣等廢物則交由不同合資格回收商處理。

The following is our hazardous waste data during the Reporting Period and FY2023:

以下為我們於報告期間及2023財年的有害廢棄物數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Amount of Hazardous Waste Generated (Note 9)	Tonnes	6.798	6.545
所產生有害廢棄物總量 (附註9)	公噸		
HW06 Waste Organic Solvent and Waste Containing Organic Solvent	Tonnes	1.774	1.508
HW06廢有機溶劑與含有機溶劑廢物	公噸		
HW08 Waste Mineral Oils and Waste Containing Mineral Oils	Tonnes	0.131	0.146
HW08廢礦物油與含礦物油廢物	公噸		
HW13 Organic Resin Waste	Tonnes	0.085	0.079
HW13有機樹脂類廢物	公噸		
HW29 Mercury Wastes	Tonnes	0.097	0.076
HW29含汞廢物	公噸		
HW34 Waste Acid	Tonnes	0.751	0.968
HW34廢酸	公噸		
HW35 Waste Alkali	Tonnes	0.532	0.825
HW35廢堿	公噸		
HW49 Other Waste	Tonnes	3.428	2.952
HW49其他廢物	公噸		
Intensity of Total Hazardous Waste Generated	Kg/turnover (HKD\$'000)	0.00045	0.00055
所產生有害廢棄物總量密度	公斤／營業額 (千港元)		

Note 9: The figure represents the amount of hazardous waste generated from our jewellery processing plants in Nansha only. No other hazardous waste was generated from our self-operated shops and offices in Hong Kong, Macau, and Mainland.

附註9：該數據僅代表我們南沙珠寶加工廠所產生的有害廢棄物數量。我們於香港、澳門及內地自營店及辦事處並無產生有害廢棄物。

# PERFORMANCE

## 表現

### Emissions Reduction

In view of the growing climate crisis, we strive to optimise our emissions management, reduce greenhouse gas and air emissions arising from our operations. Our direct air emissions mainly come from the production processes of welding, grinding, melting, pouring, electroforming, and jewellery cleaning, etc., as well as fuel emissions of vehicles, whereas our indirect emissions are mainly from purchased electricity and natural gas consumption in plant areas. For compliance purposes and to minimise our environmental impact, we have installed activated carbon filtration systems and exhaust gas scrubber systems in the plant to pre-treat the exhaust gas generated in the production process before external emission, as well as establishing neutralisation towers to neutralise acid mist with alkali solution. In addition, third-party professional companies are regularly invited to conduct emissions inspections to ensure compliance with the Ambient Air Quality Standards (GB3095-1996). We also carry out regular maintenance and cleaning of exhaust gas disposal facilities to ensure their smooth operation.

### Combating Climate Change

As climate change continues to intensify, its impacts, including temperature rise and more frequent extreme weather events, may impact the health and safety of our employees and our business negatively. To address this, we strive to reduce the carbon footprint of our business, by implementing a range of energy-saving and emission reduction measures in our operations and production processes. Additionally, to safeguard the health and safety of our employees, we closely monitor the weather conditions and issue safety guidelines to our employees under severe weather according to the laws and regulations of the Hong Kong Labour Department. We also arrange sandbags to be placed at stores on the ground floor to reduce the impacts of flooding. Furthermore, the Group purchases work-related injury insurance for its employees, and conducts regular inspection of occupational hazard protection and emergency rescue facilities, with maintenance being arranged promptly if there is any damage or issue.

### 減少排放

因應日益嚴峻的氣候危機，我們致力優化排放物管理，減少營運過程所產生的溫室氣體和廢氣排放。本集團的直接廢氣排放主要來自燒焊、打磨、熔金、倒模、電鑄、首飾清洗等生產工序以及車輛燃油消耗。另外，我們的間接排放主要來自外購電力和工廠區的自然氣消耗。我們已為工廠設立活性炭過濾系統及廢氣洗滌塔系統，在對外排放前將生產過程產生的廢氣預先進行處理，同時設置中和塔，對廢氣加添鹼液以中和酸霧，以確保合規並減低環境影響。此外，我們亦定期委託第三方專業機構進行排放檢測，確保排放符合《環境空氣質量標準》(GB3095-1996)，並定期為廢氣處理設施進行維護和清洗，保持設施運作暢順。

### 應對氣候變化

隨著氣候變化持續加劇，當中所帶來的影響，包括氣溫升高、更頻繁的極端天氣事故，亦可能對我們的業務和員工的健康安全帶來負面影響。為應對氣候變化，我們努力降低本集團業務的碳足印，並於營運及生產過程中，實施各種節能減排措施。此外，我們會密切監察天氣狀況，並根據香港勞工處規例，在惡劣天氣下向員工發出安全指引，以保障員工的健康和安全，亦會安排地舖放置沙包，供店舖在洪水來臨時使用，減低水浸影響。為進一步保護員工，本集團亦有為員工購買工傷保險，並會為職業危害防護和應急救援設施定期進行檢查，如有任何損壞或問題會及時安排維修。

# PERFORMANCE

## 表現

To strengthen our resilience against extreme weather and climate conditions, the Group regularly conducts ESG-related risk assessments, including identifying of potential climate-related risks that may pose threats to our business. This allows us to evaluate the effectiveness of our current contingency measures and identify areas for improvement. We will continue to monitor the latest developments in climate-related laws, regulations and regulatory requirements regularly, and proactively optimise our approach on addressing climate change.

為增強我們對極端天氣及氣候狀況的抵禦能力，本集團會定期進行環境、社會及管治相關風險評估，包括識別對我們業務構成威脅的潛在氣候風險，有助我們審視現有應對措施的成效和探索可改進空間。我們會持續定期檢視與氣候變化相關的法例法規及監管要求的最新情況，積極完善我們應對氣候變化的機制。

The following is the Group's greenhouse gas and air emissions data during the Reporting Period and FY2023:

以下為本集團於報告期間及2023財年的溫室氣體及廢氣排放數據：

Indicator 指標	Unit 單位	FY2024 2024財年	FY2023 2023財年
Total Greenhouse Gas (GHG) Emissions (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e	10,529.12	9,032.83
溫室氣體總排放量 (範圍1及2)	公噸二氧化碳當量		
Direct Emissions (Scope 1) 直接排放 (範圍1)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	644.81	629.55
Indirect Emissions (Scope 2) 間接排放 (範圍2)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	9,884.31	8,403.28
Total GHG Emissions Intensity (Scope 1 & 2)	Kg CO <sub>2</sub> e/turnover (HKD\$'000) (Note 10)	0.70	0.75
溫室氣體總排放量密度 (範圍1及2)	公斤二氧化碳當量／營業額 (千港元) (附註10)		
Nitrogen Oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	Kg 千克	1,058.43	1,093.88
Sulphur Oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	Kg 千克	3.02	2.88
Particulate Matter (PM) 懸浮顆粒(PM)	Kg 千克	68.54	72.12

Note 10: This turnover included self-operated shops in Hong Kong, Macau and Mainland only.

附註10：該營業額僅包括於香港、澳門及內地的自營店。

# PERFORMANCE

## 表現

### Lukfook Group Signs HK\$326 million Sustainability-linked Loan (“SLL”) with DBS Hong Kong 六福集團與星展香港簽署3.26億港元可持續發展掛鈎貸款

During the Reporting Period, the Group and DBS Bank (Hong Kong) Limited (“DBS Hong Kong”) signed the Group’s first SLL of HK\$326 million. The loan includes revolving credit facilities with interest rate linked to the Group’s sustainability performance against the agreed set of KPIs.

於報告期間，本集團與星展銀行（香港）有限公司（「星展香港」）簽署了本集團首筆可持續發展表現掛鈎貸款，總額為3.26億港元。是次貸款採用循環貸款方式，利率與本集團制定的可持續發展關鍵績效指標表現掛鈎。

In keeping up with the Group’s three-year corporate goal, we target to reduce our total energy consumption intensity and GHG emissions intensity through environmentally friendly practices across our operations and production activities. This SLL echoes Lukfook’s goal to fulfil its environmental protection related goals, including the long-term carbon reduction goals, as well as other targets related to air and GHG emissions, waste, energy efficiency and water efficiency, within this timeframe, with a view of aligning with the Hong Kong SAR Government’s target of achieving carbon neutrality before 2050.

為配合本集團制定為期三年的企業目標，我們將透過環境友善的營運和生產過程，以降低總能源密度和溫室氣體排放密度為目標。此筆可持續發展表現掛鈎貸款與六福實現環境保護相關的目標相呼應，旨在在這段時間內實現包括長遠減碳、廢氣及溫室氣體、廢棄物、能源使用效益和用水效益相關的目標，以配合香港特別行政區政府在2050年前實現碳中和。

This SLL marks an important milestone in the Group’s sustainable development and affirms our continued ESG efforts. Going forward, we will continue to leverage the Group’s influence to promote sustainable development and move towards a low-carbon future.

這筆可持續發展表現掛鈎貸款標誌著集團在可持續發展道路上的重要里程碑，亦肯定了我們在環境、社會和治理方面的持續努力。未來，我們將繼續透過集團的影響力推動可持續發展，邁向低碳未來。



Dr. Kathy Chan, Executive Director and Chief Financial Officer of Lukfook Group (right) and Mr. Wallace Lam, Managing Director and Head of Institutional Banking Group of DBS Hong Kong (left) announced they had signed Lukfook’s first sustainability-linked loan  
六福集團執行董事兼財務總裁陳素娟博士（右）及星展香港董事總經理兼企業及機構銀行總監林永德先生（左）宣佈簽署六福首筆可持續發展表現掛鈎貸款



# PERFORMANCE

## 表現

### Opening First Eco-Concept Store at The Wai, Integrating Green Development into Business Operations 於圍方開設首間環保概念店，綠色發展融入業務營運

During the Reporting Period, the Group opened a new eco-concept shop with green design elements in The Wai, a new lifestyle landmark in Tai Wai. In line with the shop's eco-friendly theme, we partnered with Friends of the Earth (Hong Kong) Charity Ltd. ("FoE(HK)") to launch the "Climate Tree Care" initiative, supporting the sustainable development of greening efforts in Hong Kong. During the specified period, Lukfook Jewellery will donate HK\$66 to FoE(HK) for every "Love is Beauty" diamond jewellery purchased, with the proceeds used for tree planting and conservation purposes, contributing to a greener and low-carbon future.

在報告期間，本集團在大圍的全新生活地標圍方開設全新環保概念店，設計上注入綠色元素，為配合店舖的環保主題，我們與香港地球之友慈善有限公司（「地球之友」）攜手合辦「綠林降碳」計劃，以支持綠化香港的可持續發展。在指定期間，顧客凡購買每件「愛很美」鑽石，六福珠寶將捐贈港幣66元予香港地球之友，所得捐款皆用於種植和保育樹木，為邁向綠色低碳未來盡一分力。

The Group hopes that through this collaboration with FoE(HK), it can take conservation action to plant native tree seedlings in Hong Kong, and enable the community to deeply appreciate the close relationship between environmental conservation and daily life. Planting trees will contribute in the long term to increasing the ecological value and biodiversity of forested areas in country parks, while also enhancing the sustainability of these areas, working towards the long-term goal of carbon neutrality.

本集團期望藉著本次與香港地球之友合作，為香港原生品種樹苗種植作出保育行動，讓社區深切體會到環境保育與生活息息相關。種植樹木長遠有助增加郊野公園植林區內的生態價值和生物多樣性，同時亦提高植林區的可持續性，達致碳中和的長遠目標。

FoE(HK), a prominent green group in Hong Kong, is committed to protecting the local and regional environment. It offers equitable solutions to help create environmentally sustainable public policies, business practices and community lifestyles. It also engages government, business and community to act responsibly.

香港地球之友是一家香港主要環保團體，一直致力於推動政府、企業和社會，共建可持續發展並公平合理的環保政策、營商方式和生活形態為己任，全力保護香港及鄰近地區的環境。



The newly opened branch in The Wai has incorporated green elements into its decoration for the first time, fostering an elegant and comfortable shopping atmosphere by integrating ecological concepts into its design.

新開設的圍方分店在裝飾上首次加入綠色元素，透過設計融入環保概念，營造優雅及舒適的購物氣氛。

# PERFORMANCE

## 表現

### Awarded “Hong Kong Awards for Environmental Excellence” for 6 Consecutive Years 連續第六年榮膺「香港環境卓越大獎」企業

The Group has been awarded the “Hong Kong Awards for Environmental Excellence” (“HKAEE”) for the sixth consecutive year, organised by the Environmental Campaign Committee in conjunction with the Environmental Protection Department and nine other organisations. This year, the Group won the Certificate of Merit again under the “Shops and Retailers Sector” category among a total of 3,282 entries. This award is one of the most prestigious environmental awards in Hong Kong, serving as a strong testament to the Group’s efforts in environmental management over the years and its outstanding contributions to environmental protection.

本集團連續六年榮獲由環境運動委員會聯同環境保護署及九個機構頒發的「香港環境卓越大獎」殊榮，本年度共有3,282間參賽機構，集團於芸芸參賽機構中脫穎而出，再度獲得「商舖及零售業」組別的優異獎。該獎項是香港最具認可性的環保獎項之一，是次榮膺充分肯定了集團多年來積極實踐環境管理的努力，為環境保護作出卓越貢獻。

We have always exerted great efforts in preserving the environment and are committed to implementing the concept of sustainable development. We actively undertake environmental and social responsibilities and incorporate green concepts into our business operations and assessment benchmarks, so as to enhance our staff’s awareness of environmental protection. The Group is honoured to receive this accolade once again. In the future, while striving to become a beloved jewellery brand for our customers, we will continue to contribute to a sustainable and low-carbon future, create greater value for the community, and work together with the industry to build a green Hong Kong.

我們一直在環境保護方面不遺餘力，並致力實踐可持續發展的理念，積極承擔環境與社會責任，將環保理念融入各項業務及考核指標，藉此加強員工的環保意識。集團很榮幸再度獲得此殊榮，未來我們在致力成為顧客喜愛的珠寶品牌的同時，亦會繼續為邁向可持續發展的低碳未來作出貢獻，為社會創造更大價值，與業界攜手共建綠色香港。

The HKAEE evaluates the performance of participating organisations in the areas of “Environmental Leadership”, “Environmental Programme and Performance” and “Partnership”, with the aim of encouraging organisations to implement environmental management, to recognise the outstanding performance of organisations in environmental protection-related areas, thereby promoting their sustainable development.

「香港環境卓越大獎」根據參賽機構在「環保領導」、「環保計劃與表現」及「夥伴協力合作」方面的表現進行評估，旨在鼓勵企業實施環境管理及表揚在環保相關方面表現卓越之企業，從而推動企業可持續發展。



Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group, received the recognition  
六福集團非執行董事兼名譽顧問謝滿全先生接受嘉許

# PERFORMANCE

## 表現

### Receiving Recognition Again in “BOCHK Corporate Low-Carbon Environmental Leadership Awards” under “Services” and “Manufacturing” Sectors

本集團於「中銀香港企業低碳環保領先大獎」再度榮獲「服務業」及「製造業」雙料殊榮

The Group was selected among 841 participating organisations and once again awarded the “BOCHK Corporate Low-Carbon Environmental Leadership Awards” jointly presented by the Federation of Hong Kong Industries (“FHKI”) and Bank of China (Hong Kong) (“BOCHK”) this year, being recognised as “EcoPartner” and “3 Years+ EcoPioneer Logo” in the “Services” Sector for four consecutive years. The Group’s subsidiaries, Luk Fook Jewellery (Guangzhou) Company Limited and Lee Fook Diamond & Jewellery (Guangzhou) Company Limited, have also been awarded “EcoPartner” and the “5 Years+ EcoPioneer Logo” in the “Manufacturing” sector for eight consecutive years. Another subsidiary of the Group, Guangzhou Lee Ying Jewellery Company Limited who made its debut on participation, was awarded “EcoPartner”, which is an affirmation of the Group’s dedication to promoting green operations and production.

本集團今年在841間參與機構中脫穎而出，再度榮獲由香港工業總會（工總）與中國銀行（香港）（中銀香港）聯合頒發的「中銀香港企業低碳環保領先大獎」殊榮，連續四年於「服務業」獲嘉許為「環保傑出夥伴」及「3年+參與環保先驅獎章」。集團附屬公司六福珠寶（廣州）有限公司及廣州利福鑽石首飾有限公司亦連續八年於「製造業」榮獲「環保傑出夥伴」和「5年+參與環保先驅獎章」嘉許；集團另一附屬公司廣州利盈首飾有限公司於首年參與即獲嘉許為「環保傑出夥伴」，肯定集團推動環保營運及生產的貢獻。

The Group attaches great importance to sustainable development. We are committed to reducing resource consumption, protecting the environment and promoting a sustainable supply chain. To this end, we have put in place a wide range of green measures to meet our long-term carbon reduction targets. Through the establishment of a sustainable operating model, the Group has incorporated green elements into all stages of its business operations, driving eco-friendly practices, minimising waste across our production, administration, and retailing operations, so as to enhance our contribution to environmental protection. In the future, we will continue to leverage our sphere of influence to encourage stakeholders to collaborate and promote sustainable development, so that together we can move towards the legacy of sustainability and crafting a low-carbon future.

本集團十分重視可持續發展，致力減少資源使用，保護環境，推動可持續供應鏈。為此，我們訂立了多方面的環保措施以配合長遠減碳目標，透過建立可持續的營運模式，於業務營運的各個階段加入環保元素，推動環保綠化，在生產、行政及零售業務等範疇減少資源浪費，提高對環境保護的貢獻。未來，我們將繼續透過集團的影響力，鼓勵各持份者一起推動可持續發展，務求一同延續經典，邁向低碳未來。

# PERFORMANCE 表現

Co-organised by the FHKI and BOCHK since 2015, the “BOCHK Corporate Low-Carbon Environmental Leadership Awards” aims to encourage corporations operating in Hong Kong and the Pan-Pearl River Delta region to implement green measures to fulfil their corporate social responsibility and reduce environmental pollution. 「中銀香港企業環保領先大獎」自2015年起由工總與中銀香港合辦，旨在鼓勵香港社會及泛珠三角地區營運的企業推行環保措施，以履行企業社會責任，減少環境污染。



Mr. Tse Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group received the honour on behalf of the Group  
六福集團非執行董事兼名譽顧問謝滿全先生代表集團接受嘉許





# PERFORMANCE

## 表現

### Responsible Sourcing

The Group is dedicated to collaborating with suppliers to jointly promote sustainable development in the industry. We have implemented a comprehensive supply chain management mechanism, which includes a supplier and contractor evaluation system and management guidelines. We have also conducted a series of assessments and monitoring activities to optimise product quality and their environmental performance. Furthermore, we require suppliers and contractors to comply with the Group's environmental protection policies and stringent corporate governance standards. We regularly review the sustainability performance of our suppliers and contractors to ensure they comply with relevant regulations and improve continuously. Through effective supply chain management, we strive to enhance business development, improve operational efficiency and drive suppliers towards sustainable practices.

The Group has established the "Lukfook Supplier Operational Risk Code of Conduct" to integrate the concepts of environmental protection, employees' rights safeguarding, social development considerations and corporate governance optimisation into business operations. We also encourage our suppliers to jointly promote sustainable development. The Code of Conduct includes requirements on climate change, employee human rights, business integrity and product and service safety, etc. We require our suppliers to establish relevant monitoring and due diligence systems to ensure that the precious metals, diamonds and gemstones supplied to the Group are legally sourced and are not from any conflict areas. In addition, we require our suppliers to abide by international and local laws, prohibiting the employment of child labour, forced labour, etc., to safeguard the human rights of employees throughout the entire supply chain.

### 負責任採購

本集團致力與供應商攜手合作，共同推進行業可持續發展。我們已實施一套完善的供應鏈管理機制，包括供應商及承辦商評估系統和管理工作指引，亦會進行一系列的評估和監測，以優化產品質素及供應商環保表現。此外，我們要求供應商及承辦商必須遵守本集團的環保政策以及嚴格的企業管治標準，並會定期檢視他們的可持續發展表現，以確保遵守相關規定並做出持續改進，力求透過有效的供應鏈管理以促進業務發展、加強營運效率及推動供應商實踐可持續發展。

本集團已制定了《六福集團供應商營運風險守則》，旨在將關注環境保護、保障員工權益、關心社會發展及優化企業管治等理念融入業務營運當中，並鼓勵供應商一起推動可持續發展。守則內容涵蓋氣候變化、員工人權、商業誠信及產品及服務安全等方面的要求。我們規定供應商須設立相關監管及盡職調查制度，確保供應予本集團的貴金屬、鑽石及寶石的來源均合法，並非來自任何衝突地區。除此之外，我們要求供應商遵守國際及當地法律，不得僱用任何童工、非自願勞工等，確保整個供應鏈的員工人權得到保障。

# PERFORMANCE

## 表現

### Quotation and Tendering 報價及招標

We have developed a comprehensive procurement procedure, under which all procurement items are subject to quotations from a designated number of approved suppliers or tendering procedures based on the project budget. Furthermore, we have established the “Guideline on Green Procurement” for employees to encourage them to consider environmental factors during the procurement process. Relevant staff are required to indicate whether these guidelines have been followed.

我們制定全面的採購程序，規定任何採購項目均須按項目預算金額向指定數目的供應商索取報價或進行招標程序。另外，我們為員工訂立了《環保採購工作指引》，建議員工在採購過程中考慮環保因素，並要求相關人員註明是否參照該指引。

### Qualification Examination 資質審查

To safeguard product quality and business ethics standards, we apply our internal approval procedures on all approved suppliers and contractors, as well as requiring our suppliers and contractors to sign a “Supplier Agreement” and “Corruption Prevention Policy”.

為保障產品質素和商業道德水平，我們向所有認可供應商及承辦商執行內部審批程序，與供應商和承辦商簽訂《供應商協議》及《廉潔交易政策》。

### Regular Evaluation 定期評估

We regularly evaluate the qualification of our suppliers and renew their “Supplier Agreements” to ensure product quality. We provide some of our suppliers and contractors with the “Environmental Protection Manual of Working Inside a Workplace” and make assessments of environmental protection operations. We have established the “Supplier/Contractor Environmental Operations Record/Assessment Form” to review suppliers’ sustainability performance. We carry out on-site inspections if necessary. Suppliers that fail the initial environmental protection assessment will be given an opportunity for improvement. However, if they still do not meet the required standards upon re-evaluation, we will consider discontinuing our partnership with them.

我們定期評估供應商資格及與供應商續簽《供應商協議》以維護產品質素。我們向部分供應商及承辦商會提供《於場內工作的環保指導書》及進行環保運作評估。我們已設立「供應商／承辦商的環保運作記錄／評估表」，以檢視供應商的可持續表現。如有需要，我們會進行實地考察。如供應商未能通過首次環保評估，我們會給予改善機會，如再次評估不及格，我們會考慮停止與該供應商的合作關係。

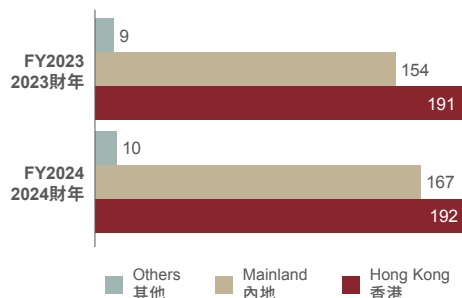
# PERFORMANCE

## 表現

As of 31 March 2024, we have 369 main suppliers in total, with most being located in Mainland and Hong Kong. Prior to formal procurement, all suppliers were required to pass our preset assessment process.

截至2024年3月31日，我們共有369個主要供應商，大部分均來自內地及香港，且在正式進行採購前，所有供應商均需通過我們既定的評審程序。

**Total Number of Suppliers by Geographical Region**  
**按地區劃分的供應商總數**



### “Conflict-free” Diamonds

The Group places great importance to the human rights and environmental risks associated with the sourcing of diamond products. We procure diamonds from suppliers that have obtained the Kimberley Process Certification which verifies that their supplied rough diamonds are not mined in war zones, thus carrying lower environmental and social risks. This helps us ensure that the diamonds we purchase are not “conflict diamonds” (also known as “blood diamonds”, which are mined in war zones and illegally traded, causing harm to the ecosystem and human rights).

### 「不涉衝突」鑽石

本集團非常重視與鑽石產品開發相關的人權和環境風險。我們會從獲得金伯利流程認證的鑽石供應商購買鑽石，相關認證證明其供應的鑽石毛坯並非於戰爭區域開採，故存在較低的環境和社會風險，有助我們確保採購的鑽石並非「衝突鑽石」（又稱「血鑽」，在戰爭區域開採並在非合法的情況下銷往市場，或對生態環境和人權造成損害）。

# PERFORMANCE

## 表現

### PEOPLE EMPOWERMENT

### 培養人才翹楚

#### Goal

Commit to creating an ideal working environment, advocating a culture of equality, diversity and inclusiveness, and empowering employees with career development opportunities

#### 目標

致力營造理想工作環境，提倡平等、多元、共融文化，賦能員工職業發展機會

#### Relevant UNSDGs: 相關UNSDGs:



#### Material Issues Identified 已識別的重要議題

- Employee Benefits  
僱員福利
- Employee Physical and Mental Health  
員工的身心健康
- Occupational Health and Safety  
職業健康及安全
- Employee Development and Training  
員工發展及培訓
- Employment Compliance  
僱傭合規性
- Anti-corruption  
反貪污

The Group firmly believes that our employees are not only valuable assets, but also the cornerstone of our success. We are committed to rewarding the contributions made by our employees and actively attracting and retaining talent. We strictly abide by employment-related laws and regulations, including but not limited to the Labor Law of the PRC, the Labor Contract Law of the PRC, and the Employment Ordinance of Hong Kong, etc. We prohibit any form of discrimination and strive to create a harmonious, inclusive, equal, and diverse work environment for our employees. To promote their growth and well-being, we also provide competitive salaries and benefits, as well as abundant opportunities for career training and development, ensuring that our employees can grow alongside the Group.

During the Reporting Period, there was no material non-compliance with the relevant laws and regulations concerning remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare, including but not limited to the Labor Law of the PRC, the Labor Contract Law of the PRC and the Employment Ordinance of Hong Kong, etc.

本集團深信我們的員工不僅是寶貴的資產，更是我們成功的基石。我們致力回報員工所付出的貢獻，積極吸納和挽留人才，並恪守與僱傭相關的法律及規例，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》等。我們禁止任何方式的歧視，並努力為員工營造和諧、包容、平等和多元化的工作環境。為促進員工的成長和福祉，我們為其提供有競爭力的薪酬和福利，以及豐富的職業培訓與發展機會，確保員工能與集團並肩成長。

於報告期間，本集團在有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利相關法律及規例方面並無涉及任何重大的違規行為，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》等。

# PERFORMANCE

## 表現

### Awarded “Good MPF Employer” by MPFA for Five Consecutive Years 連續五年榮獲積金局頒發「積金好僱主」嘉許

The Group has been honoured with the “Good MPF Employer 5 Years+ Award” in the “Good MPF Employer 2022-23” organised by the Mandatory Provident Fund Schemes Authority (“MPFA”). This marks the fifth consecutive time the Group has been recognised for attaching importance to the retirement protection of its employees. Additionally, the Group received two special awards, namely, “e-Contribution Award” and “MPF Support Award” for its value-added services and support for its employees. The Group has won these three awards in recognition of its efforts in the use of electronic submission of MPF contributions and active promotion of MPF schemes.

本集團於強制性公積金計劃管理局主辦的2022-23年度「積金好僱主」嘉許計劃中榮獲「積金好僱主5年+」殊榮，連續五年嘉許集團為重視僱員退休保障的好僱主，同時憑藉為員工提供增值服務及支援而贏得「電子供款獎」及「積金推廣獎」兩個特別獎項。集團再度榮獲三項殊榮，以表揚其善用電子方式遞交強積金供款及積極推廣強積金計劃。

Since the inception of the Group, we have always believed in a “people-focus” management philosophy. Our employees are valuable corporate assets. The Group is committed to providing extensive benefits and retirement protection to our staff. In addition to fulfilling our MPF obligations, the Group also offers a diverse range of benefits to our employees to ensure that they can achieve work-life balance as well as adequate life security.

集團創立以來深信「以人為本」的管理理念，員工為企業的寶貴資產，集團致力為員工提供全面的福利及退休保障。除了履行強積金責任外，集團亦為員工提供多元的福利，以確保他們在生活和工作之間達到平衡，並獲得充分的生活保障。

The Group also provides additional retirement benefits to its employees, including three different contribution platforms for them to choose from. Given the importance of retirement protection, we have incorporated an introduction to MPF in the training programme for new employees about different MPFs’ functions, fees and performance, so as to provide them with an in-depth understanding of MPF for better retirement protection and to assist them in making proper arrangements at an early stage.

另外，集團為員工提供額外退休福利，包括為員工提供三個不同的供款平台讓員工自由選擇。集團考慮到退休保障的重要性，更於新入職員工培訓中加入介紹強積金的環節，讓員工深入了解不同強積金的功能、收費及表現等，以享有更佳的退休保障，並努力協助他們及早為退休作出妥善安排。

“The Good MPF Employer Award”, established by the MPFA, aims to acknowledge exemplary employers’ efforts in fostering and enhancing retirement protection of their employees, and encourage employers to provide better retirement benefits for their employees.

「積金好僱主」嘉許計劃由積金局設立，旨在表揚致力保障及加強僱員退休福利的模範僱主，和鼓勵僱主為僱員提供更佳的退休福利。





# PERFORMANCE

## 表現

### Awarded “Happy Company” for Ten Consecutive Years 連續10年榮獲「開心企業」殊榮

The Group has been recognised as a “Happy Company” under the “Happiness at Work” promotional scheme for the tenth consecutive year, in recognition of the Group’s outstanding efforts in creating a happy working environment, enhancing employee happiness at work and promoting a healthy lifestyle.

本集團連續10年於「開心工作間」推廣計劃中獲嘉許為「開心企業」，表揚集團在營造愉快工作環境，提升員工快樂工作水平及健康的生活態度所作之卓越表現。

People are a key pillar of the Group’s future development, therefore the Group is committed to creating an ideal working environment and promoting a culture of equality, diversity and inclusion, empowering employees with career development opportunities and providing them with a clear understanding of the Group’s operations and future development direction. We are committed to building a brighter future by strengthening our staff’s cohesiveness and working together to bring out the spirit of “Lukfook Family”.

人才是集團未來發展的重要支柱，因此集團一直致力營造理想的工作環境，提倡平等、多元、共融文化，賦能員工職業發展機會，及讓員工清晰了解集團的營運及未來發展方向，增強員工凝聚力，大家並肩作戰，發揮及發揚「六福大家庭」的精神，創造更美好的明天。

The “Happiness at Work” promotional scheme is organised by the Promoting Happiness Index Foundation and implemented by the Chinese Manufacturers’ Association of Hong Kong. The scheme aims to encourage collaboration across various sectors to build a joyful working environment, enhance the happiness of Hong Kong’s workforce, build a corporate culture of care and respect for employees, and encourage the development of corporate caring, wisdom, persistence and motivation.

「開心工作間」由香港提升快樂指數基金主辦，並由香港中華廠商聯合會執行，旨在促進各界攜手建設愉快的工作環境，共同提高香港人的工作快樂水平，建立關懷與尊重員工生活的企業文化，並促進「企業關愛」、「企業智慧」、「企業韌力」和「企業動力」的發展。



Ms. Vivian Lai, Deputy Administration and Human Resources Director of Lukfook Group, accepted the award on behalf of the Group  
六福集團行政及人力資源副總監黎佩瑜女士接受嘉許

# PERFORMANCE

## 表現

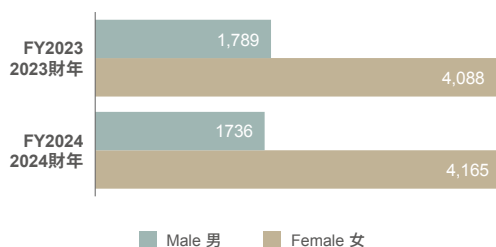
### Diversified Talent Team

The Group upholds the values of diversity and equality, respecting differences in employee backgrounds and cultures, considering all employees as part of our “Lukfook family”. We strictly condemn any form of discrimination based on gender, disability, family status, or race in the workplace. As of 31 March 2024, we had 5,901 employees (FY2023: 5,877 employees) based in Hong Kong, Macau and the Mainland. The total number of employees of the Group by region, employment type, employment category, age group and gender during the Reporting Period is as follows:

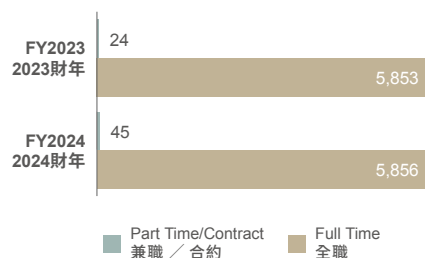
### 多元化人才團隊

本集團秉持多元與平等的價值觀，尊重員工的背景、文化等差異，並將所有員工視為我們「六福大家庭」的一份子。我們杜絕職場上任何有關性別、殘疾、家庭狀況及種族的歧視。截至2024年3月31日，我們共有5,901名員工（2023財年：5,877名）位於香港、澳門及內地工作。本集團於報告期間按地區、僱傭類型、級別、年齡組別及性別劃分的僱員總數如下：

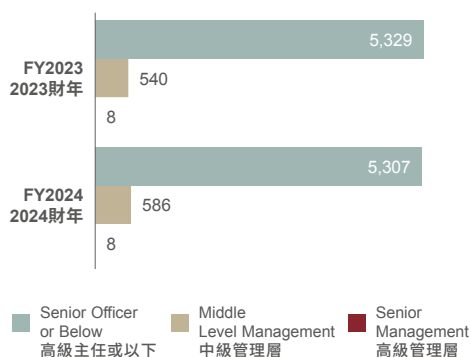
**Total Workforce by Gender**  
按性別劃分的僱員總數



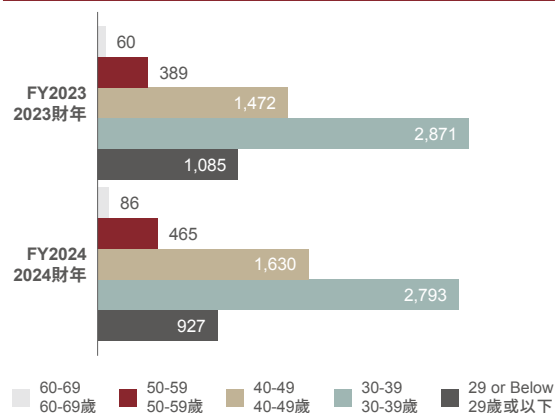
**Total Workforce by Employment Type**  
按僱傭類型劃分的僱員總數



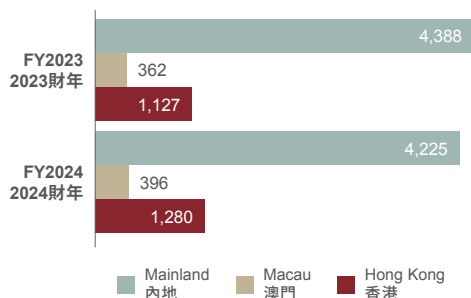
**Total Workforce by Grading**  
按職級劃分的僱員總數



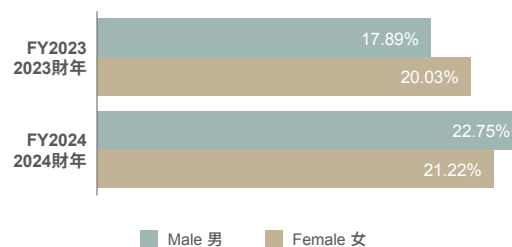
**Total Workforce by Age Group**  
按年齡組別劃分的僱員總數



**Total Workforce by Geographical Region**  
按地區劃分的僱員總數



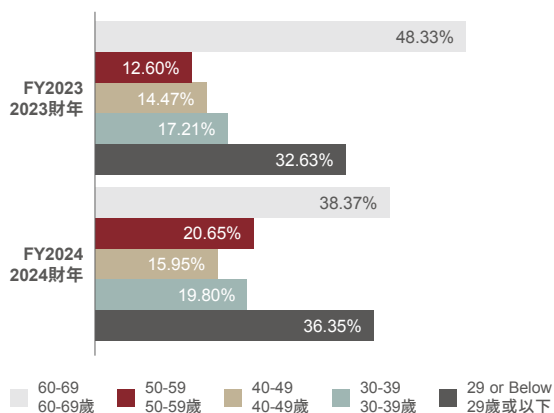
**Total Turnover Rate by Gender**  
按性別劃分的僱員流失率



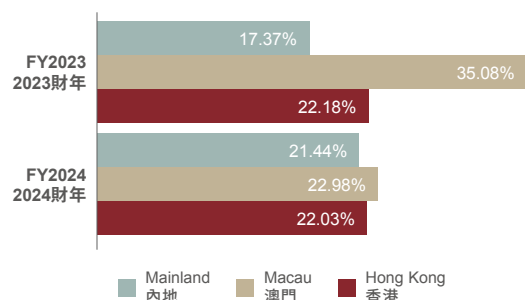
# PERFORMANCE

## 表現

**Total Turnover Rate by Age Group**  
按年齡組別劃分的僱員流失率



**Total Turnover Rate by Geographical Region**  
按地區劃分的僱員流失率



### Recruiting and Retaining Talents

To attract talented individuals to join the Group, we utilise a range of channels for recruitment, including internal training, social recruitment, overseas recruitment, and cooperation with colleges and professional talent recruitment agencies, enabling us to build a broad and strong talent network. We have established a comprehensive talent pool of technical cadres and strive to attract local and overseas technical and management professionals, actively enhancing our technical and management strengths to increase our market competitiveness. The Group has also developed a set of 3-year corporate goals (FY2023 to FY2025) with plans to achieve goals related to improving departmental effectiveness, employee training, and exploring innovative technologies and other talent development goals during the 3-year period.

We are dedicated to providing employees with comprehensive training and promotion opportunities, aiming to unleash their potential and enhance job performance. To achieve this, we have established a holistic career development ladder and evaluation mechanism, which involves the evaluation and assessment of employees' work performance annually. Consideration factors for employee promotion include evaluation results, academic qualifications, as well as reward and punishment records.

### 廣納及挽留人才

為了吸引優秀的人才加入本集團，我們會透過多種渠道進行招聘，包括內部培訓，社會招聘、海外招聘，以及與院校和專業人才招募機構合作等，務求建立廣泛強大人才網絡。我們亦已建立完善的技術幹部人才庫，致力吸納本地和海外的技術和管理專才，積極推進我們的技術和管理實力，增強市場競爭力。本集團亦已制定3年企業目標（2023財年至2025財年），計劃於3年期間內達成提升部門效能、員工培訓及探索創新科技等人才發展方面相關的目標。

我們致力於為員工提供全面的培訓和晉升機會，旨在激發他們的潛能並提升工作表現。為此，我們設立了完善的職業發展階梯和考核機制，並每年評估和審核員工的工作表現。員工升遷的考慮因素涵蓋相關評核結果、學歷和獎懲記錄等。

# PERFORMANCE

## 表現

To retain our important talents, the Group actively offers competitive packages to our employees. We have developed a comprehensive human resources system, which clearly lays out the policies on remuneration, holidays, working hours, welfare, staff handbooks, reward and punishment system, dismissal and termination of employment contracts. If an employee terminates the employment contract, the human resources department will arrange a resignation interview to understand the reasons for the employee's resignation and improve our human resources management by collecting feedback.

### Respect for Employees

The Group advocates a people-oriented approach, respecting the rights and interests of every employee and providing employees with reasonable remuneration packages and benefits. We strictly abide by the laws, regulations and standards related to employment rights. When determining employee compensation, we take into consideration factors including employees' positions, job performance and results, as well as personal abilities, ensuring market competitiveness of our employee compensation. We make MPF contributions for employees in Hong Kong, as well as social insurance and housing provident funds for employees in Mainland. Furthermore, we provide employees with diverse benefits to ensure that they can achieve work-life balance as well as life security.

The benefits available to full-time employees include but are not limited to:

為挽留重要的人才，本集團積極向員工提供具競爭力的待遇。我們制定了完善的人力資源制度，並清楚訂明有關薪酬、假期、工作時數、福利、員工守則、獎懲制度、解僱及解除勞動合約等政策。若員工終止僱傭合約，人力資源部會安排離職面談，了解員工離職的原因，透過收集反饋優化我們的人力資源管理。

### 尊重員工

本集團崇尚以人為本的價值觀，尊重每位員工的權益，向員工提供合理的薪酬待遇，並嚴格遵守有關僱傭權益的法律、規例和標準。我們在決定員工薪酬的過程中會考慮員工的職位、業績、工作表現、個人能力等，並確保其薪酬的市場競爭力。我們向香港的員工繳納強積金，並為內地的員工繳納社會保險和住房公積金。此外，我們亦為員工提供多元的福利，以確保他們在生活和工作之間達到平衡，並獲得充分的生活保障。

正式員工可享有的福利包括但不限於：

<b>Birthday Leave</b> 生日假	<b>Maternity Leave</b> 產假	<b>Paternity Leave</b> 侍產假	<b>Marriage Leave</b> 婚假	<b>Wedding Gift Voucher</b> 結婚禮券
<b>Compassionate Leave</b> 恩恤假	<b>Grandparent Leave</b> 祖父母／ 外祖父母假	<b>Bonuses</b> 花紅	<b>Shopping Discounts</b> 購物折扣優惠	<b>Medical Insurance</b> 醫療保險
<b>Overtime Compensation</b> 超時工作補假	<b>Meal Allowances (For Retail Staff)</b> 膳食津貼 (為零售員工而設)	<b>Bonuses (For Retail Staff)</b> 獎金 (為零售員工而設)	<b>Education Allowances</b> 進修資助	<b>Condolence Money</b> 慰問金



## PERFORMANCE 表現

At our company, we place great emphasis on supporting our employees' work-life balance. We regularly organise a variety of recreational and cultural activities to help them unwind and recharge. Moreover, A range of leisure facilities are also available at the staff quarters within our Lukfook Jewellery Cultural and Creative Industrial Park, such as basketball courts, fitness equipment, karaoke rooms, libraries and TV rooms, etc. During the Reporting Period, the Group organised a range of employee engagement activities, including a private movie screening to recognise staff contributions and celebrate the Lunar New Year, a DIY shopping bag workshop and a Easter Basket-Shaped Cupcake Workshop to promote interdepartmental exchange, as well as yoga Workshops to encourage employees to prioritise their physical and mental wellbeing.

我們非常關注員工的工作與生活平衡，為鼓勵員工放鬆身心，我們會適時舉辦各類的康樂文娛活動。我們亦於「六福珠寶文化創意產業園」的員工宿舍設有多種康樂設施，包括籃球場、健身設施、卡拉OK廳、圖書閱覽室、影視部等。於報告期內，本集團舉辦多項員工活動，包括觀影包場活動，以表彰員工過去一年的貢獻及共賀新年；環保袋手作工作坊及復活節花籃造型紙杯蛋糕工作坊，以促進各部門員工互動交流；瑜珈工作坊，以提醒員工關注身心健康。



**Private Movie Screening**  
觀影包場活動



**Easter Basket-Shaped Cupcake Workshop**  
復活節花籃造型紙杯蛋糕工作坊



**DIY Shopping Bag Workshop**  
環保袋手作工作坊



**Yoga Workshop**  
瑜珈工作坊



# PERFORMANCE

## 表現

Employee opinions and feedback are important drivers for continuous improvement and enhancement of our human resources system. We have established a comprehensive grievance mechanism to collect employee feedback, where employees can lodge grievances through email, telephone or face-to-face. The identity of the whistleblower will be kept confidential, and we will investigate the case in a fair and impartial manner, with appropriate countermeasures being adopted.

We have adopted a zero-tolerance stance against child labour and forced labour, and we are firmly committed to eradicating such practices. During the recruitment process, we check candidates' identification documents closely to ensure employees are of legal working age. The Staff Handbook also sets out employment-related policies and terms, including arrangements for working hours, vacations, pay and dismissal, and avoidance of forced labour. If violations are found, the Group will take immediate measures to stop them from working. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to child labour or forced labour.

員工的意見和反饋是我們不斷改進和完善人力資源制度的重要驅動力。我們已設立完整的申訴機制以收集員工的意見，員工可透過電郵、電話或面談方式向我們提出申訴。我們會將舉報人的身份保密，並以公平、公正的方式對案件進行調查及採取適當的應對措施。

我們對童工和強制勞動持有零容忍的態度，堅決杜絕此類行為。我們在招聘過程中會仔細檢查應聘者的身份證明文件，確保員工已達到法定工作年齡。我們的《員工手冊》亦列明僱傭相關政策與條款，包括工作時數、假期、薪酬和解僱的安排，避免強制勞動。若發現違規情況，本集團會即時採取措施讓其停止工作。於報告期間，本集團在有關童工或強制勞動相關法律及規例方面並無涉及任何違規行為。

# PERFORMANCE

## 表現

### Training and Development

Employee training and development are crucial to the Group's success. To promote the growth and development of both our employees and the Group, we have established a comprehensive training system that offers a range of external and internal training opportunities for employees, enabling them to gain and apply the latest industry and technical knowledge. In addition to arranging various training courses for employees by internal instructors, we also invite external organisations to provide training to expand employees' knowledge and skillset. Some of the training sessions held during the Reporting Period are as follows:

### 培訓及發展

員工的培訓和發展對於本集團的成功至關重要。為了讓員工與本集團共同進步，我們已建立了完善的培訓體系，為員工提供一系列的外部及內部培訓機會，讓員工獲取及應用最新的行業和技術知識。除了指派內部導師向員工提供各種培訓課程外，我們亦會邀請外部機構為員工提供培訓，擴充員工的知識和技能。部分報告期間舉行的培訓課程如下：

Induction Trainings for New Employees 新員工職前培訓	Orientation Class 迎新班	High-Quality Service and Jewellery Knowledge Certificate Courses 優質服務與珠寶知識證書課程	Product Knowledge Training 產品知識培訓
Environmental Protection Awareness Training 環保意識概念培訓	Low-carbon Lifestyle Training 生活中的低碳實踐培訓	Jewellery V Class Online Learning 珠寶V課網上學習	Advanced Jewellery Knowledge Certificate Courses 進階珠寶知識證書課程
Robotic Process Automation (RPA) Training 機械人流程自動化 RPA培訓	Hong Kong Wedding Fair Training 香港婚紗展培訓	Branch Instructor Training 分行指導員培訓班	Exchange Tour among Shenzhen Centre and Nansha's Industrial Park 深圳行政中心及南沙園區交流團
Circular Economy Concept Training 循環經濟概念培訓	Natural Diamonds and Lab-Grown Diamonds Knowledge Training Course 天然鑽石與培育鑽石知識培訓課程	Cord Weaving Training Session 編繩培訓班	Supervisor Service Evaluation Course 主管服務評核課程
Guideline on Anti-Money Laundering and Counter-Financing of Terrorism Briefing Session 打擊洗錢及恐怖分子資金籌集指引簡介會	Replenishment Notification System Training 補貨提示系統培訓	Privacy and Information Security Awareness Training 私隱及信息安全相關意識培訓	ChatGPT Training ChatGPT培訓
Lukfook's Six Leadership Habits Training 六福六大管理習慣培訓	Employee Privacy Regulations Information Training 員工私隱法規資訊培訓	ABBYY FineReader PDF Software Training ABBYY FineReader PDF 軟件培訓	GIA Pearl Product Knowledge Training GIA珍珠產品知識培訓

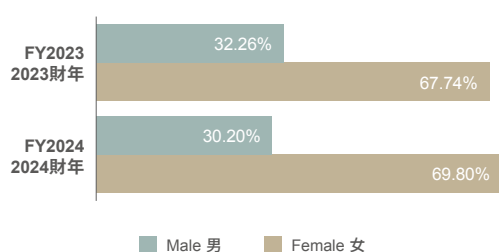
# PERFORMANCE

## 表現

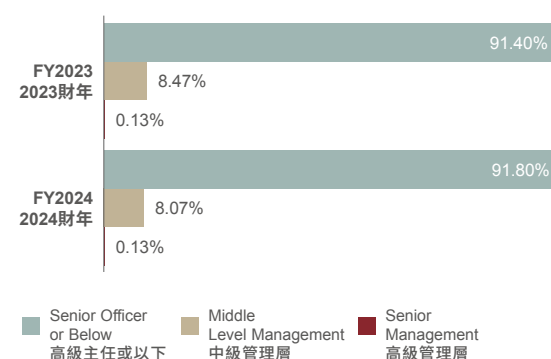
During the Reporting Period, 85%<sup>8</sup> of our employees received training (FY2023: 76%). We provided over 170,000 hours (FY2023: 87,000 hours) of training courses to our employees, with an average of 23.7 training hours (FY2023: 12.5 hours) per employee. Additionally, every employee at the assistant manager level or above receives 24-hour training every three years. Training data by gender and grading are as follows:

於報告期間，我們85%<sup>8</sup>的員工接受了培訓（2023財年：76%）。本集團總共為員工提供了逾170,000小時（2023財年：87,000小時）的培訓課程，人均培訓時數為23.7小時（2023財年：12.5小時）。此外，我們亦會為每位副經理級或以上員工每三年安排24小時的培訓。按性別和職級劃分的培訓數據如下：

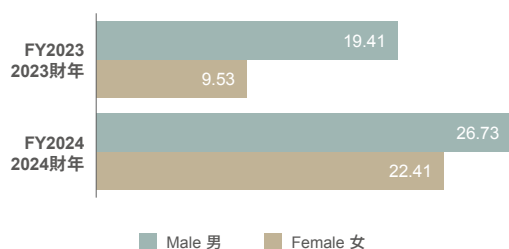
**Percentage of Employees Trained by Gender**  
按性別劃分的受訓員工百分比



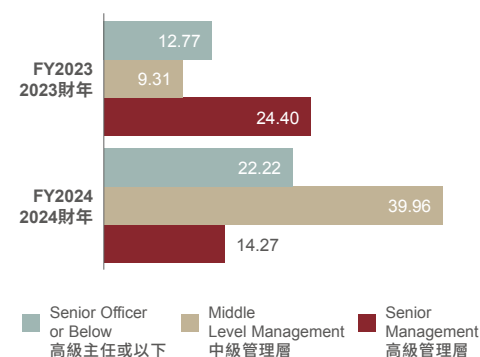
**Percentage of Employees Trained by Grading**  
按職級劃分的受訓員工百分比



**The Average Training Hours Completed per Employee by Gender (Hours)**  
按性別劃分的每名僱員完成受訓的平均時數(小時)



**The Average Training Hours Completed per Employee by Grading (Hours)**  
按職級劃分的每名僱員完成受訓的平均時數(小時)



<sup>8</sup> Employee training data included those who quit during the Reporting Period.  
員工培訓數據包含於報告期間離職的員工。

# PERFORMANCE

## 表現

### Safety and Health of Employees

The Group greatly values the health and safety of employees, and is dedicated to creating a healthy, safe and comfortable workplace. Therefore, we have established a holistic occupational health and safety system which clearly lays out a set of occupational health and safety measures. We strictly abide by relevant laws and regulations such as the Occupational Safety and Health Regulations, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Work-related Injury Insurance Regulations, among others. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to occupational safety.

### 員工安康

本集團非常重視員工的健康與安全，並致力建立健康、安全和舒適的工作環境。為此，我們制定了全面的職業健康及安全體制，列明一系列的職業健康與安全措施，並嚴格遵守《職業安全及健康條例》、《中華人民共和國職業病防治法》、《工傷保險條例》等相關法律及規例。於報告期間，本集團在職業安全相關法律及規例方面並無涉及任何違規行為。

	FY2024 2024財年	FY2023 2023財年	FY2022 2022財年
Rate of Work-related Fatalities (per 200,000 Hours Worked) (Note 8) (Note 10) 因工死亡率 (每200,000工作小時) (附註8) (附註10)	0	0	0.01
Rate of Work-related Fatalities (per 1,000 Employees) (Note 9) (Note 10) 因工死亡率 (每千名員工) (附註9) (附註10)	0	0	0.17
Lost Days due to Work Injury (Days) 因工傷損失工作日數 (日)	437	439.5	514

Note 8: Work-related fatality rate per 200,000 hours worked = number of fatalities as a result of work-related injury/number of hours worked x 200,000.

附註8：因工死亡率(每200,000工作小時)=因工傷死亡個案數目／工作時數x 200,000。

Note 9: Work-related fatality rate per 1,000 employees = number of fatalities as a result of work-related injury/total number of employees of the category at the end of the Reporting Period x 1,000.

附註9：因工死亡率(每千名員工)=因工傷死亡個案數目／該類別報告期末的員工總數x 1,000。

Note 10: In FY2022, one of our employees unfortunately died of illness due to health issue during working hours and at his post. According to the definition of the "Regulations of Guangdong Province on Work related Injury Insurance", it was defined as work-related fatality. We promptly processed, investigated, and reported to authorities, as well as paid medical reimbursement for work-related injury.

附註10：於2022財年，我們有一名員工在工作時間及崗位內因身體原因而不幸病故。根據《廣東省工傷保險條例》的定義，該事件被界定為因工死亡。我們及時處理、作出調查、向當局報告，並發放工傷醫療報銷費用。

## PERFORMANCE 表現

Furthermore, to safeguard the health of our employees, the Group has purchased work-related injury insurance for employees and provided protective equipment such as masks and gloves to employees in need. We carry out inspections and maintenance of protective and rescue facilities on a regular basis, in order to build a safe working environment and prevent the occurrence of accidents. Additionally, a security department has been established in our Lukfook Cultural and Creative Industrial Park in Nansha, which is responsible for regularly inspecting the plant facilities, as well as identifying and managing risks related to occupational health and safety. To strengthen employees' awareness of occupational health and safety, we provide them with occupational safety rules and arrange regular training, such as fire drills, safety and hygiene knowledge training, etc.

另外，本集團亦為員工購買工傷保險，向有需要的員工提供口罩、手套等防護用品等，以保障員工健康。為了打造安全的工作環境及避免意外發生，我們會定期檢查和維修防護和救援設施。此外，我們在位於南沙的六福文化及創意產業園設立了安保部門，相關部門負責定期檢查工廠設施，以及識別和管理與職業健康與安全相關的風險。為增強員工對職業健康與安全意識，我們向員工提供職業安全守則並安排定期培訓，包括消防演習、安全衛生知識培訓等。

### Enhancing Employee Health Awareness, Creating a Safe Working Environment 提升員工健康意識，營造安全工作環境



The Group has always placed a high priority on the safety and health of its employees. During the Reporting Period, we collaborated with the Occupational Safety and Health Council to organise a workshop on alleviating workplace pain syndromes. Through on-site explanations and sharing by registered physiotherapists, employees gained a deeper understanding of common ailments and methods of relief. We will continue to focus on the physical and mental well-being of our employees, striving to create a safe and healthy working environment.

本集團一直高度重視員工的安全及健康。於報告期間，我們與職業安全健康局合作舉辦了舒緩職場痛症健康工作坊，透過註冊物理治療師的現場講解及分享，讓員工更深入了解常見痛症及舒緩的方法。我們將持續關注員工的身心健康，致力打造安全健康的工作環境。



# PERFORMANCE

## 表現

### Business Ethics

The Group regards business ethics and integrity as core values and places great importance on them. We have implemented a comprehensive anti-corruption system, strictly obeying applicable laws and regulations, including the Company Law of the PRC, the Anti-Unfair Competition Law of the PRC, Criminal Law of the PRC, Anti-Money Laundering Law of the PRC, the Hong Kong Prevention of Bribery Ordinance, Anti-Money Laundering and Counter-Terrorist Financing Ordinance of Hong Kong, as well as industry standards such as the Kimberley Process Certification Scheme, the “Best Practice Principles” of De Beers, the “Practice Guidelines” of the Responsible Jewellery Council and the “Code of Practice for the Jewellery Retail Sector” of the Hong Kong Consumer Council. These measures aim to prevent corruption, bribery, extortion, fraud, money laundering, and other illegal behaviours. Upon joining the Group, employees must also sign the “Integrity Undertaking”, pledging to maintain integrity and maintaining good business ethics.

The Group requires suppliers to sign the “Corruption Prevention Policy”, and has issued the “Guidelines of Soliciting and Accepting Advantages for Employees of the Group” to customers, suppliers and business partners, to ensure compliance with our business ethics requirements and prevent any improper transfer of benefits between employees. We actively encourage employees to report any suspected corruption and illegal behaviours, and all reported cases will be investigated rigorously and in a timely manner. In addition, employees who receive gifts from customers are required to declare and submit the “Registration Form for Receiving Gifts” to the Administration Department, signed and confirmed by the manager-in-charge. Gifts received from customers will be collected uniformly and distributed evenly among colleagues for raffles and dining purposes.

### 商業道德

本集團將商業道德與誠信視為核心價值，給予其極大的重視。我們設立了完善的反貪污體系，並嚴格遵從《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《中華人民共和國反洗錢法》及香港《防止賄賂條例》、《打擊洗錢及恐怖分子資金籌集條例》等適用法律及規例，以及行業守則，包括金伯利流程認證計劃及De Beers的《最佳執業守則》、責任珠寶業委員會的《從業準則》和香港消費者委員會的《珠寶零售業營商實務守則》，防範貪污、賄賂、勒索、欺詐、洗黑錢及其他違法違規行為。員工於入職時亦必須簽署《廉潔承諾書》，承諾保持廉潔和良好的商業道德。

本集團要求供應商簽署《廉潔交易政策》，並發出《集團僱員索取及收受利益指引》給客戶、供應商和合作夥伴，旨在確保他們遵守我們的商業道德要求，及防止任何員工之間的利益輸送。我們積極鼓勵員工舉報任何懷疑違反商業道德和違法行為的情況，並將對每一份舉報採取嚴謹和及時的調查行動。此外，針對員工被客戶贈送禮物的情況，我們要求員工必須向行政部申報及登記《接受禮物申報表》並由主管經理簽署確認。我們將統一收集客戶送贈的禮品，並平均分配給各同事作抽獎和聚餐之用。

# PERFORMANCE

## 表現

During the Reporting Period, the Group has reviewed its existing anti-money laundering policies in accordance with anti-money laundering regulations in various regions. Furthermore, we strive to enhance employees' awareness and understanding of anti-money laundering measures. To this end, we have issued the "Guidelines for the Prevention of Money Laundering and Terrorist Financing" to staff at our branches in Hong Kong, Macau, the United States, Canada, Malaysia, and Australia. This helps branch managers and colleagues to assess and identify the risks and countermeasures of money laundering and terrorist financing. To strengthen our prevention measures against money laundering, we have also adopted the use of the SentroWeb system at our branches for customer due diligence. Training on system usage is provided to employees to ensure they can effectively execute the relevant procedures. To further enhance the understanding of the management, department managers, and branch supervisors on the Guideline for Anti-Money Laundering and Counter-Financing of Terrorism, as well as the latest developments in these areas, we invited customs officials to conduct training sessions.

To help Directors clearly understand the relevant regulations on anti-corruption, the importance of integrity responsibilities, and common corruption risks, we provided training for the Directors during the Reporting Period. Additionally, we invited an Community Relations Officer from the Independent Commission Against Corruption ("ICAC") to provide training for our new colleagues to strengthen their understanding of anti-corruption laws and regulations. During the Reporting Period, there was no material non-compliance with the relevant laws and regulations on the prevention of bribery, extortion, fraud and money laundering.

本集團於報告期內已跟進各地區的反洗黑錢規例及檢討集團現有反洗黑錢的政策。另外，我們亦致力提高員工對預防洗黑錢的意識和認識。為此，我們向香港、澳門、美國、加拿大、馬來西亞及澳洲分行職員提供《預防清洗黑錢及資助恐怖主義犯罪指引》，協助分行主管及同事評估及識別洗黑錢及恐怖融資的風險和應對方法。為了加強我們對洗黑錢的預防措施，我們在分行亦採用了SentroWeb系統，利用系統進行客戶盡職審查。我們為員工提供系統使用培訓，以確保他們能夠有效執行相關程序。為進一步強化管理層、部門管理人員及分行主管對打擊洗錢及恐怖分子資金籌集指引認識，並掌握有關洗錢或恐怖分子資金籌集的最新發展，我們邀請了海關負責人員進行培訓。

為協助董事明確了解與反貪污相關的條例、誠信責任的重要性及認識常見的貪污風險，我們於報告期內已為董事進行培訓。我們亦邀請廉政公署廉政教育主任，為新入職同事舉辦廉政公署培訓，強化他們對反貪污法律法規的了解。於報告期間，本集團在有關防止賄賂、勒索、欺詐及洗黑錢相關法律及規例方面並無涉及任何重大的違規行為。

# PERFORMANCE

## 表現

### CARING FOR THE COMMUNITY

### 關愛社會福祉

#### Goal

Actively participate in community activities, care for the community and bear social responsibility

#### 目標

積極參與社區活動，關愛社群，肩負社會責任

#### Relevant UNSDGs:

#### 相關UNSDGs:



#### Chapter Highlights

##### Our Focus Areas of Contribution

##### 我們的專注貢獻範疇

- Sports development 體育發展
- Medical services 醫療服務
- Community care 社區關懷
- Environmental protection 環境保護

#### 章節摘要

##### Total Donations

##### 捐款總額

Around HK\$ 約 **4.83** Million 百萬港元

Over the years, the Group has always been committed to fulfilling its responsibilities as a corporate citizen by upholding the spirit of giving back to society and actively caring for those in need, making substantial contributions to the community. Therefore, we have diligently invested resources every year to collaborate with charitable organisations and participate in various community engagement activities which demonstrates our responsiveness and commitment to addressing societal needs. During the Reporting Period, we focused on social areas such as promoting sports development, supporting healthcare services, community care, and environmental protection.

多年來，本集團一直履行作為企業公民的責任，秉持著回饋社會的精神，積極關懷社區有需要的人士，為社區做出實質的貢獻。故此，我們每年都致力投入資源與公益團體攜手合作，參與各式社區投入活動，以彰顯我們對社會需求的響應和承諾。於報告期間，我們專注於推動體育發展、支持醫療服務、社區關懷、環境保護等社會範疇。

# PERFORMANCE

## 表現

### Sports Development

### 體育發展

#### Lukfook Jewellery Joined Hands with Xi'an Marathon 2023, Crafting Moments of Glory 六福珠寶攜手西安馬拉松2023，共鑄榮耀時刻

Lukfook Jewellery has always been committed to supporting marathon events across the country. During the Reporting Period, the Group sponsored the Xi'an Marathon for the first time. 六福珠寶一直致力於支持全國各地的馬拉松賽事，並在報告期間首次贊助了西安馬拉松。

At the pre-race Xi'an Marathon Expo, the Lukfook Jewellery booth was vibrant and lively. The marathon medals display area showcased meticulously designed marathon completion medals by Lukfook Jewellery from different cities, paying tribute to the marathon spirit of self-challenge and perseverance. Additionally, an interactive photo booth and a 3D enlarged version of the completion medal attracted many participants to take memorable photos. 在賽前的西安馬拉松博覽會上，六福珠寶的展臺充滿活力，展臺上的歷屆馬拉松獎牌展示區陳列了六福珠寶精心設計的不同城市的馬拉松完賽獎牌，致敬挑戰自我、永不放棄的馬拉松精神。另外，展臺更精心設置互動打卡區及立體放大版的完賽獎牌，吸引了眾多參賽者前來打卡留念。

The completion medal for the 2023 Xi'an Marathon was meticulously designed and produced by the Xi'an Marathon Organising Committee's design team, with details reflecting the charm of the ancient city of Xi'an. On the day of the race, Lukfook Jewellery set up an engraving service area on-site, providing free on-site engraving services for participants, adding a personal touch to this commemorative medal. For the participants' convenience, we also launched WeChat mini-program for the reservation of engraving services including at our stores, allowing participants to engrave their extraordinary achievements.

2023年西安馬拉松的完賽獎牌由西馬組委會設計團隊精心設計並製作，細節之處盡顯西安古城的韻致。比賽當天，六福珠寶在現場設立了刻字服務區，為參賽者提供現場免費刻字服務，讓這枚完賽獎牌更具專屬的紀念意義。為了方便參賽者，我們同時啟動了微信小程序預約刻字服務和預約至門店刻字服務，為參賽者鑄刻非凡榮耀。

Through these thoughtful services, the Group not only showcased the unique charm of its brand during the event, but also demonstrated its support and care for the marathon spirit and sports development through action. 通過這些貼心的服務，集團不僅在賽事中展示了其品牌的獨特魅力，也通過實際行動體現了對馬拉松精神和體育發展的支持與關懷。



# PERFORMANCE

## 表現

### Medical Services

### 醫療服務

#### Donated HK\$1 Million Again in Support of Tung Wah Group of Hospitals 再度捐贈100萬港元支持東華三院

For many years, the Group has been fully committed to supporting the “Tung Wah Charity Gala” organised by the Tung Wah Group of Hospitals (“TWGHs”). During the Reporting Period, the Group once again donated HK\$1 million to continue supporting the TWGHs’ Chinese medicine services.

本集團多年來一直全力支持東華三院舉辦的「歡樂滿東華」慈善晚會。於報告期間，本集團再度捐贈100萬港元，持續支持東華三院中醫服務。

Caring for the Community is one of the focus areas of the Group’s sustainability strategy. For over 30 years, the Group has always been committed to fulfilling its responsibilities as a corporate citizen by upholding the spirit of giving back to society and actively caring for those in need, making substantial contributions to the community. Going forward, we will continue to devote ourselves to public welfare, fulfill our responsibilities and care for the community.

關愛社會福祉是集團可持續發展策略其中一個重點領域，三十多年來，集團一直履行作為企業公民的責任，秉持著回饋社會的精神，積極關懷社區有需要的人士，為社區作出實質的貢獻。未來我們將繼續投入公益、履行責任、關愛社會。

TWGHs is the largest charitable organisation with the longest history in Hong Kong that provides a range of diversified medical and health, education and community services.

東華三院是全港歷史最悠久及規模最大的慈善社會福利機構，為大眾提供多元化的醫療、教育及社會福利等服務。



Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group (1st from the left) presented the cheque on behalf of the Group to Mr. Wai Ho Man, Herman, Chairman of TWGHs (1st from the right), accompanied by Ms. Koi Ming Fai and Ms. Ng May Ying of Ming Chee Sing Cantonese Opera.

六福集團執行董事兼副行政總裁黃蘭詩女士（左一）代表集團致送善款支票，由鳴芝聲劇團蓋鳴暉女士及吳美英女士陪同東華三院主席韋浩文先生（右一）代表接受。



# PERFORMANCE

## 表現

**Donated HK\$800,000 to the Li Ka Shing Faculty of Medicine at the University of Hong Kong, Supporting Kidney Research and Development**  
**捐贈80萬港元予香港大學李嘉誠醫學院，支持腎臟研究與發展**

The Group has always been committed to giving back to society and supporting medical services. During the Reporting Period, the Group donated HK\$800,000 to the Li Ka Shing Faculty of Medicine at the University of Hong Kong to support the kidney research and development conducted by Clinical Associate Professor Yap Yat Hin. This donation aims to advance the progress of kidney disease research, aiding Clinical Associate Professor Yap Yat Hin and his team in their innovations and breakthroughs in kidney disease treatments and techniques, ultimately improving patient outcomes and enhancing public health.

本集團一向致力於回饋社會與支持醫療服務。在報告期間，本集團捐贈了80萬港元予香港大學李嘉誠醫學院，以支持葉逸軒臨床副教授進行的腎臟研究與發展。此次捐贈旨在推動腎臟疾病的研究進展，助力葉逸軒臨床副教授及其團隊在腎病治療方法和技術上的創新與突破，改善患者的治療效果，提升社會健康水平。

## Community Care

## 社區關懷

**Partnered with Mango TV to Launch the “Extraordinary Women, Honouring Her Strength” Women’s Day Charity Event**  
**攜手芒果TV推出《WOMEN不凡 致敬她力量》婦女節公益活動**

During the Reporting Period, the Group collaborated with Mango TV to launch the Women’s Day charity event “Extraordinary Women, Honouring Her Strength”. This event aimed to celebrate Women’s Day and recognise the outstanding contributions and extraordinary strength of women in various fields.

於報告期間，本集團攜手芒果TV推出《WOMEN不凡 致敬她力量》婦女節公益活動，旨在慶祝婦女節，並表彰女性在各個領域中的卓越貢獻與不凡力量。

The event invited the public to participate in festival-related interactive activities and a prize draw through the Mango TV app. Exquisite gifts were provided by the Group as part of the draw, including an 18K gold diamond necklace, a “Bright Future” gold fortune amulet, and a “Love Story” jewellery box. Through these dazzling jewellery gifts, we conveyed our best wishes to women, encouraging them to pursue their dreams and feel the love and support from society.

本次活動邀請了公眾於芒果TV的應用程式參與節日相關的互動活動及抽獎。本集團於本次的抽獎送出精美禮品，包括18K金鑽石項鍊、「前程似錦」足金心願牌以及「譜出戀曲」首飾盒，藉由閃耀的珠寶禮品，向廣大女性傳遞美好祝福，激勵她們追尋夢想，並感受到來自社會的關愛與支持。

Lukfook Jewellery has always been dedicated to community care, actively giving back to society through various activities and donations. The Group will continue to focus our attention on women’s development, support them in every step of their journey towards their dreams, and contribute to building a better and more harmonious society.

六福珠寶一直致力於社區關懷，通過各種形式的活動和捐贈，積極回饋社會。本集團將繼續關注女性發展，支持她們在追夢道路上的每一個步伐，為建設更加美好和諧的社會貢獻力量。



# PERFORMANCE

## 表現

### Sponsored and Participated in the Christian Family Service Centre's "Dragon Boat Festival Love and Care" Volunteer Activity

#### 贊助及參與基督教家庭服務中心「端午『糰』是愛」義工活動

During the Reporting Period, the Group sponsored the Christian Family Service Centre's "Dragon Boat Festival Love and Care" activity and actively participated by forming a volunteer team to distribute gift bags, spreading care and warmth to the elderly and those in need. The festive rice dumplings handed out during the event were provided by Home Café, the social enterprise restaurant of the Christian Family Service Centre, which supports the employment of individuals with intellectual disabilities, physical disabilities, and those recovering from mental illness. 於報告期間，本集團贊助了基督教家庭服務中心「端午『糰』是愛」活動，更身體力行組成義工隊協助派發福袋，向長者及有需要人士傳達關愛和溫暖。此次活動送出的應節糰由基督教家庭服務中心的社企餐廳Home Café提供，旨在支援智障、殘疾人士及精神病康復者就業。

Christian Family Service Centre, established in 1945, is a social service organisation dedicated to supporting and promoting family functions.

基督教家庭服務中心是一間創立於1945年的社會服務機構，致力於支援及促進家庭功能。



Lukfook Volunteer Team helps distribute gift bags, delivering festive blessings to the elderly and those in need  
六福義工隊協助派發福袋，向長者及有需要人士送上節日祝福

# PERFORMANCE

## 表現

### Awarded for Actively Embracing Corporate Social Responsibility Under the “Industry Cares Recognition Scheme” for 3 Consecutive Years

六福集團積極實踐企業社會責任，連續三年榮獲「工業獻愛心」計劃表揚

The Group was awarded the “3 Years + Industry Cares Recognition” Caring Certificate by the Federation of Hong Kong Industries (“FHKI”) under the “Industry Cares Recognition Scheme” 2023, recognising the Group’s active participation in community services, contributions to the society, and commitment to achieving outstanding performance in corporate social responsibility (“CSR”).

本集團榮獲香港工業總會「工業獻愛心」表揚計劃2023—「3年+工業獻愛心」愛心關懷證書，以表揚及認可集團積極參與社區服務，貢獻社會，並致力履行企業社會責任的傑出表現。

The Group regards sustainable development as a key element in the Group’s development, and social responsibility has become part of our corporate culture. We are committed to fulfilling our CSR, actively participating in various public welfare activities. By collaborating with various environmental protection groups, social welfare organisations and institutions, we contribute to the promotion of environmental conservation and social responsibility, as well as caring for the underprivileged, actively striving to give back to the community and creating shared value.

本集團視可持續發展為集團發展的關鍵要素，已在企業文化中融入社會責任理念。我們不遺餘力實踐企業社會責任，積極參與各項公益活動，與環保團體、社福機構及學術機構攜手合作，推動環境保護和社會責任，關愛弱勢社群，積極回饋社會，為社會創造共享價值。

The “Industry Cares Recognition Scheme” has been organised by the FHKI since 2013, to recognise companies that bring positive benefits to the community and encourage more companies to fulfil their CSR, assessing their CSR programmes under four judging areas – Social Impact, Resources Devoted, Initiatives, and Creating Shared Value.

「工業獻愛心」表揚計劃自2013年起由香港工業總會舉辦，透過評核企業社會責任項目的社會創效力、資源投入、自發性，以及創造共享價值四大範疇，以表揚為社會帶來良好效益的企業，支持更多公司履行企業社會責任。



# PERFORMANCE

## 表現

### Environmental Protection

### 環境保護

**Sponsored the “Environment and Conservation Fund Carbon Neutrality Campaign” by the Hong Kong Women Professionals and Entrepreneurs Association**

**贊助由香港女工商及專業人員聯會主辦之「環境及自然保育基金資助全城零碳行動」**

During the Reporting Period, the Group sponsored the “Environment and Conservation Fund Carbon Neutrality Campaign”, organised by the Hong Kong Women Professionals and Entrepreneurs Association, to contribute to the protection of the planet.

於報告期間，本集團贊助由香港女工商及專業人員聯會主辦之「環境及自然保育基金資助全城零碳行動」，為保護地球出一分力。

This initiative aims to promote carbon neutrality across various industries by raising public awareness and participation in carbon neutrality and encouraging the adoption of low-carbon lifestyles. The goal is to contribute to the global target of net-zero carbon emissions by 2050 and support the Hong Kong government’s 2050 carbon neutrality target. Looking ahead, our Group will continue to collaborate with various sectors to build a greener future together.

本活動旨在促進不同行業實現碳中和，透過提升大眾對碳中和的認識和參與並鼓勵低碳生活的實踐，為全球2050年淨零碳排放的目標，以及香港政府制定的2050年碳中和目標貢獻力量。未來，本集團將繼續攜手各界，為建設更綠色的未來共同合作。

**Collaborated with Green Power for the “Countryside Cleanup Campaign” Volunteer Activity**

**攜手綠色力量，舉辦「山野清潔行動」義工活動**

The Group continues to support local environmental protection work. During the reporting period, it once again cooperated with the environmental group Green Power to organise the “Countryside Cleanup Campaign” volunteer activity. In the event, the Lukfook Volunteer Team went to Lung Fu Shan Country Park to clean up the mountain garbage, which helped maintain the hygiene and beauty of the nature. It also enhanced employees’ environmental awareness and encouraged them to follow hiking etiquette.

本集團持續支持本地環保工作，於報告期間，再度與環保團體綠色力量合作，舉辦了「山野清潔行動」義工活動。活動中，六福義工隊身體力行前往龍虎山郊野公園進行山野垃圾清潔，有助維護大自然環境的衛生和美觀，更提升了員工的環保意識，鼓勵員工遵守行山禮儀。

Green Power is a local environmental organisation with a core mission of “environmental education”, dedicated to promoting and advocating for local environmental and ecological conservation.

綠色力量是一個以「環境教育」為核心使命的本地環保團體，致力於推動及推廣本地環境及生態保護。



# REPORTING FRAMEWORK

## 報告框架

### STOCK EXCHANGE ESG REPORTING GUIDE CONTENT INDEX

### 聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
A. Environmental A. 環境			
<b>Aspect A1: Emissions</b> <b>層面A1：排放物</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Air Emission Management Guideline 廢氣排放管理指引  Solid Waste Management Guideline 固體廢物管理指引  Wastewater Emission Management Guideline 污水排放管理指引	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	N/A 不適用	Emission Reduction 減少排放
KPI A1.2 關鍵績效指標A1.2	Direct and energy indirect Greenhouse gas emissions in total and intensity. 直接及能源間接溫室氣體排放量及密度。	N/A 不適用	Emission Reduction 減少排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	N/A 不適用	Waste Recycling 廢物回收
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	N/A 不適用	Waste Recycling 廢物回收
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	N/A 不適用	Waste Recycling 廢物回收
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	N/A 不適用	Waste Recycling 廢物回收



# REPORTING FRAMEWORK

## 報告框架

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
<b>Aspect A2: Use of Resources</b> <b>層面A2：資源使用</b>	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源 (包括能源、水及其他原材料) 的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般運作指引	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	N/A 不適用	Efficient Use of Energy 善用能源
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	N/A 不適用	Protection of Water Resources 愛護水資源
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	N/A 不適用	Efficient Use of Energy 善用能源
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	N/A 不適用	Protection of Water Resources 愛護水資源
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	N/A 不適用	Packaging Materials 包裝物料
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般運作指引	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	N/A 不適用	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購

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<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 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。	N/A 不適用	Combating Climate Change 應對氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	N/A 不適用	Combating Climate Change 應對氣候變化
<b>B. Social</b> <b>B. 社會</b>			
<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>			
<b>Aspect B1: Employment</b> <b>層面B1：僱傭</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊	People Empowerment 培養人才翹楚
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	N/A 不適用	Diversified Talent Team 多元化人才團隊
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	N/A 不適用	Diversified Talent Team 多元化人才團隊

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<b>Aspect B2:</b> <b>Health and Safety</b> <b>層面B2：健康與安全</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety Guideline for Office and Retail Store 辦公室及零售店的職業健康及安全指引	Safety and Health of Employees 員工安康
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）因工作關係而死亡的人數及比率。	N/A 不適用	Safety and Health of Employees 員工安康
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A 不適用	Safety and Health of Employees 員工安康
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	N/A 不適用	Safety and Health of Employees 員工安康
<b>Aspect B3:</b> <b>Development and Training</b> <b>層面B3：發展及培訓</b>	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Staff Handbook 僱員手冊	Training and Development 培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	N/A 不適用	Training and Development 培訓及發展
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	N/A 不適用	Training and Development 培訓及發展

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Aspect B4: Labour Standards 層面B4：勞工準則	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊	Respect for Employees 尊重員工
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	N/A 不適用	Respect for Employees 尊重員工
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	N/A 不適用	Respect for Employees 尊重員工
Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Corruption Prevention Policy 廉潔交易政策  Engineering and Operation of Goods Approval Process 工程及營運物品審批流程  Financial Authorisation and Contract Signing Approval Procedure 財務授權及合同簽訂之審批規定	Responsible Sourcing 負責任採購
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購

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KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
<b>Aspect B6:</b> <b>Product Responsibility</b> <b>層面B6：產品責任</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Integrate Quality and Environmental Manual 綜合手冊  Customer Complaint Handling Procedure 顧客投訴處理程序	Responsible Promotion 負責任推廣
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A 不適用	Six Heartfelt Services 六心服務
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Complaint Handling Procedure 顧客投訴處理程序	Quality Assurance 質量保證
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	N/A 不適用	Protection of Intellectual Property Rights 保障知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	N/A 不適用	Quality Assurance 質量保證
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Privacy Policy 私隱政策	Privacy Protection 保障私隱



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<b>Aspect B7: Anti-corruption 層面B7：反貪污</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.  一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊  Corruption Prevention Policy 廉潔交易政策	Business Ethics 商業道德
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於報告期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。	N/A 不適用	Business Ethics 商業道德
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	N/A 不適用	Business Ethics 商業道德
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	N/A 不適用	Business Ethics 商業道德
<b>Community 社區</b>			
<b>Aspect B8: Community Investment 層面B8：社區投資</b>	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.  一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	We are in the process of setting up the community investment policies. 我們現正制定社區投資政策。	Caring for the Community 關愛社會福祉
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	N/A 不適用	Caring for the Community 關愛社會福祉
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	N/A 不適用	Caring for the Community 關愛社會福祉



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