



2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THIS REPORT

Report Overview

Daphne International Holdings Limited (hereinafter referred to as the “Company”) along with its subsidiaries (collectively referred to as the “Group”) is delighted to present its Environmental, Social and Governance (“ESG”) Report 2024 (the “Report”). This Report illustrates the ESG activities, challenges and measures taken by the Group from 1 January 2024 to 31 December 2024 (the “Reporting Year”).

Reporting Scope

The Group is principally engaged in licensing, distribution and sale of footwear products and accessories in Mainland China. The information in this Report mainly presents the ESG performance of the Group’s operations in Mainland China. During the Reporting Year, we enhanced our data collection method, expanding our reporting scope to include Hong Kong office covering disclosures and KPIs in both environmental and social aspects. We remain committed to enhancing our sustainability performance moving forward and will continually broaden our scope of disclosure as required.

Reporting Framework

This Report is prepared in accordance with and adheres to the “mandatory disclosure requirements” and “comply or explain” provisions stated under Appendix C2 “Environmental, Social and Governance Reporting Guide” of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The purpose of this Report is to communicate the Group’s approach to sustainable development and ESG performance on material environmental and social aspects. All information is prepared and published based on internal policies, existing practices and official documents in an accurate, impartial and transparent manner. This Report strictly conforms to the following reporting principles:

關於本報告

報告概覽

達芙妮國際控股有限公司（以下稱為「本公司」）連同其附屬公司（統稱「本集團」）欣然提呈二零二四年環境、社會及管治（「ESG」）報告（「本報告」）。本報告闡述了本集團於二零二四年一月一日至二零二四年十二月三十一日（「報告年度」）期間的ESG活動、挑戰和採取的措施。

報告範圍

本集團主要從事在中國大陸地區的鞋類產品和配件的授權許可，分銷和銷售。本報告呈列的資料主要涵蓋本集團在中國大陸營運的ESG表現。於報告年度內，我們加強了資料收集方法，將報告範圍擴大至包括香港辦公室，涵蓋環境和社會層面之披露及關鍵績效指標。本集團將於未來加強可持續發展表現，並會視乎需要持續擴大披露範圍。

報告框架

本報告乃按照及遵循香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》下所載的「強制披露要求」及「不遵守就解釋」條文而編製。本報告旨在傳達本集團的可持續發展方針以及對環境及社會範疇重要的ESG表現。所有資料均根據內部政策、現行慣例及正式文件以準確、公正及透明的方式編製及刊發。本報告嚴格遵循下列報告原則：





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Materiality 重要性



This Report is prepared and structured according to the materiality of identified ESG issues, which were assessed through a stakeholder engagement and materiality assessment process. The board of directors (the “Board”) have reviewed and validated the ESG issues for disclosure in this Report.

本報告乃根據已識別ESG議題重要性編製及組成，而該等ESG議題乃透過持份者參與及重要性評估程序進行評估。董事會（「董事會」）已審查及確證本報告披露的ESG議題。

Quantitative 量化



This Report mainly discloses quantitative key performance indicators (“KPIs”) of the Group’s operational headquarters and directly-managed stores in Mainland China, and an office located in Hong Kong. Further information on the standards, methodologies and calculations tools used are stated in the “KPIs Summary Table” section.

本報告主要披露本集團在中國大陸的營運總部及直營店舖，及位於香港的辦公室之量化關鍵績效指標（「關鍵績效指標」）。有關所使用標準、方法及計算工具的進一步資料載列於「關鍵績效指標匯總表」一節。

Balance 平衡



The Group describes each issue in an accurate, unbiased and fair manner, and discloses both positive and negative information about the Group during the Reporting Year to ensure the content balance and help readers reasonably assess the overall ESG performance of the Group.

本集團以準確、公正及公平的方式描述各事項，並披露於報告年度內本集團正面及負面信息，以確保內容平衡，幫助讀者合理地評估本集團的整體ESG表現。

Consistency 一致性



Unless otherwise stated, the way the information was collected and presented in this Report is consistent with the previous year’s practices to ensure information comparability. If there is any change that may affect the comparison with previous reports, the Group will make explanatory notes to the corresponding section hereof.

除非另有說明，本報告中的信息採集及呈現形式與往年一致，以確保信息的可比性。若有任何變更可能影響與先前報告的可比性，本集團將在相應部分進行解釋性註釋。

Forward-Looking Statements

This Report contains forward-looking statements based on the current expectations, estimates, beliefs and assumptions of the Company about the businesses and the markets in which the Group operates. The forward-looking statements are not a guarantee of future performance and development and are subject to market risk, uncertainties and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ materially from those expressed in the assumptions and statements in this Report.

前瞻性陳述

本報告包含前瞻性陳述，其乃基於本公司對本集團經營的業務和市場的當前預期及發展、估計、理念和假設。前瞻性陳述不是對未來業績的保證，並受市場風險、不確定性和本集團無法控制的因素所影響。因此，實際結果及回報可能與本報告所載假設及陳述有重大差異。

Contact and Feedback

We highly appreciate readers’ feedback on this Report and our sustainability approach. If you have any comments or suggestions, please share them with us at ir@daphneholdings.com.

聯絡及反饋

我們十分感謝讀者對本報告及可持續發展方針的反饋。如有任何意見或建議，請電郵至 ir@daphneholdings.com 與我們分享。

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CORPORATE PROFILE

The Group is principally engaged in licensing, distribution and sale of footwear products and accessories in Mainland China. It is dedicated to promoting the licensing and distribution of footwear products under the “DAPHNE” brand, a renowned ladies’ footwear brand, including dress shoes and casual shoes, across online and offline channels. A new brand “DAPHNE.LAB” was successfully launched in 2023 emphasising on its originality and fashionable design and operated through directly-managed online and offline stores in retail market.

The Group is dedicated to improving methods for overseeing franchisees and suppliers, with the aim of boosting efficiency, enhancing product quality and safeguarding brand reputation. We are committed to strengthening the synergy between our online and offline channels, a strategic initiative that aims to improve efficiency and expand market presence.

Through continuous efforts to understand market drivers and consumer preferences, the Group is confident in its ability to build business resilience and drive long-term growth, contributing to a sustainable future. For further information regarding the Group’s business performance, please refer to the “Management Discussion and Analysis” section on pages 11 to 20 in our Annual Report 2024.

公司簡介

本集團主要於中國大陸從事鞋類產品及配件的授權許可、分銷及銷售業務，並通過線上線下渠道進行為中國知名女鞋品牌「達芙妮」鞋類產品的授權和分銷業務，包括時裝鞋及休閒鞋。創新品牌「達芙妮.實驗室」於二零二三年成功推出，該品牌注重於其原創及時尚設計，並於零售市場以直營線上線下店舖營運。

本集團致力於優化加盟商和供應商管理方法，以提高效率、改善產品質量並保護品牌聲譽。我們致力加強線上線下業務之間的互動，這是一項旨在提升效率和搶佔市場份額的戰略舉措。

透過不斷努力了解市場驅動因素和消費者偏好，本集團對建立企業韌性和推動長期增長以幫助實現可持續發展未來的能力充滿信心。有關本集團業務表現的進一步資料，請參閱二零二四年年報第11至20頁的「管理層討論與分析」一節。

As the core brand of the Group, “DAPHNE” is a leader in the field of ladies’ footwear. Named after the goddess of laurel, we hope that DAPHNE’s story and attitude of being oneself without fear of power can inspire more people. Following the comprehensive brand visual renewal in 2024, the Group has officially announced Zhao Zhaoyi as the new brand spokesperson. This marked an important step in DAPHNE’s brand reshaping and upgrading. DAPHNE and Zhao Zhaoyi jointly interpreted the theme concept of embracing the true self and moving forward confidently, echoing the brand’s long-term commitment to “accompanying women’s growth”.

「達芙妮」作為本集團的核心品牌，是女鞋領域的引領者。以月桂女神「達芙妮」的名字來命名，我們希望「達芙妮」不懼強權做自己的故事和態度能激勵更多的人，自二零二四年品牌視覺全面煥新後，本集團正式官宣趙昭儀為全新品牌代言人，這是「達芙妮」品牌重塑升級的重要一步。「達芙妮」與趙昭儀攜手共同詮釋了擁抱真實自我，自信前行的主題概念，傳遞品牌對「陪伴女性成長」的長期承諾。





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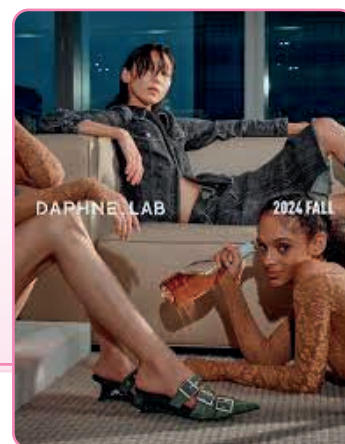
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As a trailblazing design brand within the Group, “DAPHNE.LAB” is centred around the core philosophy of “Dare”, offering the next generation of female consumers high quality, innovative design items that satisfy to their daily fashion needs and expressive attitudes. The brand’s slogan, “Dare To Be”, encourages women to defy norms and resist being confined by definitions. It invites them to embrace boldness and expressiveness, with rich colours and diverse methods to manifest their identity. The brand advocates for authenticity, urging individuals to boldly embrace their true selves, embodying the concept of “Just Be Yourself” to the fullest. “DAPHNE.LAB” aspires to forge partnerships with today’s contemporary women, empowering them to lead vibrant lives unfettered by societal definitions.

Stemmed from this theme, “Dare To Be Tippy All Day Long” is a new collection which encourages women to break the boundaries of imagination, find their own +1 time zone, and explore the new world at will. “DAPHNE.LAB” creates not only fashionable products but also a symbol of bold self-expression.

作為本集團的全新原創設計品牌，「達芙妮.實驗室」以「就敢」為核心理念，為新一代女性消費者提供高質量的原創設計產品，以滿足她們日常穿搭需求和自我表達的時尚態度。品牌口號為「就敢」，鼓勵女生打破定律，擺脫定義的束縛。鼓勵她們敢張揚大膽，用豐富的色彩和方式去表達自我；品牌崇尚真實，鼓勵人們敢大膽地保持自我，將「勇敢做自己」貫徹到底。「達芙妮.實驗室」希望和當代新女性勇敢並行，活出色彩，不被定義。

以此主題為靈感，全新推出的「就敢微醺25小時」系列，鼓勵女性敢於打破想像界限，找到屬於自我的+1時區，肆意探索新的世界。「達芙妮.實驗室」打造的不只是時尚產品，更是大膽展現自我的標誌。



Risk Management

Whilst more sustainability factors attract global attention and sustainability risks emerge locally, the Group takes a cautionary, systematic and proactive approach in the acknowledgement and management of sustainability risks.

We strive to continuously refine our business model by incorporating ESG risks, including climate-related risks, into our risk management processes and therefore, ensure that our operations always consider environmental, social and economic factors. Through identifying, monitoring and mitigating such risks, the Group is able to formulate policies and mitigation plans to smoothly embark on the road ahead.

Information relating to the Group’s corporate governance practices, please refer to the “Corporate Governance Report” section on pages 24 to 44 in our Annual Report 2024.

風險管理

在越來越多的可持續發展因素受到全球關注和局部出現可持續發展風險的背景下，本集團以審慎、系統性及主動的方式對可持續發展風險進行識別和管理。

我們致力於不斷完善業務模式，將ESG風險（包括氣候相關風險）納入風險管理程序，從而確保我們的營運始終顧及環境、社會及經濟因素。通過識別、監察及減輕相關風險，讓本集團可制定政策及減緩措施，順利走上前進的道路。

有關本集團企業管治常規之資料，請參閱二零二四年年報第24至44頁的「企業管治報告」一節。

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ESG Highlights 2024

Embracing a responsible and sustainability-driven mindset lies at the heart of the Group's operations, shaping its approach to making a positive impact on the environment and society. The Group is pleased to highlight its sustainability achievements for the Reporting Year.



Achieved the 3-year target of solar power generation
實現太陽能發電三年目標



Paper usage intensity
用紙量密度
↓ 12%



GHG emissions intensity
溫室氣體排放密度
↓ 10%



Percentage of employees trained
受培訓僱員的百分比
↑ 28ppt 百分點

Business Outlook

To effectively capture growth opportunities, the Group continuously optimised its supply chain by enhancing digitisation and standardising large-scale transportation processes. These upgrades improved quality control and efficiency, allowing the Group to expand its product offerings while consistently delivering exceptional quality to uphold its reputation.

Looking ahead to 2025, the global economy will likely encounter significant challenges as tariff and trade uncertainties loom. Nonetheless, China's emphasis on expanding domestic demand and spurring consumption is expected to bolster high-quality economic development in the long run and ignite growth in the retail market. Adopting a conservative yet optimistic view on China's economic prospects for 2025, the Group will continue to refine its brand licensing, direct retail and wholesale business strategies in response to evolving economic trends and market dynamics, thereby building a more resilient business foundation to navigate the complex operating environment. By closely monitoring traffic trends, the Group will prudently expand its presence in e-commerce channels and retail spaces that resonate with its target audience for effective customer engagement. Building on its successful branding initiatives, the Group will adhere to its proven, comprehensive approach to strengthen the "DAPHNE" and "DAPHNE.LAB" brands, fostering deeper emotional connections with customers and positioning itself for long-term success.

二零二四年ESG摘要

採取負責任及可持續發展的思維模式是本集團營運的核心，並影響其對環境和社會產生正面影響力的方法。本集團欣然呈報我們於報告年度內在可持續發展方面取得的成就。

業務展望

為有效把握增長機會，本集團透過加強數字化和標準化大規模發貨流程，持續優化其供應鏈。這些升級措施提高了質量控制和效率，使本集團能夠擴大產品種類，同時繼續提供高質產品及服務，以維護聲譽。

展望二零二五年，受關稅和貿易不確定性所籠罩，全球經濟或會面臨重大考驗。儘管如此，中國一直強調擴大內需和刺激消費，預期將長期推動高質量經濟發展，並促進零售市場增長。本集團對二零二五年中國經濟前景持謹慎樂觀的態度，將繼續完善品牌授權、直營零售和批發業務策略，以應對瞬息萬變的經濟環境和市場動態，從而建立更具韌性的業務基礎，以駕馭日益複雜的經營環境。透過密切關注流量趨勢，本集團將謹慎地擴大在電商渠道及與目標受眾產生共鳴的零售空間中的影響力，以實現有效的顧客互動。建基在成功的品牌策略，本集團將堅持其有效的全面推廣方向，以加強「達芙妮」和「達芙妮.實驗室」品牌，培養與顧客更深層次的情感聯繫，並為長遠成功做好準備。



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SUSTAINABILITY APPROACH

Adopting an unwavering commitment to sustainability is foundational to cultivating a responsible and enduring corporate culture at the Group. We are dedicated to fortifying our resilience and momentum as we chart a course towards a sustainable future. To realise this vision, we have charted a sustainability roadmap guided by strategic initiatives across various areas, including business and marketing strategies, corporate governance, ESG targets and strategies, as well as stakeholder engagement.

Sustainability Governance

Having a robust ESG governance structure is crucial to addressing sustainability issues as part of the Group's corporate agenda. As part of its efforts to achieve this goal, the Group has established a top-down governance framework to ensure that ESG is aligned with its strategic growth objectives for the integration of ESG into business activities.

An ESG Working Group, which is spearheaded by the chief executive officer ("CEO") and composed of managerial personnel as well as designated staff from various departments, has been established and is delegated by the Board to execute and monitor ESG-related matters at the operational level.

可持續發展方針

對可持續發展採取堅定不移的態度是本集團建立負責任的及可持續的企業文化的基礎。我們致力提升韌性及行動力，藉此邁向可持續發展的未來。為此，我們制定可持續發展藍圖，由不同方面的策略性舉措推動，包括業務及營銷策略、企業管治、ESG目標與策略以及持份者參與。

可持續發展管治

擁有穩健的ESG治理架構對解決作為本集團企業議程一部分的可持續發展議題至關重要。作為實現該目標的其中一環，本集團建立了自上而下的管治框架，以確保ESG與其策略增長目標保持一致，將ESG整合到業務活動中。

我們已成立由行政總裁（「行政總裁」）領導及由管理人員以及不同部門指定員工組成的ESG工作小組，並由董事會授權於營運層面執行和監督ESG相關事宜。

Board's Responsibilities

董事會責任

- Engaging with external professional ESG consultants to assist in formulating the short-, medium- and long-term ESG visions, goals, strategies and policy revisions
與外部專業ESG顧問合作，協助制定短、中及長期ESG願景、目標、策略及政策修訂
- Establishing key ESG focus areas for implementation and reviewing the ESG Working Group's progress and results of the executed initiatives at least twice a year to manage ESG issues and risks
制定ESG的重點關注領域以提供實踐，並每年至少兩次檢討ESG工作小組的進展及已採取措施的成果，以管理ESG議題及風險
- Evaluating progress made on ESG-related goals and targets through reviewing management's assessments and proposing measures to improve overall performance
通過審查管理層的評估，評估ESG相關目的及目標的進展，並提出改善整體表現的措施
- Enhancing knowledge on ESG governance best practices and regulatory updates through attending training, including but not limited to online webinars and reviewing the latest rules and regulations
通過參加培訓增進對ESG管治最佳慣例及最新監管資料的了解，包括但不限於線上研討會及審查最新的規則和法規

ESG Working Group's Responsibilities

ESG工作小組責任

- Coordinating internal channels to facilitate cross-department discussions in order to assess sector-based and jurisdiction-specific ESG risks and opportunities based on business profile, financial strength and operational location
協調內部渠道，促進跨部門討論，根據業務概況、財務實力及經營地點，評估基於業務分類及特定司法權區的ESG風險及機遇
- Communicating with key stakeholders via different engagement channels to identify important and emerging ESG topics
通過不同的參與渠道與關鍵持份者溝通，識別重要及新發展的ESG議題
- Carrying out ESG policies and practices in accordance with the Board's directives and report to the Board on areas for improvement to strengthen ESG performance as well as compliance
根據董事會的指示推行ESG政策及慣例，並向董事會報告有待改善之領域，以提升ESG表現及合規性

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During the Reporting Year, the Group has undertaken various measures to enhance its ESG governance approach, including but not limited to refining its ESG strategy, updating ESG policies and practices, evaluating ESG recommendations, recording and monitoring data patterns, as well as organising ESG governance training for all directors and relevant employees. Moving forward, the Group shall further explore initiatives to keep abreast of the latest developments, regulatory changes and global trends in the ESG domain.

The Board has reviewed and approved this Report for issuance. To the best of their knowledge, it accurately presents significant issues and the Group's approach to ESG aspects.

Sustainability Strategy

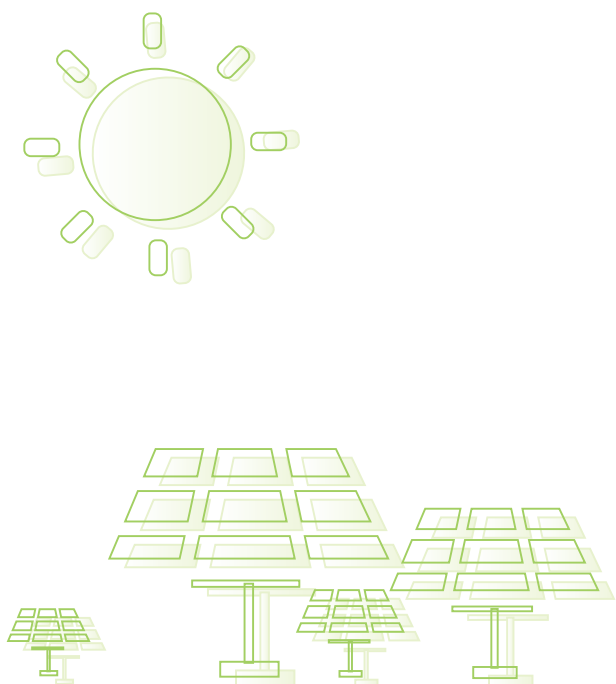
Establishing a clear and long-term sustainability strategy can boost the responsiveness of our business operations and lays out the guiding principles for sustainable development. Consequently, we have formulated a sustainability strategy that outlines our path for future growth and identifies our short-, medium- and long-term strategic focus. The strategy is built upon our vision for sustainable development and is divided into four main pillars: 'Business and Products', 'Supply Chain and Partnership', 'Nature and Resources', and 'People and Culture'. Each pillar is represented by a keyword summarising the overarching direction and mottos that act as long-term objectives. Additionally, we have set up short- and medium-term targets reflecting our aspirations, serving as a guiding compass for our approach and initiatives.

於報告年度內，本集團已採取多項措施以加強ESG管治方法，包括但不限於完善ESG策略、更新ESG政策及慣例、評估ESG建議、記錄及監察數據模式，以及為所有董事及有關僱員舉辦ESG管治培訓。展望未來，本集團將進一步探討各項舉措，緊貼ESG領域的最新發展、監管變化及全球趨勢。

董事會已審閱及批准刊發本報告。據其所知，本報告準確地呈列重大議題及本集團對ESG方面的方針。

可持續發展策略

制定明確且長期的可持續發展策略以提高業務應變能力，並列明可持續發展的指導原則。因此，我們制定了可持續發展策略，提供範例闡明未來增長之路及確定短、中及長期策略重點。該策略乃基於我們可持續發展的願景，並由四大支柱組成，即「業務與產品」、「供應鏈與夥伴」、「自然與資源」及「員工與文化」。各支柱均有關鍵詞概括總體方向，並以座右銘作為長期目標。此外，制定短中期目標體現我們的期許，並將其作為我們的方針及倡議的指引。





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United Nations Sustainable Development Goals Alignment

The United Nations Sustainable Development Goals (“SDGs”) are a set of 17 sustainable development objectives collectively established by member countries of the United Nations as an internationally shared value system and practice. During the Reporting Year, the Group aligned its sustainability strategy with the SDGs, identifying 2 additional goals, in total 8 goals where it may deliver the greatest contributions to through the implementation of its current initiatives.

遵循聯合國可持續發展目標

聯合國可持續發展目標（「SDGs」）是由聯合國成員國共同確立的17項可持續發展目標，作為國際共享的價值體系和實踐準則。於報告年度內，本集團將其可持續發展策略與SDGs相對應識別額外的兩個目標，並確定了總共八個目標。透過實施當前倡議的情況下，本集團可以對這些目標作出最大貢獻。

SDGs 可持續發展目標

Implications 影響



“DAPHNE” is renowned brand for mass market in ladies’ footwear. The Group is committed to ensuring that safe and comfortable shoe products are provided to consumers, thereby promoting their health. Additionally, the Group places great importance on the health and safety of its employees by providing a safe working environment and regularly organising relevant training and seminars. We also actively seek for participation in community engagement activities, contributing to the improvement of community health and well-being through various forms of initiatives and promotions.

「達芙妮」以大眾女鞋品牌而聞名。本集團致力於確保提供消費者安全、舒適的鞋類產品，從而促進消費者健康。此外，本集團高度重視僱員的健康和安全，提供安全的工作環境，並定期舉辦相關培訓和研討會。我們也積極尋求參與社區參與活動，透過各種形式的倡議和推動，為改善社區健康和福祉作出貢獻。



The Group takes great pride in championing women’s rights. As of 31 December 2024, female employees made up approximately 54% of our workforce. The gender equality and women’s empowerment are of unparalleled importance to the Group and are deeply entrenched in our corporate culture. This outstanding achievement relies on the Group’s understanding of fostering and maintaining an inclusive workplace culture, actively advocating for the value of women in society and ensuring genuine respect for the dignity of women.

本集團自豪地提倡支持女性權利。於二零二四年十二月三十一日，女性僱員約佔我們全體員工約54%。性別平等與女性賦權對本集團具有無與倫比的重要性，並深深植根於其企業文化中。此傑出成就仰賴本集團理解在工作場所內營造及維繫包容文化及積極實行推動女性於社會的價值，讓女性尊嚴確實受到尊重。



The Group values talent attraction and retention by creating an equal and diverse work environment while offering competitive compensation and benefits to employees. We also focus on staff training and career development to ensure that every employee can obtain decent work. Externally, the Group continuously drives business growth through brand innovation and market expansion, creating more employment opportunities for society. The Group also actively supports sustainable development in the supply chain, promoting economic growth and employment improvement across the entire industry chain. The Group not only promotes its own sustainable development but also makes positive contributions to the economic growth of the entire industry and society.

本集團重視人才的吸引和保留，透過創造平等和多元化的工作環境，同時為僱員提供有競爭力的薪酬和福利。我們也注重員工培訓和職涯發展，確保每位僱員都能獲得體面的工作。對外，本集團透過品牌創新和市場拓展不斷推動業務成長，為社會創造更多的就業機會。本集團也積極支持供應鏈的可持續發展，促進整個產業鏈的經濟增長和改善就業。本集團不僅推動自身的可持續發展，也為整個產業和社會的經濟成長作出積極貢獻。



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Reduced Inequalities
減少不平等

The Group endeavours to eliminate all forms of discrimination and inequalities in the workplace as well as the promotion of equal opportunities for all. We strive to make employment decisions without prejudice. The implementation of a disciplinary committee further guarantees the right to equal treatment, fostering a workplace characterised by fairness, inclusiveness and equality – allowing every employee to unlock their full potential. We regularly assess our employment practices and have established requirements for business partners to adhere to, ensuring alignment with fundamental labour principles and national regulations.

本集團致力於消除職場上的各種歧視及不平等，為全體員工推動平等機會。我們所做的僱傭決定力求無任何偏見。同時，已成立的紀律委員會，確保員工有權得到平等對待，以建立一個公平、包容和平等的工作環境，讓每位僱員都能發揮其潛力。我們亦會審查僱傭措施，並要求業務夥伴遵守，確保勞工標準符合基本勞工原則及國家法規。

11



Sustainable Cities and Communities
可持續城市與社區

We embrace an enduring business model that integrates digitalisation to contribute to the development of sustainable cities and communities. During the Reporting Year, we have relocated 2 offices including the headquarters office in Shanghai. By minimising the environmental impact during renovation, we aim to foster inclusive and sustainable urban development.

我們嵌入數字化的持久商業模式，建設可持續城市與社區。於報告年度內，我們已搬遷包括上海總部辦公室在內的兩個辦公室。透過最大限度地減少裝修過程中對環境的影響，我們的目標是促進包容和可持續的城市發展。

12



Responsible Consumption and Production
負責任消費和生產

The Group is dedicated to a responsible value chain that emphasises energy and resource efficiency to safeguard our planet. We prioritise value chain management and communication with suppliers. In light of this, we have integrated pertinent clauses into supplier contracts, urging the adoption of eco-friendly practices across the production process and incorporating sustainable elements into packaging materials.

本集團致力於構築負責任的價值鏈，強調提升能源和資源效率，以保護地球。我們重視價值鏈管理和與供應商的溝通。為此，我們已將相關條款加入供應商合同中，鼓勵在整個生產過程中採用更多的環保措施，並將可持續性元素融入包裝材料中。

13



Climate Action
氣候行動

The unpredictability of climate change and its destructive impact on society has become an undeniable issue. As a responsible corporate citizen, we aim to play our part in reducing carbon emissions and have formulated relevant targets to strengthen our commitment. In addition, the solar power systems installed at one of our investment properties generate clean energy and reduce the reliance on traditional fossil fuels. In 2025, the Group will install additional solar power systems at its investment properties in Beijing and Shanghai to further enhance our efforts to combat climate change.

氣候變化的不可預測性和其對社會的破壞性影響，已成為無法忽視的議題。作為一間負責任的企業，我們積極努力減少碳排放，並設定相關目標以鞏固我們的承諾。此外，我們在其中一處投資物業上安裝了太陽能發電系統，以生產清潔能源，減少對傳統化石燃料的依賴。本集團將於二零二五年在北京和上海的投資物業上安裝額外的太陽能發電系統，進一步加強應對氣候變化的力道。

16



Peace, Justice and Strong Institutions
和平、正義與強大機構

Upholding peace, justice and transparency is fundamental for sustainable development. The Group ensures legal compliance through stringent monitoring procedures and it has a mechanism in place to build a robust corporate governance system. We strictly establish various guidelines to regulate the ethical conduct of our employees, staunchly eliminating all forms of corruption and bribery.

維護和平、公義和透明度是可持續發展的基石。本集團透過嚴格的監察程序確保遵守法律，並建立機制以建立完善的企業治理體系。我們嚴格設立各項守則，規範僱員的道德操守，堅決杜絕一切貪污和賄賂行為。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Stakeholder Engagement

Stakeholders and their feedback are important to the Group's business and ESG activities. Through multiple communication channels, we have worked closely with key stakeholders, including shareholders and investors, customers, directors and employees, suppliers, franchisees, regulatory authorities and the community and the public to fully understand, respond to and resolve their major concerns. ESG strategies will incorporate key stakeholder expectations as a driving force for sustainable corporate development and optimal management.

Key stakeholders' expectations and communication channels are as follows:

持份者參與

持份者及彼等的反饋對本集團的業務及ESG活動至關重要。透過多種溝通渠道，我們與關鍵持份者密切合作，充分了解、回應及解決彼等的主要關注，其中包括股東及投資者、顧客、董事及僱員、供應商、加盟商、監管機構和社區及公眾。ESG策略將納入關鍵持份者的期望，作為企業可持續發展及優化管理的推動力。

關鍵持份者的期望及溝通渠道如下：

Key Stakeholder Groups 關鍵持份者組別	Major Engagement Channels 主要參與渠道	Major Expectations and Concerns 主要期望和關注點
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Announcements and circulars 公告及通函 Interim and annual reports 中期及年度報告 Shareholders' meetings 股東大會 Company website 公司網站 Correspondences 信函 	<ul style="list-style-type: none"> Complying with relevant laws and regulations 遵守相關法律及法規 Disclosing latest information of the corporate in due course 及時公佈企業最新訊息 Financial results 財務業績 Corporate sustainability 企業持續發展
Customers 顧客	<ul style="list-style-type: none"> Social media 社交媒體 Customer service hotline 客戶服務熱線 Interviews through telephone and instant messaging platforms 透過電話及即時通訊平台來進行採訪 Debriefing sessions with franchisees 與加盟商舉行簡報會 	<ul style="list-style-type: none"> Customer service and experience 客戶服務與體驗 Customer information and privacy protection 顧客資訊及私隱保護 Product safety 產品安全
Directors and Employees 董事及僱員	<ul style="list-style-type: none"> Correspondences 信函 Suggestion boxes 意見箱 Performance appraisals 表現評估 Online and offline meetings and communications 線上線下會議及通訊 	<ul style="list-style-type: none"> Health and safety 健康與安全 Equal opportunities 平等機會 Remuneration and benefits 薪酬與福利 Career development 職業發展
Suppliers 供應商	<ul style="list-style-type: none"> Business correspondences 商務信函 Contracts 合同 Performance appraisals 表現評估 Business visits 業務考察 	<ul style="list-style-type: none"> Fair competition 公平競爭 Business ethics and reputation 商業道德與信譽 Payment schedule 付款時間表
Franchisees 加盟商	<ul style="list-style-type: none"> Correspondences 信函 Telephone and instant messaging platforms 電話和即時通訊平台 Order fairs 訂貨會 Business visits and meetings 業務考察及會議 	<ul style="list-style-type: none"> Cooperation with mutual benefits 合作共贏 Fair competition 公平競爭 Business ethics and reputation 商業道德與信譽
Regulatory Authorities 監管機構	<ul style="list-style-type: none"> Compliance inspections 合規檢查 Due submissions 盡職呈報 Conferences and seminars 會議及研討會 	<ul style="list-style-type: none"> Tax payment as required by law 依法納稅 Business ethics 商業道德 Complying with relevant laws and regulations 遵守相關法律及法規
The Community and the Public 社區及公眾	<ul style="list-style-type: none"> Press releases and news 新聞發佈及消息 Social media 社交媒體 ESG report ESG報告 Participation in volunteer activities 參與義工活動 	<ul style="list-style-type: none"> Contribution to the community 社區貢獻 Environmental protection 環境保護 Compliant operations 合規經營



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Materiality Assessment

The Group strives to uphold close relationship with the key stakeholders and maximise value creation by refining our sustainability programmes based on the key stakeholders' views gained through different engagement channels. Key stakeholders would be engaged from time to time to identify the potentially material ESG issues and risks to the Group. The gathered inputs from stakeholders allow the Group to meet stakeholders' needs and expectations on a continuous basis.

The materiality assessment process included a 3-step approach:

1. Identification

A benchmarking exercise was performed, which referenced industry peers and global standards such as the Materiality Finder of SASB® Standards by the Sustainability Accounting Standards Board to identify ESG issues that may potentially influence stakeholder perceptions and the Group's sustainable development.

2. Engagement

Key stakeholder groups were engaged from time to time to rank the relative importance of the identified ESG issues. The Board and management's opinions reflected the Group's sustainable development, whilst the viewpoints of directors and employees, shareholders and investors, customers, franchisees, as well as suppliers, regulatory authorities, the community and the public reflected their own expectations.

3. Analysis and Evaluation

The ESG Working Group reviewed and validated the list of material ESG issues for disclosure. A materiality matrix was then plotted to represent the importance of each issue on the sustainable development at the Group and stakeholders' perceptions.

Given the consistent business nature during the Reporting Year, the four pillars, namely "Business & Products", "Supply Chain & Partnership", "Nature & Resources" and "People & Culture" and the total of 22 material ESG issues identified remained unchanged from previous year. The following matrix shows the relative importance of each material ESG issue in the context of the ESG reporting guidelines, with significant issues presented in corresponding bold coloured fonts.

重要性評估

本集團致力透過不同溝通渠道獲取關鍵持份者的意見，並以此為基礎優化我們的可持續發展計劃，從而維持與關鍵持份者之深厚關係及創造最大價值。讓關鍵持份者不時參與我們識別本集團潛在重大ESG議題和風險的過程。所收集的關鍵持份者意見將可讓本集團持續滿足關鍵持份者的需求及期望。

重要性評估過程包括以下三個步驟：

1. 識別

我們進行了基準測試，通過參照業界同行和國際準則，例如永續會計準則委員會制定的「SASB®標準」之實質性問題查找工具，識別可能影響持份者認知及本集團可持續發展的ESG議題。

2. 參與

關鍵持份者組別不時獲邀對已識別ESG議題的相對重要性進行排序。董事會及管理層的意見反映了本集團的可持續發展，而董事及僱員、股東和投資者、顧客、加盟商，以及供應商、監管機構、社區及公眾的意見反映他們自身期望。

3. 分析與評估

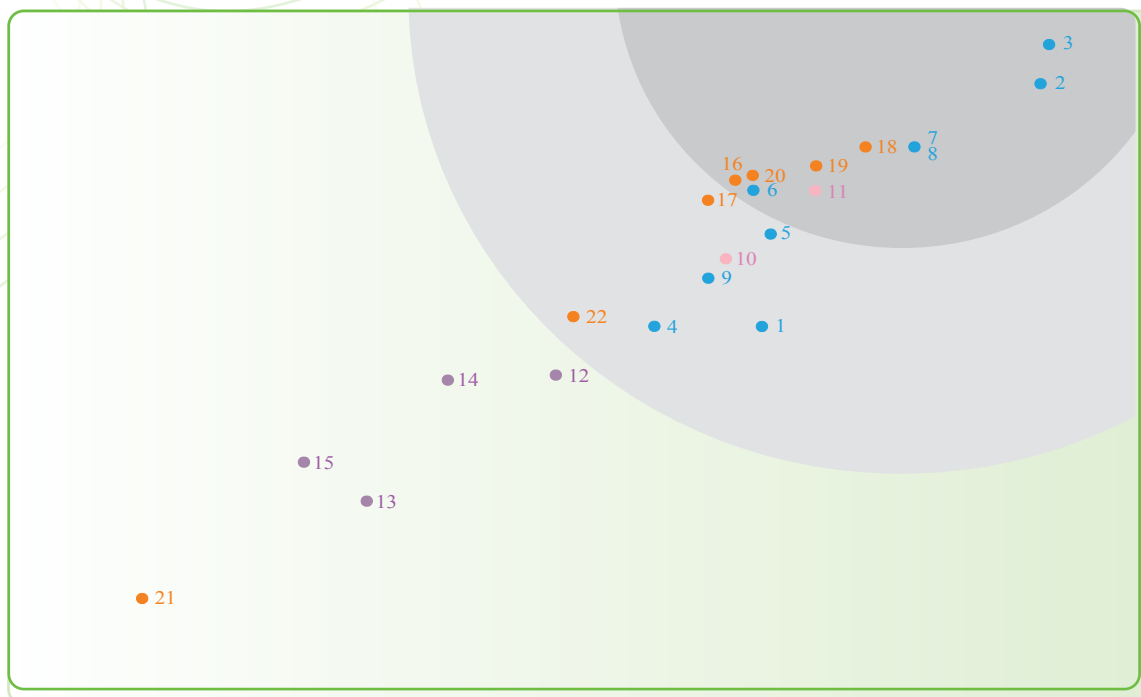
ESG工作小組審查及確證披露的重大ESG議題清單。隨後繪製重要性矩陣代表各議題對本集團可持續發展的重要性及持份者的認知。

鑑於報告年度內業務性質的一致性，「業務與產品」、「供應鏈與夥伴」、「自然與資源」、「員工與文化」等四大支柱及共22個重要ESG議題與去年同期相比保持不變。下列之矩陣圖顯示出每個重大ESG議題於ESG報告指引中之相對重要性，其中相關重要議題以顏色粗體字體顯示。

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對持份者的重要性
Importance to Stakeholders



對本集團之可持續發展的重要性
Importance to Sustainable Development at the Group

Business & Products 業務與產品

1. Company Culture Promotion
公司文化推廣
2. Brand Reputation and Management
品牌聲譽和管理
3. Product Quality Supervision
產品質量監督
4. Anti-Corruption and Whistleblowing Policy
反貪污及舉報政策
5. Customer Service and Relationship
客戶服務及關係
6. Information Security and Personal Data Protection
信息安全及個人資料保護
7. Product Design, Research and Development
產品設計及研發
8. Intellectual Property Rights Protection
知識產權保護
9. Compliance and Accuracy of Labelling and Marketing
標籤及營銷的合規性及準確性

Supply Chain & Partnership 供應鏈與夥伴

10. Franchisee Management
加盟商管理
11. Manufacturer Selection
製造商篩選



Nature & Resources 自然與資源

12. Resource Usage
資源使用
13. Use of Packaging Materials and Waste Management
包裝材料使用及廢棄物管理
14. Environmental Responsibility
環保責任
15. Climate Change and Carbon Neutrality
氣候變化及碳中和



People & Culture 員工與文化

16. Occupational Health and Safety
職業健康與安全
17. Labor Standards
勞工準則
18. Employee Benefits and Remuneration
僱員福利及薪酬
19. Diversity and Equal Opportunities
多元化及平等機會
20. Employee Development and Training
僱員發展及培訓
21. Community Engagement
社區參與
22. Women Empowerment
女性賦權

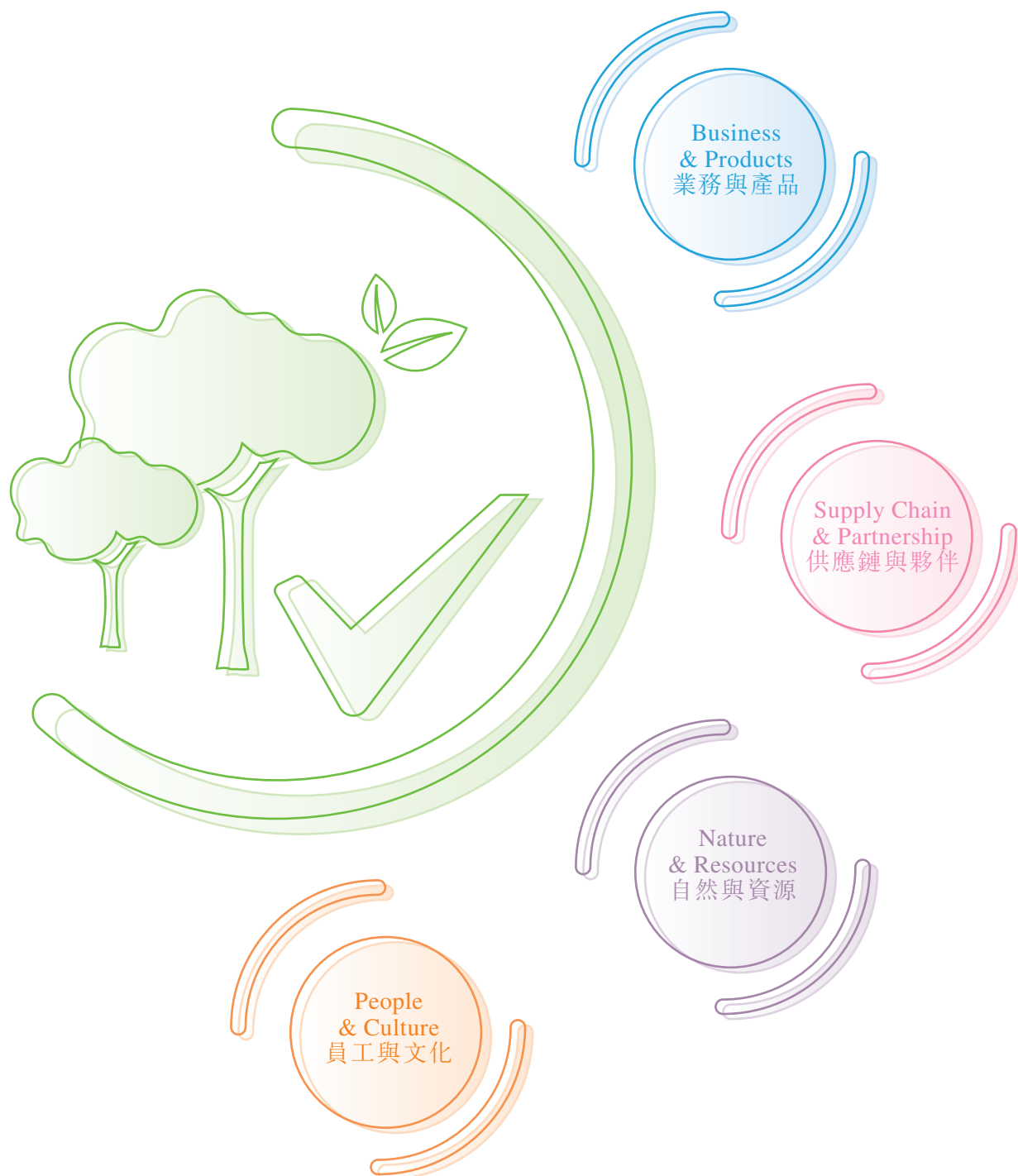


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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With reference to the materiality matrix, ESG issues were prioritised to finalise a reporting structure that strikes a balance between the Group's sustainable development and stakeholders' interests. The determined report structure for the Reporting Year therefore remains unchanged from the previous year, as shown below:

我們參照重要性矩陣，對ESG議題排列優先次序確定報告架構，以平衡本集團的可持續發展與持份者利益。因此，於報告年度內的已確定報告架構與去年保持不變，並列示如下：



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BUSINESS AND PRODUCTS

The Group has always been committed to building a safe and trustworthy brand, upon which sustainable operations are established. We believe in the power of a credible brand not only in enhancing sales performance but also in elevating customer satisfaction. By implementing stringent corporate governance processes and quality assurance procedures, we ensure that our marketing endeavours conform to ethical standards and resonate well with customer expectations. As we strive for excellence, our focus expands beyond quality and fashion to encompass solid corporate governance and social responsibility. By aspiring to meet sustainable development goals, we illustrate our unwavering commitment to progressive growth and improvement.

Brand Reputation and Product Quality

“DAPHNE” is renowned brand for mass market in ladies’ footwear. To maintain the brand’s excellent reputation, we have implemented several rigorous quality assurance measures. These include monitoring procedures for both manufacturers and franchisees to ensure that our products consistently maintain the highest levels of quality while minimising health and safety concerns.

Quality Assurance

We are firmly committed to ensuring the quality of products throughout the entire value chain. To this end, the Group has established an in-house quality assurance team composed of experienced personnel within supply chain department to closely monitor product quality. This professional team ensures the quality of products before they are delivered to end customers through a series of stringent procedures, which include conducting diligent inspections on various types of shoes according to internationally recognised standards like MIL-STD-105E and Acceptable Quality Level (AQL) of 2.5. We have a “Product Verification Manual” in place, of which assemble a multitude of inspection techniques and standards to ensure that our products genuinely showcase the brand’s core value and meet the needs of customers.

Upon receiving a return request from customers due to quality issues, our action is to gather the necessary details and alert our supply chain department, which will perform preliminary evaluation with reference to “Defect Classification List”. If the footwear is found to potentially carry defects, we notify our franchisees to assist in managing returns. The supply chain department then completes a thorough evaluation of the returned goods. If substantial defects are confirmed by our quality assurance team and management, we initiate recalls for specific batches of the related footwear models. This diligent process helps us maintain our quality standards and prioritises consumer health and safety.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations in relation to the quality of products, health and safety concern to consumers. Such laws and regulations include but not limited to the Product Quality Law of the People’s Republic of China (“PRC”) and the Protection of Consumer Rights Law of the PRC.

業務與產品

本集團始終致力於建立一個安全並且值得信賴的品牌，並以此為可持續經營的基礎。我們深信，值得信賴的品牌不只是提升銷售，也包括提高顧客滿意度。我們嚴格實施企業管治系統與品質保證程序，以及部署負責任的營銷策略，以確保我們的推廣活動符合道德標準也滿足顧客期待。我們致力於尋求卓越之道，我們的關注點不僅限於產品的品質與流行時尚，更是著眼於鞏固企業的治理與社會責任，期盼實現可持續發展目標，這一切皆展現了我們對不斷成長和自我提升的堅定承諾。

品牌聲譽及產品質量

「達芙妮」以大眾女鞋品牌而聞名。為了維護品牌的卓越聲譽，我們實施了一系列嚴格的品質保證措施。這包括針對製造商和加盟商的監察程序，以確保我們的產品始終保持最高水平的質量，同時盡量減少與健康和安全的問題。

品質保證

我們致力確保整個價值鏈中的產品質量。為此，本集團於供應鏈部門設立了一支由富經驗人員組成的內部品質保證團隊，承負著針對產品質量進行密切監控的任務。這支專業團隊以一系列嚴苛的流程確保產品交付給終端客戶之前的品質，其中包括根據國際公認的標準如MIL-STD-105E和合格質量水平(AQL)2.5對各種鞋類進行檢驗。我們制定了《驗貨手冊》，該手冊蒐集眾多驗貨技術和標準，以便我們的產品真實地展現品牌的精髓並充分滿足顧客的需求。

若顧客因質量問題提出退貨請求，我們將收集相關信息，通知供應鏈部門，而他們根據《瑕疵問題分類表》進行初步評估。若鞋履被認為可能存在缺陷，我們會通知加盟商幫助安排退貨。隨後，供應鏈部門將對回收的產品進行全面評估。若品質保證團隊及管理層確認存在重大缺陷，我們將召回相關鞋款批次，以確保質量標準，保護消費者的健康和安全的。

於報告年度內，本集團未發現任何與產品質量、消費者健康及安全相關的重大違規情況。該等法律及法規包括但不限於《中華人民共和國產品質量法》和《中華人民共和國消費者權益保護法》。



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Product Design and Development

The Group firmly believes that ladies' shoes are more than just footwear. Rather, they are powerful representations of individual personality and attitude. Our commitment towards inspiring original design in Mainland China is unquestionable and unwavering. Our dedicated product design team is always in tune with market trends, and relentlessly pursues innovation in both materials and styles. Our focus leans towards the creation of sustainable, eco-friendly footwear that flawlessly fuses aspects of fashion and practicality. Each design undergoes comprehensive review and enhancements until every pair of shoes mirrors superior taste and quality, demonstrating our adherence to rigorous standards. Prior to the official product launch, each step in the production process undergoes meticulous planning. Adding to this, our franchisees can use our supply chain resources to select those suitable for their channels and to integrate the products into their catalogues. Through these collective efforts, we ensure that our shoes stand as a testament to quality, style and our enduring commitment to sustainability.

產品設計及開發

本集團深信女鞋不僅僅是鞋履，它們是個性和態度的有力表現。我們致力於在中國大陸激發原創設計的靈感。我們專業的產品設計團隊緊跟市場趨勢，不斷尋求材料和風格的創新，力求創造能完美融合時尚與實用的可持續及環保的女裝鞋款。我們堅持嚴格的標準，對每個設計進行全面審視和改進，直到每雙鞋都成為品味和品質的完美體現。在產品正式推出之前，我們會對生產過程的每一個步驟進行仔細規劃。此外，我們的加盟商可以通過我們的供應鏈資源，挑選合適各自銷售渠道的產品，加入他們的商品清單。通過這些集體的 effort，我們確保我們的鞋都代表了品質、時尚和我們對可持續性的持久貢獻。

“Inspiring Original Design in China” is our mission. “DAPHNE.LAB” has frequently engaged in collaborations with young Chinese designers and artists continuing with the attitude of a pioneer to showcase China's original designs. In May 2024, the Group once again collaborated with up-and-coming artist Du Qiurui and released its second joint series “Quirky Romance”. Featuring the core element from Du's work “Plastic Flower and Her Pearl Tear”, the joint series set off a trend of quirky fun on social media, encouraging more women “Dare To Be Different, Enjoy The Difference” with its wonderful imagination. In September 2024, DAPHNE.LAB and Chinese designer brand “DIDU” launched the avant-garde “Dare To Break Rules” joint series at the 2025 Spring/Summer Paris Fashion Week. With “Dare” as the core, these designs were bold and highlighted the fearless attitude of new-age women who refuses to be defined.

「激發中國原創設計力量」是我們的使命。「達芙妮實驗室」經常與中國年輕設計師及藝術家合作，延續以先鋒的態度來展現中國原創設計。於二零二四年五月，本集團發佈與新銳藝術家杜秋銳再次合作，推出第二次聯名系列「浪漫怪咖」，此次聯名的核心元素來源於杜秋銳的作品「塑膠花和她的珍珠淚」，在社交媒體上掀起一股搞怪趣味的潮流，以奇妙的想像力鼓勵更多女性「敢於不同，享受不同」。於二零二四年九月，「達芙妮實驗室」與中國設計師品牌「DIDU」合作推出前衛時尚的「就敢破格」聯名系列在二零二五年的春夏巴黎時裝周火辣亮相。以「就敢」為核心，風格大膽的設計，彰顯新時代女性不被定義的無畏態度。



Power of Femininity in Products
產品中的女性氣質

Inspired by “shoe material for bags”, the “Tire Bag” incorporates the brand's iconic “laurel leaf” rubber sole design with a streamlined body, presenting an overall soft yet highly distinctive form. It is as if contemporary women become various roles they aspire to be in a gentle yet powerful way, further interpreting Daphne's vision of feminine beauty and strength.

「輪胎包」以「鞋材包用」為靈感，融入品牌標誌性的「月桂葉」橡膠鞋底設計，搭配流線型包身，整體呈現柔和而又極具特色的造型。當代女性彷彿以柔和而又有力的方式，成為自己嚮往的各種角色，進一步詮釋了達芙妮對女性美感與力量的看法。

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Ecological Crafts

“DAPHNE.LAB” not only focuses on original design as its brand mission but also closely follows fashion trends, boldly incorporating cutting-edge technology. Following the official debut of “DAPHNE.LAB” with the introduction of the “Sugar-Free” series, the “Dare To Be Tipsy All Day Long” collection has continued to incorporate various ecological elements featuring components made with green and sustainable materials. For producing samples before mass production, the use of PU material in innovative 3D printing allows for recycling and degradation, minimising environmental waste. The on-demand capability of 3D printing minimises inventory needs and prevents excessive waste. Thus, the improved process is designed to be resource-efficient, with less waste production and air pollution aiming at reducing environmental impact.

生態工藝

「達芙妮實驗室」不僅以原創設計為品牌主旨，更緊隨潮流趨勢，大膽將先進技術運用其中。緊隨「達芙妮實驗室」打造的「無糖」系列，「就敢微醺25小時」系列持續融入各種生態元素，採用綠色和可持續材料製成的組件。在製作批量生產前的樣品，於創新的3D列印中使用可以回收及降解的PU材料，以最大限度地減少環境廢棄物。3D列印的按需功能最大限度地減少了庫存需求並防止了過度廢棄物產生。因此，經改進的過程旨在有效使用資源，減少廢棄物產生和空氣污染，以減少對環境的影響。

Through the Group’s dedication to innovation and original design, it earned the prestigious “French Design Awards 2024” for its heels featuring bottle openers. This accolade highlights the Group’s commitment to excellence and creativity, setting a benchmark in the industry. The recognition not only underscores the team’s hard work and vision but also enhances the brand’s reputation on an international scale, inspiring further innovation and growth.

本集團致力於創新和原創設計，其開瓶器鞋跟設計贏得了享有盛譽的「二零二四年法國設計大獎」。此殊榮彰顯了本集團對卓越和創造力的承諾，為業界樹立了標竿。這項認可不僅肯定了團隊的辛勤工作和遠見，而且提升了品牌在國際上的聲譽，並激發了進一步的創新和發展。



Intellectual Property Rights

With the rising reputation of the Group’s brands in the market, we have become increasingly alert to the escalating severity of counterfeit products. This phenomenon, stemming from the widespread public affection for our brands, not only highlights their popularity but also exposes the potential harm to our corporate brand image and business operations. In response, we are adopting a zero-tolerance stance and will tackle the issue with utmost diligence.

As a brand company, the Group is devoted to protecting its intellectual property including but not limited to trademarks, patents, trade secrets and product designs. We proactively implement internal controls to ensure the maintenance of our brand image, including the registration and renewal of trademarks and patents and the opposition of identical and highly similar trademarks. To avoid infringing the rights of others, we obtain the necessary authorisation before using third party intellectual property.

知識產權

隨著本集團的品牌在市場上的聲望逐步提升，我們已警覺到相關仿冒品的問題也日趨嚴重。這種現象源於品牌受到的廣泛的公眾熱愛，但卻進一步揭示了該現象對企業品牌形象與業務營運所可能產生的潛在破壞性影響。對此，我們採取零容忍態度，並將盡最大努力解決此問題。

作為一間品牌公司，本集團致力於保護其知識產權（包括但不限於商標、專利、商業機密及產品設計）。我們積極實施內部控制措施，以確保品牌形象的維護，其中包括商標和專利的註冊及更新，並針對相同及非常近似商標的註冊提出反對。為了避免侵犯他人的權利，我們在使用任何第三方知識產權之前都尋求了必要的授權。



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To effectively strengthen the brand protection and anti-counterfeiting efforts for the Group, “Brand Protection Guideline” has been formulated to regulate the management procedures as follows:

為有效加強本集團品牌保護與防偽工作，已制定《品牌維權指引》規範管理流程如下：



Our guidelines to prevent any potential violations are as the following:

為防止出現任何潛在違規行為，我們已制定下列指引：

Intellectual Property Rights Management Procedures 知識產權管理程序	
▪	Evaluate the probability of occurrence and the potential impact of the intellectual property rights infringement 評估知識產權侵權發生概率及潛在影響
▪	Conduct research on purchased products and technologies to avoid counterfeits in the procurement process 對採購的產品及技術進行知識產權研究，以避免採購過程中出現冒牌產品
▪	Record the technical improvement and innovation of products and apply for patents accordingly in the production process 在生產過程中記錄產品技術的改進及創新，並相應申請專利
▪	Conduct review of the intellectual property rights and formulate protection and risk mitigation plans prior to product launch or any form of marketing events 在產品發佈或任何形式的營銷活動前，對知識產權進行審查並制定保護及風險紓緩計劃
▪	Verify the source of any additional trademarks and advertising slogans used by the franchisees 核實加盟商使用的任何附加商標及廣告標語之來源
▪	Evaluate the stability and validity of the intellectual property rights for those co-branding products 評估聯名品牌產品的知識產權之穩定性及有效性
▪	Confirm the ownership of the technologies or products developed before commencement of commercial collaborations 在商業合作開始前確認已開發技術或產品的擁有權

Employees of the Group must also abide by the intellectual property rights clauses in the “Staff Handbook”, employees are forbidden from disclosing confidential information to any third party, including but not limited to the Group’s strategies, business interests, know-how, inventions and other intellectual property. At the same time, the Group requires suppliers to sign a confidentiality agreement.

本集團僱員亦須遵守《員工手冊》中的知識產權條款，僱員禁止向任何第三方披露機密資料，包括但不限於本集團的策略、商業利益、專有技術、發明及其他知識產權。同時，本集團規定與供應商合作時，必須簽署保密協議。

Anti-counterfeiting Measures

To ensure consumers’ ability to recognise the authenticity of our products and enhance consumer confidence, we have introduced an anti-counterfeit label mechanism. Consumers can verify the authenticity of the product by scanning the variable QR code on the anti-counterfeiting label. The anti-counterfeiting label incorporates additional security features, such as microtext and fluorescent ink, to prevent counterfeiting and further enhance the reliability of our products.

防偽措施

為確保消費者能夠識別我們產品的真偽，並提升消費者信心，我們引入了防偽標籤機制。消費者可以通過掃描防偽標籤上的可變QR碼，驗證產品的真偽。防偽標籤採用了額外的安全功能，如縮微文字和熒光油墨，以防止仿冒並進一步提高我們產品的可靠性。

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With the expansion of our brand awareness and increase in influence, more unscrupulous businessmen are infringing on the intellectual property rights of our brands on e-commerce platforms, and the infringing product links are undoubtedly an increasingly pertinent issue. Therefore, we have strengthened our mechanism for monitoring and complaining about infringing product listings on major e-commerce platforms and enhanced collaboration with external trademark protection agencies. In our business in Hong Kong, because the name of a newly registered company was highly similar to ours, we also filed a complaint with the Companies Registry. Ultimately, the Companies Registry required the concerned company to change its name.

隨著我們的品牌知名度的擴大和影響力的提升，電商平台上侵犯我們品牌知識產權的不法商家越來越多，涉嫌侵權產品鏈接肆虐已成為一個日益嚴峻的問題。因此，我們加強了在主要電子商務平台上監控和投訴侵權產品的機制，並加強了與外部商標保護機構的合作。在我們香港的業務中，因一間新註冊公司的名稱與我們的公司名稱極為相似，我們亦向公司註冊處提出投訴，最終公司註冊處要求有關公司進行了公司名稱變更。

Major E-commerce Platforms 主要電商平台	Number of Infringing Product Links Removed 已刪除的侵權產品鏈接數目	
	2024	2023
	二零二四年	二零二三年
Alibaba's platforms (Taobao, Tmall, 1688, Xianyu) 阿里巴巴旗下平台(淘寶、天貓、1688、閒魚)	120,417	17,410
JD.com 京東	4,921	36,291
Pinduoduo, RedNote and WeChat 拼多多、小紅書和微信	1,397	43
Douyin and Kuaishou 抖音和快手	428	15,921
Total 合計	127,163	69,665

When counterfeit product links pose a significant risk to our business, we will promptly initiate legal proceedings against counterfeiters in due course. In addition to platform complaints and administrative complaints, we also protect our own brand rights through trademark infringement litigation, particularly against sellers who sell large quantities or repeatedly of counterfeit goods on online platforms. These efforts not only aids in combatting counterfeiters but also conveys our stance on protecting intellectual property rights to the market.

當侵權產品鏈接對我們的業務構成嚴重風險時，我們將對侵權者迅速採取法律行動。除平台投訴及行政投訴外，我們亦通過商標侵權訴訟維護自身品牌權益，特別是對那些在線上平台上大量或反覆販賣侵權商品的賣家提出訴訟。這不僅有助於打擊侵權者，還向市場傳遞了我們對保護知識產權的堅定態度。

During the Reporting Year, we filed a total of 16 (2023: 50) civil lawsuits against counterfeiters on online and offline infringing stores including but not limited to Taobao, JD.com, Pinduoduo and Douyin. In order to quickly handle links to infringing products and save judicial resources, the Group handled infringing products links by adopting ways of platform complaints and written communication more frequently during the Reporting Year, and the number of civil lawsuits against counterfeiters decreased significantly. In addition, with the application of “Robotic Process Automation” in searches, the efficiency of retrieving infringing product links and accounts has been improved significantly.

於報告年度內，針對線上線下侵權店舖(包括但不限於淘寶、京東、拼多多及抖音等)的侵權者提出合共16宗(二零二三年：50宗)民事訴訟。為快速處理侵權產品鏈接及節約司法資源，於報告年度內，本集團更多地採取了平台投訴及書面溝通的方式處理侵權產品鏈接，令針對侵權者的民事訴訟案件大幅減少。此外，隨著「機器人流程自動化」技術在搜尋中的應用，檢索侵權產品鏈接和帳號的效率顯著提高。



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Technology Application for Intellectual Property Rights Management

Notably, an automated data extraction tool using “Robotic Process Automation” was introduced during the Reporting Year. This technology facilitated automatic extraction of store product links which met certain specified criteria. By simulating the repetitive process with automated retrieval, efficiency would be enhanced with less human resources required. After a list of all abnormal links being exported, the suspected infringement would be handed over to the legal department for processing.

Meanwhile, we equally value the reporting of offline infringing stores as part of our brand protection and anti-counterfeiting efforts. We have developed a written guideline for the business department when they encounter offline infringing stores. The guideline standardises the procedures from obtaining infringement clues to taking rights protection measures, aiming to improve the awareness, reputation and loyalty of the “DAPHNE” brand. In particular regarding evidence collection, a mobile application has been applied for taking photos and recording the positioning on potential infringing stores accurately based on appropriate principles. All relevant information would subsequently be managed by the legal department.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations in relation to our intellectual property rights management that have a significant impact the Group, including but not limited to the Patent Law of the PRC, the Trademark Law of the PRC, the Copyright Law of the PRC and the Copyright Ordinance of Hong Kong. There were also no infringements of intellectual property rights by the Group.

During the Reporting Year, the Group actively applied for design patents to the China National Intellectual Property Administration and was successfully granted 26 patents. As at 31 December 2024, the Group holds a total of 72 patents, ensuring the intellectual property protection of the Group’s original product designs.

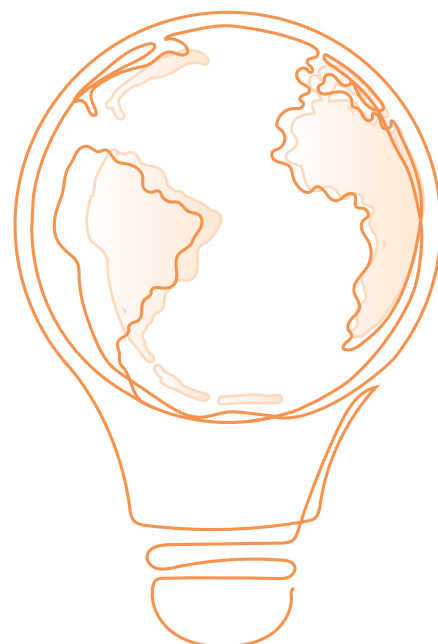
知識產權管理技術應用

值得注意的是，我們於報告年度內首次應用「機器人流程自動化」開發的自動資料擷取工具。該技術有助於自動提取符合特定標準的店舖產品鏈接。透過自動檢索模擬重複過程，可以提高效率並減少所需的人力資源。所有異常鏈接清單匯出後，涉嫌侵權內容將交由法務部門處理。

同時，我們同樣重視線下侵權店舖的舉報，這也是我們品牌保護和防偽工作的一部分。我們為業務部門制定書面指引，指導他們如何應對線下侵權店舖。該指引規範了從獲取侵權線索到採取維權措施的流程，旨在提高「達芙妮」品牌的知名度、美譽度和忠誠度。特別是在證據收集方面，運用了一款行動應用程式作為工具，能夠根據適當的原理準確地對潛在侵權店舖拍照和記錄定位。所有相關資訊隨後將由法務部門管理。

於報告年度內，本集團並不知悉任何與本集團知識產權管理有關且對本集團造成重大影響的違規行為，包括但不限於《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》及香港《版權條例》。本集團亦沒有侵犯知識產權的情況。

於報告年度內，本集團積極向中國國家知識產權局提出外觀設計專利申請，成功獲批26項專利。於二零二四年十二月三十一日，本集團共持有72項專利，確保了本集團原創產品外觀設計的知識產權保護。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Responsible Marketing

The Group actively promotes “DAPHNE” and “DAPHNE.LAB” brands employing a responsible and transparent manner to guide our marketing and labelling efforts. The “Advertising and Promotion Management Measures” has been established to protect consumers by ensuring all advertising is truthful, accurate and compliant with relevant laws. The policy puts emphasis on social responsibility and environmental protection in marketing strategies, with internal reviews and feedback mechanism to address consumer concerns promptly.

During the Reporting Year, the Group’s marketing and promotion activities were carried out on online platforms such as RedNote, Douyin and WeChat. We also engaged influential account holders on such online platforms for product promotion under contracts that emphasise the significance of legal compliance and the timely provision of services. To ensure the authenticity of these activities, we require all franchisees to provide truthful and accurate product descriptions, preventing the occurrence of false statements. Simultaneously, we meticulously review all statements, images and identifiers used in product descriptions and advertisements to ensure their authenticity and compliance with our strict intellectual property rights protection requirements.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations in relation to advertising, marketing and labelling conventions that would have a significant impact on the Group, including but not limited to the Advertising Law of the PRC, the E-commerce Law of the PRC and the Interim Provisions on Anti-Unfair Competition on the Internet.

We have identified risks relating to marketing litigation and are committed to improving our practices to comply with regulations to safeguard consumer rights. Legal risks include using invalid patents in advertising, leading to potential breaches of the Advertising Law of the PRC. To mitigate the risks, validation of patents would be verified by the legal department prior to their use. Copyright infringement is a significant concern, involving unauthorised use or reproduction of copyrighted materials. For measures to mitigate such risk, please refer to “Intellectual Property Rights” section. Additionally, prize-giving sales require transparent disclosure to avoid violating the Anti-Unfair Competition Law of the PRC. We diligently address these concerns to ensure compliance and integrity.

負責任的營銷

本集團憑藉負責任和透明的態度積極推廣「達芙妮」和「達芙妮實驗室」品牌，同時指導著本集團的營銷和標籤活動。我們已制定《廣告宣傳管理辦法》，確保所有廣告真實、準確並符合相關法律，以保護消費者權益。該政策在營銷策略中強調社會責任和環境保護，並設有內部審查和回饋機制，及時解決消費者的疑慮。

於報告年度內，本集團利用小紅書、抖音、微信等線上平台進行營銷推廣活動，我們也與這些線上平台上有影響力的帳戶持有者簽訂合同來推廣產品，合同中強調遵守法律和及時提供服務的重要性。為確保產品的真實性，我們要求所有加盟商提供真實而精確的產品說明，以杜絕虛假陳述的發生。同時，我們會仔細審查所有產品說明及廣告中所使用的陳述、圖像及標識，以確保其真實性並符合我們對知識產權的嚴格保護要求。

於報告年度內，本集團並不知悉有任何違反與廣告、營銷及標籤慣例有關的法律及法規，而該等法律及法規會對本集團造成重大影響，包括但不限於《中華人民共和國廣告法》、《中華人民共和國電子商務法》及《網絡反不正當競爭暫行規定》。

我們識別了與營銷訴訟相關的風險，並致力於改進我們的慣例，以遵守法規，維護消費者權益。法律風險包括在廣告中使用無效專利，導致可能違反《中華人民共和國廣告法》。為了降低風險，專利在使用前會經過法務部門的驗證。侵犯版權是一個值得關注的問題，涉及未經授權使用或複製受版權保護的資料。有關減輕此類風險的措施，請參閱「知識產權」一節。此外，獎勵性銷售需要透明地披露，以避免違反《中華人民共和國反不正當競爭法》。我們致力關注這些問題以確保合規性和公正性。



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Store Management

In response to the ever-changing retail landscape in the realm of digitalisation, the Group remains committed to cautiously advancing its expansion plan of directly-managed physical stores as the retail market gradually picks up. To align with its expansion plan, thorough evaluation is carried out prior to the opening of new stores.

The daily operations are regulated according to our “Store Operation Manual”. Store supervisors conduct weekly inspections using a standardised checklist to evaluate performance of operation and staff in various aspects. With effective implementation of the monitoring system, the Group’s brand image is established while high level of service quality is maintained.

Customer Service and Relationship

The Group pays significant attention to establishing strong relationships with consumers, optimising customer service to better serve their needs, and facilitating consumer interaction to identify market trends. Aiming to establish long-term relationships and brand loyalty, the “Store Operation Manual” is developed providing guidance on customer service covering the entire process from welcoming customers to after-sale service. To ensure best practices, salespeople are regularly evaluated on aspects such as appearance, product knowledge, sales service and incident handling.

The following channels have been set up for collecting consumer feedback, with an aim to understand and improve their experiences as well as enhance our products to meet their expectations:

Customer Feedback Channels

顧客反饋渠道

- Social media platforms such as Weibo, WeChat, RedNote and internet live-streaming video platforms
微博、微信、小紅書等社交媒體平台及互聯網線上直播平台
- Customer review on e-commerce platforms
顧客在電商平台上的評價
- Customer service hotline
客戶服務熱線
- Debriefing sessions with franchisees to collect customer feedback
與加盟商舉辦匯報會，以收集顧客反饋
- Evaluation of business data to analyse customer preferences and market trends
評估商業數據以分析顧客的喜好及市場趨勢
- Collection of customer feedback directly from directly-managed stores
從直營店舖直接收集顧客反饋

In the event where a customer lodges a complaint on product and/or service quality issues, it will be handled carefully and timely according to our customer complaints handling procedures set out in “Management Measures and Handling Procedures for Consumer Rights Protection and Complaints”.

店舖管理

面對數字化領域不斷變化的零售格局，隨著零售市場逐漸回暖，本集團仍致力於審慎地推進直營實體店的擴張計劃。為了配合擴張計劃，新店開幕前都會進行全面的評估。

日常營運依照我們的《門店營運手冊》進行。門店主管每週使用標準化清單進行檢查，以評估各方面的營運和員工表現。透過監控系統的有效實施，在維持高水準服務質量的同時，建立了本集團的品牌形象。

客戶服務及關係

本集團非常重視與消費者建立牢固的關係，優化客戶服務以更好地滿足他們的需求，並促進消費者互動以識別市場趨勢。為了與消費者建立長期關係和品牌忠誠度，我們制定的《門店營運手冊》提供了從迎接顧客到售後服務的整個過程的客戶服務指導。為了確保最佳實踐，我們會定期對銷售人員的儀表、產品知識、銷售服務和事件處理等方面進行評估。

我們設立了以下渠道收集消費者反饋，旨在了解和改善他們的體驗，並增強我們的產品以滿足他們的期望：

倘顧客就產品及／或服務質量問題提出投訴，我們將依照《消費維權被投訴管理辦法及處理流程》中規定的顧客投訴處理程序，將認真並及時地處理。

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Upon receiving customers' feedback, the franchisees will initially resolve the problem directly with the customer. If an agreement cannot be reached, our customer service team will communicate with the customer to understand the situation and request for additional details. The case will then be transferred to relevant departments for verification and further handling, and resolutions will be proposed to the customer in responding to the nature of complaints. Cases are normally resolved within 3 to 7 days depending on the complexity. All handling results of complaints are recorded and archived for future analysis and improvement. During the Reporting Year, customer complaints increased to 123 cases (2023: 65 cases), most of which were resolved through solutions such as repairs, returns, exchanges and refunds. The increase in complaints was mainly due to customer service and after-sales disputes. This prompted the Group to guide franchisees to improve the supervision of customer service quality and strictly implement the "Three Guarantees Policy", which ensures repairs, returns and refunds for customers.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations in relation to consumer rights, including but not limited to the Protection of Consumer Rights and Interests Law of the PRC and the Regulation for the Implementation of the Protection of Consumer Rights and Interests Law of the PRC.

Personal Data and Privacy

The Group places immense importance on protecting our customers' rights, privacy, and the safeguarding of their data. We have established "Customer Privacy Management Measures" to standardise the management of customers' privacy. The policy ensures adherence to regulatory requirements for data privacy at all stages covering the collection, use, storage, transfer and deletion of customer information. Through robust data security system, personal information is accessible only to authorised personnel, and optimum data privacy and confidentiality are ensured. Additionally, without explicit consent from consumers, our employees are strictly prohibited from disclosing any data to third parties. We further extend this protection to our online sales platforms, mandating our suppliers and franchisees through contractual agreements to comply with our set of privacy policies.

During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that would have a significant impact on its data protection practices, including but not limited to the Data Security Law of the PRC, the Personal Information Protection Law of the PRC and the Personal Data (Privacy) Ordinance of Hong Kong. Further, there were no recorded breaches of personal data by the Group or its employees.

在收到顧客的回饋後，加盟商首先會直接與顧客解決問題。如果無法達成一致，我們的客戶服務團隊將與顧客溝通，了解情況並要求提供更多詳細資訊。個案將會被轉交相關部門進行核實及進一步處理，並根據投訴性質向顧客提出解決方案。根據案件的複雜程度，通常會在3至7天內解決。所有投訴處理結果均記錄存檔，以便日後作分析及改善用途。於報告年度內，顧客投訴上升至123宗（二零二三年：65宗），大部份個案均透過維修、退貨、換貨、退款等方案得到解決。投訴的增加主要源於客戶服務和售後糾紛，這促使本集團指導加盟商完善客戶服務質量的監管及嚴格執行「三包政策」，為顧客提供維修、退貨、退款等服務承諾。

於報告年度內，本集團並不知悉有任何違反消費者權益相關法律及法規的重大事項，包括但不限於《中華人民共和國消費者權益保護法》及《中華人民共和國消費者權益保護法實施條例》。

個人資料及私隱

本集團高度重視保護顧客的權利、私隱和其資料安全。我們制定了《客戶隱私管理辦法》，規範顧客私隱的管理。此政策確保在涵蓋顧客資訊的收集、使用、儲存、傳輸和刪除的所有環節遵守資料私隱監管要求。透過強大的資料安全系統，只有授權人員才能存取個人資料，並確保最佳的資料私隱和保密性。此外，未經消費者明確同意，我們的僱員嚴禁向第三方揭露任何資料。我們進一步將這種保護擴展到我們的線上銷售平台，透過合同協議要求我們的供應商和加盟商遵守我們的私隱權政策。

於報告年度內，本集團並不知悉有任何違反相關法律及法規而對其資料保護實務產生重大影響的重大違規事件，包括但不限於《中華人民共和國數據安全法》、《中華人民共和國個人信息保護法》及香港的《個人資料（私隱）條例》。此外，沒有記錄顯示本集團或其僱員有洩露個人資料的事件。



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Anti-corruption

The Group upholds high standards of integrity and adopts a zero-tolerance approach to corruption in the workplace as well as any other forms of unethical conduct. The Group's "Staff Handbook" specifies its regulations on anti-corruption and states that employees are strictly prohibited from soliciting bribes and receiving benefits in any form, including but not limited to cash, stocks, securities or gifts. The policy also states that participation in insider trading or other forms of corruptive behaviour are illegal, which may lead to appropriate disciplinary actions. It further specifies that access and sharing of confidential information without prior approval is forbidden, whilst any form of conflict of interests must be declared and should always be avoided where possible.

Business Ethics

The Group advocates ethical practices and is determined to mitigate any potential misconduct or poor services in all its business segments. Therefore, the Group has established different policies as guidance for our employees and instill them the importance of upholding ethical standards from the beginning of their professional careers.

The Group is committed to ensuring that each of new employees fully understands and complies with our integrity and confidentiality policies. To combat bribery and crimes involving the violation of trade secrets, we require all new employees to sign the "Staff Integrity and Confidentiality Agreement" upon joining the Group. This is not only to implement the Group's policies, but also to ensure that each employee upholds a commitment to honesty and transparency. At the same time, we provide specialised training for new employees in the prevention of occupational crime, with the aim of increasing their legal awareness and effectively preventing criminal activities.

In order to enhance business integrity, anti-corruption trainings are organised regularly for all directors of the Company per year and employees of the Group every one to two years. Materials from the Independent Commission Against Corruption ("ICAC") of Hong Kong would be referenced for regulatory updates. In 2024, all directors of the Company participated in a 1-hour interactive learning session featuring anti-corruption materials and videos. Additionally, 26 employees of the Group attended an anti-corruption internal seminar of 1 hour. The training emphasised our corporate policy on operation with integrity, aiming to enhance employees' awareness and minimise legal risks. As part of the training effort, relevant reading materials and practical guides were shared with all employees via internal email.

Whistleblowing Policy

The Group has a "Whistleblowing Policy" in place to encourage employees to report any suspicious fraudulent activities. The policy guarantees the anonymity of whistleblowers during investigations. Employees should not experience any intimidation and retaliation as a consequence of reporting a concern. If employees are found to be in violation of the above-mentioned regulations, they will be subject to disciplinary action according to the "Staff Handbook", which include verbal or written warnings, summary dismissal and/or legal action.

During the Reporting Year, the Group was not aware of any material non-compliance with the relevant laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Anti-Unfair Competition Law of the PRC, the Interim Provisions on Banning Commercial Bribery and the Prevention of Bribery Ordinance of Hong Kong.

反貪污

本集團秉持高誠信標準，對職場貪污及任何其他形式的不道德行為採取零容忍態度。本集團之《員工手冊》明確了反貪污規定，規定嚴禁僱員索取賄賂或接受任何形式的利益，包括但不限於現金、股票、證券或禮品。該政策亦規定參與內幕交易或其他形式的貪污行為是非法的，並可能導致被我們採取適當紀律行動。其進一步規定禁止在未獲本集團事先批准的情況下獲取及分享機密資料，同時必須聲明任何形式的利益衝突並應盡可能避免。

商業道德

本集團提倡道德規範，並決心減少所有業務部門中任何潛在的不當行為或不良服務。因此，本集團制定了不同的政策作為對僱員的指導，並從員工職業生涯開始就向他們灌輸堅持道德標準的重要性。

本集團致力於確保每位新僱員充分理解並遵守我們的誠信和保密政策。為打擊賄賂及侵害商業機密的犯罪行為，我們要求所有新進僱員入職時必須簽署《員工廉潔及保密承諾書》。這不僅是為了執行本集團的政策，也是為了確保每位僱員都秉持誠實透明的承諾。同時，我們也對新進僱員進行職業犯罪預防專門培訓，提高僱員的法律意識，有效預防犯罪行為。

為提升商業誠信水平，本公司定期每年為全體董事及每隔一至兩年為僱員舉辦反貪污培訓。有關監管更新的資訊將參考香港廉政公署（「ICAC」）的資料。二零二四年，本公司全體董事參加了一小時反貪污資料和影片互動學習課程。此外，本集團的26名僱員參加了一小時的反貪污內部研討會。這些培訓強調了我們誠信經營的企業政策，旨在提高僱員的誠信意識，並降低法律風險。作為培訓工作的一部分，相關閱讀材料及實用指南已透過內部電子郵件分享給全體僱員閱讀。

舉報政策

本集團制定了《舉報政策》，鼓勵僱員舉報任何可疑的詐欺活動。該政策保證了調查期間舉報人的匿名性。僱員不應該因為舉報問題而遭受任何恐嚇和報復。如果發現僱員違反上述規定，將根據《員工手冊》進行紀律處分，包括口頭或書面警告、立即解僱及／或法律訴訟。

於報告年度內，本集團並不知悉有任何違反賄賂、勒索、詐欺及洗錢相關法律及法規且會對本集團造成重大影響的重大違規行為，包括但不限於《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及香港《防止賄賂條例》。

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SUPPLY CHAIN AND PARTNERSHIP

Green Procurement

Supplier management is an indispensable part of our operations. We prioritise sustainable and innovative development through long-term cooperation with suppliers. During the Reporting Year, we collaborated with 219 (2023: 186) footwear suppliers, all located in Mainland China, for provision of production subcontracting and warehousing services. The Group is keen on local sourcing to support the domestic economy and reduce the carbon footprint associated with procurement process.

The Group has implemented a “Quick Response for Small Orders” strategy to streamline internal processes and establish an efficient supply chain, thereby enhancing its adaptability in the dynamic and diverse footwear industry. Simultaneously, the Group has been proactively incorporating ESG aspects into its policies and business development strategies for suppliers. To solidify the supply chain system, the Group has set up a dedicated team entrusted with the promotion and monitoring of relevant standard measures.

Supply Chain Engagement

We prioritise effective communication and management of the supply chain in our operational activities. The supply chain encompasses downstream franchisees and upstream footwear manufacturers. From entry barriers to quality assurance, we monitor initiatives instituted by suppliers at every step as described below, aiming at minimising their environmental and social impacts. During the Reporting Year, we persistently conducted evaluations on all business partners, including franchisees and manufacturers. This approach ensures their operational practices align with the Group’s prescribed regulations.

供應鏈與夥伴

綠色採購

供應商管理為我們營運必不可少的一部分。我們期望與供應商就可持續創新發展展開長期合作。於報告年度內，我們與 219 間（二零二三年：186 間）鞋履供應商合作，全部位於中國大陸，為其提供分包生產及倉儲服務等。本集團盡可能於本地進行採購，以支持本地經濟和減少採購過程中產生的碳足跡。

本集團實施了「小單快返」的策略，以簡化內部流程並建立了一個高效的供應鏈，從而增強了其在不斷變化和多樣化的鞋類行業中的適應性。同時，本集團也積極將 ESG 議題納入其對供應商的業務發展策略及政策中。為了加強供應鏈體系，本集團成立了一個致力於推廣並監督相關標準的專責團隊。

供應鏈的聯繫

我們在營運活動中，優先考慮與供應鏈的有效溝通和管理。供應鏈涵蓋了下游加盟商及上游鞋類製造商。從進入市場的障礙到品質保證，我們監控供應商在每一步所採取的措施（如下所述），旨在減少其對環境和社會的影響。於報告年度內，我們堅持對全部業務夥伴（包括加盟商及製造商）進行評估，這種方法確保他們的營運實踐與本集團預定的規範保持一致。

Franchisee Management

加盟商管理

Franchisees are categorised into online and offline retail operations. They have been authorised by the Group to operate mainly with the “DAPHNE” brand and are supported with a coordinated supply chain that enables them to directly place orders in the supply chain system.

加盟商按線上線下零售業務進行分類，獲本集團授權主要以「達芙妮」品牌營運，並輔以協同有序的供應鏈支持，讓其直接於供應鏈系統下訂單。

To safeguard our brand image and prevent potential risks, all franchisees are subject to regular assessment. Existing franchisees are evaluated based on internal standards, whereas potential franchisees are required to undergo our assessment procedures to determine their eligibility. These assessment procedures involve scrutinising various factors, which include but are not limited to the following:

為保障我們的品牌形象及防止潛在風險，所有加盟商須接受定期評估。現有的加盟商按內部標準進行評估，而潛在的加盟商須通過我們的評估程序，以確定其資格。該等評估程序涉及審查各項因素，包括但不限於以下各項：

- Capital strength
資本實力
- Operating experience and capabilities
營運經驗及能力
- Management proficiency
管理能力
- Market knowledge
市場知識
- Previous collaborations with other brands
以往與其他品牌的合作經驗
- Compliance and non-compliance records
合規及不合規記錄



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Manufacturer Selection

製造商篩選

Manufacturers are primarily footwear manufacturers that provide finished products to our franchisees. We evaluate the performance or suitability of current and prospective suppliers by a set of standards that include but are not limited to the following:

製造商主要為向我們的加盟商提供可出售產品的鞋類製造商。我們評估現有及潛在供應商的表現或合適性的一系列標準包括但不限於以下各項：

- Operational licences
營運證照
- Product quality
產品質量
- Supply continuity
持續供應能力
- Delivery efficiency
交貨效率
- Business ethics
商業道德

Supply Chain Sustainability

Promoting and harmonising sustainable elements in its supply chain is a strategic vision that the Group aspires to. We uphold stringent sustainability expectations for our business partners to follow and continuously explore new methods to facilitate an integrated and responsible supply chain.

Our principles on ethical business practices are set out in the “Code of Conduct for Partners” which is formulated in accordance with well-established standards, including but not limited to the International Labour Organisation as well as national laws and regulations. As stipulated, business partners must comply with relevant laws and regulations at all times, which include but are not limited to the Anti-Unfair Competition Law of the PRC and the Emission Standard for Air Pollutants in Shoemaking Industry. The policy also clearly sets out the basic obligations that the business partners are expected to fulfil, including but not limited to the following:

供應鏈的可持續發展

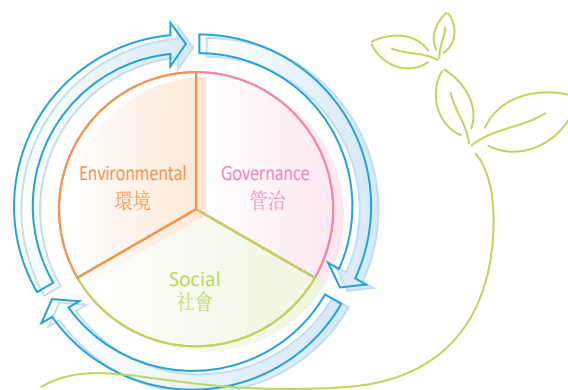
在供應鏈中提倡及協調可持續元素是本集團渴望實現的策略願景。我們堅持嚴格的可持續發展期望，要求我們的業務夥伴遵守，以及持續發掘新方法促成完整且負責任的供應鏈。

我們的商業道德實踐原則載於《合作商行為準則》，並根據行之有效的標準制定，包括但不限於國際勞工組織以及國家法律及法規。根據標準所訂明，業務夥伴須時刻遵守相關法律及法規，包括但不限於《中華人民共和國反不正當競爭法》及《製鞋工業大氣污染物排放標準》。此政策亦明確規定了業務夥伴需履行的基本職責，其中包括但不限於以下方面：

ESG Obligations for Business Partners to Adhere to:

業務夥伴須遵守的ESG職責：

- Respect human rights
尊重人權
- Provide healthy and safe work environment
提供健康及安全的工作環境
- Optimise raw materials and resources usage
優化原材料和資源使用
- Mitigate environmental pollution
減輕環境污染
- Prevent corruptive behaviour
防止貪污行為
- Protect intellectual property rights
保護知識產權



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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To reinforce our commitment to a sustainable supply chain, we integrated social and environmental prerequisites in our contracts with suppliers, such as compliance with legislation and sustainable packaging. In addition, suppliers are required to sign an “Anti-commercial Bribery Agreement”, which lists out all behaviour that will constitute unethical conduct and encourages all parties to report any allegations to the Group. To strengthen our approach, regular on-site inspections for manufacturers are conducted, evaluating non-compliance records, quality management and use of eco-friendly raw materials. If suppliers are discovered to have violated the “Code of Conduct for Partners”, contractual agreements or national laws and regulations, they will be required to resolve the issues within a specific timeframe. Suppliers who refuse or fail to develop a clear rectification plan may face early termination of collaboration by the Group.

We are committed to promoting sustainable production processes and have incorporated relevant clauses into all of our supply chain contracts to emphasise the sustainability of production, packaging, logistics and water management. In our crafting process, we have been exploring the use of eco-friendly glue as an alternative technique. For packaging, biodegradable non-woven bags and recyclable materials are used. In logistics, we encourage partners to optimise transportation methods to reduce fuel consumption and select resources with the least consumption when possible. We encourage suppliers to reduce resources consumption and pollution by enhancing production efficiency where feasible. Looking ahead, we will continue to champion sustainability in our business operations actively pursuing greener, socially responsible practices. Together with our partners, we strive to promote changes throughout our value-chain with practical actions, setting the stage for a sustainable future.

為了更加深化我們對實現可持續供應鏈的承諾，我們在與供應商簽訂的合同中納入了法規合規和可持續包裝物等社會和環境條款。此外，供應商須簽署《反商業賄賂協議》，當中列出構成不道德行為的所有行為，並鼓勵各方向本集團舉報任何指控。為加強我們的方針，我們定期對製造商進行現場視察，評估不合規記錄、質量管理及環保原材料的使用等。如發現供應商違反《合作商行為準則》、合同協議或國家法律及法規，將會被要求在特定時間內解決問題，拒絕或未能制定明確整改計劃的供應商，則本集團可能與有關供應商提早終止合作。

我們致力於推動可持續性生產流程，在所有供應鏈合同中融入相關條款，強調生產、包裝、物流和水資源管理的可持續性。於我們的製作過程中，我們探索使用環保膠水作為替代方法，包裝方面則採用了可生物降解的無紡布袋和可回收材料。我們鼓勵物流合作夥伴優化運輸方式以降低燃料的消耗，並在可能的情況下，選擇使用資源消耗量最小的運輸方式。此外，我們鼓勵供應商在可行的情況下提升生產效率，減少資源消耗和污染。展望未來，我們將始終秉持著可持續經營的理念，致力於實現更環保、更有社會責任的商業模式，並與我們的合作夥伴一同以實際行動推動價值鏈的變革，開創可持續發展的未來。





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

NATURE AND RESOURCES

With the increasing strain on the Earth's resources due to human activities and the rapid depletion of these resources has become particularly prominent in recent decades. This is most noticeably witnessed in the realm of climate change accelerated by human actions. In 2016, the United Nations introduced global sustainable development goals to tackle this pressing issue of climate change. In the light of this, almost 200 countries and regions have pledged themselves to establish nationally determined contributions in congruence with the "Paris Agreement", aimed at restricting global warming below 1.5 degrees Celsius. This commitment is expected to escalate to more concrete actions and legislation plans. The Group remains steadfast in its commitment to an operational strategy that encourages green and sustainable development. This approach delivers effective control over pollutant emissions and encourages the rational utilisation of resources. We are dedicated to enhancing our risk management pertaining to environmental aspects, dedicated to executing our ecological and environmental protection responsibilities while pursuing economic benefits.

During the Reporting Year, the Group was not aware of any material non-compliance with environmental-related laws and regulations in relation to exhaust gas and greenhouse gases ("GHG") emissions, water and land pollution, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group, including but not limited to the Environmental Protection Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Prevention and Control of Environmental Pollution by Solid Wastes Law of the PRC and the Waste Disposal Ordinance of Hong Kong.

自然與資源

人類活動對自然資源的需求增長與地球資源的有限性之間的矛盾於近幾十年來尤為突出，最明顯的表現就是人類活動造成的氣候變化。聯合國在二零一六年提出了全球可持續發展目標以應對氣候變化，近200個國家和地區按《巴黎協定》把全球暖化升溫限制在攝氏1.5度以下的目標，承諾了國家自主貢獻目標並逐漸完善相關的立法及行動。本集團始終堅持綠色和可持續發展的經營策略，不僅有效控制污染物排放，還鼓勵理性地善用資源。我們致力於加強環境方面的風險管理，在追求經濟效益的同時，貫徹我們的生態和環境保護責任。

於報告年度內，本集團並未發現任何與廢氣及溫室氣體（「溫室氣體」）排放、水及土地污染以及產生有害及無害廢棄物有關的、會對本集團產生重大影響的環境相關法律及法規的重大違規事項。該等法律及法規包括但不限於《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》及香港的《廢物處置條例》。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Resources Consumption

The Group adopts an online and offline licensing business as well as distribution of footwear products and accessories, with its main direct resource consumption coming from offices and directly-managed stores. The Group's impact on the environment is mainly derived from the consumption of natural resources as well as corresponding emissions. To facilitate resource efficiency and formulate corresponding measures, we proactively monitor and evaluate our consumption patterns, which is detailed below:

資源消耗

本集團採用線上線下的授權業務模式以及鞋類產品和配件的分銷業務，主要的直接資源消耗來自辦公室和直營店舖。本集團對環境的影響主要來自於自然資源的消耗以及相對應的排放。為促進資源效率及制定相應措施，我們積極監察及評估我們的耗用模式，詳情如下：

Description of resources consumed 資源消耗的描述	Unit 單位	Consumption 消耗量		Analysis 分析
		2024 二零二四年	2023 二零二三年	
Petrol used to operate 3 petrol passenger vehicles 用於操作三輛載客汽油車的汽油	Litre 公升	9,407	9,508	One petrol vehicle was replaced by the electric vehicle in the middle of 2023. Petrol consumption was further reduced throughout the entire Reporting Year. 一輛汽油車於二零二三年中旬被電動車取代。汽油消耗量在整個報告年度內進一步減少。
Electricity used for offices, directly-managed stores and an electric vehicle 用於辦公室、直營店舖和電動車的電力	kWh 千瓦時	128,318	91,027	Certain new stores were opened in the middle of the year 2023. Therefore, the partial data was compared to the whole-year data for the Reporting Year. In addition to the expanded reporting scope, the office area in Shanghai and Wenzhou becomes larger. All of these factors have led to increased electricity consumption. 若干新店於二零二三年中旬開業，因此該部分數據用作與報告年度的全年數據進行了比較。除了報告範圍擴大之外，上海及溫州的辦公面積也擴大了。所有這些因素都導致電力消耗增加。
Water consumed including tap water and drinking water to support daily operations 用以支持日常營運，包括自來水和飲用水的耗水	m ³ 立方米	159	209	With enhanced awareness of water conservation, both tap water and the ice-making machine were consumed less, leading to reduced overall water consumption. 隨著節約用水意識的增強，自來水和製冰機的消耗都減少了，從而減少了整體用水量。
Packaging materials used for footwear products 使用於鞋類產品的包裝材料	Tonne 噸	6,512	5,412	The increase in packaging materials consumed aligned with the rise in annual sales volume. 包裝材料消耗量的增加與年度銷售量的增加相關。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group recognises its social responsibility to take the initiative in efficiently utilising finite resources and carry out its corporate social responsibility to introduce additional eco-friendly approaches to enhance the Group's sustainability performance. Thus, we have established different measures and initiatives for the offices and the directly-managed stores to achieve the goal of energy saving and efficient consumption. Such measures and initiatives are described as follows.

Energy Consumption

The energy consumed by the Group mainly includes electricity consumed for daily operation and petrol consumed by the corporate vehicles. Our energy saving measures and initiatives include but are not limited to:

本集團深知其有社會責任採取措施高效利用有限的資源，並通過引入更多環保方法提升本集團的可持續發展表現，從而履行其企業社會責任。因此，我們已在辦公室及直營店舖推出多項措施及倡議，以實現節約能源及高效消耗的目標。該等措施及倡議如下所述。

能源消耗

本集團的能源消耗主要包括日常營運所消耗的電力以及公司車輛所消耗的汽油。我們的節能措施及倡議包括但不限於：

Energy Source 能源	Resource Saving Initiatives 節約資源倡議
Petrol 汽油	<ul style="list-style-type: none">Replace long-distance physical meetings with video conferences to reduce unnecessary GHG emissions from transportation using the corporate vehicles 透過視像會議來替代遠程實體會議，減少使用公司車輛所造成的不必要的溫室氣體排放Progressively replace traditional petrol vehicles with energy-saving electric vehicles 逐步以傳統汽油車替換成節能電動車Use public transportation 使用公共交通工具
Electricity 用電	<ul style="list-style-type: none">Use LED lights with energy-efficient labels 使用帶有高效節能標籤的LED電燈Use higher energy-efficient appliance and equipment, e.g. microwave and refrigerator with grade 1 energy labels were used for the new offices 使用更高效能的電器及設備，例如於新辦公室使用帶有一級能源效率標籤的微波爐和雪櫃

The Group has been promoting the utilisation of renewable energy by installing a solar power system in our premises as long as practically feasible. During the Reporting Year, the solar power system generated an approximate total of 437,298 kWh (2023: 419,749 kWh) of electricity, which helped the users to avoid approximately 221.8 tCO₂e (2023: 326.4 tCO₂e) of GHG emissions related to generating such energy. The target to generate a total of 1 million kWh within 2022-2024 was achieved compared to the actual electricity generation of 1.3 million kWh during this 3-year period. The fluctuation in avoided emissions is primarily resulted from the updates in emission factors used for calculation. The forgoing change has resulted in a decrease in the avoided emissions despite of the increase in electricity generated. For further information of emissions data, please refer to the "KPIs SUMMARY TABLE" section.

只要切實可行的話，本集團一直致力於透過在我們的場所安裝太陽能發電系統來推動再生能源的利用。於報告年度內，太陽能發電系統共產生約437,298千瓦時（二零二三年：419,749千瓦時）電力，為用戶避免溫室氣體排放約221.8噸二氧化碳當量（二零二三年：326.4噸二氧化碳當量）。與這三年期間實際發電量1.3百萬千瓦時相比，由二零二二年至二零二四年期間總發電量1百萬千瓦時的目標已經達成。所避免的排放量的變化是由於用於計算的排放因子的更新所造成的。儘管發電量增加，但上述變化導致了所避免的排放量減少。有關排放物數據的進一步詳情，請參閱「關鍵績效指標匯總表」一節。

To further our commitment to sustainability, the Group will install two additional solar power systems at its investment properties in Beijing and Shanghai in 2025. This strategic initiative is aimed at harnessing solar power to generate an estimated additional 2.3 million kWh of electricity on average annually. This forward-thinking initiative not only underscores our dedication to renewable energy but also demonstrates our proactive efforts towards reducing our carbon footprint and promoting environmental stewardship.

為了進一步履行對可持續發展的承諾，本集團將於二零二五年在位於北京和上海的投資物業安裝額外兩套的太陽能發電系統。這項策略性措施旨在利用太陽能預計每年平均額外產生約2.3百萬千瓦時的電力。這項前瞻性措施不僅強調了我們對再生能源的奉獻，也體現了我們為減少碳足跡和促進環境管理所做的積極努力。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Water Consumption

The Group's water consumption is supplied by local water suppliers, therefore we do not have any issue in sourcing water that is fit for purpose. The Group's water consumption was mainly domestic use for basic business operations, cleaning and sanitation. Filters of drinking water purifiers are replaced periodically in order to ensure water quality. For certain operating segments, water usage has been included in the tenancy fee. Hence, water consumption data is not available and thus quantitative target is not applicable. Despite considering water consumption as insignificant due to business nature, the Group is dedicated to promoting behavioural changes in water usage at offices and encouraging water conservation. Environmental signages on water-saving messages are posted in prominent places to remind employees to conserve water. With the above measure implemented, employees' awareness on water conservation has been enhanced.

Use of Packaging Materials

During the Reporting Year, the packaging materials used for our sales of footwear products included paper elements (such as shoeboxes and inner box labels) and textile fibre (such as non-woven bags and carrier bags). The Group closely monitors the usage of these packaging materials. The increase in packaging materials consumed aligned with the rise in annual sales volume. Moreover, to support the reduction of plastic use, the packaging materials are biodegradable and recyclable.

Selection of Office Renovation Materials

Environmental considerations are incorporated into the Group's daily operations, including the renovation of the Group's new offices in Shanghai and Wenzhou. We used artificial boards made by fast-growing wood and sawdust, which were then coated without formaldehyde, for furniture and decorations. By minimising the use of wooden boards made from natural logging, we strive to protect forests as natural resources.

Emissions and Waste Management

The Group closely monitors the emissions and waste generated from its operations, constantly researching methodologies to minimise air emissions, GHG emissions and waste, which constitute the majority of our environmental footprint.

Exhaust Gas Emissions

The primary source of emissions arising from the Group's operations was fuel consumed by passenger vehicles. During the Reporting Year, we used 3 (2023: 4) petrol vehicles to support the Group's daily operations, emitting approximately 6.72 kg (2023: 7.92 kg) of exhaust gases. Gradually replacing traditional petrol vehicles with electric vehicles is a pivotal step in the Group's commitment to reducing exhaust gas emissions, thereby achieving our carbon reduction goals. By leveraging the high efficiency and zero-emission characteristics of electric vehicles, we are making a tangible contribution towards wider climate change and sustainability objectives. We believe this transition will continue to drive the Group towards a greener and more sustainable future.

耗水

本集團的用水由當地供水商供應，因此我們在獲取適合用途的水方面沒有任何問題。本集團的耗水主要為業務營運、清潔及衛生用水。飲用水淨化器的濾芯需要定期更換，以確保水質。對於某些經營分部，用水費用已包含在租賃費中。因此，沒有耗用水量數據，因而不適用量化目標。儘管因業務性質而認為用水量並不重要，但本集團仍致力於推動辦公室用水行為的改變，鼓勵節約用水。在顯眼的地方張貼節約用水環保標識，提醒僱員節約用水。由於實行以上措施，僱員節約用水意識已經加強。

包裝材料使用

於報告年度內，我們用於鞋類產品銷售所使用的包裝材料包括紙類（如鞋盒和內盒貼）和纖維織物（如無紡布袋和手提袋）。本集團密切監察包裝材料的使用量。包裝材料消耗量的增加與年度銷售量的增加相關。此外，為了減少塑膠的使用，包裝材料是可生物降解和可回收的。

辦公室裝修材料的選擇

本集團將環境考量納入日常營運之中，包括對本集團上海及溫州新辦公室的裝修。我們使用由速生木材和鋸末製成的人造板，然後塗上不含甲醛的塗料，用於製作家具和裝飾品。透過盡量減少使用天然木材製成的木板，我們努力保護被視為自然資源的森林。

排放物與廢棄物管理

本集團密切關注由其經營活動產生的排放物及廢棄物，並持續探索減少廢氣排放、溫室氣體排放及廢棄物的方法，而這些排放及廢棄物構成我們的大部分環境足跡。

廢氣排放

本集團營運所產生的主要廢氣排放來源是載客車輛消耗的燃料。於報告年度內，我們用以支持本集團日常業務營運的三輛（二零二三年：四輛）汽油車排放約6.72千克（二零二三年：7.92千克）廢氣。本集團致力於減少廢氣排放，逐步以電動車取代傳統汽油車，從而實現碳減排目標的關鍵步驟。透過利用電動車的高效能和零排放特性，我們為更廣泛的氣候變化和持續發展目標作出了切實的貢獻。我們相信，這項轉變將持續推動本集團邁向更綠色、更可持續的未來。



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GHG Emissions

GHG emissions arise from direct emissions caused by fuel consumption in petrol vehicles (Scope 1) and energy indirect emissions from electricity purchases (Scope 2). During the Reporting Year, a total of approximately 96.2 tCO₂e (2023: 96.2 tCO₂e) of GHG emissions were emitted from the Group's business operations. Whereas we expanded the reporting scope during the Reporting Year, the GHG emissions were maintained at a similar level compared to 2023 mainly attributable to decrease in fuel consumption of corporate vehicles and a different emission factor for electricity consumption. For further information of emissions data, please refer to the "KPIs SUMMARY TABLE" section.

Sewage Discharge

Considering the Group's business nature, there was no significant and unreasonable amount of sewage water discharged. As the waste water was discharged to sewage network to the water treatment plant, the amount of water consumed is considered as the sewage discharged.

Waste Management

Due to the nature of its business, the Group was not involved in the generation of hazardous waste during the Reporting Year.

The non-hazardous waste generated by the Group consists of paper and domestic waste. During the Reporting Year, the Group used a total of 1,639 kg (2023: 1,643 kg) of paper. To reduce our paper usage, we strive to always reuse paper as well as minimise the distribution of paper documents by adopting digital methods where possible. Other paper reduction initiatives include double-sided printing and copying being set as default for all appropriate printing devices. A proper waste management culture is practised by our employees through recycling wastepaper (where appropriate) and office supplies.

We have established classification and reuse strategies for recyclable wastes such as wastepaper, packing boxes, plastic bags, batteries, fluorescent tubes and etc. Recycling bins are also placed in our operational headquarters to collect domestic wastes.

溫室氣體排放

溫室氣體排放物產生自汽油車燃料耗用的直接排放(範圍1)及所購買電力的間接排放(範圍2)。於報告年度內,本集團業務活動共排放約96.2噸二氧化碳當量(二零二三年:96.2噸二氧化碳當量)的溫室氣體。儘管我們於報告年度內擴大了報告範圍,但溫室氣體排放量與二零二三年相比維持在相若的水平,主要歸因於公司車輛燃料消耗的減少以及電力消耗的排放因子不同。有關排放物數據的進一步詳情,請參閱「關鍵績效指標匯總表」一節。

污水排放

考慮到本集團的業務性質,本集團無大量及不合理的污水排放。廢水排放至污水管道網絡後送達污水處理廠,所消耗的水量會視為污水排放量。

廢棄物管理

由於其業務性質,於報告年度內,本集團並不涉及有害廢棄物的產生。

本集團產生的無害廢棄物,包括紙張和生活垃圾。於報告年度內,本集團共耗用1,639千克(二零二三年:1,643千克)紙張。為減少用紙,我們致力於堅持重複用紙,以及在可行情況下採用數字化方式來減少派發紙質文件。其他減少用紙的舉措包括將所有適用的列印裝置預設為雙面列印及複印。僱員透過回收廢紙(如適用)及辦公用品力求妥善踐行廢棄物管理文化。

我們還對廢紙、包裝箱、塑膠袋、電池和光管等可回收廢棄物制定了分類再利用策略。在我們的營運辦公室也設有回收箱來收集生活垃圾。

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Environmental Targets

We are committed to fostering the Group's long-term growth while fully recognising the importance of ecological protection, as well as safeguarding the rights and interests of employees.

The respective progresses of the Group's quantitative and qualitative targets are listed in the table below:

環境目標

我們致力於在促進本集團長期增長的同時，意識到生態保護及保障僱員權益的重要性。

本集團之定量及定性目標進度列表如下：

Area 範疇	Quantitative Targets 定量目標	2024 Progress 二零二四年進展
Energy Consumption 能源消耗	Lowering the energy consumption intensity by 3% by 2028 (using 2023 as a baseline i.e. 7,167.5 MJ/Full-time employee) 二零二八年前降低能源消耗密度3% (以二零二三年作為基準年份，即7,167.5兆焦耳／全職僱員)	Compared to the baseline, energy consumption intensity increased by 6%. The target is in progress and we will continue to monitor and review the target. 與基線相比，能源消耗密度上升了6%。目標正在進展中，我們將繼續監測和審查目標。
Solar Power Electricity 太陽能發電	By 2024, facilitate the use of the solar power system to generate electricity and achieve a total amount of approximately 1 million kWh over the next 3 years (2022-2024) 到二零二四年，促進利用太陽能發電系統發電，並在未來三年(二零二二年至二零二四年)實現總發電量約1百萬千瓦時	Achieved with 1.3 million kWh of electricity generated over last three years. 過去三年共發電1.3百萬千瓦時，已達成目標。
	From 2025 onwards, facilitate the use of the solar power systems to generate electricity and achieve a total amount of approximately 6.7 million kWh over the next 3 years (2025-2027) 自二零二五年起，推動利用太陽能發電系統發電，在未來三年(二零二五年至二零二七年)實現總發電量約6.7百萬千瓦時	New target 新目標
GHG Emissions 溫室氣體排放	Lowering the GHG emissions intensity by 3% by 2028 (using 2023 as a baseline i.e. 1.0 tCO ₂ e/Full-time employee) 二零二八年前降低溫室氣體排放密度3% (以二零二三年作為基準年份，即1.0噸二氧化碳當量／全職僱員)	Compared to the baseline, GHG emissions intensity decreased by approximately 10%. The progress is on track and we will continue to monitor and review the target. 與基線相比，溫室氣體排放密度下降了約10%。進展正在順利進行，我們將繼續監測和審查目標。
Paper Usage 用紙量	From 2022 onwards, maintain the paper usage intensity below the 2020 baseline value, i.e. 25 kg/full-time employee 從二零二二年起，將用紙量密度保持在二零二零年基線值，即25千克／全職僱員以下	Maintained the paper usage intensity below the 2020 baseline value, which was further reduced by approximately 12% compared to 2023. 維持用紙量密度維持在二零二零年基線值以下，與二零二三年比較，進一步降低約12%。
Area 範疇	Qualitative Targets 定性目標	2024 Progress 二零二四年進展
Emissions and Energy Consumption 排放及能源消耗	From 2022 onwards, participate in activities or organise training regarding emissions reduction and energy consumption at least once per year 從二零二二年起，每年至少參加一次有關減排及能源消耗的活動或安排培訓	Promoted World Earth Day by organising an activity themed "Treasure the Earth, Reduce Plastic Together" 舉辦「珍惜地球，攜手全球抗塑」活動，宣傳世界地球日。
Waste Production 廢棄物產生	From 2022 onwards, include an initiative to use environmental-friendly packaging materials in supplier contracts 從二零二二年起，在供應商合同中加入使用環保包裝材料的倡議	All suppliers have signed the contracts with environmental clauses. 所有供應商都簽署了包含環保條款的合同。
	From 2025 onwards, participate in activities regarding waste management or recycling at least once per year 從二零二五年起，每年至少參加一次廢棄物管理或回收活動	New target 新目標

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Echoing with the 55th World Earth Day, the Group organised an activity themed “Treasure the Earth, Reduce Plastic Together”. By screening of an environmental documentary “Carbon Forest” and conducting an eco-knowledge quiz, employees were encouraged to engage with the pressing environmental issues and the urgency of environmental protection and carbon emission reduction. As highlighted in the documentary, staff gained a first-hand understanding of the critical environmental challenges we face today. This initiative aimed to inspire a greater sense of environmental consciousness among employees, deepening their understanding of the importance of environmental conservation. It also ignited a determination among employees to contribute towards reducing carbon emissions and protecting the ecosystem.



為響應第55屆世界地球日，本集團舉辦「珍惜地球，攜手全球抗塑」活動。透過播放環保紀錄片《碳路森林》、進行生態知識問答環節等方式，激發僱員對當前緊迫環境議題的關注，並提升環保減碳的迫切性。正如紀錄片所強調，員工對我們今天面臨的嚴峻環境挑戰有了第一手的了解。此舉旨在激發僱員的環保意識，加深他們對環境保護重要性的認知。這也激發了僱員為減少碳排放和保護生態系統作出貢獻的決心。



Climate Change

Public awareness concerning climate change is steadily rising, with the topic becoming a focal point of global discussions. The collective acknowledgment of climate change's significance underscores its prominence on the international stage. Given the severity and urgency of the climate crisis, governments recently have accelerated their action pace in coping with the climate. The Group understands the importance of identifying and mitigating major climate-related issues, pays close attention to the potential impact of climate change on the Group's business and operations, and is committed to managing potential climate-related risks that may affect the Group's business activities. Our ESG Working Group regularly oversees climate related issues and risks, ensuring our strategies incorporate these critical factors.

The Group has incorporated climate-related risks into enterprise risk management to identify and mitigate potential risks related to climate change. With reference to the IFRS Sustainability Disclosure Standards (“ISSB Standards”), climate-related risks are divided into physical and transition risks. In the meantime, the Group has also identified potential opportunities related to transition to low-carbon economy.

氣候變化

公眾對氣候變化意識不斷提高，氣候變化話題成為全球關注的焦點。對氣候變化重要性的集體認可突顯了其在國際舞台上的重要性。鑑於氣候危機的嚴重性及緊迫性，各國政府最近均加快應對氣候的行動步伐。本集團了解識別及減輕與氣候有關的主要問題的重要性，密切關注氣候變化對本集團業務及營運的潛在影響，並致力於管理可能影響本集團業務活動的潛在氣候相關風險。我們的ESG工作小組定期監督與氣候相關的問題及風險，確保我們策略納入該等關鍵因素。

本集團已將氣候相關風險納入其企業風險管理流程，以識別和緩解與氣候變化相關的潛在風險。參照國際財務報告準則可持續發展披露準則（「ISSB準則」），氣候相關風險分為實體風險及轉型風險。同時，本集團也識別了轉型為低碳經濟的潛在機會。

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	Significant Climate-related Risks 重大氣候相關風險	Potential Impact 潛在影響	Mitigation Measures 紓緩措施	Opportunities 機會
Physical Risks 實體風險	<p>Acute: 立即性：</p> <ul style="list-style-type: none"> Typhoon 颱風 Extreme precipitation 極端降水 <p>Chronic: 長期性：</p> <ul style="list-style-type: none"> Rising mean temperatures 平均氣溫上升 	<p>Disrupt daily operations and supply chain stability 影響日常營運及供應鏈穩定性</p> <p>Greater threats to employees' health and safety, and to the environment 對僱員健康及安全以及環境有大威脅</p>	<p>Establish special work arrangements for extreme weather conditions to enable employees to work from home 針對極端天氣狀況制定特殊工作安排，使僱員得以在家辦公</p>	<p>Climate change drives the Group to seek more suppliers and strengthen supplier management, thereby enhancing supply chain stability and resilience. 氣候變化推動本集團尋求更多供應商並加強供應商管理，從而增強供應鏈的穩定性和韌性。</p>
Transition Risks 轉型風險	<p>Policy and legal: 政策及法律：</p> <ul style="list-style-type: none"> Enhanced emissions reporting regulations 加強排放報告之規管 Price adjustments and controls in fossil fuels 化石燃料之價格調整及控制 	<p>Higher compliance costs and exposure to litigation 合規成本及訴訟風險增加</p>	<p>Constantly monitors the updates of environmental regulations and global trends on climate change to avoid cost increments, non-compliance fines or reputational risks due to the violation of laws 持續監察環保法規的最新消息及全球氣候轉變的趨勢，以避免增加成本、違規罰款或因違規而帶來聲譽相關的風險</p>	<p>Policy incentives: As governments place greater emphasis on climate change issues, companies may receive relevant policy support and incentive measures, such as tax benefits and subsidies (e.g. using electric vehicles), which could bring financial benefits. 政策誘因：隨著政府對氣候變化議題的重視，企業可能會獲得相關的政策支持和激勵措施，例如稅收優惠和補貼（例如使用電動車），從而帶來財務利益。</p>
	<p>Technology: 技術：</p> <ul style="list-style-type: none"> Substitution of existing raw materials and production processes with lower emission options 以低碳選擇替代現有原材料及生產工序 	<p>Higher production costs of suppliers, which will indirectly increase the Group's supply chain costs 供應商生產成本上升，將間接增加本集團的供應鏈成本</p>	<p>Require suppliers to gradually adopt more sustainable operating practices 要求供應商逐步採用更可持續的營運慣例</p>	<p>Green product development: The Group can capitalise on growing consumer demand for environmentally friendly products by developing more eco-friendly, low-carbon footwear products and/or shoe production processes (e.g. using 3D printing technology). This not only meets market demand but also enhances brand image and competitiveness. 綠色產品開發：本集團可透過開發更環保、低碳的鞋類產品及／或鞋類生產流程（例如使用3D打印技術）來滿足消費者對環保產品日益增長的需求。這不僅滿足了市場需求，也提升了品牌形象和競爭力。</p>
	<p>Reputation: 名譽：</p> <ul style="list-style-type: none"> Increased stakeholder concern or negative stakeholder feedback 增加持份者的關注或負面反饋 	<p>Damage to corporate reputation 損害企業聲譽</p>	<p>Address stakeholders' opinions through refining internal procedures and processes 透過完善內部程序及流程處理持份者的意見</p>	<p>Enhanced brand value: By actively responding to climate change, the Group can strengthen its corporate image of responsibility and sustainability. More environmentally conscious consumers will be attracted and thereby enhance brand value. 提升品牌價值：透過積極應對氣候變化，本集團可以強化其責任和可持續發展的企業形象。將會吸引更多有環保意識的消費者，進而提升品牌價值。</p>



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In addition, the Group has been taking comprehensive environmental protection measures, including GHG emission reduction and adoption of renewable energy, such as solar power energy. The Group has set targets to reduce the Group's energy consumption and GHG emissions gradually.

By prioritising sustainable initiatives and embracing eco-friendly practices, the Group is poised to maintain a competitive edge while also contributing positively to the environment and society at large. This steadfast commitment to sustainability not only enhances the Group's reputation but also reflects its forward-thinking approach to business. By going beyond current compliance requirements, the Group is better positioned to adapt swiftly to evolving circumstances.

此外，本集團一直在採取全面的環境保護措施，包括減少溫室氣體排放及採用再生能源，如太陽能。本集團已制定目標逐步減少本集團的能源消耗和溫室氣體排放。

透過優先考慮可持續發展倡議和採取環保慣例，本集團除了保持競爭優勢，同時也為整個環境和社會作出積極貢獻。對可持續發展的堅定承諾不僅提高了本集團的聲譽，也體現了其前瞻性的經營方式。透過超越當前的合規要求，本集團能夠更好地迅速適應不斷變化的情況。



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PEOPLE AND CULTURE

The Group has always considered its employees to be the Group's greatest asset. We are deeply aware that human resources are the foundation for corporate sustainable development. The "Staff Handbook" details a range of policies based on the Labour Law of the PRC and the Labour Contract Law of the PRC and the Group's own circumstances. The "Staff Handbook" covers employment issues such as recruitment, turnover management, remuneration and welfare, promotion, leave and performance management. The Group adopts a people-oriented management policy. By formulating a comprehensive remuneration and welfare system, providing diverse training and development opportunities and organised an abundant programme of employee caring activities, the Group strives to build a warm living and working environment at the workplace so that every employee will feel cherished and will be able to unleash their potential.

Talent Attraction and Retention

The Group's employees are recruited via a robust, transparent and fair recruitment process based solely on their experience, capability and expertise, without regard to their age, ethnicity, origin, gender identity, marital status, sexual orientation and religion. Employees are assessed by their abilities and potential to fulfil the Group's current and future needs. Our staff responsible for the recruitment process will regularly review the selection criteria to ensure that existing policies remain relevant and that the policies do not discriminate.

All full-time employees will undergo an annual performance evaluation when appropriate. To recognise the hard work of the employees and provide them with comments for improvement, performance evaluations will be given to them in writing and orally. Promotion and salary adjustments will be based on merits and are in line with the recruitment and selection policy that is formally documented in the "Staff Handbook".

The Group has set out the basis and procedures for staff promotion, re-designation and demotion management and organised process for leaving office, to safeguard the interests of both employees and the Group. In the event of employee dismissal, the Group will ensure that the termination procedure is compliant with internal policy and relevant laws and regulations and that the termination of the employment contract has reasonable and lawful basis. For employees who underperform or make mistakes repeatedly, the Group would firstly issue verbal warnings, then written warnings. The Group will consider dismissal for employees who repeatedly fail to respond to such warnings in accordance with relevant regulations, in order to uphold the interests of our employees and avoid unreasonable dismissal.

員工與文化

本集團一直視僱員為企業最大的資產，我們深刻認識到，人力資源是企業持續發展的基礎。《員工手冊》詳細列出一系列政策，其依據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》以及本集團實際情況。當中涵蓋招聘錄用、入職及離職管理、薪酬福利、職級晉升、休假制度及績效管理等僱傭範疇。本集團採用以人為本的管理方針，通過制定完善的薪酬福利體系、提供多樣化的培訓發展機會、組織豐富的僱員關愛活動等方式，本集團致力在工作場所營造出溫暖的生活和工作氛圍令每一位僱員感受到關愛，並充分發揮僱員潛力。

人才吸引及挽留

本集團通過健全、透明及公平的招聘程序招聘僱員，且以僱員的經驗、能力及專業知識為依據，而不論其年齡、種族、血統、性別認同、婚姻狀況、性取向及宗教信仰。本集團根據僱員的才能及其可滿足本集團現時及未來需要的潛力對其進行評估。我們負責招聘程序的員工將定期檢討甄選標準，以確保現有政策仍然適用及有關政策不會有歧視的內容。

所有全職僱員將在適當時候接受年度績效評估。為了表彰僱員的辛勤工作及向彼等提出可加以改進的意見，本集團將對所有僱員進行書面及口頭的表現評估。晉升及薪酬調整將任人唯賢，按《員工手冊》明文規定的招聘及甄選政策進行。

本集團對員工有明確人員晉升、調動和降級管理的依據及流程，規範離職流程，保障僱員和本集團雙方的利益。如遇到需要解僱僱員的情況，本集團會確保遣散程序符合內部政策及相關法律及法規，終止僱傭合同會基於合理合法的依據。對工作表現不理想或重複犯錯的僱員，本集團會先予以口頭警告，再發出書面警告，對屢勸不改的僱員，本集團會考慮根據相關的法例解僱，藉此保障僱員的利益及避免出現不合理的解僱。



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Employee Benefits and Remuneration

The Group understands that remuneration and welfare is an important way of demonstrating corporate ethics and employee value. The Group strictly complies with various relevant laws and regulations, and at the same time provides a wide range of welfare policies to attract and retain employees to provide suitable remuneration and welfare for all employees. All qualified employees are entitled to competitive wages and comprehensive insurance coverage. In accordance with the Social Insurance Law of the PRC, the Group pays “five social insurances and one housing fund” for all employees in Mainland China. For the staff members in Hong Kong, the Group makes both mandatory and voluntary contributions to the mandatory provident fund (“MPF”) scheme in compliance with the Mandatory Provident Fund Schemes Ordinance, ensuring that they accrue MPF benefits for retirement. As specified in the “Staff Handbook”, apart from national public holidays, employees are also entitled to various leave benefits, including but not limited to sick leave, marriage leave, prenatal examination leave, maternity leave, breastfeeding leave, family planning leave, condolence leave and work injury leave. Through our “Performance Management Plan”, the performance of employees is evaluated on annual basis depending on their employment level. Based on the assessment outcomes, employees may be eligible for bonuses or promotion opportunities. Employees are also provided with allowances for business trips.

During the Reporting Year, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group, including but not limited to the Labour Law of the PRC, the Labour Contract Law of the PRC and the Employment Ordinance of Hong Kong.

Labour Rights and Standards

The Group respects human rights and prohibits using child labour and forced labour in its operations. During the recruitment process, personal data are collected to aid in the selection of suitable candidates. Individuals under the age of 16 will not be hired by the Group. Human resources department ensures that identity documents are carefully checked. The Group would not provide job opportunities to those who are under the legal working age. The Group strictly prohibits any form of violence, intimidation, physical punishment or work-related coercion against employees, ensuring that all work is conducted voluntarily.

As mentioned in the “Staff Handbook”, the standard working hours of employees are fixed to promote a healthier work-life balance. Overtime is discouraged, and any necessary overtime must be formally submitted through an application system and approved by department head beforehand. Exceeding a set amount of overtime per month is prohibited, with submissions of such being compensated with rest days or overtime pay. During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations of child and forced labour, that would have a significant impact on the Group, including but not limited to the Protection of Minors Law of the PRC and the Employment Ordinance of Hong Kong.

The Group recognises the instrumental role of employee professionalism and loyalty in spearheading corporate development, placing great importance on ensuring a balanced work-life schema for employees. Consequently, the Group has instituted measures that encourage work-life balance. In order to enhance employees’ sense of belonging, we arrange a variety of social gatherings and recreational activities designed to strengthen team cohesion.

僱員福利及薪酬

本集團深知薪酬與福利制度是企業良心和僱員價值的重要體現。本集團嚴格遵守各種相關法律及法規，同時提供多樣化的福利政策以吸引和挽留僱員，努力為全體僱員提供適合彼等的薪酬與福利。所有合資格僱員均可享有具市場競爭力的工資及全面保險。根據《中華人民共和國社會保險法》，本集團為所有中國大陸僱員繳納「五險一金」。對於香港員工，本集團根據《強制性公積金計劃條例》向強制性公積金（「強積金」）計劃作出強制性及自願性供款，以確保僱員在退休時享有強積金福利。根據《員工手冊》中規定，除國家公眾假期外，僱員還可享受各種休假福利，包括但不限於病假、婚假、產前檢查假、產假、哺乳假、計劃生育假、喪假及工傷假。透過我們的《绩效管理方案》，我們根據僱員的職級每年對僱員進行績效評估。僱員根據評估結果可能獲得績效獎金或晉升機會。我們亦向僱員提供出差津貼。

於報告年度內，本集團未發現任何與就業相關的法律及法規的重大違規事件。該等會有重大影響的法律及法規包括但不限於《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》。

勞工權益及準則

本集團尊重人權，禁止於其營運中使用童工及強迫勞動。於招聘過程中，收集個人資料以協助選擇合適人選。本集團不會聘用十六歲以下人士工作。人力資源部門確保身份文件獲仔細檢查。倘涉及違規，本集團不會向未滿法定工作年齡的人士提供工作機會。本集團嚴格禁止對員工進行任何形式的武力、恐嚇、體罰或與工作相關的脅迫，確保所有僱員均自願工作。

根據《員工手冊》所述，訂立僱員的工作時間標準，以促進健康的工作與生活之間的平衡。我們不鼓勵員工加班，任何必要的加班均須透過申請系統正式提交並經部門主管事先批准。禁止每個月的加班時間超出規定，加班後將獲得補償性休息時間或加班費。於報告年度內，本集團並未發現任何違反防止僱用童工及強制勞工相關的法律及法規，有關法律及法規包括但不限於《中華人民共和國未成年人保護法》及香港《僱傭條例》。

本集團深明僱員的敬業度和忠誠度在推動企業發展中的重要作用，維持員工生活作息十分重要，故此強調為僱員提供工作與生活平衡的生活方式。為了提高僱員的歸屬感，本集團為全體僱員安排各種聯誼及文娛康體活動以增強團隊凝聚力。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Diversity and Equal Opportunity

We embrace diversity and equality in our workforce whilst aiming to eliminate any type of discrimination and harassment in the workplace. All our recruitment and promotion decisions are based on objective criteria, such as business needs, personal qualifications, experience and performance. In addition, discrimination of any kind including on grounds of age, gender, marital status, pregnancy, family status, disability, race, nationality or religion is avoided under all circumstances and is prohibited under our “Staff Handbook”. Through adopting employment principles such as equal pay for equal work and providing equal opportunities irrespective of gender, we proactively safeguard the rights of all employees within the Group.

The “Staff Handbook” further details our approach to dealing with prejudice. To strengthen our commitment to preventing unequal treatment, a disciplinary committee has been set up to conduct investigations on suspected instances of immoral conduct. The committee is chaired by the CEO and supported by representatives from the human resources, legal and internal audit departments. In the event of an immoral conduct case, relevant employees will be subject to disciplinary actions including summary dismissal. During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations related to employment practices that have a significant impact on the Group, including but not limited to the Special Rules on the Labour Protection of Female Employees, the Safeguarding the Rights and Interests of Women Law of the PRC, the Employment Ordinance, Sex Discrimination Ordinance and Family Status Discrimination Ordinance of Hong Kong.

多元化及平等機會

我們支持僱員團隊的多元化及平等發展，同時致力於消除工作場所任何類型的歧視及騷擾。我們所有的招聘及晉升決策均依照客觀標準，例如業務需求、個人資歷、經驗及表現。此外，在任何情況下均避免並根據《員工手冊》禁止任何形式的歧視，包括基於年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、國籍或宗教的歧視。我們透過採用同工同酬及不論性別均提供平等機會等僱傭原則，積極保障本集團內所有僱員的權利。

《員工手冊》進一步詳述我們處理歧視的方法。為了增強我們對防止不平等待遇的承諾，我們成立了紀律委員會，以對涉嫌不道德行為事件進行調查。該委員會由行政總裁擔任主席，並由人力資源、法務及內部審計等部門代表提供支援。倘發生不道德行為事件，相關僱員將受到紀律處分，包括立即解僱。於報告年度內，本集團亦無發現任何違反僱傭相關法律及法規的事項，包括但不限於《女職工勞動保護特別規定》及《中華人民共和國婦女權益保障法》、香港《僱傭條例》、《性別歧視條例》和《家庭崗位歧視條例》。



Following the “Goddess of Daphne Festival” held on International Women’s Day in the previous year, the event was organised for female employees again on the same day in 2024. The theme “Women Dress to Please Themselves” this year signified a shift in focus for modern women’s dressing. Rather than solely aiming to please others, contemporary women were encouraged to prioritise self-caring. Through individualistic and expressive dressing, employees showcased their inner goddess and unique style. Thereby, the design concept behind our products to empower women to break away from traditional expectations and dress with character was perfectly incorporated into the corporate culture.

繼去年三八婦女節當天舉辦「達芙妮女神節」活動後，該活動於二零二四年同一天再次為女性員工舉辦，而今年的主題為「女為悅己者容」，標誌著現代女性衣著裝束的關注點發生轉變。當代女性被鼓勵優先考慮關愛自己，而不是僅僅追求取悅他人。僱員透過個性化和富有表現力的服裝，展示她們內在的女神氣質和獨特風格。由此，我們的產品所倡導的是讓女性擺脫傳統期待、穿出個性的設計理念與企業文化完美地融為一體。





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Occupational Health and Safety

Providing a safe working environment for all employees is one of the Group's top priorities. The Group strictly complies with applicable laws and regulations on occupational health and safety in jurisdictions where it operates. Our operations are predominantly office-based, where occupational health and safety accidents are relatively minor. Nevertheless, appropriate guidelines that can be found in the "Staff Handbook" and corresponding measures are in place to promote and maintain a hazard-free workplace. Employees are also expected to practise good personal hygiene and pay attention to any potential dangers to prevent workplace injuries.

職業健康與安全

為所有僱員提供一個安全的工作環境是本集團的首要任務之一。本集團嚴格遵守其經營所在地的職業健康與安全方面的適用法律及法規。我們的營運主要於辦公室進行，故職業健康及安全事故相對較小。儘管如此，《員工手冊》內仍載有適當的指引及相應措施，以促進及維持無危害的工作場所。我們還要求僱員保持良好的個人衛生習慣並注意任何潛在危險，以防止工傷。

Occupational Health and Safety Measures

職業健康及安全措施

- Ensure good air quality and ventilation in offices
確保辦公室空氣質量及通風良好
- Empty litter bins and replace litter bags on a regular basis
定期清空垃圾箱並更換垃圾袋
- Disinfect public areas on a regular basis
定期對公共區域進行消毒
- Maintain sufficient lighting for work
工作時保持充足照明
- Ensure the proper storage of items and documents as well as clearance of emergency exit routes and walkways
確保妥善存放物品和文件，以及清理緊急出口路線和走廊
- Create an emergency contact list for all employees
為所有僱員建立緊急聯絡人清單
- Provide employees with occupational health and safety training
為僱員提供職業健康及安全培訓
- Arrange occupational health and safety drills periodically
定期安排職業健康及安全演練

Meanwhile, our directly-managed retail stores adhere to the "6S" principles (i.e. sort, set in order, shine, standardise, sustain, safety) to ensure effective management and operational excellence. Under these principles, the Group is committed to cleanliness, tidiness and safety. Standardised requirements regulate various areas in stores, including fitting rooms, cashier stations and display areas. Personnel responsibilities are assigned through a rotation system to ensure proper oversight. As a result of regular inspection, our directly-managed retail stores are not only maintained as safe workplaces for our staff but also offer a better experience for our customers.

同時，我們的直營零售店堅持「6S」的原則（包括整理、整頓、清掃、清潔、素養、安全），確保有效的管理和卓越的營運。在原則之下，本集團致力於保持清潔、整潔和安全。標準化要求規範店鋪的各個區域，包括試身室、收銀台和陳列區。員工職務透過輪班制度來分配，以確保適當的監督。透過定期視察，我們的直營零售店不僅為員工提供了安全的工作場所，也為我們的顧客提供了更好的體驗。

Our practices, which are monitored by the human resources department, enabled us to fully comply with relevant laws and regulations relating to occupational health and safety. The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Year). During the Reporting Year, there were 17 lost days due to work-related injury arising from a traffic accident which happened when an employee was commuting to work. The Group was not aware of any material non-compliance with employment related laws and regulations that would have a significant impact on the Group, including but not limited to the Labour Law of the PRC, the Prevention and Treatment of Occupational Diseases Law of the PRC and the Occupational Safety and Health Ordinance of Hong Kong.

我們的常規措施由人力資源部門監察，使我們能夠完全遵守與職業健康及安全相關的法律及法規。本集團已連續三年（包括本報告年度內）實現零工傷死亡事故。於報告年度內，因一位員工上班途中發生交通事故，工傷事故引致的損失天數為17天。本集團亦無發現任何重大違反僱傭相關法律及法規且會對本集團產生重大影響的事件。包括但不限於《中華人民共和國勞動法》、《中華人民共和國職業病防治法》及香港《職業安全及健康條例》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Training and Development

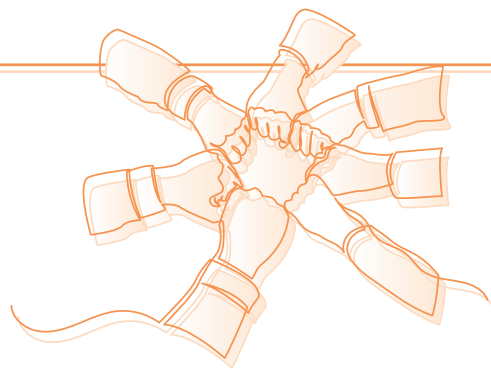
The Group endeavours to develop the competencies and expands the knowledge of employees by offering various training opportunities. We have designed a training plan for employees, which is updated on an annual basis to ensure that their professional growth is tailored to industry requirements and that they are well-equipped to carry out assigned responsibilities.

During the Reporting Year, we organised induction training for all new recruits, which covered topics such as corporate culture and history, production process of the craft, office application systems, laws compliance and so forth. Since early 2024, regular training meetings involving management, supervisors and general staff have been held monthly to share industry and operational information. Furthermore, we organised fire safety training to enhance awareness of fire prevention and correct use of firefighting equipment.

培訓及發展

本集團致力於透過提供不同的培訓機會以發展僱員的能力並擴展其知識。我們已為僱員設計培訓計劃並每年進行更新，確保其專業發展符合行業要求，且其有能力履行所分配的職務。

於報告年度內，我們為所有新僱員舉辦入職培訓，涵蓋企業文化及歷史、生產流程、辦公室應用系統及法規遵循等主題。自二零二四年初起，管理層、主管和一般員工每月都會參與定期培訓會議，以分享行業及營運資訊。此外，我們亦安排消防安全培訓，以提高防火及正確使用消防設備的意識。



To foster stronger bonds within the company team, a summer camp was organised for staff in May 2024. Themed “Dare To Daphne, Dare To Move”, we organised activities included hiking to test endurance and accomplish set goals, aiming to promote teamwork and healthy lifestyle among our staff.

為了增進公司團隊內部的凝聚力，於二零二四年五月為員工組織了夏令營。以「超敢“達”人，敢動前行」為主題，我們組織了包括以測試耐力和完成既定目標的遠足活動，旨在促進我們員工之間的團隊合作及健康的生活方式。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Community Engagement

Driving our community engagement efforts at the Group are activities aimed at boosting social cohesion and resilience. We are particularly invested in initiatives that promote the community health and well-being. Through our active involvement and promotion, we hope to keep inspiring communities and employees to further engage with and care for each other, fostering a harmonious society and sustainable future. During the Reporting Year, the Group has established the “Community Engagement and Charity Policy” to emphasise its commitment to strengthening communities’ resilience and making positive contributions to society, as well as participating in various volunteer activities.

社區參與

本集團利用其努力為社區帶來積極的變化源於舉辦及參與促進社會凝聚力和韌性的活動。我們尤其熱衷於參與促進社區健康和福祉的倡議。透過我們的積極參與和推廣，我們渴望不斷激勵社區和僱員進一步參與和關心彼此，共同建設和諧的社會以及可持續發展的未來。於報告年度內，本集團制定了《社區參與及慈善政策》，強調致力於增強社區的韌性，為社會作出積極貢獻，以及參與不同義工活動。

To extend our loving care to vulnerable groups in Hong Kong, our staff came together as a group of other dedicated volunteers in support of “Food Angel”, a meaningful food assistance programme with the mission of “Waste Not, Hunger Not, With Love”. The volunteers generously devoted three hours to prepare vegetables to be included in meal boxes that would later be distributed to people who are in need of food assistance.

為了向香港的弱勢群體表達我們的關懷，我們的員工與其他熱心義工參與「惜食堂」活動，這是一項有意義的食物援助計劃，其使命是「停止浪費，解決飢餓，以愛相連」。義工們慷慨地花了三個小時將蔬菜放入餐盒中，準備隨後分發給需要食物援助的人。



Through their collective efforts, the volunteers contributed significantly to alleviating hunger and supporting the well-being of vulnerable members of our community. The commitment to making a difference in the lives of others exemplifies the values of community engagement, social responsibility and sustainability that are at the core of our ESG initiatives.

義工們透過共同努力，為緩解飢餓和支持社區弱勢群體的福祉作出了重大貢獻。致力於改變他人生活的承諾，體現了社區參與、社會責任和可持續發展的價值，而這些正是我們的ESG倡議的核心。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

KPIs SUMMARY TABLE

關鍵績效指標匯總表

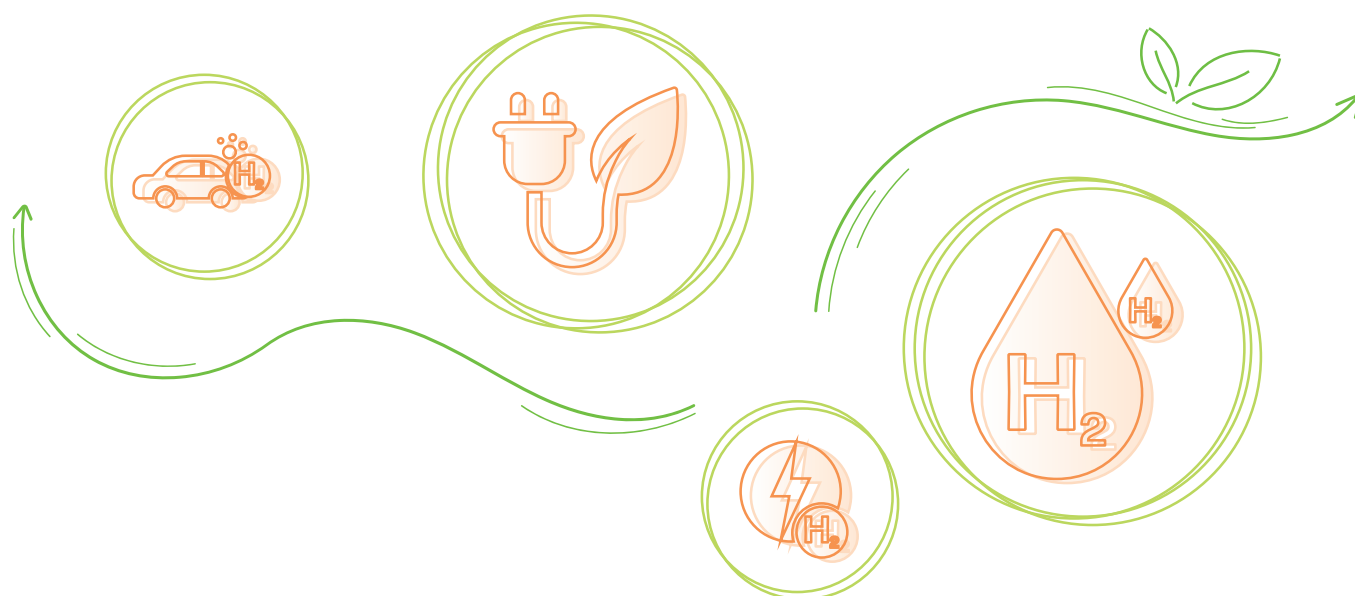
Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2024 二零二四年	2023 二零二三年	Change 變化
Energy Consumption and Electricity Generation 能源消耗及發電				
Petrol Usage 汽油用量	Litre 公升	9,407	9,508	-1%
Electricity Usage 用電量	kWh 千瓦時	128,318	91,027	+41%
Total Energy Consumption ² 能源消耗總量 ²	MJ 兆焦耳	790,145	659,408	+20%
Energy Consumption Intensity 能源消耗密度	MJ/Full-time employee 兆焦耳／全職僱員	7,597.5	7,167.5	+6%
Electricity Generation 發電量	kWh 千瓦時	437,298	419,749	+4%
Avoided Emissions ³ 所避免的排放量 ³	tCO ₂ e 噸二氧化碳當量	221.8	326.4	-32%
Air Emissions ⁴ 廢氣排放 ⁴				
NO _x 氮氧化物	kg 千克	6.13	7.25	-15%
SO _x 硫氧化物	kg 千克	0.14	0.14	-
PM 懸浮微粒	kg 千克	0.45	0.53	-15%
Total Air Emissions 廢氣排放總量	kg 千克	6.72	7.92	-15%
GHG Emissions ⁴ 溫室氣體排放 ⁴				
Direct GHG Emissions (Scope 1) 直接溫室氣體排放 (範圍1)	tCO ₂ e 噸二氧化碳當量	25.1	25.4	-1%
Energy Indirect GHG Emissions (Scope 2) 能源間接溫室氣體排放 (範圍2)	tCO ₂ e 噸二氧化碳當量	71.1	70.8	+0%
Total GHG Emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	96.2	96.2	-
GHG Emissions Intensity 溫室氣體排放密度	tCO ₂ e/Full-time employee 噸二氧化碳當量／ 全職僱員	0.9	1.0	-10%



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2024 二零二四年	2023 二零二三年	Change 變化
Water Consumption 用水量				
Water Usage 耗水量	m ³ 立方米	159	209	-24%
Water Usage Intensity 耗水量密度	m ³ /Full-time employee 立方米／全職僱員	1.5	2.3	-35%
Use of Packaging Materials 包裝材料使用				
Paper (shoeboxes and inner box labels) 紙 (鞋盒及內盒貼)	Tonne 噸	5,881	4,871	+21%
Textile fibre (non-woven bags and carrier bags) 纖維織物 (無紡布袋及手提袋)	Tonne 噸	631	541	+17%
Total Packaging Materials Usage 總包裝材料使用量	Tonne 噸	6,512	5,412	+20%
Non-hazardous Waste 無害廢棄物				
Paper Usage 用紙量	kg 千克	1,639	1,643	-0%
Paper Usage Intensity 用紙量密度	kg/Full-time employee 千克／全職僱員	15.8	17.9	-12%



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Social KPIs ¹ 社會關鍵績效指標 ¹	Unit 單位	2024 二零二四年	2023 二零二三年	Change 變化
Workforce 勞動力				
Total Workforce 員工總數	Person 人	109	96	+14%
<i>By Gender</i> 按性別劃分				
Male 男性	Person 人 (proportion) (佔比)	50 (46%)	43 (45%)	+16%
Female 女性	Person 人 (proportion) (佔比)	59 (54%)	53 (55%)	+11%
<i>By Employment Type</i> 按僱傭類別劃分				
Full-time 全職	Person 人	104	92	+13%
Part-time 兼職	Person 人	5	4	+25%
<i>By Age Group</i> 按年齡組別劃分				
≤25 Years Old 25歲及以下	Person 人	14	11	+27%
26–35 Years Old 26至35歲	Person 人	34	33	+3%
36–45 Years Old 36至45歲	Person 人	41	40	+3%
≥46 Years Old 46歲及以上	Person 人	20	12	+67%
<i>By Geographical Region</i> 按地理區域劃分				
Mainland China 中國大陸	Person 人	106	96	+10%
Hong Kong 香港	Person 人	3	N/A 不適用	N/A 不適用



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Social KPIs ¹ 社會關鍵績效指標 ¹	Unit 單位	2024 二零二四年	2023 二零二三年	Change 變化
Turnover Rate ⁵ 流失比率 ⁵				
Total Turnover Rate 總流失比率	%	21	13	+8ppt 百分點
By Gender 按性別劃分				
Male 男性	%	10	16	-6ppt 百分點
Female 女性	%	29	9	+20ppt 百分點
By Age Group 按年齡組別劃分				
≤25 Years Old 25歲及以下	%	27	18	+9ppt 百分點
26–35 Years Old 26至35歲	%	30	10	+20ppt 百分點
36–45 Years Old 36至45歲	%	9	16	-7ppt 百分點
≥46 Years Old 46歲及以上	%	24	0	+24ppt 百分點
By Geographical Region 按地理區域劃分				
Mainland China 中國大陸	%	21	13	+8ppt 百分點
Hong Kong 香港	%	0	N/A 不適用	N/A 不適用



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Training and Development 培訓及發展				
Percentage of Employees Trained ^{6,7} 受培訓僱員的百分比 ^{6,7}	%	93	65	+28ppt 百分點
Proportion of Employees Trained by Gender 按性別劃分的受培訓僱員佔比				
Male 男性	%	38	39	-1ppt 百分點
Female 女性	%	62	61	+1ppt 百分點
Proportion of Employees Trained by Employee Category 按僱員類別劃分的受培訓僱員佔比				
Management 管理層	%	4	5	-1ppt 百分點
Supervisor 主管級	%	12	18	-6ppt 百分點
General Staff 一般員工	%	84	77	+7ppt 百分點
Average Training Hours per Employee Trained ^{6,8} 每名受培訓僱員平均培訓時數 ^{6,8}	Hour 小時	6.1	4.8	+27%
By Gender 按性別劃分				
Male 男性	Hour 小時	6.4	5.4	+19%
Female 女性	Hour 小時	5.8	4.3	+35%
By Employee Category 按僱員類別劃分				
Management 管理層	Hour 小時	9.1	20.3	-55%
Supervisor 主管級	Hour 小時	7.2	24.0	-70%
General Staff 一般員工	Hour 小時	5.8	1.6	+263%



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Occupational Health and Safety 職業健康與安全				
Work-related Fatalities 因工死亡事故	Case 宗	Nil 無	Nil 無	–
Work-related Injuries 工傷事故	Case 宗	1	Nil 無	N/A 不適用
Lost Day due to Work-related Injury 工傷事故引致的損失天數	Day 天	17	Nil 無	N/A 不適用
Supply Chain 供應鏈				
Total Number of Footwear Suppliers 鞋履供應商總數	Quantity 數目	219	186	+18%
<i>By Geographical Region</i> 按地理區域劃分				
Mainland China 中國大陸	Quantity 數目	219	186	+18%
Product and Service 產品及服務				
Product Recall Rate for Safety and Health Reasons 因安全及健康理由之產品回收率	%	0	0	–
Products and Service-related Complaints 與產品及服務相關的投訴	Quantity 數目	123	65	+89%
Anti-corruption 反貪污				
Legal Cases regarding Corruptive Practices 與貪污行為相關的法律案件	Case 宗	Nil 無	Nil 無	–



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1. During the Reporting Year, the reporting scope has been expanded to include the Hong Kong office covering the disclosures and KPIs in both environmental and social aspects. However, the comparative data disclosed for the year of 2023 remains unchanged, particularly the workforce included the employees hired by the Group in Mainland China only.
於報告年度內，報告範圍已擴大至包括香港辦公室，涵蓋環境和社會層面之披露及關鍵績效指標。然而，作為對比的二零二三年披露資料維持不變，尤其是勞動力只包括本集團於中國大陸聘請的僱員。
2. The unit conversion method of energy consumption data is formulated based on the “Energy Statistics Manual” issued by the International Energy Agency.
能源消耗數據的單位換算方法乃根據國際能源署所發佈的《能源數據手冊》。
3. For the calculation of avoided emissions by photovoltaic power generation, the emission factors used have been updated from “2021 Baseline Emission Factors for Regional Power Grids in China” for 2023 to “Notice on Releasing the Carbon Dioxide Emission Factor of Electricity in 2022” for the Reporting Year, both published by the Ministry of Ecology and Environment of the PRC. The calculation for the Reporting Year also incorporate the “Notice on Releasing the Carbon Footprint Factor Data of Electricity in 2023” published by the same authority.
在計算光伏發電所避免的氣體排放量時，所使用的排放因子已從二零二三年由中華人民共和國生態環境部發佈的《二零二一年中國區域電網基準排放因子》更新至報告年度的《關於發佈二零二二年電力二氧化碳排放因子的公告》。於報告年度內的計算還納入了同一機構發佈的《關於發佈二零二三年電力碳足跡因子數據的公告》。
4. The calculation of air and GHG emission factors are based on “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “Global Warming Potential Values” from the “Sixth Assessment Report” issued by Intergovernmental Panel on Climate Change, “How to Prepare on ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange and the “2023 Sustainability Report” published by the CLP Holdings Limited.
廢氣和溫室氣體的排放因子基於世界資源研究所和世界可持續發展工商理事會發佈的《溫室氣體議定書：企業會計和報告準則》、政府間氣候變化專門委員會發佈的《第六次評估報告》的「全球升溫潛能值」、聯交所發佈的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》及中電控股有限公司發佈的《二零二三年可持續發展報告》。

For the calculation of energy indirect GHG emissions arising from electricity consumption in Mainland China, the emission factors used have been updated from “2021 Baseline Emission Factors for Regional Power Grids in China” for 2023 to “Notice on Releasing the Carbon Dioxide Emission Factor of Electricity in 2022” for the Reporting Year, both published by the Ministry of Ecology and Environment of the PRC.
在計算中國大陸電力消耗產生的能源間接排放時，所使用的排放因子已從二零二三年由中華人民共和國生態環境部發佈的《二零二一年中國區域電網基準排放因子》更新至報告年度的《關於發佈二零二二年電力二氧化碳排放因子的公告》。
5. The calculation scope includes full-time employees only. The turnover rate is calculated based on the following formula:
計算範圍僅包括全職僱員。流失比率乃按以下公式計算：
$$\text{Turnover rate (per category)} = R/(E+N) \times 100\%$$

流失比率(每個類別) = $R/(E+N) \times 100\%$
R: Resigned employees during the corresponding year
相應年度內的離職僱員
E: Number of employees at the beginning of the corresponding year
相應年度期初的僱員人數
N: Number of newly recruited employees during the corresponding year
相應年度內的新入職僱員人數
6. The calculation scope includes employees who have received training, regardless of their resignation status. For the Reporting Year, only full-time employees are considered relevant for inclusion in the calculation. Thus, the figures of 2023 have been restated for consistency.
計算範圍包括已接受培訓的僱員，不論彼等是否離職。在報告年度內，計算範圍僅包括全職僱員。因此，為了保持一致性，二零二三年的數字已經重列。
7. The percentage of employees trained is calculated based on the following formula:
受培訓僱員的百分比乃按以下公式計算：
$$\text{Percentage of employees trained} = T/(M+R) \times 100\%$$

受培訓僱員的百分比 = $T/(M+R) \times 100\%$
T: Full-time employees who took part in training
參與培訓的全職僱員
M: Number of full-time employees at the end of the corresponding year
相應年度期末的全職僱員人數
R: Resigned full-time employees during the corresponding year
相應年度內離職的全職僱員
8. The average training hours per employee trained is calculated based on the following formula:
每名受培訓僱員平均培訓時數乃按以下公式計算：
$$\text{Average training hours per employee trained} = H/(M+R)$$

每名受培訓僱員平均培訓時數 = $H/(M+R)$
H: Total number of training hours received by employees
僱員受培訓的總時數
M: Number of full-time employees at the end of the corresponding year
相應年度期末的全職僱員人數
R: Resigned full-time employees during the corresponding year
相應年度內離職的全職僱員



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ESG REPORTING GUIDE INDEX

ESG報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主題領域、層面、 一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構		
	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	Sustainability Approach 可持續發展方針

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Reporting Principles 報告原則		
	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：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。</p> <p>量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：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。</p>	<p>About This Report Sustainability Approach</p> <ul style="list-style-type: none"> – Stakeholder Engagement – Materiality Assessment <p>KPIs Summary Table 關於本報告 可持續發展方針</p> <ul style="list-style-type: none"> – 持份者參與 – 重要性評估 <p>關鍵績效指標匯總表</p>
Reporting Boundary 匯報範圍		
	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	<p>About This Report 關於本報告</p>



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“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Nature and Resources – Resources Consumption – Emissions and Waste Management 自然與資源 – 資源消耗 – 排放物與廢棄物管理
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。	Nature and Resources – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢棄物管理 關鍵績效指標匯總表
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Nature and Resources – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢棄物管理 關鍵績效指標匯總表
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	The Group did not generate any material hazardous waste during the Reporting Year. 於報告年度內，本集團並無產生任何重大有害廢棄物。
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Nature and Resources – Emissions and Waste Management KPIs Summary Table 自然與資源 – 排放物與廢棄物管理 關鍵績效指標匯總表
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。	Nature and Resources – Emissions and Waste Management – Environmental Targets 自然與資源 – 排放物與廢棄物管理 – 環境目標
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。	Nature and Resources – Emissions and Waste Management – Environmental Targets 自然與資源 – 排放物與廢棄物管理 – 環境目標

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Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Nature and Resources – Resources Consumption 自然與資源 – 資源消耗
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Nature and Resources – Resources Consumption KPIs Summary Table 自然與資源 – 資源消耗 關鍵績效指標匯總表
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Nature and Resources – Resources Consumption KPIs Summary Table 自然與資源 – 資源消耗 關鍵績效指標匯總表
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。	Nature and Resources – Resources Consumption – Environmental Targets 自然與資源 – 資源消耗 – 環境目標
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。	Nature and Resources – Resources Consumption Water efficiency targets were not set as this is considered to be immaterial to our operating activities. 自然與資源 – 資源消耗 由於用水被認為對我們的營運活動不重要，因此用水效益目標未設定。
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Nature and Resources – Resources Consumption KPIs Summary Table 自然與資源 – 資源消耗 關鍵績效指標總表



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Subject Areas, Aspects, General Disclosures and KPIs 主題領域、層面、 一般披露及關鍵績效指標	Description 內容描述	Relevant Section/Subsection or Explanation 相關章節／分節或解釋
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Nature and Resources 自然與資源
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。	Nature and Resources 自然與資源
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Nature and Resources – Climate Change 自然與資源 – 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。	Nature and Resources – Climate Change 自然與資源 – 氣候變化

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B. Social B. 社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面B1：僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。	People and Culture – Talent Attraction and Retention – Employee Benefits and Remuneration – Diversity and Equal Opportunity 員工與文化 – 人才吸引及挽留 – 僱員福利及薪酬 – 多元化及平等機會	
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	KPIs Summary Table 關鍵績效指標匯總表	
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。	KPIs Summary Table 關鍵績效指標匯總表	
Aspect B2: Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全	
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（包括報告年度內）每年因工亡故的人數及比率。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表	
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。	People and Culture – Occupational Health and Safety KPIs Summary Table 員工與文化 – 職業健康與安全 關鍵績效指標匯總表	
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	People and Culture – Occupational Health and Safety 員工與文化 – 職業健康與安全	



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Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Business and Products – Anti-corruption People and Culture – Training and Development 業務與產品 – 反貪污 員工與文化 – 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 (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	KPIs Summary Table 關鍵績效指標匯總表
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。	KPIs Summary Table 關鍵績效指標匯總表
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則
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。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則
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。	People and Culture – Labour Rights and Standards 員工與文化 – 勞工權益及準則

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Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
General Disclosure 一般披露		Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain and Partnership 供應鏈與夥伴
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。	KPIs Summary Table 關鍵績效指標匯總表
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, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain and Partnership – Green Procurement – Supply Chain Engagement 供應鏈與夥伴 – 綠色採購 – 供應鏈的聯繫
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。	Supply Chain and Partnership – Supply Chain Engagement 供應鏈與夥伴 – 供應鏈的聯繫
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。	Supply Chain and Partnership – Green Procurement – Supply Chain Sustainability 供應鏈與夥伴 – 綠色採購 – 供應鏈的可持續發展



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Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Products 業務與產品
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。	Business and Products – Brand Reputation and Product Quality KPIs Summary Table 業務與產品 – 品牌聲譽及產品質量 關鍵績效指標匯總表
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。	Business and Products – Customer Service and Relationship KPIs Summary Table 業務與產品 – 客戶服務及關係 關鍵績效指標匯總表
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。	Business and Products – Intellectual Property Rights 業務與產品 – 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。	Business and Products – Brand Reputation and Product Quality 業務與產品 – 品牌聲譽及產品質量
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Business and Products – Personal Data and Privacy 業務與產品 – 個人資料及私隱

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Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business and Products – Anti-corruption 業務與產品 – 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corruptive practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business and Products – Anti-corruption KPIs Summary Table 業務與產品 – 反貪污 關鍵績效指標匯總表
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Business and Products – Anti-corruption 業務與產品 – 反貪污
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。	Business and Products – Anti-corruption 業務與產品 – 反貪污
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	People and Culture – Community Engagement 員工與文化 – 社區參與
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	People and Culture – Community Engagement 員工與文化 – 社區參與
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	People and Culture – Community Engagement 員工與文化 – 社區參與



DAPHNE INTERNATIONAL HOLDINGS LIMITED
達芙妮國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)