

CASABLANCA

CASABLANCA GROUP LIMITED

卡撒天嬌集團有限公司

(INCORPORATED IN THE CAYMAN ISLANDS WITH LIMITED LIABILITY)
(於開曼群島註冊成立之有限公司)

STOCK CODE 股份代號 : 2223



2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CASABLANCA
卡撒天嬌

CASABLANCA®
HOME

Casa Calvin

CASA-V

Casatino

Dolce Signo®

FORCETECH

VOSSEN
A TOUCH OF ENERGY

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ABOUT CASABLANCA

Since its establishment in Hong Kong in 1993, Casablanca Group Limited (the “Company”) and its subsidiaries (the “Group”) have been principally engaged in designing, manufacturing, distribution and retailing of bedding products under its proprietary “Casablanca”, “Casa Calvin” and “CASA-V” brands, striving to provide consumers in the People’s Republic of China (for the purpose of this report, excluding Hong Kong, Macau and Taiwan) (“Mainland China” or the “PRC”), Hong Kong and Macau (collectively the “Greater China Region”) with quality bed linens, duvets and pillows, and home accessories. The Group’s business and products are closely related to consumers’ daily lives. Therefore, the board of directors (the “Directors”) of the Company (the “Board”) places great importance on environmental, social and governance (collectively “ESG”) matters.

BOARD STATEMENT

The Board believes that sustainability is vital to the development of the Group’s businesses and operations.

Through engaging with external professional organizations and collecting opinions through various communications, the Group has identified certain key ESG issues for monitoring and management. Furthermore, the Group has established goals and targets to improve its ESG performance by reducing energy consumption, protecting the environment and natural resources, providing employees with a safe working environment and adequate trainings, and promoting social integration with the community.

The Board has overall responsibilities for monitoring the Company’s ESG strategies, risks and opportunities to its businesses and reporting. The Board’s responsibilities include providing strategic ESG guidance, reviewing and endorsing the ESG-related policies and targets, and approving the Group’s ESG report. An annual review will be carried out by the Board on the Group’s measures and performance on sustainability as well as ESG issues in order to make necessary enhancements. In addition, the Board also commits to creating long-term values for all stakeholders and the communities where the businesses are located.

關於卡撒天嬌

卡撒天嬌集團有限公司(「本公司」)及其附屬公司(「本集團」)自1993年於香港創立以來，主要以旗下自創品牌「卡撒天嬌」、「卡撒·珂芬」及「CASA-V」從事床上用品設計、生產、分銷及零售，致力為中華人民共和國(就本報告而言，不包括香港、澳門及台灣)(「中國內地」或「中國」)、香港及澳門(統稱「大中華地區」)的消費者提供優質的床品套件、被芯及枕芯，以及家居用品等產品。本集團的業務及產品與消費者的生活息息相關，所以本公司董事(「董事」)會(「董事會」)非常注重環境、社會及管治(統稱「ESG」)事宜。

董事會聲明

董事會深信，可持續發展對本集團的業務和營運發展至關重要。

本集團外聘專業機構，並從各種溝通渠道收集意見，識別出若干需予監控和管理的關鍵ESG議題。此外，本集團已制定目標和指標，透過減少耗能、保護環境和天然資源、為僱員提供安全的工作環境和充分的培訓、以及促進與社區的融合來提高其ESG績效。

本公司的ESG策略、風險和業務機會以及報告均經由董事會全面負責監察。董事會的職責包括提供策略性ESG指導、檢視和認可ESG相關政策和指標，以及審批本集團ESG報告。董事會對本集團的可持續發展措施和表現及ESG議題進行年度審閱，以作出必要的改進。此外，董事會亦致力於為所有持份者和業務所在的社區創造長遠價值。

REPORTING STANDARD AND SCOPE

The Company has prepared the Environmental, Social and Governance Report (the “Report”) for the year ended 31 December 2024 (the “Year”) to help the shareholders, investors, consumers and the general public familiarize with the Group’s environmental and social policies and practices.

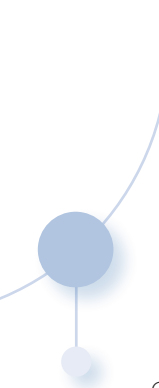
The Report has been prepared in compliance with relevant provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), which covered the period from 1 January 2024 to 31 December 2024 (the “Review Period”). The Report is mainly divided into two subject areas: A. “Environmental” and B. “Social”. Data and contents in this Report have been prepared, verified and endorsed by Shinewing Sustainability Advisory Service Limited. The Review Period aligns with the annual report for the Year. As the following subsidiaries are the Group’s major operating companies, their data are included in the Report:

報告準則及範圍

本公司編製截至2024年12月31日止年度（「本年度」）的環境、社會及管治報告（「本報告」），旨在讓股東、投資者、消費者及公眾了解本集團的環境及社會政策與慣例。

本報告乃遵照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所載《環境、社會及管治報告指引》（「ESG指引」）之相關條文編製，涵蓋2024年1月1日至2024年12月31日期間（「回顧期」）。本報告主要分為A.「環境」及B.「社會」兩大層面，並由信永方略可持續發展諮詢服務有限公司編製並核實及認可本報告的數據及內容。回顧期與本年度的年度報告一致。由於下列附屬公司為本集團主要經營業務的公司，故其數據獲載入本報告：

Name of subsidiary 附屬公司名稱	Principal business 主要業務	Region 地區	Scope of data included in the Report 載入本報告之數據範圍
Casablanca Hong Kong Limited ("Casablanca Hong Kong")	Trading of bedding products and home accessories	Hong Kong	Office and self-operated retail stores in Hong Kong
卡撒天嬌香港有限公司（「卡撒香港」）	床上用品及家居用品貿易	香港	香港辦公室及自營專賣店
Casablanca Home (Shenzhen) Limited* ("Casablanca Shenzhen")	Trading of bedding products and home accessories	Mainland China	Office and self-operated retail stores in Mainland China
卡撒天嬌家居用品（深圳）有限公司 （「卡撒深圳」）	床上用品及家居用品貿易	中國內地	中國內地辦公室及自營專賣店
Casablanca Home (Huizhou) Company Limited* ("Casablanca Huizhou")	Manufacturing and sales of bedding products and home accessories	Mainland China	Production plant in Huizhou, the PRC (the "Production Plant")
卡撒天嬌家居（惠州）有限公司 （「卡撒惠州」）	製造及銷售床上用品及家居用品	中國內地	中國惠州生產基地（「生產基地」）
Casa Living New Retail (Guangdong) Company Limited* ("Casa Living")	Trading of bedding products and home accessories	Mainland China	Office
卡撒生活新零售（廣東）有限公司 （「卡撒生活」）	床上用品及家居用品貿易	中國內地	辦公室



Casa Living had commenced its business, which mainly conducted livestream sales business of bedding products and home accessories in Mainland China, in early 2023. Casa Living had no physical retail stores but an office which was located in the newly established Building B of the Casablanca Smart Digital Eco-Park located in Huizhou, Guangdong Province, the PRC.

The Report has been reviewed and approved by the management of the Company and the Board on 25 March 2025. We would like to extend our gratitude to all parties who have participated in the preparation of the Report.

BASIS OF PREPARATION

The preparation, presentation and contents of this Report follow the principles of “Materiality”, “Quantitative”, “Consistency” and “Balance” set out in the ESG Guide. The relevant data for financial year 2023 has been recalculated to ensure that the statistical methods or KPIs disclosed in the ESG Report are consistent and comparable.

Materiality: The Report has identified and disclosed the process of significant environmental, social and governance factors and the criteria for selection, as well as described significant stakeholders and the process and results of stakeholder engagement.

Quantitative: The statistical methods, assumptions and calculations used for emissions and energy consumption and the sources of conversion factors are defined in the Report.

Consistency: Data presented in the Report are prepared by using consistent methodologies. Any change is clearly stated in the Report.

Balance: The Group appoints Shinewing Sustainability Advisory Service Limited as the external consultant to prepare, verify and endorse the Report such that it is in an objective and unbiased manner to ensure presenting the overall performance of the Group in ESG aspects.

卡撒生活於2023年初開展其業務，主要在中國內地經營床上用品及家居用品的直播銷售業務。卡撒生活沒有實體零售店，僅在位於中國廣東省惠州的卡撒天嬌數智生態園新落成的B大樓設有辦公室。

本報告經由本公司管理層及董事會於2025年3月25日審閱及審批。我們謹此感謝所有參與製作本報告的人士。

編製基準

本報告的編製、陳述和內容均遵循ESG指引中的「重要性」、「量化」、「一致性」和「平衡」原則。2023財政年度的相關數據已作重新計算，以確保ESG報告披露的統計方法或關鍵績效指標一致且具有可比性。

重要性：本報告已識別及披露選擇重要的環境、社會和管治因素的過程和選擇標準，並描述了重要持份者及持份者參與的過程和結果。

量化：用於排放量、耗能和換算因子來源的統計方式、假設和計算方法定義均載於本報告。

一致性：本報告呈列的數據乃使用一致的方法編製。本報告明確載述任何變更。

平衡：本集團委任信永方略可持續發展諮詢服務有限公司為外聘環境顧問，負責編製、核實及認可本報告，確保本集團的ESG整體績效客觀公正地呈列。

STAKEHOLDERS COMMUNICATIONS

The Company attaches importance to communicating with stakeholders and believes that the participation of stakeholders will help the Company review potential risks and seize business opportunities. Communications with stakeholders will allow the Company to understand their views and properly manage the opinions and expectations of different stakeholders. The Company continues to communicate with internal and external key stakeholders through different channels to enable stakeholders to understand the development and operational principles of the Group. It also provides opportunities for the Group to listen to their opinions and help the Company improve its business and development planning. During the Review Period, the Company connected with its stakeholders through various communication channels set out as below.

持份者溝通

本公司重視與持份者的溝通，相信持份者的參與有助本公司審視潛在風險及把握商機。與持份者交流，有助本公司洞悉其觀點及妥善管理不同持份者的意見和期望。本公司持續以不同渠道與內部及外部關鍵持份者溝通，讓持份者了解本集團的發展和營運方針。此舉亦提供機會讓本集團聽取他們的意見，有助本公司的業務及發展規劃更臻完善。回顧期內，本公司透過下文載述的各種溝通渠道與持份者聯繫。



STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

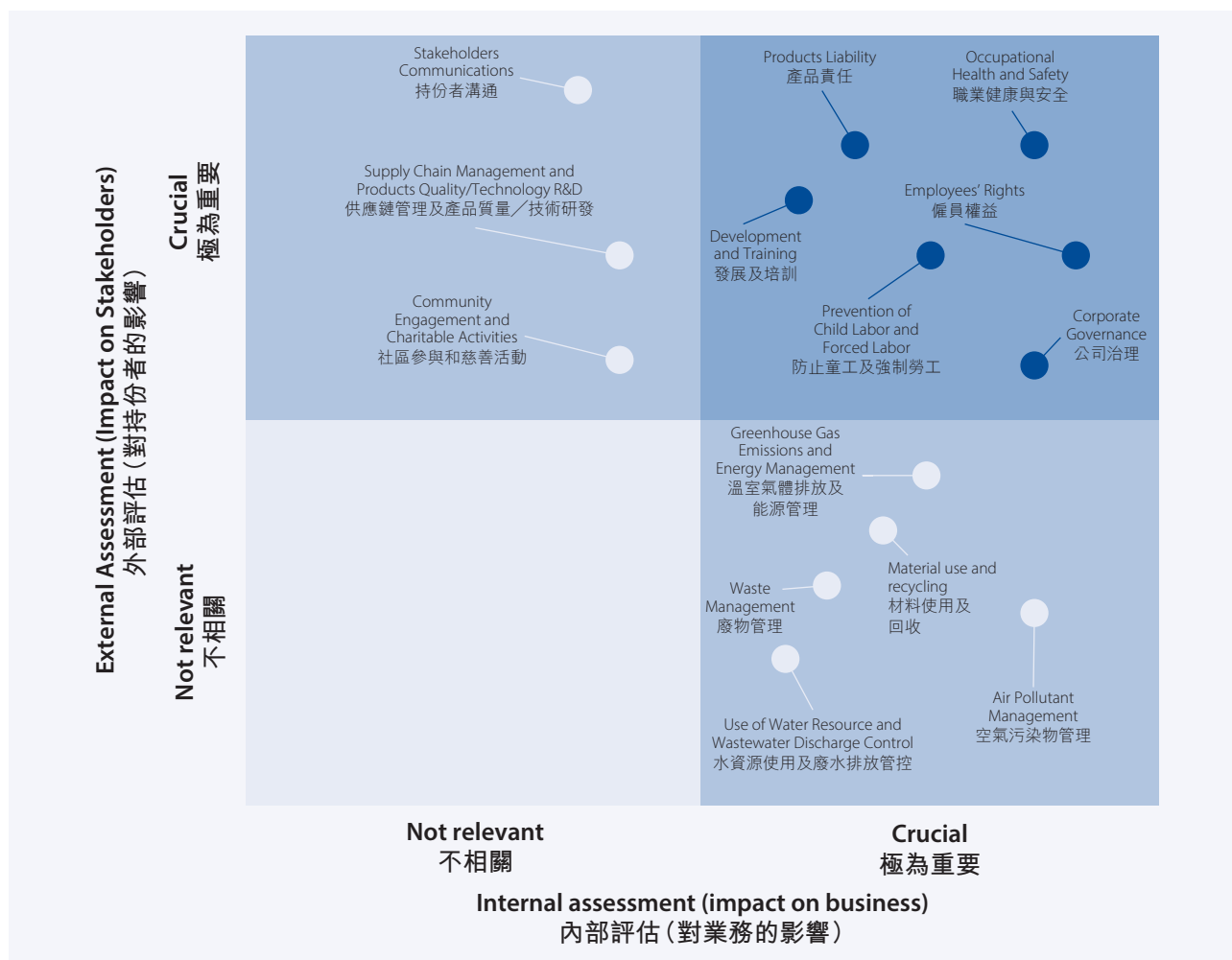
Input from key stakeholders helps us set ESG strategies. Ongoing analysis helps us align our business to the changing social and environmental landscape. The materiality assessment helps us understand ESG issues that are most important to our stakeholders and continuously assess our strategy and commitments.

In 2024, we completed a full ESG materiality assessment. This assessment had been carried out by inviting both internal and external stakeholders to fill in an online questionnaire. Stakeholders included executive directors, senior management, employees, business partners, industry associations, customers and suppliers. 14 ESG issues had been identified and that most of the stakeholders found occupational health and safety as a very important issue while least of the stakeholders found community engagement and charitable activities as a very important issue.

持份者參與及重要性評估

關鍵持份者提出的意見有助我們制定 ESG 策略，持續的分析能幫助業務適應不斷變化的社會和環境。重要性評估有助我們了解對持份者最重要的 ESG 議題，並持續評估我們的策略和承諾。

我們於 2024 年完成全面的 ESG 重要性評估。這項評估是透過邀請內部和外部持份者填寫網上問卷調查來進行的，持份者包括執行董事、高級管理層、僱員、商業夥伴、行業協會、顧客及供應商。14 項 ESG 議題從中獲識別，認為職業健康及安全是非常重要議題的持份者佔最多，而認為社區參與和慈善活動是非常重要議題的持份者佔最少。



A: ENVIRONMENTAL

The Group's environmental responsibility and philosophy are implemented in daily operations. We strive to strike a balance between company growth and environmental protection. Meanwhile, we encourage every employee to save energy, paper and water in day-to-day work. We also place surplus cash with a bank for fixed deposits with sustainable purposes of which all assets referenced against them align to the United Nations Sustainable Development Goals addressing, but not limited to, climate change, poverty, health, financial inclusion and education. Various measures have been conducted according to the environmental policies and environmental management systems.

The Group's basic environmental principles are to:

- Strengthen environmental management and improve the environmental awareness of all employees; and
- Develop and procure products which utilise properly managed resources in consideration of sustainability.

We strive to reduce consumption of natural resources and energy, consider the environmental impact of products, dispose of waste in a safe and responsible manner, and raise the staff's awareness of environmental protection through education and training.

By establishing a management system in accordance with the national laws and regulations, the Group constantly monitors and reviews its performance in emissions during production, such as air pollution, water pollution and solid waste pollution, in order to minimise the amount of pollutants produced and hence its impact of the ecosystem through strict controls of the emissions. The Group was awarded with ISO 14001 certification regarding environmental management system during the Review Period.

A：環境

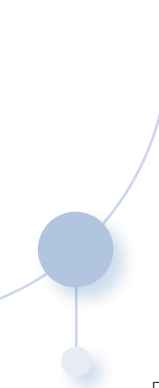
本集團的環保責任和理念貫徹在日常營運之中。我們致力於在公司發展與環境保護之間取得平衡，同時鼓勵每一位僱員在日常工作中省電節能、節約用紙及節約用水。我們亦會將現金盈餘存入銀行作以可持續發展的定期存款，其相關資產均符合聯合國可持續發展目標，涵蓋但不限於氣候變化、貧窮、健康、普惠金融及教育等範疇。我們根據環保政策及環境管理制度，推行多項措施。

本集團的環保基本原則：

- 加強環境管理，並提高全體僱員的環保意識；及
- 在實踐可持續發展的原則下，研發及採購善用資源的產品。

我們致力於減少耗用天然資源及能源，審視產品對環境的影響、以安全且負責任的方式處理廢物，並透過教育及培訓提升員工的環保意識。

本集團按照國家的法律和規例，制定管理制度，藉此持續監測和評估生產期間的排放表現，例如空氣污染、水污染和固體廢物污染等，務求透過嚴格控制排放，最大限度減少產生污染物，從而最大限度把生態系統造成的影響減至最低。回顧期內，本集團獲 ISO 14001 環境管理體系認證。



Products of Casablanca are mainly produced by its Production Plant in the Casablanca Smart Digital Eco-Park, which strictly complies with national laws and regulations relevant to pollutions prevention and control in Mainland China, including but not limit to

- Environment Protection Law of the People's Republic of China
- Law of the People's Republic of China on the Prevention and Control of the Atmospheric Pollution
- Law of the People's Republic of China on Prevention and Control of Water Pollution
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste
- Law of the People's Republic of China on the Prevention and Control of Noise Pollution
- Regulations on the Safety Administration of Dangerous Chemicals
- Regulations on the Administration of Construction Project Environmental Protection
- Energy Conservation Law of the People's Republic of China

卡撒天嬌的產品主要由卡撒天嬌數智生態園生產基地所生產，並嚴格遵守中國內地與污染防治相關的國家法律和規例，包括但不限於

- 《中華人民共和國環境保護法》
- 《中華人民共和國大氣污染防治法》
- 《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》
- 《中華人民共和國噪聲污染防治法》
- 《危險化學品安全管理條例》
- 《建設項目環境保護管理條例》
- 《中華人民共和國節約能源法》

A1: EMISSIONS

Pollutant Emissions

The following table illustrates the main pollutant emission during the years ended 31 December 2024 and 31 December 2023:

Category 類別	Pollutant 污染物	Unit 單位	2024 Emission ⁽¹⁾ 2024 年 排放量 ⁽¹⁾	2023 Emission ⁽²⁾ 2023 年 排放量 ⁽²⁾	Requirements as in relevant laws or regulations (Max Allowable Value) 相關法律和規例 要求(最大允許值)
Wastewater 廢水	Total Wastewater Discharge 廢水總排放量	m ³ 立方米	19,768	23,766	–
	Chemical Oxygen Demand (COD) 化學需氧量(COD)	mg/Litre 毫克/升	109	66	500
	Five-day Biochemical Oxygen Demand (BOD5) 五天生化需氧量(BOD5)	mg/Litre 毫克/升	26.3	20.4	300
	Suspended Substance (SS) 懸浮物質(SS)	mg/Litre 毫克/升	86	30	400
Exhaust Air 廢氣	Oily fume 油煙	mg/m ³ 毫克/立方米	1.1	0.8	2
Noise 噪音	Noise Level 噪音水平	dB(A) 分貝(A)	57	61	65

Notes:

- (1) The test was carried out by Guangdong HongKe Testing Technology Limited* in the third quarter of 2024.
- (2) The test was carried out by Guangdong Zhun Xing Testing Limited* in the third quarter of 2023.

A1：排放物

污染物排放

下表列示截至2024年12月31日及2023年12月31日止年度的主要污染物排放情況：

附註：

- (1) 測試由廣東宏科檢測技術有限公司於2024年第三季進行。
- (2) 測試由廣東準星檢測有限公司於2023年第三季進行。

Since the production of products of the Company emitted neither wastewater nor exhausted air, the emission amount set out as above were mainly from the staff dormitory and the canteen at the Casablanca Smart Digital Eco-Park.

由於本公司產品的生產過程中不排放廢水和廢氣，因此上述的排放量主要來自卡撒天嬌數智生態園的員工宿舍和飯堂。

Greenhouse Gases Emission

As greenhouse gases ("GHG") emissions are highly relevant to climate change and global warming, many enterprises around the world have introduced carbon reduction measures and goals. The Group promotes green operation in an environmentally responsible manner, and reduce the impacts of business activities on climate change through fine management over our business. The Group's GHG emissions are mainly from indirect emissions of electricity used during production at the Production Plant. The total GHG emissions for the Group were approximately 681.08 tonnes CO₂ equivalent (2023: 765.93 tonnes CO₂ equivalent) for the Review Period, and the indirect emissions of electricity used were about 86.06% (2023: 87.59%) of our total GHG emissions. Due to the GHG emissions being closely related to energy and electricity consumption, we take measures to reduce these two consumptions in daily operations.

Scopes of GHG emissions identified during the years ended 31 December 2024 and 31 December 2023:

溫室氣體排放

溫室氣體排放與氣候變化及全球暖化息息相關，各國企業紛紛訂立減碳措施及目標。本集團秉持對環境負責任的理念推動綠色營運，並透過精準管理業務緩減業務活動對氣候變化的影響。本集團的溫室氣體排放主要來自生產基地生產用電所產生的間接排放。於回顧期，本集團的溫室氣體總排放量約為681.08公噸二氧化碳當量（2023年：765.93公噸二氧化碳當量），其中電力的間接排放佔溫室氣體總排放量約86.06%（2023年：87.59%）。由於溫室氣體的排放量與耗能和用電密切相關，我們在日常營運採取措施減少這兩者消耗量。

截至2024年12月31日及2023年12月31日止年度的溫室氣體排放識別範圍如下：

Description 種類	2024 GHG Emission/ (Removals) 2024 年溫室氣體排放量／ (移除量) Unit in tonnes of CO ₂ equivalent 二氧化碳當量， 以公噸計	2023 GHG Emission/ (Removals) 2023 年溫室氣體排放量／ (移除量) Unit in tonnes of CO ₂ equivalent 二氧化碳當量， 以公噸計
Scope 1 – Direct GHG Emissions⁽¹⁾ 範圍 1 – 直接溫室氣體排放⁽¹⁾		
Stationary sources combustion 固定設施燃燒	49.49	47.24
Mobile sources combustion 流動設施燃燒	29.39	36.07
Assimilation of CO ₂ into biomass 轉化為生物質的二氧化碳量	(0.28)	(0.28)
Total Scope 1 範圍 1 總計	78.60	83.03
Scope 2 – Indirect GHG Emissions⁽²⁾ 範圍 2 – 間接溫室氣體排放⁽²⁾		
Purchased electricity – Mainland China 購買電力 – 中國內地	456.59	542.92
Purchased electricity – Hong Kong 購買電力 – 中國香港	129.53	127.92
Total Scope 2 範圍 2 總計	586.12	670.84

Description 種類	2024 GHG Emission/ (Removals) 2024 年溫室氣體排放量/ (移除量) Unit in tonnes of CO ₂ equivalent 二氧化碳當量， 以公噸計	2023 GHG Emission/ (Removals) 2023 年溫室氣體排放量/ (移除量) Unit in tonnes of CO ₂ equivalent 二氧化碳當量， 以公噸計
Scope 3 – Other Indirect GHG Emissions⁽³⁾ 範圍 3 – 其他間接溫室氣體排放 ⁽³⁾		
Category 5 – Paper waste disposal 類別 5 – 廢紙處理	5.96	4.74
Category 5 – Use of fresh water 類別 5 – 使用淡水	4.32	4.61
Category 5 – Sewage discharge 類別 5 – 污水排放	2.54	2.71
Category 6 – Business air travel by employees ⁽⁴⁾ 類別 6 – 僱員商務差旅 ⁽⁴⁾	3.54	NA 不適用
Total Scope 3 範圍 3 總計	16.36	12.06
Total GHG Emissions⁽⁵⁾ 溫室氣體總排放量 ⁽⁵⁾	681.08	765.93
Total GHG emission per number of products sold during the year 全年每件售出產品的溫室氣體總排放量	0.0007	0.0005

Notes:

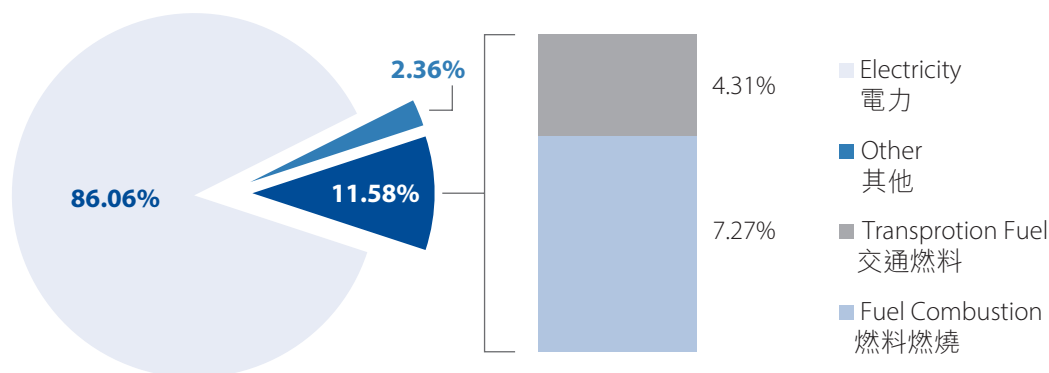
- (1) The calculation methods and related emission coefficients of direct GHG emissions refer to the “Guidelines on Greenhouse Gas Emission Accounting and Reporting” provided by the National Development and Reform Commission (“NDRC”) of the PRC, “Reporting Guidance on Environmental KPIs (Appendix II)” provided by the Stock Exchange and the “Sixth Assessment Report” provided by the Intergovernmental Panel on Climate Change (IPCC). Planting activities constituted assimilation of CO₂ into biomass.
- (2) The calculation methods and related emission coefficients of indirect GHG emissions from electricity use in the Mainland China and Hong Kong refer to the “Carbon dioxide Emission Factors for Electricity in 2021” issued by the Ministry of Ecology and Environment of the PRC and National Bureau of Statistics of China in 2024, the “2024 ESG Databook” issued by the CLP Holdings Limited and the latest Sustainability Report issued by the HK Electric Investments Limited.

附註：

- (1) 直接溫室氣體排放之計算方法及相關排放系數乃參照中國國家發展和改革委員會（「國家發改委」）提供的《溫室氣體排放核算方法與報告指南》、聯交所提供的《環境關鍵績效指標匯報指引（附錄二）》及政府間氣候變化專門委員會（IPCC）提供的「第六次評估報告」。植樹活動促成二氧化碳轉化為生物質。
- (2) 於中國內地及香港用電所產生的間接溫室氣體排放之計算方法及相關排放系數乃參照中國生態環境部及國家統計局於 2024 年發佈的《2021 年電力二氧化碳排放因子》、中電控股有限公司發佈的《2024 年 ESG 數據表》以及港燈電力投資有限公司發佈的最新可持續發展報告。

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| <p>(3) The calculation methods and related emission coefficients of GHG emissions from paper waste disposal refers to the "Reporting Guidance on Environmental KPIs (Appendix II)" provided by the Stock Exchange, the calculation method and related emission coefficients of GHG emissions from electricity used for fresh water and sewage processing in Mainland China refers to "Study on Energy Consumption of Urban Water Supply System in China" published by Tsinghua University, "Statistical analysis and quantitative identification of the law of energy consumption in urban sewage treatment plants in China" published by Tsinghua University and National Urban Water and Drainage Engineering Technology Research Centre, the calculation method and related emission coefficients of GHG emissions from electricity used for fresh water and sewage processing in Hong Kong refers to the latest Annual Report issued by the Water Supplies Department of Hong Kong and the latest Sustainability Report issued by the Drainage Services Department of Hong Kong, and the calculation method of GHG emissions from business air travel by employees refers to the Carbon Emission Calculator issued by the International Civil Aviation Organization (ICAO).</p> | <p>(3) 廢紙處理所產生的溫室氣體排放之計算方法及相關排放系數乃參照聯交所提供的《環境關鍵績效指標匯報指引(附錄二)》，於中國內地使用淡水及污水處理之用電所產生的溫室氣體排放之計算方法及相關排放系數乃參照清華大學發佈的《中國城市供水系統能耗研究》，以及清華大學和國家城市給水排水工程技術研究中心發佈的《我國城市污水處理廠能耗規律的統計分析與定量識別》，於香港使用淡水及污水處理之用電所產生的溫室氣體排放之計算方法及相關排放系數乃參照香港水務署發佈的最新年度報告及香港渠務署發佈的最新可持續發展報告，而僱員商務差旅產生的溫室氣體排放之計算方法及相關排放系數乃參照國際民用航空組織(ICAO)發佈的碳排放計算器。</p> |
| <p>(4) The GHG emissions generated from the employees' business air travel are newly added scope 3 other indirect GHG emissions during the Review Period.</p> | <p>(4) 僱員商務差旅產生的溫室氣體排放為回顧期新增的範圍3其他間接溫室氣體排放。</p> |
| <p>(5) The Group has chosen the measurement approaches, inputs, and assumptions based on local greenhouse gas emission accounting standards issued in the jurisdictions where its subsidiaries operate, thereby enhancing the accuracy of emissions measurement. The measurement approaches for GHG emission for financial year 2023 has been changed and recalculated to ensure that the statistical methods or KPIs disclosed in the ESG Report are consistent and comparable.</p> | <p>(5) 本集團已根據其附屬公司營運所在司法權區所發佈的當地溫室氣體排放核算準則選擇計量方法、輸入數據及假設，從而增強排放計量的準確度。2023財政年度的溫室氣體排放計量方法已變更並作重新計算，以確保ESG報告披露的統計方法或關鍵績效指標一致且具有可比性。</p> |

The following graph illustrates the distribution of GHG emissions during the Year:



下圖說明本年度溫室氣體排放量分佈：

The Group is committed to reducing energy consumption. Since power consumption is the Group's main GHG emission, we have implemented energy-saving sewing machines to reduce energy consumption during production. Besides, the Group conducts monthly electricity audits to monitor power consumption and implements necessary measures for improvement. In addition, the Group has installed separate light switches for different zones in the workplace, encouraging employees to maximize natural light usage whenever possible. Moreover, lights and air conditioning are promptly switched off when the office is not in use to effectively reduce energy consumption. The Group also has established the Fleet Management Policy to ensure efficient use of vehicles to minimise GHG emission caused by vehicles. In the future, major machinery and equipment will be continuously adjusted or introduced to ensure energy efficiency and the fuel-consuming vehicles in Mainland China and Hong Kong would be gradually replaced by the electric vehicles. It is expected that this will reduce the CO₂ emissions of the Group.

本集團致力減低耗能。由於耗電為本集團最主要的溫室氣體排放，因此我們已選用節能型縫紉機，以降低生產時的耗能。此外，本集團每月進行用電審計，以監控耗電量並實施必要的改進措施。另外，本集團在工作場所的不同區域裝設獨立照明開關，鼓勵僱員盡可能地利用自然光。此外，在不使用辦公室時，我們會及時關掉照明和空調，以有效減少耗能。本集團亦已制定車隊管理政策，以確保高效使用車輛，從而將車輛的溫室氣體排放量減至最低。未來，我們會持續對主要機器設備進行調較或引進以確保具有能源效益，而中國內地及香港的燃油汽車將逐步被電動汽車所取代。預期此舉將減少本集團的二氧化碳排放量。

During the Review Period, the Group continued to implement the long-term "Electricity Improvement Service Contract" with an electricity service company, to improve energy efficiency and reduce related CO₂ emissions. The Group intends to improve the energy saving operations through various actions, and ultimately achieve the purposes of energy conservation, consumption reduction and pollution reduction. In 2025, we will keep devoting efforts for energy-saving and promoting our green production concept to our employees.

在回顧期內，本集團持續落實與電力服務公司簽訂的長期「電力改善服務合同」，提升能源效益，減少相關二氧化碳排放量。本集團期望透過不同措施來提升節能營運的成效，從而最終達成節能減耗和減少污染的目標。於2025年，我們將繼續致力節約能源及向僱員推廣環保生產概念。

In addition to adding more trees and plants, the Group had also started using renewable energy in the Production Plant since early 2023. A 400kW solar system had been installed in the Casablanca Smart Digital Eco-Park and more than 450,000kWh power had been produced during the Review Period to fulfil our goal to reduce the CO₂ emissions.

除了種植更多樹木和植物外，自2023年初以來本集團亦開始在生產基地內使用可再生能源。卡撒天嬌數智生態園已裝設400千瓦的太陽能系統，於回顧期內發電量超過45萬千瓦時，這有助我們實現二氧化碳減排目標。

Solid-waste Disposal

The Group purchases finished fabrics from its suppliers and thus no dye or bleaching agent is involved in our production. During the Review Period, the Group produced approximately 18 tonnes (2023: 70 tonnes) of non-hazardous solid waste and approximately 0.15 tonnes (2023: 0.10 tonnes) of hazardous waste, which were due to the waste light tubes containing chemical element mercury and waste packaging buckets contaminated by chemicals attributable to the change of light tubes in the Casablanca Smart Digital Eco-Park. The hazardous waste produced during the Review Period was handled by a local company with the Permit for Operation of Dangerous Wastes issued by the PRC government. Reasons for the decrease in non-hazardous solid waste during the Review Period were that the interior decorations subsequent to the construction of building B had been completed during the year ended 31 December 2023 and the number of staff stayed in the dormitory decreased from the fourth quarter of 2023 due to the business restructuring.

Most of the non-hazardous solid waste being discharged from the Group in 2024 were waste materials and packaging of products during production and general office waste. We hope that by reducing unnecessary packaging of products and considering the use of recyclable materials as packaging materials, we can ultimately minimise the amount of waste in the production process. The Group also collects recyclable waste during production and recycles it, while non-recyclable wastes are processed by local destructor plant. In addition, the domestic waste from employees are categorized at the rubbish bins on site, and handled by certified local sanitation departments. The Group also encourages employees to reuse envelopes, folders, file cards, and other stationery items, as well as to use refills to reuse pen barrels in order to reduce the generation of general office waste.

Noise

Noise emissions generated by the Group mainly come from the operation of machineries during production processes. We remove or attenuate hazardous noise at source by the wise selection of production machinery and effective implementation of good maintenance schedules. At the same time, barriers and sound-absorbing materials, such as engine enclosures, sealing gaps and windshields, are implemented to interrupt transmission of noise.

固體廢物處理

本集團向供應商採購成品布料，所以我們的生產過程並不牽涉染料或漂劑。回顧期內，本集團產生約18公噸（2023年：70公噸）無害固體廢物及約0.15公噸（2023年：0.10公噸）有害廢物（由於卡撒天嬌數智生態園更換燈管而產生含有化學元素汞的廢棄燈管及沾染化學品的廢棄包裝桶所致）。於回顧期內產生的有害廢物由一家持有中國政府頒發的危險廢棄物經營許可證的當地公司處理。回顧期內，無害固體廢物減少的原因是B大樓建造工程後的室內裝修於截至2023年12月31日止年度已告完成，以及因業務調整導致自2023年第四季起入住宿舍的員工人數減少。

本集團於2024年的大部分無害固體廢物乃來自生產過程的廢料及產品包裝，以及一般辦公室垃圾。我們希望透過減少不必要的產品包裝及考慮採用可回收物料作為包裝材料，最終減少生產過程中的廢物量。本集團亦會收集生產過程中的可回收廢物循環使用，不可回收的廢物則由當地垃圾處理廠處理。此外，僱員將日常廢物分類放進現場垃圾桶，並由經認證的當地環衛部門處理。本集團亦鼓勵僱員重複使用信封、文件夾、文件卡及其他文具用品，並使用替換筆芯以重複使用筆桿，從而減少產生一般辦公室垃圾。

噪音

本集團產生的噪音排放主要來自生產過程中的機器運作。我們慎選生產機器並有效實行良好的保養時間表，從源頭上消除或減輕有害噪音，同時利用屏障及吸音材料阻隔噪音傳播，例如發動機罩、縫隙密封及擋風玻璃。

Wastewater

The Group's water consumption mainly includes tap water consumed for daily use by the office employees and groundwater consumed by the production processes. There was no issue in sourcing water that was fit for the abovementioned purposes. To reduce the consumption of water resources, the Group selects carefully and gives priority to water-saving equipment. Moreover, water-saving slogan had been put up in the toilet, reminding employees to avoid water wastage by closing the faucet timely.

A2: USE OF RESOURCES

The main resources consumed in the Group include not only the necessary finished fabrics for producing bedding products, but also electricity, water, petroleum, natural gas and paper, etc. We strive to encourage our production line to monitor the usage of resources during operations. The Group will set a quantitative target for the future use of resources based on the recorded data, thereby improving the efficiency of operation. It will also take more initiative in encouraging each department to learn from each other and refine their own resource management system. We continuously improve operational efficiency to achieve sustainable energy use. In order to achieve the goal of reducing waste of resources, the Group is promoting the concept of "Reduce, Reuse and Recycle", expecting to make effective use of resources and reduce waste.

廢水

本集團的用水主要包括辦公室僱員日常使用的自來水以及生產過程中使用的地下水。在求取適用水源作上述用途時，並無任何問題。為減少水資源的消耗，本集團謹慎選擇及優先採用節水設備，在洗手間張貼節水標語，提醒僱員及時關閉水龍頭，避免浪費水資源。

A2：資源使用

本集團使用的主要資源除了生產床上用品必須的成品布料，還包括電力、水、石油、天然氣和紙張等。我們致力鼓勵生產線在營運過程中監察資源使用情況。本集團會以記錄的數據作為基準，訂立未來資源使用的量化目標，從而提升營運效率。本集團亦會更積極地鼓勵各部門互相學習，完善各自的資源管理系統。我們不斷提升營運效率，以實現可持續能源使用。為實現減少資源浪費的目標，本集團正推廣「減少使用、物盡其用、循環再造」的理念，冀能有效使用資源並減少浪費。

The following table illustrates the resources consumption during the years ended 31 December 2024 and 31 December 2023:

下表列示截至2024年12月31日及2023年12月31日止年度的資源消耗情況：

Category 類別	2024 2024 年			2023 2023 年		
Resources 資源	Consumption 消耗量	GHG Emission ⁽¹⁾ 溫室氣體排放 ⁽¹⁾	Consumption Intensity 消耗強度	Consumption 消耗量	GHG Emission ⁽¹⁾ 溫室氣體排放 ⁽¹⁾	Consumption Intensity 消耗強度
Electricity 電力	1,148,816 kWh 1,148,816 千瓦時	586.12 tonnes CO ₂ equivalent 586.12 公噸二氧化碳 當量	4,649.99 kWh/ HK\$ million revenue 4,649.99 千瓦時/ 港幣百萬元收入	1,253,826 kWh 1,253,826 千瓦時	670.84 tonnes CO ₂ equivalent 670.84 公噸二氧化碳 當量	4,423.87 kWh/ HK\$ million revenue 4,423.87 千瓦時/ 港幣百萬元收入
Water 水	20,026 m ³ 20,026 立方米	6.86 tonnes CO ₂ equivalent 6.86 公噸二氧化碳 當量	81.06 m ³ / HK\$ million revenue 81.06 立方米/ 港幣百萬元收入	21,617 m ³ 21,617 立方米	7.32 tonnes CO ₂ equivalent 7.32 公噸二氧化碳 當量	76.09 m ³ / HK\$ million revenue 76.09 立方米/ 港幣百萬元收入
Natural gas 天然氣	22,866 m ³ 22,866 立方米	49.49 tonnes CO ₂ equivalent 49.49 公噸二氧化碳 當量	92.55 m ³ / HK\$ million revenue 92.55 立方米/ 港幣百萬元收入	21,825 m ³ 21,825 立方米	47.24 tonnes CO ₂ equivalent 47.24 公噸二氧化碳 當量	76.82 m ³ / HK\$ million revenue 76.82 立方米/ 港幣百萬元收入
Petroleum 石油	10,735 Litre 10,735 升	29.39 tonnes CO ₂ equivalent 29.39 公噸二氧化碳 當量	43.45 Litre/ HK\$ million revenue 43.45 升/ 港幣百萬元收入	13,319 Litre 13,319 升	36.07 tonnes CO ₂ equivalent 36.07 公噸二氧化碳 當量	46.88 Litre/ HK\$ million revenue 46.88 升/ 港幣百萬元收入

Note:

附註：

(1) The GHG emission factors are according to the “Guidelines on Greenhouse Gas Emission Accounting and Reporting” provided by the NDRC of the PRC and the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” (2010 Edition) and relevant departments information.

(1) 溫室氣體排放係數乃參照中國國家發改委提供的《溫室氣體排放核算方法與報告指南》，以及《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》（2010年版）及有關部門資訊。

Packaging Materials Consumption

包裝材料消耗

The following table illustrates packaging materials consumption during the years ended 31 December 2024 and 31 December 2023:

下表列示截至2024年12月31日及2023年12月31日止年度的包裝材料消耗情況：

Category 類別	2024 2024 年		2023 2023 年	
	Consumption In tonnes 消耗量以公噸計	Consumption Intensity consumption/ production units, in kg 消耗強度 消耗量／ 生產量， 以千克計	Consumption In tonnes 消耗量以公噸計	Consumption Intensity consumption/ production units, in kg 消耗強度 消耗量／ 生產量， 以千克計
Paper card for product description 產品說明底卡	8.00	0.01	11.28	0.03
Paper card for packaging support 產品包裝支撐線卡	28.02	0.07	30.00	0.05
PE packaging material for duvets & pillows PE 包裝物料 (被芯和枕頭)	4.45	0.02	4.80	0.02
PVC packaging material for bedding sets PVC 包裝物料 (床上用品)	10.17	0.03	11.61	0.03
Non-Woven fabric 不織布	27.63	0.07	30.00	0.11
Paper gift box 紙禮盒	10.57	0.44	11.00	0.13
Plastic bag with logo 商標塑料袋	1.90	0.01	2.00	0.04



A3: ENVIRONMENT AND NATURAL RESOURCES

The Group's routine operation process exerts no detrimental influence on the environment of its surrounding. The emissions of exhaust air, wastewater, solid waste and other environment impacts from the operation process of the Group are in conformity with the environment laws and regulations of where the businesses are located.

The Group will continue to promote green and low-carbon operating concepts. The Group carries out paper stock count regularly to monitor paper consumption and make appropriate measures for improvement. Besides, the Group also encourages employees to adopt electronic communications, disseminate information by electronic means wherever possible, use recycled paper for printing and copying, separate wastes for recycling in order to improve resource efficiency and reduce waste. For annual report of the Group, we exclude the ESG report and print only the necessarily required quantities every year and use the paper with the Forest Stewardship Council certification, which has been sourced and produced in an environmentally-friendly, socially responsible and economically viable manner. The Group has adopted the paper with the Forest Stewardship Council certification for the 2023 Annual Report and the 2024 Interim Report which were printed and published in April 2024 and September 2024 respectively. The Company follows the latest Listing Rules to disseminate corporate communication, including but not limited to the annual report, the circular and the proxy form, by electronic means and only send corporate communication in printed form to the shareholders of the Company upon written request with effect from 31 December 2023. In addition, the Group has disposed domestic waste by external service provider with monthly charges after waste sorting in the Casablanca Smart Digital Eco-Park.

A3：環境及天然資源

本集團的常規營運過程對周圍環境並無不利影響。本集團營運過程產生的廢氣排放、廢水排放、固體廢物和其他環境影響均符合業務所在地的環境法律及規例。

本集團將繼續推動綠色及低碳的營運概念。本集團定期進行紙張庫存盤點，以監察紙張消耗並採取適當的改善措施。此外，本集團亦鼓勵僱員採用電子通訊，盡量以電子方式傳遞資訊，使用回收紙打印及複印，以及分類回收廢物，以期提高資源使用效率及減少浪費。本集團的年報並不包含 ESG 報告，而且每年只印刷所規定的必要數量，並使用經森林管理委員會認證的紙張，採購和生產的方式均符合環保、社會責任和經濟效益。本集團於 2024 年 4 月印發的 2023 年年報及於 2024 年 9 月印發的 2024 年中期報告均採用經森林管理委員會認證的紙張。自 2023 年 12 月 31 日起，本公司遵循最新上市規則，以電子方式發佈公司通訊（包括但不限於年報、通函及代表委任表格），並僅在本公司股東提出書面要求時發送印刷版的公司通訊。另外，本集團於卡撒天嬌數智生態園內進行垃圾分類後，交由外部服務供應商按月費處置日常廢物。

A4: CLIMATE CHANGE

The impacts of climate change are increasingly experienced and acknowledged by people and businesses around the world. Adapting to such change is necessary to help a company protect its operations and the safety of its staff from climate-related risks. Despite having no significant impact on the Group's businesses, the Group has adopted appropriate measures to prepare for its operations and staff to react to extreme weather events. Our Employee Handbook sets out comprehensive guidelines to all employees on responding to typhoon and rainstorm warnings in accordance with the Code of Practice in Times of Typhoons and Rainstorms published by the Labour Department of the Hong Kong Government.

With a higher temperature in the future as a result of global warming, the Group may need more spending on cooling. To reduce the heat load of workers at the production line and prevent disruption to its operations, the Group provides ventilation facilities and cooling in our production line.

Since the major business nature of the Group is manufacturing and trading of home textile and accessories, climate change does not have significant impacts on the business directly but may have indirect impacts to the Group. In addition to less income due to closing our points-of-sale ("POS") under typhoon or rainstorm as a result of more frequent extreme weather, global warming may affect the production of cotton which may increase the cost of fabric of which the Group purchases for manufacturing.

In an effort to reduce carbon footprint and emissions, the Group adopted relevant environmental policy and measures internally as mentioned in the Report. Meanwhile, the Group promotes a green lifestyle to consumers by providing the market with products made of biodegradable materials, such as soybean fiber, milk fiber and aloe fiber. The Group also manufactured products adopting TENCEL™ fabric certified by Lenzing Group, which is an international organisation striving to achieve carbon-zero production of fabric.

A4：氣候變化

世界各地的民眾和企業對氣候變化影響的經歷和認同日益增加。適應氣候變化對公司保護其營運和員工的安全，免受氣候相關風險所影響實屬必要。儘管極端天氣對本集團的業務並無重大影響，但本集團已採取適當的措施為營運及員工工作好安排。我們的員工手冊已根據香港政府勞工處頒佈的《颱風及暴雨警告下的工作守則》，為所有僱員提供應對颱風及暴雨警告的全面指引。

由於全球暖化導致未來氣溫升高，本集團可能需要更多的開支用於冷卻裝置。為減少生產線員工的熱負荷並防止其營運中斷，本集團已於生產線提供通風設備和冷卻裝置。

由於本集團的主要業務性質為家用紡織品及家居用品的製造及貿易，所以氣候變化對我們的業務並無直接的重大影響，惟對本集團或有間接影響。除了更頻繁的極端天氣引致我們的銷售網點（「網點」）在颱風或暴雨下關閉而減少收入，全球變暖可能會影響棉花的生產，從而增加本集團購買用於生產的布料成本。

為減少碳足跡及排放量，本集團內部採用本報告內所述的相關環保政策及措施。同時，本集團亦透過向市場提供由大豆纖維、牛奶纖維和蘆薈纖維等生物可降解材料製成的產品，向消費者推廣綠色生活方式。本集團亦採用由蘭精集團（一家致力達成零碳布料生產的國際機構）認證的天絲™布料生產產品。

2024 SUMMARY, TARGETS AND PLANNED ACTIONS

2024 年總結、目標和計劃

Main Category 範疇	Subcategory 層面	KPI 關鍵績效指標	2024 Results 2024 年總結	Targets & Planned Action 目標和計劃
Emissions 排放量	CO ₂ Emissions in Operations and Logistics ⁽¹⁾⁽²⁾ 營運及物流方面的二氧化碳排放量 ⁽¹⁾⁽²⁾	Total CO ₂ Emissions Factor (CO ₂ Emissions/ Total Floor Area) 總二氧化碳排放系數(二氧化碳排放量／總樓面面積)	0.010 tonnes CO ₂ equivalent/m ² (2023: 0.011 tonnes CO ₂ equivalent/m ²) 0.010 公噸二氧化碳當量／平方米(2023 年：0.011 公噸二氧化碳當量／平方米)	The Group targets to maintain or reduce CO ₂ emissions in transportation in the coming years compared to the Year by changing vehicles which consume fossil fuel into electric vehicles in both Hong Kong and Mainland China. We will also encourage staff to utilise electronic meeting equipment instead of traveling to attend physical meetings. 本集團的目標是在未來幾年透過在香港及中國內地淘汰耗用化石燃料的車輛而改用電動汽車，維持或較本年度減少交通運輸的二氧化碳排放量。我們亦將鼓勵員工使用網上會議設備，代替外出參加實體會議。
		CO ₂ Emissions due to transportation 交通運輸的二氧化碳排放量	29.39 tonnes CO ₂ equivalent (2023: 36.07 tonnes CO ₂ equivalent) 29.39 公噸二氧化碳當量(2023 年：36.07 公噸二氧化碳當量)	
	Waste Emissions in Operations 營運方面的廢物排放量	Total amount of solid waste generated 固體廢物總量	18 tonnes (2023: 70 tonnes) 18 公噸 (2023 年：70 公噸)	The Group targets to maintain similar level in the next 3 years by raising staff awareness on protecting the environment and promoting the concept of "Reduce, Reuse and Recycle". In addition, we encourage staff to reduce the use of paper with the adoption of the Enterprise Resource Planning system for the order flow process and online internal forms on internal communications platform. 本集團的目標是透過提高員工的環保意識和推廣「減少使用、物盡其用、循環再造」的理念，在未來三年把排放量維持於相若水平。此外，我們鼓勵員工減少使用紙張，在訂單流程中採用企業資源規劃系統，並在內部溝通平台上使用線上內部表格。

Main Category 範疇	Subcategory 層面	KPI 關鍵績效指標	2024 Results 2024 年總結	Targets & Planned Action 目標和計劃
Use of Resources 資源使用	Energy Efficiency 能源效率	Total Energy Use Factor (Amount of Heat/Total Floor Area) 總能源使用系數 (能量焦耳／總樓面面積)	0.078 GJ/m ² (2023: 0.083 GJ/m ²) 0.078 千兆焦耳／平方米 (2023 年：0.083 千兆焦耳／平方米)	The Group targets to maintain or reduce the total energy consumption in the next 3 years compared to the Year. We will remind our staff to turn off all lights, air-conditioners, and electrical equipment before leaving the office. 本集團的目標是在未來三年維持或較本年度減少總耗能。我們會提醒員工在離開辦公室前關掉所有的燈、空調和電器設備。
	Water Efficiency 用水效率	Use of fresh water (in tonnes of CO ₂ equivalent) 使用淡水 (二氧化碳當量，以公噸計)	4.32 tonnes CO ₂ equivalent (2023: 4.61 tonnes CO ₂ equivalent) 4.32 公噸二氧化碳當量 (2023 年：4.61 公噸二氧化碳當量)	The Group targets to maintain or reduce the water consumption in the next 3 years compared to the Year. We promote water-saving to our staff by putting up slogan in the toilet, reminding employees to avoid water wastage by closing the faucet timely. 本集團的目標是在未來三年維持或較本年度減少用水量。我們透過在洗手間張貼標語向員工宣傳節水，提醒僱員及時關閉水龍頭，避免浪費水資源。

Notes:

- (1) The GHG Emission Calculation is based on the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" provided by the NDRC of the PRC and the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" 2010 Edition of EPD.
- (2) The Emission Factors are based on Intergovernmental Panel on Climate Change (IPCC) and Greenhouse Gas Protocol. EPD's Guidelines specified value has been taken as the standard for any unspecified factor

附註：

- (1) 溫室氣體排放計算基礎乃參照中國國家發改委提供的《溫室氣體排放核算方法與報告指南》，以及環保署的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》（2010年版）。
- (2) 排放系數以政府間氣候變化專門委員會 (IPCC) 和《溫室氣體議定書》為基礎，任何未指明的系數均以環保署指引作標準。



B: SOCIAL

EMPLOYMENT AND LABOUR PRACTICES

The Company considers human resources as one of the valuable assets of the Group. The realization and enhancement of employee value will contribute to the overall development and performance growth of the Group in the long term. Therefore, the Company targets to grow with employees by providing them with a highly transparent recruitment standard, safe working environment, competitive remuneration packages, fair promotion opportunities and appropriate training and development opportunities. The Group's human resources policies strictly comply with the Labour Contract Law of the People's Republic of China and the Employment Ordinance of Hong Kong.

B1: EMPLOYMENT

The staff manual formulated internally by each of the subsidiaries of the Group has been uploaded to the respective intranet server to let employees understand the regulations of the Company's human resources management, including but not limited to the recruitment and promotion process, compensation and dismissal process, working hours, rest period, benefits and welfare, leave arrangements and appeal procedures.

Staff Structure and Turnover

The Company understands and recognizes the benefits of diversified staff structure and regards it as one of the important elements in sustaining a long-term competitive advantage of the Company. A multicultural company should be comprised of employees with different gender, age, religion, skills, educational background, industry experience and other qualities so as to achieve the most appropriate structure and balance. As at 31 December 2024, the total number of employees of the Group was 532 (2023: 531) while male to female ratio was about 1:3. In 2024, there were more staff in production, marketing and design functions resigned due to the business restructuring during the Review Period. As at 31 December 2024, the distribution of employees of the Group by gender, region, function and age and respective staff turnover rates are as follows:

B : 社會

僱傭及勞工常規

本公司認為人力資源為本集團其中一項寶貴資產。從長遠來看，僱員價值的實現和提升將有助於本集團的整體發展和業績增長。因此，我們為僱員提供高透明度的招聘準則、安全的工作環境、具競爭力的薪酬待遇、公平的晉升機會及適當的培訓發展機會，目標是本公司與僱員共同成長。本集團的人力資源政策嚴格遵守《中華人民共和國勞動合同法》及香港《僱傭條例》。

B1：僱傭

本集團各附屬公司內部編製的員工手冊已上傳至各自的內聯網伺服器，讓僱員了解本公司各項人力資源管理的規定，包括但不限於招聘及晉升流程、薪酬及解僱流程、工作時間、休假、待遇及福利、假期安排及申訴流程。

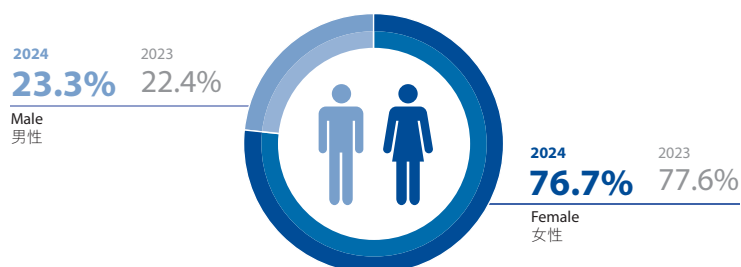
員工結構及流失

本公司了解及認同多元化員工結構的裨益，並視之為維持本公司長久競爭優勢的重要元素之一。一間具備多元文化的公司應由不同性別、年齡、宗教、技能、教育背景、行業經驗及其他特質的僱員組成，以達致最適合的結構與平衡。於2024年12月31日，本集團僱員總數為532人（2023年：531人），男女比例約為1:3。於2024年，由於回顧期內業務調整，生產、市場推廣及設計部門的員工離職較多。於2024年12月31日，本集團僱員按性別、地區、職能及年齡的分佈及相應的員工流失率如下：

Distribution of employees by gender

僱員性別分佈

	2024 2024 年			2023 2023 年		
	As at 31 December 於 12 月 31 日		Average turnover rate ⁽¹⁾ 平均流失率 ⁽¹⁾	As at 31 December 於 12 月 31 日		Average turnover rate 平均流失率
	No. of employees 僱員數目	% of total 佔總數百分比		No. of employees 僱員數目	% of total 佔總數百分比	
Female 女性	408	76.7%	32.0%	412	77.6%	44.3%
Male 男性	124	23.3%	62.6%	119	22.4%	85.5%
Total 總數	532	100.0%	39.0%	531	100.0%	54.1%



Distribution of employees by region

僱員地區分佈

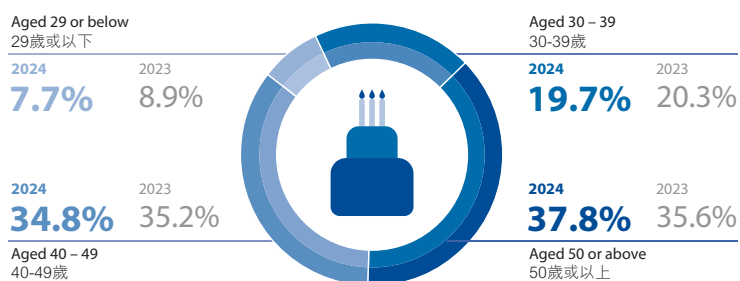
	2024 2024 年			2023 2023 年		
	As at 31 December 於 12 月 31 日		Average turnover rate ⁽¹⁾ 平均流失率 ⁽¹⁾	As at 31 December 於 12 月 31 日		Average turnover rate 平均流失率
	No. of employees 僱員數目	% of total 佔總數百分比		No. of employees 僱員數目	% of total 佔總數百分比	
Mainland China 中國內地	375	70.5%	44.4%	377	71.0%	65.6%
Hong Kong 香港	157	29.5%	25.7%	154	29.0%	26.7%
Total 總數	532	100.0%	39.0%	531	100.0%	54.1%



Distribution of employees by age

僱員年齡分佈

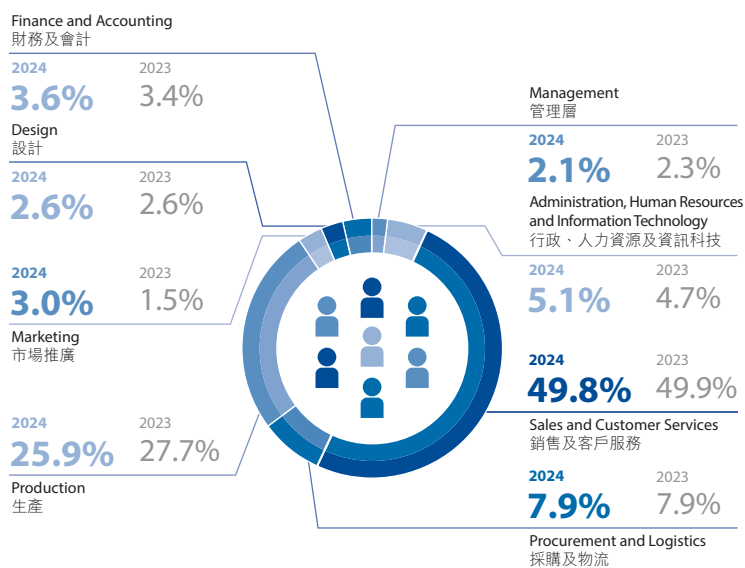
	2024 2024 年			2023 2023 年		
	As at 31 December 於 12 月 31 日		Average turnover rate ⁽¹⁾ 平均流失率 ⁽¹⁾	As at 31 December 於 12 月 31 日		Average turnover rate 平均流失率
	No. of employees 僱員數目	% of total 佔總數百分比		No. of employees 僱員數目	% of total 佔總數百分比	
Aged 29 or below 29 歲或以下	41	7.7%	104.6%	47	8.9%	164.5%
Aged 30 – 39 30-39 歲	105	19.7%	46.0%	108	20.3%	62.6%
Aged 40 – 49 40-49 歲	185	34.8%	28.5%	187	35.2%	33.3%
Aged 50 or above 50 歲或以上	201	37.8%	30.3%	189	35.6%	37.6%
Total 總數	532	100.0%	39.0%	531	100.0%	54.1%



Distribution of employees by function

僱員職能分佈

	2024 2024年			2023 2023年		
	As at 31 December 於12月31日		Average turnover rate ⁽¹⁾ 平均流失率 ⁽¹⁾	As at 31 December 於12月31日		Average turnover rate 平均流失率
	No. of employees 僱員數目	% of total 佔總數百分比		No. of employees 僱員數目	% of total 佔總數百分比	
Management 管理層	11	2.1%	8.7%	12	2.3%	38.5%
Administration, Human Resources and Information Technology 行政、人力資源及資訊科技	27	5.1%	46.2%	25	4.7%	67.8%
Sales and Customer Services 銷售及客戶服務	265	49.8%	30.6%	265	49.9%	39.9%
Procurement and Logistics 採購及物流	42	7.9%	16.7%	42	7.9%	52.4%
Production 生產	138	25.9%	60.4%	147	27.7%	72.7%
Marketing 市場推廣	16	3.0%	116.7%	8	1.5%	136.4%
Design 設計	14	2.6%	42.9%	14	2.6%	95.7%
Finance and Accounting 財務及會計	19	3.6%	0.0%	18	3.4%	21.1%
Total 總數	532	100.0%	39.0%	531	100.0%	54.1%



Note:

- (1) The formula for employee turnover rate is the number of employee resigned during the Year divided by the average of number of employee as at 1 January 2024 and 31 December 2024. Separate statistical analyses were conducted for different classification groups including gender, region, age and function.

附註：

- (1) 僱員流失率的計算公式乃本年度離職僱員數目除以於2024年1月1日及2024年12月31日之平均僱員數目。個別統計分析乃依據包括性別、地區、年齡及職能的不同分類組別進行。

Compensation and Dismissal

The Group determines staff remuneration with reference to the market rates and the qualifications and experience of employees. The Group also offers discretionary rewards, including bonus and share options, based on the performance of individual employee during the Year as an incentive to encourage employees to contribute to the development of the Group. The Group makes contributions for pension insurance, basic medical insurance, occupational injury insurance, unemployment insurance, maternity insurance and housing fund for its employees in Mainland China according to the provisions of the Social Insurance Law of the People's Republic of China and the Regulation on the Administration of Housing Fund. The Group also makes contributions to the Mandatory Provident Fund for its employees in Hong Kong pursuant to the Mandatory Provident Fund Schemes Ordinance of Hong Kong. The Group regularly reviews the compensation policy and system to ensure that employees' remuneration are in line with the commensurate market levels and are fairly and equally paid. During the Review Period, the Group complied with Provisions on Minimum Wages of Mainland China and the Minimum Wage Ordinance of Hong Kong.

The Group has also formulated strict and prudent procedures for dismissal in accordance with the relevant requirements in the Labour Contract Law of the People's Republic of China and the Employment Ordinance of Hong Kong. For any employee of the Group who is guilty of serious misconduct or material violation of the relevant laws and regulations or material breach of the Group's related rules and regulations, the Group may terminate his/her employment contract. The Group has established management measures and processes for employee departures, and prior to an employee's departure, the Group's Human Resources department conducts face-to-face meetings or calls to gather feedback on management improvement suggestions and ensure a smooth handover of work responsibilities for departing employees.

Recruitment, Promotion and Anti-discrimination

The Group has defined the job qualification and job description for each position as the criteria for employing new staff. Recruitment channels of the Group include campus recruitment, public recruitment and internal referral. Applicants shall pass at least two rounds of interviews and their academic qualifications and related work experience are subject to verification.

薪酬及解僱

本集團員工之薪酬參照市場水平及僱員的資歷和經驗而釐定，亦會按本年度內個別僱員的表現發放酌情獎勵（包括花紅及購股權）作為激勵，以鼓勵僱員為本集團的發展作出貢獻。本集團按《中華人民共和國社會保險法》及《住房公積金管理條例》之規定為中國內地僱員繳納養老保險、基本醫療保險、工傷保險、失業保險、生育保險及住房公積金。本集團亦按香港《強制性公積金計劃條例》為香港僱員繳納強制性公積金。本集團定期審視薪酬政策及體系，確保僱員薪酬與市場水平同步，令僱員獲得公平待遇。回顧期內，本集團已遵守中國內地《最低工資規定》及香港《最低工資條例》。

本集團亦依據《中華人民共和國勞動合同法》及香港《僱傭條例》之相關規定設立嚴謹而審慎的解僱流程。若本集團任何僱員存在嚴重失職或嚴重違反相關法律法規或嚴重違反本集團的相關規章制度等情況，本集團可與其解除僱傭合約。本集團已制定僱員離職的管理措施及流程，在僱員離職前，本集團的人力資源部透過面談或電話訪談收集管理改善建議，並確保離職僱員的工作職責得以順利交接。

招聘、晉升及反歧視

本集團為各個崗位設定任職資格及工作說明，作為招聘員工之準則。本集團的招聘渠道包括校園招聘、公開招聘及內部推薦等。應聘者必須通過最少兩次面試及其學歷與工作經驗均須獲得驗證。

The Group monitors the performance of employees to see if they can meet the requirements of their positions. Meanwhile, the Group also cares about employees' expectations on their personal career development. As such, the Group has formulated evaluation appraisals and promotion mechanism, which serve as a sound platform for employee's career development and provide a solid foundation and strong momentum for the sustainable development of the Group. The Group enhances the capabilities and qualities of its employees through regular performance evaluations and interviews. Promotional opportunities or salary adjustments are provided to employees with potential as a form of encouragement, ultimately leading to improved company performance.

Each of the subsidiaries of the Group located in Hong Kong is in compliance with the Sex Discrimination Ordinance, Family Status Discrimination Ordinance, Race Discrimination Ordinance and Disability Discrimination Ordinance of Hong Kong. The Group adheres to the principle of fairness in the provision of employment opportunities, compensation, education, performance evaluation, promotion and other issues without any discrimination on gender, age, ethnicity, religion, culture and educational background. The Group is committed to providing all staffs with a fair platform for development, protecting their legal rights and interests, and creating a fair and harmonious working environment

Working Hours and Leave Arrangement

The working hours of the Group's staffs are in compliance with the relevant requirements of the Labour Contract Law of the People's Republic of China and the Employment Ordinance of Hong Kong. Most of the staffs of the Group work 5 days per week while the sales personnel at retail shops and the warehouse personnel in Hong Kong work 6 days per week. In the event of overtime work, staff members will be rewarded with corresponding compensation from the Group in accordance with the regulations.

The rest days and statutory holidays of employees are in compliance with the relevant laws and regulations. In addition, the Group also provides its employees with paid annual leave. Employees are entitled to paid annual leave every year according to their period of services and ranking (if applicable). Besides, the Group also provides employees with various other types of leave including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave, birthday leave and so on.

本集團會監察僱員的表現，以確保彼等能符合工作崗位要求，同時關注僱員對個人事業發展的期望，故制定評估考核和晉升機制，為僱員的事業發展提供穩健的平台，並為本集團的可持續發展奠定堅實的基礎和強大的動力。本集團透過定期的績效評估及面談來提升僱員的能力及素質，並向有潛質的僱員提供晉升機會或薪金調整作為鼓勵，最終實現提高公司的績效。

本集團各香港附屬公司遵守香港的《性別歧視條例》、《家庭崗位歧視條例》、《種族歧視條例》及《殘疾歧視條例》。本集團在提供就業機會、薪酬、教育、績效評估、晉升及其他事項上均秉持公平原則，絕無任何性別、年齡、族裔、宗教、文化及教育背景的歧視。本集團致力於為所有員工提供公平的發展平台，保障員工的合法權益，並營造公平和諧的工作環境。

工作時間及假期

本集團員工之工作時間符合《中華人民共和國勞動合同法》及香港《僱傭條例》中的有關要求。本集團大部份員工實行每週5天工作制，而香港零售店銷售人員及倉庫人員則實行每週6天工作制。若需要員工超時工作，本集團會依照法規，向員工支付相應補償。

僱員的休息日及法定假日合乎相關法律法規所定。另外，本集團亦為僱員提供有薪年假，僱員每年可享用按其年資及職級（如適用）而定的有薪年假。此外，本集團亦為僱員提供病假、產假、陪產假、婚假、喪假、生日假等各類假期。



Employees' Rights and Benefits

The Group actively protects and maintains employees' rights and interests and puts strong emphasis on enhancing their sense of affiliation and strives to improve their benefits on an ongoing basis.

The Group provides its employees with effective communication channels. Management attends regular cross-department operation meetings to understand the opinions from different parties. The latest information of the Group is also announced timely and internally through the intranet platform, POS system and bulletin board. The Group adopts an open attitude and encourages its employees to voice out their advice and suggestions with a view to offering a better working environment for the employees.

The leave arrangement, bonuses, allowances, subsidies and benefits of the employees are offered according to the regulations and the relevant rules of the Group.

The Group is committed to fostering the work-life balance of its employees and enhancing their sense of affiliation to the Group. The Group provides sport venues and entertainment facilities in the Casablanca Smart Digital Eco-Park. Meanwhile, each of the subsidiaries of the Group organizes various activities from time to time, including tours, exchange meetings and a variety of interest classes, to help employees develop their personal interests and enhance their interactions.

The Group holds various staff activities such as annual dinners and festival parties during the Review Period to strengthen sense of affiliation of our staff. Besides, the Group has implemented a long-term service rewards program that recognizes employees who have served for five years or more with a variety of prizes, appreciation letters, and certificates of honor. This initiative aims to acknowledge their continuous contributions to the Group, strengthen employees' sense of affiliation and loyalty, and promote the long-term stability and development of the Group. The Group will continue to organize several incentive activities in the form of gift distributions award presentation ceremonies to show its care and reward to outstanding staffs.

僱員權益及福利

本集團積極保障及維護僱員權益，亦重視增強僱員的歸屬感，致力持續改善僱員的各項福利。

本集團為僱員提供行之有效的溝通渠道。管理層參與定期舉行的跨部門營運會議，以聽取各方意見，而我們亦透過內聯網平台、POS系統及壁報板，及時將本集團的最新資訊作內部公佈。本集團採取開放態度，鼓勵僱員提出意見與建議，務求為僱員提供更理想的工作環境。

僱員的假期安排、花紅、津貼、補貼及福利皆按法規及本集團相關規則發放。

本集團致力於促成僱員生活與工作的平衡，及加強僱員對本集團的歸屬感。本集團於卡撒天嬌數智生態園設有運動場地及娛樂設施。同時，本集團各附屬公司不定期舉辦各項活動，包括旅行、交流會及不同興趣班，幫助僱員發展個人興趣及加強僱員之間的互動。

本集團在回顧期內舉辦多項員工活動，例如年度晚宴及節日派對，以增強員工的歸屬感。此外，本集團推行長期服務獎勵計劃，透過頒發各種獎品、感謝信及榮譽證書，表揚任職五年或以上的僱員。此舉旨在表彰僱員對本集團的持續貢獻，增強僱員的歸屬感和忠誠度，並促進本集團的長期穩定和發展。本集團將繼續舉辦多項獎勵活動，以頒獎典禮的形式發放禮品，表達其對員工的關懷，及表揚傑出表現的員工。

B2: HEALTH AND SAFETY

Every employee is of vital importance to the Group's operation. Therefore, we pay extra attention to the health and safety of employees, striving to provide them with a safe, healthy and protected working environment.

Subsidiaries of the Group in Mainland China comply with regulations regarding health and safety as stated in the Labour Law of the People's Republic of China, the Production Safety Law of the People's Republic of China and the Law of the People's Republic of China on Prevention and Control of Occupational Diseases. The Group offers safety education and trainings to all production staffs to enhance their awareness on safety and self-protection. In addition, the production workshops in the Production Plant are equipped with masks and cooling equipment to provide employees with a healthy and comfortable work space. Besides, the Group regularly monitors and evaluates occupational hazards at production sites. During the Review Period, the air quality in workplace and other occupational hazards were inspected by a third-party agency in order to prevent, control and eliminate occupational hazards and improve the working environment of the employees. Furthermore, during the Review Period, the Group also commissioned a third-party agency to provide staffs from our production lines with occupational health checks to minimize the threat of occupational diseases. Meanwhile, the Group regularly inspects the fire protection facilities of the workplaces to ensure the compliance with fire protection regulations. The Group is committed to providing all employees with a warm and comfortable working and living environment. The Group has set up a self-managed staff dormitory and canteen in the Casablanca Smart Digital Eco-Park with a view to providing sound rest space and healthy catering to its employees.

We have distributed the Internal Guidelines for Occupational Safety and Health to our frontline sales and logistic staffs to educate them on safety at workplace and ways to avoid accidents, as well as the handling procedures in case of occupational injury. Besides, the Group purchases workers' insurance for employees to ensure they receive proper medical and financial support in case of work-related injuries or illnesses, promoting employee welfare and upholding corporate social responsibility. During the Review Period, there were 90 working man-days (2023: 101.5 working man-days) lost due to work injury, which was related to lifting heavy objects by our logistics staff. We have provided equipment in helping staff to lift heavy objects, including trolleys, and encouraged staff to pay attention to related occupation safety information and to talk to Human Resources Manager if they have any doubt about performing their work safely. There were no work-related fatalities in the years ended on 31 December 2024, 31 December 2023 and 31 December 2022.

B2：健康與安全

每一位僱員對本集團運作都非常重要，因此，我們十分重視僱員的健康與安全，致力為僱員提供安全、健康及受保障的工作環境。

本集團中國內地的附屬公司遵守《中華人民共和國勞動法》、《中華人民共和國安全生產法》以及《中華人民共和國職業病防治法》所訂的相關健康及安全規例，並對全體生產人員提供安全教育培訓，強化彼等的安全以及自我保護意識。另外，生產基地的生產車間均設有口罩及降溫設備，為僱員提供健康而舒適的工作空間。此外，本集團定期監察與評估生產場所的職業危害因素。回顧期內，第三方機構對工作場所的空氣質素及其他職業危害因素進行檢測，以預防、控制和消除職業危害因素，改善僱員的工作環境。另外，本集團於回顧期內亦委託第三方機構為生產線員工提供職業健康檢查，降低職業疾病的威脅。同時，本集團定期檢測工作場所的消防設施狀況，以確保符合消防規定。本集團致力於為全體僱員提供溫馨、舒適的辦公及生活環境。本集團於卡撒天嬌數智生態園設有自行管理的員工宿舍及飯堂，為其僱員提供良好休息空間及健康餐飲。

我們為前線銷售員及物流人員提供《內部職業安全及健康指引》，教導同事於工作場所的安全常識及避免意外發生方法。當中亦有教授職業受傷的處理程序。此外，本集團亦為僱員投購工傷保險，確保僱員因工作受傷或生病時得到妥善的醫療和經濟支援，藉以促進僱員福利並履行企業社會責任。回顧期內，與物流員工搬運重物有關的工傷損失工作日數為90人天（2023年：101.5人天）。我們已提供包括手推車等設備幫助員工搬運重物，並鼓勵員工注意相關的職業安全信息。倘對如何安全地執行工作有任何疑問，可向人力資源部門經理查詢。截至2024年12月31日、2023年12月31日及2022年12月31日止年度，均無因工死亡事故。

B3: DEVELOPMENT AND TRAINING

The Group cares about the development of its employees and expects to promote its business growth by unleashing the development potential of their talents. The internal training policies of the Group have been formulated with the aim of improving the staff's personal skills and bringing out their best value for the development of the Company.

The human resources department of the Group provides the new recruits with a unified induction training covering our corporate culture and development direction, while the relevant departments provide them with trainings required for their respective positions. The Group also organizes various types of trainings for all staffs every year to enhance the interaction among employees from different departments. The Group has strengthened the trainings in sales skills, market information and product technology for frontline sales personnel so as to assist them to deliver quality services to customers. The Group also provides educational subsidy for non-frontline staff to encourage them to participate in job related external training programs so as to enhance their own value and working skills. During the Review Period, the Group also distributed training materials to employees to study on their own for flexibility.

Percentage of staff trained by gender

	2024 2024 年		2023 2023 年	
	Percentage of staff trained ⁽¹⁾ 受訓員工百分比 ⁽¹⁾	Average training hours 平均培訓時數	Percentage of staff trained ⁽¹⁾ 受訓員工百分比 ⁽¹⁾	Average training hours 平均培訓時數
Female 女性	147%	2.6	129%	2.8
Male 男性	115%	3.2	125%	2.8
Total 總數	140%	2.7	128%	2.8

Note:

- (1) The percentage of staff trained is calculated based on the average number of staff in each gender. During the Review Period, some of the staff who received training had resigned from subsidiaries of the Group resulting in a training ratio of more than 100%.

B3：發展及培訓

本集團注重僱員發展，藉著激發人才的發展潛力，期望促進本集團業務發展。本集團已制訂內部培訓政策，旨在提升員工的個人工作技能，全面發揮員工對於本公司發展的價值。

本集團人力資源部為新入職員工提供統一的關於企業文化及發展方針等方面的入職培訓，並由相關部門提供相應崗位所需的培訓。本集團每年亦為全體員工進行各種類別的培訓，以提升各部門僱員之間的互動。本集團加強前線銷售人員的銷售技巧、市場資訊及產品技術等培訓，協助彼等為客戶提供優質服務。本集團亦為非前線員工提供教育津貼，鼓勵員工參加與工作相關的外部培訓計劃，提升自我價值及工作技能。回顧期內，本集團亦向僱員發放培訓教材，供員工靈活學習。

員工按性別受訓百分比

附註：

- (1) 受訓員工百分比乃根據每個性別的平均員工人數計算。回顧期內，部分已接受培訓的員工從本集團的附屬公司離職，導致受訓百分比超過100%。

Percentage of staff trained by grade

員工按職級受訓百分比

	2024 2024 年		2023 2023 年	
	Percentage of staff trained ⁽¹⁾ 受訓員工百分比 ⁽¹⁾	Average training hours 平均培訓時數	Percentage of staff trained ⁽¹⁾ 受訓員工百分比 ⁽¹⁾	Average training hours 平均培訓時數
Directors and Management 董事及管理層	105%	3.5	95%	2.4
Supervisors to Managers 主任至經理	89%	4.1	96%	3.3
General Staff 一般員工	147%	2.6	133%	2.8
Total 總數	140%	2.7	128%	2.8

Note:

附註：

(1) The percentage of staff trained is calculated based on the average number of staff in each grade. During the Review Period, some of the staff who received training had resigned from subsidiaries of the Group resulting in a training ratio of more than 100%.

(1) 受訓員工百分比乃根據每個職級的平均員工人數計算。回顧期內，部分已接受培訓的員工從本集團的附屬公司離職，導致受訓百分比超過 100%。

Every newly appointed Director of the Company will be given a set of induction materials to ensure that he/she will have an appropriate understanding of the Group's business and the directors' duties (in accordance with the Listing Rules and the relevant statutory and regulatory requirements). The Company regularly updates the Directors with the Group's business performance and development. The Group also organizes an annual training provided by its legal adviser for all Directors and provides information about the latest requirements under the Listing Rules to the Directors by email from time to time so that the Directors continuously receive the latest information of the development of the Listing Rules and related regulations to ensure the compliance with the listing requirements and enhance their sense of good corporate governance practices. In addition, the Group encourages all Directors to participate in other continuous professional development courses and seminars to develop and update their knowledge and skills.

本公司每位新任董事均會獲得一套就任須知，以確保彼對本集團的業務及董事職責（根據上市規則及相關法定及監管規定）有適當了解。此外，本公司定期向董事提供關於本集團業務表現及發展之最新資料，本集團亦每年舉行一次由法律顧問向全體董事提供的培訓，並不時以電郵向董事發出上市規則項下的最新規定，以便董事持續獲得有關上市規則及相關法規發展的更新資料，以確保符合上市規定，並加強彼等對良好企業管治常規的認知。除此之外，本集團鼓勵所有董事參加其他持續專業發展課程及研討會，以發展及更新彼等的知識及技能。

B4: LABOUR STANDARDS

The operation units of the Group are located in Mainland China and Hong Kong, thus the Group's staff recruitment and employment standards are implemented in strict compliance with the Prohibition of Using Child Labour of the PRC and the Employment of Children Regulations of Hong Kong. The Group maintains a stringent recruitment system and process to avoid the employment of child and forced labour. Casablanca Huizhou and Casablanca Shenzhen will not recruit job applicants under the age of 18; the internal policies of Casablanca Hong Kong expressly state that children under the age of 15 will not be employed. During the Review Period, the Group did not violate any of the regulations as mentioned above.

OPERATING PRACTICES

B5: SUPPLY CHAIN MANAGEMENT

As a leading brand for bedding products in the Greater China Region for over thirty years, the design and quality of the Group's products have been well-received by consumers. The Group attaches great importance to risk management of product quality and the compliance of products.

The Group has developed long-term and good relationships with a number of suppliers to maintain stable supply of raw materials and outsourced products with good qualities. We carefully select our suppliers for all kinds of finished products, raw materials, auxiliary ingredients and packaging materials, and require them to satisfy certain criteria including track record, experience, reputation, ability to produce high-quality products and effectiveness of quality control in order to ensure that our suppliers possess our commitments to quality and ethics. In addition, we also require suppliers to confirm that their environmental and social policies comply with the relevant local regulations and there is no damage to the environment or employment of illegal labour. The Group conducts annual on-site or remote evaluations of all suppliers, removing those failing to meet partnership criteria from the approved supplier registry. The Group has formulated the Control Procedures of Supplier Management for internal use. On top of ensuring adequate qualifications of the suppliers, the supplies of suppliers will also be subject to sampling inspection and evaluation for quality carried out by the production materials control department. In case of a significant change in supplier qualification or serious quality issue, the Group may suspend supplies of the supplier in question immediately to ensure the quality of the products of the Group.

B4：勞工準則

本集團營運單位設於中國內地及香港，故本集團的員工招聘及僱傭標準均嚴格遵照中國《禁止使用童工規定》及香港《僱用兒童規例》執行。本集團設有嚴謹的招聘制度及流程，以防止聘用童工及強迫勞工個案的發生。卡撒惠州及卡撒深圳均不會招聘未滿18歲的應聘者；卡撒香港內部政策列明禁止僱用未滿15歲的兒童。回顧期內，本集團未出現違反上述法規之情形。

營運慣例

B5：供應鏈管理

作為擁有超過三十年歷史的大中華地區床上用品領導品牌，本集團的產品設計及質素一直深受消費者歡迎。本集團非常注重產品質素的風險管理以及產品的合規性。

本集團與多名供應商建立長期及良好的關係，以維持穩定的優質原材料及外購品供應。我們慎選所有製成品、原材料、輔料及包裝物材的供應商，並要求彼等符合若干準則（包括往績記錄、經驗、信譽、生產優質產品的能力及質素控制的有效性），從而確保供應商對品質的承諾和操守與我們一樣。另外，我們亦要求各供應商確認其環保及社會政策符合當地相關法規，不存在破壞環境及僱用非法勞工等情況。本集團每年會對所有供應商進行現場或線上評估，將未達合作標準的供應商自合資格供應商名錄中除名。本集團已制訂供內部使用的《供應商管理控制程序》，除了確保供應商符合充足資格，生產物料控制部門亦對供應商的供貨質素抽查和評估。本集團如發現供應商資格有重大變動或出現嚴重質素問題，將立即停止該供應商供應有問題貨品，確保本集團產品質素。

During the Review Period, the Group purchased finished products, raw materials, auxiliary ingredients and packaging materials from 78 suppliers in total and all suppliers were subject to the practices described above. The geographical distribution of suppliers of finished products, raw materials, auxiliary ingredients and packaging materials is as follows:

回顧期內，本集團共向78間供應商採購製成品、原材料、輔料及包裝材料，全體供應商均已奉行上述慣例。製成品、原材料、輔料及包裝材料供應商之地區分佈如下：

	2024 2024 年	2023 2023 年
Hong Kong 香港	2	2
Southern China ⁽¹⁾ 華南 ⁽¹⁾	39	41
Eastern China ⁽²⁾ 華東 ⁽²⁾	33	43
Other regions in Mainland China 中國內地其他地區	1	0
Overseas 海外	3	5
Total 總數	78	91

Notes:

- (1) "Southern China" includes Guangxi, Guangdong and Hainan.
- (2) "Eastern China" includes Shanghai, Jiangsu, Zhejiang, Anhui, Shandong, Jiangxi and Fujian.

附註：

- (1) 「華南」包括廣西、廣東及海南。
- (2) 「華東」包括上海、江蘇、浙江、安徽、山東、江西及福建。

B6: PRODUCT RESPONSIBILITY

The Group is committed to offering a broad and diverse range of innovative, value-for-money and good-quality bedding products with our various brands to our customers. As we understand that the users spend approximately one-third of a day on our bedding products every day, the Group has been ensuring the excellent quality and safety of our products in its best endeavours. With the Company's consistent strict product quality control during the production process, our products enjoy a high reputation in the market. From the purchasing of raw materials to the inspection and shipping of the finished products, Casablanca Huizhou comprehensively controls and strictly inspects the product quality by following the relevant internal processes and guidelines, including:

- Operation Instruction for Fabrics Inspection
- Operation Instruction for Auxiliary Ingredients Inspection
- Handling Process for Exceptional Quality of Purchased Materials
- Handling Instruction for Unqualified Auxiliary Ingredients
- Operation Instruction for Inspection during the Production Process
- Handling Process for Exceptional Quality during the Production Process
- Operation Instruction for Inspection of Finished Products
- Instruction for Delivery Inspection of Finished Products
- Instruction for Reworking and Repairing of Unqualified Products
- Control Procedures for Unqualified Products
- Production Process Management Procedures
- Production Protection Control Procedures
- Corrective Measures Control Procedures

B6：產品責任

本集團致力憑藉旗下多個品牌為客戶提供各種各樣有創意及性價比高的優質床上用品。我們明白使用者每日約有三分一時間使用我們的床上用品，所以本集團一直致力於確保產品質素優秀及安全無害。在生產過程中，本公司堅持嚴格的產品質量控制，產品一直在市場上贏得良好的口碑。卡撒惠州由原材料購入開始，到製成品檢驗及運送，對產品品質全方位控制及嚴格檢測，其中已遵照相關內部流程及指引，包括：

- 《布料檢驗作業指導書》
- 《輔料檢驗作業指導書》
- 《進料品質異常處理流程》
- 《不合格輔料處理指導書》
- 《制程檢驗作業指導書》
- 《制程品質異常處理流程》
- 《成品檢驗作業指導書》
- 《成品出貨檢驗指導書》
- 《不合格品返工／返修指導書》
- 《不合格品控制程序》
- 《生產過程管理程序》
- 《產品防護控制程序》
- 《糾正措施控制程序》

The product quality control of the Group is conducted mainly based on the relevant requirements of the ISO 9001 quality management system and was awarded with ISO 14001 certification regarding quality management system. The Group would take remedial measures for product complaints as soon as practicable and conduct in-depth investigation to identify the problems with an aim of formulating preventive measures and improving customer satisfaction level. The Group will set up a designated product recall team, if necessary, to investigate and perform quality and safety checks for potential recall products. Besides, the Group regularly collects feedback from customers on product quality and after-sales service, and organises the distribution of "Customer Opinion Questionnaire" once every half a year to analyse customer satisfaction and correct any deficiencies in order to satisfy customers as much as possible. During the Review Period, Casablanca Huizhou abided by the Product Quality Law of the People's Republic of China and there was no material recall of products arising from product quality, safety or health issues.

The Group complies with the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Sales of Goods Ordinance and the Trade Descriptions Ordinance of Hong Kong during sales of products in Mainland China and Hong Kong respectively. The Group understands that consumers' purchase decisions greatly depend on advertisements and product labels. Therefore, we strictly comply with the guidelines of relevant provisions when creating advertising contents, wordings for promotions and product labels.

本集團的產品質量控制主要根據ISO 9001質量管理體系的相關要求執行，並已獲得ISO 14001質量管理體系認證。本集團會在盡快可行情況下對產品投訴作出彌補行動，並進行深入調查以識別問題，旨在制定預防措施，改善顧客滿意度。如有需要，本集團將成立特定產品召回小組，並對有可能需召回的產品進行調查及品質安全檢查。此外，本集團定期收集客戶對產品品質及售後服務的回饋意見，每半年組織派發一次《顧客意見問卷調查》，從中分析客戶滿意度，糾正任何不足，盡可能滿足客戶要求。回顧期內，卡撒惠州遵循《中華人民共和國產品質量法》，並未出現因產品質量、安全或健康理由而須大量召回產品之情形。

本集團在中國內地及香港銷售產品時分別遵守《中華人民共和國消費者權益保護法》及香港《貨品售賣條例》和《商品說明條例》。本集團明白消費者在作出購買決定很大程度取決於廣告及產品標籤，因此，我們在製作廣告內容、宣傳字眼及產品標籤時，均嚴格遵守相關規定的指引。

In order to improve service quality, the Group has formulated the Customer Complaint Handling Process for internal reference and established the customer service department to handle general inquiries and complaints, and to provide customers with explanations and answers patiently. In case of product complaints, investigations will be carried out immediately and handled properly. The Group keeps records of the reasons for customer calls in detail, which will be used for future review to improve product quality, label or description in leaflets. During the Review Period, the statistics of product quality complaints received by the customer service hotline are as follows:

為提高服務質素，本集團已制訂《客戶投訴處理流程》供內部參考，並設有客戶服務部處理一般查詢與投訴，耐心地向顧客提供解釋與答覆，如遇產品投訴情況，本集團將立即調查和妥善處理。本集團詳細記錄顧客來電的因由，以便日後檢討改良產品品質、標籤或說明單張內容。於回顧期內，本集團客戶服務熱線接到有關產品質量的投訴統計如下：

	2024 2024 年	2023 2023 年
No. of products sold during the year ⁽¹⁾ 全年售出產品數量 ⁽¹⁾	About 986,000 pieces 約 986,000 件	About 1,669,000 pieces 約 1,669,000 件
No. of complaints about product quality 產品質量投訴數量	267 pieces 267 件	732 pieces 732 件
% of products with quality complaints over no. of products sold during the year 產品質量投訴佔全年售出產品百分比	0.027%	0.044%

Note:

- (1) During the Review Period, the significant decrease in no. of products sold was mainly attributable to the decline in overall sales and less other products being sold through livestream sales activities as compared to 2023.

附註：

- (1) 回顧期內，售出產品數量大幅減少，主要是由於整體銷售額較2023年減少及經直播銷售活動售出的其他產品減少。

Casablanca Hong Kong stays connected with our retail customers by maintaining a database of VIP members to have ongoing communications with them and offers special benefits such as favourable prices and priority sales to them. Casablanca Hong Kong works diligently to protect the personal data of customers by keeping and using the personal information provided by consumers when joining the membership programme “Casa Club” in accordance with the laws and the Personal Data (Privacy) Ordinance of Hong Kong.

卡撒香港透過建立VIP會員數據庫與零售客戶保持聯繫，與彼等持續溝通，並為彼等提供優惠價格及優先選購活動等特別福利。卡撒香港根據香港法例及《個人資料（私隱）條例》保存及使用消費者加入「Casa Club」會員計劃時提供的個人資料，以致力保護客戶的個人資料。

In addition to the self-operated POS, the Group also sells its products to end customers through distributors in Mainland China and Macau. We regard our distributors as business partners and share views for upholding the brand value and customer services, especially in focusing on attracting and retaining customers in order to drive sales growth. We require our distributors to comply with our retail policies, including but not limited to unified product retail selling price, standard store images and promotional activities.

除自營網點外，本集團亦透過中國內地及澳門的分銷商向終端客戶銷售產品。我們與分銷商的合作關係猶如業務夥伴，彼此之間在維持品牌價值及客戶服務方面（尤其是專注於吸引及挽留顧客，以促進銷售增長）有著共同的觀點。我們要求分銷商遵守我們的零售政策，包括但不限於統一產品零售價格、標準店鋪形象及宣傳活動。

In order to protect the rights and interests of the Group, we have applied for trademark registrations and product patents in Hong Kong and Mainland China to safeguard the Group's intellectual properties. The Guidelines for Monitoring and Protection of Intellectual Property has been formulated by Casablanca Hong Kong internally to list out the details of the measures and requirements of Casablanca Hong Kong in monitoring and protecting the intellectual properties of the Group. In addition, the Group will require suppliers, customers and collaborating parties to sign confidentiality agreements to protect the Group's business secrets.

為保障本集團權益，我們在香港及中國內地均有申請商標註冊及產品專利，以維護本集團的知識產權。卡撒香港內部制訂的《監察及保護知識產權指引》詳列卡撒香港在監察及保護本集團的知識產權的措施及要求。另外，本集團亦會要求供應商、客戶及合作單位簽訂《保密協議書》，以保護本集團商業機密。

The products of the Group during the Review Period have been widely recognised by the community. The awards obtained by the Group in 2024 included:

在回顧期內，本集團產品得到各界的認同。本集團於2024年榮獲的獎項包括：

Organiser 主辦機構	Awards/Recognitions 獎項／認證
Hong Kong Q-Mark Council 香港優質標誌局	Hong Kong Q-Mark Product Scheme; and Hong Kong Q-Mark Service (Cyan) Scheme 香港Q嘜優質產品計劃；及香港Q嘜優質服務（藍金）計劃
Cotton Incorporated	"Seal of Cotton™" trademark; and "Cotton LEADS SM " label (programme ended on 31 March 2024) 「Seal of Cotton™」商標；及 「Cotton LEADS SM 」標籤（計劃於2024年3月31日結束）
Cotton Incorporated	Supply Chain Partner Award
Hong Kong Brand Development Council 香港品牌發展局	Hong Kong Premier Brand and Hong Kong top Brand Label 香港卓越名牌及香港名牌標籤
Hong Kong Tourism Board 香港旅遊發展局	Quality Tourism Services (QTS) Scheme; and logo for QTS Scheme merchants that have been accredited for 15-19 consecutive years 「優質旅遊服務」計劃；及連續15-19年榮獲 「優質旅遊服務」計劃認可優質商戶標籤

B7: ANTI-CORRUPTION

The Group strictly complies with the Prevention of Bribery Ordinance of Hong Kong and the articles regarding bribery as published in Law Against Unfair Competition of the People's Republic of China. Pursuant to the requirements of the relevant rules of the Group, employees shall not obtain or accept any benefits under all circumstances and shall avoid malpractices for private gain or not provide benefits to anyone so as to be self-benefited or privileged in the course of business. If a suspected crime is committed by a staff member, the Group will timely report to the relevant authorities and take internal disciplinary actions. During the Review Period, the Group maintained zero legal case related to corrupt practices.

The Company provided all Directors as well as the management with a training about anti-corruption by the Independent Commission Against Corruption during (the "ICAC") in 2021 and updated anti-corruption materials of the ICAC and other organisations during the Review Period. The Company will invite the ICAC to provide updated trainings to Directors and the management of the Company from time to time.

The Company has established a whistle-blowing policy for employees and those who deal with the Company, including customers and suppliers, to raise concerns, in confidence and anonymity, (1) first to the management and then to the Audit Committee, if dissatisfied with the process handled by the management; or (2) direct to the Audit Committee, if deemed appropriate, about possible improprieties in any matter related to the Company. The management are required to refer serious cases to the Audit Committee for handling in order to ensure that proper arrangements are in place for fair and independent investigations of the matters. Confidentiality of whistle-blower is assured and any employee reporting any misconduct with the truth will not be discriminated or punished.

With integrity and innovation as the core element of the Company's corporate culture, all employees of the Company are required to abide by the code of conduct of the Company, which strictly prohibits any form of corruptions, crimes or other immoral events that are detrimental to the Group or illegal and requires employees to declare any conflict of interests on business and work-related situations if arisen. Incidents and allegations or suspicions of fraud will be assessed and investigated by the management and would be escalated to the Audit Committee, where appropriate.

B7：反貪污

本集團嚴格遵守香港《防止賄賂條例》及載於《中華人民共和國反不正當競爭法》中有關賄賂之條例。根據本集團有關規則規定，僱員在任何情況下均不得索取或接受任何利益，應避免在業務上作出徇私行為，亦不能向任何人提供利益，從而在業務過程中有得益或獲得方便。對於涉嫌犯罪的員工，本集團將及時向有關當局舉報並予以內部紀律處分。回顧期內，本集團維持零宗與貪污行為相關的訴訟案件。

本公司於2021年為董事及管理層安排由廉政公署提供的反貪污培訓，並於回顧期內提供來自廉政公署及其他機構的最新反貪污資料。本公司將不時邀請廉政公署向董事及本公司管理層提供最新培訓。

本公司已為僱員和與本公司有往來者（包括客戶和供應商）制訂舉報政策，讓其以保密和匿名的方式，(1)先向管理層並（倘對管理層的處理程序不滿）再向審核委員會；或(2)直接向審核委員會（倘被視為合適），就與本公司有關的任何事項中可能存在的不當行為提出質疑。管理層必須將嚴重個案轉介予審核委員會處理，以確保就有關事項作出適當安排以作公平及獨立調查。舉報者身份保證得到保密，任何僱員不會因出於如實舉報任何違規行為而遭到歧視或處罰。

誠信和創新是本公司企業文化的核心要素。因此，本公司要求全體僱員遵守本公司的行為準則，嚴禁任何形式的貪污、犯罪或其他有損本集團利益的不道德行為或非法行為，並要求僱員申報在業務和工作相關情況下可能出現的任何利益衝突。違規事件和指控或嫌疑將由管理層進行評估和調查，並於需要時上報予審核委員會。

While the Company does not have an internal audit function, it has appointed SHINEWING Risk Services Limited (“SHINEWING”) to carry out the internal audit function such as the analysis and independent appraisal of the adequacy and effectiveness of the Group’s risk management and internal control systems covering financial, operational and legal compliance controls. For the Review Period, the Audit Committee had a meeting with SHINEWING to review findings on the Group’s risk management and internal control systems and respective corrective actions done on an on-going basis. The Board, through its review and the reviews by Audit Committee, concluded that the Group’s risk management (including ESG risks) and internal control systems were adequate and effective and the Company had complied with the code provisions on risk management and internal control of the code provisions of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, which the Company adopted as its own code of corporate governance, during the Review Period.

COMMUNITY

B8: COMMUNITY INVESTMENT

Since the commencement of its operation, the Group has been well aware of the importance of making contribution to the community and sharing the returns with the community where it rooted for success of a corporation. The Group has formulated the Rules for Charitable Donation and Events of the Group internally to set out the manners and processes of supporting community activities or charitable organizations. The Group supports various charitable activities mainly in forms of donation of money or products with focuses on the children, the elderly and sick people.

The Group’s efforts in corporate social responsibility during the Review Period have been recognised by various organisations, including:

Organization 機構	Recognition 嘉許
The Hong Kong Council of Social Service 香港社會服務聯會	Caring Company 商界展關懷
Hong Kong Labour Department 香港勞工處	Good employer charter 2024 好僱主約章 2024

本公司概無內部審計部門，並已委任信永方略風險管理有限公司（「信永方略」）進行內部審計職能，例如分析及獨立評估本集團的風險管理及內部監控制度的充分性和有效性，該等制度涵蓋財務、營運和法律合規。於回顧期內，審核委員會與信永方略舉行會議，審查本集團風險管理及內部監控制度的調查結果及持續採取的相應糾正措施。董事會透過其審查及審核委員會的審查，得出結論認為，本集團的風險管理（包括ESG風險）及內部監控制度充分而有效，且本公司於回顧期內已遵守上市規則附錄C1所載的企業管治守則（本公司採納作為其本身的企業管治守則）有關風險管理及內部監控的守則條文。

社區

B8：社區投資

本集團從開業初期發展至今，一直深明貢獻社區的重要性，與業務植根之社區分享經營成果，促進企業成功。本集團內部制訂《集團慈善捐贈及活動管理制度》，當中列明支持社區活動或慈善團體的形式及流程。本集團主要以捐款或產品捐贈的形式支持各類慈善活動，而捐獻對象主要包括兒童、長者及病患人士。

本集團在回顧期內就企業社會責任的付出獲得到各大機構的認同，包括：

During the Review Period, the Group has participated in the following charitable activities:

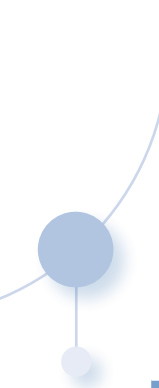
回顧期內，本集團參與以下慈善活動：

Beneficiary 受惠機構	Form/Name of activity 活動形式／名稱	Month 月份	Details 詳情
Hong Kong Saving Cat and Dog Association 香港拯救貓狗協會	Donation 捐款	8/2024	For each set of designated products sold on the Group's eShop (the Group's official online store in Hong Kong), the Group donated HK\$10 to Hong Kong Saving Cat and Dog Association to foster a compassionate and sustainable community for our furry companions. 消費者於本集團的eShop(本集團香港官方網店)上購買指定產品套裝，本集團就每售出一套產品捐出港幣10元予香港拯救貓狗協會，為毛孩構建充滿愛心和可持續發展的社區。
Social Welfare Department 社會福利署	"Senior Citizen Card Scheme" 30th Anniversary Concession Week 「長者咭計劃」三十周年優惠周	9/2024	The Group actively participated in the "Senior Citizen Card Scheme" 30th Anniversary celebration organized by the Social Welfare Department to provide exclusive benefits to seniors, showing our commitment to caring for and supporting the elderly in the community. 本集團積極參與社會福利署舉辦的「長者咭計劃」三十周年慶祝活動，為長者提供專屬福利，展現本集團對社區內長者的關懷與支援。
Hong Kong Breast Cancer Foundation 香港乳癌基金會	"In LOVE with PINK" Charity Sale 「In LOVE with PINK」慈善推廣	10/2024	The Group carefully selected a series of pink bedding as designated products for sale, and the proceeds obtained after deducting costs were donated to the Hong Kong Breast Cancer Foundation to support the promotion of breast health in the community. 本集團精心挑選了一系列粉紅色床品作為指定銷售產品，所得收益經扣除成本後捐贈予香港乳癌基金會，支持在社區推廣乳房健康。
Orbis 奧比斯	Donation 捐款	10/2024	For each set of designated products sold on the Group's eShop (the Group's official online store in Hong Kong), the Group donated HK\$30 to Orbis's "Darkness to Go" campaign to support its work for visually-impaired in poor areas. 消費者於本集團的eShop(本集團香港官方網店)上購買指定產品套裝，本集團就每售出一套產品捐出港幣30元予奧比斯的「買走黑暗」活動，支援其於貧窮地區的救盲工作。

APPENDIX I: DATA SUMMARY

附錄一：數據摘要

Environmental Indicators 環境指標		
Pollutant 污染物	2024 2024 年	2023 2023 年
Total Wastewater Discharge (m ³) 廢水總排放量 (立方米)	19,768	23,766
Chemical Oxygen Demand (COD) (mg/Litre) 化學需氧量 (COD) (毫克/升)	109	66
Five-day Biochemical Oxygen Demand (BOD5) (mg/Litre) 五天生化需氧量 (BOD5) (毫克/升)	26.3	20.4
Suspended Substance (SS) (mg/Litre) 懸浮物質 (SS) (毫克/升)	86	30
Oily fume(mg/m ³) 油煙 (毫克/立方米)	1.1	0.8
Noise level (dB(A)) 噪音水平 (分貝 (A))	57	61
GHG Emissions 溫室氣體排放	2024 2024 年	2023 2023 年
Scope 1 – Direct GHG Emission (tonnes CO ₂ equivalent) 範圍 1 – 直接溫室氣體排放 (二氧化碳當量，以公噸計)	78.60	83.03
Scope 2 – Indirect GHG Emission (tonnes CO ₂ equivalent) 範圍 2 – 間接溫室氣體排放 (二氧化碳當量，以公噸計)	586.12	670.84
Scope 3 – Other Indirect GHG Emission (tonnes CO ₂ equivalent) 範圍 3 – 其他間接溫室氣體排放 (二氧化碳當量，以公噸計)	16.36	12.06
Total GHG Emissions (tonnes CO ₂ equivalent) 溫室氣體總排放量 (二氧化碳當量，以公噸計)	681.08	765.93
Total GHG emission per number of products sold during the year (tonnes CO ₂ equivalent) 全年每件售出產品的溫室氣體總排放量 (二氧化碳當量，以公噸計)	0.0007	0.0005
Waste 廢物	2024 2024 年	2023 2023 年
Total Non-hazardous Waste (tonnes) 無害廢物總量 (公噸)	18	70
Total Hazardous Waste (tonnes) 有害廢物總量 (公噸)	0.15	0.10



Resources Consumption 資源消耗	2024 2024 年	2023 2023 年
Electricity (kWh) 電力 (千瓦時)	1,148,816	1,253,826
Consumption intensity (kWh/HK\$ million revenue) 消耗強度 (千瓦時／港幣百萬元收入)	4,649.99	4,423.87
Water (m ³) 水 (立方米)	20,026	21,617
Consumption intensity (m ³ /HK\$ million revenue) 消耗強度 (立方米／港幣百萬元收入)	81.06	76.09
Natural Gas (m ³) 天然氣 (立方米)	22,866	21,825
Consumption intensity (m ³ /HK\$ million revenue) 消耗強度 (立方米／港幣百萬元收入)	92.55	76.82
Petroleum (Litre) 石油 (升)	10,735	13,319
Consumption intensity (Litre/HK\$ million revenue) 消耗強度 (升／港幣百萬元收入)	43.45	46.88

Packaging Materials Consumption 包裝材料消耗	2024 2024 年	2023 2023 年
Paper card for product description (tonnes) 產品說明底卡 (公噸)	8.00	11.28
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.01	0.03
Paper card for packaging support (tonnes) 產品包裝支撐線卡 (公噸)	28.02	30.00
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.07	0.05
PE packaging material for duvets & pillows (tonnes) PE 包裝物料 (被芯和枕頭) (公噸)	4.45	4.80
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.02	0.02
PVC packaging material for bedding sets (tonnes) PVC 包裝物料 (床上用品) (公噸)	10.17	11.61
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.03	0.03
Non-Woven fabric (tonnes) 不織布 (公噸)	27.63	30.00
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.07	0.11
Paper gift box (tonnes) 紙禮盒 (公噸)	10.57	11.00
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.44	0.13
Plastic bag with logo (tonnes) 商標塑料袋 (公噸)	1.90	2.00
Consumption intensity (consumption/production units, in kg) 消耗強度 (消耗量/生產單位, 以千克計)	0.01	0.04

Social Indicators 社會指標		
Number of Employees 僱員數目	2024 2024 年	2023 2023 年
Total 總數	532	531
By Gender 按性別		
Female 女性	408	412
Male 男性	124	119
By Region 按地區		
Mainland China 中國內地	375	377
Hong Kong 香港	157	154
By Age Group 按年齡組別		
Aged 29 or below 29 歲或以下	41	47
Aged 30 – 39 30-39 歲	105	108
Aged 40 – 49 40-49 歲	185	187
Aged 50 or above 50 歲或以上	201	189
By Function 按職能		
Management 管理層	11	12
Administration, Human Resources and Information, Technology 行政、人力資源及資訊科技	27	25
Sales and Customer Services 銷售及客戶服務	265	265
Procurement and Logistics 採購及物流	42	42
Production 生產	138	147
Marketing 市場推廣	16	8
Design 設計	14	14
Finance and Accounting 財務及會計	19	18

Employee Turnover Rate 僱員流失率	2024 2024 年	2023 2023 年
Total 總數	39.0%	54.1%
By Gender 按性別		
Male 男性	62.6%	85.5%
Female 女性	32.0%	44.3%
By Region 按地區		
Mainland China 中國內地	44.4%	65.6%
Hong Kong 香港	25.7%	26.7%
By Age Group 按年齡組別		
Aged 29 or below 29 歲或以下	104.6%	164.5%
Aged 30 – 39 30-39 歲	46.0%	62.6%
Aged 40 – 49 40-49 歲	28.5%	33.3%
Aged 50 or above 50 歲或以上	30.3%	37.6%
By Function 按職能		
Management 管理層	8.7%	38.5%
Administration, Human Resources and Information Technology 行政、人力資源及資訊科技	46.2%	67.8%
Sales and Customer Services 銷售及客戶服務	30.6%	39.9%
Procurement and Logistics 採購及物流	16.7%	52.4%
Production 生產	60.4%	72.7%
Marketing 市場推廣	116.7%	136.4%
Design 設計	42.9%	95.7%
Finance and Accounting 財務及會計	0.0%	21.1%

Average Hours of Training per Employee and Percentage of Employees Who Received Training 每位僱員平均受訓時數及受訓僱員百分比	2024 2024 年	2023 2023 年
Total 總數	2.7(140%)	2.8(128%)
By Gender 按性別		
Female 女性	2.6(147%)	2.8(129%)
Male 男性	3.2(115%)	2.8(125%)
By Employee Grade 按僱員職級		
Directors and Management 董事及管理層	3.5(105%)	2.4(95%)
Supervisors to Managers 主任至經理	4.1(89%)	3.3(96%)
General Staff 一般員工	2.6 (147%)	2.8(133%)
Workplace Health and Safety 工作場所健康與安全	2024 2024 年	2023 2023 年
Number of Work-related Fatalities 因工死亡人數	0	0
Number of Work-related Injuries 因工受傷人數	4	2
Lost Man-days due to Work Injury 因工傷損失工作人天數	90.0	101.5
Locations of Major Suppliers¹ 主要供應商所在地 ¹	2024 2024 年	2023 2023 年
Hong Kong 香港	2	2
Southern China 華南	39	41
Eastern China 華東	33	43
Other regions in Mainland China 中國內地其他地區	1	0
Overseas 海外	3	5
Total 總數	78	91

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