

Environmental, Social and Governance 管治報告 Report




CARRY
WEALTH HOLDINGS LIMITED
恒富控股有限公司

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 643)

2024

The background is an abstract composition of flowing, wavy lines in various shades of green and yellow, creating a sense of movement and depth. On the right side, there is a large, white, semi-circular graphic element that resembles a stylized 'C' or a partial circle. Inside this graphic, there are several concentric, dotted lines and a dashed line, suggesting a focus or a specific area of interest.

We **Carry** quality
apparel with
a **Wealth** of
Human Resources

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ABOUT THIS REPORT

Carry Wealth Holdings Limited and its subsidiaries (the “Group”) have been pursuing excellence in environmental protection, social responsibility, and corporate governance. The Board of Directors (the “Board”) believes that a sound environmental, social and governance structure is vital for the sustainable development of the Group. The Environmental, Social and Governance (“ESG”) Report highlights the Group’s performance on various aspects on environmental and social issues for the year ended 31 December 2024. Corporate governance is addressed separately in the Group’s 2024 annual report. This Report has been prepared in accordance with the ESG Reporting Guide as set out in Appendix C2 to the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The Board has overall responsibility for the Group’s ESG strategy. The Board is responsible for ensuring that there are appropriate and effective risk management and internal control systems to mitigate ESG related risks to meet stakeholders’ needs and expectations. The Board commits to be a responsible corporation and maintain the highest standard on environmental and social practices.

Reporting Principles

During the preparation of this ESG report, the Group has applied the reporting principles stipulated in the ESG Reporting Guide as follows:

- **“Materiality”** – A materiality assessment was conducted to identify material issues during the reporting period, thereby adopting the confirmed material issues as the focus for the preparation of this ESG Report. The materiality of issues was reviewed and confirmed by the Board. Please refer to the sections headed “Stakeholder Engagement” for further details.
- **“Quantitative”** – Supplementary notes are added along with quantitative data disclosed in this ESG Report to explain any standards, methodologies, and source of conversion factors used during the calculation of environmental KPI.
- **“Balance”** – This Report aims to provide a holistic and fair view of the sustainability performance of the Group and has not omitted any information related to material ESG topics.

關於本報告

恒富控股有限公司及其附屬公司(「本集團」)一直致力追求卓越之環境保護、社會責任及企業管治。董事會(「董事會」)相信一個健全之環境、社會及管治架構對本集團之可持續發展至關重要。本環境、社會及管治(「環境、社會及管治」)報告重點載述本集團截至二零二四年十二月三十一日止年度於環境及社會事宜各層面之表現。企業管治乃於本集團之二零二四年年報獨立載述。本報告依據香港聯合交易所有限公司(「聯交所」)主板證券上市規則附錄C2所載的環境、社會及管治報告指引編製。

董事會對本集團之環境、社會及管治策略承擔整體責任。董事會負責確保設立合適及有效之風險管理及內部監控系統，從而降低環境、社會及管治相關風險，以達致持份者之需求及期望。董事會致力成為負責任之企業並於環境及社會常規方面維持最高水準。

報告原則

於編製本環境、社會及管治報告時，本集團已應用環境、社會及管治報告指引所訂明的報告原則如下：

- **「重要性」** – 於報告期間進行了重要性評估，以識別重要議題，從而採納已確認的重要議題作為編製本環境、社會及管治報告的重點。董事會已審閱及確認議題的重要性。有關進一步詳情，請參閱「持份者參與」一節。
- **「量化」** – 於本環境、社會及管治報告中披露定量資料的同時，亦增加補充說明，以解釋計算環境關鍵績效指標時所用的任何標準、方法及轉換系數的來源。
- **「平衡」** – 本報告旨在對本集團的可持續發展表現提供全面和公平的看法，並沒有遺漏任何與重大環境、社會及管治主題相關的信息。

- “Consistency” – The approach adopted for the preparation of this ESG Report was substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.

Forward-looking Statement

This ESG Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it operates. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes may differ from the assumptions made and the statements contained in this ESG Report.

Confirmation and Approval

This ESG Report was endorsed by the ESG Management Team (the “Management Team”) and approved by the Board of the Group.

Contact Us

Your feedback is valuable to our continuous improvement, and we welcome any comments and suggestions you may have on this report or our future ESG strategy in general. Please share any comments or suggestions regarding the Group’s ESG performance at admin.cwh@carrywealth.com.

- 「一致性」—編製本環境、社會及管治報告所採納的方法與去年基本一致，並已就披露範圍及計算方法發生變動的數據作出解釋。

前瞻性陳述

本環境、社會及管治報告載有前瞻性陳述，其基於本集團對其營運所在地業務及市場之現時預期、估計、預測、理念及假設而作出。該等前瞻性陳述並不保證未來表現，且受市場風險、不確定因素以及本集團控制以外的因素所影響。因此，實際結果可能與本環境、社會及管治報告所載假設及陳述有差異。

確認及批准

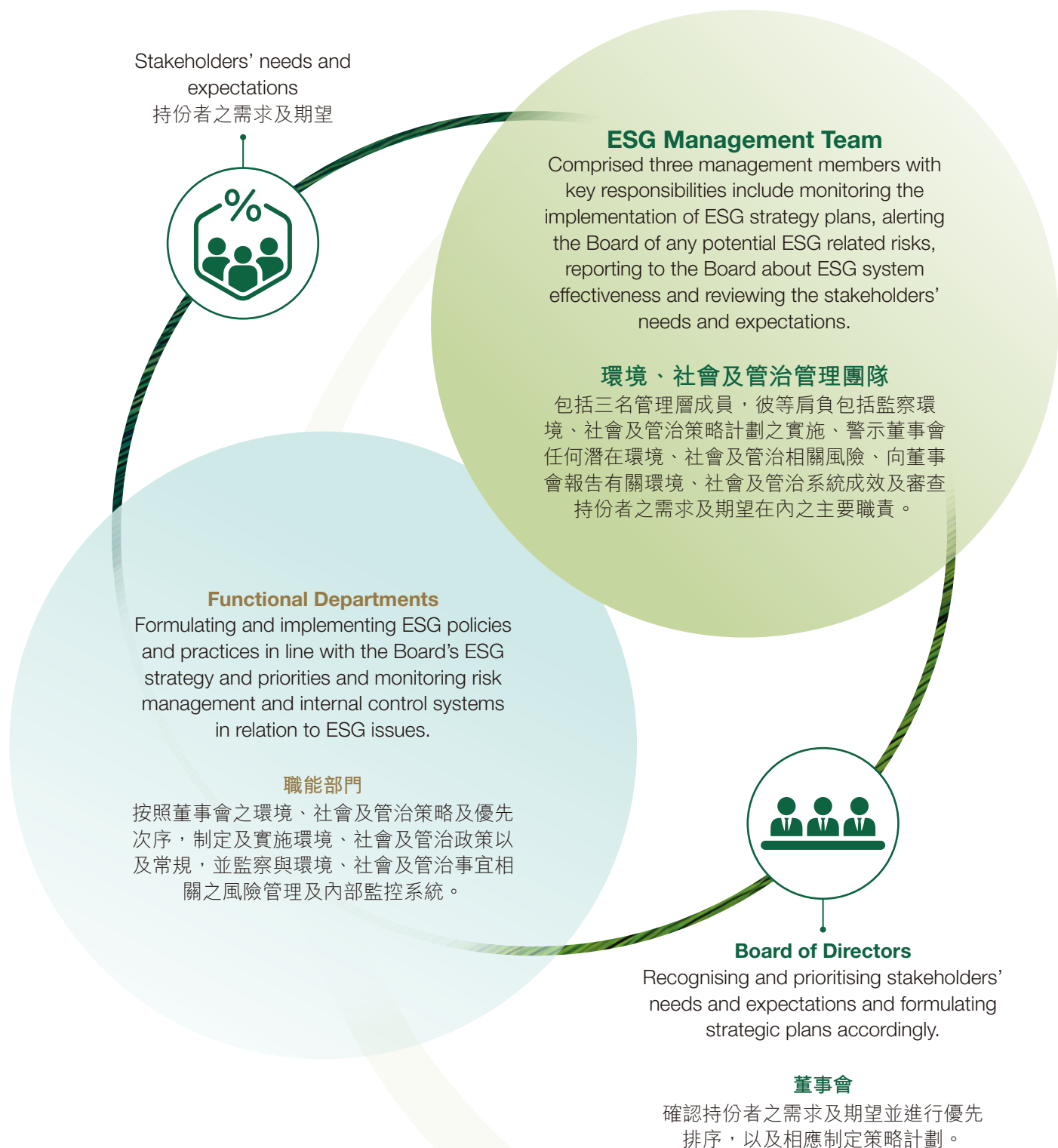
本環境、社會及管治報告已獲環境、社會及管治管理團隊（「管理團隊」）認可並獲本集團董事會批准。

聯絡我們

閣下的反饋對我們持續進步十分有價值，我們歡迎閣下對本報告或對我們未來環境、社會及管治策略提出任何的意見和建議。如有關於本集團環境、社會及管治表現的任何意見或建議，可聯絡 admin.cwh@carrywealth.com。

The Group adopts the following ESG governance structure to monitor and report ESG issues on an ongoing basis:

本集團採納以下環境、社會及管治之管治架構藉以持續監察並報告環境、社會及管治事宜：



Scope of the Report

The Group is engaged in two business segments, namely, garment manufacturing and trading and securities investment. However, this Report will focus only on the garment business. The trading and securities investment segment will not be covered. As at 31 December 2024, the Group has a total of 178 employees. Appropriate measures have been taken by the Group during the subcontractor selection process to ensure they match with the Group's ESG management approach and strategy. The Group has complied with all the relevant laws and regulations including health and safety, workplace conditions, employment and the environment. This year, following the group's strategic decision to relocate the production base overseas, the Heshan Factory's contribution to the business has been significantly reduced. Having said that, this year's focus will still be on the Heshan Factory, as it continues to play a key role in the business, particularly in its administrative and supportive functions, as well as in the production of samples. Having considered stakeholders' major concerns and based on materiality, While the majority of production has been shifted to third-party overseas facilities, the Heshan Factory remains integral to our operations, and its contributions will continue to be highlighted in this year's ESG report, especially in relation to governance, operational support, and sustainability efforts.

報告之範圍

本集團從事兩個業務分部，即成衣製造、貿易以及證券投資。然而，本報告僅專注於成衣業務。貿易及證券投資分部將不會涵蓋。於二零二四年十二月三十一日，本集團合共有178名僱員。本集團在分包商選擇過程中已採取了適當的措施，以確保他們與本集團的環境、社會及管治相關管理方法和策略相匹配。本集團已遵守所有相關法律及法規，包括健康及安全、工作環境狀況、僱傭及環境。今年，隨著集團戰略決定將生產基地遷往海外，鶴山工廠對業務的貢獻已大幅減少。儘管如此，今年的重點仍將放在鶴山工廠，因為該工廠繼續在業務中擔當重要角色，尤其是在其行政和支援職能以及樣品生產方面。經考慮持份者之主要關注並基於重要性，儘管大部分生產已轉移至第三方海外設施，鶴山工廠仍然是我們營運的關鍵部分，今年的環境、社會及管治報告將繼續強調其貢獻，特別是在管治、營運支援及可持續發展方面。



STAKEHOLDERS' ENGAGEMENT

Listening to the voices from stakeholders is an essential driving force for the sustainable development of the Group. With various communication channels and meetings, the Group understands stakeholders' needs and expectations. Below table summaries major stakeholders' needs and expectations:

持份者參與

聽取持份者之意見乃本集團可持續發展之重要推動力。本集團透過不同的溝通渠道及會議來了解持份者之需求及期望。以下表格概述主要持份者之需求及期望：

Major Stakeholders 主要持份者	Communication Channels 溝通渠道	Needs and Expectations 需求及期望
Shareholders 股東	<ul style="list-style-type: none"> Annual general meeting 股東週年大會 Interim/annual reports and announcements 中期／年度報告及公佈 Direct communications 直接溝通 Corporate website 公司網站 	<ul style="list-style-type: none"> Stable investment return 穩定投資回報 Corporate transparency 公司透明度 Business sustainability 業務可持續發展 Corporate social responsibility 企業社會責任
Regulators 監管機構	<ul style="list-style-type: none"> Meetings 會議 Reports 報告 	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律及法規
Customers 客戶	<ul style="list-style-type: none"> Direct communications with frontline staff 與前線員工之直接溝通 Factory visits and audits 工廠參觀與審核 Corporate website 公司網站 	<ul style="list-style-type: none"> Quality products and timely delivery 優質產品和及時交付 Product responsibility 產品責任 Factory and labor conditions 工廠及勞工狀況

Major Stakeholders 主要持份者	Communication Channels 溝通渠道	Needs and Expectations 需求及期望
Suppliers 供應商	<ul style="list-style-type: none"> • Direct communications and meetings 直接溝通及會議 • Site visits and reviews 現場參觀與審查 • Vendor acceptance and management process 供應商接納及管理流程 	<ul style="list-style-type: none"> • Fair and open purchasing process 公平公開之採購過程 • Punctual performance of contractual payment 準時履行合約付款
Employees 僱員	<ul style="list-style-type: none"> • Trainings and development 培訓與發展 • Work-life balance activities 工作與生活之平衡活動 • Remuneration and welfare 薪酬與福利 • Communication with labor union 與工會溝通 • Internal and corporate websites 內部及公司網站 	<ul style="list-style-type: none"> • Health and safety 健康及安全 • Policy communication 政策溝通 • Career development 職業發展
Community 社區	<ul style="list-style-type: none"> • Involvement in social services and activities 參與社會服務及活動 • Corporate website 公司網站 	<ul style="list-style-type: none"> • Contribution to community development 對社區發展之貢獻 • Participation in community activities 參與社區活動

MATERIALITY ASSESSMENT

Material issues in this report refer to what may have a significant impact on the Group’s business operations or have an actual impact on stakeholders. To identify and prioritise these issues, the Group conducts a materiality assessment survey every year, presenting the findings in the form of a materiality matrix.

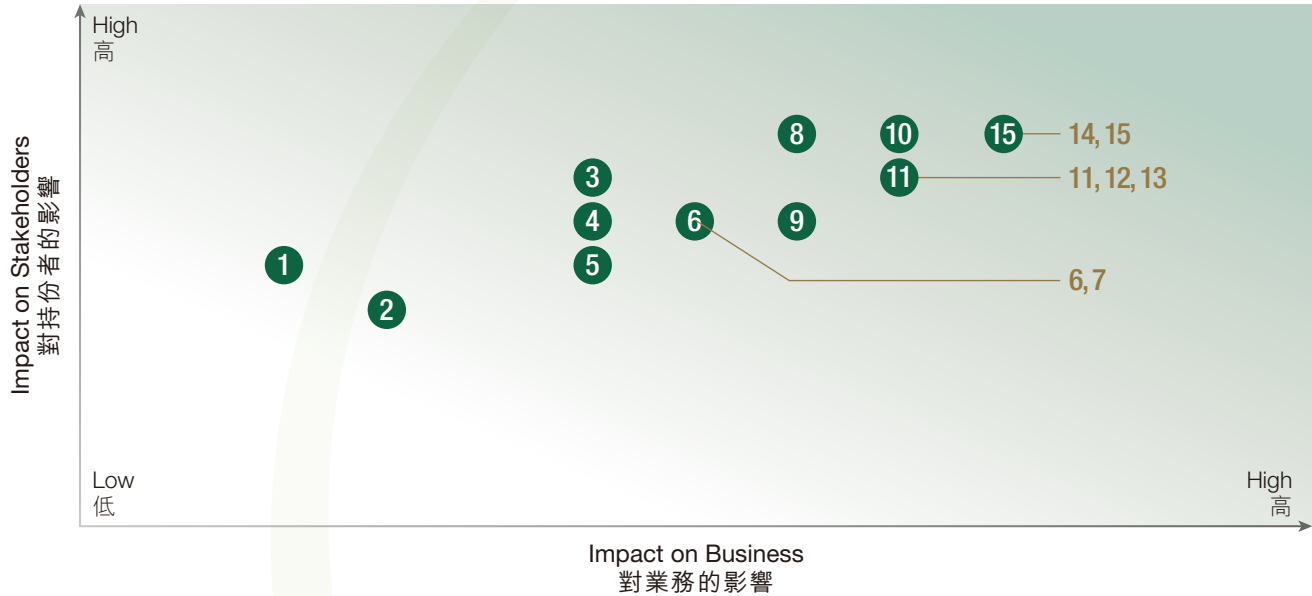
The following matrix is a summary of the Group’s material ESG issues:

重要性評估

本報告中的重要議題指可能對本集團業務營運產生重大影響或對持份者產生實際影響的事項。為確定該等議題並安排優先次序，本集團每年進行重要性評估調查，並以重要性矩陣的形式呈現調查結果。

以下矩陣是本集團重要環境、社會及管治議題的摘要：

Materiality Matrix
重要性矩陣



1	Climate Change 氣候變化	8	Privacy Protection 私隱保護
2	Community Investment 社區投資	9	Employment Practices 僱傭慣例
3	Use of Resources 資源使用	10	Anti-corruption 反貪污
4	Emissions and Waste Control 排放物及廢物控制	11	Labour Standards 勞工準則
5	Green Purchasing 綠色採購	12	Occupational Health and Safety 職業健康與安全
6	Training and Development 培訓與發展	13	Supply Chain Management 供應鏈管理
7	Energy Management 能源管理	14	Customer Service 客戶服務
		15	Product Responsibility 產品責任

ENVIRONMENTAL ASPECTS

The Group recognises the importance of environmental stewardship to ensure a harmonious development of its business alongside the community in which it operates. The Group's Heshan factory needs to undergo stringent environmental audit and continuous monitoring by local government departments. An annual inspection report regarding our factory's air emissions, wastewater discharges and noise had been performed by an independent professional third parties and had reported to Heshan Environmental Protection Department. In the Reporting Period, the Heshan factory complied with all the relevant environmental laws and regulations.

The Group also applies the Higg Facility Environmental Model ("Higg FEM") to assess the environmental sustainability performance of the factory. The Higg FEM assess certain environmental aspects such as energy use and greenhouse gas emissions, water use, wastewater, emission to air and waste management. The factory takes necessary action to improve the practice accordingly.

環境層面

本集團認識到環境管理之重要性，以確保其業務與其營運所在社區之和諧發展。本集團之鶴山工廠須經地方政府部門進行嚴格環境審核及持續監察。有關我們的工廠之廢氣排放、廢水排放及噪音之年度檢查報告已由獨立專業第三方完成並已報告致鶴山環保局。於報告期間，鶴山工廠已遵守所有相關環境法律及法規。

本集團亦運用Higg工廠環境管理模組（「Higg FEM」）評估工廠的環境可持續性表現。Higg FEM評估多項環境層面，例如能源使用和溫室氣體排放、用水、廢水、空氣排放和廢物管理等。工廠將採取必要的措施來改善運作。



(1) Emissions

(a) Air and Greenhouse Gas

The major sources of air emissions come from Company vehicles. To mitigate air emissions, the Group engages in regular maintenance to keep vehicles in good condition, turns engines when idling and considers introducing electric vehicles to reduce exhaust gas generation.

During the Reporting Period, summary of the air emissions was as below:

Type of Air Pollutants 大氣污染物類別	Unit 單位	2024 二零二四年	2023 二零二三年
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 公斤	250.27	253.71
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kg 公斤	0.29	0.42
Particulate matter ("PM") 顆粒物(「PM」)	kg 公斤	11.83	11.87

(1) 排放物

(a) 廢氣及溫室氣體

廢氣排放的主要來源為本公司車輛。為減少廢氣排放，本集團定期保養車輛以保持良好狀態，怠速時關閉汽車引擎，並考慮引入電動車以減少廢氣排放。

於報告期間，廢氣排放情況概述如下：

The Group greenhouse gas emissions data are calculated in accordance with Greenhouse Gas Protocol. During the Reporting Period, there were 634.7 tonnes of carbon dioxide equivalent (tCO₂e) comprised carbon dioxide, methane and Nitrous oxide produced by the Heshan factory. The annual emissions by the scope of greenhouse gas were as follows:

鶴山工廠產生634.7噸的二氧化碳當量(tCO₂e)，包括二氧化碳、甲烷及一氧化二氮所組成。按溫室氣體範圍劃分之年度排放量如下：

Types of GHG Emissions 溫室氣體排放類型	Unit 單位	2024 二零二四年	2023 二零二三年
Direct GHG emissions (Scope 1) • Gasoline, natural gas, diesel by motor vehicles and the boilers 直接溫室氣體排放(範圍1) • 汽車及鍋爐之汽油、天然氣及柴油	tCO ₂ e 噸二氧化碳當量	70.32	300.4
Indirect GHG emissions (Scope 2) • Purchased electricity 間接溫室氣體排放(範圍2) • 外購電力	tCO ₂ e 噸二氧化碳當量	564.37	2,011.7
Total GHG emissions (Scope 1 & 2) 溫室氣體排放總量(範圍1和2)	tCO ₂ e 噸二氧化碳當量	634.7	2,312.1
GHG emission intensity 溫室氣體排放密度	kgCO ₂ e per garment set produced 每生產一套成衣之千克二氧化碳當量	0.01	2.96

During this Reporting Period, the Group was not aware of any material non-compliance with environmental-related laws and regulations in relation to air and greenhouse gases ("GHG"), emissions, discharges into water and land discharges, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

於報告期間，本集團未發現任何與廢氣及溫室氣體(「溫室氣體」)、排放物、向水和土地排放以及產生有害及無害廢棄物有關的任何重大違反環境相關法律及法規的情況。

(b) Wastewater

In general, there are two types of wastewater. Domestic and industrial wastewater as generated by human activities and garment production respectively. As the Group outsources most of the garment washing for bulk orders to subcontractors, the Heshan factory only generates wastewater from garment sample washing and human activities.

(b) 廢水

一般而言，有兩類廢水。分別由人類活動和服裝生產產生的生活和工業廢水。由於本集團將大部分訂單之成衣洗滌外判予分包商，故鶴山工廠產生的廢水僅來自成衣樣品洗滌及人類活動。

The Group has built a wastewater treatment facility with a daily maximum treatment capacity of 250 cubic meters to reduce wastewater impact on the environment. Before any discharge to the public pipe, the wastewater is processed by the wastewater treatment system to ensure that it is in compliance with the emissions standards in Guangdong Province (that is “水污染物排放限值 DB44/26-2001”). During the Reporting Period, there was no reported case of non-compliance of discharge. The total wastewater emission for the Reporting Year was 17,048 tonnes.

(c) Hazardous and Non-hazardous Waste

The Group does not produce any hazardous waste according to the List of National Hazardous Wastes (“國家危險廢物名單”) affixed to the People’s Republic of China (“PRC”) Law on the Prevention and Control of Solid Waste Pollution (“中華人民共和國固體廢物污染環境防治法”). Non-hazardous waste mainly from production floor comprises scrap fabrics and used carton boxes.

The Group employs experienced cutters to ensure maximum usage of fabrics with the assistance of computer software. The production leftovers are collected by recycling contractors. The non-hazardous waste produced by daily living is collected by government assigned garbage collector for central disposal according to the local environmental regulations.

In the Reporting Period, the non-hazardous waste data was as follows:

本集團已建設一套廢水處理設施，其最高日處理量為250立方米，藉以減少廢水對環境之影響。廢水在排入公共管道前，均經過廢水處理系統處理，確保符合廣東省排放標準(即「水污染物排放限值DB44/26-2001」)。於報告期間，未發生違規排放情形。報告年度之廢水總排放量為17,048噸。

(c) 有害及無害廢棄物

根據《中華人民共和國固體廢物污染環境防治法》隨附之《國家危險廢物名單》，本集團並無產生任何有害廢棄物。無害廢棄物主要來自生產車間，包括廢棄剩布碎已及用過的紙箱。

本集團聘用經驗豐富之裁剪師，在電腦軟體的協助下確保布料的最大利用，生產之剩餘物料由回收商收集。日常生活中產生的無害垃圾由政府指定的垃圾收集商根據當地環保法規進行集中處置。

於報告期間，無害廢棄物排放數據如下：

Non-hazardous Waste 無害廢棄物	2024 二零二四年				2023 二零二三年			
	Emission Quantity 排放量		Intensity 密度		Emission Quantity 排放量		Intensity 密度	
	Total 總計	Unit 單位	Emission per garment set produced 每生產一套 成衣之排放	Unit 單位	Total 總計	Unit 單位	Emission per garment set produced 每生產一套 成衣之排放	Unit 單位
Production waste 生產廢棄物	41.8	Tonnes 噸	0.52	kg/set 千克/套	114.5	Tonnes 噸	0.2	kg/set 千克/套
Living waste 生活垃圾	11.3	Tonnes 噸	140.3	g/set 克/套	24.7	Tonnes 噸	31.7	g/set 克/套

The Group understands that it is vital to minimise emissions and wastage so as to protect the environment. In order to strike a balance between business development and impact on the environment, the management had continuously reviewed its production process and used environmental friendly material and clean fuel as far as possible. The production wastage per garment set produced remained at 2.20 kg in the Reporting Year. In addition, various seminars and activities were conducted to raise staff's awareness on environmental protection.

(2) Use of Resources

The world is facing with limited resources. To have a sustainable business, the Group understands the importance of energy conservation. Water and electricity are the mostly used resources for the garment production. The Group has been working with customers in sourcing raw materials and enhancing production workflows so as to minimise both water and electricity consumption. To support the national dual goals of achieving carbon peak by 2030 and carbon neutrality by 2060, the Group has set a target of reducing greenhouse gas (GHG) emission intensity, waste intensity, and energy consumption intensity by 5% by 2030, using 2024 as the baseline year. Our measures and actions are described in the sections below.

Currently, the Group has outsourced most of the bulk garment washing to external service providers. This arrangement does not only enable the Group to concentrate and strengthen its core production process, but also provide the Group with a flexibility in only selecting subcontractors with sound water conservation measures and environmental protection. Meanwhile, continuous efforts including regular review of production processes and operation flows, education seminars and activities have been organised to ensure efficient and responsible use of resources.

本集團明悉減少排放和浪費對保護環境至關重要。為了在業務發展與環境影響之間取得平衡，管理層已不斷檢討其生產流程，並盡可能使用環保材料及潔淨燃料。於報告年度每套成衣的生產浪費維持在2.20公斤。此外，本集團開展各種研討會及活動以提高員工之環保意識。

(2) 資源使用

全球面臨有限之資源，為維持可持續發展業務，本集團明悉節能之重要性。水和電乃成衣生產使用最多之資源，本集團一直與客戶在採購原材料及提升生產流程方面進行合作，從而盡量減少用水和用電。為支持國家在二零三零年達到碳峰值及在二零六零年達到碳中和的雙重目標，本集團已訂立目標，以二零二四年為基準年，在二零三零年前將溫室氣體排放密度、廢棄物密度及能源消耗密度減少5%。我們的措施及行動於下文各節描述。

目前，本集團已將大部分成衣清洗業務外包給外部服務供應商。此安排不僅使本集團能夠集中及加強其核心生產工序，亦使本集團能夠靈活地只選擇節水措施及環境保護良好的分包商。與此同時，本集團持續努力，包括定期檢討生產流程和運作流程、舉辦教育研討會和活動，以確保有效和負責任地利用資源。

The packaging materials used by the Group are primarily cartons boxes and plastic bags, of which the sizes are determined according to the requirements of customers and size of the products. The Group emphasises the importance to fully utilise and recycle all available materials and resources whenever possible at all operation and production stages. In the Reporting Period, major resources consumed were summarised as follows:

Energy

The management recognises the significance of energy conservation. Measures implemented in the past to reduce energy consumption and environmental impact included the following:

- Replacement of fluorescent light tubes with LED lights;
- Set the central air-conditioner temperature at 25 degree Celsius;
- Install fans to supplement the air conditioner to circulate cool air for production floor;
- Use the waste heat from boilers to generate hot water;
- Use environmentally friendly natural gas boiler;
- Use electric bus as shuttle for employees.

本集團使用的包裝物料主要為紙箱及塑膠袋，其尺寸依客戶要求及產品尺寸而定。本集團強調在所有營運和生產階段盡可能充分利用和回收所有可用材料和資源的重要性。於報告期間，主要資源耗用數據概述如下：

能源

管理層意識到節約能源的重要性。過去為減少能源消耗及環境影響而採取的措施包括：

- 以LED燈取代光管；
- 將中央空調溫度設定為攝氏25度；
- 安裝風扇作為空調的輔助，為生產樓層提供冷空氣循環；
- 利用鍋爐餘熱生產熱水；
- 採用環保天然氣鍋爐；
- 使用電動巴士作為員工的接駁車。

Indicators 指標	Unit 單位	2024 二零二四年	2023 二零二三年
Direct Energy Consumption 直接能源消耗			
– Petrol – 汽油	MWh 百萬瓦時	71.56	55.98
– Diesel – 柴油	MWh 百萬瓦時	118.75	221.90
Indirect Energy 間接能源			
– Purchased Electricity – 外購電力	MWh 百萬瓦時	989.60	1,413.86
Total Energy consumption 能源消耗總量	MWh 百萬瓦時	1,279.70	1,691.84
Intensity 密度	MWh/set 百萬瓦時／套	0.02	<0.01

Water

The Group recognises the prevailing global water scarcity, we actively promote a culture of water conservation among employees, encourages employees to develop water-saving habits:

- Use water-saving products and implement water recycling;
- Request timely turn-off of taps after use;
- Check the water pipes regularly to avoid water leakage and to prevent any unintended use of water.

Resources 資源	2024 二零二四年			
	Consumption Quantity 消耗量		Intensity 密度	
	Total 總計	Unit 單位	Usage per garment set produced 每生產一套 成衣之消耗	Unit 單位
Water 水	17,048	m ³ 立方米	0.21	m ³ /set 立方米/套

During the reporting period, the Group did not encounter any issues in sourcing water that was fit for purpose due to its geographic location. Even with our overseas outsourcing facilities, there is considerable water resource potential, with abundant surface water, aquifers, and a high level of seasonal rainfall.

水

本集團意識到全球水資源短缺的現狀，積極在僱員中倡導節約用水文化，鼓勵員工養成節水習慣：

- 使用節水產品，實行水循環利用；
- 要求使用後及時關閉水龍頭；
- 定期檢查水管以避免漏水並防止意外用水。

	2023 二零二三年			
	Consumption Quantity 消耗量		Intensity 密度	
	Total 總計	Unit 單位	Usage per garment set produced 每生產一套 成衣之消耗	Unit 單位
	34,127	m ³ 立方米	0.04	m ³ /set 立方米/套

於報告期間，由於地理位置關係，本集團在尋購適用水源時並無遇到任何問題。即使是我們的海外外包設施，亦有相當大的水資源潛力，擁有豐富的地表水、含水層及高水平的季節性降雨。

Packaging Materials

The packing materials used by the Group are primarily cartons boxes and plastic bags, of which the sizes are determined according to the requirements of customers and size of the products. The Group emphasises the importance to fully utilise and recycle all available materials and resources whenever possible at all operation and production stages.

Packing Materials 包裝材料	2024 二零二四年				2023 二零二三年			
	Consumption Quantity 消耗量		Intensity 密度		Consumption Quantity 消耗量		Intensity 密度	
	Total 總計	Unit 單位	Usage per garment set produced 每生產一套 成衣之消耗	Unit 單位	Total 總計	Unit 單位	Usage per garment set produced 每生產一套 成衣之消耗	Unit 單位
Carton boxes 紙箱	2.8	Tonnes 噸	0.04	kg/set 千克/套	23.2	Tonnes 噸	0.03	kg/set 千克/套
Plastic bags 塑膠袋	10.0	kg 千克	0.12	g/set 克/套	113.5	kg 千克	0.15	g/set 克/套

Information about the Group’s efficiency in energy consumption and conservation measures is set out in the section “The Environment and Natural Resources” below.

During the Reporting Period, the Group was not aware of any material non-compliance cases relating to the use of resources.

(3) The Environment and Natural Resources

The management recognises the significance of energy conservation. Measures implemented in the past to reduce energy consumption and environmental impact included replacement of fluorescent light tubes with LED lights, setting the central air-conditioner temperature at 25 degree Celsius, installing fans to supplement the air conditioner to circulate cool air for production floor, using the waste heat from boilers to generate hot water, using environmental friendly natural gas boiler, tree plantation campaign as well as using electric bus as shuttle for employees.

All of the above measures not only enriched employees’ awareness of environmental protection but also made contributions to reduce greenhouse gases and air pollution.

包裝材料

本集團使用的包裝材料主要為紙箱及塑膠袋，其尺寸依客戶要求及產品尺寸而定。本集團強調在所有營運及生產階段盡可能充分利用及回收所有可用材料及資源的重要性。

有關本集團之能源使用效率及節能措施之資料載於下文「環境及天然資源」一節。

於報告期間，本集團未發現任何與資源使用相關的重大違規情況。

(3) 環境及天然資源

管理層認識到節能之重要意義。過去為減少能源消耗和環境影響而採取的措施包括將光管更換為LED燈、將中央空調溫度設定為攝氏25度、安裝風扇作為空調的補充，使生產車間的冷空氣循環、使用利用鍋爐餘熱生產熱水、使用環保天然氣鍋爐、植樹造林活動以及使用電動巴士作為員工的交通工具。

上述措施不僅豐富了員工的環保意識，也為減少溫室氣體和空氣污染做出了貢獻。

(4) Climate Change

The Group is aware of the threat posed by climate change and is actively doing its part by adopting energy saving policies to avoid excessive consumption of natural resources. The Group recognises the importance of the identification and mitigation of significant climate-related issues, therefore closely monitors the potential impact of climate change on our business and operations and is committed to managing the potential climate-related risks which may impact the Group's business activities.

Climate-related impacts can be classified into two main categories: physical risks and transition risks. The Group conducts risk assessment exercises to identify and mitigate these climate-related risks.

Physical Risks

The increased frequency and severity of extreme weather events such as typhoons, seasonal storms, heavy rains, and extreme cold or heat bring physical risks to the Group's business. The extreme weather events may lead to disruption and loss due to suspension of operations. To minimise the potential risks and hazards, the Group has established emergency plans to deal with extreme weather conditions, including work from home arrangement.

Transition Risks

To achieve the global vision of carbon neutrality, the Group expects the evolution of the regulatory, technological and market landscape due to climate change, including the tightening of national policies, the emergence of environmentally related taxes, and customer preference shifting to the products that more actively incorporate environmental concepts. In response to the policy and legal risks, the Group constantly monitors any changes in laws or regulations and global trends on climate change to avoid cost increments, non-compliance fines due to delayed response.

(4) 氣候變化

本集團注意到氣候變化帶來的威脅，並積極採取節能政策，避免過度消耗自然資源。本集團意識到確定及減輕重大氣候相關問題的重要性，因此密切關注氣候變化對我們業務及營運的潛在影響，並致力管理可能影響本集團業務活動的潛在氣候相關風險。

氣候相關影響可分為兩大類：實體風險及轉型風險。本集團進行風險評估，以確定及減輕此等與氣候相關的風險。

實體風險

颱風、季節性風暴、暴雨、極寒或酷熱等極端天氣事件的頻率及嚴重性日益增加，對本集團的業務帶來實體風險。極端天氣事件可能會導致營運中斷及損失。為盡量減少潛在風險及危害，本集團制定了應對極端天氣狀況的緊急應變計劃，包括安排在家工作。

轉型風險

為實現碳中和的全球願景，本集團預計氣候變化將導致監管、技術及市場格局的演變，包括國家政策收緊、徵收環境相關稅項以及客戶偏好轉向更積極融入環保理念的產品。針對政策及法律風險，本集團持續監控法律法規的變化以及氣候變化的全球趨勢，避免因反應延誤而導致成本增加、違規罰款。

SOCIAL ASPECTS

Employment and Labour Practices

(1) Employment

The Group provides a harmonious and professional working environment to employees whose commitment and expertise are critical to the long-term success of its business. It also provides equal employment and promotion opportunities to everyone regardless of their gender, race, age, religion and sexual orientation. Any form of discrimination is prohibited. To attain the most updated gender related issues which are essential for the design and evaluation of policy, the Group has also joined the Gender Focal Point network established by the Hong Kong Special Administration Region Government for listed companies in Hong Kong.

The Group strives to create a positive work-life balance that provides reasonable working hours and rest periods for its employees. The Group remunerates employees according to the prevailing market practices, individual experience and performance. To attract and retain high caliber employees, it also offers discretionary bonuses and share options to employees based on performance of the individual as well as the Group.

社會層面

僱傭及勞工常規

(1) 僱傭

本集團為僱員提供和諧、專業的工作環境，其業務之長遠成功全賴僱員的奉獻精神和專業知識。本集團亦向每名僱員提供平等就業和晉升機會，而不論其性別、種族、年齡、宗教及性取向。嚴禁任何形式之歧視。為了解對政策設計和評估至關重要的最新性別相關議題，本集團也加入了香港特別行政區政府為香港上市公司設立的性別聯絡點網路。

本集團致力於營造正面之工作與生活平衡，為其僱員提供合理的工作時間與休息時間。本集團依現行市場慣例、個人經驗及表現釐定僱員薪酬。為吸引及留住高素質員工，本集團亦根據個人及集團表現向員工提供酌情花紅及購股權。



All employees employed by the Heshan factory are recruited under employment agreements with terms in compliance with the relevant laws and regulations including the PRC Labor Law (“中華人民共和國勞動法”), the PRC Labor Contract Law (“中華人民共和國勞動合同法”) and the Implementations Regulations of the PRC Labor Contract Law (“中華人民共和國勞動合同法實施條例”). During the Reporting Period, there was no reported case of non-compliance with the relevant laws and regulations. The work force as at 31 December 2024 and turnover rates during the Reporting Period were as follows:

As of 31 December 2024, the employee structure is shown below:

鶴山工廠僱用的所有員工均根據僱傭協議聘用，條款符合《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國勞動合同法實施條例》等相關法律法規。報告期內，未發生違反相關法令的情況。截至二零二四年十二月三十一日之員工及於報告期間之僱員流失率如下：

截至二零二四年十二月三十一日，僱員結構如下：

Breakdown of Employees 僱員分佈	2024 二零二四年	2023 二零二三年
Total 總計	178	370
By Gender 按性別劃分		
Male 男性	68	92
Female 女性	110	278
By Age Group 按年齡組別劃分		
Below 31 31歲以下	35	58
31 to 50 31至50歲	113	247
Over 50 50歲以上	30	65
Employee Category 僱員分類		
Workers 工人	38	180
Staff 員工	140	190
Employment Type 僱傭類別		
Full time 全職	178	370
Part time 兼職	0	0
By Region 按地區劃分		
Hong Kong 香港	4	4
China 中國	174	366

During the Reporting Period, the employee turnover information is as follows:

於報告期間，僱員流失資料如下：

Employee Turnover Rate 僱員流失率	2024 二零二四年	2023 二零二三年
Overall 整體	120.2%	3.3%
By Gender 按性別劃分		
Male 男性	50 %	2.2%
Female 女性	164%	3.6%
By Age Group 按年齡組別劃分		
Under 31 31歲以下	71%	3.9%
31 to 50 31至50歲	112%	2.8%
Over 50 50歲以上	207%	4.4%
By Region 按地區劃分		
Hong Kong 香港	10%	5.0%
PRC 中國	125%	3.3%



(2) Health and Safety

Our factory places heavy emphasis on occupational health and safety. The respective policies are stipulated in the staff handbook covering occupational health, emergency and incident treatment support and instruction. The policies have fully complied with the relevant laws and regulations in Mainland China.

Besides maintaining a safe, clean, healthy and productive workplace, the factory also provides clean and comfortable staff and workers quarters installed with air-conditioners and hot water supplies. During the Reporting Period, an emergency and fire drill was conducted and regular trainings including first-aid, workplace safety and prevention of occupational diseases were held to raise employees' awareness of health and safety.

In the Reporting Period, there was no work related fatality and as a result of 2 injury cases, the factory recorded 2 lost working days.

(2) 健康及安全

我們的工廠高度重視職業健康及安全，員員工手冊中規定了相應的政策，涵蓋職業健康、緊急情況和事故處理支援和指導。此政策已全面遵守中國大陸相關法律及法規。

除保持安全、潔淨、健康及高效的工作場所外，工廠還提供乾淨舒適的員工宿舍，並配有空調和熱水供應。於報告期間，應急消防演習及定期培訓包括急救、工作場所安全及預防職業病經已舉行，藉以提高僱員之健康及安全意識。

於報告期間，概無工作相關死亡或工作日損失。因2宗受傷事故，工廠錄得2個工作日損失。

During the Reporting Period, the Group was not aware of any material non-compliance with health and safety related laws and regulations that would have a significant impact on the Group, including but not limited to the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Occupational Safety and Health Ordinance of Hong Kong.

No work-related fatalities happened during the past 3 consecutive years:

	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Fatalities due to work 因工死亡	Cases 宗	0	0	0
Work-related fatalities rate 因工死亡率	% %	0	0	0
Lost days due to work injury 因工傷損失日數	Days 日	2	1.5	5.5

於報告期間，本集團並未發現任何重大違反對本集團產生重大影響的健康與安全相關法律法規的情況，包括但不限於《中華人民共和國職業病防治法》以及香港《職業安全及健康條例》。

過去連續3年並無發生因工死亡事件：

(3) Development and Training

The Group believes that employees' commitments and loyalty are essential elements for the growth and sustainability of its business. Therefore, helping employees to improve their professional skills and retaining high caliber employees are the Group's policy. Our factory organises training activities tailored to the specific needs of employees at different levels. Senior management and external professionals are invited to conduct seminars. In the Reporting Period, the factory held a number of trainings including operational skills, health and safety and other soft management skills. Following trainings are compulsory for all staff:

- Orientation for new employees
- First-aid
- Occupational diseases prevention
- Fire safety

(3) 發展及培訓

本集團相信員工的承諾和忠誠度是其業務成長和永續發展的重要因素。因此，幫助員工提升專業技能、留住高素質員工是本集團的政策。本廠根據不同階層員工的具體需求來組織培訓活動。邀請高階主管和外部專業人士舉辦研討會。於報告期間，工廠舉行多項培訓，包括操作技能、健康及安全及其他軟管理技能。所有員工必須接受下列培訓：

- 新員工之入職培訓
- 急救
- 職業病預防
- 消防安全

During the Reporting Period, the Group provided around 370 hours of training, with an average training hour of approximately 1 hour per trained employee. The breakdown of the employees trained by gender and employment category is as follows:

Composition of Employee Training 員工培訓構成	2024 二零二四年	2023 二零二三年
By Gender 按性別劃分		
Male 男性	100%	100%
Female 女性	100%	100%
By Employment Category 按僱傭類別劃分		
Workers 工人	100%	100%
Staff 員工	100%	100%

於報告期間，本集團提供培訓約370小時，每位受訓員工平均培訓時數約1小時。受訓員工按性別及僱傭類別劃分明細如下：

(4) Labour Standards

Our factory has complied with the relevant laws and regulations on labour standards. The following principles are strictly enforced:

- Prohibition of child labor – no hiring of any employees under the minimum age established by the relevant employment law or any employee whose employment would interfere with compulsory schooling.
- Prohibition of forced labor – no involuntary, force or trafficked labor.
- Hours of work – working hours are set to comply with the relevant laws and regulations.
- Compensation and benefits – employees are compensated according to the requirements as stipulated in the relevant laws and regulations.
- Prohibition of harassment or abuse – these are actively discouraged in any form, to or among employees.
- Prohibition of discrimination – employees are recruited, paid, promoted and terminated on the basis of their abilities and performance. They are not discriminated by their gender, race, age, religion or sexual orientation.

(4) 勞工準則

我們的工廠已遵守勞工準則之相關法律及法規。我們嚴格推行以下原則：

- 禁止童工－不得聘用相關僱傭法律規定之最低年齡以下之任何僱員，或其受僱將干擾其義務教育。
- 禁止強迫勞工－沒有非自願、強制或販賣勞工。
- 工時－依照相關法律及法規釐定工時。
- 薪酬及福利－僱員薪酬福利乃根據相關法律及法規訂明之規定而釐定。
- 禁止騷擾或凌辱－禁止對僱員或在僱員之間有任何形式之騷擾或凌辱行為。
- 禁止歧視－僱員乃根據其能力及表現而獲招聘、支付薪酬、晉陞及終止僱傭。彼等不會因其性別、種族、年齡、宗教或性取向而遭受歧視。

All potential applicants are required to complete the factory employment application form where their personal information is provided. Our Human Resources Department will reference check to ensure the candidates are eligible to work according to the relevant labour standards.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group including but not limited to the Employment Ordinance, the Employment of Children Regulations, the Regulations on Prohibition of Child Labor of the People's Republic of China, the Labour Contract Law of the People's Republic of China and Labour Law of the People's Republic of China.

Operating Practices

(5) Supply Chain Management

Effective supplier management is essential to ensure product quality and safety and to mitigate social or environmental risks. The Group has adopted a collaborative and mutual benefit approach in supply chain management.

The Group evaluates the suitability of suppliers based on their pricing, product and service quality, timely delivery as well as their abilities to assure ESG compliance. In general, our major customers request us to source raw materials from designated list of suppliers for their order production. Customers and our procurement staff work together to conduct site visits to evaluate that the suppliers have complied with the social, corporate and responsibilities requirements as stipulated by the customers.

所有擬獲聘的應徵者均須填寫工廠之求職申請表，提供其個人資料。我們的人力資源部會進行背景調查，以確保應徵者根據相關勞工準則符合資格工作。

於報告期間，本集團並未發現任何重大違反對本集團產生重大影響的與兒童及強迫勞動相關法律法規的情況，包括但不限於《僱傭條例》、《僱用兒童規例》、《中華人民共和國禁止使用童工規定》、《中華人民共和國勞動合同法》及《中華人民共和國勞動法》。

營運慣例

(5) 供應鏈管理

有效的供應商管理對於確保產品品質和安全以及減輕社會或環境風險至關重要。本集團在供應鏈管理方面採納合作及互惠互利方式。

本集團根據供應商之定價、產品及服務質量、及時交付以及其是否有能力確保環境、社會及管治合規性來評估供應商的適合性。一般而言，我們的主要客戶要求我們從指定供應商名單採購原材料以進行訂單生產。客戶及我們的採購員工共同進行現場考察，以評估供應商是否遵守客戶訂明之社會、企業及責任規定。

(6) Product Responsibility

(a) Quality Checking

The Group is strongly committed to product quality and safety. This commitment is fundamental to the success of a factory and is closely observed by employees across the board. Besides complying the product requirements according to the codes of conduct from our brand customers, our factory has also complied with the relevant laws and regulations in Mainland China.

To ensure stringent quality control, our production team carries out various testing and inspections at each principal stage of the production process and also before warehousing the materials. Our quality control team checks both semi-finished and finished products by sampling. Various quality tests, needle detection and final inspection are carried out before the delivery of the finished garment products. The stringent quality control ensures our garment products have complied with customers' specifications and the relevant laws and regulations. Upon customers' requests, the Group engages independent professional bodies to conduct quality checking so as to provide quality product assurance reports.

(b) Product Service

As an original equipment manufacturer, our factory's garment products are produced according to the brand customers' specifications. Shipments are allowed only after passing both the Group's quality assurance procedures and customers' quality checking.

(6) 產品責任

(a) 質量檢測

本集團十分注重產品質量及安全，此承諾乃工廠取得成功之基礎並由全體僱員嚴格遵守。除了符合我們品牌客戶的行為守則之產品規定外，我們的工廠亦已遵守中國大陸相關法律及法規。

為確保嚴謹之質量控制，我們的生產團隊在生產過程的每個主要階段以及材料入庫之前都會進行各種測試和檢查。我們的品質控制團隊以抽樣方式檢查在半成品和成品。成衣成品交付前要進行各種品質測試、檢針和最終檢驗。嚴格的品質控制確保我們的服裝產品符合客戶的規格和相關法律法規。根據客戶要求，本集團聘請獨立專業機構進行品質檢查，以提供優質的產品保證報告。

(b) 產品服務

作為一家原設備製造商，工廠之成衣產品乃根據品牌客戶之規格進行生產。僅於通過本集團之質量保證程序及客戶質量檢測後方會進行付運。

The Group's garment products need to comply with the importing countries law and regulations including health and safety, packaging, labelling and advertising matters. Since the Group does not sell garment products directly to the end users, it does not hold any intellectual property rights nor advertise the garment products. By reference to the supplier code on the product label, our brand customers can identify the factory responsible for any product related issues. If our factory receives a product complaint from our brand customer, the relevant departments in charge will work together to conduct an investigation to ascertain the cause of the product defect. The Group will maintain an active communication with brand customers to seek for remedial actions and ways for further improvement. Meanwhile, the Group has purchased product liability insurance so as to protect it against any product responsibility claims.

(c) *Protecting Customer Privacy*

The Group is committed to protecting the privacy of our customers' data. The Group has established an internal confidential system and requires the relevant employees to sign non-disclosure agreements. Access rights to data are set according to each individual's authority so as to avoid any data leakage. Customers' data are managed in accordance with applicable laws and regulations.

During the Reporting Period, there were neither recalls for products sold or shipped for safety and health reasons nor product liability claims against the factory. The Group complied with all the relevant rules and regulations relating to health and safety, advertising, labelling and privacy matters in connection with the products provided.

本集團之成衣產品須遵守進口國家法律及法規，包括健康及安全、包裝、標籤及廣告事宜等。由於本集團並不向最終用戶銷售服裝產品，故其並無擁有任何智慧財產權，亦無為服裝產品做廣告。通過參考有關產品標籤上的供應商代碼，我們的品牌客戶可識別負責任何產品相關事宜之工廠。如果我們的工廠收到自品牌客戶之產品投訴，相關負責部門將共同進行調查以確定造成產品瑕疵之原因。本集團將與品牌客戶保持積極溝通，以尋求補救措施及進一步改善方案。同時，本集團已購買產品責任保險，以保障其免受任何產品責任索償。

(c) *保護客戶私隱*

本集團致力於保護我們客戶資料之隱私。根據每個人的權限設定資料的存取權限，以避免任何資料外洩。客戶資料根據適用的法律法規進行管理。

於報告期間，未發生因安全和健康原因而對已售或運輸的產品進行召回或針對工廠提出產品責任索賠的情況。本集團遵守有關所提供產品之健康及安全、廣告、標籤及私隱事宜之所有相關規則及法規。

(7) Anti-corruption

The Group upholds the principles of honesty, integrity, and equitable treatment, and maintains a zero-tolerance stance against corruption. To ensure compliance, the Group has developed a comprehensive set of policies, detailed operating procedures, and a code of conduct that explicitly prohibits any involvement in improper or illegal activities, including providing, accepting, soliciting, or receiving improper benefits.

To proactively address the issue of corruption, the Group has implemented preventive measures and established whistle-blowing procedures that promote integrity, transparency, and accountability throughout the company. Specific standards have been put in place to guide employees in preventing corrupt behaviours. Newly onboarded employees receive induction briefings that cover ethical standards, legal obligations, and the consequences of misconduct. These briefings serve to raise awareness and foster a culture of integrity within the Group.

To further safeguard against fraudulent activities, the Group has implemented effective internal controls that aid in the detection and prevention of misconduct. The Group firmly believes that these measures are highly effective in preventing criminal acts such as bribery, extortion, fraud, and money laundering, among others.

During the Reporting Period, the company secretary and chairman of the audit committee did not receive any incident of improprieties from the employee. Furthermore, the Group had no litigation in relation to corruption, bribery, extortion, fraud and money laundering and complied with all the relevant rules and regulations.

Anti-corruption Training

The Group provides training to employees on its governance policies from time to time. New employees receive Staff Handbook containing Rules of Conduct as part of their induction program.

(7) 反貪污

本集團秉持誠實、正直、公平對待的原則，對貪污行為採取零容忍態度。為確保合規性，本集團已制定一套全面的政策、詳細的操作程序及行為準則，明確禁止參與任何不當或非法活動，包括提供、接受、索取或收取不當利益。

為積極解決貪污問題，本集團已實施預防措施並建立舉報程序，以促進整個公司的誠信、透明度及問責制。本公司已制定具體準則指導僱員防止貪污行為。新入職僱員會收到涵蓋道德標準、法律義務及不當行為後果的入職簡報。此等簡報旨在提高本集團內部的意識並培養誠信文化。

為進一步防範欺詐活動，本集團已實施有效的內部控制，有助發現及預防不當行為。本集團堅信，此等措施對於預防賄賂、勒索、欺詐、洗黑錢等犯罪行為非常有效。

於報告期間，公司秘書及審核委員會主席未發現任何僱員不當行為。此外，本集團並無涉及貪污、賄賂、勒索、欺詐及洗黑錢的訴訟，並遵守所有相關規則及法規。

反貪污培訓

本集團不時向僱員提供其管治政策的培訓。新僱員將收到載有行為準則的員工手冊作為入職計劃一部分。

Whistle-blowing Policy

Under the whistle-blowing policy, employee is encouraged to raise to the Group's company secretary for any improprieties. The company secretary will disclose the information to the executive directors. Where for some specific reasons or the concerns involve the company secretary or the executive directors, employee can report directly to the chairman of the audit committee who is an independent nonexecutive director. According to the nature and particular circumstances of the improprieties, an independent investigation committee will be set up to verify, collect and provide report to the executive directors or the audit committee where applicable. The executive directors or audit committee will ensure that the investigation is fair and independent and recommend for any further appropriate follow up actions which include advising the Board for final decision. The Group treats every reported incident with utmost confidentiality and ensures that whistleblowers are protected from unfair dismissal, victimisation, or unwarranted disciplinary action.

During the Reporting Period, the company secretary and chairman of the audit committee did not receive any incident of improprieties from the employee. Furthermore, the Group had no litigation in relation to corruption, bribery, extortion, fraud and money laundering and complied with all the relevant rules and regulations.

Community

(8) Community Investment

Being a social responsible corporation, the Group is committed to improving the social and economic welfare of the communities in which it operates.

As at 31 December 2024, our factory employed 7 disabled staff. In addition, our employees also participated in various charitable and social activities such as garment donation to Heshan Local Government Social Affair Office and the Blood Donation organised by China Red Cross.

舉報政策

根據舉報政策，鼓勵員工向本集團公司秘書舉報任何不當行為。公司秘書將向執行董事披露有關資料。若因某些特定原因或問題涉及公司秘書或執行董事，僱員可直接向審核委員會主席（為獨立非執行董事）報告。根據不當行為的性質及具體情況，將成立獨立調查委員會來核實、收集並向執行董事或審核委員會（如適用）提供報告。執行董事或審核委員會將確保調查公平獨立，並建議採取任何進一步適當的後續行動，包括向董事會提供意見以作最後決定。本集團對每宗舉報事件均採取高度保密的態度，並確保舉報人免受不公平解僱、受害或無理紀律處分。

於報告期間，公司秘書及審核委員會主席並未發現該員工有不當行為。此外，本集團並無面臨有關貪污、賄賂、勒索、欺詐及洗黑錢之訴訟，並已遵守所有相關規則及法規。

社區

(8) 社區投資

作為一家肩負社會責任之公司，本集團致力於改善其營運所在社區及經濟福利。

於二零二四年十二月三十一日，我們的工廠僱用7名殘疾員工。此外，我們的僱員也參與了向鶴山市人民政府社會工作辦公室捐贈衣物、中國紅十字會組織的無償捐血等各種慈善和社會活動。



締造
恒優品質
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