G-Vision International (Holdings) Limited
環科國際集團有限公司
Stock Code 股份代號：657

24-25

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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關於本報告

環科國際(集團)有限公司(「**本公司**」)及其附屬公司(統稱「**本集團**」)欣然刊發《環境、社會及管治報告》(「**ESG報告**」),該報告是根據香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄C2所載的《環境、社會及管治報告指引》(「**香港交易所《ESG報告指引》**」)編製。

本ESG報告主要集中於截至2025年3月31日止年度(「**報告期**」)本集團環境及社會方面的評估。至於企業管治方面,已於本公司截至2025年3月31日止年度之年報所載之企業管治報告內另行披露。

本集團已遵守香港交易所ESG報告指引於報告期內所載的所有強制性披露規定及「不遵守就解釋」的規定。本ESG報告已由本公司董事會(「**董事會**」)審閱及批准。

報告範圍

本集團主要在香港經營兩間專營潮州菜的中式酒樓。以下為本集團於香港的經營地點及管理辦事處:

1. 管理公司(尖沙咀東海中心)
2. 潮州城酒樓(尖沙咀東海中心)
3. 潮觀城酒樓(觀塘裕民坊)

ABOUT THIS REPORT

G-Vision International (Holdings) Limited (the "**Company**" and its subsidiaries (collectively referred to as the "**Group**")) is pleased to publish the Environmental, Social and Governance Report ("**ESG Report**") which has been prepared in accordance with the Environmental, Social and Governance Reporting Guide contained in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**") (the "**HKEX ESG Reporting Guide**").

This ESG Report mainly focuses on the evaluation of the environmental and social aspects of the Group's operations for the year ended 31 March 2025 (the "**Reporting Period**"). For corporate governance, it has been disclosed separately in the corporate governance report set out in the Company's annual report for the year ended 31 March 2025.

The Group has complied with all the mandatory disclosure requirements and the "comply or explain" provisions set out in the HKEX ESG Reporting Guide for the Reporting Period. This ESG Report has been reviewed and approved by the board of directors of the Company (the "**Board**").

Reporting Boundary

The Group is principally engaged in the operations of two restaurants specialising in Chiu Chow Cuisine. The following are the operating sites and management office of the Group in Hong Kong:

1. Management office (East Ocean Centre, Tsim Sha Tsui)
2. City Chiu Chow Restaurant (East Ocean Centre, Tsim Sha Tsui)
3. Kwun Tong City Chiu Chow Restaurant (Yue Man Square, Kwun Tong)

關於本報告(續)

報告原則

本集團在編製ESG報告時採用並遵守香港交易所ESG報告指引中概述的以下四項報告原則：

1. **重要性**：報告對投資者和其他持份者有足夠重要性的環境、社會及管治(「**ESG**」)議題；

2. **量化**：報告和比較ESG的關鍵績效指標(「**KPI(s)**」)，並設定目標以減少ESG的影響；

3. **平衡**：就本集團的ESG表現提供公正的觀點；

4. **一致性**：採用一致的方法比較ESG數據隨時間的變化。

董事會聲明

董事會致力推動環境及社會的可持續發展，並認同其在監督集團的環境、社會及管治策略及彙報方面所負有全面責任。本集團透過由本公司全體執行董事及主要附屬公司高級管理人員組成的ESG管理團隊(「**ESG團隊**」)，致力遵守有關環境保護的法律法規，並採取有效的環保措施，以確保本集團業務符合環境保護方面的標準及道德規範。本公司ESG團隊及審核委員會就與ESG相關的風險管理及內部監控系統的適當性和有效性進行了年度檢討，並認為現有系統足夠有效。

ABOUT THIS REPORT (CONTINUED)

Reporting Principles

The Group adopts and adheres to the following four reporting principles outlined in the HKEX ESG Reporting Guide in the preparation of this ESG Report:

1. **Materiality:** to report on environmental, social and governance ("**ESG**") issues sufficiently important to investors and other stakeholders;

2. **Quantitative:** to report and compare ESG's Key Performance Indicators ("**KPI(s)**") and to set targets to reduce ESG's impact;

3. **Balance:** to provide an unbiased view of the Group's ESG performance;

4. **Consistency:** to apply consistent approach for comparison of ESG data over time.

The Board Statement

The Board is committed to the sustainable development of the environment and the society and recognises its overall responsibility in overseeing the Group's ESG strategy and reporting. The Group, through its ESG management team ("**ESG Team**"), which consists of all executive directors of the Company and senior management of its major subsidiaries, has endeavoured to comply with the laws and regulations regarding environmental protection and adopts effective environmental practices to ensure the Group's business meets the required standards and ethics in respect of environmental protection. The ESG Team and the audit committee of the Company conducted an annual review on the appropriateness and effectiveness of the ESG-related risk management and internal control systems and considered that the systems in place are adequate and effective.

關於本報告(續)

ESG的管理方法和策略

ESG團隊在評估、優先考慮和管理ESG的重大議題時，採用重要性、量化、平衡和一致性四項報告原則。ESG管理方法涉及選擇與集團運營相關的持份者，並根據與這些持份者的各種溝通方式，識別他們的主要關注點，並使用矩陣表進行重要性評估，並優先考慮這些關注點。ESG團隊亦會收集數據，以編製每個報告期的ESG相關關鍵績效指標，並進行同比比較和分析，以監察和減輕ESG相關風險及其長期影響。重要性評估的結果載於本ESG報告的「持份者參與和重要性」部分。

可持續發展承諾的目標和指標

董事會視可持續發展為本集團業務目標不可或缺的一部分，並致力以負責任的方式開展本集團業務。ESG團隊透過密切監測本集團持份者的反饋，以及環境和社會關鍵績效指標的變化，評估本集團ESG進展的有效性。以下與ESG相關的目標和指標已納入集團的業務模式和長期企業目標：

- 降低碳足跡
- 實施更多節能措施
- 供應鏈管理的持續改進
- 降低與工作相關的風險和傷害
- 在集團工作場所提高ESG意識

ABOUT THIS REPORT (CONTINUED)

ESG Management Approach and Strategy

The ESG Team applies the four reporting principles of materiality, quantitative, balance and consistency in evaluating, prioritising and managing material ESG-related issues. The ESG management approach involves the selection of stakeholders related to the Group's operations and based on the various means of communication with these stakeholders, the ESG Team identifies their key concerns and uses matrix table to perform materiality assessment and to prioritise these concerns. The ESG Team also collects data to compile ESG-related KPIs for each reporting period and to perform year-on-year comparison and analysis in order to monitor and mitigate ESG-related risks and their impacts in the long run. The results of the materiality assessment are presented in the section "Stakeholder Engagement and Materiality" in this ESG Report.

Goals and Targets on Sustainability Commitment

The Board regards sustainability as an integral part of the Group's business objective and strives to carry out the Group's business in a responsible manner. The ESG Team evaluates the effectiveness of the Group's ESG progress by closely monitoring the feedback from the Group's stakeholders and the changes in the environmental and social KPIs. The following ESG-related goals and targets are incorporated into the Group's business model and its long-term corporate goals:

- Lower carbon footprint
- Implementation of more energy saving measures
- Continuous improvement in supply chain management
- Lower work-related risks and injuries
- Promotion of ESG awareness in the Group's workplace

持份者的參與和重要性

本集團為了確定那些ESG表現較為重要而需作出披露，會考慮不同持份者的利益和影響。本集團與不同的持份者保持持續對話，包括但不限於客戶、員工、供應商、承包商、服務供應商，股東、投資者、行業監管機構以及其他政府機構和社區團體。通過與他們保持正式和非正式的持續溝通，集團能夠識別主要的ESG議題，了解其優勢和劣勢，並且能更好地應對未來的ESG挑戰。以下列表展示各持份者的主要關鍵問題：

STAKEHOLDER ENGAGEMENT AND MATERIALITY

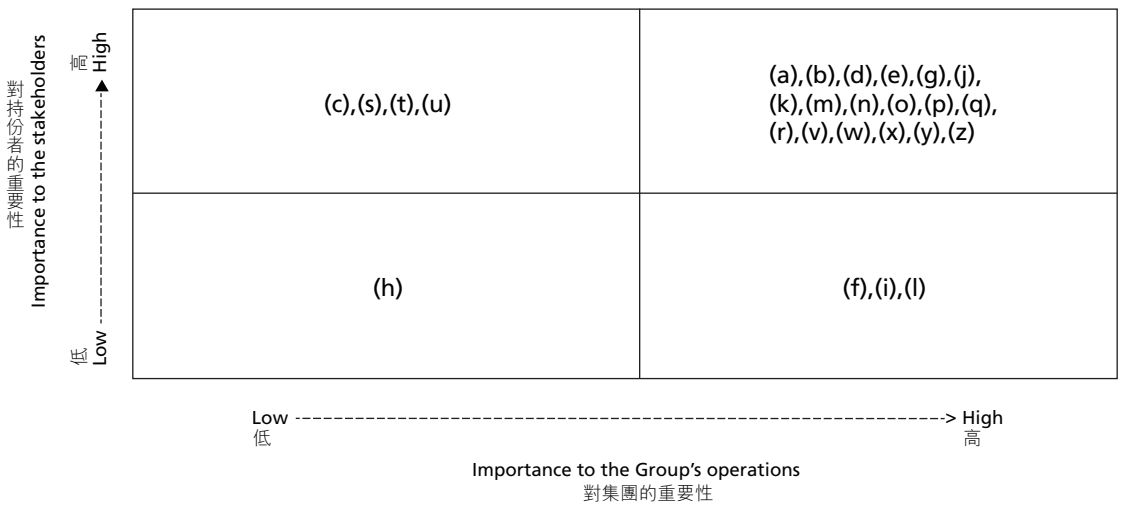
In order to identify the most significant aspects for the Group to report on its ESG performance, the Group considers the interests and influences attributing to the different stakeholder groups. The Group maintains ongoing dialogues with a diverse group of stakeholders including but not limited to its customers, employees, suppliers, contractors, service providers, shareholders, investors, industry regulators and other governmental bodies and community groups. By maintaining continuous communication with them both formally and informally, the Group is able to identify the major ESG issues, address its strengths and weaknesses and better position itself in responding to the ESG challenges ahead. The following table illustrates the key concerns identified for each of the stakeholder groups:

持份者 Stakeholders	溝通渠道 Communication Channels	關鍵問題 Key Concerns	重要 Material
顧客 Customers	* 與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(a) 食品和產品的質量和安全 Quality and safety of food and products	√
	* 社交媒體 Social media	(b) 客戶服務和用餐體驗 Customer service and dining experience	√
	* 電話和電子郵件 Telephone and emails	(c) 健康和營養 Health and nutrition	
	* 書面通信 Written correspondence	(d) 消費者資料保障 Consumer data protection	√
僱員 Employees	* 僱傭合同－行為準則 Employment contracts - Code of Conduct	(e) 薪酬待遇和工作保障 Renumeration package and job security	√
	* 定期員工會議 Regular staff meeting	(f) 培訓與發展 Training and development	
	* 員工培訓 Staff training	(g) 職業健康和安全 Occupational health and safety	√
	* 員工須知 Staff notices	(h) 平等機會 Equal opportunities	
	* 舉報政策 Whistleblowing policy	(i) 反貪污 Anti-corruption	
供應商 Suppliers	* 與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(j) 食品和產品的質量和安全 Quality and safety of food and products	√
	* 市場信息或供應商網站 Market information or suppliers' websites	(k) 供應鏈管理 Supply chain management	√
	* 電話和電子郵件 Telephone and emails	(l) 反貪污 Anti-corruption	

持份者的參與和重要性(續)

STAKEHOLDER ENGAGEMENT AND MATERIALITY (CONTINUED)

持份者 Stakeholders		溝通渠道 Communication Channels	關鍵問題 Key Concerns	重要 Material
承包商／服務供應商 Contractors/Service Providers	*	與ESG團隊成員進行公開對話 Open dialogue with ESG Team members	(m) 服務質量和安全 Quality and safety of services	√
	*	市場信息或企業網站 Market information or corporate websites	(n) ESG倡議 ESG initiatives	√
	*	電話和電子郵件 Telephone and emails	(o) 氣候和物流問題 Climatic and logistic issues	√
股東／投資者 Shareholders/Investors	*	企業刊物 Corporate publications	(p) 財務和ESG表現 Financial and ESG performance	√
	*	週年或特別股東大會 Annual or special general meetings	(q) 可持續發展 Sustainability development	√
	*	電話和電子郵件 Telephone and emails	(r) 投資者關係 Investors' relationship	√
社區團體 Community Groups	*	活動參與 Events participation	(s) 捐款 Donations	
	*	書面通信 Written correspondence	(t) 贊助 Sponsorship	
	*	電話和電子郵件 Telephone and emails	(u) 社區參與 Community involvement	
政府／監管機構 Government/Regulators	*	適用法律和法規 Governing laws and regulations	(v) 遵守法律和法規 Compliance with laws and regulations	√
	*	實地檢查和合規檢查 Site inspection and compliance checking	(w) 排放 Emissions	√
	*	培訓課程 Training courses	(x) 資源使用 Use of resources	√
	*	書面通信 Written correspondence	(y) 資源保護 Preservation of resources	√
	*	電話和電子郵件 Telephone and emails	(z) 氣候變化 Climate change	√



持份者的參與和重要性(續)

基於上述矩陣表的重要性評估表明，政府團體和承包商等持份者更關注ESG的環境方面，而集團的客戶，員工和供應商則更關注ESG的社會方面。有關每個ESG層面的關鍵績效指標，將在本ESG報告的「A.環境」和「B.社會」部分作進一步披露和報告。

持份者的反饋

本集團歡迎持份者就本集團的ESG方針和表現提出意見和建議至香港九龍尖沙咀東部加連威老道98號東海中心1樓108室，或發送電子郵件至 info@g-vision.com.hk。

A. 環境

本ESG報告披露的環境數據僅涵蓋由酒樓及管理辦公室產生的直接排放及消耗數據。

A1. 排放

本集團在營運過程中可導致的排放類別主要包括空氣及溫室氣體(「**GHG**」)排放及無害廢棄物的產生。集團的主要空氣和GHG排放來源包括煤氣和採購電力的燃料消耗以及食水和污水的處理。本集團的無害廢棄物處理包括廚餘和廢紙的處置。

在本報告期內，本集團未獲悉任何與空氣和GHG排放、排放到水和土地以及產生有害和無害廢棄物有關的重大違規情況。

STAKEHOLDER ENGAGEMENT AND MATERIALITY (CONTINUED)

The materiality assessment based on the above matrix table indicates that the stakeholder groups such as the governmental groups and the contractors are more concerned with the environmental aspects of ESG while the Group's customers, employees and suppliers are more concerned with the social aspects of ESG. Further disclosure and reporting on KPIs for each of the ESG aspect will be presented under the sections "A. Environmental" and "B. Social" in this ESG Report.

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on the Group's ESG approach and performance by sending comments and suggestions to Unit 108, 1st Floor, East Ocean Centre, 98 Granville Road, Tsimshatsui East, Kowloon, Hong Kong or via email to info@g-vision.com.hk.

A. ENVIRONMENTAL

The environmental data disclosed in this ESG Report covers only the direct emission and consumption data generated from the restaurants and the management office of the Group.

A1. Emissions

Types of emissions that the Group accounts for during its course of operation mainly include air and greenhouse gas ("**GHG**") emissions and the generation of non-hazardous waste. The key sources of air and GHG emissions of the Group include the consumption of town gas and purchased electricity as well as from processing fresh and waste water. Non-hazardous waste disposal of the Group includes disposal of food waste and paper waste.

The Group is not aware of any cases of material non-compliance relating to air and GHG emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste for the Reporting Period.

A. 環境(續)

A1. 排放(續)

A1.1 空氣排放

於報告期內，本集團酒樓營運的燃料消耗所排放的空氣排放物包括氮氧化物(NO_x)及硫氧化物(SO_x)。由於使用車輛產生的空氣排放量相當輕微，因此本報告沒有提供懸浮顆粒物(PM)數據。

氣體燃料消耗

煤氣消耗仍然是本集團最大的排放源。報告期內之總煤氣用量為106,533煤氣用度(2024年：109,228煤氣用度)，其引致之氮氧化物(NO_x)排放量為20.56公斤(2024年：21.08公斤)，而硫氧化物(SO_x)排放量則為0.10公斤(2024年：0.10公斤)。

A. ENVIRONMENTAL (CONTINUED)

A1. Emissions (Continued)

A1.1 Air Emissions

For the Reporting Period, air emissions including nitrogen oxides (NO_x) and sulphur oxides (SO_x) were emitted from fuel consumption of the Group's restaurant operations. Air emissions from vehicles are considered insignificant, thus no particulate matter (PM) data is being presented in this ESG Report.

Gaseous Fuel Consumption

Consumption of town gas remains the biggest source of emission from the Group. A total of 106,533 units (2024: 109,228 units) of town gas was used for the Reporting Period, contributing to 20.56 kg (2024: 21.08 kg) of nitrogen oxides (NO_x) emission and 0.10 kg (2024: 0.10 kg) of sulphur oxides (SO_x) emission.

A1.2 溫室氣體排放 / *A1.2 Greenhouse Gas Emissions*

GHG排放範圍 Scope of GHG Emissions	排放源 Emission Sources	截至2025年3月31日止年度 For the year ended 31 March 2025		截至2024年3月31日止年度 For the year ended 31 March 2024	
		排放(以噸計二氧化碳當量) Emission (in tCO_2e)	佔總排放量的百分比 Percentage of Total Emission	排放(以噸計二氧化碳當量) Emission (in tCO_2e)	佔總排放量的百分比 Percentage of Total Emission
範圍1 Scope 1					
直接排放 Direct Emission	固定式燃料燃燒 Stationary fuel combustion 燃燒來源 – 煤氣 Combustion source – Town gas	271.98	42%	278.86	41%
範圍2 Scope 2					
間接排放 Indirect Emission	採購電量 Purchased electricity	300.00	55%	317.53	56%
	採購煤氣 Purchased town gas	58.38		59.97	
範圍3 Scope 3					
其他間接排放 Other Indirect Emission	用於處理食水的電力 Electricity used for processing fresh water	12.61	3%	12.88	3%
	用於處理污水的電力 Electricity used for processing wastewater	4.10		4.19	
	廢紙處理 Paper waste disposal	2.20		2.16	
總計 Total		**649.27**	**100%**	**675.59**	**100%**

A. 環境(續)

A1. 排放(續)

A1.2 溫室氣體排放(續)

附註：

- tCO_2e是指以噸計二氧化碳當量。
- 排放因數是以香港交易所刊發的《如何編製ESG報告－附錄2：環境關鍵績效指標報告指引》為基礎，最後更新於2022年3月。

於本報告期，GHG之排放量為649.27噸二氧化碳當量(2024年：675.59噸二氧化碳當量)(主要有二氧化碳，甲烷，一氧化碳及氫氟碳化物)，排放強度為0.013噸二氧化碳當量／千港元收入(2024年：0.014噸二氧化碳當量／千港元收入)。

A1.3 有害廢棄物

本集團並不知悉在其業務過程中排放的任何重大有害廢棄物及污染物，因此本ESG報告未提供該等數據。

A1.4 無害廢棄物

本集團的無害廢棄物主要是食物廚餘(包括用過的食用油和隔油池廢物)及其經營酒樓及管理辦公室所產生的廢紙。報告期內共消耗了459.08公斤(2024年：449.10公斤)的紙張，導致2.20噸計二氧化碳當量(2024年：2.16噸計二氧化碳當量)。

A. ENVIRONMENTAL (CONTINUED)

A1. Emissions (Continued)

A1.2 Greenhouse Gas Emissions (Continued)

Notes:

- tCO_2e means tonnes of carbon dioxide equivalent.
- Emission factors were based on "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by the HKEX and last updated in March 2022.

There were 649.27tCO_2e (2024: 675.59 tCO_2e) GHG (mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons) emitted for the Reporting Period, with an emission intensity of 0.013 tCO_2e/HK$'000 revenue (2024: 0.014 tCO_2e/HK$'000 revenue).

A1.3 Hazardous Waste

The Group is not aware of any significant hazardous wastes and pollutants that are being discharged in the course of its business and hence no such data are being presented in this ESG Report.

A1.4 Non-hazardous Waste

Non-hazardous waste from the Group is mainly food waste (including used cooking oil and grease trap waste) and waste paper from its operations of restaurants and management office. A total of 459.08 kg (2024: 449.10 kg) of paper was consumed for the Reporting Period, contributing to 2.20 tCO_2e (2024: 2.16 tCO_2e).

A. 環境(續)

A1. 排放(續)

A1.5 減排措施和目標

本集團採取積極主動的態度，以盡量減少氣體排放對環境的影響，其整體目標是持續減少溫室氣體排放，以達致長期的低碳足跡。本集團致力透過以下途徑降低煤氣消耗：

- 定期更新廚房設備，提高能源效益評級；
- 在非使用時間關掉煤氣爐和熱水器；
- 向員工提供正確使用廚房設施和設備的指引；
- 聘請專業公司定期檢查和清潔廚房的排氣系統。

ESG團隊全面負責確保廚房員工嚴格遵守規則和準則。

A. ENVIRONMENTAL (CONTINUED)

A1. Emissions (Continued)

A1.5 Emission Mitigation Measures and Targets

The Group adopts a proactive approach in order to minimise the environmental impact of gas emissions and its overall target is to continuously reduce GHG emissions to achieve lower carbon footprint in the long run. The Group strives to lower the consumption of town gas by:

- Upgrading kitchen equipment with higher efficiency rating on regular basis;
- Turning off the gas stoves and water heaters when not in use;
- Providing guidelines to staff on proper use of the kitchen facilities and equipment;
- Engaging professional company to regularly inspect and clean the exhaust system of the kitchen.

The ESG Team has an overall responsibility to ensure the rules and guidelines are strictly adhered to by the kitchen staff.

A. 環境(續)

A1. 排放(續)

A1.6 減少廢棄物的倡議和目標

ESG團隊還透過以下各種措施制定了長期減少廢棄物處置的目標：

- 為了盡量減少廚餘，ESG團隊會密切監測食品和其他庫存物品的採購、使用和儲存。廚餘(包括用過的食油和隔油池廢物)由持牌廢物處理公司收集和處理。本集團自2018年6月份起與一家廢油回收商合作，處理廢食用油以轉化為生物柴油，作為香港的可再生能源。本報告期內共產生了約2,070公斤(2024年：約2,330公斤)用過的食用油。香港特別行政區政府環境局特意向本集團頒發了感謝狀，表揚我們對香港環保園回收業務的支持。隔油池廢物會經由合資格廢物回收商妥善棄置至西九龍轉運站。

- 為了控制廢紙量，本集團鼓勵辦公室員工使用再造紙；以及使用雙面列印，並且以電子存檔代替打印文件。本集團亦鼓勵酒樓員工利用數碼營銷代替印刷材料推廣時令菜式及優惠。

A. ENVIRONMENTAL (CONTINUED)

A1. Emissions (Continued)

A1.6 Wastes Reduction Initiatives and Targets

The ESG Team also sets long-term reduction targets on waste disposals through various measures as explained below:

- To minimise food waste, the ESG Team closely monitors the purchase, usage and storage of food and other inventory items. Food waste (including used cooking oil and grease trap waste) is collected and handled by licensed waste disposal companies. The Group has co-operated with a used oil recycling company since June 2018 to dispose used cooking oils for converting into bio-diesel as a source of renewable energy for Hong Kong. A total of approximately 2,070 kg (2024: approximately 2,330 kg) of used cooking oil was produced during the Reporting Period. A certificate of appreciation has been awarded to the Group by the Government of the Hong Kong Special Administrative Region Environment Bureau in recognition of its support to the recycling business in the EcoPark of Hong Kong. Grease trap waste is also properly disposed to the West Kowloon Transfer Station through a qualified waste collector.

- To control waste paper, office staff are encouraged to use recycled paper; to print on both side of paper and to save e-copies of documents instead of printing out. Restaurant staff are encouraged to make use of digital marketing instead of printed materials to promote seasonal dishes and offers.

A. 環境(續)

A2. 資源的使用

ESG團隊認為減少GHG排放和集團碳足跡的最直接和有效的方法是在工作場所提高ESG意識，並提高集團運營的整體能源效率。本集團已制定了有效使用煤氣、電力和水等資源的政策和節能措施。

A2.1 能源消耗

於報告期內，本集團的業務營運產生總能源消耗為1,986,477千瓦時（2024年：2,044,397千瓦時），電力及煤氣使用強度為39千瓦時／千港元收入（2024：41千瓦時／千港元收入）。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources

The ESG Team regards the most direct and effective methods of reducing GHG emissions and the Group's carbon footprint are to promote ESG awareness in the workplace and to enhance the overall energy efficiency in the Group's operations. The Group has adopted policies and energy-saving measures to promote efficient use of resources, including town gas, electricity and water.

A2.1 Energy Consumption

For the Reporting Period, the Group's business operations resulted in a total energy consumption of 1,986,477 kWh (2024: 2,044,397 kWh), with an intensity of 39 kWh/HK$'000 revenue (2024: 41 kWh/HK$'000 revenue) from the use of electricity and town gas.

能源消耗來源 Energy Consumption Sources	消耗(千瓦時) Consumption (in kWh)	
	截至2025年3月31日止年度 For the year ended 31 March 2025	截至2024年3月31日止年度 For the year ended 31 March 2024
煤氣 Town Gas	1,420,440	1,456,373
電力Electricity	566,037	588,024

煤氣

報告期內，本集團食肆經營已消耗106,533單位（2024年：109,228單位）煤氣，強度為2.11個單位／千港元收入（2024年：2.19個單位／千港元收入）。

Town Gas

For the Reporting Period, the Group's restaurant operations had consumed 106,533 units (2024: 109,228 units) of town gas, with an intensity of 2.11 units/HK$'000 revenue (2024: 2.19 units/HK$'000 revenue).

A. 環境(續)

A2. 資源的使用(續)

A2.1 能源消耗(續)

電力

於報告期內，本集團已消耗566,037千瓦時(2024年：588,024千瓦時)的電力，強度為11.22 千瓦時／千港元收入(2024年：11.79千瓦時／千港元收入)。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources (Continued)

A2.1 Energy Consumption (Continued)

Electricity

For the Reporting Period, the Group had consumed 566,037 kWh (2024: 588,024 kWh) of electricity, with an intensity of 11.22 kWh/HK$'000 revenue (2024: 11.79 kWh/HK$'000 revenue).

		截至2025年3月31日止年度 For the year ended 31 March 2025	截至2024年3月31日止年度 For the year ended 31 March 2024
酒樓 Restaurants			
消耗 Consumption	千瓦時 kWh	540,891	562,283
強度 Intensity	千瓦時／千港元收入 kWh/HK$'000 revenue	10.72	11.27
管理公司 Management Office			
消耗 Consumption	千瓦時 kWh	25,146	25,741
強度 Intensity	千瓦時／千港元收入 kWh/HK$'000 revenue	*附註 Note*	*附註* Note
本集團 Group			
消耗 Consumption	千瓦時 kWh	566,037	588,024
強度 Intensity	千瓦時／千港元收入 kWh/HK$'000 revenue	11.22	11.79

附註： 管理公司強度未有列出由於收入變動引致與往年數據未能作出比較。

Note: the intensity for management office is not presented due to the change in revenue which is not comparable to previous year's data.

A2.2 耗水量

報告期內，本集團酒樓營運用水量為28,877 立方米(2024：29,479 立方米)，強度為 0.57 立方米／千港元收入(2024年：0.59 立方米／千港元收入)。

A2.2 Water Consumption

For the Reporting Period, water consumption by the Group's restaurant operations was 28,877 m^3 (2024: 29,479 m^3), with an intensity of 0.57 m^3/HK$'000 revenue (2024: 0.59 m^3/HK$'000 revenue).

A. 環境(續)

A2. 資源的使用(續)

A2.3 能源使用效率倡議和目標

本集團為達到減少煤氣消耗的效率目標而採取的措施已在本ESG報告的「A1.5減排措施和目標」一節披露。降低用電量是本集團為改善整體能源使用效率而設定的另一關鍵目標：

照明和冷凍系統

本集團的主要電力消耗來自本集團的酒樓和辦公室照明、空調、製冷、通風和辦公室設備的使用。本集團已實施以下節能措施：

- 以LED燈取代慳電膽，進一步節省能源；
- 定期進行維護保養，以保持所有電器的能源效益水平；
- 培訓酒樓員工關閉空置區域的燈和空調；
- 在設計和裝修新酒樓時盡量利用自然光；
- 將閒置的複印機和電腦設備轉換至節能模式。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources (Continued)

A2.3 Energy Use Efficiency Initiatives and Targets

The steps taken by the Group to achieve the efficiency targets for reducing town gas consumption have been disclosed in the section "A1.5 Emission Mitigation Measures and Targets" in this ESG Report. Reducing electricity consumption is another key target the Group sets to improve the overall energy use efficiency:

Lighting & Cooling Systems

The Group's major consumption of electricity stems from the use of lighting, air-conditioning, refrigeration, ventilation and office equipment in the Group's restaurants and office. The Group has implemented the following energy-saving initiatives:

- Replacement of compact fluorescent light bulbs with LED lights to further maximise energy conservation;
- Regular maintenance to maintain the energy-efficiency level of all electrical appliances;
- Restaurant employees are trained to switch off lights and air-conditioners for vacant areas;
- Maximum use of natural light in the design and built of new restaurant outlet;
- Switch to energy-saving mode for idle photocopiers and computing equipment.

A. 環境(續)

A2. 資源的使用(續)

A2.3 能源使用效率倡議和目標(續)

電器採購

現時,2008年通過《能源效益(產品標籤)條例》(香港法例第598章)實施的強制性能源效益標籤計劃(「**強制性能源效益標籤計劃**」)規定,室內冷氣機、電視機、儲水式電熱水爐、電磁爐、製冷電器、慳電膽、洗衣機和抽濕機必須貼上能源標籤。本集團只會考慮採購符合強制性能源效益標籤計劃以及擁有較高能源效益標籤的節能電器。

A2.4 用水效率倡議和目標

食肆的營運需要使用水進行食品處理和清潔。水源由水務署提供。在本報告所述期間,在採購適合用途的水方面沒有出現任何問題。

為最大限度地提高節水目標,本集團已實施若干節水措施。安裝了低流量裝置來控制來自主開關的水流。酒樓工作人員經過培訓,可以在不使用水龍頭時關閉所有水龍頭。定期檢查水管能防止漏水。於報告期內,本集團產生的污水經去水喉排出並由渠務署處理。本集團將致力減少用水量,其用水效益目標是將本集團用水量強度維持在0.60立方米／千港元收入以下。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources (Continued)

A2.3 Energy Use Efficiency Initiatives and Targets (Continued)

Procurement of Electrical Appliances

Currently, the Mandatory Energy Efficiency Labelling Scheme ("**MEELS**") introduced in 2008 through the commencement of Energy Efficiency (Labelling of Products) Ordinance (Cap. 598 of the Laws of Hong Kong) requires room air-conditioners, televisions, storage-type electric water heaters, induction cookers, refrigerating appliances, compact fluorescent lamps, washing machines and dehumidifiers to carry energy labels. The Group will only consider procuring energy-efficient electrical appliances which comply with the MEELS and with high efficiency grading labels.

A2.4 Water Use Efficiency Initiatives and Targets

The operation of restaurants requires the use of water for food processing and cleaning purposes. Water is supplied by the Water Supplies Department. There was no issue in sourcing water that is fit for purpose during the Reporting Period.

To maximise water saving target, the Group has implemented certain water conservation measures. Low-flow fixtures were installed to control water flow from the main switch. Restaurant staff are trained to turn off all water taps when they are not in use. Water pipes are checked on a regular basis to prevent water leakage. Waste water generated from the Group during the Reporting Period was discharged to and treated by the Drainage Services Department. The Group will strive to reduce water usage, and its water efficiency target is to maintain the Group's water consumption intensity at below 0.60 m^3/HK$'000 revenue.

A. 環境(續)

A2. 資源的使用(續)

A2.5 包裝材料

本集團在日常營運中使用各種包裝材料，例如塑膠外賣盒及袋子。於報告期內，本集團旗下酒樓共消耗 1,050公斤（2024：1,130公斤），強度為0.021公斤／千港元收入（2024年：0.023公斤／千港元收入）。集團亦在節日期間使用 525公斤（2024年：521公斤）或約0.172公斤／盒（2024年：0.173公斤／盒）紙盒、PET塑膠容器及回收袋包裝月餅及年糕。本集團將繼續監察其包裝物料的使用情況，並在有需要時檢討及改變現有做法。為進一步減少包裝浪費，集團鼓勵客戶自備容器帶走食物。

A3. 環境與自然資源

本集團意識到酒樓及辦公室營運持續消耗能源資源，不可避免地導致一定程度的氣體和廢棄物排放，最終對環境產生負面影響。為減低該等風險，本集團致力在工作場所推廣環保意識，並已實施多項節能措施，如在本ESG報告「A1.排放」和「A2.資源的使用」中所披露。ESG團隊將繼續努力，檢討、引入和實施更具環保意識的工作常規和政策，期望在節能工作，減少排放和減少廢棄物方面達到更高的標準。

A. ENVIRONMENTAL (CONTINUED)

A2. Use of Resources (Continued)

A2.5 Packaging Material

The Group uses various packaging materials such as plastic takeaway boxes and bags in its day-to-day operation. A total of 1,050 kg (2024: 1,130 kg) of these packaging materials, with an intensity of 0.021 kg/HK$'000 revenue (2024: 0.023 kg/HK$'000 revenue), were consumed by the Group's restaurants for the Reporting Period. The Group also used 525 kg (2024: 521 kg) or approximately 0.172 kg/box (2024: 0.173 kg/box) of carton boxes, PET plastic containers and recycling bags for packaging mooncakes and Chinese New Year cakes during the festive seasons. The Group will continue to monitor its usage of packaging materials and will review and alter existing practice when necessary. To further reduce packaging waste, the Group encourages its customers to bring their own containers to take away the food.

A3. The Environment and Natural Resources

The Group realises that the restaurant and the office operations have continuously consumed energy resources and inevitably lead to certain extent of gas and waste emissions, which ultimately have negative impacts on the environment. To minimise the exposure of such risks, the Group is committed to promoting environmental protection awareness in its workplace and has implemented various energy-saving measures as disclosed in the sections "A1. Emissions" and "A2. Use of Resources" in this ESG Report. The ESG Team will continue its effort in ESG matters. More environmentally conscious work practices and policies will be reviewed, introduced and implemented with the aim to achieve a higher standard in the work of energy saving as well as in the reduction in emissions and waste generation.

A. 環境(續)

A4. 氣候變化

董事會致力於降低本集團的GHG排放量，以應對氣候變化。氣候變化及其對全球範圍內的影響正以各種方式威脅著企業的盈利基礎。ESG團隊意識到與氣候變化相關的ESG風險不斷增加，並認識到這些風險對集團營運造成的直接和間接影響：

對業務的影響

香港的平均氣溫正在上升，氣溫升高會增加極端天氣事件的頻率、強度和持續時間。熱帶氣旋及暴雨警告、「極端情況」以及其他惡劣天氣情況(例如山泥傾瀉警告)或由此引發的交通和道路問題，可能會影響往來工作地點的公共交通服務及員工的工作安全。本集團的客戶在嚴峻天氣條件下也不太會外出就餐。此外，機場關閉會降低流動性，對本集團的旅客業務產生直接影響。

ESG團隊需要時刻留意香港天文台部門發出的天氣警告和信號。如本集團旗下酒樓因上述天氣警告及信號及天氣情況而不得不暫停營業，便須立即採取行動暫停新鮮食品供應、處理顧客查詢及取消預訂。另一方面，倘若本集團旗下酒樓繼續營運，或須重新安排員工輪班時間，以確保輪班員工安全上班。

A. ENVIRONMENTAL (CONTINUED)

A4. Climate Change

The Board is committed to lowering the Group's GHG emissions to combat climate change. Climate change and its impacts across the globe are threatening the bottom line of businesses in a variety of ways. The ESG Team is aware of the increasing ESG risks associated with climate change and of the direct and indirect impacts posed on the Group's operations:

Impact on operations

Hong Kong's average temperature is rising, and warmer temperatures increase the frequency, intensity, and duration of extreme weather events. Tropical cyclone and rainstorm warnings, "extreme conditions" and other adverse weather conditions (such as the Landslip Warning) or the resultant traffic and road problems may affect the public transport services to and from workplace and the work safety of employees. The Group's customers are also less prone to dining out under severe weather conditions. In addition, the closure of airport reduces mobility and has a direct impact on the Group's business generated from tourists.

The ESG Team needs to stay alert to weather warnings and signals issued by the Hong Kong Observatory Department. If the Group's restaurants have to suspend operations as a result of these weather warnings and signals and weather conditions, immediate actions are required to suspend fresh food supply, handle customers' enquiry and cancellation. On the other hand, if the Group's restaurants will continue operations, rearrangement of staff shifts may be required to ensure those on shift are safe to travel to work.

A. 環境(續)

A4. 氣候變化(續)

對食品供應鏈的影響

頻繁發生的洪水和乾旱降低農作物產量並擾亂糧食供應的物流。日益升溫的天氣和頻繁的降水也會增加食源性和水源性疾病以及過敏的風險，並提高食品供應鏈內部的污染風險。

食品供應短缺可能導致食品供應鏈中斷，推高原材料價格，從而降低本集團酒樓經營的利潤。ESG團隊需要更頻繁地審視本集團的供應商、食品質量和定價，並努力尋找更多或更好的替代食品來源，以減輕氣候變化的影響。

對公用事業、冷氣和保險費用的影響

在極端天氣情況下，因發電變得不穩定，能源需求會增加，降雨頻率和降雨量的變化會影響供水和水質。這些都可能會對本集團的營運造成突發性干擾。由於近年潮濕炎熱季節較長，空調系統需要加長運行時間，導致本集團的冷氣及維修費用增加。極端天氣情況(如熱浪、乾旱和洪水)的頻率和強度增加，會導致財產損失，對社會造成代價高昂的破壞，並間接降低集團的第三方責任和所有財產風險的負擔能力和增加保險費用。

A. ENVIRONMENTAL (CONTINUED)

A4. Climate Change (Continued)

Impact on food supply chain

Frequent occurrence of floods and droughts lead to a reduction in crop yields and disruption in the logistics of food supplies. The increasingly warmer weather and frequent precipitation will also add to the risk of waterborne and foodborne diseases and allergies and increase the chance of contamination within the food supply chain.

The shortage in food supplies may cause disruption in food supply chain, drive up price of raw materials and consequently the lower profit margin for the Group's restaurant operations. The ESG Team needs to mitigate the impacts of climate change by reviewing the Group's suppliers, food quality and pricing more frequently and strive to seek for more or better alternative food sources where necessary.

Impact on utility, cooling and insurance costs

Under extreme weather events, the demand for energy will increase as power generation becomes less reliable, and the changes in the patterns and amount of rainfall can affect water supply and water quality. These may cause abrupt disturbance to the Group's operations. Owing to the lengthy hot and humid season in recent years, the demand for longer hours of air-conditioning service has resulted in higher cooling and maintenance charges for the Group. Increases in the frequency and intensity of extreme weather events, such as heat waves, droughts and floods can increase losses to property, cause costly disruptions to society, and indirectly reduce the affordability and increase the costs of insurance for third party liability and all property risks for the Group.

B. 社會

1. 僱傭和勞工常規

B1. 僱傭

截至2025年3月31日，本集團擁有約83名員工（2024年：90名），所有員工均來自香港的中國人。

B. SOCIAL

1. Employment and Labour Practices

B1. Employment

The Group had approximately 83 employees as of 31 March 2025 (2024: 90), and all employees are ethnic Chinese from Hong Kong.

		按僱傭類型劃分 Workforce by Employment Type (%)
全職	Full-time	86
兼職	Part-time	14

		按僱傭職級劃分 Workforce by Employment Rank (%)
高級管理層	Senior Management	20
中層管理人員	Middle Management	17
前線員工及其他員工	Frontline Staff & Other Employees	63

		按年齡組別劃分 Workforce by Age Group (%)
18-25	18-25	0
26-35	26-35	1
36-45	36-45	5
46-55	46-55	29
56或以上	56 or above	65

		按性別劃分 Workforce by Gender (%)
男性	Male	49
女性	Female	51

B. 社會(續)

1. 僱傭和勞工常規(續)

B1. 僱傭(續)

於報告期內，本集團酒樓及辦公室營運的薪酬及解僱、招聘及晉陞、工作時間、休息時間、平等機會、多元化及反歧視，以及其他福利及福利的政策並無重大變化。在本報告所述期間，本集團未發現任何與僱傭有關的重大違規情況。

僱傭合同列出了有關試用期、付款期限、強制性公積金、休息日和公共假期、休假申請、內部調動、終止和解僱、獎勵或處罰的規則和條件的所有信息和權利。ESG團隊不時檢討僱員的薪酬，並參考市場平均水平和趨勢。員工還有權享受工作時提供的膳食和業績獎金。

本集團明白其經營環境可能會導致工作時間較長，因此會聘用臨時工人，以減輕長期僱員的工作量並減少加班的需要。

平等機會

本集團為致力促進平等機會的僱主，不會容忍任何基於宗教、殘疾、性別、家庭狀況、種族、婚姻狀況、懷孕的歧視或騷擾或適用法律禁止的任何其他形式的歧視。

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B1. Employment (Continued)

For the Reporting Period, there were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination, and other benefits and welfares for the Group's restaurant and office operations. The Group did not note any cases of material non-compliance in relation to employment during the Reporting Period.

Employment contract has listed out all information and entitlement regarding probation period, payment term, mandatory pension fund, rest days and public holidays, rules and conditions on leave application, internal transfer, termination and dismissal, reward or penalty. The ESG Team reviews employees' remuneration from time to time and makes reference to market average and trend. Employees are also entitled to meals provided at work and revenue bonus.

The Group understands its operating environment may induce longer working hours at work, thus temporary workers will be hired to relieve the workload of permanent employees and lessen the necessities of working overtime.

Equal Opportunity

The Group commits to be an equal opportunity employer and does not tolerate any discrimination or harassment based on religion, disability, gender, family status, ethnic, marital status, pregnancy or any other form of discrimination prohibited by applicable laws.

B. 社會(續)

1. 僱傭和勞工常規(續)

B1. 僱傭(續)

流失

於報告期內，本集團的年流失率為12%，其中10名員工(2024年：12%，11名員工)離職，彼等均為香港中國人。餐飲業人手短缺，為集團員工帶來更多就業機會。再加上部分員工因為退休而離職。ESG團隊會不時檢討員工的薪酬待遇，以確保集團在挽留員工方面保持競爭力。按年齡組別和性別分類的年流失率如下：

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B1. Employment (Continued)

Turnover

The annual turnover rate of the Group was 12% with 10 employees (2024: 12% with 11 employees) left the Group for the Reporting Period and they were all ethnic Chinese from Hong Kong. The shortage of labour in the food and beverage industry resulted in more job opportunities for the Group's staff. In addition, certain staff left due to retirement. The ESG Team reviews employees' remuneration packages from time to time in order for the Group to stay competitive in retaining staff. The annual turnover rates, categorised by age group and gender, are as follows:

		按年齡組別劃分的年流失率 Annual Turnover Rate by Age Group (%)
18-25	18-25	0
26-35	26-35	10
36-45	36-45	0
46-55	46-55	40
56或以上	56 or above	50

		按性別劃分的年流失率 Annual Turnover Rate by Gender (%)
男性	Male	60
女性	Female	40

B. 社會(續)

1. 僱傭和勞工常規(續)

B2. 健康與安全

本集團高度重視職業健康及安全，致力為所有員工提供安全的工作環境。新聘用的員工必須參加與其工作職責相關的安全和工作場所衛生培訓。有關處理生的食物及使用電器產品；處置有害及無害廢物；以及消防安全措施和急救方面的指引已提供予僱員。於本報告期內，有關提供安全工作環境和保護員工免受職業危害的政策未有重大變化。本集團遵循香港職業安全健康局建議的《職業健康及安全指引》，ESG團隊負責監督內部和外部準則的整體遵守情況。消防處和食物環境衛生署亦會定期進行現場巡查。

本集團必須嚴格遵守《職業安全及健康條例》(香港法例第509章)及《僱員補償條例》(香港法例第282章)下的相關法律法規。在本報告期內，沒有出現與健康及安全相關的重大違規事項。下表列明在過往三年(包括本報告期)每年因工傷身亡、工傷個案及因工傷而損失的日數：

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B2. Health and Safety

The Group places high priority on occupational health and safety and strives to provide a safe working environment for its employees. Newly hired staff are required to attend safety and workplace hygiene training relevant to their job duties. Employees are provided with guidelines on handling raw food and electrical appliances; disposal of hazardous and non-hazardous wastes as well as fire safety measures and first-aid. For the Reporting Period, there were no major changes in policies related to providing safe working environment and protecting employees from occupational hazards. The Group follows the occupational health and safety guidelines recommended by the Hong Kong's Occupational Safety and Health Council. The ESG Team is responsible for monitoring the overall adherence to the internal and external guidelines. Regular and on-the-spot inspections are also conducted by the Fire Department and the Food and Environmental Hygiene Department.

The Group must strictly abide by the relevant laws and regulations under the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong). There was no material non-compliance issue in relation to health and safety during the Reported Period. The table below summarises the work-related fatality, work injury cases and the number of lost days due to work injury in each of the past three years including the Reporting Period:

截至3月31日止年度職業健康及安全數據
Occupational Health and Safety Data for the year ended 31 March

		2025	2024	2023
因工身亡 Work-related Fatality	宗數 Number of cases	0	0	0
工傷 Work Injury	宗數 Number of cases	0	0	0
因工傷而損失的日數 Lost days due to Work Injury	日 Days	0	0	0

B. 社會(續)

1. 僱傭和勞工常規(續)

B2. 健康與安全(續)

於報告期內，本集團未獲悉任何與健康及安全法例及法規有關的重大違規個案。本集團會繼續實施以下措施保持良好衛生，以保障員工及顧客的健康和安全：

- 在酒樓場所和辦公室安裝符合要求的空氣淨化器；
- 定期對酒樓和辦公室進行消毒；
- 向員工提供外科口和酒精搓手液；
- 提供單獨的房間供員工在辦公室享用午餐。

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B2. Health and Safety (Continued)

For the Reporting Period, the Group was not aware of any material cases of non-compliance in relation to health and safety laws and regulations. The Group will continue to implement the following measures for maintaining good hygiene in order to safeguard the health and safety of its staff and restaurant patrons:

- Installing air purifiers in restaurant premises and office meeting the requirements;
- Disinfecting restaurants and office regularly;
- Providing surgical masks and alcohol hand sanitizers;
- Offering separate rooms for staff to take lunch in office.

B. 社會(續)

1. 僱傭和勞工常規(續)

B3. 發展與培訓

本集團深信，發展及培訓是人力資源(「**人力資源**」)發展的重要一環，以確保員工能適當履行其職責，以及滿足客戶對質量和服務日益增長的期望。本集團為每位新聘用員工(不論其工作經驗水準如何)及調任新職位的員工提供在職簡介會，以確保他們熟悉工作場所的工作條件、工作要求以及所有其他安全和環境保護措施。在試用期內，通常會為員工提供強化培訓計劃，試用期通常為一個月。本集團亦鼓勵員工參加其他持續進修培訓計劃，並向他們提供資助，以修讀外部培訓課程及／或其他專業資格。

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B3. Development and Training

The Group believes development and training is a vital part of human resources ("**HR**") development to ensure an employee can duly discharge his/her duties as well as in meeting the rise in customers' expectation on quality and service. On-the-job briefing session is provided by the Group for every newly hired staff, regardless of his/her level of work experience, and for those being relocated to new post, to ensure each of them is familiar with the working conditions, job requirements as well as all other safety and environmental conservation practices at the workplace. An intensive training programme is usually provided to the staff during the probation period which usually lasts for one month. The Group also encourages its staff to participate in other continuous development training programme and provides subsidies to them in pursuing external training courses and/or other professional qualifications.

按員工職級劃分的受培訓員工百分比
Employees Trained by Employee Rank (%)

高級管理層	Senior Management	20
中層管理人員	Middle Management	17
前線及其他員工	Frontline & Other Staff	63

按性別劃分的受培訓員工百分比
Employees Trained by Gender (%)

男性	Male	49
女性	Female	51

B. 社會(續)

1. 僱傭和勞工常規(續)

B3. 發展與培訓(續)

按員工職級每位員工完成的平均培訓時間(小時)
Average Training Hours Completed per Employee by Employee Rank (hours)

高級管理層	Senior Management	69
中層管理人員	Middle Management	4
前線及其他員工	Frontline & Other Staff	15

按員工性別每位員工完成的平均培訓時間(小時)
Average Training Hours Completed per Employee by Gender (hours)

男性	Male	26
女性	Female	22

B4. 勞工標準

本集團嚴禁使用童工、非法勞工和強迫勞動。所有僱傭和招聘都需要嚴格遵守《僱傭條例》(香港法例第57章)。於本報告期內,本集團並無發現任何有關防止童工及強制勞工的重大違規情況。

所有求職者在面試時必須出示個人身份證明文件正本以核實身份。人力資源部門將要求並檢查求職者的身份證、學歷證書、工資證明和其他推薦信。本集團或會安排與香港人民入境事務處進一步核實身份及個人資料,以確保本集團沒有僱用任何非法勞工。對於懷疑個案,人力資源部門會立即採取紀律處分,並向內部ESG團隊彙報,如有需要,亦會轉介香港人民入境事務處及/或香港警務處作進一步調查。

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B3. Development and Training (Continued)

按員工職級每位員工完成的平均培訓時間(小時)
Average Training Hours Completed per Employee by Employee Rank (hours)

高級管理層	Senior Management	69
中層管理人員	Middle Management	4
前線及其他員工	Frontline & Other Staff	15

按員工性別每位員工完成的平均培訓時間(小時)
Average Training Hours Completed per Employee by Gender (hours)

男性	Male	26
女性	Female	22

B4. Labour Standards

Child labour, illegal labour and forced labour are strictly prohibited in the Group. All employment and recruitment shall strictly abide by the Employment Ordinance (Cap.57 of the Laws of Hong Kong). For the Reporting Period, no non-compliance with the relevant laws and regulations relating to preventing child and forced labour had been identified.

All job applicants must show their original personal identification documents during interview to verify their identities. The HR department will request for and check on a job applicant's identity card, academic certificates, salary proof and other reference letters. Further checking on identification and personal information may be arranged with the Hong Kong Immigration Department to ensure no illegal workers are hired by the Group. For suspected cases, the HR department will take immediate disciplinary action and report to the ESG Team internally and also refer to the Hong Kong Immigration Department and/or the Hong Kong Police Force for further investigation if necessary.

B. 社會(續)

1. 僱傭和勞工常規(續)

B4. 勞工標準(續)

本集團禁止未經授權的加班工作。每個工作崗位的工作小時數在簽訂僱傭合同時都有明確規定和協定。如果員工被要求加班，需要事先獲得批准，並有資格享有補償假。

2. 營運常規

B5. 供應鏈管理

供應鏈管理(「**供應鏈管理**」)已被認定為本集團的一個重大ESG議題，不僅影響利潤，而且影響本集團業務的長期可持續性。本集團擁有標準的採購程序，強調透明度、公平性和競爭力。供應鏈管理政策和程序由ESG團隊實施和審查。於本報告期內，供應鏈環境和社會風險管理政策並無重大變化。

供應商的參與

於本報告期內，本集團已聘用約41家(2024年：45家)均來自香港的供應商。為保持高標準的食品質素和供應鏈的穩定性，本集團只與業內享有長期信譽的供應商合作。在聘用新供應商前，本集團的採購團隊將進行盡職調查工作和背景審查。樣品檢測結果、現場視察詳情和運輸安排都會被評估和審查。供應商的定價需要及時更新。如發現有任何價格飆升和物流問題，都會立即向ESG團隊報告，並且必須實施後備計劃，以減輕因供應鏈突然中斷而造成的損失。

B. SOCIAL (CONTINUED)

1. Employment and Labour Practices (Continued)

B4. Labour Standards (Continued)

The Group prohibits unauthorised overtime work. The number of working hours for each job position is clearly defined and agreed upon signing of employment contract. If employees are requested to work overtime, prior approval is required and they are eligible for compensation leave.

2. Operating Practices

B5. Supply Chain Management

Supply chain management ("**SCM**") has been identified as a material ESG issue for the Group, impacting not only on the bottom line but also the long-term sustainability of the Group's operations. The Group has a standard procurement procedure with emphasis on transparency, fairness and competitiveness. The SCM policies and procedures are implemented and reviewed by the ESG Team. For the Reporting Period, there were no major changes in policies on managing environmental and social risks of the supply chain.

Engagement of Suppliers

The Group has engaged approximately 41 (2024: 45) suppliers, all of whom are from Hong Kong, during the Reporting Period. In order to maintain a high standard of food quality and the stability of supply chain, the Group only collaborates with suppliers with long-term reputation in the industry. Due diligence work and background check would be performed by the Group's procurement team prior to engaging a new supplier. Sample testing results, site inspection details and transportation arrangement would all be assessed and reviewed. Pricing of suppliers are updated on a timely basis. Any surge in prices and logistic issues identified are reported immediately to the ESG Team and back-up plans have to be implemented to mitigate the loss in relation to any abrupt disruption in supply chain.

B. 社會(續)

2. 營運常規(續)

B5. 供應鏈管理(續)

識別供應鏈中的環境和社會風險

正如本ESG報告「A4.氣候變化」中所披露，影響食品供應鏈的ESG風險正在增加。天氣問題對新鮮食材供應的穩定性和價格產生重大影響。對採購部分海鮮品種，選擇變得有限，供應緊張亦進一步推高價格。ESG團隊必須密切監控所有供應品的市場價格，並經常審查和更新買賣價格。

本集團重視與供應商的長期合作關係，並優先考慮那些在勞工、健康和安全、供應鏈管理、反腐敗和反賄賂方面遵守當地法律和法規的供應商。

用於推廣環保產品和服務的常規

本集團積極支持50公里以內的本土農業以避免空運食品及減少碳排放。本集團鼓勵供應商利用可重複使用的塑料籃子進行食材交付，而不是用紙板或聚苯乙烯製成的盒子。本集團鼓勵綠色採購定並會尋找ESG方面表現良好的供應商。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B5. Supply Chain Management (Continued)

Identification of environmental and social risks along the supply chain

There are increasing ESG risks affecting the food supply chain as a result of climate change as disclosed in the section "A4. Climate Change" in this ESG Report. The weather issue has a major impact on the stability and prices of fresh food supply. For certain kinds of seafood, the choice of selection is getting limited and the tightness in supply further drives up prices. The ESG Team has to closely monitor the market prices of all supplies and has to review and update the purchase and selling prices on a more frequent basis.

The Group values long-term partnership with its suppliers and gives priority to those also complying with local laws and regulations regarding labour, health and safety, supply chain management, anti-corruption and anti-bribery.

Practices used to promote environmentally preferable products and services

The Group actively supports local farm industry within a radius of 50 km, thus reducing carbon emission by avoiding air transport of food. The Group encourages its suppliers to make use of reusable plastic baskets for food delivery instead of boxes made with cardboard or polystyrene. The Group encourages green procurement and will look for suppliers with good ESG performance.

B. 社會(續)

2. 營運常規(續)

B6. 產品責任

本集團客戶在考慮ESG時，認為食品品質、安全以及客戶服務最為重要。食肆牌照的申請及續期受食物環境衛生署、屋宇署、消防處、環境保護署及機電工程處所制定的法例要求所規管。本集團在提供食物及服務時亦需要遵守《商品説明條例》(香港法例第362章)。於本報告期內，政策並無重大改變，本集團並無發現有任何在提供產品及服務時根據相關法例與法規要求的健康及安全、廣告、標籤及私隱事項有重大違規情況。

食品安全和質量保證

本集團確保酒樓員工對食品安全要求方面接受過良好培訓。除在本ESG報告「B5.供應鏈管理」文中提到要從可靠的來源採購外，在處理生熟食品時，還需要遵循其他標準程序。ESG團隊對新鮮食品供應進行定期抽樣和檢查，並有權拒絕和退回不符合質量要求標準的供應品。

酒樓全部菜式都是在廚房新鮮製作的。這種做法降低了在運送過程中食品被有害細菌污染的風險。另外，在處理和儲存生和半熟食品時會受到嚴格控制和監控，以避免交叉污染。

於本報告期內，並沒有因健康和安全原因而需要被召回的食品和其他產品。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B6. Product Responsibility

The Group's customers regard food quality and safety as well as customer service as material ESG aspect for the Group's operations. The application and renewal of restaurant licences are governed by the regulatory requirements enacted by the Food and Environmental Hygiene Department, the Buildings Department, the Fire Services Department, the Environmental Protection Department and the Electrical and Mechanical Services Department. The Group also needs to comply with the Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) in the provision of food and services. For the Reporting Period, there were no major changes in policies and the Group did not note any cases of material non-compliance regarding health and safety, advertising, labelling and privacy matters relating to the products and services provided as required by related laws and regulations.

Food Safety and Quality Assurance

The Group ensures the restaurant staff are well-trained on food safety requirements. Apart from sourcing from reliable source as explained in the section "B5. Supply Chain Management" in the ESG Report, there are other standard procedures to follow in handling raw and cooked food. The ESG Team performs regular sampling and inspection on fresh food supplies and has the right to reject and return supplies not meeting the required quality standard.

All the food dishes are freshly made in the kitchen. This practice reduces the risk of food contamination with harmful bacteria during transportation. The handling and storage of raw and semi-prepared food are strictly controlled and monitored to avoid cross-contamination.

During the Reporting Period, there were no food and other products sold which were subject to recalls for health and safety reasons.

B. 社會(續)

2. 營運常規(續)

B6. 產品責任(續)

顧客服務

本集團重視與酒樓顧客的長期關係，並將其視為本集團長期成功的關鍵因素。本集團致力持續改善顧客服務，並考慮每位顧客對其用餐體驗的反饋。

本集團在處理客戶投訴方面有標準程式。如果客戶對服務不滿意，他們可以向樓面經理提出問題，以便立即跟進和採取補救措施。對於客戶以書面形式向本集團提出正式投訴的嚴重個案，案件將上報至ESG團隊，以便採取進一步的適當行動。ESG團隊的目標是迅速解決所有爭議，使客戶滿意，並符合本集團的最佳利益。任何轉介消費者委員會的個案，都必須儘快、以公平和負責任的方式處理。

於報告期內，並無接獲針與本集團產品和服務相關的書面投訴。

保護知識產權

本集團通過在香港及其他相關司法管轄區註冊域名來保護其知識產權。僱傭合同和其他服務合同也有保密和不能披露的條款。

本集團定有標準守則，只可在其電腦系統上安裝正版軟體，以避免軟件版權引起的安全漏洞和法律糾紛。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B6. Product Responsibility (Continued)

Customer Service

The Group values its long-term relationship with the restaurant patrons and regard them as key factors to the long-term success of the Group's operations. The Group strives for continuous improvement in customer service and considers feedback from each and every customer on their dining experiences.

The Group has a standard procedure in handling customers' complaints. If the customers are not satisfied with the service, they can raise the issue to the floor manager for immediate follow-up and remedial actions. For serious cases where the customers lodge formal complaints in writing to the Group, the cases will be escalated to the ESG Team for further appropriate actions. The ESG Team aims to resolve all disputes promptly to the satisfaction of the customers as well as to the best interests of the Group. Any cases referred to the Consumer Council have to be dealt with promptly and in a fair and responsible manner.

During the Reporting Period, there were no written products and service-related complaints lodged against the Group.

Protecting Intellectual Property Rights

The Group protects its intellectual property rights by registration of domain names in Hong Kong and other relevant jurisdictions if relevant. There are also confidentiality and non-disclosure clauses built into the employment contracts and other service contracts.

The Group also has standard practice in which only genuine software can be installed on its computer systems to avoid security vulnerabilities and legal disputes arising from software copyright.

B. 社會(續)

2. 營運常規(續)

B6. 產品責任(續)

消費者資料保障及私隱政策

本集團深知其在消費者數據保護方面不可或缺的角色。其私隱政策嚴格遵守《個人資料(私隱)條例》(香港法例第486章)。本集團僅根據法律要求收集和保留與本集團運營相關的個人數據。本集團的員工接受過培訓,能夠妥善處理本集團客戶在業務過程中提供的所有敏感個人資訊。除非事先獲得客戶的同意或法律要求,否則禁止向外部披露個人數據。為防止未經授權查閱個人資料,載有本集團客戶機密資料的電子檔案受密碼保護,並妥善保存。本集團的電腦系統會定期更新防病毒程式,以防止通過網路攻擊泄露個人資訊。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B6. Product Responsibility (Continued)

Customer Data Protection and Privacy Policies

The Group understands its indispensable role in consumer data protection. Its privacy policies strictly abide by the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). The Group only collects and retains personal data relevant to the Group's operations and as required by law. The Group's employees are trained to handle all sensitive personal information provided by the Group's customers during the course of the business with due care. Disclosure of personal data to outside party is prohibited unless prior consent is obtained from the customer or it is required by law. In order to prevent unauthorised access of personal data, electronic files containing confidential information of the Group's customers are password protected and are securely kept. Anti-virus programmes are updated regularly on the Group's computer systems as protection against personal information divulgence via cyberattacks.

B. 社會(續)

2. 營運常規(續)

B7. 反貪污

本集團致力以誠實、正直的方式，並遵守所有適用的反貪污規則和準則進行其業務。本集團在香港的業務受《公司條例》(香港法例第 622 章)、《證券及期貨條例》(香港法例第 571 章)及《防止賄賂條例》(香港法例第 201 章)(「**防止賄賂條例**」)監管。本集團嚴格實施行為守則，規範員工的職業道德。每位員工必須閱讀並簽署同意其僱傭合同中列出的守則。ESG團隊亦參考廉政公署(「**廉政公署**」)制定的《上市公司防貪系統實務指南》及《與公職人員往來的誠信防貪指南》以及廉政公署及證券及期貨事務監察委員會(「**證監會**」)不時發布的其他指引，制定風險管理控制措施，以預防和偵查貪污，並確保遵守相關法律和法規。

董事會成員也有明確指引如何處理對股價敏感資料和內幕消息。本公司已採納證監會頒布的《內幕消息披露指引》作為其處理及發佈內幕消息的指引。

於本報告期內，有關防止賄賂、敲詐勒索、欺詐及洗黑錢的政策未有重大變化，亦沒有任何針對本集團或其僱員已結案的貪污訴訟案件。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B7. Anti-corruption

The Group is committed to conducting its business honestly with integrity and in accordance with all applicable anti-corruption rules and guidelines. The Group's operations in Hong Kong are regulated by the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), the Securities and Futures Ordinance (Cap. 571 of the Laws of Hong Kong) and the Prevention of Bribery Ordinance ("**POBO**") (Cap. 201 of the Laws of Hong Kong). The Group strictly imposes code of conduct to regulate the work ethic of its employees. Individual staff must read the code and confirm his/her agreement to abide by the codes by way of signature. The ESG Team also makes reference to the "Anti-Corruption Programme – A Guide for Listed Companies" and "Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants" developed by the Independent Commission Against Corruption ("**ICAC**") and other guidance published by the ICAC and the Securities and Futures Commission ("**SFC**") from time to time in formulating risk management control measures for preventing and detecting corruption and ensuring compliance with the relevant laws and regulations.

There are also clear guidelines for the Board members on how to deal with price-sensitive and inside information. The Company has adopted the "Guidelines on Disclosure of Inside Information" issued by SFC as its own guidelines in handling and dissemination of inside information.

For the Reporting Period, there were no major changes in policies relating to bribery, extortion, fraud and money laundering and there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

B. 社會(續)

2. 營運常規(續)

B7. 反貪污(續)

本集團已制定舉報政策來處理有關涉嫌不當行為和瀆職案件的所有內部或外部投訴。所有指控都將被記錄在案，並提交給董事會進行獨立和保密的調查。嚴重個案會被轉介廉政公署、證監會和／或香港警務處跟進調查和執法。

所有員工已接受培訓，了解本集團對賄賂和欺詐活動的零容忍政策。由廉政公署或證監會定期發出的刊物，會分發予員工及董事會成員，以加深其對《防止賄賂條例》規定及本集團反貪政策的認知。

B8. 社區投資

本集團尚未就社區投資制定具體政策，但致力於為社會做出貢獻。本集團願意參與及支援各種企業、宗教及慈善團體及組織的活動。部份本地及海外教育團體和學校在集團旗下酒樓舉辦活動可享獨家折扣優惠。

ESG團隊高度讚賞音樂兒童基金會為弱勢兒童提供的音樂課程，並通過贊助其年度音樂會來支持他們。

B. SOCIAL (CONTINUED)

2. Operating Practices (Continued)

B7. Anti-corruption (Continued)

The Group has a whistle-blowing policy to address all internal or external complaints regarding suspected misconduct and malpractice cases. All allegations will be documented and directed to the Board for independent and confidential investigation. Serious cases will be reported to the ICAC, SFC and/or the Hong Kong Police Force for further investigation and prosecution.

All staff are trained to make aware of the Group's zero-tolerance policy on bribery and fraudulent activities. Periodic publication issued by ICAC or SFC are circulated to staff and board members as reinforcement of knowledge on the requirements under the POBO and the Group's anti-corruption policy.

B8. Community Investment

The Group has not yet established a specific policy on community investment but is committed to contribute to the society. The Group is willing to participate and support activities of various corporate, religious and charitable groups and organisations. Exclusive discounts are offered to selective local and overseas educational groups and schools for organising functions in the Group's restaurants.

The ESG Team highly appreciates the music programs offered by the Music Children Foundation to the underprivileged children and supports them by sponsoring its annual concert.



G-Vision International (Holdings) Limited

環科國際集團有限公司