

德永佳集團有限公司
Stock Code 股份代號：321

TEXWINCA holdings limited

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2025



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About this Report 關於本報告

INTRODUCTION

This environmental, social and governance (“ESG”) report (the “Report”) disclosed the ESG performance of Texwinca Holdings Limited (the “Company” or “Texwinca”) (listed on the Main Board of The Stock Exchange of Hong Kong Limited, stock code: 321) for the period from 1 April 2024 to 31 March 2025 (the “Reporting Period”). The Report has been prepared in accordance with the mandatory and the comply or explain provisions as stipulated in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”).

REPORTING SCOPE

The ESG policies and management measures contained in the Report are applicable to the Company and all its wholly-owned subsidiaries (collectively “the Group”). Unless otherwise specified, the information contained in the Report covered the textile and garment manufacturing and casual apparel retailing operations of the Company in Hong Kong, Dongguan, Guangzhou, Henan and Vietnam. The reporting scope of the Group include the Headquarters of Texwinca in Hong Kong, Dongguan Texwinca Textile & Garment Limited, Creative Textile Technology Company (Guangdong) Limited, Baleno Kingdom Limited, Guangzhou Friendship Baleno Co. Ltd., and the newly added Creative Textile Technology Company (Henan) Limited and Ecotextile (Vietnam) Limited this year. The above are the core sources of revenue for the Company and sufficiently represent for the Group’s textile and garment manufacturing and casual apparel retailing operations. Therefore, the content of the Report focused on the operating performance in respect of ESG and its related information of the above locations.

In the Report, Dongguan Texwinca Plant includes Dongguan Texwinca Textile & Garment Limited and Creative Textile Technology Company (Guangdong) Limited and Baleno Group includes Baleno Kingdom Limited and Guangzhou Friendship Baleno Co. Ltd.

報告簡介

本環境、社會及管治(「ESG」)報告(「本報告」)披露德永佳集團有限公司(「本公司」或「德永佳」)，於香港聯合交易所有限公司主板上市(股份代號：321)於二零二四年四月一日至二零二五年三月三十一日(下稱「報告期」)的ESG表現。本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編製。

報告範圍

本報告內所載之ESG政策及管理舉措適用於本公司及所有全資擁有之子公司(合稱「本集團」)。除非特別說明，本報告所列資料涵蓋本公司香港、東莞、廣州、河南及越南的紡織及成衣生產業務及休閒服裝零售業務之營運。本集團的匯報範圍為德永佳香港總部、東莞德永佳紡織製衣有限公司、創科紡織(廣東)有限公司、班尼路有限公司、廣州友誼班尼路服飾有限公司，以及本年度新加入的創科紡織科技(河南)有限公司和雨林紡織科技(越南)有限公司，以上為本公司核心收益來源，能充份代表本集團的紡織、成衣生產及休閒服裝零售的業務。因此，本報告的內容重點涵蓋上述報告地點於ESG的營運表現及其關聯資料。

於本報告中，東莞德永佳廠房包括東莞德永佳紡織製衣有限公司及創科紡織(廣東)有限公司，而班尼路集團包括班尼路有限公司及廣州友誼班尼路服飾有限公司。



About this Report 關於本報告

REPORTING PRINCIPLES

The Report complied with the ESG Reporting Guide and applied the following principles:

報告原則

本報告依循ESG報告指引，應用以下原則：

- | | | |
|--------------------|---|--|
| Materiality
重要性 | : | To identify and assess the material concerns of our stakeholders, we conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have a material impact on our sustainable growth.
為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行重要性評估調查，以釐定對本集團可持續發展有重大影響的因素。 |
| Quantitative
量化 | : | To ensure the accuracy of KPI, the Group quantizes and estimates the data according to the relevant national and international standards, so as to make comparison of ESG performance.
為確保關鍵績效指標的準確性，本集團按照國家或國際標準對資料進行量化及估算，以便於比較ESG表現。 |
| Balance
平衡性 | : | The information and cases in the Report are mainly derived from the statistical reports, relevant documents and internal communication documents of the Group during the year 2024/25. The Group undertakes that there are no false statements or misleading representations in the Report, and is responsible for the truthfulness, accuracy and completeness of the contents contained herein.
本報告的資料和案例主要來源於本集團二零二四／二零二五年度的統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。 |
| Consistency
一致性 | : | We follow the “Hong Kong Stock Exchange ESG Reporting Guide” for reporting. If there are any changes that may affect the comparison with previous reports in the future, the Group would make explanatory notes to the corresponding sections hereof.
我們遵循「香港聯交所ESG報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。 |

ESG GOVERNANCE STATEMENT OF THE BOARD

The board of directors of the Company (the “Board”) supervises the relevant aspects of ESG under the current business strategy framework, and continuously seeks to improve the sustainable development performance of the Group. In addition to ensure the continuous compliance with relevant laws and regulations in the areas where the Company conducts business, the Company also prioritizes the interests of all stakeholders in its corporate strategy, so as to meet the expectations of stakeholders on ESG and commit to reducing operational risks.

The Group regularly collects the ESG information through different functional departments and working groups, and such information will be summarized, analyzed and disclosed in the ESG report. The Board reviews the ESG performance disclosed in the ESG report from time to time, assesses its consistency and compliance with the Company’s business strategy and determines the sustainability issues relevant to the Company and stakeholders. The comprehensive review enables the Board to make appropriate decisions and adjust relevant strategies if needed. The Group also invites external experts to provide professional guidance to enhance the compliance level of the Report.

董事會的ESG管治聲明

本公司的董事會（以下簡稱「董事會」）在現行商業策略框架下監督相關的ESG層面，及持續尋求完善本集團的可持續發展表現。除了確保在業務所在地區持續遵守相關的法律法規外，本公司亦以各持份者的利益作為企業策略的優先考量，以滿足持份者對ESG方面的期望，同時致力減輕營運風險。

本集團定期透過不同的職能部門和工作小組收集與ESG相關的數據，這些資訊會被整合、分析及以ESG報告的形式呈現。董事會不時審閱關於ESG報告中披露的ESG表現，評估其與公司業務策略的一致性與合規性，並確定對公司和持份者相關的可持續發展議題。全面性的審閱使董事會作出合適決策，並根據需要進行相關策略調整。本集團亦邀請外部專家提供專業指導，提升報告合規水平。

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ESG GOVERNANCE STATEMENT OF THE BOARD (continued)

The Group has always attached great importance to communication and interaction with stakeholders, and hopes to assist the Board and management in evaluating the current ESG performance through the survey. The survey aims to reflect the gap between stakeholders' expectations of the Group's ESG performance and the actual situation, and to compare it with market standards and expectations. This will help the Group optimize its future sustainable development policies and better meet the needs of stakeholders.

During the Reporting Period, the society paid more attention to the corporate social responsibility. As a responsible enterprise, the Group has been always striving to manage the environmental and social performance within the Group and related supply chains. While pursuing innovation and quality products and services, the Group also strives to contribute to the sustainable development of communities. During the year, the Group effectively implemented the existing environmental and social policies and measures, including waste reduction measures, energy conservation, carbon reduction, resource recycling and other strategies, to fulfill our environmental and social responsibilities. We are dedicated to reducing the negative impacts of our business operations on the environment by purchasing environmentally friendly raw materials, producing environmentally friendly products and promoting the circular economy.

In addition, we actively participate in and promote community activities, support local charitable organizations and strengthen community cohesion and well-being. The Group takes contribution to society as its mission, fulfilling corporate social responsibility through tangible actions and working to become a key partner in community development. Meanwhile, we continue to implement a comprehensive internal training program, including regular courses such as safety and product knowledge and anti-corruption, to ensure that employees develop in a safe and healthy working environment. We are committed to providing employees with diversified learning and growth opportunities to help them improve their professional skills and promote their career development, so as to achieve the common progress of individuals and enterprises. In addition, the Group places great importance on the core values of integrity, transparency, and compliance. A robust and comprehensive internal control system has been established to ensure the legitimacy and ethicality of our business operations.

During the Reporting Period, the textile business was affected by geopolitical uncertainties and new trade policies of the United States that slowed down order growth. Meanwhile, the retail and distribution business was affected by "northbound consumption", reduced spending by travelers and the increasing influence of online shopping platforms that led the drop in overall gross profit margin of the Group. Nevertheless, the Group continued to pursue its "China+1" strategy, leveraging dual production bases in Dongguan and Vietnam to mitigate regional risks. In addition, the Group swiftly adjusted its marketing strategy to launch targeted promotional campaigns designed to appeal to price-sensitive consumers. Despite the above challenges, the Group continued to take the sustainable development as the core value, and through internal management and external contributions, the Group was pledged to improving environmental protection, social responsibility and business ethics and cooperating with all parties to build a better future together.

董事會的ESG管治聲明(續)

本集團一直重視與持份者的溝通和互動，並期望透過問卷調查協助董事會及管理層評估當前的ESG表現。調查旨在反映持份者對本集團ESG表現的期望與實際情況之間的差距，同時與市場標準及期望進行對比。這將幫助本集團優化未來的可持續發展政策，更能滿足持份者的需求。

於報告期內，社會對企業社會責任的關注持續增加。作為負責任的企業，本集團一直努力管理旗下企業內部及相關供應鏈的環境和社會表現。在追求創新及優質產品服務的同時，亦竭力為可持續社區發展作出貢獻。於年內，本集團切實執行既有環境及社會政策及措施，包括減廢措施、節能減碳、資源回收等策略，以履行企業對環境及社會方面的責任。我們致力於透過採購環保原材料、生產環保產品和推廣循環經濟來減少業務營運對環境造成的負面影響。

此外，我們積極參與及推動社區活動，支持當地慈善組織，強化社區的凝聚力與福祉。本集團以回饋社會為己任，透過實際行動履行企業社會責任，努力成為社區發展的重要合作夥伴。同時，我們持續推行全面的內部培訓計劃，包括安全與產品知識、防範貪污等恆常課程，確保員工在安全、健康的工作環境中發展。我們致力於為員工提供多元化的學習與成長機會，幫助他們提升專業技能，促進職業發展，從而實現個人和企業的共同進步。此外，本集團高度重視誠信、透明度與合規性的核心價值，建立了一套嚴格且完善的內部監控機制，確保業務運作的正當性與道德性。

於報告期內，紡織業務受地緣政治的不確定性及美國新貿易政策影響，訂單增長有所放緩。同時，零售業務亦受「北上消費」、旅客消費縮減及網購平台等多重因素影響，使本集團整體毛利率下跌。然而，本集團持續推進「中國+1」戰略，充分利用東莞與越南之雙生產基地以分散區域風險，另亦迅速調整營銷策略，推動針對價格敏感消費者的促銷活動。儘管面對上述挑戰，本集團仍繼續以可持續發展為核心價值，通過內部管理和外部貢獻，致力於環境保護、社會責任和商業道德的提升，與各方合作，共同建立更美好的未來。

About this Report 關於本報告

ESG GOVERNANCE STRUCTURE

The Group has established a Sustainable Development Committee and a three-tier governance structure to effectively monitor and implement various sustainable development initiatives, laying a solid foundation for the Group's long-term sustainable development.

ESG管治架構

本集團成立了可持續發展委員會，並確立三層管治架構，以有效監察和落實各項可持續發展舉措，為本集團的長遠可持續發展奠定堅實基礎。



Board of Directors

- assume the overall and ultimate responsibility for the Group's sustainability direction, targets, strategies and performance
- approve ESG reports and oversees ESG related matters

董事會

- 對本集團可持續發展的整體方向、目標、策略及表現有最終及全部責任
- 審批ESG報告，監督與可持續發展相關的事宜

Sustainability Committee

- is chaired by the CEO of the Group, consists of 3 executive directors and other senior management from various departments
- formulate the Group's sustainability targets and strategies for the Board's approval
- identify, review and manage the important sustainability issues, risks and opportunities that could affect the Group's business operations and performance
- monitor and review the Group's sustainability policies, frameworks and management approach and provide recommendations
- oversee and evaluate progress and performance of the working group on the implementation of each measure
- report the effectiveness of relevant measures to the Board annually

可持續發展委員會

- 由本集團行政總裁擔任主席，成員包括三名執行董事及其他來自不同部門的高級管理層
- 制定本集團可持續發展的目標和策略，供董事會審批
- 識別、審視及管控可能影響本集團業務營運及表現之可持續發展重要議題、風險及機遇
- 監督和檢討本集團可持續發展政策、框架和管理方針，並提供建議
- 監察和評估可持續發展工作小組就每項措施的進展及績效
- 每年向董事會總結相關措施的成效

Working Group of Sustainability

- three working groups are set up for the Group's different business functions
- implement relevant measures in accordance with the goals set by the Sustainability Committee
- promote sustainability policies and action plans to each department
- regularly report to the Sustainability Committee regarding the working progress

可持續發展工作小組

- 按本集團不同業務職能，設立三個工作小組
- 依照可持續發展委員會制定的目標執行相關措施
- 向各部門推動本集團的可持續發展政策及行動計劃
- 定期向委員會匯報工作進度

About this Report 關於本報告

THE GROUP'S SUSTAINABILITY MISSION AND VISION

Mission

The Group focuses on providing excellent products and services and creating real value for customers. We are committed to creating an inspiring career development platform for employees, promoting the full realization of personal potential, and ensuring that investors and other stakeholders share in the steady growth of the business. We uphold the core values of professionalism, innovation, integrity and responsibility, continuously improve operational efficiency, explore new markets and new products, and drive the company forward steadily on the path of achieving sustainable long-term development.

Vision on Environmental, Social and Governance

The Group is committed to achieving its long-term vision in terms of environment, society and governance, focusing on reducing greenhouse gas emissions, improving energy efficiency, promoting water conservation and waste management, and adopting sustainable materials to achieve efficient use of resources and minimize environmental burden. We continuously monitor and evaluate the progress of our goals through regular communication, meetings and inspections with each production base, and conduct a comprehensive review of relevant strategies every year to ensure the effectiveness and execution of measures. At the same time, we actively promote cooperation with society and stakeholders to jointly address global environmental challenges and contribute to the realization of sustainable development.

本集團的可持續性使命及願景

使命

本集團專注於提供卓越的產品與服務，為客戶創造真正的價值。我們致力於為員工打造激勵人心的職業發展平台，促進個人潛能的全面發揮，並確保投資者和和其他持份者共享穩健的業務增長。我們秉承專業、創新、誠信與負責的核心價值觀，不斷提升運營效率，開拓新市場與新產品，推動企業在實現可持續長期發展的道路上穩步前行。

對環境、社會及管治方面的願景

本集團致力於在環境、社會及管治方面實現長遠願景，聚焦於減少溫室氣體排放、提升能源使用效率、推動節水與廢物管理，以及採用可持續材料，實現資源的高效利用與環境負擔的最小化。我們通過與各生產基地的定期溝通、會議及檢查，持續監控和評估目標的進展，並每年對相關策略進行全面檢視，確保措施的有效性和執行力。同時，我們積極推動與社會和利益相關者的合作，共同應對全球環境挑戰，為實現可持續發展作出貢獻。

ESG COMMITMENTS AND GOALS

ESG承諾與目標

Scope(s) 範圍	Applicable Area(s) 適用範圍	Target(s) 目標	Progress 進展狀況
Greenhouse gas emissions 溫室氣體排放	The Group 本集團	Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030/31 (with 2020/21 as base year) 2030/31年度將範圍一和範圍二減少42%的溫室氣體絕對排放量(以2020/21年度為基準年)	In progress 進行中
Sustainable energy 可持續能源	Dongguan Texwinca Factory 東莞德永佳工廠	Renewable electricity accounts for 20% of total electricity consumption by 2030/31 2030/31年度可再生電力佔總用電量的20%	In progress 進行中
Drainage 排水	Dongguan Texwinca Factory 東莞德永佳工廠	The annual average chemical oxygen demand concentration of sewage in 2030/31 is less than 35mg/L 2030/31年度污水年平均化學需氧量濃度低於35mg/L	In progress 進行中

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PROFESSIONAL MEMBERSHIP

Dongguan Texwinca Factory

專業會員資格

東莞德永佳工廠

Number 序號	Country/City 國家／城市	Organizations and Associations 組織及協會	Position 職位
1	China 中國	Guangdong Textile Engineering Society 廣東省紡織工程學會	Member 會員
2	China 中國	Guangdong Clean Production Association 廣東省清潔生產協會	Member 會員
3	China 中國	Guangdong Water Conservation Association 廣東省節約用水協會	Member 會員
4	United States 美國	U.S. Cotton Trust Protocol 美國棉花信任協議	Member 會員

Henan Factory

河南工廠

Number 序號	Country/City 國家／城市	Organizations and Associations 組織及協會	Position 職位
1	China 中國	Henan Garment Industry Association 河南省服裝行業協會	Executive President 常務會長

Vietnam Factory

越南工廠

Number 序號	Country/City 國家／城市	Organizations and Associations 組織及協會	Position 職位
1	Vietnam 越南	U.S. Cotton Trust Protocol 美國棉花信任協議	Member 會員



Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS

Close communication with stakeholders is pivotal to the success of a company. The Group strives to collect stakeholders' feedbacks through different communication channels, including its shareholders, customers, employees, suppliers, contractors and investors, etc. We protect stakeholders' interests to determine the direction of the Group's long-term development and maintain close relationships with them. The operating data and overall performance of the Group are summarized in the Company's interim report and annual report semi-annually and reported to stakeholders through the Company's website (https://www.texwinca.com/en_index.asp).

The following table summarizes our communication channels with major stakeholders to understand their concerns:

與持份者溝通

與持份者密切溝通乃企業成功的關鍵。本集團努力通過不同的溝通方式收集持份者意見，包括股東、客戶、員工、供應商、承辦商、投資者等。我們保障彼等權益，以確定本集團的長期發展方向及與其保持密切的關係。本集團營運資料及整體業績現會每半年總結於公司的中期報告及年報，並透過公司網站 https://www.texwinca.com/en_index.asp 向各持份者作出匯報。

下表概述了我們與主要持份者的持續溝通活動及渠道，了解到他們的關注事項：

Key stakeholders 主要持份者	Communication channels 溝通渠道
Shareholders and investors 股東及投資者	- Investor's meetings 投資者會議 - Annual general meeting 股東周年大會 - Financial reports, announcements and corporate communication materials 財務報告、公告及企業通訊資料 - Company website 公司網站 - Company enquiry email, facsimile and phone number 公司查詢電郵、傳真和電話號碼
Customers 客戶	- Company website 公司網站 - Customers' daily operation/direct communication 客戶日常營運／直接溝通 - Customer's feedbacks and complaints 客戶反饋及投訴 - Factory visits 廠房參觀 - Customer assessment 客戶評估

Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS (continued)

與持份者溝通(續)

Key stakeholders 主要持份者	Communication channels 溝通渠道
Employees 僱員	• Training and orientation 培訓及迎新 • Email and opinion box 電郵及意見箱 • Regular meetings 定期會議 • Employees activities 員工活動 • Employees engagement conferences 員工溝通大會 • Employees performance evaluation 員工表現評核 • Intranet 內聯網
Suppliers 供應商	• Investigation on Know Your Customer (KYC) 了解你的客戶(KYC)調查 • Selection and appraisal 篩選評估 • Procurement process 採購過程 • Communication/meetings with suppliers 與供應商溝通／會議
Government authorities and regulators 政府部門及監管機構	• Document and information submission 遞交文件資料
Communities 社區	• Company's website 公司網站 • Community activities 社區活動

Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

During the Reporting Period, we make different levels of disclosures in the Report based on the importance of different ESG issues so as to respond to the stakeholders' ESG concerns, and disclose the Group's ESG development direction. In order to disclose sustainability issues that are closely related to major stakeholders, the Directors and ESG working group of the Company first conducted internal evaluation to select issues related to the Group and identify major stakeholders, and then invited major stakeholders to participate substantive evaluation and fill out questionnaires. The questionnaires covered 23 ESG issues in total, and the respondents conducted evaluation on such issues by scoring 1 to 5 based on the materiality of relevant issues to the business operation of the Company and the concerns of external stakeholders. Materiality assessment is to collect qualitative and quantitative opinions, providing the Group with a reasonable basis for prioritizing the materiality of all relevant sustainability issues.

持份者參與及重要性評估

於報告期內，我們根據不同ESG議題的重要性，於本報告作不同程度的披露，回應持份者對ESG關注的同時，亦披露了本集團的ESG發展方向。為了披露與主要持份者息息相關的可持續發展議題，本公司的董事及ESG工作小組先進行內部評估，挑選與本集團相關的議題及識別主要持份者，再透過邀請主要持份者參與實質性評估並填寫問卷。問卷內容共涵蓋二十三個環境、社會及管治議題，受訪者根據相關議題對本公司業務營運的重要性及外部持份者的關注，採用1至5分進行評估。重要性評估旨在收集定性及定量意見，使本集團有合理的根據按優先次序排列各個相關可持續發展議題的重要性。



Identify ESG issues that are most relevant and important to the Group's business and stakeholders with reference to the ESG Reporting Guide of the Hong Kong Stock Exchange, policies and management strategies of the Company, industry characteristics and business risks and opportunities. 參考香港聯交所ESG指引、公司政策及管理策略、行業特點及業務的風險與機遇等，以識別對集團業務和持份者最為相關和重要的ESG議題。

Conduct a questionnaire survey and invite stakeholders including the Board, employees, suppliers and customers to evaluate the materiality of each issue from their own perspective. 進行問卷調查，邀請包括董事會、員工、供應商及客戶等持份者從自身角度評價各議題的重要性程度。

Screen out material issues and prepare a materiality assessment matrix to form the preliminary assessment results, so as to determine the strategic focus of sustainable development and improve the governance of sustainable development. 篩選出重要議題，並繪製重要性評估矩陣，得出初步評估結果，從而確定可持續發展戰略重點，完善可持續發展管治。

The evaluation results will be discussed and confirmed by the ESG working group, and the materiality assessment results will be finalized and reported to the Board. 由ESG工作小組對評估結果進行討論和確認，並將最終確定重要性評估結果，彙報給董事會。

Stakeholder Engagement 持份者參與

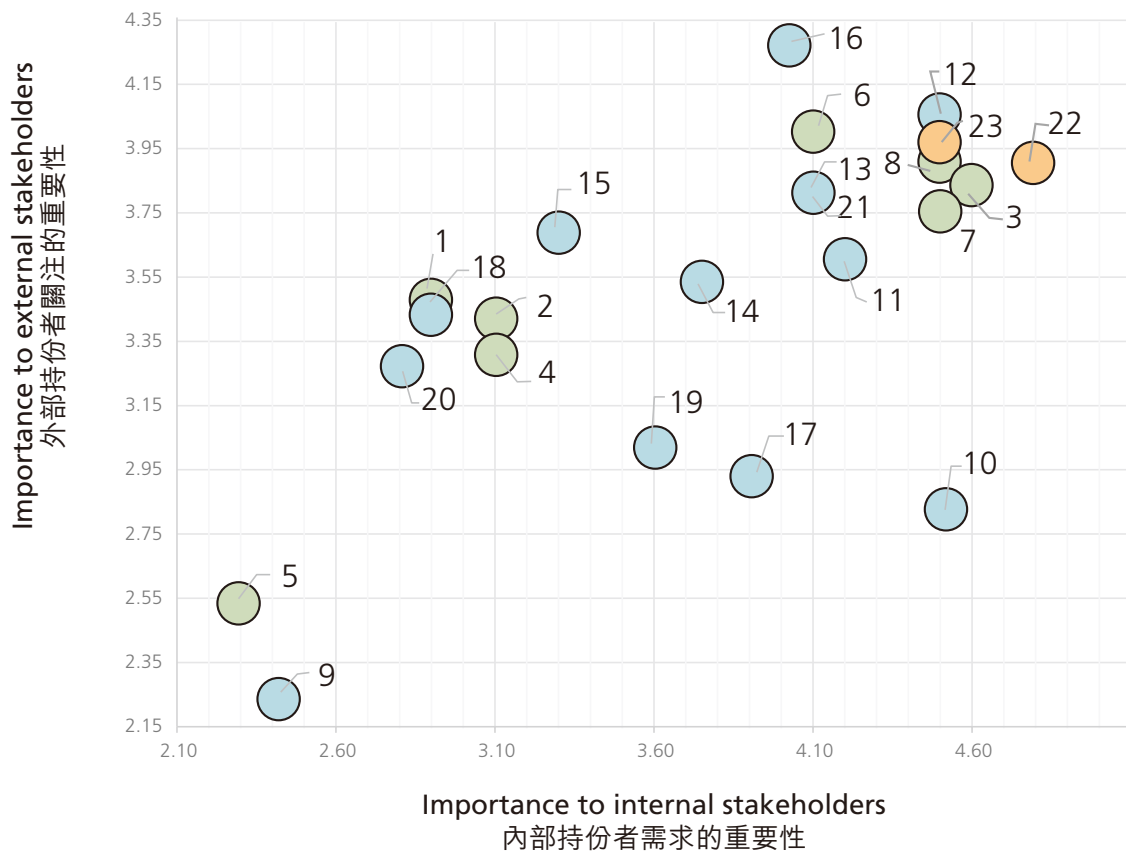
STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (continued)

持份者參與及重要性評估(續)

The results obtained through the above substantive evaluation process are as follows:

透過上述的實質性評估流程，所得結果如下：

MATERIALITY ASSESSMENT MATRIX 重要性評估矩陣



Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (continued) 持份者參與及重要性評估(續)

Environmental aspect (marked in green) 環境層面(綠色標示)	Social aspect (marked in blue) 社會層面(藍色標示)	Governance aspect (marked in orange) 管治層面(橙色標示)
1. Combating climate change 應對氣候變化 2. Greenhouse gas emissions 溫室氣體排放 3. Wastewater discharge management 廢水排放管理 4. Waste management 廢棄物管理 5. Ecosystem and biodiversity conservation 生態系和生物多樣性保護 6. Environmental compliance management 環境合規管理 7. Energy use 能源使用 8. Water resource utilization 水資源利用	9. Community Investment 社區投資 10. Technological development and innovation 技術發展與創新 11. Supply chain management 供應鏈管理 12. Product responsibility 產品責任 13. Customer service 客戶服務 14. Data security and customer privacy protection 資料安全與客戶隱私保護 15. Employment practices 僱傭實踐 16. Health and safety 健康與安全 17. Talent management and employee development 人才管理與員工發展 18. Employee diversity and equal opportunity 員工多元化與平等機會 19. Intellectual property protection 知識財產權保護 20. Use of packaging materials 包裝材料的使用 21. Chemical safety management 化學品安全管理	22. Compliance management 合規經營 23. Anti-corruption 反貪污

Based on the results of materiality analysis for stakeholders, the three most material issues with the highest total scores are as follows:

- Compliance management
- Product responsibility
- Anti-corruption

根據持份者重要性分析結果，總評分內三大重要議題是：

- 合規經營
- 產品責任
- 反貪污

Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT *(continued)*

The Group has identified the above three major issues during this Reporting Period, including compliance operations, product responsibility and anti-corruption, which reflect the high attention of stakeholders to ethical practices, customer trust and transparency in corporate operations. The results of this materiality analysis show that compared with previous reporting periods, stakeholders' demands for business compliance and product quality are continuing to rise, and anti-corruption is regarded as a key cornerstone for the Group's long-term sustainable development.

The Group recognizes that compliance operations are not only the basic requirements of complying with laws and regulations, but also an important guarantee for the steady development and sustainable growth of enterprises. Regarding product responsibility, the Group attaches great importance to product quality and safety, and is committed to improving product sustainability to meet customers' growing environmental protection needs. At the same time, as an important area of corporate moral governance, the Group has established a transparent and fair operating environment by improving internal controls and strengthening employee training to further consolidate our business reputation.

To address these issues, the Group will continue to evaluate and revise the focus of its sustainable development strategy, improve the relevant governance structure, and formulate more comprehensive policies and guidelines to ensure that the expectations of stakeholders can be effectively met. At the same time, the Group will continue to maintain close interaction with stakeholders to understand their latest views and expectations on the Group's ESG approach and incorporate them into the decision-making process to ensure that our sustainable development strategy can keep pace with the times and promote long-term value creation.

持份者參與及重要性評估(續)

本集團在此次報告期內確定了上述三大重要議題，包括合規經營、產品責任以及反貪污，這些議題反映了持份者對於企業營運中道德實踐、客戶信任及透明度的高度關注。此次重要性分析成果展現出，與以往報告期相比，持份者對業務合規性與產品質量的需求正持續上升，並將反貪污視為本集團長期可持續發展的關鍵基石。

本集團認識到，合規經營不僅僅是遵守法律法規的基本要求，更是企業穩健發展與持續增長的重要保障。針對產品責任，本集團高度重視產品品質和安全，並致力於提升產品可持續性，滿足客戶日益增長的環保需求。同時，反貪污作為企業道德治理的重要領域，本集團通過完善內部控制和加強員工培訓，建立透明、公正的營運環境，進一步鞏固業務信譽。

為應對這些議題，本集團將持續評估和修訂可持續發展戰略重點，完善相關管治架構，並制定更全面的政策和指引，以確保能夠有效滿足持份者的期望。同時，本集團將繼續與持份者保持密切互動，了解其對集團ESG方法的最新觀點和期望，並將其納入決策過程中，以確保我們的可持續發展戰略能夠與時俱進，推動長期價值創造。



Environmental Aspect 環境層面

The Group deeply recognizes that we can promote comprehensive and harmonious development between our business and the environment and community where we operate through strengthening environmental management. To fulfill our corporate social responsibility, the Group is committed to integrating the concept of environmental protection into our daily operations to ensure responsible operations and effective prevention of pollution, while striving to reduce resource consumption.

EMISSIONS



The Group is committed to reducing the environmental impact of its business operations through a series of concrete actions. We firmly believe that the sustainable development of enterprises must be complementary to environmental protection, so we have formulated and implemented a number of policies, such as the Energy Conservation Management System and the Environmental Protection Management System. These policies provide us with clear guidelines to help us effectively control the emission of waste gas and greenhouse gases in daily operations, reduce the pollution of water resources and land, and reduce the generation of harmful and non-hazardous waste. At the same time, we actively adopt advanced technologies, optimize resource utilization efficiency, and promote green operation models to further reduce the environmental burden.

Factory energy saving and environmental protection technology

As the core facility of our textile and garment manufacturing operations, the thermal power plant in Dongguan plays a key role in our production and operations. In order to reduce the negative impact of production on the environment, we adopted energy-saving and environmentally friendly technologies, aiming to minimize its environmental impact of the thermal power plant and improve equipment efficiency. Since 2021, we have launched a program called the “natural gas decentralized energy project” to change the fuel of thermal power plants from coal to natural gas. Such change enabled us to achieve the transformation of fuels in stages, thereby reducing environmental impact. In addition, we have also introduced a range of green technologies and procedures, such as “dedusting bag filter”, “wet flue gas desulphurization and low nitrogen combustion”, and “selective non-catalytic reduction (“SNCR”)” to treat the flue gas emitted from the thermal power plant, thereby further reducing pollution.

本集團深刻認識到，透過加強環境管理，我們可以促進業務與所處環境及社區的全面和諧發展。為履行企業應有的社會責任，本集團致力於在日常運作中融入環保理念，確保營運過程負責任並有效預防污染，同時努力減少資源消耗。

排放物



本集團致力於通過一系列具體行動來減少業務運營對環境造成的影響。我們深信，企業的可持續發展必須與環境保護相輔相成，因此制定並實施了多項政策，例如《節能管理制度》和《環境保護管理制度》。這些政策為我們提供了清晰的指導方針，幫助我們在日常運營中有效控制廢氣與溫室氣體的排放，減少水資源和土地的污染，並降低有害及無害廢棄物的產生。同時，我們積極採用先進技術，優化資源使用效率，並推動綠色運營模式，進一步減少環境負擔。

廠房節能與環保技術

作為我們紡織及成衣生產業務的核心設施，東莞的熱電廠在我們的生產和營運中發揮著關鍵作用。為了降低生產對環境的負面影響，我們採用了節能和環保技術，以減少熱電廠對環境的影響並提高設備效率。自二零二一年起，我們開展了一項名為「天然氣分散式能源項目」的計劃，將熱電廠的燃料從煤轉換為天然氣。這項改變使我們能夠分階段實現燃料的轉型，從而減少對環境的影響。此外，我們還引入了一系列綠色技術和程序，如電袋除塵器、濕法脫硫和低氮燃燒以及選擇性非催化還原(SNCR)技術，用於處理熱電廠排放的廢氣，從而進一步減少污染。

Environmental Aspect 環境層面

EMISSIONS (continued)

Emissions monitoring and standards compliance

In order to ensure compliance with standards, we have set up an online monitoring system to monitor emissions of major air pollutants on a real-time basis. Meanwhile, flue gas emitted through the smokestacks conforms to national and local environmental regulations. Density per cubic meter of air pollutants such as NO_x, SO₂ and smoke and dust discharged are 42mg, 21mg and 5mg per cubic meter respectively, which are lower than standards of 100mg, 50mg and 20mg as required by Dongguan Ecology and Environment Bureau. And annual discharge of NO_x, SO₂ and smoke and dust are below 411 tonnes, 205 tonnes and 82 tonnes required by Dongguan Ecology and Environment Bureau, so as to minimize the impact on the surrounding vicinity. The Group strictly complies with the relevant laws and regulations of the operating area where the reporting location is located, including the "Emission Standards of Air Pollutants for Thermal Power Plants GB13223-2011". During the Reporting Period, the Group did not have any violations related to emissions, and all emissions met relevant national standards.



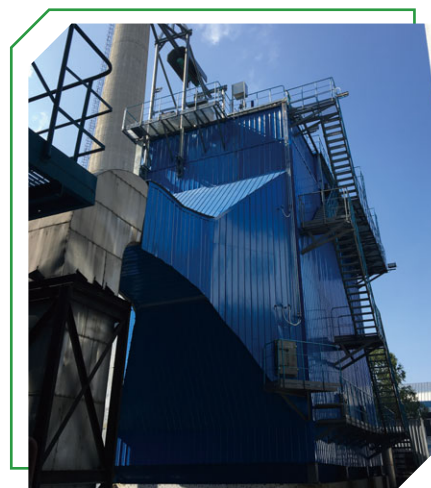
Mobile source emission management

In addition to thermal power plants, the Group believes that mobile source emissions are the main source of exhaust emissions in its casual apparel retail business. In order to effectively control related emissions and reduce energy consumption, we use vehicle models with lower energy consumption and less gasoline pollution, thereby reducing the negative impact of vehicle exhaust emissions on the environment. In addition, we regularly maintain and inspect vehicles to ensure that exhaust emissions meet standards, improve energy efficiency, reduce gasoline consumption, and extend the service life of vehicles, achieving a win-win situation of environmental and economic benefits.

排放物 (續)

排放監控與標準合規

為確保排放符合標準，我們設置了在線監控系統，實時監控主要空氣污染物的排放。同時，通過煙囪排放的廢氣均遵循國家及當地環保部門的法規，空氣污染物如氮氧化物、二氧化硫及煙塵的每立方米排放濃度分別為每立方米42毫克、21毫克及5毫克，均低於東莞市生態環保局標準要求的100毫克、50毫克及20毫克；而氮氧化物、二氧化硫及煙塵的每年排放總量均低於東莞市生態環境局要求的411噸、205噸及82噸，從而最大限度地減少對鄰近地區的影響。本集團嚴格遵守匯報地點所屬營運地區的相關法律法規，包括「火電廠大氣污染物排放標準GB13223-2011」。於報告期內，本集團概無與排放物相關的違規情況，所有排放均符合國家標準。



移動源排放管理

除熱電廠外，本集團認為移動源排放是休閒服裝零售業務中廢氣排放的主要來源。為了有效控制相關排放並減少能源消耗，我們採用了能耗較低且汽油污染較少的車輛型號，從而降低車輛廢氣排放對環境的負面影響。此外，我們定期對車輛進行維護和檢查，確保廢氣排放符合標準，提升能源使用效率，減少汽油消耗，同時延長車輛的使用壽命，實現環境效益與經濟效益的雙贏。

Environmental Aspect 環境層面

EMISSIONS (continued)

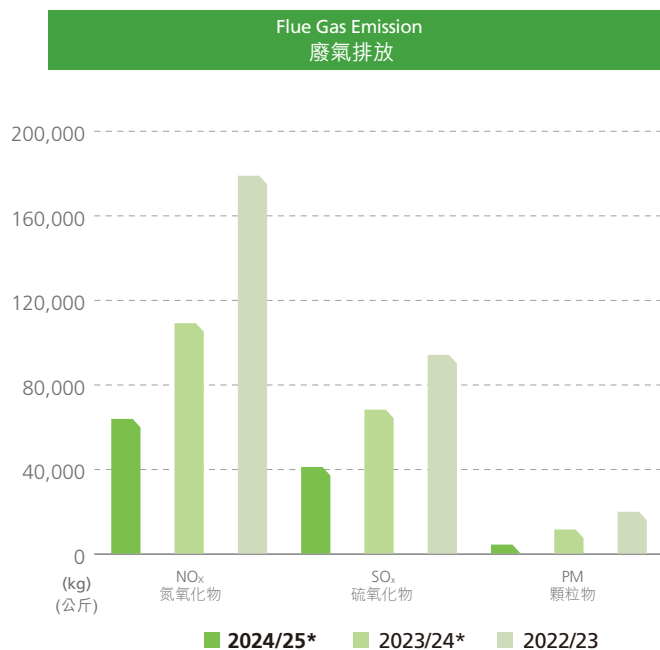
Flue gas emission

The table below sets out the Group's flue gas emission in the past three reporting years (including the Reporting Period):

排放物(續)

廢氣排放

下表載列本集團於最近三個報告年度(包括本報告年度)的廢氣排放量：



Note:

* In order to comprehensively reflect the emission of flue gas of the Company, the emissions of vehicles have been included in the statistics of flue gas emission since 2023/24.

附註：

* 為更全面反映本集團的廢氣排放量，自2023/24年度起將汽車排放量納入廢氣排放的統計數據中。

Greenhouse gas emission

In this year, the Group continued to work with external consultants to collect statistics on greenhouse gas ("GHG") emissions of scope 1 (direct emissions) and scope 2 (indirect energy emissions), expanding to emissions data in scope 3 (other indirect emissions), to ensure the accuracy and transparency of emissions data and compliance with international standards. It improves the Group on the professionalism and credibility of environmental data management, laying a solid foundation for formulating more effective emission reduction targets.

溫室氣體排放

本年度，本集團繼續與外部顧問合作，除針對原有的範圍一(直接排放)及範圍二(間接能源排放)的溫室氣體排放數據進行統計，並擴展至對範圍三(其他間接排放)的排放數據進行統計，確保排放數據的準確性、透明度及符合國際標準的要求。此提升本集團於環境數據管理的專業性及可信度，為制定更有效的減排目標奠定堅實基礎。

Environmental Aspect 環境層面

EMISSIONS (continued)

Emission reduction results and future goals

According to statistical results, the GHG emissions in scope 1 and scope 2 have significantly decreased compared with the previous year, with a reduction of 28.7%. This reflects the effective measures taken by the Group to improve energy efficiency, promote the use of clean energy and optimize operating models. In addition, the Group has set specific sustainable development goals and pledged to reduce the absolute greenhouse gas emissions of scope 1 and scope 2 by 42% in 2030/31 compared with the baseline level in 2020/21. This goal defines the Group's future direction in addressing climate change and promoting sustainable development, and demonstrates the Group's long-term commitment to environmental protection and global emission reduction efforts.

The table below sets out the Group's GHG emissions of scope 1, scope 2 and intensity in the past three reporting years (including the Reporting Period):

Indicators (unit)	指標(單位)	2024/25	2023/24	2022/23
Total emissions of scope 1 and 2 (tonnes CO ₂ equivalent)	範圍一和二總排放量 (公噸二氧化碳當量)	525,659	736,877*	642,023
Intensity of total greenhouse gas emission of scope 1 and 2 (tonnes of CO ₂ equivalent/employee)	範圍一和二排放量 密度 (公噸二氧化碳當量／員工)	59.48	84.21*	85.95
Scope 1: Direct emission (tonnes of CO ₂ equivalent)	範圍一：直接排放 (公噸二氧化碳當量)	401,523	519,285	541,065
Scope 2: Energy indirect emission – Location-based (tonnes of CO ₂ equivalent)	範圍二：能源間接排放 — 地域為基準方法 (公噸二氧化碳當量)	124,136	217,593*	100,958

Notes:

- * As the Dongguan factory uses its own power plant instead of purchasing electricity from outside, the scope 2 emission and intensity data for 2023/24 has been updated.
- Scope 1 includes emissions from stationary combustion of diesel, raw coal and fuel gas and emissions from mobile combustion of diesel and unleaded gasoline, and scope 2 includes indirect energy emissions from purchased electricity and purchased steam.
- The calculation was based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report, the Sixth Climate Change Assessment Report of IPCC, the 2009 China Energy Statistical Yearbook (《2009中國能源統計年鑒》), Announcement on the 2022 Electricity Carbon Dioxide Emission Factor from the Ministry of Ecology and Environment, the 2022 Emission Factor of the International Energy Agency.
- For Hong Kong business, the emission factor of CLP of 0.38 kg/kWh (derived from CLP's 2024 annual report) is used as a reference to quantify its emissions; for mainland China business, the emission factor of the Ministry of Ecology and Environment's electricity CO₂ emission factor of 0.5366 kg/kWh (derived from the announcement of the electricity CO₂ emission factor issued by the Ministry of Ecology and Environment on December 26, 2024) is used as a reference to quantify its emissions; for Vietnam business, the emission factor of the International Energy Agency of 0.628 kg/kWh (derived from the International Energy Agency's 2022 emission factor) is used as a reference to quantify its emissions.

排放物(續)

減排成果與未來目標

根據統計結果，範圍一和範圍二的溫室氣體的總排放量相較於上年度實現了顯著下降，減少幅度達28.7%。這反映了本集團在提升能源效率、推動清潔能源使用及優化營運模式等方面所採取的有效措施。此外，本集團已設定具體的可持續發展目標，承諾於2030/31年度將範圍一和範圍二的溫室氣體絕對排放量在2020/21年度的基準水平上減少42%。這一目標明確了本集團未來在應對氣候變化和推動可持續發展方面的方向，並展示了本集團對環境保護及全球減排努力的長期承諾。

下表載列本集團於最近三個報告年度(包括本報告年度)的範圍一和二排放量及密度：

附註：

- * 因東莞工廠使用自備電廠的電力而沒有外購電力，所以2023/24年度的範圍二排放量及密度數據已作更新。
- 範圍一包括柴油、原煤、燃氣的固定燃燒排放及柴油與無鉛汽油的移動源直接燃燒排放；以及範圍二包括外購電力及外購蒸汽的能源間接排放。
- 計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、IPCC第六次氣候變化評估報告、《2009中國能源統計年鑒》、《2022年度生態環境部電力二氧化碳排放因子公告》、國際能源署2022排放系數。
- 香港業務以中電控股有限公司(中電)排放系數0.38千克／千瓦時(來自中電2024年報)作參考以量化其排放量；中國內地業務以生態環境部電力二氧化碳排放系數0.5366千克／千瓦時(來自生態環境部於2024年12月26日發布的電力二氧化碳排放因子的公告)作參考以量化其排放量；越南業務以國際能源署排放系數0.628千克／千瓦時(來自國際能源署2022排放系數)作參考以量化其排放量。

Environmental Aspect 環境層面

EMISSIONS (continued)

Statistics of scope 3 emissions

During the Reporting Period, we identified other energy indirect emissions of scope 3 GHG emissions in related to our business in 15 categories, including purchased goods and services (category 1), capital goods (category 2), fuel and energy-related activities (category 3), upstream transportation and distribution (category 4), waste generated in operations (category 5), business travel (category 6), and employee commuting (category 7). Other categories were not included because they were not directly related to our business, or the quantified results may lack reliability due to the unavailability of original data.

The following table sets out the Group's GHG emissions of scope 3 during the Reporting Period:

排放物(續)

範圍三溫室氣體排放數據統計

於報告期內，我們在15個類別中識別出與我們業務相關的範圍三溫室氣體排放，包括購買的商品和服務（類別1）、資本貨品（類別2）、燃料及能源相關活動（類別3）、上游運輸和配送（類別4）、營運中產生的廢物（類別5）、差旅（類別6）及員工通勤（類別7）的其他能源間接排放。其他類別未被納入在內，因為它們與我們的業務無直接關聯，或因原始數據無法取得而導致量化結果可能缺乏可靠性。

下表載列本集團於本報告年度的範圍三排放量：

Indicator (in tonnes CO ₂ equivalent)	指標(以公噸二氧化碳當量為單位)	2024/25
Scope 3: Total other energy indirect emissions	範圍三：其他能源間接排放總排放量	2,621,868
Category(ies)	類別	
1 - purchased goods and services	1－購買的商品和服務	2,474,608
2 - capital goods	2－資本貨品	9,457
3 - fuel and energy-related activities	3－燃料及能源相關活動	103,326
4 - upstream transportation and distribution	4－上游運輸和配送	31,402
5 - waste generated in operations	5－營運中產生的廢物	447
6 - business travel	6－商務旅行	273
7 - employee commuting	7－員工通勤	2,354

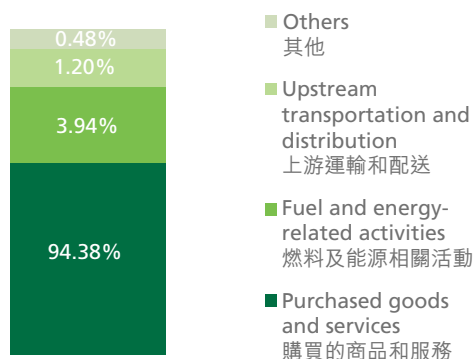
Note:

- The calculation was based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report, the Sixth Climate Change Assessment Report of IPCC, the 2009 China Energy Statistical Yearbook (《2009中國能源統計年鑒》), GHG Protocol Value Chain (Scope 3) Accounting and Reporting Standard (2011).

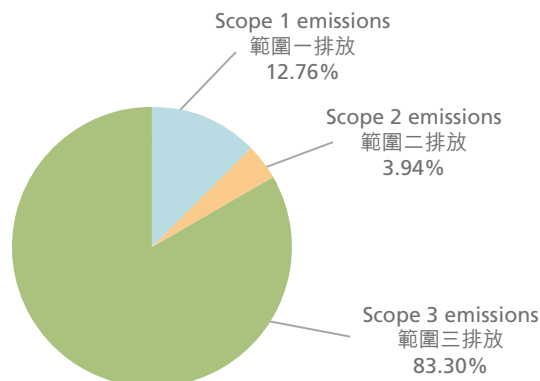
附註：

- 計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、IPCC第六次氣候變化評估報告、《2009中國能源統計年鑒》、《溫室氣體核算體系企業價值鏈(範圍三)核算與報告標準》(2011)。

Scope 3 GHG emissions by category
範圍三溫室氣體排放類別



Proportion of total emissions
總排放佔比



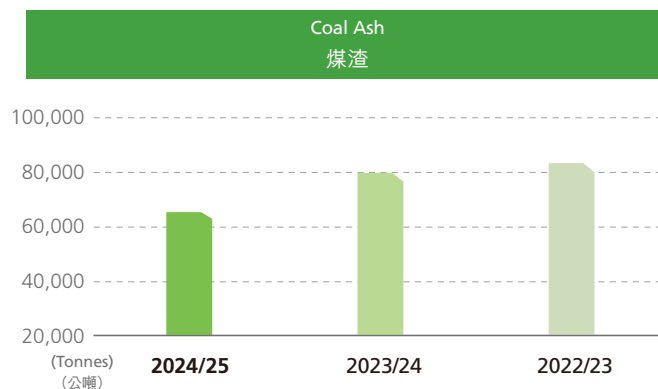
Environmental Aspect 環境層面

EMISSIONS (continued)

Coal ash

In order to achieve the goal of reducing waste emissions and improving the effective use of resources, the Group actively takes measures to collect, recycle and reuse the coal slag generated by thermal power plants. After recycling, these coal slags become important raw materials for manufacturing concrete bricks and wall panels, giving them new value. This recycling measure not only effectively reduces the amount of coal slag discarded and reduces the pressure on the environment, but also further achieves efficient use of resources and reduces the over-exploitation of natural resources.

The following table sets out the Dongguan's coal ash collected and recycled amount in the past three reporting years (including the Reporting Period):



Waste management

The Group is dedicated to reducing the total amount of waste and has established a series of specific targets for reducing hazardous and non-hazardous waste at the textile and garment production plants in Dongguan.

In order to achieve these goals, the Group has adopted various measures, including improving production processes, optimizing waste classification and management mechanisms, and promoting resource recycling and reuse. Some internal systems and guidelines have also been developed by the Group, such as the "Cleaner Production Management System" and the "Waste Management Measures", which clearly stipulated the responsibilities and related guidance measures of waste management in each department to promote waste reduction. Meanwhile, we conduct key controls over our waste recycling partners, provide our environmental protection policy depending on circumstances, and closely follow up on recycling and treatment results and demands.

排放物 (續)

煤渣

為了達成減少廢棄物排放及提升資源有效利用的目標，本集團積極採取措施對熱電廠產生的煤渣進行收集 and 回收再利用。這些煤渣經過循環再利用後，成為製造混凝土磚和牆板的重要原材料，賦予其新的價值。此項回收措施不僅有效減少了煤渣的棄置量，降低對環境的壓力，還進一步實現了資源的高效利用，減少對自然資源的過度開採。

下表載列東莞地區於最近三個報告年度（包括本報告年度）已收集並循環再用的煤渣數量：

廢棄物管理

本集團致力於降低廢棄物總量，並已在東莞地區的紡織及成衣生產廠房制定了一系列針對有害和無害廢棄物減量的具體目標。

為實現這些目標，本集團採取了多樣的措施，包括改進生產流程、優化廢棄物分類與管理機制，以及推動資源回收和再利用。本集團亦建立了一些內部制度和指引，如《清潔生產管理制度》和《廢棄物管理辦法》，明確規定了各部門在廢棄物管理方面的職責和相關指導措施，推動減少廢棄物。同時，我們對廢棄物回收商進行重點控制，根據情況提供相關的環境保護政策，並密切跟進回收處理的結果和需求。

Environmental Aspect 環境層面

EMISSIONS (continued)

Clean production and reduction measures

We have carried out cleaner production management to further reduce the amount of waste disposal, including screening raw materials at the beginning, optimizing the production process, and sorting and reusing the recyclable wastes. Our factory in Henan has also introduced automatic cutting equipment to optimize the grey cloth processing process, reduce the edge cutting and sewing processes, significantly reduce the cloth scrap cutting rate, and effectively save raw materials.

Waste classification and treatment

The Group strictly complies with the laws and regulations of local governments, classifies wastes into hazardous wastes and non-hazardous wastes, and adopts relevant treatment measures. We clearly identify, classify and store hazardous wastes in specific locations and then transport them to environmentally qualified units recognized by the government for processing. We further divide non-hazardous wastes into recyclable wastes and non-recyclable wastes. The Henan factory has improved the quality of food procurement, reduced scraps, and had a dedicated person to clean up kitchen waste to reduce waste. Statistics from the Administration Centre show that employee waste management has improved significantly. Through hygiene publicity, awareness of not littering has been strengthened, environmentally friendly daily necessities have been promoted, and employee environmental awareness has been improved. The restaurant has implemented on-demand meal pickup to improve the quality and taste of meals and reduce food waste.

Waste Recycling

According to the statistics of the Reporting Period, we successfully collected 10,151 tonnes of recyclable waste and handed them over to relevant units for recycling and processing to minimize the impact on the environment. We shall transport the non-recyclable wastes, including general domestic wastes, to the designated area for treatment according to the regulations of the local authorities. During the Reporting Period, we processed a total of 332 tonnes of non-recyclable waste. In addition, we implemented centralized collection and storage of waste generated by our canteen and handed in the collected waste to local neighbourhood committees for disposal, which will not only help to ensure that the waste is properly disposed of, but also improve environmental health and promote sustainable development in communities.

At the offices, we choose to rent printers from the printing company and return waste toner boxes to the printer company for recycling to reduce waste generation.

排放物(續)

清潔生產與減量措施

我們通過實施清潔生產管理來進一步減少廢棄物棄置量，包括從原材料的篩選開始，優化生產過程，並將可回收的廢棄物進行分類和再利用。我們位於河南的工廠亦已引入自動裁剪設備，優化胚布處理流程，減少開邊、車邊工序，大幅降低布頭剪除率，有效節省原材料。

廢棄物分類與處理

本集團嚴格遵守當地政府的法律法規，將廢棄物分為有害廢物和無害廢物，並採取相應的處理措施。我們對有害廢物進行明確的標識、分類和儲存，並將其存放在特定位置，然後運送到經政府認可的環境資質單位進行處理。對於無害廢物，我們進一步將其分為可回收廢物和不可回收廢物。河南工廠提高食材採購品質，減少邊角料，廚餘由專人清理，降低廢棄物。行政中心統計顯示，員工生活垃圾管理顯著改善，通過衛生宣傳，強化不亂扔垃圾意識，推廣環保生活用品，提升員工環保意識。餐廳推行按需取餐，改善飯菜品質與口味，減少食物浪費。

廢棄物回收

根據本報告期內統計數據，我們成功收集了10,151公噸的可回收廢物，並將其交由相關團體進行回收處理，以最大限度地減少對環境的影響。至於不可回收廢物，包括一般生活廢物，我們將根據當地部門的規定，將其運輸至指定區域進行處理。於本報告期內，我們共處理了332公噸的不可回收廢物。此外，我們實行集中收集和儲存食堂所產生的廢物，並負責將其交由當地居委會進行處理。這樣做不僅有助於確保廢物得到適當的處理，還能改善環境衛生和促進社區的可持續發展。

在辦公室方面，我們選擇向打印機公司租用打印機，並將廢棄的碳粉匣交給打印機公司進行回收處理，以減少廢棄物的生成。

Environmental Aspect 環境層面

EMISSIONS (continued)

The table below sets out the Group's hazardous and non-hazardous waste produced in the past three reporting years (including the Reporting Period):

Names of emissions (unit)	排放物名稱(單位)	2024/25	2023/24	2022/23
Total hazardous solid waste (tonnes)	有害固體廢棄物總量 (公噸)	76	69	65
Intensity of hazardous solid waste (tonnes/employee)	有害固體廢棄物密度 (公噸／員工)	0.0086	0.0079	0.0087
Total non-hazardous solid waste (tonnes)	無害固體廢棄物總量 (公噸)	10,513	11,405	61,182
Intensity of non-hazardous solid waste (tonnes/employee)	無害固體廢棄物密度 (公噸／員工)	1.19	1.53	6.36

排放物(續)

下表載列本集團於最近三個報告年度(包括本報告年度)有害及無害廢棄物的產生量：

USE OF RESOURCES



The Group always adheres to the core concept of cherishing resources, has formulated and implemented a series of energy-saving measures, and is committed to improving the effective consumption of resources and avoiding waste to the greatest extent possible. We continuously pay attention to the potential impact of business operations on the ecological environment and biodiversity, and adopt prudent management methods to ensure that the interference with the surrounding environment is minimized.

In addition, we continue to innovate in technology applications and continuously optimize production technology and process flows to improve resource utilization efficiency and achieve energy conservation and emission reduction. At the same time, the Group actively advocates a green and environmentally friendly corporate culture, and through internal training and publicity, it enhances employees' environmental awareness, encourages participation in sustainable development actions, and makes positive contributions to environmental protection and social development.

資源使用



本集團一直秉持珍視資源的核心理念，制定並實施了一系列節能措施，致力於提升資源的有效運用，最大限度地避免浪費。我們持續關注業務運營對生態環境及生物多樣性的潛在影響，並採取審慎的管理方式，確保對周邊環境的干擾降至最低。

此外，我們在技術應用方面不斷創新，持續優化生產技術與工藝流程，以提升資源利用效率，實現節能減排。同時，本集團積極倡導綠色環保的企業文化，通過內部培訓和宣傳，提升員工的環保意識，鼓勵參與可持續發展行動，為環境保護和社會發展做出積極貢獻。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Textile and garment manufacturing

Energy management system and energy-saving technology application

In order to improve the efficiency of energy utilization and strengthen energy management, the Group continuously enhances the energy management system and mechanism to effectively improve the utilization of resources. For instance, the mass employment of LED lighting equipment extensively at the office and warehouse in Hong Kong with the current utilization rate reaching 80%. Besides, our Hong Kong office uses some power switch devices with time switches or automatic shutdown functions (for example, upgrading or updating lighting systems, cooler systems, sensor installations, etc.). The lights and air-conditioning for such devices can be automatically turned off during non-office hours (after 6 pm), thereby effectively reducing unnecessary energy consumption. In addition, we have introduced an automatic control system in our textile and garment manufacturing office in Dongguan to save electricity. The system monitors energy usage and automatically adjusts equipment operation based on needs, thus minimizing energy waste.

Energy-saving measures for warehouses and offices

To further improve energy efficiency, the Group's warehouse in Dongguan controls the room temperature between 20 and 33 degrees to ensure a balance between energy consumption and environmental comfort. At the same time, if the indoor temperature of the Dongguan office is lower than 26 degrees, the cooling function of the air conditioner will be disabled to avoid unnecessary energy consumption. In addition, the Dongguan office and stores will regularly clean the dust screen of the air conditioner to ensure that the air conditioner can perform at its best, thereby reducing electricity consumption and extending the life of the equipment. In the shops facing the street, we add fans when conditions permit, reduce the frequency of air conditioning use, and reduce the loss of air conditioning cool air, thereby effectively reducing carbon emissions. In addition, the Group has also arranged special personnel to supervise employees to turn off lights and air conditioners in unused areas of the office to further reduce energy waste. We will continue to achieve the goal of energy conservation and emission reduction through multi-faceted efforts.

資源使用(續)

紡織及成衣生產方面

能源管理制度與節能技術應用

為了提升能源利用效率和加強能源管理，本集團不斷改進能源管理制度和體系，以有效地提高資源利用率。例如，在香港的辦公室和倉庫中大量採用LED照明設備，現已達到80%的使用率。除此之外，我們在香港辦公室採用一些具有時間掣或自動關機功能的電源開關設備，例如升級或更新照明系統、冷卻器系統以及安裝感應器等。這些設備可以在非辦公時間(晚上六點後)自動關閉電燈和冷氣，從而有效地減少不必要的能源消耗。此外，在東莞的紡織和成衣生產辦公室中，我們已經引入自動控制系統，以節省電力。這個系統能夠監測能源使用情況並根據需求自動調整設備的運行狀態，從而最大限度地減少能源浪費。

倉庫與辦公室節能措施

為進一步提升能源效益，本集團在東莞的倉庫將室溫控制在20至33度之間，確保能耗與環境舒適度之間的平衡。同時，如東莞辦公室的室內溫度低於26度，則會停用空調的製冷功能以避免不必要的能源消耗。此外，東莞辦公室及店鋪會定期清洗冷氣機的隔塵網，確保冷氣機能發揮最佳效能，從而減少電力消耗並延長設備壽命。在臨街的店鋪內，我們在條件允許的情況下增設風機，減少空調的使用頻率，同時減少空調冷氣的流失，從而有效降低碳排放。此外，本集團亦安排專人督導員工關閉辦公室內無人使用範圍內的電燈及冷氣機，進一步減少能源浪費。我們將繼續通過多方面的努力，實現節能減排的目標。



Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Textile and garment manufacturing (continued)

Optimization of bleaching, dyeing and setting processes

We encourage to apply new production processes in bleaching and dyeing processes, so as to reduce the energy consumption in textile and garment manufacturing. Employing new dyeing machine greatly improves the first time success rate of our fabric dyeing processes while reducing the production of any substandard products and the need for product repairs. Compared with traditional dyeing machines, this technology saves over 50% of water, 30% of chemicals, and 10% of dyes. In addition, a new production process is applied in the finalizing cycles that can process multiple functional additives at the same time, which can significantly reduce the number of times of product finalizations, improve product quality and efficiency, and ultimately reduce energy consumption. In the manufacturing plant in Dongguan, we have optimized the frequency converter of the equipment, so as to accurately control the output power of the equipment and reduce the electricity consumption. Meanwhile, we upgraded the equipment of air conditioning system to improve its efficiency.

Renewable Raw Materials and Energy Management Certification

The Group always supports the use of renewable raw materials and has obtained the certification of Global Recycled Standard ("GRS") for our textile and garment manufacturing business in Dongguan and Vietnam. In view of this, we provided and promoted a series of fabric products with renewable ingredients to customers, thus improving the recycling rate of the overall textile resources. Increasing the recycling rate of spinning scraps is one of the measures to reduce the demand for cotton. Since 2017, the Group's textile and garment manufacturing business in Dongguan has successfully obtained ISO50001 energy management system certification, demonstrating our professional capabilities and commitment in energy management and resource utilization. We continue to operate and optimize the energy management system, and by providing clear guidance, professional technical guidance and appropriate incentive mechanisms for comprehensively improving the efficiency of resource consumption. We also adopt innovative technologies and improve production process to further reduce energy consumption and resources waste.

資源使用(續)

紡織及成衣生產方面(續)

漂染與定型工藝優化

我們在漂染工序中鼓勵採用新的工藝方法，以降低紡織和成衣生產業務的能源消耗。使用新型染色設備可以顯著提高染布過程的首次成功率，同時減少次等品的生產和產品修補的需求。相較於傳統染色設備，這種技術節省超過50%的用水量、30%的化學品和10%的染料。此外，在定型過程中，新工藝可以同時處理多種功能助劑整理，顯著減少產品的定型次數，提升產品的品質和效率，從而降低了能源消耗。對於在東莞的生產廠房，我們已優化設備的變頻器，以準確地控制設備的輸出功率，從而減降低耗電量。同時，我們升級空調系統的設備，提高其效率。

可再生原料與能源管理認證

本集團一直支持可再生原料的使用，並在東莞及越南的紡織和成衣生產業務中取得全球回收標準(GRS)的認證。我們以此為基礎，向客戶提供和推廣一系列可再生成分的面料產品，以提高整體紡織資源的再利用率。其中之一是增加紡紗邊角料的再利用率，以減少對棉花的需求。自2017年起，本集團位於東莞的紡織和成衣生產業務已成功獲得ISO50001能源管理體系認證，彰顯了我們在能源管理和資源利用方面的專業能力與承諾。我們持續運行並優化能源管理系統，通過提供明確的指引、專業的技術指導以及適當的獎勵機制，全面提升資源使用效能，並通過採用創新技術及改良生產流程，進一步減少能源消耗和資源浪費。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Casual apparel retailing

Energy-saving measures for air conditioning and lighting systems

At casual apparel retailing operation, energy is mainly consumed in air conditioning systems and lighting systems. We attach great importance to energy management and adopt a series of measures to improve energy efficiency and reduce electricity consumption. According to the statistics, our retail stores choose high-quality and energy efficient air-conditioners of major brands that have advanced energy-saving technology. Besides, newly opened or renovated stores have fully adopted high-efficiency and energy-saving LED lights to reduce electricity consumption. Such lighting solution can not only provide bright lighting, but also significantly reduce the use of energy. In order to ensure the best performance of air conditioners and reduce electricity consumption, we regularly arrange to clean the dust screens of air conditioners, which can guarantee the normal operation of the air conditioning system and reduce unnecessary energy waste.



Power saving plan and emission reduction target

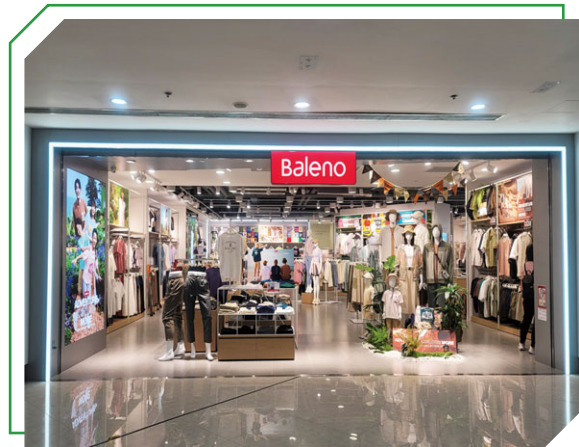
In addition, for stores opened in Hong Kong, we will formulate corresponding power saving plans in accordance with the provisions of the Outdoor Lighting Charter. This will help reduce Hong Kong's overall greenhouse gas emissions. To further improve energy efficiency, we have set a target of reducing electricity consumption annually and implemented a policy of reducing waste at the source. At the same time, we encourage frontline and back-office staff to pay attention to the details of daily operations, such as turning off idle electrical appliances when leaving the office, and giving priority to purchasing energy-saving and environmentally friendly equipment to reduce energy consumption and carbon emissions.

資源使用(續)

休閒服裝零售方面

空調與照明系統的節能措施

在休閒服裝零售業務中，能源的使用主要集中在空調系統和照明系統上。我們非常重視能源管理，並採取一系列措施來提高能源效益和減少電力消耗。根據統計數據顯示，我們的零售店都選購高品質且具能源效益的空調設備，這些設備屬於大品牌，擁有先進的節能技術。此外，新開設或裝修的店鋪全面採用高效節能的LED照明燈具，以減少電力消耗。這種照明方案不僅能提供明亮的照明效果，還能大幅降低能源的使用。為確保空調設備的最佳性能和減少電力消耗，我們定期安排清洗空調機的隔塵網。這項措施可以確保空調系統正常運行，減少不必要的能源浪費。



節電計劃與減排目標

此外，對於在香港開設的門市，我們將參照「戶外燈光約章」的規定，制定相應的節電計劃。此舉有助於降低香港整體的溫室氣體排放量。鑑於香港及廣州的主要發電方式為燃煤，減少用電對降低休閒服裝零售業務的溫室氣體排放具有重要意義。為進一步提升能源效率，我們設定了按年遞減耗電量的目標，並推行源頭減廢政策。同時，我們鼓勵前線及後勤員工注重日常營運細節，例如在離開辦公室時關閉閒置電器，並優先選購節能環保設備，以減少能源消耗及碳排放。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

The table below sets out the Group's total consumption and intensity of resources for the past three reporting years (including the Reporting Period):

資源使用(續)

下表載列本集團於最近三個報告年度(包括本報告年度)的主要資源的總耗量及密度：

Energy Category 能源種類	Unit 單位	2024/25	2023/24	2022/23
Total energy consumption 總能源耗量	kWh in '000 千個千瓦時	2,090,183	2,544,431**	2,418,829
Intensity of total energy consumption 總能源耗量密度	kWh in '000/employee 千個千瓦時／員工	236.53	290.79**	323.81
Direct energy consumption 直接能源耗量	kWh in '000 千個千瓦時	1,831,340	2,161,995	2,240,827
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	207.24	247.09	299.98
Including: 其中：				
Diesel oil 柴油	kWh in '000* 千個千瓦時*	3,902	394	469
Gasoline 汽油	kWh in '000* 千個千瓦時*	1,806	626	217
Solar energy 太陽能	kWh in '000 千個千瓦時	1,705	1,084	237
Raw coal 原煤	kWh in '000* 千個千瓦時*	1,810,007	2,116,964	2,227,811
Natural gas 天然氣	kWh in '000* 千個千瓦時*	13,920	42,927	12,093
Indirect energy consumption 間接能源耗量	kWh in '000 千個千瓦時	258,843	382,436**	178,002
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	29.29	43.71**	23.83
Including: 其中：				
Purchased electricity 外購電力	kWh in '000 千個千瓦時	135,277	382,436**	178,002
Intensity of purchased electricity consumption 外購電力耗量密度	kWh in '000/employee 千個千瓦時／員工	15.31	43.71**	23.83
Purchased steam 外購蒸氣	kWh in '000 千個千瓦時	123,567#	N/A	N/A

Notes:

* Convert the heat value provided by the International Energy Agency into kWh in '000.

** As the Dongguan factory uses its own power plant instead of purchasing electricity from outside, the purchased electricity data for 2023/24 has been updated.

Only includes Vietnam factory.

附註：

* 按照國際能源總署提供的熱值轉換為千個千瓦時單位。

** 因東莞工廠使用自備電廠的電力而沒有外購電力，所以2023/24年度的外購電力數據已作更新。

只包括越南工廠。

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Promoting the development of green energy

The Group is committed to promoting sustainable development and taking active measures to reduce the impact of operations on the environment. During the year, the Group purchased green electricity of 127,800,000 kWh in total and obtained green electricity certificates (Green Certificates) to support the development of renewable energy and further reduce its carbon footprint. Meanwhile, we actively use clean energy generated by renewable energy sources such as solar energy, continuously improve energy efficiency and promote the green transformation of the energy structure. In addition, the Group also integrates green energy into daily operations, reduces dependence on traditional fossil fuels, and responds to the needs of global energy transformation with practical actions. These efforts demonstrate the Group's continued progress in energy management and environmental protection.

MANAGEMENT OF WATER RESOURCES

Textile and garment manufacturing

Wastewater discharge control policy

The Group is well aware of the importance of water resource management in environmental protection, therefore we formulated the Measures for the Control and Management of Wastewater Discharge with an aim to effectively manage water resources in the manufacturing process. In the manufacturing process, we have taken many measures to treat industrial wastewater and domestic wastewater to reduce the burden on water resources, including setting up a sewage treatment center in the factory area for diverting waste water based on different characteristics, using a sewage diversion and collection system and adopting the treatment method of diversion and division to discharge the treated sewage that met the standards.

In order to effectively manage the sewage treatment system of the plant, we have installed an online monitoring device in the plant to monitor the treatment process in real-time so as to ensure the wastewater is treated effectively and meets standards. Through the monitoring measure, we are able to identify any potential problems in a timely manner and take appropriate measures to resolve, thereby ensuring the quality and compliance of wastewater discharge.

資源使用(續)

推動綠色能源發展

本集團致力於推動可持續發展，積極採取措施降低營運對環境的影響。於本年度內，本集團購買了綠色電力並獲得綠色電力證書(綠證)，合計127,800,000千瓦時，以支持可再生能源的發展，並進一步減少碳足跡。同時，我們積極使用由太陽能等可再生能源所產生的清潔能源，持續提升能源使用效率，推動能源結構的綠色轉型。此外，本集團亦將綠色能源融入日常營運，減少對傳統化石燃料的依賴，並以實際行動響應全球能源轉型的需求。這些努力展現了本集團在能源管理和環境保護方面的持續進步。

水資源管理

紡織及成衣生產方面

廢水排放控制政策

本集團深知環境保護中水資源管理的重要性，因此我們制定了《廢水排放控制管理辦法》政策，旨在有效管理生產過程中的水資源。我們在生產過程中採取多項措施處理工業廢水和生活廢水，以減少對水資源的負擔，包括在廠區設置污水處理中心將廢水按照不同的特性進行分流，使用污水分流收集系統，並採用分流分治的處理方法，將經處理後達標的污水進行排放。

為有效管理廠房的污水處理系統，我們已於廠房安裝在線監控裝置，以實時監控處理過程，確保廢水得到有效處理並符合標準。透過這一監控措施，我們能夠及時發現任何潛在的問題並採取相應的措施加以解決，以確保廢水排放的質量和合規性。

Environmental Aspect 環境層面

MANAGEMENT OF WATER RESOURCES (continued)

Textile and garment manufacturing (continued)

Water-saving technologies and resource reuse

To improve water efficiency, we have adopted energy-saving and water-saving technologies to achieve our goals and implemented a series of improvement measures, such as optimizing the dyeing process and collecting and reusing water resources. At the same time, in order to effectively reduce the emission of chemical oxygen demand in wastewater, we have improved the efficiency of ozone generators. In our textile and garment production offices, all hand washing water is recycled for toilet flushing. Water-saving technologies in the dyeing process include reusing water from dyed light-colored fabrics and recycling cooling water and condensed hot water in the factory dyeing tanks for recycling.

Water stewardship commitment and compliance

Given the nature of textile and garment manufacturing operation, we are deeply aware of the preciousness of water resources and the importance of water resources to the ecosystem. We put water resources management in the first place and take all preventive measures to ensure that water resources can be effectively used and reused. We adhere to relevant national standards and regulations to ensure that our textile and garment manufacturing operation can develop sustainably on an environmentally friendly basis. All wastewater discharged after being treated by the sewage treatment center complies with all the national, provincial and municipal discharge standards and relevant laws and regulations, including the Discharge Standards of Water Pollutants for Dyeing and Finishing of Textile Industry (GB4287-2012). During the Reporting Period, the Group had no violations related to wastewater discharge, and all discharges complied with the relevant national standards.

Casual apparel retailing

Water-saving facilities and awareness-raising

The Group is committed to promoting water conservation and sustainable development, and has taken a number of effective measures to reduce water waste. Water-saving valves with significant water-saving effects have been installed in the Hong Kong office, which can effectively save water by 55% to 84%. In addition, we have posted water-saving reminders in the toilets, such as reminding employees and visitors to remember to turn off the taps after use, to further enhance water conservation awareness. To ensure the efficient operation of the water system, the Group regularly checks the pipes to reduce water waste caused by leakage, and arranges designated employees to regularly check the water supply system to ensure that there are no leakage problems in the system. The Group will continue to work hard to contribute to environmental protection.

水資源管理(續)

紡織及成衣生產方面(續)

節水技術與資源再利用

為了提高用水效率，我們採用了節能與節水技術來達成目標，並實施了一系列改進措施，例如優化染色流程以及收集和再利用水資源。同時，為了有效降低廢水中化學需氧量的排放，我們提升了臭氧發生器的效能。在我們的紡織與成衣生產辦公室中，所有洗手用水都被循環用作沖廁水。染色流程中的節水技術則包括重複使用已染淺色布料的水，以及回收工廠染缸中的降溫水與冷凝熱水進行循環利用。

水資源管理的承諾與合規

鑒於紡織及成衣生產業務的特性，我們深刻認識到水資源的珍貴性以及對環境生態的重要性。我們將水資源管理置於首要位置，並通過預防措施確保水資源的有效運用和重用。我們堅守相關的國家標準和法規，以保證我們的紡織及成衣生產業務能夠在環境友好的基礎上持續發展。所有經污水處理中心處理後排放的廢水均符合國家、省及市的排放標準及相關法律法規，包括「紡織染整工業水污染物排放標準(GB4287-2012)」，在報告期內，本集團概無與廢水排放相關的違規情況，所有排放均符合相關的國家標準。

休閒服裝零售方面

節水設施與意識提升

本集團致力於推動節約用水及可持續發展，積極採取多項有效措施以減少水資源浪費。香港辦公室內安裝了節水效果顯著的水龍頭省水閥，能有效節約用水達55%至84%。此外，我們在洗手間內張貼了節約用水的溫馨提示，例如提醒員工和訪客使用後記得關閉水喉，進一步提高節水意識。為確保用水系統的高效運作，本集團定期檢查喉管，減少因漏水導致的水資源浪費，並安排指定員工定期檢查供水系統，以確保系統無任何滲漏問題。本集團將持續努力，為環境保護貢獻一份力量。

Environmental Aspect 環境層面

MANAGEMENT OF WATER RESOURCES *(continued)*

The following table sets out the Group's total amount of water discharged, the total amount of water treated and the total water consumption for the past three reporting years (including the Reporting Period):

Indicators (unit)	指標(單位)	2024/25	2023/24	2022/23
Total Treated Water by Sewage Treatment Centre (Cubic Metres)	污水中心處理水總量(立方米)	10,058,718*	9,456,373	8,617,919
Total Water Consumption (Cubic Metres)	總用水量(立方米)	5,798,999**	3,470,976	4,096,089
Total Water Consumption Intensity (Cubic Metres/employee)	總用水量密度(立方米／員工)	656.22	396.68	548.34

Notes:

- * In previous reporting years, only the total amount of treated water was reported for the Dongguan factory. However, this year, the relevant data for the Vietnam factory have been added, resulting in a significant increase in the total amount of treated water.
- ** As Henan and Vietnam factories were added to the reporting scope this year, the total water consumption increased significantly.

水資源管理(續)

下表載列本集團於最近三個報告年度(包括本報告年度)的排放水總量、處理水總量及總用水量：

附註：

- * 過往報告年度只匯報東莞工廠的處理水總量，而本年度已新增了越南工廠的相關數據，以致處理水總量出現顯著上升的情況。
- ** 由於本年度匯報範圍新增了河南及越南工廠，以致總用水量出現大幅上升的情況。



Environmental Aspect 環境層面

PACKAGING MATERIALS

The Group has been dedicated to adopting measures to reduce paper consumption, thereby achieving a paperless environment. All documents have been stored electronically since 2011, greatly reducing paper usage. Since 2024, we have introduced an automatic sorting machine system to realize paperless operation, saving more than 30,000 sheets of A4 paper per month. In addition, we also adopted other measures such as double-sided printing, reusing and recycling waste paper, further reducing paper usage. Meanwhile, we require our suppliers pay attention to environmental protection and their paper bags and some price tags have obtained the FSC (Forest Stewardship Council) certification. We will also give priority to paper certified by PEFC (Programme for the Endorsement of Forest Certification).

Textile and garment manufacturing

At the textile and garment manufacturing operation, we actively consult and communicate with our raw material suppliers to reduce the use of packaging materials from the source. We improve packaging technology and take reasonable measures, which not only align with our philosophy of environmental protection and sustainability, but also reduce business costs. In addition, we also purchase environmentally friendly bags and recycle them to reduce the consumption of paper bags.

Casual apparel retailing

At the casual apparel retailing operation, we have a large amount of packaging waste materials. Therefore, we strive to reduce the use of plastic and paper shopping bags. We charge plastic bag fees at the casual apparel retailing stores in Hong Kong and Guangzhou to actively encourage customers to use fewer plastic bags and more paper bags. In our casual apparel retail stores in Hong Kong, we strictly adhere to the environmental levy scheme for plastic shopping bags and actively encourage customers to reduce the use of plastic bags. We have offered shopping discounts to customers who bring their own shopping bags. In addition, our plastic shopping bags and packaging bags are made of biodegradable plastic to reduce the impact on the environment, such as bags used for socks. At the same time, we also promote other recycling measures, such as transporting old cartons from retail stores back to our warehouse for recycling, and recycling old metal furniture and computer equipment to reduce resource waste.

The following table sets out the Group's total consumption of packaging materials for the past three reporting years (including the Reporting Period):

包裝物料

本集團一直致力於減少用紙量的措施，以實現無紙化。自2011年開始，文件以電子方式儲存，從而大幅減少了紙張的使用。自2024年起，我們引入自動分揀機執貨系統，全面實現無紙化運作，每月節省A4紙張3萬張以上。此外，我們還採取了其他措施，如雙面打印、廢紙重複利用和廢紙回收，以進一步減少用紙量。我們要求與我們合作的供應商重視環境保護，他們的紙袋和價錢牌均獲得了FSC(森林管理委員會)的認證，我們亦會優先選用獲PERC(森林驗證認可計畫)認證的紙張。

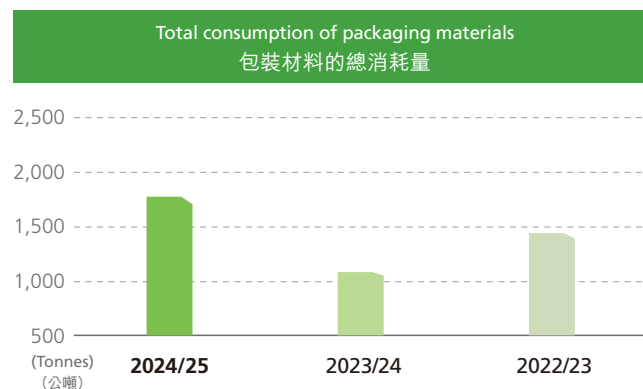
紡織及成衣生產方面

於紡織及成衣生產業務中，我們與原料供應商積極協商和溝通，以從源頭上減少包裝材料的使用。我們通過改良包裝工藝和採取合理措施，不僅符合環保可持續理念，同時還能降低業務成本。此外，我們還購入了環保袋並進行循環利用，以減少紙袋的使用。

休閒服裝零售方面

於休閒服裝零售業務中，我們面臨著大量的包裝廢物。因此，我們致力於減少使用塑膠和紙製購物袋。在香港及廣州的休閒服裝零售店，我們收取膠袋費，以積極鼓勵顧客減少使用膠袋，增加使用紙袋的比例。在香港的休閒服裝零售店，我們嚴格遵守塑膠購物袋環保徵費計劃，並積極鼓勵顧客減少使用塑膠袋。我們曾為自備購物袋的顧客提供購物優惠。此外，我們的塑膠購物袋與包裝袋均採用可自然分解的塑料製成，減少對環境的影響，例如用於襪類包裝的袋子。同時，我們也推行其他循環再用措施，例如將零售店的舊紙箱運回貨倉進行回收利用，並循環使用舊金屬家具和電腦設備，從而減少資源浪費。

下表載列本集團於最近三個報告年度(包括本報告年度)包裝材料的總消耗量：



Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES



We strive to cultivate a culture of environmental consciousness in both our textile and garment manufacturing and casual apparel retail operations. We formulate environmental policies and propose solutions to environmental impacts at each stage of operation. We strengthen inspection mechanisms to ensure effectiveness of the policies.

The following table provides a more detailed analysis of various environmental impacts at operational stages and actions taken to reduce such effects.

環境及天然資源



我們致力於培養紡織及成衣生產以及休閒服裝零售業務中的環境考量文化。我們制定環境政策，對各營運階段的环境影響提出解決方案。我們加強了檢查機制，以確保政策的有效性。

下表提供就營運階段下，各種環境影響及減少有關影響所採取行動的更詳細分析。

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Design 產品設計	Raw materials of synthetic polymer fibers are derived from petroleum by-products. 人造聚合物纖維的原料來自石油副產品。 The production process will consume natural resources and emit greenhouse gas. 生產過程將消耗天然資源，並排放溫室氣體。	The casual apparel retail operation has introduced advanced eco-cotton as a filler for its quilted jacket, so as to improve the sustainability of products. The production process of this renewable raw material has low energy consumption and greenhouse gas emissions. Through supply chain management and marketing, they ensured the quality and traceability of environmentally friendly cotton and encouraged consumers to choose sustainable materials. These measures helped to reduce the impact on the environment and promote sustainable development. 休閒服裝零售業已引入環保棉作為棉襖填充物，以提高產品的可持續性。這種可再生原料的生產過程能源消耗和溫室氣體排放量較低。通過供應鏈管理和市場推廣，他們確保環保棉的品質和可追溯性，並鼓勵消費者選擇可持續材料。這些舉措有助於減少對環境的影響，推動可持續發展。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Procurement 採購	Coal with high in sulphur content will produce a higher amount of Sulphur dioxide when combusted. 含硫量高的煤炭會於燃燒時產生較多的二氧化硫。	- We explicitly prohibited the supply of high-sulfur coal in contracts and never accepted coal with sulfur content higher than 0.6% by weight. This is to ensure that our energy supply meets the requirements of environmental protection. By limiting the sulfur content, we can reduce the emission of sulfur oxides produced by coal combustion, thus reducing the pollution to the air and ecological environment. - 我們在合約中明確禁止高硫煤炭供應，絕不接受含硫量高於0.6%重量的煤炭。這是為了確保我們的能源供應符合環境保護的要求。通過限制硫含量，我們可以減少煤炭燃燒所產生的硫氧化物排放，從而減少對空氣和生態環境的污染。 - The thermal power plant has installed an automatic monitoring system to monitor and control the composition and concentration of waste gas in real time. These monitoring systems can detect all kinds of pollutants, including sulfur dioxide, nitrogen oxides and suspended particles, so as to ensure that the exhaust emissions meet the requirements of laws and regulations. - 熱電廠已安裝自動監控系統，用於即時監測和控制廢氣的成分和濃度。這些監測系統能夠檢測各種污染物，包括二氧化硫、氮氧化物和懸浮微粒等，以確保廢氣排放符合法律和法規的要求。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Procurement (continued) 採購(續)	Prohibited materials in the textile and garment manufacturing operation that have a negative impact on the environment. 對環境造成負面影響的紡織及成衣生產業務的禁用物料。	The Group has formulated the Occupational Hazards Prevention Plan and Scheme, which strictly prohibits the use of all prohibited substances listed in national laws that may have a negative impact on the environment in the textile and garment manufacturing operation. We adhere to a zero-tolerance attitude for the use of prohibited substances. In order to ensure the compliance of the supply chain, we expressly prohibit all suppliers from using materials containing prohibited substances, and suppliers must sign our Commitment Letter of Prohibited Substances and undertake to abide by our requirements and ensure that the products and materials provided meet relevant safety standards. We also conduct spot checks on a regular basis. The purpose of these regular spot checks is to verify whether the purchased materials meet the Group's rules and product safety requirements. Through these spot checks, we can ensure that suppliers continue to comply with the requirements of prohibited substances and ensure the quality and safety of products. 本集團已制定了《職業病危害防治計劃及方案》，該計劃嚴格禁止在紡織和成衣生產業務中使用任何可能對環境造成負面影響的禁用物質，這些禁用物質已列入國家法例中。我們對於禁用物質的使用持有零容忍態度。為確保供應鏈的合規性，我們明確禁止所有供應商使用含有禁用物質的物料。供應商必須簽署我們的「禁用物質承諾書」，承諾遵守我們的規定並確保所提供的產品和材料符合相關安全標準。我們亦會定期進行抽查。這些定期抽查旨在驗證所採購的物料是否符合本集團的守則和產品的安全性要求。透過這些抽查，我們能夠確保供應商持續遵守禁用物質的要求，並確保產品的品質和安全性得到保證。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Cotton Spinning/ Fabric Knitting 棉紡／針織布	Cotton dust is a common by-product from this process. 棉塵為此過程的常見副產品。	- In order to control and handle cotton dust, we have installed efficient filters in the plants, which can block and collect excess cotton dust, thus reducing the impact of cotton dust on the environment and workplace. These filters have high particle catching ability, and can effectively catch and fix cotton dust particles. 為了控制和處理棉塵，廠房中安裝了高效的過濾器，這些過濾器能夠阻隔並收集多餘的棉塵，從而減少棉塵對環境和工作場所的影響。這些過濾器具有高效的粒子捕捉能力，能夠有效地捕捉和固定棉塵粒子。 - Keeping proper temperature and humidity can effectively inhibit the generation and diffusion of cotton dust. We ensure the stability of the production environment and reduce the generation and scattering of cotton dust through accurate temperature and humidity control systems. This helps to improve the air quality in the workplace and reduce the health risks caused by employees' exposure to cotton dust. 保持適宜的溫度和濕度可以有效地抑制棉塵的產生和擴散。我們通過精確的溫度和濕度控制系統，確保生產環境的穩定性，減少棉塵的生成和飛散。這有助於提高工作場所的空氣質量，同時減少員工接觸到棉塵帶來的健康風險。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Cotton Spinning/ Fabric Knitting 染紗／布	Use of chemicals. 化學品的使用。	In strict compliance with the requirements of ISO14001 Environmental Management System, we comprehensively manage the chemicals in the workshop area. We have counted and classified chemicals, implemented strict storage and handling measures, and established a monitoring mechanism and a recording system. These measures together ensure that we can effectively control and manage the chemicals in the workplace and protect the environment and the safety of employees. 我們嚴格遵從ISO14001環境管理系統的要求，對工作場所的化學品進行全面管理。我們進行了化學品清點和分類，實施了嚴格的儲存和處理措施，並建立了監控機制和紀錄系統。這些措施共同確保我們能夠有效地控制和管理工作場所的化學品，保護環境和員工的安全。
Fabric Finishing 布料定型	Smoke is often produced from the stenter required in this operation. 操作所需的定型機不時生產黑煙。	We have installed advanced air purification facilities and regularly monitor air quality. These air purification facilities can capture and filter fine particles, harmful gases and volatile organic compounds in the air, thus ensuring good air quality. 我們安裝了先進的空氣淨化設施和定期進行空氣質量監測。這些空氣淨化設施能夠捕捉和過濾空氣中的微細粒子、有害氣體和揮發性有機化合物，確保良好的空氣質素。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Water Discharge 水排放	Wastewater arising from manufacturing and daily use. 生產及日常生活產生的廢水。	Wastewater is collected and channeled to the special collection tank for treatment. This collection tank was designed and built to effectively collect and store wastewater and avoid environmental pollution caused by wastewater. In the collection tank, we adopted the biological contact oxidation treatment technology. This treatment method uses specific microorganisms to decompose and degrade organic matter in wastewater, thus reducing environmental pollution. This process usually includes making the wastewater pass through a biofilm or packing layer and making microorganisms contact with the wastewater for biochemical reaction and oxidation treatment. We conduct testing and monitoring on a daily basis to ensure that the treatment effects and water quality meet standards. These tests include the detection of various indicators in wastewater, such as suspended solids, chemical oxygen demand (COD) and biochemical oxygen demand (BOD). We conduct tests in strict accordance with relevant national and local standards to ensure that the quality of discharged water meets the requirements. 廢水被收集至專用的收集池中進行處理。這個收集池是經過設計和建造，能夠有效地收集和儲存廢水，避免其對環境造成污染。在收集池中，我們採用了生物接觸氧化處理技術。這種處理方法利用特定的微生物來分解和降解廢水中的有機物，從而減少對環境的污染。這個過程通常包括將廢水通過生物膜或填料層，使微生物與廢水接觸，進行生化反應和氧化處理。為確保處理效果和水質符合標準，我們每天都定時進行測試和監控。這些測試包括對廢水中的各項指標進行檢測，如懸浮固體物質、化學需氧量(COD)、生化需氧量(BOD)等。我們嚴格按照國家和地方的相關標準進行測試，以確保廢水的排放水質符合要求。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Transportation 運送貨物	The transportation of products from suppliers to warehouses in Hong Kong via truck contributes to the casual apparel retail operation's greenhouse gas footprint. This overland transportation process increases the operation's environmental impact. 以貨車將貨品從供應商運送至香港的倉，會導致休閒服裝零售業務的溫室氣體足跡增加。這種陸路運輸過程增加了營運對環境的影響。	We re-evaluated and optimized the replenishment process. We can more accurately grasp the replenishment demand of each point of sale through more accurate demand forecasting and inventory management, thus reducing unnecessary replenishment frequency and quantity. We can maximize the cargo capacity and transportation efficiency of trucks by improving the transportation and delivery methods of goods, such as effective route planning and organization of goods. 我們對補貨流程進行了重新評估和優化。通過較精確的需求預測和庫存管理，我們能夠更準確地掌握各個銷售點的貨品需求，從而減少不必要的補貨次數和數量。我們透過改進貨品的運輸和運送方式，如有效的路線規劃和貨物組織，使我們能夠最大限度地提高貨車的載貨量和運輸效率。
Product Sales 銷售產品	Plastics bags and packaging involved in the sales of goods also contribute toward environmental impact. 銷售貨品所用的塑膠袋及包裝袋，會對環境造成負面影響。	Casual apparel retailing operation actively utilizes bio-degradable materials in plastic bags and packaging. These bio-degradable bags can be quickly decomposed in the natural environment as compared with traditional plastic bags, reducing the pollution to soil and water sources, and thus reducing the impact on the environment. 休閒服裝零售業務積極使用以可生物降解的物料製造的塑膠袋及包裝袋。相比傳統的塑膠袋，這些可生物降解的袋子能夠在自然環境中迅速分解，減少對土壤和水源的污染，從而減少對環境的影響。
Waste/Machine/ Equipment Disposal 棄置廢物／機器／ 設備	The leakage of waste oil from machinery and chemical waste from containers and light tubes may negatively affect the quality of the surrounding environment. 機器滲漏的廢油以及容器和燈管漏出的化學廢料，可能對周邊環境的質素造成負面影響。	– We strictly follow ISO14001 Environmental Management System guidelines for the proper management, collection and disposal of waste oil and waste. 我們嚴格遵循ISO14001環境管理系統中有關適當管理、收集及棄置廢油和廢物的指引。 – We ensure that chemical containers are handled and disposed by organizations with corresponding qualifications and facilities to ensure compliance with relevant laws and regulations and reduce potential harm to the environment. 我們確保化學容器交由具有相應資質和設施的單位進行處理和處置，以確保符合相關法規並減少對環境的潛在危害。

Environmental Aspect 環境層面

CLIMATE CHANGE

In order to cope with the important operational risk brought by the climate change and the potential impact on creatures and ecosystems, the Group has formulated corresponding strategies with an aim to mitigate the impact of our business on the regional environment and respond to the potential threats posed by climate change. This report of the Group provides a detailed description of the potential impact of climate change on the business and the countermeasures the Group has taken. In addition, the Vietnam and Henan factories have set up climate change action teams to focus on monitoring climate change and participating in related actions.

Impacts and risks of climate change

The extreme weather conditions (such as typhoon and flood) are potentially significant impacts incurred by climate change, which may cause the Group to face many problems such as damaging plants and machines, causing employees unable to work as usual, interrupting transportation and supply chain and damaging goods, etc. These situations may not only cause the Group to suffer financial losses and even force the Group to suspend operation partially, but also threaten life safety of employees. Therefore, the Group must earnestly respond to the risks posed by these extreme weather conditions. In addition, climate change may also bring chronic physical risks, which may bring long-term impact on the business and corresponding financial risks. Rising global average temperatures is a typical chronic physical risk, which may have a certain impact on the Group's business. For example, in the casual apparel retailing operation in Hong Kong, due to the rising global average temperature, consumers and business customers may gradually choose products and services with less damage(s) to the climate, thus bringing market risks to the Group. Therefore, the Group needs to pay close attention to change trends of global climate and make corresponding adjustments in marketing and supply chain strategies to respond to possible market changes.

Emergency measures and insurance protection

In order to respond to these risks, the Group has adopted a series of emergency measures and risk management strategies. Firstly, the Group has developed clear instructions to guide employees' work arrangement and management methods under extreme weather conditions, which include providing training and resources to enable employees to respond to extreme weather events such as storms and floods to ensure their safety and well-being. The Group has conducted an inventory of greenhouse gas emissions in accordance with ISO14064:2018 standards and has developed more technical transformation measures to reduce carbon emissions. At the same time, the Group has gradually transformed to sustainable energy to actively respond to climate change and global environmental challenges. In addition, the Group has also purchased corresponding insurance, including property insurance, public liability insurance and business interruption insurance, to protect the Company's assets and business from damage. These insurance policies can help the Group mitigate financial risks and provide indemnity and support for possible damage and losses.

氣候變化

為了應對氣候變化帶來的重要營運風險以及對生物和生態的潛在影響，本集團已制定了相應的策略。該策略旨在減輕業務對當地環境的影響，並應對氣候變化所帶來的潛在威脅。本集團的報告詳細描述了氣候變化可能對業務的影響，以及已經採取的應對措施。此外，越南及河南工廠設立氣候變化行動小組，專注監測氣候變化並參與相關行動。

氣候變化的影響與風險

極端天氣狀況，例如颱風和水災，是氣候變化所帶來的潛在重大影響。這些天氣狀況可能導致本集團面臨多種問題，包括廠房和機器的損壞、員工無法按時上班、運輸和供應鏈中斷以及貨物損壞等。這些情況不僅可能導致本集團遭受財務損失，甚至迫使本集團部分停止運作，而且還會威脅到員工的生命安全。因此，本集團必須認真應對這些極端天氣狀況帶來的風險。此外，氣候變化還可能帶來長期的實體風險，這些風險可能對業務產生長遠的影響，並帶來相應的財務風險。全球平均溫度上升是一個典型的長期實體風險，可能對本集團業務造成一定影響。舉例來說，在香港的休閒服裝零售業務中，全球平均溫度上升可能導致消費者和業務客戶逐漸轉向選擇對氣候破壞較小的產品和服務，這可能對本集團帶來市場風險。因此，本集團需要密切關注全球氣候變化趨勢，並在營銷和供應鏈策略方面作出相應調整，以應對可能的市場變化。

應急措施與保險保障

為了應對這些風險，本集團已經採取了一系列的應急措施和風險管理策略。首先，本集團制定了明確的指示，以指導員工在極端天氣狀況下的工作安排和管理辦法。這包括提供培訓和資源，使員工能夠應對風暴、水災等極端天氣事件，確保他們的安全和福祉。本集團按照ISO14064:2018標準對溫室氣體排放進行盤查，並通過制定更多的技術改造措施降低碳排放。同時，本集團逐步向可持續能源轉型，以積極應對氣候變化和全球環境挑戰。此外，本集團也已經購買了相應的保險，包括財產險、公眾責任險和營業中斷險，以保障公司的資產和業務免受損害。這些保險政策可以幫助本集團減輕財務風險，並提供賠償和支援，以應對可能發生的損壞和損失。

Environmental Aspect 環境層面

CLIMATE CHANGE (continued)

Clean energy investment and emission reduction targets

In order to reduce the impact on the environment, the Group has set emission reduction targets and taken corresponding measures, focusing on investing in clean energy projects, such as coal-to-gas and solar power generation, to improve energy efficiency, reduce greenhouse gas emissions, and reduce energy and operating costs. These measures not only help reduce the Group's carbon footprint, but also demonstrate its commitment to sustainable development. In addition to emission reduction plans and emergency measures, the Group also pays close attention to weather changes in operating areas. By regularly monitoring weather forecasts and related information, the Group is able to prepare in advance to deal with potential extreme weather events, including adjusting production plans, optimizing supply chain management and allocating transportation arrangements to ensure the stability of business operations.

Regulatory compliance and policy updates

In addition, the Group will also closely follow guidelines and regulations on climate change issued by local government, regulators and industrial associations. The Group will regularly review and update internal policies and measures to ensure compliance with local laws, regulations and best practices. This compliance practice will be conducive to reducing legal risks while demonstrating the Group's commitment to social responsibility and sustainable development.

Energy conservation and product carbon footprint certification

In order to achieve the goal of more comprehensive emission reduction, the Group is committed to promoting energy-saving measures including using energy-saving lighting systems, strengthening regular equipment maintenance and repair and improving energy efficiency, so as to further reduce energy consumption and emissions. With these efforts, the Group is able to lower energy costs in its business operations while reducing its burden on the environment. The Group actively promotes the environmental transformation of its main products and cooperates with the third-party organization TUV Rheinland of Germany to calculate the carbon footprint of 14 products in three series in accordance with ISO14067. Through this comprehensive carbon emission data accounting and analysis, the Group successfully obtained the GREEN MARK green product certification, which is recognized by the US Department of Agriculture and the World Eco-Mark Alliance.

氣候變化(續)

清潔能源投資與減排目標

為了減少對環境的影響，本集團制定了減排目標並採取相應措施，重點投資於清潔能源項目，例如煤改氣和太陽能發電，從而提高能源利用效率，減少溫室氣體排放，同時降低能源及運營成本。這些舉措不僅有助於減少本集團的碳足跡，還彰顯了對可持續發展的承諾。除了減排計劃和應急措施外，本集團還密切關注營運地區的天氣變化。通過定期監測天氣預報及相關資訊，本集團能夠提前做好準備，應對潛在的極端天氣事件，包括調整生產計劃、優化供應鏈管理和調配運輸安排，以確保業務運作的穩定性。

法規遵循與政策更新

此外，本集團還密切關注地方政府、監管機構和行業協會等機構針對氣候變化所發布的指引和法規。本集團會定期審查和更新內部政策措施，以確保符合當地的法律法規和最佳常規。這種合規性的做法有助於降低法律風險，同時體現了本集團對社會責任和可持續發展的承諾。

能源節約與產品碳足跡認證

為實現更全面的減排目標，本集團致力於推動能源節約措施，以進一步減少能源消耗和排放。這包括採用節能照明系統、加強設備的定期維護和保養，以及提高能源利用效率等措施。通過這些努力，本集團能夠在業務運營中降低能源成本的同時，減少對環境的負擔。本集團積極推動主力產品的環保轉型，並與第三方機構德國TUV萊茵合作，按照ISO14067標準對三個系列的14款產品進行碳足跡計算。通過這一全面的碳排放數據核算和分析，本集團成功取得了GREEN MARK綠色產品認證，該認證受美國農業部及世界環保標誌聯盟認可。

Environmental Aspect 環境層面

CLIMATE CHANGE (continued)

Employee engagement and sustainable development promotion

In addition to internal measures, the Group also actively promotes the idea of sustainable development. The Group focuses on the environmental awareness and participation of its employees and provides them with relevant trainings and education. The trainings include practical methods on how to reduce energy consumption, waste reduction, recycling and reuse in daily work and life. At the same time, the Group also organizes environmental protection activities and initiatives to encourage employees to actively participate and jointly pay attention to and protect the environment. These efforts not only have a positive impact within the Group, but also promote practices of sustainable development on a wider range. The Group hopes to set an example by itself, so as to inspire other enterprises and all sectors of society to work together to achieve a green, low-carbon and sustainable future.

Long-term commitment and cooperation

The Group is fully aware of the severity of global climate change and will continue to monitor the development of climate change and pay close attention to the guidance and suggestions provided by government agencies and industry associations. This will help the Group to more effectively respond to and manage climate change-related risks while promoting the realization of sustainable development goals. The Group is committed to taking practical actions to reduce its impact on the environment and actively contribute to creating a more sustainable future. In addition, the Group will work closely with stakeholders to jointly promote the process of global sustainable development.

氣候變化(續)

員工參與與可持續發展推廣

除了內部措施，本集團還積極推廣可持續發展的理念。本集團重視員工的環保意識和參與度，並為他們提供相關的培訓和教育。這些培訓包括如何在日常工作和生活中減少能源消耗、減廢和回收再利用等方面的實踐方法。同時，本集團也通過舉辦環保活動和倡議，鼓勵員工積極參與，共同關注和保護環境。這些努力不僅能夠在本集團內部產生積極的影響，還能夠在更廣泛的範圍內推動可持續發展的實踐。本集團希望通過自身的示範作用，激勵其他企業和社會各界共同努力，共同實現綠色、低碳和可持續的未來。

長期承諾與合作

本集團深刻認識到全球氣候變化的嚴峻性，將持續監測氣候變化的發展，並密切關注政府機構和行業協會提供的指引與建議。這將幫助本集團更有效地應對和管理氣候變化相關風險，同時推進可持續發展目標的實現。本集團承諾以實際行動減少對環境的影響，並積極為創造更加可持續的未來貢獻力量。此外，本集團將與利益相關者緊密合作，共同推動全球可持續發展的進程。

Environmental Aspect 環境層面

CLIMATE CHANGE (continued)

Environmental certificates and awards obtained by the Group:



ISO14001:2015 Environmental Management System Certificate
ISO14001:2015環境管理體系證書

氣候變化(續)

集團已獲取的環境相關證書及獎項：



ISO50001:2018 Energy Management System Certificate
ISO50001:2018能源管理體系證書



ISO14067:2018 Greenhouse Gases – Carbon Footprint of Products Certificate
ISO14067:2018溫室氣體－產品的碳足跡證書



Guangdong Province Clean Production Enterprise Evaluation Certificate
廣東省清潔生產企業評價證書

Social Aspect 社會層面

EMPLOYMENT



Human resource is an important cornerstone of sustainable development and maintaining the growth momentum of the business of the Company. The Group is well aware of the importance of human resources to corporate development, and has been committed to ensuring that all employees are treated fairly since its establishment. The Group respects the personal freedom of employees, establishes diversified cultures, embraces employees of different races, skin colors, ages, genders, sexual orientations, ethnicities, disabilities, pregnancy, beliefs or marital status. We have formulated anti-discrimination management measures, and we have never interfered with all employees' right to comply with the norms or requirements for equality concerning race, social class, nationality, religion, disability, gender, sexual orientation, trade union membership and trade union creed. At the same time, employees have never been discriminated due to the above compliance, and we protect their personal privacy.

Remuneration and benefits policy

The Group has formulated a series of employment policies and measures to ensure that employees are treated fairly and reasonably. The Group has established a remuneration structure policy and reviews it regularly. In addition, we provide a variety of benefits, including paid annual leave, maternity leave, marriage and funeral leave, as well as food allowances, social insurance, housing provident fund and outstanding employee awards in some operating areas. Employees' remuneration, allowances and benefits are determined based on work performance and experience, and with reference to industry practices.

Resignation management and employee rights

In order to ensure the transparency and standardization of the resignation process, the Group has established a comprehensive dismissal policy and formulated the Resignation Management System and the Reward and Punishment Management System to provide clear guidance and standards for each operation point. When handling employment compensation, we strictly follow the requirements of local labor laws and employment compensation regulations and compensate in a fair and reasonable manner. In addition, the Group provides all employees with the Employee Manual for reference to relevant regulations and policies to ensure that employees fully understand their rights and responsibilities.

僱傭



人力資源是本集團持續發展和業務保持活力的重要基石。集團深明人力資源對企業發展的重要性，自成立以來一直堅持確保所有員工均受公平對待。本集團尊重員工的個人自由，建立多元文化，包容不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工。我們設有反歧視管理辦法，絕不干涉所有員工遵奉涉及種族、社會階級、國籍、宗教、殘廢、性別、性別取向、工會會員和工會信條規範或要求平等的權利，同時員工絕不會因此受到歧視，保護員工個人私隱。

薪酬與福利政策

本集團已制定一系列僱傭政策和措施，以確保員工獲得公平合理的對待。本集團建立了薪酬架構政策，並定期進行檢討。此外，我們提供多種福利，包括有薪年假、分娩假、婚喪假，以及在部分營運區域提供伙食補助、社會保險、住房公積金和優秀員工獎勵等。員工的薪酬、津貼和福利均根據工作表現和經驗，並參考行業慣例進行制定。

離職管理與員工權益

為保障離職程序的透明和規範性，本集團設立了完善的辭退政策，並制定了《離職管理制度》和《獎懲管理制度》，為各營運點提供明確的指導和規範。我們在處理僱傭補償時，嚴格依照當地勞工法例及僱傭補償條例的要求，以公平合理的方式進行補償。此外，本集團為所有員工提供《員工手冊》，以供參考相關規定及政策，確保員工充分了解其權利與責任。

Social Aspect 社會層面

EMPLOYMENT (continued)

Reward system and salary adjustment

The Group has established an award system and granted different types of bonuses according to the Company's performance and employees' achievement to improve the employees' motivation, attract and retain outstanding talents. In addition, the salaries of employees will also be evaluated and adjusted in a regular manner, and the salary increase will be determined after taking into account the market condition, the performance of the Company and the contribution of employees. The Group ensures that the salaries of employees are in line with or exceed the minimum wage requirement stipulated by local laws and regulations, and pay mandatory social insurances and benefits with full coverage for all employees.

Employee Engagement and Work Quality

The Group organizes employees to hold various sports competitions, festivals and annual parties from time to time, so as to enhance the cohesion of employees and inspire their morale. We also attach great importance to the opinions of employees, and conduct an anonymous employee opinion survey every year to improve the quality of work by collecting employees' opinions. The Group has spared no effort to improve the quality of employees' work, and our achievements and efforts have been recognized by the society. The Group has been awarded the certificate of "Happy Workshop-Happy Company" issued by the Promoting Happiness Index Foundation for several consecutive years.

We comply with all local provisions in accordance with applicable laws and regulations and update them with reference to relevant regulations. During the Reporting Period, the Company did not find any non-compliance with relevant laws and regulations within the scope of the report.

僱傭(續)

獎勵制度與薪資調整

本集團已確立了獎勵制度，根據公司的表現和員工的成就，發放不同類型的獎金，提升員工的動力，吸引和挽留優秀人才。此外，員工薪資會定期進行評估和調整，並考慮市場狀況、公司業績和員工貢獻來確定加薪的幅度。本集團保證員工的薪資符合或超出當地法律法規所設立的最低工資要求，為所有員工提供全面覆蓋的強制性社會保險和福利。

員工參與與工作質素

本集團不定期組織員工舉辦各項運動比賽、節日活動及周年晚會等，以增強員工凝聚力，激勵員工士氣。我們亦十分重視員工的聲音，每年以不記名方式進行僱員意見調查，透過收集員工意見從而改善工作質素。本集團對提升員工工作質素一直不遺餘力，成績及努力亦獲得社會肯定，並已連續數年獲得香港提升快樂指數基金頒發《開心工作間－開心企業》加許狀。

我們根據適用的法律法規遵守當地的所有規定，並會參照相關法規向員工進行更新。報告期內，本公司在報告範圍內未有發現任何違反相關法律法規的不合規狀況。



2024 Happy Workshop – Happy Company
2024年開心工作間－開心企業



2025 Happy Workshop – Happy Company
2025年開心工作間－開心企業

Social Aspect 社會層面

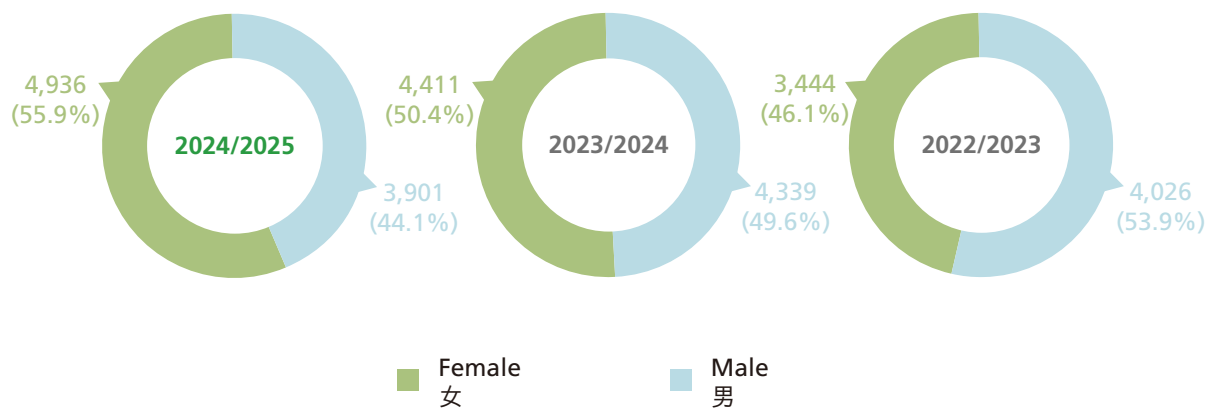
EMPLOYMENT *(continued)*

The table below sets out the total number and distribution of employees under the section "REPORTING SCOPE" set out on page 2 during the Reporting Period:

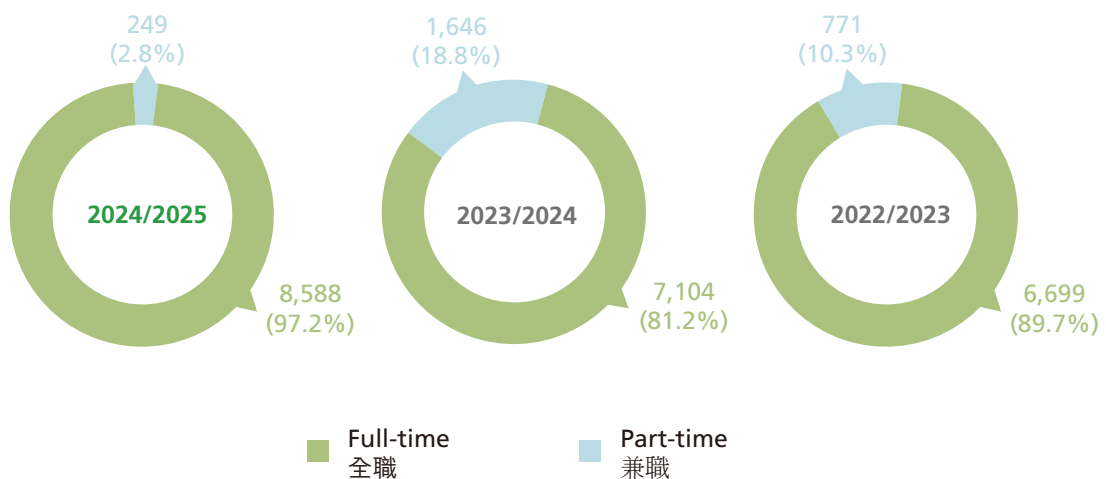
僱傭(續)

下表載列於報告期內根據第2頁「報告範圍」一節之員工總數及分佈：

Number of Employees by Gender 按性別劃分僱員人數



Number of Employees by Employment Type 按僱傭類型劃分僱員人數



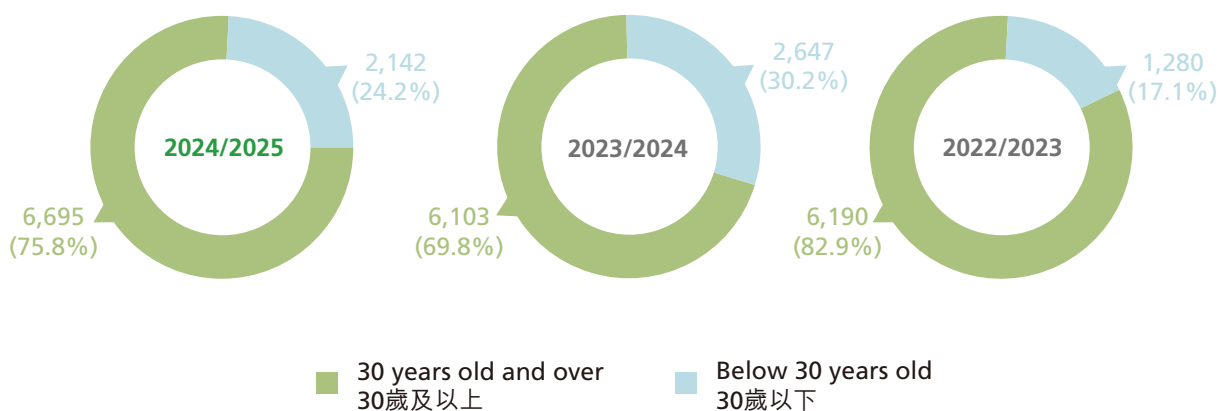
Social Aspect 社會層面

EMPLOYMENT *(continued)*

僱傭(續)

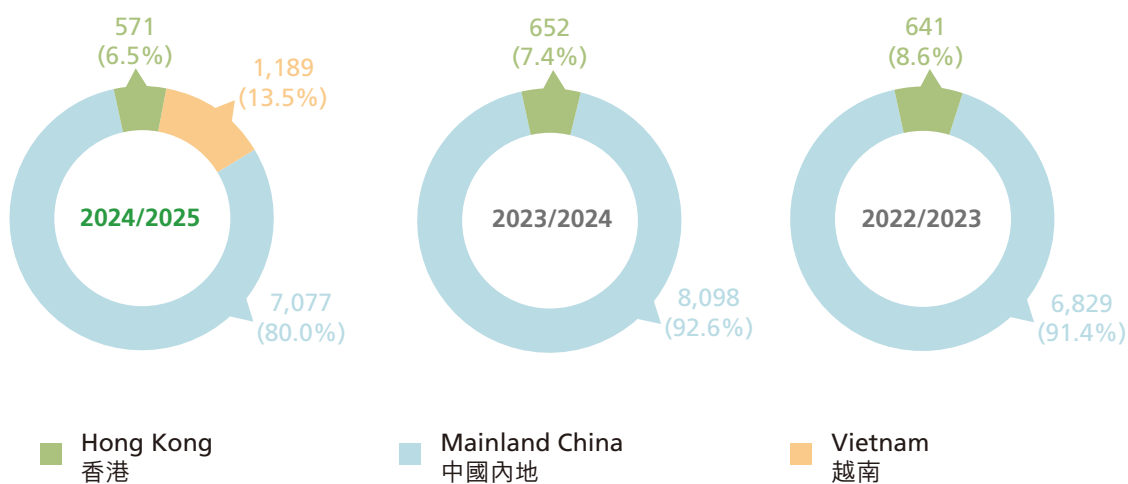
Number of Employees by Age Group

按年齡組別劃分僱員人數



Number of Employees by Region

按地區劃分僱員人數



Social Aspect 社會層面

EMPLOYMENT (continued)

The Group's employee turnover rate¹ by different category is as follows:

僱傭(續)

下表載列本集團報告期內按不同類別劃分的僱員流失比率¹：

Category	分類	Year 年度 2024/25
By gender	按性別劃分	
Male	男性	43.48%
Female	女性	79.49%
By age group	按年齡組別劃分	
Below 30 years old	30歲以下	100% **
30 years old and over	30歲及以上	46.00%
By region	按地區劃分	
Hong Kong	香港	81.96%
Mainland China	中國內地	59.73%
Outside China	中國以外	46.43%

Note:

** Values have been adjusted to 100%.

附註：

** 數值調整至100%。



¹ "Employee turnover rate" = number of turnover employees of such category / total number of employees of such category * 100%.

¹ 「員工離職率」計算方法 = 該類別僱員的離職人數 / 該類別僱員總數 * 100%。

Social Aspect 社會層面

HEALTH AND SAFETY



The safety of our employees is always our top priority. We have developed comprehensive occupational health and safety policies to ensure that our employees can work in a protected environment to ensure their safety and well-being. The Group is committed to providing a safe workplace for all employees, such as requiring employees to participate in fire drills regularly to enhance their awareness of fire safety.



Fire drill
消防演習

健康與安全



員工的安全始終是本集團的首要考量。我們已制定完善的職業健康安全政策，確保員工能在受保護的環境中工作，保障他們的安全與福祉。本集團致力於為所有員工提供安全的工作場所，例如要求員工定期參加火災演習，以增強對火災安全的意識。



Shop orientation
店鋪導向會議

Optimizing the working environment

We are also committed to creating a better working environment for our employees by improving the air, water quality and lighting systems to enhance comfort of the workplace. For example, we have added air purifiers, installed water purifiers, replaced the lighting system with energy-saving LED lamps, and regularly cleaned the air conditioning equipment to maintain good air quality. In addition, in retail stores and factories, the Group implements the “Six Constant Methods” management and lean production management, requiring employees to regularly sort, organize, clean, maintain, standardize and educate to promote the standardization of operating procedures, improve work efficiency and ensure safe operation.

Environmental and occupational health management

The Group has passed the ISO14001 environmental management system certification and established different management methods to ensure occupational health and safety. The Group’s plant in Dongguan has established an occupational health supervision and management team, issued the Occupational Hazard Management Systems and formulated machine operational guidelines. For the safety of forklift operations, the Group has formulated forklift safety operation specifications to avoid mechanical injuries and ensure the normal operations of forklifts. This not only protects the life safety of employees, but also ensures the safety of the equipment itself.

優化工作環境

我們同時致力為員工創造更優質的工作環境，通過改善空氣、水質和照明系統來提升工作場所的舒適度。例如，我們增設空氣清新機、安裝淨水器、將照明系統更換為節能的LED燈，並定期清潔空調設備，以保持良好的空氣質素。此外，在零售店和廠房內，本集團推行「六常法」管理與精益生產管理，要求員工經常進行分類、整理、清潔、維護、規範和教育，以促進操作流程的標準化，提升工作效率並確保安全運作。

環境與職業健康管理

本集團通過ISO14001環境管理體系認證，設立不同的管理辦法，保障職業健康與安全。本集團的東莞廠房已建立職業健康監督管理小組，頒布《職業危害管理制度》，並制定機器操作指引。對於叉車操作安全，本集團設有叉車安全操作規範，避免機械傷害的發生，保障機器的正常運行。此舉不但保護員工的生命安全，亦能保證設備本身的安全。

Social Aspect 社會層面

HEALTH AND SAFETY (continued)

Environmental and occupational health management (continued)

The Group has also formulated the Occupational Hazards Prevention Plan and Scheme, and issued relevant work guidelines to employees through records and documents such as the Periodic Inspection Report of Occupational Hazard Factors, the Record Form for Monitoring Results of Occupational Hazards and the Record Form of Distribution of Personal Protective Equipment. In addition, the Group also promulgated an implementation plan for prevention and control of occupational hazards, monitored the workplace environment and recorded the results, and distributed labour protection articles and recorded them according to the Management System of Labour Protection Supplies. The Occupational Health Supervision and Management Team and the 6S Requirements Inspection Team are responsible for relevant measures, inspecting the workplace environment and employees' working conditions, informing the inspection results and requiring rectifications.

Standardized management of production safety

The Group has fully implemented standardized management of production safety in all factories, formulated clear production safety policies and goals, and established relevant regulations and management methods through the Production Safety Management Committee. We have standardized the investment of funds and resources for production safety to ensure that the support required for production safety is fully guaranteed. In addition, the Group has established a production safety assessment system, fully implemented the production safety responsibility system for all employees, and strengthened local management. Managers at all levels uphold the safety management concept of "life and health are priceless, responsibility and mission are paramount", and bear direct responsibility for the safety management of their areas of responsibility. In order to further enhance safety protection, the Group has promulgated a series of production safety-related systems and established an accident emergency rescue leadership group, referring to the "Production Safety Target Responsibility Letter" and the "Production Safety Target and Responsibility Assessment Method". We hold regular production safety meetings, hold emergency evacuation drills, and continuously improve emergency response capabilities to ensure that the safety and health of all employees are maximized.

健康與安全(續)

環境與職業健康管理(續)

本集團亦建立了《職業病危害防治計劃及方案》，透過《職業危害因素定期檢測報告》、《職業危害監測結果記錄表》及《個人防護用品發放記錄表》等記錄文件，向員工發出了有關工作指南。另外，本集團亦頒布職業危害防治實施方案，對工場環境進行監測並記錄結果，按照《勞保用品管理制度》要求發放勞保用品並做記錄。相關措施均由職業健康監督管理小組及六常法檢查小組負責，對工場環境和員工工作情況進行檢查並通報及要求整改。

安全生產標準化管理

本集團在各廠房中全面執行安全生產標準化管理，制定了清晰的安全生產方針和目標，並通過安全生產管理委員會確立相關規定與管理辦法。我們規範了安全生產的資金與資源投入，以確保安全生產所需的支持得以充分保障。此外，本集團設立了安全生產考核制度，全面落實全員安全生產責任制，並強化屬地管理。各級管理人員秉持「生命健康無價、責任使命至上」的安全管理理念，對其責任區域的安全管理承擔直接責任。為進一步提升安全保障，本集團頒布了一系列安全生產相關制度，並成立了事故應急救援領導小組，參考《安全生產目標責任書》和《安全生產目標和責任考核辦法》。我們定期召開安全生產會議，舉行應急疏散演習，持續提升應急應變能力，確保全體員工的安全與健康得到最大保障。

Social Aspect 社會層面

HEALTH AND SAFETY (continued)

Occupational health and safety monitoring

In addition, the Group also actively strengthens occupational safety management, and had formulated a series of occupational hazard management systems, including accident emergency rescue plan. The Group carries out on-site occupational hazard assessments, regular inspections and daily occupational hazard detections, and conducts routine occupational health examinations for employees holding posts involved in occupational hazard factors.

The Group has not experienced any work-related fatal accidents in the past three years (including the Reporting Period). As of 31 March 2025, a total of 849 days was lost due to work related injuries during the year. The Group will remind employees to pay extra attention to safety when operating equipment.

The following table sets out the Group's record of work-related accidents during the Reporting Period:

健康與安全(續)

職業健康與安全監測

此外，本集團亦積極加強職業安全管理，制定一系列職業危害管理制度包括《事故應急救援預案》，開展職業危害現場評價、定期檢測及日常職業危害檢測，並對涉及職業危害因素的崗位員工開展定期職業健康體檢等。

本集團在過去三年(包含本報告期)內未發生任何與工作相關的死亡事故。截至二零二五年三月三十一日，本年度因工作相關事故共計損失了849個工作日。本集團將提醒員工在操作設備時格外注意安全。

下表載列本集團報告期內的工傷意外記錄：

Reporting location 報告點	Reason for work related injuries 工傷意外原因	Lost days due to work injury 因工傷損失 工作日數	Number of injury 受傷人數
Hong Kong office of Texwinca 德永佳香港辦公室	/	0	0
Dongguan Texwinca Plant 東莞德永佳廠房	Equipment operation 設備操作	33	3
	Traffic accident 交通意外	93	2
	Human error 人為錯誤	65	5
	Others 其他	53	4
Creative Textile Technology (Henan) Plant 河南創科廠房	Others 其他	119	1
Ecotextile (Vietnam) Plant 越南雨林廠房	/	0	0
Hong Kong office of Baleno Group 班尼路集團香港辦公室	Human error 人為錯誤	4	1
Hong Kong Sales of Baleno Group 班尼路集團香港零售	Human error 人為錯誤	123	4
	Others 其他	1	1
Guangzhou Sales of Baleno Group 班尼路集團廣州零售	Traffic accident 交通意外	300	3
	Human error 人為錯誤	58	2
	Others 其他	0	1

Social Aspect 社會層面

HEALTH AND SAFETY (continued)

Occupational health and safety monitoring (continued)

In any case, the Group will immediately provide support to the injured, and launch an investigation to check the root cause of the accident, and actively take corrective measures to avoid the recurrence of the accident. During the Reporting Period, the Group did not violate the relevant occupational health and safety ordinances within the reporting scope, such as the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance.

DEVELOPMENT AND TRAINING



The Group highly values each experienced and professional employee, and understands they are important to business growth and future success. We are committed to upgrading employees' skills and knowledge and establishing a sound on-the-job training system, so as to promote the smooth realization of our business objectives. The training system includes induction training for new employees, safety knowledge and skills training, management knowledge and skills training, lean knowledge and skills training, professional quality and literacy training, positions professional skills training, professional skills talent cultivation, internal lecturer cultivation, echelon talent cultivation, etc., so that they can be familiar with the departments' businesses and quickly meet the post requirements.

In addition, the Group supports employees to continue their studies, and employees can obtain subsidies through application for study allowance. Meanwhile, we encourage employees to regularly update their industry knowledge and deepen their understanding of personal opportunities for further study and development. All employees can be funded to participate in workshops and seminars after approval.

Training and promotion mechanism for retail business

In order to fully support the professional development of business department employees, the Group has established a systematic training and promotion mechanism to ensure that employees must undergo on-the-job training and pass the assessment before they are eligible for promotion. In the casual apparel retail business, when new employees take up their posts, we provide 10 courses and a one-month mentorship program to help them quickly adapt to job requirements. In addition, Guangzhou Retail has also established seasonal product training and sales skills training for business department employees as one of the important conditions for promotion. When new products are launched each season, we provide multi-level training such as online courses, offline workshops and on-site training in stores to help employees do their work better. In order to further enhance the learning enthusiasm of employees, we also regularly organize activities such as product knowledge competitions and service competitions to stimulate employees' enthusiasm for participation and learning motivation. The Group also holds regular training courses for front-line employees at all levels, which includes professional training in retail business, including but not limited to the knowledge training of seasonal products, the basic knowledge of clothing products, the knowledge of clothing retail industry, the store professional service process, the sales skills, the store operation process, the store management skills, the store sales target achievement strategy, etc., assisting employees to follow business needs and industry development trends.

健康與安全(續)

職業健康與安全監測(續)

在任何情況下，本集團均立即向受傷者提供支援，並啟動調查以檢查事故的根本原因，積極採取糾正措施，避免事故再次發生。報告期內，本集團於報告範圍內並無違反職業健康安全相關條例，例如職業安全及健康條例、工廠及工業經營條例。

發展及培訓



本集團高度重視每位資深和專業的員工，深明他們對於業務增長和未來成功而言的重要性。我們致力於提升員工的技能和知識，建立一個完善的在職培訓體系，以促進業務目標的順利實現。培訓體系包含新員工入職培訓、安全知識與技能培訓、管理知識與技能培訓、精益知識與技能培訓、職業素質素養培訓、崗位專業技能培訓、專業技能人才培育、內部講師培育、梯隊人才培育等，令其熟悉部門業務，快速勝任崗位要求。

此外，本集團支持員工進行持續進修，員工可以申請進修津貼以獲得補助。同時，我們也鼓勵員工定期更新行業知識，深入了解個人進修發展的機會。經過審批後，員工都可以獲得資助參加工作坊和研討會。

零售業務的培訓與晉升機制

為全面支持業務部員工的專業發展，本集團建立了系統的訓練與晉升機制，確保員工在晉升前必須經過在崗培訓並考核合格才能具備晉升資格。於休閒服裝零售業務中，新員工上崗時，我們提供10個課程及為期1個月的師傅帶教計劃，幫助他們快速適應崗位需求。此外，廣州零售還為業務部員工設立了每季產品培訓及銷售技能訓練，作為晉升的重要條件之一。每季新貨上市時，我們提供線上課程、線下工作坊及店鋪實地練貨等多層次的訓練，幫助員工更好開展工作。為進一步提升員工的學習積極性，我們還定期組織產品知識競賽和服務競賽等活動，激發員工的參與熱情及學習動力。本集團亦為前線員工定期舉行各職級培訓課程，包括零售業務範疇的專職培訓，包括但不限於當季產品知識培訓、服裝產品基本知識、服裝零售行業知識、店鋪專業服務流程、銷售技巧、店鋪運營流程、店鋪管理技巧、店鋪銷售目標達成策略等，協助各員工緊貼業務需求及行業發展趨勢。

Social Aspect 社會層面

DEVELOPMENT AND TRAINING (continued)

Talent cultivation in textile and garment manufacturing

The textile and garment manufacturing business actively promotes talent cultivation and development, demonstrating its commitment to employee growth and social responsibility. Through the enterprise skill level certification platform, the Group has successfully trained 278 senior workers and improved its technical talent reserves. At the same time, through the construction of an internal lecturer team, each unit has achieved independent training of professional talents and strengthened internal knowledge inheritance. The Group also conducted a talent inventory, output 21 organizational structure talent maps and 101 employee personal development plans (IDPs), and trained 25 interns to achieve accurate and efficient strategic reserve talent training. In terms of international talents, the Group has trained more than 30 talents with an international perspective through exchanges and cooperation with universities. In addition, to support the Group's digital transformation, the Group assisted the Digital Office (DTO) in conducting a series of course training, and trained 92 digital special forces in the first phase, significantly improving digital capabilities. These measures not only promote the career development of employees, but also lay a solid foundation for the long-term sustainable development of the Group, fully reflecting its commitment to talents and society under the ESG framework.

The following table sets out the proportion of employees trained by the Group during the Reporting Period:

發展及培訓(續)

紡織與成衣生產的人才培養

紡織及成衣生產業務積極推進人才培養與發展，展現對員工成長及社會責任的承諾。通過企業技能等級認定平台，本集團成功培養278名高級工人才，提升技術人才儲備。同時，透過內部講師隊伍建設，各單位實現專業人才自主培育，強化內部知識傳承。本集團亦通過人才盤點，輸出21份組織架構人才地圖及101份員工個人發展計劃(IDP)，並定向培養25名實習生，實現精準高效的戰略儲備人才培育。在國際化人才方面，本集團通過交流學習及與高校合作，共培養30多名具國際視野的人才。此外，為支持本集團數位化轉型，本集團協助數位化辦公室(DTO)開展系列課程培訓，首期培育92名數位化特種兵，顯著提升數位化能力。這些舉措不僅促進員工職業發展，亦為本集團長期可持續發展奠定堅實基礎，充分體現ESG框架下對人才與社會的承諾。

下表載列本集團報告期內的受訓員工人數比例：

Percentage of trained employee ²		Textile and Garment Manufacturing	Casual Apparel Retailing	Year
受訓員工比例(人數) ²		紡織及成衣生產	休閒服裝零售	2024/25
Gender 性別	Male 男性	93.9%	100%**	97.7%
	Female 女性	95.3%	100%**	100%**
Employee Category 僱員類別	Senior Management 高級管理層	70.4%	76.5%	71.2%
	Middle-level Management 中級管理層	93.4%	100%**	100%**
	General Staff 一般員工	94.8%	100%**	100%**

Note:

** Values have been adjusted to 100%.

附註：

** 數值調整至100%

² "Percentage of trained employees" = the number of trained employees of such category/total number of employees of such category*100%

² 「受訓員工比例」計算方法 = 該類別僱員的受訓人數／受訓僱員總數*100%。

Social Aspect 社會層面

DEVELOPMENT AND TRAINING (continued)

The following table sets out the number of training hours for the Group's employees during the Reporting Period:

Employee Training		Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒服裝零售	Year 年度 2024/25
Total training hours of employees	員工受訓總時數	101,529	152,136	253,665
Average training hours per employee³	每名員工平均受訓時數 ³	13	129	29
By gender	按性別劃分			
Male	男性	15	99	20
Female	女性	11	138	40
By employee category	按員工類別劃分			
Senior Management	高級管理層	25	6	22
Middle-level Management	中級管理層	17	426	77
General Staff	一般員工	13	116	27

發展及培訓(續)

下表載列本集團報告期內的員工受訓時數：

LABOUR STANDARDS

Legal compliance and employee rights protection

The employment contracts of the Group strictly comply with the requirements of laws to ensure the rights and obligations of employer and employees. The Group prohibits forced labour and adopts a voluntary work system to protect the human rights and dignity of employees. We provide a practical framework for our employees and adopt strict measures and policies to prohibit forced labour and protect the welfare of our employees. By following these principles, the Group has cultivated a culture of respect, fairness and transparency and set up the standard of ethical employment. The Group persists in safeguarding the rights and interests of employees and promises to create a pleasant and fair working environment for employees.

勞工準則

合法合規與員工權益保障

本集團的僱傭合約嚴格遵守法律規定，確保僱主和員工的權利和義務。本集團內禁止強迫勞工，並採取自願工作制度，維護員工人權和尊嚴。我們為員工提供一個切實的框架，採取嚴格措施和政策，禁止強制勞動，保護員工的福利。通過遵循這些原則，本集團培養了尊重、公平和透明的文化，樹立了倫理就業的標準。本集團對維護員工權益保持堅定，並承諾為員工營造一個宜人和公平的工作環境。

Prohibition of child labor and forced labor

The Group explicitly prohibits forced labour and employment of child and emphasizes the importance of prevention in the workplace. We have formulated a recruitment management system to ensure that candidates meet the requirement of the legal working age. The recruiters are clearly aware of the relevant regulations on prohibiting employing child labour and strictly comply with such regulations. Once any violation of the above regulations is found, we will immediately arrange to escort the employee to his/her original residence and require the guardian to receive him/her, and request the local department to stamp the receipt for confirmation in accordance with company policy.

禁止童工與強迫勞動

本集團明確禁止強迫勞動和僱用童工，並強調在職場中預防的重要性。我們建立了一套招聘管理制度，保證徵者符合法定工作年齡的要求。招聘人員清楚了解關於禁止僱用童工的相關規定，並嚴格遵守。一旦發現任何違規行為，我們必定會按公司政策迅速安排將該員工護送回原居住地，要求監護人簽收，並取得當地政府的確認章。

The Group strictly complies with the relevant laws and regulations on preventing child labour or forced labour, such as the Hong Kong Employment Ordinance and the Labour Contract Law of the People's Republic of China, and there was no violation during the Reporting Period.

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《香港勞工法例》、《香港僱傭條例》、《中華人民共和國勞動法》，期內並未有違規情況。

³ "Average training hours per employee" = Total training hours of employees of such category/total number of employees of such category.

³ 「每名員工平均受訓時數」計算方法 = 該類別員工的總培訓時數／該類別僱員總數。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT



The Group attaches great importance to the acts of suppliers, and requires all suppliers to be fair, honest, keep their promises, and pay attention to the honest behavior in business. The Group expects all suppliers to be responsible social enterprises that focus on environment protection and energy conservation and to continuously develop and improve in areas such as product and service quality, competitive prices, logistics, payment arrangement. When encountering product technical quality or contract problems, the suppliers shall follow up with a positive and motivated attitude until such problem is resolved. The Group will send a letter to each supplier yearly to remind them to cooperate with the integrity requirements of the Group, prohibit violations and will also implement the system of declaration of employees' interests.

Fair and transparent supplier selection and supervision

The Group has established internal codes to regulate the process of open bidding and quotation, and adopts fair, impartial and open evaluation criteria when selecting and evaluating suppliers. We also require suppliers to declare their interests to avoid conflicts of interest or transfer of interests. In addition, the Group will clearly explain our principles and expectations to partners and require them to strictly abide by all relevant laws, international conventions, contract terms and the Group's code of conduct. We have also established an effective supervision mechanism to ensure that both parties act strictly in accordance with laws and regulations during the cooperation process to ensure transparency and compliance.

Supplier Code of Conduct

When signing an order contract with a supplier, the Group will stipulate the supplier code of conduct that the supplier must comply with, including but not limited to the following requirements:

1. Sign the environmental requirements of relevant parties, and conduct the corresponding environmental questionnaire survey on the relevant supplier, and require the supplier to cooperate with the inspection;
2. Sign the Commitment Letter of Prohibition of Chemical Weaving with the relevant supplier;
3. Sign the Commitment Letter of Social Responsibility with all suppliers; and
4. Conduct the Supplier Social Responsibility Questionnaire for all relevant suppliers, so as to understand the relevant performance of each supplier in social responsibility.

供應鏈管理



本集團極重視供應商之行為，要求供應商均需公正誠實、信守承諾，並注重業務上之廉潔行為。本集團期望供應商皆為負責任之社會企業，着重環保節能，並在產品及服務質量、富競爭力的價格、物流、付款安排等範疇能持續發展及改進。當遇上產品技術質量或合同問題時，供應商能以積極正面的態度跟進至問題解決。本集團會每年發信予供應商，提示他們配合本集團之廉潔操守要求，杜絕違規行為，亦實行員工申報利益制度。

公平透明的供應商甄選與監管

本集團制定了內部守則，以規範公開招標和報價的過程，並在甄選及評估供應商時採用公平、公正、公開的評估準則。我們同時要求供應商進行利益申報，以避免出現利益衝突或利益輸送的情況。此外，本集團會向合作夥伴明確闡述我們的原則和期望，要求他們必須嚴格遵守所有相關法律、國際公約、合約條款以及本集團的守則。我們還建立了有效的監管機制，確保雙方在合作過程中嚴格依照法律和規範行事，確保透明度與合規性。

供應商行為守則

與供應商簽訂購合同時，本集團會約定供應商必須遵守的供應商行為守則，包括但不限於以下要求：

1. 簽訂相關方環境要求事項書，並對供應商進行相應環境問卷調查，要求供應商配合考查；
2. 與相關供應商簽訂《禁用化學物承諾書》；
3. 與所有供應商簽訂《社會責任承諾書》；及
4. 對所有相關供應商進行《供應商社會責任調查表》，以了解各供應商在社會責任方面相關表現。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

Procurement process and supplier review

The suppliers employed by the Group are mainly manufacturers or authorized agents of machinery, parts and materials, and try to avoid using intermediaries. In the procurement process, we adopt a direct procurement model and compare the cost-effectiveness of similar suppliers. The responsible employee will enter the relevant information into the company's purchase system and submit it to the relevant management for approval.

To ensure the credibility of the supplier, the Group verifies the role of the supplier through online surveys or on-site visits. The engineering and materials department confirms whether the product specifications meet the standards through technical meetings or product trials with suppliers. The administration and procurement department is responsible for bargaining and formulating procurement terms to ensure that the procurement can meet the needs of the user department and meet the requirements of the finance department. The administration and procurement department will sign documents such as purchase orders and contracts when purchasing materials, and is responsible for monitoring the execution of the contract, following up on any problems or pursuing related matters. In addition, the Group will review the cooperation model with suppliers from time to time through emails, meetings or telephone calls, aiming to more effectively control cost-effectiveness, achieve a win-win situation, and promote the long-term development of cooperative relationships.

Supplier environmental responsibility management

For procurement of all the raw materials and supplies, the Group must formulate and sign corresponding procurement contracts with suppliers, and implement unified procurement of materials required by the departments of the Company according to established procurement principles. Among alternative suppliers, the Group will give priority to suppliers that have passed the ISO14001 environmental management system and ISO9001 quality management system certification. In the beginning of engaging a supplier, the Group will conduct survey on the supplier and require the supplier to conduct self-evaluation, and will organize a corresponding on-site inspection to the supplier. Self-evaluation and inspection projects include environmental management system, energy management system, environmental protection and social responsibility.

供應鏈管理(續)

採購流程與供應商審核

本集團所聘用的供應商主要為機械、零件及物料的製造商或授權代理，盡量避免使用中間代理商。在採購過程中，我們採取直接採購模式，並對同類供應商進行成本效益比較。負責的員工會將相關資料輸入公司的申購系統，交由相關管理人員進行審批。

為確保供應商的可信度，本集團透過網上調查或實地探訪來核實供應商的角色。工程及用料部門則通過與供應商進行技術會議或產品試用，確認產品規格是否符合標準。行政及採購部門負責議價及制定採購條款，確保採購能滿足使用部門的需求並配合財務部的要求。當採購物料時，行政及採購部會簽訂採購單和合同等文件，並負責監察合同執行情況，跟進任何問題或追討相關事宜。此外，本集團會不定期通過電郵、會面或電話與供應商檢討合作模式，旨在更有效地控制成本效益，並實現雙贏局面，促進合作關係的長遠發展。

供應商環境責任管理

本集團所有原料及物資採購必須同供應商制定並簽署相應採購合同，對公司各個部門所需物資按照既定採購原則，實行統一採購。在備選供貨商中，本集團會優先選擇通過ISO14001環境管理體系及ISO9001質量管理體系認證的供應商。在啟用供應商之初，本集團便會對供應商進行問卷調查並需供應商自評，進行相應實地視察。自評及視察項目均包括環境管理體系、能源管理體系、環境保護及社會責任方面內容。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

Supplier social responsibility management

The Group conducts a questionnaire assessment of its existing suppliers once a year and maintains a record of assessments at each stage for reference. According to the Supplier Control Management Procedures, all suppliers must sign agreements related to environmental and social responsibility, such as the Environmental Management Agreement, the Commitment Letter of Prohibited Substances and the Commitment Letter of Social Responsibility. We require suppliers to strictly adhere to the contents of the agreements and implement them in accordance with all provisions of the SA8000 social responsibility standards. Meanwhile, the suppliers are required to update the corresponding contents regularly to ensure that they comply with the latest environmental protection laws and regulations. The Group is committed to overseeing due diligence on each supplier, and conducts on-site visits on each supplier from time to time annually to continuously raise the requirements on environmental protection and social responsibility for suppliers. For any non-compliant supplier, the Group will firmly require it to make rectifications. If the supplier fails to comply with such requirements within the specified time, the Group will terminate the cooperation with it.

Supply chain risk management

In addition, the Group pays close attention to the public opinion of the industry on a regular basis. In response to the continuous concern of the society about the social responsibility of the garment and retail industries, the Group also strictly monitors our suppliers. When a supplier that the Group cooperates with is found to be lacking in human rights and environmental protection, the Group will reduce or stop cooperation with it in due course. We are committed to eliminating the environmental and social risks of the supply chain through various measures to ensure the safety of the supply chain.

Promote environmentally friendly products

Environmental protection is the general name of various actions taken by human beings to solve real or potential environmental problems, coordinate the relationship between human beings and the environment, and ensure the sustainable development of economy and society. Meanwhile, environmental protection is also an important aspect of the sustainable development of the Country. Textile manufacturing operation is closely related to environmental protection and sustainable development. Therefore, the Group is committed to promoting environmentally-friendly products, and such products are expected to use fewer resources in manufacturing, consume less energy, and minimize environmental pollution, and are more suitable for recycling, as well as meet the standards for environmentally-friendly procurement list issued by the Hong Kong Environmental Protection Department.

供應鏈管理(續)

供應商社會責任管理

本集團每年對現有供應商進行一次問卷評估，並保存各階段的評估記錄以供參考。根據《供應商控制管理程序》，所有供應商必須簽署與環境和社會責任相關的協議，例如《環境管理協定》、《禁用物質承諾書》和《社會責任承諾書》。我們要求供應商嚴格遵守協議內容，並依照SA8000社會責任標準的所有規定執行。同時，供應商需定期更新相關資料，以確保其符合最新的環境保護法律和法規。本集團致力於對供應商進行嚴格審查，透過每年不定期的實地訪問等方式，不斷提升供應商在環境保護和社會責任方面的合規性和表現。對於不符合規定的供應商，我們將明確要求其進行整改。如果供應商未能在指定期限內完成改善，本集團將堅決終止與其的合作關係，確保供應鏈的可持續性與責任性。

供應鏈風險管理

此外，本集團定期關注行業輿論，因應社會對製衣及零售業社會責任的持續關注，本集團亦對旗下供應商嚴格監控。當本集團合作之供應商存在人權、環境保護方面有缺失行為時，適時減少或停止與其合作。我們致力通過各項措施消除供應鏈的環境和社會風險，確保了供應鏈安全。

推行環保產品

環境保護是指人類為了解決現實或潛在的環境問題，調和人類和環境之間的關係，並確保經濟社會的持續發展而採取的各種行動的總稱。同時，環境保護也是國家可持續發展的重要方面。紡織生產業務與環境保護和可持續發展密不可分。因此，本集團致力於推行環保產品，期望這些產品在生產過程中使用更少資源、消耗更少能源、對環境污染更少、更適合回收利用，並且符合香港環保署發出的環保採購清單標準。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

Sustainable procurement

In order to reduce the negative impact on the environment, the Group not only pays attention to reasonable prices when looking for and purchasing high-quality products, but also takes into account sustainable development factors such as human health and the environment. The relevant departments regularly review and update the suppliers' environmentally friendly raw material qualification certificates every year, such as Oeko-Tex 100 certificate, FSC forest certification, GRS certification, organic certification, etc., and give priority to products and suppliers with these certifications when purchasing to encourage suppliers to develop, promote and use environmentally friendly and sustainable products. In 2024, the recycled raw material products we ordered accounted for 18.8% of the total order volume, an increase of 10.3% from 2023. In the future, we will continue to promote environmentally friendly products and increase procurement efforts to actively fulfill our commitment to sustainable development and environmental protection.

The following table sets out the number of suppliers of the Group by region during the Reporting Period as follows:

供應鏈管理(續)

可持續採購

為了減少對環境的負面影響，本集團在尋找和採購高品質產品時，不僅注重合理的價格，還將人類健康和環境等可持續發展因素納入考量。相關部門每年定期審核並更新供應商的環保原料資質證書，如Oeko-Tex 100證書、FSC森林認證、GRS認證、有機認證等，並在採購時優先選擇擁有這些認證的產品和供應商，以鼓勵供應商開發、推廣和使用環保及可持續的產品。在2024年，我們訂購的再生原料產品佔總訂購量的18.8%，較2023年增長了10.3%。未來，我們將繼續推廣環保產品，並加大採購力度，積極履行對可持續發展和環境保護的承諾。

下表載列本集團報告期內按不同地區劃分的供應商數目如下：

Distribution of Suppliers		供應商分佈情況		
Number of suppliers by region		按地區劃分的供應商數目		
Region	地區	Hong Kong	Mainland China	Asia (excluding China)
Total	總數	香港	中國內地	亞洲(中國以外)
		9	156	30
Number of suppliers implementing relevant practice		執行有關慣例的供應商數目		
Number of "new" suppliers/service providers for the period		期間內「新」供應商／服務商數目		
Number of "new" suppliers/service providers being assessed		被評估的「新」供應商／服務商數目		
Number of "existing" suppliers/service providers being assessed		被評估的「現有」供應商／服務商數目		
Number of suppliers/service providers being assessed in relation to environmental performance		被評估環保績效的供應商／服務商數目		
Number of suppliers/service providers obtaining environmental certificates		取得環保認證的供應商／服務商數目		
Being a supplier of environmental materials (such as FSC)		從其採購環保物料(如：FSC認證紙張)		
Number of suppliers/service providers being assessed in relation to corporate social responsibility		被評估企業社會責任的供應商／服務商數目		
Number of suppliers/service providers obtaining certificates in relation to social responsibility		取得社會責任相關認證的供應商／服務商數目		

Social Aspect 社會層面

PRODUCT RESPONSIBILITY



The Group is very concerned about the quality performance of the products and services provided, so the Group has formulated a number of policies to promote the Company to provide better products and services.

Protection of customers' data and privacy policy

The Group attaches great importance to protecting the privacy of customers in the process of collecting, processing and using their personal data. We strictly comply with relevant data protection laws and regulations and take appropriate technical measures to prevent personal data from being used or accessed without authorization. The Group ensures that customers' personal data is safely stored and processed and is only used for the purposes stated when it is collected. We can also sign a confidentiality agreement upon customer request. All orders are followed up independently by the brand group, and different brand groups do not interfere with each other to protect the privacy of customer data. In addition, the Group expressly prohibits employees from taking confidential information from within the factory to ensure that the information is not leaked, further protect the confidentiality of customers' daily information, and safeguard the rights and interests of both parties. In terms of protecting employee privacy, the Group has formulated relevant privacy policies, provided specific guidelines for handling employee privacy documents, and strictly complies with the Hong Kong Government's "Personal Data (Privacy) Ordinance" and relevant national laws and regulations to fully protect the interests of employees.

In Guangzhou Friendship Baleno Co. Ltd., consumers' data is managed by Baleno membership system ("CRM"), including basic membership data, coupons, consumption records and points, etc. Relevant data information is stored in Baleno Guangzhou IDC computer room to ensure data safety and integrity. Customers and consumers can freely choose to enter their own relevant data through Baleno WeChat official account. In addition, we also control the security of members' data through the authority distribution of the CRM system. At present, colleagues of the marketing department and the audit department can query and analyze relevant member information for marketing and audit monitoring, and other personnel have no inquiry authority, so as to bring the greatest privacy protection to customers.

產品責任



本集團對提供的產品及服務品質表現十分關注，因此制訂多項政策，推動公司提供更優質的產品及服務。

顧客之資料保護及私隱政策

本集團高度重視在收集、處理和使用顧客個人資料過程中對顧客隱私的保護。我們嚴格遵守相關資料保護法規，並採取適當的技術措施，防止個人資料被未經授權使用或存取。本集團確保顧客的個人資料得到安全保存和處理，並僅用於收集時所聲明的用途。我們亦可應客戶要求簽署保密協議，所有訂單均由品牌組獨立跟進，不同品牌組之間互不干涉，以保障客戶資料隱私。此外，本集團明令禁止員工將工廠內部的保密資料外帶，確保資料不外洩，進一步保障客戶日常資料的機密性，維護雙方權益。在保護員工隱私方面，本集團制定了相關隱私政策，提供處理員工隱私文件的具體指引，並嚴格遵守香港政府的《個人資料（私隱）條例》和國家相關法律法規，全力保障員工的利益。

在廣州友誼班尼路服飾有限公司內，消費者資料通過班尼路會員系統(CRM)管理，包括會員基礎資料、優惠券、消費記錄和積分等，相關的資料資訊存儲在班尼路廣州IDC機房，確保資料安全完整。客戶及消費者通過班尼路微信公眾號，可自由選擇錄入本人的相關資料。另外，我們亦通過CRM系統的許可權分配來管控會員資料的安全性，現時市場部和審計部同事可查詢及分析相關會員資訊，用於市場行銷和審計監控。除此以外，其他人員均無查詢許可權，致力為客戶帶來最大的私隱保障。

PRODUCT RESPONSIBILITY (continued)

Fair publicity policy

The Group adheres to the principle of fair publicity, ensuring that the product information on the publicity website and other promotional materials of the Group is true and accurate, and never makes any inaccurate, exaggerated or excessive statements. According to the appropriate laws and regulations, the Group strictly complies with the Trade Descriptions Ordinance formulated by the Hong Kong Government, requires sales personnel to distribute the information which come from the confirmed product advantages of the Group and does not involve the negative statements of rival companies or their products when promoting products, so as to avoid misleading customers when purchasing. In order to make publicity legal, the Group will consult relevant government departments to write product labels and promotional words according to product characteristics, so as to enable customers to obtain the most accurate information. Products using GOTS standards will be labeled with the content of organic ingredients. In addition, products that meet GRS standards will also be labeled with GRS standards for customer identification.

Quality assurance process and recall procedures

The Group is committed to providing excellent customer service and has established a sound customer complaint mechanism to achieve efficient communication, patiently listen to customers' opinions, and quickly resolve the problems they face. Upon receiving a complaint, the Group will immediately feedback the relevant information to the corresponding department or store manager, and record the customer's contact information and specific needs. Whether positive or negative, we will collect, discuss and analyze opinions to promote the Group's continuous improvement. Customers can express their opinions through the company website, customer service hotline, dedicated account manager or various social media platforms. Depending on the nature of the complaint, the Group will conduct an internal investigation and, if necessary, hire an external notary agency to assist in identifying the cause and source of the problem and quickly resolve the problem. At the same time, we will also take corresponding production improvement measures to ensure continuous improvement in service quality.

During the Reporting Period, the percentage of products had recalled for safety and health reasons was 0.31%. The product recall of Guangzhou Retail was caused by product quality issues and delayed delivery of goods. In response to the above situation, the subsequent handling measures include recycling the recalled products and returning them to the manufacturer for processing, so as to ensure that the problem is properly resolved and reduce the impact on consumers. If there are products that need to be recalled, the Group will start the formulated recall procedures, and quickly conduct investigation, recall the affected products with the customer and conduct a thorough investigation. The Group will actively communicate with customers to keep them informed of the investigation. During the Reporting Period, the Group received a total of 114 complaints, including the issues related to product quality and service quality, and all complaints were resolved in a timely manner. The Group pays close attention to customers' feedbacks, establishes a customer complaint handling mechanism, and provides trainings for employees to handle complaints. We will find out the roots of problems with complaints and propose follow-up plans to prevent the recurrence of similar problems to ensure the quality of products and services.

產品責任(續)

公平宣傳政策

本集團秉持公平宣傳的原則，確保在集團宣傳網頁及其他宣傳品上的產品資訊皆是真實及準確，不會作任何失實、誇大或過份的陳述。本集團根據適當的法律法規，嚴格遵守包括香港政府訂立的《商品說明條例》，規定要求銷售人員在推廣產品時，發放的資訊都來自集團已確認的產品優勢，並不涉及競爭對手公司或產品的負面陳述，避免客戶在購買時被誤導。為使宣傳合規合法，因應產品特性，本集團會向相關政府部門取得諮詢以撰寫產品標籤及宣傳字眼，務求令客戶獲取最準確資訊。對於使用GOTS標準的產品，產品附有標籤標明有機成分含量。此外，對於符合GRS標準的產品，產品亦附有標籤註明符合GRS標準，以便客戶辨識。

質量檢定過程及產品回收程序

本集團致力於提供卓越的客戶服務，並建立完善的客戶投訴機制，以實現高效的溝通，耐心傾聽客戶意見，並迅速解決其面臨的問題。在接到投訴後，本集團會立即將相關信息反饋至相應部門或店鋪經理，同時記錄客戶的聯絡信息和具體需求。不論是正面還是負面的意見，我們都會收集並進行討論和分析，以推動集團的持續改進。客戶可通過公司網站、客戶服務熱線、專屬客戶經理或各種社交媒體平台表達意見。根據投訴的性質，本集團會展開內部調查，必要時聘請外部公證機構協助，以查明問題原因和來源，並迅速解決問題。同時，我們也將採取相應的生產改進措施，確保服務品質不斷提升。

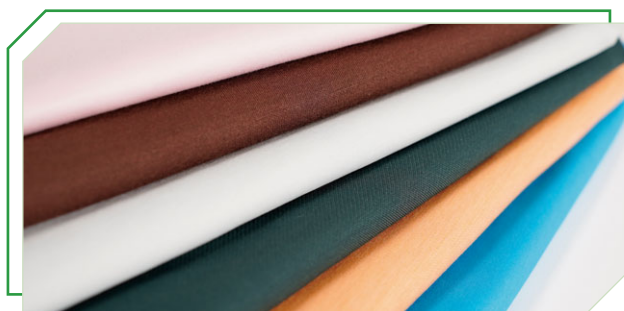
在報告期內，因安全和健康原因產品召回的百分比為0.31%，廣州零售的產品召回是由於產品品質問題以及貨品延遲交貨所導致。針對上述情況，後續的處理措施包括將召回的產品回收並退回給廠家進行處理，從而確保問題得到妥善解決並減少對消費者的影響。如果需要召回產品，本集團將啟動既定的召回程序，進行快速調查，與客戶合作回收受影響的產品，並全面調查事件。本集團積極與客戶溝通，讓他們了解事件調查情況。報告期內集團共收到114宗投訴，包括與產品質量和服務質量相關的問題。所有投訴均適時解決。本集團密切關注客戶的反饋，建立客戶投訴處理機制，並為員工提供處理投訴的培訓。我們將通過投訴找出問題的根本原因，並提出後續計劃以預防類似問題再次發生，確保產品和服務的質量。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Quality assurance process and recall procedures (continued)

The Group will mutually confirm with the customer on the receipt standard for each order to ensure that both parties agree on receipt standards. The goods will be delivered to customers after 100% finished product inspection. On the other hand, the plant's internal testing room has obtained various international and customer certifications, such as CNAS ISO:17025. The Group gain customers' trust in our capacity of internal testing through continuously improving the quality of products. In the event of any problems, the Group will submit the defective batch to a notary office for testing, and check the manufacturing records of the corresponding batch. The Group will also promptly recall the defective batches from customers and discuss with the customers on the replenishment, so as to reduce the losses of both parties on the premise of not affecting the cooperative relationships with customers.

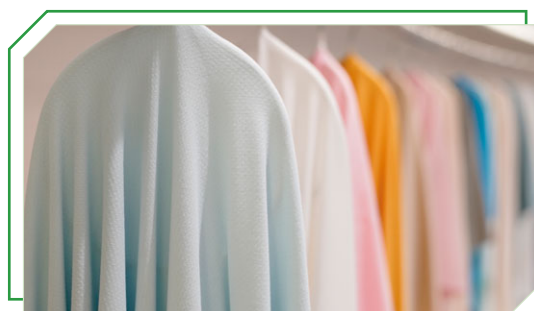


The Group attaches great importance to the spirit of the contract. The specifications and scope of all products and services are detailed in the contract to ensure that customers fully understand the content of the contract, thereby protecting the rights and interests of both parties. We are committed to providing the highest standard of products and services throughout the operation process and ensuring strict compliance with local and international standards. To ensure that quality is up to standard, each factory of the Group has set clear quality goals to meet industry and market needs. In every link of production, we record production parameters in detail to ensure the normal operation and stability of the process. The Group also obtained MQP (Mill Qualification Program) certification through the notary agency ITS and carried out comprehensive quality certification of the factory. In addition, the Dongguan factory has obtained ISO9001:2015 quality management system certification, further enhancing internal quality control capabilities and ensuring that the quality of products and services is taken to a higher level.

產品責任(續)

質量檢定過程及產品回收程序(續)

本集團每張訂單都會與客人互相確認收貨標準，以確保雙方對交貨標準達成共識。在經過百分之百的成品檢查後，商品會送交客戶。另一方面，工廠內部的測試實驗室已獲得多種國際和客戶認證，如CNAS ISO:17025。本集團通過不斷提升產品質量，取得客戶對我們內部測試能力的信任。若出現任何問題，本集團會將有問題的批次送交公證行進行測試，並審查相應批次的生產記錄。本集團亦會迅速從客戶回收有問題的批次，並討論補貨事宜，期望在不影響與客戶合作關係的前提下，最大程度地減少雙方損失。



本集團重視合約精神，所有產品及服務的規格與範圍均在合約中詳細列明，確保客戶充分了解合約內容，從而保障買賣雙方的權益。我們致力於在營運全過程中提供最高標準的產品與服務，並確保嚴格遵守當地及國際規範。為確保質量達標，本集團各廠部均制定明確的質量目標，符合行業及市場需求。在生產的每個環節，我們都詳細記錄生產參數，以確保流程的正常運作和穩定性。本集團還通過公證機構ITS進行MQP (Mill Qualification Program)認證，並對工廠進行全面的質量認證。此外，東莞工廠已獲得ISO9001:2015品質管理體系認證，進一步提升內部品質管控能力，確保產品與服務質量更上一層樓。

PRODUCT RESPONSIBILITY (continued)

Protection of intellectual property rights

The Group has formulated relevant policies for managing product patents, intellectual property rights and confidentiality. The Company has established a special patents management system, which clearly stipulated the patent annual fees, application, retrieval and rewards, and signed confidentiality agreements with technicians to ensure the protection of relevant confidential information. The company trademark of Baleno Kingdom Limited was officially registered and patented in Hong Kong to prevent the unauthorized use of company trademark. The Group also stipulates that for all software applications and patented products used by Company, the Company must purchase the corresponding right to use, and piracy is not allowed. Each department has its own dedicated file binder on the computer server, and sets access restrictions to prevent data leakage. The design department of Guangzhou Friendship Baleno Co. Ltd. has an independent workshop to protect the intellectual property rights to related design products. Protecting intellectual property rights not only safeguards the core interests of the Group, but also promotes innovation and competitiveness.

To strengthen intellectual property protection, we have hired a professional legal team to monitor the market and search for any unauthorized use of our brand trademarks, providing comprehensive legal support. In addition, as part of our commitment to protecting the intellectual property rights of others, the Group has included guarantee clauses in contracts signed with suppliers to ensure that the intellectual property rights of the Group and its partners are not infringed, thereby achieving the common interests and trust between the two parties.

The Group strictly complies with relevant laws and regulations on product health and safety, advertising, labeling, remedies and protection of intellectual property rights, including the Trade Descriptions Ordinance, the Intellectual Property Rights Ordinance and the Copyright Ordinance formulated by the Hong Kong Government, and the Advertising Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, and also complies with relevant laws and regulations on privacy matters. There was no violation of the above laws and regulations during the Reporting Period.

產品責任(續)

保護知識產權

本集團為管理產品專利、知識產權和保密性制定相關政策。公司設有專門的專利管理系統，明確規定專利年費、申請、檢索、獎勵等相關規定，並與技術人員簽署保密協議以確保機密信息的保護。班尼路有限公司的公司商標已在香港正式註冊並獲得專利，防止未經授權的使用。本集團亦規定公司使用的所有軟件應用和專利產品必須購買相應的使用權，不允許使用盜版。本集團每個部門均在電腦伺服器上設置專屬文件夾，並通過權限限制防止數據外洩。廣州友誼班尼路服飾有限公司的設計部門擁有獨立的工作空間，以確保相關設計產品的知識產權得到有效保護。保護知識產權不僅保障了集團的核心利益，也促進了創新與競爭力的提升。

為加強知識產權保護，我們聘請專業法律團隊，負責監控市場並搜尋任何未經授權使用本品牌商標的情況，提供全面的法律支持。此外，作為保障他人知識產權承諾的一部分，本集團在與供應商簽訂的合同中加入保證條款，確保集團及合作夥伴的知識產權不受侵犯，實現雙方的共同利益與信任基礎。

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，包括香港政府訂立的《商品說明條例》、《知識產權》及《版權條例》；以及我國《中華人民共和國廣告法》及《中華人民共和國消費者權益保護法》，同時遵守有關私隱事宜的相關法律及規例。報告期內並未有違反上述法律、法規的情況。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

The following certification demonstrates our performance in terms of products and service quality:

產品責任(續)

下列認證展示我們於產品及服務品質的表現：



Higg Index – Sustainable Apparel Coalition Completion of Verified Module (for Dongguan factory)

Higg Index – 可持續發展成衣聯盟評鑑認證 (東莞工廠)

Higg Index – Sustainable Apparel Coalition Completion of Verified Module (for Vietnam factory)

Higg Index – 可持續發展成衣聯盟評鑑認證 (越南工廠)



ISO 9001:2015 Quality Management System Certificate (for Dongguan factory)
ISO 9001:2015 質量管理體系證書 (東莞工廠)

intertek – ISO 9001:2015 Quality Management System Certificate (for Vietnam Factory)
intertek – ISO 9001:2015 質量管理體系證書 (越南工廠)

nqa – ISO 9001:2015 Quality Management System Certificate (for Henan factory)
nqa – ISO 9001:2015 質量管理體系證書 (河南工廠)

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

The following certification demonstrates our performance in terms of products and service quality: (continued)



Color Certification Program – natific
色彩認證計劃 – natific

產品責任(續)

下列認證展示我們於產品及服務品質的表現：(續)



Control Union Certifications B.V. – Organic Content Standard (OCS) (version 3.0)
Global Recycled Standard (GRS) (version 4.0)
Recycling Claim Standard (version 2.0)
管制聯盟認證 – 有機物含量標準3.0
全球回收標準4.0
回收聲明標準 2.0



Control Union Certifications B.V. – Regenagri Content Standard (version 2.2)
管制聯盟認證 – 再生農業含量標準2.2



2024 China Printing and Dyeing Industry
Excellent Fabrics – Second Prize
2024年度中國印染行業優秀面料 – 二等獎

Social Aspect 社會層面

ANTI-CORRUPTION

The Group is dedicated to establishing a corporate culture with integrity and business ethics. We provide clear and definite standards of conduct for our employees and partners, and explain the norms and guidelines for dealing with different situations such as gifts, entertainment, transactions and wealth management to them. The Board will also regularly review the effectiveness of the internal control system. During the Reporting Period, the number of corruption lawsuits filed against the Group and concluded was zero.

Corporate governance policy

The Group strictly abides by the rules and regulations of listing requirements and corporate governance practices, and is committed to maintaining the highest ethical standards and corporate governance principles. We have established a comprehensive corporate governance mechanism to ensure full compliance with local laws and regulations, including the Prevention of Bribery Ordinance in Hong Kong and the Anti-Corruption and Anti-Bribery Law of the Peoples Republic of China. In order to fulfill its commitment to combating corruption, the Group has established an internal management system, including preventive measures, enhanced supervision and an efficient reporting mechanism, so as to promptly identify and resolve potential corruption issues. In addition, we have actively taken a number of measures to publicize and convey detailed anti-corruption policies and handling principles to employees, suppliers, contractors and business partners, further promote the culture of integrity within and outside the organization, and ensure the transparency and compliance of business operations.

The Group is committed to promoting transparency and integrity within the Company and implements policies to prevent bribery, cultivates a culture of discipline and facilitate the whistleblowing of any corruption. The employees are obligated to disclose the possible conflicts of interest, including the family relationships within the Company, the relationships between managers and business partners and individual transactions that may affect their impartiality. The Group also conducts regular communication and publicity through issuing internal notice every year to remind employees not to accept any benefits or gifts from suppliers, and such measures are designed to prevent potential ethical violations and guarantee the steady and sustainable development of the whole organization. With the above efforts, the Group is committed to creating a working environment with integrity, responsibility and zero tolerance for corruption. The Group reminds employees to strictly comply with the formulated guidelines and actively advocating a culture of ethical behavior, adheres to its commitment to responsible corporate citizens and sets an example for the enterprises in the same industry.

反貪污

本集團致力建立具誠信及商業道德的企業文化。我們對員工及合作夥伴提供了明確及清晰的行為標準，說明處理禮品、款待、交易以及理財等不同情況的規範和準則。我們的董事會亦會定期檢討內控機制的效能。報告期內對本集團提出並已審結的貪污訴訟案件的數目為零。

企業管治政策

本集團嚴格遵守上市要求和企業管治常規的規則與法規，致力於維護最高的道德標準和企業管治原則。我們建立了完善的企業管治機制，確保全面遵守當地法律法規，包括《香港防止賄賂條例》和《中華人民共和國反貪污賄賂法》。為履行打擊腐敗的承諾，本集團設立了內部管理體系，包括預防措施、加強監督以及高效的報告機制，以便及時識別和解決潛在的腐敗問題。此外，我們積極採取多項措施，向員工、供應商、承包商以及商業夥伴宣傳並傳達詳細的反貪污政策及處理原則，進一步推動組織內外的廉潔文化，確保業務運營的透明性和合規性。

本集團致力提升公司內部透明度和誠信，並實施防止賄賂、培養紀律文化、促進舉報任何腐敗活動的政策。員工有義務披露可能出現的利益衝突，包括公司內的親屬關係、與管理人員和商業夥伴的聯繫以及可能影響他們公正性的個人交易。本集團亦通過每年發布內部通知，定期進行溝通和宣傳，提醒員工不應接受供應商的任何紅包或禮物，措施旨在防範潛在的道德違規行為，保障整個組織的穩健和可持續發展。通過以上努力，本集團致力於營造一個以誠信、責任和對腐敗零容忍的工作環境，透過提醒員工嚴格遵守既定指引並積極倡導道德行為的文化，堅守對負責任企業公民的承諾，並為同行樹立榜樣。

Social Aspect 社會層面

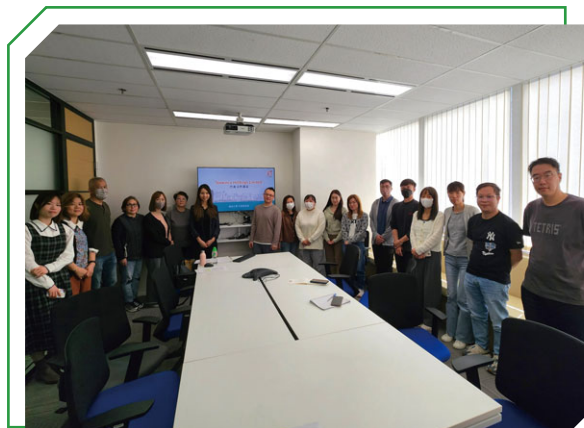
ANTI-CORRUPTION (continued)

Whistleblowing policy

In order to resolutely crack down corruption and fraud, the Group has formulated a whistleblowing policy, so that all stakeholders can report any suspicious or improper behaviors through mailbox, email and telephone and other channels anonymously. The Group is committed to actively investigating and dealing with the internal corruption whistleblowing, and the information of whistleblowers will be kept confidential to ensure that the whistleblower will not be retaliated or harassed. The Group takes feasible preventive measures through employee handbook, notice and reporting mechanism. If the whistleblowing is true, the Group will provide rewards to employees who report such behaviors and safeguard the interests of the Company. Employees can raise relevant issues through rationalization suggestions or directly reporting to the general manager. They can also choose to make anonymous whistleblowing via the Company's website, e-mail or mail. After receiving the whistleblowing, the relevant team will promptly deal with the whistleblowing and take stern actions against any behaviors that violate the principles of the Group and harm the interests of the Group.

Anti-corruption training

The Group arranges anti-corruption training for directors and employees every year, aiming to enhance their awareness of the integrity risks they may face in the course of performing their duties, thereby strengthening their awareness of anti-corruption and avoiding violations of the company's code of conduct and relevant laws and regulations. During the Reporting Period, the Group specially invited representatives of the Independent Commission Against Corruption to hold anti-corruption training seminars for employees, explaining the scope of work that is prone to corruption risks, legal regulatory provisions and relevant reporting channels.



ICAC training seminar
廉政公署培訓講座

反貪污(續)

告密政策

為了堅決打擊貪污和欺詐事件，本集團建立一套舉報政策，讓各持份者可以通過郵件、電子郵件和電話等渠道不記名舉報任何可疑或不當行為。本集團承諾積極調查和處理內部貪污舉報，舉報者的資料將受到保密，以確保他們不會受到報復或騷擾。本集團通過員工手冊、通知和申報機制實施可行的預防措施。如舉報內容屬實，本集團會獎勵報告及保護公司利益的員工。員工可以通過合理的建議或直接向總經理反映相關問題。他們亦可選擇通過公司網站、電子郵件或郵寄信件匿名舉報。在接到舉報後，相關團隊將迅速處理並對任何違反本集團原則或損害其利益的行為採取嚴厲行動。

反貪污培訓

本集團每年為董事及員工安排反貪污培訓，旨在提升他們對履行職務過程中可能面對的誠信風險的認識，從而加強防貪意識，避免觸犯公司守則及相關法律法規。在報告期內，本集團特別邀請廉政公署代表為員工舉辦反貪污培訓講座，講解容易引發貪污風險的工作範疇、法律監管規定以及相關舉報渠道。



Social Aspect 社會層面

ANTI-CORRUPTION (continued)

Anti-corruption training (continued)

During the Reporting Period, the Dongguan plant also organized "Prevention of Professional Ethical Risks in the Performance of Duties" training for managers at or above the managerial level. The training content includes in-depth analysis of bribery cases and interpretation and summary of relevant legal provisions. These measures further strengthen the management and employees' awareness of prevention of professional ethical risks, promote the construction of the Group's integrity culture, and ensure the compliance and transparency of business operations.

During the Reporting Period, our directors and employees completed the training on anti-corruption, which translates to approximately 1,447 hours of related training.

During the Reporting Period, Hong Kong and mainland China did not report any major non-compliance with bribery, extortion, fraud and money laundering, which had a material impact on the Group's financial statements or overall operations. Meanwhile, during the Reporting Period, there was no lawsuit against the Company or its employees about corruption.

反貪污(續)

反貪污培訓(續)

報告期內，東莞廠房還專門為經理級及以上管理人員組織了「職務履行中職業道德風險防範」培訓。培訓內容包括對行賄受賄案例的深入分析和相關法律條款的解讀與總結。這些措施進一步強化了管理層和員工對職業道德風險的防範意識，推動集團廉潔文化的建設，確保業務經營的合規性和透明性。

於報告期間，我們的董事及員工完成了約1,447小時的反貪污進修培訓。

在報告期內，香港和中國大陸沒有報告重大不遵從賄賂、敲詐勒索、詐騙和洗錢等相關事項，對集團的財務報表或整體運營產生重大影響。同時，在報告期內也沒有針對公司或其員工提起關於貪污行為的訴訟案件。



Talk of law knowledge
法律知識講座

Social Aspect 社會層面

COMMUNITY INVESTMENT

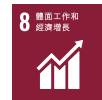


The Group adheres to the concept of giving back to the community and actively supports various social affairs to promote community development. We strongly believe the important role of education in personal life and social progress, and regard it as a key area of focus. By offering scholarships, student grants and educational programs, the Group is committed to creating equal opportunities for disadvantaged groups and helping them obtain resources and access to quality education. In addition, the Group actively participates in various activities to promote social welfare, and works closely with government agencies, non-profit organizations and local communities to jointly develop sustainable solutions to various social challenges. Our goal is to promote the well-being of citizens, promote the overall progress of society, and achieve the common growth of enterprises and communities.

In the event of a crisis or disaster, the Group will provide aid and relief in a timely manner, support the affected regions, and provide aid such as necessities, infrastructure restoration and community reconstruction. The Group also encourages the culture of voluntary service and social engagement, supports employees to devote their time and skills to various charities and community outreach activities, such as encouraging employees to participate in the "Earth Hour" lights-out activity organized by World Wide Fund for Nature and the "Green Low-Carbon Day" event organized by the Hong Kong Community Chest. Create a green life for employees and make positive changes for the future. With the commitment on social responsibilities, the Group focused on promoting the sustainable development, empowering communities and creating a society with more inclusive and caring.

The Group's contribution to the community has also been recognized by all walks of life. Texwinca Holdings Limited and Baleno Holdings Limited have been awarded the "Caring Company" for the 10 and 20 consecutive years respectively.

社區投資



本集團秉持回饋社會的理念，積極支持各類促進社區發展的社會事業。我們堅信教育對個人生活和社會進步的重要作用，並將其作為重點關注領域。透過提供獎學金、助學補助和教育計劃，本集團致力於為弱勢群體創造平等機會，幫助他們獲得優質教育的資源與途徑。此外，本集團積極參與推動社會福利的各項活動，與政府機構、非營利組織以及當地社區緊密合作，共同制定可持續的解決方案，應對各種社會挑戰。我們的目標是促進市民福祉，推動社會的全面進步，實現企業與社區的共同成長。

在災害或危機時期，本集團適時提供援助和救濟，及向受影響地區提供支持，提供必需品、基礎設施恢復和社區重建等援助。本集團亦鼓勵志願服務和社會參與的文化，支持員工貢獻時間和技能於各種慈善事業和社區外展活動，例如通過宣傳，鼓勵員工參與由世界自然基金會舉辦的「地球一小時」熄燈活動和香港公益金舉辦的「綠色低碳日」活動，為員工創造綠色生活，為未來做出積極的改變。通過對社會責任的堅定承諾，本集團致力於促進可持續發展，賦予社區力量，創造一個更包容和有愛心的社會。

本集團對社區的貢獻亦獲得各界肯定，德永佳集團有限公司及班尼路集團有限公司分別獲頒「商界展關懷」連續10年及20年標誌。



Certificate of Appreciation for Earth Hour 2025 Light-out Activity
地球一小時2025熄燈行動嘉許狀



Texwinca Holdings Limited
—“Caring Company”
德永佳集團有限公司—「商界展關懷」標誌



Baleno Holdings Limited
—“Caring Company”
班尼路集團有限公司—「商界展關懷」標誌

Social Aspect 社會層面

COMMUNITY INVESTMENT (continued)

The following table sets out the Group's charitable activities and performance during the Reporting Period:

社區投資(續)

下表載列本集團報告期內的慈善活動及表現如下：

Business District	Focus Area	Organizer	Donation Amount/Equivalent Amount for Donated Supplies
業務地區	專注範疇	舉辦機構	捐款金額／捐贈物資的金錢等值
Hong Kong	Poverty Alleviation	Chung Shak Hei (Cheung Chau) Home for the Aged	HK\$30,000
香港	扶貧	鍾錫熙長洲安老院 St. James' Settlement	港幣30,000元 Gift donation equivalent to HK\$4,510
		聖雅各福群會	禮品捐贈價值港幣4,510元
Mainland China	Environmental Protection	Green Low Carbon and Clean Production Conference	RMB10,000
中國內地	環保	綠色低碳與清潔生產大會	人民幣10,000元
	Education	Hunan Institute of Technology	RMB70,000
	教育	湖南工程學院	人民幣70,000元
		Local communities	RMB70,000
		當地社區	人民幣70,000元
	Community Development	Local communities	Charity clothes sale equivalent to RMB100,000
	社區發展	當地社區	義賣衣物價值人民幣100,000元
	Caring of Elderly	Local communities	RMB30,000
	關懷長者	當地社區	人民幣30,000元
		當地社區	RMB266,567
		當地社區	人民幣266,567元
Vietnam	Environmental Protection	Local communities	VND42,900,000
越南	環保	當地社區	越南盾42,900,000元
		Local communities	VND100,000,000
		當地社區	越南盾100,000,000元
	Education	Hanoi University of Technology	VND30,000,000
	教育	河內理工大學	越南盾30,000,000元



Hong Kong Stock Exchange ESG Reporting Guide Index

香港聯交所環境、社會及管治報告指引索引

INDEX SORTED ACCORDING TO HONG KONG STOCK EXCHANGE APPENDIX C2 ESG REPORTING GUIDE
按照香港聯交所附錄C2環境、社會及管治報告指引排序的索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Reference Section/Explanation 參考章節／說明
A. ENVIRONMENTAL 環境		
Aspect A1: Emissions 層面A1： 排放物	General Disclosure Information on: 一般披露	Environmental – Emissions 環境 – 排放物
	– the policies; and	
	– compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：	
	– 政策；及	
	– 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。
	KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。
Aspect A2: Use of Resources 層面A2： 資源使用	KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。
	KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。
	KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。
	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。
	KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。
	KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。
	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。
Aspect A3: The Environment and Natural Resources 層面A3： 環境及天然資源	KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。
	KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。
	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。
	KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。

Hong Kong Stock Exchange ESG Reporting Guide Index

香港聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Reference Section/Explanation 參考章節／說明
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B. SOCIAL 社會

Aspect B1: Employment 層面B1：僱傭	General Disclosure 一般披露	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Employment 社會－僱傭
	KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Social – Employment 社會－僱傭
	KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Social – Employment 社會－僱傭
	General Disclosure 一般披露	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Health and Safety 社會－健康及安全
Aspect B2: Health and Safety 層面B2：健康與安全	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Social – Health and Safety 社會－健康及安全
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social – Health and Safety 社會－健康及安全
	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Social – Health and Safety 社會－健康及安全
	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Social – Development and Training 社會－發展及培訓
Aspect B3: Development and Training 層面B3：發展及培訓	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Social – Development and Training 社會－發展及培訓
	KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Social – Development and Training 社會－發展及培訓

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香港聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Reference Section/Explanation 參考章節／說明	
Aspect B4: Labour Standards 層面B4：勞工準則	General Disclosure Information on: 一般披露	Social – Labour Standards 社會－勞工準則	
	– the policies; and		
	– compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：		
	– 政策；及		
	– 遵守對發行人有重大影響的相關法律及規例的資料。		
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Social – Labour Standards 社會－勞工準則	
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Social – Labour Standards 社會－勞工準則	
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	General Disclosure 一般披露	Social – Supply Chain Management 社會－供應鏈管理	
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Social – Supply Chain Management 社會－供應鏈管理
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Social – Supply Chain Management 社會－供應鏈管理
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Social – Supply Chain Management 社會－供應鏈管理
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Social – Supply Chain Management 社會－供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure Information on: 一般披露	Social – Product Responsibility 社會－產品責任	
	– the policies; and		
	– compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：		
	– 政策；及		
	– 遵守對發行人有重大影響的相關法律及規例的資料。		
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Social – Product Responsibility 社會－產品責任	
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Social – Product Responsibility 社會－產品責任	
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Social – Product Responsibility 社會－產品責任	

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	KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。
	KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。
Aspect B7: Anti-corruption 層面B7：反貪污	General Disclosure Information on: 一般披露 – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Anti-corruption 社會 – 反貪污
	KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。
	KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。
	KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。
Aspect B8: Community Investment 層面B8：社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。
	KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。
	KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。

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