金至尊集團(國際)有限公司
3DG HOLDINGS (INTERNATIONAL) LIMITED

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)
Stock Code 股份代號: 2882



可持續發展報告
Sustainability Report
2024/25

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HIGHLIGHTS OF THE YEAR
年度摘要

FY2025[1] Sustainability Highlights

2025財年[1]可持續發展摘要



Promoting the Group's brand to become widely recognised and ingrained in the hearts of the public
將本集團品牌推廣至家喻戶曉，深入民心

Environment: 環境：

Environmental Protection
保護環境

- 7% reduction in Scope 1 and 2 greenhouse gas ("**GHG**") emission intensity[2]
  範圍1及範圍2溫室氣體排放密度[2]減少7%
- 3% reduction in total energy consumption intensity[2]
  能源消耗總量密度[2]減少3%
- 7% reduction in total non-hazardous waste intensity[2]
  無害廢棄物總密度[2]減少7%
- 45% reduction in intensity of total packaging materials used in finished products[2]
  製成品所使用的包裝材料總密度減少45%[2]

Social: 社會：

3DG Prestige Service
3DG尊享服務

- Received 99.18 average scores in customer satisfaction survey
  客戶滿意度調查平均分數達99.18分
- Awarded the "Hong Kong Q-Mark Service Scheme certification" for 13 consecutive years
  連續13年榮獲「香港Q嘜優質服務計劃」認證

People Empowerment
人才賦能

- Organised 7 employee activities and events
  舉辦7項員工活動及項目
- 48,651 total training hours delivered
  總受訓時數48,651小時
- 6.15: 1 female to male gender ratio achieved
  實現女對男性別比例6.15:1

Community Care
社區關懷

- Charitable donations reached HK$28,000
  慈善捐款達28,000港元
- 7 community initiatives launched and supported
  發起並支持7項社區倡議

Governance: 管治：

Craftmanship
工藝

- Introduced 2 innovative collection series redefining the aesthetics of gold jewellery
  推出2個重新定義黃金珠寶美學之創新系列產品
- Introduced 3 collection series that artfully blends contemporary artistry with traditional Chinese aesthetics
  推出3個系列產品，巧妙融合當代工藝與中國傳統美學

Ethical Business
合乎道德的商業

- Provided anti-corruption trainings to employees and directors
  向員工及董事提供反貪污培訓
- None of non-compliance with intellectual property rights and data privacy protection regulations
  沒有發生任何違反知識產權及資料私隱保護法規的情況

1 FY2025 refers to the period of 9 months from 1 July 2024 to 31 March 2025.
2 As compared to FY2024. For more information, please refer to the "Environmental Performance" section.

1 2025財年指自2024年7月1日起至2025年3月31日止九個月。
2 較於2024財年。有關更多資料，請參閱「環境表現」一節。

Awards and Recognitions

The Group has also achieved multiple industry awards as recognition for brand excellence and for its efforts in promoting sustainability in the jewellery retail sector.

獎項及認可

本集團亦取得多項業內獎項，以肯定其卓越的品牌及其對珠寶零售業推廣可持續發展所作之努力。

3DG Prestige Service 3DG尊享服務

Awarded the "Services Awards 2024 – Jewellery" by Capital
榮獲《CAPITAL資本雜誌》頒發「珠寶品牌服務大獎2024」





Awarded the "Hong Kong Q-Mark Service Scheme certification" by the Hong Kong Q-Mark Council
榮獲《香港優質標誌局》頒發「香港Q嘜優質服務計劃」認證

3DG Prestige Service 3DG尊享服務

Awarded the “2024 Quality Service Retailer of the Year of Flagship Stores – Bronze Award” by Hong Kong Retail Management Association
榮獲香港零售管理協會頒發「2024最佳優質服務零售商大獎（旗艦店）— 銅獎」





Awarded the “Hong Kong Happy Shopping Festival – Courtesy Store (World-wide Top Trend)” by Hong Kong Retail Management Association
榮獲香港零售管理協會頒發「香港開心購物節—有禮店舖（頂流全熱搜組別）」

Corporate Governance and Branding 企業管治及品牌

Awarded “The Outstanding Corporate Strategy Awards 2024” by East Week
榮獲《東週刊》頒發「傑出企業策略大獎2024」





Awarded the “MPW Elite Award 2023” by Ming Pao Weekly
榮獲《明報週刊》頒發「 2023星級珠寶鑽飾品牌大獎」

Sustainability and ESG Stewardship 可持續發展及環境、社會及管治慣例

Awarded the “ESG Awards 2024” by CAPITAL
榮獲《CAPITAL資本雜誌》頒發「環境社會及企業管治大獎2024」



ABOUT THIS REPORT
關於本報告

Purpose and Objective

3DG Holdings (International) Limited ("**3DG**" or the "**Company**", together with its subsidiaries the "**Group**" or "**We**") is pleased to publish the Sustainability Report (the "**Report**") to our stakeholders. The Report presents stakeholders with a clear overview of our Environmental, Social and Governance ("**ESG**") management approach, measures and performance of our material sustainability issues, with an aim to strengthen their confidence and understanding of the Group and our ESG efforts.

Reporting Scope and Period

Unless otherwise stated, the reporting scope mainly focuses on the business operations of the Group's offices and self-operated shops in Hong Kong SAR, China ("**Hong Kong**"), Macau SAR, China ("**Macau**") and Mainland China ("**Mainland**"), which account for approximately 95.9% of the Group's total revenue for the period of 9 months from 1 July 2024 to 31 March 2025[3] (the "**Reporting Period**" or "**FY2025**"). The reporting scope is determined by the materiality of each entity to our business and operations, as well as its ESG impacts.

Reporting Standards

The Report has been prepared in accordance with the disclosure requirements of the Environmental, Social and Governance Reporting Code (the "**ESG Reporting Code**") as set out in Appendix C2 to the Rules Governing the Listing of Securities (the "**Listing Rules**") issued by The Stock Exchange of Hong Kong Limited (the "**HKEX**").

[3] The Group's financial year end has been changed from 30 June to 31 March.

目的及目標

金至尊集團(國際)有限公司(「**金至尊**」或「**本公司**」,連同其附屬公司,統稱「**本集團**」或「**我們**」)欣然向持份者發表可持續發展報告(「**本報告**」)。本報告向持份者清晰概述我們的環境、社會及管治(「**環境、社會及管治**」)之管理方針、措施以及我們在重要的可持續發展問題上之表現,旨在加強持份者就本集團及我們對於環境、社會及管治方面所努力之信心及了解。

報告範圍及期間

除另有說明外,報告範圍主要集中於本集團在中國香港特別行政區(「**香港**」)、中國澳門特別行政區(「**澳門**」)及中國內地(「**內地**」)之辦事處及自營店之業務營運,其佔本集團自2024年7月1日起至2025年3月31日[3]止九個月期間(「**報告期間**」或「**2025財年**」)總收入約95.9%。報告範圍根據各實體對業務及營運之重要性以及其對環境、社會及管治之影響釐定。

報告標準

本報告根據香港聯合交易所有限公司(「**港交所**」)證券上市規則(「**上市規則**」)附錄C2所載之環境、社會及管治報告守則(「**環境、社會及管治報告守則**」)之披露要求編製。

[3] 本集團之財政年結日已由6月30日變更為3月31日。

Reporting Principles

This Report has been prepared in line with the following four reporting principles, as outlined in the ESG Reporting Code:

報告原則

本報告遵從環境、社會及管治報告守則所載述之下列四項報告原則編製：

Reporting Principle 報告原則	Description 描述	The Group's Response 本集團回應
Materiality **重要性**	The Report should cover ESG issues that are sufficiently important to investors and other stakeholders. 本報告應涵蓋就投資者及其他持份者而言足夠重要之環境、社會及管治事宜。	We engage with our stakeholders to identify, prioritise and assess the ESG issues that matter most to them. We evaluate the materiality of these issues based on their impact on the Group's sustainability. A materiality assessment is conducted, and the results have been reviewed by the senior management. For more details, please refer to the sections "Stakeholder Engagement" and "Materiality Assessment". 我們與持份者溝通，辨識、優先排序及評估對其最重要之環境、社會及管治議題。我們根據該等議題對可持續發展之影響程度進行重要性評估，相關評估結果已由高級管理層審核。更多詳情，請參閱「持份者參與」及「重要性評估」章節。
Quantitative **量化**	The Report should disclose key performance indicators ("**KPIs**") that are measurable. Targets should be set to reduce a particular impact. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts and given comparative data where appropriate. 本報告應披露可計量的關鍵績效指標（「**KPI**」），並設定目標以減少特定影響。量化資訊需輔以說明文字，闡述其目的、影響，並在適當情況下提供對比數據。	We have disclosed information regarding the relevant standards, methodologies, assumptions, calculation tools, and sources of conversion factors used in reporting environmental and social KPIs. Quantitative data is provided along with narrative explanations and, where possible, comparative figures. 我們已披露環境與社會關鍵績效指標，以及報告中所採用的相關標準、方法論、假設條件、計算工具及轉換因子來源等資訊。所有量化數據均附帶文字闡釋，並在可行情況下提供對比數據。

Reporting Principle 報告原則	Description 描述	The Group's Response 本集團回應
Balance **平衡**	The Report should provide an unbiased picture of the Group's performance, and should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgement by the report reader. 報告應不偏不倚地反映本集團之表現，並應避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。	The Report has been offered a complete, fair, clear, comparable, and objective overview of the Group's ESG policies and performance, presenting an unbiased perspective for stakeholders. 本報告已對本集團之環境、社會及管治政策及表現作出完整、公平、清晰、可供比較及客觀的概覽，為持份者呈現中肯的觀點。
Consistency **一致性**	The methodologies used to calculate the KPIs in this Report should be consistent with those used in the previous year, to allow for meaningful comparisons of ESG data over time. 報告中用於計算關鍵績效指標之方法應與上年度一致，令環境、社會及管治數據日後可作有意義的比較。	Unless otherwise stated, the reporting scope and methodologies have been consistent with those adopted in the previous year, with comparative data being disclosed in this Report. Explanations have been provided on any changes to the reporting scope and methodologies as compared to the previous year in the Report. 除另有說明外，本報告之報告範圍及方法與上年度一致，並已披露比較數據。本報告中對報告範圍及方法與上年度相比之任何變化均予以說明。

Access to the Report

This Report has been prepared in both English and Chinese. It is available on the official website of the Group, as well as the website of the HKEX. In case of any discrepancy between these two versions, the English version shall prevail.

Your Feedback

Your feedback on our ESG approach and performance is crucial for our ongoing improvement in sustainable development. We invite you to share your comments via email at enquiry@3dg-group.com.

報告獲取方式

本報告乃以中英文編寫。本報告可於本集團官方網站及港交所網站查閱。中英文版本如有歧義，概以英文版本為準。

閣下之意見

閣下對我們的環境、社會及管治方針及表現所給予之反饋意見，是我們不斷改進可持續發展之關鍵。我們誠邀　閣下透過電郵至enquiry@3dg-group.com分享　閣下之意見。

Our Business Overview

3DG Jewellery is a jewellery retail brand in Hong Kong, China. The brand is mainly engaged in design, product development, trademark licensing and retailing of gem-set jewellery products and gold and platinum jewellery, it also provides customized corporate gift services. Currently, 3DG Jewellery has established a retail network in Hong Kong, Mainland China and Thailand, with a total of nearly 300 shops. With its unique product charm and "3DG Prestige Service", the brand has won the recognition of consumers, and its brand image is deeply recognized and affirmed.

Corporate Culture

Corporate Vision

Promoting the Group's brand to become widely recognised and ingrained in the hearts of the public

Corporate Values

Attitude 態度	Innovation 創新	Unity 團結
People-oriented, treating others with respect 以人為本，以禮待人	Innovative development, continuous improvement, pursuit of excellence 創新開發、不斷求變、追求完美	Gathering elite talent, fostering mutual trust and encouragement, achieving success through collective effort 匯聚精英、互信互勉、眾志成金

業務概覽

金至尊珠寶為中國香港珠寶零售品牌，主要從事 設計、研發、商標授權及銷售名貴珠寶鑽飾、足鉑金飾品，同時提供訂製企業禮品服務。現時在中國香港、中國內地及泰國建立零售網絡，共開設近300間零售點。品牌以其獨特的產品魅力、3DG尊享服務獲得大眾消費者的青睞，品牌形象深受認同和肯定。

企業文化

企業願景

將集團品牌推廣至家喻戶曉，深入民心

企業價值觀

OUR APPROACH TO SUSTAINABILITY
可持續發展方針

Sustainability Governance and Board's Oversight

To ensure effective and top-down implementation of ESG policies and initiatives, the Group has established a comprehensive ESG management framework with clearly defined responsibilities. The board of Directors (the "**Board**") has the overall responsibility for our ESG strategy and reporting, overseeing all ESG issues, including our sustainability management approach, strategies and measures, with an emphasis on the Group's long-term development and positioning.

As part of the Board's oversight of ESG issues, the Board supervises and leads the Senior Management and relevant departments and business units, in designing, implementing, and monitoring risk management and internal control systems to address ESG-related issues. The Board also regularly reviews progress toward related goals and targets.

可持續發展管治及董事會監督

為確保由上而下地有效落實環境、社會及管治政策及措施，本集團已建立全面的環境、社會及管治管理框架，並明確界定職責範圍。董事會(「**董事會**」)對本集團之環境、社會及管治策略及匯報承擔全部責任，監督所有環境、社會及管治事宜，包括可持續發展管理方針、策略及措施，當中著重於本集團之長期發展及定位。

作為董事會監督環境、社會及管治事宜工作之一環，董事會指導並帶領高級管理層以及相關部門和業務單位，設計、實施及監控風險管理及內部監控系統，以應對環境、社會及管治相關事宜。董事會亦定期檢討相關目標之達成進度。

The Board 董事會	
• To hold overall responsibility for the Group's ESG strategy and reporting;	• 全面負責本集團之環境、社會及管治策略及匯報；
• To develop and review the ESG management framework, management approach, strategy, priorities, goals and targets;	• 制定及檢討環境、社會及管治管理框架、管理方針、策略、優次排列及目標；
• To oversee the Group's overall ESG risks, sustainability initiatives and its relevant goals and targets, and reviewing the relevant progress and performance;	• 監察本集團之整體環境、社會及管治風險、可持續發展措施及其相關目標，並檢討相關進度及表現；
• To ensure that appropriate and effective ESG risk management and internal control systems are in place;	• 確保適當有效的環境、社會及管治風險管理及內部監控系統到位；
• To delegate ESG-related responsibilities to Senior Management, departments and business units;	• 將各項環境、社會及管治相關權責委託給高級管理層、部門及業務單位；
• To supervise and lead the Senior Management, departments and business units to conduct the ESG-related work; and	• 指導及帶領高級管理層、部門及業務單位展開環境、社會及管治相關工作；及
• To review and approve the Sustainability Report.	• 審閱及核准可持續發展報告。

Senior Management 高級管理層	
• To develop and implement relevant policies and measures in line with the ESG management approach, strategy, priorities, goals and targets set by the Board;	• 根據董事會訂下之環境、社會及管治管理方針、策略、優次排列及目標，制定並落實相關政策及措施；
• To assess and determine ESG-related progress, performance, risks and opportunities, and report to the Board;	• 評估及釐定環境、社會及管治相關進度、表現、風險及機遇，並向董事會報告；
• To identify, evaluate, prioritise, review and manage material ESG-related risks and opportunities (including but not limited to climate-related risks and ESG risks along the supply chain) and implement corresponding control measures;	• 識別、評估、排序、檢討及管理重大的環境、社會及管治相關風險及機遇（包括但不限於氣候相關風險及於供應鏈上之環境、社會及管治風險），並實施相應控制措施；
• To provide guidance to departments and business units on the implementation of ESG policies and measures;	• 就環境、社會及管治政策及措施之實施向各部門及業務單位提供指引；
• To review and monitor the Group's ESG policies and practices, ensuring compliance with legal and regulatory requirements, as delegated by the Board;	• 按照董事會委託之權責，檢討及監控本集團之環境、社會及管治政策及實踐，確保符合法律及監管要求；
• To report on ESG-related work to the Board; and	• 向董事會報告環境、社會及管治相關工作；及
• To prepare the Sustainability Report and submit it to the Board for approval.	• 編製可持續發展報告，並提交董事會以供批准。

Relevant Departments and Business Units 相關部門及業務單位	
• To coordinate and implement specific ESG policies, strategies, objectives, and measures;	• 協調及落實個別的環境、社會及管治政策、策略、目標及措施；
• To collect and integrate information and data related to the Group's ESG performance;	• 收集及整合與本集團環境、社會及管治表現相關之資料及數據；
• To report on ESG-related work to Senior Management and make recommendations where appropriate;	• 向高級管理層報告環境、社會及管治相關工作，並於適當時提出建議；
• To coordinate with Senior Management in preparing the Sustainability Report; and	• 協調高級管理層編製可持續發展報告；及
• To collect feedback from stakeholders.	• 收集持份者之反饋意見。

Sustainability Management Approach

During the Reporting Period, we leveraged a blend of business insights and stakeholder engagement to shape our sustainability strategies. This refined assessment further validated our focus areas.

可持續發展管理方針

於報告期間，我們通過整合業務見解及持份者參與，明確我們的可持續發展策略。此項精細化評估進一步驗證我們的重點關注領域。



Vision 願景

Promoting the Group's brand to become widely recognised and ingrained in the hearts of the public
將本集團品牌推廣至家喻戶曉，深入民心

Sustainability Strategy: 可持續發展策略：	Key Focus Area: 重點關注領域：	Commitment: 承諾：
Environment (E): 環境(E):	**Environmental Protection 保護環境**	Committed to addressing climate change, reducing ecological footprints, and driving sustainable value chains 致力應對氣候變化，減少生態足跡，推動可持續價值鏈
Social (S): 社會(S):	**3DG Prestige Service 3DG尊享服務**	Committed to delivering premium services that enhance the customer experience in every dimension, in alignment with the 3DG Prestige Service brand concept 致力提供優質服務，全方位提升客戶體驗，符合3DG尊享服務品牌理念
	People Empowerment 人才賦能	Committed to promoting diversity, equality, and inclusion (DEI) by empowering employee growth and cultivating talent 致力透過賦能員工成長及培養人才推動多元化、平等及包容性(DEI)
	Community Care 社區關懷	Committed to engaging in community initiatives, caring for society, and upholding social responsibility 致力參與社區活動，關懷社會，履行社會責任
Governance (G): 管治(G):	**Craftmanship 工藝**	Committed to preserving masterful craftsmanship through elegance and innovation, creating timeless jewellery that celebrates and promotes cultural heritage 致力透過優雅和創新傳承精湛工藝，打造永恆珠寶，頌揚和弘揚文化遺產
	Ethical Business 合乎道德的商業	Committed to upholding the highest standards of integrity, governance, and corporate ethics 致力秉持最高誠信、管治及企業道德標準

ESG-related Risk Management

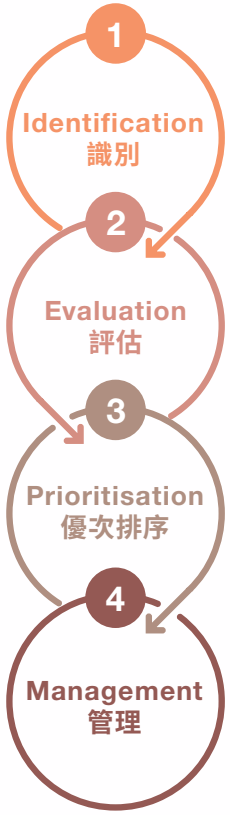
The Board bears overall responsibility for overseeing the management of ESG risks and opportunities within the Group. Our Senior Management, delegated by the Board, identifies, evaluates, prioritises, and manages material ESG risks, including climate-related risks and environmental and social risks within the supply chain on a regular basis.

With the assistance of the independent sustainability consultant, we have conducted an ESG risk assessment to strengthen our risk mitigation and response strategies. The Group's ESG risk management process includes the following steps:

環境、社會及管治相關風險管理

董事會全面負責監督本集團內部管理之環境、社會及管治風險及機遇。高級管理層獲董事會授權，定期識別、評估、優次排列及管理重大的環境、社會及管治風險，包括氣候相關風險及於供應鏈上之環境及社會風險。

在獨立可持續發展顧問之協助下，我們進行環境、社會及管治風險評估，以加強我們的風險緩解及應對策略。本集團之環境、社會及管治風險管理流程包括以下步驟：



- With the assistance of independent third-party sustainability consultants, we identified relevant ESG-related risks, including climate-related risks and ESG risks along the supply chain.
  在獨立第三方可持續發展顧問之協助下，我們識別相關之環境、社會及管治相關風險，包括氣候相關風險及於供應鏈上之環境、社會及管治風險。

- We evaluated the potential impacts and likelihood of the identified key ESG-related risks.
  我們就所識別之環境、社會及管治相關主要風險，評估潛在影響及發生機率。

- We prioritised the key ESG risks by assessing their risk levels based on both their potential impact and likelihood.
  我們按照環境、社會及管治主要風險之潛在影響及發生機率，評估其風險水平，以排列優先處理次序。

- We implemented corresponding risk mitigation and internal control measures, with the relevant operational units responsible for their execution to address identified ESG risks and minimise their impact on our business.
  我們實施相應的風險緩解及內部監控措施，其由相關營運單位負責執行，以應對所識別之環境、社會及管治風險，並將其對我們業務之影響降至最低。

- As part of its oversight responsibilities, the Board reviewed and discussed the ESG risk assessment outcomes and other relevant issues, providing recommendations.
  作為監督職責之一部分，董事會檢視並討論有關環境、社會及管治風險之評估結果及其他相關事宜，並提出建議。

Stakeholder Engagement

The Group is committed to maintaining close communication with all stakeholders to create long-term value. By establishing a range of effective communication channels, we actively engage with key stakeholders to understand their expectations and needs, which are crucial for our sustainable development. This ongoing dialogue allows us to enhance our sustainability strategies and address key ESG concerns. During the Reporting Period, the Group continued to prioritise stakeholder feedback through these channels to ensure responsiveness to their insights and inquiries.

The communication channels established for our key stakeholder groups, as well as their expectations and concerns, are shown below:

持份者參與

本集團致力與所有持份者保持密切溝通，共同創造長遠價值。透過建立一系列有效的溝通渠道，我們與主要持份者積極溝通，了解彼等之期望及需要，這對我們的可持續發展非常重要。透過這樣持續進行對話，我們能夠加強我們的可持續發展策略及應對主要的環境、社會及管治問題。於報告期間，本集團繼續優先處理持份者透過有關渠道提出之反饋意見，以確保對彼等之觀點及查詢有所回應。

就主要持份者群體所建立之溝通渠道以及彼等之期望及關注列示如下：

Key Stakeholder Groups 主要持份者群體	Communication Channels 溝通渠道	Expectations and Concerns 期望及關注
 **Customers** **客戶**	• Customer service hotline 客戶服務熱線 • Social media platforms 社交平台 • Direct communication 直接聯繫 • Press release 新聞稿	• Quality of products and services 產品及服務品質 • Customer data and privacy protection 客戶資料及私隱保護
 **Employees** **僱員**	• Employee performance evaluations 僱員表現評核 • On-the-job training sessions 在職培訓 • Internal emails 內部電郵 • Staff handbook 員工手冊	• Labour rights 勞工權益 • Career development 事業發展 • Remuneration and benefits 薪酬待遇 • Occupational health and safety 職業健康與安全 • Respect for all employees and fair treatment 平等尊重及對待

Key Stakeholder Groups 主要持份者群體	Communication Channels 溝通渠道	Expectations and Concerns 期望及關注
 **Licensees** **品牌商**	• Licensees meetings 品牌商會議 • On-site visits 實地視察 • Direct communication 直接聯繫	• Economic performance and business development 經濟表現及業務發展 • Quality of products and services 產品及服務品質 • Service value 服務價值 • Corporate reputation 公司聲譽 • Customer data and privacy protection 客戶資料及私隱保護 • Corporate governance practices 企業管治常規 • Ethical business practices 合乎道德的商業行為
 **Industry Associations** **商貿協會**	• Industry association activities and meetings 商貿協會活動及會議 • Corporate website 公司網站	• Quality of products and services 產品及服務品質 • Craftsmanship and product innovation 工藝及產品創意性

Key Stakeholder Groups 主要持份者群體	Communication Channels 溝通渠道	Expectations and Concerns 期望及關注
 **Government/Regulatory Authorisation** **政府／監管機構**	• Announcements and other regulatory reports 公告及其他監管報告 • Statutory filings and notifications 法定存檔及通告	• Compliance with local laws and regulations 遵守本地法律及法規 • Support for local economic growth 支持本地經濟增長 • Regular information reporting 定期資料申報 • Timely tax payments and societal contributions 適時繳稅及對社會作出貢獻
 **Shareholders/Investors** **股東／投資者**	• Annual General Meetings and other shareholders' meetings 股東週年大會及其他股東大會 • Announcements and circulars on HKEX website 於港交所網站刊登公告及通函 • Interim and Annual Reports 中期及年度報告 • Corporate website 公司網站	• Economic performance and business development 經濟表現及業務發展 • Quality of products and services 產品及服務品質 • Service value 服務價值 • Corporate reputation 公司信譽 • Customer data and privacy protection 客戶資料及私隱保護 • Corporate governance practices 企業管治常規 • Ethical business practices 合乎道德的商業行為

Key Stakeholder Groups 主要持份者群體	Communication Channels 溝通渠道	Expectations and Concerns 期望及關注
Suppliers **供應商**	• Procurement processes 採購流程 • Exhibitions and industry events 展覽及行業活動 • Engagement and cooperation 溝通及合作 • Supplier meetings and conferences 供應商會議 • Regular assessments 定期評估	• Demand fulfilment 符合要求 • Relationships with the company 公司關係 • Corporate reputation 公司信譽 • Fair competition and equal rivalry 公平及平等競爭
Community/NGOs **社區／非政府組織**	• Sustainability Report 可持續發展報告 • Announcements 公告 • Company website 公司網站 • Charitable activities 慈善活動	• Environmental protection 環境保護 • Community contribution 社區貢獻 • Economic development 經濟發展

Materiality Assessment

We conduct materiality assessment with the assistance of an independent sustainability consultant, to identify the most important ESG issues for our business and key stakeholders. The Senior Management reviews the results of this assessment and the relevant ESG topics regularly. Our most recent materiality assessment was carried out in FY2024. The results comprehensively reflect the issues that are of great concern to stakeholders.

Our process for identifying, prioritising and managing material ESG-related issues includes the following steps:

重要性評估

我們在獨立可持續發展顧問的協助下進行重要性評估，以識別就我們業務及主要持份者而言最重要的環境、社會及管治事宜。高級管理層定期審視此重要性評估之結果及相關環境、社會及管治議題。我們最近期重要性評估於2024財年進行。評估結果全面反映持份者高度關注的事宜。

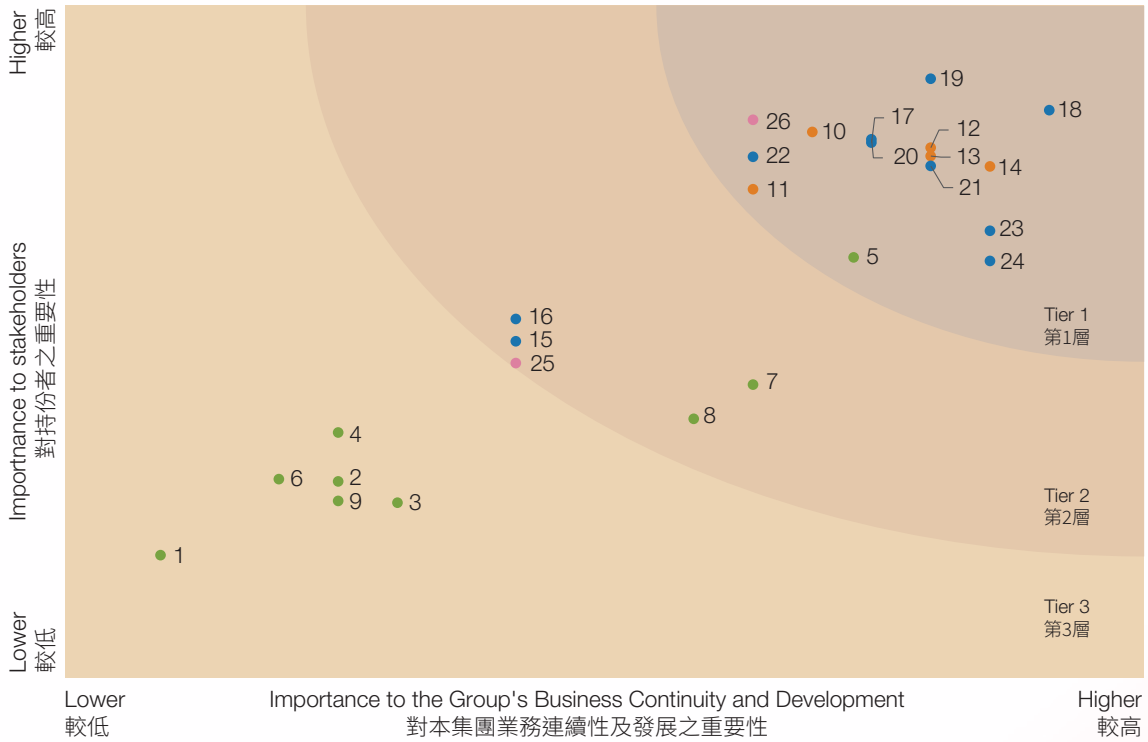
我們識別、排序及管理重要的環境、社會及管治相關事宜之過程包括以下步驟：

Input 輸入數據	ESG Issues 環境、社會及管治事宜	Output 輸出數據
• Documentary analysis • 文件分析 • Sector intelligence • 行業情報 • Reference framework (e.g., SASB, MSCI) • 參考框架(例如SASB、MSCI)		• Identified a total of 26 ESG-related topics • 識別合共26項社會、環境及管治相關議題
• Online survey sent to stakeholders including employees, customers, suppliers, shareholders and investors • 向持份者(包括僱員、客戶、供應商、股東及投資者)發出線上調查		• Prioritised 15 material issues based on survey data • 根據調查數據確定了15個重要議題的優先順序
• Development of materiality matrix based on survey results • 根據調查結果建立重要性矩陣 • Approval of most material issues by the senior management • 由高級管理層批准最重要議題		• Validated list of ESG-related material issues • 經驗證的環境、社會及管治相關重要議題的列表

The materiality matrix below illustrates the significance of the 26 ESG topics to our business continuity and development, as well as to our stakeholders. Based on the online questionnaire results, 15 ESG topics were identified as the most material during the Reporting Period and are highlighted in Tier 1 of the matrix. Information relevant to the 15 most material ESG topics have been addressed in the subsequent sections of this Report.

下圖所示之重要性矩陣反映了26項環境、社會及管治議題對我們的業務持續經營及發展以及對持份者之重要性。根據線上問卷調查之結果，15項環境、社會及管治議題被認定為於報告期間內之最重要議題，並重點列示於矩陣第1層。與這15項最重要的環境、社會及管治議題相關之資訊已於本報告隨後章節加以說明。

Materiality Matrix
重要性矩陣



Tier 1: Most Material Topics
第1層：最重要議題

Tier 2: Material Topics
第2層：重要議題

Tier 3: Relevant Topics
第3層：相關議題

Our Environment 環境

Our Employee 僱員

Our Product 產品

Our Community 社區

List of ESG-related Material Topics

環境、社會及管治相關重要議題清單

	ESG-related Material Topics 環境、社會及管治相關重要議題	Report Sections 報告章節
Tier 1: Most Material Topics 第1層：最重要議題		
5.	Packaging material consumption 包裝材料消耗	Packaging Materials 包裝材料
10.	Staff welfare 員工福利	Compensation and Benefits 薪酬及福利
11.	Equal opportunity, diversity and inclusion 平等機會、多元化及包容	Equal Opportunity 平等機會
12.	Occupational health and safety 職業健康與安全	Occupational Health and Safety 職業健康與安全
13.	Staff development and training 僱員發展及培訓	Training and Development 培訓及發展
14.	Employment compliance 僱傭合規	Labour Standards 勞工標準
17.	Craftsmanship and product innovation 工藝及產品創意性	Craftmanship 工藝
18.	Product quality and safety 產品品質及安全	Product and Service Quality Assurance 產品及服務品質保證
19.	Customer service 客戶服務	3DG Prestige Service 3DG尊享服務
20.	Intellectual property protection 知識產權保護	Intellectual Property Protection 知識產權保護

ESG-related Material Topics 環境、社會及管治相關重要議題		Report Sections 報告章節
Tier 1: Most Material Topics 第1層：最重要議題		
21.	Data protection and cybersecurity 資料保護及網絡安全	Data Privacy Protection and Cybersecurity 資料私隱保護及網絡安全
22.	Responsible marketing and advertising 負責任的營銷及廣告宣傳	Advertising and Labelling 廣告及標籤
23.	Economic performance 經濟表現	Craftmanship 工藝
24.	Anti-corruption 反貪污	Business Ethics 商業道德
26.	Promotion of the jewellery industry development 推廣珠寶行業之發展	Craftmanship 工藝

ESG-related Material Topics
環境、社會及管治相關重要議題

Tier 2: Material Topics **第2層：重要議題**	
7.	Sustainable raw materials and green procurement 可持續的原材料及綠色採購
8.	Environmental risk in supply chain 供應鏈之環境風險
15.	Social risk in supply chain 供應鏈之社會風險
16.	Transparency and traceability of raw materials 原材料之採購透明度及溯源
25.	Community investment 社區投資
Tier 3: Relevant Topics **第3層：相關議題**	
1.	Air emissions 廢氣排放
2.	Waste management 廢棄物管理
3.	Energy efficiency and greenhouse gas emissions 能源效益及溫室氣體排放
4.	Water efficiency and conservation 用水效益及節約
6.	Climate resilience and adaptability 氣候抵禦力及適應力
9.	Biodiversity and ecosystems 生物多樣性及生態系統

GOVERNANCE
管治

Most Material Topic(s):
- Craftsmanship and product innovation
- Intellectual property protection
- Data protection and cybersecurity
- Responsible marketing and advertising
- Economic performance
- Anti-corruption

最重要議題：
- 工藝及產品創意性
- 知識產權保護
- 資料保護及網絡安全
- 負責任的營銷及廣告宣傳
- 經濟表現
- 反貪污

Key Focus Area: 重點關注領域：	Commitment: 承諾：	Key Annual Initiatives and Progress Achieved: 年度主要舉措及取得的進展：	Progress: 進展：
Craftmanship **工藝**	Committed to preserving masterful craftsmanship through elegance and innovation, creating timeless jewellery that celebrates and promotes cultural heritage 致力於通過優雅及創新傳承精湛工藝，打造永恆珠寶，頌揚及弘揚文化遺產	• Introduced 2 innovative collection series redefining the aesthetics of gold jewellery 推出2個重新定義黃金珠寶美學之創新系列產品 • Introduced 3 collection series that artfully blends contemporary artistry with traditional Chinese aesthetics 推出3個系列產品，巧妙融合當代工藝與中國傳統美學	● ●
Ethical Business **道德商業**	Committed to upholding the highest standards of integrity, governance, and corporate ethics 致力於維護最高標準的誠信、治理及企業道德	• None of non-compliance with intellectual property rights and data privacy protection regulations 沒有發生任何違反知識產權及數據私隱保護法規的情況	●

● Achieved 已達成　◑ In Progress 進行中

Craftsmanship

The Group strongly believes in the value of a quality brand and is committed to delivering an exceptional jewellery experience by continuously enhancing its craftsmanship, design innovation, material quality and technical expertise. Throughout the year, we actively promoted our philosophy, "Pursue Ultimate Beauty • Embrace a Golden Life", reflecting our belief that jewellery is both an expression of emotion and artistry. Staying true to our vision of "Promoting the Group's brand to become widely recognised and ingrained in the hearts of the public", we remain focused on fulfilling our promise of outstanding quality and heartfelt service, while driving forward both tradition and innovation in the jewellery industry.

Crafting Innovation

The Group remains committed to crafting exceptional pieces through masterful artistry and meticulous craftsmanship, ensuring each creation embodies timeless quality. Our designers blend acute fashion sensibilities with artisanal expertise to create innovative collections that honour contemporary trends, all while upholding uncompromising quality standards at every stage of creation.

工藝

本集團堅信優質品牌價值，並致力透過不斷提升其工藝、設計創新、材料品質及技術專長，提供卓越珠寶體驗。這一年，我們積極推廣「至美追求，金生擁有」的理念，體現了珠寶既是對情感表達，亦是對藝術的表達。秉持「將集團品牌推廣至家喻戶曉，深入民心」的願景，我們致力於履行卓越品質及貼心服務的承諾，同時推動珠寶行業的傳統及創新發展。

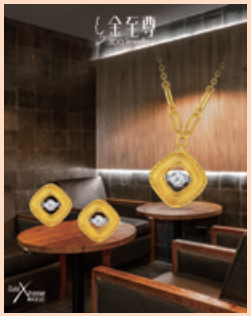
工藝創新

本集團始終秉持匠心工藝與精湛技藝，鑄就非凡作品，確保每件創作皆蘊藏歷久彌新之品質。我們的設計師以敏銳的時尚洞察融合傳統工藝精髓，打造創新系列，既呼應當代潮流，亦在創作全程恪守無可妥協之品質標準。

Expressing the vitality of craftsmanship through a modern creative vocabulary, redefining the aesthetics of gold jewellery
以現代創意語彙書寫工藝生命力，重新定義金飾美學

"Golden eXtreme" Collection
「潮尚金GX」系列

Brushed textures trace the flow of light and shadow, while electroplated white accents highlight dynamic geometric lines, revealing a sense of vitality within tranquility. This floral-inspired gold jewellery collection fuses innovative craftsmanship with the vibrant modern energy.
以拉絲工藝勾勒流轉光影，鑲口電白綻動幾何線條，靜謐中見靈動。花漾金飾聚匯創新技藝與現代蓬勃生命力。



"Love Lane Collection"
「路路愛Love Lane」系列

Enamel accents reimagine traditional totems, blending lifestyle aesthetics with oriental whimsy. Innovative designs featuring luminous effects and rotating elements draw inspiration from cha chaan teng and dim sum culture, crafting gold jewellery infused with cultural creativity.
琺瑯點綴重構傳統圖騰，融匯生活美學與東方趣意，巧構夜光、轉軸創新設計揉合茶餐廳、點心等主題，締造文化創意金飾。



Reviving Heritage Through Design

Rooted in China's rich cultural legacy, we are dedicated preserving traditional craftsmanship through innovative jewellery design. Our collections reimagine heritage motifs with contemporary artistry, serving as wearable testaments to traditional Chinese aesthetics.

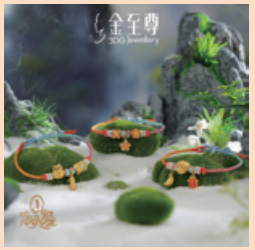
以設計新生傳世之美

植根於中國深厚的文化底蘊，我們致力於透過創新珠寶設計守護傳統工藝。我們的系列作品以當代藝術重新詮釋傳統紋樣，皆為可佩戴的中國傳統美學鑒證。

Distilling the essence of traditional oriental aesthetics, infusing with contemporary style
臻萃東方傳統美學，融合現代風尚

"3DG Jewellery x Shan Hai Jing" Collection
「金至尊珠寶 x 山海經」系列

Inspired by classic Chinese mythology Shan Hai Jing, this collection blends ancient mythical beasts with auspicious Chinese cultural motifs, infusing tradition with modern inspiration and revitalising the visual language of oriental jewellery.
靈感源自中國古典神話《山海經》，揉合上古神獸意象與中華祥瑞文化，為傳統注入現代靈感，煥新東方珠寶語彙。



"Phoenix Crown" Collection
「鳳鳴冠」系列

Inspired by imperial phoenix headdresses, this collection draws from the colour aesthetics and courtly symbolism of the East. Through glowing pearls and intricate cloisonné enamel, it revives a millennium of refined elegance and the beauty of the Chinese phoenix dance.
靈感源自宮廷鳳冠，汲取東方色彩美學與宮廷意象，以瑩潤珍珠及精緻掐絲琺瑯重現千年雅韻，鳳舞中華之美。



"Stylish Femme" Collection
「時尚女主」系列

"Stylish Femme" collection—featuring four iconic personas: Tiffany, Apple, Helen and May, to celebrate the unique personality through exclusive jewellery pieces. With laurel enamel and other signature pieces, this collection subverts traditional gold colour palettes through vibrant brilliance. Under the theme "Reviving Ancient Craft," it reinterprets the elegance of Chinese heritage in harmony with contemporary trends.
「時尚女主」系列是以元氣佳人、時尚ACE、閃光女主及東方紅顏四位標誌性人物為靈感，以專屬飾品綻放獨特個性魅力。月桂琺瑯等專屬飾品，以繽紛絢麗之感顛覆古法金傳統配色，以「古藝新生」為題，詮釋中華雅韻與潮流共生之美。



Ethical Business

Adhering to all relevant laws and regulations[4], we have also established comprehensive policies addressing anti-corruption, covering measures related to bribery, extortion, fraud and money laundering, as well as advertising, labelling, and customer privacy.

Additionally, we were not aware of any material non-compliance with relevant laws and regulations in relation to bribery, corruption, extortion, fraud, and money laundering, as well as advertising, labelling, and customer privacy.

Business Ethics

Integrity and ethical conduct are core values that are deeply ingrained in the Group's business. Maintaining a culture of honesty and integrity is also a core part of the Group's business ethics, and the Group has zero tolerance for any form of corruption or unethical conduct. The Group has established clear policies and guidelines in the staff handbook to prevent bribery, address conflicts of interest, and prevent extortion and fraud. Also, our suppliers are required to sign an agreement committing to refrain from any private or undisclosed dealings with our employees.

To further reinforce these anti-corruption measures, the Group has implemented a whistleblowing mechanism that encourages employees and relevant third parties to report any suspected cases of corruption, bribery, or misconduct. Such reports are kept confidential, and whistleblowers are protected from any unfair treatment. The mechanism has been approved by the Board of the Company and the Audit Committee which have overall responsibility for the implementation of this mechanism.

The Group also rolled out anti-corruption training for directors and staff members during the Reporting Period. This training introduced anti-money laundering and counter-terrorist financing legislation, as well as the roles and responsibilities of senior management and employees ensuring anti-money laundering compliance.

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations in relation to bribery, corruption, extortion, fraud, and money laundering, nor were there any concluded legal cases regarding corrupt practices against the Group or its employees.

[4] Please refer to the Significant Laws and Regulations section for a list of anti-corruption-related laws and regulations significant to the Group's business operations.

合乎道德的商業

為遵守所有相關法律及法規[4]，我們亦已制定全面政策以處理反貪污行為，其涵蓋有關防止賄賂、勒索、欺詐及洗黑錢以及廣告、標籤及客戶私隱之措施。

此外，我們並無就賄賂、貪污、勒索、欺詐及洗黑錢以及廣告、標籤及客戶私隱，發現任何嚴重違反相關法律及法規之情況。

商業道德

誠信及道德操守是深入植根於本集團業務之核心價值。維持誠實廉潔的文化亦是本集團商業道德之核心部分，而本集團對任何形式之貪污或不道德行為採取零容忍態度。本集團已於員工手冊中制定明確政策及指引，以藉此防止賄賂行為，解決利益衝突，及防止勒索及欺詐。此外，我們的供應商亦須簽署協議，承諾不與我們的僱員進行任何私下或未披露交易。

為進一步鞏固該等反貪污措施，本集團已實施舉報機制，鼓勵僱員及相關第三方作出任何懷疑貪污、賄賂或不當行為之舉報。有關舉報會被保密，舉報者亦會獲得保護，且不會面對任何不公平待遇。此舉報機制已獲本公司董事會及審核委員會批准，並由其全面負責執行。

於報告期間，本集團亦為董事及僱員安排反貪污培訓。是次培訓介紹了有關打擊洗錢及恐怖分子資金籌集之法例，以及各高級管理層及僱員在確保遵守反洗黑錢規例上之角色及責任。

於報告期間，本集團並無發現任何嚴重違反賄賂、貪污、勒索、欺詐及洗黑錢相關法律及法規之情況，亦無任何針對本集團或其僱員有關貪污行為之已審結訴訟案件。

[4] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之反貪污相關法律及法規。

Responsible Supply Chain Management

Fostering sustainable supply chain management is one of the top priorities for the Group. We have formulated comprehensive policies and procedures for supplier management, including our Procurement Policy. This standardises the fair, open and impartial selection, evaluation and monitoring of suppliers to promote responsible sourcing. Our integrated procurement process carefully reviews and evaluates both new potential suppliers and regularly assesses the performance of existing suppliers:

1. Selecting Suppliers

- Beyond infrastructure, production capacity, and market reputation, we assess suppliers' compliance with legal, ethical, and social requirements, including their environmental and social practices, as well as adherence to laws and regulations concerning areas such as bribery, corruption, money laundering, discrimination, fair wages and workplace safety.

2. Ensuring Supplier Sustainability Performance

- Potential suppliers are required to provide the environmental test report showing the supplier meets with the national standard of the PRC.

- All diamonds procured by the Group are verified as conflict-free through suppliers complied with UN Security Council Resolution 1173, ensuring they are not mined in war zones and minimising associated environmental and human rights risks.

- Suppliers are required to comply with all applicable local laws, regulations, and industry codes, including those related to labour, health and safety, human rights, environmental protection, anti-corruption, and anti-bribery.

負責任的供應鏈管理

促進可持續供應鏈管理是本集團的首要任務之一。我們已制定全面的供應商管理政策及程序，當中包括採購政策。我們將挑選、評估及監察供應商之程序標準化，確保程序公平、公開及公正地進行，以促進負責任採購。我們的綜合採購程序仔細審查及評估新挑選之潛在供應商，並定期評估現有供應商之表現：

1. 挑選供應商

- 除了基礎設備、生產能力及市場聲譽之外，我們亦評估供應商是否符合法律、道德及社會要求（包括在環境及社會實踐方面），以及其是否遵守有關賄賂、貪污、洗黑錢、歧視、公平工資及工作場所安全等領域之法律及法規。

2. 確保供應商之可持續表現

- 潛在供應商須提供環境測試報告，以證明符合中國國家標準。

- 本集團採購的所有鑽石均由符合聯合國安全理事會第1173號決議的供應商驗證為「非衝突鑽石」，此認證乃確保鑽石並非在戰爭地區開採以及其相關環境及人權風險為最低。

- 供應商須遵守所有適用當地法律、法規及行業規範，包括勞工、健康與安全、人權、環境保護、反貪污及反賄賂相關法律、法規及行業規範。

- During supplier assessments, suppliers are requested to conduct a self-evaluation of their compliance with the Group's Supplier Operational Risk Code, and are expected to uphold the following international or industry standards:
    - o Bylaws of the Initiative for Responsible Mining Assurance
    - o Kimberley Process
    - o De Beers Group – Best Practice Principles

3. Monitoring Supplier Performance

- Ongoing and regular inspections and assessments are conducted as regulatory monitoring.
- The Group conducts sample testing for every batch of products to ensure the quality meets with the industry standard of the PRC. All approved suppliers have to fulfil the Group's internal approval processes and enter into the Supplier Agreement to ensure that products and services provided are up-to-standard. When signing procurement contracts or enter into an engagement, terms regarding quality assurance are included to ensure the delivered products and components align with our standards. Any defective products will be returned.
- All diamond and gemstone materials and finished products also undergo monitoring and testing by qualified gem laboratories to validate their compliance with the Group's quality criteria.
- By prioritising suppliers who demonstrate strong management capabilities and high performance on ESG factors, the Group is able to effectively mitigate and manage the relevant risks arising from its supply chain.
- To ensure the consistent implementation of these standards, the Group has established a rating and warning system for the assessment of current suppliers. Suppliers are subject to a system of warnings when substandard goods and materials are identified, and the quality assurance deposits would be deducted. If no improvements are made thereafter, temporary or even permanent blocking of orders may be implemented. The Group will also terminate its cooperation with suppliers if their environment and social standards do not align with the Group's policy.

During the Reporting Period, practices relating to engaging suppliers were implemented on all suppliers.

- 於供應商評估過程中，供應商須就其對本集團供應商營運風險準則的遵守情況進行自我評估，並應遵守以下國際或行業標準：
    - o 負責任採礦保證倡議章程
    - o 金伯利進程
    - o 戴比爾斯集團－最佳實踐原則

3. 監察供應商表現

- 為符合監管控制要求而持續及定期進行檢查及評估。
- 本集團對每批產品進行抽樣測試，以確保產品品質符合中國行業標準。所有獲認可的供應商均須通過本集團的內部審批程序，並訂立供應商協議，以確保所提供產品及服務符合標準。於簽訂採購或委聘合約時，均須加入品質保證條款，以確保所交付之產品及部件符合我們標準。任何不合規格的產品將被退回。
- 所有鑽石及寶石材料及製成品亦會交由合資格的寶石實驗室進行監測及測試，以核實其是否符合本集團品質標準。
- 透過優先選用在環境、社會及管治因素上展現強大管理能力及優良表現之供應商，本集團能有效降低及管理其供應鏈產生之相關風險。
- 為確保貫徹執行該等標準，本集團已就評估現有供應商建立一套評級及警告制度。當發現未合標準的貨品及材料時，供應商會受到警告，並會被扣除品質保證的按金。倘其後仍未改善，則可能會被暫時或甚至永久停止訂單。倘供應商之環境及社會標準與本集團政策存在不一致之處，本集團亦會終止與其合作。

於報告期間，與委聘供應商有關之常規已針對所有供應商而實施。

Advertising and Labelling

The Group publishes information on its products, service, and activities to the public through diverse promotional channels. It places great importance on responsible promotion practices, strictly adhering to the relevant laws and regulations regarding advertising and labelling. The Group carefully reviews the content and labels of its promotional materials to ensure authenticity and safeguard the rights and right to information of its customers.

Intellectual Property Protection

The Group recognises the critical importance of intellectual property and is committed to safeguarding and protecting its own intellectual property rights. Equally, the Group places great emphasis on respecting the intellectual property rights of others. We routinely monitor any potential infringement of its own intellectual property, and act promptly to address any violations detected.

The Group implements the following best practices to observe and protect intellectual property rights:

- The Group utilises only authorised and copyrighted products;
- Employees are strictly prohibited from downloading or installing any forged or copied programs, software or materials; and
- The Group's standard employment contracts contain provisions governing intellectual property rights and confidentiality obligations.

Data Privacy Protection and Cybersecurity

Safeguarding the security and privacy of stakeholders' personal data is of paramount importance to the Group. The Group's employees undergo comprehensive training on data protection principles and methods, ensuring full compliance with the relevant laws and regulations as well as other statutory requirements[5] to uphold the highest standards of security and confidentiality in personal data privacy protection.

[5] Please refer to the Significant Laws and Regulations section for a list of product responsibility-related laws and regulations significant to the Group's business operations.

廣告及標籤

本集團透過各種不同宣傳渠道，向大眾發佈有關其產品、服務及活動之資訊。本集團非常重視負責任的宣傳推廣行為，嚴格遵守有關廣告及標籤之相關法律及法規。本集團仔細審查其宣傳資料之內容及標籤，以確保其正確無誤，並保障客戶之權利及知情權。

知識產權保護

本集團深明知識產權之關鍵重要性，並致力維護及保護其名下之知識產權。同樣，本集團亦非常重視對他人知識產權之尊重。我們定期監察名下知識產權有否受到任何侵犯，並於發現任何違規行為時迅速採取行動。

本集團實施以下與遵守及保護知識產權有關之最佳實踐：

- 本集團只使用經授權及受版權保護之產品；
- 嚴禁僱員下載或安裝任何偽造或盜版程序、軟件或材料；及
- 本集團之標準僱傭合約包含規範知識產權及保密義務之條文。

資料私隱保護及網絡安全

保障持份者之個人資料安全及私隱對本集團而言至關重要。本集團僱員接受有關資料保護原則及方法之全面培訓，確保全面遵守相關法律、法規及其他法定要求[5]，以確保個人資料私隱獲得最高水平之安全及保密。

[5] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之產品責任相關法律及法規。

The following data protection principles are rigorously adhered to in preserving the proper security and use of data:

- The Group only collects personal data that is directly relevant and necessary for its business operations. All data collection forms and processes are regularly reviewed to ensure minimal data gathering;
- Personal data will not be shared with any entity outside the Group without consent, unless required by law or previously agreed through contractual arrangements;
- Appropriate data collection, storage, and processing practices, as well as robust security measures such as encryption and access controls, are maintained to protect against unauthorised access to personal information;
- The computer system is regularly updated and equipped with the latest firewall and antivirus software to prevent potential hacking activities. Backup and disaster recovery procedures are also in place to ensure business continuity;
- All employees have to comply with guidelines of confidentiality stipulated in the staff handbook. Disciplinary actions are taken for any breach of the Group's data protection policies; and
- Regular data security and privacy impact assessments are conducted for high-risk processing activities related to products, services, or other data operations, in line with the Group's Cybersecurity Incident Response Plans.

在維護資料安全及妥善使用上已嚴格遵守下列資料保護原則：

- 本集團只會收集與業務運作有直接關聯且必要的個人資料。所有資料收集表格及程序均經過定期審視，以確保只收集最低需求之資料；
- 除非法律要求或事先經過合約安排達成同意，否則個人資料在未經同意之情況下不會與本集團以外任何實體分享；
- 持續實施適當的資料收集、儲存及處理做法，以及健全的安全措施，例如加密及存取控制等，以防止個人資料被未經授權取用；
- 電腦系統定期更新，並配備最新的防火牆及防毒軟件，以防止潛在電腦黑客入侵。備份及災難復原程序亦已到位，以確保業務連續性；
- 所有僱員均須遵守員工手冊中訂明的保密指引。任何違反本集團資料保護政策之行為均會受到紀律處分；及
- 根據本集團之網絡安全事件響應計劃，定期對與產品、服務或其他數據運作有關的高風險處理活動進行數據安全及私隱影響評估。

SOCIAL
社會

Most Material Topic(s):

- Staff welfare
- Equal opportunity, diversity and inclusion
- Occupational health and safety
- Staff development and training
- Employment compliance
- Product quality and safety
- Customer service
- Promotion of the jewellery industry development

最重要議題：

- 員工福利
- 平等機會、多元化及包容
- 職業健康與安全
- 員工發展及培訓
- 僱傭合規
- 產品品質及安全
- 客戶服務
- 推廣珠寶行業之發展

Key Focus Area: 重點關注領域：	Commitment: 承諾：	Key Annual Initiatives and Progress Achieved: 年度主要舉措及取得的進展：	Progress: 進展：
3DG Prestige Service **3DG尊享服務**	Committed to delivering premium services that enhance the customer experience in every dimension, in alignment with the 3DG Prestige Service brand concept 致力於遵循3DG尊享服務品牌概念，提供全面提升客戶體驗的優質服務	• Received 99.18 average scores in customer satisfaction survey 在客戶滿意度調查中獲得99.18的平均分 • Awarded the “Hong Kong Q-Mark Service Scheme certification” for 13 consecutive years 連續13年榮獲「香港Q嚟優質服務計劃認證」	● ●
People Empowerment **人才賦能**	Committed to promoting diversity, equality, and inclusion (DEI) by empowering employee growth and cultivating talent 致力於透過賦能員工成長及人才培養，推動多元化、平等及包容(DEI)	• Organised 7 employee activities and events 舉辦7項員工活動及項目 • Provided 48,651 hours of training to employee 為僱員提供48,651小時培訓 • 6.15: 1 female to male gender ratio achieved 實現女對男性別比例6.15:1	● ◑ ●

Key Focus Area: 重點關注領域：	Commitment: 承諾：	Key Annual Initiatives and Progress Achieved: 年度主要舉措及取得的進展：	Progress: 進展：
Community Care **社區關懷**	Committed to engaging in community initiatives, caring for society, and upholding social responsibility 致力於參加社區活動、關愛社會及履行社會責任	• Charitable donations reached HK$28,000 慈善捐款達28,000港元 • 7 community initiatives launched and supported 發起並支持7項社區倡議	● ●

● Achieved 已達成 ◑ In Progress 進行中

3DG Prestige Service

We are committed to continuous improvement in the quality and presentation of our jewellery collections, ensuring they meet the evolving needs and preferences of our customers. Through rigorous quality control measures and close collaboration with trusted suppliers, we source the finest materials and showcase each piece with meticulous attention to detail. We have established comprehensive policies and procedures governing health and safety related to products and services provided and methods of redress.

During the Reporting Period, we were not aware of any material non-compliance of relevant laws and regulations[6] in relation to health and safety related to products and services provided and methods of redress.

3DG尊享服務

我們承諾不斷改善我們珠寶首飾之品質及陳列，確保能夠滿足客戶不斷變化的需求及喜好。通過嚴格的品質控制，以及與可信賴的供應商密切合作，我們獲得最優質的材料，並以一絲不苟的態度展示每一件商品。我們已就所提供產品及服務之健康與安全以及補救方法建立全面的政策及程序。

於報告期間，我們並無就所提供產品及服務之健康與安全以及補救方法，發現任何嚴重違反相關法律及法規[6]之情況。

6 Please refer to the Significant Laws and Regulations section for a list of product responsibility-related laws and regulations significant to the Group's business operations.

6 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之產品責任相關法律及法規。

The Group has consistently upheld its commitment to exceptional service excellence, continuously enhancing brand value while earning widespread consumer acclaim. To fully embody this service philosophy, we have developed the distinctive "3DG Prestige Service" brand concept which integrates six core sustainability-aligned principles:

本集團始終秉持卓越服務承諾，在不斷提升品牌價值的同時贏得消費者廣泛讚譽。為全面踐行這一服務理念，我們已打造「3DG尊享服務」獨特品牌概念，融合六大與可持續發展相符的核心原則：

3D Principles 3D原則	3G Values 3G價值
Dedicate – Expert precision • Selfless devotion • Sincere engagement **尊享誠意**–專業嚴謹　無私奉獻　以誠相待	**Grand** – Grateful heart • Quality pledge • Refined experience **尊享禮遇**–心懷感恩　品質承諾　精緻體驗
Develop – Tireless service • Wholehearted care • Meticulous attention **尊享滿意**–竭力服務　全心全意　無微不至	**Gracious** – Ritual hospitality • Warm service • Fulfilled expectation **尊享禮待**–以禮待客　熱情周到　滿足客意
Desire – Genuine sincerity • Heart-to-heart connection • Exquisite detail **尊享心意**–真心誠意　以心交心　細緻入微	**Gratitude** – Honored tribute • Homecoming welcome • Sincere invitation **尊享禮讚**–誠致敬意　賓至如歸　誠邀再臨

To maintain the highest quality of service, we have also implemented multiple customer service measures:
為維持最高品質服務，我們亦已實施多項客戶服務措施：

Enhancing Customer Confidence in Our Products 提升客戶對產品的信任度	We provide comprehensive jewellery care services, including complimentary cleaning and professional inspections. 我們提供全面珠寶養護服務，包括免費清潔及專業檢測。
Implementing the Mystery Customer Program 實施神秘顧客計劃	To enhance service quality, meet customer expectations, and reinforce the Group's strong industry reputation, we implement the Mystery Customer Program on a regular basis to gather customer feedback. 為提升服務質量、滿足客戶期望及鞏固本集團良好的行業聲譽，我們定期實施神秘顧客計劃，收集客戶反饋。
Strengthening Employee Evaluation and Training 強化僱員評估及培訓	To ensure alignment with the "3DG Prestige Service" brand concept, we integrate an excellence-in-service program into specialised staff training and performance evaluations. Regular workshops on sales techniques are provided for frontline teams, and unannounced store audits ensure consistent application of the "3DG Prestige Service" brand concept in daily operations. 為與「3DG尊享服務」的品牌理念保持一致，我們將卓越服務計劃納入員工專項培訓及績效評估。我們定期為一線團隊舉辦銷售技巧研討會及進行門店突襲審計，確保在日常營運中貫徹實施「3DG尊享服務」品牌理念。

Awarded the "Hong Kong Q-Mark Service Scheme certification" for 13 consecutive years
連續13年榮獲「香港Q嚟優質服務計劃」認證

The Group upholds its "3DG Prestige Service" brand concept, delivering exquisite and fashionable diamond jewellery alongside attentive customer care, and has been consistently awarded the prestigious Hong Kong Q-Mark Service Scheme certification by the Hong Kong Quality Assurance Agency for 13 consecutive years, demonstrating our enduring pursuit of quality and sustainability.
本集團秉持其「3DG尊享服務」的品牌理念，提供精緻時尚的鑽石珠寶及貼心的客戶服務，且連續13年榮獲《香港優質標誌局》頒發「香港Q嚟優質服務計劃」認證，彰顯本集團對品質及可持續發展的不懈追求。



Awarded the "Services Awards 2024 – Jewellery" by Capital
榮獲《CAPITAL資本雜誌》頒發「珠寶品牌服務大獎2024」

We honoured to receive the Capital Magazine "Services Awards 2024 – Jewellery" in recognition of our commitment to exceptional customer service. With ongoing support and trust from our customers, we remain dedicated to delivering attentive, high-quality service and continuously enhancing customer experience.
我們榮獲《資本雜誌》頒發「珠寶品牌服務大獎2024」，以表彰我們對卓越客戶服務的堅定承諾。有賴於客戶的持續支持及信任，我們始終致力於提供細致周到的高品質服務，不斷優化客戶體驗。



Product and Service Quality Assurance

The Group demonstrates a strong commitment to quality control and customer satisfaction by implementing rigorous supplier selection, meticulous sales and after-sales processes, and thorough quality checks before dispatching jewellery to retail outlets. All qualified items are assigned batch numbers to ensure traceability.

The Group is dedicated to providing high-quality products to its customers and places great importance on customer feedback. Customers are encouraged to offer opinions or lodge complaints through the Group's established communication channels. The Group conducts investigations and prepares reports based on customer responses, implementing corrective measures as necessary. During the Reporting Period, the Group did not receive any complaints from customers or the public regarding its products or services (FY2024: Nil), and did not encounter any incidents of product sold or shipped subject to recalls for safety and health reasons (FY2024: Nil).

People Empowerment

The Group regards its workforce as its most precious resources. Cultivating a collaborative work setting and ensuring steadfast compliance with employment-related laws and regulations[7] are key priorities for the Group. A comprehensive human capital management framework has been established, encompassing a set of policies and standards that delineate the Group's approach to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, training and development, as well as other benefits and welfare.

During the Reporting Period, we were not aware of any material non-compliance with the relevant laws and regulations concerning remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare.

[7] Please refer to the Significant Laws and Regulations section for a list of employment-related laws and regulations significant to the Group's business operations.

產品及服務品質保證

本集團透過嚴格篩選供應商、仔細執行銷售及售後程序，以及在珠寶配送至零售點前的全面品質檢查，展現出對品質監控及顧客滿意度之堅定承諾。所有合格貨品均獲編配批號，以確保可追蹤貨品源頭。

本集團致力為客戶提供優質產品，並高度重視客戶之反饋意見。本集團鼓勵客戶透過既有溝通渠道提出意見或投訴。本集團會根據客戶之訴求進行調查及編寫報告，並於有需要時實施糾正措施。於報告期間，本集團並無接獲客戶或公眾人士對其產品或服務之任何投訴（2024財年：無），並無遇到因安全及健康理由而須回收已售或已運送產品之事故（2024財年：無）。

人才賦能

本集團視工作團隊為其最寶貴之資源。本集團之重點工作是建立協作的工作環境，並確保僱傭相關法律及法規[7]獲得貫徹遵守。本集團已建立全面的人力資本管理框架，當中包括一系列政策及標準，訂明本集團對薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、培訓及發展、以及其他待遇及福利之方針。

於報告期間，我們並無就薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利相關法律及規例方面發現任何重大的違規行為。

[7] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之僱傭相關法律及法規。

Equal Opportunity

We are committed to maintaining a fair and equitable work environment for all employees, free from any form of workplace discrimination. To this end, equal opportunity has been incorporated into our Human Resources policy that expressly prohibits any form of workplace discrimination on the basis of protected characteristics, including but not limited to gender, age, race, religious beliefs, family status and disability. The policy also outlines clear guidelines and procedures for all human resources activities, including recruitment, hiring, and promotion, mandating that such decision be made solely on the basis of the applicant's or employee's qualifications, relevant experience, and demonstrated job performance. The Group promotes diversity of its employees by means of gender and age to balance the culture and communications between employees. We also promote labour diversity and welcome all manpower, thus putting the principle of fairness into practices.

Labour Standards

The Group is committed to upholding high labour standards and ensuring full compliance with all relevant laws and regulations[8]. The Group strictly prohibits the use of child labour or forced labour in any of its operations or services. During the recruitment process, the human resources department conducts thorough checks of identification documents to verify the age of all job applicants and ensure no underage individuals are hired. The Group's staff handbook clearly outlines employment policies and labour standards terms, including arrangements for working hours, vacations, pay, and termination, to prevent any form of forced labour. Employees are required to enter into formal labour contracts that detail their rights and benefits. The Group guarantees employees the right to rest and vacation according to law and offers legal holidays, leave entitlements, and other benefits. Overtime work is strictly voluntary, and the Group does not force employees to work against their will.

To further strengthen labour protections, the Group has established various communication channels, including employee opinion boxes, to allow workers to confidently report any instances of child or forced labour. The Group maintains a zero-tolerance policy and will immediately investigate any such reports. If violations are found, the Group will take immediate measures to stop the prohibited practices, rectify the situation, and prevent any recurrence. This may include terminating employment, reporting to the relevant authorities, and implementing corrective actions. Our human resources department reviews the recruitment practices regularly to ensure the effectiveness of our existing measures against child and forced labour.

[8] Please refer to the Significant Laws and Regulations section for a list of labour standards-related laws and regulations significant to the Group's business operations.

平等機會

我們致力為所有僱員保持公平及平等的工作環境，免受任何形式之工作場所歧視。為此，我們已於人力資源政策中納入平等機會理念，明確禁止基於受保障特徵而作出之任何形式之工作場所歧視，包括但不限於性別、年齡、種族、宗教信仰、家庭狀況及殘障。該政策亦就所有人力資源活動（包括招聘、僱用及晉升）訂立清晰指引及程序，訂明有關之決定須完全依據申請者或僱員之資歷、相關經驗及工作表現而作出。本集團會在僱員性別及年齡方面實現多元化，以營造平衡的僱員文化及溝通。我們亦提倡勞動力多元化，歡迎所有人才加入，將公平原則付諸實行。

勞工準則

本集團致力秉持高勞工標準，並確保所有相關法律及法規[8]獲得全面遵守。本集團嚴禁在任何營運或服務中使用童工或強制勞工。於招聘過程中，人力資源部門嚴格檢查身份證明文件，以核實所有求職者之年齡，確保不會聘用未成年人士。本集團之員工手冊清楚列明僱傭政策及勞工準則條款，包括工作時間、假期、薪酬及終止僱傭之安排，以防止任何形式之強迫勞動。僱員須簽訂列有自身權利及福利之正式勞工合約。本集團依法保障僱員休息及休假之權利，並提供法定假日、應享假期、及其他福利。超時工作純屬自願，本集團不會強迫僱員在違反其意願之情況下工作。

為進一步加強勞工保護，本集團已設立多種溝通渠道，包括僱員意見箱，讓僱員可在安全的情況下舉報任何童工或強迫勞動之情況。對於任何此類舉報，本集團堅持零容忍政策，並於收到舉報後立即展開調查。如發現違規行為，本集團會立即採取措施，以停止有關違規行為，糾正違規情況，以及防止其再次發生。此等措施可包括終止僱傭關係、向有關當局舉報、以及執行糾正措施。人力資源部門定期檢視招聘程序，以確保現有的防止童工及強迫勞工措施之有效性。

[8] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之勞工準則相關法律及法規。

During the Report Period, the Group was not aware of any material non-compliance with relevant laws and regulations related to the recruitment of child labour or forced labour practices.

Compensation and Benefits

The Group places a strong emphasis on creating an excellent and comfortable working environment for all its employees. To this end, the Group not only maintains appropriate working hours and rest break policies, but also regularly organises a variety of staff engagement activities. These initiatives, which include social gatherings, team-building exercises, and other programs aimed at strengthening work-life balance of employees.

We also maintain a policy of offering competitive remuneration packages to our employees. Salaries and discretionary performance bonuses are determined with reference to the Group's financial performance, market levels, as well as the individual's job performance and contributions. These remuneration packages, including performance-based bonuses, are subject to regular review by the Group to ensure they remain aligned with industry standards and continue to incentivise and reward employee excellence.

To demonstrate our commitment to work-life balance, we regularly organise recreational activities to encourage employee well-being. During the Reporting Period, the Group hosted multiple staff engagement initiatives:

於報告期間，本集團並無發現任何嚴重違反有關招聘童工或強制勞工之相關法律及法規之情況。

薪酬及福利

本集團高度重視為所有僱員創造優良及舒適的工作環境。為此，本集團不僅訂立適當的工作時間及休息政策，亦定期舉辦各種員工團隊活動，包括社交聚會、團隊建設、以及其他旨在加強僱員工作與生活平衡之計劃。

我們亦訂立政策為僱員提供具競爭力之薪酬待遇。薪酬及酌情績效花紅乃參考本集團之財務表現、市場水平、以及個人工作表現及貢獻而釐定。本集團定期檢討薪酬待遇（包括績效花紅），以確保其與行業標準一致，並可繼續為僱員之卓越表現提供激勵及獎勵。

為踐行我們對工作與生活平衡的承諾，我們定期舉辦娛樂活動，促進員工身心健康。於報告期內，本集團舉辦多項員工參與活動：

Promoting Employee Health and Wellbeing
促進員工健康與福祉



Improve Immunity and Fight Free Radicals
改善免疫力，對抗自由基

In order to enhance employees' health awareness and immunity, a special lecture was held to explain in an easy-to-understand way how to maintain a healthy lifestyle. The event also provided opportunities for on-site health index testing and targeted advice. This lecture not only provided practical health guidance, but also helped everyone integrate healthy habits into their busy work and improve their quality of life.
為提升員工的健康意識和免疫力，特舉辦專題講座深入淺出地介紹如何保持健康的生活方式，還提供了現場進行身體健康指數檢測的機會，並獲得針對性的建議。這次講座不僅提供實際可行的健康指導，幫助大家在繁忙的工作中融入健康習慣，提升生活品質。



Citibank X PURE Limited Time Employee Offer and Financial Talks/Online Yoga Trial Class
Citibank X PURE 限時員工優惠及理財講座／瑜伽線上體驗班

Citibank held financial management seminars for employees and provided account opening discounts. At the same time, PURE also provided a series of trial discounts, and arranged a hand grip strength test and an online yoga experience course to allow employees to experience different financial management and health activities.
Citibank為員工舉辦了理財講座並提供開戶優惠。同時PURE也提供了一系例試玩優惠，並安排手握力測試和瑜伽線上體驗課程，讓員工體驗不同的理財和健康活動。

Fostering a Family-Friendly Culture
營造家庭友好文化



Enjoy Family Movie
家庭電影欣賞

During summer vacation, the Group held a heartwarming family fun event for employees and their families for the first time, where they watched a 3D computer-animated comedy movie “Inside Out 2” together.
於炎炎暑假，本集團首次舉辦了充滿溫情的員工家庭同樂活動，共同觀賞一套3D電腦動畫喜劇電影《玩轉腦朋友2》。

Outdoor BBQ Night
戶外燒烤之夜

To foster a harmonious workplace culture, the Group organised heartwarming family-friendly events, including outdoor barbecue gatherings, providing quality bonding opportunities for employees and their families.
為營造和諧的職場文化，本集團舉辦暖心家庭友好活動，包括戶外燒烤聚會、為僱員及其家人提供團聚良機。



Empowering Work-Life Balance
賦能工作與生活平衡

Night cuttlefish fishing tour
夜釣墨魚團



In the golden month of cuttlefish fishing, the Group organised the first sea trip of the year – night cuttlefish fishing tour. After the boatman's guidance and sharing, employees not only discovered secrets to catching cuttlefish, but also tasted the fresh cuttlefish. Employees had fun from day to night and had a pleasant and unforgettable journey at sea.

捉緊釣墨魚的黃金月份，本集團舉辦本年度首次出海活動－夜釣墨魚團。經過船家的指導及分享，員工不僅了解釣墨魚的秘訣，亦能一嚐新鮮墨魚。員工由白天玩到黑夜，在海上度過了一個愉快而難忘的旅程。

Chocolate-making Workshop
朱古力製作工坊



In celebration of Valentine's Day, the Group organised a chocolate-making workshop to help employees unwind from their busy schedules while immersing in festive joy and enhancing well-being. Led by instructors from a social welfare organisation dedicated to creating employment opportunities and career support for individuals with special learning needs, the activity not only enriched staff experiences but also demonstrated the Group's commitment to social inclusion.

為慶祝情人節，本集團組織朱古力製作工作坊，幫助僱員在繁忙的工作之餘放鬆身心，享受節日喜悅，提升幸福感。該活動由致力於為特殊學習需求人士創造就業機會及職業支持的社會福利機構導師指導，不僅豐富員工體驗，亦彰顯了本集團對社會共融的承諾。

Mooncake-making Workshop
月餅製作工作坊



The Group organised a mooncake workshop with professional instructors teaching custard mooncake-making techniques. Employees enjoyed festive hands-on crafting in a relaxed atmosphere while creating treats to share with loved ones. This initiative celebrated cultural traditions while demonstrating the Group's commitment to staff care and family connections.

本集團組織月餅工作坊，由專業導師教授流心月餅製作技藝。僱員在輕鬆愉悅的氛圍中享受節日手作樂趣，並與至親分享美味。這項活動在弘揚文化傳統的同時，亦體現了本集團對員工關愛及家庭關係的承諾。

Occupational Health and Safety

The Group places utmost importance on the health and safety of its employees, and is dedicated to creating a healthy, safe, and comfortable work environment. To this end, the Group has established a comprehensive occupational health and safety policy that outlines a robust set of measures to maintain a safe and comfortable work environment in full compliance with all relevant laws and regulations[9], in relation to providing its employees with a safe and healthy working environment and protecting them from occupational hazards.

The Group regularly performs hazard identification in addition to establishing, reviewing and monitoring occupational health and safety objectives and policy. Our safety policy and guidelines set out our working procedures and measures, and we expect our employees to strictly comply with them.

As part of this policy, the Group has implemented the following key measures:

- Establishing clear safety procedures for potentially hazardous work and requiring all workers to strictly follow safety instructions;
- Strategically placing occupational hazard warning signs and instructions in highly visible locations throughout all workplaces;
- Equipping workplaces with fire safety and other protective facilities;
- Providing employees with medical insurance and necessary protective equipment;
- Developing emergency response plans for incidents like fires or explosions, and regularly conducting rescue, fire, and evacuation drills; and
- Educating employees on occupational safety rules and arranging regular training.

[9] Please refer to the Significant Laws and Regulations section for a list of health and safety-related laws and regulations significant to the Group's business operations.

職業健康與安全

本集團視僱員健康與安全為其重中之重，並致力創造一個健康、安全及舒適的工作環境。為此，本集團已制定全面的職業健康與安全政策，當中載列一系列有關維持安全舒適工作環境之健全措施，以全面遵照所有相關法律及法規[9]，為僱員提供安全及健康的工作環境，保護僱員免受職業危害。

除制定、檢討及監控有關職業健康與安全之目標及政策外，本集團亦定期進行危害識別。我們的安全政策及指引載有我們的工作程序及措施，而我們期望僱員會嚴格遵守有關程序及措施。

作為該政策之一部分，本集團已實施下列主要措施：

- 為潛在危險工作制定明確安全程序，並要求所有工人嚴格遵從安全指示；
- 在所有工作場所之當眼位置張貼職業危害警告標誌及指示；
- 在工作場所配備消防及其他防護設備；
- 為僱員提供醫療保險及必要防護裝備；
- 針對火災或爆炸等事故制定緊急應變計劃，並定期舉行救援、消防及疏散演習；及
- 教育僱員認識職業安全規則，並安排定期培訓。

[9] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之健康與安全相關法律及法規。

During the Reporting Period, we were not aware of any material non-compliance of relevant health and safety-related laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards. The Group's unwavering commitment to occupational health and safety is evidenced by its track record, with no lost workdays due to work-related injuries (FY2024: Nil) and no work-related fatalities recorded in each of the past three years including the reporting year.

Moving forward, the Group will continue to enhance its occupational health and safety policy, strengthen employee awareness and training, and maintain its vigilance in providing a safe and healthy workplace for all.

Training and Development

In pursuit of its corporate objectives and the professional development of its employees, the Group actively encourages and supports its workforce in continuous personal and professional training initiatives. These training programs are designed to enhance the competencies and capabilities of employees, enabling them to perform their duties effectively and efficiently. The Group has consistently ensured that its Board remains apprised of the latest regulatory updates and industry best practices. This is achieved through the provision of various informational materials covering the major changes to Listing Rules, relevant financial and management guidelines. Furthermore, the Group has obtained training records for each of its Directors, affirming their participation in continuous professional development training during the Reporting Period. This training is designed to enable the Directors to enhance and refresh their knowledge and skills in accordance with the code provisions of the Corporate Governance Code set out in Appendix 14 of the Listing Rules.

The Group has also established a comprehensive training and development system, encompassing both theoretical and practical components. This system includes assessment criteria covering areas such as sales techniques and product knowledge. The training and development courses span a diverse range of topics, including employee orientation, leadership and management skills, and on-site practical training. These programs aimed at improving the efficiency, knowledge, and skills of employees, empowering them to excel in their roles and maintain a continuous pursuit of intellectual curiosity. Furthermore, the Group provides comprehensive onboarding and on-the-job training for new employees, with senior staff members serving as mentors to ensure the seamless transfer of the Group's culture and craftmanship expertise. Additionally, the Group has implemented an online training platform to facilitate specialised training for senior staff.

於報告期間，我們並無發現任何嚴重違反有關提供安全工作環境及保護僱員免受職業危害之健康與安全相關法律及法規之情況。過去三年（包括本報告年度），本集團每年均沒有錄得因工傷損失工作日數之個案（2024財年：無）及因工亡故之個案，足證本集團對職業健康與安全之堅定承諾。

展望未來，本集團將繼續優化其職業健康與安全政策，加強僱員意識及培訓，並時刻提醒要為所有僱員提供安全及健康的工作場所。

培訓及發展

為追求企業目標及僱員專業發展，本集團積極鼓勵及支持員工持續參與個人及專業培訓。該等培訓項目乃為提升僱員能力及才幹而設，旨在使彼等能有效及高效地履行職務。本集團已持續確保其董事會了解最新的監管更新及行業最佳實踐。此乃透過提供各種資訊材料（內容涵蓋上市規則、相關財務及管理指引之重大變動）而實現。此外，本集團已取得各董事之培訓記錄，確認彼等於報告期間參與持續專業發展培訓。此培訓之目的是為了提升及更新董事之知識及技能，以符合上市規則附錄十四所載企業管治守則之守則條文。

本集團亦已建立一套全面的培訓及發展制度，其包括理論及實踐部分。該制度設有評估標準，當中涵蓋對銷售技巧及產品知識等範疇之評估。培訓及發展課程之主題多元，其包括僱員入職需知、領導及管理技能、以及在職實習培訓。此等課程旨在提高僱員效率、知識及技能，使彼等能夠在各自之崗位上發揮所長，並保持對知識之持續渴求。此外，本集團亦為新入職僱員提供全面的入職課程及在職培訓，由資深員工擔任導師，以確保本集團之文化及工藝專長得以順利傳承。與此同時，本集團亦已採取線上培訓平台，以便為高級員工提供專業培訓。

Community Care

The Group has recognised its responsibility to contribute positively to society, focusing on giving back and caring those in need. This commitment has led to contributions to the community. As a result, we have committed to investing resources each year in collaboration with charitable organisations and engaging in a variety of community initiatives, demonstrating our ongoing responsiveness and dedication to addressing the needs of society. During the Reporting Period, we focused on fostering a greener future and giving a helping hand to people in need.

社區關懷

本集團深明自身對社會作出積極貢獻之責任，並著力回饋社會及關懷有需要人士。此承諾已體現於社區貢獻。有鑑於此，我們已承諾每年投放資源與慈善機構合作，並參與各種社區活動，以持續響應及盡力解決社會需要。於報告期間，我們專注締造更綠色的未來及向有需要人士伸出援手。

Throughout the Reporting Period, the total charitable and other donations amounted to HKD28,000
於報告期間，慈善及其他捐款總額為28,000港元

Fostering a Greener Future

締造更綠色的未來

Green Low Carbon Day
綠色低碳日

Participated in “Green Low Carbon Day” which helped to raise funds for “Green Related Projects” supported by The Community Chest of Hong Kong, and to encourage participants to adopt a green lifestyle.
參與「綠色低碳日」活動，為香港公益金資助的「環保相關項目」籌款，並鼓勵參與者實踐綠色生活。



Community Care
社區關懷

The Hong Kong Federation of Youth Groups ("HKFYG")
香港青年協會(「青協」)

Awarded by The Hong Kong Federation of Youth Groups ("HKFYG") for the fifteenth consecutive year. The HKFYG launched the Heart to Heart Project in 2005, aiming to cultivate a genuine wish to serve the community and to promote the concept of mutual help among neighbourhood.
連續第十五年獲香港青年協會(「青協」)頒發榮譽。青協於2005年推出「有心計劃」,目的是培養更多有心人士回饋社會,並推廣鄰里守望相助的精神。



Happiness at Work Promotional Scheme
開心工作間推廣計劃

Recognised as a "Happy Company" for the fifth consecutive year by the Happiness at Work Promotional Scheme. The scheme is organised by Promoting Happiness Index Foundation and implemented by The Chinese Manufacturers' Association of Hong Kong. It aims to encourage all walks of life to work together to build a pleasant working environment and jointly improve the happiness level of Hong Kong people at work.
連續五年榮獲「開心工作間推廣計劃」頒發「開心企業」標誌。該計劃由香港提升快樂指數基金主辦,並由香港中華廠商聯合會執行,宗旨在於促進社會各界攜手建設愉快的工作環境,共同提高香港人的工作快樂水平。



Orbis World Sight Day 2024
奧比斯世界視覺日2024

Employees participated in fundraising for "Orbis World Sight Day 2024", helping the visually impaired to regain their sight.
僱員參與「奧比斯世界視覺日2024」籌款活動,幫助視障人士重建光明。



Skip Lunch Day 2025
公益行善折食日2025

Employees donated their lunch fees to support services for street sleepers and residents in cage homes through The Community Chest of Hong Kong.
僱員捐出午膳費用，以支持香港公益金為露宿者及籠屋居民所提供的服務。



Mustard Seed Bakery
籽陽烘焙

During the Reporting Period, the Group ordered cookies from Mustard Seed Bakery to support this social enterprise founded by St. James' Settlement and distributed them to customers during Christmas. Meanwhile, we also donated some cookies to underprivileged children and elderly individuals, spreading love during the festive season.
於報告期間，本集團通過從籽陽烘培訂購餅乾支持該由聖雅各福群會創立的社會企業，並在聖誕節期間分發給顧客。同時，我們亦向貧困兒童及長者捐贈餅乾，在佳節期間傳遞愛心。



Hong Kong and Kowloon Walk for Millions 2024/2025
2024/2025港島、九龍區百萬行

Employees participated in the "Hong Kong and Kowloon Walk for Millions 2024/2025" organised by The Community Chest of Hong Kong, promoting active employee involvement in charitable activities and uniting collective efforts to support meaningful causes. Through this initiative, we aim to inspire more businesses and members of the public to show mutual care and encouragement, contributing together to the building of a more harmonious society in Hong Kong.
僱員參加香港公益金舉辦的2024/2025港島、九龍區百萬行，鼓勵僱員積極參與公益活動，團結一致支持公益事業。透過此次活動，我們旨在鼓勵更多企業及公眾人士互相關懷、彼此勉勵，攜手共建更和諧的香港社會。



Most Material Topic(s):

- Packaging material consumption

最重要議題

- 包裝材料消耗

Key Focus Area: 重點領域：	Commitment: 承諾：	Key Annual Initiatives and Progress Achieved: 關鍵年度舉措及達成進度：	Progress: 進度：
 **Environmental protection** **保護環境**	Committed to addressing climate change, reducing ecological footprints, and driving sustainable value chains 致力於應對氣候變化、減少生態足跡、推動可持續價值鏈	• Reduced intensity of total packaging material used by 45% compared to FY2024 包裝材料總使用量密度較2024財年減少45% • Advancing Green Packaging with Forest Stewardship Council®-Certified (FSC-Certified) Materials 推進使用經森林管理委員會 (FSC) 認證材料進行綠色包裝	● ●

● Achieved 已達成 ◑ In Progress 進行中

Environmental Protection

Environmental protection is a top priority for the Group. We are committed to transitioning to a low-carbon economy and conserving resources. To this end, the Group has established policies and internal guidelines to guide employees in strengthening climate resilience, reducing pollution, optimising resource use, and minimising our environmental footprint. We regularly monitor our environmental performance to ensure continuous improvement.

We strictly abide by applicable laws and regulations[10] relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. During the Reporting Period, we were not aware of any material non-compliance with relevant environmental laws and regulations.

保護環境

保護環境乃本集團的首要任務之一。我們致力落實低碳經濟轉型及節約資源。為此，本集團已制定政策及內部指引，以在加強氣候抵禦力、減少污染、善用資源、以及將環境足跡減至最低方面為僱員提供指引。我們定期監控環境表現，以確保持續的改進。

我們嚴格遵守有關廢氣及溫室氣體排放、向水及土地之排污以及有害及無害廢棄物之產生等之適用法律及法規[10]。於報告期間，我們並不知悉任何嚴重違反相關環境法律及法規之情況。

[10] Please refer to the Significant Laws and Regulations section for a list of environmental laws and regulations significant to the Group's business operations.

[10] 請參閱「重要法律及法規」一節，以了解各項對本集團業務營運而言屬重要之環保法律及法規。

Climate Resilience and Management

As climate change intensifies, leading to more frequent and severe weather events, we incorporate these risks into our strategic planning to ensure long-term sustainability. The Board and Senior Management regularly assess and evaluate climate-related risks to formulate effective response strategies.

氣候抵禦力及管理

隨著氣候變化加劇，並引發更頻繁及嚴重的天氣事件，我們已將相關風險考慮因素納入我們的策略規劃，從而確保長期的可持續發展。董事會及高級管理層定期評估及評價氣候相關風險，以制定有效的應對策略。

Risk Description 風險描述	Our Response Actions 我們的應對措施
Physical Risks 實體風險	
Acute Risk – Increased severity of extreme weather events, such as cyclones, typhoon, or floods 急性風險－極端天氣事件（例如氣旋、颱風或水災）愈加嚴重	• Implement comprehensive typhoon and rainstorm work arrangements, including remote work options for safety. 實施全面的颱風及暴雨工作安排，包括提供安全的遙距工作方案。 • Establish disaster preparedness plans to ensure employee safety and enhance resilience to natural disasters, enabling timely and efficient response to emergencies. 建立災害防備計劃，以確保僱員安全及加強對自然災害的應變能力，以及時而有效地應對緊急狀況。
Chronic Risk – Longer-term shifts in climate patterns, such as sustained higher temperatures that may cause sea level rise or chronic heat waves 慢性風險－氣候模式經歷較長期的轉變，例如持續高溫而可能導致之海平面上升或慢性熱浪	• Implement programs for strengthening environmental protection and energy conservation to promote energy conservation and lower primary GHG emissions from electricity usage. 實施有關加強環境保護及節約能源之計劃，以推廣能源節約及降低用電量來減少主要溫室氣體排放。
Transition Risks 轉型風險	
Market Risk 市場風險	• Continue to study possible ways to avoid unnecessary use of packaging material and recycle whenever appropriate. 持續探討可行辦法以避免不必要使用包裝材料，並於一切適當情況下進行回收。 • Actively design environmentally friendly products by incorporating sustainable materials, optimising energy efficiency, and minimising waste throughout the product lifecycle. 積極設計環保產品，在整個產品生命週期中融入可持續材料、優化能源效益及盡量減少浪費。
Policy and Legal Risk 政策及法律風險	• Regularly review climate-related government policies, regulatory requirements and the latest developments to ensure adequate preparation. 定期檢視氣候相關政府政策、法規要求及最新發展，以確保做好充分準備。

Green Targets

To enhance our operations' resilience against climate change, we have established the following green targets:

綠色目標

為了提升業務之氣候變化適應能力，我們已訂立以下綠色目標：

Green Targets 綠色目標		Progress: 進度：
 **Emission** **排放**	• To reduce air and GHG emission intensity by improving energy efficiency and incorporating energy-saving measures 透過改善能源效益及採取節能措施，降低廢氣及溫室氣體排放密度	●
 **Waste** **廢棄物**	• To reduce waste generation intensity by promoting 3R principles (Reduce, Reuse, Recycle) of responsible waste management 透過推廣負責任的廢棄物管理3R原則（減少浪費(Reduce)、重複使用(Reuse)、循環再用(Recycle)），降低廢棄物產生密度	●
 **Energy** **能源**	• To reduce energy consumption intensity by enhancing energy efficiency of our equipment. 透過提高設備之能源效益，降低能源消耗密度	●
 **Water** **用水**	• To optimise water efficiency by implementing water-saving measures 透過實施節水措施，優化用水效率	◑

● Achieved 已達成　◑ In Progress 進行中

Energy, Air and GHG Emissions

Our primary sources of air emissions, GHG emissions, and energy consumption are purchased electricity and fuel consumption by company vehicles. The Group integrates emissions management into daily operations across offices and retail stores, with annual evaluations of emission reduction progress. We have implemented the following green measures:

- Using energy-efficient appliances and LED lighting in offices and shops;
- Maximising natural light in office spaces and setting indoor temperatures to 25°C to reduce air-conditioning usage;
- Switching off lights and electrical appliances when not in use and programming smart systems to turn off equipment after hours;
- Tracking electricity consumption regularly to prevent overconsumption;
- Regularly maintaining office equipment, such as air conditioners, to ensure energy efficiency; and
- Encouraging staff to use public transportation and conference calls to reduce business travel and vehicle usage.

能源、廢氣及溫室氣體排放

我們的廢氣排放、溫室氣體排放及能源消耗之主要源頭是外購電力及公司車輛燃料消耗。本集團將排放管理納入各辦公室及零售店之日常營運中，並每年評估減排進度。我們已實施以下綠色措施：

- 在辦公室及店舖使用節能電器及LED照明；
- 在辦公室盡量引進自然採光，以及將室內溫度設定為攝氏25度，以減少空調使用；
- 關掉閒置照明及電器，並利用智能系統使設備於下班後自動關閉電源；
- 定期追蹤用電情況，防止用電過剩；
- 定期維護空調等辦公室設備，確保能源效益；及
- 鼓勵員工乘搭公共交通工具及進行電話會議，以減少出差及車輛使用。

Water Resource Management

The Group sources water from local water suppliers in the regions where we conduct our operations. During the Reporting Period, the Group did not encounter any difficulties in sourcing water. We are committed to protecting water resources and promoting water-saving habits among all employees. Various measures have been implemented, including:

- Placing conspicuous signage to remind employees to ensure faucets are fully turned off without leaks;
- Gradually replacing equipment with water-saving alternatives; and
- Promptly maintaining dripping faucets (if any).

Waste Management

The Group's daily operations do not involve any production processes, resulting in no generation of hazardous waste or discharge of sewage into soil and water. Our non-hazardous waste primarily consists of discarded packaging materials, domestic waste, paper, paper bags, and gift boxes.

To minimise waste, the Group implements a responsible waste management policy, emphasising the 3R principles. Employees are encouraged to reduce waste generation. The key waste management measures include:

- Printing and writing on both sides of the paper;
- Placing wastepaper recycling bin near printers for easy collection and reuse;
- Promoting electronic communication and using email or electronic office systems for internal messaging;
- Reusing old stationery, such as folders and envelopes, as well as packaging boxes;
- Using shredded paper as packing filler instead of traditional materials;

水資源管理

本集團向經營業務所在地區之當地水源供應商採購水源。於報告期間，本集團在獲取水源方面並無遇到任何困難。我們致力保護水資源，並向全體僱員推廣節約用水之習慣。其中已實施之措施包括：

- 於顯眼位置設置標誌，提醒僱員確保水龍頭已完全關閉及不漏水；
- 逐步更換節水設備；及
- 迅速維修滴水之水龍頭（如有）。

廢棄物管理

本集團之日常營運不涉及任何生產工序，因此不會產生有害廢棄物，亦不會向土壤及水源排污。我們的無害廢棄物主要包括棄置包裝材料、生活廢物、紙張、紙袋及禮盒。

為盡量減少廢棄物，本集團實施負責任的廢棄物管理政策，強調3R原則。僱員應減少產生廢棄物。主要的廢棄物管理措施包括：

- 在紙張兩面列印及書寫；
- 在印表機附近設置廢紙回收箱，方便收集及重用廢紙；
- 推廣電子通訊及使用電子郵件或電子辦公系統發送內部訊息；
- 重用舊文具，例如文件夾及信封，以及包裝盒；
- 以碎紙條取代傳統材料作為包裝填充物；

- Presetting all printing to black and white and double-sided to reduce paper usage;
- Donating old computers and office equipment to charities or people in need;
- Participating in the Toner & Ink Cartridges Recycling & Reuse Programme organised by Friends of the Earth Hong Kong; and
- Tracking paper usage regularly to prevent overconsumption.

Green Procurement

We are keen on prioritising green procurement practices and advocating for environmentally preferable products and services in our supplier selection process. Our approach includes:

- Minimising or avoiding the use of disposable, single-use items to reduce waste;
- Prioritising the purchase of electronic and electrical products or office equipment with automatic power-saving functions;
- Choosing LED lights that are energy-saving or have energy efficiency labels; and
- Purchasing environmentally friendly products, such as refillable ball pens, solar-powered calculators, and environmentally friendly paper.

- 將所有列印預設為黑白雙面列印，以減少紙張使用；
- 將舊電腦及辦公室設備捐贈予慈善機構或有需要人士；
- 參與由香港地球之友舉辦之「碳粉匣及墨盒回收再生計劃」；及
- 定期追蹤紙張用量，防止消耗過度。

綠色採購

我們非常重視綠色採購工作，並提倡於挑選供應商之過程中選用環保產品及服務。我們的舉措包括：

- 盡量減少或避免使用即用即棄或單次使用之物品，以減少浪費；
- 優先購買具自動省電功能之電子產品或辦公室設備；
- 選擇節能或具備能源效益標籤之LED照明；及
- 購買環保產品，例如可補充筆芯之原子筆、以太陽能發電之計算機及環保紙張。

Packaging Materials

Recognising that packaging is an unavoidable aspect of the retail business, the Group is committed to exploring ways to reduce unnecessary packaging and enhance recycling efforts where feasible.

包裝材料

鑑於包裝是零售業務不可避免之一環，本集團致力探討減少不必要包裝之方法，並在可行情況下加強回收工作。

Advancing Green Packaging with FSC-Certified Materials
推進使用經FSC認證材料進行綠色包裝

During the Reporting Period, the Group strengthened its commitment to sustainable packaging by transitioning to FSC-certified materials across various packaging touchpoints. This initiative reduces environmental impact and supports international sustainability goals through responsible sourcing. FSC-certified materials were successfully adopted for all handheld paper bags, reinforcing our dedication to eco-friendly packaging practices.

於報告期間，本集團加強可持續包裝承擔，於各個包裝接觸點全面採用FSC認證材料。此舉旨在減少環境影響，並透過負責任的採購支持國際可持續發展目標。所有手提紙袋均已成功採用FSC認證材料，進一步彰顯我們致力踐行環保包裝。

APPENDIX I: KEY PERFORMANCE INDICATORS
附錄一：關鍵績效指標

Environmental Performance[11] 環境表現[11]

	Unit 單位	FY2025 2025財年	FY2024 2024財年
Air Emission 廢氣排放			
Nitrogen Oxides (NO_x) 氮氧化物	g 克	2,749.69	3,797.97
Sulphur Oxides (SO_x) 硫氧化物	g 克	60.32	86.54
Particulate Matter (PM) 懸浮粒子	g 克	202.45	279.64
Energy Consumption 能源消耗			
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	1,233.89	1,098.82
Purchased Electricity[12] 外購電力[12]	MWh 兆瓦時	1,196.52	1,045.21
Unleaded Petrol 無鉛汽油	MWh 兆瓦時	37.36	53.61
Total Energy Consumption Intensity 能源消耗總量密度	MWh/revenue (HK$M)[13] 兆瓦時／收入（百萬港元）[13]	1.81	1.87

11 The data are rounded and may not add up to the totals.

12 The Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The power supply was controlled by the property management offices. Some of the relevant property management offices considered that it was not practicable to provide electricity data or sub-meters to individual tenants. Therefore, the total electricity consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, where electricity data were available. The relocation of self-operated shops varied from year to year in FY2024, and thus the data for FY2025 and FY2024 cannot be directly compared.

13 The revenue included revenue from wholesaling business in Hong Kong and Mainland, as well as retailing business in Hong Kong, Macau, and Mainland China (covering self-operated shops and e-commerce business).

11 因數據均已作捨入調整，數值加起來可能與總量不符。

12 本集團於香港、澳門及內地的自營店在租賃地方營運，供電均由物業管理處控制，而部分相關物業管理處認為向個別租戶提供電力數據或分錶並不可行。因此，總耗電量僅涵蓋香港、內地和澳門有電力數據的辦公室及自營店。於2024財年，自營店的搬遷情況每年各有差異，故2025財年與2024財年的數據不能作直接比較。

13 收入包括香港及內地批發業務收入及香港、澳門及中國內地的零售業務收入（涵蓋自營店及電商業務）。

	Unit 單位	FY2025 2025財年	FY2024 2024財年
GHG Emission 溫室氣體排放			
Total GHG (Scopes 1 & 2) Emission[14] 溫室氣體(範圍1及2)排放總量[14]	tonnes CO_2e 公噸二氧化碳當量	633.22	586.23
Direct Emission (Scope 1) tonnes CO_2e 直接排放(範圍1)	tonnes CO_2e 公噸二氧化碳當量	10.91	15.66
Energy Indirect Emission (Scope 2) tonnes CO_2e 能源間接排放(範圍2)	tonnes CO_2e 公噸二氧化碳當量	622.30	570.57
Total GHG (Scopes 1 & 2) Emission Intensity 溫室氣體(範圍1及2)排放總量密度	tonnes CO_2e/revenue (HK$M) 公噸二氧化碳當量／收入(百萬港元)	0.93	1.00
Water[15] 用水[15]			
Total Water Consumption 總耗水量	m^3 立方米	1,154.62	949.60
Total Water Consumption Intensity 總耗水量密度	m^3/revenue (HK$M) 立方米／收入(百萬港元)	1.69	1.62

14 In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 energy indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group.

15 Water consumtion data only covers offices and self-operated shops in Hong Kong, Macau and Mainland. This data does not include our leased premises in the Mainland where water is managed by the property management and no sub-metering is available.

14 根據世界可持續發展工商理事會及世界資源研究所發佈之《溫室氣體核算體系：企業核算與報告標準(修訂版)》，範圍1直接排放源於本集團擁有或控制之業務，而範圍2能源間接排放源於本集團內部產生之電力、暖氣、冷氣及蒸汽消耗。

15 用水數據僅涵蓋本集團於香港、澳門及內地之辦公室及自營店。數據並不包括於內地之租賃物業，原因是該等物業之水源由物業管理公司管理，並無提供讀數數據。

	Unit 單位	FY2025 2025財年	FY2024 2024財年
Waste[16] 廢棄物[16]			
Total Non-hazardous Waste Generated[17] 所產生無害廢棄物總量[17]	tonnes 公噸	3.67	3.41
Total Non-hazardous Waste Intensity 無害廢棄物總量密度	tonnes/revenue (HK$M) 公噸／收入（百萬港元）	0.0054	0.0058
Packaging Material 包裝材料			
Total Packaging Material Used in Finished Products 製成品所用包裝材料的總量	tonnes 公噸	14.74	23.04
Intensity of Total Packaging Materials Used in Finished Products 製成品所用包裝材料總量的密度	tonnes/revenue (HK$M) 公噸／收入（百萬港元）	0.022	0.039

16 Due to the business nature, the Group does not generate a significant amount of hazardous waste.

17 Only paper consumption was calculated for non-hazardous waste, as other waste sources were considered insignificant. The Group will continue exploring opportunities to enhance data collection on other waste types.

16 基於業務性質，本集團不會產生大量有害廢棄物。

17 於無害廢棄物計算中僅計算紙張消耗，因其他廢棄物被視為不具備重大影響。本集團將繼續尋找機會，以優化對其他廢物類型的數據收集。

Social Performance

社會表現

		Unit 單位	FY2025 2025財年	FY2024 2024財年
Workforce[18] **僱員[18]**				
Total Workforce 僱員總數		No. of people 人數	1,158	978
By Gender 按性別	Male 男性	No. of people 人數	162	152
	Female 女性	No. of people 人數	996	826
By Employee Category 按僱員類別	Senior Management 高級管理層	No. of people 人數	11	14
	Middle Management 中級管理層	No. of people 人數	180	152
	General Staff 基層員工	No. of people 人數	967	812

[18] Data of the whole Group has been included.

[18] 已包含本集團的所有數據。

		Unit 單位	FY2025 2025財年	FY2024 2024財年
By Employment Type 按僱傭類型	Full-time 全職	No. of people 人數	1,154	973
	Part-time 兼職	No. of people 人數	4	5
By Age Group 按年齡組別	Under 26 years old 26歲以下	No. of people 人數	41	38
	26 to 35 years old 26至35歲	No. of people 人數	360	327
	36 to 45 years old 36至45歲	No. of people 人數	638	483
	Over 45 years old 45歲以上	No. of people 人數	119	130
By Geographical Region 按地區	Mainland 內地	No. of people 人數	1,026	847
	Hong Kong 香港	No. of people 人數	132	116
	Macau 澳門	No. of people 人數	0	15

		Unit 單位	FY2025 2025財年	FY2024 2024財年
Employee Turnover Rate 僱員流失率				
By Gender 按性別	Male 男性	%	17	20
	Female 女性	%	23	22
By Age Group 按年齡組別	Under 26 years old 26歲以下	%	54	21
	26 to 35 years old 26至35歲	%	28	27
	36 to 45 years old 36至45歲	%	18	19
	Over 45 years old 45歲以上	%	13	17
By Geographical Region 按地區	Mainland 內地	%	20	22
	Hong Kong 香港	%	27	20
	Macau[19] 澳門[19]	%	N/A 不適用	20

[19] There were no self-operated shop in Macau as of 31 March 2025; therefore, the turnover rate for Macau is not applicable.

[19] 截至2025年3月31日，澳門並無自營店；因此，澳門地區之流失率並不適用。

		Unit 單位	FY2025 2025財年	FY2024 2024財年
Development and Training[20] [21] 發展及培訓[20] [21]				
Total Training Hours Provided 已提供總培訓時數		Hours 小時	48,651	92,405
Percentage of Employees Trained 受訓僱員百分比				
Percentage of Employees Trained 受訓僱員百分比		%	77	73
By Gender 按性別	Male 男性	%	56	48
	Female 女性	%	81	78
By Employee Category 按僱員類別	Senior Management 高級管理層	%	0	29
	Middle Management 中級管理層	%	76	78
	General Staff 基層員工	%	78	73

20 Employee training data included those who quit during the Reporting Period.

21 Percentage of employees trained in each category = Employees trained (including turnover) in the specified category during the Reporting Period ÷ (Number of employees in the specified category at the end of the Reporting Period + Number of employees turnover in the specified category during the Reporting Period).

20 僱員培訓數據包含於報告期間離職之僱員。

21 各類別之受訓僱員百分比 = 於報告期間特定類別之受訓僱員(包括離職僱員)人數÷(於報告期間結束日特定類別之僱員人數+於報告期間特定類別之離職僱員人數)。

		Unit 單位	FY2025 2025財年	FY2024 2024財年
Average Training Hours Completed per Employee 每名僱員平均已完成受訓時數				
Average Training Hours Completed per Employee 每名僱員平均已完成受訓時數		Hours 小時	34	78
By Gender 按性別	Male 男性	Hours 小時	25	35
	Female 女性	Hours 小時	36	86
By Employee Category 按僱傭類別	Senior Management 高級管理層	Hours 小時	0	14
	Middle Management 中級管理層	Hours 小時	10	75
	General Staff 基層員工	Hours 小時	38	80
Health and Safety 健康與安全				
Work-related Fatality 因工亡故		No. of people 人數	0	0
Lost Day due to Work Injury 因工傷損失工作日數		No. of people 人數	0	0

	Unit 單位	FY2025 2025財年	FY2024 2024財年
Suppliers by Geographical Region 按地區劃分的供應商			
Hong Kong 香港	Number 數量	48	56
Mainland 內地	Number 數量	34	35
Product Responsibility 產品責任			
Material Products and Service-Related Complaints[22] 重大產品及服務相關投訴[22]	Number 數量	0	0
Products Sold or Shipped Subjected to Recalls for Safety and Health Reasons 因安全與健康理由而須回收的已售或已運送產品	%	0	0
Community Investment 社區投資			
Resources Contributed 已投放資源	HK$ 港元	28,000	28,000

[22] Material complaints refer to complaints that have long-term material impact on our customers or fail to meet the agreed product and service requirements.

[22] 重大投訴指對客戶造成長期重大影響或未能達成協定產品及服務要求之投訴。

	Mainland 內地	Hong Kong 香港	Macau 澳門
Aspect A1. Environment **層面A1. 環境**	• Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》 • Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 • Environmental Protection Tax Law of the People's Republic of China 《中華人民共和國環境保護稅法》 • Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》 • National Catalogue of Hazardous Wastes 《國家危險廢物名錄》 • Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》	• Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong) 香港法例第132章《公眾衞生及市政條例》 • Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) 香港法例第311章《空氣污染管制條例》 • Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong) 香港法例第358章《水污染管制條例》	• Regulation on Water Supply and Drainage of Macau 《澳門供排水規章》 • Measures to Control and Reduce the Use of Substances that Deplete the Ozone Layer 《就控制及減少使用可減弱臭氧層之物質制定措施》 • Framework Law on the Environment 《環境綱要法》

	Mainland 內地	Hong Kong 香港	Macau 澳門
Aspect B1: Employment **層面B1：僱傭** **Aspect B4: Labour Standards** **層面B4：勞工準則**	• Labor Law of the People's Republic of China 《中華人民共和國勞動法》 • Labor Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 • The Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 • Law of the People's Republic of China on the Protection of Women's Rights and Interests 《中華人民共和國婦女權益保障法》 • Special Rules on Labor Protection for Female Employees 《女職工勞動保護特別規定》 • Law of the People's Republic of China on the Protection of Persons with Disabilities 《中華人民共和國殘疾人保障法》 • Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》 • Provisions of the People's Republic of China on the Prohibition of Using Child Labour 《中華人民共和國禁止使用童工規定》	• Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 香港法例第57章《僱傭條例》 • Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) 香港法例第282章《僱員補償條例》	• Law for the Employment of Non-Resident Workers 《聘用外地僱員法》 • Labour Relations Law 《勞動關係法》 • Legal Regime of Immigration Control, Stay and Residence Authorisation in the Macau SAR 《澳門特別行政區出入境管控、逗留及居留許可的法律制度》 • Regulation on the Prohibition of Illegal Work 《禁止非法工作規章》 • Labour Procedure Code 《勞動訴訟法典》

	Mainland 內地	Hong Kong 香港	Macau 澳門
	• The Laws of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》		
Aspect B2: Health and Safety 層面B2：健康與安全	• The Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 • Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 • The Industrial Injury Insurance Regulations of the People's Republic of China 《中華人民共和國工傷保險條例》 • Fire Control Law of the People's Republic of China 《中華人民共和國消防法》 • Provisions on the Administration of Occupational Health at Workplaces 《工作場所職業衛生管理規定》	• Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) 香港法例第509章《職業安全及健康條例》	• Legal Regime for Compensation of Damages Arising from Work Accidents and Occupational Diseases 《核准對工作意外及職業病所引致之損害之彌補之法律制度》 • Law on Occupational Safety and Health in the Construction Industry 《建築業職業安全健康法》

	Mainland 內地	Hong Kong 香港	Macau 澳門
Aspect B6: Product Responsibility 層面B6：產品責任	• Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》 • The Law of the People's Republic of China on the Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》 • Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 • The Trademark Law of the People's Republic of China 《中華人民共和國商標法》 • The Patent Law of the People's Republic of China 《中華人民共和國專利法》 • Civil Code of the People's Republic of China 《中華人民共和國民法典》 • The Personal Information Protection Law of the People's Republic of China 《中華人民共和國個人信息保護法》 • The Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》	• Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) 香港法例第362章《商品說明條例》 • Consumer Goods Safety Ordinance (Cap. 456 of the Laws of Hong Kong) 香港法例第456章《消費品安全條例》 • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 香港法例第486章《個人資料(私隱)條例》 • Registered Designs Ordinance (Cap. 522 of the Laws of Hong Kong) 香港法例第522章《註冊外觀設計條例》 • Trade Marks Ordinance (Cap. 559 of the Laws of Hong Kong) 香港法例第559章《商標條例》 • Broadcasting Ordinance (Cap. 562 of the Laws of Hong Kong) 香港法例第562章《廣播條例》 • The Generic Code of Practice on Television Advertising Standards (TV Advertising Code) 《電視通用業務守則－廣告標準》	• Establishment of General Product Safety System 《建立產品安全的一般制度》 • Personal Data Protection Law 《個人資料保護法》 • Regulation on Advertising Activities 《廣告活動法》

	Mainland 內地	Hong Kong 香港	Macau 澳門
	• Measures for Penalties against Infringement upon Consumers' Rights and Interests 《侵害消費者權益行為處罰辦法》 • The E-Commerce Law of the People's Republic of China 《中華人民共和國電子商務法》 • Interim Provisions on the Regulation of Sales Promotion 《規範促銷行為暫行規定》 • The Regulation on the Implementation of the Copyright Law of the People's Republic of China 《中華人民共和國著作權法實施條例》 • The Price Law of the People's Republic of China 《中華人民共和國價格法》		

	Mainland 內地	Hong Kong 香港	Macau 澳門
Aspect B7: Anti-corruption 層面B7：反貪污	• Criminal Law of the People's Republic of China 《中華人民共和國刑法》 • Company Law of the People's Republic of China 《中華人民共和國公司法》 • Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 • Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 • Interim Provisions on the Prohibition of Commercial Bribery 《關於禁止商業賄賂行為的暫行規定》	• Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 香港法例第201章《防止賄賂條例》 • Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong) 香港法例第615章《打擊洗錢及恐怖分子資金籌集條例》	• Prevention and Suppression of Bribery in the Private Sector 《預防及遏止私營部門賄賂》 • Prevention and Suppression of the Crime of Money Laundering 《預防及遏止清洗黑錢犯罪》 • Penal Code of Macau 《澳門刑法典》

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)	Section 章節
A. Environmental **A. 環境**	
Aspect A1: Emissions *層面A1：排放物*	
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 有關廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. 註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。 Hazardous wastes are those defined by national regulations. 有害廢棄物指國家規例所界定者。	• Environmental Protection 保護環境 • Appendix II: Significant Laws and Regulations 附錄二：重要法律及法規

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接排放(範圍1)及能源間接(範圍2)溫室氣體排放量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Due to the business nature, the Group does not generate a significant amount of hazardous waste. 基於業務性質,本集團不會產生大量有害廢棄物。
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Climate Resilience and Management 氣候抵禦力及管理 • Green Targets 綠色目標 • Energy, Air and GHG Emissions 能源、廢氣及溫室氣體排放
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。	• Climate Resilience and Management 氣候抵禦力及管理 • Waste Management 廢棄物管理

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect A2: Use of Resources *層面A2:資源使用*		
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註: 資源可用於生產、儲存、運輸、樓宇、電子設備等。		• Environmental Protection 保護環境
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)。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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)。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Climate Resilience and Management 氣候抵禦力及管理 • Green Targets 綠色目標 • Energy, Air and GHG Emissions 能源、廢氣及溫室氣體排放
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。	• Climate Resilience and Management 氣候抵禦力及管理 • Green Targets 綠色目標 • Water Resource Management 水資源管理
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(以公噸計算)及(如適用)每生產單位佔量。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect A3: The Environment and Natural Resources *層面A3:環境及天然資源*		
General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。		• Environmental Protection 保護環境
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應對行動。	• Environmental Protection 保護環境
Aspect A4: Climate Change *層面A4:氣候變化*		
General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。		• Climate Resilience and Management 氣候抵禦力及管理
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜,及應對行動。	• Climate Resilience and Management 氣候抵禦力及管理

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
B. Social **B. 社會**		
Employment and Labour Practices ***僱傭及勞工常規***		
Aspect B1: Employment *層面B1:僱傭*		
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		• People Empowerment 人才賦能 • Appendix II: Significant Laws and Regulations 附錄二:重要法律及法規
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect B2: Health and Safety *層面B2:健康與安全*		
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		• Occupational Health and Safety 職業健康與安全 • Appendix II: Significant Laws and Regulations 附錄二:重要法律及法規
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, 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。	• Occupational Health and Safety 職業健康與安全

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect B3: Development and Training *層面B3:發展及培訓*		
General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 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。 Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 註： 培訓指職業培訓。可包括由僱主付費的內外部課程。		• Training and Development 培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
Aspect B4: Labour Standards *層面B4:勞工準則*		
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		• Labour Standards 勞工準則 • Appendix II: Significant Laws and Regulations 附錄二:重要法律及法規

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
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。	• Labour Standards 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。	• Labour Standards 勞工準則
Operating Practices ***營運慣例***		
Aspect B5：Supply Chain Management *層面B5：供應鏈管理*		
General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		• Responsible Supply Chain Management 負責任的供應鏈管理
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。	• Appendix I: Key Performance Indicators 附錄一：關鍵績效指標
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, 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。	• Responsible Supply Chain Management 負責任的供應鏈管理
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。	• Responsible Supply Chain Management 負責任的供應鏈管理
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. 描述在挑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。	• Responsible Supply Chain Management 負責任的供應鏈管理

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect B6: Product Responsibility *層面B6:產品責任*		
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		• Craftsmanship 工藝 • Appendix II: Significant Laws and Regulations 附錄二:重要法律及法規
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。	• Product and Service Quality Assurance 產品及服務品質保證 • Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Product and Service Quality Assurance 產品及服務品質保證 • Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
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。	• Intellectual Property Protection 知識產權保護
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回收程序。	• Product and Service Quality Assurance 產品及服務品質保證 • Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, 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。	• Data Privacy Protection and Cybersecurity 資料私隱保護及網絡安全

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Aspect B7: Anti-corruption *層面B7:反貪污*		
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		• Business Ethics 商業道德 • Appendix II: Significant Laws and Regulations 附錄二:重要法律及法規
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。	• Business Ethics 商業道德 • Appendix I: Key Performance Indicators 附錄一:關鍵績效指標
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序,以及相關執行及監察方法。	• Business Ethics 商業道德
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	• Business Ethics 商業道德

Subject Areas, Aspects, General Disclosure and Key Performance Indicators ("KPIs") 主要範疇、層面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節
Community ***社區***		
Aspect B8: Community Disclosure *層面B8:社區披露*		
General Disclosure 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. 一般披露 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。		• Community Care 社區關懷
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). 專注範疇的貢獻(如教育、環境事宜、勞工需求、健康、文化、體育)。	• Community Care 社區關懷
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇投放資源(如金錢或時間)。	• Community Care 社區關懷 • Appendix I: Key Performance Indicators 附錄一:關鍵績效指標

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