IWS

Integrated Waste Solutions Group Holdings Limited
綜合環保集團有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock code: 923



2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT IWS

IWS is the leading integrated waste solutions provider in Hong Kong, providing waste management, including waste collection, treatment and recycling services to a wide range of customers in both public and private sectors.

OUR MISSION

To become one of the largest integrated waste solutions providers in Greater China and to deliver services and products of the highest quality.

OUR VISION

We are committed to making a difference in the environment in Hong Kong, mainland China and the world.

Feedback

We value your feedback and suggestions, as they are essential to our efforts to continuously improve our work and performance. You may contact us at:

Address:
Integrated Waste Solutions Building,
8 Chun Cheong Street,
Tseung Kwan O Industrial Estate,
New Territories,
Hong Kong
Email: info@iwsgh.com

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ABOUT THE REPORT

Integrated Waste Solutions Group Holdings Limited (referred to as the "Company" or the "Group" or "IWS"), along with its subsidiaries presents its ninth annual Environmental, Social and Governance ("ESG") report. This report provides information about the Group's management strategy and performance, specifically in relation to environmental and social aspects. It should be read alongside the Annual Report 2025. The Company has complied with Code Provisions of the Corporate Governance Report outlined in Appendix C1 of the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the "Listing Rules"). Please refer to Pages 26 to 41 of our Annual Report 2025 for the Corporate Governance Report.

Reporting Framework

This report has been prepared in accordance with Appendix C2 of the Listing Rules, specifically Parts C and D of the ESG Reporting Code, with consideration of the Group's operational context. It follows the reporting principles of Materiality, Quantitative, Balance, and Consistency, and aligns the Group's sustainability efforts with relevant United Nations Sustainable Development Goals ("UNSDGs").

Materiality	Interests of stakeholders and broader economic, social or environmental topics of concern to stakeholders have been taken into account for determining material topics.
Quantitative	The report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found.
Balance	The information in this report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis.
Consistency	To allow meaningful comparison, consistent methodologies have been used in this report. Any significant variation between reporting periods is outlined and explained.

Reporting Boundary

This report covers the operations of the Company and its subsidiaries, including IWS Waste Management Company Limited ("IWS WM"), Confidential Materials Destruction Service Limited ("CMDS"), IWS Environmental Technologies Limited ("IWS ET"), IWS Logistics Limited ("Logistics"), and I-Talent Paper Product (HK) Limited ("ITPP"), a joint venture in which the Company has a 51% stake. The reporting period covers 1 April 2024 to 31 March 2025.

Compared to the previous year, the reporting boundary has been adjusted to exclude RGF Environmental New Material Limited ("RGF") and IWS Waste Management (Asia) Limited, as their operations have ceased.

CREATING POSITIVE ENVIRONMENTAL IMPACT

IWS is committed to fulfilling its social responsibilities by embedding sustainability into its business model. Our core businesses, outlined below, are designed to generate positive environmental impact and support the development of a circular economy. The Group remains focused on delivering long-term value for its shareholders.

Our Five Core Businesses	
 **Waste Management**	We provide a comprehensive range of waste management services, including the processing of wastepaper and metals, and the sale of recovered cardboard and office paper through CMDS. In addition, the Group operates a hazardous waste treatment business in mainland China via its associated company, Dugong IWS HAZ Limited.
 **CMDS**	The CMDS business assists clients in securely destroying confidential materials in a way that safeguards data privacy and addresses information security concerns.
 **WEEE**	The joint venture runs a WEEE Treatment and Recycling Facility for processing of electrical and electronic waste, such as refrigerators, TVs, computers, washing machines and air conditioners. This facility converts these items into secondary raw materials while carefully managing WEEE the handling of hazardous materials.
 **Logistics**	The Group's logistics fleet offers waste collection services for its waste management business and CMDS, as well as the WEEE treatment business, covering a wide collection network.
 **Supply Chain Management**	Contemporaneous with the Group's goal of transforming itself into a high value-added integrated waste solutions provider in Hong Kong and Mainland China, the Group has invested in An Jie Supply Chain Management Co., Ltd. (An Jie), an integrated supply chain solutions company which provides comprehensive logistics and warehousing services and transportation of hazardous chemical goods.

Read more regarding our business and services on our website.

FY2025 ENVIRONMENTAL HIGHLIGHTS

Total GHG Emissions Generated	Renewable Energy Generated	Electric Vehicles Deployed Estimated to Save GHG Emissions by
1,206.41 tCO_2e	**463,168.00** kWh	**26.74** tCO_2e
(20.4% ▼ YoY)	(4.91% ▲ YoY)	(49.4% ▲ YoY)

During the year, our IWS WM and CMDS businesses recycled a total of 14,550 tonnes of paper, which is approximately equivalent to:

Saving	Saving	Saving
247 thousand	**19** thousand tonnes	**36,376** m^3
mature trees	of fuel oil	of landfill space

Conserving	Conserving	Producing
391 thousand tonnes	**60** million kWh	**12** thousand tonnes
of water	of electricity	of recycled paper

* *Calculation based on paper recycling performance only.*

MESSAGE FROM CEO

Dear Valued Stakeholders,

I am delighted to present Integrated Waste Solutions Group Holdings Limited's ESG Report for the financial year ended 31 March 2025 ("FY2025"). This year was one of strategic recalibration for the Group, as we navigated persistent economic headwinds in Hong Kong and heightened global market volatility. Amid these challenges, we strengthened our focus on core operations and reaffirmed our role as a leading force in advancing sustainable waste management across Hong Kong and Mainland China, actively supporting the transition to a low-carbon, circular economy.

Environmental stewardship remains central to our operations. This year, we expanded the installation of flow controllers on water taps in the IWS building, helping us reduce water consumption and promote more sustainable operations. We also continued our participation in the CLP Peak Demand Management initiative to reduce energy usage during peak periods. Our transition to clean technology progressed further, with our solar panels and windmills generating a total of 463,168 kWh of renewable energy, representing about 5% increase from the previous year. The Group remains committed to exploring further opportunities to increase the share of clean energy in our overall energy mix.

As part of our commitment to sustainable sourcing, we assess our suppliers annually based on criteria including product quality, cooperation, delivery timeliness and environmental performance. During the year, all suppliers successfully passed our verification process, supporting our goal of building a responsible and environmentally conscious supply chain. We were also once again recognised by the National Association for Information Destruction (NAID) as an AAA rated facility for plant-based operations. The security and privacy of our customers' information remain of utmost importance, and we continue to uphold the highest standards in data protection and information management.

Our people are the cornerstone of our continued progress. We prioritise labour rights, workplace safety and employee well-being. I am proud to report that CMDS was certified as an OSH Star Enterprise by the Occupational Safety and Health Council ("OSHC") this year.

Looking ahead, we remain committed to delivering high-quality services and sustainable value to our customers while minimising our environmental footprint. I would like to extend my heartfelt appreciation to our Board, management team, employees and stakeholders for their continued trust, commitment and support.

By Order of the Board
Lam King Sang
Chief Executive Officer

Hong Kong, 27 June 2025

ESG GOVERNANCE

The Group places a strong emphasis on ESG governance in both its day-to-day operations and strategic decision-making. ESG considerations are integrated across all business activities to promote sustainable and responsible practices.

Board Statement

The Board of Directors of IWS Group holds overall responsibility for ESG matters, overseeing the development and implementation of ESG strategies and policies. It actively monitors ESG and climate-related risks, sets key ESG priorities, and tracks progress toward established targets.

To strengthen ESG governance, an ESG Working Group comprising senior management and heads of various departments was established in FY2022. The Group supports the development, implementation and monitoring of ESG policies, initiatives, and targets, and provides regular advice to the Board. In FY2025, the ESG Working Group conducted a comprehensive annual review of the Group's ESG performance and reported its findings directly to the Board.

Board Engagement in FY2025

- Reviewed and approved the ESG report for FY2024;
- Endorsed the reporting boundary for FY2025;
- Reviewed and received the progress report against ESG-related targets from the ESG Working Group;
- Reviewed and discussed the Group's ESG targets for FY2025 and onwards;
- Approved the ESG targets and action plan proposed by the ESG Working Group; and
- Reviewed and monitored the Group's ESG-related (including climate-related) risks.

The Board has reviewed and approved this report. To the best of its knowledge, it accurately addresses the identified material issues and reflects the Group's ESG management approach and performance.

IWS' Materiality

Stakeholders' opinions are crucial to the Group's sustainability development and formulation of the related strategies. They help us evaluate and prioritise potential risks and opportunities across all aspects of our operations. Therefore, we consistently engage with stakeholders to understand their needs and concerns through various platforms and channels. Additionally, the Group regularly conducts materiality assessments using an iterative four-step process of identification, prioritisation, validation, and review to understand our impact on the environment, society and economy.

Read more regarding our business and services on our website.

Contributing to United Nations Sustainable Development Goals

During the year, IWS actively contributed to helping the Planet move closer to the UNSDGs through its waste management operations. By integrating sustainable practices into our core business strategies, we have made significant strides in areas such as clean energy, responsible consumption and climate-related actions. IWS continues to demonstrate its commitment to advancing global sustainability objectives and creating a positive impact at both local and global planes.

Sections	UNSDGs	Specific Targets	Actions Taken in FY2025
Our Environment		■ Target 6.3 – Improve water quality by reducing pollution ■ Target 6.4 – Improve water usage efficiency	■ Expanded the installation of flow controllers on water taps in the IWS building to include the ground floor and first floor.
		■ Target 7.2 – Increase the share of renewable energy ■ Target 7.3 – Improve global energy efficiency	■ A total of 463,168 kWh of renewable energy was generated from solar panels and wind turbines, marking approximately 5% increase compared to the previous year.
		■ Target 12.4 – Achieve environmentally sound management of chemicals and all wastes ■ Target 12.5 – Reduce waste generation	■ Total hazardous waste was reduced by 78.2% compared to the previous year. ■ CMDS conducted a chemical spill drill to simulate emergency response procedures in the event of an accidental chemical leak.
		■ Target 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters ■ Target 13.3 – Improve the ability to raise awareness of need for climate change mitigation, adaptation and impact reduction	■ Replaced traditional diesel with B5 biodiesel to reduce GHG emissions. ■ Established environmental targets across the Group to drive sustainability performance.

Sections	UNSDGs	Specific Targets	Actions Taken in FY2025
Our Operation		■ Target 16.5 – Reduce corruption and bribery ■ Target 16.7 – Ensure responsive, inclusive, participatory and representative decision-making at all levels	■ Conducted anti-corruption training for all frontline staff to reinforce ethical practices and accountability ■ Conducted supplier audits to ensure supply chain-wide compliance and promote inclusive decision-making.
Our People		■ Target 8.8 – Protect labour rights and promote safe and secure working environments	■ CMDS was recognized as an OSH Star Enterprise by the Occupational Safety and Health Council (OSHC).

OUR ENVIRONMENT

IWS is committed to delivering services and conducting operations in an environmentally responsible manner, with the aim of protecting the planet. We proactively implement initiatives to mitigate and adapt to climate change, taking timely action whenever possible. Through these efforts, we also support our customers in reducing their environmental impact.

Environmental Management

The Group understands that strong environmental management is essential for long-term business sustainability and minimising environmental impact. We are committed to managing and monitoring our environmental performance through our ISO 14001:2015 certified Environmental Management System. Our focus is to reduce negative environmental effects, optimise resource use, promote sustainability, and ensure full compliance with legal requirements. To achieve this, we have implemented a comprehensive framework of internal policies.

Environmental Policies in place
• Waste Management
• Noise Pollution Control
• Hazardous Chemicals Handling Guidelines
• Paper Waste Recycling Guidelines
• Office Green Procurement
• Office Environmental Management Code
• Resource Conservation
• Workplace and Terminal Environmental Management Code

Our commitment to green development goes beyond simply meeting legal and regulatory requirements. We actively integrate sustainable practices into our daily operations, supporting Hong Kong's target of carbon neutrality by 2050 and Mainland China's goal of carbon neutrality by 2060. The Group has established internal environmental management targets across key areas, driving our contribution to a sustainable future and reducing our carbon footprint.

During the year, we were not aware of any significant legal or regulatory violations related to air and greenhouse gas emissions, water and land discharges, or the generation of hazardous and non-hazardous waste.

Tackling Climate Change

Climate change has become a pressing global challenge, with far-reaching impacts on ecosystems, communities and business operations, highlighting the urgent need for concerted action to mitigate its effects and ensure a sustainable future. Recognising the risks and opportunities associated with climate change, we have developed a comprehensive Climate Change Policy. The policy has been approved by the Board of Directors and uploaded to the Group's intranet.

Since FY2022, we have taken proactive steps to disclose climate-related risks and opportunities. We fulfil our commitment to transparency and accountability by following the guidelines set forth by the International Financial Reporting Standards ("IFRS") S2 on Climate-related disclosure. Our disclosure framework on climate change covers four key areas, "Governance," "Strategy," "Risk Management," and "Metrics and Targets."

Governance

Climate-related issues are managed alongside other ESG matters as an integral part of our overall approach. The Board is responsible for supervising and managing sustainability issues, including climate-related risks and opportunities. The ESG Working Group, which assists the Board, provides regular reports on climate-related issues. A Climate Change Policy is in place, with the aim of identifying and managing climate change risks, developing strategies that comply with regulatory requirements and mitigating the impact of climate change on the Group's business. During the reporting period, the Board received updates on the progress of climate-related targets through the annual ESG Working Group meeting.

Strategy

Qualitative scenario analysis was conducted to thoroughly assess the impact of climate change on its business. This assessment is specifically focused on identifying both physical and transitional risks across our entire value chain, encompassing business operations, employees and investors. The results of this assessment are outlined on our website, providing valuable insights into the potential challenges and opportunities that climate change presents for the Group.

Read more on our website.

Risk Management

IWS has taken steps to mitigate and adapt to the impacts of climate change through various projects and activities.

Mitigation Actions	Adaptation Actions
• Reduce GHG emissions from operations • Improve energy efficiency • Increase renewable energy use • Reduce waste in the supply chain • Support stakeholders to mitigate and reduce GHG emissions along the entire value chain	• Engage with stakeholders and cooperate with partners to develop adaptation action plans • Increase awareness and capacity building along the entire value chain • Improve infrastructure to cope with events that might be triggered by climate change • Develop extreme weather and risk management plans

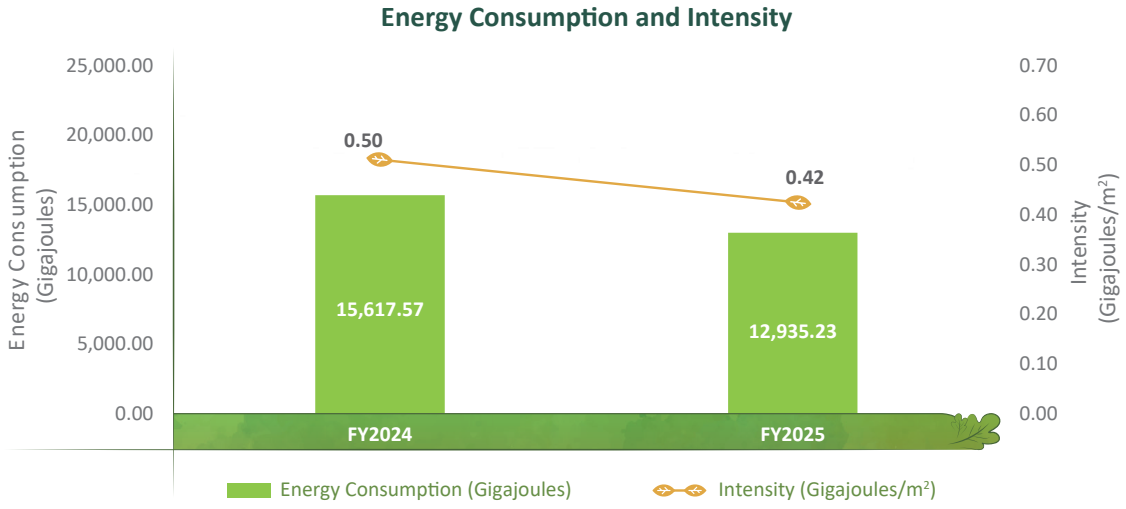
In response to the growing risks of climate change, the Extreme Weather Guideline has been put in place to help the Group anticipate, prepare for, and mitigate the potential risks associated with climate change, reducing the likelihood of property damage, disruptions to operations and harm to employees and customers.

Read more on our website.

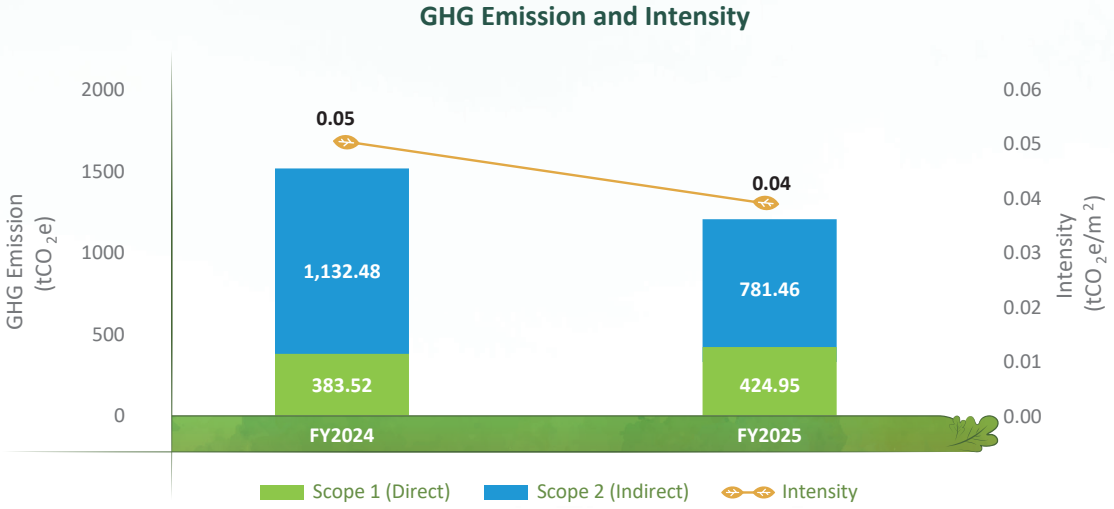
Metrics and Targets

The Group's energy consumption comprises use of purchased electricity and fuel (petrol and diesel) consumed by forklifts and vehicles fleet for our logistics operations. Among these, electricity is the most significant, representing approximately 56% of the Group's total energy consumption.

During the year, the Group consumed a total of 12,935.23 GJ (3,593,119.44 kWh) of energy, with an energy consumption intensity of 0.42 GJ (116.05 kWh) per square metre. The total energy consumption decreased by 17.2% in comparison to the previous year.



The Group's greenhouse gas ("GHG") emissions are direct (Scope 1) emissions from forklifts and vehicle fuel combustion, as well as indirect (Scope 2) emissions from purchased electricity. In FY2025, GHG emissions of the Group were 1,206.41 tonnes of carbon dioxide equivalent (tCO_2e), with Scope 1 emissions accounting for approximately 35% and Scope 2 emissions for 65%. The GHG emissions intensity was 0.04 tCO_2e/m^2 (FY2024: 0.05 tCO_2e/m^2). Due to the cessation of operations at RGF and the production lines of ITPP, the Group's total GHG emissions decreased by 20.4% compared to the previous year.



To maintain sustainable development, the Group has set targets for enhancing energy efficiency, transitioning to renewable energy and promoting the adoption of electric vehicles. We are also gradually increasing the use of B5 diesel to replace traditional diesel.

Aspects	Targets of FY2025 and Onwards	Baseline Year	Target Year	Progress
Energy	■ Increase the use of Grade 1 energy-efficient electric appliances	–	–	In progress
GHG Emission	■ Reduce GHG emission intensity by maintaining the renewable energy use at 5.8%	–	–	Achieved (Maintain the renewable energy use at 10.2%)
	■ Maintain two electric vehicles and plan to gradually increase the number of electric vehicles over the next 5 years	FY2021	FY2026	In progress (Two electric vehicles in FY2025)

Improving Energy Efficiency

The Group is committed to sustainable and eco-friendly operations, with a strong focus on energy conservation. We have introduced initiatives such as the Office Green Procurement Policy and Environment Management Code to support this goal.

We implement energy-saving plans, adopt high-efficiency technologies, and promote green office practices among employees to foster a culture of environmental responsibility and contribute to a greener future. Key actions taken include:

CLP Peak Demand Management
The Group continued to participate in the CLP Peak Demand Management initiative in FY2025 to reduce energy usage during peak demand hours. During the event, the Group was able to save a total of 14 kWh of electricity, resulting in an award of HK$182.

Adopting Renewable Energy

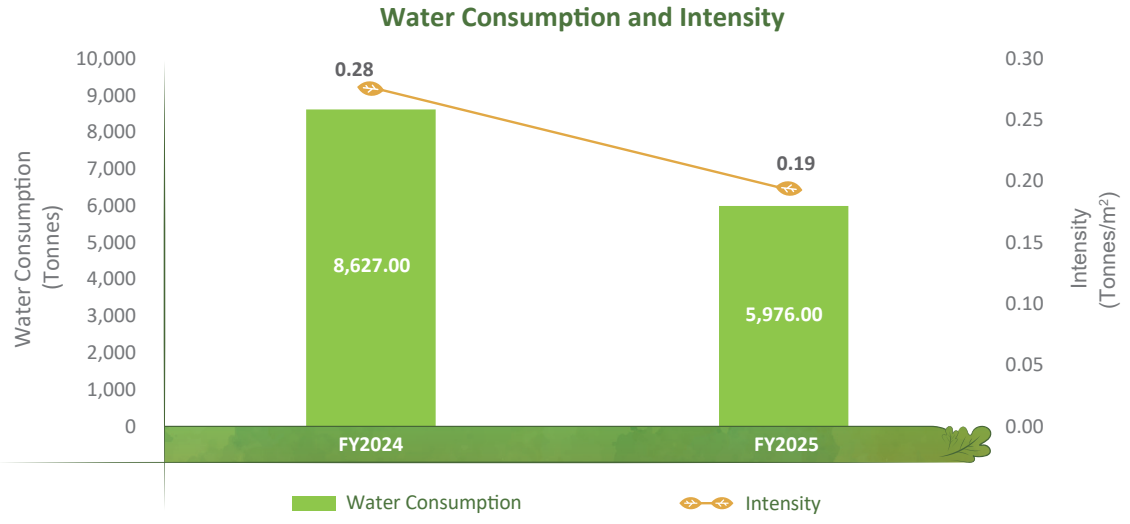
Adopting innovative clean energy technologies is a key part of our low-carbon strategy. To date, we have installed 1,079 solar panels. In FY2025, these panels generated and sold 463,168 kWh of renewable energy to CLP, marking an approximately 5% increase from the previous year.



Solar Panels and Windmills

Conserving Water Resources

The Group uses water mainly for cooling and cleaning. During the year, our overall water consumption amounted to around 5,976.00 tonnes, with an intensity of 0.19 tonnes per square metre. We primarily depend on the local municipal water supply. Hong Kong experienced low water stress, and the Group did not encounter any issues in sourcing water fit for the purpose during the year.



During the year, we expanded the installation of flow controllers on water taps in the IWS building to include the ground floor and first floor, with the aim of further reducing water consumption.

Aspects	Targets of FY2025 and Onwards	Baseline Year	Target Year	Progress
Water	■ Reduce water consumption intensity by 5% in 5 years	FY2021	FY2026	Achieved (49% reduction in FY2025)
	■ Increase the use of Grade 1 water-consuming devices and plumbing fixtures	–	–	In progress

Managing Waste and Effluents

The Group's operations generate two main types of waste: non-hazardous and hazardous waste. Non-hazardous waste or general waste mainly includes paper and food waste in the office, while hazardous waste includes waste oil and chemical waste.

During the year, the Group generated approximately 177.38 kg of hazardous waste, representing around 78.2% reduction as compared to last year.

Waste Generation	FY2025	FY2024	Change
Hazardous Waste (kg)	**177.38**	813.33	**-78.2%**
Hazardous Waste Intensity (kg per square metre)	**0.006**	0.026	**-78.2%**
Non-hazardous Waste (tonnes)	**18,601.55**	11,620.38	**60.1%***
Non-hazardous Waste Intensity (tonnes per square metre)	**0.60**	0.38	**60.1%**

* *The increase in non-hazardous waste in FY2025 is mainly due to a rise in non-paper destruction services, resulting in higher amounts of recycled waste, which are primarily metal.*

Improper disposal of waste can lead to contamination of soil, water bodies and air, posing significant risks to ecosystems and biodiversity. Therefore, the Group emphasises responsible handling and disposal of both hazardous and non-hazardous waste. We diligently classify, label and store different types of non-hazardous waste in accordance with relevant laws and regulations.

The handling of hazardous chemicals adheres strictly to the guidelines outlined in the Code of Practice on Packaging, Labelling and Storage of Chemical Wastes. We have established comprehensive hazardous chemicals handling protocols that cover various aspects, including procurement, storage, usage, disposal and emergency procedures related to hazardous chemicals. These guidelines ensure safe and responsible management of hazardous chemicals through the entire chain of our operations. On 3 May 2024, CMDS conducted a chemical leak drill to simulate emergency response procedures for an accidental chemical spill, aiming to minimize environmental pollution risks. The exercise provided employees with practical experience and heightened their crisis awareness.

Furthermore, we conduct a monthly environmental inspection using a checklist to assess waste generation patterns. Based on the findings, we establish targets and implement initiatives to effectively reduce waste generation.



Aspects	Targets of FY2025 and Onwards	Baseline Year	Target Year	Progress
Waste	■ Achieve excellent level of the Wastewi$e Certificate for all operations	–	–	Achieved
	■ Reduce hazardous and general waste intensity by 5% in 5 years	FY2022	FY2027	In progress

Wastewater

Due to the cessation of RGF operations, no wastewater was generated from the Group's manufacturing process in FY2025.

Air Pollutants

One of our business services, waste collection, generates exhaust gas emitted by its fleet of vehicles. The exhaust gases generated mainly comprise sulphur oxides (SO_X), nitrogen oxides (NO_X), and particulate matter (PM). During the year, emissions of SO_X, NO_X, and PM were 2.57 kg, 2,160.96 kg, and 180.04 kg respectively.

To address the issue of air pollutants, we focus on upgrading our logistics fleet, which includes a diverse range of vehicles and provides efficient, effective and eco-friendly waste collection services across all districts in Hong Kong. These initiatives demonstrate our commitment to mitigating air pollution and promoting sustainable practices in our operations.

Eco-Friendly Commuting

Corporate vehicles are significant contributors to air emissions, including NO_X, SO_X, and PM. In response, we are actively transitioning from conventionally fuelled vehicles to Euro V vehicles. This shift allows us to reduce SO_X emissions from motor vehicles by 80% and contribute to improve air quality in roadside areas. Currently, we have only one remaining vehicle that is not Euro V and this too strictly adheres to the use of fuels approved by law, such as unleaded and low-sulphur fuel.

Following a pilot programme in FY2023, 2 electric cars were deployed for commuting of management personnel. The Group will continue to look for ways to improve the energy efficiency of its fleet of cars and achieve the greatest possible reduction in emissions in the future.

Reducing vehicle exhaust emissions

- Use only fuels approved by law, such as unleaded fuel and low-sulfur fuel
- Electric forklifts have been deployed to eliminate emissions associated with gasoline-powered forklifts
- Replace fossil fuels with biofuels to improve energy efficiency and minimise exhaust gas emissions



Reducing dust production and emission from its facilities

- A misting system is installed to reduce production of dust
- Processes of equipment cleaning have been modified to improve the original dust removal equipment in the workshop and improve the efficiency of dust recovery



Reducing Packaging Materials

The Group's CMDS and waste management businesses use packaging materials, and we strive to minimise their use without compromising product quality.

We have adopted green procurement practices and ensure responsible packaging management. Recycling is actively promoted for items such as carton boxes, wooden boards, labels, and other materials. To enhance sustainability, we have replaced traditional wooden pallets with durable plastic ones that last longer. We also prioritize high-quality polyethylene-coated canvas bags for their durability and lifespan. Plastic bags are reused when possible and recycled into raw materials at the end of their life.

In FY2025, the breakdown of packaging materials used by the Group was as follows. Due to the cessation of RGF operations and the production lines of ITPP, some packaging materials were no longer generated.

Packaging Materials	FY2025	FY2024	Change
Wires (Tonnes)	0*	46.43	-100%
Canvas Bags (pcs)	16,016.00	4,330.00	270%
Plastic Bags (pcs)	0	1,525.00	-100%

* *The Group collects data on packaging materials based on purchase records. As the wires procured in the previous year are still in use, no additional purchases were made during the reporting period. Therefore, the reported figure for this year is zero.*

OUR OPERTION

We operate with integrity and responsibility, striving to enhance efficiency and transparency. In areas such as information security, quality management, customer service, supply chain governance, anti-corruption, and community engagement, we continuously improve our systems and practices to ensure steady business growth and long-term social value creation.

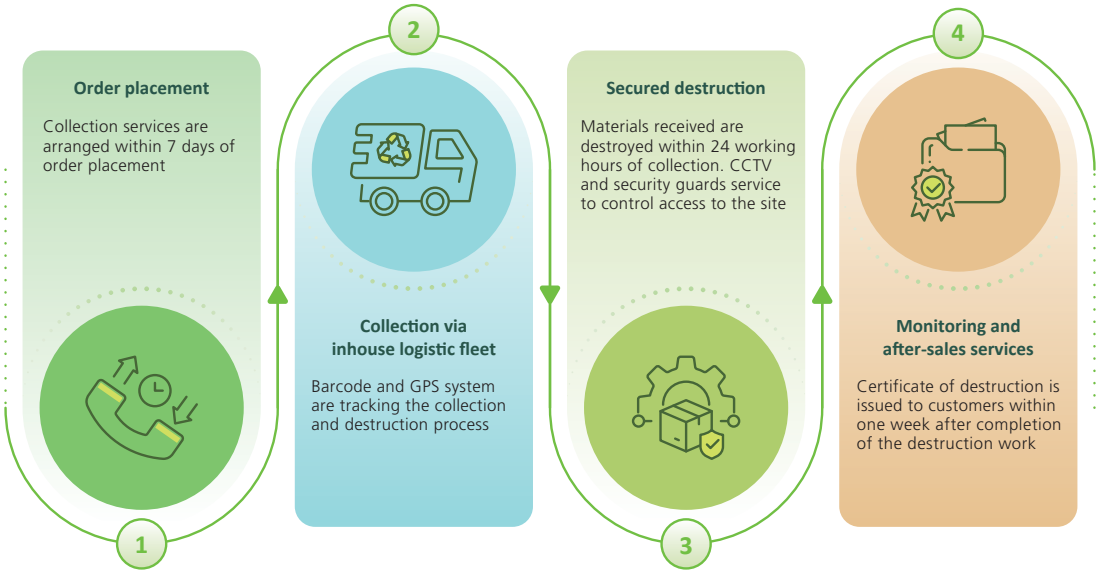
Information Security

The Group is dedicated to fostering a robust information security culture to safeguard the confidentiality, integrity and availability of client and business information. We have implemented a comprehensive information security management system that complies with international standards and best practices for destruction of confidential materials, with reference to the ISO/IEC 27001 standards. Under the oversight of the Information Management Committee, all information assets and potential risks within CMDS business are systematically identified, assigned to responsible personnel, and assessed for likelihood and impact. Based on this, appropriate mitigation strategies and response plans are developed to minimise any potential disruption to operations.	**Key Practices** • Information security management system • AAA certification by NAID & ISO/IEC 27001 • Internal and external assessment of information security risks • Information security training across multiple departments

To ensure the policies' effectiveness, independent professional consultants are engaged to conduct internal audits regularly. In addition, certification audits under ISO/IEC 27001 are performed by a professional firm, all of which have been successfully completed.

We place strong emphasis on the secure handling of confidential materials. Since 2015, our destruction processes have been certified by the National Association for Information Destruction ("NAID") as an AAA rated facility for plant-based operations, covering both paper and non-paper materials. All sensitive data collected from clients are processed with stringent care, governed by internal policies that prohibit unauthorised disclosure of personal data, client information or business details. Any breaches are subject to disciplinary action.

IWS' Confidential Materials Destruction Process



We also actively promote staff awareness of information risks. During the year, a series of information security awareness training sessions were conducted by external consultants for employees across various departments, including Finance, IT, Sales, Customer Service, Operations and Logistics. The training covered the latest security requirements, control measures and data protection concepts, enhancing employees' understanding of confidentiality, integrity and availability of information. During the year, there were no incidents of customer data breach or violations related to business information security.

Quality Management

The Group is committed to upholding high standards in product and service quality, while continuously refining its management practices. Our quality management system is certified under ISO 9001:2015 and is implemented effectively in alignment with the standard. To ensure its continued relevance and effectiveness, we engage external professionals to conduct audits. Where non-compliance is identified, we perform risk assessments and, where appropriate, revise the management system to prevent recurrence.

We take a proactive approach to quality control, with corrective measures in place to reduce the incidence of product defects and associated complaints. Training programmes, internal guidelines and communication channels are in place to strengthen staff awareness of quality standards and regulatory obligations, fostering ongoing improvements across all departments. During the reporting period, there were no product recalls due to health or safety concerns.

Customer Satisfaction

Upholding our core values of professionalism, passion and prudence, the Group strives to enhance service quality on an ongoing basis. We have established robust internal mechanisms and diversified communication channels to respond proactively to customer needs and expectations. These include regular quarterly client meetings to discuss product quality and standards, periodic customer satisfaction surveys, and a dedicated complaints handling mechanism to ensure timely and targeted responses.

Feedback and complaints received are investigated and addressed by the relevant departments in accordance with ISO/IEC 27001:2013, the Customer Service Operating Procedure, and the Customer Complaint Handling Procedure. We prioritise customer interests when formulating resolutions for each case. All complaint records are maintained as a key reference for ongoing management reviews and service improvements. This year, the CMDS customer satisfaction survey recorded an average score of 87.6%, reflecting a positive level of client recognition for our service standards.

Our operations do not involve issues related to advertising, labelling and product safety. During the year, we were not aware of any violation of laws and regulations that have a significant impact on the Group regarding health and safety, advertising, labelling and privacy matters of products and services, or method of redress.

Supply Chain Management

The Group sets clear expectations for suppliers, requiring compliance with our environmental policies and adherence to selection criteria based on the "4R" principles — Reduce, Recycle, Reuse and Replace. Suppliers certified under the ISO 14001 Environmental Management System are given preference.	**Policies in place** • Quality and Environment Management Manual • Supplier and Contractor Evaluation Procedures • Office Green Procurement

To meet the requirements of the Restriction of Hazardous Substances (RoHS) Directive, we have implemented testing mechanisms for products and raw materials. Suppliers must provide test reports or samples for verification by our R&D centre to ensure regulatory compliance. Relevant documentation is also required to demonstrate legal conformity.

Regular meetings are held with existing suppliers to communicate the latest environmental requirements and ensure alignment with Group standards. Annual random assessments are conducted, taking into account factors such as product quality, environmental performance and pricing. Where non-compliance is identified, improvement recommendations are issued and follow-up actions are taken. Suppliers that fail to rectify deficiencies may be removed from the approved suppliers' list.

During the year, IWS had a total of 41 suppliers, of which 36 were from Hong Kong, and 5 were from other regions. During the year, we have audited 12 suppliers, achieving a 100% pass rate.

Anti-corruption

The Group has established a structured anti-corruption framework, with clear policies on the section 'Corruption Prevention and Conflict of Interest' set out in the Employee Handbook. These policies serve to reinforce ethical awareness and compliance among all staff.

To support implementation, a whistleblowing mechanism is in place to protect the rights of individuals who raise concerns. The Audit Committee of the Group regularly reviews the mechanism's effectiveness to ensure it functions transparently and reliably.

The Group provides anti-corruption training and seminars for both employees and management personnel separately. This year, 68 employees completed an online seminar titled *Integrity Training Workshop for Management Staff Working in the Private Sector*, hosted by the Hong Kong Business Ethics Development Centre (HKBEDC), accumulating a total of 34 training hours. In addition, 8 board members received a combined total of 13 hours of anti-corruption training. These efforts strengthen their capacity to identify and respond to corruption risks.

During the year, we were not aware of any violation of laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees in FY2025.

Community Involvement

The Group recognises its responsibility to give back to the community and promote sustainable development. By actively engaging with and supporting local communities, businesses can foster long-term, stable relationships. As a comprehensive waste management and environmental solutions provider, IWS is committed to embedding corporate social responsibility (CSR) into its core operations. Looking ahead, the Group will continue to uphold its social responsibilities and strive to be a responsible corporate citizen by participating in community initiatives and contributing to broader social progress.

OUR PEOPLE

Employees are the driving force behind the Group's business development and commitment to sustainability. We strive to foster a safe, equitable, and motivating work environment that attracts, develops, and retains talent. We value the professional growth and well-being of our people and support their development through diverse training opportunities, clear career paths, and comprehensive benefits.

Occupational Safety and Health

The Group is committed to maintaining a safe and healthy working environment, supported by continuous enhancement of its management practices. Our Occupational Health and Safety Policy was updated in December 2024 and has been displayed at all worksites to reinforce awareness and accountability among employees.

We have developed a comprehensive Occupational Safety and Health Manual. This manual provides clear guidance across various aspects, including workplace conditions, equipment usage, job-specific operations and office safety.

Policies in place

- Occupational Safety and Health Policy
- Occupational Safety and Health Manual
- Noise Pollution Control
- Guidelines on Hazardous Chemicals
- Guidelines on Maintenance of Plant Equipment and Vehicles
- Equipment Maintenance Plan
- Emergency Preparedness and Response Plan

Our safety management system clearly assigns responsibilities and provides guidance for risk identification and control. Central to this system is the Occupational Safety Committee, comprising members of the management team. The committee holds quarterly meetings to review the effectiveness of safety policies and promote communication across departments.

For more information regarding the structure of the system and responsibilities of the committee, please visit our website.

Safety Workplace

To ensure workplace safety, all sites and facilities undergo regular safety inspections in accordance with the Occupational Safety and Health Manual, which requires checks at least once every two months. In the event of injuries, accidents, fires or hazards, employees must promptly report to their supervisors, who are required to complete a preliminary investigation within seven days. Further investigation is carried out by the Safety Officer, while the Human Resources Department ensures timely reporting to the Labour Department, including submission of statutory forms.

This year, the Safety Committee has prioritised reviewing workshop processes, including those involving machinery maintenance and hand tool usage. Based on audit recommendations, we have revised the relevant section in the Occupational Safety and Health Manual to clearly define the roles and responsibilities of each committee member, thereby strengthening organisational effectiveness.

Given the extensive use of machinery in our waste management and recycling operations, maintenance personnel carry out regular checks to ensure equipment and vehicles are in good working condition as outlined in our maintenance plans. All facilities are equipped with accessible first-aid supplies, and appropriate personal protective equipment (PPE) is provided to relevant staff to safeguard their well-being during operations.

Over the past three years, including the reporting period, there have been no work-related fatalities at the Group. However, during the reporting year, there were two work-related injuries, which were promptly followed up with surveys and investigations. The total number of workdays lost due to injury during the reporting period was 189 days.

Following safety incidents recorded this year, the Safety Committee is reviewing work procedures and exploring alternative tools or equipment to improve operational safety. We continue to implement improvement measures aimed at reducing workplace injury cases and achieving expected safety outcomes.

Safety Training

To strengthen overall workplace safety management, we implemented a structured series of training initiatives this year. Key programmes included the "Manual Handling Operations Seminar" held on 22 March 2025 and phased "Safe Machinery Operation" trainings throughout the year, tailored to the operational risks of different roles.





All new employees are required to undergo safety induction training to establish fundamental awareness and help prevent incidents. The Safety Officer is responsible for designing and updating the training content in accordance with the Safety Training Analysis and Qualification Requirements programme to ensure alignment with legal and internal standards. In addition, specialised courses are provided for designated positions, such as forklift operation, safety management, and noise control. Fire drills are also conducted regularly across different sites to familiarise employees with emergency procedures and strengthen overall preparedness.

During the year, the total attendance of OSH training was 214, with a total of 151 training hours. The average number of safety training hours was 1.3 hours per person-times.

Development and Training

We place strong emphasis on long-term employee development by providing structured training support. The Human Resources Department, together with management representatives, regularly assesses training needs and formulates tailored training plans aligned with current roles and future business directions.

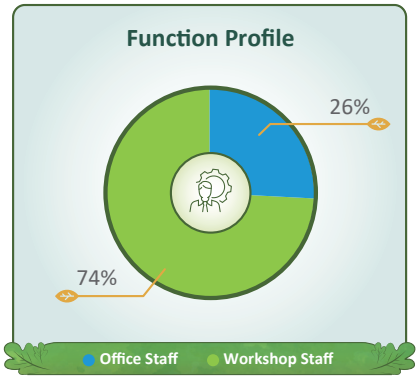
To help new employees integrate quickly, we offer structured induction training. Ongoing development opportunities are also provided for existing staff, covering skill enhancement, knowledge updates, and operational procedures to support their professional advancement.

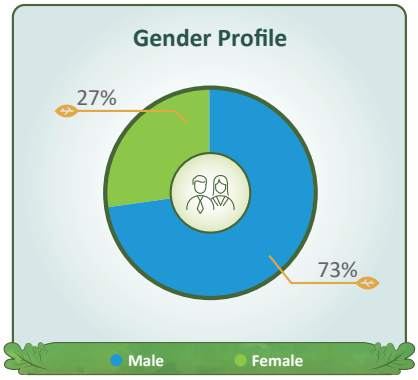
This year, we organised foundational training on the ISO Quality Management System for all front-line staff in the Operations Department. This enhanced their understanding of quality standards and contributed to improved service quality and operational efficiency.

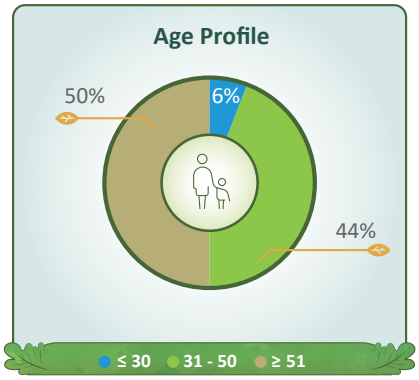
In FY2025, approximately 93% of our employees participated in training, with an average of 2.33 hours of training per employee.

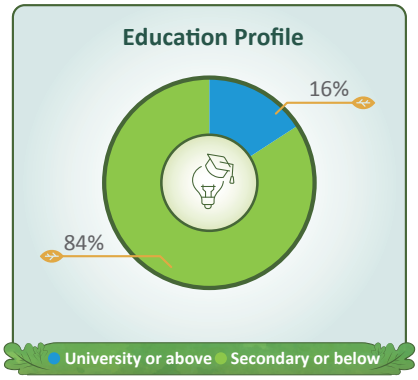
Talent Acquisition

As of 31 March 2025, the Group employed 108 full-time staff and 6 part-time staff, all based in Hong Kong. The largest segment of our workforce, approximately 74%, comprises of workshop staff. The male-to-female ratio is about 2.7:1, with the office maintaining a balanced gender distribution of 1:1.1. However, in the workshop, we have more male employees due to the physically demanding nature of our logistics and waste handling services. Approximately 94% are aged 31 or older. Regarding education levels, approximately 16% of our workforce holds a university degree or higher. This illustrates our balanced recruitment approach, placing value on both experience and education, while meeting the Group's specific operating needs. The Group continues to create a diverse workforce characterised by a broad range of skills and backgrounds.

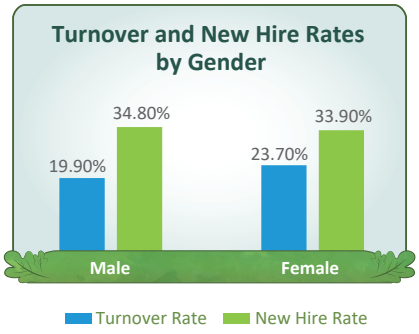


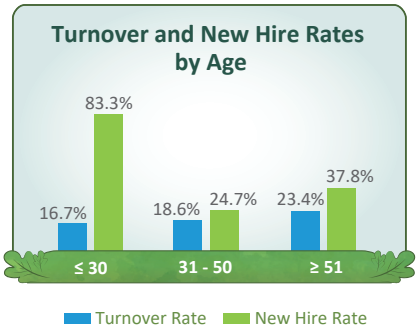






The overall turnover rate and new hire rate were 21% and 35% respectively. The following charts show the distribution by gender and age:





Equal Opportunity, Diversity and Anti-discrimination

We respect the diverse backgrounds and individual differences of our employees and emphasise the application of equal opportunity principles across all human resources policies and practices. The Group fosters an open and inclusive workplace culture that encourages mutual understanding and collaboration among staff.

Our Employee Handbook clearly sets out policies related to equal opportunity, diversity, and anti-discrimination, ensuring compliance with applicable laws and regulations throughout all stages of recruitment, employment, promotion, training, and day-to-day management. During recruitment and employee assessments, experience, competence, and professional knowledge are the primary considerations to uphold fairness and impartiality in decision-making.

During the year, there were no violations of laws and regulations that had a significant impact on the Group relating to equal opportunity, diversity and anti-discrimination.

Labour Standards

We strictly comply with all applicable labour regulations and enforce a zero-tolerance policy towards child labour and forced labour. Our recruitment procedures include multiple layers of verification to ensure that all employees are of legal working age and employed on a voluntary basis.

During the hiring process, we conduct thorough checks on applicants' identification and academic or professional credentials to prevent any instances of underage or coerced employment. If such cases are identified, we will terminate the employment contract immediately and take appropriate actions.

In alignment with recent legislative developments, the Employee Handbook has been revised to include provisions on the abolition of the MPF offsetting arrangement, effective from 1 May 2025, thereby ensuring employees are well informed of their statutory entitlements.

During the year, there were no violations of laws and regulations that have a significant impact on the Group relating to prevention of child and forced labour.

Welfare and Benefits

The Group offers fair and competitive compensation and benefits to all employees. Policies covering public holidays, annual leave, sick leave, bonuses, medical insurance, employee compensation insurance, MPF scheme, leave-in-lieu arrangements and overtime allowances are clearly outlined in the Employee Handbook.

To ensure remuneration remains competitive within the market, the Group conducts annual salary reviews, taking into account external economic factors, individual performance and overall business results. These measures aim to foster a supportive and motivating work environment that encourages long-term development.

APPENDICES

Membership and Awards

The Group is proactively engaged in environmental protection initiatives, collaborating with government agencies and external green organisations. Below is a summary of the memberships and awards conferred upon the Group during the year:

Memberships	
Organisation	**Membership Company**
National Association for Information Destruction (NAID), AAA Member	Confidential Materials Destruction Service Limited
Hong Kong Waste Management Association	IWS Waste Management Company Limited
Hong Kong Recycled Materials & Re-Production Business General Association Limited	IWS Waste Management Company Limited
Hong Kong General Chamber of Commerce	Confidential Materials Destruction Service Limited
Federation of Hong Kong Industries	Integrated Waste Solutions Group Holdings Limited
Employers' Federation of Hong Kong	Integrated Waste Solutions Group Holdings Limited
Business Environment Council Limited	Integrated Waste Solutions Group Holdings Limited
Occupational Safety & Health Council – Green Cross Group Member	Integrated Waste Solutions Group Holdings Limited

Awards and Recognitions		
Name of Award	**Awarded by**	**Awarded to**
Sustainable Product Supplier	Business Environment Council	Integrated Waste Solutions Group Holdings Limited
Hong Kong Green Organisation – Wastewi$e Certificate (Excellent Level)	Environmental Campaign Committee	Integrated Waste Solutions Group Holdings Limited
Hong Kong Green Organisation	Environmental Campaign Committee	Integrated Waste Solutions Group Holdings Limited
Recycling Industry – OSH Star Enterprise	Occupational Safety & Health Council	Confidential Materials Destruction Service Limited
Hong Kong Awards for Environmental Excellence	Hong Kong Awards for Environmental Excellence	Integrated Waste Solutions Group Holdings Limited Confidential Materials Destruction Service Limited

Licenses and Registrations		
Name of License/Registration	**Issued by**	**Issued to**
Import License of Registration for Overseas Supplier Enterprise of Imported Solid Wastes as Raw Materials	General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China (AQSIQ)	Confidential Materials Destruction Service Limited
"Waste Cooking Oils" Collectors	Environmental Protection Department	IWS Waste Management Company Limited
Registered Waste Producer under the Waste Disposal (Chemical Waste) (General) Registration	Environmental Protection Department	Confidential Materials Destruction Service Limited
BEC Low Carbon Charter – Pathway 1	Business Environmental Council	Integrated Waste Solutions Group Holdings Limited

Applicable Laws and Regulations

Aspect	Laws and Regulations	Section
Environment	• Air Pollution Control Ordinance • Noise Control Ordinance • Waste Disposal Ordinance • Water Pollution Control Ordinance • Hazardous Chemical Control Ordinance	Our Environment
Employment and Labour Standards	• Employment Ordinance • Minimum Wage Ordinance • Mandatory Provident Fund Schemes Ordinance	Our People
Occupational Health and Safety	• Occupational Health and Safety Ordinance • Factories and Industrial Undertakings Ordinance • Employees' Compensation Ordinance	Our People
Product Responsibility	• Personal Data (Privacy) Ordinance	Our Operation
Anti-corruption	• Prevention of Bribery Ordinance	Our Operation

Performance Data Summary

		FY2025	FY2024
Workforce	**Number of Employees**		
	Total	**114**	99
	By Region		
	Hong Kong	**114**	99
	Others	**0**	0
	By Age		
	≤30	**7**	3
	31-50	**50**	49
	≥ 51	**57**	47
	By Gender		
	Male	**83**	71
	Female	**31**	28
	By Function		
	Office Staff	**30**	29
	Workshop Staff	**84**	70
	By Education		
	University or above	**18**	16
	Secondary or below	**96**	83
	By Employment Type		
	Full-time	**108**	98
	Part-time	**6**	1
	Employee Turnover Rate (%)		
	Total	**20.9**	33.2
	By Region		
	Hong Kong	**20.9**	33.2
	Others	**—**	—
	By Age		
	≤30	**16.7**	142.9
	31-50	**18.6**	26.4
	≥ 51	**23.4**	32.7
	By Gender		
	Male	**19.9**	42.6
	Female	**23.7**	7.1
	Employee New Hire Rate (%)		
	Total	**34.5**	26.5
	By region		
	Hong Kong	**34.5**	26.5
	Others	**—**	—
	By Age		
	≤30	**83.3**	85.7
	31-50	**24.7**	22.6
	≥ 51	**37.8**	26.5
	By Gender		
	Male	**34.8**	28.4
	Female	**33.9**	21.4
	Total Employee Training Hours	**266**	232
	Average Training Hours	**2.33**	2.35
	By Gender		
	Male	**2.22**	2.21
	Female	**2.64**	2.70
	By Function		
	Office Staff	**3.40**	2.77
	Workshop Staff	**1.95**	2.17
	Percentage of Employees Trained (%)	**93.0**	73.7
	By Gender		
	Male	**94.0**	78.9
	Female	**90.3**	60.7
	By Function		
	Office Staff	**83.3**	17.2
	Workshop Staff	**96.4**	97.1

		FY2025	FY2024
Health and Safety	Lost Days due to Work-related Injury	**189**	425
	Work-related Accidents	**2**	2
	Work-related Accident Rate (%)	**1.8**	2.0
	Work-related Fatalities	**0**	0
	Average Safety Training Hours	**1.3**	1.4
	Total Safety Training Person-times	**214**	183
Environmental^	**Resources Consumption**		
	Total Energy Consumption (GJ)	**12,935.23**	15,617.57
	Electricity (kWh)	**2,003,732.00**	2,903,801.40
	Petrol (Litres)	**236.62**	305.74
	Diesel (Litres)	**140,298.11**	127,186.64
	Biofuel (Litres)	**20,312.19**	17,646.06
	Energy Intensity (GJ/m^2)#	**0.42**	0.50
	Water Consumption (Tonnes)	**5,976.00**	8,627.00
	Water Intensity ($Tonnes/m^2$)#	**0.19**	0.28
	Air Pollutant Emissions		
	SO_X (kg)	**2.57**	2.32
	NO_X (kg)	**2,160.96**	2,102.36
	PM (kg)	**180.04**	171.33
	Greenhouse Gas Emissions		
	Total Emissions (tCO_2e)[1]	**1,206.41**	1,516.01
	Scope 1 (tCO_2e)	**424.95**	383.52
	Scope 2 (tCO_2e)	**781.46**	1,132.48
	GHG Intensity (tCO_2e/m^2)#	**0.04**	0.05
	Waste Production		
	Hazardous Waste (kg)	**177.38**	813.33
	Hazardous Waste Intensity (kg/m^2)#	**0.006**	0.026
	Non-hazardous Waste (Tonnes)	**18,601.55**	11,620.38
	Non-hazardous Waste Intensity ($Tonnes/m^2$)#	**0.60**	0.38
	Wastewater (Tonnes)	**0**	1.91
	Packaging Materials		
	Wire (Tonnes)	**0**	46.43
	Canvas Bags (pcs)	**16,016.00**	4,330.00
	Plastic Bags (pcs)	**0**	1,525.00
Community	**Donation (HK$)**	**0**	0

^ *Environmental KPIs stated in the report are calculated with reference to HKEX's "How to Prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs".*

\# *The Group uses the gross floor area of its headquarters at Tseung Kwan O (TKO) Building as the basis of intensity calculation instead of revenue given that*

(1) our original intent when deciding the scope of ESG reporting is to cover all activities in TKO Building; and

(2) to eliminate the possible anomalous results of intensity year-to-year due to the fluctuation of revenue of the Group.

1 *The sum of Scope 1 and Scope 2 emissions may not exactly equal the total emissions due to rounding differences.*

Content Index

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
Governance Structure		
Mandatory Disclosure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Board Statement
Reporting Principles		
Mandatory Disclosure	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: **Materiality:** The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. **Quantitative:** Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. **Consistency:** Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.	Reporting Framework
Reporting Boundary		
Mandatory Disclosure	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting Boundary
Direct (Scope 1) and indirect energy (Scope 2) greenhouse gas emissions		Metrics and Targets Performance Data Summary

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
A. Environmental **Aspect A1:Emissions**		
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.	Environmental Management Metrics and Targets Managing Waste and Effluents Applicable Laws and Regulations
KPI A1.1	The types of emissions and respective emissions data.	Air Pollutants Performance Data Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Managing Waste and Effluents Performance Data Summary
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Managing Waste and Effluents Performance Data Summary
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Management Tackling Climate Change
KPI 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.	Environmental Management Managing Waste and Effluents

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
A. Environmental		
Aspect A2:Use of Resources		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	Environmental Management Metrics and Targets Improving Energy Efficiency Conserving Water Resources Reducing Packaging Materials
KPI 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).	Metrics and Targets Performance Data Summary
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Conserving Water Resources Performance Data Summary
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Management Metrics and Targets Improving Energy Efficiency
KPI 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.	Environmental Management Conserving Water Resources
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Reducing Packaging Materials Performance Data Summary
Aspect A3:The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management
KPI A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
A. Environmental		
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Tackling Climate Change
KPI 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.	Tackling Climate Change
B. Social		
Aspect B1: Employment		
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.	Occupational Safety and Health Applicable Laws and Regulations
KPI B1.1	Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.	Talent Acquisition Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Acquisition Performance Data Summary
Aspect B2: Health and Safety		
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.	Occupational Safety and Health Applicable Laws and Regulations
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Safety and Health
KPI B2.2	Lost day due to work injury.	Performance Data Summary
KPI B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	Occupational Safety and Health

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
B. Social		
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance Data Summary
KPI B3.2	The average training hours completed per employee by gender and employee category.	Performance Data Summary
Aspect B4: Labour Standards		
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.	Our People Applicable Laws and Regulations
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
B. Social		
Aspect B6: Product Responsibility		
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.	Information Security Quality Management Customer Satisfaction
KPI B6.1	Percentage of total products sold or shipped to recall for safety and health reasons.	Quality Management
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Customer Satisfaction
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	The Group's operation did not involve intellectual property.
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Security
Aspect B7: Anti-corruption		
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.	Anti-corruption Applicable Laws and Regulations
KPI 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.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

KPIs	HKEX ESG Reporting Code	Page Index/Remarks
B. Social **Aspect B8: Community Investment**		
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.	Community Involvement
KPI B8.1	Focus areas of contribution to the community (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Involvement
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Involvement Performance Data Summary



IWS

Integrated Waste Solutions
Group Holdings Limited
綜合環保集團有限公司