

The background of the entire page is a stylized illustration of a desert landscape. It features large, rolling sand dunes in shades of orange and red under a blue sky with white clouds. In the middle ground, there is a black line-art illustration of a city skyline, including a tall skyscraper, a domed building, and other structures. In the foreground, the silhouettes of people riding camels are visible, with a red chain or rope extending across the sand. The overall theme suggests a connection between energy and the environment.

**KEG**

**KAISUN ENERGY GROUP LIMITED**

**凱順能源集團有限公司\***

*(Incorporated in the Cayman Islands with limited liability)*

Stock Code : 8203

## **Environmental, Social and Governance Report 2017**

\* For identification purpose only

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## **1. ABOUT THE REPORT**

Kaisun Energy Group Limited and its subsidiaries (the “Group”) is pleased to present our second Environmental, Social and Governance (“ESG”) Report (the “ESG Report”). The report involves environmental and social impacts, policies and initiatives of the Group to demonstrate our long-term commitment in ensuring that our activities, at all levels, are sustainable economically, socially and environmentally. Additional information in relation to the Group’s corporate governance and financial performance can be referred to our 2017 annual report.

The scope of the ESG Report covers the environmental and social performances of the principal operating activities of the Group’s headquarters in Hong Kong and subsidiaries in the People’s Republic of China (the “PRC”), which include provision of supply chain management services for mineral business; and mining and metallurgical machineries production in Shangdong Province, the PRC. ESG work of our business operation conducted in other regions is planned to be discussed in future ESG Reports. The ESG Report highlights our sustainability activities spanning over a period from 1 January 2017 to 31 December 2017.

The ESG Report is prepared according to the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) under Appendix 27 of the Main Listing Rules Chapter 13.91 of The Hong Kong Exchanges and Clearing Limited. With reference to the definition stated in the ESG Reporting Guide, the presentation of our ESG Report will divide those aspects and key performance indicators (“KPI”), which are considered to be relevant and material to the Group’s businesses and operations, into four subject areas: Environmental Protection, Employment and Labour Practices, Operational Practices and Community Contribution. A complete list of in compliance with the ESG Reporting Guide is also available at the end of this Report for reference.

In order to define what are relevant and material to our business with respect to sustainability, the key is to identify the issues that concerned our stakeholders most in a continuous manner. We define our stakeholders as people who affect our business or who are affected by our business. Our stakeholders include the shareholders, employees, clients, suppliers, customers, environment and community. In our daily business, we actively exchange information with our stakeholders through our transparent platform while we are devoted to continuous improvement of our communication system. We are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions. If you, as one of our stakeholders, have any questions about the content of the ESG Report or comments on the Group's sustainability issues, please contact us via [admin@kaisunenergy.com](mailto:admin@kaisunenergy.com).

## **2. COMMUNITY INVESTMENT**

Since the Chinese President Xi Jinping initiated the “One Belt One Road” (the “Belt and Road”) strategy in 2013, the Belt and Road related business has commenced to earn its position in Hong Kong and to become one of the most important drivers for the city’s economic growth across different sectors. As one of the few pioneers of the Belt and Road initiative in Hong Kong, we anticipate that we can leverage the advantage of our city being an international hub of China and financial centre of the world so as to better educate and promote the Belt and Road initiative to the people of Hong Kong. The Group strives to establish a strong bonding between Hong Kong and the Belt and Road countries through a series of exchange and sharing activities.

In order to enhance people’s understanding on the Belt and Road policy and some of the countries in these frontier markets, the Group, together with different respectable establishments such as the Hong Kong Polytechnic University, Silk Road Economic Development Research Centre, China Hong Kong Economic Trading International Association, Hong Kong Energy and Minerals United Associations, collaboratively and regularly organize various conferences and seminars in relation to the Silk Road Strategy (First one in April 2015). Our vision is that through these events, not only are we spreading the awareness of the Belt and Road initiative to the public, but also promoting cultural exchange between Belt and Road countries with Hong Kong.

In 2017, Mr. Joseph Chan Nap Kee, the Chairman of the Group, was invited to the “Belt and Road Summit” organized by HKSAR Government and HKTDC. The summit brought together senior government officials, representatives from international institutions, business pioneers and industry leaders along and beyond the Belt and Road to share their views on new business opportunities brought about by the Belt and Road Initiative and advance regional collaborations.

On November 3, 2017, the Group participated in the “Belt and Road Innovation and Development Forum” co-organized by Silk Road Economic Development Research



Centre, China Academy of Culture Ltd., Maritime Silk Road Society, Chu Hai College of Higher Education One Belt One Road Research Institute with specially supported by the Secretariat of the Shanghai Cooperation Organisation. The Chief Executive of the Hong Kong Special Administrative Region, Mrs. Carrie Lam Cheng Yuet-ngor, and the Financial Secretary, Mr. Paul Chan Mo-po, were keynote speakers at the forum.



**The “Belt and Road Innovation and Development Forum” organized by Kaisun’s equity joint venture**

In early 2018, Mr. Chan was invited as a guest speaker at the “Seminar on the new stage developments in Uzbekistan” co-organized by Silk Road Economic Development Research Centre, One Belt One Road Research Institute of Chu Hai College, Institute for Entrepreneurship and Hong Kong Polytechnic University. During the seminar, Mr Chan addressed the great importance of establishing a sound legal and judiciary system for attracting potential investment to central Asia and the crucial role of logistics in influencing foreign investment.



**Mr. Joseph Chan as one of the speakers in the “Seminar on the new stage developments in Uzbekistan”**

Besides arousing the Belt and Road awareness to the Hong Kong public, the Group integrates the Belt and Road initiative with our business operation. We have realized that there are many people with a strong background in the Belt and Road strategy that are currently residing in Hong Kong. They may be born and raised here or are travelling between countries. Hong Kong is a preferred hub to leverage their intelligence, background and experience to carry out Belt and Road related business. However, from time to time, people in Hong Kong may have neglected these ethnic minorities, or even have stereotype on them. Hong Kong Government has been putting a lot of effort in helping them integrate with the society. The Group is also committed to giving hands to the ethnic minority by developing a range of different programs to enable them to mingle with the community, through organizing a range of activities including:

1) internship program dealing with Belt and Road related operations. The Group believes that employees with different background will put their skills to good use and they will also bring different type of energy to the Group.

2) co-hosting various social events and educational seminars that would promote the awareness of the Belt and Road strategy as well as the acceptance of rich diversity of cultures in our community.

3) “Belt and Road” Friendly Basketball Tournament that was held on April 7, 2017 and 2<sup>nd</sup> “Belt and Road” Friendly Basketball Tournament that was held on May 6, 2018. Team-members were a mixture of locals and people from “Belt and Road” countries. The basketball tournament additionally assisted our staff-members to enlarge their social circle.



**“Belt and Road” Friendly Basketball Tournament in April 2017**





**2<sup>nd</sup> “Belt and Road” Friendly Basketball Tournament in May 2018**



**Minorities in Hong Kong from the “Belt and Road” countries were invited to join Esports events we organized**

The Group strives to create many opportunities for those minorities to participate in various social events and seminars, so as to raise Hong Kong’s public awareness on “Belt and Road” initiative and to encourage cultural exchange.

The Group constantly encourages our employees to play an active role in the communities where they live and work and to help people in needs, believing the motto that “It is more blessed to give than to receive”. We will continue, as in the past, to help and support the people in needs

### **3. ENVIRONMENTAL PROTECTION**

The Group considers that a healthy environment is crucial to the well-being of human beings and every one of our society, through providing the foundation of a sustainable economy. Because of this, we, as part of the planet Earth, believe our planet deserves our best thinking and investment.

In accordance with our environmental vision, the Group is committed to upholding high environmental standards to fulfil relevant requirements under applicable laws and regulations during the operation of our business. The Group continued to manage our environmental footprint via reducing our resource consumption and carbon emissions at all business levels throughout our operation.

#### **3.1 Energy Efficiency Management**

Electricity consumption is one of the major contributions to our greenhouse gas emission and energy footprints. In 2017, the Group adopted a number of energy-saving initiatives and efficiency practices to reduce greenhouse gas emission and conserve energy usage, encompassing:

- indoor temperature is maintained at an optimal level for comfort;
- LED lighting system is set in the offices;
- employees are encouraged to turn off the computers, monitors and other personal electronic devices before they leave the office;
- office machines such as copiers and TV monitors are set to turn off automatically after office hours;
- telecommunication system is encouraged to avoid unnecessary travel arrangement;
- signages are put on at appropriate areas to raise the awareness of energy saving.

#### **3.2. Non-Hazardous Waste Management**

We are as committed as ever to conserving precious resources, believing that every small step will make a difference. Besides implementation of energy saving initiatives

in the office, the Group also promotes other eco-friendly measures to reduce disposal of non-hazardous waste in our operation.

Contributing to our efforts to reduce paper usage, we have encouraged paperless solution for the operation. The electronic information system is encouraged for documents storage, material sharing or internal administrative documents. It considerably improves operational efficiency while helping create a paperless operation system, thereby contributing to waste reduction and resource conservation. When using paper, employees are encouraged to use double-sided paper, black and white or recycled papers when printing or photocopying documents.

During the reporting period, the Group has generated approximately [18.47] tons of non-hazardous waste.

### **3.3 Environmental Performance**

Throughout our operation, we consider environmental stewardship as an essential component of our corporate responsibility and are therefore exceptionally committed to promoting environmental protection activities in harmony with economic development.

In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, our environmental performance of “Energy Use and Emissions” and “Resource Use” during the reporting period are tabulated as below.

**Table 1 – Emissions and Resources**

Energy Use and Emissions 能源使用及排放	Unit 單位	2017
Electricity 電	kWh 千瓦特小時	106,058
Unleaded Petrol 無鉛汽油	L 升	21,947
Diesel 柴油	L 升	2122
Greenhouse Gas Emissions 溫室氣體排放量	CO <sub>2</sub> e (kg) 二氧化碳當量 (千克)	155,242
Nitrogen Oxides 氮氧化物	g 克	168,151
Sulphur Oxides 二氧化硫	g 克	385
Particulate Matter 懸浮粒子	g 克	15,785



Resource Use 物料使用	Unit	2017
Paper 紙	Piece (kg) 張 ( 千克 )	174,985 (875)

In the future, the Group will continue to raise employees' awareness in environmental protection on an ongoing basis and perform our business with an environmentally conscious approach.

## **4. EMPLOYMENT AND LABOUR PRACTICES**

### **4.1 Employment and Labour**

At the Group, we owe much of our success to a team of dedicated and talented workforce. We recognise that our people essentially form the foundation on which we fulfil goals and continuously drive our business to new levels of milestone. We are determined to provide a desirable workplace, continuous training and prospective career opportunities to our staff-members, focusing on getting the very best from the staff-members and helping them achieve their goals throughout their career path.

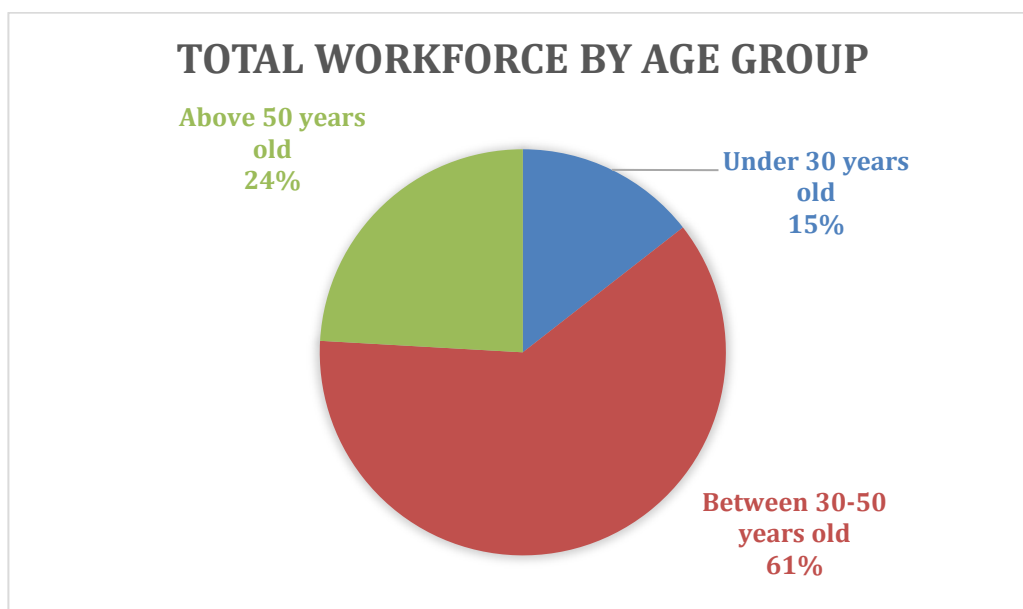
In our employee inclusion, we strictly follow the relevant laws and regulations and our employment policies to select candidates based on skillsets, experience and expertise. Equality and diversity is highly respected in our corporate philosophy during the process of employment, remuneration, promotion and termination.

Our employees are mainly located in Hong Kong and the PRC, we safeguard the rights of our employees by strictly complying with the requirements of the Labour Law of Hong Kong, Labour Law of the PRC and employment regulations related to compensation, welfare, working hours, rest periods, anti-child labour and anti-force labour. In 2017, we continue to participated in welfare schemes concerning pension insurance, unemployment insurance, maternity insurance, occupational injury insurance and medical insurance in accordance with the local regulations including the Regulations on the Administration of Housing Provident Funds and the Social Insurance Law of the PRC. In Hong Kong, we provide medical insurance, disability and invalidity coverage, maternity leave, Mandatory Provident Fund (MPF) Scheme, incentive and bonus to all our applicable full-time employees. In addition, we strive to provide an inclusive work environment free from harassment and discrimination.

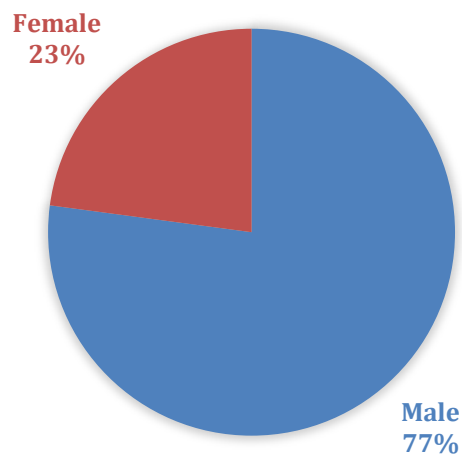
In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, the details of the workforce of the Group during the reporting period are tabulated as well as presented in graphs below.

**Table 2 - Our Workforce**

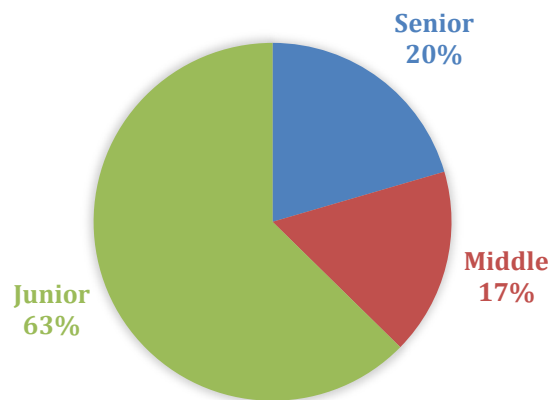
	2017
Total Workforce	83



## TOTAL WORKFORCE BY GENDER



## TOTAL WORKFORCE BY EMPLOYMENT TYPE



**Table 3(a) – Turnover Rate**

<b>China</b>	
<b>中國內地地區</b>	
<b>Turnover rate by Age Group (%)</b>	
<b>僱員流失比率按年齡組別劃分</b>	
Under 30 years old 香港 30 歲以下	4.00 30.00
China	
30 - 50 years old 中國內地 30 -50 歲	31.48 34.21
<b>Hong Kong</b>	
over 50 years old 香港地區 50 歲以上	16.67
<b>Turnover rate by Gender (%)</b>	
<b>僱員流失比率按性別劃分</b>	
Under 30 years old Female 30 歲以下 女性	33.33 23.00
30 - 50 years old Male 30 -50 歲 男性	0.00 33.33
over 50 years old 50 歲以上	0.00
<b>Turnover rate by Gender (%)</b>	
<b>僱員流失比率按性別劃分</b>	
Female 女性	12.50
Male 男性	0.00



## **4.2. Training and Development**

The Group see each of the position is of unique professional and technical needs. Thus, we ensure that our professional training and development programs continuously evolve and create a listening culture through support and coaching.

For every new joiner, we provide a proper orientation training and mentoring in order to help them adapt to the new working environment quickly. Continuous internal training is committed by the Group in different ways including comprehensive training for specific skill developments and professional training for relevant employees.

Furthermore, the Group offers continuous training programs to the employees. Many on- and off-the-job training courses and programs are provided to help employees develop and maintain consistency, proficiency and professionalism. Structured training programs including courses, seminars and workshops available for staff at all levels with an objective of grooming and unleashing their full potential as well as facilitating organisational development and team synergies. Employees are encouraged to actively participate in these programs so as to equip themselves with updated skill-sets and knowledge for expanded career opportunities within the Group.

In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, the details of the of training and development programs provided by the Group to employees of Hong Kong headquarter office during the reporting period of 2017 are tabulated as well as presented in graphs below.

**Table 3(b) – Training and Development**

<b>Employee Training</b> <b>員工培訓</b>	<b>Unit</b> <b>單位</b>	<b>2017</b>
Average hours of training received per employee 員工平均培訓總時數	hours 小時	40.8
<b>Average hours of training per employee by seniority</b> <b>按職級劃分的受訓時數</b>		
Senior level 高級員工	hours 小時	16.5
Middle level 中級員工	hours 小時	106.5
Entry level 初級員工	hours 小時	14.2

Sense of belonging and morale of the employees drives the healthy growth of the Group. The Group constantly encourages open and direct communication between employees and management. The Group also organizes charitable and staff-friendly activities for employees, such as annual dinner and birthday gatherings, which are vital to strengthen staff relationship.

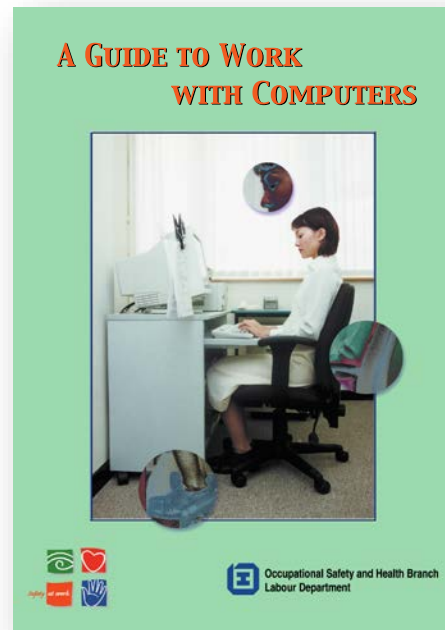
### **4.3 Health and Work Safety**

Bearing in mind that the operational efficiency of an enterprise and the maintenance of a healthy and safe working environment for all employees are closely related, the Group has been attaching great importance to a comfortable and safe working environment for our employees which protect them from any potential occupational hazards.

The Group has offered various facilities to address the health and safety needs of our employees, encompassing:

- installing air purifiers in areas where are relatively crowded such as conference and meeting rooms;
- ensuring ample space between workstations and clean and tidy common space such as corridors and pantry;
- maintaining sufficient ventilation and lighting system in the offices;
- offering adjustable chairs and monitor screens for eye protection at each individual workstation.

The Group also uploaded occupational safety guidelines including appropriate work postures and posters of proper lifting method onto the intranet and put up reminder signages at appropriate areas in offices to encourage healthier living of employees.



During the reporting period, the Group has achieved zero work-related fatalities and lost days due to work injury.

The Group understands that sense of belonging and morale of the employees are the key drivers of the healthy growth of every commercial organization. As a result, the Group is determined to promote open and direct communication between employees and management. Causal and festival gatherings such as Christmas and Chinese New Year dinners are organized to enhance the harmonious spirit throughout the Group.

## **5. OPERATING PRACTICES**

### **5.1 Supply Chain Management**

As a responsible corporate citizen, one of our missions is to continuously integrate sustainability into our core business. In case we need to select our suppliers and contractors in the process of our business operation, we do not just consider economical and commercial factors in the tendering processes but whether they comply with all the applicable laws and regulations; safeguard workers' health and safety; and mitigate environmental impacts or not are also taken into account. In addition, the Group encourages all business partners to develop energy-saving and consumption-reducing policies in order to work together in our pursuit of sustainable development.

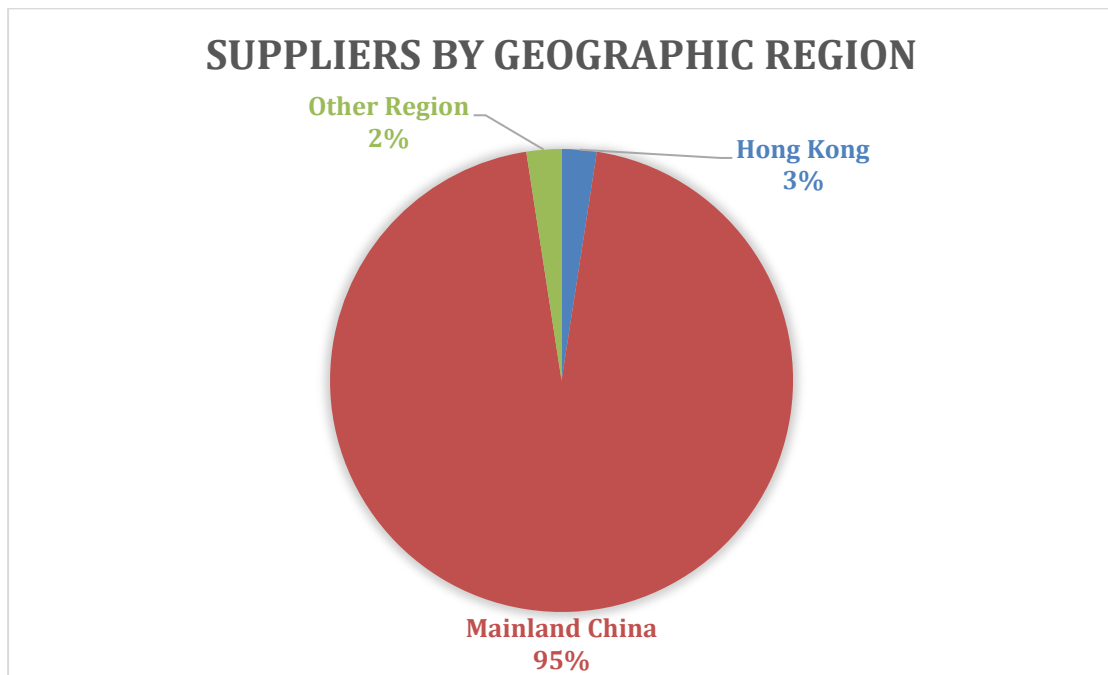
To maintain a good corporate control and governance, the Group has developed a series of management systems and procedures to be aligned with the Corporate Governance required by the Hong Kong Stock Exchange.

As the core of our business, our trading and supply chain management service team not only considers commercial benefits during the tendering processes, but also assess their track records in relation to compliance with legal, ethical and social aspects such as use of child and forced labour, workplace health and safety, hours of work, compensation, benefits and wages, mitigation of environmental impacts, workplace and product safety, protocols against sexual and gender discrimination, protocols against harassment and abuse.

During the reporting period, we have 41 suppliers in total and their breakdown by geographic region are presented in the chart below. We have developed a vendor and supplier selection mechanism in which we require our potential suppliers to comply



with all the applicable laws and regulations and confirm their compliance with respect to safety, environment and social aspects. To maintain a good corporate control and governance, inspection and assessments may be conducted by the Group if deemed necessary. Also, the Group has developed a series of management procedures in alignment with the corporate governance required by the Stock Exchange.



## **5.2 Anti-corruption**

The Group is committed to upholding a high standard of business ethics and to standards to prohibit bribery and corrupt practices. The Group has developed a series of company policies on anti-fraud, anti-bribery and anti-extortion which set out in the employee handbook. These policies apply to all members of the Group, and we also encourage all of our business partners to abide by the principles of the policies. The Group conducts periodic and systematic fraud risk assessments and will effectively communicate its anti-fraud policy and procedures to all levels of employees. The Group will monitor the effectiveness of its control related to mitigating fraud risk and remedy any deficiencies identified internally and by any external parties such as auditors in a timely manner.

During the reporting period, we comply with the corporate policy of anti-corruption and no cases of anti-corruption have been concluded.

All employees perform their duties with utmost level of good faith, determination and professionalism, and ensure that the reputation of the Group will not be tarnished because of misconduct and corruption behavior.

## 6. HKEX ESG GUIDE CONTENT INDEX

聯交所《環境、社會及管治報告指引》內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Section in the ESG Report	Remarks
<b>Aspect A1: Emissions</b> 層面 A1: 排放物			
General Disclosure 一般披露	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  有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：  (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	Environmental Protection	
KPI A1.1 關鍵績效指標 A1.1	Types of emissions and respective emissions data  排放物種類及相關排放數據	Environmental Protection	

KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total and, where appropriate, intensity  溫室氣體總排放量及(如適用)密度	Environmental Protection	
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and, where appropriate, intensity  所產生有害廢棄物總量及(如適用)密度	-	The Group has not identified any hazardous waste was produced in our core business
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and intensity  所產生無害廢棄物總量及密度	-	No significant non-hazardous waste was produced by our core business
KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved  減低排放量的措施及所得成果的描述	Environmental Protection	
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non – hazardous wastes are handled, reduction initiatives and results achieved  處理有害及無害廢棄物的方法、減低產生量的措施及所得成果的描述	Environmental Protection	
Aspect A2: Use of Resources  層面 A2: 資源使用			

General Disclosure 一般披露	Policies on efficient use of resources including energy, water and other raw materials  有效使用資源(包括能源、水及其他原材料)的政策	Environmental Protection	
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total and intensity  按類型劃分的直接及／或間接能源總耗量及密度	Environmental Protection	
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity  總耗水量及密度	-	The Group believes that our water consumption is mainly used for domestic purpose and no issues have been identified at this moment.
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved  能源使用效益計劃及所得成果的描述	Environmental Protection	
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water, water efficiency initiatives and results achieved  求取適用水源上可有任何問題,以及提升用水效益計劃及所得成果的描述	-	The Group believes that our water consumption is mainly for domestic use and no issues have been identified at this moment.



KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced  製成品所用包裝材料的總量及(如適用)每生產單位佔量	-	Use of packaging material is not applicable to our core business
<b>Aspect A3: The Environment and Natural Resources</b>  <b>層面 A3:環境及天然資源</b>			
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources  減低發行人對環境及天然資源造成重大影響的政策	Environmental Protection	
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 actions taken to manage them  業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動的描述	Environmental Protection	
<b>Aspect B1: Employment</b>  <b>層面 B1:僱傭</b>			
General Disclosure 一般披露	Information on:  (a) the policies; and	Employment and Labour Practices	

	<p>(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</p> <p>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:</p> <p>(a) 政策;及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>		
<p>KPI B1.1</p> <p>關鍵績效指標 B1.1</p>	<p>Total workforce by gender, employment type, age group and geographical region</p> <p>按性別、僱傭類型、年齡組別及地區劃分的僱員總數</p>	<p>Employment and Labour Practices</p>	
<p>KPI B1.2</p> <p>關鍵績效指標 B1.2</p>	<p>Employee turnover rate by gender, age group and geographical region</p> <p>按性別、年齡組別及地區劃分的僱員流失比率</p>	<p>Employment and Labour Practices</p>	
<p><b>Aspect B2: Health and Safety</b></p> <p><b>層面 B2:健康與安全</b></p>			
<p>General Disclosure</p> <p>一般披露</p>	<p>Information on:</p> <p>(a) the policies; and</p>	<p>Employment and Labour Practices</p>	

	<p>(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</p> <p>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</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>		
<p>KPI B2.1</p> <p>關鍵績效指標 B2.1</p>	<p>Number and rate of work-related fatalities</p> <p>因工作關係而死亡的人數及比率</p>	-	No work-related fatalities were recorded during the reporting period.
<p>KPI B2.2</p> <p>關鍵績效指標 B2.2</p>	<p>Lost days due to work injury</p> <p>因工傷損失工作日數</p>	-	No lost days due to work injury were recorded during the reporting period
<p>KPI B2.3</p> <p>關鍵績效指標 B2.3</p>	<p>Description of occupational health and safety measures adopted, how they are implemented and monitored</p> <p>所採納的職業健康與安全措施,以及相關執行及監察方法的描述</p>	Employment and Labour Practices	
<p><b>Aspect B3: Development and Training</b></p> <p><b>層面 B3:發展及培訓</b></p>			
<p>General Disclosure</p> <p>一般披露</p>	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities</p>	Employment and Labour Practices	

	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		
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category  按性別及僱員類別劃分的受訓僱員百分比	Employment and Labour Practices	
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	Employment and Labour Practices	
<b>Aspect B4: Labour Standards</b>			
<b>層面 B4: 勞工準則</b>			
General Disclosure 一般披露	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  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	Employment and Labour Practices	

KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour  檢討招聘慣例的措施以避免童工及強制勞工的描述	Employment and Labour Practices	
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate child and forced labour practices when discovered  在發現違規情況時消除童工及強制勞工情況所採取的步驟的描述	-	No such incidents were reported during the reporting period.
<b>Aspect B5: Supply Chain Management</b>  <b>層面 B5:供應鏈管理</b>			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain  管理供應鏈的環境及社會風險政策	Operating Practices	
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	Operating Practices	
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	Operating Practices	

	有關聘用供應商的慣例,向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法的描述		
<b>Aspect B6: Product Responsibility</b>  <b>層面 B6:產品責任</b>			
General Disclosure  一般披露	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  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	-	Not identified as material aspect  不被定義為重大議題
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	-	Not identified as material aspect  不被定義為重大議題

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	-	Not identified as material aspect  不被定義為重大議題
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights  與維護及保障知識產權有關的慣例的描述	-	Not identified as material aspect  不被定義為重大議題
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures  質量檢定過程及產品回收程序的描述	-	Not identified as material aspect  不被定義為重大議題
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  消費者資料保障及私隱政策,以及相關執行及監察方法的描述	-	Not identified as material aspect  不被定義為重大議題
<b>Aspect B7: Anti-corruption</b>  <b>層面 B7:反貪污</b>			

General Disclosure 一般披露	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  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	Operating Practices	
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	-	No concluded legal cases regarding corrupt practices were brought against the issuer or its employees during the reporting cases.
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  防範措施及舉報程序,以及相關執行及監察方法的描述		At this moment, the Group has no whistle-blowing procedure and is planning to review the feasibility and appropriateness of it in the coming years.
Aspect B8: Community Investment  層面 B8:社區投資			



General Disclosure 一般披露	<p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests</p> <p>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</p>	Community Investment	
KPI B8.1 關鍵績效指標 B8.1	<p>Focus areas of contribution</p> <p>專注貢獻範疇</p>	Community Investment	
KPI B8.2 關鍵績效指標 B8.2	<p>Resources contributed to the focus areas</p> <p>在專注範疇所動用資源<sup>[08][08]</sup></p>	Community Investment	