



Deson Development International Holdings Limited

迪臣發展國際集團有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號：262)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
2020 環境、社會及管治報告

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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE REPORT

Deson Development International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “We”) are pleased to present the Environmental, Social and Governance (“ESG”) Report (the “ESG Report”), which summarises the efforts and achievements made by the Group in corporate social responsibility and sustainable development. For details of the Group’s corporate governance, please refer to the Group’s corporate governance report of the Group’s annual report for the year ended 31 March 2020 which was issued on 26 June 2020.

Scope of the Report

The ESG Report focuses on the environmental and social performance of the Group’s core businesses in Hong Kong and the People’s Republic of China (the “PRC”), including (i) property development and investment; and (ii) trading of medical equipment and home security and automation products, including the provision of related installation and maintenance services, during the period from 1 April 2019 to 31 March 2020 (the “Year”). The Group will continue to develop strategies to enhance its performance in the environmental realm and disclose relevant information in sustainable development.

Reporting Framework

The ESG Report was prepared in accordance with the “Environmental, Social and Governance Reporting Guide” under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

Information and Feedback

Your opinions on the Group’s ESG performance are highly valued. Should you have any advice or suggestions, please feel free to contact the Company through deson@deson.com.

有關本報告

迪臣發展國際集團有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)欣然提呈環境、社會及管治(「ESG」)報告(「ESG報告」)。ESG報告概述本集團在企業社會責任及可持續發展方面所付出的努力和取得的成果。有關本集團企業管治的詳細資料，請參閱本集團於二零二零年六月二十六日發佈截至二零二零年三月三十一日止年度的年報內的企業管治報告。

報告範圍

ESG報告集中於本集團核心業務於二零一九年四月一日至二零二零年三月三十一日期間(「本年度」)在香港及中華人民共和國(「中國」)的環境及社會表現，包括(i)物業發展及投資；及(ii)買賣醫療設備及家居保安及自動化產品，包括提供相關安裝及維修服務。本集團將繼續制定策略，以提升環境領域的表現及披露可持續發展的相關資料。

報告框架

ESG報告乃根據香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》所編製。

資訊及反饋

本集團十分重視閣下對本集團ESG表現的意見。若閣下有任何意見或建議，請透過deson@deson.com聯絡本公司。

ESG RESPONSIBILITY MANAGEMENT

Stakeholder Engagement

The Group deeply understands the importance of close communication with stakeholders. The preparation of the ESG Report, which included the participation of different stakeholders, has helped us to review our current management on the environmental and social performance, and has also served as a basis for the formulation of our sustainability strategies. In order to understand the stakeholders' expectations and requirements, the Group has established various channels to collect comments regarding its ESG performance and address their reasonable expectations.

ESG 責任管理

持份者參與

本集團深明與持份者保持緊密溝通的重要性。ESG 報告的編製包括了不同持份者的參與，有助我們審視我們現時對環境及社會表現的管理，並為建構可持續發展策略奠定基礎。為了解持份者的期望及要求，本集團已設立各種渠道收集有關其 ESG 表現的意見並回應彼等的合理期望。

Stakeholders 持份者	Expectations and Requirements 期望與要求	Means of Communication and Response 溝通及回應方式
Government and Regulators 政府及監管機構	<ul style="list-style-type: none"> Compliance with national policies, laws and regulations 遵守國家政策、法律及法規 Tax payment in full and on time 按時足額納稅 Safe construction projects 安全建造項目 	<ul style="list-style-type: none"> Regular submission of reports 定期提交報告 Regular meetings with regulators 定期與監管機構會面 Examination and inspection 審查與檢驗
Shareholders 股東	<ul style="list-style-type: none"> Returns 收益回報 Operational compliance 合規營運 Growth in corporate value 企業價值提升 Information transparency and effective communication 資訊透明及有效溝通 	<ul style="list-style-type: none"> General meetings 股東大會 Announcements, annual report and circulars 公告、年報和通函 Email, telephone communication and company website 電郵、電話溝通及公司網站
Business Partners 業務夥伴	<ul style="list-style-type: none"> Operation with integrity 誠信經營 Fair competition 公平競爭 Performance of contracts 依法履約 Mutual benefits 互惠互利 	<ul style="list-style-type: none"> Business communication 業務溝通 Engagement and cooperation 參與和合作

Environmental, Social and Governance Report

環境、社會及管治報告

Stakeholders 持份者	Expectations and Requirements 期望與要求	Means of Communication and Response 溝通及回應方式
Customers 客戶	<ul style="list-style-type: none"> Quality products and services 優質產品與服務 Health and safety 健康與安全 Performance of contracts 依法履約 Operation with integrity 誠信經營 	<ul style="list-style-type: none"> Customer service centre and hotlines 客戶服務中心和熱線 Customer communication meetings 客戶溝通會議 Social media platforms 社交平台
Environment 環境	<ul style="list-style-type: none"> Energy conservation and emission reduction 節能減排 	<ul style="list-style-type: none"> Advocacy and provision of sponsorship for employees' participation in environment-related charity events 鼓勵並贊助員工參與環境相關的公益活動
Employees 僱員	<ul style="list-style-type: none"> Protection of rights and interests 維護權益 Occupational health and safety 職業健康與安全 Remunerations and benefits 薪酬福利 Career development 職業發展 Care for employees 關懷員工 	<ul style="list-style-type: none"> Employee mailbox 員工信箱 Training and workshops 培訓與工作坊 Employee activities 員工活動
Communities and the Public 社區與公眾	<ul style="list-style-type: none"> Improvement in community environment 改善社區環境 Participation in charity 參與公益事業 Information transparency 資訊公開透明 	<ul style="list-style-type: none"> Company website 公司網站 Announcements, annual report and circulars 公告、年報和通函 Participation in and provision of sponsorship for charity events 參與及贊助公益活動

ESG Governance

The Group considers good ESG governance as an integral part of the sustainable growth of enterprises. The board of directors of the Company (the "Board") thereby bears the primary responsibilities for formulating the Group's short-term and long-term ESG strategies, and continually oversees and reviews the implementation of the ESG policies, so as to strengthen the Group's ESG system and minimise related risks. The Board has delegated an authority to carry out sustainable development measures and to ensure compliance with the relevant laws and regulations.

ESG管治

本集團認為良好的ESG管治對企業的可持續增長不可或缺。本公司董事會(「董事會」)承擔制訂本集團短期與長期ESG策略的主要職責，並持續監察及檢討ESG政策的實施情況，以加強本集團的ESG體系並降低相關風險。董事會已授權推行可持續發展措施並確保遵守相關法律及法規。

PROTECTING OUR ENVIRONMENT

Environmental Principle

The Group recognises the importance of environmental impact reduction and is committed to embedding corporate responsibility into its business operations. To ensure environmental compliance and proper implementation of environmental protection measures in our projects, contractors are required to strictly comply with the laws and regulations in relation to environmental protection, including but not limited to Law of the PRC on Prevention and Control of Atmospheric Pollution, Law of the PRC on Prevention and Control of Water Pollution and Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste.

The Group has always attached great importance to environmental protection, and contractors are thereby required to comply with all the rules and regulations set out by the Group and relevant authorities. The environmental and site hygiene issues regarding the management system as well as the on-site performance are also reviewed on an on-going basis to further control the environmental impacts arising from our operations.

During the Year, the Group was not aware of any non-compliance with environment-related laws and regulations.

Emission Treatment

Waste Management

The non-hazardous waste from the office operation of the Group is mainly general refuse, while the hazardous waste is mainly waste toner cartridges and waste light tubes. In general, recyclable materials are sorted and transferred to recycling companies regularly. Staff members are encouraged to reuse office supplies including stationeries, envelopes and folders, to greatly minimise wasting of materials and waste disposed of. To further enhance employees' awareness of waste reduction, notices and posters are displayed in the offices to encourage the use of reusable dishware and cutlery instead of disposable ones.

As for site operation, contractors are required to handle different type of waste according to the requirements imposed by the laws and regulations in relation to waste handling. For example, both construction waste and daily operation waste should be sorted before storing in semi-sealed garbage stations and cleared out regularly. To reduce construction waste at source, contractors are encouraged to reuse materials to the greatest extent.

環境保護

環境原則

本集團明白減少對環境影響的重要性並致力把企業責任納入其業務的營運中。為確保符合環保要求及環境保護措施在我們的項目中妥善執行，我們要求承建商嚴格遵守與環境保護有關的法例法規，包括但不限於《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》。

一直以來，本集團十分重視環境保護，承建商須遵守本集團及相關機構所制訂的所有規則及法規。本集團亦持續審視與管理體系相關的環境及地盤衛生問題和地盤工作表現，以進一步控制因本集團的營運所造成的環境影響。

本年度，本集團並未知悉任何違反環境相關之法律及法規的行為。

排放物處理

廢棄物管理

本集團辦公室運作所產生的無害廢棄物主要為一般廢棄物，而有害廢棄物主要為廢碳粉匣及廢光管。一般而言，我們將可回收材料進行分類，並定期轉至回收公司。我們亦鼓勵員工重複使用辦公用品，包括文具，信封和文件夾，以最大程度減少物料的浪費及廢棄物的處置。為進一步提高員工對減少廢物的意識，我們在辦公室內張貼通告及海報，鼓勵使用可重用的餐具代替即棄餐具。

就地盤作業而言，承建商須根據有關廢棄物處置的法例及法規所實施的規定處理不同種類的廢棄物。例如，我們會將建築垃圾和一般垃圾進行分類，方儲存到半密封垃圾站，並定期清理。為從源頭減少建築廢棄物，我們鼓勵承建商盡可能重用材料。

Air Emission Control

The air pollutant emission of the Group takes the form of vehicle exhausts. As a way to reduce emission from the vehicle fleet, the Group has purchased vehicles with small engine displacements, and has regularly checked and maintained the vehicles. For site operation, dust is the major air pollutant stemming from the construction activities. Thus, we require contractors to comply with the relevant laws and regulations, so as to alleviate the impacts on air quality at construction sites. For example, buildings under construction are covered with mesh safety nets in order to prevent the emission of fugitive dust.

The Group acknowledges that climate change is a growing public concern and the emissions of greenhouse gases drive the climate change. Apart from the direct emissions from the use of vehicle fuel, the Group's sources of greenhouse gas emissions include the energy indirect emissions from purchased electricity, and other indirect emissions from the disposal of paper, water and sewage treatment and business air travel. In order to reduce the Group's greenhouse gas emissions, the Group encourages employees to use public transit and ride-sharing, and to avoid unnecessary business air travel by replacing with video conference meetings. For unavoidable business trips, the Group prioritises direct flights to reduce extra emissions of greenhouse gases due to flight transits.

Wastewater Treatment

The water consumption of the Group is mainly attributed to general office use and site operation. The domestic sewage from our offices is directly discharged to the municipal drainage system. In terms of site operation, contractors should bear the responsibility for conducting proper wastewater treatment to mitigate adverse water quality impacts in accordance with the requirements stipulated in the relevant laws and regulations. For instance, wastewater from site operation is collected in a wastewater collection well of the construction site and is left to settle before discharging to the city sewage, so as to avoid discharge of sand and large particles to the drain when significant water pollution problem is anticipated. The Group also regularly conducts water pipe leakage tests to ensure water is not wasted through leakages.

Looking ahead, the Group will continue to put efforts in controlling emissions so as to reduce the environmental impact caused by its operation.

空氣排放管控

本集團大氣污染排放主要為汽車尾氣。為降低本集團車隊的排放，本集團已購入低排氣量的汽車並定期檢查及維護車輛。就地盤作業而言，主要大氣污染物為建造活動產生的塵埃。因此，我們要求承建商遵守相關法例及法規以減輕工程對空氣質素造成的影響。例如，使用密目式安全網對在建建築物進行封閉，防止施工過程揚塵。

本集團認同氣候變化是一個逐漸備受公眾關注的話題和溫室氣體的排放導致氣候變化。除來自使用車輛燃料產生的直接排放外，本集團的溫室氣體排放源還包括外購電力所產生的能源間接排放，以及棄置紙張、食水和污水處理以及商務差旅所產生的其他間接排放。為了減少本集團的溫室氣體排放，本集團鼓勵員工乘搭公共交通工具和共享交通工具，並以視頻會議取代和減少不必要的商務差旅。對於無可避免的商務差旅，本集團優先選擇直航，以盡量減少轉機所產生的額外溫室氣體排放。

污水處理

本集團的用水需求主要源自一般辦公室用途及地盤作業。辦公室產生的生活污水會直接排入市政排水系統。就地盤作業而言，承建商應根據相關法律及法規所規定的要求，承擔妥善處理廢水的責任以減少對水質的有害影響。例如，施工污水必須先經施工現場內之集水井沉澱後，方可排到城市排水設施，以避免排放沙礫及大顆粒至排水管。本集團亦定期進行水管滲漏測試，以確保不會因滲漏而浪費水資源。

展望未來，本集團將繼續致力控制排放，以減輕因其運作而對環境造成的影響。

Resources Conservation

The main resources consumed during the Group's operation are paper, energy and water. To reduce paper use, the Group encourages employees to minimise the number of photocopies by using electronic means as replacement and adopt double-sided printing whenever possible. Furthermore, the Group optimises the page layouts for printed items in order to reduce the amount of paper needed for documents, for example, the number of pages of the Group's annual report for the year ended 31 March 2020 was reduced by one-fourth as compared with the number of pages of the Group's annual report for the year ended 31 March 2019 through layout adjustment. Waste paper collection boxes are also placed in the office to collect non-reusable waste paper for recycling. In terms of energy saving, the Group has selected energy-efficient printer models and encouraged employees to switch off the lighting and air conditioning when not in use to avoid energy wastage and minimise carbon emissions. Lighting systems in the offices are set up in a way of which different areas have their dedicated light switches, while regular maintenance and cleaning are conducted to ensure higher efficiency of lighting is achieved. Our employees are also reminded of the importance of water conservation and encouraged to adopt water-saving measures, such as turning off faucets tightly after use and reducing the water pressure of taps to the lowest practical level, in order to avoid water wastage. The Group will keep on enhancing energy and water usage efficiencies, and hence to consume resources in a reasonable manner.

Due to the nature of our property development and investment business, no packaging materials are used during our operations. For the trading of medical equipment and home security and automation products business, the products are generally packaged by suppliers using recyclable carton boxes. Therefore, no additional use of packaging material is induced.

節約資源

本集團營運所消耗的主要資源為紙張、能源及水。為減少紙張用量，本集團鼓勵僱員以電子方式代替複印及儘量採用雙面打印以減少複印數量。除此以外，本集團透過優化版面編排，減低列印文件時所需之紙張數量，例如本集團截至二零二零年三月三十一日止年度年報的頁數較截至二零一九年三月三十一日止年度年報的頁數減少四分之一。辦公室亦設有廢紙收集箱以收集及回收不可重用的廢紙。為降低能源消耗、避免浪費能源及減少碳排放，本集團已選用高能源效益的打印機型號，並鼓勵僱員關掉不使用的照明及空調。我們為不同區域的辦公室照明系統設置專屬照明開關，同時進行定期維護和清潔以確保較高的照明效率。我們亦提醒僱員節約用水的重要性並鼓勵其採用節約用水措施，例如用後關緊水喉並將水龍頭的水壓降低到最低實用水平，以免浪費用水。本集團將繼續提升用電及用水效益，從而達致合理的資源消耗。

由於本集團物業發展及投資業務的性質，本集團的營運並不涉及包裝材料使用。至於本集團買賣醫療設備及家居保安及自動化產品業務，產品主要沿用供應商所提供的可回收紙箱，故此不涉及額外包裝物料使用。

CARING ABOUT OUR EMPLOYEES

Employment and Welfare

The Group believes that employees are the most valuable and indispensable assets in its pursuit of success. To protect the rights and interests of the employees, we strictly abide by the laws and regulations, such as the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong), the Labour Law of the PRC and the Labour Contract Law of the PRC.

We have established a sound recruitment system to ensure our recruitment work is conducted in accordance with the work requirements set out by each department. Regardless of nationality, gender, age, race, religious belief or disability, candidates with relevant professional qualifications and working experiences would receive equal consideration for employment. To prevent child labour, we comply with the Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) and the Provisions on the Prohibition of Using Child Labour of the PRC, by closely examining the identification documents of candidates. In order to prevent forced labour, duties and responsibilities of the position are clearly stated on the employment contract to protect the rights of employees. To ensure that our employees have sufficient time to rest, the policies of working hours and rest periods are in line with the relevant employment laws and regulations, and are clearly stated in the employment contract.

Upon joining the Group, we offer employees a competitive remuneration package, which is determined, reviewed and adjusted with reference to the performance of employees and the Group as well as the market condition and practices. Employees with outstanding performance in their appraisal will be given promotion opportunities, which enables long-term development of employees together with the Group.

關愛僱員

僱傭及福利

本集團堅信僱員是其最寶貴的資產，亦是本集團成功的要素。為保障僱員的權益，我們嚴格遵守香港法例第57章《僱傭條例》、香港法例第282章《僱員補償條例》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法例法規。

我們已建立完善的招聘制度，確保按各部門制定的工作要求進行招聘工作。不論國籍、性別、年齡、種族、宗教信仰或殘疾情況，具有相關專業資格及工作經驗的求職者均享有同等的就業機會。為防止僱用童工，我們遵守香港法例第57B章《僱用兒童規例》及中國《禁止使用童工規定》，並對求職者的身份證明文件進行仔細核實。為避免強制勞工，職位的職責及責任已於僱傭合約清晰列明以保障僱員權益。為確保僱員有足夠的休息時間，工作時數及休息時間的政策均遵循相關僱傭法律及法規並於僱傭合約清楚列明。

加入本集團後，我們為僱員提供有競爭力的薪酬待遇。薪酬乃基於僱員表現、本集團業績、市場狀況及慣例而釐定、檢討及調整。在評估中表現優異的僱員將可獲晉升機會，使其可於本集團中享有長遠發展機會。

The Group has also provided various benefits to employees, such as employee's compensation insurance, medical insurance and personal accident insurance to its Hong Kong employees. We also make monthly contributions to Mandatory Provident Fund Schemes under the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) and Occupational Retirement Schemes under the Occupational Retirement Schemes Ordinance (Cap. 426 of the Laws of Hong Kong) for employees working in Hong Kong, and the Five Social Insurances and One Housing Fund for employees working in the PRC. Besides, employees are entitled to paid annual leaves, wedding leaves, funeral leaves, maternity leaves, paternity leaves as well as statutory holidays. When a resignation occurs, an exit interview will be arranged to better understand the reason of an employee's resignation and payment of outstanding wages will be made pursuant to the requirements of the relevant laws and regulations.

Great importance is attached to the work-life balance of our employees. Throughout the Year, we organised leisure activities for our employees, such as Christmas party, so as to promote the physical and mental well-being of our employees, and to foster a sense of belonging to the Group.

Health and Safety

The Group highly prioritises the occupational health and safety of our employees, therefore the Group adheres to the people-oriented approach and actively pushes forward safety measures in the workplace. To raise our employees' awareness towards health and safety, occupational health and safety posters issued by the Occupational Safety & Health Council of Hong Kong, regarding tips for stress management at work, proper use of computer, and guidelines on stretching exercise, are put up at prominent areas in the offices. The Group has also purchased equipment such as metal step ladders for employees to reduce their risk of injury.

本集團亦向僱員提供各種福利，如向香港僱員提供僱員補償保險、醫療保險及人身意外保險。我們亦根據香港法例第485章《強制性公積金計劃條例》下之強積金計劃和香港法例第426章《職業退休計劃條例》下之職業退休計劃為香港僱員每月供款，同時向於中國工作的僱員提供「五險一金」。此外，僱員可享有有薪年假、婚假、喪假、產假、侍產假及法定假日。倘若有僱員呈辭，我們將安排離職面談，了解僱員辭職的原因並按照有關法例及法規的要求支付未結算薪資。

本集團關注僱員工作與生活的平衡。本年度，我們為僱員舉辦了休閒活動，如聖誕節派對，以促進僱員的身心健康，並培養其對本集團的歸屬感。

健康與安全

本集團高度重視員工的職業健康與安全，堅守以人為本的方針，並積極推行職場安全措施。為提高員工健康和意識，我們在總部的當眼位置張貼由香港職業安全健康局印發有關管理工作壓力的小貼士、正確使用電腦及伸展鍛煉指引的職業健康安全海報。本集團亦已為僱員購買金屬梯架等設備以降低其受傷的風險。

As a property developer, on-site health and safety are of paramount importance to the Group. During the tendering process, contractors are required to hold valid safety production licenses. The Group also pays considerable attention to the health and safety of its site workers, the contractors are thereby required to strictly comply with the laws and regulations associated with health and safety, such as the Law of the PRC on the Prevention and Control of Occupational Diseases and the Work Safety Law of the PRC.

To provide a healthy and safe workplace, contractors are required to establish clear safety policies for handling and reporting of emergency, accident and occupational diseases, provide suitable personal protective equipment for site workers and hold regular meetings with various parties to understand and monitor the implementation of the health and safety policies. The Group has also engaged an external supervision company to monitor the construction progress and on site safety. Any incompliance discovered by the supervision company during inspection will be communicated with contractors and mitigation measures will be taken by the relevant parties upon request.

Responses to Coronavirus Disease 2019

With regard to the coronavirus epidemic during the Year, the Group has formulated an epidemic control policy and has implemented different disease control and prevention measures in the Group's offices and work locations. For the Hong Kong offices, the Group has issued notices and memorandums on the specific requirements for disease prevention, such as requiring employees to wear masks and use hand sanitisers, as well as arranged medical grade disinfections in the offices. In addition, staff in the Hong Kong offices were allowed to work from home during the epidemic outbreak and in-person business meetings were reduced to safeguard the health of our staff. For the PRC offices, a disease control and prevention committee has been set up in order to oversee and monitor the disease prevention measures implemented in the offices. Employees in the PRC offices were also allowed to work from home during the epidemic outbreak, in order to prevent widespread of disease in the offices.

作為物業發展商，地盤工作人員的健康與安全對本集團而言至為重要。招標過程中，承建商須持有效的安全生產牌照。本集團亦相當關注地盤工人的健康與安全，故承建商須嚴格遵守健康及安全相關的法例法規，如《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》。

為提供健康與安全的工作環境，承建商須訂立明確的安全政策，以處理及報告緊急情況、事故及職業病、為地盤工人提供合適的個人保護設備，並與各方定期舉行會議，了解及監督健康與安全政策的執行情況。本集團亦聘用外部監理公司以監察施工進度及現場安全。監理公司於審查期間若發現任何違規情況均會與承建商溝通，而有關人士將應要求採取緩解措施。

應對2019冠狀病毒病

針對本年度冠狀病毒大流行，本集團制定了疫情控制政策，並在辦公室和工作地點採取不同的疾病控制和預防措施。本集團在香港的辦公室發佈了針對預防疾病措施的通知和備忘錄，例如要求員工戴口罩和使用手部消毒劑，以及安排於辦公室內進行醫療級消毒。與此同時，香港辦公室允許員工於疫情期間在家工作，並盡量減少面對面會議，以保護員工的健康。而位於中國的辦公室，本集團成立了疾病控制和預防委員會，以監察並維持辦公室內部執行疾病預防措施的情況。本集團在中國的辦公室亦允許員工於疫情期間在家工作，以防止疾病在辦公室內傳播。

Training and Development

Driven by our Group's belief in the profound importance of continuing education to enhance service quality, the Group provides education subsidies to motivate employees to pursue further education.

Safety is always the highest priority on site, therefore, contractors are required to provide sufficient safety trainings to site workers to promote and enhance their safety knowledge and to ensure a high standard of safety awareness at all times. To ensure new workers fully understand the health and safety practices and comply with the relevant laws and regulations, safety training, covering the guidelines on the use of personal protective equipment, fire drills, proper manual handling procedures and safe machineries operation, is provided before the commencement of work.

Furthermore, in order to maintain the Group's business compliance, enhance the Group's efficiency in operation as well as to keep its employees updated with the current business operation requirements in the market, the Group encourages employees to participate in external training sessions, such as seminars on updates on financial reporting and corporate regulations.

培訓與發展

我們堅信持續進修對提升服務質素極為重要，因此本集團提供教育津貼，鼓勵僱員持續進修。

安全一直在地盤的首要位置，因此承建商須向地盤工人提供足夠的安全培訓，以提升及加強工人的安全知識，並時刻保持高水平的安全意識。為確保新入職工人充分了解安全健康慣例及遵守相關法律及法規，我們在工人履行職責前提供安全培訓，其內容包含個人保護設備的使用、消防演習、正確的人手操作程序及安全機器操作。

此外，為了保持本集團業務的合規性、提高本集團的營運效率，以及讓僱員了解市場目前的商業運作要求，本集團鼓勵員工參加外部培訓課程，例如關於財務報告和企業條例更新的研討會。

OPERATING PRACTICES

Supply Chain Management

To maintain the quality of services, the Group is careful in choosing experienced and qualified contractors. Selection criteria for contractors include certifications obtained, qualifications, and licenses relating to safety production. On the other hand, before entering into business relationships with our suppliers of medical equipment and home security and automation products, we have carefully examined the certifications and testing reports from the potential suppliers. Higher priority will be given to candidates who have obtained the related ISO certificates or other quality-related certificates. We endeavour to lower the risks arisen from supply chain and minimise the impact towards the quality of our products and services.

Furthermore, in order to ensure the selected suppliers and contractors are able to maintain its quality of services, the Group conducts supplier and contractor performance assessments regularly to evaluate their performance based on different criteria including price, product and service quality, work progress and employee cooperation. The results of the performance assessments will directly affect whether the supplier or contractor is able to continue providing its services to the Group.

Quality Assurance

For property development business in the PRC, the Group fully understands the importance of quality control. Therefore, we require contractors to establish a series of measures for quality control and to comply with the relevant laws and regulations relating to quality management, such as the Construction Law of the PRC. During the stage of project implementation, contractors are required to perform regular inspection to keep track of the project progress and to ensure they have complied with our guidelines. Regular meetings are also held to address material quality issues in a prompt manner and to ensure that sufficient resources were allocated for timely completion of the project.

營運慣例

供應鏈管理

為維持服務質素，本集團謹慎選擇經驗豐富及合資格承建商。承建商篩選準則包括所取得的證書、資格及相關安全生產牌照。另一方面，與醫療設備及家居保安及自動化產品的供應商開展業務關係前，我們會謹慎審查潛在供應商的證書及測試報告。另外，已獲相關ISO證書或其他與質量有關證書的候選供應商將獲優先考慮。我們致力將供應鏈風險降至最低，減少對我們產品及服務質素的影響。

此外，為確保所選的供應商和承建商能夠持續保持其服務質量，本集團定期與供應商和承建商進行績效評估，根據不同的標準包括價格、產品和服務質量、工作進度和員工合作的表現進行評估。績效評估的結果將直接影響供應商或承建商是否能夠繼續向集團提供服務。

品質保證

就中國物業發展業務而言，本集團深知質量控制的重要性。因此，我們要求承建商建立一系列質量控制措施並遵守與質量管理有關的相關法例法規，如《中華人民共和國建築法》。於項目實施階段，我們要求承建商進行定期視察，以監督項目進展並確保遵守我們的指引。本集團亦定期舉行會議，以盡快處理重大質量問題及確保分配足夠資源以準時完成項目。

In respect of the trading of medical equipment and home security and automation products business, the Group always strives to provide superior products, particularly the medical equipment, to our customers. Testing reports, safety test reports and certificates of conformity were obtained from the suppliers as proof in quality. Our certain medical equipment are listed on the Medical Device Administrative Control System under the Department of Health of Hong Kong, in which detailed information of the equipment can be accessed by the public via the internet. On the other hand, upon installation, we will check the functionality of the equipment and provide a warranty period of 12 months.

As a way to enhance customer satisfaction, we maintain close communication with our customers to keep them informed of the project status and collect their feedback about our products and services. Follow-up actions such as remedial and preventive actions will be taken accordingly after receiving customers' comments, which also act as a reference for our future improvement.

As for advertising and labeling, we strictly abide by the relevant laws and regulations, so as to protect our customers from any misleading or incomplete information in the course of sales. The Group maintains visible product labels on its products, which include essential product information such as model, reference and serial numbers, and manufacture origin, so as to ensure that information regarding the product sold is accurate.

Information Protection

Integrity has always been the intrinsic business value of the Group. We strictly comply with the relevant laws and regulations, such as the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) to protect the personal data of our customers. The personal information of our customers is collected and used in a responsible and nondiscriminatory manner, where the use of information is restricted to the purposes stated in the contract. The confidential information of our customers is stored properly in the office and is not allowed to be taken away from the office without permission of the senior management.

在買賣醫療設備及家居保安及自動化產品業務方面，本集團一直致力為客戶提供優質產品，尤其是醫療設備。本集團會從供應商取得測試報告、安全測試報告和合格證書，以證明其品質。我們的若干醫療設備已載列於香港衛生署下的醫療儀器行政管理制內，公眾可透過互聯網查閱該設備的詳細資料。另一方面，安裝儀器後，我們將檢查設備的功能並提供12個月的保修期。

為提高客戶滿意度，我們一直與客戶保持密切溝通，讓他們了解項目狀況並收集客戶對我們產品及服務的意見。接獲客戶意見後，我們將採取補救措施及預防措施等跟進行動，有關意見亦作為我們未來改進的參考。

就廣告及標籤而言，我們嚴格遵守相關法例法規，以保護客戶於銷售過程中免受任何誤導或不完整信息影響。本集團在產品上保留可見的產品標籤，包括產品的基本信息如型號、參考編號和序列號以及製造來源，以確保有關所售產品的資訊準確無誤。

資料保護

誠信一直是本集團的核心商業價值。為保障客戶的個人資料，我們嚴格遵守相關法律法規，如香港法例第486章《個人資料(私隱)條例》。本集團以負責任及非歧視的方式收集及使用客戶個人資料，且確保資料的使用僅限於合約所載用途。我們將客戶的機密資料妥善存放於辦公室，且在未得到高級管理層批准的情況下不得把資料帶離辦公室。

Information protection is of high importance to the Group, and any leakage of business information may cause detrimental effects to the Group's business. Therefore, even during the coronavirus epidemic outbreak during the Year, the Group has taken extra steps to ensure that the Group's business information is safe and secure. Since our employees in the PRC offices were allowed to work from home and they have to take their working computers home for work, every computer was safeguarded by personalised passwords set by the user employee, so as to prevent unnecessary exposure of information. As for employees who are allowed to work from home in Hong Kong offices, only employees with the approval of respective head of department can access the company's server and password is needed for each access.

Anti-corruption

Unethical behaviours are a potential source of risk that not only can tarnish the image of an enterprise, but also weaken its stability. Therefore, the Group strictly abides by the relevant laws and regulations relating to anti-corruption, such as the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Anti-Unfair Competition Law of the PRC and the Criminal Law of the PRC. We forbid employees to solicit or accept any advantage, including money, gifts, loans, commissions, offices, contracts, services or favours, in connection with their duties, without our permission. In order to deter corruption, employees are highly encouraged to report to us if they have received any gifts from our customers, suppliers or any parties conducting business with us.

Apart from the internal actions taken to achieve the goal of anti-corruption, the Group also places great emphasis on the honesty of contractors. For example, during the tendering process in the PRC, we comply with the Law of the PRC on Tenders and Bids and require tenders to provide the record of bribery and crime issued by The Supreme People's Procuratorate of the PRC.

There was no case of corruption occurred within the Group during the Year.

資料保護對本集團至關重要，任何商業信息的洩露都可能對本集團的業務造成不利影響。因此在本年度冠狀病毒疫情爆發期間，本集團採取了額外措施來確保本集團業務資料的安全。由於我們允許中國辦公室員工將工作電腦帶回家以便在家工作，因此每位員工須設置個人密碼以保護所用電腦，以防止不必要的資料洩露。至於香港辦公室獲准在家工作之員工，員工需得到部門主管許可方可登錄公司伺服器，而每次登錄都均需密碼。

反貪污

不道德行為不僅是損害企業形像的潛在風險來源，亦會損害其穩定性。因此，本集團嚴格遵守相關反貪腐法律法規，如香港法例第201章《防止賄賂條例》、《中華人民共和國反不正當競爭法》及《中華人民共和國刑法》。我們禁止僱員在未經批准之情況下索取或收受與其職責相關的任何利益，包括金錢、禮物、貸款、佣金、職務、合約、服務或優待。為遏制貪污，倘若僱員從與我們有業務往來的客戶、供應商或任何人士收到任何禮物，我們強烈鼓勵僱員向我們作出申報。

除採取內部措施以達至反貪污的目標外，本集團亦十分重視承建商的誠信。例如，於中國的招標過程中，我們遵守《中華人民共和國招標投標法》，並要求招標人提供由中國最高人民檢察院發出的賄賂及犯罪記錄。

本年度，本集團概無發生任何貪污案件。

CONTRIBUTING TO OUR COMMUNITY

As a member of the community, the Group attaches great importance to the well-being of the community and would like to share its success and growth with the community. Therefore, apart from the pursuit of business development, the Group also spares no effort in making charitable commitments, which can be reflected by its active participation in various charitable activities. Looking forward, the Group will continue to step up its community contribution by dedicating more effort to participating in charitable events, as well as to encourage our employees to participate in charitable events, so as to share the Group's fruitful growth with the community.

During the Year, we have participated, donated and sponsored in various charitable activities in Hong Kong as follows:

貢獻社區

作為社區的一員，本集團非常重視社區的福祉，並希望與社區分享其成果和成長。因此，除追求業務發展外，本集團一直不遺餘力參加不同慈善活動，以印證其慈善承諾。展望未來，本集團將繼續擴大對社區的貢獻，更加致力參加慈善活動，並積極鼓勵員工參與不同慈善活動，與社區分享本集團的豐碩成果。

本年度，我們在香港以捐贈和贊助方式參與下列多項慈善活動：

Name of Charitable Activities ¹ 慈善活動名稱 ¹	Purpose of Charitable Activities 慈善活動的目標
62 nd Festival of Sport — Guangdong-Hong Kong-Macao Greater Bay Area Hydro-Fitness Competition & Integrative Performance 2019 第62屆體育節 — 粵港澳大灣區水中健體比賽暨匯演2019	<ul style="list-style-type: none"> To provide the opportunity for the public to experience hydro-fitness and its benefits, in an attempt to widespread its popularity in the community. 為公眾提供體驗水中健體樂趣和好處的機會，以推廣這項全民健身活動的普及。
Muse Fearless Dragon Charity Run 2019 妙思猛龍慈善跑2019	<ul style="list-style-type: none"> To raise funds for the Hong Kong Network for the Promotion of Inclusive Society. 為香港傷健共融網絡籌款。
International Nurses Day Celebration “Nurses: A Voice to lead — Health for All” 國際護士節慶祝晚宴「護士齊動員•同心為民康」	<ul style="list-style-type: none"> To celebrate the good services provided by the nurses in Hong Kong to citizens, acting as a gesture of gratitude. 慶祝並感謝香港護士為市民提供的優質服務。
2018/19 Hong Kong Elite Athletes Association cum Elite Athlete Charitable Trust Annual Dinner 2018–19香港精英運動員協會暨精英運動員慈善基金周年晚宴	<ul style="list-style-type: none"> To celebrate and express gratitude towards the support for the Hong Kong Elite Athletes Association by members and sponsors. 慶祝並感謝會員及贊助商對香港精英運動員協會之支持。
Race the Night HK 2019 Race the Night HK 2019慈善跑	<ul style="list-style-type: none"> To raise funds for Hong Kong AIDS Foundation. 為香港愛滋病基金會籌款。

Name of Charitable Activities ¹ 慈善活動名稱 ¹	Purpose of Charitable Activities 慈善活動的目標
Hong Kong Physiotherapy Association Conference 2019 cum second Greater Bay Area Physiotherapy Forum 香港物理治療學會會議2019暨第二屆粵港澳大灣區物理治療論壇	<ul style="list-style-type: none"> To exchange information and development in different areas of physiotherapy with industry peers. 與行業同行交換物理治療的資料及發展路向。
Run Brave Charitable Competition 敢跑慈善籌款賽	<ul style="list-style-type: none"> To raise funds for the Samaritan Befrienders Hong Kong. 為香港撒瑪利亞防止自殺會籌款。
Face Mask Donation to POLCCF Dialysis Centre and the Salvation Army Chuk Yuen Day Care Centre for Senior Citizens 口罩捐贈予愛心力量中原慈善洗腎中心和救世軍竹園長者日間護理中心	<ul style="list-style-type: none"> To donate surgical face masks in response to Rotary Club of Hong Kong's COVID-19 Response project. 響應香港扶輪社的應對冠狀病毒捐贈外科口罩項目。
Run for Passion 越跑•越友慈善賽	<ul style="list-style-type: none"> To raise funds for Cancerinformation.com.hk Charity Foundation and promote the message of encouraging cancer patients to build a habit to exercise. 為癌症資訊網慈善基金籌款，推廣及鼓勵癌症病友養成運動習慣。
Run for Wellness 青協背包跑	<ul style="list-style-type: none"> To raise funds for supporting the Youth Wellness Psychiatric Service Scheme, providing subsidies and timely interventions for young people in need. 為「青少年全健精神科資助計劃」籌款，此計劃為及時介入有需要青年以提供補助。
Run and Glow 銀屑閃跑	<ul style="list-style-type: none"> To raise awareness for Psoriasis and Hong Kong Psoriasis Patients Association, encouraging those with the disease to be proactive in building habits to exercise. 提高公眾對銀屑病和香港銀屑病友會的認識，並鼓勵患者養成積極運動的習慣。
SKDCC x emoji® Run 2019 SKDCC x emoji® Run慈善跑2019	<ul style="list-style-type: none"> To raise funds for Sai Kung District Community Centre to provide elderly services to those who live in the countryside in Sai Kung. 為西貢區社區中心籌款，為西貢鄉郊長者提供長者服務。
Skechers presents: Po Leung Kuk Charity Run Skechers呈獻：保良局慈善跑	<ul style="list-style-type: none"> To raise funds for Po Leung Kuk's Medical Assistance Fund-raising Programme and children and youth services. 為保良局兒童及青少年服務、「助醫計劃」籌款。

¹ Note that some of the events were cancelled without refund, therefore donations and sponsorships still reached the beneficiaries.

¹ 以上部分活動取消但不獲退款，故捐款及贊助仍能送抵受益團體。

APPENDIX 1: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

During the Year, the details of environmental key performance indicators (“KPIs”) are as follows:

本年度，有關環境的關鍵績效指標（「關鍵績效指標」）的詳情如下：

Environmental KPIs	環境關鍵績效指標	2020 二零二零年	2019 二零一九年
Emission from Vehicles	汽車排放		
Nitrogen Oxides (kg)	氮氧化物(千克)	2.91	6.14
Sulphur Oxides (kg)	硫氧化物(千克)	0.10	0.20
Particulate Matter (kg)	顆粒物(千克)	0.21	0.45
Greenhouse Gases	溫室氣體		
Total Greenhouse Gas Emissions (tonnes CO ₂ e)	溫室氣體排放總量(公噸二氧化碳當量)	323	270
Direct Emissions (Scope 1) (tonnes CO ₂ e) ^{Note 1}	直接排放(範圍1)(公噸二氧化碳當量) ^{註1}	18	34
Energy Indirect Emissions (Scope 2) (tonnes CO ₂ e) ^{Note 2}	能源間接排放(範圍2)(公噸二氧化碳當量) ^{註2}	275	192
Other Indirect Emissions (Scope 3) (tonnes CO ₂ e) ^{Note 3}	其他間接排放(範圍3)(公噸二氧化碳當量) ^{註3}	30	44
Greenhouse Gas Emissions Intensity (tonnes CO ₂ e/employee)	溫室氣體排放密度(公噸二氧化碳當量/僱員)	1.79	2.41
Waste ^{Note 4}	廢棄物 ^{註4}		
Total Non-hazardous Waste (kg)	無害廢棄物總量(千克)	4,248	4,047
Non-hazardous Waste Intensity (kg/employee)	無害廢棄物密度(千克/僱員)	92.34	106.49
Total Hazardous Waste (kg)	有害廢棄物總量(千克)	26	34
Hazardous Waste Intensity (kg/employee)	有害廢棄物密度(千克/僱員)	0.57	0.89
Use of Resources	資源利用		
Total Energy Consumption (MWh)	總能耗(兆瓦時)	594	494
Energy Consumption Intensity (MWh/employee)	能耗密度(兆瓦時/僱員)	3.30	4.42
Energy Consumption from Purchased Electricity (MWh)	外購電力能耗(兆瓦時)	526	366
Energy Consumption from Fossil Fuel (MWh)	化石燃料能耗(兆瓦時)	68	128
Total Water Consumption (m ³) ^{Note 5}	總耗水量(立方米) ^{註5}	5,471	12,950
Water Consumption Intensity (m ³ /employee)	耗水量密度(立方米/僱員)	30.39	115.63

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- Note 1: The data includes greenhouse gas emissions from the combustion of fuels in vehicles.
- Note 2: The data includes greenhouse gas emissions from the use of purchased electricity.
- Note 3: The data includes greenhouse gas emissions from the electricity used for water and sewage treatment, business trips by employees and disposal of waste paper to landfills.
- Note 4: The calculation of waste generation covered only the data from the operation in Hong Kong, including the amount of waste generated, as well as the number of employees used for intensity calculation. Also, the calculation of non-hazardous waste generation in 2019 has been restated to maintain consistency in calculation method.
- Note 5: The water usage data for Hong Kong operations include only the data in which water bills are received prior to 31 March 2020.
- 註1：數據包括車輛燃料燃燒產生的溫室氣體排放量。
- 註2：數據包括使用外購電力產生的溫室氣體排放量。
- 註3：數據包括用於水和污水處理的電力，員工的商務旅行以及將廢紙運往垃圾填埋場的溫室氣體排放量。
- 註4：廢物產生量的計算僅涵蓋香港業務的數據，包括產生的廢物量以及用於強度計算的員工人數。此外，二零一九年之無害廢棄物產生的計算進行重列，以統一計算方式。
- 註5：香港業務之用水數據只包括二零二零年三月三十一日以前所收到的水費單。

APPENDIX 2: CONTENT INDEX OF
ENVIRONMENTAL, SOCIAL AND GOVERNANCE
REPORTING GUIDE

附錄二：環境、社會及管治報告指引
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A. Environment 環境			
A1: Emissions 排放物	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>一般披露</p> <p>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：</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</p> <p>的資料。</p>	<p>PROTECTING OUR ENVIRONMENT</p> <p>環境保護</p> <p>Environmental Principle; Emission Treatment; Resources Conservation</p> <p>環境原則；排放物處理；節約資源</p>	5-7
A2: Use of Resources 資源使用	<p>General Disclosure</p> <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>一般披露</p> <p>有效使用資源(包括能源、水及其他原材料)的政策。</p>	<p>PROTECTING OUR ENVIRONMENT</p> <p>環境保護</p> <p>Resources Conservation</p> <p>節約資源</p>	7

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Employment and Labour Practices			
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B1: Employment 僱傭	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>一般披露</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</p> <p>的資料。</p>	<p>CARING ABOUT OUR EMPLOYEES</p> <p>關愛僱員</p> <p>Employment and Welfare</p> <p>僱傭及福利</p>	8-9

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
B2: Health and Safety 健康與安全	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>一般披露</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：</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>CARING ABOUT OUR EMPLOYEES</p> <p>關愛僱員</p> <p>Health and Safety; Responses to Coronavirus Disease 2019</p> <p>健康與安全：應對2019冠狀病毒病</p>	9–10
B3: Development and Training 發展及培訓	<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>一般披露</p> <p>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。</p>	<p>CARING ABOUT OUR EMPLOYEES</p> <p>關愛僱員</p> <p>Training and Development</p> <p>培訓與發展</p>	11

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B5: Supply Chain Management 供應鏈管理	<p>General Disclosure</p> <p>Policies on managing environmental and social risks of the supply chain.</p> <p>一般披露</p> <p>管理供應鏈的環境及社會風險政策。</p>	<p>OPERATING PRACTICE</p> <p>營運慣例</p> <p>Supply Chain Management</p> <p>供應鏈管理</p>	12

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B8: Community Investment 社區投資	<p>General Disclosure</p> <p>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.</p> <p>一般披露</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>	<p>CONTRIBUTING TO OUR</p> <p>COMMUNITY</p> <p>貢獻社區</p>	15–16

