



創業集團(控股)有限公司

NEW CONCEPTS HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 2221



2024 +

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

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1 ABBREVIATIONS

簡寫

<p>“we”, “New Concepts”, “the Company” 「我們」、「創業集團」、「本公司」</p>	<p>New Concepts Holdings Limited 指創業集團(控股)有限公司</p>
<p>“the Group” 「本集團」</p>	<p>The Company and its subsidiaries 指本公司及其附屬公司</p>
<p>“ESG” 「ESG」</p>	<p>Environmental, social and governance 指環境、社會及管治</p>
<p>“the Report” 「本報告」</p>	<p>New Concepts Holdings Limited 2024 Environmental, Social and Governance Report 指創業集團(控股)有限公司2024年環境、社會及管治報告</p>
<p>“the Reporting Period” 「報告期」</p>	<p>The period from 1 April 2023 to 31 March 2024 指2023年4月1日至2024年3月31日期間</p>
<p>“PRC”, “China” 「中國」</p>	<p>The People’s Republic of China 指中華人民共和國</p>
<p>“Hong Kong” 「香港」</p>	<p>Hong Kong Special Administrative Region of the People’s Republic of China 指中華人民共和國香港特別行政區</p>
<p>“SEHK” 「聯交所」</p>	<p>The Stock Exchange of Hong Kong Limited 指香港聯合交易所有限公司</p>
<p>“Listing Rules” 「《上市規則》」</p>	<p>The Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited 指《香港聯合交易所有限公司證券上市規則》</p>
<p>“ESG Reporting Guide” 「《ESG指引》」</p>	<p>2023 Edition of the Environmental, Social and Governance Reporting Guide in Appendix C2 to the Listing Rules 指2023年版本的《上市規則》附錄C2《環境、社會及管治報告指引》</p>
<p>“HK\$” 「港幣」</p>	<p>Hong Kong dollar, the official currency of Hong Kong 指香港元，香港法定貨幣</p>
<p>“Board” 「董事會」</p>	<p>Board of Directors 指董事會</p>
<p>“KPI” 「關鍵績效指標」</p>	<p>Key performance indicators in the <i>ESG Reporting Guide</i> 指《ESG指引》中的關鍵績效指標</p>

ABBREVIATIONS

簡寫

1

"BOT"	Build-Operate-Transfer, a project model whereby a government entity grants to entity a concession to finance, construct and operate a facility according to the agreed specifications for a specified concession period. The entity does not own the facility or the project, but it may receive subsidies from the government entity and/or incomes from the project's end users. Upon expiry of the concession period, operation of the project will be transferred to the government entity at a nominal fee
「BOT」	指建設 — 營運 — 轉讓，是一種項目模式，政府機構根據協定的規格，在規定的特許權年期內向實體授予特許權，以資助、建造和營運設施。實體不擁有設施或項目，但可能從政府機構獲得補貼及／或從項目最終使用者收取收入。特許權年期屆滿後，項目將以象徵性費用轉讓給政府機構進行營運
"IMS"	Integrated Management System, which combines all related components of a business into one system for easier management and operation
「IMS」	指綜合管理體系，將業務所有相關部分合併為一個系統，以便更容易管理及運作
"ISO"	International Standardisation Organisation
「ISO」	指國際標準化組織
"OHSAS"	Occupational Health and Safety Assessment Series
「OHSAS」	指職業健康與安全評估系列
"QSHE"	Quality, Safety, Health, and Environment
「QSHE」	指質量、安全、健康及環境
"GHG"	Greenhouse Gases
「GHG」	指溫室氣體
"EPC"	Engineering, procurement, and construction
「EPC」	指工程、採購及建設
"Construction Business"	The Group's business in provision of foundation works, civil engineering contractual service and general building works
「建築業務」	指本集團提供地基工程、土木工程合約服務及一般屋宇工程的業務
"Environmental Protection Business"	The Group's business in provision of environmental protection projects including kitchen waste treatment, development and management of environmental protection industrial parks and new energy materials
「環保業務」	指本集團提供環保項目(包括餐廚垃圾處理)、開發及管理環保工業園及新能源材料的業務



1 ABBREVIATIONS

簡寫

“Hefei Plant” 「合肥項目」	The Group’s subsidiary, Hefei Feifan Biotechnology Co., Ltd 指本集團的附屬公司，合肥非凡生物科技有限公司
“Xuancheng Plant” 「宣城項目」	The Group’s subsidiary, Xuancheng Xichong Biological Technology Co., Ltd. 指本集團的附屬公司，宣城市西冲生物科技有限公司
“Tianjin Office” 「天津辦公室」	The Group’s subsidiary, Tianjin Yisheng Environmental Technology Co., Ltd 指本集團的附屬公司，宜升(天津)環境技術有限公司
“Shenzhen Huamingsheng” 「深圳華明勝」	The Group’s subsidiary, Shenzhen Huamingsheng Technology Co., Ltd. 指本集團的附屬公司，深圳市華明勝科技有限公司
“Yixing Plant” 「宜興項目」	The Group’s subsidiary, Yisheng (Yixing) Environmental Technology Co., Ltd 指本集團的附屬公司，宜昇(宜興)環境技術有限公司
“CO” 「CO」	Carbon monoxide 指一氧化碳
“NO_x” 「NO _x 」	Nitrogen oxides 指氮氧化物
“SO_x” 「SO _x 」	Sulphur oxides 指硫氧化物
“PM” 「PM」	Particulate matter 指顆粒物

ABOUT THE REPORT 關於本報告 2

New concepts is delighted to present our 8th ESG report, which represents our commitment to transparency and accountability in our sustainability efforts. This Report includes detailed accounts of our management approaches, strategies, and initiatives in key areas of ESG for the period of 1 April 2023 to 31 March 2024, which is consistent with our fiscal year.

2.1 Reporting Guidelines

The Report has complied with all “Mandatory Disclosure Requirements” and “Comply or Explain” disclosure obligations set out in the *ESG Reporting Guide* and has been prepared in accordance with the 4 reporting principles: materiality, quantitative, balance and consistency. Please refer to the “Content Index of the *ESG Reporting Guide*” section for details of the compliance with the *ESG Reporting Guide* of the Report.

創業集團欣然提呈我們的第8份ESG報告，該報告體現我們於可持續發展工作中對透明度及問責的承諾。本報告詳細介紹我們於2023年4月1日至2024年3月31日期間(與我們的財政年度一致)在ESG關鍵領域的管理方針、策略及舉措。

2.1 報告標準

本報告已遵守《ESG指引》中規定的所有「強制披露要求」及「不遵守就解釋」披露條款，並根據4項匯報原則：重要性、量化、平衡和一致性進行編寫。有關本報告對《ESG指引》的遵守詳情，請參閱「《ESG指引》索引」一節。

Materiality: 重要性：

The Report aims to disclose the Group’s performance and management related to high-materiality and other ESG issues to its stakeholders. Therefore, we have identified high-materiality topics through materiality assessment, in which stakeholders were invited to participate in an online questionnaire and the assessment result was reviewed and validated by the Board. The detailed materiality assessment process and results are set out in the “Materiality Assessment” section.

本報告旨在向持份者披露本集團與重大及其他ESG議題有關的表現及管理。因此，我們通過重要性評估來確定重大主題，邀請持份者參與網上問卷調查，評估結果由董事會審查及確認。詳細的重要性評估過程及結果載於「重要性評估」一節。

Quantitative: 量化：

To illustrate our performance in environmental and social aspects, we have disclosed our quantitative KPI during the Reporting Period, together with the information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used for the quantitative KPI.

為說明我們在環境及社會方面的表現，我們已經披露報告期內的量化關鍵績效指標及量化關鍵績效指標所使用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換系數的來源。



2 ABOUT THE REPORT 關於本報告

Balance: 平衡：

The report provides an unbiased picture of the Group's ESG performance during the Reporting Period to avoid any selection, omission or misleading presentation format that may inappropriately influence the reader's judgment.

本報告已對本集團於報告期內的ESG表現進行公正描述，以避免任何選擇、遺漏或具有誤導性的呈列格式可能對讀者的判斷構成不當影響。

Consistency: 一致性：

We adopt consistent calculation methods used in previous reporting periods to improve the comparability of environmental and social performance. If there are any changes, we will annotate and explain the changes in the footnotes.

我們採用以往報告期使用的一致計算方法，以提高環境及社會績效的可比性。倘有任何變化，我們將在註腳中註述及解釋該等變化。

2.2 Reporting Scope

Unless otherwise stated, the Report discloses the environmental and social approaches and performances of the Group including all subsidiaries in business sectors of the Construction Business in Hong Kong and the Environmental Protection Business in the PRC.

The Group has been actively engaging with national and local partners to collaboratively develop new technologies and explore business opportunities as a response to national calls for the growing emphasis of green business. Shenzhen Huamingsheng started its trial production in June 2023. Besides, Yixing Plant obtained land use right in 2024 and started construction (around 1st quarter 2024) of environmental protection industrial park. The aforementioned businesses have been taken into account and comprehensively disclosed in the following Report.

2.2 報告範圍

除非另有說明，否則本報告披露本集團(包括所有附屬公司)在香港建築業務及中國環保業務領域方面的環境和社會方針及績效。

本集團一直積極尋求國家及地方合作夥伴，共同開發新技術及發掘商機，以響應國家日益重視綠色業務的號召。深圳華明勝於2023年6月已開始試產。此外，宜興項目於2024年取得土地使用權，並(於2024年第1季度左右)開始建設環保工業園。上述業務已於以下報告中予以考慮及全面披露。

2.3 Confirmation and Approval

The Board of the Group assumes full responsibility for the Group's ESG strategy and reporting, and has reviewed and approved the disclosure content of the Report. The data and other information publicly disclosed herein are primarily informed by internal documents, reports, and statistical results. The Board undertakes that the contents of the Report does not contain any false records, misleading statements, or major omissions, and is ultimately responsible for the truthfulness, accuracy, and completeness of the Report.

2.4 Access to the Report

The Report is prepared in both English and Traditional Chinese. If there were any inconsistencies between the two versions, the English version shall prevail. The Report can be accessed through our website at the section of Investor Relations: <http://www.primeworld-china.com>.

2.5 Contact Information

The Group greatly values the insights and perspectives of stakeholders regarding the Report and our ESG performances. Should there be any suggestions, stakeholders may contact the Group with the following communication channels:

Address: Office B, 3/F, Kingston International Centre
19 Wang Chiu Road, Kowloon Bay, Hong Kong
Tel: (852) 3588 9600
Fax: (852) 3188 4356

2.3 確認及批准

本集團董事會全面負責本集團的ESG策略及報告，並已審閱及批准本報告的披露內容。本文公開披露的數據和其他資料主要來源於內部文件、報告及統計結果。董事會承諾本報告內容不存在虛假記錄、誤導性陳述或重大遺漏，並對其真實性、準確性及完整性承擔最終責任。

2.4 報告獲取方式

本報告以英文和繁體中文編製。若兩個版本之間有任何不一致之處，概以英文版本為準。本報告可通過我們的網站在投資者關係部分獲取：<http://www.primeworld-china.com>。

2.5 聯繫方式

本集團非常重視持份者對本報告及我們於ESG表現的見解及看法。如有任何建議，持份者可通過以下溝通渠道與本集團聯繫：

地址：香港九龍灣宏照道19號
金利豐國際中心3樓B室
電話：(852) 3588 9600
傳真：(852) 3188 4356



3 ABOUT THE GROUP

關於本集團

New Concepts Holdings Limited (“New Concepts”) (Stock Code: 2221) is a Hong Kong company which provides environmental protection services and construction services in Hong Kong and Mainland China.

創業集團(控股)有限公司(「創業集團」)(股份代號：2221)為一間於香港及中國大陸提供環保服務及建築服務的香港公司。

Construction Business:

The Group acts as a contractor in the Hong Kong construction industry and engages in foundation works, civil engineering works and general building works in Hong Kong. As of the end of the Reporting Period, the construction project overview is as follows:

建築業務：

本集團為香港建築業的承包商，於香港從事地基工程、土木工程及一般屋宇工程。截至報告期末，建築項目概要如下：

 <p>Number of Completed Projects 完成項目數目</p> <p style="font-size: 2em; font-weight: bold;">7</p>	
 <p>Number of Projects in Progress 在建項目數目</p> <p style="font-size: 2em; font-weight: bold;">5</p>	

Environmental Protection Business:

i) Kitchen Waste Treatment

In the Environmental Protection Business sector, the Group is primarily involved in kitchen waste treatment, development and management of environmental protection industrial parks and new energy materials. Currently, we operate kitchen waste treatment plants in Hefei and Xuancheng and maintain an operational office in Tianjin.

環保業務：

i) 餐廚垃圾處理

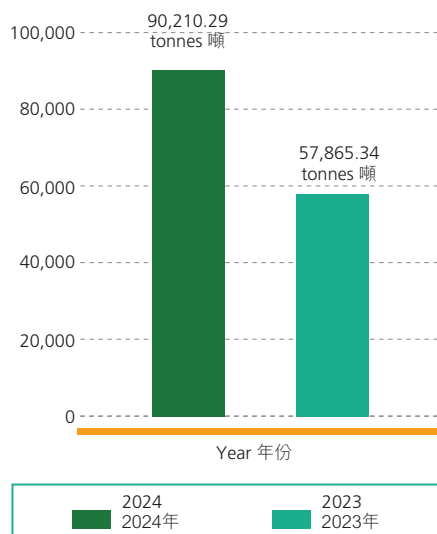
於環保業務領域，本集團主要從事餐廚垃圾處理；開發及管理環保工業園及新能源材料。我們目前在合肥及宣城運營餐廚垃圾處理廠，並於天津設有營運辦公室。



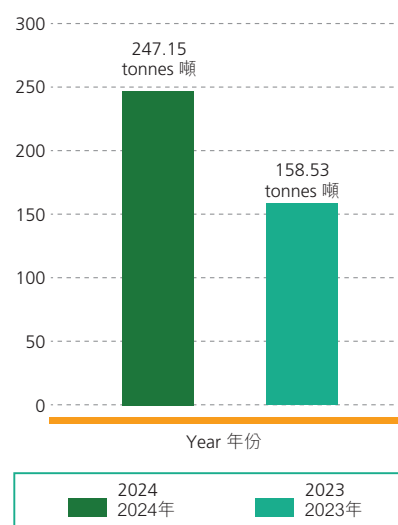
Our kitchen waste treatment plants applied the advanced technology of “**Kitchen Waste Pretreatment + Microbial Aerobic Composting**”.

我們的餐廚垃圾處理廠已應用「**餐廚垃圾預處理+微生物好氧**」的先進技術。

Kitchen Waste Handling Capacity (Year) 餐廚垃圾處理量(年)



Kitchen Waste Handling Capacity (Daily) 餐廚垃圾處理量(日)



ii) Development and Management of Environmental Protection Industrial Park

Yixing project locates in the China Yixing Environmental Protection Science and Technology Industrial Park, focuses on the construction and development of advanced environmental protection technologies, offering leasing solutions. During the Reporting Period, the Yixing project obtained the construction permit and commenced construction work. It is set to officially start production and operation in the near future. Our Group will continue to deepen its engagement in the energy-saving and environmental protection sector, promoting technological innovation and development in the environmental protection industry.

ii) 開發及管理環保工業園

宜興項目位於中國宜興環保科技工業園，主要致力於建設及開發先進環保技術，提供租賃方案。報告期內，宜興項目已獲得施工許可證並開展建設工程，將於未來正式投產運營。本集團將繼續深耕節能環保領域，推動環保產業的技術創新和發展。



3 ABOUT THE GROUP 關於本集團

iii) **New Energy Business:**

Recognising the growing potential and importance of sustainable energy solutions in the global market, In 2022, the Group strategically entered the business of anode materials technology. In 2023, our subsidiary Shenzhen Huamingsheng has started its trial production. Having domestic leading research and development capabilities, Shenzhen Huamingsheng has taken the lead in the development of in anode materials and graphene-based anode materials, which can be applied in batteries, 3C and power storage areas, with advantages such as high performance, low cost, and environmental friendliness. For further information on our financial performance and latest developments, please refer to the 2024 Annual Report.

iii) **新能源業務：**

本集團認識到可持續能源解決方案在全球市場日益增長的潛力及重要性，於2022年戰略性地進軍負極材料技術領域。於2023年，附屬公司深圳華明勝已開始試產。深圳華明勝擁有國內領先的研發能力，於負極材料及石墨烯基負極材料發展方面處於國內領先地位，可應用於電池、3C、動力存儲等領域，具有高性能、低成本、環保等優勢。有關我們財務業績及最新發展的進一步資料，請參閱2024年年報。

3.1 ESG Awards

The Group is determined to maintain robust ESG practices. During the Reporting Period, our commitment has been recognised through various awards, which reflects our achievement in fostering ESG contributions. In future, the Group shall remain committed to driving positive changes, ensuring that our initiatives benefit all stakeholders and a sustainable future.

3.1 ESG 獎項

本集團決心保持穩健的ESG實踐。於報告期，我們的承諾通過各種獎項得到認可，這反映我們於促進ESG貢獻方面所取得的成就。今後，本集團將繼續致力於推動積極的變革，確保我們的各項舉措能夠惠及所有持份者，實現可持續發展的未來。



New Concepts Holdings Limited — 2023 Organic Waste Investment and Operation Benchmark Enterprise of the Year

創業集團(控股)有限公司 — 2023有機廢棄物投資運營年度標桿企業

On 4 January 2024, the “2023 (17th) Solid Waste Strategy Forum,” hosted by E20 Environmental Platform, officially commenced in Beijing. During the forum, the Group was awarded “2023 Organic Waste Investment and Operation Benchmark Enterprise of the Year.” This accolade acknowledges the Company’s substantial operational capabilities and cutting-edge innovative technologies in the environmental protection sector.

於2024年1月4日，由E20環境平台主辦的「2023(第十七屆)固廢戰略論壇」於北京正式拉開帷幕。論壇期間，本集團榮獲「2023有機廢棄物投資運營年度標桿企業」稱號。這個榮譽肯定本公司於環保領域的雄厚運營實力及尖端創新技術。



Hefei Plant — High-Tech Enterprise Certificate 合肥項目 — 高新技術企業證書

The Office of the Leading Group for the National High-Tech Enterprise Certification and Management Work announced the “Record Filing of the Second Batch of High-Tech Enterprises Certified by Anhui Province in 2023.” As announced, Hefei Plant has once again passed the high-tech enterprise certification since its initial certification in 2020.

全國高新技術企業認定管理工作領導小組辦公室公佈「安徽省2023年第2批高新技術企業認定備案」。經公示，合肥項目自2020年首次通過高新技術企業認定後，再次通過高新技術企業認定。



Tianjin Office — Tianjin Emerging Enterprise 天津辦公室 — 天津市雛鷹企業

In 2023, Tianjin Office had passed through self-evaluation, audits at district and municipal level, and on-site investigations, and was successfully included in the ninth batch of Tianjin Emerging Enterprise, Recognising its strong capabilities in innovation and future development potentials. 於2023年，天津辦公室通過自評、區級及市級審核以及實地考察，成功入選第9批天津市雛鷹企業，其強大的創新能力及未來發展潛力得到認可。



3 ABOUT THE GROUP 關於本集團



Xuancheng Plant — Advanced Collective in Safety Work

宣城項目 — 安全生產工作先進集體

In 2024, Xuancheng Plant has been recognised as an Advanced Collective in Safety Work, acknowledging its commitment to maintaining best practices of OSH in its operations.

於2024年，宣城項目被評為安全生產工作先進集體，這是對其致力於運營中保持職業安全及健康最佳實踐的認可。



Shenzhen Huamingsheng — Advanced Material Enterprise and Advanced Technological Innovation Unit

深圳華明勝 — 先進材料企業及先進科技創新單位

At the recent 2023 Annual General Meeting of the Guangdong Battery Industry Association and the 5th Guangdong-Hong Kong-Macao Greater Bay Area Battery Industry Summit, Shenzhen Huamingsheng was awarded with the titles of “Advanced Material Enterprise” and “Advanced Technology Innovation Unit”, recognising its significant contributions and achievements in the field.

於近期召開的廣東省電池行業協會2023年度會員大會暨第5屆粵港澳大灣區電池產業高峰論壇上，深圳華明勝獲授予「先進材料企業」及「先進科技創新單位」稱號，以表彰其於該領域做出的重大貢獻及取得的成就。



GOVERNING SUSTAINABILITY 可持續發展管治 4

The Group is dedicated to embedding the principles of sustainable development into both our governance framework and daily operations, with the ultimate goal of creating long-term value and benefits for our stakeholders. The Board plays a pivotal role in overseeing a robust ESG governance framework, ensuring that ESG factors are integral to all business and operational decisions.

4.1 ESG Governance Structure

To maintain and enhance our commitment to sustainability, the Group continuously refines its ESG governance structure. Based on the structure, we actively execute the responsibilities of ESG in our daily work and contribute to the Group's overall sustainability goal.

ESG Governance Responsibilities and ESG Working Group

本集團致力於將可持續發展原則納入管治框架及日常營運，最終旨在為持份者創造長期價值及利益。董事會於監督穩健的ESG管治框架方面發揮著關鍵作用，確保ESG因素成為所有商業和營運決策的組成部分。

4.1 ESG管治架構

為保持及加強我們對可持續發展的承諾，本集團不斷完善ESG管治架構。於此基礎上，我們在日常工作中積極履行ESG責任，為本集團的整體可持續發展目標做出貢獻。

ESG管治責任及ESG工作小組





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Engaging ESG matters cohesively

The Board, as the highest decision-making body, assumes overall responsibility for the Group's ESG strategy and reporting. Its duties encompass the supervision of the Group's ESG matters, management approach, and the processes employed to evaluate, prioritise, and manage material ESG topics and risks, as well as approving important ESG work, such as annual ESG report and ESG targets. Furthermore, the Board is tasked with evaluating ESG issues specific to the Group and ensuring the effectiveness of ESG risk management and internal control systems.

The ESG Working Group functions as a subordinate body of the Board. The primary responsibility of the group involves coordinating ESG-related work among functional departments of the subsidiaries as authorised by the Board, including but not limited to formulating and reviewing the ESG governance strategy, identifying, evaluating, prioritising, and managing material ESG issues, assisting in setting ESG targets and preparing annual ESG reports. The group shall regularly report to the Board on material ESG issues and working status.

Composition of ESG Working Group ESG工作小組的構成

- The group is managed and chaired by a Board member of the Company.
該小組由本公司董事會成員管理及主持。
- The secretary of the group is responsible for its daily operation coordination.
小組秘書負責協調小組的日常營運。
- The members of the group include the person in charge from the Group's headquarters and subsidiaries.
小組成員包括本集團總部及附屬公司負責人。

All subsidiaries and functional departments are responsible for executing the broad ESG management approach and the formulated ESG strategies. For example, they shall coordinate ESG data collection and carry out relevant tasks in accordance with the ESG management system and process.

共同參與ESG事務

董事會作為最高決策機構，全面負責本集團的ESG策略及報告工作。其職責包括監督本集團的ESG事項、管理方針、及評估、優次排列及管理重大ESG主題及風險的流程，以及批准重大ESG工作，如年度ESG報告及ESG目標。此外，董事會亦負責評估本集團特定的ESG議題，並確保ESG風險管理及內部監控系統的有效性。

ESG工作小組作為董事會的附屬機構行使職能。其主要職責乃根據董事會授權，協調各附屬公司職能部門之間的ESG相關工作，包括但不限於制定及審閱ESG管治策略，識別、評估、優次排列及管理重大ESG議題，協助制定ESG目標及編製年度ESG報告。該小組須定期向董事會報告重大ESG議題及工作情況。

所有附屬公司及職能部門負責執行整體的ESG管理方針及制定的ESG策略。例如，彼等須協調ESG數據收集工作，並根據ESG管理系統及程序開展相關工作。

4.2 ESG Risk Management

During the Reporting Period, we conducted an ESG risk assessment to further explore the potential ESG risks that could impact our business. This proactive approach has provided a solid foundation for continuous improvement in operations and control of ESG risks. Moreover, by integrating the insights gained from the assessment, we are able to make more informed and strategic choice that balance our business objectives with our sustainability commitment.

The procedures of the ESG risk assessment are as follows:

4.2 ESG風險管理

於報告期內，我們已進行ESG風險評估，以進一步探索影響我們業務的潛在ESG風險。這種積極主動的方法為持續改進營運及控制ESG風險奠定了堅實的基礎。此外，通過整合從評估中獲得的見解，我們能夠做出更明智的策略選擇，在業務目標及可持續發展承諾之間取得平衡。

ESG風險評估程序如下：

<p>Step 1 第1步</p>	<p>Identify Potential ESG Risks 識別潛在ESG風險</p>	<p>We conducted an analysis of existing internal risk lists, ESG risk database and emerging ESG trends. ESG risks where relevant to the Group were identified and cataloged to update the ESG risk database.</p>
		<p>我們對現有的內部風險清單、ESG風險數據庫及新出現的ESG趨勢進行了分析。我們識別與本集團相關的ESG風險，並將其編目，以更新ESG風險數據庫。</p>
<p>Step 2 第2步</p>	<p>Conduct ESG Risk Assessment 進行ESG風險評估</p>	<p>We engaged a group of risk owners from various functional department to evaluate each identified ESG risks along two critical dimensions: “severity of the risk’s potential impact” and “the likelihood of its occurrence”, a risk matrix is established based on the scoring result.</p>
		<p>我們聘請1組來自不同職能部門的風險負責人，根據兩個關鍵維度來評估各項已識別ESG風險，即「風險潛在影響的嚴重性」及「風險發生的可能性」，並根據評分結果建立風險矩陣。</p>
<p>Step 3 第3步</p>	<p>Evaluate and Prioritise ESG Risks 評估ESG風險並確定其優先等級</p>	<p>Risks that fall into the “high” and “very high” categories are considered material ESG risks. After the evaluation, we have identified in total 7 material ESG risks. Two of the climate-related risks will be further discussed in 7.7 Responding to Climate Change.</p>
		<p>「高」級別和「非常高」級別的風險已被視為重大ESG風險。經過評估，我們共識別7項重大ESG風險。其中兩個與氣候相關的風險將於7.7應對氣候變化中進一步討論。</p>
<p>Step 4 第4步</p>	<p>Implementing Sound Response Strategies 落實完善的應對策略</p>	<p>We have thoroughly reviewed our internal policies, to ensure their alignment with our sustainability objectives and effectiveness in mitigating potential risks. Building upon this review, we have developed a robust set of strategies to address ESG risks at different levels of severity.</p>
		<p>我們已全面審閱我們的內部政策，以確保與我們的可持續發展目標一致，並有效降低潛在風險。於審閱基礎上，我們已制定一套穩健策略，以應對不同嚴重程度的ESG風險。</p>



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The following shows the details of the identified material ESG risks and the corresponding response strategies.

下文詳細介紹了已識別重大ESG風險及相應的應對策略。

Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Noise and Waste Emission Pollution 噪音及廢棄物排放污染</p>	<p>Construction activities can generate significant noise pollution, dust and construction waste, whilst our environmental protection operations may also involve hazardous waste, emissions and wastewater. If these aspects are improperly handled or appropriate measures are absent to control and reduce pollution, environment and society in neighbouring areas may as a result suffer from serious damages.</p> <p>施工活動可能會產生大量噪音污染、粉塵及建築垃圾，而我們的環保行動亦可能涉及有害廢棄物、廢氣及廢水。倘在該等方面處理不當，或者缺乏適當措施來控制及減少污染，可能會對周邊地區環境及社會造成嚴重破壞。</p> <p>If we fail to properly manage the potential environmental pollution risks, it may also increase the risk of economic losses due to non-compliance and negative impacts on Company's reputation.</p> <p>倘我們未能妥善管理潛在的環境污染風險，亦可能增加因違規而造成經濟損失的風險，並對本公司聲譽造成負面影響。</p>	<ul style="list-style-type: none"> Measures such as noise monitoring and sourcing low-noise equipment have been implemented to reduce noise pollution. For detailed information, please refer to the "Noise Management" section of the Report. 為減少噪音污染，我們已採取噪音監測及採購低噪音設備等措施。詳細資料請參閱本報告「噪音管理」1節。 The Company has established comprehensive waste management system for administrative offices, construction sites, and environmental protection operation. For detailed information, please refer to the "Waste Management" section of the Report. 本公司已在行政辦公室、建築工地及環保業務營運方面建立全面的廢物管理系統。有關詳細資料，請參閱本報告「廢物管理」1節。 The Company has set short-term and long-term environmental targets, and regularly review the progress of action plans. For detailed information, please refer to the "ESG Targets" section of the Report. 本公司已制定短期及長期環境目標，並定期檢查行動計劃的進展情況。詳細資料請參閱本報告「ESG目標」1節。

Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
Energy Crisis 能源危機	<p>The global energy crisis has led to instability in supply chains worldwide. The disruption in the energy supply has caused challenges for businesses in securing reliable and consistent access to essential resources and materials, which leads to project delays, increasing cost, and reduced profitability.</p> <p>全球能源危機導致全球供應鏈不穩定。能源供應的中斷給企業在確保可靠、持續地獲取基本資源及材料方面帶來了挑戰，導致項目延誤、成本增加及盈利能力下降。</p>	<ul style="list-style-type: none"> At the internal management level, the Company has established the Energy Management Manual, which clearly defined the responsibilities and details related to energy policy, planning and supervision, with an aim to promote energy conservation and consumption reduction. Each subsidiary has also formulated regulations as required. For example, the Tianjin Office has formulated the “Regulations on Water and Electricity Conservation Management” to manage the work related to saving water and electricity in office areas. 在內部管理層面，本公司已制定《能源管理手冊》，明確界定與能源政策、規劃及監督相關的職責及細節，旨在促進節能降耗。各附屬公司亦根據要求制定了相應規定。例如，天津辦公室制定了《節水節電管理規定》，對辦公區域節水節電相關工作進行管理。 In terms of opportunities arising from the renewable energy sector, the Hefei Plant has implemented biomass (biogas) power generation to supplement boiler fuel and natural gas; the Xuancheng Plant has been applying for approval from local government for the construction of a rooftop photovoltaic project, to promote the application of clean energy. 在可再生能源領域帶來的機遇方面，合肥項目已實施生物質(沼氣)發電，以補充鍋爐燃料及天然氣；宣城項目已申請當地政府批准建設屋頂光伏發電項目，以促進清潔能源的應用。 Since 2022, the Company has been investing in the new energy materials business. In 2023, Shenzhen Huamingsheng’s anode business has started trial production, mastering forward-looking technologies such as green energy materials, research and development. 自2022年以來，本公司一直在投資新能源材料業務。於2023年，深圳華明勝負極業務已開始試產，掌握了綠色能源材料、研發等前瞻性技術。



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Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Industrial Safety 工業安全</p>	<p>Human-induced accidents, such as fires, would pose significant risks to the Group's property and assets, potentially leading to substantial economic losses and disruption on business operations, hindering our ability to function effectively. Furthermore, these catastrophic events may cause casualties and fatalities, which may bring about high compensation cost to the injured parties and damage to the Group's reputation</p> <p>火災等人為事故會給本集團的財產及資產帶來巨大風險，可能導致重大經濟損失及業務營運中斷，阻礙我們有效運作的能力。此外，該等災難性事件可能會造成人員傷亡，給受害方帶來高昂賠償費用，並損害本集團聲譽</p>	<ul style="list-style-type: none"> The Company regularly conducts inspections on safety and hidden dangers for production equipment, process flows, safety facilities, etc., to identify loopholes and rectify in a timely manner. 本公司定期對生產設備、工藝流程、安全設施等進行安全隱患排查，發現漏洞並及時整改。 Emergency plans are formulated for various types of safety accidents that may occur, and regular safety training and education are conducted, including safety training and emergency drills, to cultivate employees' safety awareness and standardised operation habits. For more details, please refer to the "Securing Health and Safety Workplace" chapter. 針對可能發生的各類安全事故制定應急預案，定期開展安全培訓及教育，包括安全培訓及應急演練，培養員工的安全意識及規範操作習慣。有關更多詳情，請參閱「確保工作場所的健康與安全」章節。

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Identified Material ESG Risk 已識別重大ESG風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Compliance and shifts in policies 政策合規及轉變</p>	<p>The operation of construction and environmental business involves generation of hazardous waste, exhaust emissions and wastewater, which must be controlled in compliance with the environmental policies and regulations. Failure to monitor and manage these aspects can result in significant legal, financial, and reputational risks for the Group. Also, changes in legislation or regulatory requirements may necessitate upgrades or improvements to the Group's technologies and facilities, requiring financial and other resource investments.</p> <p>建築及環境業務的營運涉及有害廢棄物、廢氣排放及廢水的產生，必須按照環境政策及法規加以控制。倘不對該等方面進行監控及管理，可能會給本集團帶來重大法律、財務及聲譽風險。此外，由於立法或監管要求變化，可能需要對本集團的技術及設施進行升級或改進，因此需要投資資金及其他資源。</p>	<ul style="list-style-type: none"> The company strictly adheres to laws and regulations that significantly impact the group, including those related to environmental pollution, labour standards, health and safety, anti-corruption, and information security. No incidents of violation of these relevant laws and regulations occurred during the year. Additionally, the company has established corresponding operating procedures and environmental responsibility protection systems based on its processes, and regularly organises environmental safety training to enhance employees' awareness of standard operations and prevent violations. 本公司嚴格遵守涉及環境污染、勞工準則、健康與安全、反貪污、資訊安全等對集團有重大影響的法律法規。本年度概無違反相關法律法規的事件。同時，公司已根據工序，制定相應的操作規程和環境責任保護制度，定期組織環境安全培訓，提高員工規範操作意識，避免出現違規情況。 The company will closely monitor industry regulatory trends to ensure timely adjustments to its management strategies and operating procedures, continuously improving the company's management system and policies. 公司會密切關注行業規管動向，確保能及時調整公司的管理策略及操作規程，持續完善公司管理體系及政策。



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Disaster, Emergency Planning and Response

In the construction and environmental protection sectors, we understand that inadequate management of occupational safety, environmental, and climate risk factors can lead to severe consequences. To mitigate the potential losses from disasters and safeguard the lives of our employees and our corporate assets, we have established comprehensive plans for emergency preparedness. Besides, we have conducted timely reviews of our internal policies and initiatives. Our measures and efforts are further elaborated in “Protecting our Environment” “Securing Health and Safety in Workplace” chapter.

4.3 ESG Targets

Our sustainability strategy involves the formulation and implementation of concrete ESG targets. At the same time, we also encourage our subsidiaries and business partners to set their own ESG goals and objectives, aligning with our overall sustainability vision.

The Board authorises and monitors the work of ESG Working Group to review the progress of the ESG target and direction. During the Reporting Period, we have reviewed and updated on our performances and progress against our ESG targets. Please refer to the details in section 7.1 *Fulfilling Environmental Responsibility*.

災害、應急預案及應對

在建築及環保領域，我們深知，對職業安全、環境及氣候風險因素的管理不到位會導致嚴重後果。為了減輕災害可能造成的損失，保障員工的生命安全及公司資產的安全，我們已制定全面的應急預案。此外，我們亦對內部政策及措施進行了及時審閱。我們的措施及努力在「保護環境」、「確保工作場所的健康與安全」章節中作了進一步闡述。

4.3 ESG目標

我們的可持續發展戰略包括制定及實施具體的ESG目標。同時，我們亦鼓勵附屬公司及業務合作夥伴根據我們的整體可持續發展願景，制定各自的ESG目標。

董事會授權並監督ESG工作小組的工作，審閱ESG目標及方向的進展。於報告期內，我們已審閱並更新我們實現ESG目標的表現及進展。詳情請參閱「7.1履行環保責任」1節。

4.4 Operational Compliance

The Board is committed to continuously improving efficiency and adhering to the Group's Compliance Manual, which outlines the standard of good practices concerning the general management responsibilities of the Board and the Group's compliance obligations.

To ensure a unified approach, all departments and subsidiaries are expected to uphold operational compliance and adhere to applicable laws and the Group's policies. To support this, the Group has established procedures designed to address potential breaches effectively. Upon notification of any possible misconduct, a prompt investigation is conducted to ensure that appropriate corrective actions are taken to address and rectify the issue.

The Group also proactively monitors the evolving landscape of regulations related to environmental, health, and safety aspects and revises our internal management systems on time, ensuring that our practices remain current and compliant with the latest standards. Additionally, the Group provides compliance training to employees to enhance their awareness and facilitate effective communication on compliance matters.

Social Compliance

The following tables set forth the laws, and regulations that have a significant impact on the issuer regarding social aspects. There were no reports of violations and breaches of these regulations during the Reporting Period.

4.4 合規營運

董事會致力於不斷提高效率及遵守本集團的《合規手冊》，該手冊概述了有關董事會一般管理責任及本集團合規義務的良好做法標準。

為確保採取統一的方法，所有部門及附屬公司須堅持合規營運，遵守適用法律及本集團政策。為此，本集團制定了旨在有效處理潛在違規行為的程序。一旦發現任何可能的不當行為，本集團會立即進行調查，以確保採取適當的糾正措施來處理及糾正問題。

本集團亦積極關注與環境、健康及安全相關的法規的發展變化，並及時修訂內部管理系統，確保我們的做法與時俱進，符合最新標準。此外，本集團亦為員工提供合規培訓，以提高彼等的合規意識，促進彼等就合規事宜進行有效溝通。

社會合規

下表載列就社會方面對發行人有重大影響的法律及法規。於報告期內，概無關於違反及違背該等法規的報告。



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Aspects 方面	Laws and Regulations 法律及法規
<p>Labour Standard (Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.) 勞工準則(關於薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他利益及福利。)</p>	<ul style="list-style-type: none"> — Labour Law of the People's Republic of China 《中華人民共和國勞動法》 — Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 — Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 — Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) 《僱員補償條例》(香港法例第282章) — Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong) 《性別歧視條例》(香港法例第480章) — Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》(香港法例第485章) — Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong) 《殘疾歧視條例》(香港法例第487章) — Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong) 《家庭崗位歧視條例》(香港法例第527章) — Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong) 《種族歧視條例》(香港法例第602章) — Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong) 《最低工資條例》(香港法例第608章)

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Aspects 方面	Laws and Regulations 法律及法規
Child Labour and Forced Labour 童工及強迫勞工	<ul style="list-style-type: none"> — Provisions on the Prohibition of Child Labour Law of the People's Republic of China 《中華人民共和國禁止使用童工規定》 — Employment of Children Regulations under the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) 《僱傭條例》(香港法例第57章)項下《僱用兒童規例》
Product Quality (Relating to product health and safety and method of redress) 產品品質(關於產品健康及安全以及補救方法)	<ul style="list-style-type: none"> — Standardisation Law of the People's Republic of China 《中華人民共和國標準化法》 — Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》 — Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》 — Food Safety Law of the People's Republic of China 《中華人民共和國食品安全法》 — Building Ordinance (Chapter 123 of the Laws of Hong Kong) 《建築物條例》(香港法例第123章)
Health and Safety (Relating to providing a safe working environment and protecting employees from occupational hazards) 健康及安全(關於提供安全工作環境及保障僱員免受職業危害)	<ul style="list-style-type: none"> — Prevention and Control of Occupational Diseases Law of the People's Republic of China 《中華人民共和國職業病防治法》 — Regulation on Work-Related Injury Insurance 《工傷保險條例》 — Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 — Fire Safety (Commercial Premises) Ordinance (Chapter 502 of the Laws of Hong Kong) 《消防安全(商業處所)條例》(香港法例第502章) — Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) 《職業安全及健康條例》(香港法例第509章)



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Aspects 方面	Laws and Regulations 法律及法規
Marketing and Promotion (Relating to advertising) 營銷及推廣(關於廣告)	<ul style="list-style-type: none"> — Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 — Trademark Law of the People's Republic of China 《中華人民共和國商標法》 — Trade Description Ordinance (Chapter 362 of the Laws of Hong Kong) 《商品說明條例》(香港法例第362章)
Information Security (Relating to privacy matters) 信息安全(關於私隱事宜)	<ul style="list-style-type: none"> — Law of the People's Republic of China on the Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》 — Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 — Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) 《個人資料(私隱)條例》(香港法例第486章)
Anti-corruption (Relating to bribery, extortion, fraud and money laundering) 反貪污(關於賄賂、勒索、欺詐及 洗錢)	<ul style="list-style-type: none"> — Criminal Law of the People's Republic of China 《中華人民共和國刑法》 — Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 — Provisions on Anti-money Laundering of Financial Institutions 《金融機構反洗錢規定》 — Securities Law of the People's Republic of China 《中華人民共和國證券法》 — Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) 《防止賄賂條例》(香港法例第201章)

Environmental Compliance

The Group has strictly complied with and the Group is not aware of violations in our operations with the following laws and regulations that have a significant impact on the issuer relating to air and greenhouse gases emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the Reporting Period (including but not limited to):

環境合規

本集團已嚴格遵守及本集團的營運於報告期內並無違反以下對發行人有重大影響的涉及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的法律法規(包括但不限於):

Environmental-related Laws and Regulations 與環境有關的法律及法規

- Air Pollution Control (Construction Dust) Regulation (Chapter 311R of the Laws of Hong Kong)
《空氣污染管制(建造工程塵埃)規例》(香港法例第311R章)
- Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong)
《噪音管制條例》(香港法例第400章)
- Air Pollution Control (Non-road Mobile Machinery) (Emission) Regulation (Chapter 311Z of the Laws of Hong Kong)
《空氣污染管制(非道路移動機械)(排放)規例》(香港法例第311Z章)
- Environmental Protection Law of the People's Republic of China
《中華人民共和國環境保護法》
- Environmental Impact Assessment Law of the People's Republic of China
《中華人民共和國環境影響評價法》
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste
《中華人民共和國固體廢物污染環境防治法》
- Law of the People's Republic of China on Prevention and Control of Water Pollution
《中華人民共和國水污染防治法》
- Interim Provisions for the Administration of Pollutant Discharge Licenses
《排污許可證管理暫行規定》
- Measures for the Administration of Concession for Infrastructure and Public Utilities
《基礎設施和公用事業特許經營管理辦法》
- The Opinion on the Strengthening of the Overhaul of Gutter Oil and Management of Kitchen Wastes issued by the General Office of the State Council
《國務院辦公廳關於加強地溝油整治和餐廚廢棄物管理的意見》
- Standard Requirement on Graphite Industry
《石墨行業規範條件》
- Water Law of the People's Republic of China
《中華人民共和國水法》



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4.5 Stakeholder Communications

As we progress on our sustainable development journey, we recognise the importance of understanding and responding to the diverse needs and expectations of our stakeholders. To ensure that we are effectively engaging with them, we have established a comprehensive stakeholder engagement framework that utilises a variety of communication channels. The following table provides an overview of our key stakeholder groups, their expectations and concerns, and the primary channels through which we engage with them:

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> Employee compensation and benefits Career development Health and safety in workplace 僱員薪酬及福利 職業發展 工作環境的健康與安全 	<ul style="list-style-type: none"> Performance reviews Regular meetings and training Emails, notice boards, hotline 表現評估 定期會議及培訓 電郵、公告板、熱線電話
Customers 客戶	<ul style="list-style-type: none"> High-quality products and services Protection of customer rights 高品質產品及服務 保護客戶權利 	<ul style="list-style-type: none"> Customer satisfaction survey Face-to-face meetings and on-site visits Customer service hotline and email 客戶滿意度調查 面對面會議及現場訪問 客戶服務熱線及電郵
Business Partners 業務夥伴	<ul style="list-style-type: none"> Business compliance 業務合規 	<ul style="list-style-type: none"> Whistleblowing system Development Bureau and Housing Authority assessment and licence renewal Emails Face-to-face meetings and on-site visits Phone and video conferences 舉報系統 發展局及房屋委員會評估及牌照續期 電郵 面對面會議及現場訪問 電話及視像會議

4.5 持份者溝通

隨著我們在可持續發展道路上取得進展，我們認識到理解及回應持份者的各種需求和期望的重要性。為確保我們與彼等有效溝通，我們建立了一個利用各種溝通渠道的全面持份者溝通框架。下表概述我們的主要持份者群體、彼等的期望及關注，以及我們與彼等溝通的主要渠道：

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Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
General Public 公眾	<ul style="list-style-type: none"> Involvement in communities Business compliance Environmental protection awareness 社區參與 業務合規 環境保護意識 	<ul style="list-style-type: none"> Media conferences and responses to enquiries Public welfare activities Company websites 媒體發佈會及答覆諮詢 公益活動 公司網站
Shareholders and Investors 股東和投資者	<ul style="list-style-type: none"> Return on investments Corporate governance Business compliance 投資回報 企業管治 業務合規 	<ul style="list-style-type: none"> Regular reports and announcements Regular general meetings Official Company websites 定期報告和公告 定期股東大會 公司官方網站
Subcontractors and Suppliers 分包商和供應商	<ul style="list-style-type: none"> Fair and open procurement 公平公開採購 	<ul style="list-style-type: none"> Subcontractors and Suppliers feedback 分包商和供應商反饋
Government and Regulatory Authorities 政府和監管機構	<ul style="list-style-type: none"> Compliance with laws and regulations Business sustainability 遵守法律及規例 企業可持續發展 	<ul style="list-style-type: none"> Supervision on the compliance with local laws and regulations Regular reporting Face-to-face meetings, on-site visits and inspections 監督遵守當地法律及規例的情況 定期報告 面對面會議、現場訪問及檢查

4.6 Materiality Assessment

The Group conducts an annual materiality assessment to identify and prioritise the most significant ESG issues that are of concern to its stakeholders. This process enables the Group to align its ESG strategy and reporting with the expectations and interests of its stakeholders, and to focus its efforts on the areas that matter most to its long-term sustainability and success.

4.6 重要性評估

本集團每年進行重要性評估，以確定持份者關注的最重大ESG議題並確定其優先順序。這一過程使本集團能夠將其ESG策略及報告與其持份者的期望及利益保持一致，並將其工作重點放在對其長期可持續性和成功最重要的領域。



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During the Reporting Period, we conducted research on material topics for internal and external stakeholders through questionnaire and collected valid response. The survey results were analysed to identify the material topics of the year, which will be discussed comprehensively in the following Report. The procedures of the materiality assessment are as follows:

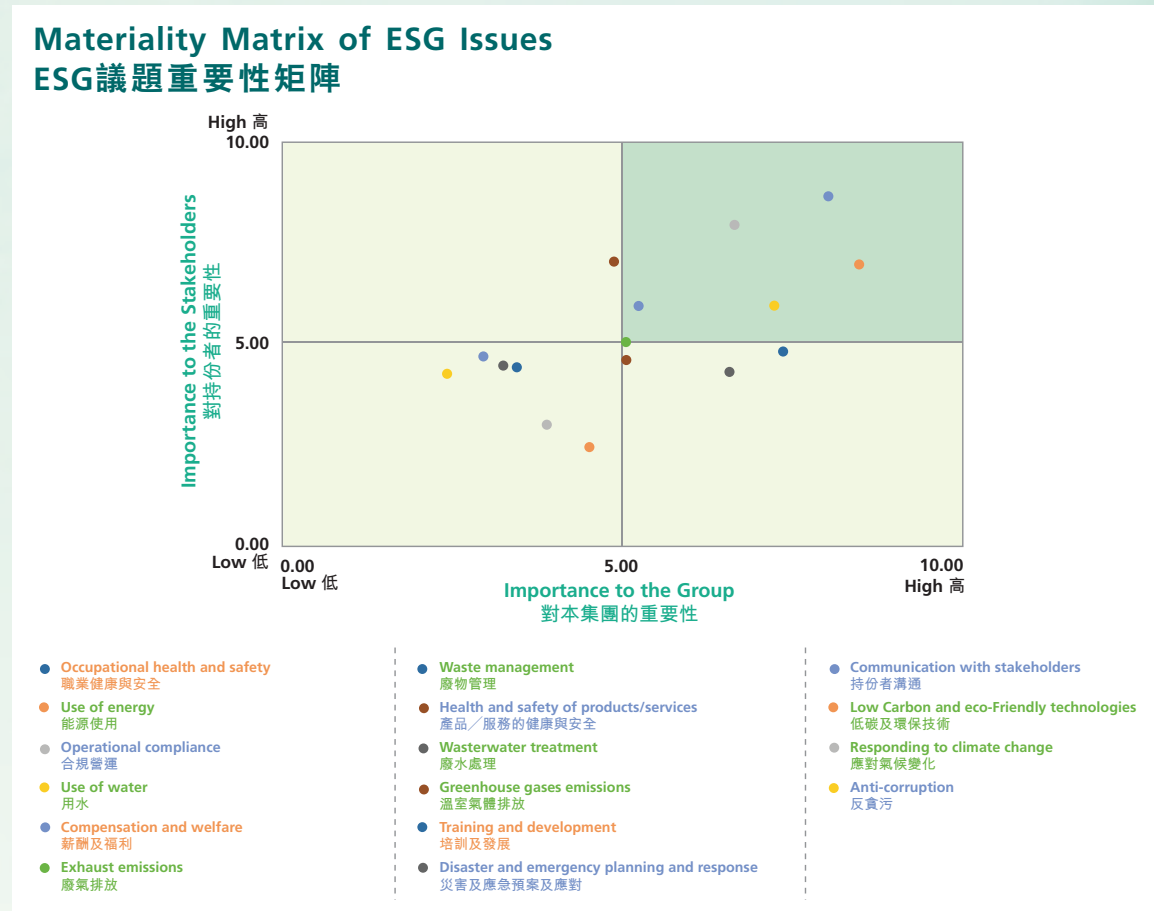
於報告期內，我們已通過問卷調查對內部及外部持份者的重大主題開展研究，並收集到有效的回復。我們對調查結果進行了分析，以確定本年度的重大主題，這些主題將於以下報告中進行全面討論。重要性評估的程序如下：

Step 1 第1步	Identify potential ESG issues and key stakeholders 確定潛在ESG議題及主要持份者	<ul style="list-style-type: none"> The Board identified a total of 16 ESG issues to establish the 2024 ESG issue pool with reference to the <i>ESG Reporting Guide</i>, the characteristic of the Group's various businesses, and peer benchmarking. The Board identified 6 groups of key stakeholders based on the level of influence and dependence on the Group, including the Board, management, employees, shareholders and investors, customers, and the general public. 董事會參照《ESG指引》、本集團各項業務的特點及同業基準，共確定16項ESG議題，以建立2024年 ESG議題數據庫。 董事會根據對本集團的影響及依賴程度，識別6組主要持份者，包括董事會、管理層、員工、股東及投資者、客戶，以及公眾。
Step 2 第2步	Collect stakeholders' opinions 收集持份者的意見	<ul style="list-style-type: none"> The Group invited stakeholders to rank the issues in 3 categories, including environmental responsibility, employment and labour practices and operation practices through an online survey. 本集團通過線上調查，邀請持份者對包括環境責任、僱傭及勞工慣例以及營運慣例在內的3類議題進行排序。
Step 3 第3步	Analyse the high-materiality issues 分析高重要性議題	<ul style="list-style-type: none"> The Group analysed the results by mapping materiality matrices in 2 dimensions, namely the "importance to stakeholders" (vertical axis) and "importance to the Group" (horizontal axis). The Group identified 6 issues that score half or above in both dimensions as "high-materiality issues". 本集團通過繪製2維重要性矩陣(即「對持份者的重要性」(垂直軸)及「對本集團的重要性」(水平軸))對結果進行分析。 本集團確定6項在兩個維度上的得分均超過一半或以上的議題為「高重要性議題」。
Step 4 第4步	Validate the high-materiality issues 驗證高重要性議題	<ul style="list-style-type: none"> The Board of the Group validated the high-materiality issues and the other ESG issues to ensure that the results were relevant with the Group's latest situation. 本集團董事會驗證高重要性議題及其他ESG議題，以確保結果符合本集團最新的發展狀況。



The materiality matrix and rankings of ESG issues are presented as follows:

ESG議題的重要性矩陣及排序呈列如下：



High-materiality Issues: 高重要性議題：	Other Issues: 其他議題：
1. Occupational health and safety 職業健康與安全	7. Waste Management 廢物管理
2. Use of energy 能源使用	8. Health and Safety of Products/Services 產品／服務的健康與安全
3. Operational compliance 合規營運	9. Wastewater Treatment 廢水處理
4. Use of water 用水	10. Greenhouse Gases Emissions 溫室氣體排放
5. Compensation and welfare 薪酬及福利	11. Training and Development 培訓及發展
6. Exhaust emissions 廢氣排放	12. Disaster and Emergency Planning and Response 災害及應急預案及應對
	13. Communication with Stakeholders 持份者溝通
	14. Low Carbon and Eco-friendly Technologies 低碳及環保技術
	15. Responding to Climate Change 應對氣候變化
	16. Anti-Corruption 反貪污



5 CONDUCTING OUR BUSINESS RESPONSIBILITY

負責任營運業務

The Group's commitment to maintain responsible, ethical, and resilient business practices is integral to our long-term success. Ensuring the integrity and sustainability of our operation, we continuously enhance our management in critical aspects of business ethics, quality assurance, supply chain management and customer services, laying the foundation for enduring stakeholder trust and corporate excellence.

本集團致力於保持負責任、合乎道德及有彈性的商業行為，這是我們長期成功不可或缺的一部分。為確保我們營運的完整性和可持續性，我們不斷加強在商業道德、品質保證、供應鏈管理及客戶服務等關鍵方面的管理，為持久的持份者信任及企業卓越奠定基礎。

To uphold the highest operational standard, our construction business has obtained ISO certifications for its quality, environmental management, energy management and occupational health and safety systems. In future, the Group will continue to improve our processes to expand our portfolio of certifications.

為堅持最高的營運標準，我們的建築業務已取得質量、環境管理、能源管理及職業健康與安全體系的ISO認證。日後，本集團將繼續改進我們的流程，以擴大我們的認證組合。

ISO Certifications of Construction Business

建築業務的ISO認證



ISO Certifications from our subsidiaries

來自附屬公司的ISO認證



ISO9001 of Hefei Plant and Shenzhen Huamingsheng
合肥項目及深圳華明勝的ISO9001

High-materiality Issues Disclosed in This Chapter

本章節披露的高重要性議題

- Operational Compliance
合規營運

CONDUCTING OUR BUSINESS RESPONSIBILITY 負責任營運業務

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5.1 Abiding by Business Ethics

The Group upholds the highest standards of business ethics, steadfastly adhering to relevant laws and regulations. Our stringent code of conduct and oversight mechanisms have set a clear guidance to prevent, detect and address any potential misconducts. During the Reporting Period, the Group found no cases of corruption or violations of discipline.

Anti-Corruption Policies and Reporting Channels

The Group has strictly complied with relevant laws and regulations, and established the Whistleblowing Policy and the Fraud Prevention & Detection Policy relating to unethical behaviours such as bribery, extortion, fraud, and money laundering.

5.1 恪守商業道德

本集團秉承最高標準的商業道德，堅定不移地遵守相關法律法規。我們嚴格的行為準則和監督機制為預防、發現及解決任何潛在的不當行為提供明確的指導。於報告期內，本集團並未發現任何貪污或違紀案件。

反貪污政策及舉報渠道

本集團嚴格遵守相關法律法規，並制定了與賄賂、勒索、欺詐及洗錢等不道德行為有關的《舉報政策》及《防止欺詐和檢測政策》。

Fraud Reporting and Investigation Procedure 欺詐報告及調查程序	Protection of Whistleblowers' Right 保護舉報人的權利
<p>Employees, representative of vendors, suppliers or subcontractors who engage in business with the Group are encouraged to report any known or suspected fraudulent activity. 鼓勵與本集團有業務往來的員工、賣方代表、供應商或分包商報告任何已知或可疑的欺詐活動。</p> <p>Received fraud reports would be promptly handled and investigated by the assigned senior officer. Based on the findings, a detailed report summarising the evidence and recommended actions will be prepared and submitted to the Audit Committee for review and decision-making. 收到的欺詐報告將由指派的高級職員迅速處理及調查。根據調查結果，將編製一份詳盡的報告，概述證據和建議的行動，並提交審核委員會審查和決策。</p> <p>The Group shall take appropriate action against the offenders, which include disciplinary measures, termination of employment, or legal actions. 本集團應對違規者採取適當行動，包括紀律處分、終止僱傭關係或採取法律行動。</p>	<p>Throughout the reporting process, the confidentiality of the reporter and the investigation will be maintained. 在整個報告過程中，將對報告人和調查進行保密。</p> <p>Unauthorised disclosures of reporter's identity and matter of report would be strictly dealt according to Company's disciplinary procedure. 未經授權披露報告人身份和報告事項將嚴格按照本公司紀律程序處理。</p> <p>We have zero tolerance to any reprisals, discrimination, harassment, intimidation, or victimisation against whistleblowers. 我們對任何針對舉報人的報復、歧視、騷擾、恐嚇或傷害零容忍。</p>



5 CONDUCTING OUR BUSINESS RESPONSIBILITY 負責任營運業務

Anti-Competitive Practices

When engaged in tendering processes, we adhere to a rigorous set of rules and guidelines outlined in the tender documents. We strictly prohibit any form of bid-rigging or collusion among competitors, as such practices are not only illegal but also contrary to our core values of honesty and transparency. Moreover, we encourage our subsidiaries to establish robust policies and procedures that address all forms of unfair competition, upholding the highest standard of business ethics.

Cultivating Anti-Corruption Culture

Our Employee Handbook, Fraud Prevention and Detection Policy has set out the responsibilities of employees and senior management to actively prevent, detect and report any fraudulent activities.

反競爭行為

在參與招標過程中，我們遵守招標文件中列出的一系列嚴格規則和指導方針。我們嚴格禁止任何形式的投標操縱或競爭對手之間的勾結，因為這種做法不僅違法，亦違背了我們誠實和透明的核心價值觀。此外，我們鼓勵我們的附屬公司制定完善的政策和程序，解決所有形式的不公平競爭，維護最高標準的商業道德。

培育廉潔文化

我們的《員工手冊》及《防止欺詐和檢測政策》規定了員工和高級管理層積極預防、檢測及報告任何欺詐活動的責任。

Management's Responsibility 管理層的責任

- Familiarise each employee with the types of improprieties that might occur in their workplace
熟悉每一位員工可能會在工作地點發生的不恰當行為
- Educate employees about fraud prevention and detection
向員工傳授有關預防和檢測欺詐的知識
- Create a culture whereby employees are encouraged to report any fraud or suspected fraud which comes to their knowledge, without any fear of victimisation
創造一種文化，鼓勵員工舉報彼等所知道的任何詐騙或疑似詐騙行為，而不必擔心受到傷害
- Promote employee awareness of ethical principles
促進員工對道德原則的認識

CONDUCTING OUR BUSINESS RESPONSIBILITY 負責任營運業務

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To establish a shared sense of responsibility in preventing corruption and other unethical behaviors, we have designed and organised training sessions to provide employees with a clear understanding of our ethical standards, as well as crucial laws and regulations that govern our business activities. During the Reporting Period, out of the entire training sessions the Group organised, we held 4 trainings particularly tailored for regulatory compliance:

為在預防貪污和其他不道德行為方面建立共同的責任感，我們設計並組織了培訓課程，讓員工清楚地瞭解我們的道德標準以及管理我們商業活動的重要法律法規。於報告期內，在本集團組織的整個培訓課程中，我們舉辦了4次特別針對監管合規的培訓：

Board training 董事會培訓	9 members of the Board 9名董事會成員
Senior team building 高級團隊建設	
Compliance training for middle and senior management of the Group 本集團中高層管理人員的合規培訓	Staff from Hong Kong office, Hong Kong foundation business and Mainland China environmental protection business 香港辦公室、香港地基業務及中國大陸環保業務的員工
ESG training ESG培訓	

At subsidiary level, Tianjin Office and Shenzhen Huamingsheng organised trainings on business integrity for all staff, and received good feedback on the course.

在附屬公司層面上，天津辦公室及深圳華明勝為全體員工組織了商業廉潔培訓，並收到了良好的響應。





5 CONDUCTING OUR BUSINESS RESPONSIBILITY 負責任營運業務

Safeguarding Intellectual Property

Safeguarding Intellectual Property is essential to maintaining the Group's competitive edge and fostering innovation. We have adopted a comprehensive approach to IP protection that encompasses business ideas, concepts, designs, discoveries, inventions, improvements, manufacturing technologies, standards, and confidential information.

On the path of innovation and advancing our core technologies, the Group continues to deepen its efforts to research and development. During the Reporting Period, Shenzhen Huamingsheng obtained 30 patents; Yixing Plant and Hefei Plant in Environmental Protection Business obtained 2 and 5 kinds of state-certified patents respectively. While we remain committed to bring new and innovative services to the market, we will continue to prioritise the protection of our intellectual property.

保護知識產權

保護知識產權對於保持本集團的競爭優勢和促進創新至關重要。我們採用了一種全面的知識產權保護方法，包括商業想法、概念、設計、發現、發明、改進、製造技術、標準及機密資料。

在創新和推進核心技術的道路上，本集團繼續深化研發工作。於報告期內，深圳華明勝獲得30項專利；宜興項目及合肥項目的環保業務分別獲得2項及5項國家認證專利。在我們繼續致力於將新的創新服務推向市場的同時，我們將繼續優先保護我們的知識產權。



Tianjin Office — Intellectual Property Management System Certifications
天津辦公室 — 知識產權管理體系認證證書

In 2023, Tianjin Office has successfully passed the certification assessment of the "Enterprise Intellectual Property Management Specification" (GB/T29490-2013) and obtained the "Intellectual Property Management System Certification" for the design and development of environmental governance facilities (waste gas disposal and waste treatment). 2023年，天津辦公室成功通過《企業知識產權管理規範》(GB/T29490-2013)的認證評估，獲得環境治理設施(廢氣處理和廢物處理)設計開發的「知識產權管理體系認證證書」。

Hefei Plant — 5 Utility Model Patent Certifications 合肥項目 — 5項實用新型專利證書



5.2 Quality Management and Assurance

Our approach to quality management is underpinned by a holistic system that strictly adheres to relevant local laws and regulations and align with the ISO9001 international standards. Meanwhile, we have standardised a robust product recalling mechanism to ensure potential quality issues are promptly addressed and resolved. Within our business, Hefei Plant, Xuancheng Plant and Shenzhen Huamingsheng primarily involves in distribution of products and services, for these entities, we have formulated stringent quality assurance and recall procedures to handle safety issues or product defects effectively. This has enabled us to consistently offer products and services of high quality to our customers. During the Reporting Period, none of our products sold or shipped is subject to recalls for safety-related and health-related reasons.

5.2 品質管理及保證

我們的品質管理方法以一個嚴格遵守當地相關法律法規並符合ISO9001國際標準的整體體系為基礎。同時，我們已將完善的產品召回機制標準化，以確保潛在的品質問題得到及時處理及解決。在我們的業務範圍內，合肥項目、宣城項目及深圳華明勝主要從事產品及服務的分銷，我們為這些實體制定了嚴格的品質保證及召回程序，以有效處理安全問題或產品缺陷。這使我們能夠始終如一地為客戶提供高品質的產品和服務。於報告期內，我們銷售或裝運的產品均未因安全及健康相關原因被召回。



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Quality Management of Construction Business

In terms of construction business, the overall quality management work is led by the QSHE department with accordance to the IMS manual. The QSHE manager is responsible to plan and implement the monitoring, measurement, analysis, and improvement of process. To maintain the effectiveness of IMS manual, we regularly review and update the guidelines of our quality management system, the IMS Manual, ensuring our quality management system is up to date.

建築業務的品質管理

在建築業務方面，整體質量管理工作由QSHE部根據《IMS手冊》指引。QSHE經理負責策劃和實施過程的監控、測量、分析及改進。為維持《IMS手冊》的有效性，我們定期審查和更新我們質量管理體系的指引（即《IMS手冊》），以確保我們的質量管理體系是最新的。

Monitoring and measurement 監控及測量

- Customer satisfaction is assessed through meeting records, customer complaint and amount of conformity. Based on these data, the QSHE manager is responsible to constantly measure the performance.
通過會議記錄、客戶投訴及合規程度來評估客戶滿意度。根據這些數據，QSHE經理負責持續衡量績效。
- The QSHE manager is also responsible for monitoring of project according to the project program and IMS project plan. Every aspect of product requirement shall be thoroughly verified until the product is satisfactorily completed.
QSHE經理亦負責根據項目計劃及IMS項目計劃對項目進行監控，徹底驗證產品要求的各個方面，直到產品令人滿意。

Control of accidents, incidents and nonconforming products 對事故、事件及未達標產品的控制

- The QSHE Manager is responsible to identify and control the nonconforming products. Within the maintenance period for the service, the QSHE manager shall take appropriate actions to rectify and re-verify nonconforming products.
QSHE經理負責識別及控制未達標產品。於服務的維護期內，QSHE經理須採取適當措施糾正及重新核實未達標產品。

Quality improvement 質量改進

- In the event of nonconformities, corrective and preventive actions shall be taken to eliminate the cause and prevent recurrence.
倘出現未達標產品，須採取糾正和預防措施消除原因，防止再次發生。
- For any quality issues detected before delivery, we will establish and implement a quality improvement procedure until the quality of the project meets the legal and agreed requirements; For the quality issues detected after delivery, we will take appropriate actions to correct the quality issues.
對於交付前發現的任何質量問題，我們將制定並實施質量改進程序，直至項目質量符合法律及協定的要求；對於交付後發現的質量問題，我們將採取適當措施糾正質量問題。

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Apart from major work details of QSHE department, the IMS manual also specifies responsibilities of different departments to execute a cohesive approach towards quality management.

除QSHE部的主要工作詳情外，《IMS手冊》亦規定不同部門的責任，以執行統一的質量管理方法。

Departments 部門	Responsibilities 責任
Contract Department 合同部	<ul style="list-style-type: none"> Determine the requirements related to services, such as the statutory and regulatory requirements and the requirements of the customers. 確定與服務有關的要求，如法定及監管要求以及客戶要求。
Design Division 設計科	<ul style="list-style-type: none"> Review the design to ensure all the requirements are met. 審閱相關設計以確保符合所有要求。
Project Department 項目部	<ul style="list-style-type: none"> Establish an IMS project plan to satisfy the requirements of internal IMS and international standards. 制定IMS項目計劃，以滿足內部IMS及國際標準的要求。 Verify that the product requirements are met. 核實是否滿足產品要求。

Quality Management for Environmental Protection Business

The Group's Environmental Protection Business in the PRC uses to focus on kitchen waste treatment services to local regions and generating revenue from the processing fee as stipulated in relevant service concession arrangement, sales of by-product such as used cooking oil etc., which are produced during the treatment process. The Group operates its kitchen waste treatment projects under the Build-Operate-Transfer (BOT) model, ensuring strict adherence to contractual obligations for each project.

To maintain the specified level of serviceability and restore the plants to the required condition before handing them over to the grantor at the end of the service concession arrangement, the Group implements rigorous control measures. These measures are designed to uphold the quality of services provided by the kitchen waste treatment plants. For example, our subsidiaries closely monitor key quality indicators, such as the moisture content of kitchen waste, throughout the treatment process. By keeping a close eye on these parameters, we ensure that our plants consistently deliver high-quality services to our clients and the communities we serve. If products with quality issues had flow into the market, we will immediately initiate the recall procedure.

環保業務的品質管理

本集團在中國的環保業務主要集中於向當地提供餐廚垃圾處理服務，並從相關特許經營權安排中規定的處理費、處理過程中產生的副產品(如廢食用油等)的銷售中產生收入。本集團以建設—營運—轉讓(BOT)模式經營其餐廚垃圾處理項目，確保每個項目嚴格遵守合約義務。

為在特許經營權安排結束時將廠房移交予授權人前，保持規定的可用性水準並將廠房恢復至指定狀況，本集團實施了嚴格的控制措施。這些措施旨在維持餐廚垃圾處理廠提供的服務質量。例如，我們的附屬公司在整個處理過程中密切監測關鍵品質指標，如餐廚垃圾的水份含量。通過密切關注這些參數，我們確保我們的廠房始終如一地為我們的客戶和我們服務的社區提供高品質的服務。倘有品質問題的產品流入市場，我們將立即啟動召回程序。



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Shenzhen Huamingsheng — Quality Service Integrity Unit and Unit that Value Quality and Keep Promises

深圳華明勝 — 質量服務誠信單位及重質量守信用單位



5.3 Supply Chain Management

The Group places a high emphasis on supply chain sustainability. By fostering quality management, risk control and responsible sourcing, we aim to create a resilient and sustainable supply chain that supports our operational objectives and corporate responsibilities. Our internal policies cover a wide range of supply chain aspects, including supplier selection, evaluation, and procurement practices, to effectively manage the environmental and social risks associated with suppliers.

During the Reporting Period, we engaged a total of 109 suppliers according to the Group or the subsidiary's policies relating to supplier management. Our supplier management policies require all our partners to meet our standards for quality, reliability. The table below shows the breakdown of the Group's subcontractors and suppliers by geographical region. Please refer to 9.2 Social Performance Table for the comparison of 2023 and 2024 data.

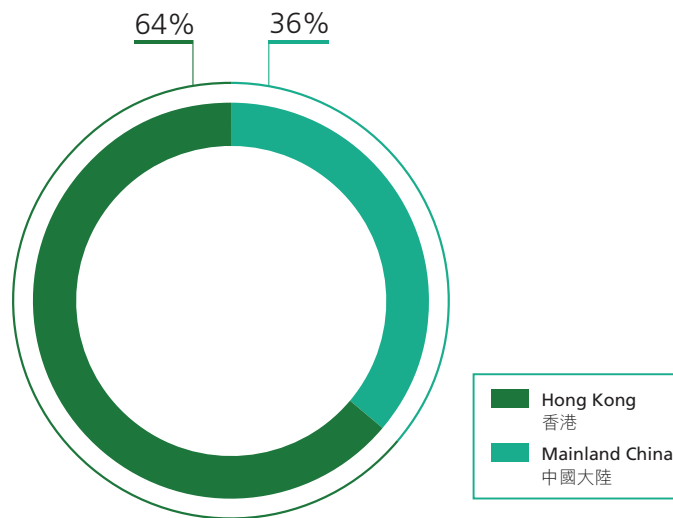
5.3 供應鏈管理

本集團極其重視供應鏈可持續發展。通過加強質量管理，風險管理及責任採購，我們旨在創建一個高韌性及可持續的供應鏈以支撐我們的營運目標及企業責任。我們的內部政策涵蓋供應鏈的多個方面，包括供應商篩選、評核及採購慣例以有效管理與供應商有關的環境及社會風險。

於報告期內，我們根據本集團或附屬公司有關供應商管理的政策委聘合共109名供應商。我們的供應商管理政策要求所有合作夥伴需滿足我們的質量及可靠性標準。下表載列本集團按地理區域劃分的分包商及供應商明細。2023年及2024年對比數據請參閱9.2社會績效表。

Geographical Breakdown of Number of Subcontractors and Suppliers 分包商及供應商數目的地區明細

Geographical Breakdown
of Number of Subcontractors
and Suppliers
分包商及供應商數目的
地區明細



Supplier Selection and Evaluation Mechanism

The IMS manual and Subcontractor/Supplier engagement and evaluation policy specifically outlines the principles and procedures of procurement at the Group level. During the purchasing stage, subcontractors and suppliers are invited to submit tender proposals, which are reviewed by the project team. This review process includes a thorough evaluation of several critical factors, such as reputation, product and service quality, industry experience, pricing, and lead time. Suppliers who meet both internal standards and regulatory requirements are then added to our internal qualified supplier list. Besides, suppliers will be given a rank based on the evaluation result. Suppliers with the highest rank may enjoy benefits such as prioritised payment and exemption from material inspections.

To maintain high standards of quality and consistency, we also conduct regular re-evaluations of our suppliers' performance. This ongoing assessment ensures that our partners continue to meet our stringent criteria and adhere to the expected levels of excellence.

供應商篩選及評核機制

《IMS手冊》及《分包商／供應商聘請和評估政策》具體概述本集團層面的採購原則及程序。於採購階段，邀請分包商和供應商提交標書，由項目組對標書進行審閱。該審閱過程包括對若干關鍵因素的全面評估，包括聲譽、產品及服務質量、行業經驗、定價及交貨時間。同時滿足我們內部標準及法規要求的供應商隨即會列入內部合資格供應商名單。此外，供應商將獲得依據評核結果得出的排名。排名最高的供應商將享有優先付款及免除重大審查的福利。

為保持高水平質量及一致性，我們亦對我們供應商表現做出定期重審。該持續評估確保我們的合作夥伴持續滿足我們嚴格的標準，並堅持達到預期卓越水平。



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Supplier Management Policies in our Business

我們業務中的供應商管理政策

Construction Business

建築業務

- The selection and evaluation process is managed according to the Subcontractor/Supplier Engagement and Evaluation Policy.
根據《分包商／供應商聘請和評估政策》管理選擇及評核程序。

Environmental Protection Business

環保業務

- Procurement and supply chain department is responsible for the duties of supplier management, ranging from screening suppliers, procuring qualified products, and reporting to management.
採購及供應鏈部門負責供應商管理義務，包括篩選供應商，採購合格產品，並向管理層匯報。
- The Supplier Management Principles and Systems and the Procurement Management Measures guide the requirements of management practices.
《供應商管理原則及制度》及《採購管理辦法》指導管理實踐要求。

Green Procurement

The Group has emphasised sustainability and environmental responsibility throughout our supply chain. In general, we have incorporated environmental considerations while making purchasing decisions. For instance, we prioritise products with higher energy efficiency and less toxic nature and avoid procuring disposable items. Furthermore, as guided in our supplier selection and evaluation process, we strictly refuse collaboration with suppliers who pose environmental hazards. In future, the Group will continue to enhance our green procurement practices by strengthening our monitoring and management processes.

Controlling Environmental and Social Risk Factors

In our supplier risk management, we thoroughly consider health, safety, and environmental risks. We include the subcontractors' safety management system as a factor in subcontractor assessment and selection. As in construction business, we have identified environmental and social risk along the supply chain in the daily operation, the project manager would evaluate the safety performance of subcontractors and carry out safety walks, site safety meetings and safety reviews regularly to monitor subcontractors' performance, reducing the safety risk at the site after the commencement of the project. To control the environmental risks of our suppliers, we require all subcontractors to strictly follow the environmental protection measures set out in the Construction Site Environmental Protection Guidelines.

綠色採購

本集團於整個供應鏈中強調可持續性及環保責任。一般而言，我們於作出採購決定時會考慮環保因素。例如，我們將優先使用高能源效益及毒性較低的產品並避免採購用完即棄產品。此外，於我們供應商篩選及評核過程中，我們將嚴令禁止與存在環境隱患的供應商合作。未來，本集團將繼續通過加強我們的監督管理程序來提高綠色採購實踐水平。

環境及社會風險因素管理

於我們的供應商風險管理中，我們將全面考慮健康、安全及環保風險。我們將分包商的安全管理系統納入分包商評估及挑選的因素。在建築業務方面，項目開始後，我們已經識別了日常營運中供應鏈的環境和社會風險，項目經理會評估分包商的安全表現及定期執行安全巡查、地盤安全會議及安全檢討，以監察分包商的表現，減低地盤的安全風險。為控制供應商的環境風險，我們規定所有分包商須嚴格遵守《施工場地環保指引》所載的環保措施。

Case Study: Reducing Safety Risks of Subcontractors At The Construction Site**案例研究：於施工場地減低分包商的安全風險**

We emphasise the safety of workers at the construction site to reduce potential safety risks. As we have close cooperation with our subcontractors at the construction site, we highly value the safety performance of subcontractors.

我們重視施工場地工人的安全，以減低潛在安全風險。我們於施工場地與分包商緊密合作，故我們非常重視分包商的安全表現。

We enhance safety management by implementing control measures for our subcontractors. We stipulate the safety responsibilities of subcontractors as follows:

我們對分包商實施控制措施以加強安全管理。我們規定分包商的安全責任如下：

- Be familiar with the Site Safety and Health Management Plan, statutory regulations and special safety rules applicable to the work.
熟悉《地盤安全及健康管理規劃》、適用於工程的法定規例及特殊安全規則。
- Appoint enough safety supervisors and first-aiders.
委任足夠的安全監督及急救人員。
- Ensure that use protective clothing and equipment appropriately.
確保妥善使用保護衣物及裝備。
- Participate daily/monthly-morning safety meetings, daily/weekly process safety discussions and Site Safety Committee Meeting.
參與每日／月安全早會、每日／週程序安全討論及地盤安全委員會會議。
- Attend daily and weekly site safety inspections and arranges workforce to improve safety performance.
出席每日及每週地盤安全檢驗及安排人手以改進安全表現。

Besides conducting safety audits, we also impose an administration levy if subcontractors fail to follow the safe working procedures, effectively raising the compliance to our safety management measures for subcontractors.

除了進行安全檢核外，倘分包商未有遵守安全工作程序，我們亦會施加行政徵費，以有效提高分包商的安全管理措施合規情況。



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Our subsidiaries under the Environment Protection Business have formulated relevant policies to control potential environmental and social risks in supply chain. For instance, Hefei Plant employs the Environmental and Social Risk Management Policies for Managing Supply Chains to prevent significant environmental and social risks associated with suppliers. In the absence of identified environmental and social risks/significant adverse impacts, the Hefei Plant follows the Supplier Management Principles and Regulations to assess the environmental and social impacts when selecting and prioritising suppliers. With respect to supply chain risk management:

我們環保業務下的附屬公司制定有關政策控制供應鏈的潛在環境及社會風險。例如，合肥項目已透過《管理供應鏈的環境和社會風險管理政策》以防止與供應商有關的重大環境和社會風險。在沒有確定的環境和社會風險／重大不利影響的情況下，合肥項目在選擇和優先考慮供應商時，遵循《供應商管理原則和規定》，評估環境和社會影響。在供應鏈風險管理方面：

Hefei Plant — Supply Chain Risk Management Approach

合肥項目 — 供應鏈風險管理方法

Establish Strategic Partnership: Strengthen trust among supply chain members to create win-win situations and risk sharing.

建立戰略合作夥伴關係：加強供應鏈成員間的信任以創造雙贏局勢，並分擔風險。

Enhance Information Sharing: Reduce uncertainty and risk by eliminating information distortion through effective communication and information sharing among supply chain partners.

加強信息共享：通過與供應鏈合作夥伴間有效的溝通及信息共享消除信息失真，從而減少不確定性及風險。

Strengthen Incentives for Supply Chain Members: encourage supply chain partners to proactively adopt risk prevention measures through different incentives.

加強對供應鏈成員的激勵：通過不同激勵，鼓勵供應鏈合作夥伴積極採納風險防範措施。

Flexible Designs: Address the inherent uncertainties in supply and demand by incorporating flexibility in contract designs.

靈活設計：通過在合約設計中融入靈活性，解決供需方面固有的不確定性。

Routine Risk Management: Develop a comprehensive early warning indicator system to detect deviations from normal levels.

日常風險管理：開發全面預警指標系統以發現偏離正常水平的情況。

Establish Emergency Response Mechanisms: Consider various potential emergencies and implement an emergency response system to address to mitigate risks and reduce actual losses in supply chain operations.

建立應急響應機制：考慮不同潛在緊急情況並實施應急響應系統以降低風險，並減少於供應鏈營運中的實際損失。

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5.4 Customer Service

The Group's principal customers are governments and private developers. With a customer-centric approach, we prioritise the delivery of high-quality services and products to consistently meet and exceed their expectations. Meanwhile, we also focused on protection of customer rights and interest, so that we can build and maintain strong and trusting relationships with our customers.

Customers Satisfaction & Communications

During the Reporting Period, we did not receive any complaints regarding our products and service. We enhance customer satisfaction by maintaining efficient communications with customers in the following ways:

Understanding our Customers' Expectations and Needs 理解客戶預期及需求

- We maintain various communication channels, including customer service hotline and email, to collect our customers' opinions in a timely manner.
我們維持多個溝通渠道，包括客戶服務熱線及電子郵件，以便及時收集客戶意見。
- As regulated by the IMS Manual, a contract manager and a project manager are responsible for customer communication at the tendering stage and project implementation stage respectively. The contract manager and project manager collect and respond to customers' feedback properly throughout the project and hence achieve customers' satisfaction.
據《IMS手冊》規管，合同經理和項目經理分別負責招標階段和項目實施階段的客戶溝通。合同經理和項目經理在整個項目過程中妥善收集及回應客戶反饋，從而使客戶滿意。

5.4 客戶服務

本集團的主要客戶是政府及私人發展商。根據以客戶為中心的方法，我們優先提供高質量服務及產品以不斷滿足並超出彼等預期。同時，我們致力於保護客戶權益，從而與我們的客戶創建並維持穩固及信任關係。

客戶滿意度及溝通

於報告期內，我們並無接獲任何有關產品及服務的投訴。我們透過與客戶維持有效溝通提高客戶滿意度，方法如下：



5 CONDUCTING OUR BUSINESS RESPONSIBILITY 負責任營運業務

Establishing Appropriate Complaint Handling Procedures 建立適當的投訴處理程序

- We encourage our subsidiaries to develop their complaint handling procedures and based on their business natures.
我們鼓勵附屬公司根據業務性質建立其投訴處理程序。
- Regular meetings are held in the Construction Business with property owners during the construction phase to receive their opinions and complaints. The project managers will follow up and resolve if they receive any complaints from property owners.
在建築業務方面，我們與業主舉行定期會議，以於施工階段中收集其意見及投訴。項目經理如收到業主的任何投訴，會與業主跟進解決問題。

Collecting our Customers Feedback on our Service for Continuous Improvement 收集客戶對我們服務的反饋以不斷 進步

- We maintain good communication with our customers to understand their future expectations on our services.
我們與客戶維持良好溝通，以理解其對我們服務的未來期許。
- We conduct a customer survey to our customers to understand their opinions on our service.
我們對客戶開展客戶調查，以了解其對我們服務的意見。
- QSHE managers of the Construction Business are required to collect the analysis data relating to customer satisfaction at the end of a construction project.
建築業務的QSHE經理須於建築項目完結時收集有關客戶滿意度的分析數據。

Marketing and Promotion

The Group has implemented internal guidelines that govern the conduct of our sales and marketing practices. To ensure we are providing our customers with transparent and honest communications, we strictly prohibit any form of misrepresentation in our marketing materials or exaggeration of our offerings. During the Reporting Period, the Group was not involved in any violations of regulations and laws relating to advertising and labelling matters.

營銷及推廣

本集團已實施管理銷售及營銷行為的內部指引。為確保為客戶提供透明及誠實的溝通，我們嚴禁在營銷材料中進行任何形式的歪曲陳述或誇大產品。於報告期內，本集團並無涉及任何違反廣告及標籤相關法律法規的行為。

CONDUCTING OUR BUSINESS RESPONSIBILITY
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Information Security

The Group is committed to safeguarding personal privacy and commercially confidential information. To this end, we have significantly enhanced our management of confidential documents that contain sensitive personal and commercial information. Our internal policies and regulations, accessible to all employees, outline our stringent approach to information security:

- Confidential information is strictly monitored to prevent any direct or indirect information leakage to external parties through any means.
- Disclosing and taking away any confidential information relating to our businesses is strictly prohibited.
- Only authorised employees are allowed to access our information system which may contain our customers' personal information.
- Management will investigate directly, and follow-up actions will be taken if there are any suspicious cases.

In addition to these measures, we actively involve our employees in information security management to further protect our customers' privacy. Confidentiality agreements are required to be signed by all employees in our Tianjin office, reinforcing their responsibility for maintaining information security. The Group also provides training on handling of confidential information and our standardised data management procedures.

信息安全

本集團致力於保護個人私隱及商業機密信息。至此，我們已極大加強管理包含敏感個人及商業信息的機密文件。所有員工均可查閱的內部政策及規定列出我們嚴格管理信息安全的方法：

- 嚴格監控機密資料，防止通過任何方式直接或間接向外部洩露任何信息。
- 嚴禁僱員披露及帶走與業務有關的任何機密資料。
- 只有經授權僱員方可查閱可能載有客戶個人資料的資訊系統。
- 如有任何可疑情況，管理層將直接調查，並採取後續行動。

除該等措施外，我們積極讓僱員參與信息安全管理，以進一步保護我們客戶的私隱。於天津辦公室，所有僱員須簽署保密協議，以加強其於維護信息安全的責任。本集團亦提供處理機密信息的培訓及我們的標準化數據管理程序。



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We have always believed that employees are the key driving force of our overall success and ESG development. Thereby we are devoted to nurturing a thriving corporate culture, creating an environment where employees can grow and make meaningful impacts. On top of that, we are committed to empowering our employees to realise their career aspirations within our organisation, through providing diverse learning and development opportunities.

我們始終相信僱員乃我們整體成功及ESG發展的關鍵驅動力。因此，我們致力於培養蓬勃發展的企業文化，為僱員創造能夠成長並產生積極影響的環境。此外，通過提供多樣化學習及發展機會，我們亦致力於賦能僱員於公司內部實現彼等的職業志向。

High-materiality Issues Disclosed In This Chapter

本章節披露的高重要性議題

- Employee compensation and benefits
僱員薪酬及福利
- Occupational health and safety
職業健康與安全

6.1 Our Employment Portfolio

On 31 March 2024, the Group has a total of 363 employees in Mainland China and Hong Kong, including 360 full-time and 3 part-time employees. The number of employees by gender, age group, employee category and geographical region are as follows:

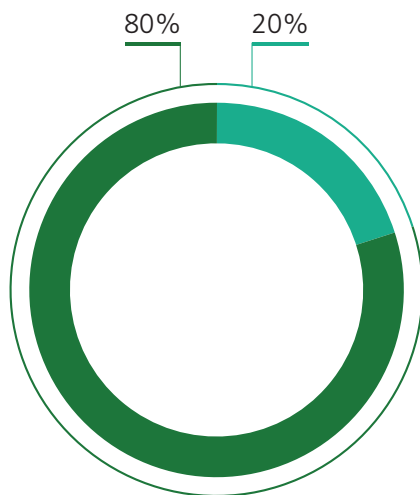
Please refer to 9.2 Social Performance Table for the comparison of 2023 and 2024 data.

6.1 僱傭情況

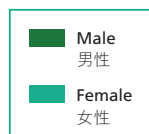
於2024年3月31日，本集團在中國大陸及香港共有363名僱員，包括360名全職及3名兼職僱員。按性別、年齡組別、僱員類別及地理區域劃分的僱員人數如下：

2023年及2024年對比數據請參閱9.2社會績效表。

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



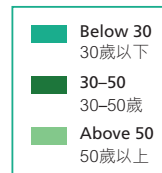
Number of Employees by Gender
僱員人數
(按性別劃分)



Number of Employees by Age Group 僱員人數(按年齡組別劃分)



Number of Employees by Age Group
僱員人數
(按年齡組別劃分)



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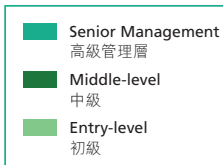
Since (i) the main businesses of the Group including foundation, and kitchen waste treatment, etc., the professionals who take relevant courses are mainly male, and (ii) the front-line technical staff of the project companies require intensive manual labour and shift work, as a result, the applicants are mainly male, rather than the Group deliberately not hiring female front-line technical staff.

由於(i)本集團的主要業務包括地基及餐廚垃圾處理等，修讀相關課程的專業人士主要為男性，且(ii)項目公司的一線技術人員要求高度體力勞動及輪班工作，因此應徵者大多為男性，並非本集團有意不招聘女性為一線技術人員。

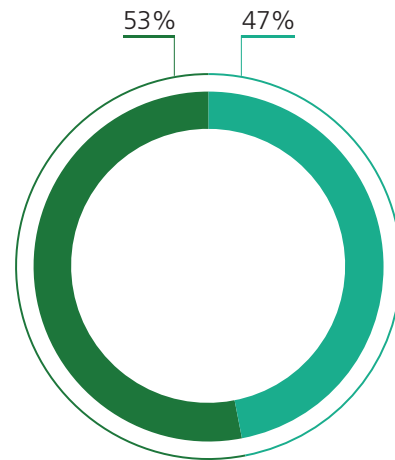
Number of Employees by Employee Category
僱員人數(按僱員類別劃分)



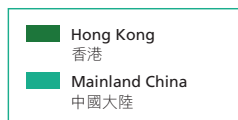
Number of Employees by Gender
僱員人數(按性別劃分)



Number of Employees by Geographical Region
僱員人數(按地理區域劃分)



Number of Employees by Geographical Region
僱員人數(按地理區域劃分)





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The turnover rates¹ of the Group are summarised in the following table:

本集團的僱員流失比率¹概述於下表：

Gender 性別	Turnover Rate 流失比率
Male 男	29.45%
Female 女	35.21%

Age Group 年齡組別	Turnover Rate 流失比率
Below 30 30歲以下	34.69%
30-50 30-50歲	34.09%
Above 50 50歲以上	24.64%

Geographical Region 地理區域	Turnover Rate 流失比率
Mainland China 中國大陸	51.46%
Hong Kong 香港	11.98%

¹ The calculation method of turnover rate = Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

¹ 流失比率的計算方法 = 本公司具體類別僱員離職人數 / 報告期末具體類別僱員人數。

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6.2 Employment Management Approach

The Group's employment management approach aims to maintain a productive and engaged workforce, the Group has established an internal human resources policy to protect the rights and benefits of its employees, which encompasses aspects ranging from ethical labour practices, competitive remuneration and benefits, training and development opportunities and promoting diversity.

6.2 僱傭管理方法

本集團的僱傭管理方法旨在維持有創造性及敬業的員工隊伍，本集團已制定內部人力資源政策以保護僱員的權利及利益。其中包括道德勞動實踐、有競爭力的薪酬及福利、培訓及發展機會以及晉升多樣性等方面。





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Working Hours, Holidays and Welfare

The Group and its subsidiaries have formulated relevant policies to ensure employees work for reasonable hours in accordance with local laws and regulations. The Staff Handbook outlines clear instructions on overtime work arrangement, which states that employees need to get approval to work overtime and eligible employees are entitled to overtime allowance.

The Group also ensures adequate rest time and benefits of employees to protect their mental and physical health. In addition to the basic paid annual leave and statutory holidays stipulated by the laws and regulations, employees of our subsidiaries also enjoy additional holiday benefits such as sick leave, maternity leave, jury leave, compassionate leave, etc. To protect the rights and interests of employees, the Group also purchases insurance for employees upon employment. As our success depends on employees' efforts, we prioritise providing employee benefits and welfare beyond legal standards. For example, our operating subsidiaries provides meal allowance and business allowance for employees.

The Group participates in defined contribution retirement schemes for its employees in Hong Kong and the PRC through Mandatory Provident Fund Scheme and defined contribution retirement benefit scheme organised by the relevant local government authorities in the PRC whereby the Group is required to make contributions to the Retirement Benefit Scheme at a certain rate in the PRC during the year.

Recruitment and Promotion

The Group adopts a set of transparent and clear procedures to implement the annual recruitment plan, aiming to demonstrate "openness, fairness, clarity and discipline" in every detail. In order to attract outstanding talents, the Group offers fair and competitive remuneration packages based on an individual's past performance, character, work experience and ambition. The Group also formulates its remuneration policy with reference to market standards. As the retention of talent is crucial to the sustainable development of the business, the Group keeps its remuneration package under constant review and regularly assesses the competence and performance of its employees during the probationary period and beyond to ensure that the efforts and contributions of all employees are appropriately recognised by the Group.

工作時數、假期及福利

本集團及其附屬公司已根據當地法律及法規制定相關政策以確保僱員的工作時間合理。《員工手冊》概述超時工作安排的清晰指引，當中列出僱員超時工作須取得批准，而符合條件的僱員可享有加班津貼。

本集團亦確保僱員享有足夠的休息時間及福利，以保護其精神及身體健康。除法律及法規規定的基本帶薪年假和法定假日外，附屬公司的僱員亦享有病假、產假、陪審假、恩恤假等其他休假福利。為了保障僱員的權利及權益，本集團亦於僱員入職後購買保險。我們的成功有賴僱員努力，故此，我們重視提供高於法律標準的僱員利益及福利。舉例而言，營運附屬公司為僱員提供用膳津貼及商務津貼。

本集團透過強制性公積金計劃及由中國相關地方政府機關組織的定額供款退休福利計劃，為其香港及中國僱員參與定額供款退休計劃，據此，本集團須於年內按中國的若干比率向退休福利計劃供款。

招聘及晉升

本集團採用一套清晰透明的程序以實施年度招聘計劃，目的是在每一個細節上體現「公開、公平、清晰和規範」。為了吸引優秀人才，本集團根據個人過去表現、性格、工作經驗及理想抱負，提供公平且有競爭力的薪酬待遇。本集團亦參照市場標準制定薪酬政策。由於保留人才對業務的可持續發展至關重要，本集團不斷審查其薪酬方案，並定期評估員工在試用期及日後的能力和表現，以確保所有員工的努力和貢獻得到本集團的適當認可。

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To remain competitive, we retain our talents by awarding employees with outstanding performance. We regularly evaluate the employees' performance through appraisals and provide promotion opportunities for high-calibre employees, ensuring that employees' efforts and contributions are appropriately rewarded by the Group.

Compensation and Dismissal

The Group offers competitive remuneration and benefits based on the candidates' performance, work experience and career aspirations in the recruitment process. The Group regularly reviews its compensation package according to market benchmarks. The Group strictly prohibits any unfair or illegitimate dismissals to protect the rights and interests of its employees. According to the Staff Handbook, both the Group and its employees have the right to terminate the employment contract based on reasonable and lawful grounds. We have set out the standard dismissal procedures in the Staff Handbook to ensure the dismissal is carried out in compliance with the local laws and regulations.

The fixed wage is mainly based on attendance records and is calculated based on the actual number of days worked in the month. Subsidies are provided based on the job position and work needs, and the number of subsidies is determined by company regulations. Employee bonuses are based on company policies and procedures. The company has the right to decide whether to issue bonuses and the amount of bonuses based on employee performance assessments and the company's operating conditions. Employees who resign before the issuance of bonuses are not entitled to receive bonuses from the previous assessment period.

For example, the compensation structure at the Tianjin Office includes basic salary, performance-based pay increases, benefits, subsidies, and bonuses. Performance-based pay is adjusted randomly, and a separate performance management system is in place. Benefits and subsidies include national allowances and company-provided subsidies. A year-end bonus is distributed based on financial performance, with eligibility determined by attendance and performance. Shenzhen Huamingsheng follows a job-based grading compensation principle with flexible salary adjustments. Employee salaries consist of fixed wages, subsidies, bonuses, and other components based on individual contributions and business performance.

為保持競爭力，我們獎勵表現出色的僱員以保留人才。我們定期透過評核來評估僱員表現及為優秀僱員提供晉升機會，以確保本集團對僱員的努力和貢獻給予妥當獎勵。

薪酬與解僱

於招聘過程中，本集團根據應聘者的表現、工作經驗和職業志向提供具有競爭力的薪酬及福利。本集團根據市場基準定期檢討其薪酬待遇。本集團嚴格禁止任何不公平或非法解僱以保障僱員的權利及權益。根據《員工手冊》，本集團及其僱員均有權基於合理合法的理​​由終止僱傭合同。我們於《員工手冊》列出標準解僱程序以確保解僱遵照當地法律及法規進行。

固定工資主要以考勤記錄為依據，根據當月實際工作天數計算。補貼根據工作崗位和工作需要提供，補貼的數額由公司規定確定。員工的獎金根據公司的政策和程序決定。公司有權根據員工的業績評估和公司的經營狀況決定是否發放獎金及獎金的數額。在發放獎金前辭職的員工無權領取上一考核期的獎金。

舉例而言，天津辦公室的薪酬結構包括基本工資、基於績效的加薪、福利、補貼和獎金。基於績效的工資可隨機調整，並且有單獨的績效管理系統。福利和補貼包括國家津貼和公司提供的補貼。年終獎金根據財務業績分配，資格由出勤和業績決定。深圳華明勝遵循崗位分級薪酬原則，靈活調整薪酬。員工工資包括固定工資、補貼、獎金和其他基於個人貢獻和業務表現的部分。



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Equal Opportunity and Anti-discrimination

The Group is committed to creating a fair, mutually respectful, and diversified working environment by promoting anti-discrimination and equal opportunities in all its human resources and employment decisions. We strictly abide by local laws and regulations relating to anti-discrimination and do not tolerate any form of harassment or discrimination, whether based on gender, sexual orientation, disability, age, race, skin colour, nationality, ethnic origin etc. The Anti-discrimination Policy applies to all recruitment, promotion, transfer, incentive and training processes and all business departments of the Group. To establish an effective anti-discrimination reporting system, we encourage employees to report to department managers or human resources managers when they encounter discriminatory behaviours. In addition, we are also responsible for evaluating, handling, recording, and taking necessary disciplinary measures for such incidents.

Avoidance of Child and Forced Labour

The Group strongly prohibits the use of child labour and forced labour to respect human rights. To prevent the unlawful use of the workforce, the Group requires job applicants to provide valid identification documents before employment confirmation to ensure that the applicants can be legally employed. Our Group has set up measures in safeguarding the labour rights of our employees. We sign labour contracts with all employees based on equality and free will to protect employees' human rights. We encourage our employees to report verbally or in writing if they are forced to work. Our Human Resources Department will immediately take action in accordance with the Communication and Grievance Procedure. Our Group has no tolerance against child labour, once we discover child labour, immediate dismissal of the employees will be taken.

In Hefei Plant, any employee who is imprisoned and forced to work can appeal to the Administrative and Personnel Department orally or in writing. The Administrative and Personnel Department will immediately follow the Communication and Appeal Procedures after receiving the appeal.

平等機會與反歧視

本集團致力於在所有人力資源和僱傭決策範疇中提倡反歧視和平等機會，創造公平、相互尊重且多樣化的工作環境。我們嚴格遵守與反歧視有關的當地法律及法規，絕不容許任何形式的騷擾或歧視，無論是基於性別、性取向、殘疾、年齡、種族、膚色、國籍及族裔等因素。《反歧視政策》適用於所有招聘、晉升、調動、獎勵和培訓程序，並在本集團的所有業務部門應用。為建立有效的反歧視報告制度，我們鼓勵僱員在遇到任何歧視行為時向部門經理或人力資源經理報告。此外，我們亦負責評估、處理、記錄有關事件並對此採取必要的紀律處分。

防止童工及強制勞工

本集團堅決禁止僱用童工和強迫勞工以尊重人權。為防止不法使用勞工，本集團要求求職者在確認僱用前提供有效的身份證件，以確保求職者可合法受僱。本集團已設立措施以保障僱員的勞工權利。我們與全體僱員於自願情況下簽署平等的勞動合約，以保障僱員的人權。如僱員被強迫工作，我們鼓勵彼等作口頭或書面報告。人力資源部將根據《溝通及申訴程序》即時採取行動。本集團絕不容忍使用童工，一旦發現存在使用童工的情況，將立即解僱僱員。

在合肥項目中，任何被監禁和強迫工作的僱員均可以口頭或書面方式向行政人事部申訴。行政人事部在接到申訴後，將立即按照《溝通及申訴程序》予以處理。

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6.3 Supporting Talent Development

To foster a culture of continuous improvement and innovation, the Group is committed to investing in the development and training of our employees. Aligning with our business needs, we have formulated a series of talent development strategies and programs, ensuring that our workforce at all levels is equipped with the necessary skills and knowledge and empowered to reach their full potential.

Employees' Training Indicators

The percentage of employees trained by gender and employee category² of the Group are as follows:

Please refer to 9.2 Social Performance Table for the comparison of 2023 and 2024 data.

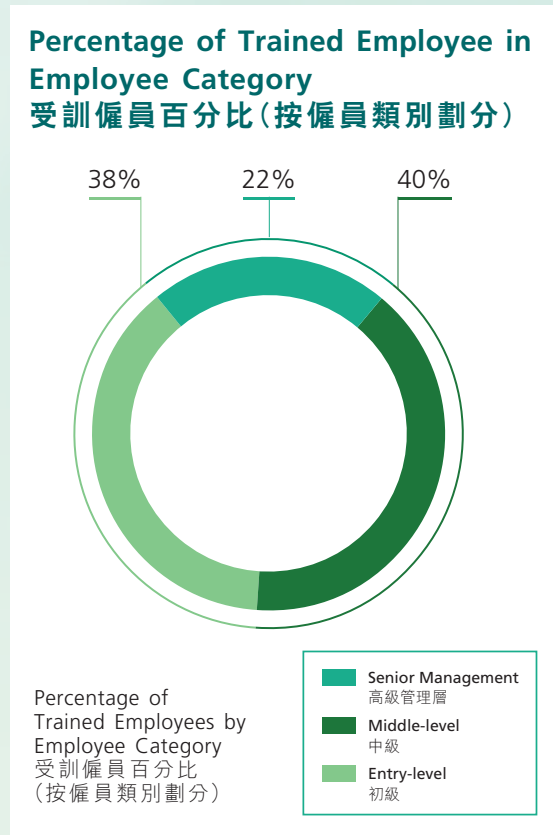
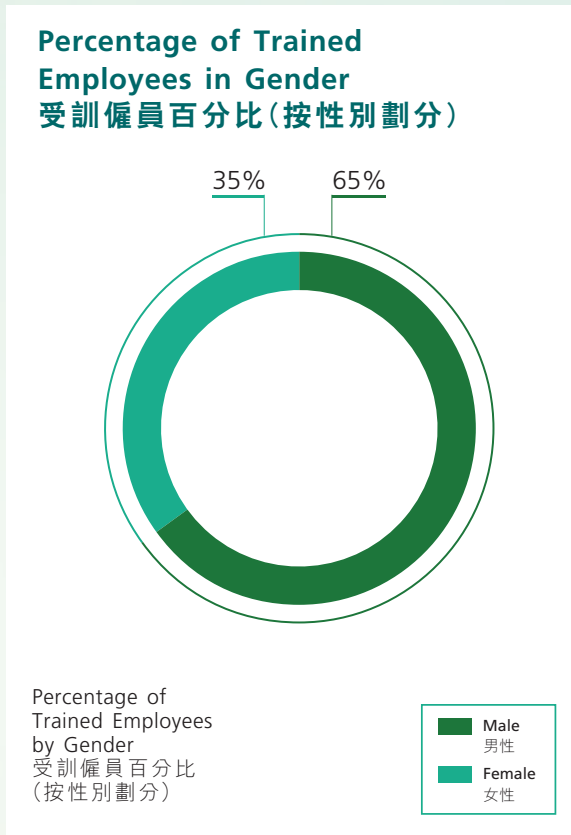
6.3 支援人才發展

為培養持續改進及創新的文化，本集團致力於投資於僱員的發展及培訓。根據業務需要，我們已制定一系列人才發展策略及計劃，確保各級員工具備必要的技能及知識，並充分發揮彼等潛能。

僱員培訓指標

本集團按性別及僱員類別劃分的受訓僱員百分比如下：

2023年及2024年對比數據請參閱9.2社會績效表。



² The calculation method of percentage of employees trained = Employees who took part in training in the specified category (not including employees who left during the Reporting Period)/Number of trained employees at the end of the Reporting Period.

² 受訓僱員百分比的計算方法 = 參加具體類別培訓的僱員人數(不包括報告期內離職僱員) / 報告期末受訓僱員人數。



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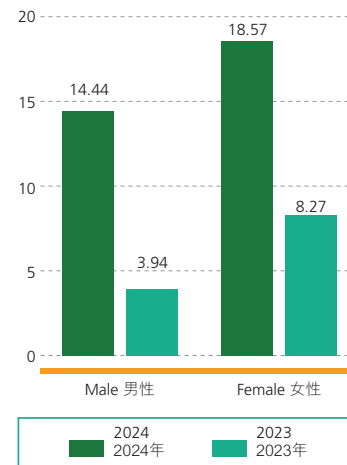
During the Reporting Period, the average training hours³ by gender and employee category are as follows:

於報告期內，按性別及僱員類別劃分的平均培訓時數³如下：

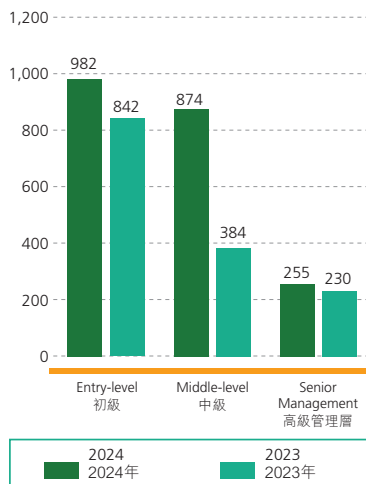
Total Training Hours of Employees in 2024 and 2023 (by Gender)
2024年及2023年僱員培訓總時長 (按性別劃分)



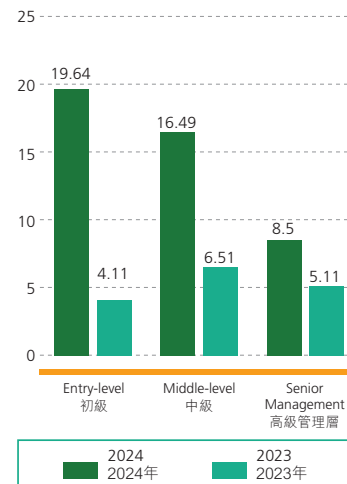
Average Training Hours of Employees in 2024 and 2023 (by Gender)
2024年及2023年僱員平均培訓時長 (按性別劃分)



Total Training Hours of Employees in 2024 and 2023 (By Employee Category)
2024年及2023年僱員培訓總時長 (按僱員類別劃分)



Average Training hours of Employees in 2024 and 2023 (by Employee Category)
2024年及2023年僱員平均培訓時長 (按僱員類別劃分)



³ The calculation method of average training hours for employees in specified category: Total number of training hours for employees in the specified category (not including employees who left during the Reporting Period)/ Number of employees in the specified category at the end of the Reporting Period.

³ 具體類別僱員平均培訓時長的計算方法 = 具體類別僱員培訓總時長(不包括報告期內離職僱員) / 報告期末具體類別僱員人數。

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Nurturing Diverse Talents

The Group has consistently provided employees with training programs, designed to address the educational and professional development needs of them. Furthermore, these trainings serve to equip the workforce with capabilities to effectively navigate the various changes brought about by the company's forward-looking business strategies. By fostering a culture of continuous learning and professional growth, we not only enhance individual competencies but also drive collective innovation and progress.

The general management department of our subsidiaries consolidates the needs from different department and formulates the annual training plan. The Group has provided support and worked closely with our subsidiaries to assist, monitor, and review the training quality and related issues. To ensure that the employees receive quality training opportunities, the Group also evaluates the training after it is completed and adds different topics and new technical knowledge to meet the needs of our employees and to respond to future development trends as soon as possible. In the Construction Business, we have formulated the Training Policy to improve employees' work performance. During the Reporting Period, the Group has completed the following trainings:

培養多元化人才

本集團一直為僱員提供培訓計劃，旨在滿足彼等的教育及專業發展需求。此外，該等培訓有助於員工具備有效適應公司前瞻性業務戰略所帶來的各種變化的能力。通過培養持續學習及專業成長的文化，我們不僅提高個人能力，亦可推動集體創新及進步。

我們附屬公司的綜合管理部整合不同部門的需求並制定年度培訓計劃。本集團已提供支援並與附屬公司緊密合作，以協助、監察及檢討培訓質素及相關事宜。為確保僱員獲得優質培訓機會，本集團亦於培訓完成後進行評估，並加入不同課題及新技術知識，以滿足僱員的需求，並盡快應對未來發展趨勢。在建築業務方面，我們已制訂《培訓政策》，以改善僱員的工作表現。報告期內，本集團完成了以下培訓：



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Induction training for new employees 新僱員入職培訓	Professional skills training 專業技能培訓	Environmental and Safety Training 環保與安全培訓
<ul style="list-style-type: none"> The induction training program includes an overview of company background, mission and organisational structure, as well as the detailed explanation of critical company regulations and standards. 入職培訓計劃包括公司背景、使命及組織架構概述，以及公司重要規章及標準的詳細解釋。 New employees will pass an assessment following the completion of all training levels. 新僱員於完成所有級別的培訓後將通過評核。 	<ul style="list-style-type: none"> Employees receive training related to their specific job positions, including detailed instructions on the use of processing equipment and a clear understanding of their job responsibilities. 僱員接受與其具體工作崗位相關的培訓，包括有關使用加工設備的詳細說明以及對其工作職責的清晰理解。 Employees are encouraged to pursue self-learning or attend external training courses to further their professional development. We allocate an annual budget for overall training costs as part of our annual training plan. Under approved circumstances, employees can receive reimbursement for their training expenses. 鼓勵僱員進行自學或參加外部培訓課程，以促進其專業發展。作為我們年度培訓計劃的一部分，我們為整體培訓成本分配年度預算。在獲得批准的情況下，僱員可報銷彼等培訓開支。 	<ul style="list-style-type: none"> Training sessions and drills were designed to familiarise employees with relevant environmental laws and regulations, teach the proper operation of environmental protection equipment, and prepare them for emergency responses to equipment failures. 培訓課程及演練旨在讓僱員熟悉相關環保法律法規，教授環保設備的妥當操作，並為設備故障的應急處理作好準備。 Help improve employees' emergency response capabilities, enabling them to handle incidents promptly and effectively, thereby minimising potential losses. 幫助提高僱員的應急反應能力，使彼等能夠及時有效地處理突發事件，從而盡量降低潛在損失。 <p>For further details on safety training, please refer to 6.4 Securing Health and Safety in Workplace 有關安全培訓的進一步詳情，請參閱6.4確保工作場所的健康與安全</p>

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Shenzhen Huamingsheng — New Employee Training 深圳華明勝 — 新僱員培訓

During the onboarding period for new employees, Shenzhen Huamingsheng invite mentors from various departments to provide instructional training and conduct assessments., formally welcoming and acknowledging the new employees.

於新僱員入職期間，深圳華明勝邀請各部門導師提供指導性培訓及進行評核，正式歡迎及認可新僱員。



6.4 Securing Health and Safety in Workplace

Ensuring the safety and healthy workplace of our employees is a fundamental priority and a core component of our commitment to ESG principles. In accordance with applicable laws and regulations, we have established and implemented a robust internal safety management system. At the same time, we continue to strengthen our safety training and education, prevents accidents caused by violations and negligence.

The Group proactively promotes the building of longstanding production safety system. At both Group and subsidiary level, we have aligned with ISO45001 standard, operating our business with highest standard of occupational safety and health performance. As in construction business, the IMS manual serves as the foundation for our OSH management systems and guides our daily operation processes. Based on the manual, we have established site safety and health policy outlines the prime objectives and commitment. For every project, we established safety committees to ensure relevant safety measures were taken to protect our employees and workers from our subcontractors. This has led to a more structured and proactive approach to safety management.

6.4 確保工作場所的健康與安全

確保僱員工作場所的安全與健康是我們的首要任務，也是我們對ESG原則承諾的核心組成部分。根據適用法律法規，我們已建立並實施健全的內部安全管理系統。同時，我們不斷加強安全培訓及教育，防止因違規及疏忽造成事故。

本集團積極推進安全生產長效機製建設。於本集團及附屬公司兩個層面，我們均已與ISO45001標準接軌，以最高的職業安全與健康績效標準開展業務。在建築業務方面，IMS手冊是我們職業安全與健康管理體系的基礎，並指導我們的日常營運流程。根據該手冊，我們已制定現場安全與健康政策，概述首要目標及承諾。我們為每個項目設立安全委員會，確保採取相關安全措施，保護僱員及分包商的工人。此舉使得我們在安全管理方面更加有條不紊，積極主動。



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Policy Statement for Safety and Health 安全與健康政策聲明

- Protect the safety and health of all persons employed and the public affected by the operation.
保護所有受僱人員及受營運影響的公眾的安全與健康。
- Comply at all times with all relevant statutory, code of practice and contractual health and safety requirements.
始終遵守所有相關規定、行為守則及合同健康與安全規定。
- Provide trained, experienced, and competent management and professionals for daily safety supervision and management.
提供訓練有素、經驗豐富及有能力的管理人員及專業人士進行日常安全監督及管理。
- Provide and maintain plants, places, and systems of work to ensure they are safe and without risks to health.
提供並維護工廠、場所及工作系統，確保彼等安全且不會危及健康。
- Control, co-ordinate and monitor health and safety activities of all contractors effectively.
有效控制、協調及監督所有承包商的健康與安全活動。
- Improve safety performance through regular monitoring, inspecting, and auditing for all risk areas.
通過對所有風險領域進行定期監控、檢查及審核，提高安全表現。
- Ensure periodic review of the company's safety management system.
確保定期審查公司的安全管理系統。

Preventive Measures 預防措施

- Conducting job hazard analysis before the commencement of the project to identify and prevent major occupational hazards.
在項目施工前進行職業危害分析，以識別及預防主要職業危害。
- Providing proper personal protective equipment according to the type of work at construction sites, protecting the workers from occupational hazards.
根據建築地盤的工作類別，提供適當的個人防護裝備，保障工人免受職業危害。
- Formulating contingency plans related to safety accidents, such as fire and work injuries and conduct drills regularly to reduce the impact of any emergencies.
制定安全事故(例如火災和工傷)相關應急計劃，並定期進行演習，以減低任何緊急事故的影響。
- Implement innovation programs such as "Safe Working Cycle (SYC) with pointing and calling program", "Work Safe Behaviour (WSB) Program" to reduce workplace accidents and injuries.
實施「安全工作週期與指示及呼叫計劃」、「工作安全行為計劃」等創新計劃，以減少工作場所事故及傷害。

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Based on the industry's features in environmental protection business, our subsidiaries have also developed tailored policies and systems. For instance, Hefei Plant has implemented the Safety Management System and Safety Operation Guidelines, which form the foundation for our requirements in safety productions. Additionally, the Safety Production Responsibility System has been established clearly define the organisation structure of safety management system and scope of duties of different personnel. These measures collectively reinforce our commitment to maintaining high safety standards and protecting our employees. During the Reporting Period, Xuancheng Plant has set up a designated Occupational Hygiene Management Working Group, with an aim to address potential occupational diseases and systematically monitor associated health risks in workplace. In future, the Group will continuously evaluate the management efficiencies of our Health & Safety policies, and explore innovative measures to deepen our safety culture, so as to promote excellence safety and health in our workplaces.

Safety Training and Education

Our safety training and education programs aim to foster the robust culture of workplace safety. Addressing the specific needs and risks associated with each businesses, we have designed and arranged training courses to equip employees in different job roles with essential skills to implement effective safety measures. For instance, the Group organised the following training courses, including safety training and refresher courses for construction site management personnel, safety supervisor courses and refresher courses, registration as an accredited safety supervisor, crane lifting supervisor courses, confined space qualified personnel and approved worker courses and first aid courses. The Group actively invests in employee training and development programs, demonstrating our commitment to providing all employees with the support they need to develop their personal skills in their daily work.

根據環保業務的行業特點，我們的附屬公司亦已制定具針對性的政策及制度。例如，合肥項目已實施《安全管理體系》及《安全操作指引》，其為我們的安全生產要求奠定基礎。此外，我們已制定《安全生產責任制度》，明確規定安全管理制度的組織架構及不同人員的職責範圍。該等措施共同加強我們對保持高安全標準及保護僱員的承諾。於報告期內，宣城項目已設立專門的職業衛生管理工作小組，旨在解決潛在的職業疾病問題，並對工作場所的相關健康風險進行系統監測。未來，本集團將持續評估健康與安全政策的管理效率，探索創新措施，深化安全文化，以促進工作場所的卓越安全與健康。

安全培訓與教育

我們的安全培訓與教育計劃旨在培養健全的工作場所安全文化。針對與各業務相關的特定需求及風險，我們已設計並安排培訓課程，使不同崗位的僱員掌握必要的技能，實施有效的安全措施。例如，本集團組織了以下培訓課程，包括建築工地管理人員的安全培訓及複習課程、安全監督員課程和複習課程、註冊成為認可安全監督員、起重機吊裝監督員課程、密閉空間合格人員及認可工人課程以及急救課程。本集團積極投資於員工培訓和發展計劃，表明我們致力為所有員工提供日常工作中發展個人技能所需的支持。



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Training Name 培訓名稱	Frequency 頻次	
	Environmental 環境	Construction 建築
All-staff safety and fire-fighting training 全體員工安全消防培訓	5 times 5次	2 times 2次
Safety production accident emergency drill 安全生產事故應急演練	2 time 2次	1 time/month 每月1次
All-staff protection training 全體員工保障培訓	4 times 4次	1 time/week 每週1次
Incident emergency drill 事故應急演練	1 time 1次	4 times 4次
Three-level training for new employees 新員工3級培訓	61 persons 61人	15 persons 2 times 15人 2次

In our Construction Business, employee safety is particularly material that we highly valued. While delivering quality projects, we strive to protect our employees' and workers' health and safety in day-to-day operations. For instance, we promoted and raised safety awareness of workers through posting safety guidelines and posters at construction sites, presenting Site Safety Worker Award and provide regular safety training to workers.

在建築業務中，僱員安全尤其重要，我們對其高度重視。我們於日常營運中在交付優質項目的同時，亦致力保障僱員和工人的健康和 safety。例如，我們透過在建築工地張貼安全指引及海報、頒發工地安全工人獎及定期為工人提供安全培訓，以提升工人的安全意識。

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Construction Business Safety Training 建築業務安全培訓

We conducted safety training in the field of the construction business. Construction business safety training is an essential aspect of any construction project. It is important to ensure the safety of workers, visitors, and the public in and around the construction site. Workers should be trained on how to use equipment safely, how to properly handle hazardous materials, and how to work at heights. By providing safety training, construction businesses can reduce the risk of accidents, injuries, and fatalities on the job. Safety should always be a top priority in the construction industry, and regular safety training is a key component of maintaining a safe and healthy work environment.

我們在建築業務領域進行安全培訓。建築業務安全培訓為任何建築項目的重要一環。確保工作人員、訪客及公眾人士在建築工地的安全甚為重要。工作人員必須受訓如何安全使用設備、如何恰當處理有害物料及如何在高空工作。透過提供安全培訓，建築業務可減少工作時發生意外、受傷及死亡的風險。安全永遠是建築業的首要之務，定期安全培訓屬維持工作環境安全和健康的主要部分。



Safety Inspections and Drills

To protect our employees from safety accidents, we conduct regular safety inspections and provide proper personal protective equipment for employees. Besides, we regularly organise safety drills to enhance employees' awareness of safety and improve their skills in handling safety accidents. To ensure occupational safety and health in the office environment, our Tianjin Office has formulated the Environmental and Occupational Health Management Manual which regulates the daily management of environmental safety in the office, office equipment and facility operation, fire safety and emergency response mechanism.

安全視察及演習

為保障僱員免於發生安全事故，我們定期進行安全視察，並為僱員提供適當的個人保護裝備。此外，我們定期舉行安全演習，提高僱員的安全意識，改善彼等處理安全事故的技巧。為確保辦公室環境的職業安全和健康，我們的天津辦公室已制定《環境及職業健康管理手冊》，對辦公室的環境安全、辦公室設備和設施的運作、消防安全和緊急事故應對機制的日常管理作出規範。



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Case Study: Fire Drill In Xuancheng Plant 案例研究：宣城項目火災演習



During the Reporting Period, Xuancheng Plant has organised a Drill for Garbage Storage Area, with an aim to enhance employees' ability to respond to fire incidents, ensure timely and effective rescue operations in emergencies.

於報告期內，宣城項目組織了垃圾儲存區演習，旨在提高員工應對火災事故的能力，確保緊急情況下及時有效的救援行動。

The drill has successfully achieved safety requirement to complete rescue in a short time. Each team within the drill also demonstrated clear division of responsibility and collaborative coordination.

演習成功達到在短時間內完成救援的安全要求。演習中的各個團隊也表現出明確的責任分工和協作協調。

During the past 3 years (including the Reporting Period), the Group did not receive any report on work-related fatalities. The loss of working days due to work injury is 670 in the Reporting Period (2023: 1,467 days).

過去3年（包括報告期），本集團並無收到任何有關工傷死亡的報告。報告期內因工傷而損失的工作日為670日（2023年：1,467日）。

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6.5 Employee Care

Fostering a supportive, inclusive and empowering work environment is not only essential for the well-being and growth of our people, but also a fundamental driver of our business performance. We are committed to creating a diverse and inclusive workplace where employees are valued, respected and empowered. On the other hand, we advocate work environment that promotes employee engagement and work-life balance. During the Reporting Period, we have arranged a range of team-building events, gatherings, providing opportunities for employees to connect and thrive.

6.5 僱員關懷

營造一個支持性、包容性及賦權的工作環境不僅對我們員工的福祉及成長至關重要，亦是我們業務表現的基本驅動力。我們致力於創造一個多元化及包容性的工作場所，讓員工受到重視、尊重及賦權。另一方面，我們提倡促進僱員敬業及工作與生活平衡的工作環境。於報告期內，我們安排一系列團建活動及聚會，為僱員提供聯繫及成長的機會。



8th March International Women's Day Celebration
三八國際婦女節慶祝活動



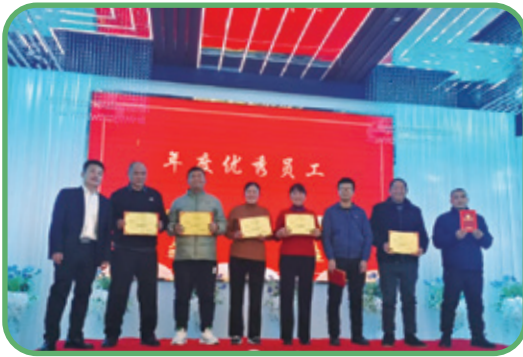
Employee's Birthday Party
僱員生日派對



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Team Building Event
團建活動



Hefei Plant Annual Gala Dinner
合肥項目年度晚宴

PROTECTING OUR ENVIRONMENT 7

保護環境

Our activities have the potential to affect the environment in various ways, including through air emissions, wastewater discharge, waste management, energy and water usage, and noise pollution. In our pursuit of becoming a more eco-friendly enterprise, we strictly comply with relevant environmental laws and regulations. We are committed to implementing green initiatives and adopting practices that significantly reduce and mitigate the environmental impacts of our operations. Meanwhile, we have developed environmental protection policies and advanced solutions which consistently enhance our performance. We will continue to collaborate with various stakeholders to contribute to the sustainable development of society.

我們的活動可能以各種方式影響環境，包括通過空氣排放、廢水排放、廢物管理、能源及水的使用以及噪音污染。在追求成為更環保的企業的過程中，我們嚴格遵守相關的環境法律法規。我們致力於實施綠色倡議，並採取可顯著減少及減輕我們運營對環境影響的慣例。同時，我們已制定不斷提高我們績效的環保政策及先進的解決方案。我們將繼續與各持份者合作，為社會的可持續發展作出貢獻。

High-materiality Issues Disclosed In This Chapter

本章節披露的高重要性議題

- Use of Energy
能源使用
- Use of Water
用水
- Exhaust Emission
廢氣排放

7.1 Fulfilling Environmental Responsibility

Highlights of our Green Efforts

7.1 履行環保責任

綠色工作亮點

Yixing Plant- Green Building two-stars certifications

宜興項目 — 綠色建築2星認證

During the Reporting Period, Yixing Plant successfully obtained the two-stars certification in Green Building for its newly-built environmental protection industrial park.

於報告期內，宜興項目新建環保工業園成功獲得綠色建築2星認證。

The certified building exemplifies excellence in various aspects of sustainability, including energy efficiency, water conservation, responsible use of building materials, and overall environmental friendliness. Through meticulous design and implementation, the building has achieved an impressive energy conservation level of 72%, and has equipped with photovoltaic systems to significantly lower its carbon footprint. The environmental protection measures taken during the project is shown below.

該認證建築在可持續發展的各個方面都表現出色，包括能源效率、節水、責任制使用建築材料及整體環境友好性。通過精心設計及實施，該建築已達到可觀的72%的節能水準，並配備了光伏系統，以大幅降低其碳足跡。項目期間採取的環保措施如下所示。



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Green Building Material 綠色建築材料	Choose environmentally friendly and low-emission construction materials. 選擇環保、低排放的建築材料。
Energy-Efficient Equipment Application 節能設備應用	Adopt high-efficiency energy-saving equipment, such as LED lighting, energy-saving air conditioners, and high-efficiency motors to reduce energy consumption and emissions. 採用LED照明、節能空調、高效電機等高效節能設備，降低能耗及排放。
Waste Management 廢棄物管理	Implement a strict waste sorting and recycling system to minimise on-site waste generation while increasing recycling and utilisation rates. 實施嚴格的廢棄物分類及回收系統，以盡量減少現場廢棄物的產生，同時提高回收率及利用率。
Water Resource Management 水資源管理	Employ water-saving technologies and equipment to reduce water consumption during the construction process, while ensuring proper treatment of wastewater. 採用節水技術及設備，減少施工過程中的用水量，同時確保妥善處理廢水。
Emission Control Facilities 排放控制設施	Install equipment such as dust collectors, noise control devices, and sewage treatment systems to effectively control pollutant emissions during the construction process. 安裝除塵器、噪音控制裝置、污水處理系統等設備，有效控制施工過程中的污染物排放。



Environmental Industrial Park Construction of Yixing Plant
宜興項目環保工業園工程



Rendering of the Project (Concept Design)
項目效果圖(概念設計)

Advancing Production Process: Technical Upgrading and Reconstruction Works 推進生產程序：技術升級及改建工程

the Hefei plant has been strengthening for technical upgradation and reconstruction work covering the kitchen waste treatment facilities, oil extraction facilities for used cooking oil, and the waste gas treatment facilities.

合肥項目進行加強技術升級及改建工程，涵蓋餐廚垃圾處理設施、廢食用油的油類提煉設施及廢氣處理設施。

Enhanced
Equipment
Effectiveness
提高設備效率

Improved
Production
Efficiency
改善生產效益

Advanced
Treatment
Capacity
先進處理能力

We have adjusted production processes to improve productivity and strengthen the processing ability. Efficiency on oil extraction exhaust gas treatment such biogas, are greatly improved while complying with the national standard. We strive to continuously reduce the impacts of our operations to contribute to the surrounding community. We are looking forwards to the positive impacts of our environmental achievements in the coming years.

我們調整了生產程序，藉以提高生產力和加強處理能力。油類提煉和廢氣(如沼氣)處理設施合乎國家標準的同時，效率亦大大提升。我們致力持續減低營運造成的影響，為周邊社區作出貢獻。我們期望自身的環保成就能在未來幾年產生積極的影響。



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Environmental Objectives and Actions in Subsidiary Level

Our robust foundation of ESG framework guides the formulation and implementation of concrete ESG targets at both Group and subsidiary level. To effectively manage our progress, we have regularly recorded and reported the indicators and actions, which enabled us to track our performance, identify areas for improvement, and communicate our progress transparently to our stakeholders.

附屬公司層面的環保目標及行動

我們堅實的ESG框架基礎指導本集團及附屬公司層面具體ESG目標的制定及實施。為有效地管理我們的進展，我們定期記錄及報告指標及行動，使我們能夠跟蹤我們的績效，識別需要改進的領域，並將我們的進展透明地傳達給我們的持份者。

ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
Air Pollutant Emission Targets 空氣污染物排放目標	Strengthen Emission Reduction at the Source 加強源頭減排	Short-term (1–2 years) 短期(1–2年) <ul style="list-style-type: none"> Formulate Group level energy management system and internal energy management policy 制定集團層面的能源管理制度和內部能源管理政策 Prioritise the use of resources that reduce harm to the environment 優先使用能減少對環境危害的資源 	<p>Construction Business: 建築業務：</p> <p>Set up Energy Management Manual and obtained ISO50001 Certification 建立《能源管理手冊》並獲得ISO50001認證</p> <p>Environmental Business: 環保業務：</p> <p>Adopt chemical and biological deodorisation technology to treat the waste gas collected through the pipeline and optimise the working environment and atmospheric environment of the operating area. 採用化學和生物除臭技術，處理通過管網收集的廢氣，優化作業區的工作環境和大氣環境。</p>

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
	Reduce exhaust emissions 減少廢氣排放	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Adopt air pollution prevention and control technologies such as denitration process, improve the waste gas collection facilities of production equipment, and reduce the fugitive emission. 採用脫硝工藝等大氣污染防治技術，完善生產設備的廢氣收集設施，減少逸散性排放。 	<p>Construction Business: 建築業務：</p> <p>Dusty items such as vehicles and the wheels are washed before leaving construction site, and eco-friendly fuel is used for vehicles and machinery 車輛和車輪等塵土覆蓋的物品在離開建築場地前進行清洗，車輛及機械使用環保燃料</p> <p>Environmental Protection Business: 環保業務：</p>
	Strengthen air pollutants management 加強空氣污染物管理	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Formulate internal emission reduction regulations 制訂內部減排法規 Develop fuel efficiency, such as the adaption of low emission fuels and machinery model for vehicles and work machinery 發展燃料效率，如調整車輛和工作機械的低排放燃料和機械模型 	<ul style="list-style-type: none"> Biogas boilers and denitrification technologies are employed to prevent pollution. 沼氣鍋爐和脫硝技術用於防止污染。 We implement refined management of backend steam-using equipment, strengthen the recovery of hot water after steam conversion, improve thermal energy utilisation, and reduce energy waste. 我們對後端用汽設備實施精細化管理，加強蒸汽轉化後熱水的回收，提高熱能利用率，減少能源浪費。 Mechanically, we use diesel with lower sulphur content wherever possible. 在機械方面，我們盡量使用低硫柴油。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
	Invest, improve and adopt the use of clean energy 投資、改善及採納清潔能源的使用	Long-term (5–10 years) 長期(5–10年) <ul style="list-style-type: none"> • Reduce the use of fossil fuel and gradually Improve the usage ratio of clean energy 減少化石燃料的使用，逐步提高清潔能源的使用比例 • Investment in advancement of clean energy application 投資清潔能源的推廣應用 	Environmental Business: 環保業務： <ul style="list-style-type: none"> • We are deploying photovoltaic power systems to harness solar energy for generating electricity, which will be used to power equipment within the plant, thereby reducing the reliance on municipal electricity. 我們正在部署光伏發電系統，利用太陽能發電，用於為項目內的設備供電，從而減少對市政電力的依賴。 • Plan the construction of a biogas power generation project and use the surplus biogas from on-site biogas supply and heating system to generate electricity, in order to reduce the use of municipal electricity, lower carbon emissions, promote green and low-carbon concepts and sustainable development. 規劃建設沼氣發電項目，利用現場沼氣供熱系統的剩餘沼氣進行發電，以減少市政用電，降低碳排放，宣導綠色低碳理念和可持續發展。

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
Greenhouse Gas (GHG) Emissions Targets 溫室氣體排放目標	Reduce office carbon emissions 減少辦公室碳排放	Short to Mid-term (1–5 years) 中短期(1–5年) <ul style="list-style-type: none"> Replace and reduce energy-intensive equipment and activities, and explore alternatives 替換及減少能源密集型設備和活動，並探索替代方案 	Construction Business : 建築業務 : Locate energy-intensive equipment and gradually replace with more efficient alternatives. 定位能源密集型設備，並逐步更換為更高效的替代品。
	Formulate achievable carbon reduction roadmap 制定可實現的減碳路線圖	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Identify the sources of carbon emissions within the organisation, and develop a long-term GHG reduction strategy and action plan. 識別組織內的碳排放源，並制定長期的溫室氣體減排戰略和行動計劃。 Engage and empower employees to co-create a green and low-carbon office environment. 讓僱員參與進來，共同創造一個綠色低碳的辦公環境。 	Office Operation : 辦公室運營 : We have implemented a set of measures aimed at conserving water and electricity, as well as minimising the wastage of office supplies such as paper. For instance, the company has established guidelines for regulating office air conditioning temperatures to minimise energy 我們實施一系列措施，旨在節約用水及用電，並盡量減少紙張等辦公用品的浪費。例如，公司制定了調節辦公室空調溫度的指引，以最大限度減少能源



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
Waste Reduction Targets 減少廢物目標	Encourage waste reduction and resource recycling 鼓勵減少廢棄物及資源回收利用	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Increase waste recycling rate, including waste from office operation, environmental protection business and construction business 提高廢棄物回收率，包括辦公室運營、環保業務和建築業務產生的廢棄物 Emphasise the concept of “Resource reusing, recycling and proper disposal” in the Group’s value chain 在本集團價值鏈中強調「資源再利用、再循環及適當處置」的概念 	Office Operation: 辦公室運營： We have implemented several measures addressing both recycling and reduction of waste. These measures include promoting double-sided printing, configuring printers to operate in energy-saving and ink-efficient modes, and strategically placing single-sided paper recycling bins in office areas. The collected single-sided paper is then repurposed for secondary printing of general documents. 我們實施多項措施，以解決廢物回收和減少問題。該等措施包括推廣雙面列印，配置以節能和節墨模式運行的打印機，以及在辦公區域戰略性地放置單面紙張回收箱。收集到的單面紙張隨後被重新用於一般文件的2次打印。
			Environmental Protection Business: 環保業務： We have implemented a systematic approach to classify, collect, store, and recycle solid non-hazardous waste. Besides, we strive to achieve physical transformation of degradable organic matter in food waste, generating new products with value (such as biogas, fertilizers). 我們實施一種系統化的方法對固體非危險廢物進行分類、收集、儲存和回收。此外，我們努力實現食品垃圾中可降解有機物的物理轉化，生產出具有價值的新產品(如沼氣、肥料)。

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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
Water Efficiency Targets 用水效率目標	Increase investment in water-saving equipment 加大對節水設備的投資	Mid-term (3–5 years) 中期(3–5年)	<p>Construction Business: 建築業務：</p> <p>Sewage generated from site is centralised and properly treated in sedimentation tanks, or handled by subcontractor, before discharging into the communal sewers for the purpose of reducing the impact of wastewater to the surrounding communities.</p> <p>現場產生的污水在排入公共污水渠之前，會在沉澱池中集中妥善處理，或由分包商處理，以減少廢水對周圍社區的影響。</p> <p>Environmental Protection Business: 環保業務：</p> <p>A wastewater and rainwater collection system is installed to capture, treat and repurpose water resources for applications within the facilities. For example, the reclaimed water can be utilised for cleaning of vehicles, workshops and factory, and landscape irrigation.</p> <p>安裝廢水及雨水收集系統，以捕獲、處理和重新利用水資源，應用於設施內。例如，再生水可用於清潔車輛、車間及工廠，以及景觀灌溉。</p>
	Strengthening sewage management and formulate control measures 加強污水管理，制定控制措施	Mid-term (3–5 years) 中期(3–5年)	<p>Environmental Protection Business: 環保業務：</p> <p>Anaerobic digestion technology is utilised to process collected wastewater. Subsequently, the treated wastewater undergoes rigorous daily testing and monitoring to ensure the final treatment result consistently meet the required discharge standards.</p> <p>厭氧消化技術用於處理收集的廢水。隨後，處理后的廢水經過嚴格的日常測試和監測，以確保最終處理結果始終符合規定的排放標準。</p>



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期內採取的行動
	Reduce average water consumption 減少平均耗水量	<p>Long-term (5–10 years) 長期(5–10年)</p> <ul style="list-style-type: none"> Implement water-saving measures, regularly maintain, and inspect the water device, valves, and other components, promptly replace the aging device in time to avoid waste caused by leakage 落實節水措施，定期維護、檢查用水設備，及時更換老化設備，避免漏水造成浪費 	<p>We continuously promote environmental protection measures to raise the awareness of resource conservation among all employees. In addition, we routinely assess the condition of pipes, valves, and other components, promptly replacing aging or worn parts to prevent leaks and minimise water waste. 我們不斷推進環境保護措施，增強全體員工的資源節約意識。此外，我們定期評估管道、閥門和其他部件的狀況，及時更換老化或磨損的部件，以防止洩漏並最大限度地減少水資源浪費。</p> <p>Environmental Protection Business : 環保業務：</p> <p>Recycled water or slurry is used instead of freshwater to reduce water consumption. 使用回收水或泥漿代替淡水，以減少用水量。</p>

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7.2 Environmental Management

The Group's Environmental Management System aims to promote and implement sustainable management in waste, greening and energy, as well as minimising environmental nuisance during works. We continuously improve our environmental management system. Meanwhile, we strive to inspire a collective commitment to sustainability, fostering an ecosystem where both our workforce and partners actively contribute to our green initiatives.

In accordance with relevant environmental protection laws and regulations, the Group proactively advised our subsidiaries to formulate the Environmental Management Measures based on the actual situation of their business to regulate the environmental matters. This includes the operation and management system of environmental protection facilities, relevant emissions, effective resource use, environmental protection responsibility system, hazardous waste management system and other environmental protection management systems.

At the same time, the Group strives to further reduce the adverse impacts of our operation to the environment through ongoing research and development of various environmental protection technologies covered in our business.

7.2 環境管理

本集團的環境管理系統旨在促進及實施廢物、綠化及能源的可持續管理，以及最大限度減少工程期間對環境的滋擾。我們不斷完善我們的環境管理系統。同時，我們努力激發對可持續發展的集體承諾，營造一個生態系統，讓我們的員工及合作夥伴積極為我們的綠色倡議做出貢獻。

根據相關環保法律及法規，本集團積極建議附屬公司按照其實際業務狀況制定《環境管理辦法》，以規管環境事宜，包括環保設施的營運及管理系統、相關排放、資源有效運用，環境保護責任制，有害廢棄物管理系統及其他環境保護系統。

同時，本集團亦持續研發業務中涵蓋的不同環保技術，努力進一步減低營運對環境造成的不利影響。



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Environmental Management Mechanism

In our Construction Business, to manage our environmental impacts on the project level, we conducted an environmental impact assessment to assess the potential impact of each project and proposed mitigation measures accordingly. We are guided and complied with international standards such as ISO50001:2018 Energy Management System, ISO14001:2015 Environmental Management System.

Environmental Risk Management

For the Environmental Protection Business, we have formulated the Corporate Environmental Responsibility System to guide our employees in environmental-conscious practices every day. Besides, we have established the environmental risk monitoring system, alert system and emergency plans to discover the emergencies at the early stage and control the spread of accidents, minimised the potential environmental impacts caused by accidents.

On the other hand, we regularly evaluate the impacts on the environment and natural resources brought by our operation, we have outsourced the maintenance of the online monitoring system to professional provider to ensure its proper functioning. We also engaged independent third parties to keep track on our conduct environmental risk assessments and obtained the environmental impact approvals issued by competent government authorities according to the regulations set by the Law of the People's Republic of China on Environmental Impact Assessment.

環境管理機制

就我們的建築業務，為管理項目層面的環境影響，我們進行環境影響評估來評估各項目的潛在影響，並提出相應的緩解措施。我們緊遵各項國際標準的指引，例如ISO 50001:2018能源管理系統、ISO 14001:2015環境管理系統。

環境風險管理

對於環保業務，我們設立《企業環境責任系統》以指導僱員的日常環保實務。我們亦確立了環境風險監察系統、警報系統和應急計劃，以盡早發現緊急情況，防止意外規模的擴大，從而減低意外造成的潛在環境影響。

另一方面，我們定期評估營運對環境及天然資源造成的影響，並將在線監測系統的維護工作外包予專業供應商，以確保其正常運行。我們亦根據《中華人民共和國環境影響評價法》的規定聘請了獨立第三方對環境風險評估進行跟蹤，並取得了政府主管部門頒發的環境影響批准。

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Addressing potential environmental incidents, we always ensure the operation of environmental protection equipment, with designated personnel assigned to specific posts for inspecting and maintaining the equipment to ensure its normal operation. To equip employees with essential knowledge of emergency response, we have formulated an “Emergency Plan for Environmental Emergencies” and organised accident drills. During the year, Xuancheng Plant and Hefei Plant has organise following training activities:

針對可能發生的環境事故，我們始終確保環保設備的運行，指定專人專崗對設備進行檢查和維護，確保設備正常運行。為使員工掌握必要的應急知識，我們制定了《突發環境事件應急預案》，並組織事故演練。於年內，宣城項目及合肥項目組織了以下培訓活動：

Xuancheng Plant and Hefei Plant Environmental Training Activities

宣城項目及合肥項目環境培訓活動

- Environmental Training for all staff
對全體員工提供環境培訓
- Environmental Emergency Drill
環境應急演練
- Training for managers on environmental regulations, operation of environmental protection equipment and emergency response
為管理人員提供有關環境法規、環保設備運行及應急響應的培訓

7.3 Energy Conservation and Air Emissions Reduction

Our air and GHG emissions mainly come from the energy consumption during the operation, such as fuel consumption for vehicles and machinery, electricity consumption and the use of boilers in the kitchen waste business. The Group strictly monitors and improves its business model to achieve effective utilisation and control of natural resources. During the year, we have strictly practiced the corporate strategies on energy conservation and adopting technological solutions.

7.3 節約能源及減少氣體排放

我們的空氣及溫室氣體排放主要來自運營過程中的能源消耗，如汽車及機械的燃料消耗、電力消耗及於餐廚垃圾業務中使用鍋爐。本集團嚴格監控及改進其業務模式，以實現對天然資源的有效利用及控制。於年內，我們嚴格踐行節約能源及採用技術解決方案的企業戰略。



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Green Office Practices

We strive to reduce our energy consumption and emissions in office operations. To encourage energy-saving culture, equipment, and machinery with “Energy-Efficiency” labels are preferred. Meanwhile, teleconferences and public transportation are advised. We encourage our employees to follow the following green office practices:

- Turn off all lights, electronic equipment, and other energy-consumption equipment at the end of the day.
- Switch off the idle equipment when they are not in use.
- Avoid the operation of electricity-intensive procedures during peak hours of electricity usage.
- Replace high electricity consumption lamps with electricity saving lamps.
- Adjust the set temperature of air conditioners in the offices based on the seasons.
- Reduce the consumption of official vehicles, encourages the use of public transportation for official trips.

Emission Management Systems in Operations

For the Environmental Protection Business, the major GHG and air emissions come from the indirect emission from electricity use and direct emission generated from the use of vehicles. There are 3 emission reduction policies, and monitoring measures to manage fuel consumption and relevant emissions for the Hefei Plant as shown below.

綠色辦公室實務

我們致力減少辦公室營運過程中的能源消耗及排放。為鼓勵節能文化，我們優先選用具有「能源效益」標籤的設備及機械。此外，我們亦建議員工使用電話會議和乘搭公共交通工具，並鼓勵員工實行以下綠色辦公室實務：

- 於工作時間結束時關掉所有照明、電子設備及其他耗電設備。
- 不使用時關掉閒置的設備。
- 避免於用電高峰時段進行高耗電量操作。
- 以節能燈具替代耗電量高的燈具。
- 按照季節調節辦公室空調設定溫度。
- 減少公務車輛的消耗，鼓勵公務出行使用公共交通工具。

運營中的排放管理系統

對於環保業務而言，主要的溫室氣體及空氣排放物來自電力使用的間接排放物及車輛使用產生的直接排放物。我們採取以下3項減排政策及監測措施來管理合肥項目的燃料消耗及相關排放。

PROTECTING OUR ENVIRONMENT

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Management Mechanism 管理機制

Atmospheric Pollution Prevention and Control Management System and Environmental Emergency Contingency Plan for Hefei plant have been stipulated the environmental management of all the operation procedures that produce air pollutants.

我們為合肥項目制定了《大氣污染防治管理系統》及《環境應急計劃》，以規定所有產生空氣污染物的營運流程的環境管理。

Emissions Reduction 減排

Install treatment facilities such as scrubbing tower, flare system and desulphurisation system to reduce the air emissions.

安裝處理設施，例如洗滌塔、火炬系統及脫硫系統，以減少空氣排放。

Replace traditional fossil fuel with biogas, a by-product produced by kitchen waste treatment, has been utilised as power the plants and reduce the emissions from fuel.

用沼氣代替傳統化石燃料為工廠供電，減少了燃料的排放。沼氣是餐廚垃圾處理產生的副產品。

Monitoring 監測

Install monitoring devices to track the emissions of pollutants and entrusted external agency to conduct regular inspections on the air emission at the boilers, strictly complying with the standards set by the Emission standard of air pollutants for coal-burning oil-burning gas-fired boiler (GB13271-2014).

嚴格遵守《燃煤、燃油和燃氣鍋爐大氣污染物排放標準》(GB13271-2014)規定的標準，安裝監測裝置以追蹤污染物的排放情況，並委託外部機構對鍋爐的空氣排放進行定期檢查。

Practically, the Hefei Plant has improved its food and kitchen waste treatment processes, as well as the used cooking oil extraction, thereby enhancing the exhaust gas treatment capacity and save energy. The emission of air pollutants and carbon dioxide emission of Hefei plant have decreased compared to last year, mainly due to the reduced usage time of non-road machinery after optimisation. Besides, Shenzhen Huamingsheng also implemented optimised production designs which includes a spray tower, incineration furnace, and activated carbon adsorption box for treatment. This has greatly reduced the environmental impacts of pollutants from the facility.

合肥項目從實際出發，改進了餐廚垃圾處理工藝和廢食用油提取工藝，從而提高了廢氣處理能力並節約了能源。與去年相比，合肥項目的空氣污染物排放量和二氧化碳排放量均有所下降，這主要得益於優化后非道路機械使用時間的減少。此外，深圳華明勝亦優化了生產設計，包括使用噴淋塔、焚燒爐及活性炭吸附箱進行處理。這大大減少了設施對環境造成的污染物影響。



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In our Construction Business, the overall emission and energy management approach is guided by the Environmental Policy Statement. While committing to provide sufficient resources for energy management, we have implemented multiple measures to reduce our energy consumption at construction sites. To achieve our energy conservation target, we have adopted the use of machinery with an approval label by the Environmental Protection Department, effectively reducing fuel consumption and relevant NOx and PM emissions by 60% compared to the machinery without approval label. Besides, we have inspected the machinery regularly to prevent energy loss due to abnormal operations. We have also adopted measures to reduce other air pollutants such as SOx and suspended matter at sites. For example, we use ultra-low sulphur diesel for all machinery to further reduce SOx emissions.

對於建築業務，整體排放及能源管理方針以《環境政策聲明》為指引。我們致力於為能源管理提供足夠資源，同時實施多種措施以減少施工現場的能源消耗。為了實現節能目標，我們採用附有環保部門批准標誌的機械，與沒有批准標誌的機械相比，其有效減少60%的燃料消耗及相關NOx和PM排放。此外，我們定期對機械進行檢查，防止因不正常操作而導致的能源損失。我們亦採取措施減少其他空氣污染物，如SOx及工地上的懸浮物。舉例而言，我們在所有機械上使用超低硫柴油，以進一步減少SOx排放。

Suspended Matter Control Measures at Construction Site 建築地盤的懸浮物控制措施

Construction processes such as dredging can produce suspended matter, which causes adverse health and environmental impact. We have formulated the Air Pollution Monitoring Guidelines to implement the following reduction measures:

挖泥等施工過程會產生懸浮物，對健康和環境造成不良影響。我們制定《空氣污染監測指引》，實施以下減排措施：

- Sprinkle water on dredging machinery during operation;
在操作過程中向疏浚機械灑水；
- Regularly sprinkle water on the road inside the site;
定期向工地內的道路灑水；
- Cover dusty materials with nets during transportation and storage.
在運輸和儲存過程中用網覆蓋有灰塵的材料。

We also conduct weekly measurements on suspended matters around the site to monitor the emissions level. To carry out appropriate dust reduction measures, we conduct regular briefings and training for our employees.

我們亦每週對工地周圍的懸浮物進行測量，以監測排放水平。為進行適當的降塵措施，我們對員工進行定期的簡介及培訓。

7.4 Water Management

Our operation in construction and environmental protection business involves discharges of wastewater. Construction sites must obtain a Water Pollution Control Ordinance license from environmental authorities before discharging wastewater. According to the standards, we have adopted required measures and implemented wastewater control measures guided by the site environmental protection guidelines. For instance, all site wastewater must be channelled through these tanks to ensure compliance with the discharge license conditions, such as flow rate, suspended solids, chemical oxygen demand, and pH levels. A designated worker is assigned to oversee the operation and regular cleaning of eco-tank. To avoid the accidental leakage of collected wastewater, we set up sufficient water storage and electric pumps to avoid overflow of collected wastewater and rainwater. We conduct sampling of treated wastewater monthly to strengthen our monitoring of compliance.

The Group's kitchen waste treatment plants actively manage the wastewater produced during operation. All our kitchen waste treatment plants have built on-site wastewater treatment plants to treat all wastewater prior to discharging wastewater to the municipal sewage treatment plant. Hefei Plant has formulated the Water Pollution Prevention and Control Management System to standardise the control procedures of wastewater, such as applying for permits and the maintenance of wastewater treatment plants. We obtained a pollutant discharge licence in accordance with the requirements of the Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation). During the year, Xuancheng project has introduced the wastewater re-filter device for kitchen waste processing, effectively improved the quality of treated wastewater.

7.4 水資源管理

我們的建築及環保業務營運涉及廢水排放。建築地盤在排放廢水前必須從環保部門獲得《水污染管制條例》許可證。根據標準，我們採取了必要的措施，並在場地環保指引的指導下實施廢水控制措施。例如，所有場地廢水均需通過該等水池，以確保符合排放許可條件，如流量、懸浮固體、化學需氧量及PH值。指定的工人負責監督生態池的運行及定期清潔。為避免收集的廢水意外滲漏，我們設置了足夠的水箱及電泵，以避免收集的廢水及雨水溢出。我們每月對處理過的廢水進行採樣，以加強對合規情況的監控。

本集團的餐廚垃圾處理廠積極管理營運過程中產生的廢水。我們所有的餐廚垃圾處理廠均已建造現場污水處理廠，以在排放到市政污水處理廠前處理所有廢水。合肥項目制定了《水污染防治管理系統》，以規範廢水控制程序，如許可申請和廢水處理廠的維護。我們已按照《排污許可管理辦法(試行)》的規定取得排污許可證。於年內，宣城項目引進了餐廚垃圾處理廢水再過濾裝置，有效提高了處理後的廢水水質。



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Water Conservation

Water resources being used in our operations of offices, construction sites and kitchen waste treatment plant is provided by the municipal water supplies, thus we did not encounter any difficulties in sourcing water. To increase the efficiency of water usage, we encourage all operational sites to reuse the wastewater as much as possible. Within our operation, we have integrated various water-saving designs that encompasses detailed planning, water-saving design, monitoring, conservation measures, resource reuse, and employee training and awareness. Before the commencement of projects, we conduct thorough planning to estimate and optimise the expected water consumption to ensure the rational use of water resources. Additionally, we incorporate water-saving considerations into the construction design phase, employing water-efficient equipment and processes to minimise unnecessary water waste.

In Yixing Plant, we have implemented rainwater collection and utilisation systems. By collecting and storing rainwater, we reduce our reliance on municipal water supply and increase the efficiency of water resource. Furthermore, we have also tracked records of our water consumption to adjust our conservation strategies, ensuring the effectiveness of our water-saving initiatives.

Meanwhile, we have carried out water-saving practices in offices, including:

- Fix dripping taps immediately and avoid further leakage of the water supply system.
- Shut off the water supply system at night and during holidays.
- Strengthen the inspection and maintenance of the water tap, water pipelines and water storage.
- Advocate the importance of saving water among employees.

節約用水

我們在辦公室、施工現場及餐廚垃圾處理廠的運營中使用的水資源由市政供水提供，因此我們在水源方面沒有遇到任何困難。為提高用水效率，本集團鼓勵所有營運場所盡可能進行廢水再利用。在我們的營運中，我們整合了各種節水設計，包括詳細規劃、節水設計、監測、節約措施、資源再利用以及員工培訓及宣傳。在項目開始前，我們會進行周密的規劃，估算並優化預期用水量，以確保水資源的合理利用。此外，我們還將節水因素納入施工設計階段，採用節水設備及工藝，盡量減少不必要的水資源浪費。

在宜興項目，我們實施了雨水收集及利用系統。通過收集及儲存雨水，我們減少了對市政供水的依賴，提高了水資源的利用效率。此外，我們亦對耗水量進行跟蹤記錄，以調整節水策略，確保節水措施的有效性。

我們同時在辦公室實行節水措施，包括：

- 立即修理滴水的水龍頭，防止供水系統進一步漏水。
- 於晚間及假期關閉供水系統。
- 加強檢修水龍頭、水管及水箱。
- 向僱員提倡節水的重要性。

7.5 Waste Management

As guided in Corporate Environmental Responsibility System, we strictly follow proper wastes treatment process and methods. Regarding the construction business, Environmental Protection Department is responsible for handling hazardous and non-hazardous waste. As in Tianjin Office, Solid Waste Management Regulations has provided clear instructions covering hazardous wastes and other domestic wastes involved in our operation. The Comprehensive Management Department of the Tianjin office is responsible for formulating and implementing relevant documents and supervising and inspecting the implementation results. All departments conscientiously implement relevant regulations and conduct self-inspections on the implementation results.

Meanwhile, we adhere to green practices in offices. We formulate relevant guidelines towards different categories of wastes. For example, wastepaper is the common waste produced in the daily operation of offices. During the Reporting Period, Hefei Plant recycled paper waste amounted to a total of 25 kilograms. We actively promote paperless offices to reduce waste and promote technological innovation. We strategically promote a “paperless office” by adopting the following measures:

- Distribute information electronically wherever possible (i.e. via email or electronic notice boards).
- Set printers to default double-sided printing mode.
- Reuse single-sided paper for printing internal documents.

The solid wastes generated by the Group mainly include construction waste and chemical waste from the Construction Business and solid wastes produced from the kitchen waste treatment, such as plastic, wastepaper from the pre-treatment process and waste chemicals.

7.5 廢物管理

我們遵照《企業環境責任系統》的指引，嚴格遵守適當的廢物處理程序和方法。就建築業務而言，環保部門負責處理有害及無害廢棄物。在天津辦公室，《固體廢物管理規例》就我們營運中涉及的有害廢棄物及其他生活垃圾提供了清晰指示。天津辦公室綜合管理部負責制定和落實相關文件，並對落實結果進行監督檢查。各部門認真執行有關規定，並對執行結果進行自查。

與此同時，我們在辦公室內亦奉行各項環保措施。我們針對不同種類的廢物制定相關指引。舉例來說，廢紙是辦公室日常運作中產生的常見廢物。於報告期內，合肥項目回收廢紙合共25公斤。我們積極推動無紙辦公，以減少廢料和促進技術創新。我們通過採取以下措施，策略性地倡導「無紙辦公」政策：

- 盡量以電子方式發佈信息(即通過電子郵件或電子公告板)。
- 將打印機設置為默認的雙面打印模式。
- 重複使用單面紙打印內部文件。

本集團產生的固體廢物主要包括建築業務產生的建築垃圾及化學廢物，及餐廚垃圾處理產生的固體廢物，如塑膠、預處理過程產生的廢紙及廢棄化學品。



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Waste Reduction Strategy — Avoid, Reduce and Disposal

減廢策略 — 避免、減少及處理

We strive to enhance our management of construction waste in the Construction Business. We adopt the waste reduction strategy of “Avoid, Reduce and Disposal”. Before the commencement of work, we estimate the total waste generated by each project for better waste reuse planning. To follow the concept of reuse, we have set up a waste sorting area at each site to separate reusable materials such as waste metals, inert construction waste and wood, reducing the amount of waste generated. For other general waste, we entrust licensed collectors for disposal. Meanwhile, we handle our hazardous chemical waste with care through proper packing, labelling, and storing the chemical waste before delivery to the waste treatment facility by licensed collectors.

我們努力加強對建築業務中建築垃圾的管理，並採取「避免、減少及處理」減廢策略。工程開始前，我們會估計每個項目產生的廢物總量，以便更好規劃廢物再利用。為了遵循回收再用的理念，我們在每個工地設立垃圾分類區，將可重複使用的材料（如廢金屬、惰性建築垃圾和木材）分開，減少產生廢物量。就其他一般廢物，我們委託持牌回收商進行處置。同時，我們通過妥當包裝、標籤及儲存化學廢物，仔細處理我們的有害化學廢物，其後方由持牌回收商運送至廢物處置設施。

Waste Management Approach — Sorting, Recycling and Reuse

廢物管理方式 — 分類、回收及再利用

For Environmental Protection Business, we have strengthened waste management through sorting, recycling, and reuse. We have formulated the Hazardous Waste and General Solid Waste Management Procedures to manage the collecting, recycling and disposal of hazardous waste and general solid waste. For non-hazardous waste, we have set up bins for recyclable and non-recyclable waste for separate collection.

就環保業務，我們通過分類、回收及再利用，加強廢物管理。我們制定了《有害廢棄物及一般固體廢物管理程序》，對有害廢棄物及一般固體廢物的收集、回收及處理進行管理。就無害廢棄物，我們設立可回收及不可回收的垃圾桶，方便分開收集廢物。

For hazardous waste listed in the National Catalogue of Hazardous Wastes, we entrust the relevant department by the government or licensed collectors for safe disposal. To utilise the solid waste resources, we recycle scrap iron, plastic waste, waste glass and wastepaper. To further promote the reuse of solid waste, Hefei Plant reuses kitchen waste residue as the raw material of fertilisers.

就列入《國家危險廢物名錄》的有害廢棄物，我們委託政府有關部門或持牌回收商進行安全處置。為了善用固體廢物資源，我們對廢鐵、廢塑膠、廢玻璃和廢紙進行回收。為進一步促進固體廢棄物的再利用，合肥項目則將餐廚垃圾作為化肥原料進行再利用。

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7.6 Noise Management

Noise from the construction sites can cause a nuisance to the surrounding area. Therefore, we have strengthened the noise management of the operation of machinery and equipment, which are the source of noise from our construction sites.

We prefer to purchase equipment with Quality Powered Mechanical Equipment Label, which is used to identify construction equipment items that are notably quieter and more environmentally friendly. Meanwhile, according to our Site Environmental Memos, employees are encouraged to reduce the number of concurrently running equipment and shut down any idle equipment so as to reduce the noise at sources.

The following are the other measures we adopted to reduce the noise generated by the Group:

Noise Management in Construction Site 施工場地的噪音管理

- Obtained the construction noise permit when we carry out our noisy work at the designated area.
在指定區域開展產生噪音的工程時已取得建築噪音許可證。
- Strictly comply with the conditions set out by the permit and operate noisy equipment only at a specific time to reduce the impact on the residents of the surrounding area.
嚴格遵守許可證規定的條件，僅在特定時間操作高噪音設備，以減少對周圍地區居民的影響。
- Regular measurements on sound levels at the boundary of the construction sites are conducted to ensure the noises arising from construction sites meet the legal standards.
定期測量施工現場範圍的聲級，以確保施工現場產生的噪音符合法律標準。
- Noise barriers are adopted to insulate the noise from construction sites, effectively reducing the noise spread to the surrounding area.
採用噪音屏障隔絕施工現場的噪音，有效減少噪音傳播至周圍地區。

Noise Management in Kitchen Waste Treatment Facilities 餐廚垃圾處理廠的噪音管理

- The noise levels at the factory boundary meet the Class 3 standards specified in the "Noise Standard for Factories Industrial Enterprises" (GB12348-2008).
工廠邊界噪音值達到《工業企業噪聲標準》(GB12348-2008)中規定的3類標準。
- Noise reduction, sound insulation, and vibration reduction measures are implemented for certain noise-generating equipment.
對若干產生噪音的設備採取降噪、隔音及減震措施。

7.6 噪音管理

施工場地的噪音會對周圍地區造成困擾。因此，我們加強對機器及設備運作的噪音管理，而這亦是我們在施工場地的噪音來源。

我們優先購買帶有優質機動設備標籤(用以識別明顯較靜及更環保的建築設備產品)的設備。另外，根據我們的《工地環境備忘錄》，我們亦鼓勵員工減少同時運作的設備數量，並關閉閒置設備，以從源頭降低噪音。

此外，本集團採取了以下措施以減少所產生的噪音：



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7.7 Responding to Climate Change

The Group recognises the urgent need to address climate change and its far-reaching impacts on our planet, society, and economy. Through supportive coordination of our ESG Working Group, risks and opportunities related to climate change, as well as the policies and initiatives formulation for relevant risk mitigation, adaptation, and disclosures, will be continuously explored in the Group's strategic development in our sustainable development pathway. We strive to adopt precautionary measures to ensure that the Group is well prepared for any potential impact and to further build up our business climate resilience.

We have comprehensively studied physical risks, transition risks and opportunities in our ESG risks assessment. Addressing the identified risks items, we have developed a robust management framework to mitigate these risks, and to seize opportunities associated with the low-carbon transition. The following table outlines our analysis and the specific measures we have implemented:

7.7 應對氣候變化

本集團深知應對氣候變化及其對地球、社會和經濟的深遠影響極其緊迫。通過ESG工作小組的支持協調，本集團將在可持續發展道路上的戰略發展中不斷探索與氣候變化相關的風險和機遇，以及相關風險緩解、適應和披露的政策和措施的制定。我們努力採取預防措施，確保本集團對任何潛在的影響做好充分準備，並進一步加強業務的氣候適應能力。

我們於ESG風險評估中全面研究了物理風險、轉型風險和機遇。針對已確定的風險項目，我們為降低這些風險制定了健全的管理框架，並抓住與低碳轉型相關的機遇。下表載列我們的分析和已實施的具體措施：

PROTECTING OUR ENVIRONMENT 保護環境

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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Physical Risk 物理風險</p>	<p>Extreme weather events induced by climate change can jeopardise business entities, including offices, production facilities, and other property assets, thereby disrupting corporate operations. 氣候變化引起的極端天氣事件會危及商業實體，包括辦公室、生產工廠或其他物業資產，從而影響公司運作。</p> <p>Additionally, the post-disaster recovery and restoration process is often prolonged and requires substantial financial investment. 此外，災後重建和恢復過程通常較為漫長，需要大量的資金投入。</p>	<p>The company has developed comprehensive preventive and emergency measures to minimise the impact of extreme weather events and ensure the safety of its employees. 公司已採取全面預防及緊急措施，盡量減少極端天氣事件的影響，確保公司員工的安全。</p> <p>Management Measures: 管理措施：</p> <ul style="list-style-type: none"> • Construction Operations: Standard procedures have been established for inspecting construction sites before typhoons and heavy rains. This includes safety checks on all equipment, underground tunnels, and soil, as well as assessments of employee safety, to ensure that the sites can resume operations safely. 建築業務：已建立標準程序，在颱風和大雨前檢查施工現場，對所有設備、地下隧道和土壤進行安全檢查，並評估員工安全，以確保工地能夠安全復工。 • Environmental Operations: The Hefei Plant has formulated a detailed emergency response plan for production safety incidents, with regular training and drills conducted to ensure preparedness. 環保業務：合肥項目制定了詳細的生產安全事故應急預案，並定期進行培訓和演練，以備不時之需。



7 PROTECTING OUR ENVIRONMENT 保護環境

Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Transition Risk 轉型風險</p>	<p>Climate change induces changes in policies and industrial structures, leading to transition risks. These risks can result in shifts in technological innovation, market sentiment, and consumer preferences, thereby impacting businesses and asset valuations. For example, the rise of clean energy poses challenges to companies reliant on traditional coal and oil, while carbon taxes increase operational costs for carbon-intensive enterprises. These economic and financial risks are significant considerations for affected industries.</p> <p>氣候變化會導致相關政策和產業結構的變化，引發轉型風險。轉型風險帶來技術創新、市場情緒和消費者偏好的變化，從而影響業務和資產估值。例如，清潔能源的興起影響了一直依賴煤炭和石油的公司，然而碳稅增加了碳密集型企業的營運成本。對於受影響的行業而言，上述經濟或金融風險是其重要的考慮因素。</p>	<p>With an aim to cope with transition risks and navigate the opportunities brought by climate change, we have set the following short term and long term goals.</p> <p>為應對氣候變化帶來的轉型風險，順應氣候變化帶來的機遇，我們制定了以下短期及長期目標：</p> <p>(1) Reducing Office Carbon Emissions (Short-term Goals) 減少辦公室碳排放(短期目標)</p> <ul style="list-style-type: none"> Replacing and Reducing High-Energy Equipment and Activities: 更換和減少高能耗的設備及活動： <p>Management Measures: 管理措施：</p> <ul style="list-style-type: none"> Construction Operations: Identify high-energy-consuming equipment and encourage gradual replacement. 建築業務：識別高耗能設備，並鼓勵逐步更換。 Food Waste Operations: Implement various measures to conserve water and electricity, and reduce waste of office supplies like paper. For example, regulate office air conditioning temperature to lower energy consumption, encourage employees to minimise standby time of electronic devices, eliminate the phenomenon of constantly lit lights, and foster energy-saving habits, creating a green and low-carbon office environment. 餐廚垃圾業務：執行各項節水節電舉措，減少紙張等辦公用品的浪費。例如，調節辦公室空調溫度以降低能耗，鼓勵員工盡量減少電子設備待機時間，杜絕長明燈現象，培養節能習慣，營造綠色低碳的辦公環境。

PROTECTING OUR ENVIRONMENT 保護環境

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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
		<p>(2) Developing a Feasible Carbon Reduction Roadmap (Long-term Goals) 制定可行的減碳路線圖(長期目標)</p> <p>Identifying Sources of Carbon Emissions: 識別碳排放源：</p> <ul style="list-style-type: none"> • Develop long-term greenhouse gas reduction strategies and actions. 就溫室氣體減排制定長期的戰略及舉措。 • Encourage employees to collaboratively create a green and low-carbon office environment. 鼓勵員工共創綠色低碳的辦公環境。 <p>Management Measures: 管理措施：</p> <ul style="list-style-type: none"> • Food Waste Operations: To more effectively manage office waste emissions, the company promotes several waste reduction measures, focusing on reduction and recycling from the source. These include advocating for double-sided printing, setting calculators to energy-saving ink mode, placing single-sided paper recycling bins in office areas to collect used paper for secondary printing of non-critical documents. 餐廚垃圾業務：為更有效地管理辦公室廢物排放，公司推行多項減少廢物的措施，注重從源頭上減少及回收利用廢物。這些措施包括提倡雙面打印、將打印機設置為節能和節墨模式、在辦公區放置單面紙回收箱以收集廢紙用於非關鍵文件的2次打印。



7 PROTECTING OUR ENVIRONMENT 保護環境

Aligning with national policy to achieve carbon peaking and carbon neutrality, we are proactively developing action plans to promote use of green energy. For instance, Hefei Plant has been exploring power generation from biogas where produced during the kitchen waste treatment process, in replace of natural gas. Additionally, Xuancheng Plant has initiated the installation of photovoltaic device during the Reporting Period and is expected to improve the energy efficiency. Meanwhile, the Group also seizes the opportunities brought by climate change. We are committed to exploring the possibilities for further development in our Environmental Protection Business to actively respond to the growing market under the national calls in advocating for green development.

為配合國家實現碳達峰和碳中和的政策，我們正在積極制定行動計劃，推廣使用綠色能源。例如，合肥項目一直在探索利用餐廚垃圾處理過程中產生的沼氣發電，以替代天然氣。此外，宣城項目於報告期內已開始安裝光伏裝置，預計將提高能源效率。同時，本集團也抓住氣候變化帶來的機遇。我們將致力於探索環保業務進一步發展的可能性，積極響應國家倡導綠色發展的號召，滿足日益增長的市場需求。

Shenzhen Huamingsheng — Carbon management practices 深圳華明勝 — 碳管理實踐



Life Cycle Assessment and Carbon Footprint Reporting 壽命周期評估及碳足跡報告

To accurately quantify the carbon footprint, Shenzhen Huamingsheng has established a dedicated professional team that works in close collaboration with qualified third-party organisations. By regularly updating Life Cycle Assessment (LCA) and carbon footprint reports, the company gains a more precise understanding of the carbon emissions associated with its products, providing a strong foundation for further carbon reduction efforts.

為準確量化碳足跡，深圳華明勝成立專門的專業團隊，與有資質的第三方機構密切合作。通過定期更新壽命周期評估(LCA)及碳足跡報告，公司對其產品的碳排放量有了更準確的瞭解，為進一步的碳減排工作奠定堅實的基礎。



Exploring Green Energy 挖掘綠色能源

Looking ahead, Shenzhen Huamingsheng will leverage the unique characteristics of its production bases in various regions, such as Sichuan and Inter-Mongolia, to maximise the utilisation of green electricity. By replacing coal-based power with wind, solar, and hydroelectric energy sources, the company aims to significantly reduce its carbon emissions. Although the path ahead may be challenging, Shenzhen Huamingsheng remains committed to continuously exploring more efficient emission reduction solutions, striving for excellence, and unlocking the full potential of carbon reduction opportunities.

展望未來，深圳華明勝將充分利用其在四川和內蒙古等多個地區生產基地的獨特性，最大限度利用綠色電力。通過以風能、太陽能及水能替代煤電，公司將大幅減少碳排放。儘管未來充滿挑戰，但深圳華明勝仍致力於不斷探索更高效的減排方案，追求卓越，充分挖掘碳減排機遇的潛力。

CARING OUR COMMUNITY 8

關懷社區

The Group acknowledges the critical significance of active participation and meaningful contribution to the communities in which we operate. We are dedicated to fostering the growth and well-being of local communities. To this end, we have established a comprehensive community involvement policy, with a vision to cultivate a harmonious and thriving society. In future, the Group will remain devoted to make a positive impacts and contribute to the overall betterment of society.

本集團深知積極參與及貢獻我們經營所在地的社區極其重要。我們致力於促進當地社區的發展和福祉。為此，我們制定了一套全面的社區參與政策，以建立一個和諧、繁榮的社會為願景。於未來，本集團將一如既往地致力於發揮積極影響，為社會的整體進步做出貢獻。

The Group's approach to community involvement:

本集團就建設社區的舉措：

- Aims to make the communities in which we work, better places to live and do business.
讓我們經營所在地的社區成為更適合居住和經商的地方。
- Aims to be sensitive to the local community's cultural, social and economic need.
關注當地社區的文化、社會及經濟需求。
- Encourage our employees in their charitable and community involvement.
鼓勵員工參與慈善及社區活動。
- Healthy Living: Encourage healthy lifestyles of staffs.
健康生活：鼓勵員工養成健康的生活方式。
- Encourage to support local charities and support the needy.
鼓勵及支持當地慈善機構，幫助貧困人群。

We leverage our resources for giving back to society. Meanwhile, we have maintained close communication with the local communities, which allows us effectively to respond and contribute to their needs.

我們利用資源回饋社會之餘，亦與當地社區保持緊密溝通，因此得以有效回應其需求並作出貢獻。



8 CARING OUR COMMUNITY 關懷社區

Case Study: Hefei Plant Launched Public Education on Environment and Resources for students from Anhui University

案例研究：合肥項目為安徽大學的學生舉辦環境與資源的公眾教育活動



During the Reporting Period, Hefei Plant launched an education program for students from the environmental and Resource Institute at Anhui University. In the visit, we have introduced our company, the treatment process of kitchen waste and the current state of industry and guided a tour to our treatment facilities. This program aims to enhance students understanding and provide insights into the latest industry practices and technologies used in waste treatment, promote sustainability and environmental responsibility among future professionals.

於報告期內，合肥項目為安徽大學環境與資源學院的學生推出一項教育活動。在參觀過程中，我們介紹了本公司、餐廚垃圾的處理過程及行業現狀，並帶領學生參觀我們的處理設施。該活動旨在加強學生對廢物處理行業最新實踐和技術的瞭解及提高其對此的洞察力，促進未來專業人員的可持續發展及環境責任感。

APPENDIX 9
附錄 99.1 Environmental Performance Table⁴
Environmental Performance9.1 環境績效表⁴
環境績效

Air Emissions ^{5 6} 廢氣排放 ^{5 6}			
KPI 關鍵績效指標	Total Emissions in 2024 2024年總排放量	Total Emissions in 2023 2023年總排放量	Units 單位
NO _x	87.50	60.98	Tonnes 噸
SO _x	0.01	0.08	Tonnes 噸
CO	29.44	20.20	Tonnes 噸
PM ₁₀	5.57	1.75	Tonnes 噸

⁴ The data has shown in 2 years for meaningful comparison, which refers to the Reporting Period "2024" (From 1 April 2023 to 31 March 2024), and the last Reporting Period "2023" (From 1 April 2022 to 31 March 2023) respectively.

⁵ Air emissions are from boilers in the kitchen waste treatment plants, and the use of vehicles and engineering machinery by the subsidiaries. The data of air emissions is composed of monitoring data of boilers and calculated air pollutant emissions from vehicles and engineering machinery. The calculation method of air emission of vehicles and machinery refers to the Technical Guide for Air Pollutant Emission Inventory for On-road Vehicles (Trial Implementation) and Technical Guide for Air Pollutant Emission Inventory for Non-road Vehicles (Trial Implementation) issued by the Ministry of Ecology and Environment of the People's Republic of China and the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019 issued by the European Environment Agency.

⁶ During the Reporting Period, the increase in NO_x, CO and PM₁₀ emissions was due to the expansion of construction projects in Hong Kong.

⁴ 為進行有意義的比較，數據分2年顯示，分別指報告期「2024年」(由2023年4月1日至2024年3月31日)及上一個報告期「2023年」(由2022年4月1日至2023年3月31日)。

⁵ 廢氣排放來源於餐廚垃圾處理廠內的鍋爐，以及附屬公司使用的車輛和工程機械。廢氣排放數據包括鍋爐監測數據以及車輛和工程機械的空氣污染物排放計算值。車輛及機械廢氣排放量根據中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編製技術指南(試行)》及《非道路移動源大氣污染物排放清單編製技術指南(試行)》和歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南(2019年版)》計算。

⁶ 於報告期，氮氧化物、一氧化碳及可吸入顆粒物排放增加，因香港的建築項目擴充所致。

9 APPENDIX 附錄



GHG Emissions 溫室氣體排放			
KPI 關鍵績效指標	Total Emissions in 2024 2024年總排放量	Total Emissions In 2023 2023年總排放量	Unit 單位
Scope 1 ⁷ (Direct Emission) 範圍1 ⁷ (直接排放)	8,541.79	5,511.34	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> ⁸ 密度 ⁸	13.60	10.11	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣
Scope 2 ⁹ (Indirect Emission) 範圍2 ⁹ (間接排放)	3,859.98	2,583.97	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> 密度	6.14	4.74	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣
Total Emissions ¹⁰ (Scope 1 and Scope 2) 總排放量 ¹⁰ (範圍1及範圍2)	12,401.77	8,095.31	Tonnes CO ₂ e 噸CO ₂ 當量
<i>Intensity</i> 密度	19.74	14.85	Tonnes CO ₂ e/HK\$ Million 噸CO ₂ 當量/百萬港幣

⁷ Scope 1 GHG emissions are from the combustion of fuel of boilers, vehicles and construction machinery. Meanwhile, we also take calculations on the emissions from the total biogas production, direct combustion biogas and boiler biogas combustion in the Reporting Period. The calculation method of GHG emission of boilers refers to the Guidelines for Accounting and Reporting Greenhouse Gas Emissions Other Industrial Enterprises (Trial) issued by the National Development and Reform Commission of the People's Republic of China. The calculation method of GHG emission of vehicles refers to the Guidelines for Accounting and Reporting Greenhouse Gas Emission China Land Transportation Enterprises (Trial) issued by the National Development and Reform Commission of the People's Republic of China and the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong 2010 Edition issued by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong. The calculation method of GHG emission of construction machinery refers to the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019 issued by the European Environment Agency. Due to the limitation of data availability and calculation guidelines for GHG emissions from biogas combustion in the PRC, GHG emissions from biogas generated during the treatment of kitchen waste are not included in the scope of GHG emissions.

⁸ Intensity was calculated by dividing the amount by the Group's revenue from businesses in Hong Kong and Mainland China of approximately HK\$628.24 million during the Reporting Period and HK\$545.19 million respectively in last reporting period.

⁹ Scope 2 GHG emissions are from indirect GHG emissions generated in the production process of purchased power. The GHG emissions in Mainland China are calculated based on the 2022 China Regional Power Grid Average Carbon Dioxide Emission Factor published by the National Development and Reform Commission of PRC, and the calculation of GHG emissions caused by power use in Hong Kong adopts to the emission factors in the Sustainability Report of CLP Power Hong Kong Limited in 2023 for the construction sites and offices located in Kowloon and New Territories.

¹⁰ During the Reporting Period, the increase in GHG emissions was due to the expansion of construction projects in Hong Kong.

⁷ 範圍1的溫室氣體排放來自鍋爐、車輛和建築機械的燃料燃燒。同時，我們亦計算報告期內的沼氣總產量、直接燃燒的沼氣及鍋爐沼氣燃燒的排放量。鍋爐溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》計算。車輛溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》和香港環境保護署及機電工程署發佈的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引(2010年版)》計算。建築機械溫室氣體排放量根據歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南(2019年版)》計算。由於中國沼氣燃燒產生的溫室氣體的數據和計算指南有限，因處理餐廚垃圾過程中產生的沼氣而產生的溫室氣體排放未包括在溫室氣體排放範圍內。

⁸ 密度乃以用量除以報告期及上一報告期本集團來自香港及中國大陸業務的收入(分別約628.24百萬港幣及約545.19百萬港幣)計算。

⁹ 範圍2的溫室氣體排放來自所購電力生產過程中產生的間接溫室氣體排放。中國大陸的溫室氣體排放量根據中國國家發展和改革委員會發佈的《2022年中國區域電網平均二氧化碳排放因子》計算，而香港用電產生的溫室氣體排放量使用中華電力有限公司《2023可持續發展報告》中的排放系數(就位於九龍及新界的施工現場及辦公室而言)計算。

¹⁰ 於報告期內，溫室氣體排放增加，因香港的建築項目擴充所致。

APPENDIX
附錄 9

Wastewater and Waste 廢水及廢棄物				
KPI 關鍵績效指標	Total Emissions in 2024 2024年總排放量	Total Emissions in 2023 2023年總排放量	Unit 單位	
Wastewater ¹¹ 廢水 ¹¹	92,026.07	62,725	Tonnes 噸	
<i>Intensity</i> ¹² 密度 ¹²	1.02	1.08	Tonnes/amount of kitchen waste 噸／廚餘量	
Hazardous Waste ¹³ 有害廢棄物 ¹³	3.88	0	Tonnes 噸	
<i>Intensity</i> 密度	0.01	0	Tonnes/HK\$ Million 噸／百萬港幣	
Non-Hazardous Waste 無害廢棄物	14,081.97	41,198.35	Tonnes 噸	
<i>Intensity</i> 密度	22.42	75.57	Tonnes/HK\$ Million 噸／百萬港幣	
<i>Non-Hazardous Waste by Type</i> 按類型劃分的無害廢棄物				
Domestic Waste 生活垃圾	34.75	0.91	Tonnes 噸	
<i>Intensity</i> 密度	0.06	0.0017	Tonnes/HK\$ Million 噸／百萬港幣	
Wastepaper 廢紙	2.70	0.77	Tonnes 噸	
<i>Intensity</i> 密度	0.0043	0.0014	Tonnes/HK\$ Million 噸／百萬港幣	
Kitchen Waste Residue 餐廚垃圾	14,044.36	11,285.66	Tonnes 噸	
<i>Intensity</i> ¹⁴ 密度 ¹⁴	0.16	0.20	Tonnes/amount of kitchen waste 噸／廚餘量	
Construction Waste 建築垃圾	6,706	29,911	Tonnes 噸	
<i>Intensity</i> ¹⁵ 密度 ¹⁵	0.11	0.80	Tonnes/Construction Site Area (m ²) 噸／建築面積(平方米)	

¹¹ Wastewater is related to the quality of kitchen waste. If the water content of kitchen waste is high, wastewater will increase. In addition to the water from the kitchen waste, the Group's wastewater is also collected from the initial rainwater. These reasons contributed to the increase in the volume of wastewater during the Reporting Period.

¹² The intensity of wastewater in last reporting period is re-calculated with the amount of kitchen waste handled.

¹³ We have entrusted professional personnel to further handle all hazardous waste generated in our business operation.

¹⁴ The intensity of kitchen waste residue in last reporting period is re-calculated with the amount of kitchen waste handled.

¹⁵ The intensity of construction waste in last reporting period is re-calculated with the construction area.

¹¹ 廢水與廚餘的質量有關。如廚餘含水量高，廢水將會增加。除廚餘含水量外，本集團亦從未處理的雨水收集廢水。上述原因使報告期的廢水量增加。

¹² 上一報告期的廢水密度乃按已處理的廚餘量重新計算。

¹³ 我們已委託專業人員進一步處理我們業務運營中產生的所有有害廢物。

¹⁴ 上一報告期的餐廚垃圾密度乃按已處理的廚餘量重新計算。

¹⁵ 上一報告期的建築垃圾密度乃按建築面積重新計算。

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Resources Usage 資源使用			
KPI 關鍵績效指標	Amount in 2024 2024年總耗量	Amount in 2023 2023年總耗量	Unit 單位
Water ¹⁶ 水 ¹⁶	554,014.02	227,945	Cubic Metres 立方米
<i>Intensity</i> 密度	881.86	418.10	Cubic Metres/HK\$ Million 立方米/百萬港幣
Total Energy Consumption ¹⁷ 消耗能源總量 ¹⁷	44,663.79	27,450.20	MWh 兆瓦時
<i>Intensity</i> 密度	71.09	50.35	MWh/HK\$ Million 兆瓦時/百萬港幣
<i>Direct Energy</i> 直接能源			
Gasoline 汽油	136.11	116.86	MWh 兆瓦時
Diesel 柴油	32,419.21	22,484.94	MWh 兆瓦時
Natural Gas 天然氣	4,905.30	0	MWh 兆瓦時
Total Direct Energy 直接能源總量	37,460.63	22,601.80	MWh 兆瓦時
<i>Indirect Energy</i> 間接能源			
Electricity 電力	7,203.16	4,848.40	MWh 兆瓦時
Total Indirect Energy 間接能源總量	7,203.16	4,848.40	MWh 兆瓦時

¹⁶ The increase in Water Consumption was due to the expansion of construction projects in Hong Kong.

¹⁷ During the Reporting Period, Xuancheng Plant has completed tuning and started production; production line of Shenzhen Huamingsheng has started trial operation, besides, there is an expansion of construction projects in Hong Kong, thus resulting the increase in overall energy usage.

¹⁶ 耗水增加，因香港的建築項目擴充所致。

¹⁷ 於報告期內，宣城項目完成調試並投入生產；深圳華明勝生產線已開始試產，加上香港的建築項目擴充，導致整體能源使用量增加。

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Kitchen Waste Treatment 餐廚垃圾處理			
KPI 關鍵績效指標	Amount in 2024 2024年處理量	Amount in 2023 2023年處理量	Unit 單位
Kitchen Waste Treated 已處理餐廚垃圾	90,210.29	57,865.34	Cubic Metres 立方米
Biogas Generated 已產生沼氣	2,256,933.00	1,892,800.00	Cubic Metres 立方米
Amount of Biogas Combusted in Boilers 鍋爐的沼氣燃燒量	1,975,143.00	1,721,000.00	Cubic Metres 立方米



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9.2 Social Performance Table Social Performance

9.2 社會績效表 社會績效

Employees Statistics 僱員統計數字				
KPI 關鍵績效指標	2024 2024年		2023 2023年	
	Numbers of Employees 僱員人數	Turnover Rate ¹⁸ 流失比率 ¹⁸	Numbers of Employees 僱員人數	Turnover Rate 流失比率
Total 總計	363	31%	309	37%
<i>By Gender</i> 按性別劃分				
Male 男性	292	29%	254	42%
Female 女性	71	35%	55	13%
<i>By Age</i> 按年齡劃分				
Below 30 30歲以下	49	35%	41	12%
30-50 30至50歲	176	34%	171	60%
Above 50 50歲以上	138	25%	97	6%
<i>By Geographical Region</i> 按地區劃分				
Hong Kong 香港	171	51%	200	46%
Mainland China 中國大陸	192	12%	109	20%
<i>By Employee Category</i> 按僱員類別劃分				
Entry-level 初級	226	—	205	—
Middle-level 中級	100	—	59	—
Senior Management 高級管理層	37	—	45	—
<i>By Employment Category</i> 按僱傭類別劃分				
Full-time 全職	360	—	302	—
Part-time 兼職	3	—	7	—

¹⁸ The calculation method of the turnover rate: Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

¹⁸ 流失比率的計算方法：指定類別的離職僱員／報告期末指定類別的僱員人數。

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Training 培訓		
	2024 2024年	2023 2023年
KPI 關鍵績效指標	Percentage of Employees Trained ²⁰ 受訓僱員百分比 ²⁰	
<i>By Gender</i> 按性別劃分		
Male 男性	65%	72%
Female 女性	35%	28%
<i>By Employee Category</i> 按僱員類別劃分		
Entry-level 初級	38%	50%
Middle-level 中級	40%	28%
Senior Management 高級管理層	22%	22%

²⁰ The calculation method of the percentage of employees trained: Employees who took part in training in the specified category (not including employees who left during the Reporting Period)/Number of trained employees at the end of the Reporting Period.

²⁰ 受訓僱員百分比的計算方法：參加指定類別培訓的僱員(不包括報告期內離職的僱員)／報告期末受訓僱員人數。

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Training 培訓				
KPI 關鍵績效指標	2024 2024年		2023 2023年	
	Average Training Hours ²¹	Total Training Hours	Average Training Hours	Total Training Hours
	平均培訓時長 ²¹	培訓總時長	平均培訓時長	培訓總時長
<i>By Gender</i> 按性別劃分				
Male 男性	14.44	1,257	3.94	1,001
Female 女性	18.57	854	8.27	455
<i>By Employee Category</i> 按僱員類別劃分				
Entry-level 初級	19.64	982	4.11	842
Middle-level 中級	16.49	874	6.51	384
Senior Management 高級管理層	8.5	255	5.11	230

²¹ The calculation method of average training hours for employees in specified category: Total number of training hours for employees in the specified category (not including employees who left during the Reporting Period)/ Number of employees in the specified category at the end of the Reporting Period.

²¹ 指定類別僱員平均培訓時長的計算方法：指定類別僱員受訓總時數（不包括報告期內離職的僱員）／報告期末指定類別的僱員人數。

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Employee Safety 僱員安全				
Number of Fatalities 死亡人數	2024	0		Person
	2024年			人
	2023	0		Person
	2023年			人
	2022	0		Person
	2022年			人
		2024 2024年	2023 2023年	2022 2022年
Lost days Due to Work Injury 因工傷損失工作日數	670	1,467	1,742	Day 日
Number of Suppliers and Subcontractor 供應商及分包商數目				
		2024 2024年	2023 2023年	
<i>By Geographical Region</i> 按地區劃分				
Hong Kong 香港		70	50	
Mainland China 中國大陸		39	41	
Total 總計		109	91	
Product and Service 產品及服務				
		2024 2024年	2023 2023年	
Product Recalls Due to Safety and Health 基於安全及健康的產品召回	0%	0%		Percent 百分比
Customer Complaints 客戶投訴	0	0		Event 次
Anti-corruption 反貪污				
		2024 2024年	2023 2023年	
Reported Legal Cases Regarding Corrupt Practices 有關貪污行為的報告法律案件	0	0		Event 次



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9.3 Content Index of the ESG Reporting Guide

9.3 《ESG指引》索引

Mandatory Disclosure Requirements 強制披露要求	Content 內容	Chapter Reference or Notes 所在章節或附註
Governance Structure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (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. 	4 Governing Sustainability
管治架構	<p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對ESG事宜的監管； (ii) 董事會的ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按ESG相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	4 可持續發展管治

Mandatory Disclosure Requirements 強制披露要求	Content 內容	Chapter Reference or Notes 所在章節或附註
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>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.</p> <p>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.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備ESG報告時如何應用下列匯報原則： 重要性：ESG報告應披露：(i)識別重要ESG因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 一致性：發行人應在ESG報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p>	<p>2 About the Report</p> <p>2 關於本報告</p>
Reporting Boundary 匯報範圍	<p>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.</p> <p>解釋ESG報告的匯報範圍，及描述挑選哪些實體或業務納入ESG報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	<p>2 About the Report</p> <p>2 關於本報告</p>



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A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter Reference/ Explanation 所在章節／說明
Aspect A1 : Emissions 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. Note: Air emissions include NO _x , SO _x , and other pollutants regulated under national laws and regulations 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。 附註：氣體排放物包括氮氧化物、硫氧化物及國家法律及法規規定的其他污染物	4.4 Operational Compliance 7 Protecting Our Environment 4.4 合規營運 7 保護環境
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放資料。	7.2 Energy Conservation and Air Emissions Reduction 9.1 Environmental Performance Table 7.2 節約能源及減少氣體排放 9.1 環境績效表
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	9.1 Environmental Performance Table 9.1 環境績效表

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A. Environmental A. 環境			Chapter Reference/ Explanation
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容		所在章節／說明
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	9.1	Environmental Performance Table
A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	9.1	環境績效表
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	9.1	Environmental Performance Table
A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	9.1	環境績效表
A1.5	Description of emissions target(s) set and steps taken to achieve them.	7.1 7.3	Fulfilling Environmental Responsibility Waste Management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	7.1 7.3	履行環保責任 廢物管理
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.	7.1 7.4	Fulfilling Environmental Responsibility Waste Management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	7.1 7.4	履行環保責任 廢物管理
Aspect A2: Use of Resources			
層面A2：資源使用			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7	Protecting Our Environment (Our business did not involve in issues related to other raw materials.)
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	7	保護環境(業務並無涉及有關其他材料的事宜。)



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		A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標		Description 指標內容		Chapter Reference/ Explanation 所在章節／說明
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).		9.1 Environmental Performance Table
	關鍵績效指標	A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	9.1 環境績效表
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).		9.1 Environmental Performance Table
	A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。		9.1 環境績效表
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.		7.1 Fulfilling Environmental Responsibility 7.3 Energy Conservation and Air Emissions Reduction
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。		7.1 履行環保責任 7.3 節約能源及減少氣體排放
	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.		7.1 Fulfilling Environmental Responsibility 7.4 Water Management
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。		7.1 履行環保責任 7.4 水資源管理
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.		Our products did not involve in issues related to packaging materials.
	A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。		產品並無涉及有關包裝物料的事宜。

A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter Reference/ Explanation 所在章節／說明
Aspect A3: The Environmental and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising 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。	7.2 Environmental Management 7.2 環境管理
KPI 關鍵績效指標	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	7.2 Environmental Management 7.2 環境管理
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	7.7 Responding to Climate Change 7.7 應對氣候變化
KPI 關鍵績效指標	A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	7.7 Responding to Climate Change 7.7 應對氣候變化



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B1: Employment 層面B1：僱傭		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。	4.4 Operational Compliance 6.2 Employment Management Approach 4.4 合規營運 6.2 僱傭管理方法
KPI	B1.1 Total workforce by gender, employment type, age group and geographical region.	6.1 Our Employment Portfolio 9.2 Social Performance Table
關鍵績效指標	B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	6.1 僱傭情況 9.2 社會績效表
	B1.2 Employee turnover rate by gender, age group and geographical region.	6 Promoting People-oriented Culture 6.1 Our Employment Portfolio 9.2 Social Performance Table
	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	6 推廣以人為本文化 6.1 僱傭情況 9.2 社會績效表

B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B2: Health and Safety 層面B2：健康與安全		
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 providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.4 Operational Compliance 6.4 Securing Health and Safety in Workplace 4.4 合規營運 6.4 確保工作場所的健康與安全
KPI 關鍵績效指標	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. B2.1 過去3年(包括報告年度)每年因工作關係而死亡的人數及比率。	9.2 Social Performance Table 9.2 社會績效表
	B2.2 Lost days due to work injury. B2.2 因工傷損失工作日數。	6.4 Securing Health and Safety in Workplace 9.2 Social Performance Table 6.4 確保工作場所的健康與安全 9.2 社會績效表
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored. B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	6.4 Securing Health and Safety in Workplace 6.4 確保工作場所的健康與安全



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	6.3 Supporting Talent Development 6.3 支援人才發展
KPI 關鍵績效指標	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	6.3 Supporting Talent Development 9.2 Social Performance Table 6.3 支援人才發展 9.2 社會績效表
	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。	6.3 Supporting Talent Development 9.2 Social Performance Table 6.3 支援人才發展 9.2 社會績效表

B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B4: Labour Standards 層面B4：勞工準則		
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。	4.4 Operational Compliance 6.2 Employment Management Approach 4.4 合規營運 6.2 僱傭管理方法
KPI 關鍵績效指標	B4.1 Description of measures to review employment practices to avoid child and forced labour. B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.2 Employment Management Approach 6.2 僱傭管理方法
	B4.2 Description of steps taken to eliminate such practices when discovered. B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	6.2 Employment Management Approach 6.2 僱傭管理方法



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B5 : Supply Chain Management 層面B5 : 供應鏈管理		
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。	5.3 Supply Chain Management 5.3 供應鏈管理
KPI	B5.1 Number of suppliers by geographical region.	5.3 Supply Chain Management 9.2 Social Performance Table
關鍵績效指標	B5.1 按地區劃分的供應商數目。	5.3 供應鏈管理 9.2 社會績效表
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.3 Supply Chain Management
	B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	5.3 供應鏈管理
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.3 Supply Chain Management
	B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	5.3 供應鏈管理
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.3 Supply Chain Management Green Procurement
	B5.4 描述在篩選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	5.3 供應鏈管理綠色採購

B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B6 : Product Responsibility 層面B6 : 產品責任		
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。	4.4 Operational Compliance 5 Conducting Our Business responsibly (Our products did not involve in issues related to labelling.) 4.4 合規營運 5 負責任營運業務 (產品並無涉及有關標籤的事宜。)
KPI 關鍵績效指標	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. B6.1 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。 B6.2 Number of products and service-related complaints received and how they are dealt with. B6.2 接獲關於產品及服務的投訴數目以及應對方法。 B6.3 Description of practices relating to observing and protecting intellectual property rights. B6.3 描述與維護及保障知識產權有關的慣例。 B6.4 Description of quality assurance process and recall procedures. B6.4 描述質量檢定過程及產品回收程序。 B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored. B6.5 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	5 Conducting Our Business responsibly 9.2 Social Performance Table 5 負責任營運業務 9.2 社會績效表 5.4 Customer Service 9.2 Social Performance Table 5.4 客戶服務 9.2 社會績效表 5.1 Abiding by Business Ethics 5.1 恪守商業道德 5.2 Quality Management and Assurance 5.2 品質管理及保證 5.4 Customer Service 5.4 客戶服務



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B7: Anti-corruption 層面B7：反貪污		
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.	4.4 Operational Compliance 5.1 Abiding by Business Ethics
	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。	4.4 合規營運 5.1 恪守商業道德
KPI 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.	4.4 Operational Compliance 5.1 Abiding by Business Ethics 9.2 Social Performance Table
	B7.1 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。	4.4 合規營運 5.1 恪守商業道德 9.2 社會績效表
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.1 Abiding by Business Ethics
	B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	5.1 恪守商業道德
	B7.3 Description of anti-corruption training provided to directors and staff.	5.1 Abiding by Business Ethics
	B7.3 描述向董事及員工提供的反貪污培訓。	5.1 恪守商業道德

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B. Social B. 社會				
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述			Chapter Reference 所在章節
Aspect B8: Community Investment 層面B8：社區投資				
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人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。			8 Caring Our Community 關懷社區
KPI 關鍵績效指標	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8	Caring Our Community 關懷社區
	B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	8	關懷社區
	B8.2	Resources contributed (e.g. money or time) to the focus area.	8	Caring Our Community 關懷社區
	B8.2	在專注範疇所動用資源(如金錢或時間)。	8	關懷社區



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