



CHINA INVESTMENT DEVELOPMENT LIMITED 中國投資開發有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
(於開曼群島註冊成立並於百慕達續存之有限公司)

Stock Code 股份代號: 204



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

China Investment Development Limited (the “Company”) is pleased to present its report on the Environmental, Social, and Governance (the “ESG”) aspects (the “ESG Report”) to provide an overview of the Group’s management on significant issues affecting the operation and the performance of the Group in terms of environmental and social aspects.

Being a listed company, apart from strictly complying with the Code of Corporate Governance practices as set out in the Rules (the “Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) to maintain a high ethical standard, the Board also strives to be a responsible corporation by placing great emphasis on the environmental protection, people oriented and community care. The Board believes that these sustainability objectives can align with the company’s business strategies to contribute most favorable return for stakeholders.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Listing Rules – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

The Company is an investment company and is principally engaged in investments in a diversified portfolio of listed and unlisted companies. As an investment company, the Company does not directly participate in the production and operation of these listed and unlisted companies. While actively seeking to optimise its investment portfolio and maximise shareholder return, the Company lives up to its corporate social responsibility and strikes a balance between the interests of stakeholders such as the shareholders and the community, with the ultimate goal of achieving a sustainable corporation.

The ESG Report covers the Group’s overall performance, commitment and approaches in workplace quality, environmental protection, operating practices and community involvement in relation to the abovementioned operations during the year ended 31 March 2020. All information and data disclosed herein were based on formal documents and internal statistics of the Group.

報告簡介

中國投資開發有限公司(「本公司」)欣然提呈其有關環境、社會及管治(「環境、社會及管治」)方面的報告(「環境、社會及管治報告」),以提供本集團管理層於環境及社會方面就影響本集團之營運及表現的重要事項作出的綜述。

作為一間上市公司,除了嚴格遵守香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)所載之企業管治常規守則以維持高道德標準外,董事會亦透過強調環境保護、以人為本及關心社區,致力成為負責任企業。董事會相信,該等可持續發展目標可配合本公司之業務策略,為利益相關者創造最佳回報。

編製基準及範圍

本報告乃遵照上市規則附錄27—「環境、社會及管治報告指引」編製,並已遵守上市規則的「不遵守就解釋」條文。

本公司為一間投資公司,主要從事於上市及非上市公司之多元化組合之投資。作為一間投資公司,本公司不會直接參與該等上市及非上市公司之生產及營運。於積極爭取優化投資組合及為股東帶來最大利益的同時,本公司肩負其企業社會責任,致力平衡股東及社區等利益相關者之間的利益,以實現可持續發展企業的最終目標。

環境、社會及管治報告涵蓋本集團於截至二零二零年三月三十一日止年度內與上述業務相關的工作場所質量、環境保護、運營慣例及社區參與的整體表現、承諾及方法。本報告披露的所有資料及數據均基於本集團的正式文件及內部統計數據。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDERS' FEEDBACK AND ENGAGEMENT

We recognise the ESG Report as an important measure to showcase our efforts in sustainable development. In realising sustainable development, we are devoted to strike a balance of the interests among various stakeholders, such as investors and shareholders, customers, employees, work partners as well as the community. The Company is searching for every opportunity to understand and engage our stakeholder to ensure improvement can be implemented to our products and services. We strongly believe our stakeholders play a crucial role in sustaining the success of our business.

The existing communication mechanism with stakeholders of the Group is set forth as below:

利益相關者的反饋及參與

我們認為環境、社會及管治報告是展示我們可持續發展努力的重要舉措。在實現可持續發展的過程中，我們致力於在投資者及股東、客戶、僱員、工作夥伴以及社區等各利益相關者之間取得平衡。本公司一直尋求每個與利益相關者了解及交流的機會，以確保我們的產品及服務可獲改善。我們堅信，利益相關者在我們持續取得業務成功方面扮演著至關重要的角色。

與本集團利益相關者的現有溝通機制如下：

Stakeholders 利益相關者	Expectations and concerns 期望及關注事項	Communication Channels 溝通渠道
The Stock Exchange 聯交所	<ul style="list-style-type: none"> - Compliance with the GEM Listing Rules, publishing of announcements in a timely and accurate manner - 遵守GEM上市規則以及及時準確地發佈公告 	<ul style="list-style-type: none"> - Meetings, trainings, seminars, programmes, website update and announcements - 會議、培訓、研討會、課程、網站更新及公告
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> - Compliance with laws and regulations - 遵守法律及法規 - Business Sustainability - 業務可持續性 	<ul style="list-style-type: none"> - Supervision on the compliance with local laws and regulations - 監督對地方法律及法規的遵守情況 - Routine reports - 例行報告
Shareholders or investors 股東或投資者	<ul style="list-style-type: none"> - Return on investments - 投資回報 - Corporate governance - 企業管治 - Business compliance - 業務合規 	<ul style="list-style-type: none"> - Regular reports and announcements - 定期報告及公告 - Regular general meetings - 定期股東大會 - Official company's website - 公司官網

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STAKEHOLDERS' FEEDBACK AND ENGAGEMENT

利益相關者的反饋及參與 (續)

(continued)

Stakeholders 利益相關者	Expectations and concerns 期望及關注事項	Communication Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> - Employees' compensation and benefits - 僱員報酬及福利 - Training and development - 培訓與發展 - Protection for the labour force and safety in the working - 勞動力及工作安全保障 	<ul style="list-style-type: none"> - Performance reviews - 表現評審 - Regular meetings and trainings - 定期會議及培訓 - Organization of team activities - 組織團隊活動
Public and Communities 公眾及社區	<ul style="list-style-type: none"> - Involvement in communities - 參與社區事務 - Business compliance - 業務合規 - Environmental protection awareness - 環境保護意識 	<ul style="list-style-type: none"> - Volunteer activities - 義工活動 - Public welfare and community activities - 公共福利及社區活動 - Company's official website - 公司官網

We welcome stakeholders' feedback on our environmental, social and governance approach and performance. Please share your views with us via:

我們歡迎利益相關者對我們於環境、社會及管治方面的方法及表現作出反饋。請通過以下聯絡信息與我們分享您的觀點：

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環境、社會及管治報告

A · ENVIRONMENT

A.1. Emission

The Company is committed to reduce carbon footprints by pursuing energy saving and other environment protection measures in our business operation. As the Company is engaged in investment business, only generate indirect greenhouse gas (“GHG”) emission, limiting to electricity, water and paper consumptions in our office setting and employee business travel. Nonhazardous wastes (commercial wastes and the disposal of computer devices and office equipment) produced by the Company are also at a minimum. The detail of carbon dioxide equivalent emission of the Group during the reporting period was as follows:

Type of emissions of

carbon dioxide equivalent

Type of emissions of carbon dioxide equivalent	二氧化碳排放當量的類型	Unit 單位	2020 二零二零年	2019 二零一九年
Carbon dioxide (CO ₂)	二氧化碳(CO ₂)	kg 千克	–	38,481.60
Methane (CH ₄)	甲烷(CH ₄)	kg 千克	–	86.63
Nitrous oxide (N ₂ O)	氧化亞氮(N ₂ O)	kg 千克	–	5,585.54
Water	水	kg 千克	–	0.90
Electricity	電力	kg 千克	475.58	3,050.31
Paper	紙張	kg 千克	192.00	360.00
Business trips by plane	乘飛機出差	kg 千克	–	314.00
Total	總計	kg 千克	667.58	47,878.98

During the year ended 31 March 2020, our Group produced 0.67 metric tons of carbon dioxide equivalent emissions or 0.096 metric tons per employee, which included the emissions by our private cars and office activities, decrease by 99% compared to the previous year.

The unleaded petrol of private cars produced no greenhouse gases during the year, representing a 100% decrease compared to previous year, because one of the vehicles was sold and the other was not substantially used during the year.

A · 環境

A.1. 排放物

本公司致力於透過在業務運營中實施節能及其他環保措施來減少碳排放。由於本公司從事投資業務，因此僅於辦公室的電力、水及紙張消耗時及僱員外遊公幹方會間接產生溫室氣體（「溫室氣體」）。本公司產生之無害廢棄物（商業廢物及棄置電腦裝置及辦公室設備）亦處於極低水平。本集團於報告期內二氧化碳排放當量之詳情如下：

於截至二零二零年三月三十一日止年度，本集團產生0.67公噸二氧化碳排放當量或每名僱員排放當量為0.096公噸，其中包括我們的私家車及辦公活動的排放量，較上一年度減少99%。

於本年度，私家車的無鉛汽油並無產生溫室氣體，較上一年度減少100%，原因為於年內，本集團已出售其中一輛汽車，而另一輛汽車並無頻繁使用。

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A · ENVIRONMENT *(continued)*

A.1. Emission *(continued)*

As well as office activities emissions, 475.58 kilograms of carbon dioxide equivalent per kilowatt-hour of electricity, because of energy indirect emissions (main sources are purchased electricity/gas), No kilograms of carbon dioxide equivalent per m³ of water and 192.00 kilograms of carbon dioxide equivalent of used amount of paper waste disposed at landfills.

Our employees did not travel by plane for business during the year ended 31 March 2020. There was no carbon dioxide and greenhouse gas emission generated in this regard.

Due to the nature of the business, our Group's business activities do not generate any hazardous waste and do not have any direct and significant impacts on the environment and natural resources in the course of its operation.

A · 環境 (續)

A.1. 排放物 (續)

除辦公活動排放外，每千瓦時電力排放475.58千克二氧化碳當量，因為能源間接排放（主要來源為購買的電力／汽油），每立方米用水產生零千克二氧化碳當量及垃圾填埋場處理廢紙產生192.00千克的二氧化碳當量。

截至二零二零年三月三十一日止年度，我們的僱員並無乘飛機出差。因此，並無產生二氧化碳及溫室氣體排放。

由於業務性質，本集團的業務活動不會產生任何有害廢棄物，亦不會對其營運過程中的環境及天然資源造成任何直接及重大影響。

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A · ENVIRONMENT (continued)

A.2. Use of Resources

The Company commits to protect the environment by mainly focusing on the reduction in electricity, paper and water consumption. To achieve this, the Company continually applies efficient consumption strategy to improve energy saving and reduce energy consumption.

Type of air pollutants	空氣污染物類型	Unit 單位	2020 二零二零年	2019 二零一九年
Electricity	電力	kWh 千瓦時	602.00	4,296.22
Water consumption	用水量	M ³ 立方米	-	1.28
Gasoline consumption	汽油消耗量	L 升	-	16,305.80
Paper	紙張	kg 千克	40.00	75.00

During the year ended 31 March 2020, the total energy use amounted to 602.00 kWh or 86 kWh per employee, decrease 86% compared to the previous year. There was no water use and gasoline consumption during the year. Consumption of paper was 40.00 kilograms or 5.71 kilograms per employee during the year ended 31 March 2020, decrease of 47% compared with the previous year.

Resource Efficiency Management

The Company adopted a number of energy-saving and resources usage initiatives to reduce greenhouse gas emission and conserve resources usage.

A · 環境 (續)

A.2. 資源使用

本公司透過主要專注於減少電力、紙張及水的消耗而致力保護環境。為此，本公司持續採用高效的消耗策略以加強節能並減少能源消耗。

截至二零二零年三月三十一日止年度，能源使用總量為602.00千瓦時或每名僱員86千瓦時，較上一年度減少86%。於年內，並無存在用水及汽油消耗。截至二零二零年三月三十一日止年度，紙張消耗量為40.00千克或每名僱員5.71千克，較上一年度減少47%。

節能管理

本公司採取了多項節能及資源使用措施，以減少溫室氣體排放，節約資源使用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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A · ENVIRONMENT (continued)

A.2. Use of Resources (continued)

Resource Efficiency Management (continued)

Electricity

The Company uses LED lighting system, which saves up to 80% energy and has a long life of more than 10 times comparing with traditional lighting. In addition, there are no ultraviolet and infrared rays in the LED light spectrum, and the waste can be recycled. It does not contain mercury vapor as in traditional fluorescent lamps. There is no gas pollution and it is a typical green lighting.

- Set the central air-conditioning system at room temperature of 25.5° C;
- Set the computers and printers in energy saving mode when not in use;
- Switch off lights in meeting rooms when not in use;
- Switch off printers when all staff have left office;
- Turn off computers and monitors overnights except it is required for working purpose such as system updates;
- Remove all the electronic chargers from the sockets when not in use; and
- Join the WWF Earth Hour 2020 event.

A · 環境 (續)

A.2. 資源使用 (續)

節能管理 (續)

電力

本公司採用LED照明系統，最多可節約80%能源，且使用壽命為傳統照明的十倍以上。此外，LED光譜中並無紫外線及紅外線，且其廢棄物可回收。LED照明系統不包含傳統熒光燈的汞蒸氣，因此無氣體污染，為典型的環保照明。

- 將中央空調系統設定為室溫攝氏25.5度；
- 在不使用時將電腦及打印機設定為節能模式；
- 在不使用時關掉會議室的電燈；
- 於所有員工離開辦公室時關閉打印機；
- 除系統更新等工作目的外，在晚上關閉電腦及顯示屏；
- 在不使用時拔掉所有充電器插頭；及
- 參加世界自然基金會「地球一小時2020」活動。

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A · ENVIRONMENT *(continued)*

A.2. Use of Resources *(continued)*

Resource Efficiency Management *(continued)*

Paper:

- Print in duplex;
- Use recycled paper for printing;
- Print in black and white; and
- E-storage of documents.

Water:

Water consumption of the Company is minimal. Employees are encouraged not to waste water.

A.3. The Environment and Natural Resources

Due to the nature of the business, in addition to the above-mentioned emissions and resource usage, the Company does not have any direct and significant impacts on the environment and natural resources in the course of its operation.

Staff members believe it is important to minimise their impact on the environment and natural resources due to the operations. In fact, as the Company's operations do not directly involve the use of natural resources, there is comparatively little impact on the environment and natural resources.

A · 環境 (續)

A.2. 資源使用 (續)

節能管理 (續)

紙張:

- 雙面打印;
- 使用再造紙打印;
- 黑白打印; 及
- 電子存檔。

水:

本公司之耗水量處於極低水平，並鼓勵僱員不要浪費水。

A.3. 環境及天然資源

由於業務性質，除上述排放物及資源使用外，本公司於營運過程中對環境及天然資源並無任何直接及重大影響。

員工相信，減低營運對環境及天然資源之影響極為重要。事實上，由於本公司之營運不會直接涉及天然資源之使用，因此對環境及天然資源之影響相對較低。

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B · SOCIAL

B1. Employment

Employees are regarded as the greatest and valuable assets and core competitive advantage of the Company and also provide driving force for the continuous innovation of the Company.

The Company set up a comprehensive human resources management system, which was prepared in compliance with or with reference to the Hong Kong Employment Ordinance, the PRC Labour Law (《中華人民共和國勞動法》), the PRC Labour Contract Law (《中華人民共和國勞動合同法》) and other existing laws and regulations.

The Company has implemented a set of human resources policy, which clearly states the recruitment and promotion, staff benefits and welfare, compensation and dismissal, training and development, codes of ethics, safety and health, compensation and dismissal, working hours and rest periods, equal employment opportunities without any discrimination against gender, marital status, age, race, nationality and religion etc.

Furthermore, for all our employees, we provide fair and adequate opportunities in terms of job promotion and salary increment in recognising and rewarding our employees; whilst we encourage career development within our organisation by offering on-job training. Provision of mandatory provident fund, pension, medical and unemployment insurance, and a range of other welfare benefits is guaranteed in compliance with relevant labour laws.

B · 社會

B1. 僱傭

本公司視僱員為最大及最寶貴之資產，且為本公司之核心競爭優勢，並為本公司之持續創新帶來推動力。

本公司已建立全面的人力資源管理制度，其乃根據或參照香港僱傭條例、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他現行法律法規編製。

本公司實施一系列人力資源政策，其中清楚列明聘用及晉升、員工待遇及福利、賠償及解僱、培訓及發展、道德守則、安全及健康、賠償及解僱、工作時間及休息時間，以及概無任何性別、婚姻狀況、年齡、種族、國籍及宗教等歧視之公平就業機會。

此外，對於我們所有的僱員，我們在晉升及加薪方面提供公平及充分的機會，以表彰及獎勵我們的僱員；同時我們透過提供在職培訓鼓勵僱員在組織內的職業發展。本公司根據相關勞動法，確保提供強制性公積金、養老金、醫療及失業保險以及一系列其他福利金。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B · SOCIAL (continued)

B1. Employment (continued)

As at 31 March 2020, there percentages of male and female employees were 50% and 50% respectively. The percentages of age group of 18 to 25, 26 to 35 and 36 to 45 were 16.67%, 66.66% and 16.67% respectively. In among of total employees, there were 83.33% from Hong Kong and 16.67% from China. The employee compositions (in numbers of employees, excluding independent non-executive directors) by gender, employee category, age group and geographical region were as follows:

Employee Structure	僱員結構	2020 二零二零年	2019 二零一九年
Total number of employees	僱員總數	7	7
By gender	Male	4	4
	Female	3	3
By age	Aged 18-25	1	1
	Aged 26-35	5	5
	Aged 36-45	1	1
	Aged 46-55	-	-
	Aged 56 or above	-	-
By employment category	General	3	3
	Middle management	2	2
	Senior management	2	2
By geographical region	Hong Kong	2	2
	China	5	5

During the year ended 31 March 2020, there was no employee turnover.

B · 社會 (續)

B1. 僱傭 (續)

於二零二零年三月三十一日，男性及女性僱員的佔比分別為50%及50%。18至25歲、26至35歲及36至45歲年齡組別的僱員分別佔16.67%、66.66%及16.67%。在全體僱員中，83.33%來自香港及16.67%來自中國。按性別、僱員類別、年齡組別及地區劃分的僱員組成（按僱員（不包括獨立非執行董事）人數）如下：

於截至二零二零年三月三十一日止年度，概無僱員流失。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B · SOCIAL (continued)

B2. Health and Safety

The Company is committed to providing and maintaining a safe and healthy workplace for all employees. Every employee has enough working space in office and small fitness equipment is offered in office to support health. The Company provides its staff with mandatory provident fund (MPF) and, medical insurance (including in-patient and out-patient). In the Year, no work related injuries or fatalities were recorded.

The Company has developed a set of work safety codes covering areas of environmental hygiene and cleanliness, machine operation, smoking ban and fire prevention, hazardous materials handling, arrangements in times of typhoons and rainstorms, as well as response to emergencies, etc. It also requires strict compliance with these work safety codes by its employees. During the year ended 31 March 2020, the Company recorded no number of work-related fatalities and no lost days due to work injury.

B3. Development and training

The Company supports its staff to develop and enhance their professional knowledge and skills to cope with the evolving market environment and compliance level. On top of on-job training, the staff members are encouraged to take external professional training to strengthen their work-related expertise.

The Company has always encouraged staff members to attend courses or seminars organized by professional bodies and regularly update their knowledge on investments, accounting standards, Listing Rules, the Securities and Futures Ordinance and the Companies Ordinance.

The Company also offers education allowance as incentive for employees to take professional examinations.

B · 社會 (續)

B2. 健康與安全

本公司致力為全體僱員提供一個安全及健康之工作場所。每名僱員在辦公室均有充裕之工作空間，且辦公室設有小型健身設備以維持員工之健康。本公司向員工提供強制性公積金（強積金）及醫療保險（包括住院及門診）。年內概無錄得與工作有關之傷亡。

本公司已制定一套工作安全守則，涵蓋環境衛生及清潔、機器操作、禁煙及防火、有害物料處理、颱風及暴雨期間之安排以及緊急情況應對等，亦要求僱員嚴格遵守該等工作安全守則。於截至二零二零年三月三十一日止年度，本公司並未錄得與工作有關的死亡事故，亦未因工傷造成工作日損失。

B3. 發展及培訓

本公司支持員工發展及加強彼等之專業知識及技能以應對不斷轉變之市場環境及合規水平。除在職培訓以外，本公司亦鼓勵員工參與外部專業培訓，以強化彼等與工作有關之專業知識。

本公司一直鼓勵員工出席專業機構舉辦之課程及研討會，並定期更新彼等有關投資、會計準則、上市規則、證券及期貨條例及公司條例之知識。

本公司亦提供教育津貼以激勵僱員參加專業考試。

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環境、社會及管治報告

B · SOCIAL (continued)

B3. Development and training (continued)

We adopt a five-day work per week and encourage our employees to have a good balance among health, work and social or family activities. Also we encourage communication between employees and their supervisors or the management of the Company. Based on their requests and job performances, we provide flexible career options to them to foster a better personnel development.

As at 31 March 2020, the average training hours for senior managers was 20 hours (2019: 23), and the average training hours for male and female employees were equal at 20 (2019: 23) and nil (2019: nil) hours.

B4. Labour Standards

The Company is in compliance with Hong Kong Employment Ordinance, Regulations on Labour Security Supervision and other applicable laws as the Group sets a high standard in protecting employees. Relevant guidelines are set out in employment contracts, internal notices and other forms of documents.

The Company strictly prohibits any child labour or forced labour, or any unfair treatment to our employees and does not employ staff who are below 18 years of age. The Company provides such rights and benefits to its employees which are no less than those required statutorily. No employee is paid less than the minimum wage specified by the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong). The Company's contributions to the defined contribution retirement scheme we operate under the Mandatory Provident Fund Scheme are made by each monthly contribution day.

We closely monitor our workplace conditions and employees' behavior. In any case of misconduct, we will launch detailed investigations over the matters and improve our preventive measures.

B · 社會 (續)

B3. 發展及培訓 (續)

我們實行每週五天工作制，並鼓勵僱員在健康、工作及社交或家庭活動之間取得適當之平衡。此外，我們鼓勵僱員與其主管或本公司管理層進行溝通。根據彼等的要求及工作表現，我們為彼等提供靈活的職業選擇，以促進更好的個人發展。

於二零二零年三月三十一日，高級管理人員的平均培訓時數為20(二零一九年：23)小時，男性及女性僱員的平均培訓時數分別相等於20(二零一九年：23)及零(二零一九年：零)小時。

B4. 勞工準則

由於本集團制定了較高的僱員保障標準，符合香港僱傭條例、勞動保障監察條例及其他適用法律。有關指引載於僱傭合約、內部通告及其他形式的文件。

本公司嚴格禁止任何童工或強制勞工，或對僱員作出任何不公平待遇，亦不會僱用18歲以下員工。本公司向僱員提供不遜於法定要求之權利及福利。概無僱員取得之工資低於香港法例第608章最低工資條例所指定之最低工資。本公司根據強制性公積金計劃於每個月的供款日之前向所行之定額供款退休計劃作出供款。

我們密切關注工作條件及僱員行為。如出現任何違反行為，我們會就相關事宜展開詳細調查，並改進我們的預防措施。

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環境、社會及管治報告

B · SOCIAL (continued)

B7. Anti-Corruption

The Company is committed to adhering to the highest ethical standards and maintaining a culture of integrity and justice for preventing, detecting and reporting all types of fraud, including corruption.

The Company seeks to encourage strict policies that prohibit bribery and other improper payments to public officials consistent with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and similar laws in other countries in which the Company invests.

All staff members are to comply with provisions laid down in the Staff Handbook, "Anti-bribery, Bribetaking, Bribe-providing, Conflict of Interest". The Staff Handbook stipulates that if an employee breaks the Company policy or any Hong Kong laws and regulations, the Company has the right to terminate the employment contract.

There was no legal case regarding corrupt practices nor any case of corruption found or reported by the Company during the year.

The Risk Management Committee was set up to regularly evaluate and determine the nature and extent of risks to the Company. Interest of shareholders and stakeholders can hence be further protected.

B · 社會 (續)

B7. 反貪污

本公司致力堅守最高道德標準並維持廉潔公正之文化，以防止、偵測及舉報貪污等各種欺詐行為。

本公司提倡嚴謹政策，禁止賄賂公職人員或向其作出其他不當付款，此符合香港法例第201章防止賄賂條例及本公司投資所在之其他國家的類似法律。

所有員工必須遵守員工手冊中「反賄賂、受賄、行賄、利益衝突」中所載之規定。員工手冊規定，倘僱員違反本公司政策或任何香港法律及法規，本公司有權終止僱傭合約。

本年度內概無涉及貪污行為之法律案件，本公司亦無發現或舉報任何貪污個案。

本公司已成立風險管理委員會以定期評估及釐定本公司面臨之風險性質及程度。股東及利益相關者之利益因而受到進一步保障。

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環境、社會及管治報告

B · SOCIAL (continued)

B7. Anti-Corruption (continued)

Since the Board has recognized the importance of corporate governance practice, it strictly complies with the Code of Corporate Governance practices as set out in Appendix 14 to the Listing Rules. Moreover, anti-corruption policy is adopted and all directors and employees are required to sign the Code of Conduct of the Company.

Furthermore, the Company regularly updates and informs employees which securities are forbidden to purchase due to conflict of interests. During the Year, no bribery, extortion, fraud or money laundering was found.

B8. Community Investment

As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. We encourage our employees to pursue their personal passions and dedicate their time and skills to supporting local communities. We strive to develop long-term relationships with our stakeholders and bring a positive impact on community development.

B · 社會 (續)

B7. 反貪污 (續)

由於董事會理解企業管治常規之重要性，因此其已嚴格遵守上市規則附錄14所載之企業管治常規之守則條文。此外，本公司已採納反貪污政策，而全體董事及僱員必須簽署本公司之操守守則。

再者，本公司定期更新及通知僱員由於利益衝突而禁止購買之證券。年內概無發現賄賂、勒索、欺詐或洗黑錢之情況。

B8. 社區投資

作為一家有社會責任感的公司，本集團致力於了解我們營運所在社區的需求。我們鼓勵僱員追求個人熱情及投入時間及技能支持當地社區。我們努力發展與利益相關者的長期關係及為社區發展帶來積極影響。

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主要範疇、層面、一般披露及關鍵績效指標		章節	頁次

A. Environmental

A. 環境

A1: Emissions

A1: 排放物

General Disclosure 一般披露		"Emissions" 「排放物」	5-6
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	"Emissions" 「排放物」	5
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total and, where appropriate, intensity 溫室氣體總排放量及(如適用)密度	"Emissions" 「排放物」	5
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity 所產生有害廢棄物總量及(如適用)密度	Not applicable to the Group's business. 不適用於本集團業務。	N/A 不適用
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢棄物總量及(如適用)密度	"Emissions" 「排放物」	6
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	"Emissions" 「排放物」	5-6
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	"Emissions" 「排放物」	5-6

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A2: Use of Resources			
A2 : 資源使用			
General Disclosure 一般披露		"Use of Resources" 「資源使用」	7-9
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及／或間接能源總耗量及密度	"Use of Resources" 「資源使用」	7
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity 總耗水量及密度	Not feasible for the Group to obtain water consumption data. 獲取耗水量數據於本集團而言不可行。	N/A 不適用
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	"Use of Resources" 「資源使用」	8
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	"Use of Resources" 「資源使用」	N/A 不適用
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量及(如適用)每生產單位估量	Not applicable to the Group's business. 不適用於本集團業務。	N/A 不適用

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A3: The Environment and Natural Resources

A3 : 環境及天然資源

General Disclosure		"The Environment and Natural Resources"	9
一般披露		「環境及天然資源」	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	No significant impact of activities on the environment and natural resources was noted.	N/A
關鍵績效指標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	並無發現業務活動對環境及天然資源產生重大影響。	不適用

B. Social

B. 社會

Employment and Labour Practices

僱傭及勞工常規

B1: Employment

B1 : 僱傭

General Disclosure		"Employment"	10-11
一般披露		「僱傭」	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	"Employment"	11
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	「僱傭」	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	"Employment"	11
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率	「僱傭」	

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B2: Health and safety

B2 : 健康與安全

General Disclosure 一般披露		"Health and Safety" 「健康與安全」	12
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	No case of work-related fatality was noted. 未發現因工作關係而死亡的案例。	N/A 不適用
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury 因工傷損失工作日數	No case of lost days due to work injury was noted. 未發現因工傷損失工作日數的案例。	N/A 不適用
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	"Health and Safety" 「健康與安全」	12

B3: Development and Training

B3 : 發展及培訓

General Disclosure 一般披露		"Development and Training" 「發展及培訓」	12-13
KPI B3.1 關鍵績效指標B3.1	The percentage of employee trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	-	-
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	-	-

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B4: Labour Standards			
B4 : 勞工準則			
General Disclosure		"Labour Standards"	13
一般披露		「勞工準則」	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	13
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工	「勞工準則」	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	–	–
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟		
Operating Practices			
營運慣例			
B5: Supply Chain Management			
B5 : 供應鏈管理			
General Disclosure		"Supply Chain Management"	N/A
一般披露		「供應鏈管理」	不適用
KPI B5.1	Number of suppliers by geographical region	No suppliers used was noted.	–
關鍵績效指標B5.1	按地區劃分的供應商數目	並無供應商。	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	–	–
關鍵績效指標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		

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B6: Product Responsibility

B6 : 產品責任

General Disclosure 一般披露	"Customer Data Protection and Privacy" 「客戶資料保護及私隱」	N/A 不適用
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	Not identified as material aspect 不被定義為重大議題
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	-
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	-
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	-
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	-

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B7: Anti-corruption

B7 : 反貪污

General Disclosure 一般披露	"Anti-corruption" 「反貪污」	14-15	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	No concluded legal case regarding corrupt practices was noted.	N/A
關鍵績效指標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	並未發現已審結的貪污訴訟案件。	不適用
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption" 「反貪污」	14-15
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法		

Community

社區

B8: Community Investment

B8 : 社區投資

General Disclosure 一般披露		"Community Investment" 「社區投資」	15
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	-	-
關鍵績效指標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）		
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	-	-
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）		



**CHINA INVESTMENT
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