



環球戰略集團有限公司

GLOBAL STRATEGIC GROUP LIMITED 環球戰略集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號: 8007)

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

2020

環境、社會及管治報告

環境、社會及管治報告

Environmental, Social and Governance Report

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I. ABOUT THIS REPORT

As an investment holding company, Global Strategic Group Limited and its subsidiaries (collectively, the “Group”) engages in a wide range of businesses including the trading of commodities, natural gas supply and pipeline installation, and provision of leasing business of the steel support axial force servo system in the People’s Republic of China (the “PRC”).

Early 2020 has been a time of extraordinary turbulence due to the widespread of the COVID-19 pandemic (the “pandemic”). It affected billions of people around the world, with many of them losing their lives. During the toughest period, the Group was committed to taking actions in response to the national call and guidance in curbing the spread of the disease and contributing to a stable and “green” recovery of economy.

Coming out from desperation, in FY2020, the Group was benefited from the national “Implementation Opinions on Accelerating the Construction of Natural Gas Storage Capacity” and other policies favourable to the natural gas industry. Standing at the intersection of the historical moment between Two Centenaries (兩個一百年), the Group endeavoured to move under the framework of the 14th Five-Year Plan, strengthening the awareness of its staff members in fulfilling environmental and social responsibilities, while assiduously implementing effective ESG policies within the Group.

In strict compliance with the requirement under Appendix 20 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the GEM Listing Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), the Group is pleased to present its fifth Environmental, Social and Governance (“ESG”) Report for the financial year from 1 October 2019 and ended 30 September 2020 (“FY2020”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2020.

I. 關於本報告

作為一家投資控股公司，環球戰略集團有限公司及其子公司(以下統稱「本集團」)在中華人民共和國(「中國」)從事廣泛的業務，包括商品貿易、天然氣供應及管道安裝，以及提供鋼支撐軸力伺服系統租賃業務。

由於新型冠狀病毒COVID-19(「疫情」)的肆虐，二零二零年自年初起是一個動盪時期。疫情影響了全球數十億人，導致許多人失去生命。在最艱難的時期，本集團致力於響應國家的號召和指導採取行動，以遏制疫情的傳播並為經濟的穩定和「綠色」復甦做出貢獻。

絕處逢生，本集團於二零二零財年受惠於《關於加快推進天然氣儲備能力建設的實施意見》和其他對天然氣行業有利的政策。站在「兩個一百年」交匯的歷史節點，本集團致力於在「十四五規劃」的框架內行動，增強其員工對履行環境和社會責任方面的認識，同時在集團內認真執行有效的環境、社會及管治政策。

本集團嚴格遵守香港聯合交易所有限公司(「聯交所」)創業板上市規則附錄二十一《環境、社會及管治報告指南》的要求，欣然呈獻其自二零一九年十月一日至二零二零年九月三十日止(「二零二零財年」)的第五份環境、社會及管治(「環境、社會及管治」)報告，以展示本集團於二零二零財年的環境、社會及管治管理，以及企業可持續發展方面的方法和表現。

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I. ABOUT THIS REPORT *(Continued)*

Boundary Setting

The Group values effective dialogues with its stakeholders and believes that setting a clear reporting boundary can help readers to further understand the effectiveness of the implementation of relevant ESG policies in the Group, while allowing the Group to identify the material risks of the business and operations during the year under review. This ESG report, under the operational control approach in defining reporting scopes, covers the major business operations of the Group that included the Group's headquarter office in Hong Kong and the natural gas business operations in Yichang, the PRC. The operations in Shanghai and Shenzhen were not included considering the application of Materiality principle. Within the outlined boundary, a total of 43 employees were associated with the defined major business segments in FY2020.

For the corporate governance section, please refer to the Group's 2020 Annual Report on pages 41 to 55 therein. The reporting period of this ESG report was for FY2020 unless specifically stated otherwise.

Reporting Principles

As the reporting principles underpin the preparation of the ESG report, the main ESG performance of the Group in FY2020 of this ESG report has been determined and presented by fully following the principles of Materiality, Quantitative, Balance and Consistency.

I. 關於本報告 *(續)*

邊界設定

本集團重視與利益相關者的有效溝通，並相信設定清晰的報告界限可幫助讀者進一步瞭解本集團實施相關環境、社會及管治政策的有效性，同時使本集團能夠識別本回顧年度內業務和營運過程中的重大風險。本環境、社會及管治報告採用營運控制法來定義報告範圍，具體涵蓋本集團的主要業務，包括集團香港總部和中國宜昌的天然氣業務。考慮到重要性原則的應用，上海和深圳的業務並不包括在內。在概述的邊界內，二零二零財年共有43名員工與已定義的主要業務部門相關聯。

對於公司管治部分，請參閱本集團二零二零年年度報告第41至55頁。除非另有說明，否則本環境、社會及管治報告的報告期為二零二零財年。

報告原則

由於報告原則是編製環境、社會及管治報告的基礎，因此，本集團已完全遵循重要性、量化、平衡和一致性的原則，確定並介紹了本集團於二零二零財年環境、社會及管治的主要績效。

I. ABOUT THIS REPORT *(Continued)*

Reporting Principles *(Continued)*

Materiality:

The prioritisation of the significance of the Group's environmental, social and economic impacts was key for the Group in setting an effective sustainability strategy. As a common strategic business tool for assessing ESG-related issues, the Group carried out a materiality assessment by consulting with various stakeholder groups about their concerns and expectations in terms of the company's sustainable development in FY2020. Four material topics were identified as material to the Group during the year under review, to which the Board promised to pay particular attention in its decision-making, with more effective strategies and a systematic monitoring mechanism being improved for management in the future. Meanwhile, the process for boundary setting also reflected the application of the principle of Materiality. Given the diverse business segments of the Group, the major operations in Yichang and Hong Kong were considered as relatively significant after an in-depth analysis of its business impacts from economic, environmental and social perspectives, in which a total of 43 staff members were involved that resulted in the slight discrepancy with the total number of employees as disclosed in the Annual Report 2020.

Quantitative:

To implement the reporting principle of Quantitative, a series of measurable key performance indicators ("KPIs") were listed under the section of Emissions, Use of Resources and Employment in this ESG report. To ensure that stakeholders can garner a deep understanding of the Group's ESG performance under both environmental and social subjects, a summary of the Group's performance in greenhouse gas ("GHG") emissions, consumption of various energy resources and distribution of employees was shown in the quantitative format.

I. 關於本報告 *(續)*

報告原則 *(續)*

重要性：

優先考慮本集團對環境、社會和經濟影響的重要性，對於制定有效的可持續發展戰略至關重要。作為評估環境、社會及管治相關問題的通用戰略業務工具，本集團於二零二零財年，通過與各利益相關方就其對可持續發展的關注和期望進行諮詢，開展了重要性評估。在本回顧年度內，四個對集團至關重要的議題已被識別。董事會承諾在決策中將特別重視這些議題，為將來的管理提供更加有效的戰略並提升系統化的監督機制。與此同時，邊界設定的過程也反映了重要性原則的應用。考慮到本集團業務的多元化，從經濟、環境和社會的角度對本集團的業務影響進行了深入分析後，宜昌和香港的主要業務被認為是相對重要的。當中所涉員工共43名，與二零二零年年度報告中披露的員工總數略有差異。

量化：

為貫徹量化的報告原則，本環境、社會及管治報告的排放、資源利用和僱傭部分分別披露了一系列可衡量的關鍵績效指標（「關鍵績效指標」）。為了確保利益相關者可以在環境和社會主題下加深對本集團環境、社會及管治績效的瞭解，本集團以量化格式顯示了其在溫室氣體排放、各類能源消耗和員工分佈方面的表現摘要。

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I. ABOUT THIS REPORT *(Continued)*

Reporting Principles *(Continued)*

Balance:

To portrait an unbiased picture of the Group's ESG performance in pursuit of delivering an accurate and objective evaluation to its stakeholders, the Group conformed to the principle of Balance, revealing both its outstanding achievements and room for improvement of the Group sustainability performance in FY2020. For example, the data of work-related injuries was monitored and disclosed in the Health and Safety section, demonstrating the Group's efforts in promoting transparency.

Consistency:

To facilitate an informed decision-making process through meaningful information disclosure, the Group adopted a consistent methodology for data verification and organisation over the years. The calculation of GHG emissions, for instance, was in alignment with local reporting rules and internationally recognised standards including the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. The Group utilised a reporting framework in line with the order for disclosure recommended in the ESG Guide, which was believed to be conducive to the coherence of reporting structure and building a roadmap visualising its growth in sustainability to all while allowing for more effective comparisons.

I. 關於本報告 *(續)*

報告原則 *(續)*

平衡：

為了不偏不倚地描繪本集團在環境、社會及管治方面的表現，以便為利益相關者提供準確和客觀的評估，本集團遵循了平衡的原則，披露了其二零二零財年在可持續發展表現方面的傑出成就和改善空間。例如，本集團在「健康與安全」部分對與工傷有關的數據進行了監測和披露，以顯示其在提升透明度方面的努力。

一致性：

為了通過有意義的信息披露促進知情決策過程，本集團多年來一直採用一致的方法進行數據驗證和整理。例如，溫室氣體排放的計算與當地報告規則和國際公認的標準，包括《2006 IPCC國家溫室氣體清單指南》保持一致。本集團使用根據《環境、社會及管治報告指南》所建議的披露順序為報告框架，以有利於報告結構的連貫性，並有助於制定以可視化方式向所有人展示的可持續發展路線圖，進行更加有效的比較。

環境、社會及管治報告

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I. ABOUT THIS REPORT *(Continued)*

Information Disclosure

The information in this Report was gathered through numerous channels, including official documents and internal policies of different subsidiaries of the Group, the factual evidence of the implementation of ESG practices in the Group, the feedback from staff via online surveys in the format of quantitative and qualitative questions based on the reporting framework, and the verified data of the Group's annual performance in business operations and sustainable development. To deliver a more formalised ESG report that appeals to our readers, a complete report disclosure index is available at the end of the ESG report for readers' convenience to check its integrity. The Report has been prepared in both English and Chinese. Should there be any conflict or inconsistency, the English version shall prevail.

I. 關於本報告 (續)

信息披露

本報告中的信息通過多種渠道收集，包括本集團不同子公司的正式文件和內部政策、本集團實施環境、社會及管治措施的事實證據、員工通過基於報告框架設定的在線調查以定量和定性形式提供的反饋意見，以及本集團在業務營運和可持續發展方面經過驗證的年度數據。為了提供更加標準化的環境、社會及管治報告以吸引讀者，本報告末尾提供了完整的報告披露索引，以方便讀者檢查其完整性。本報告以英文和中文編寫。如有任何衝突或不一致之處，以英文本為準。

II. APPROACH TO SUSTAINABILITY

Business longevity shall only be granted to organisations that focuses more on long-term value creation over short-termism, and considers the external impacts they may cause on the economy, society, and environment. By integrating “Sustainable Development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs”, the Group holds a corporate culture driven by its core values such as care, integrity, respect, collaboration, transparency and commitment. Championed by the Group leaders, the sustainability values provides a clear and promising strategic direction for the Group’s business development.

Assuming the ultimate responsibility for all the ESG-related issues, policies and reporting, the Board of Directors of the Group (the “Board”) takes the lead on and has oversight of the execution of the Group’s sustainability strategy in a top-to-bottom manner.

GOVERNANCE

* **BOARD**

Assume leadership and advisory role to the management team

- Conduct comprehensive reviews of goals and targets related to environmental and social matters
- Keep up to date with regulatory developments and stakeholders’ changing expectations

II. 可持續發展方向

業務的長遠發展只屬於側重於長期價值創造而非短期主義，並考慮其可能對經濟、社會和環境所造成外部影響的企業。通過融合「可持續發展是指既能滿足當代的需要，而同時又不損及後代滿足其本身需要的發展模式」，本集團本著一種由其核心價值觀(例如關懷、正直、尊重、協作、透明度和承諾)驅動的企業文化。在本集團領導者的倡導下，可持續發展價值觀為本集團的業務發展提供了明確而長遠的戰略方向。

本集團的董事會(「董事會」)對於本集團所有與環境、社會及管治相關的問題、政策和報告承擔全部責任，牽頭並以自上而下的方式監督集團可持續發展戰略的執行。

管治

* **董事會**

擔任管理團隊的領導和諮詢角色

- 對與環境和社會事務有關的目標進行全面審查
- 緊跟法規發展和利益相關者不斷變化的期望

II. APPROACH TO SUSTAINABILITY (Continued)

GOVERNANCE (Continued)

** MANAGEMENT

Oversee the implementation of sustainability initiative throughout the operations

- Raise the Board's knowledge and awareness of the ESG landscape
- Track and report the performance regularly to the Board
- Formulate forward-looking plans by identifying material ESG-related risks and opportunities

*** GENERAL STAFF

Execute the policies and share the cumulative experience in sustainability building throughout the organisation

- Report on the material risks and opportunities in daily operations

The Group believes that a strong corporate governance is foundational to promoting a sustainable and responsible business, including business ethics, corporate value and risk management. Over the past few years, the Group has been putting efforts to minimise its negative environmental and social impacts during operations, while striving to create long-term shared value for all the stakeholders.

II. 可持續發展方向(續)

管治(續)

** 管理層

在整個運營過程中監督可持續性倡議的實施

- 提高董事會對環境、社會及管治生態的了解和認識
- 跟蹤績效並定期向董事會報告
- 通過識別與環境、社會及管治相關的重大風險和機遇來制定前瞻性計劃

*** 一般員工

執行政策並在整個企業中分享可持續發展方面的累積經驗

- 報告日常運營中的重大風險和機遇

本集團相信，有效的企業管治是促進可持續發展和負責任業務(包括商業道德、企業價值和風險管理)的基礎。在過去的幾年中，本集團一直致力於最大程度地減少其在營運過程中對環境和社會造成的負面影響，同時努力為所有利益相關者創造長期的共享價值。

II. APPROACH TO SUSTAINABILITY *(Continued)*

GOVERNANCE *(Continued)*

With the forward-looking guidance and well-designed plans to address underlying ESG matters, the management group, under the leadership and oversight of the Board, keeps reviewing and adjusting the Group's sustainability policies to satisfy the ever-changing needs of its stakeholders on a regular basis. Details of the Group's management approaches in both the environmental and social aspects are elaborated in different sections of this ESG report.

BOARD STATEMENT

Dear valued stakeholders,

On behalf of the Board, I am pleased to share with you this ESG Report on our sustainability progress, including goal setting and our focus on building a cleaner future.

A year ago, we knew that the climate crisis was urgent and required immediate attention. No one had yet realised that the world would be facing a global pandemic and long-term shutdown. Over the past year, we have addressed both: with the pandemic being the crisis of the year, and climate being the crisis of the decade.

II. 可持續發展方向 *(續)*

管治 *(續)*

憑藉前瞻性的指導和精心設計的規劃來解決潛在的環境、社會及管治問題，本集團的管理團隊在董事會的領導和監督下，不斷審查和定期調整本集團的可持續發展政策，以滿足利益相關者不斷變化的需求。本環境、社會及管治報告的不同章節詳細介紹了本集團在環境和社會方面的管理方法。

董事會聲明

尊敬的利益相關者，

我謹代表董事會欣然向您們呈獻此份環境、社會及管治報告，以介紹我們在可持續發展方面的進展，包括目標設定和我們對打造更加清潔未來的重視。

一年前，我們瞭解氣候危機迫在眉睫，需要立即予以關注。當時尚未有人意識到世界將面臨全球疫情大流行和長期的封鎖。在過去的一年中，我們同時面對著兩大危機：這一年的疫情與這十年來的氣候變化。

II. APPROACH TO SUSTAINABILITY (Continued)

BOARD STATEMENT (Continued)

Mutual help and defence

In early 2020, the sudden strike of the pandemic underscores the critical role that energy, industry and the business community have in solving these urgent crises. As a service-oriented company, our highest priorities have been the safety of our employees and the public. Emergency Response Team was timely formed to coordinate the implementation of government policies and measures, which was responsible for managing the shift work arrangement of staff and monitoring the situation of epidemic prevention.

Our natural gas supply services remained to focus on employees' safety and local community needs. I am tremendously proud of how our staff have stepped up with urgency to advance solutions for all of our stakeholders and continue to operate safely and effectively, ensuring that all customers, including critical essential workers, have the energy they need.

II. 可持續發展方向 (續)

董事會聲明 (續)

互助與防禦

在二零二零年初，疫情的大爆發突顯了能源、工業和商業界在解決緊急危機中所起的關鍵作用。作為一家以服務為導向的企業，我們的重中之重是確保員工和公眾的安全。本集團及時成立了應急小組，以協調政府政策和措施的執行，並負責管理工作人員的輪崗工作制度和監測防疫情況。

我們的天然氣供應服務仍然保持對員工的安全和當地社區需求的專注。對於我們的員工採取緊急行動，為所有利益相關者提供解決方案，並繼續安全有效地運作，以確保所有客戶(包括關鍵的必要工作者)得到其所需的能源，本人感到非常自豪。

II. APPROACH TO SUSTAINABILITY *(Continued)*

BOARD STATEMENT *(Continued)*

Sustainability with purpose

Committed to delivering reliable and affordable natural gas to our customers, sustainability is front and centre in all we do. With more than 90% of revenue associated with the delivery of natural gas and pipeline installation, our business has been focused on moving energy through our well-established lines across the industrial parks. Facing increasingly stringent environmental laws and regulations, and severe extreme weather events, our infrastructure has been designed to be able to withstand extreme weather events and other threats, and be capable of delivering cleaner energy consistently to our customers.

Reckoning our responsibility to support the transition to a low-carbon future, we have set up plans to reduce our carbon emissions while helping our customers to do the same. Driven by our respect for the environment, our dedication to our employees and our commitment to the local communities, every action we take is leading us towards a more sustainable future. Our approach to sustainability is going to make us stronger today as well as into the future.

Delivering a “greener” future

Climate actions and decarbonisation measures have always been a hot-button topic of this decade. With the world realising the pressure of this battle that it cannot afford to lose, the acceleration towards the adoption of clean energy has become an opportunity for us, as a natural gas supplier for industrial partners, to help our customers reduce their carbon emissions by providing the choice of lower-carbon product.

II. 可持續發展方向 *(續)*

董事會聲明 *(續)*

有目的的可持續性

本集團致力於為客戶提供可靠和價優的天然氣，將可持續發展視為我們的工作重心。由於本集團超過90%的收入與天然氣和管道安裝相關，我們的業務一直專注於通過遍佈工業園區的優質管道來輸送能源。面對日益嚴格的環境法律法規和嚴峻的極端天氣事件，我們的基礎建設旨在能抵禦極端天氣現象和其他威脅，並能夠始終如一地為客戶提供更加清潔的能源。

我們意識到本集團支持向低碳未來過渡的責任，已制定計劃以減少我們的碳排放，同時幫助我們的客戶亦為此付出努力。在尊重環境、關愛員工以及對當地社區承諾的推動下，我們採取的每項行動幫助我們邁向更加可持續的未來。我們所採取的可持續發展方針將另我們在當下和未來不斷提高。

創造「綠色」未來

在過去十年中，氣候行動和減碳措施一直是熱門話題。隨著世界認識到這場輸不起的戰鬥的壓力，加速採用清潔能源已成為我們的機會。作為工業合作夥伴的天然氣供應商，我們可以通過提供低碳產品的選擇來幫助我們的客戶減少碳排放。

II. APPROACH TO SUSTAINABILITY *(Continued)*

BOARD STATEMENT *(Continued)*

Delivering a “greener” future (Continued)

Apparently, the climate, environmental and public health challenges the world is currently facing may seem daunting, but they are not insurmountable if a collaborative and purpose-driven approach is taken. We believe that together with our employees, customers, business partners, government and communities, we can make a change.

Looking forward, the Group is committed to further stepping up its efforts on all fronts, from climate action to ethical leadership to greater transparency. To continue our commitment to make real contributions to people's lives, the Group will carry on by keeping our approach to sustainability at the heart of the way we do business.

Last but not least, I would like to take this opportunity to extend my sincere gratitude for the hard work contributed by all staff, as well as the support from all our customers, business partners and shareholders.

Wang Wenzhou

Chief Executive Officer

III. STAKEHOLDERS ENGAGEMENT

The Group believes that identifying and addressing stakeholders' concerns lay a solid foundation for the long-term growth and success of the Group. As such, the Group has gathered the feedback from a broad range of stakeholder groups including employees, customers, suppliers, shareholders, government and the general public to refine its sustainability approach. The Group highly values the feedback from its stakeholders and takes initiative to build a trustful and supporting relationship with them through their preferred communication channels, which are listed in the table below.

II. 可持續發展方向(續)

董事會聲明(續)

創造「綠色」未來(續)

顯然，當今世界所面臨的氣候、環境和公共衛生挑戰令人生畏。然而如果通過協作並採取以目標為導向的方法，這些挑戰並非無法戰勝。我們相信通過與員工、客戶、業務合作夥伴、政府和社區的共同努力，我們可以做出改變。

展望未來，本集團致力於進一步加強從氣候行動、道德領導到更高透明度的全方位努力。本集團將堅持其為人們生活水平提高做出真正貢獻的承諾，繼續把可持續發展方法作為我們開展業務的核心。

最後，我想藉此機會對全體員工的辛勤工作以及我們所有客戶、業務合作夥伴和股東們的支持表示由衷的感謝。

王文周

行政總裁

III. 利益相關者參與

本集團相信，識別和解決利益相關者的關注為其長遠發展和成功奠定堅實的基礎。因此，本集團已收集了包括僱員、客戶、供應商、股東、政府和公眾在內眾多利益相關者團體的反饋意見，以完善其可持續性方法。本集團高度重視利益相關者的反饋，並主動通過其首選的溝通渠道與其建立相互信任和支持的關係。具體溝通渠道如下表所示。

環境、社會及管治報告

Environmental, Social and Governance Report

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Stakeholder Group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Shareholders 股東	<ul style="list-style-type: none"> Annual report 年報 Annual general meetings 股東週年大會 Corporate website 公司網站 Direct communication 直接溝通 	<ul style="list-style-type: none"> Business strategies and financial performance 業務策略及財務表現 Corporate governance 企業管治 Business sustainability 業務可持續性
Employees 僱員	<ul style="list-style-type: none"> Interviews 面談 Training sessions 培訓課程 Internal memos 內部備忘錄 	<ul style="list-style-type: none"> Rights and benefits 權利及福利 Employee compensation 僱員酬金 Training and development 培訓及發展 Working hours 工作時數 Occupational health and safety 職業健康與安全
Customers 顧客	<ul style="list-style-type: none"> Direct communication and emails 直接溝通及電郵 Complaint hotlines 投訴熱線 Opinion boxes 意見箱 Customer surveys 客戶調查 	<ul style="list-style-type: none"> Products and service quality 產品及服務質量 Service safety and stability 服務安全性及穩定性 Protection of privacy 私隱保障
Suppliers 供應商	<ul style="list-style-type: none"> Business meetings 業務會議 Tendering 投標 	<ul style="list-style-type: none"> Fulfilment of promises 履行承諾 Payment schedule 付款時間表
Government 政府	<ul style="list-style-type: none"> Statutory filings and notification 法規文件存檔及通知 Regulatory or voluntary disclosures 監管或自願披露 Tax return 納稅申報單 	<ul style="list-style-type: none"> Compliance with law and regulations 遵守法律法規 Fulfilment of tax obligation 履行稅務責任 Environmental protection 環境保護
General public 公眾	<ul style="list-style-type: none"> Community activities 社區活動 Corporate donations 企業捐贈 	<ul style="list-style-type: none"> Fair employment opportunities 公平就業機會 Environmental awareness 環境保護意識

III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Materiality Assessment

Sustainable development encompasses a holistic spectrum of environmental and social aspects. In order to harness the power to address the related risks and grasp potential opportunities, it is crucial for the Group to determine the most material aspects. As ESG risks and opportunities for companies vary across industries and depend on different corporate background, perspectives and business models, the Group undertook annual review in identifying and understanding its stakeholders' main concerns and material interests for the ESG report in FY2020.

In FY2020, the Group engaged its stakeholders to conduct a materiality assessment survey initiated by a third-party agency in order to ensure the accuracy and objectivity of evaluation. Through a science-based materiality assessment to prioritise the topics from the entire inventory of ESG issues, the Group eventually formulated a materiality assessment matrix below, which reflected the real concerns of its stakeholders on ESG matters and facilitated the Group to develop actions plans for more effective ESG management.

III. 利益相關者參與(續)

重要性評估

可持續發展涵蓋了全方位的環境和社會方面話題。為了利用其優勢應對相關風險並把握潛在機會，對於本集團而言，確定最重要的議題至關重要。由於各公司的環境、社會及管治風險和機遇因行業而異，並且取決於不同的公司背景、觀點和業務模式，因此本集團進行了年度審查，以確定並瞭解其利益相關者對二零二零財年環境、社會及管治報告的主要關注和興趣。

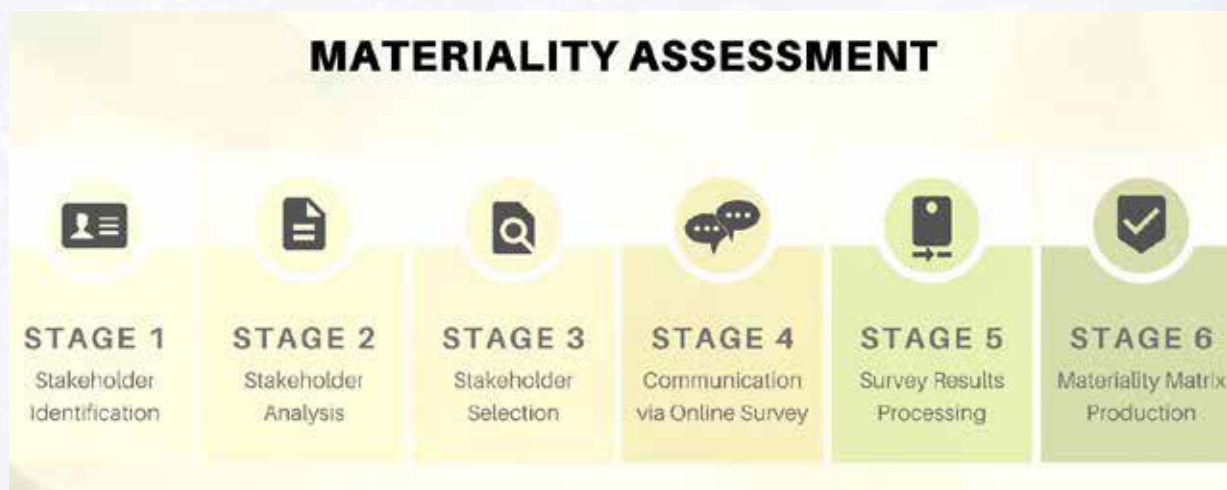
為了確保評估的準確性和客觀性，本集團於二零二零財年邀請各利益相關方進行了由第三方機構發起的重要性評估調查。透過科學性的重要性評估對整體環境、社會及管治問題清單中議題的優先程度進行考量，本集團最終制定了如下的重要性評估矩陣。該矩陣反映了利益相關者對環境、社會及管治事宜的切實關注，有助於本集團制定行動計劃，並以更有效的方式進行環境、社會及管治管理。

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Materiality Assessment (Continued)

重要性評估(續)



III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Materiality Assessment *(Continued)*

The Group has adopted a stepwise process of identification, prioritisation and validation to ensure relevant sustainability topics are being managed and reported in accordance with their materiality.

(1) Identification

With reference to the ESG Guide and internationally recognised reporting frameworks, 38 fundamental sustainability topics were identified under the latest sustainability landscape that were deemed to have potential environmental and social impacts through the Group's operations.

III. 利益相關者參與 *(續)*

重要性評估 *(續)*

本集團通過逐步識別、重要性排序和驗證的過程，確保以重要性為依據，對相關的可持續性議題進行管理和報告。

(1) 識別

參考環境、社會及管治報告指引及國際認可的報告框架，本集團結合最新的可持續發展形勢，確定了38個被認為在本集團營運中對環境及社會產生影響的重要可持續發展議題。

III. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(1) Identification (Continued)

1 Air and greenhouse gas emissions	14 Preventing child and forced labour	27 Labelling relating to products/services
2 Sewage treatment	15 Selection of local suppliers	28 Product design & Lifecycle management
3 Land use, pollution and restoration	16 Smooth communication and sound relationship with suppliers	29 Number of legal case filed against the company about bribery, extortion, fraud and money laundering
4 Solid waste treatment	17 Environmental risks (e.g pollution) of the suppliers	30 Anti-corruption policies and whistle-blowing procedure
5 Energy use	18 Social risks (e.g. monopoly) of the suppliers	31 Anti-corruption training provided to directors and staff
6 Water use	19 Procurement practices	32 Community engagement
7 Use of other raw/packaging materials	20 Environmentally preferable products and services	33 Participation in charitable activities and support public welfare
8 Mitigation measures to protect environment and natural resources	21 Health and safety relating to products/services	34 Cultivation of local employment
9 Climate-related risks	22 Customers satisfaction (Welfare)	35 Business model adaptation and resilience to environmental, social, political and economic risks and opportunities
10 Diversity of employees	23 Marketing and promotion	36 Management of the legal & regulatory environment (regulation-compliance management)
11 Employee remuneration and benefits	24 Observing and protecting intellectual property rights	37 Critical incident risk responsiveness
12 Occupational health and safety	25 Product quality assurance and recall percentage	38 Systemic risk management
13 Employee development and training	26 Protection of consumer information and privacy	

III. 利益相關者參與(續)

重要性評估(續)

(1) 識別(續)

III. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(1) Identification (Continued)

1 大氣污染物和溫室氣體的排放	14 防止僱傭童工和強制勞工	27 與產品/服務相關的標籤問題
2 污水處理	15 選擇當地供應商	28 產品設計創新&產品生命週期管理
3 土地的使用、污染和恢復	16 與供應商的良好溝通及關係	29 公司涉及到有關賄賂、勒索、欺詐和洗黑錢的案件數量
4 固體廢棄物處理	17 供應商的環境風險(如環境污染)	30 反貪污政策及舉報流程
5 能源使用	18 供應商的社會風險(如壟斷)	31 領導層和員工的反貪培訓
6 水資源使用	19 採購措施	32 與當地社區的交流和聯繫
7 原材料/包裝材料的使用	20 採購產品和服務的環境友好性	33 公益慈善活動的參與
8 保護環境和天然資源的措施	21 產品/服務健康和 safety	34 促進當地就業
9 氣候變化風險	22 顧客滿意度(福利)	35 商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
10 員工多元化	23 營銷和推廣	36 法律監管環境變化的應對和管理(法律合規管理)
11 僱員薪酬條件和福利政策	24 遵守和保護知識產權	37 應急風險應對能力
12 職業健康與安全	25 產品質量保證和召回率	38 系統化風險管理
13 僱員發展及培訓	26 顧客信息和私隱保護	

III. 利益相關者參與(續)

重要性評估(續)

(1) 識別(續)

III. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(2) Prioritisation

To determine the materiality of the selected ESG topics, the feedback of selected stakeholder groups was collected, analysed, and mapped out in the materiality matrix below to reflect their level of significance.

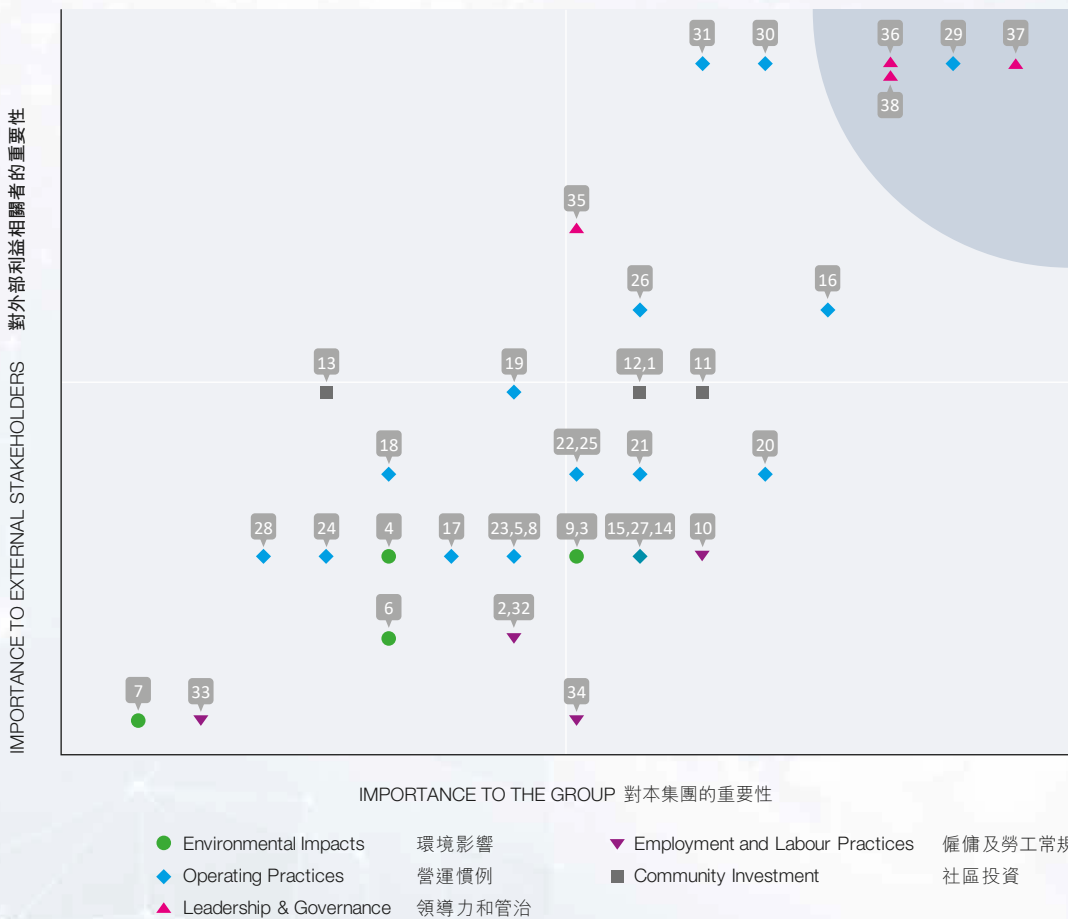
III. 利益相關者參與(續)

重要性評估(續)

(2) 排序

為了確定所選環境、社會及管治主題的重要性，本集團收集並分析了所選利益相關者群體的反饋，並於以下重要性矩陣中列出，以反映其重要性。

Stakeholder Engagement Materiality Matrix
利益相關者的參與重要性分析矩陣



III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Materiality Assessment *(Continued)*

(2) **Prioritisation** *(Continued)*

According to the outcome of the materiality analysis matrix, the Group identified four ESG issues that were of great significance to both the Group and its stakeholders, namely “Number of legal cases filed against the company about bribery, extortion, fraud and money laundering”, “Management of the legal & regulatory environment (regulation-compliance management)”, “Critical incident risk responsiveness” and “Systemic risk management”.

(3) **Validation**

Reviewed and validated by the Board, this assessment enabled the Group to objectively prioritise its sustainability issues, precisely identify the material and relevant aspects, and effectively make for the purposeful documentation and disclosure of its ESG performance so as to align them with stakeholders' expectations.

III. 利益相關者參與^(續)

重要性評估^(續)

(2) **排序**^(續)

根據重要性分析矩陣的結果，本集團識別了四個對本集團及其利益相關者均具有重大意義的環境、社會及管治議題，即「公司涉及到有關賄賂、勒索、欺詐和洗黑錢的案件數量」、「法律監管環境變化的應對和管理(法律合規管理)」、「應急風險應對能力」和「系統化風險管理」。

(3) **驗證**

經過董事會的審核和驗證，該評估使本集團能夠客觀地優先考慮其可持續性問題，準確識別重要和相關的方面，並有效地對其環境、社會及管治表現進行有目的性的記錄和披露，以另其與利益相關者的期望保持一致。

III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Sustainable Development Goals (SDGs)

The United Nation's 17 sustainable development goals seek to address the world's biggest challenges, including ending poverty, improving health and education, making cities sustainable and tackling climate change. International governments are prioritising and implementing approaches that meet the SDGs, while achieving these tasks will require the concerted efforts and collective actions of businesses and civil society.

The Group hopes to further strengthen its internal corporate sustainability management by aligning its objectives with the globally-agreed initiatives in order to articulate the world's latest and most pressing environmental, social and economic issues. This linkage analysis also allowed the Group to solidify a common language for communicating the Group's business impact on climate change and social welfare, and involving its employees in creating the sustainability culture in the Group.

III. 利益相關者參與 *(續)*

可持續發展目標

聯合國的17個可持續發展目標旨在應對消除貧困，改善健康和教育水平，使城市可持續發展並應對氣候變化等全球重大挑戰。國際政府正在優先考慮和實施符合可持續發展目標的方法，而實現這些任務將需要企業和公民社會的共同努力和集體行動。

本集團希望通過將其目標與全球認可的倡議相結合，進一步加強其公司內部的可持續發展管理，以闡明全球最新、最緊迫的環境、社會和經濟問題。這種關聯分析亦使本集團能夠鞏固一種通用的溝通語言，以傳達其業務對氣候變化和社會福祉的影響，並使員工參與到本集團的可持續發展文化中。

III. STAKEHOLDERS ENGAGEMENT (Continued)

Sustainable Development Goals (SDGs) (Continued)

To this end, the Group has carried out an evaluation on its stakeholders' opinions on corporate sustainability stewardship, especially the ESG-related topics that are material to stakeholders and the SDGs to which its stakeholders have paid particular attention.

III. 利益相關者參與(續)

可持續發展目標(續)

為此，本集團針對利益相關者對集團可持續發展管理的意見進行了評估，尤其是對利益相關者而言至關重要的與環境、社會及管治相關的議題，以及其利益相關者特別關注的可持續發展目標。



III. STAKEHOLDERS ENGAGEMENT (Continued)

Sustainable Development Goals (SDGs) (Continued)

According to the results, it was found that “Target 9: Industry, Innovation, and Infrastructure” and “Target 11: Sustainable Cities and Communities” were identified as the most concerned goals for the Group’s sustainability development.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

III. 利益相關者參與(續)

可持續發展目標(續)

結果顯示，「目標9：產業、創新和基礎設施」以及「目標11：可持續城市和社區」被確定為本集團可持續發展最為關注的目標。

TECHNOLOGY & INNOVATIONS

Understanding that the rapid economic growth and development of China is upheld by local infrastructure and sustainable industrialisation, the Group pushes innovation and progress in the industry to address the environmental challenges of development.

With 30-year exclusive operation right of natural gas supply in the industrial parks in Yichang, the Group realises its unshirkable responsibility for developing quality, reliable, sustainable and resilient infrastructure to support the local development and well-being, with a focus on affordable and equitable access.

Foreseeing in the near future that there will be a surge in clean energy demand, the Group reckons that technological advancements and efficient infrastructure are paths to meeting the increasing energy demand while minimising our environmental and social impacts and related risks. As such, the Group is dedicated to upgrading its infrastructure and technologies towards sustainability.

III. STAKEHOLDERS ENGAGEMENT (Continued)

Sustainable Development Goals (SDGs) (Continued)

III. 利益相關者參與(續)

可持續發展目標(續)



建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新

技術與創新

本集團認識到中國的快速經濟增長和發展離不開當地基礎設施和可持續工業化發展，因此積極推動行業的創新和進步以應對發展的環境挑戰。

本集團擁有宜昌工業園區天然氣供應30年的專有經營權，並認為以負擔得起和公平的獲取為重點，發展優質、可靠、可持續和有抵禦災害能力的基礎設施，支持當地的發展和福祉，是其不可推卸的責任。

本集團預料在不久的將來，清潔能源的需求將繼續提升，並認為技術進步和高效的基礎設施是滿足不斷增長的能源需求，同時將對環境和社會的影響以及相關風險降至最低的途徑。因此，本集團致力於升級其基礎設施和技術，以實現可持續發展。

III. STAKEHOLDERS ENGAGEMENT (Continued)

Sustainable Development Goals (SDGs) (Continued)



Make cities and human settlements inclusive, safe, resilient and sustainable



建設包容、安全、有抵禦災害能力和可持續的城市和人類住區

HIGH-EFFICIENCY INFRASTRUCTURE

As a corporate citizen, the Group is deeply aware of its responsibility in contributing to the creation of safe, resilient and sustainable human settlements. Being aware of the increasing urban population, adapting to changing patterns of energy use and providing equitable access to clean energy will be necessary to meet the sustainable development agenda.

Taking on board that future cities featuring smart infrastructure and processes address energy inefficiencies through high-efficiency municipal and residential systems, the Group is dedicated to partnering with its customers and communities to build more intelligent infrastructure, to promote efficient energy use and to improve its service quality.

高效基礎設施

作為企業公民，本集團深知其為創造安全、具災害防禦力和可持續的人類住區作出貢獻的責任。在城市人口增長的趨勢下，適應不斷變化的能源使用方式並提供公平的清潔能源獲取途徑，對於實現可持續發展議程而言十分重要。

本集團認為未來具有智能基礎設施和流程的城市，將通過高效的市政和住宅系統解決能源效率低下問題，因此致力於與客戶和社區合作，建設更多的智能基礎設施，促進能源的有效利用並改善其服務質量。

III. 利益相關者參與(續)

可持續發展目標(續)

III. STAKEHOLDERS ENGAGEMENT (Continued)

Stakeholders feedback

As the Group strives for excellence, we welcome stakeholders' feedback, especially on topics listed as the highest importance in the materiality assessment and its ESG approach and performance. Readers are also welcomed to share their views with the Group at info@globalstgr.com.hk

IV. ENVIRONMENTAL RESPONSIBILITY

Green operation is both a responsibility and an opportunity to secure the future of business and society. The Group values the long-term sustainability of the environment and community in which it operates. Acknowledging that the sales of natural gas and installation of pipelines substantially benefit the communities moving away from carbon-intensive coal consumption, the Group is dedicated to advancing the sustainable development trajectory through the stringent control of its emissions and consumption of resources, and complies with all relevant environmental laws and regulations in the PRC in its daily operations, including but not limited to:

- Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法);
- 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);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法); and

III. 利益相關者參與(續)

利益相關者反饋

本集團在追求卓越的過程中，尤其是在重要性評估中被列為非常重要的議題上，始終歡迎利益相關者的反饋，亦歡迎讀者通過本集團的電郵地址 info@globalstgr.com.hk 分享他們的觀點。

IV. 環境責任

綠色營運是確保企業和社會未來的責任與機遇。本集團重視其經營所在的環境和社區的長期可持續性。本集團認識到天然氣銷售和管道安裝會有效幫助社區擺脫高碳排放的煤炭消耗，因此致力於通過嚴格控制其排放和資源消耗來推進可持續發展計劃，並在日常經營中遵守中國所有相關的環境法律和法規，包括但不限於：

- 中華人民共和國環境保護法；
- 中華人民共和國大氣污染防治法；
- 中華人民共和國水污染防治法；
- 中華人民共和國固體廢物污染環境防治法；以及

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

- Law of the People's Republic of China on Conserving Energy (中華人民共和國節約能源法).

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in FY2020.

A.1 Emissions

In FY2020, the Group was in compliance with all applicable legal and regulatory requirements regarding environmental protection and found no disregard to influential laws relevant to GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

- 中華人民共和國節約能源法。

本節主要披露本集團於二零二零財年有關排放物、資源使用、環境及天然資源的政策、常規及定量數據。

A.1 排放物

於二零二零財年，本集團已遵守與環境保護相關的法律法規，且概無發現違反對其有重大影響的廢氣及溫室氣體排放、向水及土地的排污以及有害或無害廢物產生的相關法律。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

In FY2020, air pollutants from the Group including sulphur oxides (“SO_x”), nitrogen oxides (“NO_x”) and particulate matter (“PM”) were mainly generated from the vehicles for transportation and operations. Specifically, the Group’s air emissions of SO_x, NO_x and PM amounted to 0.19 kg, 7.67 kg and 0.56 kg, respectively. Greenhouse gases (“GHGs”) are a major contributor to climate change and have been rigorously regulated by the United Nations’ Framework Convention on Climate Change and especially included in the national pledge of China to reach carbon neutrality by 2060. In FY2020, the GHG emissions from the Group were primarily due to the combustion of fossil fuels and the consumption of electricity in its business operations. The total GHG emissions from Scope 1 (Direct Emissions), Scope 2 (Energy Indirect Emission) and Scope 3 (Other Indirect Emissions) were 33.01 tonnes CO₂e, 126.51 tonnes CO₂e and 5.04 tonnes CO₂e, respectively. The Group’s total GHG emissions amounted to 164.56 tonnes CO₂e, with an intensity of 3.83 tonnes CO₂e/employee. In addition, the Group generated a total of 1,933.76 m³ of non-hazardous wastewater in FY2020, while no significant amount of hazardous waste or non-hazardous solid waste were recorded during the year under review. The Group’s total emissions in FY2020 are summarised in Table 1 below.

A.1 排放物(續)

於二零二零財年，本集團的廢氣污染物主要來自於運輸和商業營運，即硫氧化物(「SO_x」)、氮氧化物(「NO_x」)及顆粒物(「PM」)。本集團硫氧化物、氮氧化物和顆粒物的排放分別達0.19千克、7.67克及0.56千克。溫室氣體是導致氣候變化的主要因素，受到《聯合國氣候變化框架公約》的嚴格監管，並特別列入中國實現二零六零年之前達到碳中和的國家承諾中。於二零二零財年，本集團的溫室氣體排放主要歸因於化石燃料的燃燒以及其業務營運中的電力消耗。本集團範圍一(直接排放)、範圍二(能源間接排放)及範圍三(其他間接排放)的溫室氣體排放量分別達到33.01噸二氧化碳當量、126.51噸二氧化碳當量及5.04噸二氧化碳當量。本集團的溫室氣體總排放量為164.56噸二氧化碳當量，密度為3.83噸二氧化碳當量／員工。此外，本集團於本回顧年度內共產生了1,933.76立方米無害廢水，並無錄得大量的有害廢物或無害固體廢物。本集團於二零二零財年的排放表現於下文表一概述。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Table 1. The Group's Total Emissions by Category in FY2020⁶

Emissions 排放物	Unit 單位		FY2020 二零二零財年		FY2019 ² 二零一九財年 ²	
			Intensity ¹ (Unit/ employee) 密度 ¹	Amount 數量	Intensity (Unit/ employee) 密度	Amount 數量
Air emissions ³ 廢氣排放 ³	SO _x	kg	0.19	0.44 x 10 ⁻²	0.19	0.33 x 10 ⁻²
	硫氧化物	千克				
	NO _x	kg	7.67	0.18	7.59	0.13
	氮氧化物	千克				
PM	kg	0.56	0.01	0.56	0.01	
	顆粒物	千克				
GHG emissions 溫室氣體排放	Scope 1 (Direct Emission)	tonnes CO ₂ e	33.01	0.77	34.19	0.60
	範圍一(直接排放)	噸二氧化碳當量				
	Scope 2 (Energy Indirect Emission)	tonnes CO ₂ e	126.51	2.94	102.22	1.79
	範圍二(能源間接排放)	噸二氧化碳當量				
	Scope 3 (Other Indirect Emissions) ⁴	tonnes CO ₂ e	5.04	0.12	9.02	0.16
範圍三(其他間接排放) ⁴	噸二氧化碳當量					
Total (Scope 1 & 2 & 3)	tonnes CO ₂ e	164.56	3.83	145.42	2.55	
總數(範圍一、二及三)	噸二氧化碳當量					
Non-hazardous waste 無害廢棄物	Wastewater ⁵	m ³	1,933.76	44.97	449	7.88
	廢水 ⁵	立方米				

A.1 排放物(續)

表一 二零二零財年本集團按類別劃分的總排放量⁶

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

1. Intensity of FY2020 was calculated by dividing the amount of air, GHG and other emissions respectively by the total number of employees in FY2020, which was 43. The inconsistency with the total number of employees as stated in the Annual Report 2020 was mainly due to the different reporting boundary defined in compliance with the principle of Materiality;
2. Amount and intensity of FY2019 were either extracted from or based on the data in the ESG Report of FY2019;
3. The calculation of air emissions included only the consumption of fossil fuels for transportation purpose;
4. The Group's Scope 3 (Other Indirect Emissions) of FY2020 included only paper wastes disposed of at landfills, the electricity used for processing fresh water and sewage by government departments and the business air travel;
5. The amount of wastewater generated by the Group was estimated on the assumption that 100% of freshwater used was discharged as wastewater; and
6. To ensure consistency in reporting and for better comparison with peers in the industry, the calculation of the air and GHG emissions of the Group in FY2020 was based on the methodology recommended in "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the latest data in the IPCC Emission Factor Database.

A.1 排放物(續)

- 1 二零二零財年密度乃按廢氣、溫室氣體及其他排放物數量分別除以本集團二零二零年財年僱員總數43人而得。與二零二零年年度報告中所述員工總數的不一致主要是由於根據重要性原則所定義的不同報告邊界；
- 2 二零一九財年的數量及密度是從本集團二零一九年環境、社會及管治報告中的數據提取；
- 3 廢氣排放量的計算僅包括用於運輸目的的化石燃料的消耗；
- 4 本集團範圍三(其他間接排放)僅包括於垃圾堆填區處理的廢紙、政府部門處理淡水及污水所耗電力，以及員工的商務出差；
- 5 本集團產生的廢水量是根據所使用淡水的100%作為廢水排放而估算；以及
- 6 為了確保報告的一致性並更好地與業內同行進行比較，本集團二零二零財年的廢氣和溫室氣體排放量的計算基於聯交所發出的《如何準備環境、社會及管治報告？》—附錄二：環境關鍵績效指標匯報指引、《溫室氣體盤查議定書》以及《2006年IPCC國家溫室氣體清單指南》。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions

In FY2020, the total air emissions of the Group, which were primarily from the vehicle use for transportation and operations, remained mostly at the same level as compared with that of FY2019. The slight increase in NOx emission was mainly due to the enhancement in calculation method including the subdivision of engine types of vehicles so as to obtain more accurate emissions record.

In FY2020, the GHG emissions pattern barely changed as compared to FY2019, with Scope 2 emissions that stemmed from the use of electricity dominating (76.88%). Meanwhile, the total GHG emissions rose by around 13.16%, with Scope 2 emissions soaring by 23.67%. The rise was mainly due to the change to reporting period, which was adjusted from 9 months in FY2019 to 12 months in FY2020. Nevertheless, Scope 1 and Scope 3 emissions of the Group still dwindled by 3.45% and 44.12% respectively, which marked the unremitting efforts of the Group in controlling the use of fossil fuels while reducing unnecessary business travels.

A.1 排放物(續)

廢氣及溫室氣體排放

於二零二零財年，本集團的廢氣排放主要來自運輸和營運中使用的車輛，而與二零一九財年相比，總廢氣排放量幾乎維持在同一水平。氮氧化物的排放量略有上升，只要是出於對計算方法的改進，包括對車輛發動機類型進行細分，以獲取更準確的排放記錄。

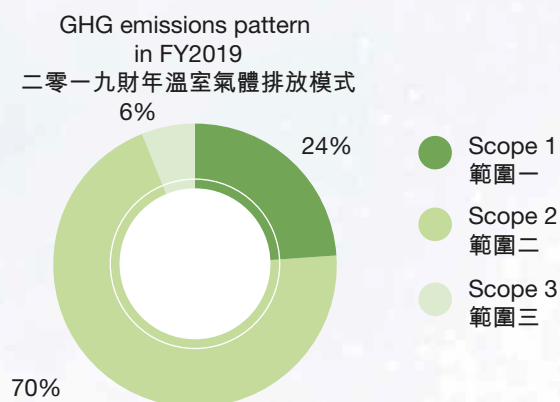
與二零一九財年相比，本集團二零二零財年的溫室氣體排放模式幾乎沒有變化，以源於電力使用的範圍二排放為主(76.88%)。同時，溫室氣體的總排放量增長了約13.16%，其中範圍二的排放量大幅上升23.67%。增幅的主要原因是由於報告期從二零一九財年的9個月調整為二零二零財年的12個月。儘管如此，本集團範圍一和範圍三的排放量仍分別減少了3.45%和44.12%，這標誌著本集團在控制化石燃料的使用，同時減少不必要的商務旅行方面做出不懈的努力。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions (Continued)

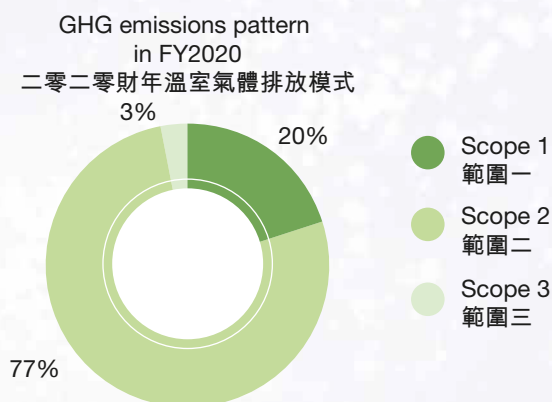


Acknowledging that around 78% of the anthropogenic GHG emissions were CO₂ derived from fossil fuel combustion and related industrial processes, the Group has paid particular attention to monitoring and controlling its direct emissions from vehicle use for transportation through the following key approaches:

- Regular maintenance of the fleet to ensure engine efficiency;
- Promotion of good driving habits including the prohibition of idling engines;
- Adoption of teleconferencing technologies to avoid unnecessary transportation;

A.1 排放物(續)

廢氣及溫室氣體排放(續)



由於約78%的溫室氣體人為排放來自化石燃料的燃燒和相關工業過程所產生的二氧化碳，因此本集團特別關注通過以下關鍵方法，監測和控制車輛運輸所產生的直接排放：

- 定期維護車隊車輛以確保發動機效能；
- 養成良好的駕駛習慣，包括禁止停車不熄火；
- 採用電話會議科技，以避免不必要的交通運輸；

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions (Continued)

- Exploration of the opportunities in using more efficient alternative energy sources; and
- Establishment of scientific and standardised system to monitor and review the emission reduction progress.

For indirect emissions, detailed measures taken by the Group to reduce its GHG emissions through electricity conservation are described further in A.2 Use of Resources of this report.

Solid Waste and Wastewater

Non-hazardous waste

In FY2020, the non-hazardous wastewater and solid waste generated by the Group were mainly domestic wastewater and municipal solid waste from daily operations. The amount of wastewater generated by the Group during the year under review ascended drastically as compared to that of FY2019, mainly due to the changing reporting period, as well as the increasing amount of water for cleaning to combat the widespread of the pandemic. However, the Group was still dedicated to its principles of waste reduction and continuing to monitor the practices in waste management.

A.1 排放物(續)

廢氣及溫室氣體排放(續)

- 探索使用更高效的替代能源；以及
- 建立科學和標準化的制度，以監測和審查減排進度。

關於間接排放方面，本報告A.2資源使用中進一步介紹了本集團通過節電減少溫室氣體排放的詳細措施。

固體廢棄物及廢水

無害廢物

於二零二零財年，本集團產生的無害廢水和固體廢物主要為生活污水和日常營運產生的城市固體廢物。與二零一九財年相比，本集團於回顧年度內所產生的廢水量大幅上升，主要是由於報告期的變化以及用於應對疫情的清潔用水量增加所致。雖然如此，本集團仍致力於遵守其減少廢物的原則，並繼續監測廢物管理的實踐。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater (Continued)

Non-hazardous waste (Continued)

Embracing the idea of Circular Economy and supporting the countrywide waste sorting regulation, a waste classification method has been adopted by the Group to promote the concept of “3R – Reduce, Reuse and Recycle”. Sorted solid waste is normally handled by professional third parties for recycling, while non-recyclables are transported to waste disposal plants for treatment. To instil the concept of conservation in its offices, the Group also provides reusable cups and cutleries to its employees to minimise the use of disposable items.

During the year under review, wastewater from the Group mainly consisted of commercial wastewater from offices and the industrial wastewater from the pipe installation operations. To minimise the environmental threat of wastewater generated from the construction machinery to natural water body, the quality of wastewater was carefully monitored and scientifically treated to meet the statutory requirements including the concentrations of suspended solids, COD (Chemical Oxygen Demand), BOD (Biological Oxygen Demand) and other parameters.

While the wastewater generated by the Group was mainly municipal wastewater from daily operations in FY2020, which largely depended on the amount of freshwater that the Group consumed, the Group adopted effective measures to reduce its water consumption in daily operations, which are further described in the next subsection headed under A.2 Use of Resources.

A.1 排放物(續)

固體廢棄物及廢水(續)

無害廢物(續)

秉承循環經濟理念並支持全國範圍的垃圾分類政策，本集團採用了廢物分類方法，以推廣「3R – 減少、重用和回收」的概念。已分類的固體廢物通常由專業的第三方處理以進行回收，而不可回收廢物則被運送到廢物處理廠進行處理。為於辦公室傳播節約觀念，本集團亦向員工提供可重複使用的杯子和餐具，以最大程度地減少對一次性用品的使用。

於回顧年度內，本集團的廢水主要包括辦公室所產生的商業廢水及管道安裝業務的工業廢水。為了最大程度地減少施工機械產生的廢水對自然水體的環境威脅，本集團對廢水的質量進行了嚴格的監測和科學的處理，以滿足有關懸浮固體濃度、COD(化學需氧量)、BOD(生物需氧量)及其他參數的法定要求。

由於本集團於二零二零財年產生的廢水主要是來自日常營運的都市廢水，而這在很大程度上取決於本集團消耗的淡水量。因此本集團採取了有力措施以減少其日常營運中的用水量。有關實踐將在下一個章節A.2資源使用中進一步描述。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater (Continued)

Hazardous wastes

Hazardous wastes ensuing from the Group's operations are principally comprised of iron oxide and waste mineral oil from gas pipe installation. To ensure all hazardous waste is handled and stored in a secure manner, the Group has established clear protocols detailing the proper handling procedures at each stage. All hazardous wastes are collected, treated and disposed by authorised professional organisations. In FY2020, no significant amount of hazardous waste was generated and recorded by the Group.

Noise

The noise of the business activities of the Group is mainly from sources including the construction equipment such as bulldozers during pipe installation activities.

Geared towards lowering the Group's noise impact, the Group has established internal policies and assigned dedicated personnel to carry out regular inspections of equipment for addressing any malfunctions, thus avoiding excessive noise. The Group has implemented a range of noise control measures and installed noise-proof equipment room in accordance with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (《中華人民共和國環境噪聲污染防治法》) and other relevant national regulations. In FY2020, the Group did not receive any substantial complaints or fines related to noise emissions from its neighbourhood nor the authorities.

A.1 排放物(續)

固體廢棄物及廢水(續)

有害廢物

本集團營運所產生的有害廢物主要包括天然氣管道安裝活動中產生的氧化鐵及廢礦物油。為確保所有有害廢物以安全的方式處理和儲存，本集團通過建立明確的政策，詳細要求每個階段的正確處理程序。所有有害廢物均由獲得授權的專業機構收集、處理和處置。於二零二零財年，本集團並未產生和錄得產生大量有害廢物。

噪音

本集團業務活動的噪音主要來自管道安裝活動，包括推土機等建築設備的使用時所發出的噪音。

為了降低本集團的噪音影響，本集團制定了內部政策，並指派專職人員對設備進行定期檢查以解決任何故障，從而避免產生大量的噪音。本集團已根據《中華人民共和國環境噪聲污染防治法》和其他相關國家規定，採取了一系列噪音控制措施，並安裝了隔音設備。於二零二零財年，本集團未從其周邊地區或相關部門收到任何與噪音排放相關的實質性投訴或罰款。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources

In FY2020, the primary resources consumed by the Group were electricity, water, gasoline and paper. The use of natural resources has always been the key issue for the Group's environmental concerns. To effectively manage its resources consumption, the Group is committed to continually monitoring and improving its performance in resource use efficiency by setting up appropriate KPIs in regulating the procurement practices and consumption of resources. Due to its business nature, the use of packaging materials was regarded not material to the Group's operations. Table 2 below illustrates the amount of different resources used by the Group in FY2020.

Table 2 The Group's Total Use of Resources by Category in FY2020³

Use of Resources 資源使用	Unit 單位	FY2020 二零二零財年		FY2019 ² 二零一九財年 ²	
		Amount 數量	Intensity ¹ (Unit/ employee) 密度 ¹ (單位/員工)	Amount 數量	Intensity (Unit/ employee) 密度 (單位/員工)
Electricity ⁴ 電力 ⁴	GJ 吉焦	802.23	18.66	417.87	7.33
Gasoline ⁴ 汽油 ⁴	GJ 吉焦	442.08	10.28	421.71	7.40
TOTAL 總數	GJ 吉焦	1,244.31	28.94	839.58	14.73
Water 水	m ³ 立方米	1,933.76	44.97	449	7.88
Paper 紙張	kg 千克	175	4.07	-	-

A.2 資源使用

於二零二零財年，本集團消耗的主要資源為電力、水、汽油和紙張。自然資源的使用一直是本集團關注的關鍵環境問題。為有效管理其資源消耗，本集團致力於通過建立合理的關鍵績效指標來規範採購實踐和資源消耗，從而持續監控和改善其資源使用效率。由於其業務性質，包裝材料的使用對本集團的營運而言並不重要。表二載明本集團於二零二零財年使用的不同資源總量。

表二二零二零財年本集團按類別劃分的資源總使用量³

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources (Continued)

1. Intensity for FY2020 was calculated by dividing the amount of resources the Group consumed in FY2020 by the total number of employees in FY2020, which was 43. The inconsistency with the total number of employees as stated in the Annual Report 2020 was mainly due to the different reporting boundary defined in compliance with the principle of Materiality;
2. Data and intensity of FY2019 was extracted from the ESG Report of FY2019;
3. Due to the modification of reporting period from nine months in FY2019 to 12 months in FY2020, the amount of resources increased in varying degrees; and
4. The energy conservations were calculated based on the conversion factors of the United States Energy Information Administration (EIA).

Electricity

The Group's consumption of electricity mainly came from the daily operation in the offices. In FY2020, the total electricity consumption of the Group amounted to 802.23 GJ with an intensity of 18.66 GJ/employee. During the year under review, a drastic surge in total electricity usage was recorded mainly due to the modification of reporting period. Notwithstanding that, the Group was committed to ensuring that all subsidiaries and departments of the Group adhere to its electricity-saving principles.

A.2 資源使用(續)

- 1 二零二零財年密度乃按資源總量除以本集團二零二零財年僱員總數43人而得。與二零二零年年度報告中所述員工總數的不一致主要是由於根據重要性原則所定義的不同報告邊界；
- 2 二零一九財年的數據及密度分別從本集團二零一九財年環境、社會及管治報告中提取；
- 3 鑒於報告期從二零一九財年的9個月更改為二零二零財年的12個月，本集團資源使用量均有不同程度的增加；以及
- 4 能源轉換乃根據美國能源信息署(EIA)的換算係數計算得出。

電力

辦公室營運是造成電力消耗的主要因素。於二零二零財年，本集團的總用電量達802.23吉焦，密度為18.66吉焦／員工。於回顧年度內，本集團總用電量大幅增加，主要是由於報告期的變更。儘管如此，本集團仍致力於確保本集團所有子公司和部門遵守其節電原則。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources *(Continued)*

Electricity *(Continued)*

During the year under review, a series of eco-friendly measures were conducted by the Group to manage its electricity consumption, including:

- Switch off all idling electrical appliances such as air-conditioners, computers and lights;
- Fully utilise the natural light thus reducing energy consumption for artificial lighting;
- Regular maintenance of electrical appliances to ensure their optimal operations;
- Replace high electricity consumption equipment with energy-saving ones;
- Prioritise energy-efficient models during procurement; and
- Adjust the lighting and ventilation system according to the working area during night production.

A.2 資源使用(續)

電力(續)

於回顧年度，本集團採取一系列生態友好的措施以管理其用電量，包括：

- 關閉所有閑置的電器，例如空調、電腦和照明燈；
- 充分利用自然光，從而減少人造照明的能耗；
- 定期維護電器以確保其最佳運行；
- 用節能設備代替高耗電設備；
- 在採購過程中優先考慮節能型號；以及
- 在夜間生產時，根據工作區域調整照明和通風系統。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources (Continued)

Other energy resources

Gasoline was mainly used by the Group for transportation purposes during the year under review. In FY2020, 442.08 GJ of gasoline was consumed by the Group with an intensity of 10.28 GJ/employee, which was moderately higher than that of FY2019 primarily due to the changing reporting period. Nonetheless, reckoning the adverse environmental impacts of fossil fuel consumption, the Group has been committed to controlling its use of gasoline through various ways and dedicated to the application of cleaner alternatives that are environmentally friendly. To this end, the Group will put more focus on sustainable solutions by enhancing the energy efficiency of its vehicle fleet, and exploring opportunities for the use of renewable fuels and electrification.

Water

In office operations, water was mainly consumed by the Group's staff at work, while in the natural gas business, water was used for filter cleansing and examination of facilities during gas station operations. As the Group obtained water from the municipal supplies, the Group did not face any problems in sourcing water for its fit purposes in FY2020. During the year under review, 1,933.76 m³ of water was used by the Group, which was dramatically higher than that in FY2019. This extreme upswing was caused by the extension of data collection interval, as well as the sudden increase in water usage for cleaning and sanitisation for the prevention and control of the pandemic. As water scarcity is a pressing global issue, the Group will continue its efforts in improving its utilisation efficiency of water resources, by implementing a series of water conservation measure, including but not limited to:

A.2 資源使用(續)

其他能源

本集團於回顧年度內主要使用汽油作運輸用途。於二零二零財年，本集團的汽油消耗量為442.08吉焦，密度為10.28吉焦／員工。相比二零一九財年，本集團回顧年度內數據略高主要是由於報告期的變化所致。儘管如此，考慮到化石燃料消耗對環境產生的不利影響，本集團一直致力於通過各種方式控制其汽油的使用，並致力於應用環保的清潔替代品。為此，本集團將通過提高其車隊的能源效益，並探索使用可再生燃料和電氣化的機遇，將更多重點放在可持續性解決方案上。

水

在本集團的辦公室營運過程中，水主要來自員工的消耗。而在天然氣業務中，水主要用於加氣站營運期間的過濾器清潔及設施檢查。由於本集團從市政供水中獲取水資源，因此在二零二零財年，本集團在求取適用水源上未遇到任何問題。於回顧年度內，本集團使用1,933.76立方米水資源，較二零一九財年大幅增加，主要是由於數據統計期的延長，以及用於預防和控制疫情過程中對清潔和消毒水使用量的突然增加引起。由於水資源稀缺是全球亟待解決的問題，本集團將繼續努力通過採取一系列節水措施，提高其水資源利用效率，包括但不限於：

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources *(Continued)*

Water *(Continued)*

- Promote the culture of “Water conservation” throughout the organisation by posting banners on prominent places and raise staff’s awareness by providing regular training;
- Set quotas and targets for water consumption restrictions to urge staff to save water;
- Conduct regular leakage inspections in the water supply system and fix any spotted damages in a timely manner;
- Adjust the water supply according to the seasonal temperature change; and
- Emphasis the reuse of water by better onsite treatment of wastewater, which is then used for irrigation of the surrounding farms.

A.2 資源使用(續)

水(續)

- 通過在醒目的位置張貼標語，在企業中推廣「節水」文化，並通過提供定期培訓來提高員工的節水意識；
- 設定用水限制的配額和目標，以敦促員工節水；
- 定期檢查供水系統中的洩漏問題，並及時修復發現的損壞；
- 根據季節溫度變化調節供水；以及
- 通過對廢水進行更好的現場處理強調水資源的重用，將其用於周圍農場的灌溉。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.2 Use of Resources (Continued)

Paper

Paper was mostly used in the Group for its administrative work. In FY2020, the amount of paper consumed by the Group was 175 kg with an intensity of 4.07 kg/employee. The Group is committed to standardising paper use practices and reducing the consumption of paper-made products. To keep down the consumption of paper and other paper-made products, the Group has implemented a series of effective internal measures to regulate office operations and other business practices, including but not limited to:

- Embracing the idea of “Paperless office” by promoting the use of electronic channels for the dissemination of notices, news, and knowledge sharing;
- Provide clients with paperless billing options;
- Set printers to duplex and economical modes by default;
- Monitor the printing volume by allocating printing quota to staff; and
- Collect and recycle all waste paper.

A.2 資源使用(續)

紙張

本集團消耗的紙張主要用於行政工作。於二零二零財年，本集團消耗的紙張量為175千克，密度為4.07千克／員工。本集團致力於規範紙張使用慣例並減少紙製產品的消耗。為了減少對紙和其他紙製品的消耗，本集團已採取一系列有效的內部措施來規範辦公室營運和其他業務實踐，包括但不限於：

- 推廣無紙化辦公理念，並盡可能通過電子方式傳遞通知、新聞和信息共享；
- 為客戶提供無紙化結算選項；
- 將打印機默認設置為雙面打印模式和經濟模式；
- 通過給員工分配打印配額來監控打印量；以及
- 收集並回收所有廢紙。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.3 The Environment and Natural Resources

As one of the leading enterprises in natural gas business, which is a cleaner energy alternative, the Group has been committed to minimising its environmental impacts and respecting the natural environment during operations. Based on the analysis above, the relatively significant environmental impacts generated by the Group were the GHG emissions arising from the consumption of fossil fuels and electricity, and the exploit of natural resources such as water and paper in FY2020. Due to its unremitting efforts, the Group completed the year with zero reportable environmental incidents. The Group aims to further minimise and mitigate its environmental footprints, while expand its scope to the protection of local ecological landscape and biodiversity of its surrounding.

Promoting biodiversity

As a good steward of environment, the Group is dedicated to promoting biodiversity at its utilities. With miles of natural gas lines across the country, vegetation and wildlife management are key areas. Biodiversity planning is considered to be an important part of the full project cycle. The Group's utilities plan, construct and operate in a manner that preserves natural habitats and local biodiversity. In the future, the Group will benchmark the leading practices in the industry, such as the implementation of the right-of-way vegetation management in pipeline installation, in an effort to improve on a continual basis.

A.3 環境及天然資源

作為天然氣業務(一種更清潔的能源替代品)的領先企業之一,本集團一直致力於將其對環境的影響降至最低,並在營運過程中尊重自然環境。根據上述分析,本集團於二零二零財年產生的相對重大的環境影響為化石燃料和電力的消耗而產生的溫室氣體排放,以及對水和紙等自然資源的利用。由於本集團的不懈努力,其在本年度沒有錄得任何可報告的環境事故。本集團旨在進一步減少和減輕其環境足跡,同時將其範圍擴大到對當地的生態景觀和周邊的生物多樣性的保護。

促進生物多樣性

作為優秀的環境管理者,本集團致力於在其公用事業中促進生物多樣性。由於天然氣管道遍佈全國,植被和野生動植物的管理是一項關鍵領域。生物多樣性計劃被認為是整個項目週期的重要組成部分。本集團的公用事業以保護自然棲息地和當地生物多樣性的方式規劃、建造和營運。未來,本集團將以行業領先的實踐為基準,例如在管道安裝中開展合適的植被管理,以不斷改進。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.3 The Environment and Natural Resources (Continued)

Employee engagement

The Group strives to build an eco-conscious culture that ingrains positive lifestyle and habits among employees. Regular reminders are sent to its staff to raise the awareness on energy and resources conservation, while the use of public transport and car-pool practices among staff are also encouraged. The Group believes that every small change makes huge differences, thus sparing no effort in promoting a “green lifestyle” and “green workplace” across the organisation.

Climate change

In face of this fast-changing world, climate change and its induced consequences including more frequent extreme weather events and the accelerating energy transition are challenging all businesses, especially the oil and gas industry.

In full support to the Paris Agreement and the 2060 National Carbon Neutrality goals, the Group endeavours to take into considerations the framework and recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), demonstrating its ambition and broader commitment to climate actions. To build climate resilience, the Group has carried out an exercise to evaluate the forecast impacts of climate change on its operations.

A.3 環境及天然資源(續)

僱員參與

本集團致力於建立一種生態意識的文化，以培養僱員積極的生活方式及習慣。本集團定期向員工發出提醒，以提高彼等對節約能源和資源的意識，同時鼓勵員工使用公共交通和合夥用車。本集團相信，每一個微小的變化都會帶來巨大的影響，因此將不遺餘力地在整個企業內推廣「綠色生活方式」和「綠色工作場所」理念。

氣候變化

面對瞬息萬變的世界，氣候變化及其帶來的後果，包括更頻繁的極端天氣事件和能源加速轉型，正挑戰著所有企業，尤其是對石油和天然氣行業帶來影響。

本集團大力支持《巴黎協定》和二零六零年中國碳中和目標，致力於將氣候相關財務揭露工作組(TCFD)的框架和建議納入考量，而這表明了集團對氣候行動的雄心和廣泛的承諾。為了增強氣候適應能力，本集團針對氣候變化對其營運所產生的潛在影響進行評估。

IV. ENVIRONMENTAL RESPONSIBILITY IV. 環境責任(續)

(Continued)

A.3 The Environment and Natural Resources (Continued)

Climate change (Continued)

With the increasing severity of extreme weather events led by climate change, the number of extremely cold days are expected to rise. Generally, cold outbreaks can bring colder-than-normal winter conditions, which push the local government to set stricter restrictions on the natural gas supplies to secure a sufficient amount of fuels for residential heating. The regulatory changes on natural gas supply are seen as an imminent risk for the Group's business in the foreseeable future. In addition, the threats of severe storms, snowstorms and flooding are also material physical risks to the Group's stable operations. As such, the Group is dedicated to investing more in the upgrade of its transmission, distribution and generation assets to ensure the reliability, safety and most importantly, the adaptability of its infrastructure to the consequences of climate crisis.

The Group will bring in more draconian policies in an effort to manage its climate-related compliance risks, while tapping into innovative technologies to keep improving its business resilience.

A.3 環境及天然資源(續)

氣候變化(續)

隨著氣候變化導致的極端天氣事件的嚴重性不斷增加，極端寒冷時間將會增加。一般而言，寒流的爆發可能會導致冬季氣溫低於正常水平，這促使地方政府對天然氣供應提出了更加嚴格的要求和限制，以確保有充足的燃料用於民用取暖。在不久的將來，天然氣供應的監管變化將被視作本集團業務所面臨的迫在眉睫的風險。此外，暴雨、暴雪和洪水的威脅對本集團的穩定營運亦構成重大物理風險。因此，本集團致力於加大對輸氣、配氣和產氣資產升級的投資，以確保其基礎設施的可靠性、安全性，更重要的是應對氣候危機所帶來嚴重後果的適應性。

本集團將採取更加嚴格的政策，管理其與氣候相關的合規風險，同時利用創新技術不斷提高其業務的韌性。

V. SOCIAL RESPONSIBILITY

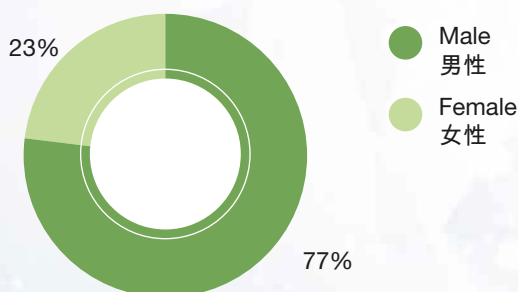
EMPLOYMENT AND LABOUR PRACTICES

The Group has embedded social responsibility into all aspects of its operations and maintained honest and authentic dialogues with staff, aiming to address their needs and views that ensure its business conduct is responsible at all times. The Group has been committed to offering a fair and secure workplace with staff development opportunities, and delivering quality services grounded on ethical business conduct and supply chain management, as well as promoting meaningful engagements with the community. The Group prioritises the health, vocational career and welfare of its employees, and endeavours to provide them with a suitable platform for development.

B.1 Employment

The Group views talents as its most valuable assets and the key driving factor in ensuring the success and sustainable development of the Group. As of the end of FY2020, there were a total of 41 full-time and 2 part-time employees, of which the male to female ratio is 33:10 (77%: 23%).

Gender distribution of employees
員工性別分佈



V. 社會責任

僱傭及勞工常規

本集團已將社會責任納入其營運的各個方面，並與員工保持誠實、真誠的對話，以重視其需求和想法，確保其保持負責任的業務實踐。本集團一直致力於為員工提供一個公平、安全及具發展機會的工作場所，並透過堅持道德商業行為和供應鏈管理為客人提供優質的服務，以及促進與社區開展有意義的互動。本集團重視員工的健康、職業規劃和福祉，並努力為其提供合適的發展平台。

B.1 僱傭

本集團將人才視為其最寶貴的資產，是確保本集團成功和可持續發展的關鍵驅動因素。截至二零二零財年末，本集團共有41名全職和2名兼職員工，其中男女比例為33:10(77% : 23%)。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

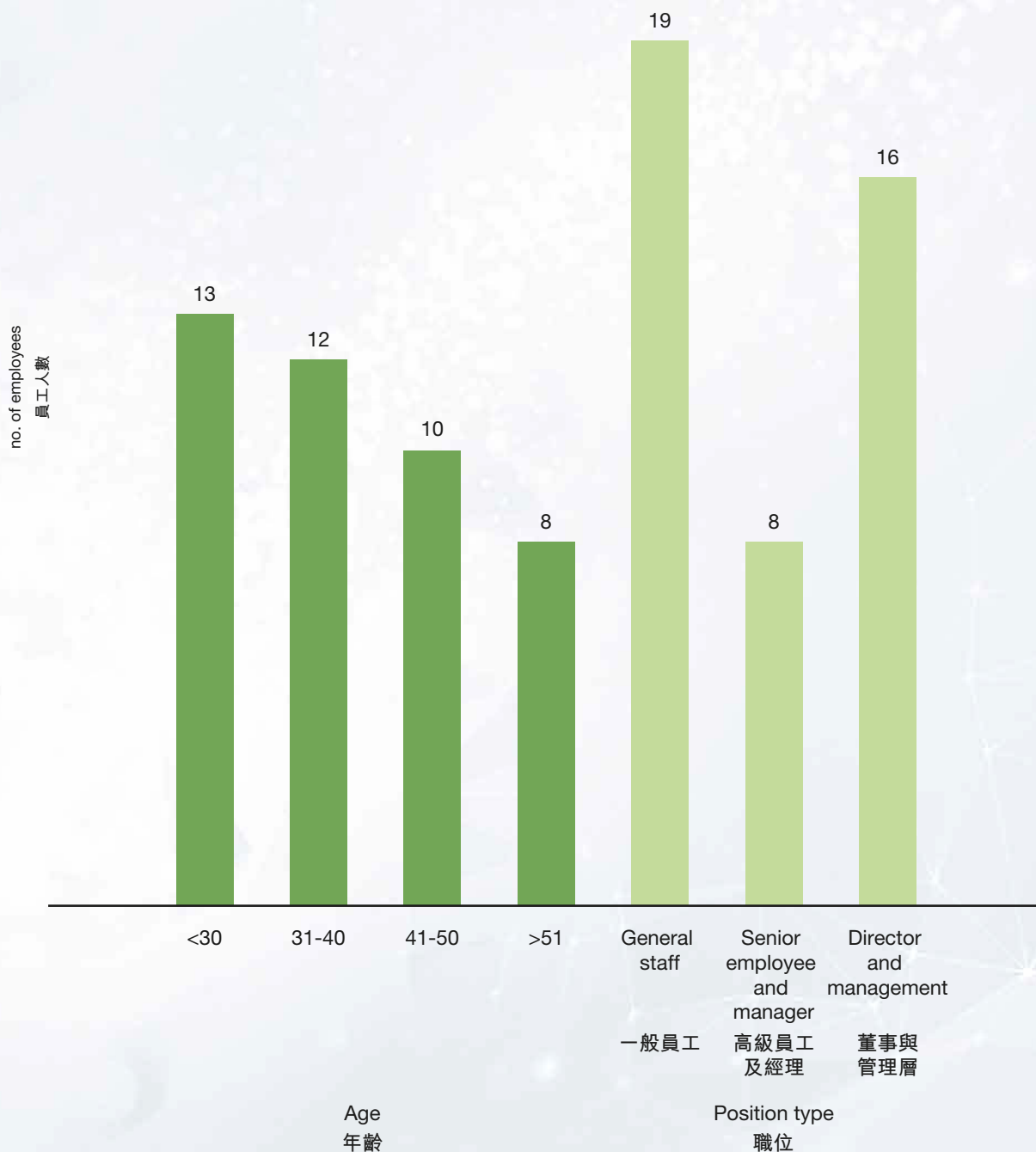
B.1 Employment (Continued)

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

Age and position type distribution of employees
員工的年齡和職位分佈



V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Law compliance

In FY2020, the Group abided by the applicable laws and regulations in Hong Kong and the PRC that were material to the Group's business, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong);
- Labour Law of the People's Republic of China (中華人民共和國勞動法); and
- Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法).

To ensure that relevant internal policies of the Group are consistently in line with the latest laws and regulations, the Group's Human Resources Department is responsible for the review and update of the corporate documents in talent management on a regular basis.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

法律合規

於二零二零財年，本集團嚴格遵守香港及中國適用及對本集團業務重要的法律及法規，包括但不限於：

- 僱傭條例(香港法例第57章);
- 僱員補償條例(香港法例第282章);
- 中華人民共和國勞動法；以及
- 中華人民共和國勞動合同法。

為確保本集團的相關內部政策始終與最新的法律法規保持一致，本集團的人力資源部負責定期審核和更新人力資源管理的相關公司政策。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Recruitment and promotion

Talent acquisition is vital to the sustainable development of the Group's business. To attract high-calibre candidates, the Group offers fair, competitive remuneration and benefits based on individuals' performance, personal attributes, job experiences and career aspiration. The Group's Human Resources Department is responsible for ensuring that all recruitment and promotion processes are carried out in a fair and open manner.

Performance appraisal and counselling for all staff are conducted at least once a year by the Department Heads and Executive Directors. Recognising those who have demonstrated consistently strong performance and became the role models in the Group, especially in areas of business growth and operational excellence, the Group takes proactive initiatives to offer them promotion opportunities.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

招募及晉升

人才引進對本集團業務的可持續發展至關重要。為了吸引高素質的應聘者，本集團根據其個人表現、個人特色、工作經驗和職業志向提供公平、具競爭力的薪酬和福利。本集團的人力資源部負責確保所有招聘和晉升流程均以公平、公開的方式進行。

部門負責人和執行董事每年至少對所有員工進行一次績效評估和諮詢。本集團對表現始終如一的出色並成為集團內榜樣的員工，尤其是在業務增長和營運卓越領域，予以認可，並積極主動地為其提供晉升機會。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.1 Employment *(Continued)*

Remuneration, compensation and dismissal

According to the internal policy as specified in the Employee Handbook, monthly salary is provided at the end of each month, while annual bonus is given at the end of each year with directors' approval. Any overtime work is compensated upon the supervisors' and Department Heads' approval.

To motivate, reward, and recognise existing employees who have made significant contributions to the Group, compensation reviews and salary adjustment are regularly conducted with reference to the overall market conditions, inflation rate, profitability of the Group and employee's past performance.

In the meantime, the Group strictly prohibits any kind of unfair or illegitimate dismissals. For those who have poor working performance, the Group would warn verbally before issuing a warning letter. For those who remain untamed despite repetitively making the same mistakes, the Group will terminate the employment contract strictly based on reasonable and lawful grounds according to its internal policies and all relevant laws and regulations. During the year under review, the employee turnover rate of the Group was 18.9%.

V. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.1 僱傭 *(續)*

薪酬、補償及解僱

根據《員工手冊》中列明的內部政策，員工薪金將在每個月底提供，而年度獎金則在每年年底經董事批准後提供。任何加班工作均需獲得主管和部門主管的批准。

為了激勵、獎勵和表彰對本集團做出重大貢獻的現有員工，本集團將定期參照整體市場情況、通貨膨脹率、本集團的盈利能力和員工的過往表現定期進行薪酬審查和薪金調整。

同時，本集團嚴格禁止任何形式的不公平或非法解僱。對於工作表現差的員工，本集團會在發出警告信之前進行口頭警告。對於屢次犯同樣錯誤的員工，本集團將嚴格根據其內部政策和所有相關法律法規，在合理和合法的基礎上終止僱傭合同。於回顧年度，本集團的員工流失率為18.9%。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Working hours and rest periods

Reasonable working hours and rest periods are arranged and clearly stated in the employment contract and Employee Handbook in accordance with the “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》). To monitor the working hours of all staff, employees are required to check their attendance by reporting duty every day and recording their working hours on the time sheet whenever necessary.

In addition to basic paid annual leave and statutory holidays stipulated by the local governments, employees are also entitled to additional leave benefits such as examination/study leave, sick leave, marriage leave, maternity/paternity leave and consolation leave.

Equal-opportunity, diversity and anti-discrimination

Central to the Group’s employee management is an inclusive culture that everyone feels valued, respected and safe. Differences in age, ethnicity, gender, appearance, language, sexual orientation, education, nationality, culture and other personal characteristics are all appreciated, while all training and promotion opportunities, dismissals and retirement policies are determined irrespective of any non-job related factors.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

工作時數及假期

本集團已根據《國務院關於職工工作時間的規定》，在《員工手冊》及僱傭合同中釐定合理的僱員工作時數及假期安排。為監管所有員工的上班時間，本集團要求員工每天上班時打卡，並必要時需要在時間表上記錄其工作時間。

除基本帶薪年假及法定假日外，僱員亦有權享受額外假期福利，如考試／學習假、病假、婚假、侍產／產假及喪假等。

平等機會、多元及反歧視

包容是本集團員工管理的核心，即每個人都應被珍視、受到尊重和感到安全。年齡、種族、性別、外表、語言、性取向、教育、國籍、文化和其他個人特徵方面的差異均得到接納，而所有培訓和晉升機會、解僱和退休政策的確定均不會與任何和工作無關的因素掛鉤。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Equal-opportunity, diversity and anti-discrimination (Continued)

Having zero tolerance for discrimination in any format, harassment, bullying or any form of abusive behaviour, stringent internal policies and frameworks have been set up in the Code of Conduct, which states that all staff should respect others and collectively create a workplace where any form of offensive or inappropriate behaviour cannot be tolerated.

Employees are encouraged to voice out any discrimination or harassment during work. Reports can be made to Department Heads and Executive Directors with written statements and evidence. Disciplinary actions would be taken against the relevant employee if any non-compliance or breach of legislation related to the equal opportunities policies is substantiated. Any complaint amounting to a criminal offence is taken and investigated seriously by the Group.

Recognising that an inclusive and diverse workplace inspires innovation and attracts bright minds, the Group will continue to respect the unique experiences and perspectives of all staff and empower its employees to explore their potential and bring their authentic selves to work.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

平等機會、多元及反歧視(續)

本集團對任何形式的歧視、騷擾、霸凌或任何形式的辱罵行為零容忍，因此在《行為守則》中建立了嚴格的內部政策和框架，其中規定所有員工都應尊重他人，並共同創造一個對任何形式冒犯或不當行為零容忍的工作場所。

本集團鼓勵員工舉報在工作中遭遇的任何歧視或騷擾。員工可以以書面聲明和證據向部門負責人和執行董事報告。如對與平等機會政策有關的任何違規或違法行為被證實，本集團將對相關僱員進行紀律處分。本集團會嚴肅處理並調查所有涉及刑事犯罪的任何投訴。

本集團認為包容性和多元化的工作氛圍能激發創新並吸引人才，因而將繼續尊重所有員工的不同經驗和觀點，賦能其員工發掘潛力，並在工作中發揮彼等真正的自我。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Benefits and welfare

The Group values the contribution of every staff member and believes that its success is built on a principle of caring and sharing. To this end, on top of the provision of medical insurance, medical allowances and pension fund contributions, the Group has budget funds for social activities and entertainment functions from time to time, including picnic, barbecue, excursions, sports competition, annual dinner etc. The Group hopes that these activities can facilitate the build-up of good relationship and communication among staff members and the management.

In FY2020, the Group was in full compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

福利待遇

本集團重視每位員工的貢獻，並相信成功離不開其關懷和分享原則。為此，除提供醫療保險、醫療津貼和強積金供款外，本集團亦不時提供預算，用於社交活動和娛樂活動的安排，包括野餐、燒烤、郊遊、體育比賽、週年晚宴等。本集團希望該等活動能夠促進員工與管理層之間的溝通，並幫助建立良好的關係。

於二零二零財年，本集團在薪酬及解僱、招募及晉升、工作時數、假期、平等機會、多樣化、反歧視、福利及其他待遇方面，均遵守對其有重大影響的相關法律及規例。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety

Core to the Group's corporate value is the protection of its employees' wellbeing. The occupational health and safety policies of the Group set out its commitment to the safety of all staff, customers and communities in which the Group operates. During the year under review, the Group established strict internal safety and health policies, which were in line with the relevant laws and regulations the PRC, including but not limited to:

- Production Safety Law of the People's Republic of China (中華人民共和國安全生產法);
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (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); and
- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (石油天然氣管道保護條例).

The Group's gas pipeline installation services maintain the highest standard of safety and continually seek opportunities to improve. For instance, a series of robust safety management systems have been implemented and supervised by the safety committee, which is responsible for the compliance of its well-established systems with the requirements of the latest regulations and industry practices.

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全

保護員工的福祉是本集團企業價值的核⼼。本集團的職業健康與安全政策表明了其對本集團營運所在地的所有員工、客戶和社區安全的承諾。於回顧年度內，本集團建立了嚴格的符合中國相關法律法規的內部安全與健康政策，包括但不限於：

- 中華人民共和國安全生產法；
- 中華人民共和國職業病防治法；
- 工傷保險條例；以及
- 石油天然氣管道保護條例。

本集團的天然氣管道安裝服務保持最高的安全標準，並不斷尋求改善空間。譬如，安全委員會已實施一系列健全的安全管理政策，對其執行實施監督，並負責令其構建的管理系統符合最新法規和行業慣例的要求。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

- Adhering to the principle of “Early detection, Early communication, and Early prevention” (早發現、早溝通、早預防), the Gas Pipeline Safety Management System (《燃氣管道安全管理條例》) has been implemented to ensure all safety hazards and risks can be identified and mitigated according to regulation requirements in a timely manner;
- A comprehensive Safety Inspection System (《安全巡查制度》) is implemented for the gas stations to ensure any abnormal conditions can be detected and rectified at the earliest stage possible;
- The Safety Hazard Investigation and Management System (《安全隱患排查治理制度》) has been set up to eliminate the hidden safety risks at all levels of operations; and
- The Safety Management System for the Use of Pressure Vessels (《壓力容器使用安全管理制 度》) introduces operational procedures in a step-by-step manner, emergency response plans, personnel duties and training, as well as requirements for routine maintenance. The design, procurement, installation, transformation, maintenance, and scrapping of pressure vessels are managed according to the protocol.

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全(續)

- 秉承「早發現、早溝通、早預防」的原則，本集團實施了《燃氣管道安全管理條例》，以確保根據法規要求能夠即時識別並排除所有安全隱患及風險；
- 對加氣站實施全面的《安全巡查制度》，以確保儘早發現任何異常情況並進行整改；
- 實施《安全隱患排查治理制度》，力求消除各級營運中隱藏的安全隱患；以及
- 《壓力容器使用安全管理制 度》規定了相關的操作程序步驟、應急計劃、人員職責及培訓以及例行保養要求。管理壓力容器的設計、採購、安裝、改進、保養及報廢均按照政策進行管理。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

Being one of the industry leaders in safety and reliability, the Group keeps setting up metrics to track the performance in health and safety management. In FY2020, the Group recorded zero fatality, while one employee was injured with 118 workday losses.

In FY2020, the Group was not in violation of any of the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

Responding to the pandemic

Keeping employee safe during the pandemic remained a top priority to the Group and guided every decision the Group made. Staying grounded in its responsibility to do what is right, honour its commitments and deliver safe and reliable energy to its customers has long been the bedrock of the Group in this difficult time.

Natural gas supply service is essential. Throughout the pandemic, the Group tried its utmost to deliver reliable natural gas to its customers. The Group encouraged the sharing of best practices and the cooperation across the organisation, and its robust business model allowed the Group to effectively respond and take actions at the local level.

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全(續)

作為安全性和可靠性方面的行業領導者之一，本集團不斷建立指標以跟蹤其健康和安全管理表現。於二零二零財年，本集團的死亡人數為零。其中有一名員工受傷，因工傷損失工作日數為118天。

於二零二零財年，本集團在提供安全的工作環境及保障僱員避免職業性危害方面，已遵守對本集團有重大影響的相關法律及規例。

抗擊疫情

在疫情期間確保員工安全是本集團的重中之重，亦是指導本集團做出每項決定的基礎。在困難時期，本集團始終堅守其責任做正確的事、信守其承諾，並為客戶提供安全可靠的能源。

天然氣供應服務是不可或缺的。在疫情期間，本集團竭盡全力為客戶提供可靠的天然氣。本集團鼓勵在整個企業之間共享最佳實踐和互相合作，而其健全的業務模式另本集團能夠有效做出響應並在各地採取行動。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

Responding to the pandemic (Continued)

The Group resolutely adhered to the guidance from local authorities and arranged the vast majority of its employees to work from home by leveraging the IT and video conference technology that has already been set up to prepare for any emergency.

While employees can work from home, the nature of its business requires onsite monitoring to ensure that critical services can be provided on a continuous and safe basis. As such, additional safety measures were adopted including shift work arrangement and the installation of thermography system at building entrances to pre-screen any infectious risks at workplace.

For many in local communities, especially the vulnerable elderly and homeless people, the impacts of the pandemic were heavy on them and created further financial hardship. The Group stepped up its efforts in the support of its communities through monetary donations and the delivery of epidemic prevention materials.

V. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.2 工作場所的健康與安全 *(續)*

抗擊疫情 (續)

本集團堅決遵守當地政府的指示，利用已建立的資訊科技和視頻會議技術，安排其大部分員工在家工作，以為任何緊急情況做準備。

儘管員工可在家工作，但本集團的業務性質決定本集團仍需現場監控，以確保可以持續、安全地提供核心服務。因此，本集團採取了額外的安全措施，包括輪班工作安排和在建築物入口處安裝熱成像系統，以篩查工作場所的任何感染風險。

對於當地社區，尤其是包括老年人和無家可歸的易感染人群而言，疫情給其帶來了嚴重的影響，和經濟困難。因此，本集團通過捐款和提供防疫物資，加大對社區的支持力度。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.3 Development and training

The Group is aware of the importance of providing the right skill set and knowledge its employees, thereby focusing on the sharing of employees' experience through mentorship and training. The training opportunities provided by the Group not only can support employees' career development, but also allow them to benchmark the best operational practices and new technologies in the industry.

To this end, the Group is committed to the continuing development of all staff through both "on the job" and "off the job training". To further equip its employees with professional skillset and meet the Group's development goals, employees are highly encouraged to attend external training programmes and take professional qualification examinations with reimbursements being claimed. Meanwhile, the Group often invites external organisations and experts to provide relevant training to its employees.

In terms of the executive level training, the continuous professional development of the directors and senior management is highly valued by the Group, which ensures the compliance with relevant regulations and good corporate governance practices.

V. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.3 發展及培訓

本集團意識到向員工提供正確的技能和知識的重要性，因此著重於通過指導和培訓來分享員工的經驗。本集團提供的培訓機會不僅可以支持員工的職業發展，亦可以使其瞭解和對標行業最佳營運實踐和新技術。

為此，本集團致力於通過「在職」和「職外」培訓來實現所有員工的持續發展。為了進一步使員工具備專業技能，並達到本集團的發展目標，本集團透過報銷費用大力鼓勵員工參加外部培訓計劃並參加專業資格考試。同時，本集團亦經常邀請外部組織和專家為其員工提供相關培訓。

就高管級別培訓而言，本集團高度重視董事和高級管理人員的持續專業發展，以確保遵守相關法規並保持良好的企業管治規範。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.4 Labour Standards

In FY2020, the Group abided by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Hong Kong Employment Ordinance and other related laws and regulations in its operating regions to prohibit any child and forced labour employment.

To combat illegal employment of child labour, underage workers and forced labour, the Group's Human Resource Department requires all job applicants to provide valid identity documents to ensure that they are lawfully employable prior to confirmation of any employment. No worker is asked to relinquish their identification documents nor lodge deposits as a condition of employment. A review of staff roster and on-site inspection on personnel is performed regularly by the Human Resources Department.

Once the Group has identified any case which fails to comply with the relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated and the relevant employees responsible for the management of human resources will be disciplined accordingly. A report will also be made to the supervisory authority when the senior management considers it necessary.

In FY2020, the Group was in compliance with applicable laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

V. 社會責任(續)

僱傭及勞工常規(續)

B.4 勞工準則

於二零二零財年，本集團已遵守中華人民共和國勞動法、僱傭條例(香港法例第57章)、以及其他相關勞工法律及規例，禁止任何童工及強制勞工就業。

為打擊非法僱用童工、未成年勞工及強制勞工，本集團的人力資源部要求所有求職者提供有效的身份證明文件，以確保應徵者為合法受僱。本集團禁止要求工人放棄其身份證明文件或存入押金作為僱傭條件。人力資源部將會定期審查人員名冊和對人員進行現場檢查。

一旦本集團發現任何違反勞工法例、法規及標準的事件，相關僱傭將立即終止，而負責人力資源管理的相關員工將受到相應的紀律處分。當高級管理層認為有必要時，本集團將會向監管機構做出報告。

於二零二零財年，本集團在防止童工及強制勞工方面，已遵守對本集團有重大影響的相關法律及規例。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES

B.5 Supply Chain Management

As a socially responsible enterprise, it is vital for the Group to maintain and manage a sustainable and reliable supply chain that brings positive impacts to the environment and society. In FY2020, the Group's major suppliers were the natural gas distributors (e.g. SINOPEC) and suppliers of raw materials for gas pipeline installation.

To ensure that all suppliers and contractors operate in strict compliance with relevant regulations and in an eco-friendly manner, the Group keeps monitoring their performance and its supply chain practices on a continuous basis. The Group requires that all its suppliers and contractors follow the terms that have been agreed upon in the contract during the business partnership with Group, while a "Gas Quality Inspection Report" is required to be handed in on a monthly basis for review.

Under the prerequisite that suppliers of the Group should operate in an ethical manner which includes fair treatment of employees, protection on environment and integrity, the Group selects its business partners carefully against a series of criteria as listed in the Supplier Code Conduct, such as the safe and reliable supply of gas and the implementation of effective environmental and safety management systems. Suppliers who do not pass the assessment will be removed from the list of qualified suppliers and the collaboration will be terminated immediately.

V. 社會責任(續)

營運慣例

B.5 供應鏈管理

作為一家具有社會責任的企業，對於本集團而言，維持和管理對環境和社會產生積極影響的可持續且可靠的供應鏈至關重要。於二零二零財年，本集團的主要供應商是天然氣分銷商(例如中國石化)和天然氣管道安裝方面原材料的供應商。

為確保所有供應商和承包商嚴格遵守相關法規並以環保的方式運作，本集團持續監控供應商的表現及集團自身的供應鏈慣例。本集團要求其所有供應商和承包商在與本集團建立業務夥伴關係期間均遵守合同中約定的條款，同時要求其每月提交一份《天然氣氣質檢驗報告》以進行審查。

在本集團的供應商應以合乎道德的方式經營，包括公平對待員工、保護環境和誠信的前提下，本集團根據《供應商守則》中列出的一系列標準，謹慎選擇其業務合作夥伴，例如安全可靠的天然氣供應以及有效的環境和安全管理體系的實施。未通過評估的供應商將從合格供應商列表中刪除，且相關合作將立即終止。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES *(Continued)*

B.5 Supply Chain Management *(Continued)*

To further minimise the risks along its supply chain, the Group requires all suppliers to sign the Health, Safety and Environment (HSE) Contract as part of the master agreement, thereby spurring all its business partners in the value chain to monitor and control potential environmental risks within the acceptable range under the national and industrial standards, and to respect the rights of their employees as well as caring about the wellbeing of local communities.

In FY2020, the Group had 4 major suppliers located in the PRC, with which the Group built and maintained a stable business relationship.

B.6 Product responsibility

The Group realises that the excellent quality of products and services is the key to its long-term competitiveness in the market, and has long been committed to meeting its customers' needs through a series of sound business ethics practices. In FY2020, the Group found no disregard to the laws and regulations in the PRC relating to product/service quality, health and safety, advertisement, labelling and customer privacy.

V. 社會責任 *(續)*

營運慣例 *(續)*

B.5 供應鏈管理 *(續)*

為進一步降低其供應鏈中的風險，本集團要求所有供應商簽署健康、安全與環境(HSE)合同作為主合同的一部分，從而激勵其價值鏈中的所有業務合作夥伴監察和控制潛在的環境風險，確保達到國家和行業標準可接受的要求範圍，並尊重員工的權利，關心當地社區的福祉。

於二零二零財年，本集團在中國擁有4家主要供應商，並與之建立且維持了穩定的業務關係。

B.6 產品責任

本集團意識到優質的產品和服務是其在市場上保持長期競爭力的關鍵，並長期致力於通過一系列良好的商業道德行為來滿足客戶的需求。於二零二零財年，就本集團在其產品及服務的健康與安全、廣告、標籤及私隱事宜而言，本集團並無違反中國的相關法律及法規。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety

Assuring the quality and safety of its services is of paramount importance to the Group. As the Group has mainly engaged in its natural gas supply and pipeline installation businesses (with more than 90% of revenue generating from this business segment), the safety and reliability of gas supply is the most significant responsibility to the Group.

To standardise its operational practices so as to enhance the service quality, the Operation Manual has been set up to ensure the general compliance with industry-wise best practices and applicable laws and regulations, including but not limited to:

- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (石油天然氣管道保護法);
- Requirements for the Safe Transportation of LNG Transportable Tanks on the Whole Ship (整船載運液化天然氣可移動罐櫃安全運輸要求);
- Work Safety Law of the People's Republic of China (中華人民共和國安全生產法);

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

質量與安全

確保服務質量和安全對本集團而言至關重要。由於本集團主要從事天然氣供應和管道安裝業務(本集團收入的90%以上均來自此業務板塊)，因此天然氣供應的安全性和可靠性是本集團最重要的責任。

為規範其操作實踐以提高服務質量，本集團已制定了《操作手冊》，以確保基本遵守行業最佳實踐和適用的法律和法規，包括但不限於：

- 石油天然氣管道保護法；
- 整船載運液化天然氣可移動罐櫃安全運輸要求；
- 中華人民共和國安全生產法；

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

- Regulations on the Safety Management of Hazardous Chemicals (危險化學品安全管理條例);
- Product Quality Law of the People's Republic of China (中華人民共和國產品品質法);
- Fire Protection Law of the People's Republic of China (中華人民共和國消防法);
- Code for Design of City Gas Engineering GB50028-2006 (城鎮燃氣設計規範); and
- Natural Gas GB17820-2012 (天然氣).

Subject to the annual review by the Board, the Group has set up the Risk Management Framework, Central Contingency Policies and Procedures and Risk Monitoring Mechanism to ensure the safety and reliability of the Group's services.

The Group provides gas supply and pipe installation services according to a comprehensive quality control system that meets the statutory requirements regarding natural gas investment, provision of consultation on gas technology and sales of gas cooking appliances and accessories. In addition to the safety management systems detailed under section "Aspect B2: Workplace Health and Safety", the Group has employed the following procedures to ensure its product safety.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

質量與安全(續)

- 危險化學品安全管理條例；
- 中華人民共和國產品品質法；
- 中華人民共和國消防法；
- 城鎮燃氣設計規範 (GB50028-2006)；以及
- 天然氣(GB17820-2012)。

經董事會的年度審查，本集團建立了風險管理框架、中央應急政策和程序以及風險監控機制，以確保本集團服務的安全性和可靠性。

本集團根據全面的質量控制體系提供天然氣供應及管道安裝服務，該體系符合有關天然氣投資、提供天然氣技術諮詢以及銷售天然氣炊具及配件的法定要求。除「B2：工作場所的健康與安全」一節詳述的安全管理體系外，本集團亦採用以下程序來確保其產品安全。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

- All workers should adhere to the Internal Gas-user Safety Management System (《用戶安全管理規程》), which specifies the control processes for all aspects, from engineering design, construction and installation, completion confirmation, to ignition supply, management and maintenance and demolition;
- Prior to the registration of users' premises, users are required to confirm their understanding of safe gas use, including the basic operation of natural gas, common gas accidents and response plans and emergency rescue hotlines;
- To ensure gas users' safety, the systematic inspection systems are in place to ensure any potential safety hazard present in users' households or industrial and commercial facilities can be identified and rectified to avert the occurrence of any accidents;
- Publicity mechanisms are in place to remind the public of gas use safety particularly during holidays, peak gas usage periods, winter gas accidents and rat infestations.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

質量與安全(續)

- 所有員工均遵守內部的《用戶安全管理規程》，該體系對用戶服務工作流程各個方面的過程控制進行規範，涵蓋工程設計、建造安裝、完工確認、點火供應、管理保養及最終拆卸；
- 在登記用戶場所前，用戶須確認對天然氣安全使用的理解，包括天然氣的基本操作、常見的天然氣事故和響應計劃、以及緊急救援熱線；
- 為確保天然氣用戶的安全，本集團已建立系統化的檢查系統，以確保識別並糾正用戶家庭或工業及商業設施中存在的安全隱患，以避免發生任何事故；
- 本集團建立宣傳機制，提醒公眾注意天然氣使用的安全，特別是在節假日、高峰用氣時段、冬季天然氣事故及老鼠出沒的情況下。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Complaints

As the Group runs service-oriented businesses, it is committed to providing comprehensive services to meet the needs of its customers. Valuing the customers' opinions, which are believed to be essential to the long-term development of the Group, the Group places great importance on customer opinions, and has formulated and implemented a series of customer service management systems by maintaining active communication with its clients. Once any complaint is received, it will be dealt with by specific departments and the processing results will be communicated to the customers in a timely manner.

During the year under review, the Group did not receive any substantial complaints about the service quality and the customer satisfaction was high according to the customer survey.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

投訴

本集團的業務經營以服務為導向，致力於提供全面的服務以滿足客戶的需求。本集團重視客戶的意見，認為其對集團長遠發展至關重要。因此，本集團高度重視客戶的意見，並通過與客戶保持積極的溝通，制定並實施了一系列客戶服務管理系統。一旦收到任何投訴，將由特定部門處理，並將處理結果及時反饋給客戶。

於回顧年度內，本集團並無接獲任何有關服務質素的重大投訴。根據客戶調查，本集團客戶滿意度很高。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Privacy matters

The Group endeavours to protect its customers' privacy and eliminate any risks of disclosing any personally identifiable information and sensitive data to the third party without the authorisation in accordance with relevant laws and regulations such as the Law on Protection of Consumer Rights and Interests of the People's Republic of China (中華人民共和國消費者權益保護法) and Personal Data (Privacy) Ordinance of Hong Kong to ensure that the rights and interests of customers are strictly protected.

A series of measures have been established to safeguard clients' privacy and the Group's data. To prevent any information leakage, the Group regulates that only a few assigned staff have the access to sensitive information. For instance, risk management and technical incident recovery plans have been developed to protect personal data and mitigate losses in case any accidents happen. Meanwhile, a confidentiality agreement is required to be signed with relevant parties to ensure that they keep all sensitive information safe and not disclose any data to any third-party without authorisation.

In FY2020, the Group was in compliance with the relevant laws and regulations regarding health and safety, advertising, intellectual property, labelling and privacy matters of its products and services that are material to the Group. Adhering to the reporting principle of materiality, policies and approaches regarding advertising, intellectual property and labelling, which are not material to the Group given its business nature, were not disclosed in this section.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

隱私事宜

根據相關法律法規，如《中華人民共和國消費者權益保護法》和《香港個人資料(隱私)條例》，本集團竭力保護其客戶的隱私，杜絕在未經授權的情況下向第三方披露任何個人身份信息和敏感數據的任何風險，以確保客戶權益得到嚴格保護。

本集團已採取一系列措施，保護客戶的隱私和集團的數據。為防止任何信息洩露，本集團規定只有少數指定人員有權限訪問敏感信息。例如，本集團已制定風險管理和技術事故恢復計劃，以保護個人數據並減少發生事故時的損失。同時，本集團須與相關方簽署保密協議，以確保其保證所有敏感信息的安全，並且不會在未經授權的情況下將任何數據洩露給任何第三方。

於二零二零財年，本集團在其產品和服務的健康與安全、廣告、知識產權、標籤及私隱事宜方面，已遵守對本集團有重大影響的相關法律及規例。依據重要性的報告原則，就本集團的業務性質而言，本集團認為知識產權和標籤事宜對本集團而言重要性相對較低，因此本節並未披露與知識產權和標籤相關的政策和方法。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.7 Anti-corruption

Transparency, integrity and accountability have been embedded in the Group's core value and are key to the way the Group's businesses are run. Consistent with the Group's value, all staff are expected to conduct their duty honestly and ethically, in compliance with the laws and regulations of the jurisdictions where the Group operates, including:

- Law of the People's Republic of China on Anti-money Laundering (中華人民共和國反洗錢法);
- Anti-Corruption Law of the People's Republic of China (中華人民共和國反腐敗法);
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong); and
- Prevention of Bribery Ordinance (Chapter. 201 of the Laws of Hong Kong).

V. 社會責任(續)

營運慣例(續)

B.7 反貪污

本集團將透明、誠信和問責制納入本集團的核心價值中，並認為是本集團業務營運方式的關鍵。所有員工應與本集團的價值觀保持一致，誠實守信地履行職責，遵守本集團經營所在轄區的法律和法規，包括：

- 中華人民共和國反洗錢法；
- 中華人民共和國反腐敗法；
- 打擊洗錢及恐怖分子資金籌集條例(香港法例第615章)；以及
- 防止賄賂條例(香港法例第201章)。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES *(Continued)*

B.7 Anti-corruption *(Continued)*

Encouraging to create a culture of integrity and transparency within the organisation, the Group has zero tolerance for any corrupt and anti-competitive practices. To set clear standards of behaviour of all its staff, strict internal policies and the Code of Conduct have been built and implemented as listed in the Employee Handbook, which is applicable to all employees. The key principles outlined in the Code of Conduct include the prevention of:

- Leakage of confidential information;
- Insider trading;
- Conflict of Interest;
- Improper handling of the Company assets.

V. 社會責任(續)

營運慣例(續)

B.7 反貪污(續)

為鼓勵在企業內建立誠信和透明的文化，本集團對任何腐敗和反競爭行為實施零容忍。為制定明確的全體員工行為標準，本集團已制定並實施了《員工手冊》中所列出的嚴格的內部政策和《行為準則》，該準則適用於所有員工。《行為準則》中概述的主要原則包括禁止：

- 機密信息的洩露；
- 內幕交易；
- 利益衝突；
- 公司資產處理不當。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES *(Continued)*

B.7 Anti-corruption *(Continued)*

Effective whistleblowing procedures are in place to ensure that any suspected or inappropriate conduct can be reported. In particular, whistle-blowers can report verbally or in writing to the department or the senior management of the Group with regard to any suspected misconduct with full details and supporting evidence. To protect the Group's interest and the whistle-blower's safety, all investigation will be conducted in a timely and confidential manner. Where any criminality is suspected, a report will be made to the local authority when the management considers it necessary.

Employees engagement is essential to creating an ethical corporate culture. To raise the anti-corruption awareness of its employees, the Group distributes materials including ICAC circulars and seminar notes to all employees regularly. Meanwhile, all policies and guidelines related to anti-corruption and anti-money laundering are reviewed at least once a year.

In FY2020, the Group was in compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

V. 社會責任 *(續)*

營運慣例 *(續)*

B.7 反貪污 *(續)*

本集團已設立有效的舉報程序，以確保可以舉報任何可疑或不當行為。具體而言，舉報人可就所有可疑的不當行為，以口頭或書面形式向本集團部門或高級管理層報告，並提供完整細節和證據。為保護本集團的利益和舉報人的安全，所有調查將以及時、保密的方式進行。如發現任何可疑犯罪行為，本集團在管理層認為有必要的情況下將報告給當地職能部門。

員工的參與對建立有道德的企業文化至關重要。為提高員工的反腐敗意識，本集團定期向所有員工分發材料，包括廉政公署通函和研討會紀要。同時，本集團每年至少審查一次與反腐敗和反洗錢有關的所有政策和準則。

於二零二零財年，本集團在防止賄賂、勒索、欺詐及洗黑錢方面，遵守對本集團有重大影響的任何相關法律及規例。

V. SOCIAL RESPONSIBILITY *(Continued)*

COMMUNITY

B.8 Community Investment

Reckoning that the success of the Group and the value it creates is defined by the communities where it roots and operates, as a corporate citizen, the Group values community partnerships and always searches for new ways to grow, improve, innovate and operate more efficiently in line with community expectations. The Group is committed to building a harmonious partnership with local community groups, and participating in the community events that improve community well-being, as well as encouraging its staff to voluntarily attend a wide range of charitable events, thereby making own contributions to the local communities through personal experiences.

During the year under review, due to the devastating impacts caused by the unprecedented pandemic on the society, the Group was unable to hold or participate in any charitable activities in alignment with its business philosophy. Nevertheless, the Group will continue to deliver on its commitments to social responsibility and take any opportunity to support the prosperity of communities after the pandemic, moving towards a common purpose through a remotely collaborative mode expected in 2021.

V. 社會責任(續)

社區

B.8 社區投資

本集團認為其成功及創造的價值，由其扎根和營運所在的社區來定義。作為企業公民，本集團重視與社區的夥伴關係，並始終尋求符合社區期望的新方式發展、提高、創新和更有效地營運。本集團致力於與當地社區團體建立和諧的夥伴關係，並參與改善社區福祉的社區活動，同時鼓勵其員工自願參加各種慈善活動，從而通過親身參與為當地社區做出自己的貢獻。

於回顧年度內，史無前例的疫情對社會造成嚴重影響，本集團未能按照其經營理念舉行或參與任何慈善活動。儘管如此，本集團將繼續履行其對社會責任的承諾，並抓住一切機會在疫情過後支持社區的繁榮，預計在二零二一年通過遠程協作模式，朝著共同的目標邁進。

環境、社會及管治報告

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V. SOCIAL RESPONSIBILITY (Continued)

Appendix

Table A – Number of Employees by Age Group, Gender, Employment Type, Position Level and Geographical Locations of the Group in FY2020

		Age group 年齡				Total 總數
Unit: Number of employees 單位：員工人數	Gender 性別	Aged 30 or below 30歲或以下	Aged between 31 and 40 31-40歲	Aged between 41 and 50 41-50歲	Aged 51 or above 51歲或以上	
Male	男性	11	8	8	6	33
Female	女性	2	4	2	2	10
Total	總數	13	12	10	8	43
Employment type 就業類型						
	Full time 全職	Part time 兼職		Total 總數		
	41	2		43		
Position Level 職位						
	General staff 一般員工	Senior employee and manager 高級員工及經理	Director and management 董事與管理層		Total 總數	
	19	8	16		43	
Geographical location 地區						
Locations	地區	Number of employees 員工人數				
PRC	中國	21				
Hong Kong	香港	22				
Total	總數	43				

V. 社會責任(續)

附件

表甲—本集團二零二零財年按年齡、性別、就業類型、職位和地區劃分的員工總數

環境、社會及管治報告

Environmental, Social and Governance Report

V. SOCIAL RESPONSIBILITY (Continued)

Appendix (Continued)

Table B – Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2020

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 and 40	Aged between 41 and 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男性	2	3	1	0	6
Employee turnover rate* (percentage)	員工流失率*(%)	4.7%	7.1%	2.4%	0%	14.2%
Female	女性	0	2	0	0	2
Employee turnover rate* (percentage)	員工流失率*(%)	0%	4.7%	0%	0%	4.7%
Total	總數	2	5	1	0	8
Total employee turnover rate* (percentage)	員工流失率*(%)	4.7%	11.8%	2.4%	0%	18.9%

Geographical locations

Locations	地區	Employee turnover 員工流失	Employee turnover rate* (percentage) 員工流失率*(%)
PRC	中國	3	7.1%
Hong Kong	香港	5	11.8%

* Turnover rate refers to the ratio of the number of employees who left the Group and the number of employees on average in FY2020.

* 流失率指二零二零財年本集團辭職員工數與平均員工人數的比值

V. 社會責任(續)

附件(續)

表乙—本集團二零二零財年按年齡、性別及地區劃分的員工流失

VI. REPORT DISCLOSURE INDEX

VI. 報告披露索引

HKEx ESG Guide content index

聯交所ESG報告指引索引

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
A. Environmental			
A.環境			
A1: Emissions	General Disclosure	Information on:	26
		(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.	
A.1. 排放物	一般披露	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。	
	KPI A1.1	The types of emissions and respective emission data.	28
	關鍵績效指標A1.1	排放物種類及相關排放數據。	
	KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	29
	關鍵績效指標A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度。	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	28
	關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度。	

VI. REPORT DISCLOSURE INDEX (Continued)

VI. 報告披露索引(續)

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	29
	關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度。	
	KPI A1.5	Description of measures to mitigate emissions and results achieved.	31
	關鍵績效指標A1.5	描述減低排放量的措施及所得成果。	
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	33
	關鍵績效指標A1.6	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成果。	
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	37
A.2.資源使用	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	
	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).	36
	關鍵績效指標A2.1	按類型劃分的直接及/或間接能源總耗量及密度。	
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	36
	關鍵績效指標A2.2	總耗水量及密度。	
	KPI A2.3	Description of energy use efficiency initiatives and results achieved.	37
	關鍵績效指標A2.3	描述能源使用效益計畫及所得成果。	
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	39
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計畫及所得成果。	

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	36
	關鍵績效指標A2.5	製成品所用包裝材料的總量及(如適用)每生產單位估量。	
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	42
A.3.環境及天然資源	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	42
	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。	

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B. Social			
B. 社會			
Employment and Labour Practices			
僱傭及勞工常規			
B1: Employment	General Disclosure	Information on:	47
B.1. 僱傭		(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.	
	一般披露	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。	
	KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	45, 70
	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。	
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	71
	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。	

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
B2: Health and Safety B.2. 健康與安全	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	53
	一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	
	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。	55
	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。	55
	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。	53

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
B3: Development and Training B.3. 發展及培訓	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	57
	一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	N.A.
	關鍵績效指標B3.1	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。	
B4: Labour Standards B.4. 勞工準則	KPI B3.2	The average training hours completed per employee by gender and employee category.	N.A.
	關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
	General Disclosure	Information on:	58
	一般披露	(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。	
	KPI B4.1	Description of measures to review employment practises to avoid child and forced labour.	58
	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。	
	KPI B4.2	Description of steps taken to eliminate such practises when discovered.	58
	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。	

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Operating Practices 營運慣例			
B5: Supply Chain Management B.5. 供應鏈管理	General Disclosure	Policies on managing environmental and social risks of the supply chain.	59
	一般披露	管理供應鏈的環境及社會風險政策。	
	KPI B5.1	Number of suppliers by geographical region.	60
	關鍵績效指標B5.1	按地區劃分的供應商數目。	
	KPI B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored.	59
	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、以及相關執行及監察方法。	
B6: Product Responsibility B.6. 產品責任	General Disclosure	Information on:	60
	一般披露	(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.	
	一般披露	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。	

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	Page 頁碼
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N.A.
	關鍵績效指標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。	
	KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	64
	關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及對應方法。	
	KPI B6.3	Description of practises relating to observing and protecting intellectual property rights.	N.A.
	關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	
	KPI B6.4	Description of quality assurance process and recall procedures.	61
	關鍵績效指標B6.4	描述質量鑒定過程及產品回收程序。	
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	65
	關鍵績效指標B6.5	描述消費者資料保障及隱私政策，以及相關執行及監察方法。	
B7: Anti-corruption B.7.反貪污	General Disclosure	Information on:	66
		(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.	
	一般披露	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。	

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	KPI B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the reporting period and the outcomes of the cases.	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。	
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	67
	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 B.8. 社區投資	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	69
	一般披露	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	N.A.
	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.	N.A.
	關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	

