



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)

Annual Report  
年報  
**2023**



# 環境、社會及管治報告

## Environmental, Social and Governance Report

### I. PREAMBLE

As an investment holding company, Global Strategic Group Limited (the “Company”) with its subsidiaries (collectively, “the Group”) engages in a wide range of businesses, including the 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”).

The past years have witnessed a profound reshaping of the world, impacting individuals and societies on an unprecedented scale. In addition to health and safety, other emerging crises, such as climate change, environmental degradation, resource scarcity, and economic stability, are still imminent.

Entering 2023, the world is gradually emerging from the unprecedented challenges posed by the COVID-19 Pandemic (the “pandemic”). The return to a new normal in production and daily life brings a growing energy demand, exceeding the patterns of the past two years. This juncture presents an invaluable opportunity for the Group to not only meet the rising energy needs but also to elevate the quality of life for individuals by ensuring a secure, diversified, and dependable energy supply.

Meanwhile, China attaches great importance to its response to climate change and has adopted several policies and actions to accelerate energy transition, including the “Energy in China’s New Era” (《新時代的中國能源發展》) and “Energy Production and Consumption Transition Strategy” (《能源生產和消費革命戰略》). The Group is committed to staying in line with national and international goals and seizing the opportunity to satisfy the immediate energy demands while reducing its impacts on the environment and its exposures to climate change.

During the past year, the Group remained steadfast in its mission of creating a positive impact on the society, advancing sustainable practices, and delivering shared values to its stakeholders. The Group has incorporated the principle of sustainability into its strategy and business operations, aiming to enhance its sustainability performance while fulfilling its environmental and social responsibility.

### I. 前言

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

過去幾年，世界發生了深刻的變化，對個人和社會產生了前所未有的影響。除健康和安​​全議題外，氣候變化、環境污染、資源短缺和經濟穩定等其他新出現的危機仍舊迫在眉睫。

邁進二零二三年，世界正逐漸從 COVID-19（「疫情」）帶來的巨大挑戰中恢復過來。隨著生產和日常生活回歸新常態，對於能源的需求較過去兩年也不斷增長。這為本集團提供了寶貴的機遇，不僅可以滿足日益增長的能源需求，同時也能夠通過為人們提供安全、多元化和可靠的能源供應來提高人們的生活質量。

同時，中國高度重視應對氣候變化，已採取包括《新時代的中國能源發展》和《能源生產和消費革命戰略》等多項政策和措施以加速能源轉型。本集團致力於與國家和國際目標保持一致，並抓住機會滿足當今的能源需求，同時努力減少對環境的影響及暴露在氣候變化下的風險。

在過去的一年，本集團堅定不移地履行其使命，致力為社會帶來積極影響、推動可持續實踐並為利益相關者創造共享價值。本集團已將可持續發展原則融入集團戰略與業務營運中，以提升可持續發展績效，同時履行其環境和社會責任。

## II. ABOUT THIS REPORT

In 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 Environmental, Social and Governance (“ESG”) Report for the financial year from 1 October 2022 and ended 30 September 2023 (“FY2023” or “the year under review”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2023 under “Comply or Explain” provision.

### Boundary Setting

Adopting the operational control approach, the Group defines the scope of this ESG Report based on the discrete analysis of its business operations in FY2023. The Group includes in the reporting boundary the headquarter office in Hong Kong, its Sales and leasing business in Shanghai and its Natural gas operations in Yichang the PRC, which represented the majority of the Group’s annual revenue. The Group considers these operating segments as relatively significant after an in-depth analysis of its business impacts from economic, environmental, and social perspectives. Given the application of the Materiality principle, the operations of Independent financial advisory are not included.

For corporate governance-related information, please refer to the Corporate Governance Report of the Group’s 2023 Annual Report.

### Reporting Principles

This report has been prepared against the Reporting Principles outlined in the ESG Guide of the Stock Exchange. Given the reporting principles that underpin the preparation of the ESG report, the main ESG performance of the Group in FY2023 has been determined and presented by following the principles of Materiality, Quantitative, Balance, and Consistency.

## II. 關於本報告

本集團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》（「ESG指南」）及「不遵守或解釋」條文，欣然呈獻其自二零二二年十月一日至二零二三年九月三十日止（「二零二三財年」或「回顧年度」）的環境、社會及管治（「ESG」）報告，以展示本集團於二零二三財年在ESG管理及企業可持續發展方面的方針和表現。

### 邊界設定

本集團採用營運控制法，根據對二零二三財年業務營運的審慎分析，確定報告的範圍。因此，本集團將位於香港的總部辦事處、位於上海的銷售和租賃業務及其位於中國宜昌的天然氣業務（佔本集團年度收入的大部分）包括在報告範圍內。本集團從經濟、環境及社會角度深入分析其業務影響後，認為該三處營運相對重要。考慮到重要性原則的應用，獨立財務顧問的業務並不包括在本報告內。

對於企業管治的相關信息，請參閱本集團二零二三年年報中的企業管治報告。

### 報告原則

本報告按聯交所於ESG指南中列出的報告原則編製。由於報告原則是編製ESG報告的基礎，因此，本集團已遵循重要性、量化、平衡和一致性的原則，確定並展示本集團於二零二三財年ESG的主要績效。



## II. ABOUT THIS REPORT *(Continued)*

### Reporting Principles *(Continued)*

#### **Materiality:**

The Group emphasised the principle of Materiality to identify the ESG issues that have the most significant impacts and are most relevant to the Group's operations. In FY2023, the Group conducted its annual materiality assessment through online questionnaires and communicating with its well-selected stakeholder representatives to collect their expectations and feedback for ESG issues. The assessment results were then handed to the board of directors (the "Board") for review. The outcomes that were approved and verified by the leaders of the Group form the base of the content of this ESG report and guide the sustainability strategy and actions of the Group in the future. For more information, please refer to the section on Materiality Assessment.

#### **Quantitative:**

To demonstrate the principle of Quantitative, the environmental and social performance of the Group are organised and disclosed in terms of various Key Performance Indicators ("KPIs"), including emissions, consumption of natural resources, and employment information, ensuring that stakeholders have a deep understanding of the Group's ESG performance. The relevant sources of the assumptions and conversion factors used are listed clearly in the footnote of the corresponding performance tables.

#### **Balance:**

To present an unbiased and complete picture of its ESG performance to the readers and stakeholders, the Group adheres to the principle of Balance to transparently reveal its sustainability performance for both outstanding achievements and areas for improvement in FY2023.

## II. 關於本報告 (續)

### 報告原則 (續)

#### **重要性：**

本集團根據重要性原則以識別對其營運影響最重大、最相關的ESG議題。於二零二三財年，本集團通過線上問卷調查及諮詢關鍵的利益相關者，收集其對ESG議題的期望和反饋，以此開展年度重要性評估。評估結果隨後提交董事會（「董事會」）審閱。經本集團領導認可和核實的結果構成了本ESG報告的基礎內容，並指導本集團未來的可持續發展戰略和行動。詳情請參閱重要性評估章節。

#### **量化：**

為體現量化原則，本集團的環境和社會績效依照一系列關鍵績效指標（「關鍵績效指標」）進行組織和披露，包括排放、自然資源消耗、僱傭資訊等，以確保利益相關者對其環境和社會績效有深入的了解。計算中所使用的假設和換算系數的相關來源已在對相應的績效表註腳中明確列出。

#### **平衡：**

為了向讀者和利益相關者呈現公正、完整的ESG表現，本集團堅持平衡原則，透明地披露在二零二三財年於可持續性表現方面取得的突出成就和改進空間。

## II. ABOUT THIS REPORT *(Continued)*

### Reporting Principles *(Continued)*

#### **Consistency:**

The Group maintains the disclosure framework and methodology for data calculation over these years to allow peer benchmarking and meaningful comparison across years. In case of any significant changes in the disclosure standards or other key reporting elements, clear explanations will be provided in the corresponding sections to facilitate the understanding of the readers and stakeholders.

#### **Information Disclosure**

The information presented in the ESG report was collected from various sources, including official documents, statistics, and internal policies across the Group's subsidiaries. It also incorporates verifiable evidence of the implementation of ESG practices in the Group, feedback from staff collected through online surveys that included both quantitative and qualitative questions aligned with the reporting framework and verified data relating to the Group's annual performance in business operations and sustainable development. A complete index table is available at the end of the ESG report for the reader's convenience to check its integrity.

The Group will publish the ESG Report in respect of the financial year ended 30 September 2023 on the websites of the Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and the Company's website ([www.globalstrategicgroup.com.hk](http://www.globalstrategicgroup.com.hk)) at the same time as its Annual Report is published. The ESG Report will be accessible under the "Investor Relations" section of the Company's website.

This Report is prepared in both English and Chinese. Should there be any conflict or inconsistency, the English version shall prevail.

## II. 關於本報告 *(續)*

### 報告原則 *(續)*

#### **一致性：**

為便於與同行比較及進行有意義的跨年度比較，本集團多年來採用一致的披露框架和數據計算方法。如果報告框架或其他關鍵報告要素有任何重大變化，將在相應章節中作出明確解釋，以便讀者和利益相關者理解。

#### **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、統計數據和內部政策。同時納入了本集團實施ESG方面措施的事實證據、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。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。

本集團將於發佈其年報的同時，在香港交易所網站([www.hkexnews.hk](http://www.hkexnews.hk))及公司網站([www.globalstrategicgroup.com.hk](http://www.globalstrategicgroup.com.hk))刊發其截至二零二三年九月三十日之財年的ESG報告。本ESG報告可在公司網站的「投資者資訊」欄目下進行查閱。

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。

### III. APPROACH TO SUSTAINABILITY

Over the years, Global Strategic has adhered to the highest standards and strived to maintain a strong corporate governance and management system. To deliver long-term sustainable value to all stakeholders, the Group regularly strengthens its practices and measures under the oversight and monitoring of the Board. The Group's business operations and activities are conducted in line with its core values, including care, integrity, respect, collaboration, transparency, and commitment. The sustainability-focused approach guides the Group's risk management and opportunities identification, with regular stakeholder engagement contributing to continuous improvements of the Group.

As the highest authority holding ultimate responsibilities for the oversight of all ESG-related issues, policies and reporting, the Board holds the overall accountability to oversee the execution of the Group's sustainability strategy in a top-to-bottom manner. With rich experience and insight, the Board acknowledged the significance of identifying and addressing ESG-related risks and opportunities, particularly those associated with climate-related issues. Among its responsibilities, the Board conducts regular reviews of the Group's internal policies, including the Code of Conduct and Operation Manual, to ensure their alignment with evolving ESG objectives and standards.

The Board strictly supervises the overall governance processes and delegates specific areas of responsibility to the standing committees to enhance the efficient discharge of its obligations. The Management, composed of leaders across the organisation, is responsible for managing and integrating sustainable strategy and policies into daily operations and reporting the updates on the material ESG issues in the Group to the Board.

### III. 可持續發展方向

多年來，環球戰略集團有限公司一直堅持最高標準，始終保持強大的企業治理和管理體系。為給所有利益相關者帶來長期可持續的價值，本集團在董事會的監督下，定期加強其實踐和措施。本集團的業務營運和活動均基於其核心價值，包括開懷、正直、尊重、協作、透明度和承諾。以可持續發展為重心的方法為本集團的風險管理和機遇識別提供了指導，利益相關者的定期參與也為本集團的持續改進作出貢獻。

作為最高管理層，董事會對所有與ESG相關議題、政策和報告負有最終監督責任，以自上而下的方式監督集團可持續發展戰略的執行。憑藉其豐富的經驗和洞察力，董事會認識到識別和應對ESG相關風險和機遇的重要性，特別是與氣候相關的風險和機會。此外，董事會負責定期審查集團的內部政策，包括《行為守則》和《操作手冊》，以確保其符合不斷變化的ESG目標和準則。

董事會嚴格監督整個企業治理流程，並將特定領域的職責委派給常設功能委員會以提高其履行職責的效率。管理層由企業內各部門的領導組成，負責將可持續性戰略和政策納入日常營運中，並向董事會匯報集團內重大ESG議題的最新進展。

III. APPROACH TO SUSTAINABILITY (Continued)

III. 可持續發展方向 (續)

ESG Management Structure

ESG管治結構

The Board 董事會

**Assumes leadership and advisory role for overseeing the performance and operations of the Group**

- Oversees all ESG-related issues and performance in accordance with the Group's core value
- Approves the Group's sustainability strategy and targets
- Responds to solving stakeholder expectations
- Reviews management updates and enterprise risk assessment

**擔任監督集團績效和營運的領導和諮詢角色**

- 根據集團的核心價值，監控所有與ESG相關議題及績效
- 批准集團的可持續發展戰略及目標
- 應對不斷變化的利益相關者期望
- 審查管理層更新及企業風險評估

Standing Committees 功能委員會

**Assist the Board in discharging its duties and responsibilities**

- Enhance the Board's understanding and knowledge of the ESG landscape
- Formulate forward-looking plans through monitoring and assessing strategic risk exposure and opportunities identified
- Recommend opportunities to strengthen the goals and targets based on the operational experience learning and feedback

**協助董事會履行職責**

- 提高董事會對環境、社會及管治格局的了解和認識
- 通過監測和評估識別道德戰略風險敞口和機遇，制定前瞻性計劃
- 根據營運經驗所學及反饋，建議加強目標和指標的機會

Management 管理層

**Oversees the enactment of sustainability initiatives across the Group.**

- Delivers the strategic direction and targets to be approved by the Board
- Monitors regularly the progress of implementation of the sustainability aspiration plans
- Instils the corporate culture across the organisation

**監督整個集團的可持續發展倡議的制定**

- 交付戰略方向和目標予董事會批准
- 定期監測可持續發展願景計劃的實施進度
- 在整個組織架構中灌輸企業文化

Business Units 業務部門

**Execute the policies according to the top-down instructions.**

- Share the cumulative experiences in sustainability building throughout the Group
- Report on the material ESG-related risks and opportunities in daily operations

**根據自上而下的指令執行策略**

- 分享整個集團在可持續發展方面的累積經驗
- 報告日常運營中與環境、社會及管治相關的重大風險和機遇

Top-down Approach  
「自上而下」的管理方法

### III. APPROACH TO SUSTAINABILITY *(Continued)*

The Group understands that paving the way toward a more sustainable future requires robust corporate governance and responsible practices. Relying on the top-down management approach, the Group could strengthen the accountability of the Board and management, delivering long-term value for stakeholders and ensuring the strategic objectives are effectively achieved.

Over the years, the Group has undertaken dedicated efforts to minimise its adverse environmental and social impacts during its operations. To ensure the Group's sustainable strategy and practices align with the latest ESG-related policies, the Group has assigned the Finance Department to conduct regular reviews, and external consultants are engaged to convey the latest industrial best practices to the Board, ensuring the leadership is fully aware of evolving sustainable development trends and responds to potential ESG risks promptly.

As the Group understands the importance of setting goals to motivate actions, the Group has set a series of ESG-related targets to measure the progress and performance of the Group. Due to its business nature which mainly focuses on the operations of natural gas intermediate services, the Group has set a set of environmental targets which are specified in the later section of this ESG report. The Board is responsible for keeping track of the completion of targets according to well-defined KPIs, ensuring these targets are aligned with the overall mission of the Group, and adjusting the business strategies as needed. Under the leadership of the Board, the management regularly reviews the Group's governance framework to ensure the implementation of the sustainable practices fulfils the legal requirements and stakeholders' expectations. Details of the Group's management approaches in both the environmental and social aspects are elaborated under different sections of this ESG report.

### III. 可持續發展方向 *(續)*

本集團深知，邁向更可持續未來的道路需要健全的企業治理和負責任的實踐。憑藉自上而下的管理方式，本集團能夠強化董事會和管理層的問責制，為利益相關者提供長期價值，確保戰略目標的有效實現。

多年來，本集團致力於最大程度減少營運過程中對環境和社會產生的不利影響。為確保集團的可持續發展戰略及實踐符合最新的ESG相關政策，本集團委派財務部定期進行審查，並聘請外部顧問向董事會傳達最新的行業最佳實踐，確保領導層充分了解不斷演變的可持續發展趨勢並及時應對潛在的ESG風險。

本集團意識到設定目標以激勵實踐的重要性，因此制定了一系列ESG相關的目標來衡量集團的進展和表現。由於其業務性質主要集中於天然氣中游服務，本集團制定了一系列環境目標，並將在 ESG 報告的後面部分具體說明。董事會負責根據明確的關鍵績效指標追蹤目標的完成情況，確保這些目標與集團的整體使命保持一致，並根據需要調整業務策略。在董事會的領導下，管理層負責定期審查集團的管治框架，以確保其實踐的落實符合法律要求和利益相關者的期望。本集團在環境及社會方面的管理方法詳情於本報告的不同章節詳述。



**III. APPROACH TO SUSTAINABILITY** *(Continued)*

**Board Statement**

Dear valued stakeholders,

At Global Strategic, we have unswervingly sought a sustainable business model and incorporated our ESG leadership across our business approach and operations. On behalf of the Board, I am pleased to present the ESG Report of the Group for the financial year ended 30 September 2023, demonstrating our progress and performance against our ESG goals and our commitment to sustainability actions.

***Our Approach and Strategy***

As the largest domestic gas supplier in Yichang, the Group is committed to bringing a positive impact to the whole society while providing a stable and reliable gas supply. We recognise that responsible business practices are essential for long-term success and, more importantly, for the well-being of our communities. We embrace sustainable practices across our value chain, from supply chain management to operational efficiency. Through robust governance measures, we ensure accountability, compliance, and ethical conduct in every facet of our business.

**III. 可持續發展方向** *(續)*

**董事會聲明**

尊敬的利益相關者，

在環球戰略集團有限公司，我們堅定不移地尋求可持續的商業模式，並將ESG領導融入我們的業務營運方式。我謹代表董事會欣然向您們呈獻此份截至二零二三年九月三十日財年的ESG報告，以展示我們在ESG目標方面的進展和績效，以及我們對可持續發展行動的承諾。

***我們的方針與策略***

作為宜昌最大的本土天然氣供應商，本集團致力於在提供穩定可靠的天然氣供應的同時，為社會帶來正面影響。我們認識到，負責任的商業實踐不僅對長期成功至關重要，同時關乎著我們社區的福祉。我們在價值鏈的各個環節，從供應鏈管理到營運效率，都堅持可持續實踐。通過強而有力的治理措施，我們確保集團在業務的各個方面符合問責、合規和道德要求。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement *(Continued)*

#### ***Our Approach and Strategy (Continued)***

Our approach to ESG is rooted in a proactive engagement with stakeholders, fostering transparent communication and collaboration. Under the oversight of the Board, we identify and prioritise ESG-related risks that may have a significant impact on business operations through annual stakeholder engagement and materiality assessment. In particular, significant attention is given to climate-related risks, which may bring profound implications for both the Group and the local communities. By integrating insights from stakeholder engagements and materiality assessments, the Board ensures that our focus on ESG risks aligns with the expectations of our diverse stakeholder groups and reinforces our commitment to sustainable and responsible business practices. For a comprehensive understanding of our ESG landscape and to enhance the effectiveness of our risk identification and prioritisation efforts, please refer to the Stakeholders Engagement and Materiality Assessment section.

Meanwhile, our overall strategy is a roadmap for innovation, resilience, and responsible resources management. By investing in clean energy solutions, advancing technology-driven initiatives, and prioritising operational safety, we are dedicated to leading the industry towards a more sustainable future. We also collaborate with local communities, governments, and industry partners to deliver holistic and impactful ESG outcomes.

Furthermore, a well-defined division of labour has been established for various material ESG matters in shared responsibility to effectively fulfil our corporate responsibilities. Maximising the working capacity of the Standing Committee, audits on the implementation of ESG measures will be performed as needed. At the same time, the Board will review the outcomes and make well-informed decisions.

### III. 可持續發展方向 *(續)*

#### 董事會聲明

#### ***我們的方針與策略 (續)***

我們的ESG方針基於與利益相關者的積極互動，促進透明的溝通與合作。在董事會監督下，我們通過年度利益相關者參與和重要性評估，識別可能對業務營運產生重大影響的ESG相關風險，並將其列為優先事項。我們尤其重視可能對集團和當地社區產生深遠影響的氣候相關風險。通過整合利益相關者參與和重要性評估的見解，董事會確保我們對ESG風險的關注符合不同利益相關者的期望，同時強化集團對可持續和負責任業務實踐的承諾。為全面了解本集團的ESG治理情況並提高風險的識別和優先排序的有效性，請參閱利益相關者參與和重要性評估章節。

同時，我們的總體戰略以創新、恢復力和負責任的資源管理為主要路線。通過投資於清潔能源解決方案、推動技術驅動的倡議，以及優先考慮營運安全，我們致力於引領整個行業邁向更可持續的未來。我們亦與當地社區、政府和商業夥伴合作，以實現全面且具影響力的ESG成果。

此外，為有效地履行我們的企業責任，各項重大ESG事務都有明確的分工，確保集體負責。功能委員會將充分發揮其職能，根據需要對ESG相關措施的落實情況進行審查，並由董事會對結果進行審核，以便在充分知情的情況下做出決策。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement *(Continued)*

##### ***Our Aspirations***

Beyond economic success, we envision the Group as a catalyst for positive change. We aspire to be recognised not only for our products but also for the enduring positive impacts we bring to the environment and society. In FY2023, we reviewed our ESG targets to ensure that we adhere to the national and international sustainability goals as well as the overall mission of the Group. In addition to the group-level targets, the designated person in charge of each subsidiary is responsible for developing specific annual targets with the validation of the Board.

During the year under review, the Board and its standing committee focus on monitoring the progress against these targets and the implementation of the relevant practices. In addition, the Board monitors the progress in achieving our aspirations by overseeing corresponding performance disclosure in the ESG Report annually.

##### ***Our Climate Resilience***

With the increasing global climate-related crisis, there is a growing concern about combating climate change and achieving carbon neutrality. As a company majoring in the natural gas business, we recognise that climate change may pose significant impacts on our business operations. As such, we set up and regularly review our environmental targets based on science and the “30.60” national pledge to ensure we stay ahead of emerging climate-related issues. The Board is also dedicated to maintaining a proactive and adaptive approach to secure the long-term sustainability of Global Strategic.

### III. 可持續發展方向 *(續)*

#### 董事會聲明 *(續)*

##### ***我們的抱負***

除了經濟上的成功，我們亦將集團視為積極變革的催化劑。我們不僅希望我們的產品得到認可，同時希望我們能為環境和社會帶來持久的積極影響。在二零二三財年，我們重新審視了我們ESG相關目標，以確保其符合國家和國際的可持續發展目標以及集團的整體使命。除集團層面的目標外，各子公司的相關負責人亦負責制定年度目標並交由董事會審批。

於回顧年度內，董事會及其常設委員會密切關注這些目標的進展情況以及旨相關措施的落實情況。此外，董事會通過監督ESG報告中相應績效的年度披露來監察實現集團遠景的進程。

##### ***我們的氣候適應能力***

隨著全球氣候相關危機的加劇，人們越來越關注應對氣候變化和實現碳中和等議題。作為一家主營天然氣業務的公司，我們意識到氣候變化可能對我們的業務營運造成重大影響。因此，我們努力制定以科學為基礎和符合「30.60」國家承諾的環境相關目標，並對其進行定期審查，以確保我們在應對新出現的氣候議題上保持領先。董事會致力於保持積極主動的適應性方法，以確保集團的長期可持續發展。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement *(Continued)*

#### ***Our Climate Resilience*** *(Continued)*

Our commitment to climate resilience is an ongoing journey of improvement. We are committed to mitigating our environmental impacts through investments in renewable energy and energy efficiency. Simultaneously, we proactively adapt to the changing climate by conducting rigorous risk assessments and implementing strategies to enhance our resilience. Reckoning that climate change mitigation is a shared responsibility, our collaboration with stakeholders, including governments, NGOs, and local communities, reflects our commitment to developing comprehensive strategies that address climate challenges and contribute to the global fight against climate change.

Looking ahead, as the pandemic control has been retrieved and the Group have accumulated rich experience in operation under the new normal, we reaffirm our unwavering commitment to ESG leadership. We remain confident that through collective efforts, the Group will continue to be a driving force for continuous improvement, leading the energy transition and making meaningful contributions to the world.

Last but not least, I would like to take this opportunity to express my sincere gratitude towards our dedicated staff, loyal business partners, understanding shareholders, valuable customers and other stakeholders for continuously supporting us on the way to transitioning towards a more sustainable enterprise.

**Wang Wenzhou**

*Executive Director and Chief Executive Officer*

29 December 2023

### III. 可持續發展方向 *(續)*

#### 董事會聲明 *(續)*

#### ***我們的氣候適應能力*** *(續)*

我們對於氣候韌性的承諾是一個不斷改進的過程。我們致力於通過投資可再生能源和提高能源效率來減輕對環境的影響。同時，我們通過嚴格的風險評估和相關戰略的實施來增強集團韌性，從而積極適應不斷變化的氣候。考慮到減緩氣候變是一項共同責任，我們與包括政府、非政府組織和當地社區在內的利益相關者開展合作，制定全面的戰略，為全球應對氣候變化作出貢獻。

展望未來，隨著疫情得到控制，集團在新常態下的營運積累了豐富的經驗，我們再次重申對ESG領導力的堅定承諾。我們相信，通過共同努力，本集團將繼續致力於持續改進，引領能源轉型，為世界作出有意義的貢獻。

最後，我想藉此機會向我們敬業的員工、忠誠的商業夥伴、理解支持的股東、寶貴的客戶和其他利益相關者表達由衷的感謝，感謝他們在我們邁向可持續發展的企業轉型道路上不斷給予支持。

**王文周**

*執行董事兼行政總裁*

二零二三年十二月二十九日



#### IV. STAKEHOLDERS ENGAGEMENT

The Group recognised stakeholder engagement as an essential component of its journey towards responsible and sustainable corporate governance. Through actively engaging with key stakeholders, the Group gains the opportunities to demonstrate transparency, facilitate open and informed dialogues and share its sustainability commitments and achievements. As each stakeholder holds a unique perspective and plays a distinct role in sustainable development, the Group values every chance to hear from the stakeholders and make efforts to address emerging issues.

Regular engagement is arranged for the Group to update new ESG objectives and performance with key stakeholders while collecting their feedback and expectations to enhance the development of sustainability approaches. The results shared in the following section show the meaningful feedback that the Group received from the key stakeholders, including shareholders, employees, customers, suppliers, government, and the general public. The Group maintains stable connections with the stakeholders through their preferred channels for communication in a proactive manner, which are also summarised in the table below.

#### IV. 利益相關者的參與

本集團認識到利益相關者的參與是其實現負責任和可持續企業治理的重要組成部分。通過積極與主要利益相關者接觸，本集團有機會展示透明度、促進公開和知情對話以及分享可持續發展承諾與成就。由於每個利益相關者都擁有獨特的視角且扮演著不同的角色，本集團珍視每一次聆聽利益相關者意見的機會，並努力應對新出現的議題。

本集團定期與利益相關者接觸以及時向其更新集團的ESG目標與績效，同時收集利益相關者的反饋與期望以增強集團可持續發展的方針。以下部分總結了包括股東、員工、客戶、供應商、政府和公眾在內的主要利益相關者對集團的反饋。本集團通過主要利益相關者的首選溝通渠道，積極主動地與他們保持穩定的聯繫，總結如下表。

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"> <li>Annual report 年報</li> <li>Annual general meetings 股東週年大會</li> <li>Corporate website 公司網站</li> <li>Direct communication 直接溝通</li> </ul>	<ul style="list-style-type: none"> <li>Business strategies and financial performance 業務策略及財務表現</li> <li>Corporate governance 企業管治</li> <li>Business sustainability 業務可持續性</li> <li>Human Resource Allocation 人力資源配置</li> </ul>

IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

IV. 利益相關者的參與 *(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
Employees 僱員	<ul style="list-style-type: none"> <li>• Interviews 面談</li> <li>• Training sessions 培訓課程</li> <li>• Internal memos 內部備忘錄</li> </ul>	<ul style="list-style-type: none"> <li>• Rights and benefits 權利及福利</li> <li>• Employee compensation 僱員酬金</li> <li>• Training and development 培訓及發展</li> <li>• Working hours 工作時數</li> <li>• Occupational health and safety 職業健康與安全</li> <li>• Communication effectiveness 溝通有效性</li> </ul>
Customers 顧客	<ul style="list-style-type: none"> <li>• Direct communication and emails 直接溝通及電郵</li> <li>• Complaint hotlines 投訴熱線</li> <li>• Opinion boxes 意見箱</li> <li>• Customer surveys 客戶調查</li> </ul>	<ul style="list-style-type: none"> <li>• Products and service quality 產品及服務質量</li> <li>• Service safety and stability 服務安全性及穩定性</li> <li>• Protection of privacy 私隱保障</li> </ul>

IV. STAKEHOLDERS ENGAGEMENT (Continued)

IV. 利益相關者的參與 (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
Suppliers 供應商	<ul style="list-style-type: none"> <li>Business meetings</li> <li>業務會議</li> <li>Tenders</li> <li>投標</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilment of promises</li> <li>履行承諾</li> <li>Payment schedule</li> <li>付款時間表</li> <li>Regular updates on business and product requirements</li> <li>定期更新業務及產品需求</li> </ul>
Government 政府	<ul style="list-style-type: none"> <li>Statutory filings and notification</li> <li>法規文件存檔及通知</li> <li>Regulatory or voluntary disclosures</li> <li>監管或自願披露</li> <li>Tax return</li> <li>納稅申報單</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with law and regulations</li> <li>遵守法律法規</li> <li>Fulfilment of tax obligation</li> <li>履行稅務責任</li> <li>Environmental protection</li> <li>環境保護</li> </ul>
General public 公眾	<ul style="list-style-type: none"> <li>Community activities</li> <li>社區活動</li> <li>Corporate donations</li> <li>企業捐贈</li> </ul>	<ul style="list-style-type: none"> <li>Fair employment opportunities</li> <li>公平就業機會</li> <li>Environmental awareness</li> <li>環境保護意識</li> </ul>

Materiality Assessment

Since the identified ESG risks and opportunities for the Group vary across different stakeholders with specific backgrounds and concerns, materiality assessment is a fundamental step for the Group to gather and evaluate the feedback of the stakeholders and integrate these insights into the Group's strategy. As such, the Group conducts regular materiality assessments to maintain continuous engagement with its stakeholders.

重要性評估

由於不同利益相關者的背景和關注點各不相同，所識別到的與集團相關的ESG風險和機遇也不盡相同，因此，重要性評估是本集團收集和分析利益相關者反饋，並將這些見解融入集團戰略的基本步驟。本集團定期進行重要性評估，以保持與利益相關者的持續接觸。

#### IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

##### **Materiality Assessment *(Continued)***

In FY2023, the Group actively engaged with the key stakeholders and invited well-selected stakeholder representatives to participate in a materiality assessment survey conducted by a third-party consultancy agency. Through collecting responses on the questionnaire, which is designed according to the Group's overarching mission and business development, the Group eventually formulated a materiality assessment matrix below, representing the concerns expressed by its stakeholders on ESG matters and empowering the Group to devise more effective ESG management strategies and plans.

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

##### ***(1) Identification***

With reference to the internationally recognised reporting frameworks, a list of 28 fundamental sustainability topics was identified under the latest sustainability landscape, which were recognised as having potential environmental and social impacts through the Group's operations.

#### IV. 利益相關者的參與 *(續)*

##### **重要性評估 *(續)***

於二零二三財年，本集團積極與主要利益相關者接觸，邀請其挑選的利益相關者代表進行由第三方諮詢機構發起的重要性評估調查。通過收集根據本集團整體使命和業務發展所設計的調查問卷的回覆，本集團最終制定了以下的重要性評估矩陣。該矩陣反映了利益相關者對ESG相關事宜的切實關注，有助於本集團制定更有效的ESG管理策略與計劃。

本集團採用逐步識別、重要性排序和驗證的流程，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ESG指南及國際認可的報告框架並結合最新的可持續發展形勢，本集團共整合了28個被認為在本集團營運中對環境及社會產生潛在影響的重要可持續發展議題。



**IV. STAKEHOLDERS ENGAGEMENT** *(Continued)*

**Materiality Assessment** *(Continued)*

**(1) Identification** *(Continued)*

- 1 GHG Emissions  
溫室氣體排放
- 2 Energy Management  
能源管理
- 3 Water & Wastewater Management  
水資源和廢水管理
- 4 Solid Waste Stewardship  
固體廢棄物管理
- 5 Climate Change Mitigation & Adaptation  
氣候變化緩解和適應
- 6 Renewable and Clean Energy  
可再生和清潔能源
- 7 Labour Practices  
勞工權益
- 8 Employee Remuneration and Benefits  
僱員薪酬條件和福利政策
- 9 Occupational Health and Safety  
職業健康與安全
- 10 Employee Development and Training  
僱員發展及培訓
- 11 Green Procurement  
綠色採購
- 12 Engagement with Suppliers  
與供應商的良好溝通
- 13 Environmental and Social  
Risk Management of Supply Chain  
供應鏈的環境社會風險管理
- 14 Supply Chain Resilience  
供應鏈對外部風險的適應性
- 15 Product/Service Quality and Safety  
產品／服務質量與安全
- 16 Customer Privacy and Data Security  
顧客私隱保護和數據安全
- 17 Marketing and Promotion  
營銷和推廣

**IV. 利益相關者的參與** *(續)*

**重要性評估** *(續)*

**(1) 識別** *(續)*

- 18 Intellectual Property Rights  
保護知識產權
- 19 Labelling Relating to Products/Services  
與產品／服務相關的標籤問題
- 20 Business Ethics & Anti-corruption  
商業道德和反腐敗
- 21 Internal Grievance Mechanism  
內部申訴機制
- 22 Participation in Philanthropy  
公益慈善活動的參與
- 23 Cultivation of Local Employment  
促進當地就業
- 24 Support of Local Economic Development  
支持本地經濟發展
- 25 Business Model Adaptation and Resilience to  
Environmental, Social, Political and Economic  
Risks and Opportunities  
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
- 26 Management of the Legal & Regulatory  
Environment (regulation-compliance  
management)  
法律監管環境變化的應對和管理 (法律合規管  
理)
- 27 Critical Incident Risk Responsiveness  
突發事件應急風險應對能力
- 28 Systemic Risk Management (e.g., Financial  
Crisis)  
系統化風險管理 (例如，金融危機)

#### IV. STAKEHOLDERS ENGAGEMENT (Continued)

##### Materiality Assessment (Continued)

##### (2) Prioritisation

To determine the materiality of the selected ESG topics, an online evaluation survey was distributed among well-selected stakeholder representatives, including general staff, senior management, directors, business partners, and professional organisations, to give their ratings against the list of ESG issues. The material topics were analysed, prioritised, and then mapped on the materiality matrix below to reflect their level of importance.

#### IV. 利益相關者的參與 (續)

##### 重要性評估 (續)

##### (2) 排序

為確定所選ESG議題的重要性，包括一般員工、高級管理人員、董事、業務合作夥伴和專業組織在內的利益相關者被邀請參加線上評估調查，對ESG議題列表進行評分。本集團將對識別的重要議題進行分析與重要性排序，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



#### IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

##### Materiality Assessment *(Continued)*

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

According to the outcome of the materiality analysis matrix, the Group identified five ESG issues that were of great significance to both the Group and its stakeholders, namely “Business Ethics and Anti-corruption”, “Internal Grievance Mechanism”, “Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities”, “Systemic Risk Management” and “Occupational Health and Safety”.

##### **(3) Validation**

The results of the materiality assessment that was reviewed and validated by the Board enabled the Group to objectively pinpoint and prioritise the most significant and relevant sustainability issues, as well as establish appropriate and effective management policies and internal control systems to address ESG matters.

#### IV. 利益相關者的參與 *(續)*

##### 重要性評估 *(續)*

##### **(2) 排序 *(續)***

根據重要性分析矩陣的結果，本集團識別了五個對本集團及其利益相關者均具有重大意義ESG議題，即「商業道德和反腐敗」、「內部申訴機制」、「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」、「系統化風險管理」和「職業健康與安全」。

##### **(3) 驗證**

重要性評估的結果經由董事會審閱及驗證，使本集團能夠客觀地確定並優先考慮其最重要及相關的可持續發展議題，並針對其ESG事宜制定適當有效的管理政策和內部監控系統。

#### IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

##### Supporting the Sustainable Development Goals (SDGs)

Launched in 2015 by the United Nations, the 17 SDGs are a set of goals, targets, and indicators to guide countries and organisations in creating a sustainable world by 2030. Besides the top material issues, the Group believes that its sustainability work should also contribute to and make progress towards most of the SDGs. In FY2023, the Group identified five SDGs that have material alignment to its business and ESG strategy, as shown below:



#### IV. 利益相關者的參與 *(續)*

##### 支持可持續發展目標

聯合國於2015年推出的17項可持續發展目標是一系列目標、具體目標和指標，旨在指導各國和組織開展工作，以在2030年之前創建一個可持續發展的世界。除解決首要的重大議題外，本集團認為其可持續發展工作也應有助於在大部分可持續發展目標上取得進展。於二零二三財年，本集團選定了五個與其業務及ESG戰略相符的可持續發展目標，如下所示：



#### IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

##### Supporting the Sustainable Development Goals (SDGs) *(Continued)*

Referencing the evaluation result of its stakeholders' opinions, "Goal 3: Good Health and Well-being", "Goal 8: Decent Work and Economic Growth", "Goal 9: Industry, Innovation, and Infrastructure", "Goal 10: Reduced Inequalities" and "Goal 11: Sustainable Cities and Communities" were taken as the most concerned goals for the Group's sustainability development. In response to the concerns of its stakeholders, the Group is committed to laying more emphasis and resources on these goals.

#### IV. 利益相關者的參與 *(續)*

##### 支持可持續發展目標 *(續)*

參考其利益相關者的評估結果，「目標3：良好健康與福祉」、「目標8：體面工作和經濟增長」、「目標9：產業、創新和基礎設施」、「目標10：減少不平等」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。為回應利益相關者的關注，本集團致力於為實現這些目標投入更多的精力與資源。



##### Goal 3: Good Health and Well-being

##### 目標三：良好健康與福祉

**The Group aspires to be the safest natural gas-related company with zero accident rate.**

本集團立志成為最安全、事故為零的天然氣相關企業。

- Implement robust occupational health and safety protocols
- Provide occupational health and safety training to all staff
- Promote the safe use of gas to the public
- Increase the frequency of pipeline safety inspection
- Collaborate with local healthcare organisations
- 實施強有力的職業健康和 safety 協議
- 為所有員工提供職業健康和 safety 培訓
- 向公眾宣傳燃氣安全使用
- 增加管道安全檢查頻率
- 與當地醫療機構合作

IV. STAKEHOLDERS ENGAGEMENT (Continued)

IV. 利益相關者的參與 (續)

Supporting the Sustainable Development Goals (SDGs)  
(Continued)

支持可持續發展目標 (續)

8 DECENT WORK AND  
ECONOMIC GROWTH



8 体面工作和  
经济增长



**Goal 8: Decent Work and Economic Growth**

目標八：體面工作和經濟增長

**The Group aspires to promote inclusive economic growth and provide decent work for all.**

本集團致力於促進包容性經濟增長，為所有人提供體面工作。

- Ensure the equal pay for work of equal value
- Provide decent job opportunities for all women and man, young people and disabled people
- Regularly review and adjust compensation structures
- Increase the number of employees from communities of concern in the workforce
- 確保同工同酬
- 為所有男女、年輕人和殘疾人士提供體面的工作機會
- 定期審查並調整薪酬結構
- 增加工作中受關注群體的員工人數

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



9 产业、创新和  
基础设施



**Goal 9: Industry, Innovation and Infrastructure**

目標九：產業、創新和基礎設施

**The Group aspires to support the local development with a focus on affordable and equitable access in view of increasing energy demand.**

鑑於日益增長的能源需求，本集團立志支持當地發展，重點關注可負擔和公平的能源獲取。

- Develop reliable, sustainable and resilient infrastructure
- Allocate resources in exploration on innovative technologies
- Invest in upgrading current infrastructures
- Collaborate with suppliers to adopt circular economy practices in the sourcing of raw materials
- 開發可靠、可持續和有韌性的基礎設施
- 分配資源探索創新技術
- 投資升級現有基礎設施
- 與供應商合作，在原材料採購中實踐循環經濟

IV. STAKEHOLDERS ENGAGEMENT (Continued)

IV. 利益相關者的參與 (續)

Supporting the Sustainable Development Goals (SDGs)  
(Continued)

支持可持續發展目標 (續)



**Goal 10: Reduced Inequalities**

目標十：減少不平等

**The Group aspires to reduce inequalities and creates a workplace that values diversity and inclusion.**

本集團立志減少不平等，營造重視多樣化包容性的工作場所。

- Develop and implement comprehensive diversity and inclusion programs
- Ensure transparency in hiring and promotion processes
- Provide training programs that address unconscious bias and other diversity-related topics
- Regularly review and update compensation structures to ensure equal pay for equal work
- 制定並實施全面的多元化和包容性計劃
- 確保僱傭和晉升流程的透明度
- 提供針對無意識偏見及其他與多元化相關的主題培訓
- 定期審核和更新薪資結構，確保同工同酬



**Goal 11: Sustainable Cities and Communities**

目標11：可持續城市和社区

**The Group aspires to create positive legacy and sustainable futures for the communities where it operates.**

本集團立志為其經營所在的社區創造積極的正面效益和可持續的未來

- Provide local job opportunities and pay taxes on time
- Create safe, resilient and sustainable human settlements
- Promote high-efficiency energy use and improve service quality for increasing urban population
- Support initiatives for the preservation of cultural heritage and historical landmarks within urban areas
- 提供本地就業機會並按時納稅
- 創建安全、有韌性和可持續的人類住區
- 促進能源高效利用，為日漸增加的城市人口提高服務質量
- 支持保護城市地區文化遺產和歷史地標的舉措

### IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

#### Stakeholders' feedback

As the Group strives for excellence, stakeholders' feedback is appreciated, especially on topics listed as the highest importance in the materiality assessment and its ESG approach and performance. Readers can share their views with the Group at [info@globalstgr.com.hk](mailto:info@globalstgr.com.hk).

### V. ENVIRONMENTAL RESPONSIBILITY

Given the growing concerns about climate change and other environmental crises, the Group has incorporated environmental responsibility into its sustainable strategy and business operations to show its commitment, aiming to reduce its carbon footprint, mitigate environmental impact, and contribute to a more sustainable world. Recognising the importance of long-term sustainability, the Group has formulated internal policies, procedures, and guidelines to standardise the environmental actions and strictly control the organisation's emissions and energy consumption.

This section primarily discloses the Group's policies, practices and performance on emissions, use of resources, the environment and natural resources, as well as climate change in FY2023. For detailed quantitative information regarding different categories of emissions and the use of resources, please refer to Table E1 and Table E2 in the APPENDIX – PERFORMANCE TABLE.

### IV. 利益相關者的參與 *(續)*

#### 利益相關者反饋

本集團在追求卓越的過程中，始終歡迎利益相關者的反饋，特別是針對在重要性評估中被列為非常重要的議題，以及集團的ESG方針與表現。讀者可通過本集團的電郵地址[info@globalstgr.com.hk](mailto:info@globalstgr.com.hk)分享他們的觀點。

### V. 環境責任

鑒於人們對氣候變化和其他環境危機的日益關注，本集團已將環境責任納入其可持續發展戰略和業務營運中，以履行其承諾，為減少碳足跡、減輕環境影響、建設更可持續發展的世界作出貢獻。本集團認識到長期可持續發展的重要性，並制定了內部政策、程序和指南，以規範環保行動，嚴格控制組織的排放和能源消耗。

本節主要披露本集團於二零二三財年在排放、資源利用、環境和天然資源以及氣候變化方面的政策、做法和績效。有關本集團不同類別排放和資源使用的詳細數據，請參閱附錄一績效表一表E1和表E2。



**V. ENVIRONMENTAL RESPONSIBILITY**

*(Continued)*

**A.1 Emissions**

***Law compliance***

In FY2023, the Group was in compliance with the applicable laws and regulations regarding environmental protection and found no disregard to national or local influential laws in relation to GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Environmental Protection Law of the People's Republic of China;
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution;
- Law of the People's Republic of China on Prevention and Control of Water Pollution;

**V. 環境責任 (續)**

**A.1 排放物**

***法律合規***

於二零二三財年，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國家或本地法律，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；

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.1 Emissions (Continued)

#### Law compliance (Continued)

- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes; and
- Law of the People's Republic of China on Conserving Energy.

In FY2023, air pollutants emitted from the Group including sulphur oxides ("SOx"), nitrogen oxides ("NOx") and particulate matter ("PM") were mainly generated from the vehicles for transportation and operations. Meanwhile, the greenhouse gas ("GHG") emissions were primarily attributed to the combustion of fossil fuels and the consumption of electricity in its business operations. Non-hazardous wastewater discharged by the Group primarily consisted of domestic and industrial wastewater, while no significant amount of hazardous waste or non-hazardous solid waste was recorded during the year under review. The Group's total emissions in FY2023 are summarised in Table E1 in the section APPENDIX – PERFORMANCE TABLE.

## V. 環境責任 (續)

### A.1 排放物 (續)

#### 法律合規 (續)

- 中華人民共和國固體廢物污染環境防治法；以及
- 中華人民共和國節約能源法。

於二零二三財年，本集團的廢氣污染物主要來自於運輸和營運，即硫氧化物（「SOx」）、氮氧化物（「NOx」）及顆粒物（「PM」）。同時，本集團的溫室氣體（「GHG」）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。本集團於二零二三財年排放的無害廢水主要為生活及工業污水，而於回顧年度內並無錄得大量有害廢物或無害固體廢物。本集團在二零二三財年的詳細排放表現總結於附錄—績效表—表E1。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.1 Emissions (Continued)

#### **Air and GHG Emissions**

In FY2023, the total air emissions of the Group, which were primarily from vehicle use for transportation and operations, increased significantly as compared with that of the financial year ended 30 September 2022 ("FY2022"). The rise in air emissions was primarily due to the increase in gasoline consumption in vehicle used for business opportunities during the reporting year.

At Global Strategic, the direct emissions (Scope 1) were from the consumption of gasoline for transportation. Regarding the indirect emissions, electricity consumption was the primary source of Scope 2 emissions, while business air travel, freshwater and wastewater treatment arose in daily operations were the main contributors to Scope 3 emissions.

In FY2023, the GHG emissions pattern remained unchanged, with Scope 2 emissions from electricity consumption being the dominant contributor (71%). The total GHG emissions in FY2023 remained substantially constant compared to FY2022, with a slight decrease in Scope 2 emissions and significant increase in Scope 1 and Scope 3 emissions.

## V. 環境責任 (續)

### A.1 排放物 (續)

#### **廢氣及溫室氣體排放**

於二零二三財年，本集團的廢氣排放主要來自運輸和營運中使用的車輛。相較截至二零二二年九月三十日財政年度（「二零二二財年」），總廢氣排放量大幅增加，主要是由於報告年度商用汽油車輛汽油消耗量增加。

在環球戰略集團有限公司，直接排放（範圍一）來自運輸所使用的汽油消耗。在間接排放方面，電力消耗是範圍二排放的主要來源，而範圍三的排放主要來源於商務差旅及日常營運中所使用及排放的淡水和廢水的處理。

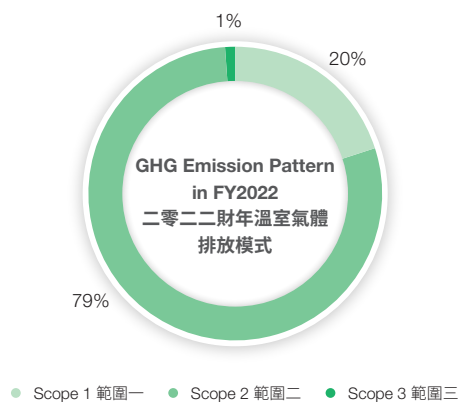
於二零二三財年，溫室氣體排放模式維持不變，以電力使用產生的範圍二排放量為主(71%)。與二零二二財年相比，二零二三財年的溫室氣體排放總量基本維持不變，其中範圍二的排放量略有下降，範圍一和範圍三的排放量則大幅度增加。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.1 Emissions (Continued)

#### Air and GHG Emissions (Continued)



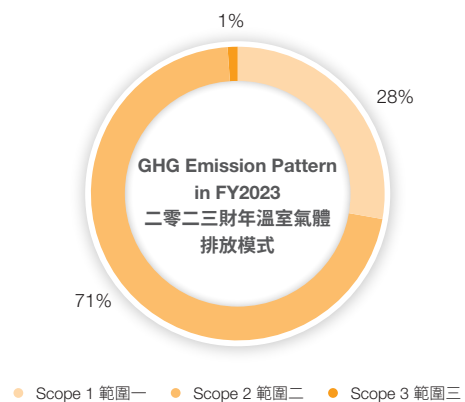
To reduce the direct emissions from vehicles transport, the Group continued its efforts to monitor and control the vehicles use for transportation through measures and approaches including:

- Progressively replace energy-intensive vehicles in the fleet with more environmentally friendly models to improve energy efficiency;
- Strictly enforce fleet maintenance schedules to keep vehicles in optimal working condition and minimise emissions from poorly maintained engines;

## V. 環境責任 (續)

### A.1 排放物 (續)

#### 廢氣及溫室氣體排放 (續)



為減少運輸車輛產生的直接排放，本集團繼續努力對運輸車輛的使用進行監測和控制，採取的措施和方法包括：

- 逐步以更環保的車型取代車隊中的高耗能車輛，提高能源效率；
- 嚴格執行車隊維護計劃，確保車輛保持最佳使用狀態，最大限度減少因發動機維護不善導致的額外排放；

**V. ENVIRONMENTAL RESPONSIBILITY**

*(Continued)*

**A.1 Emissions** *(Continued)*

***Air and GHG Emissions*** *(Continued)*

- Promote fuel-efficient driving practices among drivers, including prohibiting idling engines, maintaining steady vehicle speeds and ensuring proper tire inflation;
- Explore the opportunities in using more efficient energy source alternatives;
- Adopt remote work and telecommuting to reduce unnecessary transportation or travel;
- Establish scientific, standardised reporting and tracking systems to monitor and record emissions data for better decision-making and benchmarking; and
- Cooperate with suppliers and logistics partners to optimise transportation emissions throughout the supply chain.

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

**V. 環境責任 (續)**

**A.1 排放物 (續)**

**廢氣及溫室氣體排放 (續)**

- 提倡節約燃油的駕駛習慣，包括禁止引擎空轉、維持穩定車速和確保輪胎充氣正常；
- 探索更高效替代能源的使用機會；
- 採用遠距辦公，減少不必要的商務出行及差旅；
- 建立科學標準化的報告和追蹤系統，監測和記錄排放數據，以便更好地決策和制定基準；以及
- 與供應商和物流夥伴合作，優化整個供應鏈的運輸排放。

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所採取的具體措施。



### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Solid Waste and Wastewater**

###### *Non-hazardous waste*

In FY2023, 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 decreased by 61% compared to FY2022. To keep its good performance up, the Group is committed to further controlling its waste discharges and strive for better waste generation and disposal management.

With the promotion of the concept of circular economy and the national waste classification regulation, the Group promotes the “3R principle – Reduce, Reuse and Recycle” through implementing waste reduction policies and practices to minimise the generation of solid waste at the source, including:

- Train employees on proper waste management practices and the importance of waste reduction and recycling;
- Provide reusable cups and cutlery in the offices to minimise the use of disposable items;
- Establish a comprehensive recycling scheme for recyclable material including paper, cardboard, plastics, glass and metals;
- Arrange separable bins for collecting recyclable and non-recyclable solid wastes; and
- Collaborate with professional third parties to collect, clean, process and recycle the sorted solid waste.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **固體廢棄物及廢水**

###### *無害廢棄物*

於二零二三財年，本集團產生的無害廢水及固體廢棄物主要為日常營運產生的生活廢水及都市固體廢棄物。與二零二二財年相比，本集團於回顧年度內產生的廢水量減少61%。為保持良好的表現，本集團致力於加強對廢棄物的產生及處理的管理。

隨著循環經濟理念的推廣和國家廢棄物分類法規的實施，本集團推行「3R原則－減少、重用和回收」，通過落實減廢政策和措施，從源頭最大限度減少固體廢棄物的產生，包括：

- 對員工進行培訓，使其了解正確的廢棄物管理實踐以及減廢和回收的重要性；
- 在辦公室提供可重複使用的杯子和餐具，以盡量減少一次性物品的使用；
- 為可回收材料（包括紙張、紙板、塑膠、玻璃和金屬）制定全面的回收計畫；
- 安排可分離垃圾箱用以收集可回收和不可回收的固體廢棄物；以及
- 與合資格的第三方合作，對分類後的固體廢棄物進行收集、清潔、處理和利用。

**V. ENVIRONMENTAL RESPONSIBILITY**

*(Continued)*

**A.1 Emissions** *(Continued)*

**Solid Waste and Wastewater** *(Continued)*

*Non-hazardous waste (Continued)*

In FY2023, the Group launched several “waste less” initiatives to enhance its solid waste management practices and promote environmentally responsible disposal methods in the organisation, resulting in cost savings and improved corporate sustainability.

During the year under review, the wastewater discharged from the Group primarily comprised commercial wastewater originating from offices and industrial wastewater from pipe installation operations. The Group complied with the local laws and regulations regarding wastewater discharge and formulated a specific wastewater discharge management method to eliminate the water quality impact of the wastewater. Municipal wastewater from offices is directly discharged into the sewer, while industrial wastewater is scientifically treated and tested on wastewater quality before discharge to ensure its compliance with statutory requirements, including the concentrations of suspended solids, COD (Chemical Oxygen Demand), BOD (Biological Oxygen Demand) and other parameters.

Meanwhile, since wastewater discharge relies heavily on the amount of freshwater that the Group consumes, the Group has also implemented effective measures to reduce water consumption in its daily operations, which are further described in section A.2 Use of Resources.

**V. 環境責任** *(續)*

**A.1 排放物** *(續)*

**固體廢棄物及廢水** *(續)*

*無害廢棄物 (續)*

於二零二三財年，本集團推出多項「減廢」舉措以加強其固體廢棄物管理實踐，並在組織內推廣對環境負責的廢物處置方法，實現在節約成本的同時提高企業可持續發展。

本集團於回顧年內排放的廢水主要包括辦公室商業廢水及管道安裝作業產生的工業廢水。本集團遵守當地有關廢水排放的法律法規，並已制定具體的廢水排放管理方法，以消除廢水排放對周邊水質的影響。辦公室廢水直接排入下水道，而工業廢水在排放前需要經過科學處理和水質檢測，確保其排放達到有關懸浮固體濃度、COD（化學需氧量）、BOD（生物需氧量）及其他參數的法定要求。

同時，由於廢水排放主要取決於本集團消耗的淡水量，本集團亦採取有效措施減少日常營運的用水量，詳情請參閱A.2資源使用。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.1 Emissions (Continued)

#### **Solid Waste and Wastewater** (Continued)

##### *Hazardous wastes*

The hazardous wastes disposed of by the Group were principally comprised of iron oxide and waste mineral oil from gas pipe installation. The Group adopts clear protocols and conducts regular inspections to strictly monitor the proper handling procedures of hazardous waste at each stage to ensure the secure management of hazardous waste. After collection, all hazardous wastes will be treated and disposed of by authorised professional agencies. In FY2023, the Group did not generate or record any significant amount of hazardous waste.

##### **Noise**

The noise generated by the Group mainly came from the operation of construction equipment, such as bulldozers, during pipe installation activities.

In accordance with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise and other applicable regulations, the Group has implemented measures to control noise during the operations. The Group also designated specialised personnel responsible for conducting routine inspections of the equipment to detect and rectify malfunctions promptly, thereby avoiding excessive noise. Furthermore, the Group has established noise-proof equipment rooms to mitigate and prevent noise pollution.

In FY2023, the Group did not receive any substantial complaints or fines related to noise emissions from its neighbourhood nor the authorities.

## V. 環境責任 (續)

### A.1 排放物 (續)

#### **固體廢棄物及廢水** (續)

##### *有害廢棄物*

本集團所棄置的有害廢棄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。本集團採用明確的規程並對其棄置過程進行定期檢查，嚴格監控有害廢棄物各階段的妥善處理程序，以確保有害廢棄物的安全管理。所有有害廢棄物收集後均由授權的專業機構進行處理和處置。於二零二三財年，本集團未產生或記錄任何大量有害廢棄物。

##### **噪音**

本集團的噪音主要來自管道安裝活動期間推土機等施工設備的運作。

根據《中華人民共和國環境噪聲污染防治法》及其他適用法規，本集團實施措施對營運過程中產生的噪音進行控制，並指派專職人員負責對設備進行熱場檢查，以及時發現並排除故障，避免產生大量的噪音。此外，本集團亦建立了隔音設備，以減輕和預防噪音污染。

於二零二三財年，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重大投訴或罰款。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.2 Use of Resources

In FY2023, the primary resources consumed by the Group were electricity, water, gasoline and paper. Due to its business nature, the use of packaging materials was not material to the Group's operations. Table E2 in the chapter APPENDIX – PERFORMANCE TABLE illustrates the amount of different resources used by the Group in FY2023.

#### **Electricity**

In FY2023, the total electricity consumption of the Group amounted to 157 kWh'000 with an intensity of 2.57 kWh'000/employee. Daily operations in the offices and working sites were the primary sources of the electricity consumption of the Group. During the year under review, due to the effective management of electricity consumption, a slight decrease of 12% in total electricity usage was recorded.

In pursuit of better management of electricity consumption, the Group adopted several measures and approaches to ensure all subsidiaries and departments of the Group adhere to its electricity-saving principles, including:

- Turn off all idling electronic equipment, including air conditioners and multimedia systems, when leaving;
- Adopt temperature control for air-conditioners and maintain a constant indoor air temperature of 25-26°C;
- Affix "Saving electricity" labels in prominent places of the workplace to encourage resource conservation;

## V. 環境責任 (續)

### A.2 資源使用

於二零二三財年，本集團消耗的主要資源為電力、水、汽油和紙張。由於其業務性質，包裝材料的使用對本集團的營運並不重要。於附錄－績效表中表E2載明本集團於二零二三財年使用的不同資源總量。

#### **電力**

於二零二三財年，本集團的總用電量為157千個千瓦時，密度為2.57千個千瓦時／員工。本集團的電力消耗主要來自辦公室及工作場地的日常運作。鑒於本集團對電力使用的有效管理，本集團於回顧年度內的總用電量小幅度下降12%。

為了更好地管理用電，本集團採取了多項措施和方法，確保本集團各子公司和部門遵守節電原則，包括：

- 離開時關閉所有閒置的電器，包括空調和多媒體系統；
- 採用空調溫度控制，保持室內空氣溫度恆定在25-26°C；
- 在工作場所顯著位置張貼「節約用電」標籤，鼓勵節約資源；

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.2 Use of Resources (Continued)

#### **Electricity** (Continued)

- Replace high electricity consumption equipment with energy-saving ones, such as LED lights;
- Adjust the lighting and ventilation system according to the working area during night production; and
- Arrange regular inspection and maintenance of electrical appliances to ensure their optimal operations.

#### **Other energy resources**

During the year under review, the consumption of other energy resources mainly came from gasoline used by the Group for transportation purposes. In FY2023, 15,900 litres of gasoline were consumed by the Group, doubling the amount consumed in FY2022.

Recognising the detrimental environmental impacts of fossil fuel consumption, the Group has remained steadfast in its efforts to control and reduce the use of such fuels by embracing cleaner and more environmentally friendly alternatives. During the year under review, the Group put more emphasis on sustainable solutions by enhancing the energy efficiency of its vehicle fleet and actively exploring opportunities to accelerate the transition towards these cleaner alternatives.

## V. 環境責任 (續)

### A.2 資源使用 (續)

#### **電力** (續)

- 以LED燈等節能設備取代高耗電設備；
- 夜間生產時，根據工作區域調整照明和通風系統；以及
- 定期檢查和維護電器，以確保其最佳運作。

#### **其他能源**

於回顧年度內，其他能源消耗主要來自本集團運輸所使用的汽油。於二零二三財年，本集團消耗15,900升汽油，是二零二二財年汽油消耗量的兩倍。

本集團認識到化石燃料消耗對環境的不利影響，並一直堅定不移地通過採用更清潔、更環保的替代能源來控制和減少此類燃料的使用。於回顧年度內，本集團更加重視可持續發展的解決方案，提高車隊的能源效率，並積極探索加速向更清潔能源轉型的機會。



### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources (Continued)

##### Water

In the natural gas business, freshwater was mainly used for filter cleansing and examination of facilities during the operations. As the Group obtained water from municipal supplies, the Group did not face any problems in sourcing water that is fit for its purposes in FY2023. During the year under review, the Group used around 183 m<sup>3</sup> of water, which was 61% less than that in the previous year. The reduction was mainly attributed to the practices and initiatives aimed at promoting water conservation and sustainability.

To further strengthen water conservation efforts, the Group is committed to fulfilling its responsibility to improve the utilisation efficiency of water resources in offices and working stations through the implementation of various measures, including but not limited to:

- Educate employees about the awareness of water conservation and provide regular training on water-saving practices;
- Implement technical applications to improve the utilisation efficiency of water resources, including flow controllers, low-flow flushing and rainwater harvesting systems;
- Establish water consumption benchmarks and set reduction targets to track progress and motivate ongoing improvements;
- Conduct monitoring and regular leakage inspection to identify areas of high-water consumption and opportunities for reduction;
- Adjust the water supply according to the seasonal temperature change; and
- Implement systems to recycle and treat wastewater for reuse within the facility and the irrigation of the surrounding farms.

### V. 環境責任 (續)

#### A.2 資源使用 (續)

##### 水

在本集團的天然氣業務中，水主要用於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，本集團在二零二三財年在求取適用水源上未遇到任何問題。於回顧年度內，本集團用水量約為183立方米，較上年減少61%。水資源消耗量的下降主要歸功於促進節水和可持續發展的實踐與措施。

為進一步加強節水工作，本集團致力於履行責任，通過實施各項措施，提高辦公室和工作站的水資源利用效率，包括但不限於：

- 對員工進行節水意識教育，定期開展節水實踐培訓；
- 採用提高水資源利用效率的技術應用，包括流量控制器、低流量沖水及雨水收集系統；
- 建立用水基準並設定節水目標，以追蹤節水進度並激勵員工持續改善；
- 進行監測和定期洩檢，以排查耗水量高的區域，識別節水的機會；
- 根據季節氣溫變化調節供水；以及
- 實施廢水回收和處理系統，以便將其在設施內重複利用，並用於周圍農場的灌溉。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.2 Use of Resources (Continued)

#### Paper

Paper consumed by the Group was mostly used for its administrative work. In FY2023, the Group consumed around 140 kg of paper, remaining the same level of paper consumption as in FY2022, thanks to the collective efforts of all staff to regulate paper use practices and reduce the consumption of paper-made products.

To further encourage its employees to save paper and other paper-made products, the Group has actively implemented internal practices to promote the concept of “Paperless Office” and “Office Automation”, including but not limited to:

- Promote the use of digital means for file storage, communication and sharing of information;
- Train employees on paper-saving practices and promote a culture of sustainability in the office;
- Set duplex printing as the default mode for most network printers to reduce paper waste;
- Using posters and stickers to remind the staff to avoid unnecessary printing;
- Prioritise the use of paper made from recycled materials; and
- Assign responsible personnel for wastepaper collection and recycling.

## V. 環境責任 (續)

### 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。於二零二三財年，本集團消耗紙張約140千克，與二零二二財年的紙張消耗水準基本持平。這得益於全體員工共同努力以規範用紙習慣，減少紙製品消耗。

為進一步鼓勵員工節約紙張及其他紙製品，本集團積極推行內部實踐，推廣「無紙化辦公」及「辦公自動化」理念，包括但不限於：

- 推廣使用電子方式進行文件儲存、通訊和資訊分享；
- 對員工進行節約紙張的培訓，並在辦公室內倡導可持續發展文化；
- 將雙面列印設定為多數網絡打印機的默認模式，以減少紙張浪費；
- 使用海報和貼紙提醒員工避免不必要的列印；
- 優先使用回收材料製成的紙張；以及
- 指定專人負責廢紙收集和回收。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.3 The Environment and Natural Resources

As one of the leading enterprises in natural gas industry, the Group conducts business with a strong commitment to environmental responsibility and adherence to applicable environmental regulations and requirements. In FY2023, although the Group's operations did not cause significant environmental impacts, the Group identified GHG emissions, primarily from the consumption of fossil fuels and electricity, as a relatively more material impacts arose from its operations. To promote sustainability and responsible environmental stewardship, the Group initiated proactive measures aimed at consistently reducing its consumption of environmental and natural resources.

##### **Biodiversity**

The Group regards biodiversity preservation as a critical responsibility for its long-term business success and integrates biodiversity considerations into its decision-making and daily operations. To protect wild animals and plants, the Group complied with the relevant laws and regulations and made efforts to avoid operating in ecologically sensitive areas. According to the mitigation hierarchy, avoidance is always the predominant option of the Group, while minimisation, restoration and offset will be considered where applicable. During the year under review, the Group has implemented a set of guidelines and actions to overcome business challenges through natural-based solutions. In the future, the Group will benchmark the leading practices in the industry, including the implementation of vegetation management in pipeline installation. By implementing these practices, the Group could demonstrate its commitment to operating in an environmentally responsible manner and minimising its impact on local ecosystems and biodiversity.

### V. 環境責任 (續)

#### A.3 環境及天然資源

作為天然氣產業的領先企業之一，本集團堅決以對環境負責的方式開展業務，遵守適用的環境法規和要求。於二零二三財年，本集團的營運並未對環境造成重大影響，但本集團識別到由化石燃料和電力消耗所產生的溫室氣體排放對其營運產生相對重大影響。為促進可持續發展和負責任的環境管理，本集團積極採取措施，以持續減少對環境的影響和自然資源的消耗。

##### **生物多樣性**

本集團將保護生物多樣性視為其長期業務成功的重要責任，並將生物多樣性考量納入其決策和日常營運。為保護野生動植物，本集團遵守相關法規，努力避免在生態敏感地區開展業務。根據緩解等級，本集團始終將避免影響作為主要選擇，並在適當情況下考慮抑減、恢復和補償等方法。於回顧年度內，本集團實施了一系列指導方針和措施，通過基於自然的解決方案克服業務挑戰。展望未來，本集團將以行業領先實踐為標準，例如在管道安裝中開展植被管理。通過落實這些措施，本集團可以展示其承諾，以對環境負責的方式運作，並最大限度降低對當地生態系統和生物多樣性的影響。

**V. ENVIRONMENTAL RESPONSIBILITY**

*(Continued)*

**A.3 The Environment and Natural Resources *(Continued)***

***Employee engagement***

As the Group continues its commitment to sustainable practices and environmental stewardship, fostering employee engagement becomes a crucial aspect of ensuring the success of these initiatives. To build an eco-conscious culture in the workplace, regular reminders are sent to all staff to enhance their awareness of resource conservation. The Group also encourages employees to choose public transport and car-pool practices for commuting, aiming to ingrain their positive lifestyle and habits.

The Group has spared no effort in promoting a “green lifestyle” and “green workplace” across the organisation. In FY2023, to effectively convey its environmental mission, the Group conducted regular sharing on the Group’s performance and achievement to sustainability, creating a sense of pride and belonging among employees. To encourage employees to take the lead in green initiatives, the Hong Kong office of the Group has been piloting the collection and recycling of wastepaper. Used envelopes are collected and stored in the designated place until a sufficient amount is gathered. The whole batch is then brought to the Wan Chai Recycling Station for recycling at the end of the working week.

**V. 環境責任 (續)**

**A.3 環境及天然資源 (續)**

***僱員參與***

隨著本集團持續致力於可持續實踐和環境管理，促進僱員參與成為確保這些舉措取得成功的關鍵因素。為在工作場所建立生態意識文化，本集團定期向所有員工發出提醒，以提高其資源節約意識。本集團亦鼓勵員工選擇公共交通及拼車出行，培養員工積極的生活方式與習慣。

本集團一直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」。為有效傳達集團的環保使命，本集團於二零二三財年定期分享其在可持續發展方面的表現與成就，增強員工的自豪感和歸屬感。為鼓勵員工參與環保活動，本集團的香港辦事處已帶頭試行廢紙回收及循環利用計劃。員工將用過的信封收集並存放於指定地點，直到一定的數量。在工作周結束後，整批廢紙會運至灣仔回收站（綠在灣仔）進行回收。

V. ENVIRONMENTAL RESPONSIBILITY  
(Continued)

A.3 The Environment and Natural Resources (Continued)

Employee engagement (Continued)

WAN CHAI RECYCLING  
STATION  
綠在灣仔



V. 環境責任 (續)

A.3 環境及天然資源 (續)

僱員參與 (續)





## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.3 The Environment and Natural Resources (Continued)

#### Targets and actions

In FY2022, the Group set a series of short-term environmental targets to promote itself towards a more environmentally friendly operating model. The Group believes that setting an indefinite short-term target for efficiency enhancement on a yearly basis is more appropriate at this moment. In FY2023, to take further action, the Group has carefully reviewed its past and current performance and updated the specific targets for specific aspects.

## V. 環境責任 (續)

### A.3 環境及天然資源 (續)

#### 目標及行動

於二零二二財年，本集團制定了一系列短期環境目標，以推動自身邁向更環保的營運模式。本集團相信，當前設定無定限的短期目標以每年提高效率更為合適。為採取進一步行動，本集團於二零二三財年認真審視了過往及當前的表現，並更新了不同方面的具體目標。

Areas 層面	Targets 目標	Progress & Actions 進展與行動
Air Emissions 廢氣排放	<p>The amount of air pollutants emitted per employee in FY2024 should be lower than the corresponding intensity in FY2023.</p> <p>二零二四財年，每員工的空氣污染物排放量應低於二零二三財年之相應密度。</p>	<p>In FY2023, the intensities of the Group's air emissions (SOx, NOx, and PM) increased drastically by 105%, 104% and 104% respectively due to the increased gasoline consumption.</p> <p>於二零二三財年，由於汽油消耗量的增加，本集團的廢氣排放 (SOx、NOx和PM) 密度分別大幅上升 105%、104%和104%。</p> <p>To seek the targets, the Group will focus on reducing unnecessary business travel and adopting more energy efficient vehicles with alternative energy source such as electric vehicles.</p> <p>為達成其目標，本集團將專注於減少不必要的商務出行，並採用更節能或使用替代能源的車輛 (例如電動車)。</p>

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.3 The Environment and Natural Resources (Continued)

#### Targets and actions (Continued)

Areas 層面	Targets 目標	Progress & Actions 進展與行動
GHG Emissions 溫室氣體排放	<p>The amount of GHG emitted per employee in FY2024 should be lower than the corresponding intensity in FY2023.</p> <p>二零二四財年，每員工的溫室氣體排放量應低於二零二三財年之相應密度。</p>	<p>In FY2023, the intensity of the Group's total GHG emissions maintained at a similar level.</p> <p>於二零二三財年，本集團的溫室氣體排放總密度維持不變。</p> <p>To further lower its GHG emissions, the Group will strictly control the business practices and adopt cleaner technologies to achieve carbon reduction through minimising the use of fossil fuel, enhancing production efficiency and promoting resources conservation during operations.</p> <p>為進一步降低溫室氣體排放，本集團將嚴格控制其業務營運，採用更清潔的技術，通過盡量減少化石燃料的使用、提高生產效率、促進營運過程中的資源節約來實現減排。</p>
Water and wastewater 水及廢水	<p>The amount of water consumed, and wastewater discharged per employee in FY2024 should be lower than the corresponding intensities in FY2023.</p> <p>二零二四財年，每員工的用水量及廢水排放量應低於二零二三財年之相應密度。</p>	<p>In FY2023, the intensity of water consumed, and wastewater discharged by the Group decreased by 62%, which achieved last year's target.</p> <p>於二零二三財年，本集團的用水密度和廢水排放密度下降了62%，實現了去年的目標。</p> <p>To continue with these targets, the Group further its promotion of 3R principles – reduce, reuse and recycle, and continue its water conservation management through strengthening the water conservation education work and conducting regular leakage test.</p> <p>為持續達成這些目標，本集團將進一步推廣3R原則—減少、重用和回收，並通過加強節水教育工作和定期進行滲漏測試，持續推進節水管理。</p>

## V. 環境責任 (續)

### A.3 環境及天然資源 (續)

#### 目標及行動 (續)

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.3 The Environment and Natural Resources (Continued)

#### Targets and actions (Continued)

Areas 層面	Targets 目標	Progress & Actions 進展與行動
Paper 紙張	<p>The amount of paper used per employee in FY2024 should be 10% lower than the corresponding intensity in FY2023.</p> <p>二零二四財年，每員工的紙張消耗量應比二零二三財年之相應密度下降10%。</p>	<p>In FY2023, the intensity of paper usage slightly decreased by 2% as compared to the previous year.</p> <p>於二零二三財年，本集團的紙張使用密度較去年小幅下降2%。</p> <p>To take a further step, the Group will continue to encourage the idea of “Paperless Office” and “Office Automation”, improve paper recycling rates and prioritise the procurement of eco-friendly paper.</p> <p>為更進一步，本集團將繼續鼓勵「無紙化辦公室」及「辦公自動化」理念，提高紙張回收率，並優先採購環保紙張。</p>

## V. 環境責任 (續)

### A.3 環境及天然資源 (續)

#### 目標及行動 (續)

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.3 The Environment and Natural Resources (Continued)

#### Targets and actions (Continued)

Areas 層面	Targets 目標	Progress & Actions 進展與行動
Electricity 電力	<p>The amount of electricity used per employee in FY2024 should be 10% lower than the corresponding intensity in FY2023.</p> <p>二零二四財年，每員工的電力消耗量應比二零二三財年之相應密度減下降10%。</p>	<p>In FY2023, the intensity of electricity consumption decreased by around 13% as compared to the previous year.</p> <p>於二零二三財年，本集團的用電密度較去年下降約13%。</p> <p>To effectively reduce the electricity consumption, the Group will continue its efforts on strengthening the electricity conservation work among staff, prioritising energy efficient equipment during procurement and implement the guideline to standardise the practice for electricity conservation. 為有效降低用電量，本集團將持續鼓勵員工節約用電工作，優先採購節能設備，落實規範用電指引。</p>
Gasoline 汽油	<p>The amount of gasoline used per employee in FY2024 should be lower than the corresponding intensity in FY2023.</p> <p>二零二四財年，每員工的汽油用量應低於二零二三財年之相應密度。</p>	<p>In FY2023, the intensity of gasoline usage significantly increased by 105% as compared to the previous year.</p> <p>於二零二三財年，本集團的汽油使用密度較去年大幅上升105%。</p> <p>To strive for its targets, the Group will continue its active efforts to manage vehicle fuel consumption by promoting responsible driving practices, conducting regular vehicle maintenance, encouraging staff to choose public transportation, as well as adopting digital tools to avoid unnecessary travelling.</p> <p>為達成目標，本集團將繼續積極管理車輛燃油消耗，包括推廣負責任的駕駛習慣、定期保養車輛、鼓勵員工乘坐公共交通工具、以及採用電子工具代替不必要的出行。</p>

## V. 環境責任 (續)

### A.3 環境及天然資源 (續)

#### 目標及行動 (續)

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.4 Climate Change

With the growing global concern over the climate-related crisis, the Group recognises that addressing climate change is not only a moral and ethical imperative but also a strategic need for the Group's long-term success and sustainability development. To accelerate the transition to carbon neutrality, the Group is committed to taking further steps to manage its climate risks while identifying relevant business opportunities.

##### **Management Approach**

The Group reckons the importance of providing the transparent and comprehensive approach to managing climate-related issues across its operations. As detailed in the chapter APPROACH TO SUSTAINABILITY, the Board of the Group is responsible for overall risk oversight. The Board and Standing Committees also carry the duty to monitor the implementation, progress, and performance of climate mitigation measures through regular reporting of the management.

In addition, the Group also established an advisory panel comprised of experienced professionals on the Board to enhance the Group's resilience to climate change by continuously optimising its management strategies and measures. Furthermore, this designated advisory panel places a particular emphasis on monitoring changes and updates of the international and government policies, especially the "1+N Policy System" of China, which guides the transition to a low-carbon economy. By strengthening its attention on climate policy trends and information, the Group is committed to learning from peer companies and implementing its own-resource finance responses.

### V. 環境責任 (續)

#### A.4 氣候變化

隨著全球對氣候相關危機的日益關注，本集團認識到，應對氣候變化不僅是道德義務，也是集團長期成功和可持續發展的戰略需求。為加速向碳中和轉型，本集團致力於進一步採取措施管理氣候風險，同時識別與業務相關的機遇。

##### **管理方法**

本集團認為透明和全面的方針對於管理其營運過程中的氣候相關議題至關重要。正如可持續發展方向章節中所述，本集團董事會負責全面的風險監督。董事會和功能委員會也有責任通過管理層的定期報告，監督氣候緩解措施的落實、進展和績效。

此外，本集團亦成立了由經驗豐富的專業人士組成的顧問小組，通過不斷優化管理測率和措施，增強集團應對氣候變化的抵禦能力。同時，指定的顧問小組負責重點關注國際和政府政策的變化和更新，特別是中國指導向低碳經濟轉型的「1+N政策體系」。通過加強對氣候相關政策趨勢和資訊的關注，本集團致力於向同行企業學習，並實施其自身的資源融資應對措施。



## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.4 Climate Change (Continued)

#### Climate Risks and Opportunities

As related concerns raised by an increasing number of stakeholders, studying and disclosing the strategies and measures on climate-related risks and opportunities have become much more critical today. Therefore, referring to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group analysed and summarised the implications of physical and transition climate-related risks and opportunities on its business operations, as shown in the table below.

#### Risk 風險

##### Physical Risk 實體風險

- Increase in severity and frequency of extreme weather events such as storms, typhoons, and flood
- 風暴、颱風和洪水等極端事件的嚴重程度和頻率增加
- Rising mean temperature due to global warming
- 全球變暖導致平均氣溫上升
- Change in precipitation pattern and increase in water scarcity
- 降水模式的改變和水資源短缺的加劇

#### Potential Impact 潛在影響

- Increased frequency and severity of extreme weather events may disrupt normal business operations, damage infrastructures, and lead to supply chain disruptions. For instance, intense storms may degrade transportation infrastructures, thus leading to an unstable supply chain.
- 更頻繁和更強烈的極端天氣事件可能會擾亂本集團正常的業務營運、損壞基礎設施並導致供應鏈不穩。
- The rising temperature could pose negative impacts on the health of staff during summer, especially fieldworkers.
- 氣溫升高在夏季可能對工作人員的健康產生負面影響，尤其是戶外作業人員。

## V. 環境責任 (續)

### A.4 氣候變化 (續)

#### 氣候風險與機遇

鑒於利益相關者對氣候相關風險的擔憂日益加劇，分析和披露氣候相關風險和機遇的策略和措施在當前變得更加重要。因此，本集團參考氣候相關財務披露工作組的建議，研究並總結了氣候相關的實體和轉型風險與機遇對其業務營運的影響，如下表所示。

**V. ENVIRONMENTAL RESPONSIBILITY**

*(Continued)*

**A.4 Climate Change** *(Continued)*

***Climate Risks and Opportunities*** *(Continued)*

**Risk**

風險

**V. 環境責任 (續)**

**A.4 氣候變化 (續)**

**氣候風險與機遇 (續)**

**Potential Impact**

潛在影響

- Droughts, heavy rainfall and changing precipitation patterns could lead to unstable water supply or even water shortages thus affecting the business operations of the gas station, which relies on having enough water for filter cleansing and examination of facilities.
- 由於加氣站依賴充足的供水來清洗過濾器 and 進行設施檢查，乾旱、強降雨和降水模式的變化導致的供水不穩定甚至水資源短缺可能會嚴重影響其業務營運。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.4 Climate Change (Continued)

#### Climate Risks and Opportunities (Continued)

##### Risk 風險

Transition Risk  
轉型風險

- New environmental regulations and more aggressive emission requirements, such as emissions reduction targets, may come into place
- 新的環境法規和更嚴格的排放要求 (例如減排目標) 有機會出台
- Development of the emerging technologies may increase the operating cost due to unexpected performance
- 新興技術的發展可能會因為意想不到的性能問題而增加營運成本
- Uncertain market signals towards clean energy may bring several negative impacts on the Group, particularly the access to capital
- 市場對清潔能源方面的不確定訊號可能會對集團的融資產生負面影響

## V. 環境責任 (續)

### A.4 氣候變化 (續)

#### 氣候風險與機遇 (續)

##### Potential Impact 潛在影響

- Introducing stricter environmental regulations may increase compliance costs for the Group, which might require investments in emission control technologies, procedure modification and additional monitoring and reporting.
- 更嚴格的環保法規可能需要本集團對排放控制技術、流程改進以及額外的監控和報告方面進行投資，導致集團合規成本的增加。
- While the development of emerging technologies holds the potential for more environmentally friendly operations, it can initially increase operating costs and the expenses may not receive financial return as expected.
- 新興技術的發展在集團實現環保營運方面具有潛力，但前期會導致投入成本的增加，而這些領域的支出可能無法獲得預期的財務回報。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.4 Climate Change (Continued)

#### *Climate Risks and Opportunities (Continued)*

##### **Risk** 風險

## V. 環境責任 (續)

### A.4 氣候變化 (續)

#### *氣候風險與機遇 (續)*

##### **Potential Impact** 潛在影響

- With an unstable global natural gas supply, there are chances that the market may eliminate the reliance on natural gas by investing more in renewable electricity. The Group will be exposed to risks associated with its natural gas business if there are significant hurdles in the market development. Meanwhile, uncertainty in the clean energy market can erode investors' confidence, reducing access to capital as investors seek more predictable and sustainable opportunities.
- 由於全球天然氣供應不穩定，市場有可能通過加大對可再生能源的投資來消除對天然氣的依賴。如果市場發展遇到重大障礙，本集團將面臨與天然氣業務相關的風險。同時，由於投資者傾向尋求更可預測和可持續的機遇，市場對清潔能源方面的不確定性可能會削弱其信心，從而導致集團獲得資本的機會減少。

## V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

### A.4 Climate Change (Continued)

#### Climate Risks and Opportunities (Continued)

##### Opportunity

##### 機遇

- Over the next few decades, energy systems are expected to change dramatically to meet local, national, and global climate goals. Decarbonisation of sectors such as power generation means a higher demand for clean fuels, including natural gas.
- 在未來，能源系統預計將發生巨大變化，以滿足當地、國家和全球的氣候目標。發電等行業的脫碳意味著對天然氣在內的潔淨燃料有更高需求。
- Implementing responsible and sustainable practices in operations, supply chain, and corporate governance can improve the Group's reputation and attract environmentally conscious customers and investors.
- 在營運、供應鏈和企業治理方面實施負責任和可持續的實踐可以提高集團的聲譽並吸引具有環保意識的客戶和投資者。

To get prepared in advance to minimise the potential impacts of climate risks on its operations, the Group is dedicating substantial resources and effort to developing comprehensive plans and management measures.

In the future, to better determine the Group's risk exposure and assess its climate resilience strategies, scenario analysis is planned to be undertaken as suggested by the Recommendations of the TCFD based on the Group's readiness and the Board's consideration of necessity.

## V. 環境責任 (續)

### A.4 氣候變化 (續)

#### 氣候風險與機遇 (續)

##### Potential Impact

##### 潛在影響

- Increased stakeholder environmental concerns and shifts in market preferences as guided by the "coal-to-gas" project of the government may boost the Group's business growth with natural gas pipeline installation as its major business.
- 在政府「煤改氣」項目引導下，利益相關者對環境的關注增加以及市場偏好的轉變可能會推動集團以天然氣管道安裝為主營業務的業務發展。
- Demonstrating a commitment to sustainable development and responsible practices enhances the Group's reputation, strengthens its competitiveness among its peers and attracts a broader range of investors.
- 展現對可持續發展和負責任實踐的承諾可以提高集團的聲譽，增強其在同行中的競爭力，吸引更多廣泛的投資者。

為提前做好準備，最大程度降低氣候相關風險對其營運的潛在影響，本集團當前正投入一定的資源和精力以制定全面的計劃和管理措施。

未來，為更好地識別風險敞口並評估其氣候適應策略，本集團計劃根據其準備情況及董事會的必要性考慮，參考氣候相關財務披露工作組的建議進行情景分析。



## VI. SOCIAL RESPONSIBILITY

### EMPLOYMENT AND LABOUR PRACTICES

#### B.1 Employment

In the ever-evolving landscape of the natural gas industry, the Group believes that human resources are the greatest assets and remain at the heart of the business success. As part of the corporate sustainable strategy, the Group values the contribution of every employee and is committed to fostering a diverse, inclusive, and dynamic workforce. Recognising that only through efficient recruitment, professional training and management can the Group ensure the best control over the professionalism of its employees, the Group has formulated and implemented various hiring guidelines and practices to standard the hiring procedures and employment systems.

As of the end of FY2023, there were a total of 61 full-time employees, of which the male-to-female ratio is 56:44. For more detailed data about the Group's employees by categorisation, please refer to Table S3 in APPENDIX – PERFORMANCE TABLE.

#### *Law compliance*

In FY2023, the Group complied with 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; and
- Labour Contract Law of the People's Republic of China.

## VI. 社會責任

### 僱傭及勞工常規

#### B.1 僱傭

立足於不斷發展的天然氣行業，本集團相信人力資源是集團最寶貴的資產，並且仍是企業成功的核心。作為企業可持續發展戰略的一部分，本集團重視每一位員工的貢獻，並致力於培養一支多元化、包容和充滿活力的員工隊伍。本集團認識到，只有通過高效的招聘、專業培訓和管理，才能確保對員工專業水平的最佳控制，因此本集團制定並實施了各種招聘相關指引和慣例，以規範招聘流程和僱傭制度。

截至二零二三財年末，本集團共有61名全職員工，其中男女比例為56：44。有關本集團員工分類的更詳細數據，請參閱附錄－績效表－表S3。

#### *法律合規*

於二零二三財年，本集團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》。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Law compliance (Continued)*

Relevant internal employment policies are periodically updated and revised by the Human Resources (“HR”) Department of the Group to ensure the Group’s employment practices align with the latest laws and regulations.

*Recruitment and promotion*

The Group believes that talent attraction and retention are critical to maintaining industry competitiveness. Adhering to the principle of “Equal Competition” (“公平競爭”), the Group provides equitable remuneration packages considering the candidates’ performance, personal attributes, working experiences and career aspirations. Additionally, the Group aims to offer competitive compensation and benefits that align with industry standards and peer organisations.

The Group generally leverages online platforms to release recruitment advertisements for positions in demand. In FY2023, the Group mainly posted recruitment information on JobsDB, one of the largest recruitment platforms, to search for competent candidates. In case where there is no suitable candidate identified, the Group will also consider the option of Employment as Professionals in Hong Kong. In addition, the Group collaborates with colleges and universities to hold campus recruitment to attract high-calibre candidates. The HR Department is responsible for overseeing and reviewing all recruitment and promotion process to ensure the most qualified and competent candidates are selected in an orderly and fair manner.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.1 僱傭** *(續)*

*法律合規* *(續)*

為確保本集團的僱傭實踐始終符合最新的法律法規，本集團的人力資源部負責定期審核並更新公司內部的僱傭相關政策。

*招聘及晉升*

本集團相信，吸納和留住人才是維持行業競爭力的關鍵。本集團秉持「公平競爭」的原則，根據候選人的表現、個人特質、工作經驗及職業志向，提供公平的薪酬待遇。此外，本集團亦致力於提供具有競爭力且符合行業標準和同行企業的薪酬和福利。

本集團一般利用網上平台發佈空缺職位的招聘廣告。於二零二三財年，本集團主要在最大招聘平台之一的JobsDB上發布招聘信息，以尋找能勝任的候選人。倘若未能物色到適合人選，本集團亦會考慮聘用專業人士來港就業。此外，本集團與高等院校合作舉辦校園招聘，吸引高素質人才。人力資源部負責監督和審查所有招聘和晉升流程，以確保有序、公平地選擇最有資質和能力的候選人。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Recruitment and promotion (Continued)*

To ensure that all employees can be recognised by the Group with respect to their contributions, the Department Heads and Directors conduct performance appraisal and capacity evaluations for all staff at least once a year. For the eligible worker who has demonstrated outstanding performance and potential, the Group takes proactive steps to provide them with promotion opportunities for career advancement.

*Remuneration, compensation and dismissal*

In adherence to the relevant laws and regulations of local jurisdictions, the Group designed the internal policies and procedures of remuneration and compensation on the Employee Handbook. According to the internal policy, the monthly salaries are provided at the end of each month, and the annual bonus is given with the directors' approval at the end of each year. The compensation for overtime work is provided upon the approval of supervisors and Department Heads.

In addition, in order to reflect the recognition of employees' efforts and internal incentives, compensation reviews and salary adjustment are regularly conducted with reference to the overall market conditions, inflation rate, profitability of the Group and employee's performance.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.1 僱傭** *(續)*

*招聘及晉升 (續)*

為確保所有員工的貢獻都能得到本集團的認可，部門主管和董事每年至少對全體員工進行一次績效考核和能力評估。對於表現突出、極具潛力且符合資格的員工，本集團會積極為其提供晉升機會，以促進其職業發展。

*薪酬、補償及解僱*

本集團依照當地司法管轄的相關法律法規，在「員工手冊」中列明所制定的薪酬及補償相關內部政策和程序。根據內部政策，員工薪金將在每個月底發放，而年度獎金則在每年年底經董事會批准後提供。任何加班工作在獲得主管和部門主管的批准後將給予補償。

此外，為體現對員工努力的認可、增強內部激勵，本集團以整體市場情況、通脹率、本集團的盈利能力及員工表現為參考，定期進行薪酬審查和薪金調整。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Remuneration, compensation and dismissal (Continued)*

Moreover, the Group strictly prohibits any kind of unfair or illegitimate dismissal and has made efforts to further standardise the procedures for employee dismissal. The corresponding policies and guidelines for the dismissal of employees have been developed and stipulated in the employment contracts. For those who consistently underperform despite receiving guidance and instructions, verbal warnings will be given, followed by written warning letters. For those who repetitively make the same mistakes and remain untamed despite receiving warning letters, the Group will terminate their employment contracts based on reasonable and lawful grounds according to the relevant laws and regulations. During the year under review, the employee turnover rate of the Group was 19.7%. More detailed breakdown of the turnover data can be found in Table S4 in the APPENDIX – PERFORMANCE TABLE.

*Working hours and rest periods*

Under the local employment laws and regulations, including “Provisions of the State Council on Employees’ Working Hours”, the employee working hours and rest period are stipulated and agreed upon in the labour contracts for all employees. To enhance the tracking and management of the working hours of all staff, all employees are required to report their daily attendance and record their working hours on the timesheet whenever necessary.

In addition to the basic paid annual level and statutory holidays, employees are also granted supplementary leave benefits, including examination/study leave, sick leave, marriage leave, maternity/paternity leave and consolation leave.

**VI. 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* *(續)*

此外，本集團嚴格禁止任何形式的不公平或非法解僱，並致力於進一步規範員工解僱程序。本集團已制定了解僱員工的相應政策並在僱傭合同中明確規定。對於在指導和指示下仍表現不達標的員工，本集團將給予口頭警告，然後發出書面警告信。對於屢次犯同樣錯誤且收到警告信仍不改正的員工，本集團將依據相關法律法規，在合理合法的基礎上終止其僱傭合同。於回顧年內，本集團的員工流失率為19.7%。更多詳細的員工流失率數據細項請參閱附錄－績效表－表S4。

*工作時數及假期*

根據當地勞動法律法規，包括《國務院關於職工工作時間的規定》，本集團在僱傭合同中釐定其僱員工作時數及假期安排。為加強對所有員工上班時間的監管，本集團要求所有員工每天上班時打卡，並必要時需要在考勤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／進修假、病假、婚假、產假／待產及喪假等。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Equal-opportunity, diversity, and anti-discrimination*

At Global Strategic, the Group is committed to fostering a workplace that values equality and believes a fair, respectful, and inclusive working environment could lead to better achievements and performance. The Group remains steadfast in its dedication to providing equitable opportunities to all employees in recruitment, training, promotion, dismissal, and retirement, regardless of age, gender, race, disability, ethnicity, origin, religion, or other non-job-related elements in all business units.

In addition, the Group holds zero tolerance towards all forms of discrimination, harassment, bullying or any form of abusive behaviour. Therefore, the Group sets up strict internal policies and guidelines in the Code of Conduct to ensure every employee is treated fairly.

The Group has established confidential reporting mechanisms for employees to report any incidents of discrimination or harassment to the Department Heads and Directors with written statements and evidence. A rigorous investigation and resolution process will be taken when receiving reports of discrimination to ensure a fair and just outcome for all parties involved. If any violations or illegal behaviour related to equal opportunity policies are substantiated, the Group will take disciplinary action against the relevant employees. Any complaint amounting to a criminal offence is taken and investigated seriously, and a report will be made to the relevant regulators or law enforcement authorities when the Board considers it necessary.

**VI. 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*

環球戰略集團有限公司始終致力於打造重視平等的工作場所，並相信公平、尊重和包容的工作環境能夠帶來更好的成就和業務績效。本集團繼續堅持在僱用、培訓、晉升機會、解僱和退休方面對所有員工做到公平公正，不受其僱員的年齡、性別、種族、殘疾、民族、血統、宗教或任何其他與工作無關的因素影響。

此外，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持零容忍態度。因此，本集團在「行為守則」中規定了嚴格的內部政策和指引，以確保每位員工得到公平對待。

本集團已設立保密舉報機制，員工可以書面聲明和證據向部門主管和董事會舉報任何歧視或騷擾事件。收到相關舉報後，本集團將採取嚴格的調查和解決流程，以確保所有相關方都得到公平公正的結果。如果有任何與平等機會政策相關的違規或違法行為得到證實，本集團將對相關員工執行紀律處分。對於任何涉及刑事犯罪的投訴，本集團都會嚴肅對待並展開調查，在董事會認為有必要時向相關監管機構或執法部門報告。



**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Benefits and welfare*

In the commitment to fostering a workplace culture that values and prioritises the well-being of the employees, the Group pays significant attention to both physical and mental health by providing a series of benefits and welfare. The Group also recognises that a content and engaged workforce is vital for its long-term business success. As such, the Group strives to provide a robust set of benefits and welfare that support the diverse needs of its employees.

In FY2023, the Group not only provided basic medical insurance and allowances but also arranged various activities and meal gatherings for employees to enhance their job satisfaction and working motivation. For instance, during the year under review, the Group encouraged its staff to actively participant in Standard Chartered Hong Kong Marathon. Engaging in such events not only contributed to the staff's individual health and fitness goals, but also positively reflected the Group's culture that values holistic well-being. These activities could also strengthen the bond among colleagues, creating a supportive and collaborative atmosphere within the workplace. In addition, the Group maintains continuous communication with staff through different channels, including emails and instant messages, to receive feedback and suggestions from staff.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.1 僱傭** *(續)*

*福利待遇*

本集團承諾營造重視和優先考慮員工福祉的企業文化，並通過提供一系列福利和津貼，高度重視員工的身心健康。本集團意識到，一支充滿活力和參與感的員工隊伍對企業的長期業務成功至關重要。因此，本集團致力於提供一整套全面的福利制度，以滿足員工的多元需求。

於二零二三財年，為提升員工的工作滿意度和工作動力，本集團為員工提供基本醫療保險和津貼，同時也為其安排了豐富多彩的活動和聚餐。例如，於回顧年度內，本集團鼓勵員工積極參與渣打香港馬拉松。參與此類活動不僅有助於員工實現個人的健康目標，也積極體現了集團重視整體福祉的文化。同時，這些活動可以加強同事之間的溝通交流，有助於營造相互支持和協作的工作氛圍。此外，本集團亦通過電子郵件及即時訊息等不同渠道與員工保持溝通，聽取員工的反饋及建議。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.1 Employment** *(Continued)*

*Benefits and welfare (Continued)*

Standard  
Chartered Hong  
Kong Marathon  
渣打香港馬拉松



In FY2023, the Group was not in violation of 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.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.1 僱傭** *(續)*

*福利待遇* *(續)*

於二零二三財年，本集團在薪酬及解僱、招募及晉升、工作時數、假期、平等機會、多元化、反歧視、福利及其他待遇方面，並未違反對其有重大影響的相關法律及規例。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.2 Workplace Health and Safety**

At Global Strategic, the Group regards the health and safety of its employees as the top priority, where maintaining a safe and health working environment is not just a goal but a necessity. As a fundamental aspect of its corporate commitment, the Group is dedicated to maintaining the highest standards of safety at all of its facilities while providing stable and reliable gas to its customers. In FY2023, the Group has set up its internal safety and health policies and procedures in accordance with the relevant laws and regulations in the PRC, including but not limited to:

- Production Safety Law of the People's Republic of China;
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases;
- Regulation on Work-Related Injury Insurance; and
- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China.

**VI. 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**

環球戰略集團有限公司將員工的健康與安全視作重中之重，維持安全健康的工作環境對本集團不僅是目標更是一種必要。作為其企業承諾的基本，本集團在為客戶提供穩定可靠的天然氣的同時，不遺餘力地在集團的所有設施中維持高安全標準。於二零二三財年，本集團已參考中國相關法律法規制定了內部安全與健康政策和程序，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》。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

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

Adhering to the principles of “Safety First”, the Group has formulated the “Safety Production Management System” which includes around 30 different sets of safety management regulations.

- Embracing the principle of “Early detection, Early communication, and Early prevention” the Group has implemented the Gas Pipeline Safety Management System to standardise frontline employees’ behaviours thus mitigating all related potential safety hazards and risks.
- A comprehensive Safety Inspection System has been implemented to identify and address any abnormal conditions at gas stations at the earliest stage by conducting regular inspections during daily operations.
- The Safety Hazard Investigation and Management System has been established to eliminate potential safety risks at all operational levels.
- The implementation of Safety Management System for the Use of Pressure Vessels strictly regulates the operational procedures of the instruments, emergency response plans, personnel duties and training, as well as guidelines on routine maintenance practices.
- To safeguard the safety of all individuals entering gas stations, the Notice for Station Entrance has been set up to forbid dangerous behaviours including smoking, use of non-explosion-proof electronic equipment and unauthorised use of facilities.

**VI. 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)*

秉持「安全第一」的原則，本集團已建立包含約30套不同安全管理法規的「安全生產管理制度」。

- 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」，規範前線員工行為，消除相關安全隱患及風險。
- 對加氣站實施全面的「安全巡查制度」，通過日常營運中的定期檢查，確保盡早發現和整改任何異常情況。
- 建立「安全隱患排查治理制度」，消除各營運層面的潛在安全隱患。
- 落實「壓力容器使用安全管理制度」，嚴格規範設備的操作程序、應急計畫、人員職責與訓練以及例行保養要求。
- 為保障所有進入加氣站的人員的安全，本集團制定了「進站須知」，嚴禁吸煙、使用非防爆電子裝置以及未經許可擅自使用設施等危險行為。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

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

The Group has also established the Safety Committee, which is responsible for monitoring the implementation of safety management systems to ensure the measures comply with the latest regulations and industry practices.

By fostering a safety culture, providing continuous training and implementing rigorous safety protocols, the Group continued to improve workplace health and safety. Including FY2023, the Group recorded zero work-related fatalities in the past three years. During the year under review, the Group recorded zero work-related injuries and, thus, zero work-related workday losses. To maintain zero accident rate, the Group is committed to further monitoring and controlling the potential risks and hazards associated with business operations.

In FY2023, 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*

Since the outbreak of the Pandemic, the Group acted immediately to set up Pandemic prevention guidelines and launched different responding measures based on the latest government policies.

**VI. 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)*

本集團也成立了安全委員會，負責監督安全管理系統的落實情況，以確保各項措施符合最新法規和行業慣例的要求。

本集團致力於持續改善工作場所的健康和安全，包括宣揚安全文化、提供持續培訓和實施嚴格的安全協議。包括二零二三財年在內，本集團在過去三年記錄的與工作相關的死亡人數為零。於回顧年內，本集團錄得零宗工傷，而因工傷損失工作日數亦為零。為維持零事故率，本集團將進一步監控與其業務營運相關的潛在風險和危害。

於二零二三財年，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，並未違反對本集團有重大影響的相關法律及規例。

*抗擊疫情*

自疫情發生以來，本集團立即行動，制定疫情防治指南，並根據政府最新政策推出不同的應對措施。



## VI. SOCIAL RESPONSIBILITY *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

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

##### *Responding to the pandemic (Continued)*

During the year under review, the Pandemic gradually alleviated due to global efforts, allowing the Group to shift its focus from crisis management to gradual resumption of normal operations. Recognising that the residual impact of the Pandemic, the Group placed paramount importance on the ongoing protection of its employees. The Group has implemented and communicated comprehensive health and safety protocols to guide the workforce in their daily activities, including clear guidelines on using PPE, hygiene practices, and health monitoring. Adhering to the international prevention approach, employees were encouraged to have daily protection measures, including wearing face masks and maintaining hygiene.

In addition, the Group ensures the adequate stocks and provision of necessary prevention materials including masks, gloves, alcohol disinfectants, sanitising wipes, and thermometers. Air purifier has been provided in the workplace to improve indoor air quality as well.

#### B.3 Development and training

Reckoning that workforce is the greatest asset of the Group, the Company believes well-trained and skilled talents are essential for achieving operational excellence, innovation, and maintaining a positive workplace culture. As such, the Group continues to prioritise the talent cultivation and professional development of its workforce as its commitment to sustainability and responsible business practices. During the year under review, the Group is committed to providing opportunities and resources to support the growth of its employees.

## VI. 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)

在全球努力下，疫情於回顧年度內逐漸緩解，本集團的工作重心從危機管理轉向逐步恢復正常業務營運。認識到疫情的殘餘影響，本集團亦關注員工的持續防護。本集團已實施並傳達了全面的健康和 safety 協議，以指導員工的日常活動，包括有關使用個人防護設備、衛生習慣和健康監測的明確指南。秉承國際預防方針，本集團鼓勵員工做好日常防護措施，包括戴口罩、保持衛生。

此外，本集團亦確保防疫物資充足，為所有員工提供必要的防護物資，包括口罩、手套、酒精消毒劑、消毒濕巾和溫度計。工作場所也配備了空氣清淨器，以改善室內空氣質量。

#### B.3 發展與培訓

本集團視員工為其最寶貴的資產，並堅信訓練有素、專業素養高的人才有助於實現企業的卓越營運、創新和維持積極的企業文化。因此，作為其對可持續發展和負責任商業實踐的承諾，本集團將人才培養和員工專業發展放在首位。於回顧年度內，本集團致力於提供機會及資源以支持員工成長。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.3 Development and training** *(Continued)*

The training provided by the Group is categorised into “on-the-job” training and “off-the-job” training, aiming to give every employee an equal opportunity to improve their professional skills. The Group developed a framework to provide induction training to new hires. The ongoing technical training programs ensure the frontline staff stays current with industry best practices and advancements, including specialised training in areas such as cutting-edge technologies, safety protocols, and industry-specific regulations. Given its commitment to environmental responsibility, the Group also incorporated sustainable practices, environmental regulations and green initiatives into the training programs for all employees. During the year under review, the Group has arranged internal training regarding product quality and safety on a monthly basis to enhance the professional skills of the frontline staff.

Besides internal training, employees are strongly encouraged to participate in external training programs and take professional qualification examinations, with reimbursements provided by the Group to eligible staff. For example, during the year under review, an ESG-related webinar was arranged for relevant employees to deepen their understanding of sustainable development and enhance the implementation of ESG-related practices.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.3 發展與培訓** *(續)*

本集團通過提供「在職」及「職外」培訓，讓每位員工都有平等的機會提升其專業技能。本集團為新員工的入職培訓制定了框架，同時也為前線員工制定了持續的技術培訓計劃，包括尖端技術、安全協議和行業特定法規等領域的專門培訓，以確保其掌握行業德最佳實踐和進展。鑒於對環境責任的承諾，本集團亦將可持續發展實踐、環境法規和綠色倡議納入所有員工的培訓計畫中。於回顧年度內，本集團每月進行有關產品質量和安全的內部培訓，以提升前線員工的專業技能。

除內部培訓外，本集團亦大力鼓勵員工參與外部培訓計劃及專業資格考試，並由集團為符合資格的員工報銷費用。例如，於回顧年度內，本集團為相關員工安排了ESG相關線上研討會，以加深其對可持續發展的理解，加強ESG相關實踐的落實。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.3 Development and training** *(Continued)*



Additionally, the Group invites external organisations and experts to provide relevant training sessions for its employees from time to time. To ensure high-quality leadership and good corporate governance practices, the Group focuses on developing its directors and senior executives through executive-level training.

As a commitment to fostering continuous learning among its employees, in FY2023, the Group organised 286 hours of vocational training for 62.3% of its staff. For more information, please refer to Tables S5 and S6 in APPENDIX – PERFORMANCE TABLE.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.3 發展與培訓** *(續)*

此外，本集團經常邀請外部機構及專家為員工提供相關培訓。為確保優質領導和良好的企業管治實踐，本集團亦安排行政人員級別的培訓來促進董事及高級管理層的發展。

作為促進員工持續發展的承諾，於二零二三財年，本集團為62.3%的員工安排了共286小時的職業培訓。更多相關信息，請參閱附錄—績效表—表S5和S6。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.4 Labour Standards**

During the year under review, the Group reaffirmed its commitment to upholding rigorous labour standards as an integral part of its ESG strategy. Ensuring human rights and fair treatment is central to the Group's value, which not only aligns with legal requirements but also contributes to the sustainability and long-term business success. In FY2023, the Group abided by the Labour Law of the People's Republic of China, the Hong Kong Employment Ordinance and other related laws and regulations in its operating regions to prohibit child and forced labour employment.

To combat illegal employment of child labour, underage workers and forced labour, the HR Department of the Group has developed a set of internal policies aiming to standardise and monitor the recruitment and employment process, including:

- All job applicants are required to provide valid identification documents for verification during recruitment to confirm their age and condition of stay.
- The Group prohibits any recruitment of workers by relinquishing their identification documents nor lodge deposits as a condition of employment.
- A review of the staff roster and on-site inspection of personnel are conducted regularly by the HR Department to ensure the validity of the employees' information.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.4 勞工準則**

於回顧年度內，本集團重申其嚴格遵守勞工標準的承諾，將其作為ESG戰略不可分割的一部分。確保人權和公平待遇是本集團價值的核心，這不僅符合法律要求，更有助於可持續發展和長期業務成功。於二零二三財年，本集團已遵守《中華人民共和國勞動法》、香港《僱傭條例》以及營運地區的其他相關法律法規，以禁止僱用任何童工及強迫勞工。

為打擊非法僱用童工、未成年工及強迫勞工，本集團人力資源部制定了一系列規範和監控招聘和僱傭流程的內部政策，包括：

- 所有求職者須在招募過程中提供有效身份證明文件以供核實年齡及逗留條件。
- 本集團禁止要求工人放棄其身份證明文件或繳納押金作為僱傭條件。
- 人力資源部定期對員工名冊進行審核，並對人員進行現場檢查，以確保員工個人信息的有效性。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*

**B.4 Labour Standards** *(Continued)*

Once the Group identifies any case against relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated, and the responsible employees will be disciplined accordingly. Depending on the severity of the issue, a report will also be made to the supervisory authorities when the senior management considers it necessary.

In FY2023, 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.

**OPERATING PRACTICES**

**B.5 Supply Chain Management**

The Company maintains its unwavering commitment to sustainability, and its practices extend beyond its organisation to encompass every aspect of the supply chain. By engaging with suppliers, proactively managing risks and prioritising green procurement, the Group maintains and manages a sustainable and reliable value chain. In FY2023, the Group mainly engaged with suppliers of natural gas distributions (e.g., SINOPEC and PETROCHINA) and suppliers of raw materials for gas pipeline installation.

**VI. 社會責任** *(續)*

**僱傭及勞工常規** *(續)*

**B.4 勞工準則** *(續)*

一旦發現任何違反勞工法例、法規及標準的事件，本集團將立即終止相關僱傭合約，並對相關員工執行相應的紀律處分。根據問題的嚴重程度，在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。

於二零二三財年，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。

**營運慣例**

**B.5 供應鏈管理**

本公司始終致力於可持續發展，其實踐超越了其組織範圍，涵蓋了供應鏈的各個方面。通過與供應商合作、主動管理風險並優先考慮綠色採購，本集團維持並管理其可持續、可靠的價值鏈。於二零二三財年，本集團主要與天然氣分銷商（如中石化及中石油）及輸氣管道安裝原材料供應商合作。



**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.5 Supply Chain Management** *(Continued)*

*Supplier Engagement*

Reckoning the importance of effective supply chain management, the Group maintains a long-term and stable relationship with all its major suppliers by regularly engaging through digital means and on-site visits. During the year under review, 100% of the Group's suppliers had stable engagements with the Group, and the Group did not face any under-qualified supplies or delays in supplies.

The Group has formulated various internal policies and procedures to standardise the process of supplier selection. To ensure the quality of suppliers, the Operation Department of the Group is responsible for conducting supply chain assessment and supplier selection according to the criteria outlined in the Supplier Code Conduct, including the safety and reliability of gas supply and the effective implementation of any environmental and safety management systems. In addition, the Operation Department is responsible for conducting an annual review to evaluate and assess suppliers' performance, reliability, and compliance. Suppliers not meeting the assessment criteria will be eliminated from the list, and the collaboration will be terminated timely.

To ensure the quality of products in the supply chain, the Group requires all suppliers and contractors to comply with the agreed contract terms during the business cooperation, and a "Gas Quality Inspection Report" is required to be submitted on a monthly basis for review. In addition, the Administrative Department is assigned to continuously monitor and control the supply chain practices, ensuring all suppliers and contractors strictly comply with applicable laws and regulations and operate in a sustainable manner.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.5 供應鏈管理** *(續)*

*供應商聘用*

考慮到高效的供應鏈管理的重要性，本集團通過定期的線上及現場拜訪等方式與所有主要供應商保持長期穩定的溝通。於回顧年度內，本集團與所有供應商保持穩定的合作關係，不存在供貨不合格或延遲供貨的情況。

本集團已制定多項內部政策及程序以規範供應商選擇流程。為確保供應商的質量，本集團營運部負責根據《供應商守則》中規定的標準實施供應鏈評估和供應商選擇，包括包括燃氣供應的安全性、可靠性以及環保與安全管理系統的有效實施。此外，營運部負責進行年度審查，以評估供應商的表現、可靠性和合規性。不符合評估標準的供應商將被從合格供應商名單中刪除，且合作將立即終止。

為進一步保障供應鏈的產品質量，本集團要求所有供應商及承包商與本集團的業務合作中遵守合同約定的條款，同時要求其每月提交一份「天然氣氣質檢驗報告」以供審查。此外，行政部門也負責持續監控供應鏈實踐，確保所有供應商和承包商嚴格遵守相關法規法規並以可持續的方式運作。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.5 Supply Chain Management** *(Continued)*

*Supply Chain Risk Management*

To minimise the environmental and social risks along the supply chain, the Group not only complied with relevant laws and regulations, but also established supply chain management teams to identify non-conformance with relevant laws as material risks that could significantly impact the Group's supply chain. Sticking to the implementation of its standards on supply chain management, the Group ensures that its well-selected suppliers are in strict compliance with all requirements in the multitude of agreements as part of the master agreements such as the Health, Safety and Environment (HSE) Contract.

To foster a shared commitment to sustainability, the Group also encourage its suppliers to oversee and manage potential social and environmental risks within acceptable range under the national and industrial standards.

*Green Procurement*

As a company operating at the intersection of the natural gas supply chain and end-users, the Group is dedicated to fostering responsible procurement and working with its suppliers to provide cleaner energy. Therefore, the Group incorporated green procurement into its decision-making process, and the Operation Department prioritises suppliers who adhere to sustainable sourcing practices, such as pipelines for natural gas distribution and environmentally friendly office supplies, including recycled paper. Meanwhile, the Group actively seeks products and services with recognised eco-labels, ensuring its procurement choices align with industry-recognised environmental standards.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.5 供應鏈管理** *(續)*

*供應鏈風險管理*

為盡量降低供應鏈上的環境和社會風險，本集團不僅遵守相關法律法規，亦成立了供應鏈管理團隊，負責識別本集團供應鏈中包括違反法規等產生嚴重影響的重大風險。本集團堅持實施供應鏈管理標準，確保其挑選的供應商嚴格遵守包括健康、安全和環境(HSE)合約等主協議中的所有標準。

為促進對可持續發展的共同承諾，本集團鼓勵供應商監察和管理潛在的社會和環境風險，將其控制在國家和行業標準可接受的要求範圍內。

*綠色採購*

作為一家在天然氣供應鏈和終端用戶之間開展業務的企業，本集團努力促進負責任採購，並致力於與供應商合作提供更清潔的能源。因此，本集團將綠色採購納入決策過程，營運部亦優先採購可持續產品，例如天然氣輸送管道和環保辦公用品(包括再生紙)。同時，本集團積極尋求已獲得綠色認證的產品及服務，確保其採購選擇符合業界認可的環保標準。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.5 Supply Chain Management** *(Continued)*

*Green Procurement (Continued)*

As of September 30 2023, the Group maintained stable cooperative relationships with a total of 12 suppliers, which are all located in the PRC. The aforementioned supplier engagement and management policies apply to all suppliers of the Group and are being implemented and monitored by the Operation Department and Administration Department of the Group.

**B.6 Product responsibility**

To provide customers with high-quality and reliable energy supply and satisfactory services, the Group has strengthened the implementation of product responsibility through a series of internal policies regarding quality, safety, customer rights and satisfaction.

Given the Group's business nature, the Group considers the advertising, product/service recall, intellectual property and labelling matters not material to the Group's operation, and thus not being discussed in this ESG report in consideration of the principle of Materiality.

*Quality and safety*

As natural gas supply and pipeline installation businesses dominate the operations of the Group, the Group places paramount importance on the assurance of the quality and safety of the gas supply.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.5 供應鏈管理** *(續)*

*綠色採購* *(續)*

截至二零二三年九月三十日，本集團共與12家供應商維持穩定的合作關係，且全部位於中國。上述供應商聘用及管理政策適用於本集團所有供應商，並由本集團營運部及行政部執行及監督。

**B.6 產品責任**

為向客戶提供優質可靠的能源供應和令人滿意的服務，本集團因此本集團制定了一系列有關質量、安全、客戶權益和滿意度的內部政策，以加強產品責任的落實。

鑒於本集團的業務性質，本集團認為廣告、產品／服務召回、知識產權和標籤事宜對本集團的營運不重要，因此根據重要性原則，本ESG報告並未就此進行討論。

*質量與安全*

由於天然氣供應及管道安裝業務是本集團的主營業務，因此本集團高度注重供氣質量與安全的保障。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.6 Product responsibility** *(Continued)*

*Quality and safety (Continued)*

Adhering to Operation Manual, the Group standardises its operational practices in line with the applicable laws and regulations, including but not limited to:

- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China;
- Requirements for the Safe Transportation of LNG Transportable Tanks on the Whole Ship;
- Work Safety Law of the People's Republic of China;
- Regulations on the Safety Management of Hazardous Chemicals;
- Product Quality Law of the People's Republic of China;
- Fire Protection Law of the People's Republic of China;
- Code for Design of City Gas Engineering GB50028-2006;
- Regulation on the Administration of Urban Gas; and
- Natural Gas GB17820-2012.

Subject to the annual review by the Board, the Risk Management Framework, Central Contingency Policies and Procedures and Risk Monitoring Mechanism are enforced to guarantee the safety and reliability of the Group's services.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.6 產品責任** *(續)*

*質量與安全* *(續)*

本集團遵循「操作手冊」，根據適用的法律法規規範其操作實踐，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》；
- 《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)》；
- 《城鎮燃氣管理條例》；以及
- 《天然氣 (GB17820-2012)》。

經董事會的年度審查，本集團實施風險管理框架、中央應急政策及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。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.6 Product responsibility** *(Continued)*

*Quality and safety (Continued)*

The Group provides gas supply and pipeline installation services in adherence to a comprehensive quality control system that aligns with statutory requirements of 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 the section “Workplace Health and Safety”, the Group has implemented various procedures to maintain product safety, including:

- Internal Gas-user Safety Management System has been implemented to set up clear guidelines across the whole workflow, from engineering design, construction and installation, completion confirmation, to ignition supply, management and maintenance and demolition.
- Prior to the registration of the user's premises, users are required to acknowledge their comprehensive understanding of safe gas use, including the basic operation, common gas accidents, response plans and emergency rescue hotlines.
- To prevent accidents and ensure the safety of gas users, the Group has set up systematic inspection systems to identify and address any potential safety hazard in users' households or industrial and commercial facilities.
- Publicity mechanisms are established to remind the public of the safety of natural gas use, especially during holidays, peak gas usage periods, winter gas accidents and rat infestations.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.6 產品責任** *(續)*

*質量與安全* *(續)*

本集團提供燃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「工作場所的健康與安全」一節詳述的安全管理體系外，本集團亦實施了各項程序用以確保產品安全，包括：

- 落實「用戶安全管理規程」，為工程設計、建造安裝、完工確認，到點火供應、管理維護、最終拆卸等全流程提供明確的指導方針。
- 在登記用戶場所前，用戶須確認對安全用氣的全面了解，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。
- 為預防事故發生，確保燃氣用戶的安全，本集團已建立系統化的檢查制度，以識別和消除用戶家庭或工商業設施中的安全隱患。
- 本集團建立宣傳機制，提醒公眾注重天然氣的使用安全，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。



**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.6 Product responsibility** *(Continued)*

*Complaints Handling*

The Group remains committed to improving its customer services and exploring the approach to handling complaints. By embracing a customer-centred approach, implementing prompt rectifying actions, and maintaining active communication, the Group aims to address customer concerns and continuously enhance its products to benefit the local community and the environment.

The Group has maintained customer service management systems to ensure customers have easy access to complaint channels, including customer service hotlines. Once any complaint is received, an acknowledgement will be sent to the customer in a timely manner while a thorough investigation process will be enacted to identify the cause of the complaint and assess its validity. Specific responsible departments are required to inform the investigation progress and results to the customers through formal replies.

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

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.6 產品責任** *(續)*

*投訴處理*

本集團堅持提升服務質素，並探索更好處理投訴的方法。本集團秉承以客戶為中心的理念，及時採取整改措施，確保積極溝通，致力於解決客戶的疑慮，不斷提升產品質量，造福當地社區和環境。

本集團建立了客戶服務管理系統，以確保客戶能夠方便地使用服務專線等申訴管道。一旦收到任何投訴，本集團將及時向客戶確認收悉，同時開展徹底的調查程序，以查明投訴原因並評估其真實性。特定負責部門將以正式答覆的形式向客戶傳達調查過程和結果。

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，本集團客戶均感到滿意。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.6 Product responsibility** *(Continued)*

*Privacy matters*

In FY2023, the Group complied with the relevant laws and regulations, including the Law on Protection of Consumer Rights and Interests of the People's Republic of China and Personal Data (Privacy) Ordinance of Hong Kong to protect the interests of its stakeholders. The Group operates within a robust privacy protection framework and establishes a series of measures to safeguard the personal data and identifiable information of its clients and tenants, including:

- In accordance with the account authorisation management requirements, only designated staff is authorised to access sensitive information thereby eliminating the risks of data leakage.
- Risk management and technical incident recovery plans are adapted to protect personal data and mitigate losses in case of any accidents.
- A confidentiality agreement is required to be signed among relevant parties to prohibit any unauthorised disclosures or provision of data to any third-party without consent.

During the year under review, the Group did not receive any substantial complaints regarding data breaches, leakage or privacy matters.

In FY2023, 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 have a significant impact on the Group.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.6 產品責任** *(續)*

*私隱事宜*

於二零二三財年，本集團遵守《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》等相關法律法規，保障利益相關者的權益。本集團在健全的隱私保障框架下運作，並制定了一系列措施用以保護客戶及租戶的個人數據及可識別資料，包括：

- 依照帳戶授權管理要求，只有指定的人員才有權訪問敏感資訊，消除資料外洩的風險。
- 採用風險管理和技術事故恢復計劃來保護個人資料並減少發生洩漏事故時的損失。
- 相關當事人須簽署保密協議，禁止在未經授權的情況下將任何數據洩露給任何第三方。

於回顧年度內，本集團並未接獲任何有關資料洩漏、外流或私隱事宜的重大投訴。

於二零二三財年，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。

## VI. SOCIAL RESPONSIBILITY (Continued)

### OPERATING PRACTICES (Continued)

#### B.7 Anti-corruption

Recognising the importance of ethical operation, the Group holds itself to the highest standards and expects the same from all stakeholders. The Group remains resolute in its stance against corruption, embracing a multifaceted approach to foster integrity and transparency. In FY2023, the Group emphasised the conformance to and complied with the applicable laws and regulations of the jurisdictions where it operates, including:

- Law of the People's Republic of China on Anti-money Laundering;
- Anti-Corruption Law of the People's Republic of China;
- 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).

To better combat corruption-related behaviours, the Group has implemented stringent internal policies and the Code of Conduct in the Employee Handbook, which is aligned with local and international anti-corruption laws. The key principles outlined in the Code of Conduct include the prevention of:

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

## VI. 社會責任 (續)

### 營運慣例 (續)

#### B.7 反貪污

認識到道德經營的重要性，本集團堅持最高道德標準，並對所有利益相關者抱有同樣的期望。本集團將繼續堅定打擊腐敗行為，從多方面促進企業誠信和透明度。於二零二三財年，本集團遵守其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）》。

為更好地打擊與腐敗相關的行為，本集團已落實在「員工手冊」中所列出的「行為準則」與嚴格的內部政策，確保其經營符合當地和國際反腐敗法律法規。「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；以及
- 公司資產的不當處理。

**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**OPERATING PRACTICES** *(Continued)*

**B.7 Anti-corruption** *(Continued)*

The punishment system for the violation of the rules is also clearly listed in the Employee Handbook. Depending on the severity of the incident, a significant part of the salary of employees who have breached the rules may be deducted, and the employment contract will be terminated if necessary.

The Group has built an effective grievance mechanism that allows employees to report any suspected misconduct to the Department Head or the Board with supporting evidence when they witness or learn of any violation of the Group's Code of Conduct. Once receiving the report, the Group will set up an investigation team to conduct investigation and verifications. Effective whistleblowing procedures ensure that all processes will be in confidential and the whistleblower will be protected from unfair dismissal or victimisation. Where any criminality is substantiated, the Group will handle the involved parties accordingly, and a report will be made to the local authority when the management of the Group considers it necessary. In addition, all policies and guidelines involving anti-corruption and anti-money laundering are being reviewed annually to ensure the effectiveness of their implementation.

To further enhance the employees' understanding of the consequences of being involved in bribery, extortion, fraud and money laundering, the Group organised two anti-corruption-related seminars and training programmes for different levels of the Group in FY2023. Materials, including the Independent Commission Against Corruption and seminar notes from the Hong Kong Police, are periodically distributed to employees, including Directors.

**VI. 社會責任** *(續)*

**營運慣例** *(續)*

**B.7 反貪污** *(續)*

本集團亦在「員工手冊」中明確列出對違規行為的處罰制度。根據事件的嚴重程度，本集團會扣除違規員工的大部分薪資，必要時終止僱傭合約。

本集團建立了有效的申訴機制，允許員工在目睹或獲悉任何可能違反本集團「行為準則」的行為時，向部門主管或董事會舉報任何涉嫌不當行為的全部細節及佐證。接到舉報後，本集團將成立調查小組進行調查核實。通過有效的舉報程序，本集團可確保所有流程將以保密的方式進行，並保護舉報人免受不公平解僱或侵害。如發現任何可疑犯罪行為，本集團將對涉案人員進行相應處理，並在管理層認為有必要的情況下向當地職能部門報告。此外，本集團每年都會審查涉及反腐敗和反洗黑錢的所有政策和準則，以確保其有效落實。

為了進一步提高員工對參與賄賂、勒索、詐欺和洗黑錢後果的認識，本集團於二零二三財年為集團不同層級的員工舉辦了兩場反腐敗相關的研討會和培訓。本集團亦不時向包括董事在內的員工派發包括廉政公署通函和香港警方研討會筆記在內的資料。

## VI. SOCIAL RESPONSIBILITY (Continued)

### OPERATING PRACTICES (Continued)

#### B.7 Anti-corruption (Continued)

During the year under review, around five hours of anti-corruption-related training and seminars were arranged for 8 senior management, 2 middle management and 30 general staff to ensure the Group's ongoing compliance with the applicable laws and regulations.

In FY2023, the Group recorded zero concluded legal cases regarding corrupt practices brought against the Group or its employees and 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.

### COMMUNITY

#### B.8 Community Investment

In FY2023, the Company proudly continued its commitment to community contribution as an integral part of its corporate social responsibility. The Group has made efforts to create positive and lasting impacts on the communities it serves, aiming to foster sustainable relationships and contribute to the well-being of society.

In addition to investing in the exploration of clean energy innovations, the Group also places significant emphasis on building local communities by creating job opportunities, collaborating with local suppliers, and paying local taxes timely. The Group also actively engaged with local communities to recognise their unique needs and challenges. During the year under review, the Group partnered with Banyan Service Association to distribute lunch boxes and mooncakes in local communities.

## VI. 社會責任 (續)

### 營運慣例 (續)

#### B.7 反貪污 (續)

在回顧年度內，本集團為8名高級管理人員、2名中級管理人員及30名一般員工安排了約5小時的反貪腐相關培訓和研討會，以確保本集團持續遵守適用的法律法規。

於二零二三財年，針對本集團或其員工提出並已審結的貪污訴訟案件為零。於回顧年度內，本集團已遵守有關防止賄賂、勒索、欺詐及洗黑錢對本集團有重大影響的法律法規。

### 社區

#### B.8 社區投資

於二零二三財年，本集團繼續致力於社區投資，並將其作為其企業社會責任的重要一環。本集團努力為其服務的社區創造積極和持久的正面影響，以促進可持續關係和社會福祉。

除投資探索清潔能源創新外，本集團亦專注於創造當地就業機會、與當地供應商合作以及及時繳納當地稅款來為建立當地社區作出貢獻。本集團也積極與當地社區合作，及時了解其獨特需求和面臨的挑戰。於回顧年度內，本集團與榕光社合作，向當地社區發放便當盒及月餅。



**VI. SOCIAL RESPONSIBILITY** *(Continued)*

**COMMUNITY** *(Continued)*

**B.8 Community Investment** *(Continued)*

**VI. 社會責任** *(續)*

**社區** *(續)*

**B.8 社區投資** *(續)*



In FY2023, although the business operations of the Group were still under the impact of Pandemic prevention, the Group continues to seek opportunities to engage in social activities and expand its engagement for community contributions.

於二零二三財年，本集團的業務營運仍受到疫情的殘餘影響，但本集團將繼續尋求參與社區活動的機會，擴大對社區的貢獻與影響。

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VII. APPENDIX – PERFORMANCE TABLE

### VII. 附錄－績效表

Table E1. The Group's Total Emissions by Category in FY2023 <sup>8</sup>

表E1.本集團二零二三財年排放信息總覽<sup>8</sup>

Emission Category	Key Performance Indicator (KPI)	Unit	Amount in FY2023 二零二三 財年數量	Intensity <sup>1</sup> (Unit/ employee) in FY2023 二零二三 財年密度 <sup>1</sup> (單位／員工)	Amount in FY2022 二零二二 財年數量	Intensity <sup>2</sup> (Unit/ employee) in FY2022 二零二二 財年密度 <sup>2</sup> (單位／員工)
排放物類別	關鍵績效指標	單位				
<b>Air Emissions</b> <sup>3</sup> 廢氣排放 <sup>3</sup>	SOx	Kg	0.234	0.004	0.112	1.867x 10 <sup>-3</sup>
	硫氧化物	千克				
	NOx	Kg	7.865	0.129	3.785	0.063
	氮氧化物	千克				
	PM	Kg	0.579	0.009	0.270	4.644 x 10 <sup>-3</sup>
	顆粒物	千克				
<b>GHG Emissions</b> 溫室氣體排放	Scope 1 <sup>4</sup> (Direct Emissions)	Tonnes of CO <sub>2</sub> e	37.60	0.62	26.71	0.45
	範圍一（直接排放） <sup>4</sup>	噸二氧化碳當量				
	Scope 2 <sup>5</sup> (Energy Indirect Emissions)	Tonnes of CO <sub>2</sub> e	97.63	1.60	106.66	1.78
	範圍二（能源間接排放） <sup>5</sup>	噸二氧化碳當量				
	Scope 3 <sup>6</sup> (Other Indirect Emissions)	Tonnes of CO <sub>2</sub> e	1.51	0.02	0.84	0.01
	範圍三（其他間接排放） <sup>6</sup>	噸二氧化碳當量				
<b>Non-hazardous Waste</b> 無害廢棄物	Total (Scope 1 & 2 & 3)	Tonnes of CO <sub>2</sub> e	136.74	2.24	134.21	2.24
	總排放（範圍一、二及三）	噸二氧化碳當量				
<b>Non-hazardous Waste</b> 無害廢棄物	Wastewater <sup>7</sup>	m <sup>3</sup>	183.20	3.00	471.00	7.85
	廢水 <sup>7</sup>	立方米				

### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

1. Intensity for FY2023 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's number of employees in FY2023, which was 61;
2. The amount and intensity in FY2022 were extracted from the data in the ESG Report FY2022 of the Group;
3. The Group's air emissions only included the air pollutants from fuel consumption of motor vehicles;
4. The Group's Scope 1 (Direct Emissions) included only the GHG emissions arose from the consumption of liquid fuels in motor vehicles;
5. The Group's Scope 2 (Energy Indirect Emissions) included only the GHG emissions arose from electricity consumption;
6. The Group's Scope 3 (Other Indirect Emissions) included only the GHG emissions arose from paper waste disposed at landfills, electricity used for processing fresh water and sewage by government departments;
7. The total amount of wastewater discharged from the Group in FY2023 was based on the assumption that 100% of the fresh water consumed entered the municipal sewage system; and
8. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, The GHG Protocol Corporate Accounting and Reporting Standard and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories.

### VII. 附錄－績效表 (續)

1. 二零二三財年密度乃按廢氣、溫室氣體及其他排放物數量分別除以本集團二零二三財年僱員總數61人而得；
2. 二零二二財年的數量及密度是從本集團二零二二財年環境、社會及管治報告中的數據提取；
3. 本集團的廢氣排放僅包括汽車燃料消耗產生的空氣污染物；
4. 本集團的範圍一（直接排放）僅包括汽車液體燃料消耗所產生的溫室氣體排放；
5. 本集團的範圍二（能源間接排放）僅包括電力消耗所產生的溫室氣體排放；
6. 本集團的範圍三（其他間接排放）僅包括棄置在堆填區的紙張廢物、政府部門處理淡水和污水所用的電力產生所產生的溫室氣體排放；
7. 本集團排放的廢水量是根據假定所使用淡水100%排進污水系統作為廢水排放而估算；以及
8. 上述溫室氣體排放報告採用的方法基於由聯交所發行的「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」、溫室氣體議定書：企業核算與報告準則以及二零零六年IPCC國家溫室氣體清單指南。

## VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table E2. Total Resource Consumption in FY2023

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2023	Intensity <sup>1</sup> (Unit/employee) in FY2023	Amount in FY2022	Intensity <sup>2</sup> (Unit/employee) in FY2022
資源類別	關鍵績效指標	單位	二零二三 財年數量	二零二三 財年密度 <sup>1</sup> (單位／員工)	二零二二 財年數量	二零二二 財年密度 <sup>2</sup> (單位／員工)
<b>Energy <sup>3</sup></b> 能源 <sup>3</sup>	Electricity	kWh'000	156.73	2.57	177.29	2.95
	電力	千個千瓦時				
	Diesel	kWh'000	–	–	25.71	0.43
	柴油	千個千瓦時				
	Gasoline	kWh'000	154.09	2.53	73.87	1.23
	汽油	千個千瓦時				
	Total	kWh'000	310.83	5.10	276.86	4.61
	總量	千個千瓦時				
<b>Water</b> 水	Water	m <sup>3</sup>	183.20	3.00	471.00	7.85
	水	立方米				
<b>Paper</b> 紙張	Paper	Kg	139.59	2.29	140.60	2.34
	紙張	千克				

- Intensity for FY2023 was calculated by dividing the amount of resources that the Group consumed in FY2023 by the Group's number of employees in FY2023, which was 61;
- The amount and intensity in FY2022 were extracted and converted from the data in the ESG Report FY2022 of the Group; and
- The energy conversion of resources consumed was based on the energy coefficient set out in "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

## VII. 附錄－績效表 (續)

表E2.二零二三財年資源使用總量

- 二零二三財年密度乃按資源總量除以本集團二零二三財年僱員總數61人而得；
- 二零二二財年的數據及密度從本集團二零二二財年環境、社會及管治報告中提取及轉換；以及
- 所消耗資源的能量轉換基於聯交所發布的「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」。

## VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S3. Number of Employees by Age Group, Gender, Employment Type, Position Type, Geographical Locations of The Group in FY2023 <sup>1</sup>

## VII. 附錄－績效表 (續)

表S3.本集團二零二三財年按年齡、性別、就業類型、職位和地區劃分的員工總數<sup>1</sup>

Unit: Number of employees	單位：員工人數	Age group 年齡				Total 總數
		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	
Gender	性別					
Male	男	6	14	9	5	34
Female	女	4	11	8	4	27
Total	總數	10	25	17	9	61

Unit: Number of employees	單位：員工人數	Position 職位			Total 總數
		General staff 一般員工	Senior management 高級管理人員	Director and management 董事與管理層	
Gender	性別				
Male	男性	17	6	11	34
Female	女性	25	1	1	27
Total	總數	42	7	12	61



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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

#### Employment type

##### 就業類型

Full time 全職	Part time 兼職	Total 總數
61	0	61

#### Geographical location

##### 地區劃分

Locations	地域	Number of employees 員工人數
Yichang	宜昌	38
Hong Kong	香港	15
Shanghai	上海	8
Total:	總數：	61

- The employment data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group within the reporting scope. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

- 職工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋根據當地有關法律與本集團有直接僱傭關係的僱員以及在報告範圍內其工作和／或工作場所受本集團控制的員工。上述報告職工數據所採用的方法乃基於聯交所發佈的「如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標匯報指引」。

## VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S4. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2023 <sup>1</sup>

Unit: Number of employees 單位：員工人數		Age group 年齡				Total 總數
Gender 性別		Aged 30 or below 30歲或以下	Aged between 31 to 40 31-40歲	Aged between 41 to 50 41-50歲	Aged 51 or above 51歲或以上	
Male 男性		0	3	3	2	8
Employee turnover rate (%) 員工流失率(%)		0.0%	21.4%	33.3%	40.0%	23.5%
Female 女性		0	3	1	0	4
Employee turnover rate (%) 員工流失率(%)		0.0%	27.3%	12.5%	0.0%	14.8%
Total 總數		0	6	4	2	12
Total employee turnover rate (%) 總員工流失率(%)		0.0%	24.0%	23.5%	22.2%	19.7%

### Geographical locations

地區劃分

Locations 地域		Employee turnover 員工流失	Employee turnover rate 員工流失率
Yichang 宜昌		5	13.2%
Hong Kong 香港		6	40.0%
Shanghai 上海		1	12.5%
Total 總數		12	19.7%

- The turnover data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The above data only covers the reporting scope. Turnover rate was calculated by dividing the number of employees who resigned in FY2023 by the number of employees in FY2023. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

## VII. 附錄－績效表 (續)

表S4.本集團二零二三財年按年齡、性別及地區劃分的員工流失率<sup>1</sup>

- 流失數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失率通過將二零二三財年離職人數除以二零二三財年的員工數得出。上述績效表僅包括報告範圍內的數據。上述流失數據所採用的方法乃基於聯交所發佈的「如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標匯報指引」。

## 環境、社會及管治報告

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S5. Number and Percentage of Employees Trained in the Group by Gender and Position Type in FY2023 <sup>1</sup>

Total number of employees	員工總數	61
Total number of employees trained	總受訓人數	38
Total percentage of employees trained	總員工受訓百分比	62.3%

Unit: Number of employees	單位：員工人數	Position Type			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	12	5	5	22
% of employees trained	員工受訓百分比	31.6%	13.2%	13.2%	57.9%
Female	女性	15	1	0	16
% of employees trained	員工受訓百分比	39.5%	2.6%	0.0%	42.1%
Total	總數	27	6	5	
% of employees trained	員工受訓百分比	71.1%	15.8%	13.2%	

- The training information was obtained from the Group's Human Resources Department. Training refers to the vocational training that the Group's employees attended in FY2023. The above data only covers the reporting scope. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange

### VII. 附錄－績效表 (續)

表S5.二零二三財年本集團按性別和職位類型受訓的員工人數和百分比<sup>1</sup>

- 員工培訓數據從本集團的人力資源部獲得。上述數據僅涵蓋本報告範圍。培訓指本集團員工於二零二三財年參加的職業培訓。上述報告員工受訓人數和百分比所採用的方法乃基於聯交所發佈的「如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標匯報指引」。

# 環境、社會及管治報告

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S6. Training Hours Provided by the Group by Gender and Position Type in FY2023 <sup>1</sup>

Unit: Training Hours	單位：培訓時數	Position Type			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	50	62	72	184
Average training hours	平均受訓時數	2.94	10.33	6.55	5.41
Female	女性	51	51	0	102
Average training hours	平均受訓時數	2.04	51.00	0.00	3.78
Total	總數	101	113	72	286
Average training hours	平均受訓時數	2.40	16.14	6.00	4.69

1. The training information was obtained from the Group’s Human Resources Department. The above data only covers the reporting scope. The methodology adopted for reporting training hours set out above was based on “How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

### VII. 附錄－績效表 (續)

表S6.二零二三財年本集團員工按性別及職位類型受訓的時數<sup>1</sup>

Unit: Training Hours	單位：培訓時數	Position Type			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	50	62	72	184
Average training hours	平均受訓時數	2.94	10.33	6.55	5.41
Female	女性	51	51	0	102
Average training hours	平均受訓時數	2.04	51.00	0.00	3.78
Total	總數	101	113	72	286
Average training hours	平均受訓時數	2.40	16.14	6.00	4.69

1. 員工培訓數據從本集團的人力資源部獲得。上述數據僅涵蓋本報告範圍。上述報告員工受訓時數所採用的方法乃基於聯交所發佈的「如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標匯報指引」。

## VIII. REPORT DISCLOSURE INDEX

## VIII. 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 ESG指標	Description 描述	Page/Remark 頁碼／備注
<b>A. Environmental</b> <b>A. 環境</b>			
<b>A1: Emissions</b> <b>A1：排放物</b>	General Disclosure	Information on:	
		(a) the policies; and	75
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
		Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.	
		Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.	
		Hazardous wastes are those defined by national regulations	
	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。	
		註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。	
		溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。	
		有害廢棄物指國家規例所界定者。	



VIII. REPORT DISCLOSURE INDEX (Continued)

VIII. 報告披露索引 (續)

HKEx ESG Guide content index (Continued)

聯交所ESG報告指引索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
	KPI A1.1	The types of emissions and respective emissions data.	127
	關鍵績效指標A1.1	排放物種類及相關排放數據。	
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	127
	關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	77
	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(如以每產量單位、每項設施計算)。	
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	77
	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(如以每產量單位、每項設施計算)。	
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	91
	關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	81, 92
	關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

VIII. REPORT DISCLOSURE INDEX (Continued)

VIII. 報告披露索引 (續)

HKEx ESG Guide content index (Continued)

聯交所ESG報告指引索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
<b>A2: Use of Resources</b> <b>A2：資源使用</b>	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	84
	一般披露	Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 有效使用資源 (包括能源、水及其他原材料) 的政策。	
		註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	
	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).	129
	關鍵績效指標A2.1	按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	129
	關鍵績效指標A2.2	總耗水量及密度 (如以每產量單位、每項設施計算)。	
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	94
	關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	86, 92
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	84
	關鍵績效指標A2.5	製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	

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<b>A3: The Environment and Natural Resources</b> <b>A3：環境及天然資源</b>	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	88
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	88
	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。	
<b>A4: Climate Change</b> <b>A4：氣候變化</b>	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	95
	一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
	KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	96
	關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
<b>B. Social</b> <b>B. 社會</b>			
<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>			
<b>B1: Employment</b> <b>B1 : 僱傭</b>	General Disclosure	Information on:	
		(a) the policies; and	101
		(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 (for example, full- or parttime), age group and geographical region.	130
	關鍵績效指標B1.1	按性別、僱傭類型（如全職或兼職）、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.	132
	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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<b>B2: Health and Safety</b> <b>B2：健康與安全</b>	General Disclosure	Information on:	
		(a) the policies; and	108
		(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.	
	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	
		的資料。	
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	110
	關鍵績效指標B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	
	KPI B2.2	Lost days due to work injury.	110
	關鍵績效指標B2.2	因工傷損失工作日數。	
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	109
	關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	



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<b>B3: Development and Training</b> <b>B3：發展及培訓</b>	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	111
	一般披露	Note: Training refers to vocational training. It may include internal and external courses paid by the employer 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).	133
	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）劃分的受訓僱員百分比。	
	KPI B3.2	The average training hours completed per employee by gender and employee category.	134
<b>B4: Labour Standards</b> <b>B4：勞工準則</b>	General Disclosure	Information on:	
	一般披露	(a) the policies; and	114
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
	一般披露	有關防止童工或強制勞工的：	
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例	
		的資料。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	114
	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 practices when discovered.	115
	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。	
<b>Operating Practices</b>			
<b>營運慣例</b>			
<b>B5: Supply Chain Management</b>	General Disclosure	Policies on managing environmental and social risks of the supply chain.	115
<b>B5：供應鏈管理</b>	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.	118
	關鍵績效指標B5.1	按地區劃分的供應商數目。	
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	116
	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。	
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	117
	關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	117
	關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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<b>B6: Product Responsibility</b> <b>B6：產品責任</b>	General Disclosure	Information on:	
		(a) the policies; and	118
		(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	
		的資料。	
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group did not experience any recall incident in the reporting year.
	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。	於回顧年內，本集團並沒有經歷任何回收事件。
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	121
	關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property rights-related issues are not material nor applicable to the Group's business.
	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。	鑒於集團的業務性質，知識產權相關披露於集團而言不重要且不適用。
	KPI B6.4	Description of quality assurance process and recall procedures.	118 (Recall procedures are consider not material to the Group due to its product nature)
	關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	(鑒於其產品特性，回收程序於集團而言並不重要。)
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	122
	關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	
<b>B7: Anti-corruption</b> <b>B7：反貪污</b>	General Disclosure	Information on:	
		(a) the policies; and	123
		(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	
		的資料。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備注
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	125
	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, and how they are implemented and monitored.	123
	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。	
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	124
	關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	
<b>Community 社區</b>			
<b>B8: Community Investment B8：社區投資</b>	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.	125
	一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	125
	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.	The resources spent on local support was not available in this reporting year.
	關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	本報告年度沒有統計用於當地社區支持的資源的具體數字。



