



WANG ON GROUP LIMITED

宏安集團有限公司

Incorporated in Bermuda with limited liability

於百慕達註冊成立之有限公司

Stock Code 股份代號:1222

2023

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



DREAM BIG TO BUILD BIG – A PASSION FOR BUILDING A PROSPEROUS FUTURE

The business of Wang On Group symbolises the dreams of Hong Kong people: the dreams of owning one's home, starting a business, enhancing public health, and passing our success on to our descendants. Our enterprise reflects the spirit of "Dream Big for Big Achievements" – that is, to achieve success by upholding one's vision and being committed to fulfilling it.

Our Vision

Based in Hong Kong, Wang On Group's vision is "A Passion for Building a Prosperous Future". We are determined to work hard for the dreams of Wang On Group and Hong Kong people together to achieve ideal business development.

Our Mission

Prudent management, striving for perfection. Rally the dream of the public, gather the strength of the Group, be united as one and further expand the business domain and ambition.

Our Value

Be professional and highly efficient; we achieve progress while maintaining stability. Always stay connected with the public. With love and from the heart, we strive to build homes in Hong Kong.

有夢•始宏大 – 因夢想凝聚動力•創建宏遠未來

宏安集團的業務涵蓋香港人的置業夢、創業夢、醫者夢，乃至傳承夢，展現「人因夢想而偉大」的精神，集合有志者的夢想與理想，放眼高處，矢志實現宏願，步步建立宏圖。

我們的宏願

扎根香港，宏安集團本著「因夢想凝聚動力•創建宏遠未來」的願景，矢志與香港人一同逐夢，共建理想宏業。

我們的宏圖

審慎管理，力臻完美。凝聚大眾夢想，結集本集團上下力量，眾志一心，拓展宏圖遠志。

我們的宏旨

專業高效、穩中求進，緊繫大眾所需。堅持「用心用愛」，力求為大眾建家樂業。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT

Report Overview

This Environmental, Social and Governance Report (the “**ESG Report**” or “**Report**”) summarises the Group’s environmental, social and governance (“**ESG**”) initiatives, plans and performances and demonstrates its commitment to sustainable development. The Report is issued by Wang On Group Limited (“**Wang On**”, the “**Company**”, “**We**”, “**us**” or “**Our**”, together with its subsidiaries, the “**Group**” or “**Wang On Group**”) and published on an annual basis.

Reporting Period

The ESG Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 March 2023 (the “**Reporting Period**”, “**Year**”, or “**2023**”).

Reporting Framework

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

關於本報告

報告概述

本《環境、社會及管治報告》(「**環境、社會及管治報告**」或「**本報告**」)概述本集團在環境、社會及管治(「**環境、社會及管治**」)上的倡議、計劃及績效，並表明其在可持續發展方面的承諾。本報告每年由宏安集團有限公司(「**宏安**」、「**本公司**」或「**我們**」，連同其附屬公司統稱「**本集團**」或「**宏安集團**»)刊發。

報告期間

環境、社會及管治報告描述本集團於截至二零二三年三月三十一日止年度(「**報告期間**」、「**本年度**」或「**二零二三年**»)所開展的環境、社會及管治活動、面臨的挑戰及採取的措施。

報告框架

環境、社會及管治報告乃根據香港聯合交易所有限公司(「**聯交所**»)主板證券上市規則附錄二十七所載的環境、社會及管治報告指引(「**環境、社會及管治報告指引**»)編製。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT (continued)

關於本報告(續)

Reporting Principles

報告原則

During the preparation for this ESG Report, the Group has applied the reporting principles stipulated in the ESG Reporting Guide as the following:

於編製本環境、社會及管治報告的過程中，本集團所應用環境、社會及管治報告指引規定的報告原則如下：

Materiality	The materiality assessment was conducted to identify material issues during the Reporting Period, thereby adopting the confirmed material issues as the focus for the preparation of the ESG Report. The materiality of issues was reviewed and confirmed by the ESG Committee. Please refer to the sections headed “Engaging our Stakeholders” and “Materiality Assessment” for further details.
重要性	進行重要性評估以識別報告期間的重要議題，從而採納已確認的重要議題作為編製環境、社會及管治報告的重點。環境、社會及管治委員會已審閱及確認議題的重要性。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。
Quantitative	Supplementary notes are added along with quantitative data disclosed in the ESG Report to explain any standards, methodologies, and sources of conversion factors used during the calculation of emissions and energy consumption.
量化	環境、社會及管治報告所披露的量化數據已加入補充附註，以解釋計算排放及能源消耗時所使用的任何標準、方法及轉換系數的來源。
Consistency	The preparation approach of this ESG Report was substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.
一致性	本環境、社會及管治報告的編製方法大致與上年度一致，並就披露範圍及計算方法變動的數據作出解釋。
Balance	This ESG Report is completed based on fact and actual data disclosure to avoid biased judgement and misleading information to report readers.
平衡	本環境、社會及管治報告乃根據事實及實際數據披露完成，以避免提供偏見判斷及誤導資訊予報告讀者。

Forward-Looking Statements

前瞻性陳述

This Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Company about the businesses and the markets in which it and its subsidiaries operate. These forward-looking statements are not guarantees of future performance and are subject to market risk, uncertainties, and factors beyond the control of the Company. Therefore, actual outcomes and returns may differ from the assumptions made and the statements contained in this Report.

本報告載有前瞻性陳述，該等陳述乃基於本公司目前對其及其附屬公司的業務及經營所在市場的預期、估計、預測、信念及假設而作出。該等前瞻性陳述並非對未來表現的保證，並受市場風險、不確定因素及本公司無法控制的要素所影響。因此，實際結果及回報可能與本報告所作假設及所載陳述有差異。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT (continued)

關於本報告(續)

Reporting Scope and Boundary

報告範圍及界限



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT (continued)

This ESG Report mainly focuses on the major operations of the Group in the fresh market business including below operations:

- Head office in Kowloon Bay
- 9 “Allmart” branded fresh markets in Hong Kong
- 2 “Day Day Fresh” branded fresh markets in Hong Kong
- 15 pork, seafood and frozen food stalls in Hong Kong

Since the treasury management business accounts for a relatively low proportion of the Group’s total revenue and mainly includes financing and investment activities, it is not included in the scope of this Report.

For the Group’s listed subsidiaries engaging on the property development business, pharmaceutical business, and agri-products exchange market business in China, they are also listed in Hong Kong and have their own ESG reports published.

Confirmation and Approval

This Report was endorsed by the ESG Committee and approved by the board of directors (the “**Board**” or the “**Directors**”) of the Company.

Contact and Feedback

Your comments and ideas are appreciated and will help to improve our work and performance continuously. You are welcome to contact the Company through our corporate email address: pr@wangon.com.

關於本報告(續)

本環境、社會及管治報告主要聚焦本集團街市業務的主要運營，包括以下業務：

- 九龍灣辦公室
- 9個香港「萬有」品牌街市
- 2個香港「日日•食良」品牌街市
- 15個香港肉類、海鮮及冷凍食品檔位

由於財資管理業務佔本集團總收入的比例較低，主要包括融資及投資活動，故不納入本報告範圍。

就本集團從事物業發展業務、醫藥業務及於中國從事農產品交易市場業務之上市附屬公司而言，該等公司亦於香港上市，並自行刊發環境、社會及管治報告。

確認與審批

本報告獲環境、社會及管治委員會確認，並經由本公司董事會（「**董事會**」或「**董事**」）批准。

聯絡及反饋

閣下的寶貴意見及看法將有助持續改善我們的工作及表現。歡迎閣下透過我們的公司電郵地址：pr@wangon.com與本公司聯絡。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE STRUCTURE

Board Statement

The Board is pleased to present the ESG Report that summarises the ESG initiatives, plans and performances of the Group and demonstrates its commitment to sustainable development. The Group sincerely commits towards the sustainable goals and strives to be a responsible corporation. The Board is also responsible for ensuring the effectiveness of the Group's risk management and internal control system. The Group has developed an ESG governance framework to ensure the alignment of ESG governance with our strategic growth while advocating the integration of ESG into our business operations. The structure of our ESG governance is divided into two main components, namely the Board and the ESG Committee.

環境、社會及管治的治理架構

董事會聲明

董事會欣然呈報環境、社會及管治報告，該報告概述本集團在環境、社會及管治上的倡議、計劃及績效，並表明其在可持續發展方面的承諾。本集團真誠致力於實現可持續發展目標，並力爭成為一間負責任的企業。董事會亦負責確保本集團風險管理及內部監控系統的成效。本集團已制定環境、社會及管治的治理框架以確保環境、社會及管治的治理與我們的策略性增長保持一致，同時提倡將環境、社會及管治融入我們的業務經營。我們的環境、社會及管治的治理架構分為兩個主要部分，即董事會及環境、社會及管治委員會。



The Board - Decision-making Level

- Oversee all ESG-related policies, plans, strategies, objectives and performance
- Evaluate ESG risks and opportunities
- Approve all the disclosures in the ESG Report and review progress made against ESG-related goals and targets

董事會 — 決策層面

- 監督所有環境、社會及管治相關政策、計劃、策略、目標及表現
- 評估環境、社會及管治風險與機遇
- 審批環境、社會及管治報告中的所有披露並審查環境、社會及管治相關目標所取得的進展

ESG Committee - Management and Implementation Level

- Formulate ESG goals and directions
- Identify significant ESG issues, risks and opportunities that may affect business
- Supervise ESG practices, framework and management
- Report ESG-related issues to the Board

環境、社會及管治委員會 — 管理及執行層面

- 制定環境、社會及管治目標及方向
- 識別可能影響業務的重大環境、社會及管治事宜、風險及機遇
- 監督環境、社會及管治常規、框架及管理
- 向董事會匯報環境、社會及管治相關事宜

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE STRUCTURE (continued)

The Board

The Board is responsible for overseeing all ESG issues of the Group and holds the ultimate responsibility for monitoring the Group's ESG matters, including ESG management approach, strategy and policies. To ameliorate the management of the Group's ESG performance and identify potential risks, the Board conducts regular materiality assessments with the assistance of the ESG Committee to evaluate and prioritise material ESG-related issues with reference to the opinions of our stakeholders.

The ESG Committee

The ESG Committee was formed by core members from different departments and operational teams with approval by the Board, assisting the Board with risk assessment and efficient implementation of policies.

Duties of the ESG Committee include ESG data collection and data analysis for ESG report preparation. The ESG Committee is also responsible for monitoring and evaluating the ESG performance to ensure regulations are fully complied. Regular meetings are carried out to assess the effectiveness of the current policies for ongoing improvement in ESG aspects. The ESG Committee discussed essential ESG topics in a timely manner and integrated ESG concerns into strategy development for risk management and opportunities optimisation. Through analysis and discussion, the ESG Committee sets out different ESG goals as part of the sustainable development process, turning the identified threats into opportunities through policy formulation and implementation. The ESG Committee is responsible to report to the Board periodically, assist in assessing and identifying the Group's ESG risks and opportunities, evaluate the implementation and effectiveness of internal control mechanisms, and review and report the progress of the set goals and targets to the Board.

環境、社會及管治的治理架構(續)

董事會

董事會負責監督本集團的所有環境、社會及管治議題並負責監察本集團環境、社會及管治議題的最終責任，包括環境、社會及管治管理方式、策略及政策。為改善本集團環境、社會及管治績效管理及識別潛在風險，董事會在環境、社會及管治委員會的協助下定期進行重要性評估，參考持份者的意見以評估及優先處理重大環境、社會及管治相關議題。

環境、社會及管治委員會

環境、社會及管治委員會由來自不同部門及營運團隊的核心成員組成，並獲董事會批准，協助董事會進行風險評估及有效實行政策。

環境、社會及管治委員會的職責包括環境、社會及管治數據收集及數據分析，以編製環境、社會及管治報告。環境、社會及管治委員會亦負責監察及評估環境、社會及管治表現，確保全面遵守法規。環境、社會及管治委員會定期舉行會議，評估現行政策的成效，以持續改進環境、社會及管治方面的工作。環境、社會及管治委員會及時討論重要的環境、社會及管治議題，並將環境、社會及管治問題納入策略發展，以進行風險管理及優化機遇。透過分析及討論，環境、社會及管治委員會制定不同的環境、社會及管治目標，作為可持續發展過程的一部分，並透過政策制定及實施將已識別的威脅轉化為機遇。環境、社會及管治委員會負責定期向董事會匯報、協助評估及識別本集團的環境、社會及管治風險及機遇、評估內部監控機制的實施及成效，檢討並報告董事會所設定目標及指標的進度。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENGAGING OUR STAKEHOLDERS

持份者參與

The Group values stakeholders' engagement and feedback on the Group's sustainable development. To enhance communication with stakeholders, we encourage their active feedback on the Group's strategy via different channels. We are committed on understanding and meeting stakeholders' ever-changing expectations to improve the ESG performance and continue to create greater value for the wider community.

本集團重視持份者對本集團可持續發展的參與及反饋。為了加強與持份者的溝通，我們鼓勵彼等通過不同渠道積極就本集團的策略作出反饋。我們致力了解及滿足持份者不斷變化的期望，以改善環境、社會及管治表現，並繼續為廣大社區創造更大價值。

Major Stakeholders 主要持份者	Key Engagement Channels 主要參與渠道
Government and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none">• Routine reports• Written or electronic correspondence• Visits and government inspections• 例行報告• 書面或電子通訊• 視察及政府檢查
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none">• General meetings and other shareholders' meetings• Annual and interim reports• Announcements and circulars• Company website• 股東大會及其他股東大會• 年度及中期報告• 公告及通函• 公司網站
Employees 僱員	<ul style="list-style-type: none">• Training, seminars and briefing• Employee suggestion boxes• Company internal emails• Regular general meetings• Internal memos• 培訓、研討會及簡報會• 僱員意見箱• 公司內部電郵• 定期全體會議• 內部備忘錄

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENGAGING OUR STAKEHOLDERS (continued)

持份者參與(續)

Major Stakeholders 主要持份者	Key Engagement Channels 主要參與渠道
Customers 客戶	<ul style="list-style-type: none"> Customer service hotline and emails Shopping and site visits Social media Employees questionnaire 客戶服務熱線及電郵 購物及實地視察 社交媒體 僱員問卷
Suppliers 供應商	<ul style="list-style-type: none"> Tender selection Evaluation system Business meetings and discussion 投標選擇 評估系統 商務會議及討論
Media and the Public 媒體及公眾	<ul style="list-style-type: none"> ESG reports Newsletters on company websites Reports and announcements 環境、社會及管治報告 公司網站上發佈通訊 報告及公告
Community 社區	<ul style="list-style-type: none"> Community activities Employee voluntary activities Community welfare subsidies Charitable donations 社區活動 僱員志願活動 社區福利補貼 慈善捐贈

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

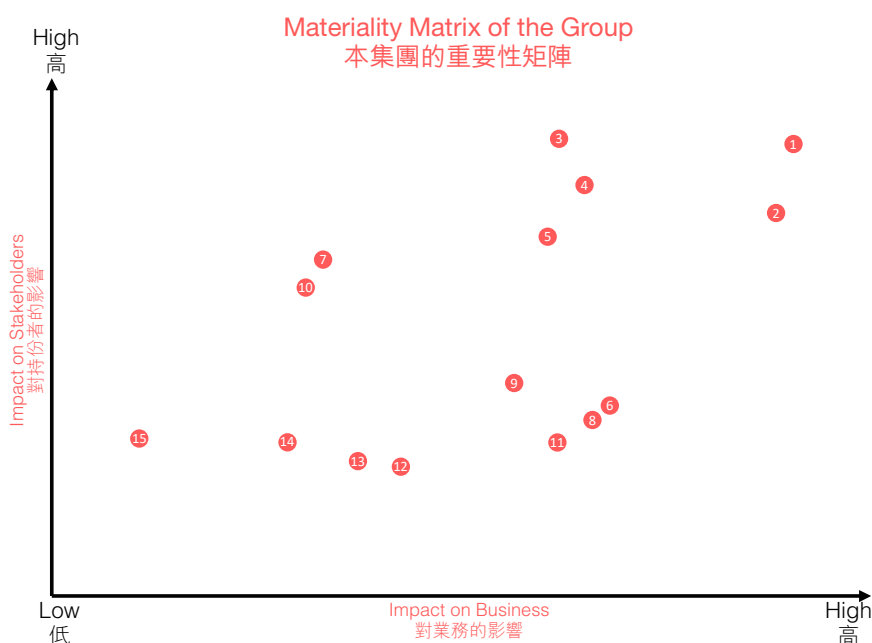
環境、社會及管治報告

MATERIALITY ASSESSMENT

The ESG Committee has participated in the preparation of the Report to assist the Group in reviewing its operations and identifying relevant ESG issues and assessing the importance of related issues to the Group's businesses and stakeholders. Materiality assessment has been conducted based on the industry trend and benchmarks to identify the issues. The following matrix is a summary of the Group's material ESG topics included in this Report. The results in the materiality analysis were reviewed and endorsed by the Board.

重要性評估

環境、社會及管治委員會已參與編製本報告，以協助本集團檢討其營運及識別相關環境、社會及管治事宜，並評估相關事宜對本集團業務及持份者的重要性。重要性評估乃基於行業趨勢及基準進行，以識別有關問題。以下矩陣概述本報告所載本集團的重大環境、社會及管治議題。重要性分析的結果已經董事會審閱及批核。



Material Topics

重要議題

1. Employment Practices
招聘慣例
2. Labour Standards
勞工準則
3. Health and Safety
健康與安全
4. Staff Development and Training
員工發展及培訓
5. Climate Change
氣候變化
6. Condition of Fresh Market
街市狀況
7. Anti-corruption
反貪污
8. Customer Shopping Experience
客戶購物體驗
9. The Environment and Natural Resources
環境及天然資源
10. Philanthropy and Community Development
慈善事業與社區發展
11. Technology and Innovation of Fresh Market
街市技術與創新
12. Supply Chain Management
供應鏈管理
13. Energy Management
能源管理
14. Emissions and Waste Management
排放及廢棄物管理
15. Food Recycling
食品回收

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

WANG ON GROUP'S ESG APPROACH

宏安集團的環境、社會及管治方法

Our Path to a Sustainable Future

通往可持續未來之道路

At Wang On Group, we have always sought to build our business in a way that is not just beneficial for us and our shareholders but also for society and the planet. Sustainability is woven into the framework of our everyday decision making as a business. Our path towards a sustainable future is underpinned by our commitment to collaborative efforts to make a lasting impact in Hong Kong, a place we call home.

宏安集團的發展方式不僅考慮我們及股東的利益，亦顧及社會及地球的好處。可持續發展融入我們日常業務決策的框架。我們攜手努力，在我們的家園 — 香港作出深遠影響，為通往可持續未來奠定基礎。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

WANG ON GROUP'S ESG APPROACH (continued)


宏安集團的環境、社會及管治方法(續)

Our Targets and Progress

我們的目標及進展

In order to achieve long-term sustainable development goals, the Group has formulated a series of ESG objectives. Through effective implementation, we will turn our aspirations into practice and achieve the following three to five-year waste reduction and resource management goals.

為實現長期可持續發展目標，本集團制定一系列環境、社會及管治目標。通過有效實施，我們將願望實踐，實現以下三至五年減少廢物和資源管理的目標。

Area 範疇	Targets 目標	Status 狀態
 Electricity Consumption 用電	Reduce 5% in electricity consumption intensity by 2026, using 2023 as base year 至二零二六年降低用電密度5%(以二零二三年作為基準年份)	In progress 進展中
 Water Consumption 耗水	Reduce 5% in water consumption intensity by 2026, using 2023 as base year 至二零二六年降低耗水密度5%(以二零二三年作為基準年份)	In progress 進展中
 Greenhouse Gas ("GHG") Emissions 溫室氣體(「溫室氣體」) 排放	Reduce 5% in GHG emissions intensity by 2026, using 2023 as base year 至二零二六年降低溫室氣體排放密度5%(以二零二三年作為基準年份)	In progress 進展中
 Waste Production 廢棄物產生	Reduce solid waste generated by market operations by 10% from 2021 to 2026 自二零二一年起至二零二六年減少10%街市營運產生的固體廢棄物	In progress 進展中
	Recycle a total of 500 fluorescent tubes in operating markets from 2021 to 2026 自二零二一年起至二零二六年回收共500支街市營運所用的熒光燈管	In progress 進展中

WANG ON GROUP'S ESG APPROACH (continued)

Community Well-being

As a Hong Kong-based company, we have flourished in the urban development and robust growth of the Hong Kong economy over the past few decades. We believe it is our duty and a blessing to be able to endow our efforts and part of our gains to support the well-being of the place where we were founded and where our employees work and live.

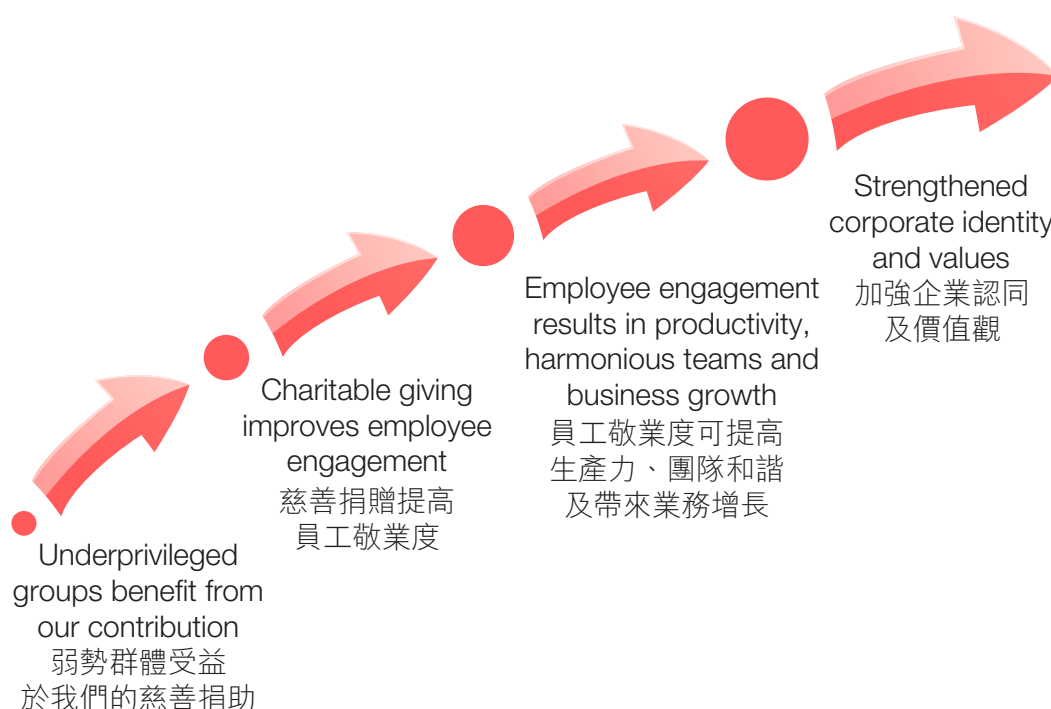
Our employees are empowered to serve, give and strengthen connections with the local community. A wide range of community activities and charitable events were carried out during the Reporting Period. These activities are rewarding, both to the Group and our employees.

宏安集團的環境、社會及管治方法(續)

社區福祉

作為一家香港公司，過去數十年，我們因城市發展及香港經濟強勁增長而蓬勃發展。我們相信，把我們的努力和一部分收益回饋社會及員工工作生活的地方，是我們的責任和福氣。

我們的員工能為當地社區服務、奉獻及加強聯繫。於報告期間，我們進行了廣泛的社區活動及慈善活動。該等活動均對本集團及員工發展有益。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO

In response to the Paris Agreement, the Government announced Hong Kong's Climate Action Plan 2030+ in 2017, setting out the decarbonisation target of reducing Hong Kong's carbon intensity by 65% to 70% by 2030 using 2005 as base year and achieving carbon neutrality before 2050 ultimately.

Achieving carbon neutrality before 2050 is extremely challenging and requires the participation of the whole community. As a responsible corporate citizen, the Group is devoted to participating in achieving a more vigorous decarbonisation target through the implementation of various mitigation measures with sustainability integration to reduce carbon emissions in our business operations.

Combating Climate Change

The Group is aware of the threat posed by climate change and actively contributes to offset its carbon footprint. The Group recognizes the importance of identifying and responding to major climate-related issues, so it closely monitors the potential impact of climate change on its business and operations and is committed to managing potential climate risks that may affect the Group's business activities.

According to the reporting framework developed by the Task Force on Climate-related Financial Disclosures ("TCFD"), there are two types of climate-related risks, namely physical risks and transition risks.

淨零碳排放之旅

為響應《巴黎協定》，政府於二零一七年公佈《香港氣候行動藍圖2030+》，訂立減碳目標，於二零三零年前將香港的碳密度減少65%至70%（以二零零五年作為基準年），並最終於二零五零年前實現碳中和。

在二零五零年前實現碳中和極具挑戰性，需要整個社區的參與。作為負責任的企業公民，本集團致力透過實施各種與可持續發展融合的緩解措施，參與實現更積極的減碳目標，以減少我們業務營運中的碳排放。

應對氣候變化

本集團意識到氣候變化帶來的威脅，並為抵銷其碳足跡積極作出貢獻。本集團深明識別及應對重大氣候相關事宜的重要性，因此密切監察氣候變化對我們業務及營運的潛在影響，並致力管理可能影響本集團業務活動的潛在氣候風險。

根據氣候相關財務信息披露工作組（「TCFD」）制定的報告框架，氣候相關風險分為兩類，即實體風險及過渡風險。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Combating Climate Change (continued)

應對氣候變化(續)

Physical Risks 實體風險	Transition Risks 過渡風險
<p>The increased frequency and severity of extreme weather events such as typhoons, storms, heavy rains, and extreme cold or heat pose acute and chronic physical risks to the Group's business. The Group's capacity and productivity will be reduced under extreme weather events as the safety of our employees is threatened, and the operational sites might be damaged, which leads to a direct negative impact on the Group's revenue.</p> <p>We have established mitigation plans to minimise potential risks and hazards, including flexible working arrangements and precautionary measures during bad weather conditions such as typhoons, floods and black rainstorms. The Group will improve emergency plans to reduce the vulnerability of our fresh markets to extreme weather events.</p> <p>颱風、風暴、暴雨及極端寒冷或酷熱等極端天氣事件的頻率及嚴重程度增加，對本集團的業務構成急性及慢性實體風險。由於我們的員工安全受到威脅，本集團的產能及生產力將於極端天氣事件下下降，而營運地點亦可能受損，從而對本集團的收入造成直接負面影響。</p> <p>我們已制定緩解計劃，以盡量降低潛在風險及危害，包括靈活的工作安排及於惡劣天氣狀況(如颱風、洪水及黑色暴雨)期間的防範措施。本集團將優化應急計劃，以降低街市在極端天氣事件中的受影響程度。</p>	<p>To achieve the global vision of carbon neutrality, the Group expects the evolution of the regulatory, technological and market landscape due to climate change, including the tightening of national policies, the emergence of environmentally related taxes and the shifting of customer preference to an eco-friendlier operation.</p> <p>In response to transition risks, we constantly monitor the updates of environmental regulations and global trends on climate change to avoid cost increments, non-compliance fines or reputational risks due to the violation of laws. In addition, we have been taking comprehensive environmental protection measures, including GHG reduction, carbon trading and adoption of clean energy.</p> <p>為實現全球碳中和的願景，本集團預期氣候變化將導致監管、技術及市場格局的演變，包括國家政策收緊、環境相關稅項出台及客戶偏好轉向更環保的業務。</p> <p>為應對過渡風險，我們持續監察環境法規的更新及全球氣候變化的趨勢，以避免因違反法律而導致成本增加、違規罰款或帶來聲譽風險。此外，我們一直採取全面的環境保護措施，包括減少溫室氣體排放、碳交易及採用清潔能源。</p>

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions

我們的減碳策略及行動

The Group has established an accountability system and actively adopts environmental protection measures to tackle the environmental impacts generated by our operations. We are committed to promoting a green environment by introducing sustainable business practices, educating employees to enhance their awareness of environmental protection, and complying with the relevant environmental laws and regulations. To combat climate change, the Group has formulated different strategies as below:

本集團已建立問責制度，並積極採取環境保護措施，以應對我們營運中產生的環境影響。我們致力透過引入可持續業務常規、教育員工以提高彼等的環保意識及遵守相關環境法律法規，推廣綠色環境。為應對氣候變化，本集團已制定以下不同策略：



JOURNEY TO CARBON NET ZERO (continued)

Our Decarbonisation Strategies and Actions (continued)

The Group strictly complies with the related environmental protection laws and regulations. During the Reporting Period, the Group did not have any material violation of relevant local environmental laws and regulations in relation to exhaust gas and GHG emissions, water and land discharge, and the generation of hazardous and non-hazardous wastes that have a significant impact on the Group.

GHG Emissions

The major sources of the Group's GHG emissions are direct GHG emissions (Scope 1) from petrol combustion for transportation and indirect GHG emissions (Scope 2) from purchased electricity. To manage the GHG emissions, the Group has taken different measures on the efficient use of energy as described in the section headed "Use of Resources" below.

As the epidemic subsides, the flow of people in the fresh market gradually returned to normal and was increasing, and the related energy consumption, as well as GHG also increased compared with the previous year.

淨零碳排放之旅(續)

我們的減碳策略及行動(續)

本集團嚴格遵守相關環保法律法規。於報告期間，本集團並無錄得與廢氣及溫室氣體排放、向水及土地的排放、有害及無害廢棄物產生有關的重大違反本地環境法律法規且對本集團產生重大影響的情況。

溫室氣體排放

本集團溫室氣體排放的主要來源為運輸用汽油燃燒產生的直接溫室氣體排放(範圍1)及購買電力產生的間接溫室氣體排放(範圍2)。為管理溫室氣體排放，本集團已採取下文「資源使用」一節所述有關有效使用能源的不同措施。

隨著疫情的消退，街市的人流逐漸恢復正常並正在增加，相關的能源消耗以及溫室氣體排放亦較對上一年有所增加。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

我們的減碳策略及行動(續)

GHG Emissions (continued)

溫室氣體排放(續)

Greenhouse Gas Emissions (GHG) 溫室氣體排放			
Different Scope of GHG 不同範圍的溫室氣體	Unit ¹ 單位 ¹	FY2023 二零二三財年	FY2022 二零二二財年
Scope 1 範圍一	tCO ₂ e 公噸二氧化碳當量	28.28	62.89
Scope 2 範圍二	tCO ₂ e 公噸二氧化碳當量	2,386.73	1,320.34
Scope 3 ³ 範圍三 ³	tCO ₂ e 公噸二氧化碳當量	32.32	7.35
Total GHG Emissions 溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	2,447.33	1,390.58
Reduction in GHG from Recycled Food Waste 回收廚餘減少的溫室氣體排放量	tCO ₂ e 公噸二氧化碳當量	28.64	N/A 不適用
Total GHG after Reduction 減少後的溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	2,418.69	1,390.58
Intensity ² 密度 ²	tCO ₂ e/ft ² 公噸二氧化碳 當量/平方呎	0.012	0.006

Notes:

附註：

- GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "2022 Sustainability Report" published by HK Electric Investments Limited and the "CLP 2022 Sustainability Report" published by CLP Holdings Ltd..
- As of 31 March 2023, the gross floor area under the reporting scope is 197,636 sq feet. (FY2022: 230,000 sq. feet). The data is also used for calculating other intensity data.
- Scope 3 includes other indirect GHG emissions generated by electricity used for fresh water processing, sewage treatment and office paper production.

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所刊發的《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》、港燈電力投資有限公司刊發的《二零二二年可持續發展報告》及中電控股有限公司發佈的《中電2022可持續發展報告》。
- 截至二零二三年三月三十一日，報告範圍內的總建築面積為197,636平方呎(二零二二財政年度：230,000平方呎)。該數據亦用於計算其他密度數據。
- 範圍三包括用於淡水處理、污水處理及辦公用紙生產的電力所產生的其他間接溫室氣體排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

我們的減碳策略及行動(續)

Air Emissions

廢氣排放

The major sources of air emissions come from company vehicles. To mitigate air emissions, the Group engages regular maintenance to keep vehicles in good condition, turns off the engines when idling and considers introducing electric vehicles to reduce exhaust gas generation.

廢氣排放的主要來源為公司車輛。為減少廢氣排放，本集團進行定期保養以保持車輛處於良好狀態，在空置時關閉引擎，並考慮引入電動汽車以減少廢氣產生。

Air Emissions 廢氣排放			
Types of Air Emissions 廢氣排放類別	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Nitrogen Oxides (NOx) 氮氧化物	kg 千克	4.95	36.13
Sulphur Oxides (SOx) 硫氧化物	kg 千克	0.16	0.35
Particulate Matter (PM) 顆粒物	kg 千克	0.36	3.23

Waste Management

廢棄物管理

The Group has in place an internal waste management guideline ensuring that all waste is properly collected and handled according to local laws and regulations. Some mitigation measures include developing and implementing a waste management system based on waste reduction at source, managing waste by adopting the “5R” principle (“Replace”, “Reducing”, “Reuse”, “Recycle” and “Repeat”); and reviewing the amount of waste generation and recycling them on a regular basis and setting targets for reducing waste emissions. The wastes generated during the Reporting Period are shown below:

本集團已設立內部廢棄物管理指引，確保所有廢棄物根據當地法律法規獲得妥善收集及處理。若干緩解措施包括根據源頭減廢的基準制定及實施廢棄物管理體系；透過採納「5R」原則（「替換」、「減少使用」、「重覆再用」、「循環利用」及「重覆使用」）管理廢棄物；及定期檢討廢棄物產量及循環利用廢棄物，以及制定減低廢棄物排放的目標。於報告期間產生的廢棄物列示如下：

Non-hazardous Waste 無害廢棄物	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Total Non-hazardous Waste Produced 所產生無害廢棄物總量	tonne 公噸	19,828	17,100
Non-hazardous Waste Intensity 無害廢棄物密度	tonne/ft ² 公噸／平方呎	0.10	0.07

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

Our Decarbonisation Strategies and Actions (continued)

Food Recycling with Food Angel

The Group strives to enhance the local community's well-being and conservation of food. During the Reporting Period, the Group has joined the Food Rescue Program organised by Food Angel by Bo Charity Foundation. The program rescues edible surplus food from different sectors of the food industry that would otherwise be disposed of as waste. Following strict safety protocols, the rescued food items will then be prepared as nutritious hot meals in their central kitchen and be redistributed to serve the underprivileged communities locally.

To implement the food recycling program, our staff arranged for the required trolleys in specified location and propagate the program at our "Allmart" fresh markets. Approximately 2,600 kg of food have been recycled during the Reporting Period. The Group believes that by means of contributing to this meaningful program, awareness of food conservation can be spread among people.

Pilot Scheme (the "Pilot Scheme") on Food Waste Collection by Environmental Protection Department ("EPD")

The EPD launched a larger scale Pilot Scheme on food waste collection in 2021, focusing on food waste generated from the private (commercial and industrial sector) and public premises. Source-separated food waste collected under the Pilot Scheme will be transformed into energy, and composted as a by-product. Choi Ming Market of "Allmart" fresh markets of the Group has joined the Pilot Scheme. Approximately 57 tonnes of food waste has been recycled and approximately 28 tonnes of GHG emissions have been reduced during the Reporting Period.

During the Reporting Period, no material hazardous waste was generated by the Group due to the Group's fresh food market management. If hazardous waste is generated, the Group shall engage qualified waste collectors to handle the hazardous waste in accordance with applicable laws.

淨零碳排放之旅(續)

我們的減碳策略及行動(續)

與惜食堂合作食物回收

本集團致力促進本地社區的福祉及節約食物。於報告期間，本集團參與小寶慈善基金「惜食堂」組織的「拯救食物」計劃。該計劃向本地飲食界回收仍可安全食用之剩餘食物，通過嚴格的食物安檢程序，再經中央廚房烹煮成營養均衡的膳食或預備成食物包，最後由物流團隊免費派發給社會上需要食物援助的人士。

為實施該項食物回收計劃，我們的員工在「萬有」街市特定位置安排放置所需的手推車，並進行宣傳。於報告期間回收食物約2,600公斤。本集團相信，透過為這個有意義的計劃作出貢獻，可以傳播節約食物的意識。

環境保護署(「環保署」)廚餘收集先導計劃(「先導計劃」)

環保署於二零二一年推展規模更大的廚餘收集先導計劃，主要接收私營(包括工商業)及公眾場地的廚餘。在先導計劃下收集的源頭分類廚餘將轉化為能源，以及副產品堆肥。本集團旗下彩明萬有街市已加入該先導計劃。於報告期間回收廚餘約57噸，減少溫室氣體排放量約28噸。

於報告期間，由於本集團生鮮食品市場管理的業務性質，本集團並無產生重大有害廢棄物。若產生有害廢棄物，本集團將聘請具有資質的廢棄物收集商根據適用法律進行處理。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

我們的減碳策略及行動(續)

Energy Management

能源管理

The Group actively implements the concept of energy saving and emission reduction. All employees must follow the adopted measures, including the purchase of energy-efficient products and services, and assume responsibility for the Group's overall energy efficiency. The Group will investigate the unusual or unanticipated increase in electricity consumption to find out the root causes and take corresponding preventive measures. The Group's energy consumption detail is as below.

本集團積極實踐節能減排理念。所有員工必須遵守已採取的措施，包括購買節能產品及服務，並對本集團的整體能源效率負責。本集團將調查異常或意外的用電量增加，以找出根本原因並採取相應的預防措施。本集團的能源消耗詳情如下。

Energy Consumption 能源消耗量	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Direct Energy Consumption 直接能源消耗量	MWh 兆瓦時	103.5	212.3
Petrol 汽油	MWh 兆瓦時	103.5	212.3
Indirect Energy Consumption 間接能源消耗量	MWh 兆瓦時	6,119.81	3280.2
Purchased Electricity 購買電力	MWh 兆瓦時	6,119.81	3280.2
Total Energy Consumption 能源總耗量	MWh 兆瓦時	6,222.86	3492.5
Intensity 密度	MWh/ft ² 兆瓦時/平方呎	0.031	0.015

The use of petrol has been reduced due to the reduction in the use of company vehicles, but due to the subsidence of the epidemic, in the flow of people in the fresh markets has returned to normal level, and the electricity consumption has gradually returned to the level before the epidemic.

公司車輛使用量減少，導致汽油用量有所減少，但由於疫情消退，街市人流恢復至正常水平，耗電情況逐漸重返疫情前的水平。

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

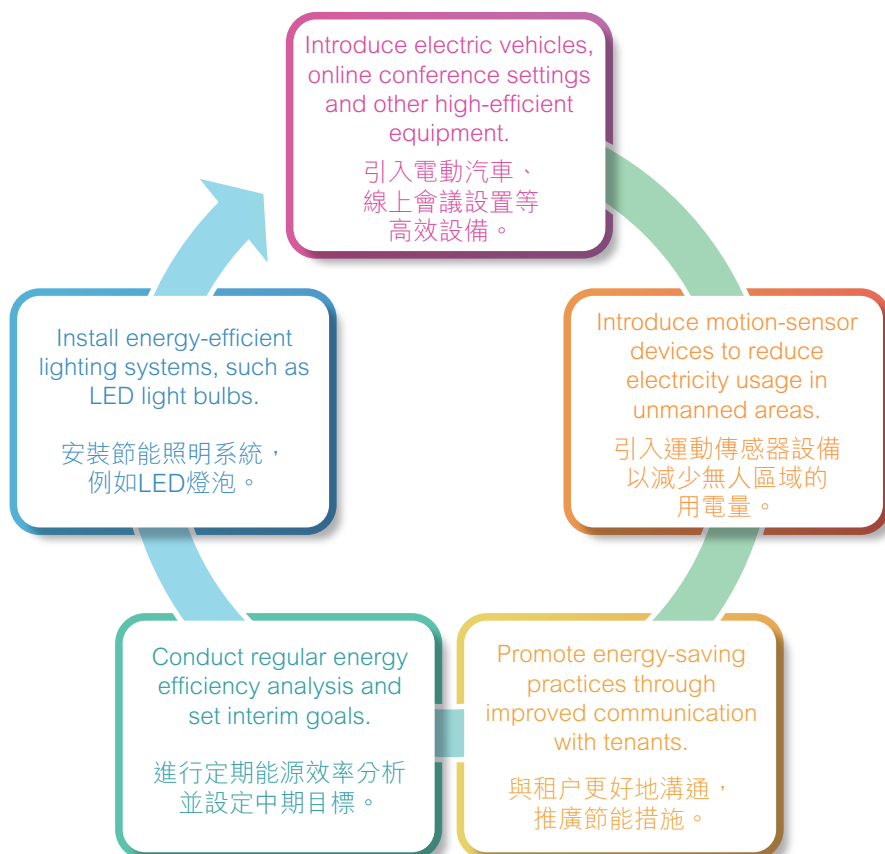
我們的減碳策略及行動(續)

Energy Management (continued)

能源管理(續)

The Group actively adopts electricity conservation and energy saving measures to reduce GHG emissions. The Group has established rules and regulations to achieve the goal of saving electricity and using electricity efficiently. The electricity-saving measures are as follows:

本集團積極採取節電及節能措施，以減少溫室氣體排放。本集團已制定規則及規例，以達致節約用電及有效用電的目標。節電措施如下：



JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

我們的減碳策略及行動(續)

Water Management

水資源管理

The Group's water consumption is mainly attributable to the cleaning and sanitization of the fresh markets. The Group does not have any issue in sourcing water that is fit for the purpose because of our geographical location of the operations.

本集團的耗水量主要來自街市清潔及消毒。由於我們業務所在的地理位置，本集團在求取適合用途的水源上並無任何問題。

During the epidemic, people paid more attention to hygiene. The Group has never relaxed its sanitation and health management in the fresh food market. Due to the increase in the flow of people in the market, the frequency of cleaning has increased, resulting in a corresponding increase of water usage when compared to the previous year, mainly for cleaning and disinfection.

疫情期間，公眾更加注重衛生。本集團從未對街市的衛生及健康管理工作有所鬆懈。由於街市人流增加，清潔頻率增加，導致耗水量較去年有所增加，主要用於清潔及消毒。

The Group is dedicated to saving water resources by using various practices including regular monitoring of water consumption, inspection of fresh market water usage, identifying abnormal consumption and preventing leakage. To use water more efficiently, the Group has implemented the following measures:

本集團致力於通過定期監測耗水量、檢查街市用水量、識別異常消耗及防止滲漏等各種措施節約水資源。為更有效地用水，本集團已實施以下措施：



WATER CONSERVATION MEASURES 節水措施

- Improve water efficiency by installing water-saving equipment;
- Standardise wastewater treatment methods by developing a wastewater discharge management system;
- Regular inspect water pipe quality;
- Educate employees about the importance of reducing water consumption; and
- Research and introduce more advanced wastewater reuse facilities to increase wastewater reuse rates.
- 安裝節水設備，提高用水效率；
- 通過開發廢水排放管理系統，標準廢水處理方法；
- 定期檢查水管質量；
- 教育員工減少用水的重要性；及
- 研究引進更先進的廢水重用設施，提高廢水重用率。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

JOURNEY TO CARBON NET ZERO (continued)

淨零碳排放之旅(續)

Our Decarbonisation Strategies and Actions (continued)

我們的減碳策略及行動(續)

Water Management

水資源管理

Water Consumption 耗水量	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Total Water Consumption 總耗水量	m ³ 立方米	39,217.7	16,298.5
Intensity 密度	m ³ /ft ² 立方米/平方呎	0.20	0.07

Conservation of Natural Resources

保護自然資源

Natural resources are essential for the survival of all humans. However, over the years, rapid economic developments, population growth and urbanization have led to the depletion of these resources. The Group has put in place a series of approaches aiming to minimise the environmental impacts, as follows:

自然資源對人類的生存至關重要。然而，多年來，經濟高速發展、人口增長及城鎮化導致該等資源耗盡。本集團已採取以下一系列措施，旨在盡量減低對環境的影響：

- Add considerations on tenant selection for the sale of local food materials so as to reduce carbon emissions from long-distance transportation and additional packaging necessary for food materials;
- Introduce sustainable food without any genetic modification, or added preservatives and chemicals;
- Purchase environment-friendly office supplies as much as possible, such as paper that has been certified by the Forest Stewardship Council (FSC); and
- Close monitoring of our packaging materials used, such as shopping bags, containers, cans and cardboard boxes.
- 在選擇租戶時加入售賣本地食材等考慮，以減少因長途運輸而產生的碳排放及所需的額外食物包裝材料；
- 引入不經任何基因改造，或無添加防腐劑及化學物的可持續食物；
- 盡可能採購環保的辦公用品，如購買經森林管理委員會(FSC)認證的紙張；及
- 密切監控我們使用的包裝材料，如購物袋、容器、罐及紙板箱。

Use of Packaging Materials 包裝材料使用	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Total Consumption of Packaging Materials 包裝材料消耗總量	tonne 公噸	0.11	1.7
Intensity 密度	tonne/ft ² 公噸/平方呎	<0.0001	<0.0001

VEGETARIANISM PROMOTION

As part of the commitment to mitigate climate change, the Group's management recognises that vegetarianism could bring various benefits to both human beings and the environment. Livestock production is a significant contributor to greenhouse gas emissions and can lead to water pollution in our rivers, streams and oceans through the release of livestock manure. This pollution harms aquatic ecosystems, destroys topsoil, and contaminates the air, causing habitat destruction and biodiversity loss. Reducing livestock production and meat consumption can help reduce GHG emissions, slow down climate change and deforestation, thus preserving wildlife habitat.

Mr. Tang Ching Ho, the Chairman of the Group, promoted the concept of consuming "less meat and more vegetables" to employees via internal emails. Employees are encouraged to practice plant-based diet and switch to vegetarianism to promote healthy living and environmental sustainability. In May 2022, "Vegetarian Poon Choi" was prepared for the elderly to raise awareness of the benefits of vegetarianism for the environment and personal health.

素食推廣

作為減緩氣候變化承諾的一部分，本集團管理層認識到素食可以為人類和環境帶來各種裨益。牲畜生產是溫室氣體排放的主要來源，牲畜糞便的排放可導致河流、溪流及海洋的水質污染。這種污染損害水生生態系統，破壞表土，污染空氣，導致棲息地受破壞和生物多樣性的損失。通過減少牲畜生產和食用肉類有助於減少溫室氣體排放，減緩氣候變化及森林砍伐，從而保護野生動物的棲息地。

本集團主席鄧清河先生透過內部電子郵件向僱員宣揚「少肉多菜」的理念，鼓勵員工實踐植物性飲食，轉向素食主義，以促進健康生活及環境的可持續發展。於二零二二年五月，我們為長者準備「素食盆菜」，以增加他們對素食對環境及個人健康益處的認識。



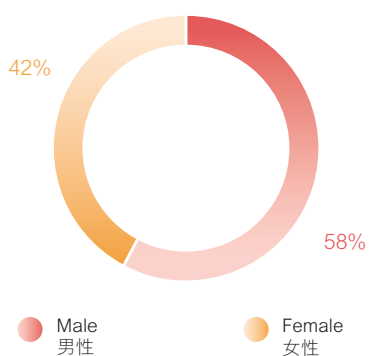
CREATING A HARMONIOUS WORKING ENVIRONMENT

創造和諧的工作環境

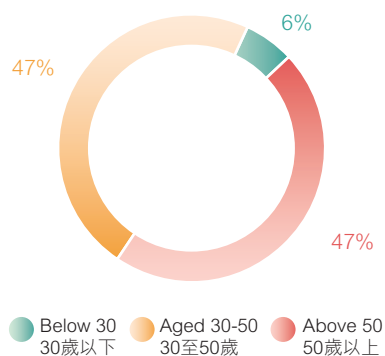
Human resource is the Group's most valuable asset and core competitive advantage and serves as the basis for the sustainable development of the Group. Therefore, the Group is committed to refining its employment policies to attract, develop and retain talents. The Group adheres to the people-oriented principle, respects and protects all employee's legitimate rights and interests and regulates labour employment management to safeguard employees' occupational health and safety. During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group. The breakdown of employee structure of the Group is as follows:

人力資源是本集團最寶貴的資產及核心競爭優勢，是本集團可持續發展的基礎。因此，本集團致力完善其僱傭政策，以吸引、發展及挽留人才。本集團堅持以人為本的原則，尊重及保障所有員工的合法權益，規範勞動僱傭管理，保障員工職業健康與安全。於報告期間，本集團並不知悉任何嚴重違反僱傭相關法律法規而對本集團造成重大影響的情況。本集團員工組成明細如下：

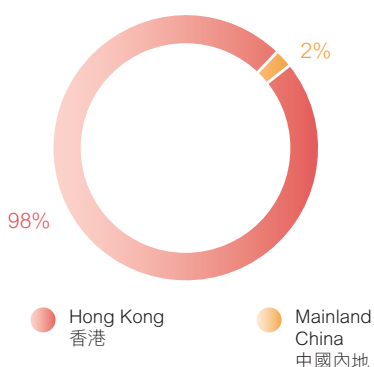
Employee Profile, by Gender
按性別劃分之員工圖表



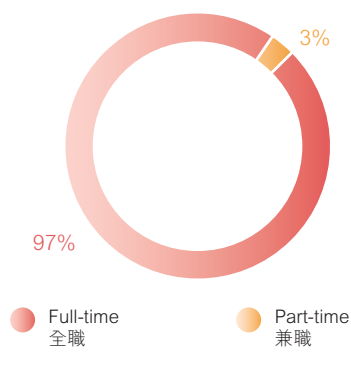
Employee Profile, by Age
按年齡劃分之員工圖表



Employee Profile, by Geographic Location
按地區劃分之員工圖表



Employee Profile, by Employment Category
按僱傭類別劃分之員工圖表



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Breakdown of Employees 員工明細	FY2023 二零二三財年	FY2022 二零二二財年
Total 總計	133	136
By Gender 按性別劃分		
Male 男性	77	78
Female 女性	56	58
By Age 按年齡劃分		
Below 30 30歲以下	7	14
Aged 30 to 50 30至50歲	63	60
Above 50 50歲以上	63	62
By Geographical Location 按地區劃分		
Mainland China 中國內地	2	0
Hong Kong 香港	131	136
By Employment Category 按僱傭類別劃分		
Full-time 全職	129	133
Part-time 兼職	4	3

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Employment Practices

僱傭常規

RECRUITMENT, PROMOTION AND DISMISSAL

招聘、晉升及解僱

The Group hires employees through open recruitment. The Group adheres to the principles of transparency and fairness to adopt a robust recruitment process. The Group is committed to providing fair opportunities to all candidates. Factors such as capabilities, academic qualification, practical working requirements, functional knowledge and language proficiency are considered recruitment standards under a transparent and friendly recruitment process.

本集團透過公開招聘招聘員工。本集團堅持透明及公平的原則，採用全面的招聘流程。本集團承諾為所有候選人提供公平招聘的機會。在透明友好的招聘過程下，能力、學歷、實際工作要求、職能知識及語言能力等因素被視為招聘標準。

The promotion of the Group's employees is subject to review annually. The Group has established objective performance indicators for annual performance evaluation. The supervisor will discuss with the employee on his/her performance by facilitating an effective 2-way communication for their advancement. Based on the evaluation result, we offer rewards to the employees to encourage continuous improvement.

本集團員工的晉升須每年進行檢討。本集團已就年度表現評估設立客觀表現指標。主管將與員工討論其表現，以促進有效的雙向溝通，促進晉升。根據評估結果，我們向員工提供獎勵，以鼓勵員工持續進步。

All employees are covered under the Employees' Compensation Ordinance of Hong Kong upon joining the Group. Unreasonable dismissal under any circumstances is strictly prohibited, dismissal would be based on reasonable and lawful grounds supported by internal policies of the Group.

所有僱員於加入本集團時均受香港《僱員補償條例》保障。本集團嚴禁任何情況下不合理的解僱，解僱將基於本集團內部政策的合理和合法基準進行。

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Employment Practices (continued)

僱傭常規(續)

REMUNERATION AND BENEFITS

薪酬福利

Employees of the Group are remunerated at a competitive level and are rewarded according to their performance and experience. Remuneration packages include holidays, annual leave, medical scheme, mandatory provident fund and discretionary bonus.

本集團員工享有具競爭力的薪酬水平，並根據彼等之表現及經驗予以獎勵。薪酬待遇包括假期、年假、醫療計劃、強制性公積金及酌情花紅。

The Group upholds the employees' rights and welfare to attract new talent and ensures equal opportunity and diversity by setting appropriate policies, regulations and guidelines.

本集團透過制定適當的政策、法規及指引維護員工的權利及福利，以吸引新人才並確保平等機會及多樣性。

In compliance with the Employment Ordinance, the Group develops an attendance management system and schedules working hours and rest days. In-patient medical insurance, outpatient medical benefits, shopping discounts, preferential prices for participation in physical examinations, dental care, family outpatient medical concession scheme, and annual fee subsidy and training subsidy scheme for professional institutes are all provided by the Group to its employees.

為符合僱傭條例，本集團制定考勤管理系統及安排工作時數和休息日。本集團向其員工提供住院醫療保險、門診醫療福利、購物優惠、以優惠價參與體檢、牙科保健、家屬門診醫療優惠計劃、專業學會年費資助及進修資助計劃。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Employment Practices (continued)

僱傭常規(續)

WORKING HOURS AND REST PERIOD

工作時間及休息日

The Group organised Chinese New Year's Eve dinner party with employees every year to celebrate the coming of New Year. Hosting a New Year's Eve dinner party is a great way to build comradery among our employees and boost engagement in a fun way. The party helps to foster the employees' relationships and build a positive culture so that employees are appreciated and motivated.

本集團每年組織員工團年飯，預祝農曆新年。舉辦團年飯可以促進同事間的情誼，並以輕鬆有趣的方式加強員工參與。聚會有助培養員工彼此之間的關係，並建立積極的文化，以欣賞及激勵員工。



Prizes presented to our employees to appreciate their hardwork and contribution to the Group
員工獲贈禮品，以感謝他們的辛勤工作和對本集團的貢獻

The Group stipulates the working days and rest time for employees in the employment contract to eliminate forced labour. When overtime is required, the Group will communicate with employees and give compensatory time off or overtime money as required by law.

本集團在僱傭合同中規定了員工的工作時間及休息日，以消除強迫勞動。當需要加班時，本集團會與員工溝通，並根據法律規定給予補休或加班費。

Employees of the Group are entitled to a variety of paid leaves, including annual leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, birthday leave and so on, in addition to statutory/ public holidays and rest days.

除法定／公眾假期及休息日外，本集團員工有權享有各項有薪假期，包括年假、產假、侍產假、婚假、恩恤假、考試假及生日假等。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Employment Practices (continued)

僱傭常規(續)

EQUAL OPPORTUNITY AND DIVERSITY

平等機會及多元化

According to the "Employee Handbook", employees enjoy equal opportunities in recruitment, entry, training, promotion, resignation and will not be disqualified, subject to any form of discrimination, harassment or unfair treatment due to gender, disability, pregnancy, family status, race, skin color, religion, age, sexual orientation, nationality, trade unions. Furthermore, to strengthen employees' sense of belonging and to recognize outstanding performance, the Group ensures that the principle of "horses for courses" is followed in recruitment and that whenever a job vacancy arises, the Company will first consider filling it through "internal promotion".

根據《員工手冊》，員工在招聘、入職、培訓、晉升、離職等方面享有平等機會權利，不會因性別、殘疾、懷孕、家庭狀況、種族、膚色、宗教、年齡、性取向、國籍、工會會籍而受到任何形式的歧視、騷擾行為或不公平待遇。此外，為增強員工的歸屬感及表彰其優秀的業績，本集團確保招聘時遵循「知人善任」的原則，每當有職位空缺時，本公司會首先考慮以「內部晉升」方法填補空缺。

The Group strives to create a diversified work environment that encourages employees to respect different cultures.

本集團致力營造多元化的工作環境，鼓勵員工尊重不同文化。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

Employment Practices (continued)

Promoting Healthy Lifestyle, Caring FOR the Community

The Group prioritizes the well-being of its employees and organizes various sports events to motivate them to achieve a healthy work-life balance. Additionally, as a strong advocate of a family-friendly work environment, we extend invitations to our employees' family members to participate in company events, enhancing a sense of inclusiveness and belongingness for all.

The Community Chest Walk for Million is a fund-raising campaign that is well-received by the public with a long history. The "Hong Kong and Kowloon Walk for Millions" of the Year was held in January 2023.

Wang On Properties Limited, a listed subsidiary of the Group, provided sponsorship and organized a VIP team consisting of employees from different business units to participate in Walk for Millions of the Year. The Group encouraged its employees to invite their friends and family members to join the 10km walk which began at the Hong Kong Stadium and passed through scenic routes such as Wong Nai Chung Gap Road, Black's Link, and Aberdeen Reservoir Road before ending at the Aberdeen Country Park Visitors Centre. They all had a great time enjoying the beautiful scenery of Hong Kong while bonding with their loved ones and colleagues. All of the participants were thrilled to participate in such a meaningful charity walkathon. All funds raised through Walk for Millions went to support 24 Community Chest member organizations in providing family and child-welfare services. We will continue to extend an arm of support to help the communities in need. Together, we can make our society a better and happier place to live in.

創造和諧的工作環境(續)

僱傭常規(續)

提倡健康生活方式、關愛社區

本集團關心員工福祉，舉辦各類體育活動，鼓勵員工追求工作與生活的平衡。此外，作為家庭友善工作文化的支持者，我們邀請員工家屬參與公司活動，為所有人加強包容和歸屬感。

公益金百萬行是一項歷史悠久、深受公眾歡迎的籌款活動。今年的「港島、九龍區百萬行」於二零二三年一月舉行。

宏安地產有限公司(本集團的一間上市附屬公司)贊助今年的百萬行，並組織由來自不同業務部門的員工，組成VIP團隊參與。本集團鼓勵員工攜同親友一起參加這次10公里的步行活動，起點在香港大球場出發，途經風景秀麗的路徑，如黃泥湧峽道、布力徑、香港仔水塘道，最後到達香港仔郊野公園遊客中心。他們在欣賞香港的美景的同時，與親友及同事們也建立了更深厚的關係，度過了美好的時光。所有參與者都十分高興能親身參與這樣有意義的慈善活動。通過百萬行籌得的所有善款將用於支持24個公益金成員組織，提供家庭及兒童福利服務。我們將繼續幫助有需要的社區，一起讓社會成為更美好、更幸福的居所。



Staff supported and participated in "Hong Kong & Kowloon Walk for Millions 2023"
員工們支持及參與2023「港島、九龍區百萬行」

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Employment Practices (continued)

僱傭常規(續)

The Group's overall employee turnover rate during the Reporting Period was approximately 50%. The breakdowns of employees according to gender group and age group are as follows:

於報告期內，本集團整體員工流失率約為50%。按性別及年齡劃分的員工組別如下：

Employee Turnover Rate (%) 員工流失率	FY2023 二零二三財年	FY2022 二零二二財年
Total 總計	50.4%	37.5%
By Gender 按性別劃分		
Male 男性	36.4%	33.3%
Female 女性	69.6%	43.1%
By Age 按年齡劃分		
Below 30 30歲以下	128.6%	85.7%
Aged 30 to 50 30至50歲	65.1%	36.7%
Above 50 50歲以上	27%	27.4%

Employment Engagement

僱傭參與

Communication with employees is an important part of the Group's effort to provide a decent work environment that is beneficial to the physical and mental health of its employees and that allows them to maximize their potential. Employees are also free to voice out their ideas or register their complaints through a variety of communication channels, including internal mailbox, emails and employee surveys. Communication mechanisms are regularly evaluated to ensure their effectiveness. Employees who are dissatisfied with their jobs can register complaints with their supervisors or Human Resources Department. The Group's management will investigate the complaint fairly and unbiasedly and take appropriate action.

與員工的溝通是本集團努力提供體面工作環境的重要組成部分，這種環境有益於員工的身心健康，並使他們能夠最大限度地發揮潛力。員工亦可通過各種溝通渠道，包括內部郵箱、電子郵件和及員工調查，自由表達自己的想法或作出投訴。溝通機制定期進行評估，以確保其有效性。對工作不滿意的員工可以向其主管或人力資源部門作出投訴。本集團管理層將公平公正地調查投訴，並採取適當行動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Labour Standards

勞工準則

The Group respects human rights, and strictly prohibits the use of child labour or forced labour in our operations. Measures have been taken to avoid child and forced labour.

本集團尊重人權，嚴禁在營運中僱用童工與強制勞工。我們已採取措施以避免童工與強制勞工。

PREVENTION OF CHILD LABOUR

防止童工

During the recruitment process, the Human Resources Department will verify the applicant's identity documents and ensure that they have reached the minimum age for employment.

在招聘過程中，人力資源部會核實應聘者的身份證明文件，確保其達到最低就業年齡。

PREVENTION OF FORCED LABOUR

防止強制勞工

The Group specifies overtime compensation provisions in the Employee Handbook. The Group carefully monitors the employee working time and working schedule to ensure they work voluntarily and freely.

本集團在《員工手冊》中列明加班補償規定。本集團嚴格地監控員工的工作時間及工作時間表，以確保彼等可自願自由工作。

If any child labour or forced labour is found, the Group will immediately stop all work of the identified child labour or forced labour. Follow-up investigations will be conducted to find out the reasons and modify the employment management measures to plug the loopholes.

倘發現任何童工或強制勞工，本集團將立即停止已識別童工或強制勞工的所有工作，並進行跟進調查以找出原因，並修訂僱傭管理措施，以堵塞漏洞。

Health and Safety

健康與安全

As a core business of the Group is the management of the fresh market, providing a safe, effective and congenial work environment for the employees is the Group's foremost concern. To maintain a safe working environment, the Group has established safety policies and relevant procedures for the prevention of accidents in fresh markets. Employees are given clear information on health and safety management systems and controls through the Group's Human Resources Administration Manual and Employee Handbook.

由於本集團的核心業務為街市管理，為僱員提供安全、高效及舒適的工作環境是本集團的首要關注。為維持安全的工作環境，本集團已制定預防街市意外的安全政策及相關程序。員工通過本集團《人力資源管理手冊》及《員工手冊》獲得有關健康與安全管理體系及控制的明確資訊。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

Health and Safety (continued)

The Group follows the occupational health and safety guidelines recommended by the Labour Department and regularly encourages the employees to attend relevant workshops and training courses. We require all of our employees of fresh market section to comply with our internal Fresh Market Staff Policy, which specifies the work duties of each employee, prohibited behaviours and emergency plans that may arise.

The Group sends occupational health and safety emails to colleagues on a monthly basis to provide safety information. During the Reporting Period, as part of our training, we issued guidelines on manual handling operations to help employees avoid injuries while handling large objects and using hand tools. All employees can be benefited from this information and apply it to real workplaces to effectively reduce the chance of accidents. Any work-related injuries should be recorded on a form and reported to the Human Resources Department and management when a work-related injury occurs. No work-related fatalities happened during the past 3 consecutive years (including the Reporting Period).

創造和諧的工作環境(續)

健康與安全(續)

本集團遵守勞工處推薦的職業健康與安全指引，並定期鼓勵僱員參加相關工作坊及培訓課程。我們要求所有街市分部僱員遵守我們的內部街市職員政策，當中訂明每名僱員的工作職責、禁止行為及可能出現的緊急計劃。

本集團每月向每位同事發送職業健康與安全電郵，以提供安全資訊。於報告期間，作為我們培訓的一部分，我們發出了有關人手處理操作的指引，以幫助僱員避免在搬運大型物件及使用手工具時受傷。所有員工均可獲得此類信息，以從中受益，並應用於真實的工作場所，有效降低事故發生的機會。如有任何工傷，應在表格上記錄，並在發生工傷時向人力資源部及管理層報告。於過去連續三年(包括報告期間)並無發生與工作有關的死亡事故。

Health & Safety Indicators 健康與安全指標	Units 單位	FY2023 二零二三財年	FY2022 二零二二財年	FY2021 二零二一財年
Work-related Fatalities 因工死亡	Numbers 數目	0	0	0
Fatality Rate 死亡率	%	0.0%	0.0%	0.0%
Lost Days Due to Work Injury 因工傷損失工作日數	Days 天	24	35	245
Work-related Injury 因工受傷	Cases 宗	1	3	4

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

Health and Safety (continued)

COVID-19 Preventive Measures

In view of the outbreak of COVID-19, the Group has taken proactive measures to safeguard the health and safety of its employees and business partners and has complied with public health measures implemented by the local authorities. The Group is highly conscious of the potential health and safety impacts brought to its staff. Work-from-home arrangement was in place. All personnel, whether employees or guests, entering the Group's premises must have their temperature recorded to prevent the potential spread of the virus. Clear guidelines are also in place to respond to situations where employees or their family members are found to have contacted the virus. To ensure a hygienic environment, every fresh market and meat stall is sanitised periodically. Free COVID-19 self-test kits are provided to all employees, and they are entitled to an additional medical benefits package for the pandemic.

Training and Development

The Group offers different training opportunities in a variety of knowledge and skills based on the needs of employees and the business. The Group's training policies include the Manual on Human Resources Management, which specifies the training management system and regulates the objectives, principles, content, form, process, implementation, evaluation, cost and data management. The training department oversees designing, implementing, monitoring, and evaluating training activities to improve training efficacy by understanding the training and development needs of each department and the business strategies of the Group.

創造和諧的工作環境(續)

健康與安全(續)

新冠肺炎預防措施

鑒於新冠肺炎疫情，本集團已採取積極措施保障其僱員及業務夥伴的健康及安全，並已遵守地方當局實施的公共衛生措施。本集團高度關注員工受到的潛在健康與安全影響。我們已設立在家工作安排。所有進入本集團場所的人員（不論僱員或客人）必須量度體溫，以防止病毒的潛在傳播。本集團亦已制定明確指引，以應對僱員或其家庭成員被發現感染病毒的情況。為確保環境衛生，我們定期對每個街市及肉檔進行消毒。我們為所有員工提供免費的新冠肺炎檢測包，並為疫情提供額外的醫療福利。

培訓與發展

本集團根據僱員及業務需求提供各種知識及技能的不同培訓機會。本集團的培訓政策包括《人力資源管理手冊》，當中訂明培訓管理制度，並規範目標、原則、內容、形式、流程、實施、評估、成本及數據管理。培訓部門監督培訓活動的設計、實施、監察及評估，透過了解各部門的培訓及發展需要以及本集團的業務策略提高培訓效果。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Training and Development (continued)

培訓與發展(續)

TRAINING PROGRAM

培訓計劃

During the Year, the Group provided internal and external training, including induction training, anti-corruption training, occupational health and safety training online or face-to-face.

於本年度，本集團提供內外部培訓，包括入職培訓、反貪污培訓、線上或面對面的職業健康與安全培訓。

PERFORMANCE REVIEW

績效評估

The Group's employees are regularly evaluated for their work performance and capabilities to make progress and enhance team competitiveness, which sets the basis for their future promotion and training.

本集團定期評估員工的工作表現及能力，以取得進步及增強團隊競爭力，為員工的未來晉升及培訓奠定基礎。

CAREER DEVELOPMENT

職業發展

For employees to continue their education, the Group subsidises the fees for continuing education and training courses approved by the Education Bureau. Employees can apply for reimbursements, examination leave or study leave through the Human Resources Department. Staff members are also provided with financial assistance for membership in professional institutes.

為支持員工繼續進修，本集團資助教育局批准的持續進修及培訓課程費用。員工可透過人力資源部申請報銷、考試假或進修假。員工亦獲提供專業學會會籍的經濟資助。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A HARMONIOUS WORKING ENVIRONMENT (continued)

創造和諧的工作環境(續)

Training and Development (continued)

培訓與發展(續)

During the Reporting Period, the Group provided 1,254 hours of training with 2,234 attendances recorded. The average training hours completed per employee were approximately 9.43 hours.

於報告期間，本集團提供1,254小時的培訓，涵蓋2,234人次的員工。每名員工完成的平均培訓時數為約9.43小時。

Training Performance 培訓表現	Percentage of Employees Trained 受訓僱員百分比	Average Training Hours (hours) 平均培訓時數(小時)
By Gender 按性別劃分		
Male 男性	100%	8.25
Female 女性	100%	11.06
By Employee Category 按僱員類別劃分		
Senior Management 高級管理層	100%	7.70
Middle Management 中級管理層	100%	8.17
General Staff 一般員工	100%	10.03

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE

Supply Chain Management

Establishing long-term cooperative relationships with various suppliers is the key to the success of the Group, which requires suppliers to abide by business ethics and fulfil their corporate social responsibilities.

Company policies have been clearly outlined with regard to the establishment of procurement standards and procedures, as well as the assessment of supplier performance annually. By working closely with its suppliers, the Group monitors the quality of their goods and services and their general performance. We maintain communication with business partners to ensure that they meet our requirements for quality, environmental and safety standards and jointly develop a supply chain that targets sustainable development.

Suppliers should refrain from providing or accepting bribes and other improper benefits and maintain a fair-trading environment and competitive environment. At the tendering stage, suppliers are selected and rated based on a set of criteria, including product price and quality, delivery time, payment terms and food safety. A background check (including permits, licences, and certificates of suppliers) is conducted during the contract period to ensure compliance with food safety policies. Multiple tests are conducted on products sourced from suppliers to ensure that they meet national food safety standards. If non-conformities are identified, suppliers must rectify them immediately. A supplier, who violates laws and regulations failing to meet tender requirements or commits misconduct during the contract period, may have their contract terminated or penalised. Suppliers' performance will be evaluated based on the marking scheme outlined in the Supplier Management Policy.

追求卓越營運

供應鏈管理

與各供應商建立長期合作關係是本集團成功的關鍵，其要求供應商遵守商業道德，履行企業社會責任。

公司政策已明確建立了採購標準及程序以及供應商的年度績效評估。透過與供應商緊密合作，本集團監察其貨品及服務質量以及其整體表現。我們與業務夥伴保持溝通，確保他們符合我們對質量、環境及安全標準的要求，並共同構建以可持續發展為目標的供應鏈。

供應商應避免提供或接受賄賂及其他不當利益，並維持公平貿易環境及競爭環境。在招標階段，我們根據一套標準評選供應商，包括產品價格及質量、交付時間、付款條款及食品安全。我們於合約期內對供應商進行背景調查（包括查驗其許可、牌照及證書），以確保遵守食品安全政策。我們對從供應商採購的產品進行多項測試，以確保其符合國家食品安全標準。如發現不合格情況，供應商必須立即進行整改。倘供應商於合約期內違反法律及法規而未能符合投標要求或作出不當行為，其合約可能被終止或罰款。供應商的表現將根據供應商管理政策中概述的評分標準進行評估。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Green Procurement

ESG issues and performance indicators will be incorporated into supplier evaluation as part of the Group's ongoing review and improvement of supplier management practices and procurement-related policies. During the procurement process, local suppliers and environmentally friendly products and services are preferred in order to reduce the carbon footprint caused by procurement, thereby leading to local economic development and creating employment opportunities. During 2023, we cooperated with over 400 suppliers. As the majority of the suppliers and subcontractors was located in Hong Kong, it minimised the GHG emissions arising from the materials delivery. All suppliers must comply with relevant labour laws and regulations to protect the legitimate rights and interests of their employees. Suppliers were considered based on environmental assessment reports, pollution discharge permits, environmental system certifications, and work safety permits, etc.

追求卓越營運(續)

綠色採購

作為本集團持續檢討及改善供應商管理常規及採購相關政策的一部分，環境、社會及管治事宜及績效指標將納入供應商評估。在採購過程中，優先選用本地供應商及環保產品及服務，以減少採購造成的碳足跡，從而帶動本地經濟發展及創造就業機會。於二零二三年，我們總共超過400名供應商合作。由於大部分供應商及分包商均位於香港，可最大限度減少材料交付產生的溫室氣體排放。所有供應商必須遵守相關勞動法律法規，保障員工的合法權益。我們根據環境評估報告、排污許可證、環境體系認證及工作安全許可證等考慮供應商。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Service Responsibility

The Group is committed to providing excellent customer experience when shopping at our fresh markets. We guarantee to provide a safety, clean, tidy and pleasant environment. The Group's guidelines and procedures for managing the fresh markets are as follows:

追求卓越營運(續)

服務責任

本集團致力為客戶提供卓越的街市購物體驗。我們保證提供安全、潔淨、整潔及舒適的環境。本集團管理街市的指引及程序如下：

REMOVING OBSTACLES FROM WALKWAYS AND SHOPPING AISLES 消除行人路及購物通道的障礙

- It is important to ensure that aisles and walkways are clear to prevent tripping hazards to customers and employees. Trolleys and various stocking materials were kept off the floor during normal business hours to avoid creating tripping hazards.
- 確保通道及行人路暢通無阻以防止顧客與員工被絆倒至關重要。於正常營業時間內，手推車及各種庫存材料不得放置在地板上，以避免造成絆倒危險。
- Fresh market employees are on guard for any hazards that presented themselves throughout the course of operation hours and we take immediate action to prevent injury.
- 街市員工於整個營運時間內均時刻警惕自身存在的任何危險，並立即採取行動防止受傷。

KEEPING THE FLOOR CLEAN AND DRY 保持地板清潔及乾燥

- Water build up on fresh market floors and spilt products can create a potential slipping hazard. Maintaining floor cleanliness throughout the fresh markets is vital to the well-being of our employees and customers.
- 街市樓層積水及產品溢出可能產生滑倒危險。維持街市的地板清潔對僱員及客戶的福祉至關重要。
- Frontline employees always wear slip-resistant shoes and maintain a daily cleaning schedule to prevent dirt, water and oil from building up on floors. Employees are educated on proper cleaning practices and the correct materials to use in the event of a spill.
- 前線員工須經常穿著防滑鞋，並維持每日清潔計劃，以防止污垢、水及油脂在地板上積聚。員工接受有關適當清潔技巧及在發生積水及產品溢出時使用正確材料的服務訓練。

CONDUCTING FIRE DRILLS REGULARLY 定期進行火警演習

Fire drills allow employees to practice evacuation procedures in a simulated situation to ensure they are fully aware of how to exit the building safely. Alarms were being tested and employees can be familiarised with the fire drill procedures and identify weak spots. The safety of both the employees and customers can be enhanced.

火警演習讓僱員在模擬情況下實踐疏散程序，確保彼等充分了解如何安全離開大廈。我們測試警報器，讓僱員熟悉火警演習程序及找出盲點。僱員及顧客的安全均可以得提高。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

追求卓越營運(續)

Service Responsibility (continued)

服務責任(續)

ENSURING SECURITY, PREVENTION OF THEFT AND ASSET PROTECTING 保障安全、防止盜竊及保護資產

To ensure the safety of the fresh market and prevent theft, the Group has installed 24-hour CCTV surveillance. The Group also conducts regular market inspections to monitor the operations of licensed cleaning companies and licensed security companies.

為確保街市安全及防止盜竊，本集團已安裝24小時閉路電視監控。本集團亦定期進行街市檢查，以監控持牌清潔公司及持牌保安公司的營運。

MONITORING INDOOR AIR QUALITY AND PROVIDING AIR-CONDITIONING 監控室內空氣質素及提供空調

Regularly monitor and improve indoor air quality by regular checking of the air conditioning system and cleaning the dust filter.

透過定期檢查空調系統及清潔隔塵網，定期監控及改善室內空氣質素。

With air-conditioning in the fresh food markets, employees felt more at ease at work, and customers have a better shopping experience.

在生鮮食品市場配備空調系統可讓員工在工作時更輕鬆及顧客享受更好的購物體驗。

ENSURING FOOD SAFETY AND HYGIENE 確保食品安全及衛生

Put in place relevant guidelines on the temperature, storage and product handling of trucks and others to maintain the hygiene level of products. Proper storage temperatures will help maintain freshness and quality. Cooling produce will help to preserve quality and prevent the growth of bacteria.

就運輸貨車溫度、儲存及產品處理等設立相關指引，以維持產品衛生水平。適當的儲存溫度將有助保持新鮮度及質量。冷卻產品將有助保持質量及防止細菌滋生。

Separate high-risk foods (e.g. raw meat products) from ready-to-eat foods in stalls.

在檔位上，將生肉產品等高風險食品與即食食品分開。

Any sick staff must be excluded from handling food or materials until he has recovered.

任何患病員工不得處理食品或接觸食品的材料，直至康復為止。

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Service Responsibility (continued)

Protection of Customer Privacy

A key policy of the Group is to respect the personal data of customers and tenants. We ensure that they are properly protected. All information is collected, held, used and processed in a legal and prudent manner. In the Group, the Marketing Department and Human Resources Department manage the personal data of customers, tenants and employees. File management is handled by specialised staff and we regularly evaluate the effectiveness of measures and improvement plans. Employees are given specific guidance and training to ensure they understand and comply with relevant regulations. All employees are prohibited from disclosing customer information (including but not limited to customer names, contact numbers and addresses) to third parties, without explicit approval.

Engaging with Tenants and Customers

We maintain regular communication with our tenants and customers at all times and have established different channels, including emails, hotline and social media, for them to provide feedback or seek assistance at any time. The Group will process and record complaints with dedicated personnel and keep the process and record confidential to protect all parties' interests to ensure that the complaint process is conducted fairly. Customer surveys are conducted on an occasional basis by the Group in order to understand customers' needs better and ensure customer satisfaction. In promotional publications, information should be complete, accurate and sufficient to avoid damage to customers' interests. The Group also regularly assesses updates of applicable laws and regulations to improve product advertising and label management.

Safeguarding Intellectual Property Rights

Training is provided for information management personnel on the use of genuine software so that all operations are conducted using genuine software. When cooperating with an external institution, a contract clause should stipulate that no infringement of the products and services provided. We protect the intellectual property of our partners and abide by the confidentiality agreement and licensing system (if applicable) that we have agreed.

追求卓越營運(續)

服務責任(續)

保護客戶私隱

本集團的主要政策是尊重客戶和租戶的個人資料。我們確保其得到適當保護。所有資料均以合法及審慎的方式收集、持有、使用及處理。就本集團而言，市場部及人力資源部負責管理客戶、租戶及僱員的個人資料。專責員工處理檔案管理，且我們定期評估措施及改善計劃的成效。僱員獲提供特定指引及培訓，以確保彼等了解及遵守相關法規。未經明確核准，禁止所有員工將客戶資料洩露予第三方，包括但不限於客戶名稱、聯絡電話及地址。

與租戶和客戶互動

我們一直與租戶和客戶定期溝通，並已建立不同渠道，包括電郵、熱線及社交媒體，以供彼等隨時提供反饋或尋求協助。本集團將與專責人員處理及記錄投訴，並對有關程序保密，以保障各方利益，確保投訴程序公平進行。本集團不定期進行客戶調查，以更好地了解客戶需求並確保客戶滿意度。在宣傳刊物中，信息應完整、準確、充分，避免損害客戶利益。本集團亦定期評估適用法律法規的更新，以改善產品廣告及標籤管理。

維護知識產權

本集團向資訊管理人員提供有關使用正版軟件的培訓，以便所有操作均使用正版軟件進行。與外部機構合作時，合約條款應規定不得侵犯所提供的產品及服務。我們保護業務夥伴的知識產權，並遵守我們已協定的保密協議及許可制度(如適用)。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Anti-corruption

The Group forbids any form of corruption, such as bribery, extortion, fraud and money laundering. The Group provides employees with guidelines concerning anti-corruptive businesses in the Employee Handbook which stipulate the daily behaviours of employees and specify that employees must not engage in acts or activities with conflicts of interest, receive or accept any benefits. To prevent conflicts of interest, the Group also requires employees to fill out the Declaration of Interest Form to avoid any conflicts between personal interest and company interest as far as possible. The Group also regularly reviews and updates its anti-corruption policy. The Employee Handbook also specifies that where an employee accepts gifts from people who do business with the Group, the employee should fill out the Application Form of Receiving Gifts and submit it to the Human Resources Department for further verification and processing.

Whistle-blowing Mechanism

To identify and handle violations at an early stage, the Group has set up an internal whistleblowing system where employees can report any misconduct or reasonably suspected corruption to the chairman of the Company. Each case shall be investigated seriously. All reported cases will be handled confidentially to protect the identity of the whistle-blower and his/her privacy. They will not be subjected to unfair dismissal or unreasonably disciplinary action and the Group will protect other legal rights of the whistle-blowers.

Anti-corruption Training

Training related to anti-corruption is rendered to our directors, management and employees to boost their awareness on the prevention of any kind of unethical behaviour such as bribery, extortion, fraud and money laundering. During the Reporting Period, the directors and employees were provided with online anti-corruption training conducted by ICAC for a total of 57 hours. The topics covered the explanation of relevant laws and regulations on anti-corruption and business ethics, the definition of conflict of interest, preventive measures and the report channels. There were no concluded legal cases regarding corrupt practices relating to the Group brought against the Company or its employees during the Reporting Period.

追求卓越營運(續)

反貪污

本集團禁止任何形式的貪污，如賄賂、勒索、欺詐及洗黑錢。本集團通過《員工手冊》為員工提供有關反貪污業務的指引，規定員工的日常行為，並規定員工不得從事有利益衝突的行為或活動、收受任何利益。為防止利益衝突，本集團亦要求員工填寫利益申報表，以盡可能避免個人利益與公司利益之間的任何衝突。本集團亦定期檢討及更新其反貪污政策。《員工手冊》亦列明，若員工接受與本集團有業務往來的人士的饋贈，員工應填寫《接受饋贈申請表》，並提交人力資源部作進一步核實及處理。

舉報機制

為及早識別及處理違規行為，本集團已設立內部舉報制度，僱員可向本公司主席舉報任何不當行為或合理懷疑貪污行為。每宗案件將獲認真調查。所有舉報個案均會保密處理，以保護舉報人的身份及其私隱。舉報人將不會受到不公平解僱或不合理的紀律處分，且本集團將保護舉報人的其他合法權利。

反貪污培訓

我們向董事、管理層及員工提供有關反貪污的培訓，以提高彼等對防止賄賂、勒索、欺詐及洗黑錢等任何不道德行為的意識。於報告期間，董事及員工獲提供合共57小時由廉政公署舉辦的反貪污網上培訓。主題涵蓋有關反貪污及商業道德的相關法律法規的解釋、利益衝突的定義、預防措施及報告渠道。於報告期間，概無針對本公司或其僱員提出並已審結的有關本集團的貪污訴訟案件。

SUPPORTING OUR COMMUNITY

We believe collaborative efforts can make a difference in addressing the pressing environmental and social challenges we face every day. We are guided by a sense of mission to contribute and provide unequivocal support to the less fortunate. As such, we empower our employees to serve and give via our community programs.

Over the years, the Group has strengthened its ties with the community and taken on its fair share of social responsibility by donating to and supporting the Hong Kong New Arrivals Services Foundation Limited, The Community Chest, Yan Oi Tong and other charities. With the internal ESG Policy, we define our community investment strategy, focusing on livelihood infrastructure, health and public welfare.

During the Reporting Period, the Group has donated and invested approximately HK\$12 million in community development. Below are some of the activities that we have participated and engaged during the Reporting Period:

造福社區

我們相信，共同努力有助於我們解決每天面對的嚴峻的環境及社會挑戰。我們的使命感促使我們為弱勢社群作出貢獻及提供支持。我們的員工能夠透過社區計劃提供服務及作出貢獻。

多年來，本集團透過向香港新來港人士服務基金有限公司、公益金、仁愛堂及其他慈善機構捐款及提供支持，加強與社區的聯繫，並積極承擔社會責任。透過內部環境、社會及管治政策，我們制定社區投資策略，專注於民生基礎設施、健康及公共福利。

於報告期間，本集團已捐款及投資約1千2百萬港元於社區發展。以下為我們於報告期間參與的部分活動：



SUPPORTING OUR COMMUNITY (continued)

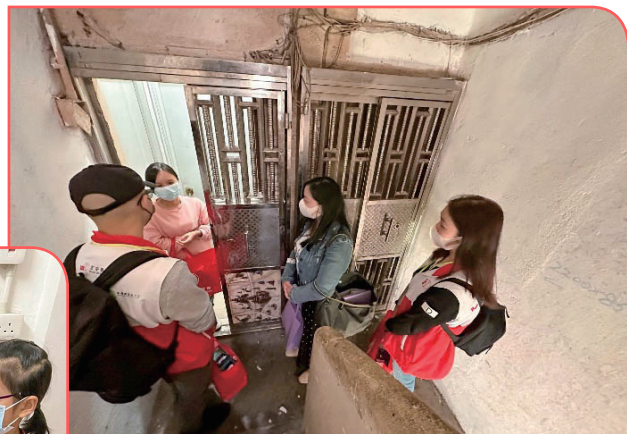
造福社區(續)

Visit of Low-income Families

探訪低收入家庭

At Christmas, we collaborated with the Hong Kong New Arrivals Services Foundation Limited to co-organize a visit of low-income families who lived in the sub-divided flats in Sham Shui Po. The event was intended to send festive greetings and useful supplies to families in need. Anti-COVID supplies, books and sanitary items were delivered. Volunteers from our Group also dived into engaging conversation with the families to understand their needs and show our care.

在聖誕節期間，我們與香港新來港人士服務基金有限公司合作，共同組織探訪居住在深水埗分租單位的低收入家庭。該活動旨在為有需要的家庭送上節日問候及實用物資(如抗疫物資、書籍及衛生用品)。本集團義工亦與有關家庭進行對話，以了解他們的需要並表達我們的關懷。



SUPPORTING OUR COMMUNITY (continued)

Food Recycling Program

Significant amount of food is wasted every year as it never reaches the consumers. The Group aims to reduce food waste and redistribute food surplus to the needy in the community, as mentioned in the section of “Waste Management”. We partnered with Food Commons Foundation and Food Angel to collect edible surplus food from our tenants in wet markets, and have them prepared as nutritious meals to serve the underprivileged groups in Hong Kong. The food recycling program promotes food upcycling by sharing food with the needy in the community and relieves the landfill pressure and reduce food waste in Hong Kong.

造福社區(續)

食品回收計劃

每年有大量生產的食物被浪費。本集團旨在減少糧食浪費並將剩餘食物分配給社區有需要的人，誠如「廢棄物管理」一節所提到，我們與共享食物基金(Food Commons Foundation)和惜食堂(Food Angel)合作，收集街市租戶可食用的剩餘食物，並將其製作成營養豐富的餐點，派發給社會上的弱勢社群。食物回收計劃促進食品升級利用，通過與社區有需要的人士分享食物，減輕香港堆填區的負擔和食物浪費。



SUPPORTING OUR COMMUNITY (continued)

造福社區(續)

“Allmart Go Green” Recycling Program

「萬有 - 綠得簡單」回收計劃



As one of the largest operators of wet markets in Hong Kong, we planned to launch the "Allmart Go Green" recycling program in our wet markets. The first point is the newly opened Kai Chuen Market in Diamond Hill. Through the program, we encouraged the residents and the neighbourhood to bring cleaned plastic bottles, old clothes and toys to our recycling booth for proper disposal, which contribute to reducing waste and carbon emissions for the planet.

作為香港最大的街市營運商之一，我們計劃在街市推出「萬有 - 綠得簡單」回收計劃。首個地點為於鑽石山新開設的啟鑽街市。透過該計劃，我們鼓勵住戶及鄰近社區將清潔的膠樽、舊衣物及玩具帶到我們的回收攤位作適當處理，有助於減少地球的廢物及碳排放。

At Wang On Group, we have embarked on a new milestone in sustainable development by partnering with environmental organisations to organise ESG initiatives for waste reduction and clean recycling. Starting with Kai Chuen Market, our efforts will gradually expand to our other wet markets, reducing the environmental impact of daily business operations and promoting low-carbon living. We believe that every small action can make a big difference in protecting our planet and to build a more sustainable future.

在宏安集團，我們與環保機構合作，組織減少廢棄物及清潔回收的環境、社會及管治活動，在可持續發展方面邁出新的里程碑。我們從啟鑽街市著手，逐步擴展至其他街市，減少日常業務營運對環境的影響，並推廣低碳生活。我們相信，每一個細小的行動均可在保護地球和建立一個更可持續的未來方面產生巨大的影響。

SUPPORTING OUR COMMUNITY (continued)

造福社區(續)

Use of Recycled Green Sandbag

使用回收綠色沙包

The Group is dedicated to supporting the community by finding innovative ways to promote sustainability. Recently, we joined CSV Green and Environmental Protection Sandbag launched by iRecycle. We started to use recycled sandbags that were produced from recycled materials, including recycled banners, glass cullet and PVC materials. These sandbags were placed in our wet markets to support their daily operations.

本集團致力透過尋求創新方法促進可持續發展，以支持社區。最近，我們加入了由愛回收(iRecycle)推出的CSV綠色環保沙包。我們開始使用由回收材料(包括回收橫幅、碎玻璃及PVC材料)生產的回收沙包。該等沙包放置於我們的街市以支持其日常營運。

Sandbags are an essential tool for our wet market management. We are happy to support this meaningful program and adopt environmental friendly sandbags to replace traditional sandbags, demonstrating the application of a green circular economy and practising sustainable development. Furthermore, several non-profit sheltered workshops were also involved in the later production of environmental sandbags, creating employment opportunities for disadvantaged communities and allowing them to contribute to society.

沙包是我們街市管理的重要工具。我們樂意支持這項有意義的計劃，並採用環保的沙包取代傳統的沙包，示範應用綠色循環經濟，實踐可持續發展。此外，若干非牟利庇護工場亦參與後期生產環保沙包，為弱勢社群創造就業機會，讓他們為社會作出貢獻。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUPPORTING OUR COMMUNITY (continued)

Used Clothes Recycling

The Group firmly believes that sustainability is not just a buzzword, but a crucial aspect of responsible business practices. We are constantly exploring new and innovative ways to support our community while minimizing our impact on the environment.

It is known that the production of textile products consumes a tremendous amount of water. Conscious of the environmental impact, we supported the Christian Action's Green Collection Programme and placed recycling bins in our office for the collection of used clothes, toys and small appliances from October to November 2022. We collected around 46 kg of goods, which were all donated to the Christian Action for distribution or sales at the community sales outlets. Proceeds from the sales go towards the development of the Green Collection Programme and benefit the less fortunate in Hong Kong. The program aims to give hope and dignity to the underprivileged, while, at the same time, creating a circular economy to share resources and reduce the consumption of natural resources.

造福社區(續)

舊衣回收

本集團堅信，可持續發展不僅僅是一個流行語，而是負責任商業實踐的要素。我們不斷探索新穎及創新的方式來支持社區，同時最大程度減少我們對環境的影響。

眾所周知，生產紡織品需要大量用水。考慮到環境影響，我們支持基督教勵行會的綠色收集計劃，並於二零二二年十月至十一月在辦公室放置回收箱收集舊衣物、玩具及小型電器。我們收集了約46公斤的物品，全部捐贈予基督教勵行會，在社區銷售門店分銷或銷售。銷售所得款項用於發展綠色回收計劃，惠及香港弱勢社群。該計劃旨在為弱勢社群帶來希望及尊嚴，同時創造循環經濟，以共享資源及減少消耗天然資源。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUPPORTING OUR COMMUNITY (continued)

造福社區(續)

Distribution of Rice

派發大米

We value traditions and honor the rituals passed down to us by our predecessors. One of our most cherished traditions is to distribute rice during the Yu Lan Festival, which aligns with our commitment to making a positive impact on society and helping those who are less fortunate. In August 2022, we distributed 6,400 packs of rice to residents living near the markets where the Group operates.

我們慶祝傳統節日，並遵循前人流傳下來的習俗。其中最有名的傳統便是在盂蘭節派發大米，這與我們致力幫助弱勢社群，向社會帶來積極正面影響的承諾相一致。於二零二二年八月，我們在集團經營的街市向附近的居民派發了共6,400包大米。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MAJOR APPLICABLE LAWS AND REGULATIONS RELATING TO THE GROUP'S BUSINESS

與本集團業務有關的主要適用法律及 法規

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Emissions 排放	Air Pollution Control Ordinance 《空氣污染管制條例》 Water Pollution Control Ordinance 《水污染管制條例》 Waste Disposal Ordinance 《廢物處置條例》 Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢棄物污染防治法》
Employment and Labour Standards 僱傭及勞工準則	Employment Ordinance 《僱傭條例》 Employees' Compensation Ordinance 《僱員補償條例》 Sex Discrimination Ordinance 《性別歧視條例》 Disability Discrimination Ordinance 《殘疾歧視條例》 Family Status Discrimination Ordinance 《家庭崗位歧視條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MAJOR APPLICABLE LAWS AND REGULATIONS RELATING TO THE GROUP'S BUSINESS (continued) 與本集團業務有關的主要適用法律及法規(續)

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Health and Safety 健康與安全	Occupational Safety and Health Ordinance 《職業安全及健康條例》 Fire Safety Ordinance 《消防安全條例》 Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 Regulation on Work-Related Injury Insurances of the People's Republic of China 《中華人民共和國工傷保險條例》
Product Responsibility 產品責任	Trade Descriptions Ordinance 《商品說明條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Trademark Law of the People's Republic of China 《中華人民共和國商標法》 Protection of Consumer Rights and Interests of the People's Republic of China 《中華人民共和國消費者權益保護法》
Anti-corruption 反貪污	Prevention of Bribery Ordinance 《防止賄賂條例》 Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《打擊洗錢及恐怖分子資金籌集條例》 Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Tendering and Bidding Law of the People's Republic of China 《中華人民共和國招標投標法》

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE

聯交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披 露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 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。	Our Decarbonisation Strategies and Actions 我們的減碳策略及行動
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Our Decarbonisation Strategies and Actions – Air Emissions 我們的減碳策略及行動－ 廢氣排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及間接能源(範圍2)溫室氣體排放(以噸計算)及(如適用)密度。	Our Decarbonisation Strategies and Actions – GHG Emissions 我們的減碳策略及行動－ 溫室氣體排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量(以噸計算)及密度。	Our Decarbonisation Strategies and Actions – Waste Management 我們的減碳策略及行動－ 廢棄物管理
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量(以噸計算)及密度。	Our Decarbonisation Strategies and Actions – Waste Management 我們的減碳策略及行動－ 廢棄物管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (continued)

聯交所環境、社會及管治報告指引內容索引 (續)

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		
	Description 描述	Section/Declaration 章節／聲明
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達致該等目標所採取的步驟。	Our Decarbonisation Strategies and Actions 我們的減碳策略及行動
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Our Decarbonisation Strategies and Actions – Waste Management 我們的減碳策略及行動－廢棄物管理
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Our Decarbonisation Strategies and Actions 我們的減碳策略及行動
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Our Decarbonisation Strategies and Actions – Energy Management 我們的減碳策略及行動－能源管理
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Our Decarbonisation Strategies and Actions – Water Management 我們的減碳策略及行動－水資源管理
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益措施及所得成果。	Our Decarbonisation Strategies and Actions – Energy Management 我們的減碳策略及行動－能源管理

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KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題、用水效益措施及所得成果。	Our Decarbonisation Strategies and Actions – Water Management 我們的減碳策略及行動－水資源管理
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及每生產單位佔量。	Conservation of Natural Resources 保護自然資源
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Conservation of Natural Resources 保護自然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	Conservation of Natural Resources 保護自然資源
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。	Combating Climate Change 應對氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經影響及可能會影響發行人的重大氣候相關問題，以及管理有關問題所採取的行動。	Combating Climate Change 應對氣候變化

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Aspect B1: Employment		
層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Creating a Harmonious Working Environment 創造和諧的工作環境
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Creating a Harmonious Working Environment 創造和諧的工作環境
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失率。	Creating a Harmonious Working Environment 創造和諧的工作環境

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Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障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法規的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities. 因工死亡的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全

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Aspect B3: Development and Training		
層面B3：發展與培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Training and Development 培訓與發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Training and Development 培訓與發展
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Training and Development 培訓與發展
Aspect B4: Labour Standards		
層面B4：勞工標準		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工及強制性勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭慣例的措施以避免童工及強制性勞工。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則

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Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B5.2 關鍵績效指標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. 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。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購

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Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Reliable Supply Chain Management – Engaging with Customer 可靠的供應鏈管理 – 與客戶聯繫
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Reliable Supply Chain Management – Customer Service 可靠的供應鏈管理 – 客戶服務
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Reliable Supply Chain Management – Safeguarding Intellectual Property Rights 可靠的供應鏈管理 – 保障知識產權

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KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及回收程序。	Reliable Supply Chain Management 可靠的供應鏈管理
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Reliable Supply Chain Management – Protection of Customer Privacy 可靠的供應鏈管理－保護客戶私隱
Aspect B7: Anti-corruption		
層面B7：反貪腐		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 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法規的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於報告期間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。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption – Whistle-blowing Mechanism 反貪污－舉報機制
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption – Anti-corruption Training 反貪污－反貪污培訓

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Aspect B8: Community Investment		
層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。	Community Programs 社區計劃
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Programs 社區計劃
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Programs 社區計劃



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