



大中華金融控股有限公司

GREATER CHINA FINANCIAL HOLDINGS LIMITED

(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 : 431)



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

2022

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Greater China Financial Holdings Limited (the “Company”) is pleased to present the Company’s 2022 Environmental, Social and Governance (the “ESG”) Report (the “ESG Report”). This report was prepared pursuant to the disclosure requirements as set out in the Environmental, Social and Governance Reporting Guide contained in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “ESG Guide”).

The Company and its subsidiaries (the “Group”) are principally engaged in investment holding, industrial property development and loan financing operation including the provision of loan financing, financial guarantee services, loan referral and consultancy services. This report covers the Group’s environmental and social performance for the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”). The Group has complied with the “comply or explain” provisions set out in the ESG Guide for the Reporting Period. For information regarding the Group’s financial performance and corporate governance, please refer to the Group’s annual report. The Group reviewed, identified and disclosed herein the material environmental and social issues and aspects, which are considered to have significant impacts and are relevant to the Group’s business and stakeholders during the Reporting Period.

The Group has responsibility to maximize shareholder returns, and this is aligned with the objective to provide clients with the best service and platforms. This is achieved not only through the Group having financial strength but also through investing in its employees and wider social practices.

We welcome any comments and suggestions on this report as well as our performance in sustainability development, please email them to info@greaterchina.com.hk.

大中華金融控股有限公司(「本公司»)欣然呈列本公司二零二二年環境、社會及管治(「環境、社會及管治»)報告(「環境、社會及管治報告»)。本報告乃根據香港聯合交易所有限公司證券上市規則附錄27環境、社會及管治報告指引(「環境、社會及管治報告指引»)所載披露規定編製。

本公司及其附屬公司(「本集團»)主要從事投資控股、工業用物業發展及貸款融資業務(包括提供貸款融資、融資擔保服務、貸款轉介及諮詢服務)。本報告涵蓋本集團於二零二二年一月一日至二零二二年十二月三十一日止期間(「報告期間»)的環境及社會表現。本集團已於報告期間遵守環境、社會及管治指引所載「不遵守就解釋」條文。有關本集團財務業績及企業管治的資料，請參閱本集團年報。本集團於本報告檢討、識別及披露報告期間內被視為對本集團業務及持份者構成重大影響且與之有關的重大環境及社會事項及方面。

本集團負有盡量提高股東回報的責任，此舉與向客戶提供最佳服務及平台的宗旨不謀而合。這不僅透過本集團所具備的財務實力而達致，亦透過栽培其僱員及參與更多社會事務而達致。

我們歡迎對本報告以及我們在可持續發展方面的表現發表評論及提供建議，請將其電郵至 info@greaterchina.com.hk。

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STATEMENT OF THE BOARD

The core business of the Group is providing financial services to customers such as guarantee, loan referral and consultancy services, which is mainly operated in offices and has little impact on the environment and natural resources. As a responsible corporate citizen, the Group acknowledges that prudent environmental and societal management is of great importance to sustainable economic growth. The Company strive to minimise the impact of the operations on the environment by improving the efficiency of the use of resources, promoting environmentally responsible business practices, and cultivating environmental awareness among employees. The Group strictly follows the laws and regulations, carefully implements the environmental protection management policy of the local governments, comprehensively implements the environmental protection-related management measures of the Group, and proactively discharges the environmental protection and social responsibility as an enterprise.

The ESG Report summarizes the strategy, practice and vision of the Group in respect of issues related to ESG, and conveys the Group's devotion for sustainability. To address the global concern about climate change, the Group has also considered the climate-related issues and incorporated them into the ESG Report. All potential risks that may have impact on the Group's businesses will be covered and evaluated in the annual enterprise risk assessment.

董事會聲明

本集團的核心業務為向客戶提供擔保、貸款轉介及諮詢服務等金融服務，主要於辦公室營運，對環境及自然資源影響甚微。作為負責任的企業公民，本集團深知審慎環境及社會管理對於可持續經濟增長具有極其重大的意義。本公司透過提高資源使用效率、推行對環境負責的商業慣例以及培養僱員的環保意識，努力將營運對環境的影響減至最低。本集團嚴格遵守法律及規例，認真落實地方政府的環保管理政策，全面落實本集團環保相關管理措施，積極履行作為企業的環境保護及社會責任。

環境、社會及管治報告概述本集團有關環境、社會及管治問題的策略、實踐及願景，傳遞本集團對於可持續發展的決心。為應對全球對氣候變化的關注，本集團亦考慮氣候相關問題並將其納入環境、社會及管治報告中。年度企業風險評估將涵蓋及評估可能影響本集團業務的所有潛在風險。

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The Group has established a governance structure to enhance its management of ESG issues. The board (the “Board”) of directors (the “Directors”) of the Company has an overall responsibility for overseeing the Group’s ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, reviewing the Group’s performance annually against the targets, and revising the strategies as appropriate if significant variance from the ESG-related target is identified. In order to exert governance over the ESG issues, the Group has set up a working group (the “ESG Working Group”) that comprises members from middle to senior management and it serves as a supportive role to the Board in implementing the ESG-related strategies and targets, conducting materiality assessments of ESG issues and prioritise them, and promote the implementation of respective measures. By the delegation of authority of the Board, the ESG Working Group assists in collecting ESG data from respective functional department, monitoring the implementation of the measures, investigating any deviations from the targets, liaising with the relevant functional department to take prompt rectification actions, and ensuring the Group’s compliance with the relevant legal and regulatory requirements. ESG issues are reviewed by the ESG Working Group and reported to the Board annually. During the Reporting Period, the ESG Working Group and the Board reviewed the ESG governance and issues. The Board will continue to review the Group’s progress in relation to ESG issues in order to build a more sustainable business and bring greater benefits for the society as a whole.

本集團已建立管治架構，以加強管理環境、社會及管治問題。本公司董事（「董事」）會（「董事會」）全面負責監督本集團的環境、社會及管治相關風險及機會、制定及採納本集團的環境、社會及管治相關策略及目標、每年根據目標檢討本集團的表現，以及在發現與環境、社會及管治目標有明顯差異的情況下適當地修訂策略。為管治環境、社會及管治問題，本集團已成立工作小組（「環境、社會及管治工作小組」），由中至高級管理層成員組成，以支援董事會執行環境、社會及管治相關策略及目標、進行環境、社會及管治問題重要性評估並優先處理，以及促進實行相應措施。在董事會的授權下，環境、社會及管治工作小組協助從各個職能部門收集環境、社會及管治數據、監察實行措施、調查與目標之間的任何差異，與相關職能部門聯繫以採取迅速的糾正措施，並確保本集團遵守相關法律及監管規定。環境、社會及管治工作小組會檢討環境、社會及管治問題，並每年向董事會報告。於報告期間，環境、社會及管治工作小組及董事會已檢討環境、社會及管治方面的治理情況及問題。董事會將繼續檢討本集團有關環境、社會及管治事宜的進展，以建立更可持續發展的業務並為整體社會帶來更廣泛的利益。

Governance structure

管治架構



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ABOUT THE ESG REPORT

The Group is committed to being a successful operator in its business operations, bringing returns to its investors and supporters, providing a healthy and safe working environment to its employees, and helping to provide sustainable developments for the local communities and the Group.

Scope:

This ESG Report has been prepared in accordance with the ESG Guide. In preparing the ESG Report, the Group has adopted the international standards and emission factors specified in the guidance materials on ESG issued by Stock Exchange for computing the relevant key performance indicators (“KPIs”), and there is no change from previous year in the way the ESG Report has been prepared. The application of materiality is detailed in the section headed “Materiality Assessment” of this ESG report.

Divided into two parts, the first part of the ESG Report highlights the environmental initiatives carried out by the Group, whereas the latter part elaborates on the social impact brought by the Group in both Hong Kong and the PRC during the Reporting Period. This ESG Report sets out the work the Group has done in the past and the future plans for sustainability.

The scope of the ESG Report covers the environmental and social performances of the Group’s principal business and all business locations. While the Board seek to establish a consistent boundary for reporting ESG aspects across the Group’s structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities reported are substantially owned by the Group and are under the Company’s management.

關於環境、社會及管治報告

本集團致力於成為其業務營運的成功經營者，為其投資者及支持者帶來回報，為其僱員提供健康安全的工作環境，並協助為當地社區及本集團提供可持續發展。

範圍：

本環境、社會及管治報告乃根據環境、社會及管治報告指引編製。於編製環境、社會及管治報告時，本集團已採納由聯交所發出的環境、社會及管治指引材料所列明的國際準則及排放因素以計算相關關鍵績效指標（「關鍵績效指標」），及環境、社會及管治報告的編製方式與上年度並無變動。重要性的應用於本環境、社會及管治報告「重要性評估」一節詳述。

環境、社會及管治報告分為兩個部分，第一部分以本報告期間本集團進行的環保活動為重點，第二部分則詳述本集團對香港及中國產生的社會影響。本環境、社會及管治報告載列本集團過往有關可持續發展的工作以及未來相關計劃。

環境、社會及管治報告的範圍涵蓋本集團主要業務及所有營業地點的環境及社會表現。董事會希望在整個集團架構中建立報告環境、社會及管治方面的一致範圍，因此，環境、社會及管治報告的報告範圍為根據所報告的所有業務及實體均由本集團實質擁有並由本公司管理的標準而設立。

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Reporting Principles

The following four reporting principles underpin the preparation of the ESG Report:

- **Materiality:** Material ESG issues have been identified by considering business nature and development of the Group.
- **Quantitative:** KPIs and comparative figures have been disclosed quantitatively where appropriate.
- **Balance:** The Group's performance has been presented in an unbiased manner.
- **Consistency:** Consistent statistical methodologies have been applied for meaningful comparisons of ESG data overtime. In case of any changes in the reporting scope or methodologies, they shall be explained for the reference of stakeholders.

報告原則

下列四項報告原則為編製環境、社會及管治報告的基礎：

- **重要性：**重大環境、社會及管治事宜通過考慮本集團業務性質及發展進行識別。
- **量化：**關鍵績效指標及比較數據按量化（倘適用）進行披露。
- **平衡：**已以公正方式呈列本集團表現。
- **一致性：**已應用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘報告範圍或方法發生任何變動，應進行解釋以供持份者參考。

STAKEHOLDER ENGAGEMENT

The Group actively strives to better understand and engage our stakeholders to ensure continuous improvements. We strongly believe that our stakeholders play a crucial role in sustaining the success of our business in the challenging market.

The major ESG concerns of its stakeholders and the means through which the Group engages with such stakeholders are detailed below.

持份者參與

本集團積極加深對持份者的了解並與持份者溝通，以確保持續改進。我們堅信，我們的業務要在充滿挑戰的市場中繼續成功，持份者發揮至關重要的作用。

持份者關注的主要環境、社會及管治議題及有關持份者參與本集團的方式於下文詳述。

Employees 僱員

- Annual performance appraisal system
- 年度表現評核機制
- Training, seminars and briefing sessions
- 培訓、講座及簡報會
- Staff communication
- 員工交流
- Recreational and volunteer activities
- 工餘及義工活動

Customers 客戶

- Client relationship contacts
- 客戶關係接觸
- Company website
- 公司網站
- Online platform
- 網上平台
- Customer service hotline
- 客戶服務熱線

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Shareholders 股東

- Annual General Meeting and other general meetings
- 股東週年大會及其他股東大會
- Investor and press conferences and briefings
- 投資者及新聞發佈會以及簡報會
- Company website
- 公司網站
- Corporate communications including announcements, press releases, circulars, interim and annual reports
- 企業通訊，包括公告、新聞稿、通函、中期及年度報告

Suppliers 供應商

- Regular supplier communications and reviews
- 定期與供應商交流及檢討

Regulators 監管機構

- Regular meetings and communications
- 定期會議及交流
- Compliance reports
- 合規報告
- Training, focus groups and other events
- 培訓、小組焦點座談會及其他活動

Community 社會

- Staff volunteer activities
- 員工的義工活動
- Sponsorships and donations
- 贊助及捐贈

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MATERIALITY ASSESSMENT

The management and employees of the Group's respective major operations have participated in the preparation of the ESG Report to assist the Group in reviewing the operations and identifying relevant ESG issues and assess the importance of related matters to the Group's businesses and stakeholders. Based on the assessed significant ESG issues, data were collected from relevant departments and business units of the Group to perform the ESG assessment.

Based on the results of the assessment, the Group will review its longer-term strategy for addressing specific sustainability issues and explore future opportunities for improving the sustainability performance and reporting.

The Group's material ESG issues are summarized as follows:

Material environmental aspects:

- Use of electricity
- Non-hazardous waste
- Air emissions

Material social aspects:

- Health and safety
- Product responsibility
- Anti-corruption

重要性評估

本集團各主要職能的管理層與僱員均有參與編製環境、社會及管治報告，以協助本集團檢討運作情況及鑒別相關環境、社會及管治事宜，並評估相關事宜對本集團的業務以及各持份者的重要性。根據經評估的環境、社會及管治的重要事項，向本集團相關部門及業務單位收集資料以進行環境、社會及管治評估。

本集團將根據評估結果檢討長期策略，解決具體的可持續發展問題，並尋求未來機會，以完善可持續發展的表現並進行報告。

本集團的重大環境、社會及管治事宜概述如下：

重大環境層面：

- 用電
- 無害廢棄物
- 氣體排放

重大社會層面：

- 健康及安全
- 產品責任
- 反貪污

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(A) ENVIRONMENTAL

ENVIRONMENTAL AREAS OVERVIEW

The Group has continued with its environmental policies and strategies in developing a sustainable business by undertaking initiatives on resources conservation and environmental protection, as well as saving operating costs. The Group has taken an active role to ensure a sustainable and environmentally-friendly processes by complying with all related national and provincial laws and standards. When carrying out operational activities, the Group has assumed social responsibilities and initiatives to prevent pollution, reduce wastes and minimize negative impact to the environment, and save energy, water and other resources.

A1. Emissions

The Group, being primarily an office-based company, requires limited natural resources to operate and therefore has a relatively low environmental impact. The Group's direct environmental impact comes from its office operations and staff travelling by vehicles. The Group is not engaged in activities that are generally regarded as having a high environmental impact, which the activities do not materially contribute to pollution or cause material damage to the environment. However, the Group takes all practicable steps to meet statutory requirements and minimize its impacts on the environment and encourages its employees to conserve energy, minimize waste and recycle work materials.

The non-hazardous wastes are used papers and office utensils generated from general offices, the amount of which is insignificant and they are collected by the cleaning workers of the building management offices on a daily basis.

The emission of greenhouse gases and the use of energy such as electricity are as a result of office-based business activities and means of transportation, and are under close monitoring. The Group also keeps abreast of the technological advancement which can be used for reducing emissions.

During the year ended 31 December 2022, there was no violation of relevant law, rules and regulations by the Group relating to air and greenhouse gas emission, discharges into water and land, and generation of hazardous and non-hazardous waste.

(A) 環境

環境領域概述

本集團透過實施資源節約及環境保護措施以及節省營運成本，繼續實施環境政策及策略以發展可持續發展業務。本集團肩負積極角色，透過遵守所有相關的國家及省級法律及標準，確保可持續及環保的流程。於開展業務活動時，本集團承擔社會責任及舉措，以防止污染、減少浪費、盡量減少對環境的負面影響以及節約能源、水及其他資源。

A1. 排放

本集團為主要在辦事處經營業務的公司，營運僅須耗用少量天然資源，故此對環境的影響相對較小。本集團對環境的直接影響源自辦事處營運以及員工搭乘車輛。本集團並無從事一般視為對環境帶來重大影響的活動，而上述活動並無造成重大污染或對環境產生嚴重傷害。然而，本集團採取一切務實步驟以符合法定規定及盡量減低對環境的影響，並且鼓勵僱員節約能源、減少浪費及循環使用工作材料。

無害廢棄物為一般辦公產生的廢紙及辦公用具，其數量微不足道，並由大廈管理處的清潔工人每日收集。

在辦公室經營商業活動及各種交通方式導致排放溫室氣體及使用電力等能源，並受到密切監控。本集團亦於技術上與時俱進以減少排放。

截至二零二二年十二月三十一日止年度，本集團並無違反有關廢氣及溫室氣體排放、向水及土地的排污、產生有害及無害廢棄物的相關法例、規則及法規。

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A2. Use of Resources

The Group's direct energy consumption stems from non-renewable fuel consumed by vehicles while indirect energy consumption stems from purchased electricity from local providers.

To reduce energy consumption, the Group has developed and implemented a series of resource-saving general policies in different aspects of our business operations as follows:

- Encouraging staff to travel on public transport;
- Using video and telephone conferencing to reduce travelling;
- Increasing electronic storage of documents rather than retention of hard paper copies;
- Encouraging employees to avoid leaving taps running when lathering hands with soaps and report any leaks to prevent water wastage;
- Reducing paper usage through double sided printing and copying and the use of recycling paper;
- Promoting the option of electronic distribution of reports, contract notes, etc., to reduce paper consumption;
- Recycling of waste wherever possible; and
- Using energy saving light-emitting diode (LED) lights and switching off idle lightings and electrical appliances when not in use.

A2. 資源使用

本集團的直接能源消耗來自車輛消耗的不可再生燃料，而間接能源消耗則來自從當地供應商購買的電力。

為減低能源消耗，本集團在業務營運的不同方面制定並落實一系列節約資源的整體政策，載列如下：

- 鼓勵員工利用公共交通工具往返不同地方；
- 採用視像及電話會議以減少外遊工幹；
- 更多使用電子途徑儲存文件，而非保留紙張版本；
- 鼓勵僱員在使用肥皂洗手時避免長時間開啟水龍頭，並報告任何漏水情況以防止浪費水；
- 透過雙面印刷及複印以及使用再造紙以減少使用紙張；
- 推廣以電子方式傳遞報告、成交結單等以減少耗用紙張；
- 盡量回收廢棄物；及
- 採用節能發光二極管(LED)照明及關掉不必要或非使用中的照明和電器。

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For water consumption, the Group's water consumption expenses are included in the property management fee, therefore consumption data is unavailable as offices are located in buildings with centralized water metering. We do not have any issues in sourcing water, and the existing supply of water meets our daily operational needs. In addition, water consumption in our offices are not considered material issues in the Group's operations.

The Group did not generate significant amount of hazardous waste and packaging materials, while the major non-hazardous waste generated was paper.

A3. The Environment and Natural Resources

The Group pledges to uphold quality management and implement policies for conserving resources and managing waste. The Group will continue to increase capacity in recycling to reduce the impact of the Group's operation on the environment and natural resources. The Group adopts consistent policies to achieve effective saving of resources and follow the laws and regulations for healthy business development.

Awareness for environmental protection of all employees is enhanced through environmental protection activities, training programs, and promotions. The concepts of "Reduce", "Reuse", "Recycle" are strongly promoted. By promoting them, the Group is striving to protect the environment as well as contributing back to the society.

The Group, being primarily an office-based company, has no significant activities that will impact on the environment and natural resources.

就用水而言，本集團的用水費用已計入物業管理費，因此，由於辦公室位於安裝集中式水錶的大廈內，因此無法獲得用水量數據。我們在獲取水資源方面並無任何問題，且現有供水能夠滿足我們日常營運需要。此外，於本集團營運中，辦公室用水並無被認為屬於重大議題。

本集團並無產生大量有害廢棄物及包裝材料，而產生的主要無害廢棄物為紙張。

A3. 環境及天然資源

本集團承諾維持優質管理及推行節省資源及處理廢棄物之政策。本集團將繼續加強回收以減低本集團營運對環境及天然資源之影響。本集團採納一致的政策以有效地實現節省資源及遵循業務健康發展的法律法規。

透過環境保護活動、培訓課程及推廣，提高全體僱員之環保意識。大力提倡「減省」、「再用」及「回收」理念。本集團透過提倡此等理念，致力保護環境及回饋社會。

本集團為主要在辦事處經營業務的公司，故並無重大活動將會對環境及天然資源造成影響。

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A4. Climate Change

The Group reviews and identifies the climate-related risk annually while conducting the risk assessment. We have considered the potential climate-related risks in respect of the recommendations of the Task Force on Climate-related Financial Disclosure, which are the physical risks such as extreme weather conditions and transition risks such as regulatory change on environmental matters, and summarised as below:

A4. 氣候變化

本集團每年檢討及識別氣候相關風險，同時進行風險評估。我們已就氣候相關財務信息披露工作組的建議考慮潛在的氣候相關風險，即極端天氣條件等物理風險及環境事務的監管變動等轉型風險，總結如下：

Risk Type	Risks	Potential Financial Impact	Short (current Reporting Period)	Medium (1-3 years)	Long (4-10 years)	Mitigation Strategy
風險類型	風險	潛在財務影響	短期 (本報告期)	中期 (一至三年)	長期 (四至十年)	緩解策略
Physical Risks	<ul style="list-style-type: none"> Extreme weather conditions such as flooding and typhoon Sustained elevated temperature 	<ul style="list-style-type: none"> Reduced revenue from business and supply chain disruptions Increased cost related to the rising need for cooling 	✓	✓		<ul style="list-style-type: none"> Located our offices in cities where the occurrences extreme weather conditions are relatively rare Adopted energy conservation measures
物理風險	<ul style="list-style-type: none"> 洪水及颱風等極端天氣條件 持續高溫 	<ul style="list-style-type: none"> 業務收入減少及供應鏈中斷 冷卻需求增加導致成本增加 				<ul style="list-style-type: none"> 將我們的辦公室設在極端天氣條件相對罕見的城市 採取節能措施
Transition Risks	<ul style="list-style-type: none"> Changes in environmental-related regulations Shift in customer preferences to producers that are more active in incorporating environmentally friendly concepts 	<ul style="list-style-type: none"> Increased pricing of greenhouse gas emissions Decreased revenue due to loss of customer 		✓	✓	<ul style="list-style-type: none"> Our Group has limited company vehicle use to necessary meetings and reduced energy consumption by implementing energy conservation measures
轉型風險	<ul style="list-style-type: none"> 環境相關法規變動 客戶轉向更積極融入環境友好概念的生產商 	<ul style="list-style-type: none"> 溫室氣體排放的定價上升 客戶流失導致收入減少 				<ul style="list-style-type: none"> 本集團限制車輛用於必要會議並實施節能措施降低能耗

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(B)SOCIAL

SOCIAL AREAS OVERVIEW

As stated in the objective statement, the Group is committed to bringing returns to its investors and supporters, providing a healthy and safe working environment to its employees, and creating a sustainable development for the local communities. It has therefore formulated and implemented its ESG strategies, policies, rules and regulations by incorporating its long and short term goals with considerations of stakeholders and the society. It is committed to operating its business in an open, transparent and fair way, through which will bring benefits to stakeholders and contribute to the growth and development of local communities and the society.

SOCIAL ASPECTS

The ESG Guide states that social aspects include “Employment and Labour Practices”, “Operating Practices” and “Community”, which are reported herein below:

B1. Employment

Policies and regulations principally adopted by the Group in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare have clearly been stated in the employee handbook and they are summarized as follows:

Compensation

Remuneration and benefits are benchmarked against prevailing local industry norms and commensurate with one’s experiences and qualifications.

Dismissal

This is based on the legislation in Hong Kong and Labour Laws in the PRC in relation to employment.

(B)社會

社會領域概述

誠如宗旨聲明所述，本集團致力為其投資者及支持者帶來回報，為其僱員提供健康及安全的工作環境，並為當地社區創造可持續發展。因此，透過將利益相關者及社會的考慮因素納入其長期及短期目標，制定並實施環境、社會及管治策略、政策、規則及法規。本集團致力於以公開、透明及公平的方式經營其業務，藉此將為利益相關者帶來利益，並促進當地社區及社會的成長及發展。

社會層面

環境、社會及管治指引闡明社會層面包括「僱傭及勞工常規」、「營運慣例」及「社區」，報告如下：

B1. 僱傭

員工手冊內已清楚列明本集團就薪酬及解僱、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和福利所採納的主要政策及規例，有關內容概述如下：

薪資

薪酬及福利以現行本地行業常規為準，並且與經驗及資格相稱。

解僱

解僱依據香港法例及中國勞動法中有關僱傭的規定執行。

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Recruitment and promotion

It is the policy of the Group to undertake recruitment in fair and equitable way which gives equal opportunity to all applicants whilst ensuring the most suitable candidates for a role is chosen. The Group aims to offer all suitable employees opportunities for development and career advancement through promotions and transfers from within the Group.

As at 31 December 2022, there were a total of 122 employees in Hong Kong and the PRC. The detailed employment information is as follows:

招聘及晉升

本集團的政策是以公平公正的方式招聘員工，對所有申請人給予平等機會，亦努力確保挑選最合適的應聘人員。本集團旨在透過升遷及本集團內部轉換職位的方式，為所有合適僱員提供發展和職業晉升的機會。

於二零二二年十二月三十一日，本集團於香港及中國共僱用122名僱員。僱傭資料詳情如下：

		Year ended 31 December 2022 截至 二零二二年 十二月三十一日 止年度 Total 總計
Total Number of Employees	僱員總人數	122
Distribution by gender	按性別分佈	
Female	女性	53
Male	男性	69
Distribution by employment type	按僱傭類別分佈	
Full-time	全職	119
Part-time	兼職	3
Distribution by age group	按年齡組別分佈	
Below 25	25歲以下	5
25 – 29	25至29歲	22
30 – 39	30至39歲	48
40 – 49	40至49歲	26
Above 50	50歲以上	21
Distribution by geographical location	按地區分佈	
Hong Kong	香港	29
PRC	中國	93

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As at 31 December 2022, employee turnover rate across the Group was at 64%. The detailed turnover information is as follows:

於二零二二年十二月三十一日，本集團的僱員流失率為64%。流失資料詳情如下：

		Year ended 31 December 2022 截至 二零二二年 十二月三十一日 止年度 Total 總計
Overall turnover rate	整體流失率	64%
Turnover rate by gender	按性別劃分的流失率	
Female	女性	79%
Male	男性	52%
Turnover rate by age group	按年齡組別劃分的流失率	
Below 25	25歲以下	160%
25 – 29	25至29歲	114%
30 – 39	30至39歲	65%
40 – 49	40至49歲	35%
Above 50	50歲以上	24%
Turnover rate by geographical location	按地區劃分的流失率	
Hong Kong	香港	10%
PRC	中國	81%

Employees hired by the Group are located in Hong Kong and the PRC. The Group strictly complies with the requirements of the applicable laws of employment in Hong Kong and the PRC without violating the relevant rules and regulations:

本集團所聘用的僱員均位於香港和中國。本集團嚴謹遵從香港及中國適用僱傭法例的規定，並無違反相關規則和法規：

- Workers' wages, overtime payments and related benefits are made in accordance with the local minimum wage (or above);
- Holidays and statutory paid leaves are in compliance with the requirements of Hong Kong and the PRC;
- The Group treats all the employees equally. Their employment, remuneration and promotion will not be affected by their social identities such as ethnicity, race, nationality, gender, religion, age, sexual orientation, political faction and marital status;
- No underage person will be hired;
- 勞工工資、加班費及相關福利均依據當地最低工資（或高於）支付；
- 假期及法定有薪假期均遵從香港及中國的規定；
- 本集團平等對待僱員，不會因為彼等的民族、種族、國籍、性別、宗教、年齡、性取向、政治派別、婚姻狀況等社會身份而影響其錄用、待遇和升遷；
- 不會僱用未成年人士；

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- The Group is committed to giving full consideration to applications for employment from the disabled, as well as providing continuing employment to existing employees who become disabled during their employment period. In the event that an employee becomes disabled, the Group's policy is to make reasonable adjustments, including arranging for training, to enable the employee to continue working for the Group; and
- The Group provides a number of different benefits to employees including MPF and private medical care. Eligible employees are rewarded through the Company's share option scheme and have the opportunity to acquire shares of the Company through this scheme.
- 本集團致力充份考慮由傷殘人士提出的入職申請，以及向於僱用期間變成傷殘的現職僱員提供持續僱用。倘僱員變成傷殘，本集團之政策是作出合理調整（包括安排培訓）以讓僱員繼續為本集團提供服務；及
- 本集團向僱員提供多類不同福利，包括強積金及私營醫療保險等。合資格僱員透過本公司的購股權計劃而獲得獎賞，並且有機會透過該計劃購入本公司的股份。

B2. Health and Safety

Working Environment

The Group is committed to providing a working environment in which bright, dynamic and committed individuals to perform. We believe that investing in our staff and developing their potential is important to the success of our business. The Group strives to be a caring employer, encourages work-life balance, and communicates with the staff to enhance their sense of belonging and morale. We comply with all relevant laws and regulations in relation to occupational health and safety that have a significant impact on us, including but not limited to the Occupational Safety and Health Ordinance of Hong Kong and the Chinese Prevention and Control of Occupational Diseases Law of the PRC. During the Reporting Period, no work-related injuries were recorded by the Group and there were no work-related fatalities recorded during the past three years including the Reporting Period.

The health and safety of the Group's employees and visitors is of primary importance. The Group is committed to creating and maintaining a safe and healthy working environment. Health and safety assessments are carried out regularly in the work areas.

B2. 健康與安全

工作環境

本集團致力為朝氣勃勃、充滿活力及獻身事業的人士提供工作環境。我們相信，我們業務的成功訣竅在於對員工栽培及開發其潛質。本集團致力成為關顧員工的僱主，鼓勵彼等於工作和生活之間取得平衡，並與員工交流以加強彼等的歸屬感和工作士氣。我們遵守所有對我們有重大影響的職業健康與安全相關法律及規例，包括但不限於香港《職業健康及安全條例》及中國《中國職業病防治法》。於報告期內，本集團在包括本報告期間在內的過去三年內概無錄得工傷事故，亦無錄得因工死亡事故。

本集團十分關心僱員和訪客的健康及安全。本集團致力創造及保持安全和健康的工作環境。我們定期評估工作地點的健康及安全狀況。

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The Group places great importance on the health, safety and welfare of its employees. Relevant policies, standards, and procedures are reviewed on a regular basis to ensure that any hazards or risks are removed or reduced to minimal level. The safety policies, standards, and procedures are communicated to employees through contracts of employment, the employee handbook, and employee briefings. All employees have a duty to exercise their responsibilities and do everything possible to prevent injuries to themselves and others.

One of our foremost priorities is to provide employees with a safe and conducive working environment. To achieve so, the Group implements internal policies as follows:

- Office employees are assigned with individual work stations. Offices are properly lit and ventilated, kept clean and tidy with ample space between work stations;
- Offices are smoke-free;
- Office furniture and fittings are well maintained and replaced where necessary;
- Security measures are in place at our offices to restrict entry and exit only to staff and permitted visitors; and
- Government's work guidelines on typhoon and rainstorm warnings are followed.

本集團非常重視其僱員的健康、安全和福利，並且定期檢討相關政策、準則和程序，藉以確保任何危險品或風險均被移除或降至最低水平。我們透過僱傭合約、員工手冊以及僱員簡介向僱員傳達職安政策、準則及操作程序。所有僱員均有責任以負責任的態度行事及採取一切方法避免自身及他人受傷。

我們的首要任務之一是為員工提供安全 and 有利的工作環境。為此，本集團已實施以下內部政策：

- 辦公室僱員會獲分配個人工位。辦公室具備適當的照明及通風系統，環境保持整潔，各工位之間有充裕空間；
- 辦公室內禁止吸煙；
- 辦公室家具及配置保養良好，並於有需要時更換；
- 辦公室設有安保措施，僅限員工及許可訪客進出；及
- 遵照政府有關颱風及暴雨警告的工作指引。

以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。如要下载或阅读全文，请访问：<https://d.book118.com/228121136061007005>