



AMCO UNITED HOLDING LIMITED

雋泰控股有限公司*

(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 : 630)

2022

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

* For identification purposes only
僅供識別

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ABOUT THIS REPORT

AMCO United Holding Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) are pleased to present our Environmental, Social and Governance (“ESG”) Report (the “ESG Report”). The ESG Report addresses all relevant material topics and fairly presents the environmental and social performance of the Group and its impacts. This ESG Report covers all operations of the Group and describes its initiatives and progress in respect of environmental and social aspects for the Year from 1 January 2022 to 31 December 2022 (the “Year”). There was no major change in the reporting scope compared to previous year.

The ESG Report focuses on the environmental and social performance of the Group’s business activities in Hong Kong during the Year, namely (i) manufacture and sale of medical devices products (“Medical Devices Business”); (ii) manufacture and sale of plastic moulding products (“Plastic Moulding Business”); (iii) provision of construction services in building construction, building maintenance and improvement works, project management, renovation and decoration works (“Building Contract Works Business”); (iv) the provision of money lending (“Money Lending Business”) and (v) business of investment in securities (“Securities Investment”).

The Board acknowledges its responsibility for ensuring the integrity of the ESG Report. This ESG Report is prepared in compliance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) issued by the Stock Exchange set out in Appendix 27 to the Listing Rules. The ESG Report has been prepared based on four reporting principles, including materiality, quantitiveness, balance and consistency.

1. Materiality: ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.
2. Quantitative: If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.

關於本報告

雋泰控股有限公司（「本公司」）及其附屬公司（統稱「本集團」）欣然提呈我們的環境、社會及管治（「ESG」）報告（「ESG報告」）。本ESG報告就所有相關的重要議題作出闡述，並公平呈報本集團的環境及社會表現及其影響。本ESG報告涵蓋本集團所有業務並說明其有關二零二二年一月一日至二零二二年十二月三十一日年度（「本年度」）環境及社會方面的舉措及進展。與去年相比，報告範圍無重大變化。

ESG報告關注本年度本集團於香港業務活動的環境及社會表現，即(i)製造及銷售醫療設備產品（「醫療設備業務」）；(ii)製造及銷售塑膠模具產品（「塑膠模具業務」）；(iii)提供樓宇建造、樓宇維修及改善工程、項目管理、裝修及裝飾工程方面之建造服務業務（「樓宇承包工程業務」）；(iv)提供放貸（「放貸業務」）及(v)證券投資業務（「證券投資」）。

董事會明白其為確保ESG報告完整所負有的責任。本ESG報告乃遵照上市規則附錄27所載由聯交所發佈之環境、社會及管治報告指引（「ESG報告指引」）而編製。ESG報告已根據重要性、量化、平衡及一致性四項匯報原則而編製。

1. 重要性：倘ESG議題會對投資者及其他持份者產生重要影響，必須在本ESG報告中列出。
2. 量化：倘已訂立關鍵績效指標，該等指標須可予計量並於適當情況下作出有效對比，亦須闡述量化信息的目的及影響。

ABOUT THIS REPORT *(continued)*

3. Balance: This ESG Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formants that may inappropriately influence a decision or judgement by the reader.
4. Consistency: This ESG Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

Feedback

While the ESG Report aims to be plain, clear and easy to read, we appreciate any comments that can help improve the content provided in this ESG Report. Any queries or suggestions regarding the content of this ESG Report can be directed to:

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ESG GOVERNANCE

The Group is determined to establish a business model that places sustainability into its consideration. The Group has strived to incorporate various ESG initiatives, such as the environmental management system and the green office scheme, into its daily operations.

The major impacts of our operations lie on the supply chain as most of our operations are outsourced. We, therefore, have put our focus on supply chain management, ensuring that our suppliers and contractors are environmentally and socially responsible. While we encourage our business partners to share our ESG values, we closely monitor their ESG performance and status of compliance with all applicable laws and regulations.

關於本報告 *(續)*

3. 平衡：本ESG報告須公正地呈報本公司的ESG表現。應避免選擇、遺漏或按不當格式呈報從而可能誤導讀者的決策或判斷。
4. 一致性：本ESG報告應使用一致的統計方法，使相關數據日後可作有意義的比較。若統計方法有任何變更，亦須在ESG報告中註明。

反饋

ESG報告以簡明易讀為擬定原則，我們亦歡迎就本ESG報告內容之改進提供意見。有關本ESG報告內容之任何查詢或建議可透過以下方式傳達至：

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ESG管治

本集團堅持在其商業模式中融入更多有關可持續發展的考慮。本集團致力於其日常業務過程中納入多項ESG舉措（例如環境管理體系及綠色辦公室計劃）。

由於我們大部分業務均以外包形式進行，我們業務的主要影響在於供應鏈。因此，我們注重供應鏈管理，並確保我們的供應商及承建商對環境及社會負責。我們鼓勵業務夥伴與我們秉持相同的ESG價值理念，同時亦密切監督彼等之ESG表現以及遵守所有適用法律法規的情況。

ESG GOVERNANCE *(continued)*

To provide excellent product and service quality, the Group's Business Contract Works Business has established an Integrated Management System ("IMS") which abides by ISO 9001, ISO 14001 and ISO 45001 (replaced the previous OHSAS 18001). The IMS has established several policies and objectives, identified the roles and responsibilities of employees, aiming to provide customers with high quality, environment-friendly and secure services.

The Group attaches great importance to human resources management. We are devoted to protecting employees' rights, providing employees with training for continuous development and creating a safe and healthy work environment. The Group also appreciates the support received from all of its stakeholders including investors, employees, customers, suppliers, etc., during the Year.

To address the potential ESG risks and grasp the golden opportunities for sustainable development, the Group believes that a stable and efficient ESG governance framework is vital. The Group is committed to mitigating the impacts of its business operations on the environment and contributing to the community.

The Board of Directors (the "Board") assumes overall responsibility for ESG strategy, management, performance and reporting. The Board also oversees the identification and assessment of business risks, including critical ESG risks and opportunities, and ensures that robust risk management and internal control systems are in place. The Board examines and approves the Group's ESG objectives, strategies, priorities, initiatives, and goals, as well as the related significant policies and frameworks that support their achievement. The Board will regularly review and discuss ESG-related measures and targets to ensure the effectiveness of the implemented ESG initiatives at least once a year during the Board meetings.

ESG管治 *(續)*

為提供卓越產品及服務，本集團的樓宇承包工程業務已建立符合ISO 9001、ISO 14001及ISO45001（替代先前的OHSAS 18001）標準的綜合管理系統（「綜合管理系統」）。該綜合管理系統訂有多項政策及目標，明確僱員角色及責任，以為客戶提供優質、環保及安全的服務為宗旨。

本集團高度重視人力資源管理。我們努力保障僱員權利，為僱員提供持續發展培訓及創造安全健康的工作環境。本集團亦感謝投資者、僱員、客戶、供應商等所有持份者於本年度的鼎力支持。

為應對潛在的ESG風險，把握可持續發展的黃金機遇，本集團認為穩定高效的ESG管治框架至關重要。本集團致力於減輕其業務營運對環境的影響，為社區作出貢獻。

董事會（「董事會」）對ESG策略、管理、表現及匯報承擔整體責任。董事會亦監督業務風險的識別及評估，包括關鍵ESG風險及機會，並確保建立健全的風險管理及內部監控制度。董事會審查及批准本集團ESG宗旨、策略、優先事項、措施及目標，以及支持其實現目標之相關重大政策及框架。董事會將至少每年一次於董事會會議期間定期審查及討論ESG相關措施及目標，確保ESG舉措行之有效。

ESG GOVERNANCE (continued)

On an operation level, our ESG Working Group, which comprises representatives from various departments, works with internal departments across the organisation to integrate sustainability into day-to-day operations. This Working Group regularly reports to the Board to ensure appropriate execution and risk management on sustainability. Through regular meetings and discussions with the Board, the ESG Working Group plans and implements various policies, guidelines and measures which contribute to our sustainable development. This ESG Working Group also identifies, evaluates and prioritises material ESG issues, through regular stakeholder engagement and materiality assessment, which are further reviewed and endorsed by the Board for disclosure.

Through conducting the materiality assessment, the Group has identified the key ESG topics which are “relevant” and “important” to our business. In particular, health and safety, employment and development and training are issues of high priority; whereas anti-corruption is also relevant to our business but of less importance.

Aspects	Material ESG Issues
B. Social Aspect	
B1. Employment	<ul style="list-style-type: none">Employee welfareInclusion and equal opportunitiesTalent attraction and retention
B2. Health and Safety	<ul style="list-style-type: none">Occupational health and safety
B3. Development and Training	<ul style="list-style-type: none">Development and training

ESG管治 (續)

於營運層面，我們的ESG工作小組由不同部門代表組成，與組織內部各部門合作，將可持續發展融入日常營運。該工作小組定期向董事會報告，以確保對可持續發展作出適當執行及風險管理。通過與董事會的定期會議及討論，ESG工作小組制定及實施各項有助於我們可持續發展的政策、指引及措施。該ESG工作小組亦通過定期的持份者參與及重要性評估來識別、評估重大ESG議題並確定其優先次序，該等議題由董事會進一步審閱及批准披露。

透過進行重要性評估，本集團已識別對我們業務「相關」及「重要」的關鍵ESG議題。具體而言，健康及安全、僱傭以及發展及培訓乃重中之重，而反貪污亦為與我們業務相關的議題，惟相對次要。

層面	重大ESG議題
B.社會層面	
B1.僱傭	<ul style="list-style-type: none">員工福利包容與平等機會吸引及挽留人才
B2.健康與安全	<ul style="list-style-type: none">職業健康與安全
B3.發展及培訓	<ul style="list-style-type: none">發展及培訓

ENVIRONMENTAL ASPECTS

The Group is committed to improving its environmental performance on an ongoing basis. The Group conducts activities in an environmentally responsible manner and has implemented an environmental policy. The Group's environmental management approach is described as below.

環境層面

本集團致力於持續改善其環保表現。本集團以符合環保原則的方式開展業務活動，並已實施環保政策。本集團的環境管理方針如下圖所示。



ENVIRONMENTAL ASPECTS *(continued)*

The Building Contract Works Business manages its environmental impacts through the IMS which follows the ISO 14001 Environmental Management System. Environmental management objectives are set up under the IMS:

- to ensure proper disposal of chemical waste and avoid release of toxic gases;
- to ensure legal compliance of engineering activities;
- to reduce pollution caused by air conditioning system in office premises; and
- to reduce paper consumption and electricity consumption.

USE OF RESOURCES

The Group's IMS sets out the reduction of paper and electricity consumption as one of our environmental management objectives. In alignment with the Group's environmental management policy, we implemented a series of measures to minimize the use of materials and energy consumption by our "Reduce, Reuse and Recycle" ("3R") initiatives.

The Group's continued to adopt the green office initiative, which enables us to incorporate concepts of sustainable development into our daily operations and reduce our environmental footprint through professional assessment and advice. For resources conservation, green office practices of the following areas have been widely adopted: paper, plastic, waste electrical and electronic equipment ("WEEE"), water and miscellaneous.

環境層面 (續)

於樓宇承包工程業務方面，我們透過符合ISO 14001環境管理體系之綜合管理系統管理其環境影響。我們根據綜合管理系統設立以下環境管理目標：

- 確保妥善處理化學廢品，避免排放有毒氣體；
- 確保遵守工程活動方面的法律；
- 減少辦公室空調系統產生的污染；及
- 減少紙張使用及電力消耗。

資源使用

本集團的綜合管理系統設立減少紙張及電力消耗為我們的環境管理目標之一。為符合本集團的環境管理政策，我們採取了一系列措施，透過「減少使用、重複利用及循環再造」（「3R」）原則，盡量減少材料的使用及能源消耗。

本集團持續推行綠色辦公計劃，使我們將可持續發展的理念融入至我們的日常營運中，並通過專業評估及建議減少我們對環境的影響。在節約資源方面，本集團已於以下領域廣泛採納綠色辦公措施：紙張、塑料、廢電器電子產品（「廢電器電子產品」）、水資源及其他。

USE OF RESOURCES *(continued)*

Energy Consumption

Under the green office initiative, some energy conservation measures have been implemented in our office premises:

Air Conditioning 空調

- Switch off air conditioning system when not in use
- Maintain the indoor temperature at 25.5°C
- Install solar films on windows
- 不使用時關閉空調系統
- 維持室內溫度為25.5°C
- 窗戶安裝隔熱膜

Lighting 照明

- Switch off lights when not in use
- Retrofit fluorescent lamps with LED lamps
- Maximise the use of natural light
- Clean lighting tubes/ bulbs periodically
- 不使用時關閉電燈
- 用LED燈替換熒光燈
- 盡量使用自然光
- 定期清洗照明燈管／燈泡

Office Equipment 辦公設備

- Switch off equipment when not in use
- Maintain equipment properly to reduce energy consumption
- Purchase office equipment with high energy efficiency labels
- 不使用時關閉設備
- 妥善保養設備以減少能源消耗
- 購置具有高能效標識的辦公設備

To further enhance the environmental awareness of our employees and drive behavioural change, stickers and posters are used as a reminder for developing greener office habits. The Group has initiated a target of 10% emission reduction in term of intensity by 2027, compared with the baseline year of 2022.

資源使用 (續)

能源消耗

根據綠色辦公計劃，我們辦公室場所已實施若干節能措施：

為進一步提升僱員的環保意識及促進行為改變，我們使用貼紙和海報以提醒其養成更環保的辦公習慣。與二零二二年基準年相比，本集團已制定到二零二七年排放密度減少10%的目標。

USE OF RESOURCES (continued)

Energy Consumption (continued)

In the Year, the Group consumed a total of 74.2 MWh-equivalent of energy (2021: 83.8 MWh-e, 2020: 82.2 MWh-e), and the energy consumption intensity was 1.1 MWh-equivalent per million HKD revenue (2021: 1.2 MWh-equivalent per million HKD revenue, 2020: 1.5 MWh-e per million HKD revenue). Our energy consumption figures are detailed in the below table.

Direct and indirect energy consumption by type 按類型劃分的直接及間接能源消耗	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
Direct energy consumption – Gasoline 直接能源消耗 – 汽油	193.9	193.6	185.6	GJ 吉焦耳
Indirect energy consumption – Electricity 間接能源消耗 – 電力	20.3	30.1	30.7	MWh 兆瓦時
Total energy consumption 能源消耗總量	74.2	83.8	82.2	MWh-e 兆瓦時等值
Intensity (by revenue) 密度 (按收入計算)	1.1	1.2	1.5	MWh-e/million HKD revenue 兆瓦時等值 / 百萬港元收入

Water Consumption

Our total amount of water consumption in 2022 was 4.0 cubic meters (“m³”) (2021: 5.0 m³, 2020: 4.0 m³) and the water consumption intensity was 0.06 m³ per million HKD revenue (2021: 0.07 m³ per million HKD revenue, 2020: 0.07 m³ per million HKD revenue). Water is consumed by municipal water supply and we did not encounter any issues in sourcing water during the Year.

資源使用 (續)

能源消耗 (續)

本年度，本集團能源消耗總量為74.2兆瓦時等值（二零二一年：83.8兆瓦時等值，二零二零年：82.2兆瓦時等值），而能源消耗密度為每百萬港元收入1.1兆瓦時等值（二零二一年：每百萬港元收入1.2兆瓦時等值，二零二零年：每百萬港元收入1.5兆瓦時等值）。我們的能源消耗數據詳見下表。

耗水

二零二二年，我們的耗水總量為4.0立方米（二零二一年：5.0立方米，二零二零年：4.0立方米），而耗水密度為每百萬港元收入0.06立方米（二零二一年：每百萬港元收入0.07立方米，二零二零年：每百萬港元收入0.07立方米）。水資源由市政供水消耗，我們於本年度並無遇到取水方面的任何問題。

USE OF RESOURCES (continued)

Water Consumption (continued)

Due to our business nature as an E&M engineering service provider, our operation does not involve any significant water consumption. Therefore, we have not set a water consumption target. The Group nonetheless promotes reasonable water use initiatives and water-saving measures among its employees. Besides educating its employees the importance of water saving, the Group regularly checks for water-seepage or leaking pipelines. If such problems are identified, the Group will ensure that the defective parts causing the seepage or leakage are replaced and repaired on a timely basis.

Water consumption in total and intensity 耗水總量及密度	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
Total water consumption 耗水總量	4.0	5.0	4.0	m ³ 立方米
Intensity (by revenue) 密度 (按收入計算)	0.06	0.07	0.07	m ³ /million HKD revenue 立方米/百萬港元收入

Packaging materials

The Group's operations do not involve any use of packaging material.

EMISSIONS

The most significant environmental impact of the Group's office-based operations is carbon emissions from energy consumption of our office premises and vehicles. In this regard, the Group adheres to our environmental management approach to prevent pollution and reduce waste at source.

The Group's operations strictly comply with all environmental laws and regulations, including the Air Pollution Control Ordinance, the Ozone Layer Protection Ordinance, the Water Pollution Control Ordinance and the Waste Disposal Ordinance.

資源使用 (續)

耗水 (續)

由於我們作為機電工程服務供應商的業務性質，我們的營運並無涉及大量耗水。因此，我們未設定耗水目標。儘管如此，本集團仍向僱員宣傳合理用水倡議及節水措施。除教育僱員節約用水的重要性外，本集團亦定期檢查管道滲漏水情況。若發現此類問題，本集團將確保及時更換及維修導致滲漏水的缺陷零件。

包裝材料

本集團的營運並無涉及使用任何包裝材料。

排放

本集團的辦公室營運對環境產生的最大影響為辦公室物業及汽車能耗所產生的碳排放。為此，本集團堅持我們的環境管理方針，以防止污染並從源頭減廢。

本集團之業務經營嚴格遵守所有環境法律法規，包括《空氣污染管制條例》、《保護臭氧層條例》、《水污染管制條例》及《廢物處置條例》。

EMISSIONS (continued)

During the Year, the Group was not aware of any material non-compliance with the relevant laws and regulations that have a significant impact on the Group, relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Air Emissions

In 2022, the amount of air pollutants, namely nitrogen oxides (NO_x), sulphur oxides (SO_x) and respirable suspended particles (RSP), emitted from our operations were 3.09 kg (2021: 3.01 kg, 2020: 3.6 kg), 0.08 kg (2021: 0.08 kg, 2020: 0.1 kg) and 0.23 kg (2021: 0.22 kg, 2020: 0.3 kg) respectively.

Air emissions	2022	2021	2020	Unit
廢氣排放	二零二二年	二零二一年	二零二零年	單位
Nitrogen oxides (NO _x)	3.09	3.01	3.6	kg
氮氧化物(NO _x)				千克
Sulphur oxides (SO _x)	0.08	0.08	0.1	kg
硫氧化物(SO)				千克
Respirable suspended particles (RSP)	0.23	0.22	0.3	kg
可吸入懸浮粒子(RSP)				千克

Greenhouse Gas Emissions

The Group's greenhouse gases (GHG) emissions include direct emissions from gasoline used (Scope 1) and energy indirect emissions (Scope 2) resulting from the generation of purchased electricity. Scope 3 emissions are generated by the water and sewage processing indirectly. In 2022, our total GHG emissions were 23.0 tonnes of carbon dioxide-equivalent (2021: 26.2 tonnes of CO₂-e, 2020: 30.0 tonnes of CO₂-e) and our GHG emission intensity was 0.34 tonnes of carbon dioxide-equivalent per million HKD revenue (2021: 0.36 tonnes of CO₂-e per million HKD revenue, 2020: 0.56 tonnes of CO₂-e per million HKD revenue).

排放 (續)

於本年度，本集團並無知悉任何重大違反有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生且對本集團構成重大影響的相關法律法規事宜。

廢氣排放

二零二二年，我們的業務營運排放的空氣污染物（即氮氧化物(NO_x)、硫氧化物(SO_x)及可吸入懸浮粒子(RSP)），分別為3.09千克（二零二一年：3.01千克、二零二零年：3.6千克）、0.08千克（二零二一年：0.08千克、二零二零年：0.1千克）及0.23千克（二零二一年：0.22千克、二零二零年：0.3千克）。

溫室氣體排放

本集團的溫室氣體排放包括使用汽油產生的直接排放（範圍1）以及購買電力產生的能源間接排放（範圍2）。範圍3排放由水及污水間接處理產生。二零二二年，我們的溫室氣體排放總量為23.0噸二氧化碳當量（二零二一年：26.2噸二氧化碳當量、二零二零年：30.0噸二氧化碳當量），而溫室氣體排放密度為每百萬港元收入0.34噸二氧化碳當量（二零二一年：每百萬港元收入0.36噸二氧化碳當量、二零二零年：每百萬港元收入0.56噸二氧化碳當量）。

EMISSIONS (continued)

Greenhouse Gas Emissions (continued)

As GHG emission is the key cause of climate change, the Group shall continue to monitor the carbon footprint of our operations and identify possible areas for mitigating our impacts on the environment. In the Reporting Period, the Group aims to achieve a 10% reduction in overall emissions intensity by 2027, with the baseline year in 2022.

排放 (續)

溫室氣體排放 (續)

由於溫室氣體排放為造成氣候變化的主要原因，故本集團將繼續監察我們業務營運的碳足跡，並識別可能有助於減輕我們對環境影響的領域。報告期內，本集團旨在於二零二七年前整體排放密度減少10%，以二零二二年為基準年。

Greenhouse gas emissions 溫室氣體排放	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
Scope 1 emissions 範圍1排放	15.0	15.0	14.4	tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions 範圍2排放	7.9	11.1	15.6	tonnes CO ₂ -e 噸二氧化碳當量
Scope 3 emissions 範圍3排放	0.0	0.0	–	tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	23.0	26.2	30.0	tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) 密度 (按收入計算)	0.34	0.36	0.56	tonnes CO ₂ -e/million HKD revenue 噸二氧化碳當量/百萬港元收入

EMISSIONS *(continued)*

Waste Management

Due to the nature of our office operations, the amount of hazardous waste and non-hazardous waste produced is considered to be immaterial for disclosure. The Group has yet to collect and consolidate relevant information. As such, for the target setting on waste reduction, we have not been able to set a target in this ESG Report. However, we do realise the importance of waste and achieving circular economy. We are now reviewing our policy on waste management strategies to reduce the generation of office waste.

THE ENVIRONMENT AND NATURAL RESOURCES

We are committed to minimising the environmental footprint of our operations, including those outsourced. For waste management, the Group's Building Contract Works Business strictly complies with the Waste Disposal (Charges for Disposal of Construction Waste) Regulation. It applies for billing account for the disposal of construction waste to adhere to the polluter-pays principle.

The Building Contract Works Business also properly collects wastewater and then discharges it into the sewage system, collects waste oil cans for centralised disposal, and examines the Material Safety Data Sheet (MSDS) of solvents used. The Plastic Moulding Business recycles scrap plastic materials and resells them to upstream suppliers.

排放 *(續)*

廢棄物管理

由於我們於辦公室運營的性質，須予披露的所產生有害廢棄物及無害廢棄物數量被視為並不重大。本集團尚未收集及整合相關資料。因此，就廢物減少設定目標而言，我們無法於本ESG報告設定目標。然而，我們深知廢物及達成循環經濟的重要性。我們正檢討我們的廢物管理策略，以減少辦公室廢物的產生。

環境及自然資源

我們致力減少我們的業務營運（包括外包業務）的環境影響。廢棄物管理方面，本集團的樓宇承包工程業務嚴格遵守《廢物處置（建築廢物處置收費）規例》，就處置建築廢棄物申請繳費帳戶，以遵守污染者自付原則。

樓宇承包工程業務亦妥善收集廢水，並排入污水系統；收集廢油罐進行集中處理；以及檢查所用溶劑的物料安全資料表。塑膠模具業務回收利用塑膠廢料並向上游供應商轉售。

CLIMATE CHANGE

The world is currently encountering the challenge of climate change. The Group is concerned about climate-related issues and has identified physical risk such as the acute risks brought by the extreme weather, which directly affect our Building Contract Works Business. We are committed to effectively managing physical and transition risks brought by climate change and have integrated such considerations into our risk assessment process and business strategy. Some examples of climate-related risks and opportunities for our business are identified below:

	Plastic Moulding Business 塑膠模具業務	Building Contract Works Business 樓宇承包工程業務
Type of risks 風險類型	Transitional risk – Policy and legal risk 過渡風險－政策及法律風險	Physical risk – Acute risk 物理風險－急性風險
Possible impacts on business 對業務可能產生的影響	The existing and emerging requirements in policies and regulations may be more stringent related to climate change. The changes in policies may lead to higher operating costs to ensure compliance. 現行及新的政策及法規要求可能對氣候變化更加嚴格。政策變化可能會導致確保合規的營運成本增加。	Extreme weather events, such as super typhoons and rainstorms, may pose danger to our employees during work. Productivity may be reduced due to suspended operation or transportation difficulties. 超強颱風及暴雨等極端天氣事件可能會對我們工作中的僱員造成危險。由於暫停營運或運輸困難，生產力可能會下降。
Mitigation plans 緩解計劃	The Group will investigate the possibility of incorporating climate change considerations in its production process and encourage the use of low carbon, low embodied-energy and energy-efficient products and materials. 本集團將調查在其生產過程中納入氣候變化考量因素的可能性，並鼓勵使用低碳、低內含能源及節能產品及材料。	The Group will review the existing risk management plan to tackle the crisis arising from extreme weather events due to climate change. 本集團將審閱現有風險管理計劃，以應對氣候變化引致的極端天氣事件所帶來的危機。

氣候變化

當前，世界正面臨著氣候變化的挑戰。本集團關注氣候相關議題，並已識別直接影響我們樓宇承包工程業務的物理風險，如極端天氣引起的急性風險。我們致力於有效管理氣候變化引起的物理及過渡風險，並將該考量因素納入我們的風險評估過程及業務策略。我們的業務營運過程中與氣候有關的風險及機遇的部分示例載列如下：

SOCIAL ASPECTS

Employment and Labour Practices

Employment

The Group has developed a working environment in which management and employees work together cooperatively and responsibly, striving to adopt the best social practices and maintain good employee relations.

In Hong Kong, the Group complied with the Labour Law of Hong Kong and relevant employment laws and regulations throughout the Year, including the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) by participating in the Mandatory Provident Fund retirement benefit scheme for our eligible employees, Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong).

During the year, the Group did not have a record of any material non-compliance relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and discrimination.

Talent Management

The Group has formulated comprehensive human resources policies to ensure its operations comply with domestic labour laws and regulations, including the Employment Ordinance and Minimum Wage Ordinance. The policies include employment terms and conditions, working hours, rest periods, promotion, compensation and dismissal, benefits and welfare, staff training and development, employee code of conduct and corporate practices. The Group strictly prohibits any kind of unfair or unreasonable dismissals.

社會方面

僱傭及勞工慣例

僱傭

本集團已創建一個管理層及僱員以合作及負責任的方式共同工作的工作環境，致力採取最佳的社會實踐及維持良好的僱員關係。

於香港，年內本集團遵守香港勞動法及相關僱傭法律法規，包括《強制性公積金計劃條例》（香港法例第485章）（為我們的合資格僱員參與強制公積金退休福利計劃）、《最低工資條例》（香港法例第608章）、《僱傭條例》（香港法例第57章）及《僱員補償條例》（香港法例第282章）。

於本年度，本集團並無錄得任何與補償及解僱、聘用及晉升、工作時數、休息時間、平等機遇、多元化及歧視有關的重大不合規情況。

人才管理

本集團已制定全面的人力資源政策以確保其營運符合國家勞動法律法規，包括《僱傭條例》及《最低工資條例》。該等政策包括僱傭條款及條件、工作時數、休息時間、晉升、補償及解僱、福利及待遇、員工培訓及發展、僱員行為守則及企業管治。本集團嚴禁任何形式的不公及不合理解僱。

SOCIAL ASPECTS *(continued)*

Talent Management *(continued)*

We offer competitive remuneration packages to attract and retain talented staff, in which discretionary bonuses and other benefits including mandatory provident funds and medical care are provided. Our employees are entitled to annual leave, sick leave, maternity leave, jury service leave, compensation leave, marriage leave, compassionate leave, paternity leave and public holidays under the Employment Ordinance. In addition, we carry out regular salary reviews for our employees, based on employee's performance, the financial condition of the Group and external factors such as the condition of the Hong Kong economy.

Equal Opportunities, Diversity and Anti-discrimination

The Group is committed to providing a non-discriminating workplace which is free of intimidation and harassment. The Group offers equal employment opportunities irrespective of sex, age, marital status, ethnicity, religion, disability or employment status.

社會方面 *(續)*

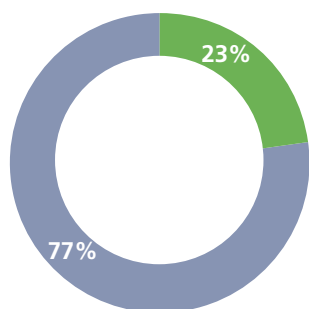
人才管理 *(續)*

我們提供具競爭力的薪酬待遇以吸引及挽留優秀員工，其中提供酌情花紅及其他福利，包括強制性公積金及醫療保健。我們的員工均有權享有《僱傭條例》規定的年假、病假、產假、陪審團假、補休、婚假、恩恤假、侍產假及公眾假期。此外，我們會根據僱員的表現、本集團的財務狀況及香港經濟狀況等外部因素，定期對我們僱員的薪金進行檢討。

平等機遇、多元化及反歧視

本集團致力提供不存在威脅及騷擾之零歧視工作環境。本集團不論性別、年齡、婚姻狀況、種族、宗教、傷健或就業情況提供平等的就業機會。

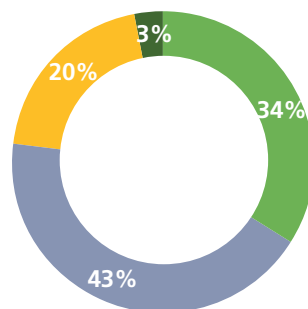
Number of Employee By Gender
按性別劃分的僱員人數



■ Female
女性

■ Male
男性

Number of Employee By Age Group
按年齡組別劃分的僱員人數



■ ≤30 ■ 31-40 ■ 41-50 ■ >50

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