

環境、社會及管治報告

Environmental, Social and Governance Report

ABOUT THE GROUP

Aiming to promote the long-term sustainable development of its business, China Investments Holdings Limited (the “Company”) and its subsidiaries (the “Group”, “we”, “our” or “us”) have been striving to continuously optimize various businesses of the Group and actively invest in high-growth industries in the People’s Republic of China (the “PRC”) to gradually achieve the goal of enhancing and maintaining stable shareholder returns. The Group’s diversified businesses cover:

- (i) **Financial leasing business:** By comprehensively building the core competitiveness of financial leasing in environmental protection segment, the Group will strive to develop into a first-class environmental-friendly and professional financial leasing company in the PRC;
- (ii) **Wellness elderly care business:** The Group will continue to head toward the direction of developing a three-tier elderly care system comprising institutions, communities and households in Nanhai District, advance the premium elderly care services “integrating medical and care services” and endeavour to forge the “Taoyuan” elderly care brand into an industry model;
- (iii) **Big data business:** By taking advantages of the opportunities arising from the new smart city construction plan in Nanhai District, the Group will continue its research and development efforts in the big data industry projects, leverage market forces in technological research and development, strive to improve corporate qualifications and merits. We will focus on the business strategic direction of developing the industrial Internet platform business, and make every effort to become a first-class industrial Internet platform service provider in the Guangdong-Hong Kong-Macao Greater Bay Area.
- (iv) **Property and industrial park investment business:** The Group is striving to develop the industrial park in Danzao Town, Nanhai District, Foshan City, which is designed to house the main and spare production plants, pilot base, research and development centre and ancillary facilities for new energy vehicles;
- (v) **Hotel business:** The Group operates the Guilin Plaza Hotel located in Qixing District, Guilin City, Guangxi Zhuang Autonomous Region, providing thoughtful accommodation services for travellers; and

關於本集團

中國興業控股有限公司（「本公司」）及其附屬公司（統稱「本集團」或「我們」）以推動業務長期持續發展為目標，一直致力持續優化本集團各項業務，積極投資中華人民共和國（「中國內地」）高增長行業，以逐步實現提升及維持穩定股東回報的目標。本集團的多元化業務涵蓋：

- (i) **融資租賃業務：**透過全面構建環保細分領域融資租賃的核心競爭力，著力發展成為中國內地一流環保專業化融資租賃公司；
- (ii) **大健康養老業務：**持續朝向構建南海區機構、社區及居家三級養老體系方向發展，並進一步發展「醫養結合」的優質養老服務，全力打造「桃苑」養老品牌；
- (iii) **大數據業務：**藉著南海區新型智慧城市建設計劃的契機，將持續積極調研發展大數據產業項目，將技術研發市場化，提升企業資質榮譽，以工業互聯網平台為業務戰略發展方向，全力打造為「粵港澳大灣區一流的工業互聯網平台服務商」；
- (iv) **物業和產業園投資業務：**致力發展位於佛山市南海區丹灶鎮之新能源產業園，其將包括新能源汽車的主要及備用生產廠房、中試基地、研發中心及配套設施等等；
- (v) **酒店業務：**經營位於廣西壯族自治區桂林市七星區桂林觀光酒店，為旅客提供貼心的住宿服務；及

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(vi) **Civil explosives (“Civil explosives”) business:** The Group is actively implementing technological upgrade and transformation projects and cost reduction reform measures, striving to explore domestic civil explosives manufacturing and distribution business.

(vi) **民用爆炸品(「民爆」)業務：**正積極推行技術升級改造工程及壓縮成本改革措施，致力開拓國內民爆製造及分銷業務。

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “ESG Report”) outlines the Group’s overall environmental, social and governance (“ESG”) performance, risks, strategies, measures and commitments.

Reporting Period

Unless otherwise stated, the ESG Report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period” or “2022”).

Reporting Scope

The ESG Report covers all the Group’s continuing operations included in the annual report (excluding those with less revenue share and less environmental impact). In addition to our Nanhai headquarters, Hong Kong office and hotel business, this report will also obtain key performance indicator (“KPI”) data from the operation of our financial leasing business, wellness elderly care business, big data business, property and industrial park investment business and civil explosives business. With the Group’s data collection system growing more mature and after we increase our efforts in sustainable development, we will continue to expand the scope of disclosure in the future.

Reporting Framework

The ESG Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”). For the corporate governance structure and other relevant information of the Group, please refer to the Corporate Governance Report on pages 24 to 45 of this annual report.

關於本報告

此環境、社會及管治報告(「本ESG報告」)概述了本集團在環境、社會及管治(「ESG」)方面的整體表現、風險、策略、措施及承諾。

報告期間

除另有說明外，本ESG報告涵蓋期間為二零二二年一月一日至二零二二年十二月三十一日(「報告期間」或「二零二二年」)。

報告範圍

本報告涵蓋本集團本年報所包括的持續經營之業務(除收入佔比及環境影響較少的業務營運外)。除南海總部、香港辦公室及酒店業務外，本報告亦將從融資租賃業務、大健康養老業務、大數據業務、物業和產業園投資業務及民爆業務營運中取得關鍵績效指標(「關鍵績效指標」)數據。待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍。

報告框架

本ESG報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七《環境、社會及管治報告指引》(「ESG報告指引」)而編製。有關本集團企業管治架構及其他相關資料，請參閱本年報第24頁至第45頁的《企業管治報告》。

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During the preparation of the ESG Report, the Group adopted the following reporting principles as set out in the aforesaid ESG Reporting Guide:

Materiality: During the Reporting Period, the Group conducted materiality assessment to identify material issues, and regarded the identified material issues as the focus of preparation of its ESG Report. The materiality of the issues has been reviewed and confirmed by the board of directors (the “Board”) and the ESG working group (the “Working Group”). For further details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

Quantitative: The criteria and methods used to calculate the KPI data and the applicable assumptions have been supplemented in the notes.

Consistency: Unless otherwise stated, the ESG Report has been prepared using the same methods as that of the previous year for comparison purpose. If there is any change in the scope of disclosure, data collection system and calculation method which may affect the comparison with the previous reports, the corresponding data will be explained.

在編製本ESG報告期間，本集團採用了上述ESG報告指引中的匯報原則，如下所示：

重要性：本集團已於報告期間進行重要性評估以識別重大議題，並將已確認的重大議題作為ESG報告的編製重點。議題的重要性已由董事會（「董事會」）及ESG工作小組（「工作小組」）審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」兩節。

量化：計算關鍵績效指標數據所使用的標準和方法以及適用的假設均已於註釋補充。

一致性：除非另有說明，本ESG報告的編製方法與上年度一致，以便進行比較。如披露範圍、數據收集系統及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

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CHAIRMAN'S STATEMENT

Dear stakeholders,

On behalf of the Board, I am pleased to present the ESG Report to demonstrate the Group's commitment to continuously improving ESG performance in the following five areas: corporate governance, environmental protection, employment practice, operating practice and community engagement.

Over the recent years, the PRC government has been committed to promoting the transformation of the green economy, and has implemented the goal of "carbon peaking by 2030 and carbon neutrality by 2060" to promote the development of clean energy. The Group is committed to following the pace of national development and moving towards a sustainable business model so as to help promote sustainable development. The Group will capitalize on opportunities of developing green bond projects to gain investment returns, continue to develop its financial leasing business, firmly follow the path of professional development in green environmental protection, and always stay focused on municipal environmental protection fields such as solid waste treatment, sewage treatment, and biogas power generation. In response to the national energy transformation and development, we will continue to carry out photovoltaic power generation projects and turn to use energy-saving lighting in various business segments to improve energy efficiency. The Group's big data business will also continue to explore and research the open Internet of Things platform as the core, targeting at smart medical, smart energy and other fields for business expansion and development of related project products, so as to provide enterprises with solutions to improve energy efficiency.

In recent years, people from all walks of life have been attaching increasingly great importance to the sustainable development and social responsibility of enterprises, which should incorporate ESG factors into their core decisions during their business operations. The Group also strives to develop sustainable development approach and a sound governance structure to effectively manage ESG issues related to the Group. The Board is required to assess the potential impact of ESG issues on the Group's overall strategy, formulate ESG management approach and strategies, and monitor the Group's ESG issues. Information on the Group's ESG governance structure is set out in the section headed "ESG Governance Structure".

主席致辭

各位尊貴的持份者：

本人謹代表董事會，欣然提呈本ESG報告，展示本集團在企業管治、環境保護、僱傭慣例、營運常規及社區參與等五個方面不斷提升ESG表現的承諾。

中國政府近年致力推動綠色經濟轉型，並推行「二零三零碳達峰，二零六零碳中和」目標，推進清潔能源發展。本集團致力跟隨國家發展步調，走向可持續商業模式，助力推進可持續發展。本集團將把握綠色債券項目的投資回報機會，繼續發展其融資租賃業務，堅定走綠色環保專業化發展之路，始終聚焦固廢處理、污水處理、沼氣發電等市政環保領域。為響應國家能源轉型發展，我們將繼續於各業務板塊開展光伏發電項目及更換節能照明，以提高能源效益。本集團大數據業務亦將繼續探索研究以開放式物聯網平台為核心，瞄準智慧醫療、智慧能源等領域進行業務拓展及開發相關項目產品，為企業提供提高能源效益之解決方案。

近年各界日益關注企業的可持續發展及社會責任，在開展業務時，企業應將ESG因素納入核心決策中。本集團亦著力制定可持續發展方針及健全的管治架構，以有效管理與本集團相關的ESG事宜。董事會必須評估ESG議題對本集團整體策略的潛在影響，制定ESG管理方針及策略，並監督本集團的ESG事宜。有關本集團ESG管治架構的資料載於「ESG管治架構」一節。

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In order to identify and prioritize material ESG issues that have relatively significant impact on our operations and our stakeholders, we continuously communicate with our internal and external stakeholders. The Board has appointed the Working Group to conduct materiality assessment. Information on stakeholder engagement channels and materiality assessment that has been conducted by the Group are set out in the sections headed “Stakeholder Engagement” and “Materiality Assessment” respectively. In order to develop a deeper understanding of stakeholders’ expectations for the sustainable development of the Group, the Group will further strengthen communication with stakeholders, and formulate relevant policies and measures with reference to their opinions to enhance the Group’s ESG performance.

As a company that honors its corporate social responsibility, the Group recognizes the importance of reducing its impact on the environment. In order to fulfill the Group’s commitment to corporate social responsibility and to allow the Group’s stakeholders to better understand the Group’s continuous improvement in ESG performance, the Group has decided to formulate quantifiable environmental targets in response to the national vision of carbon neutrality so as to enhance corporate reputation. To this end, the Group has proactively implemented the principles of sustainable development and adopted relevant measures at the operational level. To ensure the effective implementation of these measures, the Board has appointed the Working Group to collect relevant ESG data, track and review our performance, and assess the Group’s progress in achieving relevant goals.

Finally, on behalf of the Board and management team of the Group, I would like to express my sincere gratitude to our valued stakeholders for their continued support and to our employees for their valuable contributions to the development of the Group. Looking ahead, the Group will continue to integrate ESG concepts into its business strategy and management system, stay committed as a responsible enterprise, operate its business in a more responsible and sustainable manner, create sustainable value for its shareholders and pursue a sustainable future.

He Xiangming
Chairman

為了識別和優先考慮對我們的營運和持份者有較大影響的重大ESG議題，我們不斷與內部和外部持份者溝通。董事會已委派工作小組進行重要性評估。有關持份者參與渠道和本集團已進行的重要性評估的資料已分別載於「持份者參與」及「重要性評估」各節。為更深入地了解持份者對本集團可持續發展的期望，本集團將進一步加強與持份者的溝通，並參考其意見制定相關政策及措施，提升本集團的ESG表現。

作為一家恪守企業社會責任的企業，本集團深明減少對環境影響的重要性。為履行本集團對企業社會責任的承諾，並讓本集團持份者更好地了解本集團在ESG表現方面的持續改進，本集團決定制定可量化的環境目標，以響應國家碳中和之願景，提升企業聲譽。為實現目標，本集團積極在營運層面貫徹可持續發展原則及採取相關措施。為確保這些措施的有效實施，董事會已委派工作小組收集相關ESG數據、跟踪及檢討我們的表現，並評估本集團在實現目標方面的進展。

最後，本人謹代表本集團董事會及管理團隊，對我們尊貴的持份者的不懈支持以及對我們的員工為本集團發展作出的真貴貢獻致以衷心的感謝。展望未來，本集團將繼續將ESG理念融入業務策略和管理體系，以秉承良好企業公民為己任，以更負責任及可持續的方式經營業務，為股東創造可持續的價值，追求可持續未來。

何向明
主席

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ESG GOVERNANCE STRUCTURE

The Group has developed an ESG governance structure to ensure that ESG governance is in line with our business strategy and integrate ESG management into our business operations and decision-making process.

The Board assumes overall responsibility for the Group's ESG issues and is required to formulate ESG management approach, strategies, priorities and objectives. In order to better manage the Group's ESG performance, related issues and potential risks, the Board regularly assesses and determines the Group's ESG risks and opportunities, and reviews its performance and progress in relation to ESG-related goals. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems, and approving the information to be disclosed in the ESG Report.

In order to systematically manage ESG issues under the authorization of the Board, the Group has established the Working Group, which is comprised of core members from different departments, aiming to assist the Board in oversight of ESG issues. The Working Group is responsible for collecting and analyzing ESG data, monitoring and evaluating the Group's ESG performance, following up and reviewing the progress of achieving the Group's ESG-related goals, ensuring compliance with ESG-related laws and regulations, assisting in materiality assessment and preparing the ESG Report. The Working Group regularly schedules meetings to assess the effectiveness of existing policies and procedures, and develop appropriate solutions to improve the overall performance of ESG policies. The Working Group is required to report to the Board on a regular basis to assist in the assessment and identification of the Group's ESG risks and opportunities, and to ensure the implementation and effectiveness of the risk management and internal control systems.

ESG管治架構

本集團已制定ESG管治架構，以確保ESG管治與我們的業務策略保持一致，並將ESG管理融入至我們的業務營運及決策過程當中。

董事會對本集團的ESG議題承擔整體責任，並需制訂ESG管理方針、策略、優次及目標。為了能更完善地管理本集團於ESG方面的表現、相關問題和潛在風險，董事會定期評估及釐定本集團的ESG風險和機遇，並就ESG相關目標檢討其表現和進展。董事會亦負責確保風險管理及內部監控系統的有效性，並審批本ESG報告內的披露資料。

為了在董事會的授權下對ESG議題進行系統管理，本集團成立了工作小組。工作小組由不同部門的核心成員組成，其協助董事會對ESG事宜的監督。工作小組需負責收集和分析ESG數據、監測和評估本集團的ESG表現、跟進及檢討本集團ESG相關目標的進度、確保遵守ESG相關法律和法規、協助開展重要性評估，以及編備ESG報告。工作小組會定期安排會議，評估現行政策和程序的有效性，並製定適當的解決方案，以提高ESG政策的整體績效。工作小組需定期向董事會匯報，協助評估及識別本集團ESG風險及機遇，並確保風險管理及內部控制系統的實施及有效性。

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STAKEHOLDER ENGAGEMENT

As a responsible enterprise, while actively developing business and improving profitability, the Group also attaches great importance to the relationship with stakeholders and their feedback on our business and ESG issues, so as to proactively balance the interests of all parties and promote the sustainable development of enterprises. To fully understand, respond to and address the core concerns of different stakeholders, we have been working with key stakeholders, including but not limited to senior management and the Board, shareholders and investors, employees, customers, suppliers, the government and regulators, as well as the public, non-governmental organizations (“NGOs”) and the media to maintain regular and close communication.

We incorporate stakeholders’ expectations into our operations and ESG strategies by employing the diverse collaboration approaches and communication channels as shown in the table below.

持份者參與

本集團作為一家負責任的企業，在積極發展業務，提升盈利能力之餘，亦非常重視與持份者之間的關係及其對我們業務及ESG事宜的反饋意見，以積極平衡各方利益，促進企業可持續發展。為全面了解、回應及處理不同持份者的核心關注點，我們一直與主要持份者，包括但不限於高級管理層及董事會、股東及投資者、僱員、客戶、供應商、政府及監管機構，以及公眾、非政府機構（「非政府機構」）及媒體維持定期及密切的溝通。

透過運用下表所示的多元化合作方式及溝通渠道，我們將持份者的期望帶入我們的營運及ESG策略當中。

Stakeholder 持份者	Communication channel 溝通渠道	Expectation 期望
Senior management and the Board 高級管理層及董事會	<ul style="list-style-type: none"> Board meetings 董事會會議 Daily communication and reporting 日常溝通及匯報 	<ul style="list-style-type: none"> Compliance-based operation 合規經營 Economic performance 經濟表現 To improve risk management and internal control 完善風險管理及內部監控
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings and other general meetings 股東週年大會及其他股東大會 Financial reports, announcements, circulars and other public information 財務報告、公告、通告等公開信息 	<ul style="list-style-type: none"> Financial results 財務業績 Corporate transparency 企業透明度 To improve risk management and internal control 完善風險管理及內部監控

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Stakeholder 持份者	Communication channel 溝通渠道	Expectation 期望
Employees 僱員	<ul style="list-style-type: none"> Regular job performance assessment 定期工作表現評估 Training and seminars 培訓和研討會 	<ul style="list-style-type: none"> Career development 職業發展 Competitive salary and benefits 具競爭力的薪酬與福利 Equal opportunity for advancement 平等晉升機會 Healthy and safe working environment 健康安全的工作環境
Customers 客戶	<ul style="list-style-type: none"> Customer hotline and email 客戶熱線和電郵 	<ul style="list-style-type: none"> To provide quality products and services 提供優質的產品及服務 To protect customers' interests 保障客戶利益 To protect customer privacy 保障客戶隱私 Compliance-based operation 合規經營
Suppliers 供應商	<ul style="list-style-type: none"> Supplier performance assessment 供應商表現評估 Phone and email 電話及電郵 	<ul style="list-style-type: none"> Fair and open sourcing 公平和公開採購 Responsible supply chain management 負責任的供應鏈管理 Business ethics and reputation 商業道德與信譽 Fair and open competition 公平公開競爭

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Stakeholder 持份者	Communication channel 溝通渠道	Expectation 期望
Government and regulatory bodies 政府及監管機構	<ul style="list-style-type: none"> To participate in improvement plans organized by industry and local government regulators 參與行業、地方政府監管部門組織的改善計劃 	<ul style="list-style-type: none"> Compliance-based operation 合規經營 Risk management 風險管理 Tax payment 繳納稅款
The public, NGOs and the media 公眾、非政府機構及媒體	<ul style="list-style-type: none"> ESG reports ESG報告 Charitable activities and donations 慈善活動及捐款 	<ul style="list-style-type: none"> To implement green management 實行綠色經營 To provide employment opportunities 提供就業機會 To support public welfare 支持公益事業 Open and transparent information 公開透明資料

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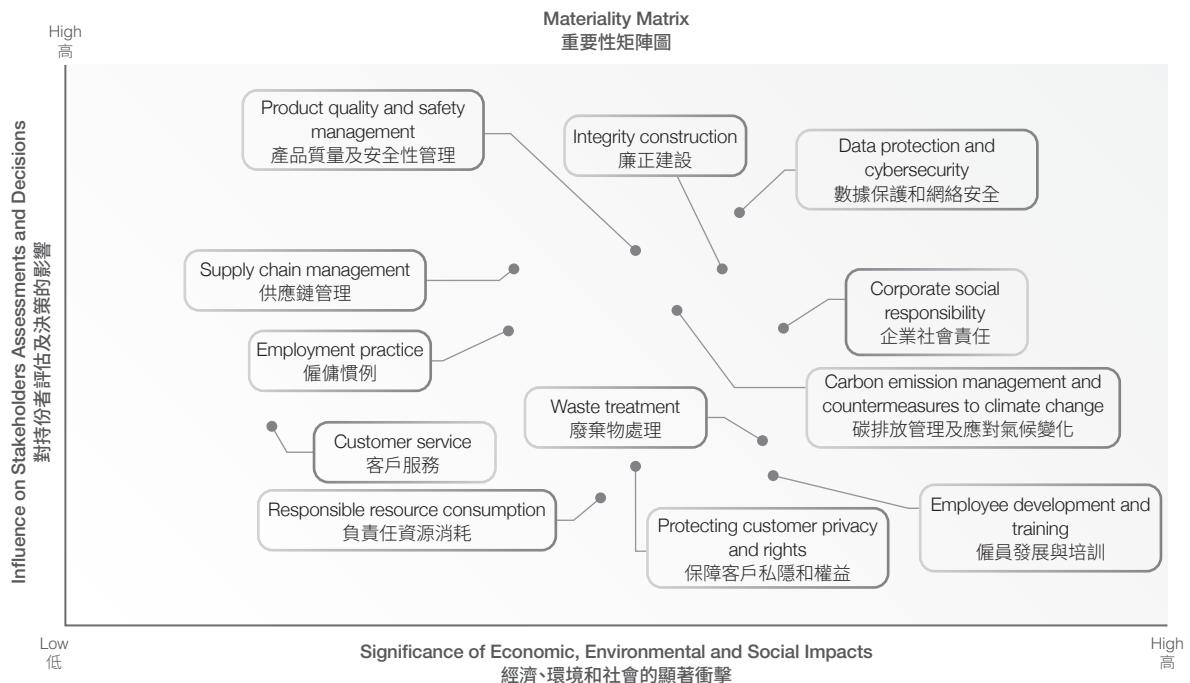
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MATERIALITY ASSESSMENT

To better understand the opinions and expectations of stakeholders on the Group's ESG performance, we have adopted a systematic approach to conduct annual materiality assessment. With reference to the Group's business development strategies and industry practices, the Group has identified and confirmed a list of material ESG issues, which covers the following five major areas: corporate governance, environmental protection, employment practice, operational practice and community investment. The Group prepared a questionnaire according to the list, and invited relevant stakeholders to rate potential material issues based on the influence of ESG issues on the stakeholders and the significance of impact on the economy, environment and society. We analyzed the results of the questionnaire and formulated a materiality matrix. The materiality matrix and identified material issues are reviewed and confirmed by the Board and Working Group and disclosed in the ESG Report. During the Reporting Period, the Group's materiality matrix is as follows:

重要範疇評估

為更有效了解持份者對本集團之ESG表現的意見及期望，我們採用有系統的方法進行年度重要性評估工作。本集團參考本集團業務發展策略及行業慣例，識別並確認重大ESG議題清單，其涵蓋五大範疇：企業管治、環境保護、僱傭慣例、營運常規及社區投資。本集團按照清單編製問卷調查，並邀請相關持份者根據ESG議題對持分者的影響及其對經濟、環境和社會的顯著衝擊，對潛在重大議題進行評級。我們對問卷調查的結果進行分析並編製重要性矩陣。重要性矩陣及已識別的重大議題會經由董事會及工作小組審閱及確認，並於本ESG報告作出披露。於報告期間，本集團的重要性矩陣圖如下：



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A. ENVIRONMENTAL

A1. Emissions

The Group has always attached great importance to environmental protection, with particular focus on reducing exhaust gas and greenhouse gas (“GHG”) emissions, improving resource utilization efficiency and waste management. For the hotel business, the Group has formulated policies including the Environmental Quality Management System (《環境質量管理制度》), the Detailed Implementation Rules for Energy Conservation and Environmental Protection (《節能環保實施細則》) and the Code of Practice for Energy Conservation and Environmental Protection (《節約能源與環境保護守則》) to standardize the implementation of our environmental protection-related work. The Group will continue to improve the environmental protection management system for each business segment, aiming to minimize the pollution and environmental damage caused by our daily business operations.

The Group strictly abides by environmental protection laws and regulations, including but not limited to the Environmental Protection Law of the People’s Republic of China (《中華人民共和國環境保護法》), the Water Pollution Prevention and Control Law of the People’s Republic of China (《中華人民共和國水污染防治法》) and the Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》) in the PRC, and the Air Pollution Control Ordinance and the Waste Disposal Ordinance in Hong Kong. During the Reporting Period, there was no incident of non-compliance with the relevant local environmental laws and regulations relating to exhaust gas and GHG emissions, discharges of pollutants into water and land and generation of hazardous or non-hazardous wastes that have a significant impact on the Group.

A. 環境

A1. 排放物

本集團一直對環境保護非常重視，特別專注於減少廢氣及溫室氣體（「溫室氣體」）排放、提高資源利用效率及廢棄物管理等。本集團針對酒店業務，制定《環境質量管理制度》、《節能環保實施細則》、《節約能源與環境保護守則》等政策，以規範環保相關工作的實施。本集團將會繼續為各業務板塊完善環保管理制度，旨在將我們日常業務運作產生的污染及環境破壞減至最輕。

本集團嚴格遵守環境保護法律法規，包括但不限於中國內地的《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》以及香港的《空氣污染管制條例》、《廢物處置條例》等。於報告期間，本集團並無因廢氣及溫室氣體排放、水及土地的排污以及有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

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Exhaust Gas Emissions

The Group's exhaust gas emissions are mainly derived from diesel and unleaded petrol consumed by vehicles, and liquefied natural gas ("LNG") consumed by boilers used for heating and heat preservation of raw materials in civil explosives business. In order to reduce the impact on the environment, the Group will, taking 2021 as the base year, reduce the total exhaust gas emission intensity by 5% in the next five years, and actively take the following emission reduction measures:

- The boiler has been installed with a flue gas purification device which has been tested and certified by the environmental protection department to minimize the emission of harmful gases;
- The fuel used in boilers has been changed from diesel to cleaner LNG to reduce exhaust gas emissions;
- The exhaust gas emissions from the boiler has also been tested by the environmental protection department, and the emission index conforms to the requirements of the applicable laws and regulations;
- All vehicles in the hotel business use high-efficiency fuel detergents to save fuel consumption; and
- Vehicles are maintained and repaired on a regular basis to prevent excessive exhaust gas emissions due to damaged parts and other reasons, and substandard trucks are phased out according to regional emission policies.

廢氣排放

本集團的廢氣排放主要源於車輛所消耗的柴油及無鉛汽油，以及民爆業務用於原材料加熱保溫的鍋爐所消耗之液化天然氣（「液化天然氣」）。為減少對環境的影響，本集團將以二零二一年作基準年，在未來五年降低總廢氣排放密度5%，並積極採取下列廢氣減排措施：

- 鍋爐已安裝經環保部門檢測達標的煙氣淨化裝置，以最大限度降低有害氣體的排放量；
- 鍋爐所使用之燃料已由柴油轉為較清潔的液化天然氣，以減少廢氣排放；
- 鍋爐所產生之廢氣排放亦經環保部門檢測，排放指標符合法規及規定的標準；
- 酒店業務所有車輛均使用高效燃油清淨劑，以節省油耗；及
- 定期保養及維修車輛，預防它們因零件破損等原因而排放過量廢氣，並根據地區排放政策規定，淘汰不達標貨車。

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The Group's exhaust gas emissions performance is summarized as follows:

本集團的廢氣排放表現概述如下：

Type of exhaust gas ² 廢氣種類 ²	Unit 單位	2022 二零二二年	2021 二零二一年
Nitrogen oxides (NO _x) 氮氧化物 (NO _x)	tonnes 噸	362.16	362.82
Sulphur oxides (SO _x) 硫氧化物 (SO _x)	tonnes 噸	0.02	0.01
Particulate matter (PM) 顆粒物 (PM)	tonnes 噸	0.67	0.63

Notes:

備註：

The calculation method of exhaust gas emissions and the related emission factors were based on, including but not limited to, "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the "4430 Industrial Boiler (Heat Supply) Industry Coefficients Handbook" (《4430工業鍋爐(熱力供應)行業系數手冊》) recently issued by the Ministry of Ecology and Environment of the People's Republic of China.

廢氣排放的計算方法及相關排放系數計算乃參照包括但不限於聯交所發佈的《如何準備ESG報告－附錄二：環境關鍵績效指標匯報指引》以及中華人民共和國生態環境部最新發佈的《4430工業鍋爐(熱力供應)行業系數手冊》。

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GHG Emissions

The Group's GHG emissions are mainly derived from the direct GHG emissions (scope 1) caused by the consumption of diesel and petrol in vehicles and the consumption of LNG and natural gas in boilers, and the indirect GHG emissions caused by purchased electricity (scope 2). In response to the national carbon neutrality goal, the Group will, taking 2021 as the base year, reduce the total GHG emission intensity by 5% in the next five years, and plans to increase the green area of its operating locations through afforestation. For the aforesaid emission sources, we will strive to reduce our carbon footprint through the following measures:

- Adopting emission reduction measures on vehicles and boilers, the relevant measures of which are described in the section headed "Exhaust Gas Emissions" of this aspect;
- Adopting electricity-saving measures, the relevant measures of which are described in the section headed "Energy Management" section of Aspect A2; and
- Staying committed to educating and training employees on the aforesaid environmental policies, and encouraging them to put forward feasible suggestions to continuously improve energy conservation and emission reduction.

The Group's total GHG emissions decreased significantly from approximately 8,402.78 tCO₂e in 2021 to approximately 8,173.76 tCO₂e in 2022. Such decrease was due to the fact that the operation was affected during the pandemic.

溫室氣體排放

本集團之溫室氣體排放主要來自於車輛柴油及汽油消耗與鍋爐液化天然氣及天然氣消耗所造成的直接溫室氣體排放（範圍一），以及外購電力所造成的能源間接溫室氣體排放（範圍二）。為配合國家碳中和目標，本集團將以二零二一年作基準年，在未來五年內降低總溫室氣體排放總量密度5%，並計劃透過植樹造林以增加營運地點綠化面積。針對上述排放源，我們會透過以下措施盡力減少碳足跡：

- 採取車輛及鍋爐減排措施，相關措施已在本層面中「廢氣排放」一節中說明；
- 採取節約用電措施，相關措施將在A2層面中「能源管理」一節中說明；及
- 致力就上述環保政策對僱員進行教育及培訓，並鼓勵員工提出可行的建議，以不斷完善節能減排工作。

本集團的溫室氣體排放總量由二零二一年約8,402.78噸二氧化碳當量大幅下降至二零二二年約8,173.76噸二氧化碳當量。降幅是由於在疫情期間，經營受到影響。

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The Group's GHG emissions performance is summarized as follows:

本集團的溫室氣體排放表現概述如下：

Indicator ³ 指標 ³	Unit 單位	2022 二零二二年	2021 二零二一年
Scope 1 – Direct GHG emissions 範圍一—直接溫室氣體排放	tCO ₂ e 噸二氧化碳當量	2,164.41	2,059.51
• Diesel consumption • 柴油消耗	tCO ₂ e 噸二氧化碳當量	1,242.80	1,106.28
• Petrol consumption • 汽油消耗	tCO ₂ e 噸二氧化碳當量	112.58	115.10
• LNG and natural gas consumption • 液化天然氣及天然氣消耗	tCO ₂ e 噸二氧化碳當量	809.03	838.13
Scope 2 – Energy indirect GHG emissions 範圍二—能源間接溫室氣體排放	tCO ₂ e 噸二氧化碳當量	6,009.36	6,343.27
• Purchased electricity • 外購電力	tCO ₂ e 噸二氧化碳當量	6,009.36	6,343.27
Total GHG emissions (Scopes 1 and 2) 溫室氣體排放總量 (範圍一及二)	tCO ₂ e 噸二氧化碳當量	8,173.76	8,402.78
Total GHG emissions intensity 溫室氣體排放總量密度	tCO ₂ e/HK\$ million revenue ⁴ 噸二氧化碳當量／ 港幣百萬收入 ⁴	10.65	16.13

Notes:

備註：

- GHG emission data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, the “2006 Intergovernmental Panel on Climate Change (“IPCC”) Guidelines for National Greenhouse Gas Inventories”, the “Global Warming Potential Values” from the “IPCC Fifth Assessment Report” in 2014, “How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the “2021 Sustainability Report” published by the CLP Power Hong Kong Limited and 2019 baseline emission factors for the regional power grid in the PRC for emission reduction project issued by the Ministry of Ecology and Environment of the People's Republic of China.
- During the Reporting Period, the Group's revenue amounted approximately HK\$767.63 million. This data is also used to calculate other intensity data.

- 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於《二零零六年政府間氣候變化專門委員會（「IPCC」）國家溫室氣體清單指南》、IPCC二零一四年所發佈的《第五次評估報告》內的「全球升溫可能值」、聯交所發佈的《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》、中華電力香港有限公司發佈的《二零二一年可持續發展報告》以及中華人民共和國生態環境部發佈的二零一九年減排項目中國內地區域電網基線排放因子。
- 於報告期間，本集團收入約為港幣767.63百萬元。此數據亦會用作計算其他密度數據。

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Waste Water Discharges

During the Reporting Period, the Group's property and industrial park investment business produced a total of 185,030 m³ (2021: 105,469 m³) of waste water, all of which was recycled by the municipality in a centralized manner. To ensure compliance with discharge standards, industrial waste water discharged by its industrial tenants shall pass an environmental impact assessment before being discharged and recycled. Industrial waste water generated by the civil explosives business is also required to be filtered by biological substances before being discharged to the public sewage pipe network. Waste water discharged from other business segments is directly discharged to the public sewage pipe network and piped to the waste water treatment plant for treatment. Water consumption of these segments represents the waste water discharged. Water consumption data and related water targets and measures are described in the section headed "Water Management" Aspect A2.

Waste Management

Hazardous waste

The Group's wellness elderly care business produces medical waste, which will be temporarily stored in government hospitals or directly disposed of by qualified medical waste disposal companies. As the civil explosives business involves production activities, hazardous wastes are inevitably produced in its operation process, such as waste barrels, waste motor oil, used car battery, etc. In order to reduce hazardous waste discharge, the Group will, taking 2021 as the base year, reduce the emission intensity of hazardous wastes by 5% in the next five years. The Group is committed to waste management, and stipulates that the hazardous waste produced shall not be discharged, disposed or transferred at will, and shall be disposed of by government-approved and qualified waste recyclers to comply with relevant environmental laws and regulations.

污水排放

於報告期間，本集團物業和產業園投資業務共產生185,030立方米污水（二零二一年：105,469立方米），全部均由市政統一回收。為確保符合排放標準，其工業租戶所排放之工業污水需通過環境影響評估方可排放及進行回收。而民爆業務所產生之工業污水亦需經生物界質過濾後方可排放至公共污水管網。其他業務板塊排放的污水會則會直接排放至公共污水管網並送至污水處理廠處理。該等板塊之耗水量即為污水排放量。耗水量數據及相關用水目標及措施將於A2層面中「水源管理」一節中說明。

廢棄物管理

有害廢棄物

本集團大健康養老業務會產生醫療廢物，其會交由政府醫院暫存，或直接交由合資格醫療廢物處置公司處置。民爆業務因涉及生產活動，其亦無可避免地會在營運過程中產生有害廢棄物，如廢棄桶、車用廢機油、車用廢舊蓄電池等。為減少有害廢棄物排放，本集團將會以二零二一年作基準年，於未來五年內降低有害廢棄物排放量密度5%。本集團會致力實行廢棄物管理，規定所產生之有害廢棄物均不得隨意排放、棄置或轉移，並需交由政府認可及合資格的廢棄物回收商處理，以遵守相關環境法例法規。

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The Group's hazardous waste discharge performance is summarized as follows:

本集團的有害廢棄物排放表現概述如下：

Type of waste 廢棄物類別	Unit 單位	2022 二零二二年	2021 二零二一年
Total hazardous wastes 有害廢棄物總量	tonnes 噸	11.61	23.02
• Medical waste • 醫療廢物	tonnes 噸	10.74	11.56
• Waste barrels • 廢棄桶	tonnes 噸	–	10.84
• Waste motor oil • 車用廢機油	tonnes 噸	0.80	0.50
• Used car battery • 車用廢舊蓄電池	tonnes 噸	–	0.06
• Waste lamps • 廢燈管	tonnes 噸	0.02	0.03
• Waste ink cartridges • 廢墨盒	tonnes 噸	0.04	0.02
• Waste battery • 廢電池	tonnes 噸	0.01	0.01
Total hazardous waste intensity 有害廢棄物總量密度	tonnes/HK\$ million revenue 噸／港幣百萬收入	0.02	0.04

Non-hazardous wastes

The non-hazardous wastes produced during the operation of each business segment of the Group are mainly general domestic waste, kitchen waste and paper. Food waste is derived from restaurants and canteens operated by our property and industrial park investment business, wellness elderly care business, hotel business and other businesses. In addition, the transport fleet for the civil explosives business also produces a small amount of used vehicle tires. In order to reduce non-hazardous waste discharge, the Group will, taking 2021 as the base year, reduce the emission intensity of non-hazardous wastes by 5% in the next five years. During the year, the civil explosives business ceased the usage of the waste barrels and resulting in a drop of 50% waste.

無害廢棄物

本集團各業務板塊營運過程中所產生的無害廢棄物主要為一般生活垃圾、廚餘及紙張。廚餘來自於物業和產業園投資、大健康養老、酒店等業務所營運的餐廳及飯堂。除此以外，民爆業務運輸車隊亦有產生少量車用廢舊輪胎。為減少無害廢棄物排放，本集團將會以二零二一年作基準年，於未來五年內降低無害廢棄物排放量密度5%。本年度，民爆業務已棄用廢棄桶使廢棄物大幅減少50%。

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The Group has formulated the Implementation Plan for Domestic Waste Diversion, Classification and Reduction (《生活垃圾分流分類減量實施方案》), which refines the implementation measures for domestic waste diversion, classification and reduction, regulates, improves, and urges and guides various business segments to carry out domestic waste classification and recycling. The Group has also been committed to developing paperless office and endeavouring to save paper by encouraging double-sided printing. Waste paper is delivered to environmental recycling companies for disposal.

For the non-hazardous waste produced in the operation process, we also maintain a garbage chamber for our hotel business that meets the National Standard of the People's Republic of China on the Classification and Accreditation for Star-rated Tourism Hotels (《中華人民共和國國家標準旅遊飯店星級的劃分與評定》). All non-hazardous wastes are recycled and disposed of by government-designated environmental and health administrative authorities. The food waste produced is mainly used as animal feed and compost to reduce the impact on the surrounding environment. For the hotel business, we have actively implemented various measures including reducing consumables for guests, reducing the amount of packaging and not providing disposable tableware. By internally employing a method of hierarchical utilisation of food raw materials and providing catering customers with packaging and wine storage services, the hotel also minimized the consumption of food raw materials and significantly reduced the production of food waste and other wastes.

The food waste of the Group canteens is collected and provided to the local food waste processing department as resource for the production of hyhogen.

本集團已制定《生活垃圾分流分類減量實施方案》，細化生活垃圾分流分類減量實施措施，規範完善並督促指導各業務板塊開展生活垃圾分類及回收工作。本集團亦致力開展無紙化辦公，鼓勵使用雙面打印，盡力節省用紙，並將廢紙亦交由環保回收公司處理。

針對營運過程中所產生的無害廢棄物，酒店業務更設有達到《中華人民共和國國家標準旅遊飯店星級的劃分與評定》標準的垃圾房。所有無害廢棄物均由政府指定的環境衛生管理機構進行回收及處理。其產生之廚餘主要會用作動物飼料及堆肥，以減少對周邊環境的影響。酒店業務積極實施減少客人耗用品、包裝物減量化及不提供一次性餐具等措施，並通過建立食品原材料內部實施分等級利用的方法、為餐飲客人提供打包、存酒服務等，既可減少食品原材料的耗費，亦可減少廚餘及廢棄物的產生。

集團食堂的廚餘集中收集，並提供給當地餐廚處理部門作垃圾制氫等資源化利用。

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The main non-hazardous waste discharge performance of the Group is summarized as follows:

本集團的主要無害廢棄物排放表現概述如下：

Type of waste ⁵ 廢棄物類別 ⁵	Unit 單位	2022 二零二二年	2021 二零二一年
Total non-hazardous wastes 無害廢棄物總量	tonnes 噸	99.61	120.45
• General waste • 一般垃圾	tonnes 噸	45.86	53.43
• Kitchen waste • 廚餘	tonnes 噸	45.04	58.31
• Paper • 紙張	tonnes 噸	4.21	4.51
• Used vehicle tires • 車用廢舊輪胎	tonnes 噸	4.50	4.20
Total non-hazardous waste intensity 無害廢棄物總量密度	tonnes/HK\$ million revenue 噸／港幣百萬收入	0.13	0.23

Note:

備註：

- The disclosed figures do not include non-hazardous waste from the hotel business due to lack of confirmed data. According to the Group's estimation, when the occupancy rate of the hotel reaches 50%, approximately 18.00 tonnes of general waste and 12.00 tonnes of kitchen waste will be produced annually. When the data collection system becomes complete and more mature, the Group will further expand the relevant disclosure scope.
- During the year, owing to the impact of the pandemic on the Hotel business and resulting in a decrease in general waste and kitchen waste by 14% and 23% respectively.

- 由於無確實數據，所披露之數字未有包含酒店業務無害廢棄物。本集團估計酒店住房率50%時每年約會產生18.00噸一般垃圾及12.00噸廚餘。當數據收集系統更加完善成熟時，本集團將進一步擴大相關披露範圍。
- 本年度內，由於疫情影響酒店業務致使一般垃圾及廚餘分別下降14%及23%。

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A2. Use of Resources

Environmental protection and resource conservation are important responsibilities of the Group. The Group actively promotes the effective use of resources, and monitors the potential impact that its business operations brought to the environment. As stated in Aspect A1, the Group has formulated relevant environmental management policies and procedures to manage the use of water, electricity, diesel, petrol, LNG and natural gas.

Energy Management

In daily production and operation, the Group's energy consumption mainly includes diesel and petrol consumption of vehicles, LNG and natural gas consumption of boilers, and electricity consumption in our operations. In addition to the energy-saving measures for vehicles and boilers mentioned in the section headed "Exhaust Gas Emissions" in Aspect A1, the Group has also made efforts to reduce electricity usage. The Group will, using 2021 as the base year, reduce the total energy consumption intensity by 5% in the next five years, and plan to promote the replacement of natural gas boiler fuel with electricity in the civil explosives business, and the construction of photovoltaic power generation system on roof for the wellness elderly care business in the next seven years. In order to reduce energy consumption, the Group has taken energy-saving measures in each business segment:

A2. 資源使用

保護環境和節約資源乃本集團重要職責。本集團以積極推動有效使用資源為宗旨，時刻監察業務營運對環境帶來的潛在影響。如A1層面中所述，本集團已制定與環境管理相關的政策和程序，對水、電、柴油、汽油、液化天然氣及天然氣等資源使用進行管理。

能源管理

在日常生產營運中，本集團的能源消耗主要為車輛的柴油及汽油消耗、鍋爐的液化天然氣及天然氣消耗，以及營運耗電。除了於層面A1中「廢氣排放」一節中提及的有關車輛及鍋爐的節能措施外，本集團亦已著力減少電力使用。本集團將會以二零二一年作基準年，於未來五年內降低總能源耗量密度5%，並計劃在未來七年內，推進民爆業務以電力替代天然氣鍋爐燃料以及大健康養老業務樓頂光伏發電系統建設項目。為減少能源耗用，本集團已於各業務板塊採取節能措施：

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- Actively carrying out renewable energy projects. Specifically, the property and industrial park investment business has installed photovoltaic power generation system in its industrial parks and during the year totally generated electricity 2,213.09 MWh (2021: 1,383.15 MWh), in which 81% is for the usage of industrial parks and the excess was sold to China Southern Power Grid. We have installed solar street lights at suitable locations for our wellness elderly care business, and established a solar hot water function system to reduce power consumption for the hotel business;
- Increasing the use of new energy-saving lighting sources such as LED lights to extend the service life of equipment and reduce resource consumption;
- Employing computer monitoring technology to automatically track major energy-consuming equipment, and intelligently adjusting settings according to seasons and changes in indoor and outdoor temperatures; and
- Endeavouring to strengthen energy-saving promotion and training, and post energy-saving signs in conspicuous places to enhance the environmental protection awareness of our hotel guests, property tenants and employees.
- 積極開展可再生能源項目。其中，物業和產業園投資業務已在其產業園安裝光伏發電系統，本年度共產電2,213.09兆瓦時（二零二一年：1,383.15兆瓦時）其中81%供產業園用，富餘的向中國南方電網銷售。而大健康養老業務已於合適地點安裝太陽能路燈，酒店業務亦已建立太陽能熱水功能系統，減少電力耗用；
- 增加使用新型節能光源如LED燈，延長設備使用壽命，減少資源消耗；
- 使用電腦監控技術對主要耗能設備進行自動跟蹤，根據季節和室內外溫度變化智能調節設定值；及
- 致力加強節能宣傳及培訓，於當眼處張貼節能標語，提升酒店住客、物業租戶及僱員的環保意識。

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For the Reporting Period, the Group's indirect energy consumption decreased significantly from approximately 7,892.81 MWh⁷ in 2021 to approximately 7,476.97 MWh in 2022.

The Group's energy consumption performance is summarized as follows:

報告期間報告範圍，本集團的間接能源消耗量由二零二一年約7,892.81兆瓦時⁷下降至二零二二年約7,476.97兆瓦時。

本集團的能源消耗表現概述如下：

Type of energy 能源類別	Unit 單位	2022 二零二二年	2021 二零二一年
Direct energy consumption ⁷ 直接能源消耗 ⁷	MWh 兆瓦時	9,451.35	9,046.88
• Diesel • 柴油	MWh 兆瓦時	5,039.67	4,482.24
• Petrol • 汽油	MWh 兆瓦時	410.28	419.48
• LNG and natural gas • 液化天然氣及天然氣	MWh 兆瓦時	4,001.40	4,145.16
Indirect energy consumption 間接能源消耗	MWh 兆瓦時	7,476.97	7,892.81
• Purchased electricity • 外購電力	MWh 兆瓦時	7,476.97	7,892.81
Total energy consumption 總能源耗量	MWh 兆瓦時	16,928.32	16,939.69
Total energy consumption intensity 總能源耗量密度	MWh/HK\$ million revenue 兆瓦時／港幣百萬收入	22.05	32.52

Note:

7. The unit conversion method of energy consumption data is based on the "Energy Statistic Manual" issued by the International Energy Agency.

備註：

7. 能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》所制訂。

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Water Management

Based on the geographical location of the Group's operating premises, we have not encountered any issues in sourcing water that is fit for purpose. To reduce water consumption, the Group will, using 2021 as the base year, reduce the total water consumption intensity by 5% in the next five years. In addition to the waste water recycling measures described in the section headed "Waste Water Discharge" at Aspect A1, the Group has also actively adopted water control measures in various business segments:

- All guest rooms in our hotel business use water-saving toilets that meet the water efficiency level 1 standard to guide guests to reduce waste;
- Cotton fabrics are changed only as requested by hotel guests to reduce the number of washes;
- Hotel employees are encouraged to save water in their daily lives and install smart sensor water-saving systems in employee bathrooms;
- A large amount of water mist from the cooling tower of the hotel building is recycled to greatly reduce the loss of water mist;
- Water leak inspection is carried out on a regular basis, and water consumption is controlled by installing separate water meters and establishing a water consumption ledger for measurement and assessment; and
- We endeavour to strengthen energy-saving promotion and training, and post water-saving signs in conspicuous places to enhance the environmental protection awareness of our hotel guests, property tenants and employees.

水源管理

基於本集團營運地點的地理位置，其就求取適用水源上沒有任何問題。為減少用水，本集團將會以二零二一年作基準年，於未來五年內降低總耗水量密度5%。除了於A1層面之「污水排放」一節所述的廢水回收措施外，本集團亦已積極於各業務板塊採取水管制措施：

- 酒店業務所有客房均採用達到用水效率1級標準的節水型坐便器，引導住客減少浪費；
- 僅按酒店住客要求更換棉織品，以減少換洗次數；
- 鼓勵酒店員工在日常生活中節約用水，在員工浴室安裝智能感應式節水系統；
- 將酒店建築物冷卻塔形成大量的水霧回收，大大降低水霧飄灑的損耗；
- 定期進行漏水檢測，並安裝單獨水表及建立用水台賬以便進行計量及評估，從而控制用水量；及
- 致力加強節水宣傳及培訓，於當眼處張貼節水標語，提升酒店住客、物業租戶及僱員的環保意識。

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The Group's total water consumption for the year is approximately 421,152.00 m³ (2021: to approximately 392,275.00 m³).

本集團本年度總耗水量約421,152.00立方米(二零二一年：約392,275.00立方米)。

The Group's greenhouse energy consumption performance is summarized as follows:

本集團的溫室能源消耗表現概述如下：

Water consumption 用水	Unit 單位	2022 二零二二年	2021 二零二一年
Total water consumption 總耗水量	m ³ 立方米	421,152.00	392,275.00
Total water consumption intensity 總耗水量密度	m ³ /HK\$ million revenue 立方米／港幣百萬收入	548.64	753.14

Use of Packaging Materials

包裝材料使用

The Group's civil explosives business uses packaging materials to seal and protect products, which are mainly composite membrane and cartons. The Group will strive to optimize the packaging method and select the most suitable and efficient packaging materials, aiming to reduce the use of packaging materials. No packaging materials are used for our other businesses as they are non-productive.

本集團民爆業務會使用包裝材料密封及保護產品，其主要為複合膜和紙箱。本集團會致力優化包裝方式，選用最合適及符合包裝效益的材料，旨在減少包裝材料的使用量。由於其他業務為非生產性之關係，其並無使用任何包裝材料。

The Group's packaging materials consumption performance is summarized as follows:

本集團的包裝材料使用表現概述如下：

Packaging materials 包裝材料	Unit 單位	2022 二零二二年	2021 二零二一年
Total packaging materials consumption 包裝材料總使用量	tonnes 噸	978.48	689.81
• Composite membrane • 複合膜	tonnes 噸	517.08	87.14
• Cartons • 紙箱	tonnes 噸	461.40	602.67
Total packaging materials consumption intensity 包裝材料總使用量密度	tonnes/HK\$ million revenue 噸／港幣百萬收入	1.27	1.32

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A3. The Environment and Natural Resources

The Group is committed to the practice of corporate social responsibility and sustainable development, and strives to mitigate the potential impact on the environment. The Group has implemented the relevant environmental protection policies mentioned in the aforesaid sections, and is committed to reducing consumption of natural resources and implementing effective environmental management in pursuit of best industry practices, so as to ensure that it strictly complies with all relevant laws and regulations.

Corporate Green Development

As the PRC government continues to strengthen its support for green finance, big data and other businesses, the Group has also made great efforts to formulate strategic plans for related businesses to help promote sustainable development. In terms of its financial leasing business, the Group will firmly follow the path of professional development in green environmental protection, and always stay focused on municipal environmental protection fields such as solid waste treatment, sewage treatment, and biogas power generation and obtains a green rating. The Group's big data business will also continue to explore and research the open Internet of Things platform as the core, targeting at smart medical, smart energy and other fields for business expansion and development of related project products, thereby offering solutions to improve energy efficiency.

A3. 環境及天然資源

本集團致力實踐企業社會責任以及可持續發展，努力減緩對環境造成的潛在影響。本集團已實施上述各節提及的相關環保政策，致力減少自然資源消耗及落實有效環境管理，以追求最佳行業實踐，確保其嚴格遵守所有相關法律及法規。

企業綠色發展

隨中國內地政府對綠色金融、大數據等業務的支持力度不斷加強，本集團亦著力制定相關業務的戰略規劃，助力推進可持續發展。本集團融資租賃業務將堅定走綠色環保專業化發展之路，始終聚焦固廢處理、污水處理、沼氣發電等市政環保領域，並獲得綠色評級。而大數據業務亦將繼續探索研究以開放式物聯網平台為核心，瞄準智慧醫療、智慧能源等領域進行業務拓展及開發相關項目產品，以提供提高能源效益之解決方案。

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Strengthened Environmental Awareness

The Group is committed to building an “energy-saving enterprise”, putting the concepts of cleaner production and green operation into practice in various business segments to sharpen its survival and competitive edges. The Group has effectively strengthened its environmental protection efforts internally. In addition to strictly requiring employees to implement the environmental protection measures set by the Group, it also actively enhances employees’ environmental protection awareness by distributing relevant environmental protection information such as green office and operation to employees, thereby effectively improving its environmental protection standard. In addition, the Group is also committed to promoting the concept of environmental protection and plans to carry out diversified environmental protection promotion activities to encourage hotel guests, property and industrial park tenants and suppliers to participate in environmental protection work and reduce the impact on the environment and natural resources.

A4. Climate Change

The escalating risks and challenges posed by climate change to the global economy may also have a negative impact on the Group’s business. Therefore, the Group recognizes the importance of identifying and mitigating any significant impacts of climate change. The Group has initially incorporated climate risk into its Enterprise Risk Management System (《企業風險管理制度》) and related work procedures, and will hold meetings in various business segments to discuss relevant issues, so as to improve climate risk identification and management and capitalize on relevant opportunities. In accordance with the international recommendations of the Taskforce on Climate-related Financial Disclosures (“TCFD”) established by the Financial Stability Board, the management of the Group has assessed and recognized climate-related risks and corresponding opportunities that have an impact on the Group’s business. With reference to the risk classification of TCFD, the Group has identified climate-related risks and corresponding management measures as follows:

加強環保意識

本集團致力打造「節能型企業」，於各業務板塊將清潔生產及綠色營運等理念付諸實踐，以提升企業的生存和競爭力。本集團切實於內部強化環保工作，除嚴格要求員工執行本集團內部所定下的環保措施外，亦會透過向員工發放綠色辦公及營運等相關環保資訊，積極提升員工的環保意識，以有效提升環保水準。除此以外，本集團亦致力倡導環保理念，計劃開展多元化環保推廣活動，以鼓勵酒店住客、物業及產業園租戶以及供應商參與環保工作，減少對環境及天然資源的影響。

A4. 氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。本集團已初步將氣候風險納入《企業風險管理制度》及相關工作流程，並會於各業務板塊舉行會議討論相關事宜，完善氣候風險識別及管理，並把握相關機遇。根據金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）的國際建議，本集團管理層已評估並認識到對本集團業務有所影響的氣候相關風險及相應的機遇。參照TCFD的風險分類，本集團已識別的氣候相關風險及相應的管理措施如下：

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Physical Risk

The Group's business is mainly located in Guangdong, Guangxi and Hong Kong, and may be subject to extreme weather events such as heavy rain, floods and typhoons. The increasing frequency and severity of such events may increase the risk of power outages, supply chain disruptions, and damage to buildings such as hotels, factories and properties. This could disrupt the Group's operations, resulting in reduced revenue as well as property damage and increased costs to repair or restore damaged premises. We are also aware that these incidents may endanger the safety of our employees. As a countermeasure, the Group has formulated special work arrangements for extreme weather in the Corporate Governance and Staff Code (《企業管治及員工守則》), and will closely monitor the latest weather news and suggestions issued by the local government to formulate contingency plans to ensure that all personnel are prepared to deal with such extreme weather conditions, aiming at reducing or avoiding losses and ensuring the health and safety of employees when extreme weather hits the Group's premises.

實體風險

本集團業務主要位於廣東、廣西及香港，其可能會遭受到暴雨、洪水、颱風等極端天氣事件影響。這些事件的頻率及嚴重程度逐漸增加，可能會增加停電、供應鏈中斷以及建築物（如酒店、工廠及物業等）受損的風險。這可能會擾亂本集團的營運，導致收入減少，也會造成財產損失，增加修復或恢復受損地點的成本。我們亦清楚這些事件可能危害僱員的安全。作為應對措施，本集團已於《企業管治及員工守則》制定極端天氣特別工作安排，並會密切關注當地政府發佈的最新天氣消息及建議制定應急計劃，確保所有人員做好應對該等極端天氣狀況的準備，以在極端天氣影響本集團經營場所時減少或避免損失，確保員工健康及安全。

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Transition Risk

In order to achieve sustainable development, local governments have successively enacted climate-related legislation or tightened regulations to support the global decarbonization vision. For instance, over the recent years, the PRC government has been committed to promoting the transformation of the green economy, and has implemented the goal of “carbon peaking by 2030 and carbon neutrality by 2060” to promote the development of clean energy. In response to such policy changes, we may need to change our operating practices and move towards a sustainable business model, which may result in increased operating costs. The Group will capitalize on opportunities of developing green bond projects to gain investment returns, continue to develop its financial leasing business, firmly focus on the field of green environmental protection, and enhance its corporate reputation. In response to energy transition, the Group will also continue to carry out photovoltaic power generation projects and replace energy-saving lighting in various business segments to improve energy efficiency and reduce operating costs.

In addition, the Stock Exchange also requires listed companies to strengthen climate-related disclosures in their ESG reports, which may increase related compliance costs. Failure to meet climate change compliance requirements may expose the Group to the risk of claims and litigation, which may result in a possible loss of corporate reputation. The Group will regularly monitor existing and emerging climate-related trends, policies and regulations to avoid reputation risk due to slow response. The Group will continue to evaluate the effectiveness of the Group’s actions on climate change and enhance its ability to address climate-related issues.

轉型風險

為實現可持續發展，各地政府相繼制訂氣候相關立法或收緊法規，以支持全球脫碳願景。例如中國內地政府近年致力推動綠色經濟轉型，並推行「二零三零碳達峰，二零六零碳中和」目標，推進清潔能源發展。為應對該等政策變動，我們可能需改變營運實踐，走向可持續商業模式，而導致營運成本增加。本集團將會把握綠色債券項目的投資回報機會，繼續發展其融資租賃業務，堅定聚焦綠色環保領域，提升企業聲譽。針對能源轉型，本集團亦將繼續於各業務板塊開展光伏發電項目及更換節能照明，以提高能源效益及降低營運成本。

另外，聯交所亦要求上市公司在其ESG報告中加強與氣候相關的披露，相關合規成本可能會因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，使企業聲譽可能下降。本集團將會定期監測與氣候有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的聲譽風險。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。

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B. SOCIAL

B1. Employment

The Group has formulated policies including the Corporate Governance and Staff Code (《企業管治及員工守則》), the Administrative Measures for Recruitment and Employment (《招聘與錄用管理辦法》), the Administrative Measures for Staff Onboarding, Resignation and Redesignation (《員工入離職及異動管理辦法》) to regulate employment-related issues to ensure that all terms and procedures for formulation and release comply with relevant regulatory requirements. The Group has also established a labour union for its employees and issued the Employee Handbook to provide employees with clear guidance on employment issues, respect and safeguard the legitimate rights and interests of each employee, and facilitate bilateral communication. We are also committed to improving our employment system to attract, cultivate and retain employees while adhering to a people-oriented governance approach.

The Group has complied with all laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, including but not limited to the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) in the PRC, the Employment Ordinance in Hong Kong, etc.

B. 社會

B1. 僱傭

本集團已制定《企業管治及員工守則》、《招聘與錄用管理辦法》、《員工入離職及異動管理辦法》等政策規範僱傭相關事宜，確保全部條款及制訂、發佈程序均符合相關法規要求。本集團亦為員工成立工會及發放員工手冊，以便就僱傭事宜向員工提供清晰指引，尊重和保障每一位員工的合法權益，並促進雙方溝通。我們亦致力完善僱傭體系以吸引、培養及挽留員工，同時堅持以人為本的管治方針。

本集團已遵守所有與薪酬及解僱、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法律法規，包括但不限於中國內地的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》以及香港的《僱傭條例》等。

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As at 31 December 2022, the Group had a total of 1,189 (2021: 905) full-time employees and had no part-time employees, within the reporting scope. The breakdown is as follows:

截至二零二二年十二月三十一日，本集團合共有1,189名（二零二一年：946名）全職僱員，無任何兼職僱員，而其劃分如下：

		2022 二零二二年		2021 二零二一年	
		Number of employees 僱員人數	Percentage 百分比	Number of employees 僱員人數	Percentage 百分比
By gender	以性別劃分				
Male	男性	513	43%	435	46%
Female	女性	676	57%	511	54%
By age group	以年齡組別劃分				
< 30	<30	204	17%	137	14%
30-50	30-50	709	60%	653	69%
> 50	>50	276	23%	156	17%
By geographical region	以地區劃分				
The PRC	中國內地	1,183	99%	939	99%
Hong Kong	香港	6	1%	7	1%

Recruitment, Remuneration, Promotion and Dismissal

The Group is committed to recruiting outstanding talents by offering competitive salaries and benefits as well as promotion opportunities. We adhere to the principle of fairness, impartiality and openness in equal employment, recruit sufficient talent reserves for all business segments of the Group and enhance business competitiveness. The Group calculates salaries for employees based on their attendance, overtime, allowances, position levels, etc., and pay salaries on time every month. Depending on the performance assessment for employees, the Group also adjusts their remuneration, pays performance-based bonus and provides promotion opportunities. The Group reviews employees' remuneration packages on a regular basis to ensure that they receive the rewards they deserve. In addition, the Group complies with employment-related laws and regulations. If an employee needs to be dismissed, we will give a notice periods and reasonable compensation to the dismissed employee in accordance with the relevant procedures and ensure smooth job handover.

招聘、薪酬、晉升及解僱

本集團致力於通過提供具競爭力的工資及福利及晉升機會，招聘優秀人才。我們堅持以公平、公正、公開的平等僱傭原則，為本集團各業務板塊招募足夠的人才儲備，增強業務競爭力。本集團會依據出勤、加班、津貼、職位級別等為員工核算薪資，並每月按時發放薪酬。根據員工績效考核表現，本集團亦會調整其薪酬、發放績效獎金及提供晉升機會。本集團會定期檢討薪酬待遇，以確保員工得到應有的回報。此外，本集團遵守僱傭相關法律法規，如需解僱員工，我們會按照流程處理，對被解僱之員工給予通知期及作出合理的賠償，並確保工作順利交接。

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During the Reporting Period, the employee turnover rate⁸ of the Group was approximately 12% (2021: 9%), with breakdown as follows:

於報告期間，本集團的僱員流失比率⁸約為12%（二零二一年：9%），其劃分如下：

		Employee turnover Rate⁹	
		僱員流失比率⁹	
		2022	2021
		二零二二年	二零二一年
By gender	以性別劃分		
Male	男性	6%	7%
Female	女性	16%	11%
By age group	以年齡組別劃分		
< 30	<30	19%	9%
30-50	30-50	4%	8%
> 50	>50	18%	13%
By geographical region	以地區劃分		
The PRC	中國內地	9%	9%
Hong Kong	香港	31%	13%

Notes:

備註：

- Total employee turnover rate is calculated by dividing the total number of employees leaving employment during the Reporting Period by the average number of employees at the beginning and the end of the Reporting Period.
- The employee turnover rate for each category is calculated by dividing the number of employees leaving employment in the category during the Reporting Period by the average number of employees in the category at the beginning and the end of the Reporting Period.

- 總僱員流失率是按報告期間總離職僱員人數除以報告期初及期末的平均僱員人數計算。
- 各類別的僱員流失率是按報告期間該類別的離職僱員人數除以報告期初及期末該類別的平均僱員人數計算。

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Other Benefits and Welfare

In addition to basic remuneration and bonus, the Group also provides thoughtful and comprehensive employee benefits. The Group effectively safeguards the legitimate rights and interests of workers in accordance with the requirements of laws and regulations, and clearly regulates the management of working hours, attendance and rest. Employees are entitled to paid annual leave, personal leave, sick leave, marriage leave, maternity leave, bereavement leave, etc. The Group also provides employees with mandatory provident fund, pension, medical insurance, accident insurance, education allowance and other benefits. The Group make contributions to the “five insurances and one housing fund” for employees in the PRC according to law, namely retirement insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund and annuity plan is implemented in qualified departments and companies in PRC, to ensure that employees enjoy social insurance benefits. In order to enhance employees’ sense of belonging to the Group, the Group organizes various activities for employees every year, including ball games and outdoor activities. The Group has also established an employee incentive scheme to motivate employees and reward employees who have made outstanding contributions to the Group.

Equal Opportunity, Diversity and Anti-Discrimination

The Group recognizes the value of a diverse and professional workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture where everyone can develop their strengths. The Group is committed to providing equal opportunities for all employees in all aspects of employment, and to ensure that employees are free from discrimination or physical and verbal harassment in the recruitment process and working environment due to their social status such as ethnicity, race, nationality, gender, religion, age, sexual orientation, political affiliation, marital status, etc. To ensure fair and equal protection for all employees, the Group does not tolerate any form of workplace sexual harassment or bullying.

其他待遇及福利

除基本薪酬及獎金外，本集團亦有提供周到全面的員工福利。本集團按照法律法規的要求切實保障勞動者合法權益，明確規範工作時數、考勤及休息管理。員工可享有有薪年假、事假、病假、婚假、產假、喪假等。本集團亦為員工提供強制性公積金、退休金、醫療保險、意外保險、教育津貼等福利。而對於中國內地的員工，本集團依法為他們繳納「五險一金」，即退休保險、醫療保險、失業保險、工傷保險、生育保險以及住房公積金，而在國內有條件的部門和公司機構更實行「年金計劃」，保障員工享受社會保險待遇。為提高員工對本集團的歸屬感，本集團每年會為員工舉辦各類活動，包括球類比賽、戶外活動等。本集團亦設立員工獎勵計劃激勵員工，對為本集團做出突出貢獻的員工給予表彰。

平等機會、多元化及反歧視

本集團認識到多元化及專業人才團隊的價值，並致力於締造及維持一個包容及合作的職場文化，在此所有人均可以發揮所長。本集團致力在僱傭各方面為所有僱員提供平等機會，並確保僱員在招聘流程及工作環境內不因民族、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遭受歧視或身體及言語上的騷擾。為確保所有僱員享有公平及平等的保護，本集團絕不容忍任何形式的職場性騷擾或欺凌行為。

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B2. Health and Safety

The Group is committed to fulfilling its responsibility for work safety and establishing a long-term mechanism for work safety to prevent and reduce work-related accidents and protect the life and property safety of its employees. We strictly abide by the relevant laws and regulations such as the Safety Production Law of the People's Republic of China (《中華人民共和國安全生產法》), the Interim Provisions on the Investigation and Control of Safety Accidents of the People's Republic of China (《安全生產事故隱患排查治理暫行規定》) and the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》) in the PRC, and the Occupational Safety and Health Ordinance in Hong Kong. Over the past three years (including the Reporting Period), the Group has not recorded any major safety incidents and work-related fatalities. During the Reporting Period, the Group also did not record any working days lost due to work-related injuries. The Group also did not identify any material violation of relevant local laws and regulations in respect of health and safety.

B2. 健康與安全

本集團致力履行安全生產責任，建立安全生產長效機制，以防止和減少安全生產事故，保障員工生命財產安全。我們嚴格遵守中國內地的《中華人民共和國安全生產法》、《安全生產事故隱患排查治理暫行規定》及《中華人民共和國職業病防治法》以及香港的《職業安全及健康條例》等相關法律法規。於過去三年（包括報告期間），本集團均無錄得任何重大安全事故及因工作關係而死亡的事件。於報告期間，本集團亦無錄得任何因工傷而損失的工作日數。本集團亦並未發現任何違反當地相關健康及安全法律及法規之重大事宜。

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Occupational Health and Safety

For the civil explosives business involving high-risk production, the Group has formulated the Safety Production Management System (《安全生產管理制度》) and the Administrative Measures for Work Safety Accident Emergency Response Plan (《生產安全事故應急預案管理辦法》) in accordance with the aforesaid laws and regulations, which are used to regulate various requirements for work safety and emergency rescue of safety-related accidents, so that emergency rescue are implemented in a prompt, effective and orderly manner after an accident occurs. The general management department of the Group is responsible for the daily management of production, and has established a work safety leading group to supervise the daily management of work safety and govern the Group's work safety inspection and rectification of potential accident hazards. We will also invite professional third-party consultants to conduct inspections on safety and fire protection issues, and timely rectify, follow up and supervise hidden hazards. The office of safety committee supervises, inspects and assesses the implementation of the Group's work safety management system, and collects, summarizes and archives the safety production inspection data. The Group has also set up a preparation team to conduct a comprehensive analysis of the risk factors faced by the Group, determine the type of accidents and degree of harm that may occur, and formulate corresponding preventive and emergency measures according to the source of danger and the degree of harm caused by the accident.

職業健康與安全

針對涉及高危生產的民爆業務，本集團已根據以上法律法規制定《安全生產管理制度》及《生產安全事故應急預案管理辦法》，用於規範安全生產工作的各項要求及安全事故的應急救援行動，使事故發生後可迅速、有效、有序地實施應急救援。本集團綜合管理部負責生產日常管理工作，並已設立安全生產領導小組，負責監督落實安全生產日常管理及管轄本集團的安全生產檢查和事故隱患整改工作。我們亦會邀請專業第三方顧問進行安全消防事項檢查，以及時對隱患進行整改、跟進及監督。安全委員會辦公室則對本集團的安全生產管理制度的執行情況進行監督、檢查、考核，對安全生產檢查的資料進行收集、匯總和建檔。本集團亦設立編製小組，對本集團存在的危險因素進行全面的分析，確定可能發生的事故類型及危害程度，針對危險源和事故危害程度，制定相應的防範與應急措施。

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In order to enhance employees' safety awareness, the Group holds fire evacuation drills and organizes emergency drills for fires, explosions, floods and production accidents in a regular manner to enhance employees' ability to cope with disasters. The Group has also formulated the Safety Education and Training System (《安全教育培訓制度》) and holds regular work safety meetings. By educating employees with safety technical knowledge and management knowledge and analyzing accident cases, we enable employees to master theoretical knowledge of safety and improve their practical safety operation ability. We also employ various channels including publicity posters, slogans, educational videos and organizing safety knowledge contests and safe operation skill competitions to improve employees' safety awareness and implement our work safety policy. The Group's hotel business also regularly provides professional health checks for employees to prevent occupational diseases and protect the health and safety of employees.

為提升員工的安全意識，本集團已定期舉行消防疏散演練活動及組織火災、爆炸、汛災及生產事故等的應急演練，以提升員工抗災應變能力。本集團亦已制定《安全教育培訓制度》及定期舉辦安全生產會議，透過為員工講授安全技術知識與管理知識、分析事故案例等，使員工掌握安全理論知識和提升其安全實際操作能力。我們亦以宣傳海報、標語、教育片及組織安全知識比賽、安全操作技能競賽活動等途徑，提高員工的安全意識，貫徹執行安全生產方針。本集團的酒店業務亦會定期為員工提供專業健康檢查，以預防職業病及保障員工健康及安全。

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Response Measures for COVID-19 Pandemic

In response to COVID-19 outbreaks, the Group has formulated the Emergency Work Plan for Pneumonia Infected by Novel Coronavirus (《新型冠狀病毒感染的肺炎診療和防控方案》) in accordance with the notice of the General Office of the National Health Commission on the Diagnosis and Prevention and Control Plan for the Pneumonia Infected by Novel Coronavirus (《新型冠狀病毒感染的肺炎診療和防控方案》). We have established an pandemic prevention and control leading group to strictly implement various pandemic prevention and control measures, which effectively improved the pandemic prevention and control capabilities of each business segment. The Group regularly disinfects its business premises; requires employees to wear masks in the office area; recommends employees to be vaccinated against COVID-19; requires personnel entering and exiting our premises to take temperature measurements and check health codes; and provide adequate anti-pandemic items and equipment. During the peak period of the pandemic, the Group had implemented work-from-home arrangements and required employees to submit test reports. We will also organize publicity training on pandemic prevention and control knowledge to remind employees to pay attention to personal hygiene and social distancing so as to ensure employees' health and safe conditions and control the risk of the pandemic.

新型冠狀病毒疫情應對措施

為應對新型冠狀病毒疫情的爆發，本集團已根據國家衛生健康委辦公廳關於《新型冠狀病毒感染的肺炎診療和防控方案》的通知等，制定《新型冠狀病毒感染的肺炎應急工作方案》。我們已成立疫情防控領導小組，嚴格落實各項疫情防控措施，切實提高各業務板塊疫情防控能力。本集團會定期為其經營場所進行消毒；規定員工在辦公區域內配戴口罩；倡議員工接種新冠疫苗；要求進出大廈人員進行體溫測量及檢查健康碼；以及配備足夠防疫物品及設備。在疫情高峰時期，本集團已實施在家工作安排，並要求員工提交檢測報告。我們亦會組織疫情防控知識宣傳培訓，提醒員工注意個人衛生及社交距離，以確保員工健康及安全以及控制疫情風險。

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B3. Training and Skills Development

The Group invests sufficient resources in staff training and development, and strives to enhance the competitiveness, professionalism and ethical standards of its staff. All new employees must participate in the training on industry knowledge, health and safety and work skills. In addition, we continuously conduct professional knowledge and skills training for employees under the guidance of the Annual Employee Training Outline (《年度員工培訓大綱》) each year to develop employees' good professionalism and enable them to stay competitive in order to fulfil their responsibilities, striving to achieve the highest standards of service.

Training Programs

The Group's training program are designed mainly to meet the different needs of employees at all levels and types, and enhance employees' professional quality, professional knowledge and competence. The Group will arrange training plans for each department according to business needs. For example, in terms of human resources, our training programs cover courses such as special training on personnel selection and recruitment, human resources forums and recruitment skills; in terms of finance, our training programs cover courses related to budget management, budget control and application of tax planning strategies, with a view to strengthening employees' knowledge and skills in relevant business areas. We also strongly encourage the management to participate in training programs relating to business and public speaking, so as to continuously improve the ability of the Group's management to deliver speeches in external communication. Meanwhile, they are also encouraged to participate in training programs on investment study, financial management, etc. to help them cope with challenges at work.

B3. 培訓和技能發展

本集團對員工培訓和發展投入充分資源，致力提升員工的競爭力、專業水平與道德標準。所有新入職的員工必需參與行業知識、健康安全、工作技能的培訓，此外，我們每年以《年度員工培訓大綱》為指引，持續不斷地有對員工進行專業知識和技能培訓，為員工培養良好的專業素養，保持競爭力，以履行其職責，從而達到服務的最高標準。

培訓課程

本集團的培訓課程以滿足各級各類員工的不同需求，提升員工職業素養、專業知識及能力為重。本集團會根據業務的需求，安排各部門的培訓計劃。如人力資源方面，培訓課程內容涵蓋選人用人專題培訓、人力資源論壇及招聘技能等課程；在財務方面，培訓課程內容則涵蓋預算管理相關、預算控制、納稅籌劃策略運用等課程，以增進及加強員工在相關業務方面的知識與技能。我們亦十分鼓勵管理層參加有關商務及公眾演講的培訓，藉此持續提升本集團管理層在對外交流時的演說力，同時亦鼓勵他們參加投資學、財務管理等培訓，協助其應對工作上之挑戰。

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During the Reporting Period, the percentage of the Group's total employees¹⁰ trained was approximately 98% (2021: 95%), and the average training hours completed per employee¹¹ was approximately 11.70 hours (2021: 11.65 hours). The breakdown of the percentage of employees trained and the average training hours completed per employee by gender and employee category is as follows:

於報告期間，本集團總受訓僱員百分比¹⁰約為98%（二零二一年：95%），每名僱員完成受訓的平均時數¹¹約為11.70小時（二零二一年：11.65小時）。按性別及僱員類別劃分的受訓僱員百分比及每名僱員完成受訓的平均時數明細如下：

		Percentage of trained employees ¹²		Average training hours ¹³	
		受訓僱員百分比 ¹²		平均受訓時數 ¹³	
		2022	2021	2022	2021
		二零二二年	二零二一年	二零二二年	二零二一年
By gender	以性別劃分				
Male	男性	43%	46%	20.02	17.99
Female	女性	57%	54%	9.08	6.28
By employee category	以僱員類別劃分				
Senior management	高級管理層	2%	2%	23.75	20.90
Mid-level management	中級管理層	5%	8%	21.97	20.74
General staff	普通員工	93%	90%	13.93	10.77

Notes:

備註：

10. The percentage of total employees trained is calculated by dividing the total number of employees trained during the Reporting Period by the total number of employees as at the end of the Reporting Period.

10. 總受訓僱員百分比是按報告期間總受訓僱員人數除以截至報告期末總僱員人數計算。

11. The average training hours completed per employee is calculated by dividing the total number of training hours during the Reporting Period by the total number of employees at the end of the Reporting Period.

11. 每名僱員完成受訓的平均時數是按報告期間總受訓時數除以報告期末總僱員人數計算。

12. The percentage of employees trained for each category is calculated by dividing the number of employees trained for that category during the Reporting Period by the total number of employees trained during the Reporting Period.

12. 各類別受訓僱員百分比是按報告期間該類別的受訓僱員人數除以報告期間總受訓僱員人數計算。

13. The average training hours completed by each category of employees is calculated by dividing the total training hours of that category of employees during the Reporting Period by the number of employees in that category at the end of the Reporting Period.

13. 各類別僱員完成受訓的平均時數是按報告期間該類別僱員的總受訓時數除以報告期末該類別的僱員人數計算。

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B4. Labour Standards

The Group strictly abides by the Labour and Social Security Inspection Regulation (《勞動保障監察條例》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》) in the PRC and the Employment Ordinance in Hong Kong to prevent any employment of child labour and forced labour. During the Reporting Period, the Group did not identify any major violations of laws and regulations in respect of prevention of child labour and forced labour, and has successfully passed the annual audit of the labour inspection by government departments over the years.

Prohibition of Child Labour and Forced Labour

The Group has detailed all recruitment procedures and requirements in the Corporate Governance and Staff Code (《企業管治及員工守則》) and the Administrative Measures for Recruitment and Employment (《招聘與錄用管理辦法》). New employees are required to provide the personal information required in the Employment Notice (《聘用通知書》) during their onboarding process, which will be strictly reviewed by recruiters, including ID cards, household registration, etc. In addition, the Group has established internal personnel file management procedures to conduct regular review and inspection to prevent any employment of child labour. When any irregularities are identified, the Group will immediately carry out investigations and impose punishment.

B4. 勞工準則

本集團嚴格遵守中國內地的《勞動保障監察條例》及《禁止使用童工規定》以及香港的《僱傭條例》，以杜絕任何聘用童工及強制勞工的情況。於報告期間，本集團並未發現任何違反防止童工及強制勞工相關法律條例的重大事宜，歷年均順利通過政府部門的勞動監察年度審核。

防止童工及強制勞工

本集團已於《企業管治及員工守則》及《招聘與錄用管理辦法》詳細列明所有招聘程序及規定。我們要求新員工入職時提供《聘用通知書》上所需的個人資料，由招聘人員嚴格審查入職資料，包括身份證、戶口等。此外，本集團亦設立內部人事檔案管理以定期進行審查及檢查，以杜絕任何聘用童工的情況。當發現任何違規行為，本集團會即時作出調查及處分。

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In addition, employees of the Group work overtime on a voluntary basis. Relevant working hours and overtime regulations have also been specified in the Corporate Governance and Staff Code (《企業管治及員工守則》) and the Employee Handbook in order to avoid violations of labour standards and effectively safeguard the rights and interests of employees. The Group prohibits any form of forced labour, slavery and labour trafficking. If any form of forced labour is identified, the Group will immediately carry out investigations and stop the employment of forced labour. If necessary, the Group will further improve the labour mechanism for violations.

B5. Supply Chain Management

The Group has established a series of strict and standardized supply chain management procedures with reference to relevant laws and regulations such as the Law of the People's Republic of China on Tenders and Bids (《中華人民共和國招標投標法》), and has implemented the following practices regarding supplier engagement for all suppliers. During the Reporting Period, the Group had a total of 362 suppliers (2021: 273 suppliers), all of which were located in the PRC.

此外，本集團員工加班遵循自願原則。有關工作時數及加班規定亦已於《企業管治及員工守則》及員工手冊內詳細列明，以避免違反勞工準則，並切實維護員工權益。本集團禁止任何形式的強制勞動行為、奴役及販賣勞工。如發現有任何形式的強制勞動情況時，本集團會立即進行調查，並立即制止強制勞動的情況。如有需要，本集團會針對違規行為進一步完善勞工機制。

B5. 供應鏈管理

本集團已參照《中華人民共和國招標投標法》等相關法律法規，建立一系列嚴格而規範的供應鏈管理程序，並已向所有供應商執行以下有關供應商聘用的慣例。於報告期間，本集團共有362家供應商（二零二一年：273家供應商），全部均位於中國內地。

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Procurement Mechanism

Each business segment of the Group is required to adopt strict procurement control measures to ensure that the suppliers it employs meet the standards in terms of quality and safety, environmental protection, labour practices and business ethics. Specifically, the bidding procedures for relevant engineering construction projects shall be implemented in accordance with the management and control requirements specified in the Guidelines for Integrity Risk Prevention and Control (《廉潔風險防控工作指引》). The Group is required to conduct a detailed review of the technical and qualification documents of the relevant suppliers to ensure the quality safety and compliance of the suppliers. The hotel business has also formulated the Procurement Department Management Regulations (《採購部管理規定》) to standardize the procurement process and standards. The Group's food suppliers are required to provide the inspection and quarantine certificate issued by the government's health and pandemic prevention authorities, and the materials and supplies provided by other suppliers shall also obtain national quality and safety certification. Our big data business is also required to select suitable suppliers based on their security level and reliability to ensure the security and quality of data systems.

The Group is committed to supporting the local economy by prioritizing the procurement from local suppliers to reduce its carbon footprint during transportation. The Group also gives priority to suppliers with environmental certifications or those who can provide environmentally friendly products and services during the selection process. In addition, the Group monitor the procurement activities that employees are responsible for in accordance with the Guidelines for Integrity Risk Prevention and Control (《廉潔風險防控工作指引》), and strictly prohibit suppliers from obtaining procurement contracts or cooperative relationships through any form of benefit transfer or gift. If any serious violation of laws and regulations is identified, the Group will terminate contract with such supplier. The Group will monitor the procurement mechanism regularly to ensure its effectiveness.

採購機制

本集團各業務板塊需採取嚴格的採購管控措施，以確保其所聘用的供應商在質量安全、環保、勞工慣例、商業道德等方面符合標準。其中，有關工程建設項目招標投標程序需按《廉潔風險防控工作指引》中訂明的管控要求執行。本集團需對有關供應商的技術及資格文件進行詳細審查，以確保供應商的質量安全及合規性。酒店業務亦已制定《採購部管理規定》規範採購流程和標準。本集團食品供應商必需提供政府衛生防疫機構出具的檢驗檢疫合格證明，其他供應商的提供物料用品亦必需取得國家質量安全認證。大數據業務亦需基於供應商的安全等級及可靠性選擇合適的供應商，以確保數據系統安全質量。

本集團致力支持當地經濟，優先採購當地供應商，以減少運輸過程中的碳足跡。本集團亦會在甄選過程中優先考慮使用具環境認證或可提供環保產品及服務的供應商。此外，本集團亦會按照《廉潔風險防控工作指引》監察員工負責之採購活動，並嚴禁供應商以透過任何形式的利益輸送或饋贈而取得採購合約或合作關係。如發現其有任何嚴重違反法律法規的行為，本集團將終止與該等供應商的合同。本集團會定期監察採購機制以確保其有效性。

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Supply Chain Environmental and Social Risk Management

To manage potential environmental and social risks in the supply chain and ensure the overall quality of suppliers, we continuously monitor and assess whether suppliers can meet the contract and specification requirements. Such assessment includes qualification certification review, project site inspection, notification inspection, rectification review, etc. The Group puts in place a strict receipt inspection system to ensure the quality and safety of all raw materials, supplies and services we purchase. We establish supplier credit files according to the assessment results and provide rectification opinions and requirements to suppliers as needed, thus striving to establish a good working relationship with suppliers and minimize potential environmental and social risks in the supply chain.

B6. Product Responsibility

The Group believes that the quality of products and services is a key factor for an enterprise to maintain its core competence. In order to effectively improve the quality of products and services and safeguard the rights and interests of customers, we have formulated and implemented standardized management procedures for the quality of products and services, and actively maintain communication with customers to understand and meet customers' needs and expectations, and to promote the future development of the Group.

供應鏈環境和社會風險管理

為管理供應鏈中潛在的環境和社會風險及確保供應商的整體質量。我們會不斷監察及評估供應商能否達到合同及規範要求，評估包括資格認證審查，工程現場檢查、通報檢查、整改覆檢等。本集團會實施嚴格的收貨驗貨制度，確保我們採購的所有原材料、物料用品及服的質量安全。我們會根據考核情況建立供應商信用檔案，並按需要向供應商提出整改意見和要求，致力與供應商建立良好工作關係，努力將供應鏈中潛在的環境和社會風險降至最低。

B6. 產品責任

本集團認為產品及服務質量是企業保持核心競爭力之關鍵因素。為切實提升產品及服務質量，保障客戶權益，我們已制定並實施產品及服務的質量標準化管理程序，並積極保持與客戶的溝通，以理解和滿足客戶的需求和期望，促進本集團的未來發展。

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We strictly abide by relevant laws and regulations, including but not limited to the Law of the People's Republic of China on the Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Interim Measures for the Administration of Internet Advertisement (《互聯網廣告管理暫行辦法》) and the Product Quality Law of the People's Republic of China (中華人民共和國產品質量法) in the PRC, Trade Descriptions Ordinance in Hong Kong and other relevant consumer protection laws and regulations. During the Reporting Period, the Group did not identify any material violation of laws and regulations in respect of product and service quality, nor did it have any products that needed to be recalled for safety and health reasons.

Quality Control

The Group's civil explosives business has passed the ISO 9002 quality management system certification, as well as GB/T 19001, GB/T 24001 and GB/T 28001 management system certification in respect of quality, environment, occupational health and safety, and has prepared a series of documentation in respect of quality control procedures for production. The Group is committed to maintaining quality control of its production processes and finished products, identifying non-conforming products and any non-compliance with quality and safety requirements, in order to eliminate potential risks and ensure product quality and safety. In addition, the Group also strictly manages the quality of suppliers of food, medicine and supplies, requires suppliers to obtain relevant qualification certificates and provide certification documents to ensure that the products they provide meet the Group's quality and safety requirements and standards.

我們嚴格遵守相關法律法規，包括但不限於中國內地的《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《互聯網廣告管理暫行辦法》、《中華人民共和國產品質量法》以及香港的《商品說明條例》等消費者保護相關法律法規的規定。於報告期間，本集團並未發現任何違反產品及服務品質相關的法律法規的重大事宜，亦沒有任何因安全與健康理由需要回收的產品。

質量管理

本集團民爆業務已通過ISO9002質量管理體系認證，以及GB/T 19001、GB/T 24001、GB/T 28001質量、環境、職業健康安全「三標一體」管理體系認證，並按照體系編製一系列生產質量控制程序文件。其致力於為其生產工序及製成品進行質量控制工作，識別不合格品以及任何不符合質量和安全要求的情況，以消除潛在風險及確保產品質量及安全。除此之外，本集團亦嚴格管理食品、藥品及用品供應商的質量，要求供應商必須獲得相關資格證書及提供認證文件，確保其提供之產品符合本集團質量安全要求及標準。

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In order to maintain high service quality, all business segments of the Group have implemented quality management measures to track customer needs so as to improve customer satisfaction. The Group arranges industry knowledge and job skills training for newly recruited employees, and sets out employee responsibilities, conduct requirements and management procedures relating to customer communication in the Employee Handbook. For the hotel business, the Group has also formulated the Environmental Quality Management System (《環境質量管理體系》), which sets out the written procedures of each department regarding the operation of guest rooms, catering and front desk services, so as to maintain the hygiene of guest rooms and ensure the provision of professional services. In order to continuously improve its service quality, the Group has also established a complaint handling mechanism. If any complaints are received, the Group is required to conduct detailed investigations, actively supervise the complaint handling process, and coordinate and communicate with all parties involved in a timely manner. We endeavour to understand the facts of each customer complaint and review and improve our procedures where necessary. If there is a loss to the customer, such loss will be fully compensated in a reasonable manner. During the Reporting Period, the Group has not received any major complaints about products and services, and customer satisfaction has reached its expected target. During the Reporting Period, the Group's wellness elderly care business has been certified by the Nanhai District Office of the Leading Group for the Standardization of Basic Public Service Standardization for the Elderly (南海區養老基本公共服務標準化專項試點工作領導小組辦公室) as the "National Basic Public Service Standardization Pilot Project for the Elderly in Nanhai — Benchmark Demonstration Unit". The Group will continue to improve service quality to meet customers' needs and expectations.

為維持高服務質量，本集團各業務板塊已實施質量管理措施，跟蹤客戶需求，以提升客戶滿意度。本集團會為新入職的員工安排行業知識及工作技能培訓，並於員工手冊列明員工職責、行為操守要求及有關客戶溝通的管理流程。針對酒店業務，本集團亦已制定《環境質量管理體系》，列明各部門有關客房、餐飲及前台服務的操作的書面規程，以保持客房衛生及確保提供專業服務。為持續提升本集團的服務質量，本集團亦已設立投訴處理機制。如接獲任何投訴，本集團需進行詳細調查及積極監督投訴處理流程，及時與所涉各方進行協調及溝通。我們致力理解每項客戶投訴的事實情況，並於有需要時檢討及改進程序。如有造成客戶損失，均全部予以合理補償。於報告期間，本集團並無接獲關於產品及服務的重大投訴，客戶滿意度均達到預期目標。於報告期間，本集團大健康養老業務已獲南海區養老基本公共服務標準化專項試點工作領導小組辦公室認證為「國家基本公共服務標準化南海養老專項試點一標杆示範單位」。本集團將繼續提升服務品質，以滿足客戶的需求及期望。

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Customer Privacy Protection

The Group has established a stringent privacy protection policy in the Corporate Governance and Staff Code (《企業管治及員工守則》) and the Employee Handbook, and strives to protect the personal data and information security of all stakeholders in accordance with internationally recognized standards. In order to protect the personal data and information of our customers and business partners, the Group has implemented high security and confidentiality standards in the collection, processing, use, disclosure and daily record management. Employees are required to undertake to keep all personal information confidential and not disclose the same to third parties without authorization.

In terms of industrial Internet data security, the Group's big data business has passed ISO27000 information security management system certification and third-party testing and auditing, which meet the required security level of protection. During the Reporting Period, the public service platform of the Guangdong-Hong Kong-Macao Greater Bay Area (Nanhai) Intelligent Security Industrial Park of the Group's big data business was successfully selected into the Industrial Internet Pilot Demonstration Project List for 2021 (《2021年工業互聯網試點示範項目名單》) by the Ministry of Industry and Information Technology of the People's Republic of China. The second-level node of Industrial Internet Identification Resolution (Foshan) (工業互聯網標識解析(佛山)) constructed and operated by the Group was also granted the first "Internet Domain Name Registration Service Agency" license for the second-level node industrial Internet identification resolution in the PRC by the Guangdong Communications Administration. Taking the pilot demonstration as an opportunity, the Group's big data business will continue to maintain data security and the high level of service to promote the comprehensive development of industrial Internet security and innovative applications of the industrial Internet.

客戶私隱保護

本集團已於《企業管治及員工守則》及員工手冊定明嚴謹的私隱保護政策，並盡可能按照國際公認標準來保障所有權益人個人資料及信息安全。為保障客戶及業務伙伴的個人資料與信息，本集團在收集、處理、使用、透露及日常記錄管理等方面實行高度安全及保密標準。員工需承諾對所有個人資料保密，未經授權不得向第三者洩露。

就工業互聯網數據安全方面，本集團大數據業務已通過ISO27000信息安全管理体系認證及第三方檢測審計，達到安全等級保護要求。於報告期間，本集團大數據業務之粵港澳大灣區(南海)智能安全產業園公共服務平台更成功入選中華人民共和國工業和信息化部《二零二一年工業互聯網試點示範項目名單》。而其建設運營的工業互聯網標識解析(佛山)二級節點，亦獲廣東省通信管理局頒發全國首張工業互聯網標識解析二級節點「互聯網域名註冊服務機構」許可。本集團大數據業務將以試點示範為契機，繼續維持數據安全及保持服務高水準，以推動工業互聯網安全及工業互聯網創新應用全面發展。

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Intellectual Property Rights

We believe that intellectual property is critical to our success. We rely primarily on the laws and regulations relating to trademark and trade secret as well as the contractual commitments made by our employees and third parties in respect of confidentiality and non-competition to protect our intellectual property. As of 31 December 2022, the Group's big data business registered a total of 6 patents, 13 software copyrights, 3 standards and 1 thesis. During the Reporting Period, we were not aware that the Group had infringed any intellectual property rights of any third party or that any third party had infringed any intellectual property rights of the Group which could materially and adversely affect our business operations, nor were we aware of any disputes concerning intellectual property rights with third parties. The Group will continue to monitor to ensure that its intellectual property rights are not infringed.

Advertising and Labelling

The Group is only engaged in limited advertising campaigns and therefore does not involve significant advertising-related risks. Nonetheless, for the marketing of products and services, we strictly regulate and inspect the promotion of all products and services to ensure that relevant work follows applicable laws and regulations relating to promotion and labelling. Such marketing and promotion shall accurately reflect the quality and effectiveness of the Group's products and services.

知識產權

我們認為知識產權對我們的成功至關重要。我們主要依賴商標及商業秘密的法律及法規以及我們的僱員及第三方對保密及不競爭所作的合約承諾，從而保護知識產權。截至二零二二年十二月三十一日，本集團大數據業務共註冊了6項專利、13項軟件著作權、3項標準及1項論文。於報告期間，我們並不知悉本集團對任何第三方的任何知識產權或任何第三方已對本集團的任何知識產權作出侵權行為，而可能會對我們的業務營運造成重大不利影響，亦不知悉與第三方有任何關於知識產權的糾紛。本集團將繼續監察以確保其知識產權不受侵犯。

廣告及標籤

本集團僅進行有限的廣告宣傳活動，因此並不涉及重大的廣告相關風險。儘管如此，就進行產品及服務的營銷宣傳，我們會對所有產品及服務的宣傳進行嚴格規管及檢查，確保有關工作符合有關宣傳及標籤的適用法律法規。該等營銷宣傳須準確反映本集團產品質量及效能以及服務內容。

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B7. Anti-corruption

The Group believes that an integrity corporate culture is the key to our continued success. Therefore, we attach great importance to our anti-corruption efforts and system construction, and resolutely put an end to any corrupt behaviour. The Group strictly abides by applicable laws and regulations including the Company Law of the People's Republic of China (《中華人民共和國公司法》) and the Anti-Money Laundering Law of the People's Republic of China in the PRC as well as the Prevention of Bribery Ordinance in Hong Kong. During the Reporting Period, the Group did not identify any material violations of laws and regulations on the prevention of bribery, extortion, fraud and money laundering, nor did it have any concluded cases of corruption litigation.

Combating Corruption and Upholding Integrity

The Group adopts a "zero-tolerance" attitude towards any bribery, fraud and money laundering. The Group stipulates relevant prevention and control measures and mechanisms in the Guidelines for Integrity Risk Prevention and Control (《廉潔風險防控工作指引》), and has established the Leading Group for Prevention of Integrity Risk to focus on all-round integrity risk investigation and control efforts in its key areas, key links and important positions such as investment decision-making, financial management, bidding, equipment procurement, personnel selection and employment, engineering construction, etc., striving to create an integrity working environment and build an integrity, open and transparent corporate culture.

B7. 反貪污

本集團相信廉潔的企業文化是我們持續成功的關鍵，因此我們極為重視反腐倡廉的工作及制度建設，堅決杜絕任何貪腐行為。本集團嚴格遵守中國內地的《中華人民共和國公司法》及《中華人民共和國反洗錢法》以及香港的《防止賄賂條例》等法律法規的規定。於報告期間，本集團並未發現任何違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規的重大事宜，亦沒有任何已審結的貪污訴訟案件。

反腐倡廉

本集團對任何賄賂、欺詐及洗黑錢行為採取「零容忍」態度，本集團於《廉潔風險防控工作指引》中訂明相關防控措施及機制，設立「廉潔風險同步預防工作領導小組」，重點針對投資決策、財務管理、招標投標、設備採購、選人用人、工程建設等重點領域、關鍵環節和重要崗位，全方位開展廉潔風險排查及管控工作，致力於營造一個廉潔良好的工作環境，建設廉潔公開透明的企業文化。

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The Group conducts extensive and in-depth promotion and education through, amongst others, theoretical seminars and cultural activities, stays committed to creating a good atmosphere of “advocating integrity and avoiding corruption” within the enterprise, and strengthens employees’ ideological and moral standards and awareness of integrity. During the year, the directors and employees of the Group received approximately 272 and 2,222 hours (2021: approximately 507 and 3,120 hours) of anti-corruption training, respectively. The training content covers education on party constitution, party rules and discipline, education on integrity system and terms, watching anti-corruption feature programs, etc., aiming at familiarizing them with their corresponding roles and responsibilities in anti-corruption and business ethics.

Whistle-blowing Mechanism

The Group attaches great importance to the integrity and honesty of its employees. The Group has formulated the Management System for the Prevention, Complaint and Reporting of Integrity Risk (《廉潔風險同步預防投訴舉報管理制度》) to encourage employees to report any corruption or fraud incidents. The Group has set up, amongst others, whistle-blowing hotlines, whistle-blowing mailboxes and whistle-blowing emails, and designated personnel are responsible for regular preliminary review and verification of whistle-blowing content, collection of relevant materials, and the final decision as to whether to file a case and report the same to the leading group. The Group reviews the effectiveness of this whistle-blowing mechanism on a regular basis to prevent any corruption within the Group and prevent the improper infringement of interests, so as to ensure the sound and stable development of the Group.

本集團通過理論研討、文化活動等形式進行廣泛深入宣傳教育，致力在企業內部形成「崇尚廉潔，遠離腐敗」的良好氛圍，加強員工思想道德水平和廉潔從業意識。本年度，本集團的董事及員工分別各接受了共約272及2,222小時（二零二一年：507及3,120小時）的反貪污培訓。培訓內容包括黨章黨規黨紀教育、廉政制度及條款教育、觀看反貪專題片等，旨在讓其熟悉其在反貪污及商業道德方面的相應角色及責任。

舉報機制

本集團十分重視僱員正直與誠實之品格。本集團已制定《廉潔風險同步預防投訴舉報管理制度》，鼓勵員工舉報任何貪污或詐騙事件。本集團已設立舉報電話、舉報信箱、舉報電子郵件等，並由指定專人負責定期進行初步審查和核實舉報內容，收集相關資料，最終由領導小組決定是否立案和上報。本集團會定期檢討此舉報機制之有效性，以杜絕本集團內部任何腐敗情況及防止不正當利益侵害，確保本集團健康穩定發展。

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B8. Community Investment

While pursuing business development, the Group is also committed to serving the community. We have formulated relevant internal guidelines to arrange for the Group's employees to participate in various activities such as charitable public welfare and social services, and encourage and support our employees to devote themselves to volunteering services in their spare time. We hope that our employees can contribute to the community in person by participating in community activities, so as to enhance employees' caring awareness, cultivate employees' sense of social responsibility and contribute to building a better community.

Corporate Social Responsibility

Adhering to the spirit of good corporate citizenship, the Group actively participates in various poverty alleviation fund-raising, volunteering and community activities, aiming at promoting social harmony. During the Reporting Period, the Group participated in the following community activities:

- **Fund-raising exercises for poverty alleviation:** The Group has actively responded to the "Foshan Nanhai District Charity Association-East-Western Cooperating Pairing and Assisting Campaign" and "Zhaoqing City Gaoyao District Association holds the Anti-pandemic Love Donation" and other charitable fund-raising exercises organized by the Charity Association of Nanhai District, Foshan City, with a total donation of approximately RMB274,460.
- **Anti-pandemic volunteering service:** The Group has established the "China Investments Volunteering Service Team" to provide approximately 480 (2021: 200 hours) hours of anti-pandemic support in Nanhai District to help the PRC fight the pandemic.

B8. 社區投資

在追求業務發展的同時，本集團亦會致力服務社區。我們已制訂相關內部指引以安排本集團員工參與慈善公益和社會服務等活動，亦鼓勵及支持員工於工餘時間投身義工服務。我們希望透過參與社區活動，讓員工親身為社區貢獻，從而提升員工的關愛意識，培養員工的社會責任感，為建設更美好的社區出一分力。

企業社會責任

本集團秉承良好企業公民的精神，積極參與各項扶貧募捐、志願服務和社區活動，以促進社會和諧為目標。於報告期間，本集團已參與以下社區活動：

- **扶貧募捐：**本集團已積極響應佛山市南海區慈善會「東西部協作結對幫扶」及「肇慶市高要區慈善會舉辦抗疫愛心捐贈」等慈善募捐活動，共捐款人民幣約274,460元。
- **抗疫志願服務：**本集團已成立「中國興業志願者服務隊」，於南海區進行約共480小時（二零二一年：200小時）防疫支援，助力國家抗擊疫情。

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- **Elderly care activities:** As for its wellness elderly care business, the Group is also committed to caring for the elderly in the communities where it operates. In addition to organising condolence activities for the disabled during festivals, it also regularly provides medical and support services such as free clinics, free hairdressing, and free health checks for the elderly over the age of 60 in the district.
- **長者關懷活動：**本集團大健康養老業務致力關懷其營運地點所在的社區長者，除了適逢節慶舉辦殘障長者慰問活動，亦定期為區內60歲以上長者提供義診、義剪及免費身體檢查等醫療及支援服務。