

ASIA-PAC FINANCIAL INVESTMENT COMPANY LIMITED 亞太金融投資有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock code: 8193)

2022

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE COMPANY

Asia-Pac Financial Investment Company Limited (the “Company”) was incorporated in the Cayman Islands under the Companies Law as an exempted company with limited liability on 3 December 2010. The Company is an investment holding company. The Company’s shares are listed on GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 31 May 2011.

BOARD STATEMENT OF ESG GOVERNANCE

The Company believes that good ESG governance strategies and practices are inseparable from corporate success. The Managing Director of the Company (the “Managing Director”) has the overall responsibility for Environmental, Social and Governance (“ESG”) compliance and is responsible for overseeing the ESG management approach and preparation of the ESG Report.

The Managing Director also delegates implementation and monitoring of policies and practices on the related ESG areas to the departmental managers. The Managing Director reviews and monitors the ESG issues and potential risks with particular reference to the key performance indicators (“KPIs”) established on a regular basis, and reports to the Board of Directors if there is any significant irregularity.

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “Report”) covers the Company’s overall performance in two subject areas, namely Environmental and Social aspects, of the business operations in Hong Kong and the PRC offices from 1 April 2021 to 31 March 2022 (“Period under Review”), unless otherwise stated. The reporting scope of the Report during the Period under Review was different from the previous period due to the relocation of the Hong Kong office.

This Report is prepared by the Company to review and disclose its ESG performance pursuant to Appendix 20 – the ESG Reporting Guide of the Rules Governing the Listing of Securities on GEM of The Stock Exchange. The reporting principles, including materiality, quantitiveness and consistency, serve as the basis of the Report.

Materiality: The scope of the Report should cover the material ESG topics that are sufficiently important and relevant to the business operation and stakeholders based on the results of the materiality assessment.

Quantitiveness: The Company presents quantitative environmental and social KPIs as well as historical data in the Report for comparison where applicable.

Consistency: The Company adopts consistent methodologies when preparing the Report and the environmental and social KPIs to allow for meaningful comparisons over time. Any changes in consistency that may affect a meaningful comparison detail shall be disclosed.

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During the Period under Review, the Company was principally engaged in four business segments:

- Asset Advisory Services and Asset Appraisal Services;
- Corporate Services and Consultancy Services;
- Media Advertising; and
- Financial Services.

STAKEHOLDER ENGAGEMENT

The Company values its stakeholders and their feedback regarding its businesses and ESG issues. To better understand and address their key concerns, the Company has maintained close communication with its key stakeholders, including but not limited to employees, customers and suppliers, through different channels, such as meetings and surveys.

The Company continues to enhance its performance, deliver better products and services that address stakeholders' needs and create greater value for the wider community on a continuous basis.

MATERIALITY ASSESSMENT

The management and employees who are responsible for the key functions of the Company have participated in preparing the Report, identifying key ESG topics and assessing the importance of these topics to its businesses and stakeholders. We identified the following ESG topics that were determined to be relevant to the operation of the Company during the Period under Review.

Aspects	Material focuses
Aspect B1: Employment	<ul style="list-style-type: none">• Employee welfare• Inclusion and equal opportunities• Talent attraction and retention
Aspect B2: Health and Safety	<ul style="list-style-type: none">• Workplace health and safety
Aspect B4: Labour Standards	<ul style="list-style-type: none">• Anti-child and forced labour
Aspect B6: Product Responsibility	<ul style="list-style-type: none">• Customer satisfaction• Protection of customer privacy
Aspect B7: Anti-corruption	<ul style="list-style-type: none">• Corporate governance• Anti-corruption, fraud prevention and anti-money laundering

The recognition of sustainable development, employee benefits and development as well as environmental protection are fundamental elements to the operation of the Company. During the Period under Review, the Company committed to a high standard of corporate social responsibility and strictly complied with relevant laws and regulations.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL ASPECTS

A1. EMISSIONS

The Company is aware of its responsibility and required commitment to environmental protection in its business operations. The Company aims to minimise energy consumption and greenhouse gas emissions; and incorporates green practices in its daily operations to minimise its carbon footprint.

Emissions refer to the air and greenhouse gas (“GHG”) emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. Since the Company is a service-based corporation, there were neither significant levels of pollutants discharged into air, water and land nor significant generation of hazardous wastes during the Period under Review. The Company’s GHG emissions mainly originated from electricity consumption and the paper disposal in offices.

During the Period under Review, the Company was not aware of any material non-compliance with laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that had a significant impact on the Company. The relevant laws and regulations include but are not limited to the Waste Disposal Ordinance of Hong Kong and the Environmental Protection Law of the PRC.

Air and Greenhouse Gas Emissions

The main contributor to the Company’s carbon footprint was the indirect greenhouse gas (“GHG”) emissions from electricity usage indirectly (Scope 2 emissions), which are mainly attributed to the use of lighting systems, air-conditioning and electrical appliances in the offices. The use and disposal of office paper also contribute to an insignificant amount of indirect GHG emissions (Scope 3 emissions).

The Company has adopted green measures in the offices to improve its operational efficiency and reduce GHG emissions by minimising energy consumption. During the Period under Review, the Company has performed the following measures to mitigate emissions:

- Switching off photocopiers, computers, lights and fax machines when not in use;
- Utilising energy-efficient lighting; and
- Displaying labels to remind staff to avoid unnecessary electricity consumption.

Despite the Company’s energy efficiency and emission performance being improved in the long term, the staff’s sense of environmental protection and emission mitigation has been continuously fostered since their awareness of achieving energy saving in the workplace has been strengthened. For results achieved from mitigation measures, please refer to the section headed “A2. Use of Resources.”.

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During the Period under Review, there were 18.9 tonnes of CO₂-equivalent emitted from the Company's operation. 17.9 tonnes of GHG emissions were generated from electricity consumption. The Company did not have operating vehicles during the Period under Review and therefore there were no emissions in Scope 1 and air pollutants. Scope 3 emissions, which are generated by the paper waste disposed at landfills and electricity used for processing fresh water and sewage by government departments, amounted to 1.0 tonnes of CO₂-e. Total floor area coverage¹ for the Company was 351.8 m² and the GHG emission intensity was 0.054 tonnes of CO₂-e/m² in 2022/21.

Greenhouse gas emissions	2022/21	2021/20	Unit
Scope 1 emissions	–	–	tonnes CO ₂ -e
Scope 2 emissions	17.9	22.8	tonnes CO ₂ -e
Scope 3 emissions	1.0	–	tonnes CO ₂ -e
Total greenhouse gas emissions	18.9	22.8	tonnes CO ₂ -e
Intensity (by area)	0.054	0.047	tonnes CO ₂ -e/m ²

Waste Management

The Company adheres to waste management principle and strives to properly manage and dispose wastes produced by its business activities. The waste management practice has been complied with relevant laws and regulations relating to environmental protection. The non-hazardous wastes generated by the Company's operations mainly consist of office papers and toner cartridges. During the Period under Review, the Company generated no hazardous waste and 204.0 kg of non-hazardous waste in its operation.

The Company regularly monitors the consumption volume of papers and toner cartridges and has implemented a number of reduction measures. The Company provides suitable facilities in its offices and encourages the staff to sort and recycle the waste to achieve the objectives in reducing wastes at source, reusing and recycling in its operations.

To achieve environmental protection, the Company adopts various measures to minimise waste and consumption levels in its offices:

- Utilising electronic communication, instead of paper-based communication;
- Setting computer to print double-sided, when possible;
- Encouraging staff to bring their own cups to avoid the use of paper cups; and
- Reminding staff to consider the environment before printing the email.

	2022/21	2021/20	Unit
Non-hazardous waste			
Total non-hazardous waste produced	204.0	387.2	kg
Intensity (by area)	0.580	0.798	kg/m ²

¹ Due to the relocation of offices, the floor area in 2022/21 is adjusted to the average floor area of offices based on the length of usage.

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A2. USE OF RESOURCES

The Company in its production and operations uses electricity, water, natural gas, fuel, lubricant oil and raw materials, including steel sheets, plastic grains and packaging materials. Along with water and electricity, we also use printing paper, office equipment and stationery in our offices.

We promote smart usage to reduce the consumption of electricity, fresh water and paper through the introduction of various measures, including installing energy saving equipment, such as LED lights and water monitoring, recycling paper and reusing packaging materials, where possible. We constantly explore new alternatives and technologies which may help to reduce the above and thus our carbon footprint, and constantly encourage our employees to practice and improve energy efficiency at all times.

Energy Consumption

As part of the efforts to minimise the impact to the environment, the Company applies energy saving measures in the workplace, including installation of an energy-saving lighting system, setting optimal temperature on the air-conditioning, and switching off the lighting and air-conditioning after office hours.

The energy consumed is mainly from the purchase of electricity. The total electricity consumed is set out below.

Direct and indirect energy consumption by type	2022/21	2021/20	Unit
Direct energy consumption	–	–	GJ
Indirect energy consumption	26.0	28.6	MWh
Total energy consumption	26.0	28.6	MWh-e
Intensity (by area)	0.074	0.059	MWh-e/m ²

On top of the measures of mitigating the energy consumption mentioned in previous section, the Company strives to utilize telephone or video conferences to minimise face-to-face meetings in order to reduce unnecessary business trips. The Company encourages better resource utilization in daily operation and proactively fosters a low-carbon corporate culture, which further increases employees' awareness in energy conservation.

Water Consumption

In addition to managing energy consumption, the Company is committed to promoting awareness of water conservation amongst its staff and other stakeholders. In view of the Company's business nature, the daily water consumption is mainly supplied from the municipal water network, and there is no difficulty in sourcing water. During the Period under Review, the Company did not consume significant amount of water as the water consumption was only limited to basic cleaning and sanitation. In addition, water supply facilities were provided and managed by property management companies of the offices.

Regardless of limited water consumption, the Company promotes behavioural changes at office and encourages water conservation. Pantry and toilets are posted with environmentally conscious messages to remind employees on water conservation, which results in further enhancing employees' awareness in water conservation.

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Water consumption in total and intensity	2022/21	2021/20	Unit
Total water consumption	27.6	–	m ³
Intensity (by area)	0.078	–	m ³ /m ²

Packaging Materials

On top of the water consumption, in view of the nature of business, of which the Company did not have physical product for sale and therefore it did not involve in any use of packaging materials during the Period under Review. The Company will continue to seek opportunities to further reduce wastes and make efficient use of resources.

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Company pursues the best practices in the environment protection and concerns on the impact of the Company's businesses to the environment and natural resources. The Company has integrated the concept of environmental protection into its internal management and daily operations through establishing relevant policies and procedures, with the objective of minimising adverse impacts to the environment and natural resources.

Indoor air quality is regularly assessed in the Company's workplaces. By conducting regular cleaning of air conditioning systems, pollutants, contaminants and dust particles are filtered out to maintain good indoor air quality.

A4. CLIMATE CHANGE

In the recent decade, climate change is a major environmental problem affecting both Hong Kong and China. Climate change brings about potential risks and disturbances to business operations. The major climate-related risk is the acute physical risks, which refer to the increase in the frequency and severity of extreme weather events, such as heavy rain, rainstorm and typhoons that can disrupt operations by suspended operation, loss of property in office and injuring our staff on the way or during their work. In order to safeguard the safety of the employees, the Company established the Special Work Arrangement for Typhoons and Rainstorm Warning in the Staff Handbook. The Company will review the existing arrangement and prepare emergency plans if needed.

Apart from the physical risks, the Company may also be exposed to transitional risks, such as policy and legal risks. As an investment company, the changes in the regulatory requirements may lead to devaluation of the assets or the portfolio held by the Company and affect the revenue of the Company. As a result, the Company would try to incorporate the climate-related risks and opportunities before making investment decisions.

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SOCIAL ASPECTS

Being a responsible corporate and employer, the Company are committed to consistently looking for ways to meet the corporate social responsibilities. The Company focuses on its staff, environment and community as well as its business partners.

Employment and Labour Practices

B1. EMPLOYMENT

The Company is committed to providing a fair and respectful workplace for its employees. The Company strives to create a work environment that attracts and retains its employees as a professional service team to support the sustainable growth of the Company. The Company aims to nurture a discrimination-free culture and protect its staff from discrimination by sex, age, race, disability, marital and family status. All employees share fair and adequate opportunities in respect of recruitment, career development and promotion.

The Company established its internal Staff Handbook to provide a reference guide for the full-time and temporary employees. The Company strives its best to conduct fair employment practices in the following perspectives:

- i) Recruitment and Remuneration;
- ii) Promotion and Career Development;
- iii) Work-life Balance;
- iv) Equal Opportunities and Anti-Discrimination; and
- v) Compensation and Dismissal.

Recruitment and Remuneration

Job applicants are treated fairly and equally. Employment is offered only to the best-qualified applicants with reference to their merits and abilities to meet the requirements of the jobs irrespective of whether they are referrals or direct applicants. The human resource function provides requirement advice and services to all teams and is responsible for the entire process leading to employment.

In determining the salary of a prospective employee, the following factors are considered:

- Academic, professional and technical qualifications and working experience;
- Job knowledge and technical know-how;
- Recent earnings;
- Prevailing market rate of the vacant position;

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- Availability of suitable candidates in the market; and
- salary range of the vacant position.

The Company participates in the defined contribution scheme (the “MPF Scheme”) under the Mandatory Provident Fund Schemes Ordinance which is available to its employees in Hong Kong. Contributions to the MPF Scheme by the Company and employees are made based on a percentage of employees’ basic salaries. The Company’s employer contributions vest fully with the employees when contributed to the MPF Scheme. In addition, the Company is governed by the Minimum Wage Ordinance as well as the Employee’s Compensation Ordinance and the Labour Law of the PRC.

The Company has subscribed to basic pension insurance, basic medical insurance, unemployment insurance, occupational injury insurance and maternity insurance as prescribed by the social insurance Law of the PRC, as well as housing fund Schemes as prescribed by the Regulations on the Administration of the Housing Fund.

The Company aims to provide employment which offers fair and equitable remuneration in relation to the respective responsibility and performance. The salary policy of the Company is designed to attract, motivate and retain a high-calibre workforce. The Company also aims to pay salaries which are competitive in the market for similar jobs. Consideration is given to the market pay levels, pay trends and supply and demand in the labour market. Salary should be commensurate with the individual employee’s qualification and experience.

Promotion and Career Development

The promotion of the Company’s employees is subject to review regularly. The Company has established objective performance indicators for annual performance evaluation. The supervisor discusses the performance with employees in facilitating effective two-way communication for advancement. Based on the evaluation result, the Company offers rewards to employees to encourage continuous improvement.

Work-life Balance

The Company values the importance of maintaining a healthy lifestyle and work-life balance for its employees. The Company actively encourages its employees to participate in different work-life balancing social activities.

All employees of the Company are entitled to have sick leave, injury leave and maternity leave with medical proof in accordance with the Labour Legislation of Hong Kong, Labour Law of the PRC, Labour Contract Law of the PRC and other applicable regulations. In addition, all employees are not encouraged to work overtime.

Equal Opportunities and Anti-Discrimination

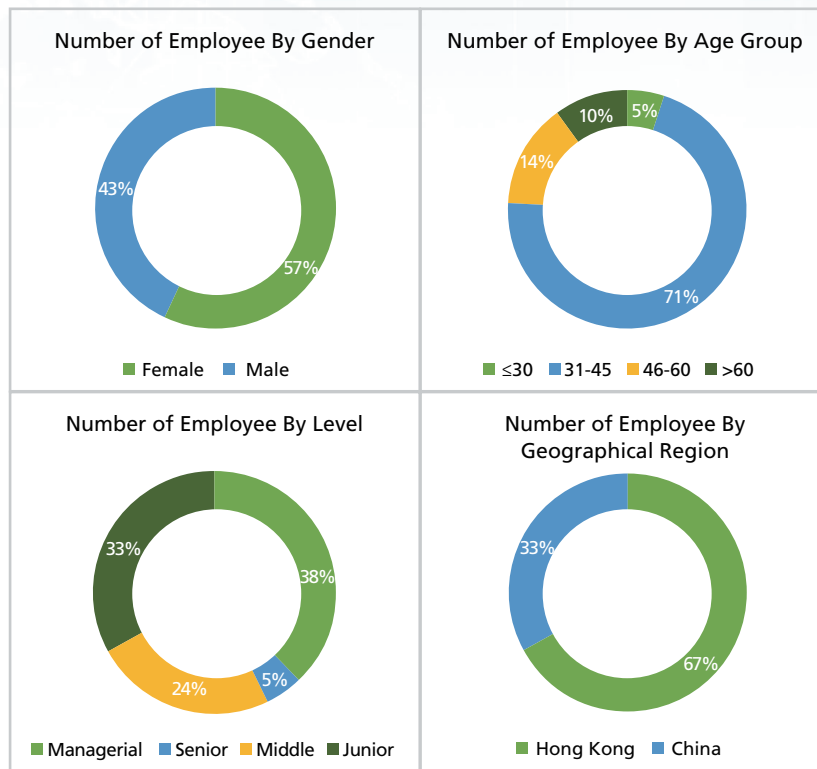
The Company is an equal opportunity employer and does not discriminate on the basis of personal characteristics, gender, age, marital status, pregnancy, family status, disability, race, nationality or religion. The Staff Handbook outlined the terms and conditions of employment, the expectation for employees’ conduct and behaviours, and employees’ rights and benefits. The Company has also formulated and implemented policies that promote a harmonious and respectful workplace. To ensure fair and equal protection for all employees, the Company has zero tolerance for sexual harassment or abuse in the workplace in any form.

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Compensation and Dismissal

While the law recognises an employer’s right to terminate the employment of an employee for legitimate reasons, supervisors must cautiously exercise the right in order to minimise the adverse impact on other employees, their teams or the Company.

As at the end of the Period under Review, the Company had a total of 21 employees in Hong Kong and China. The charts below show the employee distribution by gender, age group, level and geographical region.



During the Period under Review, the Company was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Company relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. The relevant laws and regulations include but are not limited to the Employment Ordinance and Minimum Wage Ordinance of Hong Kong, the Labour Law of the PRC and the Labour Contract Law of the PRC.

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B2. HEALTH AND SAFETY

The Company always emphasises the importance of occupational health and safety. Workplace health and safety policies have been established in compliance with applicable national and local laws. Assessments on these policies are conducted regularly so as to keep the Company's standards updated and practical. For any problems that may potentially jeopardise employees' health and safety, the Company implemented protective measures to minimise any incidents. The measures taken are listed below:

- Prohibiting smoking and drinking liquor in the workplace;
- Carrying out periodical cleaning in offices, including disinfection treatment of carpets and cleaning of air conditioning systems and water dispensers;
- Conducting emergency response drills regularly;
- Setting up safety warning signs, banners and slogans in the work sites;
- Establishing different Medical and Dental insurance Schemes, Employees' Compensation Insurance Scheme and Business Travel Insurance Scheme; and
- Setting up first-aid box in the offices.

Due to the continued outbreak of the novel coronavirus (COVID-19) in recent years, the Company has continued to implement its policies to protect its staff:

- All public areas will be disinfected on a timely basis;
- Masks and disinfection supplies are provided to all staff members;
- Each staff member is requested to report on their daily health status; and
- Each Department Head should monitor the health status of their staff on a timely basis.

During the Period under Review, the Company was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Company relating to occupational health and safety. The relevant laws and regulations include but are not limited to Employees' Compensation Ordinance, Occupational Health and Safety Ordinance of Hong Kong and the Labour Law of the PRC.

	2022/21	2021/20	2020/19
Number (rate) of work-related fatalities	0 (0%)	0 (0%)	0 (0%)
Lost days due to work injury	0	0	0

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B3. DEVELOPMENT AND TRAINING

Being a professional service provider, the Company recognises the importance of professionalism and competence of its staff. The main objective of training and development in the Company is to develop key competencies which enable individuals to strive the best performance on their jobs. The training and development programs are geared towards the following objectives:

- Strengthening the job skills/knowledge of employees;
- Improving operational efficiency and productivity; and
- Developing the potential of employees for maximizing mutual benefit to individuals and the Company.

The Company has organized employee-initiated training activities and employer-initiated development programs. The training and development programs are in the form of sponsorship for employees to attend programs organised by job-related external training institutes or in-house trainings organised by the Company.

B4. LABOUR STANDARDS

The Company fully understands that the exploitation of child and forced labour are universally prohibited, and therefore takes the responsibility against child and forced labour very seriously. The Company strictly complies with all laws and regulations against child labour and forced labour. The candidates are lawfully employable and hold a valid Hong Kong Identity Card or other valid identity documents that are acceptable to the Immigration Department.

During the Period under Review, the Company was not aware of any material non-compliance with the relevant laws and regulations that have a significant impact relating to preventing child or forced labour on the Company during the Period under Review. In addition, no non-compliance with relevant laws and regulations that resulted in significant fines or sanctions had been reported during the Period under Review. The relevant laws and regulations include but are not limited to the Employment Ordinance of Hong Kong and the Labour Laws of the PRC.

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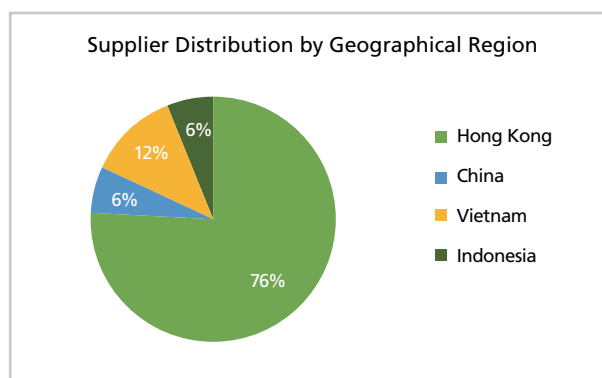
Operating Practices

B5. SUPPLY CHAIN MANAGEMENT

The Company has adopted standardised client information request checklist, report template for different valuation purposes or standards and valuation model template which controls the valuation process and in turn facilitate review of the whole valuation process by the responsible officer of the report. For each asset appraisal project, the responsible team is also required to sign off on a project monitoring form upon completing each of the five stages in an appraisal project, such stages including signing of the proposal, physical inspection, reviewing draft report, submitting draft report and issuing the final report. With this policy, the progress of each case can be closely monitored through the record on such form. These processes ensure the adequacy and quality of work so as to minimise the chance of fault which may result in financial loss and reputation damage.

To prevent the social risks along the supply chain, suppliers are also not allowed to engage any employee who is younger than the local minimum employment age, or the maximum age of compulsory education, whichever is higher. All works should be voluntary and not performed under the threat of penalty or coercion. Forced labour is prohibited along the supply chain.

During the Period under Review, the Company had a total of 17 suppliers from Hong Kong, China, Vietnam and Indonesia.



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B6. PRODUCT RESPONSIBILITY

Product Quality

The Company has set up the internal procedures and manuals to ensure a high level of service quality. In terms of signing of valuation report, the Company has an approved list of professional staff who is authorised to sign the different types of valuation reports. The responsible team for each appraisal engagement is headed by professional staff with authority to sign the relevant report.

Handling of Complaints

The Company concerns about complaint handling as the opinion from clients helps to strengthen product and service quality, which in turn helps the Company to maintain the competitiveness in the market. If there are complaints from clients, the Company will work out specific solutions and reply to the clients.

Intellectual Property Rights

IT security standards and guidelines are established to provide guideline for the use of computer application systems. Employees shall observe the following corporate policies and standards regarding the use of hardware, software and related system services. The software shall be properly licensed and only used in accordance with the rights of the software licensing conditions and agreements.

Consumer Data Protection

The Company has put in place internal control in important areas, such as confidentiality and conflict of interest. In addition, the Company owes a contractual obligation of confidentiality to the clients in terms of their information, and therefore treats the transaction record and personal information of the clients and former clients as private and confidential, subject to disclosure requirements under the relevant laws, rules and regulations that the Company is required to comply with. Information collected is only used for the purpose for which it has been collected and clients would be told about how the data collected would be used. The Company prohibits the provision of consumer information to a third party without authorisation from the clients.

Employees have a contractual responsibility to safeguard any confidential or sensitive information to which they have had access during their employment. Employees should not, during or after the termination of their employment, disclose such information to the media or to any person within or outside the Company without the approval of their Supervisors except to colleagues who require such information in the proper course of their duties. Employees should not make personal use of any confidential information which they have acquired in the course of their duties relating to operations or affairs of the Company. They should not use any confidential information for the benefits of themselves or any other person.

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Advertising and Labelling

Any misrepresentation in marketing materials and exaggeration of offerings are strictly prohibited. The Company has issued internal guidelines to ensure the sales and marketing department of the Company are providing accurate and precise descriptions and information of services offering to clients.

During the Period under Review, the Company was not aware of any non-compliance with relevant laws and regulations that has a significant impact on the Company relating to health and safety, intellectual property rights, advertising, labelling and privacy matters relating to services provided and methods of redress. The relevant laws and regulations include but are not limited to the Copyright Ordinance, Personal Data (Privacy) Ordinance and Supply of Service (Implied terms) Ordinance of Hong Kong and the Advertising Law of the PRC.

B7. ANTI-CORRUPTION

The Company adopts a zero-tolerance approach to bribery, extortion, fraud and money laundering. It maintains the highest standards of openness, uprightness and accountability and all of its staff are expected to observe the highest standards of ethical, personal and professional conduct. All of its staff must comply with related national and local government laws and regulations on prevention of bribery, extortion, fraud and money laundering.

All employees not only have responsibility to understand and comply with the above regulations, but also report violation to the appropriate person. Any person, who contravenes the regulations, will be subject to disciplinary sanctions.

The Company includes the code of conduct in the Staff Handbook. The code of conduct focuses on the ethics at work, compliance by employees, prevention of Bribery Ordinance, accepting advantages and offering advantages. The Company would also provide updates on the anti-corruption practices and regulations to the directors and employees to enhance their awareness. Directors or employees should decline to accept an advantage if:

- the acceptance could affect employees' objectivity or induce them to act against the Company's interests;
- the acceptance could lead to questions or complaints of bias, favouritism or impropriety; and
- employees feel that they would be obliged to reciprocate an advantage by returning a favour in connected with any business dealing.

The Company adopts a whistle-blowing system for reporting any improprieties in financial reporting, internal control, suspected or actual fraud or other matters. Whistle-blowers can drop emails directly to the audit committee of the Company (the "Audit Committee"). The Audit Committee has the authority to investigate the reported matters and has the discretion of engaging external consultants to deal with the matters. In case of doubt on solicitation and acceptance of any advantage, the Company would refer to the Independent Commission Against Corruption (ICAC) for advice.

During the Period under Review, the Company was not aware of any material breach of laws and regulations relating to bribery, extortion, fraud and money laundering that have a significant impact on the Company. The relevant laws and regulations include but are not limited to the Prevention of Bribery Ordinance of Hong Kong and Criminal Law of the PRC.

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Community

B8. COMMUNITY INVESTMENT

The Company is constantly aware of the needs of the community and is ready to try its best to contribute to the community by participating and sponsoring community activities.

In addition, the Company encourages and supports the staff to participate in the volunteer services at the leisure times.

SUMMARY OF KEY PERFORMANCE INDICATORS

Environmental Aspects		2022/21	2021/20	Unit ²
Aspect A1: Emissions				
A1.2	Greenhouse gas emissions in total and intensity			
	Scope 1 emissions	–	–	tonnes CO ₂ -e
	Scope 2 emissions	17.9	22.8	tonnes CO ₂ -e
	Scope 3 emissions	1.0	–	tonnes CO ₂ -e
	Total greenhouse gas emissions	18.9	22.8	tonnes CO ₂ -e
	Intensity (by area)	0.054	0.047	tonnes CO ₂ -e/m ²
A1.4	Non-hazardous waste			
	Total non-hazardous waste produced	204.0	387.2	kg
	Intensity (by area)	0.580	0.798	kg/m ²
Aspect A2: Use of Resources				
A2.1	Direct and/or indirect energy consumption by type			
	Direct energy consumption	–	–	GJ
	Indirect energy consumption	26.0	28.6	MWh
	Total energy consumption	26.0	28.6	MWh-e
	Intensity (by area)	0.074	0.059	MWh-e/m ²
A2.2	Water consumption in total and intensity			
	Total water consumption	27.6	–	m ³
	Intensity (by area)	0.078	–	m ³ /m ²

² The unit of the figures in 2021/20 has been updated to reflect the KPIs more accurately.

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Social Aspects		2022/21	2021/20	Unit	
Aspect B1: Employment					
B1.1	Total workforce				
	Total number of employees		21	24	employee
	By gender	Female	12	13	employee
		Male	9	11	employee
	By employment type	Full-time	19	–	employee
		Part-time	2	–	employee
	By age group	30 years old or below	1	2	employee
		31–45 years old	15	18	employee
		46–60 years old	3	4	employee
		Over 60 years old	2	0	employee
	By employee category	Managerial	8	–	employee
		Senior	1	–	employee
		Middle	5	–	employee
		Junior	7	–	employee
	By function	Executive	8	–	employee
		Technical	3	–	employee
		Administrative	4	–	employee
		Production	6	–	employee
	By geographical region	Hong Kong	14	12	employee
China		7	12	employee	
B1.2	Employee turnover rate				
	Total employee turnover rate		19.0	54.2	%
	By gender	Female	16.7	53.8	%
		Male	22.2	54.5	%
	By employment type	Full-time	15.8	–	%
		Part-time	50.0	–	%
	By age group	30 years old or below	0	50.0	%
		31–45 years old	20	55.6	%
		46–60 years old	33.3	50.0	%
		Over 60 years old	0	0	%
	By employee category	Managerial	0	–	%
		Senior	0	–	%
		Middle	80	–	%
		Junior	0	–	%
By geographical region	Hong Kong	14.3	108.3	%	
	China	28.6	0	%	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Social Aspects		2022/21	2021/20	Unit
Aspect B2: Health and Safety				
B2.1	Number of work-related fatalities	0 (0)	0 (0)	no. (%)
B2.2	Lost days due to work injury	0	0	day
Aspect B3: Development and Training				
B3.1	Percentage of trained employees			
	Total number of trained employees	0 (0)	–	employee (%)
B3.2	Average training hours completed			
	Average training hours per employee	0	–	hour/employee
Aspect B5: Supply Chain Management				
B5.1	Number of suppliers by geographical region			
	Total number of suppliers	17	–	supplier
	By geographical region			
	Hong Kong	13	–	supplier
	China	1	–	supplier
	Vietnam	2	–	supplier
	Indonesia	1	–	supplier
Aspect B6: Product Responsibility				
B6.1	Percentage of total products sold or shipped subject to recalls	0	–	%
B6.2	Number of products and service-related complaints received	0	–	no.
Aspect B7: Anti-corruption				
B7.1	Number of concluded legal cases regarding corruption	0	0	case