



China Environmental Resources Group Limited
中國環境資源集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：1130



2023

**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT**

環境、社會及管治報告

PRINCIPLES

China Environmental Resources Group Limited (the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**”) persistently strive to operate its business in an economic, social and environmentally sustainable manner. During the year, while seeking business growth, the Group assumed its corporate environmental and social responsibilities proactively by making constant progress towards sustainable development. The Group has developed and improved the Group’s environmental policies, optimised the efficiency in the use of energy and resources, advocated and promoted environmental protection and reduced the impact of its business development on the environment.

As a responsible corporate citizen, the Group strictly follows the regulatory requirements on employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption. The Group cares for the community and the environmental disadvantages as well as creates value for stakeholders including its employees, suppliers, clients and the community in order to make contribution to the overall advancement and sustainable development of the society.

The Company is pleased to present its Environmental, Social and Governance (the “**ESG**”) Report, which aims to demonstrate its efforts on sustainability developments to both internal and external stakeholders.

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The report primarily highlights the Group’s major initiatives and activities implemented from 1 July 2022 to 30 June 2023 (“**Year 2023**”). For information regarding the governance section, please refer to the Corporate Governance Report as incorporated in the Company’s Annual Report 2023.

The Group is committed to the long-term sustainability of its business, as well as providing support to environmental protection and the communities in which it operates. Quality products and services are delivered to customers by the Group, and its business is managed prudently under sound decision-making processes. The Group seeks to balance the views and interests of the stakeholders through constructive conversation with a purpose to set the course for long-term prosperity. The board of Directors (the “**Board**”) is responsible for evaluating and determining the ESG risks of the Group, and ensuring that relevant risk management and internal control systems are in place and operate effectively.

宗旨

中國環境資源集團有限公司(「**本公司**」)及其附屬公司(統稱為「**本集團**」)一直力求在經濟、社會及環境方面以可持續的方式經營業務。年內，本集團在尋求業務增長的同時，透過在可持續發展方面不斷取得進展，積極承擔企業環境及社會責任。本集團已制定並改進本集團的環境政策，優化能源及資源的使用效率，提倡並推動環境保護，以及減低業務發展對環境的影響。

作為盡責的企業公民，本集團恪守關於僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污的監管規定。本集團關注社區及環境的不利因素，並為僱員、供應商、客戶及社區等持份者創造價值，務求為社會的整體進步及可持續發展出一分力。

本公司欣然提呈其環境、社會及管治(「**環境、社會及管治**」)報告，旨在向內外界持份者展示其在可持續發展方面的努力。

本報告乃按照香港聯合交易所有限公司證券上市規則附錄27所載的環境、社會及管治報告指引(「**環境、社會及管治報告指引**」)編製。本報告著重介紹本集團於二零二二年七月一日至二零二三年六月三十日(「**二零二三年度**」)實施的主要措施及活動。有關管治部分的資料，請參閱本公司二零二三年年報所載的企業管治報告。

本集團致力維持其業務的長遠可持續發展，以及為環境保護及其營運所在的社區提供支援。本集團為客戶提供優質的產品及服務，並根據完善的決策程序審慎管理業務。本集團透過具建設性的溝通，致力平衡持份者的意見及利益，從而確定長期發展方向。董事會(「**董事會**」)負責評估及釐定本集團的環境、社會及管治風險，並確保相關風險管理及內部監控系統已實施到位及有效運作。

GOVERNANCE STRUCTURE

Board's oversight of ESG issues

The Board has a primary role in overseeing the Group's ESG issues. During the Year 2023, the Board, the management and ESG responsible staff evaluated the impacts of ESG-related risks towards the operation and formulated ESG related policies in dealing with relevant risks. The oversight of the Board ensures that the management and ESG responsible staff can have all the right tools and resources to oversee the ESG issues.

To demonstrate the Group's commitment to transparency and accountability, the management and ESG responsible staff review and evaluate the Group's performance in respect of ESG issues and report to the Board regularly.

ESG management approach and strategy for material ESG-related issues

To better understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to its key stakeholders. Through communication with the stakeholders, the Group can understand their expectations and concerns. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the impacts of the business decisions.

The Group has evaluated the materiality in ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) key ESG areas prioritisation with stakeholder engagement; and (iii) validation and determining material ESG issues based on the results of communication with the stakeholders.

Taking these steps enhances the understanding of the expectations and concerns of the Group's stakeholders on various ESG issues, which enable the Board to plan the sustainable development direction to address material ESG-related issues in the future.

管治架構

董事會對環境、社會及管治事宜的監督

董事會在督導本集團的環境、社會及管治事宜方面擔當主要角色。於二零二二年度，董事會、管理層與環境、社會及管治負責員工評估了環境、社會及管治相關風險對營運的影響，並制定了環境、社會及管治相關政策以處理相關風險。董事會的督導確保管理層及環境、社會及管治負責員工擁有一切合適的工具及資源，以便督導環境、社會及管治事宜。

為展示本集團對透明度及問責性的承擔，管理層與環境、社會及管治負責員工檢討及評估本集團就環境、社會及管治事宜的表現，並定期向董事會匯報。

重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略

為更好地了解不同持份者對環境、社會及管治事宜的意見及期望，我們每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行溝通，本集團得以了解他們的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估環境、社會及管治方面的重要性：(i)本集團識別環境、社會及管治事宜；(ii)在持份者參與下，排列關鍵環境、社會及管治範疇優先順序；及(iii)根據與持份者的溝通結果驗證及釐定重大環境、社會及管治事宜。

採用這些步驟使我們加強了解本集團持份者對各環境、社會及管治事宜的期望及關注，使董事會能對可持續發展方向作出規劃，以應對未來重大環境、社會及管治事宜。

Progress review made against ESG-related goals and targets

The Group will closely review from time to time for the performance and implementation progress of the goals and targets. If the progress falls short of expectation or changes of business operations, it may be necessary to make changes and communicate about the goals and targets with key stakeholders such as employees, customers and suppliers.

The Board has set strategic goals to enable the Group to develop a realistic path and focus on the development direction for achieving its vision. The Board will carefully examine the attainability of the targets which should be weighed against the Group's philosophy and goals.

REPORTING PRINCIPLES

The report follows the four reporting principles as mentioned in the ESG Reporting Guide:

Materiality: Stakeholder engagement and materiality assessment were conducted annually to identify material ESG issues, and to ensure that these issues are addressed in the report.

Quantitative: Data presented in this report have been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used for calculation of key performance indicators.

Balance: An unbiased and balanced picture of the performance has been disclosed in a transparent manner.

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

REPORTING BOUNDARIES

This report focuses on the business operations of two subsidiaries, namely Power Asia Motorsport Company Limited ("PAM") and Peak Environmental Resources Limited ("PER"). PAM is engaged in distribution and trading of motor vehicles and related accessories with major brand names such as "Norton", "Bimota" and advanced vibes absorber "Ohlins". PER is engaged in metal recycling. The operations of PAM and PER are the material business segments of the Group relating to the environmental aspect.

The key performance indicators ("KPIs") data are gathered only from the operations under the Group's direct operational control. The Group will continue to strengthen information of the major ESG aspects in order to enhance the disclosure of information on sustainable development when and where applicable.

環境、社會及管治相關目的與目標的進度檢討

本集團將不時仔細檢討目的與目標的績效以及實施進度。倘進度未達預期或業務營運有變，則或須作出修改，並與主要持份者(如僱員、客戶及供應商)就目的與目標進行溝通。

董事會已設定戰略目標，使本集團能制定切實可行的路向，以及專注達成本集團願景的發展方向。董事會須就本集團的抱負與目的作出權衡，仔細審查能否達成有關目標。

報告原則

誠如環境、社會及管治報告指引所述，報告遵循四個報告原則：

重要性：每年進行持份者參與及重要性評估，以識別重大環境、社會及管治事宜，並確保該等事宜反映於報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：不偏不倚且考慮周全的業務表現情況已以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

報告範圍

本報告側重於兩間附屬公司的業務營運，即Power Asia Motorsport Company Limited (「PAM」)及高源環保產業有限公司(「高源環保」)。PAM從事分銷及買賣汽車及相關配件，旗下主要品牌諸如「Norton」、「Bimota」及先進減震器「Ohlins」。高源環保從事金屬回收。PAM及高源環保的營運為本集團與環境範疇有關的重大業務分部。

關鍵績效指標(「關鍵績效指標」)數據僅從本集團直接營運控制下的業務收集。本集團將繼續鞏固主要環境、社會及管治報告方面的資料，以便於適用時加強對可持續發展資料的披露。

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a key success factor in formulating environmental and social strategy, defining the Group's objectives, assessing materiality, and establishing policies. The Group's key stakeholders include shareholders, government and regulatory bodies, employees, customers, suppliers, society and the public. The Group has conducted a survey, discussed or communicated with stakeholders to understand their views and respond to their needs and expectations, evaluated and prioritised their inputs to improve the Group's performance, and finally strived to provide value to the stakeholders.

持份者參與

持份者的參與對制定環境及社會策略、界定本集團目標、評估重要性及制定政策至關重要。本集團主要持份者包括股東、政府及監管機構、僱員、客戶、供應商、社會及公眾。本集團已向持份者進行調查、與他們進行討論或溝通，以了解他們的見解及回應他們的需要及期望、評價他們對於改善本集團表現的意見及排列有關意見的優先次序，並最終致力為持份者創造價值。

Stakeholder 持份者	Expectations and requirements 期望及要求	Communication and feedback 溝通及反饋
Shareholders 股東	<ul style="list-style-type: none"> Financial results Corporate transparency Sound risk control 	<ul style="list-style-type: none"> Improve profitability Regular information disclosure Optimise risk management and internal control systems
Governments and regulatory bodies 政府及監管機構	<ul style="list-style-type: none"> Compliance with laws and regulations Tax payment in accordance with laws 遵守法例及規例 依法納稅 	<ul style="list-style-type: none"> Compliance operation Tax payment in full and on time 合規經營 按時足額納稅
Employees 僱員	<ul style="list-style-type: none"> Career development platform Salary and benefits Safe working environment 	<ul style="list-style-type: none"> Promotion mechanism Competitive salary and employee benefits Provide trainings for employees and strengthen their safety awareness
Customers 客戶	<ul style="list-style-type: none"> Customer information security Customer rights and interests protection Guaranteed good services 客戶信息安全 客戶權利及權益保障 保證優質服務 	<ul style="list-style-type: none"> Customer privacy protection Compliance marketing Provide reliable products and services 客戶私隱保護 合規營銷 提供可靠產品及服務

Stakeholder 持份者	Expectations and requirements 期望及要求	Communication and feedback 溝通及反饋
Suppliers 供應商	<ul style="list-style-type: none"> Integrity cooperation Business ethics and credibility 	<ul style="list-style-type: none"> Build a responsible supply chain Execute the contracts according to laws
Society and the public 社會及公眾	<ul style="list-style-type: none"> Environmental protection Employment opportunities 環境保護 就業機會 	<ul style="list-style-type: none"> Use environmental protection and energy saving equipment Equal opportunities employer 使用環保節能設備 機會平等的僱主



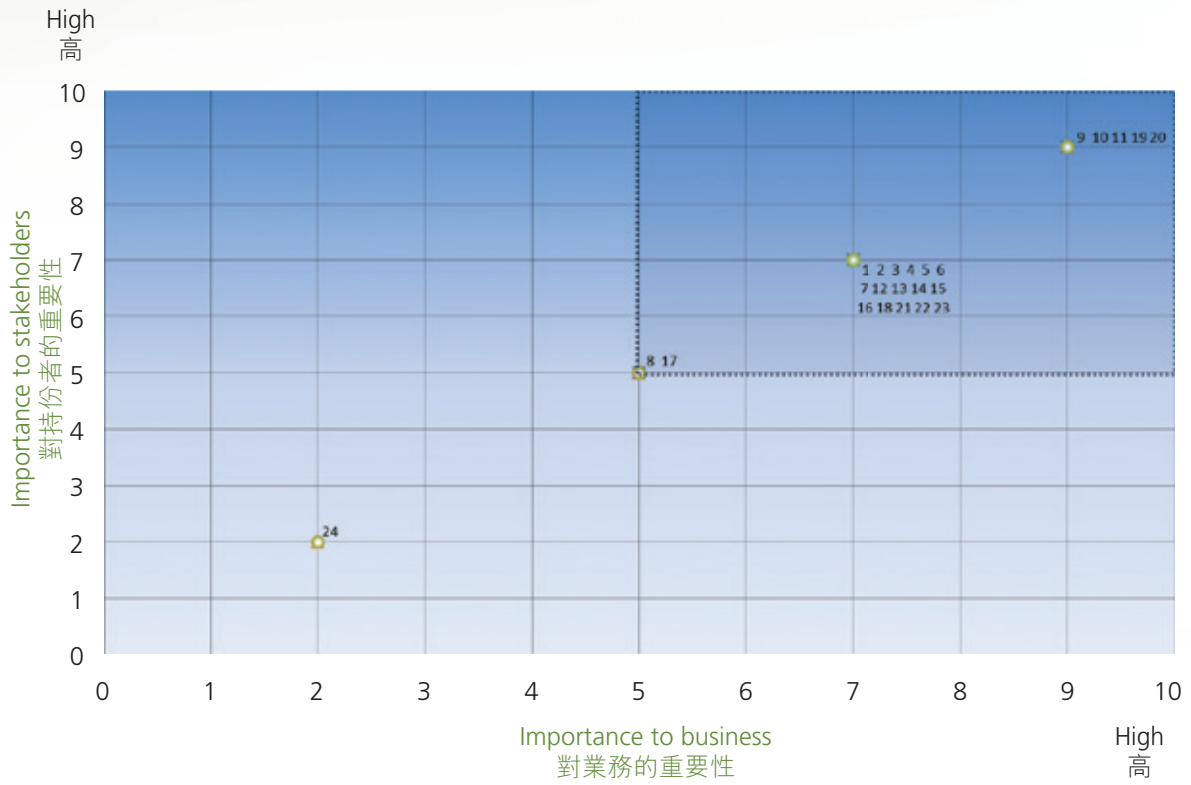
MATERIALITY ASSESSMENT

In the Year 2023, the Group carried out materiality assessment on a number of ESG issues in order to identify which issues were crucial to the Group's business and were of the utmost concern to stakeholders. It helps the Group to ensure its business development can meet the expectations and requirements of stakeholders. The Group has identified 24 ESG issues covering environmental, social and operation, and has invited both internal and external stakeholders to assess the materiality of the ESG issues through a scoring tool and interviews. The Group's management has reviewed the ranking of materiality of the ESG issues and then disclosed the results in this report. The results of materiality assessment prioritised stakeholder inputs and made the Group focused on the material aspects for actions, achievements and reporting.

重要性評估

於二零二三年度，本集團對多項環境、社會及管治事宜進行重要性評估，以識別對本集團業務最重要且為持份者最關注的事宜。該評估有助本集團確保其業務發展符合持份者的期望及需求。本集團已識別出二十四項涵蓋環境、社會及營運的環境、社會及管治事宜，並邀請了內部及外部持份者透過評分工具及面談，以評估環境、社會及管治事宜的重要性。本集團管理層已審閱環境、社會及管治事宜的重要性排序，然後於本報告內披露結果。重要性評估的結果優先處理持份者的意見，並使本集團注重於行動、成就及報告的重要方面。

ESG ISSUES MATERIALITY MATRIX
環境、社會及管治事宜重要性矩陣圖



Environmental issues 環境事宜	Social issues 社會事宜	Operation issues 營運事宜
1. Greenhouse gas emissions 溫室氣體排放	9. Occupational health and safety 職業健康與安全	17. Supply chain management 供應鏈管理
2. Energy consumption and resource management 能源消耗及資源管理	10. Child labour 童工	18. Supplier evaluation and selection 供應商評估及挑選
3. Water resources management 水資源管理	11. Forced labour 強迫勞動	19. Customer satisfaction 客戶滿意度
4. Waste management 廢棄物管理	12. Training and development 培訓及發展	20. Customer privacy 客戶私隱
5. Use of packaging materials 使用包裝材料	13. Salaries and employee benefits 薪金及僱員福利	21. Feedback and complaint handling 回饋及投訴處理
6. Impact on the environment 對環境的影響	14. Diversity and equal opportunity 多元化及平等機會	22. Product safety and quality 產品安全及品質
7. Climate change 氣候變化	15. Talent attraction and retention 吸引及挽留人才	23. Intellectual property protection 知識產權保護
8. Community contribution 社區貢獻	16. Anti-corruption 反貪污	24. Marketing and labelling 營銷及標籤

EMISSIONS

PAM is principally engaged in distribution and trading of motor vehicles and related accessories. PER is principally engaged in metal recycling. Hence, the emission, which relating to air and greenhouse gas emissions, discharges into the water and land, as well as generation of hazardous and non-hazardous wastes are minimal in Year 2023.

During the Year 2023, the major emissions of PAM, PER and office in Tsim Sha Tsui were: (i) the fuel consumed, kilometers travelled and greenhouse gases generated from use of motor vehicles; (ii) greenhouse gases generated from the electricity consumed; and (iii) greenhouse gases generated from the paper waste disposed at landfills.

排放物

PAM主要從事汽車及相關配件的分銷及買賣。高源環保主要從事金屬回收。因此，於二零二三年度，有關廢氣及溫室氣體排放、向水及土地的排污以及產生的有害及無害廢棄物的排放物微乎其微。

於二零二三年度，PAM、高源環保及尖沙咀辦事處的主要排放物為：(i)使用汽車所消耗的燃料、所行駛的里數及所產生的溫室氣體；(ii)用電產生的溫室氣體；及(iii)棄置於堆填區的廢紙產生的溫室氣體。



Fuel consumption of motor vehicles is the major source of nitrogen oxides (“**NO_x**”), sulphur oxides (“**SO_x**”) and particulate matter (“**PM**”) emissions. The motor vehicle is strictly used for picking up the staff and business activities.

汽車的燃料消耗為氮氧化物(「**氮氧化物**」)、硫氧化物(「**硫氧化物**」)及顆粒物(「**顆粒物**」)等排放物的主要來源。汽車僅用於接載員工及業務活動。

Gaseous emissions from the use of motor vehicles

使用汽車產生的氣體排放物

Environmental indicators	環境指標	Unit 單位	2023 二零二三年	2022 二零二二年
Air emissions (Note 1)	廢氣排放物(附註1)			
Nitrogen oxides (NO _x) emissions	氮氧化物排放	Kg 千克	12.1	60.7
Sulphur oxides (SO _x) emissions	硫氧化物排放	Kg 千克	0.026	0.110
Particulate matter (PM) emissions	顆粒物排放	Kg 千克	1.1	6.0

Note 1: The emission factors used to calculate the NO_x, SO_x and PM are sourced from: (i) the Hong Kong Environmental Protection Department's ("EPD") EMFAC-HK Vehicle Emission Calculation model; and (ii) the United States Environmental Protection Agency's Vehicle Emission Modeling Software — MOBILE6.1. The assumption of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30kmh, and include running exhaust emissions only.

附註1：用於計算氮氧化物排放、硫氧化物排放及顆粒物的排放因子來源於：(i)香港環境保護署(「環保署」)的EMFAC-HK Vehicle Emission Calculation汽車排放計算模型；及(ii)美國環境保護署的Vehicle Emission Modeling Software汽車排放模型軟件 — MOBILE6.1。假設相對濕度80%、溫度攝氏25度、平均時速每小時30公里及僅包括行車時的廢氣排放量。

To better manage the Group's material topics and its performance on environmental aspect, the Group has set quantifiable targets for air emissions over the year ending 30 June 2024 ("Year 2024") as follows:

為更好地管理本集團的重大議題及其在環境方面的表現，本集團已設定截至二零二四年六月三十日止年度(「二零二四年度」)廢氣排放物的量化目標如下：

Air emissions reduction target

廢氣排放物減排目標

Environmental indicators	Reduction Target	Baseline Year	Status
環境指標	減排目標	基準年	狀態
NO _x emission intensity	Reduce 6% by Year 2024	Year 2019	Achieved
氮氧化物排放密度	於二零二四年度前減少6%	二零一九年度	達成
SO _x emission intensity	Reduce 6% by Year 2024	Year 2019	Achieved
硫氧化物排放密度	於二零二四年度前減少6%	二零一九年度	達成
PM emission intensity	Reduce 6% by Year 2024	Year 2019	Achieved
顆粒物排放密度	於二零二四年度前減少6%	二零一九年度	達成

Greenhouse gas (“GHG”) emissions from operations

營運產生的溫室氣體(「溫室氣體」)排放物

Environmental indicators	環境表現	Unit 單位	2023 二零二三年	2022 二零二二年
GHG emission (Note 1)	溫室氣體排放(附註1)			
Direct emissions (Scope 1)	直接排放(範圍1)	Kilogram carbon dioxide equivalent (“Kg CO ₂ e”) 千克二氧化碳當量 (「 千克二氧化碳當量 」)	4,271	86,193
Indirect emissions (Scope 2) (Note 2)	間接排放(範圍2) (附註2)	Kg CO ₂ e 千克二氧化碳當量	19,938	29,576
Other indirect emissions (Scope 3)	其他間接排放(範圍3)	Kg CO ₂ e 千克二氧化碳當量	1,110	1,259
Total GHG emissions	溫室氣體排放總量	Kg CO ₂ e 千克二氧化碳當量	25,319	117,028
Total area	總面積	Square meter (“M ² ”) 平方米(「 平方米 」)	4,985	4,985
GHG emission intensity	溫室氣體排放密度	Kg CO ₂ e/M ² 千克二氧化碳當量/ 平方米	5.1	23.5

Note 1: GHG emissions (direct and indirect) and its removal can be divided into the following three separate areas:

Scope 1: Direct GHG emissions from operations that are owned or controlled by the Group including combustion of fuels in motor vehicles controlled by the Group.

Scope 2: Energy indirect emissions resulting from generation of purchased electricity that is consumed by the Group's including the controlled equipment or its operations within the physical building boundary for electricity purchased from power companies.

Scope 3: All other indirect GHG emissions that occurred outside the Group, including both upstream and downstream emissions including: (i) GHG emissions due to electricity used for fresh water/sewage processing by the Water Services Department/ Drainage Services Department respectively; and (ii) business travel by employees.

附註1: 溫室氣體排放(直接及間接)及其減除可分為以下三個獨立範圍:

範圍1: 由本集團所擁有或控制的業務直接產生的溫室氣體排放,包括本集團控制的汽車燃燒的燃料。

範圍2: 本集團控制的設備或其於實體建築物界限範圍內營運而自電力公司購買的電力所消耗的購買電力產生的能源間接排放。

範圍3: 本集團以外發生的所有其他間接溫室氣體排放,包括上游及下游的排放(包括:(i)水務署/渠務署分別使用電力處理食水/污水所產生的溫室氣體排放量;及(ii)僱員的出差)。

Note 2: The emission factor for Hong Kong based operations is set at 0.39 kg CO₂/kWh, which is sourced from CLP Sustainability Report 2022.

附註2: 香港業務營運適用的排放因子設定為0.39千克二氧化碳/千瓦時,乃源自中華電力二零二二年可持續發展報告。

GHG emissions reduction target

溫室氣體減排目標

Environmental indicators 環境指標	Reduction Target 減排目標	Baseline Year 基準年	Status 狀態
GHG emission intensity 溫室氣體排放密度	Reduce 6% by Year 2024 於二零二四年度前減少6%	Year 2019 二零一九年度	Achieved 達成

Environmental performance from operations

營運的環境表現

Environmental indicators 環境指標	Unit 單位	2023 二零二三年	2022 二零二二年	
Hazardous waste produced (Note 1) Intensity	產生的有害廢棄物 (附註1) 密度	Kg 千克	N/A 不適用	N/A 不適用
Non-hazardous waste produced Intensity	產生的無害廢棄物 密度	Kg CO ₂ e/M ² 千克二氧化碳當量/ 平方米	147,445 29.6	330,130 66.2


Note 1: No hazardous waste is produced by the Group. Therefore, such disclosure is not applicable to the Group. In the event when any hazardous waste is to be disposed of, the Group would engage professional service providers to handle it.

附註1：本集團並無產生有害廢棄物。因此，該披露不適用於本集團。倘若需棄置任何有害廢棄物，本集團會聘請專業服務提供者處理。

Hazardous and non-hazardous waste produced reduction target

產生的有害及無害廢棄物減產目標

Environmental indicators 環境指標	Reduction Target 減產目標	Baseline Year 基準年	Status 狀態
Hazardous waste produced intensity 產生的有害廢棄物密度	N/A 不適用	N/A 不適用	N/A 不適用
Non-hazardous waste produced intensity 產生的無害廢棄物密度	Reduce 6% by Year 2024 於二零二四年度前減少6%	Year 2019 二零一九年度	Achieved 達成



There is no hazardous waste produced from the business operations of PAM and PER business. Non-hazardous waste produced by the Group is mainly from the business operations of PER. Since January 2023, PER discontinued the operation of metal recycling, hence the non-hazardous waste produced for Year 2023 decreased significantly.

In order to minimise the fuel consumption, energy consumption and paper wastage, various sustainable development measures have been enforced by the Group to address environmental responsibilities under normal operating procedures, including but not limited to the following measures: (i) employees are advised to switch off the light and air-conditioning after use; (ii) employees are encouraged to print only when necessary and priority to use recycle papers for printing; (iii) use of electronic form of documents to reduce paper usage; (iv) employees are encouraged to prevent unnecessary overseas business travel; and (v) video/voice conference call are extensively adopted.

The main sources of exhaust gas and greenhouse gases are emitted by motor vehicles and machines used by PER in Year 2023. The Group has improved the use of its vehicles by ensuring the effective usage and environmentally friendly operation as well as strictly controlling exhaust gas emissions.

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Waste Disposal Ordinance, Product Eco-responsibility Ordinance and other applicable laws and regulations that have a significant impact relating to air and greenhouse gas emissions, discharging into water and land, generation of hazardous and non-hazardous waste of the Group during the Year 2023.

In addition, no significant fines or non-monetary sanction for non-compliance with relevant laws and regulations has been reported in the Year 2023.

PAM的業務營運及高源環保的業務並無產生任何有害廢棄物。本集團產生的無害廢棄物主要來自高源環保的業務營運。自二零二三年一月起，高源環保終止經營金屬回收，故於二零二三年度所產生的無害廢棄物顯著減少。

為盡量減少燃料消耗、能源消耗及紙張浪費，本集團已實行各種可持續發展措施，務求在一般營運程序中履行環境責任，包括但不限於以下各項措施：(i)建議僱員在使用後關掉照明設備及空調；(ii)鼓勵僱員僅在有需要時打印，並優先使用回收紙打印；(iii)使用電子形式的文件以減少紙張使用；(iv)鼓勵僱員避免不必要的海外差旅；及(v)廣泛採用視像／語音會議。

於二零二三年度，廢氣及溫室氣體主要由高源環保使用的汽車及機器排放。本集團確保有效使用及以環保方式操作汽車，並嚴格監控廢氣排放，藉以改善汽車的使用情況。

遵守相關法例及規例

於二零二三年度，本集團並不知悉與本集團在廢氣及溫室氣體排放、向水及土地排污以及產生有害及無害廢棄物方面有關並構成重大影響的任何嚴重違反《廢物處置條例》、《產品環保責任條例》以及其他適用法例及規例的情況。

此外，於二零二三年度，概無因違反相關法例及規例而被判處大額罰款或非金錢處罰。

USE OF RESOURCES

The Group is committed to minimising the impact of business activities on the environment, and supporting environmental protection programmes. In particular, a number of initiative measures designing to conserve resources were introduced to promote employee awareness of the need in order to achieve efficient utilisation of resources.

As mentioned in the above "Emission" section, the Group has a series of policies and procedures to minimise the electricity consumed by the employees in PAM, PER and office in Tsim Sha Tsui.

Consumptions from operations

Environmental indicators	環境指標	Unit 單位	2023 二零二三年	2022 二零二二年
Electricity consumption	耗電量	KWh 千瓦時	51,122	75,837
Fuel consumption (Note 1)	燃料消耗(附註1)	KWh 千瓦時	17,118	351,454
Total energy consumption	能源消耗總量	KWh 千瓦時	68,240	427,291
Energy consumption intensity	能源消耗密度	KWh per M ² 每平方米千瓦時	13.7	85.7
Water consumption	用水量	Cubic meter ("M ³ ") 立方米(「立方米」)	326	823
Water intensity	用水密度	M ³ per M ² 每平方米立方米	0.1	0.2
Packaging material used for finished products (Note 2)	製成品所用包裝材料 (附註2)	Kg 千克	N/A 不適用	N/A 不適用
Packaging material used for finished products	製成品所用包裝材料	Kg per unit produced 每個產出單位 千克	N/A 不適用	N/A 不適用

Note 1: The conversion factor used to convert data in other units to kWh is sourced from the Energy Statistics Manual issued by the International Energy Agency.

附註1: 用於將其他單位中的數據轉換為千瓦時的轉換因子乃源自國際能源署發佈的能源統計手冊。

Note 2: No packaging material is purchased by PAM, PER and office in Tsim Sha Tsui.

附註2: PAM、高源環保及尖沙咀辦事處並無購買包裝材料。

Energy use intensity of energy use target

Environmental indicators 環境指標	Reduction Target 減耗目標	Baseline Year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 6% by Year 2024 於二零二四年度前減少6%	Year 2019 二零一九年度	Achieved 達成
Water consumption intensity 用水密度	Reduce 6% by Year 2024 於二零二四年度前減少6%	Year 2019 二零一九年度	Achieved 達成

耗能目標的耗能密度

資源使用

本集團致力盡量減少業務活動對環境的影響，並積極支持環保活動。具體而言，本集團推出多項旨在節約資源的積極措施，讓僱員意識到有關需要，從而有效利用資源。

誠如上文「排放物」一節所述，本集團設有一系列政策及程序，以盡量減少PAM、高源環保及尖沙咀辦事處僱員的耗電量。

營運消耗

Regarding measures to mitigate emissions, the Group closely monitors the level of energy consumption, greenhouse gas emissions and wastes disposal of PAM, PER and office in Tsim Sha Tsui. Every year, the Group is required to set its respective energy and carbon reduction targets and come up with feasible measures to achieve them. The details and results achieved are listed as follows:

就減少排放的措施而言，本集團密切監察PAM、高源環保及尖沙咀辦事處的能源消耗、溫室氣體排放及廢棄物處置水平。本集團每年均須設定相應的節能減碳目標，並構思可行措施以實現該等目標。詳情及成果列示如下：

Projects 項目	Details and results achieved 詳情及成果
Multi-function devices 多功能設備	The multi-function devices with printing, scanning and photocopying have been extensively adopted. Employees are advised to switch on the devices only when use and switch off after office hours, which have reduced electricity consumption. 廣泛採用集打印、掃描及影印的多功能設備。建議僱員僅在使用時開動，並在非辦公時間關掉相關設備，以減少耗電量。
Air-conditioners 空調	Energy efficient air conditioners had been installed thus reducing the relevant consumption of electricity. 已安裝具能源效益的空調，使相關耗電量有所減少。
Water conservation 節約用水	The Group conveys water saving awareness messages to increase employees' awareness such as posters and emails. The Group also inspects water taps regularly to prevent leakage. 本集團通過海報及電子郵件等方式向僱員傳達節約用水信息，從而提高彼等的意識。本集團亦定期檢查水龍頭以防止滲漏。
Motor vehicles 汽車	Motor vehicles are restricted to serve for senior management to attend business meetings and to be used by important clients or business partners. 汽車僅限供高級管理層出席商務會議及重要客戶或業務夥伴使用。
Non-hazardous waste 無害廢棄物	Non-hazardous waste from PAM, PER and office in Tsim Sha Tsui include consumables, household waste, paper and paper boxes. PAM, PER and office in Tsim Sha Tsui have made their best effort to minimise their impact on the environment by using recyclable paper and paper boxes. PAM, PER and office in Tsim Sha Tsui promotes separation of waste such as cartons and plastic bottles, which are placed in designated areas to be collected by recyclers. PAM、高源環保及尖沙咀辦事處的無害廢棄物包括消耗品、生活垃圾、紙張及紙箱。PAM、高源環保及尖沙咀辦事處透過使用可回收紙張及紙箱，竭力將其對環境的影響降至最低。PAM、高源環保及尖沙咀辦事處鼓勵將硬紙盒及塑膠樽等廢棄物作分類處理，放置於指定區域，以待回收商收集。

During the Year 2023, the Group has not experienced any difficulty in sourcing water that is fit for the usage of the Group.

於二零二三年度，本集團在求取適合本集團使用的水源方面並無遭遇任何困難。

THE ENVIRONMENT AND NATURAL RESOURCES

The Group encourages all employees to participate in different kinds of recycling activities and to minimise the use of natural resources. In Year 2023, there was no significant impact on the environment and natural resources from the operations of the Group, in particular, PAM, PER and office in Tsim Sha Tsui.

The Group integrates promotion with practice in its daily office operation, develops the environmental awareness of its employees and encourages its employees to fulfill its environmental responsibilities.

The Group actively introduces environmental protection measures in the office spaces, including priority to use of energy-saving lighting and electrical appliances, turning off electric equipment and lighting during non-office hours and reusing of papers. In addition, the Group also encourages its employees to save resources, cherish food and avoid wastage of resources.

CLIMATE CHANGE

Awareness over climate change continues to grow and is one of the most discussed topics among companies. The Group is no exception, having increasing concerns over the potential impact from climate change on the Group's business and operation. The Group regularly reviews global and local government policies, regulatory updates and market trends to identify potential climate-related risks which may have impact on the Group's business operation.

In accordance to the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks, physical and transition risks. The Group will immediately develop a response plan such as changing the business strategy and modifying the development plan in order to reduce the negative impacts of such climate-related risks.

The Group will continuously incorporate sustainable practices in its business operations and prepare and maintain sufficient resources for managing identified climate-related risks and studying the potential remediation measures.

During the Year 2023, there is no climate-related risk, including physical and transitional risks, which has significant impact to the Group.

環境及天然資源

本集團鼓勵全體僱員參與各種回收活動並盡量減少使用天然資源。於二零二三年度，本集團（特別是PAM、高源環保及尖沙咀辦事處）的營運概無對環境及天然資源構成重大影響。

本集團在日常辦公室運作中將推廣與實踐相結合，培養僱員的環保意識並鼓勵僱員履行環保責任。

本集團在辦公空間積極引進環保措施，包括優先選用節能照明設備及電器、在非辦公時間關閉電子設備及照明設備及重用紙張。此外，本集團亦鼓勵僱員節約資源、珍惜食物及避免浪費資源。

氣候變化

大眾對氣候變化的意識不斷提高，氣候變化亦為公司間最常探討的話題之一。本集團亦不例外，日益關注氣候變化對本集團業務及營運的潛在影響。本集團定期審閱全球及地方政府政策、監管更新及市場趨勢，以識別可能影響本集團業務營運的潛在氣候相關風險。

根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為實體及轉型風險兩大類。本集團將立即制定應對計劃，如改變業務策略及修改發展計劃，以減少該等氣候相關風險的負面影響。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險及研究潛在補救措施。

於二零二三年度，概無對本集團有重大影響的氣候相關風險（包括實體及轉型風險）。

EMPLOYMENT

The Group has a set of comprehensive human resources management policy to provide guidances and requirements for employees' behaviour. The policy states the scope of compensation and dismissal, recruitment and promotion, working hours, appraisal, training and benefits. The Group has always strictly observed the relevant legislations within the Group regarding the equal employment opportunities, labour and forced labour.

The Group strongly emphasises developing human resources and providing competitive remuneration and welfare packages. Promotion opportunities and salary increments are based on individual performance. Employees are entitled to a wide-range of fringe benefits such as annual leave, sick leave, maternity leave, marriage leave and medical insurance coverage in accordance with the local laws and Employment Ordinance.

Distribution of workforce classified by different categories

Workforce	員工	Unit 單位	2023 二零二三年	2022 二零二二年
By Gender	按性別劃分			
Male	男性	No. of employees 僱員人數	26 (67%)	40 (67%)
Female	女性	No. of employees 僱員人數	13 (33%)	20 (33%)
Total	總計	No. of employees 僱員人數	39 (100%)	60 (100%)
By Employment Type	按僱傭類別劃分			
Full time	全職	No. of employees 僱員人數	37 (95%)	57 (95%)
Part time	兼職	No. of employees 僱員人數	2 (5%)	3 (5%)
Total	總計	No. of employees 僱員人數	39 (100%)	60 (100%)
By Age Group	按年齡組別劃分			
Under 30 years old	30歲以下	No. of employees 僱員人數	2 (5%)	8 (13%)
30-50 years old	30至50歲	No. of employees 僱員人數	20 (51%)	35 (59%)
Over 50 years old	50歲以上	No. of employees 僱員人數	17 (44%)	17 (28%)
Total	總計	No. of employees 僱員人數	39 (100%)	60 (100%)
By Geographical Region	按地區劃分			
Hong Kong	香港	No. of employees 僱員人數	27 (69%)	28 (47%)
China	中國	No. of employees 僱員人數	12 (31%)	12 (20%)
Nepal	尼泊爾	No. of employees 僱員人數	— (—%)	20 (33%)
Total	總計	No. of employees 僱員人數	39 (100%)	60 (100%)

僱傭

本集團設有一套全面的人力資源管理政策，就僱員行為提供指引及規定。該政策訂明薪酬範圍以及解僱、聘用及晉升、工作時間、評估、培訓及福利等事宜。本集團一直恪守本集團內關於平等就業機會、勞工及強制勞工的相關法例。

本集團極度重視發展人力資源及提供富競爭力的薪酬和福利待遇，並根據個人表現給予晉升機會及加薪。根據地方法例及《僱傭條例》，僱員有權享有年假、病假、產假、婚假及醫療保險等一系列附加福利。

按不同類別劃分的員工分佈

During the Year 2023, the employee turnover rate of the Group by categories is as follows:

於二零二三年度，本集團按類別劃分的僱員流失比率如下：

Employee turnover rate by categories	按類別劃分的僱員流失比率	2023 二零二三年	2022 二零二二年
By gender (Note 1, 2)	按性別劃分(附註1, 2)		
Male	男性	12%	25%
Female	女性	15%	15%
By age group (Note 1, 2)	按年齡組別劃分 (附註1, 2)		
Under 30 years old	30歲以下	—	13%
30 to 50 years old	30至50歲	20%	26%
Over 50 years old	50歲以上	6%	18%
By geographical region (Note 1, 2)	按地區劃分(附註1, 2)		
Hong Kong	香港	15%	21%
China	中國	8%	17%
Nepal	尼泊爾	N/A 不適用	25%

Note 1: Employee turnover rate by categories is calculated by dividing the total number of employees departed in such category by the total number of employees in the corresponding category.

附註1：按類別劃分的僱員流失比率乃按有關類別的離職僱員總數除以相應類別的僱員總數所計算。

Note 2: The Group operates a boutique hotel at Kathmandu, Nepal. Since April 2023, the Group sub-licensed the operation of hotel to a third party to receive license income, hence the employees of the hotel are no longer regarded as the employees of the Group. The employee turnover rate does not include the figures from the hotel.


附註2：本集團在尼泊爾加德滿都經營一間精品酒店。自二零二三年四月起，本集團向一名第三方授出營運酒店之特許經營權，以收取特許經營收入，故酒店員工不再被視為本集團僱員。僱員流失率並不包括該酒店的數字。

The Group emphasizes equal opportunities for all personnel in respect of hiring, pay rates, training and development, promotion and other terms of employment. The Group is committed to providing a working environment that is free from any form of discrimination on the basis of ethnicity, gender, religion, age, disability or sexual orientation.

本集團著重在招聘、薪酬水平、培訓與發展、晉升及其他聘用條款方面為全體人員提供平等機會。本集團致力提供一個並無種族、性別、宗教、年齡、殘疾或性取向等任何形式的歧視的工作環境。

The average working hours for general employees in the Group are normally not more than 9 hours a day and 45 hours a week. Integrated computation of working hours is implemented with reference to the requirements of the Employment Ordinance.

本集團一般僱員的平均工作時間通常不超過每天9小時及每週45小時。工作時間乃經參考《僱傭條例》規定綜合計算。



Treatment of employee's misconduct must be fair and reasonable in all of the circumstances. Misconduct may lead to a warning, and more serious misconduct may lead to a dismissal. Any acts of misconduct would be reported to the human and administration department. In Year 2023, no incident of serious misconduct was identified.

The Group has diversified cultures including the employees with different genders, ages, skills, educational backgrounds, industry experiences and other qualifications in order to achieve the most suitable composition and balance.

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Employment Ordinance, Employees' Compensation Ordinance and other applicable laws and regulations that have a significant impact relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare on the Group in the Year 2023.

No non-compliance with law that resulted in significant fines or sanctions had been reported in Year 2023.

HEALTH AND SAFETY

The Group places a high priority on securing health and safety of all its employees. The Group endeavors to protect them from work-related accidents or injuries and pledges full compliance with the relevant occupational health and safety in Hong Kong business under the Employment Ordinance.

The Group complies with the regulations and guidelines by execution of health and safety policies to prevent occupational accident. The specific measures taken by the Group include: (i) providing tailored-made safety training to the repair department staff in carrying out the electrical works and machine; (ii) providing and ensuring the use of suitable personal protective equipment, such as protective gloves and safety glasses, to put additional protection to the repair department staff; and (iii) exercising adequate monitoring and effective supervision to ensure that the safety precautionary measures are strictly implemented.

在所有情況下，僱員的不當行為均須以公平合理的方式處理。僱員如有不當行為，可能遭到警告，程度更為嚴重者，則予以解僱。任何不當行為均會向人力及行政部門報告。於二零二三年度，並無發現涉及嚴重不當行為的事件。

本集團擁有多元文化，包括聘用不同性別、年齡、技能、教育背景、行業經驗及其他資格的僱員，以在人力資源上達致最合適的組合及平衡。

遵守相關法例及規例

於二零二三年度，本集團並不知悉有任何嚴重違反《僱傭條例》、《僱員補償條例》及其他適用法例及規例的情況，令本集團在薪酬及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視以及其他待遇及福利方面造成重大影響。

於二零二三年度，概無因違反法例而被判處重大罰款或處罰。

健康與安全

本集團極度重視保障全體僱員的健康及安全。本集團致力保障僱員以免因工作而發生意外或導致受傷，並承諾就香港業務全面遵守《僱傭條例》下的相關職業健康及安全規定。

本集團執行健康與安全政策，遵守規例及指引，避免發生職業意外。本集團採取的具體措施包括：(i)為維修部門的電工及機械作業員工提供度身訂製的安全培訓；(ii)提供及確保使用合適個人防護裝備，例如保護手套及護目鏡，為維修部門員工加添保障；及(iii)充分監察及有效監督，確保嚴格執行安全防範措施。

PER provides to new employees with the “Safety Production Prohibition” 《安全生產禁令》 and “Safety Code” 《安全守則》 starting from November 2017, and requires all employees to complete the training before they can take up their positions. The content includes machinery operating manuals and related equipment inspection guidelines. In addition, as PER’s business involves welding and flame cutting, PER has provided to employees the “Code of Practice for Safety and Health in Gas Welding and Flame Cutting Work” 《氣體焊接及火焰切割工作的安全與健康工作守則》 issued by the Occupational Safety and Health Department of the Labour Department to employees in order to enhance safety awareness when handling relevant tools.

In Year 2023, there were no cases of work-related injury and no days lost due to work-related injury and none of work-related fatalities for the employees of the Group.

During the Year 2023, the number of lost days due to work injury is as follows:

		2023 二零二三年	2022 二零二二年	2021 二零二一年
Number of work-related fatalities	因工死亡的人數	—	—	—
Work-related fatalities rate	因工死亡的比率	—	—	—
Lost days due to work injury	因工傷損失工作日數	—	—	—

The Group had no employee involved in work-related fatalities in the past three years.

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Occupational Safety and Health Ordinance and other applicable laws and regulations that have a significant impact on providing a safe working environment and protecting employees from occupational hazards of the Group in Year 2023.

No non-compliance with law that resulted in significant fines or sanctions had been reported in Year 2023.

自二零一七年十一月起，高源環保向新僱員提供有關《安全生產禁令》及《安全守則》的培訓，並要求所有僱員於入職前完成培訓，內容包括機器操作手冊及相關設備檢查指引。此外，由於高源環保的業務涉及焊接和火焰切割，高源環保已向僱員提供由勞工處職業安全及健康部門發佈的《氣體焊接及火焰切割工作的安全與健康工作守則》，提高彼等於處理相關工具時的安全意識。

於二零二三年度，概無發生與本集團僱員有關的工傷事故，故無因工傷損失工作日數及並無發生因工死亡事故。

於二零二三年度，因工傷損失工作日數如下：

於過去三年，本集團並無員工涉及因工死亡事故。

遵守相關法例及規例

於二零二三年度，本集團並不知悉有任何嚴重違反《職業安全及健康條例》及其他適用法例及規例的情況，令本集團在提供安全工作環境及保障僱員免受職業性危害方面構成重大影響。

於二零二三年度，概無因違反法例而被判處重大罰款或處罰。

DEVELOPMENT AND TRAINING

The Group strives to provide an environment where its employees can grow professionally and develop their career path that meets the long-term growth of their expectation simultaneously. In view of that, the Group encourages its employees to participate in the continuous learning activities especially the safety training programs. The Group also provides training to directors with regular reading materials to ensure that they keep abreast of the latest regulatory requirements, corporate governance practices, financial information and market trends.

During the Year 2023, the Group's employee training rate is as follows:

發展及培訓

本集團致力提供一個環境，讓僱員可在專業方面有所成長，同時發展彼等的事業，以滿足彼等實現長遠發展的期望。有鑑於此，本集團鼓勵其僱員參加持續進修活動，尤其是安全培訓課程。本集團亦透過定期提供閱讀材料以為董事提供培訓，務求確保彼等緊貼最新的監管規定、企業管治常規、財務資訊及市場趨勢。

於二零二三年度，本集團的僱員受訓比率如下：

Employee training rate	僱員受訓比率	2023 二零二三年	2022 二零二二年
Percentage of employees trained (Note 1)	已受訓僱員百分比 (附註1)	23%	8%
Employee trained by gender (Note 2)	按性別劃分的受訓僱員 (附註2)		
Male	男性	89%	80%
Female	女性	11%	20%
Employee trained by employment category (Note 2)	按僱傭類別劃分的受訓僱員 (附註2)		
Senior management	高級管理層	100%	100%
Middle management	中級管理層	—	—
General staff	一般員工	—	—

Note 1: Percentage of employees trained is calculated by dividing the number of employees who took part in training by the number of employees.

附註1：已受訓僱員百分比乃按參與培訓的僱員人數除以僱員人數所計算。

Note 2: Breakdown for employees trained by categories is calculated by dividing the number of employees trained in such category by the number of employees who took part in training.

附註2：按類別劃分的受訓僱員乃按有關類別的受訓僱員人數除以參與培訓的僱員人數所計算。

		2023 二零二三年	2022 二零二二年
Average training hours per employee (Note 1)	每位僱員平均受訓時數 (附註1)	6.6	12.0
Average training hours by gender (Note 2)	按性別劃分的平均受訓時數 (附註2)		
Male	男性	6.7	14.0
Female	女性	6.0	6.0
Average training hours by employee category (Note 2)	按僱員類別劃分的平均受訓時數 (附註2)		
Senior management	高級管理層	6.6	12.0
Middle management	中級管理層	—	—
General staff	一般員工	—	—

Note 1: Average training hours per employee is calculated by dividing the total number of training hours by the number of employees.

附註1：每位僱員平均受訓時數乃按受訓總時數除以僱員人數所計算。

Note 2: Average training hours by categories is calculated by dividing the total number of training hours for such category by the number of employees in the corresponding category.

附註2：按類別劃分的平均受訓時數乃按有關類別的受訓總時數除以相應類別的僱員人數所計算。

The Group encourages relevant employees to participate in external training activities at accredited professional institution during office hours such as seminars held by the Stock Exchange of Hong Kong Limited.

本集團鼓勵相關僱員於辦公時間內在認可的專業機構參加外部培訓活動，例如香港聯合交易所有限公司舉辦的講座。

The health and safety of employees are the core elements of smooth operation. The Group actively promotes the safety strategy, continuously improves responsibility, implements safety risk prevention and processes controls and the safety training, to strengthen the awareness of safety for the employees at all levels.

僱員的健康及安全乃平穩順暢運營的重中之重。本集團積極推動安全策略，持續改善責任，實施安全風險防治，進行監控及安全培訓，從而提升各級僱員的安全意識。

LABOUR STANDARDS

The Group fully understands that exploitation of child and forced labour are universally condemned, and therefore takes the responsibilities against child and forced labour very seriously. The Group strictly complies with all laws and regulations against child and forced labour. Internal policies are also in place to ensure that no person who is under age or under coercion is hired and, if any such case is identified during the recruitment process, it will be reported to the relevant authorities.

勞工準則

本集團深知剝削童工及強制勞工為世不容，因此非常認真看待針對一切僱用童工及強制勞工的責任。本集團嚴格遵守所有針對僱用童工及強制勞工的法例及規例。我們亦設有內部政策，以確保絕不僱用未成年或受脅迫的人士，而倘若在招聘過程中發現任何有關情況，將通報相關機構。

Employment by the Group is based on the principle of fairness, openness and willingness. All individuals enter into employment contracts without acts of forced labour.

本集團本著公平、公開及自願的原則僱用員工。全體僱員均簽訂僱傭合約，並無強制勞工行為。

To prevent the exploitation of child, human resources department staff checks the identity card of all permanent employees.

為防止剝削兒童，人力資源部門的員工會核對所有長期僱員的身份證。

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Employment Ordinance, Employment of Children Regulations and other applicable laws and regulations that preventing from employment of child or forced labour on the Group in Year 2023.

No non-compliance with law that resulted in significant fines or sanctions had been reported in Year 2023.

SUPPLY CHAIN MANAGEMENT

The Group has policy named "Procurement and Tender Procedure" (採購及投標程序) which requires the newly hired suppliers and contractors to have demonstrable track records of satisfactory performance. The Group requires its suppliers to act responsibly and adhere to their ESG standards.

During the Year 2023, the number of suppliers by geographical region is as follows:

Social KPI	社會關鍵績效指標	2023 二零二三年	2022 二零二二年
Hong Kong	香港	78	192
Mainland China	中國內地	3	4
United Kingdom	英國	—	1
Singapore	新加坡	1	1
Nepal	尼泊爾	18	—

The Group has the greatest respect for the laws and regulations that govern its business. The Group always adheres to good practices and conducts fair and unbiased procurement processes when dealing with suppliers.

In situations where several companies can meet its project requirements, the Group will select those with a good reputation for being environmentally and socially responsible and/or that hold environmental certification. The Group offers its contractors encouragement and support in its efforts to further improve their environmental protection.

遵守相關法例及規例

於二零二三年度，本集團並不知悉本集團在防止僱用童工或強制勞工方面，有任何嚴重違反《僱傭條例》、《僱用兒童規例》以及其他適用法例及規例的情況。

於二零二三年度，概無因違反法例而被判處重大罰款或處罰。

供應鏈管理

本集團有一項名為「採購及投標程序」的政策，規定新聘供應商及承包商須具有可靠且令人滿意的往績記錄。本集團要求供應商盡責行事，恪守其環境、社會及管治標準。

於二零二三年度，按地區劃分的供應商數目如下：

本集團嚴格遵守規管其業務的法例及規例。本集團一直以良好實務及公平公正的採購程序處理與供應商的交易。

倘若有多間公司符合本集團的項目要求，本集團會選擇在環保及社會責任方面具備良好聲譽及／或持有環保認證的公司。本集團鼓勵及支持其承包商進一步改善彼等的環保表現。

PRODUCT RESPONSIBILITY

The Group places a high priority to ensure customer satisfaction in terms of its products and services. Strenuous efforts are made to ensure compliance with the laws and regulations relating to product health and safety, labelling and privacy matters of the jurisdictions in which the Group operates. The Group requires its employees to comply with the applicable governmental and regulatory laws, rules, codes and regulations. In addition, PAM runs training sessions for its relevant employees in respect of product responsibilities and specification. Orientation training is conducted for new employees, while refreshment trainings are provided for all employees on a regular basis.

Customer Feedback and Handling

The Group welcomes comments and suggestions from the customers. The Group provides a variety of communication channels, for instance, social media, membership channel, phone hotline, emails and websites. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from the customers.

The Group consolidated and comprehensively analysed the customers' feedback and monitor the level of customer satisfaction in its business. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

PAM inspects and ensures that all products are in good quality before they are sold to the customers. In Year 2023, there were no case of product recall nor complaints received against the Group's products and services due to health and safety issues.

Data Privacy and Intellectual Property Rights Protection

The Group acknowledges the stakeholders' concern of data privacy, therefore puts great effort to protect data privacy to safeguard the corporate interest and comply with the relevant laws and regulations. The Group outlines data privacy requirements and confidentiality obligations in its Corporate Governance and Internal Control Policy and Procedure Manual as well as employee contract, that employees should strictly follow and carefully manage the corporate confidential information, including but not limited to, customer business information and personal data, trade secrets and price-sensitive information.

產品責任

本集團極度重視確保客戶滿意產品及服務。本集團致力確保其在產品健康與安全、標籤及私隱方面均遵守其經營所在司法權區的法例及規例。本集團要求其僱員遵守適用的政府及監管法例、規則、守則及規例。此外，PAM為其相關僱員舉辦產品責任及規格方面的培訓課程。我們為新僱員安排入職培訓，而所有現有僱員則定期接受再培訓。

客戶反饋及處理方式


本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、會員頻道、電話熱線、電子郵件及網頁。我們定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料和改進建議。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其業務的滿意程度。我們將採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。我們將及時向客戶提供反饋。

PAM在檢查及確保所有產品擁有良好品質後，方會將產品售予客戶。於二零二三年度，並無因健康及安全問題而召回產品或接獲針對本集團產品及服務的投訴的情況。

數據私隱及知識產權保護

本集團深知持份者對資料私隱的關注，因此致力保護資料私隱以保障企業利益及遵守相關法例及規例。本集團於其企業管治、內部控制政策及程序手冊以及僱員合約中，概述資料私隱規定及保密義務，僱員須嚴謹遵守並謹慎管理企業機密資料，包括但不限於客戶業務資料及個人資料、商業秘密及價格敏感資料。



The Group is committed to compliance with relevant laws and regulations in relation to intellectual property right (“IP rights”) by valuing and protecting its intellectual properties through renewals of patent and trademark. In order to ensure that the customer’s IP rights of products are properly protected during the outsourcing processes to suppliers, a confidentiality agreement regarding IP rights must be signed before engagement. The Group enters standard employment contracts with its employees which contain provisions on IP rights and confidentiality.

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Trade Descriptions Ordinance, Copyright Ordinance, Prevention of Copyright Piracy Ordinance and other applicable laws and regulations that have a significant impact relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress on the Group in Year 2023.

In addition, no significant fines had been reported in Year 2023.

ANTI-CORRUPTION

The Group has policy regarding bribery and corruption in any form or at any level named “Practical Guide on Corruption Prevention” (防貪防腐防違規指引). The policy sets out its requirements and practices regarding the prevention, identification, and handling of any instances of alleged, proven bribery or corruption.

Code of Conduct and Whistleblowing Policy

The Group provides anti-corruption education and training (through circulation of e-training materials) to its directors and staff on a regular basis to raise their awareness towards ethical and corruption issues.

The Group has established a regular review process on its business practices and anti-corruption measures and guidelines, as well as reported improprieties investigation.

The Group is committed to ensure that all employees have a safe, reliable and confidential way of reporting any suspicious activity. Therefore, the Group has established the whistleblowing policy which states that the whistle-blowers remain anonymous. The Group is committed to ensure nobody suffers detrimental treatment from refusing to take part in bribery or corruption.

Sound organisational structures and policies are in place in the Group to uphold a high standard of corporate governance and maintain an ethical corporate culture.

本集團致力遵守知識產權（「知識產權」）的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權。為確保客戶產品的知識產權於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

遵守相關法例及規例

於二零二三年度，本集團並不知悉有任何嚴重違反《商品說明條例》、《版權條例》、《防止盜用版權條例》以及其他適用法例及規例的情況，令本集團在所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法方面構成重大影響。

此外，於二零二三年度，概無被判處重大罰款。

反貪污

本集團設有名為「防貪防腐防違規指引」的關於禁止任何形式或任何層面賄賂及貪污的政策。該政策載有與防止、識別及處理任何涉嫌及經證實賄賂或貪污的事件有關的規定及實務。

操守守則及舉報政策

本集團定期透過傳閱電子培訓教材為董事及員工提供反貪污教育及培訓，以提高他們對道德操守及貪污議題的關注。

本集團已針對其業務慣例、反貪污措施及指引以及被舉報不當行為的調查制定定期審查程序。

本集團致力確保所有僱員以安全、可靠及保密的方式舉報任何可疑行為。因此，本集團已設立舉報政策，註明不會公開舉報人士的身份。本集團致力確保沒有人因拒絕參與賄賂或貪污而遭受不利對待。

本集團設有健全的組織架構及政策，以維持高水平的企業管治及維繫符合道德的企業文化。

Compliance with relevant laws and regulations

The Group is not aware of any material non-compliance with the Prevention of Bribery Ordinance and other applicable laws and regulations that has a significant impact on the issuer relating to bribery, extortion, fraud and money laundering in Year 2023.

There was no legal case concerning corruption brought against the Group or its employees in Year 2023.

COMMUNITY INVESTMENT

The Group aims to help creating a harmonious, dynamic and liveable environment for the communities in which the Group operates by developing and managing properties that take into account of the local culture, environment and community's priorities. The Group maintains an appropriate level of community involvement and provides support to community activities and encourages employees to take part into work-life balance activities and community services.

Although the Group has not established and documented a specific community policy, social care is deeply seeded in the Group's corporate culture. Employees are encouraged to participate in various charitable events and community services.

遵守相關法例及規例

於二零二三年度，本集團並不知悉有任何嚴重違反《防止賄賂條例》以及其他適用法例及規例的情況，令其在賄賂、勒索、欺詐及洗黑錢方面構成與發行人有關的重大影響。

於二零二三年度，本集團或其僱員並無涉及有關貪污的法律訴訟。

社區投資

本集團在開發及管理物業過程中，將當地文化、環境及社區優先事項列入考慮範圍，旨在協助本集團營運所在社區創造和諧、富有活力及宜居的環境。本集團維持適當水平的社區參與度，支持社區活動，並鼓勵僱員參與有助達致工作與生活平衡的活動及社區服務。

儘管本集團尚未制定並明文記錄具體的社區政策，但社會關愛深深扎根於本集團的企業文化之中。本集團鼓勵僱員參與各類慈善活動及社區服務。



China Environmental Resources Group Limited
中國環境資源集團有限公司