

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

GOVERNANCE AND REPORTING

Governance Structure

The Board believes that an effective Environmental, Social and Governance (“ESG”) strategy is one that should be aligned with and incorporated into the Group’s long-term business strategy. Therefore, the Board retains primary oversight for sustainability strategy, risk control and reporting framework at the full board level. The Board has overall responsibility for the Group’s ESG strategy, controls and reporting.

For better embedding ESG factors into the overall business strategy, governance and internal controls, the Group has integrated important ESG risks into the Group’s existing risk management and internal control systems. The management is responsible for designing and maintaining an appropriate and effective risk management (including ESG risks) and internal control systems of the Group. The Chief Executive Officer (“CEO”), representing the management, is responsible for providing annual confirmation to the Board of the effectiveness of these systems. For details, please refer to the section “Risk management, internal control and internal audit” of the Corporate Governance Report.

In addition, the Board and the management monitor and review the ESG goals and targets, as well as the risk levels of various issues by making reference to the Risk Key Performance Indicator (“Risk KPI”) report which summarises the Group’s major risks identified by the management and is submitted to the Board and Audit Committee twice a year. The Risk KPI report provides a comprehensive profile of the major risks (including the ESG risks) for the Board and management to monitor changes in the levels of risk exposure and contribute to the early warning signs that enable the Group to report risks, prevent crises and mitigate them in time.

Reporting Standard, Principles and Boundary

The Group presents this ESG Report for the year ended 31 March 2023 (“Report”) in accordance with Appendix 27 – Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”). This Report covers the Group’s principal business of provision of franchised PLB and residents’ bus transportation services in Hong Kong. There are no significant changes in the reporting scope of this Report compared with that of last year.

During the preparation of this Report, the management carried out internal assessment on the materiality and relevance of the ESG issues on the Group’s business. To better understand the views and expectation of the Group’s stakeholders, the Group also identified its key stakeholders according to the impact the Group’s business had on them, as well as the influence they had on the Group’s business and they were engaged on an ongoing basis to provide their comprehensive assessments, through face-to-face interviews and responding to questionnaires, on the materiality and relevance of the general disclosures and Risk KPIs of various ESG issues in respect of the Group’s franchised PLB and residents’ bus transportation services in Hong Kong. The key stakeholders participated in the external assessment included but not limited to passengers, employees, shareholders, suppliers, contractors and local community organisations.

As a result of the internal and external assessments, this Report summarises the Group’s key ESG performance in the following four areas that have significant impact and contributions to the sustainability of the principal business: i) Environmental protection; ii) Operating practices; iii) Employment practices and iv) Serving the community. The Group will regularly seek for stakeholders’ participation in the materiality and relevance assessment of the ESG aspects in the future.

Unless otherwise stated, the methods and KPIs used in this ESG report are consistent with those disclosed last year.

ENVIRONMENTAL PROTECTION

The Group is dedicated to protecting the environment and promoting sustainable development for the betterment of our next generation.

Roadside vehicle emission is one of the major sources of air pollution in Hong Kong. As a road transport operator, the Group is aware of the impact of its operations to the air quality, the environment and the public. Apart from monitoring its direct and indirect impact on the environment, the Group also strictly complies with the environmental protection policy of the Government. Below are the Group’s approaches to minimise the impact of its operations to the environment:

Air and greenhouse gas (“GHG”) emissions

- Fuel is the major natural source that the daily operations of the Group heavily relied on. The Group pro-actively seeks ways to minimise the use of fuel and hence the greenhouse gas emission. For the quality of the fuel consumed, the Group relies on fuel filling stations in Hong Kong to supply diesel and LPG to the fleet. The diesel available in the fuel-filling stations is Euro VI diesel. LPG is a clean fuel in terms of lesser emissions of greenhouse gas (i.e. carbon dioxides) and air pollutants, namely respirable suspended particulates (RSP), sulphur dioxide (SO₂) and nitrogen oxides (NO_x). In order to try its best endeavor to improve the roadside air quality of the city, the Group keeps monitoring the average fleet age and plans for aged minibuses replacement schedule annually. During the year, the Group replaced 28 aged PLBs (2022: 23 aged PLBs) with brand-new 19-seat LPG PLBs. As at 31 March 2023, the Group’s fleet was made up of 311 LPG minibuses (2022: 287) and 43 diesel minibuses (2022: 67), representing around 87.9% and 12.1% of the fleet respectively.
- The GHG emissions intensity of both direct and indirect sources for the year was slightly higher than that of last year by 1.2%. This may attributable to the increased use of 19-seat PLBs, which are with heavier car bodies, and increase in passenger loading during the year. The Group remains committed to its target of maintaining (or lowering) the GHG emission intensity next year. In order to continuously improve roadside air quality and comply with the environmental protection policy of the Government, the management would continue to explore eco-friendly minibuses that can meet the most stringent exhaust emission standards to minimise impact to the environment.

Use of resources

- The major resources used by the PLB operation of the Group are fuel and electricity. Fuel is the source of energy used by the fleet. Electricity is mainly used in the administrative office, R&M centers and depots.

- The energy consumption intensity of the Group for the year was slightly higher than that of last year by 1.5%. The Group remains committed to its target of maintaining (or lowering) the energy consumption intensity next year by continuously adopting the following measures of reducing use of energy:
 - Regular maintenance: The comprehensive maintenance programs of the Group keeps the engines at good condition which would maintain the effectiveness of the emissions systems of the minibuses. Also, the repairing technicians and frontline operational staff always stay alert to the emissions of the minibuses and send the minibuses to R&M centers for checking and repairing whenever suspected sub-standard of emissions is noted.
 - The Group enhances its operational efficiency by periodically reviewing and revising its routes and services to minimise fuel consumption. Additionally, the Group has implemented a mileage-based oil change program to reduce fuel usage. To improve air quality, our captains are required to strictly adhere to the legal requirements of the idling engine ban.
 - Apart from the above operational practices, the Group also promotes a “Green” concept in the administrative office. Staff members are encouraged to minimise paper, water and electricity consumption, reuse and recycle used papers and change to paperless work practice where possible. Green plants are also grown in different corners of the office to offer greenery environment to the staff.
 - Starting from financial year 2018/19, the Group offers the arrangement of election of language and means of receipts of corporate communications to its shareholders for the sake of environmental protection. Shareholders may elect to receive interim report, annual reports, circulars and other communication documents from the Group in electronic copies. Since majority of the shareholders have elected to receive corporate communications by electronic means on the Company’s website, this arrangement successfully reduced the usage of papers.

Hazardous and non-hazardous wastes

- **Hazardous waste:** The hazardous waste arising from the R&M centers are waste batteries, spent oil filters and waste lubricant. The R&M centers have registered as chemical waste producers in accordance with the relevant statutory requirements in Hong Kong. The wastes are packaged, labelled and stored properly before disposal. They are collected by the licensed collectors and sent to the licensed chemical waste disposal site for disposal.
- **Non-hazardous waste:** Tyres are the major non-hazardous waste disposed by the Group. The scrapped tyres of the Group were collected by the agents for recycling into various products. The waste water produced in the R&M centers is filtered in the sand traps before being discharged into the public drainage system. Waste metals are produced during the R&M process and when the aged vehicles are scrapped. The waste metals are collected by the waste collectors for recycling. The amount of waste metal for the year reduced significantly compared with last year because less old vehicles were scrapped during the year. The Group scrapped seven old vehicles during the year as a result of its vehicle replacement plan (2022: 16 old PLBs).
- By replacing aged minibuses, implementing comprehensive vehicle R&M program and engaging licensed chemical waste disposal agents, the Group was generally in compliance with Road Traffic (Construction and Maintenance of Vehicles) Regulations, Motor Vehicle Idling (Fixed Penalty) Ordinance, Waste Disposal Ordinance, Air Pollution Control Ordinance and Air Pollution Control (Air Pollutant Emission) (Controlled Vehicles) Regulation of Hong Kong in relation to air emission and disposal of hazardous waste during the year.
- The hazardous intensity for the year was more or less the same as last year (i.e. just a slight increase of 0.18%). Meanwhile, the non-hazardous intensity for the year decreased by 32.9% compared with last year, which was due to the reduction in number of scrapped vehicles compared with last year. The Group remains its targets of maintaining (or lowering) the hazardous and non-hazardous intensity next year by improving the R&M program and providing training to captain and technician as so to enhance their knowledge in mechanical maintenance.

Climate change

Climate change affects all regions around the world. In some regions, extreme weather events and rainfall are becoming more common while others are experiencing more extreme heat waves and droughts. In Hong Kong, the climate change impacts to the Group's PLB and residents' bus operations are mainly typhoon, heavy rainstorms and flooding. The Group's operations may temporarily be interrupted by the extreme weather events but usually will resume to normal within a few days. The climate-related physical risk to the Group is not significant but the management would close monitor the weather and flooding condition whenever extreme weather events occur so as to minimise harm or loss may cause to the employees, passengers and properties of the Group.

To cope with the impact of climate change, the Hong Kong Government has set targets for achieving carbon neutrality in and before 2050. As a franchised PLB passenger service operator in Hong Kong, the Group would closely follow the policy set by the Government to achieve the carbon neutrality target.

ENVIRONMENTAL INDICATORS	Unit	Year ended 31 March	
		2023	2022
Emissions			
Nitrogen Oxides (NO _x) ¹	tonnes	32.38	33.97
Sulphur Oxides (SO _x) ²	tonnes	0.02	0.03
Particulate Matter (PM) ¹	tonnes	0.78	1.16
GHG Emissions (CO₂ equivalent)			
Scope I: Direct sources			
Fleet ²	tCO ₂ e	20,598	20,716
Fleet intensity	tCO ₂ e/ million km	593	586
Scope II: Indirect sources			
Electricity ³	tCO ₂ e	186	187
Electricity intensity	tCO ₂ e/ million km	5.4	5.3

¹ The emission factors above are based on "The Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model;

² The GHG emission factors were obtained from the "Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange;

³ The emission factors of GHG emissions due to electricity consumption were obtained from the latest sustainability reports of CLP Power Hong Kong and HK Electric Investments and HK Electric Investments Limited;

ENVIRONMENTAL INDICATORS	Unit	Year ended 31 March	
		2023	2022
Use of Resources			
Diesel	MWh	13,674	16,707
LPG	MWh	71,503	68,698
Electricity	MWh	324	316
Total energy consumption	MWh	85,501	85,721
Energy consumption intensity ⁶	MWh/ million km	2,463	2,426
Major hazardous waste			
Lube oil	kg	30,168	29,699
Waste battery	kg	6,574	7,682
Oil filter	kg	1,687	1,656
Total	kg	38,429	39,037
Hazardous waste intensity ⁷	kg/million km	1,107	1,105
Major non-hazardous waste			
Tyre	kg	57,883	56,786
Waste metal	kg	28,333	74,013
Total	kg	86,216	130,799
Non-hazardous waste intensity ⁷	kg/million km	2,483	3,701

Notes:

- ⁴ In view of the business nature of the Group, total amount of packaging material used for finished products are not presented because it is irrelevant;
- ⁵ There is no issue in sourcing water that is fit for the purpose during the daily operations of the Group;
- ⁶ The amount of energy consumption intensity is calculated by dividing the total amount of energy consumption by the total distance traveled by the franchised PLB and residents' bus operation (in million km) for the year; and
- ⁷ The amount of hazardous and non-hazardous waste intensity calculated by dividing the total amount of hazardous and non-hazardous waste by the total distance traveled by the franchised PLB and residents' bus operation (in million km) for the year respectively.

OPERATING PRACTICES**Safety awareness**

Safety of the passengers and employees is the primary concern of the Group. As a responsible public transport service provider, the management believes that safety is the cornerstone to business success. The Group is committed to providing safe, comfortable and reliable journeys to our passengers and protecting the captains and other staff members from occupational hazards. The safety of its operations is enhanced by ways of continuous training and education, regular checks and comprehensive R&M programmes. These programmes were designed to minimise the occurrence of accidents as we are committed to maintaining a low accident rate.

Below are the Group's approaches to improve of the safety performance of all aspects of our business:

- The Group organised training on road safety throughout the year, which helped to raise safety and risk awareness and improve work practices of our staff;
- To enforce safety guidelines and cultivate a professional and responsible driving attitude among captains, the Group has adopted stringent Code of Conduct and captains' guidelines, conducted spot checks and arranged inspection personnel disguised as passengers to make timely reports for any misbehaviour of the captains;
- To check the validity of the captains' driving licences half-yearly. Also, the Group tries to make sure the captains are physically fit for driving by requesting all captains to return their health condition declarations annually. Also, captains with sick leave or traffic accidents records are scrutinised so that the front-line management personnel can pay special attention to the latest health condition of the relevant captains and make appropriate arrangements as early as possible under appropriate circumstances, so as to minimise the chance of occurrence of traffic accidents caused by driver health problems;

- Enhancing the operational safety by checking tyre tread, passengers' safety belts, fire extinguishers, speed display signs and limiters of the vehicles regularly. These inspection works are carried out by a team independent from the staff members and the management of the R&M centers and operations department;
- Tips to passengers are posted at prominent locations inside the minibuses to remind the passengers of the safety on board;
- Implementing the plans for replacing aged minibuses would minimise the chance of mechanical breakdown; and
- The Group has implemented comprehensive maintenance programmes to ensure proper checks and maintenance of the vehicles. In order to ensure the quality and effectiveness of the repairing process, the Group has put great efforts into the computerisation of the repairing management system in recent years. The Group has been rewarded the ISO 9001:2008 quality management system certification (and subsequently upgraded to ISO 9001:2015 since 2017) for its dedication to enhance its R&M centers since January 2011, making the Group the first franchised PLB operator in Hong Kong having such a prestigious accreditation. The R&M centers of the Group also have registered under the Voluntary Registration Scheme for Vehicle Mechanics launched by the Government, under which the participating vehicle maintenance workshops should pledge to operate at a quality level not lower than that specified in the Practice Guidelines for Vehicle Maintenance Workshops in terms of the technical, environmental, safety, staff training, service and documentation requirements.

Apart from enhancing the new captains' safety awareness by strengthening their orientation training, the management also sought to lower the accident rate by strengthening the R&M programmes. The average accident rate was 3.4 per million km for the year ended 31 March 2023 (2022: 3.6 per million km). The number of service related complaints received per million km for the year was 34.4 (2022: 24.2). When complaints are referred by the Transport Department, the operations team members would investigate the cases by checking the service logs, CCTVs (as the case maybe) or/and enquiring the employees being complained and other relevant personnel. All complaints would be responded in written form within one to two weeks.

During the year, the Group was strictly in compliance with the relevant rules of Road Traffic Ordinance of Hong Kong in relation to safety equipment, registration, licensing, construction and maintenance of vehicles.

Supply chain management

The Group engages suppliers mainly for the leasing of PLBs and the procurement of fuel, vehicles parts and repairing services. The number of suppliers of the Group for the year ended 31 March 2023 was 82 (2022: 82). All suppliers engaged by the Group are located in Hong Kong.

The Group launched procurement guidelines in 2009 aiming to ensure that the products and services procured by the Group are carried out under the principle of fair competition and to improve the transparency and accountability of the Group's procurement process. Moreover, to ensure the service quality of the franchised PLBs operations, the Group selects only those suppliers with satisfactory record of products and service quality and on-time delivery. The suppliers are also asked to follow the Group's Code of Practice for Suppliers, which requires the suppliers to ensure that the relevant laws and regulations in environmental protection and safety in relation to the products and services provided are properly complied with. The staff members responsible for procurement may request the suppliers to provide licences or certificates to ensure the validity and legitimacy of the products and services.

In order to further improve the sustainable development in the supply chain of the Group, the Group has established a Code of Practice for Suppliers, with aims to elaborate and explain the Group's views and standards in the areas of ethics, human and labour rights, health and safety, environment protection and climate change action to the suppliers. Majority of the suppliers have been provided with the Code of Practice for Suppliers, as well as the Group's Code of Conduct and Whistle-blowing Policy. Throughout the procurement process, the responsible staff members follow the procurement guideline and monitor if the suppliers have any news or track records on supplying goods or service which may not be in compliance with any laws and regulations or not conform with the value and standards laid in the Code of Practice of Supplier and the Code of Conduct of the Group. The number of suppliers required to follow the Code of Practice for Suppliers of the Group for the year was 76 (2022: 69).

Anti-corruption

The Group recognises the importance of carrying out business activities with integrity and believes an effective anti-corruption mechanism is the key of the sustainability and long-term growth of the Group. The Code of Conduct and the procurement guidelines of the Group provide clear guidelines to the employees on how to conduct business in a fair, ethical and legal manner and to avoid corruption in any form (as defined by the Prevention of Bribery Ordinance of Hong Kong). The Group's Code of Conduct and also Code of Practice for Suppliers also requires the employees and suppliers to avoid any conflict of interest (where personal interests conflict with the interests of the Group), to declare any conflict of interest and not to abuse their positions or powers in the Group to seek personal benefits. Gambling activities are strictly prohibited during the working hours and in any workplace. Employees are also not allowed to accept any loan from any person who has a business or business relationship with the Group, except the borrowings from licensed banks or financial institutions.

The Board has established a whistle blowing policy to provide reporting channels for the employees to report possible improper or corruptive practices encountered in their workplace. Reportable matters include but are not limited to breach of laws, rules and regulations, unlawful or inappropriate or fraudulent conduct involving internal control, accounting or financial matters, acts that endanger personal health and safety, and improper conduct or unethical conduct that may prejudice the reputation of the Group.

During the year, the Group had provided an anti-corruption training to the employees who are responsible for administrative function of the Group. There was no concluded legal cases regarding corrupt practices brought against the Group or its employees during the year (2022: Nil).

Data and Privacy Protection

For safety and security purposes, some of the PLBs are equipped with CCTV cameras. Notices to passengers are posted inside the PLB compartments to inform the passengers that the CCTV system is in function. Only authorised staff members are allowed to access and view the CCTV recordings. Unless investigation is in progress, the recordings are erased automatically after 15 days. The Group did not receive any complaints concerning privacy issues during the year ended 31 March 2023 (2022: Nil).

EMPLOYMENT PRACTICES

The minibus industry is labour-intensive in nature. The Group considers its employees as its greatest assets.

As at 31 March 2023, the Group had 1,178 employees in total (2022: 1,166). The Group recruits employees from the local labour market and adheres to the principle of open and fair competition. The recruitment criteria are based on individual merits, education background, skill and past experience of the candidates and their suitability to the job position. The Group has adopted a board diversity policy since 2013 and is committed to eliminating discrimination in employment against race, gender, age, religion, marital and family status. Employment of illegal workers, child labour and forced labour are strictly prohibited. Candidates are required to provide identity proof to ensure their age and their eligibility of working in Hong Kong.

The Group's remuneration policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to contribute their talents to the business. The remuneration packages of the employees include basic salaries, double pay and bonuses, annual leave, travelling and housing allowance, which are determined with reference to a number of factors including employees' educational and professional background, experience, job duties and the remuneration of similar job in the industry. The level of remunerations is reviewed annually by reference to the market conditions and individual merits. The sick leave, maternity leave and paternity leave policy of the Group is based on the standard rules set out in the Employment Ordinance of Hong Kong. During the year, the Group was generally in compliance with the relevant labour laws in Hong Kong in respect of working hours, rest periods, mandatory provident funds contributions, benefits and welfare, anti-discrimination and minimum wages requirements.

The Company operates a share option scheme soon after its listing in 2004. The purpose of adopting the share option scheme was to provide the Company with a platform to offer rewards and incentives to eligible participants for their contribution to the Group and to encourage them to work towards enhancing the value of the Company and its shares for the benefit of the Company and its shareholders as a whole.

The Group considers that staff development is important to improve the employees' abilities and safety consciousness. Therefore, the Group encourages employees to attend in-house or external training courses or seminars at the Group's expense. The topics of the trainings included directors' responsibilities, law and regulations update, professional development in accounting and insurance, occupational safety, driving behavior, information technology, anti-corruption and soft skills like time management etc.

The Group is committed to providing comfortable, convenient and safe passenger transportation services in good faith, thus, the Group adopts a Code of Conduct which sets out the basic standards of conduct that all the staff of the Group must abide by. All employees of the Group, regardless of their positions and functions, are required to comply fully with the principles set out in this Code of Conduct. The Group also adopts a Whistle blowing policy to encourage the employees to pay attention and come forward to report any suspicious misconduct or any defects in the operation of the Group to the Company. The Company endeavors to properly handle the employee's concerns in a fair and appropriate manner.

EMPLOYMENT INDICATORS	Year ended 31 March	
	2023	2022
Total Workforce as at year end, all located in Hong Kong		
By Gender	1,178	1,166
Male	1,124 (95.4%)	1,110 (95.2%)
Female	54 (4.6%)	56 (4.8%)
By Employment Type		
Full time	616 (52.3%)	639 (54.8%)
Part time	562 (47.7%)	527 (45.2%)
By Age Group		
Below 40	68 (5.8%)	67 (5.7%)
40 to 49	154 (13.1%)	166 (14.2%)
50 to 59	268 (22.7%)	274 (23.5%)
Over 60	688 (58.4%)	659 (56.6%)
Staff Turnover Rate (in %)		
Overall	21.6%	23.8%
By Gender		
Male	21.9%	24.9%
Female	14.5%	7.1%
By Age Group		
Below 40	31.1%	31.3%
40 to 49	21.3%	27.1%
50 to 59	21.8%	25.5%
Over 60	20.6%	21.4%

HEALTH AND SAFETY INDICATORS	Year ended 31 March	
	2023	2022
Number of work-related fatalities occurred in each of the past three years	1	1 (2021: Nil)
Number of lost days due to work injury	1,399	1,655

DEVELOPMENT AND TRAINING INDICATORS	Year ended 31 March	
	2023	2022
% of employees trained		
By Gender		
Male	96.6%	79.8%
Female	3.4%	20.2%
By Employment Category		
Senior level	1.0%	8.8%
Middle level	1.7%	50.0%
Entry level	97.3%	41.2%
Average training hours completed per employee (in number of hours)		
Per employee	1.08	0.89
By Gender		
Male	1.0	0.8
Female	3.6	3.4
By Employment Category		
Senior level	13.3	10.8
Middle level	1.2	2.7
Entry level	1.0	0.7

SERVING THE COMMUNITY

The Group places great value on corporate citizenship and social responsibility. Over the years, the Group has sponsored various activities organised by different district groups and charities. In addition to financial assistance, the Group and its staff members have participated in various community services. The activities that the Group sponsored or participated through its employees and volunteer team included Southern District's Road Safety Campaign and Southern District Football Club etc.. During the year, the Group continued to be nominated by Aberdeen Kai-fong Welfare Association Social Service Centre and was awarded as a "Caring Company" by The Hong Kong Council of Social Service in recognition of its contributions to community involvement programmes.

The Group also continues its support to the community through expanding the coverage of its GMB-GMB Interchange (GGI) schemes, offering fare concessions to passengers traveling on long journeys on specific routes. We also join hands with the MTR and The Kowloon Motor Bus Co. (1933) Limited to offer interchange fare concession to passengers. Moreover, all GMB routes under the Group participate in the Government's Public Transport Fare Concession Scheme for the Elderly and Eligible Persons with Disabilities and three residents' bus routes participate in the Public Transport Fare Subsidy Scheme. Our operation team maintains close communication with district and resident representatives and responds proactively to passenger needs. In order to facilitate the access of wheelchair users to PLB service, the Group launched the first lower-floor wheelchair accessible PLB in Hong Kong in January 2018.

To support the operations and activities of various organisations, the Group contributed donation and sponsorship amounting to HK\$289,000 during the year (2022: HK\$201,000), of which around 79% was for supporting the sport and recreational activities and communities in Southern District.

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B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	P. 20
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	P. 20
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	P. 20
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	P. 20
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	P. 22
	KPI B8.1	Focus areas of contribution.	P. 22
	KPI B8.2	Resources contributed to the focus area.	P. 22

Note: "N/A" means with regard to the business nature of the Group, the disclosure is immaterial or irrelevant. Thus, the disclosure or KPI is not available.