



**BINGO GROUP HOLDINGS LIMITED**  
**比高集團控股有限公司**

*(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: 8220

**ENVIRONMENTAL, SOCIAL  
& GOVERNANCE REPORT**  
**環境、社會及管治報告**  
**2016/17**

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## ABOUT US 關於我們

Bingo Group Holdings Limited (the “Company”) and its subsidiaries (collectively, “Bingo Group” or the “Group”) are listed on the Growth Enterprise Market (“GEM”) of the Stock Exchange of Hong Kong Limited and is a new and fast-growing film company. The Group focuses on movie production, licensing and derivatives, crossover marketing and provision of interactive contents (“Filmed Entertainment, New Media Exploitations and Licensing Businesses”) and cinema investment and management (“Cinema Business”).

比高集團控股有限公司及其附屬公司(統稱「比高集團」或「本集團」)於香港聯合交易所有限公司創業板(「創業板」)上市，是一家發展迅速的新進電影企業。本集團專注於電影製作、特許權業務及衍生作品權、跨界市場推廣及提供互動內容(「電影娛樂、新媒體開發及特許權業務」)以及影院投資及管理(「影院業務」)。



Due to the on-going development of the Cinema Business of the Group, the total revenue of the Cinema Business accounted for approximately 99% of the revenue of the Group during the year ended 31 March 2017 and this segment has become the prime revenue generator of the Group. Meanwhile, the Group took the chances in providing consultancy services on investments in cinemas and theme parks in the PRC. The Group is proactively considering the feasibility in developing the consultancy services as one of its major businesses.

本集團的影院業務持續發展，截至二零一七年三月三十一日止年度，影院業務的總收益佔本集團營業額約百分之九十九，成為本集團最主要的收益來源。同時，本集團把握機會，就投資於中國之影院及主題公園提供顧問服務，並積極研究將顧問服務發展為旗下一項主要業務之可行性。

The Group has established large-scaled Bingo Cinemas in Hangzhou, Lin'an and Shanghai, Mainland China.

本集團於中國內地杭州、臨安及上海三個城市設有大型的「比高電影院」。

# ABOUT THIS REPORT

## 關於本報告

This report is the first Environmental, Social and Governance Report released by the Group. The Group's strategies and commitments on the sustained development are disclosed in a transparent and open manner to enhance the stakeholders' confidence in and understanding of the Group.

### REPORTING PERIOD

All the information in the report has reflected the Group's performance in environmental management and social responsibilities during the period from April 2016 to March 2017 (the "Reporting Period"). Subsequently, the Group will publish an annual Environmental, Social and Governance Report regularly for public access. The transparency in information disclosure is continuously enhanced.

### SCOPE OF REPORT

The report focuses on the business operation of the Group's operations of Hangzhou Bingo Cinemas City ("Cinema City") located in Gongshu District, Hangzhou City, PRC, whereas businesses of other cinemas or the Filmed Entertainment, New Media Exploitations and Licensing Businesses are excluded, as Cinema City accounted for approximately 34% of revenue from Cinema Business of the Group. Upon the Group developing a mature data collection system and intensifying the work at environment, society and governance, we shall extend the scope of disclosure, even in the full coverage of all the Group's operations.

本報告為比高集團發佈的首份《環境、社會及管治報告》，以透明、公開的方式披露本集團在可持續發展議題上的措施和績效，同時展現本集團在持續發展道路上的策略與承諾，以增加持份者對本集團的信心和瞭解。

### 報告期

報告中的所有資料均反映比高集團於二零一六年四月至二零一七年三月（「報告期」）在環境管理和社會責任方面的績效。往後，本集團將每年定期發佈《環境、社會及管治報告》，以供各界隨時查閱，持續提升資訊披露的透明度。

### 報告範圍

報告聚焦於比高集團位於中國杭州市拱墅區的杭州比高電影城（「電影城」）之營運，並不包括其他電影院或電影娛樂、新媒體開發及特許權業務，該電影城佔本集團之影院業務收益約百分之三十四。待本集團在資料收集系統更趨成熟，以及環境、社會及管治的工作深化之後，本集團將擴大披露的範圍，直至全面覆蓋本集團的所有營運。

# ABOUT THIS REPORT

## 關於本報告

### REPORTING CRITERIA

This report is prepared in accordance with the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) — Environmental, Social and Governance Reporting Guide (the “Guide”). The environmental, social and governance performance of the Group is precisely outlined in the report. Information contained in the report is originated from the Group’s official documents, statistical data, as well as the consolidated and summarized information about monitoring, management and operation provided by the companies in the Group under the Company’s relevant system. In this report, the last chapter contains complete indexes of content for readers’ quick reference. This report is prepared in two languages — Chinese and English, of which both versions have already been uploaded to [www.bingogroup.com.hk](http://www.bingogroup.com.hk). In the event of any conflicts or inconsistency between the two Chinese and English versions, the Chinese version shall prevail.

### 報告準則

本報告依循香港聯合交易所有限公司(「聯交所」)頒佈的《環境、社會及管治報告指引》(「指引」)編製。報告以精簡的形式概述比高集團的環境、社會及管治表現。報告中的資料來自本集團的官方檔和統計數據，以及根據本集團相關制度由旗下公司提供的監測、管理和營運資料整合匯總。報告的最後一章有完整的內容索引，以便讀者快速查詢。本報告以中、英文兩種文字編製，亦已上載至本集團網站 [www.bingogroup.com.hk](http://www.bingogroup.com.hk)。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

#### 意見反饋

比高集團的持續進步有賴閣下對集團的表現及匯報方法發表寶貴意見。如閣下對報告有任何疑問或建議，歡迎將意見經電郵發送至 [info@bingogroup.com.hk](mailto:info@bingogroup.com.hk)，令集團得以不斷改善環境、社會及管治工作。

#### COMMENTS & FEEDBACK

With your precious comments about this report in terms of contents and formats, Bingo Group could have a continuous improvement. For any enquiries or suggestions, please provide your opinions by email to [info@bingogroup.com.hk](mailto:info@bingogroup.com.hk). This would be helpful to us in continuously enhancing our environmental, social and governance performances.

## MESSAGE FROM EXECUTIVE DIRECTOR 執行董事寄語

“The Bingo Group will continue to improve the management of the Cinema City and make it as an example of other Bingo Cinemas, even in the whole industry, contributing to the environment and the society and working together to create a better future.”

I am pleased to announce the release of the first Environmental, Social and Governance Report of Bingo Group Holdings Limited, which marks the new milestone in the environment, society and governance of the Group. We convey the policies and progress of the corporate sustainable development of the Group to all stakeholders in an objective manner.

We understand that the human resource consumption and the environmental pollution have far-reaching effects on the natural environment and the human society. We attach great importance to the impact of our business operations on the environment. We are committed to energy conservation and emission reduction. During the Reporting Period, we have carried out carbon assessment and resource use statistics for the Cinema City and we will further develop more specific environmental policies based on the relevant data.

Talented personnel is the most valuable asset of the Group. We strive to provide our employees with a safe, fair and developing environment. We provide a comprehensive training and management system for our staff; design a wide range of training courses for new recruits to meet the needs of various positions, so that employees can grow with the Group.

As the Group's Cinema Business continues to develop, many new cinemas may be built in various parts of China in the future. This means that the Group's operations will have a far greater impact on the environment and society. Because of this, Bingo Group will continue to improve the management of the Cinema City and make it as an example of other Bingo Cinemas, even in the whole industry, contributing to the environment and the society and working together to create a better future.

**Chan Cheong Yee**

*Executive Director*

**BINGO GROUP HOLDINGS LIMITED**

「比高集團將繼續完善電影城的管理，成為其他比高影院、以至同業的榜樣，為環境、社區出一分力，與各界攜手創造美好的未來。」

本人欣然公佈比高集團控股有限公司首份《環境、社會及管治報告》，這標誌着本集團在環境、社會及管治方面的嶄新里程碑。我們以客觀的方式，向所有持份者傳達本集團的企業可持續發展方針和進展。

我們瞭解到人類的資源消耗和環境污染對自然環境以及人類社會影響深遠。我們非常重視我們業務營運對環境的影響。我們致力節能減排，本報告期內我們對電影城進行了碳評估和資源使用的統計，並會根據相關數據進一步地訂立更具體的環保政策。

人才是本集團最有價值的資產。我們竭力為員工提供安全、公平、有發展空間的工作環境。我們為員工提供完善的培訓管理體系，針對新入職員工，以及各種崗位不同的培訓需求，設計多元化的培訓課程，讓員工與本集團同成長。

隨著本集團的影院業務持續發展，未來或會有多家新影院於中國各地陸續建成；這亦意味著，本集團的營運將對環境及社會的影響愈趨深遠。正因如此，比高集團將繼續完善電影城的管理，成為其他比高影院、以至同業的榜樣，為環境、社區出一分力，與各界攜手創造美好的未來。

**陳昌義**

**比高集團控股有限公司**

**執行董事**

# COMMUNICATIONS WITH STAKEHOLDERS

## 持份者溝通

The Guide of the Stock Exchange states four reporting principles, which include materiality, quantitative, balance and consistency, as the foundation in preparation of the Environmental, Social and Governance Report. As mentioned by the Stock Exchange, the participation of stakeholders is an evaluation method of materiality. By means of communicating with stakeholders, enterprises could understand their stakeholders' opinions and identify important environmental and social issues.

To Bingo Group, stakeholders refer to those of significance in relation to the Group's business, or groups or individuals that could be influenced by the Group's business. The Group attaches great importance to the participation of stakeholders and actively maintains contact with internal and external stakeholders. Over the year, we have been communicating with the key stakeholders in different ways. During the preparation of this report, we have engaged a professional consultancy company to perform a materiality analysis through interviews with the management. The opinions of the specialist consultants have been combined to clarify the important issues to be presented as necessary in this report, which serve as the basis for the Group to formulate and promote our blueprint of sustainable development in the future.

### WAYS OF COMMUNICATIONS WITH STAKEHOLDERS DURING THIS REPORTING PERIOD

聯交所指引中提出了四項匯報原則，包括重要性、量化、平衡及一致性，作為編製《環境、社會及管治報告》的基礎。誠如聯交所所言，持份者參與是用以評估重要性的方法。透過與持份者溝通，企業能夠收集廣泛的意見，識別重要的環境和社會事宜。

對於比高集團而言，持份者指的是對本集團的業務有重大影響，或受本集團業務影響的群體和個人。本集團十分重視持份者的參與，積極與內部及外部持份者保持聯繫。在過去的一年，本集團透過不同方式與關鍵持份者進行溝通。是次報告的籌備過程中，本集團特意委託專業顧問公司以管理層訪談的形式進行實質性分析，並結合專家顧問的意見釐清匯報的重要議題，並以此作為本集團日後制訂可持續發展藍圖的基礎。

本報告期內的持份者常規溝通方式

	Internal 內部	External 外部
Stakeholders 持份者	<ul style="list-style-type: none"> <li>The Board of Directors 董事會</li> <li>Management 管理層</li> <li>Executives 行政人員</li> <li>General Staff 一般員工</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders 股東</li> <li>Investors 投資者</li> <li>Suppliers 供應商</li> <li>Customers 客戶</li> </ul>
Ways of Communications 溝通方式	Meetings, Interviews, Post, Annual General Meetings, Telephone Hotline, Advice Box 會議、面談、郵件、周年大會、電話熱線、意見箱	

# COMMUNICATIONS WITH STAKEHOLDERS

## 持份者溝通

Bingo Group's business is influencing different stakeholders, while the stakeholders also have different expectations towards the Group. In the future, the Group would continue and expand the communications with stakeholders, whereas the stakeholders' opinions would be extensively collected through various forms. This would lead to a more comprehensive materiality analysis. Meanwhile, the Group would also continue with the quantitative, balanced and consistent reporting principles. The contents and presentation of the information in this Report are presented in a way of more conforming to stakeholders' expectations.

比高集團的業務影響著不同持份者，而持份者對本集團也有著不同期望。未來，本集團將持續並擴大持份者的溝通，透過不同形式更廣泛地收集持份者的意見，令實質性分析更完備。同時，本集團也會提升量化、平衡及一致性的匯報原則，以更符合持份者期望的方式，界定報告的內容及資訊的呈現。



## ENVIRONMENTAL PROTECTION 保護環境

Climate change has brought unprecedented challenges to global economic development. The extreme weather brought about by climate change directly or indirectly affects the ability of different agencies to access resources and maintain operations. In response to global efforts to cope with climate change, the Chinese government has actively promoted efforts to mitigate climate change and promulgated carbon reduction commitments, with the goal of reducing the national carbon intensity by 60% to 65% from the level of 2005 to that of 2030.

In November 2016, the Paris Agreement came into effect with the aim of keeping a global temperature rise well not more than 2 degrees Celsius above pre-industrial levels by the end of this century and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius.

In order to incorporate environmental protection into its daily operations, the Group has formulated the Internal Environmental Protection Management System, which describes the Group's environmental protection management policy, regulating the effective use of the energy and various resources of the Cinema City, the control of pollutants and the operational impact on the surrounding ecological environment.

### EMISSIONS

Reducing greenhouse gas emissions is the most important mitigation program to address the climate change, and carbon assessments are providing a quantitative basis for reducing greenhouse gas emissions. Bingo Group concerned about the greenhouse gas emissions during our operations. During this year, we commissioned a professional consultant to conduct carbon assessment on the Cinema City for the first time.

During the Reporting Period, the total carbon emissions of Cinema City was 648 tons of carbon dioxide equivalent, of which the total carbon emissions from electricity use accounted for 68% of the total carbon emissions. Carbon assessment will help the Group to gain a clearer understanding of greenhouse gas emissions generated from our operations.

氣候變化為全球經濟發展帶來了前所未見的挑戰。氣候變化所帶來的極端天氣直接或間接地影響著不同機構在獲取資源和維持營運的能力。順應全球多國合作應對氣候變化的潮流，中國政府積極推展緩減氣候變化的工作並公佈了減碳承諾，目標是在二零三零年把國家碳強度從二零零五年的水準降低百分之六十至百分之六十五。

二零一六年十一月，《巴黎協議》正式生效，目的是在本世紀末把全球氣溫上升限制在與工業化前相比上升攝氏兩度之內，並致力於進一步控制在攝氏一點五度以內。

為了把環境保護工作納入到日常營運中，本集團制定了《企業內部環境保護管理制度》，當中說明了本集團的環境保護管理方針，同時對電影城的能源和各種資源的有效使用、污染物的控制，以及營運對周圍生態環境影響作出規範。

### 排放物

減少溫室氣體排放是應對氣候變化最重要的減緩方案，而碳評估正為減少溫室氣體排放提供量化基礎。比高集團關注營運過程中的溫室氣體排放量，並於今年首次委託專業顧問對電影城進行碳評估。

於報告期內，電影城的碳排放總量為六百四十八噸二氧化碳當量，其中由於電力使用而產生的碳排放佔總量百分之六十八。碳評估有助本集團更清晰地瞭解營運所導致的溫室氣體排放。

# ENVIRONMENTAL PROTECTION

## 保護環境

### Carbon emissions of Cinema City

### 電影城的碳排放量

Scope 範圍	Emission source 排放源	Emissions during the Reporting Period (tons of carbon dioxide equivalent) 報告年度排放量 (噸二氧化碳當量)
Scope 1 — Direct emissions or removals from sources 範圍一直接溫室氣體排放	Fugitive emissions 逸散性排放	210
Scope 2 — Energy indirect emissions 範圍二能源間接溫室氣體排放	Purchased electricity 外購電力	438

Cinema City focuses on reducing waste and promoting the use of environmentally friendly materials such as decomposable edible cutlery. In order to reduce the generation of sewage, Cinema City installed smart toilets with controllable water flow.

電影城重視減低廢棄物，提倡使用環保物料，如可分解的食用餐具。為減低污水的產生，電影城安裝了強弱水馬桶。

The Group strictly complies with environmental laws and regulations. During the Reporting Period, Cinema City did not discover any non-compliance cases related to emissions or the environment.

本集團嚴格遵守與環境相關的法律和法規。本報告期內，電影城並無發現與排放物或環境相關的違規個案。

### USE OF RESOURCES

### 資源使用

The Group is committed to reducing the consumption of natural resources. Cinema City has taken measures to conserve electricity and water. Cinema City's energy-saving measures include controlling the temperature inside the theater at no less than twenty-six degrees and replacing the lighting with a durable, energy-efficient lighting tube. During the Reporting Period, about 10% of the cinemas were replaced with energy-saving light pipes.

本集團致力減少天然資源消耗。電影城已採取節約用電及水的措施。電影城的節電措施包括把影院內的溫度控制在不低於二十六度，以及把照明更換為耐用省電的照明光管。於本報告期內，電影城有約百分之十的照明已更換為節能光管。

During the Reporting Period, 4,041 ton of water and 623 MWh of purchased electricity were used by the Cinema City.

本報告期內，電影城消耗水4,041噸及外購電力623兆瓦時。

# ENVIRONMENTAL PROTECTION

## 保護環境

### THE ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to minimizing the impact of operations on the environment and natural resources. Through the carbon assessment and data collected on the use of resources, Cinema City will consider the above data as the benchmark and establish future quantitative goals and specific action plans to further enhance our environmental performance.

During the Reporting Period, the total expenditure on the waste management of Cinema City was RMB411,600.

### 環境及天然資源

本集團矢志將營運對環境和天然資源的影響降至最低。透過進行碳評估及收集資源使用的數據，電影城將會以視之為基準數據，並訂立未來的量化目標和具體行動計劃，進一步提升環保表現。

本報告期內電影城於廢物處理方面的總支出為人民幣411,600元。

# CARE OF THE EMPLOYEES

## 員工關懷

### EMPLOYMENT SYSTEM

Bingo Group believes that talented personnel is the most valuable asset and the cornerstone of business growth.

Bingo Group has adopted the recruitment principles of “Openness, Fairness, Competitiveness and Choosing the Best” and has standardized the recruitment process, interview procedures and hiring procedures through the establishment of the “Bingo Cinema City Recruitment Management System”. The Human Resource Department at headquarter of the Group establishes the annual recruitment plan each year according to the development plan and human resources needs.

#### Number of new recruits of Cinema City (categorized by gender and age group)

Age group	年齡組別	Female 女性		Male 男性	
		The % accounting for the total Number of new recruits 新員工人數	female staff 佔總女性 員工人數的 百分比	The % accounting for the total Number of new recruits 新員工人數	male staff 佔總男性 員工人數 的百分比
Below 30	30歲以下	7	44%	4	44%
30 to 50	30-50歲	1	14%	1	20%
Above 50	超過50歲	0	N/A不適用	0	N/A不適用
Total	總人數	8	35%	5	36%

### 僱傭制度

比高集團相信人才是企業最有價值之資產，是企業成長的基石。

比高集團以「公開、平等、競爭、擇優」為影城的招聘原則，並透過制定《比高電影城招聘管理制度》，規範招聘流程、面試程序及錄用程序。集團總部行政人事部每年根據發展計劃及人力資源需要，制定年度招聘計劃。

#### 電影城的新入職員人數 (按性別及年齡組別劃分)

# CARE OF THE EMPLOYEES

## 員工關懷

### Number of resigned employees of Cinema City (categorized by gender and age group)

### 電影城的流失人數 (按性別及年齡組別劃分)

Age group	年齡組別	Female 女性		Male 男性	
		The % accounting for the total Number of resigned employees 流失人數	female staff 佔總女性 員工人數的 百分比	The % accounting for the total Number of resigned employees 流失人數	male staff 佔總男性 員工人數的 百分比
Below 30	30歲以下	1	6%	0	0%
30 to 50	30-50歲	0	0%	0	0%
Above 50	超過50歲	0	N/A不適用	0	N/A不適用
Total	總人數	1	4%	0	0%

The Group set out the management system of promotion, benefits and rewards and punishment in the Bingo Cinema City Recruitment Management System. The Group provides staff with festive bonus, employee birthday coupons, free dormitories, night shift subsidies, high temperature subsidies and attendance awards. We also provide employees with year-end welfare coupons, so that employees and their friends and relatives could watch films for free in Bingo Cinemas, catering for the needs of our employees.

The human resources management policies of the Cinema City:

#### Personnel Change Management System of Bingo Cinema City

To provide staff with specific career paths of promotion and development, as well as the promotion principles, evaluation content and standards for various posts. The evaluation covers job performance, work attitude, moral and other areas.

本集團在《比高電影城人事制度》中具體列明晉升機會、福利以至獎懲管理的管理制度。本集團為員工提供過節費、員工生日福利券、免費宿舍、夜班補貼、高溫補貼和全勤獎；以及為員工提供年終福利券，讓員工和其親友憑券在比高電影院免費觀影，照顧員工家屬的需要。

電影城之人事管理政策如下：

#### 《比高電影城員工異動管理制度》

為員工提供具體的職業晉升發展路線，以及不同崗位職級的晉升原則、考評內容及標準。考評內容涵蓋工作績效、工作態度、品德等範疇。

# CARE OF THE EMPLOYEES

## 員工關懷

### Staff Leaves Management System of Bingo Cinema City

To clearly list the staff leaves management system, including the extra rewards based on the service year of the employees.

### 《比高電影城員工工休假期管理制度》

清楚列出員工的休假管理制度，包括依據員工的服務年資另給予額外年假獎勵。

### Staff Reward and Punishment Management System of Bingo Cinema City

To provide code of conduct and regulate disciplinary penalties and management procedures.

### 《比高電影城員工獎懲管理制度》

提供員工行為準則，並規範紀律處罰政策及管理程序。

The works of Cinema City belong to the service industry, where female employees account for a higher proportion of the total employees. The Group strives to create an equal employment environment for its employees and will not discriminate against employees because of their gender, national or religious beliefs.

電影城的工作屬於服務性行業，是女性員工比例較高的行業類別。本集團竭力為員工締造一個平等的僱傭環境，不會因性別、民族或宗教信仰而區別對待員工。

### The number of employees and pay ratios in the Cinema City (categorized by gender and age group)

### 電影城的僱員人數和薪酬比例 (按性別及年齡組別劃分)

Age group	年齡組別	The number of employees 僱員人數		Average pay ratio 平均薪酬比例
		Female 女性	Male 男性	Female: Male 女性：男性
Below 30	30歲以下	16	9	1 : 1.1
30 to 50	30-50歲	7	5	1 : 1.1
Total	總人數	23	14	1 : 1.1
Percentage (%)	百分比 (%)	62.16%	37.84%	

# CARE OF THE EMPLOYEES

## 員工關懷

### HEALTH AND SAFETY

Bingo Group is committed to providing a safe and healthy working environment for its employees and setting out the safety regulations relating to the operation of Cinema City in the “Bingo Cinema City Human Resource System”. In order to improve the safety awareness of employees, Cinema City arranged safety trainings during the year.

The Group has developed the “Popcorn Making Process Manual”, which requires employees to make popcorn in strict accordance with the instructions of the manual, and we provide protective equipment such as aprons, masks, gloves and goggles to prevent employees from splashing corn or oil during the making process.

The Group attaches importance to the physical and mental development of the staff, encouraging them to exercise daily physical exercises and participate in various cultural and sports activities. Cinema City holds two outdoor activities each year to let the employees relax, increasing the cohesion of the team.

### Safety and Health Performance Indicators of Cinema City

	Number of injuries or deaths due to work 因工受傷或死亡個案數字	Total absent hours (hour) 總缺勤時數 (小時)	Total working hours (hour) 總工作時數 (小時)	Total absent rate 總缺勤率
Female 女性	0	253	38,268	0.53%
Male 男性	0	64	22,041	0.53%

### 健康與安全

比高集團致力為員工提供一個安全、健康的工作環境，並在《比高電影城人事制度》中列明與電影城營運相關的安全的管理規定。為提高員工的安全意識，電影城於年內安排安全培訓。

本集團制定了《爆米花製作流程手冊》，要求員工嚴格按照手冊指示製作爆米花，同時為員工提供圍裙、口罩、手套、護目鏡等防護裝備，以免在製作過程中被飛濺的玉米或油燙傷。

本集團重視員工身心發展，鼓勵員工每日進行適量運動及參與各類文體活動。電影城每年舉辦兩次戶外活動，讓員工放鬆心情，也增加團隊的凝聚力。

### 電影城的安全與健康績效指標

# CARE OF THE EMPLOYEES

## 員工關懷

### DEVELOPMENT AND TRAINING

Bingo Group attaches importance to staff training and aims for the common development of enterprises and employees. The Group has developed the "Bingo Cinema City Training Management System" to ensure that employees of different ranks are properly trained.

During the Reporting Period, Cinema City provided training for all employees. In addition, Cinema City encourages employees to participate in external business-related trainings and provides them with full funding and training leaves. During the year, Cinema City arranged two employees to participate in external trainings, the funding of which amounted to RMB6,230. Cinema City also conducted career development reviews of staff, including performance, work ability, work attitude, rules and regulations and business process knowledge, as well as teamwork.

Training object 培訓對象	Training content 培訓內容
New recruits 新入職員工	To introduce industry basics, company background, corporate culture, corporate system and working environment 介紹行業基礎知識、公司背景、企業文化、公司制度以及工作環境
Existing staff 既有員工	Job training for employees with different responsibilities (for example: box office, food and beverage stand and managers etc.) 針對員工不同職責的崗位培訓(如：票房、小賣部、經理等)

### Percentage of employees in Cinema City who receive regular career development reviews (categorized by rank and gender)

Rank 職級	Female 女性員工	Male 男性員工
Management 管理層	100%	100%
Managers 經理人員	100%	100%
General staff 一般員工	100%	100%

### 發展及培訓

比高集團重視員工培育，並以企業與員工共同發展為目標。本集團制定了《比高電影城培訓管理制度》，確保不同職級的員工均獲得合適培訓。

本報告期內，電影城為全體員工提供培訓。此外，電影城鼓勵員工參與業務相關的外部培訓，並提供全額資助及培訓假期。電影城年內安排兩名員工接受外派培訓，資助費用合用共人民幣六千二百三十元。電影城亦會進行員工職業發展檢視，內容包括業績、工作能力、工作態度、規章制度和業務流程知識，以及團隊合作能力。

### 電影城員工接受定期職業發展檢視的員工比例(按職級及性別劃分)



# CARE OF THE EMPLOYEES

## 員工關懷

### LABOR STANDARDS

Bingo Group understands that child labor and forced labor are a serious violation of fundamental human rights and international labor conventions and pose a threat to sustainable social and economic development.

**The International Labor Organization (ILO) is a specialized agency of the United Nations. It promulgates labor standards through the forms of international labor conventions (ILCs) and recommendations, with the objective of raising working and living standards throughout the world. China is a founding member and a permanent member of the ILO.**

The Group's "Recruitment Management System" sets out the basic condition for the employment is 18 years old or above. According to the "Bingo Cinema City Employee Information Form", the staff of the administration department must check the originals of the identity cards and academic certificates and archive the copies on the spot when arranging the recruitment interviews and the registrations of new employees to ensure that the candidates meet the relevant requirements. In addition, the Group does not advocate staff to work overtime. The staff must obtain written approvals if they need to work overtime due to workloads. Employees can be compensated for overtime working. If employees work overtime during the statutory holidays, the Group will pay them with three times of the daily salary.

During the Reporting Period, Cinema City did not note any case related to employment, occupational health and safety or labor standards.

### 勞工準則

比高集團明白童工和強制勞工嚴重違反基本人權及國際勞工公約，並對可持續的社會和經濟發展構成威脅。

國際勞工組織是聯合國的專門機構，透過國際勞工公約和建議書的形式頒佈勞工標準，從而提高世界各地的工作和生活標準。中國是國際勞工組織的創始成員國，也是該組織的常任理事國。

本集團制定的《招聘管理制度》中列明員工的錄用基本條件為年滿十八歲。根據《比高電影城員工信息表》，行政部員工在安排招聘面試及新員工入職時，必須當場驗明身份證及學歷證書的原件並存檔，以確保應徵者合乎相關要求。此外，本集團不提倡員工加班，如員工因工作原因需要加班，必須獲得書面審批。員工加班後可獲補假，如員工在法定假期加班，本集團會支付三倍的日薪。

本報告期內，電影城並無發現與僱傭、職業健康與安全或勞工準則相關的個案。

# OPERATING PRACTICES

## 營運慣例

### SUPPLY CHAIN MANAGEMENT

Cinema City selects suppliers in accordance with the established “Supplier Qualification Requirements and Product Procurement Standards”, and requires them to provide legal and effective business qualification certificates or industry entry certificates. The suppliers of Cinema City are cinema companies approved by the State Administration of Radio, Film and Television. Cinema City shows films which comply with regulations according to national regulations.

For suppliers supplying food products or food raw materials, the Group requires the relevant suppliers to provide proof of inspection issued by a state authority or a third party testing organization. If the product relates to the brand agency, the supplier must provide the authorized agent certificate issued by the original brand manufacturers.

In addition to the quality of the products provided by the supplier, the Group will consider extending the procurement criteria to its environmental and social performance.

### PRODUCT RESPONSIBILITY

Bingo Group has always set the principles of “Quality, Service and Price” as the core. With the motto of “Let the film return to the public”, we are committed to bringing higher quality of audio and video enjoyment to the audience, including the provision of a safe and hygienic avenue.

In order to protect the safety and health of the audience, Cinema City has formulated the “Cinema Service and Product System” and “Cinema City Daily Cleaning and Maintenance System”, which provide for the regular maintenance and repairs of cinema facilities and set out various cleaning standards, cleaning staff requirements, daily inspection requirements and monthly thorough cleaning plans.

### 供應鏈管理

電影城按照既定的《供應商資質要求及產品採購標準》選擇供應商，要求供應商提供合法有效的企業資質證明或行業准入證明。電影城的影片供應商為國家廣播電影電視總局認可的院綫公司。電影城依照國家法規要求，播放合規的電影。

針對提供食品成品或食品原材料的供應商，本集團要求有關供應商提供由國家機關或第三方檢測機構發出的檢測合格證明。如有關產品涉及及到品牌代理，供應商必須提供由原品牌廠商發出的授權代理證明。

除了考慮供應商提供的產品品質外，本集團將考慮採購標準延伸至其環境和社會表現。

### 產品責任

比高集團一直以「品質、服務、價格」為核心，以「讓電影回歸大眾」為理念，致力為觀眾帶來更高品質的影視視聽享受，當中包括提供一個安全、衛生的場所。

為保障觀眾的安全與健康，電影城制定《影院服務及產品制度》及《比高電影城日常保潔工作制度》，規定定期保養維修影院設施，並列明各項清潔標準、清潔員工工作要求、每日的檢查要求和每月的徹底清潔計劃。

## OPERATING PRACTICES 營運慣例

The operation of Cinema City does not involve in advertising and labeling matters, nor does it contain mass collection of personal information.

During the Reporting Period, no illegal case associated with product responsibility was recorded in the operations of Cinema City.

### ANTI-CORRUPTION

As a responsible company, Bingo Group is committed to the prevention of corruption and wrongdoing. The Group has formulated the “Anti-Bribery and Anti-Corruption Policy”, which states that employees must abide by their professional ethics and prohibit employees from participating in corruption, bribery or deceptive, fraudulent activities.

During the reporting period, no case of litigation against corruption associated with Cinema City and its staff was recorded.

**United Nations Convention against Corruption, UNCAC is the first global convention to cover corruption issues in a comprehensive manner. Many countries are in accordance with UNCAC to develop their own laws, and take measures to implement such laws.**

電影城的營運並不涉及廣告及標籤事宜，也沒有大量收集個人資料。

在本報告期內，電影城並無發現與產品責任相關的違規個案。

### 反貪污

作為一家負責任的企業，比高集團致力預防貪污不法行為。本集團已制定《反賄賂反腐敗政策》，列明員工在工作中必須遵守職業道德，嚴禁員工參與貪污、行賄受賄或欺騙欺詐活動。

在本報告期內，電影城並沒有出現與電影城及其員工相關的貪污訴訟案件。

**「聯合國反腐敗公約」(United Nations Convention against Corruption, UNCAC)是首個全面涵蓋貪污議題的全球性公約。許多國家均依據該公約自行制訂相關法律，並採取措施落實執法。**

## COMMUNITY INVESTMENT 社區投資

With the market's focus on corporate behavior and "Social License to Operate", pursuing short-term maximum financial performance to reward shareholders is not the only goal of our business management. As an enterprising business, Cinema City has a deep understanding of the importance of maintaining close communication with different stakeholders and bringing more value to the communities in which they operate. Cinema City sets up members and children fare concessions, and plans to provide student benefits and plays the national recommended films for free, so as to promote the enjoyment of films and bring more laughters for the audience.

At present, the Group is committed to actively increase the social welfare undertakings, take the initiative to take social responsibility, and put the people's care and support for vulnerable groups in the same important position as the pursuit of corporate profits. The Group also plans to develop community investment policies in the coming year, describing the focus of the Group on the relevant contribution scope and works.

隨著市場對企業行為和「社會營運許可」的關注，追求短期的最大財務績效以回饋股東並不是企業管理的唯一目標。作為一家進取的企業，電影城深刻明白與不同持份者保持緊密溝通，為營運所在社區帶來更多價值的重要性。電影城設立會員及小童票價優惠，並計劃提供學生優惠及免費播放國家推薦影片，讓欣賞電影普及化，為更多觀眾帶來歡笑。

目前，本集團承諾將積極增加社會公益事業、主動承擔社會責任，將對人的關愛和對弱勢群體的扶持與追求企業利潤置於同等重要的位置，並計劃於來年制訂社區投資政策，說明電影城的專注相關貢獻範疇及工作。

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## 《環境、社會及管治報告指引》內容索引

Subject Areas 主要範疇	Contents 內容	Pages 頁碼
<b>A. Environmental 環境</b>		
<b>A1 Emissions A1 排放物</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	8-9
<b>A2 Use of Resources A2 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	9
<b>A3 The Environment and Natural Resources A3 環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	10
<b>B. Social 社會</b>		
<b>B1 Employment B1 僱傭</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, leaves, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	11-13

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## 《環境、社會及管治報告指引》內容索引

Subject Areas 主要範疇	Contents 內容	Pages 頁碼
<b>B2 Health and Safety</b> <b>B2 健康與安全</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	14
<b>B3 Development and Training</b> <b>B3 發展及培訓</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	15
<b>B4 Labour Standards</b> <b>B4 勞工準則</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	16
<b>B5 Supply Chain Management</b> <b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	17

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## 《環境、社會及管治報告指引》內容索引

Subject Areas 主要範疇	Contents 內容	Pages 頁碼
<b>B6 Product Responsibility</b> <b>B6 產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	17-18
<b>B7 Anti-corruption</b> <b>B7 反貪污</b>		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	18
<b>B8 Community Investment</b> <b>B8 社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its business activities take into consideration the communities' benefits. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	19

