



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
2017/18

CONTENTS

目錄

Page 頁數

2	ABOUT THE GROUP 關於本集團
3	ABOUT THIS REPORT 關於本報告
5	MESSAGE FROM EXECUTIVE DIRECTOR 執行董事寄語
7	COMMUNICATIONS WITH STAKEHOLDERS 持份者溝通
9	STAFF CARE 珍視員工
15	DEDICATION TO OPERATION 盡責營運
19	COMMUNITY-BUILDING 共建社區
20	ENVIRONMENTAL PROTECTION 保護環境
24	OVERVIEW OF KEY PERFORMANCE INDICATORS 關鍵績效指標縱覽
29	CONTENT INDEX TO THE ESG REPORTING GUIDE 《環境、社會及管治報告指引》報告內容索引

ABOUT THE GROUP 關於本集團

Bingo Group Holdings Limited (the “Company”, stock code: 8220) is listed on GEM of the Stock Exchange of Hong Kong. The Company and its subsidiaries (collectively, “Bingo Group” or the “Group”) focus on film 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”).

As the Cinema Business grows continuously, the business has become the main source of the Group’s income. The total income accounts for approximately 98% of the Group’s gross turnover. The Group has established three Bingo Cinemas in cities of Mainland China (e.g. Hangzhou and Shanghai).

比高集團控股有限公司(「本公司」)於香港聯合交易所創業板上市(股份代號8220)。本公司及其附屬公司(統稱「比高集團」或「本集團」)專注於電影製作、特許權及衍生作品權、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」)。

隨著影院業務的持續發展，該業務已成為本集團的主要收入來源，其總收益約佔本集團總營業額的98%。本集團於中國內地杭州及上海等城市設有共3間比高電影院。



In view of the sustained growth of the film industry in the PRC, the Group will continue to seize opportunities in terms of investments in cinemas in the PRC and popular films. The Group also keeps its finger on the pulse of other potential fields, e.g. consultancy, development and operation of online games, development of VR and MR projects and Chinese Culture. We aim to achieve the synergy between these fields and our cinema business. The Group wants to diversify its future development by strengthening its own signature projects and investing in some promising industries.

鑒於中國電影市場的持續發展，本集團將繼續把握投資中國影院及受歡迎電影之機遇。此外，本集團將持續關注其他具發展潛力的領域，如：顧問服務、開發及經營在線遊戲業務、虛擬實境及混合實境項目發展，以及中國文化事業等，務求與影院業務形成協同效應。本集團希望通過鞏固自身優勢項目和投資潛力行業，使本集團日後的發展更加多元化。

* for identification purposes only.

ABOUT THIS REPORT

關於本報告

This report is the second Environmental, Social and Governance Report (the “Report”) released by the Group. The Report offers an overview of the Group’s policies, measures and performance in relation to environment, society and governance, thanks to which, stakeholders will be able to have a better understanding of the progress and direction of the Group’s sustainable development. The Report is prepared in Chinese and English, and it has been uploaded to the website of The Stock Exchange of Hong Kong Limited (“SEHK”) and the Company’s website (www.bingogroup.com.hk).

SCOPE OF REPORT

The Report focuses on the operation of Bingo Group’s cinema business for the year from April 2017 to March 2018 (the “Year”). The Report covers the Hangzhou Bingo Cinemas City (the “Cinema City”) the Group, located in Gongshu District, Hangzhou. The Cinema City is managed and operated by Hangzhou Bingo Cinema Company Limited, whose turnover accounts for approximately 28% of the turnover generated by the Group’s cinema business. For an easy comparison, this year’s scope is similar to that of the report published last year. The structure of this year’s report is very much the same as last year. The report has not been able to cover all the aspects of the Group’s operation, and the Group is progressively working on improving its internal data collection and expanding its scope of disclosure.

REPORTING CRITERIA

The Report is in compliance with the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “Guide”) issued by the Stock Exchange, and is prepared based on the four reporting principles therein — materiality, quantitative, balance and consistency. In addition, based on the Group’s actual situation, the Report incorporates certain key performance indicators (“KPI”) under “Recommended Disclosures” of the Guide to make the reporting more complete. The Group has engaged Carbon Care Asia, a professional consultancy company, to conduct a carbon assessment to ensure the accuracy of environmental KPIs herein. The last section of the Report is attached with a complete content index so that readers can read the Report by reference to the Guide.

本報告為比高集團發表的第二份《環境、社會及管治報告》（「報告」）。報告透過匯報本集團在環境、社會及管治方面的政策、措施和績效，讓各持份者更瞭解本集團可持續發展議題的進程和發展方向。本報告以中、英文編寫，並已上載至香港聯合交易所有限公司（「聯交所」）及本公司網站 www.bingogroup.com.hk。

報告範圍

本報告聚焦二零一七年四月至二零一八年三月（「本年度」）比高集團的影院業務營運。報告範圍為本集團位於杭州拱墅區之杭州比高電影城（「電影城」）。該電影城由杭州比高電影院有限公司管理營運，其營業額佔本集團之影院業務收益約百分之28%。報告範圍與去年發表的首份報告一致。為方便讀者比較本集團的年度表現，報告結構亦盡量貼近首份報告。報告目前尚未能覆蓋本集團的所有營運，本集團正在不斷提升內部資料收集程序，並將逐步擴大披露範圍。

報告準則

本報告遵守聯交所頒佈的《環境、社會及管治報告指引》（「《指引》」）中有關「不遵守就解釋」的規定，並以其載列的四項匯報原則 — 重要性、量化、平衡及一致性，作為編寫報告的基礎。報告亦根據本集團的實際情況，選用《指引》中部分「建議披露」的關鍵績效指標，令匯報內容更完整。本集團已委託專業獨立顧問公司低碳亞洲進行碳評估，以確保相關環境關鍵績效指標資料的準確性。報告最後一章附有完整索引，以便讀者按《指引》閱讀本報告。

ABOUT THIS REPORT

關於本報告

CONFIRMATION AND APPROVAL

All the information cited herein is derived from the official documents and statistical data of the Group and the management and operational information collected in accordance with the Group's rules. The Report was approved by the Board in September 2018.

確認及批准

本報告引用的所有資料均來自本集團的正式文件、統計數據及根據本集團制度所收集的管理和營運資料。報告於二零一八年九月獲董事會批准發佈。

Feedback	意見反饋
<p>The Group values the opinions of stakeholders. If you have any questions or suggestions about the content or format of the Report, please contact us via the following channels:</p> <p>Address: Units A&F, 10/F, Ho Lee Commercial Building, 40 D'Aguilar Street, Central, Hong Kong</p> <p>Email: info@bingogroup.com.hk</p>	<p>本集團重視持份者的意見。如閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎透過以下方式聯絡本集團：</p> <p>地址：香港中環德己立街40號好利商業大廈10樓A及F室</p> <p>電郵：info@bingogroup.com.hk</p>

MESSAGE FROM EXECUTIVE DIRECTOR 執行董事寄語

The film industry is experiencing growth, and the Group's cinema business in Mainland China is expanding continuously. Our operation on environment and society will have a growing influence on environment and society. We strive to control such influence. The frequent communication with our stakeholders gives us a clear understand of their needs, helping realising our sustainable development goals.

Employees are the very essence of Bingo Group. Our care for them plays a pivotal role on our competitiveness. Comprehensive employment and welfare policies have been formulated to ensure the protection of employees' rights. We are also dedicated to creating a fair and diversified work environment that makes them feel respected.

In order to keep occupational hazards at bay, practice guidelines were laid down according to various occupational procedures for our employees' reference. Not only do we provide them with adequate safety equipment, but also remind them to keep personal safety and health in mind when at work. A system of fire prevention and control is incorporated into our handbook on the operation of Cinema City. We want to make sure that all employees are well trained in terms of fire prevention and control.

We hope that our employees and the Company work hand in hand. A systematic programme covering self-training, internal training and external training has been provided to our employees. Training records are kept for each employee to assess his/her training. The records are also used to manage and fulfill their needs at different stages of occupational development.

We take labour rights seriously, and child labour and forced labour are never allowed. We spare no effort to protect the welfare and rights of our employees as our businesses expand. We comply with the labour law and the law on protection of minors to establish an effective management procedure for recruitment.

在目前中國影業的增長下，本集團在中國內地的影院業務持續發展。這意味著，我們的營運將對環境及社會的影響愈趨深遠。我們積極管理對環境及社會造成的影響，與持份者保持溝通，認清他們的需要，以實現可持續發展為目標。

員工是比高集團的核心，盡力照顧其需要對於我們保持競爭力尤為重要。我們為員工制定完善的僱傭及福利政策，保障他們的權利。我們亦致力提供平等而多元化的工作環境，讓所有員工能有尊嚴地工作。

為有效避免職業危害，我們針對不同工作流程，建立工作指引供員工參考，並提供適當的防護裝置，提醒他們工作時以個人安全和健康為先。我們在電影城營運標準手冊中加入消防管理制度，確保所有員工均有接受全面的消防培訓。

我們希望員工能與企業一同成長，並為員工提供有系統的自我培訓、內部培訓及外部培訓活動。我們為每位員工成立個人受訓檔案，評估其培訓成果，以及管理和滿足員工在不同階段的專業發展需要。

我們重視勞工權益，絕不會僱用童工或強迫勞工。在拓展業務的同時，我們致力保障員工的福利和權益。我們遵守國家的勞動法及保護未成年人士的法例，並確立有效制度管理招聘程序。

MESSAGE FROM EXECUTIVE DIRECTOR 執行董事寄語

Looking into the future, we will seize the opportunities of the growth in this industry. Further discussion with investors will be held on the prospect of our business. In terms of sustainable development, we will keep in close touch with stakeholders of various circles. We want to listen to their opinions on the sustainable development of Bingo Group and then make adjustments accordingly.

Lau Man Kit

Executive Director

BINGO GROUP HOLDINGS LIMITED

未來，我們將抓緊行業增長的機遇，與投資者進一步探討業務發展前景。在可持續發展方面，我們會繼續與各界持份者維持緊密溝通，瞭解他們對比高集團的可持續發展工作的意見，以不斷作出改善。

劉文傑

比高集團控股有限公司

執行董事

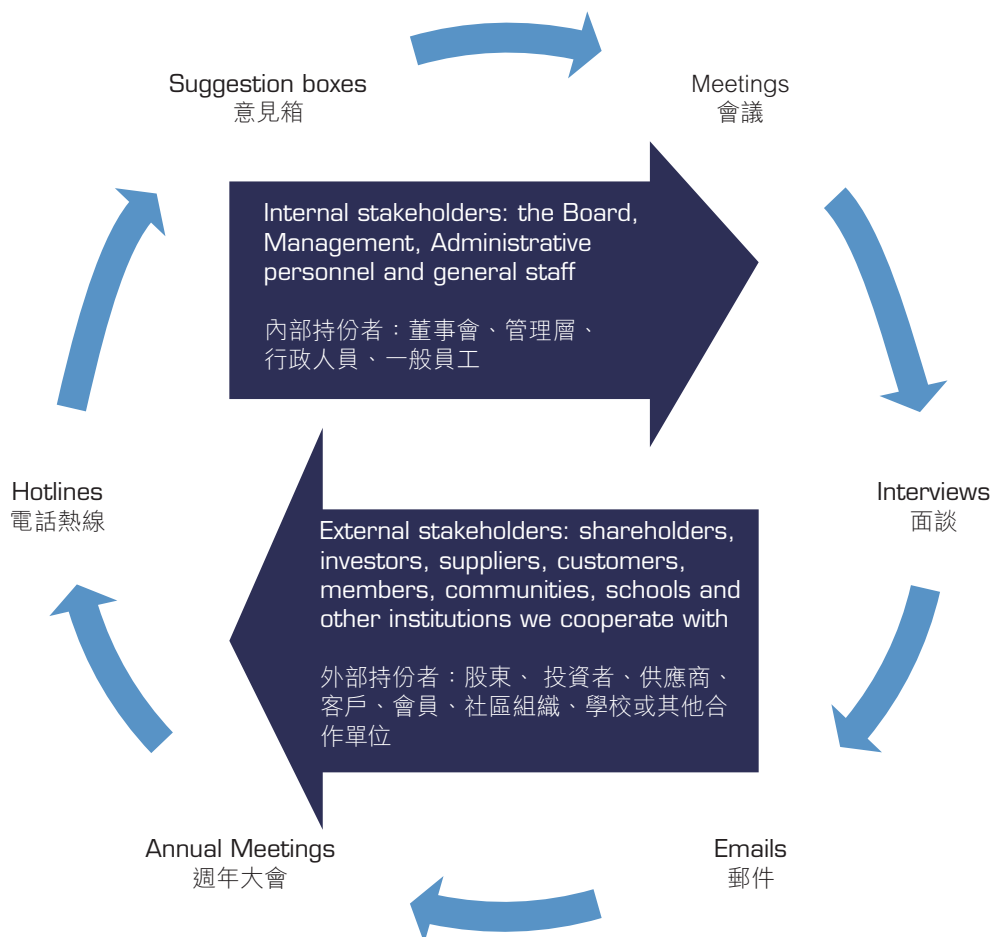
COMMUNICATIONS WITH STAKEHOLDERS 持份者溝通

COMMUNICATIONS WITH MAJOR STAKEHOLDERS

Bingo Group always treasures the participation of our stakeholders¹. Mutual trust has been built up by various kinds of communications with stakeholders in the process of operation. Thanks to our communication, stakeholders can have a clear view of the Group's policies for development and operation, and the Group will be able to listen to their valuable opinions. All of these help the Group find out some potential risks and business opportunities in our sustainable development so that a priority order of the topics under discussion, relevant policies and measures can be clearly worked out.

主要持份者溝通方式

比高集團一直重視持份者¹參與，積極透過日常營運和不同溝通渠道與持份者溝通，建立互信關係。這不但為確保他們了解本集團的發展和營運方針，更讓本集團聽取他們的寶貴意見，使本集團審視在可持續發展方面潛在的風險與商機，以便進一步識別不同議題的優先順序，及制訂相應的政策和措施。



¹ "Stakeholders" represents the groups or individuals that have a significant influence on corporate business or the other way round. Stakeholders constitute the board, management, administrative staff and general staff within the Group, the shareholders, business partners, customers, government and regulatory authorities, banks, investors and communities outside the Group.

¹ 「持份者」，又稱「利益相關方」或「權益人」，指對企業業務有重大影響，或會受業務影響的群體和個人，包括內部的董事會、管理層、行政員工和一般員工，以及外部的股東、業務夥伴、客戶、政府及監管機構、銀行及投資者和社區團體等。

COMMUNICATIONS WITH STAKEHOLDERS

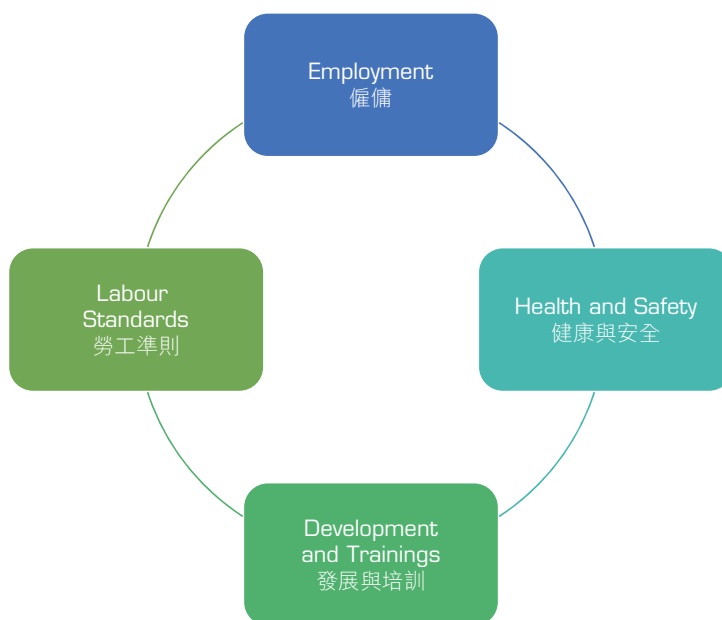
持份者溝通

MAJOR TOPICS ON SUSTAINABLE DEVELOPMENT

Bingo Group identified topics on environment and society that have a pivotal influence on the Group and stakeholders through the interview between consultants and our management. Four topics on environment and society have been extracted from the Guide, and they are the focus of the Report.

重大可持續發展議題

比高集團本年度通過與顧問進行的管理層訪談，識別對本集團和持份者至關重要的環境和社會議題。根據意見交流結果，本集團從《指引》中選取四項環境及社會議題，作為本次報告的重點予以討論。



STAFF CARE 珍視員工

Bingo Group values both the occupational development of our employees and a safe, fair and free work environment. The Group has formulated several systems to understand and meet employees' needs.

EMPLOYMENT SYSTEM

The Group is dedicated to establishing a well-rounded employment system, protecting our employees from any infringes on their rights. The “Bingo Cinema City Recruitment Management System”, the “Personnel Change Management System of Bingo Cinema City”, the “Staff Leaves Management System of Bingo Cinema City” and the “Management System of Welfare Coupons” have been established by the Group for the purpose of protecting employee's rights in terms of remuneration, recruitment, promotion, personnel change, resignation, working hours, staff leaves, welfare and etc.

The Group also values the work-life balance of our employees, and a series of measures have been formulated and implemented accordingly. Pursuant to the “Staff Leaves Management System of Bingo Cinema City”, extra annual leaves will be granted to eligible employees according to how long they have serviced for the Group. Active employees are entitled to paid marriage leaves and paid funeral leaves so that they can take care of their family when necessary. As a way to show our care for female employees with babies, breastfeeding breaks during general working hours are also granted to them in our Group.

比高集團在重視員工職業發展的同時，亦十分注重提供安全、公平以及自由的工作環境。本集團已制訂多項制度，以時時瞭解和解決員工的各項需要。

僱傭制度

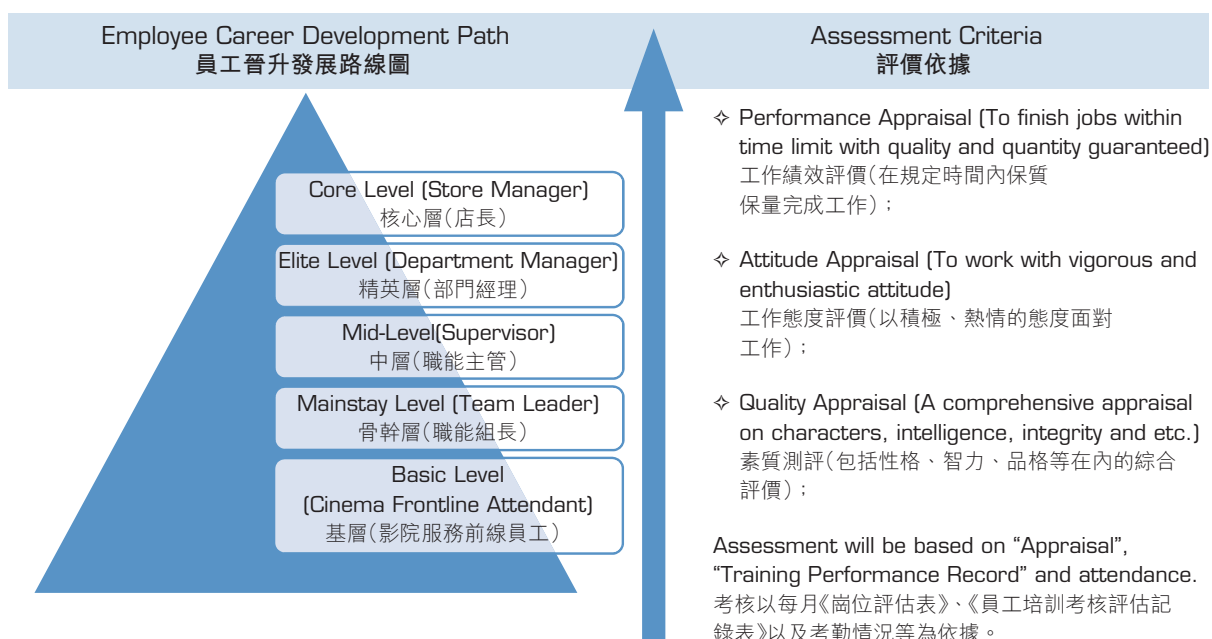
本集團致力於建立完善的僱傭體系，保證員工的各項合法權益不受侵害。為此，本集團專門制訂《比高電影城招聘管理制度》、《員工晉升異動管理制度》、《比高電影城員工休假管理制度》以及《員工福利券管理制度》等具體規定，保障員工在薪酬、招聘、晉升、人事變動與離職、工作時長，以及假期與福利等方面的權益。

本集團重視員工生活與工作的平衡，已制訂並實施一系列家庭友善措施。《比高電影城員工休假管理制度》規定，本集團根據員工的服務年限，對合資格員工給予額外的年假獎勵。在職員工亦享有帶薪婚假及喪假，以照顧特殊家庭需要。而為方便育有嬰兒的女性員工，本集團亦設置哺乳假，以及正常工作時段內的常設哺乳時間。

STAFF CARE 珍視員工

In order to retain talents, Bingo Group rewards employees that have excellent job performance with welfare coupons to show the Group's respect to the contribution made by Cinema City employees. A Career development path has been drawn out according to the principle of fair competition to expand the scope of career development for our employees.

為留任優秀人才，比高集團獎勵日常工作中表現優異的員工，並以福利券的形式回饋電影城員工所作出的貢獻。本集團亦以公平競爭為原則，設置員工晉升路線圖，拓展員工的職業發展方向。



In terms of our recruitment, Cinema City complies with principles of "Openness, Fairness, Diversity, Competition and Appointing people on their merit". All applicants are entitled to equality of opportunity, and they are judged without discrimination as to gender, ethnics, nationality, creed and their referrers.

在招聘錄用員工時，電影城遵循「公開、平等、多元化、競爭、擇優」的原則，所有應聘者機會均等，不因應聘者的性別、民族、國籍、宗教信仰和推薦人而給予差別待遇。

The Group complies with the Labour Law of the People's Republic of China, the Labour Contract Law of People's Republic of China and other laws and regulations. The Group did not transgress against any laws and regulations in terms of employment and labour practices for the year.

本集團遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律及規例。本年度，電影城並無發生與僱傭及勞工常規相關的違法違規個案。

STAFF CARE

珍視員工

HEALTH AND SAFETY

The health and safety of our employees is one of the most important aspects of the operation of our Group. We have formulated the “Bingo Cinema City Operational Practices Manual” and the “Bingo Cinema City GSK² Office Management system” and some other policies, striving to reduce occupational accidents.

In order to improve our employees’ ability to handle fire accidents, all new employees shall attend fire control trainings within one month upon the date they report for duty. Assessment of training outcome will be carried out by tests and hands-on operations. Test scores will be kept in record for employees’ appraisals. Meanwhile, fire control trainings are carried out quarterly in Cinema City. Employees attend trainings in relation to fire control theories, the use of fire control equipment and other topics. With the guidance of local fire services department, fire drills will be performed at least twice a year, the practices of the drill include the use and inspection of fire control equipment, staff evacuation and etc.

Bingo Group encourages our employee to do some exercise every day for better mental and physical health. Recreational and sports activities are held regularly for our employees, aiming at creating happy vibes in office. All employees have their own health certificates, applied for with the help of Cinema City. Thanks to the health certificates, the Group is able to keep its finger on the pulse of each employee’s health.

The Group complies with the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases, the “Regulation on Work-Related Injury Insurances”, the “Regulations Concerning the Labor Protection of Female Staff and Workers” and other laws in relation to occupational health and safety. Cinema City did not transgress against any laws and regulations in terms of health and safety for the year. No occupational accidents occurred for the year as well.

健康與安全

本集團將員工的健康與安全作為工作的重點之一，制訂《比高電影城營運標準手冊》和《比高電影城GSK²辦公室管理制度》等政策，致力減少工作事故的發生。

為提高員工在消防事故中的應急處理能力，本集團的消防管理制度規定，所有新員工在入職一個月內須接受消防培訓課程。培訓結束後將通過考試和實際操作對培訓效果進行評估，相關考試成績將會被記錄在員工崗位績效評估中。同時，電影城內部每季度開展消防培訓工作，對工作人員進行關於消防理論、消防設備的使用等相關培訓。此外，在當地消防管理部門的指導下，電影城須每年組織至少兩次消防演練，演練內容包括：消防器材的使用與檢驗、人員的疏散等。

為提升員工的身心健康，比高集團支持員工每天進行適當的體育活動，並定期組織各類文體活動供員工參與，營造舒暢工作氛圍。本集團已為電影城的全體員工辦理健康證，及時瞭解員工的健康狀況。

本集團遵守《中華人民共和國職業病防治法》、《工傷保險條例》及《女職工勞動保護規定》等與工作健康與安全相關的法律及規例。本年度，電影城並無發生與健康與安全相關的違法違規個案或任何工傷個案。

² GSK stands for “Arrangement”, “Rectification”, “Sweeping”, “Cleaning”, “Quality”, “Safety” and “Health”.

² GSK 指「整理」、「整頓」、「清掃」、「清潔」、「素養」、「安全」和「健康」。

STAFF CARE

珍視員工

DEVELOPMENT AND TRAININGS

Bingo Group treasures the individual development of our employees. We strive to provide employees of all levels with different career building platforms, aiming to improve their capability at work and professional knowledge and expand the scope of their careers. The Group has implemented the “Bingo Cinema City Training Management System”, the “Bingo Group Recruitment Management System” and other systems. Both internal and external trainings have been carried out to make our employees be qualified for their jobs.

Pursuant to the “Bingo Cinema City Training Management System”, trainings have been categorised into three types:

發展與培訓

比高集團重視員工的個人發展，致力為各級員工提供不同的職業發展平台，增強工作能力，完善專業知識，拓展職業生涯。本集團實行《比高電影城培訓管理制度》、《比高電影城員工入職管理制度》等，通過內外部的培訓，令員工適應工作的要求。

其中，《比高電影城培訓管理制度》針對培訓內容，劃分培訓為三種形式：

Training Type 培訓形式	Training Nature 培訓內容	Training Personnel 培訓人員	Training Fees 培訓費用
Self-training 自我培訓	Employees improve their capability at work by self-study 員工通過自學提高自身業務能力	Managers or key members of each department generally act as trainers for training programmes. If	Training fees will be paid by the Group after approval. 培訓費用在批准後由本集團承擔。
Internal training 內部培訓	The nature of internal training covers basic knowledge, occupational skills, work shift, internal transfer, department internal trainings and professional skills and etc. 包括通識培訓、崗位技能培訓、輪崗轉崗培訓、部門內部培訓以及專業技術培訓等	internal personnel do not have the ability to carry out trainings, our store managers or directors of headquarters will engage external trainers. 培訓活動一般由各部門主管或者業務核心人員擔任。若內部人員無法提供相關培訓，店長或總部負責人將聯繫外部講師進行。	

STAFF CARE 珍視員工

Training Type 培訓形式	Training Nature 培訓內容	Training Personnel 培訓人員	Training Fees 培訓費用
External training 外部培訓	The nature of external training covers occupational qualification, industrial exchange conferences, occupational skills, and trainings in other organizations. 包括從業資格教育培訓、行業交流會、崗位技能培訓以及外派培訓等		

Departments will assess the training outcome of employees when training completed. The work performance of trainees is referred to when assessing whether the training outcome lives up to our expectations. The assessment results will be incorporated into employees' own personal files. Meanwhile, adjustments will be made by departments in charge according to problems appearing in the course of training to perfect training procedures.

培訓結束後，相關部門將對員工培訓結果進行評估，該評估須結合受訓員工工作中的表現，以判斷其是否達到預期培訓效果。評估結果須記錄在員工個人檔案中。同時，根據培訓過程中出現的問題，相關部門須及時作出優化方案，完善培訓流程。

For attendants of Cinema City, their supervisors will provide them with trainings on occupational knowledge and skills, including job introduction, demonstration, role exchange, intern supervision, routine check.

對電影城服務組員工，其所在崗位的主管需通過崗位介紹、崗位示範、角色互換、監督實習以及追蹤考核等方式，對其進行崗位知識和工作技能的培訓。

Trained to total ratio
接受培訓員工比例
97.4%

Average training hours
平均培訓時數
1.8

STAFF CARE

珍視員工

LABOUR STANDARDS

The Group understands the use of child labour and forced labour jeopardises society. The “Bingo Cinema City Recruitment Management System” and the “Staff Leaves Management System of Bingo Cinema City” stipulate that the misconduct of the employment of child labour and forced labour should be avoided.

In the course of recruitment, applicants should fill in the employee information form. Copies of their ID cards, residence booklets and other proofs of age should be provided to ensure that each employee is aged 18 or over. The administrative department will be responsible for the inspection of candidates’ resumes. A background inspection will be carried out for the recruitment of senior personnel when necessary.

No forced labour is allowed, and working overtime is not encouraged in the Group. If working overtime is required, deferred leaves will be granted to the corresponding employees. If working overtime occurs in a legal red-letter day, the overtime pay for the day is set at 3 times the regular pay rate.

Cinema City did not transgress against any laws and regulations in terms of child labour or forced labour for the year. The labour system of Bingo Group sticks to International labor standards, the “Law of the People’s Republic of China on the Protection of Minors” and relevant laws and regulations.

勞工準則

本集團明白聘用童工和強制性勞工對社會造成的危害。《比高電影城招聘管理制度》和《比高電影城員工休假管理制度》設有相關規定，避免誤聘童工和強制性勞工情況的出現。

在招聘過程中，應聘者須填寫員工信息登記表，並提供身份證、戶口本等年齡證明文件的複本，以確保其年齡達到十八週歲以上。行政部門負責候選人簡歷的審查。對於高級管理人員的招聘，人事部門在必要時需進行背景調查。

本集團反對任何形式的強迫勞工，亦不提倡加班行為。若出現特殊情況需要員工加班，本集團在員工加班後，採用調休的方式作出補償。若員工在國家法定節假日加班，加班當天工資將以三倍基本日工資為標準進行發放。

本年度，電影城並無發生任何童工或強制勞工的違法違規個案。比高集團確保勞工制度符合國際勞工準則及《中華人民共和國未成年人保護法》等相關法律及規例。

DEDICATION TO OPERATION

盡責營運

Bingo Group is devoted to taking our products and services to the next level. Risks and opportunities in our supply chains are identified by perfecting the management policies for supply chain.

SUPPLY CHAIN MANAGEMENT

The Group takes the cooperation with each supplier seriously. We take the ability to manage environmental and social risks as an important criterion when selecting suppliers to ensure that the products and services of Bingo Group accords with its sustainable development.

According to the revised “Supplier Qualification Requirements and Product Procurement Standards of Bingo Group” for the year, the environmental performance of its suppliers, in addition to social performance, has become one of the screening conditions since the revision. The purpose of the revision is to control the environmental and social risks in supply chains.

Supplier Qualification Criteria

- ✓ Legal and valid proofs of corporate qualification and industrial access should be presented by suppliers;
- ✓ The proofs that the food provided and its raw materials are up to standards, issued by relevant government agencies or third-party institutions, should be presented by suppliers;
- ✓ The authorised distributor certificates should be presented if the suppliers of food and raw materials are the distributors of certain brands;
- ✓ Suppliers should offer professional instruction for food formulation and ingredients.
- ✓ Suppliers should live up to the standards newly added in the terms of tender and renewed contracts.

比高集團致力於提高自身產品和服務的質量，並通過完善供應鏈管理政策，識別供應鏈中存在的風險和發展機遇。

供應鏈管理

本集團重視與各供應商之間的合作，並將環境和社會風險的管理能力作為挑選供應商的重要標準，以確保比高集團的產品和服務符合可持續發展的方向。

本年度，比高集團通過更新《比高電影城供應商資質要求及產品採購標準》，在原有社會表現要求的基礎上，新增供應商環境表現作為篩選的準則之一，以管控供應鏈中的環境及社會風險。

供應商資質要求

- ✓ 供應商須提供合法有效的企業資質文件或行業准入證明；
- ✓ 供應商提供的食品成品或原材料必須提供國家機關或第三方檢測機構出具的檢測合格文件；
- ✓ 供應商提供的食品成品或食品原材料如涉及品牌代理，須提供原品牌廠商給予的授權代理證明；
- ✓ 供應商在產品製作配方上須給予專業幫助；
- ✓ 供應商須達到標書及續約條款中新增的環境績效方面的考量要求。

DEDICATION TO OPERATION

盡責營運

RESPONSIBILITIES TO PRODUCTS

Bingo Group believes that safety, integrity, proper management of product quality are the foundation for creating the shared value with customers and society. The “Cinema Service and Product System” and the “Privacy Statement” stipulate that the Group is responsible for the safety and privacy of customers.

CUSTOMER PRIVACY

The Group takes the protection of customer privacy seriously. Hangzhou Bingo Cinema Company Limited formulated the “Privacy Statement” for the year, aiming to ensure that customer information collected can be handled in a correct and safe manner. The measures set out in the statement are as follows:

- ✓ Encryption is used for the sake of safety when using or transferring the personal information of our customers and members.
- ✓ Companies with professional technologies are engaged to process personal information. Relevant technologies should be carried out by relevant companies and Cinema City.
- ✓ Only servers with firewalls can be used for the storage of the personal information of customers and members;
- ✓ Personal information should be processed by professional personnel according to established procedures; and
- ✓ Maintenance and inspection of the safety of our operating system should be performed regularly.

For any inquiries about the Privacy Statement, please do contact our customer service officers. Once customer identity verified, Hangzhou Bingo Cinema Company Limited will respond to the requirements of the customer within seven working days.

產品責任

比高集團相信，唯有堅持安全和誠信的原則，妥善管理產品的品質，方可與客戶和社會創造共同價值。《影院服務及產品制度》和《隱私聲明》中明確列出本集團對保障客戶安全和消費者隱私等方面的責任。

客戶隱私

本集團重視對於客戶隱私的保護。本年度，杭州比高電影院有限公司特別設立《隱私聲明》，旨在確保電影城在收集客戶隱私資料時，相關資料得到正確安全的處理。該聲明訂立下述措施：

- ✓ 通過使用加密技術，保障顧客及會員的個人資料在使用或傳送時的安全性；
- ✓ 委託專業的技術公司處理個人資料，並確保相關技術公司與電影城採用一致的安全措施；
- ✓ 使用已配置防火牆的服務器儲存顧客及會員的個人資料；
- ✓ 個人資料須由專業人員嚴格按照處理程序進行處理；和
- ✓ 定期對操作系統安全性進行維護和檢查。

若顧客對隱私聲明有任何疑問或者查詢，可通過電話與客服人員進行溝通。在核實客戶身份後，杭州比高電影院有限公司將會在七個工作日之內對客戶的要求進行回應。

DEDICATION TO OPERATION

盡責營運

HEALTH AND SAFETY IN TERMS OF CINEMA SERVICES

Health and Safety are the two crucial factors of our products and services. Bingo Group requires our employees to abide by the “Cinema Service and Product System”, ensuring that the product quality lives up to the national and regional standards. Our employees are also responsible for maintaining public order, food safety and environment sanitation. The “Bingo Cinema City Operations Manual” also stipulates that the Operation Department of Cinema City should inspect fire distinguishers, fire hose reels, emergency lights and other fire control equipment regularly. Such equipment should also be maintained on schedule. All of these measures are taken to remove hidden peril of fire accidents. The results of inspection will be registered in the “Bingo Cinema City Management Log”.

The Group sticks to the “Copyright Law of the People’s Republic of China”, the “Regulations on the Administration of Movies of the People’s Republic of China”, the “Film Industry Promotion Law of the People’s Republic of China” and other national laws and regulations. Cinema City did not transgress against any laws and regulations in terms of responsibilities to products for the year.

When looking into the future of cinema business, the Group will take the identification, assessment and management of advertisement, label, intellectual property protection and other topics to the next level, aiming to perfect the responsibility system for our products.

影院服務健康與安全

保障產品及服務的健康與安全亦至關重要。比高集團要求員工遵守《影院服務及產品制度》，確保產品質量符合國家及地區的標準，並維護電影城的公共秩序、食品安全與環境衛生。《比高電影城營運標準手冊》亦規定電影城營運部須每週定期檢查滅火器、消防栓、照明燈等消防設備的效用狀況，對設備進行及時保養，排除消防安全隱患，並在《比高電影城管理日誌》中登記檢查情況。

本集團遵守《中華人民共和國著作權法》、《中華人民共和國電影管理條例》及《中華人民共和國電影產業促進法》等國家法律及規例。本年度，電影城內並無發生與產品責任相關的違法違規個案。

在未來的影院業務發展過程中，本集團將對廣告、標籤以及知識產權保護等議題進行更為深入的識別、評估和管理，制訂更為完善的產品責任制度。

DEDICATION TO OPERATION

盡責營運

ANTI-CORRUPTION

"Good faith, compliance with laws and premium services" are the very essence of our business. They are also the manifestation of the corporate culture that we make an all-out effort to set up. Strict measures have been taken against any type of corruption. The "Anti-corruption Policies" was set up by the Group for the year to root out illegal acts (e.g. corruption, bribery, extortion, fraud, money laundering). The Group pays special attention to the internal departments or officers in charge of purchasing, engineering and etc. Complaint mailboxes and reporting hotlines have been set up as well. According to the degree of seriousness, the Group will either take actions to halt corruption immediately or circulate a notice for criticism. Lawbreakers will be brought to justice directly.

The Group abides by the clauses set out in the "Criminal Law of the People's Republic of China" and other laws and regulations. Cinema City did not get involved in any corruption litigations for the year, nor did it transgress against any laws or regulations in terms of corruption.

反貪腐

本集團以「守法誠信、優質服務」為經營理念，積極樹立誠信合規、遵紀守法的企業文化，對於任何腐敗現象採取零容忍的態度。比高集團在本年度特別制訂《反貪污政策》，以從源頭上切斷貪污、賄賂、勒索、欺詐及洗黑錢等不法行為。本集團重點關注內部從事採購、工程、銷售等行為的部門或人員，並設立舉報箱和舉報電話。根據情節輕重程度，本集團及時制止或實行通報處理。違反法律的行為將被直接移送至司法機關作進一步處理。

本集團遵守《中華人民共和國刑法》等法律及規例中關於反貪污的規定。本年度，電影城內並無發生與貪污相關的訴訟案件及違法違規個案。

COMMUNITY-BUILDING 共建社區

Bingo Group a listed company that shoulders social responsibilities. We understand that the investment in community plays an important role on performing corporate responsibilities to society. The Group has formulated the “Community Engagement Policies” to make our guiding principles for community investment management clear. The policies were reviewed internally before publication, the implementation of which will make the Group’s investment on communities be more systematic and standardised than ever.

The Group has set up a community investment committee, which is responsible for managing community investment projects. With the guidance of community investment community, adolescent education and development, elderly care services, community restoration and development and community theatrical events have been carried out by the Group with no effort spared. The Group also regularly designates its employees or members of Cinema City to service communities, creating a harmonious vibe in community as never before.

比高集團作為一家具有高度社會責任感的上市集團，明白社區投資對於企業社會責任的重要性。為此，本集團透過建立《社區參與政策》，明確其在社區投資管理方面的具體方針。該政策在報告發佈前已完成內部審閱，待其正式落實後，將使本集團今後的社區投資工作更加系統及規範。

本集團將成立社區投資委員會，負責社區投資項目的管理工作。在社區投資委員會的指導之下，本集團將重點關注青少年教育發展、年長人士服務、社區改造項目及文化藝術社區活動。本集團亦計劃定期組織員工及電影城會員參與到各類社區服務工作中，努力創造更為和諧的社區環境。

ENVIRONMENTAL PROTECTION

保護環境

Bingo Group values environment protection. We are dedicated to the effective use of natural resources and emission reduction, leading to a less impact of our business on the environment. The Group drafted the “Environmental Policies” for the year, which was reviewed internally. The policies (when implemented) will improve the Group’s all businesses in terms of environmental protection, leading to avoidance or reduction of the risks in relation to or the impact on environment. The Group undertakes to abide by applicable laws and regulations in relation to environment in all areas of operation. The Group also promotes the establishment of environment protection mindset within the corporate.

Furthermore, the Group also formulated the “Internal Environmental Protection Management System”. According to the requirements of the system, the administrative department gives comprehensive arrangements of environment protection, and other responsible officers of environment protection act accordingly. Regular meetings on environment are held to earnestly implement the Group’s environment protection policies. A system requiring the equipment which might impair environment to be inspected and maintained regularly shall be formulated to ensure that the operation of such equipment lives up to the requirements of environment protection.

EMISSIONS

The Group will set up an emission control system to reduce the amount of air pollutants, greenhouse gases, solid wastes and waste water produced by the Group in the course of operation.

Emissions of Air Pollutants and Greenhouse Gases

Bingo Group has set up a data collection system for monitoring the emission of air pollutants regularly, preventing the impact of the Group’s operation on environment. Cinema City did not get involved in any businesses related to the emission of air pollutants for the year.

比高集團重視對於環境的保護，致力於通過有效地使用天然資源和減少排放，降低業務營運對環境造成的影響。本年度，本集團已草擬《環境政策》，並已完成內部審閱。該政策正式實行後，將有助於提高本集團所有業務營運的環保表現，避免和減少其對環境造成的風險和影響。本集團承諾遵守各營運地區所有適用的環境法律及規例，並積極推動企業內部環保文化的建立。

同時，本集團亦已制訂《企業內部環境保護管理制度》。該制度規定，本集團內部環保工作採取由行政部門統籌，各環境主管人員負責的模式，通過定期召開環保會議，貫徹落實本集團環保政策。對於可能對環境造成危害的設備，建立定期檢查、維修的制度，保證其運轉符合環境相關要求。

排放物

本集團將建立排放物控制體系，以減少本集團營運所產生的大氣污染物、溫室氣體、廢棄物以及廢水排放。

大氣污染物與溫室氣體排放

比高集團通過建立數據收集系統，定期檢視大氣污染物的排放量，確保本集團營運不會對周圍環境造成影響。本年度，電影城並不涉及任何與大氣污染物排放有關的營運活動。

ENVIRONMENTAL PROTECTION

保護環境

Bingo Group engaged Carbon Care Asia, a professional consulting company, to execute a carbon assessment and determine the amount of greenhouse gases produced by our cinemas (the “carbon footprint”) for the year. The quantification was carried out pursuant to a guideline³ issued by the National Development and Reform Commission of PRC, ISO14064-1 and other international standards.

本年度，比高集團委託專業顧問公司低碳亞洲對本集團進行碳評估，計算影院業務所產生的溫室氣體排放（或稱「碳排放」）。量化的過程參考中國國家發展和改革委員會發布的指南³、以及ISO14064-1等國際標準而進行。

Greenhouse Gas Emissions		溫室氣體排放	
Scope/Activity	範圍/活動	Emissions in 2017-18 (in tCO₂e) 2017-18年度排放量 (噸二氧化碳當量)	Emissions in 2016-17 (in tCO₂e) 2016-17年度排放量 (噸二氧化碳當量)
Scope 1 — Direct Greenhouse Gas Emissions			
範圍1 — 直接溫室氣體排放			
Greenhouse gases released by equipment and systems in operation — Fugitive emissions ⁴	設備及系統運作時釋放的溫室氣體 — 逃逸性排放 ⁴	117.0	210.0
Scope 2 — Indirect Greenhouse Gas Emissions from Energy			
範圍2 — 能源間接溫室氣體排放			
Purchased electricity	外購電力	425.8	438.0
Total Greenhouse Gas Emission	溫室氣體總排放量	542.8	648.0
Intensity of Greenhouse Gas (calculated by per sq.m. area)	溫室氣體密度 (依每平方米面積計算)	0.15	—
Intensity of Greenhouse Gas (calculated by per HKD million income)	溫室氣體密度 (依每百萬港元收入計算)	41.0	—

The aggregate of carbon footprint of Bing Group for the year is 543 tCO₂e, of which the carbon footprint from purchased energy accounts for approximately 78%.

本年度，比高集團的碳排放總量約為543噸二氧化碳當量。其中，從電網購買電力而產生的碳排放約佔碳排放總量的78%。

³ The “Guidelines to Account for and Reports on Greenhouse Gas Emissions for Public Building Enterprises (Trial)”.

³ 《公共建築運營企業溫室氣體排放核算方法和報告指南（試行）》。

⁴ The refrigerant (R-22) released by air conditions in operation is not the greenhouse gas that the Kyoto Protocol applies to.

⁴ 使用空調設備時釋放的製冷劑（型號R-22）並非「京都議定書」規定的溫室氣體。

ENVIRONMENTAL PROTECTION 保護環境

The assessment, recording, annual disclosure of the Group's greenhouse gas emissions and other environmental data will continue. Statistical comparisons will be based on the reporting year's data. All of these actions help set emission reduction targets for the Group. The Group is planning to prepare an internal management scheme in relation to greenhouse gas emissions, aiming to standardise the Group's assessment criteria for greenhouse gas emissions.

WASTE

The Group has set up a waste management system, the guiding principle of which is waste reduction at source. Trainings on waste sorting are regularly provided by the Group to relevant employees, giving them a better understanding of the rules and methods of waste treatment. Bingo Group did not produce any harmful waste for the year. 17 tonnes of general garbage produced by the Group for the year was delivered to eligible contractors.

USE OF RESOURCES

The Group undertakes to set up a data collection system for resource consumption, aiming to keep track of the consumption of energy, water and various kinds of materials within the Group. The corresponding actions and investigations will be immediately carried out once an abnormal situation of resource consumption occurs.

The resources used by the Group for the year mostly consist of electricity and water consumed by Cinema City.

未來，本集團將繼續評估、紀錄及每年披露其溫室氣體排放及其他環境數據，並以本年度的數據作基準，與往後數據作比較。這有助於本集團日後進一步制定減排目標。本集團亦計劃編寫內部溫室氣體排放管理方案，以規範本集團溫室氣體的評估標準。

廢棄物

本集團已建立以源頭減廢為準則的廢棄物管理制度。除此之外，本集團亦定期對相關員工進行廢棄物分類處理的培訓，使其了解廢棄物處理的標準和方法。本年度內，比高集團並無涉及任何有害廢棄物的產生。同時，本集團本年度產生約17噸的一般垃圾，已全部交由合資格承辦商處理。

資源使用

本集團承諾建立資源使用數據收集系統，及時了解本集團內部包括能源、水及各種材料的消耗情況。若發現資源使用數據出現異常，則立即採取適當行動並開展調查。

本年度，本集團使用的資源主要包括電影城營運所需的電力以及水資源。

ENVIRONMENTAL PROTECTION

保護環境

Use of Resources 資源使用

Use of Energy	能源使用	Energy Consumption (MWh) 能源耗量 (兆瓦時)	
		2017-18年度	2016-17年度
Indirect energy — Purchased electricity	間接能源 — 外購電力	605.3	623
Intensity of energy (calculated by per million HK dollar income)	能源密度 (依每百萬港元收入計算)	45.7	—

Use of Water Resources	水資源使用	Water Consumption (m ³) 耗水量 (立方米)	
		2017-18年度	2016-17年度
Total water consumption	總耗水量	1,396	4,041
Intensity of water consumption (calculated by per HKD million income)	耗水密度 (依每百萬港元收入計算)	0.11	—

The Group has incorporated some energy-saving products and water-saving technologies into its cinemas to improve our electricity and water efficiency, leading to a better performance in terms of the Group's resource consumption.

為提高用電和用水效率，本集團已引進節能產品和節水技術在影院內推廣使用，致力提升本集團在資源使用方面的表現。

Not a significant amount of packing materials was used by the Group in the course of its business for the year.

本年度，本集團營運並不涉及大量包裝材料的使用。

ENVIRONMENT AND NATURAL RESOURCES

The Group attaches great importance to the protection of environment and natural resources. Bingo Group has designed a contingency plan, which clearly defines the duties and responsibilities for each department and employee within the Group in an emergency. In terms of selecting sites for the Group's business, the Group will give priority to commercial districts that have been awarded green building certificates and avoid to operate in ecologically sensitive areas.

環境及天然資源

本集團重視對於環境及天然資源的保護。比高集團已建立突發環境事件應急預案體系，明確本集團內部各個部門以及員工在突發環境事件中的職責。同時，在未來商業選址等議題上，本集團將優先選擇已獲得綠色建築認證的商業地點作為本集團的營運區域，並且避免在生態敏感地區開展業務。

The Group sticks to the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", the "Water Pollution Prevention and Control Law of the People's Republic of China" and other relevant laws and regulations. The Cinema City did not get involved in any litigations in terms of emissions and environment for the year, not did it transgress against any relevant laws and regulations.

本集團遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國水污染防治法》等法律及規例。本年度，電影城內並無發生與排放物或環境相關的訴訟案件及違法違規個案。

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標縱覽

ENVIRONMENTAL PERFORMANCE

環境表現

Environmental Key Performance Indicators 環境關鍵績效指標	Amount 數量	Unit 單位
A1.1 The types of emissions and respective emissions data A1.1 排放物種類及相關排放數據		
Nitrogen oxide 氮氧化物	N/A 不適用	
Sulphur oxide 硫氧化物	N/A 不適用	
Particles 顆粒物	N/A 不適用	
A1.2 Total emissions of greenhouse gas A1.2 溫室氣體總排放量		
Scope 1 – Direct emissions 範圍1 — 直接排放	117.0	tonnes of CO ₂ e 噸二氧化碳當量
Scope 2 – Indirect emissions 範圍2 — 間接排放	425.8	tonnes of CO ₂ e 噸二氧化碳當量
Total emissions of greenhouse gas 溫室氣體總排放量	542.8	tonnes of CO ₂ e 噸二氧化碳當量
Intensity of greenhouse gas (calculated by area) 溫室氣體密度 (以面積計算)	0.15	tonnes of CO ₂ e/sq.m. 噸二氧化碳當量/平方米
Intensity of greenhouse gas (calculated by income) 溫室氣體密度 (以收入計算)	41.0	tonnes of CO ₂ e/ HKD million 噸二氧化碳當量/百萬港元
A1.3 Total harmful waste A1.3 有害廢棄物總量		
Total harmful waste produced 有害廢棄物總產生量	N/A 不適用	
Intensity of harmful waste 有害廢棄物密度	N/A 不適用	
A1.4 Total non-harmful waste A1.4 無害廢棄物總量		
Total non-harmful waste produced 無害廢棄物總產生量	17.3	tonnes 噸
Intensity of non-harmful waste (calculated by area) 無害廢棄物密度 (以面積計算)	0.005	tonnes/sq.m. 噸/平方米

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標縱覽

Environmental Key Performance Indicators 環境關鍵績效指標	Amount 數量	Unit 單位
A1.5 Measures to mitigate emissions and results achieved A1.5 減低排放量的措施及所得成果		
A1.6 Methods for handling harmful and non-harmful wastes, waste reduction measures and results achieved A1.6 處理有害及無害廢棄物的方法、減低產生量的措施及所得成果		
A2.1 Total energy consumption A2.1 能源總耗量		
Direct energy 直接能源	—	
Indirect energy 間接能源	605.3	MWh 兆瓦時
Energy intensity (calculated by income) 能源密度(以收入計算)	45.7	MWh/HKD million 兆瓦時/百萬港元
A2.2 Total water consumption A2.2 總耗水量		
Total water consumption 總耗水量	1,396	m ³ 立方米
Water consumption intensity (calculated by income) 耗水密度(以收入計算)	0.11	m ³ /HKD million 立方米/百萬港元
A2.3 Energy use efficiency initiatives and results achieved A2.3 能源使用效益計劃及所得成果		
A2.4 Water sourcing matters, water efficiency initiatives and results achieved A2.4 求取適用水源可有任何問題，以及提升用水效益計劃及所得成果		
A2.5 Total packing materials used for finished products A2.5 製成品所用包裝材料的總量		
Total consumption of packing materials 包裝材料總量	N/A 不適用	
Intensity of packing materials 包裝物料密度	N/A 不適用	
A3.1 Significant impacts of business activities on the environment and natural resources and the actions taken to manage them A3.1 業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動		

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標縱覽

SOCIETY PERFORMANCE

社會表現

Employee composition 員工人數分佈			Total 員工總人數	Male to female ratio 男女員工人數比例
Gender 性別	Male 男性	16	38	0.73:1
	Female 女性	22		
Rank 職能	Full-time managerial personnel 全職管理人員	6		
	Full-time attendant 全職服務員	24		
	Part-time attendant 兼職服務員	8		
Age 年齡	Under 30 少於30歲	27		
	30 to 50 30至50歲	11		
	Above 50 50歲以上	0		

Resigned employee composition 離職員工人數分佈			Separation rate by category 離職率	Resigned employees in total 離職員工總數	Overall separation rate 流失員工百分比
Gender 性別	Male 男性	1	6.3%	3	7.9%
	Female 女性	2	9.1%		
Rank 職能	Full-time managerial personnel 全職管理人員	0	0%		
	Full-time attendant 全職服務員	3	12.5%		
	Part-time attendant 兼職服務員	0	0%		
Age 年齡	Under 30 少於30歲	3	11.1%		
	30 to 50 30至50歲	0	0%		
	Above 50 50歲以上	0	0%		

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標縱覽

Employee composition 新員工人數分佈			New to total ratio by category 新員工比例	New employees in total 新員工總人數	Overall new to total ratio 新員工總體比例
Gender 性別	Male 男性	4	25.0%	9	23.7%
	Female 女性	5	22.7%		
Rank 職能	Full-time managerial personnel 全職管理人員	1	16.7%		
	Full-time attendant 全職服務員	8	33.3%		
	Part-time attendant 兼職服務員	0	0%		
Age 年齡	Below 30 少於30歲	9	33.3%		
	30 to 50 30至50歲	0	0%		
	Above 50 50歲以上	0	0%		

Records of occupational safety and health 職業安全健康績效	Total 總計
Industrial accidents 工傷事故	0
Working days lost due to industrial accidents 因工傷損失工作日數	0

OVERVIEW OF KEY PERFORMANCE INDICATORS 關鍵績效指標縱覽

Number of trainees 員工培訓人數			Trained to total ratio by category 接受培訓人數比例	Overall trained to total ratio 總體培訓員工百分比
Gender 性別	Male 男性	15	93.8%	97.4%
	Female 女性	22	100%	
Rank 職能	Full-time managerial personnel 全職管理人員	6	100%	
	Full-time attendant 全職服務員	23	95.8%	
	Part-time attendant 兼職服務員	8	100%	

Staff training hours 員工培訓時數 (小時)			Average training hours by category 該類別僱員平均培訓時數	Overall average training hours 總體員工平均培訓時數
Gender 性別	Male 男性	23	1.4	1.8
	Female 女性	47	2.1	
Rank 職能	Full-time managerial personnel 全職管理人員	6	1.0	
	Full-time attendant 全職服務員	56	2.3	
	Part-time attendant 兼職服務員	8	1.0	

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
A1 Emissions A1 排放物		
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 exhaust gas and greenhouse gas emissions, discharges into water and land, and generation of harmful and non-harmful 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	20、23
A1.1 A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	21-22, 24
A1.2 A1.2	Total emissions (tonnes) and intensity of greenhouse gas emissions 溫室氣體總排放量（以噸計算）及密度	21, 24
A1.3 A1.3	Total harmful waste produced (tonnes) and its intensity 所產生有害廢棄物總量（以噸計算）及密度	No harmful waste produced by Cinema City 電影城的營運不產生有害廢棄物
A1.4 A1.4	Total non-harmful waste produced (tonnes) and its intensity 所產生無害廢棄物總量（以噸計算）及密度	22, 24
A1.5 A1.5	Emission reduction measures and results achieved 描述減低排放量的措施及所得成果	20, 22
A1.6 A1.6	Harmful and non-harmful waste treatment, waste reduction measures and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	20, 22

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
A2 Use of Resources A2 資源使用		
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	20, 22-23
A2.1 A2.1	Direct and/or indirect energy consumption by type in total (calculated by 1,000 kwh) and intensity 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度	23, 25
A2.2 A2.2	Water consumption in total and intensity 總耗水量及密度	23, 25
A2.3 A2.3	Energy-use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	22, 23
A2.4 A2.4	Water sourcing matters, water-use initiatives and results achieved 描述求取適用水源上可有任何問題, 以及提升用水效益計劃及所得成果	Cinema City has access to proper sources of water 電影城在求取適用水源上無問題
A2.5 A2.5	Total packing materials used (tonnes) for finished products and average packing materials used per unit 製成品所用包裝材料的總量(以噸計算)及每生產單位估量	Cinema City does not use a large amount of packing materials 電影城的營運並無使用大量包裝材料
A3 Environment and Natural Resources A3 環境及天然資源		
General Disclosure 一般披露	Policies on mitigating 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	20, 23
A3.1 A3.1	Significant impacts of business activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	23

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
B1 Employment B1 僱傭		
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 remuneration and dismissal, recruitment and promotion, working hours, rest periods, 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	9-10
B1.1 (partial) B1.1(部份)	Employees by gender, employment type and age 按性別、僱傭類型及年齡組別劃分的僱員總數	26
B1.2 (partial) B1.2(部份)	Separation rate by gender and age 按性別及年齡組別劃分的僱員流失比率	26

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
B2 Health and Safety B2 健康與安全		
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	11
B2.1 B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	27
B2.2 B2.2	Working days lost due to industrial accidents 因工傷損失工作日數	27
B2.3 B2.3	Occupational health and safety measures adopted, and how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	11
B3 Development and Training B3 發展及培訓		
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。	12-13
B3.1 B3.1	The percentage of employees trained by gender and employment type 按性別及僱員類別劃分的受訓僱員百分比	13, 28
B3.2 B3.2	The average training hours by gender and employment type 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	13, 28

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
B4 Labour Standards B4 勞工準則		
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 labour 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	14
B4.1 B4.1	Measures to review employment practices to avoid child labour and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	14
B5 Supply Chain Management B5 供應鏈管理		
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	15
B5.2 (partial) B5.2(部份)	Practices relating to engaging suppliers and how they are implemented and monitored 描述有關聘用供應商的慣例，以及有關慣例的執行及監察方法	15
B6 Product Responsibility B6 產品責任		
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 remedial measures 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	16-17

CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Scope 主要範疇	Content 內容	Page/Remarks 頁碼索引/備註
B6.4 (Partial)	Quality inspection procedures	17
B6.4(部份)	描述質量檢定過程	
B6.5	Consumer data protection and privacy policies, and how they are implemented and monitored	16
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法	
B7 Anti-corruption		
B7 反貪污		
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	18
一般披露	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	
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	18
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	
B7.2	Preventive measures and whistle-blowing procedures, how they are implemented and monitored	18
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法	
B8 Community Investment		
B8 社區投資		
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	19
一般披露	有關以社區參與來了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。	
B8.1	Focus on areas of contribution	19
B8.1	專注貢獻範疇	

