



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
2018/19

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ABOUT US 關於我們

Bingo Group Holdings Limited (the “Company”, stock code: 8220) is listed on GEM of The Stock Exchange of Hong Kong Limited (“SEHK”). 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 100% of the Group’s gross turnover. The Group has established three Bingo Cinemas in cities of Mainland China (e.g. Hangzhou and Shanghai).

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. 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. The Group aims to achieve the synergy between these fields and the cinema business; to diversify its future development by strengthening own’s signature projects; and to invest in some promising industries.

比高集團控股有限公司(「本公司」, 股份代號: 8220)於香港聯合交易所有限公司(「港交所」)創業板上市。本公司及其附屬公司(統稱「比高集團」或「集團」)的主要業務包括電影製作、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」)。

隨著電影業務的不斷發展, 電影業務已成為集團收入的主要來源。其總收入約佔集團總營業額的100%。現時本集團已在中國內地城市(例如杭州及上海)設立三間比高電影院。

鑑於中國電影業持續增長, 本集團將持續物色中國電影院投資機會。同時亦會密切關注其他潛在領域的業務開拓, 例如: 網絡遊戲的諮詢、開發和運營, 虛擬實境和混合實境項目的發展以及介紹中國文化的業務。本集團旨在實現這些領域與電影業務之間的協同效應; 通過融合公司的業務特色, 使其未來發展更具多樣化; 從而擴闊投資前景。

ABOUT THIS REPORT 關於本報告

The Group is fully committed to environment protection, social responsibility and operate with the strictest corporate governance. In pursuant to the requirement of the Environmental, Social and Governance Reporting Guide (the “Guide”) stated in Appendix 20 of the Rules Governing the Listing of Securities on GEM of the SEHK (the “GEM Listing Rules”), the Group has prepared the 2018–2019 Environmental Social and Governance Report (thereafter “Report”).

The Report covers the Group’s initiatives on the concepts of Environmental, Social and Governance (“ESG”) and the implementation of the relevant concepts in the normal operations. The Report also provides an overview to the Group’s direction in managing ESG related issues, driving for initiatives throughout the operation, and communicating the Group’s ESG performance result with stakeholders.

The Report is prepared in Chinese and English, and it has been uploaded to the website of SEHK and the Company’s website (www.bingogroup.com.hk).

本集團全面支持環境保護、履行社會責任及以實施嚴格的企業管治運作。根據港交所創業板證券上市規則（「創業板上市規則」）附錄20所載的環境、社會及管治報告指引（「指引」）的規定要求，本集團編制了2018–2019環境社會與治理報告（此後為「報告」）。

本報告涵蓋了集團在環境、社會和管治（「ESG」）的理念以及在營運中對理念的實施。同時，本報告亦概述了集團在管理ESG上的方針，提倡ESG的重要性，並與持份者溝通集團在ESG方面的績效結果。

本報告以中文及英文編制，並已上載至聯交所網站及本公司網站(www.bingogroup.com.hk)。

SCOPE OF REPORT 報告範圍

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 27% 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.

The reporting period of this report covers the date from 1 April 2018 to 31 March 2019 (the "Year").

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27%。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。

本報告的報告期涵蓋2018年4月1日至2019年3月31日(「本年度」)。

REPORTING CRITERIA

報告準則

The Report is in compliance with the “comply or explain” provisions of the Guide issued by the SEHK, and it is prepared based on the four reporting principles therein — materiality, quantitative, balance and consistency. In addition, the report includes certain key performance indicators (“KPI”) under the Guide’s “Recommended Disclosures” to make the reporting more complete.

該報告符合港交所發布的指引的「遵守或解釋」條文，並根據其中的四項報告原則編制 — 重要性、定量、平衡和一致性。此外，本報告在指引的「建議披露」下納入若干關鍵績效指標（「KPI」），以使報告更完整。

FEEDBACK 反饋

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:

Address: Unit 202, 2/F., Chinaweal Centre,
414-424 Jaffe Road, Hong Kong
Email: info@bingogroup.com.hk

本集團重視持份者的意見。如果您對報告的內容或格式有任何問題或建議，請通過以下管道與我們聯繫：

地址：香港謝斐道414-424號
中望商業中心2樓202室
電郵：info@bingogroup.com.hk

COMMUNICATIONS WITH STAKEHOLDERS

與持份者的溝通

By incorporating ESG into activities and continually interacting with stakeholders in multiple ways, the Group is dedicated to creating sustainable business values and development for shareholders. The Group also acquires valuable opinions from stakeholders which help it identify potential risks and sustainable business opportunities, and implement relevant policies and measures to minimize impacts.

The Group consulted both the internal and external stakeholders about its potential impacts, and identified its related ESG attributes. The Group also 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.

The below table presents key stakeholders of the Group as well as how the Group communicate with them through a variety of engagement channels during the Year.

Internal Stakeholders	External Stakeholders
<ul style="list-style-type: none"> The Board Management Administrative Personnel General Staff 	<ul style="list-style-type: none"> Shareholders Investors Suppliers Customers Local Community Groups Schools and other institutions
<p>Engagement methods: Meetings, interviews, direct mail, staff performance appraisal interviews, internal publications, Annual General Meeting (“AGM”), Extraordinary General Meeting, hotlines and suggestion boxes.</p>	

Table 1. Engaged Stakeholders’ list and methods

Particular sustainability related issues, which are material to the Group, were identified during the process, and results is disclosed in later part of this ESG Report.

為了創造可持續的商業價值和發展，本集團將 ESG 納入不同項目當中及以多種方式不斷與持份者進行互動。本集團亦從持份者處獲取有價值的意見，幫助其識別潛在風險和可持續商機，並實施相關政策和措施以減少負面影響。

本集團就內部和外部持份者的潛在影響進行了諮詢，並在 ESG 上識別相關的特性。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以厘清匯報的重要議題，並以此作為本集團日後制訂可持續發展藍圖的基礎。

下表呈列本集團的主要持份者以及本集團於本年度如何透過各種參與管道與彼等進行溝通。

內部持份者	外部持份者
<ul style="list-style-type: none"> 董事會 管理層 行政人員 一般員工 	<ul style="list-style-type: none"> 股東 投資者 供應商 客戶 當地社區團體 學校和其他機構
<p>參與方法： 會議、會談、郵寄、員工績效考核會談、內部刊物、股東週年大會〔「股東週年大會」〕、股東特別大會、熱線及意見箱。</p>	

表1. 參與的持份者列表和方法

在此過程中確定了對集團而言具有實質性的特定可持續性的相關問題，溝通結果會在本 ESG 報告的後續部分中公佈。

MAJOR TOPICS ON SUSTAINABLE DEVELOPMENT 可持續發展的主要議題

There are certain environment and society topics that have significant impact to the Group and its stakeholders. In particular, we have identified 3 major topics, as follows:

1. Corporate Governance and Staff Care;
2. Community Building; and
3. Environmental Protection.

These topics are addressed with details in later sections.

某些環境和社會議題會對本集團及其持份者有重大影響。在這方面，我們識別了三個重要議題：

1. 企業管理，珍視員工；
2. 社區建設；及
3. 環境保護。

這些議題將在後面的章節中詳細介紹。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

Human Resource is a valuable asset, and one of the Group's top priorities is to provide a secure, fair and free work environment to the employees. Accordingly, the Group has specifically developed the following systems to satisfy employees' needs.

REMUNERATION COMMITTEE AND EMOLUMENT POLICY

To ensure our remuneration scheme stays competitive, the Group established a comprehensive Remuneration Committee, where members are among from the senior management team. The Remuneration Committee is responsible for establishing transparent procedures for developing such Remuneration Policy and Structure, ensuring no director or any of his/her associates will participate in deciding his/her own remuneration. Remuneration is determined by the performance of the individual, the Group as well as market practice and conditions.

In addition, the emoluments of the directors are subject to review and recommendation to the Board by the Remuneration Committee and fixed by the Board with the authorisation of the shareholders in the general meeting. The current members of the remuneration committee are from all independent non-executive Directors, namely Ms. CHOI Mei Ping (Chairman), Mr. TSOI Chiu Yuk, Mr. ONG King Keung and an executive Director, Ms. CHOW Man Ki Kelly. During the Year, the Remuneration Committee held two meetings to discuss the emoluments related matters.

EMPLOYMENT AND REMUNERATION

In accordance with the statutory requirements from the People's Republic of China, and the Hong Kong Special Administrative Region, where appropriate, the Group offers competitive compensation and benefits to all qualified employees, including but not limited to, Mandatory Provident Fund, social security insurance, medical insurance; compensation, and statutory holidays. Details of the Group's Human Resource Management Systems can be found as below.

人力資源是一項寶貴的資產，而集團的首要任務是為員工提供一個安全、公平及有空間的工作環境。因此，本集團設立了以下措施來提供員工的需要。

薪酬委員會及薪酬政策

為確保薪酬計劃保持競爭力，本集團已設立薪酬委員會，成員來自高級管理團隊。薪酬委員會負責制定透明程式以發展一套薪酬政策及架構，當中不包括董事或其任何聯繫人士參與釐定其本身之薪酬。薪酬將參考個人及本集團的表現以及市場慣例及條件釐定。

此外，董事之薪酬由薪酬委員會審閱並向董事會提出推薦建議，之後由董事會憑藉股東於股東大會上之表決而執行。薪酬委員會現任成員均為全體獨立非執行董事，即蔡美平女士（主席）、蔡朝旭先生、王競強先生及執行董事周文姬女士。於本年度，委員會舉行兩次會議以討論薪酬相關事宜。

就業及薪酬

根據中華人民共和國及香港特別行政區之法律規定（如適用），本集團為全體合資格僱員提供具競爭力的薪酬及福利，包括但不限於強制性公積金計劃、社會保險、醫療保險、薪酬、及法定節假日。有關本集團人力資源管理系統的詳情，請參閱以下內容。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

Attracting, developing and retaining talents is vital to the Group's success, and thus a well-rounded employment system is established to safeguard the rights of all employees. 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 all been implemented 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. In addition, the Group's Staff Handbook stating the goals, policies and procedures of the Group as well as employees' conducts is established as a guidance for employees.

The Group also values the work-life balance of employees, and a series of measures have been formulated and implemented accordingly. In particular, extra annual leaves will be granted to eligible employees according period of service. Employees are also entitled to paid marriage leaves and paid funeral leaves, and as a way to showing the care for female employees with babies, breastfeeding breaks during general working hours are also granted. The Group also provide employees with welfare coupons as a reward to outstanding job performance.

During the Year, the Group is not involved with any non-compliance to any related laws and regulations in employee related issue.

RETIREMENT BENEFIT SCHEME

The Group participates in Mandatory Provident Fund Scheme under the Hong Kong Mandatory Provident Fund Schemes Ordinance and the Social Security Insurance for all qualifying employees employed.

During the Year, total contributions paid or payable to the Pension scheme by the Group amounted to approximately HK\$2 million, which had been recognised as expenses and included in staff costs in the consolidated statement of profit or loss and comprehensive income.

招募人才、培訓人才及挽留人才為本集團至關成功的重要條件，故此，本集團建立了全面的就業體制，以維護員工的福利。其中，本集團設立了「比高電影城招聘管理系統」、「比高電影城人事變動管理系統」、「比高電影城員工離職管理系統」和「福利券管理系統」，在薪酬、招聘、晉升、人事變動、辭職、工作時間、員工離職及福利等方面為員工提供全面的保障。作為員工的指導，本集團的員工手冊亦陳述了集團的目標方針、政策和流程以及員工應有的操守。

本集團亦在員工在工作與生活的平衡上考慮，並為此制定了一系列措施。其中，員工根據其年資享有額外的年休假，同時亦設有帶薪結婚假期和喪葬假期。為育有初生嬰兒的女性員工提供照顧，在工作時間內給予母乳收集的休息時間。本集團亦為僱員提供福利優惠券，以表揚傑出工作表現。

於本年度，本集團未發生任何與勞資問題相關或不合規的情況。

退休福利計劃

本集團根據《香港強制性公積金計劃條例》為所有合資格僱員參加強制性公積金計劃（「退休金計劃」）。

於本年度，本集團向退休金計劃已付或應付之總供款約為二百萬港元，已確認為開支並計入綜合損益及全面收益表內之員工成本。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

OCCUPATIONAL HEALTH AND SAFETY

Operational health and safety is one of the Group's top priorities, and it strives to maintain a high occupational safety and health standard, ensuring a safe and comfortable working environment. The Group established the "Bingo Cinema City Operational Practices Manual" and the "Bingo Cinema City BSK Office Management system" and other related policies, striving to reduce occupational accidents (ie: the 6 standards for "Arrangement", "Rectification", "Sweeping", "Cleaning", "Accomplishment", "Safety" and "Health").

Employees are also advised to take extra attention in the daily operation to avoid occupational-related accident. In order to better 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 staff evacuation, the use and inspection of fire control equipment etc.

Bingo Group encourages daily exercise for better mental and physical health. Recreational and sports activities are held regularly for employees, aiming at creating happy vibes in office.

The Group complies with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, which include the "Regulation on Work-Related Injury Insurances" and the "Regulations Concerning the Labor Protection of Female Staff and Workers". Cinema City did not transgress against any laws and regulations in terms of health and safety for the year. In addition, The Group also adheres to Occupational Safety and Health Ordinance (Chapter 509 of the laws of Hong Kong).

職業健康與安全

本集團視職業健康與安全為重要題務，且致力於維持嚴格的職業健康與安全標準，確保員工有安全舒適的工作環境。其中，本集團制定了「比高電影城市運營實踐手冊」和「比高電影城BSK辦公管理系統」等相關政策，致力把工作意外減至最低（BSK為：「整理」、「整頓」、「清掃」、「清潔」、「素養」、「安全」和「健康」等6項標準）。

為了避免工作意外，公司會提醒員工在日常工作中注意安全。同時，為了提高員工能有效應付火災，所有新員工必須在報到當日起的一個月內參加消防培訓，並在培訓後進行測驗評估，評估結果會被計算在工作人員的年度考核當中。電影城亦會在每季度進行一次消防培訓，讓員工參加有關消防控制的理論、消防設備使用和其他相關主題的培訓。另外，在當地消防部門的指導下，電影城每年至少會進行兩次消防演練，當中包括員工疏散演習、消防設備使用及檢查等。

本集團亦鼓勵員工日常多運動以改善身心健康。其中，集團會定期舉辦娛樂和體育活動，旨在為工作環境創造愉快的氛圍。

本集團遵守中華人民共和國制訂的職業病防治相關的法規，當中包括「工傷保險條例」，「女職工勞動保護規定」等。電影城在這一年的健康和 safety 方面沒有違反任何法律法規。此外，本集團一向嚴格遵循《職業安全及健康條例》（香港法例第509章）。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

In summary, and during the Year, the Group had no material non-compliance breach with relevant standards, rules and regulations nor major accident encountered during operation.

EQUAL OPPORTUNITIES, DIVERSITY AND ANTI-DISCRIMINATION

Being an employer that emphasis on opportunity, the Group is committed to adopting a competence-based management strategy in human resources related matters.

In the course of employment and promotion, the Group 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. The Group is also devoted to constructing a harmonious workplace that is free of discrimination, sexual harassment and prejudice on the grounds of among others, seniority, nationality, gender, age, family status, religion, disability or sexual preference. As a cornerstone of the corporate culture, the Group continues to adopt a zero-tolerance approach for such matters.

As of 31 March 2019, the Group employed a total of 115 employees, including employees from Hong Kong and mainland China.

簡而言之，於本年度，本集團並無任何嚴重違反相關標準、規則及法規的情況，且在運營中並未發生任何重大事故。

機會平等、多樣化和反歧視

作為一家提供平等機會的企業，本集團在人力資源相關事宜中採用與能力掛鉤的管理策略。

在就業和晉升過程中，本集團遵循「公開、公平、多元化、有競爭力和任人唯賢」的原則。所有員工皆有權享有機會平等，並保障他們能在不受性別、民族、國籍、信仰及其推薦人歧視的情況下受到同樣對待。本集團致力建設一個不受歧視、性騷擾和偏見的和諧工作場所，其基礎包括資歷、國籍、性別、年齡、家庭狀況、宗教、殘疾或性取向。作為企業文化的基石，本集團一向對歧視事項採取零容忍態度。

於二零一九年三月三十一日，本集團在香港及國內共僱用115名員工。

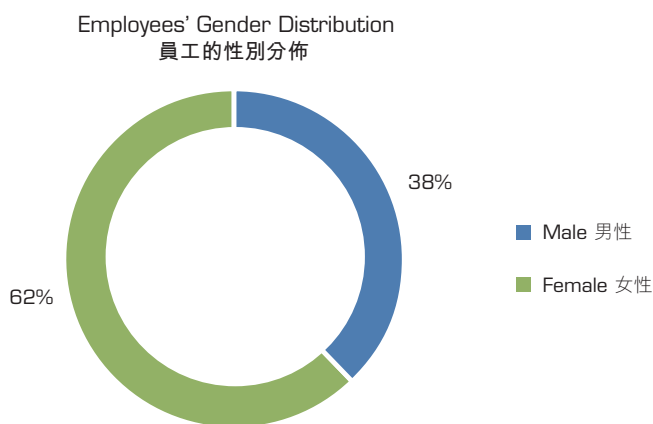


Chart 1. The Group's employees distribution by gender (as of 31 March 2019)

圖1. 本集團員工的性別分佈 (截至2019年3月31日)

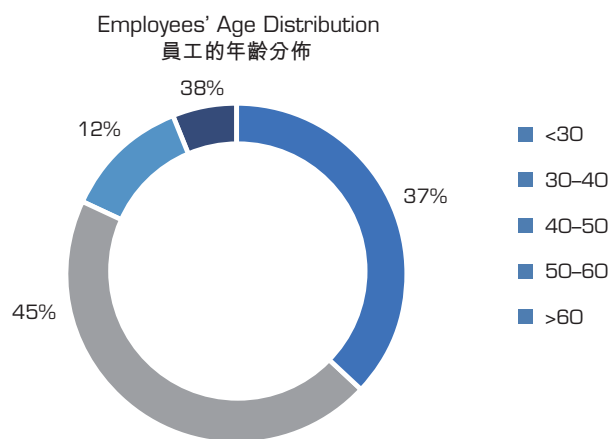


Chart 2. The Group's employees distribution by age (as of 31 March 2019)

圖2. 本集團按年齡劃分的員工分佈 (截至2019年3月31日)

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

During the Year, there is no material non-compliance with the relative laws and regulations regarding employment and labour practices reported or found.

LABOUR STANDARDS

The Group is fully aware that child labour and forced labour violate fundamental human rights. The Group strictly abides by the National “Labour Law” and the “Labour Contract Law”. The Group prohibits any act of child labour employment and ensures such employment shall be avoided under any circumstances. Responsible recruitment personnel shall conduct a careful verification procedure ensuring the actual age of job applicants during the recruitment process. Measures such as the revision on identity documents (ie: Identification Card or passport) shall be conducted to avoid any unlawfully employment.

In order to protect the employees’ right on rest and vacation, the Group stipulates in explicit terms within the labour contract about working hours, rest and leave entitlement, labour protection and working conditions. The Group is also committed to prohibiting any act of forced labour, and the Group provides an appropriate grievance mechanism for resolving any issues related to labour rights.

During the Year, the Group not only strictly complied with the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) and the Employee’s Compensation Ordinance (Cap. 282 of the Laws of Hong Kong), the Labour Law in the PRC and other relevant laws and regulations, but also established standards, grievance and communication mechanisms with reference to The International Bill of Human Rights.

In addition, the Group did not identify any cases related to child labour or forced labour in the reporting scope during the Year.

於本年度，並未發現任何嚴重違反有關僱傭及勞工的相關法例及規例的情況。

勞工標準

本集團充分知悉童工及強制勞工乃違反基本人權。本集團嚴格遵守中國《勞動法》及《勞動合同法》。本集團嚴禁任何童工僱傭行為，並確保於各種情況下禁止聘用童工。負責招聘的人員會于招聘過程中進行詳細的核實程式，確保求職者的實際年齡符合法例要求。本集團會核實身份證明文件（即身份證或護照）等措施以避免任何非法僱傭行為。

為保障僱員的休假權利，本集團于勞動合同內清楚訂明有關工時、休假、勞動保護及工作環境的條款。本集團亦致力禁止任何強制勞工行為，並為解決勞動權利相關問題提供恰當的投訴機制。

於本年度，本集團不僅嚴格遵守《僱傭條例》（香港法例第57章）、《強制性公積金計劃條例》（香港法例第485章）及《僱員補償條例》（香港法例第282章）、中國《勞動法》以及其他相關法例及規例，亦參考《國際人權公約》制定準則，及投訴溝通機制。

此外，於本年度，本集團並無發現任何與童工或強制勞工有關的情況。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

DEVELOPMENT AND TRAINING

The Group treasures the individual development of employees and it strives to provide employees of all levels with different career building platforms, aiming to improve capability at work and professional knowledge and expand the scope of employees' careers. The Group has implemented the "Bingo Cinema City Training Management System", the "Bingo Group Recruitment Management System" and other systems. The career development path and its assessment criteria are illustrated as below.

發展與培訓

本集團珍惜員工的個人發展，努力地為各級員工提供不同的職業建設平台，旨在提高工作能力和專業知識，擴大員工的職業範圍。其中，本集團已實施「比高電影城培訓管理系統」，「比高集團招聘管理系統」等系統。職業發展路徑及其評估標準如下圖所示。

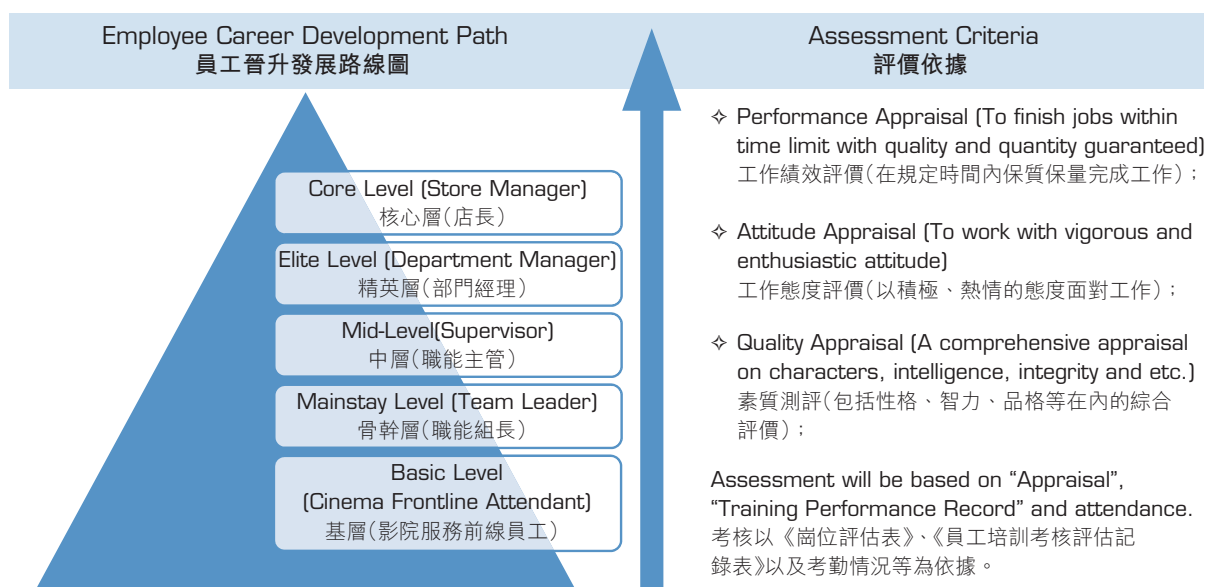


Chart 3. The Group's Career Development Path
圖3. 集團的職業發展路徑

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

Pursuant to the “Bingo Cinema City Training Management System” and in order to ensure our employees are well-trained, various type of trainings were offered and it can be categorised into three types:

根據「比高電影城培訓管理系統」，為了確保我們的員工接受良好培育，我們提供了各種類型的培訓，可以分為三類：

Training Type 培訓形式	Training Nature 培訓性質	Training Personnel 培訓人員	Training Fees 培訓費用
Self-training 自我培訓	Employees improve working capability by self-study 員工通過自學提高工作能力	Managers or key members of each department generally act as trainers for training programmes. If internal	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	Internal training covers basic knowledge, occupational skills, work shift, internal transfer, department internal trainings and professional skills and etc. 內部培訓包括通識培訓、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。	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。	
External Training 外部培訓	External training covers occupational qualification, industrial exchange conferences, occupational skills, and trainings in other organizations. 外部培訓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。		

Table 2. Group's Training Category Table

表2. 組的培訓類別表

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

Departments will assess the training outcome of employees when training completed. The work performance of trainees shall be considered to determine if the training outcome, as the assessment results will be incorporated into employees' own personal files. Meanwhile, adjustments will be made by departments-in-charge according to issues identified during the training for improvement purpose. For attendants of Cinema City, employees are trained by respective supervisors on occupational knowledge and skills, including job introduction, demonstration, role exchange, intern supervision, routine check. In addition, all employees receive equal training opportunity and according to relevant responsibilities. Details of the relevant statistics can be found as below.

各部門在培訓完成後評估員工的培訓結果，同時亦會結合受訓人員的工作表現，紀錄於員工自己的個人檔案當中。負責部門將根據培訓期間確定的不足之處持續跟進。電影城的服務員方面，員工由各自的主管培訓職業知識和技能，包括工作介紹、示範、角色交換、實習監督及例行檢查。此外，所有員工都有相應的培訓機會和相關職責。相關統計數據的詳細資訊如下。

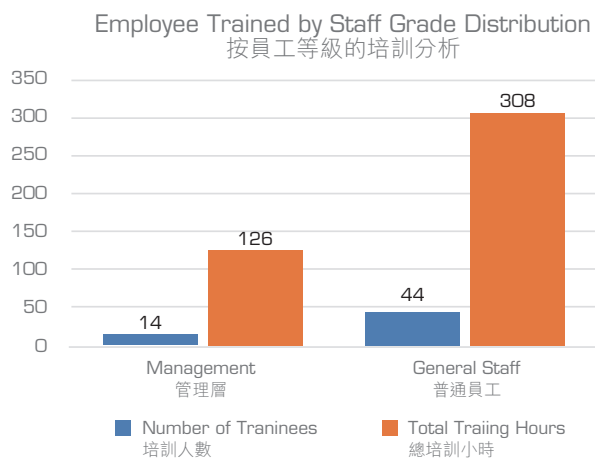


Chart 4. The Group's Employee Training by Staff Grade (as of 31 March 2019)

圖4. 按員工等級的培訓分析 (截至2019年3月31日)

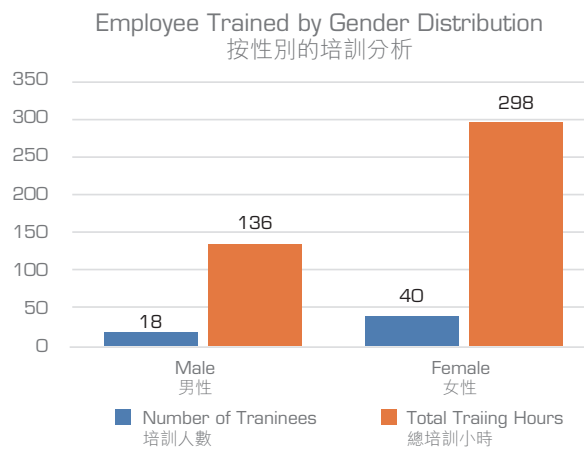


Chart 5. The Group's Employee Training by Gender Distribution (as of 31 March 2019)

圖5. 按性別的培訓分析 (截至2019年3月31日)

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.

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。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

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.

During the Year, the Group did not identify any non-compliance with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided in the reporting scope.

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.

During the Year, the Group was not aware of any potential negative impact on business ethics, environmental protection, human rights and labour practices, nor any non-compliance incident caused by suppliers.

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全面清潔計劃。

於本年度，本集團並未涉及任何產品與服務的健康及安全、廣告、標籤及隱私事宜的法律及法規的違背情況。

供應鏈管理

電影城按照《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協力廠商檢測機構發出的檢測合格證明。如有關產品涉及到品牌代理，供應商必須提供由原品牌廠商發出的授權代理證明。

除了供應商提供的產品品質外，本集團將考慮增加對環境和社會績效作為採購的標準。

於本年度，本集團未發現任何潛在的對商業道德、環境保護、人權和勞工實踐的負面影響，也未發現供應商涉及的任何不合規事件。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

HEALTH AND SAFETY IN TERMS OF CINEMA SERVICES

Health and Safety are the two crucial factors of the Group's products and services. All employees are abided by the "Cinema Service and Product System", ensuring that the product quality complies with the national and regional standards. The Group's 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 extinguishers, fire hose reels, emergency lights and other fire control equipment regularly. Such equipment should also be maintained on schedule. The results of inspection were all registered in the "Bingo Cinema City Management Log".

The Group strictly comply 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.

During the Year, the Group did not transgress against any laws and regulations in terms of Health and Safety to its Services and Products.

ANTI-CORRUPTION

In order to comply with the Prevention of Bribery Ordinance, the Group emphasises the importance of adhering to anti-corruption practices for all employees. The Group is committed to managing all business without undue influence and has regarded honesty, integrity and fair play as its core values that must be upheld by all employees at all times.

關於電影院服務的健康與安全

健康與安全是本集團產品和服務的兩個關鍵因素。所有員工都必須遵守「電影服務和產品規則」，確保產品質量符合國家和地區標準。集團的員工亦須要維護公共秩序、食品安全和環境衛生。同時，根據「比高電影城市運營手冊」的規定，電影城運營部門應定期檢查火災識別器、消防水帶捲筒、應急燈和其他消防設備。此類設備也應按計劃進行定期維護。檢查結果會記錄在「比高電影城管理日誌」中。

本集團嚴格遵守「中華人民共和國著作權法」，「中華人民共和國電影管理條例」，「中華人民共和國電影產業促進法」等國家法律和法規。

在本年度，本集團未違反任何有關其服務和產品的健康和安全的法律法規。

反貪腐措施

在遵守《防止賄賂條例》的事項上，本集團強調全體僱員於遵循反貪腐常規上的重要性。本集團致力於免受不當影響下管理所有業務，並視誠實、誠信及公平為全體僱員須時刻秉持的核心價值。

CORPORATE GOVERNANCE AND STAFF CARE

企業管理，珍視員工

The Group is obliged to comply with various ordinances, rules and guidelines including but not limited to the Securities and Futures Ordinance (Cap. 571 of the Laws of Hong Kong), the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong), and the Guideline on Anti-Money Laundering and Counter-Terrorist Financing published by the Securities and Futures Commission. The Group strictly adheres to the laws and regulations relating to anti-corruption and bribery irrespective of the area or country where the Group is conducting business such as the Law of the PRC on Anti-money Laundering and Hong Kong's Prevention of Bribery Ordinance. All employees are expected to discharge their duties with integrity and self-discipline, and they are required to abstain from engaging in bribery, extortion, fraud and money laundering activities or any activities, which might exploit their positions against the Group's interest and affect their business decision or independent judgment in the course of business operation. The Group shall have no hesitation to adopt disciplinary actions upon any proven misconduct case.

During the Year, the Group did not receive any whistleblowing disclosures. In addition, there were no significant risks relating to corruption identified, and the Group is not aware of any material non-compliance with the relevant laws and regulations that have significant impact on the Group relating to bribery, extortion, fraud and money laundering.

DATA PRIVACY COMPLIANCE

The Group is committed to protect privacy and confidentiality of personal data for employees, business partners and other identifiable individuals. The Group's employees are instructed to handle confidential information with due care. Information is only collected and used in a responsible and non-discriminatory manner, and restricting the use of the information for the purposes consistent with those identified in the contracts.

During the Year, there were no issues occurred concerning the losses of data.

本集團必須遵守各種條例、規例及指引，包括但不限於《證券及期貨條例》（香港法例第571章）、《個人資料（私隱）條例》（香港法例第486章）及證券及期貨事務監察委員會發佈的《打擊洗錢及恐怖分子資金籌集指引》。本集團在其開展業務的各地區均嚴格遵守反貪污及賄賂的法例及規例，如中國《反洗錢法》及香港《防止賄賂條例》。所有僱員在履行其職責時須正直且自律，不得參與賄賂、敲詐、欺詐及洗黑錢活動，或利用其職務損害本集團利益，及在業務營運過程中影響彼等商業決策或獨立判斷的任何活動。但凡出現經證實的不當行為時，本集團會立即採取紀律處分。

於本年度，本集團並無收到任何有關該等事宜的舉報。此外，我們現時並不存在任何與貪污相關的重大風險，本集團亦沒有任何嚴重違反有關賄賂、勒索、欺詐及洗黑錢方面之相關法例及規例而對本集團產生重大影響的情況。

數據隱私合規

本集團致力於保障僱員、業務夥伴及其他可資識別個人私穩以及個人資料保密。本集團僱員按指引謹慎處理機密資料。我們透過限制資料用作符合合約所識別之該等用途，以負責及無偏頗之方式收集及使用資料。

於本年度，概無發生資料私隱洩露事件。

COMMUNITY BUILDING 社區建設

The Group cares, serves and gives back to the community. It understands the importance of shouldering its social responsibilities, and investment in community plays an important role on performing corporate responsibilities to society. The Group has “Community Engagement Policies” as the guiding principles for community investment management, and a dedicated Community Investment Committee (“CIC”) is responsible for managing community investment projects. With the guidance of CIC, 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. The Group shall continue seeking for other social initiatives that are in need, and look for other contribution opportunity in the future.

本集團關心、樂於服務並積極回饋社區，亦理解承擔社會責任的重要性，意識到社區投資在履行企業社會責任方面發揮著重要作用。我們將「社區參與政策」作為社區投資管理的指導原則，並設專門的社區投資委員會（「CIC」）負責管理社區投資項目。本集團在不遺餘力的情況下，開展了青少年教育與發展、老人護理服務、社區恢復與發展以及社區戲劇活動。本集團亦定期指派遣員工或電影城員工義務為社區服務，以前所未有的方式營造社區的和諧氣氛。本集團將繼續尋求其他需要的社會活動，並尋求未來的其他貢獻機會。

ENVIRONMENTAL PROTECTION 環境保護

The Group values environment protection and aims to generate revenue for its shareholder that minimize its impact to the environment. The Group promotes the culture of “Green Office”, reminding employees on responsible consumption and reducing impacts toward the local environment as much as possible. Various policies and guidelines were implemented throughout the Group as guiding tools, ensuring the operation is as environmental friendly as possible.

The Group drafted the “Environmental Policies” for all employees as the Green Operation Guideline, and aiming to improve the Group’s environmental performance while ensuring the Group is in compliance with relevant applicable environmental laws and regulations. Furthermore, the Group also formulated the “Internal Environmental Protection Management System”, which provides the administrative department a comprehensive procedural guide during check-up, as periodic revision meetings will be held to assess the implementation effectiveness. Periodic equipment inspections and maintenance are also performed, and to ensure the operation of such equipment lives up to the requirements of relevant environment protection standard.

AIR EMISSIONS

Since the past ESG report, the Group has been actively taken initiatives to collect emission related data for further analysis, and subsequently for senior management revision. As the Group is not engaged in any industrial or combustion related activity in the operation chain, where no direct air emission can be identified, and the Group thus no material impact on air emission can be reported. (Indirect carbon emission through electricity consumption is measured and details shall be provided in later section.)

The Group will continue monitoring operation activities and further information shall be disclosed as changes occur.

本集團重視環境保護，旨在為股東創造收益同時，盡量減少對環境的影響。本集團倡導「綠色辦公室」文化，提醒員工盡可能減少不必要的浪費，減少對當地環境的影響。整個集團實施了各種政策和指導方針作為指導工具，確保運營盡可能保護環境。

本集團為所有員工起草「環境政策」，作為綠色經營指引，旨在提升本集團的環保表現，同時確保本集團遵守相關適用的環境法律法規。此外，本集團還制定了「內部環境保護管理制度」，在檢查過程中為各部門提供全面的程式指南，定期召開修訂會議，評估實施效果。還進行定期設備檢查和維護，以確保此類設備的運行符合相關環境保護標準的要求。

空氣排放

自上次ESG報告以來，本集團積極採取措施收集排放相關數據以供進一步分析，隨後亦給予集團的高級管理層進行了審核。由於本集團並未在營運鏈中從事任何與工業或燃燒相關的活動，因此無法識別直接空氣排放，本集團認為沒有對空氣排放上產生重大影響。（通過電力消耗測量間接碳排放量，詳細情況將在反後續章節中提供。）

本集團將繼續監控經營活動，並在變更時披露更多資訊。

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GREENHOUSE GAS EMISSION

As discussed in the previous section, the Group does not generate direct air pollutant through its operation. Instead, the Group is managing its indirect Greenhouse Gas emission (ie: carbon emission) and is actively measuring its carbon footprint. The Group estimated its annual carbon footprint from electricity consumption and emission factor calculation (data are available on the electricity bill and the sustainability report from the electricity provider respectively). The Group will investigate and work with the employees and external stakeholders to enhance overall performance and minimise for future carbon footprint. Further information and progress will be disclosed in the subsequent ESG Report.

As a summary, and based on our electricity consumption alone, the carbon emission for the Group during the Year can be found as the followings:

溫室氣體排放

誠如上文內容所討論，本集團於營運過程中並無產生直接氣體污染物。本集團持續管理其間接碳排放，積極計量其碳足跡。本集團透過用電消耗及排放系數計算估計全年碳足跡（相關數據可分別通過用電賬單及電力供應商的可持續報告取得）。本集團將作進一步調查，並與僱員及外部利益相關方合作，以提高整體績效及盡量減少未來碳排放。有關進一步資料及進度將於其後的環境、社會及管治報告中披露。

總括的情況下，本集團於本年度的日常經營中產生的碳排放如下：

Summary 2018-2019 Carbon Emission Data
2018-2019年碳排放數據摘要

Carbon Emission (tCO ₂ e)	碳排放（二氧化碳當量）	1,350
Carbon Emission Intensity (tCO ₂ e/ticket sold)	碳排放強度（二氧化碳當量／售票）	0.0001

Table 3. 2018-2019 Carbon Emission Data Summary

表3. 2018-2019年碳排放數據摘要

WASTE

The Group has set up a Waste Management System as the guiding principle for waste reduction at source. as a socially responsible corporation, the Group is also cautious on limiting and managing its daily operation waste. Wastes are separated into two categories for better management purpose: general wastes (household wastes) and recyclable wastes. Waste reduction measures taken throughout the operations were paper recycling, and the appropriate use of recycled paper in workplace. Other waste reduction actions taken were the like of:

- Reuse pen shafts with refills instead of simply throwing away the whole ballpoint pens;

廢料

本集團已制定了一套廢物管理制度以減少廢物源頭的原則為起點。作為一間具有社會責任感的公司，本集團審慎地限制其日常經營產生的廢棄物。廢棄物可分為兩類以便更好地進行管理：一般廢棄物（家庭廢棄物）及可回收廢棄物。在經營中推行的廢棄物削減措施為紙張回收及在工作場所適當使用回收紙張。其他推行的廢棄物削減措施有：

- 通過更換筆芯重複使用筆桿，而不是直接將整個原子筆丟棄；

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- Dispose rechargeable batteries only in designated collection boxes;
- Recycle toner cartridges; and
- Deploy recycling bins to collect used paper products, such as waste paper, letter and envelope (excluding confidential documents).
- 將可充電的電池丟棄至指定的回收盒；
- 回收碳粉盒；及
- 設置回收桶收集使用過的紙製品，如廢紙、信函及信封（不包括機密檔）。

To further reduce paper wastage, senior management had implemented the following additional measures to encourage a paper-less working environment:

為進一步推行削減廢紙，高級管理層已實施以下新增措施，致力於營造少紙的工作環境：

- Adopt an electronic system for filling and documentation;
- Promote electronic communications and the “think before you copy” attitude, where employees were encouraged to use both sides of the paper for printing and copying;
- Set computer defaults to double-sided printing and make double-sided copies when possible;
- Communicate through email is suggested instead of letters or fax when possible; and
- Receive incoming faxes electronically through an e-fax system, and make hard copies only when necessary with used paper.
- 採納電子系統進行存檔及文件編製；
- 推行電子通訊及「三思而後列印」的理念，鼓勵員工用紙時雙面列印；
- 將電腦設置為默認雙面列印並在可能的情況下雙面列印；
- 提倡在可能的情況下透過電子郵件而非信函或者傳真通訊；及
- 透過電子傳真系統以電子方式接收傳真，僅在必要時以使用過的紙張列印紙質版。

As a summary, the Group has generated the following amount of non-hazardous daily operation waste during the Year:

總括的情況下，本集團在本年度的日常經營中產生的非有害廢棄物如下：

Summary 2018-2019 Non-Hazardous Waste Data 2018-2019年非有害廢物數據摘要

Waste Generation – Non Hazardous (m ³ , measured in garbage bin size)	廢物產生（立方米，以垃圾箱大小測量）	865
Intensity of Waste Generation Intensity (m ³ /ticket sold)	廢物產生強度（立方米／售票）	0.00006

Table 4. 2018-2019 Non-Hazardous Waste Data Summary

表4. 2018-2019非危險廢物資料摘要

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In addition, the Group is not involved in any generation or handling of hazardous waste throughout its operation, and there was no breach of any related laws and regulation during the Year.

此外，於本年度，本集團在整個營運過程中並無涉及任何危險廢物的產生或處理，亦無違反任何相關法律法規的情況。

USE OF RESOURCES

As an environment friendly company, the Group is actively promoting the culture of “Green Office” to employees, and particularly focusing on efficient electricity and water consumption.

資源使用

作為一間熱心環保的公司，本集團積極向員工推廣「綠色辦公室」的文化，尤其重視高效用電及用水。

Initiatives, such as energy conservation practices, were successfully implemented in the office throughout the Year, and green tips were provided to employees as constant reminders for responsible use of natural resources.

本集團於本年度成功在辦公室內採用節能常規等措施，並向僱員提供環保意見以使其負責任地使用自然資源。

As a summary, and after a careful and diligent effort, the Group reported a total consumption of natural resource during the Year as the followings:

經過謹慎而不懈的努力，本集團於本年度呈報的資源消耗總量，總括如下：

Summary 2018-2019 Resource Consumption Data
2018-2019資源消耗數據摘要

Electricity Consumption (kWh)	耗電(千瓦時)	1,565,342
Intensity of Electricity Consumption (kWh/ticket sold)	電力消耗強度(千瓦時/售票)	0.11
Gasoline Consumption (L)	汽油消耗量(公升)	6,661
Intensity of Gasoline Consumption Intensity (L/ticket sold)	汽油消費強度強度(公升/售票)	0.0004
Paper Consumption (kg)	紙張消耗量(公斤)	318
Intensity of Paper Consumption (kg/ticket sold)	紙張消耗強度(公斤/售票)	0.00002
Water Consumption (m ³)	耗水量(立方米)	4,220
Intensity of Water Consumption Intensity (m ³ /ticket sold)	耗水強度強度(立方米/售票)	0.0003

Table 5. 2018-2019 Resource Consumption Summary

表5. 2018-2019資源消耗摘要

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.

本集團已將一些節能產品及節水技術納入影院，以改善我們的電力及水效率，從而在資源消耗方面帶來更佳表現。

In addition, there was no significant amount of packing materials used by the Group in the course of its business during the Year.

此外，本集團於本年度業務過程中並無使用大量包裝材料。

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ENVIRONMENT AND NATURAL RESOURCES

The Group attaches great importance to the protection of environment and natural resources. The Group is constantly reminding employees to be cautious on consumption, especially on electricity and water consumption, to conserve and to minimise consumption footprint. The Group also gives priority to locate its business premises in commercial districts that were awarded Green Building certificates and avoid operating in ecologically sensitive areas.

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 senior management team shall periodically review and update the related policy, and further detail shall be disclosed as changes occur.

During the Year, the Group is found not in breach of any environmental related laws and regulation.

環境與自然資源

本集團十分重視環境與自然資源的保護。本集團不斷提醒員工注意資源的消費，尤其是電力和水的消耗，以保護自然資源。我們亦優先將營運場所設在獲得綠色建築證書的商業區，並避免在生態敏感地區開展業務。

本集團堅持「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」、「人民用水污染防治法」等相關法律法規。我們的高級管理團隊亦會定期審查和更新相關政策，如有任何變化會即時披露。

於本年度，本集團沒有觸犯任何與環境有關的法律法規。

