



**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  
2020/21

# CONTENTS

## 目錄

Page 頁數

2	ABOUT US 關於我們
3	ABOUT THIS REPORT 關於本報告
4	SCOPE OF THIS REPORT 本報告範圍
5	MATERIALITY ASSESSMENT 重要性評估
8	COMMUNICATION WITH STAKEHOLDERS 持份者溝通
10	ENVIRONMENTAL RESPONSIBILITY 環境責任
15	SOCIAL RESPONSIBILITY 社會責任

## ABOUT US 關於我們

Bingo Group Holdings Limited (the “Company”, “Bingo” or “we”, stock code: 8220) is listed on the GEM Board of the Stock Exchange of Hong Kong Limited (“SEHK”). During the period from 1 April 2020 to 31 March 2021 (“Year 2021”), 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”).

比高集團控股有限公司（「本公司」、「比高」或「我們」，股份代號：8220）於香港聯合交易所有限公司（「港交所」）GEM上市。於自二零二零年四月一日至二零二一年三月三十一日期間（「二零二一年」），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」）。

## ABOUT THIS REPORT 關於本報告

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 the GEM Board of the SEHK (the “GEM Board Listing Rules”), the Group has prepared the 2020-2021 Environmental Social and Governance Report (thereafter “Report”). This Report provides a summary of our environmental, social and governance performance for the financial year ended 31 March 2021 (“Reporting Period”).

While promoting sound business growth, the Group is also committed to building an environmentally-friendly corporation that maintains high quality standards in our service and operations. The Group considers social and environmental responsibilities as one of the core values in business operations to strive for greater sustainability and transparency, as well as to deliver services that foster a sustainable environment for the future generation.

This 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 information contained herein has been sourced from official documents and statistics of the Group, and was consolidated and compiled with the information on control, management and operations as provided by a number of departments of the Group. This report is prepared in Chinese and English, both versions have already been uploaded to the Group’s website at [www.bingogroup.com.hk](http://www.bingogroup.com.hk).

The Group will continuously publish its ESG performance on a regular basis each year, which can be accessed by all parties at any time, to continuously enhance the transparency of information disclosure.

根據港交所GEM證券上市規則（「GEM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，本集團編製了2020-2021環境、社會及管治報告（此後為「報告」）。本報告提供我們截至二零二一年三月三十一日止財政年度（「報告期間」）的環境、社會及管治表現概要。

在推動穩健業務增長的同時，本集團亦致力建立維持我們服務及營運的高質量標準的環保企業。本集團將社會及環境責任視為業務營運的核心價值之一，努力提高可持續性及透明度，以及交付可為下一代打造可持續環境的服務。

本報告涵蓋了本集團有關環境、社會及管治（「環境、社會及管治」）理念的措施以及在日常營運中對相關理念的實施。本報告亦概述了本集團管理環境、社會及管治相關事宜、於經營過程中推動措施及與持份者溝通本集團環境、社會及管治績效結果的方針。本報告中的資料來自本集團的官方文件及統計數據，以及將本集團多個部門提供的監控、管理及營運資料整合及彙編而成。本報告乃以中文及英文編製，兩個版本均已上載至本集團網站[www.bingogroup.com.hk](http://www.bingogroup.com.hk)。

本集團將繼續每年定期發佈其環境、社會及管治表現，以供各方隨時查閱，持續提升信息披露的透明度。

## SCOPE OF THIS REPORT 本報告範圍

Unless otherwise specified, the reporting scope includes all areas of business over which the Group has financial significance and operational influence, as well as those of environmental, social and governance significance to the Group and its stakeholders. The content of the report mainly focuses on the main business operation of the cinemas cities (“the Cinema Cities”) in PRC, and overall performance of the fulfillment of sustainability and corporate social responsibility for the Reporting Period.

除另有指明外，報告範圍包括本集團對其具有財務重要性及營運影響的所有業務範疇，以及對本集團及其持份者具有環境、社會及管治重要性的範疇。本報告之內容主要聚焦中國電影城（「電影城」）之主要業務營運，以及於報告期內履行可持續發展及企業社會責任之整體表現。

# MATERIALITY ASSESSMENT

## 重要性評估

Sustainable development encompasses a holistic spectrum of environmental and social aspects. In order to harness the related risks and opportunities, it is crucial for the Group to determine the most material aspects. The Group adopts the three-step process of identification, prioritization and application to ensure sustainability topics are being managed and reported in accordance with their materiality.

可持續發展涵蓋了環境及社會方面的整體範疇。為了掌控及把握相關的風險及機遇，確定最重要的方面對本集團至為重要。本集團採用識別、優先次序及應用的三步過程，以確保根據重要性對可持續發展主題進行管理及報告。

### (1) IDENTIFICATION

In accordance with the ESG Reporting Guide, all fundamental sustainability topics were identified. In the context of the latest sustainability landscape, the Group has determined the following 18 ESG Materiality topics that are deemed to have impact on the environment and society through our operations.

### (1) 識別

根據環境、社會及管治報告指引，確定了所有基本的可持續發展主題。在最新的可持續發展形勢下，本集團確定了以下18個環境、社會及管治重要性主題，該等主題被認為通過我們的營運對環境及社會產生了影響。

ESG Aspects 環境、社會及管治方面		ESG Materiality Topics for the Group 本集團之環境、社會及管治重要性主題
A. Environmental Responsibility 環境責任	A1 Emissions and Waste Generated 產生的排放物及廢棄物	1. Air Emissions 空氣排放
		2. Greenhouse Gas Emissions 溫室氣體排放
		3. Waste Management 廢棄物管理
	A2 Use of Resources 資源使用	4. Energy Consumption 能源消耗
		5. Water Consumption 耗水
		6. Paper Consumption 紙張消耗
	A3 The Environment and Natural Resources 環境及自然資源	7. Environmental Risk Management 環境風險管理
B. Social Responsibility 社會責任	B1 Employment 僱傭	8. Human Resources Practices 人力資源慣例
		9. Employment and Remuneration Policies 僱傭及薪酬政策
		10. Equal Opportunity 平等機會
	B2 Workplace Health and Safety 工作場所的健康與安全	11. Employees' Health and Workplace Safety 僱員健康與工作場所安全
	B3 Development and Training 發展及培訓	12. Employee Development 僱員發展
	B4 Labor Standards 勞工準則	13. Anti-child and Forced Labor 反童工與強迫勞動

# MATERIALITY ASSESSMENT

## 重要性評估

ESG Aspects 環境·社會及管治方面		ESG Materiality Topics for the Group 本集團之環境·社會及管治重要性主題
	B5 Supply Chain Management 供應鏈管理	14. Supplier Practices 供應商慣例
	B6 Product Responsibility 產品責任	15. Goods/Services' Quality and Customers Satisfaction 貨物/服務質量及客戶滿意度
		16. Protection of Customers Privacy 客戶私隱保護
	B7 Anti-Corruption 反貪污	17. Anti-corruption and Anti-money Laundering 反貪污及反洗錢
	B8 Community Investment 社區投資	18. Community Participation 社區參與

## (2) PRIORITIZATION

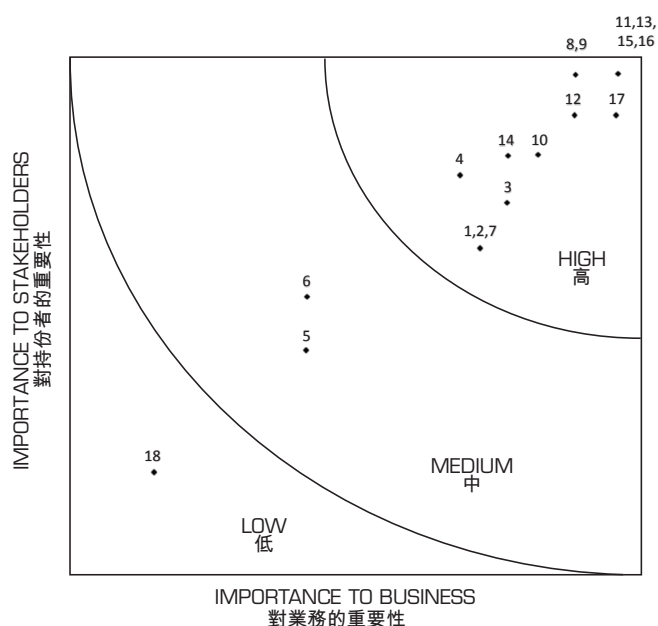
To determine the materiality of the selected ESG topics, the views of senior management of respective operational regions were sought. The senior management, who possess a high-level view of all the topics, were asked to score the importance of each ESG topic to stakeholder groups and the Group in each of their perspective.

Weighted according to the proportion of revenue of each operational region, the following materiality matrix resulted. The topmost-right quadrant determines the topics of high materiality.

## (2) 優先次序

為了確定所選環境、社會及管治主題的重要性，我們尋求了各個營運區域高級管理層的意見。高級管理層對所有主題都具有較深入的看法，彼等被要求從持份者及本集團各自的角度對每個環境、社會及管治主題的重要性進行評分。

根據各個營運區域的收入比例進行加權，得出以下重要性矩陣，最右上象限確定了高度重要性的主題。



# MATERIALITY ASSESSMENT

## 重要性評估

The following chart shows the level of Materiality topics ranking:

以下圖表列示重要性主題的排名：

Materiality Topics (by Ranking) 重要性主題 (按排名先後)	
No. 編號	Topics 主題
11, 13, 15, 16	Employees' Health and Workplace Safety, Anti-child and Forced Labor, Goods/Services' Quality and Customers Satisfaction, Protection of Customers Privacy 僱員健康與工作場所安全、反童工與強迫勞動、貨物/服務質量及客戶滿意度、客戶私隱保護
8, 9	Human Resources Practices, Employment and Remuneration Policies 人力資源慣例、僱傭及薪酬政策
17	Anti-corruption and Anti-money Laundering 反貪污及反洗錢
12	Employee Development 僱員發展
10	Equal Opportunity 平等機會
14	Supplier Practices 供應商慣例
4	Energy Consumption 能源消耗
3	Waste Management 廢棄物管理
1, 2, 7	Air Emissions, Greenhouse Gas Emissions, Environmental Risk Management 空氣排放、溫室氣體排放、環境風險管理
6	Paper Consumption 紙張消耗
5	Water Consumption 耗水
18	Community Participation 社區參與

### (3) APPLICATION

The Report discloses all the high and low material topics. To address topics that matter most to our stakeholders, more depth is detailed for topics of high materiality throughout the Report.

### (3) 應用

本報告披露了所有高度重要性及低度重要性的主題。為了回應我們持份者最關注的主題，本報告對具有高度重要性的主題進行了更詳細的介紹。



# COMMUNICATION WITH STAKEHOLDERS

## 持份者溝通

The ESG Reporting Guide of the Stock Exchange states four reporting principles, which include materiality, quantitiveness, balance and consistency, as the foundation in preparation of the “Environmental, Social and Governance Report”. As emphasized by the Stock Exchange, the participation of stakeholders is an evaluation method of materiality. By means of communicating with stakeholders, enterprises could understand the general opinion and identify important environmental and social issues.

The Group believes that identifying and addressing stakeholder views lay a solid foundation to the long-term growth and success of the Group. In order to prepare this report, the Group has engaged an independent professional party to conduct a materiality analysis by interviewing the management and incorporated the advice of professional consultants to clarify important reporting issues, which serve as the determination basis for the direction of the Group’s sustainable development.

The below table presents key stakeholders of the Group as well as how the Group communicate with them through variety of engagement and channels during Year 2020-2021.

聯交所的環境、社會及管治報告指引載明四項匯報原則，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。誠如聯交所強調，持份者參與是用以評估重要性的方法。透過與持份者的溝通，企業能夠瞭解廣泛的意見，識別重要的環境及社會事宜。

本集團相信，識別及回應持份者的意見為本集團的長期發展及成功奠定了堅實的基礎。為籌備是次報告，本集團委託獨立專業人士以管理層訪談的形式進行重要性分析，並結合專家顧問的意見以釐清須匯報的重要議題，以此作為本集團可持續發展路向的釐定基礎。

下表介紹了本集團的主要持份者，以及本集團在二零二零年至二零二一年期間如何通過各種參與及渠道與他們進行溝通。

Stakeholders 持份者	Communication Channels 溝通方式
Investors and shareholders 投資者及股東	<ul style="list-style-type: none"> <li>• Company website 公司網站</li> <li>• Annual and interim reports 年度及中期報告</li> <li>• Announcements and circulars 公告及通函</li> <li>• Annual General meetings 股東週年大會</li> <li>• Extraordinary General Meeting 股東特別大會</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>• Training 培訓</li> <li>• Regular meetings 定期會議</li> <li>• Staff performance appraisal interviews 員工績效考核會談</li> <li>• Internal publications 內部刊物</li> </ul>

# COMMUNICATION WITH STAKEHOLDERS

## 持份者溝通

Stakeholders 持份者	Communication Channels 溝通方式
Customers 客戶	<ul style="list-style-type: none"> <li>• Daily operation and communication 日常運作及溝通</li> <li>• Meetings and visits 會議及訪問</li> <li>• Hotlines and suggestion boxes 熱線及意見箱</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>• Daily operation and communication 日常運作及溝通</li> <li>• Regular review and evaluation 定期審查及評估</li> </ul>
Government and regulatory authorities 政府及監管局	<ul style="list-style-type: none"> <li>• Compliance with regulatory legislative framework 遵守管理法規框架</li> <li>• Meetings and visits 會議及訪問</li> <li>• Correspondence 通信</li> </ul>
Community 社區	<ul style="list-style-type: none"> <li>• Public welfare and community activities 公益及社區活動</li> <li>• Company website 公司網站</li> <li>• Meeting 會議</li> <li>• Interviews 會談</li> </ul>

The operations of the Bingo have impacts on various stakeholders, while stakeholders have different expectations of the Group. Looking forward, the Group will continuously strengthen its communications with its stakeholders, and extensively collect stakeholders' opinions on various ways that would lead to a more comprehensive materiality analysis. Meanwhile, the Group would also enhance the reporting principles in terms of quantitiveness, balance and consistency, and the presentation of content and information of the report are defined in a way which better conforms to stakeholders' expectations.

比高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，本集團將繼續加強與持份者的溝通，透過不同形式更廣泛地收集持份者的意見，令重要性分析更完備。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 RESPONSIBILITY

## 環境責任

As the Group is principally engaged in 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”), which does not involve direct emission of large amounts of polluted air, discharge of pollutants into water and land, and generation of hazardous waste. Due to the nature of the Group’s business, the Group’s daily operations mainly involve indirect greenhouse gas emissions, which are mainly due to the use of electricity, paper consumptions in our office setting and business air travel. The Group does not generate material hazardous wastes and the direct impact to the environment is immaterial.

由於本集團主要從事電影製作、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」），並不涉及直接排放大量空氣污染物、排放污染物至水源及土地以及產生危險廢物。由於本集團業務性質所致，本集團日常業務主要涉及間接溫室氣體排放，主要由於用電、辦公場所耗用紙張及商務航空旅程所致。本集團並無產生重大危險廢物，且對環境的直接影響並不重大。

### ASPECT A1: EMISSIONS AND WASTE GENERATED

### A1 方面：產生的排放物及廢棄物

#### 1. Greenhouse Gas Emission:

#### 1. 溫室氣體排放：

The Group does not generate direct air pollutant through its operation. Instead, the Group is managing its indirect Greenhouse Gas emission (i.e.: carbon emission) and is actively measuring its carbon footprint. The Group estimated its annual carbon footprint from electricity consumption and emission factor calculation

本集團於營運過程中並無產生直接氣體污染物。反之，本集團持續管理其間接溫室氣體排放（即：碳排放），並積極計量其碳排放量。本集團透過其用電消耗及排放系數計算估計其年度碳排放量。

Electronic consumption of the cinema cities is the major source of carbon emissions. The Group will investigate and work with the employees and external stakeholders to enhance overall performance and minimize for future carbon footprint. The carbon emission for the Group in this reporting year can be found as the followings:

電影城用電消耗是碳排放主要來源。本集團將進行調查及與僱員及外部持份者合作，以提高整體績效及盡量減少未來碳排放量。本集團本報告的年度碳排放如下：

Summary 2020-2021 Carbon Emission Data  
二零二零年至二零二一年碳排放數據概要

		2021 二零二一年	2020 二零二零年
Carbon Emission (tCO <sub>2</sub> e)	碳排放（噸二氧化碳當量）	355	934
Areas of the Working Place (m <sup>2</sup> )	工作場所面積（平方米）	4,860	8,997
Carbon Emission Intensity (tCO <sub>2</sub> e/m <sup>2</sup> )	碳排放密度（噸二氧化碳當量／平方米）	0.073	0.104

# ENVIRONMENTAL RESPONSIBILITY

## 環境責任

### 2. Waste:

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

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

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

- Adopt an electronic system for filling and documentation;
- Promote electronic communications and the “think before you copy” attitude, where employees are 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;

### 2. 廢棄物：

本集團已設立廢棄物管理系統作為在源頭上減少廢棄物的指導原則。作為一間有社會責任感的企業，我們謹慎地限制及管理我們日常運營的廢棄物。廢棄物分成兩類以便更好地管理：一般廢棄物（家庭廢棄物）及可回收廢棄物。我們在整個運營過程中實施的廢棄物削減措施包括在工作場所進行紙張回收及合理使用回收紙張。我們的其他廢棄物削減措施包括：

- 通過更換筆芯重複使用筆桿，而不是直接將整支圓珠筆丟棄；
- 將可充電的電池僅棄置於指定的收集盒；
- 回收碳粉盒；及
- 設置回收箱收集使用過的紙製品，如廢紙、信函及信封（不包括機密文件）。

為削減紙張浪費，高級管理層已實施以下額外措施，鼓勵創造無紙化工作環境：

- 採用電子系統進行存檔及文件編製；
- 推行電子通訊及「三思而後複印」的理念，鼓勵員工使用紙張雙面打印及複印；
- 將電腦設置為默認雙面打印並在可能的情況下雙面打印；
- 建議在可能的情況下透過電子郵件而非信函或傳真通訊；

# ENVIRONMENTAL RESPONSIBILITY

## 環境責任

- Receive incoming faxes electronically through an e-fax system, and make hard copies only when necessary with used paper; and
- Use electronic marketing, such as online promotion, electronic newsletters, and mobile marketing.

The Group has generated the following amount of non-hazardous daily operation waste during the reporting year:

- 透過電子傳真系統以電子方式接收外來傳真，僅在必要時以使用過的紙張打印紙質版本；及
- 使用電子營銷，如線上促銷、電子通訊及手機程式營銷。

本集團於報告年度的日常經營中產生的無害廢棄物數量如下：

### Summary 2020-2021 Non-Hazardous Waste Data

二零二零年至二零二一年無害廢棄物數據概要

		2021 二零二一年	2020 二零二零年
Waste Generation — Non-hazardous (kg)	廢棄物產生—無害(千克)	5,499	26,624
Areas of the Working Place (m <sup>2</sup> )	工作場所面積(平方米)	4,860	8,997
Intensity of Waste Generation Intensity (kg/m <sup>2</sup> )	廢棄物產生密度(千克/平方米)	1.13	2.96

The decrease of the Areas of Working Place is due to the closure of the Linan cinema and office in Shanghai during the Reporting Period.

During the reporting year, the Group has encountered no incident of non-compliance with applicable laws and regulations related to air emissions discharges, waste disposal and handling. Major applicable laws and regulations are detailed in respective sections.

工作地點面積減少乃由於本報告期間關閉上海臨安電影院及辦公室所致。

於報告年度，本集團概無發生違反空氣排放、廢棄物處置及處理相關適用法律及法規的事件。主要適用法律及法規在相應章節中有詳細說明。

## ASPECT A2: USE OF RESOURCES

Bingo understands that effective resource management is closely related to environmental protection and corporate sustainability goals. Due to the nature of offices' operations and business, the major resources consumed by the Group are electricity, water and paper. The Green Policy provides various energy-saving measures for office activities. The Group has enabled the off-timer function of office equipment such as photocopiers, printers and computer monitors in its offices, allowing such equipment which have been idle for a long time to automatically power down to save electricity. The Group also considers the gradual replacement of energy-saving lamps, including installation of additional automatic light sensors where

## A2方面：資源使用

比高深知有效的資源管理與環境保護及企業可持續發展目標緊密相關。由於辦公室的營運及業務性質使然，本集團消耗的主要資源為電力、水及紙張。綠色政策規定了辦公活動的多種節能措施。本集團已於辦公室啟用複印機、打印機及電腦顯示器等辦公設備的定時關閉功能，讓長時間閒置的設備自動關閉以節省電力。本集團亦考慮逐步更換節能燈具，包括在合適區域安裝額外的自動光傳感器。員工所用的30%以上辦公用紙

# ENVIRONMENTAL RESPONSIBILITY

## 環境責任

appropriate. More than 30% of the office paper staff used were from recyclable sources. The Group focus on purchasing supplies manufactured from recycled materials such as tissue paper. As stated in the Green Policy, the Group encourages its staff members to scale down font size and reduce paper margins and set up double-sided printing.

The Group incorporate environmental issues into its business plan systematically, including formulating more detailed corporate internal guidelines for environmental protection, as well as formulating sustainable development policies and road maps in the long term and proactively promoting a number of environmental protection campaigns.

The major resources used by the Group are principally attributed to electricity and water consumed at Hong Kong and PRC office. The Group aims to improve its energy efficiency so as to achieve low-carbon practice and emission reduction year by year. The details and results achieved are listed as follows:

由可循環物料製造。本集團注重購買由回收材料製成的紙巾等用品。如綠色政策所載，本集團鼓勵其員工縮小字號及減少頁邊距，以及設定雙面打印。

本集團有系統地將環保議題併入其業務計劃之中，包括制定更詳盡的企業內部環保指引、制定長遠可持續發展政策及路線圖以及積極推進大量環保活動。

本集團使用的主要資源主要來自香港及中國辦事處耗用的電力及水。本集團旨在提升能源效益，從而逐年實現低碳實踐及減少排放。有關詳情及已達致結果列示如下：

Projects 項目	Details and results achieved 詳情及已達致結果
Light-emitting diode (LED) 發光二極管(LED)	Partial lightings of the office have been installed with light-emitting diodes instead of compact fluorescent lamps which can reduce electricity consumption as compared with compact fluorescent lamps. 辦事處的部分照明已採用發光二極管取代慳電膽，相比慳電膽可減少用電。
Water consumption 用水	During the cleaning of office, the cleaning workers were strictly controlled for using of water and frequency of cleaning. Also, administrative officer posted environmentally-friendly notices to remind employees and customers to save water. As a result, the consumption of water was saved. 在辦事處的清潔過程中，清潔人員的用水及清潔頻率受到嚴格控制。此外，行政人員亦發佈環保通告，提醒僱員及客戶節約用水。因此，節約了大量用水。
Non-hazardous waste 無害廢棄物	Non-hazardous wastes generated from the office includes plastic bottle, paper for office use and kitchen waste. The Group has contributed its best effort to minimize the impact on the environment by using recyclable raw materials or supplementary materials in the production process. The Group promoted separation of wastes such as cartons and plastic bottles, which were placed in certain areas assigned to recycled suppliers for collection. 辦事處產生的無害廢棄物包括塑料瓶、辦公室用紙及廚房廢棄物。本集團在生產過程中使用可回收原材料或輔助材料，以盡最大努力減低對環境的影響。本集團推廣廢棄物分類，如將紙箱及塑料瓶放置在特定區域供回收服務供應商收取。

# ENVIRONMENTAL RESPONSIBILITY

## 環境責任

The Group has consumed the following amount of natural resource during the reporting year: 本集團於報告年度消耗的自然資源數量如下：

### Summary 2020-2021 Resource Consumption Data

二零二零年至二零二一年資源消耗數據概要

		2021 二零二一年	2020 二零二零年
Electricity Consumption (kWh)	用電量 (千瓦時)	439,824	1,153,162
Areas of the Working Place (m <sup>2</sup> )	工作場所面積 (平方米)	4,860	8,997
Intensity of Electricity Consumption (kWh/m <sup>2</sup> )	用電密度 (千瓦時/平方米)	90.49	128.17
Gasoline Consumption (L)	汽油消耗 (升)	0	408
Intensity of Gasoline Consumption Intensity (L/m <sup>2</sup> )	汽油消耗密度 (升/平方米)	0	0.045
Paper Consumption (kg)	用紙 (千克)	148.67	264.94
Intensity of Paper Consumption (kg/m <sup>2</sup> )	用紙密度 (千克/平方米)	0.31	0.34
Water Consumption (m <sup>3</sup> )	耗水 (立方米)	1,186	3,231
Intensity of Water Consumption (m <sup>3</sup> /m <sup>2</sup> )	耗水密度 (立方米/平方米)	0.24	0.36

\* Some of the figures are restated for consistent comparison purpose.

\* 部分數字乃經重列以進行一致比較。

### ASPECT A3: THE ENVIRONMENT AND NATURAL RESOURCES

### A3方面：環境及自然資源

We are committed to the protection of the environment and aimed to save natural resources by enhancing the awareness among employees to participate in different kinds of recycling activities and minimizing the use of natural resources. Regarding the operation of our Group, during the reporting year, we are not aware of any significant impacts of activities on the environment and natural resources.

我們致力保護環境，並透過提高僱員參與各種循環再用活動的意識及盡量減少使用自然資源，以節約自然資源。就本集團營運而言，於報告年度內，我們並不知悉任何活動對環境及自然資源造成任何重大影響。



# SOCIAL RESPONSIBILITY

## 社會責任

Bingo ingrains social responsibility into all aspects of its operations. Maintaining honest and authentic dialogue with our staff, we seek to address our needs and views that ensure our conduct is responsible at all times. We commit to offering a fair and safe workplace with staff development opportunities. Furthermore, we commit to the delivery of quality products grounded on ethical business conduct and supply chain management, as well as to meaningful engagements with the community.

### ASPECT B1: EMPLOYMENT

Bingo considers its staff as one of the most important assets, which underpins the growth of the corporation. Each employee deserves respect and is committed to providing a pleasant working environment for them. The “Staff Code” of the Group expressly provides policies in respect of compensation, recruitment and dismissal, promotion, working hours, rest periods, equal opportunity, and other benefits and welfare.

#### 1. Remuneration and welfare:

Employees of the Group are remunerated at a competitive level and are rewarded according to their performance and experience. We conduct annual performance appraisals and remuneration review that take reference of prevailing market trends. Employees are entitled to performance-linked bonuses, retirement benefit schemes, as well as medical coverage.

比高將社會責任植根於其營運的所有方面。我們與員工保持誠實及真誠的對話，尋求解決我們的需求及意見，從而確保我們始終以負責任的方式行事。我們致力於為員工提供公平的發展機會及安全的工作場所。此外，我們致力於交付基於道德商業行為及供應鏈管理的優質產品，並致力於與社區進行有意義的互動。

### B1方面：僱傭

比高將其員工視為支持企業增長的最重要的資產之一。每位員工均應受到尊重，並致力為員工提供理想的工作環境。本集團《員工守則》明確規定了有關薪酬、招聘及解僱、晉升、工作時數、假期、平等機會以及其他待遇及福利等的政策。

#### 1. 薪酬與福利：

本集團的僱員獲支付有競爭力的薪酬，並根據彼等的表現及經驗獲得獎勵。我們參考當前市場趨勢進行年度績效評估及薪酬審查。員工獲得與績效掛鈎的獎金、退休福利計劃以及醫療保險。



# SOCIAL RESPONSIBILITY

## 社會責任

### 2. Recruitment and promotion:

The human resources department conducts a comprehensive recruitment review process to ensure that the data provided by the candidates are accurate. The Group's recruitment and promotion process are carried out in a fair and open manner for all employees. Employees are recognized and rewarded by their contribution, work performance and skills, and outcomes will not be affected by any discrimination on the grounds of age, sex, physical or mental health status, marital status, family status, race, skin color, nationality, religion, political affiliation and sexual orientation and other factors. In cases of resignation and/or dismissal, the entire procedure is compliant with statutory requirements, with exit interviews conducted as necessary. Long-serving employees are recognized through award schemes. The Group monitors turnover rate with a view to continuously improve our human resources management.

### 3. Anti-discrimination and diversity:

The Group is an equal opportunity employer and does not discriminate on the basis of age, sex, physical or mental health status, marital status, family status, race, skin color, nationality, religion, political affiliation and sexual orientation. We embrace diversity and inclusion in our employment policy that builds a respectful workplace, where equal opportunities with regard to recruitment and promotion are given to staff with disabilities. Necessary accommodations to work environment are also carried out to meet their needs. All personnel staff receive training related to non-discriminatory practices for the surest measure. The Group strives to ensure a safe and secure workplace with zero tolerance to any form of abuse and/or sexual harassment in the workplace. Staff grievance and disciplinary procedures of the Group are established to ensure all submitted cases are treated with confidentiality and fairness.

### 2. 招聘與晉升：

人力資源部進行全面的招聘審查流程，以確保候選人提供的資料準確無誤。本集團的招聘及晉升流程以公平、公開的方式針對所有員工進行。員工按其貢獻、工作表現及技能得到認可及獎勵，並且不因年齡、性別、身體或精神健康狀況、婚姻狀況、家庭狀況、種族、膚色、國籍、宗教、政治背景及性取向及其他因素而受到任何歧視。在辭職及／或解僱的情況下，整個程序均符合法定要求，並在需要時進行離職面試。長期服務的員工通過獎勵計劃獲得認可。本集團監察員工流失率，以持續改善我們的人力資源管理。

### 3. 反歧視與多元化：

本集團是平等機會的僱主，僱員不會因年齡、性別、身體或精神健康狀況、婚姻狀況、家庭狀況、種族、膚色、國籍、宗教、政治背景及性取向而受到歧視。我們的僱傭政策中擁護多元化及包容性，以建立一個互相尊重的工作場所，為殘疾人士提供平等的招聘及晉升機會。為了滿足他們的需求，還對工作環境進行了必要的調整。所有員工均接受與非歧視性實踐有關的培訓，以確保採取最可靠的措施。本集團致力確保工作場所的安全及保障，對工作場所中任何形式的虐待及／或性騷擾採取零容忍。制定本集團的員工申訴及紀律程序，以確保所有提交的案件均受到保密及公正的對待。

# SOCIAL RESPONSIBILITY

## 社會責任

### 4. Employee communications:

The Group's policies and procedures included in the human resources manuals are reviewed and updated regularly. The Group discourages and disallows any behavior that violates the regulations in the human resources policies. Offenders will receive warning, and the Group has the right to terminate employment contract with offenders for any serious violations. The Group's staff grievance mechanism is a confidential channel by which staff may report suspected cases of rights infringement, which are then handled according to formal procedures. Other regular communication channels include newsletters, circular notices, notice boards, as well as working groups. Staff satisfaction surveys and staff motivation schemes are also conducted which further demonstrate our commitment to improving the working environment.

### 5. Work-life balance:

We seek to cultivate a culture of healthy work-life balance. All working hours comply with national laws and benchmark industry standards, and overtime work is voluntary. The Group assists staff to balance commitments outside of work by offering a range of leaves, which include annual, marriage, maternity, paternity, compassionate and others. To encourage social bonding in the workplace, the Group has also arranged recreational events during the reporting year, such as various dinner gatherings, sport activities, birthday and festive celebrations.

### 4. 員工溝通：

定期審閱及更新人力資源手冊中包含的本集團政策及程序。本集團不鼓勵及禁止任何違反人力資源政策規定的行為。違規者將受到警告，對於任何嚴重違規行為，本集團有權終止與違規者的僱傭合約。本集團的員工申訴機制是一個秘密渠道，員工可以通過該渠道舉報涉嫌侵權的案件，然後根據正式程序進行處理。其他常規溝通渠道包括通訊、通函、公告板以及工作群組。我們亦進行了員工滿意度調查及員工激勵計劃，這進一步表明了我們對改善工作環境的承諾。

### 5. 工作與生活的平衡：

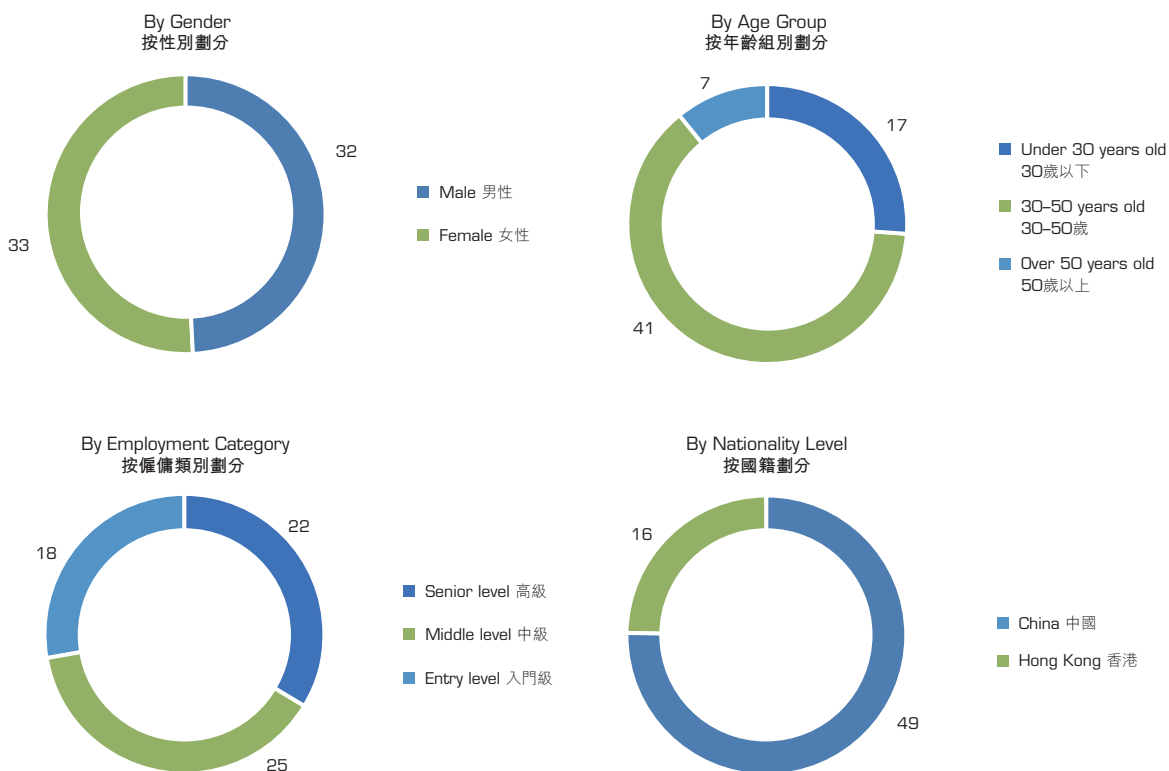
我們尋求培養健康的工作與生活平衡的文化。所有工作時間均遵守國家法律及基準行業標準，及加班乃屬自願。本集團透過提供各種休假協助員工平衡工作以外的事宜，包括年假、婚假、產假、陪產假、喪假及其他。為鼓勵工作場所的社會聯繫，本集團於報告年度亦安排娛樂活動，例如各種聚餐、體育活動、生日及節日慶祝。

# SOCIAL RESPONSIBILITY

## 社會責任

As of 31 March 2021, the Group has total of 65 employees (31 March 2020: 78 employees), including employees from Hong Kong and PRC. The details distribution of workforce classified by different catalogues are listed as follows:

於二零二一年三月三十一日，本集團在香港及中國擁有合共65名僱員（二零二零年三月三十一日：78名僱員）。按不同類別劃分的員工分佈詳情列示如下：



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

於報告年度，並未報告或發現任何嚴重違反有關僱傭及勞工常規的相關法律及法規的情況。

# SOCIAL RESPONSIBILITY

## 社會責任

### ASPECT B2: WORKPLACE HEALTH AND SAFETY

Regardless of local laws or international standards, regulatory bodies all have in place the basic requirements in relation to health and safety in workplaces. Due to its business nature, the current business operations of Bingo primarily involve office work and no position has been identified as having high safety risks. The Group not only strictly complies with the relevant laws and regulations in Hong Kong, but also sets out “Code of Employee Safety Management”. The above policy aims to foster awareness of safety of employees and regulate the employee’s behaviors during their daily work. The policy also states that fire-fighting equipment such as fire extinguishers are required to be equipped at the workplace, and safety training and fire drills for employees are conducted regularly, in order to enhance employees’ capability to cope with unexpected incidents and allow them to perform safety protection in a timely manner.

In an effort to prevent and control the spread of the Coronavirus Disease 2019 (“COVID-19”) pandemic, we have been closely monitoring the policies and advices from government authorities in the region with operation and continually reviewing the ongoing situation and taking on medical advice with a view to the health and well-being of staff and guests. Measures in response to the spread of the COVID-19 have been introduced, including but not limited to:

- Provide occupational safety instructions and health information to employees through bulletin boards and internal communications;
- Require employees to measure body temperature before going to work and wear masks properly;
- Provide guidelines and training to employees in relation to proper use of protective equipment;
- Provide employees with alcohol-based hand rub and conduct routine disinfection of offices and cinema cities on a regular basis; and
- Frontline staff are recommended to receive the dose of the COVID-19 vaccine.
- 通過公告欄及內部通訊向僱員提供職業安全指示及健康資訊；
- 要求員工在上班前測量體溫，並適當地戴上口罩；
- 就妥善使用防護設備向僱員提供指引及培訓；
- 定期向員工提供酒精搓手液，並對辦公室及電影城進行例行消毒；及
- 建議前線員工接受COVID-19疫苗接種。

### B2方面：工作場所的健康與安全

無論是地方法律還是國際標準方面，所有監管機構均制定了有關工作場所健康及安全的基本要求。因其業務性質使然，比高目前業務營運主要涉及辦公室工作，並無發現高安全風險的工作崗位。本集團不僅嚴格遵守香港相關法律法規，並且制定了《員工安全管理守則》。上述政策旨在培養僱員的安全意識，規範僱員日常工作中的行為。政策亦列明工作場所必須配備滅火器等消防器材，並定期舉行僱員安全培訓及消防演習，增強僱員應對突發事件的能力，使僱員能夠及時執行安全防護。

為了防止和控制新型冠狀病毒（「COVID-19」）大流行病的蔓延，我們一直密切監測該地區政府當局的運作政策及建議，並不斷審查目前的情況，並徵求醫療意見，以期確保員工及來賓的健康及福祉。針對COVID-19的蔓延已採取措施，包括但不限於：

# SOCIAL RESPONSIBILITY

## 社會責任

The Group is not aware of any material non-compliance with the Occupational Safety and Health Ordinance and other applicable laws and regulations that has a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards in Year 2021.

During the reporting year, no case of work-related injury or death is recorded by the Group, and no non-compliance with law that resulted in significant fines or sanctions has been reported.

### ASPECT B3: DEVELOPMENT AND TRAINING

Bingo firmly believes that fostering and retaining talent is a core part of ensuring corporate development and strengthening its competitiveness. As of 31 March 2021, the Group has a total of 65 employees (31 March 2020: 78 employees). The Group has prepared its management system on staff training, which formed the basis of planning and implementation of training system. The Group has provided various types of targeted training to its staff based on the actual needs of different departments and functions, and developed personalized training development programs for key positions, aiming to motivate employees to develop their potential. The Group has also encouraged staff to engage in external programmes, such as online courses for continuous professional development and skill set enhancement.

Bingo offers induction orientation and appropriate assistance for every newly-joined staff member. The induction orientation mainly introduces the Group, its corporate culture, rules and regulations and code of conduct, etc., which enables staff to fit into the corporate culture of the Group and further understand their working environment and responsibility. The Group is committed to establishing a platform for career development for its staff and to providing on-job internal training relating to professional skills, general management skills, career development and mentality. Also, staff are provided with the opportunity to attend business training organized by external training organizations. Based on its business development requirements, the Group will consider to cooperate with relevant training organizations or institutions engaged in providing training for certain management or technical personnel in key positions.

於二零二一年，本集團並不知悉於提供安全工作環境及保護僱員免受職業危害方面有任何嚴重違反《職業安全及健康條例》及其他適用法律及法規並對本集團造成重大影響的情況。

於報告年度，本集團並無錄得任何因工受傷或死亡個案，亦沒有因違反法例而被判處重大罰款或處罰。

### B3方面：發展及培訓

比高堅信，培育與留任優秀人才是確保企業得以發展以及強化企業競爭力的核心。於二零二一年三月三十一日，本集團合共聘有65名僱員（二零二零年三月三十一日：78名僱員）。本集團已制定《員工培訓管理制度》，為培訓系統的規劃及實施提供了依據。因應不同部門及職能的實際需要，本集團為員工提供各類型的培訓並針對關鍵崗位人才制定培訓發展計劃，以激勵員工發揮潛能。本集團亦鼓勵員工參加外部課程，例如在線課程以促進持續的職業發展及技能提升。

比高為每一位新員工提供入職培訓及適當協助。入職培訓內容主要包括本集團簡介、企業文化、規章制度及行為規範等內容，讓員工能夠盡快融入本集團企業文化，以及對工作環境與職責有深入的瞭解。本集團致力為員工創造職業發展平台及提供專業技能、通用管理技能、職業發展與心態等方面的在職內部培訓。員工亦有機會參加外部培訓機構舉辦的商業培訓。因應本集團的業務發展需要，本集團將考慮以與相關培訓機構或院校合作的方式，為部分擔任關鍵職務的管理或技術人員提供培訓。

# SOCIAL RESPONSIBILITY

## 社會責任

Training for new staff 新員工培訓	Training for existing staff 現有員工培訓		Entrusted training 委託培訓
	Internal training 內部培訓	External training 外部培訓	
<ul style="list-style-type: none"> <li>• Introduction of the Group 本集團簡介</li> <li>• Corporate culture 企業文化</li> <li>• Rules and regulations 規章制度</li> <li>• Code of conduct 行為規範</li> </ul>	<ul style="list-style-type: none"> <li>• Professional skills 專業技能</li> <li>• General management skills 通用管理技能</li> <li>• Career development and mentality 職業發展與心態</li> </ul>	<ul style="list-style-type: none"> <li>• Business training 商業培訓</li> </ul>	<ul style="list-style-type: none"> <li>• Training for management personnel 管理人員培訓</li> <li>• Training for technical personnel 技術人員培訓</li> </ul>

Looking ahead, the Group will strengthen its staff communication mechanism and gather staff feedback on training. The Group plans to collect feedback on training including satisfaction surveys from participating staff, and to review the implementation of training programs in a timely manner, so that the effectiveness of the training system could be further enhanced.

展望未來，本集團將加強與員工溝通的機制，收集員工對培訓的意見。本集團計劃向參與員工收集培訓活動的反饋，例如滿意度調查等，並將及時檢討培訓內容的實施情況，以進一步提升培訓系統的效益。

### ASPECT B4: LABOR STANDARDS

Child and forced labor, though seemingly irrelevant to most developed societies, are in fact easily present in the value chain of any business operation. To combat against such practices, the Group prohibits all forms of child labor and forced labor or modern slavery, as defined by the International Labor Organization, not only in our operations but also throughout our supply chain.

### B4方面：勞工準則

儘管童工及強迫勞動似乎與大多數發達社會無關，但實際上很容易出現在任何企業營運的價值鏈中。為了打擊這種做法，本集團於我們的營運中及整個供應鏈中均禁止國際勞工組織所界定的一切形式的童工及強迫勞動或現代奴役。

The Group has established and implemented the Slavery and Human Trafficking Statement which contains fundamental principles as set out in the International Bill of Human Rights.

本集團制定並執行了《奴役與人口販賣聲明》，其中包含《國際人權憲章》載列的基本原則。

# SOCIAL RESPONSIBILITY

## 社會責任

We prohibit any form of forced, bonded or compulsory labor, human trafficking and other kinds of slavery and servitude. Any form of discrimination, harassment or bullying is not tolerated. We extend our commitment to our suppliers by requiring all business partners to take measures to avoid and eliminate any form of forced, bonded or compulsory labor, or human trafficking. The rights and freedoms of every individual is protected as no worker is asked to surrender identification documents nor lodge deposits as a condition of employment. Cases of child labor in our businesses are averted by conducting age verification of all job applicants.

The Group is not aware of any non-compliance with the Employment Ordinance, Employment of Children Regulations and other applicable laws and regulations relating to preventing child or forced labor on the Group in Year 2021.

No non-compliance with law that resulted in significant fines or sanctions had been reported in Year 2021.

### ASPECT B5: 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.

我們禁止任何形式的強迫、奴役或強制勞動、人口販賣以及其他形式的奴隸及奴役。我們絕不容忍任何形式的歧視、騷擾或欺凌。我們將承諾擴展到我們的供應商，要求所有業務合作夥伴採取措施以避免及消除任何形式的強迫、奴役或強制勞動、或人口販賣。每個人的權利及自由受到保護，沒有任何員工被要求交出身份證明文件或繳納按金作為僱傭條件。通過對所有求職者進行年齡核查，我們企業避免了童工案件。

於二零二一年，本集團並不知悉與本集團防止僱用童工或強制勞工有關的任何違反僱傭條例、僱用兒童規例及其他適用法律及法規的情況。

於二零二一年，概無報告因違反法律而被判處重大罰款或處罰。

### B5方面：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。

對於提供食物成品或食物原材料的供應商，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。



# SOCIAL RESPONSIBILITY

## 社會責任

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 labor practices, nor any non-compliance incident caused by suppliers.

### ASPECT B6: PRODUCT RESPONSIBILITY

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".

In response to the outbreak of COVID-19, we are strictly adhere to the social distancing guidelines and rules of the government authorities in the operating regions. Also, we establish guidelines and measures for frontline staff to keep cinema cities clean and safe.

- Control the number of tickets to be sold and seats to be occupied of each house for film;
- Eating and drinking is not allowed inside a cinema cities;
- Provide disinfecting hand rub in cinema cities;
- Measure customers' body temperature prior to admission of the cinema cities; and
- Disinfect the frequent touched areas, such as counter desk, door handles; and
- The entire auditorium will be disinfected before the start of each show.

除了考慮供應商提供的產品品質外，本集團將考慮將採購標準延伸至其環境及社會表現。於本年度，本集團未發現任何潛在對商業道德、環境保護、人權及勞工實踐的負面影響，也未發現供應商造成的任何不合規事件。

### B6方面：產品責任

健康及安全乃本集團產品及服務的兩項關鍵因素。所有僱員均遵守《影院服務及產品制度》，確保產品質素符合國家及地區標準。本集團僱員亦負責維護公共秩序、食品安全及環境衛生。《比高電影城運營手冊》亦規定，電影城運營部門應定期檢查滅火器、消防水帶捲盤、應急燈及其他消防設備。此類設備亦應按計劃進行維護。檢查結果全部記錄於《比高電影城管理日誌》中。

針對COVID-19的爆發，我們嚴格遵守營運地區政府當局的社交距離指引及規則。此外，我們亦制定前線員工指引及措施，確保電影城清潔及安全。

- 控制每間電影院的售票數量及座位；
- 於電影城禁止吃喝；
- 於電影城提供消毒搓手液；
- 在電影城入場前測量顧客的體溫；
- 對頻繁觸摸的範圍（如櫃台、門把手）進行消毒；及
- 每場演出開始前消毒整個影廳。



# SOCIAL RESPONSIBILITY

## 社會責任

The Group strictly comply with 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 reporting year, the Group did not transgress against any laws and regulations in terms of Health and Safety to its Services and Products.

### ASPECT B7: ANTI-CORRUPTION

Bingo believes that integrity is the fundamental value of responsible corporate operations, as well as the root of maintaining competitive advantages and sustainable development. The Group values the good characters and conducts of its staff members, and has zero tolerance over any behavioral misconduct, including corruption, bribery, extortion, fraud or money laundering. The “Anti-Fraud System” of the Group sets out the concept and format of such misconduct, the vesting of responsibilities of anti-fraud endeavors, the complaints, receiving and reporting procedures of fraudulent activity, preventions and control of fraudulent activity, protection of informants, as well as the remedies and disciplinary actions on fraudulent cases, in order to incorporate the management principles of anti-corruption in the business operations.

In respect of unverified reports from the general staff, the office of the Board shall conduct joint evaluation with the human resources department of the Company to decide whether to conduct an investigation. Should the case involve any senior management of the Group, with the permission of the Board and the audit committee, the standing officer of the anti-fraud unit and the management of the respective department shall form a joint special investigation unit to conduct a joint investigation. Any staff confirmed to be involved in such fraudulent activities shall be subject to disciplinary actions within the Group, or, any misconduct of a criminal nature shall be referred to the judicial authorities for processing under the laws. Regardless of conducting special investigation or not, the Group shall respond to the complaining persons in regards to the result of the investigation, and shall record in detail the complaint and investigation materials and keep the relevant files for record.

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》及其他國家法律及法規。於報告年度，本集團並未違反任何有關其服務及產品的健康及安全的法律及法規。

### B7方面：反貪污

比高深信誠信是企業負責任經營的基礎價值，而且是維持競爭優勢及可持續發展的根本。本集團重視員工良好品行及操守，對貪污、賄賂、勒索、欺詐及洗黑錢等任何不當行為採取零容忍的態度。本集團《反欺詐制度》載列有關不當行為的概念及形式、反欺詐的責任歸屬、欺詐行為的投訴、接受及報告程序、欺詐行為的預防及控制、保護舉報人的措施、以及欺詐案件的補救及紀律處分，將反貪污的管理原則融入企業營運。

針對一般員工提出的未經證實的舉報，董事會辦公室應與本公司人力資源部共同進行評估，並決定是否開展調查。若案件牽涉到本集團任何高級管理層，經董事會及審核委員會批准後，反欺詐工作小組常務人員及相關部門管理人員須成立特別聯合調查小組進行聯合調查。對確認有參與欺詐活動的任何員工，均須接受本集團的內部紀律處分，或如屬具犯罪性質的任何不當行為，則移送司法機關依法處理。無論是否開展特別調查，本集團均須向舉報人反饋調查結果，並須詳細記錄相關舉報及調查材料及保存相關文件作為記錄。

# SOCIAL RESPONSIBILITY

## 社會責任

Bingo shall maintain the confidentiality of the reported information and relevant information of the complaining persons, and restrict any staff member receiving such complains or involved in the investigation from disclosing any such information without authorization or verification. The abovementioned system is applicable to all staff members.

During the Year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering and was not involved in any corruption cases.

### ASPECT B8: COMMUNITY INVESTMENT

As the market places focus more on corporate behaviors and social responsibilities, the pursuit of maximizing financial returns to reward shareholders is no longer the only goal of corporate management. Bingo pays close attention to its bonds with the community where it operates and is well aware of the importance of different stakeholders' expectations. The Group firmly believes that balancing the interests between shareholders and other stakeholders is the only way to achieve the long-term business development in a stable and healthy manner.

Bingo will be formulating the definite policies in relation to social investments, and shall incorporate such corporate social responsibilities and social care projects into the schedules of each department. The Group is studying the possibility of establishing the specialized committee to plan and promote such activities in relation to the sustainable development of communities based on its own prospect and objective in respect of the Group's sustainable future.

比高對所有舉報資料及舉報人的相關信息進行保密，並限制接受有關舉報或參與調查的任何員工在未經批准或核證的情況下透露任何有關信息。上述制度適用於本集團所有員工。

本年度內，本集團並不知悉任何違反有關防止賄賂、勒索、欺詐及洗黑錢且對本集團造成重大影響的法律法規事宜。本集團並無涉及任何貪污個案。

### B8方面：社區投資

隨著市場對企業行為及社會責任日益關注，追求最大財務回報以回饋股東不再是企業管理的唯一目標。比高密切關注與營運所在社區的聯繫，並充分意識到滿足不同持份者期望的重要性。本集團堅信，只有平衡股東與其他所有持份者之間的利益，才能實現穩定及健康的長期業務發展。

比高將制定社區投資的具體政策，把企業社會責任工作與社會關懷項目納入各部門的工作計劃。本集團現正探討在本集團內部成立專責委員會的可能性，從而根據本集團的可持續發展遠景及目標，規劃及推進與社區可持續發展相關的活動。

