Vision Fame International Holding Limited
允升國際控股有限公司

(incorporated in the Cayman Islands with limited liability)
Stock Code: 1315

2019
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Contents

About the Group

Vision Fame International Holding Limited (the "Company", together with its subsidiaries, the "Group" or "Vision Fame") mainly focuses on (i) provision of building construction services, property maintenance services, alterations, renovation, upgrading and fitting-out works services, as well as (ii) graphene production and trading of materials. The main locations of operations are in Hong Kong, Macao and Singapore.

As a construction company, the Group's business is affected by the market demands and housing policies by the local governments. As the government has expressed its commitment to maintain a stable housing supply, the business opportunities in construction market are optimistic. In the meantime, for the operation of graphene production business, the Group has engaged experts, universities and research institutes and established partnerships with potential business partners to invest in and develop related products.

About This Report

This report is the third Environmental, Social and Governance report (the "report") published by the Group. By reporting the policies, measures and performances in environmental, social and governance ("ESG") aspects, the Group allows all stakeholders to understand the progress and development direction of the Group. The report is available in both Chinese and English, and has been published on the website of the Group at www.visionfame.com and the Stock Exchange's website at www.hkexnews.hk.

REPORTING SCOPE

The ESG report focuses on the Group's business segments in building and other construction related business, property maintenance and alterations, renovation, upgrading and fitting-out works between 1 April 2018 and 31 March 2019 (the "reporting year" or "FY2019"), and covers the operation at the Hong Kong headquarters and five projects ("projects") related to these business segments. The business segments and the project, as summarised in the table below, are directly operated by Wan Chung Construction Company Limited ("Wan Chung"). While this report has not fully covered Vision Fame's business, it is on the Group's agenda to extend the scope of the report in the future.

Business segments	Projects
Building and other construction related business	• Main Contract Works — Revitalization of Haw Par Mansion into Haw Par Music Farm
	• Main Contract Works at Nos. 600–626 Shanghai Street, Mongkok, Kowloon
Property maintenance	• Hospital Authority Term Contract for Minor Works 2018 (HA-TMC–029) for Kowloon East and Central Clusters
	• Term Contract for the Alterations, Additions, Maintenance and Repair of Buildings and Lands and Other Properties for which the Architectural Services Department (Property Services Branch) is Responsible for the Government of the Hong Kong Special Administrative Region Designated Contract Area: Sham Shui Po, Tsuen Wan and Kwai Tsing (Contract No. TC E941)
Alteration, renovation and fitting-out works[1]	• Main Contract for Proposed Addition and Alteration Works to Conversion of Services Apartment to Office, Block 2, Gateway II, Harbour City, Tsim Sha Tsui, Kowloon

[1] Main Contract for Renovation Works at Tsz Wan Shan Shopping Centre for Link Asset Management Limited (Contract No. 16-046028) was completed in the last reporting year.

About This Report (Continued)

REPORTING STANDARD

This ESG report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The four reporting principles, namely the principles of materiality, quantitative, balance and consistency, form the backbone of this ESG report.

To provide stakeholders with an overview of the Group's performance in ESG aspects, the report not only discloses environmental key performance indicators ("KPIs") given the "comply or explain" provisions but also reports additional social KPIs under the "recommended disclosures" as set out in the ESG Reporting Guide. A complete index is inserted in the last section of this ESG report for reference.

DATA PREPARATION

The Group has established internal controls and a formal review process to ensure that any information presented in this ESG report is as accurate and reliable as possible. The Board of Directors (the "Board") of the Group has overall responsibility for the establishment and disclosure of relevant measures and KPIs. This ESG report was reviewed and approved by the Board.

FEEDBACK CHANNEL

Comments and suggestions can help define and strengthen Vision Fame's future ESG strategy and reporting. You are welcomed to contact the Group via the following channels:

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Chairman Statement

The purpose of construction is to provide a better living environment for the public. To achieve this, we must not only maintain a high standard of construction services but also ensure that sustainability issues are considered throughout our operation. A holistic approach to conducting business will help us balance our economic, environmental and social performance in making decisions that will impact the community and our stakeholders.

Stakeholder engagement plays a vital role in corporate sustainability. Their opinions guide our approaches and measures while their suggestions help us identify ways to better fulfil their needs. Through stakeholder engagement activities, we were able to determine the material sustainability aspects to focus our effort on.

By focusing on managing our carbon emissions, improving the health and safety of our operation and investing in development and training of our employees, we hope to steadily enhance our sustainability performance. Dedicated committees are in place to implement the relevant measures effectively. We closely monitor any potential risks in relation to these areas that could threaten our business in order to devise appropriate solutions.

We are aware that more effort is needed on our sustainability journey and we envision the day when Vision Fame becomes an industry leader in sustainability practice. We hope that stakeholders including business partners will join us to create a more sustainable future. We look forward to your feedback on our work and report so that we can make continuous improvement.

Chau Chit
Chairman and Chief Executive Officer
Vision Fame International Holding Limited

Sustainability Governance

GOVERNANCE STRUCTURE

Sound corporate governance and operation practices are fundamental to the Group's sustainability governance and long-term development. The Board has ultimate responsibility for the oversight of the Group's policies, initiatives and performance on ESG.

To effectively embed sustainability to day-to-day operations in the projects, the Group has established Site Safety and Environmental Management Committee to monitor the adequacy of control measures of project site safety and arrange regular safety inspections. To coordinate management approaches to environmental and social matters in relation to the Group's operations, it is in the Group's plan to strengthen the sustainability governance structure by formulating an ESG Committee in the coming years. This allows for in-depth insights into developing more actionable and relevant ESG policies and initiatives.

SUSTAINABILITY RISK MANAGEMENT

The Group values risk management by continuously maintaining and enhancing the effectiveness of the internal control systems. The Board has the responsibility for maintaining a sound and effective risk management and internal control systems. In order to strengthen the effectiveness of risk management, the Group has established Risk Management Plan to review and monitor risks that endanger the achievement of business objectives.

The Risk Management Plan shows the Group's risk management process, which includes identifying risks, analysing risks, planning risks, tracking risks, controlling risks and communicating and documenting risks.

Risk Management Process	Measures
Identifying Risks	Identify the risks in the operation process through workshop or meeting. Identified risks should be recorded in the list within 2 days.
Analysing Risks	All risks will be assessed from two factors, severity and likelihood.
Planning Risks	The project manager should determine whether to keep the risks or transfer to external organizations that can handle the risks.
Tracking Risks	The risk manager should prepare the report that describes the risk mitigation status to the project manager during the weekly project meeting.
Controlling Risks	The project manager should determine whether to start the project based on the level of risk.
Communicating and Documenting Risks	All risk assessment should be documented in the risk assessment report.

Sustainability Governance (Continued)

One of the risks identified by the Group is occupational health and safety. In response, the Group has started to reduce the health and safety risks through various measures, for instance, establishing Safety, Health and Environmental Management Committee, formulating relevant policy and procedures, and providing health and safety training.

Looking ahead, the Group will continue to enforce risk management as an on-going process to evaluate imminent environmental and social risks and enable formulation of timely responses to those risks.

Stakeholder Engagement

The Group recognizes the importance of the continuous communication with its stakeholders[2] and in responding to their feedback and addressing their areas of concern. In the reporting year, the Group has engaged its key stakeholders via multiple channels to gather their feedback and strives for continuous improvement.

Internal Stakeholders	External Stakeholders
Board of Directors, Senior management, Line management, All employees and Newcomers	Shareholders, Investors, Banks, Customers, Sub-contractors and suppliers

Communication Measures

Meetings, Training, Newcomer orientation, Electronic communication and Intranet

IDENTIFYING MATERIAL ISSUES

Key to the business management of the Group, stakeholder participation helps the Group review potential risks and business opportunities, and also facilitates the mitigation of these risks as well as the identification of opportunities. Understanding stakeholders' views allows the Group to better fulfil their needs and expectations with its business practice and manage different stakeholders' opinions.

Combining the insights of the management interview and expert advice, the Group has identified the 3 material aspects from the 11 environmental and social aspects of the ESG Reporting Guide to be the focuses of this ESG report, which includes: emissions, health and safety and development and training.

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2   Stakeholders are those who have considerable influence on the Group's business, and whom the Group's business has a significant impact on.

Protecting the Environment

As a Group engaged in the provision of building construction, property maintenance and other fitting-out works, Vision Fame understands the environmental impact of its operation. The Group has formulated the Environmental Policy Statement, Air Pollution Control policy, Water Pollution Control policy and Waste Management policy, showing its determination in preventing environmental pollution, reducing waste, enhancing waste recycling, etc.

GREENHOUSE GAS EMISSIONS

The Group has employed a professional consultancy, Carbon Care Asia ("CCA"), to conduct carbon assessment to quantify the greenhouse gas ("GHG") emissions (or "carbon emission") of its operations. The quantification process is in accordance with the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, with reference to other international standards such as the ISO 14064 and the GHG Protocol.

The total GHG emissions in the reporting year was 345 tonnes of CO_2-equivalent, where the largest contributor to the Group's carbon emissions is the generation of purchased electricity, accounting for approximately 66%; it is followed by direct emissions from combustion of fuels in company-owned mobile combustion sources (i.e. vehicles), accounting for roughly 16%. Other indirect emissions (Scope 3) which include methane gas generation at landfill due to disposal of paper waste, electricity used for fresh water and sewage processing as well as employee business travel collectively make up around 12% of the Group's total emissions.

The GHG intensity for operations at the headquarters was 2.5 tonnes CO_2-e/employee; whereas the GHG intensity for projects is 0.24 tonnes CO_2-e/million HKD revenue. To further improve our performance, the Group will continuously monitor, assess and report our GHG emission annually.

Greenhouse Gas Emissions

Emissions (tonnes of CO_2-equivalent)
FY2019

Scope	Headquarters	Alteration, Renovation and Fitting-out Works	Building and Other Construction Related Business	Property Maintenance	Total
Scope 1 — Direct emissions from sources	55.0	—	1.0	19.2	75.2
Scope 2 — Energy indirect emissions	83.3	3.8	114.6	26.1	227.8
Scope 3 — Other indirect emissions that occur outside the company	26.8	2.2	5.8	6.7	41.5
Total Greenhouse Gas Emissions (Scope 1, 2 and 3)					344.5
Greenhouse Gas Intensity	2.5 tonnes of CO_2-e /employee		0.24 tonne of CO_2-e /million HKD revenue		

Protecting the Environment (Continued)

AIR EMISSIONS

Air Pollution Control

The Air Pollution Control policy stipulates that the following measures should be taken at each operation unit to reduce air pollution.

- The prescribed form should be submitted to the Environmental Protection Department ("EPD") if any works, like burning activities, are carried out;

- The compressed air jet is not allowed to clean vehicles, equipment and other materials;

- All Non-road Mobile Machinery should comply with the relevant emission standard and label the unique number issued by EPD; and

- Regular maintenance is carried out with vehicles to ensure that they run at their best conditions, thereby reducing exhaust emissions.

The key air pollutants from Vision Fame's operations include nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and respirable suspended particulates ("RSP"). In the reporting year, these air pollutants were mainly generated by passenger cars as well as diesel equipment in the "building and other construction" projects.

Air Emissions

Air Pollutants	Emissions (in kg) FY2019
Nitrogen oxides	40.3
Sulphur oxides	2.1
Respirable suspended particulates	2.9

Wastewater Control

The suspended solids and pH units are the important parameters that show if the wastewater complies with the relevant regulations. Therefore, the Group has established wastewater treatment system that comprise of sedimentation tanks, automatically controlled chemical coagulation unit and automatically controlled pH unit to ensure that the wastewater meets the relevant standards.

Waste treatment

Due to the nature of business, the wastes are mainly generated from site clearance, excavation, refurbishment, renovation, demolition and road works. Such wastes include but limited to concrete, bricks, soil, rock, wood, etc.,

To this end, the Group has taken the following measures to reduce and manage the waste generation.

- Off-site prefabrication to reduce cut-off wastage;

Protecting the Environment (Continued)

- A specific area should be arranged for on-site sorting, which is an important way to make waste available for reuse and recycled; and

- Chemical waste, including lubricating oil, acid or alkali, pesticides, etc., should be labelled and packed in suitable containers and treated by the designated person who has registered with the Director of EPD.

In the reporting year, 0.22 tonne of hazardous waste were generated from the headquarters and the property maintenance projects; all of them were collected by qualified contractor. For non-hazardous waste, 1.9 tonnes of general waste, 8,897 tonnes of inert waste and 12,265 tonnes of non-inert waste were generated; they were sent to landfills and public fills accordingly.

Waste

Type of Waste	Amount (tonnes) FY2019
— toner	0.15
— spent fluorescent tubes	0.07
— general waste	1.9
— inert construction and demolition ("C&D") waste	8,897
— non-inert C&D waste	12,265
— mixed C&D waste	0

USE OF RESOURCES

The Group has the Water Pollution Control policy and implemented various measures to engage its employees for more efficient use of resources.

Resource	Highlights of measures
Water	• Record and analyse the weekly consumption rate of water and find if there is any leakage or waste; and • Collect and treat wastewater through wastewater treatment processes for wheel washing, dust suppression and general cleaning.
Electricity	• Set the air conditioner temperature to 23 degrees or above; and • Use LED lights instead of T5 or T8 lamps.
Paper	• Encourage the employees to print on both sides of the paper; and • Purchase at least 10% of recycled paper in every order.

Protecting the Environment (Continued)

Besides, the Group is committed to the improvement purchase and provide energy-sufficient products and services and improve the energy efficiency.

Vision Fame's major use of resources include energy and water consumption in its operations. For energy use, in the reporting year, the site of operations altogether used 640 MWh-equivalent of energy in total; electricity is the major type of energy used, accounting for 70% of the total energy consumption. For water use, 1,866 cubic metres of water was consumed for the operations in the headquarters and projects within the reporting scope.

Use of Resources

Energy Use (by type)	Amount of Energy Consumed FY2019
Petrol (in MWh-equivalent)	190.4
Diesel (in MWh-equivalent)	3.9
Electricity (in MWh)	445.8
Total energy consumption (in MWh-equivalent)	640.1
Energy intensity (Hong Kong headquarters | by number of employees)	5.4 MWh-equivalent per employee
Energy intensity (projects | by revenue)	0.4 MWh-equivalent per million HKD

For water use, 1,866 cubic metres of water was consumed for the operations in the headquarters and projects within the reporting scope.

Water Consumption	Amount of Water Consumed FY2019
Total water consumption (m^3)	1,866
Water intensity (Hong Kong headquarters | by no. of employees)	2.1 m^3 per employee
Water intensity (projects | by revenue)	3.7 m^3 per million HKD

In the reporting year, the headquarters and the projects used a total of 6.9 tonnes of office paper. The Group's operations did not involve any use of packaging materials for finished products.

Protecting the Environment (Continued)

THE ENVIRONMENT AND NATURAL RESOURCES

While the Group does not impose any significant impact on the environment and natural resources, Vision Fame recognises that the operation of the projects would pose impacts on the surrounding environment and therefore continues to promote environmental protection in the communities, and takes up management responsibility of environmental protection as specified in the Environmental Policy Statement.

The Group acts in accordance with relevant laws and regulations on emissions, including but not limited to the Air Pollution Control Ordinance, the Water Pollution Control Ordinance and the Waste Disposal Ordinance of Hong Kong. In the reporting year, there were no cases of non-compliance in relation to emissions control in the headquarters and the projects.

Employment and Labour Practices

As a caring and responsible employer, the Group is committed to promoting a harmonious and engaging workplace, providing a healthy and safe work environment, and supporting our employee development.

PROTECTING HEALTH AND SAFETY

The Group is committed to creating a health and safety working environment for each employee. The OHS Policy Statement and Employee Handbook provide the employees with the guidelines on protecting themselves from occupational hazards.

The Group has appointed a director to be the chairman of Safety, Health and Environmental Management Committee who is mainly responsible for supporting, promoting, implementing, monitoring and reviewing the OHS performance and objectives. All employees are encouraged to raise their concerns or express their views via the Committee.

Moreover, Vision Fame has also taken the following measures to reduce the health and safety risks:

- To provide enough occupational health training program for all employees, like Safety Night, Safety Sharing, Tool-Box Talk and Green Card Training;

- To ensure that the OHS Policy Statement and Management System can be reviewed in every year;

- To ensure that the OHS management and performance can be improved continuously;

- Employee should wear appropriate personal protective equipment in the workplace; and

- Employee cannot operate high-risk machines, vehicles and equipment without permission.

The Group abides by laws and regulations related to health and safety, including but not limited to the Occupational Safety and Health Ordinance and Building Ordinance. During the reporting year, the Group was not convicted in any non-compliance cases relating to health and safety.

DEVELOPMENT AND TRAINING

The Group believes that training and development is key to the career development for its employees. The Group has put in place various training and development programs in the reporting year. The programs provide guidance in setting relevant requirements and targets, and in conducting assessments for effective training and development.

Employment and Labour Practices (Continued)

Training

The Employment Handbook states that the Group encourages the employees to attend job-related training courses for personal development. During the reporting year, the Group has provided trainings including Learning Organization Training, Wan Chung Academy and Orientation. Performances of employees are evaluated after the trainings. Besides, study leave and examination leave will also be offered for employees per academic year.

Percentage of employees trained 67.3%	Total training hours 206	Performance appraisal 97.5%

Development

The performance appraisal will be conducted to evaluate the employees' performance on an annual basis, focusing on objectives and achievements of the employee. Performance evaluation is conducted between supervisors and individual employee and the appraisal results will pass to senior management or directors for further review. All documents should be recorded in the employee's personal file and kept confidential.

CARING FOR THE EMPLOYEES

Vision Fame is devoted to creating a working environment where every employee can achieve their goals and regards its employees as the key to achieve sustainability. The Group has formulated the employment handbook, which covers guidelines on recruitment, salary, promotion, equal opportunity, anti-discrimination and other benefits.

The Group strictly prohibits any form of discrimination in the workplace. Vision Fame is committed not to discriminate any employee on the decision of their hiring, promotion, termination, compensation, benefits, etc., due to their race, sex, disabilities, pregnancy, marital status or family status or any other factors protected by relevant laws. The Group will take serious punishment if any case found.

Work-life balance is the main value of the Group. All employees who have finished their probation period are allowed to have sick leave, marriage leave, paternity leave and group medical insurance.

The Group understands that the employment diversity can bring broader development opportunities to the Group. The diversity-related policy terms were being developed during the reporting year and will be implemented in the coming years.

The Group abides by the employment laws and regulations, including but not limited to the Employment Ordinance, the Employee Compensation Ordinance and the Sex Discrimination Ordinance. During the reporting year, the Group was not involved in any non-compliance cases relating to employment.

Employment and Labour Practices (Continued)

LABOUR STANDARDS

The Group devotes to maintaining ethical labour standards and adopts Employment Handbook against child labour and forced labour. It is the Group's regulation that a person under the age of 16 shall not be employed. The Group's human resources department is responsible for verifying the age of job applications by checking their identity documents at recruitment process.

The Group prevents possible situation of forced labours by maintaining the exit channel of employees. Exit interviews are conducted with resigned employees to understand the reasons for resignation and to further review company policy and benefits. Besides, HR department conducts staff counselling or interview during the employment period in case any forced labour cases happen in the workplace. Moving forward, the Group will consider formulating its forced labour policy to include measures on preventing forced labour at the workplace.

The Group abides by the relevant laws and regulations, including but not limited to the Employment Ordinance. During the reporting year, the Group was not involved in any non-compliance cases relating to child labour and forced labour.

Operation Practices

The Group always upholds business ethics in its operation, providing high-quality products and services to clients. Therefore, the Group has formulated a series of policies relating to anti-corruption, supply chain management and maintaining product responsibilities, to ensure that the Group's operation fulfils the expectations of internal and external stakeholders.

SUPPLY CHAIN MANAGEMENT

To help minimise negative impacts of the supply chain, the Group has formulated Quality Management System with a chapter on Assessment and Selection of Subcontractors to provide guidelines in managing social and environmental risks of the supply chain.

The Group has established supplier assessing baselines for the selection and assessment of suppliers:

•   Past performance of safety, health and environmental works;

•   Anti-corruption performance;

•   Reputation in the industry; and

•   Company organization

The Group will conduct annual appraisal of approved list of suppliers and sub-contractors every three years or after completion of their contract. Those who had poor performance will be disqualified from the approved list subject to approval by the Chief Quantity Surveyor

PRODUCT RESPONSIBILITY

The Group has established various policies on product responsibility, like Intellectual Property Policy and Quality Procedures and Employment Handbook, stating the commitment and guidance for the projects regarding the quality management, protection of intellectual property and customer privacy.

Operation Practices (Continued)

Quality management

To ensure the quality and safety of the Group's service, a Quality Management System is in place with the following measures to strengthen service quality.

Area	Measures
Inspection and Testing	• The work should be inspected and tested in complete compliance with the specified requirements.
	• The records of the successful inspection or testing should be maintained by the Site Agent.
Materials	• The Group should ensure that the materials awaiting test process should be placed in a quarantine area.
	• The concrete testing is carried out in accordance with the employers specified requirements or Construction Standard CS1:2010 Volumes 1 and 2 issued by the Hong Kong government.
	• If the material has failed the test, a non-conformance report by Materials Delivery/Inspection/Testing Quality Record should be raised.

If the works does not meet the requirements, the Project Manager/Site Agent should notice the site staff and sub-contractors of the non-conforming work and take the following measures:

• The Project Manager/Site Agent shall ensure that approved method of repair work to non-conforming product should meet the specified requirements.

• It is offered to the Client's representative by obtaining a concession. Non-conforming works that requires acceptance by concession from employer should be recorded.

Protection of intellectual property

The Group acknowledges the importance of protecting intellectual property. As stated in the Intellectual Property Policy, Wan Chung prohibits employees and suppliers from misuse of intellectual property rights owned or maintained by third parties. This intellection property protection practices should be implemented in accordance with relevant legal and ethical standards.

Customer's privacy

The Group values the protection of data privacy. As stated in the Code of Conduct, collected information concerning customers' personal data should be handled with special care. Hard copies of documents containing sensitive information should be shredded before disposal.

Operation Practices (Continued)

Vision Fame's operations in the reporting scope do not involve advertising, labelling and product recall. The Group abides by laws and regulations in relation to product responsibility, including but not limited to the Building Management Ordinance, the Personal Data (Privacy) Ordinance and the Competition Ordinance of Hong Kong. During the reporting year, the Group was not involved in any cases of non-compliance in relation to product responsibility.

ANTI-CORRUPTION

The Group operates its business with integrity and fairness, and does not tolerate any forms of corruption activities including bribery, extortion, fraud and money laundering. The Group's anti-corruption policies are communicated in the Code of Conduct and Employment Handbook to raise concerns about improprieties.

The Group has established Code of Conduct, which stipulates that all employees are prohibited from accepting any advantages from other bodies excepts promotional gifts or souvenirs with a maximum limit of $500 in value. On the other hand, the employees shall not offer advantages to any staff of another companies or organizations for the purpose of influencing their business decisions. Those who fail to do so will face disciplinary action, including termination of appointment.

The Group abides by laws and regulations related to anti-corruption, including but not limited to the Prevention of Bribery Ordinance. During the reporting year, the Group was not convicted in any cases of non-compliance or legal cases in relation to corruption.

Community Investment

The Group is dedicated to making a positive impact on people, culture and communities in where we operate. As part of the Group's community responsibilities, the Group take on the commitment to invest in and support the community through a diverse range of initiatives. The Corporate Social Responsibility Statement prescribes the provision of paid time-off and subsidies for employees to participate in volunteer activities. The Group focuses on enhancing happiness in the local community and affirming social responsibility. To care for the local community and to contribute to the building of inclusive society, the Group has established a volunteer team in partnership with local non-profit organizations.

In the reporting year, the Wan Chung Caring Volunteer Team continued to organise and participate in community support events once a month with various non-governmental organizations, including The Neighbourhood Advice-Action Council (NAAC), The Spastics Association of Hong Kong (SAHK), The Industrial Evangelistic Fellowship and so on. The Group has carried out blood donation, charity campaign, household retrofitting services, elderly home visiting and celebrating Chinese Lantern with special needs children for low-income families, elderly homes visits, and environmental protection activities. The volunteer activities were provided to elderly, newly-immigrated youth and families, ethnic minorities, and families living in poverty.

Summary of Key Performance Indicators

ENVIRONMENTAL PERFORMANCE

Environmental KPIs	FY2019	FY2018	Unit
Aspect A1: Emissions			
A1.1 The types of emissions and respective emissions data[3]			
Nitrogen Oxides (NO_x)	**40.3**	10.0	kg
Sulphur Oxides (SO_x)	**2.1**	0.3	kg
Respirable suspended particulates (RSP)	**2.9**	0.7	kg
A1.2 Greenhouse gas emissions in total *and intensity*			
Total GHG emissions	**344.5**	271.8	tonnes CO_2-e
Scope 1	**75.2**	49.3	tonnes CO_2-e
Scope 2	**227.8**	187.7	tonnes CO_2-e
Scope 3	**41.5**	34.8	tonnes CO_2-e
Greenhouse gas intensity (headquarters | by no. of employees)	***2.5***	*2.1*	*tonnes CO_2-e/employee*
Greenhouse gas intensity (projects | by revenue)	***0.24***	*0.28*	*tonne CO_2-e/million HKD*
A1.3 Total hazardous waste produced *and intensity*			
Total hazardous waste produced	**0.22**	0.03	tonne
Hazardous waste intensity (headquarters | by no. of employees)	***0.002***	*N/A*	*tonne/employee*
Hazardous waste intensity (property maintenance projects | by revenue)	***0.0002***	*0.0001*	*tonne/million HKD*
A1.4 Total non-hazardous waste produced *and intensity*			
Total non-hazardous waste produced	**21 164**	5,466[4]	tonnes
Non-hazardous waste intensity (headquarters | by no. of employees)	***0.029***	*N/A*	*tonne/employee*
Non-hazardous waste intensity (projects | by revenue)	***28.8***	*12.7*	*tonnes/million HKD*
Aspect A2: Use of Resources			
A2.1 Direct *and/or* indirect energy consumption by type			
Total energy consumption	**640.1**	502.9	MWh-equivalent
Direct energy consumption	**194.3**	168.5	MWh-equivalent
Indirect energy consumption	**445.8**	334.4	MWh
Energy intensity (headquarters | by no. of employees)	***5.4***	*4.4*	*MWh-equivalent/employee*
Energy intensity (projects | by revenue)	***0.4***	*0.4*	*MWh-equivalent/million HKD*

3   The FY2018 figures of Nitrogen Oxides and Respirable suspended particulates only included emissions from passenger cars.

4   The FY2018 non-hazardous waste figure only included operations of projects.

Summary of Key Performance Indicators (Continued)

Environmental KPIs		FY2019	FY2018	Unit
A2.2	Water consumption in total and intensity			
	Total water consumption[5]	1 866	3 054	cubic metres
	Water consumption intensity (headquarters | by no. of employees)	2.1	1.9	cubic metres/employee
	Water consumption intensity (building and other construction related business and property maintenance projects | by revenue)	3.7	7.4	cubic metres/million HKD
A2.5	Total packaging material used for finished products			
	Total packaging material used	N/A	N/A	tonnes
	Packaging material used per unit produced	*N/A*	*N/A*	*tonnes/unit of production volume*

SOCIAL PERFORMANCE

Total workforce by gender, age group, employee category and region

Region	Gender	Employee category	Age <30	Age 30–40	Age 41–50	Age >50	Total (by gender)	Total
	Male	C-level executives	0	0	0	0		
		Senior management	0	0	2	9	116	
		Middle management	0	1	13	7		
		General employees	22	21	20	21		
Hong Kong								159
	Female	C-level executives	0	0	0	0		
		Senior management	0	0	2	2	43	
		Middle management	0	1	1	1		
		General employees	9	5	16	6		
Total (by age group)			31	28	54	46		

5   For Alteration, Renovation and Fitting-out Works projects, points of water supplies were scattered and were provided by the project client, without any meters installed for recording water consumption figures.

Summary of Key Performance Indicators (Continued)

Total workforce by employment type

| | Employment type | |
| | Full-time | Part-time |
Region	employees	employees
Hong Kong	157	2
Total	159	

Employee turnover rate by region, age group and gender

| | By age group | | | | Total (By region) | | |
Region	Age <30	Age 30–40	Age 41–50	Age >50	Fy2019	Fy2018	Fy2017
	96.9%	53.6%	24.1%	14.9%			
	By gender						
	Male	Female					
Hong Kong					41.0%	46.5%	21%
	39.0%	46.5%					

Ratio of workforce and average salary (male to female employees)

	FY2019	FY2018	FY2017
Ratio of number of male to female employees	2.7:1	2.5:1	2.8:1
Ratio of salaries of male to female employees	3.8:1	1.4:1	1.4:1

Work related fatality and injury

Gender	Number and rate of work-related fatalities	Number of worked-related injuries	Number of days lost due to work injury	Rate of worked-related injuries (per thousand employees)
Male	0, 0%	7	685	
Female	0, 0%	2	313	
				55.90
Total	0, 0%	9	998	

Summary of Key Performance Indicators (Continued)

Percentage of trained employees by gender and employee category

Employee category	Male (Person)	Female (Person)
C-level executives	0	0
Senior management	11	4
Middle management	24	4
General employees	94	44
Percentage of trained employees (by gender)	109.3%	120.9%

Average training hours by gender and employment category

Employee category	Male (Hours)	Female (Hours)	Average training hours per employee (By employee category)	Overall average training hours per employee FY2019	FY2018	FY2017
C-level executives						
Senior management	416.5	329	49.7			
Middle management	866.5	91	34.2	**22.32**	15.3	16
General employees	1,259.5	1,077.75	16.94			

Percentage of employees having received regular performance review

Employee category	Male (Person)	Female (Person)	Percentage of employees having received regular performance review
C-level executives	0	0	
Senior management	11	4	
Middle management	21	3	97.5%
General employees	83	35	
Case(s) of product recall due to health and safety issues			0
Number of complaints related to products and/or services			0

ESG Reporting Guide Content Index

Material Aspect	Content	Page Index/ Remarks
A1. 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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	9, 13
A1.1	The types of emissions and respective emissions data Nitrogen oxides (NO_x) (kilogram) Sulphur oxides (SO_x) (kilogram) Particulate matter (PM) (kilogram)	10, 21
A1.2	Greenhouse gas emissions in total (tonnes) Intensity of greenhouse gas emissions (tonnes CO_2—e/no. of employee)	9, 21
A1.3	Total hazardous waste produced (tonnes) Intensity of total hazardous waste produced (tonnes/square feet)	11, 21
A1.4	Total non-hazardous waste produced (tonnes) Intensity of non-hazardous waste produced (tonnes/no. of employee)	11, 21
A1.5	Description of measures to mitigate emissions and results achieved	9–10
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	10–11
A2. General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	9, 11
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh). Direct energy (GJ) Indirect energy (MWh) Direct and/or indirect energy intensity by type (e.g. electricity, gas or oil) (MWh/no. of employee)	12, 21
A2.2	Water consumption in total (m^3) Water intensity (tonnes/no. of employee)	12, 22
A2.3	Description of energy use efficiency initiatives and results achieved	11–12
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	The Group has no issue in sourcing water
A2.5	Total packaging material used for finished products (tonnes) Packaging material intensity (tonnes/unit of product)	12, 22
A3. General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	13
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	13

ESG Reporting Guide Content Index (Continued)

Material Aspect	Content	Page Index/ Remarks
B1. 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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	15
B1.1	Total workforce by gender, employment type, age group and geographical region	22–23
B1.2	Employee turnover rate by gender, age group and geographical region	23
B2. 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 providing a safe working environment and protecting employees from occupational hazards.	14
B2.1	Number and rate of work-related fatalities	23
B2.2	Lost days due to work injury	23
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	14
B3. General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	14–15
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	15, 24
B3.2	The average training hours completed per employee by gender and employee category.	15, 24
B4. 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 preventing child and forced labour.	16
B4.1	Description of measures to review employment practices to avoid child and forced labour	16
B5. General Disclosure	Policies on managing environmental and social risks of the supply chain.	17
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	17

ESG Reporting Guide Content Index (Continued)