



六福集團(國際)有限公司

LUK FOOK HOLDINGS (INTERNATIONAL) LIMITED

(於百慕達註冊成立之有限公司)

(Incorporated in Bermuda with Limited Liability)

Stock Code 股份代號: 0590



可持續發展報告  
Sustainability  
Report  
2022/23



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# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### ABOUT THIS REPORT

#### Purpose of This Report

Luk Fook Holdings (International) Limited (the “Company”), together with its subsidiaries (collectively referred to as the “Group” or “We”), is delighted to present its Sustainability Report (the “Report”) (formerly known as Environmental, Social and Governance (“ESG”) Report) for the year ended 31 March 2023 (“FY2023” or the “Reporting Period”) to all stakeholders with an aim to demonstrate the performance, management approach and achievements of our sustainability strategy in pursuit of the well-being of our employees, the prosperity of society and the protection of the environment. For details on corporate governance of the Group, please refer to the section headed “Corporate Governance Report” of our Annual Report.

#### Reporting Year and Scope

Unless otherwise stated, this Report mainly focuses on the business operations of the Group’s offices, factory, showrooms, and self-operated shops in Hong Kong Special Administrative Region (SAR)<sup>1</sup>, Macau SAR<sup>2</sup> and Mainland China<sup>3</sup> for the year ended 31 March 2023. Compared to our ESG Report FY2022, there is no significant change in the reporting scope of this Report. The sources of information for this Report include our official policy documents, statistical reports, or relevant public information.

#### Reporting Standard

This Report complies with the latest disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). A content index to the ESG Reporting Guide is enclosed to enhance the readability of this Report.

#### Reporting Principles

In the preparation process, the Group has adhered to the “reporting principles” stipulated in the ESG Reporting Guide of the Stock Exchange: materiality, quantitative, balance and consistency. For details, please refer to the table below.

<sup>1</sup> Hong Kong SAR: refers to as “Hong Kong” hereinafter

<sup>2</sup> Macau SAR: refers to as “Macau” hereinafter

<sup>3</sup> Mainland China: refers to as “Mainland” hereinafter

### 關於本報告

#### 本報告目的

六福集團（國際）有限公司（「本公司」）及其附屬公司（統稱「本集團」或「我們」）欣然向持份者提呈其截至2023年3月31日止年度（「2023財年」或「報告期」）之可持續發展報告（「本報告」）（前稱環境、社會及管治報告）。此報告旨在讓持份者了解本集團有關可持續發展的策略成效、管理方針及績效，為其員工福祉、社會繁榮以及環境效益作貢獻。有關本集團企業管治的資料，可參閱本集團年報中的「企業管治報告」章節。

#### 報告年度及範圍

除非另有說明，本報告的報告期間為截至2023年3月31日止年度，涵蓋本集團旗下位於香港特別行政區<sup>1</sup>、澳門特別行政區<sup>2</sup>及中國內地<sup>3</sup>辦事處、廠房、展廳及自營店的業務營運。報告範圍與本集團2022財年刊發的《環境、社會及管治報告》所載者並無重大變動。報告內容均來自於本集團正式制度文件、統計報告或有關公開資料。

#### 報告標準

本報告遵守香港聯合交易所有限公司（「聯交所」）證券上市規則附錄27之《環境、社會及管治報告指引》（「《環境、社會及管治報告指引》」）載列的最新披露要求作匯報。本報告載有《環境、社會及管治報告指引》的內容索引，提升本報告的可讀性。

#### 報告準則

在編製過程中，本集團秉持聯交所《環境、社會及管治報告指引》訂明的「匯報原則」：重要性、量化、平衡及一致性。詳情請參閱下表。

<sup>1</sup> 香港特別行政區：往後稱為「香港」

<sup>2</sup> 澳門特別行政區：往後稱為「澳門」

<sup>3</sup> 中國內地：往後稱為「內地」

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Reporting Principles 匯報原則	Meaning 意思	Response of the Group 本集團的回應
<b>Materiality 重要性</b>	<p>The ESG Report should disclose: (i) the process to identify and the criteria for selecting material ESG factors; (ii) if stakeholder engagement activities are conducted, a description of key stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p>	<p>The Group has identified major sustainability issues based on the engagement of stakeholders. During the process, we have considered internal and external factors by conducting regular materiality assessment and communication with stakeholders, to identify material sustainability issues and to focus on these material issues in this Report. Please refer to the section headed "Material Issues" for details.</p> <p>本集團透過持份者參與，辨識出重大可持續發展議題。通過定期評估重要議題及與持份者溝通，我們考慮內外因素，識別與可持續發展相關的重大議題，並在本報告中重點關注重要事宜。詳情請參閱「重要議題」章節。</p>
<b>Quantitative 量化</b>	<p>Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate. 量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。</p>	<p>The Group has disclosed its environmental and social Key Performance Indicators ("KPI") through calculation and presentation of figures with comparison and explanation (where applicable).</p> <p>本集團已通過計算及數據呈列披露其環境及社會關鍵績效指標，並提供比較數據及說明（如適用）。</p>
<b>Balance 平衡</b>	<p>Both positive and negative information should be presented in this Report to present an unbiased picture of the Group's performance.</p> <p>正面及負面信息均應於本報告內呈報，以不偏不倚地呈現本集團的表現。</p>	<p>The Group has presented its sustainability achievements and challenges in this Report to reflect a comprehensive picture of the Group's sustainability performance and development.</p> <p>本集團已於本報告內呈報其可持續性成就及挑戰，以全面反映本集團的可持續性表現及發展。</p>
<b>Consistency 一致性</b>	<p>The issuer should disclose in the ESG report any changes to the methods or KPIs used (if any), or any other relevant factors affecting a meaningful comparison.</p> <p>發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	<p>The Group has adopted a consistent reporting framework and calculation methodology to enable stakeholders to make meaningful comparisons of its performance.</p> <p>本集團已採納一致的報告框架及統計方法，以便持份者對其表現進行有意義的比較。</p>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### Access to the Report

This Report is available in both Chinese and English versions. It is accessible on the Stock Exchange's website and the Group's website at lukfook.com.

### Your Feedback

We greatly appreciate the valuable feedback from our stakeholders regarding the sustainable development and disclosure of the Group. You may contact us by email at ir@lukfook.com.

## ABOUT THE GROUP

### Corporate Vision

The corporate vision of the Group is to be the “Brand of Hong Kong, Sparkling the World”. This is also our core brand value.

The Group always puts forth maximum effort for Lukfook to reach its goal of becoming a globally recognised and desired brand. The Group commits to crafting the finest jewellery for customers to further establish its reputation in the international market.

### Corporate Mission

The Group always puts its greatest effort to implementing the following corporate missions in order to contribute to the shareholders, customers, employees, and the community:

- To add value to shareholders' investment, maintain a steady and sustained business growth in profit
- To provide value-added products and attentive services to its customers
- To provide its employees with a professional development environment and grow together to achieve corporate goals
- To contribute to the community through enforcing the communications with public and participating in charity events

### 獲取方式

本報告具備中文及英文版本，並登載於聯交所網站及本集團網站lukfook.com供查閱。

### 意見反饋

我們非常重視持份者對本集團可持續發展表現和披露的寶貴意見。閣下可發送電郵至 ir@lukfook.com與我們聯繫。

## 關於本集團

### 企業願景

「香港名牌•國際演繹」為六福集團的企業願景及品牌核心價值。

本集團一直堅持不懈，盡心竭力使六福成為全球認知的品牌。本集團致力為全球顧客提供優質首飾，以進一步確立其於國際市場上的聲譽。

### 企業使命

我們致力落實以下的企業使命，為我們的股東、客戶、員工和社會帶來貢獻：

- 為股東提升價值，保持穩健及持續增長的盈利
- 為客戶提升價值，提供優質及物超所值的產品及殷勤摯誠的服務
- 為員工締造專業發展環境，達致共同成長，邁向理想
- 為社會延續關懷，加強公共溝通，積極參與公益活動，回饋社會

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略－可持續發展管理

### Corporate Values

Practicality: Advocating a pragmatic and realistic way of doing business

Innovation: Continuous learning and strive for change as well as innovations

Integration: Build a harmonious corporation both internally and externally, put the overall interests as the first priority and seek common ground while reserving differences

Excellence: Demonstrate full commitment, quest for excellence and continuous improvement, endeavour to be the best

### Corporate Management Philosophy

People Focus: Respect the individual values of employees, trust in their abilities, and believe that employees are valuable corporate assets

Value for Harmony: Build a harmonious internal and external working environment

Focus on Results: Advocate high efficiency and effectiveness, pursue professionalism and dedication

### 企業價值觀

務實：主張務實精神，實事求是

創新：持續增值學習，勇於求變創新

融合：共建內外和諧企業，以整體為先，求同存異

卓越：全力以赴，與時並進，邁向卓越

### 企業管理理念

人為本：尊重員工個人價值、信任員工能力及深信員工為企業的寶貴資產

和為貴：締造內外和諧之工作環境

效為先：倡導高效率和高效益，追求專業、專注、敬業、樂業

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### SUSTAINABILITY RECOGNITION AND AWARDS 可持續發展認證及獎項

#### Product and Service Quality 產品及服務品質

Lukfook Jewellery has been honoured again with “Outstanding Jewellery Retail Service Award” in “01 Gold Medal Awards”

六福珠寶再度獲選「01企業金勳大獎」中之「傑出珠寶零售服務大獎」

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group, received the honour on behalf of the Group

六福集團執行董事兼副行政總裁黃蘭詩女士代表集團接受殊榮



The Group has been awarded the “Hong Kong Star Brand Award – Enterprise” for the tenth consecutive year by Hong Kong Small and Medium Enterprises Association, and is also the first enterprise to receive “10th Anniversary Award” 本集團連續十年榮獲由香港中小型企業聯合會頒發的「香港星級品牌—企業獎」殊榮，同時為首間獲得「十周年大獎」的企業

Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group (second from left), received the trophies from Mr. Algernon Yau, JP, Secretary for Commerce and Economic Development (centre) 六福集團執行董事兼副行政總裁黃蘭詩女士 (左二) 接受商務及經濟發展局局長丘應樺先生, JP (中) 頒發獎座

The Group has been recognised as “Consumer Caring Company” by GS1 Hong Kong for ten consecutive years, and awarded the “10 Years Plus Award” logo for the first time 本集團連續十年被香港貨品編碼協會嘉許為「貼心企業」，並首次獲授予「10年+賞」標誌

Mr. Tse Moon Chuen, Deputy Chairman & Deputy General Manager of Lukfook Group, received the honour on behalf of the Group

六福集團副主席兼副總經理謝滿全先生代表集團接受殊榮



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理



The Group received the “Diamond Award” in the “Hong Kong Genuine Brand Company Awards 2022” organised by the Hong Kong Genuine Goods Alliance. 本集團獲頒發由香港正版正貨大聯盟主辦的「香港正貨品牌企業大獎2022」之「鑽石大獎」。

Ms. Wong Hau Yeung, Executive Director and Chief Operating Officer of Lukfook Group, received the trophy on behalf of the Group. 六福集團執行董事兼營運總裁王巧陽女士代表集團領取獎座。

The Group won the “2021 Hong Kong Awards for Industries: Customer Service” organised by the Hong Kong Retail Management Association. This is the fourth time that the Group has received this accolade, making it the most awarded jewellery brand in the history of the award.



本集團榮獲由香港零售管理協會主辦的「2021香港工商業獎：顧客服務獎」為集團第四度榮獲此殊榮，成為該獎項歷年來獲獎最多的珠寶品牌。



Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Lukfook Group (middle), received the award on behalf of the Group. 六福集團執行董事兼副行政總裁黃蘭詩女士(中)代表集團接受獎項。



Dr. Chan So Kuen, Executive Director and Chief Financial Officer of Lukfook Group, received the award from Dr. Pang Yiu Kai, Chairman of the Hong Kong Tourism Board. 六福集團執行董事兼財務總裁陳素娟博士接受香港旅遊發展局主席彭耀佳博士頒發獎座。

The Group has been honoured with the Bronze Award in “Outstanding QTS Merchant Award”, “Outstanding QTS Merchant Service Staff Award” Finalist of Jewellery & Watches Category and “20-Year QTS Accredited Merchant” by the Hong Kong Tourism Board at the “2022 Outstanding QTS Merchant & Service Staff Awards Presentation Ceremony”.

本集團於「2022傑出優質商戶及員工服務獎頒獎典禮」榮獲由香港旅遊發展局頒發「傑出優質商戶獎」銅獎、「傑出優質商戶員工服務獎」珠寶及鐘錶零售類別決賽入圍殊榮及「20年資深優質商戶嘉許狀」。



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

The Group has been awarded the “Hong Kong Service Awards – Quality Living Category (Jewellery and Gold)” by East Week Magazine for the 16th consecutive time, being the only one in its industry to be recognised for more than a decade for playing a critical role in driving excellence in customer service

本集團連續16年榮獲由《東週刊》頒發的「香港服務大獎—優越生活組別(珠寶金行)」，同時亦是同業中唯一超過十年獲卓越客戶服務殊榮的企業



Ms. Wong Hau Yeung, Executive Director and Chief Operating Officer of Lukfook Group (right), received the award from Prof Hon William Wong Kam-fai, LegCo member (left)

六福集團執行董事兼營運總裁王巧陽女士(右)接受立法會議員黃錦輝教授(左)頒發獎項

The Group earned seven resounding acclaim at the “In-house Counsel Awards 2021-22” by China Business Law Journal (“CBLJ”), Asia’s top law journal, including four Team Awards and three Individual Awards by Ms. Irene Cheung, Senior Legal Counsel of the Group

本集團獲得亞洲頂級法律期刊《商法》(China Business Law Journal)頒發「2021-22年度《商法》企業法務大獎」七項殊榮，其中包括四項團隊獎及由集團之高級法務顧問張雅玲女士取得的三項個人獎殊榮



Trophies for seven awards from CBLJ's “In-house Counsel Awards 2021-22”  
「2021-22年度《商法》企業法務大獎」七項殊榮獎座

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### Environmental Protection 環境保護

The Group successfully passed the assessments of the “Hong Kong – Guangdong Cleaner Production Partners Recognition Scheme” jointly organised by the Environmental Protection Department and the Department of Industry and Information Technology of Guangdong Province for the ninth time in a row, and its subsidiary Lee Fook Diamond & Jewellery (Guangzhou) Company Limited has been awarded the “Hong Kong-Guangdong Cleaner Production Partner (Manufacturing)” for the fifth time

本集團成功通過由環境保護署與廣東省工業和信息化廳聯合舉辦的「粵港清潔生產夥伴」標誌計劃之審核，集團累計第九次獲此殊榮，而旗下之廣州利福鑽石首飾有限公司更是第五次獲頒授「粵港清潔生產夥伴（製造業）」標誌



Mr. Tse Moon Chuen, Deputy Chairman & Deputy General Manager of Lukfook Group, received the honour on behalf of the Group  
六福集團副主席兼副總經理謝滿全先生代表集團接受殊榮



The Group has been awarded the “Hong Kong Awards for Environmental Excellence” organised by the Environmental Campaign Committee, the Environmental Protection Department and nine other organisations for the fifth consecutive year, winning the Certificate of Merit under the “Shops and Retailers Sector” Category again

本集團連續五年榮獲由環境運動委員會聯同環境保護署及九個機構合辦的「香港環境卓越大獎」殊榮，再度獲得「商舖及零售業」組別的優異獎

Mr. Tse Moon Chuen, Deputy Chairman and Deputy General Manager of Lukfook Group, received the commendation on behalf of the Group  
六福集團副主席兼副總經理謝滿全先生代表集團接受嘉許

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

The Group has been honoured again with the “BOCHK Corporate Environmental Leadership Awards” jointly organised by the Federation of Hong Kong Industries and Bank of China (Hong Kong) for the third consecutive year as “EcoPartner” in “Services” sector, and for the first time being recognised as the “3 Years+ EcoPioneer Companies”. Also, the Group’s subsidiaries Luk Fook Jewellery (Guangzhou) Company Limited and Lee Fook Diamond & Jewellery (Guangzhou) Company Limited have been awarded the “EcoPartner” and “5 Years+ EcoPioneer Companies” in “Manufacturing” sector for seven consecutive years

本集團再度榮獲香港工業總會與中國銀行(香港)聯合頒發的「中銀香港企業環保領先大獎」殊榮，連續三年於「服務業」獲嘉許為「環保傑出夥伴」，並首次獲頒發「3年+參與環保先驅獎章」。集團附屬公司六福珠寶(廣州)有限公司及廣州利福鑽石首飾有限公司亦連續七年於「製造業」榮獲「環保傑出夥伴」和「5年+參與環保先驅獎章」嘉許



Mr. Tse Moon Chuen, Deputy Chairman & Deputy General Manager of Lukfook Group received the honour on behalf of the Group 六福集團副主席兼副總經理謝滿全先生代表集團接受殊榮

### Corporate Governance and Citizenship 企業管治及公民責任



The Group has been awarded the “10 Years Plus Caring Company Logo” again by the Hong Kong Council of Social Service, in the “Caring Company Scheme 2022/23”, being recognised as a “Caring Company” for 14 consecutive years

本集團於2022/23年度「商界展關懷」計劃中再獲香港社會服務聯會頒發10年Plus「商界展關懷」榮譽標誌，連續14年獲認為「商界展關懷」企業

The Group has been accredited as a “Happy Company” under the “Happiness at Work” promotional scheme for the tenth consecutive year

本集團連續十年於「開心工作間」推廣計劃中獲嘉許為「開心企業」

Ms. Vivian Lai, Deputy Administration and Human Resources Director of Lukfook Group, received the commendation on behalf of the Group 六福集團行政及人力資源副總監黎佩瑜女士代表集團接受嘉許



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理



The Group received 3 awards under “Good MPF Employer” by Mandatory Provident Fund Schemes Authority (MPFA) again  
本集團再度榮獲積金局頒發「『積金好僱主』嘉許計劃」三項殊榮

Ms. Vivian Lai, Deputy Administration and Human Resources Director of Lukfook Group, accepted the award on behalf of the Group  
六福集團行政及人力資源副總監黎佩瑜女士代表集團接受殊榮

The Group has been awarded the “Caring Certificate” by the Federation of Hong Kong Industries under the “CSR Recognition Scheme Industry Cares 2022”

本集團於香港工業總會的「工業獻愛心」表揚計劃2022獲頒發「愛心關懷證書」



Caring Certificate  
「愛心關懷證書」

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### SUSTAINABLE DEVELOPMENT OVERVIEW

### 可持續發展概覽

#### Craft Inheritance and Innovation 優良工藝之延續與創新

In May 2023, the third phase of the “**Lukfook Jewellery Cultural and Creative Industrial Park**” in Nansha, Guangdong Province commenced operations. This has optimised our supply chain by improving the Group’s production efficiency and cost-effectiveness.

本集團的廣州南沙「**六福珠寶文化創意產業園**」第三期廠房已於2023年5月啟用，有效提升集團之生產效率及成本效益，以進一步完善供應鏈

During the Reporting Period, we organised the innovative “**Love ∞ Metaverse**” campaign, launching multiple non-fungible tokens (NFTs) and creating unique participation formats, pioneering a new way of combining NFTs with jewellery products. 於報告期間，我們舉辦了創新的「**愛∞元宇宙**」活動，推出多款NFT，定制獨特的參與形式，開創NFT與珠寶產品的全新結合方式

**Guangzhou Victoria Gemological Institute Limited**, a subsidiary of the Group, has successfully obtained the “**China Metrology Accreditation**” issued by the Guangdong Provincial Administration for Market Regulation, after passing the qualification assessment of inspection and testing institutions. 集團旗下**廣州維多利亞珠寶檢測有限公司**順利通過檢驗檢測機構資質認定評審，並取得了「廣東省市場監督管理局」頒發的《**檢驗檢測機構資質認定證書**》

#### Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購

We have established a series of environmental measures dedicated to promoting green practices throughout our operations and production activities, with a focus on four key areas: “**Efficient Use of Energy**”, “**Protection of Water Resources**”, “**Waste Recycling**” and “**Emissions Reduction**” 我們已設立了一系列的環保措施，專注於「**善用能源**」、「**愛護水資源**」、「**廢物回收**」及「**減少排放**」四大範疇，致力於營運及生產環節中推動環保綠化

#### Intensity of Greenhouse Gas Emission 溫室氣體排放密度

Achieved a reduction compared to FY2022  
比2022財年減低

**25%**

#### Intensity of Total Energy Use 總能源密度

Achieved a reduction compared to FY2022  
比2022財年減低

**21%**

#### Intensity of Total Non-hazardous Waste Produced 所產生無害廢棄物總量密度

Achieved a reduction comparing to FY2022  
比2022財年減低

**30%**

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### SUSTAINABILITY APPROACH

#### Sustainability Governance

Effective sustainability governance is a key factor in driving the long-term success and value of the Group. As such, we continuously optimise our ESG management systems, commit to integrating ESG principles into our corporate planning and operational decision-making process, while clearly delineating responsibilities from management to execution levels. The Board of Directors bears the ultimate responsibility for overseeing ESG matters, assessing and managing material ESG issues. Additionally, since FY2021, the Board of Directors has independently reviewed the annual ESG report during Board meetings, further demonstrating our commitment to the performance and reporting of sustainable development efforts.

The Group has established the Risk Management and Sustainability Committee to assist in establishing and enhancing the risk management system. The Committee provides advice and assistance to the Board in conducting sustainability-related risk assessments, as well as formulating and implementing sustainability strategies. Furthermore, the Committee also monitors the implementation of the Group's ESG related policies and measures.

### 可持續發展方針

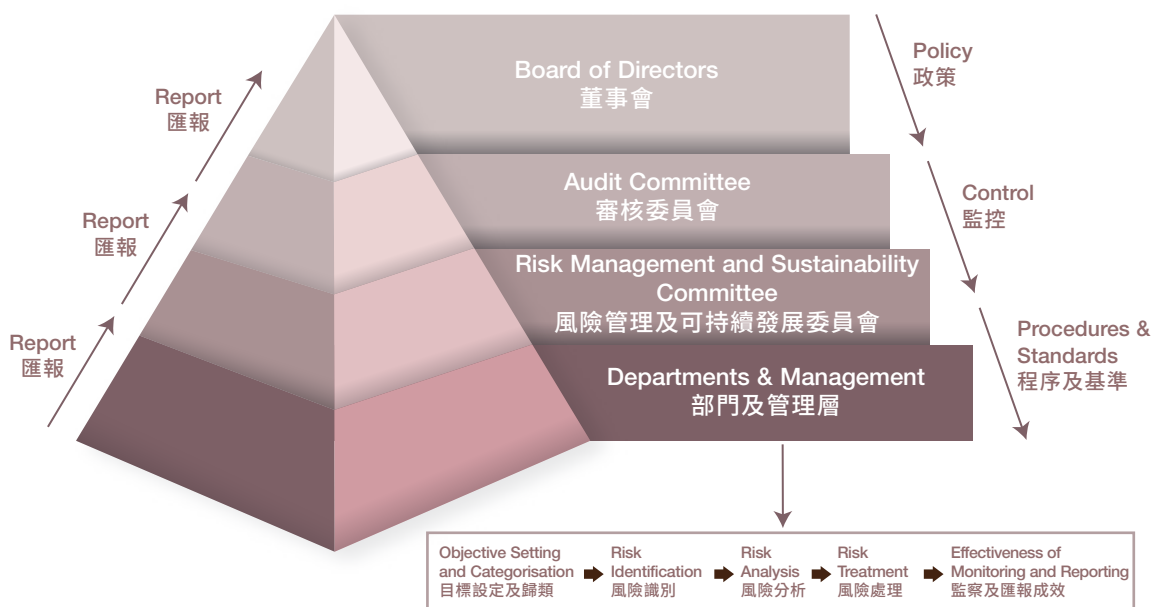
#### 可持續發展管治

有效的可持續發展管治是推動本集團長期成功和價值的關鍵因素。因此，我們不斷優化環境、社會及管治管理體系，致力將環境、社會及管治理念融入企業規劃與運營決策流程當中，並從管理至執行層面明確劃分責任。董事會對環境、社會及管治工作承擔監督的最終責任，就重大的環境、社會及管治事宜進行評估及管理工作。另外，董事會已從2021財年開始在董事會會議中獨立審閱年度環境、社會及管治報告，以進一步落實我們對於可持續發展工作表現及匯報的重視和承諾。

本集團已成立了風險管理及可持續發展委員會，以協助本集團建立及改良風險管理系統，並向董事會提供意見及協助，以進行與可持續發展相關的風險評估和策略制訂及實施。另外，委員會亦會監察本集團的環境、社會及管治相關政策及措施的實施情況。

### RISK MANAGEMENT AND SUSTAINABILITY GOVERNANCE FRAMEWORK

#### 風險管理及可持續發展管治架構



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理





# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

The procedures in formulating our corporate sustainability strategy and goals are outlined below:

下列為我們制定企業可持續發展策略和目標的流程概述：

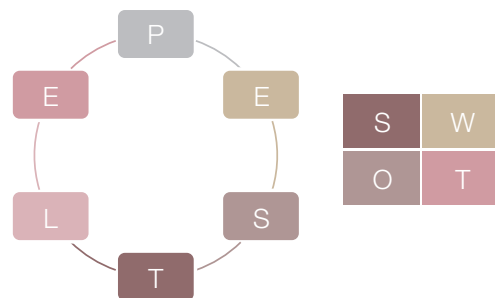
Conduct a peer analysis to identify risks faced by international peers, simultaneously review all 17 United Nations Sustainable Development Goals and select 5 goals that are relevant to the Group's business as basis  
進行行業分析，以辨識國際同業面對的風險，同時檢視17個聯合國可持續發展目標，從中選出與本集團業務相關的5個目標作為基礎



Identify sustainability issues relevant to various stakeholders through materiality assessments, ESG-related risk assessments and internal departmental meetings based on our material sustainability focus areas  
透過重要性評估、ESG相關風險評估、內部部門會議，以及根據我們的重點可持續發展方向，識別與各個持份者相關的可持續發展議題



Perform a comprehensive analysis on our strengths, weaknesses, opportunities and threats by using PESTLE<sup>4</sup> and SWOT<sup>5</sup> analysis models. These models not only assess the environmental and social factors involved in the previous steps, but also consider macro-environmental factors such as political, economic, technological, and legal factors  
透過PESTLE<sup>4</sup>及SWOT<sup>5</sup>分析模型，為我們的優勢、劣勢、機會及威脅進行全面分析。模型不僅檢視上述步驟所涉及的環境及社會因素，亦會考慮政治、經濟、技術及法律等宏觀環境因素



Establish corporate sustainability strategies and goals and KPI targets  
制定企業可持續發展策略、企業目標及關鍵績效指標目標



4 PESTLE analysis model mainly analyses six macro-environmental factors, including political, economic, sociological, technological, environmental and legal factors faced by the Group  
PESTLE分析模型主要以本集團面對的六大宏觀環境因素作分析，其中包括政治、經濟、社會、技術、環境及法律因素

5 SWOT analysis model focuses on identifying the strengths, weaknesses, opportunities and threats of the Group  
SWOT分析模型是以本集團的優勢、劣勢、機會及威脅作分析

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### The United Nations Sustainable Development Goals (“UNSDGs”)

The UNSDGs are a global call to action initiated by the United Nations, aiming to achieve peace and prosperity for people and the planet. As a responsible corporate citizen, we are committed to supporting the United Nations’ sustainable development initiatives and incorporating sustainability into our Group’s business operations.

The Group firmly believes that as we actively expand our jewellery business, we should also promote environmental protection, give back to society, and create a caring and inclusive work culture for our employees. By doing so, we strive to meet the expectations of our customers, employees and shareholders, and enhance sustainable development. To achieve this, we are committed to identifying and managing significant potential sustainable development risks to the Group. Furthermore, by considering the 17 UNSDGs and the nature of our business, we have selected 5 UNSDGs as the foundation to formulate our four key focus areas: (1) Craft Inheritance and Innovation, (2) Sustainable Jewellery and Responsible Sourcing, (3) People Empowerment, and (4) Caring for the Community. This comprehensive framework reflects our commitment to sustainable development, and together with the corresponding ESG goals we have set, effectively guides us in strengthening the sustainable development performance of the Group’s operations and business planning.

We selected 5 UNSDGs of greatest relevance to the Group as the foundation:

### 聯合國可持續發展目標(UNSDGs)

UNSDGs是聯合國發起的全球行動的號召，旨在為人民和地球實現和平與繁榮。作為一個負責任的企業公民，我們致力支持聯合國的可持續發展倡議，並努力在集團業務經營中實踐可持續發展。

本集團深信在積極拓展珠寶業務發展的同時，我們亦應推動環境保護，回饋社會，並為員工創造一個關愛和包容的工作文化，力求實現顧客、員工及股東對我們的期望和提升可持續發展。為此，我們致力識別並管理對本集團重大的潛在可持續發展風險，並參考了17個UNSDGs和集團業務性質，從中選出5個可持續發展目標為基礎，以制定四個重點領域：(1)優良工藝之延續與創新、(2)可持續珠寶與負責任採購、(3)培養人才翹楚及(4)關愛社會福祉。這個全面的框架體現了本集團的可持續發展理念，並連同我們設定的相應環境、社會及管治目標，有效引領我們強化集團營運及業務策劃上的可持續發展表現。

我們選出5項與本集團最為相關的UNSDGs作為基礎：



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT


## 管治及策略－可持續發展管理

### Stakeholder Engagement

Stakeholder opinions and feedback play a crucial role in driving our sustainable development efforts and risk management. In our day-to-day operations, we maintain close communication with stakeholders through various channels to understand their expectations and needs regarding the development of our business. We are committed to fostering strong relationships with stakeholders continuously and creating long-term value for them. The communication channels established for our key stakeholders, as well as their focused concerns, are shown below:

### 持份者參與

持份者的意見和反饋能推動我們的可持續發展工作和風險管理。在日常營運中，我們透過多種渠道與持份者保持密切聯繫，務求了解他們對本集團業務發展的期望及需要。我們致力與持份者持續建立良好關係，並為他們創造長期價值。以下列明我們為各主要持份者設立的溝通渠道及他們的關注事項：

Stakeholder Category 持份者類別	Focused Concerns 關注事項	Major Communication Channel and Frequency 主要溝通渠道及頻次
<b>Customers and Community</b> 顧客及社區 	<ul style="list-style-type: none"> <li>Customer Service 顧客服務</li> <li>Product Design and Creativity 產品設計及創意</li> <li>Craftsmanship 工藝</li> <li>Product Assurance and Quality 產品鑑證及質量</li> <li>Data Protection and Cybersecurity 數據保護與網絡安全</li> <li>Ethical and Responsible Sourcing 道德採購</li> </ul>	<ul style="list-style-type: none"> <li>Direct Communication (All the time) 直接溝通 (長期進行)</li> <li>Social Platform (Irregularly) 社交平台 (不定期)</li> <li>Press Release (Irregularly) 新聞稿 (不定期)</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Stakeholder Category 持份者類別	Focused Concerns 關注事項	Major Communication Channel and Frequency 主要溝通渠道及頻次
<p><b>Employee</b> 員工</p> 	<ul style="list-style-type: none"> <li>Employee Benefits 僱員福利</li> <li>Employee Physical and Mental Health 員工的身心健康</li> <li>Occupational Health and Safety 職業健康及安全</li> <li>Employee Development and Training 員工發展及培訓</li> <li>Employment Compliance 僱傭合規性</li> </ul>	<ul style="list-style-type: none"> <li>Employee Performance Appraisal Interview (Annually) 員工績效考核面談 (每年度)</li> <li>Meeting (Irregularly) 會議 (不定期)</li> <li>Feedback Mailbox (Open all the time) 反饋信箱 (長期開放)</li> <li>Employee Activity (Irregularly) 員工活動 (不定期)</li> </ul>
<p><b>Licensee</b> 品牌商</p> 	<ul style="list-style-type: none"> <li>Economic Performance 經濟表現</li> <li>Business Expansion 業務擴展</li> <li>Product Assurance and Quality 產品鑑證及質量</li> <li>Intellectual Property Management 知識產權管理</li> <li>Marketing Promotion and Advertising 市場推廣及廣告</li> <li>Craftsmanship 工藝</li> <li>Product Design and Creativity 產品設計及創意</li> <li>Ethical and Responsible Sourcing 道德採購</li> </ul>	<ul style="list-style-type: none"> <li>Licensees Meeting (Irregularly) 品牌商會議 (不定期)</li> <li>On-site Visit (Irregularly) 現場調研 (不定期)</li> <li>Direct Communication (Irregularly) 直接溝通 (不定期)</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略－可持續發展管理

Stakeholder Category 持份者類別	Focused Concerns 關注事項	Major Communication Channel and Frequency 主要溝通渠道及頻次
<p><b>Supplier</b> 供應商</p> 	<ul style="list-style-type: none"> <li>• Business Expansion 業務擴展</li> <li>• Craftsmanship 工藝</li> <li>• Product Assurance and Quality 產品鑑證及質量</li> <li>• Product Design and Creativity 產品設計及創意</li> <li>• Ethical and Responsible Sourcing 道德採購</li> </ul>	<ul style="list-style-type: none"> <li>• Suppliers Meeting (Irregularly) 供應商會議 (不定期)</li> <li>• Tendering (Irregularly) 招標 (不定期)</li> <li>• On-site Visit (Irregularly) 現場調研 (不定期)</li> <li>• Exhibition (Irregularly) 展覽會 (不定期)</li> <li>• Direct Communication (Irregularly) 直接溝通 (不定期)</li> </ul>
<p><b>Investor and Shareholder</b> 投資者及股東</p> 	<ul style="list-style-type: none"> <li>• Economic Performance 經濟表現</li> <li>• Business Expansion 業務擴展</li> <li>• Corporate Governance Practices 企業管治常規</li> <li>• Ethical and Responsible Sourcing 道德採購</li> <li>• Anti-corruption 反貪污</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting (Annually) 股東大會 (每年度)</li> <li>• Annual Report/Interim Report (Annually/ Semi-annually) 年報／中期報告 (每年度／半年度)</li> <li>• Investor Conference (Irregularly) 投資者會議 (不定期)</li> <li>• Press Release/Announcement (Irregularly) 新聞稿／公告 (不定期)</li> <li>• Direct Communication (Irregularly) 直接溝通 (不定期)</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### Materiality Assessment

Materiality assessment enables us to gain a better understanding of stakeholders' perspectives and identify the most significant sustainable development issues for the Group and our stakeholders. We conduct a materiality assessment through the four steps outlined below, to assist us in managing and reporting on these material issues effectively:

### 重要性評估

重要性評估有助我們更了解持份者的觀點，及識別對於本集團和持份者而言最為重大的可持續發展議題。我們依據以下四個步驟進行重要性評估，以協助我們更有效地管理及匯報這些重大議題：

1

#### Identify Relevant Issues 識別相關議題

With reference to the ESG Reporting Guide of the Stock Exchange, latest industry trends and past results of stakeholder communication activities, we identified 29 issues that are most relevant to the Group's business and its impact. These identified issues form the basis for this stakeholder communication activity and cover the three major areas of "Governance", "Environment" and "Society".

根據聯交所《環境、社會及管治報告指引》、最新業界趨勢及過往持份者溝通活動的結果，我們識別出29項與本集團業務及其影響最密切相關的議題並以此作為是次持份者溝通的基礎。這些議題涵蓋「管治」、「環境」和「社會」三大範疇。

2

#### Collect Stakeholders Feedback 收集持份者回饋

We invited internal and external stakeholders from Hong Kong, Macau, Mainland, and overseas to participate in an online questionnaire and provide scores on the relative materiality of the 29 issues.

我們邀請來自香港、澳門、內地及海外的內部及外部持份者參與網上問卷調查，並對29項議題的相對重要性進行評分。

3

#### Identify Material Issues 辨識重要議題

We analysed the questionnaire results to assess the materiality and impact of the issues to both the Group and its stakeholders. Based on the analysis, we developed a materiality matrix and identified a total of 17 material issues.

我們對問卷調查結果進行分析，探索議題對持份者及本集團的重要性及影響，制定出重要性矩陣，共識別了17項重要議題。

4

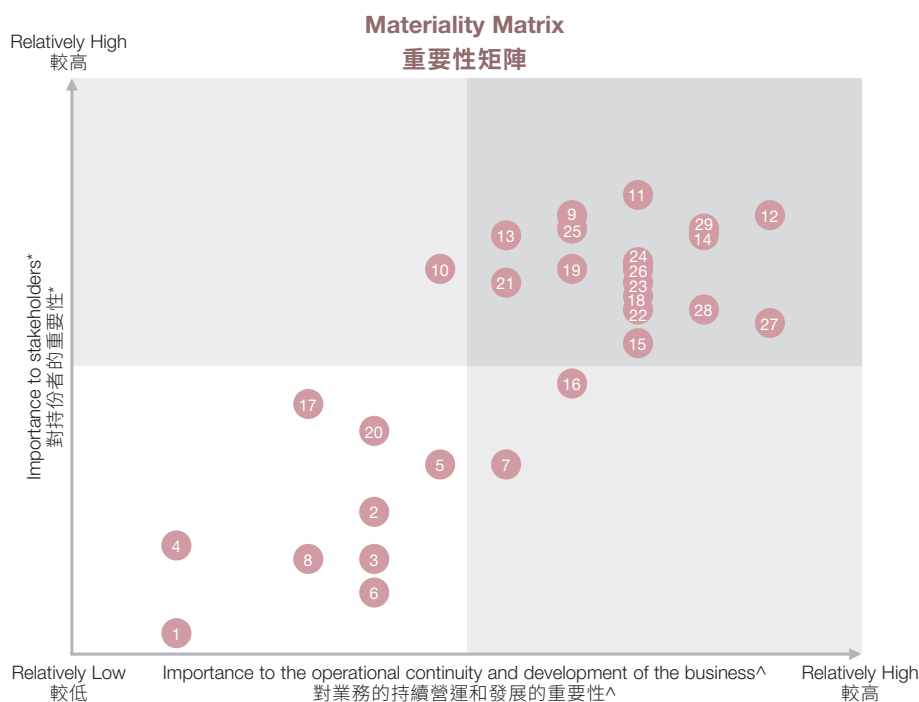
#### Confirm Material Issues 確認重要議題

The senior management of the Group discussed the results of materiality assessment and materiality matrix, confirmed the 17 material issues and highlighted the relevant issues in this Report.

本集團的高級管理層會就重要性評估結果及重要性矩陣作出討論，並確認本報告17項重要議題，並在報告中重點披露有關議題。

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理



### Issues considered 考慮到的議題

Environment 環境	Social 社會	Governance 管治
1. Air Emissions 廢氣排放	9. Employee Benefits 僱員福利	21. Intellectual Property Rights Management 知識產權管理
2. Waste 廢棄物	10. Equal Opportunity, Diversity and Anti-discrimination 平等機會、多元化及反歧視	22. Marketing Promotion and Advertising 市場推廣及廣告
3. Carbon Emissions and Energy 碳排放及能源	11. Employee Physical and Mental Health 員工的身心健康	23. Anti-corruption 反貪污
4. Water Resources 水資源	12. Occupational Health and Safety 職業健康及安全	24. Craftsmanship 工藝
5. Packaging Materials Consumption 包裝材料消耗	13. Employee Development and Training 員工發展及培訓	25. Product Design and Creativity 產品設計及創意
6. Climate-related Risks 氣候變化的風險	14. Employment Compliance 僱傭合規性	26. Data Protection and Cybersecurity 數據保護與網絡安全
7. Green Procurement 綠色採購	15. Ethical and Responsible Sourcing 道德採購	27. Corporate Governance Practices 企業管治常規
8. Environmental Risks in the Supply Chain 供應鏈中的環境風險	16. Labour Rights in the Supply Chain 供應鏈的勞工權益	28. Economic Performance 經濟表現
	17. Transparency and Traceability of Raw Materials 原材料的透明度和可追溯性	29. Business Expansion 業務擴展
	18. Product Assurance and Quality 產品鑑證及質量	
	19. Customer Service 顧客服務	
	20. Community Investment 社區投資	

\* The importance to stakeholders is determined based on the scores given by external stakeholders according to the impact of important issues on society/environment and its connection with the Group.  
對持份者的重要性乃按外部持份者就重要議題對社會／環境的影響及其與對本集團的關連所作評分釐定。

^ The importance to the operational continuity and development of the business is determined based on the scores given by internal stakeholders according to the likelihood and potential impact of the relevant issues on the continued operation and development of the Group's business.  
對業務的持續營運和發展的重要性乃按內部持份者就影響對本集團業務的持續營運和發展議題的可能性及潛在影響程度所作評分釐定。

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

The vertical axis of the materiality matrix is “Importance to stakeholders” and the horizontal axis is “Importance to the operational continuity and development of the business”. The issues shown in the upper right quadrant in the matrix are considered as most important.

重要性矩陣的豎軸為「對持份者的重要性」，橫軸則為「對業務的持續營運和發展的重要性」，圖中右上象限所示乃被視為最重要的議題。

### Material Issues

According to the above analysis, the 17 material sustainability issues identified for our stakeholders and the Group are as follows:

### 重要議題

根據上述分析，我們所識別出對持份者及本集團而言最為重大的17項可持續發展議題如下：

<p><b>Sustainability Approach</b> 可持續發展方針</p> 	<p>27. Corporate Governance Practices<sup>6</sup> 企業管治常規<sup>6</sup></p>		
<p><b>Craft Inheritance and Innovation</b> 優良工藝之延續與創新</p> 	<p>18. Product Assurance and Quality 產品鑑證及質量</p>	<p>22. Marketing Promotion and Advertising 市場推廣及廣告</p>	<p>26. Data Protection and Cybersecurity 數據保護與網絡安全</p>
<p><b>Sustainable Jewellery and Responsible Sourcing</b> 可持續珠寶與負責任採購</p> 	<p>19. Customer Service 顧客服務</p> <p>21. Intellectual Property Rights Management 知識產權管理</p> <p>15. Ethical and Responsible Sourcing 道德採購</p>	<p>24. Craftsmanship 工藝</p> <p>25. Product Design and Creativity 產品設計及創意</p>	<p>28. Economic Performance 經濟表現</p> <p>29. Business Expansion 業務擴展</p>
<p><b>People Empowerment</b> 培養人才翹楚</p> 	<p>9. Employee Benefits 僱員福利</p> <p>11. Employee Physical and Mental Health 員工的身心健康</p>	<p>12. Occupational Health and Safety 職業健康及安全</p> <p>13. Employee Development and Training 員工發展及培訓</p>	<p>14. Employment Compliance 僱傭合規性</p> <p>23. Anti-corruption 反貪污</p>

<sup>6</sup> For details on our corporate governance practices, please refer to our Corporate Governance Report 有關我們企業管治常規詳情，請參閱本公司的「企業管治報告」



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### ESG Risk Management

The Group fully recognises the importance of risk management in its daily operations and to maintain a sound corporate governance. In today's highly competitive business environment, where economic, industry, regulatory, and operating conditions are constantly changing, it is particularly important to establish robust and effective risk management mechanisms. These mechanisms can help us assess and mitigate risks that may hinder the achievement of our business goals. For more details on our risk management approach, please refer to the "Corporate Governance Report" section in the Group's annual report.

With the assistance of an independent sustainability consultant, we regularly conduct ESG-related risk assessments to enhance our ability to address sustainability risks and opportunities arising from our operations. We initiate discussions with representatives from various functional departments related to sustainable development and identify significant ESG risks at the operational level, taking into account the risks faced by international peers, stakeholder opinions, and ESG trends. Risks considered include climate risks and ESG-related risks in our supply chain, among others. ESG risks are assessed and prioritised based on their likelihood and significance to the Group. To manage higher-level ESG risks effectively, we regularly review the effectiveness of relevant measures and propose improvement plans when necessary. Additionally, the Group's Risk Management and Sustainability Committee reports on ESG-related risks to the Board of Directors, which reviews the implementation progress of registered risks and corresponding measures, as well as the Group's strategy, goals, and KPI progress on a biannual basis. For more details on the Group's risk management methodology, please refer to the "Corporate Governance Report" section.

### PESTLE AND SWOT MODEL ANALYSIS

In an effort to gain a comprehensive understanding of the Group's strengths, weaknesses, opportunities, and threats, we also utilise the PESTLE and SWOT models for analysis. These models not only assess a range of environmental and social factors but also examine macro-environmental factors such as political, economic, technological and legal aspects, enabling us to establish the appropriate corporate strategies and goals.

### 環境、社會及管治風險管理

本集團充分意識到風險管理對於日常管理以及維持健全企業管治的重要性。在當前競爭激烈的營商環境中，經濟、行業、法規及經營狀況持續不斷變化，設立強而有效的風險管理機制尤其重要，可有助本集團評估及盡量降低可能阻礙我們實現業務目標的風險。有關本集團風險管理方法的詳情，請參閱本集團年報中的企業管治報告一節。

透過獨立可持續發展顧問的協助，我們會定期進行環境、社會及管治相關風險評估，以增強我們對營運中所帶來的可持續發展風險與機遇的應對能力。我們首先與可持續發展相關的各職能部門代表進行會談，並根據國際同業所面臨的風險、持份者的意見及環境、社會及管治趨勢，識別對本集團業務層面中重大的環境、社會及管治風險，當中包括氣候風險及供應鏈中的環境、社會及管治相關風險等。我們通過考慮各項環境、社會及管治風險對本集團的發生可能性及重要性，對其進行評估及優次排序。為有效管理較高級別的環境、社會及管治風險，我們會定期審視相關措施成效，在有需要時提出改善方案。另外，本集團的風險管理及可持續發展委員會向董事會匯報環境、社會及管治相關風險，而董事會每半年就各已登記風險及應對措施的執行進度進行檢討，並同時回顧企業策略、目標及關鍵績效指標目標的進度。有關本集團風險管理方法的詳情，請參閱企業管治報告一節。

### PESTLE及SWOT模型分析

為了深度掌握本集團的優勢、劣勢、機會及威脅，我們亦會使用PESTLE及SWOT模型進行分析。該模型除了評估一系列的環境及社會因素外，亦會審視政治、經濟、技術及法律等宏觀環境因素，能有效促進我們制定合適的企業策略及目標。

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

As part of our commitment to corporate responsibility, we have developed a set of 3-year corporate goals (FY2023 to FY2025) with the aim of completing the establishment of our environmental protection related goals within the 3-year period. Such goals include long-term carbon reduction goals, as well as goals related to exhaust gas and greenhouse gas emissions, waste, energy use efficiency and water efficiency. Furthermore, we plan to integrate green elements into different activities of our business operations with reference to the environmental targets set by local governments in the Mainland, such as implementing environmental measures in our workplaces and stores.

作為本集團履行企業責任的一部分，我們已制定3年企業目標（2023財年至2025財年），旨在在此3年期間內完成訂定與環境保護相關的企業目標，包括長遠減碳目標及與廢氣及溫室氣體、廢棄物、能源使用效益及用水效益相關的目標。我們亦計劃參考內地各地政府的環保目標，於本集團業務營運的不同階段融入環保元素，並在工作場所及店舖推行環保措施。

### Sustainability Strategy and Goals

The 4 focus areas established by the Group include:

### 可持續發展策略及目標

本集團制定的4個重點領域包括：



# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

### Our Progress 我們的進展

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
<p>Craft Inheritance and Innovation 優良工藝之延續與創新</p>   	<p>Inherit the exquisite craftsmanship, integrate innovative technology design, and achieve the success of jewellery from generation to generation 秉承精湛匠心工藝，融合創新技術設計，成就世代相傳珠寶</p>	<ul style="list-style-type: none"> <li>In May 2023, the third phase of the “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha, Guangdong Province commenced operations. This has optimised our supply chain by improving the Group’s production efficiency and cost-effectiveness 本集團的廣州南沙「六福珠寶文化創意產業園」第三期廠房已於2023年5月啟用，有效提升集團之生產效率及成本效益，以進一步完善供應鏈</li> <li>During the Reporting Period, we organised the innovative “Love ∞ Metaverse” campaign, launching multiple NFTs and creating unique participation formats, pioneering a new way of combining NFTs with jewellery products 於報告期間，我們舉辦了創新的「愛∞元宇宙」活動，推出多款NFT，定制獨特的參與形式，開創NFT與珠寶產品的全新結合方式</li> <li>Guangzhou Victoria Gemological Institute Limited, a subsidiary of the Group, has successfully obtained the “China Metrology Accreditation” issued by the Guangdong Provincial Administration for Market Regulation, after passing the qualification assessment of inspection and testing institutions 集團旗下廣州維多利亞珠寶檢測有限公司順利通過檢驗檢測機構資質認定評審，並取得了「廣東省市場監督管理局」頒發的《檢驗檢測機構資質認定證書》</li> </ul>	<ul style="list-style-type: none"> <li>Quality Assurance 質量保證</li> <li>Craftsmanship Inherited from Innovation 科技延續工藝</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
<p>Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購</p> <div data-bbox="204 534 347 674"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> </div> <div data-bbox="204 685 347 825"> <p>13 CLIMATE ACTION</p> </div>	<p>Commit to combating climate change, reducing resource use, protecting the environment, and promoting a sustainable supply chain 致力應對氣候變化，減少資源使用，保護環境，推動可持續供應鏈</p>	<ul style="list-style-type: none"> <li>The Group has developed a set of 3-year corporate goals (FY2023 to FY2025) with plans to complete the establishment of our environmental protection goals within the 3-year period, including long-term carbon reduction goals, as well as achieving goals related to exhaust gas and greenhouse gas emissions, waste, energy efficiency and water efficiency 本集團已制定了3年企業目標（2023財年至2025財年），計劃於3年期間內完成設立長遠減碳目標及達成與廢氣及溫室氣體、廢棄物、能源使用效益及用水效益相關的環境目標</li> <li>The Group plans to integrate green elements into different activities of our business operations with reference to the environmental targets set by local governments in the Mainland, such as implementing environmental measures and establishing KPIs in our workplaces and stores 本集團計劃參考內地各地政府的環保目標，於本集團業務營運的不同階段融入環保元素，並在工作場所及店鋪推行環保措施並訂立KPI目標</li> <li>The Group regularly conducts ESG-related risk assessment, which includes the identification of potential climate-related risks that may threaten our business, to further strengthen the Group's resilience to extreme weather and climate conditions 本集團定期進行環境、社會及管治相關風險評估，包括識別對我們業務構成威脅的潛在氣候風險，增強我們對極端天氣及氣候狀況的抵禦能力</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購</li> <li>Combating Climate Change 應對氣候變化</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
		<ul style="list-style-type: none"> <li>• We continue to safeguard employees' health and safety by purchasing work-related injury insurance for employees, as well as providing safety guidelines for severe weather conditions 持續為員工購買工傷保險及為員工提供針對惡劣天氣的安全指引，保障員工健康及安全</li> <li>• The Group remains steadfast in encouraging employees to consider environmental factors and enhance product sustainability through the use of "Guideline on Green Procurement" during the procurement process, which includes considering the use of environmentally friendly products and materials, as well as understanding customers' environmental requirements during the product design process 繼續透過「環保採購工作指引」鼓勵員工在採購過程中考慮環保因素以提升產品可持續性，如考慮採用環保產品及物料，並在設計過程中了解客戶對產品的環保要求</li> <li>• We regularly evaluate the environmental performance of suppliers, and review their sustainability performance by utilising our "Supplier/Contractor Environmental Operations Record/Assessment Form" 定期為供應商在環境保護方面的表現進行評估，並透過我們的「供應商／承辦商的環保運作記錄／評估表」，檢視供應商的可持續表現</li> </ul>	

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
		<ul style="list-style-type: none"> <li>The Group has established the “Lukfook Supplier Operational Risk Code of Conduct” in an effort to integrate the concepts of environmental protection, protection of employees’ rights, concern for social development and optimisation of corporate governance into business operations, and encourage suppliers to promote sustainable development together. The Code of Conduct includes requirements on climate change, employee human rights, business integrity and product and service safety, etc. We require suppliers to establish relevant monitoring and due diligence systems to ensure that the precious metals, diamonds and gemstones supplied to the Group are legally sourced and are not from any conflict areas. In addition, we require our suppliers to abide by international and local laws and not to employ any child labour, forced labour, etc., to safeguard the human rights of employees throughout the supply chain</li> </ul> <p>本集團已制定了《六福集團供應商營運風險守則》，旨在將關注環境保護、保障員工權益、關心社會發展及優化企業管治等理念融入業務營運當中，並鼓勵供應商一起推動可持續發展。守則內容涵蓋氣候變化、員工人權、商業誠信及產品及服務安全等方面的要求。我們規定供應商須設立相關監管及盡職調查制度，確保供應予本集團的貴金屬、鑽石及寶石的來源均合法，並非來自任何衝突地區。除此之外，我們要求供應商遵守國際及當地法律，不得僱用任何童工、非自願勞工等，確保整個供應鏈的員工人權得到保障</p>	

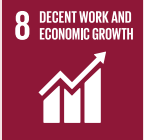

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
<p>People Empowerment 培養人才翹楚</p>  	<p>Commit to creating an ideal working environment, advocating a culture of equality, diversity and inclusiveness, and empowering employees with career development opportunities 致力營造理想工作環境，提倡平等、多元及共融文化，賦能員工職業發展機會</p>	<ul style="list-style-type: none"> <li>The Group has developed a set of 3-year corporate goals (FY2023 to FY2025) with plans to achieve goals related to improving departmental effectiveness, employee training, and exploring innovative technologies and other talent development goals during the 3-year period 本集團已制定3年企業目標（2023財年至2025財年），計劃於3年期間內達成提升部門效能、員工培訓及探索創新科技等人才發展方面相關的目標</li> <li>We continue to foster a diverse and inclusive corporate culture, respecting each employee's background and culture, eliminating any form of discrimination in the workplace related to gender, disability, family status, and race 營造多元化及平等的企業文化，持續尊重每位員工的背景、文化等，杜絕職場上任何有關性別、殘疾、家庭狀況及種族的歧視</li> <li>We provide diverse training opportunities for employees, encouraging them to continuously improve and grow with the Group 為員工提供多元化培訓，鼓勵員工與集團持續進步</li> <li>We have established a comprehensive human capital framework 已設立完善的人力資本框架</li> </ul>	<ul style="list-style-type: none"> <li>Diversified Talent Team 多元化人才團隊</li> <li>Respect for Employees 尊重員工</li> <li>Safety and Health of Employees 員工安康</li> </ul>

# GOVERNANCE AND STRATEGY – SUSTAINABILITY MANAGEMENT

## 管治及策略—可持續發展管理

Focus Areas 重點領域	Goals 目標	Progress of FY2023 2023財年進度	Related Sections 相關章節
		<ul style="list-style-type: none"> <li>We promote product innovations as well as research and development 推動產品創新及研發</li> <li>We provide employees with competitive benefits and compensation to enhance their sense of belonging to the Group, deepening the Lukfook family culture 為員工提供具競爭力的福利及待遇，增強對本集團的歸屬感，深化六福大家庭文化</li> <li>Nurturing excellent managerial talent: we provide 24 hours of training every three years for each employee at the assistant manager level or above 培育優秀管理人才：為每位副經理級或以上員工每三年提供24小時培訓</li> </ul>	
<p>Caring for the Community 關愛社會福祉</p>  	<p>Actively participate in community activities, care for the community, and bear social responsibility 積極參與社區活動，關愛社群，肩負社會責任</p>	<ul style="list-style-type: none"> <li>Investing resources each year to collaborate with charitable organisations, participating in various community activities in response to societal needs 每年投入資源與公益團體合作，參與不同社區投入活動響應社會需求</li> </ul>	<ul style="list-style-type: none"> <li>Caring for the Community 關愛社會福祉</li> </ul>



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### CRAFT INHERITANCE AND INNOVATION

#### Goal

Inherit the exquisite craftsmanship, integrate innovative technology design, and achieve the success of jewellery from generation to generation

#### Relevant UNSDGs

##### 相關UNSDGs



### 優良工藝之延續與創新

#### 目標

秉承精湛匠心工藝，融合創新技術設計，成就世代相傳珠寶

#### Material Issues Identified

##### 已識別的重要議題

- Product Assurance and Quality  
產品鑑證及質量
- Customer Service  
顧客服務
- Intellectual Property Rights Management  
知識產權管理
- Marketing Promotion and Advertising  
市場推廣及廣告
- Craftsmanship  
工藝
- Product Design and Creativity  
產品設計及創意
- Data Protection and Cybersecurity  
數據保護與網絡安全
- Economic Performance<sup>7</sup>  
經濟表現<sup>7</sup>
- Business Expansion<sup>7</sup>  
業務擴展<sup>7</sup>

<sup>7</sup> For information on Economic Performance and Business Expansion, please refer to the "Management Discussion and Analysis" section in the Annual Report 2022/23  
有關經濟表現及業務擴展的資料請參閱2022/23年報中的「管理層討論及分析」章節

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Chapter Highlights 章節摘要

#### Continued Improvement in Product Quality 持續提升產品質量

- In May 2023, the third phase of the “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha, Guangdong Province commenced operations to further optimise our supply chain 廣州南沙「六福珠寶文化創意產業園」第三期廠房已於2023年5月啟用，進一步完善供應鏈
- Guangzhou Victoria Gemological Institute Limited, a subsidiary of the Group, has successfully obtained the “China Metrology Accreditation” issued by the Guangdong Provincial Administration for Market Regulation, after passing the qualification assessment of inspection and testing institutions 集團旗下廣州維多利亞珠寶檢測有限公司順利通過檢驗檢測機構資質認定評審，並取得了「廣東省市場監督管理局」頒發的《檢驗檢測機構資質認定證書》

#### Pursuing Product Innovation 追求產品創新

- We rolled out the new “Love ∞ Metaverse” campaign, launching three limited edition NFTs digital collectibles, pioneering a new way of combining NFTs with jewellery products 推出了全新的「愛∞元宇宙」活動，發放3款限量NFT，開創NFT與珠寶產品的全新結合方式

#### Awards and Honours 獎項及殊榮

- Recognised as “Consumer Caring Company” by GS1 Hong Kong for ten consecutive years 連續十年獲香港貨品編碼協會嘉許為「貼心企業」
- As of 31 March 2023, our design team received over 210 awards accumulatively 截至2023年3月31日，我們的設計團隊累計已獲超過210個獎項

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

As a leader in the jewellery industry, the Group always strives for excellence, constantly pursuing perfection in our craftsmanship, design, use of materials, and technology, aiming to create extraordinary jewellery experiences for our customers. We are committed to upholding the brand promotion theme of “Love is Beauty” and embodying the principle of “Brand of Hong Kong, Sparkling the World”, which reflect our ongoing quest to fulfil our commitment to product and service quality to our customers, as well as our emphasis on craft inheritance and innovation. Our daily operations are in strict compliance with applicable laws and regulations related to health and safety, advertising, labelling and privacy of products and services, as well as international and industry standards, including but not limited to the Product Quality Law of the People’s Republic of China, the Law of the People’s Republic of China on the Protection of Consumer Rights and Interests, the Trademark Law of the People’s Republic of China, the Patent Law of the People’s Republic of China, the Advertising Law of the People’s Republic of China, the Trade Descriptions Ordinance, the Trade Marks Ordinance, the Registered Designs Ordinance, the Personal Data (Privacy) Ordinance, the Broadcasting Ordinance and the TV Advertising Code of Hong Kong, etc. During the Reporting Period, the Group was not involved in any significant non-compliance case concerning breaches of relevant laws and regulations related to product responsibility.

作為珠寶行業的領軍者，本集團始終堅持追求卓越，在工藝、設計、原材料使用和技術上不斷精益求精，竭力為客戶締造非凡的珠寶體驗。我們致力貫徹「愛很美」的品牌推廣主題，實踐「香港名牌•國際演繹」的宗旨，務求向客戶履行我們對品質和服務的承諾，以及對工藝延續與創新的重視。我們的日常營運謹遵產品和服務相關的健康與安全、廣告、標籤及私隱相關的適用法律及規例，以及國際和行業標準，包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國廣告法》、香港《商品說明條例》、《商標條例》、《註冊外觀設計條例》、《個人資料(私隱)條例》、《廣播條例》及《電視廣告守則》等。於報告期間，本集團並無涉及任何有關產品質量責任的相關法律及規例方面的重大違規行為。

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

#### Recognised as a “Consumer Caring Company” for Ten Consecutive Years

##### 連續十年獲嘉許為「貼心企業」

The Group has been recognised as a “Consumer Caring Company” by GS1 Hong Kong for the tenth consecutive year and awarded the “10 Years Plus Award” logo for the first time, in recognition of the Group’s outstanding performance in pursuing high standards of care for its customers.

本集團連續十年被香港貨品編碼協會選為「貼心企業」，並首次獲授予「10年+賞」標誌，特此嘉許集團在關愛消費者方面的出色表現。

We are committed to providing high quality and caring customer services in a professional, attentive and friendly manner. This recognition has proved that our efforts on quality products and sincere services have been acknowledged by different sectors of the community. In the future, the Group will continue to deliver more caring services to our customers and commit to spreading our “Six Heartfelt Services” culture to every customer around the world, with the ambition of continuing to be a well-known customers’ favourite jewellery brand.

我們一直致力以專業、殷切和友善的態度提供高質素和貼心的顧客服務，是次獲獎證明集團在優質產品及摯誠服務方面的努力得到社會各界認同。未來，集團將會繼續為顧客帶來更貼心服務，矢志把六心服務文化傳至世界各地每一位顧客，繼續成為顧客心中喜愛的知名珠寶品牌。

The “Consumer Caring Scheme” aims to recognise local enterprises which make continuous improvements on products and services to deliver exceptional consumer experiences, build consumer confidence and win customer loyalty.

「貼心企業嘉許計劃」旨在表揚不斷改善產品及服務質素，為顧客帶來超凡消費體驗，建立消費者信心，贏得顧客忠誠度的本地企業。



Mr. Tse Moon Chuen, Deputy Chairman & Deputy General Manager of Lukfook Group, received the honour on behalf of the Group

六福集團副主席兼副總經理謝滿全先生代表集團接受殊榮

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Craftsmanship

The Group is renowned for its fashionable jewellery product designs and has persistently pursued its vision of becoming a globally recognised brand. We adhere to our original intention of creating the highest quality products: by utilising the exceptional craftsmanship of our artisans and infusing each piece of jewellery with sincerity and meticulousness, we ensure its legacy for generations to come. Our jewellery design team, comprised of industry-leading designers, possesses a keen sense of fashion. With their innovative and unique designs, they create intricately crafted, fashionable jewellery pieces that reflect different festive characteristics, setting trends in the industry. We continue to expand our product lines and store network, surpassing 3,100 points of sale during the Reporting Period, with hopes to introduce our brand to a wider customer base, enabling them to discover and love our brand when visiting our branch stores.

In addition, we actively participate in various local and international jewellery design competitions to broaden the horizons of our design team, which can gain inspiration from diverse experiences and stimulate their creativity. To date, our team received over 210 awards, a testament to our achievements and capabilities. The Group will continue to allocate resources to cultivate outstanding talent and provide regular professional design courses for our employees. By doing so, we encourage them to incorporate more innovative elements in materials and styles, bringing a constant stream of unique designs and fresh experiences to our customers.

### 匠心工藝

本集團以時尚珠寶產品設計聞名，一直堅持不懈，力求能實踐成為全球認知品牌的願景。我們貫徹打造最優質產品的初心，憑藉工匠精湛技藝，以摯誠嚴謹的態度打造每一件首飾，讓每件珠寶得以代代相傳。本集團旗下的首飾設計團隊擁有行業最頂尖的設計師，憑藉他們敏銳的時尚觸覺，設計出創新、獨特、時尚、手工細緻且具有不同節慶特色的珠寶產品，引領潮流。我們不斷擴展產品系列和分店版圖，並於報告期間突破了3,100個零售點，期盼能讓更多顧客在光顧我們的分店時能認識和喜愛我們的品牌。

我們亦積極參與各項本地和國際珠寶設計大賽，旨在讓設計團隊的視野得到拓展，從更豐富的經驗中汲取靈感，激發創造力。至今我們的團隊已獲超過210個獎項，成績和實力備受肯定。本集團將持續投放資源培育優秀人才，並定期為員工提供專業設計課程，鼓勵他們將更多的創新元素融入在用料及風格上，為顧客帶來源源不絕獨具設計的新鮮感。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

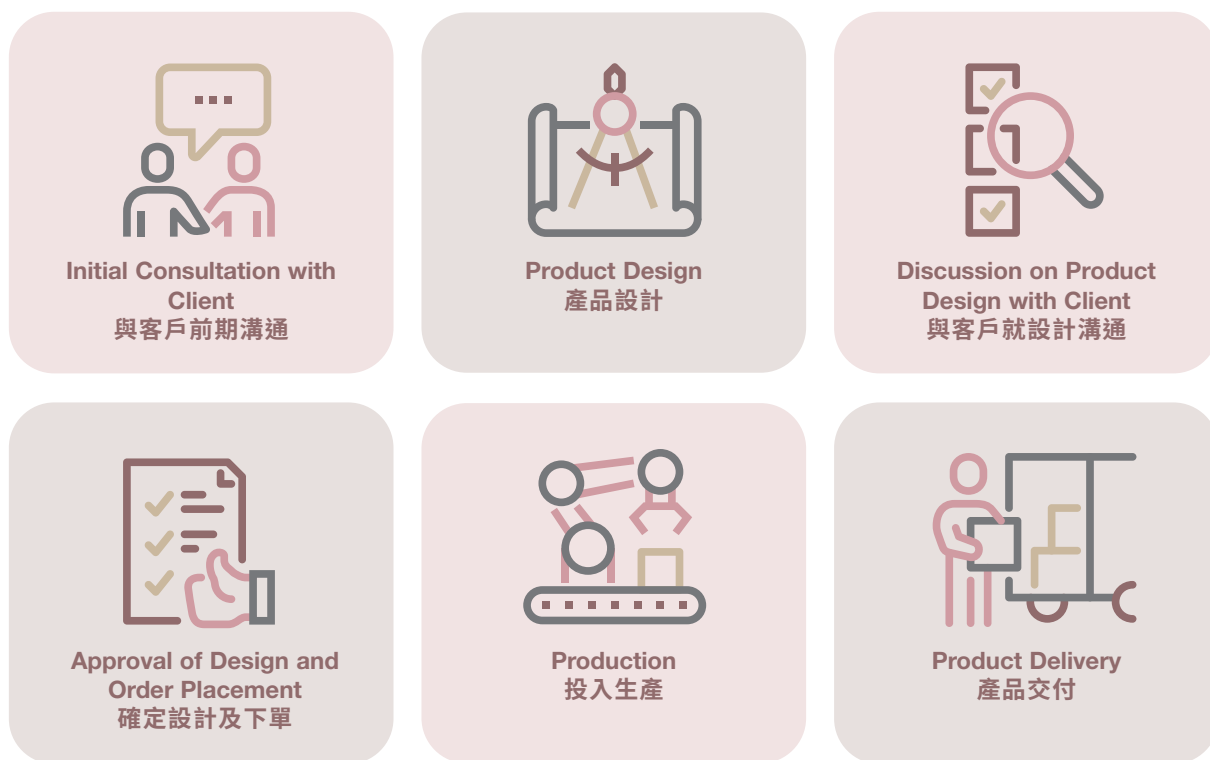
### Craftsmanship Inherited from Innovation

The Group is dedicated to driving innovation by continuously researching and developing the latest craftsmanship and technology. By integrating innovative technologies, we launch different products and brands to satisfy the public's need in pursuit of beauty while preserving our craftsmanship. To provide customers with unique product experiences, we also offer personalised customisation services for certain products, such as gold medals, ornaments, etc., which can be adorned with patterns and text according to the preferences and needs of customers, thus adding special significance to the products.

### 科技延續工藝

本集團專注於持續推動創新，不斷研究最新的工藝和技術，結合創新科技，推出不同產品和品牌，務求滿足大眾對「美」的追求，同時將我們的工藝延續下去。為了給客戶帶來獨一無二的產品體驗，我們亦會為部分產品提供個性化定制服務，例如金章、擺件等，按客戶喜好和需要加上圖案和文字，讓產品別具意義。

### Product Customisation Process 產品訂制流程



During the Reporting Period, we continued to work tirelessly on innovative products and have taken the lead in the jewellery industry by exploring the metaverse. We introduced the innovative “Love ∞ Metaverse” campaign through the launch of various NFTs and immersive interactive experiences, enabling customers to enjoy an unprecedented aesthetic experience.

於報告期間，我們持續推陳出新，領航珠寶行業全面開啟元宇宙探索，推出了創新的「愛∞元宇宙」活動，透過發放多款NFT和豐富的互動體驗，為客戶帶來嶄新的美感享受。

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

#### Breaking the Dual Boundaries of Technology and Creativity, Creating the Dazzling and Enchanting “Love ∞ Metaverse”

突破科技與創意的雙重界限，打造絢耀夢幻的「愛∞元宇宙」

The Group has always been relentless in pursuing innovation and is committed to seamlessly blending traditional aesthetics with cutting-edge technology. During the Reporting Period, we launched the new “Love ∞ Metaverse” campaign and released multiple limited-edition NFTs, including the “Digital Bee NFT”, the “1314 Carat Digital Diamond Ring NFT”, and the “Love ∞ Digital Marriage Certificate NFT”. We meticulously merged the beauty of traditional wedding culture with the unique everlasting nature of NFTs, allowing customers to convey eternal love to their loved ones through our NFTs. Two “Love ∞ Metaverse Pop-up Store” events were held in Beijing and Xiamen, incorporating novel interactive elements to provide customers with unparalleled consumer experiences.

本集團一直不懈追求創新，致力於將傳統美學與最新科技完美結合。在報告期間，我們推出了全新的「愛∞元宇宙」活動，推出多款NFT，包括「數字蜜蜂NFT」、「1314克拉數字鑽戒NFT」及「愛∞數字婚書NFT」。我們精心將傳統婚嫁文化的美感與NFT獨特永恆的特性融合，讓客戶透過我們的NFT向另一半傳達永恆不朽的愛意。更在北京和廈門開設兩場「愛∞元宇宙快閃店」，並融入新穎的互動元素，務求為客戶帶來獨一無二的消費體驗。

This event not only highlighted the Group’s emphasis on product innovation but also enabled us to seize market opportunities and enhance our core competitiveness, while driving business growth. We will continue to strive for technological advancements in the industry and establish a highly regarded jewellery brand that solidifies further our leading position in the industry.

此次活動不僅突顯出集團對創新的重視，更可贏得市場先機及提升核心競爭力，促進業務增長。我們將繼續努力推動行業革新發展，打造行內矚目的珠寶品牌，進一步鞏固集團在業界的領先地位。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Six Heartfelt Services

### 六心服務



Adhering to the principle of the “Six Heartfelt Services”, the Group is committed to delivering high-quality and caring customer service and after-sales support with professionalism, sincerity and friendliness. In line with the “Six Heartfelt Services” tenet, we have implemented the “Delivering the Beauty of Love with Six Heartfelt Services” programme for our employees, which sets strict standards for every aspect of service. This includes greeting customers with good etiquette upon entry, engaging in polite and patient communication, saying goodbye to customers, and providing attentive after-sales services, with the intention of approaching each customer interaction all with a heartfelt understanding of the customer’s needs. During the Reporting Period, we received 0 material complaint cases related to product safety and health reasons (FY2022: 0), with the percentage of total products sold or shipped subject to recalls for safety and health reasons being 0 (FY2022: 0%).

本集團秉持「六心服務」的宗旨，致力以專業、殷切和友善的態度提供高質素和貼心的客戶和售後服務。在貫徹「六心服務」的原則下，我們實行「六心傳為您因為愛很美」卓越顧客服務計劃，對於每一個服務環節，我們都要求員工嚴格遵循規範，包括進店招呼顧客禮儀、禮貌耐心與顧客講解溝通、與顧客道別、提供貼心的售後服務等，皆用「心」了解顧客需要。於報告期間，我們接獲了0宗有關產品健康與安全的重大投訴（2022財年：0宗），而本集團已售或已運送產品總數中因安全與健康理由而須回收的百分比為0（2022財年：0百分比）。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

We have established a range of customer service measures to maintain the highest quality of service:

為了維持最優質的服務質素，我們亦執行多項客戶服務措施：

<b>Strengthen Customer Confidence in Our Products</b> 提升顧客對產品信心	<p>We provide comprehensive jewellery services for customers, including free cleaning and jewellery inspection services. To enhance customers' confidence in our product quality, we offer gemstone authentication certificates for customers. We also have laser engraving machines in our stores, which can be used to engrave a diamond's unique number onto its girdle by laser, enabling verifications with the number on the authentication certificate. Additionally, gemstone microscopes are available for customers to personally examine the fine details of the products before making a purchase decision.</p> <p>我們為客戶提供全面的飾品服務，包括免費清洗及珠寶檢測服務。為了增強顧客對產品質素的信心，我們向客戶提供玉石鑑定證書，並在分店設有鐳射刻字機，以鐳射方式在鑽腰上印上獨特編號鑄刻，以便核對鑑定證書上的編號。我們更設置寶石顯微鏡，讓客戶在決定購買之前，能親自檢視產品的微細特徵。</p>
<b>Implement the Mystery Shopper Programme</b> 推行神秘顧客計劃	<p>In an effort to enhance service quality, meet customer demands, and highlight our excellent image within the industry, we have continued to implement the Mystery Shopper Programme. Mystery shoppers are assigned to visit different branches and evaluate their experience based on aspects including team spirit, sales process, service attitude, and etiquette. The opinions and feedback provided by mystery shoppers are carefully recorded and analysed, enabling us to review and make improvements to enhance our service level. During the Reporting Period, our Hong Kong branches achieved an average score of 95% in the Mystery Shopper Programme.</p> <p>為了提升服務質素，滿足客戶需求，以及突顯本集團在同業中的優良形象，本集團持續實行神秘顧客計劃。我們指派神秘顧客到訪不同分店，評核我們的團隊精神、銷售過程、服務態度和禮儀等體驗，並提供反饋。我們會仔細記錄和分析這些意見和反饋，以便我們進行回顧和整改，提高服務水平。於報告期間，香港各分行於神秘顧客計劃所獲得的平均分高達95%。</p>
<b>Assess and Train Employees</b> 評核和培訓員工	<p>To ensure that employees uphold the principle of "Six Heartfelt Services", we have incorporated the excellent customer service programme into their specialised training and evaluation. We regularly provide sales training for our sales staff to enhance their sales skills, as well as conducting audits on branches to ensure that our employees adhere to the tenet of "Six Heartfelt Services" in their daily operations.</p> <p>為了確保員工貫徹「六心服務」的宗旨，我們將卓越顧客服務計劃納入員工的專項培訓和考核中，並定期為銷售員工提供銷售技巧的培訓，亦不時對各分店進行考察，以確保員工在日常營運遵循「六心服務」的原則。</p>

In an effort to enhance our service quality continuously, we participated in the "Quality Service Benchmark Assessment" organised by the Hong Kong Retail Management Association during the Reporting Period. This assessment is designed to provide retailers with a comprehensive and objective indicator to evaluate the customer service level of each retail store, by collecting data for improving the service level, and supporting retailers in their pursuit of excellence. In the "Quality Service Benchmark Assessment" carried out during the period from July to September 2022, we ranked within the top 10 among 61 brands in the industry. We will continue to optimise our service quality, aiming to surpass industry standards and provide customers with the best consumer experience.

為持續提升服務質素，我們於報告期間參與了由香港零售管理協會舉辦的「優質服務基準評估」，該評估旨在為零售商提供全面客觀的指標，量度各零售店舖的客戶服務水平，為提升服務水平收集數據，助零售商追求卓越。於2022年7至9月期間進行的「優質服務基準評估」中，我們在61個行業品牌當中排名前10名以內。我們將繼續優化我們的服務質素，務求超越行業標準，為客戶提供最佳的消費體驗。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Protection of Intellectual Property Rights

To protect the Group's innovative and unique designs, we strive to protect intellectual property rights, strictly monitor and combat infringements actively, and abide by the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Trade Marks Ordinance and the Registered Designs Ordinance of Hong Kong and other applicable laws and regulations. We have registered more than 900 trademarks, such as "LukFook", "LukFook Jewellery", "Goldstyle", "Heirloom Fortune" and "Lukfook Joaillerie" and have applied for patents or copyrights for some products and display props in order to safeguard the intellectual property rights of the Group and the designers.

The Group has always been committed to tackling infringements tirelessly. Since 2006, we have joined the "No Fakes Pledge Scheme" implemented by the Hong Kong Intellectual Property Department to ensure all products sold are genuine. During the Reporting Period, a total of 44 branches under the Group participated in this scheme, showcasing the "No Fakes" logo on the shop window for customers to identify. To further protect the interests of the Group and maintain our brand reputation, we have developed a series of measures to combat counterfeit businesses using the "LukFook Jewellery" brand with the accumulated total number of relevant stores closed or rectified being over 940. Furthermore, we have established a system for rewarding and reporting anti-counterfeiting to encourage the public reporting unauthorised operations, possession, or sale of products in the name of "LukFook" and other brands of the Group that are imitations of these brands or counterfeit of these trademarks. This allows us to safeguard our intellectual property rights effectively, as well as promote a proper sales culture of "No Fakes" products.

### Privacy Protection

Protecting customers' privacy is of utmost importance to the Group. We have set out relevant provisions in the Staff Handbook, requiring employees not to disclose customer information to third parties without authorisation. In addition, we provide regular training for employees to strengthen their awareness on customer privacy protection. We comply with the "Privacy Policy" formulated and published in accordance with the Personal Data (Privacy) Ordinance of Hong Kong and other relevant laws and regulations and explain to customers and other stakeholders the method of collection, use, disclosure, and storage of personal information.

### 保障知識產權

為保障本集團創新獨特的設計，我們致力保護知識產權，嚴格監控及阻止侵權行為出現，並積極打擊侵權行為，恪守《中華人民共和國商標法》、《中華人民共和國專利法》、香港的《商標條例》及《註冊外觀設計條例》等適用法律及規例。我們已為「六福」、「六福珠寶」、「Goldstyle」、「福滿傳家」及「六福精品廊」等超過900個商標註冊，並為部分產品和陳列道具申請專利或著作權，以保護本集團及設計人員之知識產權。

本集團一直不遺餘力，嚴厲打擊侵權行為，自2006年起已加入香港知識產權署的「正版正貨承諾」計劃，確保所售賣的產品均為正版正貨。於報告年內，我們一共有44家分店正參與此計劃，並於分店櫥窗展示「正版正貨」的標誌供顧客識別。為進一步保護本集團的利益及維護品牌聲譽，我們已制定多項措施以打擊假冒「六福珠寶」品牌的商家，累計關店或整改店舖數逾940間。另外，我們已設立懸賞舉報打假系統，鼓勵大眾舉報非經授權以「六福」及其他旗下品牌名義經營珠寶金飾、管有或售賣仿製該等品牌或冒充該等商標貨品，務求有效保護知識產權，推動「正版正貨」的正確銷售風氣。

### 保障私隱

對本集團而言，保障顧客的私隱至關重要。我們已於《員工手冊》列明相關條款，要求員工在未經授權前不得將顧客資料向第三方披露，並定期為員工提供培訓，增強職員保護顧客私隱的意識。我們遵守於香港《個人資料（私隱）條例》及其他相關的法律及規例制訂公開發佈的「私隱政策」，向顧客及其他持份者說明收集、運用、披露和保存個人信息的方法。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Quality Assurance

The Group's prestigious "Brand of Hong Kong" reputation stems from its excellent product quality. We are dedicated to the craftsmanship of every product and have established rigorous quality control procedures to ensure that our products meet professional standards and the highest quality requirements, enabling us to maintain our leadership position in the industry.

To ensure the quality of raw materials and meet industry standards, we only collaborate with widely recognised suppliers in the industry during our procurement process, including members of the Shanghai Gold Exchange, Shanghai Diamond Exchange and De Beers, one of the world's largest diamond suppliers. Following purchase of raw materials, we perform a comprehensive quality inspection to ensure that the raw materials fulfil our quality requirements.

The Group has a jewellery processing plant in Nansha, Guangzhou, which has obtained ISO9001:2015 quality management system certification, demonstrating that our design and production meet its standards, ensuring our product quality.

We also perform inspection on finished products to ensure our product quality is up to standard. If customers have inquiries or complaints regarding sold products, we will follow the comprehensive Products Recall and Complaint Handling Procedures and organise product inspection by the inspection centre, with the aim of ensuring that customer needs are addressed.

In an effort to take the lead in industry in continuously raising the standards for product quality and to further enhance customer confidence in our products, we have established an Internal Product Authentication Centre and the Victoria Gemological Institute Limited, as well as collaborating with De Beers Group Institute of Diamond to carry out product authentication and provide customers with relevant authentication reports. During the Reporting Period, the Group received a total of 98 products and service-related complaints (FY2022: 105).

### 質量保證

本集團的優良「香港名牌」聲譽源於卓越的產品質量。我們專注於每一件產品的製作，並已建立嚴謹的質量把關工作及流程，以確保我們的產品在質素控制方面達到專業認可及最高的品質要求，維持集團在業界中的領導地位。

為保障原材料的品質及確保滿足行業標準，我們在採購方面，只會與廣受行業認可的供應商合作，包括上海黃金交易所及上海鑽石交易所的會員、全球最大鑽石供應商之一的De Beers等。原材料進貨後，我們會進行全面的質量檢測，確保原材料符合我們的質量要求。

本集團於廣州南沙設有珠寶加工廠，工廠已獲ISO9001：2015質量管理體系認證，證實我們的設計及生產符合其標準，確保產品質量。

我們亦會對製成品進行檢驗，以確保產品質量符合標準。如顧客對於已售的產品質量有查詢或投訴，我們會按照完善的產品回收及投訴處理流程，安排鑑定中心對產品作檢測，力求滿足客戶的需求。

為了引領同業不斷提高對產品質量的標準，以及進一步增強顧客對產品質量的信心，我們設立了內部產品鑑定中心和維多利亞寶石學院，並與戴比爾斯集團鑽石學院(De Beers Group Institute of Diamond)合作，對產品進行鑑定，為顧客提供相關的鑑定報告。於報告期間，本集團接獲了98宗關於產品及服務的投訴(2022財年：105宗)。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

<p><b>China Gems Laboratory Limited</b> 中華珠寶鑑定中心</p>	<p>Since the establishment of the China Gems Laboratory Limited (CGL) in 1996, the Group has provided services such as diamond authentication, grading, gold testing, jade and coloured gems authentication and jewellery quality testing, including the issuance of internationally recognised diamond grading reports, gold testing reports, and jade, ruby, sapphire and emerald test reports. The laboratory has passed the assessment of the Hong Kong Accreditation Service. It is one of the few jewellery authentication centres in Hong Kong that meets the jadeite jade test, diamond authentication grading and gold purity test (ISO 11426) at the same time. It is also the first jewellery authentication centre in Hong Kong that has successfully obtained the gold testing method certification of Chinese national standard GB/T9288, which proves that its authentication standards have reached international and national standards.</p> <p>自1996年成立中華珠寶鑑定中心起，本集團提供鑽石鑑定、評級、黃金檢測、翡翠及有色寶石鑑定及珠寶品質檢測等服務，包括簽發國際認可的鑽石評級報告、黃金檢測報告和翡翠、紅寶石、藍寶石及祖母綠檢測報告。中心通過香港認可處考核，是香港少數同時符合硬玉質翡翠測試、鑽石鑑定評級及黃金純度檢測 (ISO 11426) 的珠寶鑑定中心，更是香港首間獲取中國國家標準GB/T9288黃金檢測方法認證的珠寶鑑定中心，證明其鑑定標準已達國際及國家標準。</p>
<p><b>Victoria Gemological Institute Limited</b> 維多利亞寶石學院</p>	<p>The Group established Victoria Gemological Institute Limited in 2013 to conduct jewellery authentication and professional training. The Institute has passed the ISO/IEC 17025 assessment and ILAC accreditation, and can issue internationally recognised diamond grading reports, jade, ruby, sapphire, and emerald testing reports.</p> <p>本集團於2013年成立維多利亞寶石學院，進行珠寶鑑定及專業培訓工作。學院通過ISO/IEC 17025考核及ILAC認可，可簽發國際認可的鑽石評級報告、翡翠、紅寶石、藍寶石及祖母綠檢測報告。</p>
<p><b>Cooperating with De Beers Group Institute of Diamond</b> 與戴比爾斯集團鑽石學院合作</p>	<p>The Group maintains close cooperation with the De Beers Group Institute of Diamond to provide reports for Hearts &amp; Arrows diamonds sold, which helps customers to gain a deeper and more comprehensive understanding of the diamond products they purchase.</p> <p>本集團與戴比爾斯集團鑽石學院維持緊密合作，為出售的八心八箭鑽石提供報告，有助顧客對他們購買的鑽石產品有更深入及全面的了解。</p>

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Guangzhou Victoria Gemological Institute Limited Successfully Obtained the “China Metrology Accreditation”

「廣州維多利亞珠寶檢測有限公司」獲得《檢驗檢測機構資質認定證書》

During the Reporting Period, Guangzhou Victoria Gemological Institute Limited (“Guangzhou VGI”), a subsidiary of the Group, successfully passed the qualification assessment of inspection and testing institutions, obtaining the “China Metrology Accreditation” (“CMA”) issued by the Guangdong Provincial Administration for Market Regulation. This signifies that the jewellery and precious metal testing laboratory of Guangzhou VGI meets the conditions and testing capabilities stipulated by relevant national laws and administrative regulations. Guangzhou VGI is authorised to issue legally valid inspection certificates/reports within the accredited scope, which includes jewellery and jade authentication, diamond grading, and precious metal testing.

於報告期內，集團旗下「廣州維多利亞珠寶檢測有限公司」（「廣州VGI」）順利通過檢驗檢測機構資質認定評審，並取得了「廣東省市場監督管理局」頒發的《檢驗檢測機構資質認定證書》（簡稱CMA），標志著「廣州VGI」珠寶及貴金屬檢測實驗室條件及檢測能力符合國家有關法律、行政法規規定，可在認定範圍內向社會出具法律效力的檢測證書／報告，認定範圍包括珠寶玉石鑑定、鑽石分級、貴金屬檢測。

The China Metrology Accreditation (CMA) is a mandatory approval system for laboratories/inspection and testing institutions to enter the testing service market. It involves the evaluation and issuance of authoritative qualifications by various local market supervision administrations. Only laboratories/inspection and testing institutions that have obtained this qualification accreditation are authorised to provide testing services to the public.

檢驗檢測機構資質認定(CMA)是由各地市場監督管理局負責審核及頒發權威資質認定，是實驗室／檢驗檢測機構進入檢測服務市場的強制性核准制度，任何實驗室／檢驗檢測機構只有取得此資質認定後，才能為社會提供檢測服務。

The Group has consistently dedicated resources to quality control and jewellery appraisal, aiming to provide customers with an additional guarantee of confidence. From procurement to authentication, every step is meticulously carried out with strict oversight. All products sold by the Group undergo multiple inspections. With the successful qualification assessment of inspection and testing institutions by Guangzhou VGI, the Group can now provide higher-quality testing services to suppliers and licensees. This achievement actively promotes the Group’s commitment to high quality and sustainable development.

集團一直以來積極投放資源於質量監控及鑑定方面，務求為顧客帶來多一份信心保證，由採購至鑑定均一絲不苟、嚴格把關，集團出售之產品均經過多重檢測。此次「廣州VGI」順利通過檢驗檢測機構資質認定評審後，可為供應商及品牌商提供更高質量的檢測服務，從而積極推動集團高質量和可持續發展。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Victoria Gemological Institute Limited Launched Card-based Certificate Services

#### 維多利亞寶石學院推出卡式證書服務

Victoria Gemological Institute Limited has introduced card-based certificate services, providing customers with more premium and convenient services. Customers can scan the QR code on the card to access the certificate information at any time, providing a convenient and reliable way to view the certificate data. The card-based certificates are highly durable and easy to store due to their small size, making them convenient to carry and suitable for easy preservation.

維多利亞寶石學院推出卡式證書服務，為消費者提供更優質及便利的服務。顧客可透過掃描卡上的二維碼讀取證書，隨時查看證書資料，既便捷又可靠。卡式證書的耐用性及保存性高，而且體積細小，方便攜帶，易於收藏。

### Responsible Promotion

The Group utilises various promotion channels to publish information on products, services, and activities to the public. We place great importance on implementing responsible promotion practices and strictly abide by the Advertisement Law of the People's Republic of China, the Broadcasting Ordinance, the TV Advertising Code and the Trade Descriptions Ordinance of Hong Kong, as well as other laws and regulations related to advertising and labelling. We review carefully the content and labels of promotions to guarantee its authenticity and to safeguard customers' rights, interests and the right to know.

### 負責任推廣

本集團使用各種推廣渠道對外發佈產品、服務及活動相關信息。我們重視實行負責任推廣，並嚴格遵從《中華人民共和國廣告法》、香港的《廣播條例》、《電視廣告守則》及《商品說明條例》等與廣告標籤相關的法律及規例，為廣告內容和標籤進行仔細審查，以保證其真實性，維護消費者的權益和知情權。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### SUSTAINABLE JEWELLERY AND RESPONSIBLE SOURCING

### 可持續珠寶與負責任採購

#### Goal

Commit to combating climate change, reducing resource use, protecting the environment, and promoting a sustainable supply chain

#### 目標

致力應對氣候變化，減少資源使用，保護環境，推動可持續供應鏈

#### Relevant UNSDGs:

#### 相關UNSDGs:



#### Material Issues Identified

#### 已識別的重要議題

- Ethical and Responsible Sourcing  
道德採購

### Chapter Highlights 章節摘要

#### Intensity of Greenhouse Gas Emission 溫室氣體排放密度

Achieved a  
比2022財年減低

# 25%

reduction  
comparing to  
FY2022

#### Promote Product Sustainability 推動產品可持續性

We have established a range of environmental protection goals and strive to promote green practices in our operational and production activities  
我們已制定了一系列的環保目標，致力於營運及生產環節中推動環保綠化

#### Intensity of Total Energy Use 總能源密度

Achieved a  
比2022財年減低

# 21%

reduction  
comparing to  
FY2022

#### Intensity of Total Non-hazardous Waste Produced 所產生無害廢棄物總量密度

Achieved a  
比2022財年減低

# 30%

reduction  
comparing to  
FY2022

While pursuing beauty and excellence in product design, the Group also actively promotes sustainable development and the establishment of a sustainable operation model, aspiring to reduce waste in areas such as production, administration and retail business, fulfilling our responsibility to protect the environment. As such, we have formulated a sound environmental management system, which involves regularly reviewing and enhancing our environmental protection measures. Our jewellery processing plant in Nansha, Guangzhou has obtained the certification of and manages the identified environmental factors in compliance with the standards of ISO14001:2015 environmental management system, enabling us to lower the environmental risks associated with production processes.

本集團堅持在產品設計上追求美與卓越的同時，亦積極促進可持續發展，實踐可持續的營運模式，期望能在生產、行政及零售業務等範疇減少資源浪費，履行對保護環境的責任。為此，我們建立了完整的環境管理制度，並定期檢討和改善環保措施。我們位於廣州南沙的珠寶加工廠已獲得ISO14001:2015環境管理系統標準認證，並針對已識別的環境因素進行管理，以減少生產工序中的環境風險。

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

To prevent causing significant environmental impacts, we strictly abide by applicable laws and regulations relating to the environment, including but not limited to the Environmental Protection Law of the People's Republic of China, the Environmental Protection Tax 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 and the National Catalogue of Hazardous Wastes. During the Reporting Period, there was no non-compliance with applicable laws and regulations related to environmental protection with material impacts to the Group.

In addition, we are fully aware of the importance of green procurement, and have established the “Guideline on Green Procurement” accordingly. We require our procurement staff to prioritise the use of environmentally friendly products and materials during procurement, with consideration factors including whether the production process is low in pollution, product recyclability and durability, etc. We also take into account and adopt customers' environmental requirements during the design process, striving to meet their environmental requirements for production to the best of our ability within technical and cost constraints. Subsequently, we conduct regular evaluations of suppliers' environmental performance based on the assessment criteria specified in our “Supplier/Contractor Green Operation Record/Evaluation Form”. Factors considered in the evaluation include waste recycling practices, environmental awards or certifications obtained, etc. Suppliers or contractors that meet the criteria will be included in our list of approved suppliers/contractors.

Sound supply chain risk management is integral to the Group's success. We regularly conduct ESG-related risk assessment for the Group's supply chain, to identify potential ESG risks in the supply chain. Going forward, the Board will continue to closely monitor ESG risks in the supply chain, and carry out regular evaluations on the effectiveness of control measures and identify areas for improvement, further optimising our supplier management approach.

為了避免對環境造成重大影響，我們恪守與環境相關的適用法律及規例，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國環境保護稅法》、《中華人民共和國固體廢物污染環境防治法》及《國家危險廢物名錄》。於報告期間，本集團並無涉及任何違反環境相關法律及規例且對本集團造成重大影響的事宜。

另外，我們充分意識到環保採購的重要性，並相應地制定了「環保採購工作指引」。我們要求相關採購員工在選擇物料時盡可能採用環保產品及物料，在決策中考慮生產過程是否屬低污染性、產品是否可回收再造及耐用性質等一系列的因素。我們亦會在設計過程中了解及採納客戶對產品提出的環保要求，務求在技術及成本允許的條件下，盡量滿足生產的環保要求。隨後，我們會針對供應商在環境保護方面的表現進行定期評估，並根據我們「供應商／承辦商的環保運作記錄／評估表」內列明的評審項目評估供應商表現，相關考慮包括：有否回收廢物、有否獲得環保獎項或環保標籤等因素。合格的供應商或承辦商將會列入我們的認可供應商／承辦商名單中。

良好的供應鏈風險管理是本集團取得成功不可或缺的一環。我們定期為本集團供應鏈進行環境、社會及管治相關風險評估，以識別供應鏈中的潛在環境、社會及管治風險。未來，董事會將繼續密切監視供應鏈中的環境、社會及管治風險，並定期評估控制措施的成效及識別改進空間，不斷完善我們的供應商管理方針。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Environmental Protection Goals

We are committed to enhancing the sustainability of our operations and have established a series of environmental protection goals. By focusing on four key areas: “Efficient Use of Energy” “Protection of Water Resources”, “Waste Recycling” and “Emissions Reduction”, we aspire to contribute to the green development of the industry. For details on the measures to achieve these goals, please refer to the relevant chapters as stated below.

### 環保目標

我們致力於提高本集團營運的可持續性，並已制定一系列環保目標。透過聚焦於「善用能源」、「愛護水資源」、「資源回收」、「減少排放」四大方面，我們期望能為行業綠色發展出一份力。有關達到以下目標的措施，請參閱以下相關章節。



#### Efficient Use of Energy

##### 善用能源

We are committed to reducing electricity consumption and greenhouse gas emissions of the Group’s business by increasing energy efficiency.

我們致力透過提高能源效益，減少本集團業務的電力消耗及溫室氣體排放。

*For the related environmental protection measures, please refer to the chapter “Efficient Use of Energy” for more details.*

相關環保措施請參閱「善用能源」章節。



#### Protection of Water Resources

##### 愛護水資源

We are committed to reducing water consumption by educating employees about water-saving concepts and promoting drinking water recycling.

我們致力透過教育員工節省用水，以及提倡食水循環使用，減少水資源消耗。

*For the related environmental protection measures, please refer to the chapter “Protection of Water Resources” for more details.*

相關環保措施請參閱「愛護水資源」章節。



#### Waste Recycling

##### 廢物回收

We are committed to reducing waste production and waste at source by strictly implementing the waste classification, storage, and recycling procedure.

我們致力透過嚴格執行廢棄物分類、存放和回收的流程，減少廢棄物排放，達至源頭減廢。

*For the related environmental protection measures, please refer to the chapter “Waste Recycling” for more details.*

相關環保措施請參閱「廢物回收」章節。



#### Emissions Reduction

##### 減少排放

We are committed to reducing greenhouse gas and exhaust gas emissions during operation by managing waste emissions and exhaust gas treatment facilities.

我們致力透過進行排放物及廢氣處理設施管理，減少營運過程造成的溫室氣體和廢氣排放。

*For the related environmental protection measures, please refer to the chapter “Emissions Reduction” for more details.*

相關環保措施請參閱「減少排放」章節。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Efficient Use of Energy

In our efforts to reduce greenhouse gas emissions arising from our business, we strive to implement both energy-saving and energy efficiency measures in our daily operations and production processes. During the Reporting Period, we adopted the following measures:

- The factory office area is designed with a glass roof to maximise natural light and reduce the need for electricity for lighting
- Employees are reminded to turn off computers, lights and other electronic devices when not in use to reduce power consumption
- We purchase more environmentally friendly rechargeable batteries to gradually replace disposable batteries, thus reducing waste and increasing battery life

In addition to the operational environmental measures above, the Group also actively participates in environmental initiatives. During the Reporting Period, we participated in the “Charter on External Lighting Programme” implemented by the Environmental Bureau of Hong Kong. 18 of our branches in Causeway Bay, North Point, Jordan, Mong Kok, Tsim Sha Tsui, Tsuen Wan and Yuen Long switched off their external lighting from 12am to 7am, reducing energy consumption and light pollution. The Group received the “Gold Award” in the “Charter on External Lighting Programme” during the Reporting Period.

### 善用能源

為降低本集團業務的溫室氣體排放，我們努力在日常營運及生產過程中採取節源及能源效益措施。於報告期間，我們採取了以下措施：

- 工廠區辦公室設有玻璃樓頂設計，善用自然採光，以減少照明所需用電
- 提醒員工不使用電腦、燈具及其他電子設備時應關閉電源，以減少耗電量
- 增購環保充電電池，逐步以環保充電電池代替一次性電池，減少棄置及增加電池壽命

除了營運上的環保措施之外，本集團亦積極參與環保相關的活動。我們於報告期間參與了由香港環境局實行的《戶外燈光約章》計劃，旗下18間分佈在銅鑼灣、北角、佐敦、旺角、尖沙咀、荃灣及元朗等分店從晚上12時至翌日早上7時的非營業時段關掉戶外燈光，以減少能源消耗和光污染。本集團於報告期間獲得《戶外燈光約章》計劃的金獎。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

Our energy consumption data during the Reporting Period and FY2022 are specified in the table below:

下表詳列本集團於報告期間及2022財年的能源使用數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Energy Use 總能源使用	MWh 兆瓦時	<b>17,744.89</b>	18,773.23
Intensity of Total Energy 總能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	<b>1.48</b>	1.87
Direct Energy 直接能源	MWh 兆瓦時	<b>2,503.76</b>	2,702.04
Unleaded Petrol 無鉛汽油	MWh 兆瓦時	<b>344.74</b>	339.17
Diesel Oil 柴油	MWh 兆瓦時	<b>677.23</b>	836.96
Natural Gas 天然氣	MWh 兆瓦時	<b>1,481.79</b>	1,525.91
Intensity of Direct Energy 直接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	<b>0.21</b>	0.27
Indirect Energy – Purchased Electricity (Note 1) 間接能源—購買電力 (附註1)	MWh 兆瓦時	<b>15,241.13</b>	16,071.19
Intensity of Indirect Energy 間接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	<b>1.27</b>	1.60

Note 1: The Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The power supply was controlled by the property management offices. Some of the relevant property management offices considered that it was not practicable to provide electricity data or sub-meters to individual tenants. Therefore, the total electricity consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our jewellery processing plant in Nansha where electricity data were available. The relocation of self-operated shops varied from year to year and construction work was in progress in the jewellery processing plant in Nansha in FY2022, and thus the data for FY2023 and FY2022 cannot be directly compared.

附註1：本集團於香港、澳門及內地的自營店在租賃地方營運，供電均為大廈管業處自行控制，而部份相關管業處認為向個別租戶提供用電數據或分錶並不可行。因此，總耗電量僅涵蓋本集團可獲得電力數據的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙珠寶加工廠。而自營店的搬遷情況每年各有差異，2022財年南沙珠寶加工廠亦有在建工程，故2023財年與2022財年的數據不能作直接的比較。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Packaging Materials

As our business involves production, we also use packaging materials for product packaging. The data on packaging materials for finished products of the Group during the Reporting Period and FY2022 are described in the table below:

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Amount of Packaging Materials Used in Finished Products 製成品所用包裝材料的總量	Tonnes 公噸	227.80	250.43
Intensity of Packaging Materials Used in Finished Products 製成品所用包裝材料的密度	kg/turnover (HKD\$'000) 公斤／營業額(千港元)	0.019	0.025

### Protection of Water Resources

The Group's water consumption primarily sources from and relies on water supplied by local government water supply agencies and property management companies. While we did not encounter any issues related to sourcing suitable water during the Reporting Period, we remain concerned about the challenge of global water scarcity. As a responsible corporate citizen, we are committed to conserving water resources and optimising wastewater discharge management to promote sustainable water usage.

To strengthen employees' awareness on water conservation, we display water-saving notices in office areas and follow the approach of "Strengthening training, promoting energy conservation, and making good use of resources and continuous improvement" in our daily operations. Additionally, our production processes and daily operations generate production and domestic sewage, including gypsum wastewater and electroplating wastewater. In an effort to prevent unprocessed wastewater from polluting the environment, our factory is equipped with wastewater treatment facilities, including an integrated treatment system for gypsum wastewater, a water reuse system and an underground biochemical pool. The gypsum wastewater, electroplating wastewater, concentrated water and domestic sewage are pre-treated properly prior to being discharged, to ensure compliance with the first level standard of the second range of the Water Pollutant Discharge Limit (DB44/26-2001). Furthermore, we conduct weekly inspections of the factory's rainwater ditches and toilets to ensure that no untreated production wastewater is discharged, preventing the associated negative impacts that could be caused to nearby water sources.

### 包裝物料

由於我們的業務涉及生產，我們亦會使用包裝物料為產品進行包裝。下表詳列本集團於報告期間及2022財年的製成品包裝物料數據：

### 愛護水資源

本集團的水資源消耗主要來自及購自地方政府供水機構及物業管理公司的市政用水。雖然我們在報告期間沒有遇到與求取適用水源相關的問題，但我們仍關注全球水資源短缺的問題。作為盡責的企業公民，我們致力節省水資源使用和優化污水排放管理，以促進水資源的可持續使用。

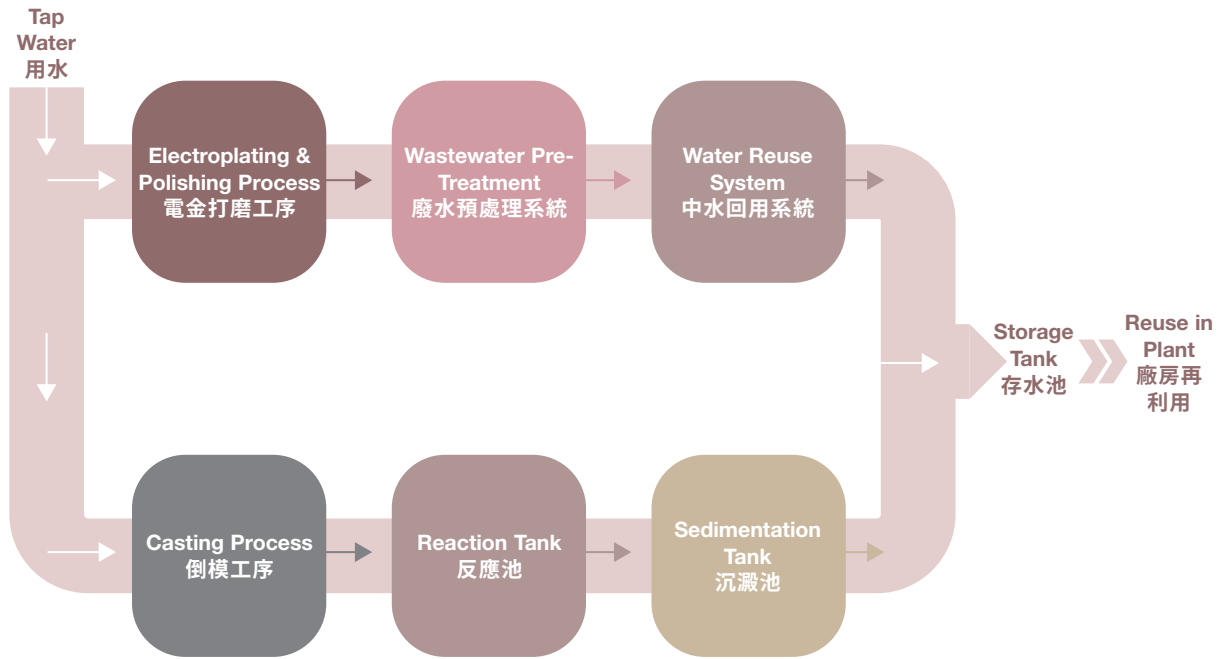
我們在辦公室張貼節水告示，提高員工對節省用水的意識，並根據「促培訓、倡節能，善用資源並持續改善」的方針來實行日常運作。除此以外，本集團的生產過程和日常營運會產生生產污水以及生活污水，例如石膏廢水、電金廢水等。為了避免未經處理的廢水對環境造成污染，我們的工廠區均設置污水處理設施，包括石膏廢水一體化處理系統、中水回用系統和地下生化池，並會預先將石膏廢水、電金廢水、濃水和生活污水進行適當處理，方可對外排放，以確保滿足《水污染物排放限值》(DB44/26-2001)第二段一級標準的要求。同時，我們每星期會檢查工廠的雨水溝渠和洗手間，避免有人將未經適當處理的污水排出而對附近水源造成負面影響。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

In addition, some of the processed gypsum wastewater and electroplating wastewater is collected and recycled for toilet flushing and irrigation purposes, reducing the consumption of water resources. We also carry out repairs of water leakage in our water facilities in a timely manner, to improve water efficiency and minimise water wastage.

此外，部分經處理的石膏廢水和電金廢水會被循環並重用於沖廁和灌溉用途，以減少水資源消耗。另外，我們亦會及時修復漏水的用水設備，提高用水效率，盡量減少水資源的浪費。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

Our water consumption data during the Reporting Period and FY2022 are as follows:

以下為我們於報告期間及2022財年的用水數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Water Consumption (Note 2) 總耗水量 (附註2)	m <sup>3</sup> 立方米	<b>193,647.32</b>	208,143.00
Intensity of Total Water Consumption 總耗水量密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米/營業額 (千港元)	<b>0.016</b>	0.021

Note 2: Some of the Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The water supply was controlled by the property management offices. The relevant property management offices considered that it was not feasible to provide water data or submeters to individual tenants. Therefore, the total water consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our jewellery processing plants in Nansha, where the water supply was controlled by the Group. The relocation of self-operated shops varied from year to year and construction work was in progress in jewellery processing plants in Nansha in FY2022, and thus the data for FY2023 and FY2022 cannot be directly compared.

附註2：本集團部分於香港、澳門及內地的自營店在租賃辦公地方營運，供水均為大廈管業處自行控制，而相關管業處認為向個別租戶提供用水數據或分錶並不可行。因此，總耗水量僅涵蓋水供應受本集團控制的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙珠寶加工廠。而自營店的搬遷情況每年各有差異，2022財年南沙珠寶加工廠亦有在建工程，故2023財年與2022財年的數據不能作直接的比較。

The following is our wastewater emissions data during the Reporting Period and FY2022:

以下為我們於報告期間及2022財年的污水排放數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Sewage Discharge (Note 3) (Note 4) 污水排放量 (附註3) (附註4)	m <sup>3</sup> 立方米	<b>161,690.00</b>	155,781.00
Intensity of Sewage Discharge 污水排放量密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米/營業額 (千港元)	<b>0.013</b>	0.016

Note 3: The figure represents the amount of wastewater discharged from our jewellery processing plants only. Wastewater generated from our retail shops and offices in Hong Kong, Macau and Mainland is properly connected and discharged to the communal sewer drainage system.

附註3：該數據僅代表我們珠寶加工廠的污水排放量。我們於香港、澳門及內地零售店及辦事處所產生的污水已妥善接入並排放至公用污水渠系統。

Note 4: During the Reporting Period, an expansion of the wastewater treatment system was carried out in our jewellery processing plants, leading to an increased volume of discharged wastewater.

附註4：在報告期間，我們的珠寶加工廠進行了廢水處理系統的擴建，導致排放的廢水量增加。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Waste Recycling

Our daily operations and production processes generate non-hazardous waste, including food waste, industrial waste, metal, plastic, paper, general waste, etc. To reduce the environmental impact of our waste, we implement strict management of waste sorting, storage, and recycling procedures, actively promoting waste reduction at source:

### 廢物回收

我們於日常營運和生產過程中所產生的無害廢棄物包括廚餘、工業廢物、金屬、塑膠、紙張、生活廢物等。為了降低廢棄物產生對環境的影響，我們會嚴格管理廢棄物分類、存放和回收流程，同時實行多種措施，積極推行源頭減廢：

<b>Sorting and Collecting 分類收集</b>	<ul style="list-style-type: none"><li>Setting up separate waste bins in the factory to separate solid and liquid chemical hazardous waste from general waste, enabling proper waste sorting and collection 於工廠設置分類垃圾桶，區分固體及液體化學危險廢物和一般廢棄物，實現分類收集</li><li>Engaging third-party waste collectors to collect and treat general solid waste 安排第三方的廢物收集商收集和處理一般固體廢物</li></ul>
<b>Recycling and Reusing 回收再用</b>	<ul style="list-style-type: none"><li>Participating in the “Toner &amp; Cartridges Recycling &amp; Reuse Programme” organised by the Friends of the Earth (HK) since 2017 to collect used toner cartridges and ink cartridges for recycling 自2017年起參與由香港地球之友舉辦的「碳粉匣及墨盒回收再生計劃」，收集用完的碳粉匣及墨盒並回收</li><li>Recycling old computers and related electronic equipment and participating in the “Computer Recycling Programme” organised by Caritas Computer Workshop since 2014. This not only reduces computer waste but also donates reusable computers to those in need 自2014年起，集團回收舊電腦及相關電子設備，並參與由明愛電腦工場舉辦的「電腦再生計劃」，在減少電腦廢物的同時，亦能將可重用的電腦轉贈有需要的人士，讓更多人受惠</li><li>Providing “Clean Plastic Bottle Recycling Bins,” “Clean Aluminum Can Recycling Bins,” and “Waste Paper Recycling Services” in the office, educating employees to dispose plastic bottles, aluminum cans and waste paper into the designated recycling bins after proper handling, and arranging for collection by recycling companies on a regular basis 於辦公室添置「乾淨膠樽回收箱」、「乾淨鋁罐回收箱」及「廢紙回收服務」，教導員工將膠樽、鋁罐及廢紙妥善處理後，放置指定回收點，安排回收公司定期收集</li><li>Collecting recyclable materials such as PVC plastic, waste paper, and packaging materials, handing them over to recycling companies for proper processing 收集PVC膠料、廢紙、包裝物料等可回收物，並交由回收商進行處理</li><li>Promoting the reuse of packaging materials, such as waste paper and bubble wrap among employees 鼓勵員工重用廢紙及汽泡紙等產品包裝物料</li><li>Encouraging employees to reuse paper, envelopes, files, cardboard boxes, plastic bags and stone-filled plastic boxes 鼓勵員工循環再用紙張、信封、公文袋、紙箱、膠袋和裝石膠盒</li><li>Organising environmental protection events, such as red packet recycling 舉辦利是封回收等環保活動</li></ul>
<b>Reducing Waste at Source 源頭減廢</b>	<ul style="list-style-type: none"><li>Since 2015, we have implemented the “Bring Your Own Bag” campaign at our retail outlets. We donated all fees charged for plastic shopping bags to Green Power, an environmental protection organisation in Hong Kong, during the Reporting Period 自2015年起在旗下零售店推行「自備購物袋」活動，並在報告期間將塑料購物袋的收益全數捐贈予香港環保組織綠色力量</li><li>Encouraging employees to use double-sided printing, page reduction mode, and electronic communication to reduce paper usage. We also encourage proper use of toilet paper 鼓勵員工多使用雙面印刷，採用頁面縮減模式及電子通訊以減少打印紙張，鼓勵善用廁紙</li><li>Opting for the most suitable material sizes during the cutting process to minimise unnecessary waste 在物料切割過程中，儘量選擇最適合尺寸的材料，以減少不必要的浪費</li><li>Using an appropriate amount of solvents/cleaning agents 使用適量溶劑／清潔劑等</li></ul>

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

The following is our non-hazardous waste data during the Reporting Period and FY2022:

以下為我們於報告期間及2022財年的無害廢棄物數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Amount of Non-hazardous Waste Produced (Note 5) (Note 6) 所產生無害廢棄物總量(附註5)(附註6)	Tonnes 公噸	<b>350.89</b>	421.07
Recycled Waste: 已回收廢物量：			
Food Waste 廚餘	Tonnes 公噸	<b>8.66</b>	9.85
General Industrial Waste 一般工業廢物	Tonnes 公噸	<b>30.22</b>	41.05
Paper 紙張	Tonnes 公噸	<b>6.13</b>	15.96
Waste Disposed: 已處置廢物量：			
Other General Waste 其他生活廢物	Tonnes 公噸	<b>305.88</b>	354.22
Intensity of Total Non-hazardous Waste Produced 所產生無害廢棄物總量密度	kg/turnover (HKD\$'000) 公斤／營業額(千港元)	<b>0.029</b>	0.042

Note 5: The data are rounded and may not add up to the totals.

附註5：因數據均已作捨入調整，數值加起來可能與總量不符。

Note 6: The figure represents the amount of non-hazardous waste generated from our jewellery processing plants only. The non-hazardous waste generated from our self-operated shops and offices in Hong Kong, Macau and Mainland was handled by property management companies.

附註6：該數據僅代表我們珠寶加工廠產生的無害廢棄物數量。我們於香港、澳門及內地自營店及辦事處所產生的無害廢棄物由物業管理公司進行處理。

Furthermore, hazardous waste is also generated during our production processes, including waste parts/components, empty chemical containers, sludge from sewage treatment systems, waste lubricating grease, waste batteries, waste light pipes, waste ink cartridges, radioactive waste, concentrated acid waste solvents, concentrated alkali waste solvent, waste lubricating oil, waste lubricating coolant, waste paint and grease produced during cooking. All solid chemical hazardous waste is stored properly in sealed containers to avoid leakage and prevent environmental pollution. Labels are also attached onto containers storing chemical hazardous waste to clearly indicate the waste type and characteristics. These are then collected and processed by professional chemical hazardous waste handlers.

同時，本集團的生產過程亦會產生有害廢棄物，如廢零／部件、空置的化學危險品容器、處理污水後產生的污泥、廢潤滑油脂、廢電池、廢光管、廢墨水匣、放射性廢物、濃酸廢溶劑、濃鹼廢溶劑、廢潤滑油、廢潤滑冷卻劑、廢油漆以及煮食時產生的油脂等。我們會將所有固體化學危險廢物妥善存放於有蓋密封容器中，防止化學物質洩漏，避免造成環境污染。此外，我們會將標籤貼在存放化學危險廢物的容器上，標明其種類及特性，待專業的化學危險廢物供應商收集及處理。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

To ensure that all hazardous waste is properly collected, stored and handled, we arrange designated staff to conduct weekly inspections and prevent inappropriate handling practices. Radioactive waste is collected and recycled by the manufacturer, while wastes such as acid waste liquid, waste light pipe, gypsum tile, sludge, grease trap slag, etc., are handled by various qualified recyclers.

為確保所有有害廢棄物均被妥善收集、儲存和處理，我們亦會安排專人每星期進行巡查，防止不適當的處理行為。放射性廢物會由生產廠家收集及回收，而含酸廢液、廢光管、石膏餅、污泥、隔油池渣等廢物則交由不同合格回收商處理。

The following is our hazardous waste data during the Reporting Period and FY2022:

以下為我們於報告期間及2022財年的有害廢棄物數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Amount of Hazardous Waste Generated (Note 7)	Tonnes	<b>6.545</b>	6.046
所產生有害廢棄物總量(附註7)	公噸		
HW06 Waste Organic Solvent and Waste Containing Organic Solvent	Tonnes	<b>1.508</b>	1.806
HW06廢有機溶劑與含有機溶劑廢物	公噸		
HW08 Waste Mineral Oils and Waste Containing Mineral Oils	Tonnes	<b>0.146</b>	0.146
HW08廢礦物油與含礦物油廢物	公噸		
HW13 Organic Resin Waste (Note 8)	Tonnes	<b>0.079</b>	0
HW13有機樹脂類廢物(附註8)	公噸		
HW29 Mercury Wastes	Tonnes	<b>0.076</b>	0.130
HW29含汞廢物	公噸		
HW34 Waste Acid	Tonnes	<b>0.968</b>	0.659
HW34廢酸	公噸		
HW35 Waste Alkali	Tonnes	<b>0.825</b>	0.995
HW35廢堿	公噸		
HW49 Other Waste	Tonnes	<b>2.952</b>	2.310
HW49其他廢物	公噸		
Intensity of Total Hazardous Waste Generated (Note 9)	Kg/turnover (HKD\$'000)	<b>0.00055</b>	0.00060
所產生有害廢棄物總量密度(附註9)	公斤／營業額(千港元)		

Note 7: The figure represents the amount of hazardous waste generated from our jewellery processing plants in Nansha only. No other hazardous waste was generated from our self-operated shops and offices in Hong Kong, Macau, and Mainland.

附註7：該數據僅代表我們南沙珠寶加工廠所產生的有害廢棄物數量。我們於香港、澳門及內地自營店及辦事處並無產生有害廢棄物。

Note 8: The quantity of HW13 Organic Resin Waste produced in FY2022 was deemed negligible and therefore was not reported.

附註8：2022財年所產生的HW13有機樹脂廢料數量極小，因此未被列入報告。

Note 9: The data for FY2022 has been restated to reflect the actual situation.

附註9：2022財年數據已被重列，以反映實際情況。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Emissions Reduction

In view of the growing climate crisis, we strive to optimise our emissions management, reduce greenhouse gas and air emissions arising from our operations. Our direct air emissions mainly come from the production processes of welding, grinding, melting, pouring, electroforming, and jewellery cleaning, etc., as well as fuel emissions of vehicles, whereas our indirect emissions are mainly from purchased electricity and natural gas consumption in factory areas. For compliance purposes and to minimise our environmental impact, we have installed activated carbon filtration systems and exhaust gas scrubber systems in the factory to pre-treat the exhaust gas generated in the production process before external emission, as well as establishing neutralisation towers to neutralise acid mist with alkali solution. In addition, third-party professional companies are regularly invited to conduct emissions inspections to ensure compliance with the Ambient Air Quality Standards (GB3095-1996). We also carry out regular maintenance and cleaning of exhaust gas disposal facilities to ensure their smooth operation.

### Combating Climate Change

As climate change continues to intensify, its impacts, including temperature rise and more frequent extreme weather events, may impact the health and safety of our employees and our business negatively. To address this, we strive to reduce the carbon footprint of our business, by implementing a range of energy-saving and emission reduction measures in our operations and production processes. Additionally, to safeguard employee health and safety, we closely monitor the weather conditions and issue safety guidelines to our employees under severe weather conditions according to the laws and regulations of the Hong Kong Labour Department. We also arrange sandbags to be placed at stores on the ground floor to reduce the impacts of flooding. Furthermore, the Group purchases work-related injury insurance for its employees, and conducts regular inspection of occupational hazard protection and emergency rescue facilities, with maintenance being arranged promptly if there is any damage or issue.

### 減少排放

因應日益嚴峻的氣候危機，我們致力優化排放物管理，減少營運過程所產生的溫室氣體和廢氣排放。本集團的直接廢氣排放主要來自燒焊、打磨、熔金、倒模、電鑄、首飾清洗等生產工序以及車輛燃油消耗。另外，我們的間接排放主要來自外購電力和工廠區的天然氣消耗。我們已為工廠設立活性炭過濾系統及廢氣洗滌塔系統，在對外排放前將生產過程產生的廢氣預先進行處理，同時設置中和塔，對廢氣加添鹼液以中和酸霧，以確保合規並減低環境影響。此外，我們亦定期委託第三方專業機構進行排放檢測，確保排放符合《環境空氣質量標準》(GB3095-1996)，並定期為廢氣處理設施進行維護和清洗，保持設施運作暢順。

### 應對氣候變化

隨著氣候變化持續加劇，當中所帶來的影響，包括氣溫升高、更頻繁的極端天氣事故，亦可能對我們的業務和員工的健康安全帶來負面影響。為應對氣候變化，我們努力降低本集團業務的碳足印，並於營運及生產過程中，實施各種節能減排措施。此外，我們會密切監察天氣狀況，並根據香港勞工處規例，在惡劣天氣下向員工發出安全指引，以保障員工的健康和安全，亦會安排地舖放置沙包，供店舖在洪水來臨時使用，減低水浸影響。為進一步保護員工，本集團亦有為員工購買工傷保險，並會為職業危害防護和應急救援設施定期進行檢查，如有任何損壞或問題會及時安排維修。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

To strengthen our resilience against extreme weather and climate conditions, the Group regularly conducts ESG-related risk assessments, including identifying of potential climate-related risks that may pose threats to our business. This allows us to evaluate the effectiveness of our current control measures and identify areas for improvement. We will continue to monitor the latest developments in climate-related laws, regulations and regulatory requirements regularly, and proactively optimise our approach on addressing climate change.

為增強我們對極端天氣及氣候狀況的抵禦能力，本集團會定期進行環境、社會及管治相關風險評估，包括識別對我們業務構成威脅的潛在氣候風險，有助我們審視現有應對措施的成效和探索可改進空間。我們會持續定期檢視與氣候變化相關的法例法規及監管要求的最新情況，積極完善我們應對氣候變化的機制。

The following is the Group's greenhouse gas and air emissions data during the Reporting Period and FY2022:

以下為本集團於報告期間及2022財年的溫室氣體及廢氣排放數據：

Indicator 指標	Unit 單位	FY2023 2023財年	FY2022 2022財年
Total Greenhouse Gas (GHG) Emissions (Scope 1 & 2) 溫室氣體總排放量 (範圍1及2)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	<b>9,032.83</b>	10,075.03
Direct Emissions (Scope 1) 直接排放 (範圍1)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	<b>629.55</b>	641.78
Indirect Emissions (Scope 2) 間接排放 (範圍2)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	<b>8,403.28</b>	9,433.25
Total GHG Emissions Intensity (Scope 1 & 2) 溫室氣體總排放量密度 (範圍1及2)	Kg CO <sub>2</sub> e/turnover (HKD\$'000) (Note 10) 公斤二氧化碳當量／營業額 (千港元) (附註10)	<b>0.75</b>	1.01
Nitrogen Oxides (NO <sub>x</sub> ) 氮氧化物 (NO <sub>x</sub> )	Kg 千克	<b>1,093.88</b>	1,454.31
Sulphur Oxides (SO <sub>x</sub> ) 硫氧化物 (SO <sub>x</sub> )	Kg 千克	<b>2.88</b>	3.16
Particulate Matter (PM) 懸浮顆粒 (PM)	Kg 千克	<b>72.12</b>	97.75

Note 10: This turnover included self-operated shops in Hong Kong, Macau and Mainland only.

附註10：該營業額僅包括於香港、澳門及內地的自營店。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Awarded “Hong Kong Awards for Environmental Excellence” for Five Consecutive Years 連續五年榮獲「香港環境卓越大獎」

For the fifth consecutive year, the Group has been awarded the “Hong Kong Awards for Environmental Excellence” (HKAEE) organised by the Environmental Campaign Committee, the Environmental Protection Department and nine other organisations. During the Reporting Period, the Group won the Certificate of Merit under the “Shops and Retailers Sector” Category again, recognising the Group’s commitment and efforts in promoting environmental management and sustainable development.

本集團連續五年榮獲由環境運動委員會聯同環境保護署及九個機構合辦的「香港環境卓越大獎」殊榮。於報告期間，集團再度獲得「商舖及零售業」組別的優異獎，肯定了集團致力推動於環境管理及可持續發展的承諾及努力。

We are honoured to receive this award once again as a testament to our commitment to environmental protection, our dedication to sustainable development, our commitment to environmental and social responsibility, our integration of environmental concepts into our operations, and our efforts to raise staff awareness and strengthen our environmental management system through training. As a socially responsible company, we will continue to contribute to a sustainable, low-carbon future as we strive to become the jewellery brand that customers love.

我們很榮幸再度獲得此殊榮，足證我們在環境保護方面不遺餘力，並致力實踐可持續發展的理念，積極承擔環境與社會責任，將環保理念融入各項業務，通過培訓提升員工環保意識、加強環保管理制度。作為一家肩負社會責任的企業，我們在致力成為顧客喜愛的珠寶品牌的同時，亦會繼續為邁向可持續發展的低碳未來作出貢獻。

The HKAEE is an environmental award that aims at achieving excellent environmental performance. It encourages organisations to implement environmental management, measures organisations’ performance on their commitment to environmental management, and recognises those with excellence performance.

「香港環境卓越大獎」是以達致卓越環保表現為目標的一個環保獎項，旨在鼓勵企業及機構實施環境管理，衡量機構在環境管理承諾的表現，及表揚環境管理工作上有卓越表現之企業及機構。



Mr. Tse Moon Chuen, Deputy Chairman and Deputy General Manager of Lukfook Group, received the commendation on behalf of the Group  
六福集團副主席兼副總經理謝滿全先生代表集團接受嘉許



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

Receiving Recognition once again in “BOCHK Corporate Environmental Leadership Awards” under “Services” and “Manufacturing” Sectors

本集團於「中銀香港企業環保領先大獎」再次榮獲「服務業」及「製造業」雙料殊榮

The Group has been honoured again with the “BOCHK Corporate Environmental Leadership Awards” jointly organised by the Federation of Hong Kong Industries (“FHKI”) and Bank of China (Hong Kong) (“BOCHK”) for the third consecutive year as “EcoPartner” in “Services” sector, and for the first time being recognised as the “3 Years+ EcoPioneer Companies”. Also, the Group’s subsidiaries Luk Fook Jewellery (Guangzhou) Company Limited and Lee Fook Diamond & Jewellery (Guangzhou) Company Limited have been awarded the “EcoPartner” and “5 Years+ EcoPioneer Companies” in “Manufacturing” sector for seven consecutive years, in recognition of the Group’s contribution in promoting green operation and production.

本集團再度榮獲香港工業總會（工總）與中國銀行（香港）（中銀香港）聯合頒發的「中銀香港企業環保領先大獎」殊榮，連續三年於「服務業」獲嘉許為「環保傑出夥伴」，並首次獲頒發「3年+參與環保先驅獎章」。集團附屬公司六福珠寶（廣州）有限公司及廣州利福鑽石首飾有限公司亦連續七年於「製造業」榮獲「環保傑出夥伴」和「5年+參與環保先驅獎章」嘉許，以此肯定集團對推動環保營運及生產的貢獻。

The Group is committed to combating climate change, reducing resource use, protecting the environment and promoting a sustainable supply chain. We have established “Sustainable Jewellery and Responsible Sourcing” as one of our Sustainability Strategy and Goals, and aim to reduce waste in areas such as production, administration and retail business by building a sustainable operation model and incorporating environmental protection elements in different stages of business operations. Going forward, we will continue to drive sustainable development through the Group’s influence and encourage stakeholders to work together to sustain our legacy and craft a low-carbon future.

本集團致力應對氣候變化，減少資源使用，保護環境，推動可持續供應鏈。我們訂立「可持續珠寶與負責任採購」為集團可持續發展之策略及目標之一，透過建立可持續的營運模式，於業務營運的各個階段加入環保元素，期望在生產、行政及零售業務等範疇減少資源浪費。未來，我們將繼續透過集團的影響力，鼓勵各持份者一起推動可持續發展，務求一同延續經典，邁向低碳未來。

Launched in 2015, the “BOCHK Corporate Environmental Leadership Awards”, co-organised by FHKI and BOCHK, aims to encourage enterprises operating in Hong Kong and the Pan Pearl River Delta region to adopt environmental practices to fulfil corporate social responsibility and reduce environmental pollution.

「中銀香港企業環保領先大獎」自2015年起由工總與中銀香港合辦，旨在鼓勵香港及泛珠三角地區營運的企業推行環保措施，以履行企業社會責任，減少環境污染。

Mr. Tse Moon Chuen, Deputy Chairman & Deputy General Manager of Lukfook Group, received the award on behalf of the Group

六福集團副主席兼副總經理謝滿全先生代表集團接受獎項



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Responsible Sourcing

The Group is dedicated to collaborating with suppliers to jointly promote sustainable development in the industry. We have implemented a comprehensive supply chain management mechanism, which includes a supplier and contractor evaluation system and management guidelines. We have also conducted a series of assessments and monitoring activities to optimise product quality and their environmental performance. Furthermore, we require suppliers and contractors to comply with the Group's environmental protection policies and stringent corporate governance standards. We regularly review the sustainability performance of our suppliers and contractors to ensure they comply with relevant regulations and improve continuously. Through effective supply chain management, we strive to enhance business development, improve operational efficiency and drive suppliers towards sustainable practices.

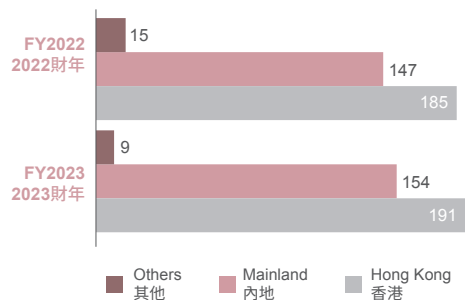
As of 31 March 2023, we have 354 main suppliers in total, with most being located in Mainland and Hong Kong. Prior to formal procurement, all suppliers were required to pass our preset assessment process.

### 負責任採購

本集團致力與供應商攜手合作，共同推進行業可持續發展。我們已實施一套完善的供應鏈管理機制，包括供應商及承辦商評估系統和管理工作指引，亦會進行一系列的評估和監測，以優化產品質素及供應商環保表現。此外，我們要求供應商及承辦商必須遵守本集團的環保政策以及嚴格的企業管治標準，並會定期檢視他們的可持續發展表現，以確保遵守相關規定並做出持續改進，力求透過有效的供應鏈管理以促進業務發展、加強營運效率及推動供應商實踐可持續發展。

截至2023年3月31日，我們共有354個主要供應商，大部分均來自內地及香港，且在正式進行採購前，所有供應商均需通過我們既定的評審程序。

Total Number of Suppliers by Geographical Region  
按地區劃分的供應商總數



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越



We have developed a comprehensive procurement procedure, under which all procurement items are subject to quotations from a designated number of approved suppliers or tendering procedures based on the project budget. Furthermore, we have established the “Guideline on Green Procurement” for employees to encourage them to consider environmental factors during the procurement process. Relevant staff are required to indicate whether these guidelines have been followed.

我們制定全面的採購程序，規定任何採購項目均須按項目預算金額向指定數目的供應商索取報價或進行招標程序。另外，我們為員工訂立了《環保採購工作指引》，建議員工在採購過程中考慮環保因素，並要求相關人員註明是否參照該指引。

To safeguard product quality and business ethics standards, we apply our internal approval procedures on all approved suppliers and contractors, as well as requiring our suppliers and contractors to sign a “Supplier Agreement” and “Corruption Prevention Policy”.

為保障產品質素和商業道德水平，我們向所有認可供應商及承辦商執行內部審批程序，與供應商和承辦商簽訂《供應商協議》及《廉潔交易政策》。

We regularly evaluate the qualification of our suppliers and renew their “Supplier Agreements” to ensure product quality. We provide some of our suppliers and contractors with the “Environmental Protection Manual of Working Inside a Workplace”, and carry out assessments of environmental protection operations and on-site inspections if necessary. Suppliers that fail the initial environmental protection assessment will be given an opportunity to improve their performance. However, if they still do not meet the required standards upon re-evaluation, we will consider discontinuing our partnership with them.

我們定期評估供應商資格及與供應商續簽《供應商協議》以維護產品質素。我們向部分供應商及承辦商會提供《於場內工作的環保指導書》及進行環保運作評估，如有需要會進行實地考察。如供應商未能通過首次環保評估，我們會給予改善機會，如再次評估不及格，我們會考慮停止與該供應商的合作關係。

### “Conflict-free” Diamonds

The Group places great importance to the human rights and environmental risks associated with the sourcing of diamond products. We procure diamonds from suppliers that have obtained the Kimberley Process Certification which verifies that their supplied rough diamonds are not mined in war zones, thus carrying lower environmental and social risks. This helps us ensure that the diamonds we purchase are not “conflict diamonds” (also known as “blood diamonds”, which are mined in war zones and illegally traded, causing harm to the environment and human rights).

### 「不涉衝突」鑽石

本集團非常重視與鑽石產品開發相關的人權和環境風險。我們會從獲得金伯利流程認證的鑽石供應商購買鑽石，相關認證證明其供應的鑽石毛坯並非於戰爭區域開採，故存在較低的環境和社會風險，有助我們確保採購的鑽石並非「衝突鑽石」（又稱「血鑽」，在戰爭區域開採並在非合法的情況下銷往市場，或對生態環境和人權造成損害）。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### PEOPLE EMPOWERMENT

#### Goal

Commit to creating an ideal working environment, advocating a culture of equality, diversity and inclusiveness, and empowering employees with career development opportunities

### 培養人才翹楚

#### 目標

致力營造理想工作環境，提倡平等、多元、共融文化，賦能員工職業發展機會

#### Relevant UNSDGs:

##### 相關UNSDGs:



#### Material Issues Identified

##### 已識別的重要議題

- Employee Benefits  
僱員福利
- Employee Physical and Mental Health  
員工的身心健康
- Occupational Health and Safety  
職業健康及安全
- Employee Development and Training  
員工發展及培訓
- Employment Compliance  
僱傭合規性
- Anti-corruption  
反貪污

### Chapter Highlights 章節摘要

#### Training Development 培訓發展

- During the Reporting Period, our total number of training hours reached over 87,000 hours  
於報告期間，我們的培訓總時數超過87,000小時
- The average training hours per employee were approximately 12.5 hours  
人均培訓時數約12.5小時

#### Total Number of Employees 員工總數

5,877名

Ratio of Male to Female  
Employees  
員工男女比例

1 : 2.3

#### Employee Health and Safety 員工健康及安全

- We continue to safeguard employee health and safety by purchasing work related injury insurance for employees and issuing safety guidelines regarding severe weather conditions  
持續為員工購買工傷保險及為員工提供針對惡劣天氣的安全指引，保障員工健康及安全



## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

The Group firmly believes that our employees are not only valuable assets, but also the cornerstone of our success. We are committed to rewarding the contributions made by our employees and actively attracting and retaining talent. We strictly abide by employment-related laws and regulations, including but not limited to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and the Employment Ordinance of Hong Kong, etc. We prohibit any form of discrimination and strive to create a harmonious, inclusive, equal, and diverse work environment for our employees. To promote their growth and well-being, we also provide competitive salaries and benefits, as well as abundant opportunities for career training and development, ensuring that our employees can grow alongside the Group.

During the Reporting Period, there was no material non-compliance with the relevant laws and regulations concerning remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare, including but not limited to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and the Employment Ordinance of Hong Kong, etc.

本集團深信我們的員工不僅是寶貴的資產，更是我們成功的基石。我們致力回報員工所付出的貢獻，積極吸納和挽留人才，並恪守與僱傭相關的法律及規例，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》等。我們禁止任何方式的歧視，並努力為員工營造和諧、包容、平等和多元化的工作環境。為促進員工的成長和福祉，我們亦為員工提供有競爭力的薪酬和福利，以及豐富的職業培訓與發展機會，確保員工能與集團並肩成長。

於報告期間，本集團在有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利相關法律及規例方面並無涉及任何重大的違規行為，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》等。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Received Three Awards under “Good MPF Employer Award” by MPFA Again 再度榮獲積金局頒發「『積金好僱主』嘉許計劃」三項殊榮

The Group has been awarded by the Mandatory Provident Fund Schemes Authority (“MPFA”) under the “Good MPF Employer Award” and named as a good employer that values retirement protection for its employees. At the same time, the Group won two special awards, namely “e-Contribution Award” and “MPF Support Award”, through providing employees with value-added service and support. Winning these three accolades again is a recognition of the Group’s contribution on electronic MPF payments and MPF scheme promotion.

本集團於強制性公積金計劃管理局主辦的「積金好僱主」嘉許計劃中榮獲殊榮，嘉許集團為重視僱員退休保障的好僱主，同時憑藉為員工提供增值服務及支援而贏得「電子供款獎」及「積金推廣獎」兩個特別獎項。再度榮獲三項殊榮，以表揚其善用電子方式遞交強積金供款及積極推動強積金計劃。

It has been the Group’s management philosophy since its inception that people are the most important asset and we are committed to providing comprehensive benefits and retirement protection to our employees. In addition to fulfilling our MPF obligations, we also provide additional retirement benefits to our employees, including voluntary contributions, so that they can enjoy better retirement protection, and we strive to help them make good arrangements for their retirement ahead of time.

「以人為本」是集團創立以來的管理理念，員工是集團最重要的資產，因此集團一直致力為員工提供全面的福利及退休保障。除了履行強積金責任外，集團同時為員工提供額外退休福利，包括為員工提供自願性供款，讓他們享有更佳的退休保障，並努力協助他們及早為退休作出妥善的安排。

“The Good MPF Employer Award” is launched by the MPFA to acknowledge exemplary employers’ efforts in fostering and enhancing retirement protection of their employees, and encourage employers to provide better retirement benefits.

「積金好僱主」嘉許計劃由積金局設立，旨在表揚致力保障及加強僱員退休福利的模範僱主，和鼓勵僱主為僱員提供更佳的退休福利。



Certificate of “The Good MPF Employer Award”  
「積金好僱主」嘉許證書

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Awarded “Happy Company” for Nine Consecutive Years

#### 連續九年獲「開心企業」殊榮

The Group has been named as a “Happy Company” under the “Happiness at Work” promotional scheme for the ninth consecutive year. This is a significant recognition of the Group’s commitment to creating a happy working environment and enhancing the happiness of its employees and their healthy life attitude.

本集團連續九年於「開心工作間」推廣計劃中獲嘉許為「開心企業」，充分肯定了集團於營造愉快工作環境，提升員工快樂工作水平及健康生活態度所作出之承諾。

“People Empowerment” is one of the four key areas under our “Sustainability Strategy and Goals”. We are committed to creating an ideal working environment, advocating a culture of equality, diversity and inclusiveness, and empowering employees with career development opportunities. At the same time, we impart to our employees a thorough understanding of the Company’s operations and future direction, giving them confidence and a sense of unity with the management to grow together and embrace the “Lukfook family” spirit.

「培養人才翹楚」是我們「可持續發展策略及目標」下的4個重點領域之一，致力營造理想工作環境，提倡平等、多元、共融文化，賦能員工職業發展機會。同時，我們亦會讓員工清晰了解公司的營運及未來發展方向，給予員工信心，令員工感到他們與管理層都在同一陣線，與大家並肩作戰，發揮「六福大家庭」的精神。

The “Happiness at Work” promotional scheme is organised by the Promoting Happiness Index Foundation and implemented by the Chinese Manufacturers’ Association of Hong Kong. The scheme aims to promote the concept and raise the level of happiness-at-work among Hong Kong companies, build a corporate culture of care and respect for employees, and encourage the development of corporate caring, wisdom, persistence and motivation.

「開心工作間」推廣計劃由香港提升快樂指數基金舉辦，由香港中華廠商聯合會執行，旨在推動香港企業共同建設愉快的工作環境，提高工作快樂水平，一起建立關懷與尊重員工生活的企業文化，並促進「企業關愛」、「企業智慧」、「企業韌力」和「企業動力」的發展。



Certificate of “Happy Company”  
「開心企業」嘉許狀

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

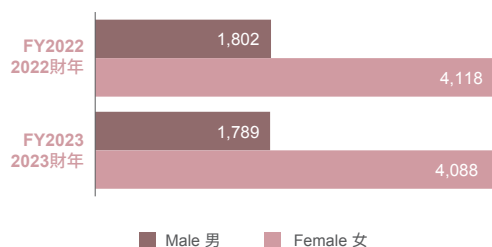
### Diversified Talent Team

The Group upholds the values of diversity and equality, respecting differences in employee backgrounds and cultures, considering all employees as part of our “Lukfook family”. We strictly condemn any form of discrimination based on gender, disability, family status, or race in the workplace. As of 31 March 2023, we had 5,877 employees (FY2022: 5,920 employees) based in Hong Kong, Macau and the Mainland. The total number of employees of the Group by region, employment type, employment category, age group and gender during the Reporting Period is as follows:

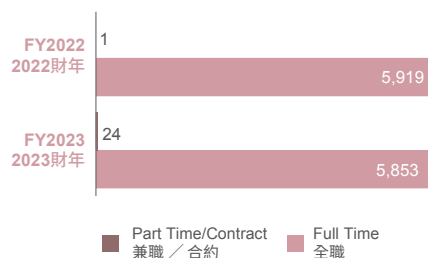
### 多元化人才團隊

本集團秉持多元與平等的價值觀，尊重員工的背景、文化等差異，並將所有員工視為我們「六福大家庭」的一份子。我們杜絕職場上任何有關性別、殘疾、家庭狀況及種族的歧視。截至2023年3月31日，我們共有5,877名員工（2022財年：5,920名）位於香港、澳門及內地工作。本集團於報告期間按地區、僱傭類型、級別、年齡組別及性別劃分的僱員總數如下：

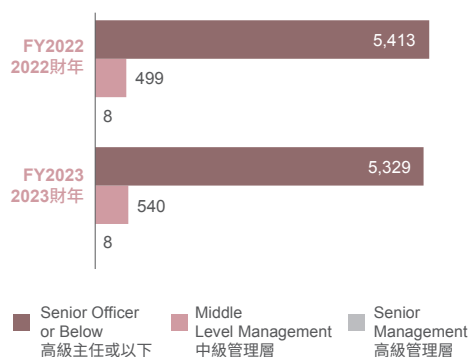
**Total Workforce by Gender**  
按性別劃分的僱員總數



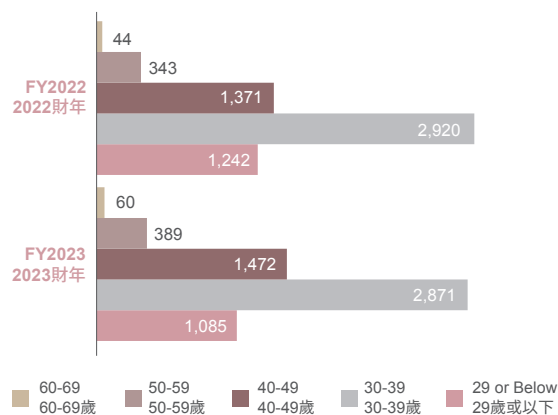
**Total Workforce by Employment Type**  
按僱傭類型劃分的僱員總數



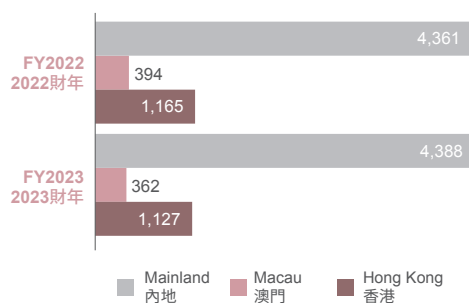
**Total Workforce by Grading**  
按職級劃分的僱員總數



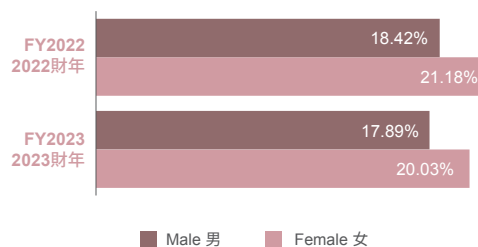
**Total Workforce by Age Group**  
按年齡組別劃分的僱員總數



**Total Workforce by Geographical Region**  
按地區劃分的僱員總數



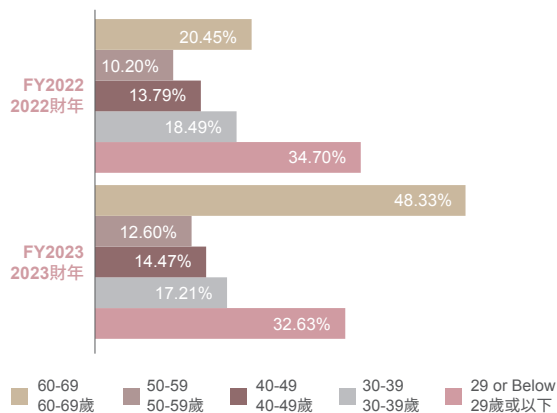
**Total Turnover Rate by Gender**  
按性別劃分的僱員流失率



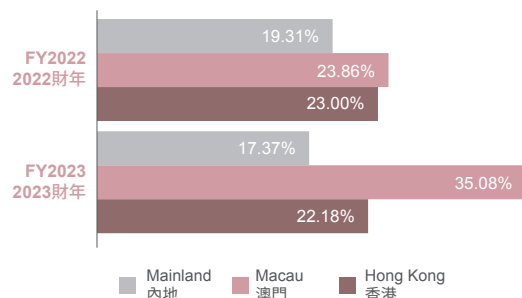
# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

Total Turnover Rate by Age Group  
按年齡組別劃分的僱員流失率



Total Turnover Rate by Geographical Region  
按地區劃分的僱員流失率



### Recruiting and Retaining Talents

To attract talented individuals to join the Group, we utilise a range of channels for recruitment, including internal training, social recruitment, overseas recruitment, and cooperation with colleges and professional talent recruitment agencies, enabling us to build a broad and strong talent network. We have established a comprehensive talent pool of technical cadres and strive to attract local and overseas technical and management professionals, actively enhancing our technical and management strengths to increase our market competitiveness.

We are dedicated to providing employees with comprehensive training and promotion opportunities, aiming to unleash their potential and enhance job performance. To achieve this, we have established a holistic career development ladder and evaluation mechanism, which involves the evaluation and assessment of employees' work performance annually. Consideration factors for employee promotion include evaluation results, academic qualifications, as well as reward and punishment records.

### 廣納及挽留人才

為了吸引優秀的人才加入本集團，我們會透過多種渠道進行招聘，包括內部培訓，社會招聘、海外招聘，以及與院校和專業人才招募機構合作等，務求建立廣泛強大人才網絡。我們亦已建立完善的技術幹部人才庫，致力吸納本地和海外的技術和管理專才，積極推進我們的技術和管理實力，增強市場競爭力。

我們致力於為員工提供全面的培訓和晉升機會，旨在激發他們的潛能並提升工作表現。為此，我們設立了完善的職業發展階梯和考核機制，並每年評估和審核員工的工作表現。員工升遷的考慮因素涵蓋相關評核結果、學歷和獎懲記錄等。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

To retain our important talents, the Group actively offers competitive packages to our employees. We have developed a comprehensive human resources system, which clearly lays out the policies on remuneration, holidays, working hours, welfare, staff handbooks, reward and punishment system, dismissal and termination of employment contracts. If an employee terminates the employment contract, the human resources department will arrange a resignation interview to understand the reasons for the employee's resignation and improve our human resources management by collecting feedback.

### Respect for Employees

The Group advocates a people-oriented approach, respecting the rights and interests of every employee and providing employees with reasonable remuneration packages and benefits. We strictly abide by the laws, regulations and standards related to employment rights. When determining employee compensation, we take into consideration factors including employees' positions, job performance and results, as well as personal abilities, ensuring market competitiveness of our employee compensation. We make MPF contributions for employees in Hong Kong, as well as social insurance and housing provident funds for employees in Mainland. Furthermore, we provide employees with diverse benefits to ensure that they can achieve work-life balance as well as life security.

The benefits available to full-time employees include but are not limited to:

為挽留重要的人才，本集團積極向員工提供具競爭力的待遇。我們制定了完善的人力資源制度，並清楚訂明有關薪酬、假期、工作時數、福利、員工守則、獎懲制度、解僱及解除勞動合約等政策。若員工終止僱傭合約，人力資源部會安排離職面談，了解員工離職的原因，透過收集反饋優化我們的人力資源管理。

### 尊重員工

本集團崇尚以人為本的價值觀，尊重每位員工的權益，向員工提供合理的薪酬待遇，並嚴格遵守有關僱傭權益的法律、規例和標準。我們在決定員工薪酬的過程中會考慮員工的職位、業績、工作表現、個人能力等，並確保其薪酬的市場競爭力。我們向香港的員工繳納強積金，並為內地的員工繳納社會保險和住房公積金。此外，我們亦為員工提供多元的福利，以確保他們在生活和工作之間達到平衡，並獲得充分的生活保障。

正式員工可享有的福利包括但不限於：



## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

We place great importance on the work-life balance of our employees. As such, we organise various recreational activities to encourage employees to relax. A range of recreational facilities are also available at the staff quarters of Lukfook Jewellery Cultural and Creative Industrial Park, including basketball courts, fitness facilities, karaoke rooms, libraries, and TV rooms, etc. Due to the pandemic, we significantly reduced staff activities during the Reporting Period to prevent the spread of the disease. We look forward to resuming multiple employee activities when the pandemic is over, enabling our employees to enjoy quality time together.

Employee opinions and feedback are important driving forces for continuous improvement and enhancement of our human resources system. We have established a comprehensive grievance mechanism to collect employee feedback, with employees being able to lodge grievances through email, telephone or face-to-face. The identity of the whistleblower will be kept confidential, and we will investigate the case in a fair and impartial manner, with appropriate countermeasures being adopted.

We have adopted a zero-tolerance stance against child labour and forced labour, and we are firmly committed to eradicating such practices. During the recruitment process, we check candidates' identification documents closely to ensure employees are of legal working age. The Staff Handbook also sets out employment-related policies and terms, including arrangements for working hours, vacations, pay and dismissal, and avoidance of forced labor. If violations are found, the Group will take immediate measures to stop them from working. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to child labour or forced labour.

我們非常關注員工的工作與生活平衡，為鼓勵員工放鬆身心，我們會適時舉辦各類的康樂文娛活動。我們亦於「六福珠寶文化創意產業園」的員工宿舍設有多種康樂設施，包括籃球場、健身設施、卡拉OK廳、圖書閱覽室、影視部等。由於疫情因素，我們於報告期內大大減少員工活動，以防止疫症的傳播。我們期望能夠在疫情完結時恢復多項員工活動，讓員工能一起度過歡樂時光。

員工的意見和反饋是我們不斷改進和完善人力資源制度的重要驅動力。我們已設立完整的申訴機制以收集員工的意見，員工可透過電郵、電話或面談方式向我們提出申訴。我們會將舉報人的身份保密，並以公平、公正的方式對案件進行調查及採取適當的應對措施。

我們對童工和強制勞動持有零容忍的態度，堅決杜絕此類行為。我們在招聘過程中會仔細檢查應聘者的身份證明文件，確保員工已達到法定工作年齡。我們的《員工手冊》亦列明僱傭相關政策與條款，包括工作時數、假期、薪酬和解僱的安排，避免強制勞動。若發現違規情況，本集團會即時採取措施讓其停止工作。於報告期間，本集團在有關童工或強制勞動相關法律及規例方面並無涉及任何違規行為。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Training and Development

Employee training and development are fundamental to the Group's success. To promote the growth and development of both our employees and the Group, we have established a comprehensive training system that offers a range of external and internal training opportunities for employees, enabling them to gain and apply the latest industry and technical knowledge. In addition to arranging various training courses for employees by internal instructors, we also invite external organisations to provide external training to expand employees' knowledge and skillset. During the Reporting Period, 76%<sup>8</sup> of our employees received training (FY2022: 82% of employees). We provided over 87,000 hours of training courses to our employees, with an average of 12.5 training hours per employee. Additionally, every employee at the assistant manager level or above receives 24-hour training every three years. Some of the training sessions held during the Reporting Period are highlighted as follows:

### 培訓及發展

員工的培訓和發展對於本集團的成功至關重要。為了讓員工與本集團共同進步，我們已建立了完善的培訓體系，為員工提供一系列的外部及內部培訓機會，讓員工獲取及應用最新的行業和技術知識。除了指派內部導師向員工提供各種培訓課程外，我們亦會邀請外部機構為員工提供外部培訓，擴充員工的知識和技能。於報告期間，我們76%<sup>8</sup>的員工接受了培訓（2022財年：82%的員工）。本集團總共為員工提供了逾87,000小時的培訓課程，人均培訓時數為12.5小時。此外，我們亦會為每位副經理級或以上員工每三年安排24小時的培訓。部分報告期間舉行的培訓課程如下：



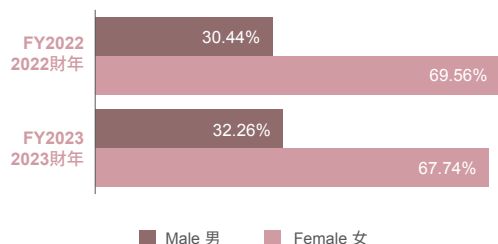
<sup>8</sup> Employee training data included those who quit during the Reporting Period.  
員工培訓數據包含於報告期間離職的員工。



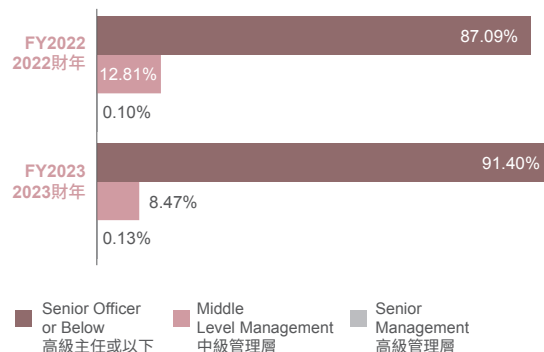
# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

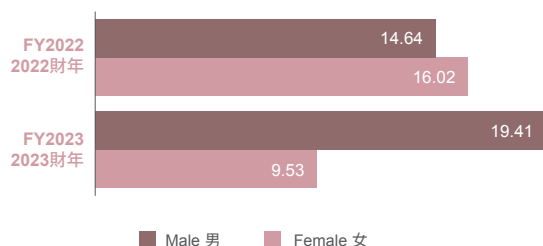
Percentage of Employees Trained by Gender  
按性別劃分的受訓員工百分比



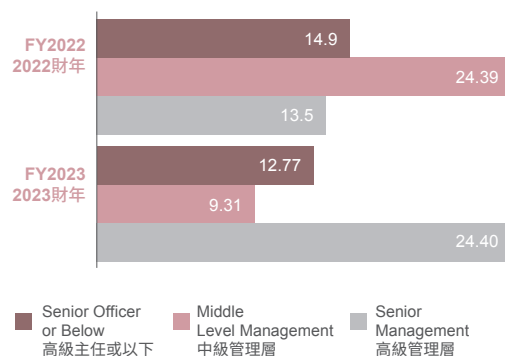
Percentage of Employees Trained by Grading  
按職級劃分的受訓員工百分比



The Average Training Hours Completed per Employee by Gender (Hours)  
按性別劃分的每名僱員完成受訓的平均時數 (小時)



The Average Training Hours Completed per Employee by Grading (Hours)  
按職級劃分的每名僱員完成受訓的平均時數 (小時)



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Safety and Health of Employees

The Group greatly values the health and safety of employees, and is dedicated to creating a healthy, safe and comfortable workplace. Therefore, we have established a holistic occupational health and safety system which clearly lays out a set of occupational health and safety measures. We strictly abide by relevant laws and regulations such as the Occupational Safety and Health Regulations, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Work-related Injury Insurance Regulations, among others. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to occupational safety.

### 員工安康

本集團非常重視員工的健康與安全，並致力建立健康、安全和舒適的工作環境。為此，我們制定了全面的職業健康及安全體制，列明一系列的職業健康與安全措施，並嚴格遵守《職業安全及健康條例》、《中華人民共和國職業病防治法》、《工傷保險條例》等相關法律及規例。於報告期間，本集團在職業安全相關法律及規例方面並無涉及任何違規行為。

	FY2023 2023財年	FY2022 2022財年	FY2021 2021財年
Rate of Work-related Fatalities (per 200,000 Hours Worked) (Note 11) (Note 13) 因工死亡率 (每200,000工作小時) (附註11) (附註13)	0	0.01	0
Rate of Work-related Fatalities (per 1,000 Employees) (Note 12) (Note 13) 因工死亡率 (每千名員工) (附註12) (附註13)	0	0.17	0
Lost Days due to Work Injury (Days) 因工傷損失工作日數 (日)	439.5	514	Not disclosed 未有披露

Note 11: Work-related fatality rate per 200,000 hours worked = number of fatalities as a result of work-related injury/number of hours worked x 200,000.

附註11：因工死亡率(每200,000工作小時)=因工傷死亡個案數目/工作時數x 200,000。

Note 12: Work-related fatality rate per 1,000 employees = number of fatalities as a result of work-related injury/total number of employees of the category at the end of the Reporting Period x 1,000.

附註12：因工死亡率(每千名員工)=因工傷死亡個案數目/該類別報告期末的員工總數x 1,000。

Note 13: In FY2022, one of our employees unfortunately died of illness due to health issue during working hours and at his post. According to the definition of the "Regulations of Guangdong Province on Work related Injury Insurance", it was defined as work-related fatality. We promptly processed, investigated, and reported to authorities, as well as paid medical reimbursement for work-related injury.

附註13：於2022財年，我們有一名員工在工作時間及崗位內因身體原因而不幸病故。根據《廣東省工傷保險條例》的定義，該事件被界定為因工死亡。我們及時處理、作出調查、向當局報告，並發放工傷醫療報銷費用。

# PERFORMANCE – PURSUING EXCELLENCE

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Furthermore, to safeguard the health of our employees, the Group has purchased work-related injury insurance for employees and provided protective equipment such as masks and gloves to employees in need. We carry out inspections and maintenance of protective and rescue facilities on a regular basis, in order to build a safe working environment and prevent the occurrence of accidents. Additionally, a security department has been established in our jewellery processing plant in Nansha, which is responsible for regularly inspecting factory facilities, as well as identifying and managing risks associated with occupational health and safety. To strengthen employees' occupational health and safety awareness, we provide them with occupational safety rules and arrange regular training, such as fire drills, safety and hygiene knowledge training, etc.

### Ensuring Employee Health By Adopting Comprehensive Pandemic Prevention Measures

During the Reporting Period, due to the resurgence of the pandemic, we clearly explained to employees about information on work-related pandemic prevention, and implemented the following pandemic prevention measures to avoid the chance of virus transmission:

- Installed air purifiers in the office to maintain air circulation
- Provided employees with rapid antigen test kits regularly and masks for those in need to reduce the risk of virus transmission
- Required employees to thoroughly clean the store's display cabinets, displays, and other equipment with diluted bleach water every day to maintain a clean environment
- Required employees to use ultrasonic machines to clean jewellery from time to time after customers try them on, and frequently change the water in the ultrasonic machines
- Instructed employees to wear masks, undergo temperature checks, wash hands frequently, disinfect regularly, reduce physical meetings, and maintain social distancing

另外，本集團亦為員工購買工傷保險，向有需要的員工提供口罩、手套等防護用品等，以保障員工健康。為了打造安全的工作環境及避免意外發生，我們會定期檢查和維修防護及救援設施。此外，我們在位於南沙的珠寶加工廠設立了安保部門，相關部門負責定期檢查工廠設施，以及識別和管理與職業健康與安全相關的風險。為增強員工對職業健康與安全意識，我們向員工提供職業安全守則並安排定期培訓，包括消防演習、安全衛生知識培訓等。

### 保障員工健康，作出全面的防疫準備

於報告期間，由於疫情反覆，有見及此，我們為員工清楚講述於上班期間的防護知識，並實施以下一系列的防疫措施，避免病毒傳播的機會：

- 辦公場所增設空氣淨化機，保持空氣流動
- 定期為員工提供快速抗原測試套裝及為有需要的員工提供口罩，減低病毒傳播風險
- 要求員工每天以的稀釋漂白水徹底清潔店內飾櫃、陳列品等設備，保持環境清潔
- 要求員工在顧客試戴首飾後，不時使用超聲波機進行首飾清洗，並需頻密更換超聲波機內的水
- 指導員工上班佩戴口罩、接受體溫檢測、勤洗手、定期消毒、減少實體會議並保持社交距離

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Business Ethics

The Group regards business ethics and integrity as core values and places great importance on them. We have implemented a robust anti-corruption system, strictly adhering to applicable laws and regulations, including the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Hong Kong Prevention of Bribery Ordinance, as well as industry standards such as the Kimberley Process Certification Scheme, the “Best Practice Principles” of De Beers, the “Practice Guidelines” of the Responsible Jewellery Council and the “Code of Practice for the Jewellery Retail Sector” of the Hong Kong Consumer Council. These measures aim to prevent corruption, bribery, extortion, fraud, money laundering, and other illegal behaviours. Upon joining the Group, employees are required to sign the Integrity Undertaking, committing to upholding integrity and maintaining good business ethics.

Our suppliers are required to sign the “Corruption Prevention Policy”, and we also distribute the “Guidelines of Soliciting and Accepting Advantages for Employees of the Group” to customers, suppliers and partners, to ensure compliance with our business ethics requirements and prevent any improper exchange of benefits between employees. We actively encourage employees to report any suspected corruption and illegal behaviours, with all reported cases being investigated rigorously and in a timely manner. In addition, employees who receive gifts from customers are required to declare and submit the “Registration Form for Receiving Gifts” to the Administration Department, signed and confirmed by the manager-in-charge. Gifts received from customers will be collected uniformly and distributed evenly among colleagues for raffles and dining purposes.

During the Reporting Period, the Group has reviewed its existing anti-money laundering policies in accordance with anti-money laundering regulations in various regions. Furthermore, we strive to enhance employees' awareness and understanding of anti-money laundering measures. To this end, we have issued the “Prevention of Money Laundering and Terrorist Financing Guidelines” to staff at our branches in Hong Kong, Macau, the USA, Canada, Malaysia, and Australia. These guidelines assist branch managers and colleagues in evaluating and identifying the risks and countermeasures of money laundering and terrorist financing. For the purpose of strengthening our prevention measures against money laundering, we have also adopted the use of the SentroWeb system in our selected branches to conduct sanction screening on existing, potential or new customers. Training on system usage is provided to employees to ensure they can perform the relevant procedures effectively.

### 商業道德

本集團將商業道德與誠信視為核心價值，給予極大的重視。我們設立了完善的反貪污體系，並嚴格遵從《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》及香港《防止賄賂條例》等適用法律及規例，以及行業守則，包括金伯利流程認證計劃及De Beers的《最佳執業守則》、責任珠寶業委員會的《從業準則》和香港消費者委員會的《珠寶零售業營商實務守則》，防範貪污、賄賂、勒索、欺詐、洗黑錢及其他違法違規行為。員工入職時亦必須簽署《廉潔承諾書》，承諾保持廉潔和良好的商業道德。

本集團要求供應商簽署《廉潔交易政策》，並發出《集團僱員索取及收受利益指引》給客戶、供應商和合作夥伴，旨在確保他們遵守我們的商業道德要求，及防止任何員工之間的利益輸送。我們積極鼓勵員工舉報任何懷疑違反商業道德和違法行為的情況，並將對每一份舉報採取嚴謹和及時的調查行動。此外，針對員工被客户贈送禮物的情況，我們要求員工必須向行政部申報及登記《接受禮物申報表》並由主管經理簽署確認。我們將統一收集客戶送贈的禮品，並平均分配給各同事作抽獎和聚餐之用。

本集團於報告期內已跟進各地區的反洗黑錢規例及檢討集團現有反洗黑錢的政策。另外，我們亦致力提高員工對預防洗黑錢的意識和關注。為此，我們向香港、澳門、美國、加拿大、馬來西亞及澳洲分行職員提供《預防清洗黑錢及資助恐怖主義犯罪指引》，協助分行主管及同事評估及識別洗黑錢及恐怖融資的風險和應對方法。為了加強我們對洗黑錢的預防措施，我們在部分分行亦採用了SentroWeb系統，對現有、潛在或新客戶進行制裁名單查核。我們為員工提供系統使用培訓，以確保他們能夠有效執行相關程序。

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

To assist directors in understanding the relevant regulations related to anti-corruption, the importance of integrity responsibility, and common corruption risks, we provided training for the Board during the Reporting Period. To enhance the awareness of our management personnel in addressing corruption issues and to learn about effective solutions for significant legal and ethical issues encountered at work, we invited an Community Relations Officer from the Independent Commission Against Corruption (“ICAC”) to conduct a seminar on “Integrity Management” for employees at the assistant manager level or above. The training session included an overview of the current corruption situation in the private sector, existing legal and administrative controls, practical guidelines for employee integrity management, and preventive measures against corruption. The overall aim of the training was to remind employees of the importance of incorporating ethical standards into management practices and their role in preventing corruption. Additionally, we invited an Community Relations Officer from the ICAC to provide training for new colleagues to strengthen their understanding of anti-corruption laws and regulations. During the Reporting Period, there was no material non-compliance with the relevant laws and regulations on the prevention of bribery, extortion, fraud and money laundering.

為了協助董事明確了解與反貪污相關的條例、誠信責任的重要性及認識常見的貪污風險，我們於報告期內已為董事進行培訓。為提升各部門管理人員在工作場所面對貪污問題的警覺性，及了解在工作場所遇到的重大法律和道德問題的解決方法，我們邀請了廉政公署廉政教育主任舉辦廉政公署「誠信管理」研討會，為集團副經理級或以上員工進行培訓，內容包括簡介私營部門當前的貪污情況及現時法律和行政控制，並提出切實可行的員工誠信管理指南及預防貪污實用技巧，以提醒員工將道德規範納入管理的重要性及其在預防貪污的作用。我們亦有邀請廉政公署廉政教育主任，為新入職同事舉辦廉政公署培訓，強化他們對反貪污法律法規的了解。於報告期間，本集團在有關防止賄賂、勒索、欺詐及洗黑錢相關法律及規例方面並無涉及任何重大的違規行為。

# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### CARING FOR THE COMMUNITY

#### Goal

Actively participate in community activities, care for the community and bear social responsibility

### 關愛社會福祉

#### 目標

積極參與社區活動，關愛社群，肩負社會責任

#### Relevant UNSDGs:

#### 相關UNSDGs:



### Chapter Highlights 章節摘要

#### Our Focus Areas of Contribution

#### 我們的專注貢獻範疇

- The social areas we focus on include: sports development, medical services, community care and elderly wellness

我們專注的社會範疇包括：體育發展、醫療服務、社區關懷、長者康樂

#### Donated approximately HK

#### 捐出善款達港幣

**\$1.1** Million 百萬元

The Group has always been committed to fulfilling its responsibilities as a corporate citizen by upholding the spirit of giving back to society and actively caring for those in need, making substantial contributions to the community. We invest resources and collaborate with charitable organisations every year, and participate in various community engagement activities to demonstrate our responsiveness and commitment to addressing societal needs. During the Reporting Period, we focused on social areas such as promoting sports development, supporting healthcare services, community care, and enhancing the well-being of the elderly.

多年來，本集團一直履行作為企業公民的責任，秉持著回饋社會的精神，積極關懷社區有需要的人士，為社區做出實質的貢獻。故此，我們每年都致力投入資源與公益團體攜手合作，參與各式社區投入活動，以彰顯我們對社會需求的響應和承諾。於報告期間，我們專注於推動體育發展、支持醫療服務、社區關懷、長者康樂等社會範疇。

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

#### Embellishing the 2023 Standard Chartered Hong Kong Marathon with Exquisite Craftsmanship 精心打造渣打香港馬拉松2023

Lukfook Jewellery has been invited to sponsor the Standard Chartered Hong Kong Marathon for the sixth consecutive year, and specially designed and produced 32 precious 18K gold medals set with diamonds for the 2023 event to honour the champion of each race and top 5 male and female runners of the Marathon. Featuring the Gold Label Road Race route used in past years, the Standard Chartered Hong Kong Marathon 2023 not only gave runners an opportunity to race along major artery Nathan Road in Kowloon, Tsing Ma Bridge, Western Harbour Tunnel, Central, etc., but also provided more room for supporters to cheer on the runners. Lukfook Jewellery was delighted to offer all runners the Lukfook Jewellery White Diamond membership to commemorate their unique honour.

六福珠寶連續6屆獲邀贊助渣打香港馬拉松，特意匠心獨運地設計及製作32枚18K金鑲鑽石獎牌給各項賽事的冠軍及馬拉松全場首5名男女跑手，向各位跑手致敬。2023年渣打香港馬拉松沿用過往的金級道路賽事，途經九龍區中心樞紐的彌敦道、青馬大橋、西區海底隧道、中環等多個地點，讓跑手體驗香港最繁華的路段及地標之餘，亦提供更多位置好讓支持者為跑手打氣。此外，六福珠寶為表最尊尚的致意，送贈尊貴的六福珠寶白鑽會員會籍予各跑手，見證獨一無二的榮譽。

The medal sponsored by Lukfook Jewellery this year featured the Standard Chartered Bank Building and was decorated with the main colour of the Marathon. The 3D runner pendant delicately crafted with 18K gold diamonds can be detached for daily wear. This delightful pendant symbolises the energetic runner running on the track, echoing the theme “Together We Run Further”.

是次由六福珠寶傾力打造的馬拉松獎牌，設計將渣打銀行大廈融入其中，並以馬拉松主色調作點綴。設計師更以立體的工藝勾勒出18K金鑲鑽石跑手墜飾，而墜飾更可拆下來作日常佩戴之用；靈動的墜飾猶如跑手在跑道上不斷向終點邁進，帶出「一起我們跑更遠」的主題。



The medal designed by the Group for 2023 Standard Chartered Hong Kong Marathon  
本集團為渣打香港馬拉松2023打造的獎牌

## PERFORMANCE – PURSUING EXCELLENCE

### 表現—追求卓越

#### Committing a Donation of HK\$1 Million Again to Support Tung Wah Group of Hospitals 再度捐贈100萬港元支持東華三院

Over the years, the Group has been steadfast in supporting the “Tung Wah Charity Gala” held by Tung Wah Group of Hospitals (“TWGHs”). During the Reporting Period, we once again donated HK\$1 million to support TWGHs’ Chinese medicine services.

本集團長期以來堅定支持東華三院舉辦的「歡樂滿東華」慈善晚會。於報告期間，本集團再度捐贈一百萬港元，以支持東華三院中醫服務。

The Group has always actively participated in community activities, and we invest resources every year to partner with various public welfare organisations. We continue to support TWGHs, striving to bring immediate and long-term positive impact to the community and extend care to those in need in society. In the future, we will continue our efforts to support social welfare and encourage our staff to join us in caring for the community.

本集團一向以積極參與社區活動為目標，每年投入資源與多個公益團體合作，參與不同社區活動。我們持續支持東華三院，力求為社區帶來即時及長期的正面影響，並為社會上有需要的人士獻上關懷。未來我們會繼續努力支持公益，並鼓勵員工一同關愛社會。

TWGHs is the largest charitable social welfare organisation with the longest history in Hong Kong, providing diversified medical and health, education and community welfare services to the public.

東華三院是全港歷史最悠久及規模最大的慈善社會福利機構，為大眾提供多元化的醫療、教育及社會福利等服務。



On behalf of the Group, Ms. Wong Lan Sze, Nancy (second from right), Executive Director and Deputy Chief Executive Officer of Lukfook Group, presented a cheque for the donation, which was accepted by Mr. Ma Ching Yeung (second from left), Chairman of TWGHs, accompanied by Ms. Koi Ming Fai and Ms. Ng May Ying of Ming Chee Sing Cantonese Opera.

六福集團執行董事兼副行政總裁黃蘭詩女士(右二)代表集團致送善款支票，由鳴芝聲劇團蓋鳴暉女士及吳美英女士陪同東華三院主席馬清楊先生(左二)代表接受。



# PERFORMANCE – PURSUING EXCELLENCE

## 表現—追求卓越

### Awarded Again for Creating Social Value under the “Industry Cares Recognition Scheme” 再次榮獲「工業獻愛心」表揚計劃嘉許創造社會價值

The Group was awarded the Caring Certificate by the Federation of Hong Kong Industries (“FHKI”) under the “Industry Cares Recognition Scheme” 2022 themed “Walk Through the Pandemic with Mutual Inclusion and Encouragement”, in recognition of the Group’s active participation in community services and its excellence in fulfilling corporate social responsibility (“CSR”).

本集團榮獲香港工業總會以「疫風同行 共融共勉」為主題的「工業獻愛心」表揚計劃2022頒發「愛心關懷證書」，以表揚及認可集團積極參與社區服務，致力履行企業社會責任的卓越表現。

Sustainability is an indispensable cornerstone of the Group’s business development. We have always been committed to integrating environmental and social responsibility philosophy into our business and fulfilling corporate social responsibility as part of our corporate culture. During the pandemic, the Group has been very active in bringing positive impacts to the community, our staff and the environment, doing our utmost in devoting resources to support anti-pandemic work, participating in various charity activities, collaborating with various environmental groups, social welfare organisations and institutions to promote environmental conservation and social responsibility, as well as caring for the underprivileged in the community, and actively contributing to the community to create shared value.

可持續發展是集團業務發展不可或缺的基石，一直以來，我們致力在業務中融入環境與社會責任理念，履行企業社會責任，使之成為集團的企業文化。疫情期間，集團積極為社區、員工及環境注入正能量，不遺餘力地投入資源支援抗疫工作，並參與各項公益活動，與不同的環保團體、社福機構及院校合作，推動環境保護與社會責任，並為社會上的弱勢社群獻上關懷，積極回饋社會，為社會創造共享價值。

Since 2013, the FHKI has been organising the Industry Cares Recognition Scheme to recognise companies that have brought benefits to the community and support more companies to fulfil their corporate social responsibility by assessing their CSR programmes under four judging areas – Social Impact, Resources Devoted, Initiatives, and Creating Shared Value (CSV).

「工業獻愛心」表揚計劃自2013年起由香港工業總會舉辦，透過評核企業社會責任項目的社會創效力、資源投入、自發性，以及創造共享價值四大範疇，以表揚為社會帶來良好效益的企業，支持更多公司履行企業社會責任。



The Caring Certificate  
「工業獻愛心」嘉許證書

# FRAMEWORK – REPORTING FRAMEWORK

## 框架—報告框架

### STOCK EXCHANGE ESG REPORTING GUIDE CONTENT INDEX

### 聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標	Policy/Procedure 政策/程序	Section/Disclosure 章節/聲明
<b>A. Environmental</b> A. 環境		
<b>Aspect A1: Emissions</b> <b>層面A1：排放物</b>	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. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Air Emission Management Guideline 廢氣排放管理指引  Solid Waste Management Guideline 固體廢物管理指引  Wastewater Emission Management Guideline 污水排放管理指引
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	N/A 不適用
KPI A1.2 關鍵績效指標A1.2	Direct and energy indirect greenhouse gas emissions in total and intensity. 直接及能源間接溫室氣體排放量及密度。	N/A 不適用
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	N/A 不適用
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	N/A 不適用
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	N/A 不適用
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	N/A 不適用
		Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購

# FRAMEWORK – REPORTING FRAMEWORK

## 框架—報告框架

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策/程序	Section/Disclosure 章節/聲明
<b>Aspect A2: Use of Resources</b> <b>層面A2：資源使用</b>	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials 一般披露 有效使用資源 (包括能源、水及其他原材料) 的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般運作指引	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	N/A 不適用	Efficient Use of Energy 善用能源
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	N/A 不適用	Protection of Water Resources 愛護水資源
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	N/A 不適用	Efficient Use of Energy 善用能源
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	N/A 不適用	Protection of Water Resources 愛護水資源
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	N/A 不適用	Packaging Materials 包裝物料
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般運作指引	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	N/A 不適用	Sustainable Jewellery and Responsible Sourcing 可持續珠寶與負責任採購

# FRAMEWORK – REPORTING FRAMEWORK

## 框架－報告框架

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標	Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	N/A 不適用
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	N/A 不適用
<b>B. Social</b> <b>B.社會</b>		
<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>		
<b>Aspect B1: Employment</b> <b>層面B1：僱傭</b>	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. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	N/A 不適用
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	N/A 不適用
People Empowerment 培養人才翹楚		
Diversified Talent Team 多元化人才團隊		
Diversified Talent Team 多元化人才團隊		

# FRAMEWORK – REPORTING FRAMEWORK

## 框架－報告框架

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
<b>Aspect B2: Health and Safety</b> <b>層面B2：健康與安全</b>	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>一般披露</p> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	Occupational Health and Safety Guideline for Office and Retail Store 辦公室及零售店的職業健康及安全指引	Safety and Health of Employees 員工安康
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）因工作關係而死亡的人數及比率。	N/A 不適用	Safety and Health of Employees 員工安康
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A 不適用	Safety and Health of Employees 員工安康
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	N/A 不適用	Safety and Health of Employees 員工安康
<b>Aspect B3: Development and Training</b> <b>層面B3：發展及培訓</b>	<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work.</p> <p>Description of training activities.</p> <p>一般披露</p> <p>有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p>	Staff Handbook 僱員手冊	Training and Development 培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	N/A 不適用	Training and Development 培訓及發展
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	N/A 不適用	Training and Development 培訓及發展

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Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>	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. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人 有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊	Respect for Employees 尊重員工
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	N/A 不適用	Respect for Employees 尊重員工
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	N/A 不適用	Respect for Employees 尊重員工
<b>Operating Practices</b> <b>營運慣例</b>			
<b>Aspect B5: Supply Chain Management</b> <b>層面B5：供應鏈管理</b>	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Corruption Prevention Policy 廉潔交易政策  Engineering and Operation of Goods Approval Process 工程及營運物品審批流程  Financial Authorisation and Contract Signing Approval Procedure 財務授權及合同簽訂之審批規定	Responsible Sourcing 負責任採購
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及有關慣例的執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購

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## 框架—報告框架

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標	Policy/Procedure 政策/程序	Section/Disclosure 章節/聲明
<b>Aspect B6: Product Responsibility</b> <b>層面B6：產品責任</b>	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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Integrate Quality and Environmental Manual 綜合手冊 Customer Complaint Handling Procedure 顧客投訴處理程序 Responsible Promotion 負責任推廣
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A 不適用 Six Heartfelt Services 六心服務
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Complaint Handling Procedure 顧客投訴處理程序 Quality Assurance 質量保證
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	N/A 不適用 Protection of Intellectual Property Rights 保障知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	N/A 不適用 Quality Assurance 質量保證
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Privacy Policy 私隱政策 Privacy Protection 保障私隱

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Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/Disclosure 章節／聲明
<b>Aspect B7: Anti-corruption</b> <b>層面B7：反貪污</b>	<p>General Disclosure Information on:</p> <p>(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Staff Handbook 僱員手冊</p> <p>Corruption Prevention Policy 廉潔交易政策</p>	Business Ethics 商業道德
KPI B7.1 關鍵績效指標B7.1	<p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.</p> <p>於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p>	N/A 不適用	Business Ethics 商業道德
KPI B7.2 關鍵績效指標B7.2	<p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p> <p>描述防範措施及舉報程序，以及相關執行及監察方法。</p>	N/A 不適用	Business Ethics 商業道德
KPI B7.3 關鍵績效指標B7.3	<p>Description of anti-corruption training provided to directors and staff.</p> <p>描述向董事及員工提供的反貪污培訓。</p>		Business Ethics 商業道德
<b>Community</b> <b>社區</b>			
<b>Aspect B8: Community Investment</b> <b>層面B8：社區投資</b>	<p>General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.</p> <p>一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>	We are in the process of setting up the community investment policies. 我們現正制定社區投資政策。	Caring for the Community 關愛社會福祉
KPI B8.1 關鍵績效指標B8.1	<p>Focus areas of contribution.</p> <p>專注貢獻範疇。</p>	N/A 不適用	Caring for the Community 關愛社會福祉
KPI B8.2 關鍵績效指標B8.2	<p>Resources contributed to the focus area.</p> <p>在專注範疇所動用資源。</p>	N/A 不適用	Caring for the Community 關愛社會福祉



