

BOSSINI INTERNATIONAL HOLDINGS LIMITED

堡 獅 龍 國 際 集 團 有 限 公 司

2022 環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT 2022

bossini.X

Our vision is to be the most preferred **DIVERSIFIED FASHION CLOTHING BRAND**

我們的願景一成為顧客首選的 多元潮流服飾品牌

Bossini International Holdings Limited (the “Company”; stock code on The Stock Exchange of Hong Kong Limited: 592) and its subsidiaries (the “Group” or “Bossini”) is a renowned apparel brand owner, retailer and franchiser in the region.

Headquartered in Hong Kong, Bossini launched its first retail store in 1987. Over the past three decades, it rapidly established an extensive international operating platform and distribution network that extended to a total of 559 stores worldwide. Among these, the Group operated 212 directly managed stores in Hong Kong and Macau, mainland China and Singapore. As for other overseas markets, the Group cooperated with its business partners to establish a total of 347 export franchised stores in 13 countries, spanning from Southeast Asia, South Asia, the Middle East, Europe to East Africa.

Internationally renowned for its strong ability to mix-and-match and to satisfy the pursuit of individuality and comfort, Bossini offers trendy apparel products including men’s, ladies’ and kids’ wear, which are designed to fit a wide range of customer needs and create a unique and innovative cultural content.

堡獅龍國際集團有限公司（「本公司」；香港聯合交易所有限公司之股份代號：592）及其附屬公司（「本集團」或「堡獅龍」）是區內馳名的服裝品牌擁有人、零售商和特許經營商。

堡獅龍總部設於香港，自一九八七年開設首間零售店舖以來，經過三十多年的迅速發展，已建立了一個龐大的國際營運平台及分銷網絡。本集團全球共設有559間店舖，其中212間位於香港及澳門、中國大陸及新加坡的零售店舖由本集團直接管理。海外市場方面，本集團與商業夥伴結盟，設有347間出口特許經營店舖，分佈於東南亞、南亞、中東、歐洲及東非等13個國家。

堡獅龍供應的潮流服飾產品包括男士、女士及兒童系列，產品設計緊貼不同顧客需要，創造品牌獨特新穎的潮流文化內容，並因其搭配性強、滿足個性與舒適的追求而享譽全球各地市場。

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ABOUT THIS REPORT

關於本報告

Reporting Principle

The Group hereby presents its Environmental, Social and Governance (“ESG”) Report (the “Report”), covering the period from 1 January 2022 to 31 December 2022 (the “Reporting Period” or the “Year”), which is prepared in accordance with the “Mandatory Disclosure Requirements” and the “Comply or Explain” provisions of the ESG Reporting Guide under Appendix 27 of the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited (“HK Stock Exchange”). The Group has complied with all the provisions set out in the ESG Reporting Guide.

The Report adheres to the four reporting principles of the ESG Reporting Guide: Materiality, Quantitative, Balance and Consistency.

“Materiality” principle: The Group identifies and recognizes the materiality issues applicable to the Group during the Reporting Period through materiality assessment, and highlights the relevant issues for disclosure in the Report.

“Quantitative” principle: In order to fully evaluate the ESG performance of the Group during the Reporting Period, the Group has disclosed the applicable quantitative key performance indicators in the ESG Reporting Guide and set out the criteria, methods, assumptions and reference bases for calculation of the quantitative key performance indicators, including the sources of the key conversion factors.

“Balance” principle: This ESG report follows a balanced principle and presents an objective view of the ESG performance and management status of the Group during the Reporting Period.

“Consistency” principle: Unless otherwise stated, this ESG report uses the same compilation and data calculation methodology as the previous Reporting Period for meaningful comparison of ESG information in this ESG report.

匯報原則

本集團謹此提呈根據香港聯合交易所有限公司（「香港聯交所」）主板上市規則附錄27《環境、社會及管治報告指引》中的「強制披露規定」及「不遵守就解釋」的規定所編製及涵蓋二零二二年一月一日至二零二二年十二月三十一日（「報告期」或「本年度」）期間的環境、社會及管治（「ESG」）報告（「報告」）。本集團已遵守《環境、社會及管治報告指引》所載的所有條文。

本報告遵守《環境、社會及管治報告指引》的四項匯報原則：重要性、量化、平衡及一致性。

「重要性」原則：本集團透過重要性評估，識別並確認於報告期內適用於本集團的重要性議題，並針對相關議題在本報告中進行重點披露。

「量化」原則：為全面評估本集團於報告期內的ESG績效，本集團披露了《環境、社會及管治報告指引》內適用的量化關鍵績效指標，並列明了量化關鍵績效指標所採用的標準、方法、假設及計算的參考依據，包括主要換算因子的來源。

「平衡」原則：本ESG報告遵循平衡原則，客觀呈現本集團於報告期內的ESG表現及管理現狀。

「一致性」原則：除非另有說明，本ESG報告採用與上個報告期一致的編製及數據計算方法，以供讀者對本ESG報告的ESG信息進行有意義的對比。

Reporting Boundary

The Report covers the markets of Hong Kong and Macau, which account for a significant portion of the Group's revenue, and our headquarters are located in Hong Kong. The scope of the Report primarily covers the business operations within these regions, unless otherwise stated.

Comments and Feedback

Stakeholders' valuable opinions are crucial to the continuous improvement of the Group's environmental and social performance. If you have any questions or suggestions, please feel free to contact us by email at wecare@bossini.com.

匯報範圍

本報告涵蓋香港及澳門地區的市場，由於該等市場佔本集團收益的重大部份，而我們的總部亦位於香港。除另有說明外，本報告的範圍將主要覆蓋於該等地區的業務營運。

意見反饋

持份者的寶貴意見對本集團持續改善環境及社會表現至關重要。如有任何疑問或建議，歡迎閣下通過電郵 wecare@bossini.com 與我們聯絡。

Board Statement

The board of directors of the Company is responsible for Bossini's ESG strategy and approach, including assessing, prioritizing and managing key ESG-related issues (including key ESG risks and opportunities), and ensuring that a sound risk management and internal control system is in place and overseeing the work of the ESG Working Group.

On an operation level, our ESG Working Group works with internal departments across the organisation to integrate sustainability into day-to-day operations. This Working Group regularly reports to the Board to ensure effective management of the Group on sustainability. Through regular meetings and discussions with the Board, the ESG Working Group plans and implements various policies, guidelines, measures and programmes which contribute to our sustainable development. This Working Group also evaluates, prioritises and manages material ESG issues, through regular risk assessment, stakeholder engagement and materiality assessment, which are further reviewed and endorsed by the Board for report disclosure. As we mature in our ESG journey, key performance indicators and associated targets are set, tracked, monitored and reported, and the ESG working group has written reports to the Board on the progress of related goals, strategies and initiatives.

At Bossini, being a responsible corporate citizen is not a destination – it is a long-term commitment that requires continuous improvement to use resources efficiently, manage waste from our operations, provide a safe and empowering environment for our employees and continuously engage with our stakeholders. The Group recognises that being a sustainable company means that achieving commercial success and contributing to society for a better world are not mutually exclusive but, in fact, go hand-in-hand.

董事會聲明

本公司董事會負責堡獅龍的ESG策略及方針，包括評估、優次排列及管理重要的ESG相關事宜（包括關鍵ESG風險及機會），並確保建立健全的風險管理及內部監控制度，並監管ESG工作小組的工作。

於營運層面，我們的ESG工作小組與整個機構的內部部門合作，將可持續發展融入日常營運。該工作小組定期向董事會匯報，以確保本集團在可持續發展的議題事宜上能夠有效管理。透過與董事會的定期會議及討論，ESG工作小組計劃及實施有助於我們可持續發展的各種政策、指引、措施及計劃。該工作小組亦透過定期的風險評估、持份者參與及重要性評估，評估、優次排列和管理重大ESG事宜並由董事會進一步審查及批准報告披露。隨著我們於ESG旅程日漸成熟，我們已設定、追蹤、監控及報告關鍵績效指標及相關目標，並由ESG工作小組向董事會書面匯報相關目標、戰略及舉措的進展情況。

對堡獅龍而言，作為負責任的企業公民並非目標——它是一項長期承諾，需要持續改進以有效善用資源、管理營運產生的廢棄物、為僱員提供安全及自主自立的環境，並持續與持份者互動。本集團深知，作為一家可持續發展的公司，取得商業成功並為社會作出貢獻以創造更美好的世界並不相互抵觸，應是相輔相成。

ESG Risk Management

The management has the responsibility to maintain appropriate and effective risk management and internal control systems, and the Board has the responsibility to review and monitor the effectiveness of the Group's risk management (including ESG risks) and internal control systems at least annually, to ensure that the systems in place are adequate and effective.

The procedures used to identify, evaluate and manage major risks by the Group are summarised as follows:

Risk Identification

- Identifies risks that may potentially affect the Group's business and operations.

Risk Assessment

- Assesses the risks identified by using the assessment criteria developed by the management; and
- Considers the impact on the business and the likelihood of their occurrence.

Risk Response

- Prioritises the risks by comparing the results of the risk assessment; and
- Determines the risk management strategies and internal control procedures to prevent, avoid or mitigate the risks.

Stakeholder Engagement

To achieve sustainable business development, we maintain effective and open communication with our key stakeholders, from our staff and leaders to our customers, investors, suppliers and community partners. We welcome their views and incorporate their inputs to improve the way that we create and deliver value. For instance, we have designated hotline and email where our customers can easily express their feedback. Moving forward, we will also continue to improve communication channels with our other stakeholders.

ESG風險管理

管理層負責維持合適及有效之風險管理及內部監控系統，而董事會負責至少每年檢討及監察本集團的風險管理（包括ESG風險）及內部監控系統之有效性，以確保現時系統是足夠及有效。

本集團用於識別、評估及管理主要風險的程序概述如下：

風險識別

- 識別可能對本集團的業務及營運造成潛在影響的風險。

風險評估

- 使用管理層制定的評估標準以評估已識別的風險；及
- 考慮該等風險對業務的影響及發生的可能性。

風險應對

- 通過比較風險評估的結果，排列風險的優先次序；及
- 釐定風險管理策略及內部監控程序以預防、避免或減輕相關風險。

持份者參與

為實現可持續的業務發展，我們與持份者保持有效及開放的溝通，不只是我們的員工及領導人，亦包括我們的客戶、投資者、供應商及社區合作夥伴。我們歡迎他們的意見，並採納以改進我們創造及實現價值的方式。例如，我們設有特定熱線及電子郵件，讓我們的客戶可容易地表達他們的反饋。展望未來，我們亦將繼續改善與其他持份者的溝通渠道。

Materiality Assessment

In preparation for the Report, an independent consultant was engaged in the Year to assist in conducting a materiality assessment in a different format than in previous years to better understand and respond to stakeholders' concerns. The materiality assessment was conducted with the participation of the ESG group of Bossini to confirm the materiality issues for the Year based on the materiality issues for 2021 and the actual changes in the Group's business, in order to assess the continued relevance of the materiality issues for 2021 and to ensure that they continue to respond to the expectations and demands of key stakeholders. Details of the materiality assessment process for the Year are as follows:

重要性評估

為編製本報告，本年度邀請了獨立顧問協助開展了與往年評估形式有所不同的重要性評估，以更好地了解 and 回應持份者的關注。本次重要性評估邀請堡獅龍ESG小組參加，基於二零二一年度重要性議題以及本集團實際業務變動情況等對本年度重要性議題進行確認，以評估二零二一年度重要性議題是否仍然適用，確保該等重要性議題仍持續回應主要持份者的期望與訴求。於本年度的重要性評估具體流程如下：

Step 1 第一步

Conduct a Stakeholder Review

進行持份者回顧

- Review key stakeholders identified in 2021
回顧二零二一年度所識別的主要持份者
- Determine whether there are significant changes in the expectations and demands of various stakeholders for the Group
判斷各持份者對本集團期望與訴求是否有重大變化

▶ Step 2 第二步

Conduct a Materiality Issues Review

進行重要性議題回顧及檢討

- Review and examine materiality issues for 2021
回顧及檢討二零二一年度重要性議題
- Actual changes in the Group's business
本集團實際業務變動情況

▶ Step 3 第三步

Confirm the 2022 Materiality Issues Assessment Results

確認二零二二年度重要性議題評估結果

- After review by the Group, it is confirmed that the materiality issues for 2022 are consistent with those for 2021, and the Board will confirm the materiality issues assessment results for the Year
經本集團審視，確認二零二二年度重要性議題與二零二一年度保持一致，並由董事會對本年度重要性議題評估結果進行確認

▶ Step 4 第四步

Establish a 2022 ESG Reporting Framework

建立二零二二年度ESG報告框架

- Based on the assessment results of materiality issues in 2022, the Company will establish a 2022 ESG reporting framework, make data collection and information disclosure. At the same time, the Group also regards these issues as the most important directions in the future sustainable development work
根據二零二二年度重要性議題評估結果，建立二零二二年度ESG報告框架，並進行資料收集及信息披露，同時本集團亦將該等議題作為接下來可持續發展工作中最需受到重視的方向

The Group has a role to play in doing our part to protect the planet. We stand by our commitment to using resources wisely and efficiently, reducing waste generation and minimising greenhouse gas emissions within our business. Over the years, a number of measures have been implemented to save energy, water, paper and other office supplies in ongoing efforts to manage the impact of our operations on the environment.

During the Reporting Period, we were not aware of any non-compliance cases relating to environmental laws and regulations in its Hong Kong and Macau retail operations. In addition, no significant water and hazardous wastes discharges were noted.

Environmental Objectives

The Group is concerned about the environmental impact caused by its business operations and has set directional and quantitative targets for major environmental impacts, such as GHG emissions target, energy reduction target, water saving target and waste reduction target, and reviews the progress of the targets annually to continuously improve its environmental management and performance.

本集團盡自己的一份力量保護地球。我們恪守於業務中精明及有效地使用資源、減少產生廢棄物及減少溫室氣體排放的承諾。於過去多年，我們採取多項措施以節約能源、水、紙張及其他辦公室用品，並不斷努力地管理我們的營運對環境的影響。

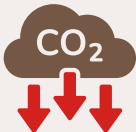



於報告期內，本集團並無獲悉其香港及澳門零售業務違反相關環保條例。此外，亦無發現重大排水及有害廢棄物排放。

環境目標

本集團關注業務營運過程造成的環境影響，針對主要的環境影響制定了溫室氣體排放目標、節能目標、節水目標及減廢目標等方向性和定量的目標，並每年對目標進度進行檢討，持續完善自身的環境管理和績效。

CARING ABOUT OUR ENVIRONMENT

關顧環境

Target scope 目標範疇		Specific content	具體內容
GHG Emissions Target 溫室氣體排放目標		<p>Reduce carbon intensity by 10% per HK\$ '000,000 by the end of 2030 (Compared to the 2021 baseline.)</p> <p>Progress as of the end of the Reporting Period: Carbon intensity per HK\$ '000,000 has been reduced by 60% compared to 2021.</p>	<p>於二零二零年年底前每港幣百萬元的碳強度降低10% (與二零二一年基線比較。)</p> <p>截至報告期末進度：每港幣百萬元的碳強度比二零二一年比較已降低60%。</p>
Energy Reduction Target 節能目標		<p>Reduce electricity use intensity by 8% per HK\$ '000,000 by the end of 2030 (Compared to the 2021 baseline.)</p> <p>Progress as of the end of the Reporting Period: Electricity use intensity per HK\$ '000,000 has been reduced by 57% compared to 2021.</p>	<p>於二零二零年年底前每港幣百萬元的用電量強度降低8% (與二零二一年基線比較。)</p> <p>截至報告期末進度：每港幣百萬元的用電量強度比二零二一年比較已降低57%。</p>
Water Saving Target 節水目標		<p>Reduce water intensity by 5% per HK\$ '000,000 by the end of 2030 (Compared to the 2021 baseline.)</p> <p>Progress as of the end of the Reporting Period: Water intensity per HK\$ '000,000 has been reduced by 68% compared to 2021.</p>	<p>於二零二零年年底前每港幣百萬的用水密度降低5% (與二零二一年基線比較。)</p> <p>截至報告期末進度：每港幣百萬的用水密度比二零二一年比較已降低68%。</p>
Waste Reduction Target 減廢目標		<p>Continue to reduce the use of packaging materials and enhance recycling capacity across Bossini's operations.</p> <p>Progress as of the end of the Reporting Period: Total packaging materials produced have been substantially decreased by 74% from 700.92 tonnes in 2021 to 180.81 tonnes. In addition, the total recycled non-hazardous waste materials have been increased by 4.42 times compared to 2021.</p>	<p>繼續減少包裝材料的使用，並提高堡獅龍營運的回收能力。</p> <p>截至報告期末進度：包裝材料的產生總量由二零二一年的700.92公噸降至180.81公噸，較去年降低74%。另外，已回收無害廢棄物總量比二零二一年上升4.42倍。</p>

GHG Emissions and Energy Consumption

Given electricity consumption contributes to a significant portion of the Group's GHG footprint, we are committed to using energy more efficiently and saving electricity to manage our environmental impacts. During the Reporting Period, we have strictly complied with the laws and regulations relating to environmental protection such as the "Air Pollution Control Ordinance", the "Water Pollution Control Ordinance" and the "Waste Disposal Ordinance" in Hong Kong. As part of our commitment, long-term GHG emissions and energy saving targets have been developed. Along our extensive retail network, LED lights are being used in all our Hong Kong and Macau shops, which are more energy-efficient than traditional incandescent bulbs. We have formulated the Office Supplies Management System Policy, which requires that the temperature of the air conditioner in the office be set to a suitable temperature (e.g. 25°C). Employees need to turn off the lights and air conditioners after using the meeting room and training room. The computer should be set to "screen saver mode" and the computer equipment, printers, lights and air conditioners should be turned off in their respective areas after work without disturbing others.



In addition, business trips to participate in exhibitions and to visit manufacturers and material suppliers are unavoidable. Aside from the Group's policy mandating that all staff must fly economy class which is with lower carbon emission, the shift in the pandemic has further streamlined our processes to adopt video conferencing systems, therefore reducing the need to travel and lightening our footprint and so as to reduce GHG emissions.

溫室氣體排放及能源消耗

鑑於電力消耗佔本集團溫室氣體排放量的重大部分，我們致力於更有效地使用能源及節省電力，以管理我們對環境的影響。於報告期內，我們已嚴格遵守香港《空氣污染管制條例》、《水污染管制條例》及《廢物處置條例》等與環保相關的法律及規例。作為我們承諾的一部分，我們已制定長遠的溫室氣體排放及節能目標。於我們廣泛的零售網絡中，我們所有的香港及澳門店舖均使用LED燈，較傳統的白熾燈泡更節能。我們制定了《辦公用品管理制度》，當中要求將辦公室的空調溫度設置為適宜溫度（如25°C），員工在使用會議室及培訓室後需要將電燈及空調關掉，電腦需設定「螢幕保護模式」，以及下班後需在不影響他人的情況下，將所屬範圍的電腦器材、打印機、電燈及冷氣關掉等。

另外，商務公幹參加展覽以及到訪製造商及材料供應商乃無可避免。除本集團的政策規定所有員工必須乘坐碳排放較低的經濟艙外，疫情期間的轉變進一步簡化我們的流程，採用視頻會議系統令我們減少出差次數及碳足跡，藉此減少溫室氣體排放。

CARING ABOUT OUR ENVIRONMENT

關顧環境

We participate in energy saving initiatives every year. During the Reporting Period, all our stores in Hong Kong and Macau participated in the “Earth Hour 2022” on 26 March 2022 to switch off unnecessary lighting, such as some cylinder lights and mall entrance signs, for an hour, and committed to improve energy efficiency throughout our business.



我們每年參與節能倡議行動。於報告期內，我們於香港及澳門的所有店舖均在2022年3月26日參與「地球一小時2022」活動，把部份圓筒燈及商場店舖的門口招牌燈等非必要的燈關掉一小時，並承諾於整個業務中提高能源效益。

Related photos of “Earth Hour 2022”
「地球一小時2022」活動有關相片

Waste Management

Our systems effectively manage the waste generated from our operations. The Group complies with local regulations on the handling and treatment of non-hazardous and hazardous waste. To divert certain waste away from landfill, we have designated recycling bins to segregate our toner cartridges and paper and put notices around the workplace to instil this behaviour within our staff. When possible and feasible, we reuse packaging materials, window display items, furniture and fixtures from our store operations.

The Group also proactively reduces its paper usage through our paper-saving policy. We have established the “Regulations on the Use of Printers, Fax Machines and Telephones”, which encourage reusing papers for printing, set the default mode of all network printers to double-sided printing, and accurately calculate the number of copies needed before photocopying to avoid wasting paper. Recycling bins are set up to segregate and collect used paper, cardboard boxes and packing materials for reuse or recycle. We have also digitalised our internal communications, circulating memorandums and reports in e-format. One initiative we are proud of is our fully implemented paperless stocktaking system which enables us to substantially reduce paper usage and waste, save energy and optimise the management process. Our staff are able to perform inventory taking more efficiently – creating more services and adding value to the corporation.

廢棄物管理

我們的制度有效地管理於營運中產生的廢棄物。本集團遵守當地有關處理及處置無害及有害廢棄物的規例。為減少堆填區的廢棄物，我們將碳粉盒及紙張分開放於指定的回收箱，並於工作場所當眼處張貼告示，以向我們的員工灌輸環保意識。於可能及可行的情況下，我們會重用店舖營運中的包裝材料、櫥窗展示物品、家具及裝置。

本集團亦落實節約用紙政策，積極減少使用紙張。我們制定了《打印機、傳真機、電話機使用管理條例》，當中鼓勵重用紙張進行打印，並將所有網絡打印機預設為雙面打印，以及在影印前先準確計算所需份數，以免浪費紙張。我們設置回收箱，將廢紙、紙板箱及包裝材料進行分類及收集，以便重用或回收。我們亦將內部通訊數碼化，以電子格式分發備忘錄及報告。我們引以為傲的一項舉措是全面使用無紙化盤點系統，讓我們能夠大幅減少使用及浪費紙張，節約能源及優化管理流程。我們的員工能夠更有效地進行盤點，為公司創造更多的服務和增值。

We also recognise that packaging waste, especially single-use plastic disposables, continues to be one of the top environmental issues facing the retail industry. With this in mind, we want to do our part by committing to minimizing the generation of plastic waste. As a result of the implementation of Environmental Levy Scheme on plastic shopping bags in Hong Kong since 2009, the Group's disposed shopping bags intensity (per HK\$ million) has been reduced from 0.03 tonnes in 2021 to 0.02 tonnes in 2022.

我們亦意識到包裝廢棄物，特別是即棄塑膠製品，仍然是零售業面臨的首要環境問題之一。有鑑於此，我們希望盡自己的一份力量，承諾盡可能減少產生塑膠廢物，自二零零九年於香港實施塑膠購物袋環保徵費計劃起，本集團每港幣百萬的棄置購物袋密度由二零二一年度的0.03公噸下跌至二零二二年度的0.02公噸。

Case study: Recycling Red Packets

It is a long-held tradition to gift money-filled red packets during Chinese New Year as a symbol of prosperity and luck. However, in Hong Kong alone – up to 320 million red packets were consumed every year which is equivalent to cutting down 16,300 trees each year. To address this environmental issue while keeping the custom alive, we continue to support annual Lai See Reuse and Recycle Programme and set up recycling boxes at our reception areas to collect red packets from staff. Through this initiative, these red packets are recycled to be reused.

案例研究：回收利是封

於農曆新年期間派發紅包是一個悠久的傳統，象徵繁榮及幸運。然而，僅就香港而言，每年消耗的利是封數目高達320,000,000個，相當於每年砍伐16,300棵樹。為解決這個環境問題，同時保存傳統文化，我們繼續支持年度利是封回收重用計劃，並於我們的接待處設立回收箱，以收集員工的利是封，令利是封能被回收及重用。

Case study: Recycling Programme

The Company has set up a recycling centre to collect new or second-hand clothes, shoes and handbags donated by employees and donate them to the Salvation Army to support activities organized by the organisation or to give them to the needy, which not only recycles the goods but also reduces waste.

案例研究：循環再用計劃

我們在公司設置回收處，收集同事所捐獻的全新或二手衣服、鞋子及手袋，並將這些物品捐贈予救世軍，以協助該組織舉辦的活動或將物資贈予有需要人士，既可將物資循環再用，亦可減少浪費。

Environment and Natural Resources

The Group's retail operations do not directly contribute to pollution or the destruction of natural resources. Our material environmental impact, rather, is in waste generation and electricity and energy use within our stores, vehicles and other office supplies. Other relevant initiatives and practices have been disclosed in this section.

環境與天然資源

本集團的零售業務不會直接造成污染或破壞天然資源。相反，我們對環境較大的影響是於我們的店舖、車輛及其他辦公室用品中產生的廢棄物及電力和能源使用。本節披露其他相關舉措及做法。

CARING ABOUT OUR ENVIRONMENT

關顧環境

Since the Group uses municipal water directly, we have not encountered any problems in sourcing suitable water sources. In addition, our employees bring their own cups to reduce bottled water consumption and to increase water saving awareness.

In our offices, our printing paper is produced from Elemental Chlorine Free (“ECF”) pulp and certified by Forest Stewardship Council International (“FSC”), ensuring the timber harvested from forests meets the appropriate social, economic and environmental standards.

In our portfolio of products, we offer innovative and eco-friendly reversible jackets and jeans made from REPREEVE® – the US-patented fibre which uses recycled plastic bottles and discarded materials as raw material. The manufacturing process using REPREEVE® also emits less GHGs and conserves more water and energy than conventional methods.



Climate Change

Many countries and regions in Asia suffering from the consequences of climate change, such as extreme weather events like typhoons and rainstorms. Climate Change impacts our business whether through shop closures, damaged or lost products from flooding or by even putting the safety of our staff and customers at risk. Therefore, we have formulated contingency measures when rainstorm warning and typhoon signals are hoisted. Bossini is fully aware of its significant financial and non-financial risks, and is committed to proactively managing climate-related impacts and developing measures in line with global best practices to enhance our resilience.

Aside from the approach and initiatives disclosed in the above section, we continue to evaluate climate-related risks and opportunities and incorporate them into the Enterprise Risk Management system. Specific to extreme weather events, crisis management plans are in place. Through our clear work arrangement and policies, climate-related guidelines and constant communication with our employees, we are well prepared to respond to these emergency situations.

因本集團直接使用市政用水，我們在求取適用水源方面沒有遇到任何問題。另外，我們員工會自行攜帶水杯，減少使用樽裝水，以提升節約用水意識。

我們辦公室的印刷紙是由無元素氯（「ECF」）紙漿生產，並由經森林管理委員會（「FSC」）認證，能夠確保從森林採伐的木材符合正確的社會、經濟和環境標準。於我們的產品組合中，我們提供由REPREEVE®製成的創新且環保的雙面外套及牛仔褲，REPREEVE®是一種美國專利纖維，使用回收塑料瓶及廢棄材料作為原材料。與傳統方法相比，使用REPREEVE®的製造過程亦排放較少的溫室氣體，並節省較多的用水及能源。

氣候變化

亞洲多個國家和地區都正面臨氣候變化帶來的影響，例如颱風及暴雨等極端天氣事件。氣候變化影響我們的業務，例如店舖關閉、水災造成的產品損壞或損失，甚至危害我們的員工及客戶的安全。因此，我們有制定針對暴雨警告訊號及颱風訊號懸掛的應變措施。堡獅龍明白其業務所面臨的重大財務及非財務風險，致力於積極管理氣候相關影響，並制定符合全球最佳實踐的措施，以增強我們的應變能力。

除上節所披露的方法及舉措外，我們持續評估氣候相關風險及機會，並將其納入企業風險管理制度，針對極端天氣事件，制定危機管理計劃。透過我們明確的工作安排及政策、氣候相關指引及與員工持續溝通，我們已做好應對該等緊急情況的準備。

Environmental Performance

環境績效

		2022 二零二二年度	2021 二零二一年度
GHG Emissions¹ 溫室氣體排放¹			
Scope 1 – Direct emissions and removals ² 範圍1—直接排放及減除 ²	Tonnes of CO ₂ e 公噸二氧化碳當量	0.00	0.00
Scope 2 – Energy indirect emissions ³ 範圍2—能源間接排放 ³	Tonnes of CO ₂ e 公噸二氧化碳當量	786.37 ⁴	1,442.35
GHG emissions (direct and indirect) 溫室氣體排放 (直接及間接)	Tonnes of CO ₂ e 公噸二氧化碳當量	786.37	1,442.35
Total GHG emissions intensity 溫室氣體排放總量強度	Tonnes of CO ₂ e/HK\$ million of revenue 公噸二氧化碳當量／港幣百萬元收入	1.34	3.39

		2022 二零二二年度	2021 二零二一年度
Energy Consumption 能源耗量			
Electricity consumption (total) 電力消耗 (總量)	kWh 千瓦時	1,623,275.00	2,752,410.00
Electricity consumption (intensity) 電力消耗 (密度)	kWh/HK\$ million of revenue 千瓦時／港幣百萬元收入	2,774.59	6,461.06

¹ Greenhouse gas emissions data is presented in tonnes of carbon dioxide equivalent (tCO₂e) and the calculation methodology is based on (i) the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” issued by Electrical and Mechanical Services Department and Environmental Protection Department; and (ii) the emission factors published by the Hong Kong Electric Company Limited, the China Light and Power Company Ltd, and the Companhia de Electricidade de Macau.

² Scope 1: Direct emissions are direct emissions from sources owned or controlled by the Company.

³ Scope 2: Indirect emissions are indirect emissions from the purchased electricity by the Company as a result of its usual operations. The sources of emissions are owned or controlled by other companies. Exclude electricity consumption from some retail stores operating in shopping malls and/or department stores where electricity is not separately charged.

⁴ Power consumption declined significantly in 2022, which was mainly attributable to the closure of warehouses and certain large scale shops during latter half of 2021 and during the year respectively.

¹ 溫室氣體排放數據以公噸二氧化碳當量 (公噸二氧化碳當量) 表達，計算法是根據(i)機電工程署及環境保護署刊發的《香港建築物 (商業、住宅或公共用途) 的溫室氣體排放及減除的核算和報告指引》及(ii)香港電燈有限公司、中華電力有限公司及澳門電力有限公司發佈的排放系數所計算。

² 範圍1直接排放即由本公司擁有或控制的來源的直接排放。

³ 範圍2間接排放為本公司因日常營運而購買的電力的間接排放。排放來源由其他公司擁有或控制。不包括部份於商場及/或百貨公司經營的零售店舖的電力消耗，該等店舖並非獨立收取電費。

⁴ 二零二二年度的用電量大幅減少，原因為貨倉及部份大面積的店舖分別於二零二一年度下旬及年內關閉。

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關顧環境

		2022	2021
		二零二二年度	二零二一年度
Hazardous and Non-hazardous Waste 有害及無害廢棄物			
Hazardous waste ⁵ 有害廢棄物 ⁵	Tonnes 公噸	0.00	0.00
Non-hazardous waste (Disposal) 無害廢棄物 (棄置)			
– Paper 紙張	Tonnes 公噸	1.22	1.08
– Shopping bags 購物袋	Tonnes 公噸	11.18	13.62
Total 總量	Tonnes 公噸	12.40	14.70
Intensity 密度	Tonnes/HK\$ million of revenue 公噸／港幣百萬元收入	0.02	0.03
Non-hazardous waste (Recycled) 無害廢棄物 (已回收)			
– Paper 紙張	Tonnes 公噸	0.77⁶	0.12
Total 總量	Tonnes 公噸	0.77	0.12
Intensity 密度	Tonnes/HK\$ million of revenue 公噸／港幣百萬元收入	0.0013	0.0003

⁵ We did not have any substantial hazardous waste due to our business nature.

⁶ Recycled paper was impacted by the severity of the pandemic in 2021 but the recycled volume returned to normal level during 2022, resulting in a sharp contrast compared to 2021.

⁵ 鑑於業務性質，我們沒有發現產生任何重要的有害廢棄物。

⁶ 二零二一年度因疫情嚴峻，紙張回收受到影響，二零二二年度的紙張回收量則回復正常，因此回收量較二零二一年度大幅增加。

		2022	2021
		二零二二年度	二零二一年度
Packaging Materials 包裝物料			
Price tag 價格標籤	Tonnes 公噸	45.17 ⁷	20.25
Plastic packaging bag 塑料包裝袋	Tonnes 公噸	51.73 ⁸	400.99
Carton box 紙箱	Tonnes 公噸	63.22 ⁹	240.42
Copy paper 拷貝紙	Tonnes 公噸	20.69	39.26

		2022	2021
		二零二二年度	二零二一年度
Water Consumption¹⁰ 耗水量¹⁰			
Water consumption (total) 耗水量 (總量)	m ³ 立方米	1,931.54 ¹¹	4,355.51
Water consumption (intensity) 耗水量 (密度)	m ³ /HK\$ million of revenue 立方米／港幣百萬元收入	3.30	10.22

⁷ In 2022, total price tags surged significantly due to more functional materials and styles of products emerged in 2022 which required corresponding price tags accordingly.

⁸ Due to a decrease in number of shops during 2022, total plastic packaging bags decreased substantially in 2022.

⁹ Total number of carbon boxes dropped significantly in 2022, which was mainly attributable by a declining number of shops in the same year.

¹⁰ Exclude water consumption from some retail stores operating in shopping malls and/or department stores where water supply and discharge are managed by the property management companies.

¹¹ The significant decrease in water consumption in 2022 was due to the closure of warehouses and some large stores during latter half of 2021 and during the year respectively.

⁷ 二零二二年度的價格標籤總量大幅增加，原因為二零二二年度的產品有較多功能性物料及款式，需要配合相應的價錢吊牌。

⁸ 二零二二年度的塑料包裝袋總量大幅減少，原因為二零二二年度的店舖數目減少。

⁹ 二零二二年度的紙箱總量大幅減少，原因為二零二二年度的店舖數目減少。

¹⁰ 不包括部份於商場及/或百貨公司經營的零售店舖的用水量，該等店舖的供水及排水由物業管理公司管理。

¹¹ 二零二二年度的耗水量大幅減少，原因為貨倉及部份大面積的店舖分別於二零二一年度下旬及年內關閉。

Supply Chain Management and Product Responsibility

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to product safety and quality such as the “Trade Descriptions Ordinance” and the “Consumer Goods Safety Ordinance” in Hong Kong. As a responsible corporate citizen, the Group maintains its commitment to product safety and service quality through its procurement policy. To ensure that we deliver the best quality and value for money to our customers, our internal supply chain quality department oversees the technical processes in a fair, competitive and transparent manner so our suppliers meet our criteria on quality, environmental and social standards. All apparels must meet product safety standards and provide certifications of compliance. Our practices on supplier engagement are applicable to all suppliers. During the Reporting Period, the Group has strictly complied with the laws and regulations relating to supply chain management, including but not limited to “GB 18401-2010 National General Safety Technical Code for Textile Products” and “GB 31701-2015 on Safety Technical Code for Infant and Children’s Textile Products”, etc. The Group also works closely with law firms to regularly renew and protect our trademarks. We have reached agreements with our suppliers to establish a robust product recall mechanism for products sold. If any product is found to have quality problems or safety hazards after sale, we will recall it to avoid causing losses to consumers.

To realise sustainable development, we prioritise suppliers that implement extra environmental protection measures other than local regulations, such as those using printing paper in compliance with the ECF requirements and certified by FSC®. All our suppliers and contractors are expected to respect and abide by our core values in ethical and responsible business practices, we will also evaluate the environmental performance of our suppliers as and when appropriate. This means that suppliers and contractors must comply not only with our quality and pricing requirements, but also the following environmental and social standards:

- No use of toxic materials or hazardous substances
- Toxic waste is appropriately disposed and treated
- No toxic gas is illegally emitted
- Child and forced labour are not practiced
- Workplace conditions are safe and decent
- Anti-discrimination principles are upheld

供應鏈管理及產品責任

於報告期內，本集團已嚴格遵守香港的《商品說明條例》及《消費品安全條例》等與產品安全及品質相關的法律及規例。作為一個負責任的企業公民，本集團透過其採購政策保持其對產品安全及服務質量的承諾。為確保我們為客戶提供最佳質量及物有所值的服務，我們的內部供應鏈品質部門以公平、具競爭及透明的方式監督技術流程，以使供應商符合我們在質量、環境及社會標準方面的條件。所有服裝必須符合產品安全標準及提供合規證明，我們針對聘用供應商的慣例適用於所有供應商。於報告期內，本集團已嚴格遵守與供應鏈管理相關的法律及規例，包括但不限於《GB 18401-2010國家紡織產品基本安全技術規範》及《GB 31701-2015嬰幼兒及兒童紡織產品安全技術規範》等。本集團亦與律師事務所緊密合作，定期更新及保護我們的商標。我們與供應商達成協議，建立針對售出產品的健全產品召回機制。如有在售出後發現存在質量問題或安全隱患的產品，我們會進行回收處理，避免為消費者帶來損失。

為實現可持續發展，我們優先考慮實施除當地規例以外的額外環境保護措施的供應商，如採用符合ECF及有FSC®認證的印刷紙，預期我們所有供應商及承包商於道德及負責任的商業常規中，尊重及遵守我們的核心價值觀，並會適時評估供應商在實踐環保措施的表現。這意味著供應商及承包商不僅必須遵守我們的質量及定價規定，亦必須遵守下列環境及社會標準：

- 不使用有毒材料或有害物質
- 適當處置及處理有毒廢棄物
- 並無非法排放有毒氣體
- 並無童工及強制勞工
- 工作場所安全及合宜
- 堅持反歧視原則

We outline these clear expectations in our Supplier Code of Conduct that we regularly review and update. Through site visits and annual reviews with our suppliers and contractors, we are able to monitor compliance with our requirements. Any violation of these can result in termination of contract.

In addition, we have incorporated the environmental and social performance of our suppliers into our supplier selection criteria, strictly assessing the environmental and social impact of our suppliers and selecting suppliers with good performance for cooperation. For instance, whether the supplier has an environmental management system certification, whether there are environmental penalties, whether the business is in good operating condition, whether it complies with relevant employment and labor standards, and whether it conducts regular monitoring or sampling of products to ensure product quality and safety. We will examine our suppliers' performance, and also evaluate their environmental and social responsibility performance as and when appropriate.

There were no cases of non-compliance of the Group in Hong Kong and Macau in relation to laws and regulations on product responsibility during the Reporting Period.

我們於定期審查及更新的供應商行為守則中概述該等明確的期望。我們能夠透過對供應商及承包商的實地考察及年度審查，監控他們是否符合我們的要求。任何違反該等規定的行為均可導致終止合約。

此外，我們將供應商的環境及社會表現納入供應商的篩選條件，嚴格評估供應商對環境及社會產生的影響，選擇表現良好的供應商進行合作。例如供應商是否有環境管理體系認證、是否有環境處分、企業運行狀況是否良好、是否遵守相關僱傭和勞動準則、是否對產品進行定期監測或抽查以確保產品質量安全，我們會適時對供應商進行考察，評估供應商的環境及社會表現。

於報告期內，本集團於香港及澳門並無違反產品責任法例及規例的情況。

Number of Suppliers by Geographic Location during the Reporting Period 於報告期間按地理位置劃分之供應商數目

China 中國	Number 數目	66
Bangladesh 孟加拉	Number 數目	4

CARING ABOUT OUR BUSINESS PRACTICES 關注企業行為

Marketing Management

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to advertising, including the “Trade Descriptions Ordinance” in Hong Kong. The Group attaches great importance to responsible marketing and the protection of the legitimate interests of consumers. In accordance with relevant laws and regulations, we strictly examine the use of words in advertisements in the course of product sales by each business department to prevent consumers from incorrectly associating or interpreting the words used in advertisements, product packaging, product names, product descriptions, etc., and strictly regulate brand promotion activities.

Intellectual Property Management

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to intellectual property rights such as the “Copyright Ordinance” and the “Trade Marks Ordinance” of Hong Kong. We attach great importance to the protection of intellectual property rights and have fully implemented the management of intellectual property rights. We have established a comprehensive management system to protect our brand and trademark patents. As the Group is committed to protecting its products from infringement and preventing infringement of the rights of others, it must provide training to its employees. During the Reporting Period, the Company has organized an Intellectual Property Basics course for Product Division employees in December 2022, so as to increase their knowledge of intellectual property and their ability to protect and manage intellectual property within the company.



營銷管理

於報告期內，本集團已嚴格遵守香港的《商品說明條例》等與廣告宣傳相關的法律及規例。本集團高度重視負責任營銷，切實保障消費者合法權益。我們依據相關法律、法規，針對各業務部門在產品銷售過程中對廣告用字的使用等進行嚴格審查，避免消費者對廣告用字、產品包裝、產品名稱、產品說明等產生錯誤的聯想或解讀，嚴格規範品牌宣傳活動。

知識產權管理

於報告期內，本集團已嚴格遵守香港的《版權條例》及《商標條例》等與知識產權相關的法律及規例。我們非常重視知識產權保護，全面落實知識產權管理工作，並在保護品牌和商標專利方面設立完善的管理制度。由於本集團致力保護公司產品不被侵權和防止侵犯其他人的權利，故必須向員工提供培訓。於報告期內，公司已安排了產品部員工於2022年12月參加知識產權基礎課程，從而增加他們對知識產權的認識，以及在企業內保護和管理知識產權的能力。

Anti-Corruption

Free and fair competition is the foundation of all commercial activities. During the Reporting Period, the Group has strictly complied with the Prevention of Bribery Ordinance of Hong Kong, as well as the laws and regulations relating to anti-corruption such as the “Criminal Code” and the “Law on the Prevention and Suppression of Bribery in the Private Sector” of Macau. We have formulated Anti-Corruption Policy and take a zero-tolerance approach towards all illegal acts of corruption, bribery, extortion and fraud. At all levels across the organisation, we act with the highest levels of integrity, honesty and fairness – declining and reporting any monetary offers, gifts and favours from external partners, no matter the engagement. 2022 Anti-Corruption Training was held in November 2022, covering harmful examples of fraud and corruption, as well as related laws and regulations of corruption. 33 employees from Hong Kong attended the online training. Moreover, corporate governance training for directors and senior management of listed company was held in December 2022, with topics covering prevention of bribery and anti-corruption, etc. 9 directors and senior management of the Company attended.

During the Reporting Period, the Group did not have any significant non-compliance cases in its Hong Kong and Macau operations with regards to laws and regulations on bribery, extortion, fraud and money laundering.

反貪污

自由公平的競爭是一切商業活動的基礎。於報告期內，本集團已嚴格遵守香港《防止賄賂條例》，以及澳門《刑法典》及《預防及遏止私營部門賄賂法律》等與反貪污相關的法律及規例，並制定內部《反貪污政策》，對一切貪污賄賂、勒索及欺詐的不實行為採取零容忍的態度。整個組織的各個層面，我們以最高水平的誠信、誠實及公平行事－拒絕及匯報任何程度來自外部合作夥伴的金錢提議、禮物及好處。2022年度反貪污培訓於2022年11月舉行，內容包括舞弊貪污的危害性例子及相關法律法規等，香港區有33位員工出席線上培訓。另外，針對上市公司董事及高級管理人員的企業管治培訓在2022年12月舉行，內容包括防止賄賂及反貪污等，有9位公司董事及高級管理層出席。

於報告期內，本集團於香港及澳門的業務並無任何涉及賄賂、敲詐勒索、欺詐及洗錢等法例及規例的重大違規事件。



Corporate Governance: Compliance and Beyond
企業管治：符規以外

上市公司董事及高級管理人員
的誠信管治角色

Corporate Governance Training
企業管治培訓

CARING ABOUT OUR BUSINESS PRACTICES

關注企業行為

Channels for Whistleblowing

Upholding standards of good governance and ethical conduct means opening communication lines and giving our employees an avenue to express their concerns. In support of our policies on ethical behaviours, there are whistleblowing policy and grievance mechanism in place to allow employees at all levels to raise concerns regarding any misconduct. To ensure whistle-blowers have the freedom to report grievances without fear of reprisal, all cases are treated strict with confidentiality and submitted to designated personnel for further investigation. This channel was established for the reporting of suspected corruption, any instances of non-compliance, abuse or malpractice.

Customer Services

Our customer-oriented mindset and dedicated customer services representatives have allowed us to build and solidify trusting and transparent relationships with our customers. We strive to give customer satisfaction and improve our services to minimise customer complaints. To deliver on this promise, we provide an easily accessible and responsive customer services hotline and email, and clearly state our product exchange policy on the back of each sales receipt. During the Reporting Period, we received 27 (2021: 39) complaints with regards to the quality of goods or services. The Group sets our standard internal guidelines and procedures to resolve all disputes promptly and fairly. We have also received appreciative compliments from customers as well as constructive feedback regarding our services. During the Reporting Period, the Group received a total of 267 (2021: 429) positive responses. We value the sincere advice from customers and continue to improve our customer service training periodically with the aim to provide our shoppers with the best possible and happiest Bossini experience.

Data Privacy

The Group recognises its responsibility in safeguarding the customer information that we collect, process and use. We have formulated the “Rules on Related Management” to specify the handling methods of confidential documents. For example, when handling a large number of confidential documents, they should be placed in a box labeled “Destroy” and handed over to the Human Resources Department for centralized disposal by a confidential document processing service company, which is responsible for monitoring and managing the procedure involved. The Group adheres to local data protection regulations and puts technical measures in place to securely store and protect personal data against unauthorised access so that data are collected and used for appropriate purposes only.

舉報渠道

維護良好管治及道德行為標準意味著打開溝通渠道，讓我們的僱員有機會表達他們的關注。為支持我們的道德行為政策，我們已制定舉報政策及申訴機制，允許各級僱員對任何不當行為提出疑慮。為確保舉報人可自由舉報申訴而不必擔心遭到報復，所有案件均嚴格保密，並提交予指定人士進一步調查。設立該渠道是為舉報涉嫌貪污、任何違規、濫用或瀆職行為。

客戶服務

我們以客戶為主導的思維方式及敬業的客戶服務代表使我們能夠與客戶建立及鞏固信任和透明的關係。我們努力使客戶滿意，並提升我們的服務以盡量減少客戶投訴。為實現承諾，我們提供方便快捷的客戶服務熱線及電子郵件，並於每張銷售收據背面明確說明我們的產品換貨政策。於報告期內，我們接獲27宗（二零二一年：39宗）有關貨品或服務質素的投訴。本集團制定標準內部指引及程序，以迅速及公平地解決所有爭議。我們亦收到客戶的讚賞及對我們服務的建設性反饋。於報告期內，本集團共收到267份（二零二一年：429份）正面回應。我們重視客戶真誠的建議，並會定期改進我們的客戶服務培訓，務求為我們的購物者提供最佳及最愉快的堡獅龍體驗。

私隱資料

本集團知悉有責任保護我們收集、處理及使用的客戶資料。我們制定了相關管理工作細則，列明機密文件處理方法，例如處理大量機密文件時，需要放在已貼上「銷毀」標籤的文件箱，交予人力資源部會轉交密件處理服務公司集中處理，並由人力資源部負責監察管理流程。本集團會遵守當地私隱資料保障規例，採取技術措施安全地儲存及保護個人資料免受未經授權取得，使資料得以適當地收集及使用。

Employment and Labour Practices

Our employees are our most valued asset. During the Reporting Period, the Group has strictly complied with employment-related laws and regulations such as the “Employment Ordinance”, the “Employees’ Compensation Ordinance”, the “Minimum Wage Ordinance”, the “Mandatory Provident Fund Schemes Ordinance”, the “Occupational Safety and Health Ordinance” in Hong Kong, and the “Labour Relations Law” in Macau. We have formulated the “Recruitment Policy, Recruitment and Hiring Management Guideline”, “Human Resources System (Office)”, “Annual Salary Adjustment and Promotion Policy for Stores”, “Annual Performance Management Guideline” and “Annual Leave Management System (Office)”, etc. to achieve fair and compliant employment recruitment, to terminate employment contract based on reasonable and legitimate reasons only, and to provide fair and reasonable remuneration and benefits with market competitiveness, so as to establish a stable and good relationship between the company and employees.

In addition, we take measures to provide a safe and decent working environment for all our staff. The Group also supports career development through training opportunities and a life-long learning mindset, while promoting healthy lifestyles with sound work-life balance.

The Group strictly prohibits child and forced labour. We regularly monitor our recruitment process to ensure that these labour standards are maintained. If non-compliance such as child labor and forced labor is found, we will handle the case properly in accordance with the relevant Employment Ordinance and will take disciplinary action against the employees involved.

During the Reporting Period, the Group did not have any significant non-compliance cases in Hong Kong and Macau with regards to relevant laws and regulations on employment practices, health and safety, child and forced labour or other labour standards.

僱傭及勞工常規

我們的僱員是我們最寶貴的資產。於報告期內，本集團已嚴格遵守香港《僱傭條例》、《僱員補償條例》、《最低工資條例》、《強制性公積金計劃條例》、《職業安全及健康條例》，以及澳門《勞動關係法》等與僱傭相關法律及規例。我們制定了《招聘政策、招聘及錄用管理辦法》、《人事人力資源制度（寫字樓）》、《店鋪年度調薪及晉升政策》、《年度績效管理辦法》及《年假假期管理制度（寫字樓）》等制度，實現公平合規的僱傭招聘，基於合理及合法的原因才會終止僱傭合約，以及提供公平合理、具有市場競爭力的薪酬福利，從而建立企業和員工穩定良好的關係。

另外我們採取措施為所有員工提供安全及合宜的工作環境。本集團亦透過培訓機會和以終身學習的心態支持職業發展，同時提倡工作與生活平衡的健康生活方式。

本集團嚴格禁止聘用童工及強制勞工。我們定期監控我們的招聘流程，以確保維持該等勞工標準。如發現童工及強制勞工等不合規情況，我們會根據相關僱傭條例妥善處理，並將對涉事員工採取紀律處分。

於報告期內，本集團於香港及澳門並無任何涉及僱傭常規、健康與安全、童工及強制勞工或其他勞工標準的相關法例及規例的重大違規事件。

Safe Working Environment

The safety and health of our employees is non-negotiable and a pre-requisite for doing business. We have established the “Human Resources System (Office)”, and provide medical benefits to our employees to maximize the protection of their occupational health and safety. In addition, we have established the “Office Supplies Management System Policy”, which sets out a number of safety measures, such as the prohibition of smoking in the office, and the prohibition of placing miscellaneous objects to block the passage, exit and stairs. For the employees of the store, we have formulated the “Store Facilities and Equipment Management Measures”, which require that no flammable objects be placed around the computers, electrical appliances and electrical boxes, the heating surface of the iron be facing the wall, the first-aid kit also contains the appropriate amount of required medicines which will be checked regularly per month in order to replenish stockpiles when needed.

Apart from reminding the employees some safety measures to avoid accident during work in orientations, the retail managers and shop supervisors regularly monitor workplace safety and carry out spot checks to ensure safety requirements are met. The Group addresses work-related incidents through its comprehensive reporting and management guidelines. We also provide proper equipment such as ladders and trolleys for the safe execution of physical labour. Notices are also posted around the workplace to remind both shop and warehouse staff of potential hazards.

To prepare for work-related emergencies, the Group coordinates with management office to inspect the workplace, equipment and exit points for fire hazards.

安全的工作環境

我們僱員的安全及健康是不容爭辯，是開展業務的先決條件。我們制定了《人事人力資源制度（寫字樓）》，為員工提供醫療福利，最大限度地保障員工的職業健康與安全。此外，我們制定了《辦公用品管理制度》，當中列明多項安全措施，如嚴禁在寫字樓內吸煙，以及嚴禁擺放雜物阻塞通道、出口及樓梯等。針對店鋪的員工，我們制定了《店鋪設施設備管理辦法》，要求電腦、電器及電箱四周沒有放置任何易燃雜物，熨斗的發熱面須面向牆身，急救箱內存有適量所需之藥物，每月定期檢查，及時補充藥物。

我們除了在入職培訓內提醒僱員一些安全措施以避免於工作期間發生事故外，零售經理及店鋪主管亦會定期監察工作場所的安全，並進行抽查以確保符合安全要求。本集團透過其全面報告及管理指引處理工作相關事件。我們亦提供適當設備，例如梯子及手推車，以確保安全執行體力勞動。工作場所四周亦張貼告示，提醒店鋪及倉庫工作人員注意潛在危險。

為應對工作相關緊急情況，本集團與管理處協調檢查工作場所、設備及出口點是否存在火災隱患。

Case Study: Our COVID-19 Response (“COVID-19”)

In response to the COVID-19 pandemic, we have built on our measures and pivoted our work set-up to secure a safe working environment for our employees. Aside from deploying a flexible work arrangement that allows office staff to work from home, operating in this new normal also means protecting our office staff and ensuring they are fit and well to go to work. All staff physically working in the office and shops are required to complete an online health declaration form every week while their body temperatures are taken upon arrival.

Should a staff member feel sick, has close contact with infected person, or their family member is experiencing symptoms, they must notify Human Resources department immediately, get tested for COVID-19 and work from home until they recovered and a negative test result emerges.

To reduce the transmission risk on our premises, we have stepped up our regular disinfecting procedures and frequency. We also ensure that all workplaces, from our offices to our shops, are sufficiently and regularly stocked with supplies such as face masks, disinfectant sprays and hand sanitisers to prevent the spread of the virus. Our staff can also avail of paid leave benefits for those who receive COVID-19 vaccination shots.



案例研究：我們應對2019冠狀病毒病（「冠狀病毒病」）

為應對冠狀病毒病疫情，我們已採取措施並調整工作設置，以確保為僱員提供安全的工作環境。除部署允許辦公室員工在家工作的靈活安排外，在這種新常态下營運亦意味著保護我們的辦公室員工並確保他們健康及可以上班。所有於辦公室和店舖工作的員工必須每週填寫一份網上健康申報表，同時於抵達工作場所時測量體溫。

如果員工感到不適、接觸到確診者或他們的家庭成員出現症狀，他們必須立即通知人力資源部門，接受冠狀病毒病測試並在家工作，直至身體痊癒及出現陰性測試結果為止。

為降低於工作場所的傳播風險，我們已加強定期消毒程序及次數。我們亦確保所有工作場所，不論是我們的辦公室，抑或是我們的店舖，均備有及定期補給足夠的物資，例如口罩、消毒噴霧劑及搓手液，以防止病毒傳播。我們的員工亦可以就接受冠狀病毒病疫苗接種享有有薪休假福利。

Disinfection sprays and hand rubs and temperature measurement are provided by the Company
公司提供消毒噴霧劑及搓手液，以及測量體溫

CARING FOR OUR EMPLOYEES

關愛員工

		2022	2021
		二零二二年度	二零二一年度
Work-related Fatalities and Injuries¹² 工亡故或工傷¹²			
Total number of work-related fatalities 因工亡故總數	Number 人數	0	0
Work-related fatality rate 因工亡故比率	Percentage 百分比	0	0
Total number of injuries 工傷總數	Number 數目	2	4
Total number of lost days due to work injury 因工傷損失工作總日數	Number 數目	23	29

Attracting and Retaining the Best People

Our employment policies enable us to create a workplace environment where our employees are empowered, respected and taken care of. All employees are treated equally and fairly, from on-boarding to staff development to retirement.

Fair Treatment and Equal Opportunity

We believe that everyone has equal opportunities and should be free from any biased assumptions. To recruit staff of the right calibre, we assess all candidates based on their knowledge, skills and qualifications, and not because of gender, ethnicity or religion. When we review staff for promotions, our objective process is grounded on evaluating and recognising exceptional performance and results.

Remuneration

Bossini offers competitive compensation strategies to attract, retain and motivate talents with base salaries, bonuses, and stock options are provided to selected staff. Our remuneration packages are determined based on the job responsibilities and scope of different position levels.

吸引及挽留最優秀的人才

我們的僱傭政策讓我們能夠創造一個令僱員得到自立自主、尊重及照顧的工作環境。從入職到員工發展再到退休，所有僱員均受到平等及公平的對待。

公平待遇及平等機會

我們相信每個人都有平等的機會，並且應該不受任何帶有偏見的假設所影響。為招聘合適的員工，我們根據所有候選人的知識、技能及資格進行評估，而非因為性別、種族或宗教。當我們審查員工的晉升時，我們的客觀流程乃基於評估及認可卓越的績效及結果。

報酬

堡獅龍提供具有競爭力的薪酬策略，透過基本工資和花紅以吸引、挽留及激勵人才，並為選定員工提供購股權。我們的薪酬待遇是根據不同職位級別的工作職責及範圍而釐定。

¹² The total number and percentage of work-related fatality rate in 2020 were both 0.

¹² 二零二零年度因工作關係而死亡的人數及比率均為0。

Workplace Resilience

As our employees' well-being is always top of mind, we have continued to respond swiftly and carefully during times of uncertainty. To help our employees cope with unprecedented challenges and ensure their health and safety during the COVID-19 outbreak, we have implemented different preventive safety measures in our workplace and adjusted our work arrangement to allow our office staff to work from home. For more information on our COVID-19 response, please head to the chapter on 'Safe Working Environment'.

Anti-Discrimination

We cultivate a family-friendly and diverse work environment where our employees are free from discrimination and harassment. We are committed to promoting a positive and optimistic life attitude in our workplace.

Benefits, Welfare and Holidays

Our employees are entitled to a wide range of benefits such as medical and life insurance, a mandatory provident fund, education subsidy schemes and staff discounts. Our improved medical benefits include eye-care, routine body check-ups and vaccination reimbursements to selected staff.

Enhancing Staff Competency and Cultivating Leaders

Bossini believes that a vibrant and competent workforce is indispensable in driving business growth. Our success depends on the strength and effectiveness of our talent and cross-functional teamwork so that they are well equipped to tackle the challenges of a dynamic marketplace. Therefore, we have formulated the "Staff Training Management System/Measures" to establish a sound training management mechanism to unleash the potential of our team and achieve business growth.

As a learning organisation, we treasure knowledge sharing and life-long learning. Unleashing potential through upskilling and reskilling and building collaborative teams are our key strategies for business growth. We proudly invest in building synergistic teams and cultivating capable leaders through various types of trainings, encouraging employees every day to improve and strive for excellency and stretch their talent. The Group's efforts and commitment to human capital development are also well-recognised. We have been granted "Manpower Developer 1st" award for 11 consecutive years since 2009 and acknowledged as "Super Manpower Developer" starting from 2020 by the Employees Retraining Board. We were honored with Gold Award of the "Outstanding QTS Merchant Awards" accredited by the Hong Kong Tourism Board in recognition of our superlative customer services in 2022.

工作場所應變能力

由於我們貫徹將僱員的福祉放於首位，我們在這不穩定時期一直迅速而謹慎地做出應對。為幫助僱員於冠狀病毒病爆發期間應付前所未有的挑戰，並確保他們的健康及安全，我們於工作場所實施不同的預防性安全措施，並調整工作安排，讓我們的辦公室員工可以在家工作。有關我們應對冠狀病毒病的更多資料，請參閱「安全的工作環境」一章。

反歧視

我們營造一個家庭友好及多元化的工作環境，讓我們的僱員免受歧視及騷擾。我們致力於工作場所提倡積極樂觀之生活態度。

待遇、福利及假期

我們的僱員有權享受廣泛的福利，例如醫療及人壽保險、強制性公積金、教育補貼計劃及員工折扣。我們已提升醫療福利，包括為選定員工提供視力保護、例行身體檢查及疫苗接種福利。

提升員工能力及培養領導者

堡獅龍相信，擁有充滿活力及能幹的員工團隊，是業務增長的原動力。我們的成功取決於人才及跨職能團隊合作的力量及效率，以便他們有能力應對動態市場的挑戰。因此，我們制定了《員工培訓管理制度／辦法》，建立健全培訓管理機制，以釋放團隊的潛能，並實現業務增長。

作為一個學習型組織，我們珍視知識共享及終身學習。透過技能提升及再培訓以及建立協作團隊以釋放潛力，是我們實現業務增長的關鍵戰略。我們透過不同類型的培訓，鼓勵員工每日不斷進步，精益求精，建立協同團隊及培養有能力領導者的投資感到自豪。本集團對人力資本發展的努力及承諾亦得到廣泛認可。自二零零九年起，我們連續11年獲僱員再培訓局頒發「人才企業1st」，並於二零二零年起獲升格為「Super Manpower Developer」。基於卓越的客戶服務，我們於2022年被香港旅遊發展局授予「優質商戶金獎」。

CARING FOR OUR EMPLOYEES

關愛員工

Experiential Learning for New Joiners

To bring the newly hired staff of the shops up to speed and accelerate their learning progress, we shifted from a traditional classroom training to focus on a 'learning by doing' strategy. Our Service and Selling Skills Practical Course for both full-time and part-time shop assistants gives hands-on and immersive experience where they receive constant feedback as they serve customers regularly, learn the latest product knowledge and practice their sales skills through observing, practising and sharing.



新入職員工的體驗式學習

為讓店舖的新入職員工快速上手並加快他們的學習進度，我們放棄了傳統的課堂培訓，取而代之的是「邊做邊學」的教學模式。我們為全職及兼職店員提供的服務及銷售實踐課程，讓他們如常地為顧客提供服務，並不斷得到導師的回饋，他們通過觀察、實踐和分享來學習最新的產品知識和掌握銷售技巧。

Digital and Flexible Learning

Both the retail landscape and apparel industry are constantly shifting, so employees need the right support to meet and exceed the demands of an ever-evolving retail environment. To develop next generation skills, we have designed and delivered different types of learning courses through our digital platform covering topics such as Services and Selling skills, New Fashion Trend and Product Knowledge. Through flexible ways of delivering content such as video and bite-sized mini courses, our staff can also, better absorb and digest up-to-date product knowledge and polish their skills at anytime and anywhere.

數碼化及靈活的學習

零售格局及服裝行業不斷變化，因此員工需要適當的支援以應對零售環境需求。為培養下一代的技能，我們透過數碼平台設計提供不同種類的學習課程，並涵蓋服務和銷售技巧、新時尚趨勢及產品知識等主題。透過視頻及微學習細小單元等靈活的內容傳播方式，員工亦可隨時隨地更佳吸收及消化最新的產品知識及提高技能。

Application, Field Observation and On-Site Follow-up

We conduct on-site post-assessments to evaluate how well our frontline employees have applied what they have learned from their digital courses. This initiative has further ingrained and enhanced their skills in customer service, product knowledge and sales – empowering them to make effective and timely decisions, set up attractive retail displays and assist our customers for a seamless and happy shopping experience.

Leveraging Internal Expertise

Utilising internal expertise and knowledge sharing are strategic ways to facilitate learning and development for employees. We invite different functional heads and leaders to share their expertise on topics ranging from product design to mix-and-match skills and sales tactics. This exchange offers different perspectives to our employees and at the same time further deepens the capabilities of the relevant experts.



應用、現場觀察及現場跟進

我們於店鋪現場進行課後評估，以評估前線員工如何應用他們於數碼課程中所學到的知識，此舉可進一步鞏固及加強他們於客戶服務、產品知識及銷售方面的技能，使他們能夠作出有效和及時的決定、設置具吸引力的零售陳列，並協助我們的顧客獲得無縫及愉快的購物體驗。

善用內部專業知識

透過內部專業知識及知識共享是促進僱員學習及發展的戰略途徑。我們邀請不同的職能主管及領導者就產品設計到配搭技巧以及銷售策略等主題分享他們的專業知識。這種交流為我們的僱員提供了不同的視角，同時亦進一步加強相關專家的能力。



CARING FOR OUR EMPLOYEES 關愛員工

Employee Training Performance

員工培訓績效

		2022 二零二二年度	2021 二零二一年度
Percentage of trained employees – by gender¹³ 按性別劃分受訓僱員百分比¹³			
— Male 男性	Percentage 百分比	23.5	12.9
— Female 女性	Percentage 百分比	76.5	87.1
Percentage of trained employees – by employee category 按僱員類別劃分受訓僱員百分比			
— General 一般員工	Percentage 百分比	94.8	96.4
— Middle management 中級管理層	Percentage 百分比	4.8	2.7
— Senior management 高級管理層	Percentage 百分比	0.4	0.9
Average training hours – by gender¹⁴ 按性別劃分平均受訓時數¹⁴			
— Male 男性	Hours 時數	9.1	4.3
— Female 女性	Hours 時數	13.5	12.4
Average training hours – by employee category 按僱員類別劃分平均受訓時數			
— General 一般員工	Hours 時數	13.8	10.1
— Middle management 中級管理層	Hours 時數	2.2	8.8
— Senior management 高級管理層	Hours 時數	2.5	16.7

¹³ Percentage of trained employees is calculated by dividing the number of trained employees in that category by the total number of employees in that category. The percentage of trained employees in 2021 has been adjusted based on the calculation method adopted in 2022.

¹⁴ Average training hours are calculated by dividing the total number of training hours in that category of employees by the total number of employees in that category.

¹³ 受訓僱員百分比為該類別受訓僱員人數除以受訓僱員人數，二零二一年度的受訓僱員百分比已按二零二二年度的計算方法作出調整。

¹⁴ 平均受訓時數是以該類別僱員的總受訓時數除以該類別僱員總人數。

Uniting Employees

Fostering Employee Engagement Through Happy Bossinians

We believe that happy staff translates to happy customers. We promote a positive and optimistic attitude where open communication and social networking are encouraged among staff. Beyond providing training and development opportunities, the Group also looks after employee's well-being. We regularly review our employee benefits policy and organise activities to ensure that employees have happy work lives and senses of belonging within Bossini.

Safe, Healthy and Happy Working Environment

Apart from the occupational health and safety management measures disclosed in the 'Caring for our employees' chapter, our Human Resources team regularly visits our shops to inspect the working conditions of our employees and to collect feedback on employee benefits. These feedback allows us to report on progress and improve how we take care of our employees. Our office is also well supplied with amenities in our pantries from vending machines to standard kitchen appliances. We also look after our staff's family lives – for example, providing private rooms for breastfeed pumping for employees who are mothers.

Festive Celebrations

To celebrate special occasions with our parent company, Viva China Holdings Limited, we also held Mid-Autumn Festival parties for three consecutive years since 2020 where our staff participated in activities and games such as Lucky Draw, lantern riddles and table tennis. We also organised a Christmas party at the office where we played games to win prizes, shared snacks together and exchanged stories.



Mid-Autumn Festival Celebration and Christmas Party
中秋慶祝活動及聖誕派對相關活動圖片

凝聚員工

透過快樂員工促進僱員敬業度

我們相信快樂的員工會轉化為快樂的客戶。我們提倡積極樂觀的態度，鼓勵員工之間進行開放式溝通及建立社交網絡。除提供培訓及發展機會外，本集團亦關注僱員的福祉。我們定期檢討僱員福利政策及舉辦活動，以確保僱員在堡獅龍擁有快樂的工作生活及歸屬感。

安全、健康、快樂的工作環境

除「關愛員工」一章所披露的職業健康及安全管理措施外，我們的人力資源團隊亦定期到訪店舖，考察僱員的工作情況及收集員工福利的意見。該等反饋使我們能夠報告進度並改善關懷員工的方式。我們辦公室的茶水間亦配備自動售貨機及標準廚房用具。我們亦照顧員工的家庭生活一例如為身為母親的僱員提供母乳餵哺的私人房間。

節日慶祝

為與母公司非凡中國控股有限公司慶祝特殊的日子，我們自二零二零年起，連續三年舉辦中秋慶祝活動，員工可參加抽獎、猜燈謎及乒乓球等活動及遊戲。我們亦於辦公室舉行聖誕派對，一起玩遊戲贏取獎品、分享零食及交流故事。

CARING FOR OUR EMPLOYEES 關愛員工

Human Resources Performance

人力資源績效

		2022 二零二二年度	2021 二零二一年度
Workforce 勞動力			
Total number of employees 僱員總人數	Number 人數	263	287
By gender 按性別劃分			
—Male 男性	Number 人數	59	83
• Full-time 全職	Number 人數	43	45
• Part-time 兼職	Number 人數	16	38
—Female 女性	Number 人數	204	204
• Full-time 全職	Number 人數	161	198
• Part-time 兼職	Number 人數	43	6
By age group 按年齡組別劃分			
• < 30 years old < 30歲	Number 人數	64	78
• 30-50 years old 30-50歲	Number 人數	172	179
• > 50 years old > 50歲	Number 人數	27	30
By employee category 按僱員類別劃分			
—General (Full-time) 一般員工 (全職)	Number 人數	175	222
—General (Part-time) 一般員工 (兼職)	Number 人數	59	44
—Middle management 中級管理層	Number 人數	28	18
—Senior management 高級管理層	Number 人數	1	3
By geographical region 按地理位置劃分			
—Hong Kong 香港	Number 人數	232	257
—Macau 澳門	Number 人數	31	30

		2022 二零二二年度	2021 二零二一年度
Turnover¹⁵ 流失率¹⁵			
Overall employee turnover rate 整體僱員流失率	Percentage 百分比	62.0	66.3
By gender 按性別劃分			
— Male 男性	Percentage 百分比	67.8	53.5
— Female 女性	Percentage 百分比	60.3	70.2
By age group 按年齡組別劃分			
• < 30 years old < 30歲	Percentage 百分比	140.6	133.3
• 30-50 years old 30-50歲	Percentage 百分比	37.2	38.4
• > 50 years old > 50歲	Percentage 百分比	33.3	41.5
By geographical region 按地理位置劃分			
— Hong Kong 香港	Percentage 百分比	69.0	61.0
— Macau 澳門	Percentage 百分比	9.7	98.1

¹⁵ Turnover rate for 2022 is calculated by dividing the number of people who left in that category by the number of employees in that group at the end of the Reporting Period.

¹⁵ 二零二二年度的流失率是以該類別離職人數除以該組別在報告期末的僱員人數計算。

CARING ABOUT OUR COMMUNITY

關懷社會

We believe that corporate social and environmental responsibility is part of doing good business. The Group organises and participates in different community initiatives to support underprivileged groups and promote environmental consciousness. However, due to the restrictions brought by COVID-19, our community involvement has been limited in the past year under review. As our business resumes and the pandemic eases, we will continue to work together, with support from senior management, to encourage our employees to care for the community and to actively support the community by providing support to various non-profit organisations.

Fundraising for Yan Chai Social Service Fund

On 9 October 2022, the Group assisted in the sales of raffle tickets for Yan Chai Charity Fortnight 2022 to help raise funds for the “Yan Chai Social Service Fund”, the proceeds of which will help Yan Chai Hospital to provide social services such as elderly services, rehabilitation services, and youth and child care services.



我們相信，企業社會及環境責任是妥善經營業務的一部分。本集團組織及參與不同的社區活動，以支持弱勢社群及提升環保意識。然而，由於冠狀病毒病帶來的限制，我們於過去回顧年度的社區參與受到限制。隨著我們的業務恢復及疫情緩和，我們將繼續共同努力，在高級管理層的支持下，鼓勵員工關懷社會，並積極透過向不同非牟利機構提供支援，以支持社會各界。

為仁濟社會服務基金籌募經費

2022年10月9日，本集團協助仁濟慈善雙週2022慈善獎券售賣，以幫助「仁濟社會服務基金」籌募經費，所得資金會協助仁濟醫院提供安老服務、復康服務、以及青少年及幼兒服務等社會服務。



Participating in “Yan Chai X ISCM Charity Walk”

On 19 November 2022, the representatives of the Group participated in the “Yan Chai X ISCM Charity Walk” organized by Yan Chai Hospital. The event was held to raise fund for Yan Chai Child Development Service. A total of 3 employees of the Group participated in the event.

參加「仁濟X ISCM慈善行」

2022年11月19日，本集團派員參加由仁濟醫院舉辦「仁濟X ISCM慈善行」。是次活動主要為仁濟兒童發展服務籌募善款。本集團合共派出3位員工參加。



KEY ACHIEVEMENTS 主要獎項



2022 Gold Award of the "Outstanding QTS Merchant Awards"

(by Hong Kong Tourism Board)

「傑出優質商戶」一金獎

2022
優質旅遊服務

(由香港旅遊發展局頒發)



Caring Company (Since 2004) 18 consecutive years

(By Hong Kong Council of
Social Service)

商界展關懷
(自2004年開始)

連續18年
(由香港社會服務聯會頒發)



Super Manpower Developer (Since 2020)

(By Employees Retraining Board)

Super Manpower
Developer
(自2020年開始)

(由僱員再培訓局頒發)



Good Employer Charter¹⁶ (Since 2018)

(By Labour Department)

好僱主約章¹⁶
(自2018年開始)

(由勞工處頒發)



Happy Company (Since 2014) 9 consecutive years

(By Promoting Happiness Index
Foundation)

開心企業
(自2014年開始)

連續9年
(由香港提升快樂指數基金有限
公司頒發)

¹⁶ The usage period has expired on 30 September 2022, which marks the successful end of the "Good Employer Charter" 2020 activities.

¹⁶ 使用期已於2022年9月30日屆滿，同時標誌著《好僱主約章》2020活動完滿結束。

Mandatory Disclosure Requirements 強制披露規定	Content 內容	Related Sections and Remarks 相關章節及備註
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <p>(i) a disclosure of the board's oversight of ESG issues;</p> <p>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</p> <p>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</p> <p>由董事會發出的聲明，當中載有下列內容：</p> <p>(i) 披露董事會對環境、社會及管治事宜的監管；</p> <p>(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</p> <p>(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</p>	<p>Board Statement, Environmental Objectives</p> <p>董事會聲明、環境目標</p>

ESG REPORTING GUIDE CONTENT INDEX

《環境、社會及管治報告指引》內容索引

Mandatory Disclosure Requirements 強制披露規定	Content 內容	Related Sections and Remarks 相關章節及備註
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (including materiality, quantification and consistency) in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 描述或解釋在編備環境、社會及管治報告時如何應用重要性、量化及一致性匯報原則：</p> <p>重要性：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>量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：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>	Reporting Principles 匯報原則
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	Reporting Boundary 匯報範圍

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
Environmental 環境			
A1 Emissions 排放物	General Disclosure 一般披露	<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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations. 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：</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> <p>註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。</p> <p>溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳及六氟化硫。</p> <p>有害廢棄物指國家規例所界定者。</p>	GHG Emissions and Energy Consumption 溫室氣體排放及能源消耗

ESG REPORTING GUIDE CONTENT INDEX

《環境、社會及管治報告指引》內容索引

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
	A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	Air emissions is not a material issue to Bossini. 廢氣排放對堡獅龍不是重大問題。
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Performance 環境績效
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Performance 環境績效
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Performance 環境績效
	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。	GHG Emissions and Energy Consumption, Environmental Objectives 溫室氣體排放及能源消耗、環境目標
	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。	Waste Management, Environmental Objectives 廢棄物管理、環境目標

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
A2 Use of Resources 資源使用	General Disclosure 一般披露	<p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 有效使用資源 (包括能源、水及其他原材料) 的政策。</p> <p>註：資源可用於生產、儲存、運輸、樓宇、電子設備等。</p>	GHG Emissions and Energy Consumption, Waste Management 溫室氣體排放及能源消耗、廢棄物管理
	A2.1	<p>Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。</p>	Environmental Performance 環境績效
	A2.2	<p>Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。</p>	Environmental Performance 環境績效
	A2.3	<p>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。</p>	GHG Emissions and Energy Consumption, Environmental Objectives 溫室氣體排放及能源消耗、環境目標
	A2.4	<p>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。</p>	Environmental Objectives, Environment and Natural Resources 環境目標、環境與天然資源
	A2.5	<p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。</p>	Environmental Performance 環境績效

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Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
A3 The Environment and Natural Resources 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	GHG Emissions and Energy Consumption, Waste Management, Environment and Natural Resources 溫室氣體排放及能源消耗、廢棄物管理、環境與天然資源
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	GHG Emissions and Energy Consumption, Waste Management, Environment and Natural Resources 溫室氣體排放及能源消耗、廢棄物管理、環境與天然資源
A4 Climate Change 氣候變化	General Disclosure 一般披露	Policies on reducing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Climate Change 氣候變化
	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。	Climate Change 氣候變化

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
Social 社會			
B1 Employment 僱傭	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practices, Attracting and Retaining the Best People 僱傭及勞工常規、吸引及挽留最優秀的人才
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Human Resources Performance 人力資源績效
	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。	Human Resources Performance 人力資源績效

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Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B2 Health and Safety 健康與安全	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practices, Safe Working Environment 僱傭及勞工常規、安全的工作環境
	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）每年因工亡故的人數及比率。	Safe Working Environment 安全的工作環境
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	Safe Working Environment 安全的工作環境
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Safe Working Environment 安全的工作環境

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B3 Development and Training 發展及培訓	General Disclosure 一般披露	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 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> <p>註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	Enhancing Staff Competency and Cultivating Leaders 提升員工能力及培養領導者
	B3.1	<p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。</p>	Employee Training Performance 員工培訓績效
	B3.2	<p>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。</p>	Employee Training Performance 員工培訓績效

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B4 Labour Standards 勞工準則	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practices 僱傭及勞工常規
	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。	Employment and Labour Practices 僱傭及勞工常規
	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。	Employment and Labour Practices The Group has eliminated all possibilities of child labor and forced labor during the recruitment stage to make sure no violations. Operating Practices 僱傭及勞工常規 本集團在招聘階段已杜絕所有童工及強制勞工發生的可能，故不會發生違規情況。

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B5 Supply Chain Management 供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management and Product Responsibility 供應鏈管理及產品責任
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management and Product Responsibility 供應鏈管理及產品責任
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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，以及相關執行及監察方法。	Supply Chain Management and Product Responsibility 供應鏈管理及產品責任
	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。	Supply Chain Management and Product Responsibility 供應鏈管理及產品責任
	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。	Supply Chain Management and Product Responsibility 供應鏈管理及產品責任

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Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B6 Product Responsibility 產品責任	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 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。	Supply Chain Management and Product Responsibility, Data Privacy, Marketing Management 供應鏈管理及產品責任、私隱資料、營銷管理
	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。	No products have recalled for safety and health reasons during the Reporting Period. 於報告期內並無產品因安全及健康原因而須回收。
	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 Services 客戶服務
	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。	Intellectual Property Management 知識產權管理
	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。	Supply Chain Management and Product Responsibility, Customer Services 供應鏈管理及產品責任、客戶服務
	B6.5	Description of consumer data protection and privacy policies, and 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。	Data Privacy 私隱資料

Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B7 Anti-corruption 反貪污	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-Corruption 反貪污
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Channels for Whistleblowing 舉報渠道
	B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污

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Aspect 層面	Key Performance Indicators 關鍵績效指標	Description 內容	Related Sections and Remarks 相關章節及備註
B8 Community Investment 社區投資	General Disclosure 一般披露	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. 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。	Caring about Our Community 關懷社會
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Caring about Our Community 關懷社會
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Caring about Our Community 關懷社會

Bossini International Holdings Limited

堡獅龍國際集團有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock code 股份代號 : 592)

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