



Unity Investments Holdings Limited
(Stock Code: 913)

Environmental, Social and Governance Report 2016

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About this report

Unity Investments Holdings Limited (“Unity” or the “Company”) was incorporated in the Cayman Islands with limited liability and its shares are listed on Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 27 October 1999, pursuant to Chapter 21 of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”).

The Company and its subsidiaries (collectively known as the “Group”) was principally engaged in listed investments in Hong Kong and in unlisted companies.

This Environmental, Social and Governance Report (the “ESG Report” or the “Report”) is to highlight our approaches and strategies in pursuit of sustainable development during the period from 1 January 2016 to 31 December 2016 (the “Reporting Period”). Unless otherwise stated, this Report covers the sustainability performance and initiatives of our Hong Kong office and our investments in listed and unlisted securities business. The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).

We welcome your valuable comments and suggestions in relation to this Report and our sustainability performance. Your feedback on the Report and our sustainability performance can be sent to investors@unity913.com.

About Unity

During the Reporting Period, the Group remains principally engaged in listed investments in Hong Kong, other major stock markets around the world, and in unlisted companies. As of 31 December 2016, the Group's core portfolio comprises of mainly small to medium sized listed companies. We maintain a diversified investment portfolio to cover a wide range of business sectors, including, but not limited to, companies engaged in sectors such as finance, consumer goods and consumer services, media, manufacturing, construction, etc.

Our mission

To achieve medium-term or long-term capital appreciation.

Our approach to sustainability development

As a good corporate citizen, we are committed to creating sustained value for stakeholders by incorporating environmental, social and governance considerations into our operation with an aim to be a positive force to our environment and the wider community. To be accountable to all the stakeholders, the company endeavoured to minimize the influence to environment, be aware of the employee well-being and contribute more to the community.

Listening to our stakeholders

We believe that understanding the views of our stakeholders lays a solid foundation to the long-term growth and success of the Group. We develop multiple channels to a broad spectrum of stakeholders in order to provide them with the opportunity to express their views on our sustainability performance and future strategies. To reinforce mutual trust and respect, we are committed to maintaining enduring communication channels, both formally and informally, with stakeholders to enable us to better shape our business strategies in order to respond to their needs and expectations, anticipate risks and strengthen key relationships. We have identified employees, business partners, shareholders, suppliers, government and the community at large as our key stakeholder groups. The information collected through different communication processes serves as an underlying basis for the structure of this Report.

Our people

The Group's success relies heavily on the staff members' accumulated market knowledge and investment expertise; hence we consider human resources as one of the most valuable assets for the business operations and sustainable development. The quality and stability of our work force is invaluable. Attracting, developing and retaining talent is vital to the Group's success. We also advocate work-life balance and pay close attention to employees' total well-being.

Employment

As an equal opportunity employer, we abide by the principle of equal opportunities and diversity. We committed to treat all the employees fairly regardless of their seniority, nationality, gender, age, family status, disability or sexual preference. We are committed in all areas to providing a work environment that is free from discrimination, sexual harassment and unethical labor policy. As the cornerstone of our corporate culture, we continue to adopt our zero-tolerance approach for these matters. Our employment contract sets out the standard working hours, paid leaves, rest periods, and dismissal policy to safeguard the rights of our people.

The relevant laws and regulations that have significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare during the Reporting Period included Employment Ordinance (Chapter 57 of the Laws of Hong Kong), Minimum Wage Ordinance (Chapter 608 of the laws of Hong Kong) and Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the laws of Hong Kong). The Group is not aware of any material non-compliance with the relevant laws and regulations that have significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare during the Reporting Period.

As at 31 December 2016, we employed a total of 6 employees, including directors of the Company. All of our employees are located in Hong Kong.

Employee benefits

We generally remunerates our employees with reference to their qualifications, experience, and work performance. To ensure our salary structure is fair and competitive, we would reviewed annually.

We understand that employees are our most valuable assets and we strive to provide comprehensive benefits and safeguards to our employees. Employee benefits include five-day work week arrangement, medical insurance coverage, a defined contribution Mandatory Provident Fund retirement benefits scheme under the Hong Kong Mandatory Provident Fund Schemes Ordinance and share option scheme. In addition, if the day-off falls on a statutory holiday, compensatory time off would be offered on the following day.

Whenever an employee resigns or gets laid off, designated human resource personnel would carry out exit-interview to find out the underlying reasons of departure or dismissal, and to ensure full compliance with the relevant employee laws and regulations.

Health and safety

Although our operation is predominantly office-based, we adhere to Occupational Safety and Health Ordinance (Chapter 509 of the laws of Hong Kong) and other applicable laws and regulations to provide a safe and healthy workplace in order to protect our employees from occupational hazards. The Group is not aware of any material non-compliance with the relevant laws and regulations that have significant impact to the Group in providing a safe working environment and protecting employees from occupational hazards during the Reporting Period.

As employees are our most important asset and resource, the primary goal is to provide a safe and healthy working environment for the employees under reasonable and practicable conditions. We committed to achieve this goal by implementing the following key measures:

- Providing and maintaining in all workplaces under the Group's control a working environment which is safe and poses no threat to health
- Carry out inspection for any unsafe condition and fix it immediately
- Smoking is prohibited in all enclosed areas within the offices, without exception

With the above measures, we have no work-related fatal or work-related injury during the Reporting Period.

Development and training

All directors, including the independent non-executive directors, should keep abreast of their responsibilities as directors and the Company's business and activities. We provide briefings and training to develop and refresh the directors' knowledge and skills, and update all directors on the latest development regarding the Listing Rules and other applicable statutory and regulatory regime and the business environment to facilitate them to discharge their responsibilities. We also encourage our directors and employees to attend relevant training courses and seminars that may require keeping abreast with the latest changes in laws, regulations and the business environment. Below are some of the examples of the training courses attended by the directors during the Reporting Period:

- Compliance in the financial services industry
- Hedge fund forum

Labour standards

We strictly emphasize on prohibition of engaging child labour and forced labour. Regarding to the Employment of Children Regulations, children aged under 15 should not be employed in all economic sectors. As prevention, during the hiring process, our human resources department verify the personal information, including age, of the applicants by checking their identity documents. We do not aware of any non-compliance with relevant rules and regulations on preventing child or forced labour during the Reporting Period.

Supply chain management

Our suppliers mainly comprise of general office supplies suppliers, for example, water, paper and stationery. We generally select suppliers based on their scale of business and reputation. Our suppliers should comply with all relevant local and national laws and regulations in relation to unethical behaviour, bribery, corruption and other prohibited business practices. When a supplier is found to be inconsistent with our policy or contractual requirements, we will terminate future cooperation until the situation has been improved.

During the Reporting Period, we do not aware that any key suppliers had any significant actual and potential negative impact on business ethics, environmental protection, human rights and labour practices, nor any of them had any non-compliance incident in respect of human rights issues.

Personal data privacy

We are committed to protecting privacy and confidentiality of personal data of our employees, business partners and other identifiable individuals. Our employees are instructed to handle confidential information with due care. We collect and use information in a responsible and non-discriminatory manner by restricting the use of the information for the purposes consistent with those identified in the contracts. During the Reporting Period, there were no issues occurred concerning the losses of data.

Anti-corruption

We commit to stringent compliance with the Prevention of Bribery Ordinance (“POBO”) enforced by the Independent Commission Against Corruption (“ICAC”) in order to maintain a fair and just society. As the cornerstone of our corporate culture, we attach great emphasis to maintaining the highest standards of integrity and honesty. We adopt our zero-tolerance policy for misconduct. We have no hesitation to adopt disciplinary actions upon any proven misconduct case. We did not receive any whistleblowing disclosures for the Reporting Period. There was no significant risks relating to corruption have been identified.

The Group is not aware of any material non-compliance with the relevant laws and regulations that have significant impact on the Group relating to bribery, extortion, fraud and money laundering during the Reporting Period.

Community involvement

Being a responsible corporate citizen, we are constantly aware of the community needs and take up our corporate responsibility with best efforts to make contribution to the community by encouraging our employees to contribute their time and efforts in various local community projects in the regions where we operate. During the Reporting Period, we have participated the following charity activities:

- Volunteer works in respect of child care services in some Christian organization
- Home visiting for elderly for some caring works
- Hong Kong Marathon 2016

Governance

The corporate governance section is addressed separately in the “Corporate Governance Report” section of the annual report of the Company for the year ended 31 December 2016 that is approved on 31 March 2017.

Environmental

Our principal business activities do not have significant impact on the environment and natural resources. Despite this, we are committed to sustainability by seeking to reduce the environmental impact of our operations, with a particular focus on reduction of greenhouse gas emissions and preservation of resources. We do not aware of any material non-compliance with the relevant laws and regulations that have significant impact on the Group related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste during the year.

Emissions

During the Reporting Period, our greenhouse gas (“GHG”) emission mainly generated from the consumption of purchased electricity.

Energy management

As energy consumption accounts for a major part of our GHG emissions, various energy saving measures have been undertaken to improve energy efficiency and reduce energy consumption of our operations, for example:

- Deploy natural light and use energy-saving lightings, where feasible
 - Switch off unnecessary lighting and energy consumption equipment (e.g. computer) while not in use
 - Set the temperature of air conditioning of our offices to an energy-efficient level at 24°C to 26°C
 - Select the electrical appliances with energy efficient labels
 - Put the computer to sleep instead of using a screen saver
- If feasible, instead of taking overseas business trips, conduct video conferencing or use other electronic communication means to reduce carbon footprints from flights

Wastes reduction

Our wastes are mainly classified into two categories in our business, including general wastes (household wastes) and recyclable wastes. We did not generate any hazardous waste in the ordinary course of business. We avoid wastage with the following measures:

- Reuse the pen shafts by using refills instead of simply throwing away the whole ballpoint pens
- Dispose rechargeable batteries in designated collection boxes
- Arrange recycle company to collect toner cartridges for recycling
- Deploy recycling bins to collect used paper products, such as waste paper, letter and envelope
- Other than the waste paper that contains confidential information, waste paper would be shipped to paper mill or scrap paper company so as to be recycled into new paper

Paper use is an essential item for our operational activities such as printing of publications and notices. For environment protection, we implemented the following policies to reduce the use of paper.

- Adopt an electronic system for filling and documentation
- Promote electronic communications and “think before you copy” attitude, we encourage our employee to use both sides of the paper for printing and copying
- Set computer defaults to print double-sided and make double-sided copies when possible
- Sending email is suggested instead of letters or fax when possible
- Receive incoming faxes electronically through an e-fax system, and make hard copies only when necessary using used paper

Water use management

Our key water usage is arising from toilet flushing, water tap and drinking water. We operated in leased office premises of which both of the water supply and discharge are solely controlled by the respective building management which considered that provision of water withdrawal and discharge data or sub-meter for individual occupant not feasible. To avoid not necessary water consumption from daily operation, we promote staff behavior by encouraging employees to always turn taps off tightly so they do not drip and giving priority to effective water-saving products.

We will continue to look for opportunities to reduce further emissions and wastes on an ongoing basis in order to minimize the Company’s impacts of activities on the environment and natural resources.

Index to the Environmental, Social and Governance Reporting Guide

Contents		Chapter / Disclosure	Pages
A. Environmental			
Aspect A1: Emissions			
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.		Environmental	7
KPI A1.1	The types of emissions and respective emissions data.	Not disclosed for this Reporting Period	-
KPI A1.2	Greenhouse gas emissions in total and where appropriate, intensity.	Not disclosed for this Reporting Period	-
KPI A1.3	Total hazardous waste produced and where appropriate, intensity.	Not disclosed for this Reporting Period	-
KPI A1.4	Total non-hazardous waste produced and where appropriate, intensity.	Not disclosed for this Reporting Period	-
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Not disclosed for this Reporting Period	-
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Not disclosed for this Reporting Period	-
Aspect A2: Use of Resources			
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.		Energy management Water use management	7 - 8
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Not disclosed for this Reporting Period	-
KPI A2.2	Water consumption in total and intensity.	Not disclosed for this Reporting Period	-
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Not disclosed for this Reporting Period	-
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Not disclosed for this Reporting Period	-
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced.	Not disclosed for this Reporting Period	-
Aspect A3: The Environment and Natural Resources			
General Disclosure Policies on minimizing the issuer's significant impact on the environment and natural resources.		Energy management Wastes reduction Water use management	7 - 8
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Not disclosed for this Reporting Period	-
B. Social			
Aspect B1: Employment			
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.		Employment Employee benefits	3 - 4
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Not disclosed for this Reporting Period	-
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Not disclosed for this Reporting Period	-

Contents		Chapter / Disclosure	Pages
Aspect B2: Health and Safety			
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to providing a safe working environment and protecting employees from occupational hazards.		Health and safety	4
KPI B2.1	Number and rate of work-related fatalities.	Health and safety	4
KPI B2.2	Lost days due to work injury.	Not disclosed for this Reporting Period	-
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and safety	4
Aspect B3: Development and Training			
General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		Development and training	5
KPI B3.1	The percentage of employees trained by gender and employee category.	Not disclosed for this Reporting Period	-
KPI B3.2	The average training hours completed per employee by gender and employee category.	Not disclosed for this Reporting Period	-
Aspect B4: Labour Standards			
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.		Labour standards	5
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Not disclosed for this Reporting Period	-
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Not disclosed for this Reporting Period	-
Aspect B5: Supply Chain Management			
General Disclosure Policies on managing environmental and social risks of the supply chain.		Supply chain management	5
KPI B5.1	Number of suppliers by geographical region.	Not disclosed for this Reporting Period	-
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Not disclosed for this Reporting Period	-
Aspect B6: Product Responsibility			
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.		Personal data privacy	5
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not disclosed for this Reporting Period	-
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Not disclosed for this Reporting Period	-
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Not disclosed for this Reporting Period	-
KPI B6.4	Description of quality assurance process and recall procedures.	Not disclosed for this Reporting Period	-
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Not disclosed for this Reporting Period	-

Contents		Chapter / Disclosure	Pages
Aspect B7: Anti-corruption			
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 bribery, extortion, fraud and money laundering.		Anti-corruption	6
KPI 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.	Not disclosed for this Reporting Period	-
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Not disclosed for this Reporting Period	-
Aspect B8 : Community Investment			
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.		Community involvement	6
KPI B8.1	Focus areas of contribution.	Not disclosed for this Reporting Period	-
KPI B8.2	Resources contributed to the focus area.	Not disclosed for this Reporting Period	-