

MOS HOUSE GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1653



2020 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Contents

Introduction	2
Effective Internal Control and Risk Management	2
Stakeholder Engagement	3
Materiality Assessment	4
Operating Practices	6
Our People	7
Our Environment	10
Community	12
HKEx ESG Reporting Guide Index	13

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

INTRODUCTION

About this report

MOS House Group Limited (“MOS House” or the “Company”) and its subsidiaries, (collectively known as the “Group” or “we”) are pleased to present our 2020 Environmental, Social and Governance (“ESG”) Report (the “Report”). This Report outlines our sustainable development approaches, describes measures implemented and summarize relevant performances on ESG. We understand that ESG performances are connected with the long-term growth and value of our business, and being a responsible corporate citizen benefits our stakeholders.

This Report is prepared in accordance with the requirements of the “Environmental, Social and Governance Reporting Guide”, which is the Appendix 27 to the “Rules Governing the Listing of Securities” (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited and adheres to the four reporting principles, namely “materiality”, “quantitative”, “balance” and “consistency” as set out in the Guide. A content index of the ESG Guide is provided at the end of the Report for the convenience of the stakeholders.

This Report covers our principal operation, which is retailing and supplying overseas manufactured tiles in Hong Kong and Macau, specialising in high-end European imported porcelain, ceramic and mosaic tiles for the year ended 31 March 2020 (“the Reporting Period”). There are no significant changes in the reporting scope as compared with last year. The performance data of the previous year are also listed in the Report for reference and comparison.

This Report is published in both Chinese and English, and is available on the websites of the Stock Exchange and the Company respectively.

EFFECTIVE INTERNAL CONTROL AND RISK MANAGEMENT

The Group understands the importance of internal control and risk management. A structured internal control and risk management system is closely related to the sustainable development of an enterprise. Therefore, the Board of the Group continues to monitor our internal control system, risk assessment and risk management system, so as to identify unfavourable factors that may adversely affect our business. These include the risks in the areas of operation, finance, compliance, social and environmental protection, etc. Corresponding measures will be implemented once these risks are identified.

In addition, the Company’s Audit Committee reviews our work in respect of internal audit and risk management periodically to ensure an effective internal control monitoring system is maintained. In order to further enhance our risk management and internal control system, we have engaged an internal control consultant as our independent external adviser to conduct reviews over our risk management and internal control system, so as to ensure the sustainability of our business and to adopt corresponding improvement measures if necessary. The Group’s sustainable development policies are expected to be complemented by the continuous monitoring and improvement of our internal control and risk management system, further contributing to the Group’s effort in achieving its goal of sustainable development.

For more information about our policies and procedures on corporate governance, please refer to the “Corporate Governance Report” on pages 19 to 29 in our 2020 Annual Report published on 30 July 2020.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

STAKEHOLDER ENGAGEMENT

Listening to stakeholders’ opinion is essential for our sustainable development. We formulate and adjust policies related to ESG issues in a timely manner, so as to respond to the expectations, balance the interests and address the concerns of different stakeholder groups. This helps us cope with risks and seize new opportunities.

We identified customers, suppliers, shareholders and investors, employees, other business partners, government and regulatory authorities as our major stakeholders. For each stakeholder group, we have developed suitable and proper channels to maintain close communications with them. These channels are summarized in the following table:

Major Stakeholders	Major Communication Methods
Customers	<ul style="list-style-type: none"> • Daily front-line communications • Regular business exchanges and meetings • Customer feedback • Questionnaire survey
Suppliers	<ul style="list-style-type: none"> • Business visits • Annual meetings • Questionnaire survey
Shareholders and investors	<ul style="list-style-type: none"> • Company website • Annual and interim reports • Annual general meetings and other shareholders’ meetings
Employees	<ul style="list-style-type: none"> • Employees performance appraisal • Regular departmental meetings • Questionnaire Survey
Other business partners	<ul style="list-style-type: none"> • Daily operations or regular business exchanges • Regular meetings • Questionnaire survey
Government and regulatory authorities	<ul style="list-style-type: none"> • Daily operations • Regular meetings • Cooperation with the government and regulatory authorities in compliance inspections

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIALITY ASSESSMENT

We believe stakeholders are our guide in formulation and adjustment of sustainability strategies. Therefore, in addition to routine communications with different groups of stakeholders, we also conducted a materiality assessment on ESG issues. The assessment is conducted through the following 3 steps.

IDENTIFY RELEVANT ESG ISSUES

- We identify ESG issues relevant to the Group with reference to the HKEx ESG Reporting Guide, previous engagement results and routine communications with stakeholders.

STAKEHOLDERS ENGAGEMENT

- We invite our stakeholders to provide feedback through an online survey on the importance of these issues to the group and to comment on the Group's work in sustainability.

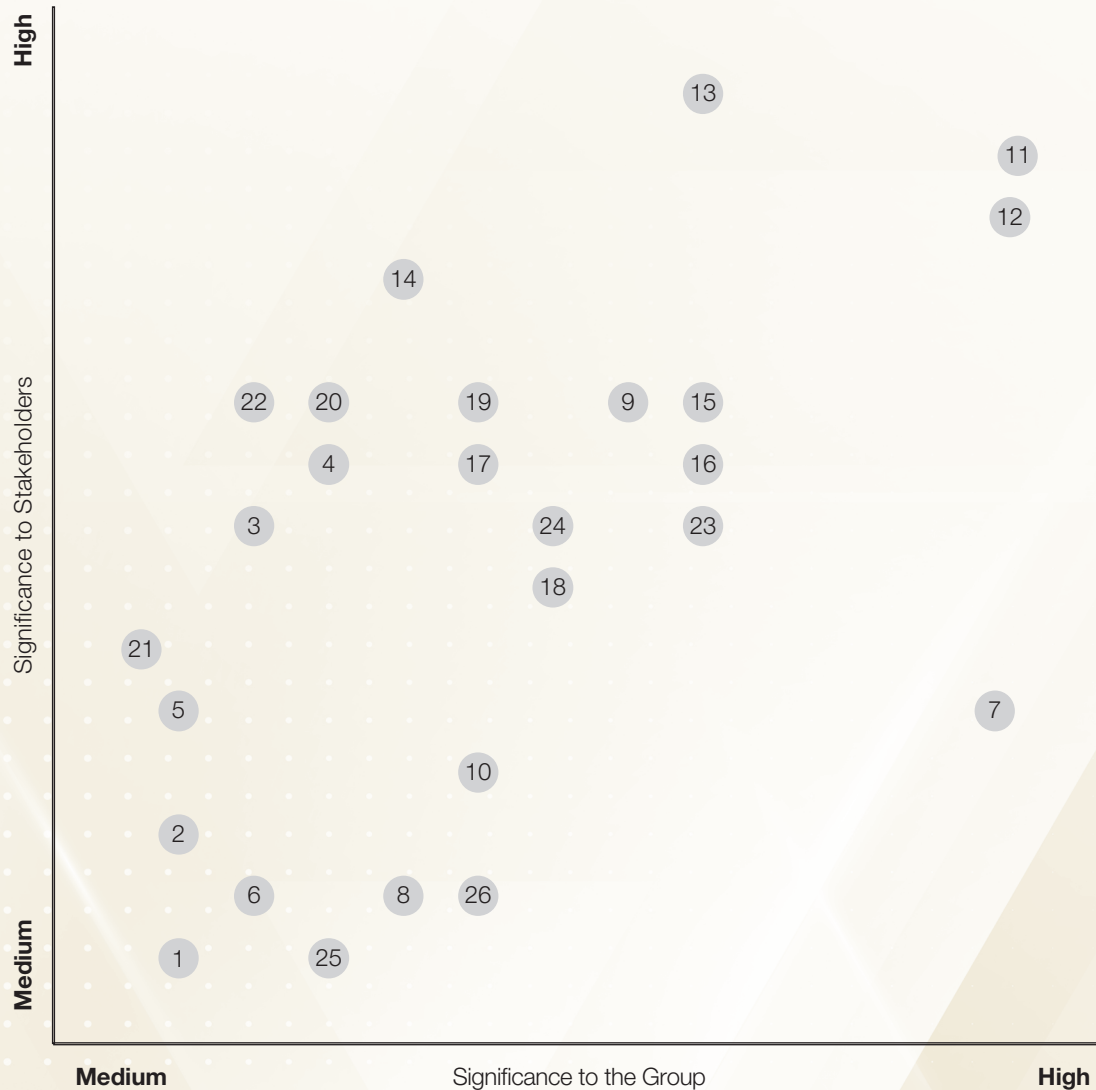
ANALYSE RESULTS AND MANAGEMENT EVALUATION

- The data collected from survey are analysed and combined with the management's evaluation to arrive at the conclusion on materiality of the ESG issues.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Through the stakeholders' engagement exercise and evaluation of the management, we are able to understand the relative importance of the ESG issues. We present the results in the following "Materiality Matrix" with two dimensions, which are "Materiality to the Group" and "Materiality to Stakeholders".

Materiality Matrix



- | | | | | | |
|---|--|----|---|----|--|
| 1 | Air pollution and emission control | 10 | Disaster/emergency response and management | 19 | Occupational health and safety |
| 2 | Climate change mitigation and adaptation | 11 | Quality of goods and services | 20 | Training and development of employees |
| 3 | Waste handling and management | 12 | Health and safety of goods and customers | 21 | Prevention of child labour and forced labour |
| 4 | Energy and water conservation | 13 | Customer communication and satisfaction | 22 | Employment relationship and communication with employees |
| 5 | Sustainable use of other resources and green packaging | 14 | Customer data protection and privacy | 23 | Talent attraction and employee retention |
| 6 | Green procurement | 15 | Complaint handling | 24 | Employee Benefits |
| 7 | Suppliers selection, assessment and continuous supervision | 16 | Protection of intellectual properties and rights | 25 | Participation in voluntary activities |
| 8 | Supplier's sustainability and social responsibility | 17 | Advertising management | 26 | Charitable donations |
| 9 | Anti-fraud/anti-corruption | 18 | Workplace diversity, antidiscrimination and equal opportunity | | |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

We intend to review these issues continuously to enhance our management in sustainability. The most significant ESG issues are located at the top-right hand corner of the Materiality Matrix. From the results of the assessment, we have identified the following three major issues that are most important to our business and stakeholders:

- > Quality of goods and services
- > Health and safety of goods and customers
- > Customer communication and satisfaction

This Report will therefore be more focused on these three major issues and we will respond to stakeholders' concerns in the relevant sections.

We cherish opportunities to enhance the communication between the Group and our stakeholders and value feedbacks regarding our sustainability matters. We sincerely invite you to provide your inputs. Your opinions and suggestions motivate our further improvement and future development. Please do not hesitate to submit your comments by mail to 50/F, China Online Centre, 333 Lockhart Road, Wanchai, Hong Kong.

OPERATING PRACTICES

Product Responsibility

The Group mainly engages in retailing and supplying of overseas manufactured tiles and is not involved in any production. Nevertheless, as the largest player in the overseas manufactured tile retailing industry, we are committed to the quality of our products and we deliver products with the best quality to our customers.

During the Reporting Period, the Group has complied with relevant laws and regulations on product safety, health and advertising, including but not limited to Sales of Goods Ordinance (Cap. 26), Trade Descriptions Ordinance (Cap. 362), and Consumer Goods Safety Ordinance (Cap. 456). There were no products sold or shipped subject to recalls for safety and health reasons.

To ensure the quality of products, our quality control team checks the products against specifications as set out in relevant purchase orders placed upon the arrival of products at our warehouse. The team will also carry out sample checks on the quality of the products packed in individual cartons by visual inspection. In case of any apparent defects discovered, we will immediately contact the relevant suppliers and reach a mutually agreed mechanism for returning or exchanging the products concerned.

The quality control team also conducts sample checking procedure on the products by visual inspection before delivering to our customers. Despite the fact that we do not provide warranties for the products sold, we generally accept the return or exchange of unused and untainted purchase for our retail customers, if defects are discovered upon or after delivery within a reasonable period, say within two weeks of delivery.

We have stipulated a data privacy policy in the staff handbook. All proprietary, confidential or generally undisclosed information in relation to operations and business activities of the Company and our business associations should be safeguarded with security controls and proper handling procedures.

The Group also pays attention to defending and protecting our intellectual property rights. Some trademarks and domain names of the Group were registered in Hong Kong and China.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Supply Chain Management

The procurement network that we maintained includes more than 60 tile suppliers and bathroom fixtures suppliers. Our tiles and bathroom fixtures suppliers are mainly manufacturers in Italy and Spain.

Due to our business nature, we rely on our suppliers' quality control of the imported tiles and bathrooms fixtures. Therefore, we established comprehensive policies and procedures regulating supplier selection and evaluation using various criteria, such as their reputation in the industry, quality and standards. Moreover, most of our tile suppliers obtained ISO 9001 certification on quality management system and ISO 10545 certification on standards and quality of tiles. They have also received the CE mark¹, indicating that they met the requirements of the European Economic Area (EEA). To further demonstrate the eco-sustainability and environmental friendliness of the products. Most of our suppliers have obtained other certifications, such as Ecolabel², LEED³ credits and ISO 14001 on environmental management system standards, as well.

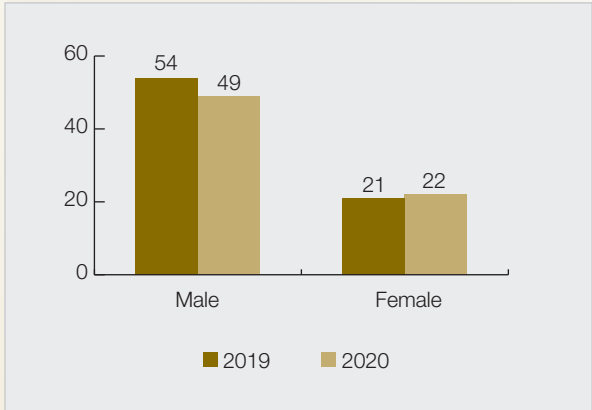
OUR PEOPLE

The Group always adheres to the concept of "People-oriented". We have established policies and procedures stating our Group's human resources policies, which fully align with the applicable employment laws and regulations in Hong Kong, including but not limited to the Employment Ordinance (Cap. 57). Our Human Resources Department will keep reviewing the internal policies to ensure our policies are in line with the latest requirements of laws and regulations.

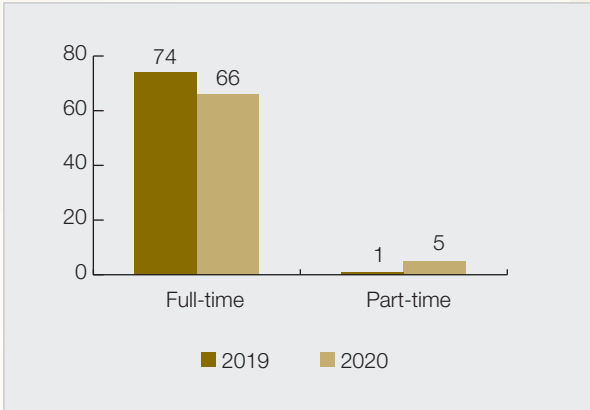
During the Reporting Period, the Group was not subjected to any major administrative sanction or punishment due to violation of any employment laws or regulations.

As of 31 March 2020, the Group had a total of 71 employees.

Headcount by Gender



Headcount by Employment Type



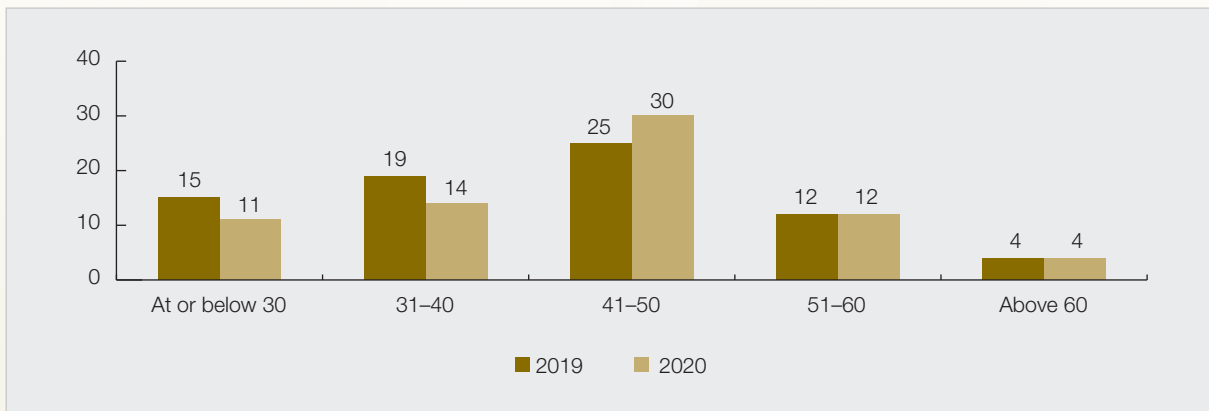
¹ A conformity marking for products sold in the European Union. It states that the products is assessed before placed on the market and meets the European Union safety, health and environmental protection requirements.

² EU Ecolabel, a voluntary labelling system which is recognized throughout Europe that helps customers to identify products and services that have a reduced environmental impact throughout their life cycle, from the extraction of raw material through to production, use and disposal.

³ Leadership in Energy and Environmental Design, a set of standards introduced by the U.S. Green Building Council for environmentally sustainable construction.

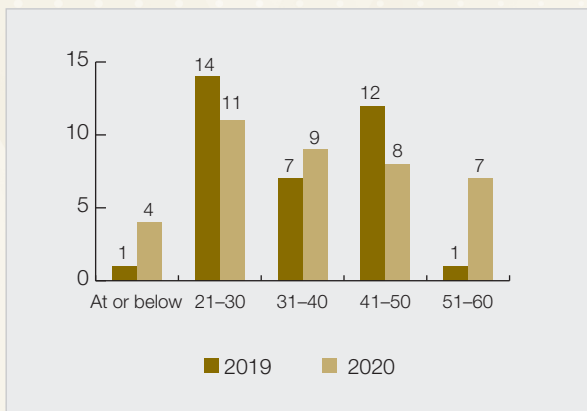
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Headcount by Age Group

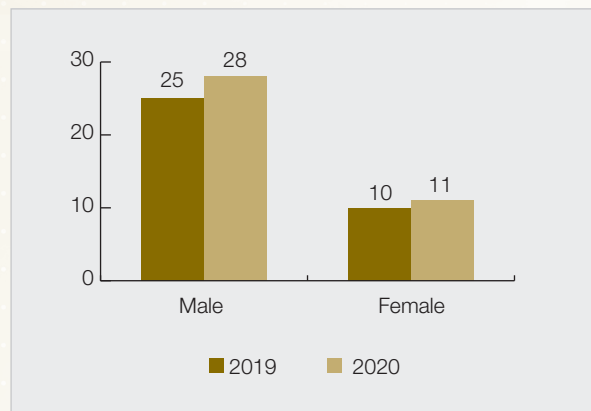


During the Reporting Period, there was an average of approximately 3.3 employees resigned per month.

Employee Turnover by Age Group



Employee Turnover by Gender



Employment Practices

As a responsible and equal opportunity employer, we have clearly defined our employment terms, including salary, dismissal, recruitment, promotion, working hours, holidays and benefits in our staff handbook and internal control policies.

We endeavour to build a working environment without harassment and discrimination. Employees are hired based on his/her working experience, qualifications and knowledge, regardless of factors such as skin colour, age, gender, sexual orientation, gender identity, nationality etc. We believe that our employees should be treated equally and our job applicants should not be subjected to any form of discrimination during the recruitment process.

The Group motivates employees by promotion and salary increments based on results of regular performance appraisals. Staff dismissals are in accordance with the Employment Ordinance, as well as the requirements stipulated in the employment contracts.

In addition to all rest days and statutory holidays as stated in local laws and regulations, employees are entitled to have paid annual leaves, maternity leaves, paternity leaves, marriage leaves and festivals early leaves. Employees are also entitled to have benefits such as medical benefits, MPF scheme contribution and other benefits subject to the Group's human resources policies, such as birthday leave with a cash gift. Employees can enjoy celebration activities for the festival provided by the Group, such as Christmas Party.

Our shop staffs, who are under managerial grade, are appraised monthly and quarterly based on standard performance criteria. Performance bonus, salary increment and promotion are determined with reference to the results of the staff appraisal.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Strict Prohibition of Child and Forced Labour

The Group strictly complies with laws and regulations relating to minimum age and wages of employment, such as the Minimum Wage Ordinance (Cap. 608). Assuming our social responsibility, we strictly forbid child labour and forced labour. All new recruits are subjected to a set of review procedures, such as interviews and identity checking procedure to minimize the risk of hiring child labour.

The Group stresses the importance of zero tolerance for forced labour and employment must be based on an individual's own will. We undertake that:

- Forced behaviour shall be prohibited;
- No employee shall be induced to work for the Group by fraudulent means;
- None of the employees' interest shall be obtained or none of the employees shall be forced to work through punishments or coercion.

Health and safety

We aim to provide a comfortable, safe and healthy environment in our office, retail shops and warehouses. Pursuant to the Occupational Safety and Health Ordinance (Cap. 509), the Group manages our business operations with due consideration to workplace safety and health concerns and comply with relevant requirements.

One of our major concerns is to ensure the health and safety of our employees in our daily operations. We believe that a safe working environment protecting our employees from occupational disease or injuries demonstrates our devotion to the people-oriented principles.

To provide our employees with a safe and healthy working environment, our staff handbook for the operation and warehousing staff contains work safety rules, such as emergency and evacuation procedures upon a breakout of fire, an electrical outage or flooding in our retail shops.

During the Reporting Period, the Group received no complaints or notices from regulatory bodies in relation to the violation of safety laws and regulations. Furthermore, the Group receive no major administrative sanctions or penalties for violating any laws and regulations related to the provision of a safe working environment and the protection of employees against occupational hazards. However, there were two incidents of working injuries occurred in our warehouse, which led to a total loss of 57 working days. Notices and warning signs have been placed in warehouses to remind employees on occupational safety when performing their duties.

In response to the coronavirus pandemic, we have put notices to remind customers to wear face masks when visiting our retail shops. We have also provided hand sanitizers at the entrance of our office and required staff to disinfect themselves and measure body temperature before entering the office.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Development and Training

The management acknowledges the continuous staff training and development helps to improve the efficiency and productivity in the Group. Employees are encouraged to participate in relevant internal and external training courses so as to enhance their competence and maintain a high quality of services.

Furthermore, we provide various training to our shop staff on a regular basis to strengthen their product knowledge and deepen their industry insight. We also provide on-the-job training to new employees to educate them of our internal rules and to enhance their safety awareness. We intend to cultivate a sense of work safety among our employees and to enhance their technical skills through the training we offered to our employees.

Anti-corruption

The Group strives to comply not only with requirements of the statutory law, rules and regulations, such as the Prevention of Bribery Ordinance (Cap. 201), but also observes recognized compliance practices.

We have established a whistle-blowing channel to allow and facilitate communication among departments and business units to report any irregularities to emphasize ethical value and preventing fraud and bribery. Besides, in order to prevent bribery of third parties, our accounting staff will check any payments not incurred in the ordinary course of sales transactions and we will perform relevant checking and reporting of their findings on sales transactions.

During the Reporting Period, there were no legal cases regarding corruption brought against the Group and its employees. There were also no whistle-blowing reports received.

OUR ENVIRONMENT

Safeguarding the health of our planet is a collective duty that has significant consequences for present and future generations. The Group, as a listed company in Hong Kong, try our best to operate our business in an environmentally friendly manner to protect our planet.

We have not identified any specific regulatory requirements related to environmental protection that have significant risks to the Group and we consider that our operation does not cause any significant impact to the environment and natural resources during the Reporting Period. Nevertheless, we understand that it is necessary and critical for us to keep assessing the regulatory requirements for environmental protection, as the development of international policy and regulation on climate change are expected to be stricter in the coming future.

During the Reporting Period, the Group has not been subjected to administrative sanctions or penalties for violating environmental laws or regulations that would have a significant impact on the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental Performance

	Year ended 31 March 2019 ⁴	Year ended 31 March 2020	Unit
Air emissions			
Nitrogen Oxides (NOx)	479.38	399.59	Kilogram
Sulphur Oxides (SOx)	1.04	0.88	Kilogram
Particulate Matter (PM)	1.91	1.63	Kilogram
GHG emissions			
Total GHG Emissions	530.34	556.65	Tonnes of CO2e
Direct emissions (Scope 1)	37.16	32.91	Tonnes of CO2e
Indirect emissions (Scope 2)	493.18	523.74	Tonnes of CO2e
Intensity of GHG Emissions	3.18	3.83	Tonnes of CO2e per HK\$ million revenue
Non-hazardous waste⁵			
Total Non-hazardous Waste Produced	175.00	71.45	Tonnes
Intensity of Non-hazardous Wastes Produced	1.05	0.49	Tonnes of CO2e per HK\$ million revenue
Energy Consumption			
Total Energy Consumption	869.32	868.08	MWh
Purchased Electricity	737.84	748.92	MWh
Unleaded Petrol	5.74	14.49	MWh
Diesel oil	125.74	104.67	MWh
Intensity of Energy Consumption	5.22	5.97	MWh per HK\$ million revenue
Water			
Total water consumption	527.92	970.00	Cubic meter
Intensity of Water Consumption	3.17	6.67	Cubic meter per HK\$ million revenue

Green Operations

Environmental protection is always one of the important elements of our sustainable strategies. Even though we may not be able to achieve a significant improvement on our environmental performance due to our business nature, we will continue to work to improve and reduce the negative impact generated from our operations and to promote the sense of environmental friendliness within the Group to contribute as much as we can to our environment.

In our operations, our main emissions are generated from purchased electricity for our retail shops and office, unleaded petrol used for passenger cars and diesel oil used for forklift. For the sake of reducing negative impacts on the environment, we have implemented the following measures to achieve a “Green Operations”:

⁴ Some figures for 2018–19 have been restated to reflect the actual situation.

⁵ Non-hazardous waste we produced are mainly damaged tiles. Our operations do not generate significant office waste and we estimated the office waste based on the amount of paper purchased for year ended 31 March 2020.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

- Install a high-efficiency motor unit when replacing the machine
- Increase the application of natural light
- Lights and unnecessary energy-consuming devices must be turned off when employees left to reduce energy consumption and lower the relevant greenhouse gas emissions
- Educate employees on the importance of water conservation and reduce unnecessary water waste
- When any leaks occur on any equipment, perform maintenance procedures immediately to avoid waste
- Ensure equipment and devices are switched off during downtime and breaks
- Set the temperature of air conditioning in our office within an energy-efficient level from 24°C to 26°C
- Encourage employees to switch off all computers and warehouse/office equipment, electrical appliances and air-conditioners when not in use
- Advocate 3R's concept — "Reduce, Reuse and Recycle"

Waste Management

As the best way to prevent pollution is reducing waste at source, recycling and reuse will be placed with high priority. Due to the business nature of the Group, the most common waste generated in our daily business activities are non-hazardous wastes, including paper waste, ordinary office waste and broken tiles. We have taken a range of measures to reduce paper consumption, such as using an electronic system to save files, requiring double-sided printing or photocopying for documents and materials used in the office. Furthermore, employees are also encouraged to bring their own cups and avoid using paper cups. Waste that cannot be recycled will be entrusted to local garbage collection agencies for further handling to ensure all wastes are properly handled. A service provider has been engaged to collect the non-hazardous wastes generated from the warehouse and office on a regular basis.

Water Consumption

Regarding the management of water usage, we only use tap water provided by the Water Supplies Department and we do not have any issue in sourcing water. We encourage our staff to be environmentally friendly and require them to save freshwater, which is an increasingly scarce resource around the world. Wastewater generated by the Group was mainly municipal wastewater from the daily operations of the office and shops. Therefore, we do not have significant wastewater generated during the Reporting Period. Municipal wastewater was directly discharged into the municipal sewer line.

Packaging Management

Due to the business nature of the Group, we consume packaging materials, including plastic wraps and non-woven bags for business purpose. We are committed to reducing product package use and reducing consumption and environmental impact through saving package materials. During the Reporting Period, the amount of packaging material purchased was 0.4 tonnes.⁶

COMMUNITY

The Group is devoted to making contributions to and fostering a harmonious relationship with the community. We also continuously encourage our employees to participate in voluntary activities held by local organizations and give back to the communities.

We also provide financial support to the community. During the Reporting Period, we have donated HK\$115,000 to support non-profit organizations in Hong Kong.

⁶ A small amount of packaging is omitted as its weight information is not available. We will improve our data gathering for a more comprehensive reporting in the future.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEx ESG REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosure and Key Performance Indicators (“KPIs”)		Section	Page Number
A. Environmental			
<i>Aspect A1: Emissions</i>			
General Disclosure		Our Environment	P. 10–12
<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>			
KPI A1.1	The types of emissions and respective emission data.	Environmental Performance	P. 11
KPI A1.2	Greenhouse gas emissions in total and intensity.	Environmental Performance	P. 11
KPI A1.3	Total hazardous waste produced and intensity.	The operation of the Group does not generate significant hazardous waste.	–
KPI A1.4	Total non-hazardous waste produced and intensity.	Environmental Performance	P. 11
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Our Environment	P. 10–12
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Waste Management	P. 12

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosure and Key Performance Indicators (“KPIs”)		Section	Page Number
<i>Aspect A2: Use of Resources</i>			
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.		Our Environment	P. 10–12
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Environmental Performance	P. 11
KPI A2.2	Water consumption in total and intensity.	Environmental Performance	P. 11
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Our Environment	P. 10–12
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Water Consumption	P. 12
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced.	Packaging Management	P. 12
<i>Aspect A3: Environment and Natural Resources</i>			
General Disclosure Policies on minimising the issuer’s significant impact on the environment and natural resources.		Our Environment	P. 10–12
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environment	P. 10–12
B. Social			
<i>Employment and Labour Standards</i>			
<i>Aspect B1: Employment</i>			
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.		Our People	P. 7–8
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Our People	P. 7–8
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Our People	P. 8

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosure and Key Performance Indicators (“KPIs”)		Section	Page Number
<i>Aspect B2: Health and Safety</i>			
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	P. 9
KPI B2.1	Number and rate of work-related fatalities.	During the Reporting Period, there were no deaths due to work.	–
KPI B2.2	Lost days due to work injury.	Health and Safety	P. 9
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety	P. 9
<i>Aspect B3: Development and Training</i>			
General Disclosure Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.		Development and Training	P. 10
KPI B3.1	The percentage of employees trained by gender and employee category.	Not disclosed for this year	–
KPI B3.2	The average training hours completed per employee by gender and employee category.	Not disclosed for this year	–
<i>Aspect B4: Labour Standards</i>			
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.		Strict prohibition of child and forced labour	P. 9
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Not disclosed for this year	–
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Not disclosed for this year	–

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosure and Key Performance Indicators (“KPIs”)		Section	Page Number
Operating Practices			
<i>Aspect B5: Supply Chain Management</i>			
General Disclosure Policies on managing environmental and social risks of the supply chain.		Supply Chain Management	P. 7
KPI B5.1	Number of suppliers by geographical region.	Not disclosed for this year	–
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 year	–
<i>Aspect B6: Product Responsibility</i>			
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.		Product Responsibility	P. 6
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	During the Reporting Period, there were no products subject to recalls for safety and health reasons.	–
KPI B6.2	Number of products and services related complaints received and how they are dealt with.	Not disclosed for this year	–
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility	P. 6
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility	P. 6
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Product Responsibility	P. 6

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosure and Key Performance Indicators (“KPIs”)		Section	Page Number
<i>Aspect B7: Anti-Corruption</i>			
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	P. 10
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.	Anti-corruption	P. 10
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption	P. 10
Community			
<i>Aspect B8: Community Investment</i>			
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	P. 12
KPI B8.1	Focus areas of contribution.	Not disclosed for this year	–
KPI B8.2	Resources contributed to the focus area.	Community	P. 12