



絲路投資

Asia Pacific Silk Road
Investment Company Limited

亞太絲路投資有限公司

Stock Code : 767

Environmental, Social and
Governance Report
2017

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1. ABOUT THIS ESG REPORT

Asia Pacific Silk Road Investment Company Limited (formerly known as Pacific Plywood Holdings Limited) (hereinafter referred to as the “Company”, “we” or “us”) and its subsidiaries (collectively, the “Group”) are pleased to publish this environmental, social and governance (“ESG”) report (hereinafter referred to as this “ESG Report” or “Report”), which summarises the Group’s strategy, plans and goals in respect of ESG issues, and describes how the Group carries out its sustainable development philosophy and principles.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (hereinafter referred to as the “Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The contents in this Report comply with the disclosure principles required by the Guide.





This ESG Report mainly focuses on the overall performances of the Group's peer-to-peer ("P2P") financing platform and other loan facilitation services business as well as the Group's Beijing office¹ in terms of sustainable development and corporate social responsibilities from 1 January 2017 to 31 December 2017 (hereinafter referred to as the "Year"). Unless otherwise stated, other businesses have been excluded from this Report².

Without the support of the Group's stakeholders, we would not have fully recognised the Group's relative progress in environmental and social aspects. By summing up our environmental and social efforts, this Report will assist the Group in short- and long-term forward planning for a sustainable future.

For details of the Group's corporate governance, please refer to the section headed Corporate Governance Report in the Company's annual report or visit the Group's official website at www.irasia.com/listco/hk/asiapacificsilksroad. Your precious comments are vital to us in continuously improving our sustainable development. Please send us your enquiries or suggestions by email at pphlhk@pphl.com.hk.

¹ This business is managed by Beijing Huiju Wealth Management Consultant Company Limited, a subsidiary of the Group, with Beijing as its principal place of operation.

² The scope of this Report does not include the Group's money lending and securities investments businesses, as well as the corporate secretarial and consultancy services and forestry businesses that have already been disposed of.

2. SUSTAINABLE DEVELOPMENT STRATEGY



The Group gives high priority to sustainable development and actively minimises its impact on the environment and society in its entire business operation while striving for steady business growth. The Group will continue to strengthen its corporate governance as well as risk prevention and control mechanisms and optimise its human resource management system in order to maintain the reputation of its brand, improve its financial performance and diversify its business.

To strike a balance between environmental protection and economic development, the Group pledges to integrate sustainable development into its corporate culture and take up both its corporate and social responsibilities in collaboration with the world, enterprises and communities. It will make every effort to contribute to the society as well as create a bright and sustainable future while pursuing stable growth.

The board (the “Board”) of directors of the Company takes full responsibility for the Group’s ESG strategies and reporting. It reviews the implementation of its ESG policies at least once a year and leads the management in its evaluation of the Group’s risk management and internal control systems with respect to ESG matters to ensure that the Group complies with the relevant laws and regulations. It also maintains close communication with internal stakeholders (including the Board, the management, executives and general staff) as well as external stakeholders (including shareholders, customers, governments/regulators and community groups).



In the process of preparing this Report and formulating the Group's sustainable development strategy, we have engaged our stakeholders and listened to their expectations of the Group through various channels in order to define the scope of and prepare this Report on quantitative, fair and consistent reporting principles that meet the stakeholders' requirements.

As a socially and environmentally responsible corporation, the Group has already formulated ESG Policies to embody sustainable development in its daily operation, raise the social and environmental awareness of its staff, and incorporate sustainable development policies into all of its businesses. To analyse the Group's sustainability performance, this Report divides such sustainable development policies into four major areas, namely "Responsible Operation", "Care for People", "Low-Carbon Enterprise" and "Community Investment".



3. RESPONSIBLE OPERATION

Upholding the corporate values of lawfulness and compliance, the Group strictly complies with national and regulatory laws and regulations and continuously improves its corporate governance as well as risk prevention control mechanisms so as to realise stable and rapid growth and development with a sound and comprehensive management system.

3.1. INFORMATION SECURITY AND CUSTOMER PRIVACY

Being a provider of P2P financing platform and other loan facilitation services, the Group attaches great importance to customer privacy and information security. It has developed the Information Security Management System to state computer and server room management systems and thus safeguard the privacy and security of the corporate information of the Group and the personal information of its customers in accordance with the Requirements for Information System Security Management and the Personal Data (Privacy) Ordinance. We have also tightened surveillance of information in order to prevent, control and prohibit the staff from illegally disseminating information, copying and removing business and customer information from business premises without authorisation, or disclosing customer information without customers' approval.



Furthermore, the Group has constructed the System for Handling Emergencies on the Platform (《平台應急事件處理制度》) to optimise its corporate system and guarantee the protection of its information system by setting up a departmental safety accountability system and collaboration work mechanism. To ensure the rightful use, safe storage and secured protection of the Group's information, any equipment that needs access to the Group's intranet requires verification and authorisation by the Computer Department before doing so. Also, task forces are set up to lead the coordination work as well as investigations into the causes of any incidents. In addition, the Group conducts emergency drills on a regular basis to ensure a practicable and effective emergency response system.

3.2. ANTI-CORRUPTION



Anti-money laundering and terrorism financing

With a view to maintaining good corporate image and high corporate governance standard, the Group spares no effort in preventing criminals from laundering money through the Group. It strictly complies with relevant laws and regulations such as the Anti-Money Laundering Law of the People's Republic of China as well as the Anti-Money Laundering and Counter-Terrorist Financing Ordinance, the Drug Trafficking (Recovery Of Proceeds) Ordinance, the Organized and Serious Crimes Ordinance and the United Nations (Anti-Terrorism Measures) Ordinance of the Hong Kong Special Administrative Region.

To further strengthen the compliance standard of its business, mitigate the compliance risk of its operation, optimise business management and raise

the awareness of the staff, the Group has implemented the Provisional Measures Against Insider Trading and a List of Securities under Surveillance (《禁止內幕交易及證券觀察名單暫行辦法》) that establish effective restriction on the transmission of insider information. Staff members are required to complete a Staff Securities Account Reporting Form (《員工相關證券帳戶申報表》) and report the details of their securities or futures accounts in order to reduce the risk of the Group and its staff members breaching regulations against insider trading.

To better execute these anti-money laundering measures, we also regularly conduct anti-money laundering training and other educational activities for the staff and to explain the civic duty to curb money laundering, anti-money laundering laws and regulations, the importance of anti-money laundering initiatives and basic characteristics of money laundering activities so as to familiarise the staff with anti-money laundering laws, regulations and rules as well as the relevant liabilities.

Codes on Prevention of Bribery and Financial Crimes

The Group has always carried out its business activities with the core values of honesty, integrity, fairness and professionalism and in strict compliance with the Corporate Finance Advisers Code of Conduct, the Prevention of Bribery Ordinance and other relevant laws and regulations.

To establish a good image as an honest enterprise and team, the Group has compiled the Regulations on Clean Conduct for the Staff (《員工廉潔從業規定》) and Ten Principles of Work Style Construction of Caijia Group (《財加集團作風建設十條》) to promote honesty, integrity and self-discipline amongst the entire staff and prohibits all staff members from taking advantages of their authorities or positions to seek inappropriate benefits for their spouses, children or relatives by illegal conducts such as soliciting or accepting any bribery or rebate, corruption, embezzling, appropriating or stealing the Group's assets or offering bribery.

We have also established a monitoring mechanism to prevent fraud and strengthen internal control. To cultivate an atmosphere against fraud across the Group, a hotline has been set up at the Integrated Management Centre to receive internal and external complaints and reports about violations committed by our staff. Such hotline and fax numbers are shown in the staff manual while internal mail boxes are in place for such complaints and reports so that every staff member can complain against or report violations of laws and regulations as well as frauds and crimes through safe and confidential channels.

During the Year, no litigation of bribery, financial crime or corruption related to the staff was instigated against the Group.



3.3. HANDLING CUSTOMER FEEDBACK

Customer feedback is very important to the Group for the sake of its long-term and healthy growth. We have set up various channels to collect customer feedback and ensure that every enquiry and complaint is handled in accordance with established procedures, all suggestions and complaints receive appropriate replies in a timely manner, and the reputation and image of the Group are maintained.



3.4. SUPPLIER MANAGEMENT

The Group gives high importance to supplier management. For the purposes of enhancing the quality and efficiency of the procurement function, we have devised the Procurement Management System (《採購管理制度》) that sets out the application and approval procedures for procurement to strengthen the management and prevent defects of the procurement process. We have plans to commence social responsibility assessment of our suppliers with the aim of influencing them, raising their social awareness and co-operating with them to create a sustainable supply chain.

For new items to be purchased, the Group asks for quotations from, or carries out on-site inspection of, at least over three suppliers.

For regular bulk purchases, we apply a tendering process. The Group invites tenders at least twice a year depending on market conditions to determine purchase prices and supplier quality. In the selection of supplier, not only do we evaluate the product and service quality, reputation and costs offered by the suppliers, but we also take their corporate governance, labour conditions, ethics, environmental standards and other factors into account with a view to encouraging them to strive for sustainable development together with the Group.



3.5. SERVICE RESPONSIBILITY

The Group strictly abides by relevant laws and regulations to ensure that all product information given to the public in its brand promotion and advertisements are complete, true and accurate. It also prohibits all behaviours that defraud customers with false and misleading product descriptions.

We also completely observe laws and regulations relating to intellectual property to safeguard the intellectual properties of the Group and its contractors. We make sure that only safe and licensed software is installed in our staff computer systems, that the intellectual properties of our contractors are not illegally used, and that their patents, trademarks, copyrights and other legal rights are not infringed.



4. CARE FOR PEOPLE

The Group is convinced that staff is the key to a corporate's success and therefore puts unremitting effort into caring for its people. It strives for a top-notch service team by providing opportunities and a platform for the staff to develop their career and organising comprehensive training, offering chances of networking, and constantly improving staff remuneration and benefits.

For this purpose, we have prepared the Human Resource Management System Publication (《人力資源管理制度匯編》) to set out codes of conduct for all staff members to follow, clarify staff rights and responsibilities and warrant legal rights of staff in order to improve the quality and work efficiency of the staff. The Human Resource Management System (《人事管理制度》) specifies, among other things, recruitment standards and processes, and staff remuneration, benefits and training system.

4.1. FAIR EMPLOYMENT

The Group strives to provide a fair, diversified and inclusive working environment as well as a non-discriminative promotion platform for the entire staff. It strictly complies with labour-related laws and regulations such as the Labour Law, the Labour Contract Law, the Law on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour of China.

Our Human Resource Management System Publication (《人力資源管理制度匯編》) standardises our staff recruitment and employment process by setting out our recruitment principles as well as recruitment and approval procedures. Under fair and consistent selection criteria and recruitment process, we conduct evaluation, written tests, interviews, work experience verification, approval and other procedures to assess, among other things, the candidates' educational background, work experience and skills. We also pledge to offer equal employment opportunities, regardless of gender, age, nationality and ethnicity.


We check the actual age of the candidates in the recruitment process so as to eliminate child labour. To eliminate employment discrimination, forced labour and exploitation, the Group applies a stringent labour contract system to ensure that all staff members sign their contracts on an equal and voluntary basis with clear understanding of their job duties. Furthermore, it does not tolerate any form of discrimination or harassment. Staff members have the rights to freely terminate their labour contracts.

During the Year, no violation related to discrimination, child labour or forced labour has occurred within the Group.

4.2. STAFF BENEFITS

The Group endeavours to offer competitive remuneration and benefits in order to better attract, motivate, nurture and retain talent. To maintain its competitive edge and achieve its long-term strategic goals, the Group has formulated the Remuneration Policies (《薪酬政策》) and the Administrative Measures for Staff Remuneration (《員工薪酬管理辦法》) to attract and retain talent by setting out its remuneration and benefit policies and stipulating regular reviews. The Group also regularly optimises and enhances its remuneration standard and system, and adjusts staff remuneration based on economic outlook, price indexes, industry development and the results of individual staff performance appraisals.

Aiming for an attractive and competitive company benefit structure, the Group has devised the Administrative Measures for Staff Benefits (《員工福利管理辦法》) to reflect its care for the staff and create a harmonious work atmosphere. Our staff benefits go beyond national statutory requirements, such as statutory fringe benefits and paid holidays, and include, among other things, marriage leave, maternity leave, parental leave, paternity leave and compassionate leave. We also provide our staff with health benefits, including annual medical insurance, life insurance, body check, meal reimbursement, travel allowance and high temperature allowance, to give them peace of mind and enhance their loyalty to us.



Furthermore, the Group advocates work-life balance among its staff and has set up a staff benefit committee to supervise staff benefits. With a view to cultivating the staff's sense of belonging and bonding with the Group, various cultural, sport and interest groups have been formed to arrange regular cultural and sport activities for the staff. The Group also offers a work environment that allows the staff to enjoy and let their talents flourish. We organise different kinds of periodical group activities and festival celebrations with the aim of building up trust among staff members, inspiring mutual support and co-operation, cultivating team spirit, unity and collaboration, and motivate the staff to fight for our future.

4.3. HEALTH AND SAFETY

The Group places strong emphasis on staff health and safety. To strive for a safe, healthy and harmonious work environment for the staff, it strictly abides by relevant laws and regulations such as the Law on the Prevention and Control of Occupational Diseases and the Regulations on Work-Related Injury Insurance of the People's Republic of China as well as the Occupational Safety and Health Ordinance of the Hong Kong Special Administrative Region.



In our Human Resource Management System Publication (《人力資源管理制度匯編》), safety rules and departmental management duties are set out clearly to regulate safety management and allow timely and effective handling of emergencies, accidents or contingencies by the staff. We also require our staff to diligently inspect the office areas, unplug all unnecessary electric plugs and close all doors and windows before close of business so as to eliminate hidden safety risks and safeguard the staff and properties. At the same time, the Group has also composed the Administrative Management System Publication (《行政管理制度匯編》), setting out environmental and hygiene management and requiring the staff to keep the office areas and public places neat and clean to avoid the obstruction of fire escape routes. To ensure electrical safety, the Group has also established office electricity management that requires periodical inspection and maintenance of electricity cables and ducts.

During the Year, no work-related injury or fatality or violation of health and safety laws and regulations was recorded across the Group.



4.4. NURTURING TALENT

A sound and effective talent management system is an important foundation for corporate development. The Group has launched the Performance Appraisal Management System (《績效考核管理制度》) to implement its strategic goals, facilitate business development and motivate the entire staff. We set clear annual goals for each department and the staff members to enhance the staff's sense of fulfillment, unleash their potential and foster their growth and development. Through monthly assessments and comprehensive annual appraisals, the overall work performance of each staff member is thoroughly evaluated and suitable education, training, internal transfers, salary adjustments and other actions can be fairly and reasonably arranged, while opportunities are given to the staff members to express their opinions and make their suggestions to enhance the understanding and communication among the Group, department heads and staffs. The amount of annual performance bonus is based on the results of the annual appraisal, which also forms an important basis for promotion, salary increase, demotion, pay cut and other employment changes, so as to enhance the value of and meet customers' expectation for the Group.

In addition, the Group has developed the Measures for Rewarding the Staff for Continuing Education (《員工繼續學習獎勵辦法》) that encourage the staff to engage in different kinds of professional postgraduate and vocational education to acquire further knowledge and business skills. It supports its staff in pursuing continuous learning, and acquiring professional qualifications and certifications according to their personal abilities and the needs of the Group by reimbursing their enrolment and examination fees as well as granting one-off bonuses and monthly subsidies to staff members who successfully acquire the professional qualifications as rewards.

The Group implements the annual training plans and sets quarterly training topics and contents, such as corporate culture, market trends and other business-related topics to offer diversified development opportunities to the staff, enhance their work efficiency, maintain job quality and promote corporate growth. The number of training hours conducted by Beijing Huiju Wealth Management Consultant Company Limited, a subsidiary of the Group, is as follows:

Average staff training hours in 2017 by gender and position

Average training hours (by gender)		hours
Male		150
Female		100

Average training hours (by position)		hours
Senior		50
Middle		200
Junior		200



5. LOW-CARBON ENTERPRISE

The Group keeps a watchful eye on the impact of its operation on the environment and natural resources and has formulated and implemented the ESG Policies which combat global climate change by complying with local environmental protection laws of each business location, and encouraging the staff to make better use of resources during business operation.

5.1. LOW-CARBON CULTURE

The Paris Agreement, a historic climate change agreement unanimously adopted by 195 members of the United Nations, was executed on 12 December 2015. The agreement sought to reduce carbon emissions and strengthen global response to climate change.

Major Goals of the Paris Agreement:

- holding the increase in the global average temperature to well below 2°C above pre-industrial levels (which is considered by many scientists to be the brink of catastrophe) and pursuing efforts to limit the temperature increase to 1.5°C above pre-industrial levels
- reaching global peaking of greenhouse gas ("GHG") emissions as soon as possible and achieving a balance between anthropogenic emissions by sources and removals by sinks of GHG in order to achieve net-zero GHG emissions between 2050 and 2100
- determining carbon reduction goals and take stock of their implementation every five years

The Group is also aware of the urgency of combating climate change, and has conducted the first GHG emission assessment for Beijing Huiju Wealth Management Consultant Company Limited, a subsidiary of the Group, in accordance with the Greenhouse Gas Protocol composed by the World Resources Institute and the World Business Council for Sustainable Development, and ISO14064-1 devised by the International Organization for Standardization. A summary of our GHG emissions during the Year is as follows:

GHG Emission Performance	Unit	2017
Amount of GHG Emissions		
Direct GHG emissions (Scope 1)	CO ₂ equivalent (tonnes)	28.16
Indirect GHG emissions (Scope 2)	CO ₂ equivalent (tonnes)	15.33
Other indirect GHG emissions (Scope 3)	CO ₂ equivalent (tonnes)	43.49
Total GHG emissions (Scopes 1, 2 & 3)	CO ₂ equivalent (tonnes)	28.16

Intensity of GHG Emissions

Per square metre of gross floor area (Scopes 1, 2 & 3)	CO ₂ equivalent (tonnes)/gross floor area (square metres)	0.16
Per employee (Scopes 1, 2 & 3)	CO ₂ equivalent (tonnes)/employee	3.95

Scope 1: direct GHG emissions from sources that are owned and controlled by the Group

Scope 2: indirect GHG emissions resulting from the generation of electricity, heating, cooling or steam purchased by the Group

Scope 3: indirect GHG emissions from source that are relevant to the Group's activities but are not owned or directly controlled by it

Other Environmental Performance	Unit	2017
Energy Consumption		
Total electricity consumption	kWh	31,849.69
Total intensity of electricity consumption (per square metre of gross floor area)	kWh/gross floor area (square metres)	117.39
Total intensity of electricity consumption (per employee)	kWh/employee	2,895.43
Hazardous Waste		
Amount of hazardous waste	units (computer)	7.00
Amount of hazardous waste	units (other electronic equipment)	3.00
Intensity of hazardous waste (per employee)	units	0.91
Non-Hazardous Waste		
Amount of solid waste	tonnes	2.52
Intensity of solid waste consumption	tonnes/employee	0.23
A4 paper	pieces	62,500
Air Travel		
Air travel	CO ₂ equivalent (tonnes)	14.37
Intensity of air travel	CO ₂ equivalent (tonnes)/employee	1.31

5.2. GREEN OPERATION

The Group endeavours to reduce the GHG emissions and energy consumption during its daily operation, strictly complies with environmental protection laws and regulations and other relevant requirements in the Chinese mainland and Hong Kong, and spares no efforts in improving its environmental performance. To fulfil our responsibility as a global citizen, we have formulated the Administrative Management System Publication (《行政管理制度匯編》) and ESG Policies to implement initiatives to reduce GHG emissions and enhance energy efficiency.



SAVING ELECTRICITY AND ENERGY

Energy consumption of the Group mainly comes from its offices. As for lighting, the Group has installed high-efficiency lighting systems and encourages its staff to maximise the use of daylight in order to increase energy efficiency. In addition, the offices are divided into different lighting zones with separate switches so that the staff can flexibly turn off unused lights.

In terms of electrical appliances and equipment, we have pre-set our computers to go into automatic standby/sleep mode when they are idling. All electronic equipment in the office is shut down after working time, before rest days and during holidays to avoid energy wastage. The lowest temperature of the air conditioners in the offices is set at 25°C and is monitored by the Centralised Control and Monitoring Systems (CCMS) or Building Management Systems (BMS) to enhance energy efficiency. Staff members are allowed to wear casual outfits instead of full suit sets with ties in very hot weather and every Friday to reduce the load of the air conditioners.





SAVING WATER

We are fully aware of the scarcity of water resources around the world and thus post notices in the pantries and washrooms of our offices so as to remind the staff to save water at all times.

USING LESS PAPER

The Group strives for paperless operations and uses electronic Office Administration System (OA System) to replace a paper-based OA System. Staff members are urged to use electronic means to communicate, if possible, in order to reduce the use of paper. They are also encouraged to print with smaller font size and line spacing whenever possible. Double-side and toner-save printing are set as default for our computers and printers. Network PC Fax is used to screen out spam faxes and minimise office paper consumption. We have set up collection points next to printers so as to collect paper materials such as used paper, posters, letters and envelopes to nurture a recycling habit among the staff. We conduct regular paper consumption survey to monitor the use of paper and develop suitable improvement.

WASTE MANAGEMENT

The Group mainly generates waste comprising used paper, solid waste from office work and old electric appliances from the daily operation of its office. We encourage our staff to reduce consumption of natural resources through recollection and recycling. Staff members are reminded to reuse envelopes and folders, choose recyclable toner/ink cartridges, and reuse ball pens with pen refills in order to cut waste. Prior to the procurement of office supplies, we firstly consider recyclable or refillable products so as to reduce the use of one-off and unrecyclable ones. We have placed waste separation guides in our offices in order to encourage the staff to separate recyclable materials, such as metal cans, plastics, used paper, glass bottles and batteries, for qualified recyclers to handle.

STAFF PARTICIPATION

We promote and explain our emission reduction measures to the staff, raise their environmental awareness and encourage them to participate in green activities organised by environmental concern groups through email, poster, intranet and other media. We also give priorities to low-carbon food for serving at the Group's entertainment with the aim of advocating the Group's low-carbon philosophy among the staff.

Outlook

During the Year, no major incident that affected the environment or natural resources was recorded within the Group, and no penalty or litigation associated with the environment was imposed on or instigated against the Group. Following the first GHG emission performance audit and report over its headquarters for the Year, the Group plans to expand the scope and depth of its environmental performance reporting so as to keep up monitoring its sustainability performance. Detailed analysis and review of GHG emissions as compared with the Year will be conducted next year with the aim of enhancing the Group's environmental performance by reducing energy consumption, GHG emissions and the use of resources.



6. COMMUNITY INVESTMENT

The Group advocates social and cultural development and donated HK\$30,000 to Happy World Arts Society during the Year in support of Cantonese opera, which has been listed in the Representative List of the Intangible Cultural Heritage of Humanity. We wish to support the study, promotion and continual development of Cantonese opera by utilising the donation to foster this intangible cultural heritage of humanity. In addition, we support the staff to participate in voluntary services by organising visits to people in needs and blood donation days on a regular basis. To take up our social responsibility, we contribute to the Employment Security Funds for the Disabled on time in accordance with the laws to care for and help the disabled.

The Group will continue to shoulder its responsibilities in four major areas, which are “Responsible Operation”, “Care for People”, “Low-carbon Enterprise” and “Community Investment”, with the aim of contributing to the society while developing the Group’s businesses in a sustainable manner.



7. APPENDIX: HONG KONG STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Recommended contents			Relevant sections
A. Environmental Aspects			
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.	LOW-CARBON CULTURE GREEN OPERATION
	A1.1	The types of emissions and respective emissions data.	LOW-CARBON CULTURE
	A1.2	Greenhouse gas emissions in total and intensity.	LOW-CARBON CULTURE
	A1.3	Total hazardous waste produced and intensity.	LOW-CARBON CULTURE
	A1.4	Total non-hazardous waste produced and intensity.	LOW-CARBON CULTURE GREEN OPERATION
	A1.5	Description of measures to mitigate emissions and results achieved.	GREEN OPERATION
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	GREEN OPERATION
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	GREEN OPERATION
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	LOW-CARBON CULTURE
	A2.2	Water consumption in total and intensity.	LOW-CARBON CULTURE
	A2.3	Description of energy use efficiency initiatives and results achieved.	GREEN OPERATION
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	GREEN OPERATION
	A2.5	Total packaging material used for finished products and with reference to per unit produced.	Not applicable as the Group's operation does not involve packaging materials
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	LOW-CARBON CULTURE GREEN OPERATION
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	LOW-CARBON CULTURE GREEN OPERATION
B. Social Aspects			
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.	FAIR EMPLOYMENT STAFF BENEFITS HEALTH AND SAFETY NURTURING TALENT
	B1.1	Total workforce by gender, employment type, age group and geographical region.	Will be disclosed in future report
	B1.2	Employee turnover rate by gender, age group and geographical region.	Will be disclosed in future report

Recommended contents			Relevant sections
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
	B2.1	Number and rate of work-related fatalities.	HEALTH AND SAFETY
	B2.2	Lost days due to work injury.	HEALTH AND SAFETY
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	HEALTH AND SAFETY
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	NURTURING TALENT
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	NURTURING TALENT
	B3.2	The average training hours completed per employee by gender and employee category.	NURTURING TALENT
B4: Labour Standards	B4	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.	FAIR EMPLOYMENT
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	FAIR EMPLOYMENT
	B4.2	Description of steps taken to eliminate such practices when discovered.	FAIR EMPLOYMENT
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	SUPPLIER MANAGEMENT
	B5.1	Number of suppliers by geographical region.	SUPPLIER MANAGEMENT
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	SUPPLIER MANAGEMENT
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.	SERVICE RESPONSIBILITY
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	SERVICE RESPONSIBILITY
	B6.2	Number of products and service related complaints received and how they are dealt with.	HANDLING CUSTOMER FEEDBACK
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	SERVICE RESPONSIBILITY
	B6.4	Description of quality assurance process and recall procedures.	HANDLING CUSTOMER FEEDBACK
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	INFORMATION SECURITY AND CUSTOMER PRIVACY
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
	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
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	ANTI-CORRUPTION
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 INVESTMENT
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	COMMUNITY INVESTMENT
	B8.2	Resources contributed to the focus area.	COMMUNITY INVESTMENT



絲路投資

**Asia Pacific Silk Road
Investment Company Limited**

