

Environmental, Social and Governance Report

環境、社會及管治報告

1. ABOUT THE REPORT

Introduction

This is the annual report on Environmental, Social and Governance ("ESG") of the Group in 2017, elaborating the Group's ESG management strategies and performance during the Reporting Period with a focus on the matters which are to stakeholders' concern and on how the Group pursues sustainable development in economic, environmental and social aspects.

The preparation of the Report meets the four principles, namely materiality, quantitative, balance and consistency, as required by the Stock Exchange. The Group will continue to enhance its data collection for such reporting, so as to improve its performance and disclosure of ESG matters.

Scope of Reporting

The Report mainly discusses the ESG data, performance and objectives of the Group's business including sports, sports park and sports community.

The Report is prepared in accordance with the requirements of the *Environmental, Social and Governance Reporting Guide* published by the Stock Exchange (the "Guide") and the Group has complied with all the "comply or explain" provisions set out in the Guide.

Suggestions and Feedback

The Company welcomes all our stakeholders to raise suggestions on ESG management strategies and performance of the Company. You may contact the Company via:

Tel: +852 3796 1111
Email: info@vivachina.hk

1. 關於本報告

報告簡介

本報告是本集團二零一七年度的環境、社會及管治報告，全面闡釋本集團於報告期內在環境、社會及管治方面的管理方針及工作表現，並集中討論利益相關方關注的事宜，以及本集團如何體現經濟、環境及社會的可持續發展。

本報告的編制已滿足聯交所對本報告的重要性、量化、平衡和一致性的四大原則要求。本集團將持續加強報告信息收集工作，以提高本集團在環境、社會及管治事項上的表現和披露情況。

報告範圍

本報告內容主要圍繞本集團的業務，包括體育、體育園及體育社區於環境、社會及管治方面的數據、表現和目標。

本報告乃遵從聯交所發佈的《環境、社會及管治報告指引》的要求進行編制，及已遵守該指引載列的所有「不遵守就解釋」條文。

意見及回應

本公司歡迎各利益相關方對非凡中國的環境、社會及管治的管理方針及表現提出意見，歡迎閣下透過以下方式與本公司聯繫：

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2. REPORT METHODOLOGY

2.1 Material ESG Issues

The Company commissioned an independent consultant to review the materiality assessment according to the condition of surrounding markets and the performance of the Company's business in the past year, which was taken as the basis for the formulation of the Report. The material issues included stakeholders' comments and expectations on the Group in fulfilling its social responsibilities, and the topics that are to stakeholders' concern. The assessment helped the Group to formulate the framework for the Report and respond to suggestions raised by stakeholders.

The Group's materiality assessment was executed in three stages. As shown in the following table, the Group first identified the material ESG issues that may have an impact on the Group's business or stakeholders, then prioritised the potential ESG issues, verified the outcomes with the management, and finally reviewed the process of the materiality assessment.

2. 報告的理念

2.1 重要的環境、社會及管治議題

本公司根據過去一年周邊市場及公司業務的情況，委託了獨立顧問公司為重要性評估作出了檢視，成為編制本報告的依據。重要性議題包含各利益相關方對本集團履行社會責任方面的評價、期望，以及他們所關注的議題，從而協助本集團制定本報告的框架，並回應利益相關方的意見。

本集團的重要性評估主要分成三個階段執行。如下表所示，本集團先識別各項可能對本集團業務或利益相關方造成影響的環境、社會及管治上的重要性議題，然後對潛在重要性議題進行排序，並與管理層驗證結果，最後對重要性評估流程進行檢討。

The Process of Materiality Assessment 重要性評估過程		
1.	Identifying and prioritising potentially material issues 識別潛在重要性議題及進行排序	Through detailed review of media analysis, peer benchmarking analysis and other related documents, the independent consultant compared such materials with the analysis result of the materiality assessment results of 2016, and determined the topics and priority. 獨立顧問公司詳細檢閱媒體分析、同行對標分析及其他相關文件，與二零一六年度的重要性分析結果比較，確定涵蓋的議題及其排序。
2.	Verifying the outcomes with the management 管理層驗證結果	The management engaged the independent consultant to formulate the report framework according to the materiality matrix confirmed by the management and the review result of 2017. 管理層委託獨立顧問公司按照已由管理層確認的重要性矩陣及二零一七年度的檢閱結果協助制定報告框架。
3.	Review 回顧	The Company also checked whether the Report provided reasonable descriptions of the Group in terms of its impacts and ESG performance, and whether the preparation process of the Report reflected the intentions of the reporting principles. 檢查報告內容是否提供了關於本集團的影響和環境、社會及管治表現的合理描述，以及編制報告內容的流程是否反映了報告原則的意圖。

Through the above assessment process, The Group has identified material ESG issues, based on which the scope of disclosure for the Report is set. The Group has prioritised the issues according to materiality, where the more important issues will be reported and will be elaborated in response to stakeholders' concern.

The Group will firstly give a brief description of its culture in corporate social responsibility, and respond to each and every issue in the following chapters, namely, "Quality Management and Services", "Quality Working Environment", "Environmental Protection" and "Community Engagement". Readers can locate each and every issue discussed in the corresponding pages of the Report through "Appendix I: ESG Disclosure Benchmarking of the Stock Exchange".

通過以上評估過程，本集團識別出重要的環境、社會及管治議題，並根據此結果界定本次報告的披露範圍。本集團為各項議題按重要性排序，較為重要的議題將會優先於報告作出闡述及較詳細的描寫，以回應利益相關方對該議題的關注。

本集團會先簡單闡述本集團的企業社會責任文化，並分別按「優質管理及服務」、「優質工作環境」、「環境保護」及「社區投入」等章節逐一回應利益相關方對各項議題的關注。各項議題於報告的對應位置可透過「附件一：香港聯交所ESG披露對標」搜索。

3. THE GROUP'S CULTURE IN RELATION TO CORPORATE SOCIAL RESPONSIBILITIES

3.1 Corporate Culture

3. 本集團的企業社會責任文化

3.1 企業文化



Mission 使命

To raise the quality of life in China
提倡運動、健康的生活方式



Focus 目標

To fully realize the potential and value of the sports industry in order to facilitate the progress of social civilization
充分發揮體育產業的潛力及價值以促進社會的文明進步



Goal 宗旨

To become the leading and most dynamic sports conglomerate in China
成為中國首屈一指且最具活力的綜合體育企業

Promote Sports and Achieve Community Prosperity

The Group actively builds people-oriented sports communities, and leverage major sports events as a platform to expand its sports business, so as to promote nationwide physical fitness and raise the quality of life for urbanites.

體育推廣 社區共榮

本集團積極建設以人為本的體育社區，並以重大體育賽事作為拓展體育業務之平台，推廣全民健身並堅持將體育健康的生活方式傳揚至全國，以提升城市人民生活質素。

The Group utilizes its extensive sports resources to provide the communities with convenient, high-quality and professional sports facilities and services, and supports the development of residential properties with commercial ancillary facilities that extend to other industries such as culture, entertainment, rehabilitation and retail, proactively to cooperate with the local government in the establishment of sports communities, and to establish a healthy social platform that integrates sportive and leisure lifestyles.

Not only offering residents a better and healthier living environment, sports communities also encourage active participation in sports activities and promote physical fitness in communities in responding to the national policy in accelerating the sports industry development and regional planning. As such, the Group has received substantial support from the national and local governments on the development of sports and regional planning.

The Group will continue to promote the sports culture, such that sports will become an indispensable part of people's daily life in China.

本集團利用旗下豐富的體育資源，為社區提供方便、優質和專業的體育設施和服務，配合發展住宅地產並延伸至包括文化、悠閒娛樂、體能康復、零售消費等其他產業元素之商業配套，積極與各地政府攜手創建體育社區，致力在不同社區構建體育和悠閒生活一體化的健康社交平台。

體育社區不僅能為居民提供更優質、健康的生活環境，同時配合促進國家體育產業發展的政策及地區規劃，鼓勵大眾積極參與體育活動，於社區推動全民健身普及。因此，本公司發展的體育社區得到國家和地方政府的大力支持。

本集團將繼續傳揚體育文化，令運動逐漸成為為國民日常生活不可或缺的一環。

4. QUALITY MANAGEMENT AND SERVICE

4.1 Corporate Management: Corporate Governance Structure and Integrity Management

The Group believes that effective corporate governance is conducive to its sustainable development. The Group has established a sound corporate governance system to ensure the independent operation of the board of directors and the management of the Company. In terms of ESG, the Group has delegated a department to formulate relevant governance strategies, and cooperate with various operation departments to properly monitor its ESG performance of each business, and effectively evaluate and deal with relevant risks.

4. 優質管理及服務

4.1 企業管理：企業管治架構及誠信管理

本集團相信有效的企業管治乃為企業可持續營運之道。本集團內部已建立健全的企業管治制度，確保董事會與公司管理層能獨立運作。就環境、社會及管治事宜，本集團已委派專責部門負責制定有關管治策略，並與各個營運部門合作，妥善監察本集團各項業務的環境、社會及管治表現，並有效評估及處理相關風險。

The Company is listed in Hong Kong, but its business operations are mainly carried out in China. The Group has adopted proper and effective risk management and internal control system to ensure that the business operation complies with the local laws and regulations concerning labor welfare, safety and environment in the place of operation, as well as the Listing Rules of the Stock Exchange.

The Group requires that all the staff shall act with integrity. Relevant provisions on conflict of interest and anti-corruption are specified in the Staff Handbook to prevent staff members from committing illegal acts. Besides, the Group has formulated clear whistle-blowing procedures, to carefully investigate any suspicious case and protect the whistle-blower, for the purpose of encouraging the mutual supervision among the staff. There are no known non-compliance issues to relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. During the reporting period, there was not any lawsuit concerning corruption in the Group.

4.2 Stakeholder Management: Effective Bi-directional Mechanism and Channels for Communication

Opinions of stakeholders are of vital importance for the Group to further improve. The Group has identified key stakeholders and maintained cordial relationship with them. The Group has formulated corresponding communication mechanism for different stakeholders and maintained effective bi-directional communication via the communication channels. In response to the expectations and requests of the stakeholders, the Group has adjusted its ESG strategies according to their opinions, and enhanced their understanding of the Group, in order to achieve win-win situations for various parties.

- The Group maintains strong relationships with its shareholders, investors, customers, schools, athletes and coaches by having active communication with them.
- The Group maintains good relationships with the users of its sports facilities, local governments, communities and event planning agencies by offering support proactively.
- The Group coordinates with the media, the communities and local government in advance and maintains positive relationship.

本公司在香港上市，但業務營運則主要在中國。本集團已採取合適及有效之風險管理及內部監控系統以確定業務營運已合符營運所在地之有關勞工福利、安全和環境範疇的法律法規，以及香港上市規則。

本集團要求公司員工保持廉潔，在《員工手冊》中列明有關利益衝突、防貪污條文，以免員工誤墮法網。此外，為了鼓勵員工互相監察，本集團已制定清晰的舉報程序，仔細調查任何可疑個案，並妥善保障舉報的員工。本集團並不知悉有關防止賄賂、勒索、欺詐及洗黑錢有任何違反有重大影響的相關法律及規例。報告期內，本集團沒有發現出現任何貪污訴訟個案。

4.2 利益相關方管理：有效雙向的溝通機制和渠道

利益相關方的意見對本集團持續尋求進步空間尤其重要。本集團識別了重要的利益相關方，並與之保持良好關係。本集團為不同的利益相關方制定相應的溝通機制，按照為其制定的溝通渠道保持有效雙向溝通。本集團積極回應利益相關方的期望和訴求，並嘗試就他們的意見調整本集團的環境、社會及管治策略，亦加深各利益相關方對本集團的瞭解，實現多方共贏。

- 本集團會與股東、投資者、客戶、校園、運動員、教練等保持良好關係，積極溝通。
- 本集團會與運動場地使用者、地方政府、社區、活動舉辦機構等保持良好關係，主動提供支援。
- 本集團會與媒體、社區、地方政府預先做好協調，保持良好關係。

4.3 Supplier Management: Sound System and Stringent Standards on Procurement

The Group targets to realize ESG objectives in the value chain. In addition to the internal management, the Group also chooses suppliers in a prudent manner, maintains long-term cooperative relationship with good-performance suppliers, and ensures their products and services meet required standards and their operation will not cause significant adverse impacts on the environment and the society.

Yangzhou Li Ning Sports Park operated by the Group has formulated the "Purchase Management Methods", and established a department responsible for the procurement, enabling staff to complete the purchase following the same purchase principles. In accordance with the Purchase Management Methods, the staff in charge of the selection of suppliers must invite a certain number of suppliers to make quotation, select qualified suppliers through fair and just procedures, and encourage suppliers to use environment-friendly materials, thus promoting environmental protection. Multiple examinations shall be carried out throughout procurement process, and responsible staff shall carefully inspect the goods and ensure the materials used meet with the required quality standards, so as to protect our customers' interests.

In 2017, the Group had 68 suppliers from Mainland China, and 6 from Hong Kong.

4.3 供應商管理：完善的採購制度和嚴格的採購標準

本集團希望在價值鏈全面實現環境、社會及管治的目標，除了本集團內部管理外，在挑選供應商時也審慎而行，與表現良好的供應商維持長遠合作夥伴關係，保證供應商的產品及服務達到一定標準，其營運亦不會對環境及社會造成重大不良影響。

由本集團營運的揚州李寧體育園已制定《採購管理辦法》，並設有負責物資採購的綜合部門，讓員工按統一採購原則完成採購工作。根據《採購管理辦法》，在開始挑選供應商的階段，負責員工必須邀請一定數量的供應商報價，並通過公平公正的程序挑選符合要求的供應商，同時亦鼓勵供應商採用環保物料，推動環保。採購流程中亦必須經過多重審核，並由負責人員嚴格檢驗貨物，保證所採用的材料符合質量標準，保障客戶利益。

二零一七年期間，本集團所聘用來自中國內地的供應商共68家，來自香港的供應商共6家。

4.4 Business Management: Quality Operation

With its rich and diversified sports resources, the Group is committed to establish an integrated sports platform, realizing and enhancing the value of the sports industry, and facilitating the social civilization.

As an important part of the sports community, the Li Ning Sports Park operated by the Group follows the people-oriented principle with a focus on safety and quality, which provides a convenient, professional and quality choice for citizens engaging in the sports and leisure activities. Yangzhou Li Ning Sports Park managed and operated by the Group since October 2015 has been equipped with various high-quality sports facilities including indoor swimming pools, water world (outdoor swimming pools), badminton courts, table tennis courts, basketball courts, light volleyball courts, football pitches, tennis and squash courts, gymnasiums, rehabilitation centers, training centers, multifunctional stadiums and fitness centers, cultivating sports habits of the public, and encouraging the nationwide fitness; services in the Park include rental of sports venues, the organization of sports events and community/corporate cultural and sports activities, professional sports coaching and exercise courses, physical rehabilitation, retail and commercial facilities, popularizing the sporty and healthy lifestyles in Yangzhou communities.

In addition to the community development, the Group also focuses on the production and management of sports events, and fulfills the objective of the Group to promote sports culture to the society. The Group realizes prosperous development of the school basketball. As the exclusive operator of the School Basketball Leagues, the Group specially explores school culture, and enhances the value of the School Basketball Leagues from the perspectives of innovation, diversity and depth, making such event one of the most covered and influential school sports leagues in China, and helping sports culture to be rooted among the youth.

4.4 業務管理：優質經營

本集團致力以豐富和多元化的體育資源建立一個綜合體育平台，實現及提升體育產業的價值，促進社會文明進步。

作為體育社區重要一環，本集團所營運的李寧體育園重視安全和質素，秉持以人為本的理念為市民進行運動及休閒活動提供一個便捷、專業及優質的選項。本集團自二零一五年十月起管理及營運的揚州李寧體育園至今已配備多項高品質的專業體育硬件設施，包括室內游泳館、水世界（室外游泳館）、羽毛球場、乒乓球場、籃球場、氣排球場、足球場、網球場、壁球場、體操館、體能康復中心、培訓中心、多功能運動場及健身中心等，讓民眾培養運動習慣，鼓勵全民健身；而園內服務涵蓋體育場地租借、體育賽事和社區／企業文體活動承辦、專業運動培訓和鍛鍊班、體能康復、零售消費和商業配套等，將運動及健康的生活方式全面普及到揚州社區。

除了開展其社區發展業務，本集團也著重體育賽事的製作及管理，貫徹本集團向社會推廣體育文化的目標。本集團在校園籃球的发展尤為蓬勃，其中作為校園籃球聯賽的獨家運營商，特地挖掘校園文化，從創新、多元、深度三方面提升校園籃球聯賽的價值，使賽事成為中國其中一個覆蓋面最廣、影響力最大的校園體育聯賽並助力運動文化植根於年輕社群。

In order to enhance customer experience, the Group has set the standard on the service quality of the staff. There are no known non-compliance issues to relevant laws and regulations that have significant impact on the Group relating to advertising and services provided. The staff of Yangzhou Li Ning Sports Park (including the existing and newly recruited employees) shall follow the Group's instructions in servicing customers, ensuring its staff maintain "customer-oriented" service attitude, and respond professionally during enquires or reception, thus bringing a pleasant experience to customers. In addition, the Group has also formulated the Standards and Procedures for Treatment of Customer Opinions and Complaints, enabling the staff to handle customer complaints according to the established procedures, requiring staff to maintain a sincere manner in listening to and recording of customer's request, and report to relevant departments regarding such requests immediately. Yangzhou Li Ning Sports Park also commits to respond within a certain period to complaints not handled immediately, and to properly follow up with the result. During the reporting period, Yangzhou Li Ning Sports Park has not received any complaints regarding its product and service.

5. QUALITY WORKING ENVIRONMENT

5.1 People-oriented

The staff is the cornerstone for the successful operation of the Group. The Group believes that a pleasant working environment is conducive to the sense of belonging of the staff and the creation of the maximum value with the Group. The Group strictly complies with the relevant laws and regulations such as the Labor Law, the Labor Contract Law and the Law on the Protection of Women's Rights and Interests in the PRC; the Group respects human rights, and has built a harmonious workplace. The Group promoted the corporate culture, and prepared the Staff Handbook enabling employees to have a clearer understanding of their responsibilities and the Group's employees related policies.

為提升顧客體驗，本集團對員工的服務質素制定準則。本集團並不知悉所提供的廣告及服務有任何違反有重大影響的相關法律及規例。揚州李寧體育園的員工（包括在崗及新入職員工）需按接待顧客的指引，使員工抱有「以客為先」的服務態度，在諮詢、接待時均保持專業應對，為顧客帶來良好體驗。此外亦已制定《顧客意見及投訴處理標準及流程》，讓員工按照既定程序處理客戶投訴，要求員工保持親切的態度，仔細聆聽及記錄顧客訴求，並馬上與相關部門聯絡。對於未能即時處理的投訴，揚州李寧體育園也承諾在一定時間內答覆，保證為顧客妥善跟進結果。報告期內，揚州李寧體育園沒有接獲有關產品及服務的投訴。

5. 優質工作環境

5.1 以人為本

員工是本集團的經營成功的基石。本集團相信一個良好的工作環境有利於加強員工的向心力，與本集團一同創造最大價值。本集團嚴格遵循國家《勞動法》、《勞動合同法》、《婦女權益保障法》等相關法律法規，尊重員工的人權，締造樂也融融的工作間。本集團推廣企業文化，並制定了《員工手冊》，讓員工清楚瞭解自己的權責，及集團內與員工相關的政策。

Human resource overview

人力資源概況

2017
二零一七年度

Total number of staff¹	員工總人數¹	220
Number of staff – by gender	按性別劃分員工人數	
Male	男	120
Female	女	100
Number of staff – by age group	按年齡組別劃分員工人數	
< 30 years old	< 30歲	79
30 – 50 years old	30歲 – 50歲	113
> 50 years old	> 50歲	28
Number of staff – by employee category	按僱員類別劃分員工人數	
Functional Heads ²	部門主管 ²	8
Management	管理層	35
General/technical staff	一般／技術員工	80
Contract worker/temporary worker	合同工／臨時工	97

Staff turnover

員工流失概況

2017
二零一七年度

Overall staff turnover rate	員工總流失率	36.0%
Staff turnover rate – by gender	按性別劃分員工流失率	
Male	男	34%
Female	女	37%
Staff turnover rate – by age group	按年齡組別劃分員工流失率	
< 30 years old	< 30歲	64%
30 – 50 years old	30歲 – 50歲	20%
> 50 years old	> 50歲	20%
Staff turnover rate – by employee category	按僱員類別劃分員工流失率	
Functional Heads ²	部門主管 ²	0%
Management	管理層	9%
General/technical staff	一般／技術員工	37%
Contract worker/temporary worker	合同工／臨時工	48%

¹ For the purpose of this Report, the total number of staff covers only the full time employees of the Company and four other operating subsidiaries in the PRC rather than the total number of full time employees of the Group.

¹ 此報告列明之員工總人數乃涵蓋本公司及四間在中國營運之附屬公司的全職員工，並不代表本集團之全職員工總人數。

² Functional Heads refers to chief decision-makers of the business or functional departments, including directors, financial controllers, company secretaries, general counsel of the Company, and general manager and deputy general manager of the subsidiaries.

² 部門主管指業務部門或職能部門的主要決策者，包括本公司的總監、財務總監、公司秘書和法務，以及附屬公司的總經理和副總經理。

5.2 Remuneration and Welfare

As a responsible employer, the Group has always been implementing good employment practice in accordance with applicable regulations, adopting open communication policies, and offering reasonable remuneration and welfare to the staff.

Remuneration Assurance

The Group formulates diversified principles in response to different needs of the staff, and treats their promotion and remuneration adjustment fairly, in order to attract, retain and motivate excellent staff. In addition to the basic monthly salaries, the Group also pays discretionary bonuses with reference to year-end performance assessment of the staff, in order to encourage the staff to strive for excellent performance. Meanwhile, the Group regularly reviews the staff's remuneration according to the profit of the past year, changes of salary in the market and the performance of the individual employee, and ensures the staff can obtain reasonable remuneration in line with the prevailing market rate.

In addition to reasonable remuneration, the Company has adopted a share option scheme for a term of ten years in 2010, providing rewards and incentives to qualified participants (including the staff) for their contributions to the Company's business achievements, and sharing with them the reward of the Company's development.

Insurance and Welfare

In addition to the basic salary, the Group is committed to provide better welfare to the staff, to demonstrate their importance to the Group. The Group does not only provide the social security and housing provident fund as required by laws in the PRC, but also offers more comprehensive commercial insurances and other welfare programs to its staff. The Group maintains commercial insurances including insurance for accidents, public transportation accidents and critical illness, and group medical insurance for hospitalization and supplemental medical insurance for all of its full-time staff. Furthermore, the Company also cares about the family needs of staff and have arranged breastfeeding-friendly zone for the working mothers in the Company, so that they can take care of their family need.

5.2 薪酬與福利

作為負責任的僱主，本集團一直按照適用法規嚴謹執行良好僱傭常規，採取開放的溝通政策，給予員工合理的薪酬及福利水平。

薪酬保障

本集團制定多元化方針照顧員工的需要，公平處理各級別員工的晉升及薪金調整事宜，以吸引、挽留及激勵優秀員工。本集團的員工薪酬除了每月按時發放的基本工資外，也按員工的年終績效考核情況而酌情發放獎金，鼓勵員工爭取傑出表現。同時，本集團就過去年度的利潤、市場薪酬變化和員工個人工作表現定期檢討員工的薪酬，保障員工獲得符合市場水平的合理報酬。

除了制訂合理的薪酬水準，本公司於二零一零年通過為期十年的購股權計劃，向對本公司業務成就有所貢獻之合資格參與者其中包括員工提供獎勵及獎賞，讓其共享公司發展成果。

保險及福利

除了基本的薪金外，為表示對員工的重視，本集團致力為員工提供更優厚的福利。就國家規定的社會保險及住房公積金以外，本集團為員工提供更全面的保障，設有全面的商業保險和其他福利項目。本集團統一為全體正式員工投保包括意外險、公共交通意外險、重大疾病險、團體住院醫療險、醫療補充險等商業保險。本公司亦關心個別員工家庭崗位的需要，為職場母親設立母乳喂哺友善工作間，體貼員工照顧家庭的需要。

Staff Care

The Group cares about the staff's needs in various aspects, especially the physical and mental health of employees by organizing regular company activities such as physical checkups, team-building activities and other staff care activities.

In order to enable the staff to understand their physical conditions, the Group arranges professional physical checkups for its Hong Kong and the PRC staff, including pre-employment checkups and the physical checkups service covered by medical insurance, in order to support the medical care of the staff. In addition, for the prevention of flu, the Company especially provides flu vaccine for the staff before the peak of the winter flu.

In addition to medical welfare, the Group has applied fitness cards for its Beijing-based staff members, so that they can enjoy sports activities by picking any sports item and venue in Li Ning Centre, the sports centre where the office is located, according to their own preferences, which encourages the staff to foster the sporty lifestyle, and strengthens the connection among employees.

During the reporting period, the Group also held a series of staff activities and fitness activities to care about the physical and mental health of the staff, including hosting a birthday party for staff members whose birthdays fall within that month, regularly organising various fitness activities such as public welfare activities preventing individuals from overworking, talk organised to enhance knowledge on health to staff relating to Chinese medical healthcare and prevention of occupation-related sickness.

員工關懷

本集團關懷員工各方面的需要，對員工的身心健康尤為重視，因此定期開展體檢、團隊建設和其他員工關愛活動。

為使員工能了解個人身體狀況，本集團分別為香港與國內員工安排專業體檢服務，當中包括入職前體檢及健康保險金所負擔的體檢服務，以此來支持員工的醫療保障項目。另外，關注到流感風險，本公司於踏入冬季流感高峰期之前特意安排醫護人員為員工免費注射疫苗以預防流感。

除了提供醫療福利，本集團位於北京之附屬公司亦為駐北京的員工統一辦理運動健身卡，每位員工均可於位處辦公大樓的李寧中心選擇運動項目及場地進行運動，鼓勵員工培養運動習慣，同時加強員工之間的聯繫。

本集團亦於報告期內舉辦一系列的員工活動及健康專題活動，關懷員工的身心健康。其中包括本集團每個月也為當月生日的同事舉辦生日會，也會定期舉辦各類型健康專題活動，如預防過勞的公益活動、中醫保健講座、職業病預防講座等，讓員工攝取更多有益健康的知識。

5.3 Training and Development

Comprehensive training plans can develop the potential of the staff, and continuously enhance the value brought forth by them to the Group, which is also beneficial to the future development of the staff. The Group provides diversified on-the-job training and development opportunities, and offers extra resources, subject to approval, to our employees in accordance with the Group's training and development policy. Employees may enhance their own values through further study and training as per individual objectives. In 2017, the Group provided 338 times of training, which is slightly more than 305 times in 2016.

- On-the-job training by daily counseling, internship and job rotation: in daily job routine, supervisor or senior staff members will provide training and guidance to other staff members based on their work plans and arrangements, work performance, and individual development expectations. Other alternative approaches, such as job rotation, will take place to help the staff members meet individual development goals
- Seminars and talks on different training courses are organized
- Various courses provided by external professional training institutions
- Further studies and training for individuals: the Group encourages its staff members to attend training and exams for qualification certificates and degrees of professional institutions after-work

5.3 培訓與發展

全面的培訓計劃能發掘員工潛能，持續提升員工為本集團帶來的價值，對員工未來發展也有所裨益。本集團提供多元化的在職培訓和發展機會，更提供額外資源，按《培訓與發展制度》，經批核之員工可以獲得資助，按個人目標進行個人進修培訓，自我增值。二零一七年度，本集團共提供了338人次之培訓，比二零一六年度的305人次之培訓略為上升。

- 在崗培訓（包括日常輔導、實習、輪崗）：上司或者資深同事會根據員工的工作計劃、工作安排、績效成績、個人發展期望，在日常工作中對員工進行培訓和指導；或通過輪換崗位等途徑幫助員工實現個人發展要求
- 舉辦各種培訓學習課程講座
- 外部專業的培訓機構舉辦的各類課程
- 個人進修培訓：本集團鼓勵員工利用工餘時間參加專業機構的資格證書和學歷學位培訓與考試

Average training hours ¹ 平均受訓時數 ¹		2017 二零一七年度
Average training hours by gender	按性別劃分員工受訓平均時數	
Male	男	13 hours 小時
Female	女	11 hours 小時
Average training hours by employee category	按僱員類別劃分員工受訓平均時數	
Functional Heads ²	部門主管 ²	17 hours 小時
Management	管理層	13 hours 小時
General/technical staff	一般／技術員工	5 hours 小時
Contract workers/temporary workers	合同工／臨時工	17 hours 小時

¹ Training attendees and hours exclude the training for the Board.

¹ 培訓人次及時數不包含公司董事的培訓。

² Functional Heads refers to major decision-makers of the business or functional departments, including directors, financial controllers, company secretaries, general counsel of the Company, and general manager and deputy general manager of the subsidiaries.

² 部門主管指業務部門或職能部門的主要決策者，包括本公司的總監、財務總監、公司秘書和法務，以及附屬公司的總經理和副總經理。

5.4 Basic Treatment and Labor Standards

Safety and Health

The Group considers that the staff is the most valuable asset. The Group strives to create a safe and comfortable working environment for its staff, improve safety and healthy working conditions whenever possible. Although the Group does not have material health and safety risks in the business operation, it strictly requires that the staff shall comply with various occupational safety rules, formulates measures for extreme weather and contingencies, and designs effective emergency evacuation procedures and escape routes, in order to reduce the possible health and safety risks to the greatest extent. There are no known non-compliance issues with relevant laws and regulations that have a significant impact on the Group concerning the health and safety of the employees working conditions. During the reporting period, the Group did not have any work-related injuries or casualties.

5.4 基本待遇及勞工準則

安全與健康

本集團視員工為最寶貴的資產。本集團致力為員工創造安全舒適的工作環境，在可行範圍內完善員工的安全及健康工作條件。雖然本集團的業務營運沒有存在重大的健康及安全風險，本集團也嚴格要求員工遵循各項與其職業相關的安全守則，並制定有關極端天氣及嚴重事故等的對策，以及設計有效的緊急疏散程序及逃生路線，把員工面對的健康及安全風險大幅降低。本集團並不知悉有關員工工作環境的健康與安全狀況有任何違反有重大影響的相關法律及規例。報告期內，本集團沒有發生因工作所導致的工傷或人命傷亡事故。

Prevention of Child Labor and Forced Labor

The Group clarifies the definition of child labor and forced labor when formulating human resource policies in accordance with local regulations. According to relevant regulations of the Group, the human resources department prohibits the employment of any child labor or forced labor. The Group manages the staff archives according to relevant regulations, and reviews and verifies staff information, in order to prevent the employment of unqualified staff.

The Group not only prohibits the employment of child labor or forced labor during recruitment, but also regularly arranges internal audit and management review, and enhance relevant corrective measures and punishment procedures. Once any child labor is found, the Group will immediately stop his/her work, arrange physical examinations and send him/her back to parents or custodians. Once any forced labor is found, the Group's subsidiaries will make compensation in accordance with the No. 364 Decree of the State Council of the People's Republic of China the Provisions on the Prohibition of Using Child Labor. If the responsible employee has been found negligent in such recruitment, he/she will be subject to the disciplinary punishments. This illustrates that the Group is keen in eliminating child labor or forced labor.

There are no non-compliance issues with relevant laws and regulations that have a significant impact on the Group's relating to preventing child and forced labor.

6. ENVIRONMENTAL PROTECTION

The Group actively engages in the environmental protection, is attentive to global warming, and achieves stable progress in ESG. In addition to the business expansion, the Group also takes into account the optimization of energy structure, promotion of low-carbon economy and protection of ecosystem. Although the Group is not a high-pollution generated enterprise, the Group still insists on fulfilling the corporate responsibilities, and realizing energy conservation and emission reduction in each business segment.

防止童工及強迫勞工

本集團依照當地法規，在制定人力資源政策時釐清童工及強迫勞工的定義。按集團有關規定，人力資源部禁止僱用任何童工及強迫勞工。本集團要求員工嚴格遵循法規管理員工檔案，並對員工資料進行實際審查，以免僱用條件不符的員工。

除了招聘過程中禁用童工及強迫勞工外，本集團亦定期安排內部審核及管理評審，並完善有關糾正措施及處罰程序，以策萬全。一旦發現童工，本集團將立即停止其工作，為其安排身體檢查，並隨即送交其父母或監護人。如發現強迫勞工，本集團之附屬公司會按中華人民共和國國務院令364號《禁止使用童工規定》作出相應賠償，若負責招聘的員工疏忽職守，亦需面臨紀律處分，以示本集團對杜絕童工及強迫勞工的決心。

本集團並不知悉有關防止童工或強迫勞工有任何違反有重大影響的相關法律及規例。

6. 環境保護

本集團積極參加環境保護，關注全球暖化議題，在環境、社會與管治中穩健前行。確保在拓展業務同時，也將優化產業能源結構、促進城市低碳經濟發展、保護生態環境納入本集團的規劃之中。本集團雖非高污染企業，但本集團仍然堅持履行企業責任，在各個業務環節盡力實現節能減排。

6.1 Energy Conservation

The Group complies with environmental laws and regulations, continuously updates its environmental policies and enhances its performance in environmental protection. Meanwhile, it also actively participates in environmental protection activities within and outside the office, in order to reduce the impact of its operation on the environment, and satisfy the expectations and requirements of the stakeholders.

The Group actively promotes energy conservation, and enhances the environmental protection efficiency. Recently, the Company sets up an information wall filled with environment protection information, so as to strengthen the environmental protection awareness of the staff, and to integrate the concept of resource conservation into their daily lives. As set out in the Staff Handbook, the Group requires all its staff members to be aware of cost control and no wastage by means of switching off lights, air conditioners, computers and water dispensers when they get off work, saving papers when using photocopiers and printers, and using recyclable paper to print unimportant documents, in order to prevent unnecessary wastage. The Group has also installed energy saving equipment such as solar panels at the Li Ning Sports Park. As a good corporate citizen, the Group is committed to reducing the energy and resource consumption in internal activities, customer activities, products and services, and to reducing amount of resource consumption and disposal.

In order to further enhance the environmental protection awareness of the staff, the Company organized the "Green Collection" campaign, encouraging the staff to donate recyclable resources to the people in need. The Company believes that it can promote the low-carbon lifestyle to the whole Group and fulfill our responsibilities of energy conservation and energy consumption reduction through environmental protection activities. In order to further integrate and optimise the environmental protection of the Group, the Group has also been constantly collecting and summarizing the information in this aspect, in order to lay a solid foundation for environmental protection supervision and governance in future.

The Group's operations does not have significant environmental implications to the environment and natural resources such as sourcing of significant amount of water or other impactful activities to natural environment.

6.1 能源節約

本集團遵守有關環境的法律法規，不斷更新環保政策和提升自身的環保績效，同時積極在辦公室內外參與環境保護活動，致力減少經營對環境的影響，滿足利益相關方的期望和要求。

本集團積極提倡節約能源，提高環保效益。本公司在辦公室新增環保資訊牆，加強員工環保意識，並將資源節約的概念融匯於日常生活中。本集團的《員工手冊》中要求員工培養成本控制和杜絕鋪張浪費的習慣，例如員工下班時須及時關閉電燈、冷氣設備、電腦、飲水機等電源；使用複印機、打印機時，節約紙張和使用再用紙打印不重要的文件等，避免不必要的浪費。本集團亦於李寧體育園安裝了如太陽能板等節能設備。作為一名良好的企業公民，本集團致力於降低公司內部、客戶所有活動、產品、服務中各環節等對能源和資源的消耗，減少對環境的取用和棄置。

為了進一步提高員工的環保意識，本公司組織了「綠色收集」活動，提倡員工把可以再利用的物件贈予有需要人士。本公司相信參與和組織環保活動的過程中，可以向集團整體宣揚低碳生活，以及履行本公司節能減耗的責任。為了進一步整合及優化本集團的環保工作，本集團也逐步統計和歸納這方面的資料，為日後的環保監管和治理工作打下良好的基礎。



本集團之業務並沒有對環境或天然資源（如：水資源的耗用）或其他有影響力的活動造成重大影響。

6.2 Waste Management

The Group imposes strict control over the waste of the Group, implements sorting and recycling of the waste in most subsidiaries of the Group, and strictly monitors and records the activities, products and services which produce pollutants that cause direct pollution to the environment such as wastewater, exhaust gas and solid waste. The following measures have been adopted by the Group to reduce the environmental impact of the waste:

- Actively engaged in the cooperation with the site management companies of sports events and activities, assigning its subsidiaries to reuse materials and unify garbage sorting and recycling, and advocates the plastic-free day.
- Organized "green collection" campaign to collect discarded clothing, stationery and electronic devices for charity sale or donations to persons in need.

The Group's business reported in this Report does not involve any use of packaging materials for finished products.

6.3 Control of Emissions

Committed to developing a circular economy, the Group has taken low-carbon, reduction and control of greenhouse gas emissions into consideration for the Group's survival and development. During the reporting period, the Group has taken the following measures for reduction of emissions:

- Advocated "reducing waste", "reusing resources" and "recycling" in environmental protection campaigns.
- Adopted measures of water and energy conservation and waste recycling to mitigate greenhouse gas emissions and waste production.

To better comply with the integrated environmental governance and focus on the Group' ESG management system, the Company has continuously conducted analysis on relevant data. There are no known non-compliance issues to the laws and regulations that have a significant impact on the Group in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous non-hazardous waste.

6.2 廢棄物管理

本集團對集團廢棄物嚴加管控，並已在本集團之大部份附屬公司推行廢棄物分類回收，並為對公司廢水、廢氣及固體廢棄物等對環境造成直接污染的污染物產生的有關活動、產品、服務進行嚴密監控和記錄。以下為本集團致力減少廢棄物對環境影響而作出的措施：

- 積極與體育賽事及活動的場地管理公司合作，由本集團之附屬公司進行物料重複利用、統一分類及垃圾回收處理，並支持無膠樽日。
- 組織「綠色收集」活動，收集棄用服裝、文具及電子設備，以作義賣用途或送予有需要人士。

於本報告內本集團所滙報之業務並不涉及製成品所用之包裝材料。

6.3 控制排放物

本集團致力發展循環經濟，把低碳、減低和控制溫室氣體排放列入企業生存和發展的考慮當中。報告期內，本集團作出的減排措施包括：

- 致力提倡「減廢」、「再用」及「循環再造」環保行動。
- 節水節能和廢物回收措施減低溫室氣體排放，減低廢物產生量。

為做好環保整合治理工作，並針對本集團的環境、社會管治體系，本公司持續對有關方面的數據作出統計和分析。本集團並不知悉有關廢氣及溫室氣體排放向水及土地的排污、有害及無害廢棄物有任何違反有重大影響的相關法律及規例。

6.4 Environmental Protection Awards and Recognition

The Group actively responds to environmental protection campaigns. During the reporting period, the Group has participated in relevant activities and obtained various awards as follows:

- Awarded with the Progress Award (Organisation) 2016-2017 of "Power Smart Energy-Saving Contest" by Friends of the Earth
- Awarded with the "Wastewi\$e Certificate—Excellence Level" under the "Hong Kong Green Organisation Certification" by the Environmental Campaign Committee
- Awarded with "Carbon Offset Certificate 2017" by Carbon Care Asia Limited
- Participated in the "Hong Kong No Air Con Night 2017" organized by Green Sense, promoting the low-carbon lifestyle
- Took part in the "Toner & Ink Cartridges Recycling & Reuse Programme" organised by Friends of the Earth
- Participated in the Earth Hour 2017 organised by World Wildlife Fund
- Participated in the Energy Saving Charter on "No Incandescent Light Bulbs" organized by the Electrical and Mechanical Services Department of the Environment Bureau, promoting greener lighting for conserving energy

6.4 環保獎項及認可

本集團積極響應綠色環保活動，於報告期內參與有關活動並獲得以下多個環保活動及環保獎項：

- 獲得地球之友頒發「知慳惜電」（機構組）持續參與獎 2016-2017
- 獲得環境運動委員會頒予「香港綠色機構認證」中「減廢證書-卓越級別」證書
- 獲得低碳亞洲頒發的「2017年碳排放證書」
- 參加環保觸覺組織的「香港無冷氣夜2017」，推動低碳生活
- 參與地球之友組織的「碳粉匣及墨盒回收再生計劃」
- 參與世界自然基金會地球一小時2017
- 參與環境局機電工程署組織的「不要鎢絲燈泡」節能約章，致力推廣更環保的照明燈具，節省電力



6.5 Environmental Performance Data

6.5 環境表現數據

Emissions 排放

Carbon emissions and carbon emission intensity 碳排放及碳排放強度

		2017 二零一七年度	2016 二零一六年度
Scope 1 emissions ¹ 範圍1排放量 ¹	Tonne 噸	575.3	517.5
Scope 2 emissions ² 範圍2排放量 ²	Tonne 噸	1,494.4	1,261.1
Total quantity 總量	Tonne 噸	2,068.7	1,778.6
Scope 1 Emission intensity 範圍1排放強度	Tonne/employee 噸／員工	2.6	N/A 不適用
Scope 2 Emission intensity 範圍2排放強度	Tonne/employee 噸／員工	6.8	N/A 不適用
Total quantity 總量	Tonne/employee 噸／員工	9.4	N/A 不適用
Other emissions 其他排放			
Wastewater generated 污水產生	Tonne 噸	6.4	N/A 不適用

Resource usage 資源使用

Resource usage and resource usage intensity 資源使用及資源使用強度

		2017 二零一七年度	2016 二零一六年度
Electricity consumption 用電量	kWh 千瓦時	2,113,409	1,998,712
Natural gas consumption ³ 天然氣消耗 ³	m ³ 立方米	249,798	239,345
Gasoline consumption ⁴ 汽油消耗 ⁴	Litre 升	15,168	N/A 不適用
Water consumption ⁵ 用水量 ⁵	Tonne 噸	57,696	53,360
Electricity consumption intensity 耗電強度	kWh/employee 千瓦時／員工	9,606	N/A 不適用
Natural gas consumption intensity 天然氣消耗強度	m ³ /employee 立方米／員工	1,314	N/A 不適用
Gasoline consumption intensity 汽油消耗強度	Litre/employee 升／員工	482	N/A 不適用
Water consumption intensity 用水強度	Tonne/employee 噸／員工	357	N/A 不適用

Hazardous and non-hazardous waste 有害及無害廢棄物

Waste category

廢棄物種類

2017
二零一七年度

		Usage quantity 用量	Recycled quantity 回收量
Hazardous Waste			
有害廢棄物			
Waste carbon battery and alkaline battery 廢舊碳性電芯與鹼性電芯	Piece 個	1,094	1,109
Non-hazardous waste and waste intensity (Usage Quantity and Recycled Quantity)			
無害廢棄物及無害廢物強度(用量及回收量)			
Paper 用紙	Tonne 噸	1.4	1.8
Plastic 塑膠	Tonne 噸	1.7	1.7
Domestic garbage 生活垃圾	Tonne 噸	4.9	3.6
		Usage quantity intensity 用量強度	Recycled quantity intensity 回收量強度
Non-hazardous waste 以無害廢棄物密度計算	Tonne/employee 噸/員工	0.04	0.03

¹ Scope 1: Direct emissions from sources that are owned or controlled by the Company, such as emissions from pipelines, factories, air-conditioning facilities and vehicles.

¹ 範圍一：直接排放源的產生源是由該組織所擁有或所控制，如從排放管道、工廠、空調設施及公司所擁有/控制的交通工具中的排放。

² Scope 2: Indirect emissions from the consumption of purchased electricity and steam by the Company as a result of its operation, while the sources of emissions are owned or controlled by other companies.

² 範圍二：間接排放的產生源是該組織的運行結果，但排放源為其他公司所擁有或控制，如外購電力和蒸汽。

³ The natural gas was mainly consumed by the business operation of the subsidiaries in Beijing and Yangzhou Li Ning Sports Park in 2017. The natural gas was mainly consumed by the business operation of Yangzhou Li Ning Sports Park in 2016.

³ 2017年度天然氣消耗主要源自位於北京之附屬公司及揚州李寧體育園的業務營運。2016年度天然氣消耗主要源自揚州李寧體育園的業務營運。

⁴ The gasoline was mainly consumed by the business operation of the Company and Yangzhou Real Estate.

⁴ 汽油消耗主要源自本公司及揚州房地產的業務營運。

⁵ Water was mainly consumed by the business operation of Yangzhou Li Ning Sports Park. Other subsidiaries did not consume significant amount of water. Their water consumption was under unified treatment by the property management company.

⁵ 耗水量主要源自揚州李寧體育園的業務營運，其餘附屬公司未有大量耗水，並由物業管理公司統一處理。

7. COMMUNITY ENGAGEMENT

7.1 Community Volunteering

The Group uses its best endeavours to promote public welfare, providing assistance to disadvantaged groups in society in different approaches. As a recognition of contributions to the community, the Hong Kong Council of Social Service has conferred the "Caring Company" title on the Group each year since 2014, encouraging the Group to keep promoting public welfare.

In 2017, the Group organized a series of public welfare activities in different regions including charitable donation to poor communities, visits to disadvantaged groups, caring activities and sports & health talks, which enable our staff to devote themselves to community service and deliver positive message to the community such as mutual respects, tolerance, love and care.

Showed love and care for sick children

- Raised funds for the Children's Hope Foundation to help children suffering from cancer, and sent colleagues to visit the Children's Hope Little Home under the Foundation, which has been established to provide accommodation and other daily life services for children with cancer and their families.

Showed concern for disadvantaged groups

- Cooperated with Fu Hong Society to arrange various outdoor activities for the mentally handicapped, and go hiking with them and communicate with them.
- Offered support for the Madam Hong's Bakery and Madam Hong's Kitchen subordinate to Fu Hong Society operated by the disabled under the leadership of professionals, and purchased cookies from them.
- Participated in the visits organized by the United Christian Nethersole Community Health Service to the singleton elderly or people suffering from long-term diseases and donated materials and showed care for them.



7. 社區投入

7.1 社區義務工作

本集團在公益事務上一直不遺餘力，以不同的公益活動對社會上的弱勢社群伸出援手。本集團對社區作出的貢獻獲得廣泛認同，自2014年起每年獲香港社會服務聯會頒發「商界展關懷」標誌，推動本集團繼續在公益路上前行。

二零一七年內，本集團在不同地區組織了一系列社區公益活動，包括慈善捐助貧困社區、探訪弱勢群體、組織關愛活動及體育健康講座等，讓員工身體力行，宣揚互相尊重、包容和關懷互愛的正面信息。

關愛患病兒童，攜愛同行

- 為「兒童希望救助基金」會籌款幫助癌症患病兒童，也委派同事前往基金會旗下為兒童癌症患者及其家庭提供住宿及生活服務的「助醫小家」進行探訪和慰問。

關注社會弱勢群體

- 與「扶康會」合作為智障人士安排各種戶外活動，跟他們行山郊遊，進行互動交流。
- 支持扶康會旗下社企、由專業人士帶領一群殘疾人士營運的「康姨餅房」及「康姨小廚」，訂購其製作的餅食。
- 參與基督教聯合那打素社康服務的探訪活動，上門探訪獨居長者或長期病患者與他們互動並向他們贈送物資，獻上關懷。

7.2 Awards and Recognition

As a good corporate citizen, the Group is devoted to providing quality working environment for the staff, and encouraging the staff to organize volunteer teams to help people in need. These contributions has led to social recognition of the Group.

- Obtained the 2017 8th Hong Kong Outstanding Corporate Citizenship Logo (Volunteer Team Category and SME Category) of Hong Kong Outstanding Corporation Citizenship Awards Scheme



- Supported and promoted the Breastfeeding-Friendly Workplace of the UNICEF, and obtained relevant certificate



The Group's subsidiaries also actively participated in various public welfare activities, and provided supports for a number of public welfare activities organized by the local government in Yangzhou Li Ning Sports Park, to create positive social influence and to promote the popularity of sports culture.

7.2 獎項及認可

作為一名良好的企業公民，本集團致力為員工提供優良的工作環境，同時鼓勵各員工透過公司組織義工隊，幫助有需要人士，並得到了社會認可。

- 獲得香港企業公民嘉許計畫2017第八屆香港傑出企業公民嘉許標誌（義工隊組別及中小型企業組別）

- 支持及推廣聯合國兒童基金會「母乳喂哺友善工作間」並取得証書

本集團之附屬公司也積極參與各種公益社區活動，並在旗下營運的揚州李寧體育園支持當地政府組織多項公益活動，致力推動優良社會風氣及提倡運動文化。



Charitable activities	慈善活動	2017 二零一七年度	2016 二零一六年度
Total number of charitable activities organized/ attended by the Group	本集團參與組織/ 參與慈善活動總數目	38	14
Total hours of charitable activities organized/ attended by the Group	本集團組織/ 參與慈善活動總時數	1,335	610
Total participants of the charitable activities (including public participants)	慈善活動總參與人次 (包括參與活動之公眾人士)	Approximately 48,300 約 48,300 人次	Approximately 14,200 約14,200人次



APPENDIX I: ESG DISCLOSURE BENCHMARKING OF THE STOCK EXCHANGE

附件一：香港聯交所ESG披露對標

ESG aspects, general disclosures and key performance indicators

ESG層面、一般披露及關鍵績效指標

Corresponding chapter or remarks

對應章節或注釋

Environment

環境

A1: Emission

A1：排放物

General disclosure
 一般披露

6.1 Energy Conservation 能源節約
 6.2 Waste Management 廢棄物管理
 6.3 Control of Emissions 控制排放物

KPI A1.1 Types of emissions and respective emissions data
 排放物種類及相關排放數據

6.5 Environmental Performance Data
 環境表現數據

KPI A1.2 Greenhouse gas emissions in total and intensity
 溫室氣體總排放量及密度

6.5 Environmental Performance Data
 環境表現數據

KPI A1.3 Total hazardous wastes produced and intensity
 所產生有害廢棄物總量及密度

6.5 Environmental Performance Data
 環境表現數據

KPI A1.4 Total non-hazardous wastes produced and intensity
 所產生無害廢棄物總量及密度

6.5 Environmental Performance Data
 環境表現數據

KPI A1.5 Description of measures to mitigate emissions and results achieved
 描述減低排放量的措施及所得成果

6.3 Control of Emissions 控制排放物

KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved
 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果

6.2 Waste Management 廢棄物管理

ESG aspects, general disclosures and key performance indicators

ESG層面、一般披露及關鍵績效指標

Corresponding chapter or remarks

對應章節或注釋

A2: Resource usage A2: 資源使用	General disclosure 一般披露	6.1 Energy Conservation 能源節約
KPI A2.1	Energy consumption in total and intensity 能源總耗量及密度	6.5 Environmental Performance Data 環境表現數據
KPI A2.2	Water consumption in total and intensity 總耗水量及密度	6.5 Environmental Performance Data 環境表現數據
KPI A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	6.1 Energy Conservation 能源節約
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	6.3 Control of Emissions 控制排放物
KPI A2.5	Total packaging material used for finished products and per unit produced 製成品所用包裝材料的總量及每生產單位估量	Not Applicable 不適用
A3: Environment and natural resources A3: 環境及天然資源	General disclosure 一般披露	The business of the Group does not have significant impacts on the surrounding environment and natural resources 本集團業務對周邊環境及天然資源沒有重大影響
KPI A3.1	Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	The business of the Group does not have significant impacts on the surrounding environment and natural resources 本集團業務對周邊環境及天然資源沒有重大影響

ESG aspects, general disclosures and key performance indicators
ESG 層面、一般披露及關鍵績效指標

Corresponding chapter or remarks
對應章節或注釋

ESG aspects, general disclosures and key performance indicators ESG 層面、一般披露及關鍵績效指標		Corresponding chapter or remarks 對應章節或注釋
Society 社會		
B1: Employment B1: 僱傭	General disclosure 一般披露	5.1 People-oriented 以人為本 5.2 Remuneration and Welfare 薪酬與福利
B2: Health and safety B2: 健康與安全	General disclosure 一般披露	5.4 Basic Treatment and Labor Standards 基本待遇及勞工準則
B3: Development and training B3: 發展及培訓	General disclosure 一般披露	5.3 Training and Development 培訓與發展
B4: Labor standards B4: 勞工準則	General disclosure 一般披露	5.4 Basic Treatment and Labor Standards 基本待遇及勞工準則
B5: Supply chain management B5: 供應鏈管理	General disclosure 一般披露	4.3 Supplier Management 供應商管理
B6: Product responsibility B6: 產品責任	General disclosure 一般披露	4.4 Business Management 業務管理
B7: Anti-corruption B7: 反貪污	General disclosure 一般披露	4.1 Corporate Management 企業管理
B8: Community investment B8: 社區投資	General disclosure 一般披露	7.1 Community Volunteering 社區義務工作