

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ABOUT THIS REPORT

This is the second Environmental, Social and Governance (ESG) Report published by Far East Global Group Limited (the "Company"). By reporting the policies, measures and performances of the Company and its subsidiaries (collectively the "Group") in environmental, social and governmental aspects, it allows all stakeholders to better understand the progress and development direction of the Group.

Available in both Chinese and English, the report has been uploaded to the website of the Stock Exchange of Hong Kong Limited ("SEHK") and the Company ([www.fareastglobal.com](http://www.fareastglobal.com)).

## REPORTING BOUNDARY

This report focuses on the operation of the Group's glass façade business between January 2017 and December 2017 (this year). The reporting boundary covers the office of the Hong Kong headquarter, the production facility in Buffalo and the production facilities and offices at Shenzhen, Shanghai, Quebec and Miami ("each site of operation"). The reporting boundary remains the same as our first ESG Report published last year. To ensure the accuracy of the data disclosed, this report discloses the environmental key performance indicators of subsidiaries of the glass façade business in Hong Kong and Mainland China only for the time being. The Group will consistently upgrade its internal data collection procedure and gradually expand the scope of disclosure.

Region	Subsidiaries covered in the reporting boundary	Referred to as
Hong Kong	Far East Global Group Ltd Far East Aluminium Works Co Ltd	Hong Kong headquarter
Mainland China	Far East Façade Manufacturing (Shenzhen) Limited Netfortune (Shanghai) Aluminium Works Company Limited	Shenzhen production facility Shanghai production facility
Overseas (North America)	Gamma North Corporation Gamma USA, Inc. Gamma Windows and Walls International Inc.	Buffalo production facility Miami production facility Quebec production facility

## REPORTING STANDARD

This report is prepared in accordance with the 'comply or explain' provisions of Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") launched by the SEHK. The four reporting principles: materiality; quantitative; balance; and consistency form the backbone of this report. Also, the report includes selected key performance indicators that are categorised by the ESG Reporting Guide as 'recommended disclosures' for enhanced reporting.

A complete index is inserted in the last chapter for reader's easy reference.

To ensure the accuracy of environmental key performance indicators, the Group commissioned a professional consultancy, Carbon Care Asia ("CCA"), to conduct a carbon assessment.

## CONFIRMATION AND APPROVAL

Information documented in this report is sourced from the official documents, statistical data, management and operation information of and collected by the Company and its subsidiaries according to the policies of the Group. The report has been confirmed by the sustainable development committee of the Group and received the board of directors' approval in March 2018.

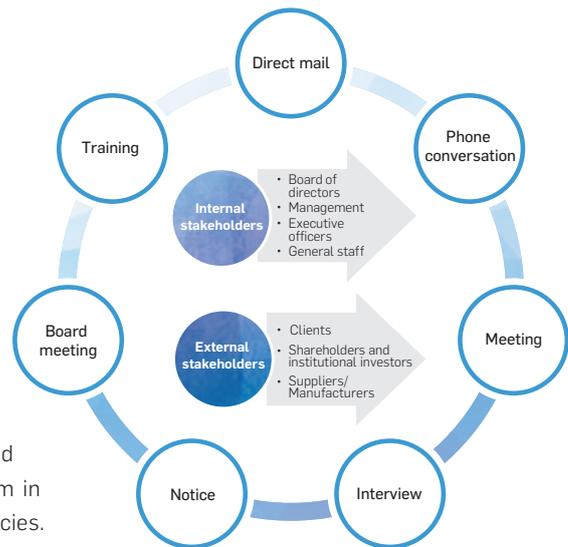
## OPINION AND FEEDBACK

The Group values the opinion of stakeholders. If you have any questions or suggestions regarding the content or format of the report, please contact the Group via the following channels:

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## STAKEHOLDER ENGAGEMENT Main means of stakeholder engagement

As a key in the business management of the Group, stakeholder<sup>1</sup> participation helps the Group review potential risks and business opportunities. Exchange with stakeholders and understanding their views allow the Group to better fulfil their needs and expectations with its business practice and manage different stakeholders' opinions. The Group constantly communicates with key internal and external stakeholders via various channels. This ensures that they have the opportunity to learn about the Group's development and operation directions and offers the Group the chance to listen to them in order to identify the priority of issues and develop corresponding policies.



## Material sustainability issues in the reporting period

To formulate the Group's sustainability strategy and direction and to identify the most important environmental and social issues for the Group and its stakeholders, the Group commissioned an independent consultancy to conduct a management interview. Combining the results of interview and expert advice, the Group selects three material issues, namely use of resources, product responsibility and development and training, from the eleven environmental and social aspects from the ESG Reporting Guide to be the material focus of this report.



To ensure the effectiveness of stakeholder engagement, the Group dedicates itself to establishing communication mechanisms for transparency, integrity and accuracy and providing timely response. In the future, the Group will strengthen its interaction with stakeholders to develop more diverse channels to gain exposure to stakeholders and create mutually beneficial relationships.

<sup>1</sup> Stakeholders refer to groups or individuals materially influencing or affected by the Group's business. Internal stakeholders include directors, management and staff. External stakeholders include clients, business partners, investors, supervisory organizations and various community groups.

## Management Message

***“Not only do we aim at business continuity, but we also strive to balance between the needs of the environment and society for sustainable development.”***

The Group has been firmly rooted in Hong Kong for over 40 years since 1969. As a market leader in the local glass façade industry, the company has also successfully established the overseas market.

As our business continue to internationalise, the relationship between our business continuity and the sustainable development of society becomes increasingly apparent. Not only do we aim at business continuity, but we also strive to balance between the needs of the environment and society for sustainable development.

For a production-based business, the use of resources on the one hand relates to our environment. On the other hand, it directly reflects the cost effectiveness of our business operation. We begin with product design and production procedure to reduce the consumption of major raw materials where we can while fulfilling client's demand and the local construction standards. We also pay attention to the environmental impact of our daily operations and constantly promote green office habits among staff by internal communication channels.

In addition to the health and safety of the work environment, we value the personal development of staff at the Group. We believe a diverse composition of staff could lead to breakthroughs in the quality and technology of products. Aside from recruiting tech talent locally, from mainland China and overseas regions, we also provide current staff with various training and study opportunities to enhance their personal and professional development.

We believe that maintaining product quality is a fundamental corporate social responsibility. We have established an internal quality management system that sets standards and conducts quality monitoring for each business procedure including design, procurement, production, construction and maintenance. We embrace innovation by consistently investing in technology development in three façade design institutes in the mainland to enhance product design. Our efforts have earned us the recognition of a national innovation company on top of multiple patents.

Looking ahead, our strategy is to sustain our advantage in the local market on the foundation of quality. At the same time, we benchmark ourselves against international industry leaders to look for ways to improve our business operation and sustainability governance.

### **Zhu Yijian**

*Vice Chairman, Executive Director and Chief Executive Officer*

**Far East Global Group Limited**

## SUSTAINABILITY GOVERNANCE

The Group formally established the sustainability governance committee (the "Committee") in 2017 to implement the sustainability ideals of the Group. Its subsidiary working group, the Corporate Responsibility Reporting Committee, is also renamed as Sustainability Report Working Group (the "working group"). The committee and the working group comprise management and representatives of the administrative and finance departments. With a clear division of responsibility, it enables the Group to enhance execution of measures and reporting tasks.

## ENVIRONMENTAL PROTECTION

The committee formulated and officially launched the Group Green Office Guide ("guide") in this year, which was executed and monitored by the administration and public relations department. The green office policy in the guide lists the Group's basic ideals on environmental management and concrete promises on resources saving and pollution reduction.

The guide also provides management suggestions that correspond to aspects such as energy, paper use, emissions and staff participation. Combining the guide and the actual situation of operation, each site of operation formulates its own internal management system and measures and conducts regular internal inspections to assess the execution of measures so that timely review and amendments can be carried out.

The guide is formulated majorly for the operation of office. At present, each location has conducted its own environmental protection works based on the actual operation. In the future, the Group will draft a green operation policy for factory and guide its sites of operation in various locations in formulating measures to conserve resources and mitigate emissions.

### Sustainability Governance Committee

- Coordinate stakeholder engagement
- Identify material sustainability aspects
- Discuss the themes of this report
- Review this report

### Sustainability report working group

- Execute the committee's policies
- Formulate report topics
- Communicate with various departments to collect data and draft the report

### The Group promises:

- abide by environmental legislations, contract terms and system regulations
- reduce consumption of natural resources to prevent pollution
- participate in recycling scheme to reduce emission
- strive to reduce emission of greenhouse gases
- raise staff environmental awareness through education and training
- participate in environmental initiatives and cultivate a green office culture
- abide by and implement the guide where possible

## Energy use and air pollutants

Electricity is the most consumed energy of the Group. Main sources of consumption include air conditioning, office lighting, electrical appliances and operation of machines in factories. Energy consumption reduction measures are carried out in each site of operation by changing the equipment and facilities and improving staff's habit. In the Shanghai production facility, an energy saving management system is established to conduct an energy assessment regularly using the default energy consumption as the baseline to see if there is a need to repair, remake or replace equipment. In office areas, most lighting is scheduled to be switched off in the Hong Kong headquarters during lunch hour. In Miami, all computers are installed with shutdown timer for automatic switch off. In Shanghai, an energy saving duty roster is implemented where the staff on duty are responsible for switching off all electricity consuming appliances.

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The main air pollutants of the Group come from the use of gasoline vehicles and the fumes of the staff canteen of the Shenzhen production facility. The Group will continue to strengthen implementation of the guide by better management of vehicles for business use to prevent redundancy and encouraging staff to use public transport. Currently electrostatic fume purification equipment is installed in canteens where fumes are released to the atmosphere after treatment. At the Shenzhen production facility, inspection organisation are hired regularly to check the efficiency of equipment to ensure compliance with national standards.

### Water consumption and sewage discharge

Water is supplied to each site of operation either by municipal water supply or other public or private organisations. The main source of water consumption and sewage discharge is the domestic water use of staff as the production procedure does not produce industrial waste water. In some sites of operation, channels such as internal regulations and communications are adopted to promote water saving habits staff. For example, when leakage is discovered in the bathing facilities, the related departments will be notified to arrange repair. Domestic wastewater produced in production facilities and offices is discharged through the sewerage system to water treatment plants for treatment.

### Use of materials and waste management

The Group advocates the optimisation of design and resources management to increase utilisation of resources and reduce waste. For example, Overseas (North America) production facilities utilize design software to streamline the production process to reduce wastage in aluminium cutting and to reuse waste glass, extrusion and micron for production. Rules for distribution of paper and stationery are in place in the Shenzhen and Shanghai production facilities. Domestic waste produced in the offices is collected by local environmental and hygiene departments. The Hong Kong office proactively implements green measures and was awarded World Green Organisation's Green Office Awards label, and a certification of participation in the Mooncake Boxes Recycling Campaign 2017.

### Greenhouse gas emission

The Group commissioned an external consultancy to conduct a carbon assessment in this year to measure the greenhouse gas emission (or "carbon emission") produced by its operations. The quantification process makes reference to the guide<sup>2</sup> launched by the National Development and Reform Commission, the guide<sup>3</sup> compiled by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong and international standards such as ISO 14064-1 and GHG Protocol.

The main source of the Group's carbon emission is purchased electricity of Scope 2, followed by air business travel of Scope 3. To address the main source of carbon emission, the Group will continue to assess, record and disclose its greenhouse gas emissions and other environmental data on a yearly basis. Using this year's data as a baseline, comparisons can be made with future data. From it the performance of current measures can be reviewed to help formulate further carbon reduction targets in the future.

### Environment and natural resources

Within the Group's operation, production facilities have the biggest impact on the environment and natural resources. For example, the Shanghai production facilities has formulated a contingency plan for leakage of environmental pollutants to provide staff with relevant guidelines for identifying potential risks of hazardous waste during processes like production, transportation and storage. Control, handling and investigation procedures will be activated in case of leakage to prevent secondary incidents such as fire and pollution of water and soil. There were no cases of pollutant leakage or non-compliance related to emissions and environment within the Group in this year.

<sup>2</sup> Guidelines on the Calculation and Report of Greenhouse Gases Emissions by Companies (for Trial Implementation)

<sup>3</sup> Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for buildings (Commercial, Residential or Institutional Purpose) in Hong Kong

## EMPLOYMENT AND LABOUR PRACTICE

### Development and training

All sites of operation of the Group conduct training survey, formulate yearly plan, set standard course and build an internal team of instructors in response to the respective local laws and operational needs. The Group values staff development and refines the training scheme to complement the development and system of the company.

Development and training policies of the Group's operations in Hong Kong and Macau are listed in the Staff Handbook, which clearly states the application procedures for tuition fee subsidy and leaves for examination. In this year, the Hong Kong office introduced the new initiative to rebate membership fees for joining professional memberships to staff. While sites of operation in mainland China plan training activities according to the Staff Handbook, sites of operation overseas (North America) plan their own training in accordance with the local regulations and operational needs. To achieve a more standardised system, the Group began engaging in training management of its subsidiaries in the United States this year and strengthening coordination with the system of its subsidiary in Canada.

Target audience and subject of training programmes



#### Senior and middle management

- Crisis management for the board of listed companies
- Persona key performance indicators examination training



#### Production and engineering departments

- Requirements of role
- Project management and coordination
- Mechanical operations and workflow
- Inspection, maintenance and repair of mechanical instruments
- Costs of production and quality inspection



#### General staff

- Introduction to façade design
- General design problems and reminders about overseas constructions
- ISO 9001, 14001 and 18001 standards
- Contract documents management and business English
- Financial systems, authorization and payment procedures
- Creative problem solving and psychological and physical adjustment



#### New staff

- Orientation
- Corporate spirit training
- Introduction to façade

### Health and safety

The Group strives to improve internal organisation and communication as far as possible to prevent work injuries. By providing the Staff Handbook, Staff Duties, Notice of Hazards, operation manuals, safety training and personal protective equipment at all sites of operation, the Group make sure staff correctly understand the safety risks and the appropriate work flow in their roles. Currently, each production facilities have established an internal committee comprising representatives of the management and various departments, which will be responsible for monitoring and executing safety plans or measures. The Hong Kong headquarters requires subcontractors to abide by the safety guidelines published by the Company and appoints a safety instructor or officer to carry out inspection in the project site. This year the Group demonstrated outstanding performance in several healthy work environment parameters and was awarded the Eco-Healthy Work Place label.

In this year, there were no cases of non-compliance related to health and safety within the Group. Four work injuries happened in the Shenzhen production facility while three work injuries happened in the North American region. According to the analysis report, the cause of accident was incorrect inspection procedure and inappropriate operation, insufficient labels or staff being hit or cut when using tools, hoisting materials and moving materials. After the accident the production facilities had enhanced education for the relevant staff and increased labelling in the zones of danger. The injured staff received appropriate treatment and was granted leave and compensation.

### Employment system

All sites of operation communicate employment arrangements about employment, attendance, leaves, remuneration, rest time, staff transfer to staff through means like the Staff Handbook and employment contracts. Aside from basic salary, the Hong Kong headquarters and the Shenzhen production facility offer bonuses according to departmental performance with a performance indicator system. The Group strives to provide equal employment opportunities. Job seekers will not face different treatments due to factors like gender, race, age, religious belief, disabilities or marriage status. The North American company has established a work place harassment prevention policy to provide more detailed guidelines in terms of the definitions and forms of discrimination and harassment and whistleblowing channels. In this year, there were no cases of non-compliance related to employment in the Group.

### Labour standard

The Group prohibits the use of child labour. All sites of operation will check the identity card and other identification documents of applicants to ensure compliance with local minimum age to work. The Group will sign an employment contract that stipulates employment terms with all hired employees. The Group protects the rights of staff to terminate the employment contract. The relevant procedures and arrangements are contained in the Staff Handbook or employment contract of all sites of operation. Compensation for overtime work is available at all sites of operation. Staff could apply for overtime work subsidy or allowances upon the approval of departmental heads and record. In this year, there were no cases of non-compliance related to child labour or forced labour within the Group.

## Operational Management

Product responsibility

*Glass façade business flow*



Subsidiaries of the Group in Hong Kong and Mainland China have established a quality management system. Through the Quality Handbook, quality control standards are laid down for each business flow: product design, material procurement, manufacturing installation, maintenance and repair. These standards are coupled with client requirements and local construction standards to formulate the quality plan for each project to safeguard product quality and structural safety. The content of such systems or plans includes quality management duties, design standards, inspection procedures and quality improvement measures and must be strictly carried out by different departments. The Hong Kong headquarters and production facilities in Shanghai and Shenzhen have received the ISO9001:2015 quality management system certification.

All staff owe a duty of confidentiality towards client information and the design and invention of the Group and should abide by the confidentiality requirements of each site of operation and are prohibited from publicising or disclosing the information to a third party. For example, in North American subsidiaries, staff is not allowed to set password or encryption to data without approval of the information and technology department. At the Shenzhen production facility, access to information system of different departments is restricted so that staff cannot access information unrelated to his/her work without authorization. Until December 2017, the Shanghai production facility had obtained three patents for its invention and twenty-six patents for utility models, meanwhile the Shenzhen production facility had obtained one patents for its invention and eight patents for utility models. Related regulations are included in the Quality Handbook, Staff Handbook, Code of Discipline, Staff Confidentiality Agreement and other internal regulations of each site of operation.

The Group strives to develop the façade maintenance and repair business in mainland China. For example, the Shanghai production facility provides clients with a façade use and maintenance manual to explain the basic structure of the façade and safety issues during cleaning and decoration. The Group's maintenance centre in Shanghai is responsible for receiving and recording client complaints and providing feedback to related departments. Depending on the actual situation, the centre will arrange delivery of parts or staff visit within two hours after a complaint is received and conduct a survey of satisfaction afterwards for further follow-up.

Currently, the Group's operation does not involve product label or advertising. In this year, there were no cases of non-compliance in relation to product responsibility within the Group.

## Supply Chain Management

The Group's supply chain mainly includes suppliers of aluminium, glass, steel and stainless steel and subcontractors of construction. All sites of operation adopted the Resource Purchasing Work Procedure to conduct preliminary review of suppliers' strength, reputation, performance in the past and by on-site inspection. Only suppliers that pass the review could be included in the supplier's list. When selecting suppliers from the list, the resources procurement department has to consider environmental, safety and health factors, such as energy consumption of products, noise and emissions. The Procurement Department will explain to the supplier with elaborations in the procurement contract if the construction contract carries specific requirements.

The Procurement Department assesses supplier partners on a yearly basis to update the list of suppliers. Apart from punctuality, quality and services, scoring standards include suppliers' environmental and safety performance. For example, whether they recycle or reduce packaging and whether they ensure staff are provided with personal protective equipment before entering factories or construction sites. Depending on the severity, ill performing suppliers may face written warnings, disqualification from submitting bids or removal from the list of suppliers.

### Anticorruption

The Group's Company Code of Ethics and Discipline stipulates that staff cannot provide, demand or receive any benefits when conducting business in Hong Kong or other places. In exceptional circumstances, the Group will allow staff to accept gifts, but it must comply with the Group's regulations with regard to the value, purpose and type of gift, subject to the management's approval. For example, the subsidiary in North America has formulated the policy to regulate the receipt of gifts, claiming for business meal expenses, management of donation and sponsorship. Staff could report suspected violation of the policy to the administration and public relations department to the Company. In this year, there were no internal reported cases of corruption and nor cases of non-compliance in relation to corruption within the Group.

### COMMUNITY INVESTMENT

The market increasingly values corporate social responsibility and the concept of 'social licence to operate' comes into being. Corporates cannot focus solely on short-term financial performance and shareholders' return as their target but must expand their vision to include long-term benefits of society as a whole. The Group believes that only by balancing the interests of shareholders and all other stakeholders could its business develop in a stable and healthy manner in the long run.

The Company and some of its subsidiaries have initiated different forms and scopes of community work. The Group will step by step learn the needs of the community where it operates to decide the focus of its social contribution so that a more coherent and concrete community investment policy and plan can be formulated to strengthen the connection between each site of operation and the local community.

- Hong Kong                      Staff participated in the Hong Kong & Kowloon Walk for Millions organised by The Community Chest  
    Staff participated in the Mainland and Hong Kong student Art Exchange Programme co-organised by COHL and TREATS volunteering service.
  
- Hong Kong                      The Group co-organized a clothing donation with local community organizations. More than 1100 pieces  
  Shenzhen                      were collected from the Group's employees, which were all donated to Nanshan District Sunshine  
  Shanghai                      Donation Center in Shenzhen, Luwan District Assistance Center for Citizens in Shanghai, and Shaanxi  
  Xi'an                                Zhongtai Charity Foundation in Xi'an



**MAJOR AWARDS AND RECOGNITIONS IN 2017**

Category	Time	Awards or recognitions	Awardee	Awarding organisation
Environmental protection	November	United Nations Sustainable Development Goals — Green Office Awards Labelling Scheme and Eco-Healthy Workplace	Far East Global Group Ltd	World Green Organisation
	December	2017 CarbonCare ESG Label	Far East Global Group Ltd	Carbon Care Innolab & Carbon Care Asia
Social responsibility	March	Caring Company Scheme 2013/17	Far East Global Group Ltd	HK Council of Social Service
	December	2017 18 Districts Caring Employers Special Award	Far East Global Group Ltd	Hong Kong Joint Council for People with Disabilities, HK Council of Social Service and Rehabilitation Advisory Committee of the Labour and Welfare Bureau
Corporate governance	April	2016 China Top 100 Building and Decoration Company	Netfortune (Shanghai) Aluminium Works Company Limited	China Building Decoration Association
Business innovation	August	State High Technology Corporation	Far East Façade Manufacturing (Shenzhen) Limited	Shenzhen Science and Technology Innovation Commission Financial Commission of Shenzhen Municipality Shenzhen Municipal Office, SAT Shenzhen Local Taxation Bureau

## KEY PERFORMANCE INDICATOR SUMMARY

### Environmental Performance

	Category	Emission this year (tonne)
Exhaust gas	Sulphur oxides	0.001
	Nitrogen oxides	0.027
	Particulate matter	0.002

Scope	Source of emission	GHG emission this year (tonnes CO <sub>2</sub> -e)	
Scope 1: Direct GHG Emissions	Combustion of fossil fuel — gasoline	119	155
	Combustion of fossil fuel — diesel	15	
	Combustion of fossil fuel — liquefied petroleum gas	21	
Scope 2: Energy Indirect GHG Emissions	Purchased energy	1,362	
Scope 3: Other Indirect GHG Emissions	Electricity for municipal drinking water treatment	0.08	142
	Electricity for municipal wastewater treatment	0.04	
	Waste paper	33	
	Business travel by air	109	
Total GHG emission		1,659	
GHG intensity (in terms of area, i.e. tonnes CO <sub>2</sub> -e/employee)		1.56	

	Category	Energy consumption of this year (MWh)		
Energy use	Direct energy	gasoline	401	551
		diesel	56	
		liquefied petroleum gas	94	
	Indirect energy	Electricity	2,339	
	Total energy consumption		2,890	
	Energy intensity (1,000 kWh/employee)		2.71	

## Social Performance – Employment and Labour Practices

	Ranking	Total workforce	Employee turnover	Ratio to total workforce in the category
Employment	By Region			
	Hong Kong	254	37	16%
	Mainland China	812	118	14%
	Overseas	256	0	0%
	By Age			
	Below 30	327	69	21%
	31-40	470	58	12%
	41-50	400	22	6%
	Above 51	125	6	5%
	By Gender			
	Male	1,059	126	12%
	Female	263	29	11%
	Total	1,322	155	12%

	Region	Rank	Average hours of training of male employee	Ratio of trained male employees	Average hours of training of female employees	Ratio of trained female employees
Number of trained staff and hours of training	Hong Kong	Senior management	8.2	63%	2.0	100%
		Middle management	6.2	72%	2.0	67%
		Entry level	8.3	44%	8.5	67%
		General staff	0.0	0%	0.0	0%
	Mainland China	Senior management	2.0	80%	0.0	NA
		Middle management	2.6	88%	2.0	67%
		Entry level	2.5	94%	4.7	100%
		General staff	1.4	39%	2.0	47%
	Overseas	Senior management	NA	NA	NA	NA
		Middle management	NA	NA	NA	NA
		Entry level	NA	NA	NA	NA
		General staff	0.3	27%	1.0	10%

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

Material Aspect	Content	Data this year	Page Index
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.		049, 050, 055
A1.1	The types of emissions and respective emissions data (from gasoline vehicles and staff canteen, in tonnes)		056
A1.2	Greenhouse gas emissions in total (tonnes CO2-e) and Intensity of greenhouse gas emissions (tonnes CO2-e/employee)		056
A1.3	Total hazardous waste produced (in tonnes; only produced in Shanghai production facility)	4	
	Intensity of total hazardous waste produced (tonnes/square metre of product)	0.0001	
A1.4	Total non-hazardous waste produced (tonnes)	903	
	Intensity of non-hazardous waste produced (tonnes/employee)	0.85	
A1.5	Description of measures to mitigate emissions and results achieved		049, 050
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved		049, 050
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.		049, 050, 055
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh).		056
	Direct energy		056
	Indirect energy		056
	Energy intensity ((MWh/employee)		056
A2.2	Water consumption in total (tonnes)	16,308	
	Water intensity (tonnes/employee)	15.30	
A2.3	Description of energy use efficiency initiatives and results achieved		049
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved		050
A2.5	Total packaging material used for finished products (from plastic packaging of the Shanghai production facilities, in tonnes)	2.45	
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.		050
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them		050
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.		052
B1.1	Total workforce		057
	Total workforce by gender, employment type, age group and geographical region		057
B1.2	Employee turnover rate		057
	Employee turnover rate by gender, age group and geographical region		057
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.		052
B2.1	Number and rate of work-related fatalities		052
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored		052
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		051
B3.1	Percentage of employees trained		057
	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)		057
B3.2	Average training hours completed per employee		057
	The average training hours completed per employee by gender and employee category		057
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.		052
General Disclosure	Policies on managing environmental and social risks of the supply chain.		053
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored		053
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.		053
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored		053
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.		054
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		054
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored		054
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.		054
B8.2	Resources contributed to the focus area		054