

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ABOUT THIS REPORT

This report is prepared in accordance with Appendix 27 "Environmental, Social and Governance Reporting Guide" promulgated by The Stock Exchange of Hong Kong Limited ("HKEX"). This report covers the policies, measures and performances of China State Construction Development Holdings Limited (the "Company") and its subsidiaries (collectively the "Group") in environmental, social and governmental aspects. This report is available in both Chinese and English, and has been uploaded to the website of HKEX and the Company [www.cscd.com.hk](http://www.cscd.com.hk), please proceed to read the environmental, social and governance ("ESG") report of financial year 2019 as well as the past years.

## REPORTING BOUNDARY

This report focuses on the operation of the Group's glass façade business, general contracting business and supervision business from 1 January 2019 to 31 December 2019. The operating locations include Hong Kong, Pearl River Delta, Shanghai, USA and Canada. The Group will keep improving the reporting boundary by covering more operation locations.

Business	Subsidiaries covered in the report
Glass façade business	Far East Aluminium Works Company Limited, Netfortune (Shanghai) Aluminium Works Company Limited, Far East Heng Fai Facade (Zhuhai) Limited, Gamma North Corporation, Gamma USA, Inc. and Gamma Windows and Walls International Inc.
General contracting business	Treasure Construction Engineering Limited
Supervision business	中海監理有限公司

## STAKEHOLDER ENGAGEMENT

The Group values shareholder engagement, which can help the Group to review its business operation and company governance objectively. Therefore, the Group develops various communication channels to understand its shareholders' needs and opinions.

Stakeholder Group	Stakeholder	Communication channels and means of stakeholder engagement
Internal stakeholder	Employees Board of Directors	<ul style="list-style-type: none"><li>• Company internal magazines</li><li>• Staff trainings and workshops</li><li>• Employees' activities and meetings</li></ul>
External stakeholder	Clients and Property Owners Suppliers Shareholders and Investors Government Community Partners Peer Enterprises Media	<ul style="list-style-type: none"><li>• Hiring standards and practices</li><li>• Customer satisfaction survey</li><li>• Diverse services and customised products</li><li>• Professional after-sales service</li><li>• Shareholders' meetings</li><li>• Announcements/circulars, annual reports and financial statements</li><li>• State policies implementation</li><li>• Actively participate in community affairs</li><li>• Factory inspections</li><li>• Industry chambers and standard-setting organizations</li></ul>

## MAJOR SUSTAINABILITY ISSUES

The Company has established the Sustainability Governance Committee and has been implementing "Sustainability Development Management Method" since 2017. The Group aims at maintaining well relationships with both the society and community, identifying stakeholders' opinions and make responses in time. Through discussions, internal and external analysis, the Group identified the major concerns of the stakeholders and these help the Company to formulate its policies. The materiality of the stakeholders' concerns is listed as below.

## SUSTAINABILITY GOVERNANCE

The Group understands the importance of environmental management and sustainable development, so it actively introduces a sustainable operation model. The Group's Sustainability Governance Committee applies the sustainable development concept into its business. The Committee not only identifies material sustainability aspects, but also coordinates the communication with stakeholders. In the future, the Group will continue to enhance environmental policies to minimize the environmental impact.

## ESG Issues Materiality Matrix



## ENVIRONMENTAL POLICIES

Apart from focusing on business development, the Group also takes up the corporate environmental and social responsibility. The Group strictly abides by relevant environmental laws and regulations to reduce impact on the environment and society. The Group has set up different guidelines for various operational stages to ensure the integration of concept of sustainability into operation, instruct employees to comply with and implement the guidelines to achieve sustainable operation.

### Green office

Regarding green office, the Group has set up relevant guidelines, including "China State Construction Development Holdings Green Office Environmental Proposal" and "Green Office Guidelines". They are strictly implemented and supervised by general office. General office reviews and updates the guidelines every year to put its most effort to reduce the waste disposal and carbon emission produced by the offices. Apart from providing advices on the consumptions of energy, paper and water, as well as the disposal of waste, business trips and vehicles usage, the Group also tries to raise the awareness of environmental protection through environmental workshops and trainings. The Group has been awarded the "Green Office" logo from the World Green Organization for four consecutive years. The Group will continue to promote energy conservation and waste reduction in order to practice green culture in the future.

## Green production

In the production stage, the Group always tries to strike a balance between product and service quality and sustainability. It integrates the elements of sustainability into production as much as practical and supervises regularly. Under special circumstances, materials which could cause harm to the environment, such as electroplated surface treatment and chemical sandblasted glass, are requested in some projects. Although this does not happen very often, the Group will convince the clients to replace with more environmentally friendly materials.

Production stage	Sustainable development measures
Façade product design	Design with low-carbon and energy saving features: <ul style="list-style-type: none"> <li>— High light transmission glass to allow more natural light into the interior of the building</li> <li>— Low heat reflecting glass to prevent ultraviolet light and to stabilize interior temperature</li> <li>— Use mainly aluminium alloy, stainless steel and low-carbon metal, that with the characteristics of high recyclability</li> </ul>
Procurement	Implement centralized procurement to reduce carbon emissions during transportation
Production	<ul style="list-style-type: none"> <li>— Produce façade products at the factory to reduce wastage at the construction site</li> <li>— Reduce aluminium waste from cutting phase by optimising aluminium product design software and improving production processes</li> <li>— Reuse remaining materials such as scraps of aluminium and metal in the production plants</li> <li>— Simplify packaging and the total amount of packaging materials used this year was 158 tons only</li> </ul>

## Energy use and air pollutants

Electricity is the most consumed energy of the Group. Main consumption includes production facilities and office lighting. Electricity consumption also contributes the most to the Group's greenhouse gas emission indirectly, followed by business trips. The Group will optimise the production by exploring higher energy efficient production tools and suitable renewable energy sources. On the other hand, the Group will strictly implement the green office policy, encouraging our employees in the use of technology for remote meetings and inspection. This helps to reduce unnecessary business trips and use of transportation, thus, to lower the carbon emission.

## Water consumption and sewage discharge

The Group understands the scarcity of fresh water resources. Therefore, it advocates water efficiency plans through "Energy Conservation Management System" and "Green Office Guidelines", encouraging employees to save water and reduce wastewater. For example, when any leakage is found and reported, the responsible employees will fix it immediately. Moreover, all the operation locations under the Group are in urban areas using the public facilities, which enable the Group not having any difficulties in sourcing water. The sewage discharge of the Group is mainly domestic sewage and is discharged through the municipal drainage systems. The Group does not engage in any illegal sewage discharge.

## Waste management

For the office waste disposal, the Group uses measures such as garbage classification and paper recycling to reduce waste of resources. In the Hong Kong office, the Group commissioned a registered waste recycling company to handle electronic waste and the office recycled 36 pieces of electronic waste this year, easing the effect of electrical and chemical materials to land pollution. The waste from production facilities will be collected by recycling companies, and a local environmental company will dispose of the non-recyclable waste. The Group will continue to review waste disposal methods and to improve the recycling rates to lower the environmental impacts.

## Environment and natural resources

The Group understands its business will cause a certain impact on the environment through use of resources and greenhouse gas emission. Therefore, the Group actively adopts different environmental measures to limit the impacts from its operation. For example, the production facility employee trainings include technical trainings on installing glasses to prevent breaking the glasses. These measures can reduce waste generated from production and installation phases. In addition to reducing waste generated at the source, the Group also puts resources and efforts on waste disposal, trying to recycle and reuse the waste as much as possible.

## EMPLOYMENT AND LABOUR PRACTICES

### Labour standards

The Group values employees as its great assets, therefore the Group always comply with laws and regulations relevant to labour. Child labour or forced labour is absolutely prohibited in the Group. During the reporting period, the Group did not find any relevant non-compliance. The Group has a standard recruitment process and reviews on a regular basis. The human resources department will check the job applicant's identity certificate to ensure that the candidates meet the minimum legal working age. A copy of the identification documents will be retained when the new employee joins the Group. If violations of child labour or forced labour are found, the Group will correct the violations first. Then it will dismiss employees who do not meet the legal working age or compensate employees who are forced to work. The Group will pursue accountability for the entire recruitment process, and analyse and review the cause of the behaviour. At last, the Group will optimise related regulations and processes, and the relevant responsible person shall get penalty accordingly.

Labour aspect	Labour policy
Recruitment and promotion	<ul style="list-style-type: none"> <li>— Equal employment opportunities regardless of gender, ethnicity, age, etc.</li> <li>— Establish a fair and equitable promotion system, publishing the requirement for each position and opening regular employee selection</li> </ul>
Work benefits	<ul style="list-style-type: none"> <li>— Wages exceed governments minimum levels</li> <li>— Standard working hours for office workers, while project department employees have a separate comprehensive working hours system</li> <li>— Provision of at least one day off a week for employees</li> </ul>
Employee benefits	<ul style="list-style-type: none"> <li>— Social insurance, housing fund, high temperature allowance, etc.</li> <li>— Comprehensive holiday management system, including holidays as required by various laws, annual leave, sick leave, maternity leave, etc.</li> </ul>
Dismissal	<ul style="list-style-type: none"> <li>— Perform statutory dismissal procedures and provide financial compensation in accordance with the law</li> </ul>

## Employment system

The Group attaches great importance to equal employment opportunities and does not allow any discrimination in the Group. The Group specifies the company policies regarding compensation and dismissal, recruitment and promotion, working hours, holiday arrangement, equal opportunities, diversity, anti-discrimination and other benefits in Chapters 1 to 5 and 9 in the Employee Handbook to protect the employees. The Group strives to be fair and impartial during recruitment and promotion, it conducts annual performance appraisal at the end of every year. The appraisal result will provide reference for salary adjustment and promotion. Relevant policies such as the "Prevention of Discrimination and Harassment Policy" and "Personal Data (Privacy) Policy" are also contained in the Employee Handbook to define the definition of discrimination and harassment for employees and facilitate their reference at any time. If employees encounter any relevant situation, they can report immediately report through different whistleblowing channels.

## Health and safety

In order to ensure that employees have a safe and healthy working environment, the Group purchases medical insurance plans for all full-time employees, organizes regular employee health check-up, safety training and safety inspections. The Group has also formulated different policies according to different situation at each operating location. The Hong Kong company assigns certain employees as Corporate Safety Officer and Safety Supervisor, who not only provide employees with safe working environment trainings to enhance employees' safety awareness, but also conduct site inspections. The Company has newly set up a Safety Committee. The Committee meets regularly every 3 to 4 months to review the existing internal occupational safety and health policies and measures. There are also relevant guidelines such as the "Company Safety Management System Manual — Internal Safety Code" and "Safety and Health Policy" to remind employees to work safely. In addition, the Company's relevant system was updated this year in accordance with the Hong Kong Labour Department's revised "Code of Practice for Typhoons and Rainstorm Warnings", providing guidelines for work arrangement under "extreme situations".

For production facilities in other regions, the Group labels all hazardous substances, and provides safety trainings according to work needs to employees. In the trainings, the hazardous substances that employees may encounter in each job are clearly introduced. The safety manager will also be responsible for developing injury and disease prevention plans and documenting any observed health and safety and danger situations. The Group will also provide project staff with safety supplies needed for safe production, including safety helmets, safety shoes, safety ropes, reflective clothing, raincoats and rain boots.

On the other hand, the subsidiaries in Mainland China have also established a number of guidelines on work safety, including "Four No-harm Rule", "Occupational Health Management", "Cranes Safe Operation Regulation — Ten No Lifting Rule, Eight Prohibition Rule", "Glass Lifting and Installation Safety Operational Regulation" and other documents. The Company compiles and operates the Environmental Management System GB/T 24001-2016 (version C) and the Occupational Health and Safety Management System GB/T 28001-2011 (version C). The management holds an occupational health and safety management system review meeting every year, inviting the technical management department to introduce the monitored situation of the occupational health and safety management system operation, including the canteen management — strict control on the procurement of ingredients, operating practices and daily hygiene to reduce the risk of food poisoning, and formulate corresponding emergency plans.

## Development and training

The Group takes the all-round development of its employees as its top priority and upholds the core idea that "talent and culture are the most precious wealth". It focuses its human resources work on "educating and employing people". The Group provides internal trainings, subsidizes external training courses and offers exam holidays. In addition, the Group conducts different types and specific safety trainings to improve employees' safety knowledge to avoid accidents. It also provides professional body membership subsidies and special bonus for obtaining professional qualifications to encourage employees to obtain professional qualifications. During the conduction of the Company's annual performance appraisal, the Company also tries to understand employee's expectations for career development and assists employees in setting work goals.

Training type	Subject	Example
Internal training	Company policy and culture introduction	Welcoming workshop, new employee training
	Basic technique course	Basic course about façade, Safety license OSHA360
	Professional technique course	Latest law and case study about Safety and Environment, Introduction to Building Information Modelling (BIM) and Quantity Surveying Practices
	Quality improvement course	Nine types of personality — self-awareness and management level improvement workshop, time management — essential skills for high-performance people, production management — human heart
External training	Professional technique course	First Aid Certification Course, Higher Diploma in Architecture
	Communication course	Foundation project exchange and communication, Zhongzhou Binhai Commercial Centre project's aluminium film, creeping formwork supervision work experience sharing

The Group always adheres to fulfilling corporate social responsibility from employee development and care to corporate culture. The Group strives to create a healthy and harmonious working atmosphere and a positive corporate image. It regularly organizes employee activities and festival celebrations, which includes Staff Recreation Day, "Company Day" and The Community Chest's Walks for Millions, to strengthen team spirit and relieve employees' work pressure.



*Company Day held on around 30 August each year, allowing employees to have fun all together*

## OPERATING PRACTICES

### Product responsibility

The Group pursues the core values of “integrity, innovation, pragmatism and refinement”, practises the business philosophy of “quality assurance and value creation”. It strictly implements corporate governance, uses standardized business processes, and pursues high-quality products and services, aiming to create a sustainable business.



The Group complies with relevant laws and client's requirements and got ISO 9001:2015 quality management system certification. The Group requires design managers to design façade in accordance with the technical requirements from the HKSAR Buildings Department and architects, such as Code of Practice for Structural Use of Glass 2018, Code of Practice for the Structural Use of Steel 2011 and Code of Practice on Wind Effects in Hong Kong 2019. At the same time, the production standards could be changed according to different situation to be matched with Leadership in Energy and Environmental Design (LEED), BEAM Plus New Building (BEAM Plus). The Group also strictly performs structural thermal calculations on Façade products to lower the environmental pollution caused by heating and cooling of buildings. The Group checks the sound insulation of façade and the transmission of glass to prevent from noise pollution and light pollution. In the production process, the Group carries out quality control on materials and semi-finished products before entering to next process. All products must pass a test before being sent to construction sites for installation. Therefore, the Group is confident in the product quality.

Apart from that, the Group also regards product maintenance as one of its product responsibilities. Employees contact customers regularly to follow the façade or project conditions. In case of emergencies such as natural disaster happens, our employees will inspect our façade products and provide maintenance services for the customers if needed.

The Group cares a lot about intellectual property rights, its waterproof ventilation design has passed the USA requirements and was granted a patent. The Company checks regularly whether the designer has followed the company's standards to design, and also whether there is any infringement of intellectual property rights at the same time. After completing the design work, the design department will check if any ventilation design on the market violate the Group's intellectual property rights on a regular basis.

### Cares for clients

The Group always put our customers as the top priority. It conducts customer satisfaction survey annually on each project. The collected data is saved by project department and reviewed by department head. The data can only be accessed by relevant project team and employees responsible for ISO. The Company regularly updates customer contact information to maintain a close relationship with them. To ensure customer privacy, all customer information is stored on specific servers in marketing department.

If the Group receives any complaints, project department and procurement department will contact relevant customers to understand the cause, and then make appropriate arrangements, such as investigations and remedies. At the same time, the cause will be recorded and reported to marketing department at regular meetings, suggestions for improvements shall be discussed with project department. Having that information, marketing department could propose suitable products to different customers in the future bidding process. During the reporting year, the Group did not receive any considerable complaints about products or services.

## Supply chain management

The Group's procurement department reviews the distribution of expenses on various suppliers on a regular basis to strengthen the monitoring and planning of suppliers. The Group updates the supplier list annually, based on the selection criteria of environmental protection, labour safety, quality of supply, past service performance, and goodwill. This can ensure the quality and stability of the supply chain and also reduce the environmental and social impacts of the Group's operation. This can also help to improve the transparency of the Group's operation by regular supplier reviews. The procurement department can thus have a better procurement plan and help to monitor the environmental and social risks of the supply chain by putting environmental protection factors into the supplier selection criteria, discovering collaboration opportunities between cross-regional procurement teams to prioritize suppliers with higher proximity to project construction site and processing centre to reduce transportation costs and carbon emissions.

The Group puts its concern on the integrity of the supply chain. The Group will confirm supplier's fair, equitable and safe procurement policies and principles as well as anti-bribery policies when employing suppliers. This allows employees to communicate well with the suppliers on compliance of labour, health and safety and environmental regulations and ensure the Group to work with ISO-qualified suppliers. When selecting a new supplier, the new supplier must fill in the "Temporary Supplier Application Form". Procurement department manager will review and approve the application before asking for quotation. Then, the Group's employees will visit the production plants for technical capability, production capability and processing equipment evaluation. After three times of cooperation, we will evaluate its quality, service and other performances again. The new supplier could only include in the supplier list after passing the evaluation. The Group has also expanded its supplier list year by year to provide more flexible arrangements to effectively and quickly respond to the delays or other impacts that climate change may cause on its business.

Regions	China							Overseas	
	Guangdong	Hong Kong	Shanghai	Beijing	Tianjin	Jiangsu	Jiangxi	USA	Australia
Number of suppliers	66	44	5	1	1	3	1	1	1

## Anti-corruption

The Group is committed to build an ethical working environment, without tolerance to any corruption or fraud. In all circumstances, the Group does not allow staff to provide or accept any benefits. If there is any violation, the relevant employee(s) can report through phone, email and mail. Beyond compliance with the laws, Chapter 7 of the Employee Handbook covers the "Prevention of Bribery Ordinance", and describes the company policy in details, providing clear guidelines for employees' handling of conflicts of interest situations such as gifts and entertainment. The Group also provided a number of internal trainings on anti-corruption issues to the directors and employees, including the Anti-Corruption in the Construction Industry Lecture by Independent Commission Against Corruption, "Keeping the Heart, Keeping the Honesty" Talk, "Upholding the Bottom Line and Honesty" Talk, etc.



*Anti-Corruption in the Construction Industry Lecture  
by Independent Commission Against Corruption*

## COMMUNITY INVESTMENT

When the Group's Sustainable Development Management Committee conducts community public relations management, it actively participates in various community public welfare activities. The Group hopes to promote the concept of equality through its corporate effect, and encourage employees to participate in various community charitable, cultural, and environmental activities. This can enhance employee's communication as well when they jointly fulfil their social responsibilities.

### Community harmony

The Group collaborated with a registered charity "TREATS" to organise community activities every year, using the power of the Group to promote the concept of equality and inclusive society. Apart from the activity expenses, the Group also encourages employees to participate the activity as volunteers. This year, the Group held "Arts for All" at TWGHs Tsui Tsin Tong School on 26 October 2019, to allow children of different backgrounds to develop their creativity.

### Mutual help in society

The Group participated in the volunteer service organized by China Overseas Group this year, bringing warmth to the community. The Group also participates in The Community Chest's Walks for Millions every year to encourage employees to put effort in community work.



*"Arts for All" on 26 October 2019, co-organised with "TREATS"*



*The Community Chest's 50th Anniversary Walks for Millions in January 2019*

## MAJOR AWARDS AND RECOGNITIONS IN 2019

Category	Award or recognition	Awarding Organization
Environmental protection	"Green Office 3+" and "Eco-Healthy Workplace" Label	World Green Organisation
Social responsibility	"Caring Company 5+" Label "Hong Kong Corporate Citizenship Program — Drive for Corporate Citizenship 2020" Label	The Hong Kong Council of Social Service Hong Kong Productivity Council



## LAWS AND REGULATIONS

The Group's business complies with all relevant environmental and social laws, regulations and policies, including but not limited to the following laws and regulations.

Environment	Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, Hong Kong "Noise Control Ordinance", Hong Kong "Waste Disposal Ordinance", etc.
Employment	Hong Kong "Employment Ordinance", Hong Kong "Sex Discrimination Ordinance", Hong Kong "Occupational Safety and Health Ordinance", Hong Kong "Prevention of Bribery Ordinance", People's Republic of China Safety Production Law, Labour Law of the People's Republic of China, Regulation on the Implementation of the Employment Contract Law of the People's Republic of China, The Fair Labour Standards Law, the Jinwan District Industrial Talent Policy, Zhuhai Social Insurance Policy, the New Jersey Employee Safety and Health Act, 2017 New York Local Law 216, and New York City Building Code, etc.
Clients	Hong Kong "the Trade Descriptions Ordinance", Hong Kong "the Personal Data (Privacy) Ordinance", etc.
Supply Chain	Hong Kong "the Sales of Goods Ordinance", etc.

## ENVIRONMENTAL PERFORMANCE

Category	Emission in 2019 (tonne)
Sulphur oxides	4
Nitrogen oxides	790
Particulate matter	0.06

Scope	Source of emission	GHG emission in 2019 (tonne CO <sub>2</sub> -e)	
Scope 1: Direct GHG Emissions	Combustion of fossil fuel — gasoline	229	678
	Combustion of fossil fuel — diesel	326	
	Combustion of fossil fuel — liquefied Petroleum Gas	119	
	Combustion of fossil fuel —towngas	6	
	Greenhouse gas reductions from planting trees	(2)	
Scope 2: Energy Indirect GHG Emissions	Purchased energy	2,468	2,494
	Purchased towngas	26	
Scope 3: Other Indirect GHG Emissions	Electricity for municipal drinking water treatment	25	196 <sup>#</sup>
	Electricity for municipal wastewater treatment	13	
	Methane produced from wastepaper disposed to the landfill	31	
	Business trip	127	
Total GHG emission		3,368*	
GHG intensity (tonnes CO <sub>2</sub> -e/employee)		1.05	

Category	Total amount (tonne)	Intensity (tonne/employee)
Hazardous waste	0.005	0.000002
Non-hazardous waste	5,095	1.59

Energy use	Energy consumption of in 2019 (1,000 kWh)
Gasoline	720
Diesel	1,279
Liquefied petroleum gas	271
Electricity	4,148
Towngas	31
Total energy consumption	6,449
Energy intensity (1,000 kWh/employee)	2.02

Resource use	
Total water consumption (tonne)	62,585
Water consumption intensity (tonne/employee)	19.6

\* The Group's Shenzhen production facility has been relocated to Zhuhai in 2019 and the reporting scope has been expanded by including the supervision business of its subsidiary (中海監理有限公司). However, compared with the last year's data, the total greenhouse gas emission has decreased significantly, from 5,279 tonnes in the previous year to 3,368 tonnes, the decrease is 36.2%. The main reason is that the Group has reduced its energy use such as gasoline and diesel through various green policies. Therefore, the direct greenhouse gas emission has also been reduced. This shows that the Group is committed to practicing sustainable development and the effectiveness of setting up a sustainable development management committee.

# The Group also put forward many measures for the use of resources, including making good use of paper, paperless meetings, online meetings, etc., so that the carbon dioxide equivalent emission from wastepaper disposed to the landfill and business trip have been reduced by 63% and 40% compared to the previous year. The overall greenhouse gas emission in scope three also decreased by 38.4%, and the greenhouse gas emissions in scope one and two also fell.

## SOCIAL PERFORMANCE — EMPLOYMENT AND LABOUR PRACTICES

Ranking	Total workforce	Employee turnover	Ratio to total workforce in the category
<b>By Region</b>			
Hong Kong	318	57	17.9%
Mainland China	2,604	561	21.5%
USA	126	153	121.4%
Canada	149	26	17.4%
<b>By Age</b>			
Below 30	932	328	35.2%
31-40	1,042	281	27.0%
41-50	806	136	16.9%
Above 51	417	52	12.5%
<b>By Employment Type</b>			
General staff	2,900	767	26.4%
Entry level	258	29	11.2%
Middle management	31	0	N/A
Senior management	8	1	12.5%
<b>By Gender</b>			
Male	2,799	696	24.9%
Female	398	101	25.4%
Total	3,197	797	24.9%

### Average hours of employee trainings and ratios of trained employees

Employment type	Average training hours of male employee (hour)	Ratio of trained male employee	Average training hours of female employee (hour)	Ratio of trained female employee
	General staff	11.6	80.9%	9.3
Entry level	15.1	88.3%	16.9	85.1%
Middle management	10.9	77.7%	11.0	75.0%
Senior management	23.9	82.5%	N/A	N/A

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