

CHINA HONGGUANG
HOLDINGS LIMITED
中國宏光控股有限公司

Incorporated in the Cayman Islands
with limited liability

Stock code: 8646

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT
2021

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INTRODUCTION

China Hongguang Holdings Limited (the “**Company**”) and its subsidiaries (collectively, the “**Group**”) are committed to providing high quality architectural glass products, such as energy-efficient safety glass products and smart glass products. The Group places much emphasis on corporate social responsibility. While endeavoring to realise its corporate goals, it also expects to contribute to society from various aspects so as to achieve long-term and sustainable development goals.

This Environmental, Social and Governance (“**ESG**”) report will focus on the balance between business needs, social demands and environmental impacts. The Group recognises the growing trend and importance of incorporating sustainability into its business operations. A proactive approach in stakeholder engagement is adopted by the Group to understand the needs and expectations of its stakeholders, as well as to better manage ESG-related matters. While implementing sustainability-focused business plans, the Group will consider various short-term and long-term factors, including but not limited to the challenges that the Group is facing, its responsibility for stakeholders, global trends, laws and regulations, and risk management, etc. The Group believes that in an ever-changing business environment, enterprises must take responsibility for ESG-related matters in the long term to achieve business success. By having a thorough understanding of the risks and opportunities associated with its ESG management, the Group continues to fulfil its corporate social responsibility, comply with local laws and regulations, and provide quality work environment. At the same time, the Group takes into account various social issues, including ethical procurement, environmental preservation, and community service, etc. The Group also strive for waste reduction as a means of environmental protection. As a member of society, the Group is committed to giving back and serving the community so as to build a better society as a whole.

Finally, as to the policies and performance of the Group in relation to the four major aspects, including environmental protection, employment and labour practices, operating practices and community engagement for the period from 1 January 2021 to 31 December 2021 (the “**Reporting Year**”), the Board is hereby pleased to present the 2021 ESG report of the Group.

ABOUT THIS REPORT

Introduction of the Report

This ESG report provides an overview of the Group's ESG performance for the Reporting Year, as well as its commitment to ESG management. This ESG report mainly focuses on the Group's principal business in the People's Republic of China ("PRC"), i.e. the production and sales of architectural glass products, detailing its progress in achieving sustainability for its shareholders and other stakeholders.

Scope of the Report

This report makes relevant disclosures in accordance with the requirements of the "Environmental, Social and Governance Reporting Guide" (the "**ESG Reporting Guide**") set out in Appendix 20 of the GEM Listing Rules issued by The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") and complies with the "comply or explain" provisions therein. This report summarises the ESG implementation of Jieyang Hongguang Coated Glass Limited ("**Hongguang Glass**"), the main operating entity of the Group, which helps to evaluate the ESG performance of the Group's business operations in the PRC.

Reporting Principle

This ESG report follows the requirements of the ESG Reporting Guide as set out in Appendix 20 of the GEM Listing Rules issued by the Stock Exchange that contains reporting principles of materiality, quantification and consistency, details of which are set out below:

Materiality

In addition to internal factors, such as the Group's corporate value, strategies and core competence, the Group also attaches importance to communication with the internal and external stakeholders, and considers the ESG strategies of other competitors in the industry, so as to achieve sustainable development. The Group has identified the following categories that have or may have a significant impact on the Group's ESG performance:

The Group has identified the following material ESG issues which have or may have a significant impact on:

- The architectural glass products industry in the PRC;
- The global architectural glass products market;
- Present or future environment or society in which the Group locates and operate;
- Financial and operation performance of the Group; and
- Evaluation, decision and action of the Group's stakeholders.

Quantification

The key performance indicators disclosed in this ESG report are supported by quantized data and measurable standards. The source of all applicable data, calculation tools, methods, references and conversion factors applied are disclosed in emission data presented in this report.

Consistency

For comparative purposes of ESG performance from year to year, the Group adopts consistent approaches for data collection, calculation and reporting, where reasonable, across all financial years, and records significant changes in detail for the relevant components. In this report, the density of the relevant performance indicator data is calculated based on the number of employees of the Group, unless otherwise indicated. In preparing this report, the Group has referred to certain global, local and industrial standards or best practices, including the ESG Reporting Guide of the Hong Kong Stock Exchange and applicable Hong Kong Accounting and Financial Reporting Standards.

Feedback

As the Group attaches great importance to the concerns of each stakeholder, we welcome any advises and suggestions that may enhance the Group's ESG performance. The Group is open to and values all advises and suggestions received, in order to uphold the common interests of the Group and all stakeholders. Stakeholders are welcome to send such advises and suggestions to the Group's email: hongguang@hongguang.hk.

ABOUT CHINA HONGGUANG HOLDINGS LIMITED

The Business of the Group

The Group is principally engaged in the production and sales of architectural glass products, including energy-efficient safety glass and smart glass products, which may be further processed as glass materials or installed as construction materials. The Group's headquarters is located at Jieyang City, PRC. Its sales network mainly covers southern PRC and will expand to central and eastern PRC in the future. The core customers include construction subcontractors, midstream architectural glass processors, as well as those in optics industry.

Vision

To maintain the position of the Group in the PRC market and high quality of its products, through product diversification and corporate strategies, the Group hopes to promote "Hongguang" as a brand in the international market for maximising sustainable development for its stakeholders.

Mission

To become an advocate of corporate social responsibility through stakeholders and community engagement in various aspects.

Objective

Continue to provide high quality architectural glass products for its customers.

Board of Directors

As at the date of this ESG report, the board of directors the Group comprises:

Executive Directors	Independent Non-Executive Directors
Mr. Wei Jiakun (Chief Executive Officer)	Ms. Chen Xiuyan
Ms. Lin Weishan (Chairman)	Mr. Jia Xiaogang
Mr. Chen Biming	Mr. Wu Yong
Ms. Li Wanna	-

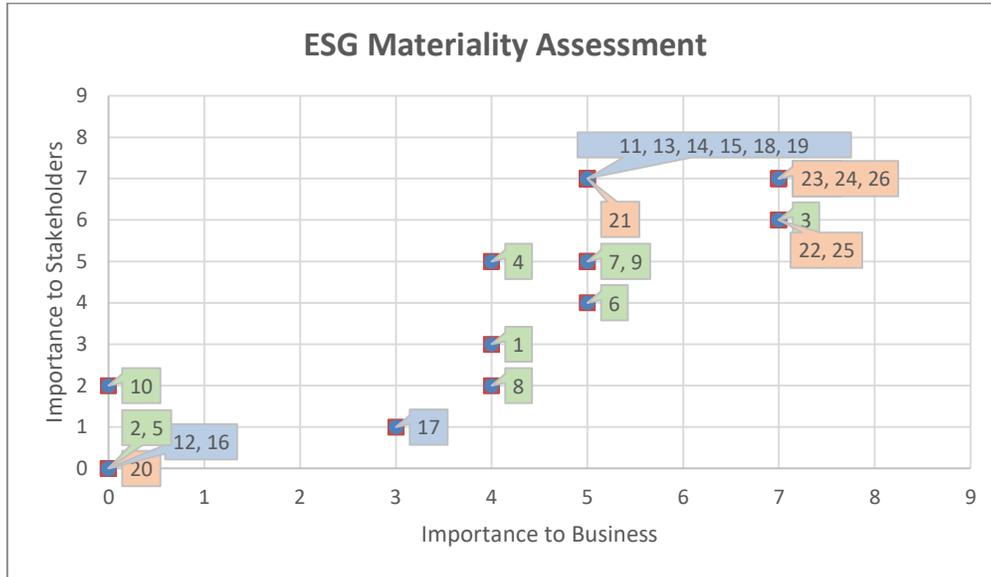
PARTICIPATION OF STAKEHOLDERS

The Group actively strives to better understand and engage its stakeholders to guarantee continuous improvements. The Group strongly believe that its stakeholders play a vital role in sustaining the success of its business.

Stakeholders	Probable issues of concern	Communication and responses
The Stock Exchange	Compliance with Listing Rules, and timely and accurate announcements	Meetings, training, website updates and announcements
The Government	Compliance with laws and regulations, prevention against tax evasion, and social welfare	Government inspection, tax declaration and other information
Suppliers	Payment schedule, and demand stability	Business communication, procurement contracts, e-mail and telephone connection
Shareholders/ Investors	Corporate governance system, business strategies and performance, and investment returns	Organising and participating in seminars, shareholders' meetings, providing financial reports or operation reports to investors and analysts
Media and Public	Corporate governance, environmental protection, and human rights	Publishing newsletters on the corporate website
Customers	Product quality, reasonable price, and product value	Field investigation and after-sales services
Employees	Interests and welfare, employee remuneration, training and development, work hours, and working environment	Training, interviews with employees, internal memos, and employee suggestion boxes
Community	Community environment, employment and community development, and social welfare	Developing community activities, volunteering activities of employees, community welfare, subsidies and charitable donations

MATERIALITY ASSESSMENT

During the Reporting Year, the Group has undertaken surveys of materiality assessment exercise, including internal and external stakeholders i.e., the management and employees, to determine the impact of such issues on the Group's business operation, environment and society. Based on the reporting scope and the consideration towards the corporate business characteristics, the Group has identified the relevant material ESG topics and is detailed in the following chart and the table:



No.	ESG Topics
Environmental Issues	
1	Greenhouse gas emission/ global warming
2	Exhaust air emission
3	Energy consumption
4	Water consumption
5	Hazardous waste/ sewage
6	Non-hazardous waste/ sewage
7	Paper consumption
8	Climate change
9	Compliance with environmental laws and regulations

No.	ESG Topics
Social Issues	
10	Anti-COVID 19 epidemic
11	Employee rights and welfare
12	Inclusion, equal opportunities and anti-discrimination
13	Talent attraction and retention
14	Occupational health and safety
15	Training and development
16	Preventive measures for child and forced labour
17	Community investment and engagement

No.	ESG Topics
Operational Issues	
18	Supply chain management
19	Customers' satisfaction
20	Customers' privacy
21	Product quality
22	Intellectual property
23	Economic performance
24	Operational compliance
25	Corporate governance
26	Anti-corruption

As shown above, the material ESG topics of the Group covers issues from the environmental, more importance has been put towards Operational issues and environmental issues. For instance, the ESG issues that are most related to the Group's business concerns its economic performance, operational compliance, anti-corruption, energy consumption, intellectual properties and cooperate governance.

Going on, the Group will maintain communication with stakeholders and collect respective opinions through different channels for making substantive analysis. Meanwhile, the Group will revise the reporting principles of materiality, quantification, and consistency as necessary, so as to better align with the expectations of stakeholders and reporting requirements regarding the content of the ESG Report and disclosure of the information.

BOARD STATEMENT

The Group recognises the importance of environmental, social and corporate governance for sustainable corporate development. Accordingly, the Group has established an ESG management framework to ensure the relevant ESG policies are effectively implemented in its operations. The Board is primarily responsible for monitoring ESG governance issues relating to the Group, including determining ESG governance programme, understanding and controlling ESG-related risks, and monitoring the formulation and implementation of relevant policies and measures by the management and relevant departments. The Board also requires the Group's management to report to the Board on ESG-related issues and subsequent developments in a timely and proactive manner, such as significant deviations from expected targets in ESG performance indicators, serious ESG incidents, changes in regulatory requirements, etc.

The Board is responsible for:

- appointing the Group's key person responsible for ESG matters;
- approving ESG strategies, action plans and targets;
- approving the implementation of ESG-related measures and monitoring the resources required;
- monitoring the progress and performance of ESG measures; and
- reviewing and approving the annual ESG reports.

The management is responsible for:

- identifying and assessing the Group's ESG-related risks and opportunities and report to the Board;
- developing ESG strategies, action plans, targets and arrange relevant work accordingly;
- ensuring appropriate and effective ESG risk management and internal control systems being in place;
- reporting to the Board on the progress and performance of ESG ; and
- reviewing and submitting annual ESG report to the Board for approval.

Functional departments are responsible for:

- coordinate and implement specific ESG policies and measures;
- report ESG work and performance indicators to the management regularly;
- collecting information and data on the Group's ESG performance; and
- preparing the annual ESG report and report to the management.

The Board will continue to monitor the ESG-related work and keep abreast of the latest ESG disclosure requirements and regulations of the Stock Exchange. The Board will also ensure close collaboration between all departments to achieve the goal of operational compliance, shoulder on social responsibility and develop clearer ESG objectives and targets for the Group in the future in order to strive for better performances and better align with stakeholders' expectations.

A. Environmental

As a leading architectural glass products manufacturer, the Group understands the significance of environmental protection and pledges not to sacrifice the environment in exchange for its business. The Group strongly believe in the value of incorporating environmental sustainability into its business operations and policies, as a well-protected environment is fundamental to its sustainable development. The Group is committed to reducing its use of natural resources and minimising environmental impacts, so as to maintain its leading position in environmental conservation.

During the Reporting Year, no material non-compliance issue with relevant laws and regulations related to the environment have been identified by the Group. The Group will continue to stay alert to any non-compliance behaviors and actively contribute to environmental protection.

A1 Emissions

Air Emissions

The Group's core business activities include production and sales of architectural glass products, which require production facilities such as fixed machines and equipment. Electricity is adopted as the energy source for its production. Compared with gaseous fuel or fossil fuel, the use of electricity ensures safety and stability in its production line, as well as reduction of air emissions. The Group's principal business operations and production do not involve the use of fossil fuel, gaseous fuel or refrigerant, where the only material air pollutants emitted is from the usage of private cars owned by the Group for transferring its management, client and employees. The material air pollutants emitted from the automobile usage are mainly composed of sulphur oxides ("SOx"), nitrogen oxides ("NOx") and particulate matter ("PM"). The total air pollutants produced amounted to approximately to 2.53 kg (2020: 4.06¹ kg), with an intensity of approximately 0.04 kg (2020: 0.05² kg) per employee.

The Group will continue to monitor its production line and conduct frequent inspects and maintenance so as to ensure energy-efficiency of its machineries and maintain low emission in this aspect. In addition, the Group will also regularly inspect and maintain its vehicles, with the goal of ensuring energy efficiency and reducing unnecessary fuel consumption, while minimizing the amount of air emissions as far as possible in the future, so as to reduce the environmental impact from its business operation.

¹ The figures of the FY2020 have been revised in accordance with the newly revised method of collecting data on the use of automobiles.

² The intensity has been revised in accordance with the revised method of collecting data on the use of automobiles.

Greenhouse Gas Emissions

Continuous greenhouse gas (“GHG”) emissions pose significant threats to the environment, such as drastic climate change and disruption in the global ecosystem. The Group’s GHG emissions was mainly attributable to the electricity consumption by production facilities, as well as other indirect emissions from daily business operations, for example, paper waste disposed at landfills, electricity used for processing fresh water and sewage, and business air travel by employees etc. As such, apart from conducting regular checks and maintenance of its production facilities, the Group also emphasised on the reduction of electricity and water consumption, which help to cut down its carbon emissions from the source.

During the Reporting Year, the total GHG emissions by the Group amounted to approximately 2,543.44 tonnes (2020: 2,661.23 tonnes) with approximately 4% decrement comparing to last year, and with 0.4% (2020: 0.6%) contributed by the direct emission from its private car emission, approximately 98.7% (2020: 98.3%) contributed by the indirect emission from the electricity consumption by production facilities, while the remaining 0.9% (2020: 1.1%) was attributable to other indirect emission sources, including electricity used for processing fresh water and sewage, paper waste disposed to landfills, as well as business air travel by employees. Meanwhile, the corresponding GHG emissions intensity was approximately 40 tonnes per employee (2020: 36 tonnes per employee) with approximately 11% increment comparing to the last year.

The comparison between the Group's GHG emissions breakdown in the Reporting Year can be found in table below:

Scope	Source of GHG emissions	GHG emissions produced in FY2020 (tonnes)	GHG emissions produced in FY2021 (tonnes)
Scope 1 ³	Direct Emissions from mobile combustion sources (CO ₂)	14.92	8.02
	Direct Emissions from mobile combustion sources (CH ₄)	0.03	0.02
	Direct Emissions from mobile combustion sources (N ₂ O)	2.17	1.16
	Total Direct Emission (from vehicles)	17.12	9.20
Scope 2	Indirect emissions from electricity consumption by production facilities ⁴	2,614.78	2,511.05
Scope 3	Paper waste disposed at landfills	1.06	1.31
	Electricity used for processing fresh water ⁵	18.79	14.72
	Electricity used for processing sewage ⁶	9.14	7.16
	Business air travel by employees	0.34	.7
GHG emissions figures			
Total GHG emissions produced (tonnes)		2,661.23	2,543.44
GHG emissions intensity (tonnes per employee)⁸		35.96	40.37

³ The travelling distance is estimated based on the units of fuel consumed by vehicles using the "Transport – Energy Utilization Index" issued by the Electrical and Mechanical Services Department of Hong Kong at

<https://ecib.emsd.gov.hk/index.php/hk/energy-utilisation-index-hk/transport-sector-hk>.

⁴ According to the 《2019 年度减排项目中国区域电网基准线排放因子》 published by the Ministry of Ecology and Environment, PRC on 29 Dec 2020, the power supply discharge coefficient of Guangdong Province was set at 0.8042 kg/kWh.

⁵ According to the latest 2019/20 figures announced by Hong Kong Water Supplies Department, the purchased electricity consumption per unit volume of fresh water treated was 0.596 kWh per unit, while the default territory-wide emission factor was 0.7 kg/kWh. Due to the limitation in obtaining relevant data in the PRC, the above figures were taken as the same as those in the PRC.

⁶ According to the latest 2020/21 figures announced by Hong Kong Drainage Services Department, the purchased electricity consumption per unit volume of sewage treated was 0.29 kWh per unit, while the default territory-wide emission factor was 0.7 kg/kWh. Due to the limitation in obtaining relevant data in the PRC, the above figures were taken as the same as those in the PRC.

⁷ There was no business air travel by employees during the Reporting Year.

⁸ GHG emissions intensity was calculated per employee. As at 31 December 2021, the total number of employees of the Group was 63.

As more than 99% of the GHG emissions came from electricity consumption, the Group has posted various labels at office reminding employees to turn off all idle electronic appliances, while promoting the use of natural lighting to reduce its electricity usage. The Group will also closely monitor its production line and conduct frequent checks and maintenance in a bid to ensure energy efficiency of the machineries and cut down the GHG emissions caused by electricity consumption. The Group will continue to cultivate its employees' environmental awareness and sense of responsibility so as to further contribute to environmental protection.

Moreover, the Group has also purchased 2 electric vehicles (EV) and installed charging facilities in the factory area of the Group to replace the use of petrol vehicles in order to reduce the emission of air pollutants and GHG emissions. The Group will continue to advocate the installation and usage of environmentally friendly electrical appliances so as to ensure the low emission in this aspect. Furthermore, there were no business air travel by employees recorded in the Reporting year due to the continued influence of COVID-19.

Given that the GHG emissions of the Group are closely associated with its business operations and development, fluctuations in emissions may be resulted due to business growth and development and change in performance. Notwithstanding, the Group will continue to implement the above measures with the goal of reducing its air and GHG emissions as far as practicable in order to minimize the environmental impact of its operations.

Waste Management

Hazardous Waste

As aforementioned, the Group's core business concerns the processing of architectural glass products, in which procedures such as coating and tempering do not produce any hazardous waste. The remaining sewage from the production process was treated strictly under the government's regulations. Therefore, no material hazardous waste was produced or disposed by the Group during the Reporting Year. The Group will continue to monitor its production line and sewage management so as to ensure standardised and appropriate waste disposal and to minimise the risk of natural hazards.

Non-hazardous waste

The Group's principal business did not produce material hazardous waste, while its non-hazardous waste mainly comprised of paper used in daily business operations. During the Reporting Year, its paper waste disposed at landfills amounted to approximately 1.24 tonnes (2020: 0.22 tonnes), the corresponding waste intensity was approximately 0.020 tonnes per employee (2020: 0.003 tonnes per employee) with a significant increment comparing to the previous year. In the Reporting Year, the operation of the Group has returned to business normal given the improvement of the Covid-19 epidemic, thus resulted an inevitable increase in its paper consumption.

Notwithstanding, the Group will continue to encourage its employees to adopt double-sided printing in everyday document, while collecting recyclable waste paper for recycling purpose. The Group will also continue to adopt paperless policy and encourage its employees to substitute printed documents with electronic documents to minimize the consumption of paper.

The Group places much emphasis on environmental protection. Thus, the Group has posted stickers and posters in its workplace to advocate the virtues of reuse, reduce and recycle. These measures help to strengthen its employees' environmental awareness and optimise its green production chain.

Through continue implementing the above-mentioned measures and encourage its employees to save paper, the Group aims to limit the production of non-hazardous waste in the future as far as possible.

A2 Use of Resources

Being an environmentally friendly enterprise, the Group understands the importance of reducing carbon emissions from the root. Therefore, the Group has implemented a range of measures to cut down its use of resources for the purpose of achieving its goal of lowering carbon emissions.

Electricity Consumption

The Group's carbon footprint was mainly attributable to its electricity consumption. During the Reporting Year, the Group's electricity usage amounted to approximately 3,122 MWh (2020: 3,251 MWh), with the corresponding intensity of approximately 50 MWh per employee (2020: 44 MWh per employee), with a decrease of the Group's electricity usage and an increase of the electricity consumption intensity for approximately 4% and 14% respectively. In particular, the decrease in electricity consumption was mainly due to the improvement of the Covid-19 epidemic which lowered the tendency for production inconsistencies. In addition, the Group has also enhanced its production management and strengthened the coherence of its production plans, thereby improving the efficiency of electricity consumption. Moreover, the low electricity consumption in February 2021 was mainly due to the suspended operation of production equipment during the Spring Festival holiday. The Group's monthly electricity consumption can be found in Chart 1 below:

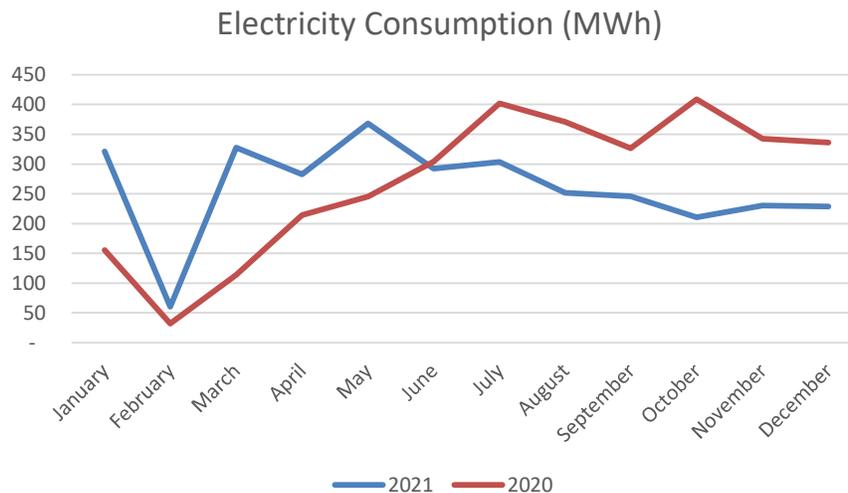


CHART 1. THE GROUP'S ELECTRICITY CONSUMPTION DURING THE REPORTING YEAR.

Given energy consumption is considered an important ESG issue to the Group, to encourage energy conservation, the Group has posted various stickers in its workplace, reminding its employees to switch off idle electronic appliances like air conditioners and lights. Also, the design of the corridors and windows in its office was based on the use of natural lighting. Together with the use of energy-efficient appliances in its office, the Group hopes to reduce electricity consumption in all aspects. The Group will continue to keep a close eye on its production line and carry out frequent checks and maintenance, ensuring energy-efficiency of all machineries and preventing unnecessary electricity usage during its production process.

Given that the electricity consumption of the Group is closely associated with its business operations and development, fluctuate in emissions may be resulted due to business growth and development and change in performance. Notwithstanding, the Group will continue to implement the above measures and encourage employees to enhance their awareness of the efficient use of resources, in order to minimize unnecessary electricity consumption and achieve high energy efficiency in the future.

Water Consumption

The consumption of water resources has always been a core environmental issue around the world. During the course of creating a world-class brand, water conservation has been one of the key objectives of the Group. During the Reporting Year, the Group's water consumption was approximately 35,300 m³ (2020: 45,000 m³), with the corresponding water consumption intensity of approximately 560.1 m³ (2020: 608.7 m³ per employee), which recorded a decrease of 22% and 8% respectively comparing to last year. As the water consumption of the Group is directly related to the production process of glass products, the Covid-19 epidemic has inevitably affected the production of the Group last year, in which the non-concentrated production activity gave rise to a higher water consumption level. However, due to the gradual improvement of the epidemic and the fact that the Group has strengthened its production management along with the coherence of production plans, the water efficiency of the Reporting Year has improved compared to last year.

As the Group's water was sourced from the local governmental body, there was no water supply issued identified during the Reporting Year.

To reduce its water usage, the Group encourages the practice of water conservation in washrooms. Not only does it cut down water consumption, it also lowers the electricity used for processing fresh water and sewage, and for reducing the Group's carbon footprint as a whole.

Given that water consumption is closely associated with the Group's business operations and development, fluctuate in emissions may be resulted due to business growth and development and change in performance. Notwithstanding, the Group will continue to implement the above-mentioned measures and encourage employees to enhance their awareness of the efficient use of resources and water conservation, in order to minimize unnecessary water consumption and achieve high water efficiency in the coming future.

Packaging Materials

The Group's principal activities are the production and sales of architectural glass products. Thus, no significant use of packaging materials was identified.

A3 The Environmental and Natural Resources

With the various eco-friendly measures mentioned in the sections above, the Group has strictly complied with all the relevant laws and regulations with regard to environmental protection. Meanwhile, no material non-compliance issue regarding relevant laws and regulations was identified by the Group during the Reporting Year. The Group will continue to invest more resources to contribute to environmental protection.

A4 Climate Change

The Group recognizes climate change as one of the pressing issues confronting human development at the present.

As climate change is accompanied by uncertainties and risks in different aspects, incorporating climate factors into the Group's decision-making process will help the Group's business and operations to better adapt to climate change in formulating relevant response plans. As such, the Group shares the responsibility in mitigating the influence of global warming while striving to lower the emissions from its business operations as far as possible.

Climate change is likely to bring physical risks to the Group, including more frequent and severe natural disasters such as heavy rains, floods, fires or hurricanes. Extreme weather affects the safety of employees, and may even disrupt the services provided by the relevant supply chain, affect the operation of the Group and increase operating costs. The Group has established an emergency plan and an emergency team to cope with emergency response more effectively.

On the other hand, more climate conferences and climate-related policies may increase the Group's exposure to policy and market-related risks in the process of decarbonization. Pricing mechanisms such as environmental taxes and carbon emissions trading could increase operating costs and thus affect the Group's performance. In addition, it may also increase investment and operating costs when adjusting the operating model to maintain the Group's reputation and competitiveness in the market in order to better meet consumer and market preferences and expectations for corporate environmental protection. Nonetheless, the Group is committed to continue adopt best practices to reduce its own carbon footprint, and will integrate resiliency into its business operations in order to adapt to and balance out the potential uncertainties brought by the changing climate.

B. Social

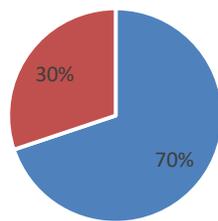
B1 Employment and Labour Practices

Employees are one of the most important assets of the Group. We provide the best treatment to employees in different aspects, such as generous employee benefits, development and training plans, and a harmonious and healthy working environment. Therefore, while the employees are contributing to the Group's success, they also understand that we provide reciprocal supporting and backing for them, which ultimately achieves the goal of parallel development of the Group and its employees.

Employment

As at 31 December 2021, the Group comprised of 63 employees (2020: 74), all were full time employees and most of them were frontline production workers, and all employees were from PRC. The composition of the Group's employees is illustrated in the following charts according to gender, employment type, and age group and employee category:

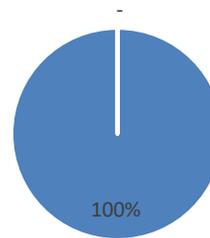
Employee composition by gender



■ Male ■ Female

CHART 2. THE GROUP'S EMPLOYEE COMPOSITION BY GENDER FOR THE REPORTING YEAR

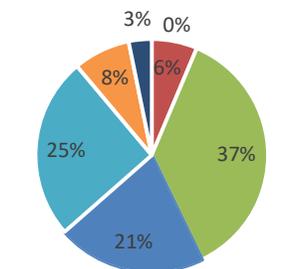
Employee composition by employment type



■ Full time ■ Part time

CHART 3. THE GROUP'S EMPLOYEE COMPOSITION BY EMPLOYMENT TYPE FOR THE REPORTING YEAR

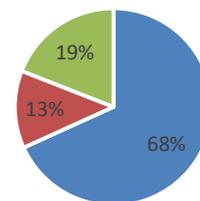
Employee composition by age group



■ <18 ■ 18-25 ■ 26-35 ■ 36-45
■ 46-55 ■ 56-65 ■ >65

CHART 4. THE GROUP'S EMPLOYEE COMPOSITION BY AGE GROUP FOR THE REPORTING YEAR

Employee composition by employee category



■ Frontline production workers
■ Developers
■ Management

CHART 5. THE GROUP'S EMPLOYEE COMPOSITION BY EMPLOYEE CATEGORY FOR THE REPORTING YEAR

Employee Benefits

In order to achieve simultaneous development of the Group and its employees, the Group offers employees competitive remuneration packages, including but not limited to on-the-job training, bonus and travelling allowance. The Group would also carry out performance appraisals based on the individual performances of the employees on an annual basis to encourage them to set up their own clearly defined goal. The Group rewards their contribution with performance-based incentive bonus to motivate them to continuously improve and meet its expectations and requirements. On the other hand, the Group assesses all its employees in a fair manner.

During the course of recruitment and appraisal, factors such as employees' gender, geographical region, age and religion will not be taken into consideration and will not influence the result so as to create a harmonious and diverse work environment. Social Insurance and Housing Provident Fund are provided to all its employees on top of the aforementioned benefits. The Group has strictly followed the "Labour Law of the People's Republic of China" (《中華人民共和國勞動法》), the "Labour Contract Law of the People's Republic of China" (《中華人民共和國勞動合同法》), the "Social Insurance Law of the People's Republic of China" (《中華人民共和國社會保險法》), and the "Regulations on Management of Housing Provident Fund" (《住房公積金管理條例》) and other relevant laws and regulations in an effort to guarantee the due benefits entitled to employees and offer them the best remuneration package.

Work-life balance

In order to ensure work-life balance of all the employees and maintain a balanced and healthy lifestyle, the Group has stipulates that the working hours of employees per day shall not exceed eight hours. The Group offers its staff three different working-hour systems, namely standard working hour, flexible working hour and combined working hour system, all of which can provide sufficient rest time for its employees. On top of regular rest days and statutory holidays, its employees are entitled to maternity leave, compassionate leave, marriage leave and family planning leave. The Group will also adjust the rest days depending on actual situation so that adequate rest is provided to all employees.

Talent Retention

With the aforementioned policies, the Group has successfully achieved a low monthly turnover rate at approximately 1.44% during the Reporting Year (2020: 0.34%). The employee turnover rate by gender was 1.34% for male and 1.69% for female, whereas the turnover rate by age group was 5.06% (36 – 45), 0.46% (46 – 55) and 0% (18 – 25, 26 – 35, 56 – 65, above 65) respectively. Since all employees are from PRC, the turnover rate by geographic region was also 1.44%.

B2 Occupational Health and Safety

The Group has strictly followed the “Production Safety Law of the People’s Republic of China” (《中華人民共和國安全生產法》), the “Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases” (《中華人民共和國職業病防治法》), the “Fire Control Law of the People’s Republic of China” (《中華人民共和國消防法》) and other relevant laws and regulations. The Group is committed to providing a safe work environment to its employees, and have implemented the following measures.

The Group’s internal policy outlines the safety requirements and operating guidelines for every job position, as well as the handling and reporting protocols for accidents. Safety training and fire safety management protocols are also highlighted in its policies. All employees of the Group are required to attend compulsory 3-level training workshops, namely corporate level, team level and workshop level, to familiarise themselves with the relevant operation procedures and safety protocols. They are only allowed to commence working in the production line after attending all the training sessions. The use of mobile phones and smoking are strictly prohibited in the workplace so as to maintain careful operation of machineries and prevent fire hazards or any accidents. The Group also requires all employees to wear protective gears provided by the Group while operating machineries in a bid to protect them from work-related injuries. Safety requirements and guidelines have been posted around the workshops to strengthen its employees’ awareness and knowledge of occupational safety.



CHART 6. SAFETY REQUIREMENTS AND GUIDELINES POSTED IN WORKSHOPS

The Group has equipped its office and workshops with sufficient equipment for potential fire hazards, including fire extinguishers and fire hydrants. The equipment is under regular checks to ensure it is in good condition in case of any occurrence of accident. Regular fire and emergency drills are also organised by the Group to familiarise its employees with the protocols and equipment used under emergency situations.



In case of any work injury, all employees are entitled to medical leave according to the relevant regulations to ensure sufficient rest for recovery. During the Reporting Year, the Group has strictly complied with all the relevant laws and regulations to provide a safe workplace for its employees. There was no case of occupational hazard that has resulted in severe injuries, deaths or working days lost during the Reporting Year (2020: nil, 2019: nil). The Group will continue to strive for a healthy and safe work environment for its employees.

Moreover, due to the continued influence from Covid-19 pandemic, the Group has issued a notice and adopted safety measures to protect health of the staff. The Group has established the "Epidemic Prevention and Control Committee" and formulated contingency plan for epidemic prevention. Staff are required to measure temperature before entering the office; sanitization and cleaning disinfectant is provided to staff for cleaning the office area and staff are required to wear mask in the office area. The Group is committed to create a healthy and safe working environment for staff and to avoid staff from easily getting infected by the severe COVID-19 pandemic.

B3 Development and Training

The Group understands that the progress of the employees is indispensable for the Group's sustainable development. Therefore, the Group provides adequate and effective training for its employees. As such, the Group provides a range of internal trainings and development to its employees to enhance their performance, professional skills and knowledge. All employees, regardless of employment type or job category, are required to attend mandatory 3-stage training workshops upon employment commencement. The trainings cover the Group's internal administrative policies, operations of various departments and job positions, as well as guidelines for the employees with regards to Human Resources policy and anti-corruption mechanisms etc., which help the staff to better assimilate into and adapt to the new work environment. On top of familiarising the staff with the Group's requirements, the trainings also provide the relevant skills and knowledge pertinent to the operation of machineries and handling of emergencies.

During the Reporting Year, there were no new employees of the Group have been trained (2020: 45) because there were no new employees recruited. Although regular trainings are provided to employees from time to time, the complexity of the Group's business dynamics hinders relevant data collection. As a result, it is unable to provide the percentage of employees trained and the average training hours completed per employee due to both the limitation in data collection for regular trainings and the fact that there were no induction trainings provided with no new employees recruited.

The Group regularly conducts training and management in strict accordance with safe production practices to ensure that employees are competent for their jobs and to enhance their awareness of the health and safety of the working environment. However, due to the difficulty in collecting training-related data and the fact that no new employees were recruited during the year, the failure to provide the percentage of trained employees and the average number of training hours completed by each employee was resulted in response to these limitations.

Notwithstanding, the Group is committed to provide adequate trainings to its employees and will continue to offer more training as needed so that they can achieve sustainable development together with the Group.

B4 Labour Standards

The Group has strictly followed the “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), the “Provisions on the Prohibition of Using Child Labour” (《禁止使用童工規定》), the “Law of the People’s Republic of China on the Protection of Minors” (《中華人民共和國未成年人保護法》) and other relevant laws and regulations. The Group pledges to offer remuneration not less than the minimum wage set out by the local authority and refrain from recruiting child labour. During the course of the recruitment process, applicants are required to fill in job application form, which will be reviewed by Human Resources Department together with the applicants’ identification documents, ensuring that no underage labour will be hired. During the Reporting Year, the Group did not encounter any labour dispute or cases of forced labour. The Group will continue to stay committed to its compliance with the relevant laws and regulations. If any of its employees encounter potential malpractices or misconduct, they are welcomed to report to the management through the established whistleblowing mechanism. The management will handle the matter in a serious manner and take follow-up actions where necessary.

B5 Supply Chain Management

With its principal business being the production and sales of architectural glass products, the Group places a great emphasis on supply chain management of procurement. In the process of selecting its suppliers, the Group will review the company background of suppliers and the quality of their supplies, together with on-site inspection of the production process, to ensure that the materials and goods provided by the suppliers meet the stringent specifications and standards of the Group. The Group will list the suppliers that have passed the above review and inspection into the list of qualified suppliers, and evaluate them on a quarterly basis to check their pricing, quality of supplies, efficiency, reliability, punctuality and credit rating. The Group will also take into account whether the supplier has adopted environmentally friendly policies similar to those of the Group to minimize its impact on the environment. Approved suppliers are required to meet at least one of the following requirements to ensure they meet with the Group’s standards, including passing the ISO9001 quality management system certification, having independent legal person and general taxpayer qualifications and good credit while also passing the quality assurance process among the small batch supplies of products, as well as having a third-party quality inspection qualification report. Suppliers are required to be assessed by relevant departments before including in the "Approved Supplier List" of the Group. Suppliers with unsatisfactory results from the quarterly assessment will be eliminated from the “Approved Supplier List” of the Group in order for to minimize the environmental risks along its supply chain.

The Group selects reliable suppliers with excellent reputations to provide products and services of high quality, reasonable price and sustainability. The Group has a transparent and independent procurement process in place to enhance competitiveness, which at the same time advances the interests of our shareholders and other stakeholders well. It is the Group’s expectation to cater to the needs of its customers by integrating procurement resources, promoting system for supplier’s selection and management to forge a vertically integrated supply chain management system and offer comprehensive solutions actively.

Meanwhile, the Group encourages suppliers to exercise corporate social responsibility and comply with the relevant codes of ethics for minimizing the social risks along its supply chain. Business should be conducted in an ethical manner, in which bribery or any other inappropriate forms of interests should not be provided or received by the supplier. According to the relevant laws and regulations, suppliers should regularly disclose information with regard to its business activities, corporate structure, financial position and performance.

As at 31 December 2021, the Group has engaged 22 suppliers (2020: 39) in the PRC supplying raw materials for its production. During the Reporting Year, no material non-compliance pertinent (2020: Nil) to the Group's supply chain management was identified. The Group will continue to implement the aforementioned measures and maintain effective supply chain management.

B6 Product Responsibility

To maintain the leading position in the architectural glass products industry while achieving sustainable business development, the Group has strictly complied with the quality standard in its production of architectural glass products and other products, even exceeding the industry standard in a bid to safeguard the Group's reputation and public interests. On top of this, building a long-term trustful relationship with customers is of the Group's top priority so as to live up to its customer-oriented approach in business. During the Reporting Year, the Group has strictly complied with all the relevant laws and regulations regarding product quality, and was not aware of any non-compliance in this aspect (2020: Nil).

Quality Control

The Group has established a mature Quality Assurance System to ensure all of its products are up to the required quality standard.

During the procurement process of raw materials, suppliers are required to provide samples for quality check and initial assessment. Only those with satisfactory results will be accepted by the Group. The quality assurance team of the Group will conduct detailed checks on all the key production processes of the supplier, ensuring that every procedure has complied with the Group's standard with regard to craftsmanship and product quality. Department heads are also required to sign on the assessment forms as confirmation. During the initial stage and mid-stage of production, the Group will perform sample checks on the raw materials, semi-finished products, and components of products used in production. The quality assurance team will also carry out sample checks on finished products during the final stage of production in respect of their quality, craftsmanship and measurements, ensuring that relevant requirements are met. As for the Group's inventory in-hand, the quality assurance team will perform sample checks on the quality of the inventory, preventing issues caused in the course of logistics and storage.

During the Reporting Year, none of the architectural glass products of the Group was recalled for safety or health reasons (2020: Nil). The Group will continue to implement the relevant policies and maintain the quality of its products, and offer high quality architectural glass products and services to its customers.

Customers' Response

As a leading architectural glass products manufacturer, the Group places much emphasis on after-sales service to its customers in a bid to establish favourable relationship with them. The sales department is responsible for handling enquiries or complaints from customers. All customer complaints are dealt with patience, while all cases will be kept in record, detailing the issues and the follow-up actions so as to ensure that appropriate rectification measures have been taken and to provide data for quality assurance team to improve the relevant processes in the future. During the Reporting Year, the Group did not receive any customer complaints.

Confidentiality

Confidentiality of sensitive information is of great importance to the Group. All newly recruited employees are required to enter into a non-disclosure agreement with the Group, ensuring that all employees are familiar with the relevant requirements for the protection of sensitive information, including data with regard to the Group's customers and products under its production line. Unauthorised access of sensitive information is strictly prohibited to prevent direct or indirect leakage of data.

Intellectual property rights and patents

As reflected in the materiality assessment, the Group understands the importance of intellectual property rights and patents protection. During the application of patent, the Group will examine whether the patents concerned have been previously patented or owned by third-party business. Besides, the Group will conduct regular checks to see if its intellectual property rights have been infringed by other companies.

As at 31 December 2021, the Group has 7 patents for invention (2020: 7) and 19 patents (2020: 18) for utility new model.

B7 Anti-corruption

The Group understands the essentialness of corruption-free and integrity, and has established an anti-corruption policy which prohibits any forms of bribery, blackmailing, fraud or money-laundering so as to set up a favourable organisational structure. All employees are required to strictly comply with Anti- Bribery Law.

In the meantime, employment contracts have clearly set out the relevant requirements, prohibiting employees from providing, committing to, demanding, or receiving any inappropriate exchange of interests during the course of business. They are not allowed to perform acts of violation of trust and honesty, illegal acts, or any other activities that may breach the laws and regulations, including but not limited to criminal acts like bribery, blackmailing, fraud and money-laundering, as well as other inappropriate activities (such as illegal political donations, inappropriate charitable donations or sponsorship, unreasonably providing or receiving gifts or services, jeopardising trade secrets, trademark rights, patent rights, copyrights and other intellectual property rights, and engaging in unfair competition etc.). All employees under the Group are required to declare exchange of interests where applicable, while the management will decide the handling procedures. In case of any suspicious and potential malpractices or misconduct, its employees are welcomed to report to the management through the established whistleblowing mechanism, and the management will take follow-up actions in serious manner if applicable.

The Group requires all employees to familiarize themselves with the internal anti-corruption policy and employee handbook. In addition, the Group will regularly organize seminars and promotions on anti-corruption policies for employees as needed, and invite major partners who have business dealings with the Group to participate in relevant trainings to ensure the effective implementation of the Group's anti-corruption policies.

The Group has complied with the relevant laws and regulations with regard to anti-corruption. During the Reporting Year, there was no concluded legal case (2020: Nil) in any forms of corruption, bribery, blackmailing, fraud, or money-laundering brought against the Group.

B8 Community Investment

Giving back to society remains one of the top priorities of the Group. Apart from achieving stable business operations and development, the Group also strive to demonstrate its spirit in serving and caring for the community while fostering the mindset of community engagement, as well as continuously contributing to various community services in the aspects of education and culture.

During the Reporting Year, the Group has donated a total of RMB39,688 to organisations among the community to help the underprivileged. Additionally, the Group has also participated in a series of volunteering activities and donated surgical masks to local governmental agencies, in which 24 employees have contributed to a total of 288 hours of community services.

The Group will continue to dedicate more resources and engage more employees in community services to address the educational and cultural needs in society. By these means, the Group hopes to further promote the Group's culture of community investment.

Environmental Data

	Year ended 31 December 2020	Year ended 31 December 2021
Air Emission		
Total Air Emission	4.06 ⁹ kg	2.53 kg
Air Emission Intensity	0.05 ¹⁰ kg	0.04 kg
Greenhouse Gas Emissions		
Total greenhouse gas emissions	2,661.23 tonnes	2,543.44 tonnes
Greenhouse gas emissions intensity	35.96 tonnes per employee	40.37 tonnes per employee
Scope 1 direct emissions from mobile vehicles	17.12 tonnes	9.20 tonnes
Scope 2 indirect emissions from electricity consumption	2,614.78 tonnes	2,511.05 tonnes
Scope 3 indirect emissions from paper waste disposed at landfills	1.06 tonnes	1.31 tonnes
Scope 3 indirect emissions from electricity used for processing fresh water	18.79 tonnes	14.72 tonnes
Scope 3 indirect emissions from electricity used for processing sewage	9.14 tonnes	7.16 tonnes
Scope 3 indirect emissions from business travel by employees	0.34 tonnes	¹¹
Non-hazardous waste		
Total paper waste disposed	0.22 tonnes	1.24 tonnes
Paper waste disposed intensity	0.003 tonnes per employee	0.020 tonnes per employee
Electricity consumption		
Total electricity consumption	3,251.40 MWh	3,122.42 MWh
Electricity consumption intensity	43.94 MWh per employee	49.56MWh per employee
Water consumption		
Total water consumption	45,045 m ³	35,287 m ³
Water consumption intensity	608.72 m ³ per employee	560.11 m ³ per employee

⁹ The figures of the previous year (2020) have been revised as per the revisions to the data collection methodology on car usage.

¹⁰ The intensity has been revised in accordance with the revised vehicle usage data collection methodology.

¹¹ No business travel by employees were taken place during the Reporting Year.

Social Data

	Year ended 31 December 2020	Year ended 31 December 2021
Employment		
Total number of employees	74	63
By employee category		
Management	15	12
Developers	8	43
Frontline Production Workers	51	8
By gender		
Male	Not disclosed	44
Female	Not disclosed	19
By employment type		
Full time	Not disclosed	63
Part time	Not disclosed	-
By age group		
Below 18	Not disclosed	0
18 – 25	Not disclosed	4
26 – 35	Not disclosed	23
36 - 45	Not disclosed	13
46 - 55	Not disclosed	16
56 - 65	Not disclosed	5
Above 65	Not disclosed	2
By geographical region		
PRC	Not disclosed	63
Turnover rate		
Monthly turnover rate	0.34%	1.44%
Turnover rate by gender		
Male	Not disclosed	1.34%
Female	Not disclosed	1.69%
Turnover rate by age group		
Below 18	Not disclosed	0%
18 – 25	Not disclosed	0%
26 – 35	Not disclosed	0%
36 - 45	Not disclosed	5.06%
46 - 55	Not disclosed	0.46%
56 - 65	Not disclosed	0%
Above 65	Not disclosed	0%

Social Data (Cont'd)

	Year ended 31 December 2020	Year ended 31 December 2021
Turnover rate by geographic region		
PRC	Not disclosed	1.44%
Work-related injury		
Number of work-related injury	-	-
Development and training		
Percentage of employees trained	61%	Not Applicable ¹²
By gender		
Male	Not disclosed	Not Applicable
Female	Not disclosed	Not Applicable
By employee category		
Frontline workers	Not disclosed	Not Applicable
Middle management	Not disclosed	Not Applicable
Senior management	Not disclosed	Not Applicable
Average training hours completed per employee		
	Not disclosed	Not applicable
By gender		
Male	Not disclosed	Not Applicable
Female	Not disclosed	Not Applicable
By employee category		
Frontline workers	Not disclosed	Not Applicable
Middle management	Not disclosed	Not Applicable
Senior management	Not disclosed	Not Applicable
Supply chain management		
Number of suppliers by geographic region (PRC)	39	22
Product responsibility		
Products recalled for health and safety reasons	-	-
Number of customer complaints	-	-

¹² Training (induction training) data is unavailable as no new employees were recruited during the Reporting Year.

Social Data (Cont'd)

	Year ended 31 December 2020	Year ended 31 December 2021
Anti-corruption		
Number of concluded legal case regarding corruption	-	-
Community Investment		
Donation (RMB)	NA	39,688
Number of employee volunteer	Not disclosed	24
Total hours of employee volunteering	Not disclosed	288

ESG REPORTING GUIDE & REFERENCE

A. Environmental	Reference in this report
A1. Emissions	Page #
Policies and 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.	9 - 13
KPI A1.1 The types of emissions and respective emission data.	9 - 13
KPI A1.2 Greenhouse gas emissions in total (in tonnes) and where appropriate, intensity (e.g per unit of production volume, per facility).	10 - 12
KPI A1.3 Total hazardous waste produced (in tonnes) and where appropriate, intensity (e.g per unit of production volume, per facility).	N/A
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g per unit of production volume, per facility).	12 - 13
KPI A1.5 Description of measures to mitigate emissions and results achieved.	9 - 13
KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	9 - 13

A2. Use of Resources	Page #
Policies on the efficient use of resources, including energy, water and other raw materials.	14 - 15
KPI A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility).	14 - 15
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	15
KPI A2.3 Description of energy use efficiency initiatives and results achieved.	14 - 15
KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	15
KPI KA2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A

A3. The Environment and Natural Resources	Page #
Policies on minimizing the issuer's significant impact on the environment and natural resources.	16
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	16

A4. Climate Change	Page #
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	16
KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	16

B. Social	Reference in this Report
B1. Employment	Page #
Policies and compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	17 - 18
KPI B1.1 Total workforce by gender, employment type, age Group and geographical region.	17
KPI B1.2 Employee turnover rate by gender, age group and geographical region.	18

B2. Health and Safety	Page #
Policies and compliance with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.	19 - 20
KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	20
KPI B2.2 Lost days due to work injury.	20
KPI B2.3 Description of occupational health and safety measures adopted and how they are implemented and	19 - 20

B3. Development and training	Page #
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	21
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management, etc.).	21
KPI B3.2 The average training hours completed per employee by gender and employee category.	21

B4. Labour standards	Page #
Policies and compliance with relevant laws and regulations relating to preventing child and forced labour.	22
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	22
KPI B4.2 Description of steps taken to eliminate such practices when discovered.	22

B5. Supply chain management	Page #
Policies on managing environmental and social risks of the supply chain.	22 - 23
KPI B5.1 Number of suppliers by geographical region.	22 - 23
KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	22 - 23
KPI B5.3 Description of practices relating to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	22 - 23
KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	22 - 23

B6. Product responsibility	Page #
Policies and compliance with relevant laws and regulations relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of distribution.	23 - 24
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	23
KPI B6.2 Number of products and service related complaints received and how they are dealt with.	23 - 24
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	24
KPI B6.4 Description of quality assurance process and recall procedures.	23
KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	24

B7. Anti-corruption	Page #
Policies and compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering.	24 -25
KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	24 -25
KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and	24 -25
KPI B7.3 Description of anti-corruption training provided to directors and staff.	24 -25

B8. Community investment	Page #
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests.	25
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs,	25
KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	25