



TYSAN HOLDINGS LIMITED

泰昇集團控股有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code : 687)

**Environmental, Social
and Governance Report
2023**



Table of Contents

	Pages
1. Company Profile	2
2. About this Report	2
2.1. Reporting Standard, Period and Scope	2
2.2. Access and Response to this Report	3
3. Board's Statement	3
4. Ongoing Communication with Stakeholders	4
5. Supporting the United Nations Sustainable Development Goals	6
6. Sustainability in Operations	9
6.1. Responsible Sourcing	9
6.2. Energy Efficiency	10
6.3. Water Conservation	15
6.4. Waste Management	16
6.5. Mitigation of Environmental Impacts	17
6.6. Implementing Good Environmental Mitigation Measures at Construction Sites	18
6.7. Climate Change and TCFD	19
7. Value Creation for People	20
7.1. Developing a Workplace Safety Culture	21
7.2. Recruiting and Retaining Talents	22
7.3. Adhering to Business Ethics	25
7.4. Building a Harmonious Workplace	26
8. Striving for Operational Excellence	27
8.1. Quality Assurance	28
8.2. Sustainable Site Management	28
8.3. Innovation Technology	32
8.4. Complaint Handling Mechanism	32
9. Caring for Community	33
10. Way Forward	33
11. ESG Content Index	34

Environmental, Social and Governance (ESG) Report

1. Company Profile

Tysan Holdings Limited (the “**Company**”, together with its subsidiaries the “**Group**”) has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) since 1991 (Stock Code: 687). The principal businesses of the Group include foundation piling and site investigation, property development and investment, and investment businesses. The Group believes that sustainable development is the foundation to high-quality property development and foundation works.

2. About this Report

2.1. Reporting Standard, Period and Scope

This report was prepared in accordance with the Environmental, Social and Governance (“**ESG**”) Reporting Guide set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”). Information regarding corporate governance is included in the section of corporate governance report in the annual report of the Company according to Appendix C1 of the Listing Rules.

This report covers the Group’s ESG-related activities from 1 January 2023 to 31 December 2023 (the “**Reporting Period**”). The Group strictly adheres to the principles of materiality, quantitative, balance and consistency to report on the relevant measures and performances during the Reporting Period.

REPORTING PRINCIPLES	APPLICATION
MATERIALITY	To identify the material ESG-related issues to the Group, we conducted stakeholder engagement surveys to collect the opinions from the management and general staff, and incorporated the material ESG issues into the Group’s core business strategy.
QUANTITATIVE	The Group discloses its ESG performances in a quantitative manner to allow assessment and comparison of performance over time. Definition and calculation formulae are clearly explained for better understanding by the stakeholders.
BALANCE	The Group prepares this report based on balance and fair information, and discloses the achievements and challenges of the ESG performance in a transparent manner.
CONSISTENCY	This report is prepared according to the ESG Reporting Guide issued by the Stock Exchange to provide consistent and comparable disclosures.

The reporting boundary and scope of this report covers the Group’s operations involving foundation piling in Hong Kong only, including the head office and 20 construction sites.

The Group has appointed Allied Sustainability and Environmental Consultants Group Limited (Stock Code: 8320) as an independent consultant (the “**Consultant**”) to provide ESG consultancy and reporting services.

Environmental, Social and Governance (ESG) Report

2.2. Access and Response to this Report

The electronic versions of this report (in both English and Chinese versions) are available on the websites of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and the Company (www.tysan.com), under the section “Investor Relations”. If there is any conflict or inconsistency, the English version shall prevail.

To continue to improve the Group’s sustainability strategies, we welcome any feedback and suggestions from our stakeholders. If you have any comments or enquiries, please contact the Group at:

Tysan Holdings Limited
20/F, One Island South,
2 Heung Yip Road, Wong Chuk Hang,
Hong Kong

Tel: (852) 2882 3632
E-mail: info@tysan.com

3. Board’s Statement

The board of directors of the Company (the “**Board**”) is fully responsible for the oversight and decision-making of the Group’s ESG governance. The Board is committed to integrating ESG considerations into the business operations and improving sustainability performance through resource optimisation.

To address ESG issues, the Group takes a top-down management approach. The Board is responsible for developing strategic plans and action plans for ESG issues, as well as reviewing and discussing target-setting, performance, ESG-related risks and opportunities. Through an internal Integrated Management System (“**IMS**”), the Group has established several environmental and social policies that integrate sustainability principles into its daily operations. These policies and IMS aim to protect the environment, promote the well-being of the staff and the community, manage risks in relation to quality, environmental, occupational health and safety, and energy aspects. To ensure that appropriate and effective policies and measures are in place, the management, under the leadership of the Board, is responsible for reviewing the Group’s ESG practices, coordinating with different departments to implement the ESG approaches, policies and action plans of the Group, and making recommendations to the Board for decision-making. The audit committee of the Company (the “**Audit Committee**”) reviews the risk exposure of the Group, including ESG risks, assesses the corresponding risk response and mitigation strategies, and reports its recommendations to the Board. The Company has also invited the management and general staff to take part in an annual stakeholder survey, which aims to gather their perspectives on various ESG topics. With their valuable insights, the Company is better positioned to make informed decisions on allocating resources on major material ESG matters and ensure that appropriate and effective policies and measures are in place. In addition, to enhance operational efficiency and minimise environmental impacts, the performance and progress against relevant targets are regularly reviewed by the Board and disclosed in the ESG report annually.

As a foundation contractor, the Company recognises that its operations can have inevitable impacts on the environment. However, the Group is dedicated to protecting the environment and contributing to the society. The Hong Kong Council of Social Service has honoured the Group with the renowned “10 Years+ Caring Company” award, recognizing the Group’s continuous efforts in creating a positive impact on the society and environment. Besides, as a demonstration of the Group’s ongoing dedication to promoting long-term sustainability and its proactive efforts in addressing global environmental and social issues, the Group has mapped relevant United Nations Sustainable Development Goals (“**SDGs**”) to its business strategy and operation during the Reporting Period.

With the support and trust of the stakeholders, including customers, suppliers, employees, shareholders, investors, business partners and the local community, the Group will continue to make progress in achieving ESG-related targets and creating sustainable value for our stakeholders.

Environmental, Social and Governance (ESG) Report

4. Ongoing Communication with Stakeholders

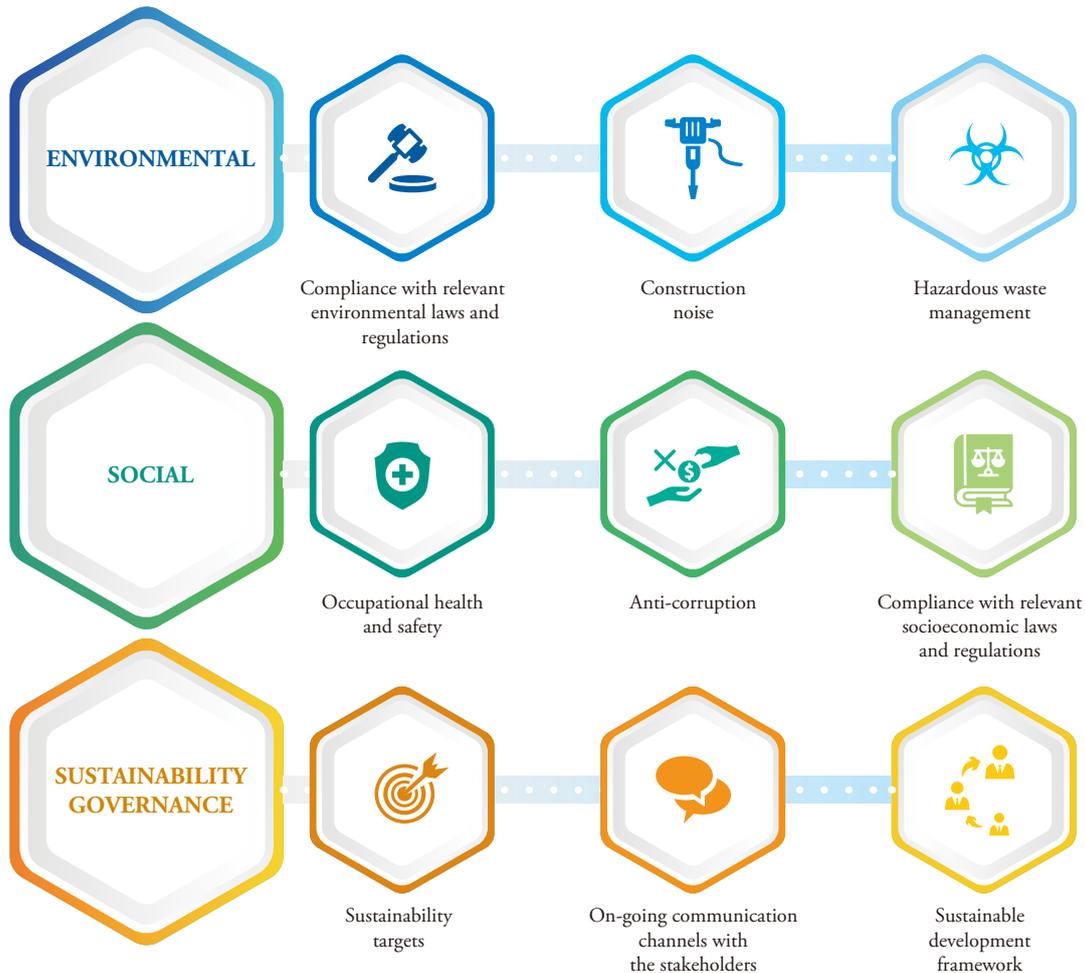
The Group recognises the importance of stakeholders’ participation for the continuous improvement of its sustainability performance. In order to understand the opinion of its stakeholders on its operations and ESG-related issues, the Group maintains close communication with different stakeholders which benefits the Group’s business development by addressing and prioritising the issues that stakeholders are more concerned about. With the stakeholders’ opinion, the allocation of resources of the Group has been enhanced and the Group is able to address major issues identified accordingly.

The Group appointed the Consultant to identify and review various ESG issues and the following major issues were identified:



Environmental, Social and Governance (ESG) Report

The Group consolidated views on the importance of ESG-related topics to the Group’s business operations through an online stakeholder survey in the Reporting Period. A comprehensive internal ranking of the ESG-related topics resulting from the surveys was identified as follows:



The Group has incorporated these ESG-related issues and the internal ranking of the ESG-related topics into its core business strategy, as well as addressing them in this report. In order to strive for improvements in sustainable development, the Group will maintain continuous engagement and communication with its stakeholders.

Environmental, Social and Governance (ESG) Report

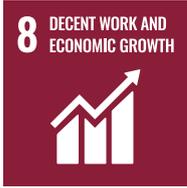
5. Supporting the United Nations Sustainable Development Goals

During the Reporting Period, the Group has aligned its sustainability efforts with the SDGs and reinforced its commitment to sustainable practices, contributing to global sustainability targets. By integrating SDGs into its business, the Group aims to drive positive change and reduce negative impacts by promoting health and well-being in the workplace, increasing the use of renewable energy, upholding labour rights and equal opportunities, fostering innovation, maximising material efficiency and combating climate change.

The Group has mapped and identified 7 SDGs and 9 related targets that are most relevant to its business nature and impact areas. The following table summarises these identified goals and targets, objectives, practices and actions of the Group:

Mapped SDG	SDG Targets	The Group's Objectives	The Group's Practices and Actions
<p>Goal 3: Good Health and Well-being</p> 	<p>3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services to employees.</p>	<p>Provide employees access to effective and high-quality medical care, including all relevant medical expenses (if applicable).</p>	<p>In the case of any work-related accidents causing injuries to employees, the Group arranges timely private medical care (when appropriate) and covers all relevant medical expenses under the Group's rehabilitation scheme to assist recovery. The medical care includes X-ray service, MRI examination and physiotherapy.</p>
	<p>3.9: Reduce the number of deaths and illnesses caused by hazardous chemicals and air, water and soil pollution and contamination.</p>	<p>Reduce and properly handle emissions to mitigate adverse impacts on human health and the environment.</p>	<p>To mitigate the risk of illnesses caused by air pollutants, the Group has taken measures to install sensors to monitor air quality at all construction sites. Additionally, chemical waste was also properly collected and stored to prevent any contamination or environmental pollution caused by leakage. During the Reporting Period, no deaths or illnesses attributed to environmental pollution have been reported.</p>
<p>Goal 7: Affordable and Clean Energy</p> 	<p>7.2: Increase substantially the share of renewable energy in the energy mix.</p>	<p>Increase the utilisation of renewable energy to reduce dependence on fossil fuels.</p>	<p>The Group is committed to exploring clean energy sources. During the Reporting Period, the Group has installed solar panels at 7 site offices to power the lighting systems by solar energy.</p>

Environmental, Social and Governance (ESG) Report

Mapped SDG	SDG Targets	The Group's Objectives	The Group's Practices and Actions
<p>Goal 8: Decent Work and Economic Growth</p> 	<p>8.5: Achieve full and productive employment and decent work for all women and men, including for young people, and equal pay for work of equal value.</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers.</p>	<p>Ensure all employees receive fair remuneration, safe working environment and opportunities for development based on their qualification, experiences and capability, but not due to irrelevant factors such as race, gender, age and religion.</p> <p>Pursue zero fatality and work-related injury while eliminating all forms of forced and child labour.</p>	<p>The Group has strictly complied with the Minimum Wage Ordinance, Employees' Compensation Ordinance, Mandatory Provident Fund Schemes Ordinance, anti-discrimination ordinances and other relevant regulations protecting employees in terms of remuneration, compensation and social security. The Group has ensured that all employees receive fair remuneration.</p> <p>The Group considers work safety as its first priority and has obtained ISO 45001:2018 Occupational Health and Safety Management Systems certification to ensure safe working environments. Upholding the principle of safeguarding labour rights, no instances of illegal labour practices were identified during the Reporting Period.</p> <p>The Group takes all necessary measures to prevent the use of forced labour and child labour. The Human Resources and Administration Department (the "HR Department") is responsible for verifying candidates' identification documents prior to official employment to comply with the applicable rules and regulations, and to prevent the engagement of child and forced labour. With regard to any illegal labour practices, the HR Department shall terminate the employment and take appropriate follow-up actions immediately.</p> <p>Ensuring a safe and healthy working environment is a top priority for the Group. The Group achieves this by enforcing stringent safety protocols and providing appropriate personal protective equipment to workers when appropriate. Safety officers are appointed to monitor the safety issues of the construction sites and ensure preventive measures in the safety plan are well implemented. Regular safety activities including site safety meetings, safety inspections and safety trainings also help employees understand the importance of workplace safety and their roles in upholding it.</p>

Environmental, Social and Governance (ESG) Report

Mapped SDG	SDG Targets	The Group's Objectives	The Group's Practices and Actions
<p>Goal 9: Industry, Innovation and Infrastructure</p> 	<p>9.5: Enhance scientific research, upgrade the technological capabilities.</p>	<p>Enhance efficiency in project management and delivery by implementing innovation and technology.</p>	<p>Innovative strategy is a key part of the Group's daily operations. During the Reporting Period, the Group has integrated various innovative technologies, such as Building Information Modelling (BIM), 360 Camera and Alerting System on Mobile Plant, in over 70% of its projects.</p>
<p>Goal 10: Reduce Inequalities</p> 	<p>10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Enforce equal opportunities for employees and foster anti-discrimination culture in the workplace.</p>	<p>The Group prioritises fairness in the workplace and strives to provide equal opportunities while preventing discrimination by adhering to relevant rules and regulations. During the recruitment process, the Group assesses the potential candidates by their qualification, experiences and capability, regardless of their race, gender, age, religion or any other irrelevant factors to the job positions. The Group firmly upholds a zero-tolerance policy towards any form of discrimination within the workplace.</p>
<p>Goal 12: Responsible Consumption and Production</p> 	<p>12.5: Reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Divert waste away from landfill to minimise the wastage of resources.</p>	<p>The Group's waste management approach is based on the 4R principles: reduce, reuse, recycle and replace. During the Reporting Period, the Group has disclosed the quantities of recycled paper, plastic, and metals separately to enhance the efficiency of the waste stream monitoring.</p>
<p>Goal 13: Climate Action</p> 	<p>13.2: Integrate climate change measures into policies, strategies and planning.</p>	<p>Minimise carbon emission and strengthen resilience to climate-related risks.</p>	<p>The Group is working on integrating climate change considerations into its long-term strategies. During the Reporting Period, the Group has included biofuel consumption in its overall fuel consumption to gain a better understanding of the energy mix to plan for carbon reduction measures more effectively.</p>

Environmental, Social and Governance (ESG) Report

6. Sustainability in Operations



Driving the Group's sustainable development is a continuous process that requires proactive environmental mitigation measures, regular monitoring and evaluation. In view of this, the Group reinforces its day-to-day environmental management system by integrating the IMS which has attained the ISO 14001:2015 Environmental Management Systems and ISO 50001:2018 Energy Management Systems certifications into the Group's operations. The Group is committed to minimising its environmental footprints and mitigating adverse impacts throughout its operations by adopting clean energy, ensuring sustainable consumption, and reducing emissions.

6.1. Responsible Sourcing

The Group places great importance on procurement sustainability and encourages the adoption of the 4R principles (i.e. reduce, reuse, recycle and replace) across all departments in the decision-making process.

During the tendering stage, the Group specified its environmental requirements in the tender documents. After gathering quotations submitted by the subcontractors and suppliers, the Group will, if applicable, select those who are able to provide environmentally friendly materials or services under ISO 14001:2015 Environmental Management Systems or other similar systems.

The Group views environmentally sound supply chain management as an opportunity to mitigate the control risk linked with supplier practices and reduce logistic costs. Likewise, it helps to minimise the potential impact of construction material procurement on the environment and neighbouring communities.

In pursuing responsible supply chain management, the Group is devoted to achieving sustainable procurement practices for its raw materials. To reduce its carbon footprint and material costs, as well as to support the local economy, the Group prioritises the use of building materials that are locally manufactured within 800 kilometres by road transportation; within 1,600 kilometres by rail transportation; and within 4,000 kilometres by sea transportation from Hong Kong. During the Reporting Period, the Group engaged with a total of around 100 local suppliers in Hong Kong.

On top of regional procurement, the Group also places high importance on purchasing eco-friendly materials for daily operations. The Group supports suppliers and manufacturers that are committed to sustainable forestry management. For example, all on-site wood products purchased during the Reporting Period were certified by the Forest Stewardship Council to ensure that they were sourced responsibly and to minimise deforestation.

Environmental, Social and Governance (ESG) Report

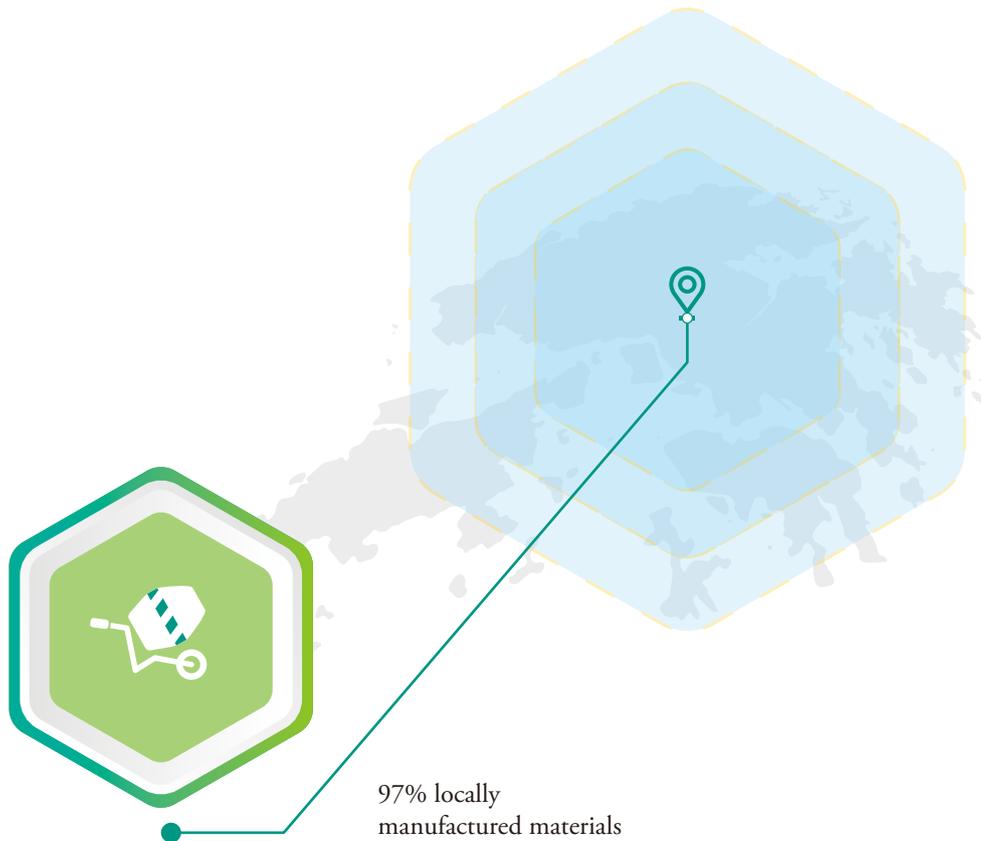
SELECTION OF CONSTRUCTION MATERIALS

	UNIT	2023	2022
Total weight of materials	tonnes	206,245	364,689
Total weight of locally manufactured materials	tonnes	200,163	285,600
% of locally manufactured materials	%	97	78

6.2. Energy Efficiency

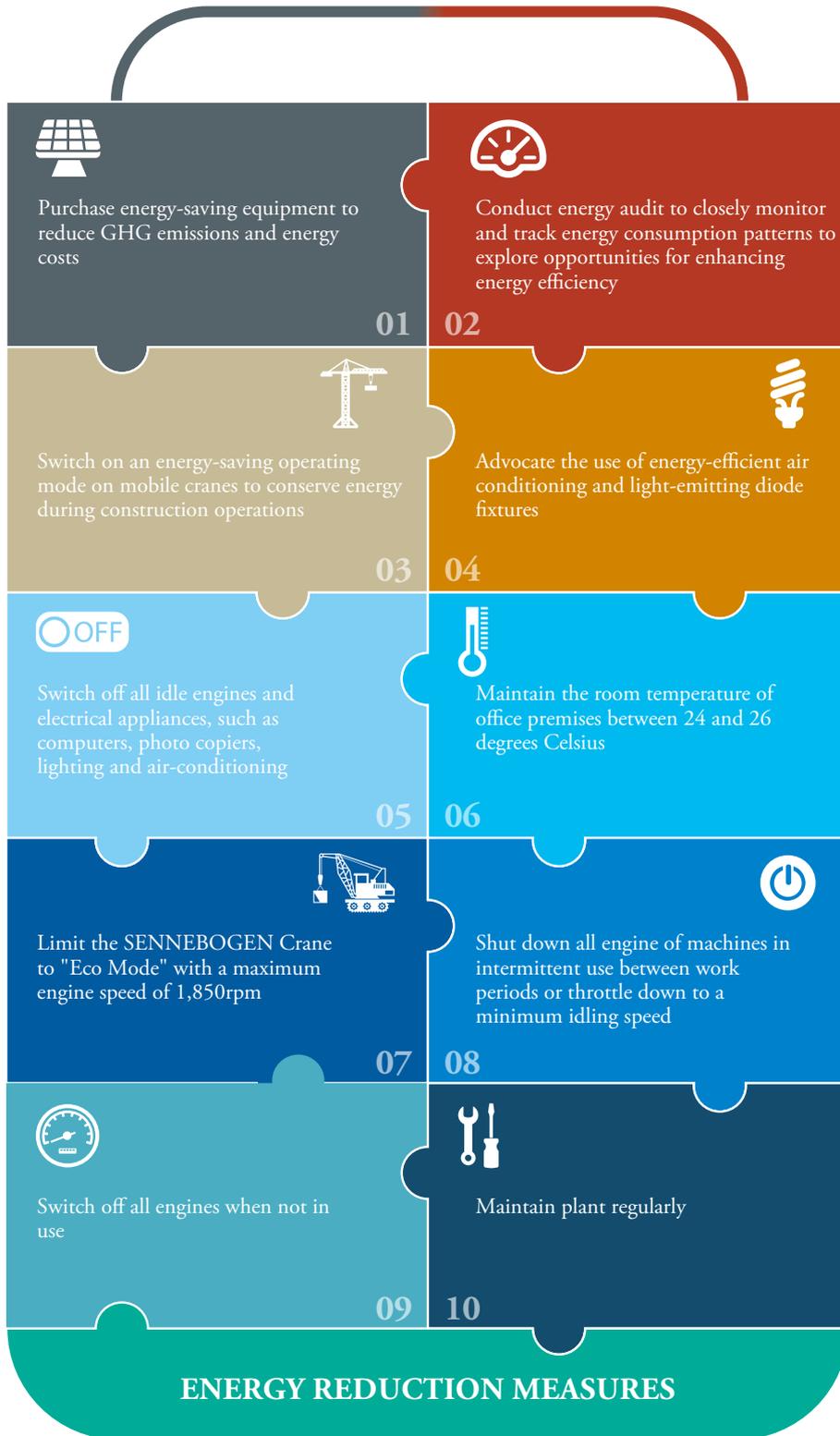
Electricity and fuel are the major sources of energy utilised in the office and construction sites. Recognising the pivotal role of energy consumption in its day-to-day operations, the Group is committed to reducing energy usage and maximising energy efficiency. To raise operational energy efficiency, the Group’s IMS adopts a systematic approach which is in line with the ISO 50001:2018 Energy Management Systems standard. Additionally, the Group actively incorporates the use of biofuel as a sustainable energy source, further promoting its commitment to environmental responsibility. During the Reporting Period, the Group accounted for the use of biofuel to complement its energy consumption data.

Air emissions generated from the Group’s operations include direct and indirect GHG, air pollutants such as sulphur oxides (“SO_x”), nitrogen oxides (“NO_x”) and particulate matter (“PM”). The Group has implemented the following mitigation measures to reduce emission and energy use:



Environmental, Social and Governance (ESG) Report

ENERGY REDUCTION MEASURES



Environmental, Social and Governance (ESG) Report

ENERGY CONSUMPTION

	UNIT	2023	2022
Total electricity consumption	Kilowatt hour (“kWh”)	752,657	878,384
	Gigajoules (“GJ”) ^{Note 1}	2,710	3,162
Head office	kWh	259,641	261,124
	GJ	935	940
Construction sites ^{Note 2}	kWh	493,016	617,260
	GJ	1,775	2,222
Total fuel consumption – Construction sites only ^{Note 3, 4}	Litre (“L”)	15,203,312	11,979,469
	GJ	547,319	431,261
Total energy consumption	GJ	550,029	434,423
Head office	GJ	935	940
Construction sites	GJ	549,094	433,483
Total energy consumption intensity	GJ/million revenue ^{Note 5}	203	176
Head office	GJ/million revenue ^{Note 5}	0.35	0.38
Construction sites	GJ/million revenue ^{Note 5}	203	175

Note 1: 1kWh = 0.0036 GJ.

Note 2: 2023 data included 20 construction sites whereas 2022 data included 21 construction sites.

Note 3: The calculation of fuel consumption in 2022 included only diesel, whereas in 2023 both diesel and biodiesel were taken into account.

Note 4: 1 GJ = 1,000 megajoules (“MJ”); assume diesel energy intensity as 36 MJ/L. (Source: IPCC 2006 Guidelines for National Greenhouse Gas Inventories).

Note 5: The Group’s revenue for the year ended 31 December 2023 and year ended 31 December 2022 were HKD2,703.266 million and HKD2,473.646 million, respectively.

Environmental, Social and Governance (ESG) Report

GHG AND OTHER AIR EMISSIONS WITHIN THE GROUP

	UNIT	2023	2022
Total GHG emissions	tonnes of CO₂ equivalent (“tCO₂e”)	39,971	31,851
Direct GHG emissions (Scope 1) ^{Note 6}	tCO ₂ e	39,556	31,348
Indirect GHG emissions (Scope 2) ^{Note 7}	tCO ₂ e	415	503
Total GHG emissions intensity	tCO₂e/million revenue ^{Note 8}	14.79	12.88
PM emissions ^{Note 9}	tonnes	27	21
NO _x emissions ^{Note 9}	tonnes	413	330
SO _x emissions ^{Note 10}	tonnes	0.245	0.193

Note 6: Scope 1 GHG emissions refer to the direct emissions from sources owned or controlled by the Group, which include construction machines.

Note 7: Scope 2 GHG emissions refer to the indirect emissions resulting from the generation of the electricity which the Group purchased.

Note 8: The Group’s revenue for the year ended 31 December 2023 and year ended 31 December 2022 were HKD2,703.266 million and HKD2,473.646 million, respectively.

Note 9: Emission factors of non-road mobile machinery was referenced from EMEP/EEA air pollutant emission inventory guidebook 2019.

Note 10: Emission factors for SO_x emissions were referenced from “How to prepare an ESG Report, Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

The electricity and fuel consumption levels vary with project cycles and the choice of fuel and electricity used in different sites. During the Reporting Period, fuel consumption increased due to the inclusion of biofuel consumption in the overall fuel consumption. Hence, the scope 1 GHG emissions have also increased. The Group will continue to improve energy efficiency and reduce fuel consumption at the construction sites through switching off idling engines and machines, prioritising the use of energy-efficient equipment and regular monitoring and maintenance of equipment.

Environmental, Social and Governance (ESG) Report

The Group attaches great importance to GHG emission reduction and energy efficiency. As fuel consumption is one of the main contributors to GHG emissions, the Group is seeking clean energy sources and improving energy efficiency to achieve carbon reduction targets. For example, some of the site offices have incorporated solar-powered lighting systems to reduce the use of electricity.



Solar-powered Lighting for Site Office

The Group also encourages the use of Ampd Enertainer in project sites to replace traditional diesel power generators. Ampd Enertainer is an advanced energy storage system which provides diesel-free power for different types of machines and plants to reduce carbon emissions.



Ampd Enertainer

In the Reporting Period, the Group has set targets for reducing GHG emissions and energy consumption as follows:

- Reducing the total GHG emissions intensity by 10% by 2030 as compared with 2023, while maintaining (or lowering) the energy consumption level compared to the preceding year.

The Group will continue to review the target and monitor the progress to drive decarbonisation efforts.

Environmental, Social and Governance (ESG) Report

6.3. Water Conservation

As the Group's principal business includes construction and foundation piling, there is water consumption from the processes of concrete mixing, equipment washing and dust removal. Therefore, the Group has embedded ISO 14001:2015 Environmental Management Systems into its IMS framework to reduce water consumption. For instance, the Group has installed on-site water storage tanks equipped with water meters to regularly monitor water withdrawal. The Group also conducts regular toolbox talks and training programmes for frontline workers to raise their awareness of water conservation. Going forward, the Group will set a water efficiency target to consumption level that:

- Maintaining (or lowering) consumption level of water compared to the preceding year

Apart from the water consumption, the Group is aware of the environmental impacts of wastewater generated from its operations. With strict adherence to regulations, the Group sets up on-site drainage facilities for piling work sites that possess valid water discharge licenses to collect the wastewater generated and conduct relevant treatment. The treated wastewater is then further reused in the construction sites for site cleaning, bored piling works, and dust removal to optimise water efficiency. During the Reporting Period, 139,695 cubic metres ("m³") of wastewater was reused by the Group at the construction sites.

WATER CONSUMPTION

	UNIT	2023	2022
Total water consumption	m ³	184,829	134,803
Head office	m ³	173	195
Construction sites (water withdrawal)	m ³	184,656	134,608
Construction sites (reused water)	m ³	139,695	27,901
Total water intensity	m³/million revenue ^{Note 11}	68	54

Note 11: The Group's revenue for the year ended 31 December 2023 and year ended 31 December 2022 were HKD2,703.266 million and HKD2,473.646 million, respectively.

The water consumption level may vary with different project cycles. During the Reporting Period, the total water consumption increased due to certain construction activities, such as bored piling, which require a significant amount of water.

Environmental, Social and Governance (ESG) Report

6.4. Waste Management

The Group is committed to promoting resources utilisation and reducing waste generation through sound waste management practices. Daily site operations, including clearance, excavation and concreting, generate inert construction and demolition (“C&D”) waste, non-inert waste such as timber and steel, and hazardous waste such as lubricant, empty paint cans, and machinery maintenance oil.

To foster a waste reduction culture across its business units, the Group implements several initiatives. This includes conducting regular on-site training, providing clear signages, and offering incentives to employees and contractors who demonstrate satisfactory waste management performance to encourage peers to follow. In addition, the Group has assigned project team members to conduct waste audits for the monitoring of data on recycling and waste disposal and the overseeing of the respective measures.

The Group’s waste management approach is based on the 4R principles: reduce, reuse, recycle, and replace. For example, steel used in temporary working platforms at construction sites will be reused to reduce the consumption of resources. Besides, recycling bins are placed to collect materials such as wastepaper, scrap metal, and plastic to reduce waste at source. The Group also ensures the appropriate sorting and storage of construction wastes, such as non-inert, metal, and hazardous waste. Qualified waste collectors and recyclers are also appointed for safe and proper disposal of hazardous waste on a regular basis.

Apart from the construction sites, the Group is also committed to optimising waste management in the Company’s head office. For instance, the Group participated in the Tree Conservation Scheme organised by the Hong Kong Environmental Protection Association to recycle festive plants such as Christmas trees, peach blossom trees and tangerines. Throughout the scheme, yard waste is diverted from landfills and is turned into organic fertilisers to build a greener city.



Natural Christmas Trees Recycling Programme
Certificate of Appreciation



Peach Blossom Trees Recycling Programme
Certificate of Appreciation

Environmental, Social and Governance (ESG) Report

WASTE GENERATION AND MANAGEMENT

		UNIT	2023	2022
Non-hazardous waste	Non-inert C&D and general waste disposed to landfills	tonnes	3,280	5,068
	Inert, non-inert C&D and general waste sent to public fill reception facilities/sorting facilities/recycling facilities/reused in other projects	tonnes	746,662	820,268
	Recycled paper/cardboard packaging ^{Note 12}	tonnes	0.0051	N/A
	Recycled plastic (plastic bottles/containers and plastic/foam from packaging material) ^{Note 12}	tonnes	0.0019	N/A
	Recycled metals (aluminium can/steel bar/metal strip) ^{Note 12}	tonnes	3,179	N/A
Hazardous waste	Hazardous waste	tonnes	301	7.83
Waste intensity	Non-hazardous waste	tonnes/million revenue ^{Note 13}	277	334
	Hazardous waste	tonnes/million revenue ^{Note 13}	0.1113	0.0032

Note 12: The separate amount of recycled paper, plastic, and metals have been disclosed since the year ended 31 December 2023.

Note 13: The Group's revenue for the year ended 31 December 2023 and year ended 31 December 2022 were HKD2,703.266 million and HKD2,473.646 million, respectively.

The amount of waste generated may vary depending on the scope of construction works. The increase in hazardous waste during the Reporting Period was due to the disposal of asbestos, as one of the construction sites involved demolition work to remove asbestos. The Group has arranged for a licensed collector to dispose of the asbestos waste to comply with the Waste Disposal (Chemical Waste) (General) Regulation.

The Group has recognised the importance of waste management and has implemented different waste management measures, such as recycling and reducing disposable materials. In order to further optimise the waste management process, the Group will take the following action to:

- Maintain the proportion of non-hazardous waste to be diverted from landfill compared to the preceding year

6.5. Mitigation of Environmental Impacts

As a responsible provider of foundation services and construction works, the Group places significant emphasis on mitigating adverse impacts on environmental sensitive receivers such as domestic premises, educational institutions, and hospitals during the construction phase. Before the commencement of each project, the Group commissions external organisations to conduct environmental assessments to identify environmental sensitive receivers around the construction sites.

The Group also takes proactive actions to monitor dust and noise levels in compliance with statutory and mandatory guidelines. All construction works are undertaken in compliance with the requirements of valid construction noise permits. To ensure the effectiveness of mitigation measures during operations, the Group conducts monthly noise level measurement and weekly dust monitoring.

Environmental, Social and Governance (ESG) Report

In respect of dust and noise mitigation measures, the Group schedules construction tasks during an appropriate time within the restricted hours. Quieter equipment and noise barriers are also implemented to reduce the noise level from the construction sites. Additionally, the Group has implemented measures including the use of hoarding, green labelled generators for non-road mobile machinery, and applying daily misting water sprays for suppressing construction dust dispersions.

6.6. Implementing Good Environmental Mitigation Measures at Construction Sites

To mitigate the environmental footprints on site, the Group has implemented several eco-friendly measures. These measures are as follows:



Environmental, Social and Governance (ESG) Report

6.7. Climate Change and TCFD

With the irreversible impact of climate change on the earth's ecology, various sectors and geographical regions have recently announced their goals of carbon neutrality and will gradually transit to a low-carbon economy. The Group recognises that its operations will be affected by the phenomena of climate change such as rising temperatures, typhoons and extreme weather. The climate-related risks are summarised with reference to the four core elements recommended by the Task Force on Climate-related Financial Disclosures ("TCFD") which include governance, strategy, risk management, and metrics and targets.

Governance

The Board evaluates the materiality of the identified ESG risks, oversees the progress towards ESG-related targets and initiatives and establishes the overall direction for the Group's ESG strategies integrating ESG considerations as part of the business decision-making progress.

Strategy

Adverse impacts brought by increasingly frequent and severe typhoons and floods have been identified as potential physical climate risks to the Group's business operations. To mitigate the possible impacts of extreme weather, the Group has introduced measures such as secured and mounted bamboo scaffolding, piled up sandbags and displayed typhoon or extreme weather signals on site. Besides, the Group will strengthen its emergency preparedness and various operational practices to prevent losses and incidents, including those caused by more frequent and intense hot weather.

The evolution of the regulatory, technological and market landscape during decarbonisation transition gives rise to transition climate risks. For public works, as set out in the Development Bureau Technical Circular (Works) No.13/2020 – Timely Application of Temporary Electricity and Water Supply for Public Works Contracts and Wider Use of Electric Vehicles in Public Works Contracts, it seeks to (i) reduce the use of diesel power generators to provide electricity to the construction sites before the availability of the central power supply; and (ii) specify the minimum number of electric vehicles to be used in each public works contract. For non-public works, property developers are prioritising the sustainability impacts of their contractors' activities, the Group shall promote sustainability in its construction projects, comply with the relevant requirements and contribute to a low-carbon future. With these transition climate risks, the Group has adopted low-carbon policies in the construction sites. For example, the Group has transitioned to use biofuels and adopted Ampd Entertainer to replace traditional diesel power generators for some construction works (e.g. welding works) and generate electricity to site offices.

Environmental, Social and Governance (ESG) Report

Risk Management

The Group acknowledges the importance of internal control and risk management. A well-structured internal control and risk management system is vital for the Company's sustainable growth. Therefore, the Board continues to monitor the internal systems in order to identify climate change risks and opportunities to enhance the Group's resilience.

Metrics and Targets

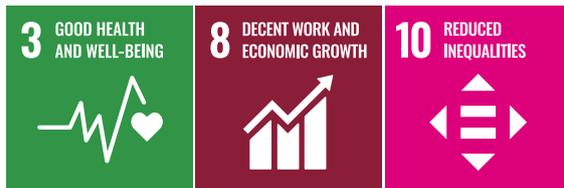
As the potential impacts of climate change on the Group's operations are growing, the Group plans to enhance the strategies and performance on decarbonisation. The Group aims to reduce its carbon emissions year-on-year and has implemented numerous measures to reduce energy, water and material use during daily operation to achieve the target. The Group will continue to explore more approaches and take proactive actions to limit emissions.

Future Planning

In order to reduce the global warming and extreme weather effects, the following targets will be implemented by the Group:

- Adoption of smart digitalisation system in construction sites by the establishment of an Electronic Project Management System
- Enhancement of environmental standards in the construction works

7. Value Creation for People



The Group regards employees as its valuable assets and is committed to maintaining a safe and inclusive workplace to ensure healthy lives and reduce inequality with a strong commitment to business integrity. Therefore, the Group places emphasis on talent recruitment and retention through staff training and development.

Environmental, Social and Governance (ESG) Report

7.1. Developing a Workplace Safety Culture

The Group emphasises employees' health and safety, where providing a safe working environment is one of its top priorities. The Group's internal occupational health and safety management system complies and is certified with ISO 45001:2018 Occupational Health and Safety Management Systems, which is reviewed annually to ensure all health and safety measures are up to date. These health and safety measures include:



Environmental, Social and Governance (ESG) Report

To promote a safe working culture, the Group continues to implement the safety culture scheme. The scheme aims to stop any critical unsafe conditions or behaviours timely in situ by conducting a self-initiative localised work suspension and implementing corresponding occupational hazard mitigation measures. During the Reporting Period, there have been no instances of self-initiative localised work suspension case nor any cases of work-related fatality case amongst all construction sites.

In the case of any work-related accidents causing injuries to employees, the Group arranges timely private medical care (when appropriate) and covers all relevant medical expenses under the Group's rehabilitation scheme to assist in recovery. The medical care includes X-ray service, physiotherapy and MRI examination.

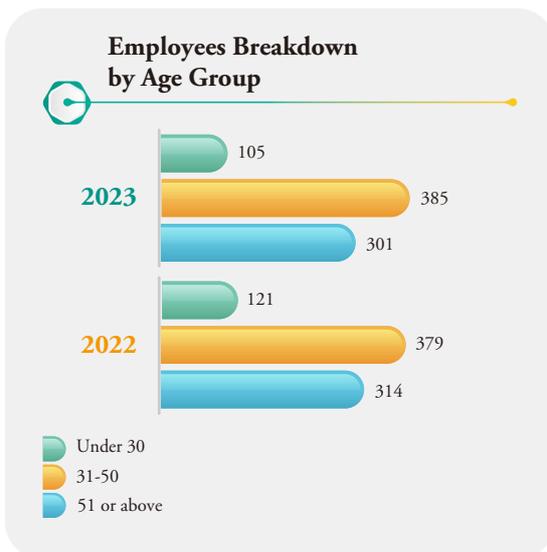
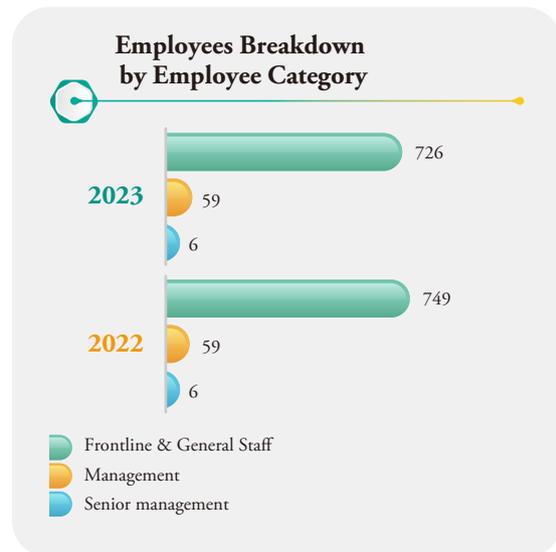
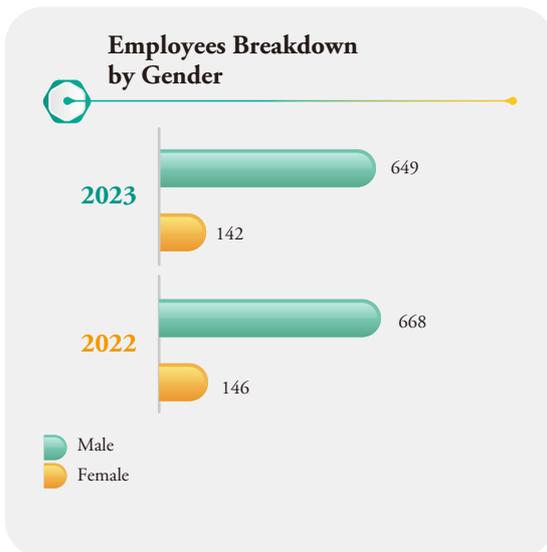
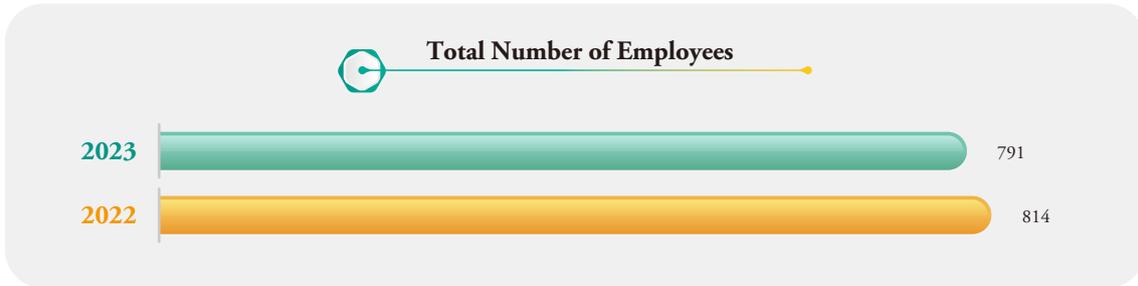
7.2. Recruiting and Retaining Talents

Recognising the value of human capital to the business, the Group strives to attract and retain talented staff to facilitate and sustain the business development. By cultivating a respectful and inclusive work environment, the Group is committed to providing equal opportunities and eliminating all forms of discrimination.

During the recruitment process, the Group assesses the potential candidates by their qualifications, experiences and capabilities, regardless of their race, gender, age, religion or any other irrelevant factors to the job positions. The HR Department is responsible for verifying candidates' identification documents prior to official employment to ensure compliance with the applicable rules and regulations, and to prevent the involvement of child and forced labour. For any illegal labour practices, the HR Department shall terminate the employment and take appropriate follow-up actions immediately.

Environmental, Social and Governance (ESG) Report

In terms of talent retention, the Group endeavours to provide a number of benefits and welfare to the employees, including medical insurance, maternity and paternity leaves on full pay for monthly-paid staff and other allowances. There was a total of 791 employees as at 31 December 2023, and the breakdowns are as follows:



Environmental, Social and Governance (ESG) Report

Employees turnover		2023	2022
Total turnover rate		24.3%	20.7%
By gender	Male	24.8%	19.9%
	Female	22.2%	24.6%
By category	Senior management	Nil	Nil
	Management	8.5%	7.4%
	Frontline & general staff	25.8%	21.9%
By age group	Under 30	44.2%	38.2%
	31–50	20.7%	20.9%
	51 or above	21.5%	13.7%
By geographical region	Mainland China	Nil	Nil
	Hong Kong	24.3%	20.7%

In order to maintain the quality of the services, the Group seeks to strengthen the knowledge and skills of employees by providing professional training and development. For every new employee, the Group provides orientation training to ensure that they are well acquainted with the Group's policies and job responsibilities. For frontline and general staff, the Safety Department organises regular training sessions and courses on health and safety and quality management. In addition to the training programs, the Group encourages employees to pursue continuous learning and education and reimburses a portion or the entire tuition fee for training courses attended by the employees. During the Reporting Period, employees received training on various topics including but not limited to health and safety, quality management, corporate governance standards and other professional development. The overall training percentage of the Group in 2023 is 24.8% and the average training hour is 1.8 hours.

Environmental, Social and Governance (ESG) Report

Training		2023	2022
Training percentage		24.8	60.4
By gender	Male	79.1	81.1
	Female	20.9	18.9
By category	Senior management	0.5	1.0
	Management	3.1	16.7
	Frontline & general staff	96.4	82.3
Average training hours		1.8	5
By gender	Male	1.1	4.6
	Female	4.9	6.8
By category	Senior management	2.8	3.1
	Management	1.0	5.9
	Frontline & general staff	1.9	4.9

7.3. Adhering to Business Ethics

The Group is committed to upholding ethical rigors and does not tolerate any corruption practices including bribery, extortion, fraud and money laundering in its operations or across the supply chain. Employees are prohibited from accepting benefits from or giving benefits to any parties such as suppliers and contractors. The relevant policies have been set out in the employees' handbook.

In order to prevent and combat corruption, the Group has adopted a whistleblowing policy. Employees are encouraged to report any suspicious case to the Chairman of the Audit Committee through the corresponding channels. The Audit Committee will conduct investigation on the reported case and report to the authority when necessary. To ensure the effectiveness of the whistleblowing mechanism and anti-corruption practices, the Audit Committee also reviews these policies and measures.

During the Reporting Period, the Group provided 2 hours of anti-corruption and anti-bribery training to each Director and the Group did not have any concluded legal cases regarding corruption practices.

Environmental, Social and Governance (ESG) Report

7.4. Building a Harmonious Workplace

The Group strives to develop an inclusive and friendly culture among its employees and advocate work-life balance. During the Reporting Period, the Group has implemented a number of measures such as annual appraisal and exit interviews to understand employees' experience and feedback relating to their work with a view for further improvement. To foster employee cohesion, the Group established "Club Tysan" across different departments. A series of staff activities was also held to enhance employees' communication, promote wellness, boost work morale, and improve their sense of belonging.

On 9 January 2023, the Group gave out gift bundles to staff to celebrate the Chinese New Year.



On 19 December 2023, all head office staff enjoyed the Christmas lunch and participated in the lucky draw. For all site-based staff, the Group also gave out supermarket vouchers for the Christmas celebration.



Environmental, Social and Governance (ESG) Report

8. Striving for Operational Excellence



As one of the leading foundation service providers, the Group is reputed in the industry and is honoured to be commissioned as a contractor of the Hong Kong SAR Government in broad categories. Provision of quality foundation services is part of the Group's business commitments to satisfy the needs and expectations of the customers. Moreover, the Group actively supports the digitalisation of the construction industry in Hong Kong through its adoption and implementation of various construction-related innovative technologies. The Group regards promoting sustainable industrialisation and fostering innovation as the principal focus of its business.



LIST OF QUALIFICATIONS

DEVELOPMENT BUREAU	Ground Investigation Field Works (Group II) Land Piling (Group II) <ul style="list-style-type: none"> • Hand Dug Caisson • Large Diameter Bored Pile (with bell-out) • Mini Pile • Precast/ Prestressed Tubular Pile • Steel H Pile • Steel Tubular Pile • Rock Socketed Steel H-Pile Site Formation (Group B) Landslip Preventive/Remedial Works to Slopes/ Retaining Walls
HOUSING AUTHORITY	Large Diameter Bored Piling Percussive Piling Ground Investigation Works Demolition Works
BUILDINGS DEPARTMENT	Registered General Building Contractor Registered Specialist Contractor (Foundation) Registered Specialist Contractor (Demolition) Registered Specialist Contractor (Site Formation) Registered Specialist Contractor (Ground Investigation Field Works)
LAND, PUBLIC WORKS AND TRANSPORT BUREAU OF THE MACAU SAR	Site Investigation Work, Foundation & Piling Building & Maintenance Civil Engineering Building Service & Installation Public Works & Others

Environmental, Social and Governance (ESG) Report

8.1. Quality Assurance

The Group incorporates stringent quality control into its daily practices to maintain high efficiency of the operation at every stage of its construction works. The Group's IMS documents including IMS Manual, IMS Procedures, IMS Supplementary Procedures, IMS Objectives and Targets, IMS Major Legislation and Code of Practices Register, IMS Standard Forms and communications with external parties, all abide by the ISO Standards (i.e. ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Occupational Health and Safety Management Systems and ISO 50001:2018 Energy Management Systems). Equipped with a comprehensive framework, the Group effectively fulfils both statutory and corporate governance obligations, while improving operational efficiency.

When selecting suppliers and subcontractors, the Group adopts the ISO 9001:2015 Quality Management Systems and conducts quality assessments. To ensure compliance with relevant laws and regulations, potential suppliers and subcontractors are evaluated based on their health and safety, environmental performance, and the quality of their product and service quality. The Group closely monitors and reviews the contracted suppliers and subcontractors' ESG-related performance upon the completion of each tender or contract by the assigned project manager, procurement contracts manager, senior safety manager and IMS manager. In addition, the Group has developed a supplier ESG risk assessment form to determine whether the supplier has integrated any aspect of ESG practices into its business. Based on the assessment results, the Group regularly updates the Approved List of Suppliers for future reference.

8.2. Sustainable Site Management

In addition to implementing the aforementioned sustainability measures, the Group also promotes a considerate attitude and good work safety, health and environmental practices for its construction sites. In the Design and Construction of Foundation Works at Yuen Long Industrial Estate Substation (the "**Project**"), the Group has particularly showcased its efforts in striving for excellence.

Environmental, Social and Governance (ESG) Report

Safety Management

The Group places utmost importance on safety in site management. Before commencing daily work, site agents and safety officers lead morning exercises, briefings, pre-work checks, and hazard identification activities to proactively prevent any potential safety hazards. To foster a culture of safety consciousness, regular safety workshops are conducted, and native speakers are invited to provide safety training for minority workers. During the execution of works, the Group implements a comprehensive on-site traffic control system that includes separate walkways and haul road for workers and mobile plant/vehicles respectively. Signboards and signals are used to remind individuals about traffic safety and to limit vehicle speeds. To ensure security management and deter crime, all individuals entering the site are required to register at the site entrance, and multiple CCTV cameras are installed to monitor the entire site, including the site office and entrance. The Group also adheres to high standards for lifting operations, working at heights, and electricity works. With stringent safety management, the Project has achieved accident-free record for 7 consecutive months.



7 Consecutive Months of Accident-free Operations for the Project



Safety Training for Minority Individuals

Environmental, Social and Governance (ESG) Report

Care of Workers and Others

The Group recognises the significance of caring for workers to retain talent and has implemented various initiatives to prevent heat stroke and promote health. For example, the Project team ensures an adequate supply of drinking water and Pocari Sweat Powder, places sun umbrellas and shelters and encourages workers to wear sunglasses, helmet shades, and cool towels. To prevent heat stroke, regular heat stroke drills and safety training sessions are conducted to enhance workers' preparedness and practical skills to respond to heat stroke related emergencies. The Group also provides anti-heat stress uniforms to improve comfort, which can reduce body heat storage by 28.8% compared to traditional uniforms.



Distribution of Pocari Sweat Powder



Heat Stroke Drill

Environmental, Social and Governance (ESG) Report

Environmental Consciousness

To mitigate the adverse environmental impacts, the Group has implemented ISO 14001:2015 Environmental Management Systems and ISO 50001:2018 Energy Management Systems. To address the concerns about noise and dust, the Group has conducted Noise Performance Test during percussive piling works. All applicable construction equipment utilised has obtained Quality Powered Mechanical Equipment Label that demonstrated quieter, more environmentally friendly and high performance features. A multi-sensor display board has been installed on-site to display real-time information on on-site noise and dust levels, humidity, and temperature.

Furthermore, an artificial green roof has been implemented on the site office roof. Performance tests have shown that the green roof significantly reduces the temperature of the building, demonstrating its ability to insulate heat. This in turn, subsequently reduces the reliance on air conditioning and promotes energy conservation.



Multi-sensor Display Board



Artificial Green Roof

Being Considerate to Neighbourhood

The Group acknowledges that the construction works may have negative impacts on the neighbourhood and passers-by. Therefore, the Group is committed to minimising the nuisance caused by the construction through informing residents, visiting local schools and estate offices in advance about the timing of percussive piling work and restricting noisy operations if applicable.

Environmental, Social and Governance (ESG) Report

8.3. Innovation Technology

The Group has applied various construction-related innovative technologies (i.e. BIM, 360 Camera and Alerting System on Mobile Plant) and keeps on enhancing the occupational health, safety performance and operational efficiency of the Group.



BIM

8.4. Complaint Handling Mechanism

The Group places great emphasis on feedback from its customers for continual improvement. The Group's complaint policy provides guidance on standardised complaint handling procedure to ensure customer feedback is processed in a consistent and efficient manner. Depending on the nature of comments and complaints, the Group shall take remedial, correction, and/or prevention actions, and keep systematic records for closed cases. During the Reporting Period, no major complaints had been received.

Environmental, Social and Governance (ESG) Report

9. Caring for Community

The Group is committed to empowering the community and making positive impacts to the society through its sustainable operation and development. With a view to give back to the community to create shared values and to build a better living environment for all, the Group actively donates to charity and involvements.

During the Reporting Period, the Group donated HK\$83,000 and contributed 8.5 hours to various community care engagement activities which focused on fostering the growth and development of the youth. The Group actively supported two activities organised by Youth Outreach to support their service to vulnerable youth. To foster a culture of inclusiveness, the Group also supported and participated in an activity organised by Rainbow Foundation to engage with special educational needs (SEN) children.



Charity Walk organised by Rainbow Foundation

10. Way Forward

As a responsible corporation, the Group strives to fulfil its commitments and pursues positive contributions to sustainable development of society and environment. In order to fulfill the Group's commitment to sustainable development, the Group will continuously search for opportunities to improve its environmental and social performances and implement innovative solutions to deliver high quality foundation piling services.

Going forward, the Group will persist in engaging its stakeholders and integrating sustainability into its operations to combat climate change and promote social well-being. Through teamwork and ongoing efforts, the Group will continue to foster a more sustainable and resilient future for all.

Environmental, Social and Governance (ESG) Report

11. ESG Content Index

Aspect	KPI	Description	Statement/Section
SUBJECT AREA (A) ENVIRONMENT			
A1: EMISSIONS			
	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	<p>(a) 6. Sustainability in Operations (b) During the Reporting Period, the Group had three non-compliance cases under the Public Health and Municipal Services Ordinance. In response to the incident, the Group has reminded the project team members to comply with the relevant regulations.</p> <p>With regard to other environmental laws and regulations including Water Pollution Control Ordinance, Air Pollution Control Ordinance and Noise Control Ordinance, save as disclosed above, there was no material non-compliance noticed during the Reporting Period.</p>
A1	<i>A1.1</i>	The types of emissions and respective emissions data.	6.2 Energy Efficiency
	<i>A1.2</i>	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.2 Energy Efficiency
	<i>A1.3</i>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.4 Waste Management
	<i>A1.4</i>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.4 Waste Management
	<i>A1.5</i>	Description of emission target(s) set and steps taken to achieve them.	6.2 Energy Efficiency
	<i>A1.6</i>	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	6.4 Waste Management

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
A2: USE OF RESOURCES			
	<i>General disclosure</i>	Policies	6.2 Energy Efficiency 6.3 Water Conservation
	<i>A2.1</i>	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	6.2 Energy Efficiency
	<i>A2.2</i>	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	6.3 Water Conservation
A2	<i>A2.3</i>	Description of energy use efficiency target(s) set and steps taken to achieve them.	6.2 Energy Efficiency
	<i>A2.4</i>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	6.3 Water Conservation The Group did not encounter any issues in sourcing water through its daily operation.
	<i>A2.5</i>	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable due to the business nature.
A3: THE ENVIRONMENT AND NATURAL RESOURCES			
	<i>General disclosure</i>	Policies	6. Sustainability in Operations
A3	<i>A3.1</i>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6.6 Implementing Good Environmental Mitigation Measures at Construction Sites
A4: CLIMATE CHANGE			
	<i>General disclosure</i>	Policies	6.7 Climate Change and TCFD
A4	<i>A4.1</i>	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
SUBJECT AREA (B) SOCIAL			
B1: EMPLOYMENT			
B1	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 7.2 Recruiting and Retaining Talents (b) With regard to Minimum Wage Ordinance, Employees' Compensation Ordinance, Mandatory Provident Fund Schemes Ordinance, anti-discrimination ordinances and other relevant regulations protecting employees in terms of remuneration, compensation and social security, save as disclosed, there was no material non-compliance noticed during the Reporting Period.
	<i>B1.1</i>	Total workforce by gender, employment type, age group and geographical region.	7.2 Recruiting and Retaining Talents
	<i>B1.2</i>	Employee turnover rate by gender, age group and geographical region.	7.2 Recruiting and Retaining Talents

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
B2: HEALTH AND SAFETY			
B2	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 7.1 Developing a Workplace Safety Culture (b) During the Reporting Period, the Group had seven non-compliance cases under the Factories and Industrial Undertakings Ordinance, two non-compliance cases under the Electricity Supply Lines (Protection) Regulation and one non-compliance case under the Occupational Safety and Health Ordinance. With regard to the laws and regulations relating to health and safety, save as disclosed above, there was no material non-compliance noticed during the Reporting Period.
	<i>B2.1</i>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	7.1 Developing a Workplace Safety Culture The work-related fatality incidents in 2023, 2022, 2021 are 0, 1 and 1 respectively.
	<i>B2.2</i>	Lost days due to work injury.	Lost days due to work injury in 2023 were 1,492, whereas those in 2022 were 1,649.
	<i>B2.3</i>	Description of occupational health and safety measures adopted, how they are implemented and monitored.	7.1 Developing a Workplace Safety Culture
B3: DEVELOPMENT AND TRAINING			
B3	<i>General disclosure</i>	Policies	7.2 Recruiting and Retaining Talents
	<i>B3.1</i>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	7.2 Recruiting and Retaining Talents
	<i>B3.2</i>	The average training hours completed per employee by gender and employee category.	7.2 Recruiting and Retaining Talents

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
B4: LABOUR STANDARDS			
B4	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 7.2 Recruiting and Retaining Talents (b) With regard to relevant laws and regulations relating to child and forced labour such as Employment Ordinance, there was no material non-compliance noticed during the Reporting Period.
	<i>B4.1</i>	Description of measures to review employment practices to avoid child and forced labour.	7.2 Recruiting and Retaining Talents
	<i>B4.2</i>	Description of steps taken to eliminate such practices when discovered.	7.2 Recruiting and Retaining Talents
B5: SUPPLY CHAIN MANAGEMENT			
B5	<i>General disclosure</i>	Policies	6.1 Responsible Sourcing 8. Striving for Operational Excellence
	<i>B5.1</i>	Number of suppliers by geographical region.	6.1 Responsible Sourcing
	<i>B5.2</i>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	6.1 Responsible Sourcing 8.1 Quality Assurance
	<i>B5.3</i>	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	6.1 Responsible Sourcing 8.1 Quality Assurance
	<i>B5.4</i>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	6.1 Responsible Sourcing 8.1 Quality Assurance 8.2 Sustainable Site Management

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
B6: PRODUCT RESPONSIBILITY			
	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 8. Striving for Operational Excellence (b) With regard to relevant laws and regulations relating to product responsibility including Trade Marks Ordinance and Competition Ordinance, there was no material non-compliance noticed during the Reporting Period.
	<i>B6.1</i>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not disclosed since this is not a material issue to the Group's business.
B6	<i>B6.2</i>	Number of products and service-related complaints received and how they are dealt with.	8.4 Complaint Handling Mechanism
	<i>B6.3</i>	Description of practices relating to observing and protecting intellectual property rights.	Not disclosed since this is not a material issue to the Group's business. However, the Group affords full respect to proprietary intellectual property and shall refrain from using any ideas, products and goods without proper authorisation.
	<i>B6.4</i>	Description of quality assurance process and recall procedures.	8.1 Quality Assurance
	<i>B6.5</i>	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Not disclosed since this is not a material issue to the Group's business.

Environmental, Social and Governance (ESG) Report

Aspect	KPI	Description	Statement/Section
B7: ANTI-CORRUPTION			
	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 7.3 Adhering to Business Ethics (b) With regard to relevant laws and regulations relating to anti-corruption, there was no material non-compliance noticed during the Reporting Period.
B7	<i>B7.1</i>	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.	7.3 Adhering to Business Ethics
	<i>B7.2</i>	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	7.3 Adhering to Business Ethics
	<i>B7.3</i>	Description of anti-corruption training provided to directors and staff.	7.3 Adhering to Business Ethics
B8: COMMUNITY INVESTMENT			
	<i>General disclosure</i>	Policies	9. Caring for Community
B8	<i>B8.1</i>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	9. Caring for Community
	<i>B8.2</i>	Resources contributed (e.g. money or time) to the focus area.	9. Caring for Community