

BOSSINI INTERNATIONAL HOLDINGS LIMITED

堡 獅 龍 國 際 集 團 有 限 公 司

2023 環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT 2023



bossini.X



Our vision is to be the most influential Chinese **APPAREL BRAND IN CYCLING**

我們的願景—成為最具影響力的中國 自行車服飾品牌

Bossini International Holdings Limited (the “Company”; stock code on The Stock Exchange of Hong Kong Limited: 592) and its subsidiaries (the “Group” or “Bossini”) is a renowned apparel brand owner, retailer and franchiser in the region.

Headquartered in Hong Kong SAR, Bossini launched its first retail store in 1987. Over the past three decades, it rapidly established an extensive international operating platform and distribution network that extended to a total of 519 stores worldwide. Among these, the Group operated 168 directly managed stores in Hong Kong SAR and Macau SAR, mainland China and Singapore. As for other overseas markets, the Group cooperated with its business partners to establish a total of 351 export franchised stores in 13 countries, spanning from Southeast Asia, South Asia, the Middle East and East Africa.

Internationally renowned for its strong ability to mix-and-match and to satisfy the pursuit of individuality and comfort, Bossini offers apparel products including men’s, ladies’ and kids’ wear, which are designed to fit a wide range of customer needs.

堡獅龍國際集團有限公司（「本公司」；香港聯合交易所有限公司之股份代號:592）及其附屬公司（「本集團」或「堡獅龍」）是區內馳名的服裝品牌擁有人、零售商和特許經營商。

堡獅龍總部設於中國香港，自一九八七年開設首間零售店舖以來，經過三十多年的迅速發展，已建立了一個龐大的國際營運平台及分銷網絡。本集團全球共設有519間店舖，其中168間位於中國香港及中國澳門、中國內地及新加坡的零售店舖由本集團直接管理。海外市場方面，本集團與商業夥伴結盟，設有351間出口特許經營店舖，分佈於東南亞、南亞、中東及東非等13個國家。

堡獅龍供應的服飾產品包括男士、女士及兒童系列，產品設計緊貼不同顧客需要，並因其搭配性強、滿足個性與舒適的追求而享譽全球各地市場。

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ABOUT THE COMPANY 關於本公司

Company information

Mission

We are committed to driving product innovation and improvement, with the goal of jointly realising a healthy leisure lifestyle vision alongside our consumers. Guided by this belief, we rely on a team of bold explorers and visionaries to bring positive energy throughout the communities we serve.

Core Values

- Serve the public by upholding our brand philosophy
- Strive for product excellence
- Prioritise operational efficiency
- Encourage both individual and team growth
- Promote the harmonious development of the enterprise, employees, society, and the environment

公司簡介

使命

憑藉產品與消費者並肩追求健康及休閒的生活，為此我們力求產品的創新與升級，並以敢於嘗試，懷有抱負的團隊作帶領，希望在我們每一個社群發揮正面的影響。

價值觀

- 秉持品牌理念服務大眾
- 追求產品質素
- 注重營運效率
- 鼓勵個人與團隊成長
- 強調企業、員工、社會及環境四者的和諧發展

Reporting Principles

The Group hereby presents its Environmental, Social and Governance (“ESG”) Report (the “Report”), covering the period from 1 January 2023 to 31 December 2023 (the “Reporting Period” or the “Year”), which is prepared in accordance with the “Mandatory Disclosure Requirements” and the “comply or explain” provisions of the ESG Reporting Guide under Appendix C2 of the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited. The Group has complied with all the provisions set out in the ESG Reporting Guide.

The Report adheres to the four reporting principles of the ESG Reporting Guide: Materiality, Quantitative, Balance and Consistency.

“Materiality” principle: The Group identifies and recognises the materiality issues applicable to the Group during the Reporting Period through stakeholder engagement and materiality assessment, and highlights the relevant issues for disclosure in the Report.

“Quantitative” principle: In order to fully evaluate the ESG performance of the Group during the Reporting Period, the Group has disclosed the applicable quantitative key performance indicators in the ESG Reporting Guide and set out the criteria, methods, assumptions and reference bases for calculation of the quantitative key performance indicators, including the sources of the key conversion factors.

“Balance” principle: This report follows a balanced principle and presents an objective view of the ESG performance and management status of the Group during the Reporting Period.

“Consistency” principle: This report has expanded the scope of disclosure compared to the previous Reporting Period to include the performances of mainland China and Singapore, in addition to Hong Kong SAR and Macau SAR. We will explain the compilation and data calculation methodology in the main text.

匯報原則

本集團謹此提呈根據香港聯合交易所有限公司主板上市規則附錄C2《環境、社會及管治報告指引》中的「強制披露規定」及「不遵守就解釋」的規定所編製及涵蓋二零二三年一月一日至二零二三年十二月三十一日（「報告期」或「本年度」）期間的環境、社會及管治（「ESG」）報告（「本報告」）。本集團已遵守《環境、社會及管治報告指引》所載的所有條文。

本報告遵守《環境、社會及管治報告指引》的四項匯報原則：重要性、量化、平衡及一致性。

「重要性」原則：本集團透過與持份者參與及重要性評估釐定於報告期內適用於本集團的重要性議題，並針對相關議題在本報告中進行重點披露。

「量化」原則：為全面評估本集團於報告期內的ESG績效，本集團披露了《環境、社會及管治報告指引》內適用的量化關鍵績效指標，並列明瞭量化關鍵績效指標所採用的標準、方法、假設及計算的參考依據，包括主要換算因子的來源。

「平衡」原則：本報告遵循平衡原則，客觀呈現本集團於報告期內的ESG表現及管理現狀。

「一致性」原則：本報告對比上個報告期擴大了披露範圍，除中國香港及中國澳門地區外，亦增加了中國內地及新加坡地區的業績情況，我們將在正文中對編製及數據計算方法進行解釋。

ABOUT THIS REPORT

關於本報告

Reporting Boundary

The Report covers the markets of mainland China, Hong Kong SAR, Macau SAR and Singapore. These markets are important segments under the Group's direct management and account for a significant portion of the Group's revenue, and our headquarter is located in Hong Kong SAR. The scope of the Report primarily covers the business operations within these regions, unless otherwise stated.

Comments and Feedback

Stakeholders' valuable opinions are crucial to the continuous improvement of the Group's environmental and social performance. If you have any questions or suggestions, please feel free to contact us by email at wecare@bossini.com.

匯報範圍

本報告涵蓋中國內地、中國香港、中國澳門地區及新加坡的市場，該等市場為本集團主要直接管理的重要板塊並佔總收益的重大部份，而我們的總部亦位於中國香港。除另有說明外，本報告的範圍將主要覆蓋於該等地區的業務營運。

意見反饋

持份者的寶貴意見對本集團持續改善環境及社會表現至關重要。如有任何疑問或建議，歡迎閣下通過電郵 wecare@bossini.com 與我們聯絡。

Board Statement

The board of directors of the Company (“the Board”) is responsible for overseeing Bossini’s ESG strategy and approach, including assessing, prioritising and managing key ESG-related issues (including key ESG risks and opportunities), and ensuring that a sound risk management and internal control system is in place and supervising the work of the ESG Working Group. During the Reporting Period, Bossini actively promoted corporate sustainability and joined the “ESG Pledge Scheme” to improve ESG performance and work together for a sustainable future.

On an operation level, our ESG Working Group works with internal departments across the organisation to integrate sustainability into day-to-day operations. The Working Group reports to the Board on an annual basis to ensure effective management of the Group on sustainability. Through regular meetings and discussions with the Board, the ESG Working Group plans and implements various policies, guidelines, measures and programmes which contribute to our sustainable development. The Working Group also evaluates, prioritises and manages material ESG issues, through regular risk assessment, stakeholder engagement and materiality assessment, which are further reviewed and endorsed by the Board for report disclosure. During the Reporting Period, as our ESG practices matured, we expand the scope of ESG target setting, re-set environmental targets, and continue to track, monitor and report on key performance indicators and associated targets. In addition, the ESG Working Group has written reports to the Board on the progress of related goals, strategies and initiatives.

At Bossini, being a responsible corporate citizen is not a destination – it is a long-term commitment that requires continuous improvement to use resources efficiently, manage waste from our operations, provide a safe and empowering environment for our employees and continuously engage with our stakeholders. The Group recognises that being a sustainable company means that achieving commercial success and contributing to society for a better world are not mutually exclusive but, in fact, go hand-in-hand.

董事會聲明

本公司董事會（「董事會」）肩負監督堡獅龍的ESG策略及方針，包括評估、優次排列及管理重要的ESG相關事宜（包括關鍵ESG風險及機會），並確保建立健全的風險管理及內部監控制度，並監管ESG工作小組的工作。本報告期內，堡獅龍積極推廣企業可持續發展，並加入「ESG約章」承諾提升ESG表現，為創建可持續發展的未來而共同努力。

於營運層面，我們的ESG工作小組與整個機構的內部部門合作，將可持續發展融入日常營運。該工作小組每年向董事會匯報，以確保本集團在可持續發展的議題事宜上能夠有效管理。透過與董事會的定期會議及討論，ESG工作小組計劃及實施有助於我們可持續發展的各種政策、指引、措施及計劃。該工作小組亦透過定期的風險評估、持份者參與及重要性評估，進行評估、優次排列和管理重大ESG事宜並由董事會進一步審查及批准報告披露。隨著我們於ESG旅程日漸成熟，在本報告期內，我們擴大ESG目標設定範圍，重新設定環境目標，並持續追縱、監控及報告關鍵績效指標及相關目標，並由ESG工作小組向董事會書面匯報相關目標、戰略及舉措的進展情況。

對堡獅龍而言，成為負責任的企業公民並非終點 – 它是一項長期承諾，需要持續改進以有效善用資源、管理營運產生的廢棄物、為僱員提供安全及自主自立的環境，並持續與持份者互動。本集團深知，作為一家可持續發展的公司，取得商業成功並為社會作出貢獻以創造更美好的世界並不相互抵觸，應是相輔相成。

ESG Risk Management

The management is responsible for maintaining appropriate and effective risk management and internal control systems, and the Board is responsible for reviewing and monitoring the effectiveness of the Group's risk management (including ESG risks) and internal control systems at least annually, to ensure that the systems in place are adequate and effective.

The procedures used to identify, evaluate and manage major risks by the Group are summarised as follows:

Risk Identification

- Identifies risks that may potentially affect the Group's business and operations.

Risk Assessment

- Assesses the risks identified by using the assessment criteria developed by the management; and
- Considers the impact on the business and the likelihood of their occurrence.

Risk Response

- Prioritises the risks by comparing the results of the risk assessment; and
- Determines the risk management strategies and internal control procedures to prevent, avoid or mitigate the risks.

Stakeholder Engagement

To achieve sustainable business development, we establish multiple communication channels to maintain effective and open communication with our stakeholders. We value communication with our stakeholders, which not only include our directors and management, leaders and employees, but also include our customers, investors, suppliers, distributors and community partners. We have designated hotline and email to encourage stakeholders to provide us with feedback, and we will take full account of their feedback to optimise the Group's sustainability strategy. In addition, we regularly publish the latest news and events of the Group on social media and online platforms to maintain a high level of transparency.

Moving forward, we will actively follow up and respond to feedback from stakeholders and strive to continue to improve communication channels with them.

ESG風險管理

管理層負責維持合適及有效之風險管理及內部監控系統，而董事會負責至少每年檢討及監察本集團的風險管理（包括ESG風險）及內部監控系統之有效性，以確保現時系統是足夠及有效。

本集團用於識別、評估及管理主要風險的程序概述如下：

風險識別

- 識別可能對本集團的業務及營運造成潛在影響的風險。

風險評估

- 使用管理層制定的評估標準以評估已識別的風險；及
- 考慮該等風險對業務的影響及發生的可能性。

風險應對

- 通過比較風險評估的結果，排列風險的優先次序；及
- 釐定風險管理策略及內部監控程序以預防、避免或減輕相關風險。

持份者參與

為實現可持續的業務發展，我們建立多元的溝通渠道，與持份者保持有效及開放的溝通。我們重視與持份者的溝通，不只是我們的董事及管理層、領導人及員工，亦包括我們的客戶、投資者、供應商、經銷商及社區合作夥伴。我們設有特定熱線及電子郵件，鼓勵持份者向我們提供反饋意見，充分參考持份者的反饋意見以優化本集團的可持續發展戰略。此外，我們亦在社交媒體與網絡平台定期發佈本集團最新消息及活動內容，致力保持本公司的高透明度。

展望未來，我們將積極跟進和回應持份者的反饋及竭力繼續完善持份者的溝通渠道。

Materiality Assessment

To promote corporate sustainable development, it is crucial for the Group to respond to stakeholders' opinions actively. Therefore, we engaged an independent sustainability consultant during the Year to carry out a materiality assessment together with the ESG Working Group of Bossini. We identify the material ESG issues of the Year based on the actual business conditions of the Group, prioritise them through communication with key stakeholders, and obtain the results thereof, which are confirmed and approved by the Board. In the Report, we build a disclosure framework based on the materiality assessment results and make specific disclosure on material issues to ensure that they continue to respond to the expectations and demands of key stakeholders. Details of the materiality assessment process for the Year are as follows:

重要性評估

積極回應各持份者的意見對本集團推動企業可持續發展至關重要。因此，本年度我們聘請了獨立可持續發展諮詢顧問機構，與堡獅龍ESG工作小組一同開展重要性評估。我們根據本集團實際業務情況識別本年度的重要ESG議題，通過與主要持份者進行溝通，對重要ESG議題進行排序，得出重要性議題結果，結果由董事會進行確認及批覆。在本報告中，我們基於重要性評估結果構建披露框架，針對性對於重要議題作出具體披露，確保該等重要性議題持續回應主要持份者的期望與訴求。於本年度的重要性評估具體流程如下：

Step 1 第一步

Conduct a Stakeholder Identification and Review 進行持份者識別與回顧

- Review key stakeholders identified in 2022
回顧二零二二年度所識別的主要持份者
- Determine whether there are significant changes in the expectations and demands of various stakeholders for the Group
判斷各持份者對本集團期望與訴求是否有重大變化

Step 2 第二步

Establish an ESG Issue Database 建立ESG議題庫

- Establish an ESG issue database with reference to the issues concerned by the regulator's disclosure standards and industry characteristics
參考監管機構披露標準關注的議題及行業特色構建ESG議題庫

Step 3 第三步

Conduct a Questionnaire Survey 進行問卷調查

- Invite key stakeholders to prioritise the importance of 19 ESG issues through questionnaires
透過問卷調查方式，邀請主要持份者對十九項ESG議題進行重要性排序
- External and internal stakeholders prioritise the importance of ESG issues from the dimensions of "importance to Bossini" and "importance to stakeholders", respectively
外部及內部持份者分別從「對堡獅龍的重要性」及「對持份者的重要性」維度對ESG議題進行重要性排序

Step 4
第四步

**Analyze the Results
of the Questionnaire
Survey**

分析問卷調查
結果

- Conduct analysis and construct materiality matrix based on the results of the questionnaire survey
根據問卷調查結果進行分析並構建重要性矩陣
- Identify issues whose scores for both “importance to Bossini” and “importance to stakeholders” exceed five points (out of ten) as “material issues”
將「對堡獅龍的重要性」及「對持份者的重要性」得分均超過五分以上(滿分十分)的議題識別為「重要性議題」

Step 5
第五步

**Verify the Materiality
Assessment Results**

核實重要性
評估結果

- The ESG Working Group will discuss and confirm the assessment results, and report the final materiality assessment results to the Board
由ESG工作小組對評估結果進行討論和確認,並將最終確定重要性評估結果,彙報給董事會

Step 6
第六步

**Establish a 2023 ESG
Reporting Framework**

建立二零二三年度ESG
報告框架

- Establish a 2023 ESG reporting framework based on the assessment results of materiality issues in 2023
根據二零二三年度重要性議題評估結果,建立二零二三年度ESG報告框架
- Collect information on the above issues, and focus on the disclosure of the ESG management strategy and performance of the Group in each section
針對以上議題進行資料收集,在各個章節對本集團的ESG管理策略及表現進行重點披露
- The Group also regards these issues as the most important directions in the future sustainable development work
本集團亦將該等議題作為接下來可持續發展工作中最需受到重視的方向

We conclude the following environmental and social materiality issues by analysing 143 valid questionnaires:

我們通過對143份有效問卷進行分析，得出環境層面及社會層面的重要性議題是：

Environmental 環境層面

- Energy consumption and management
能源消耗及管理
- Packaging materials
包裝物料
- Non-hazardous and hazardous waste and the management
無害及有害廢棄物及管理
- Greenhouse gas (“GHG”) emissions
溫室氣體排放

Social 社會層面

- Occupational health and safety
職業健康與安全
- Employment management (including number of employees and talent retention measures)
僱傭管理(包括僱員數量及人才保留措施)
- Employee compensation and benefits
僱員薪酬與福利
- Human rights and labour rights (avoid child labour and forced labour)
人權及勞動權益(避免童工及強制勞工)
- Product quality and safety (including quality appraisal procedures)
產品質量與安全(包括質量鑒定程序)

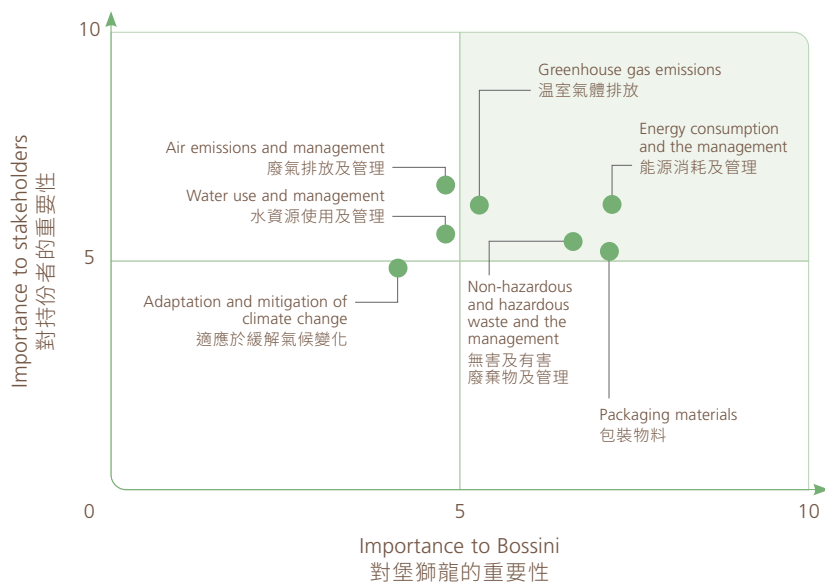
SUSTAINABILITY GOVERNANCE

可持續發展管治

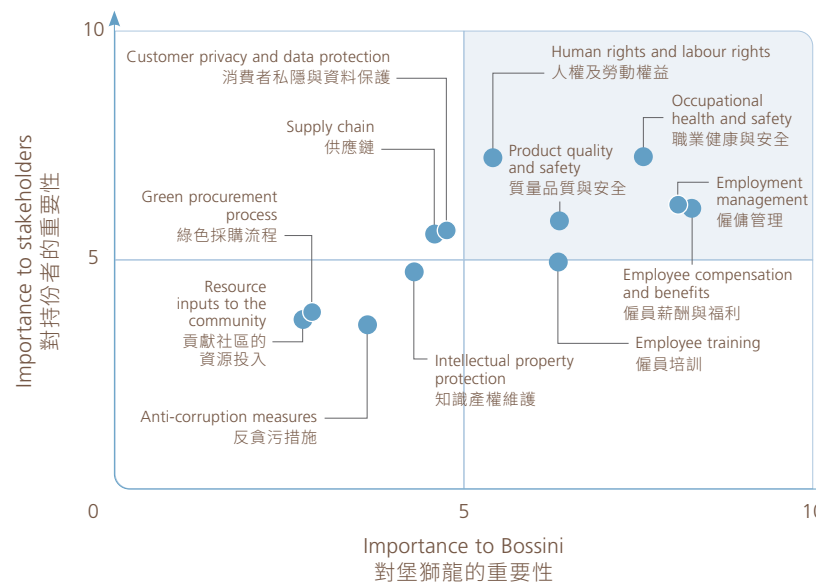
The charts below show the materiality matrix of the questionnaire survey results: (the light green and light blue blocks are the environmental and social materiality issues respectively)

下圖為問卷調查結果的重要性矩陣：(淺綠色及淺藍色區塊分別為環境及社會層面重要性議題)

Bossini's Environmental Materiality Matrix
堡獅龍環境層面重要性矩陣圖



Bossini's Social Materiality Matrix
堡獅龍社會層面重要性矩陣圖



Employment and Labour Practices

The Group regards human resources as its most valued asset and is committed to providing its employees with a safe, legal, pleasant, respectful, friendly and harmonious working environment. We believe that only in such an environment can employees exercise their full potential and performance. During the Reporting Period, the Group strictly complied with employment-related laws and regulations such as the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China” and the “Provisions on the Prohibition of Child Labour” in mainland China, the “Employment Ordinance”, the “Employees’ Compensation Ordinance”, the “Minimum Wage Ordinance”, the “Mandatory Provident Fund Schemes Ordinance”, the “Occupational Safety and Health Ordinance” in Hong Kong SAR, the “Employment Act” and the “Tripartite Guidelines on Fair Employment Practices” in Singapore, and the “Labour Relations Law” in Macau SAR.

The Group has developed a series of systems to standardise the procedures of recruitment, engagement, appraisal, promotion, training and dismissal to ensure the fairness and compliance in the practices of recruitment and human resource management, including “Recruitment Policy, Recruitment and Hiring Management Guideline”, “Human Resources Manual for Employees”, “Annual Salary Adjustment and Promotion Policy”, “Performance Management Process and Policy” and “Leave Management System”. Moreover, we believe that a good mid-year and year-end performance management system plays an important role in achieving the short and long-term objectives of both employees and the Company. Specifically, employees can understand their own performance and the Company’s expectations for them via regular performance evaluations and communications, which is conducive in creating an open and transparent work environment and enhancing their sense of belonging to the Company. We regularly assess employee performance and utilise the results as a key basis for salary adjustments, promotions, and training and development. We value the interests of employees and provide them with fair, reasonable and competitive compensation, thereby to build a stable and good relationship between the Company and its employees. We believe this will help attract and retain outstanding talents, improve their performance and contribution, contribute to the long-term growth of the Company.

In addition, it is our fundamental responsibility to provide a safe and decent working environment for all our staff for the benefit of their health and well-being. We also reduce the risks in work by providing employees training to enhance their safety awareness and equipments to strengthen their capability thereof. New employees are required to participate in workplace safety training organised by the Human Resources Department.

僱傭及勞工常規

本集團將人力資源視為最寶貴的資產，並致力為員工提供安全合法、愉快、尊重、友善和諧的工作環境。我們相信，在這樣的環境中，員工才能充分發揮潛質和表現。於報告期內，本集團嚴格遵守中國內地《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》，中國香港《僱傭條例》、《僱員補償條例》、《最低工資條例》、《強制性公積金計劃條例》、《職業安全及健康條例》，新加坡《僱傭法令》、《勞資政公平僱傭法則》以及中國澳門《勞動關係法》等與僱傭相關的法律及規例。

本集團制定了一系列相關制度，以規範招聘、聘請、考核、晉升、培訓和解僱等流程，確保招聘和人力資源管理的公平性和合規性。這些制度包括《招聘政策、錄用管理政策》、《人力資源員工手冊》、《年度調薪及晉升政策》、《績效管理流程及政策》和《假期管理制度》。此外，我們認為良好的中期及年終績效管理制度對實現個人及本公司短期及長遠目標有著重要的作用。同時，透過定期的績效評估和談話，員工可以了解自己的表現，並了解本公司對他們的期望和目標，有助建立開放和透明的工作環境，增強員工對本公司的歸屬感和參與度。我們定期對員工進行績效考核，並以考核結果作為調薪、晉升、培訓發展的重要依據。我們重視員工權益並提供公平合理、具有市場競爭力的薪酬福利，是建立企業和員工之間穩定良好關係的重要策略。我們相信這有助於吸引和留住優秀人才，提高工作表現和貢獻，並為本公司的長期發展奠定基礎。

另外，為員工提供安全及合宜的工作環境是保護員工健康和福祉的基本責任。我們亦透過培訓和配置裝備來減低工作中的風險，以提高員工的安全意識和能力。新入職的員工須參與由人力資源部提供的職場安全小知識培訓。

CARING FOR OUR EMPLOYEES

關愛員工

The Group strictly prohibits child and forced labour and regularly monitors our recruitment process and employee management process to extinguish the occurrence of such non-compliance and to ensure that these processes are complied. If any non-compliance is found, we will handle the case properly in accordance with the relevant regulations and will take disciplinary action against the employees involved.

During the Reporting Period, the Group did not have any significant non-compliance cases in mainland China, Hong Kong SAR, Macau SAR and Singapore with regards to relevant laws and regulations on employment practices, health and safety, child and forced labour or other labour standards.

Developing a Salubrious and Amicable Work Environment

We value the safety and health of our employees and advocate a work philosophy that protects their physical and mental health. We formulated the “Human Resource Manual for Employees” to stipulate their interests, benefits, occupational health and safety in detail. Besides, we provide medical benefits, physical examination and other measures for employees to ensure they have access to necessary healthcare when needed. We also have other policies in place, such as birthday leave, exam leave, and flexible working hours, to help them achieve work-life balance. Furthermore, we implemented the “Office Management System” to ensure the safety and order in office, which includes various safety measures, such as the prohibition of smoking in the office, and the prohibition of placing miscellaneous objects to block the passage, exit and stairs. For the employees of the stores, we have formulated the “Store Facilities and Equipment Management Measures” to guarantee the safety in the stores, which require that no flammable objects be placed around the computers, electrical appliances and electrical boxes, the heating surface of the iron be facing the wall, the first-aid kit is stocked with the appropriate amount of necessary medication which will be checked regularly per month in order to replenish stockpiles in a timely manner, and containers storing chemicals are kept well-covered.

As a responsible enterprise, the safety of our employees is paramount to us. In order to prevent accidents during work, we emphasise safety measures and procedures during the orientation training for new employees. Retail managers and store supervisors also regularly monitor workplace safety measures and conduct spot checks to ensure our work environment and safety requirements are met. Additionally, the Group addresses work-related incidents through comprehensive reporting and management guidelines. We provide appropriate equipments in the workplace, such as ladders and trolleys, to ensure that employees can safely perform physical labor. Notices are also posted around the workplace to remind store and warehouse staff to pay attention to occupational safety and avoid potential hazards.

本集團嚴格禁止聘用童工及強制勞工，並定期監控我們的招聘流程和員工管理流程，以確保有效杜絕違規事項及其員工管理流程均符合勞工標準。如發現任何不合規情況，我們會根據相關條例妥善處理，並將對涉事員工採取紀律處分。

於報告期內，本集團於中國內地、中國香港、中國澳門及新加坡並無任何涉及僱傭常規、健康與安全、童工及強制勞工或其他勞工標準的相關法規的重大違規事件。

推動身心健康的友善工作環境

我們重視員工的安全及健康，並倡導保護員工身心健康的工作理念。我們制定了《人力資源員工手冊》，就員工權益、福利和職業健康與安全提供詳細指南。此外，我們亦為員工提供醫療福利、身體檢查等措施，以確保員工必要時能獲得醫療保健。同時，生日假、考試假和彈性上班時間等政策，有助員工在工作 and 個人生活之間取得平衡。此外，我們制定了《辦公室管理制度》以確保辦公室環境的安全和秩序，當中列明多項安全措施，如嚴禁在寫字樓內吸煙，以及嚴禁擺放雜物阻塞通道、出口及樓梯等。針對店舖的員工，我們制定了《店舖設施設備管理辦法》，以確保店舖環境安全，如電腦、電器及電箱四周不得放置任何易燃雜物，熨斗的發熱面須面向牆身，急救箱內存有適量所需之藥物，每月定期檢查，及時補充藥物，以及把儲存化學品的容器蓋好。

作為負責任的企業，員工的安全對我們至關重要。為防止員工在工作期間發生事故，我們為新員工提供入職培訓時特別強調安全措施和程序，零售經理及店舖主管亦會定期監察工作場所的安全措施，並進行抽查，以確保符合我們的工作環境及符合安全要求。此外，本集團透過全面報告及管理指引，以處理工作相關事故。我們除了在工作場所提供適當設備，例如梯子及手推車，以確保員工能安全地執行體力勞動工作，亦在工作場所四周張貼告示，提醒店舖及倉庫員工注意職業安全及避免潛在危險。

To prepare for work-related emergencies, the Group coordinates with management office to inspect the workplace, equipment and exit for fire hazards. A mandatory fire drill is conducted annually for all employees to enhance their evacuation and emergency response capabilities.

With a commitment to being a responsible enterprise, we strive to create a work environment that prioritizes mental health and continuously review and improve our measures and practices to ensure the well-being and happiness of every employee. We have signed the “Mental Health Workplace Charter” jointly promoted by the Department of Health, the Labour Department and the Occupational Safety and Health Council, to emphasize and commit to promoting a mental-health friendly work environment. During the Reporting Period, we have organized various recreational activities for all employees, including “Sports Challenge Day”, “Qigong Baduanjin” Workshop and “Yoga” Workshop, and provided practical information on “Daily Exercise” for physical and mental health. In addition, we have expanded channels for communication with employees through the “wecare” program, where employees can provide feedback and suggestions. We promise to actively follow up on every response and are willing to adopt reasonable suggestions. Such communication channels make employees feel listened to and valued, therefore promoting good employer-employee relationships.

為應對工作相關緊急情況，本集團與管理處協調檢查工作場所、設備及出口是否存在火災隱患，每年進行一次強制性的消防演習，供所有員工參加，增強員工逃生應變能力。

抱著成為負責任企業的宗旨，我們致力於創建關注精神健康的工作環境，並持續檢討及改進我們的措施和做法，以確保每一位員工的福祉和幸福。我們簽署由衛生署、勞工處及職業安全健康局合作推行的《精神健康職場約章》，重視並承諾推動精神健康友善的工作環境。在本報告期內，我們為全體員工舉辦多項康樂活動，包括「運動挑戰日」、「氣功八段錦」工作坊、「瑜伽」工作坊等活動，並向員工提供「每日動一動」的身心健康實用資訊。此外，我們亦擴寬了與員工溝通的渠道，員工可透過「wecare」計劃向我們提出意見和建議，我們承諾積極跟進每一個回應，並且願意採納合理的建議。這樣的溝通渠道能夠讓員工感到被聆聽和重視，促進良好的僱主員工關係。

Mental Health Friendly
Organisation
(Since 2020)
(Awarded by the
Advisory Committee on
Mental Health and the
Department of Health)
精神健康友善機構
(自2020年開始)
(由精神健康諮詢委員及
衛生署頒發)



Photo of “Sports Challenge
Day”
「運動挑戰日」照片

| | | 2023 二零二三年度 | 2022 二零二二年度 |
|---|----------------|----------------|----------------|
| Work-related Fatalities and Injuries¹ 因工亡故或工傷¹ | | | |
| Total number of work-related fatalities 因工亡故總數 | Number 人數 | 0 | 0 |
| Work-related fatality rate 因工亡故比率 | Percentage 百分比 | 0 | 0 |
| Total number of injuries 工傷總數 | Number 數目 | 0 | 2 |
| Total number of lost days due to work injury 因工傷損失工作總日數 | Day 日數 | 0 | 23 |

Developing and Retaining the Best People

We regard talents as one of the key elements for the development of the Group. Therefore, our human resources policies aim to provide employees with a work environment where they are empowered, respected and taken care of, ensuring equal and fair treatment for employees at all stages from on-boarding, development training to retirement.

Fair Treatment and Equal Opportunity

We adhere to the principles of equality, fairness and inclusiveness, and believe that everyone should have equal opportunities and be free from any form of bias to safeguard the rights and well-being of employees. In the recruitment process, we focus on evaluating candidates' knowledge, skills and qualifications without considering factors such as gender, age, race or religion. We are committed to ensuring the fairness and objectivity of recruitment. In the employee promotion and assessment process, we evaluate employees' performance and achievements against objectivity to ensure fairness and objectivity. To this end, we have established an "Employee Performance Appraisal System" to clarify evaluation criteria and standards and provide relevant guidance to assist employees in understanding the methods and processes of personal performance appraisal.

¹ The total number and percentage of work-related fatality rate in 2021 were both 0.

人才發展及挽留最優秀的人才

本集團將人才視為本集團發展的關鍵要素之一，因此我們制定的人力資源方針旨在讓僱員得到自立自主、受到尊重及照顧的工作環境，讓員工從入職、發展培訓及退休階段均受到平等及公平的對待。

公平待遇及平等機會

我們堅守平等、公平和包容的原則，認為每個人都應享有公平的發揮機會，並且不受任何形式的偏見影響，以維護員工的權益和福祉。在招聘過程中，我們專注於評估候選人的知識、技能和資格，且不會考慮性別、年齡、種族或宗教等因素，致力於確保招聘過程公正客觀。在員工晉升考核過程中，我們亦會採用公平客觀的方式評估員工的表現與績效。其中，我們制定「員工工作表現評核制度」明確評核項目及標準，並向員工提供相關指引，以幫助員工理解個人工作表現評核的方法及過程。

¹ 二零二一年度因工作關係而死亡的人數及比率均為零。

Remuneration

The Group is committed to providing a competitive remuneration strategy to attract, retain and motivate our employees. Our remuneration structure includes basic salary and performance bonuses. Besides, eligible employees are also entitled to share options, so as to share the growth and success of the Company with them and to recognize and encourage their contributions and efforts. In addition, our remuneration packages are determined based on the employee's position level, job responsibilities and scope, job skill requirements, etc., to ensure fairness and justice. Meanwhile, we determine compensation levels through market compensation analysis and internal compensation analysis to ensure that our compensation strategy is aligned with the market standards within the industry.

Benefits, Welfare and Holidays

In addition to public holidays, annual leave, statutory paid sick leave, maternity leave, paternity leave, MPF schemes, etc., we also introduce other benefits, including medical and life insurance, subsidy benefits for advanced education, examination leave, birthday leave, marriage leave, compassionate leave, volunteer leave and employee discounts. Such benefits are designed to ensure that our employees are fully supported both at work and in life. During the Reporting Period, we also enhanced our medical benefits by providing eye-care, dental check-ups, routine body check-ups and vaccination reimbursements to eligible employees, which helps to enhance the health and well-being of our employees, and also reflects our care and concern for our employees.

Anti-Discrimination

The Group is committed to creating a family-friendly and diversified working environment, while strictly complying with the "Sex Discrimination Ordinance", the "Disability Discrimination Ordinance", the "Family Status Discrimination Ordinance" and the "Race Discrimination Ordinance", so as to ensure that employees are protected from discrimination and harassment. We strive to protect our employees to work in an environment free from discrimination and harassment, and to promote a positive and optimistic attitude in the workplace so that employees can reach their full potential. We not only provide a comfortable working environment for our employees, such as the office pantry equipped with automatic beverage vending machines and standard kitchen appliances, but also provide a nursing room and a separate nursing refrigerator, which not only provides an independent and comfortable space for nursing mothers, but also represents a respect and support for employees. We believe that a family-friendly work environment can attract and retain our best talents, and also increase job satisfaction and loyalty of our employees.

報酬

本集團致力於提供具有競爭力的薪酬策略，以吸引、挽留和激勵我們的員工。我們的薪酬結構包括基本工資和績效獎金，合資格的員工亦享有購股權，實現與員工共同分享企業的成長與成功，為他們的貢獻及付出進行表彰及鼓勵。此外，我們的薪酬待遇是根據員工的職位級別、工作職責和範圍、工作技能要求等來制定的，以確保公平和公正。同時，我們通過市場薪酬分析和內部薪酬分析來確定薪酬水平，以確保我們的薪酬策略與行業的市場標準保持一致。

待遇、福利及假期

我們為員工提供全面的福利，除公眾假期、年假、法定有薪病假、產假及待產假、強積金計劃等福利外，我們亦引入其他福利，包括醫療和人壽保險、進修補貼福利、考試假、生日假、結婚假、恩恤假、義工假以及員工折扣優惠。這些福利旨在確保我們的員工在工作和生活中都能得到充分的支持。在本報告期內，我們還提升了醫療福利，為合資格的員工提供視力保健、牙科檢查、例行身體檢查和疫苗接種等福利，有助提升員工的健康和福祉，同時也體現了我們對員工的關心和關懷。

反歧視

本集團致力於創建家庭友善和多元化的工作環境，同時嚴格遵守《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》以確保員工免受歧視及騷擾。我們努力保護員工能在無歧視和無騷擾的環境中工作，並在工作場所提倡積極樂觀之生活態度，讓員工充分發揮他們的潛力。我們不僅為員工提供舒適的工作環境，例如在辦公室的茶水間配備自動飲品售賣機及標準廚房用具外，還提供哺乳室及獨立哺乳冰箱，為哺乳母親提供獨立和舒適的空間之餘，亦代表著一份對員工的尊重和支持。我們相信家庭友善的工作環境能夠吸引和留住優秀的人才，還能夠提高員工的工作滿意度和忠誠度。

Uniting Employees

We believe that employee inclusion has a significant impact on the long-term development of an enterprise. We actively create an open and optimistic corporate culture that encourages open communication and social networking among employees. In addition to providing training and development opportunities for our employees, we also provide resources to help our employees to achieve their career goals. The Group is also concerned about the well-being of its employees. We regularly review the welfare policies of our employees and organize various team-building activities to ensure that our employees have a happy working life and a sense of belonging in the workplace at Bossini.

Creating an inclusive work environment and achieving effective teamwork

The Group believes that mutual trust among team members is the foundation for effective cooperation. We actively strive to establish smooth communication channels to maintain a sincere, open, respectful and harmonious communication environment. Besides, our human resources team also visits our stores on a regular basis to understand the work of our employees and collect their feedback and opinions, which will be an important basis for us to improve our welfare policy. We regularly arrange various team-building activities, such as caring activity namely “How are you, new staff?”, monthly department meetings, team meeting for review and self-examination, holiday parties, Christmas music parties, yoga training, etc. Such activities allow our employees to better understand each other, build mutual trust and cooperation, thereby improving the effectiveness and cohesion of the whole team.



凝聚員工向心力

我們深信員工共融對企業長期發展有著重大影響。我們積極創造開放及樂觀的企業文化，鼓勵員工之間進行開放式溝通及建立社交網絡。除了為員工提供培訓及發展機會外，我們亦提供資源協助員工實現職業目標。本集團亦關注員工的福祉，我們定期檢討員工福利政策並舉辦各種團建活動，以確保員工在堡獅龍擁有快樂的工作生活及職場歸屬感。

打造共融工作環境，高效團隊合作

本集團相信團隊成員之間的互信關係是實現高效合作的基礎。我們積極努力建立暢通的溝通渠道，以保持坦誠、開放、尊重、和諧的溝通環境。我們的人力資源團隊亦定期到訪店舖，了解員工的工作情況及收集有關員工的心聲和意見，他們的反饋意見將作為我們完善福利政策的重要依據。我們定期安排各種團建活動例如「新人你好嗎？」關愛活動、每月部門會議、團隊回顧和反思會議、節日派對、聖誕節音樂派對、瑜珈訓練等。這些活動能讓員工更好地相互認識、建立互信和合作，從而提高整個團隊的效能和凝聚力。

Photo of
Team Building
Activities
團建活動照片

Festive Celebrations

During the Reporting Period, we held Mid-Autumn Festival and Christmas parties respectively to celebrate the festivals with employees and create a chance for them to interact with and know each other. We also visited our stores and distributed festive food and gifts to employees, thereby expressing our gratitude and care for them. Besides, we also organised the Mid-Autumn Snowy Mooncake Workshop and Special Sale for the Privilege Purchase of Employees and Their Relatives and Friends during the Mid-Autumn Festival. Such activities demonstrated our joint efforts in creating a harmonious and pleasant working atmosphere, while further revitalised our corporate culture and strengthened our employees' sense of belonging.

節日慶祝

本報告期內，我們分別舉辦中秋節及聖誕節派對，與同事一起歡度佳節，並提供了員工互動和互相認識的機會。我們亦到訪店舖，向員工派送節日食品及禮物，以表達對他們的感謝和關心。此外，我們亦在中秋節期間舉辦中秋冰皮月餅工作坊及員工及親友內購大特賣，共同創造和諧美好的工作氛圍，也為我們的企業文化注入了更多的活力和提升了員工的歸屬感。

Photo of Mid-Autumn Festival Celebration
中秋慶祝活動照片



Photos of Christmas Celebration
聖誕節慶祝活動照片



Photo of Dragon Boat Festival Celebration
端午節慶祝活動照片



Enhancing Staff Competency and Cultivating Leaders

We believe that a vibrant and competent workforce is a vital element in achieving business growth. Employees' talents and the effectiveness of cross-functional teamwork will continue to provide impetus for the Group.

In this ever-changing market environment, it is of great importance to develop employees' capability to tackle the challenges. Therefore, we have formulated the "Staff Training Management System" to establish a sound training management mechanism and devote resources, to fully unleash the potential of our team and achieve mutual growth of our employees and the Group's business.

Training and development of talents is one of the crucial factors in the Group's development. During the Year, we developed three pillar strategies of learning, i.e., maintaining efficient teamwork², facilitating sharing of professional knowledge and skills and promoting all-round development, and made a series of achievements. The efforts in human capital development not only provide the Group with a competitive talent reserve, but also offer help for the personal growth and career development of employees, which are conducive to jointly creating an efficient and cohesive working environment. We proudly invest in continuous professional development for our talent, build synergistic teams and grow capable leaders through the "Bossini Academy" (堡獅龍學院). The Group's efforts and commitment to human capital development are also well-recognised. We have been granted "Manpower Developer 1st" award for 12 consecutive years since 2009 and acknowledged as "Super Manpower Developer" starting from 2020 by the Employees Retraining Board.

The Group will continue to be committed to developing talents and promoting teamwork, and provide opportunities and support for the continuous growth and development of our employees. We believe that these efforts will further enhance our competitiveness and enable us to react to the challenges ahead and fulfil the long-term goals and development of the Group.

Facilitating Sharing of Professional Knowledge and Skills

We emphasize the continuous growth of our employees, and have provide them with various opportunities in respect of internal and external professional training and further education, such as orientation programmes, new product launch events, in-store seminars, industry conferences, sharing sessions of clothing matching, etc. Through a blended form of learning that combines face-to-face classes and online learning, the needs of employees of different levels and functions are met. Meanwhile, we focus on the evaluation of training effectiveness, and ensure the training content can fit the training objectives through questionnaires and feedback collection. Employees are encouraged to participate in these training activities and constantly improve their professional competence and knowledge, so as to respond to the fast-changing market demand and technological development.

² For more information about "efficient teamwork", please refer to the section "Creating an inclusive work environment and achieving effective teamwork" on page 16.

提升員工能力及培養領導者

我們相信，擁有一隊充滿活力及能幹的員工團隊是實現業務增長的重要元素。員工的才能和跨職能團隊合作的效率將為本集團不斷提供動力。

在這個瞬息萬變的市場環境中，培養員工應對挑戰的能力至關重要。因此，我們制定了《員工培訓管理制度》，建立健全培訓管理機制並投入資源，全面發揮團隊的潛能，實現員工與本集團業務的共同成長。

本集團培訓與人才發展工作為本集團發展關鍵要素之一。本年度，我們制定了三大學習支柱策略，即持續維持高效的團隊合作²、促進專業知識與技能共享及推動全人發展，並取得了一系列的成果。人力資本發展方面的努力不僅為本集團提供了具有競爭力的人才儲備，亦為員工的個人成長和職業發展提供助力，共同創造高效能及高凝聚力的工作環境。我們透過「堡獅龍學院」對人才的持續專業發展、建立協同團隊及培養有能力領導者的投資感到自豪。本集團對人力資本發展的努力及承諾亦得到廣泛認可。自二零零九年起，我們連續12年獲僱員再培訓局頒發「人才企業1st」，並於二零二零年起獲升格為「Super Manpower Developer」。

本集團將繼續致力於培養人才、促進團隊合作，並提供機會和支持，讓員工能夠不斷成長和發展。我們相信，這些努力將進一步增強我們的競爭力，使我們能夠應對未來的挑戰並實現本集團的長期目標及發展。

促進專業知識與技能共享

我們重視員工的持續發展，為員工提供各類內部與外部專業培訓和進修機會，包括迎新課程、新貨品發佈會、在店研討會、行業會議、服裝搭配分享會等。透過結合實體和線上的混合學習形式，滿足不同層次和職能的員工的需求。同時，我們注重培訓成效的評估，通過問卷調查和反饋收集，確保培訓內容能契合培訓目標。我們鼓勵員工積極參與這些培訓活動，不斷提升自己的專業能力和知識水平，以應對快速變化的市場需求和技術發展。

² 關於「高效的團隊合作」內容，請見第16頁的「打造共融工作環境，高效團隊合作」章節

In order to facilitate internal knowledge sharing and learning, we have set up a new online internal knowledge sharing platform this year for our staff to learn about service and sales skills, new fashion trends, product know-how and other topics, which also facilitates communication and cooperation among staff, allowing them to share professional knowledge, best practices and innovative ideas. As a result, it not only helps to enhance the staff's professional competence, but also promotes collaboration and mutual growth within the organisation.

Promoting All-round Development

We have developed a one-to-one professional development mentoring programme, whereby supervisors discuss with employees regarding their career goals and development needs and tailor a personalised career development plan for them, so that they can continue to grow and develop at the personal, professional and social levels.

We also make full use of internal expertise and knowledge sharing to facilitate learning and development for employees. We invite different functional heads and shop managers to share their expertise on topics ranging from product design to costume matching skills and sales tactics, in order to develop employees' professional competence.

The Group offers a full range of development and promotion opportunities to help employees achieve their career goals. As a company that stands for making the best use of in-house talents and creating a motivational environment, we enable our staff to gain exposure to different work domains and teams through cross-departmental project co-operation, helping them to expand their professional knowledge and skills, creating an environment conducive to the all-round development of staff, and fostering teamwork and communication.

Nurturing Engaging Leaders

As a people-oriented company, we believe that employees are our most valuable asset. Through our six-month in-house "Leadership Training Programme" with a well-developed promotion pathway, we built up a pool of future management talents for the Company, while enhancing the management capability of our staff and building up a high-performance team. That helps not only to improve the competence and commitment of employees, but also to strengthen the stability and sustainability of the Company.

為了促進內部知識的共享和學習，我們在本年度建立了全新內部知識線上分享平台，供員工學習服務和銷售技巧、新時尚趨勢及產品知識等主題外，亦有助於員工之間的交流和合作，讓員工可以分享專業知識、最佳實踐和創新想法。這不僅有助於提高員工的專業能力，還促進了組織內部的協作和共同成長。

推動全人發展

我們制定一對一的專業發展指導計劃，由主管與員工討論他們的職業目標和發展需求，並為他們制定個人化的職涯發展計劃，促使員工在個人、專業和社交層面都能夠不斷成長和發展。

我們亦充分利用內部專業知識及知識共享促進員工學習及發展，邀請不同職能主管及店鋪主管就產品設計到配搭技巧以至銷售策略等主題分享他們的專業知識，培養員工提升專業能力。

本集團為員工提供全方位的發展與晉升機會，幫助他們在職業生涯中實現目標。作為一間提倡善用內部人才與激勵文化的企業，我們讓員工通過跨部門的專案合作有機會接觸不同的工作領域和團隊，協助他們擴展專業知識與技能，創建有利於員工全面發展的環境，並促進團隊合作和溝通。

培養魅力領導

作為一家「以人為本」的企業，我們相信員工是我們最寶貴的資產，我們透過為期連續半年的內部「領袖培訓課程」，配以完善晉升階梯，為本公司建立未來的管理人才庫，同時提升員工的管理能力，並建立一個高績效的團隊。不僅有助於提高員工的工作能力和承諾，還可以增強本公司的穩定性和可持續性。

Social Performance³

Employee Training

社會績效³

員工培訓

| | | 2023 二零二三年度 | 2022 二零二二年度 |
|---|----------------|----------------|----------------|
| Percentage of trained employees – by gender⁴ 按性別劃分受訓僱員百分比⁴ | | | |
| – Male 男性 | Percentage 百分比 | 17.4 | 23.5 |
| – Female 女性 | Percentage 百分比 | 82.6 | 76.5 |
| Percentage of trained employees – by employee category 按僱員類別劃分受訓僱員百分比 | | | |
| – General 一般員工 | Percentage 百分比 | 94.8 | 94.8 |
| – Middle management 中級管理層 | Percentage 百分比 | 4.3 | 4.8 |
| – Senior management 高級管理層 | Percentage 百分比 | 0.9 | 0.4 |
| Average training hours – by gender⁵ 按性別劃分平均受訓時數⁵ | | | |
| – Male 男性 | Hours 時數 | 2.5 | 9.1 |
| – Female 女性 | Hours 時數 | 3.9 | 13.5 |
| Average training hours – by employee category 按僱員類別劃分平均受訓時數 | | | |
| – General 一般員工 | Hours 時數 | 3.8 | 13.8 |
| – Middle management 中級管理層 | Hours 時數 | 0.5 | 2.2 |
| – Senior management 高級管理層 | Hours 時數 | 1.0 | 2.5 |

³ The scope of social performance disclosure for 2023 will be expanded to cover the markets of mainland China and Singapore as compared to 2022.

⁴ Percentage of trained employees is calculated by dividing the number of trained employees in that category by the total number of employees in that category.

⁵ Average training hours are calculated by dividing the total number of training hours in that category of employees by the total number of employees in that category.

³ 二零二三年度社會績效披露範圍較之二零二二年度多涵蓋中國內地及新加坡市場，有關披露範圍將擴大。

⁴ 受訓僱員百分比為該類別受訓僱員人數除以受訓僱員人數。

⁵ 平均受訓時數是以該類別僱員的總受訓時數除以該類別僱員總人數。

Human Resources

人力資源

| | | 2023 二零二三年度 | 2022 二零二二年度 |
|---------------------------------------|-----------|----------------|----------------|
| Workforce 勞動力 | | | |
| Total number of employees 僱員總人數 | Number 人數 | 938 | 263 |
| By gender 按性別劃分 | | | |
| – Male 男性 | Number 人數 | 158 | 59 |
| • Full-time 全職 | Number 人數 | 143 | 43 |
| • Part-time 兼職 | Number 人數 | 15 | 16 |
| – Female 女性 | Number 人數 | 780 | 204 |
| • Full-time 全職 | Number 人數 | 661 | 161 |
| • Part-time 兼職 | Number 人數 | 119 | 43 |
| By age group 按年齡組別劃分 | | | |
| • < 30 years old < 30歲 | Number 人數 | 196 | 64 |
| • 30-50 years old 30-50歲 | Number 人數 | 678 | 172 |
| • > 50 years old > 50歲 | Number 人數 | 64 | 27 |
| By employee category 按僱員類別劃分 | | | |
| – General (Full-time) 一般員工 (全職) | Number 人數 | 773 | 175 |
| – General (Part-time) 一般員工 (兼職) | Number 人數 | 134 | 59 |
| – Middle management 中級管理層 | Number 人數 | 28 | 28 |
| – Senior management 高級管理層 | Number 人數 | 3 | 1 |
| By geographical region 按地理位置劃分 | | | |
| – Hong Kong SAR 中國香港 | Number 人數 | 284 | 232 |
| – Macau SAR 中國澳門 | Number 人數 | 32 | 31 |
| – Mainland China 中國內地 | Number 人數 | 520 | / |
| – Singapore 新加坡 | Number 人數 | 102 | / |

CARING FOR OUR EMPLOYEES 關愛員工

| | | 2023 二零二三年度 | 2022 二零二二年度 |
|---|----------------|----------------|----------------|
| Turnover⁶ 流失率⁶ | | | |
| Overall employee turnover rate 整體僱員流失率 | Percentage 百分比 | 82.5 | 62.0 |
| By gender 按性別劃分 | | | |
| — Male 男性 | Percentage 百分比 | 80.4 | 67.8 |
| — Female 女性 | Percentage 百分比 | 82.9 | 60.3 |
| By age group 按年齡組別劃分 | | | |
| • < 30 years old < 30歲 | Percentage 百分比 | 75.5 | 140.6 |
| • 30-50 years old 30-50歲 | Percentage 百分比 | 90.0 | 37.2 |
| • > 50 years old > 50歲 | Percentage 百分比 | 25.0 | 33.3 |
| By geographical region 按地理位置劃分 | | | |
| — Hong Kong SAR 中國香港 | Percentage 百分比 | 23.2 | 69.0 |
| — Macau SAR 中國澳門 | Percentage 百分比 | 0.0 | 9.7 |
| — Mainland China 中國內地 | Percentage 百分比 | 133.7 | / |
| — Singapore 新加坡 | Percentage 百分比 | 12.7 | / |

⁶ Turnover rate is calculated by dividing the number of people who left in that category by the number of employees in that group at the end of the Reporting Period.

⁶ 流失率是以在報告期末該類別離職人數除以該組別的僱員人數計算。

Supply Chain Management and Product Responsibility

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to product safety and quality such as the “Trade Descriptions Ordinance” and the “Consumer Goods Safety Ordinance” in Hong Kong SAR. As a responsible corporate citizen, we commit to providing quality, healthy and safe products and services to our consumers. During the Reporting Period, we have continued to improve our procurement policy and internal quality audit process by overseeing the technical process in a fair, competitive and transparent manner. Our suppliers are required to provide apparel products that comply with product safety standards, including but not limited to the “GB 18401-2010 National General Safety Technical Code for Textile Products” and the “GB 31701-2015 on Safety Technical Code for Infant and Children’s Textile Products” in mainland China, as well as provide proof of such compliance.

To achieve sustainable development, we prioritize managing environmental and social risks in the supply chain, while also emphasizing product quality. We strive to encourage all participants in the supply chain to uphold our core value of protecting the environment. We have developed a “Supplier Code of Conduct” that outlines the access requirements for suppliers and contractors, which have to comply with the following environmental and social standards:

- No use of toxic materials or hazardous substances
- Toxic waste is appropriately disposed and treated
- No toxic gas is illegally emitted
- Child and forced labour are not practiced
- Workplace conditions are safe and decent
- Anti-discrimination principles are upheld

供應鏈管理及產品責任

於報告期內，本集團已嚴格遵守中國香港的《商品說明條例》及《消費品安全條例》等與產品安全及品質相關的法律及規例。作為負責任的企業公民，我們承諾向消費者提供優質、健康與安全的產品及服務。於報告期內，我們持續完善採購政策及內部質量審核流程，以公平、具競爭及透明的方式監督技術流程，要求供應商提供的服裝產品必須符合產品安全標準，包括但不限於中國內地《GB 18401-2010國家紡織產品基本安全技術規範》及《GB 31701-2015嬰幼兒及兒童紡織產品安全技術規範》，並須提供合規證明。

為實現可持續發展，除了產品質量外，我們高度重視管理供應鏈的環境與社會風險，並竭力帶動供應鏈共同維護我們堅持保護環境的核心價值。我們制定了《供應商行為守則》列明供應商及承包商准入要求，其必須遵守下列環境及社會標準：

- 不使用有毒材料或有害物質
- 適當處置及處理有毒廢棄物
- 並無非法排放有毒氣體
- 並無童工及強制勞工
- 工作場所安全及合宜
- 堅持反歧視原則

CARING ABOUT OUR BUSINESS PRACTICES

關注企業行為

We regularly review and update our “Supplier Code of Conduct” and set out clear expectations to progressively improve our environmental and social risk management performance. Besides, we have incorporated the environmental and social performance of our suppliers into our supplier selection criteria. We select suppliers based on their excellent performance, taking into account factors such as their certification of environmental management systems, use of environmentally friendly products (such as ECF and FSC® certified printing paper), environmental penalties, and good operating conditions, compliance with relevant employment and labour standards, and regular monitoring or sampling of their products to ensure product quality and safety. We conduct regular visits and annual audits of our suppliers to rigorously assess their environmental and social performance, and any non-compliance may result in the termination of the contract. These supplier practices are applicable to all our suppliers.

We encourage our suppliers to provide us with more energy-efficient and environmentally friendly products. We look forward to engaging our suppliers and partners to jointly realise more sustainable business operations, energy efficiency, and sustainable development.

我們定期審查及更新《供應商行為守則》並明確期望能逐步提升環境及社會風險管理表現。此外，我們將供應商的環境及社會表現納入供應商的篩選條件，選擇表現良好的供應商進行合作，例如供應商是否有環境管理體系認證、會否主動選用對環境友好產品（如採用符合ECF及有FSC®認證的印刷紙）、是否有環境處分、企業運行狀況是否良好、是否遵守相關僱傭和勞動準則、是否對產品進行定期監測或抽查以確保產品質量安全，我們會適時對供應商進行考察及年度審查，嚴格評估供應商的環境及社會表現，如有任何違反該等規定的行為均可導致終止合約。相關供應商的慣例適用於所有供應商。

我們鼓勵供應商向我們提供更節能及對環境友善的產品，期待能帶動供應商及合作夥伴共同實現更可持續的業務運營、共同推動節能和可持續發展。

| | | 2023 |
|--|-----------|--------|
| | | 二零二三年度 |
| Number of Suppliers by Geographic Location during the Reporting Period 於報告期間按地理位置劃分之供應商數目 | | |
| Hong Kong SAR 中國香港 | Number 數目 | 20 |
| Mainland China 中國內地 | Number 數目 | 201 |
| Bangladesh 孟加拉國 | Number 數目 | 4 |
| Singapore 新加坡 | Number 數目 | 58 |

There were no cases of non-compliance of the Group in mainland China, Hong Kong SAR, Macau SAR and Singapore in relation to laws and regulations on product responsibility during the Reporting Period.

於報告期內，本集團於中國內地、中國香港、中國澳門及新加坡並無違反產品責任法例及規例的情況。

Marketing Management

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to advertising, including the “Advertisement Law of the People’s Republic of China” and “Trade Descriptions Ordinance” in Hong Kong SAR. As a responsible marketing company, we attach great importance to responsible marketing and the protection of the legitimate interests of consumers. In accordance with relevant laws and regulations, we strictly examine the words used in advertisements in the course of product sales by each business department, and prudently use the advertisement words to prevent consumers from incorrectly associating or interpreting the words used in advertisements, product packaging, product names, product descriptions, etc., and strictly regulate brand promotion activities.

Customer Services

We continuously optimize our products and customer service system, adhering to the service philosophy of “customers as priority”. We assign professional customer service representatives to provide services to customers, thereby establishing and strengthening friendly relationships with customers and continuously improving customer satisfaction. To enhance communication with customers, we provide a customer service hotline and email for customers to provide feedback. During the Reporting Period, we received 27 (2022: 27) complaints with regards to the quality of goods or services. The Group sets our standard internal guidelines and procedures to resolve all disputes promptly and fairly. We have also received appreciative compliments from customers as well as constructive feedback regarding our services. During the Reporting Period, the Group received a total of 374 (2022: 267) positive responses and maintained a 100% complaint resolution rate and 88% customer satisfaction rate. To protect customers’ consumer rights, we clearly explain our product exchange policy on the back of every sales receipt. We have reached agreements with suppliers to establish a sound product recall mechanism for products sold. If any product is found to have quality issues or safety hazards after sale, we will recall and handle it to prevent losses for consumers. We value the sincere advice from customers and will regularly review and improve our customer service system, enhance customer service training, with an aim to provide the best and happiest shopping experience for our customers at Bossini.

營銷管理

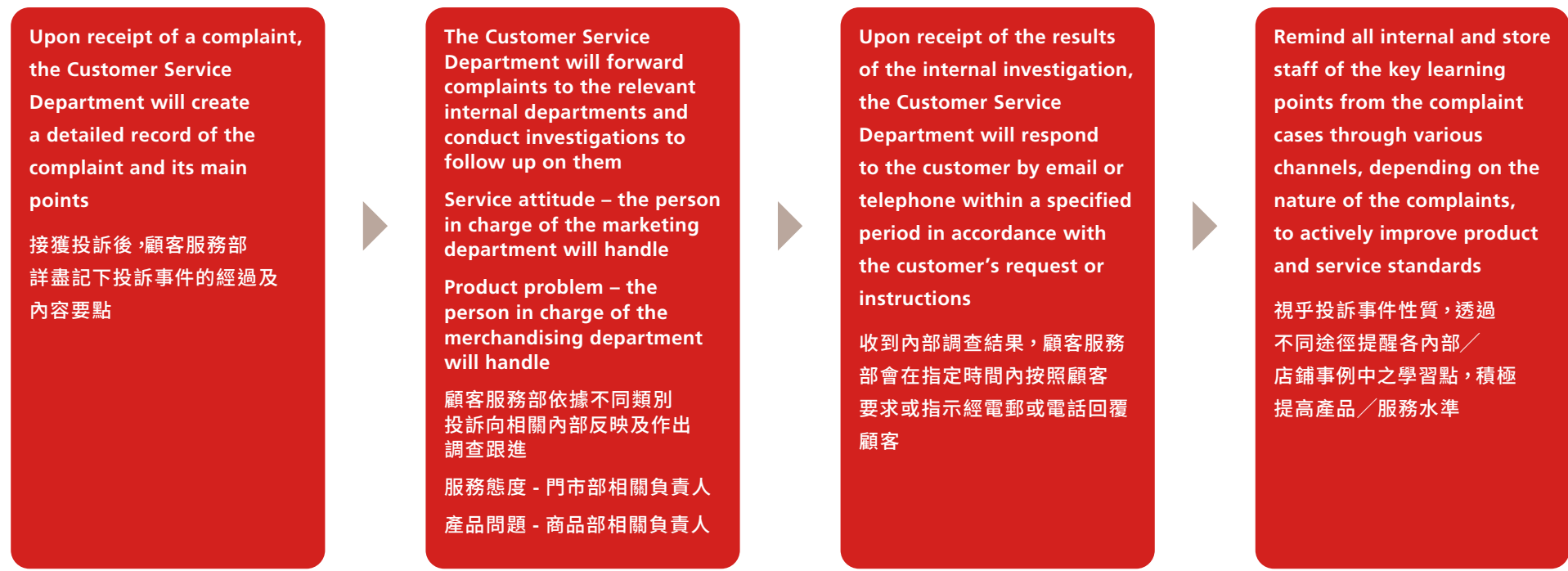
於報告期內，本集團已嚴格遵守《中華人民共和國廣告法》、中國香港的《商品說明條例》等與廣告宣傳相關的法律及規例。作為高度重視負責任營銷的企業，我們切實保障消費者合法權益。我們通過依據相關法律、法規，針對各業務部門在產品銷售週期中對廣告用字進行嚴格審查，謹慎使用廣告用字，避免消費者對廣告用字、產品包裝、產品名稱、產品說明等產生錯誤的聯想或解讀。我們亦嚴格規範品牌宣傳活動。

客戶服務

我們不斷優化產品及客戶服務體系，堅守「以客戶為中心」的服務理念，委派專業的客戶服務代表為客戶提供服務，從而建立及鞏固與客戶之間的友好關係，持續提高客戶滿意度。為增強與客戶溝通，我們提供客戶服務熱線及電子郵件供客戶向我們提出任何反饋意見。於報告期內，我們接獲27宗（二零二二年：27宗）有關貨品或服務質素的投訴。本集團制定標準內部指引及程序，以迅速及公平地解決所有爭議。我們亦收到客戶的讚賞及對我們服務的建設性反饋。於報告期內，本集團共收到374份（二零二二年：267份）正面回應，並保持100%的投訴解決率及88%的客戶滿意度。為保障客戶的消費者權益，我們於每張銷售收據背面明確說明我們的產品換貨政策。我們與供應商達成協議，建立針對售出產品的健全產品召回機制。如有在售出後發現存在質量問題或安全隱患的產品，我們會回收處理，避免為消費者帶來損失。我們重視客戶真誠的建議，並將定期審視及完善客戶服務體系，加強客戶服務培訓，務求為我們的客戶提供最佳及最愉快的堡獅龍購物體驗。

Complaint Handling Flowchart

處理投訴流程表



Customer Privacy and Data Protection

The Group places a strong emphasis on safeguarding customer privacy, complying with the “Personal Data (Privacy) Ordinance” of Hong Kong SAR, and managing the collection, processing, and use of customer data with a serious and cautious approach. We have formulated related management rules to specify the handling methods of confidential documents. According to the rules, employees handling confidential documents such as customer privacy information must place them in a box labeled “Destroy” and hand over to the Human Resources Department for centralised disposal by a confidential document processing service company. The Group is committed to complying with local data protection regulations and puts technical measures in place to store personal data securely and to protect it from unauthorised access so that data are collected and used for appropriate purposes only.

The Group values and respects the privacy of personal data, whether it belongs to employees or customers. In 2023, the Group organized an online seminar hosted by the Privacy Commissioner for Personal Data, Hong Kong SAR to explain its “Guidance on Data Breach Handling and Data Breach Notifications”, covering common causes of data breaches, pre- and post-incident response plans, incident handling, and guidance on data breach notifications.

Intellectual Property Management

During the Reporting Period, the Group has strictly complied with the laws and regulations relating to intellectual property, such as the “Trademark Law of the People’s Republic of China”, the “Copyright Ordinance” and the “Trademarks Ordinance” of Hong Kong SAR. We attach great importance to the protection of intellectual property rights and have established a comprehensive management system to protect our brand and trademark patents, ensuring the full implementation of intellectual property management practices. The Group also maintains close cooperation with law firms to regularly update and protect our trademarks. To effectively enforce copyright protection and prevent infringement of others’ rights, we provide regular training for employees to enhance their knowledge of intellectual property and their ability to protect and manage intellectual property rights.

客戶私隱與資料保護

本集團注重客戶的私隱保護，遵守中國香港的《個人資料(私隱)條例》，以嚴肅且謹慎的態度管理客戶資料收集、處理及使用流程。我們制定了相關管理工作細則，明確規定機密文件的處理方法。根據這些細則，員工在處理包含客戶隱私資料等機密文件時，必須放在已貼上「銷毀」標籤的文件箱，並由人力資源部統一轉交至密件處理服務公司進行集中處理。本集團承諾遵守當地私隱資料保障規例，採取技術措施安全地儲存及保護個人資料免受未經授權取得，並使資料得以適當地收集及使用。

本集團重視及尊重個人資料的私隱，不論是員工或客戶的個人資料。本集團於2023年安排了一場由中國香港私隱專員公署闡釋私隱專員公署的《資料外洩事故的處理及通報指引》線上講座，內容包括資料外洩事故的常見原因、「事故發生前、後」之應變計劃及處理和資料外洩事故通報指引等。

知識產權管理

於報告期內，本集團已嚴格遵守《中華人民共和國商標法》、中國香港《版權條例》及《商標條例》等與知識產權相關的法律及規例。我們非常重視知識產權保護，並已設立完善的管理制度保護品牌和商標專利，全面落實知識產權管理工作。本集團亦與律師事務所保持緊密合作，定期更新及保護我們的商標。為有效實施版權保護及防止侵犯其他人的權利，我們定期為員工提供培訓，增加他們對知識產權的認識，以及提升其保護和管理知識產權的能力。

Anti-Corruption

We believe that free and fair competition is the foundation of all commercial activities and always take a zero-tolerance approach towards all illegal acts of corruption, bribery, extortion and fraud. The Group has strictly complied with the “Anti-Money Laundering Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Prevention of Bribery Ordinance” of Hong Kong SAR, as well as the laws and regulations relating to anti-corruption such as the “Criminal Code” and the “Law on the Prevention and Suppression of Bribery in the Private Sector” of Macau SAR. We have formulated “Anti-Corruption Policy” to regulate conducts of all departments and employees of the Group. All employees must adhere to integrity, honesty and fairness – declining and reporting any monetary offers, gifts and favours from external partners, no matter the engagement.

The Group enhances the awareness of integrity of employees through various channels and ways of integrity education. The Group adheres to policies and practices in relation to related transactions, conflict of interests, and ethics and practices of business. During the Reporting Period, the Group held two trainings in relation to ethics of business and anti-corruption:

1. On 31 October 2023, an online training in relation to anti-corruption hosted by the Hong Kong Business Ethics Development Centre of the Independent Commission Against Corruption was held, to present regulatory systems, requirements of laws and regulations and harmful cases of the Company for employees, directors and senior management of the Company in Hong Kong SAR;
2. On 16 December 2023, the 2023 anti-corruption training was held to educate employees about what is corporate corruption, the importance of corporate anti-corruption and how to implement corporate anti-corruption. A total of 238 employees in Hong Kong SAR and Macau SAR participated in online training and test of the training.

During the Reporting Period, the Group did not have any significant non-compliance cases in its mainland China, Hong Kong SAR, Macau SAR and Singapore operations with regards to laws and regulations on bribery, extortion, fraud and money laundering.

反貪污

我們堅信自由公平的競爭是一切商業活動的基礎，始終對一切貪污賄賂、勒索及欺詐的不實行為採取零容忍的態度。本集團嚴格遵守《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、中國香港《防止賄賂條例》，以及中國澳門《刑法典》及《預防及遏止私營部門賄賂法律》等與反貪污相關的法律及規例，並制定內部《反貪污政策》規範本集團各部門、各員工的行為。所有員工必須保持誠信、誠實及公平的態度，如有外部合作夥伴向他們提出任何程度的金錢提議、禮物及好處，必須拒絕並向公司匯報相關事件。

本集團透過豐富的廉潔教育渠道和方式，提高員工的廉潔意識。本集團恪守其有關關連交易、利益衝突以及商業道德常規的政策及常規。於本報告期內，本集團於本報告期安排了兩場關於商業道德及反貪污主題的培訓：

1. 2023年10月31日安排了由廉政公署香港商業道德發展中心舉辦的反貪污線上培訓，向本公司中國香港地區員工、董事及高級管理層宣講本公司監察制度、法律法規要求及危害性案例等；
2. 2023年12月16日安排了2023年度反貪污培訓，向員工宣貫何為企業腐敗、企業反腐敗的重要性及如何開展企業反腐敗等，中國香港及中國澳門地區共有238位員工參與線上培訓及培訓考試。

於報告期內，本集團於中國內地、中國香港、中國澳門及新加坡的業務並無任何涉及賄賂、敲詐勒索、欺詐及洗錢等法例及規例的重大違規事件。

Channels for Whistleblowing

To uphold good corporate governance and integrity of business, we have established whistleblowing policy and grievance mechanism in a bid to create an open and transparent working environment and uphold good corporate governance and ethical conduct. Through such unbiased whistleblowing policy and grievance mechanism, employees at all levels are allowed to have the freedom to raise concerns about any misconduct without fear of reprisal, and employees can make report and complaints by dedicated e-mail address. All cases are treated strict with confidentiality and submitted to designated personnel for further investigation for the purpose of fighting against any conduct of corruption, non-compliance, abuse or malpractice. We will continuously strive to build a better working environment and uphold our good reputation in the industry.

舉報渠道

為維持良好的企業管治及商業誠信，我們已制定舉報政策和申訴機制，創造公開及透明的工作環境並維護良好管治及道德行為。通過公平的舉報政策和申訴機制，讓各級僱員遇到任何不當行為時，可以自由及安心地向公司匯報其疑慮，而不必擔心遭受報復，而員工可通過專用的電郵地址舉報及投訴。所有案件均受嚴格保密，並提交予指定人員作進一步調查，旨於打擊任何涉嫌貪污、違規、濫用或瀆職的行為。我們將繼續努力創建更美好的工作環境，並維護在業界的良好聲譽。

CARING ABOUT OUR ENVIRONMENT

關顧環境

The Group proactively responds to green development and takes environmental protection as a major part of the Company's development. We strive to achieve commitments of using resources wisely and efficiently, reducing waste generation and minimising GHG emissions within our business. A number of measures have been implemented to save energy, water, paper and other office supplies in our business operation in ongoing efforts to reduce the impact of our operations on the environment.

During the Reporting Period, we were not aware of any non-compliance cases relating to environmental laws and regulations in its mainland China, Hong Kong SAR, Macau SAR and Singapore retail operations. In addition, no significant water and hazardous wastes discharges were noted.

Environmental Objectives

The Group is concerned about the environmental impact caused by its business operations and has set directional and quantitative targets for major impacts, such as GHG emissions target, energy reduction target, water saving target and waste reduction target, and reviews the progress of the targets annually to continuously improve its environmental management and performance. During the Year, we revised the previous environmental target to adapt to extended scope of reporting and disclosure, and meanwhile, during the Year, we adopted the formulation of directional target and forward-looking statements to lay a foundation for the setting of specific quantitative targets in the future, given that disclosure of figurative and quantitative targets needs on continuous data record and comprehensive analysis and assessment of the corporate.

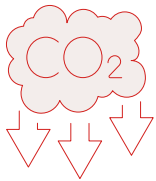
本集團積極響應綠色發展，將保護環境作為本公司發展重要的一環，我們致力於信守業務中精明及有效地使用資源、減少產生廢棄物及減少溫室氣體排放的承諾。我們不斷在業務營運中採取多項措施以節約能源、用水、紙張及其他辦公室用品，並不懈減少我們的營運對環境帶來的影響。

於報告期內，本集團並無獲悉其中國內地、中國香港、中國澳門及新加坡零售業務違反相關環保條例。此外，亦無發現重大排水及有害廢棄物排放。

環境目標

本集團關注業務營運過程造成的環境影響，針對主要的影響制定了溫室氣體排放目標、節能目標、節水目標及減廢目標等方向性和定量的目標，並每年對目標進度進行檢討，持續完善自身的環境管理和績效。本年度，我們修改了以往的環境目標，以應擴大的報告披露範圍，同時鑒於量化指標披露需要企業持續的數據記錄及全方位的分析及評估，本年度我們採用制定方向性目標及前瞻性聲明，為將來具體量化指標奠定基礎。

Target scope 目標範疇

GHG Emissions Target
 溫室氣體排放目標


Environmental objectives 環境目標

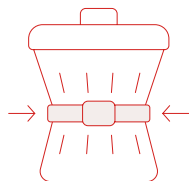
- Encouraging green travel
鼓勵綠色出行

Action plan 行動計劃

- Advocate for walking, cycling and green public transport within the Group
在本集團內部倡導步行、騎自行車以及綠色公共交通理念
- Encourage employees to adopt green communication methods, such as video and telephone conferences
鼓勵員工採用綠色溝通方式，如視像及電話會議
- Strictly control the use of air conditioning. Employees can use air conditioning intermittently if the internal temperature is comfortable
嚴格控制空調的使用。當室內溫度適宜時，員工可以間歇性使用空調
- Promote the recycling of logistics packaging through recycled packaging sharing and other innovative ways, to reduce the resource consumption of logistics packaging
以循環包裹、共享等創新方式促進物流包裝的循環回收，減少物流包裝的資源消耗

Target scope 目標範疇

Waste Reduction Target
減廢目標



Environmental objectives 環境目標

- Reducing waste at source
實踐源頭減廢

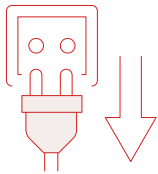
Action plan 行動計劃

- Improve the office waste recycling system and count the amount of office waste paper recycled
完善辦公室廢棄回收系統，統計辦公室廢紙回收數量
- Encourage paper to print repeatedly and set double-sided printing as default for all network printers
鼓勵紙張重複打印，並將所有網絡打印機的默認模式設為雙面
- Expand the use of the online system for document filing/approval
擴大使用網上系統進行文件填報／審批
- Digitised internal communications and distribute memoranda and reports in electronic form
數字化內部溝通，以電子形式分發備忘錄及報告
- Transport old carton box from retail stores to warehouses for recycling
將舊紙箱由零售店運回貨倉循環再用
- Increase the proportion of environmentally friendly materials in product packaging (eco-friendly wax ropes, recycled PE moisture-proof bags, PE adhesive tapes, etc.)
提高環保材料在產品包裝中的使用佔比（環保蠟繩、再生PE材料防潮袋、PE膠帶等）
- Obtain certificates from the Forest Stewardship Council (FSC) and the Global Recycling Standard (GRS)
取得森林管理委員會(FSC)以及全球回收標準(GRS)的認證
- Establish recyclable waste collection points for recyclable waste, including waste paper and waste metal, pending to be collected by the waste recycling department
對可回收廢棄物，包括廢紙類、廢金屬類，設置可回收廢棄物收集點，由廢棄物物資回收部門回收
- Choose packaging materials made from biodegradable, reusable, recyclable or recycled materials
選用生物可降解、可重複使用、可回收或回收材料製成的包裝材料

Target scope 目標範疇

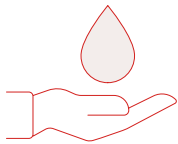
Environmental objectives 環境目標

Action plan 行動計劃

Energy Efficiency Target
 能源使用效益目標


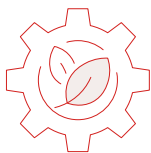
- Improving energy efficiency
提高能源使用效益

- Purchase appliances with energy labels
購買具有能源標籤的電器
- Develop annual energy audit plan and energy reduction measures
制定年度能源審核計劃，制定節能措施

Water Efficiency Target
 用水效益目標


- Improving water efficiency
提高用水效益

- Check water meters regularly and rectify any abnormalities in water consumption in time
定期監察水錶，如若發現用水量異常，便進行及時整改

Other Environment Target
 其他環境目標


- Promoting environmental protection and conservation
提倡環保節約的意識

- Incorporate environmental protection training into daily training
在日常培訓中加入環保培訓
- Develop environmental protection training/promotion plans to organise regular energy reduction themed activities
制定環保培訓／宣傳計劃以定期舉辦節能主題活動
- Paste environmental protection signs and slogans in the public facilities and equipments of the workplace
於工作間的公共設施設備設置環保標識和宣傳標語

GHG Emissions and Energy Consumption

Given electricity consumption contributes to a significant portion of the Group's GHG footprint, we are committed to improving energy efficiency and saving electricity to reduce environmental impacts of our business. During the Reporting Period, we have strictly complied with the laws and regulations relating to environmental protection such as the "Environmental Protection Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" and the "Air Pollution Control Ordinance", the "Water Pollution Control Ordinance" and the "Waste Disposal Ordinance" in Hong Kong SAR. We comply with global emissions reduction targets, and long-term GHG emissions and energy saving targets have been developed. Along our extensive retail network, LED lights are being used in all Hong Kong SAR and Macau SAR shops, which are more energy-efficient than traditional incandescent bulbs. In addition, "En-trak" energy system was installed in our headquarters office in Hong Kong SAR to control energy use, enabling us to improve energy efficiency and productivity leveraging on real-time data recorded in the workplace, and comprehensively monitor energy usage. We have established monitoring and evaluation mechanism for energy consumption, tracking and analysing energy consumption, and continuously optimised energy saving measures by regularly reviewing energy consumption data. We have formulated the "Office Supplies Management System Policy" and implemented various measures, including the temperature of the air conditioner in the office be set to a suitable temperature (e.g. 25°C), employees need to turn off the lights and air conditioners after using the meeting room and training room, the computer should be set to "screen saver mode" and the computer equipment, printers, lights and air conditioners should be turned off in their respective areas after work without disturbing others. We have pasted "environmental protection stickers" in the office area to raise employees' environmental protection awareness in a cozy way in the daily work, so as to facilitate all employees to be committed to energy conservation and emission reduction.



Business trips to participate in exhibitions, to visit manufacturers and material suppliers and to meet with partners are unavoidable. Staff is required to assess the feasibility of video meeting to replace business trips in accordance with the Group's policy and regulations. Staff must fly economy class which is with lower carbon emission if it is unavoidable, so as to reduce GHG emissions.

溫室氣體排放及能源消耗

外購電力為本集團溫室氣體排放量佔比最重的部分，我們致力於提升能源效率及節省電力使用，以減少我們業務為對環境的影響。於報告期內，我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、中國香港《空氣污染管制條例》、《水污染管制條例》及《廢物處置條例》等與環保相關的法律及規例。我們遵循全球減排目標，制定長遠的溫室氣體排放及節能目標。在我們廣泛的零售網絡中，所有中國香港及中國澳門店舖均使用LED燈，相較傳統的白熾燈泡更節省能源。此外，我們亦於中國香港總部辦公室安裝「En-trak」能源系統以控制能源使用，透過利用工作場所內錄得的實時數據提高能源效益及產能，且能全面監控能源使用情況。我們建立能源消耗的監測和評估機制，追蹤和分析能源使用情況，並通過定期審查能源消耗數據，不斷優化節能措施。我們制定了《辦公用品管理制度條例》，實施多項環保措施，如要求將辦公室的空調溫度設置為適宜溫度（如25°C）、辦公室員工在使用會議室及培訓室後需要將電燈及空調關掉、電腦需設定「螢幕保護模式」、下班後需在不影響他人的情況下，將所屬範圍的電腦器材、打印機、電燈及冷氣關掉等。我們於辦公室範圍張貼「環保貼紙」，在日常工作環境中以輕鬆的形式提高員工的環保意識，聚集全體員工共同踐行節能減排。

商務公幹參加展覽、到訪製造商及材料供應商及與合作夥伴開會乃無可避免，員工需要根據本集團的政策規定，在商務公幹前評估以視頻會議系統開會替代出行的可行性。如無可避免，員工必須乘坐碳排放較低的經濟艙，藉此減少溫室氣體排放。

Waste Management

The Group has complied with the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste”, “Regulations on the Safety Management of Hazardous Chemicals” and other local regulations related to the dealing with and disposal of non-hazardous and hazardous wastes, and also formulated methods to manage the waste generated from its internal operations. Wastes generated during our daily operation are mainly packaging materials, plastic shopping bags, and paper.

The Group has also proactively reduced paper usage through our paper-saving policy, and realized the commitment of a paperless office. We have implemented the electronic approval process system and comprehensively used electronic documents (including electronic form collection, electronic sign-in records, etc.) to replace paper for the approval process, and promoted the internal electronic communication system to distribute memorandums and reports to employees. When it is necessary to print on paper, we will use paper certified by the Forest Stewardship Council International (FSC). We have also established the “Regulations on the Use of Printers, Fax Machines and Telephones”, set the default mode of network printers to double-sided printing in black and white, and encouraged employees to accurately calculate the number of copies needed before printing or photocopying to avoid wasting paper. Recycling bins for waste paper are set up in the workplace, which is convenient for employees to effectively segregate and collect waste paper, cardboard boxes, and packing materials for better reusing and achieving higher recycling rate of resources. In the daily operation and management, one initiative we are proud of is our fully implemented paperless stocktaking system which helps substantially reduce paper usage and avoid waste, in addition to boosting the efficiency and accuracy of stocktaking for employees. We promise that we will continuously save energy and optimize management processes to create more value for the Company.

廢棄物管理

本集團遵守《中華人民共和國固體廢物污染環境防治法》、《危險化學品管理條例》及其他當地有關處理及處置無害及有害廢棄物的規例，並制定內部營運中產生的廢棄物的管理辦法。在日常運營中，我們產生的廢棄物主要是包裝物料、購物袋、紙張。

本集團亦落實節約用紙政策，積極減少使用紙張，並實現辦公室無紙化的承諾。我們實施電子批核流程系統並全面使用電子文檔（包括電子表格收集、電子簽到記錄等），以取代紙張進行批核流程，並推行內部電子通訊系統向員工分發備忘錄及報告。若有需要使用紙張打印，我們會選用具有森林管理委員會(FSC)認證的紙張。我們亦制定了《打印機、傳真機、電話機使用管理條例》，把網絡打印機預設為雙面黑白打印，鼓勵員工在打印或影印前先準確計算所需份數，以免浪費紙張。我們在工作場所放置廢紙回收箱，便於員工將廢紙、紙板箱及包裝材料有效進行分類及收集，以提升資源重用及回收率。在日常營運管理中，我們引以為傲的一項舉措是全面使用無紙化盤點系統，除了能提升員工進行盤點的效率與準確性，亦能夠大幅減少紙張使用，避免造成浪費。我們承諾將繼續節約能源並優化管理流程，從多方面為本公司創造更多價值。

CARING ABOUT OUR ENVIRONMENT

關顧環境

We are committed to integrating the concepts of “Recycling and Reuse” and “Saving Resources” into our daily operating practices and have implemented a number of measures, including:

- Set up recycling bins for waste paper and encourage employees to reuse paper for printing
- Eliminate personal waste bins in the office to reduce the use of plastic garbage bags
- Set up multiple recycling bins to collect metals and plastics
- Set up recycling boxes for printer toner cartridges and arrange recycling and unified processing by suppliers
- Organize training with the theme of waste resource recycling to enhance employees’ knowledge and awareness of waste classification
- Supervise the use of office and computer supplies and extend the life of related supplies with good using habits for the purpose of minimizing waste

Moreover, when possible and feasible, we encourage reusing packaging materials, window display items, furniture and fixtures from our store operations to meet the continuous commitment to environmental protection.

As an enterprise in the apparel retail business, we realize that packaging material management is crucial. The Group is committed to minimizing the generation of plastic waste and, in addition to reducing the purchase of plastic bags, encourages customers to use fewer plastic bags. Moreover, we believe that we must work together with our suppliers and partners to reduce the use of packaging materials in our business processes. We strictly abide by the environmental taxation plan for plastic shopping bags and actively promote green and environmentally friendly consumption concepts to ensure our compliance with the evolving environmental regulations and standards. We firmly believe that these initiatives will help reduce our impact on the environment while delivering a commitment to a sustainable future for our customers.

我們致力將「循環回收再用」及「節省資源」的概念融入日常營運實踐中，並實施多項措施，包括：

- 放置廢紙回收箱，鼓勵員工重用紙張進行打印
- 撤銷辦公室個人垃圾桶，減少塑料垃圾袋的使用
- 設置多個回收箱，收集金屬、塑料
- 設置打印機碳粉盒回收箱，並安排供應商回收及統一處理
- 舉辦廢物資源回收主題培訓，增強員工對廢物分類的知識並提高意識
- 監管辦公室及電腦用品之使用方式，以良好的使用習慣延長相關用品壽命，旨在盡量減少浪費

此外，在可能及可行的情況下，我們鼓勵重用店舖營運中的包裝材料、櫥窗展示物品、家具及裝置，實現對保護環境方面的持續承諾。

作為服裝零售業務行業企業，我們意識包裝材料管理至關重要。本集團承諾盡可能減少產生塑膠廢物，除了減少採購塑膠袋外，同時鼓勵顧客少用膠袋。此外，我們認為必須跟供應商和合作夥伴通力合作，在業務過程中減少使用包裝物料。我們嚴格遵守塑膠購物袋環保徵稅計劃，並積極推動綠色和環保消費理念，以確保與不斷發展的環境法規和標準保持一致。我們深信這些舉措將有助減輕我們對環境的影響，同時向客戶傳遞對可持續未來的承諾。

Environment and Natural Resources

Given the nature of the apparel retail business, our business does not directly contribute to pollution or the destruction of natural resources. Our material environmental impact, rather, is in waste generation and purchased electricity and energy use within our stores and other office supplies.

In the operation of offices and stores, the Group uses municipal water directly and has not encountered any problems in sourcing suitable water sources. In addition, we encourage our employees to bring their own cups to reduce bottled water consumption and increase their water-saving awareness in daily life. At the same time, we regularly check water meters and make timely rectifications if any abnormal water consumption is found.

In our offices, our printing paper is produced from Elemental Chlorine Free (“ECF”) pulp and certified by Forest Stewardship Council International (“FSC®”), ensuring the timber harvested from forests meets the appropriate social, economic and environmental standards. We are committed to providing quality and environmental-friendly products. One of our innovative products is reversible jackets and jeans made from REPVEVE® – the US-patented fibre which uses recycled plastic bottles and discarded materials as raw material. Compared to products made by conventional methods, the manufacturing process using REPVEVE® emits less GHGs and is highly efficient in terms of water and energy use.

環境與天然資源

鑒於服裝零售業務性質，我們的業務並不會直接造成污染或破壞天然資源。然而，我們對環境較大的影響是在我們的店舖及其他辦公室用品中產生的廢棄物及外購電力和能源使用。

在辦公室及店舖營運環境下，本集團直接使用市政用水，在求取適用水源方面沒有遇到任何問題。另外，我們亦鼓勵員工自行攜帶水杯，減少使用樽裝水，以日常生活中提升他們對節約用水的意識。同時，我們定期檢查水錶，如若發現用水量異常，便進行及時整改。

另外，我們辦公室使用的印刷用紙是選用經森林管理委員會（「FSC®」）認證以無元素氯（「ECF」）紙漿生產的紙張，FSC認證紙張能夠確保從森林採伐的木材符合正確的社會、經濟和環境標準。我們致力於提供優質且環保的產品，我們其中一個創新產品是由REPVEVE®製成的雙面外套及牛仔褲，REPVEVE®是一種美國專利纖維，使用回收塑料瓶及廢棄材料作為原材料。與傳統方法製作的產品相比，使用REPVEVE®的製造過程排放較少的溫室氣體，亦能高效節省用水及能源使用。

CARING ABOUT OUR ENVIRONMENT

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At the same time, we also incorporate the concept of sustainable development into our product features and material selection. In particular, we have added UV protection fabrics to enhance the sun protection function of the clothes, which can reduce the use of sunscreen products by consumers and lower the risk of marine pollution. We have also added dry and cool fabrics to enhance comfort of the wearer and reduce the need for air-conditioning. Additionally, warm fabrics are provided to enhance the warmth of consumers and decrease the need for heating, thereby encouraging consumers to reduce energy consumption.

與此同時，我們亦在產品功能及選用材料中融入可持續發展理念。以加入防紫外線功能布料，提升衣服防曬功能，便於消費者減少使用防曬產品，減低海洋污染的風險；以加入乾爽功能布料和涼爽功能布料，提升消費者穿著時的舒適度，減低使用冷氣的需求，以加入保暖功能布料，提升消費者穿著時的保暖度，減低使用暖氣的需求，帶動消費者減少消耗能源。



Products made from REPREVE®
REPREVE®製成的產品

REPREVE® Technology
REPREVE®技術



Climate Change

Many countries and regions in Asia are suffering from the consequences of climate change, such as the increase in frequency of extreme weather events like typhoons and rainstorms. Extreme weather conditions brought by climate change significantly impact our business operations. For example, shop closures during extreme weather shortens business hours, and flooding also causes damage or loss of products, even putting the safety of our staff and customers at risk. Therefore, we have formulated contingency measures when rainstorm warning and typhoon signals are hoisted. Bossini is fully aware of its significant financial and non-financial risks, and is committed to proactively managing climate-related impacts and developing measures in line with global best practices to enhance our resilience.

Aside from the approach and initiatives disclosed in the above section, we carry out data filing and communication in accordance with the requirements of the “ESG Management Measures of Viva Goods Company Limited” formulated by our parent group, and are responsible for emergency response to extreme weather, especially the formulation of crisis management plans in response to extreme weather events. Also, we timely report to the Group’s ESG Working Group and follow up on the resolution when occurring major safety incidents. Meanwhile, we continue to assess the climate-related risks and opportunities, which are incorporated into the Enterprise Risk Management system. Through our clear work arrangement and policies, climate related guidelines and constant communication with our employees, we are well prepared to respond to these emergencies.

氣候變化

亞洲多國和地區都正面臨氣候變化帶來的影響，例如颱風及暴雨等極端天氣事件發生頻率變高。氣候變化帶來的極端天氣重點影響我們的業務營運，例如在極端天氣下需要關閉店舖，縮短了店舖營業時長，水災亦造成產品損壞或損失，甚至危害我們的員工及客戶的安全。我們已制定針對暴雨警告訊號及颱風訊號懸掛的應變措施。堡獅龍明白其業務所面臨的重大財務及非財務風險，致力於積極管理氣候相關影響，並制定符合全球最佳實踐的措施，以增強我們的應變能力。

除上一章節所披露的方法及舉措外，我們依據上級集團制定的《非凡領越有限公司ESG管理辦法》要求進行數據填報及溝通，負責極端天氣的應急工作，特別是針對極端天氣事件制定危機管理計劃，當發生重大安全事故時，及時上報本集團ESG工作小組及跟進解決，並持續評估氣候相關風險及機會，將其納入企業風險管理制度。透過我們明確的工作安排及政策、氣候相關指引及與員工持續溝通，為應對該等緊急情況作充分準備。

Environmental Performance⁷

環境績效⁷

| | | 2023 | 2022 |
|---|---|-----------------|--------|
| | | 二零二三年度 | 二零二二年度 |
| GHG Emissions⁸ 溫室氣體排放⁸ | | | |
| Scope 1 – Direct emissions and removals ⁹ 範圍1—直接排放及減除 ⁹ | Tonnes of CO ₂ e 公噸二氧化碳當量 | 0.00 | 0.00 |
| Scope 2 – Energy indirect emissions ¹⁰ 範圍2—能源間接排放 ¹⁰ | Tonnes of CO ₂ e 公噸二氧化碳當量 | 2,255.33 | 786.37 |
| Scope 3 – Other indirect emissions ¹¹ 範圍3—其他間接排放 ¹¹ | Tonnes of CO ₂ e 公噸二氧化碳當量 | 18.76 | / |
| GHG emissions (direct and indirect) 溫室氣體排放 (直接及間接) | Tonnes of CO ₂ e 公噸二氧化碳當量 | 2,274.09 | 786.37 |
| Total GHG emissions intensity 溫室氣體排放總量強度 | Tonnes of CO ₂ e/HK\$ million of revenue 公噸二氧化碳當量/港幣百萬元收入 | 3.76 | 1.34 |

| | | 2023 | 2022 |
|---|--|---------------------|--------------|
| | | 二零二三年度 | 二零二二年度 |
| Energy Consumption 能源耗量 | | | |
| Electricity consumption (total) 電力消耗 (總量) | kWh 千瓦時 | 4,302,572.50 | 1,623,275.00 |
| Electricity consumption (intensity) 電力消耗 (密度) | kWh/HK\$ million of revenue 千瓦時/港幣百萬元收入 | 7,120.84 | 2,774.59 |

⁷ The scope of environmental performance disclosure for 2023 has expanded to cover more markets in mainland China and Singapore than that for 2022.

⁸ Greenhouse gas emissions data is presented in tonnes of carbon dioxide equivalent (tCO₂e) and the calculation methodology is based on (i) the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" issued by Electrical and Mechanical Services Department and Environmental Protection Department and (ii) the emission factors published by the Hong Kong Electric Company Limited, the China Light and Power Company Ltd, and the Companhia de Electricidade de Macau.

⁹ Scope 1: Direct emissions are direct emissions from sources owned or controlled by the Company.

¹⁰ Scope 2: Indirect emissions are indirect emissions from the purchased electricity by the Company as a result of its usual operations. The sources of emissions are owned or controlled by other companies. Exclude electricity consumption from some retail stores operating in shopping malls and/or department stores where electricity is not separately charged.

¹¹ Scope 3: Other indirect emissions are indirect emissions from the Company's waste paper landfills and business trips. It is disclosed for the first time in the current year.

⁷ 二零二三年度環境績效披露範圍較之2022年度多涵蓋中國內地及新加坡市場，有關披露範圍已擴大。

⁸ 溫室氣體排放數據以公噸二氧化碳當量 (公噸二氧化碳當量) 表達，計算法是根據(i)機電工程署及環境保護署刊發的《香港建築物 (商業、住宅或公共用途) 的溫室氣體排放及減除的核算和報告指引》及(ii)香港電燈有限公司，中華電力有限公司及澳門電力有限公司發佈的排放系數所計算。

⁹ 範圍1直接排放即由本公司擁有或控制的來源的直接排放。

¹⁰ 範圍2間接排放為本公司因日常營運而購買的電力的間接排放。排放來源由其他公司擁有或控制。不包括部份於商場及/或百貨公司經營的零售店舖的電力消耗，該等店舖並非獨立收取電費。

¹¹ 範圍3其他間接排放為本公司因廢紙堆填及商務公幹產生的間接排放，且為本年度首次開展披露。

| | | 2023 二零二三年度 | 2022 二零二二年度 |
|---|--|----------------|----------------|
| Hazardous and Non-hazardous Waste 有害及無害廢棄物 | | | |
| Hazardous waste ¹² 有害廢棄物 ¹² | Tonnes 公噸 | 0.00 | 0.00 |
| Non-hazardous waste (Disposal) 無害廢棄物 (棄置) | | | |
| – Paper 紙張 | Tonnes 公噸 | 1.03 | 1.22 |
| – Shopping bags 購物袋 | Tonnes 公噸 | 67.78 | 11.18 |
| Total 總量 | Tonnes 公噸 | 68.81 | 12.40 |
| Intensity 密度 | Tonnes/HK\$ million of revenue 公噸／港幣百萬元收入 | 0.114 | 0.020 |
| Non-hazardous waste (Recycled) 無害廢棄物 (已回收) | | | |
| – Paper 紙張 | Tonnes 公噸 | 1.51 | 0.77 |
| – Shopping bags 購物袋 | Tonnes 公噸 | / | / |
| Total 總量 | Tonnes 公噸 | 1.51 | 0.77 |
| Intensity 密度 | Tonnes/HK\$ million of revenue 公噸／港幣百萬元收入 | 0.0025 | 0.0013 |

¹² We did not have any substantial hazardous waste due to our business nature.

¹² 鑑於業務性質，我們沒有發現產生任何重要的有害廢棄物。

CARING ABOUT OUR ENVIRONMENT

關顧環境

| | | 2023 | 2022 |
|---------------------------------|-----------|---------------|--------|
| | | 二零二三年度 | 二零二二年度 |
| Packaging Materials 包裝物料 | | | |
| Price tag 價格標籤 | Tonnes 公噸 | 71.46 | 45.17 |
| Plastic packaging bag 塑料包裝袋 | Tonnes 公噸 | 84.32 | 51.73 |
| Carton box 紙箱 | Tonnes 公噸 | 100.52 | 63.22 |
| Copy paper 拷貝紙 | Tonnes 公噸 | 32.72 | 20.69 |

| | | 2023 | 2022 |
|--|---|----------------------------|----------|
| | | 二零二三年度 | 二零二二年度 |
| Water Consumption¹³ 耗水量¹³ | | | |
| Water consumption (total) 耗水量 (總量) | m ³ 立方米 | 479.51¹⁴ | 1,931.54 |
| Water consumption (intensity) 耗水量 (密度) | m ³ /HK\$ million of revenue 立方米／ 港幣百萬元收入 | 0.79 | 3.30 |

¹³ Exclude water consumption from some retail stores operating in shopping malls and/or department stores where water supply and discharge are managed by the property management companies.

¹⁴ The significant decrease in water consumption in 2023 was primarily due to the relocation of a large portion of retail stores to shopping malls and/or department stores, as well as the resolution of a leakage issue at one retail store in 2022.

¹³ 不包括部份於商場及/或百貨公司經營的零售店鋪的用水量，該等店鋪的供水及排水由物業管理公司管理。

¹⁴ 二零二三年度耗水量大幅下降原因主要為大部分零售店鋪移動至商場及/或百貨公司，以及解決了一家零售店鋪在二零二二年的漏水情況。

We believe that fulfilling corporate social and environmental responsibility is an important part of corporate sustainability. As a responsible enterprise, we encourage our staff to care for the community and actively provide support to the community through various non-profit organisations, so as to contribute to the society together.

Donation of Clothing to The Salvation Army

On 5 July 2023, the Group donated clothing items to The Salvation Army in response to environmental protection and to help the needy. We set up clothing recycling bins in our office and regularly collect new or second-hand clothes donated by our staff and donate them to people in need, including the elderly singletons, street sleepers, rehabilitated persons and Comprehensive Social Security Assistance recipients. Through the clothing donation activities, we not only help the needy, but also help to reduce the waste of resources and pollution to the environment.



向救世軍捐贈衣物

2023年7月5日，本集團為響應環保及幫助有需要的人士，捐贈衣物物資予救世軍。我們在辦公室設置衣服回收箱，定期收集員工所捐贈的全新或二手衣服，並轉贈給有需要人士，包括獨居長者、露宿者、更生人士及領取綜合社會保障援助人士等。通過衣服捐贈活動，不僅能幫助有需要人士，亦有助減少資源浪費和減少對環境的污染。

Participation in “Love Teeth Day” organised by The Community Chest of Hong Kong

On 3 November 2023, the Group participated in the “Love Teeth Day” organised by The Community Chest of Hong Kong to encourage the staff to take care of their own teeth while giving care to the needy in the community.



參加香港公益金舉行的「公益愛牙日」

2023年11月3日，本集團參加由香港公益金舉行的「公益愛牙日」，鼓勵員工愛護自己牙齒之餘，也為社會上有需要人士送上關懷。

KEY ACHIEVEMENTS

主要獎項



Joined ESG Pledge Scheme (Since 2023)

(Awarded by The Chinese Manufacturers' Association of Hong Kong)

參與「ESG約章」行動
(自2023年開始)
(由香港中華廠商聯合會頒發)



Caring Company (Since 2004) 19 consecutive years

(Awarded by Hong Kong Council of Social Service)

商界展關懷
(自2004年開始)
連續19年
(由香港社會服務聯會頒發)



Super Manpower Developer (Since 2020)

(Awarded by Employees Retraining Board)

Super Manpower Developer
(自2020年開始)
(由僱員再培訓局頒發)



Happy Company (Since 2014) 10 consecutive years

(Awarded by Promoting Happiness Index Foundation)

開心企業
(自2014年開始)
連續10年
(由香港提升快樂指數基金有限公司頒發)



**JOYFUL @ Healthy
Workplace
(Since 2020)
4 consecutive years**
(Awarded by Occupational
Safety and Health Council)

**好心情@健康工作間
(自2020年開始)
連續4年**
(由職業安全健康局頒發)



**Best PR Campaign –
Fashion & Apparel**
(Awarded by
Marketing-Interactive
magazine)

**最佳公關活動 –
時裝 & 服飾**
(由Marketing-Interactive
magazine頒發)



**Markies Award 2023 -
Best Use of Integrated
Media (Bronze)**
(Awarded by Marketing-
Interactive magazine)

**Markies Award 2023 –
最佳綜合媒體應用(銅獎)**
(由Marketing-Interactive
magazine頒發)



**Markies Award 2023 -
Best Idea - Launch &
Rebranding (Silver)**
(Awarded by Marketing-
Interactive magazine)

**Markies Award 2023 –
最佳創意 – 發佈與
品牌重塑(銀獎)**
(由Marketing-Interactive
magazine頒發)

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| Mandatory Disclosure Requirements 強制披露規定 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|---|---|---|
| <p>Governance Structure 管治架構</p> | <p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 | <p>Board Statement 董事會聲明</p> |

| Mandatory Disclosure Requirements 強制披露規定 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|---|---|---|
| <p>Reporting Principles 匯報原則</p> | <p>A description of, or an explanation on, the application of the Reporting Principles (including materiality, quantification and consistent) in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用重要性、量化及一致性匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p> | <p>Reporting Principles 匯報原則</p> |
| <p>Reporting Boundary 匯報範圍</p> | <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p> | <p>Reporting Boundary 匯報範圍</p> |

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| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|-------------------------|--------------------------------------|--|---|
| Environmental 環境 | | | |
| A1 Emissions 排放物 | General Disclosure 一般披露 | <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。</p> <p>溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。</p> <p>有害廢棄物指國家規例所界定者。</p> | GHG Emissions and Energy Consumption 溫室氣體排放及能源消耗 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|--------------|--------------------------------------|--|--|
| | A1.1 | The types of emissions and respective emissions data. 排放物種類及相關排放數據。 | The location in which Bossini operates is in offices and shops. Our operations do not generate air pollutant emissions. 由於堡獅龍的業務範圍地點為辦公室及店鋪。業務並沒有排放空氣污染物。 |
| | A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Environmental Performance 環境績效 |
| | A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Environmental Performance 環境績效 |
| | A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Environmental Performance 環境績效 |
| | A1.5 | Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 | GHG Emissions and Energy Consumption, Environmental Objectives 溫室氣體排放及能源消耗、環境目標 |
| | A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法,及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 | Waste Management, Environmental Objectives 廢棄物管理、環境目標 |

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|--------------------------------|--------------------------------------|---|--|
| A2 Use of Resources 資源使用 | General Disclosure 一般披露 | <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p> <p>有效使用資源(包括能源、水及其他原材料)的政策。</p> <p>註:資源可用於生產、儲存、運輸、樓宇、電子設備等。</p> | GHG Emissions and Energy Consumption, Waste Management 溫室氣體排放及能源消耗、廢棄物管理 |
| | A2.1 | <p>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).</p> <p>按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。</p> | Environmental Performance 環境績效 |
| | A2.2 | <p>Water consumption in total and intensity (e.g. per unit of production volume, per facility).</p> <p>總耗水量及密度(如以每產量單位、每項設施計算)。</p> | Environmental Performance 環境績效 |
| | A2.3 | <p>Description of energy use efficiency target(s) set and steps taken to achieve them.</p> <p>描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。</p> | Environmental Objectives, GHG Emissions and Energy Consumption 環境目標、溫室氣體排放及能源消耗 |
| | A2.4 | <p>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.</p> <p>描述求取適用水源上可有任何問題,以及所訂立的用水效益目標及為達到這些目標所採取的步驟。</p> | Environmental Objectives, Environment and Natural Resources 環境目標、環境與天然資源 |
| | A2.5 | <p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.</p> <p>製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。</p> | Environmental Performance 環境績效 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|--|--------------------------------------|--|--|
| A3 The Environment and Natural Resources 環境及天然資源 | General Disclosure 一般披露 | Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 | GHG Emissions and Energy Consumption, Waste Management, Environment and Natural Resources 溫室氣體排放及能源消耗、廢棄物管理、環境與天然資源 |
| | A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 | GHG Emissions and Energy Consumption, Waste Management, Environment and Natural Resources 溫室氣體排放及能源消耗、廢棄物管理、環境與天然資源 |
| A4 Climate Change 氣候變化 | General Disclosure 一般披露 | Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 | Climate Change 氣候變化 |
| | 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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 | Climate Change 氣候變化 |

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|------------------------|--------------------------------------|---|--|
| Social 社會 | | | |
| B1 Employment 僱傭 | General Disclosure 一般披露 | <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> | Employment and Labour Practices, Developing and Retaining the Best People 僱傭及勞工常規、人才發展及挽留最優秀的人才 |
| | B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 | Human Resources 人力資源 |
| | B1.2 | Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。 | Human Resources 人力資源 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|----------------------------------|--------------------------------------|---|--|
| B2 Health and Safety 健康與安全 | General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Employment and Labour Practices, Developing a Salubrious and Amicable Work Environment 僱傭及勞工常規、推動身心健康的友善工作環境 |
| | B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。 | Developing a Salubrious and Amicable Work Environment 推動身心健康的友善工作環境 |
| | B2.2 | Lost days due to work injury. 因工傷損失工作日數。 | Developing a Salubrious and Amicable Work Environment 推動身心健康的友善工作環境 |
| | B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | Developing a Salubrious and Amicable Work Environment 推動身心健康的友善工作環境 |

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|---|--------------------------------------|--|---|
| B3 Development and Training 發展及培訓 | General Disclosure 一般披露 | <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p> <p>有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p> <p>註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p> | <p>Enhancing Staff Competency and Cultivating Leaders</p> <p>提升員工能力及培養領導者</p> |
| | B3.1 | <p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。</p> | Employee Training 員工培訓 |
| | B3.2 | <p>The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p> | Employee Training 員工培訓 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|--------------------------------|--------------------------------------|---|--|
| B4 Labour Standards 勞工準則 | General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Employment and Labour Practices 僱傭及勞工常規 |
| | B4.1 | Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。 | Employment and Labour Practices 僱傭及勞工常規 |
| | B4.2 | Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。 | Employment and Labour Practices 僱傭及勞工常規 Bossini has eliminated all possibilities of child and forced labour during the recruitment stage to make sure no violations. 堡獅龍在招聘階段已杜絕所有童工及強制勞工發生的可能，故不會發生違規情況。 |

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|--|--------------------------------------|---|--|
| B5 Supply Chain Management 供應鏈管理 | General Disclosure 一般披露 | Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。 | Supply Chain Management and Product Responsibility 供應鏈管理及產品責任 |
| | B5.1 | Number of suppliers by geographical region. 按地區劃分的供應商數目。 | Supply Chain Management and Product Responsibility 供應鏈管理及產品責任 |
| | 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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 | Supply Chain Management and Product Responsibility 供應鏈管理及產品責任 |
| | B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | Supply Chain Management and Product Responsibility 供應鏈管理及產品責任 |
| | B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 | Supply Chain Management and Product Responsibility 供應鏈管理及產品責任 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|--------------------------------------|--------------------------------------|--|---|
| B6 Product Responsibility 產品責任 | General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Supply Chain Management and Product Responsibility, Customer Privacy and Data Protection, Marketing Management 供應鏈管理及產品責任、客戶私隱與資料保護、營銷管理 |
| | B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | No products have recalled for safety and health reasons during the Reporting Period. 於報告期內並無產品因安全及健康原因而須回收。 |
| | B6.2 | Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。 | Customer Services 客戶服務 |
| | B6.3 | Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。 | Intellectual Property Management 知識產權管理 |
| | B6.4 | Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。 | Supply Chain Management and Product Responsibility, Customer Services 供應鏈管理及產品責任、客戶服務 |
| | B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 | Customer Privacy and Data Protection 客戶私隱與資料保護 |

ESG REPORTING GUIDE CONTENT INDEX

《環境、社會及管治報告指引》內容索引

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|------------------------------|--------------------------------------|--|---|
| B7 Anti-Corruption 反貪污 | General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Anti-Corruption 反貪污 |
| | 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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 | Anti-Corruption 反貪污 |
| | B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。 | Channels for Whistleblowing 舉報渠道 |
| | B7.3 | Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。 | Anti-Corruption 反貪污 |

| Aspect 層面 | Key Performance Indicators 關鍵績效指標 | Content 內容 | Related Sections and Remarks 相關章節及備註 |
|------------------------------------|--------------------------------------|---|---|
| B8 Community Investment 社區投資 | General Disclosure 一般披露 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 | Caring about Our Community 關懷社會 |
| | B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 | Caring about Our Community 關懷社會 |
| | B8.2 | Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。 | Caring about Our Community 關懷社會 |

Bossini International Holdings Limited

堡獅龍國際集團有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock code 股份代號 : 592)

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