

# 萬華媒體

One Media Group Limited  
萬華媒體集團有限公司

Stock Code 股份代號：426

Environmental, Social and  
Governance Report 2023/24

二〇二三至二〇二四年  
環境、社會及管治報告

# 萬華 媒體

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## BOARD STATEMENT

The Group is aware of the importance in infusing environmental, social and governance (ESG) into its strategies and business operations for business sustainability and to contribute to reducing Greenhouse Gas emissions ("GHG"). Recent occurrence of adverse climate events globally which had caused people to lose their lives, homes or livelihood is a testament that the world must work together to reduce the rising global warming. The Group as a media company is aware of the importance to raise awareness of climate change and its impact both internally and externally. Hence, the Group led by its board of directors will continuously review its operations and improve its sustainability practices to reduce its impact on the environment.

## ABOUT THIS REPORT

This report documents how the Group integrates its environmental, social and governance (ESG) practices into its strategy and operations. The Group is committed to ensuring that it continues to provide updates on its material matters accurately.

## REPORT SCOPE AND PERIOD

This report covers the Group's business operations in Hong Kong for the period from 1st April 2023 to 31st March 2024.

## REPORT STANDARDS

This report is prepared in accordance with the ESG Reporting Guide set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("ESG Reporting Guide").

During the preparation of this report, the Group has applied the Reporting Principles stated in the ESG Reporting Guide, namely:

- (a) Materiality — this is described in the Stakeholders Engagement section of this report;
- (b) Quantitative — in respect of the quantitative data disclosed for emissions and/or energy consumption, notes are inserted to explain the standard and conversion method used;
- (c) Balance — this report provides an unbiased picture of the Group's performance and avoids any selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader; and
- (d) Consistency — this report provides the standards used and where there are any inconsistencies an explanation will be provided.

For the Group's governance practices, please refer to the Corporate Governance Report in the Annual Report.

## FEEDBACK

We welcome your views, comments or feedback on our report in order to improve further. These comments or feedback may be directed to board of directors of the Company via email at [corpcom@omghk.com](mailto:corpcom@omghk.com) or to the head office of the Company at 16th Floor, Block A, Ming Pao Industrial Centre, 18 Ka Yip Street, Chai Wan, Hong Kong.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SUSTAINABILITY GOVERNANCE

The Group shares the same ESG policies as its parent company, Media Chinese International Limited. These policies sets out the scope and focus of the Group's ESG practice.

The governance structure for sustainability management in the Group is as follows:

### GOVERNANCE STRUCTURE

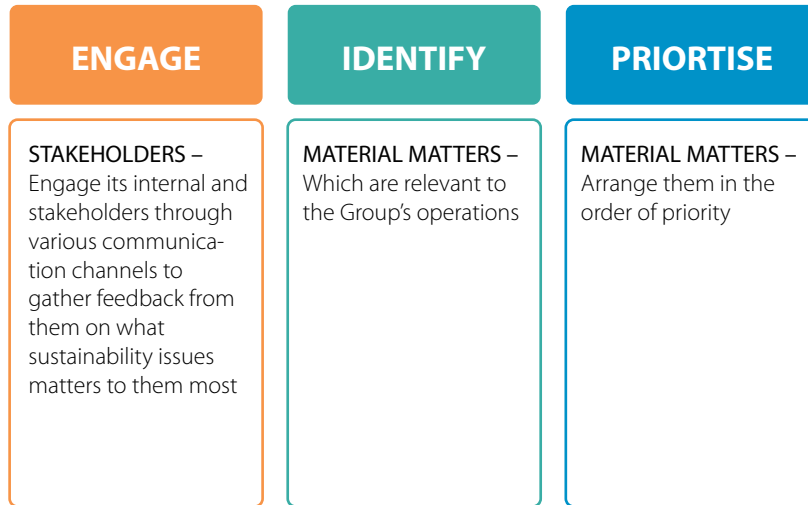


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS ENGAGEMENT AND MATERIAL SUSTAINABILITY MATTERS

### Materiality assessment

The Executive Committee reviews its material matters periodically to ensure that they are still relevant and to also identify any new material sustainability matters.






# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS ENGAGEMENT AND MATERIAL SUSTAINABILITY MATTERS *(Continued)*

### Materiality assessment *(Continued)*

The Group proactively reviews the risks and opportunities arising from its material matters and updates its risk registers if necessary to reflect the same.

Below is the list of sustainability issues that were considered most material to the Group's operations and our stakeholders:





AREA	MATERIAL MATTERS	ESG REPORTING GUIDE	
<b>ENVIRONMENTAL</b> 	<ul style="list-style-type: none"> <li>• Emissions               <ul style="list-style-type: none"> <li>– Greenhouse Gas Emissions</li> <li>– Waste</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• A1</li> </ul>	
	<ul style="list-style-type: none"> <li>• Use of Resources               <ul style="list-style-type: none"> <li>– Energy</li> <li>– Water and Effluents</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• A2</li> </ul>	
	<b>SOCIAL</b> 	<ul style="list-style-type: none"> <li>• Employment and Labour Practices               <ul style="list-style-type: none"> <li>– Diversity and Equal Opportunity</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• B1</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Development and Training</li> <li>• Labour Standards</li> <li>• Supply Chain Management</li> <li>• Product Responsibility</li> <li>• Anti-Corruption</li> <li>• Community Investment</li> </ul>	<ul style="list-style-type: none"> <li>• B2</li> <li>• B3</li> <li>• B4</li> <li>• B5</li> <li>• B6</li> <li>• B7</li> <li>• B8</li> </ul>	
	<b>GOVERNANCE</b> 	<ul style="list-style-type: none"> <li>• Governance Structure</li> <li>• Corporate Governance</li> </ul>	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS ENGAGEMENT AND MATERIAL SUSTAINABILITY MATTERS *(Continued)*




### Stakeholders engagement

The Group engages with its stakeholders to better understand their needs and interests throughout the year. The table below lays out the basis and methods of engagement with our stakeholders along with key interests for each stakeholder and our responses.

STAKEHOLDERS	METHOD OF ENGAGEMENT	KEY INTERESTS	OUR RESPONSE
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Events held for readers</li> <li>Social media and websites</li> <li>Awards and anniversary events</li> <li>Meetings and exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>Credible and quality content</li> <li>Relevant and entertaining content</li> </ul>	<ul style="list-style-type: none"> <li>Providing updated and quality content</li> <li>Improving digital platform and content</li> </ul>
<b>Advertisers</b> 	<ul style="list-style-type: none"> <li>Events held exclusively for advertisers</li> <li>Participation in events where advertisers will be present</li> </ul>	<ul style="list-style-type: none"> <li>Good advertising coverage and opportunities</li> <li>Effective advertising solutions</li> </ul>	<ul style="list-style-type: none"> <li>Producing unique and interesting storyboards</li> <li>Improving quality of videos</li> </ul>
<b>Community</b> 	<ul style="list-style-type: none"> <li>Social media</li> <li>Community events</li> </ul>	<ul style="list-style-type: none"> <li>Social assistance</li> </ul>	<ul style="list-style-type: none"> <li>Carrying out reach out programs</li> <li>Providing free write-ups</li> </ul>
<b>Shareholders</b> 	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Announcements</li> <li>Website postings</li> </ul>	<ul style="list-style-type: none"> <li>Strategy performance of the Company</li> </ul>	<ul style="list-style-type: none"> <li>Strive to deliver encouraging performance for the Company</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS ENGAGEMENT AND MATERIAL SUSTAINABILITY MATTERS *(Continued)* Stakeholders engagement *(Continued)*

STAKEHOLDERS	METHOD OF ENGAGEMENT	KEY INTERESTS	OUR RESPONSE
<b>Industry peers</b> 	<ul style="list-style-type: none"> <li>Awards</li> <li>Meetings</li> </ul>	Development of industry	Sharing ideas and inspiring positive change
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Competitive pricing</li> <li>Service and quality</li> </ul>	Giving feedback on products and services
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Corporate events</li> <li>Social functions</li> <li>Internal communications</li> <li>Training and development</li> </ul>	Talent retention and human capital development	Providing a safe, positive and inclusive working environment

## ENVIRONMENTAL



The Group's Environmental Policy sets out the Group's commitment to conserve the use of resources such as energy and water and to reduce waste where possible in order to reduce its greenhouse gas emissions.

For the year in review, the Group is not aware of any non-compliance of any laws relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL *(Continued)*

### (A) Emissions

#### (a) Greenhouse gas (“GHG”) emissions reporting — A1

The Group’s Scope 1 GHG emissions are from the vehicles used for distribution of its publications to advertisers. As for its Scope 2 (Purchased Electricity) GHG emissions, it is from the Group’s electricity consumption for operations under its direct control in Hong Kong. The Group has set a target to reduce its GHG Emissions by 25% by 2025.

The emissions data is reported below.

#### **Total GHG Emissions as at 31st March 2024**

Scope	Unit	2023/2024	2022/2023	2021/2022
Scope 1	t/CO <sub>2</sub> e	10.57	12.42	N/A
Scope 2	t/CO <sub>2</sub> e	189.87	262.89	268.60
Total GHG Emissions Intensity	t/CO <sub>2</sub> e	2.28	2.67	2.53

Note:

- (a) The intensity is derived from the calculation of Total GHG Emissions divided by number of employees. Number of employees for the year in review is 88 (2023: 103).
- (b) The “Emission Factor Electricity” supplied by Hong Kong Electric Company is used for calculating GHG emissions.

#### (b) Waste

The Group’s operations do not generate any hazardous waste.

The Group had disposed its waste in accordance with the relevant laws in Hong Kong.

The Group’s non-hazardous waste is mainly from paper generated from its offices and from the unsold publications that have been returned. The Group encourages its employees to reduce printing or use duplex printing, where possible. To reduce the unsold copies returned, the Group monitors the return rate and adjust the number of printing copies from time to time. The Group disposed such waste by selling the same to vendors who collect paper for recycling.

The Group outsourced the printing and delivery of its publications as it is more cost efficient to do so. Hence, the Group does not keep track of data on materials consumption, waste disposal, fuel usage or greenhouse gas emissions from such activities.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL *(Continued)*

### (A) Emissions *(Continued)*

#### (b) Waste *(Continued)*

As stated in its Environmental Policy, the Group strives to reduce waste and promote awareness among the public including its business partners on environmental sustainability. As such, when selecting a service provider, the Group prioritises the ability of the service provider to establish and implement appropriate waste management policies. The Group also encourages its service provider to use environmentally friendly raw materials in their production process and to dispose of its waste in a responsible manner which includes recycling its waste as best as it can.

In the year under review, the total waste intensity had improved to 544kg per employee which is an improvement compared to last year.

#### **Total Waste as at 31st March 2024**

Waste	Unit	2023/2024	2022/2023	2021/2022	Landfilled	Recycled
Hazardous	kg	N/A	N/A	N/A	N/A	N/A
Non-Hazardous	kg	47,879	61,518	79,652	0%	100%
Total Waste Intensity	Kg/employee	544	597	751		

Number of employees for the year in review is 88 (2023:103).

### (B) Use of resources

The Group's Environmental Policy stresses the importance of conserving energy and water and puts in place processes to reduce the use of energy and water.

#### (a) Electricity

The Group's energy consumption from its office operations. The Company promotes awareness among its employees to save energy by switching off lights or any office equipment when not in use. The Group is committed to maintain or reduce its electricity consumption by 2025.

The Group's electricity usage for the financial years ended 31st March 2023 and 2024 were 370,271 kWh and 279,220 kWh, respectively. The electricity usage for the year in review had reduced by 25%.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL *(Continued)*

### (B) Use of resources *(Continued)*

#### (b) Water

The Group had no difficulty in sourcing for water fit for its usage. The Group purchases its water from the Water Supplies Department in Hong Kong. It uses water in the office for cleaning and drinking hence water usage is minimal. The Group targets to maintain or reduce water consumption for its office operations by 2025. The Group constantly reminds its employees through campaigns and notices to conserve water.

The Group's total consumption of water for the financial years ended 31 March 2023 and 2024 were 251m<sup>3</sup> and 151m<sup>3</sup>, respectively. The water consumption for the year in review had reduced by 40%.

#### **Total Use of Resources as at 31st March 2024**

Type of Resources	Unit	2023/2024	2022/2023	2021/2022
Electricity	kwH	279,220	370,271	378,313
Total Electricity Intensity	kwH per employee	3,173	3,595	3,569
Water	m <sup>3</sup>	151	251	280
Total Water Intensity	m <sup>3</sup> per employee	1.72	2.44	2.64

(i) Number of employees for the year in review is 88 (2023:103).

#### (c) Use of Packaging Material

The Group's printing and packing functions are outsourced to third parties hence it does not track the amount of packaging material used.

### (C) The environment and natural resources


The Group's Environmental Policy sets out the Group's commitment to reduce its impact on the environment. By pivoting to use of technology to design and roll out its advertisement solutions and services had reduced the impact of the Group's operations on the environment. The switch in readers to consume content digitally had also reduced the production of printed copies. The Group's management now tries to hold most of its meetings virtually to reduce travelling.

### (D) Climate change

As adverse weather events impacted the world negatively, the Board takes cognisance that the Group must evaluate the impact of climate change on its business and operations. Hence, the Group had carried out a risk assessment exercise to identify the risks caused by climate change and find ways to manage or mitigate the impact.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SOCIAL



The Group's Social Policy sets out its commitment to be a responsible employer. The Group believes in building and retaining talent by focusing on talent development, health and safety and encouraging diversity at the workplace.

### (A) Employment and labour standards

#### Employment

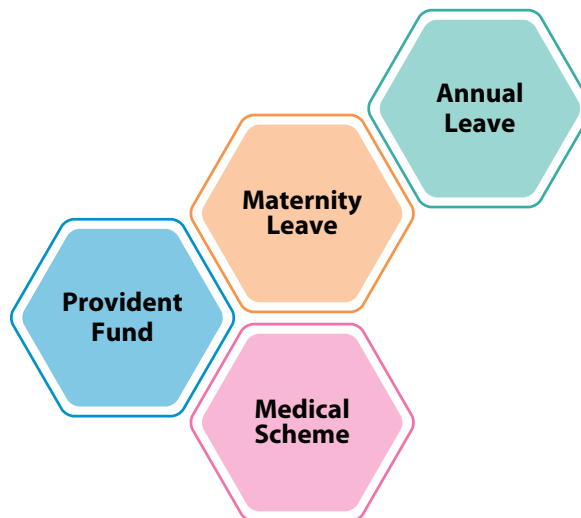
The Group's business depends largely on the creativity and skill of its people. To ensure that its employees are motivated to deliver quality and interesting content, the Group strives to provide a positive and inclusive work environment. As the media industry has evolved to prioritising technology to deliver content, the Group constantly provides relevant development and training programmes in order to build and retain talent for the Group.

For the year in review, the Group is not aware of any non-compliance with the relevant laws and regulations in Hong Kong that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

(i) *Employment policies and practices*

To ensure consistency in dealing with employment matters, the Group has in place human resource policies on remuneration, dismissal, recruitment and promotion, working hours, rest periods, disciplinary practice, and other benefits and welfare.

KEY STAFF BENEFITS



The Group believes in promoting goodwill and camaraderie among. Employee engagements events such as Christmas party and team dinners are organised to achieve the same.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SOCIAL (Continued)

### (A) Employment and labour standards (Continued)

#### Employment (Continued)

##### (ii) Diversity and Equal Opportunity

The Group's Social Policy sets out its commitment to provide a work environment which advocates diversity and inclusion, promotes equality for all and practises anti-discrimination among its workforce. It prioritises fair treatment of employees, in terms of recruitment, career development and remuneration, regardless of gender, age, race, religion or other aspects of diversity.

#### Total workforce by Gender, Employment Type, Age Group and Geographical Region

	2023/2024	2022/2023	2021/2022
<b>Total number of employees</b>	88	103	106
<b>Gender</b>			
Male	46	56	51
Female	42	47	55
<b>Age Group</b>			
25 and below	7	13	11
26-49	48	56	68
50 and above	33	34	27
<b>Geographical Region</b>			
Hong Kong	83	98	102
Taiwan	5	5	4
<b>Employment Type</b>			
Permanent	85	100	103
Contract	3	3	3

#### Employee Turnover Rate by Gender, Age Group and Geographical Region

	2023/2024 Turnover Rate	2022/2023 Turnover Rate	2021/2022 Turnover Rate
<b>All employees</b>	38	34	51
<b>Gender</b>			
Male	19%	10%	17%
Female	24%	23%	29%
<b>Age Group</b>			
25 and below	8%	4%	6%
26-49	24%	24%	36%
50 and above	11%	5%	5%
<b>Geographical Region</b>			
Hong Kong	43%	33%	47%
Taiwan	0%	0%	0%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SOCIAL *(Continued)*

### (B) Health and safety

The Group is committed to providing a safe working environment. As such, the air conditioners are cleaned up on regular basis and the office spaces are inspected regularly to ensure the working environment safe.

For the year in review, the Group had carried out regular safety inspections and trainings such as maintenance of the lifts and fire extinguishers and organising fire drills.

Human Resources Department cooperated with Labour Department in Hong Kong to provide three seminars relating to health and safety to employees.

The Group is not aware of any non-compliance with the relevant laws and regulations in Hong Kong relating to providing a safe environment and protecting employees from occupational hazards for financial year ended 31st March 2024.

#### **Number and rate of work-related fatalities**

	2023/2024	2022/2023	2021/2022
Number of work related fatalities	Nil	Nil	Nil
Rate of fatalities	Nil	Nil	Nil
Loss days due to injury	Nil	Nil	Nil

### (C) Development and training

The Group's Training and Development Policy sets out its commitment in ensuring that all employees have access to learning, development and training opportunities which enable them amongst others to be suitably knowledgeable and equipped with the adequate skills to carry out their roles within the organization.

As upskilling is vital to ensure that the delivery of the Group's content and services meets the demands of its readers and advertisers, the Group implements both internal and external training programmes. Annual performance reviews and appraisals are also carried out as part of the Group's employee development effort and to track employee performance.

The total number of training hours for the year ended 31 March 2024 was 85 hours. These training activities included both internal and external courses paid by the Company and were with the purposes to improve employees' knowledge and skills for discharging duties at work.

#### **Average Training Hours completed by employees (by Gender and Employee Category)**

	2023/2024	2022/2023	2021/2022
<b>Gender</b>			
Male	5.1	3.6	2.3
Female	2.3	1.0	0.4
<b>Category</b>			
Senior management	14	37	57
Middle management	4	1	4

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SOCIAL (Continued)

### (C) Development and training (Continued)

#### Percentage of employees trained (by Gender and Employee Category)

	2023/2024 %	2022/2023 %	2021/2022 %
<b>Gender</b>			
Male	73	83	85
Female	27	17	15
<b>Category</b>			
Senior management	32	83	84
Middle management	50	1	16
Others	18	16	0

### (D) Labour standards

The Group complies with relevant labour laws in Hong Kong, including the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). The Group's Social Policy prohibits the use of child or forced labour.

### (E) Supply chain management

The Group's Economic Policy states it is committed to practise ethical procurement and supplier management. The Group has a procurement policy which sets out the processes related to general procurement and procurement in bulk, limits of authority and the process for receiving goods. Before on-boarding a supplier, the Group conducts due diligence on new suppliers. The Group conducts annual evaluation of its suppliers to evaluate the quality, service and cost effectiveness. It places priority on suppliers which adopts environmental friendly practices.

The total number of suppliers for the Group are as follows:

	2023/2024	2022/2023	2021/2022
Hong Kong	518 100%	345 100%	306 100%

### (F) Product responsibility

The Group strives to produce publications (distributed on all its media platforms) and offer services that are of high quality and meet its readers' and customers' needs. This is stated in its Economic Policy.

The Group's editorial policies sets out the process to ensure it publishes content that is accurate on a timely manner and its publication practises responsible journalism. Each publication is reviewed by the editor-in chief of the relevant editorial team to ensure that the content is accurate. There are also appropriate policies and procedures in place to respond and react in a timely manner to any complaints from readers and advertisers.

The Group constantly seeks feedback from its readers through various channels including social media in order to produce relevant content which meets consumer expectations.

The Group complies with Hong Kong laws and regulations, including the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) to ensure its products are properly marketed and customers are treated fairly. Disclosures and marketing materials included in the Group's publications are required to meet appropriate legal and regulatory expectations for the target audience. The Group also takes relevant measures to check that products are marketed accurately and are fairly described.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## SOCIAL *(Continued)*

### (F) Product responsibility *(Continued)*

Employees are made aware of the need to maintain their customers’ privacy under the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong). In addition, the Group uses security procedures and technology to protect the information held, and prevent unauthorised access, unlawful disclosure and misuse of personal information within the organization.

The Group also observes and protects intellectual property rights. Only licensed software is permitted and employees are reminded to refrain from installing unauthorised software on office desktops or laptops.

The Group has processes in place to manage any complaints received from advertisers. For the year in review, the Group has not received any material complaints about its product or services and the Group is not aware of any products sold or shipped which is subject to recalls for safety and health reason and has not received any complaints on the same.

### (G) Anti-corruption

The Group adopts a Zero Tolerance to bribery and corruption. The Group’s Anti-Bribery and Corruption Policy (“ABAC Policy”) outlines its anti-corruption practices. This policy is applicable to its directors, employees and persons acting on behalf of the Group.

For the year in review, the Group is not aware of any non-compliance with the relevant laws and regulations in Hong Kong relating to bribery, extortion, fraud and money laundering and, there were no legal cases regarding corrupt practices brought against the Group.

<p><b>ANTI BRIBERY AND CORRUPTION POLICY</b></p> <p><b>Includes</b></p>	Gifts and the exceptions to the same
	Entertainment and Corporate Hospitality — its definition and exceptions
	Money Laundering
	Corporate Social Responsibility
	Procurement — which includes due diligence
	Dealing with third parties
	Consequences of breach of the ABAC Policy

#### *Whistleblowing*

The Group has a Whistleblower Policy for employees who have concerns about possible improprieties in financial reporting or internal control matters within the Group to come forward and voice their issues. The Audit Committee has responsibility over this policy and has delegated day-to-day responsibility for overseeing and implementing it to the Company Secretary of the Group. Employees can whistleblow to the Company Secretary, Chairman of Audit Committee or Chairman of the Executive Committee.

For the year in review, the Group had sent email to each department head to inform them that the Group has a Whistleblower Policy and he/she can report any case concerns about possible improprieties in financial reporting or internal control matters within the Group.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## COMMUNITY INVESTMENT

The Group believes in making a positive impact in the communities it operates in and this is reiterated in its Social Policy. The Group's focus is on education, knowledge building, medical and humanitarian needs. It uses its leverage as a media company to assist and contribute to those in need.

## GOVERNANCE



Building an ethical culture and carrying out its business and operation in a transparent and compliant manner is in the forefront of the Group's objectives. The Group has in place a corporate governance framework to ensure good compliance with applicable laws and regulatory requirements.

Further details on the corporate governance policies and practices of the Group are set out in the Corporate Governance Report in the Company's Annual Report 2023/2024 on pages 16 to 28.