

**China Brilliant Global Limited**

**朗華國際集團有限公司**

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 8026



**2023/24**

Environmental, Social  
and Governance Report

環境·社會及管治報告

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# 1 REPORTING APPROACH

## 1.1 ABOUT THIS REPORT

China Brilliant Global Limited (the “Company”) and its subsidiaries (collectively the “Group” or “we”) are pleased to present the eighth Environmental, Social and Governance (“ESG”) Report (the “report”). The report covers the Group’s ESG policies, measures, and performance.

The report has been approved by the Board of the Group before its release.

## 1.2 REPORT SCOPE

The report discloses the Group’s ESG policies, measures, and performance for the period from 1 April 2023 to 31 March 2024 (the “Year” or “Reporting Period”). The report scope covers operations of the Group in Hong Kong, the People’s Republic of China (“Mainland China”) and Republic of Kazakhstan (“Kazakhstan”). Since the Group had already disposed of its Fintech business on 5 October 2023, therefore, the last update of such information was on 5 October 2023. Moreover, Shenzhen China Brilliant Property Services Company Limited has become a wholly-owned subsidiary of the Group since 5 October 2023, and the relevant information would be included in our scope of information starting from 5 October 2023 accordingly.

## 1.3 REPORT STANDARD

The report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) in Appendix C2 to the GEM Listing Rules of The Stock Exchange of Hong Kong Limited on the basis of the four reporting principles set out in the Guide, namely materiality, quantification, balance and consistency.

## 1.4 FEEDBACK

Stakeholders’ valuable opinions regarding the Group’s policies and approaches in terms of sustainable development are the vital driving force for the Group’s continuous improvement. The Group welcomes suggestions on the report and related work from the stakeholders. If you have any suggestions, please contact us via [ir@cbg.com.hk](mailto:ir@cbg.com.hk).

# 1 報告方式

## 1.1 關於本報告

朗華國際集團有限公司(「本公司」)及其附屬公司(統稱為「本集團」或「我們」)欣然發表第八份環境、社會及管治(ESG)報告(「本報告」)。本報告內容涵蓋本集團的ESG政策、措施及表現。

本報告於發佈前已獲本集團董事會批核通過。

## 1.2 報告範圍

本報告披露本集團於二零二三年四月一日至二零二四年三月三十一日(「本年度」或「報告期」)期間在ESG方面的政策、措施及績效。報告範圍包括本集團於香港、中華人民共和國(「中國內地」)及哈薩克共和國(「哈薩克斯坦」)經營的業務。由於本集團已在二零二三年十月五日出售金融科技業務，因此該資料截至二零二三年十月五日為止。另外，深圳市朗華物業服務有限公司自二零二三年十月五日起成為本集團的全資附屬公司，因此從二零二三年十月五日開始，該資料將納入我們的資料範圍內。

## 1.3 報告標準

本報告根據香港聯合交易所發表的《GEM上市規則》附錄C2《環境、社會及管治報告指引》(「指引」)編製，並以《指引》中載列的四項彙報原則 — 重要性、量化、平衡及一致性，作為編製本報告的基礎。

## 1.4 意見回饋

各持份者對本集團在可持續發展方面的政策及方針所提出寶貴意見是本集團持續進步的重要動力。本集團歡迎各持份者提出與本報告及相關工作的建議。如閣下有相關建議，請透過電郵地址 [ir@cbg.com.hk](mailto:ir@cbg.com.hk) 與本公司聯繫。

## 2 STRATEGY OF SUSTAINABLE DEVELOPMENT

### 2.1 OUR MANAGEMENT POLICIES

The Board takes full responsibility for overseeing the ESG issues of the Group, including policies, measures, performance and risks, and holds regular Board meetings to assess and review the ESG issues in a timely manner.

### 2.2 COMMUNICATION WITH STAKEHOLDERS

In order to improve the Group's policies and measures for sustainable development, the Group thoroughly understands the expectations and opinions of stakeholders by establishing different channels such as general meetings, annual reports, announcements, and company website. The Group communicates with stakeholders from all circles on a regular basis and constantly collects their suggestions and feedback. The table below details the communication channels for different stakeholder groups.

<b>Major Stakeholder Category</b>	<b>Main Communication Channel</b>
Customer	On-site interview Company website Press release
Business partner	Business meeting Company website Email and telephone
Supplier	Supplier meeting Bidding Direct communication
Employee	Employee meeting Employee activity Email and telephone
Investor and shareholder	General meeting Annual/Interim report Investor meeting Announcement and circular Press release Company website Investor relations email

## 2 可持續發展戰略

### 2.1 我們的管理方針

董事會全權負責監督本集團ESG事宜(包括政策、措施、績效及風險)並定期舉行董事會會議，以適時評估及檢討ESG事宜。

### 2.2 與持份者溝通

為了完善本集團的可持續發展政策及措施，本集團通過建立不同管道，包括股東大會、年度報告、公告、公司網站等深入了解持份者的期望及意見。本集團還定期與各界持份者交流，恒常收集他們對本集團的意見及回饋。針對不同持份者組別的詳細溝通道已於下表展示。

<b>主要持份者類別</b>	<b>主要溝通</b>
客戶	現場採訪 公司網站 新聞稿
業務夥伴	業務會議 公司網站 電郵及電話
供應商	供應商會議 招標 直接溝通
員工	員工會議 員工活動 電郵及電話
投資者及股東	股東大會 年報／中期報告 投資者會議 公告及通函 新聞稿 公司網站 投資者關係電郵

Major Stakeholder Category	Main Communication Channel
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Regulatory authority	Annual/Interim report Announcement and circular Press release Email and telephone
Community group	Community activity Charitable donation Response to public inquiry

Feedback from stakeholders is an important basis for the Group to identify key ESG issues. The materiality assessment is carried out through discussions and analysis involving senior management and business staff. This process considers the common ESG issues faced by peers, as well as the ESG concerns of stakeholders and the relative importance of these ESG issues to the Group. Through identifying ESG issues that are most relevant and of the highest materiality to the Group, the focus of ESG reporting and the direction of future development and improvement are determined. The Group has discerned a total of seven ESG issues that are of greater materiality to the Group and its stakeholders.

#### Material ESG Issues Identified

- Employment compliance
- Employment benefit
- Occupational health and safety
- Employee development and training
- Anti-corruption
- Compliance operation
- Product responsibility

主要持份者類別	主要溝通
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監管機構	年報／中期報告 公告及通函 新聞稿 電郵及電話
社區團體	社區活動 慈善捐款 回應公眾查詢

持份者的回饋是本集團識別重大 ESG 議題的重要依據。重要性評估透過高級管理層及經營人員之間的討論及分析進行，分別參考同業常見的重要性 ESG 議題，並考慮持份者關注的 ESG 議題以及其對本集團的重要性，識別對本集團最相關、重要性最高的 ESG 議題，並以此確立 ESG 報告的方向，以及未來發展及改進的路向。本集團共識別七個分別對本集團及各持份者而言重要性較高的 ESG 議題。

#### 已識別的重要 ESG 議題

- 僱傭合規
- 僱傭福利
- 職業健康及安全
- 僱員發展及培訓
- 反貪污
- 合規經營
- 產品責任

## 3 ENVIRONMENTAL ISSUES

### 3.1 CLIMATE CHANGE

Climate change is a common concern of the world and may affect the safety and health of our employees and our daily operations. In order to have a better management of climate-related risks and opportunities, the Group has enhanced climate-related disclosures during the Reporting Period.

#### Governance

The Board is responsible for monitoring how the Group copes with matters in relation to climate-related risks and opportunities. To ensure the agility and adaptability of the Group towards climate change, the Board members meet regularly to comprehensively evaluate and review the Group's performance regarding climate risk management, formulate policies in relation to climate change and take appropriate actions accordingly.

#### Strategy

The Group is aware of the urgency of the impact of climate change and thus the Group considers and develops policies on climate risks to address the identified risks associated with climate change. Climate risks are mainly divided into physical risks and transition risks.

#### Physical risks

Physical risks come in the form of more frequent and intense extreme weather conditions and sea level rise. Extreme weathers may affect our supply chain and also have a significant impact on our operations, the livelihood and safety of our owners and employees. The Group will actively respond to the call of the country and attach great importance to the impact of our business activities on climate and environment.

## 3 環境議題

### 3.1 氣候變化

氣候變化是全球面臨的共同問題，並可能會影響我們員工的安全和健康以及日常運營。為更好地管理氣候相關風險和機遇，本集團在報告期內加強氣候相關披露。

#### 管治

董事會負責監督本集團在應對氣候相關風險和機遇方面的事宜。為確保本集團在應對氣候變化方面的敏銳度和適應性，董事會定期召開會議，全面評估和審查本集團在氣候風險管理方面的表現，並制定與氣候變化相關的政策及採取相應的措施。

#### 策略

本集團意識到氣候變化影響的迫切性，因此本集團考慮並制定氣候風險政策，應對所識別與氣候變化相關的風險，氣候風險主要分為實體風險和過渡風險。

#### 實體風險

實體風險以頻率和強度更高的極端天氣條件以及海平面上升的形式出現。極端天氣可能會影響我們的供應鏈，還對本集團的經營、業主和員工的生活及安全產生重大影響。本集團會積極回應國家號召，高度重視其經營活動對氣候和環境的影響。

## Transition risks

Transition risks are the evolution of regulatory, technological, and market landscapes due to climate change. The Group will follow China's carbon neutrality guidelines and regulations, continuously review relevant policy updates and assess their potential impact on our operations, and adapt the Group's structure to meet the latest policy requirements. As more and more consumers demand for green and low-carbon products, the Group gives priority to ESG-compliant suppliers, which may lead to increased product costs to adapt to the evolving market landscape.

## Risk management

A set of internal policies and procedures of the Group is in place, where our management and various departments conduct regular assessments based on the probability and impact of risks, including climate-related risks. If the risks identified may cause an effect on the continuous growth of the Group's operations and business, our management would perform verification and prioritize such issue in the process of decision making to implement strategies for mitigation and adaptation.

## Metrics and targets

As the carbon emissions of the Group mainly comes from the use of purchased electricity, our goal is to maintain our energy consumption at the current levels and to reduce energy consumption in the long run where feasible. To monitor our progress effectively, the Group has disclosed information of greenhouse gas emissions of scope 1, scope 2 and partially for scope 3, and plans to gradually disclose information on greenhouse gas emissions for the remaining scope 3 in the future.

## 過渡風險

過渡風險是由於氣候變化導致的監管、技術和市場格局的演變。本集團將依照國家碳中和方針和法規，不斷審查相關政策更新並評估其對運營的潛在影響，並改進集團架構以滿足最新的政策要求。由於消費者對綠色低碳產品的需求增加，故本集團優先考慮符合ESG標準的供應商，可能會導致產品成本增加以滿足市場格局的演變。

## 風險管理

本集團已制定一套內部控制政策和程式，管理層及多個部門按照風險的可能性和影響進行定期評估，其中包括與氣候相關的風險。當識別風險可能對本集團的運營和業務持續增長產生影響時，管理層會進行確認，並在決策過程中優先考慮議題，實施減緩和適應策略。

## 指標及目標

由於本集團的碳排放主要來自外購電力使用，我們的目標是保持目前的能源使用量，並在可行的情況下減少長期能源消耗。為了有效地監測我們的進展，本集團已披露範疇1、範疇2和部分範疇3的溫室氣體排放資料，並計劃將來逐步披露其他範疇3的溫室氣體排放資料。

### 3.2 CARING FOR THE ENVIRONMENT

As a responsible enterprise, the Group is committed to complying with relevant local laws and regulations during its operations, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution as well as the Waste Disposal Ordinance and the Air Pollution Control Ordinance of Hong Kong. We have implemented green office policy in all offices and operating locations. By using resources efficiently and adopting environmentally beneficial technologies, we minimize the Group's potential impact as much as possible. We wish to raise employees' awareness of environmental protection by implementing the green office policy and encouraging them to practice the concept of sustainable development in daily life.

As the Group's business does not involve industrial production activities, there is no significant impact on the environment and natural resources arising from its business operations. During the Reporting Period, the Group has not violated any environmental laws or regulations, nor has any complaints, penalties, or sanctions been imposed upon the Group for the violation of any environmental laws or regulations.

### 3.3 ENERGY CONSERVATION AND EMISSION REDUCTION

The Group's energy consumption and carbon emissions mainly come from the use of purchased electricity in offices of various businesses and operating locations. The Group actively advocates for green office policy and constantly reminds employees to save electricity. We encourage employees to reduce the use of air conditioners and set the temperature of air conditioners to appropriate levels, so as to reduce energy consumption. To further reduce unnecessary energy consumption, we also require all employees to abide by the energy conservation provisions set forth in the Staff Handbook, including turning off the lights, computers, air conditioners, and other electrical appliances when they are not in use and during non-office hours. Preference shall be given to energy-efficient models in replacing electrical appliances. The Group has set out the requirements on using public transportation whenever possible during business trips in the Staff Handbook, so as to further reduce carbon emissions in business operations.

### 3.2 愛護環境

作為負責任的企業，本集團致力在營運過程中遵守當地的相關法律法規，包括《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》、香港的《廢物處理條例》及《空氣污染管制條例》等。我們在辦公室和營運地點推行綠色辦公室政策，透過有效運用資源，以及採用對環境有利的技術，盡可能將本集團對環境的潛在影響減至最低。我們期望通過推行綠色辦公室政策，向員工推廣環保意識，鼓勵員工將可持續發展理念擴展至日常生活中。

鑒於本集團的業務性質並不涉及工業生產活動，我們的業務營運過程並未對環境及自然資源構成顯著的影響。於報告期內，本集團並未有違反任何與環境保護相關的法律法規，亦未有因違反環境保護相關的法律法規而收到投訴、罰款或制裁。

### 3.3 節能減排

本集團的能源使用及碳排放主要來自各業務辦公室及營運地點的外購電力使用。本集團積極提倡綠色辦公室政策，不斷提醒員工要節約用電。我們鼓勵員工減少使用冷氣機，並將冷氣機的溫度設定至合適水準，以減少能源消耗。為進一步減少不必要的能耗，我們亦要求所有員工遵守《員工手冊》中的節能規定，包括在不使用時以及非辦公時間關閉電燈、電腦、冷氣機及其他電器。在更換電器時亦會優先選擇較具能源效益的型號。本集團在《員工手冊》中要求員工在出差時儘量使用公共交通工具，以進一步減低業務營運中的碳排放。



Looking ahead, we have developed strategies to reduce emissions and energy consumption to satisfy the following directional goals:

- Maintaining (or reducing) the level of energy consumption compared to last year; and
- Issuing energy conservation and emission reduction notices and putting up posters to strengthen awareness of energy conservation and emission reduction.

### 3.4 WISE USE OF RESOURCES

In terms of resource use, the Group's green office policy also encourages employees to save water and paper, thereby cherishing the precious resources of the earth. We are committed to improving the efficiency in the use of resources in our operations and advocating the awareness of paperless office by encouraging employees to minimize the printing of documents and communicate via email, so as to reduce unnecessary paper use. In addition, we highlight the importance of saving paper in the Staff Handbook, requiring employees to use double-sided printing and reuse paper as much as possible.

The Group's directional objective is to reduce waste generation by minimizing the use of office and daily necessities:

- Maintaining (or reducing) the intensity of non-hazardous waste generation compared to last year; and
- Recycling paper, metal and plastic waste.

Due to the use of municipal water, the Group has not encountered issues in sourcing water. Nevertheless, the Group is dedicated to reducing water use in business operations while enhancing the efficiency in the use of water resources. We post notices in pantries and washrooms to remind employees of economizing on water. In the event of any leakage or failure in the taps or pipes in pantries or washrooms, the Group will also arrange for professionals to repair as soon as possible to ensure environmental sanitation and avoid wasting water resources.

展望將來，我們已通過以下方向性目標制定減少排放和能源消耗的策略：

- 維持(或降低)與去年相比的能源消耗水準；及
- 發佈節能減排通知，張貼海報，強化節能減排意識。

### 3.4 善用資源

在資源使用方面，本集團的綠色辦公室政策同時亦鼓勵員工節約用水及用紙，珍惜地球的寶貴資源。我們致力提高營運中的資源使用效率，並在辦公室內宣導無紙化辦公的意識，鼓勵員工盡可能減少列印檔案，並以電郵通訊，減少不必要的用紙。另外，我們並在《員工手冊》內說明節約用紙的重要性，要求員工盡可能使用雙面影印以及重用紙張。

本集團的方向性目標是通過儘量減少辦公用品和日用品的使用來減少廢物產生：

- 維持(或降低)與去年相比的無害廢棄物產生密度；及
- 回收紙張、金屬和塑膠廢物。

本集團所使用的水源均為市政供水，故未在求取適用水源方面遇到任何問題。儘管如此，本集團仍竭力在業務營運中減少用水，並提高水資源的使用效率。我們在茶水間及洗手間張貼告示，提醒員工節約用水。另外，如發現茶水間或洗手間的水龍頭或管道出現滲漏或故障的情況，本集團亦會儘快安排專人維修，一方面確保環境衛生，另一方面亦避免水資源的浪費。

The Group's directional objective is to reduce water consumption by enhancing the efficiency in the use of water resources:

- Maintaining (or reducing) the intensity of water consumption compared to last year.

## 4 CARING FOR EMPLOYEES

Employees are crucial to promoting the continuous development of the Group. The Group attracts and retains talents by upholding the “people-oriented” principle. The Group devotes itself to understanding and satisfying the demands of employees, enhancing the cohesion of the employee team by increasing benefits and providing training, as well as creating a healthy, safe, and harmonious working environment for them.

### 4.1 TALENT ATTRACTION AND RETENTION

The Group conducts fair, just, and open internal and external recruitment according to the procedures specified in the Staff Handbook, to provide equal opportunities for every job seeker. The Group strictly complies with relevant laws and regulations in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits set out in the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China as well as the Employment Ordinance, Employees' Compensation Ordinance, and Minimum Wage Ordinance of Hong Kong. In addition, the Group reviews and updates its employment practices and internal guidelines on a regular basis to comply with the latest regulatory requirements.

本集團的方向性目標是通過提高用水效率來減少用水量：

- 維持(或降低)與去年相比的用水密度。

## 4 關愛員工

員工是推動本集團持續發展的關鍵。本集團堅持以「以人為本」的原則吸納及挽留人才。我們致力了解並滿足員工的訴求，透過增加員工福利及提供員工培訓等方式，增強員工團隊凝聚力，為他們提供一個健康、安全、和諧的工作環境。

### 4.1 人才吸納及挽留

本集團根據《員工手冊》內闡明的流程，進行公平、公正及公開的內外部招聘，為每位求職者提供平等機會。本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、香港的《僱傭條例》、《僱員補償條例》及《最低工資條例》等相關法律法規中涉及薪酬及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視以及其他福利的有關規定，並定期檢討及更新本集團的僱傭慣例及內部指引，以確保符合最新的法規要求。

The Group strictly prohibits the recruitment of child labor or forced labor. In strict accordance with the Law of the People's Republic of China on the Protection of Minors, the Law of the People's Republic of China on the Protection of Rights and Interests of Women, and the Regulation on the Implementation of the Employment Contract Law of the People's Republic of China as well as the Employment of Children Regulations of Hong Kong. The Group will examine the identification documents of job seekers during recruitment to ensure that they qualify for the corresponding posts. In the event that the use of child labor or forced labor is discovered in the Group's operations, we would immediately take action to stop their employment and make appropriate arrangements for them. To further protect the rights and interests of employees, the Group signs contracts with all employees, which stipulate wages, benefits, working hours, holidays, employee responsibilities, dismissal and so on, to ensure that the Group and employees have the same understanding of operation duties and conditions.

In terms of remuneration policy, the management of the Group regularly reviews its relevant internal policies and employee compensation structure. The Group then makes reasonable adjustments based on the current market conditions, updates to laws and regulations, the Group's performance, and other factors. The goal is to provide employees with competitive remuneration packages. We also provide discretionary bonuses to qualified employees according to the Group's performance and employees' individual performance. Meanwhile, we give various rewards to employees with outstanding performance to boost their morale, and encourage them to continue their hard work in maintaining continuous development of the Group.

In addition to reasonable remuneration, we also attach importance to employee welfare policies. We purchase medical insurance for employees to secure them with outpatient and hospital insurance. The employees are entitled to fringe benefits, such as sick leave and maternity leave, in addition to statutory holidays and paid annual leave, to have their needs met. In addition, we also organize birthday parties, festive dinners, and other activities from time to time, allowing employees to relax apart from work and communicate with other colleagues, thereby enhancing the cohesion of employees.

During the Reporting Period, no prosecution or complaint has been imposed upon the Group for the violation of any employment laws or regulations.

本集團嚴禁聘用童工或強制勞工，並嚴格遵守《中華人民共和國未成年人保護法》、《中華人民共和國婦女權益保障法》和《中華人民共和國勞動合同法實施條例》及香港的《僱用兒童規例》等相關法律法規。在招聘過程中，我們會檢查求職者的身份證明檔，以確保其符合相關職位的就任條件。如果在我們的運營中發現童工或強制勞工，我們將會立即採取行動，停止其工作並作妥善安排。為進一步保障員工權益，本集團亦與全體員工簽訂僱傭合約，當中訂明工資、福利、工作時數、假期、員工職責以及解僱等事項，以確保勞資雙方對工作崗位及條件等有一致的了解。

在薪酬政策方面，本集團管理層定期檢討內部的相關政策和員工的薪津組合，根據市場環境、法律法規更新及本集團業績表現等因素，按情況作出合理調整，給予員工具有競爭力的薪酬。另外，我們亦根據本集團的經營業績和員工的個人表現，向合資格的員工發放酌情花紅，同時亦會向表現傑出的員工頒發不同獎勵，藉此提升員工士氣，鼓勵員工為本集團的持續發展共同努力。

除合理的薪酬外，我們亦注重員工的福利政策。我們為員工購買醫療保險，為員工提供住院、門診等方面的保障。除了法定假期及有薪年假外，本集團的員工亦享有病假、產假等福利，以滿足員工的需求。另外，我們亦不時組織員工生日會及節日聚餐等活動，讓員工在工作之餘放鬆心情，與其他同事互相交流，增強團隊凝聚力。

於報告期內，本集團未有接獲因違反僱傭相關法律法規的檢控或投訴。

## 4.2 EMPLOYEE DISTRIBUTION OVERVIEW

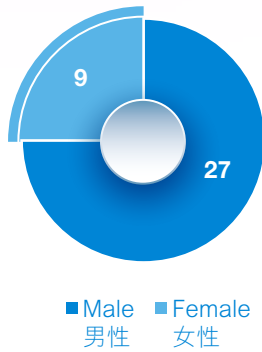
As of 31 March 2024, the Group has employed a total of 36 employees in Hong Kong and Mainland China.

## 4.2 員工分佈概覽

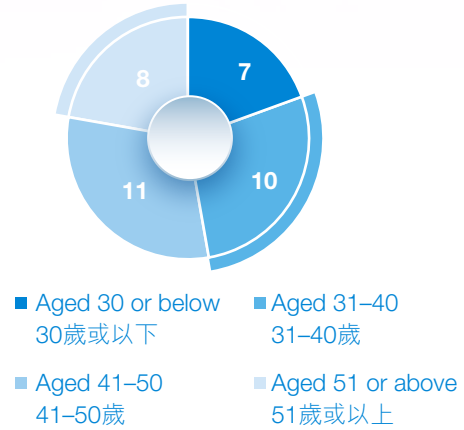
截至二零二四年三月三十一日，本集團於香港及中國內地共聘用36名員工。

### Employee Distribution As of 31 March 2024 員工分佈 截至二零二四年三月三十一日

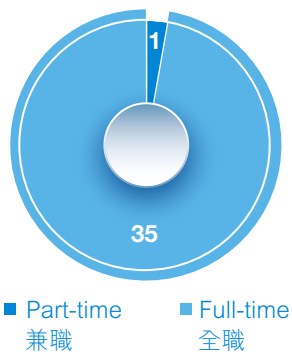
Employees by gender  
按性別劃分



Employees by age group  
按年齡組別劃分



Employees by employment category  
按僱傭類別劃分



Employees by geographical region  
按地區劃分



### 4.3 EMPLOYEE TRAINING AND DEVELOPMENT

The Group is clearly aware that the growth of its employees is critical to the sustainable development of its business. In this regard, the Group continues to deploy resources and provide diversified training for employees. By providing various on-the-job training, we expect to enhance the professional competence of employees and promote their long-term development.

As for the property management services business, in order to raise employees' awareness of occupational safety, as well as their capabilities in response, the Group arranges for employees to participate in relevant training courses from time to time, including job responsibilities of the security department, fire safety knowledge, first-aid training, facilities and equipment management, etc.

In addition, all new employees are required to attend the induction training, so as to improve their understanding of the internal structure of the Group and the requirements and responsibilities of their positions, as well as the Group's values and goals, assisting them in adapting the Group's working environment and culture as soon as possible.

During the Reporting Period, the Group has provided training for a total of 50 employees<sup>1</sup>.

### 4.4 OCCUPATIONAL HEALTH AND SAFETY

The Group endeavors to creating a safe, healthy, and comfortable working environment for employees. Although the Group's business does not involve high-risk work, we strictly comply with relevant laws and regulations including the Law of the People's Republic of China on Work Safety and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases as well as the Occupational Safety Health Ordinance of Hong Kong, to provide the most comprehensive protection for every employee.

<sup>1</sup> The data includes the Group's operations in Hong Kong, Mainland China, and Kazakhstan.

### 4.3 員工的培訓及發展

本集團深明員工的成長對本集團業務的可持續發展至關重要。為此，本集團持續投放資源，為員工提供多元化的培訓。我們期望通過參加各類在職培訓，提高員工的專業能力，促進長遠發展。

在物業管理服務業務方面，為加強員工的安全意識和應對能力，本集團不時會安排員工參加相關的培訓課程，內容包括安保部崗位職責、消防安全知識、急救技能培訓和設施設備管理等等。

另外，所有新入職的員工均需參加入職培訓，以加強對本集團的內部架構、其職位要求和職責等及本集團的價值觀和目標的了解，並協助他們及早適應本集團的工作環境和文化。

於報告期內，本集團一共為50位員工<sup>1</sup>提供培訓。

### 4.4 職業健康及安全

本集團致力為員工營造一個安全、健康和舒適的工作環境。儘管本集團的業務並不涉及高風險的工作，我們在業務運營中嚴格遵守《中華人民共和國工作安全法》、《中華人民共和國職業病防治法》和香港的《職業安全及健康條例》等相關法律法規，致力為每位員工提供最全面的保障。

<sup>1</sup> 數據包括本集團於香港、中國內地及哈薩克斯坦經營的業務。

Our Staff Handbook clearly sets out the safety management guidelines within the office, requiring all departments to always pay attention to the safety and hygiene of the working environment and facilities. Employees must promptly report and follow up on any identified safety hazards within the company when discovered. Potential safety hazards include security loopholes of the working environment and equipment; potential health issues of individual employees and other adverse factors resulting in the loss of company property or affecting the physical and mental health of employees. Meanwhile, we clean and disinfect offices everyday to prevent bacteria breeding and make medicines and first-aid supplies available in offices to prevent disease spreading; thereby protecting the safety and health of our employees.

The Group has had no cases of work-related fatalities or records of lost working days due to work-related injuries in the past three years (including the Reporting Period). In addition, the Group has not violated any laws and regulations regarding occupational safety and health.

我們的《員工手冊》內明確列明辦公室內有關安全管理的守則，要求各部門時刻注意工作環境及設施的安全和衛生。員工在發現公司存在安全隱患時，必須及時上報並追蹤處理。安全隱患包括工作環境與設備的安全性漏洞、個別員工的健康隱患以及其他可能影響公司財產損失或員工身心健康的不良因素。同時，我們亦每日為辦公室進行清潔和消毒，以防止細菌滋生，並在辦公室內放置藥物及急救用品，防範疾病在辦公室內傳播，保障員工的安全和健康。

本集團在過去三年(包括報告期)未有任何因工亡故的個案，亦未有因工傷而損失工作日數的記錄。此外，本集團亦未有違反任何與職業安全及健康相關的法律法規。

## 5 RESPONSIBLE OPERATIONS

The Group is committed to responsible and ethical business practices, as well as continually improving its operating procedures. The Group highly values its relationships with customers, suppliers, and stakeholders. The Group actively seeks to understand and respond to their appeals, thereby advancing the sustainable development of its business.

### 5.1 SUPPLY CHAIN MANAGEMENT

Suppliers are indispensable to the Group's gold and jewellery products retailing business. The Group endeavors to guaranteeing the quality of its products and services through comprehensive and effective supply chain management.

The Group has established a supply chain management mechanism strictly adhering to a series of standards, including suppliers' quality, capabilities, and services to select suitable suppliers. When engaging new suppliers, relevant departments of the Group will conduct qualification assessments on the suppliers based on the above indicators, to ensure that the quality of products and services provided by such suppliers conforms to the standards of the Group. At the same time, the Group has also incorporated factors such as whether the suppliers are involved in complaints, punishment, or legal disputes as part of the supplier selection criteria, to ensure the stability of the supply chain. The Group is dedicated to reducing the potential environmental and social impacts within the supply chain. Therefore, when selecting suppliers, the Group also consider the suppliers' environmental protection policies, work safety, and other factors, giving priority to those with outstanding environmental and social performance. To manage suppliers more systematically and efficiently, the Group has established supplier profiles for the suppliers in long-term partnership with the Group.

The Group focuses on maintaining close contact with suppliers. In our daily operations, the Group holds meetings with suppliers on a regular basis to understand their operating conditions and exchanges information on industry trends and market insights. We also maintain close contact with suppliers through phone calls and emails, to strengthen our cooperative relationship and ensure mutual information exchange, facilitating timely notification of any possible delays or conflicts. This effort aims to reduce the potential effect on the quality of the Group's products and services arising from the instability of the supply chain.

## 5 負責任的營運

本集團承諾以負責任及誠信的方式經營業務，致力完善本集團的運營慣例。我們高度重視與客戶、供應商及持份者的聯繫，積極了解及回應他們的訴求，促進本集團業務的可持續發展。

### 5.1 供應鏈管理

供應商在本集團的黃金及珠寶產品買賣中扮演不可或缺的角色。我們致力透過全面有效的供應鏈管理，確保本集團的產品及服務質素。

本集團建立供應鏈管理機制，嚴格遵守一系列標準，包括供應商的品質、能力、服務等指標，以篩選合適的供應商。與新供應商接洽時，本集團的相關部門會就前述指標進行資質考核，以確保供應商提供的產品及服務品質符合本集團的標準。同時，為保證供應鏈穩定，本集團亦將供應商有否涉及投訴、處分或法律糾紛等因素納入供應商的評選標準之一。另外，我們亦致力降低供應鏈內的潛在環境及社會影響。因此，在挑選供應商時，本集團亦會考慮其環保政策和工作安全等因素，優先採用環境和社會績效較優異的供應商。為了更具系統和有效率地管理本集團的供應商，我們亦為長期合作的供應商建立供應商檔案。

同時，我們注重與供應商保持緊密的聯繫。在日常營運中，本集團與供應商定期召開會議，以了解其營運狀況，並就行業動態、市場資訊等進行交流。我們亦通過電話及電郵等通訊方式與供應商保持密切聯繫，一方面鞏固雙方合作關係，另一方面確保雙方資訊互通，及時通報一切可能的延誤或衝突等情況，以減低因供應鏈不穩性對本集團的產品和服務質素的影響。

During the Reporting Period, the Group closely collaborated with 35 suppliers across different regions, including 6 in Hong Kong, 26 in Mainland China and 3 in other regions.

## 5.2 PRODUCT AND SERVICE RESPONSIBILITY

The Group believes that high-quality products and services are the key to sustainable business development. The Group is dedicated to providing high-quality jewellery to customers in strict accordance with the Product Quality Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests.

For the gold and jewellery business, the Group's gold is sourced strictly in accordance with the standards of the Shanghai Gold Exchange. When purchasing jewellery products, we also require suppliers to provide certificates on product source to guarantee the quality of the products.

In addition to product quality, the Group also attaches great importance to the high-quality shopping experience for customers. The Group conducts customer satisfaction surveys from time to time, working to improve current services and provide customer-centric services. During the Reporting Period, the Group has not received any product-related complaints.

The Group respects customers' personal privacy and intellectual property rights. As required by the Group, employees should refrain from recording unnecessary personal data of customers during business operations. The Group also stipulates relevant provisions for confining company and personal data in its Staff Handbook and Confidentiality System, including provisions on prohibiting employees from copying confidential documents without permission, and properly keeping confidential or private documents or information. The Group strictly complies with relevant laws and regulations including the Advertisement Law of the People's Republic of China, the Trademark Law of the People's Republic of China, and the Personal Data (Privacy) Ordinance of Hong Kong, striving to protect personal privacy and intellectual property rights.

During the Reporting Period, the Group has not violated any laws and regulations concerning the health and safety, advertising, labelling and privacy matters relating to products and services.

於報告期內，本集團在不同地區與35間供應商展開緊密合作，其中6間位於香港，26間位於中國內地及3間位於其他地區。

## 5.2 產品及服務責任

本集團相信優質的產品和服務是業務持續發展的關鍵。因此，本集團在業務營運中嚴格遵守《中華人民共和國產品品質法》、《中華人民共和國消費者權益保護法》等相關法律法規，致力為客戶提供高品質的珠寶。

在黃金及珠寶業務方面，本集團的黃金根據上海黃金交易所的標準嚴格採購。我們在採購珠寶產品時亦要求供應商提供產品資源證明，以保證其品質。

除了產品品質外，本集團亦重視為客戶提供高質素的購物體驗。為此，我們不定時進行客戶滿意度調查，努力尋求改善空間，提供以客為本的服務。本集團未有於報告期內接獲與產品相關的投訴。

本集團尊重客戶的個人私隱及智慧財產權。本集團要求員工避免在業務營運的過程中記錄客戶不必要的個人資料。同時，我們在集團的《員工手冊》及《保密制度》內闡明對保密公司及個人資料的相關規定，包括禁止員工在未經許可的情況下影印機密檔、以及應妥善保存涉及機密或私隱的檔或資料等。我們嚴格遵守《中華人民共和國廣告法》、《中華人民共和國商標法》、香港的《個人資料(私隱)條例》等相關法律法規，竭力維護個人私隱及智慧財產權。

於報告期內，本集團未有違反任何與產品和服務的健康與安全、廣告、標籤及私隱事宜相關的法律法規。



### 5.3 ANTI-CORRUPTION

The Group always adheres to the highest level of business ethics and professional ethics in its business operations, strictly complying with laws and regulations including the Criminal Law of the People's Republic of China as well as the Prevention of Bribery Ordinance and the Anti-Money Laundering and Counter-Terrorist Financing Ordinance of Hong Kong, taking a zero-tolerance attitude against the act of corruption in any form.

To ensure that all employees are in compliance with legal requirements, the Group requires them to strictly abide by laws and regulations, and arranges different grades of employees from relevant departments to double check its financial information. To eliminate bribery, extortion, fraud, and money laundering, the Group has put in place the Anti-fraud and Anti-theft Policy as well as the Whistleblowing Policy and encourages employees to report any suspected misconduct to relevant senior management. Once a report is filed, the Group will carry out a comprehensive investigation with a serious attitude and take appropriate actions when necessary. The Group will handle all reported cases confidentiality to protect the interests of whistleblowers. During the Reporting Period, the Group conducted two training sessions on anti-money laundering and counter-terrorist financing.

During the Reporting Period, the Group and its employees have not been involved in any legal proceedings related to bribery, extortion, fraud, and money laundering.

### 5.3 反貪污

本集團在業務營運中時刻堅守最高水準的商業道德及專業操守，嚴格遵守《中華人民共和國刑法》、香港的《防止賄賂條例》及《打擊洗錢及恐怖分子資金籌集條例》等法律法規，對任何形式的貪污行為採取零容忍態度。

為確保所有員工合法合規，我們要求全體員工必須嚴格遵守法律法規，並安排不同職級的相關部門員工對本集團的財務資料進行雙重檢查。為徹底杜絕賄賂、勒索、欺詐及洗黑錢等不法行徑，本集團制定《反詐騙和盜竊政策》及《舉報政策》，鼓勵員工向有關高層管理人員舉報任何可疑的不當行為。一經舉報，本集團會以嚴肅認真的態度展開全面調查，並在必要時採取相應行動。所有舉報案件資料均會嚴格保密處理，以保護舉報員工的權益。於報告期內，本集團舉行了2次反洗黑錢和反恐融資的培訓。

於報告期內，本集團及其員工並未涉及任何與賄賂、勒索、欺詐和洗黑錢相關的法律訴訟。

## 6 GIVING BACK TO SOCIETY

### 6.1 COMMUNITY INVESTMENT

The Group is fully aware of the importance of giving back to society in the course of business development. Therefore, we have always advocated serving the community to establish a harmonious relationship with the communities where we operate, spreading warmth and positivity to society. The Group devotes itself to fostering a friendly and positive corporate culture in its business operations, encouraging employees to actively participate in volunteer activities, and proceeds with determination to care for society. Going forward, the Group will continue to seek opportunities for cooperation with the communities, promoting sustainable development of society by taking part in activities and making direct donations.

## 6 回饋社會

### 6.1 社區投資

本集團深明在發展業務的過程中回饋社會的重要性。因此，我們一直提倡服務社群，與營運所在社區建立和諧共融的關係，為社會發放溫暖及正能量。我們致力在業務營運中培養友善、正面的企業文化，鼓勵員工積極參與義工活動，身體力行關心社會。我們未來會繼續努力尋求與社區的合作機會，透過參與活動及直接捐款等方式，推動社會可持續發展。

## 7 OVERVIEW OF KEY PERFORMANCE INDICATORS

## 7 關鍵績效指標總覽

### 7.1 ENVIRONMENTAL PERFORMANCE LIST

### 7.1 環境績效列表

Environmental performance index <sup>2,3</sup> 環境指標 <sup>2,3</sup>	Unit 單位	As of 31 March 2024 截至二零二四年 三月三十一日	As of 31 March 2023 截至二零二三年 三月三十一日	Increase/ Decrease 升/跌幅度	
<b>Greenhouse gas emission</b> 溫室氣體排放					
Scope 1 – Direct emission <sup>4</sup> 範疇1 – 直接排放 <sup>4</sup>	Tonne 公噸	N/A 不適用	N/A 不適用	N/A 不適用	
Scope 2 – Indirect emission (purchased electricity) <sup>5</sup> 範疇2 – 間接排放(外購電力) <sup>5</sup>	Tonne 公噸	9.82 <sup>6</sup>	8.83 <sup>7</sup>	11%	
Scope 3 – Other indirect emissions (paper) <sup>8</sup> 範疇3 – 其他間接排放(紙張) <sup>8</sup>	Tonne 公噸	0.19	0.27	-30%	
Total emissions 總排放量	Tonne 公噸	10.01	9.10	10%	
Total emission intensity <sup>9</sup> 總排放密度 <sup>9</sup>	Tonne/Employee 公噸/員工	0.28	0.28	0%	
<b>Resource Use</b> 資源使用					
Electricity consumption 用電量	kWh 千瓦時	15,807	13,880	14%	
Electricity consumption intensity 用電量密度	kWh/Employee 千瓦時/員工	439.08	420.61	4%	
Water consumption 用水量	m <sup>3</sup> 立方米	191.1	62.00	208% <sup>10</sup>	
Water consumption intensity <sup>9</sup> 用水量密度 <sup>9</sup>	m <sup>3</sup> /Employee 立方米/員工	5.31	1.88	182% <sup>10</sup>	
Paper consumption 用紙量	kg 千克	388.10	567.70	-32%	
Paper consumption intensity <sup>9</sup> 用紙量密度 <sup>9</sup>	kg/Employee 千克/員工	10.78	17.20	-37%	
Packaging material consumption 包裝物料用量	kg 千克	0.00	0.00	0.00	
Packaging material consumption intensity <sup>9</sup> 包裝物料使用密度 <sup>9</sup>	kg/Employee 千克/員工	0.00	0.00	0.00	
<b>Non-hazardous waste</b> 無害廢棄物					
Dumping 堆填	General waste <sup>11</sup> 一般垃圾 <sup>11</sup>	kg 千克	N/A 不適用	N/A 不適用	
	Scrap paper 廢紙	kg 千克	38.81	56.77	-32%
Recycling 回收	Scrap paper 廢紙	kg 千克	349.29	510.93	-32%
Total non-hazardous waste generated 總無害廢棄物產生量		kg 千克	388.10	567.70	-32%
Generation intensity of non-hazardous waste <sup>8</sup> 無害廢棄物產生密度 <sup>8</sup>		kg/Employee 千克/員工	10.78	17.20	-37%

2	Environmental performance information includes those of the Group's operations in Hong Kong, Mainland China and Kazakhstan.	2	環境績效資料包括本集團於香港、中國內地及哈薩克斯坦經營的業務。
3	As the Group's business does not involve industrial production activities and the Group does not own other fuel combustion equipment, no air pollutant emission was resulted during the Reporting Period. The hazardous wastes generated by the Group mainly come from daily office supplies such as ink cartridges and light tubes, commonly used in office settings. Due to the insignificant amount, no statistics are recorded; hazardous waste in the office is handled by qualified professional institutions in accordance with the laws and regulations of the places where the Group operates its business.	3	鑒於本集團業務並不涉及工業生產活動，以及本集團未擁有其他燃料燃燒設備，故未有於報告期內導致大氣污染物排放。本集團產生的有害廢棄物主要來自辦公室內的墨水匣及光管等日常辦公用品，由於數量極少，因此沒有統計數目；辦公室內的有害廢棄物均根據營運所在地的法律法規，安排合資格的專業機構處理。
4	As the Group does not own other fuel combustion equipment, no direct greenhouse gas emission was resulted during the Reporting Period.	4	由於本集團並未擁有其他燃料燃燒設備，故未有於報告期內導致直接的溫室氣體排放。
5	Scope 2 — Indirect emissions (purchased electricity) are the greenhouse gas emissions from the purchased electricity consumed by the Group during the suppliers' production process.	5	範疇2 — 間接排放(外購電力)來自本集團所消耗的外購電力在供電商的生產過程中所引致的溫室氣體排放。
6	The specific emission data is calculated with reference to the emission factors of the power grid in the 2023 Sustainability Report of Hong Kong Electric, the China national emission factors set out in Appendix 2: Reporting Guidance on Environmental KPIs of "How to Prepare an ESG Report" and the 2021 Kazakhstan grid emission factors set out in International Renewable Energy Agency.	6	具體排放資料的計算參考香港電燈二零二三年可持續發展報告中的電網排放因數、《如何準備環境、社會及管治報告》附錄二：環境關鍵績效指標彙報指引中的中國國家排放系數以及國際可再生能源機構的二零二一年哈薩克斯坦電網排放因數。
7	The specific emission data is calculated with reference to the emission factors of the power grid in the 2022 Sustainability Report of Hong Kong Electric, the China national emission factors set out in Appendix 2: Reporting Guidance on Environmental KPIs of "How to Prepare an ESG Report" and the 2020 Kazakhstan grid emission factors set out in International Renewable Energy Agency.	7	具體排放資料的計算參考香港電燈二零二二年可持續發展報告中的電網排放因數、《如何準備環境、社會及管治報告》附錄二：環境關鍵績效指標彙報指引中的中國國家排放系數以及國際可再生能源機構的二零二零年哈薩克斯坦電網排放因數。
8	Scope 3 — Other indirect emissions (paper) are greenhouse gas emissions from paper waste disposed of in landfills. The specific emission data is also calculated with reference to the relevant emission factors stated in the Guidelines to Account for and Report on greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong.	8	範疇3 — 其他間接排放(紙張)來自於堆填區處置之廢紙所引致的溫室氣體排放。具體排放資料的計算參考《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》的相關排放因數。
9	Intensity is calculated based on the number of staff at the end of the Year.	9	密度是根據年末員工人數計算。
10	Water consumption increased significantly due to the new property management services business.	10	用水量的顯著增加是由於新增的物業管理服務業務。
11	The Group did not generate a significant amount of general waste. Therefore, it is not disclosed.	11	本集團未有產生顯著數量的一般垃圾，因此未披露。

## 7.2 SOCIAL PERFORMANCE LIST

## 7.2 社會績效列表

Social performance index <sup>12</sup>	Unit	As of 31 March	As of 31 March
		2024	2023
社會指標 <sup>12</sup>	單位	截至 二零二四年 三月三十一日	截至 二零二三年 三月三十一日
<b>Number of employees</b> 僱傭人數			
Total number of employees 整體僱傭人數	Number 人數	36	33
Employees by gender 按性別劃分的員工	Male 男	Number 人數	27
	Female 女	Number 人數	9
Employees by employment category 按僱傭類別劃分的員工	Full-time 全職	Number 人數	35
	Part-time 兼職	Number 人數	1
Employees by employee category 按僱員類別劃分的員工	Chief executive 首席高管	Number 人數	8
	Manager 管理人員	Number 人數	4
	Ordinary employee 一般員工	Number 人數	24
Employees by age group 按年齡組別劃分的員工	Aged 30 or below 30歲或以下	Number 人數	7
	Aged 31-40 31-40歲	Number 人數	10
	Aged 41-50 41-50歲	Number 人數	11
	Aged 51 or above 51歲或以上	Number 人數	8
		Number 人數	6
Employees by geographical region 按地區劃分的員工	Hong Kong 香港	Number 人數	9
	Mainland China 中國內地	Number 人數	27
	Kazakhstan 哈薩克斯坦	Number 人數	0

12 Social performance information includes those of the Group's operations in Hong Kong, Mainland China and Kazakhstan.

12 社會績效資料包括本集團於香港、中國內地及哈薩克斯坦經營的業務。

Social performance index <sup>12</sup>		Unit	As of 31 March	As of 31 March
			2024	2023
社會指標 <sup>12</sup>		單位	截至 二零二四年 三月三十一日	截至 二零二三年 三月三十一日
<b>Employee turnover rate<sup>13</sup></b>				
<b>員工流失比率<sup>13</sup></b>				
Total number of dismissal 整體離職人數		Percentage 百分比	31.9%	6.9%
By gender 按性別劃分	Male 男	Percentage 百分比	18.2%	6.7%
	Female 女	Percentage 百分比	56.0%	7.1%
By age group 按年齡組別	Aged 30 or below 30歲或以下	Percentage 百分比	37.5%	0.0%
	Aged 31-40 31-40歲	Percentage 百分比	31.6%	15.4%
	Aged 41-50 41-50歲	Percentage 百分比	20.0%	0.0%
	Aged 51 or above 51歲或以上	Percentage 百分比	42.9%	15.4%
	Employees by geographical region 按地區劃分的員工	Hong Kong 香港	Percentage 百分比	52.2%
	Mainland China 中國內地	Percentage 百分比	20.0%	9.5%
	Kazakhstan 哈薩克斯坦	Percentage 百分比	33.3%	0.0%

12 Social performance information includes those of the Group's operations in Hong Kong, Mainland China and Kazakhstan.

13 Turnover rate of each category = number of employees resigned in such category during the Reporting Period / (number of employees in such category at the beginning of the Year + number of employees in such category at the end of the Year) / 2.

12 社會績效資料包括本集團於香港、中國內地及哈薩克斯坦經營的業務。

13 各類別的流失比率 = 報告期內該類別僱員的離職人數 / (該類別僱員年初人數 + 該類別僱員年末人數) / 2。

Social performance index <sup>12</sup>		As of 31 March	
		Unit	As of 31 March
社會指標 <sup>12</sup>		2024	
		二零二四年	二零二三年
		三月三十一日	三月三十一日
<b>Percentage of employees trained</b>			
<b>接受過培訓的員工百分比</b>			
Total number of employees trained (% of total number of employees) <sup>14</sup> 整體接受過培訓的員工人數(佔員工總數) <sup>14</sup>		Percentage 百分比	138.9% <sup>15</sup> 81.8%
By gender <sup>16</sup> 按性別劃分 <sup>16</sup>	Male 男	Percentage 百分比	80.0% 59.3%
	Female 女	Percentage 百分比	20.0% 40.7%
By employee category <sup>16</sup> 按僱員類別劃分 <sup>16</sup>	Chief executive 首席高管	Percentage 百分比	26.0% 48.2%
	Manager 管理人員	Percentage 百分比	14.0% 11.1%
	Ordinary employee 一般員工	Percentage 百分比	60.0% 40.7%
<b>Training hours of employees</b>			
<b>員工培訓時數</b>			
Overall average hours of employees trained <sup>17</sup> 整體接受過培訓的員工平均時數 <sup>17</sup>		Hour 小時	2.9 2.5
By gender <sup>18</sup> 按性別劃分 <sup>18</sup>	Male 男	Hour 小時	3.2 2.8
	Female 女	Hour 小時	2.2 2.2
By employee category <sup>18</sup> 按僱員類別劃分 <sup>18</sup>	Chief executive 首席高管	Hour 小時	2.4 3.3
	Manager 管理人員	Hour 小時	3.9 1.0
	Ordinary employee 一般員工	Hour 小時	2.9 2.1

- |    |  |    |  |
|----|--|----|--|
| 12 | Social performance information includes those of the Group's operations in Hong Kong, Mainland China and Kazakhstan.   | 12 | 社會績效資料包括本集團於香港、中國內地及哈薩克斯坦經營的業務。                            |
| 14 | Overall number of employees trained (% of total number of employees) = number of employees trained/number of employees.  | 14 | 整體接受過培訓的員工人數(佔員工總數) = 受訓僱員人數 / 僱員人數。                       |
| 15 | Percentage of overall number of employees trained (% of total number of employees) increased significantly due to the number of employees trained included those from sales of Fintech business and new property management services business. | 15 | 整體接受過培訓的員工人數(佔員工總數)百分比顯著增加是由於受訓僱員人數包括出售金融科技業務和新增的物業管理服務業務。 |
| 16 | Percentage of employees trained by relevant category = number of employees of such category trained/number of employees trained.   | 16 | 按相關類別劃分的僱員培訓百分比 = 該類僱員受訓人數 / 受訓僱員人數。                       |
| 17 | Overall average hours of employees trained = total hours trained/total number of employees.  | 17 | 整體接受過培訓的員工平均時數 = 總受訓時數 / 僱員總人數。                            |
| 18 | Average hours of employees trained by relevant category = number of employees of such category trained/number of employees of such category.   | 18 | 按相關類別劃分的員工培訓平均時數 = 該類僱員受訓時數 / 該類僱員人數。                      |

Social performance index <sup>12</sup>	Unit	As of 31 March	As of 31 March
		2024	2023
社會指標 <sup>12</sup>	單位	截至 二零二四年 三月三十一日	截至 二零二三年 三月三十一日
<b>Occupational safety</b> 職業安全			
Number and rate of work-related fatalities <sup>19</sup> 因工亡故的人數及比率 <sup>19</sup>	Individual case 個案	0	0
Work-related injuries 工傷事故	Individual case 個案	0	0
Workdays lost due to work-related injuries 因工傷而損失的工作日	Individual case 個案	0	0
<b>Supplier number</b> 供應商數目			
Hong Kong 香港	Number 數量	6	4
Mainland China 中國內地	Number 數量	26	8
Other 其他	Number 數量	3	4
<b>Product liability</b> 產品責任			
Number of complaints 投訴數量	Individual case 個案	0	0
Number of product recalls 產品回收次數	Individual case 個案	0	0

12 Social performance information includes those of the Group's operations in Hong Kong, Mainland China and Kazakhstan.

19 Number and rate of work-related fatalities occurred in each of the past three years (including the Reporting Period).

12 社會績效資料包括本集團於香港、中國內地及哈薩克斯坦經營的業務。

19 包括過去三年(包括報告期)每年因工亡故的人數及比率。





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