



DYNAMIC
HOLDINGS
LIMITED

達力集團有限公司

Incorporated in Bermuda with limited liability
在百慕達註冊成立之有限公司

Stock Code 股份代號：29

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告
2019



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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

關於本報告

達力集團有限公司（「本公司」）及其附屬公司（「本集團」、「我們」或「我們的」）為一家在中國內地卓越之房地產集團，專攻住宅、商業及商場之物業投資及發展項目。在地理上，本集團主力於經濟增長迅速之重要城市，例如北京、上海及深圳。

本集團將企業社會責任納入企業文化內，構成其業務策略之重要一環。本集團透過培育其企業公民責任，致力創造和諧可持續之社區，並將環境、社會及管治（「環境、社會及管治」）的事務融入業務及營運中，旨在使其寶貴的主要持份者、社會大眾及整體環境的利益及福祉之間取得平衡。

報告框架及範圍

我們謹此根據香港聯合交易所有限公司證券上市規則附錄二十七所載環境、社會及管治報告指引（「環境、社會及管治報告指引」），提呈二零一八年七月一日至二零一九年六月三十日期間（「呈報期」）之環境、社會及管治報告，旨在向持份者提供我們之環境、社會及管治政策、方案及績效的全面概述。本環境、社會及管治報告之範疇涉及我們於北京、上海、深圳及香港之主要業務營運。

環境、社會及管治方針

於滿足持份者對我們環境、社會及管治實務之期望時，我們已建立一套管治架構，制定環境、社會及管治策略，並將環境、社會及管治事宜納入營運範疇。企業社會責任架構分為兩個主要組成部分，本公司董事會（「董事會」）及環境、社會及管治工作團隊（其由多個部門之管理層人員組成）。董事會負責制定環境、社會及管治策略、識別及評估環境、社會及管治相關風險，以及確保環境、社會及管治風險管理及內部監控系統到位。董事會定期審閱降低風險的表現，並已批准於環境、社會及管治報告之披露事項。環境、社會及管治工作團隊負責監察及管理環境、社會及管治相關風險以及我們環境、社會及管治管理系統之成效。此外，該工作團隊亦負責收集及分析內部環境、社會及管治數據、審閱來自內部及外部持份者之反饋、與董事會就主要環境、社會及管治事項進行溝通，以及編製環境、社會及管治報告。

ABOUT THIS REPORT

Dynamic Holdings Limited (the “Company”) and its subsidiaries (the “Group”, “we” or “our”) is a premier property group in the mainland China that specializes in the investment and development of residential, commercial and retail projects. Geographically, the Group focuses on key cities in fast growing economic regions, such as Beijing, Shanghai and Shenzhen.

The Group are embedded with corporate culture for corporate social responsibilities that forms an integral part of its business strategies. The Group endeavours to create a harmonious and sustainable community through cultivating its responsible corporate citizenship and integrate environmental, social, and governance (“ESG”) concerns into the businesses and operations with an aim of aligning the interests and benefits of its valuable key stakeholders, the society at large and the environment as a whole.

REPORTING FRAMEWORK AND SCOPE

In accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, we hereby present our ESG Report for the period from 1 July 2018 to 30 June 2019 (the “Reporting Period”) with aims to provide stakeholders with a comprehensive overview on our ESG policies, initiatives as well as performance. The scope of this ESG report covers our key business operations in Beijing, Shanghai, Shenzhen and Hong Kong.

ESG GOVERNANCE

In fulfilment of expectations from our stakeholders regarding our ESG practices, we have devised a governance framework to establish our ESG strategy and embed ESG matters into our operations. Our corporate social responsibility structure is divided into two main components, the board of directors (the “Board”) of the Company and the ESG working group, which is comprised of management personnel of multiple departments. The Board is responsible for formulating our ESG strategy, identifying and evaluating ESG-related risks, and ensuring ESG risk management and internal control systems are in place. Risk mitigation performance is periodically reviewed and disclosures in this ESG report have been approved by the Board. The ESG working group is obligated to monitor and manage ESG-related risks and the effectiveness of our ESG management systems. Further, the working group is also accountable for the collection and analysis of internal ESG data, review of feedback from internal and external stakeholders, communication to the Board for key ESG matters, as well as preparation of the ESG report.

持份者的參與

我們深明持份者全面及有效之參與對實現企業可持續發展十分重要。我們力求與主要持份者維持持續溝通，以了解其對我們的營運及可持續發展表現的憂慮及興趣。持份者參與為我們的策略發展提供寶貴見解，促進知情決策乃有利於我們的管理。

識別主要持份者乃持份者參與的先決條件。於呈報期內，我們識別我們的主要持份者為投資者、客戶、僱員、供應商、地方社區及監管機構。我們已透過不同溝通渠道與持份者建立及維持良好關係。

下表載列本集團之主要持份者以及我們與彼等溝通及回應彼等關注所作的工作摘要。

持份者組別	溝通渠道
股東／投資者	股東週年大會 年度報告及中期報告 公告及通函 投資者會議、服務和通訊
客戶／租戶	客戶滿意度調查及問卷 ¹ 客戶服務中心和會議 實地視察、客戶關懷及服務
供應商	採購投標通告 通訊
僱員	發展及培訓 表現評價 僱員會議 告示牌 通訊
監管機構	合規報告 通訊
地方社區	公共／社區活動 環境、社會及管治報告

附註：

¹ 透過客戶對不同範疇之滿意度調查及問卷收集客戶反饋，例如樓宇綠化及景觀特色、廢棄物收集以及電力使用。

STAKEHOLDERS' ENGAGEMENT

We recognise the importance of comprehensive and effective stakeholder engagement in achieving sustainable corporate growth. We strive to maintain ongoing communication with our material stakeholders to understand their concerns and interests towards our operations and sustainability performances. Stakeholder engagement provides valuable insights on our strategic development, and fosters informed decision-making, which are beneficial to our management.

Identifying material stakeholders is a prerequisite to stakeholder engagement. During the Reporting Period, we identified our key stakeholders as investors, customers, employees, suppliers, local community, and regulatory bodies. We have engaged and maintained quality relationships with our stakeholders through a range of communication channels.

The table below highlights the Group's key stakeholders as well as our efforts in communication with and response to them.

Stakeholder Groups	Communication Channels
Shareholders/Investors	Annual general meetings Annual reports and interim reports Announcements and circulars Investor meetings, services and correspondence
Customers/Tenants	Customer satisfaction surveys and questionnaires ¹ Customer service center and meetings On-site visits, customer care and services
Suppliers	Tender notices for procurement Correspondence
Employees	Development and training Performance appraisals Employee meetings Notice boards Correspondence
Regulatory Bodies	Compliance reports Correspondence
Local Community	Public/community activities ESG reports

Note:

¹ Customers' feedback was collected by means of customer satisfaction surveys and questionnaires, in areas such as greening and landscaping features of buildings, waste collection, as well as electricity usage.

重要性分析

為確保本環境、社會及管治報告處理相關環境、社會及管治議題及提升持份者對本集團可持續發展之瞭解，我們已對本集團之環境、社會及管治議程進行重大性評估。重大性評估程序包括透過與合適夥伴之基準評定識別潛在議題、對根據環境影響、聲譽風險及持份者利益等因素經參考來自內部及外部持份者參與結果所識別之議題排列優先次序，以及根據環境、社會及管治指引由管理層核實關鍵重大環境、社會及管治議題。透過該等舉措，我們亦可識別改善環境、社會及管治工作之範疇，並建立更全面、透明及具體之回應，以提升本環境、社會及管治報告之質素。

遵守法律及法規

本集團明瞭遵守適用之法律、規則及法規之重要性以及不遵守環境、社會及管治事宜有關的規定對本集團業務及營運之風險。本集團已實施體制及分配員工資源，以確保持續遵守適用之法律、規則及法規。本集團之業務主要由本公司於中華人民共和國（「中國」）之附屬公司進行，而本公司自身於香港聯合交易所有限公司上市。因此，本集團之成立及營運須遵守所有中國及香港法律以及其營運所在司法權區之適用法律。

A. 環境

以保護環境作為本集團企業責任的一部分，並達致可持續發展，本集團已推行一系列環保管理措施和倡議，以根據其環保政策履行其對環境保護的長期承諾。

於呈報期內，並無錄得任何經確認違反與環境相關法律和法規之事故、罰款及非金錢制裁而對本集團之營運造成重大影響。本集團已積極確保法律合規，方法包括但不限於與承包商訂立合約協議以控制直接排放。這些適用的法律法規²分別在香港、上海、北京和深圳地區得到遵守。

附註：

² 包括但不限於空氣污染管制條例、保護臭氧層條例、廢物處置條例、水污染管制條例及噪音管制條例之香港法例。

包括但不限於中華人民共和國環境保護法、中華人民共和國水污染防治法、中華人民共和國大氣污染防治法、中華人民共和國固體廢物污染環境防治法及一般工業固體廢物貯存、處置場污染控制標準。

MATERIALITY ANALYSIS

To ensure that this ESG Report addresses the relevant ESG issues and to enhance stakeholders' understanding of the Group's sustainable development, we have conducted a materiality assessment of the Group's ESG agenda. Our materiality assessment process consists of identification of potential issues through benchmarking with suitable peers, prioritising issues identified with reference to results from internal and external stakeholders' engagement based on factors such as environmental implications, reputational risks, and stakeholders' interest, and validation of key material ESG issues by our management according to the ESG Guide. By doing so, we can also identify the areas for improvement in our ESG work, and devise more comprehensive, transparent and specific responses to enhance the quality of this ESG Report.

COMPLIANCE WITH LAWS AND REGULATIONS

The Group recognises the importance of compliance with applicable laws, rules and regulations and the risk of non-compliance with such requirements relating to ESG issues on the businesses and operations of the Group. The Group has implemented systems and allocated staff resources to ensure ongoing compliance with applicable laws, rules and regulations. The Group's operations are mainly carried out by the subsidiaries of the Company in the People's Republic of China (the "PRC") while the Company itself is listed on The Stock Exchange of Hong Kong Limited. Accordingly, the Group's establishment and operations shall comply with all laws of the PRC and Hong Kong and applicable laws in the jurisdictions where it has operations.

A. ENVIRONMENTAL

With a view to undertaking environmental protection as part of the Group's corporate responsibilities and achieving sustainable development, the Group has implemented a number of green management measures and initiatives in order to deliver its long-standing commitment to the environmental protection according to its environmental policies.

No confirmed incidents, fines and non-monetary sanctions for non-compliance with environmental laws and regulations which have significant impact on the Group's operations were recorded during the Reporting Period. The Group has proactively ensured legal compliance, by means of, but not limited to, contractual agreements with contractors to control direct emissions. Those applicable laws and regulations² were observed in Hong Kong, Shanghai, Beijing and Shenzhen region respectively.

Note:

² Including but not limited to Air Pollution Control Ordinance, Ozone Layer Protection Ordinance, Waste Disposal Ordinance, Water Pollution Control Ordinance and Noise Control Ordinance under the laws of Hong Kong.

Including but not limited to Environmental Protection Law of the PRC (中華人民共和國環境保護法), Law of the PRC on Prevention and Control of Water Pollution (中華人民共和國水污染防治法), Law of the PRC on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), Law of the PRC on the Prevention and Control of Solid Waste (中華人民共和國固體廢物污染環境防治法) and Standard for Pollution Control on Hazardous Waste Storage (一般工業固體廢物貯存、處置場污染控制標準).

A. 環境 (續)

A1 排放物

本集團自成立以來一直致力於保護環境。本集團深知，物業項目開發以及優化及重構之翻修過程中無可避免會出現氣體排放及其他排放，因此力求減少溫室氣體排放，並嚴格指導及監督承包商之環保措施。

此外，本集團要求物業管理服務供應商於其工作計劃中考慮對環境之影響。於每年評估供應商時，均會考慮環保措施、物業管理人員之環保工作、向租戶及客戶推廣之綠色生活方式等。

憑藉上述方案，加上本集團內部採購及管理流程顧及環保，本集團營運產生之污染及能源消耗降至最低。

因應我們業務性質，概無向水及土地的排污，而有關披露為不相關的。

廢棄物管理

於呈報期內，由於並無任何物業發展項目，故於呈報期內所產生之有害廢棄物影響並不重大。

於辦公室使用之紙張、墨盒及墨粉被識別為我們營運所產生重大無害廢棄物之來源，於呈報期內，總耗用量為1.09噸(二零一八年：1.54噸)。使用過之墨盒及墨粉已交回服務供應商回收。

A. ENVIRONMENTAL (Continued)

A1 Emissions

The Group has been committed to environmental protection since its establishment. Knowing the fact that air emissions and other discharges are inevitable during property projects development and renovation for upgrading and reconfiguration, the Group strives to reduce greenhouse gas emissions, and strictly guide and monitor contractors' environmental protection measures.

In addition, the Group has required its property management service providers to consider environmental impacts in their work plan. Environmental protection measures, environmentally friendly practices for property management personnel, promotion of green living style to tenants and customers, etc. are considered during the annual evaluation of vendors.

With the abovementioned initiatives, plus the environmental protection considerations in the Group's internal procurement and administration processes, pollutions and energy consumption from the Group's operations were minimised.

Due to our business nature, there were no discharges into water and land and the relevant disclosure is irrelevant.

Waste management

Since there were no property development projects during the Reporting Period, hazardous wastes produced were immaterial during the Reporting Period.

Paper, ink cartridges and toners consumed in offices are identified as major sources of non-hazardous wastes in our operation, with a total consumption of 1.09 tonnes (2018: 1.54 tonnes) during the Reporting Period. Used ink cartridges and toners were returned to our service providers for recycling.

A. 環境 (續)

A1 排放物 (續)

廢棄物管理 (續)

本集團推行環保辦公室常規，並已提倡「減量、再用、回收」之原則以減少日常營運所產生之廢棄物，從而保護天然資源。我們在營運中心及辦公室公共區域設置回收箱，以方便回收。我們亦鼓勵僱員對電腦、通訊器材及使用過之電池等設備循環再用。此外，我們已減少打印、信封回收再用、善用電子通訊、電子報表及掃描文件，亦採取雙面打印及複印內部文件。於影印機及打印機張貼節約資源提示，以推廣源頭減廢。我們亦鼓勵以電話會議通訊，盡量減少商務差旅之面對面會議。

溫室氣體排放及氣體排放

車輛使用之汽油、電力消耗、廢紙處置及污水處理等活動均會產生溫室氣體(「溫室氣體」)。於本呈報期內，本集團溫室氣體總排放量及密度分別為4,147噸二氧化碳當量(二零一八年：4,048噸二氧化碳當量)及每平方英尺0.59噸二氧化碳當量(二零一八年：每平方英尺0.57噸二氧化碳當量)。我們總排放量較前年合理地增加，其與我們業務及營運改進需要一致。

	截至二零一九年 六月三十日止年度	截至二零一八年 六月三十日止年度
範圍1 – 直接溫室氣體排放		
汽油	26.1噸二氧化碳當量	28.5噸二氧化碳當量
範圍2 – 能源間接排放		
購買電力	4,109.5噸二氧化碳當量	4,010.5噸二氧化碳當量
範圍3 – 其他間接排放		
廢紙處置	5.2噸二氧化碳當量	5.5噸二氧化碳當量
食水及污水處理	4.8噸二氧化碳當量	3.5噸二氧化碳當量
總排放量	4,145噸二氧化碳當量	4,048噸二氧化碳當量

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Waste management (Continued)

The Group implements green office practice, and has been advocating “Reduce, Reuse and Recycle” principles to minimise wastes generated from our daily operations to protect natural resources. We have recycling bins at our operation centres and offices’ public area to facilitate recycling. We also encourage employees to recycle equipment such as computers, communication devices and used batteries. Moreover, we have reduced printing, reused envelopes, made use of e-communication, e-statement or scanning copies, as well as adopted double-sided printing and copying for internal documents. Resources saving reminders have been posted on photocopiers and printers to promote waste reduction at source. We also encourage teleconference communication to face-to-face meetings to minimise business trips.

Greenhouse Gas Emissions and Air Emissions

Greenhouse gases (“GHG”) are generated through various activities, including the use of petrol by our vehicles, the consumption of electricity, disposal of waste paper and sewage treatment. The total GHG emissions and intensity of the Group for this Reporting Period were 4,147 tonnes CO₂e (2018: 4,048 tonnes CO₂e) and 0.59 tonnes CO₂e per square foot area (2018: 0.57 tonnes CO₂e per square foot area). Our total emissions increased reasonably from previous year, which was in line with our improved requirements of business and operations.

	For the year ended 30 June 2019	For the year ended 30 June 2018
Scope 1 – Direct GHG emissions		
Petrol	26.1 tonnes CO ₂ e	28.5 tonnes CO ₂ e
Scope 2 – Energy indirect emissions		
Purchased electricity	4,109.5 tonnes CO ₂ e	4,010.5 tonnes CO ₂ e
Scope 3 – Other indirect emissions		
Waste paper disposal	5.2 tonnes CO ₂ e	5.5 tonnes CO ₂ e
Water	4.8 tonnes CO ₂ e	3.5 tonnes CO ₂ e
Total Emissions	4,145 tonnes CO₂e	4,048 tonnes CO₂e

A. 環境 (續)

A1 排放物 (續)

廢棄物管理 (續)

於呈報期內，由於並無任何物業發展項目，故我們主要之氣體排放來自本集團擁有及營運之車輛。於呈報期內，根據車輛之已行走哩數及消耗之汽油計算，本集團已產生硫氧化物0.18千克（二零一八年：0.20千克）、氮氧化物7.92千克（二零一八年：8.91千克）及顆粒物質0.58千克（二零一八年：0.66千克）。

我們已制定及實施內部政策，以減少能源消耗，從而減少碳足跡，有關詳情於「A2資源使用」闡述。

A2 資源使用

本集團致力於執行一套環保措施，以維持可持續發展，實現綠色商業運作。本集團確保所有業務活動及營運均符合節能原則，並且遵守所有環保相關政策及程序。

至於物業優化及翻新（如有），承包商採用之施工／翻新方法及設備為本集團招標過程中承包商評估標準之一部分，以採用綠色施工方法之承包商為優先選擇。甄選原材料供應商時亦沿用同一理念，以優先選擇採用綠色材料之供應商。

此外，本集團之房地產項目已將環保要素納入建築設計，因此已採用環保建築設備以降低水電用量。

本集團已在內部實施綠色管理體系，務求提升能源及資源效益，增進員工在節約能源及資源方面之意識。本集團已建立能源及資源運用報告機制（包括舉行定期會議及內部討論），以監察資源使用之情況、評估環保措施之成效及識別需要改善之範疇。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Waste management (Continued)

As there were no property development projects in the Reporting Period, our major air emissions were generated from the vehicles owned and operated by the Group. Based on miles travelled and the fuel consumed by our vehicles, the Group had generated 0.18 kg (2018: 0.20 kg) of sulphur oxides, 7.92 kg (2018: 8.91 kg) of nitrogen oxides and 0.58 kg (2018: 0.66 kg) of particulate matters during the Reporting Period.

Internal policies have been developed and implemented to reduce energy usage for achieving a smaller carbon footprint, which is described in “A2 Use of Resources”.

A2 Use of Resources

The Group is dedicated to execute a set of environmentally friendly measures in order to maintain sustainability and achieve green commercial practices. The Group ensures all of its business activities and operations are in line with the principle of energy conservation, complying with all environmental protection related policies and procedures.

Regarding property enhancement and renovation (if any), construction/renovation methods and equipment applied by the contractors are part of the contractor assessment criteria in the Group’s tendering process. Contractors adopting green construction practices are more preferable. The same concept also applies to raw materials supplier selection such that suppliers with green materials are more preferred.

Furthermore, the Group’s real estate projects have embedded environmental protection elements into the building design such that environmentally friendly building equipment has been adopted to reduce electricity and water consumption.

Green management systems have been implemented internally to improve energy and resources efficiency, and raise staff’s awareness in energy and resources conservation. The Group has established energy and resources usage reporting mechanism, including holding regular meetings and internal discussions to monitor the use of resources, and evaluate the effectiveness of environmental protection practices and identify improvement areas.

A. 環境(續)

A2 資源使用(續)

能源消耗

於呈報期內，本集團能源消耗之主要類型為電力及汽油。北京購物中心以及上海、深圳及香港辦事處消耗電力以供照明、空調及辦公室設備運作。我們用作運輸的車輛則消耗汽油。消耗量為：

能源 類型	單位	截至二零一九年 六月三十日止年度		截至二零一八年 六月三十日止年度	
		數量	密度	數量	密度
電力	千瓦時	4,288.05	0.61	4,047.86	0.57
		(每平方呎 辦公室 面積)		(每平方呎 辦公室 面積)	
汽油	升	12,298.52	245.97	13,783.07	275.66
		(截至 二零一九年 六月三十日 的每名 員工)		(截至 二零一八年 六月三十日 的每名 員工)	

為減少消耗電力及汽油，我們積極推動採購高能源效益設備，並要求同事實行綠色辦公。於呈報期內，我們已實施下列措施以減少能源消耗：

- 逐漸於辦公室以LED照明代替老化光管；
- 於一般辦公時間後關掉空調及電器設備；
- 專職人員定期檢查及監督能源消耗；
- 通過視頻會議及電話會議與客戶及附屬公司進行溝通；
- 嚴格按照國家要求設定空調溫度，並於空調啟動時關上窗戶；
- 張貼提示鼓勵員工離開辦公室前關掉電器；及
- 鼓勵持份者(例如股東、供應商及客戶)成為環保友好的一份子。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Energy consumption

During the Reporting Period, electricity and petrol were the major types of energy consumed by the Group. Electricity was consumed in a shopping mall in Beijing, offices in Shanghai, Shenzhen and Hong Kong for lighting, air-conditioning and operations of office equipment. Petrol was consumed by our vehicles for transportation. The amount of consumption was:

Energy Type	Unit	For the year ended 30 June 2019		For the year ended 30 June 2018	
		Amount	Intensity	Amount	Intensity
Electricity	mWh	4,288.05	0.61	4,047.86	0.57
		(per square foot area)		(per square foot area)	
Petrol	Liter	12,298.52	245.97	13,783.07	275.66
		(per number of employees as at 30 June 2019)		(per number of employees as at 30 June 2018)	

In order to reduce consumption of electricity and petrol, we actively promote the procurement of energy efficient equipment and require our colleagues to adopt green office practices. During the Reporting Period, we implemented the following initiatives for reduction of energy consumption:

- gradually replacing aging light tubes with LED lighting at offices;
- switching off air-conditioning and electrical devices after the standard working hours;
- conducting regular inspections and monitoring of energy consumption by dedicated staff;
- communicating with clients and subsidiaries through video conferencing and teleconferencing;
- setting air conditioning temperature strictly in line with the national requirements and closing windows when air-conditioning is turned on; and
- posting reminders to encourage employees to turn off appliances before leaving the office; and
- encourage stakeholders e.g. shareholders, suppliers and customers to be eco-friendly.

A. 環境 (續)

A2 資源使用 (續)

耗水量

我們之耗水量主要包括僱員日常用水。於呈報期內，我們於北京購物中心、上海及深圳辦事處之耗水量合共為9,647立方米(二零一八年：7,451立方米)及每平方呎為2.59立方米(二零一八年：每平方呎為2.00立方米)。本集團獲得香港辦事處之耗水量的數據有限，原因是用水數據受獨立物業管理代理控制。按此，有關資料被視為對環境、社會及管治報告而言並不重要。

為減少耗水量，本集團已在洗手盆旁邊貼上標誌及通告，提高節水意識。水龍頭已裝上感應器以控制耗水量。我們通過政府的水資源供給系統尋求維持穩定的水資源及水資源供給質量。於呈報期內，我們並未出現任何尋找適當水資源之問題。

包裝

雖然於呈報期內並無使用實質包裝材料，但我們已於客戶櫃檯展示環保海報，鼓勵客戶自備文件夾及袋子。

A3 環境及天然資源

環境影響管理

本集團業務遍及北京、上海及深圳等中國各大主要城市，對企業社會責任尤其重視，並已於環保措施方面投入大量資源，以減少本集團業務活動對環境及天然資源造成之負面影響。本集團已遵守與環境相關之法規及國際標準。我們已將環保概念融入管理。本集團已實施環境監測系統，在日常營運中持續評估及監測環境風險。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Water consumption

Our water consumption mainly comprised daily water usage of employees. During the Reporting Period, we had consumed a total of 9,647 cubic metres (2018: 7,451 cubic metres) and 2.59 cubic metres per square foot area (2018: 2.00 cubic metres per square foot area) respectively in Beijing shopping mall, offices in Shanghai and Shenzhen. The Group has limited access to water consumption data in the Hong Kong office as it is controlled by the independent property management agent. Hence, it is considered immaterial in ESG reporting.

To reduce water consumption, signs and notices are posted near washbasins to promote water conservation. Sensors are installed at the water taps to control water consumption. We seek to maintain stability in water source and quality of water supply through sourcing from government water supply systems. During the Reporting Period, we did not experience any problem in sourcing appropriate water sources.

Packaging

Although no substantial packaging materials were used during the Reporting Period, environment protection posters were displayed at customer counters to encourage customers to bring their own folders and bags.

A3 The Environment and Natural Resources

Environmental impact management

As the Group has business in major cities in China such as Beijing, Shanghai and Shenzhen, the Group emphasises corporate social responsibility and has devoted massive resources in environmental protection initiatives to reduce negative impacts on the environment and natural resources caused by the Group's business activities. The Group has complied with all environment-related regulations and international standards. Concept of environmental protection has been assimilated into management. The Group has implemented an environment monitoring system to assess and monitor environmental risks continuously in daily operation.

A. 環境(續)

A3 環境及天然資源(續)

本集團可於房地產項目建設工程或翻新工程動工前，因應情況外聘專業顧問進行環境評估。環境評估結果會交予承包商，由彼等作出相應回應。

此外，本集團已採用可持續綠色建築，以減少建築物在營運中對環境造成之影響。綠色倡議之實例包括將空調設定至攝氏25.5度、採納具能源效益之設計(例如大窗戶以改善通風及增加採光)以及備有綠化及美化設施，以提高建築物用戶或設施使用者之生活質素。

本集團已制定「綠色辦公室管理指引」，不時為員工提供在工作場所使用能源、水資源及辦公室用品時的環保慣例原則及實用貼士。本集團亦委派部分高級職員向僱員推廣綠色活動及措施，並就「綠色辦公室管理指引」的遵守情況定期進行檢討。此外，本集團亦定期檢討其環保慣例以作進一步改善。

B. 社會

作為一個對社會負責之企業公民，本集團旨在與其主要持份者建立互利關係。

B1 僱傭

本集團已制定符合中國及香港僱傭法例及法規之僱傭政策及指引。

招聘及晉升

本集團聘用及擢升認同本集團價值及職業道德之員工。本集團珍視主動、盡責及誠實之僱員，並以功績作為聘用及晉升標準。

A. ENVIRONMENTAL (Continued)

A3 The Environment and Natural Resources (Continued)

The Group may engage external professional consultant in performing environmental assessments before commencement of construction work of the real estate projects or renovation depending on circumstances. The environmental assessment results are provided to the contractors for formulating corresponding responses.

Furthermore, the Group has adopted sustainable green architecture to reduce the buildings' impacts on the environment during the operation. Examples of green initiatives include setting air-conditioner at 25.5 degree Celsius, energy efficiency design like large windows for better ventilation and use of day-light, as well as greening and landscaping features which can benefit the quality of life of the building occupants or users of the facilities.

The Group has formulated the 'Green Office Management Guidelines' to provide principles and useful tips for workplace eco-friendly practices in energy, water and office material consumption from time to time. Some officers have been delegated to promote green behaviour and initiatives among employees, and carry out review regularly to assess compliance with the 'Green Office Management Guidelines'. Also, the Group regularly reviews its environmental practice to make further improvement.

B. SOCIAL

Being a socially responsible corporate citizen, the Group aims to build a mutually beneficial relationship with its key stakeholders.

B1 Employment

The Group has established employment policies and guidelines that are compliant with the employment laws and regulations in the PRC and Hong Kong.

Recruitment and promotion

The Group hires and promotes staff who share values and work ethics of the Group. The Group treasures those who demonstrate initiative, responsibility and integrity. Hiring and promotion are based on merits.

B. 社會 (續)

B1 僱傭 (續)

薪酬

於二零一九年六月三十日，本集團於香港及中國聘用約50名僱員（包括董事），薪酬與現行市場水平相若，並包括醫療保險、公積金計劃及認股權計劃等僱員福利。

本集團之僱員薪酬政策由本董事會薪酬委員會建議，基準為各自功績、責任及職務、表現、資歷及能力，並考慮到市場可比較水平、本集團經營業績、企業目標及宗旨，以及相關法律規定。

本集團各董事薪酬由本董事會薪酬委員會參考本集團經營業績、企業目標及宗旨、個別工作表現及職責以及市場可比較統計後建議。本集團已採納認股權計劃以鼓勵董事及合資格僱員。

本集團員工之薪酬及其他福利待遇參照地方行業平均水平釐定。經驗及資格亦在考慮之列。釐定僱員薪金待遇時亦採用關鍵績效指標（視員工職位而定）以衡量員工表現。

解僱

解僱乃根據本集團行為守則作出。所有解僱均依法執行。

平等機會、多元化發展及反歧視

本集團著重人力資本多元化，並反對任何類型歧視。本集團確保所有人力資源政策及程序均體現平等機會，而不論性別、年齡、懷孕、婚姻狀況、殘疾、家庭狀況及種族。

B. SOCIAL (Continued)

B1 Employment (Continued)

Emolument

As at 30 June 2019, the Group had about 50 employees, including Directors, in Hong Kong and the PRC at prevailing market remuneration with employee benefits such as medical insurance, provident fund schemes and share option schemes.

The emolument policy of the employees of the Group is recommended by the Remuneration Committee of the Board on the basis of the respective merits, responsibilities and duties, performance, qualifications and competence, also taking into account comparable market level, operating results of the Group, corporate goals and objectives, and relevant legal requirements.

The emoluments of the respective Directors of the Group are recommended by the Remuneration Committee of the Board, having regard to the operating results of the Group, corporate goals and objectives, individual performance and responsibility and comparable market statistics. The Group has adopted share option schemes as incentives to Directors and eligible employees.

The Group's staff remuneration and other fringe benefits are referenced against local industrial averages. Experience and qualifications are also taken into account. Key performance indicators, depending on staff position, are adopted to measure staff performance for determining staff packages.

Dismissal

Dismissals are based on the Group's code of conduct. All dismissals are carried out with legal compliance.

Equal opportunity, diversity, anti-discrimination

The Group emphasises human capital diversity, and is against any kind of discrimination. The Group ensures equal opportunities in all of its human resources policies and procedures, regardless of gender, age, pregnancy, marital status, disability, family status, and race.

B. 社會 (續)

B1 僱傭 (續)

工作時數、假期以及其他待遇及福利

工作時數、假期以及其他待遇及福利參照地方行業平均水平釐定。經驗、資格及資歷亦在考慮之列。本集團為確保此等常規依照地方適用之人力資源(「人力資源」)相關規則，並透過在人力資源程序中部署適當內部監控。

於呈報期內，除下文所述事件外，概無注意到任何有關本集團勞工慣例之重大不合規問題而對本集團之營運造成重大影響。本集團依循適用法律和法等法規³。然而，在北京曾違反一項中華人民共和國社會保險法，事件中，前僱員就彼等過往指定任期內所收取社會保險之差額，索取相關社會保障不足之賠償。有關爭議已完滿解決，而本集團已作出補救措施。

B2 健康與安全

工作場所健康與安全

本集團承諾為其員工提供安全、健康、舒適及有效率的工作環境。就此而言，我們已就職業健康及安全相關事宜建立內部指引及舉報系統。具體而言，為預防任何職業危害，我們已採用包括工作場所安全海報、培訓課程及警告標示或公告等多項行政措施。所有工傷個案不論嚴重程度，均須向總部匯報，以作進一步評估，從而確保妥善處理有關個案及執行防範措施。

附註：

³ 包括但不限於僱傭條例及公眾假期條例、僱員補償條例、職業安全及健康條例、最低工資條例、性別歧視條例、殘疾歧視條例、家庭崗位歧視條例之香港法例。

包括但不限於中華人民共和國勞動法及中華人民共和國工會法。

B. SOCIAL (Continued)

B1 Employment (Continued)

Working hours, rest periods, and other benefits and welfare

Working hours, rest periods and other benefits and welfare are determined with reference to local industrial averages. Experience, qualification and seniority are taken into account as well. The Group ensures all these practices are in compliance with the applicable local Human Resources (“HR”) related regulations by deploying proper internal controls throughout the HR processes.

No material non-compliance issues which have significant impact on the Group’s operations were noted regarding our labour practices during the Reporting Period, except for the incident mentioned below. Statutory requirements under applicable laws and regulations³ were being adhered. However, there was an event of breach of the Social Insurance Law of the PRC (中華人民共和國社會保險法) in Beijing, in which previous employees sought for compensation related to inadequate social insurance received from social insurance differential received from certain period of their past services. The dispute was fully settled and remediation measures were performed by the Group.

B2 Health and Safety

Workplace health and safety

The Group is committed to providing a safe, healthy, pleasant and effective work environment for its staff. In this respect, we have established internal guidelines and reporting systems for occupational health and safety-related matters. In particular, we have adopted various administrative measures such as workplace safety posters, training courses and warning signs or notices to prevent any occupational hazard. Regardless of seriousness, all cases of injury are required to be reported to the head office for further assessment so as to ensure proper handling of the cases and execution of preventive measures.

Note:

³ Including but not limited to Employment Ordinance and General Holidays Ordinance, Employees’ Compensation Ordinance, Occupational Safety and Health Ordinance, Minimum Wage Ordinance, Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance under the laws of Hong Kong.

Including but not limited to Labour Law of the PRC (中華人民共和國勞動法) and the Trade Union Law of the PRC (中華人民共和國工會法).

B. 社會 (續)

B2 健康與安全 (續)

工作場所健康與安全 (續)

作為盡責僱主，我們關注我們員工的身心健康。全體員工均享有包括本集團之醫療、個人意外及人壽保險之福利，以及其他具競爭力之福利待遇。

由於承包商之工作環境（即建築或裝修地盤）屬高危性質，故此本集團要求所有承包商為其員工提供充分培訓，並持續監察健康及安全事宜。本集團亦已對承包商之健康與安全常規進行定期調查。

於呈報期內，概無注意到任何有關健康及安全法律法規且對本集團營運造成重大影響之重大不合规情況。本集團確保遵守法律與法規⁴。本集團持續監察安全問題及設施。如有任何違反法律、規則或規定的情況，本集團已進行修訂以符合監管規定，並將進行優化以確保適當合規。

B3 發展及培訓

僱員發展及培訓

本集團已制訂全面之培訓政策及系統以支援僱員之在職培訓及教育，從而增進僱員之知識及技能。本集團之培訓包括新入職培訓、在職培訓及外部培訓。新入職培訓包括介紹本集團之行為守則、職業道德、組織架構、工作場所之健康與安全、質素期望等範疇。在職培訓包括職責理論及常規。外部培訓包括所有特定職位必須修讀之專業課程。僱員為履行職責而修讀之外部必修培訓課程所支付的費用均由本集團承擔（如適用）。

附註：

⁴ 包括但不限於職業安全及健康條例、工廠及工業經營條例及佔用人法律責任條例之香港法例。

包括但不限於中國國家安全生產法及中華人民共和國消防法。

B. SOCIAL (Continued)

B2 Health and Safety (Continued)

Workplace health and safety (Continued)

As a responsible employer, we are concerned about both mental and physical health of our employees. All staff are entitled to benefits including group medical, personal accident and life insurance as well as other competitive fringe benefits.

In light of the high risk nature of contractors work environment (i.e. construction or renovation sites), the Group requires all contractors to provide adequate and sufficient training to their staff as well as to monitor health and safety issues on an on-going basis. The Group has performed regular inspections on contractors' health and safety practices.

No material non-compliance cases which have significant impact on the Group's operations were noted in relation to health and safety laws and regulations during the Reporting Period. Compliance with applicable laws and regulations⁴ was ensured. The Group has monitored safety issues and facilities on an on-going basis. In case of any violation of laws, rules or regulations, the Group has performed modifications to meet the regulatory requirements and will upgrade to ensure proper compliance.

B3 Development and Training

Employee development and training

The Group has a comprehensive training policy and system to support employees' on-the-job training and education to improve employees' knowledge and skills. The Group's trainings include new hire orientation, on-the-job training and external training. The new hire orientation includes introduction of the Group's code of conduct, work ethics, organisational structure, workplace health and safety, quality expectation, etc. On-the-job training includes job duties theories and practices. External training includes all professional courses necessary for particular job positions. The costs of essential external training courses for employees in executing their job duties are covered by the Group, if appropriate.

Note:

⁴ Including but not limited to Occupational Safety and Health Ordinance, Factories and Industrial Undertakings Ordinance and Occupiers Liability Ordinance under the laws of Hong Kong.

Including but not limited to State Administration of Work Safety Act (國家安全生產法) of the PRC and the Fire Prevention Law of the PRC (中華人民共和國消防法).

B. 社會 (續)

B3 發展及培訓 (續)

僱員發展及培訓 (續)

本集團為擁有不同事業抱負之僱員提供不同事業發展計劃。本集團按照工作性質，規劃最適合之仕途及相關培訓，以培育有潛質之員工。此外，我們為員工提供不同職能及職位之輪調機會，以拓展彼等之能力。我們亦為需要參加外部培訓課程之僱員提供特殊假期及財政補貼(如適用)。

B4 勞工準則

反童工及強制勞工

本集團所有附屬公司及辦事處均嚴格遵守當地監管規定，並明確禁止童工及強制勞工。人力資源部門須核實所有求職者之身份證明文件，以確保申請人符合資格。雙方不強制簽訂僱傭合約以確保相互同意僱傭條款。

此外，本集團已於合約協議內加入條款，要求承包商之人力資源政策及程序須遵守地方人力資源相關法規。

本集團已對其附屬公司、地方辦事處及承包商進行定期調查，確保符合相關法規。

於呈報期內，概無知悉任何有關法律及規則所規定勞工準則且對本集團之營運造成重大影響之重大不合規情況。本集團謹守適用的監管規定⁵。

附註:

⁵ 包括但不限於僱傭條例項下僱用兒童規例、有關欠發薪、發薪不足或拖延發薪之僱傭條例、以賣淫為目的而販運人口之刑事條例、未獲授權進境者及僱用非法勞工的入境條例之香港法例。

包括但不限於未成年工特殊保護規定及禁止使用童工規定之中國法例。

B. SOCIAL *(Continued)*

B3 Development and Training *(Continued)*

Employee development and training *(Continued)*

The Group offers various career development plans for employees with different career aspirations. Based on the job nature, the Group formulates the most suitable career path and relevant training to cultivate potential staff. In addition, rotation opportunities are offered to staff for different functions and positions to enrich their capabilities. We also provide special leave and financial subsidies for employees to attend external training courses, where appropriate.

B4 Labour Standards

Anti-child and forced labour

All of the Group's subsidiaries and offices strictly comply with the local regulatory requirements, explicitly prohibit child and forced labour. HR departments are required to verify all job applicant's identification documents to ensure eligibility. Employment contracts are signed by both parties without coercion to ensure mutual agreement on the terms of employment.

Furthermore, the Group has included terms in the contracting agreements requiring that contractors' human resources policies and procedures have to comply with the local HR related regulations.

The Group has performed regular inspections on its subsidiaries, local offices and contractors to ensure compliance with relevant regulations.

There were no material non-compliance issues noted regarding labour standards as required by related laws and regulations which have significant impact on the Group's operations during the Reporting Period. Applicable regulatory requirements⁵ were adhered by the Group.

Note:

⁵ Including but not limited to Employment of Children Regulations under Employment Ordinance, Employment Ordinance for non-payment, underpayment, or delay in payment of wages, Crimes Ordinance related to trafficking in persons for prostitution, Immigration Ordinance for unauthorised entrants to Hong Kong and employment of illegal workers under the laws of Hong Kong.

Including but not limited to Underage Workers Special Protection Provisions (未成年工特殊保護規定) and Prohibition of Child Labour Provisions (禁止使用童工規定) under the laws of the PRC.

B. 社會 (續)

B5 供應鏈管理

採購責任

供應鏈管理一直以來是本集團質素監控之關鍵步驟。本集團在甄選供應商時實施嚴格甄選標準。供應商須持有所有由相關政府機構發出之所需牌照。本集團在與供應商訂立協議前已進行產品質素測試及實地勘察。總採購協議已納入有關環境及社會責任之條款及條件。

本集團已為聘用承包商制定一個全面之招標制度，當中設有一套用作評估承包商之評核準則，包括背景、規模、建築質素、環境保護、人力資源常規、社區參與等。此制度確保本集團聘用之所有承包商均能夠符合本集團環境保護及社區貢獻之準則。

B6 產品責任

產品及服務質素

本集團致力提供優質之房地產物業滿足客戶需要。本集團持續適當地披露有關建築、採購、銷售及服務程序之產品及服務資料，並採取適當保安措施確保資料保密。銷售、促銷和廣告文件及本集團產生之資料均遵守相關法規。本集團絕不容忍誇大或失實說明，並且已實施完善客戶反饋機制，確保能收集客戶對我們物業及服務之建議及意見以作跟進。

B. SOCIAL (Continued)

B5 Supply Chain Management

Responsible procurement

Supply chain management has long been the Group's key step in quality control. The Group implements strict selection criteria in supplier selection. Suppliers have to possess all necessary licenses issued by relevant government authorities. The Group has performed product quality test and on-site inspection before entering into agreements with suppliers. Terms and conditions regarding environment and social responsibilities are included in master procurement agreements.

The Group has established a comprehensive tendering system for engaging contractors. The system includes a set of assessment criteria for evaluating contractors, including background, size, construction quality, environmental protection, human resources practices, community involvement, etc. This system ensures all contractors engaged by the Group are able to meet the Group's requirements on environmental protection and community contribution.

B6 Product Responsibility

Product and service quality

The Group exerts itself in providing high quality real estate properties to satisfy customers' needs. The Group maintains proper disclosures for product and service information regarding the construction, procurement, sales and servicing processes; and proper security measures to ensure confidentiality of information. The sales, promotion and advertising documents and data produced by the Group are in compliance with relevant regulations. No exaggeration or untrue descriptions are tolerated. The Group has also established comprehensive customer feedback mechanism. Such mechanism ensures customers' advices and opinions on our properties and services can be collected for follow-up accordingly.

B. 社會 (續)

B6 產品責任 (續)

產品及服務質素 (續)

與此同時，本集團已不斷監控質素及定期評估承包商及供應商。如承包商及供應商資格有明顯變化或出現嚴重質素問題，本集團可停止與相關承包商或供應商進行之交易以確保本集團項目質素。

本集團著重保障私隱及個人資料保密之重要性，其在收集、處理及使用個人資料時，致力保護客戶、最終承包商擁有人及僱員。根據個人資料(私隱)條例，我們禁止其他各方在並無明確及默許之同意下，使用我們之客戶、最終承包商擁有人及僱員之個人資料。

於呈報期內，概無注意到任何有關產品及服務質素以及資料私隱且對本集團營運造成重大影響之重大不合規情況。本集團已遵守適用的法律及規定⁶。

B7 反貪污

防止貪污及洗黑錢

本集團相信，誠實、誠信及公平對其業務而言至關重要。全體僱員均須遵守本集團之行為守則。除本集團行為守則內訂明之內部反貪腐指引外，本集團亦已設立舉報機制，以為持份者提供對任何潛在的欺詐、違規或不當行為之舉報指引。

附註:

⁶ 包括但不限於個人資料(私隱)條例、香港建築物條例、香港商品說明條例之香港法例。

包括但不限於中華人民共和國廣告法、中華人民共和國產品質量法及中華人民共和國消費者權益保護法。

B. SOCIAL (Continued)

B6 Product Responsibility (Continued)

Product and service quality (Continued)

Meanwhile, the Group has conducted on-going quality monitoring as well as regular assessments on its contractors and suppliers. If there are substantial changes in contractors and suppliers' eligibility or significant quality issues, the Group can halt the transactions with the relevant contractors or suppliers to ensure the quality of the Group's project.

The Group emphasises the importance of protecting the privacy and confidentiality of personal data. It strives to protect the privacy of its customers, ultimate owners of contractors and employees in the collection, processing and use of their personal data. Pursuant to the Personal Data (Privacy) Ordinance, we have prohibited the use of any personal information of our customers, ultimate owners of contractors and employees by other parties without explicit and implicit consent.

During the Reporting Period, there were no material non-compliance issues noted regarding product and service quality, and data privacy which have significant impact on the Group's operations. The Group has abided by applicable laws and regulations⁶.

B7 Anti-corruption

Anti-corruption and money laundering

The Group believes that honesty, integrity and fairness are of vital importance to our business. All employees are required to comply with the Group's code of conduct. Other than the internal anti-bribery and corruption guidelines as stipulated in the Group's code of conduct, the Group has also established whistle blowing mechanism to guide stakeholders in reporting any potential fraud, irregularities or misbehaviour.

Note:

⁶ Including but not limited to Personal Data (Privacy) Ordinance, Building Ordinance, Hong Kong Trade Descriptions Ordinance under the laws of the Hong Kong.

Including but not limited to Advertising Law of the PRC (中華人民共和國廣告法), Product Quality Law of the PRC (中華人民共和國產品質量法) and Protection of Consumer Rights and Interests Law of the PRC (中華人民共和國消費者權益保護法).

B. 社會 (續)

B7 反貪污 (續)

防止貪污及洗黑錢 (續)

本集團定期進行內部審計，以識別內部管理不足之處，並作出相應補救行動。

於呈報期內，概無注意到任何有關貪污及洗錢且對本集團營運造成重大影響之重大不合規情況。本集團一直遵守相關適用法定規定⁷。

B8 社區投資

社區項目及捐贈

本集團致力推動社區之和諧及社區服務，並盡力使用其資源為社會作出貢獻。

此外，本集團多位高級管理人員一直參與公職。本集團管理層亦主動鼓勵員工參加公益活動，如於北京提倡低碳生活之講座，以支持可持續發展。此外，本集團透過捐款予慈善機構回饋社會，並致力提升員工關心社區議題之意識，向彼等灌輸在工作及個人生活中服務社區之理念。

附註：

⁷ 包括但不限於防止賄賂條例及打擊洗錢及恐怖分子資金籌集條例之香港法例。

包括但不限於中華人民共和國刑法及中華人民共和國反洗錢法。

B. SOCIAL (Continued)

B7 Anti-corruption (Continued)

Anti-corruption and money laundering (Continued)

Regular internal audits are performed to identify internal control deficiencies and remediation actions are taken accordingly.

During the Reporting Period, there were no material non-compliance issues noted regarding corruption and money laundering which have significant impact on the Group's operations. The relevant applicable statutory requirements have been conformed by the Group⁷.

B8 Community Investment

Community programmes and donation

The Group is committed to enhancing the community's well-being and performing social services. The Group strives to utilise its resources in contributing to the society.

In addition, several senior management personnel of the Group have been contributing in public offices. The Group's management also takes initiatives in organising and motivating staff participation in community activities, such as seminars promoting low-carbon lifestyle in Beijing in support of sustainable development. Furthermore, the Group has contributed to the community through donation to charitable organisations and is dedicated to raising staff's awareness on community issues, instilling the concept of serving the community in both their work and personal life.

Note:

⁷ Including but not limited to Prevention of Bribery Ordinance and Anti-Money Laundering and Counter-Terrorist Financing Ordinance under the laws of Hong Kong.

Including but not limited to: Criminal Law of The PRC (中華人民共和國刑法) and the Law of the PRC on Anti-money Laundering (中華人民共和國反洗錢法).



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