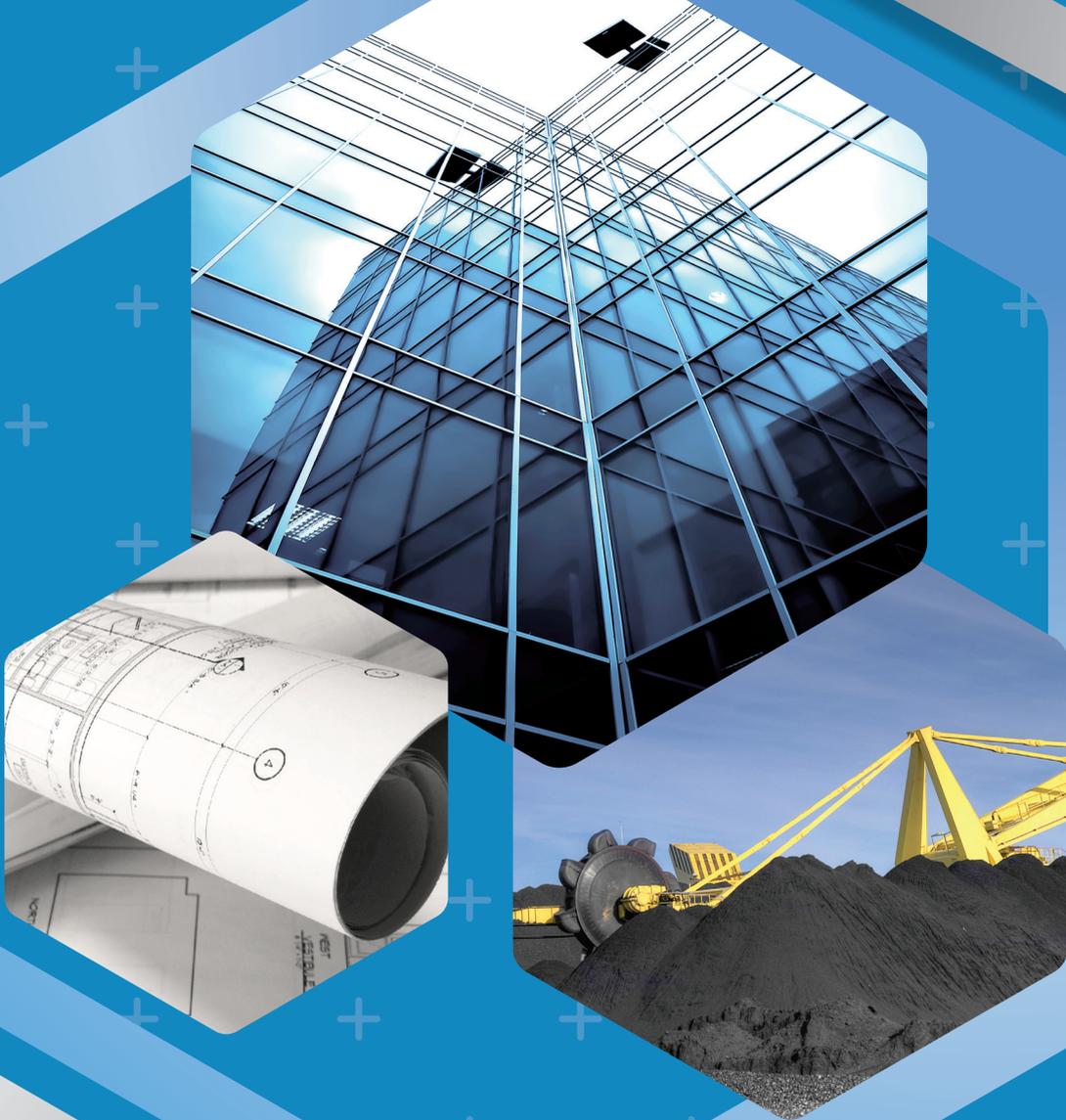


Green Economy Development Limited ENVIRONMENTAL, 綠色經濟發展有限公司 SOCIAL AND GOVERNANCE

(incorporated in the Cayman Islands with limited liability)
Stock Code: 1315

REPORT 2022



Green Economy Development Limited (the “Company”) and its subsidiaries (collectively, the “Group”) is principally engaged in (i) building construction services, (ii) alterations, renovation, upgrading and fitting-out (“A&A”) works, (iii) property maintenance services, (together as “Construction Business”) and (iv) trading of materials business (“Trading Business”). The Group expanded its business to Macau, China in 2006 and further to Singapore in 2008. Currently, the Group operates in Hong Kong, Macau, and Mainland China as well as Singapore.

The subsidiary of the Group, Wan Chung Construction Company Limited (“Wan Chung”), provides the Group’s building construction services, A&A works, and property maintenance services. Wan Chung is currently on both the Contractor List and the Specialist List maintained by the Works Branch of the Development Bureau and has been a Group C contractor for building works since July 1992. Group C contractors are the highest-ranking contractors in terms of tender’s limits for public works contracts and can tender for any value exceeding HK\$300 million. In addition, Wan Chung is qualified as one of the Repair and Restoration of Historic Buildings specialist contractors that is allowed to carry out works related to both Chinese style and Western style historic buildings and is one of the Group I Turn-Key Interior Design and Fitting-out Works specialist contractors.

Wan Chung is a current holder of the following licences:

Authority	Approved Contractor List	Category	Status	Effective Date
Buildings Department	Registered General Building Contractor	—	—	26/10/1999
Works Branch, Development Bureau	Buildings Works	Group C	Confirmed	25/07/1992
Hong Kong Housing Authority	Building (New Works)	NW 1	Confirmed	08/06/1998
Hong Kong Housing Authority	Maintenance Works	M2	Confirmed	27/05/2010
Works Branch, Development Bureau	Specialist Contractor for Turn-key Interior Design and Fitting Out Works	Group I	Listed	27/12/1995
Works Branch, Development Bureau	Site Formation	Group B	Probation	10/07/1998
Works Branch, Development Bureau	Specialist Contractor for Repair and Restoration of Historic Buildings	—	Listed	09/02/1999
Works Branch, Development Bureau	Specialist Contractor for Plumbing Installation	Group I	Listed	27/03/2015
Electrical and Mechanical Services Department	Registered Electrical Contractor	—	Listed	28/11/2005

This Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) summarises the ESG initiatives, plans, and performances of the Group, and demonstrates its commitment to sustainable development.

GOVERNANCE STRUCTURE

Sound corporate governance and operation practices are fundamental to the Group's sustainability governance and long-term development. The board of directors (the "Board") has the ultimate responsibility for the oversight of the Group's strategies, reporting, policies, initiatives, and performance on ESG-related matters.

The Board sets out ESG management approach, strategy, priorities and objectives. To identify and prioritise major ESG issues that have a significant impact on the Group's operations and stakeholders, the Group continuously communicates with internal and external stakeholders. To effectively embed sustainability into the Group's day-to-day operations, the Group established the ESG working group (the "ESG Working Group") chaired by a director, so as to assist the Board in fulfilling its responsibilities. The ESG Working Group is responsible for collecting and analysing the relevant ESG information, identifying and assessing the Group's ESG risks, as well as planning and implementing ESG-related policies, guidelines and measures. It also assists the Board in identifying, evaluating and prioritising material ESG issues through materiality assessment, which are further reviewed and endorsed by the Board for report disclosure. In addition, the ESG Working Group periodically reports the ESG-related matters to the Board for the evaluation and subsequent implementation or revision of the Group's ESG strategies and management approaches, and to ensure appropriate risk management on ESG issues.

ESG COMMITMENT

With the aim to align with governments of the Hong Kong and the People's Republic of China (the "PRC")'s goal of carbon neutralisation and to enhance corporate reputation, the Group has set targets to enhance its performance on greenhouse gas ("GHG") emissions, energy efficiency, water consumption and waste management. The ESG targets of the Group have been approved by the Board and the progress towards the targets will be reviewed by the ESG Working Group regularly. The Group believes setting ESG-related targets can enhance the Group's commitment to corporate social responsibility and allow the Group's stakeholders to have a clearer understanding of the ESG performance of the Group.

SUSTAINABILITY RISK MANAGEMENT

The Group values risk management by continuously maintaining and enhancing the effectiveness of its internal control system. The Board has the responsibility to maintain a sound and effective risk management and internal control system. In order to strengthen the effectiveness of risk management, the Group has established the Risk Management Plan to review and monitor risks that may endanger the achievement of business objectives.

The Risk Management Plan demonstrates and documents the Group's risk management process, which comprises identifying risks, analysing risks, evaluating risks, tracking risks, controlling risks and communicating and documenting risks.

Risk Management Process	Measures
Identifying Risks	Identify the risks in the operation process through workshop or meeting. Identified risks should be recorded in the list within two days.
Analysing Risks	All risks will be assessed from two factors, severity and likelihood.
Evaluating Risks	The project manager should determine whether to keep the risks or transfer to external organisations that can handle the risks.
Tracking Risks	The risk manager should prepare the report that describes the risk mitigation status to the project manager during the weekly project meeting.
Controlling Risks	The project manager should determine whether to start the control measures based on the level of risk.
Communicating and Documenting Risks	All risk assessment should be documented in the risk assessment report.

REPORTING SCOPE

All information contained in this ESG Report reflects the Group's performance in environmental protection and social care for the year ended 31 March 2022 (the "Reporting Period" or "FY2022"). The management of the Group determined the scope of disclosure of this ESG Report by considering the Group's resource allocation and the revenue contribution of its different segments. This ESG Report includes entities that make the major revenue contributions to the Group, namely all entities in Trading Business and four major projects in Hong Kong in Construction Business. The Group will, according to its business development, continue to improve and enhance the disclosure of the upcoming ESG reports when and where necessary.

This ESG Report is available in both Chinese and English, and has been published on the website of the Group at www.greeneconomy.com.hk and the website of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") at www.hkexnews.hk.



REPORTING FRAMEWORK

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 of the Rules (the “Listing Rules”) Governing the Listing of Securities on the Stock Exchange.

During the preparation for this ESG Report, the Group has applied the following reporting principles according to the ESG Reporting Guide:

Materiality: The materiality of ESG issues was reviewed and confirmed by the Board and the ESG Working Group. For further details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

Quantitative: The standards, methodologies and applicable assumptions used in the calculation of key performance indicators (“KPIs”) data were supplemented by explanatory notes.

Consistency: Unless otherwise stated, the preparation approach of this ESG Report is consistent with the previous report for comparison. If there are any changes in calculation methodologies that may affect the comparison with previous reports, explanations will be provided in the corresponding section.

Information relating to the Group’s corporate governance practices can be found in the Corporate Governance Report on pages 35 to 45 of the Annual Report 2022.

STAKEHOLDER ENGAGEMENT

The Group values its stakeholders and their feedback regarding its businesses and ESG aspects. The Group maintains close communication with its key stakeholders, including but not limited to, the Stock Exchange, government and other regulatory authorities, shareholders and investors, employees, customers, suppliers and sub-contractors, media and the public, and community.

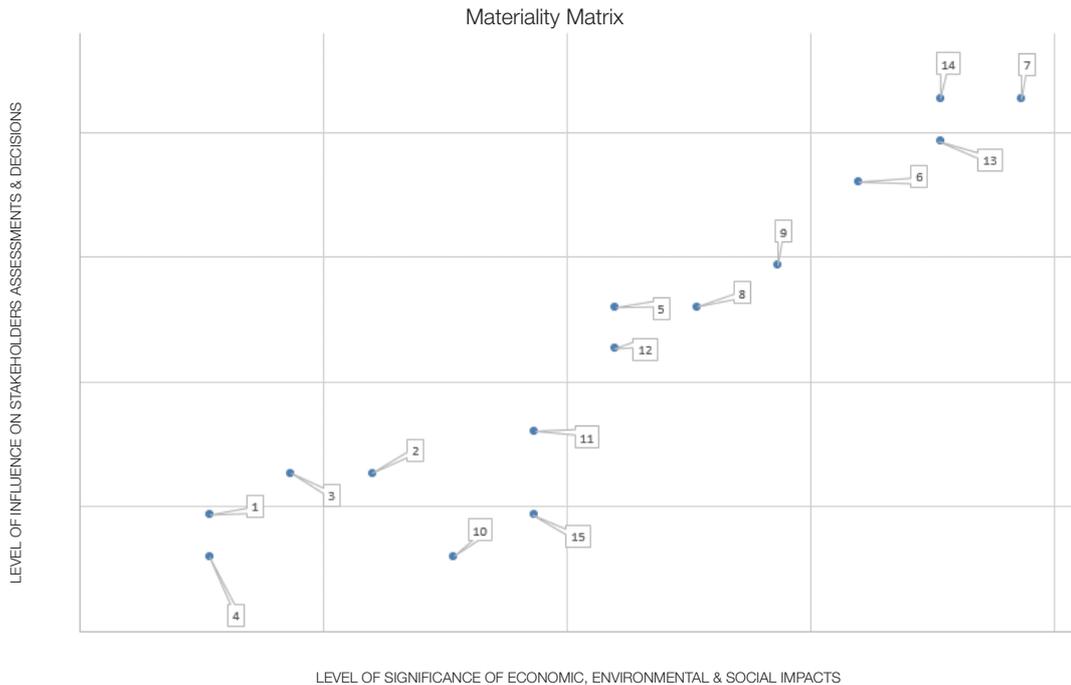
Stakeholders' expectations have been taken into consideration by utilising diversified engagement methods and communication channels as shown below:

Stakeholders	Communication Channels	Expectations
The Stock Exchange	<ul style="list-style-type: none"> The Stock Exchange website Training and seminars Announcements 	<ul style="list-style-type: none"> Compliance with laws and regulations
Government and other regulatory authorities	<ul style="list-style-type: none"> Routine reports and site visits Written or electronic correspondences 	<ul style="list-style-type: none"> Compliance with laws and regulations Stability in business operations
Shareholders and investors	<ul style="list-style-type: none"> General meeting and other shareholder meetings Annual and interim reports Announcements and circulars Company website 	<ul style="list-style-type: none"> Sustainable profitability Corporate governance Compliance with laws and regulations Shareholder return
Employees	<ul style="list-style-type: none"> Training, seminars, and briefing Employee suggestion boxes Email and internal memos Regular general meetings 	<ul style="list-style-type: none"> Attractive remuneration package, compensation and benefits Safe working environment Career development
Customers	<ul style="list-style-type: none"> Customer service hotline and email 	<ul style="list-style-type: none"> Customer satisfaction High-quality services
Suppliers and sub-contractors	<ul style="list-style-type: none"> Site visits Engagement and cooperation Business meetings and discussion 	<ul style="list-style-type: none"> Fair and open procurement On-time payment Sustainable relationship
Media and the public	<ul style="list-style-type: none"> ESG reports Newsletters on company website Announcements and circulars Company website 	<ul style="list-style-type: none"> Transparency of ESG issues and financial disclosure Compliance with laws and regulations Strong corporate governance structure
Community	<ul style="list-style-type: none"> Community activities Charitable donations 	<ul style="list-style-type: none"> Participation in worthy causes Community development

The Group aims to actively listen to and collaborate with its stakeholders to ensure that their opinions can be voiced out through a proper communication channel. In the long run, the stakeholders' contributions will aid the Group in improving potentially overlooked ESG performances.

MATERIALITY ASSESSMENT

In accordance with the ESG Reporting Guide and industry standard, the Group has identified 15 material ESG issues. The Group comprehensively assessed the importance of each issue based on the level of influence on stakeholders assessments and decisions as well as the level of significance of economic, environmental, and social impacts by conducting the internal survey. The materiality assessment result is used to determine the focus of disclosure in the ESG Report and formulate the Group's ESG strategy. The Group will continue to conduct the materiality assessment in order to analyse its business risks, enhance the relevance of the ESG reports and respond to stakeholders' expectations. The following is the materiality matrix of the Group's material ESG issues:



Environmental

1. GHG Emissions
2. Waste Management
3. Water Consumption
4. Energy Efficiency
5. Climate Change

Social

6. Employees' Rights and Welfare
7. Health and Safety
8. Development and Training
9. Prevention of Child and Forced Labour
10. Supply Chain Management
11. Building Safety and Quality Control
12. Customer Services and Complaint Management
13. Customer Data Privacy Protection
14. Anti-corruption and Whistle-blowing Mechanism
15. Community Investment

CONTACT US

The Group welcomes stakeholders to provide their opinions and suggestions. You can provide valuable advice in respect of the ESG Report or the Group's performances in sustainable development via the following channels:

Address: Room 2010, 20/F, 118 Connaught Road West, Sai Ying Pun, Hong Kong

Email: kencheung@1315.com.hk

Tel. +852 2180 6139

Fax. +852 2180 6125

CHAIRMAN'S STATEMENT

On behalf of the Board, I am honoured to present the ESG Report for FY2022.

This year has been an unpredictable year, as the COVID-19 pandemic continues to be a mainstay in most industries including the construction and trading sectors. In light of the growing concern over the health and safety of its employees, the Group has taken swift actions to strengthen sanitation within the Group's premises and has adopted a series of precautionary measures, such as temperature screening and providing facemask and hand sanitisers to its employees with the aim to minimise the risk of cross-infection.

Despite the challenging circumstances, the Group remains focused on the delivery of high-quality services to its clients and the provision of a safe working environment to its employees while ensuring that sustainability issues are being addressed. With the Board overseeing the Group's policies, initiatives and performance on ESG issues, the Group has clear guidance on its sustainable development. Dedicated personnel have also been assigned to implement and monitor the adequacy of control measures in order to reduce potential environmental and social risks that the business may have on the environment and the community where it operates.

Moving forward, the Group will continually place more effort on sustainability issues and will strive to implement more sustainable practices into its daily operations. At the same time, the Group will continue to welcome feedback and suggestions from its stakeholders as they provide the Group with valuable insights into its ESG issues.

Chau Chit

Chairman and Chief Executive Officer

Green Economy Development Limited

A1. EMISSIONS

As the main contractor in the provision of building construction services, A&A works and property maintenance services, the Group realises its business activities may inadvertently impact the environment. The Group is eager to continuously improve existing guidelines and is looking into incorporating new sustainability policies to mitigate potential direct and indirect negative environmental impacts arising from its business operations.

Apart from complying with local statutory requirements, the Group is committed to continuously enhancing its environmental and energy management systems that are certified to international standards ISO 14001:2015 and ISO 50001:2018 respectively. The effective guidelines and work flow of the said management systems are detailed in the Environmental Management System Manual and the Energy Management System Manual, which are clearly communicated to its employees and effectively implemented in order to improve its environmental practices and energy efficiency.

In addition to the comprehensively documented guidelines for the Group's environmental and energy management systems, the Group has established the Environmental Policy Statement, the Energy Policy Statement, and the Operational Control Handbook. The Group annually reviews the abovementioned policies, and will inform its employees at all levels if there is any revision to such policies. As stated in the Environmental Policy Statement, environmental protection is regarded as a management responsibility in which the Group has a strong commitment to complying with the applicable legal and other requirements. The Group strives to strike a balance between sustainable development and business growth. The Group is committed to reducing its resource consumption and production of wastes, and complying with the requirements of the ISO14001:2015 standard and all relevant environmental protection laws and regulations of the countries and regions where it operates.

During FY2022, the Group strictly complied with local environmental laws and regulations and was not aware of any material non-compliance with laws and regulations that would have a significant impact on the Group including, but not limited to, the Air Pollution Control Ordinance of Hong Kong, the Noise Control Ordinance of Hong Kong, the Waste Disposal Ordinance of Hong Kong, the Water Pollution Control Ordinance of Hong Kong, the Environmental Impact Assessment Ordinance of Hong Kong, the Environmental Protection Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, and the Law on the Prevention and Control of Environmental Pollution by Solid Waste of the PRC.

Air Emissions

The principal source of emissions was generated from petrol consumption by vehicles owned by the Group. The Air Pollution Control found within the Operational Control Handbook sets out the procedures in managing the air emissions generated throughout the day-to-day business operations, such as monitoring air quality and stockpiling dusty materials. Further details on measures adopted for managing air pollution will be described in the section headed "The Environmental and Natural Resources" whilst measures on reducing fuel consumption will be described in the following section headed "GHG Emissions".

A. ENVIRONMENTAL (Continued)

Summary of the Group's air emissions performances are as follows:

Indicator ¹	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business ²	Trading Business ²	Total
Nitrogen oxides (NO _x)	kg	9.87	1.89	11.76	11.84	1.48	13.32
Sulphur oxides (SO _x)	kg	0.25	0.03	0.28	0.28	0.04	0.32
Particulate Matter (PM)	kg	0.73	0.14	0.87	0.87	0.11	0.98

Notes:

1. The calculation method of air emissions and the related emission factors were based on, including but not limited to, "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
2. The category for the breakdown of data performance is restated. This change is also used in other performance summary tables for environmental data.

GHG Emissions

The principal GHG emissions of the Group were generated from petrol consumption of vehicles and the use of refrigerants (Scope 1), purchased electricity (Scope 2) and paper waste disposal at landfills and electricity used for processing freshwater and sewage by government departments (Scope 3). During FY2022, the Group has set a target to conduct at least one activity annually to raise awareness of climate change and low-carbon lifestyle among employees from the year ended 31 March 2023 ("FY2023") onwards.

Scope 1 – Direct GHG emissions

The Group has adopted the following measures to mitigate direct GHG emissions from petrol consumption by vehicles and the use of refrigerants in its operations:

- Regularly inspect the refrigeration system to ensure the system is leak-tight;
- Switch off the engine whenever the vehicle is idle;
- Plan routes well ahead of time to optimise fuel consumption;
- Purchase motor vehicles of EURO 6 Emission Standard when phasing out old vehicles; and
- Regularly service vehicles to ensure optimal engine performance, and to reduce smoke emission and fuel use.

Scope 2 – Indirect GHG Emissions

Electricity consumption accounted for the largest percentage of GHG emissions of the Group. The Group has implemented measures to reduce energy consumption, said measures will be mentioned in the section headed "Energy Efficiency".

Scope 3 – Other Indirect GHG Emissions

Office paper waste disposal and electricity used for processing freshwater and sewage accounted for a small percentage of GHG emissions of the Group. Measures implemented to reduce paper waste disposal can be found in the section headed "Waste Management" whilst measures on reducing water consumption will be described in the section headed "Water Consumption".

A. ENVIRONMENTAL (Continued)

The total GHG emissions intensity (tCO₂e/million revenue) decreased significantly in FY2022. The decrease was mainly because the Group did not consume any refrigerant in FY2022 which accounted for majority of GHG emissions in FY2021, as the client is responsible for the purchase and disposal of refrigerants in relevant projects.

Summary of the Group's GHG emissions performances are as follows:

Indicator ¹	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business	Trading Business	Total
Scope 1 – Direct GHG Emissions	tCO₂e	45.24	5.71	50.95	1,028.61	6.60	1,035.21
• Fuel consumption for vehicles owned by the Group		45.24	5.71	50.95	49.94	6.60	56.54
• Use of refrigerant		—	—	—	978.67	—	948.67
Scope 2 – Energy Indirect GHG Emissions	tCO₂e	163.11	2.25	165.36	86.38	7.69	94.07
• Purchased electricity		163.11	2.25	165.36	86.38	7.69	94.07
Scope 3 – Other Indirect GHG Emissions	tCO₂e	22.08	0.17	22.25	23.53	0.35	23.88
• Paper waste disposal		21.97	0.17	22.14	22.62	0.35	22.97
• Electricity used for processing freshwater and sewage by government departments		0.11	—	0.11	0.91	—	0.91
Total GHG Emissions	tCO₂e	230.43	8.13	238.56	1,138.52	14.64	1,153.16
Intensity²	tCO₂e/million revenue (HK\$)	0.37	0.0027	0.07	1.23	0.0035	0.23

Notes:

- GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Global Warming Potential Values" from the IPCC Fifth Assessment Report, 2014 (AR5), the "Sustainability Report 2021" published by the CLP Holdings Limited, the "Sustainability Report 2021" by HK Electric Investment Limited, "2019 China Regional Power Grid Baseline Emission Factors For Emission Reduction Project" published by the Ministry of Ecology and Environment of the PRC (Using a CM method with 50/50 average of OM & BM), "Annual Report 2020/21" issued by the Water Supplier Department, and "Sustainability Report 2020-21" issued by the Drainage Services Department.
- For FY2022, the Group recorded a revenue of approximately HK\$624 million (FY2021: approximately HK\$922 million) for the four projects of Construction Business, and HK\$3,019 million (FY2021: approximately HK\$4,138 million) for Trading Business, representing a total revenue of HK\$3,643 million (FY2021: approximately HK\$5,060 million). These figures are also used for calculating other intensity data.

A. ENVIRONMENTAL (Continued)

Sewage Discharges into Water and Land

Some on-site activities carried out by the Group produce wastewater. Although the amount of wastewater generated is considered insignificant, the Group has established the detailed Water Pollution Control that can be found in the Operational Control Handbook to regulate the discharge of effluents and minimise the impact on water quality. Guidelines for the licence application on the discharge of effluents, if necessary, are also stated in the same handbook.

Suspended solids and pH levels are monitored at construction sites at least once a month to ensure water quality is not compromised and timely actions can be taken to rectify the situation should deterioration in water quality be readily detected. The Group also sets up wastewater treatment systems, consisting of sedimentation tanks, automatically controlled chemical coagulation units and automatically control pH units, at construction sites to collect and treat wastewater. The said systems also ensure that the treated wastewater meets the prescribed effluent standards established by the government before discharging to the government sewage disposal works. In addition, sewage discharge into land was insignificant due to the business nature of the Group.

Waste Management

Hazardous Waste Management

Only an insignificant amount of hazardous wastes were generated by the Group during its operations. The major hazardous wastes produced were toner cartridges and spent fluorescent tubes. In FY2022, the Group has set a target to annually conduct waste reduction relevant activities to raise awareness of waste reduction among employees from FY2023 onwards. The Group arranges the collection of spent fluorescent tubes with a licenced Chemical Waste Collector for proper disposal, whereas used toner cartridges are collected by the manufacturer. In addition, the Group requires all departments to properly store toxic and hazardous materials, take preventive measures to prevent fire, explosion or leakage accidents during storage, transportation, and usage so as to avoid environmental pollution incidents, and take necessary measures during the production process to reduce the pollution caused by dust and hazardous wastes.

During FY2022, the hazardous wastes generated by the Group were lawfully disposed of by contracted third parties. The Group remains vigilant in the management of proper hazardous wastes disposal and ensures that the disposal process complies with statutory requirements. The total hazardous waste intensity (kg/million revenue) increased significantly in FY2022 due to the decrease in the Group's revenue as the intensity base.

Summary of the Group's major hazardous wastes generation are as follows:

Indicator	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business	Trading Business	Total
Toner cartridge	Kg	103.00	2.00	105.00	110.00	2.00	112.00
Spent fluorescent tube	Kg	85.42	—	85.42	100.00	—	100.00
Total hazardous waste	Kg	188.42	2.00	190.42	210.00	2.00	212.00
Intensity	Kg/million revenue (HK\$)	0.30	0.00066	0.052	0.23	0.00048	0.042

A. ENVIRONMENTAL (Continued)

Non-hazardous Waste Management

Non-hazardous wastes were mainly generated from site clearance, excavation, refurbishment, renovation, demolition, and road works. The principal non-hazardous wastes were inert construction and demolition (“C&D”) waste and non-inert C&D waste, other non-hazardous wastes include mixed C&D waste, general waste, and office paper. The Group has set a target to reduce its non-inert C&D waste intensity by 10% in FY2025 with the baseline of FY2022 for its Construction Business.

The Group has developed a comprehensive framework outlining the requirements of waste collection, storage, transport, treatment, and disposal. Inert C&D material is disposed of at the public filling area for reclamation purposes while non-inert C&D waste is disposed of at strategic landfills. To avoid illegal dumping, a Trip-Ticket System is implemented to monitor the waste material delivery record to ensure proper disposal of C&D materials for the Construction Business.

The Group remains conscious of the annual non-hazardous wastes disposal amount and attaches great importance to educating its employees on the importance of reducing waste production where possible. As stated in the Environmental Policy Statement, the Group is focused on ensuring the efforts on source reduction, recycling or reuse, and proper waste disposal procedures. To play an active part in reducing construction and office wastes, the Group has adopted the following measures:

- Prioritise the use of prefabrication elements;
- Promote source separation of waste and other resources at construction sites;
- Reduce the use of single-use disposable items;
- Place a collection box next to printers for reusable paper and recycle used paper;
- Print electronic correspondences only when necessary; and
- Recycle office and electronic equipment after their life cycle.

The total non-hazardous waste intensity (tonnes/million revenue) increased significantly in FY2022 because a newly included project involves the demolition and removal of household items, which contributes to the significant increase in mixed C&D waste. The amount of construction wastes generated differs project from project since the nature of each project varies. Nevertheless, the Group places strong emphasis on the implementation of waste management measures in order to minimise the generation of waste.

A. ENVIRONMENTAL (Continued)

Summary of the Group's major non-hazardous wastes disposal performances are as follows:

Indicator	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business	Trading Business	Total
Inert C&D waste	Tonnes	1,792.06	—	1,792.06	1,456.40	—	1,456.40
Non-inert C&D waste	Tonnes	2,353.60	—	2,353.60	2,550.60	—	2,550.60
Mixed C&D waste	Tonnes	994.10	—	994.10	206.10	—	206.10
General waste	Tonnes	2.36	0.14	2.50	7.06	0.01	7.07
Office paper	Tonnes	4.58	0.03	4.61	4.37	0.07	4.44 ¹
Total non-hazardous waste	Tonnes	5,146.70	0.17	5,146.87	4,224.53	0.08	4,224.61
Intensity	Tonnes/million revenue (HK\$)	8.25	0.000056	1.41	4.58	0.000019	0.83

Note:

1. Figure excludes approximately 0.30 tonnes of paper that were recycled.

A2. USE OF RESOURCES

The Group recognises its responsibility to take the initiative in efficiently utilising finite resources. The Group governs the use of the abovementioned resources through the development and implementation of a series of policies and procedures including the Environmental Management System Manual and the Energy Management System, the Environmental Policy Statement, the Energy Policy Statement, and the Operational Control Handbook. Furthermore, the Group has introduced green measures to manage the use of resources such as electricity, water and construction materials. In addition, detailed measures for reducing non-hazardous waste have been mentioned in the preceding section headed "Waste Management".

Energy Efficiency

Energy usage is monitored in the Group's business operations, the monitoring procedures are detailed in the Energy Management System Manual that conforms to the ISO 50001:2018. In addition, the Group has established the Energy Policy Statement, which is annually reviewed and revised, to identify substantial energy consumption and optimise energy performance. Among others, the Group is committed to identifying and seeking achievable reductions in substantial energy consumption and improving the construction process to reduce energy consumption.

An energy management team, consisting of employees from different departments, has been set up to closely monitor and set up achievable targets for energy consumption. Anomaly in electricity consumption will be investigated to find out the root cause and preventive measures will be taken. To ensure that good energy management practices across the Group's operations, training on environment management system implementation and energy awareness are provided for relevant employees. During FY2022, the Group has set a target to conduct at least one activity annually to raise awareness of energy conservation among employees from FY2023 onwards.

A. ENVIRONMENTAL (Continued)

The Group strives to further reduce energy consumption by adopting the following energy-saving measures:

- Switch off all idle machinery, appliances and unnecessary lighting upon leaving the construction sites and the headquarters;
- Use LED lights instead of T5 or T8 lamps;
- Purchase equipment with high energy efficiency on the replacement of old equipment;
- Select the equipment model with multiple settings to suit different power consumption levels; and
- Post eye-catching reminders near lights switches and electrical appliances as a reminder to employees.

The total energy consumption intensity (MWh/million revenue) increased significantly in FY2022 due to the decrease in the Group's revenue as the intensity base.

Summary of the Group's energy consumption performances are as follows:

Indicator ¹	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business	Trading Business	Total
Direct energy consumption		164.83	20.79	185.62	181.95	24.03	205.98
• Petrol	MWh	164.83	20.79	185.62	181.95	24.03	205.98
Indirect energy consumption		254.98	3.82	258.80	233.46	13.04	246.50
• Electricity	MWh	254.98	3.82	258.80	233.46	13.04	246.50
Total energy consumption	MWh	419.81	24.61	444.42	415.41	37.07	452.48
Intensity	MWh/million revenue (HK\$)	0.67	0.0082	0.122	0.45	0.0090	0.089

Note:

1. The calculation of unit conversion refers to the "Energy Statistics Manual" issued by the International Energy Agency.

Water Consumption

The Group actively promotes the importance of water conservation to its employees. The Group has set a target to require all employees including newcomers to attend a self-learning programme for environmental protection covering water conservation. The Group has adopted the following water conservation measures and methods:

- Conduct water consumption analysis of individual supply points at the construction site;
- Establish wastewater treatment facilities to treat sediment-laden wastewater so that it can be used for general site works such as wheel washing, dust suppression and general cleaning;
- Implement a water-saving sprinkler system in construction sites to minimise water consumption and optimise dust suppression;

A. ENVIRONMENTAL (Continued)

- Post water-saving banners around the Group's premises; and
- Regularly inspect water taps to prevent leakage and install low-flow aerators on all faucets and dual-flush water cistern in toilets and washrooms where possible.

Given the geographical location of the business operations, the Group did not encounter any problem in sourcing water that was fit for purpose. The total water consumption intensity (m³/million revenue) decreased significantly in FY2022, which was mainly because water intensive piling work was only required for A&A work projects in FY2021 but not the construction projects in FY2022.

Summary of the Group's water consumption performances are as follows:

Indicator	Unit	FY2022			FY2021		
		Construction Business	Trading Business	Total	Construction Business	Trading Business	Total
Total water consumption	m ³	165.98	—	165.98	1,469.82	—	1,469.82
Intensity	m ³ /million revenue (HK\$)	0.27	—	0.05	1.59	—	0.29

Use of Packaging Material

Due to the Group's business nature, the Group's operations were not involved in material usage of packaging materials for finished products.

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group attaches great importance to the minimisation of negative environmental impacts in its business operations. The Operational Control Handbook has a dedicated section that governs air pollution control and noise control. Guidelines are also provided to control vibration produced during the use of machines. The Group regularly assesses the environmental risks of its business model, adopts preventive measures to reduce risks and ensures compliance with relevant laws and regulations.

Air Pollution Control

Air quality is governed under the provisions of the Air Pollution Control Ordinance. Relevant measures have been established to ensure that air quality in the construction sites will not pose threats to the neighbouring areas. The generation of construction dust is controlled and suppressed by regularly spraying surfaces with water in construction sites and utilising filtering devices. Each vehicle is washed before leaving the construction site. For vehicles that are loaded with dusty materials, the load will be covered entirely by clean impervious sheeting to ensure that the dusty materials do not leak from the vehicle.

A. ENVIRONMENTAL (Continued)

Noise Control

Noise would inevitably be generated due to the Group's business nature. With the aim to minimise noise pollution and potential disturbance to the nearby community, the Group has implemented a number of measures to reduce and control the noise level.

Noise control measures for common noise source have been set up and are detailed in the Operational Control Handbook. Noise level is monitored at least once a month to ensure that the noise level does not exceed the prescribed level under the Noise Control Ordinance. In addition, monitoring the noise level will ensure that any deterioration to the environment could be detected and timely action can be taken to rectify the situation. If the noise level is higher than the acceptable noise level, a background noise assessment will be conducted. Then, noise mapping, a reasonably accurate sketch showing the relative position of all noise sources and items of a reasonable size, will be made. Measurement at the assessment points shall be conducted again to assess whether the control measures have taken effect to reduce the unacceptable noise level.

The Operational Control Handbook also details the prioritisation of the selection of quiet equipment (such as low-noise transformers, air receivers, or hand-held breakers) over the cheaper type which may require additional noise and vibration control and its strategy in placing the said equipment to strategically reduce nuisance to the surrounding environment.

Vibration Control

Apart from noise generation, vibration would be generated as a result of the provision of construction services. Vibration isolation pads are used to absorb vibration and shock, and such pads are specifically chosen according to their density and maximum loadings per unit area. The Group's most commonly used spring anti-vibration mounts are suitable for both high and low-frequency vibration.

A4. CLIMATE CHANGE

The management of the Group understands that climate change may adversely impact its business and the global economy as a whole. Therefore, other than reducing the environmental footprint caused by the Group's business, the Group also formulated the Climate Change Policy to identify any physical and transition risks caused by climate change, and to adapt to and/or mitigate major impacts associated with identified risks.

Physical Risks

Climate change is associated with increasingly severe and frequent extreme weather events such as typhoons, heavy rainstorms and flooding, which may (1) cause interruptions in construction and operations and result in project delays, (2) affect the normal operation of business, (3) cause damage to equipment and stored materials in construction sites and other assets, and (4) increase employees' health and safety hazards such as worker slips and falls. Such risks, thereby, may cause a reduction in revenue, an increase in repair or compensation costs, and in severe cases, affecting the Group's reputation.

In response to the physical risks, the Group has developed an emergency plan to handle bad weather conditions, and set up an emergency response centre to respond any emergency situation in order to minimise relevant negative impacts and interruption of business operations.

A. ENVIRONMENTAL (Continued)

Transition Risks

Governments in the Group's operation locations are introducing increasingly aggressive climate policies and regulations to support international carbon reduction efforts. The Group may face higher operating and compliance costs as relevant policies and regulations may require greater disclosure from cooperates and thus resource input for environmental performance. In addition, there is increasing number of investors who are aware of climate-related issues. If the Group fails to implement effective measures to manage climate risks, investors may divest.

In response to the transition risks, the Group has already developed the Operational Control Handbook to protect the environment by including measures on the reduction of GHG. In addition, the Group's Safety, Health and Environmental ("SHE") Management Committee frequently reviews its existing policies, procedures, control measures as well as legal requirements and trends to avoid increased costs, non-compliance fines or reputational risk.

B1. EMPLOYMENT

Human resources serve as the foundation for the continuous development of the Group. The Group attaches great importance to its employees' contribution and dedication to sustainable business development. Employment policies are formally documented in the Employee Handbook, covering recruitment, remuneration and benefits, promotion and dismissal, equal opportunities and anti-discrimination, etc. The Group periodically reviews existing policies and employment practices to ensure continuous improvement of its employment standards.

During FY2022, Wan Chung was awarded with the Good Mandatory Provident Fund ("MPF") Employer Award for its continuous efforts to enhance the retirement protection of employees over the past years.

During FY2022, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group including, but not limited to, the Employment Ordinance of Hong Kong, the Employee Compensation Ordinance of Hong Kong and the Sex Discrimination Ordinance of Hong Kong, and the Labour Law and the Labour Contract Law of the PRC. As at 31 March 2022, the Group employed a total of 192 staff (as at 31 March 2021: 214 staff) within the reporting scope. For more details on the Group's total workforce, please refer to the section headed "Summary of KPIs".

Recruitment, Promotion and Performance Appraisal

The Group believes that employees are its most valuable assets. Employees are recruited via a robust, transparent and fair recruitment process based solely on their experience and suitability for the positions, regardless of their age, religion, ethnicity, origin, gender identity, physical disability and marital status, etc.

The Group assesses the performance of the employees on an annual basis, the results of which are used in their annual salary review and promotion appraisal. The Group also gives preference to internal promotion to encourage consistent and continuous effort.

Unreasonable dismissal under any circumstances is strictly prohibited, dismissal would be based on reasonable and lawful grounds supported by internal policies of the Group. Exit interviews are conducted with the resigned staff to collect opinions on any possible improvements to the Group's policies. For more details on the Group's total employee turnover rate, please refer to the section headed "Summary of KPIs".

Employees' Rights and Welfare

To attract and retain outstanding employees, the Remuneration Policy of the Group will be regularly reviewed. Remuneration is determined by employees' job-related skills, qualifications, experiences, capability, work performances and the prevailing market conditions. Apart from the MPF Scheme and other statutory benefits, employees are also entitled to the group medical insurance scheme upon completion of the probationary period. In addition to the leave entitlement stipulated in the Employment Ordinance, the Group also offers other types of leaves such as paid marriage leave.

Official working hours and rest periods are clearly stated in the Employee Handbook and are in accordance with local employment laws. For more details on the Group's working hours, please refer to the section headed "Labour Standards".

Diversity, Equal Opportunities and Anti-discrimination

The Group understands that employment diversity can bring broader development opportunities to the Group. It is of the Group's firm belief that all employees should have the right to work in an environment free of discrimination, harassment, victimisation and vilification. Therefore, the Group is committed to creating and maintaining an inclusive and collaborative workplace culture. In addition, the Group states its zero-tolerance stance on any aforementioned behaviours in the workplace of any form.

B. SOCIAL (Continued)

B2. HEALTH AND SAFETY

The Group places a high priority on providing employees with a safe and healthy working environment. The Group has established an occupational health and safety (“OHS”) management system for its staff that is in accordance with the ISO 45001:2018. In order to protect employees from occupational hazards, arrangements and precautionary measures are detailed in the OHS Management Manual and OHS Policy Statement and are designed to eliminate or control the hazards to ensure high occupational safety and health standard is maintained in the course of operations.

During FY2022, the Group was not aware of any material non-compliance with health and safety-related laws and regulations that would have a significant impact on the Group, including but not limited to, the Occupational Safety and Health Ordinance of Hong Kong, the Factories and Industrial Undertakings Ordinance of Hong Kong, the Employees Compensation Ordinance and the Building Ordinance of Hong Kong, the Law of the PRC on the Prevention and Treatment of Occupational Diseases, and the Fire Protection Law of the PRC. There were no reported cases of work-related fatalities in three consecutive years (including FY2022). However, 6 work injury cases have occurred during FY2022, causing 526 lost working days (FY2021: 3 injury cases resulting in 129 working days). All work-related injury cases arose from Construction Business, and the majority of them are machinery accidents. The Group ensured that all injured workers received appropriate treatment, the cause of the injuries was investigated, and additional training was provided to prevent similar injuries in the future. All mentioned cases have been handled with care in accordance with internal policies.

OHS Management

All employees in the construction sites must complete the mandatory basic safety training course for the construction industry under the Factories and Industrial Undertakings (Amendment) Ordinance 1999 and hold the relevant valid Labour Department recognised “Green Card”. Furthermore, they shall receive “site-specific induction training” within 2 working days of any such employee commencing work on the construction sites. Thereafter, the said employee shall be given refresher talks at intervals of 6 months depending on the number of changes to the site condition. An outline of the talk and its updates shall be provided to the supervising officer for approval.

To maintain a safe and healthy environment, a director is appointed to be the Chairman of the SHE Management Committee, who is mainly responsible for supporting, promoting, implementing, monitoring and reviewing the performance and objectives. Employees are also encouraged to raise their concerns or express their views on the OHS of the Group via the SHE Management Committee.

Further OHS measures have been implemented to reduce associated risks:

- Provide OHS training activities for all employees, such as Safety Night, Safety Sharing, Tool-Box Talk and Green Card Training;
- Ensure the OHS Management System and OHS Policy Statement are complying with related laws and regulations and are being reviewed annually;
- Employee should wear appropriate personal protective equipment in the workplace;
- Employee cannot operate high-risk machines, vehicles and equipment without permission;
- Adopt non-polluting, safe and effective production processes to ensure the safety of employees and reduce occupational hazards in the production and construction process; and
- Undergo inspections from time to time to ensure that employees’ labour protection facilities are well-equipped and effective.

B. SOCIAL (Continued)

In the future, the Group will continue to work diligently and uphold its safety-first culture.

Measures Targeted COVID-19

Since the outbreak of COVID-19, the Group has become highly conscious of the potential health and safety impacts that may bring to its employees and customers. Apart from strengthening sanitation at the Group's premises and construction sites, the Group has also adopted precautionary measures such as temperature screening before entering the premises and providing employees with sufficient epidemic prevention supplies, including face masks and hand sanitisers.

B3. DEVELOPMENT AND TRAINING

The Group holds a firm belief that the provision of training opportunities and continuous career development to its employees, which strengthens the professional capabilities and growth of the employees and retains high-calibre talent, provides a solid foundation for the Group's continuing success. At the same time, it also supports the sustainable growth of business and maintenance of the Group's competitive edge in the industry. For more details on the percentage of employees trained and average training hours completed per employee, please refers to the section headed "Summary of KPIs".

Training and continuous development are indispensable to the career development of the Group's employees. Various internal and external training programmes are provided by the Group, such as Wan Chung Academy and Learning Organisation Training. These training programmes provide a platform for employees to share their business insight, work, communication and presentation skills with other employees. Through active sharing and collaboration, not only do employees benefit from the experiences and skills shared, but a harmonious workplace can also be nurtured. In addition, orientation training is held for newcomers to understand the Group's policies, culture and business nature. Furthermore, with the aim to provide employees with training that allows them to thrive in their relative position, the Group has formed a systematic training mechanism and implemented relevant policies such as Employee Handbook, so as to offer suitable training to its employees focusing on related areas and skills necessary for being in position.

B4. LABOUR STANDARDS

Prevention of Child and Forced Labour

The recruitment of child labour is strictly prohibited. All employees recruited by the Group are above 18 years old. The human resources department is responsible for checking their identity documents and verifying the personal data submitted carefully during the recruitment process.

The Group has Employee Handbook in place to regulate the working hours and prevent any possible situations of forced labour. Human resources department will conduct staff counselling or interview in case of any forced labour case happens in the workplace.

If there is any suspected violation regarding child and forced labour, the Group will conduct an investigation into such case. When the violation is found to be substantiated, the Group would terminate the employment contract in real time and take disciplinary actions against any staff members who are responsible for the cause of the incident.

During FY2022, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations that would have a significant impact on the Group including, but not limited to, the Employment Ordinance of Hong Kong, the Provisions on the Prohibition of Using Child Labour of Hong Kong, and the Labour Law of the PRC.

B. SOCIAL (Continued)

B5. SUPPLY CHAIN MANAGEMENT

During the material procurement process, the Group first considers the specific requirement set out in the contracts by its customers. Therefore, procuring specific materials under a rigid procurement process policy may not be desirable.

For procurement of goods and services other than the aforementioned, the Group takes into account all suppliers' competence (including any required qualification of persons), track record, prevailing market price and delivery time. Procedures for the selection of supplier and sub-contractor, performance evaluation, re-evaluation and environmental and social risks assessment are documented in the Quality Management Service Manual and Operational Control Handbook and implemented by responsible personnel. Where possible, the Group strives not to over-rely on a particular supplier by maintaining more than one supplier for each type of goods or services provided in order to ensure the stability of the supply chain.

The Group is committed to integrating sustainability into its procurement practices to minimise its environmental and social impacts. The Group will prioritise suppliers who perform in line with its ESG standards in the procurement processes. In order to minimise the environmental impacts of its suppliers, the Group gives preferences to the materials and equipment based on the following principles:

- Buy locally produced materials;
- Choose durable products and materials;
- Choose products made from recycled materials;
- Avoid materials that will emit pollutants;
- Minimise packaging waste;
- Select high-efficiency equipment; and
- Select the equipment model with multiple settings to suit different power consumption levels.

In addition, the suppliers are required to conduct business responsibly and with integrity, honesty and transparency. The Group encourages its suppliers to provide their employees with a fair and equitable work environment that is free from any form of harassment or discrimination and pay due consideration to safety and minimises any health hazards or harm to employees. The Group also requires every supplier to comply with relevant labour laws and regulation such as legislation on working hours and minimum wage payments and ensures that effective anti-corruption policies are implemented.

The Group will conduct an appraisal on the approved list of suppliers and sub-contractors every three years or after the completion of their contract. For suppliers who failed to meet the requirements or believed to have a high likelihood of causing serious pollution and accidents, the Group will propose rectification opinions. For suppliers who have subsequently failed to or refuse to rectify the problem, or those that have already experienced environmental pollution and production safety accidents, the Group may reduce orders, suspense contracts, or replace the supplier based on the seriousness of incidents.

During FY2022, the Group has a total of 93 major suppliers, 81 of which are located in Hong Kong, and the remaining 12 are located in Mainland China. All of such suppliers are subject to the practices relating to engaging suppliers.

B6. PRODUCT RESPONSIBILITY

During FY2022, the Group was not aware of any material non-compliance with laws and regulations concerning health and safety, advertising, labelling and privacy matters relating to products and services provided that would have a significant impact on the Group including, but not limited to, the Personal Data (Privacy) Ordinance of Hong Kong, the Advertising Law of the PRC, and the Law of the PRC on Protection of Consumer Rights and Interests.

Building Safety and Quality Control

Building safety and quality control is particularly material to the Group's Construction Business. Wan Chung is certified by internationally recognised systems for quality, environmental, energy as well as health and safety management systems of ISO 9001:2015, ISO 14001:2015, ISO 50001:2018 and ISO 45001:2018.

In particular, the Quality Manual was established and developed in accordance with the standard and requirements of ISO 9001:2015 and the operation needs of the current business activities. The Quality Manual set out guidelines for each department's responsibilities towards ensuring quality service and details their general objectives, the role and duties of each employee, arrangements and procedures for quality monitoring and control, all with a view to enabling the Group to become a quality and customer-oriented corporate.

The management systems are regularly reviewed taking into account employees' and other stakeholders' feedback to ensure continuous improvement in safeguarding their health and safety. Workers and sub-contractors are duly notified of the management system and are required to follow such procedures.

Furthermore, appropriate training is provided to the relevant workers to assist them in performing their duties and responsibility competently. In doing so, the quality of construction projects can be guaranteed. Relevant guidelines are stated in the Quality Management System Manual that conforms with ISO 9001:2015. Training contents are regularly updated to be in line with the industrial standard and provide maximum benefit to the employees.

Moreover, in order to effectively identify and control the non-conformities generated in all stages of the projects and maintenance services, the Group has formulated the Quality Procedures, in which special personnel is responsible for the identification of non-conformities in the process of construction and its maintenance services. In the event of a non-conformity, corrective actions such as disposal of non-conforming materials and improvement measures will be taken, to prevent the recurrence of non-conformity and achieve continuous improvement of the integrated management system.

Due to the Group's business nature, the Group was not involved in the manufacturing and sale of consumer products, the recall procedure is not applicable to the Group and there was no products subject to any product recalls due to health and safety reasons.

Customer Services and Complaint Management

The quality of the products and services rendered and customer satisfaction go hand in hand. Feedback and complaints from the Group's customers are highly valued as it is of vital importance to the continuous development of the Group. The Group has established procedures on the communication method and frequency and handling of any feedback with its clients in the Quality Manual. Should the Group receive any complaints, the Group will strive to act in a timely manner to resolve the issue with effective corrective actions. In addition, complaints of significant impact received will be discussed and reviewed by the management during regular meetings to prevent re-occurrence. During FY2022, the Group did not receive any material product or service-related complaints.

B. SOCIAL (Continued)

Customer Data Privacy Protection

The Group endeavours to protect the legitimate rights and interests of its customers. Unauthorised access and dissemination of customers' sensitive information is strictly prohibited unless employees are under the legal obligation to do so. Only authorised personnel are permitted to access the clients' information database and they are entitled to access the information on a need-to-know basis. Guidelines on the control, verification, storage and protection of all customer property which included intellectual property and personal data have been stated in the Code of Conduct. Furthermore, the Group requires employees to comply with applicable legal requirements relating to the collection, processing, disclosure and use of personal data, and to respect confidential information received during the course of business. If any violation has been discovered, the Group will take follow-up action immediately in accordance with internal policies.

Intellectual Property Rights

The Group is committed to a high level of legal and ethical standards in conducting the Group's business and acknowledges the importance of protecting intellectual property ("IP") rights. The Group has implemented the Intellectual Property Policy, requiring the Group's employees, sub-contractors and suppliers to comply with relevant laws, regulations and other international conventions in relation to IP rights.

Advertising and Labelling

Due to the Group's business nature, matters in relation to advertising and labelling are considered to be insignificant to its business. However, the Group strictly reviews the products and services it provides, as well as related sales, marketing and advertising materials, to ensure their compliance with applicable laws and regulations.

B7. ANTI-CORRUPTION

During FY2022, the Group was not aware of any material non-compliance with the relevant laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group including, but not limited to, the Prevention of Bribery Ordinance of Hong Kong, the Company Law of the PRC, and the Interim Provisions on Banning Commercial Bribery of the PRC. During FY2022, there were no concluded legal cases regarding any forms of fraud brought against the Group or its employees.

Anti-corruption

To promote the culture of accountability and integrity within the Group, anti-bribery, fraud and corruption in any form or in relation to any parties are all strictly prohibited. In addition, employees are required to abide by the guidelines set out in the Code of Conduct and the Employee Handbook during daily operations. All employees are prohibited from accepting any benefits from other bodies except promotional gifts, or souvenirs with a predefined maximum value limit. The Group recognises that refusing gifts or money may cause disrespect, and therefore under special circumstances, the employee may accept the courtesies and reports to the Group and consults their supervisors for a suitable handling method. However, should the acceptance of such gifts or money may compromise the integrity and objectivity of the employee or may cause the employee to commit any actions that may jeopardise the Group's interest, the employee should refuse such gifts or money. Failure to do so might lead to disciplinary action, including termination of appointment.

In order to maintain a corporate culture of integrity, the Group's directors and employees have attended anti-corruption training with a total training hours of 7 hours and 5 hours respectively in FY2022. Such training could enrich their professional skills and knowledge in their respective roles and responsibilities regarding anti-corruption and business ethics.

B. SOCIAL (Continued)

Whistle-blowing Mechanism

The Group has established a comprehensive Whistle-blowing Policy Manual, which fosters and maintains a safe environment where employees feel comfortable and secure voice their concerns. Under the said manual, the Group details well-defined and accessible channels for reporting fraud, corruption, dishonest practice or other similar matter, and how the investigative process will take place upon receiving a complaint. The actions to be taken by the Group after investigations include disciplinary action, termination of employment and preventive action. Cases of suspected corruption or other criminal offences will be reported to Independent Commission Against Corruption or other relevant regulators or authorities. Once the matter is referred to the regulators or authorities, the Group will not be able to take further action on the matter.

The Group intends to protect the whistle-blower from common concerns such as confidentiality and potential retaliation. Therefore, the employee reporting in good faith under the whistle-blowing mechanism can be assured of the protection against unfair dismissal or victimisation, even if the reports are subsequently proved to be unsubstantiated.

The audit committee of the Company (the "Audit Committee") is responsible for monitoring and regularly reviewing the said manual. Any subsequent amendment of this policy shall be reviewed by the Audit Committee and approved by the Board.

B8. COMMUNITY INVESTMENT

The Group is committed to driving positive change in the communities where it operates and fostering a sense of social responsibility within the Group's structure. Therefore, the Group has established the Corporate Social Responsibility Statement to show support for the community and focuses on contributing to the disadvantaged groups in society. The Group actively encourages its employees to participate in a diverse range of community service and voluntary events by providing paid time off and subsidies to employees. The Group has also allocated its community engagement on different fronts with the goal of building an inclusive society.

During FY2022, the Group has contributed HK\$40,000 and approximately 12.5 hours of community services to the following organisations:

Organisation	Name of community activity
International Social Service Hong Kong Branch	Goods Donation to the Disadvantaged in the Community
International Social Service Hong Kong Branch	Mosquito Coil Donation
SAHK Shek Wai Kok Parents Resource Centre	Spread Love in Mid-Autumn Festival
SAHK Erik Kvan Workshop	Have A Heart-Warming Christmas

In addition, the Wan Chung was awarded with 10 Years Plus Caring Company Logo for its commitment in caring for the community, the employees and the environment over the past years.

The Group will continue to make its contribution to the disadvantaged in the coming future, including the homeless, low-income families, and adults with special needs.



SUMMARY OF KPIs

PART A. ENVIRONMENTAL

			FY2022			FY2021		
			Construction Business	Trading Business	Total	Construction Business ²	Trading Business ²	Total
Emissions								
Air Emissions ¹	NO _x	kg	9.87	1.89	11.76	11.84	1.48	13.32
	SO _x	kg	0.25	0.03	0.28	0.28	0.04	0.32
	PM	kg	0.73	0.14	0.87	0.87	0.11	0.98
GHG Emissions ³	Total	tCO ₂ e ³	230.43	8.13	238.56	1,138.52	14.64	1,153.16
	Scope 1	tCO ₂ e	45.24	5.71	50.95	1,028.61	6.60	1,035.21
	Scope 2	tCO ₂ e	163.11	2.25	165.36	86.38	7.69	94.07
	Scope 3	tCO ₂ e	22.08	0.17	22.25	23.53	0.35	23.88
	Intensity ⁴	tCO ₂ e/million revenue (HK\$) ⁴	0.37	0.0027	0.07	1.23	0.0035	0.23
Hazardous Waste	Total	kg	188.42	2.00	190.42	210.00	2.00	212.00
	Intensity	kg/million revenue (HK\$)	0.30	0.00066	0.052	0.23	0.00048	0.042
Non-hazardous Waste	Total	tonnes	5,146.70	0.17	5,146.87	4,224.53	0.08	4,224.61 ⁵
	Intensity	tonnes/million revenue (HK\$)	8.25	0.000056	1.41	4.58	0.000019	0.83
Use of Resources								
Energy Consumption ⁶	Total	MWh	419.81	24.61	444.42	415.41	37.07	452.48
	Direct	MWh	164.83	20.79	185.62	181.95	24.03	205.98
	Indirect	MWh	254.98	3.82	258.80	233.46	13.04	246.50
	Intensity	MWh/million revenue (HK\$)	0.67	0.0082	0.122	0.45	0.0090	0.089
Water Consumption	Total	m ³	165.98	—	165.98	1,469.82	—	1,469.82
	Intensity	m ³ /million revenue (HK\$)	0.27	—	0.05	1.59	—	0.29

SUMMARY OF KPIs (Continued)

Notes:

1. The calculation method of air emissions and the related emission factors were based on, including but not limited to “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.
2. The category for the breakdown of data performance is restated. This change is also used in other performance summary tables for environmental data.
3. GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the “Global Warming Potential Values” from the IPCC Fifth Assessment Report, 2014 (AR5), the “Sustainability Report 2021” published by the CLP Holdings Limited, the “Sustainability Report 2021” by HK Electric Investment Limited, “2019 China Regional Power Grid Baseline Emission Factors For Emission Reduction Project” published by the Ministry of Ecology and Environment of the China (Using a CM method with 50/50 average of OM & BM), “Annual Report 2020/21” issued by the Water Supplier Department, and “Sustainability Report 2020-21” issued by the Drainage Services Department.
4. For FY2022, the Group recorded a revenue of approximately HK\$624 million (FY2021: approximately HK\$922 million) for Construction Business, and HK\$3,019 million (FY2021: approximately HK\$4,138 million) for Trading Business, representing a total revenue of HK\$3,643 million (FY2021: approximately HK\$5,060 million). These figures are also used for calculating other intensity data.
5. Figure excludes approximately 0.30 tonnes of paper that were recycled.
6. The calculation of unit conversion refers to the “Energy Statistics Manual” issued by the International Energy Agency.

SUMMARY OF KPIs (Continued)

PART B. SOCIAL

	FY2022			FY2021		
	Construction Business	Trading Business	Total	Construction Business ²	Trading Business ²	Total
Employment						
Total number of employees	183	9	192	205	9	214
By gender						
Male	135	5	140	153	5	158
Female	48	4	52	52	4	56
By age group						
Under 30	21	1	22	34	1	35
30 to 50	95	6	101	97	7	104
Over 50	67	2	69	74	1	75
By geographical region						
Hong Kong	183	—	186	205	1	206
Mainland China	—	9	6	—	8	8
By employment type						
Permanent	180	8	188	200	9	209
Part-time	3	1	4	5	—	5
By employment category						
Senior Management	10	4	14	9	3	12
Middle Management	48	1	49	45	2	47
General Employees	125	4	129	151	4	155
Employment Turnover⁷						
Total turnover rate of employees	40.21%	11.11%	38.92%	44.32%	11.11%	43.80%
By gender						
Male	39.58%	20.00%	38.93%	44.61%	20.00%	44.53%
Female	42.00%	—	38.89%	43.56%	—	41.90%
By age group						
Under 30	116.36%	—	112.28%	70.59%	—	69.57%
30 to 50	19.79%	—	18.54%	41.53%	14.29%	41.05%
Over 50	38.30%	66.67%	38.89%	33.61%	—	33.33%
By geographical region						
Hong Kong	40.21%	—	40.10%	44.32%	—	44.20%
Mainland China	—	11.76%	11.76%	—	12.50%	25.00%

SUMMARY OF KPIs (Continued)

	FY2022			FY2021		
	Construction Business	Trading Business	Total	Construction Business ²	Trading Business ²	Total
Health and Safety Indicators						
Number and rate of work-related fatalities (no work-related fatalities in three consecutive years)	—, 0%	—, 0%	—, 0%	—, 0%	—, 0%	—, 0%
Number of work-related Injuries	6	—	6	3	—	3
Number of lost days due to work injury	526	—	526	129	—	129
Development and Training Indicators						
Total number of hours of internal training received by employees	721.40	17.00	738.40	1,057.50	16.00	1,073.50
Total number of employees trained	86	5	91	156	2	158
Percentage of total employees trained	46.99%	55.56%	47.40%	75.73%	22.22%	73.83%
Percentage of employees trained by gender⁸						
Male	75.58%	60.00%	74.73%	77.56%	50.00%	77.22%
Female	24.42%	40.00%	25.27%	22.44%	50.00%	22.78%
Percentage of employees trained by employee category⁸						
Senior Management	10.46%	40.00%	12.08%	1.92%	—	1.90%
Middle Management	24.42%	—	23.08%	13.46%	50.00%	13.92%
General Employees	65.12%	60.00%	64.84%	84.62%	50.00%	84.18%
Average hours of training per employee by gender⁹						
Male	4.11	2.20	4.04	5.24	1.60	5.12
Female	3.47	1.50	3.31	4.92	2.00	4.71
Average hours of training per employee by employment category⁹						
Senior Management	9.87	2.00	7.62	3.22	—	2.42
Middle Management	5.46	—	5.35	1.17	4.00	1.29
General Employees	2.89	2.25	2.87	6.46	2.00	6.35

SUMMARY OF KPIs (Continued)

	FY2022			FY2021		
	Construction Business	Trading Business	Total	Construction Business ²	Trading Business ²	Total
Supply Chain Management Indicators						
Number of suppliers by geographical region¹⁰						
Hong Kong	81	—	81	N/A	N/A	N/A
Mainland China	—	12	12	N/A	N/A	N/A
Product Responsibility Indicators						
Total number of products subject to recalls for safety and health reason	—	—	—	—	—	—
Total number of complaints received	—	—	—	—	—	—
Anti-corruption Indicators						
Number of concluded legal cases	—	—	—	—	—	—
Community Investment Indicators						
Charitable donation amount	HK\$40,000	—	HK\$40,000	HK\$5,000	—	HK\$5,000
Hours volunteered	12.50	—	12.50	13.00	—	13.00

Notes:

7. Employment turnover = Total number of employees leaving employment during the financial year (by category)/Average of the number of employees at the beginning and the end of the financial year (by category)*100%.
8. Percentage of employees trained by category = Total number of employees trained during the financial year by category/Total number of employees trained during the financial year*100%.
9. Average hours of training per employee = Total training hours completed during the financial year by category/Total number of employees at the end of the financial year by category.
10. The number of suppliers by geographical region will be disclosed starting from FY2022, to better comply with the ESG Reporting Guide.

ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE

Mandatory disclosure provisions	Section/Declaration
Governance structure	Governance Structure
Reporting principles	Reporting Framework
Reporting scope	Reporting Scope

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
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Aspect A1: Emissions

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Emissions — Air Emissions, Summary of KPIs
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions — GHG Emissions, Summary of KPIs
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions — Waste Management, Summary of KPIs
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions — Waste Management, Summary of KPIs
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions — Air Emissions, GHG Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions — Waste Management

Aspect A2: Use of Resources

General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources — Energy Efficiency, Summary of KPIs
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources — Water Consumption, Summary of KPIs
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources — Energy Efficiency, Summary of KPIs

ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources — Water Consumption, Summary of KPIs
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources — Use of Packaging Material (Not applicable — Explained)
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources — Air Pollution Control, Noise Control, Vibration Control
Aspect A4: Climate Change		
General disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change — Physical Risks, Transition Risks
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	Employment — Summary of KPIs
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment — Summary of KPIs

ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety — Summary of KPIs
KPI B2.2	Lost days due to work injury.	Health and Safety — Summary of KPIs
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety — OHS Management, Measures Specifically Targeted COVID-19
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training — Summary of KPIs
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training — Summary of KPIs
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards — Prevention of Child and Forced Labour
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards — Prevention of Child and Forced Labour

ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management – Summary of KPIs
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility – Customer Services and Complaint Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Building Safety and Quality Control
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Customer Data Privacy Protection

ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption — Summary of KPIs
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption — Whistle-blowing Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption — Anti-corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment — Summary of KPIs