

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 1: ABOUT THIS REPORT

Businesses today are operating in a world undergoing unprecedented environmental and social changes. Global climate change, rapid population growth and rising living standards present significant risks but also offer major business and growth opportunities for Texwinca Holdings Limited and its subsidiaries (the “Group”).

These challenges pose many dilemmas for companies. In reconciling these dilemmas, the Group aims to go “beyond business as usual”. We strive to bring textiles and fashion to the world in a manner which is both environmentally and socially conscious. All of our brands, work hard to offer textiles and fashion at great value, whilst guided by principles of social responsibility, sustainable development and our own corporate values. We are committed to reducing our environmental impact, improving the safety of our workplace, whilst continuing to deliver quality products and services.

Reporting Standard and Scope

This Environmental Social Governance (“ESG”) section of our Annual Report has been prepared with reference to the ESG Reporting Guide of the Hong Kong Exchanges and Clearing Limited (“HKEx”), in-line with recommended practice for all Hong Kong listed companies. This is our first annual ESG Report, it describes the initiatives of the Group and its progress with regard to ESG issues for the period of 1 April 2013 to 31 March 2015. For simplicity, year “2014” and year “2015” in this report represent the years ended 31 March 2014 and 31 March 2015 respectively.

The following entities were chosen for inclusion in this ESG Report because of their significant contributions to the Group, thus making them an ideal proxy for the Group’s textile manufacturing and apparel retailing businesses:

Textile manufacturing

Texwinca Holdings Limited
Dongguan Texwinca Textile & Garment Limited
(collectively referred to as “Texwinca”)

Apparel retailing

Baleno Holdings Limited
Guangzhou Friendship Baleno Co. Ltd.
(collectively referred to as “Baleno”)

第一節：關於本報告

今時今日，世界各地的公司於營商時均面對前所未有的環境及社會轉變。全球氣候變化、人口迅速增長及生活標準提高均帶來重大風險，但亦為德永佳集團有限公司與其附屬公司（「本集團」）帶來巨大的業務及增長機遇。

面對以上重重挑戰，公司陷於兩難局面。本集團以超越常規的思維突破困局。我們致力以環境及社會福祉為依歸的態度為世界生產紡織品及時裝。我們集合旗下所有品牌，努力為紡織品及時裝帶來更高價值，同時遵循社會責任、可持續發展及我們企業價值的原則。我們承諾減低對環境的影響、改善工作場所的安全，同時繼續提供優質產品及服務。

報告準則及範圍

本環境、社會及管治報告為年報一部分，乃根據香港交易及結算所有限公司（「港交所」）的環境、社會及管治報告指引編製，與所有香港上市公司的建議常規一致。此乃我們編製的首份年度環境、社會及管治報告，其載述本集團於二零一三年四月一日至二零一五年三月三十一日期間就環境、社會及管治事宜採取的措施及其進度。為簡單起見，本報告內「二零一四年」及「二零一五年」分別代表截至二零一四年三月三十一日及二零一五年三月三十一日止之年度。

由於以下公司對本集團貢獻重大，能充份代表本集團的紡織品製造及時裝零售業務，故獲選載入本環境、社會及管治報告：

紡織品製造

德永佳集團有限公司
東莞德永佳紡織製衣有限公司
(合稱「德永佳」)

時裝零售

班尼路集團有限公司
廣州友誼班尼路服飾有限公司
(合稱「班尼路」)

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SECTION 1: ABOUT THIS REPORT *(continued)*

Reporting Standard and Scope *(continued)*

All numerical data within this report is presented as absolute figures and all financial data is expressed in Hong Kong Dollars, unless otherwise specified. Our emissions have been calculated in accordance with the guidelines laid down by the Environmental Protection Department of the Government of the Hong Kong Special Administrative Region and Greenhouse Gas Protocol.

A detailed ESG content index has been included at the back of this report to aid the reader and facilitate greater transparency. Additional ESG performance information including financial data and corporate governance information can be found elsewhere in this Annual Report.

This ESG report section has been approved by the senior management team of the Group. We would like to extend our deepest thanks to all those who contributed to this report and to our strong ESG performance.

Contact Information

Please feel free to share any comments or suggestions you may have related to this report by contacting Investor Relations Department at the address included below:

Investor Relations Department, Texwinca Holdings Limited
16th Floor, Metroplaza, Tower II,
223 Hing Fong Road, Kwai Chung,
New Territories, Hong Kong
Email: IR@texwinca.com

Stakeholder Engagement

With reference to international guidelines on ESG reporting, HKEx encourages reporting organizations to better understand the expectations, perceptions and concerns of their stakeholders. Accordingly, in support of preparing the Group's 2015 ESG Report and determining the issues that are most material to the Group, we engaged members of the Group's sustainability working group in Dongguan, Guangzhou as well as Hong Kong. These individuals were selected based on their relevance to and understanding of the Group's business and sustainable development.

During one to one interviews and focus group discussions, participants were invited to share their views on ESG issues facing the company's operations and provide accounts of actions taken to manage and mitigate these issues. Outcomes of these engagements served to guide the content of this report and provide a snapshot of the company's ESG performance.

第一節：關於本報告 *(續)*

報告準則及範圍 *(續)*

除另有註明外，本報告內的所有數據資料均以絕對數值呈列，而所有財務數據均以港元呈列。排放量乃根據香港特別行政區政府環境保護署制定的指引及溫室氣體核算體系計算。

詳細的環境、社會及管治內容索引已載於本報告後段，以方便讀者參閱並提高透明度。其他環境、社會及管治表現資料（包括財務數據及企業管治資料）可於本年報其他章節中查閱。

本集團的高級管理人員團隊已審批本環境、社會及管治報告。我們謹此向所有對本報告及我們的優秀環境、社會及管治表現作出貢獻的人士表達由衷感謝。

聯絡資料

如閣下對本報告有任何意見或建議，請以下文所載的地址聯絡投資者關係部：

德永佳集團有限公司，投資者關係部
香港新界
葵涌興芳路223號
新都會廣場第二座十六樓
電郵：IR@texwinca.com

持份者參與

經參考環境、社會及管治報告的國際指引，港交所鼓勵匯報機構更深入地了解其持份者的期望、觀點及關注。因此，我們邀請本集團可持續發展工作小組東莞、廣州以及香港成員參與支持編製本集團的二零一五年環境、社會及管治報告，並釐訂對本集團最重大的事宜。該等人士乃根據彼等對本集團業務及可持續發展的關連性及了解而獲挑選。

於一對一訪談及焦點小組討論時，參與者獲邀分享其對本公司營運面對的環境、社會及管治事宜的意見，並說明所採取的管理及紓緩措施。彼等的參與成果成為本報告的內容指引，並提供本公司的環境、社會及管治表現的概括描述。

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環境、社會及管治報告

SECTION 1: ABOUT THIS REPORT *(continued)*

Material Aspects for Disclosure

In order to provide a concise, balanced and clear view of the company's ESG performance, the Report focuses only on sustainability issues material to the company, highlighting the challenges and successes faced over the reporting period.

To determine these material issues as well as the scope and boundaries of this report, third-party consultants were commissioned. These consultants were brought in to carry out boundary scoping and materiality assessments, along with an independent engagement exercise with key internal stakeholders from across the Group. The report also takes into account industry and location specific ESG issues as well as global trends. Material issues and reporting content were derived based on the following steps:

Step 1: Benchmarking ESG Reporting Practice

- To identify industry standard Aspects for ESG disclosure we analyzed the ESG/Sustainability Reports of 16 of the Group's local and international industry peers (Nine apparel retailing and seven textile manufacturing companies)
- A determination regarding whether an Aspect was material was made based on the frequency of disclosure among the selected peer group companies
- The analysis relies on the assumption that the frequency of disclosure is related to and reflective of materiality

Step 2: Stakeholder Engagement

- Stakeholder preference is a critical factor when deciding what Subject Areas/Aspects should be covered in the ESG Report
- Key internal stakeholders were asked to rank the 11 HKEx reporting Aspects and 32 Key Performance Indicators according to their importance to the Group and their stakeholders

第一節：關於本報告 *(續)*

披露重大層面

為提供對本公司環境、社會及管治表現的簡明、持平及清晰意見，報告僅集中於對本公司而言屬重大的可持續發展事宜，並強調於報告期間所面對的挑戰及取得的成就。

為釐訂該等重大事宜以及本報告的範圍及界限，第三方顧問已獲委任。引進該等顧問乃為劃定界限及進行重要性評估，並獨立接觸本集團廣泛的主要內部持份者。報告亦考慮到特定環境、社會及管治事宜的行業、地點以及全球趨勢。重大事宜及報告內容按下列步驟得出：

步驟1：訂定環境、社會及管治報告常規基準

- 為識別環境、社會及管治披露的行業標準層面，我們分析16間本集團的當地及國際同業（九間時裝零售及七間紡織品製造公司）的環境、社會及管治／可持續報告
- 根據選定同業公司的披露頻率以決定層面是否重大
- 分析所依據的假設為披露頻率與重要性相關，並可反映重要性

步驟2：持份者參與

- 在決定環境、社會及管治報告應涵蓋的主要範疇／層面時，持份者的選擇為關鍵因素
- 主要內部持份者被邀請根據對本集團及其持份者的重要性，將11個港交所環境、社會及管治報告層面及32個關鍵績效指標排列次序

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SECTION 1: ABOUT THIS REPORT *(continued)*

Material Aspects for Disclosure *(continued)*

Step 3: Determine Material Aspects

- Summary rankings from both the stakeholder engagement and peer group benchmarking were compiled to determine the importance of the particular Aspect
 - A materiality matrix was prepared by translating the results from the stakeholder engagement into coordinates on the Y-axis and from the peer group benchmarking on the X-axis
 - The material Aspects for reporting were then identified by Aspects appearing in the top-right hand corner of the materiality matrix
 - Material Aspects were finally determined by the Group's senior management, who considered the results of the materiality assessment in-line with potential business impact
- 整合持份者參與及同業基準的排名概要以釐定特定層面的重要性
 - 透過將來自持份者參與的結果呈列於Y軸，而來自同業基準的結果呈列於X軸，以編製重要性矩陣
 - 報告的重大層面乃透過落入重要性矩陣中最右上角所識別
 - 重大層面最終由本集團高級管理層所決定，彼等考慮到重要性評估的結果與潛在業務影響

第一節：關於本報告 *(續)*

披露重大層面 *(續)*

步驟3：釐訂重大層面

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SECTION 1: ABOUT THIS REPORT (continued)

Material Aspects for Disclosure (continued)

The Materiality Matrices below provide a list of current ESG priorities within both sectors of the business: textile manufacturing and apparel retailing. Concerns presented toward the top-right hand corner of the matrix were considered of being the highest importance to the Group and our stakeholders while those located towards the bottom-left hand corner of the matrix represented concerns of a relatively lower importance.

第一節：關於本報告(續)

披露重大層面(續)

下列的重要性矩陣就業務中的兩個行業：紡織品製造及時裝零售，提供現時的環境、社會及管治優先序列。在模型中最右上角的關注事項被視為對本集團及我們的持份者而言屬最重要者，而在左下角出現的關注事宜相對而言重要性較低。

Materiality Matrices

重要性矩陣



Importance to Stakeholders 對持份者而言的重要性



Importance to Stakeholders 對持份者而言的重要性

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SECTION 2: AWARDS AND CORPORATE MEMBERSHIPS

As an organisation we take our environmental and social responsibilities very seriously. We actively engage with industry associations and government to ensure we stay at the forefront of developments in our sector. The following awards demonstrate market recognition for our corporate governance, investor relations, and our social and environmental performance.

第二節：獎項及企業會籍

作為一個機構，我們非常重視環境及社會責任。我們積極與行業協會及政府合作，使我們走在行業發展的尖端。以下獎項體現市場對我們的企業管治、投資者關係以及社會及環境表現的認同。

Organisation 機構	Award 獎項
Abercrombie & Fitch Trading Co. Consumer Testing Laboratories, Inc Gap Inc. Kohl's Department Stores PVH Far East Limited Tommy Hilfiger U.S.A Inc. Uniqlo 優衣庫 VF Asia Limited	Laboratory Accreditation Certificate 實驗室認可證書
Control Union Certifications 管制聯盟認證	Global Organic Textile Standard (GOTS) (certified for fabrics and yarns) 全球有機紡織品標準(GOTS)(布料及紗的認證)
Control Union Certifications 管制聯盟認證	Organic Content Standard (OCS) (certified for fabrics and yarns) 有機含量標準(OCS)(布料及紗的認證)
Dongguan Economy & Information Technology Bureau 東莞市經濟和信息化局	Dongguan Cleaner Production Enterprise 東莞市清潔生產企業
Government of Dongguan Machong 東莞麻涌鎮人民政府	Year 2013 Machong Advanced Energy-saving Unit 二零一三年度麻涌鎮節能先進單位
Guangdong Province Administration For Industry & Commerce 廣東省工商行政管理局	Guangdong Province Enterprise of Observing Contract and Valuing Credit (14 consecutive years) 廣東省守合同重信用企業(連續十四年)
Guangdong Province Environmental Protection Education Center 廣東省環境保護宣傳教育中心	Ecological Civilisation Propaganda Compassion Award 生態文明宣傳愛心獎
International Organization for Standardization (ISO) 國際標準組織(ISO)	ISO14001 certificate (certified for Environmental Management System applied to the production of knitted dyed fabric and yarn and related management activities) ISO14001證書(適用於生產針織染布及紗以及相關管理活動之環境管理體系認證)
International Organization for Standardization (ISO) 國際標準組織(ISO)	ISO9001–2008 certificate (certified for in house laboratory testing services for textile yarns and fabrics) ISO9001–2008證書(紡織紗及布料的內部實驗室測試服務認證)

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SECTION 2: AWARDS AND CORPORATE MEMBERSHIPS 第二節：獎項及企業會員資格 (續)

(continued)

Organisation 機構	Award 獎項
Mill Qualification Programme 工廠資格計劃	Achievement Award 成就獎
Ministry of Industry and Information Technology of the People's Republic of China 中華人民共和國工業和信息化部	Textile Dyeing and Printing Enterprises 印染行業準入企業
Natic AG	Compliance to the requirements of the Colour Accreditation Program 遵循顏色認證程序的規定
Testex AG, Swiss Textile Testing Institute 瑞士紡織品測試機構Testex AG	Oeko Tex Standard 100 Class 1 (certified for yarns made of 100% cotton, cotton/polyester, 100% linen, linen/cotton and cotton/acrylic white or dyed (reactive, disperse, basic) and with or without oil repellent finished) Oeko-Tex標準100第一級(對純棉、棉/滌綸、純麻、麻/棉 及棉/腈綸之白或染(活性、分散、鹽基)及含/不含防油加 工的紗的認證)
Testex AG, Swiss Textile Testing Institute 瑞士紡織品測試機構Testex AG	Oeko Tex Standard 100 Class 1 (certified for knitted fabrics made of 100% cotton, cotton/polyester, cotton/acrylic, cotton/elastane, cotton/modal, cotton/modal/elastane, white, yarn- or piece dyed (reactive, disperse, basic dyestuffs) and with or without oil repellent finished) (based on material partly pre-certified according to Oeko-Tex Standard 100) Oeko-Tex標準100第一級(對純棉、棉/滌綸、棉/腈綸、棉 /氨綸、棉/莫代爾、棉/莫代爾/氨綸、橫間或淨色(活 性、分散、鹽基染料)及含/不含防油加工的針織布的認證) (根據Oeko-Tex標準100的物料部分獲預先認證的基準)
The Economic & Information Commission of Guangdong Province 廣東省經濟和信息化委員會	Guangdong Province Cleaner Production Enterprise 廣東省清潔生產企業
The Hong Kong Council of Social Service 香港社會服務聯會	Caring Company Award 商界展關懷獎
Zhejiang Semir Garment Co. Ltd 浙江森馬服飾股份有限公司	Merit of Quality 品質優異獎

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SECTION 2: AWARDS AND CORPORATE MEMBERSHIPS 第二節：獎項及企業會員資格 (續)

(continued)

Organisation 機構	Membership 會籍
China Dyeing and Printing Association 中國印染行業協會	Member 會員
China Knitting Industrial Association 中國針織工業協會	Fifth Board of Director 第五屆理事
Guangdong Provincial Cleaner Production Association 廣東省清潔生產協會	Member 會員
Guangdong Textile Association 廣東省紡織協會	Executive Director 常務理事
World Wide Fund For Nature Hong Kong 世界自然(香港)基金會	Silver Member 純銀會員

SECTION 3: OUR PEOPLE AND SAFETY

Working Conditions and Labour Standards

Our people lie at the core of our business operations and form the very foundation of our success and development. As an organisation we aim to prioritise the well-being of all of our employees and strive to move ever forward, progressing and developing together.

Essential to this is the creation of an optimal workspace environment where our employees are able to work together harmoniously, free from any form of discrimination or harassment. Our commitments to upholding these principles are reiterated within our management measures, and recruitment and promotion practices throughout all our operations. We endeavour to safeguard diversity and uphold principles of fairness while preserving the rights of our employees, regardless of race, social class, age, nationality, religion, disability, gender or sexual orientation.

As a Group we strive to create a positive work-life balance that provides reasonable working hours and rest periods applicable to all our employees. Specific to our textile operations, employees are offered a range of allowances and bonuses such as compensation for working in high temperature environments, night shift allowance as well as performance and end of year bonuses.

All our Human Resources policies are structured to adhere to legislation within the employment ordinance in Hong Kong and respective labour laws in the People's Republic of China.

第三節：我們的員工及安全

工作環境及勞工準則

我們的員工為我們業務營運的樑柱，亦為我們成功及發展的基石。作為一間機構，我們旨在將所有員工的福祉放於首位，並致力與員工攜手向前、進步和成長。

當中重要的一環為營造最佳工作環境，使僱員於無任何形式的歧視或騷擾下和諧合作。我們所有營運中的管理、招聘及晉升慣例貫徹了我們堅守該等原則的承諾。我們力求保障多元化及遵循公平原則，同時保障我們僱員的權利，不論種族、社會地位、年齡、國籍、宗教、殘障、性別或性取向。

作為一個集團我們致力建立工作與生活平衡，包括提供適用於所有僱員的合適工作時數及休息時段。就我們的紡織品營運而言，僱員可享有不同的津貼及花紅，例如高溫環境下工作的補償、夜班津貼和表現及年終花紅。

我們所有人力資源政策的建構皆嚴格遵守香港勞工法例及中華人民共和國的相關勞動法例。

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SECTION 3: OUR PEOPLE AND SAFETY *(continued)*

Working Conditions and Labour Standards *(continued)*

第三節：我們的員工及安全(續)

工作環境及勞工準則(續)

Fostering a Positive Work-Life Balance

鼓勵取得工作與生活平衡

Our employees frequently come together to enjoy a number of cultural and sporting activities, promoting a sense of team and collaborative spirit at our corporation. Both labour unions and the corporate cultural affairs committee of our textile manufacturing sector lead and deliver various cultural activities across company levels.

我們的僱員不時相聚，共享各種文化和體育活動，於企業中推廣團隊和合作精神。我們紡織品製造分部的工會及公司企業文化委員會均為公司不同層級的僱員籌辦多項文化活動。

Every month the company organises a party for all the employees celebrating their birthday that month. Employees celebrating their birthday are encouraged to bring up to two family members to join the party. On average, 650 employees and their family members join the party each month.

公司每個月為所有當月生日的僱員組織一次聚會慶祝生日，並鼓勵當月生日的僱員攜帶最多兩位家庭成員參與聚會。平均而言，每月有650名僱員及其家庭成員參與聚會。

There are variety shows, sessions where department heads, colleagues, relatives, friends and family convey birthday wishes, lucky draws, interactive games and also sharing of the birthday cake. Birthday celebrants receive celebratory drinks and presents as well as a birthday card from their department head.

生日聚會包含文藝節目表演、由部門領導、同事及親友傳達生日祝福、幸運抽獎、互動遊戲和分享生日蛋糕等環節。生日僱員會收到慶祝飲品、生日禮物以及部門領導發送的生日卡。

A cultural affairs fund was also established, with plans to roll out about 15 sporting activities such as basketball and table tennis matches and snooker for the enjoyment of all staff.

我們亦設立文化活動基金，計劃舉辦約15個體育活動，例如籃球及乒乓球賽事以及桌球，以供所有員工享樂。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 3: OUR PEOPLE AND SAFETY (continued)

Working Conditions and Labour Standards (continued)

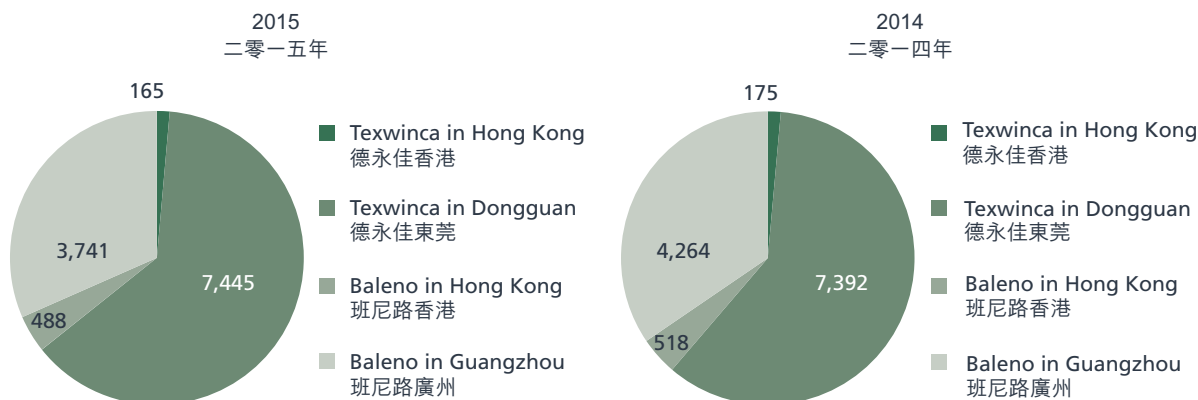
Please find below a detailed breakdown of our employee by age group, region and employee type:

第三節：我們的員工及安全(續)

工作環境及勞工準則(續)

請參閱下列按我們員工的年齡組別、地區及僱員種類的詳細分類：

Total Number of Employees
僱員總數



	Employee Type 僱員種類	2015 二零一五年 Age Group 年齡組別		2014 二零一四年 Age Group 年齡組別	
		Below 30 30歲以下	Over 30 30歲以上	Below 30 30歲以下	Over 30 30歲以上
		Texwinca in Hong Kong 德永佳香港	Full-time 全職	15	148
	Part-time 兼職	0	2	0	2
Texwinca in Dongguan 德永佳東莞	Full-time 全職	2,752	4,693	2,880	4,512
	Part-time 兼職	0	0	0	0
Baleno in Hong Kong 班尼路香港	Full-time 全職	203	138	234	149
	Part-time 兼職	137	10	123	12
Baleno in Guangzhou 班尼路廣州	Full-time 全職	2,424	789	3,039	781
	Part-time 兼職	520	8	436	8

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環境、社會及管治報告

SECTION 3: OUR PEOPLE AND SAFETY (continued)

Working Conditions and Labour Standards (continued)

第三節：我們的員工及安全(續)

工作環境及勞工準則(續)

Safeguarding Freedom in our Textile Operations

紡織營運保障自由

Asserting our commitments to fairness, the utilisation of any form of forced labour is of utmost concern and priority to our textile business. Strict internal policies reflecting compliance with both local and national regulation prevent any forms of indentured labour. This is stringently enforced within our recruitment policies which are frequently updated to reflect any amendments or updates to relevant national or local legislation.

為維護我們對公平性的承諾，我們高度關注以任何形式聘用的強制勞工，並列為我們紡織業務優先處理事項。嚴格的內部政策反映我們遵守當地及國家法規，以防止任何形式的契約勞工。在我們的招聘政策下，我們強制執行上述措施，並頻密更新，以切合任何有關國家或當地法例的修訂或更新。

The Group is also dedicated to ensuring that operations remain free from child labour, and is developing systems and procedures to handle the management of such incidents. Should a child be discovered working on our premises, he or she will immediately be transported back to their hometown or place of origin. We will then file necessary documentation with the local authorities while consulting with the child's guardians on avenues for his or her return to school.

本集團亦致力確保營運中絕無童工，並發展處理有關事故的管理系統及程序。倘發現有任何兒童於我們的物業內工作，彼將立即被送返其家鄉或原居地。我們其後將向當地機關提交必要的文件，同時向兒童的監護人商議其復學。

Development and Training

Cultivating skilled employees who are capable of rising to meet the demands of a dynamic industry is pivotal to the success of both our textile and retail businesses.

Specific to the needs and requirements of the retail sector, Baleno offers a series of internal and external programmes to promote the advancement of job related skills. Examples of some our programmes initiatives involve our management trainee programme, frontline staff induction, and training plans for all levels of frontline staff.

發展及培訓

培養能應付行業瞬息萬變的需求的技術人才是我們紡織及零售業務成功的關鍵。

為切合零售分部的需要及要求，班尼路提供一系列內部及外部課程以促進工作相關的技術。我們一些倡議課程的例子包括我們的管理培訓生課程、前線員工入職培訓及針對各職級的前線員工的培訓計劃。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 3: OUR PEOPLE AND SAFETY *(continued)*

第三節：我們的員工及安全 *(續)*

Development and Training *(continued)*

發展及培訓 *(續)*

The Baleno Training Academy

班尼路培訓學院

Established in 2006, The Baleno Training Academy continues to provide continuous education to our employees offering a diverse set of courses on subjects ranging from business management to psychology. It also serves as a platform for exchange and sharing of best practices, catering to and driving the company's continuous development.

班尼路培訓學院於二零零六年成立，一直為我們的僱員提供持續進修課程，課程主題多元化，由商業管理到心理學不等。其亦為交換及分享最佳作業流程的平台，迎合並推動本公司的持續發展。

With the end goal of furthering the advancement of skills specific to our textile business, we conduct a number of internal courses (supplemented by external courses if necessary) covering strategic planning, team management, sales and language skills. The Group also sponsors the cost of any workshops or seminars that employees would like to attend in order to further their professional development.

以進一步提升我們的紡織業務的技術為最終目標，我們舉辦不同的內部課程（如有需要，由外部課程補充），當中涵蓋策略規劃、團隊管理、銷售及語文能力。本集團亦資助僱員參加工作坊或研討會，以進一步發展其專業技能。

Partnering with the Dongguan Technical College, employees are offered the opportunity of furthering their skills related to becoming an electrician. These courses cultivate a pool of job specific talent, raising our level of technical competence. As of the publication of this report, there were a total of 169 employees being trained at the college.

我們與東莞技師學院合作，使僱員有機會進一步提升其在電工方面的技術。該等課程培養一批專項人才，提升我們的技能水平。於本報告刊發之時，共有169名僱員正於學院中接受培訓。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 3: OUR PEOPLE AND SAFETY (continued)

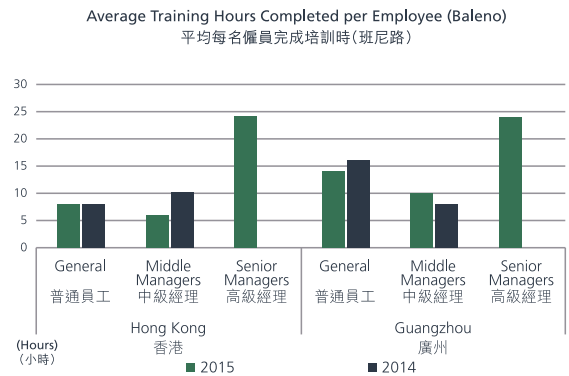
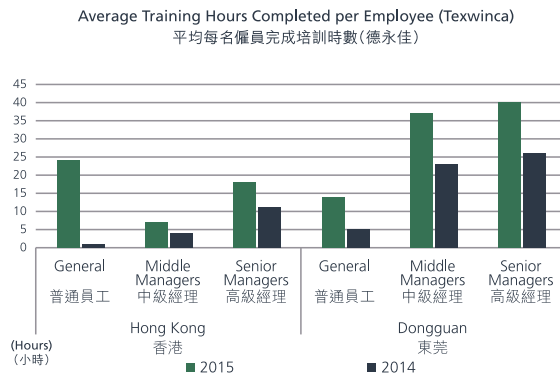
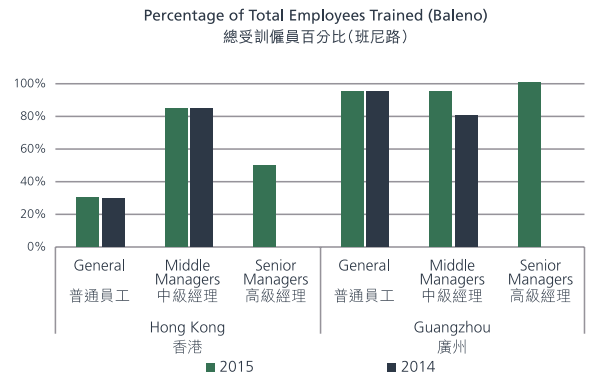
Development and Training (continued)

The following charts present a detailed breakdown of development of employees' talent and skills by employee category at Texwinca and Baleno.

第三節：我們的員工及安全(續)

發展及培訓(續)

下表顯示德永佳及班尼路按僱員類別，僱員才能及技術發展的詳細分類。



Health and Safety

Safety is a core tenet of our operations and embedded into the very fabric of the way in which we do business. The health and safety of our employees as well all those within reach of our operations is of utmost concern to us.

Within our textile operations, we ensure that all our production and manufacturing sites are in full compliance with ISO 14001 requirements for Environmental Management Systems. Our commitments are also reflected in a number of other occupational health and safety measures contained in the "Occupational Hazards Prevention Guidance", that are tailor made to the requirements of actual production conditions at our operations. The concept of safety has also been brought to a person level, having a bearing on managerial performance and bonuses.

健康與安全

安全為我們營運的核心宗旨，絲絲扣緊於我們的營商方式當中。我們的僱員以及所有營運觸及的健康及安全事宜均為我們最關注的事項。

在紡織營運中，我們確保所有生產及製造地點全面遵循ISO 14001的環境管理體系規定。我們的承諾亦可反映在「職業防治工作指引」內數項的職業健康及安全措施，該等措施是按營運中的實際生產環境規定而量身訂制。安全的概念亦帶到個人層面，管理層的表現及花紅受此影響。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 3: OUR PEOPLE AND SAFETY (continued)

Health and Safety (continued)

Inspections are frequently carried out, guided by a series of assessment forms while production checks are organised at production/manufacturing sites and at company level on a monthly and quarterly basis respectively. Should, the need arise for medical care, we have ensured all our employees are provided with both medical and hospital insurance. We also partner with healthcare companies, conducting health related seminars, and organising dental and health checks, which we have extended to family members of staff at a discounted rate. For all staff that are exposed to occupational hazards, free annual occupational disease check-ups are provided. In 2014 more than 300 people have already undertaken the checks.

Putting our ideals into practice within our retail sector we follow the 5S Retail Store Requirements: *Structurise, Systematise, Sanitise, Standardise and Self-discipline*. This approach commits our organisation to the highest ideals of efficiency and hygiene. Other practices of concern at our retail stores involve the establishment of forklift safety practices to ensure the safe operation of machines and the security of staff.

A number of committees have been established to both oversee and develop health and safety related initiatives specific to operations.

我們已成立各個委員會，以監督及發展針對營運的健康及安全相關措施。

The Occupational Health Monitoring and Management Committee have been tasked with the set-up of an "Occupational Health Management Duties Guide", overseeing the implementation of the contents of the guide throughout manufacturing operations.

職業健康監控管理委員會負責制定「職業健康管理工作職責指引」，監察指引內容於整個製造營運下的執行情況。

The Safety Production Management Committee at Texwinca was also able to set up the establishment of a safety manufacturing production structure. This structure provided guidelines, a set of related goals, production requirements and management methods to ensure safety throughout our operations.

德永佳的安全生產管理委員會亦能設立安全製造生產架構。該架構提供確保我們整個營運安全的指引、一系列相關的目標、生產規定及管理辦法。

There were no fatalities during the reporting period in any of our operations.

於報告期間，營運無出現致命意外。

Reported lost days due to work related injuries amounted to a total of 36 days in Hong Kong and 102 days in Dongguan.

香港及東莞已呈報的因工傷而損失的總工作日數分別為36日及102日。

第三節：我們的員工及安全(續)

健康與安全(續)

我們經常進行檢查，按一系列的評估表格而進行，生產廠部及公司層面的生產檢查分別每月及每季進行一次。倘出現醫療保健需要，我們確保所有我們的僱員獲醫療及住院保險。我們亦與保健公司合作，進行與健康有關的研討會，並舉行牙科及身體檢查，該等醫療保健亦擴展至員工家屬亦可享有優惠折扣。對於接觸到職業危害的所有員工，他們會接受免費的年度職業病檢查。於2014年，已經有超過300人接受檢查。

我們將理念融入零售分部的實務中，遵循零售店五常法：常組織、常整頓、常清潔、常規範及常自律。我們的機構以此方法達致效率及衛生的最高理念。其他零售店實務事項涉及制定叉車安全操作規範，以確保機械操作安全及員工安全。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS

Our textile and retail operations recognise the importance of greater environmental stewardship in order to ensure the holistic and harmonious development of our business alongside the environment and communities in which we operate.

Fundamental to these efforts is the incorporation of technology, provision of training and the utilization of systems that drive awareness, efficiency and contribute to the mitigation of our overall environmental footprint. Through our combined efforts we hope to instigate a broader consideration and culture centered on aspects of environmental performance relevant to each of our employees and relative to all aspects of our business.

Texwinca's Thermal Power Plant

Situated in Dongguan, a notable feature of our operations is our thermal power plant. Through the combustion of coal, this plant produces all the heat and electricity required to meet the needs of our production processes and operational areas.

To minimise the overall environmental impact of the power plant and increase resource efficiency, we pride ourselves on our use of environmental and energy saving technology.

Flue gas emitted through the smoke stacks conforms to national and local environmental regulations and has minimal impact on the surrounding vicinity. We employ a range of green technologies and procedures in the power plant such as "electrostatic precipitators", and "wet flue gas desulphurisation" (use of wet scrubbers), and "selective non-catalytic reduction (SNCR)" to treat the emitted flue gas and minimise pollution. Emissions are monitored online on a real-time basis to ensure compliance with standards before being discharged.

第四節：管理我們對環境的影響

我們的紡織及零售業務深諳加強環境管理的重要性，以確保我們的業務以至我們於經營的環境及社區取得整體及和諧的發展。

這些工作是建基於科技、提供培訓及制度運用之融合，此可提高意識、效率及推動減低整體環境足印。我們冀透過我們的共同努力，引發更廣泛的思考及文化，以每位僱員及與業務各方面有關的事宜為環境考量的中心。

德永佳熱電廠

位於東莞的熱電廠為我們的重要營運項目。熱電廠透過燃煤，產生熱能與電能以滿足我們生產過程和營運地區的全部需求。

我們運用我們足以自豪的節能和環保技術，將發電廠對環境的影響減至最低並提升資源效率。

通過煙囪排放的廢氣遵循國家及當地環保部門的法規，把對鄰近地區的影響減至最低。我們的熱電廠採用了一系列綠色技術和程序，例如「靜電除塵器」、「濕法脫硫和低氮燃燒」(採用濕法洗滌器)及「選擇性非催化還原(SNCR)」，以處理所排放的廢氣和減少污染。在線監控系統實時監控排放，以確保排放符合標準。

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SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS

第四節：管理我們對環境的影響(續)

(continued)

Texwinca's Thermal Power Plant (continued)

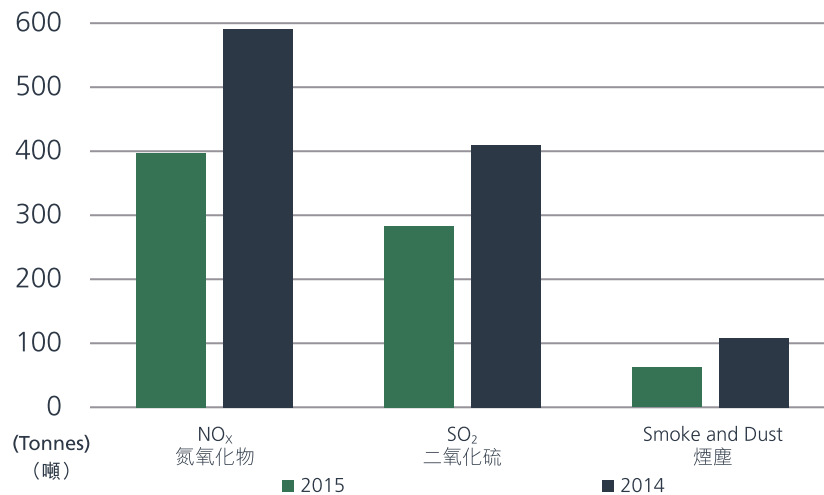
Air pollutants such as SO₂ and NO_x emissions are below 100mg/m³ while smoke and dust discharged are below 17mg/m³. The chart below presents an aggregate total of these respective emissions for the power plant over the course of the reporting years:

德永佳熱電廠(續)

空氣污染物如二氧化硫及氮氧化物的排放每立方米少於100毫克，而煙塵的排放則每立方米少於17毫克。下表呈列熱電廠於報告年度該等排放物的排放總量：

Annual Emissions (Texwinca in Dongguan)

每年排放量(東莞德永佳)



Energy considerations in Textile Production

Innovation is central to our operations and encouraged at every stage of production. We aim to embed a culture of awareness around the need to save energy throughout our operations.

紡織品生產的能源考量

創新為我們營運的重點，我們亦鼓勵於每一個生產階段創新。我們的宗旨是建立一套於我們整個營運上都需要節能的意識文化。

Continuing to utilize energy saving technology, we are gradually replacing existing lighting at our offices and warehouses in Hong Kong with light-emitting diodes ("LED"). At our textile manufacturing office, the reduction in the number of lamps being used and the installation of automatic controls have resulted in savings of over 18,000 kWh per annum.

我們持續利用節能技術，現已逐步將香港現有辦公室及貨倉照明更換為光二極管(「LED」)。紡織品製造辦公室已減少採用燈泡數目及安裝自動控制系統，致使每年節省超過18,000千瓦時。

Our manufacturing plants have developed similar initiatives centered on the reduction of waste and the development of an energy saving operational mode. Through the harnessing of thermal energy present in wastewater, installation of advanced energy-saving facilities, streamlining our mechanical and electrical systems, enhancing operational efficiency and developing innovative energy-saving production processes, we have achieved an overall saving of nearly 6,000 tonnes of coal equivalent based on our comparison in 2014.

我們的生產廠房已發展一套類似的舉措，圍繞於減少廢物及發展節能的營運模式。通過利用廢水的熱能回收、更換先進節能設備、進行電機系統能效提升、提高設施的效率、開發新的節能生產工藝等，基於二零一四年與之比較，我們達到節省合計接近6,000噸標準煤。

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環境、社會及管治報告

SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS (continued) 第四節：管理我們對環境的影響 (續)

Energy considerations in Textile Production (continued)

The energy management system which we have in place seeks to guide, instruct and reward the efficient and apt use of resources.

紡織品生產的能源考量 (續)

我們正實行的能源管理系統對資源效能及適當使用提供指引、指導及獎勵。

Energy Efficiency at Baleno

班尼路的能源效益

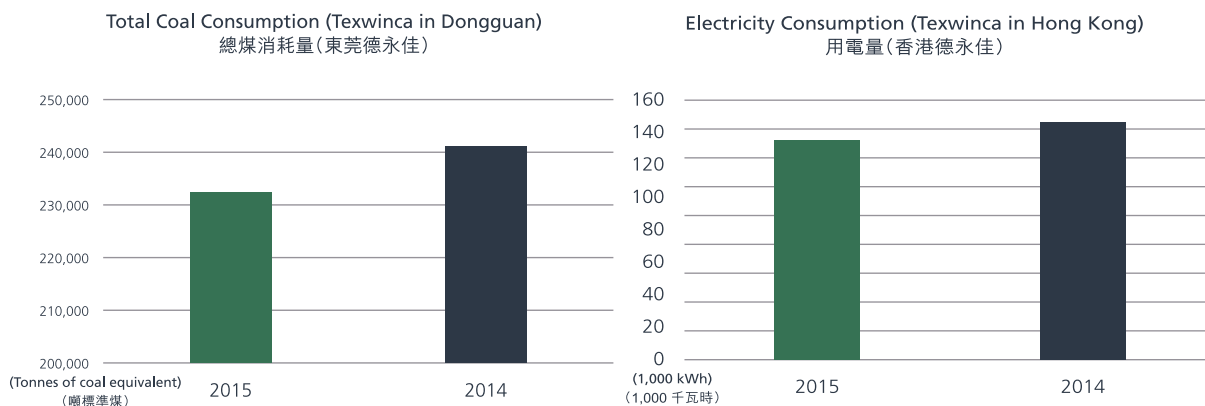
All Baleno retail stores in Hong Kong have recently joined the *CLP GREEN^{PLUS} Energy Billboard*, energy benchmarking plan. The monitoring and analysis of Baleno's energy consumption as part of this programme showcases resource efficiency relative to its peers, providing the basis for the development of focused programmes aimed at saving energy. 香港所有的班尼路零售店最近參與中電綠倍動力節能榜的能源基準計劃。該活動的其中一部分為監控及分析班尼路的能源耗用，以顯示相較同業的資源效益，為發展節能的重點方案提供基礎。

Given the primary nature of electricity production in Hong Kong being through the combustion of coal, mitigating electricity use will have a strong effect in reducing Baleno's overall greenhouse gas footprint.

由於香港發電的主要性質為燃燒煤炭，故減少使用電力將對減少班尼路整體溫室氣體足印帶來重大影響。

The direct energy consumption at Texwinca is as follows:

德永佳的直接能源消耗量如下：



Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS

第四節：管理我們對環境的影響 (續)

(continued)

Energy considerations in Textile Production (continued)

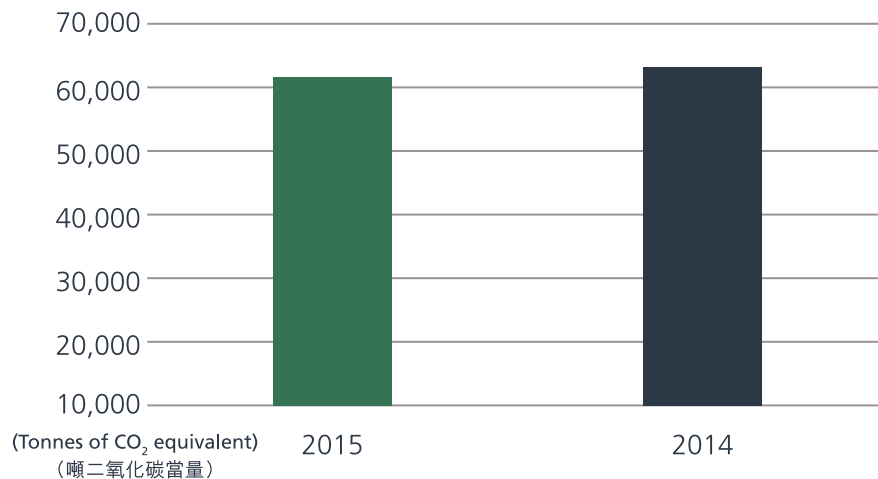
紡織品生產的能源考量 (續)

Total Scope 1 greenhouse gas (“GHG”) emissions including thermal power plant, motor vehicles and refrigerant from our Dongguan operation is as follows:

於東莞之營運，溫室氣體 (「溫室氣體」) 範圍一總排放量 (包括熱電廠、汽車及製冷劑) 如下：

Total Scope 1 GHG Emissions (Texwinca in Dongguan)

溫室氣體 (範圍一) 總排放量 (東莞德永佳)



Texwinca's operations from its office in Hong Kong produce 95 tonnes of CO₂ equivalent as a result of its electricity consumption in 2015.

德永佳香港辦公室的營運，於二零一五年因用電而產生95噸二氧化碳當量。

Our Commitments to Natural Resources Management

我們對自然資源管理的承諾

Throughout all our operations we emphasize the need to fully utilise all available materials and resources, re-using, reducing and where possible recycling at all operational levels and all stages of production. We have also made broader shifts in the utilisation of technology to increase resource efficiency.

我們強調在所有營運中，需於各營運層面及生產階段中全面利用所有物料及資源、並致力重用、減少及在可行的情況下循環使用。我們亦於應用技術層面上作出各種變動，提高資源效益。

Since 2011, handheld devices have been appropriated at Baleno to create a paperless system for stock keeping. This has resulted in a saving of more than 20,000 sheets of A4 paper each month.

自二零一一年起，班尼路已專門採用手提裝置，為存貨管理設立無紙系統。此政策使每月節省超過20,000張A4紙。

Other recycling ventures at Baleno involve transporting used carton boxes back to the warehouse for re-use while provision is also made for the recycling of old metal furniture and computers.

班尼路的其他循環使用措施包括將已使用的紙箱運回貨倉循環再用，同時亦循環使用舊金屬傢俱及電腦。

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環境、社會及管治報告

SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS

(continued)

Promoting Quality while Driving Resource Efficiency

At Texwinca we prioritise environmental integrity and are conscious of the role that technology plays in driving efficiency and reducing overall waste. At our textile operations we aim to reuse 2% of waste yarn produced during manufacturing while continuing to demonstrate and strive for improvements in the quality of our output.

Over the reporting period, our product success rate has risen by 5%, this has had the corresponding impact of reducing the production of substandard products thereby their contribution to overall waste. Other examples of the effective use of technology include the use of an automatic auxiliaries device at our dyeing factory. This device measures and transfers auxiliaries automatically, which significantly enhances the accuracy of the amount of auxiliaries used.

A competent production management system oversees the entire textile manufacturing process; from the careful selection of raw materials, production and recycling of waste at the final stages of product development. With an aim to reduce waste, waste materials at every stage of production can be sorted and reused.

Characteristic of all textile operations is a high volume of packaging, we recycle 9.8 million units of bobbin and 480,000 carton packaging boxes per annum.

所有紡織品業務的特點為大量的包裝。我們每年循環使用9.8百萬個的紗管以及480,000個包裝紙箱。

When distributing mooncakes or similar festive treats to our textile manufacturing employees, recyclable bags are used saving over 14,000 paper bags each year.

當向我們紡織品製造的僱員派發月餅或節日食品時，我們使用可循環再造袋，每年節省超過14,000個紙袋。

Technology as a Tool in Waste Reduction

The use of an airflow dyeing machine at our operations has substantially improved the first time success rate to 90% of our dyeing processes while reducing the production of any substandard merchandise and need for product repair. Annually this technology saves over 50% of water, 30% of auxiliaries, 10% of dyes each year.

In managing the treatment of sewage at our factories, online detection devices has been installed to facilitate real time monitoring of the treatment process.

Wastewater treated and discharged at our sewage treatment centre has Chemical Oxygen Demand less than 60mg/L and Ammoniacal Nitrogen less than 5mg/L.

第四節：管理我們對環境的影響 (續)

提高品質同時推動資源效益

德永佳將環境的完整性放於首位，留意到技術於推動效益及減少廢物總量所擔當的角色。就紡織品業務而言，我們的目標是重用於生產時產生2%的廢紗，同時繼續表現並力爭產品品質改善。

於整個報告期間，我們的產品成功率提高5%，從而減少生產次等產品和其於廢物總量的佔比。其他有效使用科技的例子包括於染廠使用助劑添加自動化設備。此設備自動計量和輸送助劑，大大提高助劑用量的準確性。

有效的生產管理系統監控整個紡織品製造過程，由精挑原材料、生產到產品發展最後階段的循環使用廢物。為減少廢物，各生產階段的廢料可分類及重用。

科技作為減廢工具

於操作上使用氣流染色機大大提升染布過程的第一次成功率至90%，同時減少生產次等貨品及產品修補的需要。此技術每年節省超過50%用水、30%助劑及10%染色材料。

為管理廠房的污水處理，在線監控裝置已被安裝，以便實時監控處理過程。

我們所有經污水處理中心處理後排放的廢水化學需氧量每升少於60毫克，及含氮每升少於5毫克。

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SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS

第四節：管理我們對環境的影響 (續)

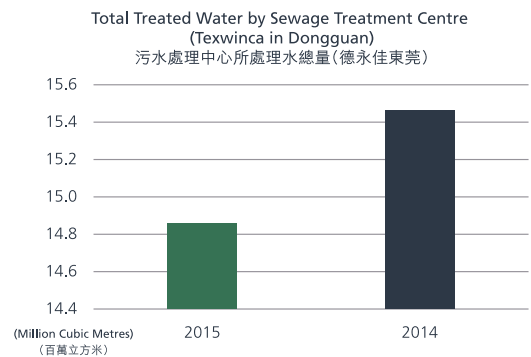
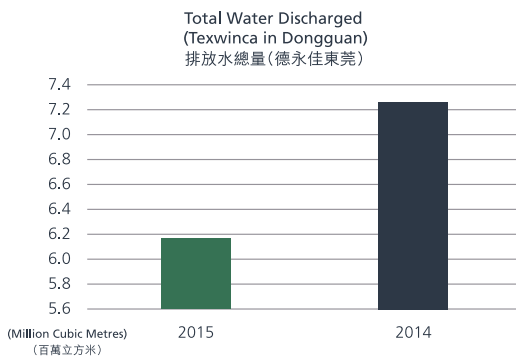
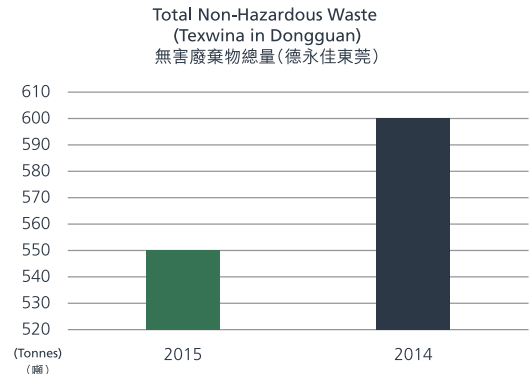
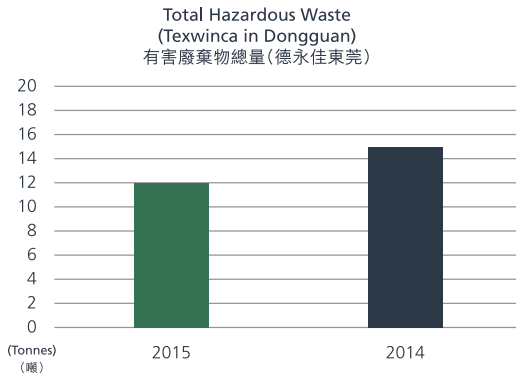
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Technology as a Tool in Waste Reduction (continued)

科技作為減廢工具 (續)

Illustrated below is the total production of waste and water discharge at our Dongguan operations.

下表載列我們於東莞營運產生的廢物總量及排放量。



Mitigating our water footprint

減少我們的水足印

Given the nature of textile operations, water is a paramount resource in the running of our operations and production of our textiles. Obtained from the Dongjiang River, we at Texwinca prioritise the effective management of this resource, taking every precaution to ensure that water is both utilised and re-used efficiently. We currently reuse 58% of water.

鑒於紡織業務的性質，水為我們營運及紡織品生產的重要資源。德永佳自東江取水，將有效的水資源管理放於首位，採取所有預防措施以確保水資源可被有效運用及重用。我們目前重用58%的水。

Through the effective utilisation of energy and water saving techniques such as improved dyeing processes, collection and recycling technologies, we aim to maximise our water utilisation efficiency and reduce wastage.

我們透過有效運用能源及節水技術 (例如經改進的染布程序、收集及循環再用技術)，目標為最大化用水效益及減少廢物。

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第四節：管理我們對環境的影響 (續)

(continued)

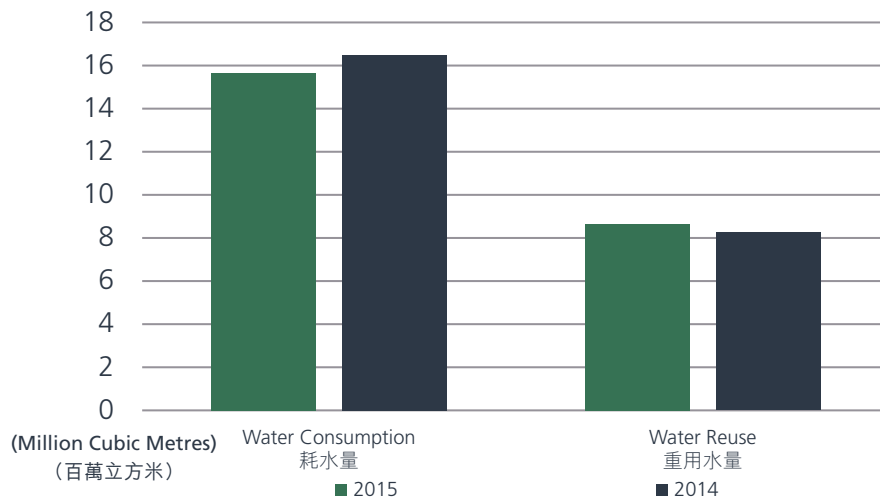
Mitigating our water footprint (continued)

At our textile manufacturing offices, all water from wash basins used for the washing of hands is reused in the flushing of toilets resulting in a saving of over 3,000 cubic metres of water each year. Water saving technology in the dyeing process is utilised to reuse light-coloured water and recycle cooling and condensing hot water from the dyeing container in the factory. This results in an annual saving of over 3,370,000 cubic metres of water.

減少我們的水足印 (續)

在我們的紡織品生產辦公室，所有來自洗手盆用於洗手的水被重用作沖廁水，使每年節省超過3,000立方米的水。染布程序中的節水技術用於重用染淺色後的水，並循環使用來自廠房染缸的降溫和冷凝熱水，每年節省超過3,370,000立方米水。

Water Consumption and Water Reuse (Texwinca in Dongguan)
耗水及重用水量(東莞德永佳)



Our Efforts at Environmental Stewardship

Both our textile and retail operations seek to align and work toward environmental best practice. This involves giving careful consideration to various operational aspects and activities within our value chain to minimize any environmental impact.

不環境管理工作的努力

我們的紡織及零售業務一致追求與環境的最佳實務，以及對我們價值鏈內的各個營運方面及活動作出謹慎考慮，減低對環境的影響。

According to our "Occupational Health Prevention and Control Guide", all prohibited substances with possible negative environmental impacts listed within national legislation are forbidden within our manufacturing operations. Our internal guides also specify requirements for the proper procurement, storage and handling of substances, chemicals, merchandise as well as any other materials used in our textile operations. This is with the end goal of reducing the overall environmental impact. Particular attention is paid to the use of organic cotton yarn in both workshop areas and within manufacturing processes.

根據我們的「職業危害防治工作指引」，國家法例中所列的所有可能對環境造成負面影響的禁用物質嚴禁於生產營運中使用。我們的內部指引亦就適當採購、儲存及處理物質、化學品、商品及任何其他用於紡織營運中的物料列明規定。此乃符合我們對減少整體環境影響的最終目標。我們特別注重於車間範圍及生產過程內均使用有機棉紗。

All our suppliers are explicitly prohibited from using materials containing toxic substances and suppliers are required to sign our "Restricted Substances List Compliance Declaration". Spot checks are frequently carried out at regular intervals to ensure compliance with the Group's code.

我們明文禁止所有供應商使用含有有毒物質的物料，供應商並必須簽署我們的「不含禁用物質承諾書」。我們經常進行定期抽查，以確保符合本集團的守則。

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第四節：管理我們對環境的影響(續)

(continued)

Environmental Considerations at Various Operational Stages

Within both our textile and retail operations, we seek to foster a culture of environmental consideration at each stage of our operations. This involves a greater examination of the environmental impacts relative to each operational task and responses or solutions to mitigate each effect.

不同營運階段下的環境考量

紡織及零售業務中，我們致力培養每個營運階段注重環境考量的文化。此涉及各營運工作及減低各種影響的對策或解決方案對環境影響更大程度的檢查。

The following table provides a more detailed analysis of various environmental impacts at operational stages and actions taken to reduce such effects.

下表提供就營運階段下各種環境影響及所採取減少有關影響的行動的更詳細分析。

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Design 產品設計	Raw materials of synthetic polymer fibers are derived from petroleum by-products. The production process will consume natural resources and emit GHG. 人造聚合物纖維的原料來自石油副產品。生產過程將消耗天然資源，並排放溫室氣體。	Baleno has actively introduced an advanced eco-cotton as a filler for its quilted jacket. Eco-cotton is a renewable raw material, which when compared to synthetic polymer fibers reduces required energy consumption and GHG emissions during the production process. 班尼路已積極引入先進的環保棉作為其棉襖的填充物。環保棉為可再生原料，較人造聚合物纖維減少於生產過程所需能源消耗及溫室氣體排放量。
Procurement 採購	Coal which is high in sulphur content will produce a higher amount of sulphur dioxide when combusted. 含硫量高的煤炭會於燃燒時產生較多的二氧化硫。	Specified contractually, we will not accept coal with a sulphur content higher than 0.6% weight. Automated monitoring systems have been installed in the thermal power plant to ensure that the flue gas emitted meets emission standards. 我們於合約中訂明，將不會接受含硫量高於0.6%重量的煤炭。 熱電廠已安裝自動監控系統，以確保廢氣排放符合排放標準。
Cotton Spinning/ Fabric Knitting 棉紡／針織布	Cotton dust is a common by-product from this process. 棉塵為此過程的常見副產品。	Filters are in place to trap and collect unwanted cotton dust. Both the temperature and humidity are also controlled at the factory and this aids dust suppression. 已安裝過濾器以阻隔及收集多餘的棉塵。 控制廠房內的溫度及濕度，有助抑制棉塵。

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SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS 第四節：管理我們對環境的影響 (續)

(continued)

Environmental Considerations at Various Operational Stages 不同營運階段下的環境考量 (續)

(continued)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Yarn/Fabric Dyeing 染紗／布	Use of chemicals. 化學品的使用。	The ISO14001 Environmental Management System is also strictly followed as regards to the management of chemicals in the workshop area. 我們亦嚴格遵從ISO14001環境管理系統中管理工作場所的化學品守則。
Fabric Finishing 布料加工	Smoke is often produced from the stenter required in this operation. 營運所需的定型機不時生產黑煙。	Air-purifying equipment has been installed to ensure sound air quality. 已安裝空氣淨化設施，以確保良好的空氣質素。
Water Discharge 水排放	Wastewater arising from manufacturing and daily use. 生產及日常生活產生的廢水。	Wastewater is collected and channeled to treatment tanks where a series of biological contact oxidation processes take place. Testing and monitoring are conducted at regular intervals daily to ensure the wastewater discharged complies with national and regional standards. 廢水被收集至收集池進行生化處理。為確保排放水質符合國家和地方標準，每天定時進行測試和監控。
Product Transportation 運送貨物	Products are transported from suppliers overland by truck to warehouses in Hong Kong contributing to Baleno's GHG footprint in the process. 貨品經陸路以貨車由供應商運送至香港的貨倉。此過程增加班尼路的溫室氣體足印。	Through a more streamlined product replenishment mechanism, the logistics and sales department strive to reduce the transportation distance, optimize the number of products delivered and trucks required. 透過更精簡的補貨機制，物流及銷售部門致力減少運輸距離，優化運送貨品及所需貨車的數量。
Product Sales 銷售產品	Retail stores are typically characteristic of a higher electricity consumption figure. 零售店擁有典型高耗電量的特色。 銷售貨品所用的膠袋及包裝亦對環境造成影響。	Newly opened Hong Kong Baleno stores now utilize high efficiency LED lights to reduce overall energy consumption. Baleno actively utilizes bio-degradable materials in plastic bags and wrapping to reduce environmental impact. 新開張的香港班尼路零售店現已使用高能效的LED燈，以減少能源消耗總量。 班尼路積極使用以可生物降解的物料製造的膠袋及包裝袋，以減少對環境的影響。

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SECTION 4: MANAGING OUR ENVIRONMENTAL IMPACTS (continued)

第四節：管理我們對環境的影響(續)

Environmental Considerations at Various Operational Stages (continued)

不同營運階段下的環境考量(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Waste/Machine/Equipment Disposal 棄置廢物／機器／設備	The leakage of waste oil from machinery and chemical waste from containers and light tubes may negatively affect the quality of the surrounding environment. 機器滲漏的廢油以及容器和燈管漏出的化學廢料可能對周邊環境的質素造成負面影響。	We strictly follow ISO14001 Environmental Management System guidelines for the proper management, collection and disposal of waste oil and waste. Used chemical containers will be treated by designated parties. 我們嚴格遵循ISO14001環境管理系統指引中的有關適當管理、收集及棄置廢油和廢棄物。 已使用的化學品容器由指定方處理。

SECTION 5: OUR CUSTOMER AND VALUE CHAIN

Supply Chain Management

Effective supply chain management can have implications on cost, quality and serve to mitigate social or environmental risks that an organization may face. Given the diverse nature of suppliers present within our textile sector, this is of particular relevance to our operations. We therefore endeavour to pay due consideration to our supply chain, seeking to form a deeper connection with all those with whom we work. Our suppliers are expected to adhere to our high standards, demonstrating continuous development in a variety of operational, economic, social and environmental areas.

In order to be considered as a supplier, organizations are required to pass an assessment questionnaire from which they will be evaluated on production management flow. Existing suppliers are then engaged on a bi-annual basis where they are required to conform with our Code of Conduct regarding anti-corruption and bribery while also declaring any conflicts of interest.

第五節：客戶及價值鏈

供應鏈管理

高效率的供應鏈管理可影響成本及品質，並減低機構所面對的社會或環境風險。由於紡織分部內的供應商性質廣泛，因此這與我們的營運更息息相關。為此，我們高度注重供應鏈、尋求與我們合作的夥伴建立更深厚的連繫。供應商必須遵循我們嚴格的標準，於不同營運、經濟、社會及環境領域中顯示持續發展。

倘擬成為供應商，機構須通過問卷考核，當中評估其生產管理流程。現存供應商進行一年兩次的考核，供應商須在反貪污及賄賂的事宜上恪守行為守則的內容，並申報任何利益衝突。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 5: OUR CUSTOMER AND VALUE CHAIN (continued)

Supply Chain Management (continued)

Necessary due diligence is also performed where required, with site visits and verification of products or services arranged to ensure that suppliers conform to the Group's high standards.

第五節：客戶及價值鏈(續)

供應鏈管理(續)

盡職調查亦於有需要時以實地視察及驗證產品或服務方式進行，以確保供應商與本集團的嚴謹標準一致。

Social and Environmental Considerations in the Textile Sector

紡織分部的社會及環境考量

To mitigate environmental and social risk within our supply chain and encourage greater consideration of these aspects, we have agreements with our suppliers on environmental and social affairs associated with the manufacturing of products. According to our "Stakeholder Management Procedure", key suppliers are required to fill in a "Stakeholder Environmental Questionnaire". An on-site inspection on environmental and social behavior will also be conducted if necessary.

為減低供應鏈的環境及社會風險以及鼓勵加強這些方面的關注，我們已與供應商就與製造產品有關的環境及社會事宜訂立協議。根據我們的「持分者管理程序」，主要供應商需填寫一份「持分者環境調查表」。當有需要時，我們會對環境及社會表現進行實地視察。

The Group requires suppliers to sign its "Commitment of Prohibition of Substances" and will give preferential consideration to an organisation that is in possession of an ISO 14001 certified Environmental Management System. Our audit departments also closely monitor suppliers at regular intervals to ensure compliance with social and environmental standards.

本集團要求供應商簽署其「禁用物質承諾」，並優先考慮擁有ISO 14001環境管理體系認證的機構。我們的審計部亦定期密切監察供應商，以確保其遵守社會及環境標準。

The Group prohibits any transaction undertaken with suppliers who use forbidden chemicals and bans the use of Uzbekistani cotton due to concerns with the employment of child labour in the region.

本集團全面禁止與任何使用禁用化學品的供應商交易，並嚴禁使用烏茲別克出產的綿花，此乃由於該區有僱用童工的情況。

Product Responsibility

We aim to achieve the highest possible standard with all the products and services offered throughout our operations. Achieving these standards involves the application of dedicated systems and procedures to ensure compliance with both local and international specifications.

Data Privacy is one such arena in which we comply with all relevant legislation governing both our textile and retail operations. Similar consideration is paid with the advertising of products where our entire retail advertising and promotion efforts are cross checked to ensure that they accurately portray product descriptions. We work to ensure that our customers are able to make the most informed decisions on their purchases.

產品責任

我們致力令整個營運提供最高標準的產品及服務。達致該等標準涉及應用專屬系統及程序，以確保遵守當地及國際規範。

在資料保密一環中，我們的紡織及零售營運已遵守所有有關的法律。我們亦同樣關注產品宣傳，並確保所有零售的廣告及推廣工作均經覆核檢查，致使描述無誤。我們致力確保我們的客戶能於購買時作出知情的決定。

Environmental, Social and Governance Report

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SECTION 5: OUR CUSTOMER AND VALUE CHAIN (continued)

Product Responsibility (continued)

Protecting intellectual property rights is a priority to our organisation which has in place dedicated management systems related to the handling of patents and intellectual property. Systems are in place to specify requirements on submission, application, indexing and rewarding of patents. Strict confidentiality agreements are also signed with technical specialists.

第五節：客戶及價值鏈(續)

產品責任(續)

保護知識產權為我們的首要任務，我們已建立處理專利及知識產權的專屬管理系統。系統可處理對專利提交、申請、索引及授予的特定要求。我們亦與技術專才簽訂嚴格的保密協議。

Ensure the Highest Quality with our Textiles

確保我們的紡織品質量上乘

To ensure that quality is a major factor at each stage of our operations, each department is tasked with achieving their own quality based targets devised in consideration of both the industry and market standards. Records are kept at every stage to ensure both the efficiency and maintenance of product criterion.

為確保營運各個階段以品質為重，各部門亦須達到其自身的品質目標，該等目標乃參考行業及市場標準而制定。每個階段均保存記錄，以確保產品標準得以有效實施。

Before our products are dispatched, they are subject to our internal quality control standards. We also take the added initiative on following up on every purchase with our clients to ensure that products were inspected before delivery. Should there be any issue with our merchandise, products will be subject to review and procedures initiated on both due compensation and recall.

於交付前，我們的產品須接受內部品質監控標準測試。我們亦採取額外措施跟進客戶的每一項採購，以確保產品於交付前經妥善檢查。倘若我們的貨品有任何問題，產品將接受檢查及開展補償及收回程序。

The Mill Qualification Programme is an internationally standardised assessment approach on the performance of textile mills in areas such as quality assurance, lab certification and environmental sustainability. The organisation provided us with a score of 92 out of 100, above the industry norm for the textile sector.

工廠資格計劃為針對紡織品工廠表現而訂的國際標準評估方法，涵蓋品質保證、實驗室認證及環境可持續性。該機構對我們的評分為92分（以100分為滿分），超越紡織業界的行業基準。

We are proud to note that we have had zero complaints over the previous reporting year in regard to the quality of our products. If however a complaint should arise, the company will immediately assess the complaint and conduct an internal investigation into the matter. Notaries will be involved to investigate the reasons for the complaint and identify the source of the issue.

讓我們引以自豪的是，於過往報告年度，我們從未收到有關產品品質的投訴。然而，倘若接獲投訴，本公司將立即評估投訴，並就事件進行內部調查。公證人將參與調查投訴原因，並追查事件起因。

In Baleno, complaints are generally categorised into the types of accidents, product quality, purchase processes, and services. A sound complaint handling system is in place with training provided to employees in order to ensure effective and speedy complaint resolution.

在班尼路，投訴一般會依據類型被分類為意外、產品質量、採購過程和服務。以確保有效和迅速解決投訴，我們已設立健全的投訴處理系統及向僱員提供培訓。

Environmental, Social and Governance Report

環境、社會及管治報告

SECTION 5: OUR CUSTOMER AND VALUE CHAIN (continued)

Standards of Conduct

All of our operations comply with local and national legislation on standards of conduct, such as with the Prevention of Bribery Ordinance in Hong Kong and relevant legislation on anti-corruption and bribery in mainland China.

Employees who engage in business operations and represent the Company's professional image, are strictly prohibited to use business opportunities for personal interest or benefit. Employees are reminded that receiving gifts of any form from suppliers is prohibited.

The Board has adopted a whistleblowing policy to provide a channel for employees and other stakeholders to report on any suspected misconduct or malpractice within the Group in confidence and without fear of reprisal or victimisation. The policy is available on the website of the Company.

SECTION 6: OUR COMMUNITY

As a responsible corporate citizen, the Group seeks to be a positive force in the communities in which it operates. For businesses to do well, communities must thrive. We believe that the development of a better future for our community relies on the participation of people, corporations and the government. By working together with a number of community partners, we can have a tremendous impact on the sustainable development and vitality of the communities in which we operate.

Corporate Social Responsibility via staff volunteerism, philanthropy and community service is central to our core values and is ingrained in the DNA of how we operate as a company. We have been active in charitable donations, caring for people in need, as well as supporting and sponsoring educational and environmental protection activities. In addition, the Group also encourages its employees, customers and business partners to partake in the aforesaid activities with a view to developing a better future for our community.

Our Focus — the Group's philanthropy is focused on five core areas:

- Environmental Protection
- Poverty Alleviation
- Caring of Elderly
- Community Development
- Education

第五節：客戶及價值鏈(續)

操守準則

我們所有的營運均遵守當地及國家法例的操守準則，例如香港的防止賄賂條例以及中國內地相關反貪腐法例。

參與業務營運及代表本公司的專業形象的僱員，嚴禁利用商機取得個人利益或好處。僱員不時被提醒不可收取來自供應商的任何形式的禮物。

董事會已採納舉報政策，使僱員及其他持份者有渠道以保密形式報告本集團內任何可疑的不當行為或不法行為，確保不會被報復或騷擾。相關政策可於本公司的網站上查閱。

第六節：我們的社區

作為負責任的企業公民，本集團尋求成為我們營運所處社區的正面力量。生意興隆，社區自然繁榮安定。我們深信，為社區發展一個更美好的將來有賴居民、企業及政府的參與。與不同的社區夥伴通力合作，我們為營運所處社區的可持續發展及繁榮帶來重大影響。

透過員工義工服務、慈善活動及社區服務體現企業社會責任，一直是我們核心價值的要點，並深深植入於基因之中，作為我們營運公司的方針。我們一直活躍於慈善捐款、關懷有需要人士以及支持並贊助教育及環保活動。此外，本集團亦鼓勵僱員、客戶及業務夥伴參與上述活動，為社區發展一個更美好的將來。

我們的焦點—本集團的慈善活動圍繞五大核心：

- 環境保護
- 扶貧
- 關懷長者
- 社區發展
- 教育

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SECTION 6: OUR COMMUNITY (continued)

During the year, some of the activities/organisations the Group participated in/donated or sponsored to were:

- (1) World Wide Fund For Nature Hong Kong;
- (2) The Community Chest of Hong Kong "The Community Chest Green Day";
- (3) Agency for Volunteer Service "HSBC Share-to-Care Volunteer Campaign";
- (4) HSBC Pok Oi Cycle for Millions 2014;
- (5) Sowers Action;
- (6) Ocean Park Conservation Foundation Hong Kong; and
- (7) St. James Settlement.

第六節：我們的社區(續)

於年內，部份本集團曾參與/捐助或贊助的活動/團體包括：

- (1) 世界自然〔香港〕基金；
- (2) 香港公益金「公益綠識日」；
- (3) 義務工作發展局「滙豐愛心傳城義工大行動」；
- (4) 滙豐博愛單車百萬行2014；
- (5) 苗圃行動；
- (6) 香港海洋公園保育基金；及
- (7) 聖雅各福群會。

The Group's Community Involvement in 2014 and 2015

本集團於二零一四及二零一五年度的社區參與

Focus Area 關注範圍	Resources Contributed 捐獻資源					
	2015 二零一五年			2014 二零一四年		
	Hours 小時	Funding HK\$ 資金(港元)	Other 其他	Hours 小時	Funding HK\$ 資金(港元)	Other 其他
Environmental Protection 環境保護	106	191,469	133 T-shirts 133件T-恤	1	35,000	200 T-shirts 200件T-恤
Poverty Alleviation 扶貧	—	250,000	—	—	250,000	—
Caring of Elderly 關懷長者	—	181,362	—	—	237,000	—
Community Development 社區發展	12	156,985	100 T-shirts and 900 discount coupons 100件T-恤及 900張優惠券	—	1,045,889	620 T-shirts 620件T-恤
Education 教育	—	87,500	400 T-shirts 400件T-恤	—	87,500	1,070 T-shirts 1,070件T-恤
Total: 總計：	118	867,316	633 T-shirts and 900 discount coupons 633件T-恤及 900張優惠券	1	1,655,389	1,890 T-shirts 1,890件T-恤

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環境、社會及管治報告

SECTION 6: OUR COMMUNITY (continued)

第六節：我們的社區(續)

Case Study: Ocean Park Conservation Fund's "Run for Survival"

個案研究：海洋公園保育基金之「生態保衛賽」

March 8, 2015 — We supported Ocean Park Conservation Foundation, Hong Kong (OPCFHK), a leading conservation advocate in Hong Kong, in organising Hong Kong's first-ever "RUN FOR SURVIVAL" charity run at Cyberport. Support was provided to OPCFHK through staff volunteerism, corporate funding and provision of apparel for the runners. The aim of the event was to raise public awareness on marine and biodiversity conservation, with an emphasis on three major issues including marine debris, overfishing and pollution. The funds raised in the race are to be used to support OPCFHK's Asian wildlife conservation efforts.

二零一五年三月八日—我們支持香港領先保育的倡導者香港海洋公園保育基金(「香港海洋公園保育基金」)首次於香港舉辦的數碼港「生態保衛賽」慈善跑。我們透過員工義工服務、企業提供資金及供應服裝支持香港海洋公園保育基金。活動目的為提高大眾對海洋及生物多樣化的保育意識，強調海洋垃圾、過度捕魚及污染三個主要議題。該慈善跑所籌得款項將用作支持香港海洋公園保育基金的亞洲區內野生生態保育工作。

In this unconventional fun run, participants assumed the role of either a marine animal struggling for survival, or a conservationist taking the responsibility for protecting marine animals. They had to overcome various dangers and obstacles, such as the marine debris, fishing nets and the ocean killers, in order to reach the marine reserve 6.6 km away.

在這次創新的慈善跑中，參加者須扮演掙扎求存的海洋生物或負擔保護海洋生物的保育者。參加者須克服不同的危險及障礙，例如海洋垃圾、魚網及海洋捕獵者，到達6.6公里外的海洋保育區。

Case Study: Little Whale Volunteer Team

個案研究：小鯨魚義工隊

The Little Whale Volunteer Team was initiated in 2010 by staff of Baleno Guangzhou. Through a number of initiatives including the provision of teaching supplies for local schools, financial subsidies for students in need, home visits and short term voluntary teaching assignments, the programme aims to sponsor students living in poverty and to increase access to education in rural areas of mainland China.

小鯨魚義工隊於2010年由廣州班尼路的同事自發成立。通過一系列措施，包括為當地的學校提供教學用品，為有需要的學生提供財政補貼，家訪和短期的義務教學活動，該計劃旨在資助貧苦學生，並提高中國內地農村的教育水平。

The volunteering footprint of the programme spans across the different regions of China. Between 2010 and 2014, a total of 39 schools and 3,546 children from Gansu, Sichuan, Lianzhou, Heyuan have benefited from the programme.

該計劃的義務工作的足跡橫跨中國的不同區域。於2010年至2014年間，於甘肅、四川、連州及河源共有39所學校及3,546兒童受惠於該計劃。

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環境、社會及管治報告

SECTION 6: OUR COMMUNITY *(continued)*

The Group has once again been named as a Caring Company by The Hong Kong Council of Social Service in recognition of its contributions to building a cohesive society, and inspiring Corporate Social Responsibility by caring for the community, our employees and the environment.

Ultimately our community programmes support our efforts in creating a sustainable and cohesive society in areas that make best use of our skills, expertise and influence, whilst at the same time addressing the most pressing issues facing our local communities.

Therefore, the Group will continue to invest resources in all major social, educational and environmental protection activities to strive for a better future for our community.

第六節：我們的社區 *(續)*

本集團再次名列於香港社會服務聯會的商界展關懷計劃，表彰我們共建和諧社會及透過關懷社區、僱員及環境履行企業社會責任。

我們社區計劃的最終目標是善用我們的技能、專長及影響力，支持我們創造一個可持續發展及團結的社會，並同時應對本地社區最逼切的問題。

因此，本集團將繼續將資源投放於所有主要社會、教育及環保活動，力求為社區爭取更好前景。

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HKEx ESG CONTENT INDEX

港交所環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績 效指標	Description 描述	Texwinca 德永佳	Baleno 班尼路
			Page number	頁碼
A. Workplace Quality 工作環境質素				
A1 Working Conditions 工作環境	A1	General Disclosure 一般披露	43, 44	43
	A1.1	Total workforce by employment type, age group and geographical region 按僱傭類型、年齡組別及地區劃分的僱員總數	45	45
A2 Health and Safety 健康與安全	A2	General Disclosure 一般披露	48	49
	A2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	49	NM
	A2.2	Lost days due to work injury 因工傷損失工作日數	49	NM
	A2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	49	49
A3 Development and Training 發展及培訓	A3	General Disclosure 一般披露	47	46, 47
	A3.1	Percentage of employees trained by employee category 按僱員類別劃分的受訓僱員百分比	48	48
	A3.2	Average training hours completed per employee by employee category 按僱員類別劃分，每名僱員完成受訓的平均時數	48	48
A4 Labour Standards 勞工準則	A4	General Disclosure 一般披露	43	NM
	A4.1	Measures to review employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工	46	NM
	A4.2	Steps taken to eliminate such practices when discovered 在發現違規情況時，消除有關情況所採取的步驟	46	NM
B. Environmental Protection 環境保護				
B1 Emissions 排放物	B1	General Disclosure 一般披露	53, 54, 56	52, 53
	B1.1	Types of emissions and respective emissions data 排放物種類及相關排放數據	51	NM
	B1.2	Greenhouse gas emissions in total and where appropriate, intensity 溫室氣體總排放量及(如適用)密度	53	NM
	B1.3	Total hazardous waste produced and where appropriate, intensity 所產生有害廢棄物總量及(如適用)密度	55	NM
	B1.4	Total non-hazardous waste produced and where appropriate, intensity 所產生無害廢棄物總量及(如適用)密度	55	NM
	B1.5	Measure to mitigate emissions and results achieved 減低排放量的措施及所得成果	50, 51, 54	NM
	B1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	54, 59	53
B2 Use of Resources 資源使用	B2	General Disclosure 一般披露	51, 52, 54	51, 52
	B2.1	Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及/或間接能源總耗量及密度	52	NM
	B2.2	Water consumption in total and intensity 總耗水量及密度	56	NM
	B2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	51	NM
	B2.4	Description of whether there is any issue in sourcing water, water efficiency initiatives and results achieved 描述求取水源上可有任何問題，以及提升用水效益計劃及所得成果	55, 56	NM
	B2.5	Total packaging material used for finished products 製成品所用包裝材料的總量	54	NM

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HKEx ESG CONTENT INDEX (continued)

港交所環境、社會及管治內容索引(續)

Aspect 層面	KPI 關鍵績 效指標	Description 描述	Texwinca 德永佳 Page number 頁碼	Baleno 班尼路 頁碼
B3 The Environment and Natural Resources 環境及天然資源	B3	General Disclosure 一般披露	53, 56	53
	B3.1	Significant impacts of activities on the environment and natural resources and the actions taken to manage them 業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	57, 58, 59	NM
C. Operating Practices 營運慣例				
C1 Supply Chain Management 供應鏈管理	C1	General Disclosure 一般披露	59, 60	59, 60
	C1.2	Description of practices relating to engaging suppliers, no. of suppliers where and how the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	59, 60	59, 60
C2 Product Responsibility 產品責任	C2	General Disclosure 一般披露	60, 61	60, 61
	C2.2	Number of products and services related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	61	NM
	C2.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	61	NM
C3 Anti-corruption 反貪污	C3	General Disclosure 一般披露	62	62
	C3.1	Number of concluded legal cases regarding corrupt practices and the outcomes of the cases 已審結的貪污訴訟案件的數目及訴訟結果	No legal case	NM
	C3.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	62	NM
D. Community Involvement 社區參與				
D1 Community Investment 社區投資	D1	General Disclosure 一般披露	62	62
	D1.1	Focus areas of contribution 重點貢獻範疇	62	62
	D1.2	Resources contributed to the focus area 在重點範疇所動用資源	63	63

* NM = Not material for the business nature

* NM = 對該業務性質並不重大