

TEXWINCA holdings limited

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

2016

CONTENTS 目錄

02	About this Report	關於本報告
04	Awards and Corporate Memberships	獎項及企業會籍
08	Managing our Environmental Impacts	管理我們對環境的影響
23	Our People and Safety	我們的員工及安全
34	Our Customer and Value Chain	客戶及價值鏈
39	Our Community	我們的社區
44	HKEX ESG Content Index	港交所環境、社會及管治內容索引

About this Report 關於本報告

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 (the “Company”) and its subsidiaries (collectively referred to as 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 and Governance (“ESG”) 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 second annual ESG Report, it describes the initiatives of the Group and its progress with regard to ESG issues for the period of 1 April 2014 to 31 March 2016. For simplicity, year “2015” and year “2016” in this report represent the years ended 31 March 2015 and 31 March 2016 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 casual apparel retailing operations:

Textile manufacturing

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

Casual apparel retailing

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

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（「本公司」）與其附屬公司（合稱「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、社會及管治報告乃根據香港交易及結算有限公司（「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。此乃我們編製的第二份年度環境、社會及管治報告，其載述本集團於二零一四年四月一日至二零一六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「二零一五年」及「二零一六年」分別代表截至二零一五年三月三十一日及二零一六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生產及休閒服裝零售業務，故獲選載入本環境、社會及管治報告：

紡織生產

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」)

休閒服裝零售

班尼路有限公司
廣州友誼班尼路服飾有限公司
(合稱「班尼路」)

About this Report 關於本報告

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 the Company's Annual Report.

This ESG report 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

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)可於本公司年報查閱。

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

Awards and Corporate Memberships 獎項及企業會籍

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.

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。



TEXWINCA

德永佳

Organisation 機構	Award 獎項
Abercrombie & Fitch Trading Co. Gap Inc. J.C. Penney Purchasing Corporation Kohl's Department Stores Land's End 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
ANTA Sports Products Limited 安踏體育用品有限公司	Year 2015 Excellent Supplier 2015年度優秀供應商
China Dyeing and Printing Association 中國印染行業協會	Year 2015 First 20 Outstanding Enterprises in China Dyeing and Printing 2015年度中國印染行業二十強企業

Awards and Corporate Memberships 獎項及企業會籍

TEXWINCA (continued)

德永佳(續)

Organisation 機構	Award 獎項
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)
Guangdong Energy Conservation Association 廣東省節能協會	Energy Conservation Contribution Award (Year 2015) 節能減排貢獻獎(2015年度)
Hong Kong Environmental Bureau in collaboration with The Economic & Information Commission of Guangdong Province 香港環境局聯同廣東省經濟和信息化委員會	Hong Kong — Guangdong Cleaner Production Excellent Partners (Manufacturing) 粵港清潔生產優越伙伴(製造業)
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(適用於生產針織色布及色紗以及相關管理 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 design, development and production of dyed knitted fabric / dyed yarn) ISO9001–2008證書(針織色布／色紗的設計開發和生產認 證)
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	Dyeing and Printing Approved Enterprises 印染行業準入企業
Natific AG	Compliance to the requirements of the Colour Accreditation Programme 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, 100% linen, 100% rayon, cotton/polyester, linen/cotton, rayon/cotton, ramie/cotton and cotton/acrylic, white or dyed (reactive, disperse, basic); with or without water & oil repellent finishing) Oeko-Tex標準100第一級(對純棉、純麻、純人造棉、棉／ 滌綸、麻／棉、人造棉／棉、苧麻／棉及棉／腈綸之白或 染(活性、分散、鹽基)；含／不含防水及防油加工的紗的 認證)

Awards and Corporate Memberships 獎項及企業會籍

TEXWINCA (continued)

德永佳(續)

Organisation 機構	Award 獎項
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 (including French Terry & Fleece) 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(包括毛圈布及抓絨)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

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	Vice Chairman 副會長
Guangdong Province 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

Awards and Corporate Memberships 獎項及企業會籍

BALENO

班尼路

Organisation 機構	Award 獎項
Employees Retraining Board 僱員再培訓局	ERB Manpower Developer Award ERB 人才企業嘉許
Hong Kong Tourism Board 香港旅遊發展局	Merit Quality Tourism Services Merchant Award 2015傑出優質商戶 — 優異獎
Mystery Shopper Service Association 神秘顧客服務協會	Smiling Enterprise Award (Apparel — Casual Wear category) 微笑企業大獎(服裝 — 休閒服組)
Promoting Happiness Index Foundation and the Hong Kong Productivity Council 香港提升快樂指數基金及香港生產力促進局	Happy Company 開心企業
The Hong Kong Council of Social Service 香港社會服務聯會	Caring Company Award 商界展關懷獎

Managing Our Environmental Impacts 管理我們對環境的影響

The Group recognises 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 businesses.

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 in Dongguan.

本集團深諳加強環境管理的重要性，以確保我們的業務以至於我們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東莞生產過程和營運地區的全部需求。



Managing Our Environmental Impacts 管理我們對環境的影響

TEXWINCA'S THERMAL POWER PLANT (continued)

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 technologies.

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.

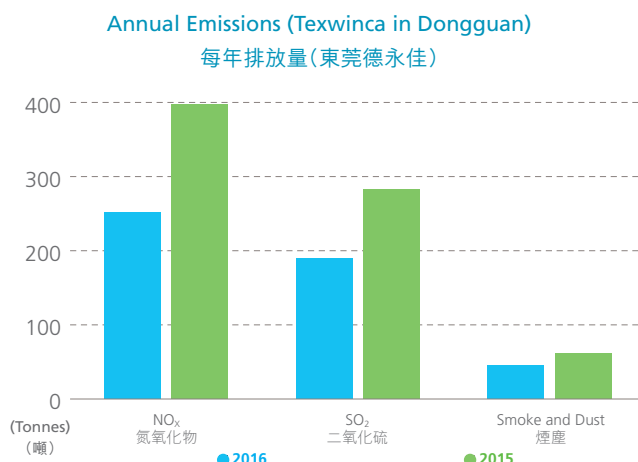
Air pollutants such as SO₂ and NO_x emissions are below 100mg/m³ while smoke and dust discharged are below 17mg/m³. The chart below presents an aggregate total of these respective emissions for the power plant over the course of the reporting years:

德永佳熱電廠(續)

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。

通過煙窗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。

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：



Managing Our Environmental Impacts 管理我們對環境的影響

ENERGY CONSIDERATIONS IN TEXTILE MANUFACTURING

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.

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 in Dongguan, the reduction in the number of lamps being used and the installation of automatic controls have resulted in savings of over 38,000 kWh per annum.

紡織生產的能源考量

創新為我們業務的重點，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業務上都需要節能的意識文化。

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」）。東莞紡織生產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38,000千瓦時。



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 200 tonnes of coal equivalent based on our comparison in 2015.

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

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，基於二零一五年與之比較，我們達到節省合計200噸標準煤。

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。

Managing Our Environmental Impacts 管理我們對環境的影響

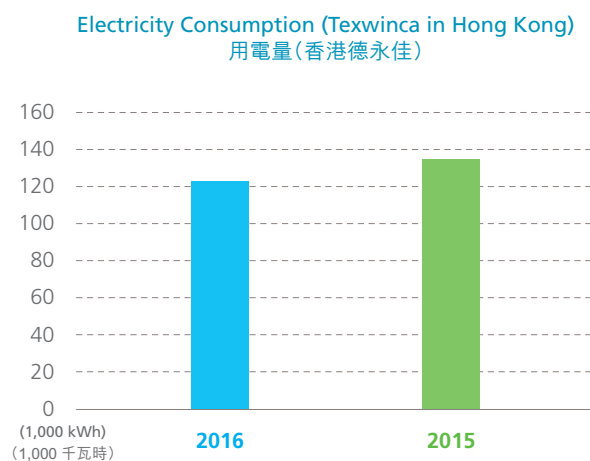
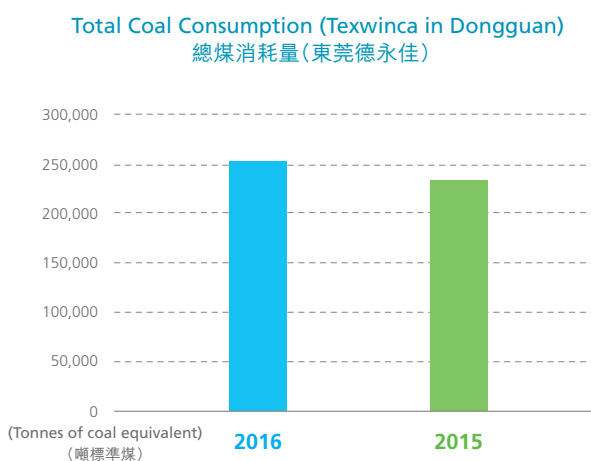
ENERGY CONSIDERATIONS IN TEXTILE MANUFACTURING

(continued)

The energy consumption at Texwinca is as follows:

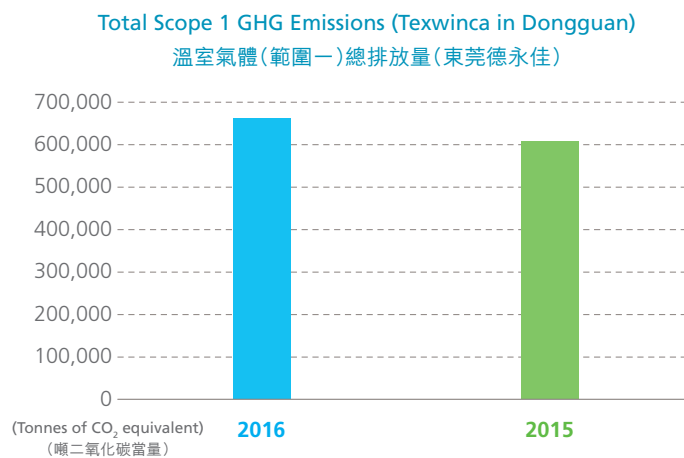
紡織生產的能源考量(續)

德永佳的能源消耗量如下：



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

於東莞之業務，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：



Texwinca's operations from its office in Hong Kong produce 86 and 95 tonnes of CO₂ equivalent as a result of its electricity consumption in 2016 and 2015 respectively.

德永佳香港辦公室的業務，於二零一六年及二零一五年因用電而分別產生86及95噸二氧化碳當量。

Managing Our Environmental Impacts 管理我們對環境的影響

ENERGY EFFICIENCY IN CASUAL APPAREL RETAILING

In the casual apparel retailing operations, energy is mainly consumed in air-conditioning systems and lighting systems. Statistics showed that using highly efficient air conditioning systems and LED lights at the Baleno retail stores can save energy effectively.

All Baleno retail stores in Hong Kong have 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. In 2016, most of our retail stores are more energy efficient than their peers.

休閒服裝零售的能源效益

於休閒服裝零售業務，能源主要用於空調系統及照明系統。統計指出班尼路的零售店利用高效益空調系統及LED燈能有效節省能源。

香港所有的班尼路零售店都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。在2016年，我們大部分零售店的能量效率比同業高。



Managing Our Environmental Impacts 管理我們對環境的影響

ENERGY EFFICIENCY IN CASUAL APPAREL RETAILING

(continued)

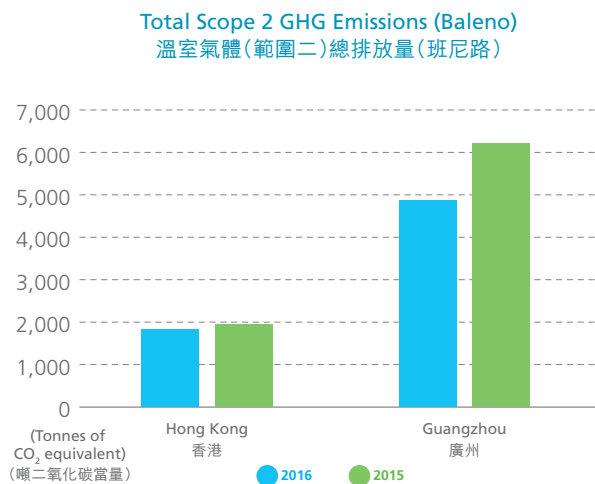
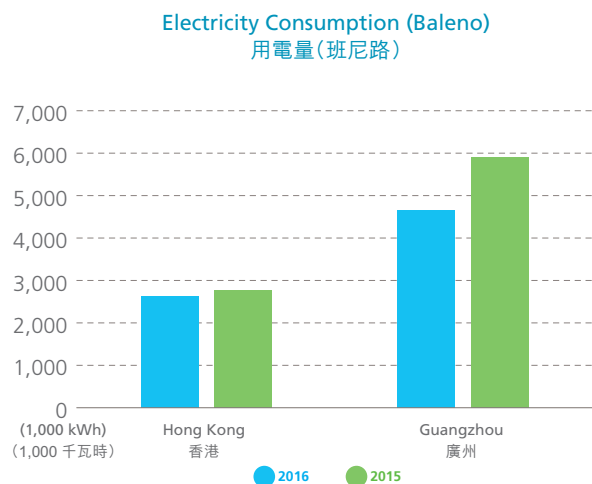
Given the primary nature of electricity production in Hong Kong and Guangzhou being through the combustion of coal, mitigating electricity use will have a strong effect in reducing Baleno's overall greenhouse gas footprint.

The energy consumption and total Scope 2 GHG emissions generated from the purchased electricity in our casual apparel retailing operations are as follows:

休閒服裝零售的能源效益 (續)

由於香港及廣州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。

於休閒服裝零售業務，能源消耗量及從外購電力所產生的溫室氣體(範圍二)總排放量如下：



Managing Our Environmental Impacts 管理我們對環境的影響

OUR COMMITMENTS TO NATURAL RESOURCES MANAGEMENT

Throughout all our operations we emphasise the need to fully utilise all available materials and resources, reusing, 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.

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 manufacturing operations we aim to reuse 2% of yarn waste produced during manufacturing while continuing to demonstrate and strive for improvements in the quality of our output.

我們對自然資源管理的承諾

我們強調在所有業務中，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。

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。就紡織生產業務而言，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。



Over the reporting period, the production success rate of dyed yarn has risen by 6%, 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.

於整個報告期間，生產色紗的成功率提高6%，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生產過程，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。

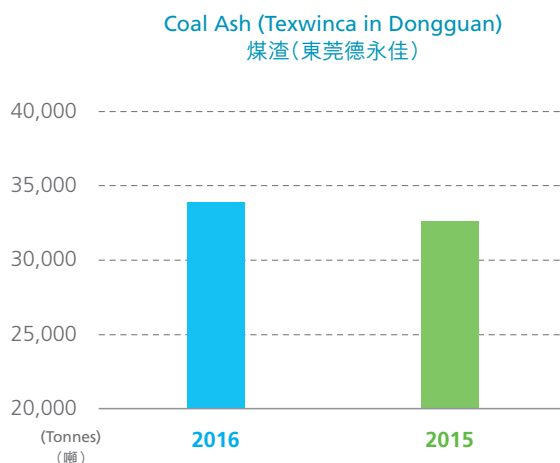
Managing Our Environmental Impacts 管理我們對環境的影響

FULL UTILISATION OF RESOURCES

According to the waste management system in textile manufacturing operations, the non-hazardous waste such as coal ash, carton box, fabric waste, yarn waste and scrapped iron are collected for recycling. Among which coal ash is recycled as the raw materials for the production of concrete brick and wallboard. The amount of coal ash collected for recycling in our Dongguan operations is as follows:

全面利用資源

按照紡織生產業務之廢物管理系統，無害廢物（例如：煤渣、包裝紙箱、廢紗、廢布及廢鐵）會被收集以循環再造。其中，煤渣循環再用為製造混凝土磚和牆板的原材料。於我們東莞的業務，被收集以循環再用的煤渣數量如下：



In our textile manufacturing operations, we reused 8.6 million bobbins and 714,000 carton packaging boxes in 2016. 我們紡織生產業務於2016年重用8.6百萬個紗管以及714,000個包裝紙箱。

Characteristics of casual apparel retailing operations is high volume of packaging, the Baleno retail stores in Guangzhou recycled 42 tonnes of carton boxes in 2016. Other recycling ventures at Baleno involve transporting 23 tonnes of used carton boxes from retail stores in Hong Kong back to the warehouse for reuse while provision is also made for the recycling of old metal furniture and computers.

休閒服裝零售業務的特點為大量的包裝物料，廣州班尼路零售店於2016年回收42噸紙箱。班尼路的其他循環使用措施包括將23噸舊紙箱由香港零售店運回貨倉循環再用，同時亦循環使用舊金屬傢俱及電腦。

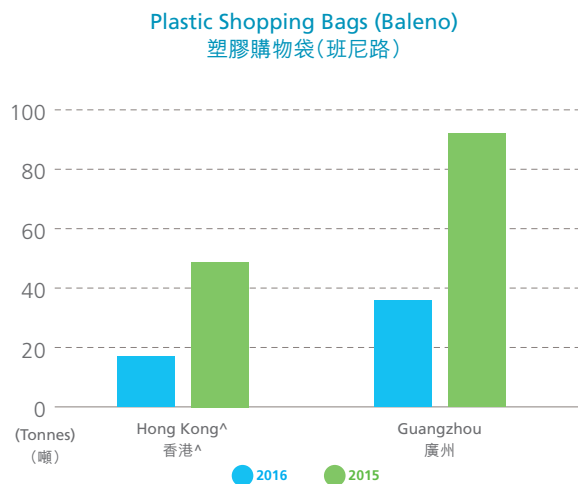
Managing Our Environmental Impacts 管理我們對環境的影響

FULL UTILISATION RESOURCES *(continued)*

The Group is committed to reducing the use of plastic shopping bags in our retail stores. The consumption of plastic shopping bags at Baleno is as follows:

全面利用資源 (續)

本集團致力減少零售店使用塑膠購物袋。班尼路塑膠購物袋的消耗量如下：



[^] The implementation of Environmental Levy Scheme on Plastic Shopping Bags in Hong Kong come into effect on 1 April 2015.

[^] 香港實施對塑膠購物袋的環保徵費計劃於2015年4月1日生效

Managing Our Environmental Impacts 管理我們對環境的影響

TECHNOLOGY AS A TOOL IN WASTE REDUCTION

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

科技作為減廢工具

於紡織生產業務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。此技術節省超過50%用水、30%助劑及10%染色材料。



Handheld devices have been used at all our warehouses to create a paperless system for stock keeping. This has resulted in a saving of more than 256,000 sheets of A4 paper per annum.

我們所有的倉庫已採用專門手提裝置，為存貨管理設立無紙系統。此政策使每年節省超過256,000張A4紙。

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

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。

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

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，及含氨氮每升少於5毫克。



Managing Our Environmental Impacts 管理我們對環境的影響

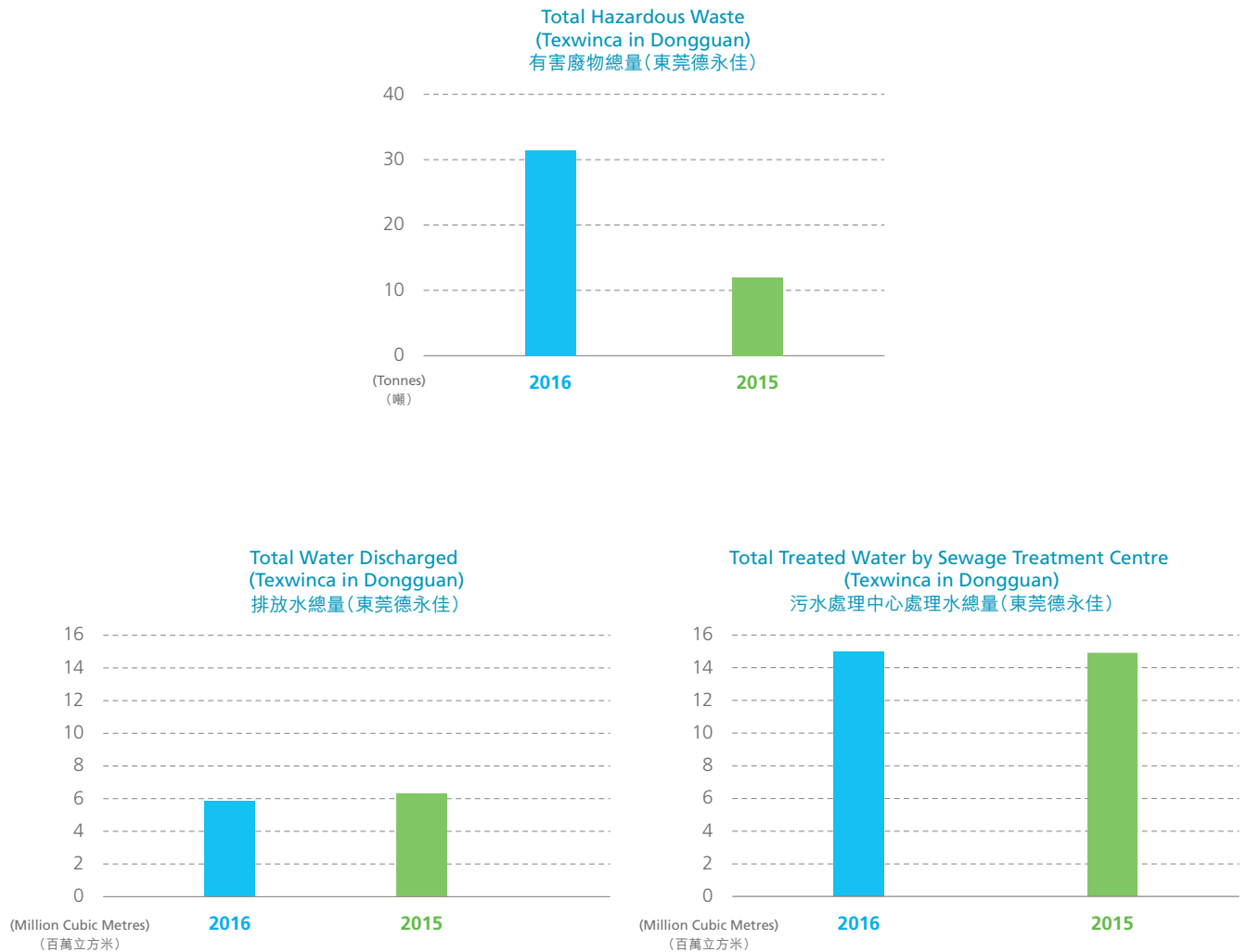
TECHNOLOGY AS A TOOL IN WASTE REDUCTION

(continued)

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

科技作為減廢工具 (續)

下表載列我們於東莞業務產生的有害廢物總量及排放水量。



In 2016, the list of hazardous waste of the local environmental protection authority was extended to include additional type of waste, therefore, the amount of hazardous waste in that year was increased.

在2016年，當地環保部門對有害廢物名單擴大至包括其他類型的廢物，因此，該年有害廢物的數量增加。

Managing Our Environmental Impacts 管理我們對環境的影響

MITIGATING OUR WATER FOOTPRINT

Given the nature of textile manufacturing 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 reused efficiently. We currently reuse 61% of water.

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.

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 6,000 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 2,410,000 cubic metres of water.

減少我們的水足印

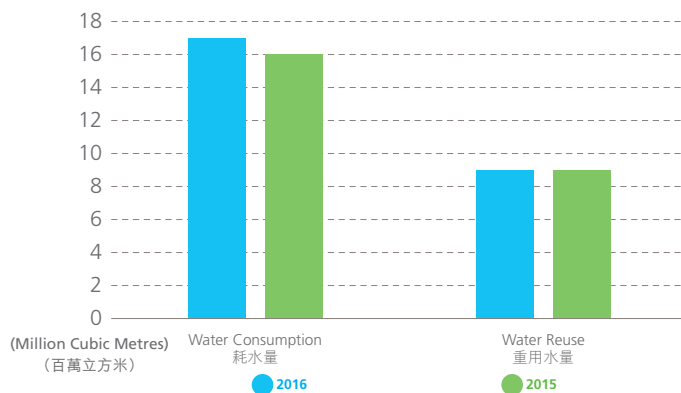
鑒於紡織生產業務的性質，水為我們營運及紡織品生產的重要資源。德永佳自東江取水，將有效的水資源管理放於首位，採取所有預防措施以確保水資源可被有效運用及重用。我們目前重用61%的水。

我們透過有效運用能源及節水技術（例如經改進的染色程序、收集及循環再用技術），目標為盡量提高用水效益及減少廢物。

在我們的紡織生產辦公室，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6,000立方米的水。染色程序中的節水技術是重用已染淺色的水，並循環使用來自廠房染缸的降溫及冷凝熱水，每年節省超過2,410,000立方米水。

Water Consumption and Water Reuse (Texwinca in Dongguan)

耗水及重用水量(東莞德永佳)



Managing Our Environmental Impacts 管理我們對環境的影響

OUR EFFORTS AT ENVIRONMENTAL STEWARDSHIP

Both our textile manufacturing and casual apparel retailing 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.

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 textile 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 manufacturing 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.

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.

ENVIRONMENTAL CONSIDERATIONS AT VARIOUS OPERATIONAL STAGES

Within both our textile manufacturing and casual apparel 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 stages and responses or solutions to mitigate each effect.

環境管理工作的努力

我們的紡織生產及休閒服裝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。

根據我們的「職業危害防治工作指引」，我們嚴禁於紡織生產業務中使用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。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生產業務的物料列明規定。此乃符合我們對減少整體環境影響的最終目標。我們特別注意車間範圍及生產過程內有機棉紗的使用。

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。

不同營運階段下的環境考量

紡織生產及休閒服裝零售業務中，我們致力培養每個營運階段注重環境考量的文化。對各營運階段的環境影響及減低各種影響的對策或解決方案，此涉及更大程度的檢查。

Managing Our Environmental Impacts 管理我們對環境的影響

ENVIRONMENTAL CONSIDERATIONS AT VARIOUS OPERATIONAL STAGES *(continued)*

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

不同營運階段下的環境考量(續)

下表提供就營運階段下，各種環境影響及減少有關影響所採取行動的更詳細分析。

	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。
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。

Managing Our Environmental Impacts 管理我們對環境的影響

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
Fabric Finishing 布料加工	Smoke is often produced from the stenter required in this operation. 工序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物接觸氧化處理。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	Plastics bags and packaging involved in the sales of items also contribute toward environmental impact. 銷售貨品所用的塑膠袋及包裝袋亦對環境造成影響。	Baleno actively utilizes bio-degradable materials in plastic bags and packaging to reduce environmental impact. 班尼路積極使用以可生物降解的物料製造的塑膠袋及包裝袋，以減少對環境的影響。
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物。 已使用的化學品容器由指定方處理。

Our People and Safety 我們的員工及安全

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.

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。



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 manufacturing 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 mainland China.

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。我們所有業務中的管理、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，包括給所有僱員提供合適工作時數及休息時段。就我們的紡織生產業務而言，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國大陸的相關勞動法例。

Our People and Safety 我們的員工及安全

WORKING CONDITIONS AND LABOUR STANDARDS

工作環境及勞工準則(續)

(continued)

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 operations 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。我們紡織生產業務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 textile manufacturing operations 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, more than 500 employees and their family members join the party each month.

紡織生產業務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屬參與聚會。平均而言，每月有多於500名僱員及其家屬參與聚會。

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 to organise activities including tours, recreational activities and festival gathering for staff and their family members. Each year, there are around 2,000 participates in tours. The Group also rolls out more than 15 sporting activities such as basketball, table-tennis and snooker matches for the enjoyment of all staff.

我們亦設立文化活動基金，為員工及家屬組織活動，活動類型包括旅遊、康樂活動及節日聚會。每年平均約有2,000人次參與旅遊活動，集團亦每年舉辦超過15項體育活動，例如籃球、乒乓球及桌球賽事，以供所有員工享樂。



Our People and Safety 我們的員工及安全

WORKING CONDITIONS AND LABOUR STANDARDS

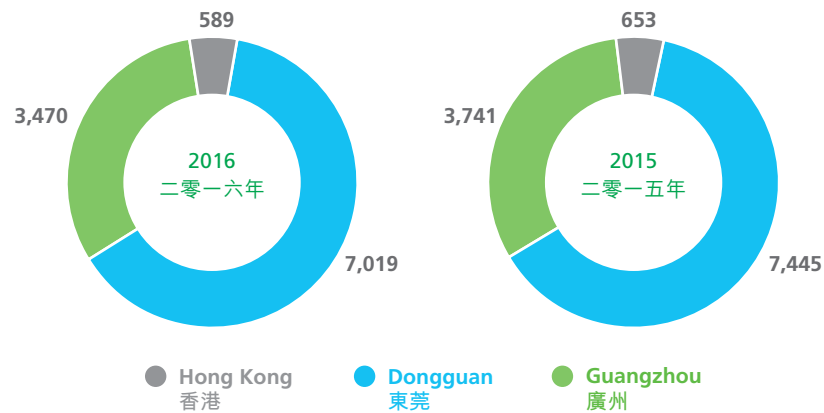
(continued)

Below are the detailed breakdown of our employee by region, gender, age group and employment type:

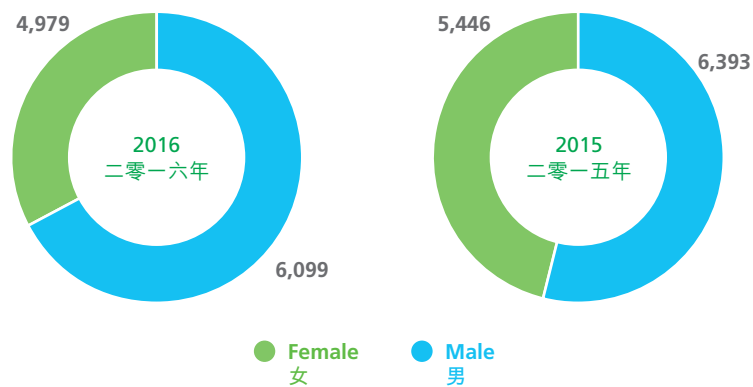
工作環境及勞工準則 (續)

按我們員工的地區、性別、年齡組別及僱傭類型的詳細分類如下：

Number of Employees by Region
按地區劃分僱員人數



Number of Employees by Gender
按性別劃分僱員人數



Our People and Safety 我們的員工及安全

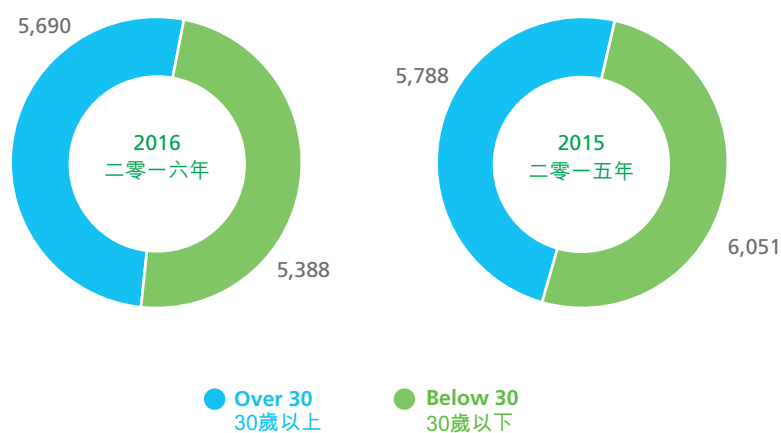
WORKING CONDITIONS AND LABOUR STANDARDS

(continued)

工作環境及勞工準則(續)

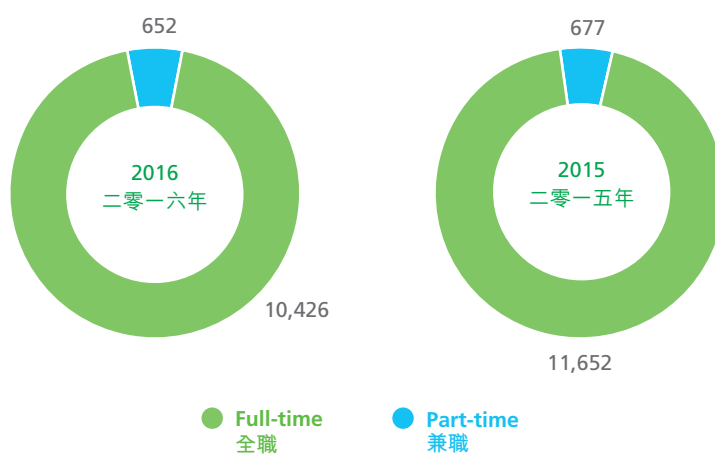
Number of Employees by Age Group

按年齡組別劃分僱員人數



Number of Employees by Employment Type

按僱傭類型劃分僱員人數



Our People and Safety 我們的員工及安全

WORKING CONDITIONS AND LABOUR STANDARDS

工作環境及勞工準則(續)

(continued)

All employment with the Group is voluntary and the Group strictly complies with national or local legislation and does not employ any child labour.

本集團所有員工均屬自願受聘，本集團亦嚴守國家及當地法例，不會聘請任何童工。

Safeguarding Freedom in our Textile Manufacturing Operations

紡織生產業務保障自由

Asserting our commitments to fairness, the utilisation of any form of forced labour is of utmost concern and priority to our textile manufacturing operations. 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，並列為我們紡織生產業務優先處理事項。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.

本集團亦致力確保業務中絕無童工，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。

Our People and Safety 我們的員工及安全

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 the Group.

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本集團成功的關鍵。



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

為切合休閒服裝零售業務的需要及要求，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。



Our People and Safety 我們的員工及安全

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 continuous development of the Group.

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，迎合並推動本集團持續發展。



Baleno has been awarded as Manpower Developer 1st since 2010 by the Employees Retraining Board ("ERB"), an independent statutory body established in Hong Kong, to recognise our outstanding performance in manpower training and development. ERB have reviewed and evaluated Baleno in five aspects — Leading a Learning Culture, Resources Planning, Training and Development System, Performance Management and Corporate Social Responsibility in manpower development.

班尼路自2010年起獲頒授「人才企業1st」殊榮，此獎項由香港獨立法定組織「僱員再培訓局」頒發，表揚我們在人才培訓及發展工作有卓越表現。僱員再培訓局於五方面檢視及評核班尼路——倡導學習文化、資源規劃、培訓及發展系統、績效管理及人才發展層面的企業社會責任。

Our People and Safety 我們的員工及安全

DEVELOPMENT AND TRAINING (continued)

With the end goal of furthering the advancement of skills specific to our textile manufacturing operations, 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.

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, 169 employees have completed the training courses at the college.

發展及培訓(續)

以進一步提升我們的紡織生產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。

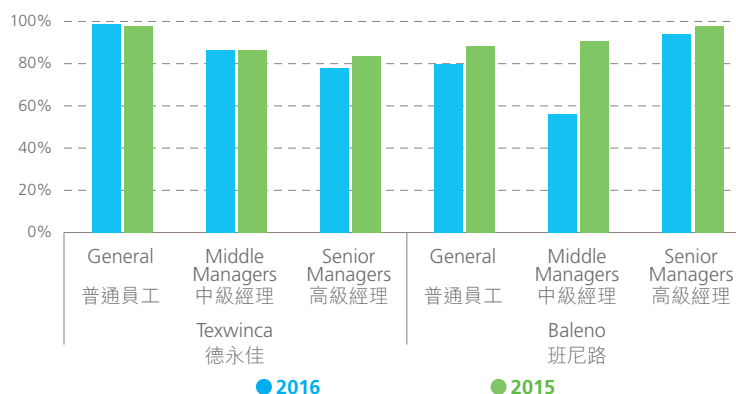
我們與東莞技師學院合作，使僱員有機會進一步提升其在電工方面的技術。該等課程培養一批專項人才，提升我們的技能水平。於本報告刊發之時，共有169名僱員於學院中完成培訓。



The following charts present a detailed breakdown of development of employees' talent and skills by employee category and gender of the Group.

下表顯示本集團按僱員類別及性別，僱員才能及技術發展的詳細分類。

Percentage of Employees Trained by Employee Category
按僱員類別劃分，受訓僱員百分比

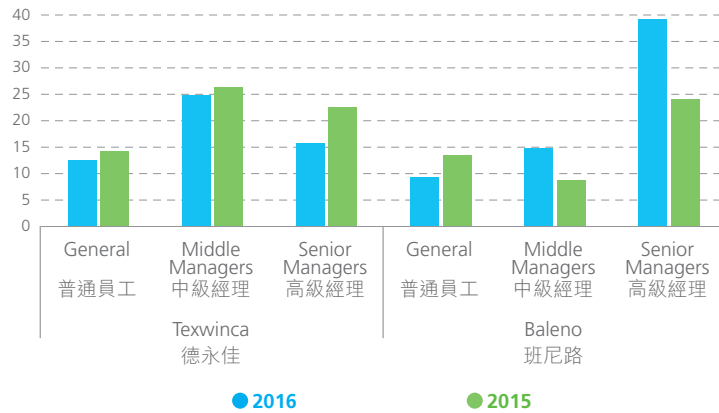


Our People and Safety 我們的員工及安全

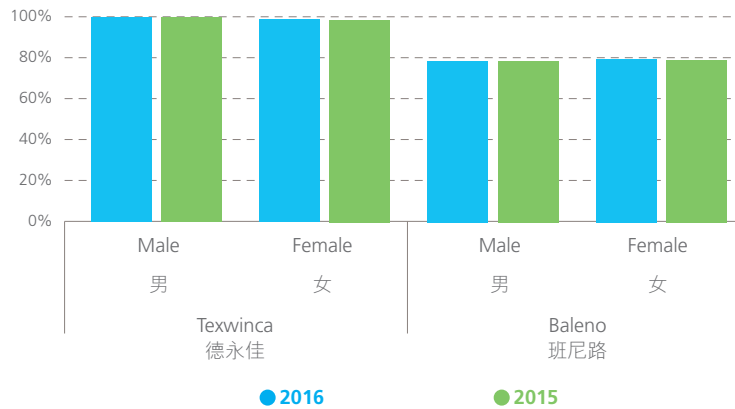
DEVELOPMENT AND TRAINING (continued)

發展及培訓(續)

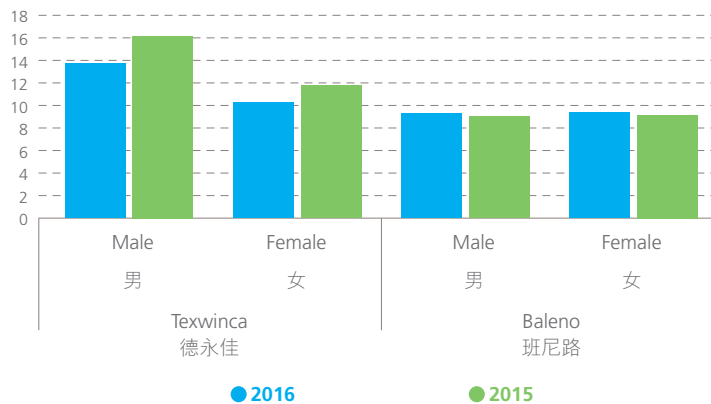
Average Training Hours per Employee by Employee Category
按僱員類別劃分，每名僱員平均培訓時數



Percentage of Employees Trained by Gender
按性別劃分，受訓僱員百分比



Average Training Hours per Employee by Gender
按性別劃分，每名僱員平均培訓時數



Our People and Safety 我們的員工及安全

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 manufacturing 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.

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 2016, more than 125 people have already undertaken the checks.

Putting our ideals into practice within our casual apparel retailing operations 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.

健康與安全

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

在紡織生產業務中，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，該等措施是按業務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。

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受優惠折扣。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2016年，已經有超過125人接受檢查。

我們將理念融入休閒服裝零售業務的實務中，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。

Our People and Safety 我們的員工及安全

HEALTH AND SAFETY (continued)

健康與安全 (續)

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 the textile 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」，監察整個紡織生產業務於執行指引內容的情況。

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。該架構提供指引、一系列相關的目標、生產規定及管理辦法，以確保我們整個業務的安全。

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

於報告期間，無任何一項工序無出現致命意外。

Reported lost days due to work related injuries amounted to a total of 6.5 days in Hong Kong and 105 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6.5日及105日。

Our Customer and Value Chain 客戶及價值鏈

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 manufacturing operations, 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.

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.

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。由於紡織生產業務供應商的性質廣泛，因此他們與我們的業務更息息相關。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。

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 Manufacturing Operations

紡織生產業務的社會及環境考量

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 ISO 14001 certified Environmental Management System and ISO 9001 certified Quality 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環境管理體系認證及ISO 9001質量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 manufacturing and casual apparel retailing 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.

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.

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，我們的紡織生產及休閒服裝零售業務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。

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。

Our Customer and Value Chain 客戶及價值鏈

PRODUCT RESPONSIBILITY (continued)

產品責任 (續)

Ensure the Highest Quality with our Textiles

確保我們的紡織品質上乘

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 manufacturing operations.

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），超越紡織生產業務的行業基準。

The textile manufacturing operations in Dongguan have been awarded the certificate of ISO 9001 Quality Management Systems since 2015. We apply the system's quality management methodology and measures, through receiving customer feedback and strengthening the external market research, customer and market needs are identified accurately. We then ensure that the products can meet customers' quality requirements, and we further strive to exceed their expectations in order to build up the Company's brand.

於東莞的紡織生產業務自2015年獲頒授ISO 9001品質管制體系證書。我們遵照該體系的品質管制方法及措施，透過接納客戶意見及加強對外部市場調查，準確識別客戶及市場需要。我們確保產品必定能符合客戶品質要求，並爭取超越客戶期望，為本公司樹立良好品牌形象。

Our Customer and Value Chain 客戶及價值鏈

PRODUCT RESPONSIBILITY (continued)

Meanwhile, risk management system was introduced in product design and development of textile manufacturing operations. Technical information and risk control experience are gained in the process of new product development, so that we can meet the quality requirements in the mass production and reduce the risk of secondary product recovery. To this end, we improve production efficiency.

產品責任(續)

同時，紡織生產業務引入風險管理體系於產品設計及開發。在開發新產品的過程不斷累積技術資料及風險控制經驗，使產品大量生產時可達到品質要求，並降低次產品回收的風險。因此，我們提高生產效益。



We are proud to note that we have had zero complaints over the previous reporting year in regard to the quality of our textile 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.

In casual apparel retailing operations, 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.

讓我們引以自豪的是，於過往報告年度，我們從未收到有關紡織品產品品質的投訴。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。

在休閒服裝零售業務，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。

Our Customer and Value Chain 客戶及價值鏈

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.

操守準則

我們所有的業務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。

Our Community 我們的社區

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

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 "Love Teeth Day";
- (3) Agency for Volunteer Service "HSBC Share-to-Care Volunteer Campaign";
- (4) Shanghai Commercial Pok Oi Cycle for Millions 2015;
- (5) Sowers Action;
- (6) Ocean Park Conservation Foundation Hong Kong;
- (7) St. James Settlement; and
- (8) The Hong Kong Council of Social Service "Caring Company".

作為一個負責的企業公民，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。我們相信為社區創造一個更好的未來有賴市民、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。我們一直熱心參與慈善公益事務、關心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，為社區創造一個更好的未來。

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

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「公益愛牙日」；
- (3) 義務工作發展局「滙豐愛心傳城義工大行動」；
- (4) 上海商業博愛單車百萬行2015；
- (5) 苗圃行動；
- (6) 香港海洋公園保育基金；
- (7) 聖雅各福群會；及
- (8) 香港社會服務聯會「商界展關懷」。

Our Community 我們的社區

The Group's Community Involvement in 2015 and 2016

本集團於二零一五及二零一六年度の社區參與

Focus Area 重點範疇	Resources Contributed 捐獻資源				
	2016 二零一六年		2015 二零一五年		Other 其他
	Hours 小時	Funding HK\$ 資金(港元)	Hours 小時	Funding HK\$ 資金(港元)	
Environmental Protection 環境保護	81	94,127	106	191,469	133 T-shirts 133件T-恤
Poverty Alleviation 扶貧	—	249,221	—	250,000	—
Caring of Elderly 關懷長者	—	220,347	—	181,362	—
Community Development 社區發展	96	874,734	12	156,985	100 T-shirts and 900 discount coupons 100件T-恤及 900張優惠券
Education 教育	—	121,527	—	87,500	400 T-shirts 400件T-恤
Total: 總計：	177	1,559,956	118	867,316	633 T-shirts and 900 discount coupons 633件T-恤及 900張優惠券

Our Community 我們的社區

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」

It's our second year to support "RUN FOR SURVIVAL" charity run organized by Ocean Park Conservation Foundation, Hong Kong (OPCFHK), a leading conservation advocate in Hong Kong. It was held on 28 February 2016 at Hong Kong Science and Technology Park Shek Promenade. Support was provided to OPCFHK through staff participation, 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.

我們第二次支持由香港領先保育的倡者——香港海洋公園保育基金（「香港海洋公園保育基金」）舉辦的「生態保衛賽」慈善跑，該活動於二零一六年二月二十八日假坐香港沙田科學園白石角海濱長廊舉行。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 3 km away. In this innovative charity run, participants had to play the role of marine animals struggling for survival or conservationists responsible for protecting marine animals. Participants had to overcome various dangers and obstacles, such as marine debris, fishing nets and ocean killers, in order to reach the marine reserve 3 km away. In this innovative charity run, participants had to play the role of marine animals struggling for survival or conservationists responsible for protecting marine animals. Participants had to overcome various dangers and obstacles, such as marine debris, fishing nets and ocean killers, in order to reach the marine reserve 3 km away.

We are delighted to win The Top Fundraising Award (Corporate) for the second consecutive year and The Best Dressed Award in this event.

我們很高興可以於此活動中，獲得「企業組最高籌款獎」（連續兩年）及「最佳造型獎」。



Our Community 我們的社區

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. Since its establishment, a total of 51 schools and 4,508 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。成立以來，於甘肅、四川、連州及河源共有51所學校及4,508兒童受惠於該計劃。

This year the Little Whale Volunteer Team had home visits and short term voluntary teaching assignments to 12 schools for a total of 962 students.

今年，小鯨魚義工隊已進行家訪和短期的義務教學活動，探訪12間學校共962位同學。



Our Community 我們的社區

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.

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。



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. Environmental 環境				
A1 Emissions 排放物	A1	General Disclosure 一般披露	9, 14, 15	13, 14
	A1.1	Types of emissions and respective emissions data 排放物種類及相關排放數據	9	Note 1 註 1
	A1.2	Greenhouse gas emissions in total and where appropriate, intensity 溫室氣體總排放量及(如適用)密度	11	13
	A1.3	Total hazardous waste produced and where appropriate, intensity 所產生有害廢物總量及(如適用)密度	18	Note 2 註2
	A1.4	Total non-hazardous waste produced and where appropriate, intensity 所產生無害廢物總量及(如適用)密度	15	15
	A1.5	Measure to mitigate emissions and results achieved 減低排放量的措施及所得成果	8, 9, 14	12, 13
	A1.6	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物的方法、減低產生量的措施及所得成果	14, 15, 17	15, 17
A2 Use of Resources 資源使用	A2	General Disclosure 一般披露	10, 14, 15	12, 13, 15
	A2.1	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	11	13
	A2.2	Water consumption in total and intensity 總耗水量及密度	19	Note 3 註 3
	A2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	10, 11	12, 13
	A2.4	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	19	Note 3 註 3
	A2.5	Total packaging material used for finished products 製成品所用包裝材料的總量	15	16
A3 The Environment and Natural Resources 環境及天然 資源	A3	General Disclosure 一般披露	14, 20	14, 20
	A3.1	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	20, 21, 22	20, 21, 22
B. Social 社會				
Employment and Labour Practices 僱傭及勞工常規				
B1 Employment 僱傭	B1	General Disclosure 一般披露	23, 24	23
	B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	25, 26	25, 26
B2 Health and Safety 健康與安全	B2	General Disclosure 一般披露	32	32
	B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	33	NM
	B2.2	Lost days due to work injury 因工傷損失工作日數	33	NM
	B2.3	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	32, 33	32

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				
B3 Development and Training 發展及培訓	B3	General Disclosure 一般披露	30	28, 29
	B3.1	Percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	30, 31	30, 31
	B3.2	Average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	31	31
B4 Labour Standards 勞工準則	B4	General Disclosure 一般披露	23, 26	23, 26
	B4.1	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	27	NM
	B4.2	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	27	NM
Operating Practices 營運慣例				
B5 Supply Chain Management 供應鏈管理	B5	General Disclosure 一般披露	34	34
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where 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	34	34
B6 Product Responsibility 產品責任	B6	General Disclosure 一般披露	35, 36	35
	B6.2	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	37	37
	B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	36, 37	NM
B7 Anti-corruption 反貪污	B7	General Disclosure 一般披露	38	38
	B7.1	Number of concluded legal cases regarding corrupt practices during the reporting period and the outcomes of the cases 於匯報期內已審結的貪污訴訟案件的數目及訴訟結果	No legal case 沒有訴訟案件	NM
	B7.2	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	38	NM
Community 社區				
B8 Community Investment 社區投資	B8	General Disclosure 一般披露	39	39
	B8.1	Focus areas of contribution 重點貢獻範疇	39	39
	B8.2	Resources contributed to the focus area 在重點範疇所動用資源	40	40

HKEx ESG Content Index 港交所環境、社會及管治內容索引

NM:	<i>According to the results of stakeholder engagement in 2015, those KPIs are considered as not material for the business nature.</i>	NM :	根據二零一五年之持份者參與結果，該等關鍵績效指標被認為對該業務性質並不重大。
Note 1:	<i>Due to its business nature, the significant air emissions of Baleno are the GHG emissions, arising mainly from the use of electricity and fuels derived from fossil fuels.</i>	註1 :	基於業務性質，班尼路重大氣體排放為溫室氣體排放，主要源自使用由化石燃料轉化的電力及燃料。
Note 2:	<i>In view of its business nature, Baleno is not aware of any significant generation of hazardous waste.</i>	註2 :	基於業務性質，班尼路並不知悉有任何有害廢物的重大產生。
Note 3:	<i>Some retail stores operate in shopping malls of which both the water supply and discharge are solely controlled by the respective building management which considers the provision of water withdrawal and discharge data or sub-meter for individual occupant not feasible.</i>	註3 :	部分零售店於購物廣場營運，供水和排水均為大廈管業處自行控制，而相關管業處認為向個別租戶提供用水和排水數據或分錶並不可行。

TEXWINCA holdings limited

香港新界葵涌興芳路223號新都會廣場第二座十六樓

16th Floor, Metroplaza, Tower II, 223 Hing Fong Road, Kwai Chung, New Territories, Hong Kong

電話 Tel. : (852) 2481 8018 傳真 Fax : (852) 2233 1111

德永佳集團有限公司

Stock Code 股份代號 : 321