

REPORTING STANDARD

This Report is prepared in accordance with the “Corporate Governance Code and Corporate Governance Report” and “Environmental, Social and Governance Reporting Guide” of Appendices 14 and 27 respectively of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) and covers the reporting period for FY2022/23.

REPORTING SCOPE AND BOUNDARY

This Report covers reporting on environmental, social and corporate governance (“ESG”) issues of the Group’s businesses in Mainland China, Hong Kong and Macau (“Greater China”) and the Rest of Asia as these geographical segments comprise the majority of the Group’s businesses. Our businesses comprise of retail and wholesale trading of watches, and watch supply chain management of our house brands. Our reporting scope remains unchanged from FY2021/22.

BOARD STATEMENT

The Board has overall oversight of the Group’s ESG issues. The Board is further responsible for evaluating and determining ESG related risks and ensuring that effective ESG risk management and internal controls are implemented. The Group has adopted the Risk Management and Internal Control governance framework set out under the section on “Risk Management and Internal Control” from pages 210 to 212:

- (i) to allow and facilitate Board oversight of ESG issues;
- (ii) to allow and facilitate the Board and the various committees to evaluate, prioritise and manage material ESG related risks to the Group’s businesses; and
- (iii) so that appropriate risk management and systems are in place to minimise the impact of any ESG related issues to the Group’s businesses.

The Group’s internal audit function will report to the Board on progress made regarding ESG issues, including goals and targets, at the Board’s annual review of the Group’s risk management and internal control systems.

The Board confirms that it has reviewed and approved this ESG Report, which to the best of its knowledge addresses topics that are considered material.

匯報原則

本報告乃根據香港聯合交易所有限公司證券上市規則（「上市規則」）附錄十四《企業管治守則》及《企業管治報告》及附錄二十七《環境、社會及管治報告指引》而編製，並涵蓋2022/23財政年度的報告期間。

匯報範圍及邊界

本報告的內容覆蓋本集團於中國內地、香港及澳門（「大中華」）以及亞洲其他地區的業務的環境、社會及企業管治（「ESG」）事宜，原因為該等地理分部包含本集團的大部分業務。我們的業務包括鐘錶零售及批發貿易，以及我們自家品牌的鐘錶供應鏈管理。我們的報告範圍與2021/22財政年度維持不變。

董事會聲明

董事會對本集團的環境、社會及管治事宜承擔監督責任，並負責評估及釐定有關環境、社會及管治之風險，並確保實施有效之環境、社會及管治風險管理及內部監控系統。本集團已採納第210至212頁「風險管理及內部控制」一節中的風險管理及內部控制管治框架：

- (i) 允許並促使董事會對ESG事宜進行監督；
- (ii) 允許並促使董事會及各委員會、評估優先處理及管理重要的本集團業務的ESG相關風險；及
- (iii) 實施適當的風險管理及系統，以降低任何ESG相關事宜對本集團業務的影響。

本集團的內部審核部門將在董事會對本集團風險管理及內部控制系統的年度審查中向董事會報告有關ESG事宜的進展，包括目標及指標。

董事會確認，其已審查並批准本ESG報告，而就其所知，本報告處理被視為屬重要的議題。

REPORTING PRINCIPLES

Stelux has a long business history in the watch industry. We own “CITY CHAIN”, a leading retailer, and also Swiss watch brands, “SOLVIL et TITUS” and “CYMA”. Stelux is also the sole distributor for “GRAND SEIKO” watches in Hong Kong and for “SEIKO” watches and clocks in Hong Kong, Singapore and Malaysia.

Stelux’ ethos is to engage and work with our stakeholders in a responsible, fair and honest way. We strive to:

- provide high quality products and services to our customers;
- grow, respect and reward our employees as they progress together with us;
- serve and contribute within our communities; and
- create and safeguard shareholders’ value in a sustainable manner.

Our management approach, corresponding strategies and criteria adopted for ESG issues relating to the Group’s businesses are founded on the above principles. Appropriate systems, SOPs and internal controls are built upon these core foundations to achieve the Group’s business objectives.

匯報原則

寶光在鐘錶業界擁有悠久的業務歷史。本集團旗下擁有「時間廊」，一間居領導地位的零售商，亦擁有瑞士鐘錶品牌「SOLVIL et TITUS」及「CYMA」。寶光亦為「GRAND SEIKO」鐘錶於香港及「精工」於香港、新加坡及馬來西亞的獨家經銷商。

寶光的使命是以盡責、公平及誠實的方式處事並與權益人合作。本集團致力：

- 為顧客提供優質的產品和服務；
- 讓與公司一同發展的員工得到成長、受到尊重、獲得應得的獎勵；
- 為社會服務、貢獻；及
- 持續為股東創造價值、保證股東長期權益。

本集團根據以上的原則制訂有關與本集團業務有關的環境、社會及管治事宜的管理方針、相關策略及標準，並基於此等核心基礎建立合適系統、標準作業程序及內部監控措施，以達致本集團的業務目標。

In preparation for the ESG Report, the Group adheres to the reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”:

於編製ESG報告時，本集團遵循「重要性」、「量化」、「平衡」及「一致性」的匯報原則：

Reporting principles

匯報原則

The Group’s application

本集團的應用

Materiality

重要性

Material environmental and social issues were identified through stakeholder engagement and the materiality assessment was presented to the Board of Directors (the “Board”).

重大環境及社會議題乃透過與持份者溝通予以識別，並向董事會（「董事會」）呈交重要性評估。

Quantitative

量化

The Group records and discloses key performance indicators in quantitative terms as appropriate.

本集團在適當情況下以量化方式記錄及披露關鍵績效指標。

Balance

平衡

The ESG Report discloses information in an objective manner, giving stakeholders an unbiased picture of the Group’s overall ESG performance.

ESG報告以客觀方式披露資料，不偏不倚地向持份者呈報本集團整體的ESG表現。

Consistency

一致性

As far as practicable and unless stated otherwise, the Group employs consistent measurement methodology to allow for meaningful comparison of ESG data over time.

除另有說明者外，本集團在切實可行的情況下均會採用一致之計量方法，以便於日後對ESG數據進行有意義的比較。

We strive for our employees to work within a culture where respect for others is encouraged, rewards are fair and the workplace is safe and conducive, allowing for an optimal environment to engage with and deliver to our stakeholders and others in general. The Group's suppliers and business partners are a key part of the success equation as we work with them to source, produce and deliver high quality products to our customers. Procedures are in place to ensure that we partner vendors and suppliers who understand our values and expectations. Our customers are pivotal and without their support and custom, delivery of quality products and services cannot be achieved. Finally, our shareholders look for sustainable performance delivered within the parameters of good corporate governance, environmental awareness and community engagement.

Our stakeholders each interacting with and supporting the other work together to facilitate the Group's objectives, and its success.

Internal and external stakeholders were asked to rank the materiality of ESG aspects (as set out in Appendix 27 of the Listing Rules) on the Group's businesses during the reporting period. Stakeholders considered to have a sufficient influence on the Group's businesses were invited to participate in the questionnaires.

本集團致力推廣互相尊重的企業文化、提供公平的獎勵制度及安全且便利的工作空間，同時為權益人及其他相關人士提供理想的合作環境。本集團一直致力與供應商及業務夥伴合作從而採購、生產優質的產品並提供予顧客，彼等乃本集團成功的重要元素。本集團亦已制訂若干程序，以確保與本集團合作的廠商及供應商充分了解本集團的價值及期望。本集團的客戶亦十分重要，若缺乏客戶支持和惠顧，本集團便無法達成提供優質產品和服務的願景。最後，本集團股東期望可在達致良好企業管治、環境關注及社區參與的同時為本集團持續創造佳績。

權益人互相合作、支持，促使本集團能夠達致目標，從而取得成功。

內部及外部權益人被要求對報告期內環境、社會及管治方面(上市規則如附錄二十七所列)對本集團業務的重要性進行排名。被認為對本集團業務有足夠影響力的權益人應邀參加問卷調查。

Based on (i) the Group's current business model (vertical integration from supply chain management to production of our own branded products, to physical retail points of sale and online platforms operated by "CITY CHAIN", (ii) our management approach, corresponding strategies and criteria described on page 162 and; (iii) the results from the questionnaires, the Risk Steering Committee identified, assessed, evaluated and prioritised material ESG issues to the Board, which then determined in relation to the Group's businesses the material ESG issues to be reported. For FY2022/23, the ESG factors that have been identified as being material to the Group and reported are (in no order of preference):

- Employment and Labour Practices
- Supply Chain Management and Product Responsibilities

Subject Areas, Aspects, General Disclosures and KPIs

A. Environmental

Aspect A1: Emissions

General Disclosure

Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

KPI A1.1

The types of emissions and respective emissions data.

基於(i)本集團目前的業務模式(自供應鏈管理至生產我們的自有品牌產品,再到經營實體零售點及由「時間廊」營運的網上平台的垂直整合), (ii)我們的管理方針及第162頁所述的相應策略及標準; (iii)問卷調查的結果,風險督導委員會向董事會識別、評估、評價重大ESG事宜及排列其優先順序,然後由董事會確定與本集團業務有關的重大ESG事宜的報告。於2022/23財政年度,確定為對本集團而言屬重要及已報告的ESG因素為(不按優先順序排列):

- 僱傭及勞工常規
- 供應鏈管理及產品責任

目標領域、層面、一般披露及關鍵績效指標

A. 環境

層面A1: 排放物

一般披露

有關(a)廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策;及(b)遵守對發行人有重大影響的相關法律及規例的資料

關鍵績效指標A1.1

排放類型及各項排放數據。

KPI A1.2

Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

KPI A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

KPI A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

KPI A1.5

Description of emissions target(s) set and steps taken to achieve them.

KPI A1.6

Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them

KPI A1.1 to KPI A1.6 are not applicable. The nature of the Group's products, namely watches, are such that emissions discharged during the production process are not material. Moreover, the Group buys complete watches from third party brands and also outsources the production of its house brand products to third party manufacturers. Emissions discharged from the services the Group provides are also not material.

There are no relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that the Group has to comply with.

關鍵績效指標A1.2

直接(範圍1)及能源間接(範圍2)的溫室氣體排放(以噸計算), 及(倘適用)密度(如以每產量單位、每項設施計算)。

關鍵績效指標A1.3

所產生的有害廢棄物總量(以噸計算), 及(倘適用)密度(如以每產量單位、每項設施計算)。

關鍵績效指標A1.4

所產生的無害廢棄物總量(以噸計算), 及(倘適用)密度(如以每產量單位、每項設施計算)。

關鍵績效指標A1.5

描述設定的排放目標及為實現該等目標而採取的步驟。

關鍵績效指標A1.6

說明如何處理有害及無害廢棄物及描述為實現該等目標而設定的減排目標及採取的步驟

關鍵績效指標A1.1至關鍵績效指標A1.6並不適用。本集團產品(即鐘錶)在生產過程中的污染排放並不嚴重。另外, 本集團向第三方品牌購買鐘錶的製成品, 並將自家品牌產品的製作工序外判予第三方製造商。本集團服務所引致的污染排放亦不嚴重。

概無本集團須遵守的有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法律及法規對本集團造成重大影響。

Aspect A2: Use of Resources

General Disclosure

Policies on the efficient use of resources, including energy, water and other raw materials

Although Aspect A2 is, not considered material to the Group's businesses, nevertheless, the Group has policies on the efficient use of resources, including energy, water and other raw materials which are based on 3R's – reduce, reuse or recycle whenever feasible or practical.

KPI A2.1

Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh) and intensity (e.g. per unit of production volume, per facility)

Since the Group buys complete watches from third party brands and also outsources the production of its house brand products to third party manufacturers, direct energy consumption figures are not available. The Group's indirect energy consumption for electricity for shops, offices and warehouses is not material.

KPI A2.2

Water consumption in total and intensity (e.g. per unit of production volume, per facility).

Since the Group buys complete watches from third party brands and also outsources the production of its house brand products to third party manufacturers, water consumption figures are not available.

層面A2：資源使用

一般披露

有效使用資源(包括能源、水及其他原材料)的政策

儘管層面A2被視為對本集團的業務不重大，然而，本集團的有效使用資源(包括能源、水及其他原材料)的政策乃基於在可行情況下的環保3R原則而定，分別為減量(Reduce)、再利用(Reuse)及循環使用(Recycle)。

關鍵績效指標A2.1

按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千瓦時計算)及密度(如以每產量單位、每項設施計算)

由於本集團向第三方品牌購買鐘錶的製成產品，並將自家品牌產品的製作工序外判予第三方製造商，因此並無任何直接能源耗量數據。本集團的店舖、辦公室及倉庫電力的間接能源耗量並不重大。

關鍵績效指標A2.2

總耗水量及密度(如以每產量單位、每項設施計算)。

由於本集團自第三方品牌購買完整的手錶，同時亦將其自家品牌產品的生產外包予第三方製造商，因此無法獲得耗水量的數字。

KPI A2.3

Description of energy use efficiency target(s) set and steps taken to achieve them.

The Group has numerous energy efficiency initiatives currently in place. These include the following:-

- Store fixtures and fittings are designed to be reused. Percentage of reuse ranges between 80% to 90% with a life expectancy of between 5 to 7 years. Natural materials like metal, wood and glass that are easier to reuse and recycle are the main materials utilised in our store fit out and these materials constitute between 80% to 90% of store fixtures and fittings. SOPs ensure policies are implemented. Strict CAPEX control and periodic internal audits are carried out.
- Office equipment are switched off or on electricity saving mode at the end of the work day. Office air conditioning and lights are switched off when not in use. Office lighting are switched off during lunch. Designated personnel from office security or office administration conduct daily or periodic checks (where applicable).
- Energy saving lighting is used in most of our offices, stores and warehouses.
- Paperless meetings are encouraged. For example, the Company's board meetings are paperless. When printing is necessary use of double sided printing is encouraged and single sided printed paper is reused.
- Ordering of office stationary, including paper, letterheads and name cards are centralised to reduce wastage and for better monitoring and control.
- Written pre-approval is required for all staff air travel and staff are encouraged to use teleconferencing, video conferencing or other virtual meeting tools, like Zoom, Microsoft Teams, Tencent VooV, Skype, FaceTime, WhatsApp or WeChat to conduct meetings to reduce travelling.

關鍵績效指標A2.3

描述所設定的能源使用效率目標以及為實現該等目標所採取的步驟。

本集團目前已推行多項能源使用效益計劃，包括：

- 重用店舖的裝置和設備。設備重用的百分比介乎80%至90%，預期壽命介乎5至7年。較易再利用及循環使用的金屬、木材及玻璃等天然材料乃本集團店舖設備的主要建造材料，店舖內近80%至90%的裝置和設備由該等天然材料製造。標準作業程序確保政策得以執行。實施嚴格的資本支出控制及定期的內部審計。
- 每天辦公時間結束後關掉辦公室設備或切換至節能模式。在不使用時關閉辦公室的空調及照明。在午餐期間關閉辦公室的照明。辦公室保安或辦公室行政部門的指定人員進行日常或定期檢查(如適用)。
- 在大部分辦公室、店舖及倉庫安裝節能照明裝置。
- 鼓勵無紙張會議。例如，本公司的董事會會議不會使用紙張。當有需要列印時，公司鼓勵雙面印刷及重用單面印刷的紙張。
- 統一訂購辦公室文具(包括紙張、信封及卡片)，減少浪費及方便監控。
- 所有員工的商務航空旅程須獲預先書面批准，而本集團亦鼓勵員工使用電話會議、視像會議或透過其他會議方式(例如：Zoom、Microsoft Teams、Tencent VooV、Skype、FaceTime、WhatsApp或WeChat)進行會議，從而減少外遊。

KPI A2.4

Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.

The Group has no issue with sourcing water that is fit for purpose. Since the Group buys complete watches from third party brands and also outsources the production of its house brand products to third party manufacturers, water consumption figures are not available.

KPI A2.5

Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.

Although packaging that the Group uses (which include bags and watch boxes, made from paper, plastic or metal) was not material in FY2022/23, the Group's long term objective is to reduce use of packaging materials.

Aspect A3: The Environment and Natural Resources

General Disclosure

Policies on minimising the issuer's significant impact on the environment and natural resources

Although Aspect A3 is not considered material to the Group's businesses, nevertheless, the Group has policies based on 3R's – reduce, reuse or recycle whenever feasible or practical.

關鍵績效指標A2.4

描述在求取適用水源方面是否存在任何問題，設定用水效率目標以及為實現該等目標而採取的步驟。

本集團在求取適用水源方面並無問題。由於本集團自第三方品牌購買完整的手錶，同時亦將其自家品牌產品的生產外包予第三方製造商，因此無法獲得耗水量的數字。

關鍵績效指標A2.5

成品使用的包裝材料總量(以噸計算)及(倘適用)每生產單位估量。

儘管本集團使用的包裝物件(包括手提袋及鐘錶盒，由紙張、塑膠或金屬製成)於2022/23財政年度不涉及重大用量，而本集團的長期目標為減少包裝材料的使用。

層面A3：環境及天然資源

一般披露

減低發行人對環境及天然資源造成重大影響的政策

儘管層面A3被視為對本集團的業務不重大，然而，本集團的政策乃基於在可行情況下的減量、再利用及循環使用的環保3R原則。

KPI A3.1

Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

There are no relevant environmental laws which the Group has to comply with regarding its supply chain. However, policies are adopted to enable the manufacture of house brand watches to meet higher European standards like, RoHS and REACH to the extent possible, even though these standards are not mandatory in Asia, our primary and major market. More information on these standards can be found on the following links:

RoHS – Restriction on Hazardous Substances

http://ec.europa.eu/environment/waste/rohs_eee/index_en.htm

REACH – Registration, Evaluation, Authorization and Restriction of Chemicals

http://ec.europa.eu/environment/chemicals/reach/reach_en.htm

For our “Swiss Made” house brand watches, each of the percentage of leather straps and our watch suppliers which were RoHS and REACH compliant was around 75% and 30% respectively.

For details on managing these policies, please see “Aspect B5 Supply Chain Management” on pages 181 to 184.

Aspect A4: Climate Change*General Disclosure*

Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.

關鍵績效指標A3.1

描述活動對環境及天然資源的重大影響及為管理該等影響所採取的行動。

並無本集團就其供應鏈須遵守的相關環境法律。然而，儘管此等歐洲標準於亞洲（集團的基本及主要市場）並非強制性，集團政策在可行的範圍內使自家品牌鐘錶的生產上符合較高的歐洲標準，如RoHS及REACH。有關標準的更多詳情，請參閱以下網址：

RoHS – 有害物質限制指令

http://ec.europa.eu/environment/waste/rohs_eee/index_en.htm

REACH – 化學品註冊、評估、授權和限制法案

http://ec.europa.eu/environment/chemicals/reach/reach_en.htm

就我們的「瑞士製造」品牌手錶而言，符合RoHS及REACH標準的皮革錶帶及手錶供應商分別約75%和30%。

有關本公司管理以上政策的詳情，請參閱第181頁至184頁「層面B5：供應鏈管理」。

層面A4：氣候變化*一般披露*

有關識別及減緩已經影響及可能影響發行人的重大氣候相關事宜的政策。

KPI A4.1

Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.

There are no significant climate-related issues which have impacted and those which may impact the Group. However, based on our policies to reduce, reuse or recycle, there are policies in place, as reported in this ESG Report to reduce our carbon footprint.

B. Social

Employment and Labour Practices

Aspect B1: Employment

General Disclosure

Information on: (a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

The Group has established employment policies and guidelines that are compliant with applicable local employment and labour legislation, regulations and practices.

關鍵績效指標A4.1

描述已影響及可能影響發行人的重大氣候相關問題，以及為管理該等問題所採取的行動。

目前並無影響及可能影響本集團的重大氣候相關事宜。然而，根據我們的減量、再利用及循環使用政策，已採取相關政策，如本ESG報告中所報告減少我們碳足跡的政策。

B. 社會

僱傭及勞工常規

層面B1：僱傭

一般披露

有關：(a)薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料

本集團已制定符合適用僱傭、勞工法例、法規及常規的僱傭政策及指引。

These policies and guidelines are:-

Recruitment and Promotion

1. We are an equal opportunities employer. We promote and adopt a policy of equal opportunities to eliminate discrimination on the basis of gender, family status and disability amongst others, in employment and the workplace.
2. We hire and promote based on merit.
3. We hire and promote those who share our values and work ethics; and those who demonstrate initiative, responsibility and integrity.

Compensation

1. Remuneration and benefits are benchmarked against prevailing local industry norms and commensurate with experience and qualifications.
2. For certain employee categories, performance bonuses and commission schemes are adopted as part of remuneration packages to incentivise.

Dismissal

This is based on employment policies and guidelines that are compliant with applicable local employment and labour legislation, regulations and practices.

Working hours, rest periods, and other benefits and welfare

Working hours, rest periods, and other benefits and welfare are in line with applicable local employment and labour legislation and regulations, local industry practice and/or where applicable commensurate with experience, qualification and seniority.

該等政策及指引為:-

招聘及晉升

1. 我們是平等機會僱主。本公司採納相關政策，致力消除招聘及職場上的性別、家庭狀況及殘疾等歧視。
2. 我們按照表現僱用及晉升。
3. 我們僱用及晉升有共同價值觀及職業道德，並表現主動、有責任心及誠信之人士。

薪酬

1. 薪酬及福利以現行本地行業常規為準，並按經驗及資格調整。
2. 就若干員工類別而言，採用表現花紅及佣金計劃為薪酬獎勵計劃一部份。

解僱

解僱依符合適用的本地僱傭及勞工法例、法規及常規的僱傭政策及指引執行。

工作時數、假期及其他待遇及福利

工作時數、假期及其他待遇及福利與適用的本地僱傭及勞工法例及規例、本地行業慣例一致，及/或(如適用)按經驗、資格及年資調整。

KPI B1.1

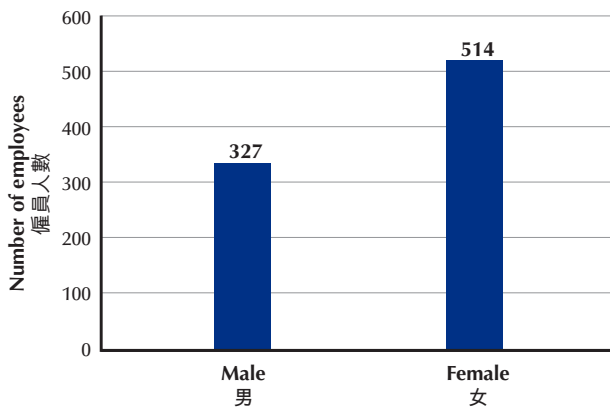
Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.

關鍵績效指標B1.1

按性別、僱傭類型(例如,全職或兼職)、年齡組別及地區劃分的僱員總數。

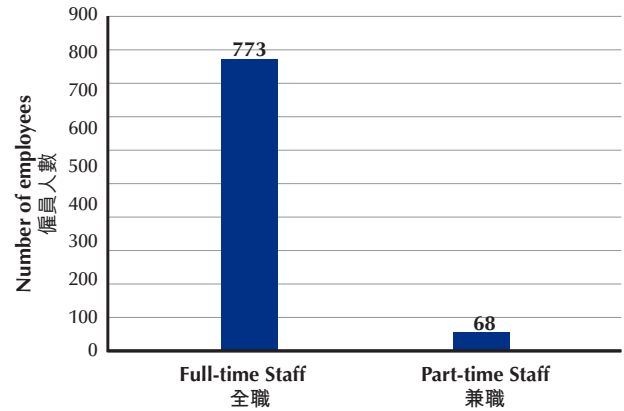
Total workforce by gender

按性別劃分的僱員總數



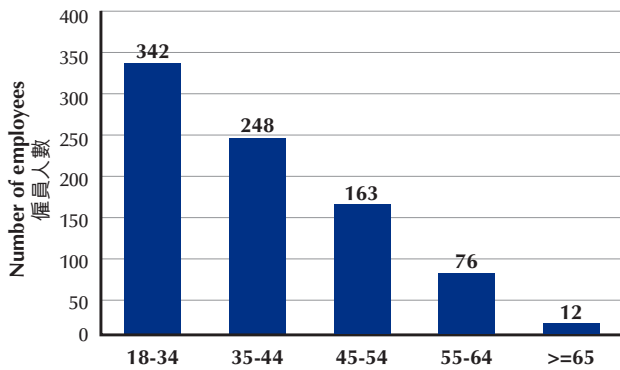
Total workforce by employment type

按僱傭類型劃分的僱員總數



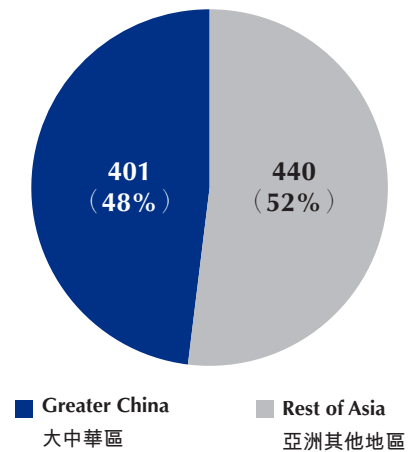
Total workforce by age group

按年齡組別劃分的僱員總數



Total workforce by geographical region

按地區劃分的僱員總數



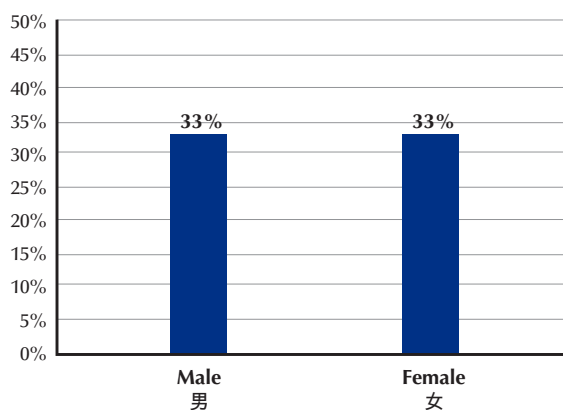
KPI B1.2

Employee turnover rate by gender, age group and geographical region.

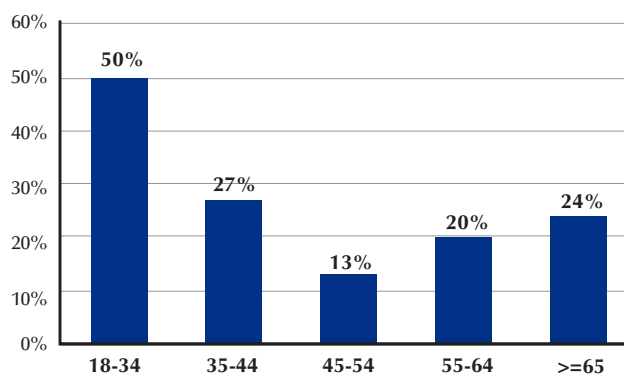
關鍵績效指標B1.2

按性別、年齡組別及地區劃分的僱員流失比率。

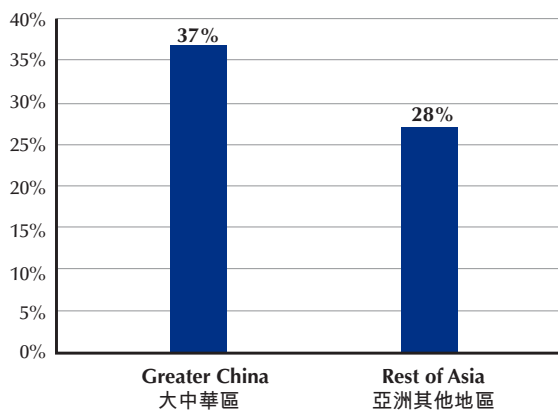
Employee turnover rate by gender
按性別劃分的僱員流失比率



Employee turnover rate by age group
按年齡組別劃分的僱員流失比率



Employee turnover rate by geographical region
按地區劃分的僱員流失比率



A non-exhaustive list of key and relevant applicable employment and labour legislation for each territory in which the Group operates are as follows:-

Mainland China:

- Labour Law of the People's Republic of China (2018 Amendment)
- Measures for the Implementation of Labour Protection for Female Workers in Guangzhou 1992
- Notice on Issues Concerning the Implementation of Maternity Insurance of Employees 2011
- Special Provisions on Labour Protection for Female Employees 2012

Hong Kong:

- Employment (Amendment) Ordinance 2023 (Cap. 57)
- Employees' Compensation (Amendment) Ordinance 2023 (Cap. 282)
- Minimum Wage (Amendment) Ordinance 2023 (Cap. 608)

Macau:

- Law No. 8/2020 "Amendments to Law No. 7/2008 (Labour Relations Law)"
- Worker's Minimum Wage law (Law No. 5/2020)
- Maternity Leave Pay Subsidy Measure (Administrative Regulation No.20/2020)
- Law on Employment of Non-Resident Workers (Law No. 21/2009)

Malaysia:

- Employment (Amendment) Act 2022
- Employees Provident Fund Act 1991 (Amended 2022)
- P.U.(A) 133/2021 – Income Tax (Deduction for Value of Benefit Given to Employees) (Amendment) Rules 2021
- P.U.(A) 134/2021 – Income Tax (Exemption) 2021 (Amendment) Order 2021
- P.U.(A) 123/2021 – Income Tax (Deduction From Remuneration) Rules 1994 (Amendment) 2021
- Industrial Relations (Amendment) Act 2020
- Minimum Retirement Age Act 2012 (Amended 2016)

本集團經營所在每個地區的主要及相關的適用僱傭及勞動法規的非詳盡清單如下：

中國內地：

- 中華人民共和國勞動法(2018年修正)
- 廣州市女職工勞動保護實施辦法1992
- 關於實施職工生育保險有關問題的通告2011
- 女職工勞動保護特別規定2012

香港：

- 第57章《2023年僱傭(修訂)條例》
- 第282章《2023年僱員補償(修訂)條例》
- 第608章《2023年最低工資(修訂)條例》

澳門：

- 第8/2020號法律—修改第7/2008號法律《勞動關係法》
- 第5/2020號法律—僱員的最低工資
- 第20/2020號行政法規—產假報酬補貼措施
- 第21/2009號法律—聘用外地僱員法

馬來西亞：

- 2022年勞工(修訂)法令
- 1991年僱傭公積金法令(2022年修訂)
- P.U.(A) 133/2021—所得稅(扣除僱員福利價值)(修訂)規則2021
- P.U.(A) 134/2021—所得稅(豁免)2021(修訂)指令2021
- P.U.(A) 123/2021—所得稅(從薪酬中扣除)規則1994(修訂)2021
- 2020年工業關係(修訂本)法
- 2012年最低退休年齡法令(2016年修訂)

Singapore:

- Employment Act 1968 (Revised 2020) (Chapter 91)
- Income Tax (Amendment) Act 2022
– Income Tax Act 1947 (Amendment of Ninth Schedule) Order 2023
- Retirement and Re-employment (Amendment) Act 2021 (Chapter 274A)
- Industrial Relations Act 1960 (Revised 2020) (Chapter 136)

Thailand:

- Labour Protection Act B.E. 2541 (1998) (Amendment B.E. 2562 (2019) and B.E. 2566 (2023))

During FY2022/23, there was no material non-compliance with the above and other applicable employment or labour legislation and/or regulations.

Aspect B2: Health and Safety

Information on:(a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the Issuer relating to providing a safe working environment and protecting employees from occupational hazards

Policies and practices are adopted to provide a safe working environment for employees and these are described below.

KPI B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.

No. of work-related fatalities occurred:	發生的工傷致命事故數量	Greater China 大中華區	Rest of Asia 亞洲其他地區
FY 2020/21	2020/21 財政年度	0	0
FY 2021/22	2021/22 財政年度	0	0
FY 2022/23	2022/23 財政年度	0	0

新加坡：

- 第91章1968年僱傭法(2020年修訂)
- 2022年所得稅(修訂)法
– 所得稅法1947(附表九修訂)指令
2023
- 第274A章2021年退休及再就業(修訂)法
- 第136章1960年勞資關係法(2020年修訂)

泰國：

- 1998年勞動保護法B.E. 2541 (B.E. 2562 (2019年)及B.E. 2566 (2023年)修訂)

於2022/23財政年度，並無嚴重違反上述及其他適用的僱傭或勞工法例及／或規例。

層面B2：健康與安全

有關：(a)提供安全工作環境及保障僱員避免職業性危害的政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料

為給員工提供一個安全的工作環境，我們採用了若干政策及慣例，政策及慣例描述如下。

關鍵績效指標B2.1

於過去三年(包括報告年度)各年發生的工傷致命事故的數量及比率。

KPI B2.2

Lost days due to work injury.

No days were lost due to work injury.

KPI B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.

One of our foremost priorities is to provide employees with a safe and conducive working environment. Below are some of the policies and practices adopted by the Group:

1. Office employees are assigned individual work stations unless this is considered unnecessary due to the nature of work.
2. Offices, stores and warehouses are properly lit and ventilated and kept clean and tidy. In addition to daily cleaning, deep cleaning and pest control are carried out regularly.
3. Offices, stores and warehouses are smoke-free and aisles are kept free. Fire drills are conducted periodically.
4. Furniture, fittings and other office equipment and air conditioning and ventilation systems (where applicable) are regularly inspected, serviced and maintained.
5. First aid kits and fire extinguishers are kept at readily accessible locations at our offices and warehouses.
6. Staff are provided with proper equipment to carry out their tasks, for example, like trolleys to reduce manual movement and of carrying heavy loads.
7. Offices have separate and clean pantry areas with hand washing facilities. Water dispensers and light refreshments are provided.

關鍵績效指標B2.2

因工傷損失工作日。

並無因工傷而損失工作日。

關鍵績效指標B2.3

描述所採取的職業健康及安全措施，以及如何實施及監督該等措施。

本集團首要優先事項之一是向僱員提供安全方便的工作環境。以下是本集團採取的若干政策及慣例：

1. 除非工作性質不需要，否則辦公室僱員獲分配個別工作地點。
2. 辦公室、店舖及倉庫具備妥善照明及通風系統，環境保持整潔。除日常清潔外，定期進行深度清潔及滅蟲。
3. 辦公室、店舖及倉庫均禁煙。過道保持暢通。定期進行消防演習。
4. 傢俬、配置及其他辦公室設備以及空調及通風系統(如適用)獲定期檢查及保養良好。
5. 在我們的辦公室及倉庫，急救包及滅火器均置於容易拿到的地方。
6. 為員工提供適當的設備以完成彼等的任務，例如手推車，以減少人工移動及搬運重物。
7. 辦公室設有獨立及乾淨的茶水間，配有洗手設施，並提供飲水機及小點心。

8. Security measures are in place at our offices and warehouses to restrict entry and exit only to employees and permitted visitors. Entry door passwords are refreshed regularly and also upon staff departures. Staff are issued with staff identification cards.
9. Applicable government work guidelines, for example, on typhoon and rainstorm warnings are followed.
10. Free yearly influenza vaccinations are offered to staff in Hong Kong (and to their families at discounted rates).
11. Eligible managerial staff in Hong Kong are offered free basic body check-ups every two years.
12. Staff travelling on business are covered by travel insurance and employee compensation insurance is purchased in regions where this is mandatory.
13. Staff are encouraged to be vaccinated against Covid-19 subject to their medical condition and are entitled to a day of sick leave for each dose taken.

The measures are implemented and monitored by the local Human Resources and Office Administration Departments of each territory.

There were no relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards in FY2022/23.

8. 我們的辦公室及倉庫均落實安全措施，僅允許員工及被允許的訪客進出。定期更新進門密碼，在員工離職時亦會更新。員工均獲發員工身份卡。
9. 我們遵照香港有關颱風及暴雨警告的適用政府工作指引。
10. 每年為香港員工提供免費流感疫苗接種(員工家屬享有折扣)。
11. 香港的合資格管理人員每兩年享有免費基本身體檢查。
12. 因公出差的員工均有旅行保險，在必須購買僱員補償保險的地區，也會購買這種保險。
13. 鼓勵員工根據自身的身體狀況接種新型冠狀病毒疫苗，每次接種可請一天的病假。

該等措施由每個地區的當地人力資源部門及辦公室行政部門負責實施及監督。

於2022/23財政年度，並無任何有關提供安全工作環境及保護員工免受職業危害對本集團有重大影響的法律及法規的事宜。

Aspect B3: Development and Training

Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.

Our customers enjoy and have come to expect a personal experience when they shop with us. As there is a direct correlation between service standards and employee development and training, proper emphasis is given to training.

Group policies on employee development and training are set out below:

1. Store staff receive both regular and ad hoc training.
2. New staff undergo induction and orientation.
3. Training may be conducted internally or externally.
4. Training and development are given in relevant areas like, product knowledge, customer servicing, correct sales techniques and new laws and regulations that impact on business operations.
5. Follow-up evaluation is carried out after training and development to ensure effectiveness.

Training activities undertaken during FY2022/23 include, financial knowledge, human resources, personal data privacy, occupational safety and health, operations, product knowledge, selling techniques, soft skills and technology.

層面B3：發展及培訓

有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。

客戶於店舖購物時可享受並擁有個人體驗。由於服務水平與僱員發展及培訓息息相關，我們重視提供充足的培訓。

本集團關於僱員發展及培訓的政策載列如下：

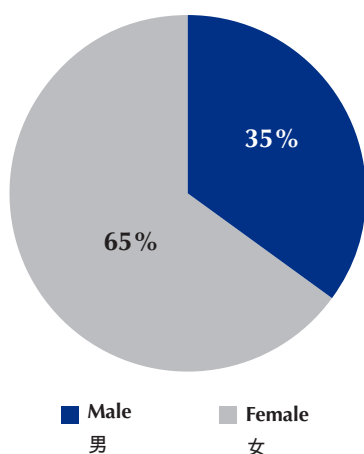
1. 店舖員工定期及不時接受培訓。
2. 新員工有入職培訓。
3. 培訓可能會於內部或外部進行。
4. 提供相關範疇的培訓及發展，例如產品知識、客戶服務、正確銷售技巧及對業務經營可能有影響的新法例及規例。
5. 培訓及發展後進行跟進評估以確保成效。

於2022/23財政年度開展的培訓活動包括：財務知識、人力資源、個人資料私隱、職業安全與健康、業務營運、產品知識、銷售技巧、軟技能和技術。

KPI B3.1

The percentage of employees trained by gender and employee category (e.g. office staff and shop staff).

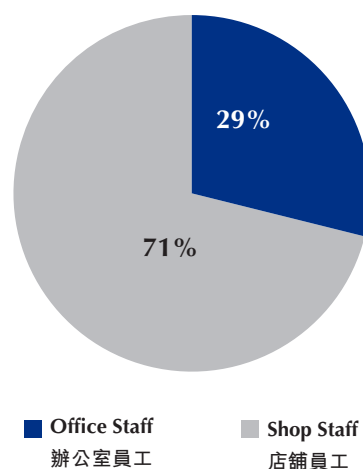
Percentage of employees trained by gender
 按性別劃分的受訓僱員百分比



關鍵績效指標B3.1

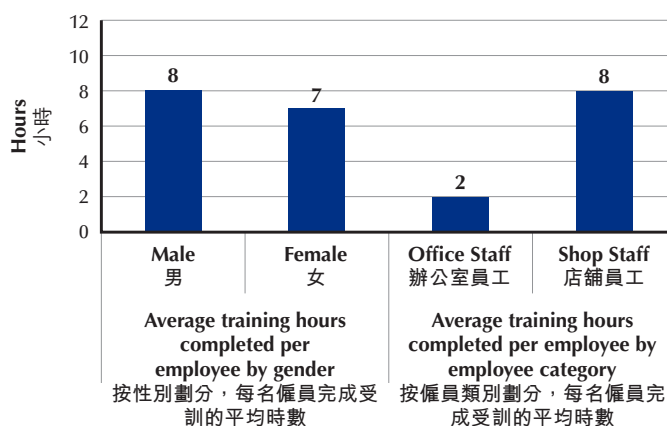
按性別及僱員類別(如辦公室員工、店舖員工)劃分的受訓僱員百分比。

Percentage of employees trained by employee category
 按僱員類別劃分的受訓僱員百分比



KPI B3.2

The average training hours completed per employee by gender and employee category.



關鍵績效指標B3.2

按性別及僱員類別劃分，每名僱員完成受訓的平均時數。

Aspect B4: Labour Standards

General Disclosure

Information on: (a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the Issuer relating to preventing child and forced labour

The Group has a zero tolerance policy on bonded or underaged labour and strict policies are in place to prevent child and forced labour.

KPI B4.1

Description of measures to review employment practices to avoid child and forced labour.

1. Prospective employees are required to complete pre-employment application forms to disclose their date of birth.
2. Prospective employees are required to provide a copy of their identification documents (with date of birth) prior to confirmation of employment.

KPI B4.2

Description of steps taken to eliminate such practices when discovered.

1. Terminate the hire or contractor responsible for the underaged or forced labour hire
2. Conduct investigation and remedy failures.

Aspect B5: Supply Chain Management

Policies on managing environmental and social risks of the supply chain

層面B4：勞工準則

一般披露

有關：(a)防止童工或強制勞工的政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料

本集團對抵債或未成年勞工採取零容忍政策。並實施嚴格的政策以防止童工及強迫勞工

關鍵績效指標B4.1

描述為避免童工及強迫勞動而檢討僱傭慣例的措施。

1. 準僱員需要填寫就業前申請表，以披露其出生日期。
2. 準僱員在確認僱用前需要提供一份身份證明文件的複印本(含出生日期)。

關鍵績效指標B4.2

描述在發現該關聯時為消除有關慣例所採取的步驟。

1. 終止僱傭或負責僱傭童工或強迫勞工的承包商。
2. 進行調查及補救措施失敗。

層面B5：供應鏈管理

管理供應鏈的環境及社會風險政策

KPI B5.1

Number of suppliers (for house brands and third party brands) by geographical region.

Greater China	38
Rest of Asia	38

KPI B5.2

Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.

The Group outsources the manufacturing process of its house brand products by partnering suppliers who share our principles to conduct business in a fair, honest and responsible manner.

The practices below apply to all of the Group's suppliers who are involved in the manufacturing process of our house brand products.

Description of selection of prospective suppliers (22 in FY2022/23) and ongoing monitoring of approved suppliers:

1. Conduct assessment and audit of prospective supplier according to our template supplier assessment criteria
2. Conduct annual process audits of existing suppliers according to our template supplier assessment criteria
3. Prospective or existing suppliers that fail assessment/audit are not selected or contracts not renewed. Supplier contracts are valid for a limited period and renewable subject to passing the audits.

關鍵績效指標B5.1

按地理區域劃分的供應商(適用於自有品牌及第三方品牌)數量。

大中華區	38
亞洲其他地區	38

關鍵績效指標B5.2

描述與聘用供應商有關的慣例，實施有關慣例的供應商數量，以及如何實施及監督該等慣例。

本集團將自家品牌產品的製作工序外判，務求與擁有共同營商理念的供應商合作，以公平、誠實及盡責之態度經營業務。

以下慣例適用於本集團全部參與我們自有品牌產品生產過程的供應商。

挑選潛在供應商(2022/23財政年度為22家)及持續監督認可供應商的描述：

1. 根據我們的供應商評估標準範本，對潛在的供應商進行評估及審核
2. 根據我們的供應商評估標準範本，對現有供應商進行年度流程審核
3. 未通過評估／審核的潛在或現有供應商不會被選中，或不會續簽合同。供應商的合同有效期有限，可在通過審核後續簽。

The assessment criteria include:

- compliance with standards like RoHS, REACH, CE, country of origin
- management support systems like, ISO and ERP
- Factory size, cleanliness and state of sanitation, installation of fire/evacuation alarms
- Treatment of generation and discharge of wastewater and solid waste from operations and corresponding certification
- Number of employees, provision of dormitory and canteen facilities
- Compliance with local labour laws
- Insurance
- Quality control and assurance

KPI B5.3

Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.

The practices below applied to all suppliers (22 in FY 2022/23) involved in the manufacturing process of our house brand products.

1. Our suppliers are contractually obliged to ensure that they do not employ bonded or underaged labour.
2. Our suppliers are contractually obliged to supply products that are free from toxic materials.

評估標準包括：

- 是否符合RoHS、REACH、CE、原產國等標準
- 管理支援系統，如ISO及ERP
- 工廠規模、清潔度及衛生狀況，火災／疏散警報器的安裝情況
- 營運中產生及排放的廢水及固體廢物的處理以及相應的認證
- 僱員人數，提供宿舍及堂食設施
- 遵守當地勞動法
- 保險
- 質量控制及保證

關鍵績效指標B5.3

描述用於識別供應鏈上的環境及社會風險的慣例，以及如何實施及監督該等慣例。

以下慣例適用於所有參與我們自有品牌產品生產過程的供應商(2022/23財政年度為22家)。

1. 供應商受合約約束，確保其不可僱用抵債或未成年勞工。
2. 供應商受合約約束，提供產品須不含有毒物質。

3. Our suppliers are encouraged to align their values with the Group by agreeing to adopt certain Standards of Engagement which form part of the contracts they sign. These Standards include the following:-

- No compulsion to work through force or intimidation of any form
- Employment to be based solely on the ability to perform the job and without any discrimination due to ethnicity, gender, age, disability or marital status
- Fair wages and all other legally mandated benefits should be paid
- Provision of a safe and hygienic working environment which complies with local laws or practices
- Integration of sustainability principles into business decisions
- Community involvement

The above practices were implemented and monitored by way of selection and audits as described on page 182.

KPI B5.4

Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.

We followed the same practices described under KPI B5.2 on page 182.

3. 鼓勵供應商同意採用所訂合約中若干行為標準，使理念與本集團一致。該等標準包括以下事項：-

- 不得以任何武力或威嚇形式強迫工作
- 僱傭僅依據履行工作的能力，概不因種族、性別、年齡、殘障或婚姻狀況而遭受歧視
- 支付公平工資及一切其他合法待遇
- 提供安全衛生的工作環境，符合本地法例或慣例
- 業務決策須秉持可持續發展原則
- 融入社區

如第182頁所述，上述慣例通過挑選及審計的方式實施及監督。

關鍵績效指標B5.4

描述在選擇供應商時，為促使多使用環保產品及服務而採用的慣例，以及如何實施及監督該等慣例。

我們遵守第182頁關鍵績效指標B5.2中描述的可持續發展原則。

Aspect B6: Product Responsibility

General Disclosure

Information on: (a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

As a provider of high quality products and services, we take our responsibilities relating to the products and services that we deliver very seriously. Customer safety is paramount. Quality control and assurance processes are closely monitored.

We do not engage in false advertising or false labelling. Products sold generally come with warranties and our warranty and exchange policies are clearly printed on sales memos. There are SOPs relating to product after-sales, product warranties and product exchange.

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

In FY2022/23, no products sold or shipped were subject to recalls for safety and health reasons.

層面B6：產品責任

一般披露

有關：(a)所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料

作為優質產品及服務的提供者，本公司十分重視產品及服務提供的責任。顧客安全一向被視為極其重要的一環。品質控制及保證均受嚴格監控。

本公司絕不進行虛假宣傳或使用虛假標籤。產品一般提供保養期，而保養及退貨的政策均於銷售收據明確標示。本公司已制訂產品售後服務、產品保養及退貨的標準作業程序。

關鍵績效指標B6.1

因安全及健康原因而被召回的產品佔售出或運出總量的百分比。

於2022/23財政年度，並無售出或運出的產品因安全及健康原因而被召回。

KPI B6.2

Number of products and service related complaints received and how they are dealt with.

In FY2022/23 on average around 5 cases of complaints per month (y-o-y decrease of around 81%) were received by our Customer Services.

- Customers may express their opinions on our products and services through various channels, including service hotlines, letters, emails and social media
- We have a service commitment to handle customer complaints within 3 working days in accordance with standard complaint handling procedures
- In FY2022/23, nearly 100% of enquires and complaints were handled within 3 working days
- Our standard handling process include reviews on product quality, customer service and product repairs

KPI B6.3

Description of practices relating to observing and protecting intellectual property rights.

Our intellectual property rights are protected and managed through registration, maintenance, monitoring and enforcement measures. Monitoring is conducted through an external watching service provider and also through our local offices. Copyright relating to designs for our house brand products are systematically stored and where applicable, copyright registrations are filed for protection. We respect third party intellectual property rights and will not knowingly use third party intellectual rights without authorisation. Prior to adoption of prospective brands or sub-brands, trademark searches are conducted to confirm availability for use and to prevent infringement of third party rights.

關鍵績效指標B6.2

收到的產品及服務相關的投訴數量以及如何處理該等投訴。

於2022/23財政年度，我們的客戶服務部平均每月收到約5起投訴(按年減少約81%)。

- 客戶可以透過各種渠道，包括服務熱線、信件、電子郵件及社交媒體，發表對我們產品及服務的意見
- 我們的服務承諾是按照標準的投訴處理程序，在3個工作日內處理客戶投訴
- 於2022/23財政年度，近100%的查詢及投訴在3個工作日內獲得處理
- 我們的標準處理程序包括對產品質量、客戶服務及產品維修進行審查

關鍵績效指標B6.3

描述有關遵守及保護知識產權的慣例。

我們透過註冊、維護、監控及強制措施保護及管理本集團的知識產權。監控乃透過外部觀察服務供應商及我們的當地辦事處進行。與本集團自家品牌產品設計有關的版權已按系統化的方式儲存，並於適用的情況下，進行版權登記以獲得保護。我們尊重第三方的知識產權，不會故意未經授權下使用第三方知識產權。在採用潛在的品牌或子品牌之前，會進行商標搜索，以確認是否可以使用，並防止侵犯第三方權利。

KPI B6.4

Description of quality assurance process and recall procedures.

Our Quality Control Department is responsible for quality control and assurance of our house brand products. A quality assurance system and procedures are in place and these are continually monitored and updated. Our quality assurance system and procedures include:

- Setting key performance indicators with clear inspection guidelines and procedures for quality management, for example, instructions for inspection of components, reliability tests and procedures for water resistance
- Preparing inspection quality reports, reports on reliability tests, statistical monthly quality reports and attending monthly supplier meetings to ensure consistent follow-up on improvement or corrective actions

Recall procedures for our house brand products:

- Customer Services are responsible for monitoring customer satisfaction levels by collecting customer comments and analysing defective product return rates
- Customer feedback on product quality and repair service requests are recorded in our after sales service return and repair job management system
- Customer Services monitors the monthly defective product return rate, analyses the results and regularly reports to our Product Development and Quality Control Departments and other relevant departments for possible product problems or potential quality risks
- When defective products are found, the Product Development and Quality Control Departments, Customer Services and other relevant departments promptly investigate, to find the possible causes of product defects, discuss the solutions and identify any necessary improvements in product development

關鍵績效指標B6.4

質量保證過程及召回程序的描述。

我們的質量控制部門負責我們的自主品牌產品的質量控制及保證。已實施質量保證體系及程序，並進行持續監控及更新。我們的質量保證體系及程序包括：

- 設定關鍵績效指標，有明確的檢查準則及質量控制程序，例如，部件的檢查說明、可靠性測試及防水程序
- 準備檢查質量報告、可靠性測試報告、統計每月質量報告，並參加每月的供應商會議，以確保持續跟進改進或糾正措施

我們自有品牌產品的召回程序：

- 客戶服務部負責透過收集客戶意見及分析缺陷產品的退貨率來監控客戶滿意度水平
- 客戶對產品質量的回饋及維修服務要求均記錄在我們的售後服務退貨及維修工作管理系統中。
- 客戶服務部監控每月缺陷產品的退貨率，分析結果並定期向我們的產品開發及質量控制部門以及其他相關部門報告可能存在的產品問題或潛在的質量風險
- 當發現缺陷產品時，產品開發及質量控制部門、客戶服務部門及其他相關部門及時進行調查，尋找產品缺陷的可能原因，討論解決方案，並確定產品開發中任何必要的改進需求

- To evaluate and determine whether it is necessary to recall the products and take any corrective actions. If products are to be recalled, we will notify customers and offer either a return or exchange of the products.

KPI B6.5

Description of consumer data protection and privacy policies, and how they are implemented and monitored.

Consumer protection data policies and SOPs are in place to ensure that applicable laws are followed. PIC statements containing our policies and practices on consumer data explain the meaning of personal data, and the general principles relating to its collection, use, retention and disposal according to local applicable privacy laws. Consumers are asked to read the PIC statement and to consent to the collection and use of their personal data. Yearly audits are conducted to monitor compliance.

The Group takes the confidentiality and handling of consumer personal data very seriously and employees who breach policies or the Group's related guidelines may face disciplinary action.

A non-exhaustive list of key and relevant applicable data privacy legislation for each territory where the Group operates are as follows:

Mainland China:

- Cyber Security Law of the People's Republic of China 2016
- National Standard of the People's Republic of China-Information Security Technology-Personal Information Security Specification 2020
- Data Exit Security Assessment Measures 2022
- Data Security Law of the People's Republic of China 2021
- Personal Information Protection Law of the People's Republic of China 2021

Hong Kong:

- Personal Data (Privacy) (Amendment) Ordinance 2022 (Cap. 486)

- 評估及確定是否有必要召回產品，並採取任何糾正措施。如果要召回產品，我們將通知客戶並提供產品退貨或換貨。

關鍵績效指標B6.5

描述消費者資料保護及隱私政策，以及如何實施及監督該等政策。

本公司已制訂消費者資料保護政策及標準作業程序，以確保遵從適用法例。包含我們關於消費者資料的政策及慣例的個人資料收集聲明已詳述個人資料的定義，以及依據當地適用私隱法例收集、使用、保留及處置該等資料的一般原則。消費者被要求閱讀個人資料收集聲明並同意收集及使用彼等的個人資料。每年均會進行審核以監督合規情況。

本集團嚴肅處理消費者個人資料並將其保密。僱員如有違反此政策或本集團相關指引，或會面臨紀律處分。

本集團經營所在每個地區的主要及相關的適用資料私隱法規的非詳盡清單如下：

中國內地：

- 中華人民共和國網絡安全法2016
- 中華人民共和國國家標準—信息安全技術個人信息安全規範2020
- 數據出境安全評估辦法2022
- 中華人民共和國數據安全法2021
- 中華人民共和國個人信息保護法2021

香港：

- 第486章《2022年個人資料(私隱)(修訂)條例》

Macau:

- Personal Data Protection Law (Law No. 8/2005)

Malaysia:

- Personal Data Protection Act 2010

Singapore:

- Personal Data Protection (Amendment) Act 2020 (Act 40 of 2020)
- Cybersecurity Act 2018 (Revised 2020)

Thailand:

- Personal Data Protection Act B.E. 2562 (2019)

During FY2022/23, there was no material non-compliance with the foregoing relevant laws and regulations that have a significant impact on the Group relating to consumer data protection and privacy.

Aspect B7: Anti-corruption

General Disclosure

Information on: (a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering

The Group has established anti-corruption policies according to applicable local laws and there are established internal controls and systems to prevent or minimise the occurrence of bribery, extortion and fraud. Integrity is one of the core principles which underpins the way we conduct our businesses. Top management sets the tone and all employees are expected to discharge their duties with integrity and to comply with our policies and the relevant local laws. Our anti-corruption policies are set out in our Employee Handbooks and Operations Manuals. In FY2022/23, the Group complied with relevant laws and regulations that have a significant impact on the Group relating to anti-corruption.

澳門：

- 第8/2005號法律—個人資料保護法

馬來西亞：

- 2010年個人資料保護法令

新加坡：

- 2020年(2020年第40號)個人資料保護(修訂)法
- 2018年網絡安全法(2020年修訂)

泰國：

- 2019年個人資料保護法B.E. 2562

於2022/23財政年度，並無任何重大違反上述有關消費者資料保護及私隱對本集團有重大影響的相關法律及法規的事宜。

層面B7：反貪污

一般披露

有關：(a)防止賄賂、勒索、欺詐及洗黑錢的政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料

本集團已根據適用的本地法例制定反貪污政策，並制定內部監控及制度以防止或儘量減少賄賂、敲詐及欺詐的發生。誠信是支持本集團開展業務的核心原則之一。高級管理層釐定基調及期望我們所有員工以誠信履行職責，並遵守我們的政策及本地相關法例。我們的反貪污政策載於僱員手冊及業務手冊。於2022/23財政年度，本集團已遵守有關反貪污對本集團有重大影響的相關法律及法規。

KPI B7.1

Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.

There were no legal cases (whether ongoing or concluded) regarding corrupt practices in FY2022/23.

KPI B7.2

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.

The Group has a whistle blowing policy with clearly stated reporting procedures set out in Employee Handbooks and/or on the Group intranet.

KPI B7.3

Description of anti-corruption training provided to directors and staff.

Anti-corruption training by the Independent Commission Against Corruption (“ICAC”) is organised regularly to ensure and raise the awareness level of employees against potential corruption cases at the workplace.

In Hong Kong, the ICAC are invited to conduct training seminars. In FY2022/23, there were 133 staff with total anti-corruption training hours of 172 hours.

Aspect B8: Community Investment*General Disclosure*

Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests

關鍵績效指標B7.1

於報告期內，針對發行人或其僱員提出的有關貪污行為的已審結法律案件的數量以及案件的結果。

於2022/23財政年度，並無關於貪污行為的法律案件(無論是正在進行或已審結)。

關鍵績效指標B7.2

描述預防措施及舉報程序，以及如何實施及監督該等措施。

本集團已制定舉報政策，並在僱員手冊及／或內聯網清楚列明有關舉報程序。

關鍵績效指標B7.3

描述向董事及員工提供的反貪污培訓。

我們定期舉辦由廉政公署進行的反貪污培訓，以確保及提高僱員對工作場所的潛在貪污事例的認知水平。

在香港，每年均會邀請廉政公署進行培訓研討會。於2022/23財政年度，133名員工的反貪污培訓總時數為172小時。

層面B8：社區投資*一般披露*

有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策

Through community engagement, the Group aims to:–

- show love, to give hope and to support the disadvantaged;
- encourage compassion and empathy in our employees;
- foster a sense of community within Stelux; and
- empower through education.

With the above objectives in mind, we engage with those within our communities with specific emphasis on:–

- the elderly poor
- the homeless
- poor immigrant families; and
- children and youth

to provide them with:–

- basic sustenance and daily necessities
- social interaction and integration with the wider community; and
- education

Our policies on giving are:–

- to partner reliable registered charities. Partnerships are reviewed annually
- to adopt a “no frills” approach to maximise each dollar donated
- employee volunteering during work hours are capped at 6 hours per employee for each financial year. There is no cap outside of work hours
- activities and giving focus on target groups and their identified needs
- receipts must be issued by a charity for the donations with a breakdown of costs, where applicable

Periodic appraisal meetings are held with the charities we support to understand specific needs and to ensure contributions are appropriately disbursed.

透過社區參與，本集團期望：–

- 表達關愛，為弱勢社群送上希望與支持；
- 鼓勵僱員要憐憫和有同情心；
- 於寶光內培養團體歸屬感；及
- 教育使人有所成就。

就上述目標而言，幫助社區人士，特別是：–

- 貧困長者
- 無家可歸者
- 貧困的新移民家庭；及
- 兒童及青少年

以為彼等提供：–

- 基本物資及日常用品
- 社會互動及與更廣泛的社區融合；及
- 教育

本集團的捐獻政策為：–

- 與可靠的註冊慈善機構合作。夥伴關係每年進行審查
- 善用捐獻，以達至最大效益
- 每財政年度各員工在工作時間進行義務工作的時數上限為6小時。工作時間以外沒有上限
- 活動及捐獻重點關注目標群體及其確定的需求
- 捐款的收據(包括成本的明細(倘適用))必須由慈善機構發放

本集團定期與慈善團體召開檢討會議，以了解他們的具體需要，並確定本集團的捐獻被適當地運用。

KPI B8.1

Focus areas on contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).

Our policies on community engagement focus on serving certain people groups within our communities and we contribute resources depending on their prevailing needs rather than focusing on specific areas of contribution.

KPI B8.2

Resources contributed (e.g. money or time) to the focus area.

We collaborate with the Hong Chi Association, a charity which serves those with intellectual special needs. Sponsorships included cash donations and supporting their flower arranging services. Cash donations to Project Orbis International Inc. to support “ORBIS World Sight Day 2022”.

關鍵績效指標B8.1

重點貢獻領域(如教育、環境問題、勞工需求、健康、文化、體育)。

我們的社區參與政策側重於為社區內的若干人群服務，我們根據彼等的普遍需求來貢獻資源，而非專注於特定的貢獻領域。

關鍵績效指標B8.2

為重點領域貢獻的資源(如金錢或時間)。

我們與匡智會合作，匡智會是一個為有特殊智力需求的人群服務的慈善機構。贊助活動包括現金捐贈及支援彼等的插花服務。現金捐贈以支援奧比斯舉辦的「奧比斯世界視覺日2022」。