

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THIS REPORT

This environmental, social and governance (“ESG”) report (the “Report”) of Blue River Holdings Limited (the “Company”) and its subsidiaries (the “Group”) for the year ended 31 March 2023 (the “Reporting Period”) covers environmental (Subject Area A) and social (Subject Area B) as set out in the environmental, social and governance reporting guide (the “Guide”) in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. Corporate governance is addressed separately in the corporate governance report (the “Corporate Governance Report”) set out in pages 47 to 86 of this annual report (the “Annual Report”).

### SCOPE OF THIS REPORT

The ESG information in this Report covers material issues (which assessment process is set out in the section headed “Materiality Assessment and Stakeholders Engagement” below) of all of our business segments discussed in the “Business Review” section of the Annual Report, with the exception of those business entities: (i) in which the Company does not have a controlling interest; and (ii) which ESG implications shall be insignificant to the Group.

The scope of this Report for the Reporting Period mainly covers (i) the engineering and property-related business through Paul Y. Engineering (“PYE”) in Hong Kong (the “Engineering Business”); (ii) the liquefied petroleum gas (“LPG”), compressed natural gas (“CNG”) and liquefied natural gas (“LNG”) distribution and logistics business of Minsheng Gas in Wuhan of Hubei Province (the “Ports and Logistics Business”); and (iii) property business at Xiao Yangkou of Jiangsu Province (the “Property Business”).

In order to reflect the sustainable performance of the Group accurately and comprehensively, scope of this Report was updated when compared to the same report last year. This Report has excluded property business in Nantong and Hangzhou. The disposals of

### 關於本報告

Blue River Holdings Limited 藍河控股有限公司(「本公司」)及其附屬公司(「本集團」)截至2023年3月31日止年度(「報告期」)之本環境、社會及管治(「環境、社會及管治」)報告(「報告」)涵蓋香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》(「指引」)所載的「環境(主要範疇A)」和「社會(主要範疇B)」。企業管治在本年報(「年報」)第47至86頁所載的企業管治報告(「企業管治報告」)內獨立闡述。

### 本報告的範圍

除了(i)本公司沒有持有其控股權益的業務實體；及(ii)有關業務實體對本集團的環境、社會及管治之影響並不重大之外，本報告中的環境、社會及管治資料涵蓋了年報中「業務審視」章節中討論的所有業務分部的重要事項(其評估過程在以下標題為「重要性評估和持份者參與」的章節中列明)。

本報告於報告期的範圍主要涵蓋(i)通過香港的保華建業(「保華」)進行的工程及物業相關業務(「工程業務」)；(ii)民生石油於湖北省武漢的液化石油氣(「液化石油氣」)、壓縮天然氣(「壓縮天然氣」)及液化天然氣(「液化天然氣」)分銷及物流業務(「港口及物流業務」)；及(iii)於江蘇省小洋口的物業業務(「物業業務」)。

為準確及全面地反映本集團在可持續發展方面的表現，本報告的範圍與去年同期報告相比有所更新。本報告不包括於南通及杭州的物業業務。本公司分別於2022年3月及2022年10月完

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a commercial and office building named “Nantong International Trade Center” in Nantong and a building named “Pioneer Technology Building” in Hangzhou were completed in March 2022 and October 2022 respectively. Despite the Company has no longer retained majority control over PYE with the results of PYE no longer consolidated into the financial statements of the Group since early November 2022, the Group considered PYE has significant ESG implications and decided to cover PYE’s ESG performance for the period from 1 April 2022 to 31 October 2022 in this Report.

成出售位於南通的商業辦公大樓「南通國際貿易中心」及位於杭州的大樓「先鋒科技大廈」。儘管本公司不再保留保華的多數控制權，故保華業績自2022年11月初起不再合併計入本集團的財務報表，本集團認為保華具有重大環境、社會及管治影響，故決定於本報告內涵蓋保華於2022年4月1日至2022年10月31日期間的環境、社會及管治表現。

### THE COMPANY’S APPROACH TO ESG RISKS, IMPACTS, OPPORTUNITIES AND REVIEW OF ESG PERFORMANCE

### 本公司應對環境、社會及管治的風險、影響和機遇的方法及對環境、社會及管治表現的檢討

We consider ourselves duty-bound to assess and manage all foreseeable risk factors as effectively as possible, as we believe that an effective management of ESG risks, impacts and opportunities can deliver more sustainable and better financial performance in the long term.

我們認為本公司有責任並盡可能有效地去評估和管理所有可預見的風險因素，因我們相信有效管理環境、社會及管治的風險、影響和機遇，長遠來看能維持更具可持續性且更好的財務表現。

We recognise the need to consider ESG risks in our investment and the operation process of our subsidiaries and their impact on financial performance and the communities in which both we and our subsidiaries operate.

我們意識到有必要考慮我們在投資上以及附屬公司在經營過程中的環境、社會及管治風險，以及它們在財務表現及我們和附屬公司經營所在的社區上的影響。

Our vision and strategy on ESG is set out broadly in our ESG Policy. The guiding principles in respect of each ESG area (as set out in the “Business Review” section of the Annual Report) have been developed to provide guidance on our ESG management approach and strategy. Through dialogue with the management of the business units and other stakeholders, we develop strategic approaches to address ESG challenges and integrate them into business practices. We also monitor ESG performance through risk-assessment reviews and enhance awareness through training. Relevant findings and recommendations are reported to the board of directors of the Company (the “Board”) on an on-going basis.

我們對於環境、社會及管治的願景和策略在我們的環境、社會及管治政策中已列明。每個環境、社會及管治範疇（在年報的「業務審視」章節中列出）有關的指引原則已制定並為我們的環境、社會及管治管理方法和策略提供指引。通過與業務經營單位之管理層和其他持份者的對話，我們制定策略去應對環境、社會及管治挑戰並將它們融入業務經營中。我們亦通過審視風險評估的方式監管環境、社會及管治表現，以及通過培訓增強意識，並持續地把相關的發現和建議向本公司董事局（「董事局」）匯報。

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We require all business units to implement the requisite level of risk management control to ensure compliance with our ESG Policy, taking into account their business needs and local circumstances. Appropriate operational procedures and controls are in place and all employees are provided with relevant information, training and supervision to reduce and manage the risks concerned. Strong emphasis is placed on preventing accidents and incidents, but should they happen we have appropriate emergency plans which are rehearsed routinely.

Business units are required to perform risk assessments annually to assess the effectiveness of their internal control systems. The risk assessment is performed in the form of a questionnaire which includes ESG matters. The approach on reviewing the effectiveness of these risk management and internal control systems is discussed under the section headed “Risk Management Framework” of the Corporate Governance Report in the Annual Report.

我們要求所有的業務經營單位，並考慮其經營需要和當地情況，執行必要程度的風險管理控制以確保符合我們的環境、社會及管治政策。我們已制定適當的操作規章及控制措施，且已為所有員工提供了相關資訊、培訓和指導以便減少和管理相關風險。強調的重點在於阻止意外和事故的發生，即使發生意外事故，我們備有適當的應急預案，並經過常規演練。

我們要求業務經營單位執行年度的風險評估以分析它們的內部監控系統之有效性。風險評估以問卷的方式進行，其中包括了有關環境、社會及管治事項。有關風險管理及內部監控系統有效性的審視方式，已在年報的企業管治報告中標題為「風險管理框架」的章節中討論。

## SUSTAINABLE DEVELOPMENT GOALS AND TARGETS

The Company recognises the need to consider ESG risks, impacts and opportunities in its business strategy. The consideration is able to deliver not only financial performance, but also sustainable development of the Group in the long term. The Board determines the ESG goals and targets, which are aligned with the current performance and future development of its business. The Group is committed to address carbon emissions and wastes in its daily operation. The Board and the management are responsible for reviewing the achievement of these goals and targets aiming for continual improvement on ESG performance of the Group.

## 可持續發展目標和指標

本公司深明有必要在其業務策略中考慮環境、社會及管治的風險、影響和機遇。長遠來看，該等考慮因素不但有助維持財務表現，同時亦有助本集團的可持續發展。環境、社會及管治目標和指標由董事局決定，這些目標和指標與其業務的當前表現及未來發展符合一致。本集團致力解決日常營運中的碳排放及廢棄物問題。董事局及管理層負責檢討達成該等目標和指標的情況，務求持續改善本集團的環境、社會及管治表現。

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### 環境、社會及管治報告

## ESG GOVERNANCE STRUCTURE

## 環境、社會及管治方面的管治架構



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### MATERIALITY ASSESSMENT AND STAKEHOLDERS ENGAGEMENT

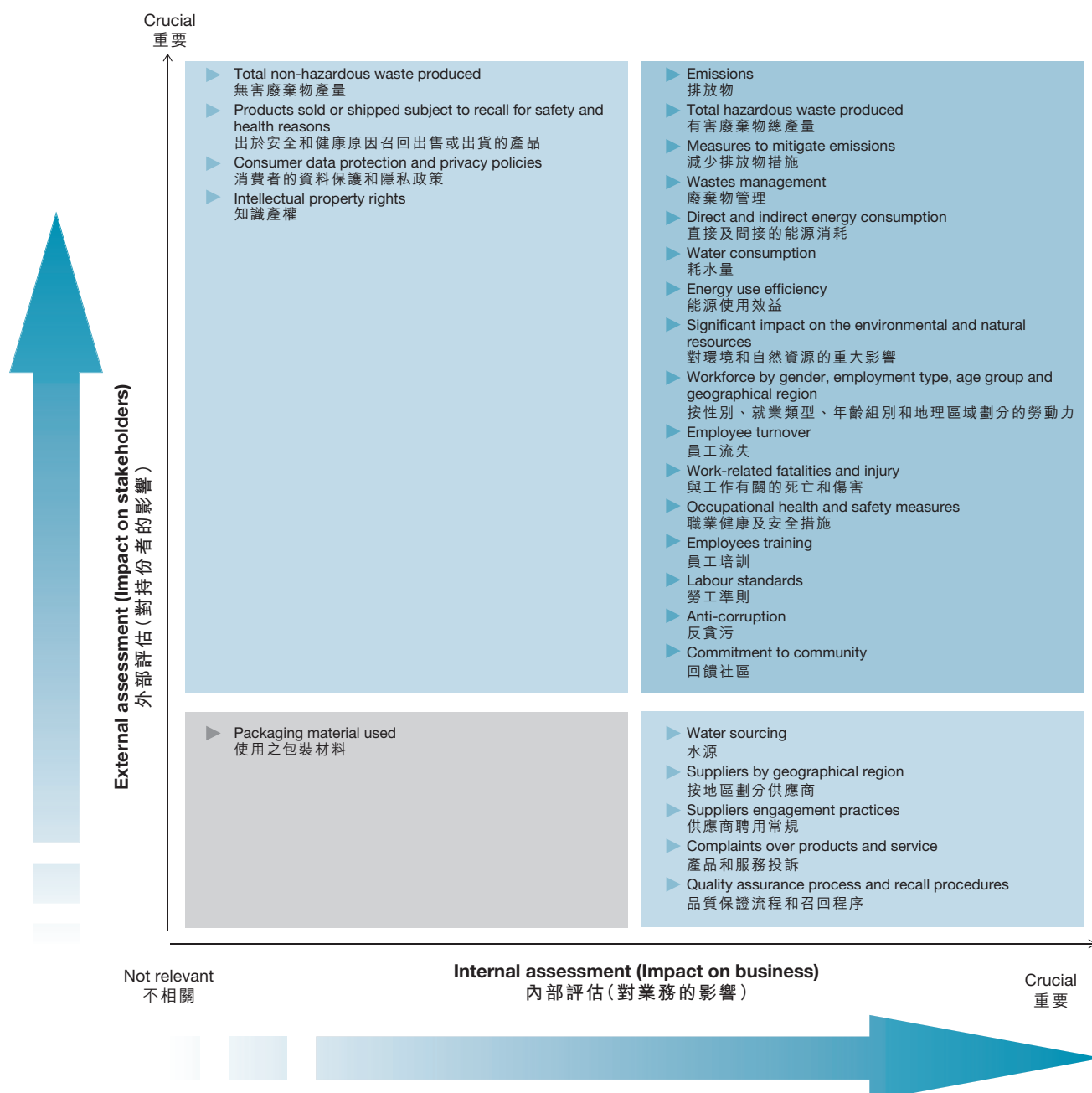
In deciding what ESG data or information is included in this Report, we have taken into account the materiality of the relevant data or information, that is, its importance and relevance to the Company's business and operations.

The materiality matrix below shows the result of our materiality assessment process for the Reporting Period:

### 重要性評估和持份者參與

當決定何種環境、社會及管治數據或資料可納入本報告時，我們考慮相關數據或資料的重要性，即它對本公司業務及經營是否重要和相關。

以下的重要性矩陣顯示了我們在報告期內的重要性評估過程結果：





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Based on the annual materiality assessment, the following principle ESG issues are identified as our key aspects:

- Climate change has been a global emergency that goes beyond national and corporations;
- Efficiency use of energy and mitigation of relevant emissions are important for our sustainable development and enable to enhance comparative advantage in the market;
- Staff is one of main source for business development in the long-term. Staff management as well as employee health and safety are essential to maintain stable manpower and high-quality services;
- Sound supply chain enables to provide reliable supply, enhance production efficiency and maintain customer satisfaction; and
- Good corporate governance is a pivotal requirement for the success of enterprise to build reputation a competitiveness of the Group.

The matrix is based on internal and external materiality assessment conducted for the Reporting Period by engaging our key stakeholders and the assessment results provide an important reference for our ESG management and information disclosure. Internal materiality assessment involved senior managers and other key employees of the Company. External assessment involved outside stakeholders such as relevant government and regulatory units, customers, suppliers and the communities, in which our businesses are operating. These stakeholders are identified through consulting various departments of our business units such as sales and marketing, procurement, legal and finance.

Key stakeholders of the Company are engaged through ongoing and comprehensive communication channels to understand their concerns and expectations.

根據年度重要性評估，我們將下列主要環境、社會及管治議題識別為關鍵範疇：

- 氣候變化一直為一個跨國家及跨企業的全球性緊急議題；
- 有效利用能源和減少相關排放對我們的可持續發展相當重要，可提高我們在市場上的比較優勢；
- 員工為長遠業務發展的主要動源之一。員工管理以及員工健康和 safety 對保持穩定的人力和高質量的服務屬至關重要；
- 穩健的供應鏈可提供可靠的供應、提高生產效益及保持客戶滿意度；及
- 良好的企業管治乃企業成功建立信譽及本集團競爭力的關鍵要素。

該矩陣以對報告期透過與主要持份者溝通進行的內部和外部重要性評估為依據，評估結果為我們的環境、社會及管治管理和信息披露提供重要參考。內部重要性評估由本公司的高級經理和其他主要員工進行，外部評估則涉及外部持份者進行，如相關政府及監管部門、客戶、供應商和我們經營業務所在的社區。該等持份者乃透過諮詢我們的經營業務單位之多個部門（例如銷售市場部、採購部、法律部及財務部）後識別。

本公司透過持續和全面的溝通渠道與主要持份者溝通，以瞭解其關注和期望。

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Below is the table listing our key stakeholders, their key concerns and our channels to engage with them on an ongoing basis:

下表載列我們的主要持份者、其關注重點，以及我們與其持續地溝通的途徑：

Key stakeholders 主要持份者	Key concerns 關注重點	Engagement channels 溝通途徑
Shareholders and investors 股東和投資者	<ul style="list-style-type: none"> <li>▶ Financial performance and position 財務表現及狀況</li> <li>▶ Corporate governance 企業管治</li> <li>▶ Sustainable development 可持續發展</li> </ul>	<ul style="list-style-type: none"> <li>▶ Annual and interim reports 年報和中期報告</li> <li>▶ Announcements and circulars 公告及通函</li> <li>▶ General meetings 股東大會</li> <li>▶ Meetings and interviews 會議和訪問</li> <li>▶ Information disclosed in the Company's website 於本公司網站內披露之信息</li> </ul>
Lenders 貸款人	<ul style="list-style-type: none"> <li>▶ Financial performance and position 財務表現及狀況</li> <li>▶ Corporate governance 企業管治</li> </ul>	<ul style="list-style-type: none"> <li>▶ Business visits 商務拜訪</li> <li>▶ Information disclosed in the Company's website 於本公司網站內披露之信息</li> <li>▶ Liaison through email and telephone 通過電子郵件及電話聯絡</li> </ul>
Regulatory bodies 規管機構	<ul style="list-style-type: none"> <li>▶ Compliance 合規</li> <li>▶ Corporate governance 企業管治</li> <li>▶ Laws, regulations and practices 法律、法規和常規</li> </ul>	<ul style="list-style-type: none"> <li>▶ Compliance reporting 合規匯報</li> <li>▶ Consultation 諮詢</li> <li>▶ Meetings 會議</li> <li>▶ Seminars and workshops 研討會及工作坊</li> </ul>
Customers 顧客	<ul style="list-style-type: none"> <li>▶ Quality of products and services 產品和服務質素</li> <li>▶ Corporate reputation 企業信譽</li> <li>▶ Data privacy 資料私隱</li> <li>▶ Business integrity and conduct 業務誠信和行為</li> </ul>	<ul style="list-style-type: none"> <li>▶ Daily operations 日常營運</li> <li>▶ Business visits 商務拜訪</li> <li>▶ Meetings 會議</li> <li>▶ Customer satisfaction survey 客戶滿意度調查</li> <li>▶ Complaint handling mechanism 投訴處理機制</li> <li>▶ Brochures and leaflets 小冊子及單張</li> </ul>

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Key stakeholders 主要持份者	Key concerns 關注重點	Engagement channels 溝通途徑
Suppliers 供應商	<ul style="list-style-type: none"> <li>▶ Corporate reputation 企業信譽</li> <li>▶ Fair and ethical business practice 公平與道德營商手法</li> <li>▶ Long-term relationship 長期合作關係</li> </ul>	<ul style="list-style-type: none"> <li>▶ Procurement and tendering process 採購與投標流程</li> <li>▶ Business visits 商務拜訪</li> <li>▶ Seminars and workshops 研討會與工作坊</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>▶ Health and safety 健康與安全</li> <li>▶ Remuneration and benefits 薪酬和福利</li> <li>▶ Training and development 培訓與發展</li> <li>▶ Equal opportunities 平等機會</li> <li>▶ Corporate culture 企業文化</li> </ul>	<ul style="list-style-type: none"> <li>▶ Training workshops and seminars 培訓工作坊與研討會</li> <li>▶ Regular performance reviews 定期表現評估</li> <li>▶ Meetings and discussions 會議和討論</li> <li>▶ Company activities 公司活動</li> <li>▶ Company notices 公司通告</li> <li>▶ Enquiry and complaint handling mechanism 信訪及投訴處理機制</li> </ul>
Community 社區	<ul style="list-style-type: none"> <li>▶ Social contribution 社會貢獻</li> <li>▶ Environmental responsibilities 環境責任</li> <li>▶ Community participation 社區參與</li> </ul>	<ul style="list-style-type: none"> <li>▶ Charitable donation 慈善捐贈</li> <li>▶ Community investment 社區投資</li> <li>▶ Volunteer activities 志願活動</li> </ul>

## REPORTING PRINCIPLES

In the preparation of this Report, we outline the ESG performance of the Group based on the four reporting principles below:

**Materiality:** This Report has presented the identities of our key stakeholders and their concerns. We also state how to determine material issues and use the materiality matrix to show the priority of each issue. Please refer to the section headed “Materiality Assessment and Stakeholders Engagement” for further details.

## 匯報原則

編製本報告時，我們根據下列四項匯報原則概述本集團的環境、社會及管治表現：

**重要性：**本報告呈列主要持份者的身份及其關注點。我們亦說明如何釐定重要事項，並使用重要性矩陣來顯示各事項的優先程度。進一步詳情請參閱「重要性評估和持份者參與」一節。



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**Quantitative:** This Report discloses key performance indicators (“KPIs”) in a quantitative manner and measurable criteria, and has reported emission and employment data on the standards, methodologies, assumptions or calculation tools used, and source of conversion factors used, where appropriate, for the reporting of KPIs. Please refer to the sections headed “Key Performance Indicators — Environmental” and “Key Performance Indicators — Social” for further details.

**Balance:** This Report has discussed our achievements and challenges in all aspects of sustainable development with a view to providing an unbiased picture of our performance to the stakeholders.

**Consistency:** This Report uses same methodologies as in previous years as much as possible and has explained any changes to the methods used where appropriate. It ensures that a consistent method is used to provide ESG data comparable with historical data.

**量化：**本報告以量化方式及可衡量準則披露關鍵績效指標（「關鍵績效指標」），並已披露就匯報關鍵績效指標中的排放物及僱傭數據時所用的標準、方法、假設或計算工具，以及所使用的轉換因數的來源（如適用）。進一步詳情請參閱「關鍵績效指標 — 環境」及「關鍵績效指標 — 社會」章節。

**平衡：**本報告探討我們在可持續發展各方面的成就及挑戰，從而不偏不倚地向持份者呈報我們的表現。

**一致性：**本報告盡量使用與過往年度相同的方法，並已在適當時候解釋所用方法的任何變動，以確保採用一致的方法來提供與歷史數據可資比較的環境、社會及管治數據。

## ENVIRONMENTAL PROTECTION

We strive to comply with all relevant environmental laws and regulations that are applicable to our various business operations. Our legal team has been working closely with our business units to assess the impact of those promulgated environmental protection laws and regulations such as:

- the “Air Pollution Control Ordinance, Cap. 311, Laws of Hong Kong”;
- the “Waste Disposal Ordinance, Cap. 354, Laws of Hong Kong”;
- the “Water Pollution Control Ordinance, Cap. 358, Laws of Hong Kong”;
- the “Noise Control Ordinance, Cap. 400, Laws of Hong Kong”;
- the “Dumping at Sea Ordinance, Cap. 466, Laws of Hong Kong”;
- the “Environmental Impact Assessment Ordinance, Cap. 499, Laws of Hong Kong”;

## 環境保護

我們努力遵守所有適用於我們各項業務經營上有關環境的法律及法規。我們的法律團隊與我們的業務單位緊密合作，評估下列已頒佈的環保法律及法規的影響，例如：

- 香港法例第311章《空氣污染管制條例》；
- 香港法例第354章《廢物處置條例》；
- 香港法例第358章《水污染管制條例》；
- 香港法例第400章《噪音管制條例》；
- 香港法例第466章《海上傾倒物料條例》；
- 香港法例第499章《環境影響評估條例》；

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- the “Environmental Protection Law of the People’s Republic of China (the “PRC” or “Mainland China”)”;
- the “Prevention and Control of Atmospheric Pollution of the PRC”;
- the “Prevention and Control of Water Pollution of the PRC”;
- the “Prevention and Control of Environmental Pollution by Solid Waste of the PRC”; and
- the “National Environmental Emergency Response Plan”.
- 《中華人民共和國(「中國」或「中國內地」)環境保護法》;
- 《中國大氣污染防治法》;
- 《中國水污染防治法》;
- 《中國固體廢物污染環境防治法》;
- 及
- 《國家突發環境事件應急預案》。

Policies to minimise the environmental impacts from operations have been established and updated promptly in accordance with the aforesaid laws and regulations. Moreover, a reporting system has been developed and all our business operating units are required to report promptly of any significant non-compliance issues including those relating to environment.

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to environment that could have a significant impact on the Group.

我們已經制定了盡量減少經營造成環境影響的政策並根據上述法律及法規進行及時更新。此外，我們建立了一項匯報系統，所有業務經營單位都要及時匯報任何重大違規事項，包括與環境有關的違規事項。

在報告期，沒有發生與環境有關的適用法律及法規且可能對本集團產生重大影響的重大不合規事項。

## AIR EMISSIONS

The emission sources mainly come from the operation of the Ports and Logistics Business and the Property Business. For example, sulphur oxide (“SOx”) and nitrogen oxide (“NOx”) are generated from fuel consumption of the electricity generators through diesel run, LPG filling trucks, lawn mowers and office vehicles. The combustion of fuels from the above mobile sources also causes greenhouse gas (“GHG”) emission. There are dust, exhausted gases and other airborne particles generated from the operations at construction sites, fuel storage-tank farm, the LPG fueling stations and the office canteens. A few fugitive emissions are discharged between storage tanks and pipelines during the LPG and CNG transmission.

## 氣體排放

排放物源頭主要來自港口及物流業務及物業業務的營運，例如使用柴油發電機、液化石油氣加氣貨車、割草機及辦公用車消耗燃料所產生的硫氧化物(「硫氧化物」)和氮氧化物(「氮氧化物」)。上述移動源的燃料燃燒同時會產生溫室氣體(「溫室氣體」)排放。於營運建築工地、燃料儲庫基地、液化石油氣加氣站及辦公室食堂時會產生粉塵、廢氣及其他大氣懸浮顆粒。液化石油氣及壓縮天然氣儲罐與輸氣管道之間的輸送過程中會產生少量無組織排放。

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Various preventive and corrective measures are in place to tackle the air emission issues arising from our operations.

For the purpose of supporting strong commitment to reduce the carbon emission at the 2015 United Nations Climate Change Conference in Paris by the Government of the PRC, our Group has sped up to develop new clean energy such as LNG, which provide longer storage and transportation than piped natural gas. Environmental impact assessments have been carried out for the new construction projects of LNG station to ensure simultaneous design, construction and use of pollution control facilities with the main works (i.e. the “Three Simultaneity”). Controlling vehicles’ speed at fuel storage-tank farm and LPG/CNG fueling stations as well as performing regular cleaning and maintenance of paved access roads have been performed to minimise the impact of SO<sub>x</sub>, NO<sub>x</sub> and fugitive emissions. LPG and CNG leakage detectors have been used frequently to monitor and ensure that no incidents of vast leakage occur during the LPG transmission and LPG/CNG filling services. Furthermore, in order to minimise GHG emission, diesels that comply with national standards have been used on all vehicles and regular maintenance of vehicles has been performed. Clean energy fuels such as LPG have been selected at office canteen to ensure a good ventilation. We prioritise the use of equipment with energy efficiency labels or using renewable energy and monitor exhaust emissions on a regular basis. For instance, Enertainer, a Lithium-Ion energy storage system has been introduced on more than one of our construction sites as a clean, fossil fuel free and safe alternative energy source to traditional diesel generators.

我們已採取了各種防治及糾正的措施來應對因營運而造成的氣體排放問題。

為支持中國政府在巴黎舉行的2015年聯合國氣候變化大會上所作出減少碳排放的堅定承諾，本集團已加快開發新的清潔能源，例如相比管道天然氣可儲存及運輸更久的液化天然氣。在建設新液化天然氣站項目時，會進行環境影響評估，以確保防治污染的設施與主體工程能同時設計、同時施工及同時投產使用（即「三同時制度」）。我們亦採取了控制於燃料儲庫基地及液化石油氣／壓縮天然氣加氣站的運輸車輛車速，以及定期清掃及維修港區路面等措施來盡量減少硫氧化物、氮氧化物及無組織排放造成的影響。我們經常使用液化石油氣及壓縮天然氣洩漏測試裝置，以監察及確保在液化石油氣輸送及液化石油氣／壓縮天然氣加氣服務的過程中不會發生大量洩漏的事故。此外，為了盡量減少溫室氣體排放，所有車輛已使用符合國家標準的柴油，並進行定期車輛維護。辦公室食堂選用液化石油氣等清潔能源燃料，以確保良好的通風環境。我們優先選用具有能源效益標籤或使用可再生能源的設備，並定期監測廢氣排放。例如，我們為多個建築工地引入「淨能櫃」鋰離子儲能系統取代傳統柴油發電機，為工地提供清潔、無化石燃料及安全的電力來源。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

For our Engineering Business, we aim to drive sustainable and green construction by the adoption of advanced construction technologies. We have been continuously promoting innovative construction techniques and introducing advanced technologies to drive better environmental performance and efficiencies. PYE has rolled out a sustainable construction scheme called “InTech Workplace”. This involves the use of renewable energy sources to reduce carbon emission and to enhance site office environment and facilities to help improve productivity, efficiency and quality. By deploying high-quality equipment certified by the Environmental Protection Department, air emission is eliminated.

Being a responsible enterprise, we have been dedicated to minimising negative impacts of air emission and energy consumption on the environment. By managing emissions and consumption, we endeavour to increase resource efficiency through sustainable operations. We have put forward the aforementioned environmentally friendly and sustainability measures to reduce carbon emissions and wastes, and enhance energy efficiency.

就工程業務而言，我們旨在透過採用先進建築技術，推動可持續綠色建築發展。我們不斷推廣創新建築技術和引入先進科技，以提升環保表現及效益。保華推行了一項名為「InTech Workplace」的可持續建築計劃，當中包括使用可再生能源來源以減少碳排放，以及改善工地的辦公環境及設施以協助提高生產力、效益及品質。透過採用經環保署認證的優質設備，氣體排放有所減少。

作為負責任的企業，我們一直致力將氣體排放及能源消耗對環境造成的負面影響減到最低。我們竭力透過管理排放及消耗實踐可持續營運，從而提高資源效益。我們已落實上述環保及可持續發展措施以減少碳排放及廢氣，同時提高能源效益。

## SEWAGE

Domestic sewage is generated from staff working on the construction sites, fueling stations and property management, which is precipitated by septic tank. It is partially used by local villagers for vegetable farming or discharged into the municipal sewage network. In addition to domestic sewage, industrial sewage (such as wastewater from stockyard and machinery cleaning) is also generated in our ports and logistics operations at fuel storage-tank farm and river terminal. The LPG carrying vessels that berth at the river terminal produce oil sewage.

## 污水

於建築工地及加氣站工作以及負責物業管理工作的員工會產生生活污水，而污水會排入化糞池經沉澱處理。部分生活污水已被當地村民用作耕種用途，或是接駁至市政的污水管網進行排放。除生活污水外，我們於燃料儲庫基地及內河碼頭經營港口及物流業務亦產生工業污水（如清洗堆場及機械的廢水）。液化石油氣船於停泊在內河碼頭時會產生油污水。

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Sewage treatment facilities such as sediment tank and oil-water separation system have been set up. A transit collection device has been installed on the deck of the river terminal to collect domestic sewage and oil sewage from berthed vessels. Wastewater produced at construction sites is recycled for dust suppression and wheel washing systems.

Sewage is treated to remove contaminants before being reused or duly discharged in compliance with the “Prevention and Control of Water Pollution of the PRC”. Ground flushing water is duly discharged into the nearby river after oil-water separation treatment. Spray water after cleaning and cooling of storage tanks is recollected through pipe network to water pool for the purposes of recycling or for fire emergency. At our river terminal, local sanitary company has been engaged to collect sewage produced by those LPG carrying vessels that berth there.

## WASTE MANAGEMENT

The availability of suitable land for landfill is decreasing while concerns about environmental and health impacts of landfill sites and waste treatment (both hazardous and non-hazardous ones) are increasing. We endeavour to reduce the amount of waste being transported to landfill or processed otherwise by source reduction and to encourage reusing and recycling as much as possible.

Hazardous waste such as used engine oil, discarded fluorine lamps, used printer cartridge and vehicle batteries are required to be first stored at designated storage area and then collected by licenced contractors or delivered to designated recycle stations.

我們已設立沉澱池及油水分離系統等污水處理設施。我們已於內河碼頭的甲板上安裝運送收集裝置，用作收集船舶於停泊期間所排放的生活污水及油污水。於建築工地產生的廢水則循環用於灑水抑塵及輪胎清洗系統。

污水經去除雜質等處理程序後會循環再使用或根據《中國水污染防治法》合法地排放。地面沖洗水經油水分離處理後合法地排放至附近河流。我們會再度收集用於儲罐清潔及降溫的噴淋水，其將經管道網絡輸送至蓄水池，以循環再用或作為消防應急之用。我們已委聘一間本地環衛公司，於我們的內河碼頭收集停泊於該處的液化石油氣船所產生的污水。

## 廢棄物管理

適用於垃圾堆填的土地之供應正在減少，而有關垃圾堆填區及廢物處理（包括有害廢棄物和無害廢棄物）對環境和健康影響的關注正在增加。我們盡可能地透過源頭減廢及鼓勵循環再使用和回收再利用廢棄物以減少將要堆填或以其他方式處理之廢棄物的數量。

使用過之機器潤滑油、已棄置之氟燈、使用過之打印機碳粉盒及汽車電池等有害廢棄物必須首先存放在指定的儲存區域，然後由持牌承包商回收處置或送往指定回收站。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In the Engineering Business, waste management has been adopted in compliance with international standards for environment and energy management systems, including the ISO 14001 and ISO 50001 standards. We have targeted at green procurement, waste reduction and recycling at construction sites. Construction materials were purchased to minimise chemical waste and were attempted to be reused at construction sites. Unrecycled wastes should be separated into inert waste and non-inert waste before disposal. Licensed waste collectors are engaged to ensure proper and legal landfill. Meanwhile, cloud-based and real-time drawing management systems have been adopted to reduce the use of paper drawings. We also implemented the Project Management Information System (“PMIS”), where forms and documents of the projects were created and stored electronically with the aim of achieving digitalisation of workflow and helping in reducing paper consumption.

In compliance with the “Prevention and Control of Environmental Pollution by Solid Waste of the PRC”, our domestic waste management system was being adopted in classification, collection, delivery and treatment. Non-hazardous waste such as employee’s domestic and office waste is classified into recyclables or non-recyclables waste. Non-recyclables waste is collected by local eligible sanitary companies periodically following the revised laws and regulations.

在工程業務方面，我們遵照ISO 14001及ISO 50001標準等國際環境及能源管理體系標準進行廢棄物管理。我們以綠色採購、工地減廢及回收為目標，通過購買建築材料以盡量減少產生化學廢棄物，並會嘗試循環使用建築材料。於棄置不可回收的廢棄物前應分類為惰性廢物及非惰性廢物獨立處置。我們已委聘持牌廢物收集商，確保依法妥善進行垃圾堆填。同時，我們採用了雲端實時圖則管理系統，減少圖紙使用。我們亦採用了項目管理資訊系統(「PMIS」)，在該系統內以電子形式建立及儲存項目表格和文件，使工作流程數碼化，協助減少紙張消耗。

根據《中國固體廢物污染環境防治法》，我們採用生活垃圾管理系統，進行垃圾分類、收集、運送及處置。無害廢棄物如員工生活和辦公室廢棄物分為可回收廢棄物和不可回收廢棄物。按照經修訂的法律及法規，不可回收的廢棄物須定期由當地合資格的環衛公司回收處置。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### USE OF RESOURCES

Energy consumption has a direct effect on our environment, operational costs and exposure to fluctuations in energy supply and prices. It is because most of the energy consumption come from fossil fuel. The extraction, transportation and processing of fossil fuels may cause land degradation, water and atmospheric pollution and the usage of these fossil fuel will generate GHG which is the major cause of climate change. On the other hand, water is becoming a precious resource especially under increasing pressure from factors such as drought, population increase and rising demand for industrial uses. Moreover, withdrawals of water from underground and from rivers by some of our operation sites may also affect the environment and quality of life in that area. To reduce its environmental impact and enhance resources efficiency, we have adopted policies on the effective use of resources in accordance with the relevant requirements of the “Energy Conservation of the PRC”, the “Water Law of the PRC” and the “Mineral Resources Law of the PRC”.

Various measures have been implemented to encourage energy-saving. The results of implementation of energy-saving plans are linked with the management’s annual performance appraisal. At our river terminal and fueling stations, regular maintenance of motor vehicle and truck has been conducted and LED lights have been used to enhance energy efficiency.

In office, efficient use of electrical appliances has been promoted and communicated to staff such as turning off lighting during breaks and shutting down all appliances after office hours. Some of our offices are installed with temperature guide for switching on air-conditioners only when temperature has reached a pre-set level.

#### 資源使用

能源消耗對我們的環境、經營成本及能源供應和價格的變化產生直接影響，此乃由於大部分能源消耗來自化石燃料。開採、運送及加工處理化石燃料均可能導致土地退化、水污染及大氣污染，且使用該等化石燃料將產生溫室氣體，而溫室氣體正是導致氣候變化的主要原因。另一方面，尤其在乾旱、人口增長及工業需求增加等因素的壓力不斷增加下，水正變成一項珍貴的資源。此外，我們部分的經營地點從地下及江河取水可能對該區域內的環境和生活質素造成影響。因此，我們根據《中國節約能源法》、《中國水資源法》及《中國礦產資源法》的有關規定採納了高效使用資源的政策，以減低對環境的影響及提高資源效益。

為了鼓勵節約能源，我們採取了各項措施。節能計劃實施結果與管理層的年度經營表現評估相關聯。在內河碼頭及加氣站，我們已定期維護汽車及貨車，亦使用LED燈，從而提高能源效益。

在辦公場所，我們鼓勵並和員工溝通提高電器的使用效率，諸如休息期間關燈及下班後關閉所有電器等。我們的一些辦公場所已經安裝了溫控指引，當溫度達到預先設定的水平時空調才會啟動。

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For water usage, measures such as efficient use of water have been promoted and communicated to staff. Water efficient fixtures and fittings such as showerheads, taps and hoses have been used in some operation sites. In our LPG storage-tank farm, pools have been maintained to collect used water which is recycled for tank cooling during summer heat and for fire emergency purpose. By the nature of our businesses, sourcing water was considered as non-key issue to the Group.

The Company is committed to managing all business operations with sensitivity to environmental protection. We will review our environmental protection practices from time to time and will continue to apply eco-friendly measures and practices in our operation.

在用水方面，提升用水效率的措施已實施並已向員工宣傳。諸如噴淋頭、水龍頭和水管等節水設備和裝置已在部分經營場所使用。在液化石油氣儲庫基地，我們設置了蓄水池來收集使用過的水以便在夏季高溫時為儲罐噴淋降溫，同時作為消防應急之用。鑒於我們的業務性質，本集團並不將用水來源視為重大事項。

本公司致力於管理所有業務經營單位時保持對環境保護的敏銳觸覺。我們將不時審視我們的環境保護工作，且繼續在我們的經營中實施綠色生態環境的措施和常規。

## CLIMATE CHANGE

Climate change has emerged as one of the hottest issues across the globe in recent years. In view of this, we have raised awareness towards the risks and opportunities on the Group due to climate change. We have integrated climate-related considerations into our risk management system to identify the climate-related risks that may impact the Group's operations and development.

A high level of frequency and intensity of climate change events such as rainstorms, typhoons, global warming and extreme hot weather might cause disruption on our business operations, in particular the Engineering Business. Furthermore, extreme hot and humid conditions might delay outdoor site works and affect workers' productivity. It is also expected that governments will implement stricter policies and regulations to achieve carbon neutrality. For example, the Mainland China and Hong Kong have pledged to become carbon neutral by 2060 and 2050, respectively. The transition to a low-carbon society might lead to significant investments and impact on the business operation of the Group.

## 氣候變化

近年來，氣候變化已成為全球最熱門的議題之一。有鑒於此，我們提高對氣候變化給本集團所帶來風險和機遇的認識，將氣候相關考慮因素納入風險管理系統，以識別可能影響本集團營運及發展的氣候相關風險。

暴雨、颱風、全球變暖和極熱天氣等氣候變化事件的高發率和高強度可能會導致我們的業務營運中斷，尤其是工程業務。此外，極熱和潮濕情況可能會延誤戶外場地工作及影響工人生產力。預期政府將實施更嚴格的政策和法規以達致碳中和。例如，中國內地及香港分別承諾於2060年及2050年實現碳中和。向低碳社會轉型可能會導致重大投資及對本集團的業務營運產生影響。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To cope with the climate change challenges, we are implementing a series of measures in our operations to minimise the GHG emission and constantly monitor the impact of climate change on our business. We incorporate energy efficiency measures into facilities and promote efficient energy use in all areas of business activity. To minimise potential losses and accidents caused by extreme weather, we have formulated instructions such as executing safety management plan and environmental management plan under different extreme weather scenarios.

For example, we have taken actions to mitigate the effect of extreme hot weather such as conducting risk assessment for heat stress of employees on the site and take effective preventive measures according to the results of assessment, including but not limited to:

- Providing heat stress-related materials;
- Providing shaded and sun-blocking space to workers to rest;
- Installation of ventilation equipment such as blowers and misting fans;
- Working alternately in hotter and cooler environments; and
- Conducting regular health checks for workers during hot weather.

Moreover, we have been proactively investing in research, development, and application of technologies that enhance operational efficiencies and promote sustainability. For instance, PYE has strategically introduced innovative technologies, such as Augmented Reality (“AR”) and Mixed Reality (“MR”) into modern site management for better simulation in response to climate change impact.

We have integrated climate-related considerations into our decision-making processes and will actively study and review the response measures to cope with potential risks and opportunities of climate changes to ensure the business will be resilient enough with relevant climate risks in the future.

為應對氣候變化的挑戰，我們於營運中實施一系列措施，盡量減少溫室氣體排放，並持續監測氣候變化對我們業務的影響。我們於各項設施推行能源效益措施，並於所有商業活動領域促進能源的高效利用。為盡量減低極端天氣造成的潛在損失和事故，我們制定了多項指引，例如在不同極端天氣情況下執行安全管理計劃和環境管理計劃。

例如，我們已採取行動減輕極端酷熱天氣的影響，如對現場員工的熱應激進行風險評估，並根據評估結果採取有效的預防措施，包括但不限於：

- 提供應對熱應激的相關物資；
- 為工人提供遮蔭遮陽的場所休息；
- 安裝吹風機及霧扇等通風設備；
- 輪流於較熱及較涼的環境工作；及
- 在炎熱天氣對工人進行定期健康檢查。

此外，我們一直積極加大投入，研究、開發和應用能提高營運效率和促進可持續發展的技術。例如，保華策略性地將增強現實(「AR」)及混合現實(「MR」)等創新技術引入現代化場地管理，以更好地模擬應對氣候變化的影響。

我們已將氣候相關考慮因素納入我們的決策過程，並將積極研究和檢討應對氣候變化潛在風險和機遇的應對措施，確保日後業務能夠充分應對相關氣候風險。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### KEY PERFORMANCE INDICATORS (“KPIs”) — ENVIRONMENTAL

Notes 1, 8 & 9

### 關鍵績效指標 (「關鍵績效指標」) — 環境

附註1、8及9

ENVIRONMENTAL KPIs 環境關鍵績效指標	UNIT 單位	ENGINEERING <sup>Notes 2</sup> 工程 <sup>附註2</sup>		PORTS & LOGISTICS 港口與物流		PROPERTY 物業		KPI Ref. 關鍵績效 指標參考
		2023	2022	2023	2022	2023	2022	
Emissions 排放物								
Nitrogen oxides (NOx) <sup>Note 3</sup> 氮氧化物 <sup>附註3</sup>	Tonnes 噸	N/A 不適用	N/A 不適用	0.23	0.35	0.27	0.45	<A1.1>
Sulphur oxides (SOx) <sup>Note 3</sup> 硫氧化物 <sup>附註3</sup>	Tonnes 噸	N/A 不適用	0.005	0.0004	0.0004	0.0005	0.001	
Particulate matter (PM) <sup>Notes 3 &amp; 4</sup> 顆粒物 <sup>附註3及4</sup>	Tonnes 噸	N/A 不適用	N/A 不適用	0.02	0.03	0.03	0.04	
Greenhouse gas (GHG)— Scope 1 <sup>Note 3 &amp; 5</sup> 溫室氣體 — 範圍1 <sup>附註3及5</sup>	Tonnes 噸	N/A 不適用	10,225.66	68.79	90.95	73.68	144.53	<A1.2>
Greenhouse gas (GHG)— Scope 2 <sup>Note 5</sup> 溫室氣體 — 範圍2 <sup>附註5</sup>	Tonnes 噸	3,683.69	5,431.33	550.52	813.84	2,721.69	3,423.97	
Greenhouse gas (GHG) emission — intensity (Scopes 1 and 2) <sup>Note 3</sup> 溫室氣體排放 — 密度 (範圍1及2) <sup>附註3</sup>	Tonnes/HK\$ Million Project Revenue 噸／百萬港元 項目收入	N/A 不適用	1.97	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	Tonnes/10,000 Tonne Throughput 噸／10,000噸吞吐量	N/A 不適用	N/A 不適用	537.86	542.13	N/A 不適用	N/A 不適用	
	Tonnes/Square Meter Gross Floor Area 噸／平方米建築面積	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	0.05	0.05	
Wastes 廢棄物								
Hazardous waste <sup>Note 6</sup> 有害廢棄物 <sup>附註6</sup>	Tonnes 噸	0	0	1.11	1.75	0	0.01	<A1.3> & <A1.4>
Non-hazardous waste <sup>Note 7</sup> 無害廢棄物 <sup>附註7</sup>	Tonnes 噸	145,638.28	360,833.35	23.58	32.13	51.68	91.12	
Total waste — intensity 廢棄物總量 — 密度	Tonnes/HK\$ Million Project Revenue 噸／百萬港元 項目收入	43.18	45.31	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	Tonnes/10,000 Tonne Throughput 噸／10,000噸吞吐量	N/A 不適用	N/A 不適用	21.44	20.30	N/A 不適用	N/A 不適用	
	Tonnes/Square Meter Gross Floor Area 噸／平方米建築面積	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	0.001	0.001	



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ENVIRONMENTAL KPIs 環境關鍵績效指標	UNIT 單位	ENGINEERING <sup>Notes 2</sup> 工程 <sup>附註2</sup>		PORTS & LOGISTICS 港口與物流		PROPERTY 物業		KPI Ref. 關鍵績效 指標參考
		2023	2022	2023	2022	2023	2022	
Energy consumption 能源消耗								
Gasoline <sup>Note 3</sup> 汽油 <sup>附註3</sup>	KWH 千瓦時	N/A 不適用	2,823,289	123,474	120,494	264,468	427,868	<A2.1>
Diesel <sup>Note 3</sup> 柴油 <sup>附註3</sup>	KWH 千瓦時	N/A 不適用	38,642,755	69,989	140,922	11,094	24,077	
LPG 液化石油氣	KWH 千瓦時	0	0	29,376	56,304	0	89,624	
Electricity 電力	KWH 千瓦時	6,101,795	11,736,412	962,371	1,422,679	4,616,552	5,807,760	
Total energy consumption — intensity <sup>Note 3</sup> 能源消耗總量－密度 <sup>附註3</sup>	KWH/HK\$ Million Project Revenue 千瓦時／百萬港元 項目收入	N/A 不適用	6,680	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	KWH/10,000 Tonnes Throughput 千瓦時／10,000噸 吞吐量	N/A 不適用	N/A 不適用	1,029,342	1,042,800	N/A 不適用	N/A 不適用	
	KWH/Square Meter Gross Floor Area 千瓦時／平方米 建築面積	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	84	91	
Water consumption 耗水量								
Municipal water supplies 市政供水	Cubic Meter 立方米	73,703	420,718	12,314	5,612	127,443	138,549	<A2.2>
Ground water 地下水	Cubic Meter 立方米	0	0	0	0	624,514	129,734	
Total water consumption — intensity 水消耗總量－密度	Cubic Meter/HK\$ Million Project Revenue 立方米／百萬港元 項目收入	22	53	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	Cubic Meter/10,000 Tonne Throughput 立方米／10,000噸 吞吐量	N/A 不適用	N/A 不適用	10,695	3,363	N/A 不適用	N/A 不適用	
	Cubic Meter/ Square Meter Gross Floor Area 立方米／平方米 建築面積	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	12.93	3.84	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Notes:

1. Environmental KPIs in this data table reflect the data for the reporting periods from 1 April 2022 to 31 March 2023 and from 1 April 2021 to 31 March 2022 respectively.
2. Environmental KPIs for the reporting period from 1 April 2022 to 31 March 2023 in this data table reflect the data of the Engineering Business for the period from 1 April 2022 to 31 October 2022 as the Company has lost control over PYE with the results of PYE no longer consolidated into the financial statements of the Group since early November 2022.
3. Relevant ESG data in the Engineering Business was not retained and hence the disclosure of these KPIs was not applicable ("N/A") for the Reporting Period.
4. Particulate matter reported here refers to the dust arising from fuel consumption by vehicles, trucks, vessels and cargo handling equipment.
5. The source of our direct GHG emission (Scope 1) is from use of petrol/gasoline, diesel and LPG, while that of indirect GHG emission (Scope 2) is from consumption of purchased electricity and heat.
6. Hazardous wastes are mainly the used engine and lubrication oils for machinery maintenance.
7. Non-hazardous wastes are mainly the construction waste and employees' domestic and office wastes.
8. The Company's business has almost no environmental impact regarding packaging material for finished products and therefore no relevant KPI is disclosed in the table.
9. In general, the decrease in the environmental KPIs of the Ports & Logistics Business and Property Business during the Reporting Year was due to the slowdown of the business activities. In respect of the Engineering Business, the decrease in the environmental KPIs was due to the scope of the data limited to 7 months from 1 April 2022 to 31 October 2022.

#### 附註：

1. 本數據表內的环境關鍵績效指標分別反映了2022年4月1日至2023年3月31日，以及2021年4月1日至2022年3月31日報告期間的數據。
2. 由於本公司於2022年11月初失去對保華的控制權而導致保華業績不再合併計入本集團的財務報表，故本數據表內2022年4月1日至2023年3月31日報告期間的環境關鍵績效指標反映2022年4月1日至2022年10月31日期間的工程業務數據。
3. 工程業務的相關環境、社會及管治數據並未保留，因此於報告期披露該等關鍵績效指標並不適用（「不適用」）。
4. 於此呈報的顆粒物指由車輛、貨車、船舶和貨物裝卸設備消耗燃料所產生的煙塵。
5. 我們的直接溫室氣體排放（範圍1）源自使用汽油、柴油及液化石油氣，而間接溫室氣體排放（範圍2）源自消耗所購買的電力和熱能。
6. 有害廢棄物主要為使用過之機器及用於機械維護的潤滑油。
7. 無害廢棄物主要為建築垃圾以及員工生活和辦公室廢棄物。
8. 本公司業務幾乎沒有因成品包裝材料而產生的環境影響，因此表中並無披露相關的關鍵績效指標。
9. 整體而言，報告年度內，港口與物流業務及物業業務的環境關鍵績效指標有所下降乃由於業務活動放緩所致。就工程業務而言，環境關鍵績效指標有所下降乃由於數據的範圍限制在2022年4月1日至2022年10月31日止七個月期間。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### SOCIAL

Credibility and reputation are invaluable assets for the Company which operates in diverse economic, social and cultural contexts. Therefore, we have developed common principles, values and responsibilities that guide our relations with the market, the communities in which we operate, the people who work with us and all those who have a legitimate interest in our activities.

In social context, the Company will maintain the following core values:

##### Genuine

We are sincere, trustworthy and reliable.  
*Operating with integrity, being ethical and respecting others is at the heart of the Company's culture.*

##### Involved

We are inclusive, open and actively engaged with our customers, partners, employees and the communities we serve.  
*People are our greatest asset.*

##### Exceptional

We are committed to creating exceptional experiences that delight our employees and customers.  
*At the Company, good enough is not good enough.*

These core values reflect the importance that the Company attaches to the integrity, respect, responsibility, competence and safety in carrying out our business.

#### 社會

可信度和商譽是本公司在多元經濟、社會、文化營運下的無價資產。因此我們制定了用以指導我們與市場、營運所在社區、同事以及那些於我們業務活動中擁有合法權益的所有持份者的關係的共同準則、價值和責任。

在社會領域下，本公司將堅持以下核心價值：

##### 真誠

我們真誠、可靠及值得信賴。  
誠信經營、崇尚道德和尊重他人是本公司文化的中心。

##### 包容

我們以包容、開放和積極的態度來接待我們的客戶、合作夥伴、僱員和服務的社區團體。  
人是我們最大的財富。

##### 傑出

我們承諾創造一個使自己的僱員和客戶感到欣慰的出色體驗。  
在本公司，只有更好，沒有最好。

這些核心價值反映了本公司以重視誠實、尊重、責任、能力和安全的態度來經營業務。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### EMPLOYMENT

We believe that focusing on talent management and emphasising staff engagement will in turn drive the growth of our business. Meanwhile, we have established policies to regulate compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in accordance with laws and regulations such as:

- the “Employment Ordinance, Cap. 57, Laws of Hong Kong”;
- the “Employees’ Compensation Ordinance, Cap. 282, Laws of Hong Kong”;
- the “Minimum Wage Ordinance, Cap. 608, Laws of Hong Kong”;
- the “Sex Discrimination Ordinance, Cap. 480, Laws of Hong Kong”;
- the “Disability Discrimination Ordinance, Cap. 487, Laws of Hong Kong”;
- the “Family Status Discrimination Ordinance, Cap. 527, Laws of Hong Kong”;
- the “Race Discrimination Ordinance, Cap. 602, Laws of Hong Kong”;
- the “Labour Law of the PRC”;
- the “Labour Contract Law of the PRC”;
- the “Social Insurance Law of the PRC”;
- the “Provisions of Minimum Wages”;
- the “Law of the PRC on the Protection of Disabled Persons”; and
- the “Law of the PRC on the Protection of Rights and Interests of Women”.

#### 僱傭

我們堅信重視傑出的管理層和強調員工參與會帶來業務的增長。同時，我們根據以下法律及法規，制定了相關政策來規定薪酬及解僱、招聘及晉升、工作時間、休假時間、平等機會、多元化、反歧視及其他的待遇和福利，例如：

- 香港法例第57章《僱傭條例》；
- 香港法例第282章《僱員補償條例》；
- 香港法例第608章《最低工資條例》；
- 香港法例第480章《性別歧視條例》；
- 香港法例第487章《殘疾歧視條例》；
- 香港法例第527章《家庭崗位歧視條例》；
- 香港法例第602章《種族歧視條例》；
- 《中國勞動法》；
- 《中國勞動合同法》；
- 《中國社會保險法》；
- 《最低工資規定》；
- 《中國殘疾人保障法》；及
- 《中國婦女權益保障法》。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In practice, a performance-based remuneration and appraisal system has been adopted to ensure fair pay to our employees and to attract and retain talents. Our Group offers competitive salary, which is assessed to reflect the market from time to time. Other than salary, regular staff welfare and benefits such as social insurance, statutory holidays, maternity and breastfeeding leaves, high temperature subsidies, meal allowance, and communication allowance, have also been provided. The salaries and fringe benefits of employees are confidential and strictly protected. In addition, we also strive to create a harmonious working environment for employees through organisation of various activities such as festive and social functions, volunteer work and team sports events for employees and their families.

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to employment that could have a significant impact on the Group.

### HEALTH AND SAFETY

We recognise the importance of occupational health and safety, and endeavour to provide a safe working environment to our staff by encouraging safety practices and enhancing their awareness through regular training and safety drills.

Occupational health and safety policies have been established in accordance with relevant laws and regulations such as:

- the “Factories and Industrial Undertakings Ordinance, Cap. 59, Laws of Hong Kong”;
- the “Occupational Safety and Health Ordinance, Cap. 509, Laws of Hong Kong”;
- the “Law of the PRC on Work Safety”;
- the “Law of the PRC on Prevention and Control of Occupational Diseases”;
- the “Fire Prevention Law of the PRC”; and
- the “Technical specification of dust and poison control for city gas industry”.

在實踐中，我們採用以工作表現為基礎的薪酬和考核體系，以確保員工得到公平報酬並吸引和留住優秀人才。本集團提供具競爭力的工資，並不時評估工資以反映市場水平。除了工資，我們還提供常規的員工福利和待遇如社會保險、法定假日、產假、哺乳假、高溫補貼、膳食津貼及通訊津貼。員工的工資及福利組合將保密處理，並受到嚴格保障。此外，我們亦為員工及其家屬組織節日和社交活動、志願者工作及團隊體育賽事等各種活動，努力為員工創造和諧的工作環境。

在報告期，沒有發生對本集團產生重大影響的重大僱傭違規事項。

### 健康與安全

我們認識到職業健康與安全的重要性，並致力於為員工提供一個安全的工作環境，鼓勵安全操作並通過定期培訓和安全演練來增強員工的安全意識。

我們根據以下相關法律及法規制定了有關職業健康與安全的政策，例如：

- 香港法例第59章《工廠及工業經營條例》；
- 香港法例第509章《職業安全及健康條例》；
- 《中國安全生產法》；
- 《中國職業病防治法》；
- 《中國消防法》；及
- 《城鎮燃氣行業防塵防毒技術規範》。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Construction industry faces higher occupational health and safety risk than other industries. Hence, a safety & environmental committee has been established to oversee the implementation of health and safety management system within our Engineering Business. Safety measures are tailored to respond to different site conditions and activity risks to ensure a safe working environment for all employees and those who work on our projects. With customised appealing visual and short sharp slogan of the safety banners on project sites, we remind our staff to raise awareness during work to tackle the common safety risk in construction works such as working at height. In addition, weekly safety inspections are conducted on sites to assess, control, reduce and eliminate risks and safety hazards during works. Safety audits have been carried out by the external safety consultant. Safety advice were provided by the external safety consultant with a view to enhancing working environment on sites. Safety workshops, seminars and promotion events are regularly organised in order to raise safety awareness, to ensure thorough understanding of safety guidelines and procedures and to improve safe work practices among employees and workers. In addition to providing adequate personal protective equipment and implementing aforementioned site safety measures, PYE introduced new plant and equipment to further enhance site safety and productivity, such as the remote dismantling machine and automatic wall plastering machine, which minimises the risk of working at height, and an A.I. Site Monitoring System, which enables real-time analysis of the site safety situation. Advanced technologies such as Virtual Reality ("VR") and AR were used for site safety inspections and safety training, which enhance the effectiveness of site safety supervision.

相比其他行業，建築業面臨更高的職業健康與安全風險。因此，我們成立了安全與環境委員會，監督我們工程業務中健康與安全管理系統的實施。我們因應不同的工地條件及活動風險制定安全措施，確保為所有員工和我們的項目工作人員提供安全的工作環境。我們通過在項目現場放置定制的安全橫幅，利用搶眼圖像及精簡標語提醒員工在工作中提高警惕，應對建築工程中常見的安全風險，如高空作業。此外，每週對工地進行安全檢查，以評估、控制、減少及消除工作期間的風險和安全隱患。外部安全顧問已經進行安全審查。外部安全顧問提供了安全建議，以改善工地的環境。定期舉辦安全工作坊、研討會及宣傳活動，以提高安全意識，確保充分了解安全指引和程序，以及完善員工及工人的安全工作常規。除了提供足夠的個人防護裝備及落實上述工地安全措施外，保華亦已置辦新的廠房和設備，以進一步提高工地安全性及生產力，例如將高空作業風險降至最低的遠程拆除機和自動批盪機，以及可實時分析工地安全情況的A.I.工地監控系統。工地安全檢查及安全培訓採用虛擬實境（「VR」）及AR等先進技術，提升工地安全監督效能。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

For the Ports and Logistics Business, various measures have also been employed to ensure health and safety of our employees. Our ports and logistics operations have set up their safety committee or supervision department to conduct comprehensive supervision and management of work safety within their scope of operation with a view to complying with the national laws and regulations and mandatory standards. Regular training and drills on safety and fire have been organised, in particular the training and drills in LPG, CNG and LNG distribution and logistics business. At fuel storage-tank farm and fueling stations, safety inspections are carried out on a regular basis to prevent major disasters and safety accidents. Moreover, all employees are required to be licenced for engaging in specialty works (such as workers in our LPG/CNG fueling stations). Annual health examination and sport activities have also been arranged to promote good health and well-being.

In response to the COVID-19 pandemic, most of our business units have implemented the prevention measures to tackle the pandemic, including without limitation establishing an pandemic control team to develop an emergency plan for pandemic preventive controls and information distribution channels; emergency procurement of anti-pandemic supplies (i.e. face masks, alcohol disinfectant, goggles, etc.) for distribution to employees; regularly tracking and reporting the temperature and itinerary of employees and their close family members; implementing the work from home policies; arranging work shift; organising remote conference; disinfecting regularly in the workplace; arranging vaccination for employees, etc. To co-operate with the HKSAR Government's measures towards the pandemic during the Reporting Period, we have strictly followed to the government requirement on Vaccine Pass arrangement to post the Vaccine Pass at all our premises and construction sites to safeguard the health and wellbeing of our staff.

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to occupational health and safety that could have a significant impact on the Group.

對港口及物流業務而言，我們亦已採取各項措施保障員工的健康及安全。我們的港口及物流業務單位都已建立安全委員會或安全監督部門，在業務單位內部對安全生產進行全面的監督和管理，以符合國家法律及法規以及強制性標準。業務單位亦定期組織有關安全和消防方面的培訓及應急演練，尤其是有關液化石油氣、壓縮天然氣及液化天然氣分銷及物流業務的培訓及應急演練。我們亦定期於燃料儲庫基地及加氣站進行安全檢測，以防止重大災難及安全事故發生。此外，所有特殊工種（如於我們的液化石油氣／壓縮天然氣加氣站的加氣工）的員工需持有相關證書執勤。業務單位還提供年度健康體檢及安排各項體育運動來提高員工健康水平。

為應對2019冠狀病毒病疫情，我們的大部分業務單位均已實施防治措施以應對疫情大流行，包括但不限於建立疫情防控團隊以就疫情防控及資訊發佈渠道制定應急計劃；緊急採購防疫物資（即口罩、酒精消毒用品、護目鏡等）以派發予員工；定期追蹤及匯報員工及與其有緊密接觸的家庭成員的體溫及行程；實施在家工作政策；安排輪班工作；組織遠程會議；定期消毒工作場所；及安排員工接種疫苗等。在報告期內，為配合香港特區政府的防疫措施，我們嚴格遵守政府對疫苗通行證安排的要求，在所有場所及建築工地張貼疫苗通行證，以保障員工的健康和福祉。

在報告期，沒有發生對本集團產生重大影響的重大職業健康及安全違規事項。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

## DEVELOPMENT AND TRAINING

We believe that continuous staff training and development is essential for enabling our employees to discharge their duties and responsibilities effectively and efficiently. Our training and development programmes including without limitation on-job training, internal seminars conducted by internal and external professionals, etc. Subsidies, as an incentive, are provided to employees at middle and senior levels who take external training and professional examinations.

We value the importance on career planning and development for employees at all levels. Our staff in PYE can participate in Paul Y. Campus as a platform to develop continuing professional and personal development and other relevant industry training. We provide on-job training to our employees regularly that tailors to the specific needs of their duties and qualification requirements, which cover themes such as occupational health and safety, quality control, technical and environmental protection. For example, our staff in PYE participates in the Building Information Modelling (“BIM”) training courses to become accredited BIM professionals to support smart city construction. Regular training and drills are also provided for employees in the fueling stations to keep them up to date on the most recent safety practices in the Ports and Logistics Business. In addition to internal training programmes, employees are also encouraged to take part in seminars, workshops and conferences organised by both governmental and professional bodies.

Further discussion on training provided to directors and senior management, and for certain training programmes, which forms part of our risk management and internal control systems, is set out in pages 59 and 60 of the Annual Report.

## 發展及培訓

我們堅信，為了讓員工有效和高效地履行職責和責任，持續的員工培訓和發展是必要的。我們的培訓和發展項目包括但不限於在職培訓、由內部和外部專家授課的內部講座等。我們還提供補貼鼓勵中高層管理人員參加外部培訓和專業考試。

我們重視各級員工的職業規劃和發展。我們的保華員工可參與Paul Y. Campus，透過有關平台發展持續專業及個人發展以及其他相關的行業培訓。我們定期為員工提供切合其職責及資質規定具體需求的在職培訓，涵蓋職業健康與安全、質量控制、技術和環境保護等主題。例如，我們的保華員工參加了建築信息模擬技術（「BIM」）培訓課程，以獲認可為BIM專業人員，支持智慧城市建設。我們亦為加氣站的員工提供定期培訓及應急演練，以讓他們了解港口及物流業務的最新安全措施。除了內部的培訓項目，我們也鼓勵員工參與由政府 and 專業團體舉辦的講座、工作坊和研討會。

有關提供予董事及高級管理人員之培訓以及若干培訓項目（其為我們的風險管理及內部監控系統的一部份）之進一步討論，可參閱年報第59及60頁。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### LABOUR STANDARDS

We have established policies that strictly prohibit the employment of child and forced labour. Employee's right on working hours and leave entitlement strictly complies with relevant laws and regulations and has been promoted and communicated to all staff, especially to newly employed ones. The relevant laws and regulations include but without limitation:

- the “Employment of Children Regulations in Hong Kong”;
- the “Labour Law of the PRC”;
- the “Labour Contract Law of the PRC”; and
- the “Law of the PRC on the Protection of Minors”.

In practice, inspection of personal identity documents of job applicants is conducted at the recruitment stage. Employment contracts which explain and detail the rights and responsibilities of both parties are entered into with each of the employees to prohibit all forms of child and forced labour and to protect the rights of employees. The heads of the business units are required to communicate actual work arrangements with management to ensure employees have sufficient rest time and to reduce overtime work in business operations. Under no circumstance will we tolerate child and forced labour, if any cases related to child and forced labour were discovered, we will immediately terminate the employment and coordinate an investigation for any non-compliance identified, and corrective actions and appropriate penalties will be taken to prevent the same accident occur again.

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to labour standards that could have a significant impact on the Group. No cases of child and forced labour had been noted during the Reporting Period.

#### 勞工準則

我們制定了嚴格杜絕聘用童工及任何強制勞工的制度，並嚴格根據相關法律及法規執行有關工作時間及休假等員工權利，並告知員工，特別是新僱用的員工。相關法律及法規包括但不限於：

- 《香港僱用兒童規例》；
- 《中國勞動法》；
- 《中國勞動合同法》；及
- 《中國未成年人保護法》。

在實踐中，招聘階段會查驗求職者的個人身份證件。與每名員工簽訂詳細說明雙方權利及責任的僱傭合同，禁止一切形式的童工和強制勞工，保護員工的權利。業務單位負責人需與管理層溝通實際工作安排，確保員工有充足的休息時間，減少業務運營中的加班。在任何情況下，我們都不會容忍童工及強制勞工。如果發現任何涉及童工及強制勞工的案例，我們將立即終止僱傭及協調調查所發現的任何違規行為，並採取糾正措施和給予適當處罰以防止再次發生同類事故。

在報告期，沒有發生對本集團產生重大影響的重大勞工準則違規事項。在報告期，沒有發現童工及強制勞工案例。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

## SUPPLY CHAIN MANAGEMENT

We recognise that proper management of our supply chain could bring positive impact on our natural and social environment and therefore we strive to promote and communicate with our partners along the supply chains about our environmental and social practices. Policies and procedures have been established in our procurement and tendering process for our selection of capable and responsible suppliers and contractors for management of environmental and social risks of the supply chain.

Product quality and price are typical risks along the supply chain associated with our operations during the assessment of relevant environmental and social risk. In accordance with the established policies and procedures, quality and price of materials from suppliers are strictly controlled during the process of goods acceptance. A list of qualified suppliers was maintained to ensure a reliable source of raw materials. For example, Minsheng Gas has implemented and maintained the quality standards of incoming LPG and CNG through the LPG testing from laboratory of fuel storage-tank farm and obtaining certificates of CNG quality inspection from the suppliers on a regular basis, and the Property Business has required its food suppliers to provide certificate of quality supervision on each batch of food ingredients like inspection and quarantine certificate of meat, pesticide residue certificate of vegetable and fruit, etc.

During the Reporting Period, there were no significant incidents and irregularities relating to business ethics, environmental protection, and employment practices of our major suppliers and contractors.

## 供應鏈管理

我們認識到，對供應鏈的良好管理能為我們的自然和社會環境帶來正面的影響，所以我們努力與供應鏈上的合作夥伴就我們的環境和社會行為增強溝通。我們建立了採購和招標的制度及程序來挑選能幹及負責任的供應商及承包商，以管理供應鏈中的環境及社會風險。

於評估相關環境及社會風險時，產品質量及價格是供應鏈上與我們營運相關的典型風險。我們根據已建立的制度及程序，於收貨過程中嚴格控制自供應商得到的原材料品質及價格。我們存置一個合資格供應商清單確保可靠的原材料來源。例如，民生石油已於燃料儲庫基地的實驗室中進行液化石油氣測試，並定期向供應商取得壓縮天然氣的品質檢測證書，藉以實施及維持進廠液化石油氣及壓縮天然氣的品質標準。物業業務分部亦已要求其食品供應商就每批食材提供品質監督證書，例如肉類的檢驗檢疫合格證及蔬果的農藥殘留監督證書等。

在報告期，沒有發生與我們主要供應商及承包商的商業道德、環境保護及僱傭常規有關的重大事故及違規事項。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

We are conscious of the social and environmental risks in our supply chain, particularly their implications on the environment and communities in which we operate, and health and safety of our employees. Hence, our supplier selection not only focuses on the general aspects of the supplier such as product quality, price competitiveness, and production and delivery capabilities, but also incorporates environmental and social considerations. Our new suppliers must go through the comprehensive supplier evaluation to guarantee that their operations and performance are in compliance with relevant laws and regulations and are in line with our policies and standards. We also conduct annual performance assessments with all our current suppliers to review their operations to ensure the consistency of their performance and the standards of suppliers are met with our requirements, such as ISO 9001 Quality Management System and code of conduct (the “Code of Conduct”).

Besides, we have long prioritised sustainable sourcing. We prefer to purchase products that cause minimal adverse environmental impacts, including the selection of electrical equipment with energy efficiency label grade 1 and 2 or using clean and sustainable energy. For instance, solar mosquito-trapping devices have been introduced on our construction sites to maximise the utilisation of renewable energy.

我們深知我們供應鏈存在的社會及環境風險，特別是對我們營運所處環境及社區以及我們員工健康與安全的影響。因此，在選擇供應商時，我們不僅關注供應商的產品質量、價格競爭力、生產和交付能力等一般方面，亦納入環境及社會因素考量。我們的新供應商必須經過全面的供應商評估，以保證其營運和表現符合相關法律法規，並符合我們的政策及標準。我們亦對所有現有供應商進行年度表現評估，以審閱他們的營運，確保其表現的一致性以及供應商的標準符合我們的要求，例如ISO 9001質量管理體系及《行為準則》（「《行為準則》」）。

此外，我們長期優先考慮可持續採購。我們傾向於購買對環境造成最低不利影響的產品，包括選擇具有1級和2級能源效益標籤的電子設備或使用清潔和可持續能源。例如，我們在建築工地安裝太陽能捕蚊裝置，以最大限度地利用可再生能源。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### PRODUCT RESPONSIBILITY

We are committed to offering products and services with high standards of safety, quality and reliability as well as protecting the personal data of our customers so as to maintain their trust in us.

Policies have been established in accordance with relevant laws and regulations such as:

- the “Personal Data (Privacy) Ordinance, Cap. 486, Laws of Hong Kong”;
- the “Product Quality Law of the PRC”;
- the “PRC Law on the Protection of Consumer Rights and Interests”; and
- the “Regulation on the Administration of Urban Gas”.

Quality management teams have been set up in our operations to conduct regular inspection, quality analysis or sample checks on products and services provided. For example, our LPG distribution operation in Wuhan has been conducting sample tests of the LPG at various stages, for example, (i) before and after purchase; (ii) at its storage-tank farm; and (iii) subsequent storage and delivery to ensure the product quality.

A quality management committee has been established within PYE to supervise and monitor the implementation of quality management system of our engineering operation. The quality management system emphasises the importance of planning, execution and continual improvement, and is regularly reviewed and updated to ensure compliance in accordance with ISO 9001. With the implementation of innovative technology, including the PMIS, overall operational effectiveness and customer satisfaction has been improved. For instance, we adopt 3D scanners to check alignments, flatness and levels of the works in the construction process.

#### 產品責任

我們承諾提供高標準的安全、優質和可靠的產品和服務，同時保護客戶的個人資料，以保持他們對我們的信任。

我們根據以下相關法律及法規制定政策，例如：

- 香港法例第486章《個人資料(私隱)條例》；
- 《中國產品質量法》；
- 《中國消費者權益保護法》；及
- 《城鎮燃氣管理條例》。

在經營中我們建立了品質管理團隊來對產品及服務進行常規的品質檢測、品質分析及樣品檢驗。例如，我們在武漢的液化石油氣分銷業務，已執行各個階段的液化石油氣樣品檢測，如於(i)採購前和採購後；(ii)在儲配庫；以及(iii)隨後的存儲和運輸，以確保產品品質。

保華已成立質量管理委員會，對我們工程業務質量管理系統的執行情況進行監察和監督。質量管理系統強調計劃、執行和持續改進的重要性，並定期審閱和更新，確保符合ISO 9001。隨著PMIS等創新技術的實施，整體營運效率及客戶滿意度得以提升。例如，我們在施工過程中採用三維掃描儀來檢測工程的對齊度、平整度和水平度。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to product responsibility that could have a significant impact on the Group. Due to the business nature of the Engineering Business, the Ports and Logistics Business and the Property Business, the products or services subject to recalls for safety and health reasons are not applicable.

We place a high priority on customer satisfaction with our products and services and put efforts into responding to customers' feedback. We strive to improve our customers' experiences by listening to their expectations through a variety of communication channels. Upon receipt of feedback, the relevant departments will process in a timely manner and report the findings to management. Management shall review the opinion and determine whether internal controls and procedures need to be enhanced or any other appropriate actions are required to be taken.

We respect and strive to preserve intellectual property rights by protecting the confidentiality of our technology and avoiding disputes or prohibiting violation of third-party property. In addition, we place a high priority on customer privacy and commercial sensitive information protection. To protect the information, we ensure our IT systems are properly safeguarded through installation of licensed software and anti-virus software. To protect the intellectual property of the Group, our trademarks and domain names are registered in various jurisdictions. The Group also ensures that customers' personal data is securely stored, and processed only for the purpose for which it has been collected. Only those designated and authorised employees have been granted the access rights on a need-to-know basis. Instruction with respect to confidentiality is clearly stated in the letter of employment of our employees. Non-disclosure agreements are required from our supply chain and other business partners before information relating to tenders, contracts and other transactions are released to prevent the unauthorised disclosure of confidential and commercial sensitive information.

在報告期，沒有發生對本集團產生重大影響的重大產品責任違規事項。由於工程業務、港口及物流業務以及物業業務的業務性質，不存在出於安全和健康原因需要召回的產品或服務。

我們高度重視產品和服務的客戶滿意度，並積極回應客戶的反饋。我們透過多種溝通渠道傾聽客戶期望，努力提升客戶體驗。一旦收到反饋，相關部門將及時處理，並將調查結果上報給管理層。管理層審閱有關意見並釐定是否需要加強內部控制及程序或採取任何其他適當行動。

我們尊重及努力保護知識產權，保護我們技術的機密性，避免糾紛或禁止侵犯第三方財產。此外，我們高度重視客戶私隱和商業敏感信息保護。為保護信息，我們透過安裝授權軟件及殺毒軟件，確保我們的信息技術系統得到適當保護。為保護本集團的知識產權，我們的商標及域名已於多個司法權區註冊。本集團亦確保客戶個人數據的存儲安全，有關數據僅可按原始收集目的處理。只有獲授權的指定員工在需要知悉有關資料的情況下，方可獲授權存取資料。我們於員工僱傭函中明確說明保密相關指引。在發佈與招標、合同及其他交易有關的信息之前，我們的供應鏈及其他業務合作夥伴必須簽署保密協議，以防止未經授權披露機密和商業敏感信息。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### ANTI-CORRUPTION

The Company believes that honesty, integrity and fair play are important assets in business of the Company. We are committed to ensuring that the Company's reputation is not tarnished by dishonesty, disloyalty or corruption. Our Code of Conduct containing, inter alia, the anti-corruption policy, and our whistleblowing policy help to maintain the highest ethical standards of transparency, fairness and accountability in accordance with relevant laws and regulations such as:

- the "Prevention of Bribery Ordinance, Cap. 201, Laws of Hong Kong";
- the "Competition Ordinance, Cap. 619, Laws of Hong Kong";
- the "Law of the PRC on Anti-money Laundering";
- the "Company Law of the PRC"; and
- the "Criminal Law of the PRC".

All of the Company's business dealings must be on arm's-length terms and free of any favourable treatment resulting from the personal interest of the staff. As outlined in our Code of Conduct, it is our policy that no employee in the Group shall solicit and accept advantages from suppliers, customers, competitors or any person in connection with our business. Meanwhile, no employee in the Group should offer any advantage without lawful authority or reasonable excuse to any person as an inducement or reward in connection with that person's work. Certain employees of the Group, such as senior management, are required to sign an undertaking to commit to maintain their integrity and self-discipline on their duties.

#### 反貪污

本公司堅信，誠實、公正和公平在經營中是本公司的重要資產。我們承諾確保本公司的聲譽不被欺詐、失信或貪污所玷污。我們的《行為準則》載有(其中包括)根據下列相關法律及法規制定的反貪污政策及舉報政策，其有助維持透明度、公平性及問責性方面的最高道德標準：

- 香港法例第201章《防止賄賂條例》；
- 香港法例第619章《競爭條例》；
- 《中國反洗錢法》；
- 《中國公司法》；及
- 《中國刑法》。

本公司的所有業務往來必須按公平條款訂立，且不存在因員工的個人利益所致的任何優惠待遇。正如我們的《行為準則》所載，本集團任何員工都不許從供應商、客戶、競爭對手或與我們有業務聯繫的任何人士索取和收受利益。同時，本集團任何員工不得提供任何沒有合法授權或合理理由的利益給他人，作為與他工作相關的利誘或回報。本集團若干員工(如高級管理層)須簽署承諾書，承諾在職期間保持誠信自律。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To maintain the high standards of business ethics and integrity in the conduct of our Group's business and operation, anti-corruption training is provided for relevant directors and employees. During the Reporting Period, our Engineering Business has collaborated with the Independent Commission Against Corruption to deliver cross-departmental training to employees to enhance their awareness of anti-corruption practices and acceptable standards of ethical conduct in carrying out the business. Orientation covering issues such as prevention of bribery, solicitation and acceptance of advantages, conflicts of interest is provided to its new-joined employees to enhance their awareness of anti-corruption.

All employees are trained and encouraged to assist in tackling fraud, corruption and other malpractice, and to report any suspicions of bribery through the enquiry and complaint procedures of the Group. We have established specific channels for the employees to make confidential report on irregularities that come to their attention. We also have measures in place to ensure that no employee will ever suffer any disadvantage in the workplace as a result of reporting irregularities. The effectiveness of the procedures is reviewed and monitored by the audit committee of the Company.

During the Reporting Period, there was no material non-compliance with applicable laws and regulations relating to anti-corruption that could have a significant impact on the Group. There were also no legal cases regarding corruption brought against the Company and its employees.

為於本集團業務及運營中維持高標準的商業道德及誠信，我們為相關董事及員工提供反貪污培訓。在報告期，我們的工程業務與廉政公署合作，為員工提供跨部門培訓，以提高他們在開展業務時對廉潔從業及道德行為的可接受標準的意識。向所有新員工提供的入職培訓涵蓋防止賄賂、索取和收受利益、利益衝突等議題，以提高他們的反貪污意識。

我們為所有員工提供培訓，並鼓勵他們協助阻止欺詐、貪污和其他不當行為，亦鼓勵通過信訪及投訴機制向本集團舉報任何懷疑的賄賂行為。我們為員工設有特殊途徑以保密形式舉報引起他們關注的不當行為。我們也在採取措施確保員工不會因舉報而在工作場所遭受任何不利。有關制度的有效性由本公司的審核委員會來審核和監督。

在報告期，沒有發生與反貪污有關的適用法律及法規且可能對本集團產生重大影響的重大不合規事項。此外，亦無發生針對本公司及其員工的貪污法律案件。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### COMMITMENT TO COMMUNITY

We attach great importance to community services and are giving back to the communities in which we operate. We actively take part in charitable and community activities. For the fifteenth consecutive years, we were awarded with the title of “Caring Company” by the Hong Kong Council of Social Service in recognition to our corporate citizenship and our ongoing effort in caring the community. During the Reporting Period, our charitable and other donations in community care amounted to approximately HK\$409,000.

Coordinating and enhancing the relationships with the industry are the focus areas in our community work. We have participated in “18 Districts Lo Pan Rice” Campaign organised by the Construction Industry Council and the Hong Kong Construction Association to show our care to disadvantaged groups, including low-income families, the unemployed, and homeless people, etc. We also encouraged our staff to participate in social activities such as “Dress Casual Day”, “Love Teeth Day” and “Earth Hour” organised by Hong Kong local charity organisations.

#### 回饋社區

我們非常重視社區服務，一直回饋業務所在的社區。我們積極參加慈善和社區活動。連續十五年，我們獲得了香港社會服務聯會頒發的「商界展關懷」的稱號，以表彰我們的企業公民責任和我們對社區關愛的持續努力。於報告期間，我們在社區關懷方面的慈善和其他捐款約為409,000港元。

協調和加強與業界的關係是我們社區工作的重心範疇。我們參與了建造業議會及香港建造商會舉辦的「18區派建造業魯班飯」活動，關懷包括低收入家庭、失業人士及無家者等的弱勢群體。我們亦鼓勵員工參與由香港本地慈善機構舉辦的社區活動，如「公益金便服日」、「公益愛牙日」及「地球一小時」。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### KEY PERFORMANCE INDICATORS — SOCIAL Notes 1 & 6

### 關鍵績效指標 — 社會 附註1及6

SOCIAL KPIs 社會關鍵績效指標		UNIT 單位	ENGINEERING <sup>Notes 2</sup> 工程 <sup>附註2</sup>		PORTS & LOGISTICS 港口與物流		PROPERTY 物業		KPI Ref. 關鍵績效指標 參考
			2023	2022	2023	2022	2023	2022	
Employment 僱傭									
Total number of employees <sup>Note 3</sup> 總員工人數 <sup>附註3</sup>		person 人次	2,162	2,187	91	124	336	302	<B1.1>
By gender 按性別劃分	Male <sup>Note 3</sup> 男性 <sup>附註3</sup>	%	74.33	74.53	58.24	56.45	42.86	38.07	
	Female <sup>Note 3</sup> 女性 <sup>附註3</sup>	%	25.67	25.47	41.76	43.55	57.14	61.93	
By employment type 按就業類型劃分	Monthly Paid Permanent Staff <sup>Note 3</sup> 月薪長期員工 <sup>附註3</sup>	%	81.59	78.92	94.51	95.97	7.14	10.36	
	Monthly Paid Contract Staff <sup>Note 3</sup> 月薪合約員工 <sup>附註3</sup>	%	3.47	6.13	5.49	4.03	92.86	89.64	
	Daily Paid Staff <sup>Note 3</sup> 日薪員工 <sup>附註3</sup>	%	14.94	14.95	0	0	0	0	
By age group 按年齡組別劃分	Under 30 years old <sup>Note 4</sup> 30歲以下 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	0	2.42	12.50	14.70	
	30–50 years old <sup>Note 4</sup> 30至50歲 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	74.73	80.64	56.55	59.76	
	Over 50 years old <sup>Note 4</sup> 50歲以上 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	25.27	16.94	30.95	25.54	
By geographical region 按地區劃分	Mainland China <sup>Note 3</sup> 中國內地 <sup>附註3</sup>	%	1.94	1.60	100.00	100.00	100.00	100.00	
	Hong Kong <sup>Note 3</sup> 香港 <sup>附註3</sup>	%	95.37	95.48	0	0	0	0	
	Macau <sup>Note 3</sup> 澳門 <sup>附註3</sup>	%	1.90	2.10	0	0	0	0	
	Other regions <sup>Note 3</sup> 其他地區 <sup>附註3</sup>	%	0.79	0.82	0	0	0	0	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

SOCIAL KPIs 社會關鍵績效指標		UNIT 單位	ENGINEERING <sup>Notes 2</sup> 工程 <sup>附註2</sup>		PORTS & LOGISTICS 港口與物流		PROPERTY 物業		KPI Ref. 關鍵績效指標參考
			2023	2022	2023	2022	2023	2022	
Total turnover rate of employees <sup>Note 4</sup> 員工總流失率 <sup>附註4</sup>		%	N/A 不適用	N/A 不適用	39.56	17.74	42.86	35.90	<B1.2>
By gender 按性別劃分	Male <sup>Note 4</sup> 男性 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	35.85	18.57	37.50	34.81	
	Female <sup>Note 4</sup> 女性 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	44.74	16.67	46.88	36.58	
By age group 按年齡組別劃分	Under 30 years old <sup>Note 4</sup> 30歲以下 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	N/A 不適用	66.67	57.14	40.98	
	30–50 years old <sup>Note 4</sup> 30至50歲 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	29.41	16.00	51.05	39.92	
	Over 50 years old <sup>Note 4</sup> 50歲以上 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	56.52	19.05	22.12	23.58	
By geographical region 按地區劃分	Mainland China <sup>Note 4</sup> 中國內地 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	39.56	17.74	42.86	35.90	
	Hong Kong <sup>Note 4</sup> 香港 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	Macau <sup>Note 4</sup> 澳門 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
	Other regions <sup>Note 4</sup> 其他地區 <sup>附註4</sup>	%	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	
Health and Safety 健康與安全									
Number of work-related fatalities <sup>Note 5</sup> 因工死亡人數 <sup>附註5</sup>		person 人次	0	1	0	0	0	0	<B2.1>
Rate of work-related fatalities <sup>Note 5</sup> 因工死亡比率 <sup>附註5</sup>		%	0	0.05	0	0	0	0	
Number of lost days due to work injury 因工傷損失的工作天數		day 天數	3,515	8,996	0	0	96	177	<B2.2>
Average lost days per case due to work injuries 每宗工傷事件的平均損失天數		day 天數	84	173	0	0	96	177	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

SOCIAL KPIs 社會關鍵績效指標		UNIT 單位	ENGINEERING <sup>Notes 2</sup> 工程 <sup>附註2</sup>		PORTS & LOGISTICS 港口與物流		PROPERTY 物業		KPI Ref. 關鍵績效指標參考
			2023	2022	2023	2022	2023	2022	
Development and Training 發展及培訓									
Percentage of employees trained <sup>Note 3</sup> 受訓員工百分比 <sup>附註3</sup>		%	32.38	65.43	100.00	36.29	98.51	91.08	<B3.1>
By gender 按性別劃分	Male <sup>Note 3</sup> 男性 <sup>附註3</sup>	%	80.00	81.90	58.24	71.11	41.99	36.51	
	Female <sup>Note 3</sup> 女性 <sup>附註3</sup>	%	20.00	18.10	41.76	28.89	58.01	63.49	
By employee level 按僱員級別劃分	Executive management <sup>Note 3</sup> 行政管理人員 <sup>附註3</sup>	%	4.57	3.78	5.49	8.89	5.44	3.70	
	Middle management <sup>Note 3</sup> 中級管理人員 <sup>附註3</sup>	%	21.14	21.31	14.29	33.33	10.27	9.26	
	General staff <sup>Note 3</sup> 一般員工 <sup>附註3</sup>	%	74.29	74.91	80.22	57.78	84.29	87.04	
Average training hours per employee <sup>Note 4</sup> 每名僱員的平均受訓時數 <sup>附註4</sup>		hour 時數	N/A 不適用	N/A 不適用	0.62	0.58	22.77	23.32	<B3.2>
By gender 按性別劃分	Male <sup>Note 4</sup> 男性 <sup>附註4</sup>	hour 時數	N/A 不適用	N/A 不適用	0.65	0.73	19.17	20.77	
	Female <sup>Note 4</sup> 女性 <sup>附註4</sup>	hour 時數	N/A 不適用	N/A 不適用	0.58	0.38	25.48	24.88	
By employee level 按僱員級別劃分	Executive management <sup>Note 4</sup> 行政管理人員 <sup>附註4</sup>	hour 時數	N/A 不適用	N/A 不適用	2.02	1.59	15.02	8.57	
	Middle management <sup>Note 4</sup> 中級管理人員 <sup>附註4</sup>	hour 時數	N/A 不適用	N/A 不適用	2.02	1.59	17.83	11.05	
	General staff <sup>Note 4</sup> 一般員工 <sup>附註4</sup>	hour 時數	N/A 不適用	N/A 不適用	0.28	0.39	23.97	25.70	
Supply Chain Management 供應商管理									
By geographical region 按地區劃分	Mainland China <sup>Note 4</sup> 中國內地 <sup>附註4</sup>	supplier 供應商	N/A 不適用	N/A 不適用	36	36	67	83	<B5.1>
	Hong Kong <sup>Note 4</sup> 香港 <sup>附註4</sup>	supplier 供應商	N/A 不適用	N/A 不適用	0	0	0	0	
	Macau <sup>Note 4</sup> 澳門 <sup>附註4</sup>	supplier 供應商	N/A 不適用	N/A 不適用	0	0	0	0	
	Other regions <sup>Note 4</sup> 其他地區 <sup>附註4</sup>	supplier 供應商	N/A 不適用	N/A 不適用	0	0	0	0	
Product Responsibility 產品責任									
Number of complaints received 接獲投訴宗數		case 宗數	0	0	3	2	0	0	<B6.2>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Notes

1. Social KPIs in this data table reflect the data for the reporting periods from 1 April 2022 to 31 March 2023 and from 1 April 2021 to 31 March 2022 respectively.
2. Social KPIs for the reporting period from 1 April 2022 to 31 March 2023 in this data table reflect the data of the Engineering Business for the period from 1 April 2022 to 31 October 2022 as the Company has lost control over PYE with the results of PYE no longer consolidated into the financial statements of the Group since early November 2022.
3. Relevant social KPIs for the Engineering Business reflect the number of employees as at 31 October 2022.
4. Relevant ESG data in the Engineering Business was not retained and hence the disclosure of these KPIs was not available for the Reporting Period.
5. There was one case of work related fatality, which represented a rate at 0.05%, which occurred in the Engineering Business during the reporting period from 1 April 2021 to 31 March 2022. Apart from that, the Group has no work-related fatalities which occurred over the past three years.
6. During the Reporting Period, the Company's business has no products subject to recall for safety and health reasons and therefore no relevant KPI is disclosed in the table.

#### 附註

1. 本數據表內的社會關鍵績效指標分別反映了2022年4月1日至2023年3月31日，以及2021年4月1日至2022年3月31日報告期間的數據。
2. 由於本公司於2022年11月初失去對保華的控制權而導致保華業績不再合併計入本集團的財務報表，故本數據表內2022年4月1日至2023年3月31日報告期間的社會關鍵績效指標反映2022年4月1日至2022年10月31日期間的工程業務數據。
3. 工程業務的相關社會關鍵績效指標數據反映截至2022年10月31日的僱員人數。
4. 工程業務的相關環境、社會及管治數據並未保留，因此於報告期披露該等關鍵績效指標並不適用。
5. 在2021年4月1日至2022年3月31日的報告期，工程業務發生一宗因工死亡事件，比率為0.05%。除此之外，本集團在過去三年並無發生因工死亡事件。
6. 在報告期，本公司業務中並無因安全與健康理由而須回收的產品，因此表中並未披露相關關鍵績效指標。