



香港國際建投
HKICIM Group

HONG KONG INTERNATIONAL CONSTRUCTION INVESTMENT MANAGEMENT GROUP CO., LIMITED

(Incorporated in Bermuda with limited liability)

(Stock Code : 687)

2016

Environmental, Social and
Governance Report





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1 About this Report

1.1 About the Company

Hong Kong International Construction Investment Management Group Co., Limited (HKICIM) (the “Company” and its subsidiaries the “Group”) are primarily engaged in foundation piling and site investigation in Hong Kong as well as property development, property investment and property management. Headquartered in Hong Kong, the Group also has subsidiaries in Macau, Shanghai, Tianjin and Shenyang.

The Group has been listed on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 1991 and currently has 1,232 full-time employees.

1.2 The Changes

During the nine-month period from 1 April 2016 to 31 December 2016 (the “Reporting Period”), the Group changed its financial year (the “Financial Year”) end date and the Company’s name respectively.

Firstly, the Group’s Financial Year end date has been changed from 31 March to 31 December.

Secondly, the Company, formerly known as Tysan Holdings Limited, is now renamed as Hong Kong International Construction Investment Management Group Co., Limited.

This report, entitled the “Environment, Social and Governance Report” (the “ESG Report”), is the Group’s third report and purports to disclose information regarding its environmental and social performance during the Reporting Period.

The information from 1 April 2015 to 31 March 2016 has been covered in the “Corporate Social Responsibility Report” (the “2015-16 CSR Report”) which is included in the 2015/2016 Annual Report of the Group published on 19 July 2016.

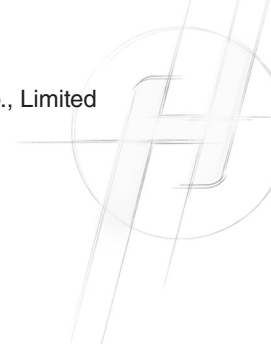
Due to the change of the Financial Year end date, data disclosed in the 2015-16 CSR Report is not directly comparable to data disclosed in this ESG report.

1.3 Reporting Scope

The ESG Report addresses the Group’s sustainability efforts during the Reporting Period in accordance with the Group’s 2016 Annual Report published on 30 March 2017.

The scope of the ESG Report mainly covers the Group’s operations in Hong Kong, including the head office and 61 construction sites involving foundation piling and site investigation. These operations account for a significant amount of the Group’s revenue.

Meanwhile, Macau and PRC businesses are considered as less relevant as the scale of operations is relatively small and has relatively minor environmental and social impacts.



1.4 Reporting Framework

The ESG Report follows the ESG Reporting Guide (the “ESG Guide”) set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”). The Group’s Corporate Governance Report has been included in the Group’s Annual Report in accordance with Appendix 14 of the Listing Rules.

The ESG Report focuses on the Group’s most relevant or material sustainability issues. In order to identify the most important aspects, the Group has engaged with its stakeholders by holding internal meetings and conducting an internal survey with a view to gain a better understanding of the stakeholders’ views, needs and concerns.

As such, Allied Environmental Consultants Ltd. was appointed to provide Environmental, Social and Governance (“ESG”) reporting and consultancy services for this report. Moreover, similar sustainability reports from a selection of industry peers were collected and analysed to obtain an indication of the level of disclosure required for different ESG aspects.

As a result of the aforementioned stakeholder engagement exercises, the material issues identified are set out below:

ESG aspects	Material issues of the Group
A. Environment	
A1. Emissions	<ul style="list-style-type: none"> • Reducing Air and Greenhouse Gas Emissions • Waste Management • Water Discharge
A2. Use of Resources	<ul style="list-style-type: none"> • Energy Efficiency • Water Conservation • Use of Materials
A3. The Environment and Natural Resources	<ul style="list-style-type: none"> • Noise Abatement • Control of Environmental Impacts
B. Social	
B1. Employment	<ul style="list-style-type: none"> • Employment
B2. Health and Safety	<ul style="list-style-type: none"> • Health and Safety
B3. Development and Training	<ul style="list-style-type: none"> • Development and Training
B4. Labour Standards	<ul style="list-style-type: none"> • Labour Standards
B5. Supply Chain Management	<ul style="list-style-type: none"> • Supply Chain Management
B6. Product Responsibility	<ul style="list-style-type: none"> • Product Responsibility
B7. Anti-corruption	<ul style="list-style-type: none"> • Anti-corruption
B8. Community Investment	<ul style="list-style-type: none"> • Community Investment

1.5 Questions and Feedback

Questions and feedback on this report are welcomed. Please feel free to contact us through our general line at (852) 2882 3632 or email us at info@hkicimgroup.com.

2 Environmental Performance

2.1 Environmental Management

As one of the major construction companies that provides foundation piling service in Hong Kong, the Group strives to reduce its environmental impacts resulting from its business, ranging from air emissions, waste, water, to energy and electricity consumption. The Group has complied with such relevant environmental legislation, regulations and requirements relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes in a material aspect. In addition, the Group is committed to improving its environmental performance, and ultimately minimising and preventing any environmental impacts caused by its operations, products and services.

As part of this commitment, the Group's Environment Management System ("EMS") operates in accordance with ISO 14001:2004. Designated parties are assigned to oversee the implementation of the EMS with the support from management. The effectiveness of the system has been evaluated regularly for continuous improvement. The Group ensures that all employees discharge their duties in accordance with the EMS guidelines.

2.2 Emissions

In general, for each identified source of pollution, the Group implements different measures to avoid, reduce or control pollution where technically and economically feasible as discussed below.

Reducing Air and Greenhouse Gas Emissions

Air emissions from construction sites may cause nuisance to both construction workers and communities nearby. Construction machines and vehicles, which consume diesel and other fossil fuels and emit gaseous pollutants, are the major source for the construction air emission.

The Group recognises its responsibility on managing the exhausts from machines and vehicles, and has therefore implemented several emission control measures accordingly. All applicable machineries are certified with Non-Road Mobile Machinery (NRMM), which recognises their more environmentally friendly and emission-compliant operations. The Group has installed air pollution control equipment on gas discharge ports of compressors, crawler cranes and generators. Designated employees are employed to conduct regular maintenance and monitoring work on machines and vehicles to ensure no heavily polluted black smoke are emitted. In addition, all applicable machines and vehicles utilize ultra-low-sulfur diesel (ULSD) to minimize any sulfur emission.

In addition to limiting vehicle and machine exhausts, climate change has been an increasing concern for parties including the Government of Hong Kong Special Administrative Region ("HKSAR"), general public and investors. The Group has thereby responded through limiting carbon footprints of its construction activities. The Group also strives to use regionally sourced materials produced within 800km from the construction sites, where applicable, in order to reduce air and greenhouse gas ("GHG") emitted from freight transportation.



Consumption of electricity is proved to cause indirect GHG emission through its generation process. The Group has implemented measures as stated in section 2.3 “Energy Efficiency” below in order to reduce energy consumption, and thereby minimizing carbon footprint.

The Group has attempted to use biodiesel derived from vegetable oils instead of petroleum-based diesel in one public housing construction site, with a view to reduce air and GHG emissions, cut machine maintenance costs, and reduce damage in cases of spillage and release to the environment. Biodiesel is a renewable energy source as opposed to petroleum-based diesel and is comparatively less polluting. The use of biodiesel marks a significant step forward on the Group’s sustainability journey and demonstrates the Group’s determination to reduce pollution.

Waste Management

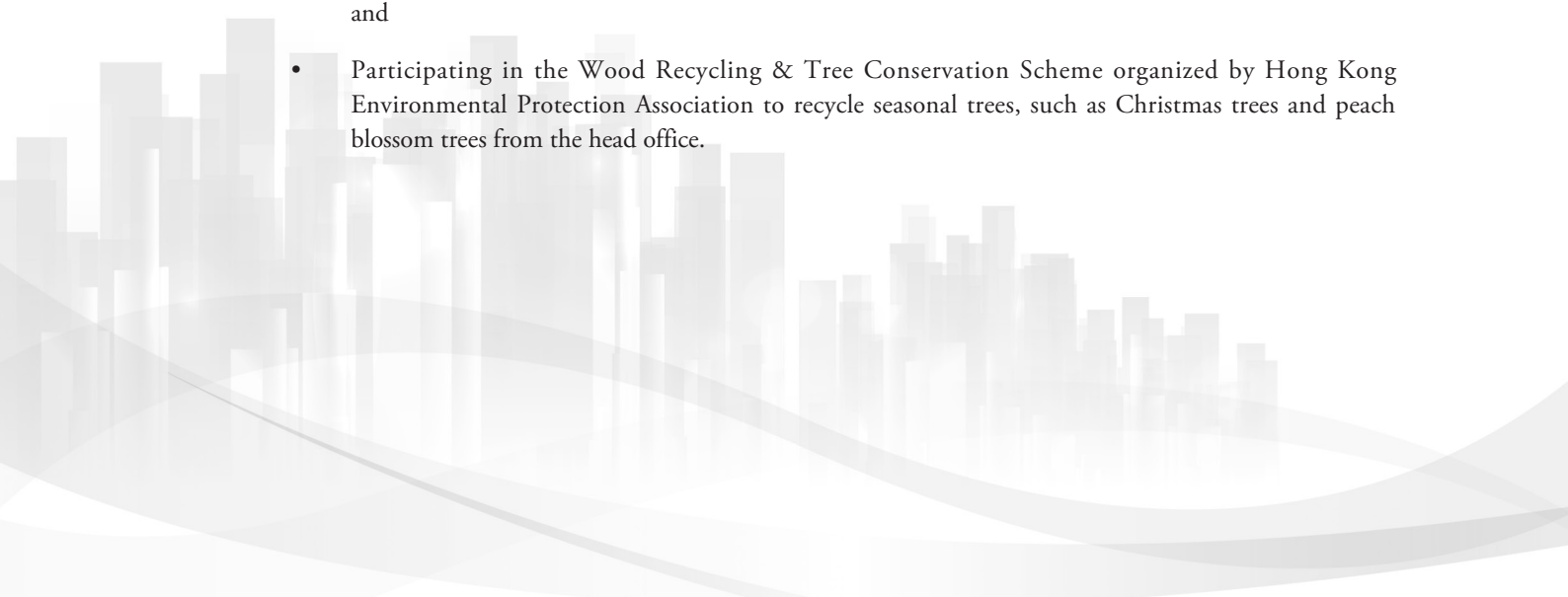
Foundation piling activities create wastes from site clearance, excavation, construction and demolition works, etc.. Construction wastes are divided into inert waste and non-inert waste, based on their chemical and physical reactivity. Inert wastes, such as debris, earth and concrete, are neither reactive chemically and biologically and are difficult to decompose; while non-inert wastes, such as timber, vegetation and packaging waste, are chemically or biologically active and therefore easier to decompose.

Alarmed by the pressing issues of landfills and public fills saturation around Hong Kong, the Group has been proactively looking for solutions to minimize or even avoid generation and disposal of wastes. The Group has then applied the 4R principles of waste reduction – i.e. reduce, reuse, recycle and replace – where feasible. For example, to reduce waste, all construction activities are specially planned by professionals to minimize and avoid unnecessary resources input throughout the piling process. To reuse materials, construction workers are directed to reuse construction materials whenever possible in the same project or in other projects of the Group. For example, extra steels are reused to produce construction materials and to support temporary construction works on site.

The Group ensures that inert wastes are disposed of in public fills serving future land reclamation and site formation purposes while non-recyclable wastes are disposed of in landfills properly.

Other measures for handling wastes include:

- Placing recycle bins around the Group’s offices, properties and construction sites to collect general wastes such as cardboards, metals and plastic containers, and hence encouraging recycling practices; and
- Participating in the Wood Recycling & Tree Conservation Scheme organized by Hong Kong Environmental Protection Association to recycle seasonal trees, such as Christmas trees and peach blossom trees from the head office.



Non-hazardous Construction and Demolition (C&D) waste

	Reporting Period (Unit: Tonnes)
Waste (to landfill)	726.41
Inert waste (diverted from landfill)	787.79
Non-inert waste (diverted from landfill)	<u>1,140.20</u>
Total	<u><u>2,654.40</u></u>

The Group’s hazardous wastes such as lubricating oils used in construction machineries will be delivered to licensed hazardous waste management companies for processing before disposal.

Hazardous C&D waste

	Reporting Period (Unit: Tonnes)
Chemical waste in total	<u><u>1.79</u></u>

All non-hazardous and hazardous wastes have been handled in accordance with relevant laws and regulations.

Water Discharge

Foundation piling activities often generate wastewater with high content of suspended solids. The major sources of wastewater include surface runoff, water from boring and drilling process, and cleaning and sanitation water.

The Group has installed sedimentation tanks at every construction site to treat collected wastewater by removing suspended solids and other impurities in compliance with the effluent discharge standard. The Group holds a valid Water Pollution Control Ordinance License for Construction Sites to legally discharge the wastewater.

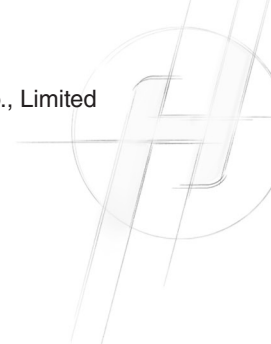
2.3 Use of Resources

Energy Efficiency

The Group is committed to continual improvement of its energy management and energy efficiency performance; the Company’s Energy Management System is compliant with ISO 50001: 2011.

In particular, the Group has reviewed its diesel consumption level and targeted to reduce diesel consumption for excepted excavation cranes in public housing projects in 2016 in comparison to the target in 2015. The new target is more stringent, endeavouring to improve its energy performance and reduce any related environmental impacts. In response to the higher energy target, workers are required to use the ECO mode of all applicable construction machines and turn off all machines and vehicles when not in use. During the Reporting Period, the Group has successfully achieved the 2016 diesel consumption reduction target.

In order to save more energy, energy efficient LED lighting is introduced in all construction sites and offices. The Group has also encouraged its employees to turn off the lights and air-conditioning when they leave the office.



Electricity consumption

	Reporting Period (Unit: kWh ('000))
HK head office	213
HK construction sites	1,141
Total	<u>1,355</u>

Water Conservation

The Group endeavours to reuse treated site water for construction activities, avoid the use of fresh water. Therefore, treated water from sedimentation tanks is reused to clean the wheels of construction vehicles, non-road mobile machinery, and for other foundation piling works. It is also used to dampen the dusty materials to limit the release of dust particles into the atmosphere.

The Group systematically collects effluents on construction sites for recycling



Water consumption

	Reporting Period (Unit: m³)
HK head office	131
HK construction sites	253,451
Total	<u>253,582</u>

Use of Materials

The Group recognizes its responsibility in using environmentally friendly materials to reduce its environmental footprints. During procurement, the Group will prioritize materials with recycled content and/or produced in sustainable manners. For example, the Group has utilized FSC-certified woods, which are sourced from well-managed forests and/or contain recycle materials, in most of the construction sites where feasible. The Group has also utilized pulverized fuel ashes, which are the residues from coal burning, as one of the concrete component. As a result, wastes from coal burning are reused efficiently, while the quality of concrete is enhanced.

2.4 The Environment and Natural Resources

Noise Abatement

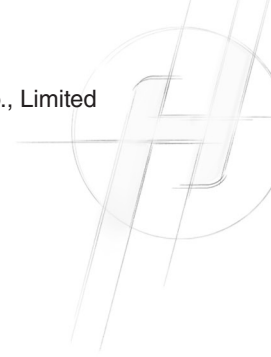
Construction works often cause noise nuisance, especially during foundation piling operations. Therefore, the Group strictly monitors and controls noise levels, and complies with such relevant laws and regulations.

Before commencement of any construction works, the Group will carefully identify any Noise Sensitive Receiver, such as hospitals, educational institute and court of law. Due care is exercised by implementing more noise abatement measures and maintaining more stringent noise control standards.

Machinery and equipment with Quality Powered Mechanical Equipment (“QPME”) labels recognised by the Environmental Protection Department are proved to be quieter, more environmental-friendly and efficient as opposed to standard equipment. Careful scheduling of noisy piling works during less sensitive hours is also engaged to minimize noise nuisance to nearby neighbourhood. The Group ensures that it has obtained a Construction Noise Permit, and QPME labelled machineries and equipment to lawfully operate in every construction site.

Other measures to minimise noise nuisance include:

- Redesigning the method and sequence of demolition works to shorten the demolition time when feasible; and
- Erecting noise barriers when required.



Control of Environmental Impacts

Construction companies should minimize environmental impacts resulting from construction activities. Therefore, site hoardings are installed at every construction site to define site areas. They are found effective to avoid dust dispersion and surface runoff out of the boundary. The Group also ensures that those site hoardings are built up to the appropriate height and that the footings are properly sealed.

Dust dispersion arises in construction activities such as demolition, operation of vehicles, material handling and concrete batching. In order to minimize and prevent pollutions, the Group has implemented the dust suppression measures. Precautionary measures are engaged so that materials that are dust generating are covered or dampened. Workers will spray water in site area when necessary to prevent dust elevating from vehicles, materials and construction works. Wheel washing facilities are also available on site to prevent vehicles from carrying dust and soil to public areas.

Nonpoint source water pollution is often caused by land runoff, seepage and drainage after precipitation and construction works. To avoid leakage of wastewater to nearby communities, the Group has deliberately established temporary drainage network on site to systematically collect all discharges. Designated workers are appointed to properly manage the drainage system and ensure that there are no blockages of drains and sewers caused by debris and sediments. Sand bags, where possible, are placed along the site boundary to prevent any leakage of surface runoff.



3 Social Performance

3.1 Employment and Labour Practices

Health and Safety

Providing a healthy and safe environment for all employees and any other people who may be affected by our operations is the Group's utmost priority.

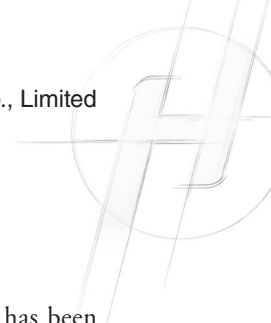
The Group's occupational health and safety management system complies with OHSAS 18001:2007, which is intended to control health and safety risks. Moreover, the Group's risk management is operated in accordance with ISO 31000:2009, which provides principles and methods to manage risks.

The Group strictly complies with such relevant laws and regulations. In view of that, the Company has implemented a set of health and safety policy (the "Health and Safety Policy") where the board of directors of the Company ("the Board") is responsible for the overall coordination and implementation of it.

The Group's principal measures described in the Health and Safety Policy include:

- Providing a Company Safety Manual and a Site Safety Plan detailing the procedures and precautions for employees and subcontractors to follow;
- Offering appropriate training to the line management to ensure that they understand and will implement the Health and Safety Policy;
- Reviewing the Health and Safety Policy by the entire senior project management annually;
- Requiring active participation of project managers and other senior managers in site safety committee meetings, safety inspections, and investigations of accidents, etc.;
- Engaging an externally qualified safety auditor registered with the Labour Department to conduct safety audits on the Company and its project level;
- Granting safety awards annually to recognise efforts of construction project teams and the respective subcontractors who have performed well in safety matters; and
- Deploying sufficient resources to implement the Health and Safety Policy.

Injured workers can receive immediate medical care through the Group's Rehabilitation Scheme (the "Scheme") which provides specialised medical treatment from partnering medical practitioners to avoid long waiting time. The Group will take care of all medical expenses incurred by the Scheme to ensure that employees will receive the most appropriate medical care without financial concerns.



Under the stringent policy and effective implementation, **zero case of work-related fatalities** has been recorded during the Reporting Period. The Group has achieved its internal audit targets of Year 2016, and has also met its accident frequency rate - **less than 20 accidents per 1,000 employees** in 2016. Meanwhile, our health and safety efforts were recognized by stakeholders and evidenced by the following external awards:

Project	Client	Award obtained	Award scheme	Organisation
Kai Tak IG1 (B)	Hong Kong Housing Authority ("HKHA")	Bronze Award - Ground Operate Safety Clamp for Lifting of H-pile (Safety Operational Device Category)	Innovative Safety Initiative Award	Development Bureau ("DEVB")/Hong Kong Construction Association ("HKCA")/Construction Industry Council ("CIC")
LOHAS Park Package 7 (TFGL)	Mass Transit Railway Corporation ("MTRC")	Silver Award - Best Programme to Prevent Heat Strokes at works	Construction Safety Promotional Campaign	Occupational Safety and Health Council ("OSHC")/Labour Department ("LD")/CIC
LOHAS Park Package 7 (TFGL)	MTRC	Silver Award - Best Presentation	Construction Safety Promotional Campaign	OSHC/LD/CIC
Fung Shing Street, Wong Tai Sin/PTI, Kwai Chung	HKHA	Merit Award - Safety Team	Construction Industry Safety Award Scheme 2016/2017	LD/HKSAR
Wing Tai Road, Chai Wan/ Hang Kin Street, Ma On Shan	HKHA	Merit Award - Safety Team	Construction Industry Safety Award Scheme 2016/2017	LD/HKSAR

The Group is committed to continuously improving its health and safety performance. A goal of **reducing 2 accidents rate per 1,000 employees** by the end of the next financial year (i.e. 2017) is set to encourage outstanding safety performance.

Employment

The Group's employment-related policies comply with the relevant laws and regulations, ranging from compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination to other benefits and welfare. Those policies have been benchmarked against its peers. The Company's Employee Handbook addresses issues related to the employees' personal information, compensation and dismissal, recruitment, working hours, rest periods, and other benefits.

The recruitment process of the Company is based on a carefully designed set of assessment criteria to ensure that employees are in alignment with the Company values. Necessary procedures are also exercised to ensure fair and non-discriminatory recruitment.

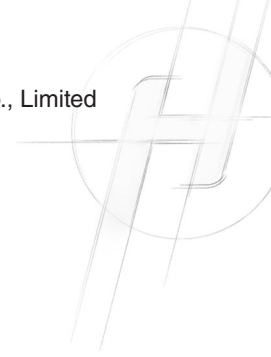
To encourage work-life balance, facilitate communications and enhance a sense of belonging, the recreational club of the Company organizes activities and events, such as annual dinners, Christmas celebrations, and volunteering activities.

Annual dinner held in January 2016



Christmas lunch held in December 2016





Development and Training

The Group promotes development and provides training opportunities to employees to enhance their knowledge and skills. Training courses and seminars designated by the Company are fully sponsored while for courses chosen by employees, 60% of the fees are subsidised.

Number of employees trained and training hours

	(Unit: Hours)	Reporting Period (Unit: People)
Internal training	311	67
External training	3,155	417
Total	<u>3,466</u>	<u>484</u>

Labour Standard

The Group also strictly complies with the Provision on the Prohibition of Child Labour, and other labour regulations. As such, the Human Resources Department is designated to ensure full compliance, especially in the prevention of child and forced labour. Respective measures are also in place to prevent any violations. For example, identity cards are checked during the recruitment to ensure the candidates meet the age requirement and are eligible to work.

Zero case of child and forced labour has been recorded during the Reporting Period.

3.2 Operating Practices

Supply Chain Management

The Group is dedicated to ensure a responsible supply chain management. Relevant policies are in place to assess and select only the suitable suppliers and subcontractors. For example, a set of criteria regarding quality, health and safety, and environmental issues are followed in selecting suppliers.

Moreover, a comprehensive set of benchmarking and quotation procedures for suppliers and subcontractors is followed to safeguard the quality and impartiality of tender evaluations. Responsible staff will then consolidate all tendering information into a Tender Analysis Report upon finalisation of all tender evaluations.

Regular meetings with subcontractors are also conducted in order to review the construction work progress. All meetings are recorded and documented and such documents are served as a reference for the selection of subcontractors.

In addition, the Group requests subcontractors to meet relevant environmental and social requirements, such as procuring products regionally, and reaching its energy, health and safety targets. In particular, the Group has imposed some environmental requirements on suppliers to manage environmental risks arising from procurement. All tender booklets must clearly state the Group’s preference on regional manufactured materials which are manufactured locally within 800km from the construction sites. The locations of the manufacturing plants and origins of the raw materials used for manufacturing the construction materials must be controlled under the said requirements. Suppliers are also expected to adhere to the requirements with supporting documents for the Group’s internal review.

Upon completion of every supply and construction contract, performance of the suppliers and subcontractors is reviewed in order to update the Approved List of Suppliers and Subcontractors maintained by the Group where such list will be updated on an annual basis.

Product Responsibility

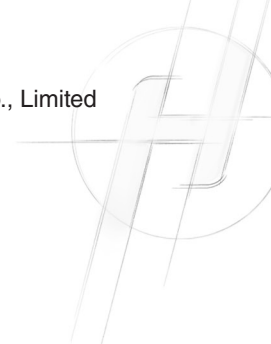
The Group is committed to offering quality services to its clients and complying with the requirements of such relevant standards, relating to health and safety, advertising, labelling and privacy matters of its products and services provided. As part of its commitment, the Group’s quality management system is operated in accordance with ISO 9001:2008.

ISO 9001: 2008 Quality Management System Certificate



To maintain the effectiveness of its quality management system, the Group closely monitors, and provides appropriate training for its employees. Credible professionals are involved in the early design and planning stage to ensure that the construction works and end products are safe and of high-quality. Upon completion of construction, quality check is again conducted to reconfirm the safety and quality of the foundation piles constructed. During the Reporting Period, **zero significant service-related complaint** was ever received.

The Group values and welcomes feedback from its clients and external parties. As such, a comprehensive Client/External Feedback and Complaint Policy is in place. Such policy contains instructions and assigns responsibilities after receiving and processing feedback and complaints. All received feedback and complaints are recorded and delivered to the responsible parties on a monthly basis and will be subjected to immediate review.



Anti-corruption

At the heart of the Group lies its core values of honesty, integrity and fair play. The Group expects its directors, officers and employees to uphold those values at all times. An Anti-bribery and Anti-corruption Policy is also in place to demonstrate its commitment.

Such policy is applicable to all directors, officers, employees, agents, representatives and any individuals acting on behalf of the Group. Managers and supervisors also ensure that all employees under their supervision understand and comply with the policy.

Such policy also states that all staff members must conduct their activities in full compliance with all applicable anti-corruption laws, including Hong Kong's Prevention of Bribery Ordinance. The group has complied with laws and regulations relating to bribery, extortion, fraud and money laundering. During the Reporting Period, **zero concluded legal case regarding corruption was brought against the Group or its employees.**

Moreover, the Group has adopted a Whistleblowing Policy to encourage employees and others who have concerns about any suspected misconduct or malpractice to come forward and talk. Such policy aims at protecting whistleblowers from unfair dismissal, victimisation and unwarranted disciplinary actions. Any person who is found to have victimised or retaliated against those who have raised concerns under this policy will be subjected to disciplinary sanctions.

3.3 Community Investment

The Group attaches great importance to building a cohesive society. Various channels are established to maintain close relationships among the communities and understand their needs, including providing hotlines and contact emails, carrying out site visits and various community activities as stated below. The Caring Company Certificate was received during the Reporting Period by the Group which recognizes its care for the community, employees and the environment.

The Caring Company Certificate received during the Reporting Period



In terms of focus areas, the Group gives particular emphasis to the youth and the underprivileged.

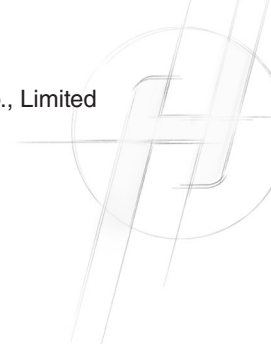
Caring for the Youth

The youth are the pillars of our future society. In view of that, some employees from the Hong Kong office participated in the HNA Global Charity Relay Run where the total distance all runners crossed would be translated into mileage and donated to the Fortune Wings Club on a 1:1 basis. Under this programme, beneficiary students would be able to fly home to spend their Chinese New Year Holiday with their families and loved ones.

Hong Kong staff participating in the HNA Global Charity Relay Run



The Group also continues to maintain its long-term partnership with Youth Outreach, a Hong Kong based non-profit organisation, by participating in its territory-wide Flag Day and by providing training services. Youth Outreach is dedicated to helping at-risk youth to grow up as responsible members of our community.



Caring for the Underprivileged

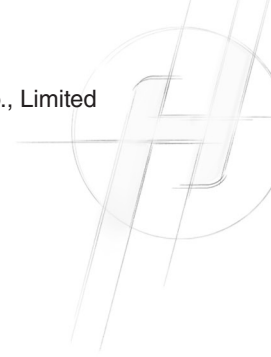
The Group cares about the development of the underprivileged and supports activities that will improve their wellbeing. During the Reporting Period, the Group has donated HK\$100,000 to the Social Welfare Department's (SWD) 10th Round Partnership Fund for the Disadvantaged ("PFD").

Certificate of Appreciation for contributing to the PFD



4 HKEEx Content Index Table

Aspect	HKEEx ESG Guide	Description	Page/Statement		
A. Environment					
A1: Emissions	A1	General Disclosure	4-6		
	A1.1	The types of emissions and respective emissions data	4-6		
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity	The Group plans to disclose its 2017 data in the 2017 ESG report		
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity	6		
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity	6		
	A1.5	Description of measures to mitigate emissions and results achieved	4-6		
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	5-6		
	A2: Use of Resources	A2	General Disclosure	6-8	
		A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity	6-7	
		A2.2	Water consumption in total and intensity	7-8	
		A2.3	Description of energy use efficiency initiatives and results achieved	6	
		A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	7	
		A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Immaterial, no packaging material is used in office and construction sites	
		A3: The Environment and Natural Resources	A3	General Disclosure	8-9
			A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	8-9



Aspect	HKEx ESG Guide	Description	Page/Statement	
B. Social				
Employment and Labour Practices				
B1: Employment	B1	General Disclosure	11-12	
	B1.1	Total workforce by gender, employment type, age group and geographical region	Not Available	
	B1.2	Employee turnover rate by gender, age group and geographical region	Overall employee turnover rate:	-5.68%
			By gender:	
			Male	-7.94 %
			Female	5.39 %
	B2: Health and Safety	B2	General Disclosure	10-11
Number and rate of work-related fatalities			11	
Lost days due to work injury.			3,631 lost days due to work injury	
Description of occupational health and safety measures adopted, how they are implemented and monitored			10-11	
B3: Development and Training	B3	General Disclosure	13	
	B3.1	Percentage of employees trained by gender and employee category	Not Available	
	B3.2	Average training hours completed per employee by gender and employee category	13	
B4: Labour Standards	B4	General Disclosure	13	
	B4.1	Description of measures to review employment practices to avoid child and forced labour	13	
	B4.2	Description of steps taken to eliminate such practices when discovered	Not Applicable	

Aspect	HKEx ESG Guide	Description	Page/Statement
Operating Practices			
B5: Supply Chain Management	B5	General Disclosure	13-14
	B5.1 B5.2	Number of suppliers by geographical region Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Hong Kong: about 195 suppliers 13-14
B6: Product Responsibility	B6	General Disclosure	14
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not Applicable
	B6.2	Number of products and service related complaints received and how they are dealt with.	14
	B6.3	Description of practices relating to observing and protecting intellectual property rights	Not Applicable
	B6.4	Description of quality assurance process and recall procedures.	14
B6.5	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Not Available
	B7	General Disclosure	15
	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	15
B7: Anti-corruption	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	15
	Community		
B8: Community Investment	B8	General Disclosure	15-17
	B8.1	Focus areas of contribution	15-17
	B8.2	Resources contributed to the focus area	15-17