

# HKEX ESG GUIDE

## CONTENT INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/Remarks										
<b>A. Environmental</b>													
<b>Aspect A1: Emissions</b>													
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Our Environmental Impact	During the reporting period, we complied with all applicable environmental laws and regulations related to emissions, water discharge and waste management, such as: Air Pollution Control Ordinance (Cap.311) Waste Disposal Ordinance (Cap.354) Water Pollution Control Ordinance (Cap.358) Noise Control Ordinance (Cap.400) Ozone Layer Protection Ordinance (Cap.403)										
KPI A1.1	The types of emissions and respective emissions data	Our Environmental Impact	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>NOx (tonnes)</td> <td>1,973</td> <td>2,084</td> </tr> <tr> <td>SOx (tonnes)</td> <td>149</td> <td>154</td> </tr> </tbody> </table>			2019	2020	NOx (tonnes)	1,973	2,084	SOx (tonnes)	149	154
	2019	2020											
NOx (tonnes)	1,973	2,084											
SOx (tonnes)	149	154											
KPI A1.2	Greenhouse gas emissions in total and intensity	Our Environmental Impact	<table border="1"> <tbody> <tr> <td>Scope 1 emission (tonne CO<sub>2</sub>e)</td> <td>3,266,826</td> <td>3,474,665</td> </tr> <tr> <td>Scope 2 emission (tonne CO<sub>2</sub>e)</td> <td>223,441</td> <td>206,429</td> </tr> </tbody> </table>		Scope 1 emission (tonne CO <sub>2</sub> e)	3,266,826	3,474,665	Scope 2 emission (tonne CO <sub>2</sub> e)	223,441	206,429			
Scope 1 emission (tonne CO <sub>2</sub> e)	3,266,826	3,474,665											
Scope 2 emission (tonne CO <sub>2</sub> e)	223,441	206,429											
KPI A1.3	Total hazardous waste produced and intensity	Our Environmental Impact	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Total hazardous waste produced (tonnes)</td> <td>74.61</td> <td>67.80</td> </tr> <tr> <td>Total non-hazardous waste produced (tonnes)</td> <td>2,890</td> <td>2,582</td> </tr> </tbody> </table>			2019	2020	Total hazardous waste produced (tonnes)	74.61	67.80	Total non-hazardous waste produced (tonnes)	2,890	2,582
	2019		2020										
Total hazardous waste produced (tonnes)	74.61	67.80											
Total non-hazardous waste produced (tonnes)	2,890	2,582											
KPI A1.4	Total non-hazardous waste produced and intensity												
KPI A1.5	Description of emission target(s) set and steps taken to achieve them	Our Environmental Impact											
KPI A1.6	How hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Our Environmental Impact	The main chemical wastes generated in Hong Kong include spent machine lubrication liquid (L73) and grease (S73). They were collected and disposed via EPD registered company.										
<b>Aspect A2: Use of Resource</b>													
General disclosure	Policies on efficient use of resources, including energy, water and other raw materials	Our Environmental Impact											
KPI A2.1	Direct and/or indirect energy consumption by type and intensity	Our Environmental Impact	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Electricity purchased (kWh)</td> <td>384,458,320</td> <td>395,923,870</td> </tr> <tr> <td>Coal or Coal Products (GJ)</td> <td>12,615,707</td> <td>13,751,694</td> </tr> </tbody> </table>			2019	2020	Electricity purchased (kWh)	384,458,320	395,923,870	Coal or Coal Products (GJ)	12,615,707	13,751,694
	2019	2020											
Electricity purchased (kWh)	384,458,320	395,923,870											
Coal or Coal Products (GJ)	12,615,707	13,751,694											
KPI A2.2	Water consumption in total and intensity	Our Environmental Impact	<table border="1"> <tbody> <tr> <td>Water consumption (cubic metre)</td> <td>1,067,119</td> <td>1,211,113</td> </tr> </tbody> </table>		Water consumption (cubic metre)	1,067,119	1,211,113						
Water consumption (cubic metre)	1,067,119	1,211,113											
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Our Environmental Impact											

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/Remarks	
<b>A. Environmental (Cont'd)</b>				
<b>Aspect A2: Use of Resource (Cont'd)</b>				
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Our Environmental Impact	We are not aware of any issues in sourcing water that is fit for purpose.	
KPI A2.5	Total packaging material used for finished products		<b>2019</b>	<b>2020</b>
			Total packaging material used for finished products (tonnes) 3,381.8	<b>3,044.9</b>
<b>Aspect A3: The Environment and Natural Resources</b>				
General disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Our Environmental Impact		
KPI A3.1	The significant impacts of activities on the environment and natural resources and the actions taken to manage them			
<b>Aspect A4: Climate Change</b>				
General disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Our Environmental Impact		
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Our Environmental Impact		
<b>B. Social</b>				
<b>Employment and Labour Practices</b>				
<b>Aspect B1: Employment</b>				
General disclosure	Information on:(a) the policies; and(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare	Our People		

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/Remarks				
<b>B. Social (Cont'd)</b>							
<b>Employment and Labour Practices (Cont'd)</b>							
<b>Aspect B1: Employment (Cont'd)</b>							
KPI B1.1	Total workforce by gender, employment type, age group and geographical region		<b>2019</b>		<b>2020</b>		
KPI B1.2	Employee turnover rate by gender, age group and geographical region		Total workforce	Male	Female	Male	Female
			by gender	908	139	935	141
			Total workforce	Hong Kong	Mainland	Hong Kong	Mainland
			by geographical region	357	690	367	709
			Employee turnover rate	Male	Female	Male	Female
by gender	5.6%	1.8%	4.3%	1.7%			
Employee turnover rate	Hong Kong	Mainland	Hong Kong	Mainland			
by geographical region	4.5%	2.9%	4.1%	1.9%			
<b>Aspect B2: Health and Safety</b>							
General disclosure	Information on:(a) the policies; and(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Our People – Safety and Health					
KPI B2.1	Number and rate of work-related fatalities						
KPI B2.2	Lost days due to work injury						
KPI B2.3	Occupational health and safety measures adopted, how they are implemented and monitored						
<b>Aspect B3: Development and Training</b>							
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Our People – Employee Development					
KPI B3.1	The percentage of employees trained by gender and employee category		<b>2019</b>		<b>2020</b>		
			Percentage of employees trained by employment category	Non-manager	Manager	Non-manager	Manager
				97%	3%	97%	3%
			Percentage of employees trained by gender	Male	Female	Male	Female
		87%	13%	87%	13%		

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/Remarks		
<b>B. Social (Cont'd)</b>					
<b>Employment and Labour Practices (Cont'd)</b>					
<b>Aspect B3: Development and Training (Cont'd)</b>					
KPI B3.2	The average training hours completed per employee by gender and employee category		<b>2019</b>	<b>2020</b>	
			Average training hours by employment category	Non-manager 21.9 Manager 17.9	Non-manager <b>19.3</b> Manager <b>15.5</b>
			Average training hours by gender	Male 22.3 Female 18.2	Male <b>19.7</b> Female <b>16.1</b>
<b>Aspect B4: Labour Standards</b>					
General disclosure	Information on:(a) the policies; and(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour	Our People	We adhere to the guidance of and remain in compliance with the Employment of Children Regulations under the Hong Kong Employment Ordinance (Cap. 57) and Mainland China's the Law on the Protection of Minors, Regulations on the Prohibition of Child Labour, and the Notice on the Prohibition of Child Labour.		
KPI B4.1	Measures to review employment practices to avoid child and forced labour				
KPI B4.2	Steps taken to eliminate such practices when discovered				
<b>Operating Practices</b>					
<b>Aspect B5: Supply Chain Management</b>					
General disclosure	Policies on managing environmental and social risks of supply chain	Our Partners and Suppliers	<b>Number of suppliers by geographical region</b>		
KPI B5.1	Number of suppliers by geographical region		<b>2019</b>	<b>2020</b>	
KPI B5.2	Practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored		Hong Kong	1,818	<b>1,845</b>
			Mainland China	642	<b>565</b>
			Asia	135	<b>137</b>
			UK	73	<b>74</b>
			Continental Europe	91	<b>96</b>
			Australia	39	<b>40</b>
		Canada	11	<b>11</b>	
Others (USA, Bahamas)	176	<b>177</b>			
	Total	2,985	<b>2,945</b>		
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Our Partners and Suppliers			

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/Remarks
<b>Operating Practices (Cont'd)</b>			
<b>Aspect B5: Supply Chain Management (Cont'd)</b>			
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Our Partners and Suppliers	
<b>Aspect B6: Product Responsibility</b>			
General disclosure	Information on:(a) the policies; and(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Our Customers and Community	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons		There were no products sold or shipped subject to recalls for safety and health reasons and no products and service-related complaints received during the reporting period.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with		
KPI B6.3	Practices relating to observing and protecting intellectual property rights	About GIC and Our Sustainability Efforts – Corporate Governance and Business Ethics	
KPI B6.4	Quality assurance process and recall procedures	Our Customers and Community	
KPI B6.5	Consumer data protection and privacy policies, how they are implemented and monitored	Our Customers and Community	

Subject Areas, Aspects, General Disclosures and KPIs		Section	Explanation/ Remarks
<b>Aspect B7: Anti-corruption</b>			
General disclosure	Information on:(a) the policies; and(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	About GIC and Our Sustainability Efforts – Corporate Governance and Business Ethics	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases		
KPI B7.2	Preventive measures and whistle-blowing procedures, how they are implemented and monitored		
KPI B7.3	Description of anti-corruption training provided to directors and staff		No anti-corruption training was conducted in 2019-2020 due to COVID-19 pandemic.
<b>Community</b>			
<b>Aspect B8: Community Investment</b>			
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests	Our Customers and Community	
KPI B8.1	Focus areas of contribution		
KPI B8.2	Resources contributed to the focus area		