

WAI HUNG GROUP HOLDINGS LIMITED

偉鴻集團控股有限公司

(incorporated in the Cayman Islands with limited liability)

Stock code: 3321



**Environmental, Social and
Governance Report | 2018**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2018

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CHAIRMAN, CHIEF EXECUTIVE OFFICER AND EXECUTIVE DIRECTOR'S MESSAGE

Dear Stakeholders,

Wai Hung Group Holdings Limited and its subsidiaries (the “**Group**”) are proud to present our inaugural Environmental, Social and Governance (“**ESG**”) Report. The report provides information about our economic, environmental and social topics and performance.

As a responsible corporate citizen, the Group is committed to uphold ethical standards and continue to introduce and implement sustainable innovations in our business operations. We adopt a comprehensive approach in managing the environmental impacts of our construction activities and we have adequate environmental policies in place to achieve sustainable operations.

We have been actively promoting and practising green and gracious policies to provide a pleasant environment for all residents in the vicinity of our works and members of the public. We have implemented social and community engagement policies to ensure that the social impacts of our construction activities are minimised.

The Group deeply values our employees. As an employer, we are committed to protect the health and safety of all our employees. We have comprehensive safety policies and measures to safeguard their well-being. We endeavour to develop our people to their fullest potential and nurture them to support our growth and steer the Group ahead.

I would like to extend my appreciation to all stakeholders for your contributions and supports towards the Group's success all these years.

Li Kam Hung

Chairman, Chief Executive Officer and Executive Director

Wai Hung Group Holdings Limited

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ABOUT US

The Group is a contractor providing fitting-out services and repair and maintenance services. The Group's fitting-out services primarily cover refitting works for existing buildings and extend to casinos, retail areas, hotels, restaurants, commercial properties and residential properties. We primarily focus on providing fitting-out services for the commercial segment, in particular facilities located within integrated resorts in Macau.

The Group undertook projects as both main contractor and subcontractor. The majority of its revenue was derived from projects in which we were engaged as main contractor by major licensed casino gaming operators in Macau. To a lesser extent, the Group was also engaged as subcontractor by other fitting-out contractors in Macau.

The Group has established business relationship with major licensed casino gaming operators in Macau. Majority of the customers are group companies of the six licensed casino gaming operators in Macau, and the shares of their respective holding companies are listed on the Stock Exchange. The Group believes that its experienced management team with profound industry knowledge, its ability to maintaining long-term business relationships with its major customers and a stable pool of suppliers and subcontractors have contributed to its success.

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ETHICS AND INTEGRITY

Corruption, Bribery and Extortion

The Group strictly prohibits all forms of corruption, bribery and extortion. We are fully committed to conducting business with integrity and consistent with the highest ethical standards, and in compliance with all applicable laws and regulatory requirements for the prevention of corruption, bribery and extortion.

Corrupt practices may subject the Group and individual employees to potential criminal and civil liabilities. Corrupt practices may also adversely affect the reputation of the Group as well as the confidence held by stakeholders, including our customers and business partners in our commitment to act professionally, fairly and with integrity in all our business dealings and relationships.

In line with our commitment to maintain high ethical standards which are integral to our corporate identity and our business, it is the Group's policy to adopt a 'zero-tolerance' approach against all forms of corruption, bribery and extortion.

In FY2018, there were no legal cases brought against the Group or its employees regarding corrupt practices.

Fraud

The Group endeavours to operate in compliance with local regulations regarding fraudulent activities. We have established a corporate fraud policy to facilitate the development of controls that will aid in the detection and prevention of fraud against the Group. Each member of the management team will be familiar with the types of improprieties that might occur within his or her area of responsibility, and be alert for any indication of irregularity.

Any irregularity that is detected or suspected must be reported immediately to the Chief Executive Officer, who will coordinate internal and external investigations with the Audit Committee and other implicated departments.

Anti-Money Laundering ("AML")

We recognise the importance of AML and therefore comply with international and domestic laws and implement appropriate policies. The Group will stipulate the roles and internal controls within the group companies.

Given that directors are responsible for directing a company's business effectively, they are obligated to ensure compliance with all relevant AML laws. A director with reasonable care, skill and diligence would need to comply with AML laws by being able to understand and address the AML risks and appoint one of the directors or proper senior company personnel to be the central reference point for suspicious transaction reporting.

The Group implements and maintains appropriate measures to conduct customer due diligence. We train employees in matters related to AML so that employees can implement immediate and appropriate measures for customer due diligence.

We also implement and maintain measures for handling suspicious transactions, and we will report suspicious transactions to relevant authorities immediately.

The Group regularly reviews and improves the AML policy and internal controls based on the effectiveness of the measures.

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Whistle-Blowing

The Group is committed to achieving and maintaining the highest standards of openness, integrity and accountability. Our whistle-blowing policy serves to increase the Group's awareness of maintaining internal corporate justice and it encourages all employees to report serious concerns about any suspected misconduct, malpractice or irregularity. Employees with legitimate concerns can raise the matter directly with the Chairman of the Audit Committee. The Chairman of the Audit Committee will review the complaint and decide how the investigation should proceed.

The Audit Committee has the overall responsibility over implementation, monitoring and periodic review of the whistle-blowing policy.

GOVERNANCE AND STATEMENT OF THE BOARD

The Group's Board and senior management have assessed sustainability issues as part of the strategic formulation of the company. The Board has determined the material ESG factors and overseen the management and monitoring of the material ESG factors.

The Board of Directors acknowledges its responsibility for ensuring the integrity of the ESG report and to the best of its knowledge this report addresses all relevant material issues and fairly presents the ESG performance of the organisation and its impacts. The Board of Directors confirms that it has reviewed and approved the report.

Please refer to the Corporate Governance Report in our Annual Report 2018 for more information on corporate governance practices, precautionary measures and risk management structure.

STAKEHOLDER ENGAGEMENT

The Group has set up policies on stakeholder engagement to understand the needs of stakeholders and to ensure its activities take into consideration of the stakeholders' interests. Continuous communication with stakeholders allows the Group to identify matters in relation to the environmental, social and governance issues, and it serves as a method to understand stakeholders' expectation and assess the materiality on various aspects as set out in this report that are relevant to the Group.

REPORTING PRACTICE

Our first ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide as set out in the Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**ESG Reporting Guide**").

This ESG Report incorporates the general standard disclosures and Key Performance Indicators ("**KPIs**") as set out by the "Comply or Explain" provisions of the ESG Reporting Guide. This ESG Report primarily highlights the Group's major initiatives and activities implemented from 1 January 2018 to 31 December 2018. The management and employees who are responsible for the key functions of the Group have participated in preparing the ESG Report, assisted the Group in reviewing its operation, identifying key environmental, social and governance issues and assessing the importance of these issues to our businesses and stakeholders. We compiled a questionnaire in reference to the identified material environmental, social and governance issues to collect the information from relevant departments and business units of the Group.

Supplementing our 2018 annual report, the report discloses progress on environmental, social and governance issues from 1 January 2018 to 31 December 2018. For governance section, please refer to our 2018 Annual Report. The Group has assessed that external assurance is not required as the Group is laying the foundations for a sustainability reporting framework this year.

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The following table summarises the Group's significant environmental, social and governance issues as set out in this report:

The ESG Reporting Guide	Material ESG aspects of the Group
Environment	
A1. Emissions	Emissions Management
	Dust Management
	Exhaust Management
	Greenhouse Gas ("GHG") Management
	Waste Management
A2. Use of Resources	Energy Consumption
	Water Consumption
	Use of Packaging materials (not applicable)
A3. The Environment and Natural Resources	Environmental Impact Management
Social	
B1. Employment	Employee Benefits and Equal Opportunities Policies
B2. Health and Safety	Occupational Health and Safety
B3. Development and Training	Staff Development and Training
B4. Labour Standards	Labour Standards Compliance
B5. Supply Chain Management	Environmental and Social Risk Management of Supply Chain
B6. Product Responsibility	Quality and Safety of Products and Services
	Intellectual Property Management
B7. Anti-Corruption	Prevention of Corruption and Fraud
B8. Community Investment	Contributions to Society

During the year ended 31 December 2018, the Group confirmed that appropriate and effective management policies and internal control systems for environmental, social and governance issues are in place and confirmed the information disclosed in the ESG Report meets the ESG Reporting Guide.

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ENVIRONMENT

A1. Emissions

Global warming and climate change have become major environmental issues to the world. The Group aims to minimize energy consumption and carbon emissions and has been exploring ways of adopting operational model which incurs less adverse impact on the environment. From the reporting perspective, we mainly focused on the environmental impact of the Group's offices and relevant measures to be taken during the daily operation and have formulated policies and procedures relating to the environmental management to govern the limited greenhouse gas emissions and non-hazardous waste generated from our operation. At the same time, the Group fully considers environmental elements in each of our business process, including design and planning, material procurement, and project execution. We cherish and make good use of the Earth's resources to promote the harmony between human being and the nature environment.

Emissions Management

Construction operations generate air pollutants such as dust and exhaust from machinery and mechanical plants. Use of chemical substances can also generate hazardous vapours if they are not handled with caution. In order to protect our workers and surrounding occupants from air pollution and air-borne diseases, we control dust, fumes and air pollutants generated at our construction sites at a sustainable level. Contractors and workers are adequately trained to understand the consequences of air pollution on human health and the environment, and they are given simple instructions on operation and maintenance of equipment to ensure the preservation of air quality on-site.

Dust Management

All activities involving excavation or disturbance of soils must explore preventive controls and implement physical controls to minimize the generation of dust and reduce its release into the atmosphere.

Exhaust Management

All operations of plants and equipment must comply with local regulations, and maintenance and servicing must be performed regularly in accordance with manufacturing guidelines to ensure that any exhaust or other emissions generated are within standard specifications. Maintenance of diesel-powered mechanical plants is critical as the exhaust fumes will pollute the environment.

Greenhouse Gas ("GHG") Management

The consumption of electricity at the offices, petrol, paper and water consumption are the largest sources of (direct and indirect) greenhouse gas emissions of the Group. During the year ended 31 December 2018, the Group's total GHG emissions amounted to approximately 90.65 tonnes and the total GHG emission per employee was 1.13 tonnes/employee. The detailed summary of the GHG emission is shown below:

GHG Performance Summary		
GHG Scope¹	Tonnes	Intensity – Tonnes per employee
Direct GHG emission (Scope 1) – petrol consumption (Motor vehicle)	3.43	0.04
Direct GHG emission (Scope 1) – petrol consumption (Gas for dorm)	0.60	0.01
Indirect GHG emission (Scope 2) – electricity consumption	78.32	0.98
Other indirect GHG emission (Scope 3) – paper and water consumption	8.30	0.10
Total GHG emission	90.65	1.13

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Note:

1. GHG emissions data is presented in carbon dioxide equivalent and was in reference to, including but not limited to, the reporting requirements of the "GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the world Business Council for Sustainable Development.

The Group has implemented a number of measures to mitigate energy consumption such as turning off the air-conditioning system at night or when leaving office, keeping the office temperature at 25°C in summer and using LED lights or energy-saving light in office; the Group issues environmental-related memorandum to its staff to raise their awareness of environmental preservation. Notices and posters relating to the environmental information have been placed in the offices to promote the best practice of the environmental management.

As the Group's emissions were substantially caused by the usage of equipment and self-owned vehicles, our mitigation strategy is significantly dependent on these sources. The measures begin at the procurement process by selecting equipment with low emission, and using of low-sulphur fuel. In addition, regular inspection checks of the Group's equipment are conducted at the commencement of each construction project to ensure that they are in good condition without excessive emission.

During the reporting year, the Group did not encounter any non-compliance issue about emission that would have a significant impact on the environment.

In addition to complying with the general disclosure requirement of Aspect A1, we have complied with the KPI requirement which is summarised in content index.

Waste Management

The Group adheres to waste management principle and strives to properly manage and dispose wastes produced by our business activities. Our waste management practice has been complied with relevant laws and regulations relating to environmental protection. The non-hazardous wastes generated by the Group's operations mainly consist of paper and toner cartridges. During the year ended 31 December 2018, the consumption volume generated by the Group is shown as below:

Non-hazardous waste category	Quantity	Unit	Intensity – Unit per employee
Paper	5.35	Tonnes	0.0669
Toner cartridge	143	Pieces	1.7875

We regularly monitor the consumption volume of paper, toner cartridges and ink cartridges and have implemented a number of reduction measures. The Group's office has also provided suitable facilities and encouraged our staff to sort and recycle the wastes to achieve the objectives in mitigating wastes, reusing and recycling in its operations. The Group maintains high standard in waste reduction, educates its employees the significance of sustainable development and provides relevant support in order to enhance their skills and knowledge in sustainable development.

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A2. Use of Resources

Energy Consumption

The Group understands that the building materials adopted by the Group will directly affect the quality of the building and its surrounding environment, so a number of environmental procurement measures have been taken. The Group purchases and selects environmental friendly indoor and outdoor building materials, which can provide a comfortable environment and save natural resources at the same time. Also, the Group selects local material at a higher priority and consider recycling to reduce the carbon emission and construction waste generated from transportation.

The volume of energy consumption, electricity consumption and water consumption of the Group are considered as relatively low. As mentioned in the Aspect A1 section, the Group has formulated policies and procedures relating to the environmental management, including energy management. Electricity consumption and petrol consumption account for a substantial part of the carbon emission for the Group.

During the year ended 31 December 2018, the Group's consumption in petrol, electricity and water were:

Energy Type	Quantity	Unit	Intensity – Unit per employee
Petrol	1,313.66	Liter	16.42
Electricity	124,318.00	kWh	1,534.98
Water	325.00	m ³	4.06

On top of the measures of mitigating the energy consumption mentioned in previous section, the Group strives to utilize telephone or video conference to minimize face-to-face meeting in order to reduce petrol consumption in traveling and unnecessary business trips. The Group encourages resources saving in daily office operation and proactively fosters a low-carbon corporate culture, which further increases our employees' awareness in energy conservation.

Water Consumption

During the year ended 31 December 2018, the Group consumed 325 m³ of water and the water consumption per employee was 4.06 m³. As compared to the limited amount of water consumption generated from office operations, the Group's main water consumption from construction sites include muddy water, wastewater from rinsing the cement system, cooling water of machineries and wastewater from rinsing of ground surface.

To reduce the use of water, the Group has implemented preventive measures and monitored the water consumption in construction sites by regular frequency.

Use of Packaging Materials (not applicable)

Due to the nature of business, the Group did not have physical products for sale and therefore did not involve any use of packaging materials. Therefore, this disclosure is not applicable to the Group.

On top of complying with the general disclosure requirement of Aspect A2, we have complied with the KPI requirement which is summarised on content index.

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A3. Environment and Natural Resources

Environmental Impact Management

The Group pursues the best practices in the environment protection and focuses on the impact of the Group's businesses to the environment and natural resources. In addition to complying with relevant environmental laws and regulations as well as properly preserve the natural environment, the Group has integrated the concept of environmental protection into its internal management and daily operations, with the aim of achieving environmental sustainability. The Group strives to promote environmental protection and make effective use of resources. The Group carries out continuous monitoring if the business operations incur any potential impact to the environment, and minimizes such impact to the environment through promoting green office and operating environment by adopting four basic principles which comprise of reduce, reuse, recycle and replacement. Where applicable, we adopt green purchasing strategies and the most practical technologies to protect our natural resources.

The Group understands that effective project management would ensure efficient use of resources. Therefore, many environmental-friendly construction measures have been taken. The Group strictly implements the building energy conservation regulations promulgated by the government, and continuously improves project management to minimize unnecessary power and water consumption in the project.

The Group supports waste management and waste reduction, and adopts a hierarchical system, namely, to avoid waste generation first, and to reuse resources and recycle the resources as much as possible before considering waste disposal. For construction waste, timely treatment is the basic requirement of clean and clean environment. The group has formulated the disposal plan of mud and waste residue, which requires the subcontractor to collect the construction waste in a centralized, simple classification and centralized external transportation, and promptly clean up the construction waste. The mud must be processed by the qualified transportation unit after drying in the field, so as to prevent the random dumping of construction waste in the environment.

The Group regularly reviews its environmental protection policies and has adopted the necessary precautionary measures and actions to reduce significant impact on the environment and natural resources, and ensure that the Group complies with relevant laws and regulations.

During the year ended 31 December 2018, the Group has not found any non-compliance with laws and regulations in respect of the environment and natural resources.

On top of complying with the general disclosure requirement of Aspect A3, we have complied with the KPI requirement which is summarised on content index.

SOCIAL

B1. Employment

Employee Benefits and Equal Opportunities Policies

Employees are regarded as the Group's largest and most valuable assets and the core of competitive advantage. They provide the driving force for continuous innovation to the Group. The Group has established clear policies and guidelines to attract and retain talent, and delivers a fair and safe working environment for employees to support their career advancement and also fosters their personal development.

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The Group is committed to maintaining a diverse workforce that includes age, gender, family status, sexual orientation, disability, ethnicity, religion and equal opportunities. At present, the construction industry is still largely male-dominated; we will continue to strive for gender diversity and increase the female-to-male ratio in our workforce.

Our employees by gender	Number of staff
Female staff	26
Male staff	54
Total staff of the Group	80

The Group's staff handbook contains policies in regards to recruitment, promotion, discipline, working hours and leave. The human resources department has been responsible for ensuring all employees have fully understood the contents of the handbook.

The management regularly reviews the Group's remuneration and benefits policies in reference to the market standards and is committed to safeguarding the rights and interests of the staff which resulted in a minimal employment turnover rate. Remuneration and benefits have been adjusted on an annual basis in accordance with the employees' individual performance, contribution and market conditions. During the year ended 31 December 2018, the Group was not aware of any material non-compliance with laws and regulations relating to employment and labour practices.

B2. Health and Safety

Occupational Health and Safety

The Group has always placed emphasis on occupational safety and has set up an occupational health and safety management system to provide a safe working environment for office employees. The Group strictly abides by the relevant laws and regulations of Macau under certain health and safety regulations. We are committed to ensuring that our employees and subcontractors work in a safe and healthy environment, and we regard occupational health and safety as the primary task of maintaining our reputation.

The Group has implemented various measures, including those as stated in the Emission section of the ESG Report, to protect its employees from injury and occupational hazards. The Group has established occupational health and safety manuals which provide guidance on the essential procedures before entering into construction site and during the course of construction. We have established and maintained a safety management system in Macau according to the OHSAS 18001 international standard. Our system takes a preventive approach and focuses on crisis management and risk assessment. The Group conducts regular internal risk assessments and reviews every six months. It aims to provide information, training and supervision through the screening of risk and crisis control risk levels of different types of work, to enhance risk awareness and to better prepare for emergencies. We set up and maintain a safety management system for our Macau operation, and properly manage any violation of the system and to take remedial measures after the record and review so as to ensure site safety and health management are properly implemented in all the construction sites we managed and we comply with applicable laws and regulations.

Occupational safety and health data	
Total staff of the Group	80
The number of Lost working days caused by accidents and diseases (Occupational) related to work	–

During the year ended 31 December 2018, the Group was not aware of any non-compliance with the health and safety laws and regulations.

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B3. Development and Training

Staff Development and Training

Employees are regarded as the Group's largest and most valuable assets and an essential part of maintaining a competitive advantage. The Group provides its staff with training courses for upgrading skills and development as needed.

The Group adheres to the "people-oriented" management concept. We built a multi-level, all-round and three-dimensional team. This provides powerful talent support for sustainable development. We focus on employees' knowledge accumulation, professional skills development, and career planning. We provide a good working environment as well as practical training and also for the Group to build an energetic and positive working atmosphere. We established a good mechanism of cultivating and utilizing talents.

The Group regularly monitors the training and development activities, and we review our support framework to continually improve our training and development policies. Our training policy is inclusive and equal for both genders.

Our employees trained by gender	Number of staff
Female staff	65%
Male staff	75%

The Group encourages and supports the participation of employees in personal and professional training. We also encourage the culture of sharing of experience by organizing various forms of training from time to time to help employees for their career planning and improve their job performance.

B4. Labour Standards

Labour Standards Compliance

The Group strictly complies with all labour and socioeconomic regulations. We do not discriminate on the basis of gender, ethnicity, nationality, age, religious belief, disability or marital status.

To ensure strict compliance with local employment laws, we implement access controls at our sites and offices to prevent illegal workers from entering or working at our sites and offices. We also monitor the presence of illegal workers on sites by conducting random checks. The Group ensures that all employees have the necessary visas, work permits, specific registrations, licenses and qualifications before they perform the duties assigned to them.

During the year ended 31 December 2018, the Group was not aware of any material non-compliance with laws and regulations relating to employment and labour practices. There was no incident of child and forced labour in FY2018.

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B5. Supply Chain Management

Environmental and Social Risk Management of Supply Chain

The Group maintains an approved list of suppliers from Macau. In selecting suppliers for a project, we evaluate them based on their scale of operation, our past cooperation with them, their capability to comply with the specified project requirements, price quotation, and time required by them to provide the required materials. We also review and update such list on a continuous basis. Based on these factors, our procurement department will coordinate with our project managers to select suppliers from the approved list of suppliers to further negotiate purchase terms, and our executive Directors will review and approve the proposed supplier purchase order forms before execution. Our quantity surveyors will also examine the quantity and quality of materials ordered and the timing of delivery to ensure that the delivery meets our project schedules.

The Group's procurement department is also responsible for organising the supplier evaluation work in two ways which include the ongoing project evaluation and the annual assessment. The evaluation results will serve as the basis of supplier management. Suppliers need to react quickly to the assessment result, taking effective measures to improve the services provided within prescribed period. The Group has the rights to terminate the cooperation with service providers who violate the rules or do not meet the targets.

The Group maintains close liaison with its suppliers to monitor its performance to ensure that it is consistent with its service commitment.

B6. Product Responsibility

Quality and Safety of Products and Services

The Group pays high attention to the quality and safety of its services. The Group has established relevant quality and safety inspection policies for different projects, communicates with our customers and confirms their project expectation and direction prior launching any project, and actively coordinates projects with customers in the process of providing services. At the same time, we will continuously improve the customer service and complaint handling mechanism so as to protect the rights and interests of consumers, and provide customers with comfortable services.

The Group has established a system for the selection and management of subcontractors, including maintaining a list of approved subcontractors and regular inspection on the quality and progress performed by our project managers. In addition, our subcontractors must comply with the relevant laws and regulations relating to the safety and illegal labour of the site. We require the subcontractor to comply with and adopt all safety, building and structure measures and procedures specified in our safety management plan.

The Group extremely emphasizes the quality control of the property construction, including the purchase of building materials, external decoration, interior decoration and interior decoration materials and the machinery used on of construction projects, to maintain high quality standards. The Group focuses on project monitoring to ensure that all projects comply with our quality standards and the relevant legislation and regulations.

Intellectual Property Management

The Group is concerned about the protection of intellectual property rights, and ensures that no infringement of intellectual property rights of other enterprises or individuals during the entire product life cycle starting from the project design. When the Group engages with its customers or suppliers, protection of intellectual property is included in the contractual terms as appropriate. The Group's legal department will review all the contracts in operation and ensure that the contractual terms protect both parties' intellectual property rights. The Group also requires technical professionals to sign strict confidentiality agreements. Confidential information of our customers is only accessible to employees who are responsible for the corresponding project.

During the year ended 31 December 2018, the Group complied with relevant laws governing the confidentiality of data and intellectual property, including but not limited to Macau Intellectual Property Law.

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B7. Anti-Corruption

Prevention of Corruption and Fraud

The Group upholds high standards in its market practices, with all employees required to maintain a high level of business ethics. The Group's Code of Conduct as explained in its Employee Handbook and conflict of interest policy require employees to declare gifts received from clients, and to comply with applicable requirements relating to the privacy and the confidentiality of information received in the course of business.

In addition, corruption, bribery or fraud in any form is strictly prohibited. Whistleblowing policy was established to allow employees to report any misconduct or malpractice events observed on a confidential platform to the Audit Committee.

During the year ended 31 December 2018, the Group was not aware of any non-compliance with relevant laws and regulations related to anti-corruption.

B8. Community Investment

Contributions to Society

As a responsible company, the Group actively strives to become a positive force in the community and maintains close communication and interaction with the community to contribute to community development.

The Group also actively encourages employees to contribute their time and skills to community volunteer works to benefit local communities by giving them opportunities to learn more about social and environmental issues and enhance the corporate value of the Group.

The Group will consider from time to time to make donations to charities when the Group records after-tax profits and has sufficient funds.

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CONTENT INDEX

Aspect A1: Emissions		Section Reference
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.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Emissions
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity.	Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Not applicable
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Emissions

Aspect A2: Use of Resources		Section Reference
General Disclosure	Information on: Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type and intensity	Use of Resources
KPI A2.2	Water consumption in total and intensity	Use of Resources
KPI A2.3	Description of energy use efficiency initiatives and results achieved	Use of Resources
KPI A2.4	Description on whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Use of Resources
KPI A2.5	Total packaging material used for finished products	Not applicable to the Group's business

Aspect A3: The Environment and Natural Resources		Section Reference
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources

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Aspect B1: Employment		Section Reference
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.	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Employment

Aspect B2: Health and Safety		Section Reference
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.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety

Aspect B3: Development and Training		Section Reference
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category	Development and Training

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Aspect B4: Labour Standards		Section Reference
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forces labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Labour Standards
KPI B4.2	Description of steps taken to eliminate child and forced labour practices when discovered	Labour Standards

Aspect B5: Supply Chain Management		Section Reference
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region	Not applicable to the Group's business
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management

Aspect B6: Product Responsibility		Section Reference
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.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable to the Group's business
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Not applicable to the Group's business

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Aspect B7: Anti-corruption		Section Reference
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.	Anti-corruption
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.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption

Aspect B8: Community Investment		Section Reference
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.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment