



CHINA HEALTHWISE HOLDINGS LIMITED

中國智能健康控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 00348

2020

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

China Healthwise Holdings Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management on significant issues affecting the operation, and the performance of the Group in terms of environmental and social aspects. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

Preparation Basis and Scope

This Report is prepared in accordance with Appendix 27 to the rules governing the listing of securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) — “Environmental, Social and Governance (“ESG”) Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group — Chinese health products segment, money lending segment and investment in financial instruments segment in Hong Kong and The People’s Republic of China (“PRC”) only.

With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data, implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

Reporting Period

This Report demonstrates our sustainability initiatives during the reporting year from 1 January 2020 to 31 December 2020.

Contact Information

The Group welcomes your feedback on this Report. Please share your views with us via email at IR@healthwisehk.com to help improve our sustainability policies.

關於本報告

中國智能健康控股有限公司(「本公司」，連同其附屬公司統稱為「本集團」)欣然提呈本環境、社會及管治報告(「本報告」)，概述本集團對影響其營運的重大事宜的管理及本集團在環境和社會方面的表現。本報告乃由本集團在亞太合規顧問及內控服務有限公司之專業協助下編製。

編製基準及範圍

本報告乃依照香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七 — 「環境、社會及管治(「環境、社會及管治」)報告指引」而編製並遵守上市規則「不遵守就解釋」條文。

本報告概述本集團於企業社會責任方面的表現，涵蓋本集團視為重要的僅於香港及中華人民共和國(「中國」)的經營活動 — 中藥保健品分部、放債分部及投資金融工具分部。

為優化和完善本報告的披露要求，本集團已主動制定政策、記錄相關數據、實施及監督措施。本報告以中、英文版本在聯交所網站刊發。中、英文版本如有任何歧異，概以英文版本為準。

報告期間

本報告列載我們於二零二零年一月一日起至二零二零年十二月三十一日止報告年內的可持續發展措施。

聯絡資料

閣下如對本報告有任何反饋，歡迎電郵至 IR@healthwisehk.com，與本集團分享寶貴意見，幫助我們完善可持續發展政策。

INTRODUCTION

The Group is dedicated to the provision of Chinese health products business, money lending business and investment in financial instruments with a clear business strategy for development and growth. In the meantime, the Group acknowledges the importance of operating its business in a responsible manner to achieve sustainable development. We constantly review our operating practices and standards relating to environmental protection and social responsibility. Our corporate social responsibility ("CSR") objective is to support the development of local community against challenges. We endeavour to help the disadvantaged and strengthen their voice in our business decision making as we aim to achieve the objectives below to fulfil our CSR:

1. Respecting social and cultural diversities, as well as equality and pride that everyone deserves.
2. Enhancing an inclusive and fair society, upholding the spirit of inclusiveness and accountability.
3. Promoting our values of honesty and humanity, as well as business principles of transparency and consistency.

Clear instructions have been made that our daily operations must be in compliance with minimum legal standards. The Group's CSR policies are applicable to all directors, senior executives and other employees. Details of the management approaches to sustainable development in different areas are illustrated in this Report.

STAKEHOLDERS ENGAGEMENT

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. This allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

緒言

本集團致力於提供中藥保健品業務、放債業務及投資金融工具業務，訂有清晰的業務發展及增長策略。同時，本集團認識到負責任地經營業務對實現可持續發展的重要性。我們會不斷審視我們有關環保及社會責任的營運慣例及準則。我們企業社會責任（「企業社會責任」）的目標為支持本地社區的發展，協助其應對挑戰。我們竭力扶助弱勢社群，加強彼等在我們的業務決策中的話語權，因為我們旨在朝著以下目標履行我們的企業社會責任：

1. 尊重社會及文化差異，所有人均應享有公平待遇及尊嚴。
2. 推動包容公平社會，秉持包容負責精神。
3. 推崇誠信、人文的價值觀，秉持透明、一致的業務原則。

本集團已明確指示，我們的日常營運必須符合最低法律標準。本集團的企業社會責任政策適用於所有董事、高級行政人員及其他員工。針對不同領域可持續發展的管理方針詳述於本報告。

持份者參與

本集團深知本集團業務之成功取決於其主要持份者之支持，該等持份者(a)已投資或將投資於本集團；(b)有能力影響本集團內產生之結果；及(c)於本集團之活動、產品、服務及關係中擁有權益或受其影響或可能受其影響。透過持份者，本集團可了解風險及機遇。本集團將繼續確保與各主要持份者維持有效溝通和保持良好關係。

本集團不時因應其角色及職責、策略規劃及業務舉措而排列持份者的優先次序。本集團與其持份者接洽，旨在建立互惠關係並尋求彼等對業務計劃及舉措以及促進於市場、工作場所、社區及環境可持續發展方面之意見。

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The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication.

本集團認同自持份者之見解、查詢及對本集團業務活動之持續關注中所得資料之重要性。本集團已識別對我們業務至關重要之主要持份者，並建立各種溝通渠道。

The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

下表概述本集團之主要持份者及用於接收、聆聽及回應的各類溝通平台及方法。

Stakeholders 持份者	Issues of concern 關注事項	Engagement channels 參與渠道
Government and Market Regulators 政府及市場監管者	- Compliance - Proper tax payment - Promote regional economic development and employment	- On-site inspections and checks - Research and discussion through work conferences, work reports preparation and submission for approval
Shareholders and Investors 股東及投資者	- Return on the investment - Information disclosure and transparency - Protection of interests and fair treatment of shareholders	- Annual general meetings and other shareholder meetings - Annual reports, announcements and website - Meeting with investors and analysts
Employees 僱員	- Safeguard the rights and interests of employees - Career development opportunities - Health and safety	- Conferences - Trainings, seminars, briefing sessions - Cultural and sport activities - Intranet and emails
Customers 客戶	- Safe and high-quality products - Stable relationship - Information transparency - Business ethics	- Websites, brochures, annual reports - Email and customer service hotline - Feedback forms - Visits and meetings

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Stakeholders 持份者	Issues of concern 關注事項	Engagement channels 參與渠道
Suppliers/Partners	- Long-term partnership - Honest cooperation - Fairness and openness - Risk reduction	- Business meetings, supplier conferences, phone calls, interviews - Regular meetings - Review and assessment - Tendering process
供應商／合作夥伴	- 長期合作關係 - 誠實合作 - 公平公開 - 降低風險	- 業務會議、供應商會議、電話、面訪 - 定期會議 - 檢討及評估 - 投標流程
Peer/Industry associations	- Experience sharing and cooperation - Fair competition	- Industry conference - Site visits
同業／行業協會	- 經驗分享及合作 - 公平競爭	- 行業會議 - 實地拜訪
Public and Communities	- Community involvement - Social responsibilities	- Volunteering - Charity and social investment
公眾及社區	- 社區參與 - 社會責任	- 義工 - 慈善及社會投資

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

透過與持份者的全面溝通，本集團了解持份者的期望及顧慮，所獲得的反饋令本集團可作出更為明智的決定，以及更好地評估及管理其產生的影響。

The Group have adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the guidelines of Global Reporting Initiative ("GRI").

本集團透過了解對本集團的業務而言屬重要的關鍵環境、社會及管治議題，已於環境、社會及管治報告中採納重要性原則。根據環境、社會及管治報告指引（上市規則附錄27）及全球報告倡議組織（「全球報告倡議組織」）指引的推薦建議，本集團已於本報告中匯報所有關鍵環境、社會及管治議題和關鍵績效指標。

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The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification — Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG area was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

Step 2: Prioritization — Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects to be covered.

Step 3: Validation — Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2020, those important ESG areas to the Group were discussed in this Report.

ESG GOVERNANCE

Board's oversight of ESG issues

Board's overall vision and strategy in managing ESG issues

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board and the ESG Working Group spent significant time in evaluating the impact of ESG-related risks on our operation and formulating relevant policy in dealing with the risks. The oversight of the Board is to ensure the management to have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

本集團已透過採取下列步驟評估環境、社會及管治方面之重大性及重要性：

步驟1：識別 — 行業基準

- 透過審閱本地及國際同行之相關環境、社會及管治報告，識別環境、社會及管治相關範疇。
- 各環境、社會及管治範疇之重要性乃基於透過管理層內部討論得出其對本集團的重要程度，並按上市規則附錄27環境、社會及管治報告指引之推薦意見而釐定。

步驟2：優先次序 — 持份者參與

- 本集團就上文識別之主要環境、社會及管治範疇與主要持份者進行討論，以確保涵蓋所有重要範疇。

步驟3：確認 — 釐定重大議題

- 基於與主要持份者之討論及管理層內部討論，本集團管理層確保所有對業務發展屬重要之主要及重大環境、社會及管治範疇均予以呈報，且遵守環境、社會及管治報告指引。

由於該程序於二零二零年實施，對本集團屬重要之環境、社會及管治範疇均已於本報告內討論。

環境、社會及管治

董事會對環境、社會及管治事宜的監督

董事會就管理環境、社會及管治事宜的整體願景及策略

董事會（「董事會」）在監督本集團管理可持續發展事宜方面擔當重要角色。年內，董事會及環境、社會及管治工作小組花費大量時間評估環境、社會及管治相關風險對我們的營運及制訂處理有關風險的相關政策的影響。董事會進行監督以確保管理層備有一切合適工具及資源監察策略及長遠創造價值方面的環境、社會及管治事宜。

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To demonstrate our commitment to transparency and accountability, our Group has established an ESG Working Group, which has clear terms of reference that set out the powers delegated to it by the Board. We highly value the opinions of each stakeholder and treat them as the cornerstone for the development of the Group. During the reporting year, the ESG Working Group consisted of four members, including two Executive Directors, an Assistant Human Resources Manager and an Accountant.

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process, and risk management of the Group. Different ESG issues are reviewed by the ESG Working Group at the meetings, which holds once a year. During the reporting year, the ESG Working Group and the management reviewed the ESG governance and different ESG issues.

Board's ESG management approach and strategy for material ESG-related issues

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted each year. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has evaluated the materiality and importance in ESG aspects through the steps: (1) material ESG area identification by industry benchmarking; (2) key ESG area prioritization with stakeholder engagement; and (3) validation and determining material ESG issues based on results of communication among stakeholders and the management.

Hence, this can enhance understanding of their degree and change of attention to each significant ESG issue, and can enable us to more comprehensively plan our sustainable development work in the future. Those important and material ESG areas identified during our material assessment were discussed in this Report.

為說明我們對透明度及問責性的承擔，本集團已成立環境、社會及管治工作小組，該小組具備清晰工作範疇，載列董事會向其授予的權力。我們高度重視每名持份者的意見，視其為本集團發展的基石。於報告年內，環境、社會及管治工作小組由四名成員組成，包括兩名執行董事、一名助理人力資源經理及一名會計師。

環境、社會及管治工作小組主要負責審閱及監督本集團的環境、社會及管治程序及風險管理。該環境、社會及管治工作小組於每年舉行一次的會議上審閱多項環境、社會及管治事宜。於報告年內，環境、社會及管治工作小組與管理層審閱環境、社會及管治的管治工作及多項環境、社會及管治事宜。

董事會對重大環境、社會及管治相關事宜的環境、社會及管治管理方針及策略

為更了解各持份者對我們的環境、社會及管治事宜的意見及期望，我們每年進行重大性評估。我們確保使用多個溝通平台及渠道與主要持份者接洽、聆聽及作出回應。透過與持份者進行一般交流，本集團得以了解持份者的期望及關注事項。所獲得反饋使本集團可作出更知情決定並更有效評估及管理所導致的影響。

本集團已透過下列步驟評估環境、社會及管治方面的重大性及重要性：(1)按行業基準識別重大環境、社會及管治範疇；(2)在持份者參與下排列主要環境、社會及管治範疇的優先次序；及(3)根據持份者與管理層的溝通結果核實及釐定重大環境、社會及管治事宜。

因此，此舉可提升彼等對重大環境、社會及管治事宜的關注程度及有關變化，令我們未來得以更全面規劃我們的可持續發展工作。本報告已討論於重大性評估中識別的該等重要及重大環境、社會及管治範疇。

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Board review progress against ESG-related goals and targets

The progress of target implementation and the performance of the goals and targets should be closely reviewed from time to time. Rectification may be needed if the progress falls short of expectation. Effective communication about the goals and target process with key stakeholders such as employees is essential, as this enables them to be engaged in the implementation process, and to feel they are part of the change that the company aspires to achieve.

Setting strategic goals for the coming three to five years enables the Group to develop a realistic roadmap and focus on results in achieving the visions.

Setting targets requires the ESG Working Group to carefully examine the attainability of the targets which should be weighed against the Company's ambitions and goals. During the year, the Group set targets on an absolute basis.

A. ENVIRONMENTAL ASPECTS

A1. Emissions

The Group is committed to providing consumers with high-quality and safe products which are harmless to both human and environment. Our employees' behaviour is bound by our environmental policies, which are also set out in employment contracts. Review of our environmental policies and relevant internal guidelines are conducted regularly to ensure that we comply with relevant local laws and are aligned with the latest industry practices, thereby further improving our environmental standard.

Air Pollutants Emission

The Group's air pollutants emission mainly comes from daily operation of offices. The Group did not have air pollutants emission from 1 January 2020 to 31 December 2020 as it did not have any vehicle used during the reporting year.

董事會針對環境、社會及管治相關目標及指標的審閱程序

我們不時密切檢討落實指標以及達成目標及指標的程序。倘有關程序未符預期，則可能需要作出糾正。與主要持份者（例如僱員）有效溝通有關目標及指標程序乃屬關鍵，因為此舉令彼等可參與落實過程，使彼等可感受本身等為本公司擬達成變革的一部分。

為未來三至五年訂立策略性目標讓本集團可專注為達成願景而制訂具體計劃。

訂立指標需要環境、社會及管治工作小組仔細審查指標的可實現程度，針對本公司志向及目標進行衡量。年內，本集團按絕對基準訂立指標。

A. 環境層面

A1. 排放

本集團旨在為消費者提供優質、安全、對人體及環境無害的產品。我們的環保政策亦列於員工合約當中，以對員工有關行為進行制約。我們定期檢討環保政策及相關內部指引，以確保符合相關地區的法律以及行業的最新慣例，持續提升我們的環保水平。

空氣污染物排放

本集團排放的空氣污染物主要來自於辦公室日常營運。由於本集團於報告年內並無使用汽車，故本集團自二零二零年一月一日起至二零二零年十二月三十一日並無空氣污染物排放。

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Greenhouse Gas ("GHG") Emission

Communities around the world are gradually becoming more concerned about climate change. The Group recognises that climate change can pose a risk to its business and it is committed to mitigating the effects of climate change. GHG is considered as one of the major contributors to climate change. As the majority of the Group's GHG emission comes from energy consumption, the Group manages its carbon footprint by minimising the energy consumption in its business operation.

Policies and measures adopted on energy saving to reduce GHG emission are mentioned in the section "Use of Resources". The Group did not have GHG Scope 1 emission in 2020 as there was no vehicle used during the reporting year. The decrease in the GHG emission in 2020 was mainly attributable to the disposal of subsidiaries engaged in the Own Brand Manufacturing ("OBM") toys business, as well as effective implementation of electricity saving strategies during the reporting year.

The GHG emission of the Group during the reporting year is as follows.

溫室氣體排放

氣候變化日益受到全球社區的廣泛關注。本集團知悉氣候變化會對其業務產生風險，並致力減低氣候變化的影響。溫室氣體被視為導致氣候變化的主要原因之一。由於本集團排放的溫室氣體主要來自能源消耗，本集團藉減少業務營運期間的能源消耗以控制其碳足印。

為減少溫室氣體排放而採取的節能政策及措施於「資源使用」一節中提述。本集團於二零二零年並無溫室氣體範圍1排放，乃由於於報告年內並無使用汽車。於二零二零年溫室氣體排放減少乃主要由於於報告年內出售從事自有品牌製造玩具業務的附屬公司及有效實施節電策略。

於報告年內，本集團的溫室氣體排放如下。

GHG emission	Unit	Year ended 31 December 2020	Period from 1 April 2019 to 31 December 2019
		截至二零二零年 十二月三十一日 止年度	於二零一九年 四月一日 至二零一九年 十二月三十一日 期間
溫室氣體排放	單位		
Scope 2 ¹	tonnes of CO ₂ e	128	141
範圍2 ¹	噸二氧化碳當量		
Total GHG emission	tonnes of CO ₂ e	128	141
溫室氣體排放總量	噸二氧化碳當量		
GHG emission intensity	tonnes of CO ₂ e/employee	1.33	1.20
溫室氣體排放密度	噸二氧化碳當量／員工		

¹ Scope 2: Indirect emissions from the purchased electricity consumed by the Group.

¹ 範圍2：本集團所消耗購買電力間接產生的排放。

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Waste Management

We engage professional third party to properly dispose of our impaired electronic wastes. Besides, the Group encourages the use of email and electronic documentation to achieve "paperless office". The Group sets up a paper usage monitoring system. Paper consumption is recorded to analyse the trend of paper usage in order to formulate measures to save paper. The increase in the non-hazardous waste in 2020 was mainly due to increase in the operating activities of Nam Pei Hong shops and the sales and revenue generated from the Chinese health products business during the year. The wastes produced by the Group with different management methods during the reporting year are summarised as follows:

廢棄物處理

我們委聘專業第三方妥善棄置已損壞的電子廢棄物。此外，本集團鼓勵利用電郵及電子文件以達至「無紙化辦公」。本集團已安裝用紙監控系統，記錄紙張消耗以分析用紙趨勢並制定措施節約紙張。於二零二零年無害廢棄物增加乃主要由於年內南北行店舖的經營活動以及中藥保健產品業務銷量及所產生收入增加。於報告年內，本集團所產生的採用不同處理方法的廢棄物概述如下：

Non-hazardous waste generated	Unit	Year ended 31 December 2020	Period from 1 April 2019 to 31 December 2019
		截至 二零二零年 十二月三十一 止年度	於二零一九年 四月一日 至二零一九年 十二月三十一 日期間
所產生無害廢棄物	單位		
Non-hazardous waste recycled	tonnes	0.67	0.20
無害廢棄物回收量	噸		
Non-hazardous waste generated ²	tonnes	0.67	0.20
所產生無害廢棄物量 ²	噸		
Non-hazardous waste generated intensity	tonnes/employee	0.007	0.002
無害廢棄物密度	噸／員工		

² Total non-hazardous waste produced is the sum of total non-hazardous waste disposed and total non-hazardous waste recycled.

² 所產生無害廢棄物總量是總無害廢棄物棄置量和總無害廢棄物回收量相加的總和。

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A2. Use of resources

Energy Saving

The Group sets up an electricity usage monitoring system to better monitor the electricity usage. Monthly electricity consumption is recorded to analyse any sudden increase in consumption and to implement measures to minimise the electricity consumption. Besides, we have installed LED lighting system to reduce electricity consumption. During the reporting year, as the revenue generated from the Chinese health products business increased, the total energy consumption increased in 2020. The energy consumption of the Group is as follows:

A2. 資源使用

節能

本集團已安裝用電監控系統以更好地監控用電。該系統記錄每月用電，以分析其任何突然增加並制定措施減少電力消耗。此外，我們亦已安裝LED照明系統減少電力消耗。於報告年內，由於中藥保健品業務的收入增加，於二零二零年能源消耗總量增加。本集團的能源消耗如下：

Energy Consumption	Unit	Year ended 31 December 2020	Period from 1 April 2019 to 31 December 2019
		截至二零二零年 十二月三十一日 止年度	於二零一九年 四月一日 至二零一九年 十二月三十一日 期間
能源消耗	單位		
Purchased electricity	MWh	328	291
購買電力	兆瓦時		
Total energy consumption	MWh	328	291
能源消耗總量	兆瓦時		
Energy consumption intensity	MWh	3.41	2.46
能源消耗密度	兆瓦時		

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Water Saving

The water consumption of the Group comes from office operation. In case of any leaking pipes, the Group will immediately inform repairing company to reduce water wastage. In light of the disposal of the OBM toys business and the effective implementation of water saving policies during the reporting year, the water consumption decreased in 2020. During the reporting year, the water consumption of the Group is as follows:

Water Consumption

Unit

耗水量

單位

Water consumption	m ³
耗水量	立方米
Total water consumption	m ³
總耗水量	立方米
Water consumption intensity	m ³ /employee
耗水密度	立方米／員工

Packaging Materials

The major packaging materials used are paper, plastic and metal. The increase in packaging materials in 2020 was mainly attributable to the increase in the proportion of online sales and the revenue generated from the Chinese health products business during the year. The consumption of these materials by the Group is summarised as below.

節水

本集團的水消耗產生自辦公室運作。倘存在任何水管泄漏，本集團將及時通知維修公司以減少水資源浪費。鑒於報告年內出售自有品牌製造玩具業務及有效實施節水政策，於二零二零年水消耗減少。於報告年內，本集團的耗水量如下：

Year ended 31 December 2020	Period from 1 April 2019 to 31 December 2019 於二零一九年 四月一日 至二零一九年 十二月三十一日 期間
截至二零二零年 十二月三十一日 止年度	
94	354
94	354
0.98	3.00

包裝材料

我們使用的主要包裝材料為紙張、塑料及金屬。於二零二零年包裝材料增加乃主要由於年內中藥保健品業務的線上銷量的佔比以及所產生收入增加。本集團使用的有關材料消耗量概述如下。

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Packaging Materials Consumption	Unit	Year ended 31 December 2020	Period from 1 April 2019 to 31 December 2019
		截至二零二零年 十二月三十一日 止年度	於二零一九年 四月一日 至二零一九年 十二月三十一日 期間
包裝材料消耗量	單位		
Paper	tonnes	3.0	3.7
紙張	噸		
Plastic	tonnes	5.0	2.2
塑料	噸		
Metal	tonnes	1.2	0.9
金屬	噸		
Total	tonnes	9.2	6.8
總計	噸		

A3. The environment and natural resources

With the integration of policies and measures to reduce air pollutants and GHG emission, waste generation and resources consumption, the Group strives to enhance environmental sustainability and minimise the impacts on the environment. Our executives oversee the implementation of relevant policies and measures. When necessary, improvement measures will be implemented.

A3. 環境及天然資源

透過整合減少空氣污染物及溫室氣體排放、廢棄物的產生及資源消耗的政策及措施，本集團致力提升環境可持續性及盡量減少對環境造成之影響。我們的行政人員會監督相關政策及措施的實施情況。如有需要，我們會實施改善措施。

B. SOCIAL ASPECTS

Employment and labour practices

B1. Employment

The Group believes that people are the most important asset and the key to maintaining its competitiveness. We are committed to providing a fair working environment which is free of harassment or discrimination. We have established employment and labour practices in compliance with the relevant labour laws and regulations in regions where we operate, including Hong Kong Employment Ordinance and the Labour Law of the PRC. During the reporting year, we had no material violation on the laws and regulations related to employment.

B. 社會層面

僱傭及勞工常規

B1. 僱傭

本集團相信，人力是最重要的資產，亦是維持其競爭力的關鍵。我們致力於提供公平的工作環境，杜絕騷擾及歧視發生。我們已根據我們經營所在地區的相關勞工法律法規（包括香港《僱傭條例》及中國《勞動法》）制定僱傭及勞工常規。於報告年內，我們並無嚴重違反僱傭相關法律法規。

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Recruitment and Dismissal

The Group has adopted an unbiased recruitment process in order to promote workforce diversity and equitable workplace. Candidates have equal opportunities for vacancies regardless of gender, age, marital status, religion, race, nationality and disability, etc. They are selected solely based on performance, experience and skills. Both internal employees and external talents are welcome to apply for job positions in the Group.

For termination of employment contract, regardless of reasons, the Group's human resources department follows all procedures under our personnel management policies and applicable labour laws. Termination clauses are set out in all employees' contracts and other relevant documents. In case of complex situation, human resources department will consult our legal advisors and/or management to ensure such employment termination is in compliance with applicable employment laws.

Employee Welfare and Wellness

The Group endeavours to offer its employees a competitive remuneration package which is in line with the market trend. Promotion and salary increments are assessed based on performance and experience in order to attract, retain and motivate high-performing employees. Annual discretionary bonuses are given to employees with reference to our business performance and individual staff performance. To provide flexible and effective means of incentivising, rewarding, remunerating, compensating employees who contribute the success of the Group, the Group has adopted a share option scheme.

In addition to remuneration, the Group cares about the wellness of employees. The Group's management strives to understand employees' needs by holding regular meetings to listen to their concerns. This can help enhance communication between management and employees to enable employees to better understand the company and bolster their sense of belonging. We also provide employees with different benefits and are dedicated to help them to maintain a work-life balance through contractual working hours and vacation entitlements. These include mandatory provident fund contribution, medical insurance, social insurance, paid annual leave, maternity leave and so forth.

招聘及解僱

本集團採納公正的招聘程序以促進員工多元化及公平的工作場所。候選人擁有平等的機會填補職位空缺，而不論性別、年齡、婚姻狀況、宗教、種族、國籍及殘疾等，其選拔完全取決於其表現、經驗及技能。歡迎內部員工及外部人才申請本集團職務。

不論何原因終止僱傭合約，本集團人力資源部會跟循人事管理制度及適用勞工法例下的程序處理。本集團已將終止條款載列於所有員工的僱傭合約及其他相關文件。就處理個別複雜情況，人力資源部會徵詢法律顧問及／或管理層意見，以確保終止僱傭符合適用僱傭法例要求。

僱員福利及健康

本集團致力向其僱員提供符合市場趨勢的具競爭力的薪酬待遇。晉升及加薪會基於表現及經驗評核，以吸引、挽留及激勵優秀僱員。亦會參考我們的業務表現及個別僱員之表現向僱員派發年度酌情花紅。本集團已採納購股權計劃，旨在提供靈活有效之途徑，以鼓勵、回饋、酬謝、補償為本集團之成功作出貢獻之僱員。

除薪酬外，本集團亦關注僱員的健康。本集團管理層透過舉行定期會議聽取僱員之關注事項，致力了解僱員需要。此舉可有助於提高管理層與僱員之溝通，以確保僱員更好地了解本公司及提升彼等的歸屬感。我們亦為僱員提供多項福利及致力於透過合約工作時間及度假權利，協助彼等保持工作與生活的平衡。福利包括強制性公積金供款、醫療保險、社會保險、帶薪年假、產假等。

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As at 31 December 2020, the Group had 96 employees (2019: 118 employees) from the Chinese health products segment, money lending segment and investment in financial instruments segment. Below is the detailed breakdown of the number of employees by gender, age group, employment category and geographical region.

於二零二零年十二月三十一日，本集團之中藥保健品分部、放債分部及投資金融工具分部合計擁有96名(二零一九年：118名僱員)。以下為按性別、年齡組別、僱傭類別及地理位置劃分的僱員數目明細詳情。

Employee composition	僱員組成	2020 二零二零年	2019 二零一九年
By gender	按性別劃分		
• Male	• 男	41%	41%
• Female	• 女	59%	59%
By employment type	按僱傭類別劃分		
• Senior management	• 高級管理層	14%	15%
• Middle management	• 中級管理層	24%	23%
• General staff	• 一般員工	62%	62%
By age group	按年齡組別劃分		
• Age 30 or below	• 30歲或以下	5%	7%
• Age 31–40	• 31至40歲	18%	13%
• Age 41–50	• 41至50歲	38%	40%
• Age 51 or above	• 51歲或以上	39%	40%
By geographical region	按地理位置劃分		
• Hong Kong	• 香港	99%	89%
• The PRC	• 中國	1%	3%
• The United States	• 美國	–	8%

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