

The background of the entire page is a close-up photograph of a tree trunk, showing concentric growth rings. Overlaid on this are three concentric circles: an outer teal circle, a middle yellow circle, and an inner green circle. The text is centered within the inner green circle.

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

環境、社會及管治報告

ESG REPORT 2019



歐化國際有限公司
Ulferts International Limited

Stock Code 股份代號：1711

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Ulferts International Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) acknowledge the significance of effective environmental, social and governance (“ESG”) initiatives at operational level. The direction of the Group’s ESG practices is governed by the board of directors of the Company (the “Board”), ensuring that the ESG strategy reflects the Company’s core values.

This report describes the ESG values and initiatives of the Group for the financial year ended 31 March 2020 (the “Year”). The contents of this report provide its stakeholders with an overview of the Group’s efforts regarding ESG impacts arising from its daily operations. This report complies with the provision of the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. It is recommended that this report is read in conjunction with the Company’s Annual Report 2019/2020, in particular the Corporate Governance Report and Directors’ Report sections therein.

This report is available on the website of the Company (<https://www.ulfertsintl.com>) and Hong Kong Exchanges and Clearing Limited (“HKEX”) news website (<https://www.hkexnews.hk>).

歐化國際有限公司（「本公司」）及其附屬公司（統稱為「本集團」）深明有效的環境、社會及管治舉措在經營層面的重要性。本集團環境、社會及管治工作之方向由本公司董事會（「董事會」）監管，以確保環境、社會及管治策略反映本公司的核心價值。

本報告闡述本集團於截至2020年3月31日止財政年度（「本年度」）的環境、社會及管治價值及措施。本報告的內容為其持份者概述本集團在日常營運對環境、社會及管治方面的影響所作出的努力。本報告符合香港聯合交易所有限公司證券上市規則附錄27所載《環境、社會及管治報告指引》的條文。建議閣下將本報告與本公司2019/2020年報一併閱讀，尤其是其中的企業管治報告及董事會報告部份。

本報告可於本公司的網站 (<https://www.ulfertsintl.com>) 及香港交易及結算所有限公司（「港交所」）的披露易網站 (<https://www.hkexnews.hk>) 查閱。

I.1 Stakeholders Engagement and Materiality Assessment 持份者之參與及重要性評估

The Group is committed to making proactive efforts to continuously interact with key stakeholder groups, which comprise its customers, employees, investors, shareholders, suppliers and the community. The Group maintains active engagement with its stakeholders, and collects their feedback through various communication channels to understand and address their concerns. The engagement channels with stakeholders include general meetings, corporate website, community activities, regular dialogue with employees, performance appraisal interviews and networking with suppliers.

本集團致力與主要持份者群組包括客戶、僱員、投資者、股東、供應商及社會進行持續互動。本集團與其持份者保持緊密聯繫，並透過各種溝通渠道收集其反饋意見，以了解與回應其關注點。與持份者的聯繫渠道包括股東大會、公司網站、社區活動、與僱員定期對話、績效評核面試及與供應商聯動。

Based on the stakeholders' feedback, the material issues were identified as follows. The Group's performance regarding these issues are discussed in this report.

根據持份者的意見，以下為已識別之重要議題。本集團就該等議題的表現將於本報告內討論。

Material Topics 重要議題			
Environment 環境	Workplace 工作場所	Operating Practices 經營常規	Community 社區
Energy conservation 能源節約	Employment and labour practices 僱傭及勞工慣例	Supply chain management 供應鏈管理	Employee volunteering 員工志願服務
Waste management 廢物管理	Diversity and equal opportunities 多元共融和平等機會	Products and services quality 產品及服務質素	Community fundraising 社區籌款
Waste recycling 廢物循環利用	Training and development 培訓和發展	Customer privacy protection 客戶私隱保護	
	Occupational health and safety 職業健康與安全	Anti-corruption 反貪污	
	Work-life balance 工作與生活平衡	Compliance with laws and regulations 遵守法例及法規	

1.2 CSR Committee 企業社會責任委員會

The Group is committed to the principles of good corporate governance, and strives to integrate corporate social responsibility ("CSR") into its business strategy and management approach. A CSR Committee has been set up to formulate policies and practices on CSR-related matters, focusing on the areas of community welfare, the environment and employees' well-being. It encourages and supports employee engagement in various CSR initiatives, to ensure the Company's CSR commitment is properly fulfilled. It has overall responsibility for implementing, reviewing and monitoring the Company's CSR policy.

本集團秉行良好的企業管治準則，致力將企業社會責任融入業務策略及管理模式之中。企業社會責任委員會已獲成立，負責就企業社會責任相關事宜制定政策及常規，主要涵蓋社區福利、環境及員工福祉範疇。該委員會鼓勵並支持員工參與各類企業社會責任活動，以確保本公司妥善履行其企業社會責任承諾。該委員會全面負責本公司企業社會責任政策的實施、檢討及監察。

2.1 Environmental Policies 環境政策

During the Year, the Group continued making its best endeavours to protect the environment in its business activities and workplace. The Group also educates its employees on their awareness of promoting a green environment. The Group seeks to identify and manage environmental impacts attributable to its operations, in order to minimise these impacts if possible. Various measures have been adopted to reduce energy and other resource use, minimise waste and increase recycling, and promote environmental protection in its supply chain and marketplace. These measures are discussed in section 2.2 “Use of Resources” of this report.

於本年度，本集團繼續致力在業務活動及工作場所實踐環境保護。本集團亦教育其僱員提升對綠色環境的意識。本集團努力辨識及管理其業務對環境造成之影響，務求將該等影響盡可能減至最低。本集團已採取多項措施以降低能源及其他資源消耗、減廢及增加循環再用，並在其供應鏈及市場中推行環保。該等措施載於本報告第2.2「資源使用」章節。

2.2 Use of Resources 資源使用

2.2.1 Energy Saving 能源節約

Global warming and climate change are among the major environmental concerns in every part of the world. In an effort to reduce carbon footprint and mitigate emissions, the Group actively promotes efficient use of energy and adopts green technologies in its head office at Units 1905-7, 19th floor, Emperor Group Centre, 288 Hennessy Road, Wan Chai, Hong Kong (the “Head Office”), retail outlets and warehouse.

The Group seeks to improve operating efficiencies through upgrading lighting and air-conditioning equipment and systems. For instance, energy-efficient LED light bulbs are adopted in most of the Group's stores. In an effort to minimise light nuisance, some of the Group's showrooms have joined the “Charter on External Lighting” launched by the Environment Bureau since 2016 and the external lighting of store signage has been switched off after midnight. Certain stores of the Group were granted “Gold Award” in the “Charter on External Lighting Award Scheme”, affirming the Group's commitment in fulfilling the switch-off requirement. In addition, thermostats are installed in the air conditioning systems of certain shops of the Group which automatically adjust the room temperature, resulting in a comfortable environment while saving energy. The Group also attempts to maintain room temperature at 23.5°C in “Ulferts” showrooms.

全球暖化及氣候變化已成為全球各地關注的主要環境議題。為降低能源消耗及減少排放，本集團在其位於香港灣仔軒尼詩道288號英皇集團中心19樓1905-7室的總辦公室（「總辦公室」）、零售店鋪以及倉庫積極推行節能並採納綠色科技。

本集團旨在透過提升照明及空調設備及系統，以改善營運效率，例如於本集團大部份店鋪採用較具能源效益的LED燈泡。為幫助減少光滋擾，本集團部分陳列室自2016年起參加了由環境局舉辦的「戶外燈光約章」，並於午夜12時後關掉店鋪外的燈光招牌。本集團部份店鋪在「戶外燈光約章獎勵計劃」中獲頒金獎，引證本集團履行關燈要求之承諾。此外，本集團部份店鋪之空調系統配備溫度控制器以控制室內溫度，在節能的同時營造舒適的環境。本集團還致力將所有「歐化傢俬」陳列室保持於攝氏23.5度。

At the Head Office, energy saving LED florescent tubes are fully used. The staff are encouraged to switch off their lights when they leave their office for more than one hour.

於總辦公室，已全部採用節能的LED光管。本集團鼓勵員工倘離開辦公室超過一小時，則關掉辦公室的照明。

To identify energy efficiency enhancement opportunities, the Group measures and records the energy consumption figures from time to time.

為發掘提升能源效益的機會，本集團不時量度及記錄耗能數據。

2.2.2 Waste Reduction and Management 減少及管理廢物

The Group engages employees in their waste behaviours and encourages recycling practices in the workplace. In the office building, the building's property management company has appointed recycling contractor to collect and recycle used papers, plastic bottles, aluminium, glasses, fluorescent tubes and computer equipment. Recycled bags are also put in the office to collect waste papers for recycling.

本集團讓員工參與廢物處理，並鼓勵他們在工作場所進行回收。在辦公大樓，大廈之物業管理公司已委聘回收承包商收集及回收使用過的紙張、塑膠瓶、鋁、玻璃、光管以及電腦設備。辦公室並放置了回收袋以收集廢紙作循環利用。



2.2.3 Paper Reduction 減少用紙

The Group continues to encourage a paperless working environment which not only reduces environmental damage but also fits commercial goals, as it can save physical space, facilitate information sharing via IT networks, and reduce complicated documentation procedures. In recent years, the Group has implemented paperless internal human resources processing such as employee time sheets, payrolls, leave applications, surveys, assessment papers, inspection forms and many more. Moreover, duplex printing and copying has become the norm within the Group, greatly reducing paper consumption and saving costs. Usage data of office printing machines is regularly collected and assessed for monitoring the efficiency of the paperless environment. In addition, the Group uses FSC-certified paper in the Group's stores, helping to reduce environmental impacts while supporting certified and responsibly managed forests.

本集團繼續鼓勵無紙化的工作環境，不僅可減少對環境的破壞，亦具有多重商業裨益，包括節省空間、促進資訊科技網絡信息共享及減省繁複的文書程序。近年來，本集團已實行內部人力資源無紙化流程，例如僱員工時表、糧單、假期申請、意見調查、評估報告及檢查表格等。另外，雙面列印及複印已成為本集團內部慣例，大大減少紙張消耗及節省成本。本集團定期收集及評估辦公室打印機使用數據，以監控無紙化環境之成效。此外，本集團已於本集團旗下店鋪使用FSC認證紙張，以協助減少對環境所造成之影響，並同時支持符合認證標準及負責任地管理森林。

The Company strongly recommends shareholders to access its corporate communications, including financial reports, through the websites of the HKEX and the Company, instead of receiving printed form. By introducing electronic means of corporate communications to shareholders, the quantity of printed materials has been considerably reduced. This paperless practice thus helps to protect the environment, as well as save costs for stationery, printing and administrative charges, etc.

本公司極力推薦股東利用港交所及本公司網站獲取公司通訊（包括財務報告）而非收取印刷文件。通過向股東引入電子版公司通訊，印刷量大減。此無紙化的做法既可保護環境，亦可節約文儀用品、印刷及行政費用等。

2.3 Environmental Performance Summary 環境保護績效概要

To demonstrate a commitment to greater transparency of reporting, qualitative data has been collected from several locations, to illustrate the Group's sustainability performance. "**Ulferts Signature**", a 3-storey store with gross floor area of approximately 2,016 square metres located in Hung Hom, Kowloon, is the Group's largest flagship store. Therefore, the Group has selected the Head Office, "**Ulferts Signature**" in Hung Hom, Kowloon ("Selected Store") and the warehouse in Tuen Mun ("Warehouse"), New Territories to collect quantitative data and illustrate the Group's environmental performance.

為表達對報告提高透明度的承擔，本集團已選定位置收集量化數據，以呈列本集團之可持續表現。本集團位於九龍紅磡之「**歐化傢俬尊尚店**」樓高3層，總樓面面積約為2,016平方米，為其最大之旗艦店。因此，本集團於本年度選定總辦公室、位於九龍紅磡之「**歐化傢俬尊尚店**」（「選定店鋪」）及位於新界屯門之倉庫（「倉庫」）為收集量化數據的地點，以呈列本集團之環境保護績效。

Indicator 指標	FY2019/20年度		
	Location 地點		
	Head Office 總辦公室	Selected Store 選定店鋪	Warehouse 倉庫
GHG Emissions 溫室氣體排放			
Scope 2 GHG emissions (kgCO ₂ e) 範疇2溫室氣體排放（每公斤二氧化碳當量排放）	19,457	82,516	64,175
Scope 3 GHG emissions (kgCO ₂ e) 範疇3溫室氣體排放（每公斤二氧化碳當量排放）	4,118	29	1,934
Total GHG emissions (kgCO ₂ e) 溫室氣體排放總量（每公斤二氧化碳當量排放）	23,575	82,545	66,109
GHG emissions intensity (kg/m ²) 溫室氣體排放強度（公斤/平方米）	65.4	40.9	7.4
Energy Consumption 能源消耗			
Total energy consumption (GJ) 總能源消耗（千兆焦耳）	87	582	453
Energy consumption intensity (GJ/m ²) 能源消耗強度（千兆焦耳/平方米）	0.2	0.3	0.05

Indicator 指標	FY2019/20年度		
	Location 地點		
	Head Office 總辦公室	Selected Store 選定店鋪	Warehouse 倉庫
Waste Management 廢物處理			
General refuse disposed to landfills (kg) 棄置於堆填區的一般廢物 (公斤)	1,160	666	3,005
General refuse intensity (kg/m ²) 棄置於堆填區的一般廢物密度 (公斤/平方米)	3.2	0.3	0.3
Recycled paper collected (kg) 回收廢紙 (公斤)	336	2	161
Recycled paper intensity (kg/m ²) 回收廢紙密度 (公斤/平方米)	0.9	0.001	0.02
Total packaging material used (kg) ¹ 使用包裝材料總量 (公斤) ¹	N/A ¹ 不適用 ¹	N/A ¹ 不適用 ¹	3,122
Water Consumption 耗水量			
Water consumption (m ³) 耗水量 (立方米)	N/A ² 不適用 ²	37	304
Water consumption intensity (m ³ /m ²) 耗水量密度 (立方米/平方米)	N/A ² 不適用 ²	0.02	0.03

¹ In the Group's retail business, the packaging solutions are mainly designed and provided by suppliers, which mainly use cartons and packaging film to protect finished goods against potential damage.

² The Head Office does not have a separate meter for water consumption measurement.

¹ 就本集團之零售業務，包裝方案主要由供應商設計及提供，其主要使用紙箱及包裝膜來保護製成品免受損害。

² 總辦公室並沒有獨立水錶量度耗水量。

With its endeavours to reduce energy and other resource use in its business activities and workplace, the Group has achieved an overall improvement in its environmental performance.

藉著努力減少業務活動和工作場所的能源和其他資源的使用，本集團的環境保護績效得到全面改善。

3.1 Workforce Distribution 員工分佈

The Group believes that a motivated and balanced workforce is crucial for building a sustainable business model and delivering long-term returns.

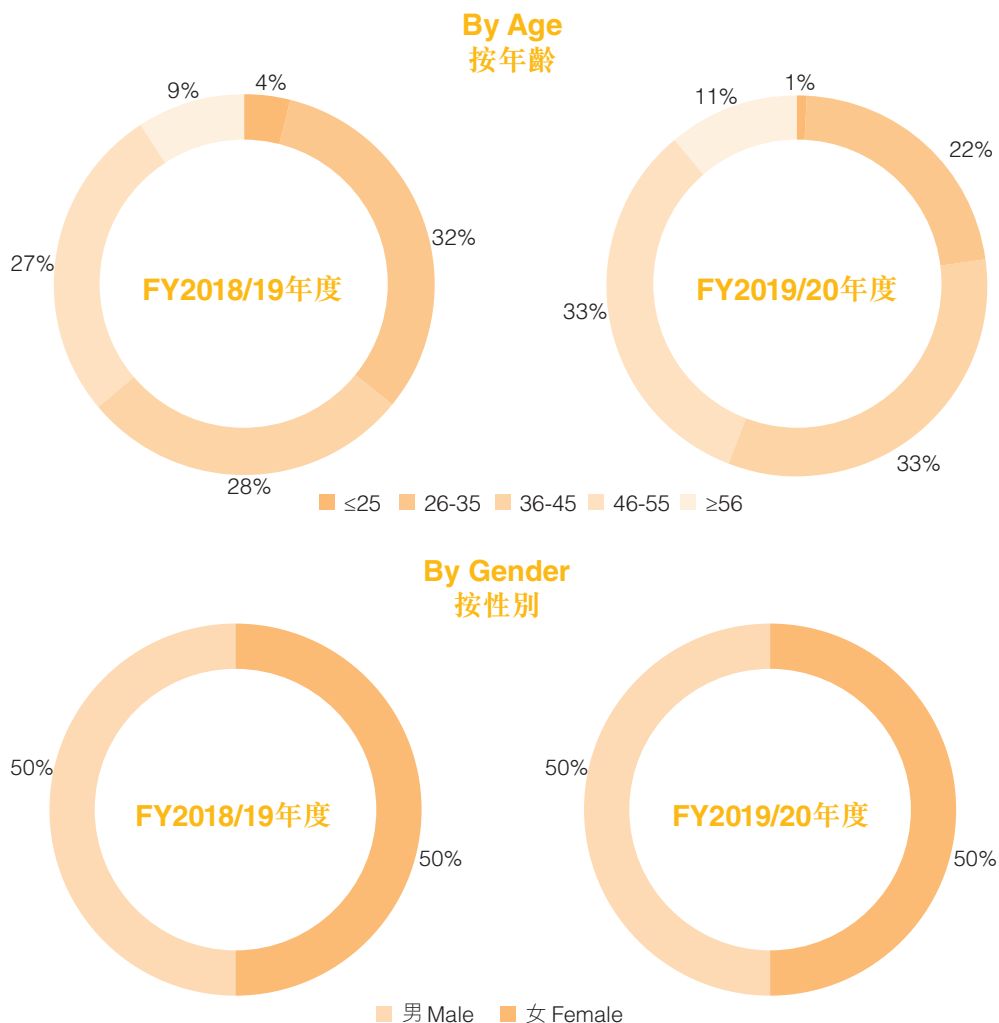
As at 31 March 2020, the permanent employees of the Group totalled 126 (2019: 137), working at the Head Office, retail outlets and warehouse in Hong Kong.

The demographics of the Group's workforce as at 31 March 2020 are summarised below:

本集團深信，積極主動且具均衡比例之員工團隊，是建立可持續經營模式及帶來長遠回報的關鍵元素。

於2020年3月31日，本集團合共僱有126（2019年：137）名全職僱員，於香港的總辦公室、零售店鋪及倉庫任職。

於2020年3月31日，本集團員工的分佈資料概述如下：



The Group has a diverse workforce in terms of gender and age, providing a variety of ideas and levels of competencies that contribute to the Group's success. The Group is firmly committed to gender equality, and particularly encourages female participation in the Board, and at managerial and operational levels.

The management believes that employees are important assets of the Group, and remains committed to attracting and retaining talent with diverse backgrounds for achieving sustainable growth. As at 31 March 2020, 40% (2019: 36%) of the staff had worked for the Group for five years or more. Staff turnover rate among managerial positions is relatively low, reflecting a high level of employee satisfaction and engagement with the Group.

本集團的員工團隊來自不同年齡層及性別，提供多元化的觀點及各種程度的技能，為本集團的成功作出貢獻。本集團一直堅守兩性平等原則，尤其支持女性在董事會、管理及營運層面之參與。

管理層相信，員工乃本集團之重要資產，致力吸引並挽留不同背景的人才，以達致可持續增長。於2020年3月31日，40%（2019年：36%）員工於本集團任職達5年或以上。管理職位的員工流失率相對較低，反映出員工對本集團的滿意度及歸屬感處於高水平。

3.2 Labour Standard 勞工標準

The Group strictly complies with the Employment Ordinance (Cap. 57, Laws of Hong Kong) and other statutory requirements regarding employment and labour practices. The Group is dedicated to providing equal opportunities in all aspects of employment and ensure the workplace is free from discrimination. The Group ensures employees receive fair and competitive remuneration packages in accordance with their experience, qualifications, performance and market rates, and are being reviewed on a regular basis. To attract and retain talent, comprehensive benefits are provided by the Group, such as employer's voluntary MPF contributions, medical coverage, life insurance and paid leave. In addition, each employee is entitled to one day of birthday leave, providing each employee with an additional day off in lieu of a birthday gift.

To ensure the staff clearly understand their rights and obligations, the employee handbook and other policies and guidelines are in place covering the areas of compensation and dismissal, recruitment, working hours, rest periods, equal opportunity, anti-discrimination and other fringe benefits, etc. The Group has been reviewing its related policies from time to time to ensure the Group complies with the latest statutory requirements. Also, a set of grievance procedures is also in place, to provide staff with a channel to confidentially escalate complaints and concerns to the Human Resources Department.

The Group fully complies with relevant laws and regulations in related regions concerning prevention of forced or child labour. In the recruitment process, the Group implements appropriate procedures to ensure that employment adheres to minimum age provisions of applicable laws. The Group also prohibits any form of forced labour.

本集團嚴格遵守《僱傭條例》（香港法例第57章）及其他有關僱傭及勞工慣例的法定規定。本集團致力於在就業的各方面提供平等機會，並確保工作場所不存在歧視。本集團確保僱員基於其經驗、資歷、表現及市場工資水平獲得公平及具競爭力的薪酬待遇，並定期檢討有關待遇。為吸引和挽留人才，本集團提供全面的福利，例如僱主的自願性強積金供款、醫療保險、人壽保險及有薪假期。此外，每名員工均可享有一日生日假期，為每名員工提供了額外的休息日以代替生日禮物。

為確保員工清楚了解自己的權利和義務，員工手冊及其他政策及指引，涵蓋薪酬及解僱、招聘、工作時間、休息時間、平等機會、反歧視以及其他額外福利等範疇。本集團不時檢討其相關政策，以確保本集團符合最新法定要求。另外，已制定申訴程序，為員工提供渠道，使員工可以保密方式向人力資源部提出投訴和關注事項。

本集團嚴格遵守在相關地區有關防止強迫勞動或童工的法律及法規。在招聘過程中，本集團實施適當程序以確保受僱員工符合適用法律的最低年齡規定。本集團亦禁止任何形式的強迫勞動。

The Group values workplace wellness practices that support employees' health and well-being. The Group encourages breastfeeding and provides a designated private space in the office building to support breastfeeding female employees to express breastmilk according to their schedule during working hours. These "Breastfeeding Friendly Workplace" measures demonstrate the Group's commitment to the well-being of its employees and their families.

本集團注重健康的工作場所，使員工體魄強健。本集團鼓勵母乳餵哺，並於辦公大樓提供特定具私穩的空間，以支援女性員工在工作時間內按照其時間表進行擠母乳。該等「母乳餵哺友善工作間」措施兌現本集團維護僱員及其家庭成員福祉的承諾。



3.3 Occupational Health and Safety 職業健康及安全

The Group prides itself on providing a safe, effective and congenial work environment for its staff. Health and safety training is provided to employees on induction. Workshops and seminars on different topics are regularly held, to present the latest information and raise awareness of occupational health and safety issues for employees.

The Group enhances emergency preparedness and ensures there are well-stocked first-aid kits in offices, warehouse and retail outlets to protect the health and safety of employees, in the event that they are injured at work. An automated external defibrillator ("AED") has been placed in the office building to rescue potential victims of sudden cardiac arrest. During the Year, an AED awareness training course was held for the staff, to reinforce their techniques in the resuscitation processes. Besides, the Group arranged for a member of staff from the head office to attend the Standard First Aid Certificate Course organised by the Hong Kong Red Cross. The member of staff successfully passed the examination and received the Standard First Aid Certificate, and will provide first aid treatment to colleagues in the workplace whenever needed.

本集團致力為員工提供安全、高效及舒適之工作環境，並引以為豪。於入職時，員工需接受健康及安全培訓。本集團定期舉辦不同主題的學習工作坊及研討會，以呈列最新資訊，及加強僱員對職業健康及安全方面的意識。

本集團提升應急準備能力及確保辦公室、倉庫及零售店內配備充足的急救箱，以於員工發生工傷時能保障員工的健康及安全。自動體外心臟去顫器（「AED」）已放置在辦公大樓，以供潛在心臟病患者在病發時進行救助。於本年度，本集團已為員工舉辦AED意識培訓課程，以加強其急救技巧。此外，本集團安排了總辦公室一名員工參加由香港紅十字會舉辦的急救證書課程。該員工成功通過考試及獲得急救證書，並可於需要時在工作場所為其他員工提供急救治療。



Every case of injury, if any, is required to be reported to the Human Resources Department and be individually assessed under the internal guideline procedures. The rate of accidents and injuries during the Year was low. No fatality nor critical incidents was reported.

每宗工傷事故（如有）需彙報至人力資源部，以根據內部指引程序進行獨立評估。本年度之意外及工傷率較低。概無接獲死亡或重大事故的報告。

Precautions Against the Pandemic 大流行預防措施



The outbreak of coronavirus (COVID-19; the “Pandemic”) in early 2020 has been declared a Public Health Emergency of International Concern. In light of the situation, the Group has specially established a committee and formulated contingency plans with the involvement of the senior management team. Human resources issues have been discussed, and precautionary measures have been put in place, to safeguard the health and well-being of the Group’s staff and customers.

To safeguard the health of its staff, the Group has been actively sourcing surgical masks and disinfectant products via multiple means, hoping to ease their pressure in searching for these items. After close communication and coordination with numerous vendors, the Group has successfully made bulk purchases of personal protection items, and distributed an “Epidemic Prevention Bag” to each staff member, including surgical masks, disinfectant hand sanitisers, disinfectant wet wipes, disinfectant spray and vitamin products to express its love and care for its staff.

2020年年初爆發的冠狀病毒病(COVID-19:「大流行」)被列為國際公共衛生緊急事件。有見及此，本集團在高級管理團隊的參與下，專門成立了一個委員會並制定了應變計劃，已就人力資源問題作出討論，並確保設有妥善的預防措施以維護其員工和客戶的健康和福祉。

為保障員工的健康，本集團積極通過多種方式採購外科口罩及消毒產品，以期減輕員工搜尋有關物資的壓力。在與眾多供應商密切溝通和協調後，本集團成功購買了大量個人防護物資，並向每位員工派發「抗疫心意包」，其中包括外科口罩、消毒搓手液、消毒濕紙巾、消毒噴霧及維他命產品，以向員工表示愛心和關懷。

In addition, the Group actively monitored the sufficiency of the measures taken by with the office building’s property management company to promote the prevention of disease, including by posting health advice posters at eye-catching locations in the office building, and installing infrared temperature sensors in the lobby to check the body temperatures of everyone entering and leaving the building, to reduce the chance of infected persons entering the office building. The Group also further strengthened the disinfection and cleaning of the workplace, including meeting room facilities, table tops, and door handles, to maintain good environmental hygiene.

In regard to the showrooms, surgical masks, disinfectant hand sanitisers and vitamin products were provided to frontline staff, and all frontline staff were required to wear surgical masks when serving customers. Frequent disinfection work is arranged for areas that staff and guests are mainly in contact with, such as door handles, stair handrails, door latches, checkout counters, door mats etc., to ensure a safe and reassuring shopping environments for its customers.

此外，本集團積極監察辦公大樓之物業管理公司充份推動防疫工作，包括在辦公大樓當眼處貼上健康指引海報、於辦公大樓大堂設置紅外線體溫探測儀器，以對出入大廈的所有人士探測體溫，減低染疫人士進入辦公大樓的機會。本集團亦進一步加強工作場所之消毒及清潔工作，包括會議室設施、桌面、門柄等，以保持良好的環境衛生。

關於陳列室，為前線員工提供了外科口罩、消毒搓手液和維他命產品，並要求所有前線員工在服務顧客時必須佩戴外科口罩。在較多員工和顧客接觸到的地方安排更頻密的消毒工作，例如門柄、樓梯扶手、門鎖、結帳櫃檯、大門地毯等，以為顧客提供一個安全、令其放心的購物環境。

3.4 Work-life Balance 工作與生活的平衡

The Group believes that maintaining work-life balance is essential for sustainability and a sound body and mind for every employee. To support employees in maintaining work-life balance and building team spirit amongst employees, the Group continued to organise a number of activities for its employees during the Year.

本集團相信，維持工作與生活的平衡對每位員工的可持續發展及身心健康至為重要。為支持員工維持工作與生活的平衡及培養員工的團隊精神，本集團於本年度持續為員工舉辦多個活動。

Yoga Fun

瑜珈體驗班

April to May 4月至5月 2019



A professional yoga instructor taught employees yoga and stretching, enabling them to relax while increasing their strength and flexibility.

由專業瑜珈導師教授員工瑜珈和伸展動作，讓他們放鬆身心，同時增加體力和靈活性。

DIY Florescent Floral Workshop

保鮮花扭扭燈DIY工作坊

June 6月 2019

Coached by a professional instructor, this workshop involved sketching, measuring, wire twisting and flower selection, enabling employees to capitalise on their innovation and create their own unique floral decorations.

由專業導師指導，該工作坊涉及素描、量度、扭線和選花，讓員工利用其創造力製造其獨特的花卉裝飾品。



Badminton Fun Day

「羽」眾同樂日

July 7月 2019



In order to encourage employees to adopt a healthier lifestyle by doing more exercise, badminton fun day was held, and the employees had a joyful evening.

為了鼓勵員工多做運動以實踐更健康的生活方式，舉辦了「羽」眾同樂日，讓員工度過了一個快樂的晚上。

Cool Friday

冰涼星期五

August 8月 2019

Two ice cream carts were arranged in the office building, distributing ice creams to employees so they could enjoy a cooling Friday moment during the burning hot summer.

於辦公大樓安置了兩輛到會雪糕車並分派雪糕予同事，讓他們於炎炎夏日享受一個冰涼的星期五。



Mid-Autumn Festival Delicacies

佳餚美饌賀中秋

September 9月 2019



Mooncakes provided by The Emperor Hotel, were given and shared among employees as a token of appreciation and to celebrate the Mid-Autumn Festival.

員工獲贈並一同分享由英皇駿景酒店所提供的月餅，以表達心意及慶祝中秋節。

BBQ Gathering

戶外燒烤

November 11月 2019

The Group organised the annual barbecue gathering for employees, which enhanced communication between them and eased the pressure from daily lives through a relaxed environment. All participating staff had an enjoyable evening.

本集團為員工舉辦一年一度的戶外燒烤活動，藉著輕鬆環境增進彼此的溝通及舒緩生活上的壓力。所有參與的員工均渡過一個愉快的晚上。



All these activities helped strengthen relationships between employees, boosted their morale and promoted a harmonious working environment.

該等活動均有助鞏固員工之間的關係、加強員工士氣，並締造和諧的工作環境。

3.5 Development and Training 發展及培訓

Recognising the importance of skilled and professionally trained employees, the Group offers comprehensive training to enhance the knowledge, skills and work capability of its staff. The Group encourages and provides subsidies to employees at all levels to pursue educational or training opportunities that achieve personal growth and professional development. A policy on External Training Subsidy is in place, allowing every staff member to develop and maintain job-related skills for full performance.

本集團明白技能熟練及經專業培訓的員工之重要性，因此提供全面的培訓以提升員工的知識、技能及工作能力。本集團鼓勵並資助各級員工進修或參與培訓，以實現其個人成長及專業發展。本集團設外間進修資助政策，讓每個員工能發展及維持工作技能，發揮最佳表現。

The Group has a comprehensive training system, covering corporate culture, personal competencies development, and management skills, as well as induction training for new hires.

Orientation and training sessions on service attitude, customer service standard and selling skills are arranged for all new frontline staff. They have to pass the field coaching assessment before the end of their probation, together with demonstrating their service and selling skills, as well as knowledge of company policy that was learnt from the classroom and on-the-job training. Each new-comer also receives guidance from a designated mentor.

所有新加入的前線員工獲安排迎新培訓，以及關於服務態度、顧客服務標準和銷售技巧的培訓。他們必須通過於試用期結束前進行的現場指導考核，並展示他們從課堂和在職培訓中學到的服務和銷售技能，以及對公司政策的認識。每名新入職之員工還將接受指定導師的指導。

The training programmes offer to general frontline staff mainly focus on customer servicing skills and product knowledge. In an effort to achieve better sales performance, the Group arranges workshops for enhancing sales skills of staff. In these workshops, participants are coached with practical selling techniques through practising in role-playing.

The Group also provides advanced supervisory training to senior frontline staff, such as complaint handling, problem solving, coaching, goal setting, briefing skills and time management.



The Group has also developed a Train-The-Trainers (TTT) programme for selected supervisory frontline staff, to groom them to become professional trainers on product knowledge.

本集團還為特選的前線督導人員制定了導師培訓計劃，以培養他們成為產品知識方面的專業導師。

Apart from service and selling skills related training, the Group also emphasises on building effective management and supervisory skills of managerial staff. The Group provides management development programmes to senior staff from operations, back office, warehouse and delivery team, helping them to develop and refine supervisory skills, which contributes to a positive work environment and maximise employees' efforts to achieve the business goals.

本集團擁有全面的培訓制度，當中涵蓋企業文化、個人能力發展、管理技能及新人入職培訓。



一般前線員工之培訓計劃主要專注於客戶服務技能及產品知識。為達致更佳的销售表現，本集團安排多個工作坊，致力提升員工銷售技能。該等工作坊透過角色扮演，向參加的員工傳授實用銷售技巧。

本集團亦為高級前線員工提供進階督導培訓，例如投訴處理、問題解決、輔導、目標設定、簡報技巧以及時間管理。

除有關服務及銷售技能之培訓外，本集團亦注重為管理層員工培養有效的管理及監督技能。本集團針對營運、後勤、倉庫及送貨團隊之高級員工提供管理發展培訓，協助彼等發展及改良其監督技能，從而締造良好工作環境及使員工發揮所長，以實現業務目標。

In regard to office staff, the Group has organised the Hi-Po Mentoring Programme, which is a one-year training for selected high potential staff. The training is held on a bi-monthly basis, including CEO sharing and training on various topics. In between the training sessions, participants are required to finish assignments or group projects, and present these during the next session.

在辦公室員工方面，本集團舉辦了高潛質員工指導計劃，其為所選定的高潛質員工進行為期一年的培訓。培訓每兩個月進行一次，包括行政總裁分享會和各種主題的培訓。在每次培訓之間，參加者需完成作業或小組項目，並在下一次培訓中進行演示。



CEO Breakfast Meeting

行政總裁早餐見面會

November 11月 2019



The Group organised the annual CEO Breakfast Meeting in November 2019. Apart from serving breakfast to employees, the CEO shared the Group's direction with them, uniting all employees to move towards the Group's key goals.

本集團於2019年11月舉辦了每年一次的行政總裁早餐見面會，為全體員工送上窩心早餐的同時，行政總裁亦向員工分享本集團的方向，凝聚上下一心邁向本集團的主要目標。

During the Year, the Group's staff devoted around 1,404 (2019: 3,400) hours to self-learning and training, representing approximately 11 (2019: 25) hours per employee. The decrease in the number of hours is mainly due to the delay of training due to the Pandemic.

於本年度，本集團員工於自學及培訓方面投入約1,404（2019年：3,400）小時，相當於每名僱員參與培訓約11（2019年：25）小時。培訓時間減少主要是由於大流行導致培訓延遲舉行。

4.1 Supply Chain Management 供應鏈管理

The furniture products offered by the Group are imported from Europe and Asia. As of 31 March 2020, over 50 brands were offered for sale in our retail stores. With over 40 years' history in the furniture retail industry, the Group has built up a long-standing relationship with a suite of reliable brands, many of which are recognised for their high quality and stylish design. The Group's procurement team regularly attends various major international furniture trade exhibitions to source supplies; seeks potential new furniture suppliers; and evaluates designs or workmanship of both existing and new suppliers. The selection of suppliers and the purchase of goods are based on criteria such as quality, price, delivery timeliness, supplier's capability and experience. The procurement plans are implemented after analysing the Group's sales and inventory levels for various furniture products.

Regarding the “**Ulfenbo**” brand products, the Group outsources the production process to independent third party manufacturers in mainland China, Taiwan, Vietnam and Malaysia. The long-established relationships with its suppliers provide the Group with reliable sources of furniture with assured quality.

本集團提供之傢俬產品乃進口自歐洲及亞洲。於2020年3月31日，本集團零售店售賣超過50個品牌。本集團在傢俬零售行業擁有超過40年歷史，與一系列可靠品牌建立了長遠合作關係，當中大部分以高質素及時尚設計聞名。本集團採購團隊定期出席不同大型國際傢俬貿易展覽，以開拓產品供應、尋找新的傢俬潛在供應商以及評估現有供應商及新供應商之設計或工藝。供應商之甄選及商品採購乃基於質素、價格、送貨時效、供應商的實力及經驗等準則進行。各項不同傢俬產品之採購方案乃經分析本集團之銷售及存貨水平後執行。

至於「**歐化寶**」品牌產品，本集團把生產工序外判至中國內地、台灣、越南及馬來西亞的獨立第三方生產商。本集團與供應商建立長久的合作關係，向本集團提供可靠且具質量保證之傢俬貨源。

4.2 Product Responsibility and Customer Services 產品責任及客戶服務

A customer service department has been set up to listen to customers' opinion and address to customers' complaint. Customer service meetings are held where customer and product quality issues are reported to and discussed with senior management on a monthly basis.

The Group is not aware of any product recall due to safety and health reasons. All complaints are independently investigated and handled according to its internal guidelines. The Group offers free on-site inspection for regular product within the first year of delivery.

To gather valuable customer feedback, the Group collects customer satisfaction questionnaires through different channels from time to time. During the Year, the Group received 28 (2019: 23) customer complaints lodged with the Consumer Council which were diligently assessed and addressed in a timely manner.

本集團已設立客戶服務部，負責聆聽客戶意見及處理客戶投訴。每月均會舉行客戶服務會議，以向高級管理層匯報及討論有關客戶及產品質量之問題。

本集團概不知悉有任何產品因安全及健康理由而需要回收。所有投訴均按照內部指引作獨立調查及處理。本集團為於首年內交貨之一般產品提供免費上門檢查服務。

為收集客戶寶貴意見，本集團不時透過不同渠道收集客戶滿意度調查問卷。於本年度，本集團收到28（2019年：23）宗由客戶向消費者委員會作出之投訴，並已仔細評估及即時處理有關投訴。

The Group has been continuously offering its customers high quality products and services, and has developed a strong brand reputation for selling high quality furniture. Mr. Ricky Ng, Chief Executive Officer of the Company, has introduced five corporate DNAs that shapes the core values of the Group: European style, quality products, prestige shopping experience, professional services and time to market. The Group emphasises quality and efficient after-sales services to its customers, as essential elements for maintaining its business reputation.

For “**Ulfenbo**” products, the Group provides warranties on the mattress coil systems, electric motors and metal elastic hinges of mattresses, sofas and adjustable beds; and, depending on the product series, varying maintenance and replacements services are offered according to the length of time since a product was purchased, at prevailing charges. The “**Ulfenbo**” brand has been awarded “Hong Kong Top Brand Mark” under the Hong Kong Top Brand Scheme organised by The Chinese Manufacturers’ Association of Hong Kong and Hong Kong Brand Development Council since 2014.

本集團一直持續向客戶提供優質產品及服務，並在銷售優質傢俬方面樹立了良好的品牌信譽。本公司行政總裁吳冠強先生引入了5項企業基因密碼(DNA)，分別為「歐洲風格」、「優質產品」、「優越購物體驗」、「專業服務」及「適時應市」，並以此塑造出本集團之核心價值。本集團重視並認為優質及高效之售後服務是維持商譽不可或缺之重要元素。

就「**歐化寶**」產品而言，本集團為床褥、梳化及電動床之床褥彈簧結構、電動摩打及金屬彈簧結構提供保用服務；亦會視乎產品系列，因應產品購買日起計之時期，在收取當時之費用下提供維修及更換服務。「**歐化寶**」品牌自2014年起獲得由香港中華廠商聯合會及香港品牌發展局舉辦之香港名牌標識計劃所授予之「香港名牌標識」。

The Group has actively participated in the Mystery Shopper Programme organised by the Hong Kong Retail Management Association. During the assessment period, the Hong Kong Retail Management Association commissioned mysterious shoppers to visit the Group's stores, to conduct multiple sampling service assessments on various aspects including the store environment, staff appearance, service awareness, product introduction, objection handling, payment, sending off customers and team spirit, to make professional and rigorous assessments. During the Year, the Group received the following awards for its professional services and quality store environment:

**Quality Service Leader Seasonal Award
(Furniture & Home Accessories Category)
(formerly named as Quarterly Service Leader)**

Quality Service Programme (formerly known as
"Mystery Shoppers Programme") of
Hong Kong Retail Management Association
April – June 2019
July – September 2019
October – December 2019



優質服務領袖季度獎
(傢俱及居室用品組別)
(前稱季度服務領袖)
香港零售管理協會之
優質服務計劃 (前稱「神秘
顧客計劃」)
2019年4月至6月
2019年7月至9月
2019年10月至12月



**2019 Service Retailer of the Year
(Furniture & Home Accessories Category)**

Quality Service Programme (formerly known as
"Mystery Shoppers Programme") of
Hong Kong Retail Management Association



2019年最佳服務零售商
(傢俱及居室用品組別)
香港零售管理協會之
優質服務計劃 (前稱「神秘
顧客計劃」)

4.3 Protection of Data 資料保護

The Group places the utmost importance on protecting the privacy of its customers, partners and staff in the collection, handling, safekeeping, use and retention of their personal data. The Group adheres to the applicable data protection regulations and ensures appropriate technical measures are in place to protect personal data against unauthorised use or access. The Group also ensures that customers' personal data is securely stored, and processed only for the purpose for which it has been collected. Relevant staff are provided with adequate training in compliance with applicable laws on data privacy protection, to strengthen their awareness and to protect personal data against loss, unauthorised access, use, modification or disclosure. In addition, access to the customer database is limited to authorised staff, whilst authentication is required before accessing the data. To reduce the risk of identity theft, the Group takes appropriate measures to dispose of documents that contain customer information.

本集團在收集、處理、保管、使用及保存客戶、合作夥伴及員工的個人資料過程中，對保障彼等的私隱給予最高度的重視。本集團嚴格依循適用的資料保護法例並確保設立適當之技術措施，保障個人資料免被未經授權挪用或存取。本集團亦確保客戶個人資料獲安全妥善地儲存，並只會按收集時指定的用途處理。本集團根據資料私隱保護適用法律向相關員工提供充足培訓，以加強彼等的意識及保障個人資料，防止遺失、未經授權獲取、使用、修改或披露。此外，客戶資料庫只容許經授權員工存取，在存取資料前亦須進行驗證。為減低身份盜竊的風險，本集團於處置含有客戶資料的文件方面採取適當措施。

4.4 Protection of Intellectual Property 保障知識產權

The Group protects its intellectual property rights by prolonged use and registration of domain names and various trademarks including but not limited to “**Ulferts**”, “**Dormire**”, “**Ulfenbo**” and “**at • home**”. The Group has registered trademarks in various classes in Hong Kong, Macau and mainland China. In addition, the Group's trademarks and domain names are constantly monitored, and renewed prior to their expiration.

本集團透過持續使用及登記域名與各類商標（包括但不限於「**歐化傢私**」、「**多眠樂**」、「**歐化寶**」及「**at • home**」），以保護其知識產權。本集團已在香港、澳門及中國內地註冊多個類別的商標。此外，本集團商標及域名會獲持續監控及於屆滿前續期。

4.5 Anti-corruption/Anti-money Laundering 反貪污／反洗錢

In order to enhance ethical corporate culture and practices, the Group has established policies and procedures for anti-corruption, anti-money laundering and counter-terrorist financing. For high value cash transactions, frontline staff would require customers to provide relevant information to verify their identities. These records must be properly kept, in strict confidence.

It is essential for the Group's employees to acquire a better understanding of bribery, extortion, corruption and related acts. In addressing and mitigating corruption risks, a set of guidelines in giving and receiving gifts, or offer in the form of meals, accommodation and entertainment, as well as interacting with government officials, was established to outline acceptable and unacceptable conduct in employees' daily business activities. It targets to ensure every employee adheres to applicable legal requirements and make ethical business decisions. Special care must additionally be taken to ensure that all business dealings with government officials are conducted in a context that is free from any form of corrupt practices.

The Group has long adopted an Anti-money Laundering and Counter-Terrorist Financing Policy and Procedure ("AML Policy"). The AML Policy establishes the general framework for combating potential money laundering and financing of terrorism, and provides guidelines for preventing the Group's employees and clients, customers, suppliers, vendors and contractors from being misused for money laundering, terrorist financing or other financial crimes. The AML Policy indicates the kind of potentially suspicious transactions or activities that employees should look out for.

The Group has set out the key provisions relating to anti-corruption legislation. The Group has also adopted a whistle-blowing policy and procedures for all levels and operations under the Group, so staff can raise concerns – in confidence – about possible improprieties such as misconduct and malpractice in any matter related to the Group. These policies and procedures together with the code of conduct can be found in the employee handbook.

During the Year, no legal case regarding corrupt practices was brought against the Group or its employees. Also, no whistle-blowing concerning a criminal offence or misconduct was reported.

為提升企業道德文化及常規，本集團已建立反貪污、打擊洗錢及恐怖分子資金籌集之政策及程序。就大額現金交易，前線員工將要求顧客提供有關資料以核實彼等之身份。有關記錄須高度保密地妥善保存。

本集團之員工必須對賄賂、勒索、貪污及相關行為為加深了解。為了針對及減低貪污之風險，本集團已就贈送及收受禮物、提供用餐、住宿及娛樂，以及與政府官員交涉制訂一套指引，列明員工日常業務活動中可接受及不可接受的行為。這旨在確保每位員工遵從適用的法律規定及作出合乎道德之商業決定。此外，還必須特別注意確保所有與政府官員進行的所有業務往來在不涉及任何形式的舞弊行為的情況下進行。

本集團多年來一直採納打擊洗錢及恐怖分子資金籌集政策及程序（「打擊洗錢政策」）。打擊洗錢政策確立了打擊潛在洗錢及恐怖主義資金籌集罪行的一般框架，並提供指引防止本集團的員工及客戶、顧客、供應商、賣方及承包商被濫用於洗錢、資助恐怖主義或其他金融罪行。打擊洗錢政策已列出部分潛在可疑交易或活動的指標，供員工參考。

本集團已制定防止貪污法例之主要條文。本集團亦採納一套檢舉政策及程序，讓本集團所有層面及業務之員工可在保密的情況下就任何可能影響本集團之不當事宜（如不當及不法行為）進行舉報。該等政策及程序連同行為守則可於員工手冊內查閱。

於本年度，本集團或其員工並無面對任何有關貪污行為之法律起訴案件。同時，亦無涉及刑事罪行或不當行為之個案被舉報。

4.6 Compliance with Relevant Laws and Regulations 遵守相關法律及法規

The Corporate Governance Committee is delegated by the Board to review and monitor the policies and practices on compliance with legal and regulatory requirements, including but not limited to the following ordinances which have significant impact on the Group:

- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong)
- Companies Ordinance (Cap. 622, Laws of Hong Kong)
- Competition Ordinance (Cap. 619, Laws of Hong Kong)
- Employment Ordinance (Cap. 57, Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486, Laws of Hong Kong)
- Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong)
- Trade Descriptions Ordinance (Cap. 362, Laws of Hong Kong)
- 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)
- 《公司條例》(香港法例第622章)
- 《競爭條例》(香港法例第619章)
- 《僱傭條例》(香港法例第57章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《防止賄賂條例》(香港法例第201章)
- 《商品說明條例》(香港法例第362章)

Details on the work of the Corporate Governance Committee can be found on page 42 of the Corporate Governance Report in the Company's Annual Report 2019/2020.

The Legal Department works to provide an in-house legal and compliance service that effectively supports various operation units in their duties and day-to-day operation to comply with all applicable laws, rules and regulations.

Updates to the relevant applicable laws, rules and regulations are brought to the attention of relevant employees and relevant operation units from time to time. The management must ensure that business is conducted in accordance with the relevant applicable laws and regulations.

董事會委派企業管治委員會檢視及監察有關法例及法規要求之政策及慣例，包括但不限於以下對本集團有重大影響的法例：

企業管治委員會之工作詳情載於本公司2019/2020年報企業管治報告第42頁。

本集團法律部旨在提供內部法務及合規服務，有效支援多個營運單位於其職責及日常營運方面遵守所有適用法律、規則及法規。

相關員工及相關經營單位不時獲悉之相關適用法律、規則及法規之更新資訊。管理層須確保所從事業務乃符合適用之法律及法規。

Embracing the mission “From the Community, To the Community”, the Group actively promotes diverse community campaigns spanning elderly welfare, underprivileged communities and environmental conservation initiatives. The Group’s management team also plays an important role in mobilizing staff to join all these activities, which are held in tandem with its commitment to sustainable development.

During the Year, the Group was awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising its ongoing commitment to fulfilling its corporate social responsibilities.



於本年度，本集團獲香港社會服務聯會頒發商界展關懷標誌，表揚其履行企業社會責任的持久承諾。

5.1 Voluntary Services 義工服務

The Group continues building partnerships with non-governmental organisations and charitable organisations, to reach and support needy communities. Highlights of volunteering initiatives during the Year are as follows:

本集團繼續與非政府組織和慈善組織建立夥伴關係，以伸出援手支持有需要幫助的社群。於本年度，主要的義工活動如下：

Community Care • Furniture Recycling for the Needy

關愛社區 • 回收送暖

April 2019 to March 2020 2019年4月至2020年3月



Since 2016, the Group has been cooperating with Yan Oi Tong in implementing the “Community Care • Furniture Re-use” campaign. The Group recycles used sofas from customers, and delivers them free of charge to families in need through Yan Oi Tong on a routine basis throughout the Year. This not only serves the interests of the community, but also helps to promote the message of recycling.

自2016年起，本集團一直與仁愛堂合作推行「關愛社區•回收送暖」行動。本集團於本年度一直向客戶回收棄置梳化，並定期透過仁愛堂免費捐贈棄置梳化予有需要家庭。此舉不但符合社區利益，亦有助推廣回收的訊息。

Furniture Donation to Yan Oi Tong Brain Health Centre

健智軒傢俬捐贈

April 4月 2019



The problem of the aging population in Hong Kong has become more serious in recent years. The number of elderly people with dementia in the community has increased accordingly. Yan Oi Tong opened the first dementia prevention and support centre, Yan Oi Tong Brain Health Centre, to provide seminars and activities for the public, as well as provide training and support services for caregivers. The centre also offers residential services, to provide patients with rehabilitation care. The Group donated a batch of furniture and mattresses, to provide a comfortable rest space for senior citizens in the centre.

近年香港人口老化問題日趨嚴重，社區上患有腦退化症的長者相應增多。仁愛堂開辦首間腦退化症預防及支援中心「仁愛堂健智軒」，為大眾市民提供講座和活動，同時亦為照顧者提供訓練及支援服務。中心亦有住宿服務，為患者提供復康護理，本集團特別捐出一批傢俬及床褥，以為該中心的長者提供舒適的休息空間。

5.2 Charitable Sponsorship and Donations 慈善贊助及捐贈

The Group mobilises its staff to participate in fundraising campaigns to help underprivileged people in the community. Major charity sponsorship, donation and fundraising campaigns during the Year include:

本集團推動員工參與籌款活動，幫助社區弱勢群體。於本年度，主要慈善贊助、捐贈及籌款活動包括：

The 19th Super Kids Championship

第19屆全港兒童細運會小飛人大賽

April 4月 2019

To encourage young children to form a habit of exercising and having quality sleep at an early age, the Group has been sponsoring the Super Kids Championship organised by the Chinese Sports & Recreations Association since 2008. This is the largest primary school sports event in Hong Kong. The competition is organised for groups of different ages and attracts hundreds of children to join each year. Children in Hong Kong face the pressure of heavy homework loads every day. Sports not only allow them to stretch their muscles and exercise, but also enable them to adapt to social life. The event's most exciting race was the sprint, with the male and female winners each awarded by a "Smart Kid Slim Mattress" sponsored by "**Ulfenbo**", enabling them to have quality sleep and continue unleashing their potential.

為鼓勵兒童從小養成運動及優質睡眠的習慣，本集團自2008年起贊助由華人運動員協會舉辦之「全港兒童細運會」。這個活動是香港最大型的小學生運動會，比賽分不同年齡組別進行，每年吸引數百名兒童參加。香港兒童每日面對繁重的功課壓力，運動不單能讓彼等舒展筋骨、鍛鍊體魄，亦能讓彼等適應社交生活。活動中最精彩的賽事為「小飛人短跑大賽」，男女金飛人分別獲得由「**歐化寶**」贊助的「小飛人超薄健康床褥」一張，以讓得獎者有良好的睡眠質素，繼續發揮個人潛能。



Blood Donation Day

捐血日

May 5月 2019



Employees participated in the Blood Donation Day jointly organised by the Emperor Group and Hong Kong Red Cross.

員工參與由英皇集團與香港紅十字會合辦之捐血日。

Mooncake Donation Campaign

愛心月餅募捐大行動

September 9月 2019

During the Mid-Autumn Festival, excess mooncakes were collected and donated to a subsidiary of Pok Oi Hospital, enabling the ethnic minorities at Tin Shui Wai, ultimate beneficiaries, to have a joyful Mid-Autumn Festival.

於中秋節期間，過剩月餅被收集及捐贈至博愛醫院屬下機構，讓最終受惠者一天水圍的弱勢社群一渡過一個愉快的中秋節。



Dress Casual Day

公益金便服日

October 10月 2019



This year's theme was "WEAR TO GO". Participating staff members each donated HK\$70 or more to The Community Chest of Hong Kong, and put on casual wear for dress casual day. Employees joined the campaign and showed their support.

本年主題為「衣善而行」，每位參與同事均捐出70港元或以上予香港公益金，便可於便服日穿上便服。員工一同參與活動以示支持。

5.3 Environmental Conservation 環境保護

The Group is dedicated to promoting environmental awareness through green education. Environmental conservation activity during the Year includes:

本集團致力通過綠色教育宣揚環保意識。於本年度，環境保護活動包括：

Earth Hour

地球一小時

March 3月 2020

The Group's Head Office joined the millions of people around the globe and turned off its office lights in support of WWF's Earth Hour, an annual event to raise awareness of climate change.

為響應世界自然基金會一年一度的「地球一小時」活動，本集團總辦公室與全球數百萬人一同參與關閉辦公室照明燈。活動旨在提高人們對氣候變化的意識。



6. APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX

附錄：港交所環境、社會及管治報告指引內容索引

Subject areas 主要範疇	Description 描述	Section 章節
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.1
KPI A1.1 指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	2.3
KPI A1.2 指標 A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	2.3
KPI A1.3 指標 A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Not applicable <i>In view of its business nature, the Group does not directly generate any hazardous waste.</i> 不適用 基於其業務性質，本集團不會直接產生大量有害廢棄物。
KPI A1.4 指標 A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	2.3
KPI A1.5 指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	2.2
KPI A1.6 指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	2.2

Subject areas 主要範疇	Description 描述	Section 章節
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	2.1, 2.2
KPI A2.1 指標 A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總消耗量及密度。	2.3
KPI A2.2 指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	2.3
KPI A2.3 指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	2.2
KPI A2.4 指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Not applicable <i>The Group did not encounter any problems in sourcing water for its daily operations.</i> 不適用 本集團日常營運中在覓水源方面並無遇到任何問題。
KPI A2.5 指標 A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及（如適用）每生產單位佔量。	2.3
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	2.2
KPI A3.1 指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	2.2

Subject areas 主要範疇	Description 描述	Section 章節
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2
KPI B1.1 指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	3.1
KPI B1.2 指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	3.1 Briefly discussed 已概括說明
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.3
KPI B2.1 指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	3.3
KPI B2.2 指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	3.3 Briefly discussed 已概括說明
KPI B2.3 指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	3.3

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	3.5
KPI B3.1 指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	3.5 Briefly discussed 已概括說明
KPI B3.2 指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	3.5 Briefly discussed 已概括說明
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	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 forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2
KPI B4.1 指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	3.2
KPI B4.2 指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	3.2
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	4.1
KPI B5.1 指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	4.1 Briefly discussed 已概括說明

Subject areas 主要範疇	Description 描述	Section 章節
KPI B5.2 指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	4.1 Briefly discussed 已概括說明
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.2
KPI B6.1 指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	4.2
KPI B6.2 指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	4.2
KPI B6.3 指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	4.4
KPI B6.4 指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	4.2
KPI B6.5 指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	4.3

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B7: Anti-Corruption 層面B7：反貪污		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.5
KPI B7.1 指標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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	4.5
KPI B7.2 指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	4.5
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5
KPI B8.1 指標B8.1	Focus areas of contribution. 專注貢獻範疇。	5
KPI B8.2 指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	5



歐化國際有限公司
Ulferts International Limited