

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

Reporting Standard and Scope

This annual Environmental, Social and Governance (“ESG”) Report (the “Report”) was prepared in accordance with the revised requirements of the ESG Reporting Guide, Appendix 20 (the “ESG Guide”) of the GEM Listing Rules of The Stock Exchange of Hong Kong Limited (“HKEX”). The Group has complied with all provisions set out in the ESG Guide. The Report provides an overview of the Group’s ESG management approach as well as sustainability initiatives and performance for the period from 1 January 2021 to 31 December 2021 (the “reporting year”).

The scope of this Report covers our sports and apparel operations which represent the most significant impact on the Company’s environmental and social performance¹:

Sports operations
體育業務

- Li Ning Sports Parks
李寧體育園
- Li Ning Sports Centres
李寧運動中心
- All Star Ice Skating Club
全明星滑冰俱樂部
- Bossini
堡獅龍
- LNG
LNG

Apparel operations
服裝業務

For a full list of ESG Aspects, respective key performance indicators (“KPIs”) and their reference within this Report, please refer to the HKEx ESG Guide Content Index on page 95 to 98.

關於本報告

報告標準及範圍

本年度環境、社會及管治（「環境、社會及管治」）報告（「本報告」）乃根據香港聯合交易所有限公司（「聯交所」）GEM上市規則附錄二十《環境、社會及管治報告指引》（「環境、社會及管治指引」）的經修訂規定編製。本集團已遵守環境、社會及管治指引所載的所有條文。本報告提供本集團於二零二一年一月一日至二零二一年十二月三十一日（「報告年度」）的環境、社會及管治管理方針和可持續發展舉措及表現的概覽。

本報告的範圍涵蓋我們的體育及服裝業務，該等業務對本公司的環境及社會績效影響最大¹：

有關本報告內環境、社會及管治方面、相關關鍵績效指標（「關鍵績效指標」）及其參考資料的完整列表，請參閱第95至98頁的聯交所環境、社會及管治指引內容索引。

¹ The reporting scope was updated this year to reflect a balanced picture of the Group’s business operations.

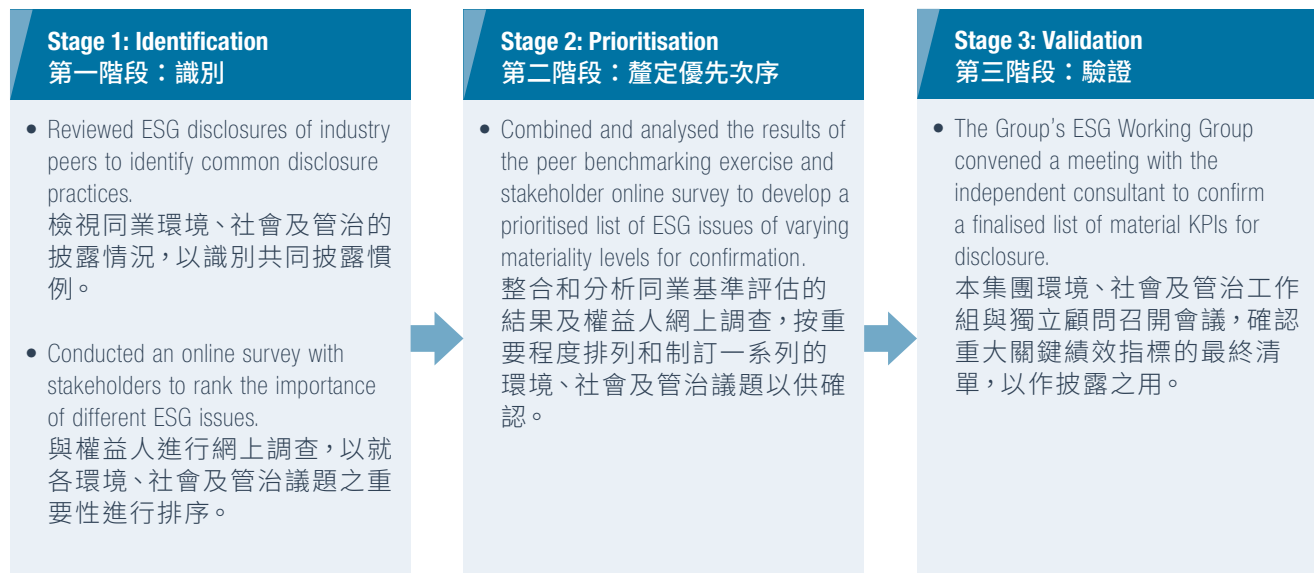
¹ 本年度已更新報告範圍，以反映本集團業務運營的平衡情況。

Stakeholder Engagement and Materiality Assessment

We regularly engage our stakeholders to gain valuable feedback and address their concerns over our ESG performance and strategies. This process enables us to make informed decisions and better identify associated risks and opportunities. In preparation for this Report, the Group appointed an independent consultant to conduct a comprehensive stakeholder engagement and materiality assessment to determine the most material ESG topics for disclosure by following the three-step process:

權益人參與及重要性評估

我們定期與權益人溝通，以獲得寶貴的反饋並解決彼等對我們的環境、社會及管治表現及戰略的關注問題。藉助這一過程，我們能夠做出知情決定，更好地識別相關風險和機會。於編製本報告過程中，本集團已委任一名獨立顧問進行全面的權益人參與及重要性評估，從而確定最重要的環境、社會及管治議題，並按照以下三個步驟進行披露：



Suggestions and Feedback

We welcome feedback on our ESG performance and disclosures. Please share your views by email (info@vivachina.hk) or by phone (+852 3796 1111).

意見及反饋

我們歡迎閣下對我們的環境、社會及管治表現和披露提出反饋。請將閣下的意見電郵至info@vivachina.hk或致電+852 3796 1111。

SUSTAINABILITY GOVERNANCE

Board Statement

The Board holds the overall accountability for the Group's ESG strategies and performance. Daily management of the Group has been delegated to the management team. On an operational level, a designated ESG Working Group, comprising representatives from different business department, has been set up. This Working Group plans and coordinates the day-to-day execution of the Group's ESG strategies and will report back on the progress of the associated targets, strategies, and initiatives.

The Board provides oversight of the Group's risk management system, including ESG, in particular climate-related, risks. While the Audit Committee is responsible for overseeing the overall risk management processes, the ESG Working Group specifically identifies and assesses sustainability-related risks. Supported by professional consultants, the Working Group consolidates the findings and advises the Board on risks of strategic and financial significance.

For more details on our corporate governance structure, roles and responsibilities, please refer to our Corporate Governance Report on pages 62 to 73 of this Annual Report.

OUR ENVIRONMENT

Our commitment to the sustainable management of our environmental impacts is demonstrated by our Environmental Policy which applies to all operational units supplemented with associated guidelines and principles. To systematically manage our environmental footprint, we focus our efforts on energy efficiency, responsible resource management and internal awareness building.

Financing projects that deliver environmental benefits is one of our approaches towards a more sustainable future. In December 2021, through the Green Deposits established by Bank of Communications, we deposited HK\$8 million to finance qualified green projects including but not limited to energy efficiency, pollution prevention and control, sustainable water management and waste management, clean transportation, efficient buildings and sustainable land use.

During the reporting year, we complied with all applicable legal and regulatory requirement² regarding environmental protection and there were no non-compliance cases relating to air and greenhouse gas ("GHG") emissions, discharges into water and land, and the generation of hazardous and non-hazardous wastes.

² Including but not limited to the Air Pollution Control Ordinance (Cap. 311), the Waste Disposal Ordinance (Cap.354), the Environmental Protection Law of the People's Republic of China ("PRC"), and the Energy Conservation Law of the PRC.

可持續發展管治

董事會聲明

董事會對本集團之環境、社會及管治戰略及表現肩負整體責任。本集團的日常管理已授權予管理團隊。經營層面，已成立指定的環境、社會及管治工作組，由不同業務部門的代表組成。該工作組規劃及協調本集團環境、社會及管治戰略的日常執行，並將匯報相關目標、戰略及舉措的進展情況。

董事會對本集團的風險管理系統進行監督，包括環境、社會及管治，尤其是與氣候相關的風險。儘管審核委員會負責監督整體的風險管理過程，但環境、社會及管治工作組會專門識別及評估可持續發展相關的風險。在專業顧問的支持下，工作組會整合評估結果，並就於戰略及財務而言屬重大的風險向董事會提出建議。

有關我們企業管治架構、職能及責任的詳情，請參閱本年報第62至73頁的企業管治報告。

我們的環境

我們的環境政策體現我們對環境影響進行可持續管理的承諾，該政策輔以相關指引及原則，適用於所有經營單位。為系統化管理我們的環境足跡，我們重點關注能源效率、珍惜天然資源及內部意識建設。

為帶來環境效益的項目融資是我們實現更可持續的未來所採取的措施之一。於二零二一年十二月，透過交通銀行成立的綠色存款，我們存入8,000,000港元以為合資格的綠色項目提供資金，包括但不限於能源效率、污染防治、可持續的水資源管理及廢物管理、清潔交通、高效的建築及可持續的土地利用。

於報告年度，我們遵守所有與環保相關的適用法律及法規²，且概無涉及廢氣及溫室氣體（「溫室氣體」）的排放、向水及土地的排污、以及有害及無害廢棄物的產生之違規情況。

² 包括但不限於《空氣污染管制條例》（第311章）、《廢物處置條例》（第354章）、《中華人民共和國（「中國」）環境保護法》及《中國節約能源法》。

Emissions Reduction and Energy Efficiency

Echoing the national government's call for decarbonisation, we have set long-term carbon reduction and energy targets applicable for our respective operations. To ensure we are on track to achieve these ambitious targets, we continue to seize energy-saving opportunities, introduce renewable energy and undergo hardware upgrades across our sports and apparel operations. At our office buildings, we replace obsolete electrical appliances with products with Grade 1 Energy Labels or other energy-efficient alternatives. Introducing smart metres also works by continuous adjustment of chiller settings based on data collected by environmental sensors and equipment conditions. To minimise emissions arising from business travel, video conference systems were introduced to facilitate effective virtual communication.

Leveraging our extensive networks across the country, we strive to adopt environmentally responsible place-keeping. Aside from installing solar photovoltaic panels and solar hot water systems, we also make electric vehicle ("EV") chargers more accessible across our sports facilities in support of nationwide EV development. Making use of smart technology and data analysis, our chiller system adjusts indoor air temperature to optimise energy performance and enhance energy savings. Additionally, our sports destinations and retail shops have switched to using LED lights which are more energy-efficient than traditional incandescent bulbs. Specific to Bossini, all our stores in Hong Kong and Macau participated in Earth Hour 2021 by switching off unnecessary lighting for an hour and pledging to greater energy efficiency throughout our operations.

減少排放及提高能源效率

為響應國家政府的脫碳號召，我們設立了適用於我們各業務的長期減碳及能源目標。為確保我們順利實現這些雄偉目標，我們繼續抓住節能機會，引進可再生能源並對我們的體育及服裝業務進行硬件升級。在我們的辦公大樓，我們使用具有1級能源標籤的產品或其他節能產品取代老式電器。引進智能儀表亦發揮了作用，其根據環境傳感器收集的數據及設備條件，不斷調整製冷裝置。為盡可能減少商務出行產生的排放，我們引入了視頻會議系統，促進有效的虛擬通信。

利用我們在國內的龐大網絡，我們致力於採用對環境負責的場所管理。除安裝太陽能光伏板及太陽能熱水系統外，我們亦於我們的體育設施中提供更多電動汽車（「電動汽車」）充電裝置，支持國內電動汽車的發展。我們的製冷系統調節室內溫度利用智能技術及數據分析來優化能源性能並促進節能。此外，我們的體育目的地及零售店舖已改用LED燈，比傳統白熾燈泡更節能。尤其是堡獅龍，我們在香港及澳門的所有店舖均參與了「地球一小時2021」活動，關閉不必要的照明一小時並承諾在我們的整個經營過程中提高能源效率。

Sports Operations³ 體育業務 ³	Reduce carbon intensity by 15%⁴ per square metre by 2030 到二零三零年每平方米碳密度減少 15%⁴	Reduce electricity use intensity by 15%⁴ per square metre by 2030 到二零三零年每平方米用電密度減少 15%⁴
Apparel Operations⁵ 服裝業務 ⁵	Reduce carbon intensity by 10%⁴ per FTE by 2030 到二零三零年每名全職僱員碳密度減少 10%⁴	Reduce electricity use intensity by 10%⁴ per FTE by 2030 到二零三零年每名全職僱員用電密度減少 10%⁴

³ This applies only to our Li Ning Sports Parks, Li Ning Sports Centres and All Star Ice Skating Club.

⁴ Compared to the 2021 baseline.

⁵ This applies only to Bossini and LNG.

³ 僅適用於我們的李寧體育園、李寧運動中心及全明星滑冰俱樂部。

⁴ 與二零二一年基線相比。

⁵ 僅適用於堡獅龍及LNG。

Responsible Resource Management

Operating our sports facilities can be water intensive. To this end, we have adopted a multipronged approach to efficiently manage our water resources. For example, we introduced a circulation system where dirt particles are filtered to reduce the frequency of pool water replacement. Furthermore, designated sports destinations have installed a rainwater and wastewater recovery and recycling system to capture water around the complex. This creates grey water for non-potable uses such as toilet flushing, landscape irrigation, and washing and cleaning purposes. We also conducted regular leakage tests on water pipes and installed water-saving devices such as sensor taps and flow restrictors to enhance water efficiency across our office premises.

珍惜天然資源

我們經營體育設施需耗大量用水。為此，我們多管齊下，高效管理水資源。例如，我們引入循環系統，過濾污垢粒子，減少池水更換頻率。此外，指定體育目的地已安裝雨水及廢水回收循環系統，在綜合體周圍收集水，產生非飲用途的灰水，用於沖廁、景觀灌溉、清洗潔淨等用途。我們亦定期對水管進行漏水測試，並裝設自動感應水龍頭及節流器等節水設備，提高整個辦公場所的用水效益。

Sports Operations³
體育業務³

Reduce water intensity by
7%⁴
per square metre by 2030
到二零三零年每平方米用水密度減少
7%⁴

As part of our environmental stewardship, we strive to promote waste reduction and recycling at our sports destinations, retail stores, office premises and warehouses. For instance, employees are encouraged to reuse office supplies and festive decorations where possible and feasible. Recycling bins with clear signage are placed and our waste recycling items cover paper, cardboard boxes, plastics, metals, non-confidential documents, electrical appliances and toners cartridges in partnership with licensed contractors and green organisations. Moving forward, we target to further enhance our recycling capacity to minimise the amount of landfilled waste generated from our operations. Recognising the significant amount of paper we used during our daily operations, we encourage reusing paper for printing and set the default mode of all network printers to double-sided printing. We have also digitalised our internal communications, circulating memorandums and reports in e-format.

作為環保管理的一環，我們致力促進體育目的地、零售店、辦公場所及倉庫的減廢回收。例如，我們鼓勵僱員於可能及可行的情況下重複使用辦公用品及節日裝飾品。我們與持牌承包商及綠色組織合作，放置列有清晰標示的回收箱，我們的廢棄回收物品包括紙張、紙箱、塑料、金屬、非機密文件、電器及墨粉盒。展望未來，我們瞄準進一步提高回收能力，最大程度減少我們營運產生的堆填區廢棄物數量。鑒於我們於日常營運過程中使用大量紙張，我們鼓勵紙張重複列印，並將所有網絡打印機的默認模式設為雙面打印。我們亦數字化內部溝通，以電子形式分發備忘錄及報告。

³ This applies only to our Li Ning Sports Parks, Li Ning Sports Centres and All Star Ice Skating Club.

⁴ Compared to the 2021 baseline.

³ 僅適用於我們的李寧體育園、李寧運動中心及全明星滑冰俱樂部。

⁴ 與二零二一年基線相比。

Case Study

The Group takes responsible resource management into account when it comes to product innovation in our apparel operation. At Bossini, we launched new eco-friendly jackets and jeans using REPREVE – recycled fibres made from plastic bottles and other discarded materials. Compared to traditional fibres, REPREVE emits fewer GHGs and conserves more water and energy along the manufacturing process.

案例研究

本集團進行服裝營運產品創新時，兼顧珍惜天然資源。我們在堡獅龍推出新款環保夾克及牛仔褲—使用由塑料瓶及其他廢棄材料製成的可回收纖維REPREVE。相較傳統纖維，REPREVE在生產過程中排放較少溫室氣體，更省水節能。

Environmental Awareness

Internally, we continue to drive staff behavioural change and guide them on the sustainable use of resources in their day-to-day operations. Apart of sharing useful green office tips through internal notices and our Information Wall, we organised awareness building campaigns and environmental training on a regular basis, covering topics such as waste reduction, energy conservation and carbon reduction.

環保意識

我們在內部持續推動員工行為改變，引領員工在其日常營運過程中可持續利用資源。除以內部告示及資訊牆分享綠色辦公有用貼士外，我們定期組織意識培養活動及環保培訓，涵蓋減棄、節能及減碳等主題。

Climate Change

We recognise that climate change poses significant financial and non-financial risks to our business. We are firmly committed to managing climate-related impacts across our operations and to developing mitigation, adaptation and resilience strategies to address those impacts in line with the national direction.

氣候變化

我們深知氣候變化對我們的業務產生重大財務及非財務風險。我們堅定致力管理我們於整個營運過程中的氣候相關影響，並根據國家方向制定緩解、適應及抗逆力策略，應對該等影響。

In addition to the approach and initiatives disclosed in the above section, we ensure that relevant information and necessary resources are available for building adaptive capacity for monitoring climate impacts on our diverse operations and managing potential climate transition risks. The Group also maintains ongoing communications with our stakeholders regarding climate impacts and works to support business partners to decarbonise.

除上節所披露的方針與舉措外，我們確保相關信息及必要資源可用於建立適應能力，監測氣候對我們不同業務的影響，並管理潛在氣候轉變風險。本集團亦與我們的權益人持續溝通氣候影響，並支持業務夥伴脫碳。

Our operating networks are not immune to climate-induced extreme weather events like typhoons and rainstorms. These impact our business whether through business interruption, shop closures, damaged or lost products from flooding or by even putting the safety of our staff and customers at risk. Through our clear work arrangement policies and constant communication with our people, we are better prepared than ever to respond to these emergency situations.

我們的營運網絡無法不受氣候引起的極端天氣狀況(如颱風及暴雨)影響。對我們業務的影響包括導致業務中斷、店舖關閉、洪水導致產品損壞或丟失，或甚至危及我們員工及客戶安全。利用我們明確的工作安排政策及與員工的持續溝通，我們比以往任何時候都更好地準備應對該等緊急情況。

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Environmental Performance Data For Sports operations

環境表現數據 體育業務

Emissions 排放物

Carbon emissions in total and intensity 碳排放總量及密度

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Scope 1 emissions ⁶ 範圍1排放量 ⁶	Tonnes 噸	703.2	876.8	658.5
Scope 2 emissions ⁷ 範圍2排放量 ⁷	Tonnes 噸	12,763.8 ⁸	4,800.9	3267.5
Total emissions 總排放量	Tonnes 噸	13,467.0	5,677.7	3926.0
Total emission intensity 總排放密度	Tonnes/FTE ⁹ 噸/FTE ⁹	24.5	10.1	12.7

Other Emissions 其他排放

Wastewater generated 所產生的污水	Tonnes 噸	157,025	161,159	126,069
NOx emissions 氮氧化物排放	Kg 千克	16.2	25.6	12.4
SOx emissions 硫氧化物排放	Kg 千克	0.2	0.2	0.3
PM emissions 顆粒物排放	Kg 千克	1.4	1.4	0.9

⁶ Scope 1: Direct emissions from sources which are owned or controlled by the Group, including the consumption of natural gas and fuels for vehicles.

⁷ Scope 2: Indirect emissions from the consumption of purchased electricity and steam by the Group as a result of its usual operations. The sources of emissions are owned or controlled by other companies.

⁸ The increase is mainly due to the inclusion of our energy-intensive indoor skating chain operations, which account for more than 60% of our total Scope 2 emissions, into the reporting scope this year. We will continue to look for energy-saving opportunities to mitigate our carbon footprint.

⁹ "FTE" refers to full-time employees.

⁶ 範圍1：由本集團所擁有或控制的來源所產生之直接排放，包括天然氣及汽車燃料的消耗。

⁷ 範圍2：由本集團日常營運時所消耗的外購電力和蒸汽產生之間接排放，而排放源由其他公司所擁有或控制。

⁸ 該增長主要由於我們今年將能耗密集型室內滑冰連鎖業務納入報告範圍，而該業務佔我們範圍2排放總量的60%以上。我們將繼續尋找節省能源的機會，以減輕我們的碳足跡。

⁹ 「FTE」指全職僱員。

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Resource Usage 資源使用量

Resource usage in total and intensity

資源使用總量及密度

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Electricity consumption 用電量	kWh 千瓦時	16,738,830	6,158,419	4,627,119
Natural gas consumption 天然氣消耗	m ³ 立方米	203,739¹⁰	184,942	300,754
Gasoline consumption 汽油消耗	Litre 升	13,078¹¹	9,906	17,467
Water consumption 用水量	m ³ 立方米	279,123¹²	208,094	125,187
Electricity consumption intensity 用電密度	kWh/FTE 千瓦時/FTE	30,434	10,939	14,926
Natural gas consumption intensity 天然氣消耗密度	m ³ /FTE 立方米/FTE	370	328	970
Gasoline consumption intensity 汽油消耗密度	Litre/FTE 升/FTE	23	18	56
Water consumption intensity 用水密度	m ³ /FTE 立方米/FTE	507	370	404

¹⁰ The natural gas was consumed by the subsidiaries in Beijing, Yangzhou Li Ning Sports Park, Ningbo Hangzhou Bay Li Ning Sports Park and Linyi Li Ning Sports Centre.

¹¹ The gasoline was consumed by the headquarters in Hong Kong, subsidiaries in Ningbo and Tianjin, and indoor skating chain operations.

¹² Water was mainly consumed by the subsidiaries in Beijing, Yangzhou Li Ning Sports Park, Ningbo Hangzhou Bay Li Ning Sports Park, Linyi Li Ning Sports Centre, Tianjin Li Ning Sports Centre, Nantong Li Ning Sports Centre and indoor skating chain operations.

¹⁰ 天然氣消耗源自北京的附屬公司、揚州李寧體育園、寧波杭州灣李寧體育園及臨沂李寧運動中心。

¹¹ 汽油消耗源自香港總部、寧波及天津的附屬公司以及室內滑冰連鎖業務。

¹² 用水量主要源自北京的附屬公司、揚州李寧體育園、寧波杭州灣李寧體育園、臨沂李寧運動中心、天津李寧運動中心、南通李寧運動中心及室內滑冰連鎖業務。

Environmental, Social and Governance Report 環境、社會及管治報告

Hazardous and Non-hazardous Waste 有害及無害廢棄物

Hazardous waste (Recycled)

有害廢棄物 (回收量)

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Waste carbon battery and alkaline battery 廢棄碳性電芯與鹼性電芯	Kg 千克	2.02	0	0

Non-hazardous waste (Usage)

無害廢棄物 (用量)

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Paper 用紙	Tonnes 噸	0.8	2.1	5.8
Plastic 塑膠	Tonnes 噸	0	0.08	1.6
General waste 一般廢棄物	Tonnes 噸	9.6	22.2	2.4
Metal 金屬	Kg 千克	0	24.0	N/A 不適用
Glass 玻璃	Kg 千克	0	6.8	N/A 不適用

Non-hazardous waste (Recycled)

無害廢棄物 (回收量)

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Paper 用紙	Tonnes 噸	2.0	1.7	2.6
Plastic 塑膠	Tonnes 噸	0	0.08	1.6
General waste 一般廢棄物	Tonnes 噸	0	0	0.3

Non-hazardous waste (Usage)

無害廢棄物 (用量)

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Tonnes/FTE	噸/FTE	0.02	0.04	0.03

Non-hazardous waste (Recycled)

無害廢棄物 (回收量)

		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Tonnes/FTE	噸/FTE	0.03	0.003	0.01

Environmental, Social and Governance Report 環境、社會及管治報告

For Apparel operations

服裝業務

Emissions 排放物

Carbon emissions in total and intensity

碳排放總量及密度

2021
二零二一年度

Scope 1 emissions 範圍1排放量	Tonnes 噸	0
Scope 2 emissions 範圍2排放量	Tonnes 噸	1,448.1
Total emissions 總排放量	Tonnes 噸	1,448.1
Total emission intensity 總排放密度	Tonnes/FTE 噸/FTE	1.3

Resource Usage 資源使用量

Resource usage in total and intensity

資源使用總量及密度

2021
二零二一年度

Electricity consumption 用電量	kWh 千瓦時	2,781,757
Water consumption 用水量	m ³ 立方米	4,874
Electricity consumption intensity 用電密度	kWh/FTE 千瓦時/FTE	2,477
Water consumption intensity 用水密度	m ³ /FTE 立方米/FTE	4.3

Hazardous and Non-hazardous Waste 有害及無害廢棄物

Hazardous waste (Recycled)

有害廢棄物 (回收量)

2021
二零二一年度

Used battery 廢舊電池	Kg 千克	2.6
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Non-hazardous waste (Usage)

無害廢棄物 (用量)

2021
二零二一年度

Paper 用紙	Tonnes 噸	5.1
Shopping bag 購物袋	Tonnes 噸	13.6

Environmental, Social and Governance Report 環境、社會及管治報告

Non-hazardous waste (Recycled) 無害廢棄物 (回收量)

2021
二零二一年度

Paper 用紙	Tonnes 噸	0.1
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Non-hazardous waste (Usage) 無害廢棄物 (用量)

2021
二零二一年度

Kg/FTE	千克/FTE	16.7
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Non-hazardous waste (Recycled) 無害廢棄物 (回收量)

2021
二零二一年度

Kg/FTE	千克/FTE	0.1
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OUR HUMAN CAPITAL

Our employees are driving force of the business and assets of the Group. In line with our people-oriented approach, we are committed to providing an inclusive, safe, engaging and harmonious work environment to enable our employees' career growth and achieve career contentment.

Employment and Working Conditions

As our continued business success depends on a motivated and stable workforce, the Group offers our employees competitive remuneration packages and fringe benefits, including medical care, discretionary bonuses, retirement schemes, product discounts and a range of leave entitlements such as marriage leave and birthday leave. To attract and retain every talent, we regularly review our staff policies, benefits and facilities.

As a family-friendly employer, we pay special attention to accommodate the needs of working families. A well-equipped lactation room is available in our Hong Kong headquarters for working mothers. In Beijing, we partnered with Koala Educare to set up a kindergarten in its office park facilitating working employees to balance their work with family commitments.

We value our employees and work to ensure a workplace free from any prejudice or discrimination. All employees are protected by our Equal Opportunity Policy which sets out a fair recruitment and promotion process based on individual merits, experience and qualifications regardless of gender, race, age, religion, disability or family status. For a more in-depth refresher, we also arranged for employees to join relevant training organised by the Equal Opportunities Commission.

我們的人力資本

僱員是本集團業務的推動力及資產。我們一貫奉行以人為本的方針，致力提供共融、安全、敬業樂業及和諧的工作環境，以促進僱員的事業發展及獲得工作成就感。

僱傭及工作條件

由於我們業務的持續成功取決於積極和穩定的團隊，本集團為僱員提供具競爭力的薪酬待遇及全面的員工福利，包括醫療保險、酌情花紅、退休計劃、產品折扣及婚假和生日假等各種假期福利。我們亦定期檢討員工政策、福利及設施，以吸引及挽留每一位人才。

作為家庭友善僱主，我們特別關注在職家庭的需要。在香港總部，我們為在職母親提供設備齊全的哺集乳室。在北京，我們聯合考拉啟賦於辦公園區設立一間幼兒園，使僱員能夠在工作與家庭承擔之間取得平衡。

我們重視僱員並致力建構一個杜絕偏見及歧視的工作環境。我們的平等機會政策保障全體僱員，當中載列不論其性別、種族、年齡、宗教、殘疾與否或家庭狀況，我們均以個人才能、經驗及資歷進行公平公正的招聘流程和僱用程序。為更深入地進修，我們亦安排僱員參加平等機會委員會組織的相關培訓。

Environmental, Social and Governance Report 環境、社會及管治報告

We fully support our employees to maintain a good work-life balance by organising a variety of recreational and sports activities outside of work. Some highlighted events include:

我們全力支持僱員維持良好的工作與生活平衡，除工作以外籌劃各種娛樂及體育活動。部分活動集錦包括：

Operations 業務單位	Activities 活動
Hong Kong 香港	Birthday lunch 生日午餐 Mid-Autumn Day celebration 中秋慶祝活動 Fruit day 水果日 Art workshops 藝術工作坊
PRC 中國	Staff outing 員工郊遊 Chinese New Year celebration 新春聯歡會 Sports day 運動日 Team building event 團隊建設活動

During the reporting year, there were zero non-compliance cases with the relevant laws and regulations¹³ relating to recruitment and employment practices, anti-discrimination, diversity, and other benefits and welfare.

於報告年度，我們在招聘及僱傭、反歧視、多元化及其他福利待遇方面並無違反相關法例及規例¹³的情況。

For Sports operations

體育業務

Human Resource Overview

人力資源概況

			2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Total number of staff	員工總人數	Number 數目	633	629	314
Number of staff – by gender	按性別劃分員工人數	Number 數目			
– Male	– 男		316	315	167
– Female	– 女		317	314	147
Number of staff – by age group	按年齡組別劃分員工人數	Number 數目			
– < 30 years old	– <30歲		267	275	127
– 30-50 years old	– 30–50歲		332	299	136
– > 50 years old	– >50歲		34	55	51
Number of staff – by employee type	按僱員類別劃分員工人數	Number 數目			
– Full-time	– 全職		550	563	310
– Part-time	– 兼職		83	66	4

¹³ Including but not limited to the Employment Ordinance (Cap. 57), the Minimum Wage Ordinance (Cap.608), the Disability Discrimination Ordinance (Cap.487), the Labour Law of the PRC, and the Labour Contract Law of the PRC.

¹³ 包括但不限於《僱傭條例》(第57章)、《最低工資條例》(第608章)、《殘疾歧視條例》(第487章)、《中國勞動法》及《中國勞動合同法》。

Environmental, Social and Governance Report 環境、社會及管治報告

Staff Turnover 員工流失			2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Overall staff turnover rate	員工總流失率	%	52	41	52
Staff turnover rate – by gender	按性別劃分員工流失率	%			
– Male	– 男		59	42	62
– Female	– 女		45	41	40
Staff turnover rate – by age group	按年齡組別劃分員工流失率	%			
– < 30 years old	– <30歲		75	39	91
– 30-50 years old	– 30–50歲		36	32	29
– > 50 years old	– >50歲		27	100	14

For Apparel operations

服裝業務

Human Resource Overview

人力資源概況

2021
二零二一年度

Total number of staff	員工總人數	Number 數目	1,123
Number of staff – by gender	按性別劃分員工人數	Number 數目	
– Male	– 男		485
– Female	– 女		638
Number of staff – by age group	按年齡組別劃分員工人數	Number 數目	
– < 30 years old	– <30歲		495
– 30-50 years old	– 30–50歲		598
– > 50 years old	– >50歲		30
Number of staff – by employee type	按僱員類別劃分員工人數	Number 數目	
– Full-time	– 全職		1,067
– Part-time	– 兼職		56
Staff Turnover			2021
員工流失			二零二一年度
Overall staff turnover rate	員工總流失率	%	28
Staff turnover rate – by gender	按性別劃分員工流失率	%	
– Male	– 男		18
– Female	– 女		36
Staff turnover rate – by age group	按年齡組別劃分員工流失率	%	
– < 30 years old	– <30歲		34
– 30-50 years old	– 30–50歲		22
– > 50 years old	– >50歲		57

Training and Development

We value the development and personal growth of our employees as this facilitates the sustainable growth of our business. As such, we fully support our staff to enhance their professional knowledge by tailoring our training to accommodate the needs of employees from different fields and at varied career stages. In 2021, we offered a wide spectrum of training, covering sports management, customer service, data analysis, financial risk regulations, tax management and workplace safety. In response to the pandemic outbreak, online training courses were introduced to support self-learning at home. Additionally, we provide full-time permanent staff with external training sponsorship. Work flexibility is also given to employees who pursue further education. Relevant training and development policies are reviewed at least once a year.

In our apparel operation, Bossini provides a variety of leadership and professional skills training through the "Bossini Academy", with an aim to well-equip our employees for the challenges ahead. A variety of classroom, digital and on-the-job trainings are provided to our office, warehouse and shop employees.

We regularly invite external guests to share latest industry trends and their expert knowledge on topics such as product design as well as sales and marketing skills to facilitate our employees, especially from the apparel end, to innovate for better new products.

培訓與發展

我們重視僱員的發展和個人成長，因為這可促進我們業務的可持續發展。因此，我們全力支持我們的員工提升其專業知識，並針對不同領域及各職業階段的僱員需求，為彼等定制培訓。於二零二一年，我們提供了一系列培訓，其中涵蓋體育管理、客戶服務、數據分析、財務風險監管、稅務管理及工作環境安全。為應對疫情爆發，我們推出了線上培訓課程，支持居家自學。此外，我們為全職長期員工提供外部培訓贊助。有意深造的僱員亦可彈性工作。相關培訓及發展政策至少每年審閱一次。

在我們的服裝業務中，堡獅龍通過「堡獅龍學院」提供有關領導力及專業技能的各項培訓，旨在使我們的僱員精進自我，以應付接踵而來的挑戰。我們為辦公室、倉庫及店舖的僱員提供多樣的課堂培訓、數字化培訓及在職培訓。

我們定期邀請外部嘉賓分享最新的行業趨勢，以及彼等在產品設計及銷售和營銷技巧等議題方面的專業知識，以促進我們的僱員（尤其是服裝端的僱員）創新，打造更佳新品。

Environmental, Social and Governance Report 環境、社會及管治報告

For Sports operations

體育業務

Training Hours 受訓時數		2021 二零二一年度	2020 二零二零年度	2019 二零一九年度
Percentage of trained employees	按性別劃分受訓僱員百分比			
– by gender				
– Male	– 男	61	70	N/A 不適用
– Female	– 女	64	68	N/A 不適用
Percentage of trained employees	按僱員類別劃分受訓僱員百分比			
– by employee category				
– Functional heads	– 部門主管	51	35	N/A 不適用
– Management	– 管理層	100	61	N/A 不適用
– General/technical staff	– 一般/技術員工	61	72	N/A 不適用
Average training hours – by gender	按性別劃分平均受訓時數	Hours 小時		
– Male	– 男	16	18	12
– Female	– 女	16	19	11
Average training hours	按僱員類別劃分平均受訓時數	Hours 小時		
– by employee category				
– Functional heads	– 部門主管	6	7	3
– Management	– 管理層	37	19	13
– General/technical staff	– 一般/技術員工	16	18	10

For Apparel operations

服裝業務

Training Hours 受訓時數			2021 二零二一年度
Percentage of trained employees – by gender	按性別劃分受訓僱員百分比	%	
– Male	– 男		9
– Female	– 女		32
Percentage of trained employees	按僱員類別劃分受訓僱員百分比	%	
– by employee category			
– Functional heads	– 部門主管		1
– Management	– 管理層		13
– General/technical staff	– 一般/技術員工		226
Average training hours – by gender	按性別劃分平均受訓時數	Hours 小時	
– Male	– 男		3
– Female	– 女		5
Average training hours – by employee category	按僱員類別劃分平均受訓時數	Hours 小時	
– Functional heads	– 部門主管		1
– Management	– 管理層		3
– General/technical staff	– 一般/技術員工		4

Occupational Health and Safety

At Viva China, occupational health and safety (“OHS”) is always our priority. To minimise work-related hazards across our operations, we have implemented different precautionary measures which go beyond regulatory compliance. Our OHS guidelines are tailored to different business units taking into account their unique workplace conditions and operating activities. For employees working under our sports-related operations, we offer them healthcare benefits such as free physical check-up services and complimentary access to sports facilities.

In an effort to build an ergonomic workplace, we provided employees in our Hong Kong headquarters with office furniture such as ergonomic chairs and footrests.

To reinforce our safety-first culture, we continue to organise talks and workshops covering OHS topics including mental wellness, first aid, accident prevention and fire precaution. We also practised onsite housekeeping through regular inspections of firefighting supplies, work equipment and workplace hygiene to mitigate environmental-related hazards. For example, retail managers and shop supervisors will perform spot checks on their retail stores and storerooms to ensure full execution of our stringent safety requirements. Special attention is given to workers conducting high-risk work activities. We ensure they are equipped with necessary personal protective gear such as safety goggles, gloves and helmets.

職業健康及安全

非凡中國一直將職業健康及安全（「職業健康及安全」）視為重中之重。為將在營運過程中與工作有關的危害減至最低，除遵守監管規定外，我們採取了多項預防措施。我們經考慮僱員的具體工作條件及業務活動制定了針對不同業務部門的職業健康及安全指引。我們為在體育相關業務工作的僱員提供醫療保健福利，例如免費體檢服務及可免費使用我們的體育設施。

我們為於香港總部的僱員提供符合人體工學的座椅及腳凳等辦公傢私，以致力打造符合人體工學的工作場所。

為培養安全第一的文化氛圍，我們繼續組織講座及研討會，其中涵蓋心理健康、急救、事故預防及防火等職業健康及安全議題。我們亦進行了實地內務檢查，定期檢查消防用品、工作設備及工作環境衛生，以減少與環境有關的危害。例如，零售經理及店舖主管將對零售店舖及後倉進行抽查，以確保全面落實我們嚴格的安全規定。我們尤其關注進行高危作業的職工，確保彼等配備必要的個人防護裝備，如安全護目鏡、手套及頭盔。

Our Response to COVID-19

In 2021, we once again faced up to multiple challenges due to the ongoing COVID-19 pandemic. Despite all the social and economic disruption, the Group has remained committed to fighting the impact of the virus. Aside from stepping up the frequency of our cleansing and disinfection procedures, we have implemented a series of measures at our sports designations, retail shops, office premises and warehouses to better protect our employees, including:

- Providing staff with anti-epidemic supplies such as medical masks and hand sanitisers
- Adopting flexible work arrangements (e.g. work from home) to minimise physical contact
- Requiring both staff, customers and visitors to measure body temperature before entering our premises
- Offering two days of compensation leave for employees who had taken two vaccination doses
- Reminding staff to maintain good personal hygiene by organising mental health-related workshops
- Requiring staff members who physically work in the office, shops and warehouses to complete an online health declaration form on a weekly or bi-weekly basis

During the reporting year, there were zero non-compliance cases with relevant laws and regulations¹⁴ relating to the provision of a safe work environment and the protection of employees from occupational hazards.

Labour Standards

As a responsible employer, child and forced labour are strictly prohibited within the Group's operations and along our supply chain. Our Human Resources Department is responsible for reviewing all identification documents provided by the applicants. To ensure full compliance with applicable laws and regulations¹⁵, regular audits and internal reviews are performed. Any staff member found to be in breach of our labour policies will be subject to disciplinary action and may be liable to legal prosecution.

¹⁴ Including but not limited to the Occupational Safety and Health Ordinance (Cap. 509), and the Law of the PRC on Prevention and Control of Occupational Diseases.

¹⁵ Including but not limited to the Employment Ordinance (Cap. 57), the Labour Law of the PRC, and the Provisions on Prohibition of Child Labour of the PRC.

應對COVID-19

二零二一年，COVID-19疫情持續，我們再次面臨多重挑戰。儘管社會及經濟受到干擾，本集團仍致力於抗擊病毒帶來的影響。除加強清潔頻率和消毒程序外，我們已在體育目的地、零售店舖、辦公室及倉庫實施一系列措施，以更好地保護我們的員工，包括：

- 為員工提供防疫用品，如醫用口罩和洗手液
- 採取靈活的工作安排（如在家辦公），盡量減少身體接觸
- 要求員工、客戶及訪客在進入我們的辦公場所前測量體溫
- 為已接種兩劑疫苗的員工提供兩天補假
- 舉辦心理健康工作坊，提醒員工保持良好個人衛生
- 要求在辦公室、店舖及倉庫工作的員工每週或每兩週填寫在線健康申報表

於報告年度，概無不遵守與提供安全工作環境及保護員工免受職業危害有關的相關法律法規¹⁴的情況。

勞工準則

作為負責任的僱主，本集團在營運及供應鏈上嚴禁僱用童工及強制勞工。我們的人力資源部門負責審核申請人提供的所有身份證明文件。為確保完全遵守適用法律法規¹⁵，我們會進行定期審核及內部檢討。任何員工如有違反我們的勞工政策，將會受到紀律處分及可能受到法律檢控。

¹⁴ 包括但不限於《職業安全及健康條例》（第509章）及《中國職業病防治法》。

¹⁵ 包括但不限於《僱傭條例》（第57章）、《中國勞動法》及《中國禁止使用童工規定》。

Anti-corruption

Viva China takes a zero-tolerance approach to corruption or malpractice of any form throughout our operations. We strictly prohibit the acceptance of money or any other gifts from outside entities such as customers, suppliers, contractors, authorities or other business partners. All employees are required to follow our Employee Handbook which details a set of guiding principles for responsible business conduct. In 2021, we arranged anti-corruption training programmes for our Board members and employees in Hong Kong headquarters and mainland subsidiaries to update them on the latest anti-corruption enforcements and proper practice procedures. In support of our policies on ethical behaviours, the Group's whistle-blowing policy and grievance mechanism are in place to allow employees at all levels to raise concerns regarding any misconduct. To ensure whistle-blowers have the freedom to report grievances without fear of reprisal, all cases are treated strict with confidentiality and submitted to designated personnel for further investigation. During the reporting year, there were zero cases of non-compliance with the relevant laws and regulations¹⁶ relating to corrupt practices.

OUR VALUE CHAIN

Supply Chain Management

Our diverse sports and apparel business connects us with a wide range of stakeholders along the supply chain. In our endeavour to promote environmentally and socially responsible practices beyond our own operations, we communicate our expectations through a group-level Supplier Code of Conduct which is supplemented with a set of relevant guidelines applicable for individual business units. This Supplier Code of Conduct clearly outlines our approach to ethical behaviours, health and safety, labour rights and environmental practices. To support domestic economies, whenever possible, we prioritise local suppliers and support green procurement. Full compliance with this Supplier Code of Conduct is expected.

As part of our monitoring mechanism, we conduct audits, site visits and assessments on a regular basis to ensure our stringent requirements are fully met. Areas of concern are identified and addressed through proactive corrective actions for future improvement. Suppliers who consistently fail to meet the expected standards may be subject to contract termination. This holistic approach enables us to develop long-term sustainable partnerships with our suppliers.

¹⁶ Including but not limited to the Prevention of Bribery Ordinance (Cap. 201).

反貪污

非凡中國在營運過程中對任何形式的貪污或瀆職行為採取零容忍政策。我們嚴禁收受客戶、供應商、承包商、機構或其他業務夥伴等外部實體的金錢或任何其他禮物。全體員工必須遵守我們的員工手冊，當中含有一套詳盡的負責任商業行為指導原則。在二零二一年，我們為香港總部及內地附屬公司的董事會成員及員工安排了反貪污培訓課程，使他們了解最新的反貪污執法行動及適當的做法程序。為配合我們於道德行為方面的政策，本集團制定了舉報政策及申訴機制，讓各級員工對任何不當行為提出關注。為確保舉報人士擁有舉報申訴而免於恐懼遭受報復的自由，所有個案皆予嚴格保密處理，並會提交指定人員作進一步調查。於報告年度，概無不遵守與貪污行為有關的相關法律法規¹⁶的情況。

我們的價值鏈

供應鏈管理

我們透過多元化的體育及服裝業務與價值鏈上的眾多權益人建立聯繫。在業務過程中我們大力倡導對環境及社會負責的做法，同時我們透過集團層面的供應商行為守則來傳達我們的願景，該守則是由一套適用於個別企業單位的相關準則作補充。供應商行為守則明確概述了我們踐行道德行為、健康與安全、勞工權利和環境實務。為了扶持國內經濟，我們會盡可能優先考慮本地供應商及支持綠色採購。我們希望供應商能夠嚴格遵守本供應商行為守則。

作為監察機制的一環，我們會定期進行審計、到實地視察及評估，確保完全滿足嚴格的要求。我們識別重點關注事項，並透過積極採取便於日後改進的糾正措施解決有關事項。未能一直遵守預期標準的供應商可能須接受終止合約。該整體方法使我們能夠與供應商建立長期持續的夥伴關係。

¹⁶ 包括但不限於《防止賄賂條例》(第201章)。

Our Quality Services

The delivery of quality products and services is always the key to our business success and longevity. In our apparel operations, ensuring product health and safety has been highly emphasised throughout the production-to-shelf process. All apparel must meet applicable product safety and environmental standards, including but not limited to GB 18401-2010 (National General Safety Technical Code for Textile Products) and GB31701-2015 on Infant and Children's Textile Products, before being sold to customers. To build a trusting and transparent relationship with our clients, we provide an easily accessible and responsive customer services hotline and email, and clearly state our product exchange policy at the back of each sales receipt.

Our customer-centric approach is also reflected in other business operations. For instance, we employ well-trained security personnel and adopt responsible crowd control measures to maintain order when organising different sports-related activities. Specific to the pandemic outbreak, we have implemented measures to reduce the transmission risk at our sports destinations and retail stores such as setting up automated temperature screening stations and enacting face covering policies. Multiple hand sanitiser stations have also been installed to enable our customers and visitors to disinfect their hands frequently.

Data Privacy

With growing concern over customer privacy, we are mindful of personal data collected from our customers and ensure it is handled in a secure and safe manner. Our Employee Handbook outlines the privacy guidelines covering the use and management of personal data in accordance with relevant regulatory requirements¹⁷. Only authorised personnel are allowed to access relevant information on a need-to-know and need-to-use basis.

Intellectual Property Right

Viva China values intellectual property as it drives innovation and growth. The Group secures its intellectual property by using copyrights, trademarks, confidential information and other applicable forms of legal protection. We also work closely with law firms to regularly renew and protect our trademarks.

During the reporting year, we complied with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to the products and services provided by the Group.

¹⁷ Including but not limited to the Personal Data (Privacy) Ordinance (Cap. 486) and the Cyber Security Law of the PRC.

優質服務

提供優質產品及服務始終是我們業務成功及長久發展的關鍵。在服裝業務的生產到上市全過程中，我們都非常重視產品的健康與安全。所有服飾須符合適用的產品安全及環境標準，包括但不限於GB 18401-2010《國家紡織產品基本安全技術規範》和GB31701-2015《嬰幼兒及兒童紡織產品安全技術規範》後，方可出售給客戶。為了同客戶建立誠信透明的合作關係，我們開放方便快捷的客戶服務熱線及電郵，每張銷售收據背面亦清楚說明我們的產品退換政策。

我們以客戶為中心的理念還體現在其他業務中。例如，我們僱用訓練有素的安保人員及採取負責任的人群控制措施以在舉辦不同的體育賽事期間維持秩序。針對爆發的疫情，我們已實施多項措施降低我們體育場地及零售店舖的傳播風險，例如設立自動測溫點及實行佩戴口罩政策；我們還建立了多個手部消毒器站，以便客戶及訪客能夠經常進行手部消毒。

數據保密

隨著人們日益關注客戶私隱，我們意識到應當並確保以安全妥善的方式處理自客戶收集的個人資料。私隱指引於我們的員工手冊中概述，當中包括根據相關監管規定¹⁷使用及管理個人資料。僅取得授權之人士方能基於需要了解及使用的原則查閱相關資料。

知識產權

知識產權帶動創新發展，故此非凡中國十分重視知識產權。本集團透過版權、商標、保密信息及使用其他適用的法律保護方式來保障其知識產權。我們還會與律師事務所緊密合作，定期更新及保護商標。

於報告年度，我們就與本集團所提供產品及服務相關的健康與安全、廣告、標籤及隱私事項一直遵守相關法律和法規。

¹⁷ 包括但不限於《個人資料(私隱)條例》(第486章)及《中國網絡安全法》。

OUR COMMUNITY

At Viva China, we pride our success in promoting active and healthy lifestyles across the country to enhance citizens' health and wellbeing. For more than a decade, we have been leveraging our sports resources and mobilising our human capital to organise a variety of sports-related activities and community programmes for the neighbourhoods we serve.

我們的社區

非凡中國為成功在全國推廣積極、健康的生活方式，以增進市民的健康和福祉而感到自豪。十多年來，我們一直利用我們的體育資源，動員我們的人力資本，為我們所服務的社區舉辦多項體育相關活動和社區活動。

		Number of Events and Activities Supported 所支持的事宜及活動次數	Total Hours of Community Service Contributed 貢獻社區服務總時數	Number of Beneficiaries Served ¹⁸ 服務受益人數 ¹⁸
2021	二零二一年度	82	6,908	148,562
2020	二零二零年度	77	435.5	20,835
2019	二零一九年度	170	1,565	104,348

Promoting Sports and Healthy Living

It is our commitment to promoting a nationwide sportive culture. As such, we continue to foster wider public participation in different sports and fitness activities. For example, in Tianjin, we organised a Taekwondo challenge which attracted more than 1,000 young participants; in Nantong, we arranged swimming classes for teenagers in Beicheng Elementary School as a precaution against drowning. Additionally, we continue to offer complimentary access to our well-equipped Li Ning Sports Parks and Li Ning Sports Centres under the Free Use Scheme. During the reporting year, a number of training camps, interest classes, sports-themed carnivals and sports competitions suitable for citizens of different ages were successfully organised.

推廣體育及健康生活

我們致力在全國推廣運動文化。因此，我們繼續促進大眾參與各項體育和健身活動。例如，我們在天津舉辦了跆拳道挑戰賽，該比賽吸引了超過1,000名年輕參賽者參加；我們在南通為北城小學的學生安排了預防溺水的游泳課程。此外，根據免費使用計劃，我們繼續提供設施完善的李寧體育園及李寧運動中心作免費使用。於報告年度，我們已成功舉辦了多項適合不同年齡層市民參加的訓練營、興趣班、運動主題嘉年華和體育比賽。

In January 2021, our Tianjin Li Ning Sports Centre partnered with a local broadcaster to co-organise a badminton tournament for the general public. What we provided were advanced sports venues and facilities, professional referees and a live broadcast. Through these fun-filled but fierce games, we hope to provide a platform for different badminton enthusiasts to interact and develop a high sense of mutual respect.

於二零二一年一月，我們的天津李寧運動中心與當地電視台合作，共同組織了一場面向大眾的羽毛球錦標賽。我們提供了先進的體育場館和設施、專業裁判和現場直播。我們期望通過這些充滿樂趣但激烈的比賽為不同的羽毛球愛好者提供平台以互相交流和培養高度的相互尊重意識。

¹⁸ Refer to the number of people served or engaged during the Group's community service programmes.

¹⁸ 指本集團於進行社區服務活動期間所服務或吸引參與的人數。

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Creating an Inclusive Society

As a corporate citizen, we are motivated to support diverse social segments to create a more connected and inclusive society. In addition to offering in-kind and financial donations to the socially disadvantaged, we encourage staff volunteering and outreach to different non-governmental organisations for community partnership.

In support of Fu Hong Society's campaign of "Together We Build A Society For All", colleagues from our Hong Kong headquarters extended their new year's blessing to the needy by donating their red packet money. These donations will support the family needs of the disabled and can alleviate their financial difficulties especially in the face of pandemic outbreak.

At Bossini, we believe that clothing should be functional and accessible to everyone – a basic necessity that can serve a good cause and help make a difference in society. With this in mind, our kind-hearted staff donated more than 500 pieces of down jackets and vests that were in good condition as Christmas gifts to the elderly at Yan Chai Hospital.

In July 2021, the extreme rainfall and flash floods had caused huge losses to Henan Province. In response, Viva China, together with Bossini, donated 5 million yuan and over 56,000 pieces of clothing to China Women's Development Foundation. We hope to support the recovery of the flood-ravaged areas and provide relief for the affected people.

共建包容社會

作為一個企業公民，我們致力支持多元化的社會群體，構建一個聯繫更緊密和包容的社會。除了向弱勢社群提供實物和資金捐助外，我們亦鼓勵員工參與義工服務及與多個非政府組織接觸建立社區夥伴關係。

為支持扶康會的「齊建共融社會」活動，香港總部的員工通過捐贈利是的方式向有需要的人表達了他們的新年祝福。這些捐款將用於支持殘障人士的家庭需求，並可緩解他們的經濟困難（特別是在面對疫情爆發時）。

堡獅龍認為，衣物應是實用且人人可得的基本必需品，既可以服務慈善事業，還能夠為社會作出貢獻。秉持這一想法，我們的熱心員工捐贈了500多件完好無損的羽絨外套及背心給仁濟醫院的長者作為聖誕禮物。

於二零二一年七月，特大暴雨及山洪暴發對河南省造成巨大損失。作為回應，非凡中國連同堡獅龍向中國婦女發展基金會捐贈了人民幣5,000,000元及超過56,000件服飾。我們希望支援遭受水災區域的恢復工作並為受影響的人們提供救濟。

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