



CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)
HKSE Stock Code 港交所股份代號: 0997

2020 Environmental, Social and Governance Report 2020 環境、社會及管治報告





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1 Company Overview 公司概況

Chinlink International Holdings Limited (the “**Company**” or “**Chinlink**”) and its subsidiaries (collectively, the “**Group**”) is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Group operated as a comprehensive financial services provider for small and medium-sized enterprises (“**SMEs**”) in the People's Republic of China (the “**PRC**” or “**China**”) with main focus in Shaanxi Province and Hong Kong during the financial year ended 31 March 2020 (the “**Year**”). The Group provides licensed financial services including but not limiting to financial guarantee, finance lease (the Group disposed its substantial interest during the Year), factoring, financial advisory and asset management; and supply chain finance, international trading, logistics and property investment.

As a group with diversified businesses, the Group seeks to foster long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group's business performance during the Year, please refer to the annual report of the Group for the Year (“**Annual Report 2020**”).

普匯中金國際控股有限公司（「**本公司**」或「**普匯中金**」）及其附屬公司（統稱「**本集團**」）於香港聯合交易所有限公司（「**聯交所**」）主板上市。截止二零二零年三月三十一日止財政年度（「**本年度**」）內，本集團繼續為中華人民共和國（「**中國**」）中小型企業（「**中小企**」）提供綜合金融服務，客戶主要來自陝西省及香港。本集團提供持牌的金融服務，包括但不限於融資擔保、融資租賃（本集團已於本年度內出讓大部分權益）、商業保理、財務顧問及資產管理、以及供應鏈金融、國際貿易、物流及物業投資。

作為一家業務多元化的集團，本集團力求長期和可持續的增長，使員工和持份者獲益。有關本集團本年度的業務表現，請參閱本集團本年度之年報（「**二零二零年年報**」）。

2 Our Reporting Approach 我們的匯報方式

2.1 Reporting Standard, Period and Scope

This Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) summarised the Group's ESG performance and accomplishments during the Year. The scope of this Report covered the Group's Corporate Headquarters, China Regional Headquarters and major business units which were major revenue or workforce contributors of the Group. The relevant reporting scope included the following:

2.1 報告標準、期間和範圍

本環境、社會及管治報告（「**本報告**」）總結了本集團於本年度的環境、社會及管治表現及成就。本報告範圍涵蓋本集團的集團總部、中國區域總部、以及貢獻本集團主要收入或公司員工人數較多的業務單位。相關報告範圍包括：

Function / Service Provision / Major Property 職能 / 所提供的服務 / 主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited ^(Note 1) 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(iii) International trading 國際貿易	Chinlink Tian Hui Company Limited 普中匯有限公司	Hong Kong 香港
(iv) Financial advisory services 財務顧問服務	MCM Holdings Limited and its subsidiaries (collectively "MCM Group") MCM Holdings Limited 及其附屬公司 (統稱「MCM 集團」)	Hong Kong 香港
(v) Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited ^(Note 1) 陝西普匯中金融資擔保有限公司	Hong Kong 香港
(vi) Self-owned investment property named Chinlink · Worldport Integrated Logistics Park ("Chinlink · Worldport") 自置投資物業，名為普匯中金·世界港綜合物流園 「普匯中金·世界港」	Chinlink International Trade Centre (Hanzhong) Company Limited ^(Note 1) 普匯中金國際交易中心(漢中)有限公司	Hanzhong, Shaanxi Province, PRC 中國陝西省漢中市
• Logistics park 物流園區	Chinlink Property Management (Shaanxi) Company Limited ^(Note 1) 普匯中金物業管理(陝西)有限公司	
• Construction materials and home furnishing products wholesale market 建築材料及家居產品批發市場		
• Hanzhong green agriculture and Chinese medicine products industrial park 漢中綠色農產品及中藥材產業園	HZ Tiannong Green Agriculture & Chinese Medicine Industries Limited ^(Note 1) 漢中天農漢藥產業發展有限公司	
(vii) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch) ^(Note 1) (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店 (「商業大樓」)	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited ^(Note 1) 西安大明宮灞橋建材家居有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
• Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心	Xi'an Tang Rong Real Estate Limited ^(Note 1) 西安唐榮置業有限公司	
(iv) Finance lease services - The Group disposed its substantial interest during the Year 融資租賃服務 - 本集團已於本年度內出讓大部分權益	Chinlink Finance Lease Company Limited ^(Note 1&2) 普匯中金融資租賃有限公司 ^(註二)	Xi'an, Shaanxi Province, PRC 中國陝西省西安市

Note 1: For identification purpose only.

Note 2: After 17 December 2019, Chinlink Finance Lease Company Limited was ceased to be a subsidiary of the Group and become an associate of the Group.

註一：僅供識別。

註二：於二零一九年十二月十七日後，普匯中金融資租賃有限公司不再為本集團之附屬公司，而成為本集團之聯營公司。

2.2 Reporting Framework

This Report was prepared in accordance with Appendix 27 "Environmental, Social and Governance Reporting Guide" (the "ESG Guide") of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"). In preparation of this Report, the Group strictly adhered to the reporting principles in the ESG Guide to reveal all the material aspects of the business in a quantitative, balanced and consistent manner. A content index is attached at the back of this Report as a tool to navigate readers to the specific sections corresponding to the ESG Guide requirements. Corporate governance was disclosed more in depth in the Annual Report 2020 in accordance with Appendix 14 of the Main Board Listing Rules.

2.2 報告框架

本報告乃根據《聯交所證券上市規則》(「上市規則」)發表的附錄二十七的《環境、社會及管治報告指引》(「環境、社會及管治指引」)所編制。本集團在編制本報告時嚴格遵守《環境、社會及管治指引》中的報告原則，以量化、平衡和一致的方式披露與業務有關的所有重要層面。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關企業管治資料已根據主板上市規則附錄十四於二零二零年年報內，進行更詳細的披露。

3 Chairman's Statement

主席的話

Amidst the Coronavirus Disease 2019 (“**COVID-19**”) pandemic and the elevating trade tensions between the United States of America (the “**US**”) and China, Chinlink is making a consistent commitment to the strategic and sustainable development, in order to stay resilient even reeling from the above challenges. During the Year, the Group has cultivated a solid foundation for our innovation and financial ecosystem to integrate capital, innovation, technology and enterprises resources for accelerating China’s economic development, as well as industry transformation under the global trend of technological innovation. On top of pathing a sustainable business, Chinlink has embedded corporate sustainability in daily operations, promising a long-term socially and environmentally responsible business.

Stakeholder engagement is the key to communicate with the relevant parties and identify their concerned material topics before formulating and deciding the sustainable practices. During the Year, the Group had conducted two surveys for our internal (employees) and external (investors) stakeholders, collected their opinions on various material issues and their feedbacks on the ESG performance of the Group. Along with the assistance of the engagement from different stakeholders, the Group is steering towards a more sustainable and promising future.

Apart from the ongoing projects in Xi’an and the innovation and financial ecosystem, other projects are in full swing, including the Sino-Japanese industrial park project, collaborated with the Administrative Committee of Xixian New Area and NEC Solution Innovators, Ltd. of Japan; and the Chinese medicine industry park project, collaborated with Hanzhong Municipal Government. Aligns with our core values, i.e. innovation, integrity and collaboration, the Group will continue to play a major role in accelerating economic developments and technology exchanges. Besides, collaboration or partnership with various parties is the cornerstone for achievements and goals, particularly under this globalisation era. Chinlink is enthusiastic to be a team player and to strive together for the mutually beneficial goals.

Last but not least, we would like to express our gratefulness earnestly to the Group’s talented, professional team in supporting and committing to the sustainable development of Chinlink. In this critical period, Chinlink will continuously pledge to reinforce the implementation of sustainable strategy for a better society in the future.

Li Weibin

Chairman

Hong Kong, 30 October 2020

在二零一九年冠狀病毒病（「**新冠肺炎**」）爆發、以及正加劇的美國和中國之間的貿易緊張局勢下，普匯中金堅守在戰略和可持續發展方面的承諾，縱然面對上述挑戰，確保仍能遊刃有餘。於本年度內，本集團為其創新金融產業生態圈奠定了穩健的基礎，整合資本、創新、科技和企業資源以推動中國的經濟發展，以及在全球技術創新趨勢下的產業轉型。在業務可持續發展之路上，普匯中金將企業可持續發展元素納入日常營運中，務求締造對社會和環境負責任的長期業務。

持份者參與是在可持續實踐的制定和決策前跟相關人士溝通、辨別其關心的重要議題之關鍵。於本年度，本集團已對內部（員工）和外部（投資者）持份者進行兩次調查，收集了他們對各項重要議題的意見及對本集團在環境、社會及管治方面表現的評價。在不同持份者的參與下，本集團正朝著更可持續和充滿希望的發展方向邁進。

除正在西安進行的項目和創新金融產業生態圈外，其他項目也正進行得如火如荼，包括與西咸新區開發建設管理委員會及日本 NEC Solution Innovators, Ltd. 合作的中日產業園項目、以及與漢中市政府攜手發展的中藥材產業園項目。秉持我們的核心價值——創新、誠信和合作，本集團將繼續在高速經濟發展和技術交流方面扮演重要角色。此外，特別在這全球化時代下，我們與各方的合作或夥伴關係是達致成就與目標的基石，普匯中金非常樂意與各方合作，互惠互利，實現目標。

最後，我們衷心感謝本集團才華橫溢及專業團隊支持，致力推動普匯中金的可持續發展。在這個關鍵時期，普匯中金承諾未來將繼續加強可持續發展戰略實踐，以締造更美好的社會。

李偉斌

主席

香港，二零二零年十月三十日

4 Our Approach to Sustainability 我們的可持續發展方針

4.1 Our Core Values

Innovation, integrity and collaboration are the key drivers in Chinlink's businesses. Utilising its capital resources and skills with global innovative partners, Chinlink aimed to achieve sustainable and profitable growth. While reshaping and transforming the industry structure, the Group strived to infiltrate sustainability into the formation of business's practices through maintaining ongoing engagement with its stakeholders, cultivating a harmonious society, and operating in an environmentally conscious manner.

4.1 我們的核心價值

創新、誠信及合作是推動普匯中金業務發展的三個核心推動力量。借助與全球創新合作夥伴的資本和技能，普匯中金旨在達致可持續和可盈利的增長。在行業重塑和轉型的同時，本集團通過持份者參與、構建和諧的社區及以注重環保的方式營運，致力將可持續概念滲透到業務實踐中。



4.2 ESG Governance Structure

With full support from the board of directors of the Company (the "**Board**"), an ESG Committee was established, and the Chairman who was appointed by the Board makes strategic decisions and plays an overall supervisory role to the committee on the compilation of the ESG Report and the management of ESG related matters. The ESG Committee is supported by various departments that help to drive sustainability initiatives throughout the Group's operations. The structure of the ESG Committee is shown as below:

4.2 環境、社會及管治管治架構

在本公司之董事會（「董事會」）的全力支持下，環境、社會及管治委員會成立，以及由獲董事會任命之主席制定策略，並監督該委員會編纂環境、社會及管治報告和管理與環境、社會及管治相關事宜。環境、社會及管治委員會得到各個部門支持，透過本集團的營運推動可持續發展計劃。環境、社會及管治委員會架構如下：

Strategy development and decision making 戰略發展及決策

ESG Committee Chairman
環境、社會及管治委員會主席



Executive Director
執行董事

- **Advising, facilitation of communication and monitoring** 提供諮詢、促進溝通和監督
- **Collecting and reviewing feedback from stakeholders** 收集及檢視持份者提出的意見

ESG Committee Members
環境、社會及管治委員會成員



From various departments including Administration and Human Resources, Corporate Development, Corporate Communications, Finance and Accounting, Internal Audit and Investor Relations

來自多個部門，包括行政及人力資源部、企業發展部、企業傳訊部、財務及會計部、內部審計部及投資者關係部

Policy implementation and sustainability related information supply 實施政策及提供與可持續發展相關的資料

Subsidiaries
附屬公司



4.3 Stakeholder Engagement

To infiltrate sustainability into the business' best practices, the Group aimed to evaluate, prioritise and manage material ESG issues. During the Year, the ESG Committee reached out to various internal stakeholders (employees) and external stakeholders (investors) to identify the material issues to be addressed. This provided a foundation for the formulation of future sustainability strategies of the Group.

The Group commissioned an independent consultant to conduct stakeholder surveys (the “**Surveys**”) to collect employees' and investors' perspectives and opinions, including (a) internal and external stakeholders' views of the importance of the disclosure of ESG related topics to Chinlink's business operations, (b) internal stakeholders' views on how well Chinlink has been performing in the ESG related topics, and (c) external stakeholders' considerations of ESG related topics when making a business decision with Chinlink. These surveys were conducted anonymously, the response rates of the internal and external stakeholders were 50% and 75% respectively.

These surveys provided insights of important issues in respective ESG aspects. Based on the results, internal discussion among Chinlink's management team and the ESG committee shall be conducted in the next step to conclude the material ESG topics that the Group will address.

4.3 持份者參與

本集團旨在評估、優先考慮和管理重要的環境、社會及管治議題，將可持續發展概念融入至業務最佳實踐中。於本年度，環境、社會及管治委員會聯繫各個內部持份者（員工）和外部持份者（投資者）以確定需應對的重要議題。這為本集團制定未來的可持續發展策戰奠定了基礎。

本集團委託獨立顧問進行持份者調查，收集員工和投資者的觀點和意見，包括 (a) 內部持份者和外部持份者評估環境、社會和管治相關的議題的披露對於本集團業務營運的重要性、(b) 內部持份者認為本集團在環境、社會和管治議題中的表現，及 (c) 當外部持份者對本集團作出商業決策時，考慮環境、社會和管治議題的程度。此問卷調查以匿名方式進行，內部持份者和外部持份者的回應率分別為 50% 和 75%。

該調查提供在環境、社會及管治方面重要議題的見解。下一步，普匯中金的管理團隊和環境、社會及管治委員會將根據結果進行內部討論，以總結本集團將要應對的重要環境、社會及管治議題。

The major stakeholders of the Group and the respective communication channels are summarised as follows:
 本集團的主要持份者及個別溝通渠道概述如下：



5 Highlight: Measures in Response to COVID-19

重點提要：應對新冠肺炎的措施

Since early 2020, COVID-19 has swept across the globe and impacted the Group's businesses in domestic and international markets. Amid the hard time of the COVID-19 pandemic, Chinlink and its business units launched a wide range of measures to protect the health and safety of the employees.

The Group's offerings to employees during the pandemic outbreak included the provision of face masks, steriliser, COVID-19 pandemic prevention information, and daily sterilisation at workplace. Besides, employees in the PRC were required to complete the health declaration form for recording daily health condition. To avoid face to face meetings and contact, most of the meetings were replaced with video conferences or video calls.

自從二零二零年初，新冠肺炎席捲全球，並影響本集團在本地和國際市場的業務。在新冠肺炎爆發的艱難時期，普匯中金及其業務單位採取了多種措施，以保障員工的健康和安全。

在病毒爆發期間，本集團為員工提供口罩、消毒液和預防新冠肺炎的資訊，以及於工作場所進行日常消毒。此外，國內員工需填寫健康申報表以進行日常健康記錄。為避免面對面的會議和接觸，大部分會議都以視像會議或視像通話代替。





6 Cultivating a Harmonious Society 締造和諧社會

6.1 Employee Care

Employment Practices

Chinlink believes that employees are essential to the success of the company. The Group aimed to attract and retain talents, and create a diverse and inclusive working environment for the employees. The Group's policies and guidelines directed the approach to employment; its Code of Conduct and employment and labour policies helped us to protect employees' rights, emphasise on talent management and care for the employees.

The recruitment policies of the Group prohibited all forms of discrimination on gender, religion, race, disability, family status or age. Equal opportunities in recruitment, internal transfer, and promotion were granted to all employees and applicants.

As a business operator which strictly complied with applicable statutory and legal requirements, the Group took preventive measures to eliminate any forms or recruitment of child or forced labour. During the Year, there was no incident or lawsuit regarding employment of child and forced labour in the Group.

During the Year, the Company was not aware of any non-compliance with relevant employment and labour laws and regulations that had a significant impact on it. Statutory holiday and standard annual leave were granted to all employees of the Group. The Group also ensured its employees with reasonable working hours and provided additional paid holidays such as marriage leave, compassionate leave, birthday leave and examination leave, etc.

Employment Breakdown

The Group had 291 employees in total (excluding the Board members), and the number of full-time employees in Hong Kong and China was 275 by the end of the Year for the reporting scope. Comparing with the last financial year, the turnover rate decreased from 27.2% to 21.7%.

The demographic breakdowns of employees by gender, age and location are illustrated below:

6.1 員工關懷

僱傭守則

普匯中金相信員工對於公司的成功至關重要。本集團以吸納和挽留人才為目標，並為員工創造多元包容的工作環境。本集團的政策和指引奠定了僱傭方針，其《行為守則》、僱傭和勞工政策有助我們保護員工的權利、強調人才管理及關愛員工。

本集團的招聘政策禁止一切對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視，所有員工和應徵者均享有招聘、內部調配和晉升方面的平等機會。

作為嚴格遵守法律和法規要求的業務營運商，本集團已採取預防措施避免以任何形式僱用童工或強制勞工。於本年度，本集團並沒有發生任何涉及僱用童工和強制勞工的事件或訴訟。

於本年度，本公司並未有知悉任何有關違反相關僱傭及勞工法律法規、並對本公司構成重大影響的行為。本集團全體員工均享有法定假日及標準年假。本集團亦為員工提供合理的工作時間，並提供額外的帶薪假期，例如結婚假、恩恤假、生日假和考試假等。

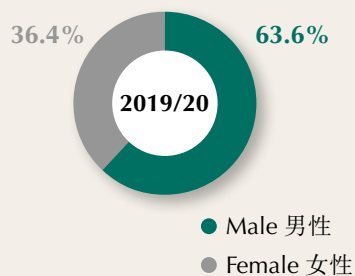
僱傭概況

截至本年度末，本集團的總員工人數為 291（不包括董事會成員），而當中屬報告範圍內的香港及中國全職員工共 275 名。相比上一財政年度，本年度的員工流失率由 27.2% 下跌至 21.7%。

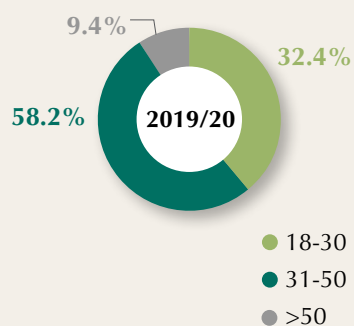
不同類別、性別、年齡及地區的員工劃分如下：

Employees 員工

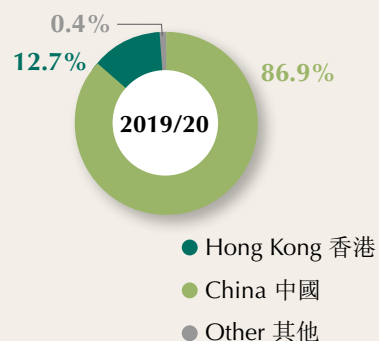
By Gender
按性別



By Age
按年齡

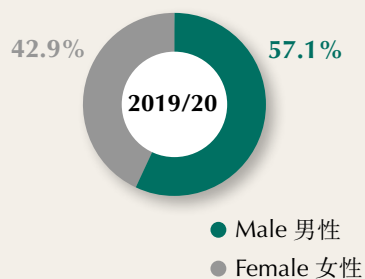


By Location
按地區

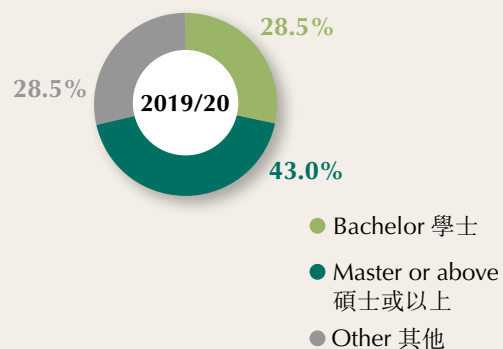


Board 董事會

By Gender
按性別

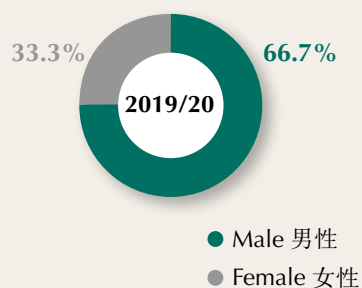


By Education Level
按教育程度

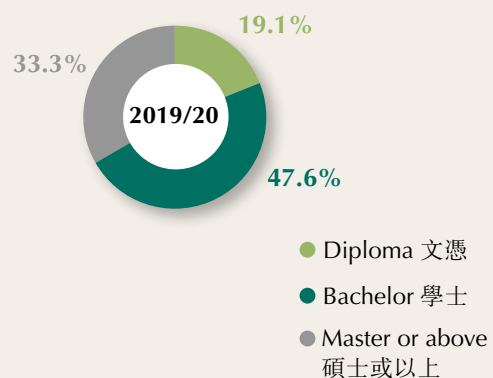


Top Management 管理層

By Gender
按性別



By Education Level
按教育程度



Employee Communication

The Group aims to engage employees by knowing their needs and creating a sense of belonging with Chinlink. In addition to the internal stakeholder survey, dialogue between management and staff was facilitated. The Group also held regular activities to strengthen team spirit.

Chinlink values employees and their families. By introducing family-friendly employment practices, the Group helped employees achieve work-life-balance and fulfil their family responsibilities.



Festive Celebration with Families

Employees from Corporate Headquarters participated a New Year's Eve celebration together with their family members.

與家人同慶佳節

集團總部的員工與家人一起參加除夕慶祝活動。

員工溝通

本集團期望透過員工參與以了解他們需求，增加員工對公司的歸屬感。除內部持份者問卷調查外，管理層與員工之間的對話亦甚具裨益。本集團亦會定期舉辦活動，加強團隊合作精神。

普匯中金重視員工及其家人。本集團通過推行家庭友善的僱傭實踐，協助員工達致生活工作平衡及履行家庭崗位責任。

Team Building through Cooking Competition

The Corporate Headquarters held a cooking competition which employees were divided into teams and required to finish three self-selected dishes in limited time. All teams demonstrated their team spirit from selection of dishes, preparation of ingredients and the whole cooking process. They also unlocked their creativity and created fantastic and tasty dishes.

通過烹飪比賽進行團隊建設

集團總部舉行烹飪比賽，把員工分為小組，並要求在有限時間內完成三道自選菜餚。所有小組都從選擇菜式、準備食材及整個烹飪過程中均展現出團隊合作精神。他們亦運用創意，烹調出美味可口的菜餚。



Team Building Activity

Chinlink • Worldport organised a team building activity in Hanzhong to strengthen corporate culture and offer employees opportunities to communicate and exchange ideas. It enhanced teamwork and created a positive team culture.

團隊培訓

普匯中金•世界港在漢中舉辦了團隊培訓，以加強企業文化，為員工提供溝通和交流的機會。此活動增強了團隊合作精神，締造積極的團隊文化。

Team Building Trip

Chinlink Finance Lease Company Limited organised a team building trip in Yunji Ecotour Villa in Yongshou district, Shaanxi Province.

團隊建設之旅

普匯中金融資租賃有限公司在陝西省永壽區雲集生態旅遊山莊舉辦團隊建設之旅。



Training and Development

Long-term development of the employees is critical to the business growth of the Group. The Group encouraged employees to improve by enriching their industrial knowledge and skills to develop their career and contribute to business development. Employees were entitled to take examination leave to participate in examination accountable for acquiring relevant qualifications, which was in favour of employee development training.

During the Year, employees participated in a total of 1,618 training hours in 61 various learning and development programs and seminars in Hong Kong and the PRC to obtain the most updated market information and familiarise the market trends. Given that Chinlink are building an ecosystem capable of delivering comprehensive financial services and innovation solutions, employees have attended seminars related to fintech, robotics in finance, impact of blockchain, cybersecurity, green finance and ESG integration, and business models with social impact, etc. More internal and external training sessions would be arranged to all levels of employees in the future.

培訓及發展

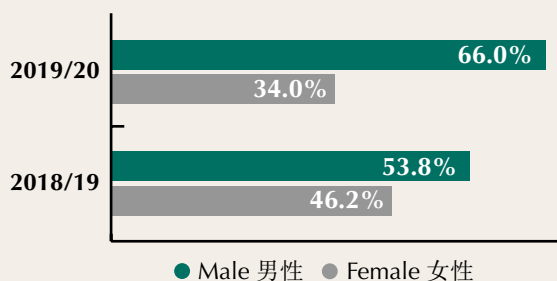
員工的長期發展對本集團的業務增長至關重要。本集團鼓勵員工增值自己，學習其行業知識和技能，以發展事業並為公司業務作出貢獻。員工可因參加相關資格考試而獲給予考試假，以支持員工的發展培訓。

於本年度，員工在香港和中國參與了累計共 1,618 個培訓小時、共 61 個不同的學習和發展活動及研討會，以獲取最新的市場資訊並掌握市場趨勢。鑒於普匯中金正構建一個能夠提供全面金融服務和創新解決方案的生態圈，因此員工已參加與金融科技、金融機器人技術、區塊鏈影響、網絡安全、綠色金融和環境、社會及管治整合、以及具有社會影響力的商業模式等有關的研討會。日後，所有級別的員工將獲安排參與更多內部及外部的培訓課程。

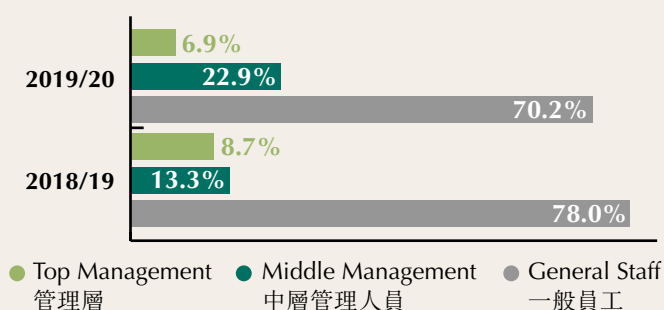
Employees Trained

受訓員工

By Gender
按性別



By Category
按類別



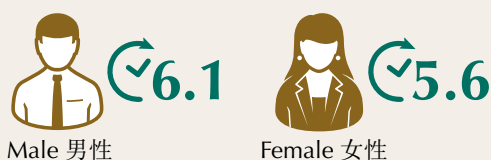
Training Hours

培訓時數

Average training hours completed per employee
員工平均完成培訓時數

5.9

By Gender
按性別



By Category
按類別



Employee Safety and Health

Employee safety and health are vital to the business operations. Chinlink was committed to not only comply all relevant regulations on safe and healthy working environment, equipment and systems of work for all employees, but to maintain a high standard, to ensure the health and safety of its employees. The Group provided the relevant information, trainings and supervision, so employees were fully aware of their roles and responsibilities in upholding a safe and healthy working environment, especially in workplace with higher risk such as wholesale and retail shopping centres.

Regular safety management training sessions were arranged. Employees in the Commercial Complex were trained in fire safety and fire drill to reduce the risk in case of any fire incident. The Commercial Complex also offered regular check and maintenance of escalators, lifts and fire-fighting equipment. In addition, it provided training for the employees on elevator rescue. During the Year, there was no occupational injury or work fatality reported.

Going beyond compliance with local legislation, the Group was awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (“WGO”) for three consecutive years, improving the working environment of the employees comprehensively in the aspects of indoor air, water and noise management, office equipment and greening, etc.

Employee Wellness

The Group cares our employee wellness. To promote a healthy work-life balance, the Group focused on the following activities to maintain physical and mental health of the employees.



Winter Sports Game to New Employees

The Commercial Complex held a sports event to welcome new employees. Through the physical activities as part of a healthy lifestyle, employees' internal communication and team cohesion were enhanced.

在冬季運動會熱烈歡迎新員工

商業大樓舉辦體育活動歡迎新員工。透過將體育活動融入健康生活的一部分，員工的內部溝通和團隊凝聚力得以提升。

員工安全和健康

員工安全和健康對企業營運至關重要。普匯中金不僅致力為所有員工嚴格遵守所有與安全健康的工作環境、設備和工作系統相關的法規，更將之維持在高水平上，以保障員工的健康和安全。本集團提供相關資訊、培訓和監督，因此員工充分意識到他們在維護安全、健康的工作環境之角色和責任，尤其是在批發和零售購物中心等高風險工作場所。

本集團定期安排安全管理培訓課程。商業大樓的員工在消防安全和防火演習中訓練有素，以減少發生任何火災的風險。商業大樓還定期檢查和維修自動扶手電梯、升降機和消防設備。此外，商業大樓還為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

本集團不僅遵守本地法律，更連續三年榮獲由世界綠色組織頒發的「健康工作間」標誌，從室內空氣、水源及噪音管理、以及辦公室設備和綠化措施等範疇全面優化員工的工作環境。

員工健康

本集團關注員工身心健康。為促進健康的工作與生活平衡，本集團舉辦以下活動以維持員工的身心健康。

Learning Health Knowledge

To promote healthy working habits and care for employees' physical and mental health, the Commercial Complex held a lecture on health education, including introduction of basic knowledge on emergency rescue, PM2.5, healthy lifestyle in workplace, prevention and treatment of occupational diseases and other aspects, together with on-site demonstration.

學習健康知識

為促進健康的工作習慣並關顧員工的身心健康，商業大樓舉辦了健康教育講座，包括介紹有關緊急救援、PM2.5、工作場所健康生活方式、職業病預防和治療等方面的基本知識，以及進行現場示範。



6.2 Community Engagement

The Group's Corporate Social Responsibility Committee encouraged partnerships with social enterprises and supported the community development through voluntary services and donation. The Group aimed to leverage the business strengths and resources to give help to those in need and create positive social impact in the community. In the future, the Group will keep on fulfilling its corporate social responsibility to care for the community.

Community Services and Donations

6.2 社區參與

本集團的企業社會責任委員會提倡與社會企業合作，通過義務工作和捐贈支持社區發展。本集團希望運用業務強項和資源幫助有需要人士和回饋社會。日後，本集團仍會繼續實踐社會責任，關懷社區。

社區服務和捐贈



Sorting and Repacking Voluntary Service with Feeding Hong Kong

Chinlink Corporate Volunteer Service Team participated in voluntary service held in Feeding Hong Kong's warehouse to sort the surplus food ranged from packaged goods to fresh fruits and veggies, etc. collected from food companies. The sorted food would then be distributed to multiple charities and those in need. The volunteers learned a lot about operations of a food bank and served the community through the most hands-on service.

參與樂餉社食物分類包裝義工服務

普匯中金企業義工隊參加在樂餉社倉庫舉行的義工服務，把包裝食品、新鮮水果和蔬菜等從食品公司收集得來的過剩食物重新分類。分揀後的食物會分發給多個慈善機構及有需要人士。義工們從中了解到食品銀行的運作，身體力行為社區服務。

The Group has evolved donation raising activities like The Community Chest Dress Casual Day and Sending Warmth in Winter. During the Year, the Group made donation amounting to approximately RMB20,000.



本集團參與公益金便服日和冬日送溫暖等慈善籌款活動。於本年度，本集團之捐款額約為人民幣 20,000 元。

The Community Chest Dress Casual Day

The Corporate Headquarters has supported this event for the sixth consecutive year. Our employees were well-dressed to represent their personal characters.

公益金便服日

集團總部連續第六年支持此活動，各同事當日的打扮均展現出個人風格。

Sending Warmth in Winter

The tenants of the Damingong (Hanzhong) Building and Construction Materials Wholesale Centre of Chinlink • Worldport responded positively and donated their clothes to underprivileged children.

冬日送暖活動

活動得到普匯中金·世界港大明宮(漢中)建材家居批發基地租戶的熱烈響應，並捐出衣物予基層兒童。



Purchasing Services Provided by Social Enterprise

During the Year, the Group hired iCare Edutainment Limited ("iCare") to revamp the corporate website and provide its maintenance and programming services. iCare is an information technology ("IT") social enterprise dedicated to provide IT training for youth with Special Education Needs ("SEN") and their parents. iCare helped socially vulnerable groups acquire IT skills for their long-term career planning. They also guided SEN families to create educational moral games and animation and to promote positive values among the SEN community. The Group will continue to look at different ways to work with more social enterprises and support them in fostering the sustainable development of the society.

選購社會企業服務

於本年度，本集團選用智研德育有限公司(「智研」)所提供的網站改版、維護和程式編寫服務。智研是一家資訊科技社會企業，致力為有特殊教育需求的青年及其父母提供資訊科技培訓。智研幫助社會弱勢社群學習資訊科技技能，從而協助其生涯規劃。他們亦指導有特殊教育需要的家庭創作富教育意義的德育益智遊戲和動畫，並在有特殊教育需要的社區中推廣正面的價值觀。本集團將與更多社會企業探討不同的合作方式，並會繼續支持社會企業，以促進可持續發展。

6.3 Responsible Operating Practices

Prudent Procurement

The Group is committed to managing business risks of the supply chain, especially in companies with wholesale distribution and retail shopping centres. The Commercial Complex has established a comprehensive supply chain management policy in supplier-demanded business units to prudently select quality suppliers and ensure delivering quality products and services. To maintain the continuity of a sustainable supply chain, the Group would consider extending the evaluation in environmental and social performance to manage and minimise the associated risks affecting the operation efficiency.

Quality Services

Chinlink believes that quality products and services are the key factors contributing to corporate reputation and steady business growth. The Group complied with relevant laws and regulations and had strict customer service standards to control service quality and manage customer satisfaction. These standards were industry-specific and were revised to ensure meeting latest regulatory industrial standards.

For MCM Group, clients' best interests were prioritised and their specific requests were considered when executing their orders with its experiences and judgement so as to secure their greatest benefits and satisfy their expectations. The accounted factors included price, speed, trade size and nature. The order execution policy shall be reviewed at least annually, and clients and staff members would be notified in case of any material changes to ensure effective implementation and professionalism.

The Commercial Complex has long been providing quality brands and products to the shoppers, it required all brands or potentially tenants undergo a strict assessment as stipulated in the brand entering policy. Potential tenants need to submit supporting documents which include business licences, brand management authorisation documents, product quality report, product information and trademark registration certificate. The Commercial Complex also implemented guidelines to monitor tenants' shops renovation to ensure that the renovation brought minimal impacts on other tenants and shoppers. In terms of quality, the Commercial Complex has formulated high standards to acquire brand names that supply high quality and authentic goods. Those requirements included the following:

- All entering brands shall comply with national and industrial quality standards; and
- No false advertisement shall be published.

6.3 盡責的營運實踐

謹慎採購

本集團致力管理供應鏈的業務風險，特別是在具有批發分銷和零售購物中心的公司。商業大樓已在有供應商需求的業務部門制定全面的供應鏈管理政策，以謹慎地選擇優質供應商，確保所提供的產品和服務質量。為維持可持續供應鏈的連續性，商業大樓已定期評估其環境和社會績效，以方便管理並減低影響營運效率的相關風險。

優質服務

普匯中金相信優質的產品和服務是提升商譽和業務穩定增長的關鍵因素。本集團遵守相關法律法規，並有嚴格的客戶服務標準，以控制服務質量和管理客戶滿意度。這些標準主要針對特定行業，並經過修訂以確保符合最新的行業標準。

MCM 集團時刻將客戶的最大利益放在首位及考慮客戶的特定要求，在執行客戶的指令時會以價格、速度、交易規模和性質作考慮因素並結合經驗和判斷，以確保客戶最大利益及滿足其期望。MCM 集團至少每年會重新審視指令執行政策一次，如發生任何重大變化，MCM 集團會通知客戶和工作人員，以確保其有效執行及專業性。

商業大樓長期以來一直向客戶提供優質的品牌和產品，要求所有品牌或潛在租戶都要按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。商業大樓還為租戶的商店裝修工程提供準則，確保將裝修工程對其他租戶的影響減至最低。在質量方面，為確保引入商業大樓的品牌能提供優質服務及正版貨品，商業大樓已向品牌訂立高度要求，當中包括：

- 確保所有進駐的品牌均符合國家和行業質量標準；及
- 沒有發佈虛假廣告。

Additionally, tenants must register any change in brand listed in shops prior to making any actual changes, amendments will be made only after approval, so as to secure the consistency of product quality. The Commercial Complex was responsible for monitoring the change in tenants' listed brands, operations, and brand transfer, etc. Operations department was also responsible for summarising any incidents identified and reported to the management. The above measures have ensured the consistency of Commercial Complex's provision of standardised quality of services and products and thereby satisfying tenants' and customers' needs.

The Commercial Complex was dedicated to enable that customers had good shopping experience. The shopping centre was cleaned on a regular basis, and the employees were provided with guidelines and trainings on standardised customer service manner and behaviour to present a neat shopping environment to customers.

Complaint Handling Procedures

The Group engages with customers to obtain feedback for service excellence. Complaints were not only seriously treated but also viewed as opportunities for continuous improvement. The financial advisory service team and the wholesale and retail shopping centre interacted with customers through communication channels such as customer hotline. These units also established complaint handling guidelines to process complaint in a systematic and efficient manner. Any received complaint would be redirected to relevant department. The assigned point of contact would arrange a follow-up meeting with the customers who filed the complaint and jointly work out a responsive timeframe. Within the timeframe, the relevant departments shall propose responsive measures and actively communicate with clients to fulfil their satisfaction.

MCM Group has a set of systematic complaint procedure. Any employee who received a complaint must report it to the managers in charge of compliance and must acknowledge receipt to the customers. The managers would investigate the matter further if needed, respond to the customer and record in the complaints register upon completion of the investigation.

Protect Customers' Privacy

To protect privacy and personal data, the Group restricts the use of collected data. Employees shall not disclose confidential information related to the Group's operation. To prevent any leakage and misuse of data, only authorised access to relevant data was permitted. This prevented employees from gaining benefit and causing conflicts with the corporate's interests. During the Year, the Group had ensured its operations complied with relevant local laws and regulations.

MCM Group complied with the Personal Data (Privacy) Ordinance (Cap. 486), which protects the privacy of individuals on the personal data collected from them. To protect the privacy of the customers' personal data, MCM Group had procedures to ensure that there was lawful collection of personal data and the data subject was informed of the purpose and their right of accessing the material. With data security, the use of personal data is restricted to those who need it.

此外，為保持良好的產品質量，商業大樓要求租戶在對店內陳列之品牌進行任何更改前需先進行申報，方可進行改動。商業大樓負責監察租戶銷售品牌的更改、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，滿足租戶和客戶的需求。

商業大樓致力為客戶提供良好的購物體驗。其會定期為購物中心進行清潔，並向員工提供標準化的客戶服務方式和行為之指引和培訓，務求向顧客提供整潔的購物環境。

投訴處理程序

本集團與客戶保持密切接觸，獲取反饋以提供卓越的服務。投訴不僅會獲認真處理，而且被視為不斷改進的機會。財務諮詢服務團隊和批發零售購物中心通過客戶服務熱線等溝通渠道與客戶互動。這些部門亦制定了投訴處理指引，確保能有系統及有效地處理投訴。收到的任何投訴會轉交到相關部門。指定的負責人會安排與作出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於期限內提出應對措施並積極地與客戶溝通，以讓客戶滿意。

MCM 集團設有一套系統化的投訴處理程序。任何收到投訴的員工都必須向負責合規的經理報告，並知會客戶其投訴已被接納。合規經理將在需要時進一步調查投訴，在調查完成後回覆客戶，並將投訴妥善記錄。

保障客戶私隱

為保護私隱和個人資料，本集團限制收集數據的使用。員工不得洩露與本集團營運有關的機密資料。為防止數據洩漏和不正當使用，只有有權限人士才允許接觸相關資料。相關做法可防止員工從中獲利並與本集團發生利益衝突。於本年度，本集團已確保其營運符合當地有關法律法規的要求。

MCM 集團遵守《個人資料（私隱）條例》（第 486 章），以保護被收集個人資料的客戶之私隱。為保護客戶的個人資料的安全，MCM 集團已制定確保合法收集個人資料的程序，並告知當事人其權利及訪問其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

7 Corporate Governance 企業管治

Sound corporate governance lays the foundation for compliant and conducive operation. In this regard, the Board endeavours to uphold high standards of corporate governance and business integrity as to protect stakeholders' interests and reaffirm the Group's core values – innovation, integrity and collaboration.

Along the way to reinforce the Group's governance, the Board has the vital role in overseeing the implementation of policies and practices in contribution to a value-added business operation. In addition, the Board is also responsible to review the Group's risk management and internal control systems on a regular basis in order to ensure the effectiveness of the current corporate governance practices.

With an aim to conduct business in a fair and honest manner, the Group has zero tolerance towards any misconduct that infringes its interests, especially bribery and corruption. In accordance with the Prevention of Bribery Ordinance (Cap. 201), the Group has established the internal anti-bribery policy. The policy clearly elucidates that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interests, and that they shall strictly comply with relevant laws and regulations.

Moreover, as a reliable comprehensive financial services provider, the Group places emphasis on prevention of money laundering and terrorist financing. Anti-money laundering and counter-terrorism financing policy and procedure are established to ensure all relevant staff members of the Group to comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance, (Cap. 615).

With its whistleblowing policy in place, the Group provides the staff with a confidential communication channel to report concerns about any suspected misconduct, malpractice or irregularity. In response to any report received, the Group's internal audit function shall conduct a fair investigation in a timely basis for the Board's decision for any necessary legal actions. During the Year, the Group did not receive any report of whistleblowing incident.

In face of ever-changing market trends and stakeholders' expectations, the Group believes that an effective risk management framework is one of the essential pillars to its corporate governance, and prudent business planning and decision-making. By incorporating the framework into all key activities and functions, the Group is enabled to evaluate and manage current and emerging risks in support of a steady business development.

For more details of the Group's risk management approach, please refer to the Corporate Governance Report of the Group's Annual Report 2020.

健全的企業管治為合規和有利的營運奠定基礎。在這方面，董事會努力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的核心價值——創新、誠信和合作。

在加強本集團管治的過程中，董事會在監督政策和業務的實施以達致增值的業務營運中發揮著至關重要的作用。此外，董事會還負責定期審視本集團的風險管理和內部監控系統，以確保當前企業管治的有效性。

為公平誠實地開展業務，本集團絕不容忍對任何侵犯其利益的不當行為，尤其是賄賂和貪腐。根據《防止賄賂條例》（第 201 章），本集團已制定內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。

此外，作為可靠的綜合金融服務供應商，本集團重視反洗黑錢和反恐融資。本集團已制定反洗錢和反恐融資政策和程序，以確保本集團的所有相關工作人員遵守《打擊洗錢及恐怖分子資金籌集條例》（第 615 章）。

通過實施舉報政策，本集團為員工提供保密的溝通渠道，以披露任何可疑的不誠實行為、怠忽職守或不正當行為。對於任何收到的報告，本集團的內部審計部門會及時進行公正的調查，以便董事會作出任何必要的法律行動決定。於本年度內，本集團沒有收到任何舉報事件的報告。

面對不斷變化的市場趨勢和持份者的期望，本集團認為有效的風險管理框架是企業管治以及審慎的業務計劃和決策的重要支柱之一。通過將該框架納入所有關鍵活動和職能，本集團能夠評估和管理當前和正在產生的風險，以支持穩定的業務發展。

有關本集團風險管理方法更多詳情，請參閱本集團二零二零年年報內之《企業管治報告》。

8 Environmentally Conscious Operations 環保營運

8.1 Environmental Policy

The Group remains committed to minimising environmental footprints throughout its operations. Ranging from greenhouse gas (“**GHG**”) emissions control to wastewater management and waste reduction, the Group has formulated holistic environmental policies to ensure strict compliance with relevant laws, regulations and standards.

In particular, the Group’s Green Office Policy stipulated guidelines on sustainable utilisation of resources, waste management and energy efficiency. The Policy not only served to enhance employees’ environmental awareness, but it also helped control the Group’s operational costs. During the Year, the Group implemented the following measures in a proactive manner:

8.1 環境政策

本集團繼續致力將整個營運過程中的環境足跡減至最低。從遵守溫室氣體排放管理，以至廢水管理和廢物減少，本集團已制定全面的環境政策，以確保嚴格遵守相關法律、法規和標準。

本集團的綠色辦公室政策已規定有關資源可持續利用、廢物管理和能源效率的準則。該政策不僅提高員工的環保意識，還有助於控制本集團的營運成本。於本年度，本集團積極採取以下措施：

Conducted budget management and financial analysis on energy consumption
進行能源耗用的預算管理和財務分析



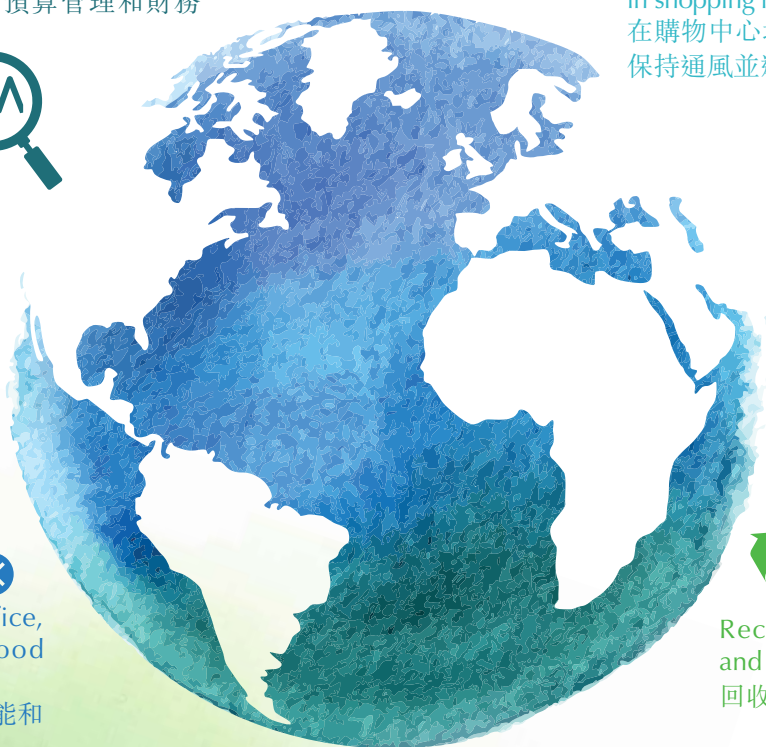
Increased use of LED lighting, maintain ventilation work and perform temperature measurement and control in shopping malls
在購物中心增加二極管照明的使用、保持通風並進行溫度監測和控制



Promoted paperless office, energy saving and food waste reduction
推廣無紙化辦公室、節能和減少廚餘



Recycled waste materials and reuse durable goods
回收廢棄物料並重用耐用品



On account of the effective environmental protection practices, the Group was enabled to optimise the use and management of resources in contribution to a greener environment.

由於採取有效的環境保護措施，本集團得以優化資源的使用和管理，為綠色環境作出更多貢獻。



Green Tote Bag Workshop

The activity was jointly organised with the WGO, employees learnt how to wisely convert waste cloth into a tote bag, inspiring them to incorporate waste upcycling into their daily lives.

環保袋縫製工作坊

這活動與世界綠色組織合辦，員工們學習如何利用碎布製作環保布袋，啟發他們於日常生活中廢物利用。

8.2. Energy Consumption and Greenhouse Gas Emissions

The Group recognises the indispensable link between energy consumption and GHG emission. In this connection, the Group was devoted to enhancing the overall energy efficiency and reducing energy use through rolling out the following initiatives:

8.2 能源消耗與溫室氣體排放

本集團認識到能源消耗與溫室氣體排放之間不可避免的關係。在這方面，本集團致力通過實施以下舉措來提高整體能源效率並減少能源消耗：



Set up multi-zone lighting control with adjustable light intensities

設置具有可調節光暗的多區域照明控制系統



Reduced standby power consumption of electrical appliances in office

減少使用辦公室電器的待機功能



Adopted energy-saving equipment for air conditioning and lighting system

採用節能冷氣及照明系統設備



Switched off lights and air conditioning in the meeting rooms and computers in office where not in use

關掉會議室內不使用的燈和冷氣、以及辦公室中不使用的電腦



Maximised daylight
盡量使用日光



Energy Consumption

The main source of energy consumption of the Group was electricity use in daily office operations that was supplied by local power companies. Despite an increase of tenants in Chinlink · Worldport, the overall energy consumption of the Group dropped by 5%. The total energy consumption in Hong Kong offices had a decrease of 19% as the unoccupied lights in meeting rooms and additional cooling system of the office were turned off during daytime. The Group was also aware of the energy consumption incurred by its company vehicles that were fuelled by petrol and diesel.

能源消耗

本集團的主要能源消耗是當地電力公司提供的日常辦公用電。儘管普匯中金·世界港的租戶有所增加，但本集團的整體能源消耗卻下降 5%。因為辦公室額外的冷卻系統於白天關閉，加上關掉會議室內不使用的燈，故令香港的辦公室能源總消耗減少 19%。本集團也察覺由汽油和柴油作為公司車輛燃料所帶來的能源消耗。



Overview of Electricity Consumption (Note 3) 能源消耗概覽 (註三)

Unit 單位	2019/20	2018/19
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	8,994 9,466
Total Electricity Intensity in Gross Floor Area ("GFA") 以樓面面積計算之總電力密度	'000 kWh / m ² 千個千瓦時 / 平方米	0.026 0.028

Note 3: The Group's energy consumption did not include fuel usage of its vehicles as it was relatively not material. The Group shall review the energy consumption scope on a regularly basis to enhance disclosure for future reports.

註三：本集團的能源消耗不包括其車輛的燃料消耗，其消耗量相對整體而言較輕微。本集團會定期審查能耗範圍，以加強對未來報告的披露。

Total energy consumption in Hong Kong offices (Note 4) 香港辦公室總能源消耗 (註四)

↓ 19%

Note 4: Comparing 2018/19
註四：比較 2018/19 年度

GHG Emission

The Group's electricity use in day-to-day office operations and vehicular fuel consumption led to direct and indirect GHG emissions respectively. The Group shall consistently explore feasible ways to promote energy saving and minimise the GHG emissions.

溫室氣體排放

本集團辦公室日常營運中的用電量和車輛燃料消耗分別導致直接和間接的溫室氣體排放。本集團將持續探索可行的方法以促進節能並減少溫室氣體排放。



Overview of GHG Emissions (Note 5) 溫室氣體排放概覽 (註五)

Unit 單位	2019/20	2018/19 (Note 7) 註七
Total GHG emission (Note 6) 總溫室氣體排放 (註六)	Tonnes of CO ₂ equivalent (tCO ₂ e) 公噸二氧化碳當量	8,299 8,745
Total GHG Emission Intensity in GFA 以樓面面積計算之總溫室氣體排放密度	tCO ₂ e / m ² 公噸二氧化碳當量 / 平方米	0.024 0.026

Note 5: The Group's GHG emission did not include those arising from its vehicles as it was relatively not material. The Group shall review the GHG emission scope on a regularly basis to enhance disclosure for future reports.

Note 6: The Group only collected and calculated Scope 2 GHG emission. Scope 2 GHG emission refers to indirect GHG emission resulting from the generation of the electricity which the Group purchased.

Note 7: The emission factor for Mainland China based operations was revised based on Reporting Guidance on Environmental KPIs from the Stock Exchange.

註五：本集團的溫室氣體排放量不包括其車輛產生的溫室氣體排放，其排放量相對整體而言較微。本集團應定期審查溫室氣體排放範圍，以加強對未來報告的披露。

註六：本集團僅收集及計算範圍二的溫室氣體排放。範圍二溫室氣體排放是指本集團因購買電力而產生的間接溫室氣體排放。

註七：中國大陸營運的排放因子是根據聯交所《環境關鍵績效指標匯報指引》進行修訂。

8.3 Water Consumption

In recognising the global issue of water scarcity, the Group is dedicated to conserving precious water resources. Through implementing the following practical water-saving measures, the Group aspired to further improve water efficiency of daily operations:

- Establish a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage systems to avoid water leakage;
- Install automatic water-efficient faucets to effectively reduce daily water usage; and
- Strengthen promotion of water saving culture.


Water consumption of the Group's properties and business operations was mainly supported by governmental or municipal water utility providers. Meanwhile, Chinlink • Worldport sourced water via well pumping. During the Year, the Group did not encounter any significant issue in water sourcing and it complied with all related laws and regulations.

8.3 耗水量

本集團認識到全球缺水問題，致力保護珍貴的水資源。通過實施以下實際節水措施，本集團希望進一步提高日常營運的用水效率：

- 建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，從而避免漏水；
- 安裝自動感應節水水龍頭，以有效減少日常用水量；及
- 加強推廣節約用水的文化。

本集團物業和業務營運的用水主要由政府或市政府供水機構提供。另外，普匯中金•世界港使用井水。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。



Overview of Water Consumption 耗水量概覽	Unit 單位	2019/20 (Note 8 註八)	2018/19 (Note 8 註八)
Total water consumption 總耗水量	m ³ 立方米	43,270	52,640
Water consumption intensity in GFA 以總樓面面積計算之耗水密度	m ³ / m ² 立方米 / 平方米	0.228	0.277

Note 8: Only data from the Commercial Complex was available as the building management offices in other business operations managed the water utilisation.

註八：因其他業務營運的大廈管理處會負責管理自來水使用，故只採用來自商業大樓的數據。

8.4 Waste Management

The Group has identified its generated waste as non-hazardous wastes from daily operations, including paper, cans and bottles. To reduce, reuse and recycle these useful materials, the Group was dedicated to sustainable waste management.

During the Year, the Group enhanced the implementation of paperless operation at its offices. As set out in its Electronic Communication Policy, employees were encouraged to use emails and electronic office system for daily communications to reduce the generation of paper waste. Additionally, taking the lead in environmentally friendly procurement to support recycling industry, the Corporate Headquarters procured recycled paper, paper hand towel and facial tissue fully made of bamboo during the Year. The offices of Corporate Headquarters and MCM Group took a step further by promoting recycling of coffee capsules to bolster the effectiveness of waste stewardship.

The amount of non-hazardous waste generated by the Group is shown as below:

8.4 廢棄物管理

本集團已將其產生的廢物確認為日常營運產生的非危險廢物，包括紙、罐和瓶。為減少並再利用和回收這些有用的材料，本集團致力於可持續廢物管理。

於本年度，本集團加強推行辦公室無紙化營運。根據《電子通訊政策》中的規定，鼓勵員工使用電子郵件和電子辦公系統進行日常通訊，以減少紙張浪費。此外，在本年度中，公司總部率先進行環保採購以支持回收行業，採購完全以竹子製成的回收紙、紙巾和面紙。集團總部和 MCM 集團辦公室再進一步，推行咖啡膠囊回收，以提高廢物管理的效率。

本集團產生的無害廢棄物數量如下：



Overview of Non-Hazardous Waste Consumption 無害廢棄物產生量概覽	Unit 單位	2019/20 (Note 9 註九)	2018/19
Total non-hazardous waste 無害廢棄物總量	Tonnes 公噸	2,121	2,965

Note 9: Due to the COVID-19 pandemic, the data collection was affected and therefore the waste data from the subsidiaries was incomplete.

註九：因新冠肺炎疫情關係，以致未能獲得完整廢棄物數量數據。

During the Year, the Group emphasised the implementation of effective waste disposal practices in compliance with all applicable laws and regulations. The Group shall proactively seek ways to develop data collection systems for recyclables, and report relevant data in the future to assess its waste reduction performance more effectively.

在本年度中，本集團強調要遵守所有適用法律和法規，採取有效的廢物處置措施。本集團應積極尋求方法來開發可回收利用的數據收集系統，並在將來報告相關數據，以更有效地評估其減少廢物的績效。

9 Awards and Recognitions 獎項與表彰

The Group's tireless commitment to corporate social responsibility and sustainable operational practices has received external commendations that symbolise the milestones to mark its success.

本集團對企業社會責任和可持續營運實踐的承諾得到外界的讚譽，這些成就象徵著其成功的里程碑。

For six consecutive years, the Group received the Caring Company Logo, issued by the Hong Kong Council of Social Service, recognising the Group's dedication to employee care, community outreach, environmental protection throughout its business operation.



本集團已連續六年獲得香港社會服務聯會頒發的商界展關懷標誌，表揚本集團在整個業務營運過程中對員工關懷、社區服務和環境保護的奉獻精神。

In recognition of eco-friendly practices and initiatives that promote employees' wellness, the Group participated the Green Office Award Labelling Scheme organised by WGO for the fourth consecutive year, and was awarded the Green Office 3+ Label and Eco-healthy Workplace Label.



為表彰促進員工健康的環保做法和舉措，本集團連續四年世界綠色組織舉辦的綠色辦公室獎勵計劃，並獲頒綠色辦公室 3+ 標誌和健康工作間標誌。

During the Year, the Group successfully rolled out entire eight green and eight healthy working culture best practice standards, including:

於本年度，本集團成功推行全數八個綠色和八個健康工作文化的最佳實踐準則：

Green Office Best Practice Criteria: 綠色工作文化的最佳實踐準則：



Energy conservation
節約能源



Water conservation
節約用水



Waste reduction
減少廢物



Paperless / Paper reduction
不用紙 / 減少用紙



Green procurement
綠色採購



Integrated environmental
management
綜合環境管理



Education and awareness
教育和意識



Green innovation
綠色創新

Eco-healthy Workplace Best Practice Criteria: 健康工作文化的最佳實踐準則：



Policies, guidelines and
management supports
政策、準則和管理支持



Energy management – lighting
能源管理 — 照明



Noise management
噪音管理



Indoor air quality
室內空氣質量



Water management
用水管理



OHS: Office equipment
ergonomics – workstation and
accessories
職業健康和安：辦公設備
人體工程學 — 工作站和配件



Greening
綠化



Chemical handling
化學品處理

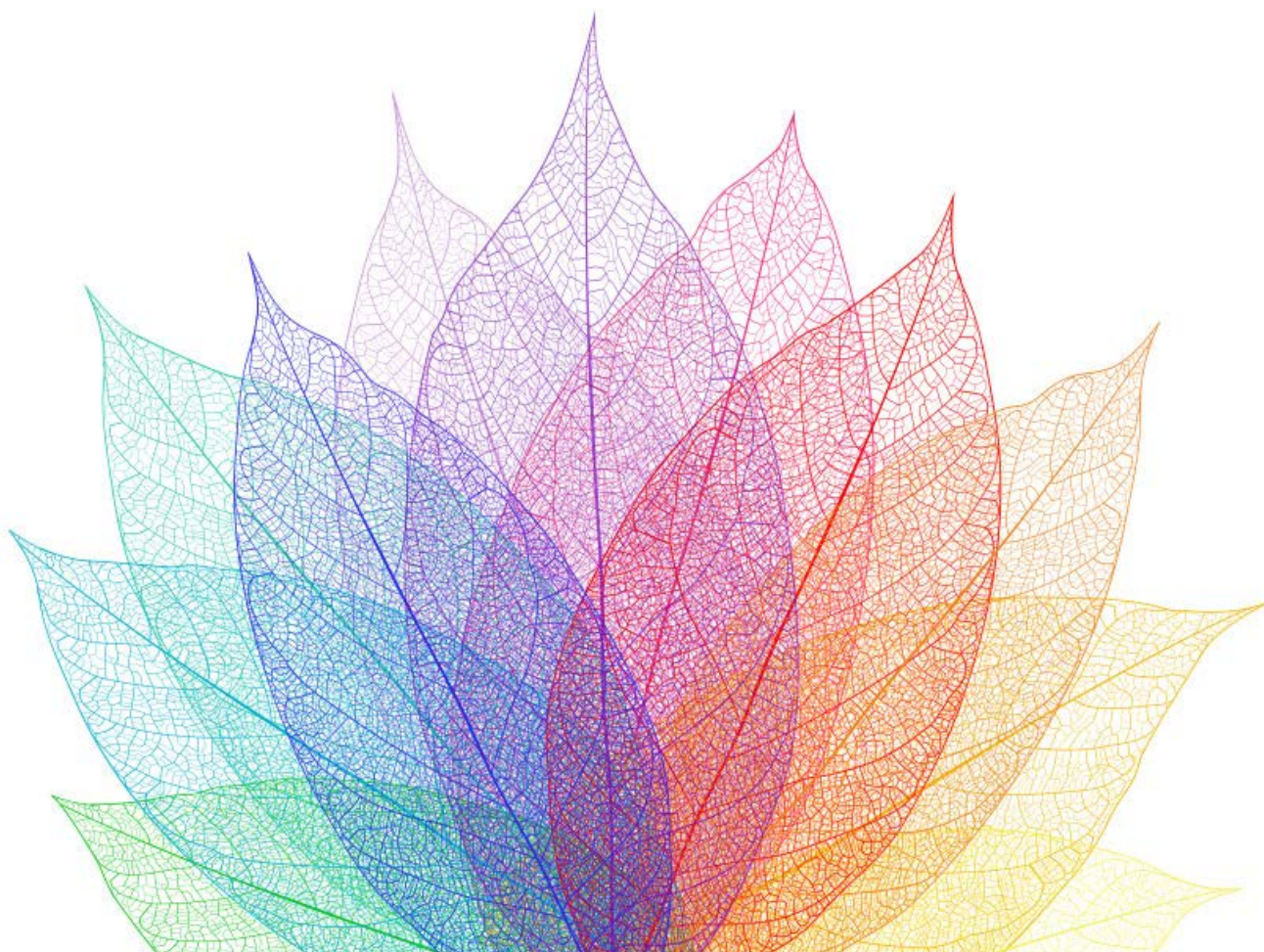
10 Looking Forward 展望未來

Through stakeholders' engagement, Chinlink's sustainable embodiments were pervaded on its strategic level. The Executive Director and various departments have overseen and practised the material issues, which steered the Group to become a more socially and environmentally responsible company. We will continue to engage with our key stakeholders to strike a balance among the environment, society and finances.

In the future, Chinlink expects to accelerate the economic transformation in a quality-centric model, along with rapid development of technology. We are integrating international resources to cultivate more fast-growing business with global capital and financial advisory, eliminating the boundaries for startups towards a larger stage, and fostering long-term sustainable development.

普匯中金的可持續發展通過持份者的參與充分體現在其戰略層面上。執行董事和各個部門監督並實踐該等重要議題，從而引導本集團成為更具社會和環境責任感的企業。我們將繼續與主要持份者進行溝通，以在環境、社會和財務之間取得平衡。

未來，隨著技術的快速發展，普匯中金期望加快以質量為中心的模式經濟轉型。我們正整合國際資源，伴隨具有全球資本和財務諮詢業務，以培育更多快速增長的業務，消除初創企業進入更大市場的界限，並促進長期可持續發展。



11 ESG Content Index

環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
A. Environment 環境				
A1. Emission 排放物				
A1	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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。	8 Environmentally Conscious Operations 環保營運	18 - 22
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Relevant data were not disclosed. 相關數據未有披露。	20
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計）及（如適用）密度（如以每 產量單位、每項設施計算）。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	20
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如 以每產量單位、每項設施計算）。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有 害廢棄物，因此相關數據 未有披露。	N/A 不適用
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如 以每產量單位、每項設施計算）。	8.4 Waste Management 廢棄物管理	22
	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。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	19 - 20
	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。	8.4 Waste Management 廢棄物管理	22

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
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A. Environment 環境

A2. Use of Resources 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。	8 Environmentally Conscious Operations 環保營運	18 - 22
	A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源如 電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	20
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	8.3 Water Consumption 耗水量	21
A2	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。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	19 - 20
	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。	8.3 Water Consumption 耗水量	21
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用

A3. The Environment and Natural Resources 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。	8 Environmentally Conscious Operations 環保營運	18 - 22
A3	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。	8 Environmentally Conscious Operations 環保營運	18 - 22

B. Social 社會

B1. Employment 僱傭

	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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 welfares. 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：	6.1 Employee Care 員工關懷	8 - 10
B1		(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。		

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
B. Social 社會				
B1. Employment 僱傭				
B1	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。	6.1 Employee Care 員工關懷	8 - 9
	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。	6.1 Employee Care 員工關懷	8
B2. Health and Safety 健康與安全				
B2	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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。	6.1 Employee Care 員工關懷	12
	B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	6.1 Employee Care 員工關懷	12
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	6.1 Employee Care 員工關懷	12
	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。	6.1 Employee Care 員工關懷	12
B3. Development and Training 發展及培訓				
B3	General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。	6.1 Employee Care 員工關懷	11
	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。	6.1 Employee Care 員工關懷	11
	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。	6.1 Employee Care 員工關懷	11
B4. Labour Standards 勞工準則				
B4	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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。	6.1 Employee Care 員工關懷	8
	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。	6.1 Employee Care 員工關懷	8
	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。	N/A 不適用	N/A 不適用

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
B5. Supply Chain Management 供應鏈管理				
B5	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。	6.3 Responsible Operating Practices 盡責的營運實踐	15
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Number of suppliers by geographical region was not disclosed. 按地區劃分的供應商數目未有披露。	N/A 不適用
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	15
B6. Product Responsibility 產品責任				
B6	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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。	6.3 Responsible Operating Practices 盡責的營運實踐	15 - 16
	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。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任重大的相關違規事件。	N/A 不適用
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	16
	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。	Intellectual property right is not material to the Group's operations, therefore was not disclosed. 知識產權對於本集團的營運並不相關，因此未有披露。	N/A 不適用
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	15 - 16
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	16

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
B7. Anti-Corruption 反貪污				
B7	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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。	7 Corporate Governance 企業管治	17
	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。	7 Corporate Governance 企業管治	17
	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。	7 Corporate Governance 企業管治	17
B8. Community Investment 社區投資				
B8	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。	6.2 Community Engagement 社區參與	13 - 14
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	6.2 Community Engagement 社區參與	13 - 14
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	6.2 Community Engagement 社區參與	13 - 14



CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

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