



VANTAGE INTERNATIONAL (HOLDINGS) LIMITED

盈 信 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

Stock code 股份代號 : 15



Environmental, Social and
Governance Report

2016 2017

環境、社會及管治報告



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I. CORPORATE PROFILE 公司概況

Vantage International (Holdings) Limited (the “Company”, together with its subsidiaries, the “Group”) has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (The “Stock Exchange” or “HKEX”) since 8 September 2000 (Stock Code: 15).

The Group’s operations consist of three core businesses in Hong Kong, the contract works business, the property investment and development business, and the provision of finance business.

CONTRACT WORKS BUSINESS

The contract works business mainly comprised of building construction and repair, maintenance, alteration and addition (“RMAA”) works. It was the founding business of our Group and the operation of this business has expanded substantially in the past two decades. The Group carries on the contract works business as a main contractor or sub-contractor through its indirectly non-wholly-owned subsidiary, Able Engineering Holdings Limited (“Able Engineering Holdings”, together with its subsidiaries, the “Able Group”). Due to great success of the contract works business, Able Engineering Holdings successfully listed on the Main Board of The Stock Exchange in February 2017 (stock code: 1627). After the listing, the Group owns 75% interest of the Able Group.

For the year ended 31 March 2017, external revenue of the contract works business amounted to approximately HK\$2,233 million, representing more than 96% of the Group’s consolidated revenue for the year. At 31 March 2017, the estimated gross and outstanding values of the Group’s substantial contracts on hand amounted to approximately HK\$6,605 million and HK\$4,746 million, respectively.

PROPERTY INVESTMENT AND DEVELOPMENT BUSINESS

The property investment and development business are conducted through the remaining Group (the “Remaining Group”, the Group excluding the Able Group).

盈信控股有限公司(「本公司」, 連同其附屬公司統稱「本集團」)自二零零零年九月八日起於香港聯合交易所有限公司(「聯交所」)主板上市(股份代號: 15)。

本集團之營運包括於香港進行的三項核心業務, 即合約工程業務、物業投資及發展業務以及提供融資業務。

合約工程業務

合約工程業務主要包括樓宇建築及維修、保養、改建及加建(「RMAA」)工程。此乃本集團之基礎業務, 而其營運規模於過去二十年大幅拓展。本集團透過旗下間接持有之非全資附屬公司安保工程控股有限公司(「安保工程控股」, 連同其附屬公司統稱「安保集團」)作為主承建商或分判商進行合約工程業務。由於合約工程業務取得巨大增長, 安保工程控股於二零一七年二月於聯交所主板成功上市(股份代號: 1627)。於其上市後, 本集團持有安保集團75%權益。

於截至二零一七年三月三十一日止年度, 合約工程業務來自外部客戶的收入約22.33億港元, 佔本集團年內綜合收入逾96%。於二零一七年三月三十一日, 估計本集團之重大手頭合約總值及未完成合約價值分別約為66.05億港元及47.46億港元。

物業投資及發展業務

物業投資及發展業務透過餘下集團(「餘下集團」, 即除卻安保集團以外之本集團)進行。



I. CORPORATE PROFILE 公司概況

Below list out a summary of properties held by the Remaining Group as at 31 March 2017. Further details of these properties have been set out in the 2016/2017 Annual Report of the Company.

下表載列餘下集團於二零一七年三月三十一日所持物業之概要。有關該等物業之進一步詳情載於本公司2016/2017年年度報告。

Investment Properties and Owner-occupied Properties in Hong Kong 於香港持有之投資物業及自用物業

- G/F to 17/F, No. 123 Tung Choi Street, Mong Kok
旺角通菜街123號地下至17樓
- Shop Nos. 5 and 6 and Storeroom 3, 1st Floor, Fou Wah Centre, No. 210 Castle Peak Road, Tsuen Wan
荃灣青山道210號富華中心1樓5及6號舖及3號貯物室
- No. 155 Waterloo Road, Kowloon Tong
九龍塘窩打老道155號
- No. 157 Waterloo Road, Kowloon Tong
九龍塘窩打老道157號
- A 3-storey commercial centre and an adjoining 5-storey car park building at 55 Chuk Yuen Road, Wong Tai Sin (Tin Ma Court)
位於黃大仙竹園道55號(天馬苑)之一幢3層高商場及相鄰之一幢5層高停車場大廈
- A 3-storey commercial/car park building as well as associated areas at 9 Kam Ying Road, Ma On Shan, Sha Tin (Kam Ying Court)
位於沙田馬鞍山錦英路9號(錦英苑)之一幢3層高商業／停車場大廈以及相關範圍
- No. 3987 Tai Po Road Yuen Chau Tsai, Tai Po
大埔大埔公路元洲仔段3987號

Properties Held for Development in Hong Kong 於香港持有之持作發展之物業

- Front Portions on G/F to 6/F, and 7/F, and Roof of No. 1 Wood Road; Rear Portions on G/F to 4/F and 7/F and Roof of No. 1 Wood Road; Front Portions on G/F to 5/F and 7/F including the Roof of No. 1A, Wood Road; and Rear Portions on G/F to 6/F and 7/F including the Roof of No. 1A, Wood Road, Wanchai
灣仔活道1號前座地下至6樓及7樓及天台；活道1號後座地下至4樓及7樓及天台；活道1號A前座地下至5樓及7樓連天台；及活道1號A後座地下至6樓及7樓連天台
- Wing Lung Wai 173A (The Remaining Portion of Lot No.462, The Remaining Portion of Lot No.464 and The Remaining Portion of Lot No.465, all in Demarcation District No.109), Kam Tin, Yuen Long
元朗錦田永隆圍173A號(丈量約份測量圖第109號，地段第462號餘段、地段第464號餘段及地段第465號餘段)
- The Remaining Portion of Lot No.544 and The Remaining Portion of Lot No.545, both in Demarcation District No.109, Kam Tin, Yuen Long
元朗錦田丈量約份測量圖第109號，地段第544號餘段及地段第545號餘段



I. CORPORATE PROFILE 公司概況

Properties Held for Sale in Hong Kong 於香港持有之作出售之物業

- Nos. 92A-E, Pokfulam Road (the “**Pokfulam Peak**”)
薄扶林道92A至92E號(「**Pokfulam Peak**項目」)
- No. 9 Belfran Road, Ho Man Tin (the “**Belfran Development**”)
何文田巴芬道9號(「**巴芬發展項目**」)

For the year ended 31 March 2017, the Group recorded a gross rental income of approximately HK\$77 million, representing approximately 3% of the Group’s consolidated revenue for the year. As at 31 March 2017, the Group’s investment properties were valued at an aggregate value of HK\$1,851 million.

Other than property investment activities, the Group also acts as a property developer and engages in property development activities. During the year ended 31 March 2017, the Group substantially completed the Belfran Development and has commenced the foundation works of the Lugard Development. Although the Group has undergone marketing activities of the developed properties at Pokfulam Peak and accepted a tender for sale of a house and two parking spaces of Pokfulam Peak during the year ended 31 March 2017, no income has been recognized for the sale of properties in this year.

PROVISION OF FINANCE BUSINESS

In 2015/2016, the Group duly commenced the provision of finance business in Hong Kong through one of its wholly-owned subsidiaries within the Remaining Group. For the year ended 31 March 2017, interest income of approximately HK\$17 million was earned from loans receivable, representing approximately 1% of the Group’s consolidated revenue for the year.

The continuous growth of these businesses enables the Group to become a well-developed and strong listed company.

Properties under Development in Hong Kong 於香港持有之發展中物業

- 28 Lugard Road, The Peak (the “**Lugard Development**”)
山頂盧吉道28號(「**盧吉發展項目**」)

於截至二零一七年三月三十一日止年度，本集團錄得總租金收入約0.77億港元，佔本集團年內綜合收入約3%。於二零一七年三月三十一日，本集團之投資物業經評估之總值為18.51億港元。

除物業投資活動外，本集團亦作為發展商從事物業發展活動。於截至二零一七年三月三十一日止年度，本集團已大致完成「巴芬發展項目」並已開始「盧吉發展項目」的地基工程。儘管於截至二零一七年三月三十一日止年度，本集團開展了已落成之物業發展項目「Pokfulam Peak項目」之推廣活動，並已接納一份有關出售「Pokfulam Peak項目」中一棟別墅連同兩個泊車位的標書，惟並未於年內確認出售物業之收入。

提供融資業務

於2015/2016年年度，本集團透過餘下集團內一間全資附屬公司正式於香港開展提供融資業務。於截至二零一七年三月三十一日止年度，從應收貸款賺取之利息收入約0.17億港元，佔本集團年內綜合收入約1%。

該等業務之持續增長令本集團成為一家發展成熟而實力雄厚的上市公司。



I. CORPORATE PROFILE 公司概況

KEY FINANCIAL INFORMATION

Below charts/tables show a summary of key financial information regarding the Group's performance for the year ended 31 March 2017 and its financial position at year end.

主要財務資料

下圖／表列載有關本集團之主要財務資料，包括於截至二零一七年三月三十一日止年度之表現以及於年終之財務狀況。

Revenue 收入



Business profits 業務溢利



Basic Earnings per Share (HK cents)	每股基本盈利 (港仙)	
– For Profit from the Continuing Operations	– 持續經營業務產生之溢利	8.07
Dividend per Share (HK cents)	每股股息 (港仙)	2.00
Profit Attributable to Owners of the Parent (HK\$'000)	母公司持有者應佔溢利 (千港元)	141,543
Total Assets (HK\$'000)	資產總值 (千港元)	5,684,459
Net Assets (HK\$'000)	資產淨值 (千港元)	3,430,591
Equity Attributable to Owners of the Parent (HK\$'000)	母公司持有者應佔權益 (千港元)	3,180,048
Interest-Bearing Bank Loans (HK\$'000)	計息銀行貸款 (千港元)	1,681,490
Net Gearing Ratio (%)	淨槓桿比率 (%)	14



II. ABOUT THE REPORT 關於本報告

This Environmental, Social and Governance (“ESG”) Report (“ESG Report”) is the first ESG Report of the Company and has been prepared in accordance with the ESG Reporting Guide (“ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities of The Stock Exchange (the “Listing Rules”). Since corporate governance issues of the Group for the year ended 31 March 2017 had already been discussed in the Corporate Governance Report set out in the Company’s 2016/2017 Annual Report, this ESG Report is focused on the Group’s sustainability performance on environmental and social aspects for the year.

The purpose of this ESG Report is not only aims to provide stakeholders with our ESG management approach and performance for the year ended 31 March 2017, but also to comprehensively introduce our ongoing sustainable development activities directed towards the community and environment in which we operate. The Group considers sustainability is essential to its long-term development and by keeping up our sustainability performance, we endeavor to deliver our stakeholders long-term value and remarkable returns.

本環境、社會及管治（「ESG」）報告（「ESG報告」）為本公司首份ESG報告，報告乃根據聯交所證券上市規則（「上市規則」）附錄二十七所載之《ESG報告指引》（「ESG報告指引」）編製。由於有關本集團在截至二零一七年三月三十一日止年度之企業管治事宜已於本公司2016/2017年年度報告所載之企業管治報告中論述，因此本ESG報告只集中討論本集團於年內在環境及社會方面的可持續性表現。

本ESG報告不僅旨在向持份者介紹我們於截至二零一七年三月三十一日止年度的ESG管理方針及表現，亦為全面介紹我們在經營業務時於社區及環境持續開展的可持續發展活動。本集團認為可持續性對其長遠發展至為重要，藉保持可持續性表現，我們致力向持份者提供長遠價值及可觀回報。



III. REPORTING PERIOD AND SCOPE 報告期及報告範圍

This ESG Report covered the period from 1 April 2016 to 31 March 2017, which is the same as the financial year covered in the 2016/2017 Annual Report of the Company. Information contained in this ESG Report mainly reflects the Group's sustainability performance of the contract works business and the property development portion of the property investment and development business, which are the major operations of the Group during the reporting period.

With reference to the ESG Guide, the presentation of this ESG Report focuses on those aspects which are considered to be relevant and material to the Group's major operations, and are divided into four subject areas: Commit to Our Environment, Our People, Community Involvement and Operational Excellence. A content index is set out in Section X of this ESG Report hereof for quick reference.

This ESG report is released online only. The online version is available at the websites of The Stock Exchange at www.hkexnews.hk and our Company at www.capitalfp.com.hk/eng/index.jsp?co=15. This ESG Report is released in English and Chinese. Should there be any discrepancies between the two versions, the English version prevail.

The Group's listed subsidiary, Able Engineering Holdings, also prepared and issued its first environmental, social and governance report for the year ended 31 March 2017 on 20 October 2017.

本ESG報告涵蓋自二零一六年四月一日起至二零一七年三月三十一日止之期間(即與本公司2016/2017年年度報告所涵蓋財政年度相同之期間)。當中所載信息主要反映本集團於報告期內的主要業務,合約工程業務與物業投資及發展業務中的物業發展業務的可持續性表現。

經參考ESG報告指引,本ESG報告集中介紹與本集團主要業務相關且意義重大的方面,當中分為四個領域:我們對環境的承諾、我們的員工、社區參與及卓越營運。為便於快速參閱本ESG報告的內容,請參閱載於本ESG報告第X節之索引。

本ESG報告僅於網上發佈。該網上版本於聯交所網站(www.hkexnews.hk)及本公司網站(www.capitalfp.com.hk/chi/index.jsp?co=15)可供查閱。本ESG報告以中英雙語發佈。中英文版本間如有任何歧義,概以英文版為準。

本集團之上市附屬公司「安保工程控股」亦已編製並已於二零一七年十月二十日刊發其首份截至二零一七年三月三十一日止年度之環境、社會及管治報告。



IV. APPROACH TO ESG ESG管理方針

As a developer and contractor, we consume vast amounts of human and natural resources. The Group believes that sustainability is an integral part of our business strategy. Through regular meetings between the management and the responsible persons and ESG coordinators of different businesses, projects and departments, our vision, motives and strategies on ESG are well communicated to our staff. We periodically review the Group's procedures and practices and integrate ESG considerations in our daily operations and practices to introduce and implement appropriate measures.

The Group is committed to addressing environmental and social issues in a responsible and effective manner. The Group adheres to three principles on sustainability management. They are: safety first, living up to society's expectations and serving the community. Our approach also comes in three parts: establish professional operations methods; implement good practice on site; and promote and adopt green design and innovation. From the planning and designing stage to the actual construction and operation stage, we take all health and safety, environmental and quality requirements into consideration to create shared value to the Group, our stakeholders and the wider community.

身為發展商及承建商，我們使用大量人力及自然資源。本集團相信，可持續性乃其業務策略不可分割的一環。管理層定期與來自不同業務、項目及部門的負責人以及ESG協調人舉行會議，藉此向我們的員工準確傳達我們在ESG方面的願景、主旨及策略。我們定期檢討本集團之程序及作業準則並將需要考慮ESG因素納入日常營運及作業準則，以引入及實施適當措施。

本集團致力循負責任及有效之方式解決環境及社會問題。在可持續性管理方面，本集團遵循三大原則：即安全第一、符合社會期望及服務社區。我們的管理方針亦分為三部分：建立專業的營運模式、實施良好的施工方法以及推廣及採納綠色設計與創新。從規劃及設計階段到實際建設及營運階段，我們考慮所有健康安全、環境及質量要求，務求為本集團、持份者及整個社區創造共享價值。



V. STAKEHOLDERS ENGAGEMENT 持份者參與

We believe that transparent and regular communications with stakeholders can drive the Group's growth and improvement. The Group maintains ongoing dialogues with its key stakeholders on a regular basis. Effective communication channels are developed to collect views, such as meetings, regular reporting, corporate announcements, company websites, emails and notice board, etc.. We also conduct sharing sessions and/or training sessions for our customers, sub-contractors/suppliers for exchanging information on sustainability issues such as health and safety and environmental management.

我們相信，與持份者保持透明而定期的溝通可促進本集團的增長及提升。本集團保持定期與主要持份者對話，並建立了有效的溝通渠道來收集意見，如會議、定期報告、企業公告、公司網站、電子郵件及告示板等。我們亦為客戶、分判商／供應商舉辦分享會及／或培訓課程，交流有關健康安全與環境管理等可持續性事宜之信息。

The table below sets out our key stakeholder groups, their sustainability issues of most concern and corresponding major communication channels.

下表載列我們的主要持份者群體及其最為關切的可持續性事宜以及相應的主要溝通渠道。

Stakeholder groups 持份者群體	Major communication channels 主要溝通渠道	Sustainability issues 可持續性事宜
Employees 員工	<ul style="list-style-type: none"> Performance appraisals 績效評估 Training and development 培訓及發展 Employee engagement activities 員工參與活動 Meetings 會議 Email and instant communication channel 電子郵件及即時溝通渠道 	<ul style="list-style-type: none"> Health and safety 健康及安全 Training and development 培訓及發展 Employee well-being 員工福祉
Shareholders and Investors 股東與投資者	<ul style="list-style-type: none"> General meeting 股東大會 Annual Report and Interim Report and ESG Report 年度報告、中期報告與ESG報告 Press releases/announcements/circulars 新聞稿／公告／通函 Company websites 公司網站 	<ul style="list-style-type: none"> Corporate governance 企業管治 Profit and return 溢利及回報 Risk management 風險管理



V. STAKEHOLDERS ENGAGEMENT 持份者參與

Stakeholder groups 持份者群體	Major communication channels 主要溝通渠道	Sustainability issues 可持續性事宜
Customers 客戶	<ul style="list-style-type: none"> One-on-one meetings 一對一會談 Company websites 公司網站 Instant communication channel 即時溝通渠道 Sharing sessions 分享會 	<ul style="list-style-type: none"> Quality of works 工程質量 Corporate governance 企業管治 Operational risk 營運風險 Data security 數據安全
Suppliers and Sub-contractors 供應商及分判商	<ul style="list-style-type: none"> Meetings 會議 Sharing sessions and/or training sessions 分享會及／或培訓課程 Instant communication channel 即時溝通渠道 	<ul style="list-style-type: none"> Health and Safety 健康及安全 Settlement 結算 Compliance 合法合規
Community 社區	<ul style="list-style-type: none"> Community support activities 社區支援活動 Involvement in environmental protection activities 參與環保活動 Instant communication channel 即時溝通渠道 Notice board 告示板 	<ul style="list-style-type: none"> Community support 社區支援 Pollution and noise 污染及噪音
Government and regulatory authorities 政府與監管機構	<ul style="list-style-type: none"> Industry collaboration consortium 行業協會 Actively monitor the latest laws and regulations 主動監測最新法律及法規 	<ul style="list-style-type: none"> Compliance 合法合規 Employee protection 員工保障 Innovation 行業創新



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾

The Group has engaged in property development and construction activities for many years. As a developer and contractor, our operation activities have a huge impact on our natural environment and resources. We consume vast amounts of resources while, during the building and operational processes, waste production is inevitable. Therefore, it is of utmost importance that we strive to adopt environmental-friendly practices and employ sustainable construction methods and materials to enhance the sustainability of Hong Kong's built environment, and reduce the consumption of energy and resources in our works.

本集團已從事物業發展及建築活動多年。身為發展商及承建商，我們的經營活動對自然環境及資源有巨大影響。我們一方面使用大量資源，而在建造及經營過程中亦無可避免地產生廢棄物。因此，我們會竭盡所能採納對環境友善的作業準則，並採用可持續之建造方法及材料以提升香港建築環境的可持續性，同時減低我們的工程對能源及資源的耗用乃至為重要。



The Group is committed to implement sustainable construction methods and green designs to minimize the unfavorable environmental impacts of our businesses.

本集團致力於實施可持續的建築方法及綠色設計，以降低我們的業務對環境產生之不良影響。

An Environmental Management Committee has been set up for establishing, implementing, assessing and reviewing environmental issues of the Group and the environmental management system. Targets and measures are established with the aims to meet all related environmental legislations and regulations, identify opportunities in reducing waste, conserve resources, prevent pollution and raise employees' awareness on environmental performances.

我們已設立環境管理委員會來制定、實施、評估及檢討本集團的環境事宜及環境管理系統，並已制定相關目標及措施，以符合所有相關的環境法例及法規、尋找機會減少廢棄物、節約資源、防止污染及提高員工在環境保護方面的意識。



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾

A major subsidiary of the Group which engaged in the contract works business has obtained ISO 14001:2004 certificate for its Environmental Management System.

The Group is also committed to improve energy performance through setting energy baseline, targets and action plans to measure, monitor and control the use of resources. Energy consumption review has been carried out to analyse and evaluate current energy usage according to specific criteria, identify areas of significant energy usage, help to adjust practices and take appropriate measures to save energy. For the contract works business, an Energy Management System is also established in accordance with ISO 50001:2011 standard which provides guidance and frameworks for managing all aspects of energy management in our operations.

During the reporting period, the Group was not aware of any material environmental non-compliance that would have a significant impact on the environment or on our Group. We summarise our efforts in managing emissions of air, noise as well as waste in this year below.

AIR QUALITY MANAGEMENT

For the contract works business and the property development business, air pollution is one of our key concerns on environment protection. To minimise air pollution, the Group not only complies with the Air Pollution Control (Construction Dust) Regulation, but also implementing dust suppression measures such as, the installation of screens and barriers over dust generating areas and equipments, constant water spraying in site area, covering dusty materials, stockpiles and debris in designated areas, limiting the speed of vehicles move around the construction sites and banning against idling engine, etc.. Air quality of sites is monitored to ensure the effectiveness of the mitigation measures.

To prevent dark smoke emissions, construction related plants and vehicles are properly maintained to ensure compliance with related standards. Marked Ultra-low-sulphur diesel (“MULSD”) are used for the diesel-operated constructional plant on site. Random testing of sulphur content is performed for the plant. Records of MULSD consumption and testing are properly kept.

我們的一間從事合約工程業務的主要附屬公司已為其環境管理系統取得ISO 14001:2004認證。

本集團亦致力提升能源績效，透過設定能源基線、目標及行動計劃來衡量、監察及控制資源的運用。本集團亦進行能源審查，根據具體標準分析及評估當前的能源用量，以識別能源用量高的領域、協助調整節能作業準則及採取適當節能措施。就合約工程業務而言，我們亦已建立符合ISO 50001:2011標準的能源管理系統，為各項業務的運作提供能源管理指引及框架。

於報告期內，本集團並不知悉任何會對環境或對本集團有重大影響的嚴重環境違規事件。年內，我們在管理廢氣排放、噪音及廢棄物之舉措概述如下。

空氣質素管理

就合約工程業務及物業發展業務而言，空氣污染問題為我們在環保方面的主要關切點之一。為盡量減低空氣污染的情況，本集團不僅遵守《空氣污染管制（建造工程塵埃）規例》，亦實施抑塵措施，如為產生塵埃的地點或器械物料安裝隔塵屏障、在地盤灑水除塵、在指定區域封存易生塵埃的物料、料堆及碎屑、於地盤對車輛實施速度限制及禁止引擎空轉等。我們亦通過監測地盤的空氣質量，以確保抑塵措施行之有效。

為防止黑煙排放，我們妥善維修保養建造器械及車輛，確保符合相關標準。地盤的柴油發動機均使用超低硫柴油（「MULSD」），而我們亦會對器械進行進行硫含量抽查，並備存MULSD的用量及抽查記錄。



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾

NOISE MANAGEMENT

Mitigating noise nuisance is also an important part of pollution mitigation since many of our construction sites are located in urban areas. Adhering to the Noise Control Ordinance, our projects and developments have acquired construction noise permit before operations commence. Construction works are planned and performed to comply with the noise level specified in the relevant permits. Noise barriers or acoustic mats are installed, if applicable, to prevent noise disturbance to the neighbourhoods. More stringent rules are followed when there is a need to operate during restricted hours.

In order to minimize the public nuisance, we engage with neighborhood to avoid scheduling of high noise level works during specific periods, e.g. during school hours and examination period when the site is located near a school. We also further voluntarily revised our working schedule that high noise level works to be performed only after 9:00 a.m. in our Belfran Development.

During the reporting period, construction noise was monitored on a regular basis throughout the duration of our construction works to review the adequacy of the abovementioned measures and the Group was not aware of any material non-compliance with relevant laws and regulations that would have a significant impact on our neighbourhood or on the Group.

WASTE MANAGEMENT

Hong Kong is running out of both reclamation sites and landfill space for the disposal of construction & demolition (“C&D”) waste. Therefore, it is important for us to adopt an effective waste management focusing on reuse and recycle C&D waste and handle it in a more environmentally responsible manner. The Group strives to save resources and increases the reuse and recycling of materials through categorizing various waste management options, pre-identifying reusable and recyclable materials and planning for storage. We also set up waste sorting facilities at major construction sites to promote source separation of waste and recycling of resources.

噪音管理

鑑於我們的許多建築地盤均位於市區，我們認為減少噪音滋擾亦是減低污染的重要一環。我們遵守《噪音管制條例》，在各項工程及發展項目開始作業前已取得建築噪音許可證。建造工作按照相關許可證規定的噪音水平規劃及進行，並在適當情況下安裝隔音屏障或隔聲墊，以防噪音打擾到鄰里。倘需要在受限制時間內作業，我們會遵循比法例更嚴格的規則。

為盡可能降低對公眾的滋擾，我們會與鄰里接洽，避免在特定時間（例如：倘地盤位於學校附近，於課間及考試期間）安排高音量作業。在「巴芬發展項目」中，我們亦主動修訂施工時間表，在上午9時後方進行高音量工作。

於報告期內，我們不時監察施工期間建築作業的噪音，以檢討上述措施是否足夠。本集團並不知悉任何嚴重違反相關法律及法規，並會對鄰里或對本集團造成重大影響之事件。

廢棄物管理

香港正面臨處置建築和清拆工程廢棄物（「**建築廢棄物**」）的填海場地及堆填區飽和的情況。因此，我們必須採用有效的廢棄物管理方法，針對將建築廢棄物作循環使用和回收，以對環境更負責任的方式妥善處理廢棄物。本集團實施不同方案將廢棄物處理分類、預先識別可循環使用和回收的物料及制定儲存規劃，以達致節約資源並增強對物料物盡其用。我們亦在主要的建築地盤安裝廢棄物分類設施，以促進廢棄物源頭分類及對資源的回收。



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾

Forming and following good practices is the key to reduce waste and to ensure the building materials can be put to the most effective use. Proper planning of our operations and construction sites management are carried out to avoid over-ordering of materials. The Group has also laid out various waste control measures for different working procedures such as site set-up, excavation and construction. In our Lugard Development, efforts had been engaged to obtain Building Environmental Assessment Method (BEAM) certificate and part of the building materials used in the original building, which was demolished in this year, have been kept for future use. We also adopt minimalism and a natural style in the design and fitting-out works performed for the show flat of our Pokfulam Peak project.

A major subsidiary of the Group, being registered as a chemical waste producer at the Environmental Protection Department (“EPD”), has complied with relevant regulations on chemical waste treatment. Chemical and hazardous wastes are stored in properly bounded facilities and are collected by licensed contractors on a regular basis. Designated staff are assigned for coordinating these activities, ensuring compliance with Waste Disposal Ordinance that no illegal dumping occurred.

Wastewater generated from different operation procedures without proper treatment may block nearby drains and cause pollution. As a result, the Group takes further necessary steps to monitor and maintain wastewater quality. During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations that would have a significant impact on the environment or on our Group.

GREEN BUILDING

In addition to compliance with all environmental rules and requirements, the Group always takes a step further in promoting environmental sustainability and bringing about a continual improvement in its environmental performance through integrating environmental considerations into our business plans. We engage in green building by adding green designs, using environmental-friendly materials and adopting greener construction methods. During the reporting period, two of our contract works projects received recognitions for high environmental performance. With these achievements, the Group will continue to lead by example, pursue and promote green building designs and practices in the construction industry.

建立及實踐良好的作業準則為減少浪費並確保建材得到最有效利用之關鍵。我們透過妥善計劃工作規劃及建築地盤管理，以免訂購過多物料。本集團亦已針對不同工序，如地盤設置、挖掘及實際施工等程序，制定多項廢棄物管理措施。在我們的「盧吉發展項目」中，我們正全力獲取建築環保評估法(BEAM)的認證，並保留部份已於年內拆除的原建築所使用的建材供日後使用。在進行「Pokfulam Peak項目」的示範單位的設計及裝修工程時，我們亦採用簡約及自然風格。

本集團旗下一間主要附屬公司已在環境保護署(「環保署」)登記為化學廢棄物生產者，並已遵循有關化學廢棄物處理的相關法規。化學及危害性廢棄物已儲存於妥善隔離的設施，並由持牌承包商定期收集。我們已委派專人協調相關程序，以確保遵守《廢棄物處置條例》，防止違法傾倒廢棄物的情況發生。

由不同作業流程所產生的廢水，如排放前未經適當處理，可能會導致附近的渠道堵塞及造成污染。因此，本集團進一步採取必要措施，監督及維護廢水質量。於報告期內，本集團並無發現任何嚴重違反相關法律及法規，並會對環境及本集團造成重大影響的事件。

綠色建築

除遵守所有環境規則及要求外，本集團一直將環境因素納入業務考慮中，從而提升環境可持續性並建立更優質的環境。我們推展綠色建築，包括於建築物增加綠色設計、使用環保物料並採用更為綠色的建造方法。於報告期內，我們的兩個合約工程項目憑藉良好的環境表現獲得認可。藉該等成就，本集團將繼續以身作則，在建造業尋求及推動綠色建築設計及作業準則。



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾



Awards 獎項	Organizers 舉辦機構	Projects 項目
Grand Award of Green Building Awards 2016 – the Existing Buildings Category – Interiors 環保建築大獎2016－大獎 – 既有建築類別 – 室內設計	Hong Kong Green Building Council 香港綠色建築議會	Renovation of 1/F Main Block APB Centre for the Architectural Services Department 建築署建業中心文樓一樓翻新工程
Green Contractor Bronze Award 環保承建商銅獎	Architectural Services Department 建築署	Design and construction of redevelopment project of Tai Lam Centre for Women 重建大欖女懲教所的設計及建造工程



VI. COMMIT TO OUR ENVIRONMENT 我們對環境的承諾

During the year ended 31 March 2017, green measures are also implemented in our head office and site offices as well. Some of them are listed below:

- Strict control of air conditioning temperatures at 23-25 degree Celsius to prevent excessive energy consumption and extend the life of air conditioning units;
- Procure paper which only produced from sustainably managed forest, implement a waste paper recycling and reuse programme and promote the use of double-sided printing to reduce the amount of paper used;
- Endeavour to conserve electricity whenever possible during our operations. Turn off lights and air-conditioners when not necessary; and
- Installation of sensor and water-saving valve at taps.

於截至二零一七年三月三十一日止年度，我們亦在總辦事處及地盤辦公室推行綠色措施，部分舉措載列如下：

- 嚴格控制冷氣溫度在攝氏23至25度之間，防止過度消耗能源及延長冷氣機壽命；
- 採購僅由以可持續方式管理的森林所生產的紙張，貫徹廢紙循環使用及再用計劃及提倡雙面打印，以減少用紙量；
- 在營運過程中盡可能省電。關閉不必要的照明及空調；及
- 在水龍頭上安裝感應器及節水閥。

RAISING ENVIRONMENTAL AWARENESS

In order to driving and implementing environmental initiatives in our daily operations, the Group actively devotes efforts and resources in promoting environmental awareness and communication with employees, customers, sub-contractors and the community. The Group organizes environmental-related trainings to employees, including courses organized by the Construction Industry Council Training Academy (“CICTA”). Training sessions and talks are also given to employees for raising awareness of significant environmental impact of their work activities and improving performance in conforming to the Group’s environmental policy.

As our daily operations at construction sites may affect nearby communities, we provide our contact details voluntarily to neighbourhood for their enquires, complaints or report on complaints or other environmental issues identified regarding environmental impact of our operations. In the Belfran Development, we regularly visited adjacent buildings and established instant communication channel with the owners’ corporations of buildings nearby for better and proactive communication.

提升環保意識

為了在我們的日常運作中推動及貫徹環保舉措，本集團致力投放資源提升環保意識並與員工、客戶、分判商及社區進行溝通。本集團為員工安排有關環境保護的培訓，包括由建造業議會訓練學院（「建造業議會訓練學院」）舉辦的課程。我們亦向員工提供培訓課程及講座，以提升員工對其工作活動對環境有重大影響的意識，並藉此改善本集團在遵循環境政策方面的表現。

由於我們的建築地盤的日常作業可能影響周邊社區，因此我們自願向鄰里提供聯絡方式，以便接收有關因我們的作業而對環境影響的查詢、投訴或其他環境問題。在「巴芬發展項目」中，我們定期造訪臨近的建築物並與附近建築物的業主立案法團建立即時溝通渠道，以便進行更順暢及主動的溝通。



VII. OUR PEOPLE 我們的員工

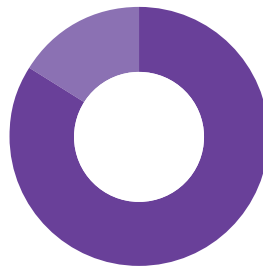
Our continuing development and success depends on the diligence and capabilities of our people. We therefore give priorities to safety, well-being and prosperity of our employees by providing a safe, conducive work atmosphere, and investing in the development of their skills and expertise.

WORKFORCE COMPOSITION

Workforce composition by gender, grade level and year of service as at 31 March 2017 are listed below:

Total Workforce by Gender:

– Construction sites



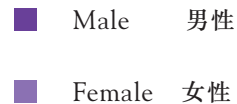
我們的持續發展及成功依賴員工的勤奮與才幹。因此，我們優先考慮員工的安全、福利及成功，提供安全、有利的工作環境並資助彼等發展其技能及專業知識。

員工組成

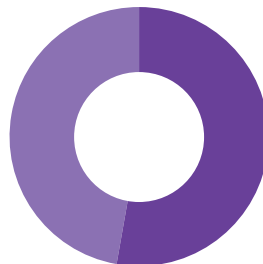
於二零一七年三月三十一日，按性別、工作職級及服務年資劃分的員工組成載列如下：

按性別劃分的全體員工：

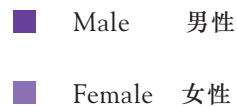
– 建築地盤



– Head office

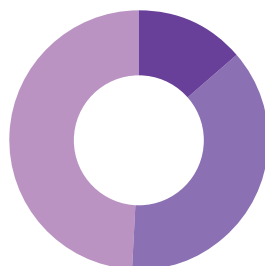


– 總辦事處

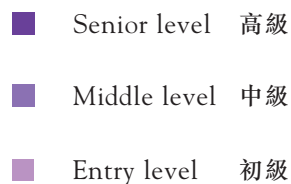


VII. OUR PEOPLE 我們的員工

Total Workforce by Grade Level:
– Construction sites

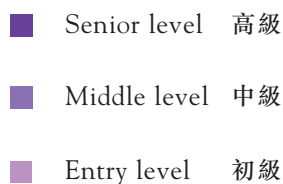


按工作職級劃分的全體員工：
– 建築地盤

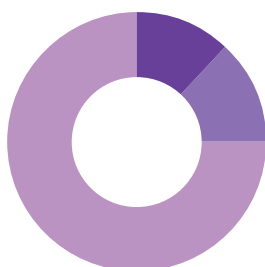


– Head office

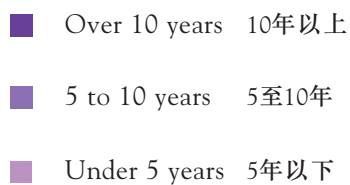
– 總辦事處



Total Workforce by Year of Service:
– Construction sites

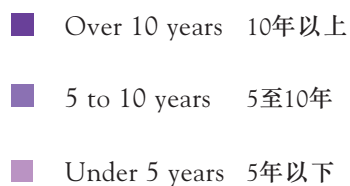
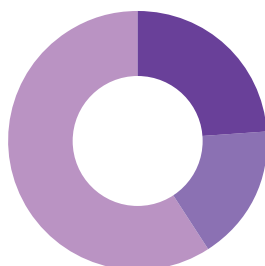


按服務年資劃分的全體員工：
– 建築地盤



– Head office

– 總辦事處





VII. OUR PEOPLE 我們的員工

EMPLOYMENT AND LABOUR PRACTICE

As of 31 March 2017, the Group employed 352 full-time employees in Hong Kong and approximately 60 of them worked at our head office, while the remaining mainly worked at various construction sites. The Group complies with all relevant Labour Legislation in Hong Kong and any forms of child labour, illegal workers and forced labour are strictly prohibited in our business operations. Talents are hired and promoted solely based on their merits regardless of race, colour, gender or religious belief. The Group is committed to offering equal opportunity for all employees, without tolerating discrimination or harassment based on age, gender, race, marital status, family status or disability. Complied with the existing anti-discrimination ordinances and other employment-related regulations, the Group has established mechanism in handling any breach of Code of Conduct. Any reported improprieties will be investigated and disciplinary actions, including verbal or written warning, demotion, dismissal, may be taken. For serious cases, the case may be reported to law-enforcement authorities. During the reporting period, we were not aware of any non-compliance with relevant laws and regulations in employment matters.

The Group motivates and incentivizes talent through a performance-based remuneration system. The Group reviews the remuneration packages of our employees at least annually to ensure that they stay competitive with the market and that our employees are rewarded fairly and equitably. On top of salary, discretionary bonus, share options, education subsidies, incentive travels and other benefits-in-kind, are provided to employees with outstanding performance.

HEALTH AND SAFETY

The Group puts health and safety as the top priority of our business and strives to minimise accidents and continuously improves workplace safety and educates employees and sub-contractors on proper procedures. The Group demonstrates our compliance with health and safety standards by integrating internationally-recognised OHSAS 18001:2007 standards into our Quality Management and Occupational Health and Safety Management Systems. The Group commits to strictly comply with all relevant health and safety legislations, evaluates and handles health and safety risks, promotes awareness among employees and stakeholders and strives to improve safety performance towards the goal of zero accidents. We have set up a Safety and Health Management Committee and a Site Safety Committee that periodic safety reports are prepared and submitted to the committees for review.

僱傭及勞工實務

於二零一七年三月三十一日，本集團於香港僱用352名全職員工，當中約60名在我們的總辦事處工作，其餘主要在各建築地盤工作。本集團遵守香港所有的相關勞工及僱傭法律，在經營過程中嚴禁任何形式的童工、非法勞工及強迫勞工。我們在聘用及提拔人才時完全基於其特長，而不考慮其種族、膚色、性別或宗教信仰。本集團致力向所有員工提供平等機會，不容忍因年齡、性別、種族、婚姻狀況、家庭狀況或殘疾而受到歧視或騷擾。本集團遵守現行反歧視條例及其他僱傭相關法規，並已設立機制處理任何違反《員工行為守則》的行為。任何被舉報的不當行為將接受調查並可能面臨紀律處分，包括口頭或書面警告、降職或解聘；情況嚴重者，更可能會向執法部門舉報。於報告期內，我們並不知悉僱傭事宜中存在任何違反相關法律及法規的情況。

本集團通過薪酬績效系統激勵及獎勵員工。本集團最少每年檢討員工薪酬方案，以確保其保持市場競爭力及令員工能獲得公正及平等的獎勵。除薪金外，我們亦向取得傑出表現的員工提供酌情花紅、購股權、教育津貼、獎勵旅遊及其他實物福利。

健康與安全

本集團一直把健康與安全放在業務的首位，務求盡可能減少事故，並不斷提升工作場所安全及向員工及分判商講授正確的程序。本集團已取得國際公認的OHSAS 18001:2007標準認證，印證了我們已遵守健康與安全標準並且我們的質量管理及職業健康與安全管理系統亦達國際標準。本集團致力嚴格遵守所有相關的健康與安全規例，評估及處理健康與安全風險，強化員工及持份者的健康與安全意識，並力求提升安全表現，爭取實現零事故之目標。我們已設立安全與健康管理委員會及地盤安全委員會，並定期編製及提交安全報告供其審閱。



VII. OUR PEOPLE 我們的員工

To prevent accidents and occupational diseases at workplaces, a series of measures and practices have been carried out. These include, engagement of external safety audits, perform job hazard analysis, perform risk assessment and establish safe working procedures on sites, jobs and activities, increase inspection frequency of construction sites, organize regular “management safety walks” which not only involve management at site level but also top management at Group level, provision of relevant personal protective and rescue equipments and provision of heat shelters and water sprinklers, etc..

Provision of sufficient safety trainings is another key measure that the Group adopts in tackling health and safety risks. Training sessions, lectures and seminars of different levels are held for groups of employees according to their roles, responsibilities and literacy to ensure awareness of job hazards and conformity to safety practices. Training contents are reviewed and reported to management by safety officer regularly.

In June 2016, the Group also voluntarily adopted a policy which requires certain safety and rescue equipment, including Automated External Defibrillator (“AED”) to be kept at each construction site. The Group also provides sponsorship to our employees to enroll in certificate course for first aid and other safety and environmental related training courses to enhance their knowledge and awareness on safety and environmental related issues.

To further improve the working environment, we have also committed to join the “Smoke-free Construction Force” organized by Hong Kong Council on Smoking and Health since December 2016, and renovated our main office located at Kowloon Tong in the year.

Besides our employees, we also care about the safety of our neighbourhood. In our Belfran Development, we voluntarily provided horizontal safety net to adjacent buildings and enlarged the catch fence facing Belfran Road to enhance protection of the public and their properties during the construction period.

為防止工作場所事故及職業疾病，我們已採取一系列措施及作業準則，包括進行外聘安全稽核、進行工作危險分析、進行風險評估並制定地盤、職業及業務的安全作業程序、提高對建築地盤的檢查頻率、組織不僅包含地盤管理人員亦包括本集團高級管理層的定期「管理層安全巡查」、提供相關的個人防護及救援設備，以及提供隔熱及噴水裝置等。

提供充足的安全培訓為本集團在處理健康與安全風險時所採取的另一項關鍵措施。我們根據員工的角色、職責及文化程度為員工安排不同程度的培訓課程、講座及研討會，確保其了解工作的危險性並實施安全程序。培訓內容由安全人員定期審核並會上報管理層。

自二零一六年六月，本集團亦自願採納一項政策，要求各地盤置備特定的安全及救援設備，包括自動外部除顫器（「自動外部除顫器」）。本集團亦資助員工修讀急救證書課程與其他安全及環境相關之培訓課程，從而提升其對安全及環境相關問題的了解及意識。

為進一步改善工作環境，我們亦自二零一六年十二月起加入香港吸煙與健康委員會組織的「建造無煙力量」，並於年內翻新了我們位於九龍塘的總辦事處。

除員工外，我們亦關心周邊社區的安全。在「巴芬發展項目」中，我們自願為附近的建築物提供安全網並擴大地盤面向巴芬道的圍欄以加強建造期間對公眾及其財產的保護。



VII. OUR PEOPLE 我們的員工

For the year ended 31 March 2017, the Group recorded 8 and zero cases of work-related injury for the contract works business and the property development business respectively, with no fatalities. No significant non-compliances on occupational health and safety issues were reported during the year.

於截至二零一七年三月三十一日止年度，本集團的合約工程業務及物業發展業務分別錄得8宗及零宗工傷個案，沒有發生死亡事故。年內，並無職業健康與安全事宜出現嚴重違規的報告。



EMPLOYEE ENGAGEMENT

The Group cares about the well-being and quality of life of our employees. We organize different interest groups, like football, dragon boat, basketball, badminton, hiking and photography, after working hours and encourage our staff to join. In particular, we organized “Vantage Cup” and “Able League” football competitions, among our staff and sub-contractors, respectively.

Our “Vantage Cup” football competition has been organised for more than a decade and is one of the most popular annual sporting events of the Group. Every year it attracts more than 100 employees and their family members to participate in such fast and furious competition. The event is played to a single elimination format over a whole day on Sunday, and combined with such enjoyable atmosphere, the day of “Vantage Cup” is memorable for all participants.

During the reporting period, our Able Group further organized “Able Dragon” team to participate in different dragon boat races. Able Dragon won the Bronze Award in “Industrial Race” in the “Tai Po District Dragon Boat Race 2016”.

員工參與

本集團關心員工的康樂及生活質素。我們在工作之餘組織不同的興趣團體並鼓勵員工參與，如足球、龍舟、籃球、羽毛球、遠足及攝影等。尤其是我們分別組織由員工及分判商參加的「盈信盃」及「安保聯賽」等足球競賽。

我們的「盈信盃」足球競賽已舉辦超過10年，為本集團最受歡迎的年度體育活動之一，每年吸引逾100名員工及其家人參加該項節奏明快且刺激的比賽。活動採用單循環淘汰制並於星期日全天舉行，在如此愉悅的氛圍的配襯下，「盈信盃」為所有參與者帶來難忘回憶。

於報告期內，我們的安保集團亦組織了「安保龍」隊參加不同的龍舟競賽。安保龍更在「大埔區龍舟競賽2016」中贏得「廠商杯賽」季軍。



VII. OUR PEOPLE 我們的員工

EMPLOYEE ENGAGEMENT

To further build up the sense of belongings, recognize our appreciation on high quality works performed, and motivate employees and sub-contractors for better achievements, the Group also provides incentive travel programs to outstanding employees and sub-contractors. In February 2017, the Group organized a trip to Europe that over 200 participants joined. Sponsorship was given to eligible employees and sub-contractors and their immediate family member. Through these activities, participants took part with enthusiasm, building friendships and fostering a sense of teamwork.

員工參與

為增強歸屬感、表達我們對所完成的優質工程的感謝以及激勵員工及分判商取得更佳的成就，本集團亦向表現傑出的員工及分判商提供獎勵旅遊計劃。於二零一七年二月，本集團舉辦了歐洲遊，有超過200多名人士參加，而合資格員工及分判商以及其直系家屬均獲得贊助。透過這些活動，參與者在踴躍投入活動的同時亦增進了彼此的友誼及培養了團隊精神。





VII. OUR PEOPLE 我們的員工

TRAINING AND DEVELOPMENT

The Group's success and growth depends on our ability to identify, hire, train and retain suitable, skilled and qualified employees, including management personnel with the requisite industry expertise. During the year ended 31 March 2017, the Group continued to make extensive investments on employees' development, including both internal and external training and development programmes. The Group provides subsidies and special leave for employees applying for Engineering Graduate Training Scheme and other courses for continuing professional development. In addition, the Group strongly supports nurturing of young talents who are determined to develop their career in the construction and engineering industry. To equip young employees and enhance their professional developments, the Group offers a formal training scheme "Scheme A" of Engineering Graduate Training Scheme, approved by the Hong Kong Institution of Engineers, for our graduate trainees. The Group also provides subsidies to well-performed Assistant Engineers and Assistant Quantity Surveyors to complete related part-time degree programmes. We also arrange seminars and updates for directors of the Company and its subsidiaries on regulatory or other aspects.

培訓及發展

本集團的成功及增長依賴我們能否物色、僱用、培訓及挽留合適、優秀及合資格的員工，包括具備必要的行業專業知識的管理人員。於截至二零一七年三月三十一日止年度，本集團繼續廣泛投資於員工的發展，包括組織內部及外部培訓及發展課程。本集團向申請工科畢業生訓練計劃及其他持續專業進修課程的員工提供津貼及特別假期。此外，本集團大力支持培養有志在建築及工程業作長遠發展的年輕人才。為使年輕員工做好準備並促進其職業發展，本集團為畢業實習生提供一項由香港工程師學會批准的正式工科畢業生訓練計劃「A計劃」。本集團亦向表現出色的助理工程師及助理工料測量師提供津貼，以供其完成相關的兼讀制學位課程。我們亦為本公司及其附屬公司的董事安排有關監管或其他方面的研討會及最新介紹。



VIII. COMMUNITY INVOLVEMENT 社區參與

Being a responsible corporation, the Group actively fulfils its social responsibilities while developing our businesses, with an aim to continuously create value for the community. The Company and a major subsidiary of the Company have obtained ACI-SR26000 certificate for our compliance on the international standards on “Social Responsibility Management System” on construction and property development business.

As a developer and a major contractor in Hong Kong, the Group also supports industry innovation and the use of technology. We are committed to support an endowed professorship program of The Hong Kong Polytechnic University (“PolyU”) and have established an endowed professorship in “Sustainable Structures and Materials” at the Faculty of Construction and Environment of PolyU, namely “Ko Jan Ming Endowed Professorship in Sustainable Structures and Materials” (the “**Endowed Professorship**”). This Endowed Professorship shows our great support in research and development in high-performance construction materials, new structures and related technologies. It is also an encouragement to the staff and students of PolyU, driving them to strive for excellence in education and research in the area of sustainable structures and materials.

作為一間負責任的公司，本集團在發展業務的同時積極履行社會責任，以不斷為社區創造價值為目標。本公司及其一間主要附屬公司在建築及物業發展業務上已符合國際「社會責任管理系統」標準而獲得ACI – SR26000認證。

作為香港的發展商及主要承建商，本集團亦支持行業創新及應用高科技。我們致力支持香港理工大學（「理大」）的一項勵學教授冠名計劃並已在理大建設及環境學院設立「可持續結構及材料」教授席，即「高贊明可持續結構及材料教授席」（「**勵學教授席**」）。該勵學教授席體現了我們對研發高性能建材、新型結構及相關技術的極大支持，亦鼓勵理大師生力爭在可持續結構及材料領域的教育與研究方面取得傑出成就。

Certificate No: **SR006**




Secretary


Board Member

Registered address: Unit 1901, Yan Shing Centre, 64 Hoi Yuen Road, Kwun Tong, Kowloon, Hong Kong
Tel: (852) 39778988 Fax: (852) 26081940 Email: inquiry@aci-limited.com Website: www.aci-limited.com
Note: This certificate remains the property of Accredited Certification International Limited and shall be returned immediately upon request. In accordance with the ACI Regulations, the ACI undertakes no liability or responsibility for any management system outside supplied in accordance with the requirements of this Certification Scheme. Further clarifications regarding the scope of this certificate and the applicability of ACI-SR 26000 requirements may be obtained by consulting the organization.

To check the validity of certificate, please call: (852) 39778988

Original Certification 10 October 2015

Expiry 10 October 2018



VIII. COMMUNITY INVOLVEMENT 社區參與

For the year ended 31 March 2017, the Group made donations for charitable and other purposes of approximately HK\$2.5 million in total.

The Group has been actively participating in fulfilling corporate social responsibility not just via charity donation programs, but also encourages its employees to maintain a high level of community involvement including the aspect of sports, poverty alleviation and education aid in rural China. The management of the Group believes “Taken from society, Give back to society” and they play an important role in encouraging and supporting employees to join these activities, such as Oxfam Trailwalker 2016, “Challenging 12 Hours” organized by Sower Actions, etc. In the year ended 31 March 2017, we are proud to win the Gold Award for the “Corporate Participation Award” and Bronze Foot Award for the “Corporate Fundraising Awards” in “Challenging 12 Hours”.

截至二零一七年三月三十一日止年度，本集團作出的慈善及其他捐贈合計約2.5百萬港元。

本集團不僅一直透過慈善捐贈計劃積極參與履行企業社會責任，亦鼓勵員工保持高水平的社區參與，包括參與支持體育、扶貧及中國內地農村的助學活動。本集團管理層深信「取之於社會，用之於社會」之理念，在鼓勵及支持員工參加如樂施毅行者2016及苗圃行動組織的「挑戰12小時」等活動中發揮重要角色。於截至二零一七年三月三十一日止年度，我們榮幸地取得「挑戰12小時」的「工商參與獎」金獎及「工商籌款獎」銅腳獎。





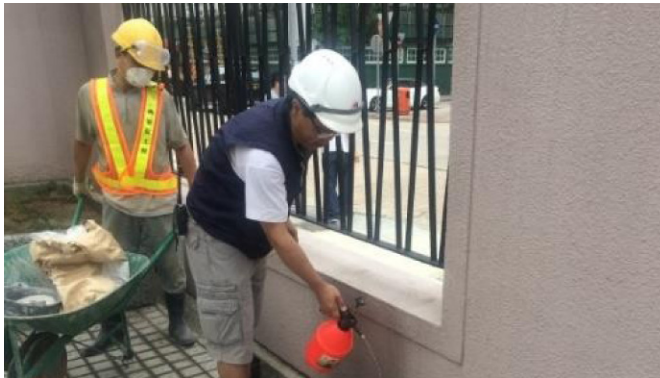
VIII. COMMUNITY INVOLVEMENT 社區參與

We care about the impact of our daily operations to the community and the environment. Taking the Belfran Development as an example, during the year ended 31 March 2017, we had voluntarily carried out:

- cleaning works for the adjacent buildings and Belfran Road throughout the construction period;
- mosquito and pest control for the adjacent buildings and Belfran Road; and
- minor maintenance works (e.g. re-painting for the fence wall) for the neighbourhood buildings.
- 臨近建築物及巴芬道於工程期間的清潔工作；
- 臨近建築物及巴芬道的蚊蟲防控工作；及
- 周邊建築物的小型維護工程（如為圍牆重新上漆）。

To fulfill our social responsibility as a listed company, the Group will continue to seek opportunities to serve the community in a wider diversity.

為履行我們作為上市公司的社會責任，本集團將繼續尋找機會透過更廣泛的途徑為社區服務。





IX. OPERATIONAL EXCELLENCE 卓越營運

PRODUCT RESPONSIBILITY

Quality is one of the critical factors in the success of construction projects. Quality Control is the monitoring of specific project results to determine if they comply with the relevant quality standards and identifying ways to eliminate causes of unsatisfactory performance. The Group adopts quality control procedures including regular monitoring, inspection and testing at every stage of construction, recording data and controlling non-conforming works etc.. Trainings are provided to employees, suppliers and sub-contractors to ensure they understand and comply with the standards.

A major subsidiary of the Group is certified for ISO 9001:2008 "Quality Management System Standards", which laid out detailed rules that have been incorporated into the quality manual, procedures manual and quality plan. These documents describe all relevant international standards in terms of construction procedures, quality requirements for the completed works and how quality managements should be carried out. Employees and sub-contractors involved are briefed on the ISO 9001 system before the commencement of work. Our Quality Management System is reviewed at least annually by the management for further improvement.

In 2016/2017, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group, concerning health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

產品責任

質量是建築項目取得成功的關鍵因素之一。質量控制涉及監察具體的項目結果，以確定其是否符合相關質量標準，及尋找途徑以消除導致不良表現的成因。本集團採納多項質量控制程序，包括在每個建造階段定期監察、檢查及測試，記錄數據以及管理不合格工作等。我們向員工、供應商及分判商提供培訓，確保彼等了解並遵守相關標準。

本集團旗下一間主要附屬公司已獲得ISO 9001:2008「質量管理系統標準」認證，當中所載的詳細規則已納入質量手冊、程序手冊及質量計劃。該等文件描述了有關建造程序、竣工工程的質量要求及質量管理執行方式的所有相關國際標準。在開始施工前，參與工程的員工及分判商將聽取有關ISO 9001系統的簡報。我們的質量管理系統由管理層最少作每年一度的檢討，以作進一步完善。

於2016/2017年年度，我們並不知悉在所提供產品及服務的健康與安全、廣告、標識及私隱事宜以及補救方法方面有違反法規，並對本集團造成重大影響的任何事故。





IX. OPERATIONAL EXCELLENCE 卓越營運

SUPPLY CHAIN MANAGEMENT

A recognized supply chain management is essential to operational efficiency and the Group is committed to provide the best attainable quality for all of our construction and property development projects within budgets. Accordingly, we work closely with our suppliers and sub-contractors to ensure they meet customers' and our requirements regarding quality, environmental and safety standards. We are stringent in selecting suppliers and sub-contractors. Our procurement manager maintains an approved list of suppliers and sub-contractors. Together with contract managers and project managers, we carry out assessments for our suppliers and sub-contractors at least on an annual basis. The materials purchased from suppliers and works performed by sub-contractors will be checked and monitored on a regularly basis. Suppliers or sub-contractors who failed to fulfill our standards may be suspended or removed from the approved list.

The Group maintains good communication with suppliers and sub-contractors through regular meetings as they play vital roles in our construction and property development projects. Trainings and talks are delivered by designated staff to raise safety, quality, efficiency and environmental awareness to sub-contractor. Training content includes introduction to management structure, various targets, measures, duties and responsibilities.

Other than quality of work, the health and safety performance and salary payment records of sub-contractors will also be checked for all substantial projects. Whenever there's a change in the Group's health and safety and environmental policy, such changes will be communicated timely to the sub-contractors.

As for the provision of energy services and equipments, suppliers are evaluated partly based on the energy performance of the products. The Group has established criteria for assessing energy efficiency and operating lifetime of the equipments as a reference for purchasing specifications and decisions.

供應鏈管理

專業的供應鏈管理對營運效率非常重要，本集團致力於在預算內以最佳質量完成所有建築及物業發展項目。因此，我們與供應商及分判商密切合作，確保彼等符合客戶與我們在質量、環境及安全標準方面的要求。我們嚴格甄選供應商及分判商。我們的採購經理置備一份核准供應商及分判商名單，並與合約經理及項目經理共同對供應商及分判商進行最少每年一度的評估。從供應商採購的物料及由分判商完成的工作將被定期檢查及監察。不符合我們的標準的供應商或分判商可被終止合作或從核准名單上剔除。

因應供應商及分判商在我們的建築及物業發展項目中發揮的重要角色，本集團會透過定期會面與彼等保持良好溝通。我們亦會安排專人舉辦培訓及講座，以提升分判商對安全、質量、效率及環保的意識。培訓內容包括介紹管理層架構、各項目標、措施、職責及責任。

除工程質量外，我們亦會檢查所有主要項目的分判商的健康與安全表現及薪酬支付記錄。倘本集團的健康與安全及環境政策有變，我們將即時知會分判商。

對於提供能源服務及設備的供應商，我們對彼等供應商的評估部分基於其產品的能源效益。本集團已制定評估能源效益及設備運行壽命的標準，作為採購規格及決定的參考。



IX. OPERATIONAL EXCELLENCE 卓越營運

DRIVING INDUSTRY INNOVATION

The Group strongly supports research and development in technological innovation, driving construction efficiency and safety. The Group's sponsorship in the Endowed Professorship as further set out in Section VIII regarding "Community Involvement" above evidenced our commitment to support research and development in high-performance construction materials, new structures and related technologies.

During the year ended 31 March 2017, the Group also donated HK\$500,000 to PolyU for funding a 2-year research project on Building Information Modeling ("BIM"), which explores the use of 3-Dimension modeling to develop interactive tools for monitoring construction safety. The creation of a visualized digital platform with BIM information and work instructions directly accessible by construction workers allows more effective monitoring on construction progress, avoids project delays and reduces safety risks. The Group's construction sites are benefiting from BIM which increases our productivity and saves construction materials. We are pleased to be one of the pioneers of the industry to promote innovative operational methods which contribute to environmental, health and safety, as well as quality aspects of our business.

CONFIDENTIALITY AND BUSINESS ETHICS

All non-disclosed business information, including information about tendering, customer information and project related information, are classified as confidential information under the Group's Code of Conduct and should be kept confidential and only disclosed to relevant employees on a need-to-know basis. Internal controls are available to ensure data security and prevent abuse or misuse of private or confidential information.

The tendering process is vital to our business. It must be done in a fair manner in order to protect the interests of the Group and customers. Employees responsible for tendering must also comply with the Competition Ordinance, refraining themselves from exchanging or communicating any sensitive information with competitors, participating in price fixing, imposing restrictions on customers and abusing the dominant market position. Relevant requirements on confidentiality and compliance with Competition Ordinance have been set out in the Group's Code of Conduct which has been communicated to all employees. During the year ended 31 March 2017, no non-compliance on relevant issues was reported.

促進行業創新

本集團大力支持創新技術、建築效率及安全方面的研發。本集團對勵學教授席的贊助(詳情載於上文第VIII節「社區參與」)印證了我們對高效能建材、新型結構及相關技術的大力支持。

於截至二零一七年三月三十一日止年度,本集團亦向理大捐贈500,000港元,資助一項為期兩年的建築信息模型(「BIM」)研究項目,該項目探索研發應用三維模型於監察建築安全的互動工具。利用BIM技術創建的可視數碼平台及令建築工人可直接取得工程指示,將達致更有效監察建築進度,避免工程延誤及減低安全風險。BIM技術提高了我們的生產力並節省了建築材料,令本集團的建築地盤受惠。我們很榮幸作為行業先驅之一,倡導在環境、健康與安全及質量方面有助於我們行業發展的創新營運方法。

保密及商業道德

根據本集團的《員工行為守則》,所有未經披露的商業信息(包括投標信息、客戶信息及項目相關信息)均列為保密信息並應加以保密,僅可披露予需要了解該等資料的相關員工。我們設有內部監控,確保數據安全及防止濫用或不當使用私隱或保密信息。

投標對我們的業務極為重要,必須公平進行,以保護本集團及客戶的利益。負責投標的員工亦須遵守《競爭條例》,不得與競爭對手交換或交流任何敏感信息、參與合謀定價、對客戶施加限制及濫用市場主導地位。保密及遵守《競爭條例》的相關要求已納入本集團的《員工行為守則》,並已向全體員工傳達。於截至二零一七年三月三十一日止年度,並無相關事件的違規報告。



IX. OPERATIONAL EXCELLENCE 卓越營運

ANTI-CORRUPTION

The Group has zero-tolerance of corruptions, frauds and all other behaviours violating work ethics. The Group values and upholds integrity, honesty and fairness in how we conduct business. In compliance with the Prevention of Bribery Ordinance and other relevant laws and regulations, the Group established formal Code of Conduct to help to define appropriate methods in handling conflict of interests, accepting advantages, leakage of confidential information, insider trading, etc.. All employees should decline an offer of advantage if acceptance of it could affect their objectivity in conducting the Group's business. Employees who are found violating the Code of Conduct after investigation will be subject to disciplinary actions, including verbal or written warnings, demotion and dismissal, and the case may be reported to law-enforcement authorities for possible prosecution, depending on the situation.

To further enhance the anti-corruption system, the Group also invites representatives from the Independent Commission Against Corruption to hold talks on anti-corruption with specific issues relating to our businesses.

The Group has also implemented a Whistleblowing Policy since 2012 to further achieve and maintain the highest standards of openness, probity and accountability. This policy allows employees of the Group as well as independent third parties (e.g. customers, suppliers, sub-contractors, creditors and debtors) who deal with any employees or any member of the Group to report possible improprieties, misconducts, malpractices or irregularities in matters of financial reporting, internal control or other matters to the Audit Committee anonymously. Reports and complaints received will be handled in a prompt and fair manner. During the reporting period, there were no reported cases of corruption.

反貪污

本集團對貪污、欺詐及所有其他違反職業道德的行為實施零容忍政策。本集團重視及奉行正直、誠實及公平的經營方式。根據《防止賄賂條例》及其他法律與法規，本集團已制定正式的《員工行為守則》來協助員工界定及妥善處理利益衝突、收受利益、洩漏保密信息、內幕交易等行為的方法。倘接受的利益將影響員工在進行本集團業務過程中保持的客觀性，則一律不得接受。若員工經調查後被發現違反《員工行為守則》，彼將視情況而接受紀律處分，包括口頭或書面警告、降職及解聘，而個案或會轉交執法部門進行檢控。

為進一步提升反貪污的觀念，本集團亦邀請來自廉政公署的代表針對與我們業務相關的具體事宜舉行反貪污講座。

本集團亦自二零一二年起設立舉報政策，以進一步實現及維持最高水平的公開、廉潔及問責準則。該政策允許本集團員工以及與本集團任何員工或任何成員公司有往來的獨立第三方（如客戶、供應商、分判商、債權人及債務人）向審核委員會匿名舉報有關財務報告、內部監控或其他事宜方面的懷疑屬不當行為、失當行為、瀆職或違規的情況。接獲的舉報及投訴將得到迅速而公正的處理。於報告期內，並無有關貪污個案的報告。



X. HKEX ESG GUIDE CONTENT INDEX 聯交所ESG報告指引內容索引

KPIs 關鍵績效指標	HKEX ESG Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
A. Environmental 環境		
Aspect A1 層面A1	Emissions 排放物	
General disclosure 一般披露	Information on: 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) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 遵守對發行人有重大影響的相關法律及規例的資料。	Commit to our Environment; Air Quality Management; Noise Management 我們對環境的承諾；空氣質素管理；噪音管理
KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Commit to our Environment; Air Quality Management 我們對環境的承諾；空氣質素管理
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Waste Management 廢棄物管理
Aspect A2 層面A2	Use of resources 資源使用	
General disclosure 一般披露	Policies on efficient use of resources including energy, water and raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Waste Management; Green Building 廢棄物管理；綠色建築
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Waste Management; Green Building 廢棄物管理；綠色建築
Aspect A3 層面A3	The environment and natural resources 環境及天然資源	
General disclosure 一般披露	Policies on minimizing 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。	Raising Environmental Awareness; Green Building 提升環保意識；綠色建築



X. HKEX ESG GUIDE CONTENT INDEX 聯交所ESG報告指引內容索引

KPIs 關鍵績效指標	HKEX ESG Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B1 層面B1	Employment 僱傭	
General disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practice; Health and Safety 僱傭及勞工實務；健康與安全
Aspect B2 層面 B2	Health and safety 健康與安全	
General disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted and 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。	Health and Safety 健康與安全
Aspect B3 層面B3	Development and training 發展及培訓	
General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Engagement; Training and Development 員工參與；培訓及發展
Aspect B4 層面B4	Labour standards 勞工準則	
General disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practice 僱傭及勞工實務



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KPIs 關鍵績效指標	HKEX ESG Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B5 層面B5	Supply chain management 供應鏈管理	
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
Aspect B6 層面B6	Product responsibility 產品責任	
General disclosure 一般披露	Information on: 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) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Confidentiality and Business Ethics 保密及商業道德
Aspect B7 層面B7	Anti-Corruption 反貪污	
General disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
Aspect B8 層面B8	Community investment 社區投資	
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解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。	Community Involvement; Driving Industry Innovation 社區參與； 促進行業創新



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