

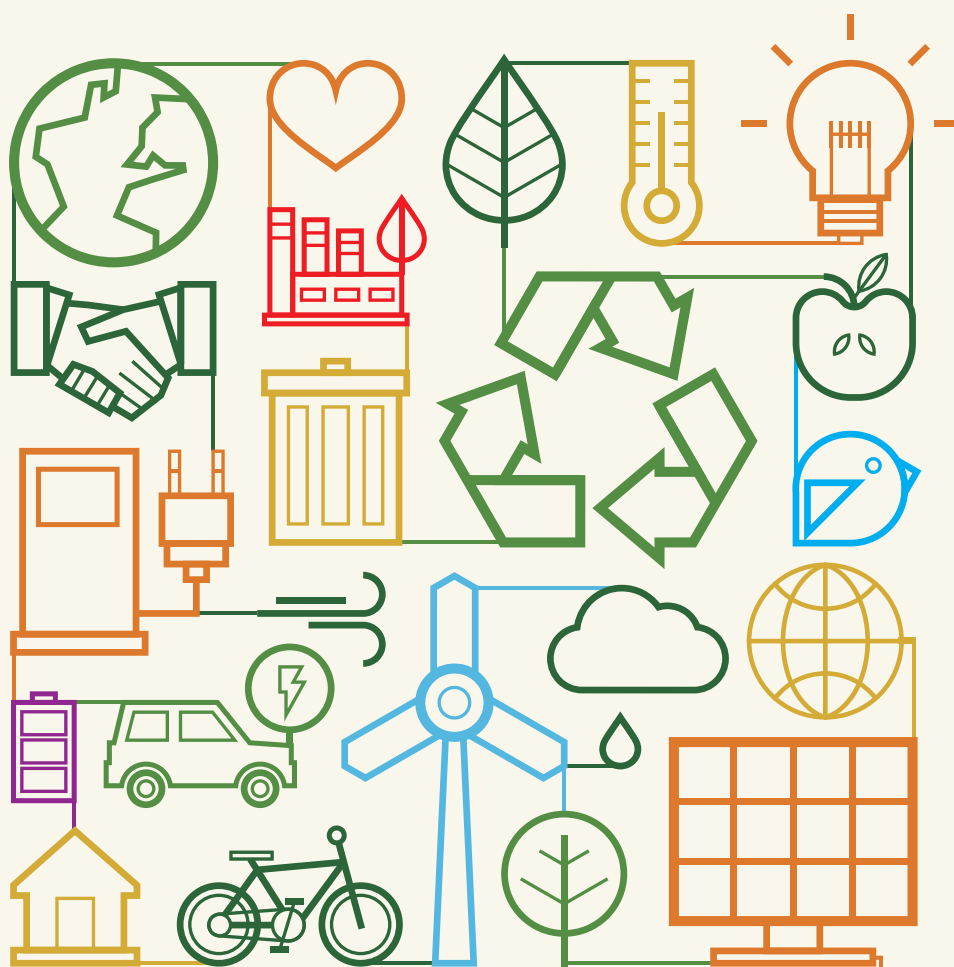
鑫網易商集團有限公司

FORTUNET E-COMMERCE GROUP LIMITED

(incorporated in the Cayman Islands with limited liability)

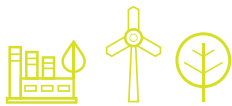
(於開曼群島註冊成立的有限公司)

(Stock Code 股份代號：1039)



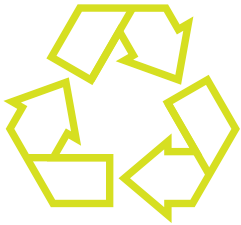
2017

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



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

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I. Preamble

The e-commerce business in China is booming and the e-platform has become a global trend. As a renowned e-commerce company in the People's Republic of China (the PRC), Fortunet e-Commerce Group Limited (the "Company") and its subsidiaries (collectively, the "Group") stringently adhere to their environmental and social responsibilities.

The Group developed its sustainability strategy with aims to create sustainable values to its stakeholders and brought positive impact to the environment and society. In order to carry out the sustainability strategy from top to bottom, the Board of Directors (the "Board") of the Group has ultimate responsibility for ensuring the effectiveness of the Group's environmental, social and governance ("ESG") policies. The Board has established dedicated teams to manage ESG issues within each business division in the Group. Designated staff has been assigned to enforce and supervise the implementation of the relevant ESG policies. The Group is also committed to constantly reviewing and adjusting the Group's sustainability policies to satisfy the ever-changing needs of its stakeholders. Details of its management approach in environmental and social aspects can be found in the different sections of this ESG Report. The Group believes that sustainability is essential to the long-term development of the Group.

The Group is pleased to present this ESG Report as a means to demonstrate the Group's approach and performance in terms of sustainable development for the year ended on 31 December 2017. This ESG report is prepared in compliance with the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited's website.

II. Reporting Period and Scope of the Report

This ESG Report covers the environmental and social performance within the operational boundaries of the Group on e-commerce business in all operating regions. The reporting period of this ESG Report is the financial year from 1 January 2017 to 31 December 2017 ("FY2017"), unless specifically stated otherwise. This ESG Report will be issued on an annual basis.

I. 引言

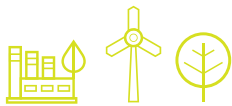
電子商務已經成為世界大趨勢，而中國的網絡營銷平台也正在蓬勃發展。作為中華人民共和國電子商務行業的知名企業，鑫網易商集團有限公司(簡稱「公司」)及其子公司(統稱「本集團」)積極履行其環境和社會責任。

本集團已建立可持續發展策略，旨在為持份者創造可持續的價值及於營運過程中盡可能減低對環境的影響。為了由上至下貫徹實行可持續性發展策略，董事會確保本集團所出台的環境、社會及管治(「ESG」)政策的效力，並對其負全部責任。本集團已在各部門建立專門負責環境、社會及管治的小組管理相關事項。有關工作人員被任命強制執行相關政策並加以監督。本集團經常性地回顧與調整集團的可持續性政策以滿足不斷變化的持份者要求。本集團環境及社會方面的管理細節已在本環境、社會及管治報告中詳細說明。本集團堅信可持續性對集團的長久性發展至關重要。

本集團很榮幸提供本環境、社會與管治報告，並將這份報告用於展示集團在二零一七財政年度(截止到二零一七年十二月三十一日「二零一七財年」)為可持續性發展所採取的措施及其表現。本環境、社會及管治報告依據香港聯合交易所有限公司網站內發佈的證券上市規則附錄20編製。

II. 報告涵蓋時期及內容

本ESG報告所涵蓋的內容包括本集團各地區電子商務業務的環境及社會表現。本ESG報告涵蓋時期如無特別說明為二零一七財年，即由二零一七年一月一日起至二零一七年十二月三十一日止。本報告以年為單位進行發佈。



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III. Information Disclosure

The information in this report was gathered from the official documents and statistics of the Group, the integrated information of supervision, management and operation in accordance with the relevant policy, the internal quantitative and qualitative questionnaires based on the reporting framework, and sustainability practices provided by the subsidiaries of the Group. This report is prepared in both English and Chinese and has been uploaded to the Group's website at <http://www.fortunetecomm.com>.

IV. Stakeholder Engagement

With the goal to strengthen the sustainability approach and performance of the Group, the Group has put tremendous effort in listening to both its internal and external stakeholders. The Group actively collects feedback from its stakeholders in order to maintain a high standard of sustainability within the group while also building a trustful and supporting relationship with them. The Group connects with its stakeholders through their preferred communication channels as listed in the table below.

III. 信息披露

本ESG報告中的信息來自于集團的官方文件及數據、監督管理的綜合信息、根據相關政策進行的管理和運營、基於報告框架的內部定量和定性調查問卷以及集團提供的可持續性實踐。本ESG報告末尾提供了完整的內容索引，以方便讀者高效地閱讀與檢查。本報告以中英雙文編製，並發佈於集團網頁<http://www.fortunetecomm.com>上。

IV. 持份者參與

為了實現本集團在可持續性發展和業績上的目標，本集團高度重視內部和外部持份者的意見。本集團積極收集持份者的回饋意見，並與各持份者建立和保持相互信任和相互支持的關係。本集團通過下表所列出的溝通管道與利益相關方建立聯繫。

Stakeholders 持份者類別	Expectations and concerns 期望和關切	Communication Channels 溝通管道
Government and regulatory authorities 政府和管理機構	<ul style="list-style-type: none"> - Compliance with laws and regulations 遵守法律和法規 - Support economic development 支持經濟發展 - Proper tax payment 納稅 	<ul style="list-style-type: none"> - Supervision on complying with local laws and regulations 遵守當地法律法規 - Routing reports and taxes paid 支付報告和稅款
Shareholders 股東	<ul style="list-style-type: none"> - Return on investments 投資回報 - Corporate governance 企業管治 - Business compliance 業務合規 	<ul style="list-style-type: none"> - Regular reports and announcements 企業報告和公告 - Regular general meetings 股東大會 - Official website 官方網站
Employees 僱員	<ul style="list-style-type: none"> - Employees' compensation and benefits 僱員薪酬和福利 - Career development 職業發展 - Health and safety working environment 健康和安全工作環境 	<ul style="list-style-type: none"> - Performance reviews 僱員表現評估 - Regular meetings and trainings 會議和培訓 - Emails, notice boards, hotline, caring activities with management 電子郵件，告示板，熱線，關心管理活動

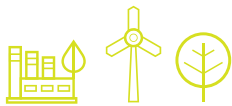
Stakeholders 持份者類別	Expectations and concerns 期望和關切	Communication Channels 溝通管道
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<p>Customers 顧客</p>	<ul style="list-style-type: none"> - High quality products and services 高品質的產品和服務 - Protect the rights of customers 保障客戶的權利 	<ul style="list-style-type: none"> - Open vender 公開投票 - Customer satisfaction survey 顧客滿意度調查 - Face-to-face meetings and on-site visits 面對面的會面和現場的訪問 - Customer service hotline and email 客戶服務熱線和電子郵件 - Industry seminar 工業研討會
<p>Suppliers 供應商</p>	<ul style="list-style-type: none"> - Fair and open procurement 公平公開的採購 - Win-win cooperation 雙贏合作 	<ul style="list-style-type: none"> - Suppliers' satisfactory assessment 支持者的滿意度評估 - Face-to-face meetings and on-site visits 面對面的會面和現場的訪問
<p>General public 大眾</p>	<ul style="list-style-type: none"> - Involvement in communities 參與社區 - Business compliance 業務合規 - Environmental protection awareness 環境保護意識 	<ul style="list-style-type: none"> - Media conferences and responses to enquiries 媒體會議和回應查詢 - Public welfare activities 公共福利活動 - Face-to-face interview 面對面訪談



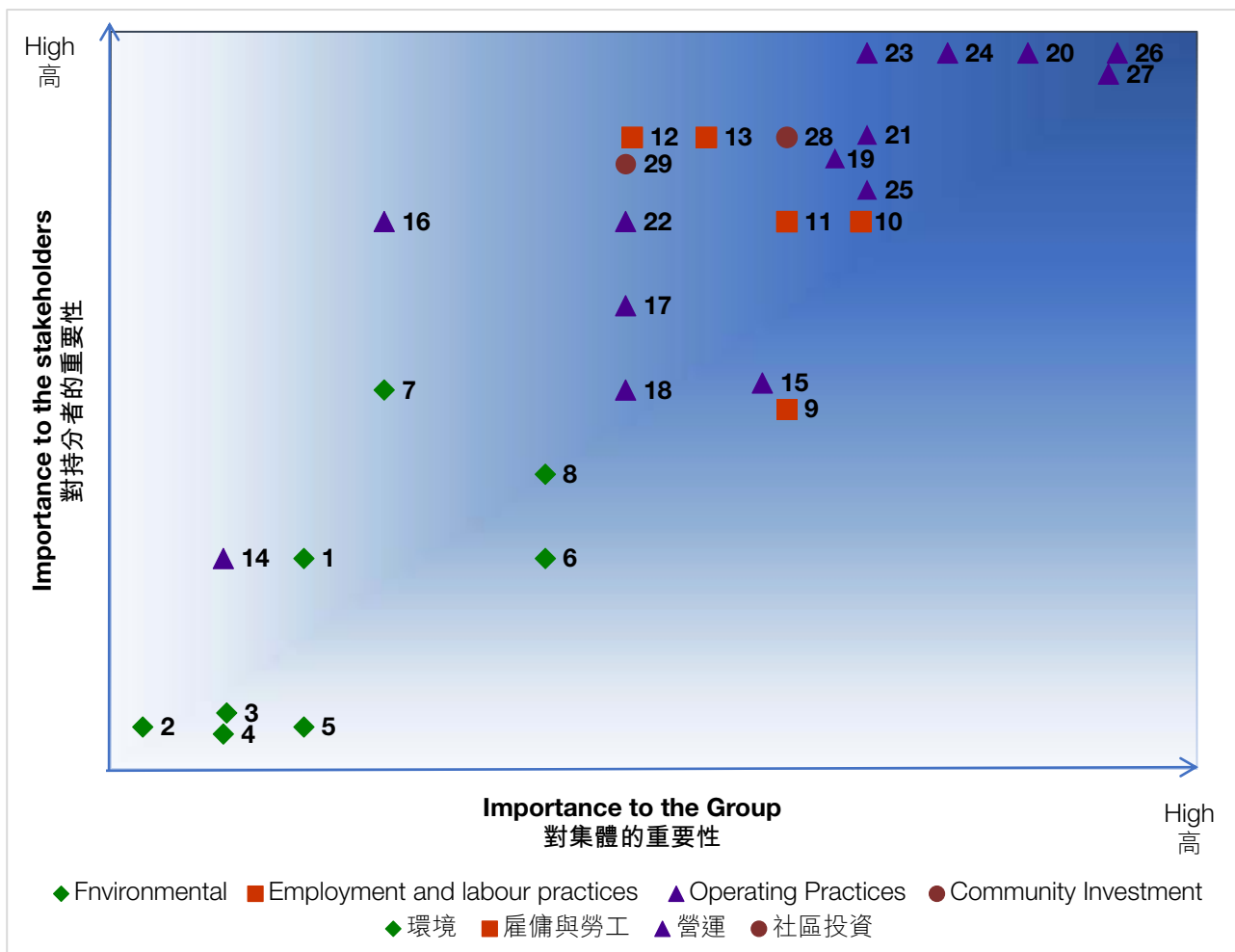
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Materiality Assessment

The Group undertakes annual review in identifying and understanding its stakeholder's main concerns and material interests for the ESG Report. In FY2017, the Group engaged its stakeholders to conduct a materiality assessment survey. Both internal and external stakeholders were selected based on their influence and dependence on the Group. The selected stakeholders were invited to express their views and concerns on a list of sustainability issues via an online survey. As a result, the Group was able to prioritise the issues for discussion. The result from the materiality assessment survey has been mapped and presented as below.

重要性評估

本集團進行年度檢討，用以識別及瞭解其持份者對本集團在環境、社會與管治報告上的主要關注事項及重大利益。本集團已於二零一七財年度委託持份者參與重要性評估調查。本集團以持份者對本集團的影響及依賴程度為基礎，挑選出內部及外部持份者進行重要性評估調查。獲選的持份者通過網上調查的方式，就可持續性發展的議題表達意見及提出關注。本集團通過該調查選定對持分者和集團至關重要的可持續性議題。重要性評估調查結果如下圖所示。





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1	Air and greenhouse gas emissions 大氣污染物和溫室氣體的排放	11	Occupational health and safety 職業健康與安全	21	Marketing and promotion 行銷和推廣
2	Sewage treatment 污水處理	12	Employee development and training 僱員發展及培訓	22	Observing and protecting intellectual property rights 遵守和保護知識產權
3	Land use, pollution and restoration 土壤的使用、污染和恢復	13	Preventing child and forced labour 防止僱傭童工和強制勞工	23	Product quality assurance and recall percentage 產品品質保證和召回率
4	Solid waste treatment 固體廢物處理	14	Suppliers by geographical region 供應商按地區分類情況	24	Protection of consumer information and privacy 顧客資訊和隱私保護
5	Energy use 能源使用	15	Selection of suppliers and assessment of their product/services 供應商選擇及其產品/服務的評估標準	25	Labelling relating to products/services 與產品/服務相關的標籤問題
6	Water use 水資源使用	16	Environmental protection assessment of the suppliers 供應商的環保評估	26	Preventing bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐和洗黑錢
7	Use of other raw/packaging materials 原材料/包裝材料的使用	17	Social risks assessment of the suppliers 供應商的社會風險評估	27	Anti-corruption policies and whistle-blowing procedure 反貪污政策及舉報流程
8	Mitigation measures to protect natural resources 環保措施	18	Procurement Practices 採購措施	28	Understanding local communities' need 瞭解當地社區需求
9	Composition of employees 僱員組成	19	Health and safety relating to products/services 產品/服務健康和安全的	29	Public welfare and charity 公益和慈善
10	Employee remuneration and benefits 僱員薪酬條件和福利政策	20	Customer's satisfaction 顧客滿意度		

The Group built a two-dimensional materiality analysis matrix and prioritised the 29 issues accordingly. With respect to this ESG Report, the Group identified customer's satisfaction, product quality assurance and recall percentage, protection of customer information and privacy, preventing bribery, extortion, fraud and money laundering, and anti-corruption policies and whistle blowing procedures as issues of the highest importance to its stakeholders and the Group. This review has helped the Group to prioritise its corresponding sustainability issues and highlight the material and relevant aspects so as to align them with stakeholders' expectations.

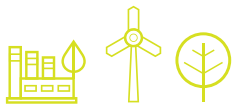
Stakeholders Feedback

As the Group always striving for excellence, the Group welcomes stakeholders' feedback, especially on topics listed as the highest importance in the materiality assessment and its ESG approach and performance. Readers are also welcome to share your views with the Group at ir@fortunet.com.hk.

本集團建立了重要性分析矩陣，並相應地將29個可持續發展議題排序。就本報告而言，本集團將客戶滿意度、產品品質保證和召回率、顧客資訊和隱私保護、防止賄賂、勒索、欺詐和洗黑錢、反貪污政策及舉報流程列為對其持份者和集團至關重要的議題。此項調查有助本集團優先考慮其相關的可持續發展議題並於本報告加以闡述，從而滿足持份者的期望。

持份者回饋

本集團不斷追求卓越，歡迎持份者的回饋，尤其是對重要性分析裏具有高重要性的議題和ESG有關的措施和表現。歡迎讀者們通過電子郵件 ir@fortunet.com.hk 與本集團分享其寶貴意見。



V. Environmental Sustainability

The Group is committed to the long-term sustainability of the environment and community in operating regions. The Group stringently controls its emissions and consumption of resources, and complies with all relevant environmental laws and regulations in Hong Kong and the PRC in its daily operation. All operating regions of the Group have implemented effective energy conservation measures to reduce emissions and resource consumption.

This section primarily discloses the policies and practices of the Group on emissions, use of resources, the environment and natural resources during FY2017.

A.1. Emissions

The Group's emissions include domestic wastewater, solid wastes, air emissions and Greenhouse Gases ("GHGs") emissions. The Group strictly adheres to emission related laws and regulations, including but not limited to the Environmental Protection Law of the PRC (中華人民共和國環境保護法), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution(中華人民共和國大氣污染防治法) and Waste Disposal Ordinance, set out in the PRC and Hong Kong..

Air Emissions

Air emissions are mainly generated by the use of vehicles. Therefore, the exhausted gases generated from the combustion process are mainly sulphur oxides ("SOX"), nitrogen oxides ("NOX") and particle material ("PM"), No hazardous air emission is generated. Due to the nature of the Group, the amount of air emission is insignificant. The relevant amount of each air emission in FY2017 is shown in Table 1.

Greenhouse Gases ("GHGs")

The GHG emissions of the Group consist of direct emission (Scope 1) from the use of vehicles, indirect emission (Scope 2) from the consumption of electricity, and other indirect emission (Scope 3) from the business trips and paper waste.

The amount of each emission scope can be found under Table 1. As GHG emissions are positively correlated to electricity and energy consumption, the Group tries to reduce the consumption of both aspects in its daily operation through specific measures, which are further explained in the subsection headed "Energy" under section A.2. "Use of Resources" of this ESG Report.

V. 環境可持續發展

本集團致力於經營地區的環境和社區的長期可持續發展。本集團嚴格控制資源的排放和消耗，並在日常營運中遵守中國香港及中國大陸的所有相關環境法律及法規。本集團所有營運地區已實施有效的節能措施，以減少排放及資源消耗。

本章節主要披露集團於二零一七財年的排放，資源使用和環境及自然資源的政策及慣例。

1. 排放物

本集團的排放物包括生活廢水、固體廢棄物、廢氣和溫室氣體排放。本集團嚴格遵守中國香港和中國大陸排放相關的法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》和廢棄物處置條例。

廢氣

廢氣的排放主要來自於汽車的使用。因此，本集團燃燒產生的廢氣主要有硫氧化物("SOX")、氮氧化物("NOX")和固體顆粒("PM")，且並無有害大氣排放產生。由於本集團的營運性質，空氣排放量可忽略不計。詳細資料請見表一。

溫室氣體

本集團產生的溫室氣體主要分為汽車使用產生的直接排放(範圍一)、電力使用產生的間接排放(範圍二)和商務旅行及廢紙處理產生的其他間接排放(範圍三)。

各範圍的溫室氣體排放量請參照表一。由於溫室氣體的排放量與用電和能源消耗密切相關，本集團嘗通過具體措施減少日常營運中這兩方面的消耗，具體措施請參照本 ESG 報告中 A2 資源使用中的能源一節。



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Wastewater

Wastewater produced by the Group is mainly generated from the daily water usage from its staffs during working hours in office, which is further discharged to the municipal wastewater treatment plant through the sewage pipe work. No hazardous wastewater is produced from daily operation. In FY2017, the Group has generated 40 m³ domestic wastewater. Since wastewater generation is positively correlated to the water consumption, the Group has adopted specific measures to reduce the water consumption, which are further explained in the subsection headed "Water" under section A.2. "Use of Resources" of this ESG Report.

Solid Wastes

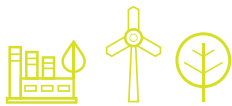
The main solid waste is the domestic garbage and waste packaging materials from the daily operation. The Group has been continuously performing the separate collection method on the daily domestic garbage to ensure the reuse of the recyclable waste. For example, plastic and cans were then collected by the municipal sanitation department for further disposal. Apart from the daily domestic garbage, the Group has carefully collected the packaging materials by category, such as paper, cardboard and used boxes. To avoid unnecessary waste, the Group sells them to the recycle station for centralised recycle and reuse. In FY2017, the Group has generated 1,753 kg of domestic solid wastes and no hazardous solid waste was produced from the Group.

廢水

本業務產生的生活污水主要產生於員工在工作時日常的水資源使用，並通過排水管道進入市政污水處理。日常運營過程中並無有害廢水的產生。在二零一七財年度，本集團共產生40m³的生活廢水。由於廢水的產生量與水資源的使用量密切相關，本集團採取了具體措施以減少水資源的消耗，具體措施請參照本ESG報告中A2資源使用中的用水一節。

固體廢物

本業務產生的固體廢物分為日常運營中產生的建築垃圾和生活垃圾。本集團持續對日常生活垃圾進行分類收集以確保可回收廢棄物的重複使用。例如塑膠盒罐頭由市政衛生部門收集作進一步處理。除了日常生活垃圾，本集團還按照類別認真收集包裝材料，如紙張，紙板和舊箱子。為避免不必要的浪費，本集團將廢棄包裝材料出售給回收站進行集中回收和再利用。在二零一七財年度，本集團共產生了1,753公斤生活垃圾，並沒有產生任何有害固體廢棄物。



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Table 1 Total emissions of the Group by category in FY2017

表一、本集團二零一七財年總排放量

Emission Category 範圍	Item 指標	Unit 單位	Amount 排放量	Intensity (Per employee) 密度(單位/人)
Air emissions 廢氣排放	Sulphur oxides (SO _x)	kg	0.1	-
	硫氧化物(SO _x)	千克	0.1	-
	Nitrogen oxides (NO _x)	kg	4.1	-
	氮氧化物(NO _x)	千克	4.1	-
GHG emissions 溫室氣體排放	Scope 1 (Direct Emission)	tonnes CO ₂ e	18.6	-
	範圍1(直接溫室氣體排放)	噸二氧化碳當量	18.6	-
	Scope 2 (Indirect Emission)	tonnes CO ₂ e	74.9	0.3
	範圍2(能源產生的間接溫室氣體排放)	噸二氧化碳當量	74.9	0.3
	Scope 3 (Other Indirect Emission)	tonnes CO ₂ e	66	0.2
範圍3(其他間接溫室氣體排放)	噸二氧化碳當量	66	0.2	
	Scope 1 & 2 & 3 (Total GHG emissions)	tonnes CO ₂ e	159.6	0.5
	範圍1、2及3(總溫室氣體排放量)	噸二氧化碳當量	159.6	0.5
Non-hazardous waste 無害廢棄物	Solid Waste	kg	1,753	5.8
	固體廢物	千克	1,753	5.8
	Wastewater	m ³	40	0.1
	廢水	立方米	40	0.1

During the year under review, the Group was not in violation of any relevant laws and regulations, which have a significant impact on the Group, related to emissions.

在回顧年度內，本集團沒有違反任何對本集團有重大影響的排放相關的法律法規。

A.2. Use of Resources

The Group complied with the relevant laws and regulations in relation to its use of resources, including but not limited to Energy Conservation Law of the PRC (中華人民共和國節約能源法) and Provisions on the Management of Water Conservation in Cities (城市節約用水管理規定) during the year under review. Resources used by the Group mainly include electricity, water and gasoline.

2. 資源使用

本集團於回顧年度內遵守資源使用相關法律法規，包括但不限於中華人民共和國節約能源法、城市節約用水管理規定等。所使用的資源主要為電力、水和汽油。



Environmental, Social and Governance

環境、社會及管治報告

Energy

The energy consumption of the Group is mainly electricity and gasoline used for powering the vehicles. The gasoline consumed by the Group during FY2017 amounted to 7,525.6 litres. All the electricity consumption by the Group comes directly from regular operation in offices. The Group keeps a detailed record of its electricity consumption. The total electricity consumption of the Group amounted to 97,354 kWh in FY2017. To ensure effective use of electricity, the Group has formulated the internal regulation. All subsidiaries of the Group stringently comply with the Group's policy on saving energy. The electricity saving regulations are included but not limited as followings:

- Turn off all lights and electronics whenever and wherever not necessary;
- Modify the set temperature of air conditioners in the offices based on the season;
- Clean office equipment such as refrigerator, air condition and shredder regularly to ensure their efficiency;
- Present posters like "Saving Electricity, Turn off the Light when Leaving" in prominent places to encourage internal employees; and
- Replace high electricity consumption lamps with electricity saving lamps for office lighting.

Water

Water consumption by the Group is for domestic use by its staffs during the working hours. The total water consumption of the Group was 54.7m³ in FY2017. The amount of water consumed was minimal and need-based. To improve the utilization efficiency of water resources, the Group has formulated the internal regulation. The policy also requests the Group's employees to change their consumption behaviour, including but not limited, to the followings:

- Perform regular propaganda and education works on saving every drop of water among the staff;
- Strengthen the inspection and maintenance on water tap, water pipelines and water storage;
- Present "Saving Water Resource" posters in prominent places to encourage water conservation; and

能源使用

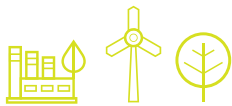
本集團二零一七年財年使用的能源主要為電力和汽車使用的汽油。本集團在二零一七財年度使用了7,525.6公升汽油。本集團所有的電力使用來自於辦公室的日常營運。本集團詳細記錄了集團的電力使用。本集團在二零一七財年總電力使用量為97,354 kWh。為了保證電力的使用效率，本集團已制定內部政策。本集團所有分公司嚴格遵守節能政策。節能政策包括但不限於：

- 關掉不在使用的照明及空調系統；
- 根據季節調節空調溫度；
- 定期清潔辦公室設備(如冰箱、空調、碎紙機等)以維持其有效運轉；
- 在當眼位置張貼“節省用電，離開時請關燈”的海報鼓勵僱員省電；
- 改用節能電燈代替耗電量較高的傳統燈泡作為辦公室照明。

用水

本集團的用水主要來自於員工在工作時的日常用水。本集團於二零一七年財政年度的總用水量為54.7m³。消耗的水量很少，且基於需要。為提高水資源的利用效率，本集團已建立內部管理政策。該政策要求集團員工改變消費行為，包括但不限於：

- 定期向員工宣傳和教育珍惜食水；
- 加強對水龍頭、水管和水箱的檢查和維修；
- 在當眼位置地方張貼“節約水資源”標識以鼓勵節約用水；



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- Collect used water if possible for cooling purposes, floor cleaning and yard washing.

Paper

Paper is one of the major consumption of natural resources by the Group. In FY2017, the total amount of paper consumption in the Group was 875.6 kg. Paper is mainly consumed by the Group in its offices, and the Group has adopted the following practices to reduce the consumption:

- Choose the more environmental friendly paper source as the supplier, through which to indirectly reduce the amount of trees loss while producing the same amount of paper;
- Disseminate information by electronic means (i.e. via email or e-bulletin boards) as much as possible;
- Set duplex printing as the default mode for most network printers;
- “Think before print” by using posters and stickers as the reminder for office staff to avoid unnecessary printings;
- Place boxes and trays beside photocopiers as containers to collect single-sided paper for reuse and used paper for recycling;
- Use the back of old documents for printing or as draft paper; and
- Recycle used stationery whenever possible.

Table 2 Detailed resource consumption of the Group by category in FY2017

Types of Resources 資源類別		Unit 單位	Amount 用量	Intensity (Per employee) 密度(單位/人)
Energy consumption 能源使用	Gasoline	L	7,525.6	24.8
	汽油	公升	7,525.6	24.8
Electricity 電力		kWh	97,534	321.9
		千瓦時	97,534	321.9
Water 水		m ³	54.7	0.2
		立方米	54.7	0.2
Raw materials 原材料	Paper	kg	875.6	2.9
	紙張	公斤	875.6	2.9

- 盡可能收集已經使用過的水做冷卻、清潔和清洗庭院用途。

用紙

紙張是本集團天然資源的主要消耗之一。二零一七財年紙張的使用總量為875.6kg。紙張使用主要來自於辦公室，為了節約用紙，本集團採取了以下措施：

- 選擇更環保的紙張來源作為供應商，通過這種方式間接減少生產相同數量紙張時的樹木損失量；
- 盡可能以電子方式(如電子郵件或電子佈告欄)進行通訊；
- 將雙面打印設置為大多數打印機的默認模式；
- “印前三思”，使用海報和貼紙作為辦公室工作人員的提醒，以避免不必要的印刷；
- 將復印機旁邊的盒子和托盤放在容器內，以便收集單面紙張以便再利用，並使用廢紙回收利用；
- 舊文件的背面可作打印和草稿用途；
- 盡可能重複使用文具。

表二. 本集團二零一七財年總資源使用量



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A.3. The Environment and Natural Resources

The Group has been in strict compliance with the relevant laws and regulations, namely Law of the PRC on Circular Economy Promotion (中華人民共和國循環經濟促進法) and Environmental Impact Assessment Law of the PRC (中華人民共和國環境影響評價法), in relation to the environment and the use of natural resources during the year under review.

The Group's routine operation exerts no negative influence on its surroundings. According to the inspection results, the air emissions, solid wastes, wastewater and other environmental impacts generated from the Group are in conformity with the emission standards. To alleviate the environmental impact caused by the Group, the Group has taken various measures including using recyclable paper boxes and environmentally friendly ink.

The Group will continue to adhere to the safety, harmony and green development concept and make unremitting efforts to create a resource-saving and environmentally-friendly corporation.

3. 環境及天然資源

本集團在回顧年內嚴格遵守了環境及天然資源相關的法律法規，分別是中華人民共和國循環經濟促進法和中華人民共和國環境影響評價法。

本集團的常規運營對住宅地區一公里模盤以外的周圍環境沒有負面影響。根據調查結果，本集團產生的大氣排放、廢水排放、固體廢棄物排放和其他環境影響符合排放標準。為緩解本集團造成的環境影響，本集團已採取多項措施，包括使用可循環再造的紙箱及環保油墨。

本集團將繼續堅持安全、和諧、綠色發展的理念，為建設資源節約型、環境友好型企業而不懈努力。

VI. Social Sustainability

Employment and Labour Practices

B.1. Employment

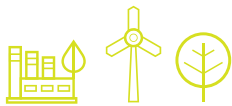
The Group treasures employee's talent, seeking to provide a safe and sound working environment for employees and cultivating talents experienced in technology and management. The Group strives to provide its employees with a safe and suitable platform for developing their career, professionalism and advancement.

VI. 社會可持續發展

僱傭及勞工常規

1. 僱傭

本集團珍惜人才，謀求為僱員提供安全可靠的工作環境並培養科技與管理方面的經驗豐富的人才。本集團致力於為僱員提供合適的發展職業、專業性和提升的平台。



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Law compliance

The human resources policies of the Group strictly adhere to the applicable employment laws and regulations in Hong Kong and the PRC, including the Employment Ordinance, Labour Law of the PRC (中華人民共和國勞動法), and Labour Contract Law of the PRC (中華人民共和國勞動合同法). The Group has also complied with the laws and regulations in respect to the employees' social security schemes that are enforced by the local governments in the PRC and Hong Kong in relation to employee benefits. The Group complies with the laws and regulations relating to social insurance to support employees' social security benefits, including the provision of pension, medical insurance, unemployment insurance, work-related injury insurance and maternity insurance. The human resources department of the Group and its subsidiaries review and update the relevant company policies regularly in accordance with the latest laws and regulations.

Recruitment and promotion

To attract high-calibre candidates, the Group offers fair remuneration and benefits based on the individuals' past performance, personal attributes, job experiences and career aspiration. The Group also references market benchmarks in determining its remuneration and benefit policies. The Group takes various measures to attract candidates such as posting information on the Internet and hiring headhunting companies.

The Group sets periodicity plans and budgets to run performance evaluation. The promotion report issued by the manager is based on the outstanding performance of the employee.

Compensation and dismissal

The compensation package of the Group is decided according to employees' capability, past performance and benchmark. In order to motivate and reward existing managers and employees, the Group conducts regular compensation review to ensure that its staff are recognised by the Group appropriately with regard to their working efforts and contributions. Key management staff benefit from share options for the year as a return sharing to recognise their long-term services.

Meanwhile, any appointment, promotion or termination of employment contract would be based on reasonable, lawful grounds and internal policies, such as staff handbook. The Group strictly prohibits any kinds of unfair or unreasonable dismissals to protect the employee's rights.

遵守法律

本集團的人力資源政策嚴格遵守中國大陸和中國香港的僱傭法律法規，主要法律法規為《僱傭條例》《中華人民共和國勞動法》和《中華人民共和國勞動合同法》。本集團亦遵守中國大陸和中國香港的其他強制員工社會保障計劃相關的法律法規。本集團遵守社會保障相關法律法規支持員工的社會保障福利，包括基本養老保險、醫療保險、失業保險、工傷保險和生育保險。本集團及其附屬集團的人力資源部門根據最新法律及規例定期審閱及更新有關集團政策。

招聘及晉升

為吸引高質量的求職者，本集團按個人的過往表現、素養、工作經驗及事業抱負提供公平、具競爭力的薪酬及福利。本集團亦於釐定其薪酬及福利政策時以市場標準水平作為參考。本集團還採納了一系列措施促進人員招募，例如在網絡上張貼信息和僱用獵頭公司。

本集團設定週期計劃和預算進行績效評估。由管理層發佈的晉升報告需基於僱員的出色業績。

薪酬及解僱

本集團根據應徵者個人素質、過往表現、市場標準水平等，商定僱員薪酬福利。為激勵和獎勵現有管理層和員工，本集團定期進行薪酬檢討以保證僱員的工作成果和貢獻得到集團的合理認證。主要管理層人員從本年度的購股權中受益，作為回報股權，認證其長期的服務。

同時，本集團任何聘用，晉升或終止勞動合同都必須符合當地法規，並有合理依據，例如參照僱員手冊上的規定。本集團嚴格禁止任何不正當或不合理的解僱。



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Working hours and rest period

The Group has formulated its own internal policies based on local employment laws for determining working hours and rest periods for employees. In addition to basic paid annual leave and statutory holidays stipulated by the employment laws of the local governments, employees may also be entitled to additional paid leave entitlements such as marriage leave, maternity leave or sick leave.

Equal-opportunity and anti-discrimination

As an equal opportunity employer, the Group is committed to creating a fair, respectful and diverse working environment by promoting anti-discrimination and equal opportunity in all its human resources and employment decisions. For instance, training and promotion opportunities, dismissals and retirement policies are based on factors irrespective of the employees' age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other non-job related factors in all business units of the Group. The equal opportunity policy allows zero tolerance in relation to any workplace discrimination, harassment or vilification in accordance with local ordinances and regulations, such as Disability Discrimination Ordinance and Sex Discrimination Ordinance. Employees are encouraged to report any incidents involving discrimination to the human resources department of the Group. The Group will take responsibility for assessing, dealing with, recording and taking any necessary disciplinary actions in relation to such incidents.

Other benefits and welfare

In terms of internal communication, effective two-way communication between the general staff and managerial staff is highly encouraged within the Group. The employees maintain timely and smooth communication with each other and with the management through means, such as emails, regular meetings and social networks. Maintaining a barrier-free employer-employee relationship helps create a productive and pleasant working environment.

In addition, the Group has hosted a series of activities for its employees in FY2017, such as New Year Dinner and Welcome Party for new employees. Besides, the Group provide free Chinese snakes at traditional Chinese Festivals. Sports are also encouraged by the Group to cultivate employees with the habit of exercising.

工作時數及假期

本集團已制定內部政策，並根據地方就業法等法律制定僱員工作時數及假期政策。除地方政府就業法規定的基本帶薪年假和法定假期外，僱員還可以享有婚假、產假和病假等額外假期待遇。

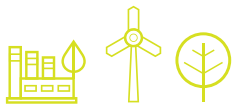
平等機會及反歧視

作為平等機會僱主，本集團致力於在所有人力資源及就業決策中促進反歧視及創造平等機會，從而營造一個公平競爭、相互尊重及多元化的工作環境。例如，培訓及晉升機會、解僱及退休政策不以僱員的年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族、國籍、宗教信仰或任何其他非工作相關因素為依據。本集團的平等機會政策，根據有關政府法例，如《殘疾歧視條例》和《性別歧視條例》，對任何工作場所的歧視，騷擾或受害行為實施零容忍。本集團鼓勵僱員向人力資源部門報告任何涉嫌歧視的事件，促進工作場所的多樣化環境。本集團的人力資源部門也將負責確保本集團嚴格遵守國家及地方有關法律及規例，並對該等事件進行評估、處理、記錄及採取任何必要的紀律處分。

其他待遇及福利

在內部交流方面，本集團相當鼓勵一般職員與管理人員之間進行有效的雙向溝通。僱員透過電郵、定期會議及社交網絡等各種途徑，在彼此及與管理層之間保持適時及順暢的溝通。互動式的通訊系統對本集團作出決策的過程起到有利作用，維繫毫無隔膜的勞資關係有助營造高效及愉快的工作環境。

除此之外，本集團在二零一七財年舉行了一系列的活動，例如團年飯和新僱員歡迎會。此外，本集團在中國傳統節日裏為員工準備傳統小吃。本集團還鼓勵員工參與運動以培養員工鍛煉的習慣。



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

During the year under review, the Group was in compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

B.2. Health and Safety

To provide and maintain good working conditions and a safe and healthy working environment for its employees, the Group has established work safety and health policies that are in line with various laws and regulations stipulated by the HKSAR Government and the State Council of the PRC. The specific laws and regulations are Occupational Safety and Health Ordinance and Employees' Compensation Ordinance, Occupational Disease Prevention Law in PRC (中華人民共和國職業病防治法) and Regulation on Work-Related Injury Insurance (工傷保險條例).

The Group has established internal policies and process and required employees to comply with the policies relating to occupational health and safety measures. The Administrative Department regularly inspects the effectiveness of the safety measures. During the year under review, the Group provided occupational safety training to employees including accident management and occupational health and safety. The Group prohibits drinking and smoking in working areas and runs regular cleaning on air-conditioning system and disinfection on the carpet.

In FY2017, no work-related fatalities and no lost days due to work injury had occurred in the Group's related activities. During the year under review, the Group was not in violation of any of the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

B.3. Development and Training

The Group offers comprehensive training and development programmes to its staff in order to strengthen their work-related skills and knowledge. The purpose is to improve the Groups' overall operational efficiency through the intranet platform. The Group emphasis on personal development.

於回顧年度內，本集團在薪酬及解僱、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方面，嚴格遵守對本集團有重大影響的相關法律及規例。

2. 健康與安全

為了給僱員提供及維持良好的工作條件及安全健康的工作環境，本集團已制定符合香港政府和中國國務院訂立的各項法律及規定的工作安全與健康政策。健康與安全相關的主要法律及規例主要為《職業安全及健康條例》、《僱員補償條例》、《中華人民共和國職業病防治法》和《工傷保險條例》。

本集團已建立內部政策並要求員工遵守職業健康與安全有關的法律法規。行政部門定期檢查安全措施的有效性。在回顧年度內，本集團為僱員提供職業安全培訓，包括應急管理和職業健康和 safety。本集團禁止在工作區域內抽煙和酗酒，並定期清潔對空調系統進行清洗、對地毯進行消毒。

於二零一七財年，本集團的相關活動未發生與工作有關的死亡事故和工傷造成的失去工作日。在回顧年度內，本集團並無違反任何對本集團有重大影響的與提供安全工作環境和保護僱員免受職業危害的相關法律及規例。

3. 發展及培訓

本集團向員工提供全面的培訓及發展計劃，以加強其工作技能和知識。目的是為了通過內部平台提升集團整體的運營效率。本集團強調個人發展。



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環境、社會及管治報告

The Group provides integrated induction training for newly recruited staff to understand our corporate culture, business processes, work health and safety, management system and group development. For other employees, the Group prepares training materials annually and provides internal training through online platform, including specialists' lecture.

The Group encourages outstanding employees to attend external trainings for enhancing their competitiveness and expanding their capacity through continuous learning. The Group may arrange external training organisations and trainers to provide job-related trainings to its employees.

The Group aims to foster a learning culture that could strengthen its employees' professional knowledge, so as to benefit the Group as employees are expected to achieve better working performance after receiving appropriate training.

B.4. Labour Standards

The Group strictly abides by the Employment Ordinance, Labour Law of the PRC (中華人民共和國勞動法), Labour Contract Law of the PRC (中華人民共和國勞動合同法) and other related labour laws and regulations in Hong Kong and the PRC to prohibit any child labour or forced labour employment.

To combat against illegal employment on child labour, underage workers and forced labour, the Group's human resources staff requires job applicants to provide valid identity documents before confirmation of employment to ensure that the applicants are lawfully employable. All the personal information provided during recruitment should be real and effective. If there is any mendacious information, the Group will terminate the employment according to relevant laws. The Human Resources Department of the Group is responsible to monitor and ensure compliance by the Group with the latest relevant laws and regulations that prohibit child labour and forced labour.

During the year under review, the Group was not in violation of any of the relevant laws and regulations, in relation to the prevention of child and forced labour that have a significant impact on the Group.

本集團為新入職的員工提供綜合入職培訓，以瞭解集團的企業文化、業務流程、工作健康與安全、管理体系及集團發展。對於其他員工，本集團每年編製培訓資料，並通過在線平台提供內部培訓，包括專家講座。

本集團也鼓勵優秀員工參加外部培訓，以提升自身競爭力並通過不斷學習提高個人能力。本集團可能安排外部培訓機構及導師為其僱員提供職業培訓。

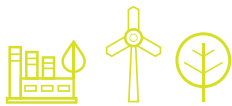
本集團銳意培養學習文化，充實僱員的專業知識，期望僱員接受適當時培訓後提升工作表現，使本集團受惠。

4. 勞工準則

本集團嚴格遵守中國香港和中國大陸的法律法規，如：《僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關勞動法律法規，以禁止雇用任何童工及強制勞工。

為打擊童工、未成年人和強迫勞動力的非法就業，本集團人力資源部要求所有員工在確認就業之前提供有效的身份證明，確保申請人合法受雇。在招聘過程中，提供的個人資訊必須真實有效。如果隱瞞事實，本集團有權依照有關法律、法規終止就業。本集團的人力資源部門亦須確保本集團遵守禁止童工及強制勞工的最新相關法律及規例。

於回顧年內，本集團在防止童工或強制勞工方面，並無違反任何對本集團有重大影響的相關法律及規例。



Operating Practices

B.5. Supply Chain Management

As a socially responsible enterprise, it is critical and vital for the Group to maintain and manage a sustainable and reliable supply chain that makes minimal negative impacts on the environment and society. The Group cooperates with a number of merchants in e-commerce business supplying affordable luxury, nursery, cosmetics and health. Each of the operating subsidiaries within the Group monitors the quality of its suppliers and their supply chain practice on a strict and continuous basis.

Suppliers should have brand authorisation and distribution license to guarantee no counterfeit or pirated products in Group's supply chain. Group's Legal Department and Audit Department supervise the supplier's selection process in a legal, fair and transparent manner. Purchasing Management Department is responsible for establishment and maintaining the assessment records of suppliers. Furthermore, the Group conducts comprehensive evaluation of approved suppliers annually to enhance the effectiveness of the Group's risk management in terms of environmental and social aspects in supply chain management.

The Group maintains a list of qualified suppliers based on its assessment on products' qualities, price competitiveness, delivery track record, qualification, capability, product applicability and reputation. Also, the Group maintains close communication with various suppliers to ensure that the suppliers' businesses comply with local laws and regulations in their operating countries and regions, and operate in good faith by adhering to their business ethics such as prohibition on employing child and forcing labour and maintaining high levels of quality control and their respective environmental and social responsibilities. In order to lower the environmental impact, the Group conducted interview on environmental pollution and corresponding measures to deal with pollution.

The Sales Department collects the feedback from customers and market data to Procurement Department for purchase planning. The Group monitors the market preferences and preforms the site inspection periodically to investigate the production facilities and warehouse environment of the supplier to ensure the reliability and safety of the supply chain. For those products which have high rate in customers' complaints, the Group is responsible to replace and take off them from the shelf.

營運慣例

5. 供應鏈管理

作為一個對社負責的企業，維持和管理一個對環境和社會的負面影響極小的可持續發展的供應鏈對集團來說是至關重要的。本集團與多家電子商務商家合作，提供輕奢品、護理、化妝品及保健品。本集團內各營運附屬公司嚴格持續地監察其供應商的品質及供應鏈慣例。

供應商應有品牌授權和分銷許可證，以保證集團供應鏈中不存在假冒或盜版產品。集團法律部門及審計部門監督供應商以合法、公平、透明的方式挑選產品。採購管理部門負責建立和維護供應商評估記錄。此外，本集團每年對合格供應商進行綜合評估，以提升本集團風險管理在供應鏈管理的環境及社會方面的有效性。

本集團根據對產品質量、價格競爭力、交付記錄、品質、功能、產品適用性和聲譽的評估，維持合格供應商名單。本集團還與各供應商保持緊密溝通，以確保供應商的業務遵守其營運國家和地區的法律法規，並通過遵守如嚴禁僱用童工和強制勞工、保持高水平的質量控制和其相應的環境與社會責任的道德規範誠信經營。為了降低環境影響，本集團進行了環境污染訪談和相應的污染處理措施。

銷售部門收集客戶的反饋和市場數據給採購部門進行採購計劃。本集團會檢查市場偏好並定期進行現場檢查，調查供應商的生產設備及倉庫環境，以確保供應鏈的可靠性及安全性。對於客戶投訴率較高的產品，本集團有責任更換產品並將其下架。



Environmental, Social and Governance

環境、社會及管治報告

B.6. Product Responsibility

Law compliance

In order to protect the legitimate rights and interests of end-users and consumers and to strengthen the supervision and control of the quality of products, the Group strictly abides by relevant laws and regulations on products safety and health, advertising and labelling including Law of the PRC on Product Quality (中華人民共和國產品質量法), Food Safety Law of the PRC (中華人民共和國食品安全法), Administrative Measures for Online Trading (網絡交易管理辦法), Anti-Unfair Competition Law of the PRC (中華人民共和國反不正當競爭法) and Law of the PRC on the Protection of Consumer Rights and Interests (中華人民共和國消費者權益保護法).

Quality of products

The Group provides instructions on the quality standards for imported products by stating requirement on country of origin, product qualification certificates, corresponding business licenses, the prohibition for the use of child labour, environmental protection and other aspects clearly in the business agreements. Except for the products' approval on country of origin, major international quality system certifications shall be verified by the Group before placing the orders such as HACCP, ISO9000 and ISO22000 for food enterprises, ISO9001, ISO14001 and ISO18001 for clothing and child products' suppliers to manage the risks on products health and safety.

To reduce the quality risk of bulk products, the Group is responsible for removing the questionable products from shelves, returning to the relevant suppliers and accepting for unconditional return from customers if there has a recall on products. Also, the Group believes that the pre-measures on product quality controls shall be sufficient to prevent the quality problems on bulk purchases.

Complaints

The Group has service hotline, Customer Service Department and APP to collect customer feedbacks. Generally, Customer Service Department reply after receiving the complaint for the product and services in a short time frame. All of these measures strengthen the product offerings and service quality, and consequently enable the Group staying competitive in the market.

6. 產品責任

遵守法律

為保護終端用戶和消費者的合法權益、加強對產品質量的監督管理，本集團嚴格遵守產品健康安全、廣告和商標相關的法律法規，包括《中華人民共和國產品質量法》、《中華人民共和國食品安全法》、《網絡交易管理辦法》、《中華人民共和國反不正當競爭法》、《中華人民共和國消費者權益保護法》。

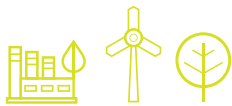
產品質量

本集團在業務協議中通過列舉原產國要求、產品資質證書、相應營業執照、禁止使用童工、環保方面的內容明確規定了進口產品的質量標準。除原產國產品認證外，主要國際質量體系認證如食品企業的 HACCP、ISO9000、ISO22000，服裝和兒童產品供應商的 ISO9001、ISO14001、ISO18001 等應在下訂單之前由本集團核實。

為降低散裝產品的質量風險，本集團負責將有問題的產品從貨架上移除，退回給相關供應商，並在產品召回時接受客戶的無條件退貨。此外，本集團認為，產品質量控制的預先措施能夠有效防止批量採購的質量問題。

投訴

本集團設有服務熱線、客戶服務部門及APP以收集顧客意見。一般情況下，客戶服務部門在收到產品及服務的投訴的短時間后作出回應。所有這些措施都加強了產品供應和服務質量，從而使本集團在市場上保持競爭力。



Advertising

The Group has issued internal guideline to ensure all the sales materials providing accurate and precise descriptions and information to customers which comply with the relevant laws and regulations for local operations such as Advertising Law of the PRC (中華人民共和國廣告法). Any misrepresentation or exaggeration advertisements are strictly prohibited. The Administrative Department has closely monitored released marketing materials and product labelling to prevent inappropriate or exaggerated advertisement. If there is any violence with the internal guidelines, the Group would carry out corrective action immediately. In addition, the internal guidelines have been regularly updated with the latest regulations released by the government.

Privacy matters

The Group undertakes to comply with the Personal Data (Privacy) Ordinance and the relevant PRC laws and regulations to ensure that the rights and interests of customers are strictly protected. Information collected by the Group from its customers would only be used for the purpose for which it has been collected. The Group prohibits the provision of customer information to a third party without authorisation of the customer. The employees are educated to enhance the awareness of the data release risks and sign the confidentiality agreement. The IT department sets obstruction between office and commercial net to prevent unauthorized data use, exportation and copy.

B.7. Anti-corruption

To maintain a fair, ethical and efficient business and working environment, the Group strictly adheres to the local laws and regulations relating to anti-corruption and bribery, irrespective of the area or country where the Group conducts its business, such as Law of the PRC on Anti-money Laundering (中華人民共和國反洗錢法) and the Prevention of Bribery Ordinance.

The Group has formulated staff handbooks based on the anti-corruption, anti-fraud and anti-bribery policies of the Group. All employees are expected to discharge their duties with integrity and self-disciplined, and they are required to abstain from engaging in any activities related to bribery, extortion, fraud and money laundering which might affect their business decision or independent judgment during business operations which might exploit their positions against the Group's interests.

廣告

本集團已為當地運營發佈符合相關法律法規的內部指引，如《中華人民共和國廣告法》，以確保所有銷售材料為客戶提供精準的描述及信息。任何虛假陳述或誇張廣告都是嚴格禁止的。行政部門密切監測發佈的營銷材料和產品標籤，以防止不恰當或誇大的廣告。如果有任何違反內部指引事件，本集團將立即採取糾正措施。此外，內部指引也隨政府公佈的最新規定定期更新。

隱私問題

本集團承諾遵守《個人資料(隱私)條例》及有關中國法律法規，以確保客戶權益受到嚴格保護。本集團從客戶處收集的信息僅用於收集目的。未經客戶授權，本集團禁止向第三方提供客戶信息。員工接受教育以提高對數據洩漏的風險意識並簽署保密協議。IT部門設置辦公室和商業網絡之間的隔斷，以防止未經授權的數據使用、導出和複製。

7. 反貪污

為了維持一個公平、道德和高效的商業和工作環境，不論本集團在哪個國家和地區開展業務，本集團嚴格遵守當地反貪污和賄賂的相關法律法規，如《中華人民共和國反洗錢法》及香港《防止賄賂條例》。

本集團已根據本集團的反貪污、反欺詐及反賄賂政策制定員工手冊。所有僱員在履行其工作職責時須恪守誠信，自我約束，且不得參任何可能影響其商業決策和獨立判斷有關的利用其職務之便進行任何損害本集團利益的活動。



Environmental, Social and Governance

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The Group has no tolerance to any corruption and set whistle-blowing policy to report any corruption. Relevant evaluation, consultation, investigation and punishment are written in the Whistle-blowing policy. Whistle-blowers can report verbally or in writing to the department or the senior management of the Group for any suspected misconduct with full details and supporting evidence. The management will conduct investigations against any suspicious or illegal behaviour to protect the Group's interests. The Group advocates a confidentiality mechanism to protect the whistle-blowers against unfair dismissal or victimisation through security regimes. Where criminality is suspected, a report is made to the relevant regulators or law enforcement authorities when the management considers necessary.

During the year under review, the Group was not in violation of any of the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

COMMUNITY

B.8. Community Investment

The Group understands well the importance of making a positive contribution to the communities in which it operates, and sees the interests of such communities as one of its social responsibilities.

The Group encouraged employees to participate the activities of communities in which it operates. The Group has emphasised on the employees' activities to increase the coherence of the Group.

The Group believes that enterprise and the communities, where the Group operates, are inseparable. To better fulfil its social responsibilities, the Group will never stop its footsteps to pursue the harmonious and symbiotic prosperity with communities.

本集團對任何腐敗行為零容忍，並制定舉報政策來舉報腐敗行為。有關評估、諮詢、調查和處罰都寫在舉報政策中。舉報人可以口頭或書面形式向本集團的部門或高級管理層報告任何涉嫌不當行為，並提供全部細節和證據。管理層將對任何可疑或違法行為進行調查，以保護本集團的利益。該集團倡導建立保密機制，通過保安制度保護舉報人免遭不公平解僱和傷害。如果涉嫌犯罪的員工將於管理層認為必要時向相關監管機關或執法部門報告。

於回顧年度內，本集團在防止賄賂、勒索、欺詐及洗黑錢方面，並無違反對本集團有重大影響的任何相關法律及規例。

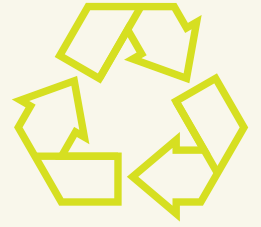
社區

8. 社區活動投資

本集團深知對其經營所在社區作出積極貢獻的重要性，並將社區的利益視為其社會責任之一。

本集團鼓勵員工參與其經營所在社區的活動。本集團一直強調員工之間的活動，以提高本集團的凝聚力。

本集團相信，本集團所在的企業及社區是密不可分的。為了更好履行社會責任，本集團將永不止步，追求與社區和諧共榮。



鑫網易商集團有限公司

FORTUNET E-COMMERCE GROUP LIMITED

