



# High Fashion International limited

(Incorporated in Bermuda with limited liability)  
(Stock Code: 608)



*Environmental, Social and  
Governance Report*

# 2018



# CONTENTS

Introduction	1
The Company	1
About This Report	3
Materiality Analysis	5
2020 Sustainability Goals	7
Better Products	8
Lower Impact	9
More Admirable Workplace	18
Our Achievements	22
Our Community	23
Our World	24
Index	25





# ACHIEVING OUR SUSTAINABLE GOALS

## INTRODUCTION

This 2018 Environmental, Social and Governance (“ESG”) Report continues to highlight the progress we have made in our environmental impacts, people and corporate responsibility. It serves to demonstrate the current achievements made possible by our many new initiatives to ensure the realization of long-term sustainable goals.

We have initiated more training and sustainable projects which enhance the realization of our staff in general in accepting that sustainability should become the “DNA” within High Fashion International Limited (“High Fashion” or the “Company”) and its subsidiaries (collectively the “Group”). Such realization should affect everything they do and every relationship they have with customers, suppliers, governments and the society as a whole. We are confident that we are moving in the right direction to see a sustainable future for all.

## THE COMPANY

High Fashion, founded in 1978, is a Hong Kong listed company specializing in textile and garment manufacturing. High Fashion has been in the business of producing upper tier women and men woven and knitted apparel products, sportswear, intimate apparel, neckwear, home furnishings and textiles to serve our customers all over the world. Today, we continue to execute our global business strategy to drive growth and performance across our two primary business segments: Manufacturing and Branding.

## WHO WE ARE AND WHAT WE BELIEVE

We own spinning, weaving, printing and dyeing, finishing and garment mills in Guangdong and Zhejiang in China. All of our weaving mills, dyeing, printing and sand washing plants and knitting mills are accredited ISO 9001. Our aim is to produce best-in-class quality products to our global customers with outstanding value for money.

High Fashion continues to invest in new technology and equipment, to bring world-class products with quality equal to that of Italy. We believe strongly that these advanced technology and facilities can reduce the energy usage during production and in return to reduce our impacts to the environment. The winning formula has provided rapid growth and earned us a leadership role in the textile and garment manufacturing community in China and around the world.

High Fashion recognizes the importance of environmental protection and social welfare to our external and internal stakeholders, so we would continue to transform our business model to further align environmental protection and social responsibility into our strategic plan and key initiatives that we operate.

We are accountable to our shareholders and it is important to provide them with a good return on their investments. By being economically and socially responsible, we can build our business not just delivering returns to our shareholders but also sustainable products to our customers. We aim to strive at a fair balance between how we can satisfy both groups of stakeholders.



## ABOUT THIS REPORT

*This is High Fashion's third ESG report which follows the "comply or explain" provisions of the "Environment, Social and Governance Reporting Guide" as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.*

The report highlights the progress made during the past year and such information would help all stakeholders to monitor our ESG performance in a systematic manner, and to analyze and apprehend our current position, goals and future targets.

The reporting period is from 1 January 2018 to 31 December 2018. There is no significant change regarding the size, structure, or ownership of the Group during the reporting period.

The report has been reviewed and approved by the Board of Directors of the Company. Any comment or queries relating to the report may be addressed to the following email: [esg@highfashion.com.hk](mailto:esg@highfashion.com.hk).





# MATERIALITY ANALYSIS



*As stated in the earlier ESG Reports, our Group has used a methodical approach – Materiality, to identify the many challenges that we must prioritize, address and analyze in order to provide a robust understanding of High Fashion’s sustainability actions. The importance of environmental, social issues and business operations of our key stakeholders is ranked in relation to their relevance for our business success.*

The 10 sustainability issues are summarised below:

Areas	Sustainability Issues
Environmental	Wastewater discharge
	Environmental policy and standards
	Waste and resource consumption
Social	Talent attraction and retention
	Training and development
	Employee well being
Business operation	Product safety and quality
	Sustainability strategy
	Brand reputation
	Embedding sustainability into product and services



## 2020 SUSTAINABILITY GOALS

Based on the analysis we have developed THREE sustainability goals for FOUR years up to 2020, the progress of which is to be highlighted in this report. The goals, as listed below, align with the vision of High Fashion that we “strive to be World’s No. 1 Silk Enterprise”.

### BETTER PRODUCTS

Improve sustainability performance of every new product

### LOWER IMPACT

Grow our business without increasing carbon footprint

### MORE ADMIRABLE WORKPLACE

Better work environment and job satisfaction to continuously grow and develop our pool of talent

## BETTER PRODUCTS

Our Group has always practised the strategic concept of “green R&D, green manufacturing, green operation and green products”. On the basis of continuous technological innovation, the concept of green environmental protection is integrated into the research and development, design and manufacturing of products. By improving efficiency in product resources and operation, carbon emissions has been reduced and better ecological civilization has been achieved.

After some specific strategic investment in manpower and material resources, our headquarter in Hangzhou, successfully obtained STeP certification by OEKO-TEX® awarded by the International Association for Research and Testing in the Field of Textile and Leather Ecology (國際紡織和皮革生態學研究和檢測協會). Judged from the perspectives of production process and environmental protection, STeP certification by OEKO-TEX® is a rigorous testing and evaluation on a company’s environmental conditions, safety and social standards, and the actual performance of sustainable development in all aspects. So far, only 200 companies worldwide have obtained the certification, and for which we have been awarded the highest level – Level 3. We have also obtained the MADE IN GREEN by OEKO-TEX® label, which indicates that our products have been tested by more than 300 residual chemicals and certified that no harmful substances to human health have been found. At the same time, we are the first enterprise in China to obtain the MADE IN GREEN by OEKO-TEX® label for silk products.

We will seek to further enhance our design and product development processes to look for opportunities of creating sustainable products in the coming years.



# LOWER IMPACT

During 2018, we continued our efforts to contribute in solving some of the big challenges, i.e, the impact on energy, water and waste, in manufacturing textile and garment products by conducting a number of sustainability projects as follows:

1. Invested about RMB4 million to transform the wastewater biochemical treatment system. Before the renovation, the water consumption was 619,205 tons, and the water consumption after the transformation was 369,205 tons, and the energy saving rate was 40.37%.
2. We have replaced all the 36-watt fluorescent lamps used with 16-watt LED energy-saving lamps. An amount of about RMB500,000 was invested in replacing a total of 12,000 traditional fluorescent lamps. The exercise resulted in a saving of 1 million kWh of electricity per year and a reduction of 234 tons of carbon emissions per year.
3. An investment of RMB8.37 million was realized to introduce low-energy, high-efficiency equipment for our dyeing and printing plant. The overall savings of these new equipment are: energy 45.58%, steam 31.99%, water 67%, and dyes and chemicals 56%.

Similar to the previous years, our environmental performances in the 3 specific areas are presented as follows:

- Energy and Climate Change
- Water Use and Wastewater Discharge
- Waste and Resource Management

## ENERGY AND CLIMATE CHANGE

### TOTAL CARBON EMISSION

Year	Scope 1					Scope 2			Scope 3	
	Boiler (Stationary Fuel)	Electricity Generator (Stationary Fuel)	Vehicle (Mobile Fuel)	Stenter (Purchased Towngas)	Refrigerants	Purchased Electricity	Purchased Steam	Purchased Water	Industrial Wastewater	Domestic Wastewater
2014	1,024	5	801	3,069	278	30,803	61,290	263	283	0
2015	1,034	0	1,087	2,788	357	31,176	60,533	208	275	0
2016	957	0	1,032	2,552	318	29,007	62,557	186	346	0
2017	1,067	0	996	2,731	434	30,719	60,301	161	264	2
2018	886	0	948	3,352	1,349	31,207	67,406	223	439	2

Table 1 Carbon emissions (in tCO<sub>2</sub>e) of emission sources (2014–2018)

Table 1 and Figures 1 & 2 show that purchased steam and electricity consumption are the largest contributors which were occupied over 93% of its greenhouse gas emissions in the entire corporate footprint. This is considered normal as High Fashion is a manufacturing based company. As the emission-intensive activities are mainly stationed at manufacturing activities, much effort has been put to carbon management in this area. It has to be pointed out that we have adopted a new emission factor for tenter (purchased towngas) utilized in 2017 and 2018 resulting in a higher amount than the previous year. Since the change of the 2017 amount does not have any significant impact on the 2017 figures, its intensity shown in Figure 3 remains unchanged without using the new emission factor for calculation. Table 1 also includes the new emission amount from domestic wastewater in 2017 and 2018.



## Lower Impact

In 2018, our dyeing and printing centre conducted a major exercise to revamp the air conditioning of its facilities in Hangzhou, aiming to avoid the abnormal consumption of refrigerant. In order to achieve continuous energy saving and emission reduction, during the maintenance period, some refrigerants were added. Although there was a considerable increase in the amount of refrigerant in a short period of time, the future regular maintenance will significantly benefit our energy saving and emission reduction. Thus, the goal of our centre's sustainable development will be enhanced.

It is also observed that the total carbon emission in 2018 was about 10% higher than that of last year. This is due to the fact that we have achieved an overall increase in our manufacturing products. Nevertheless, the intensity for our dyed and printed fabrics was reduced slightly. We expect that with the application of the abovementioned energy-saving equipment and systems, the total carbon emission will be lowered.

### CARBON EMISSION BY MAJOR EMISSION SOURCES

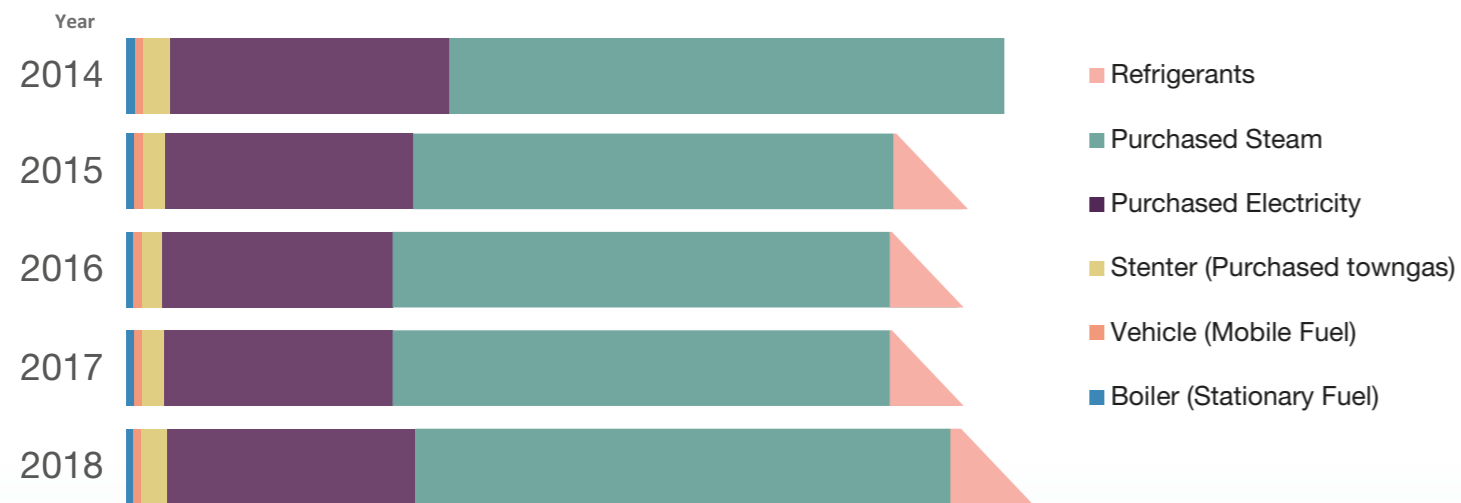


Figure 1 Carbon emission by major emission sources at corporate level (2014–2018)

### TOTAL CARBON EMISSIONS

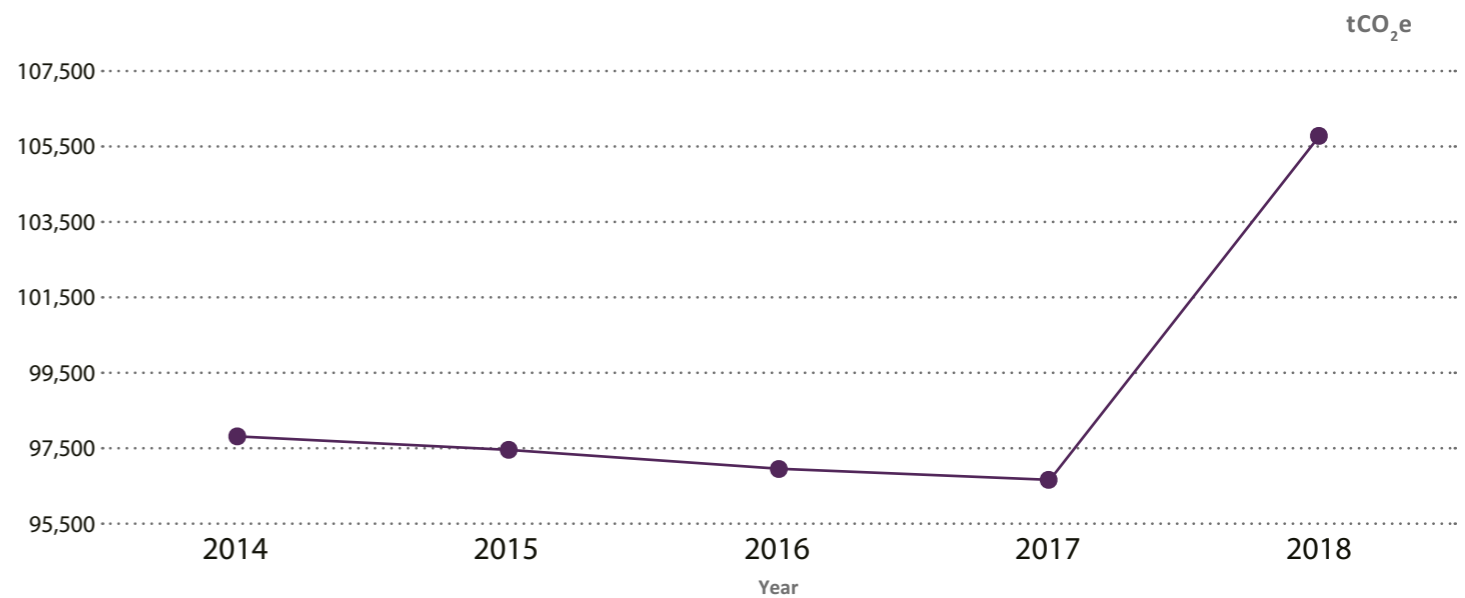


Figure 2 Total carbon emissions at corporate level (2014–2018)

### Corporate Carbon Intensity

While the total carbon emission provides a strong indication of our impact to the environment, such absolute emission is best communicated by measuring the carbon intensity of the different product types. Figure 3 shows the trend of carbon intensity of our main product types, i.e., cut-and-sewn garment, knitted garment and dyed/printed fabric from 2014 to 2018.





## Lower Impact

### CARBON INTENSITY BY PRODUCT TYPES

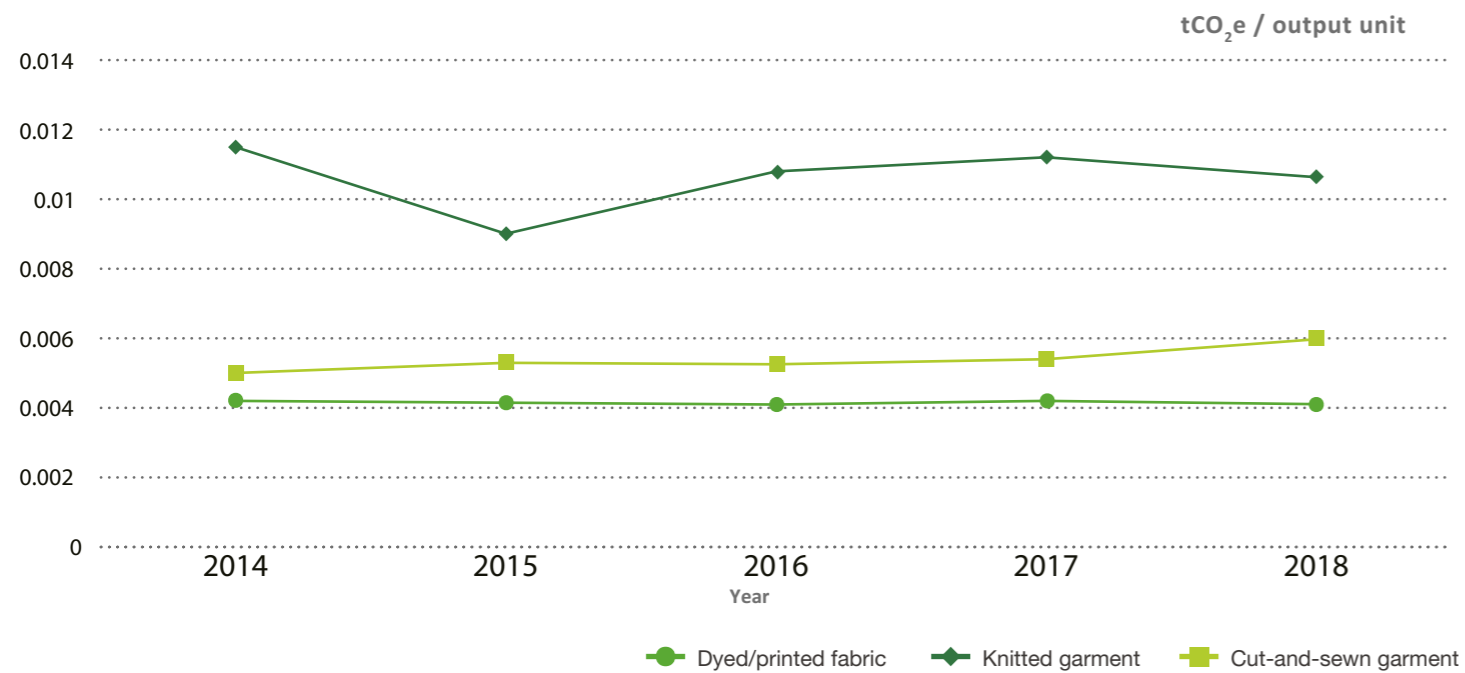


Figure 3 Carbon intensity by product types (2014-2018)

Dyed/printed fabric carbon intensity was slightly reduced at 0.0041 tons CO<sub>2</sub>e per meter.

Knitted garment carbon intensity remained stable with a slight decrease to around 0.0106 tons CO<sub>2</sub>e per piece.

Garment carbon intensity is different amongst our three garment facilities since they are producing different class of products. As our strategic direction has shifted to the manufacturing of products with higher value added but lower volume, it would result a higher product intensity. The tons CO<sub>2</sub>e per piece ranges from 0.0038 to 0.0081 with an average intensity of 0.0060, a result slightly higher than that of the past years.

### WATER USE AND WASTEWATER DISCHARGE

#### WATER CONSUMPTION

The Group is continued to commit to the preservation of natural resources and water is one of our main targets. Good water management is one of our strategies to attain sustainable use of resources and reduce environmental impacts during operations.

#### PURCHASED WATER

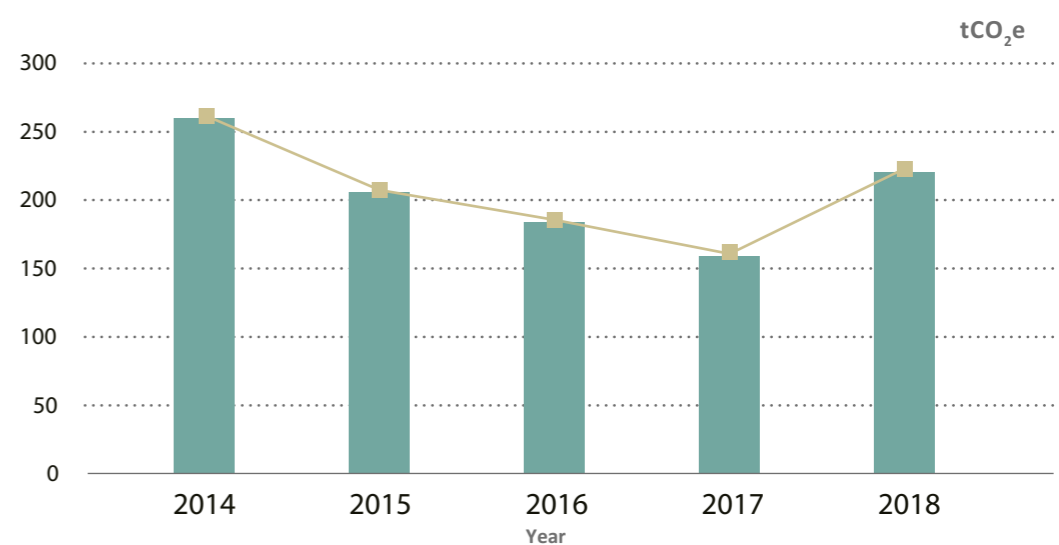


Figure 4 Total purchased water at corporate level (2014-2018)

Figure 4 shows the annual water consumption (converted to tCO<sub>2</sub>e) in the Group from 2014 to 2018.



## Lower Impact

It is observed that there was an increase in water consumption in 2018. As a leading company in the silk industry, our dyeing and printing centre has been implementing sustainable development as an important strategy for corporate development and is committed to energy conservation, low carbon, environmental protection and emissions compliance. In 2018, the centre actively responded to the Hangzhou Municipal Government's requirements for total nitrogen control of printing and dyeing wastewater and invested RMB4 million to carry out the reformation of total nitrogen contained in wastewater. In August of the same year, during the renovation period, the wastewater quality was unstable, in order to prevent non-compliant wastewater flowing into the water system, causing the water system to be disrupted, it was decided to suspend the use of the water system for stabilizing the water quality. For the above reasons, the amount of water used in 2018 was considerably higher than that in 2017.

## WASTEWATER DISCHARGE

### INDUSTRIAL WASTEWATER

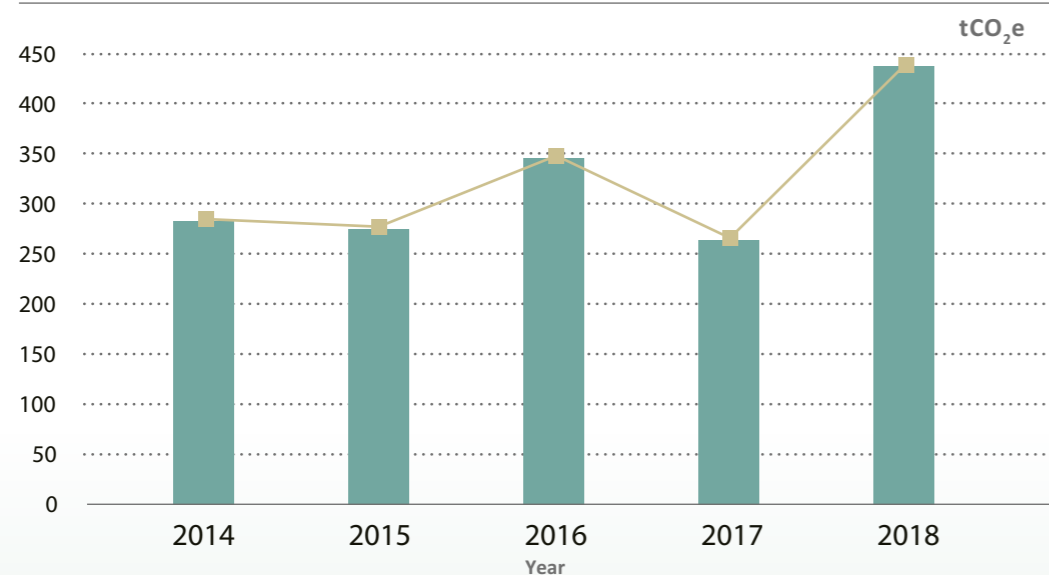


Figure 5 Wastewater discharge at corporate level (2014-2018)

The wastewater discharge of the Group from 2014 – 2018 is illustrated in Figure 5. There was an increase in the amount of wastewater discharge in 2018.

Due to the structural adjustment of the Group's dyed and printed products, there was a decrease of the silk business, which in turns increased the difficulties in handling the total nitrogen control. In June 2018, the Group strengthened the online monitoring of total nitrogen. In order to ensure that the total nitrogen content was up to standard, the water quality of the wastewater treatment could not meet the conditions for reuse, causing a reduction of the amount of the reuse water and increase in wastewater discharge.

We will continue to focus on reducing the discharge and monitor its progress with great attention.

## PACKAGING MATERIALS

Year	2014	2015	2016	2017	2018
Average amount of paper bags consumed in each store	–	2,052	1,915	1,700	1,650

Table 2 Paper bag consumption in stores in Shenzhen (2014-2018)

All our retail stores have continued to strive to reduce the use of packaging materials from 2015 to 2018. Table 2 shows that there was around 20% reduction of packaging materials (i.e. plastic and paper bags) in each store during the period. We will seek new innovative ideas to further enhance our packaging saving program to minimize the use of packaging materials in the forthcoming years. The existing measures include: 1) reusing unwrapped packaging; and 2) providing bags according to the size of purchased goods.



## Lower Impact

### WASTE AND RESOURCE MANAGEMENT

We have been conscious of how the business inputs and waste management contributes to the environment and have employed effective strategies to address issues in resource consumption and waste generation and devoted to comply with environmental protection regulations in the disposal, transfer and handling of both hazardous and non-hazardous waste. By adopting the newly developed reporting system of waste management, we have recorded a total of production of hazardous and non-hazardous waste of approximately 2,887.10 tonnes and 233.66 tonnes respectively in 2018. In comparing with that of 2017, there was a considerable reduction of 15% of the total waste. Such an improvement has demonstrated the successful implementation of the 4R principle (reducing, reusing, recycling and replacing) in our working principles and methodology.

## MORE ADMIRABLE WORKPLACE

The Group considers all employees as our most important assets and has long placed emphasis on their well-being and development. Considerable efforts, time and resources have been allocated for training and education purposes and in this year special attention has been paid to providing a better working environment for all staff.

We have continued to further enhance our transparent style of management with decisions made from both top-down and bottom-up approach. Special channels have been created for better communication and suggestions for improvement of working procedures and related issues. A quality management training program covering the Group is to be launched in early 2019. The participants will be primarily consisted of department managers and personnel with higher levels of different centres with an anticipation of more than 160 participants. The theme of the program covers the Company's current important strategies, issues that need to be addressed, and a joint discussion on corresponding solutions.

Another new training program with a theme of "Live Learning Tools" is to be established as an internal trainer plan that aims to share the management tools used by various departments for improving work efficiency and standardization.

Our commitment on such endeavours has well been recognized, as in 2018 we have received both international and national awards in product quality and business activities.

### OUR EMPLOYEE

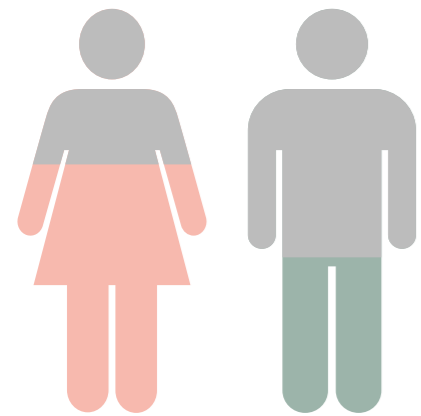
At the end of 2018, the Group employed a full-time total workforce of 4,484 staff, with about 4.2% and 28% categorized respectively as management and administrative staff. The regional distribution of employees is 96 in Hong Kong, 4,364 in Mainland China and 24 in overseas. The overall distribution is similar to that of previous years.

We fully comply with the Chinese labour regulations employing only persons with a minimum working age of eighteen years old. All employees are acknowledged with valid identity card or equivalent and they have signed a legal contract with the respective centres of our Group.



## More Admirable Workplace

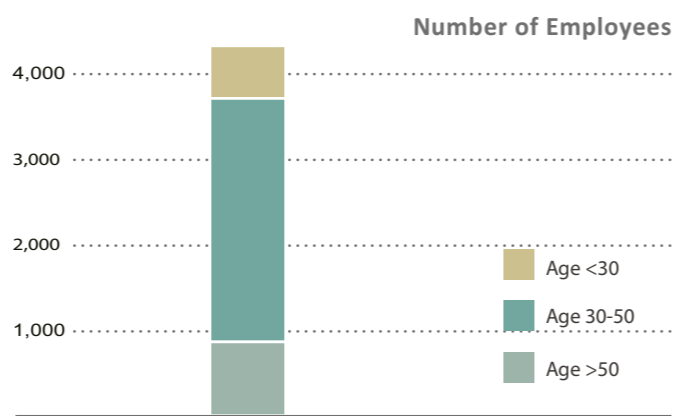
### DISTRIBUTION OF EMPLOYEES BY GENDER IN 2018



Female  
63.2%

Male  
36.8%

### DISTRIBUTION OF EMPLOYEES BY AGE IN 2018



### RESPECT FOR HUMAN RIGHTS

We adhere to the national legal requirements and respect fundamental human rights. Principle of non-discrimination which emphasizes that opportunities in employment, advancement, benefits and other areas are available to all employees irrespective of their age, race, sex, religion, ethnic origin, or any other individual or group characteristic unrelated to ability, performance, and qualification.

We have included the relevant policies concerning aspects of human rights in our code of conduct and staff handbook.

The established procedures to screen our suppliers and contractors to ensure compliance to human rights have been strictly monitored in the past year.

The Group executes and fulfills its social responsibility through complying with the national and international human rights standard and integrates the relevant concepts into the daily operation and management. The social responsibility assessments of the Company have been approved by a multiple of international brands. Meanwhile, both the woven and knitted garment factories obtained Worldwide Responsible Accredited Production (“WRAP”) which is an international recognized certification on social responsibility. Particularly, the woven garment factory has obtained the WRAP for 8 years continuously. Furthermore, the Company applies the HIGG assessment tool as developed by the Sustainable Apparel Coalition to assess the Company’s performance on environmental and social responsibility as well as pursuing opportunity on continuous improvement.

### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Group respects our employee’s freedom to negotiate with the Company with regard to their working conditions. Trade union and employee association have a strong presence and operate freely in the Mainland China in accordance to the Labour Union Law of the People’s Republic of China. There is no labour union organised in Hong Kong and overseas offices, but employees do have direct access with the Group management.

### WORKING CONDITIONS

All working conditions including payment of salary, overtime compensation, working hours and holidays are complied with national/regional law of the facility locations.

In 2018, we have conducted an ambitious plan to provide a more attractive work environment for our staff, below is a summary of the activities:

1. The entire office building in Hong Kong has been undergoing renovation to create a more comfortable, shared and open working environment to attract talents. It is expected to be completed in early 2020.
2. To create more efficient and cooperative working culture by re-planning the Hang Zhou Park, renovating the headquarters office building in Hang Zhou and establishing a shared centre platform.
3. To provide employees more high-quality and affordable work meals by optimizing their dining environment and quality, updating meal suppliers and providing meal allowances.
4. In order to attract and retain talents and provide employees with a more comfortable accommodation environment, Fenggang and Hangzhou staff quarters are included in the renovation and upgrading plan.



## More Admirable Workplace

### ANTI-CORRUPTION POLICIES AND PROCEDURES

The Group has continued to place strong emphasis in against all forms of bribery and the established policies with reference to the Hong Kong Prevention of Bribery Ordinance have been clearly disseminated to all staff concerned in the staff handbook. Letters regarding our anti-corruption policies are sent by our Human Resources Department to different suppliers, contractors and working partners to remind them on our relevant policies. There is no reported case of violation during this reporting period.

The Whistle-Blowing Policy was adopted in August 2013, which sets out the approach for employees and those who deal with High Fashion (e.g. customers and suppliers) to raise concerns on any possible misconduct, violation of anti-corruption practices or suspected corruption activities. All complaints and whistle-blowing are directed to the internal audit department for concurrent investigations. High Fashion would report the suspected corruption cases to the relevant government departments and might carry out internal punishments.

### TRAINING AND DEVELOPMENT

In addition to the management training programs highlighted earlier, we have continued to provide our staff with ample training opportunities for their personal and relevant skill development for career advancement.

Our new training records have been used to present a clearer indication for improvement needs and further analysis showed that our Group has about 54% management and administrative staff undergoing training during 2018, with an overwhelming 70% of production personnel undertaking training at the same time. There is on average about 11.02 training hours per senior/management staff during the reporting period. At the same time, 2.14 and 0.89 training hours per administrative staff and general working staff have been recorded respectively. The above data demonstrates a similar performance as that of 2017.

In terms of gender distribution, 70% of female and 30% of male colleagues have undergone training on their respective professional/technical areas.

Our training on safety and health issues have continued to be our focus especially for staff in the manufacturing sector. In the whole of this year, there was no work-related fatality and only a few minor injuries were reported with below 0.16% lost working days caused by injuries and illness.

## OUR ACHIEVEMENTS

We are proud to report our sustained recognition by many of our stakeholders. Table below highlights some of the awards that we have received in 2018.

Level of Achievements	Awards
International Level	<ul style="list-style-type: none"> <li>• STeP Certification OEKO-TEX®</li> </ul>
National Level	<ul style="list-style-type: none"> <li>• Safety Production Standardization level-3 Enterprise</li> <li>• Water Utilization Quota Part 21: Silk Products</li> <li>• Excellent Statistical Collection Textile Industry</li> </ul>
Provincial Level	<ul style="list-style-type: none"> <li>• Zhejiang Province Silk Industry QC Group Activities – Excellent Enterprise Certificate</li> <li>• Advanced Enterprise</li> <li>• Zhejiang Enterprise Social Responsibility – Grand Award</li> </ul>
Municipal Level	<ul style="list-style-type: none"> <li>• Hangzhou Silk Industry Contribution Award</li> </ul>
District Level	<ul style="list-style-type: none"> <li>• Harmonious Labor Relations Enterprise Certification</li> </ul>



## OUR COMMUNITY

We take great pride in working closely with our people and community and strive to have more positive impact by collaborating with academy and charity to support our new generation. Since the signing of the co-construction agreement with Hangzhou Vocational and Technical College (杭州職業技術學院) in 2009, High Fashion Women Wear Institute (達利女裝學院) has embarked on a road of integration of production and education with the characteristics of Hangzhou and the cooperation between schools and enterprises. At present, the “High Fashion phenomenon” has become a national school-enterprise cooperation model in higher vocational education. We will be celebrating its 10th Anniversary in early 2019.

In addition, the Group has established Tonglu High Fashion Education Foundation (桐廬達利教育基金會) in 2017, which expects to be invested around RMB7 million within 3 years. The foundation aims to support the education development in Tonglu, including subsidizing the impoverished students, and rewarding the outstanding students and teachers. The Group has invested around RMB2.5 million into the foundation in 2017 and RMB540,000 has been awarded to about 70 students and teachers in Tonglu in 2018. This foundation not only supports the students and teachers in Tonglu, but also bridges the connection between the charity group in Hong Kong and education sector in Tonglu.

## OUR WORLD

### ENGAGING OUR STAKEHOLDERS

We believe that an organization cannot be successful without support from its stakeholders. Our Sustainability Report should address stakeholder interests and concerns that have been collected through our daily operations throughout the year, especially since they often vary from one community to another. A genuine stakeholder engagement can enhance stakeholder receptiveness and credibility of the Sustainability Report, and also strengthen trust between High Fashion and our stakeholders.

Group of Stakeholder	Employee	External Customers	Suppliers	Shareholders	Community	Government and Industry
Who they are?	People who work directly for High Fashion.	People who buy our products.	Companies who provide goods, services and materials as part of our supply chain.	Those who have a financial investment in our business (security holders).	People who live, work or play in and around our properties.	Peer and partner businesses, industry and legislative bodies.
How they engage?	<ul style="list-style-type: none"> <li>- Annual staff meeting</li> <li>- Training</li> <li>- Department meeting</li> <li>- Suggestion box</li> <li>- Newsletters</li> <li>- Regular site visits made by senior management</li> </ul>	<ul style="list-style-type: none"> <li>- Sales relationship</li> <li>- Factory visit</li> <li>- Shows and exhibitions</li> <li>- Shopping experience (stores and internet platform)</li> </ul>	<ul style="list-style-type: none"> <li>- Regular meetings</li> <li>- Annual supplier evaluation and corrective actions follow up</li> </ul>	<ul style="list-style-type: none"> <li>- Website</li> <li>- Report and press releases</li> <li>- Annual general meeting</li> <li>- Survey</li> </ul>	<ul style="list-style-type: none"> <li>- Public events</li> <li>- Visits</li> <li>- Meeting</li> </ul>	<ul style="list-style-type: none"> <li>- Public events</li> <li>- Visits</li> <li>- Meeting</li> <li>- Industry or public seminar</li> </ul>
How often?	- Daily to yearly	- Daily to yearly	- Quarterly to yearly	- Regularly	- Ad-hoc	- Ad-hoc



# INDEX

A. Environmental		
Aspect A1: Emissions		Page
General Disclosure	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	9-17
KPI A1.1	The types of emissions and respective emissions data.	9-13
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	9-13
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	17
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	17
KPI A1.5	Description of measures to mitigate emissions and results achieved.	9
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	17

Aspect A2: Use of Resources		Page
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	9-17
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	9-13
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	14-16
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	9
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	14-16
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	16
Aspect A3: The Environment and Natural Resources		Page
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	9-17
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	8-9



# Index

B. Social		
<b>Aspect B1: Employment</b>		<b>Page</b>
General Disclosure	Information on:	18-20
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	18-19
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	N/A
<b>Aspect B2: Health and Safety</b>		<b>Page</b>
General Disclosure	Information on:	21
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to providing a safe working environment and protecting employees from occupational hazards.	
KPI B2.1	Number and rate of work-related fatalities.	21
KPI B2.2	Lost days due to work injury.	21
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	21

<b>Aspect B3: Development and Training</b>		<b>Page</b>
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	18-21
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	21
KPI B3.2	The average training hours completed per employee by gender and employee category.	21
<b>Aspect B4: Labour Standards</b>		<b>Page</b>
General Disclosure	Information on:	18-19
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to preventing child and forced labour.	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	18-19
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	N/A
<b>Aspect B5: Supply Chain Management</b>		<b>Page</b>
General Disclosure	Policies on managing environmental and social risks of the supply chain.	24
KPI B5.1	Number of suppliers by geographical region.	N/A
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	N/A





# Index

Aspect B6: Product Responsibility		Page
General Disclosure	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	7-8
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N/A
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	N/A
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	N/A
KPI B6.4	Description of quality assurance process and recall procedures.	N/A
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	N/A

Aspect B7: Anti-corruption		Page
General Disclosure	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to bribery, extortion, fraud and money laundering.	21
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	21
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	21
Aspect B8: Community Investment		Page
General Disclosure	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	23
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	23
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	23

