



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 2019-2020

環境、社會及  
管治報告





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## I. CHAIRMAN'S MESSAGE

### I. 主席的話

In 2019/2020, our steady investments in sustainable development have continued to flourish across our property portfolio and contract works business. Such investments help us mitigate real risks to our business, including extreme weather conditions, regulatory changes, ability to attract and retain talent, and the need to remain resilient in the face of market shifts and adversity. Vantage continues to drive innovation, smart and green building technologies to meet evolving needs.

The achievements of Vantage in the past decade would not be possible without the support from our employees, our partners, our suppliers/sub-contractors and our communities. Hence, “Health and Safety” have been the primary management objectives and commitment for our Group. We continue to provide quality personal protective equipment, safety trainings, safety promotion schemes to enhance the awareness of “Health and Safety” and to minimise the risk of accident and injury at work. During the outbreak of the COVID-19 in 2020, we have given anti-epidemic supplies allowance to staff and also set up work from home initiatives for them to protect their health.

Vantage aims to reduce unfavourable environmental impact of our businesses by identifying and preventing factors which may generate negative environmental effects. During the year, we implemented recycling of timber waste and construction plastic waste to utilise them as part of the raw materials. We also aim at strengthening the environmental awareness among our staff and workers and cultivating their behavior of waste sorting as a habit, and reusing materials as much as possible so as to achieve the ultimate goal of waste reduction.

This ESG report details the progress of our Group's work in different areas during the year ended 31 March 2020 and we invite you to review it. We understand sustainability is a moving target that there is still much to do. We will constantly seek new opportunities to improve our performance, continue to pursue greater operational efficiency, reduce adverse environmental impacts and keep our deep and abiding sense of corporate responsibility for a better future and a further growth.

於二零一九／二零二零年，我們繼續在我們的物業組合和合約工程業務中穩定投資於可持續發展。該等投資有助於我們減輕業務的實際風險，包括極端天氣狀況、監管變動、吸引和留住人才的能力，以及在市場變化和逆境中保持彈性的需要。盈信繼續推動創新、智能和綠色建築技術，以滿足不斷變化的需求。

如果沒有我們的員工、合作夥伴、供應商／分判商和社區的支持，盈信在過去十年的成就是不可能的。因此，「健康與安全」一直是本集團的主要管理目標和承諾。我們持續提供優質的個人防護裝備、安全培訓和安全推廣計劃，以提高「健康與安全」意識，並將工作中發生意外和受傷的風險降至最低。在二零二零年COVID-19疫情爆發期間，我們向員工發放抗疫物資津貼，並為員工設立在家工作措施，以保障他們的健康。

盈信的目標是通過識別和預防可能產生負面環境影響的因素來減少我們的業務對環境的不利影響。年內，我們實施了廢木材和建築塑料廢料的回收，以將其作為原材料的一部分使用。此外，我們亦致力於加強員工及工人的環保意識，培養彼等建立廢棄物分類的習慣，並盡可能地重複使用物料，以實現減少廢棄物的最終目標。

本ESG報告詳述本集團於截至二零二零年三月三十一日止年度在各個不同範疇的工作進展，我們邀請閣下審閱本報告。我們明白可持續發展的目標不斷改變，而我們仍須進行很多工作。我們將不斷尋求新機會以改善我們的表現，繼續追求更高的運營效率、減少對環境的不利影響，以及維持對恪守企業責任之強烈使命感，以實現更美好未來及進一步發展。



## II. ABOUT VANTAGE II. 關於盈信

Vantage International (Holdings) Limited (“Vantage” or the “Company”, together with its subsidiaries, collectively, 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 businesses are focused in Hong Kong. It adopts a diversified business model which comprises “three pillars” namely, the contract works business, the property investment and development business and the provision of finance business.

### CONTRACT WORKS BUSINESS

The Group currently carries on its contract works business through Able Engineering Holdings Limited (“Able Holdings”, an indirect non-wholly-owned subsidiary of the Company, together with its subsidiaries, collectively, the “Able Group”). Due to great success of the contract works business, Able Holdings successfully listed on the Main Board of The Stock Exchange in February 2017 (stock code: 1627). During the year ended 31 March 2020, the Group owns 75% interest of the Able Group.

The contract works segment can be further divided into two businesses according to nature of contracts, being “building construction” and “repair, maintenance, alteration and addition” works. The Group carries on the contract works business as a main contractor or sub-contractor through the Able Group.

For the year ended 31 March 2020, external revenue of the contract works business amounted to approximately HK\$1,546 million (2019: approximately HK\$2,385 million), representing more than 94% of the Group’s consolidated revenue for the year (2019: more than 67%). At 31 March 2020, the estimated gross and outstanding values of the Group’s substantial contracts on hand amounted to approximately HK\$7,584 million and HK\$6,113 million, respectively (31 March 2019: approximately HK\$9,108 million and HK\$5,482 million).

盈信控股有限公司（「盈信」或「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）。本集團業務主要位於香港，其採用由「三大支柱」組成之多元化業務模式，分別為合約工程業務、物業投資及發展業務，以及提供融資業務。

### 合約工程業務

本集團透過旗下安保工程控股有限公司（「安保控股」，本公司的一間間接非全資附屬公司，連同其附屬公司統稱「安保集團」）經營合約工程業務。由於合約工程業務相當成功，安保控股於二零一七年二月成功於聯交所主板上市（股份代號：1627）。於截至二零二零年三月三十一日止年度，本集團持有安保集團75%權益。

合約工程業務可根據合約性質進一步分為兩種業務，分別為「樓宇建築」以及「維修、保養、改建及加建」工程。本集團透過安保集團以總承建商或分判商之身份經營合約工程業務。

於截至二零二零年三月三十一日止年度，合約工程業務之外部收入約為15.46億港元（二零一九年：約23.85億港元），佔本集團年內綜合收入逾94%（二零一九年：逾67%）。於二零二零年三月三十一日，本集團重大手頭合約之估計合約總值及未完成合約價值分別約為75.84億港元及61.13億港元（於二零一九年三月三十一日：約91.08億港元及54.82億港元）。





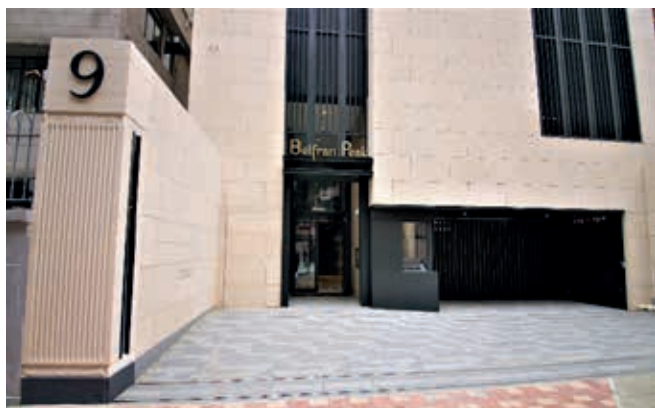
## II. ABOUT VANTAGE

### II. 關於盈信

#### PROPERTY INVESTMENT AND DEVELOPMENT BUSINESS 物業投資及發展業務

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

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



Below list out the properties held by the Remaining Group as at 31 March 2020 in Hong Kong. Further details of these properties have been set out in Vantage’s 2019/2020 Annual Report.

下表載列餘下集團於二零二零年三月三十一日持有之物業。該等物業之進一步詳情載於盈信二零一九／二零二零年年度報告。

#### Investment Properties or Owner-occupied Properties 投資物業或自用物業

- No. 123 Tung Choi Street, Mong Kok  
旺角通菜街123號
- 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
- No. 3987 Tai Po Road Yuen Chau Tsai, Tai Po  
大埔大埔公路元洲仔段3987號
- A 3-storey commercial centre and an adjoining 5-storey car park building within Tin Ma Court, No. 55 Chuk Yuen Road, Wong Tai Sin  
黃大仙竹園道55號天馬苑內之一棟3層高商場及相鄰之一棟5層高停車場大廈
- A 3-storey commercial/car park building as well as associated areas within Kam Ying Court, No. 9 Kam Ying Road, Ma On Shan, Sha Tin  
沙田馬鞍山錦英路9號錦英苑內之一棟3層高商業／停車場大廈以及相關範圍
- Lot No. 1583 and Lot No. 1584 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1583號及地段第1584號
- Man Shung Industrial Building, No. 7 Lai Yip Street, Kwun Tong  
觀塘勵業街7號萬順工業大廈
- No. 18 Shek O Headland, Shek O (the “Shek O Property”)  
石澳石澳山仔路18號（「石澳物業」）
- No. 12 Wiltshire Road, Kowloon Tong  
九龍塘渭州道12號



## II. ABOUT VANTAGE

### II. 關於盈信

#### Properties Held for Development 持有作發展之物業

- 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

#### Properties Held for Sale 持有作出售之物業

- No. 9 Belfran Road, Ho Man Tin (“Belfran Peak”) 何文田巴芬道9號(「Belfran Peak」)

#### Properties under Development 發展中物業

- No. 28 Lugard Road, The Peak (the “Lugard Road Residential Development”) 山頂盧吉道28號(「盧吉道住宅發展項目」)
- No. 1 & No. 1A Wood Road, Wanchai (the “Wood Road Residential Development”) 灣仔活道1號及1A號(「活道住宅發展項目」)

For the year ended 31 March 2020, the Group recorded a gross rental income of approximately HK\$80 million (2019: approximately HK\$85 million), representing approximately 4.9% of the Group’s consolidated revenue for the year (2019: approximately 2.4%). As at 31 March 2020, the Group’s investment properties were valued amounting to HK\$2,149 million (31 March 2019: HK\$2,138 million).

Other than property investment activities, the Remaining Group also acts as a property developer. As at 31 March 2020, the Group has a completed ready for sale development project, “Belfran Peak”, and two projects under development, the Wood Road Residential Development and the Lugard Road Residential Development, both currently at their early stage of development. During the year ended 31 March 2020, nil revenue was recorded from property sales (2019: approximately HK\$1,055 million, and representing approximately 29.8% of the Group’s consolidated revenue).

#### PROVISION OF FINANCE BUSINESS

Since September 2015, a wholly-owned subsidiary of the Group has been engaged in the provision of finance business in Hong Kong. For the year ended 31 March 2020, interest income of approximately HK\$11 million (2019: approximately HK\$20 million) was earned from loans receivable, representing approximately 0.7% (2019: approximately 0.6%) of the Group’s consolidated revenue for the year. During the year ended 31 March 2020 and up to the date of this report, the Group has not appointed any third party in relation to the granting of loans.

於截至二零二零年三月三十一日止年度, 本集團錄得總租金收入約0.8億港元(二零一九年: 約0.85億港元), 佔本集團年內綜合收入約4.9%(二零一九年: 約2.4%)。於二零二零年三月三十一日, 本集團投資物業之評估價值為21.49億港元(於二零一九年三月三十一日: 21.38億港元)。

除物業投資活動外, 餘下集團亦擔當物業發展商。於二零二零年三月三十一日, 本集團有一個可供銷售之已完成發展項目, 即「Belfran Peak」, 以及兩個發展中物業, 即活道住宅發展項目及盧吉道住宅發展項目, 這兩個項目均處於發展初期。於截至二零二零年三月三十一日止年度, 並無錄得任何物業銷售收入(二零一九年: 約10.55億港元, 佔本集團綜合收入約29.8%)。

#### 提供融資業務

自二零一五年九月以來, 本集團的一間全資附屬公司於香港從事提供融資業務。於截至二零二零年三月三十一日止年度, 自應收貸款所得之利息收入約為0.11億港元(二零一九年: 約0.20億港元), 佔本集團年內綜合收入約0.7%(二零一九年: 約0.6%)。於截至二零二零年三月三十一日止年度及直至本報告之日, 本集團並無為批出貸款而委任任何第三方。

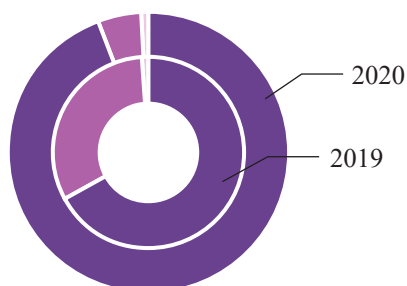


## II. ABOUT VANTAGE II. 關於盈信

Below charts/tables show a summary of key financial performance indicators of Vantage during the two years ended 31 March 2020.

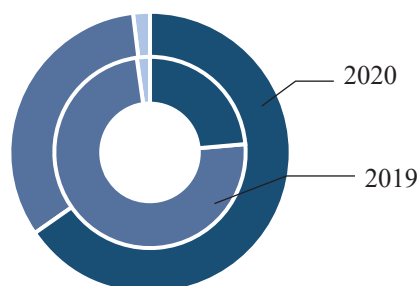
下圖／下表列示盈信於截至二零二零年三月三十一日止兩個年度之主要財務表現指標概要。

Revenue 收入



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

Business Profits 業務溢利



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

Performance Indicators: 表現指標：	2020 二零二零年	2019 二零一九年
Basic Earnings/(Loss) per Share (HK cents) 每股基本溢利／(虧損) (港仙)	(12.89)	41.86
Dividend per Share (HK cents) 每股股息 (港仙)	–	2
Net Assets Attributable to Owners of the Parent per Share (HK\$) 每股母公司持有者應佔資產淨值 (港元)	2.35	2.50
Current Ratio 流動比率	1.41	1.44
Gearing Ratio (%) 債項股權比率(%)	38	37
Interest Coverage Ratio (times) 利息保障比率(倍)	(2)	25
Interest Expense Coverage Ratio (times) 利息費用保障比率(倍)	(3)	28



### III. ABOUT THIS ESG REPORT

#### III. 關於本ESG報告

##### REPORTING PERIOD AND SCOPE

This Environmental, Social and Governance (“ESG”) Report (this “ESG Report”) summarises the ESG policies, initiatives and performance of the Group for the year ended 31 March 2020 (the “Reporting Period”) as well as demonstrates our commitment to sustainability. This ESG Report has been prepared in accordance with the ESG Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities of The Stock Exchange (the “Listing Rules”) and pursuant to the “comply or explain” provisions under the ESG Reporting Guide. In order to maintain high quality disclosure, on the basis of four reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”, which have been strictly applied in determining the content of and gathering the information for this ESG Report. In addition, some key performance indicators specified as the “Recommended Disclosures” in the ESG Reporting Guide are adopted based on the actual conditions of Vantage for completeness and relevance of the reporting content.

Sustainable business practices are an important platform for preserving and creating long-term value. That platform is based on two overarching areas of corporate responsibility, representing corporate social responsibility and corporate governance. We have addressed corporate governance issues of our Group in the “Corporate Governance Report” set out on pages 50 to 72 of Vantage’s 2019/2020 Annual Report published on 24 July 2020, while this ESG Report is focused on the Group’s sustainability performance on environmental and social aspects. For more details of the ESG performance of the Group’s contract works business, please refer to the 2019/2020 ESG report of Able Holdings at its website ([www.ableeng.com.hk](http://www.ableeng.com.hk))

A complete index is set out in Section X of this ESG Report.

For environmental concern, this ESG Report is released online only and is accessible via the websites of The Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and our Company ([www.capitalfp.com.hk/eng/index.jsp?co=15](http://www.capitalfp.com.hk/eng/index.jsp?co=15)). Contents of this ESG Report are presented in English and Chinese. Should there be any discrepancies between the two versions, the English version prevail.

##### 報告期及報告範圍

本環境、社會及管治(「ESG」)報告(「ESG報告」)概述本集團於截至二零二零年三月三十一日止年度(「報告期」)之ESG政策、措施及表現，並展示我們對可持續發展的承諾。本ESG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」)及ESG報告指引下之「不遵守就解釋」條文編製。為維持高質的披露，本報告乃基於四項匯報原則，分別為「重要性」、「量化」、「平衡」及「一致性」，該等原則在釐定本ESG報告的內容及就本報告收集資料時獲嚴格應用。此外，為令報告內容完整及相關，盈信已按實際情況採納部分於ESG報告指引中定為「建議披露」的關鍵績效指標。

可持續的業務常規乃維護和創造長期價值的重要台階。該台階建基於企業責任的兩個重要領域，即企業社會責任及企業管治。我們已在二零二零年七月二十四日刊發的盈信二零一九／二零二零年年度報告第50頁至第72頁的「企業管治報告」中闡述了本集團的企業管治議題，而本ESG報告則著重於本集團在環境和社會方面的可持續發展表現。有關本集團合約工程業務的ESG表現詳情，請參閱安保控股於其網站([www.ableeng.com.hk](http://www.ableeng.com.hk))登載的二零一九／二零二零年年度ESG報告。

本ESG報告第X節載有完整索引。

為響應環保，本ESG報告僅透過互聯網發佈。網上版可於聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司網站([www.capitalfp.com.hk/chi/index.jsp?co=15](http://www.capitalfp.com.hk/chi/index.jsp?co=15))查閱。本ESG報告以中英文雙語發佈。中英文版本如有任何歧義，概以英文版為準。





## IV. APPROACH TO ESG IV. ESG管理方針

As at 31 March 2020, the board (the “Board”) of directors (the “Director(s)”) of Vantage composed of six directors, including two Executive Directors, namely Mr. NGAI Chun Hung and Mr. YAU Kwok Fai; a Non-executive Director, namely Dr. LEE Man Piu, Albert; and three Independent Non-executive Directors, namely Prof. KO Jan Ming, The Hon. IP Kwok Him, GBM, GBS, JP and Mr. MONG Chan.

The Board recognises its overall responsibility for maintaining a sound and effective system of ESG to safeguard the interests not only of our shareholders, but also the other stakeholders. The Board has overall responsibility on strategies and decision-making on the ESG management, giving priority to the making and implementation of ESG policies and receiving adequate information on the ESG issues related to the Group’s businesses. The Board and each of our Directors also acknowledge and understand their responsibility for preparing the ESG Report for the year ended 31 March 2020, which give a balance, consistent and quantitative report of the state of material ESG affairs of our Group.

The Company has a solid governance structure for ESG management of the Group, which comprises the Board, top management and an ESG Working Group. The ESG Working Group comprises members designated by the management teams from different businesses, projects, departments and functions since 2016/2017. The ESG Working Group is responsible for the implementation of ESG practices and control systems in the Group’s operations and businesses. The ESG Working Group supports the Board by implementing the Group’s ESG practices effectively and assists the collection of quality data for both analysis and for the Board’s preparation of this ESG Report. The ESG Working Group reports to the Board and monitors the Group’s sustainability issues in daily operations, reviews stakeholders’ feedback and updates ESG trends and regulations. Through periodic meetings, the Group’s vision, motives and strategies on ESG are well communicated among our employees. In addition, our employees are also well educated and informed about ESG issues that are relevant to our day-to-day operations.

於二零二零年三月三十一日，盈信董事（「董事」）會（「董事會」）由六名董事組成，包括兩名執行董事（即魏振雄先生及游國輝先生）；一名非執行董事（即李文彪醫生）；以及三名獨立非執行董事（即高贊明教授、葉國謙議員（大紫荊勳賢，金紫荊星章，太平紳士）及蒙燦先生。

董事會深明其對維持ESG系統穩健妥善而且有效負全責，以保障我們的股東及其他持份者之利益。董事會全面負責ESG管理策略及決策、ESG政策之制訂及實施優次，以及就與本集團業務有關之ESG事宜收集足夠資料。董事會及各董事亦知悉及了解其於編製截至二零二零年三月三十一日止年度之ESG報告所負之責任，並藉此報告就本集團的重大ESG事宜之現況提供不偏不倚、貫徹始終及有數據支持之報告。

本公司就本集團之ESG管理建立了穩固的管治架構，當中包含董事會、高級管理層及ESG工作小組。自二零一六／二零一七年度起，ESG工作小組包括由管理團隊所指派，來自不同業務、項目、部門及職能之成員。ESG工作小組負責在本集團之營運及作業中實行ESG常規及控制系統。ESG工作小組透過有效執行本集團之ESG作業準則，向董事會提供支援，並收集高質量數據以作分析並供董事會用作編製本ESG報告。ESG工作小組乃向董事會匯報，並監察本集團在日常營運中的可持續發展事宜、檢視持份者之反饋意見以及更新ESG趨勢及法規。通過定期會議，本集團的ESG願景、目的及策略能準確傳達至我們的員工。此外，我們的員工清楚認識並充分了解與我們日常營運息息相關之ESG事宜。



## IV. APPROACH TO ESG IV. ESG管理方針

As a property developer and building contractor, we consume vast amounts of human and natural resources in our daily business. The Group believes that sustainability is an integral part of our business strategy. We also believe that our commitment to environmental and social issues make us competitively stronger, and will ultimately enhance our financial performance, our reputation and the sustainability and future value of our business. Same as previous years, 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”; 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. In our client’s sites and in our self-developed sites, we keep on implementing green initiatives and promoting green and safety habits and awareness to our people; while we put great effort to create an environmentally-friendly and safe workplace in our office.

作為物業發展商及建築承建商，我們在日常業務中使用大量人力及自然資源。本集團相信，可持續發展乃我們業務策略不可分割的一環。我們亦相信我們就環境及社會事宜的承擔使我們更具競爭力，並將最終提升我們的財務表現、聲譽及業務的可持續性及未來價值。與去年一樣，本集團在可持續發展管理方面遵循三大原則：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」、「實施良好的作業方法」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，我們會考慮所有健康與安全、環境及質量方面之要求，務求為本集團、我們的持份者及整個社區創造共享價值。我們於客戶之地盤及自有地盤中，不斷推行綠色舉措及向員工推廣環保及安全習慣及意識，並努力將辦公室打造成環保及安全的工作場所。



## V. STAKEHOLDER ENGAGEMENT

### V. 持份者參與

Vantage values input and feedback of our stakeholders as they bring potential impacts to Vantage's business. To build understanding, trust and support between us and our stakeholders, we listen to and engage in active two-way dialogue from time to time through various channels, 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.

盈信重視其持份者之意見及反饋，因為持份者可對盈信業務發揮潛在作用。為建立我們與持份者之間的理解、信任及相互支持，我們不時通過各種溝通渠道，如會議、定期報告、企業公告、公司網站、電子郵件及告示板等，聆聽及參與積極的雙向對話。我們亦為客戶、分判商／供應商舉辦分享會及／或培訓課程，交流有關健康及安全與環境管理等可持續發展事宜之信息。

The table below sets out our key stakeholder groups, their sustainability issues of most concern and outline our communication channels used to engage stakeholders on an ongoing basis.

下表載列我們的主要持份者群體以及彼等最為關切之可持續發展事宜，並概述用於令持份者可持續參與之溝通渠道。

Stakeholder Groups 持份者群體	Major Communication Channels 主要溝通渠道	Most Concerned Sustainability Issues 最為關切之可持續發展事宜
Employees 員工	<ul style="list-style-type: none"> <li>Performance appraisals 績效評估</li> <li>Training and development 培訓及發展</li> <li>Employee engagement activities 員工參與活動</li> <li>Meetings 會議</li> <li>Email and instant communication channel 電子郵件及即時通訊渠道</li> <li>Mobile apps 手機應用程式</li> <li>Online survey 網上問卷</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety 健康及安全</li> <li>Training and development 培訓及發展</li> <li>Employee well-being 員工福祉</li> </ul>
Shareholders and Investors 股東與投資者	<ul style="list-style-type: none"> <li>General meeting 股東大會</li> <li>Annual Report, Interim report and ESG Report 年度報告、中期報告及ESG報告</li> <li>Announcements and circulars 公告及通函</li> <li>Company websites 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>Profit, return and distribution 溢利、回報及分派</li> <li>Corporate governance 企業管治</li> <li>Risk management 風險管理</li> </ul>



## V. STAKEHOLDER ENGAGEMENT

### V. 持份者參與

Stakeholder Groups 持份者群體	Major Communication Channels 主要溝通渠道	Most Concerned Sustainability Issues 最為關切之可持續發展事宜
Customers 客戶	<ul style="list-style-type: none"> <li>One-on-one meetings 一對一會談</li> <li>Instant communication channel 即時通訊渠道</li> <li>Sharing sessions 分享會</li> <li>Online survey 網上問卷</li> </ul>	<ul style="list-style-type: none"> <li>Quality of works 工程質量</li> <li>Corporate governance 企業管治</li> <li>Operational risk 營運風險</li> <li>Data security 數據安全</li> </ul>
Suppliers, Sub-contractors and Service Providers 供應商、分判商及服務供應商	<ul style="list-style-type: none"> <li>Meetings 會議</li> <li>Sharing sessions and/or training sessions 分享會及/或培訓課程</li> <li>Instant communication channel 即時通訊渠道</li> <li>Notice board 告示板</li> <li>Online survey 網上問卷</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety 健康及安全</li> <li>Compliance 合法合規</li> </ul>
Community 社區	<ul style="list-style-type: none"> <li>Community support activities 社區支援活動</li> <li>Involvement in environmental protection activities 參與環保活動</li> <li>Instant communication channel 即時通訊渠道</li> <li>Notice board 告示板</li> </ul>	<ul style="list-style-type: none"> <li>Pollution and noise 污染及噪音</li> <li>Community support 社區支援</li> </ul>
Government and Regulatory Authorities 政府與監管機構	<ul style="list-style-type: none"> <li>Industry collaboration consortium 行業協會</li> <li>Actively monitor update on laws and regulations 主動留意最新法律及法規</li> <li>Online survey 網上問卷</li> </ul>	<ul style="list-style-type: none"> <li>Compliance 合法合規</li> <li>Employee protection 員工保障</li> <li>Industry innovation 行業創新</li> </ul>



## V. STAKEHOLDER ENGAGEMENT

### V. 持份者參與

#### MATERIALITY

In order to have better understanding on the expectations, perceptions and concerns of our stakeholders and identify the issues of most importance to them and to our business, the Group conducted an online survey engaging both internal and external stakeholders including clients, service providers, suppliers, subcontractors and our employees. With reference to Global Reporting Initiative's ("GRI") Sustainability Reporting Standards and the requirements stipulated in the latest ESG Reporting Guide set out in the Appendix 27 of the Listing Rules, 21 topics were identified, prioritised, validated and reviewed by our internal and external stakeholders. In the survey, the stakeholders were asked to rank the importance of the 21 sustainability topics based on "The Stakeholder's Concern" or "How important are these topics to you as a stakeholder"; and "The importance of the topics for Vantage's business". The results and key comments from the online survey were presented to senior management team of Vantage for their review and assessment.

Results of the online survey and their respective impact on the Group were mapped in below Materiality Matrix.

#### 重要性

為了更加了解我們的持份者之期望、認知及關注事項，並識別對持份者及我們業務最為重要之各項事宜，本集團已針對內部及外部持份者進行了一項網上問卷調查，對象包括客戶、服務供應商、供應商、分判商及我們的員工。經參考全球報告倡議組織（「GRI」）之《可持續發展報告標準》以及上市規則附錄二十七所載之最新《ESG報告指引》之規定要求，我們的內部及外部持份者識別、排序、驗證及檢視了21項議題。調查要求持份者基於「持份者關注事項」或「該等議題對你作為持份者有多重要」與「各項議題對盈信之重要性」，排序21項可持續發展議題之重要性。網上問卷結果及主要意見已提呈盈信高級管理層團隊，以供其審閱及評估。

網上問卷結果及其對本集團之影響已布列於以下重要性矩陣圖內。

Materiality Matrix 重要性矩陣圖			
Stakeholder's Concern 持份者關注事項	High 高度	<ul style="list-style-type: none"> <li>Compliant Handling 投訴處理</li> <li>Waste Management 廢棄物管理</li> <li>Contractor Management 分判商管理</li> <li>Use of Materials and Construction Practices 物料使用及建築常規</li> <li>Community Investment and Participation 社區投資及參與</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Health and Safety 職業健康與安全</li> <li>Compliance 合法合規</li> <li>Anti-Corruption 反貪污</li> <li>Employee Training and Promotion 僱員培訓及晉升</li> <li>Employment and Benefits 僱傭及福利</li> <li>Confidentiality and Business Ethics 保密及商業道德</li> </ul>
	Medium 中度	<ul style="list-style-type: none"> <li>Participation in Green Building 參與綠色建設</li> <li>Green House Gases Emissions 溫室氣體排放</li> <li>Diversity and Equal Opportunities 多元化及平等機會</li> <li>Supply Chain Management 供應鏈管理</li> <li>Technological Innovation 科技創新</li> </ul>	<ul style="list-style-type: none"> <li>Quality Management 質量管理</li> <li>Employee Engagement 員工參與</li> <li>Precautionary Measures of Child/Forced Labour 童工／強制勞工預防措施</li> <li>Pollution Management 污染管理</li> <li>Energy Consumption 能源消耗</li> </ul>
		Medium 中度	High 高度
Impact on the Group 對本集團之影響			



## V. STAKEHOLDER ENGAGEMENT

### V. 持份者參與

From the broad spectrum of ESG issues, our senior management team not only considered the findings from the online survey, but also the industry specific ESG issues in prioritising the issues relevant to the stakeholders and KPIs being disclosed in this ESG Report. Our senior management team ensured the results of the materiality assessment were in line with and reflective of issues important to our business and matter most to our stakeholders. The materiality assessment also allow us to better define our corporate responsibility strategy and disclosure priorities so as to address any current and emerging issues to be of importance to our stakeholders and our business.

To provide a relevant and important view of our ESG performance to our investors and stakeholders, this ESG Report focuses on ESG issues material to them and to the Group. Topics of highest stakeholder's concern and greatest impact on our Group drawn from the online survey were:

- ◆ Occupational Health and Safety;
- ◆ Compliance;
- ◆ Anti-Corruption;
- ◆ Employee Training and Promotion;
- ◆ Employment and Benefits; and
- ◆ Confidentiality and Business Ethics.

在範圍廣泛的ESG事宜中，我們的高級管理層團隊在排序本ESG報告內所披露與持份者相關之事宜及關鍵績效指標時，不僅考慮網上問卷結果，還考慮行業特有之ESG事宜。我們的高級管理層確保重要性評估的結果符合及反映對我們的業務及持份者最為重要的事宜。重要性評估亦使我們能夠更好地界定我們的企業責任策略及披露事項，以應對任何目前及即將出現的對我們的持份者及業務而言屬重要的事宜。

為了就我們的ESG表現向我們的投資者及持份者提供適切、重要的觀點，本ESG報告專注討論對彼等及對本集團而言屬重要之ESG事宜。從我們所進行的網上問卷調查所得，持份者最關注及對本集團影響最大之議題為：

- ◆ 職業健康與安全；
- ◆ 合法合規；
- ◆ 反貪污；
- ◆ 僱員培訓及晉升；
- ◆ 僱傭及福利；及
- ◆ 保密及商業道德。



## VI. OUR PEOPLE VI. 我們的員工

### OCCUPATIONAL HEALTH AND SAFETY

Construction and related industries are always be regarded as high-risk industries with much higher accident rate and fatalities than other industries in Hong Kong. The Group recognises the importance of health and safety of our employees as well as sub-contractors and is committed to promote workplace safety. We also recognised our responsibility as employers, occupiers, or main contractor to ensure safety and health of our employees, tenants and sub-contractors' employees or to pay compensation under the "Occupational Safety and Health Ordinance" (Cap. 509 of the Laws of Hong Kong), the "Factories and Industrial Undertakings Ordinance" (Cap. 59 of the Laws of Hong Kong), the "Employees' Compensation Ordinance" (Cap. 282 of the Laws of Hong Kong) and "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong).

The safety promotion campaign, "Safety • My Habit" has been launched since August 2017, aims at offering our staff a safe, caring and fulfilling workplace so as to prevent any injury or loss of human life. Our ultimate goal is to reach zero accidents.

To ensure the Group's contract works business and property development business meet the Group's safety standards, regular inspection and safety walks are conducted by senior management on our construction sites to verify the sufficiency and effectiveness of safety control measures.

In order to encourage our construction sites to establish good safety habits and to effectively passing on good practices, we held "Good Habits Safety Competition" during the Reporting Period. In this competition, participants from different construction sites were required to submit five "Good Habits" in the form of photos with simple text description to demonstrate good practices implemented on their respective sites for safety, environmental protection or workers' health.

### 職業健康與安全

建造業及相關行業一向被視為高風險行業，當中之意外發生率及傷亡數字較香港其他行業為高。本集團明白保障我們及分判商的員工的健康及安全之重要性，並致力推廣工作場所安全。我們亦明白作為僱主、業主或主要承建商有責任確保員工、租戶及分判商的員工之安全及健康，或根據《職業安全及健康條例》(香港法例第509章)、《工廠及工業經營條例》(香港法例第59章)、《僱員補償條例》(香港法例第282章)及《僱傭條例》(香港法例第57章)支付賠償。

本集團已自二零一七年八月起推行一項名為「安全•我的習慣」之安全推廣活動，其旨在為我們的員工提供一個安全、關愛及能實現個人抱負的工作場所，以防止發生任何受傷或人命損失。我們的最終目標是達致零事故。

為確保本集團的合約工程業務及物業發展業務符合本集團的安全標準，高級管理層會對我們的建築地盤進行定期檢查及安全視察，以核實安全控制措施的充足性及有效性。

為鼓勵我們的建築地盤建立良好的安全習慣，並有效地傳遞良好常規，於報告期內，我們舉辦了「好習慣安全比賽」。在是項比賽中，來自不同建築地盤的參賽者需以照片形式提交五項「好習慣」，配以簡單

的文字說明，展示其各自地盤就安全、環保或工友健康所實施的良好常規。





## VI. OUR PEOPLE VI. 我們的員工

Some of the “Good Habits” recognised in the “Good Habits Safety Competition” competition included:

「好習慣安全比賽」中所認可的部分「好習慣」包括：



Set up workers' lounge with  
air-conditioning/fans  
設立配備空調／風扇的工友休息室



Install a self-developed alarm system on  
ladder platform to ensure the bottom bracket  
is completely unfolded and the back railing is  
fastened when it is in use  
在梯台上安裝自行研發之警報系統，  
以確保使用時，底部的支架完全伸展  
及背後圍欄已扣緊



Install fans in dungeon to  
improve ventilation  
在地牢中安裝風扇，以改善通風





## VI. OUR PEOPLE VI. 我們的員工

During the Reporting Period, the Group continued to invest in the provision of various appropriate personal protective equipment (“PPE”) to workers. In April 2019, we published “Safety Footwear Protective Standard Guideline” which highlighted the provision of international standard footwear as the risk management measure for foot protection. Safety footwear helps to prevent the compaction and crush of toes, the stab of feet, slip and other hazards. The Group strictly requires all staff to wear appropriate safety footwear before entering our construction areas. We also provide four models of safety footwear meeting excellent standards identifiable with different labels, suitable for functioning under different working conditions.

於報告期內，本集團繼續投資於向工人提供不同種類的適當個人防護裝備（「PPE」）。於二零一九年四月，我們發佈了《安全鞋防護標準指引》，強調提供達到國際標準鞋類作為腳部保護的風險管理措施。安全鞋有助於防止腳趾擠壓及壓碎、腳部被刺傷、滑倒及其他危害。本集團嚴格要求所有員工進入我們的施工區域前必須穿戴合適的安全鞋。我們亦提供了四個達到優異標準的安全鞋型號，並以不同的標籤進行識別，適合在不同的工作情況下使用。

A new promotion banner of protective gloves was published in March 2020. The banner is displayed in a prominent position on construction sites.

我們於二零二零年三月刊發新的防護手套宣傳橫額。該橫額展示於建築地盤的顯眼位置。



**攜手向前走 共建安全好習慣**

< 2018	2018-2019	2020 >						
<p>員工手護</p> <ul style="list-style-type: none"> <li>容易耗損</li> <li>不環保</li> <li>品質參差</li> <li>不防滑</li> <li>焗促</li> </ul>	<p>現有常用多款安全手護</p> <ul style="list-style-type: none"> <li>耐用耐劃</li> <li>環保</li> <li>性價單一</li> <li>款式選擇少</li> <li>缺少產地監控</li> </ul>	<p>多用途</p> <p>1 2</p> <p>高耐熱 多用型</p> <p>3</p> <p>高耐熱 3層耐劃</p> <p>4</p> <p>抗衝擊</p> <p>5</p> <p>耐油</p> <p>6 漆化工</p> <p>7</p> <p>補胎 4層耐劃</p> <p>8</p>	<p>2020年開始 安保所使用之 華新多功能手護</p> <ul style="list-style-type: none"> <li>種類多樣化</li> <li>產地品質監控</li> <li>耐用耐劃</li> <li>環保</li> <li>符合不同需要</li> <li>人性化設計</li> </ul>					



## VI. OUR PEOPLE VI. 我們的員工

Other than those measures mentioned above or in previous ESG Reports, below further lists a series of measures and practices that have been carried out on our construction sites and/or head office:

- Regular supplies of Chinese herbal tea and fruits to workers. Electrolyte beverage granules are freely distributed in every morning and lunch time to prevent heatstroke;
- Distribute “anti-heat lucky bag” (containing anti-heat tips calendar card, shading cloth, towel, water bottle bag and pocari sweat powder) to workers in summer;
- Install temporary protective fences around floor edges and lock them to avoid workers falling from height;
- Play “Safety Training Video” in workers’ rest area to raise workers’ safety awareness;
- Provide training regarding the use of AED (automated external defibrillator) for our staff.

At the site of the Lugard Road Residential Development, due to the site constraint, we have carried out following protective measure:

- Dusty materials are right on the slope and it may be a potential safety hazard if spraying water on it. Therefore the dust control measure is to cover the dusty materials by tarpaulin instead.

除上述措施或過往的ESG報告中提及的措施外，下文進一步列示在我們的建築地盤及／或總辦事處實行之一系列措施及常規：

- 定期為工人提供涼茶及水果。每天早上及午飯時間會免費發放電解質飲料顆粒，以防止中暑；
- 夏天時向工人發放「防暑福袋」(當中含有抗暑錦囊日曆卡、遮光布、毛巾、水樽袋及寶礦力水特沖劑)；
- 在樓層邊緣安裝臨時防護圍欄並上鎖，避免工人意外從高處墜下；
- 在工友休息區播放「安全培訓視頻」，以提高工人的安全意識；
- 為我們的員工提供使用AED(自動體外心臟去顫器)的培訓。

在盧吉道住宅發展項目的地盤上，由於地盤限制，我們已採取以下保護措施：

- 易生塵埃物料會附著於斜坡上，如果對表面噴水，可能會產生潛在危害。因此，塵埃控制措施是用篷布將易生塵埃物料蓋著。





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In our Shek O Property, renovation works is under progress during the Reporting Period. We supplied Electrolyte beverage powder for free to workers to prevent heat stroke due to water and electrolytes lost through perspiration. We provided noise barrier to avoid unnecessary noise disturbance to both workers and our neighbourhood.

於報告期內，石澳物業正在進行翻新工程。我們免費向工友供應電解質飲料沖劑，以預防因出汗流失水份及電解質而中暑。我們提供隔音屏障以避免對工友及周邊社區造成不必要噪音滋擾。



As a result of our continuous improvement in health and safety, we are proud to share the following major awards granted during the Reporting Period:

由於我們在健康及安全方面的持續改善，我們很高興在報告期內獲得以下重要獎項：

Project/Organiser 項目／主辦方	Competition or Scheme 比賽或計劃	Award 獎項
<b>Construction of Subsidised Sale Flats Development at Texaco Road 德士古道資助出售房屋發展計劃建築工程</b>		
Occupational Safety and Health Council 職業安全健康局	Construction Safety Promotional Campaign 2019 建造業安全推廣活動2019	<ul style="list-style-type: none"> <li>Best Program for Work Safety in Hot Weather and Employees' Health Protection – Merit 最佳酷熱天氣下工作安全及保障員工健康計劃 – 優異獎</li> </ul>
	The 18th Hong Kong Occupational Safety & Health Award 第十八屆香港職業安全健康大獎	<ul style="list-style-type: none"> <li>Work Safe Behaviour Award – Merit 工作安全行為大獎 – 優異獎</li> </ul>
<b>Construction of Subsidised Sale Flats Development at Shatin Area, Wo Sheung Tun Street, Fo Tan 沙田區火炭禾上墩街資助出售房屋發展計劃建築工程</b>		
Occupational Safety and Health Council 職業安全健康局	Construction Safety Promotional Campaign 2019 建造業安全推廣活動2019	<ul style="list-style-type: none"> <li>Competition on Safety Culture – Best Safety Culture Site – Merit 安全文化比賽 – 最佳安全文化地盤 – 優異獎</li> <li>Competition on Safety Culture – Best Safety Activity Team – Merit 安全文化比賽 – 最佳安全文化活動小組 – 優異獎</li> </ul>



## VI. OUR PEOPLE VI. 我們的員工

Project/Organiser 項目／主辦方	Competition or Scheme 比賽或計劃	Award 獎項
<i>Conversion of the Former French Mission Building for Accommodation Use by Law-Related Organisations and Related Purposes at Battery Path, Central</i> 改建中環炮台里前法國外方傳道會大樓供法律相關組織作辦公室及相關用途		
Jointly organised by the Development Bureau and the Construction Industry Council 由發展局及建造業議會合辦	25th Considerate Contractors Site Award Scheme 第25屆公德地盤嘉許計劃	<ul style="list-style-type: none"> <li>CCSA (Public Works – Model Subcontractor) – Merit 公德地盤(工務工程 – 模範分包商) – 優異獎</li> </ul>
<i>Redevelopment of Queen Mary Hospital Phase I</i> 瑪麗醫院重建計劃第一期		
Jointly organised by Occupational Safety and Health Council and Labour Department 由職業安全健康局及勞工處合辦	Good Housekeeping Competition 2019 良好工作場所整理比賽2019	<ul style="list-style-type: none"> <li>Good Housekeeping (Construction Category) – Merit 良好工作場所整理(建造業組別) – 優異獎</li> </ul>
Occupational Safety and Health Council 職業安全健康局	Occupation Health Award 2019-20 職業健康大獎2019-20	<ul style="list-style-type: none"> <li>Joyful@Healthy Workplace Best Practices Award (Enterprise/Organisation Category) – Outstanding Award 好心情@健康工作間大獎(企業/機構組) – 傑出機構大獎</li> <li>Hearing Conservation Best Practices Award – Innovative Improvement Measures Award and Excellence Award 聽覺保護大獎 – 創意改善措施大獎及卓越表現大獎</li> <li>Prevention of Pneumoconiosis Best Practices Award – Innovative Improvement Measures Award and Excellence Award 預防肺塵埃沉着病大獎 – 創新改善措施大獎及卓越表現大獎</li> </ul>



## VI. OUR PEOPLE VI. 我們的員工



In response to the outbreak of novel coronavirus COVID-19 (“COVID-19”) in Hong Kong since late January 2020, the Group has implemented a series of precautionary measures to prevent the spread of COVID-19 into our workspace, among others:

- Suspension of certain sites works in February 2020, when medical masks, hand sanitiser or other cleaning products were in shortage at the beginning of outbreak of COVID-19;
- Prior to the implementation of compulsory quarantine regulations by the Hong Kong Government, special work arrangement for staff who had been travelled outside Hong Kong to work from home for two weeks before resuming office;

為應對新型冠狀病毒病 COVID-19 (「COVID-19」) 自二零二零年一月底以來在香港爆發，本集團已實行一系列預防措施，以防止 COVID-19 在我們的工作場所蔓延，當中包括：

- 於二零二零年二月暫停部份地盤工程，當時為 COVID-19 爆發初期，醫用口罩、消毒洗手液或其他清潔用品均告緊缺；
- 在香港政府實行強制檢疫規例前，已安排曾前往香港以外地區之員工推行特別工作安排，讓彼等在返回工作間復工前在家工作兩周；



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- Compulsory body temperature checks were performed for all staff, workers and visitors when they entered into our office/construction sites;
- Imposed compulsory mask wearing requirement for all staff, workers and visitors whenever they are at the Group's premises;
- Provision of disinfectant hand gel for use at the entrance of the Group's premises;
- Distribution of anti-epidemic supplies allowance to staff;
- Distribution of fruits to staff to enhance their self-immunity;
- More frequent cleaning and disinfection are carried out to our office area, equipment and facilities in order to maintain a hygienic workplace; and
- Promote hygiene through education, especially hand hygiene.
- 為所有進入我們的辦公室／建築地盤的員工、工人及訪客進行強制體溫檢測；
- 規定所有員工、工人及訪客每當身處本集團處所，均需佩戴口罩；
- 在本集團處所入口提供免洗消毒洗手液；
- 向員工派發抗疫物資津貼；
- 向員工派發水果，以提升其個人免疫力；
- 更頻繁地進行辦公區域、設備及設施的清潔及消毒工作，以維持衛生的工作場所；及
- 通過教育推廣衛生，特別是手部衛生。

We remain focused on taking the reasonable precautions to keep everyone safe while ensuring our business continues largely uninterrupted.

我們仍然專注於採取合理預防措施，以保障所有人的安全，同時確保我們的業務能夠大致上不受干擾地繼續進行。





## VI. OUR PEOPLE VI. 我們的員工

Summary of our Group's occupational safety and health statistics for the two years ended 31 March 2020:

截至二零二零年三月三十一日止兩個年度，本集團有關職業安全與健康之統計數字摘要如下：

	2019/2020 二零一九／二零二零年年度		2018/2019 二零一八／二零一九年年度	
	Our Group 本集團	Construction Industry# 建造業#	Our Group 本集團	Construction Industry# 建造業#
Work-related Accidents (cases of over 3 lost days) 工傷意外宗數 (停工超過3日)	8 cases 8宗	2,732 cases 2,732宗	16 cases 16宗	3,465 cases 3,465宗
Work-related Accident Rate (per 1,000 workers) 工傷意外率 (每1,000名工人)	6.64	29*	9.59	31.7**
Loss Time Injuries Frequency Rate (per 100,000 hours worked) 損失工時工傷發生率 (每100,000小時工作)	0.25 hours 0.25小時	N/A 不適用	0.36 hours 0.36小時	N/A 不適用
Number of Work-related Fatalities 工作相關死亡數目	0 worker 0名工人	14 workers 14名工人	1 worker 1名工人	16 workers 16名工人
Fatality Rate (per 1,000 workers) 死亡率 (每1,000名工人)	0.00	0.157*	0.60	0.125**

# Source: Occupational Safety and Health Statistic from the Labour Department

\* Industry statistic of year 2019

\*\* Industry statistic of year 2018

# 資料來源：勞工處職業安全及健康統計數字

\* 二零一九年之行業統計數字

\*\* 二零一八年之行業統計數字

The Group is committed to providing a safe and accident-free workplace for our employees and continues to put effort to minimise accident.

本集團致力為員工提供安全及零事故工作場所，及繼續為盡量減少事故發生而努力。

### WORKFORCE COMPOSITION

Vantage strives to attract and fully engage diverse and talented individuals to contribute to our growth and put us at the forefront of our business. Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. Diversity is often considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Our philosophy also includes diversity of thought, ideas, perspectives and values. Our goal is to build a work environment where all employees are valued for their differences and unique perspectives, and to unleash their full potential.

### 員工組成

盈信致力吸納並全面招攬多元人才為我們的增長作出貢獻，並帶領我們邁向業務前列。多元包括人與人之間的所有不同方面，其包含促使個人或群體彼此不同之各種不同特質。多元化通常反映於多個方面，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年資。我們的經營理念亦涵蓋多元思想、意念、觀點及價值。我們的目標是要建立讓所有員工之不同及獨特觀點均獲得尊重之工作環境，並釋放員工之最大潛能。



## VI. OUR PEOPLE VI. 我們的員工

As of 31 March 2020, the Group employed 350 full-time employees (31 March 2019: 369) in Hong Kong and approximately 52 (31 March 2019: 48) of them worked at our head office, while the remaining mainly worked at various construction sites.

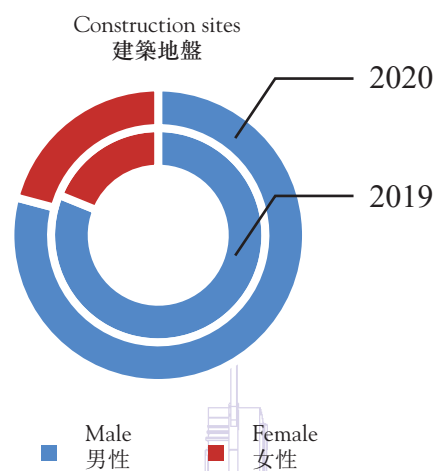
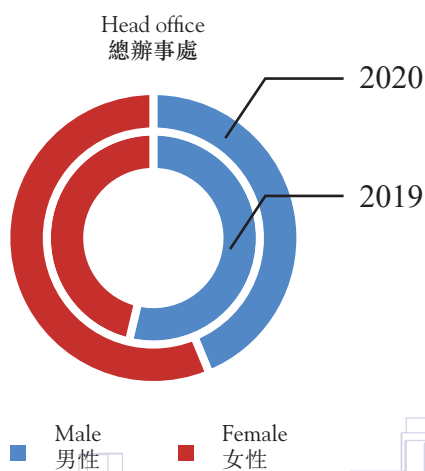
於二零二零年三月三十一日，本集團於香港聘用350名（於二零一九年三月三十一日：369名）全職員工，當中約52名（於二零一九年三月三十一日：48名）在我們的總辦事處工作，其餘主要在各建築地盤工作。

The Group's workforce composition of different aspects as at 31 March 2020 and 31 March 2019 are listed below:

於二零二零年三月三十一日及二零一九年三月三十一日，本集團按不同方面劃分之員工組成載列如下：

			As at 31 March 2020 於二零二零年三月三十一日			As at 31 March 2019 於二零一九年三月三十一日		
			Head office 總辦事處	Sites 地盤	Total 總計	Head office 總辦事處	Sites 地盤	Total 總計
Gender 性別	Male 男性		21	244	265	21	254	275
	Female 女性		31	54	85	27	67	94
Age Group 年齡	18-30	18至30歲	9	128	137	9	138	147
	31-50	31至50歲	31	126	157	30	137	167
	Over 50	50歲以上	12	44	56	9	46	55
Work Grade 工作職級	Senior level	高級	19	52	71	18	55	73
	Middle level	中級	16	111	127	11	111	122
	Entry level	初級	17	135	152	19	155	174
Year of Service 服務年資	Over 10 years	10年以上	5	38	43	13	35	48
	5-10 years	5至10年	8	49	57	8	37	45
	Under 5 years	5年以下	39	211	250	27	249	276

Total Workforce by Gender  
按性別劃分的全體員工人數

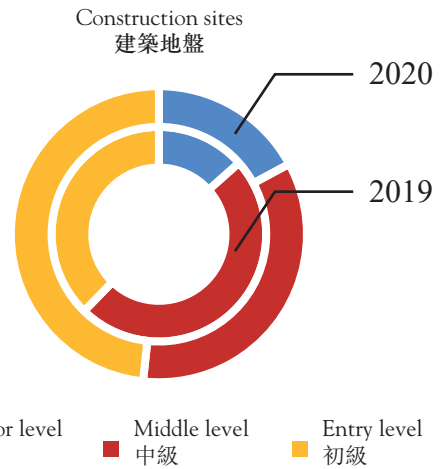
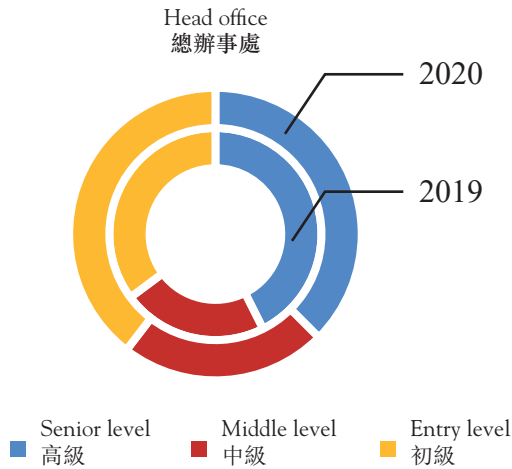




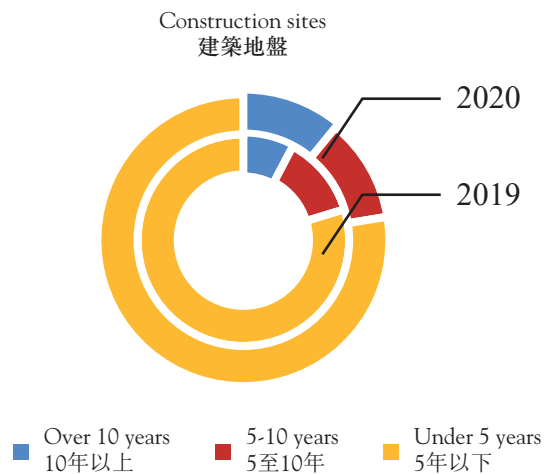
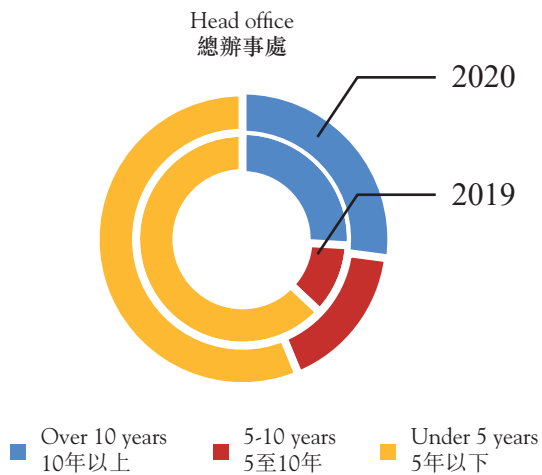


## VI. OUR PEOPLE VI. 我們的員工

Total Workforce by Work Grade  
按工作職級劃分的全體員工人數



Total Workforce by Year of Service  
按服務年資劃分的全體員工人數



The Group's Employee Turnover Rate (%) by gender and age group as at 31 March 2020 and 31 March 2019 are listed below:

於二零二零年三月三十一日及二零一九年三月三十一日，本集團按性別及年齡劃分之員工流失率(%)載列如下：

		As at 31 March 2020 於二零二零年 三月三十一日	As at 31 March 2019 於二零一九年 三月三十一日
		%	%
Gender 性別	Male 男性	37	36
	Female 女性	58	32
Age Group 年齡	18-30 18至30歲	52	40
	31-50 31至50歲	36	28
	Over 50 50歲以上	36	40



## VI. OUR PEOPLE VI. 我們的員工

### EMPLOYMENT AND LABOUR PRACTICE

Vantage complies with the “Employment Ordinance” (Cap. 57 of the Laws of Hong Kong), the “Minimum Wage Ordinance” (Cap. 608 of the Laws of Hong Kong), the “Occupational Safety and Health Ordinance” (Cap. 509 of the Laws of Hong Kong) and other relevant Labour Legislation in Hong Kong. Any forms of child labour, illegal workers and forced labour are strictly prohibited in our business operations.

We maintain the right pool of talents as our portfolio of businesses and investments grows. We are committed to offering equal opportunities in recruitment and promotion, and to ensure recruitment, remuneration and promotion are solely based on individual merits, experience and qualification. The Group is committed to build a working environment which values respect and dignity and is free from prejudice, discrimination or harassment at all times and of any kind including age, gender, race, religion, marital status, family status or disability. Complied with the existing anti-discrimination ordinances and other employment-related regulations, the Group has established whistleblowing and disciplinary mechanism in handling any breach of “Code of Conduct” and other reported possible improprieties. Any possible improprieties reported will be investigated and disciplinary actions, including verbal or written warning, demotion, dismissal, may be taken. For serious improprieties, the case may be reported to law-enforcement authorities.

During the Reporting Period, there were no cases of child and forced labour and reported possible improprieties. We were not aware of any non-compliance with relevant laws and regulations in employment related matters.

Vantage motivates and incentivises talent through a performance-based remuneration system. The Group reviews the remuneration packages of our employees at least annually to reflect each employee’s performance and contribution as well as stay competitive with the market and that our employees are being treated equitably and fairly compensated. On top of regular remuneration, we also provide discretionary bonus, share options, subsidies for education and training programmes, fringe benefits such as medical and marriage leave, incentive travels and other benefits-in-kind to employees with outstanding performance.

### 僱傭及勞工實務

盈信遵守《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《職業安全及健康條例》(香港法例第509章)及香港其他相關勞工法律。我們在經營過程中嚴禁任何形式的童工、非法勞工及強制勞工。

我們隨業務及投資組合增長維持適當的人才儲備。我們在招聘及晉升方面致力提供平等機會，及確保招聘、薪酬及晉升僅會基於個人優點、經驗及資格。本集團致力建立一個時刻體現尊重及尊嚴、杜絕基於年齡、性別、種族、宗教、婚姻狀況、家庭狀況或殘疾之偏見、歧視或騷擾的工作環境。本集團遵守現行反歧視條例及其他僱傭相關法規，並已設立舉報及紀律處分機制以處理任何違反《紀律守則》及其他可能屬不當行為的舉報。任何可能屬不當行為的舉報均會予以調查並可能會採取紀律處分，此包括口頭或書面警告、降職或解聘；不當行為嚴重者，其個案更可能會轉報執法部門處理。

於報告期內，並無任何童工及強制勞工個案以及可能屬不當行為的舉報。我們並不知悉在僱傭相關事宜中存在任何違反相關法律及法規之情況。

盈信通過績效為本的薪酬制度來激勵及獎勵人才。本集團最少每年檢討員工薪酬方案一次，以反映每名員工的表現及貢獻，並保持市場競爭力及使員工能獲得公平的對待及公正的獎勵。除正常薪酬外，我們亦有向表現傑出之員工提供酌情花紅、購股權、教育及培訓課程資助，額外的福利包括病假及婚假、旅遊獎勵及其他實物福利。



## VI. OUR PEOPLE VI. 我們的員工

### TRAINING AND DEVELOPMENT

The Group encourages lifelong learning. Resources are invested in the development and training of our staff that underpins our work quality and safety performance and also drives productivity, knowledge, engagement, loyalty and a deeper sense of belonging to the Group. Employees are encouraged to take part in both internal and external trainings and development programmes to continually enhance their skills, capabilities and update their knowledge on regulations and better navigate the ever-changing business environment and economies. Directors are provided with continuous professional development trainings to develop and refresh their knowledge and skills and also get updates on legal and regulatory issues.

Training hours arranged or provided by the Group for employees by their gender and by work grade for the two years ended 31 March 2020 are listed below:

### 培訓及發展

本集團鼓勵終身學習。我們投資資源於員工的發展及培訓，以促進工作質素及安全表現，以及提高生產力、知識、參與、忠誠及加深對本集團的歸屬感。我們鼓勵員工參加內部和外部的培訓和發展計劃，以不斷提高彼等的技能和能力，更新彼等的法規知識，更好地適應不斷變化的商業環境和經濟。我們為董事提供持續的專業發展培訓，以發展和更新彼等的知識和技能，並使彼等可獲得有關法律和監管事項的最新資料。

截至二零二零年三月三十一日止兩個年度由本集團為員工安排或提供，按彼等之性別及工作職級劃分的培訓時數列示如下：

	Gender 性別			
	2019/2020 二零一九/二零二零年年度		2018/2019 二零一八/二零一九年年度	
	Male 男性	Female 女性	Male 男性	Female 女性
Percentage of Total Workforce (%) 僱員總數百分比(%)	75.7	24.3	74.5	25.5
Percentage of Total Training Hours (%) 總培訓時間百分比(%)	77.7	22.3	80.8	19.2
Average Training Hours (hours/employee) 平均培訓時間(小時/員工)	12.3	11.0	18.5	12.9

	Work Grade 工作職級					
	2019/2020 二零一九/二零二零年年度			2018/2019 二零一八/二零一九年年度		
	Senior Level 高級	Middle Level 中級	Entry Level 初級	Senior Level 高級	Middle Level 中級	Entry Level 初級
Percentage of Total Workforce (%) 僱員總數百分比(%)	20.3	36.3	43.4	19.8	33.1	47.1
Percentage of Total Training Hours (%) 總培訓時間百分比(%)	19.3	31.1	49.6	11.2	41.7	47.1
Average Training Hours (hours/employee) 平均培訓時間(小時/員工)	11.4	10.3	13.7	9.7	21.5	17.0



## VI. OUR PEOPLE VI. 我們的員工

In the Reporting Period, certain training courses were cancelled due to the social unrest and the COVID-19. Hence, the average training hours decreased as compared to last year.

Accredited by the Hong Kong Institution of Engineers, one of our major subsidiaries is approved to offer “Graduate Scheme ‘A’ Training” to the graduates of Building Engineering and Management/Construction Engineering and Management & Building Services Engineering. Under the scheme, the subsidiary provides training opportunities, hires external tutors and arranges internal management staff as mentors to comprehensively train our graduates, assist their completion of the required training and become registered engineers.

Apart from the “Graduate Scheme ‘A’ Training”, the Group also periodically arrange in-house seminars, professional workshops, site/factory visits and updates for employees and Directors on regulatory, technical and operational aspects.

### EMPLOYEE ENGAGEMENT

Vantage cares about the well-being and quality of life of our employees. We encourage a healthy balance between family life and work. We continuously conduct colorful recreational activities so as to stimulate their vitality, enrich their life beyond office work, strengthening internal communication, improve team cohesiveness and increase their sense of gain and happiness. Family members of our employees are usually welcome to join these activities.

- Our leisure farm in Kam Tin has been opened for use during the Reporting Period for colleagues to relax and experience the fun of farming;
- We had organized a boat trip and various overseas incentive trips, including Japan, Austria, Italy, etc., to not only acknowledge our employees' hard work, but also build a positive and proactive team spirit.

於報告期內，若干培訓課程由於社會動盪及 COVID-19而被取消。因此，與去年相比，平均培訓時數有所減少。

作為香港工程師學會認可機構之一，我們其中一間主要附屬公司獲批准向建築／建造工程及管理學系和屋宇裝備工程學系之畢業生提供「工程畢業生培訓計劃」。根據計劃，該附屬公司會提供培訓機會、外聘導師並安排內部管理人員擔任導師，以全面培訓畢業生，協助他們完成所需培訓並成為註冊工程師。

除「工程畢業生培訓計劃」外，本集團亦定期就監管、技術及營運範疇，為僱員及董事安排內部研討會、專業工作坊、參觀地盤／工廠及介紹最新發展。

### 員工參與

盈信關心員工之福祉及生活質素。我們鼓勵在家庭生活及工作之間取得健康平衡。我們持續舉辦豐富多彩的休閒活動，以激發員工活動，豐富其工作以外的生活，加強內部溝通，改善團隊凝聚力及提升其收獲及幸福感。我們亦歡迎員工家屬一同參與活動。

- 我們在錦田的悠閒農莊於報告期內已開放使用，供同事放鬆及體驗農耕樂趣；
- 我們舉辦了一次遊艇旅遊及多次海外獎勵旅遊，包括到日本、奧地利及意大利等，不單作為對員工辛勤工作的答謝，亦建立正面及積極的團隊精神。



## VI. OUR PEOPLE VI. 我們的員工





## VI. OUR PEOPLE VI. 我們的員工

Sports gathering is generally a good way to improve health and fitness. We actively support colleagues who take on healthy physical challenges in the aid of charitable causes or simply to stay fit:

體育聚會一般而言是改善我們健康的良好方式。我們積極支持同事為慈善或純為保持健康而參與有益身心的體能挑戰：

- Our “Able Dragon” took part in various competitions including the “Ap Lei Chau Small Boat Race 2019” and the “Tai Po District Dragon Boat Race 2019”;
- We joined the “Construction Industry Happy Run and Carnival 2020”. The Happy Run provides a good occasion for construction practitioners to get together to enjoy a healthy fun day with a view to promote healthy living and sporty lifestyle in the industry;
- Two rowing machines were installed in our Group’s training centre to help staff to keep fit;
- We organised different sports teams, including badminton, football, basketball, etc. for staff to join during their leisure time.
- 我們的「安保龍」龍舟隊參加了多項不同賽事，包括「2019鴨脷洲小龍競賽」及「2019年大埔區龍舟競賽」；
- 我們參加了「2020建造業開心跑暨嘉年華」。開心跑為建造業從業者提供一個聚會場合，享受有益身心的一天，藉以在業內推廣健康生活及熱愛運動的生活方式；
- 本集團的培訓中心安裝了兩台划艇機，以助員工健身；
- 我們組織了不同體育隊伍，包括羽毛球、足球、籃球等，供員工於閒時參加。

To implement social distancing, the Group suspended all indoor social and recreational activities from the outbreak of COVID-19 in Hong Kong in February 2020 to the end of the Reporting Period.

為落實保持社交距離，本集團已自COVID-19在二零二零年二月香港爆發以來直至報告期末暫停所有室內社交及休閒活動。





## VII. ETHICS AND OPERATIONAL EXCELLENCE

### VII. 道德及卓越營運

#### ANTI-CORRUPTION

The Group firmly believes integrity is the foundation for the success of an entity. We have zero-tolerance of any form of corruptions, frauds and all other behaviours violating work ethics. In order to create a transparent, fair and honest operation environment, the Group strictly abides by the “Prevention of Bribery Ordinance” (Cap. 201 of the Laws of Hong Kong) and other relevant laws and regulations.

Vantage had enhanced the “Code of Conduct” and “Employee Handbook” in September 2019 and February 2020, respectively, to bolster the Company’s anti-corruption culture and to standardise the practices in handling of conflict of interests, reporting and accepting advantages, leakage of confidential information, insider trading, etc.. All Directors and employees are obliged to follow when conducting the Group’s business.

Vantage has implemented a written “Whistleblowing Policy” since 2012 to achieve and maintain the highest standards of openness, probity and accountability. This policy, available at the Company’s website, 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 members 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 of the Company anonymously. Reports and complaints received will be escalated to the Audit Committee and will be handled in a prompt and fair manner. The reporting employee making appropriate reports under the “Whistleblowing Policy” is assured of protection against unfair dismissal, victimisation or unwarranted disciplinary action, even if the reports are subsequently proved to be incorrect or unsubstantiated. Employees who are found violating the “Code of Conduct” or policies or procedures of the “Employee Handbook” after investigation will be subject to disciplinary actions, including verbal and written warnings, demotion and/or dismissal, and the case may be reported to law-enforcement authorities for possible prosecution, depending on the situation. During the Reporting Period, there were no reported cases of improprieties and corruption.

#### 反貪污

本集團堅信誠信是企業成功的基礎。我們絕不容忍任何形式的貪污、欺詐及所有其他違反職業道德之行為。為建立透明、公平及誠實的經營環境，本集團嚴格遵守《防止賄賂條例》(香港法例第201章)及其他相關法律與法規。

盈信已分別於二零一九年九月及二零二零年二月提升《紀律守則》及《員工手冊》，以加強本公司之反貪污文化，及標準化有關利益衝突、申報及接受利益、洩漏保密信息、內幕交易等行為的處理方法。於進行本集團之業務時，全體董事及員工均須遵守有關守則。

盈信已自二零一二年起實施書面《舉報政策》，以實現及維持最高水平的公開、廉潔及問責準則。該政策(已登載於本公司網站)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業務往來之獨立第三方(如客戶、供應商、分判商、債權人及債務人)向本公司的審核委員會匿名舉報有關財務報告、內部監控或其他事宜之可能不當行為、失當行為、瀆職或違規情況。舉報及投訴一經接獲，將上報至審核委員會並予以迅速及公正地處理。根據《舉報政策》作出恰當舉報之員工獲保證不會因此而受到不公平解僱、報復或不合理的紀律處分行動，即使有關舉報其後被證實屬不正確或未被證實。若員工經調查後發現違反《紀律守則》或《員工手冊》內之政策或程序，彼將受到紀律處分，包括口頭及書面警告、降職及/或解聘，且視乎情況，個案或會轉交執法部門以提出檢控。於報告期內，並無任何針對不當行為及貪污個案之舉報。



## VII. ETHICS AND OPERATIONAL EXCELLENCE VII. 道德及卓越營運

To further raise internal awareness of anti-corruption, we continue to invite representatives from Independent Commission Against Corruption (ICAC) to hold talks on anti-corruption with specific matters of interest relating to our businesses for different level of staff during the Reporting Period.



為了進一步提高集團內部之反貪污意識，我們於報告期內繼續邀請廉政公署之代表為不同職級之員工主持講座，以闡釋與我們業務有關之具體反貪污行為。

A major subsidiary of our Group gained the ISO 37001:2016 certification in recognise of our compliance with the “Anti-Bribery Management Systems Standard”.

本集團旗下一間主要附屬公司獲得ISO 37001:2016認證，肯定了我們符合「反賄賂管理系統標準」。







## VII. ETHICS AND OPERATIONAL EXCELLENCE

### VII. 道德及卓越營運

#### BUSINESS ETHICS AND CONFIDENTIALITY

Vantage believes that honesty, integrity and fair play are important company assets in conducting business. We are committed to upholding the highest ethical standards and accountability throughout our operations. We do not tolerate discrimination, vilification or harassment of all kinds. Written “Code of Conduct” and policies, which set out the basic standards of behavior expected of all Directors and employees and how they should respond to different situations in the Group’s business dealings, are available and have been communicated to all Directors and employees on a regular basis.

Our Group has also set up and implemented the “Corporate Information Disclosure Policy”. This policy provides guiding principles, practices and procedures to assist employees of the Group for monitoring our business developments so that potentially matters, transactions, business developments or events which are material, share-price-sensitive, connected or inside information can be quickly escalated to the Board for time decisions about the need of disclosure.

On the other hand, 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 also 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. Our Directors and employees responsible for tendering must also comply with the “Competition Ordinance” (Cap. 619 of the Laws of Hong Kong) and 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 the “Competition Ordinance” have been set out in our Group’s “Code of Conduct” and “Employee Handbook”. During the Reporting Period, no non-compliance on relevant issues was reported.

#### 商業道德及保密

盈信相信，誠實、誠信和公平競爭是推動企業運作之重要道德資產。我們致力在整個營運中維持最高道德水平及問責性。我們絕不容忍一切形式之歧視、中傷或騷擾行為。全體董事及員工基本應有之行為準則及於本集團業務往來中應對不同情況之正確處理方法，均已載列於《紀律守則》及書面政策內，並會定期向全體董事及員工傳達。

本集團亦制定並實施《公司信息披露政策》。此政策載有可協助本集團員工監察我們的業務發展之指導原則、常規及程序，從而使重要的、股價敏感的、關連的或與內幕信息有關的可能發生之事項、交易、業務發展或事件能迅速上報至董事會，以適時決定是否有需要作出披露。

另一方面，根據本集團之《紀律守則》，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，且僅可披露予有需要知道之相關員工。透過內部監控亦可確保數據安全及防止濫用或不當使用私人或保密信息。

對我們的業務而言，投標程序極為重要。投標必須公平進行，以保障本集團及客戶之利益。負責投標之董事及員工亦須同時遵守《競爭條例》（香港法例第619章），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。有關保密及遵守《競爭條例》之相關要求已納入本集團之《紀律守則》及《員工手冊》。於報告期內，並無任何相關事宜之違規報告。



## VII. ETHICS AND OPERATIONAL EXCELLENCE

### VII. 道德及卓越營運

#### PRODUCT RESPONSIBILITY

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

A major subsidiary of the Group is certified with ISO 9001:2015 “Quality Management System Standard”, which laid out detailed rules that have been incorporated into the subsidiary’s quality manual, procedures manual and quality plan. These documents describe all relevant international standards in terms of construction procedures, quality requirements for the completed work 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 annually by the management for further improvement.

In the marketing of our properties held for sale, we make sure our marketing strategies and associated advertisements are in full compliance with relevant regulations, including the “Residential Properties (First-hand Sales) Ordinance” (Cap. 621 of the Laws of Hong Kong). We believe providing customers with accurate and transparent information enables them to make informed decisions.

In 2019/2020, we were not aware of any incidents of non-compliance with laws and regulations, concerning health and safety, advertising, labelling and privacy matters relating to products and services provided that have a significant impact on the Group.

#### 產品責任

質量是建築項目成功的關鍵因素之一，而盈信始終致力於交付優質建築及持續符合規格。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規格；及尋找途徑以消除不良表現之成因。本集團採納之質量控制程序包括在每個建造及發展階段進行定期監察、檢查及測試，記錄數據以及管制不合格工作等。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所需標準及規格。

本集團旗下一間主要附屬公司已獲得ISO 9001:2015「質量管理系統標準」認證，當中所載之詳細規則已納入該附屬公司之質量手冊、程序手冊及質量計劃。該等文件描述有關建造程序、竣工工程的質量要求及質量管理執行方式之所有相關國際標準。在開始施工前，參與工程之員工及分判商均會聽取有關ISO 9001系統之簡介。我們的質量管理系統由管理層每年檢討，以作進一步完善。

在營銷我們持有作出售的物業過程中，我們確保我們的營銷策略及相關廣告完全遵守相關法規，包括《一手住宅物業銷售條例》(香港法例第621章)。我們相信，為客戶提供準確和透明的信息，可以讓彼等作出知情決定。

於二零一九／二零二零年年度，就我們所提供之產品及服務而言，我們並不知悉在健康與安全、廣告、標籤及私隱事宜方面，有任何違反法律及法規以致對本集團造成重大影響之事故。



## VII. ETHICS AND OPERATIONAL EXCELLENCE

### VII. 道德及卓越營運

#### SUPPLY CHAIN MANAGEMENT

The quality of work of suppliers, sub-contractors and service providers directly affect the quality for all of our construction and property development projects. Accordingly, we maintain various communications and interactions with our suppliers, sub-contractors and service providers, including regular meetings, trainings and talks, to ensure they meet customers' and our requirements regarding quality, environmental and safety standards.

In order to better control the risk of supply chain, we are stringent in selecting suppliers, sub-contractors and service providers. We focus on exemplifying good practices related to material sourcing and careful management of suppliers, sub-contractors and service providers and uphold high standards for quality and operational efficiency. Our procurement manager maintains an approved list of suppliers, sub-contractors and service providers. Together with contract managers and project managers, we carry out assessments and evaluation of performance of our suppliers, sub-contractors and service providers at least on an annual basis to ensure their products and services meet the requisite standards. The materials purchased from suppliers and works performed by sub-contractors and service providers will be checked and monitored on a regularly basis. Poor performance of our suppliers, sub-contractors and service providers or failure to meet our standards may result in its business relationship with the Group being terminated.

Other than quality of work, the health and safety performance and salary payment record of major 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 relevant suppliers, sub-contractors and service providers.

#### DRIVING INDUSTRY INNOVATION

The Innovation & Technology Working Group set up since 2017/2018 keeps abreast with the times and launched a number of intelligent management systems, including the BIM Document Management System to enable efficient on-site documentation management so as to boost construction productivity. The implementation of various digital systems and platforms can simplify the entire quality control procedure that greatly reduce paper consumption, contributing towards environmental protection.

#### 供應鏈管理

供應商、分判商及服務供應商的工作質素直接影響我們所有建築和房地產開發項目的品質。因此，我們與供應商、分判商及服務供應商保持各種溝通及互動，包括定期召開會議、培訓和座談，以確保他們滿足客戶和我們對質量、環境和安全標準的要求。

為更好地控制供應鏈的風險，我們嚴格甄選供應商、分判商及服務供應商。我們專注於在採購物料和小心管理供應商、分判商及服務供應商方面實踐良好規範，以及恪守高標準質量及營運效率。我們的採購經理保存一份核准供應商、分判商及服務供應商名單，並與合約經理及項目經理共同對我們的供應商、分判商及服務供應商的表現最少每年進行一次評估，以確保彼等的產品及服務符合所需標準。從供應商採購之物料及由分判商及服務供應商完成之工作將予定期檢查及監察。若供應商、分判商及服務供應商表現欠佳或未能符合我們的標準，可能會導致其與本集團的業務關係被終止。

除工作質素外，我們亦會檢查主要分判商在所有重大項目之健康與安全表現及薪酬支付紀錄。假如本集團之健康與安全及環境政策有變，有關變更將即時知會相關供應商、分判商及服務供應商。

#### 促進行業創新

於二零一七／二零一八年度成立之創新及科技工作小組與時並進，並推出了多個智能管理系統，包括為達致高效現場文件管理從而促進建築生產力的BIM文件管理系統。實行多個數碼系統及平台可簡化整個質量控制程序，大幅減少紙張消耗，為環境保護作出貢獻。



## VII. ETHICS AND OPERATIONAL EXCELLENCE VII. 道德及卓越營運

In the Reporting Period, the Group implemented a comprehensive anti-mosquito practices which incorporated innovative technology. Our contract works projects implement a multi-layer monitoring and reporting model to systematically manage anti-mosquito measures. We integrate innovative Tracking Apps and BIM Document Management System for mosquito control, to ensure that anti-mosquito measures are carried out efficiently in a convenient, comprehensive and traceable manner.

於報告期內，本集團結合了創新科技實行了全面的滅蚊措施。我們的合約工程項目實施多層次監測及報告模式來系統化管理滅蚊措施。我們結合創新的跟蹤應用程式和BIM文件管理系統進行滅蚊，確保以高效、便捷、全面及可追溯的方式實行滅蚊措施。



Anti-Mosquito Strategic Location incorporated into BIM Document Management System  
滅蚊策略位置的平面圖嵌入BIM文件管理系統



Anti-mosquito Breeding Control System  
防止蚊卵繁殖及控制系統



Activate QR Code and Establish Inspection Platform  
啟動二維碼並建立巡查平台



## VII. ETHICS AND OPERATIONAL EXCELLENCE VII. 道德及卓越營運

In the Reporting Period a large-scale “Virtual Reality Safety Training Cave”, coupled with motion sensors, was installed at the construction site of the Queen Mary Hospital redevelopment project. These facilities provide our workers with realistic “Field training” as well as the experience of “accident”, so that their safety awareness will be enhanced, and therefore effectively prevent accidents from happening at the construction sites.

One of our major subsidiaries is also a founding member of the University-Government-Industry Consortium for Sustainable Urban Development which was initiated by The Hong Kong Polytechnic University (“PolyU”) and set up in July 2016 to support the identification, development and implementation of new technologies and solutions for smart cities and sustainable development in Hong Kong. The Third Annual Forum of the consortium was held in June 2019 for detailed discussions on the theme of “Enhancing Urban Sustainability - The Way Forward”.

於報告期內，我們在瑪麗醫院重建項目之建築地盤安裝了大型「虛擬實境安全培訓匣」，並配備了動作感測器。該等設施為我們的工人提供真實化的「實地訓練」，以及「事故」的體驗，藉以提升彼等的安全意識，從而有效預防事故在建築地盤發生。

我們其中一間主要附屬公司亦為香港理工大學（「理大」）於二零一六年七月倡議成立之「可持續城市發展大學－政府－業界三方聯盟」之創始成員。三方聯盟之目標是協助識別、開發及實施新技術與方案，以推動香港成為智慧城市及維持可持續發展。聯盟的第三屆周年座談會於二零一九年六月舉行，當中就「提升城市可持續性－未來路向」之主題進行了詳細討論。



## VIII. ENVIRONMENT

### VIII. 環境

Vantage has been engaged in property development and construction activities for years. We have taken various actions to manage the environmental impacts from different construction sites of the Group, such as setting up an Environmental Management Committee for monitoring environmental issues of the Group. We aim to meet all related environmental legislations and regulations, identify opportunities for reducing waste, conserving resources, preventing pollution and raising employees' awareness on environmental performances. A major subsidiary of the Group which has been engaged in the contract works business has obtained ISO 14001:2015 certificate for its Environmental Management System.

As a developer and a contractor, we develop high quality properties and buildings, but construction processes inevitably generate waste and most of them, for example plastics, are eventually disposed at landfills. As a responsible corporation, we struggle for building a green future by operating our business in a manner that embraces environmental sustainability and are committed to reduce the environmental impact of our activities. We are working to manage overall greenhouse gas (“GHG”) emissions, and energy, waste, water and materials consumption by incorporating green practices in our daily operations across our Group and to identify and implement concrete actions that improve our environmental performance.

During the Reporting Period, we implemented waste source reduction through “7Rs-refuse/reduce/reuse/replace/recycle/reward/review”. For instance, we established a recycling programme, “Construction Plastic Waste Recycling Programme”, to explore if plastics at sites could be recycled. This programme was fully implemented at all construction sites during the Reporting Period. More than three tons of plastics have been collected in a 6-month period. The construction plastics collected had been melted and pelletised to become raw materials again.

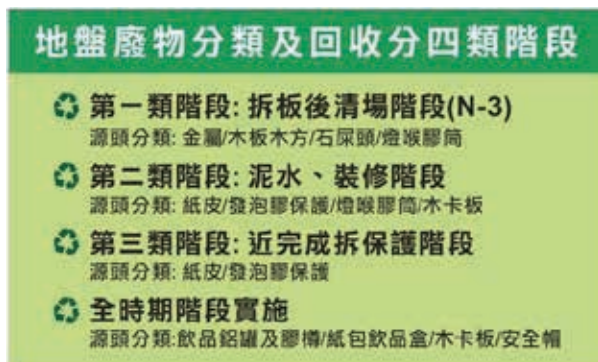
盈信從事物業發展及建築活動多年。我們已採取多項行動以管理本集團不同建築地盤對環境的影響，例如設立環境管理委員會以監察本集團的環境事宜。我們的目標是符合所有相關的環保法例及規例，並尋找機會減少廢棄物、節約資源、防止污染及提高員工在環境表現方面之意識。本集團旗下一間從事合約工程業務之主要附屬公司的環境管理系統已取得ISO 14001:2015認證。

作為發展商及承建商，我們興建優質物業及樓宇，但建築過程無可避免會產生廢棄物，而大部分廢棄物（例如塑膠）最終會棄置於堆填區。作為一間負責任企業，我們通過以促進環境可持續發展的方式經營業務，為建設綠色未來而努力，並致力減少我們的活動對環境的影響。我們正致力於通過將綠色常規融入我們的日常營運，以管理本集團整體之溫室氣體（「溫室氣體」）排放以及能源、廢棄物、水及材料之使用，並識別及實施具體行動以改善我們的環境表現。

於報告期內，我們通過「7R－拒用／減少／重用／取代／回收／獎勵／檢討」之原則實行廢棄物源頭減少。例如我們確立了一個循環再用計劃（即「建築塑膠廢料循環再用計劃」），以探索地盤產生之塑膠是否可循環再用。於報告期內，此計劃在所有建築地盤充分實行。超過三噸的塑膠在六個月內被收集。收集到的建築塑膠已被融化及製成膠粒，再生成為原材料。



## VIII. ENVIRONMENT VIII. 環境



In view of the significant effectiveness of this programme, our project, “Construction of Subsidised Sale Flats Development at Texaco Road”, had won below awards in the “2018 Hong Kong Awards for Environmental Excellence”:

- Construction Industry - Certificate of Merit
- Young Green Leader Award – Ms. Man Wing Yan, Miranda

鑑於此計劃之顯著成效，我們的項目「德士古道資助出售房屋發展計劃」於「2018香港環境卓越大獎」中贏得以下獎項：

- 建造業－優異獎
- 傑出綠色菁英－文泳茵女士

This award was led by the Environmental Campaign Committee alongside the Environmental Protection Department and in conjunction with nine organisations.

該獎項乃由環境運動委員會統籌，並聯同環境保護署及九間機構合辦。



## VIII. ENVIRONMENT VIII. 環境

Vantage is also committed to improving 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 that, help to adjust practices and take appropriate measures to save energy. For the contract works business, an Energy Management System has also been established in accordance with ISO 50001:2011 standard which provides guidance and framework for managing energy policy in all aspects of the 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.

盈信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。本集團已回顧能源使用狀況，以根據特定標準分析及評估當前的能源用量，識別能源用量高的領域，以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標準之能源管理系統，為營運中各個方面的能源管理提供能源管理政策指引及框架。

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之嚴重環境違規事件。







## VIII. ENVIRONMENT

### VIII. 環境

#### USE OF RESOURCES

In this ESG Report, the energy usage data and emission data of the top 10 (2019: 10) projects from the contract works business and 5 (2019: 6) properties from the property investment and development business that represent a significant part (more than 90%) of the work/property portfolio, together with 5 (2019: 5) of our self-occupied properties were summarised and presented based on the materiality principle.

Resources consumed by the Group are listed in the table below:

#### 資源使用

於本ESG報告，來自合約工程業務之首10個(二零一九年：10個)項目以及物業投資及發展業務之5個(二零一九年：6個)物業(其佔我們工程／物業組合的絕大部分(超過90%))連同5個(二零一九年：5個)我們自用物業之能源使用及排放數據乃根據重要性原則予以總結及呈列。

本集團所消耗之資源列載於下表：

Type of Resources	資源類型	Unit 單位	Consumption 消耗量	
			2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Total energy consumption	總能源消耗	GJ 千兆焦耳	33,544	34,689
Total energy intensity per thousand revenue*	按每千元收入計之 總能源密度*	GJ/HK\$'000 千兆焦耳／千港元	0.021	0.010
Electricity	電力	kWh 千瓦時	2,046,332	3,035,764
Diesel	柴油	litre 公升	681,419	564,546
Petrol	汽油	litre 公升	32,610	64,043
LPG	液化石油氣	litre 公升	352	26,731
Water	水	m <sup>3</sup> 立方米	53,150	111,888
Water intensity per thousand revenue*	按每千元收入計之 耗水密度*	m <sup>3</sup> /HK\$'000 立方米／千港元	0.033	0.032
Town Gas	煤氣	Mj 兆焦耳	189,669	171,360

\* Excluding revenue from provision of finance business which do not consume any energy and water directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接消耗任何能源及水。

Due to the operation of a specific machine in a new construction site, the usage of diesel for the Reporting Period was increased. Besides, as the turnover in the Reporting Period was significantly lower than that of last year due to certain contract works projects of the Able Group were at their preliminary stage of development, and the increase in consumption of diesel, the energy consumption intensity was comparatively much higher than last year.

由於在一個新建築地盤營運一部特定機器，報告期內柴油用量有所增加。此外，由於報告期內之營業額因安保集團之若干合約工程項目處於發展初期而較去年大幅減少，以及柴油消耗量有所增加，故能源消耗密度與去年相比有較大提高。



## VIII. ENVIRONMENT

### VIII. 環境

Vantage believes that more eco-friendly behavior change and sustainable practices can reduce environmental footprint and the environmental impact of our operations as well as saving operating costs for the Group. Therefore, we encourage our employees to adopt a sustainable and more “green” workstyle by taking small actions to create big changes. We implement green policies to streamline operating procedures, make best use of resources, recycle wastes and control energy consumption in our daily operation.

We are continuing to minimise our footprint by addressing environmental elements that are within our control. Some of the green measures implemented at sites and/or head office are listed below:

- Green lounge which equipped with mechanical fans and air-conditioners is set up to provide comfortable rest environment for site workers. Licensed catering supplier is appointed for providing different sorts of healthy meal with balancing nutrition value for workers' selection. Lunch boxes and tableware are reused to replace those disposable styrofoam boxes.
- Provide water cups for workers to replace disposable paper cups.
- Use wind turbine or solar collector panels in the workers' lounge to drive fans and exhaust fans to reduce the energy consumption.
- Install real-time dust monitors on fenced streets and connect fog cannons; whenever the concentration of suspended particles exceeds the standard, the device will automatically spray to reduce air pollution effectively.
- Encourage double-sided printing of paper and in black and white in order to save toner and reduce carbon emission.
- Automatically switch electrical appliances, such as computers, printers, etc. to “sleep mode” or “energy saving mode” to minimise energy consumption.

盈信相信，更環保的行為改變及可持續發展常規可減少環境足印以及我們的營運對環境的影響，並可為本集團節約經營成本。因此，我們鼓勵僱員從微小行動開始，成就大改變，以實踐更「綠色」的可持續工作方式。我們引入綠色政策以簡化營運程序，充分利用資源，回收廢棄物，並控制日常營運中的能源消耗。

我們繼續通過處理控制範圍內的环境因素將足印減至最低。在地盤及／或總辦事處實行的部分綠色措施列示如下：

- 設立配備機械風扇及空調的綠色休息室，為地盤工人提供舒適的休息環境。委聘持牌餐飲供應商提供各款具均衡營養價值的健康餐點，提供給工人選擇。午餐盒及餐具會予以重用，以取代即棄發泡膠餐盒。
- 為工人提供水杯以取代即棄紙杯。
- 在工人休息室使用風機或太陽能收集板，以驅動風扇及抽氣扇，從而減少能源消耗。
- 在設有圍欄的街道安裝實時灰塵監測器及連接霧炮。當懸浮顆粒的濃度超出規定水平時，該裝置將自動噴霧以有效減少空氣污染。
- 鼓勵雙面印刷及黑白印刷，以節約碳粉及減少碳排放。
- 自動將電器（例如電腦、影印機等）調節為「睡眠模式」或「省電模式」，以盡量減少能源消耗。



## VIII. ENVIRONMENT VIII. 環境



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” (Cap. 354 of the Laws of Hong Kong) and no illegal dumping occurred.

### GREEN BUILDING

Vantage achieves higher energy efficiency through adopting innovative sustainable and green building design and environmental-friendly measures to enhance the efficient use of energy, material and land resources. During the Reporting Period, a number of our contract works projects won several awards in the “Quality Public Housing Construction and Maintenance Awards 2019” organised by the Hong Kong Housing Authority to recognise the ESG effort of our team and our business partners:

本集團旗下一間主要附屬公司已向環境保護署（「環保署」）登記為化學廢物產生者，並已遵循有關化學廢棄物處理之相關法規。化學及危害性廢棄物已儲存於妥善隔離之設施，並由持牌承包商定期收集。我們已委派指定員工協調相關程序，以確保遵守《廢物處置條例》（香港法例第354章），以及防止違法傾倒廢棄物之情況發生。

### 綠色建築

盈信通過採納創新及可持續之綠色建築設計及環保措施，實現更高能源效益，從而提升能源、物料及土地資源的高效使用。於報告期內，為表揚我們的團隊及業務夥伴在ESG方面所作出的努力，我們的部份合約工程項目贏得香港房屋委員會舉辦的「優質公共房屋建造及保養維修大獎2019」中的多個獎項：



## VIII. ENVIRONMENT VIII. 環境

Award 獎項	Project 項目
<i>New Works Projects – Outstanding Contractors</i> 新工程項目 – 傑出承建商	
The Innovative Use of BIM Technology (Main Contractor) – Highly Commended 建築信息模擬技術之創新使用 (總承建商) – 高度表揚	<ul style="list-style-type: none"> <li>Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street, Fo Tan and Footbridge Improvement Works at Siu Hong Road, Tuen Mun 沙田第16區火炭禾上墩街資助出售房屋發展計劃建築工程和屯門兆康路行人天橋改善工程</li> <li>Construction of Public Rental Housing Development at Lai Chi Kok Road – Tonkin Street Phases 1 &amp; 2 荔枝角道 – 東京街第一及第二期公共租住房屋發展計劃建築工程</li> <li>Construction of Public Rental Housing Development at Tung Chung Area 39 東涌第39區公共租住房屋發展計劃建築工程</li> </ul>
<i>New Works Projects – Best Site Safety</i> 新工程項目 – 最佳工地安全	
Active Site Safety Improvement – Building 施工中工地安全進步 (建築)	<ul style="list-style-type: none"> <li>Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street, Fo Tan and Footbridge Improvement Works at Siu Hong Road, Tuen Mun 沙田第16區火炭禾上墩街資助出售房屋發展計劃建築工程和屯門兆康路行人天橋改善工程</li> </ul>
Timely Report of Near Miss Incident - Building 匯報閃失事故 (建築)	<ul style="list-style-type: none"> <li>Construction of Public Rental Housing Development at Eastern Harbour Crossing Site Phase 7 and Demolition of Ex-Tung Wah Lung Kong Mrs Fung Yiu Hing Memorial Primary School, Chai Wan 東區海底隧道旁地盤第七期公共租住房屋發展計劃建築工程及柴灣前東華龍岡馮耀卿夫人紀念小學拆卸工程</li> </ul>
Safety Innovation 安全創意	<ul style="list-style-type: none"> <li>Construction of Public Rental Housing Development at Lai Chi Kok Road – Tonkin Street Phases 1 &amp; 2 荔枝角道 – 東京街第一及第二期公共租住房屋發展計劃建築工程</li> <li>Construction of Subsidised Sale Flats Development at Texaco Road 德士古道資助出售房屋發展計劃建築工程</li> </ul>



## VIII. ENVIRONMENT VIII. 環境



Regarding our property development business, we continue the engagement in green building by adding green designs, using environmental-friendly materials and adopting greener construction methods. We actively participate in Building Environmental Assessment Method (“BEAM”) Plus projects. Efforts have been engaged to strive for green-building “Silver” certificate in our existing properties under development.

For instance, in the design of our Lugard Road Residential Development, we will:

- use natural ventilation and skylight for natural lighting; and
- use solar photovoltaic panel to generate electricity.

In the design of our Wood Road Residential Development:

- the frontage of the residential tower is set back from the site boundary abutting Wood Road so as to minimise the air and noise pollution caused by the traffic nearby;
- the provision of windows both at the front and back elevation of the building to allow cross-ventilation of each residential unit;
- windows are provided as far as possible including bathrooms/toilets and kitchens to improve natural lighting and ventilation; and
- tiles with high solar reflective index will be used on flat roof/roof to reduce the absorption of solar radiation.

就我們的物業發展業務而言，我們通過加入綠色設計、使用環保物料及採用更為綠色的建造方法，繼續推展綠色建築。我們積極參與建築環保評估法（「BEAM」）項目。我們已作出努力以爭取在現有發展中項目中取得綠色建築「銀級」認證。

例如，就盧吉道住宅發展項目的設計而言，我們將：

- 使用自然通風及透過天窗設計採集自然光線；及
- 使用太陽能光伏板提供電力。

就活道住宅發展項目的設計而言：

- 住宅大廈的正面自毗鄰活道的地盤邊界後移，以盡量減少附近交通所造成的空氣和噪音污染；
- 在建築物的前立面和後立面均設有窗戶，使每個住宅單位都能實現貫流通風；
- 盡可能提供窗戶，包括浴室／洗手間及廚房，以改善自然採光和通風；及
- 平屋頂／屋頂將使用高太陽反射率的瓦片，以減少對太陽輻射的吸收。



## VIII. ENVIRONMENT VIII. 環境

### EMISSIONS

#### GHG Emissions

The construction industry, as the primary contributor of GHG emissions, plays a significant role in GHG emissions in mainly two ways. Firstly, during the processes of construction, maintenance and renovation require equipment and machines, which consume fossil fuel, water and electricity. Secondly, construction of building facilities requires building materials such as cement, concrete, steel, wood and plastics, which consume energy and produce GHG during manufacturing process. Fuel combustion, electricity consumption and material embodied energy contribute GHG emissions.

Apart from the above, GHG emissions also came from our corporate motor vehicles and usage of heavy goods vehicles. In general, the key air pollutants generated include nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>), and respiratory suspended particles (also known as Particulate Matter (“PM”). During the Reporting Period, we continued to encourage our construction sites to use “Cordless, Dustless, Sparkless” tools in order to improve safety and air condition of the working environment. We also formed a complete set of resource management strategies, including operation manual for staff use. The significant resource uses are managed through “Energy Operational Control Procedures” and, combined with environmental policies, to help the Group to achieve continual improvement in our environment.

During the Reporting Period, the Group recorded carbon emissions mainly from its construction sites. Please refer to the tables below for the Group’s total emissions by category of the 10 (2019: 10) selected sites, 5 (2019: 6) residential properties/development projects from property investment and development business together with our self-occupied properties for the Reporting Period.

### 排放

#### 溫室氣體排放

作為溫室氣體排放的主要產生者，建築業通過兩個主要方式在溫室氣體排放中扮演重要角色。第一，在建築過程中，保養及翻新需使用設備及機器，其會消耗化石燃料、水及電力。第二，建造樓宇設施須使用建築物料，例如水泥、混凝土、鋼、木材及塑膠，其會在製造過程中消耗能源及產生溫室氣體。燃料燃燒、用電及物料隱含能源均會產生溫室氣體排放。

除上述者外，溫室氣體排放亦來自我們的公司汽車及使用重型貨車。一般而言，所產生之主要空氣污染物包括氮氧化物(NO<sub>x</sub>)，硫氧化物(SO<sub>x</sub>)及可吸入懸浮粒子(或稱懸浮微粒(「懸浮微粒」))。於報告期內，我們繼續鼓勵在建築地盤使用「無線、無塵、無火花」工具，以改善工作環境安全及空氣狀況。我們亦建立一套完整資源管理策略，包括操作手冊等供員工使用。重要資源之使用通過「能源作業控制程序」管理，連同各項環境政策，將有助本集團實現持續環境改善。

於報告期內，本集團主要於其建築地盤錄得碳排放。有關本集團於報告期10個(二零一九年：10個)選定地盤、5個(二零一九年：6個)於物業投資及發展業務中之住宅物業／發展項目及我們的自用物業錄得之總排放量(按類別劃分)，請參閱以下表格。

Air Emissions – Type of Air Pollutants	氣體排放 – 空氣污染物類型	Tonnes 公噸	
		2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Nitrogen Oxides (NO <sub>x</sub> )	氮氧化物	0.172	0.493
Sulphur Oxides (SO <sub>x</sub> )	硫氧化物	0.00240	0.00094
Particulate Matter (PM)	懸浮微粒	0.012	0.047



## VIII. ENVIRONMENT VIII. 環境

Due to the operation of a specific machine in a new construction site, the usage of diesel for the Reporting Period was increased which led to increase in the SO<sub>x</sub> emission.

由於在一個新建築地盤營運一部特定機器，報告期內柴油用量有所增加，導致硫氧化物排放量增加。

Greenhouse Gas Emissions	溫室氣體排放	Tonnes of CO <sub>2</sub> equivalent 公噸二氧化碳當量	
		2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Direct (Scope I)	直接 (範圍I)	1,875	1,697
Indirect (Scope II)	間接 (範圍II)	1,459	2,112
Total	總計	3,334	3,810
Intensity per thousand revenue*	按每千元收入計之密度*	2.05	1.08

\* Excluding revenue from provision of finance business which do not generate any Scope I and II emissions and waste directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接產生任何屬範圍I及II之排放及廢棄物。

As the turnover in the Reporting Period was significantly lower than that of last year while diesel consumption increased as explained above, the intensity was comparatively much higher than last year.

由於報告期內的營業額顯著低於去年而柴油的消耗量有所增加(如上文所解釋)，故密度與上年相比較高。

### Disposal of waste

Vantage takes great care of the environment through proper waste management, reduction and re-use of waste. Waste is mainly generated from construction work sites and from the disposal of papers. During the Reporting Period, the waste generated and the disposal methods of non-hazardous waste generated are set out in the tables below.

### 廢棄物處置

盈信透過妥善管理廢棄物、減廢及循環再造，無微不至地愛護環境。廢棄物主要來自建築地盤及棄置紙張。於報告期內，廢棄物產生量及所產生之無害廢棄物處置方法列載於下表。

Waste Generated	廢棄物產生量	Tonnes 公噸	
		2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Hazardous Waste	有害廢棄物	0.08	6.84
Non-Hazardous Waste	無害廢棄物	184,278.06	87,504.23
Total waste intensity per thousand revenue*	按每千元收入計之廢棄物 總量密度*	113.35	24.83

\* Excluding revenue from provision of finance business which do not generate any waste directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接產生任何廢棄物。



## VIII. ENVIRONMENT VIII. 環境

Waste Disposal Method of Non-Hazardous	無害廢棄物之各類處置方法	Tonnes 公噸	
		2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Landfill	堆填區	5,446.04	15,185.14
Paper, Metal, Plastic and Wood Recycling	紙張、金屬、塑膠及木材回收	461.62	662.19
Inert Construction Waste (Public fill)	惰性建築廢料(公眾填土)	178,370.40	71,656.90

Increase in the inert construction waste was mainly due to the demolition works involved in a contract works project. This project contributed more than 80% of the Group's waste disposed to public fill in the Reporting Period.

惰性建築廢料增加乃主要由一個合約工程項目之拆卸工程所致。於報告期內，此項目佔本集團棄置於公眾填土區的廢棄物逾80%。

Demolition and foundation works are generally not involved in our previous contract works projects.

我們先前之合約工程項目一般不涉及拆卸及地基工程。

During the Reporting Period, materials recycled at the Group's construction sites are set out below:

於報告期內，於本集團的建築地盤回收的物料載列如下：

Material	物料	Tonnes 公噸	
		2019/2020 二零一九/ 二零二零年年度	2018/2019 二零一八/ 二零一九年年度
Paper	紙張	15.14	73.61
Metal	金屬	95.21	582.60
Plastic	塑膠	6.98	5.98
Wood	木材	344.29	—





## IX. COMMUNITY INVOLVEMENT IX. 社 區 參 與

The Group understands that business growth and community support are inextricably linked. “Serve the Community, Build a Better City” is an important part of our culture and aligns strongly with Vantage’s values. We pay close attention to the community and support fund-raising events organised by various organisations and charities. Vantage and a major subsidiary of the Group have obtained ACI-SR26000 certificate for our compliance on the international standard on “Social Responsibility Management System” on property development and construction businesses.

For the year ended 31 March 2020, we made donations for charitable and other purposes of approximately HK\$8,201,000 in total (2019: approximately HK\$223,000). Throughout the Reporting Period, our Group had been actively fulfilling corporate social responsibility not just via charity donation programs, but also encourages our people to maintain a high level of community involvement.

We participated in the “Caritas Computer Refurbish Project” and donated 40 desktops, 15 LCD monitors and 21 printers from completed contract works projects to Caritas Computer Workshop to help those deprived people and non-profit making organizations.

本集團明白業務增長及社區支持之間有著千絲萬縷的聯繫。「用心構建，美好城市」是我們企業文化之重要部分，亦完全符合盈信之價值觀。我們密切關注社區，並支持由不同組織及慈善機構舉辦的籌款活動。盈信及本集團一間主要附屬公司已就物業發展及建築業務遵循「社會責任管理系統」國際標準，並就此獲得ACI-SR26000認證。

截至二零二零年三月三十一日止年度，我們作出之慈善及其他捐贈合計約8,201,000港元（二零一九年：約223,000港元）。於報告期內，本集團不單一直透過慈善捐贈計劃積極履行企業社會責任，亦鼓勵員工保持高程度的社區參與。

我們參與「明愛電腦再生計劃」，及向明愛電腦工場捐贈來自自己完成合約工程項目的40台桌上電腦、15台液晶顯示器及21台影印機，以幫助弱勢群體及非牟利機構。





## IX. COMMUNITY INVOLVEMENT IX. 社 區 參 與

Other than above, we engaged in “Challenging 12 Hours” organised by Sowers Action and volunteers in the “Golden 100 Hong Kong”, one of the largest race organised in Hong Kong. We further won the 2nd Runner up in “42km - Corporate Team”.

除上述者外，我們亦參加由苗圃行動舉辦之「挑戰12小時」，並參加「香港黃金百里」(在香港舉辦的其中一項最大型比賽)義工工作。我們在「42公里－企業組」中更贏得亞軍。

To fulfill our social responsibility, Vantage will continue to seek opportunities to serve the community in a wider diversity of ways.

為履行社會責任，盈信將繼續尋找機會透過更廣泛的途徑為社區服務。





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

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>A. Environmental 環境</b>		
<b>Aspect A1 層面A1</b>	<b>Emissions 排放物</b>	
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。	Environmental; Emissions 環境；排放
A1.1	The types of emissions and respective emissions data. 排放物類型及相關排放數據。	Emissions 排放
A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	Emissions 排放
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Emissions 排放
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Emissions 排放
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。	Environmental; Use of Resources 環境；資源使用
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。	Environmental; Use of Resources 環境；資源使用



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>A. Environmental 環境</b>		
<b>Aspect A2 層面A2</b>	<b>Use of resources 資源使用</b>	
General disclosure 一般披露	Policies on efficient use of resources including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Environmental; Use of Resources 環境；資源使用
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Environmental; Use of Resources 環境；資源使用
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environmental; Use of Resources 環境；資源使用
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。	Environmental; Use of Resources 環境；資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Environmental; Use of Resources 環境；資源使用 The Group has no issues in sourcing water. 本集團於求取水源上並無任何問題。
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	This KPI is not applicable as our business operations do not involve the use of packaging materials for finished products. 由於我們的業務營運不涉及製成品的包裝材料使用，故此關鍵績效指標並不適用。
<b>Aspect A3 層面A3</b>	<b>The environment and natural resources 環境及天然資源</b>	
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。	Environmental; Use of Resources 環境；資源使用
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental; Use of Resources 環境；資源使用



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>B. Social 社會</b>		
<b>Aspect B1 層面B1</b>	<b>Employment 僱傭</b>	
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。	Social 社會
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類別、年齡組別及地區劃分的僱員總數。	Work Composition 員工組成
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Work Composition 員工組成



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

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>B. Social 社會</b>		
<b>Aspect B2 層面B2</b>	<b>Health and safety 健康與安全</b>	
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
B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	Health and Safety 健康與安全
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
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
<b>Aspect B3 層面B3</b>	<b>Development and training 發展及培訓</b>	
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。	Training and Development 培訓及發展
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Training and Development 培訓及發展
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Training and Development 培訓及發展



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>B. Social 社會</b>		
<b>Aspect B4 層面B4</b>	<b>Labour standards 勞工準則</b>	
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 issue 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
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment and Labour Practice 僱傭及勞工實務
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment and Labour Practice 僱傭及勞工實務
<b>Aspect B5 層面B5</b>	<b>Supply chain management 供應鏈管理</b>	
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



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
<b>B. Social 社會</b>		
<b>Aspect B6 層面B6</b>	<b>Product responsibility 產品責任</b>	
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
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
<b>Aspect B7 層面B7</b>	<b>Anti-Corruption 反貪污</b>	
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
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
<b>Aspect B8 層面B8</b>	<b>Community investment 社區投資</b>	
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
B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Involvement; Driving Industry Innovation 社區參與；促進行業創新





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