

SANITATION
AND HYGIENE

PEOPLE
-ORIENTED

RECYCLE

EDUCATION



CHARITY

RESPON
SIBILITY

COMMUNITY CONTRIBUTION

ENVIRONMENTAL
CONSERVATION

EMPLOYEES

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

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GROWING

與香港共成長 with HONG KONG



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ABOUT

SING TAO 關於星島

Sing Tao News Corporation Limited (the “Company”) is a media company with a vision to become a leading cross-media content and service provider serving global Chinese communities. The Company is listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (stock code: 1105). Its principal activities comprise media and media-related operations, including traditional media spanning newspapers, magazines, recruitment media and books, as well as online and mobile multi-media platforms which the Company and its subsidiaries (the “Group” or “We”) have been developing to open up new reader segments and revenue sources. In building our cross-media business, we keep a pulse closely on the latest development trends to meet the extensive needs of the market. Based in Hong Kong, the Group’s business network covers major cities in the People’s Republic of China (“PRC”), the United States, Canada and Europe, with around 1,220 staff worldwide.

The “Sing Tao” brand traces its origins back to 1938 when the daily newspaper of the same title was launched in Hong Kong. Celebrating its 85th anniversary in 2023, the brand organised the “Sing Tao 85th Anniversary Exhibition” at the beginning of the year, with the theme of “Growing with Hong Kong” running from 21 February to 6 March. The exhibition showcased historic print exhibits and editions of Sing Tao Daily, allowing the public to learn about the history of Hong Kong. Additionally, the Group collaborated with The Hong Kong Polytechnic University to launch the ESG Certification Program in May and organised the “ESG Certification Ceremony and Sustainable Development Forum 2023” in November. This initiative aimed to promote the concept of ESG and its practical application in daily life, as well as to increase awareness of ESG across all sectors of society.

星島新聞集團有限公司（「本公司」）是一家以成為全球華人地區領先的跨媒體內容及服務供應商為目標的媒體企業。本公司在香港聯合交易所有限公司（「聯交所」）主板上市（股份代號：1105）。其主要業務為媒體與媒體相關業務，其中，傳統媒體包括報章、雜誌、招聘媒體及圖書等，同時本公司及其附屬公司（「本集團」或「我們」）亦致力發展其網上及流動多媒體平台，以開拓新的讀者市場及收入來源。我們緊貼市場趨勢，旨在發展跨媒體業務以廣泛滿足市場的不同需求。以香港為主要市場，本集團的業務覆蓋中華人民共和國（「中國」）、美國、加拿大及歐洲等多個國家的主要城市，在全球共聘用約1,220名員工。

「星島」之品牌隨著《星島日報》於1938年在香港創刊而面世。其於2023年迎來了85周年紀念並舉行了一系列慶祝活動，包括於年初舉行的「星島85周年－與香港共成長」主題展覽。展覽於2月21日至3月6日期間舉行，通過展出別具歷史價值的《星島日報》報章原稿，與公眾共同回顧香港重要的歷史時刻。此外，本集團與香港理工大學合作，在5月推出了ESG認證計劃，並於11月舉辦了「ESG認證嘉許禮暨永續發展論壇2023」，旨在共同推廣ESG理念及促進其在日常中的應用，以及提升社會各界對ESG的關注。



Over the years, “Sing Tao” has solidified its position as a renowned global presence in the print media market. Its current newspaper portfolio comprises both paid and free newspapers in Chinese and English, catering to both local and overseas Chinese readerships. While maintaining its prominent position in the print media sector, the Group is also dedicated to venturing into the realm of new media. Presently, the Group is placing strong emphasis on developing its new media business, it integrates both traditional and new media aiming to construct a competitive multi-media platform. The “Sing Tao Headline” app, launched by the Group, offers users trending news, videos or live broadcasts, personalised functions and practical daily-living tools. In January 2023, the “Sing Tao Headline” website underwent a revamp, incorporating the latest design trends and technology to deliver readers an uninterrupted and immersive reading experience with a fresh new appearance.

Within the print media operations, the flagship publication is the renowned Sing Tao Daily. Acclaimed as one of the world’s most widely read Chinese language daily newspapers, Sing Tao Daily publishes numerous overseas editions distributed in over 100 cities worldwide, alongside its presence in Hong Kong. The Group has also established a leadership position in Hong Kong’s free newspaper market, with the success of Headline Daily and The Standard, respectively the No. 1 Chinese-language and English-language free newspapers. In the magazine business, the weekly publication East Week delivers comprehensive content on local and global current affairs, entertainment, lifestyle and cultural trends. Moreover, the Group provides multi-media platform for recruitment and continuing education advertising through its diverse brands including JobMarket.

By prioritising environmentally friendly products and services, we are committed to reducing our ecological impact. This commitment not only enables us to minimise carbon emissions and conserve precious resources but also supports fair labor practices and fosters social inclusion.

多年來，「星島」在印刷媒體市場已經成為一個全球性的品牌。其現時的報章業務包括中英文的收費及免費報章，面向本地及海外華人讀者。在強化紙媒市場領先地位的同時，本集團亦致力於拓展新媒體領域。目前，本集團重點發展新媒體業務，整合傳統媒體和新媒體，以構建更具競爭力的多媒體平台。本集團推出的「星島頭條」應用程式集合了新聞、視頻／直播、個人化功能以及生活實用小工具，使用戶可以隨時瀏覽多元化資訊。「星島頭條網」亦已於2023年1月全新改版，運用最新的設計和技術為讀者帶來流暢的沉浸式閱讀體驗。

在印刷媒體營運中，知名中文報章《星島日報》作為本集團的旗艦刊物，同時出版多個海外版本於全球超過100個城市發行，是全球發行網絡最大的中文報章之一。本集團於香港免費報章市場亦位居領先地位，旗下的《頭條日報》和《英文虎報》分別為全港第一的中文和英文免費報章。雜誌業務方面，每周出版的《東周刊》提供多元化的本地及世界時事資訊、娛樂、生活時尚及文化潮流等相關內容。本集團還透過旗下包括《JobMarket求職廣場》在內的多個品牌，提供招聘和持續教育廣告多媒體平台。

我們將繼續致力於降低生態影響，優先考量環保產品和服務，在盡量減少碳排放的同時節約寶貴資源，推動公平勞動實踐及促進社會包容性。

CORPORATE

MILESTONES 星島歷程

1938

Sing Tao Daily was launched in Hong Kong on 1 August 1938 by overseas Chinese entrepreneur Mr. Aw Boon-haw
1938年8月1日《星島日報》由華僑商人胡文虎先生在香港創辦



1949

The English-language newspaper Hong Kong Standard was initiated in Hong Kong on 1 March 1949
1949年3月1日《英文虎報》在香港創刊



1958

In 1958, Sing Tao initiated professional journalism training, established journalism departments in colleges and universities, and awarded annual scholarships
1958年開始培訓專業新聞人才，並於多間大專院校開辦新聞系科，按年頒發獎學金



1964

The Group's first overseas office was established in San Francisco in 1964 for the issuance of the Sing Tao Daily "airmail" edition
1964年於三藩市成立首個海外辦事處，發行《星島日報》航空版



1965

Sing Tao officially relocated to 635 King's Road in 1965 and Sing Tao Daily's New York edition was inaugurated in the same year
1965年正式遷往當時的英皇道635號；同年創辦《星島日報》紐約版



1972

Sing Tao Newspaper Co., Ltd. was officially listed in 1972
1972年星島報業有限公司正式上市



1994

The "Leader of the Year" award was inaugurated in 1994
1994年首辦「傑出領袖選舉」

1989

Hong Kong's first Chinese-language school paper Sunny Campus was launched in 1989
1989年推出全港首份中文學生報《陽光校園》



1986

Sing Tao Limited was officially listed in 1986
1986年星島有限公司正式上市



1984

"The 1st Sing Tao Inter-School Debating Competition" was held in 1984
1984年舉辦「星島第一屆全港校際辯論比賽」



1982

To encourage the study of journalism, the Sing Tao Communication Centre was donated to Hong Kong Baptist University in 1982
1982年為推動新聞學教育，捐款於香港浸會大學興建「星島傳理中心」



1978

The New York, Los Angeles and Toronto offices were opened in 1978
1978年成立紐約、洛杉磯及多倫多辦事處



1976

The Sing Tao Charitable Foundation was established in 1976 to donate effectively to provide relief to those in need
1976年成立「星島慈善基金」，妥善將善款用於救濟有需要人士



1975

The San Francisco office published the locally-produced Sing Tao Daily "US Western edition" in 1975. In the same year, the London office was set up and started Sing Tao Daily's European edition
1975年三藩市辦事處正式創辦當地印行的《星島日報》美西版。同年設立倫敦辦事處並創辦《星島日報》歐洲版





1995

Sing Tao Daily's e-paper was introduced in 1995, the pioneering electronic newspaper in Hong Kong. 1995年《星島日報》正式上網，推出全港首份電子日報。



2002

The Group's Magazine division was set up in 2002 with the acquisition of East TOUCH. 2002年收購《東Touch》並成立雜誌部門。



2005

Headline Daily was brought to the market in 2005 and became the No. 1 free newspaper in Hong Kong. 2005年創辦《頭條日報》，成為全港第一的免費報章。



2007

The Standard was re-introduced as a free newspaper in 2007, becoming the first English-language free daily in Hong Kong. In the same year, the Group built a brand-new printing factory in Tseung Kwan O equipped with state-of-the-art newspaper printing machinery. 2007年《英文虎報》轉型為免費報章，為香港首份免費英文日報。本集團同年於將軍澳興建全新印刷廠房及配置先進印刷機器。



2008

Sing Tao published the memorial book "Sichuan Earthquake" and sold it for charity to raise funds for children affected by the earthquake that struck Sichuan province in China in 2008. In the same year, the Sing Tao Charity Foundation collaborated with Sowers Action to construct a total of 7 schools, facilitating the return to education for out-of-school children in the earthquake-stricken regions of Sichuan. 2008年星島出版《四川大地震》紀念冊義賣，為四川受災兒童籌款。同年，星島慈善基金與苗圃行動合作共建七所學校，幫助四川地震災區失學兒童重返校園。



2023

The Sing Tao 85th Anniversary Roving Exhibition commenced on 26 February 2023, coinciding with the establishment of the Sing Tao Volunteer Team in the same year. 2023年2月26日「星島85周年『與香港共成長』巡迴主題展覽」開幕；同年星島義工隊成立。



2022

The mobile application "Sing Tao Headline" was launched on 3 January 2022 providing a comprehensive platform that integrates news, videos, personalised functions and practical daily-living tools. 2022年1月3日推出《星島頭條》流動應用程式，提供一個集合新聞資訊、視頻、個性化功能及生活實用小工具的綜合平台。



2021

The Group appointed new Board of Directors and Management on 3 June 2021. At the Annual General Meeting on 29 June 2021, the Group's Chairman introduced the new focus on mobile digital media development. 2021年6月3日本集團委任新董事會及管理層。本集團主席於2021年6月29日股東周年大會上表示將重點發展流動數碼媒體。



2017

The Group's headquarters were moved to Tseung Kwan O Industrial Estate in 2017. 2017年本集團遷址至將軍澳工業邨星島新聞集團大廈。

2015

Ohpama.com is an online platform that was launched in 2015, designed for parents and children. 2015年成立「Oh!爸媽」親子線上平台。



2011

The printing factory was expanded in 2011 to become Hong Kong's leading newspaper printing plant and the first in Asia to be awarded several ISO certifications. 2011年增設全新生產線，印刷產能為全港之冠，更成為全亞洲首間獲得多項ISO認證的報章印刷廠房。



ABOUT

THE REPORT 關於本報告

This is the 8th Environmental, Social and Governance (“ESG”) Report (the “Report”) published by the Group, aimed at disclosing the Group’s commitments, management approaches, and performances in ESG aspects. The Report is prepared in Chinese and English and is available on the respective websites of the Stock Exchange and the Group (<https://www.singtaonewscorp.com>).

此報告為本集團發佈的第8份環境、社會及管治(「ESG」)報告(「本報告」)，旨在披露其在ESG方面的承諾、管理方針及績效表現。本報告以中英雙語編制，並已分別上載至聯交所及本集團網站(<https://www.singtaonewscorp.com>)以供查閱。



REPORTING SCOPE AND BOUNDARY 報告範圍及界限

The Report focuses on the major business operations in Hong Kong, namely newspaper and magazine publishing and related digital media operations, which represent the major revenue and cash flow of the Group. It covers the Group’s ESG performance during the period from 1 January 2023 to 31 December 2023 (the “Year” or “2023”).

本報告集中披露位於香港的核心業務營運，包括報章及雜誌出版及相關的電子媒體營運，該等業務為本集團主要收入及現金流量。其涵蓋本集團在2023年1月1日至2023年12月31日期間(「報告期」或「2023年」)的ESG表現。

REPORTING PRINCIPLES 匯報原則

The Report is in compliance with the mandatory disclosure requirements and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange and is prepared in response to the four reporting principles in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency.

本報告遵循聯交所上市規則附錄C2所載之《環境、社會及管治報告指引》(「ESG指引」)的強制披露要求及「不遵守就解釋」條文，並按ESG指引中的4項匯報原則編制，包括重要性、量化、平衡及一致性。

CONFIRMATION AND APPROVAL 確認及批准

The Group has established an internal data collection and review process to ensure that all information presented in the Report is as accurate and reliable as possible. The Report was confirmed and approved by the Board of Directors (the "Board") on 26 March 2024.

本集團已建立內部數據收集及審閱程序，以確保本報告所呈現的資訊均準確且可靠。本報告已於2024年3月26日獲董事會確認及批准。

FEEDBACK 反饋

We welcome your feedback and opinions on our ESG performance and reporting. If you have any feedback or questions, you may contact us by email at info@singtaonewscorp.com.

我們歡迎閣下就我們的ESG表現或報告內容提出反饋和意見。如有任何反饋或疑問，歡迎發送電郵至info@singtaonewscorp.com與我們聯繫。

Reporting principles 匯報原則

Definition 定義

Materiality
重要性



The ESG issues determined by the Group are sufficiently important to its stakeholders that they should be reported.
由本集團釐定的ESG議題應對其持份者具重要性，並於報告中披露。

Quantitative
量化



Key performance indicators (“KPIs”) and their data should be measurable and comparable where appropriate, enabling evaluation of the effectiveness of ESG policies and management systems.
關鍵績效指標及其數據在適當情況下應可予計量且具有可比性，從而評估ESG政策和管理系統的效益。

Balance
平衡



The Report should provide an unbiased picture of the ESG performance, allowing stakeholders to objectively evaluate the Group’s ESG performance.
本報告應不偏不倚地匯報ESG表現，讓持份者客觀地評估本集團的ESG表現。

Consistency
一致性



Statistical methodologies should be consistent and historical data should be provided where feasible to allow for meaningful comparisons of ESG performance over time.
統計方法應保持一致，並應在可行的情況下提供歷史數據，以便就ESG表現進行具意義的比較。



The Group's responses 本集團的回應

The Group identifies ESG issues that are material to its stakeholders through conducting stakeholder engagement and materiality assessment and ensures that these issues are comprehensively addressed in the Report.

本集團透過與其持份者溝通和進行重要性評估，識別對持份者而言重要的ESG議題，並確保相關議題在本報告中披露。

Quantitative KPIs together with methodologies and/or assumptions used for calculation are disclosed where feasible. To ensure the accuracy of environmental KPIs, the Group has commissioned an independent consultancy to conduct a carbon assessment.

在可行的情況下，本集團披露量化關鍵績效指標及用於計算的方法及／或假設。為確保環境關鍵績效指標的準確性，本集團已委託獨立顧問進行碳評估。


Information is disclosed in an objective manner to the extent practicable, providing an impartial overview of the Group's overall ESG performance.

盡可能以客觀的方式披露資訊，如實闡述本集團在ESG方面的整體表現。

Unless otherwise specified, the Group adheres to consistent methodologies to ensure meaningful disclosures. The relevant data for the year ended 31 December 2022 ("2022") and the year ended 31 December 2021 ("2021") are also disclosed for comparison purposes.

除另有說明，本集團採用一致的統計方法，提供具意義的披露。截至2022年12月31日（「2022年」）和截至2021年12月31日（「2021年」）的相關數據亦一同披露以作比較之用。





AS THE STEWARDS OF THE GROUP, WE RECOGNISE THE CRITICAL IMPORTANCE OF ESG FACTORS IN SHAPING THE SUCCESS AND IMPACT OF OUR DAILY OPERATIONS. OUR COMMITMENT TO SUSTAINABLE BUSINESS PRACTICES GOES BEYOND MERE COMPLIANCE; IT IS AN INTEGRAL PART OF OUR CORE VALUES.

作為本集團的管理者，我們意識到ESG因素對日常營運的成功和影響至關重要。我們承諾可持續發展的業務實踐不僅是遵守規定，其更是我們核心價值不可分割的一部分。

BOARD

STATEMENT 董事會聲明

With the global trend and recognition to combat climate change in recent years, an increasing number of countries, cities, businesses and other institutions have made commitments to achieve carbon neutral or net-zero emissions. This collective effort aligns with the growing awareness of the need to limit global temperature rise to below 1.5°C as compared with pre-industrial levels. The heightened importance of sustainability issues across industries is evident, leading corporations to prioritise and place greater emphasis on addressing them. Recognising this, the Group believes that integrating sustainability into its corporate strategy is vital for effectively addressing and managing the ESG challenges it faces. By doing so, the Group can proactively respond to these challenges and provide courses of action to effectively tackle them.

隨著近年來全球應對氣候變化的趨勢和理解，越來越多國家、城市、企業和其他機構承諾實現碳中和或淨零排放。各方的努力與公眾對將全球氣溫上升幅度控制在與工業化前水平相比1.5攝氏度以下的意識相一致。可持續性議題對各行業的重要性日益增加，促使企業更加重視並優先解決這些議題。有鑒於此，本集團認為將可持續發展融入其企業戰略對於有效應對和管理所面臨的ESG挑戰至關重要，這將幫助我們主動應對這些挑戰，並採取相應的有效行動。



The Board assumes overall responsibility for guiding the Group in integrating sustainability into its decision-making and business planning processes, as well as evaluating and mitigating its ESG-related risks by ensuring the presence of effective risk management and internal control systems.

We established the ESG Sub-Committee under the Corporate Governance Committee of the Company in 2020 to consistently anchor sustainable development across the Group. The Group developed its *Sustainability Policy*, outlining its commitments and management principles towards ESG, thereby reaffirming its dedication to creating shared values for the environment and society. To lead the Group to be better prepared for the challenges ahead, the Board will continue to oversee and refine the Group's sustainability strategy and goals, addressing material ESG issues and risks, as well as management approaches. Relevant environmental targets covering aspects of air emissions, wastes, energy consumption and water consumption and strategies, are also established and incorporated into the Group's strategic planning.

The Group was delighted to receive "The Best Leading Publishing and Media Firm of the Year" in "Hong Kong's Most Outstanding Business Awards 2023", along with "The Community Chest Award for Outstanding Service", acknowledging the Group's significant contributions to charitable activities in the past year. Additionally, we proudly received 20 awards at the "Hong Kong News Awards 2023" organised by the Newspaper Society of Hong Kong, highlighting the Group's excellence in the media and publishing industry. Furthermore, the Group has entered into a collaboration with the Hong Kong Polytechnic University to launch the ESG Certification Program. Embracing the vision of "creating shared value for the environment and society" with determination, this initiative fosters collaboration between the academic and business sectors to promote carbon neutrality. These achievements underscore the Group's commitment and recognition in various fields, showcasing its dedication to excellence and sustainability.

董事會全面負責引領本集團將可持續發展納入其決策和業務規劃流程中，並確保有效的風險管理和內部監控系統來評估和降低ESG相關風險。

我們於2020年成立了ESG附屬委員會，其隸屬於本公司企業管治委員會，旨在為本集團的可持續發展奠定基礎。本集團制定了《可持續發展政策》，概述其對實踐ESG的承諾和管理原則，同時重申為環境和社會創造共同價值的願景。為引領本集團更好地應對未來的挑戰，董事會將繼續監管和完善本集團的可持續發展策略和目標、應對重大ESG議題和風險，及優化管理方法。本集團的戰略規劃已涵蓋空氣排放物、廢棄物、能源使用和水資源使用等方面的環境相關目標。

本集團在「香港最優秀企業大獎2023」中榮獲「年度最佳傳媒及出版社大獎」以及「公益卓越服務獎」，以表揚本集團過去一年在慈善活動方面的重大貢獻。此外，我們在由香港報業公會舉辦的「2023年香港最佳新聞獎」中榮獲20個獎項，彰顯了本集團在傳媒及出版業的卓越成就。再者，本集團與香港理工大學合作推出了ESG認證計劃。該計劃以「為環境和社會創造共同價值」為願景，促進學術界和商界的合作，推動碳中和。這些成就凸顯出本集團在不同領域備受認可，展示了其追求卓越和可持續發展的決心。

Celebrating 85 years of success, the Group remains steadfast in its commitment to ESG principles in its operations, dedicated to contributing to a sustainable future and exemplifying responsible business practices. Looking ahead, beyond maintaining our passion and commitment to the media industry, the Group is devoted to embarking on a more sustainable journey, promoting a low-carbon transformation of economic and social development. We pledge to progressively enhance our sustainability performance by integrating ESG factors into our business operations. Additionally, we are committed to establishing greenhouse gas (“GHG”) reduction plans aligned with the national and local climate action plans. We sincerely appreciate the support from the community and our stakeholders, and together, guided by the spirit of “Innovation for change, professionalism unchanged!”. We will make collective efforts to contribute to both the Hong Kong community and the global Chinese community.

在慶祝成立85周年的同時，本集團堅定地在其營運中遵循ESG原則，致力於為可持續發展做出貢獻，成為負責任商業實踐的典範。展望未來，除了秉持我們對媒體行業的熱忱和承諾外，本集團致力於走上一條更加可持續的道路，促進經濟和社會發展的低碳轉型。我們承諾將ESG因素納入業務營運中，逐步提高可持續發展績效。此外，我們還致力於制定符合國家和地方政府氣候行動計劃的溫室氣體減排計劃。我們衷心感謝社會各界和各持份者的支持，並將秉承「創新求變、專業不變」的精神，群策群力，為香港社會及全球華人作出貢獻。





WE HAVE ADOPTED A COMPREHENSIVE TOP-DOWN APPROACH TO INCLUDE A ROBUST GOVERNANCE STRUCTURE, EFFECTIVE RISK MANAGEMENT PRACTICES, AND ADHERENCE TO RELEVANT LAWS AND REGULATIONS SO AS TO UPHOLD SUSTAINABLE ESG GOVERNANCE.

我們採用全面由上而下的方式，包括建立健全的管治架構、實踐有效的風險管理以及遵守相關法律法規，以維護可持續的ESG管治。

OUR

APPROACH TO SUSTAINABILITY

我們的可持續發展方針

GOVERNANCE

Sustainability stands as a pivotal driver essential to business success. A robust and effective sustainability governance framework serves as the cornerstone for supporting the Group's ESG performance and ensuring sustained growth. Our sustainability governance begins with the Board overseeing significant decisions on ESG issues, encompassing strategies, management approaches, performances, targets, and reporting. The Board is also tasked with regularly reviewing progress towards achieving the Group's targets. The ESG Sub-Committee meets at least twice a year to review and monitor the implementation and effectiveness of the ESG work. With clearly defined roles and responsibilities, we aim to integrate ESG considerations into our business decision-making and operations, advancing sustainable development.

管治

可持續發展是企業成功的關鍵驅動力。穩健有效的可持續發展治理框架是支持本集團ESG績效並確保持續增長的基石。我們的可持續發展管治由董事會發起，監督有關ESG議題的重大決策，包括策略、管理方法、績效表現、目標設定和匯報。董事會還負責定期審查本集團實現各項目標的進展情況。ESG附屬委員會每年至少召開兩次會議，以檢討和監督ESG相關工作的實施和成果。通過明確各方職責，我們致力將ESG考量融入業務決策和營運中，從而引領本集團向可持續發展方向邁進。



mental

ance





The *Sustainability Policy* developed by the Group provides an overview of its commitments and management principles concerning ESG-related issues to various stakeholders, including but not limited to employees and suppliers. Moving forward, we are committed to continuously reviewing and exploring ways to enhance our sustainability governance, encompassing strategies and target-setting.

RISK MANAGEMENT

Robust and effective management of risks is an essential and integral part of our approach to corporate governance. The Board has the overall responsibility for evaluating and determining the nature and extent of the risks it is willing to take in achieving the Group's strategic objectives, overseeing and maintaining appropriate and effective risk management and internal control systems.

We are committed to continuously enhancing our risk management system. All levels of the Group, including the Board, the Audit Committee, and the operation management, collaborate to ensure that the risk management and internal control systems adequately and effectively monitor, control and report. Additionally, the Internal Audit Department independently reviews these systems on a regular basis.

The Group takes proactive measures to identify, evaluate and manage significant risks (including ESG risks) arising from our business and the constantly changing business environment at different levels within the organisation. The Group adopts both top-down and bottom-up approaches in relation to risk management. It combines a top down strategic review with a complementary bottom up operational risk assessment to identify, evaluate and manage significant risks.

The Group acknowledges the escalating attention from stakeholders towards ESG-related risks and proactively assesses the impact of ESG issues on the Group's business and its stakeholders through an annual materiality assessment. The review process unveils emerging ESG risks and opportunities, which are subsequently taken into account in the risk review and business planning processes. The Group will continuously enhance its ability to effectively manage ESG-related risks and capitalises on associated opportunities, thereby aligning its strategies with the evolving expectations of stakeholders.

For details of the Group's risk management and internal controls, please refer to the Corporate Governance Report of our Annual Report 2023.

本集團制定的《可持續發展政策》向各持份者(包括但不限於員工和供應商)概述了其對於ESG相關議題的承諾和管理原則。展望未來,我們承諾將持續審視和探索加強可持續發展管治的方法,包括策略和目標設定。

風險管理

穩健有效的風險管理是我們企業管治方針中重要且不可或缺的一部分。董事會有責任評估及釐定本集團為達成戰略目標所願意承擔風險的性質和範圍,同時監管本集團維持合適及有效的風險管理和內部監管系統。

我們致力於不斷完善風險管理系統,本集團各層級人員,包括董事會、審計委員會和管理層,通力合作,確保風險管理和內部監管系統能充分有效地執行監測、控制和報告等工作。此外,內部審核部門會定期獨立檢討相關系統。

本集團採取積極措施,從不同層面辨識、評估和管理在我們的業務及多變的商業環境中所產生的重大風險(包括ESG風險)。本集團的風險管理結合了自上而下的策略性檢討和自下而上的風險評估流程,以識別、評估和管理重大風險。

本集團深明持份者對ESG相關風險日益關注,並通過年度重要性評估,積極檢視ESG議題對本集團業務及相關持份者的影響。在評估過程中新發現的ESG風險和機遇將會納入風險評估和業務規劃流程中予以考慮。本集團將持續提升其有效管理ESG相關風險和把握相關機遇的能力,從而使其戰略與持份者的期望保持一致。



有關本集團風險管理和內部監管的詳情,請參閱我們2023年年度報告中的「企業管治報告」。

COMPLIANCE MANAGEMENT


Non-compliance with applicable laws and regulations may result in fines, litigation and other consequences, that may significantly affect our business operations, finance and reputation. Therefore, we are unwaveringly committed to conducting our business activities in compliance with the highest ethical standards and all applicable laws and regulations. The Board oversees the maintenance of a robust corporate governance structure and practices to ensure that the Group operates in an environmentally, socially and economically responsible manner. Clear guidelines have been established for all Directors, management and employees to ensure that relevant principles and practices are implemented effectively.

合規管理

本集團明白違反法律法規將導致罰款、訴訟及其他後果，並將對我們的業務營運、財務和聲譽造成重大影響。因此，我們致力按照最高道德標準營商和遵守所有適用的法律法規。董事會監督及維持穩健的企業管治架構和實踐，確保本集團以對環境、社會和經濟負責任的方式營運。我們已為全體董事、管理層和員工制定明確的指引，以確保相關原則和常規得以有效實施。

Aspects 層面	Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規	Compliance 合規表現
<p>Emissions 排放物</p> 	<ul style="list-style-type: none"> • Air Pollution Control (Fuel Restriction) Regulations (Cap. 311I of the Laws of Hong Kong) • Air Pollution Control (Volatile Organic Compounds) Regulation (Cap. 311W of the Laws of Hong Kong) • Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong) • 《空氣污染管制(燃料限制)規例》(香港法例第311I章) • 《空氣污染管制(揮發性有機化合物)規例》(香港法例第311W章) • 《廢物處置(化學廢物)(一般)規例》(香港法例第354C章) 	<p>No violations of relevant laws and regulations that have a material impact on the Group occurred during the Year.</p> <p>於報告期內並無違反對本集團有重大影響的相關法律法規。</p>
<p>Employment and labour standards 僱傭及勞工常規</p> 	<ul style="list-style-type: none"> • Companies Ordinance (Cap. 622 of the Laws of Hong Kong) • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) • Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) • Minimum Wages Ordinance (Cap. 608 of the Laws of Hong Kong) • 《公司條例》(香港法例第622章) • 《僱傭條例》(香港法例第57章) • 《僱員補償條例》(香港法例第282章) • 《個人資料(私隱)條例》(香港法例第486章) • 《最低工資條例》(香港法例第608章) 	<p>No violations of relevant laws and regulations that have a material impact on the Group occurred during the Year.</p> <p>於報告期內並無違反對本集團有重大影響的相關法律法規。</p>

Aspects 層面	Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規	Compliance 合規表現
<p>Health and safety 健康與安全</p> 	<ul style="list-style-type: none"> • Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong) • Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) • Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) • Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF of the Laws of Hong Kong) • 《消防條例》(香港法例第95章) • 《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) • 《工廠及工業經營(安全管理)規例》(香港法例第59AF章) 	<p>No violations of relevant laws and regulations that have a material impact on the Group occurred during the Year.</p> <p>於報告期內並無違反對本集團有重大影響的相關法律法規。</p>
<p>Product responsibility 產品責任</p> 	<ul style="list-style-type: none"> • Copyright Ordinance (Cap. 528 of the Laws of Hong Kong) • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) • Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) • 《版權條例》(香港法例第528章) • 《個人資料(私隱)條例》(香港法例第486章) • 《商品說明條例》(香港法例第362章) 	<p>No violations of relevant laws and regulations that have a material impact on the Group occurred during the Year.</p> <p>於報告期內並無違反對本集團有重大影響的相關法律法規。</p>
<p>Anti-corruption 反貪污</p> 	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) • 《防止賄賂條例》(香港法例第201章) 	<p>No violations of relevant laws and regulations that have a material impact on the Group occurred, and there are no concluded legal cases against the Group or its employees.</p> <p>於報告期內並無違反對本集團有重大影響的相關法律法規，以及未有針對本集團及其員工提出的已審結貪污訴訟案件。</p>



WE VALUE STAKEHOLDERS'
FEEDBACK IN IMPROVING
OUR OPERATIONS,
IDENTIFYING MATERIAL
ISSUES, OPPORTUNITIES AND
CHALLENGES FOR THE GROUP.

我們高度重視持份者的反饋，
以改善我們的營運，
識別本集團的重要議題、
機遇和挑戰。






ENGAGING

OUR STAKEHOLDERS 持份者參與

Maintaining sound communication and relationships with stakeholders is foundational for business development. To comprehend the needs and expectations of our stakeholders, we actively engage with various stakeholder groups through a diverse array of communication channels. This process helps us identify the material ESG issues, opportunities, and challenges, providing insights for us to facilitate strategic planning and the review of our ESG performances.

與持份者保持良好的溝通和關係是業務發展的基礎。為了解持份者的需求和期望，我們通過一系列溝通渠道接觸不同的持份者組別。此過程有助我們識別重要的ESG議題、機遇和挑戰，以促進策略規劃和檢視ESG表現。



Stakeholder groups 持份者組別	Communication channels 溝通渠道	溝通渠道
Employees 員工 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Intranet Staff opinion system Appraisals Group newsletters Employee handbook Mobile communication 	<ul style="list-style-type: none"> 問卷調查 電子郵件 內聯網 員工意見系統 績效評估 集團通訊 員工手冊 流動通訊
Business partners 業務夥伴 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Group newsletters 	<ul style="list-style-type: none"> 問卷調查 電子郵件 集團通訊
Customers 客戶 	<ul style="list-style-type: none"> Questionnaires and surveys Emails Group newsletters 	<ul style="list-style-type: none"> 問卷調查 電子郵件 集團通訊
Suppliers 供應商 	<ul style="list-style-type: none"> Questionnaires and surveys Site visits Emails Regular meetings Group newsletters 	<ul style="list-style-type: none"> 問卷調查 實地考察 電子郵件 定期會議 集團通訊
Shareholders and investors 股東及投資者 	<ul style="list-style-type: none"> Questionnaires and surveys Annual meeting Annual and interim reports Emails Video conferences Physical meetings Group newsletters 	<ul style="list-style-type: none"> 問卷調查 年度會議 年度及中期報告 電子郵件 視像會議 實體會議 集團通訊

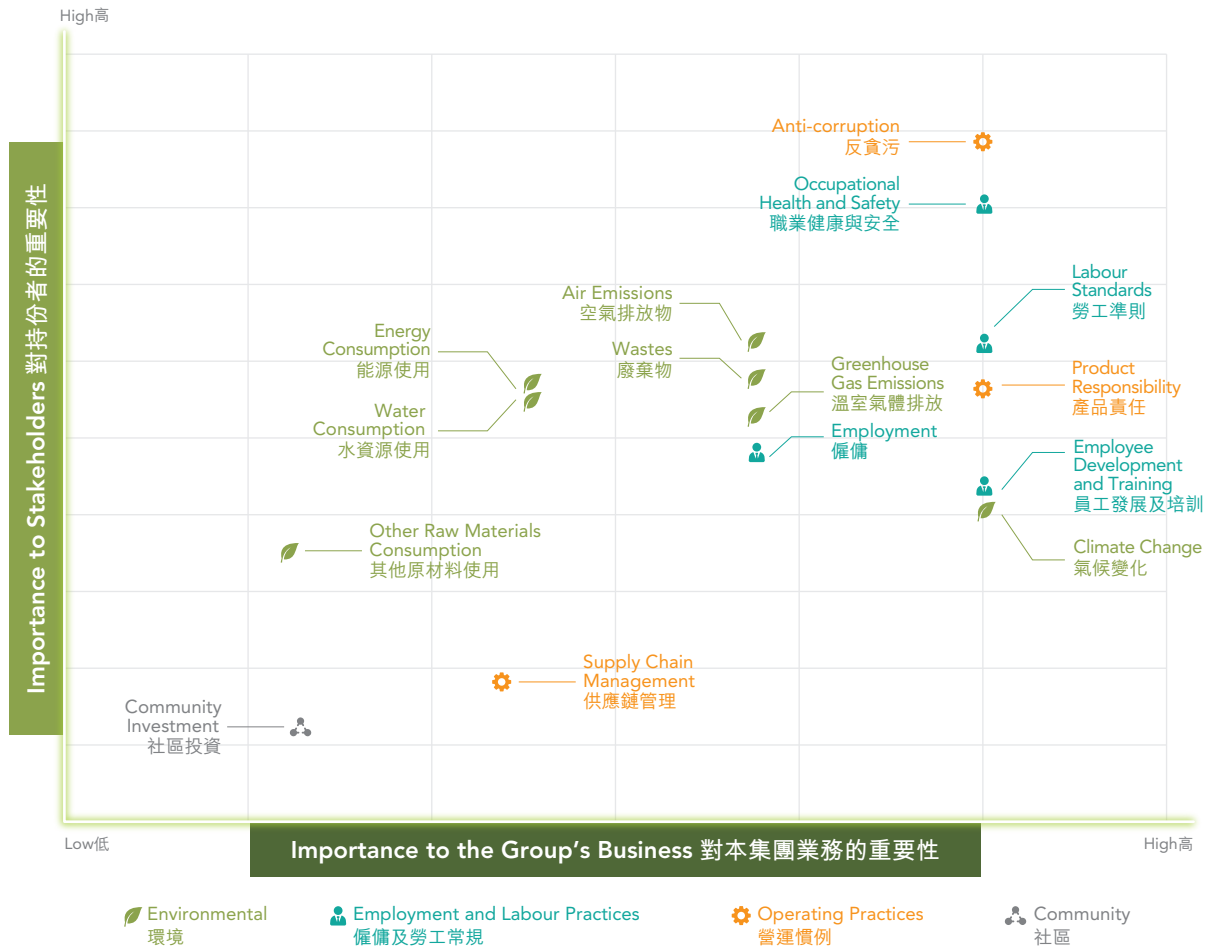
MATERIALITY ASSESSMENT

During the Year, the Group conducted a materiality assessment to identify ESG issues that are material to its stakeholders and business. This process involved the following steps:

重要性評估

於報告期內，本集團進行了重要性評估，以釐定對其持份者和業務具重要性的ESG議題。這一過程包括以下步驟：

1. Identify relevant ESG issues 識別相關ESG議題	<ul style="list-style-type: none"> 15 relevant ESG issues, covering "Environmental", "Employment and Labor Practices", "Operating Practices" and "Community", were identified by reviewing the ESG Guide. 	<ul style="list-style-type: none"> 根據ESG指引識別15項相關的ESG議題，涵蓋「環境」、「僱傭及勞工常規」、「營運慣例」和「社區」四大範疇。
2. Collect stakeholders' feedback 收集持份者意見	<ul style="list-style-type: none"> Questionnaires were distributed and collected from a total of 139 internal and external stakeholders for analysis. 	<ul style="list-style-type: none"> 共收集139份內部及外部持份者問卷作分析。
3. Determine material ESG issues 識別重要的ESG議題	<ul style="list-style-type: none"> 4 issues, including anti-corruption, occupational health and safety, labour standards, and product responsibility were prioritised as material issues. 	<ul style="list-style-type: none"> 包括反貪污、職業健康與安全、勞工準則及產品責任在內的4項議題被列為重要議題。
4. Validation 確認結果	<ul style="list-style-type: none"> The Board and management reviewed and confirmed the results of the materiality assessment and the material issues identified for the Group to address and report on. 	<ul style="list-style-type: none"> 董事會及管理層審閱和確認重要性評估的結果及本集團所識別的重要議題，有關議題將於本報告中披露及回應。



Material issues (ranked by descending order of materiality)
重要議題 (按重要性降序排列)

- Anti-corruption
- Occupational health and safety
- Labour standards
- Product responsibility
- 反貪污
- 職業健康與安全
- 勞工準則
- 產品責任

Other issues
其他議題

- Employee development and training
- Climate change
- Air emissions
- Wastes
- GHG emissions
- Employment
- Energy consumption
- Water consumption
- Supply chain management
- Other raw materials consumption
- Community investment
- 員工發展及培訓
- 氣候變化
- 空氣排放物
- 廢棄物
- 溫室氣體排放
- 僱傭
- 能源使用
- 水資源使用
- 供應鏈管理
- 其他原材料使用
- 社區投資



SUSTAINING

ETHICAL BUSINESS OPERATION

堅持道德營商

ANTI-CORRUPTION

The Group is committed to operating with integrity and transparency, maintaining a zero-tolerance stance towards any form of corruption, including bribery, extortion, fraud and money laundering. All Directors, management and employees are mandated to adhere to local laws and regulations, as well as the Code of Conduct as stipulated in the *Employee Handbook*. New hires are required to thoroughly review and acknowledge the "Company Policy Acknowledgement Form", which includes the "Guideline on Application of the Anti-Bribery" section. This guideline offers practical direction regarding the prohibition of employees from soliciting any advantage from relevant parties, such as suppliers, agents, customers, or companies with business relations or dealings with the Group. Acknowledgement of these policies is confirmed by signing the document.

反貪污

本集團致力於以誠信及公開的方式經營，對任何形式的貪污行為，包括賄賂、勒索、欺詐和洗錢，採取零容忍態度。所有董事、管理層和員工必須遵守本地法律法規和《員工手冊》中規定的行為守則。新入職員工須閱讀及簽署「公司政策通知」，其中包括「防止賄賂指引」。該指引就禁止員工向相關方，如供應商、代理商、客戶或與本集團有業務關係或交易的公司索取任何利益提供了實用指南。這些政策的收悉會通過簽署的方式以作確認。



To mitigate any potential conflict of interest, employees are required to promptly report any situations where such conflicts may arise. Offering or accepting advantages related to the Group's affairs and business is strictly prohibited. Employees are strongly encouraged to report any suspicious activities or misconduct to the Human Resources Department via our whistleblowing mechanism. Additionally, we enforce the *Whistleblowing Policy* to encourage all stakeholders of the Group to voice concerns or report any actual or suspected improprieties associated with the Group through a confidential reporting channel. We ensure that all reported cases are handled confidentially, and the identities of whistleblowers are protected under the no-detriment principle.

The Group conducts annual anti-corruption training and education sessions for both employees of the Group and Directors to enhance their awareness and understanding of anti-corruption measures. This training initiative is also extended to newly hired individuals, ensuring that all employees are equipped with the necessary knowledge and understanding to prevent corruption. Participation in these training sessions, which include seminars and workshops covering various topics, such as ethics, compliance and anti-bribery policies, allows Directors and employees to gain a comprehensive understanding of relevant guidelines and laws and regulations regarding bribery, extortion, fraud and money laundering. Throughout the Year, the Group provided a total of 121 hours of anti-corruption training to employees and Directors.

PRODUCT RESPONSIBILITY

The Group aspires to position itself as one of the leading media organisations in Hong Kong, renowned for providing high-quality products and services encompassing new media, newspapers, magazines, recruitment media and other publications. Additionally, we offer advertising, promotional events, printing and publishing services. In alignment with our commitment to sustainability, we have established a dedicated webpage on the "Sing Tao Headline" website focusing on ESG matters. This webpage showcases news reports, analyses, and articles related to sustainable development topics, showcasing our commitment to meeting the demands of our readers.

Given that the Group's core operations involve newspaper publication and an online news portal, it underscores its responsibility to monitor society and safeguard the public's right to information. Therefore, great importance is placed on the authenticity of the news. The Group ensures a high level of reliability and accuracy of the news reporting, as this serves as a foundation for maintaining the integrity and trustworthiness of its news content.

To achieve sustainable growth for our business, we have implemented various policies and practices, including but not limited to those outlined in the *Employee Handbook* and *IT Policy*. These policies address key areas such as customer health and safety, advertising standards, labelling requirements, intellectual property rights and privacy matters concerning our products and services. To ensure the authenticity of advertisements and articles, all information and content undergo thorough review and commentary before publication to prevent any violations of relevant regulations. The Group adheres to copyright laws and will only use copyrighted works, such as computer software, books, newspapers, and audiovisual works, with the proper authorisation from the copyright owner. In the event of any infringement of intellectual property rights or dissemination of disinformation, the Group will conduct a prompt investigation and take immediate action to resolve the relevant incidents. We are committed to upholding ethical standards and legal obligations in all aspects of our operations to maintain trust and integrity within our industry and community.

為減少任何潛在的利益衝突，我們要求員工盡快申報可能出現利益衝突的情況，並嚴禁其提供或接受與本集團事務和業務有關的利益。我們強烈鼓勵員工通過舉報機制向人力資源部報告任何可疑活動或不當行為。此外，我們實施《舉報政策》，鼓勵本集團的所有持份者通過保密的舉報渠道，表達對任何與本集團相關實際或可疑不當行為的關注或舉報。我們會確保舉報的案件得到保密處理，以及舉報人的身份受到「無損害原則」的保護。

本集團每年為員工及董事提供反貪污相關的培訓和教育，以提高他們的反貪污意識。這一舉措也擴展到了新入職員工，確保所有員工都掌握必要的知識，了解如何預防貪污。通過參加培訓課程，包括涵蓋道德、合規和反賄賂政策等廣泛主題的研討會和工作坊，董事和員工已充分了解有關賄賂、勒索、欺詐和洗錢的相關準則和法律法規。於報告期內，本集團為員工和董事提供了合共121小時的反貪污培訓。

產品責任

本集團致力成為香港頂尖媒體機構之一，提供高質素的產品，包括新媒體、報章、雜誌、招聘媒體及其他刊物，同時提供廣告、宣傳活動、印刷及出版服務。與本集團的可持續發展承諾相一致，我們在「星島頭條網」特別就ESG議題開設了一個專屬頁面，刊載與可持續發展有關的新聞報道、分析及文章，致力滿足讀者需求。

本集團的核心業務包括報刊出版和網上新聞平台，這凸顯了其在監督社會和保障公眾知情權方面的責任。因此，新聞的真實性應受到高度重視。本集團確保新聞的高度可靠性和準確性，這是維護新聞內容完整性和確保其可信性的基礎。

為實現業務的可持續增長，我們已制定《員工手冊》及《資訊科技政策》等政策及常規，以管理與產品和服務相關的客戶健康與安全、廣告、標籤、知識產權和私隱事宜。為確保廣告和文章的原創性，所有資訊和內容在發佈前均須進行審批，避免違規。本集團僅遵版權法規且只會在獲得版權持有人授權後使用相關作品，包括電腦軟件、書籍、報章及影音等。如發現侵犯知識產權或虛假信息，本集團將展開調查並立即採取行動處理有關事件。我們致力在業務營運的各個方面遵守道德標準和法律規範，以維持我們在業界和社會的信任和誠信。

Case Sharing 案例分享

“Sing Tao PROBE” Complaint Platform 申訴平台「星島申訴王」



The Group's brand-new programme, the “Sing Tao PROBE” was launched on 1 March with the aim of becoming the most accessible grievance platform in Hong Kong. This platform's objective is to “follow up your complaints at any time”, focusing on reporting complaints from various segments of society and seeking redress for people's grievances. This unique platform serves as a channel for citizens from Hong Kong and Mainland China, as well as small and medium-sized enterprises, large organisations and various government departments to voice out their complaints and clarify misunderstandings. Users can also share their experiences, discuss trending complaints, and express their viewpoints on various issues. Their opinions will be categorised into different segments such as “Snake Expose”, “Beware of Scammers”, “Hot Topics of Complaints”, and “Everyone's Complaints” as showcased on the “Sing Tao Headline” website. This programme underscores the Group's proactive stance in creating an inclusive and participatory media environment that values the diverse perspectives and experiences shared within the community.

本集團的全新項目「星島申訴王」於3月1日推出，旨在成為全港最便捷的申訴平台。該平台以「你申訴、我跟進，隨時候命」為宗旨，報道社會各界的申訴，為民請命。不論中港兩地市民、中小型企業還是大型機構和各政府部門，都可通過此渠道表達訴求、澄清誤解。用戶更可以在「星島頭條網」上分享經驗、討論申訴熱點並就不同議題發表意見。他們的意見將被劃分為「放蛇直擊」、「提防騙子」、「申訴熱話」及「人人申訴」等不同類別。這個項目凸顯了本集團重視社會上不同的觀點和經驗，締造共融參與的媒體環境的積極立場。

The Group is steadfast in its commitment to enhancing data security and safeguarding the intellectual property rights of the Group and its stakeholders. To mitigate the risk of data leakage, all computers within the Group are equipped with anti-virus software and virus-checking programmes, which are regularly monitored by the IT Department. Personal information will only be collected from customers upon their explicit consent and will be stored securely on the server with opt-out mechanism. Any unauthorised disclosure or release of such information, whether in writing or verbally, to the press or any individual within or outside the Group, is strictly prohibited and will result in disciplinary action.

The Group has established channels, such as hotlines, for the readers or clients to provide feedback or lodge complaints regarding product quality or services. Throughout the Year, the Group has not received any product and service-related complaints or encountered cases requiring product recall due to health and safety concerns. In the event of complaints about the Group's products and services, a comprehensive investigation will be undertaken, and necessary improvement measures will be promptly implemented.

The Group is dedicated to integrating ESG principles into its operations, recognising the importance of responsible business practices. As a media group, we are mindful of the influential power we hold in shaping public opinion and driving positive change. Leveraging the reach and influence, we are committed to promoting ESG concepts to the public, enhancing awareness, and encouraging individuals and enterprises to take action towards a more sustainable and socially responsible future.

本集團致力提高數據安全及保護本集團和其持份者的知識產權。本集團所有電腦均配備防毒及病毒檢查軟件，並由資訊科技部門定期監控以防止資料外洩。我們只會在獲得客戶明確同意的情況下收集客戶的個人資料，並將其保存在伺服器的安全位置及設有撤回同意機制。任何人嚴禁在未經授權的情況下，以書面或口頭形式向新聞界或本集團內外的任何個人提供或發佈此類信息，違者將受到紀律處分。

本集團設立了熱線電話等渠道，供讀者或客戶就本集團的產品質量或服務提出反饋意見或投訴。於報告期內，本集團未有知悉有關產品或服務的投訴及因健康與安全原因而回收產品的案例。如發生有關本集團產品及服務的投訴，本集團將進行徹底調查，並採取適當的改進措施。

本集團了解負責任的商業行為的重要性，並致力於將ESG原則融入其營運中。作為一個媒體集團，我們深知自身在塑造公眾輿論和推動積極變革方面的影響力。憑借這樣的影響力，我們致力於向公眾推廣ESG概念，提高意識，鼓勵個人或企業採取行動，朝著更加可持續發展和對社會更負責任的未來邁進。



Case Sharing 案例分享

Launch ESG Certification Program 推出ESG認證計劃

The Group collaborates with the Hong Kong Polytechnic University to jointly promote the concept of ESG and enhance public awareness. In May 2023, during the “PolyU/Sing Tao MOU Signing Ceremony and Press Conference”, both parties signed a memorandum of understanding to launch an ESG certification scheme. The scheme aims to assess corporate sustainable performances, recognise firms that have made outstanding contributions in the field of ESG, and provide advice for businesses to improve sustainable performances. Additionally, “ESG Certification Ceremony and Sustainable Development Forum 2023” was organised in November. The ceremony included a forum that featured a thematic discussion where industry leaders gathered to explore the ESG direction in the future. A series of activities, including seminars and training programs, will be implemented afterwards to promote ESG awareness and practices in the society.

本集團與香港理工大學合作，共同推廣ESG概念，提高公眾意識。2023年5月，雙方在「理大X星島『ESG合作備忘錄簽約儀式』新聞發佈會」上簽訂合作備忘錄，正式推出ESG認證計劃。此計劃旨在評估企業的可持續發展表現，表彰在ESG領域有突出貢獻的企業，並為企業改善可持續發展績效提供建議。此外，「ESG認證嘉許禮暨永續發展論壇2023」亦於11月舉行。該嘉許禮包括一個專題論壇，行業領導人齊聚一堂，探討未來的ESG發展方向。雙方後續將開展一系列活動，包括研討會和培訓計劃等，以促進社會對ESG的認知和實踐。



SUPPLY CHAIN MANAGEMENT

The Group adheres to the highest ethical and professional standards when engaging with suppliers, service providers, collaborators, contractors, and sub-contractors (collectively, the “Suppliers”). In order to minimise and manage external and internal risks across the supply chain, encompassing environmental and social considerations, we have formulated the *Supply Chain Management Policy* and *Supplier Code of Conduct*. We actively enforce compliance with these guidelines among our business units and Suppliers, fostering the integration of sustainability practices into their operations to uphold the stability of our businesses.

To ensure environmental responsibility throughout our supply chain, the Group evaluate Suppliers’ ESG performances in the following areas during the procurement processes, where appropriate. The relevant requirements of the Group will be listed in the tender and contract with the Suppliers.

供應鏈管理

在與供應商、服務提供商、合作夥伴、承包商和分包商（統稱為「供應商」）合作時，本集團採取最高的道德和專業標準。為盡量減低和管理整個供應鏈的外部 and 內部風險，包括環境和社會因素在內，我們制定了《*供應鏈管理政策*》及《*供應商行為準則*》並積極要求各業務部門和供應商必須遵守這些準則的合規要求，促進將可持續發展融入營運中，以維護我們業務的穩定性。

為確保整個供應鏈的環境責任，在採購過程中，本集團會適當評估供應商在以下各方面的ESG表現，並將相關要求列明在招標書及供應商合約中。

ENVIRONMENTAL 環境	SOCIAL 社會	GOVERNANCE 管治
<ul style="list-style-type: none"> Minimise environmental impacts to the extent practicable. 在可行的範圍內盡量減少對環境影響。 	<ul style="list-style-type: none"> Provide a safe and healthy work environment, free from discrimination and sexual harassment against the staff. Prohibit and prevent the use of child and forced labour. Establish employment systems that ensure employees are informed about employment arrangements. 為員工提供安全健康的工作環境，使其免受歧視和性騷擾。 禁止和防止使用童工和強制勞動。 建立僱傭制度，確保員工了解就業安排。 	<ul style="list-style-type: none"> Comply with all applicable laws, regulations and standards related to the business nature. Prohibit and prevent any forms of corruption, bribery, extortion, fraud, and money laundering. 遵守與業務性質相關的所有適用法律、法規和標準。 禁止和防止任何形式的貪污、賄賂、勒索、欺詐和洗黑錢。

We select, engage and review the Suppliers according to a set of guidelines and procedures outlined in the *Purchasing Policy and Procedures*. The Group conducts basic due diligence and chooses suppliers through a fair and impartial process, considering not only pricing but also the suppliers' adoption of green practices and their past transactions experiences. The Group reviews the list of major suppliers and assesses their performance regularly to ensure alignment with the Group's requirements. Suppliers with subpar performance may have their contracts terminated and be removed from the vendors' list. During the Year, all of our suppliers were qualified and met the Group's standards in the regular evaluation process.

During the Year, the Group has more than 1,200 suppliers, nearly 90% of our major suppliers are based in Asia, and the rest are based in North America and Europe providing services and products.

我們根據《採購政策和程序》中概述的一系列規定篩選、聘用和審查供應商。本集團進行基本的盡職調查，通過公平公正的程序選擇供應商，不僅考慮價格，還考慮供應商採取的綠色實踐及其過去的交易經驗。本集團會定期檢視主要供應商名單並評估其表現，以確保符合本集團的要求。表現不佳的供應商或會被終止合約並從供應商名單中剔除。於報告期內的定期評估過程中，我們所有的供應商均符合本集團的標準。

於報告期內，本集團共有超過1,200家供應商為其提供服務及產品，當中約90%位於亞洲，其餘位於北美洲及歐洲。



THE GROUP ADOPTS A PEOPLE-ORIENTED APPROACH, PRIORITISING THE PHYSICAL AND MENTAL HEALTH AND WELL-BEING OF EMPLOYEES. IT ACTIVELY PROMOTES OCCUPATIONAL HEALTH AND SAFETY PROTECTION MEASURES, FOSTERS COMFORTABLE WORKING ENVIRONMENTS, AND PLACES A HIGH VALUE ON EMPLOYEE DEVELOPMENT.

本集團貫徹以人為本方針，重視員工身心健康和福祉。其積極推行職業安全健康保障措施，在營造舒適工作環境的同時重視員工發展。



PEOPLE

ORIENTED 以人為本

OCCUPATIONAL HEALTH AND SAFETY

The Group places great emphasis on safeguarding the health and safety of its employees. As a responsible employer, we strive to prevent occupational hazards and provide safe, healthy and comfortable working environments for all our employees. We have established the *Policy on Work Safety* and an Occupational Health and Safety Management System to ensure the health and safety of our employees and suppliers working within our premises, while adhering to applicable regulations and continuously improving our safety performance. Through the implementation of the system, compliance with regulations, provision of proper training, and regular review with follow-up actions, we demonstrate our commitment to reducing occupational hazards and safeguarding the well-being of our workforce.

職業健康與安全

本集團高度重視對員工健康與安全的保障。作為負責任的僱主，我們竭力預防職業危害，並為所有員工提供安全、健康及舒適的工作環境。我們制定了《職業安全政策》和職業健康安全管理系統，以確保在我們場所工作的員工和供應商的健康與安全，在遵守適用法規的同時，不斷改善我們的安全表現。透過制定系統、遵守法規、提供適當的培訓，以及定期審查和採取跟進措施，我們致力於減少職業危害和保護員工福祉。



The Safety Management Committee is tasked with assessing all potential occupational health and safety across for all operational sites. It adopts suitable management and control measures for proactive prevention of relevant risks and reviews the Group's health and safety performance through three strategic steps: "Recognise", "Manage", and "Review".

安全管理委員會負責評估所有工作場所潛在的職業健康與安全風險。其採取適當的管理和控制措施，積極預防相關風險，並通過「識別」、「管理」和「檢視」三個步驟，監測本集團的健康安全績效。

<p>Recognise 識別</p>	<ul style="list-style-type: none"> Recognise the importance of occupational health and safety at work; Endeavor to continuously improve safety performance; and Provide and maintain a safe workplace for all workforce who work within our premises. 	<ul style="list-style-type: none"> 識別工作場所職業健康與安全的重要性； 致力持續提升安全績效；及 為場所內工作的所有員工提供並維持安全的工作場所。
<p>Manage 管理</p>	<ul style="list-style-type: none"> Comply with relevant laws and regulations; Define and develop occupational health and safety management structure and the system; Provide training to employees for implementing occupational health and safety management system; and Ensure compliance of internal policies and occupational health and safety management system. 	<ul style="list-style-type: none"> 遵守相關法律法規； 確定及建立職業健康與安全管理架構和系統； 為員工提供培訓以實施職業健康與安全管理系統；及 確保遵守內部政策和職業健康與安全管理系統。
<p>Review 檢視</p>	<ul style="list-style-type: none"> Review occupational health and safety management system for performance enhancement regularly; and Implement appropriate follow-up actions to achieve continual improvement. 	<ul style="list-style-type: none"> 定期檢討職業健康與安全管理系統以提升其績效；及 實施合適的跟進行動以實現持續改進。

Likewise, the safety and well-being of our employees are of paramount importance at our printing factory. To ensure a secure working environment, we conduct regular inspections in accordance with formulated codes and guidelines. The relevant manual provides clear guidelines and instructions for operations and work environments, while safe operating procedures have been established for all high-risk activities.

同樣地，在我們的印刷工廠，員工的安全和福祉也至關重要。為了確保安全的工作環境，我們按照已制定的規範和指引進行定期檢查。相關手冊為操作和工作環境提供清晰的指導和說明，並針對所有高風險活動制定了安全操作程序。

Safety guidelines are provided to ensure our employees are well-versed in the Group's safety precautions, including the protocols to follow in case of emergencies and the proper use of safety equipment such as first aid boxes, automated external defibrillators ("AED"), fire sprinklers and extinguishers, emergency exit floor plans. Regular fire evacuation drills and safety talks are arranged to ensure employees are adequately prepared for emergencies. Additionally, periodic inspections of emergency exits are conducted. We prioritise the health and safety of our employees who conduct on-site interviews. To ensure their well-being and promote a secure working environment, we provide our employees with a working outside form to fill out and offer insurance coverage for approval.

我們向員工提供安全指引以助他們熟悉本集團的安全預防措施，包括在緊急情況下採取的行動和安全設備的正確使用，例如急救箱、自動體外心臟除顫器（「AED」）、消防灑水裝置和滅火器、緊急出口平面圖等。為確保員工有足夠的知識應對意外情況，我們定期舉行消防疏散演習和安全講座。此外，緊急出口則定期進行檢查。我們重視現場採訪員工的健康與安全。為確保他們的福祉並營造安全的工作環境，我們提供外勤工作表格供員工填寫，並提供需獲審批的保險。

During the Year, the Group arranged various training and seminars related to occupational health and safety, such as first aid training (AED), work platform operation, and employee health and medical benefits seminars.

於報告期內，本集團安排了多場與職業健康與安全相關的培訓及講座，如急救課程(AED)、工作平台操作及員工醫療福利講座等。

Case Sharing
案例分享

CPR and AED Training
心肺復甦法及AED培訓

We offer Cardiopulmonary Resuscitation ("CPR") and AED training to our employees, providing them with the knowledge and skills necessary to respond effectively in emergencies. We invited dedicated trainers from the Fire Services Department to conduct comprehensive sessions, instructing employees on how to recognise the signs of cardiac arrest, perform CPR, and use an AED device. Through this training initiative, we empower our employees to take immediate action during critical moments and potentially save lives. The training not only enhances their individual capabilities but also fosters to a culture of preparedness and support within the Group.



我們為員工提供心肺復甦法(「CPR」)和AED培訓，向他們傳授有效應對緊急情況所需的知識和技能。我們邀請消防處專業培訓師進行全面培訓，教授員工如何識別心臟驟停的跡象，施行CPR，以及使用AED設備。我們通過這項培訓計劃，使我們的員工在關鍵時刻可以採取即時行動並有機會挽救生命。這項培訓不僅增強了他們個人的能力，也在本集團內部培養了一種有備無患和互相支持的文化。



Case Sharing
案例分享

One-on-One Safety Training
一對一安全培訓

We conduct one-on-one safety training for employees working in the printing factory. This personalised training adopts a mentorship approach, with our safety officer leading the new employees to reinforce their technology and knowledge. Through providing hands-on guidance tailored to each individual, we ensure that our colleagues receive thorough training and are well-equipped to prioritise safety during the work.



我們對在印刷廠工作的員工進行一對一安全培訓。這項個人化培訓採用導師制，由我們的安全主管帶領新員工，以加強他們的技術及知識。通過為每個人提供個人化的實踐指導，我們確保同事接受全面的培訓，並在工作中將安全放在首位。

During the Year, 6 cases of work-related injuries were recorded, of which 5 cases had been resolved and the related employees had resumed duties, resulting in a total of 420.0 days lost. These cases were handled in accordance with relevant laws and internal policies. Additionally, we actively explored improvement measures to prevent the occurrence of the same or similar cases. No work-related fatalities have occurred in the past three years (including the Year), thus the rate of work-related fatalities is 0%.

EMPLOYMENT

A team of talented employees is essential in contributing to the corporation's long-term viability. To attract and retain talent, the Group places great importance on developing a desirable workplace with an inclusive and fair employment system that safeguards the interests of its employees. Workplace inclusivity and diversity are significant areas of focus for us. We prioritise the establishment of diverse recruitment channels and processes, aiming to attract applicants from various backgrounds. Our employment-related procedures and arrangements are guided by a set of policies and guidelines, including but not limited to the *Employment Policy*, *Employee Handbook*, *Equal Employment Opportunity Policy* and *No Child Labour and No Forced Labour Policy*.

Long Services Awards

The Group's annual "Long Service Award Presentation Ceremony 2023" was held on 30 August 2023, to recognise the contribution of the long-serving colleagues who have dedicated 10, 20, 30 and 40 years to the Group. A total of 31 Hong Kong staff members were awarded in 2023.



Recruitment Events/Seminars

The Group actively organises and participates in a variety of recruitment events and seminars to connect with talented individuals and create opportunities for professional growth. These events serve as platforms for networking, knowledge sharing, and showcasing our values and career opportunities, providing a unique opportunity for potential candidates to interact with the Group, fostering a deeper understanding of the organisation and the diverse opportunities available within the Group.

於報告期內，本集團共有6宗因工受傷案例，其中5宗已解決，而相關人員亦已復工，共造成420.0天的損失。所有案件已按照法律和內部政策進行處理。此外，我們積極探索改善措施，防止發生相同或類似的個案。本集團於過去三年(包括報告期)未有發生因工死亡的個案，因此因工死亡故率為0%。

僱傭

本集團認為擁有一支精英團隊對於企業的長遠發展至關重要。為吸引及挽留人才，本集團致力為其員工營造理想的工作環境，並以包容及公平的僱傭制度保障員工的權益。我們非常重視工作場所的包容性和多樣性，優先考慮建立多元化的招聘渠道和流程，旨在吸引來自不同背景的申請者。我們的僱傭相關程序及安排均遵循一系列的政策和指引，包括但不限於《僱傭政策》、《員工手冊》、《平等僱傭機會政策》以及《不僱傭童工及不強迫勞動政策》。

長期服務獎

本集團的「2023年長期服務獎頒獎典禮」於2023年8月30日舉行，以表彰為本集團奉獻10年、20年、30年及40年長期服務的同事所作出的貢獻。2023年共有31位香港員工獲獎。

招聘活動／研討會

本集團積極組織和參與各種招聘活動和研討會，與優秀人才建立聯繫，為他們創造職業發展機會。這些活動是建立聯繫、分享知識、展示我們的價值觀和職業機會的平台，為應聘者提供了一個與本集團互動的特別機會，以加深其對本集團和各種發展機會的了解。

Recruitment and dismissal 招聘及解僱



- All applicants are recruited through legal channels and undergo fair and equal review by the Human Resources Department to ensure recruitment objectivity. Employees will be legally dismissed if their performance falls below the Group's expectations and standards, or if their behaviour significantly impacts operations.
- 所有應聘者均通過合法途徑進行受聘，並由人力資源部進行公平公正的審核，以確保招聘的客觀性。如果員工的表現低於本集團的期望和標準，或其行為嚴重影響了營運，則將依法予以解僱。

Compensation and benefits 薪酬及福利



- The Group offers various benefits to employees in recognition of their hard work, including annual leave, birthday leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, compensation leave, other holidays, etc.
- Demonstrating concern for employees' health, the Group provides medical insurance, a travel insurance scheme and other related schemes.
- To attract, retain and motivate high-performing employees, the Group provides incentive payments, such as allowances, performance-driven commissions and bonuses, discretionary year-end bonuses and share option schemes.
- 本集團為員工提供各種福利，包括年假、生日假、產假、陪產假、婚假、恩恤假、考試假、補償假、其他假期等，以表彰員工的辛勤工作。
- 為關心員工健康，本集團為其提供醫療保險、旅遊保險計劃及其他相關計劃。
- 為吸引、挽留或激勵表現優異的員工，本集團提供津貼、表現佣金及花紅、年終酌情花紅及購股權計劃等獎酬。

Promotion and retention 晉升及人才挽留



- Through regular performance appraisals, employees will have the opportunity of salary adjustments and promotions based onto their performance.
- In order to retain talents, the Group provides employees with incentive payments. Salaries and payments will be periodically reviewed to align with market changes.
- 通過定期的績效考核及其結果，員工將有機會根據其表現獲得薪酬調整和晉升的機會。
- 為挽留人才，本集團為員工提供獎勵。本集團會根據市場變化定期對薪資進行調整。

Diversity, equal opportunity and anti-discrimination 多元化、平等機會及反歧視



- Employees are protected under the Group's *Equal Employment Opportunity Policy* and the *Employee Handbook*, ensuring equal opportunity for recruitment, promotion and compensation regardless of their age, gender, marital status, family status, disability, race, nationality, religion or other factors. Decisions are based solely on working ability, performance, aptitude and relevant factors. The Group welcomes individuals from diverse backgrounds, races and nationalities.
- The Group has zero tolerance for discrimination, harassment, vilification and victimisation. If employees experience unlawful treatment, an immediate report should be filed to resolve the issue and implement improvement measures.
- 員工受到本集團的《平等僱傭機會政策》和《員工手冊》的保護，不論年齡、性別、婚姻狀況、家庭狀況、殘疾、種族、國籍、宗教或其他因素，均享有平等的招聘、晉升和薪酬機會。招聘決定完全基於工作能力、表現、資質和相關因素作出決策。本集團歡迎不同背景、種族、國籍等人士加入。
- 本集團對歧視、騷擾、誹謗和迫害採取零容忍態度。如果員工受到非法對待，應立即申報以助解決問題並實施改進措施。

Case Sharing 案例分享

Recruitment Fair under the Top Talent Pass Scheme ("TTPS") 高端人才通行證計劃(「高才通」)招聘會

JobMarket, the well-known local recruitment platform under the Group, collaborated with the Hong Kong Labour and Welfare Bureau to organise the campus recruitment fair under the TTPS, aiming to attract talented individuals for Hong Kong. Renowned companies across various industries, including finance, real estate, and business services, came together to offer a diverse range of job opportunities.

The recruitment fair was a tremendous success, with 20 Hong Kong companies participating and a total of 97 different job positions available, resulting in 777 vacancies. This recruitment event is a testament to the Group's commitment to talent acquisition and its active support for the economic development of Hong Kong.

本集團旗下知名招聘平台《JobMarket求職廣場》與香港勞工及福利局合作舉辦了「內地名校香港高才通招聘巡禮」廣東站活動，旨在協助香港社會吸納高才。金融、地產、商業服務等各行業的知名企業齊聚一堂，提供多元化的工作機會。

招聘會反應熱烈，共有20個香港企業參展，合共提供97種類別共777個空缺崗位。此次招聘會充分體現了本集團對人才引進的重視和對香港經濟發展的積極支持。



Case Sharing 案例分享

Internships Program 實習計劃

We believe in nurturing young talent and fostering a culture of lifelong learning. Our internship program offers interns the opportunity to collaborate with the Editor-in-Chief in a mentoring and coaching relationship that encourages mutual growth. Through this program, interns not only acquire valuable job skills but also gain insights into the Group's operations, receiving personalised guidance from the Editor-in-Chief. This mentorship approach empowers interns to ask questions, seek advice, and develop professionally. Importantly, the mentorship is not a one-sided endeavor; the Editor-in-Chief also benefits from the interns' fresh perspectives and innovative ideas, creating a mutually enriching experience.

我們致力於培養年輕人才，營造終身學習的文化氣氛。我們的實習計劃為實習生提供了與總編輯合作的機會，建立了一種鼓勵共同成長的指導和輔導關係。通過該計劃，實習生不僅能獲得寶貴的工作技能，還能深入了解本集團的營運情況，接受總編輯的個人化指導。這種指導方式使實習生能夠提出問題、尋求建議並獲得專業發展。重要的是，這並不是單方面的指導，總編輯也會從實習生的新觀點和創新想法中獲益，從而創造一種相互促進的體驗。



Festival celebration

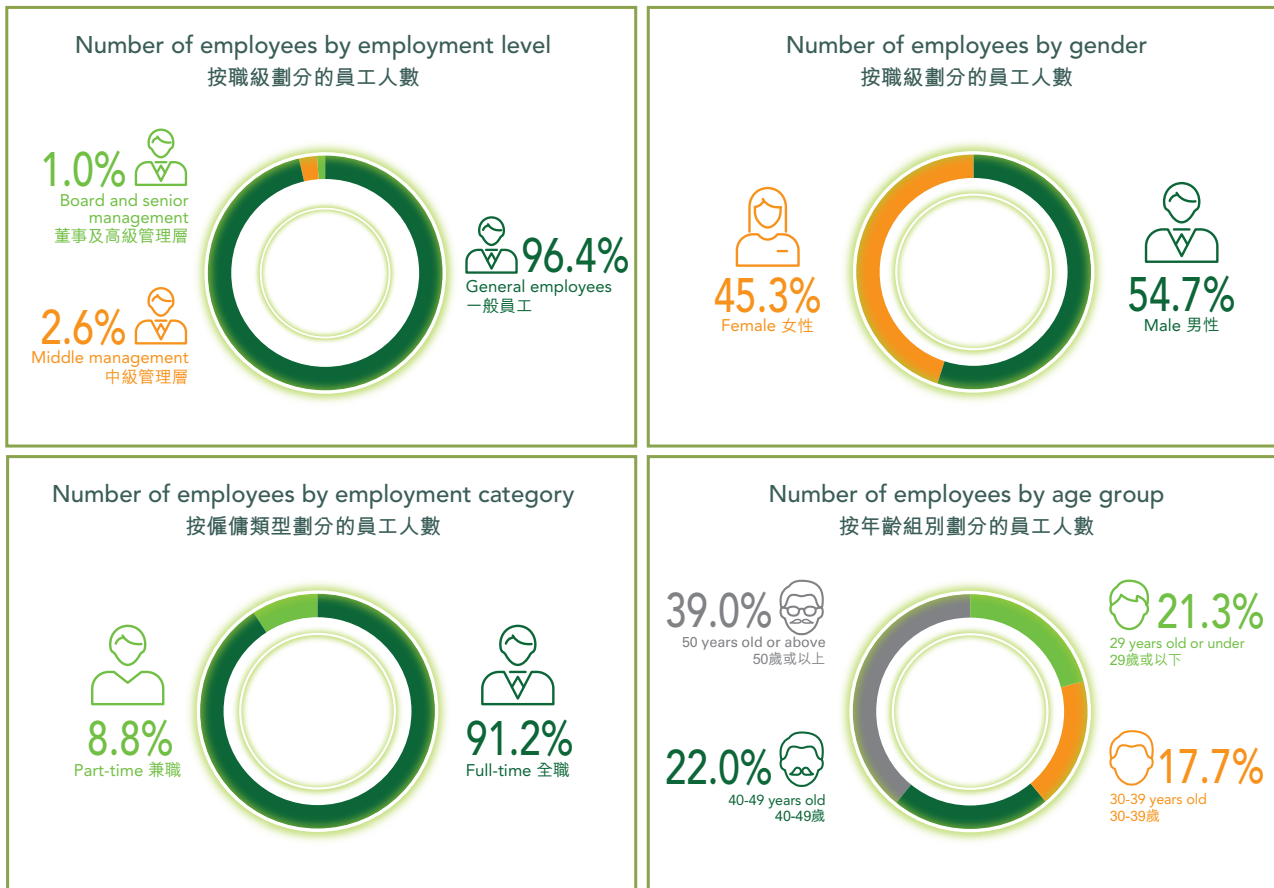
The Group has a tradition of celebrating festivals through various activities for employees. For instance, during the Mid-Autumn Festival, we express appreciation to our employees by distributing mooncakes. Additionally, for Christmas, each department takes the lead in organising team parties. These celebrations serve a boost morale but also foster a joyful and cohesive work environment. We are committed to creating a workplace where employees feel valued and connected through these festive activities.

As of 31 December 2023, the Group employed 970 employees, comprising 531 males and 439 females, all based in Hong Kong. The turnover rate stood at 37.0%, including 29.2% for males and 46.5% for females. This turnover is attributed to factors such as department restructuring, an emigration wave, and the relocation for study and work. For detailed statistics, please refer to the "Performance Overview" section.

節日慶祝

本集團在節慶日子不時為員工舉辦慶祝活動。例如，在中秋節期間，我們會向員工派發月餅以示感謝。此外，在聖誕節期間，各部門會牽頭組織團隊聚會。這些慶祝活動不僅能鼓舞士氣，還能營造歡樂、團結的工作環境。我們致力於通過這些節日活動打造一個讓員工感到被重視和對公司有歸屬感的工作環境。

截至2023年12月31日，本集團在香港共聘用970名員工，其中男性為531人，女性為439人。員工流失率為37.0%，其中男性為29.2%，女性為46.5%。這些流失的原因包括部門重組、移民潮、出國留學和轉職。有關詳細統計數據請參閱「績效指標概覽」章節。



EMPLOYEE DEVELOPMENT AND TRAINING


Retaining talents is crucial to the corporate success. We firmly believe that offering training and development opportunities empowers employees to thrive in their career development. Our policy is dedicated to promoting sustainable development among our workforce. We regularly assess training requirements and employ diverse methods, including workshops and seminars, to deliver effective training. Furthermore, we maintain comprehensive training records to track progress. The policy underscores our commitment to fostering a culture of continuous learning and supporting the professional growth of our employees.

As outlined in the *Employee Handbook*, regular performance reviews will be conducted with employees, serving as the foundation for salary adjustments and promotions. The Group organised a variety of training programmes and other learning and development activities tailored to the positions of its employees, aimed at enhancing employee engagement and addressing any possible skill gaps within the Group. To maintain and elevate the quality of our training programmes, trained employees will be invited to participate in a questionnaire aimed at evaluating their performance, learning experience and the content of the training activities. This feedback process helps us improve our training initiatives in the future.

員工發展及培訓

留住優秀人才是企業成功的關鍵。我們堅信，為員工提供培訓和發展機會能幫助他們在職業生涯中茁壯成長。我們的政策致力於促進員工的可持續發展。我們定期評估培訓需求，並採用研討會和講座等多種方式提供有效的培訓。此外，我們保留全面的培訓記錄以追蹤進度。該政策顯示了我們致力於培養持續學習文化並支持員工的職業成長。

根據《員工手冊》中所述，我們定期對員工進行績效考核，並以此作為薪酬調整和晉升的依據。本集團根據員工的崗位特點，舉辦各種培訓項目和其他學習與發展活動，旨在提高員工參與度及填補本集團可能存在的技能差距。為了保持和提高培訓項目的質量，我們會邀請受訓員工參與問卷調查，對他們的表現、學習經驗和活動內容進行評估。這一反饋過程有助我們提升未來培訓規劃。

Training 培訓種類	Target audience 目標對象	Objective 目的
Induction training 入職培訓 	New hires 新入職員工	Aim to help newly hired employees comprehending the Group's expectations, fostering communication and increasing commitment. 幫助新入職員工了解本集團期望，促進溝通及提高歸屬感。
Management training 管理培訓 	Management 管理層	Aim to empower individuals with the knowledge, skills and tools essential for efficiently leading and managing teams, departments or the entire organisation. 使員工掌握必要的知識、技能和工具，有效地領導和管理團隊、部門或整個組織。
Job-related training courses 在職培訓 	General employees 一般員工	Aim to provide staff with the requisite skills and knowledge through training, encompassing the latest industry trends, pertinent knowledge, work skills, occupational health and safety. 通過培訓為員工提供必要技能和知識，包括最新的行業趨勢、相關知識和工作技能、職業健康與安全。
ESG training ESG培訓 	All employees 所有員工	Aim to introduce ESG-related topics and emerging themes aligned with the Group's corporate strategies, thereby generating sustainable values for the Group in the long run. 介紹與本集團企業策略相符的ESG相關主題和新興專題，從而為本集團創造長遠的可持續價值。

In addition to on-the-job training, mentoring, job shadowing and secondment opportunities, we actively promote the development of new competencies among our employees that contribute value to both their professional careers and the Group. Employees are encouraged to attend external workshops, industry events, and seminars to refresh and enhance job-related knowledge and skills. To support continuous learning, education subsidies and examination leaves are available for application when participating in designated courses approved by the Group. For detailed statistics, please refer to the "Performance Overview" section.

除了在職培訓、指導、見習和借調機會外，我們還積極幫助員工發展新技能，從而為他們的職業生涯和本集團創造價值。我們鼓勵員工參加外部工作坊、行業活動和研討會，以助發展與工作相關的知識和技能。為支持員工持續學習，員工在參加本集團認可的指定課程時，可申請教育補貼和考試假。有關詳細統計數據，請參閱「績效指標概覽」章節。



Total number of employees trained
受訓員工總數

845 PEOPLE
人

Average training hours per employee
每名員工的平均培訓時數

31.2 HOURS
小時

LABOUR STANDARDS

The Group adheres rigorously to applicable employment laws and regulations throughout the recruitment and employment process. As outlined in the *No Child Labour and No Forced Labour Policy*, all forms of child and forced labour are strictly prohibited. No employee is compelled to work against their will or subjected to forced labour. Moreover, the Group refrains from engaging with suppliers who employ child labour or forced labour in their operations.

The Human Resources Department holds the responsibility of verifying the identity and eligibility of work of the applicants during the recruitment process, ensuring that all successful applicants have reached the legal working age. In the event of identifying child labour in violation of the recruitment process, the Group will promptly halt the application and address the case in accordance with relevant regulations or policies.


All forms of involuntary labour, including threatening, fraud and coercion, are strictly prohibited. Details regarding working hours and arrangement of overtime are explicitly outlined in the work time shift and *Employee Handbook*. In cases of policy violations, relevant employees will face penalties as stipulated by the policies.

勞工準則

在整個招聘及僱傭過程中，本集團嚴格遵守適用的就業法律和法規。按照《不僱傭童工及不強迫勞動政策》所述，嚴禁任何形式的童工和強迫勞動。任何員工都不會被迫違背自己的意願工作，也不會被強迫勞動。此外，本集團不會與在業務中使用童工或強迫勞動的供應商合作。

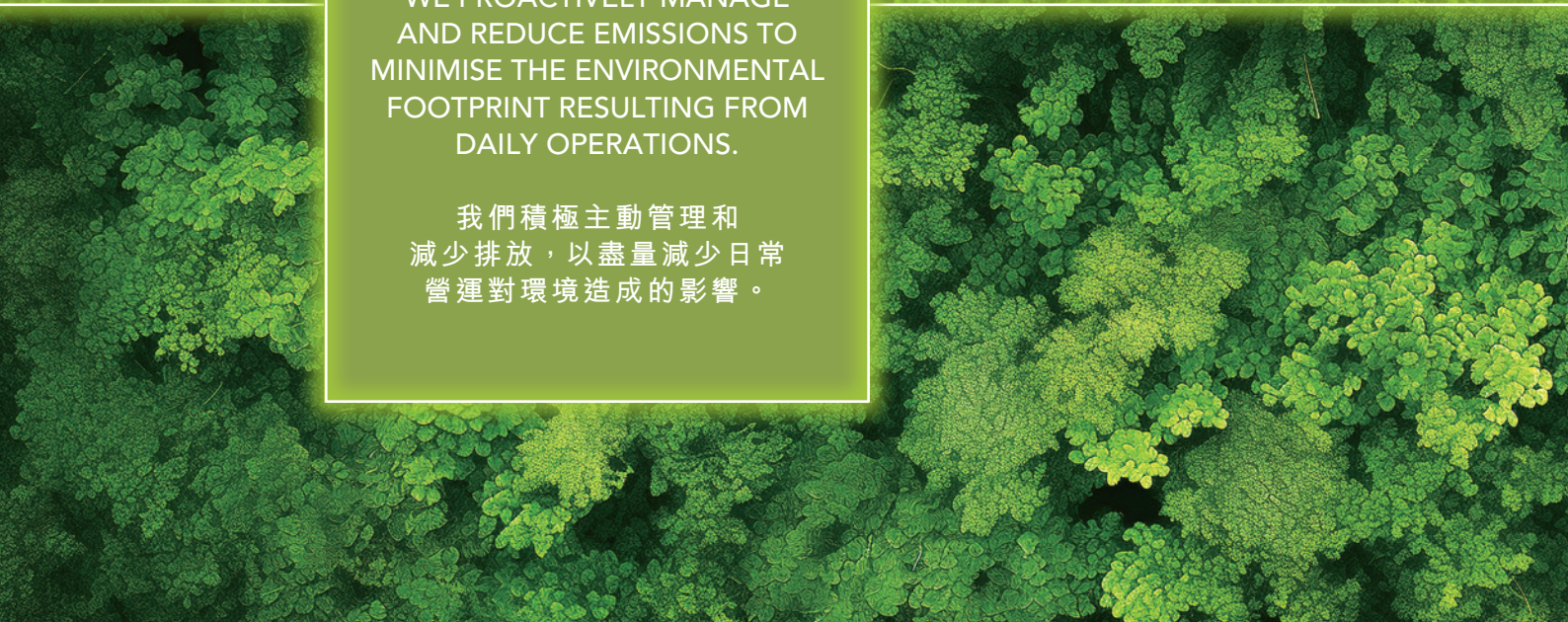
在招聘過程中，人力資源部負責核實應聘者的身份和工作資格，以確保所有成功申請者均達到法定工作年齡。如果在招聘過程中發現違規使用童工的情況，本集團將立即中止其申請，並會根據相關法例法規或政策處理。

本集團嚴禁任何形式的非自願勞動，包括威脅、欺詐和脅迫。工作時間班次和《員工手冊》中明確列出了工作時數和加班安排的資訊。如有違反政策，相關員工將面臨政策規定的處罰。



WE PROACTIVELY MANAGE
AND REDUCE EMISSIONS TO
MINIMISE THE ENVIRONMENTAL
FOOTPRINT RESULTING FROM
DAILY OPERATIONS.

我們積極主動管理和
減少排放，以盡量減少日常
營運對環境造成的影響。



REDUCING

ENVIRONMENTAL FOOTPRINT

減少環境足跡





The Group is dedicated to addressing environmental crises, including climate change and resource depletion by identifying and minimising the environmental impacts associated with daily operations. This commitment is underscored by the adoption of mitigation policies and measures, as outlined in our *Environmental Policy*, *Emissions Policy*, *Policy on Efficient Use of Resources*, and *Environmental and Natural Resources Policy*. We encourage our stakeholders, including but not limited to employees, business partners, customers and suppliers, to integrate environmental considerations into their daily operations wherever feasible. This collaborative approach reflects our shared responsibility in contributing to environmental sustainability.

本集團致力於應對環境危機，包括氣候變化和資源枯竭，識別並盡量減少日常營運對環境的影響。我們在《環境政策》、《排放物政策》、《資源有效利用政策》及《環境和自然資源政策》中概述了本集團採取的緩解政策和措施，從而彰顯這一承諾。我們鼓勵持份者，包括但不限於員工、業務合作夥伴、客戶和供應商，在可行的情況下將環境因素納入其日常營運中。這種合作方式體現了我們在促進環境可持續發展方面的共同責任。



During the Year, the Group has set relevant targets for the environmental aspects to better manage the Group’s material topics and its sustainability performance. The table below summarises the Group’s environmental targets and its progress towards the targets:

於報告期內，本集團制定了環境相關的目標，以更好地管理重要議題和可持續發展績效。下表概述了本集團的環境目標及實現目標的進展情況：

Aspects 層面	Environmental targets 環境目標	Progress 進展情況
Air emissions 空氣排放物 	To maintain or reduce the Group’s GHG emissions intensity by the year ended 31 December 2024 (“2024”), using 2023 as the baseline year. 以2023年為基準年，在截至2024年12月31日止年度(「2024年」)之前保持或降低本集團的溫室氣體排放密度。	In progress 進行中
Wastes 廢棄物 	To maintain or reduce the Group’s hazardous and non-hazardous wastes intensity by 2024, using 2023 as the baseline year. 以2023年為基準年，於2024年保持或降低本集團的有害及無害廢棄物密度。	In progress 進行中
Energy consumption 能源使用 	To maintain or reduce the Group’s energy consumption intensity by 2024, using 2023 as the baseline year. 以2023年為基準年，於2024年保持或降低本集團的能源消耗密度。	In progress 進行中
Water consumption 水資源使用 	To maintain or reduce the Group’s water consumption intensity by 2024, using 2023 as the baseline year. 以2023年為基準年，於2024年保持或降低本集團的耗水密度。	In progress 進行中

MANAGING EMISSIONS

Air emissions

To mitigate and monitor all forms of air pollutants and carbon (or GHG) emissions, the Group adopts a set of measures to reduce emissions and use of resources, as well as to achieve their relevant environmental targets.

排放物管理

空氣排放物

為降低和監測各種形式的空氣污染物和碳(或溫室氣體)排放，本集團已採取一系列措施來減少排放物和使用資源，並以此達到相關的環境目標。

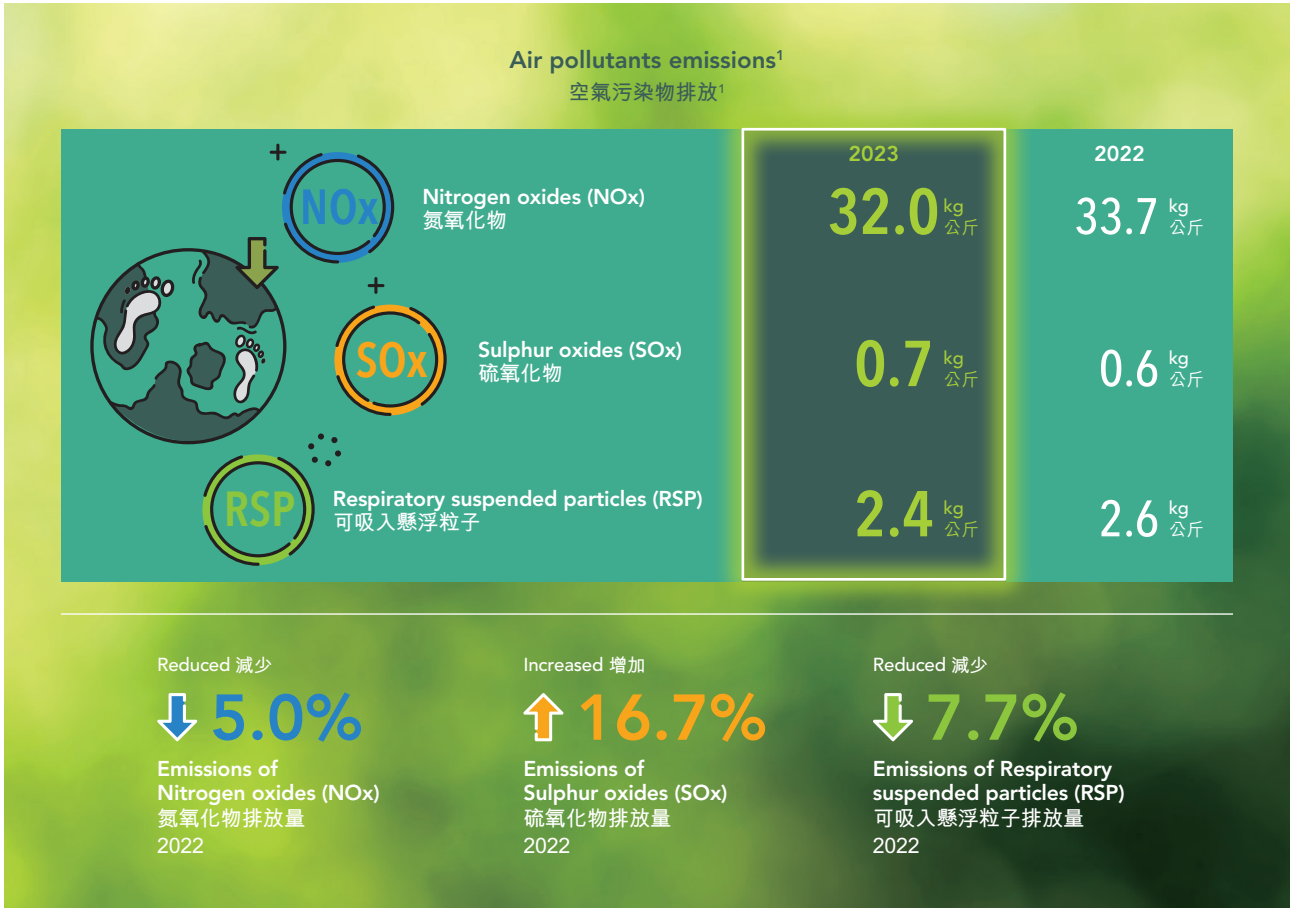
Focus areas 重點範疇	Measures 措施
<p>Optimising resources use efficiency and reducing resource consumption 提升資源使用效率和減少資源消耗</p>	<ul style="list-style-type: none"> • Replace traditional lamps with LED spotlights and T5 fluorescent tubes to enhance energy efficiency. • Install timers and automatic shut-off for the outdoor lighting to minimise energy consumption. • Implement thermostats for all air conditioning units to enable smarter control of room temperature, promoting energy conservation. • Ensure regular maintenance and repairs of equipment to optimise their efficiency and lifespan. • Assign specific staff members to inspect the on-off status of general office equipment before and after office hours, promoting energy savings. • Install water-saving taps to reduce water consumption and contribute to water conservation efforts. • Use equipment with water-saving labels to optimise water efficiency in daily operations. • Conduct regular inspections of drainage systems to prevent water leakage or plumbing faults, ensuring effective water management and conservation. <ul style="list-style-type: none"> • 使用LED燈和T5節能光管取代傳統光管，提高能源效率。 • 為室外照明系統安裝定時器和自動關閉功能，盡量減少能源消耗。 • 為所有空調設備安裝恆溫器，更智能地控制室溫，促進節能。 • 確保定期保養和維修設備，優化其效率和使用壽命。 • 指派專人在辦公時間前後檢查一般辦公設備的開關，促進節能。 • 安裝節水龍頭，減少用水，促進節水工作。 • 使用帶有節水標籤的設備，提升日常運作中的用水效率。 • 定期檢查排水系統，防止漏水或管道故障，確保有效管理和節約用水。
<p>Mitigating carbon and air emissions 減少碳排放和廢氣排放</p>	<ul style="list-style-type: none"> • Use video conferencing equipment to minimise the need for local and overseas business travels, reducing carbon footprint associated with transportation. • Prioritise the purchase of green products, such as paper certified by the Forest Stewardship Council ("FSC"), to support sustainable and environmentally responsible sourcing practices. <ul style="list-style-type: none"> • 使用視像會議設備，減少本地及海外公幹的需要，減少與運輸相關的碳足跡。 • 優先採購綠色產品，如經森林管理委員會(FSC)認證的紙張，支持可持續和對環境負責的採購實踐。
<p>Measuring, monitoring, and reporting environmental performances 統計、監控和匯報環境績效</p>	<ul style="list-style-type: none"> • Collect, measure and review environmental KPIs to identify opportunities for improvement and gauge progress in sustainability efforts. <ul style="list-style-type: none"> • 收集、統計和檢視環境績效指標，識別改進機會並衡量可持續發展工作的進展情況。

Focus areas 重點範疇	Measures 措施
<p>Promoting environmental awareness at work 提升工作環境的環保意識</p>	<ul style="list-style-type: none"> • Encourage employees to switch the lights off after using the office and conference rooms, during lunch hours, before leaving for an extended period to promote energy conservation. • Display posters highlighting water-saving practices to raise awareness among employees. • Encourage the use of electronic supporting mediums instead of paper or printing to reduce paper consumption. • Set double-sided printing as the default option to minimise paper usage and promote sustainable printing practices. • Place recycling bins or boxes in designated collection areas to facilitate proper waste separation and recycling initiatives. <ul style="list-style-type: none"> • 鼓勵員工在使用辦公室或會議室後、午膳時間關閉照明系統，並在長時間離開前关掉單獨的照明設備，促進節約能源。 • 張貼節水措施海報，提高員工的節水意識。 • 鼓勵員工使用電子媒介代替紙張或印刷，減少紙張消耗。 • 設定雙面打印為預設模式，盡量減少紙張用量，推廣可持續打印做法。 • 在指定收集區放置回收桶或回收箱，以便正確地進行廢物分類和回收。

During the Year, due to the resumption of regular operations following the epidemic, the Group has experienced an increase in activities such as on-site interviews, meetings and events, with an increase in use of the Group's vehicles. The Group emitted 32.0 kg, 0.7 kg and 2.4 kg of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and respiratory suspended particles ("RSP"), respectively, from the use of the Company's vehicles. Emissions of NOx and RSP were reduced by around 5% and 8% respectively, while emissions of SOx increased by around 17%.

於報告期內，由於疫情過後恢復了正常營運，本集團的現場採訪、會議和活動等有所增加，本集團車輛的使用量也隨之增加。本集團因使用車輛而分別排放32.0公斤氮氧化物、0.7公斤硫氧化物及2.4公斤可吸入懸浮粒子。氮氧化物和可吸入懸浮粒子的排放量分別減少了約5%和8%，而硫氧化物的排放量則增加了約17%。





Note:

1. Calculated with reference to “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

GHG emissions

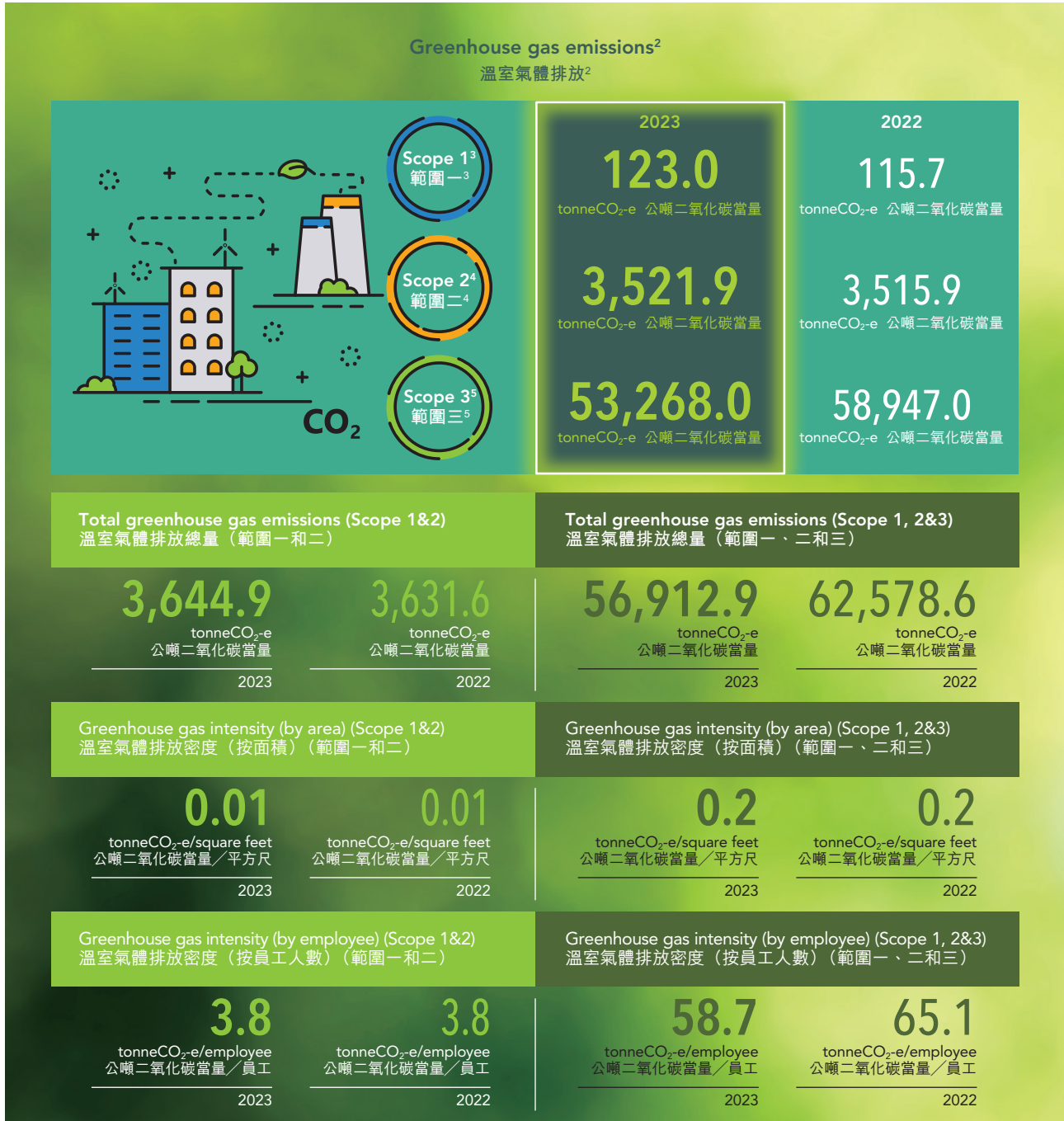
For GHG emissions, during the Year, the scope 1, 2 and 3 emissions amounted to 123.0 tonnes of carbon dioxide equivalent (“tCO₂e”), 3,521.9 tCO₂e and 53,268.0 tCO₂e respectively, resulting in the total amounted to 56,912.9 tCO₂e. The GHG intensity of Scope 1 and 2 amounted to 0.01 tCO₂e/square feet and 3.8 tCO₂e/employee, which remained relatively stable as compared to 2022.

備註：

1. 參考聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》計算。

溫室氣體排放

有關溫室氣體排放，於報告期內，範圍一、範圍二及範圍三的排放總量分別為123.0公噸二氧化碳當量、3,521.9公噸二氧化碳當量及53,268.0公噸二氧化碳當量，因而排放總量為56,912.9公噸二氧化碳當量。範圍一及範圍二的溫室氣體排放密度為0.01公噸二氧化碳當量／平方尺和3.8公噸二氧化碳當量／員工，與2022年保持相約水平。



Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and calculated with reference to "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the "Sustainability Report 2022" published by the CLP Power Hong Kong Limited ("CLP").
- Includes direct emissions from company-own vehicles.
- Includes energy indirect emissions from electricity purchased from power companies.
- Includes other indirect emissions from disposal of paper waste, freshwater processing, sewage processing and the business air travel of the Group's employees.

備註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參考包括但不限於：世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、以及香港中華電力有限公司(「中電」)發佈的《2022可持續發展報告》。
- 包括公司車輛的直接排放。
- 包括來自電力公司購買的電力所產生的能源間接排放。
- 包括來自廢紙棄置、食水處理、污水處理和本集團的員工外出公幹飛行所產生的其他間接排放。

Wastes

The Group actively seizes opportunities to minimise the generation and disposal of waste in its daily operations. We embrace the 4R principles (Reduce, Replace, Reuse, and Recycle) to guide the reduction, collection, and disposal of hazardous and non-hazardous wastes, ensuring compliance with relevant laws and regulations.

廢棄物

本集團積極在日常營運中尋找機會減少產生及棄置廢物。我們採用4R原則(減少耗用、重覆使用、替代使用及循環再用)減少、收集和棄置有害和無害廢棄物，確保遵守相關法律法規。

<p>Hazardous waste 有害廢棄物</p>	<p>Non-hazardous waste 無害廢棄物</p>
<p>Measures 措施</p> <ul style="list-style-type: none"> • Adopt non-alcohol printing method. 採用無酒精印刷方式。 • Use organic-based printing ink for our products. 於我們的產品使用有機油墨。  	<p>Measures 措施</p> <ul style="list-style-type: none"> • Use electronic supporting medium instead of using paper or printing. 使用電子媒介，避免使用紙張／打印。 • Double-sided printing was set as default for printing. 設定雙面打印為預設模式。 • Recycling bins or boxes are placed at designated collection areas. 在指定收集區放置回收桶／箱。 
<p>Handling methods 處理方法</p>	<p>Handling methods 處理方法</p>
<p>Hire registered and licensed chemical waste collectors for collecting and handling e-waste, used zinc plates, used printer cartridges and spent ink. 聘請註冊和持牌的化學廢棄物回收機構收集和處理電子垃圾、使用後的印刷鋅板、使用後的印刷墨盒及廢油墨。</p>	<p>Collect used paper, plastic and metals for recycling. 收集使用過的紙張、塑膠和金屬進行回收。</p> 



In addressing hazardous and non-hazardous wastes, the management of the Group regularly issues internal notices to remind employees of proper disposal procedures. Furthermore, the Group has implemented specific measures to fulfil its objectives of waste and pollution reduction. For instance, special meal arrangements in the staff canteen are offered to encourage employees to value food and minimise food waste. In addition, the staff canteen has also used electronic cookers to reduce carbon emissions. The utensils provided in the staff canteen are reusable, contributing to waste reduction initiatives. These proactive measures align with the Group’s commitment to sustainable practices.

During the Year, the Group generated a total of 68.2 tonnes of hazardous waste that included spent developer, spent ink and script zinc plates. As compared with 2022, the hazardous waste generation was increased by about 14% with the increasing usage of spent developer and script zinc plates. The non-hazardous waste produced recorded 11,160.0 tonnes. It mainly included a total of 11,092.0 tonnes of newsprint used and 68.0 tonnes of food waste from the staff canteen. The total non-hazardous waste decreased by around 9%.

在處理有害及無害廢棄物方面，本集團管理層定期發出內部通告，提醒員工遵守正確的處理程序。此外，本集團亦採取具體措施，實現其減少浪費及污染的目標。例如，在員工餐廳提供特別膳食安排，鼓勵員工珍惜食物，減少食物浪費。再者，員工餐廳主要使用電爐，減少碳排放。員工餐廳提供的餐具可重覆使用，為減少浪費作出了貢獻。這些積極措施與本集團對可持續發展的承諾相一致。

於報告期內，本集團共產生68.2公噸有害廢棄物，包括使用過的顯影劑、廢油墨及使用過的印刷鋅板。與2022年相比，隨著顯影劑和印刷鋅板使用量的增加，有害廢棄物產生量增加了約14%。無害廢棄物的產生量為11,160.0公噸，其主要包括11,092.0公噸白報紙使用量以及68.0公噸廚餘(員工餐廳)。無害廢棄物總量減少約9%。





Notes:

- 6. Data collection system was improved to cover staff canteen (food waste), assuming the weight of food waste is 3.8 pounds per gallon, with reference to EPA's "Volume-to-Weight Conversion Factors".
- 7. Restated.

備註:

- 6. 提升數據收集系統至涵蓋員工餐廳(廚餘)，廚餘重量參考美國國家環境保護局的「體積重量轉換因子」定為每加侖3.8磅。
- 7. 經重列。

Other raw materials consumption

Paper and ink

Due to the nature of the Group's business, significant amounts of paper and ink are consumed in the production. To minimise the impact on forests, we actively encourage the use of environmentally friendly products such as paper from Forest Stewardship Council. Collaborating closely with recycling companies, we collected newspapers for recycling and remanufacturing in the printing process. In our printing operation, stringent supervision and control measures are implemented to ensure the efficient use of newsprint. Regular maintenance of printing machines is carried out to prevent multiple starts and stops, reducing start-up waste. The Group has also simplified the layout designs to reduce paper usage and enhanced quality control to minimise wastepaper loss from erroneous samples. In a commitment to social responsibility, we donated recycled newspapers to The Society for the Prevention of Cruelty to Animals ("SPCA") to support their campaigns, fostering a positive impact on the community. These initiatives reflect the Group's dedication to sustainable and responsible practices in its operations.

其他原材料使用

紙張和油墨

因應本集團的業務性質，生產過程中需要使用大量紙張和油墨。為盡量減少對森林的影響，我們積極鼓勵使用環保產品，例如FSC生產的紙張。我們與回收公司密切合作，在印刷過程中收集報紙進行回收和再製造。在我們的印刷業務中，實施了嚴格的監督和控制，以確保新聞紙的有效使用。對印刷機器進行定期保養，防止多次啟動與暫停，以減少重新開機帶來的廢料。本集團亦簡化了版面設計以減少紙張的使用，並加強質量控制，盡量減少因錯誤樣本而造成的廢紙損失。為履行社會責任，我們向香港愛護動物協會（「SPCA」）捐贈回收報紙，以支持他們的活動，為社區帶來正面影響。這些舉措體現了本集團在營運過程中可持續發展和負責任的態度。

Case Sharing 案例分享

Donation of Recycled Newspapers Supports Animal Welfare Campaigns and Programmes 捐贈舊報紙支持動物福利活動和計劃

The SPCA urgently sought newspapers to meet the daily needs of the animals under their care. Recognising their pressing requirements, the Group took proactive steps to engage with the SPCA through the "Sing Tao PROBE" platform. Upon discovery approximately 400 to 500 newspapers were required for capturing and providing care for stray cats, the Group swiftly arranged a donation of a batch of recycled newspapers (used for plates and color printing tests). We took immediate action to help improve the lives of stray animals in need and actively support the SPCA's Animal Welfare Campaigns and Programmes through this act of kindness.



我們獲悉SPCA急需大量報紙用於滿足他們照顧動物的日常需求，於是積極通過「星島申訴王」平台與SPCA進行溝通。在了解到捕捉和照顧流浪貓需要大約400至500份報紙後，本集團迅速地安排了一批回收報紙（用於印刷試版及調色）的捐贈。我們即時採取行動，旨在幫助改善有需要的流浪動物的生活，並透過這項善舉積極支持SPCA的動物福利活動和計劃。

Furthermore, all ink used is supplied by manufacturers who adhere to ISO14000 and ISO14001 Environmental Management System Standards, along with ISO9000 and ISO9001 Quality Management System Standards. The Group also employs organic-based printing ink for its products, aligning with environmentally conscious practices.

Looking forward, the Group remains committed to ongoing reviews of its impacts on the environment and natural resources. It will continue to undertake comprehensive management measures where necessary, demonstrating a commitment to continuous improvement in sustainability practices.

Conserving natural resources

In recognition of the scarcity of resources, the Group is unwavering in its commitment to utilising and allocating resources efficiently. We prioritise optimising energy, water and resources use efficiency in our operations, actively working to reduce the consumption of energy, water and natural resources. Additionally, we promote environmental awareness among employees to the extent feasible. For further details, please refer to the relevant measures outlined in the "Managing Emissions" section.

Simultaneously, the launched all-new "Sing Tao Headline" app serves as a comprehensive platform, providing users access to news, videos broadcasts, personalisation functions and practical daily-living tools. This strategic move represents a transition to the digital media market. Users can conveniently view trending news, featured videos and diverse live programs anytime and anywhere, eliminating the need for physical delivery and subsequently reducing carbon emissions. Through its contribution to reducing paper consumption, minimising energy and water usage, decreasing waste generation, and facilitating sustainable content sharing, the app plays a vital role in promoting environmental sustainability.

Energy consumption

During the Year, the Group consumed a total of 9,479.0 MWh energy. With the increased consumption of gasoline, the total energy consumption increased by around 0.5%. The Group conducted Walkthrough Energy Audit through CLP, and the audit report showed that the main building of the Group was energy efficient.

此外，所有使用的油墨均由符合ISO14000及ISO14001環境管理體系標準及ISO9000及ISO9001質量管理體系標準的製造商提供。本集團亦在產品中使用有機油墨，以符合環保意識。

展望未來，本集團將繼續致力於不斷檢視其對環境及天然資源的影響，其將在必要時繼續採取全面的管理措施，以不斷改進可持續發展實踐。

保護天然資源

鑑於資源的稀缺性，本集團堅定不移地致力於有效利用和分配資源。在我們的營運中，我們優先考慮優化能源、水資源和其他資源的使用效率，積極致力於減少能源、水和自然資源的消耗。此外，我們還在可行的情況下提高員工的環保意識。更多詳情，請參閱「排放物管理」章節概述的相關措施。

與此同時，全新推出的「星島頭條」應用程式作為一個綜合平台，為用戶提供新聞、視頻廣播、個人化功能和實用的日常工具。這一戰略舉措標誌著向數碼媒體市場的轉型。用戶可以隨時隨地瀏覽熱門新聞、精選視頻和各種直播節目，無需實體傳播，從而減少碳排放。通過減少紙張消耗、降低能源和水的使用、減少廢物的產生以及促進可持續的內容共享，該應用程式在促進環境可持續發展方面發揮了重要作用。

能源使用

於報告期內，本集團共消耗9,479.0兆瓦時能源。隨著汽油的消耗量增加，能源消耗總量亦因此而增加約0.5%。本集團通過中電進行能源審核，審核報告顯示本集團的主樓均符合能源效益。



Note:

8. The unit conversion calculation is based on the conversion factors in "Energy Statistics Manual" issued by the International Energy Agency.

Water consumption

Water scarcity and water-related hazards such as heavy rains are occurring more frequently due to climate change. Although the Group has no issues regarding water sourcing, it attaches great importance to water resources management.

備註：

8. 單位轉換是根據國際能源總署發佈的《能源統計手冊》的轉換因子計算。

水資源使用

由於氣候變化，旱災和暴雨等與水資源有關的天然災害將更加頻發。即使本集團在水源方面沒有任何問題，我們仍十分重視水資源管理。

During the Year, the Group consumed 20,783.0 cubic metres of water resources, a growth of around 3% of total water consumption as compared with 2022. The increase in water consumption in 2023 was due to the society resumed normalcy in 2023, the Group has ceased to practice working from home arrangements, therefore, water consumption has returned to normal level.

於報告期內，本集團共消耗20,783.0立方米水資源，較2022年的消耗量增加約3%。2023年耗水量的增加是由於2023年社會生活復常，本集團已不再實行居家辦公安排，因此，水資源消耗量恢復到正常使用狀態。



Wastewater

The domestic sewage generated by our operations is discharged to local sewage treatment plants for processing through sewage pipe networks following all the applicable regulatory requirements.

廢水

我們營運所產生的生活污水已按照所有適用的監管要求，透過污水管道網絡排放至本地的污水處理廠進行處理。

CLIMATE CHANGE

Climate change is widely recognised as one of the most impactful environmental crises globally, serving as a motivation factor for other environmental issues. Among all myriad driving forces, human activities stand out as significant contributors to climate change. The consequences of climate change will continue to affect communities and businesses alike. The Group acknowledges the urgent need for collective action, which is addressing this alarming global issue. We firmly believe that identifying and proactively managing climate-related risks and opportunities are essential steps in building resilience to climate change and fostering a sustainable, low-carbon economy.

In response to the escalating threats posed by climate change, the Group has conducted a comprehensive review of the potential risks associated with its business operation.

Physical Risk

Extreme weather events, such as typhoons and heavy rains, pose potential adverse effects on the Group, including electricity shortages, asset damage, increased of maintenance costs, and threats to the health and safety of employees. Additionally, the production and distribution of physical newspapers may become more costly in specific regions due to the increased expenses, and inclement weathers can disrupt the physical distribution of newspapers. To address these climate change-related risks, the Group has implemented specific operational measures, including remote work options and guidelines for on-site interviews. Furthermore, we have secured relevant insurance coverage to mitigate potential financial impacts.

The safety of our employees engages in on-site interviews is of paramount importance, and we consider potential physical risks associated with climate change. We proactively monitor the Hong Kong Observatory and government emergency management departments for extreme weathers warnings, adjusting relevant businesses activities accordingly. As part of our commitment, we have set a goal to reduce our carbon emissions and embrace energy-efficient practices in our operations. Continuously, we actively seek opportunities to use low-carbon and regionally sourced materials in our procurement processes. Our dedication to addressing climate change risks extends beyond internal measures, and we remain vigilant in our efforts to foster sustainability and resilience across our operations.

氣候變化

氣候變化被廣泛認為是全球影響最大的環境危機之一，是其他環境問題的誘因。在各種驅動因素中，人類活動是造成氣候變化的主要原因，氣候變化的後果將持續影響社區和企業。本集團認識到迫切需要採取集體行動，以應對這一令人擔憂的全球性問題。我們堅信，識別和積極管理與氣候相關的風險和機遇，是增強應對氣候變化的能力和促進可持續發展的低碳經濟的重要步驟。

為應對氣候變化帶來的不斷升級的威脅，本集團對其業務營運相關的潛在風險進行了全面審查。

實體風險

極端天氣事件，如颱風和暴雨，會對本集團產生潛在的不利影響，包括電力短缺、資產損壞、維護成本增加以及對員工健康與安全的威脅。此外，在特定地區，生產和分銷報紙的成本可能會因費用增加而提高，惡劣天氣會影響實體報紙的分銷。為應對這些與氣候變化相關的風險，本集團已實施了具體的營運措施，包括遠程工作方式和現場採訪指南。再者，我們已為在外工作人員購買相關保險，以減輕潛在的財務影響。

現場採訪記者的安全至關重要，我們會考量與氣候變化相關的潛在人身風險，密切關注香港天文台和政府應急管理部門發出的極端天氣預警，並相應調整相關業務活動。作為承諾的一部分，我們已設定減少碳排放和在營運中採用節能措施的目標。在採購過程中，我們盡量使用低碳和來自本地的材料。我們應對氣候變化風險的決心不僅僅局限於內部措施，同時亦在促進整體業務的可持續性和適應能力方面保持警覺。

Transition Risk

The development of international policies, laws and regulations on climate change, coupled with the evolving commitments made by the Hong Kong Government to reduce carbon emissions, poses potential operation risks and may lead to increased compliance costs. Non-compliance with climate change regulations could expose the Group to risks of compensation and litigation, potentially harming corporate reputation. The Group is well prepared to manage significant impacts arising from the changes in climate change-related regulations and policies. Each department within the Group will maintain vigilance in monitoring existing and emerging climate-related trends, policies and regulations. Furthermore, ongoing assessments of the effectiveness of our actions in addressing these challenges will be conducted.

In addition, we have instituted the *Climate Change Policy* that articulates our commitment and approach. We are dedicated to taking proactive steps to enhance our resilience to climate change, including but not limited to, promoting the use of energy efficient and low or zero-carbon products and services in our procurement processes. We also encourage our stakeholders to support carbon reductions in their daily operations wherever practicable. Rigorous assessments of climate risks and opportunities, along with their impacts on our operations are integral to our approach. The Group places significant importance on addressing the major environmental, legal and market changes induced by climate change. Our commitment to these principles underscores our responsibility to navigate and adapt to the evolving landscape of climate-related challenges.

We acknowledge that public opinions may shift towards digital news consumption due to concerns over the carbon footprint of physical newspapers. This presents a significant opportunity for the Group's growth through our development of the digital media market. The potential acceleration of the transformation to digital versions of our products could result in higher profits over time. Embracing digital platforms not only addresses environmental concerns, but also aligns with the evolving preferences of our audience. The move to digital media allows us to deliver timely and relevant news content in a more sustainable manner, contributing to the reduction of paper waste and energy consumption associated with traditional print media.

Looking ahead, the Group is committed to continuously reviewing and enhancing its approach to identify, prepare for and respond to climate-related risks and opportunities that are relevant and material to our operations. This strategic focus positions us to adapt to changing market dynamics while contributing positively to environmental sustainability.

轉型風險

國際氣候變化政策、法律和法規的發展，以及香港政府對減少碳排放所做的持續承諾，將帶來潛在的營運風險，並可能導致合規成本增加。不遵守氣候變化相關法規可能使本集團面臨賠償和訴訟風險，並可能損害企業聲譽。本集團已做好充分準備，以應對與氣候變化相關的法規和政策調整所帶來的重大影響。本集團的各個部門將保持警惕，監測現有和新出現的與氣候相關的趨勢、政策和法規。此外，我們將就應對這些挑戰的行動效果進行持續評估。


此外，本集團制定的《氣候變化政策》闡明了我們的承諾和應對措施。我們致力於採取積極措施，加強應對氣候變化的能力，包括但不限於在採購過程中推廣使用節能、低碳或零碳的產品和服務。我們亦鼓勵持份者在可行的情況下，在其日常營運中支持減少碳排放。對氣候風險和機遇及其對我們營運的影響進行嚴格評估是我們的重要應對方法。本集團高度重視應對氣候變化帶來的重大環境、法規和市場變化。這些承諾體現了我們駕馭和適應不斷變化的氣候相關挑戰的責任。

我們意識到，由於對實體報紙碳足跡的關注，公眾偏好可能會轉向數碼新聞消費。這為本集團在數碼媒體市場的發展提供了重要機遇。隨著時間的推移，我們的產品可能會加速向數碼版本轉型，從而帶來更高的利潤。使用數碼平台不僅能夠解決環境問題，還能迎合受眾不斷變化的偏好。向數碼媒體轉型使我們能夠以更可持續的方式及時提供相關的新聞內容，從而減少紙媒所帶來的廢紙棄置和能源消耗。

展望未來，本集團致力於不斷審查並加強其管理方針，以識別和應對與我們的業務相關且重要的氣候相關風險及機遇。這一戰略重點使我們能夠適應不斷變化的市場動態，同時為環境的可持續發展做出積極貢獻。



WE PLACE GREAT IMPORTANCE
ON SOCIAL CONTRIBUTION
AND ACTIVELY ENGAGE
IN A DIVERSE RANGE OF
COMMUNITY CARE ACTIVITIES
TO CREATE SHARED VALUES
AND BRING ABOUT POSITIVE
IMPACT IN THE COMMUNITY.



我們重視社會貢獻，
通過積極參與各類社區關懷
活動創造共同價值，
為社區帶來正能量。

GIVING

BACK TO THE SOCIETY

回饋社會

COMMUNITY INVESTMENT

We consistently bear in mind the support and trust extended by society as we pursue our business development. The Group is dedicated to delivering high-quality journalism and serving as an effective advertising medium, ensuring the success of its business endeavors.

In accordance with our *Community Investment Policy*, we actively seek to understand the needs of the communities and identify appropriate community investment opportunities, we actively seek to comprehend the needs of the communities and identify suitable community investment opportunities that align with both their requirements and our business objectives. We strive to manage the impacts of our daily operations on the communities, understanding their needs, and where applicable, working in partnership with organisations or communities to utilise our skills and expertise, and to drive positive changes on social issues. This collaborative approach underscores our commitment to social responsibility and our aspiration to make meaningful contributions to the well-being and development of the communities we engage with.

社區投資

我們在發展業務的同時，時刻銘記著社會給予我們的支持與信賴。本集團致力提供高品質的新聞報道和成為高效的廣告媒介，以確保業務的成功。

根據我們的《社區投資政策》，我們力求了解社區的需求，積極尋找合適的社區投資機會，使之與社區需求及我們的業務目標保持一致。我們努力管理日常營運對社區的影響，了解社區需求，在適當的情況下與機構或社區合作，利用我們的技能和專業知識，努力推動社會議題方面的積極變革。這種合作方式彰顯了我們對社會責任的承諾，以及我們希望為所在社區的福祉和發展做出有意義貢獻的願景。

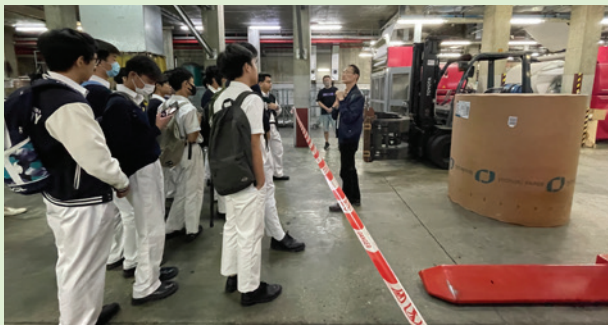


Case Sharing 案例分享

Sing Tao Tour 探「星」之旅計劃

In line with our commitment to educating and nurturing the next generation, the Group consistently prioritise the goal of cultivating students' interest in journalism and providing the younger generation with a better understanding of the operations of a cross-media organisation. The Group organises regular "Sing Tao Tour" for schools and non-profit organisations. The Group also participates in the "Business-School Partnership Programme" organised by the Education Bureau to promote students' implementation of life planning education. By the end of 2023, the tour, offered nearly 3,000 individuals the opportunity to interact with staff from the Group's Editorial Department, Art and Production Department, Printing Department, New Media and Information Services. During the tour, our dedicated staff members explain and demonstrate their operations, actively engaging with students and addressing their questions. The aim is to broaden students' horizons within the media industry through these informative and interactive career exploration events. The Group remains committed to fostering educational initiatives that contribute to understanding of the media landscape among the younger generation and therefore promoting industry development.

秉承教育及培養下一代的承諾，本集團致力於培養學生對新聞工作的興趣，讓年青一代更了解跨媒體機構的運作。本集團定期為學校、非營利機構舉辦「探『星』之旅計劃」。本集團亦參與教育局舉辦的「商校合作計劃」，助力推動學生生涯規劃教育。截至2023年末，共有約3,000人參加了此項活動，並在活動中與本集團編輯部、美術及製作部、印刷廠、新媒體及資料室等部門職員交流。在參觀過程中，我們的工作人員會講解和演示他們的業務，積極與學生互動並回答他們的問題。這些內容豐富、互動性強的職業探索活動，旨在拓寬學生的傳媒視野。本集團將一如既往地積極推動教育活動，加深年輕一代對傳媒領域的了解從而促進行業發展。



We are devoted to various community investment initiatives, encompassing monetary or in-kind donations, sponsorships, volunteer services, collaborations with organisations, knowledge sharing, and more. In line with this commitment, the Group has also established "Sing Tao Volunteer Team" to encourage employees to actively participate in volunteer services, support charitable causes, and engage in the Group's community investment activities. By integrating social responsibility into our business practices and collaborating with the people of Hong Kong, we aim to contribute to the building of a brighter and more inclusive society.

我們積極參與各種社區投資活動，包括金錢或物資捐贈、贊助、義工服務、與機構合作、知識分享等。為踐行這一承諾，本集團亦成立了「星島義工隊」，鼓勵員工積極參與義工服務，支持慈善事業，參與本集團的社區投資活動。我們希望通過將社會關懷融入我們的業務實踐，與香港市民攜手合作，為建設一個更加光明、更加包容的社會做出貢獻。



EDUCATION 教育

Projects of the Year 年度項目

Contributions 回饋活動

Sing Tao Charitable Foundation Scholarships
星島慈善基金獎學金

- The Group is proud to support the education and development of future journalists and talents in the news industry by offering one-off scholarships to outstanding students pursuing Journalism and Communication at The Chinese University of Hong Kong.
- In the 2022/2023 academic year, the Group provided scholarships of approximately HK\$40,000 to 8 deserving students, reaffirming our commitment to fostering excellence in journalism and communication education.
- 本集團很榮幸向香港中文大學新聞與傳播系的優秀學生頒發一次性獎學金，以支持未來新聞工作者和新聞行業人才的教育和發展。
- 於2022/2023學年，本集團共向8名優秀學生頒發約40,000港元的獎學金，再次彰顯我們在新聞與傳播教育領域追求卓越的承諾。

Sing Tao Charitable Foundation Students' Loan Fund
星島慈善基金貸款助學金

- The Group is committed to supporting students facing financial difficulties by providing assistance to those nominated by their educational institutes.
- We extend financial aid through loans to students enrolled in the 8 University Grants Committee-funded universities and Hong Kong Shue Yan University. Additionally, emergency loans are offered to students in the aforementioned 9 universities, certain other tertiary institutions, and secondary schools recognised by the Education Bureau.
- In the 2022/2023 academic year, the Group provided loans totaling approximately HK\$626,400 to 49 students, underscoring our dedication to alleviating financial barriers to education and promoting equal opportunities for students in need.
- 本集團致力於支持面臨經濟困難的學生，為他們提供由其所屬教育機構提名的援助。
- 我們向受大學教育資助委員會資助的8間院校及香港樹仁大學提供助學貸款。此外，上述9所大學、若干其他大專院校和教育局認可中學的學生也可獲得緊急援助貸款。
- 在2022/2023學年，本集團共為49名學生提供了總額約626,400港元的貸款，彰顯了我們致力為有需要的學生減輕教育經濟負擔和促進平等機會的決心。

EDUCATION 教育

Projects of the Year 年度項目

The Standard/Sing Tao "Fat Choy" Drive Medical Students Loan Fund
虎報／星島「發財」醫科生助學金

Contributions 回饋活動

- The Group actively supports students facing financial challenges, particularly those pursuing studies in Medicine, Nursing, and Chinese Medicine at The University of Hong Kong.
- We extend interest-free loans to eligible students to alleviate financial burdens and facilitate their academic pursuits.
- In the 2022/2023 academic year, the Group approved loans totaling approximately HK\$260,000 to 8 students in these fields, underscoring our commitment to providing financial assistance and promoting accessibility to education in critical healthcare disciplines.
- 本集團積極支持面臨經濟困難的學生，尤其是香港大學醫學系、護理學院及中藥學院的學生。
- 我們向合資格的學生提供免息貸款，以減輕他們的經濟負擔，幫助他們順利完成學業。
- 在2022/2023學年，本集團共向8名上述專業的學生批出總額約260,000港元的貸款，履行本集團在提供經濟援助及促進醫學教育方面的承諾。

Leader of the Year
傑出領袖選舉



- The Group is dedicated to acknowledging outstanding leaders, aiming to inspire the younger generation to strive for excellence and contribute to the development of Hong Kong.
- As of 2023, we have presented a total of 145 awards, recognising and honoring individuals who have demonstrated exceptional leadership qualities and made significant contributions to the betterment of Hong Kong. This initiative reflects our commitment to fostering a culture of excellence and leadership in our community.
- 本集團致力表揚傑出的領袖，以激勵年輕一代追求卓越，為香港的發展作出貢獻。
- 截至2023年，我們合共頒發了145個獎項，表揚和嘉許具有卓越領導才能和對香港作出重大貢獻的人士。這一舉措體現出我們致力於社會上推廣卓越文化和培養領導能力。

EDUCATION 教育

Projects of the Year 年度項目

Contributions 回饋活動

Inter-School Debating Competition
全港校際辯論比賽

- The "38th Sing Tao Inter-School Debating Competition" served as a platform to hone students' skills in use of language, debating, analytical thinking, and organisational abilities.
- The "3rd Hong Kong-Macao Debating Championships" was a remarkable initiative to enhance communication among Hong Kong and Macao students. The event provided a platform for students to engage in thoughtful debates and share their perspectives, resulting in a more inclusive and integrated community.
- 「星島第三十八屆全港校際辯論比賽」為學生提供了一個鍛煉語言運用能力、辯論技巧、分析思維和組織能力的平台。
- 「第三屆港澳中學辯論錦標賽」是一項加強港澳學生溝通的重要活動，旨在讓學生進行思想辯論和分享他們的觀點，從而有助建立一個更加包容和融合的社會。

Sing Tao Chinese Quiz Competition
全港華文雙語菁英問答比賽

- Our initiative aims to raise public interest in the Chinese language and encourage participants to delve into its origin while gaining insights into the distinction between Cantonese and Mandarin.
- We promote the concept of "parent-child learning" to foster stronger relationships between parents and children through this enriching educational experience.
- 我們的活動旨在提高公眾對中文的興趣，鼓勵參與者深入探討中國語文的起源，同時了解粵語和普通話的區別。
- 我們提倡「親子共學」的概念，通過這種豐富的教育體驗，增進父母與子女之間的關係。

EDUCATION 教育

Projects of the Year 年度項目

Contributions 回饋活動

Story Writing Competition and English Writing Competition
故事寫作比賽暨英文寫作比賽

- The award ceremony for the “7th Story Writing Competition and 11th English Writing Competition” was successfully hosted.
- The competitions play a vital role in increasing students’ confidence in expressing themselves and contribute to the enhancement of their English writing skills.
- 「第七屆故事寫作比賽暨第十一屆英文寫作比賽」頒獎典禮順利舉行。
- 這項比賽對增強學生表達自我的信心和提高他們的英語寫作能力有着重要作用。

Shenzhen – Hong Kong – Macau Youth Creative Design Competition
深港澳青少年創意設計大賽

- The “Create the Future – 1st SZ-HK-MO Design Competition for Young Talents” was conducted to encourage young participants to showcase their creativity. The theme of “Exchange and Mingling, Creating the Future” emphasised the incorporation of local customs in their designs.
- 舉辦「創想未來 – 第一屆深港澳青少年創意設計大賽」，鼓勵年輕參賽者展現他們的創意。比賽以「交流交融，創想未來」為主題，強調在設計中融入當地風土人情。

EDUCATION 教育

Projects of the Year 年度項目

“National Education” Online Seminar
「國民教育」線上研討會



Contributions 回饋活動

- The collaboration between families and schools to help deepen students' understanding of Chinese culture and enhance their sense of national identity.
- 通過家校合作的方式，幫助學生深化對中國文化的了解，提升他們的國家認同感。

Sing Tao 85th Anniversary Exhibition
星島85周年主題展覽



- The Group presented an exhibition in three locations, including Hong Kong Island, Kowloon and New Territory separately, showcasing the news photos, historic print exhibits and editions of Sing Tao Daily. The public had an opportunity to review Hong Kong's significant historical moments and learn about the changes from newspaper printing with letterpress to computer printing.
- 本集團分別在港島、九龍及新界三處舉行展覽，展示《星島日報》珍貴報章原稿、相片及展品，市民也有機會回顧香港重要歷史時刻，並可了解報紙活字印刷到電腦印刷之變遷。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Contributions 回饋活動

Sing Tao Charitable Foundation – Reader’s Donations 星島慈善基金－讀者捐款

報料熱線 91999933 即Click星島頭條App 睇精彩內容

《星島申訴王》助籌藥費解燃眉急 患癌10子母：我要好好活下去

星島慈善基金最近已籌得款項，協助有需要的人士及家庭渡過艱難時期。

2023年獲得讀者善心捐款約1,000,000港元，用於協助10宗個案。

- Helping individuals and families in need to overcome their toughest times.
- Assisted 10 cases with approximately HK\$1,000,000 in donations from our compassionate readers in 2023.
- 幫助有需要的人士及家庭渡過艱難時期。
- 2023年獲得讀者善心捐款約1,000,000港元，用於協助10宗個案。

Adversity Support Scheme with Yan Oi Tong 仁間有愛應急錢計劃

27.08.2023 星期二 星島日報

家庭經濟支柱 親屬認屍哭崩 電工觸電亡仁間有愛捐款應急

仁間有愛應急錢計劃助死老妻解出2萬港元，以解燃眉之急。

本報與仁愛堂合辦的「仁間有愛」應急錢計劃，幫助時時出2萬港元。

仁間有愛應急錢計劃，協助有需要的人士提供服務。

2023年，我們共協助了4宗個案，提供的支助總額超過80,000港元。

- The Group has been actively serving the needy in collaboration with Yan Oi Tong since 2009.
- In 2023, we have assisted 4 cases, providing support totaling over HK\$80,000.
- 本集團自2009年起與仁愛堂合作，積極為有需要的人士提供服務。
- 2023年，我們共協助了4宗個案，提供的支助總額超過80,000港元。

The Community Chest Rainbow Fund 公益金及時雨基金

機場航天城男工疑觸電亡 遺妻子及兩年幼子女

34歲的方貴芬8月19日在機場航天城商場地盤工作期間，懷疑不幸觸電身亡。

方先生原定於意外當日回內地與家人吃飯，但家人一直未見他出現亦未能聯絡他，急忙回港後才得知噩耗；方母聞訊更是悲痛欲絕，方家損失經濟支柱，遺下妻子及兩名分別11歲女兒及8歲兒子。

公益金及時雨基金聞訊，馬上撥款港幣八萬五千元，協助方家紓燃眉之急，盼望他們能夠早日走出傷痛。

（讀者如欲捐款幫助方家，請聯絡「香港公益金及時雨基金」，電話2599 6111，電郵chest@commchest.org）

- Our efforts focus on assisting individuals with immediate needs.
- We have successfully assisted 6 cases, providing support totaling over HK\$300,000.
- 我們重點幫助有迫切需要的人士。
- 我們已成功援助了6宗個案，資助總額超過300,000港元。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Donation to Hong Kong Society for the Blind
捐款至香港盲人輔導會



Contributions 回饋活動

- The Group organised charity book sale activities with the total proceeds of HK\$13,200 for donation to the Hong Kong Society for the Blind.
- 本集團舉行圖書義賣活動，並將所得款項13,200港元全數捐贈予香港盲人輔導會。

Community Chest Award
公益卓越服務獎



- The Group distributed free copies of Headline Daily and The Standard to the quarantined patients in the PRC-assisted Hong Kong mobile cabin hospitals during the epidemic, ensuring they stay informed on current affairs. The person under quarantine can stay up-to-date news, financial, entertainment and lifestyle information during the quarantine period.
- In recognition of the community and charitable contribution, the Group was honored with "The Community Chest Award for Outstanding Service".
- 本集團於疫情期間免費向香港方艙醫院接受隔離治療的病人派發《頭條日報》和《英文虎報》，幫助他們了解時事。接受隔離人士在隔離期間可獲得最新的新聞、財經、娛樂和生活資訊。
- 本集團因其對社區和慈善事業的貢獻而獲得「公益卓越服務獎」認可。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Contributions 回饋活動

Caring Company Awards
商界展關懷獎



caringcompany 2022-24
Awarded by The Hong Kong Council of Social Service
香港社會服務聯會頒發

- The Group was honored to receive the Caring Company Award, a testament to its commitment and recognition of its charitable efforts within the community.
- 本集團榮獲商界展關懷獎，以表彰其在社區慈善方面作出的貢獻。

Media Partners for Charities
慈善機構的媒體合作夥伴







- Promoted “ChariTea 2023” of Hong Kong Young Women’s Christian Association (YWCA).
- Promoted “Vocabulary Learning Board Game” of Heep Hong Society.
- Promoted “30-Hour Famine” of World Vision Hong Kong.
- Joint promotion with Hong Kong Disney to promote an environmental message.
- 推廣香港基督教女青年會「ChariTea 聚點愛 慈善計劃 2023」
- 為協康會推廣《詞彙直送：詞彙學習遊戲套裝》
- 為香港宣明會推廣饑饉30
- 與香港迪士尼合作推廣環保信息

PERFORMANCE

OVERVIEW 績效指標概覽


ENVIRONMENTAL 環境

Environmental KPIs 環境關鍵績效指標		Unit 單位	2023年	2022年	2021年
Air pollutants emissions 空氣污染物排放量					
NO _x	氮氧化物	kg 公斤	32.0	33.7	38.0
SO _x	硫氧化物	kg 公斤	0.7	0.6	0.8
RSP	可吸入懸浮粒子	kg 公斤	2.4	2.6	3.0
GHG emissions 溫室氣體排放總量					
Scope 1	範圍一	tCO ₂ e 公噸二氧化碳當量	123.0	115.7	134.1
Scope 2	範圍二	tCO ₂ e 公噸二氧化碳當量	3,521.9	3,515.9	3,723.6
Total GHG emissions (Scope 1 and 2)	溫室氣體排放總量 (範圍一及二)	tCO ₂ e 公噸二氧化碳當量	3,644.9	3,631.6	3,857.7
Intensity (by area) (Scope 1 and 2)	密度(按面積) (範圍一及二)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.01	0.01	0.01
Intensity (by employee) (Scope 1 and 2)	密度(按員工人數) (範圍一及二)	tCO ₂ e/employee 公噸二氧化碳當量/員工	3.8	3.8	3.5
Scope 3	範圍三	tCO ₂ e 公噸二氧化碳當量	53,268.0	58,947.0	Not available 未能提供
Total GHG emissions (Scope 1, 2 and 3)	溫室氣體排放總量 (範圍一、二及三)	tCO ₂ e 公噸二氧化碳當量	56,912.9	62,578.6	Not available 未能提供
Intensity (by area) (Scope 1, 2 and 3)	密度(按面積) (範圍一、二及三)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.2	0.2	Not available 未能提供
Intensity (by employee) (Scope 1, 2 and 3)	密度(按員工人數) (範圍一、二及三)	tCO ₂ e/employee 公噸二氧化碳當量/員工	58.7	65.1	Not available 未能提供

Environmental KPIs 環境關鍵績效指標		Unit 單位	2023年	2022年	2021年
Hazardous waste 有害廢棄物					
Spent developer	使用過的顯影劑	tonnes 公噸	11.0	10.7	12.5
Spent ink	廢油墨	tonnes 公噸	1.4	1.6	2.4
Script zinc plates	使用過的印刷鋅板	tonnes 公噸	55.8	47.7	58.8
Total hazardous waste	有害廢棄物總量	tonnes 公噸	68.2	60.0	73.7
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸/平方尺	0.0002	0.0002	0.0002
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸/員工	0.07	0.06	0.07
Non-hazardous waste 無害廢棄物					
Newsprint used	白報紙消耗	tonnes 公噸	11,092.0	12,278.0	16,798.0
Intensity (by area) (Newsprint used)	密度(按面積) (白報紙消耗)	tonnes/square feet 公噸/平方尺	0.03	0.04	0.05
Intensity (by employee) (Newsprint used)	密度(按員工人數) (白報紙消耗)	tonnes/employee 公噸/員工	11.4	12.8	15.1
Newsprint collected for recycling	白報紙回收	tonnes 公噸	1,421.5	1,358.4	1,758.1
Food waste	廚餘	tonnes 公噸	68.0	45.7	Not available 未能提供
Total non-hazardous waste	無害廢棄物總量	tonnes 公噸	11,160.0	12,323.7⁹	16,798.0⁹
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸/平方尺	0.04	0.04	0.06
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸/員工	11.5	12.8 ⁹	15.1 ⁹

Environmental KPIs 環境關鍵績效指標		Unit 單位	2023年	2022年	2021年
Energy consumption 能源消耗					
Diesel 柴油		MWh 兆瓦時	5.7	7.7	13.2
Gasoline 汽油		MWh 兆瓦時	442.7	412.7	431.5
Electricity 電力		MWh 兆瓦時	9,030.6	9,015.1	9,547.7
Total energy consumption 能源消耗總量		MWh 兆瓦時	9,479.0	9,435.5	9,992.4
Intensity (by area) 密度(按面積)		MWh/square feet 兆瓦時/平方尺	0.03	0.03	0.03
Intensity (by employee) 密度(按員工人數)		MWh/employee 兆瓦時/員工	9.8	9.8	9.0
Water consumption 水資源使用					
Total water consumption 水資源使用總量		cubic metres 立方米	20,783.0	20,262.0	26,229.0
Intensity (by area) 密度(按面積)		cubic metres/square feet 立方米/平方尺	0.07	0.06	0.08
Intensity (by employee) 密度(按員工人數)		cubic metres/employee 立方米/員工	21.4	21.1	23.5
Packaging materials ¹⁰ 包裝材料 ¹⁰					
Total packaging materials used 包裝材料使用總量		kg 公斤	2,972.8	969.2	Not available 未能提供
Intensity (by area) 密度(按面積)		kg/square feet 公斤/平方尺	0.009	0.003	Not available 未能提供
Intensity (by employee) 密度(按員工人數)		kg/employee 公斤/員工	3.1	1.0	Not available 未能提供

SOCIAL 社會

Social KPIs 社會關鍵績效指標		2023年	2022年	2021年
Number of employees ¹¹ 員工人數 ¹¹ Gender 性別				
Male	男性	531	529	619
Female	女性	439	433	497
Age group 年齡組別				
29 years old or under	29歲或以下	207	194	232
30-39 years old	30-39歲	172	159	191
40-49 years old	40-49歲	213	232	310
50 years old or above	50歲或以上	378	377	383
Employment category 僱傭類型				
Full-time	全職	885	888	1,037
Part-time	兼職	85	74	79
Employment level 職級				
General employees	一般員工	935	896	1,056
Middle management	中級管理層	25	56	53
Board and senior management	董事及高級管理層	10	10	7
Total	總數	970	962	1,116
Employee turnover rate ¹² 員工流失率 ¹² Gender 性別				
Male	男性	29.2%	45.8%	26.8%
Female	女性	46.5%	64.7%	46.3%

Social KPIs 社會關鍵績效指標

2023年

2022年

2021年

Age group 年齡組別



29 years old or under	29歲或以下	80.7%	100.0%	79.7%
30-39 years old	30-39歲	34.3%	69.2%	44.5%
40-49 years old	40-49歲	26.3%	40.5%	22.3%
50 years old or above	50歲或以上	20.4%	33.6%	14.9%
Total	總數	37.0%	54.3%	35.5%

Number of new hired¹³ 新入職員工人數¹³
Gender 性別

Male	男性	162	150	231
Female	女性	214	208	297

Age group 年齡組別



29 years old or under	29歲或以下	199	176	240
30-39 years old	30-39歲	75	66	126
40-49 years old	40-49歲	42	66	99
50 years old or above	50歲或以上	60	50	63
Total	總數	376	358	528





Health and Safety 健康與安全



Number of work-related injuries	因工受傷數量	6	7	7
Lost days due to work injuries	因工傷損失工作日數	420.0	587.5	695.0
Number of work-related fatalities	因工死亡人數	0	0	0

Percentage of employees trained¹⁴ 受培訓員工百分比¹⁴
Gender 性別

Male	男性	80.6%	69.6%	Not available 未能提供
Female	女性	95.0%	90.8%	Not available 未能提供

Social KPIs 社會關鍵績效指標		2023年	2022年	2021年
Employment level 職級				
General employees	一般員工	77.1%	75.7%	Not available 未能提供
Middle management	中級管理層	100%	100%	Not available 未能提供
Board and senior management	董事及高級管理層	100%	100%	Not available 未能提供
Total	總數	87.1%	79.1%	53.5%
Average training hours ¹⁵ 平均培訓時數 ¹⁵ Gender 性別				
Male	男性	28.3	30.5	Not available 未能提供
Female	女性	34.7	71.9	Not available 未能提供
Employment level 職級				
General employees	一般員工	27.4	51.4	Not available 未能提供
Middle management	中級管理層	183.2	21.1	Not available 未能提供
Board and senior management	董事及高級管理層	6.5	5.6	Not available 未能提供
Average training hours	平均培訓時數	31.2	47.0 ¹⁶	32.0
Anti-corruption training 反貪污培訓 Total training hours 總培訓時數				
Employees and the Board	員工及董事	121	186	270

Notes:

9. Restated.
10. Includes the use of paper box, meal box, cup and cutleries at staff canteen. Due to the office resuming normalcy in 2023, the Group has ceased to practice working from home arrangements, the number of take-aways from the staff canteen increased, which in turn significantly increased the total packaging materials used. Unit for presenting packaging materials has been updated.
11. Total workforce in Hong Kong operations at the end of the corresponding year.
12. Employee turnover rate = number of employees resigned/total workforce at the end of the corresponding year x 100%.
13. New hired refers to the number of new employees.
14. Percentage of employees trained = number of employees trained of the category during the corresponding year/total workforce of the category at the end of the corresponding year x 100%.
15. Average training hours = total hours of training received by employees of the category during the corresponding year/total workforce of the category at the end of the corresponding year.
16. Restated.

備註:

9. 經重列。
10. 包括在員工餐廳使用的紙盒、餐盒、杯子和餐具。由於辦公模式恢復正常，本集團已不再實行居家辦公安排，員工餐廳的外賣數量增多，從而大幅增加包裝材料使用總量。展示包裝材料數據的單位已更新。
11. 報告期末香港業務的員工總人數。
12. 員工流失率 = 離職員工人數 / 報告期末員工總人數 × 100%。
13. 新受聘員工 = 新入職員工人數。
14. 受訓員工百分比 = 該類別受訓員工人數 / 報告期末該類別員工總人數 × 100%。
15. 平均培訓時數 = 該類別員工接受培訓的總時數 / 報告期末該類別員工總人數。
16. 經重列。

ESG

REPORTING GUIDE CONTENT INDEX 報告內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、 層面、一般披露及 關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	18, 41
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	45, 68
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	46, 68
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	48, 69
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	49, 69
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	42-44
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	47-48

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、 層面、一般披露及 關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	41
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	51-52, 70
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	53, 70
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	41-42, 51
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	42, 52-53
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	70
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	41
KPI A3.1 關鍵績效指標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。	41-53

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、 層面、一般披露及 關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	54-55
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	54-55
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	18, 34-35
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	37, 71
KPI B1.2 關鍵績效指標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。	37, 71-72

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、 層面、一般披露及 關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	18, 39
KPI B4.1 關鍵績效指標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。	39
KPI B4.2 關鍵績效指標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。	39
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	28-29
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	29
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	29
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	28-29
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	28-29

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、 層面、一般披露及 關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	19, 26
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	27
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	27
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	26-27
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	26-27
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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。	26

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 內容	Page/Remark 頁碼/備註
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	19, 25-26
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	19
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	25-26
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	26, 73
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	57
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	58-67
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	58-67



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