

HKRI

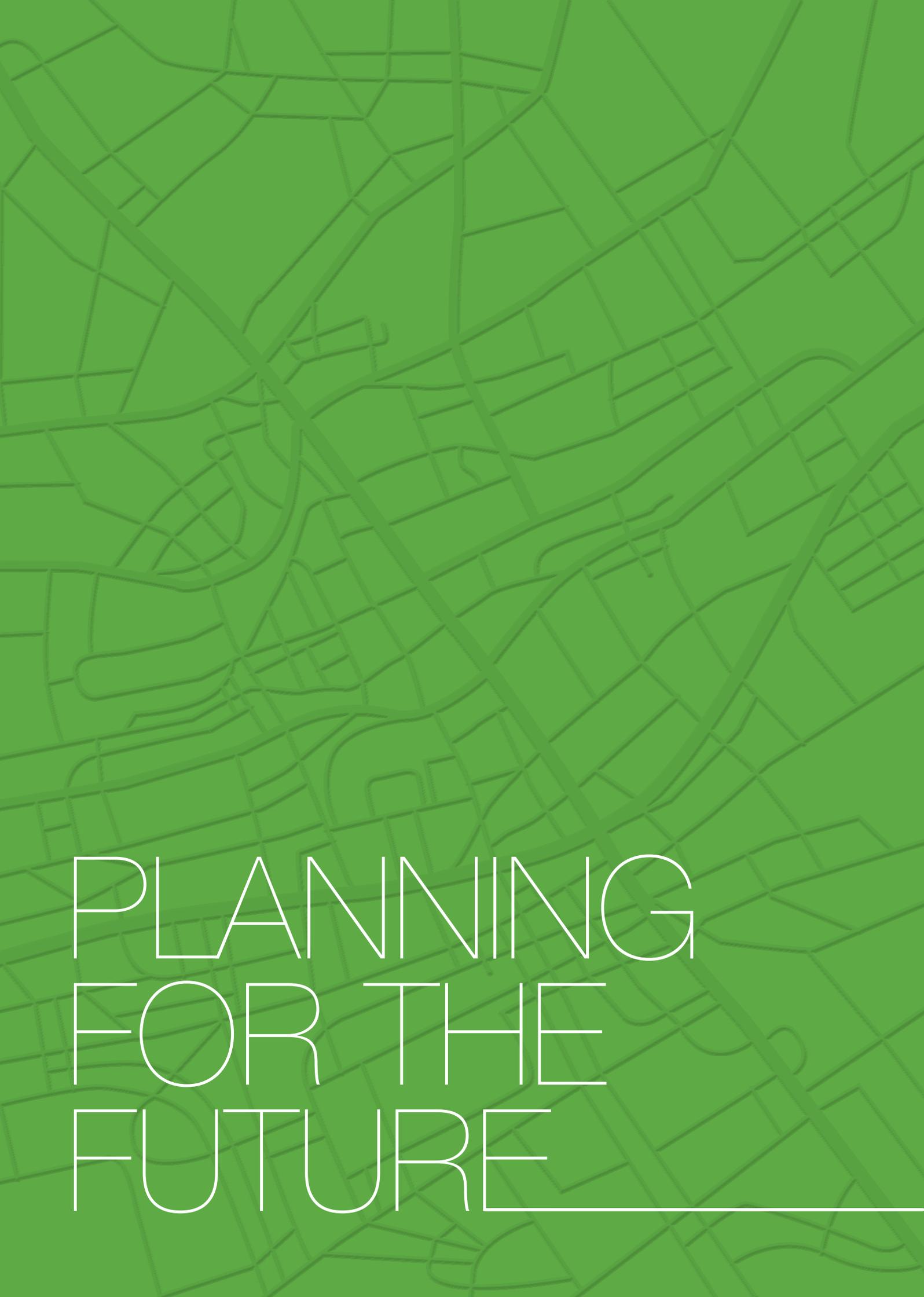
香港興業國際集團有限公司
HKR International Limited

STOCK CODE : 00480

ESG REPORT 2016/2017



FOR
A BETTER
COMMUNITY



PLANNING
FOR THE
FUTURE

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CHA Mou Zing Victor
Deputy Chairman & Managing Director

MESSAGE FROM MANAGEMENT

HKRI remains undeterred in our corporate social responsibility journey despite the challenging global economic climate and local property market in 2016. I am glad to share with you the Group's second Environmental, Social and Governance Report which communicates our sustainability performance in the year 2016/2017, and our future commitments in the hopes of fostering an ongoing open dialogue with our stakeholders.

Enacting our PRI²DE values, while honouring our commitment to creating innovative living spaces, HKRI has taken steps to address the local impacts of universal environmental and social challenges on the communities where we operate. Our longstanding spirit of innovation and the pursuit of excellence together advance our continuous efforts in incorporating sustainability principles into our business operations. We have made considerable practical strides in our sustainability performance over the past year.

To participate in the global effort to protect the environment, we signed the Environment Bureau's *Energy Saving*

Charter 2016 demonstrating our dedication and support. Working closely with contractors and suppliers, we have integrated green building designs into our new developments and refurbishment projects. At the same time, we strive to minimise our carbon footprint in operations through energy-efficient hardware upgrades and technology deployment in our buildings, hotels and ferry fleets. During the year, we successfully reduced electricity consumption by 4.5% compared to 2015/2016.

At HKRI, we believe that the key to our continued success is the growth and well-being of our employees. We encourage life-long learning by providing internal training opportunities and supporting external course attendance. As some of our businesses are exposed to higher occupational health and safety risk, another top priority for HKRI is to safeguard the safety and health for all employees. Our efforts in occupational safety and health are recognised. Discovery Bay operations were awarded the "Safety Management System Award – Other Industries" by the Occupational Safety and Health Council last year.

Since our establishment in 1977, the Group has been dedicated to building a sustainable community. Besides promoting good corporate citizenship in Discovery Bay, we also join hands with various NGOs to organise a diverse range of community activities to help the under-privileged and raise environmental awareness. HKRI is proud of having cultivated and nurtured a strong philanthropic spirit within the Group and the projects we managed. Our management, staff and customers actively join our alliance to serve the needy and save the Earth.

2017 marks the 40th anniversary of the Group's expansion into property development and Discovery Bay. We are stepping up our efforts in sustainability and working to deepen the links between our business and sustainability across our subsidiaries in different geographic locations. Our PRI²DE values continue to guide all the Group's activities, and we believe, by working hand in hand with our stakeholders, we can build a better and more resilient future in Hong Kong and abroad.

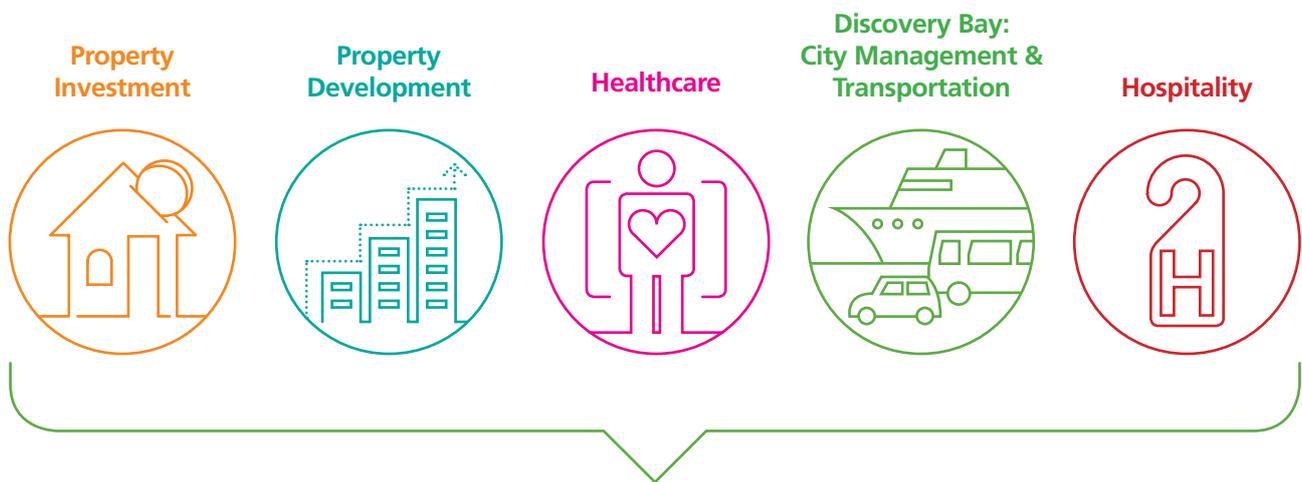
ABOUT THE REPORT

Reporting Scope

This is the second Environmental, Social and Governance (“ESG”) Report (the “Report”) produced by HKR International Limited (“HKRI” or the “Company”). It details the performance

of the Company and its subsidiaries (collectively the “Group”) in four key aspects including environment, community, human capital and supply chain, for the period from 1 April 2016 to 31 March

2017. It covers HKRI’s businesses, joint ventures and subsidiaries in Hong Kong, where the Group has management control. The following operations constitute the scope of the Report:



Operations of the Group

The Report serves to disclose the Group’s ESG performance, while our corporate governance and financial performance are detailed in our 2016/2017 Annual Report. To aid readers in navigating Report content, a Hong Kong Exchanges and Clearing Limited (“HKEx”) *ESG Reporting Guide* (“ESG Guide”) Content Index is available for reference on pages 41 to 42.

Reporting Standard

This Report has been prepared in accordance with the ESG Guide issued by HKEx.

Contact

Your feedback is valuable to our continuous improvement. Please email your queries or comments to info@hkri.com.

ABOUT THE COMPANY

In 1977, the family of Dr CHA Chi Ming, the Group's late founder and chairman, acquired the equity interest of Hong Kong Resort Company Limited, the owner and developer of Discovery Bay on Lantau Island. Formed and listed on The Stock Exchange of Hong Kong Limited in May 1989, HKRI became the holding company of the Group.

Under the management's leadership and with the devotion of HKRI's frontline teams, the Group's businesses continue to grow, living up to the vision and aspiration of the late Dr CHA.

The Group owns a diverse portfolio in real estate development and investment, property management, operation of luxury hotels and serviced apartments, provision of healthcare services, as well as other projects and investments in Hong Kong, mainland China and other parts of Asia. 2017 marks the Group's 40th year in the property field. As a successful and growing business, we are committed to caring for the healthy and sustainable development of the communities in which we have a presence.

VISION:

To be the pioneer of innovative living space

MISSION:

We strive to create a healthy, stylish and distinctive living experience through teamwork and passionate pursuit of innovation and excellence

VALUES: **PRI²DE**

P

Pioneer - Break new grounds

R

Respect - Value the individual and cherish our environment

I

Innovation - Think outside the box

I

Integrity - Uphold high ethical standards

D

Devotion - Be committed and passionate

E

Excellence - Consistency in the pursuit of our quality standards

OUR SUSTAINABILITY APPROACH

Corporate Governance

The Group is committed to adhering to the best corporate governance principles and safeguarding the interests of our shareholders and stakeholders. Our Board of Directors comprises eleven Directors, four of which are Executive Directors, three are Non-executive Directors and four are Independent Non-executive Directors. The Board continues to take the overall responsibility for ensuring effective corporate governance across the Group. It also bears the responsibility for strategic leadership, control and providing guidance to management on operations and sustainable development.

The Board established the Remuneration Committee, the Audit Committee, the Nomination Committee, the Finance Committee, the Investment/ Divestment Committee, the Buy-back, Reissue and Transfer of Shares Committee and the Inside Information Committee. Key procedures have been developed and implemented to ensure there are appropriate and effective risk management and internal control systems. The Internal Audit Department performs independent reviews on the effectiveness of the Group's systems of risk management and internal controls and regularly reports audit findings to

the Audit Committee and the Board. Through this robust procedure, we make sure that the ESG risks in our supply chain and operations are addressed strategically and minimised. To further promote sustainability in the Group in a more effective way, a cross-department sustainability task force was formed to effectively implement sustainable policies and practices decided by the Board. Further information on the composition of the Group's Board of Directors and related details can be found in the Corporate Governance Report on pages 56 to 73 of the Group's 2016/2017 Annual Report.

Stakeholder Engagement

Stakeholders' input is always beneficial to the Group to foster sustainable growth. HKRI regularly engages our stakeholders, including customers, management team, employees, government and industry associations, business partners, suppliers, investors, media and non-governmental organisations ("NGO"), through different communication channels. To supplement these communication channels, a third-party consultant was appointed to conduct an engagement exercise with our employees and Directors in 2016. They were invited to participate in an online survey to rank the level of materiality of different ESG issues for HKRI and to provide suggestions for HKRI on its sustainability initiatives and strategies.

Stakeholder Groups

Customers
(including residents, tenants, customers of transportation services and healthcare, hotel clients)



Management Team



Engagement Channels

- Customer satisfaction surveys
- Resident clubs
- Customer service hotline, emails and mobile phone applications
- Website and social media
- Annual / interim reports
- ESG reports
- Newsletters
- CSR activities

- *i-Pri²de* staff newsletters
- Website
- Annual / interim reports
- ESG reports
- Press releases
- Intranet
- CSR activities
- Ongoing engagement

OUR SUSTAINABILITY APPROACH

Stakeholder Groups

Employees



Government and Industry Associations



Business Partners



Suppliers



Investors



Media



NGOs



Engagement Channels

- *i-Pr²* de staff newsletter
- Website
- Annual / interim reports
- ESG reports
- Press releases
- Interviews
- Meetings
- Intranet
- CSR activities
- Employee engagement activities
- Ongoing engagement

- Public consultations
- Industry forums
- Website
- Annual / interim reports
- ESG reports

- Website
- Annual / interim reports
- ESG reports
- Meetings

- Audits and assessments
- Annual / interim reports
- ESG reports
- Ongoing engagement

- Investor Relations page on website
- Annual / interim reports
- ESG reports
- Press releases
- Investor meetings and conference calls
- Annual general meetings

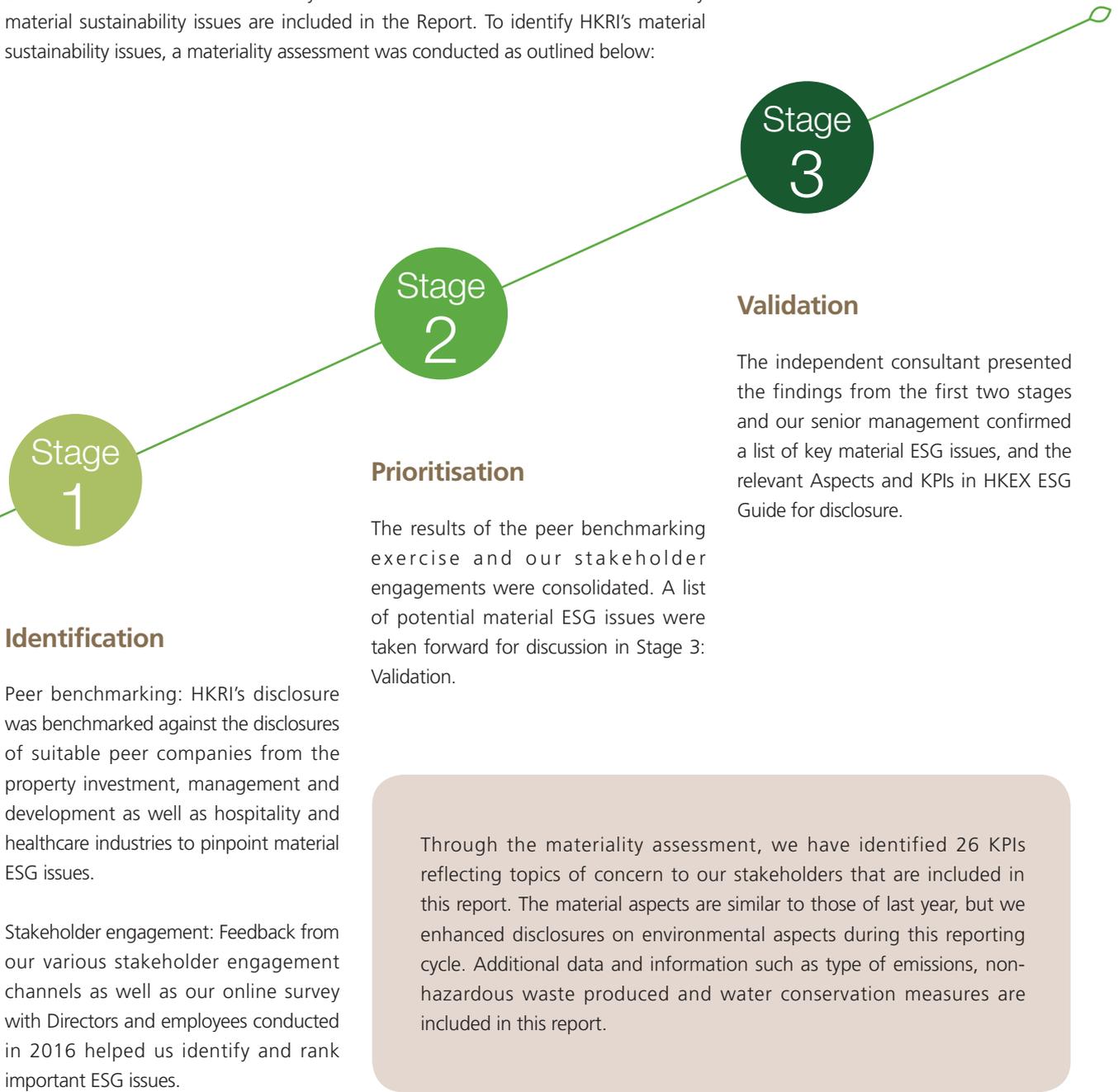
- Website
- Annual / interim reports
- ESG reports
- Press releases
- Press conferences
- Website and social media

- Website
- Annual / interim reports
- ESG reports
- CSR activities

OUR SUSTAINABILITY APPROACH

Materiality Assessment

As materiality is one of the reporting principles listed in the HKEx ESG Guide, a robust and structured materiality assessment is essential to ensure that only material sustainability issues are included in the Report. To identify HKRI's material sustainability issues, a materiality assessment was conducted as outlined below:



Stage 1

Identification

Peer benchmarking: HKRI's disclosure was benchmarked against the disclosures of suitable peer companies from the property investment, management and development as well as hospitality and healthcare industries to pinpoint material ESG issues.

Stakeholder engagement: Feedback from our various stakeholder engagement channels as well as our online survey with Directors and employees conducted in 2016 helped us identify and rank important ESG issues.

Stage 2

Prioritisation

The results of the peer benchmarking exercise and our stakeholder engagements were consolidated. A list of potential material ESG issues were taken forward for discussion in Stage 3: Validation.

Stage 3

Validation

The independent consultant presented the findings from the first two stages and our senior management confirmed a list of key material ESG issues, and the relevant Aspects and KPIs in HKEX ESG Guide for disclosure.

Through the materiality assessment, we have identified 26 KPIs reflecting topics of concern to our stakeholders that are included in this report. The material aspects are similar to those of last year, but we enhanced disclosures on environmental aspects during this reporting cycle. Additional data and information such as type of emissions, non-hazardous waste produced and water conservation measures are included in this report.

MEMBERSHIPS AND AWARDS



HKR International Limited

10 Years Plus Caring Company Logo

Organiser

The Hong Kong Council of Social Service

Silver Award for Volunteer Service

Organiser

Social Welfare Department

Social Capital Builder Logo Award

Organiser

Community Investment and Inclusion Fund of Labour & Welfare Bureau

2015/16 Family-Friendly Employers Award Scheme

- Family-Friendly Employer

- Special Mention

- Awards for Breastfeeding Support

Organisers

Home Affairs Bureau & Family Council

Good MPF Employer Award 2015-16

Organiser

Mandatory Provident Fund Scheme Authority

HKR International Limited (2GETHER)

CAPITAL & CAPITAL WEEKLY

The Outstanding Developer Awards 2016

- Seaview Landmark Building Award

Organisers

CAPITAL & CAPITAL Weekly magazines

Hong Kong Resort Company Limited

CAPITAL & CAPITAL WEEKLY

The Outstanding Developer Awards 2016

- Urban Design & Master Planning Award

- Green Development Award

Organisers

CAPITAL & CAPITAL weekly magazines

Eco-brands Award 2016

Organiser

East Week magazine

Social Capital Builder Logo Award

Organiser

Community Investment and Inclusion Fund of Labour & Welfare Bureau

Good MPF Employer Award 2015-16

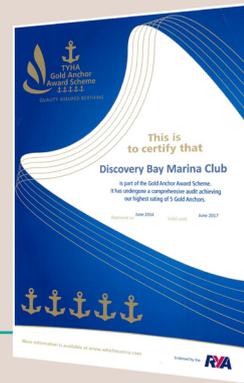
Organiser

Mandatory Provident Fund Scheme Authority

Community Service Group Award (Grand Prize)

Organiser

Outlying Island's Women's Association



Auberge Discovery Bay Hong Kong

2016 Guest Review Awards

Organiser
Booking.com

2016 Most Liked Wedding Message Award – Wedding Category - Most Liked Romantic Venue

Organiser
Wedding Message magazine

“Caring Company” Logo

Organiser
The Hong Kong Council of Social Service

Partner Employer Award 2016/17

Organiser
The Hong Kong General Chamber of Small and Medium Business

Discovery Bay Services Management Limited

15th Hong Kong Occupational Safety & Health Award – Safety Management System Award - Other Industries - Merit

Organiser
The Occupational Safety and Health Council

2016 Hong Kong Awards for Environmental Excellence, – Property Management (Residential) - Certificate of Merit

Organiser
The Environmental Campaign Committee

FoodEver WasteNever Award – FoodEver Award - Diamond Class

Organiser
Hong Kong Women Professionals and Entrepreneurs Association

Discovery Bay Recreation Club

“Caring Company” Logo

Organiser
The Hong Kong Council of Social Service

Discovery Bay Marina Club

5 Gold Anchors Award

Organiser
The Yacht & Harbour Association



City One

International Property Awards The Asia Pacific Awards 2016 – Highly Commended Interior Design Show Home China

Organiser
International Property Media

Health & Care Group Limited

“Caring Company” Logo

Organiser
The Hong Kong Council of Social Service



Professional Memberships

HKRI actively participates as a Corporate Member in the Building Services Operation and Maintenance Executives Society, Business Environment Council, and the Hong Kong Institute of Human Resource Management, playing a part in key issues relevant to our operations such as climate change, building services, and talent acquisition in the construction industry. Discovery Bay Transportation Services Limited has been an organisational member of

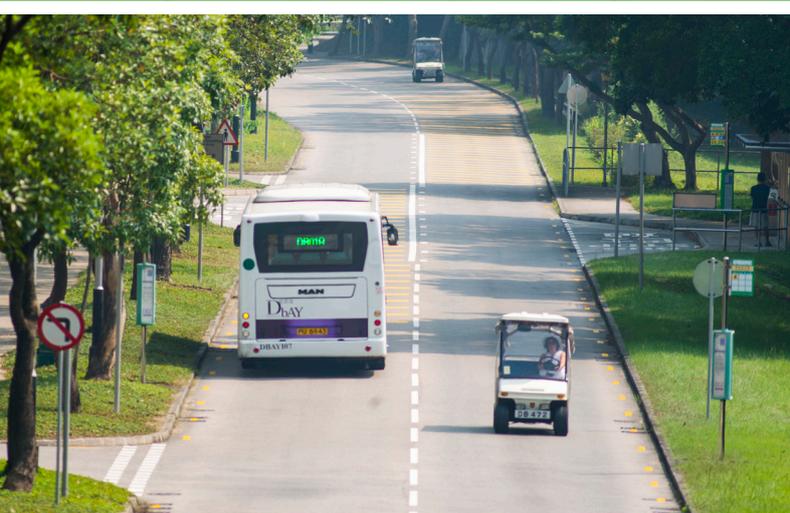
The Chartered Institute of Logistics and Transport in Hong Kong since 2016.

To acquire updated knowledge and market information, the majority of our staff members have joined various professional bodies and have actively participated in activities organised by these bodies. We recognise the value that brings to the Group and highly support our staff in the pursuit of knowledge and professional development.



OUR ENVIRONMENT





OUR ENVIRONMENT

With a diverse portfolio of business operations ranging from property development and investment to city and property management, transportation, hospitality and healthcare, we actively and holistically manage and abate different environmental impacts arising from our business activities. Indeed, our commitment to promoting sustainable

development and environmental protection is demonstrated in Discovery Bay, the first green community in Hong Kong. Envisioning a sustainable future, we strive to incorporate sustainability practices into our businesses by designing green buildings, enhancing energy efficiency, cutting emissions, conserving resources, managing waste and educating our staff and customers.

Green Building Design

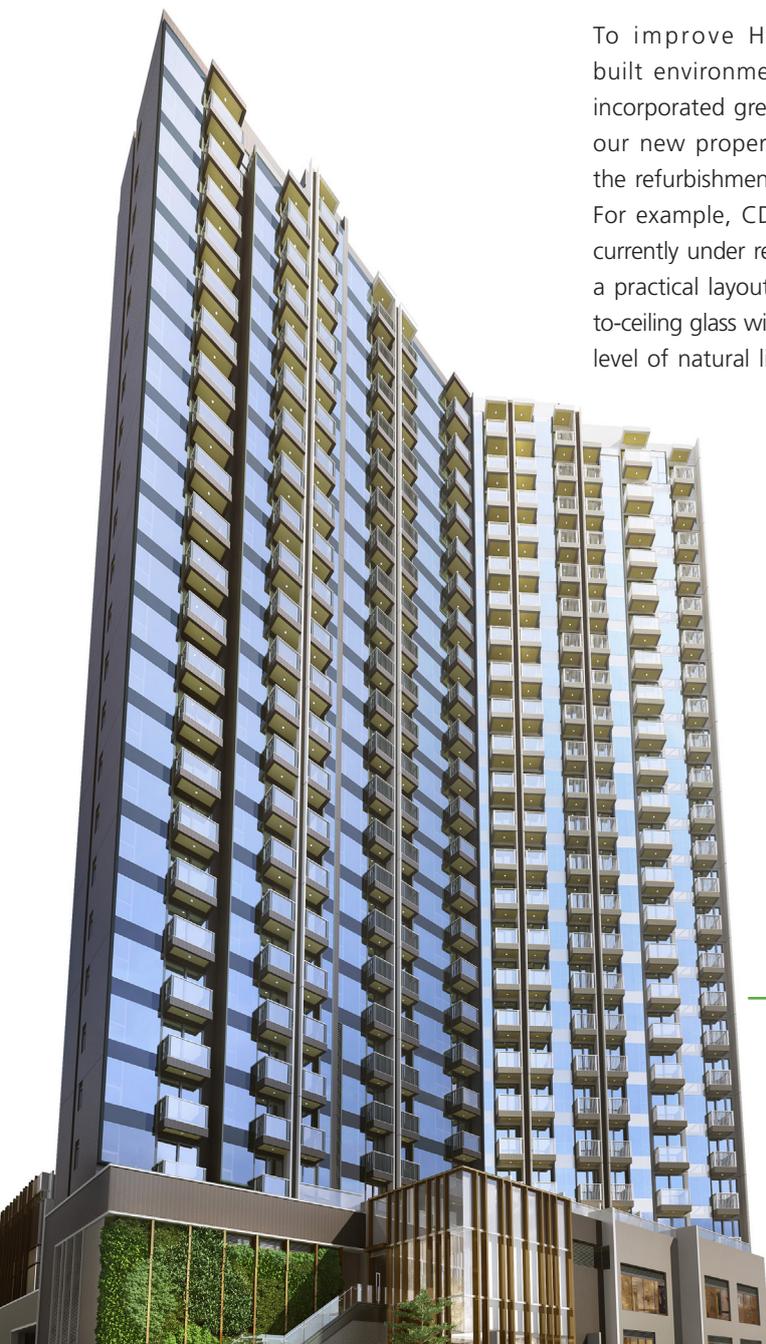
To improve Hong Kong's urban built environment, we have actively incorporated green building designs in our new property developments and the refurbishment of existing buildings. For example, CDW Building, which is currently under renovation, has adopted a practical layout combined with floor-to-ceiling glass windows to collect a high level of natural lighting. 2GETHER, our

residential project in Tuen Mun launched in 2016, is another good demonstration of our green building efforts. Tinted glass windows were used for residential units to reduce heat gain. Vertical green walls on the podium façade provide more greenery at pedestrian levels and beautify the environment.

The Group's internal Project Management Guideline encourages incorporation of green building features in projects. The Guideline also encourages our developments to obtain Hong Kong Building Environmental Assessment Method (BEAM Plus) certification, which provides standards covering the planning, design, construction, commissioning, operation, management and maintenance of buildings to minimise environmental impacts. Adhering to the guidelines and standards ensures that we build our developments with high environmental standards. Most of our properties under development, including 2GETHER, and the upgrade of the Discovery Bay bus terminus and shopping arcade, have been awarded provisional BEAM Plus certification and will be reassessed upon completion for final classification.

Energy Consumption and Emissions

Greenhouse gas ("GHG") emissions, one of our major environmental impacts, originate from energy use at our premises and fuel consumption by our fleet of ferries and buses. In light of the global concerns over climate change and the launch of *Hong Kong's Climate Action Plan 2030+* by the Environment Bureau of Hong Kong, HKRI signed the Bureau's *Energy Saving Charter 2016*, and closely monitors our energy and



2GETHER

OUR ENVIRONMENT

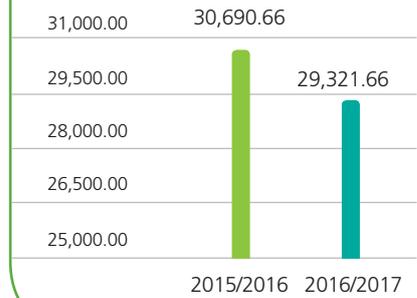
Reduction in Electricity Consumption in 2016/2017 Compared to 2015/2016

↓ 4.5%

fuel consumption and minimises our carbon footprint and emissions with energy-efficient hardware and robust operation processes.

Emissions mitigation goes hand in hand with energy savings as GHG emissions are linked to our energy use. Upgrading to energy-efficient hardware and technology is essential in reducing energy consumption. Thus, we constantly work to identify ways in optimising our operational systems and choose energy-saving appliances. As a result of our energy saving efforts in 2016/2017, we achieved a reduction of our electricity consumption by approximately 4.5% as compared to 2015/2016.

Group Electricity Consumption



Our Efforts in Energy Saving



Office

- Replacing aging lamps with LED lamps and efficient T5 light tubes
- Light and air-conditioning zoning diagram
- Blackout curtains are installed in meeting rooms to reduce energy loss
- Encourage staff to switch off lighting and electrical appliances when not in use

Hospitality

- Turning off the chillers overnight when the outdoor temperature drops below 15 degrees
- Installing blackout curtains and window film to block sunlight
- Turning off all water boilers after peak hours
- At Discovery Bay Recreation Club, 90% of lighting has been switched to LED since 2015
- At Auberge Discovery Bay Hong Kong, a Building Management System is in place to smartly control air-conditioning

City and Property Management

- Replacing T8 fluorescent light tubes with more energy-efficient T5 light tubes
- Replacing aging lamps with LED lamps
- Switching off electrical appliances, office computers and lighting when not in use
- Installing motion sensors to control the illumination of stairwells
- Reducing energy consumption from air-conditioning through two green roofs

OUR ENVIRONMENT

Besides GHG emissions, we are dedicated to cutting direct emissions of nitrogen oxide from our transportation operation fleet by reducing fuel consumption through various measures and practices.

Our Efforts in Mitigating Emissions

Ferry Operations

- Trialing the use of hydrophobic bottom paint to reduce water resistance of the ferry which in turn saves fuel
- Replacing the old generators of two vessels with new lower emitting generators
- Using marine light diesel with Sulphur less than 0.05% for all ferries
- Installing water curtains on the exhaust pipes of ferries to prevent exhaust gas from entering waiting halls at the piers



Bus Operations

- Trialing two government-subsidised electric buses to curb roadside emissions
- Following a strict protocol of only turning on bus engines 3 minutes before scheduled departure
- All diesel vehicles are using EURO V diesel
- Purchasing new buses to enhance emission quality



Conserving Water

As water conservation has become a rising global concern, it becomes one of our priorities when it comes to minimising



our resource use. Most of our water consumption comes from our hospitality operations, which all are operated in Discovery Bay. To save water through a holistic approach, our operations in Discovery Bay have formulated a water-saving plan. Since the opening of the Discovery Bay tunnel and the connection of Discovery Bay to the municipal water supply in 2000, the reservoir at Discovery Bay which once supplied fresh water to thousands of households in Discovery Bay has been idled. To fully utilise fresh water resources and minimise the consumption of municipal water, water from the reservoir is currently being used for flushing and irrigation at Discovery Bay. In addition, in order to reduce water waste from leakage,

we have installed a Water Leakage Detection System to closely monitor underground water mains which helps stop leakage at an early stage. At Auberge Discovery Bay Hong Kong and the commercial buildings we manage, we also have installed dual-flush systems and automatic faucets in all guest rooms and public area restrooms to reduce the volume of water used.

Waste Management

Operating on a planet with limited resources, HKRI is part of the global community of businesses committed to responsibly managing our use of resources and reducing waste. The diverse business operations of HKRI are adopting multiple approaches in hazardous and non-hazardous waste management.

Managing Hazardous Waste

Hazardous waste, such as engine oil and clinical waste, is mainly generated in our transportation and healthcare operations, and

OUR ENVIRONMENT

only accounts for a small portion of our total waste. We handle all hazardous waste we produce in a meticulously cautious manner to avoid contaminating the environment or posing any threat to human health. At our transportation operation, used engine oil is collected by a qualified external waste collector to ensure proper treatment while its garage waste water is channelled to a waste water treatment plant. On the other hand, our healthcare operation has strict policies and protocols for handling clinical waste in accordance with the *Waste Disposal Ordinance (Cap. 354)*.

DID YOU KNOW...?

You should be extra cautious when handling clinical waste. Here are some examples of the safety precautions in place for handling clinical waste at HKRI's healthcare operations:

- Segregate clinical waste from other waste
- Package and label clinical waste properly for easy identification. All used or contaminated syringes or sharps should be placed in designated "Sharps Box"
- Provide safe and secure temporary storage area for clinical waste
- Clinical waste is collected by licensed clinical waste collectors / companies for proper disposal



Managing Non-hazardous Waste

We have a comprehensive strategy in place to manage our non-hazardous waste in a sustainable way. As a property developer, most of our non-hazardous waste comes from property development. Thus, we reduce waste and material consumption in designing and tendering stages by issuing soft copies for tender drawings and documentations for selected tenders. Furthermore, we work closely with contractors to minimise waste and properly handle the construction waste on site.

Waste reducing and recycling practices are widespread across all operations, including the provision of recycling bins and the promotion of double-side printing. We encourage tenants, customers and residents to recycle by setting up waste collection and separation facilities to collect common recyclables, used clothes, second-hand books and toys at Discovery Bay and other commercial properties. Recyclables

collected are donated to various NGOs such as The Salvation Army, Christian Action and Crossroads Foundation to help the under-privileged.

As a source of a significant amount of non-hazardous waste, food waste at our hospitality operation has been carefully tackled. We collect used coffee grounds and waste cooking oils for recycling. Since joining the "Waste Cooking Oils" Recycling Administrative Registration Scheme launched by the Environmental Protection Department in June 2016, a total of 1,104 litres of waste cooking oil have been collected from clubhouses in Discovery Bay for producing biodiesel.

In addition, food waste reduction initiatives have been introduced in Discovery Bay since 2012. There are two food waste composters in operation in Discovery Bay. The compost produced is used for landscaping purposes. With the



support of the community, we recycled over 42,000 kg of food waste during the year. Moreover, we have also joined hands with Food Grace to launch the "Edible Food Collection Event" since January 2016 to engage commercial tenants and eateries in Discovery Bay to reduce food waste at source. Our volunteer team collects edible food from participants on a regular basis and donates it to local food banks to help families in need.

OUR ENVIRONMENT

DID YOU KNOW...?

A glass crusher grinds glass bottles into small granules for easier and more efficient transportation to the recycler, hence reducing both carbon footprint and operation costs. A glass crusher was installed at Discovery Bay in 2014 to provide valuable materials for glass recycling. This initiative has received enthusiastic response from many restaurants in Discovery Bay.



Weight of Glass Bottles Collected in Discovery Bay in 2016

136.8 tonnes



Green Carpenter Workshop - Upcycling Reclaimed Wood into Stools



Partnering with Woodrite, a green social enterprise, HKRI organised a Green Carpenter Workshop for 30 staff members and their families and friends. They worked together, turning reclaimed wood into stylish collage wooden stools. Through creative interactions, they learnt about the concept of upcycling and different sustainability practices.

OUR ENVIRONMENT

Building Environmental Awareness

Building environmental awareness and fostering behavioural change are vital to drive sustainability. Thus, we are dedicated to raise awareness of sustainability internally among our staff and externally among the Discovery Bay community.

To cultivate behavioural change, we post notices around the offices to remind our staff to be environmentally-conscious. Other than work-related training courses, we actively organise sustainability workshops for our staff to build their awareness of environmental issues. At Discovery Bay, besides setting up recycle boxes, food waste composters and a glass crusher, we regularly organise green activities to raise residents' awareness.



Water saving posters



Energy saving posters



Notices that encourage recycling



Paper saving posters



Nursery 123 - Half-day Farmer Experience Programme in Discovery Bay



Discovery Bay has a community farm, yet many residents lack the experience to start their organic farm. This programme offers residents the opportunity to be a "half-day farmer", learning the skills of organic farming through knowledge sharing and hands-on farming experience.

OUR COMMUNITY





OUR COMMUNITY



We always strive to build a sustainable and caring community, seeking to make Hong Kong a better place. Shouldering our share of corporate social responsibility, we reach out to the community and cooperate with NGOs to serve the needy and, in turn, we contribute to the betterment of the community. We also promote good corporate citizenship in Discovery Bay by supporting and organising community programmes and providing in-kind sponsorships and donations to NGOs and charitable groups in the community. We engage our management, staff, customers and members of our community to make a positive impact

through contributions and volunteering opportunities which benefit under-privileged children, families and the elderly.

In 2016, the Group was awarded the “10 Years Plus Caring Company Logo” by The Hong Kong Council of Social Service, and the “Silver Award for Volunteer Service” by Volunteer Movement under the Social Welfare Department of Hong Kong in recognition of our commitments and contributions to society and the environment. We will continue to show our care to members of our society who are in need.

Contributed

589

Volunteer Man Hours

Raised

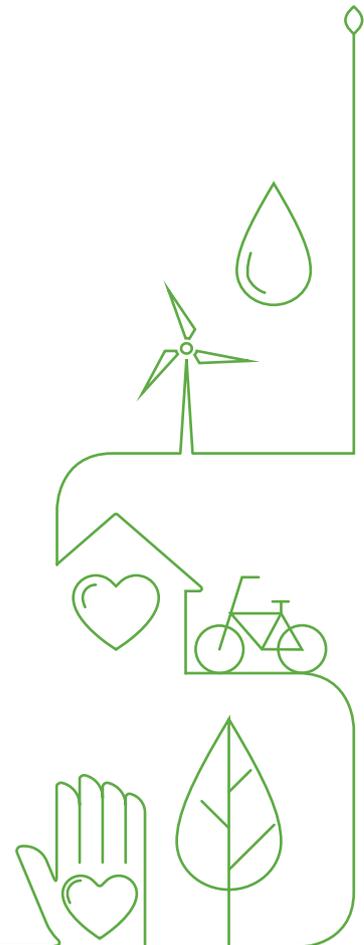
HK\$1,000,000

For Arts Development and Community Building

In-kind Sponsorship and Donations

HK\$2,010,500

For Community Building and CSR Purposes



OUR COMMUNITY

A Caring DB Community

At Discovery Bay, we construct buildings, but more importantly we build cohesive and caring communities. Thus, we formulated Love.Together@DB, a community caring platform, to serve the Discovery Bay community and residents. In 2016/2017, we organised various outreach and community programmes, such as the DB Family Storytelling Club, DB Basketball Tournament Community Health Cup and Beachside Party.

Love.Together@DB also organised events, such as DB Family Farm Competitions and Green Eco Tour, to nurture Discovery Bay residents' citizenship and encourage them to make positive contributions to the community. Volunteering activities, including Young and Senior Volunteer Interactive Carnival and Anniversary Volunteer Appreciation Celebration, are held to instil a spirit of

volunteerism and promote love and care in the community.

In addition, the Group also supports community and charitable events held in Discovery Bay through in-kind sponsorship and donations, such as The Big Picnic, charitable runs, green initiatives and charitable drama performances for NGOs.



DB Basketball Tournament Community Health Cup 2016

"I would like to compliment the organisers of the DB Basketball Tournament Community Health Cup 2016. We are glad to have such a great opportunity for the DB residents to play basketball as well as enjoy family time. And we appreciated the meaningful ceremony ritual. We look forward to joining the DB Basketball Tournament in 2017."

- DB Dreams Captain



Love.Together@DB and our city management operation co-organised the "DB Basketball Tournament Community Healthy Cup 2016" at the Discovery College indoor basketball court in November 2016. The competition made a big splash with eight teams participated aiming to promote a healthy lifestyle and community cohesion.



Amongst the teams, G-Six, DB Ballers, Trinity Chapel, DB Dreams, Victorious Secret and Talent Reload were teams from Discovery Bay Community, while CM Rise and DB Transport were teams respectively from city management and transport operations.



HKRI Care & Share - Pop Art Silk-screen Printing Workshop



HKRI Care & Share, our corporate volunteer team founded in 2005, together with the Hong Kong Youth Arts Foundation, organised a silk-screen printing workshop for over 30 under-privileged children and teenagers

serviced by International Social Service (Hong Kong Branch) on 27 August 2016. The workshop provided a great opportunity for participants, aged between 7 and 16, to learn about silk-screen printing and unleash their creativity during their summer vacation. Over 20 HKRI volunteers participated in this workshop. They first learnt the various printmaking techniques and silk-screen printing procedures then assisted participants in creating their own pop art pieces. The vibrant and colourful artworks reflected the strong creativity



Caring for Our Community

Our love and care are not just shared within the Discovery Bay community but extended to the general public. HKRI Care & Share and other volunteer teams actively partner with NGOs to serve the public. Throughout the year, we cooperated with NGOs such as the Hong Kong Youth Arts Foundation, the Senior Citizen Home Safety Association, Food Grace and Woodrite, to organise volunteer and CSR activities to serve those in need in Hong Kong. The activities included a pop art silk-screen printing workshop, home visits to the

elderly and a mooncake donation campaign. Apart from collecting mooncakes during Mid-Autumn Festival in 2016, we have co-organised the "Edible Surplus Food Collection Event" with Food Grace since January 2016. Our staff members also helped pick up surplus food donated by others in Discovery Bay and delivered it to under-privileged families. Our colleagues were encouraged to involve their families in these volunteering activities. Our volunteers and their families contributed a total of 589 service hours during the

year. To recognise outstanding volunteers for their invaluable efforts, "HKRI Care & Share Star Award" has been set up and six colleagues were awarded the honour.

HKRI's passion for art and culture inspired several initiatives in the year of 2016/2017. We taught children from low-income families about silk-screen printing and organised a workshop for our colleagues to make stools using reclaimed wood. The Group also sponsored the Hong Kong Arts Festival for the ninth consecutive year. The

OUR COMMUNITY

Festival invites overseas artists to perform in Hong Kong with the aim of promoting cultural exchanges and cooperation between Hong Kong and other regions of the world. In March 2017, we sponsored a performance by Vasily Petrenko and the Oslo Philharmonic at the Festival.

We also encourage healthy living in the local community by organising health talks for the general public. This year, our healthcare operation provided two talks on oral healthcare and four talks on elderly health.



HKRI Care & Share Volunteers Pay Visit to Elderly Singletons



HKRI Care & Share paid a visit to the elderly registered for the Senior Citizen Home Safety Association's Personal Emergency Link ("PE Link") service on 26 November 2016. During the visit, the volunteers chatted with the elderly to learn more about their daily lives and personal life experiences and encouraged them to make good use of the PE Link service. The volunteers also brought along goodie bags filled with food and daily necessities for the elderly. Everyone had a wonderful time sharing laughter and happy moments.

COMMUNITY EVENT HIGHLIGHTS

JAN-NOV
2016



**EDIBLE SURPLUS FOOD
COLLECTION EVENT**
Discovery Bay Services
Management Limited &
Food Grace

2016-2017
3 Seasons
in a Year



DB FAMILY FARM
Love.Together@DB

MAY
2016



FLOWERS TO MOMS
Love.Together@DB

JUN
2016



**FATHER'S DAY SANDCASTLE FUN DAY
CUM BEACHSIDE PARTY**
Love.Together@DB



**YOUNG AND SENIOR VOLUNTEER
INTERACTIVE CARNIVAL**
Love.Together@DB

SEP
2016



SHARE LOVE, SHARE MOONCAKES
HKRI Care & Share & Food Grace



DOG BEHAVIOUR TRAINING DAY
Love.Together@DB

COMMUNITY EVENT HIGHLIGHTS

OCT
2016



**2016 THOSE WERE THE DAYS
MUSICAL DRAMA CHARITY SHOW**
Love.Together@DB



DECO-YOUR-FARM WORKSHOP
Love.Together@DB

NOV
2016



LOVE OUR EARTH TOGETHER CARNIVAL
Love.Together@DB

DEC
2016

**DB FAMILY STORYTELLING
CHRISTMAS PARTY**
Love.Together@DB



... is not the!



**DB CULTURAL & VISUAL ART
CARNIVAL**
Love.Together@DB

JAN
2017



GREEN ECO TOUR
Love.Together@DB

MAR
2017



DB FAMILY FARM COMPETITION
Love.Together@DB



**LOVE.TOGETHER@DB 5TH
ANNIVERSARY
VOLUNTEER APPRECIATION
CELEBRATION**
Love.Together@DB

OUR PEOPLE





OUR PEOPLE

Our employees are our greatest asset and we are committed to maintaining a caring work environment, providing sufficient training and ensuring the safety of our employees. At HKRI, we are a family that cares about each other's needs, and works closely in a harmonious way.

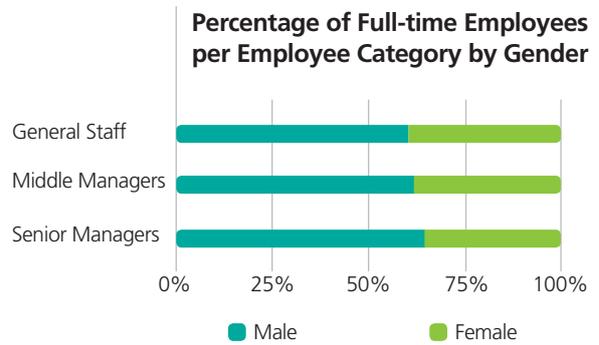
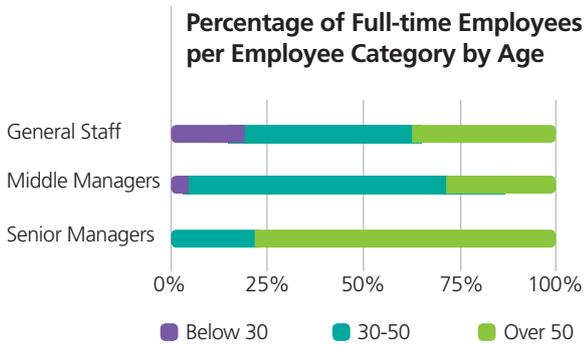
Talent Acquisition

As at 31 March 2017, we had 1,360 full-time employees for our Hong Kong business. As an equal opportunity employer, we recruit employees based on experience and individual merits regardless of gender, religion, marital status, pregnancy, age and race. The

importance of equality and diversity in the workplace is further reflected in the Group's Employee Handbook, and our Code of Conduct, both of which have clearly outlined policies on non-discrimination, anti-harassment and racial equality to safeguard our employees. A grievance reporting mechanism is in place whereby employees can raise and report concerns to senior management through an efficient and secured channel.

We offer competitive remuneration packages and comprehensive fringe benefits, including medical insurance and discretionary bonus, to attract and retain talents. We also provide leave entitlements

for different circumstances, including marriage leave, maternity and paternity leave as well as sporting competition leave. PRI²DE Outstanding Employee Awards and long-service awards are in place to recognise exceptional and long-serving employees respectively. During the year, the Group was named "Family-Friendly Employer" for the second time and "Awards for Breastfeeding Support" in the Family-Friendly Employers Award Scheme. We are also named as a winner of the "Good MPF Employer Award" by the Mandatory Provident Fund Scheme Authority again.



Nurturing New Talents - 2016 HKRI Summer Internship Programme

To nurture young talents, we launched our first Summer Internship Programme from June to August 2016. The ten-week "Happy Life @ HKRI" themed programme successfully attracted 15 students from local universities. It included a series of individual and group learning activities and sessions to enrich the students' work experience. A graduation ceremony was held for the students to celebrate their joyous and momentous achievements with their supervisors at the end of the programme.



OUR PEOPLE

Average Training Hours per Employee

12 hours

Arranged

407 Training Courses

Percentage of Employee Trained

75% Employees

Training and Development

HKRI believes that employees' self-development is crucial to drive the Group's dynamic growth. Hence, we

offer a wide range of programmes and in-house training on diverse topics, including leadership enhancement, digital marketing, communication skills, knowledge sharing and customer

service, to help our staff members reach their full potential. To further enhance our training programme system, HKRI established the HKRI Employees Learning & Development Faculty in May 2016, which regularly reviews and enhances its learning and development programmes to align with the Group's overall business directions. During the year, 407 training courses were arranged with the participation of 75% of our employees.

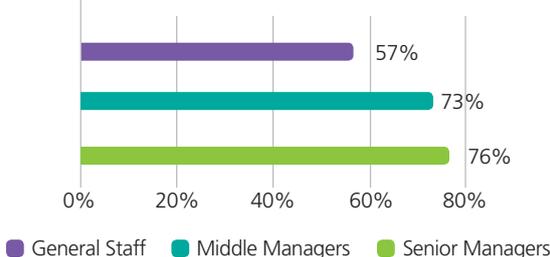
Onboarding Caring Programme



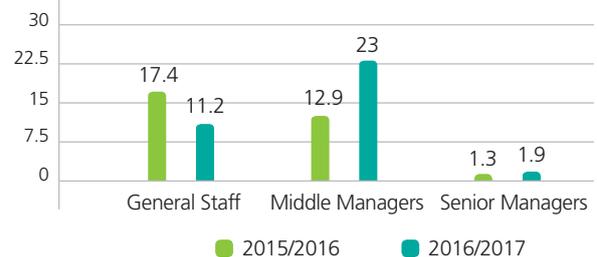
An On-boarding Caring Programme is designed for new staff joining at the middle management level or above. We believe that a positive workplace helps foster excellence, enhance productivity, and build up loyalty. The programme is designed to allow employees to feel more engaged and create a positive atmosphere to build up a close relationship with their colleagues. It also enables our employees to understand and appreciate HKRI's core values and working culture. Through this programme, we hope to develop a sense of belonging and maintain a long-term relationship between the Group and our staff.

In addition to internal training opportunities, HKRI also offers an education allowance and tuition reimbursement for full-time employees to attend external courses relevant to their roles and responsibilities. External courses attended by staff members varied from property management, engineering, safety to public relations writing.

Percentage of Total Employees Trained by Employee Category



Average Training Hours by Employee Category





Maritime Trainee Programme

In order to create a sustainable pipeline of internal talents within the Group, the Maritime Trainee Programme was launched in March 2016 for HKRI's subsidiary company, Discovery Bay Transportation Services Limited. Throughout the programme, besides on-the-job training to enhance maritime knowledge and management skills, selected staff members will also attend courses and examinations

at Maritime Services Training Institute to acquire the Certificates of Coxswain (Ferry Masters) and Engineers at various levels. According to the examination criteria of the Marine Department, selected staff may acquire qualifications for Coxswain or Engineer Grade 1 in about three years to enhance their career paths.

Occupational Health and Safety

HKRI cares for employees' well-being. We pay extra attention to the safety and health of those employees, who carry out job duties with relatively higher risk. We strive to maintain a safe working environment by providing sufficient safety equipment. We also regularly dispatch safety and health tips via email and *i-Pr²de* staff newsletter to promote a healthy lifestyle to staff members.

Strictly adhering to the Group's Occupational Safety and Health ("OSH") policy, each of our business operations has prepared an OSH Manual to ensure workplace safety and health and our operations are in compliance with the relevant regulations and laws.

In Discovery Bay, a cross-departmental Occupational Safety and Health Committee was founded in 2015 to provide guidance on safety matters and advice on safety risk mitigation.

Particularly, to create a safety-first culture in our city management operation, safety training courses, internal and external audits and safety drills are regularly organised. Safety-related notices are circulated and made accessible to staff members through our dedicated occupational health and safety website. We also take safety incidents seriously to prevent re-occurrence. In our city management operation, every incident is reviewed and investigated to determine root causes which are then

Occupational Safety and Health Exercise

To promote OSH awareness in our city management operation, the OSH Committee has been leading the OSH Exercise initiative at Discovery Bay. Employees who are exposed to higher OSH risks, such as landscape maintenance and arboriculture work, engage in a daily 10-minute OSH Exercise before work. Other staff have a weekly exercise session every Wednesday to strengthen physical health and reduce work injury. These sessions have been well-received by employees and even by Discovery Bay residents.





Work-Life Balance Week

The Group has supported Work-Life Balance Week organised by Community Business for nine consecutive years. In October 2016, the Group worked with GenRx Healthcare to hold a series of healthcare events under the theme of “Healthy Laughters” which included laughter yoga classes, free Chinese medicine consultation services, Dual-energy X-ray absorptiometry (“DEXA”) scans, and vascular age tests. More than 70 colleagues participated in the events. The Group also offered a bottle of calcium supplements to every staff member to further highlight the importance of healthy living.



included in safety refresher courses and monthly meetings along with improvement suggestions. Auberger Discovery Bay Hong Kong pays extra care on occupational safety and health and thus it regularly conducts hygiene audit, monthly safety meetings and drills.

Our transportation and healthcare operations adopt stringent safety measures and protocols to ensure safe workplaces. For the transportation operation, we conduct regular inspections of all lifting and repairing tools and equipment to ensure our daily operations are in line with relevant laws and regulations and our staff are using tools that are in good working condition in a safe way. In our healthcare operation, every radiation worker is required to wear a radiation dosimeter at all times, in accordance with the law. We attach great importance to our staff’s well-being, thus employees are advised to undergo annual medical examinations in occupational health clinics.

Caring Workplace

Employees are the cornerstone of our business development. We strive to



Annual Dinner performance



Spring Outing



Christmas Party



Festival gifts for staff in Mid-Autumn Festival

foster staff relationships with multiple communication channels and a wide range of staff activities. We have established two-way communication channels, including the *i-Pri²de* staff newsletter, performance appraisals and grievance reporting mechanisms, to keep up strong team cohesion. We highly value employees’ psychological and physical well-being. Besides offering medical

insurance, a wide range of staff activities, including annual parties, outings, team building workshops as well as festive gifts are arranged to create a supportive and caring work environment as well as enhance their sense of belonging. In October 2016, we also organised the ninth Work-Life Balance Week to promote the overall well-being of employees.

OUR VALUE CHAIN





OUR VALUE CHAIN



In our operations, we rely on multiple suppliers and contractors to provide quality products and services to our customers. Their sustainability performance has great impact on our business operations. From upstream procurement to the downstream provision of goods and services to our customers, at every stage of our supply chain, we make sure we operate our businesses in a responsible way and are in compliance with laws and regulations, providing quality goods and services while protecting the environment and the interests of our customers.

Supply Chain Management

As a conglomerate with diversified businesses, we have different types of suppliers, including those of construction materials, vehicle parts, and food and beverage. HKRI builds a strong, collaborative and trusted partnership with our broad network of suppliers and subcontractors. Strictly adhering to the anti-corruption policies in the Group's Employee Handbook and Code of Conduct as well as the Group's Procurement Policy, we uphold the highest ethical standards and fair competition practices in the selection of suppliers during the procurement and

tendering process. All employees are required to abide by our professional standards and comply with the Code of Conduct. In order to remain up-to-date on any changes in anti-corruption legislation and practices, representatives from the Independent Commission Against Corruption are invited each year to deliver workshops to our staff. In addition, the Reporting and Handling Process for Concern about Possible Improprieties Policy is in place for employees to report any misconduct. During the year, we did not receive any reports of non-compliance with the Group's procurement policy.

We also ensure that our suppliers are impartially selected based on their competence, experience, service quality, track record, and our operational needs. Effective monitoring and management controls are also in place to detect and prevent bribery, fraud or other malpractices in the process of procurement and tendering. As part of our process to ensure quality and compliance, a database of approved suppliers and contractors is maintained. If a supplier or contractor is found to be in violation of the law or fail to meet our procuring entity's requirements, the service provider will be disqualified and removed from the database.

Responsible Procurement

We are committed to promoting responsible procurement and encouraging our suppliers and contractors to advance their green practices. To support the local economy in Hong Kong and to minimise the carbon footprint from the transportation of goods, around 97% of our procurement is either from local suppliers or local agents of overseas suppliers in our operations. HKRI also encourages sound environmental stewardship and takes environmental criteria into consideration in our procurement process. For instance, in our property development, there is a standard requirement in place for contractors to comply with BEAM Plus guidelines in order to minimise environmental impacts throughout the construction stage.

We place extra care in the procurement process for our transportation operation. We take energy efficiency and emission performance into consideration when selecting and procuring buses. All new buses and diesel vehicles procured in 2017 or after will be equipped with EURO VI Emission Standard engines, subject to market availability which will also

OUR VALUE CHAIN



contribute to improved roadside air quality for the community. In order to reduce the amount of plastic containers used in our daily operations, the green purchasing practices in our hospitality operation stipulate that we purchase 3-in-1 shampoo, conditioner and body wash from our suppliers, instead of buying each separately.

To enhance our suppliers' efforts in reducing their environmental impacts, we launched a "Green Contractor Charter" in June 2016 in our city management operation with the objective of encouraging the adoption of green measures during residential renovation and decoration works.



Discovery Bay Bus Terminus Improvement Work

To supplement the plan for upgrading the Discovery Bay bus terminus and retail arcade, Hong Kong Resort Company Limited, our subsidiary, expanded its communication means before and after the closure of the bus terminus on 25 February 2017 to enhance stakeholders' understanding. The new communication platforms included a dedicated website (dbdevelopment.hk), an exhibition, leaflets and notices for the development plan.



We also set up an information centre and additional signage, and arranged customer service ambassadors and traffic wardens to provide guidance after the launch of new traffic arrangements and the closure of the bus terminus. The initial transition was, in general, smooth though inevitably we faced some challenges. We also received appreciation from residents regarding the arrangement.



OUR VALUE CHAIN

Quality Assurance and Customer Satisfaction

The Group is committed to providing quality services and ensuring customer satisfaction. In our operations, customers include residents, passengers on buses and ferries, guests of hotels and clubs, and customers of our healthcare services. Each of our operations has diverse and well-developed communication systems to gather and respond to customer feedback.

Majority of customers we serve are residents in Discovery Bay. In our city management operation, we provide various communication channels for residents to give feedback and suggestions, such as suggestion boxes, a 24-hour customer service hotline, and walk-ins at the business centres and local management offices. Feedback and suggestions are recorded systematically in our centralised electronic systems to follow up. We also understand the importance of a two-way dialogue in sharing and exchanging ideas with stakeholders. Therefore, we have regular City Owners Committee, Village Owners Committee, as well as Passenger Liaison Group meetings with different resident group representatives. We also provide frequent updates on the latest happenings in the community via notices in the city area, a dedicated community website, and newsletters.

HKRI strives to maintain effective and efficient transportation services. During the year, our buses and ferries ran according to schedule on over 90% of service days. Service interruptions were primarily due to external factors that were out of our control such as adverse weather conditions, traffic incidents and road works. To further improve our services, we also collect feedback during our quarterly passenger liaison group meetings with Discovery Bay residents, and from our customer service hotline as well as through email communication.

The health and safety of our customers is of paramount importance. In our healthcare operation, while we have an established customer complaint handling procedure, we supplement this by inviting patients to fill out a feedback

card after their visits. Our dental section has been assessed and certified under the ISO 9001:2008 Quality Management Systems, recognising our achievement in quality assurance. In our hospitality operation, food provided by our suppliers is carefully inspected, and is returned to suppliers immediately if the quality of the food is unsatisfactory. We also adopt a "First-in, First-out" approach in the food and beverage department, which includes the proper labelling, storage and rotation of food inventory to ensure that all food and beverage are fresh and safe to consume.

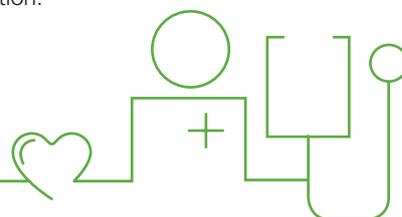
Data Privacy

The Group respects the confidentiality of customers' personal information and upholds a dedicated policy on personal privacy to reinforce our commitment to data protection. We always remind our staff of the Group's policy on personal privacy, access to and handling of customers' personal data and confidential information, and the adoption of appropriate measures to protect our clients' interests. We ensure that the handling of customers' private data is in full compliance with the *Personal Data (Privacy) Ordinance (Cap. 486)*.

Upholding our data protection principle, both our city management and healthcare operations have established dedicated systems to handle the data of their tenants, owners and customers. Personal data is stored with restrictive access. A professional sub-contractor is engaged to destroy obsolete confidential data to ensure customer records are securely handled and not disclosed to any third party.

In our transportation operation, the customer records collected during our daily operations through various means, including Octopus and T-card transactions, are strictly protected in our internal system and not disclosed to any private entity.

During the year, there were no cases of non-compliance with the *Personal Data (Privacy) Ordinance*. We will continue to uphold our commitment to safeguarding our customers' confidential information.



PERFORMANCE DATA SUMMARY

HKEx KPI	Unit	2016/2017	2015/2016		
A. Environment					
A1.1	The types of emissions and respective emissions data				
	- NOx	Tonnes	64.73 ^a	/	
	- SOx	Tonnes	145.88	/	
A1.2	Greenhouse gas emissions in total and intensity				
	Scope 1 emission	Tonnes of CO ₂ e	59,887.70	/	
	Scope 2 emission	Tonnes of CO ₂ e	20,525.16	/	
	- in total (Scope 1 and 2 emission)	Tonnes of CO ₂ e	80,412.86	79,108.64	
	- by intensity (Scope 1 and 2 emission)	Tonnes of CO ₂ e/FTE ^b	59.13	56.63	
A1.3	Total hazardous waste produced and intensity				
	Clinical Waste ^c	- in total	kg	255.10	244.20
		- by intensity	kg/FTE	1.71	1.40
	Used Engine Oil ^d	- in total	kg	12,070.00	/
		- by intensity	kg/FTE	22.69	/
	Lube Oil ^e	- in total	Litre	400.00	/
		- by intensity	Litre/FTE	0.91	/
A1.4	Total non-hazardous waste produced and intensity				
	Recycled Paper Waste ^e	- in total	kg	1,864.00	/
		- by intensity	kg/FTE	4.23	/
	Recycled Carton Box Waste ^e	- in total	kg	9,689.00	/
		- by intensity	kg/FTE	21.97	/
	Recycled Plastic Waste ^e	- in total	kg	823.00	/
		- by intensity	kg/FTE	1.87	/
	Recycled Waste Cooking Oil ^e	- in total	Litre	1,104.00	/
		- by intensity	Litre/FTE	2.50	/
	Recycled Food Waste (excluding hotel) ^e	- in total	kg	42,184	/
		- by intensity	kg/FTE	173.60	/
	Recycled Glass Bottle Waste ^f	- in total	kg	136,800.00	/
	General Waste ^g	- in total	kg	21,600.00	/
		- by intensity	kg/FTE	72.00	/
A2.1	Direct and/or indirect energy consumption by type in total and intensity				
	Electricity (Group)	- in total	'000 kWh	29,321.66	30,690.56
		- by intensity	'000 kWh/FTE	21.56	21.97
	LPG ^h	- in total	'000 kWh	146,384.04	130,817.71 (restated)
		- by intensity	'000 kWh/FTE	739.31	664.05
	Unleaded Petrol ^d	- in total	'000 kWh	1,147.30	1,259.38
		- by intensity	'000 kWh/FTE	2.16	3.83
	Euro V Diesel ^d	- in total	'000 kWh	17,800.66	17,004.20
		- by intensity	'000 kWh/FTE	33.46	51.68
	Marine Light Diesel ^d	- in total	'000 kWh	70,098.89	69,153.78
		- by intensity	'000 kWh/FTE	131.76	210.19
	Diesel ^d	- in total	'000 kWh	96.26	108.09
		- by intensity	'000 kWh/FTE	0.18	0.33
A2.2	Water Consumption in total and intensity				
	- Group total	m ³	260,199.00	258,319.00	
	- By intensity	m ³ /FTE	191.32	184.91 (restated) ^j	

PERFORMANCE DATA SUMMARY

HKEx KPI	Unit	2016/2017			2015/2016		
B. Social							
B1.1	Total workforce by gender and employment type	Male	Female		Male	Female	
	Full-time No. of people	833	527		858	539	
	Part-time No. of people	89	89		60	65	
	Total workforce by age group and employment type	Under 30	30-50	Above 50	Under 30	30-50	Above 50
	Full-time No. of people	232	628	500	/	/	/
	Part-time No. of people	87	62	29	/	/	/
B1.2	Employee turnover rate by gender	Male	Female		Male	Female	
	%	11.57	12.37		/	/	
	Employee turnover rate by age group	Under 30	30-50	Above 50	Under 30	30-50	Above 50
	%	8.20	11.64	4.10	/	/	/
B2.1	Number and rate of work-related fatalities						
	- By number No. of people	0			0		
	- By rate %	0			0		
B2.2	Lost days due to work injury						
	Days	2,753			1,264		
B3.1	The percentage of employees trained by gender and employee category	Total	Male	Female	Total	Male	Female
	- General %	75.73	63.56	94.76	/	91.44	78.65
	- Middle Managers %	73.11	68.94	80.00	/	57.83	100.00
	- Senior Managers %	56.52	40.00	87.50	/	25.00	40.00
	- Overall %	75.00	63.99	92.41	/	/	/
B3.2	The average training hours completed per employee by gender and employee category						
	- General Hours	11.20			17.40		
	- Middle Managers Hours	23.00			12.90		
	- Senior Managers Hours	1.90			1.30		
	- Male Hours	13.00			14.60		
	- Female Hours	10.50			13.30		
	- Overall average Hours	12.05			/		
B6.2	Number of service-related complaints/suggestions received						
	No. of cases	1037ⁱ			547		
B7.1	Number of concluded cases regarding corrupt practices brought against HKRI						
	No. of cases	0			0		

Remarks:

- ^a The data includes both vehicular and vessels emissions. Due to data availability on vessels, the figure is calculated by an estimated NOx emission factor. We will continue to improve the accuracy of this data.
- ^b FTE: Full-time employees
- ^c This data is confined to our healthcare operation.
- ^d This data is confined to our transportation operation.
- ^e This data is confined to our hospitality operation.

- ^f All of our operations, tenants and residents in Discovery Bay contributed to achieve this great amount of recycled glass bottles, saving earth resources.
- ^g This data is confined to our offices.
- ^h This data is confined to Auberge Discovery Bay Hong Kong.
- ⁱ This figure is adjusted by dividing the volume of water consumption by Group FTE.
- ^j 298 cases and 292 cases on Discovery Bay bus terminus improvement work are respectively received by the transportation operation and the city management operations (a total of 590 cases).

HKEX ESG REPORTING GUIDE

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Aspect	HKEx KPI	Description	Page Number/ Remarks
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	A1.2	Greenhouse gas emissions in total and intensity	37
	A1.3	Total hazardous waste produced and intensity	37
	A1.4	Total non-hazardous waste produced and intensity	37
	A1.5	Description of measures to mitigate emissions and results achieved	12-14
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	14-16
A2 Use of Resources	A2	General Disclosure	12-14
	A2.1	Direct and/or indirect energy consumption by type in total and intensity	37
	A2.2	Water consumption in total and intensity	37
	A2.3	Description of energy use efficiency initiatives and results achieved	13
	A2.4	Description of issue in sourcing water, water efficiency initiatives and results achieved	14
A3 The Environment and Natural Resources	A3	General Disclosure	12-17
	A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them	12-17
B. Social			
			
Employment and Labour Practices			
B1 Employment	B1	General Disclosure	28
	B1.1	Total workforce by gender, employment type, age group and geographical region	28, 38
	B1.2	Employee turnover rate by gender, age group and geographical region	38
B2 Health and Safety	B2	General Disclosure	30-31
	B2.1	Number and rate of work-related fatalities	38
	B2.2	Lost days due to work injury	38
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	30-31

HKEX ESG REPORTING GUIDE CONTENT INDEX

Aspect	HKEx KPI	Description	Page Number/ Remarks	
B. Social				
				
Employment and Labour Practices				
B3 Development and Training	B3	General Disclosure	29	
	B3.1	The percentage of employees trained by gender and employee category	29, 38	
	B3.2	The average training hours completed per employee by gender and employee category	29, 38	
B4 Labour Standards	B4	General Disclosure	We abide by relevant employment ordinances and statutory requirements of Hong Kong. No relevant cases of non-compliance were recorded.	
Operating Practices				
B5 Supply Chain Management	B5	General Disclosure	34-35	
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where and how the practices are being implemented and monitored	34-35	
B6 Product Responsibility	B6	General Disclosure	36	
	B6.2	Number of products and service related complaints received and how they are dealt with	36, 38	
	B6.4	Description of quality assurance process and recall procedures	36	
B6.5	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	36	
	B7 Anti-corruption	B7	General Disclosure	34
	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	38	
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	34		
Community				
B8 Community Investment	B8	General Disclosure	20-23	
	B8.1	Focus areas of contribution	20	
	B8.2	Resources contributed to the focus area	20	

The background of the entire page is a light green color with a faint, stylized map of Hong Kong's street network overlaid in a slightly darker shade of green. The map shows a dense grid of streets with some irregularities, reflecting the city's unique urban layout.

HKRI

HKR INTERNATIONAL LIMITED

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