



上諭集團控股有限公司
**SHEUNG YUE GROUP
HOLDINGS LIMITED**

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 1633

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT
2022**



1. Introduction and Reporting Scope

This is the sixth year for the Group to prepare a report covering the Environmental, Social and Governance (“ESG”) highlighting information as well as performance for SHEUNG YUE GROUP HOLDINGS LIMITED (the “Company”) and its subsidiaries (together referred to as the “Group”). This report has been prepared in accordance with the requirements of the “ESG Reporting Guide” under Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Foundation works are still being the Group’s most important business segment and principally undertaken by our key operating subsidiary, Simon & Sons Engineering Limited. The scope of this ESG report (“Report”) covers the Group’s head office and activities both in Hong Kong and Macau.

The Board of Directors of the Company (the “Board”) takes a leading role in ESG management. It monitors its ESG practices and takes full responsibility for ESG strategy-making as well as ESG reporting. Appointed by the Board, our business functions identify ESG liabilities and assess their importance to business and stakeholders by reviewing our operations and conducting internal discussions. Management of the Company regularly reviews ESG liability risk management and internal monitoring systems and confirms their effectiveness to the Board.

This Report covers the period from 1 April 2021 to 31 March 2022 (the “Reporting Period”), which coincides to the Group’s latest published annual report for the financial year ended 31 March 2022. The Group keeps striving to identify, manage and improve our standard of ESG and strictly complied with statutory requirements as well as ordinances, regulations and other legislative requirements. The Group will keep strengthening our performance in environmental and social aspects as part of our business development.

2. Stakeholders’ Engagement

Stakeholders’ perspective on ESG include owners, government authorizes, customers, bankers, investors, employees, business partners, sub-contractors, suppliers, unions, various kinds of media and the community organizations in general.

During the Reporting Period, the Company has adopted a shareholders’ communication policy, which has helped the Company to ensure that the shareholders will have equal and timely access to the information about the Company in order to enable the shareholders to exercise their rights in an informed manner and allow them to engage actively with the Company.

The Group realizes that communication with stakeholders is important. An effective communication shall be achieved via diverse range of continuous assessments and feedback collection through our internal meetings and external meetings with our stakeholders. Various communication channels include but not limited to the annual general meeting, employee suggestion box, site visits, client satisfaction surveys, telephone enquiry, various communication apps, periodical sub-contractor and supplier evaluation as well as inviting them to participate the meeting and consultation from them.

3. Environmental Protection and Management Systems

The Group is engaged in undertaking foundation works and some environmental impacts may cause emissions and wastes during operation. We have been always taking various measures i.e. “Design and Planning, Reuse and Recycle, On-Site Sorting, Air Pollution and Carbon Emission, Wastewater Pollution and Noise Pollution” to mitigate and/or avoid such impacts as mentioned in our last year report.

By taking those measures in an effective manner, the Group has thoroughly implemented the Integrated Management Systems covering quality, environmental, safety and energy in both management level and operational level. Our key operating subsidiary, Simon & Sons Engineering Limited has been granted with latest editions of certificates, i.e. “ISO 9001:2015 – Quality Management Systems and ISO 14001:2015 – Environmental Management Systems, ISO 45001:2018 – Occupational Health and Safety Management Systems and ISO50001:2018 – Energy Management Systems” from the accredited Certification Body in compliance with the international standard requirements. Those changes have been substantially reviewed before put into our current management systems for implementation.

The Group adheres to good environmental management and strives to protect the environment to fulfil its corporate social responsibility. The Group has established environmental policies and integrated the concept of sustainable development into its operation. The environmental management system has been certified by the international standard ISO 14001:2015 and complies with the standard to ensure environmental friendliness for the design and construction of building works.

In addition, to minimise the adverse impact caused by our operations, the Group has included in our scope of works the measures in pollution control, conservation of the resource and waste reduction by reuse, recovery, and recycling of used materials as practicable as below:

- Commit to comply with relevant environmental legislation and regulations;
- Set out environmental targets, and continuously review to improve;
- Provide training to staff to arose environmental awareness; and
- Ensure the environmental policy is made available to the public and clearly communicated to all employees within the Group.

The Group strictly complies with the relevant laws and regulations in Hong Kong, including but not limited to:

- Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong);
- Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong);
- Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong);
- Environmental Impact Assessment Ordinance (Chapter 499 of the Laws of Hong Kong); and
- Public Health and Municipal Services Ordinance (Chapter 132 of the Laws of Hong Kong).

During the Reporting Period, the Group is not aware of any material non-compliance with environmental laws and regulations relating to air and Greenhouse Gas (“GHG”) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant adverse impact on the Group.

Having consulted various parties regarding the upcoming changes of the latest international standard requirements, we notice that “Understanding the Organizational Context, Organizational Knowledge, Risk and Opportunity” will still be the key elements for us to address and to be integrated into the management systems by considering any issues that may have affected or influenced the development of Company both internally and externally to all of our management systems under implementation.

Understanding the Organizational Context to Risks and Opportunities Identification

The Group is committed to define its position in the marketplace and understanding how relevant factors arising from legal, political, economic, social and technological issues influencing our strategic direction and our organizational context.

We identify, analyse, monitor and review factors that may affect our ability to satisfy the interested parties including “Customers, Communities, Suppliers/Subcontractors, Regulators, Non-Governmental Organizations, Owners/Stakeholders/Investors/Employees”, as well as factors that may adversely affect the stability of our process in terms of energy consumption, environmental pollutions or wasted material, or our management system’s integrity.

To ensure that our management systems are aligned with our strategy, whilst taking account of relevant internal and external factors (as shown in below table); we initially collate and analyse pertinent information in order to determine potential impact on our context and subsequent business strategy with regular update.

Internal Issues (Organization and employees)	External Issues (International, national, regional or local)
Values	Legal (Regulatory & statutory)
Culture	Cultural
Knowledge	Competitor
Company staff performance	Social and economic environments
Capacity	Market
Innovation	Technological
Finance	Rate of successful tender

**Internal Issues
(Organization and employees)**

**External Issues
(International, national, regional or local)**

Governance & Management

Changes of government policy and guidance

Vendor performance

Project team consists of other interested parties

Internal communication

External communication

Occupational safety and health care

Stipulated Insurance policy

Energy consumption in office

Energy consumption at workplace

Maturity of existing technology

Acceptable technology as per statutory requirements

Environment hygiene and health

Government instruction on prevention of the COVID-19 and other diseases

Then we monitor and review this information to ensure that a continual understanding of each requirement is derived and maintained. To facilitate the understanding of our context, we regularly consider issues that will be influencing our context through management meetings and to be conveyed via minutes and business planning documents.

The output from this activity is evident as an input to the consideration of risks and opportunities, and the actions that we take to address them in the “Risk and Opportunities Register” covering “ESG Risk”.

Actions to Address Risks & Opportunities

The overall aim of risk and opportunity management within the Group is to ensure that organizational capabilities and resources are employed in an efficient and effective manner to take advantage of opportunities and to mitigate risks.

Our Board Management Members are responsible and engaged for incorporating risk-based thinking into our organization’s culture with regular review. This includes the establishment of risk management policies and targets to ensure effective implementation of risk and opportunity management principles and activities by:

- Providing sufficient resources to carry out risk and opportunity management activities;
- Assigning responsibilities and authorities for risk and opportunity management activities; and
- Reviewing information and results from audits and risk and opportunity management activities.

The risk and opportunity management process includes the assessment of the internal and external issues, and the assessment of the needs and expectations of any interested parties as mentioned above. Risk and opportunity management is undertaken as part of our day-to-day operations and is captured at the following hierarchy:

Business Hierarchy	Risk	Opportunity
Strategic level	Adaptation of lower tender price strategy may lead to vicious market competition.	Promotion of advance technology information in different occasions in order to have a technological knowledge advantage in market competition, i.e. introduction of large diameter bored-pile technique.
Programme level	Low performance and efficiency Best use of vehicles and machineries to reduce the energy consumption and GHG emissions.	Enhance mobilization of idle machineries and materials to save extra rental cost of storage usage. Best use energy in daily operation with less waste, training to the staff or vendors in both office and project site(s) can enhance their awareness and knowledge in energy saving.
Department level	Clarification of liability extents as per inexplicit contractual terms and specification	Tender review and contract review with thorough consideration in line with our set policy and targets, capabilities, financial support, resource planning and mobility by our top management with approval before acceptance.
Process level	Inaccurate evaluation and assurance results	All evaluation results shall be brought to the various regular meetings for presentation and comment review and improvement actions shall be taken by delegated process owner within set timeframe, further result review shall also be done until issue being satisfactory addressed and closed out.

Establishing such a hierarchy for capturing risk and opportunity ensures that every risk and opportunity is managed at the most appropriate level within our organization. We have classified “risk appetite” as the amount of risk that we are willing to accept in pursuit of an opportunity or the avoidance of risk where each pertains to product and/or system conformity.

Determination and continual improvement of Risks & Opportunities in relation to the ESG

The Group has been determining and updating the risks and opportunities related to our environmental and energy aspects, social compliance obligations, company governance and other issues or requirements that need to be addressed.

Interested parties' satisfaction level, internal audit results, process performance results, and the required resources for filling up the loop hole of management systems are then checked against our set policy and objectives to identify if any additional opportunities for improvement will be required and to be further addressed in the risk & opportunities register for result monitoring and effectiveness review.

Emissions

During the Reporting Period, our major emissions were gasoline, electricity, water, paper, computer and other non-hazardous waste. For emission treatment measures, the Group aims to support corporate sustainable development by conducting our business in an environmentally responsible manner. The Group is aware of the impact brought by climate change and strives to minimise the impact of our operations on the environment. Therefore, we request our contractors to adopt eco-friendly approaches to reduce the environmental damage caused by materials and construction methods used, thus less greenhouse gas and wastes would be emitted and produced in the course of operations. The Group complies with all applicable environmental regulations, and co-operates with its partners, including clients and suppliers, to operate in an environmentally responsible manner to achieve energy efficiency and to reduce, reuse and recycle waste.

Use of Resources

We attached great importance to environmental protection in order to establish an environmentally-friendly enterprise. We pay close attention to the intensive and economical utilization of resources, and advocate environmentally-friendly office practices and travel, so as to greatly reduce the consumption of resources and thus reduce the damage to the environment. For electricity utilization, staff are required to turn off all electric equipment before leaving for the day, set operating conditions and temperature standards for air-conditioners, and post gentle reminders for conserving electricity to help employees to raise their environmental consciousness. For usage of papers, employees are encouraged to communicate with each other through emails and other online means to reduce paper consumption, implement double-sided printing to the greatest extent, and recycle used paper. For usage of water, we put up water conservation tips and posters in toilets and hand washing places, strengthen the daily maintenance and management of water equipment, and timely repair damaged water supply pipes and facilities.

4. Human Resources and Community

4.1 Stable and Fair Working Environment

The Group believes that employees are the largest and most valuable asset of the Group. Human resources managing procedures are formally documented in the employee handbook, covering resources planning, performance evaluation, training, recruitment, resignation, transfer, remuneration and welfare, etc. These procedures not only provide a standardised labour employment management, but also safeguard the legitimate interests of every employee.

Besides, the Group endeavours to protect employees' occupational health and safety. The Group strictly complies with the relevant laws and regulations in Hong Kong, including but not limited to the Employment Ordinance (Chapter 57 of the Laws of Hong Kong); the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong); the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong); and the Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong). During the Reporting Period, the Group is not aware of any material non-compliance with employment and labour practices related laws and regulations that would have a significant adverse impact on the Group.

The Group ensures a stable workforce environment for the development of the Group especially in the competitive labour markets. Thus we create and keep a fair employment environment to our employees with reasonable working hours and extra holidays to prevent their burnout. Overtime work is always not encouraged in the Group. However, if our staff are really necessary to work beyond the set working hours, compensatory leave will be granted in return.

For any new recruitment and promotion, every candidate or staff is being evaluated based on the non-discrimination principle of gender, age, race, marital status, sexual orientation and religious belief, etc. In addition, we prohibit any violation on human rights and accept zero tolerance towards using forced labour, child labour and illegal workers.

The Group offers a variety of job opportunities and promotion for staff depending on their performance and talent after annual review. Any staff who has demonstrated outstanding performance will be recommended to promote or reward.

4.2 Safety and Health Monitoring

The Group always puts safety and health at first priority in any workplace. Full time Safety Officer has been engaged in the Group to provide safety induction training, toolbox talk and other relevant safety training to all frontline workforce, supervisory staff, suppliers, sub-contractors and visitors before entering the site for works.

Safety procedures with policies are established at workplace with regular review by Our Board Management Members among the other staff members in the "Safety and Health, Environmental and Energy Committee".

Safety Officer ensures the effectiveness of the safety management system of the Group by performing regular safety inspection, coordinating various kinds of safety aspects with result monitoring and takes prompt action if any issues being identified.

Safety meeting and site inspection will be held regularly to monitor the safety and health performance of our staff. Participation and consultation from them are welcomed to put forward for our whole system improvement.

4.3 Safety Equipment

Adequate and applicable Personal Protective Equipment (PPE) including safety helmets, harness, masks, ear plugs, shoes, goggles, gloves and reflective waistcoats are always kept in stocks and provided to our staff before working on site. Those machines and vehicles have been checked regularly with certificates granted before use.

Safety Officer has conducted noise assessment to determine the noise level of the plant, equipment, tools and construction process on site and prepare noise assessment report. New assessment would be conducted whenever there are new equipment or plants being introduced, or the working environment has changed which may affect the noise emitted.

4.4 Development and Training

The Group is committed to strengthening its talent pool through establishing a compensation and benefits system and providing continuous and systematic on-the-job training and development to enable staff to keep abreast of the latest industry information and cutting-edge technological know-how. Accordingly, the staff is able to improve their individual competence comprehensively according to our business development objective, forging ahead and developing themselves during the development of the Company.

The Group has always been persistent in providing trainings for the staff, and putting in place competitive promotion channels for them in a bid to attract, develop and retain talents. At the same time, we encourage and sponsor staff to participate in internal and external professional trainings, which are mainly reflected in the followings:

– ***Established a sound talents training and management system***

We have established a sound talent training and management system, forming a closed loop process of training, application and performance while strengthening the foundation assurance works in talents training and management.

– ***Continuously improved the technical and professional level of talents***

We strengthened our human resources professional service technology, followed the Company's business development direction, gave full play to the intrinsic quality of talents in achieving development goals, identified trainers and training contents in a targeted manner, promoted the work skills and professionalism of professional and technical staff, and enhanced middle and senior management abilities in strategy planning, operational decision-making, resources integration, management innovation and crisis management.

– ***Intensified efforts to implement talents training and management measures***

We fully implemented talents training and management measures, accelerated building of talents team, broadened talents growth channels, improved training effectiveness, and fully exerted the exemplary and public relation roles of talents at all levels in their working fields. Being people-oriented, attaching importance to the training and development of talents, and stabilizing the talents team, we secured talents supply for the development of the Company.

5. Governance

5.1 Product Responsibility

In spite of different kinds of methodologies and materials needed in various types of foundation works, they all have one critical requirement in common which is the product standard quality. No matter how good the superstructure is, high quality foundation works that meet the construction standards is still the fundamental element to support the whole structure. The Group ensures a strong interrelationship with customers, stakeholders and other interested parties throughout the whole construction stages. An open communication channel is always dedicated to our responsible staff for handling any queries or feedback as quickly as possible. For any feasible and practical improvement action to our operation being received, the possible solutions will be identified, recorded and follow-up with result monitoring by our delegated team members.

5.2 Anti-corruption and Prevention of Bribery

Under the Chapter 201 Prevention of Bribery Ordinance, any Director or staff member who, without the permission of his employer or principal (i.e. the Company), solicits or accepts an advantage as a reward or inducement for doing any act or showing favour in relation to the latter's business, commits an offence. In addition, the person offering the advantage also commits an offence.

The Group accepts zero tolerance of any kind of any bribery, extortion, money laundering, false declaration, corruption and fraud. Our staff are encouraged to attend the talk organized by the Community Relations Department of the Hong Kong Independent Commission Against Corruption (ICAC) in order to let them having a clear picture when facing any issue which may be constructed to corruption during their daily works.

All staff are required to disclose and report to the management of any situation that may reasonably be implicated to a suspected case or give rise to a conflict of interest. Any violation to the anti-corruption regulations shall be subject to legal discretion. During the last whole year, zero corruption case was noted and we will stay clean and keep complying the statutory requirements as always.

The Group has established policy as follows to promote and support “Anti-corruption and Prevention of Bribery”:

Anti-corruption Policy

The Group strives to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders. Our values are incorporated into our policy and codes of conduct, which underline our commitment to safeguarding our principles. This Anti-corruption Policy applies to all employees including Directors of the Company.

This Policy provides a means for the Company to conduct all of its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce its business practice of not engaging in bribery or corruption; and to commit to the prevention of deterrence, detection of fraud, bribery and all other corrupt business practices.

Employees include all individuals working at all levels and grades, including directors, senior managers, officers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, volunteers, interns, agents, sponsors, or any other person associated with the Company, or any of our subsidiaries or their employees; and other interested parties covering clients, customers, suppliers, distributors, business contacts, advisers, government and public bodies, including their advisers, representatives and officials, politicians and political parties shall read, understand and avoid any activity that might lead to, or suggest, a breach of this policy. A bribe may be anything of value and not just money, including but not limited to:

- Gifts;
- Inside information;
- Sexual or other favors;
- Corporate hospitality or entertainment;
- Offering employment to a relative;
- Payment or reimbursement of expenses;
- Charitable donation or social contribution; and
- Abuse of function.

Corruption includes wrongdoing on the part of an authority or those in power through means that are illegitimate, immoral or incompatible with ethical standards. Corruption often results from patronage and is associated with bribery. In order to maintain the highest standards of integrity, employees must ensure all expenses claims relating to hospitality, gifts or expenses incurred to third parties are recorded and submitted with the reason for the expenditure. All accounts, invoices, memoranda and other documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be prepared and maintained with strict accuracy and completeness. No accounts will be kept “off-book” to facilitate or conceal improper payments and the same is ensured through effective monitoring and auditing mechanisms in place. Every person is encouraged to raise their concerns about any bribery issue or suspicion of malpractice at the earliest possible stage. If he/she is unsure whether a particular act constitutes bribery or corruption or if he/she has any other queries, these should be raised with their superior in accordance with the Whistle-blowing Policy.

5.3 Whistle-blowing

It is good practice to create an open, transparent and safe working environment where employees feel able to speak up, the existence of a whistleblowing policy shows an employer’s commitment to listen to the concerns of employees. The Group has established such policy to promote and support “Whistle-blowing” as follows:

Whistle-blowing Policy

The Group strives to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders. Our values are incorporated into our policy and codes of conduct, which underline our commitment to safeguarding our principles. This Whistleblower Policy applies to all employees including Directors of the Company.

This Policy provides a means for every reporting being treated with the utmost confidentiality and promptly investigated without the risk of recourse for the employee so long as their report is made in good faith.

Employees on all levels, which include persons employed by or in any other type of relationship of authority to the Company as well as members of the board of directors are encouraged to report, in good faith, any questionable behavior or concern of suspected criminal or unethical conduct by or within the Company.

Any actual or suspected irregularity, malpractice, breach or misconduct of a general, operational or financial nature within the Company based on reasonable grounds, including concerns that may be viewed as a breach of our code of conduct, is a reportable incident, including but not limited to:

- Fraud or theft;
- Money laundering;
- Bribery or corruption;
- Deceit;
- Infringements;
- Insider trading;
- Market abuse;
- Conflict of interest;
- Sexual harassment; and
- Accounting controls or other auditing matters.

If requested, the Reporting Employee may receive general information on the progress and closing of the investigation and its outcome, unless giving such feedback would be detrimental to the investigation. The Company will make every effort to protect the employee against retaliation and to keep his/her identity confidential. On the contrary, the Company does not tolerate false accusations, if employee found to be deliberately falsifying reports or acting in a manner that is not consistent with the Company's codes of conduct will be subject to the disciplinary action as deemed appropriate.

5.4 Board Diversity

The Group recognizes that board diversity is an essential element contributing to the sustainable development of the Company. It is believed that board diversity enhances decision-making capability and a diverse board is more effective in dealing with organizational changes and less likely to suffer from group thinking. The Group has established such policy to support "Board Diversity" as follows:

Board Diversity Policy

The Group strives to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders. Our values are incorporated into our policy and codes of conduct, which underline our commitment to safeguarding our principles. This Board Diversity Policy applies to all employees including Directors of the Company.

This Policy provides a means for the Company to consider several factors including but not limited to the gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All these factors are considered in relevant to the decision on appointments to the Board and the continuation of those appointments.

A Nomination Committee has been established by the Board with specific terms of reference. The Nomination Committee is responsible for, amongst other things, identifying individuals suitably qualified to become Board members, considering the re-appointment of the Directors and succession planning for Directors and making recommendations to the Board in respect of the aforesaid matters. The Nomination Committee will annually review the following and report to the Board:

- Give due consideration to the current composition and size of the Board, develop a list of desirable skills, perspectives and experience at the outset to focus the search effort;
- Adopt any process it considers appropriate in evaluating the suitability of the candidates, such as interviews, background checks, presentations and third party reference checks;
- Hold meeting and/or by way of written resolutions to, if thought fit, approve the recommendation to the Board for appointment upon considering a candidate suitable for the directorship; and
- Make recommendation to the Board in relation to the proposed appointment.

This policy has been approved by the Board and any subsequent amendment shall be reviewed by the Nomination Committee and further approved by the Board. This policy will be published in the corporate governance reports in the Company's annual report.

5.5 Mechanisms for ensuring independent views and input to the Board

The Board endeavours to ensure the appointment of at least three independent non-executive Directors and at least one-third of its members being independent non-executive Directors (or such higher threshold as may be required by the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited (the “Listing Rules”) from time to time).

Apart from complying with the requirements prescribed by the Listing Rules as to the composition of certain Board committees, independent non-executive Directors will be appointed to other Board committees as far as practicable to ensure independent views are available. The Nomination Committee must strictly adhere to the Nomination Policy and the independence assessment criteria as set out in the Listing Rules with regard to the nomination and appointment of independent non-executive Directors. Each independent non-executive Director is also required to inform the Company as soon as practicable if there is any change in his/her own personal particulars that may materially affect his/her independence. The Nomination Committee is mandated to assess annually the independence of all independent non-executive Directors by reference to the independence criteria as set out in the Listing Rules to ensure that they can continually exercise independent judgement.

Independent non-executive Directors (as other directors) shall not vote or be counted in the quorum on any board resolution approving any contract or arrangement in which such Director or any of his/her close associates has a material interest.

Furthermore, the Company has established channels through formal and informal means whereby independent non-executive Directors can express their views in an open and candid manner, and in a confidential manner, should circumstances require. The chairmen of the Board may hold meetings with the independent non-executive Directors without the presence of other Directors to discuss major issues and any concerns. Independent non-executive Directors (as other directors) are entitled to seek further information and documentation from the management on the matters to be discussed at board meetings. They can also seek assistance from the Company’s company secretary and, where necessary, independent advice from external professional advisers at the Company’s expense.

5.6 Supply chain management

The Group always keeps track of the work processes done by the suppliers and sub-contractors, and conducts annual selection process determining whether they are going to be remained or removed from the approved list after performance assessment. The selection criteria include but not limited to their experience and past performance, willingness to match our management systems covering quality, environmental, safety and health, and energy management.

By considering the procurement of machineries, QPME labelled and Ultra Low Sulfur Diesel shall be selected at first priority with the advantages of low noise and less pollution generated during operation and also in compliance with the relevant legislative requirements.

5.7 Precautions against the COVID-19

The Group promotes the prevention of the COVID-19 as well as other diseases by distributing “Epidemic Prevention Bag including Alcohol-based Handrub and Face Mask” to our staff both in office and on various sites in order to safeguard their health. The Group also strengthens the hygiene by increasing the frequency of overall workplace cleaning especially after every meeting in the conference room.

5.8 Community Investment

The Group contributes to the community and works towards building a caring society. The Group has donated to the following charities supporting a wide range of services to the society during the period from 1 April 2021 to 31 March 2022.

Name of Charity	Donation Amount (HKD)	Date of Donation
Rainbow Foundation Ltd.	<u>10,000.00</u>	17/09/2021
	Total: <u><u>10,000.00</u></u>	

5.9 Intellectual Property Rights Protection

The Group has been strengthening the protection and day-to-day management of intellectual property rights for a long time, and has standardized the filing of all patents obtained by the Company and assigned a dedicated department to be responsible for the application, protection and management of intellectual property rights.