



**青鸟环宇**  
JADE BIRD UNIVERSAL

**BEIJING BEIDA JADE BIRD UNIVERSAL  
SCI-TECH COMPANY LIMITED**

**北京北大青鸟环宇科技股份有限公司**

**STOCK CODE : 08095**

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT **2020**

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Beijing Beida Jade Bird Sci-Tech Universal Company Limited (the “Company”) has principally been engaged in development of travel and leisure business, investment holding and production and sales of wine and related products. As an enterprises that, through its subsidiaries and associates, focuses on the provision of environmental shuttle bus service and property management services, operation of tourist service centre and tourist souvenir shops and involvement in multiple tourism development projects in the People Republic of China (the “PRC”), the Company is committed to transitioning towards sustainable tourism, which in general means reducing the negative impact of commercial tourism activities on the eco-systems while contributing to the protection of local environment, respecting for indigenous culture in the tourist spot and promoting social and human rights standards during operations. Aiming to integrate environmental, social and governance (“ESG”) management into business operations, the Company endeavours to keep refining its business model and building resilience to various challenges including climate crisis, market fluctuation and natural disasters, in particular the unprecedented devastating impacts of COVID-19 Pandemic (“pandemic”) on social stability and economic growth across the world.

In strict compliance with the requirement under Appendix 20 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), the Company and its subsidiaries (collectively, “the Group” or “we”) are pleased to present its fifth ESG Report (the “Report”) for the year ended 31 December 2020 (“FY2020”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2020.

### Boundary Setting

Setting the boundary for what entities are to be included within the universe of reporting subjects helps stakeholders to have a better understanding of the effectiveness of the Group’s implementation of relevant ESG policies, while allowing the Group to comprehensively describe the business operations in which the Group was engaged during the year under review. Under the operational control approach, this ESG Report covers the environmental and social performance within the major business segments of the Group including the travel and leisure business, investment holding and the production and sales of wine and related products in the PRC and the United States of America (the “US”). Within the outlined boundary, a total of 440 employees were associated with the defined major business segments in FY2020.

For the corporate governance section, please refer to the Group’s Annual Report 2020 (Page 40 to 53). The reporting period of this ESG report is for FY2020 unless specifically stated otherwise.

### Reporting Principles

#### *Materiality:*

With limited resources and time, materiality assessment is an essential business strategic tool for filtering the insignificant issues and highlighting the material environmental and social impacts. By gathering the feedback of various stakeholder groups about their concerns, interests and expectations in terms of company’s sustainable development, the board of directors of the Company (the “Board”) delegated its management to perform a materiality assessment, which, with the final outcome of materiality matrix, reflected the material ESG issues which may impact the Group’s ability to develop in a sustainable way. In FY2020, five material topics were identified as material to the Group, to which the Board will pay particular attention in its decision-making, with more effective strategies and a systematic monitoring mechanism being implemented for management in the future. Meanwhile, the process and result of the boundary setting also reflect the principle of Materiality. Given the diverse business segments of the Group, the major operations in the PRC and the US were considered as the relatively significant business activities, in which a total of 440 staff members were involved, resulting in the discrepancy with the total number of employees as disclosed in the Annual Report 2020.



## I. About the Report

### *Quantitative:*

To implement the reporting principle of Quantitative, measurable key performance indicators (“KPIs”) are listed under the section of Emissions, Use of Resources and Employment in this Report. Targets of the Group are relatively simple due to the operation nature of the Group. To ensure that reader can garner a deeper understanding of the Group’s ESG performance under environmental and social subjects, the Group’s performance in greenhouse gas emissions, consumption of various energy resources and employment was quantified and summarised in a measurable format.

### *Balance:*

To seek an accurate and objective evaluation of the Group’s sustainability performance, an unbiased picture of the Group’s ESG information analysis was portrayed and delivered to the readers. External consultants were engaged for assisting and assuring the preparation of the Report to ensure its independency. Conforming to the principle, the information revealed in the report included both the outstanding achievements and room for improvement of the Group sustainability performance in FY2020.

### *Consistency:*

To facilitate informed decision-making process through transparent information disclosure, the Group has adopted the methodology and reporting framework that is consistent over years. The calculation of greenhouse gas emissions, in particular, was in alignment with local reporting rules and internationally recognised standards including the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Meanwhile, to ensure that the information disclosure in the Report can be presented to its stakeholders clearly, the Group adopted a reporting process that was aligned with the order for disclosure in the ESG Guide, which is conducive to increasing the coherence to the entire reporting process and building a roadmap visualising its growth in sustainability to all while allowing for the effective comparison.

### **Information disclosure**

The information in this Report was gathered through numerous channels, including official documents and internal policies of different subsidiaries of the Group, the factual evidence of the implementation of ESG practices in the Group, the feedback from staff via online surveys in the format of quantitative and qualitative questions based on the reporting framework, and the verified statistics of the Group’s annual performance in business operations and sustainable development. To deliver a more formalised ESG report that appeals to our readers, a complete content index is available at the end of the ESG report for readers’ convenience to check its integrity. The Report is prepared in both English and Chinese. Should there be any conflict or inconsistency, the English version shall prevail.

The Group believes that a robust and systematic sustainability governance framework and the implementation of accountability mechanism are of paramount importance to creating values to all of its stakeholders, while lowering the Group's impacts on the environment and natural resources. To this end, the top governance body of the Group – the Board, champions the integration of ESG concepts in risk management and business operations, and is highly supportive of sustainable tourism by empowering the responsible management to actively implement ESG throughout the Group. To carry out the Group's sustainability strategy from top to bottom, the Board takes the lead on and has the oversight of ESG issues within the Group. The Board assumes ultimate responsibility for ensuring the effectiveness of the implementation of the Group's ESG policies and the report.

The Group is deeply aware that only when ESG is internalised and carried forward by the highest authority together with the effective execution by the management and study of general staff of the Group, can it be truly integrated in the organisational culture and business operations. As such, the Board members and the secretary of the Group are in charge of monitoring, tracking and managing the sustainable development performance of the Group, overseeing the effective implementation of ESG-related internal strategies (including climate-related risk identification and management) and the formulation and revision of policies regulating the business operations under material topics.

The Board regularly reviews and adjusts its sustainability policies through the reports from the management, in order to satisfy the ever-changing needs of its stakeholders. Details of the Group's management approaches in both the environmental and social aspects are elaborated in different sections of this Report.

With the forward-looking guidance and well-designed plans of action to address underlying ESG matters, the Group will insist on optimising its internal sustainability framework and give play to its first-mover advantage in leading the industry towards prosperity.

## II. Board Inclusiveness

### DEAR VALUED STAKEHOLDERS,

On behalf of the Board, I am pleased to present to you our ESG Report, detailing the Group's approach, performance and commitment regarding corporate sustainability for the financial year ended 31 December 2020.

Stepping into 2020, the pandemic has created unprecedented upheaval in all industries around the world, in particular the tourism industry. While our tourism business was adversely affected, the challenging crisis has also shed light on the importance of building corporate sustainability and responsible business, as they are seen as a key strategy for being resilient and overcoming the barriers during the economic recovery in the post-epidemic era. As we celebrated our 20th anniversary as a leading company that was the first batch to be listed on GEM of the Stock Exchange, we never forgot to fulfil the obligation to ourselves, our clients and our communities to do sustainably as we grow. Due to the diverse business nature, our sustainability mission has invariably been promoting sustainable travel, responsible investment and ethical behaviour throughout our various business segments.

Tourism, one of the world's fastest growing industries and a main source of foreign exchange and employment, is undeniably linked to the socioeconomic and environmental well-being on the planet. In constant pursuit of sustainable tourism, we are committed to reducing the resources used to deliver services and products to our customers, getting rid of single-use materials, standardising our operating practices and engaging ourselves in bringing benefits to local community. Despite the strong dependency on fossil fuels supporting business operations, we put enormous efforts in minimising our environmental footprint, including installing anti-smoking device on vehicles and find substitution for heavy-duty diesel as alternatives. Being one of the leading companies in the industry, we not only drive the development of high-tech industries through mastering specialised technologies, but also aim to facilitate the sustainable development via our extensive influence across the value chain in different geographical locations and investments. Guided by our mission and to enhance the level of our commitment, we have aligned ourselves with an internationally adopted framework, the Sustainable Development Goals (SDGs) proposed by the United Nations (UN) in 2015. Through thorough evaluation and communication with our various stakeholders, SDG 3: Good Health and Well-being, SDG 4: Quality Education and SDG 6: Clean Water and Sanitation were identified as of the most relevant issues to our core businesses. The sub-targets under the goals will be taken as the benchmark to inform our sustainable actions and responsible decisions in the future.

In view of the fact that businesses are a core building block of a healthy and productive society, on which everyone depends as an individual and as a member of local community, the well-being and sustainability of the society has always lied at the core of everything we do. Recognising that when given opportunities to work together towards a common goal and a higher purpose, people will usually come up with remarkable ideas and innovations, we continue to encourage our employees to come as a joint effort and catalyst to improve local communities through social investment and donations to charitable activities. In FY 2020, although the different business segments of the Group were suspended and hit seriously by the pandemic in varying degrees, we still cared for the community where we operate and actively contributed to the recovery of the society through donations and psychological counselling activities organised by our business divisions in different areas across the world.

In 2020, China announced its ambitious pledge to achieve carbon neutrality by 2060 and carbon peak by 2030. Honouring the climate goal set by central government of China, the Group believes that addressing emissions reductions in the transportation will play a key role in accelerating the progress towards the target. Thus, we are committed to furthering our transition to transportation electrification and clean energy for business operations in the near future, seizing the golden opportunity with the concerted efforts of players in the industry to move towards a low-carbon and more efficient tourism system.

Last but not least, I would like to take this opportunity to express my sincere gratitude to all employees of the Group for their excellent contributions during the year and to the unfaltering support of our shareholders and business partners.

**Ni Jinlei**

Chairman and Executive Director

15 April 2021

### III. Stakeholder Engagement

The Group believes that a fundamental premise of ESG reporting is that the information reported is relevant and material to its stakeholders, as the expectation and feedback from key stakeholders are vital to the sustainable development of the Group. Aiming to develop an open and honest relationship with each of our key stakeholder groups, the Group has put tremendous efforts into its internal and external stakeholder inclusiveness with continuous engagement through a structured mechanism. We highly value the feedback from our stakeholders which helps us gauge the actual or potential impacts of our business and vice versa. With the goal to strengthen corporate sustainability approach and performance while enhancing stakeholders' awareness of ESG and sustainability issues, we have taken initiative to build a trustful and supporting relationship with our stakeholders through their preferred communication channels.



#### Stakeholders



#### Expectations and Concerns



#### Communication Channels



Government and regulatory authorities

- Compliance with laws and regulations
- Anti-corruption policies
- Occupational health and safety

- Supervision on the compliance with local laws and regulations
- Routine reports and tax payments
- Written correspondence

Shareholders

- Return on investments
- Corporate governance
- Business compliance

- Regular reports and announcements
- General meetings
- Official website of the Group
- Investor briefings and research reports

Employees

- Employees' remuneration and benefits
- Career development
- Health and safety in the workplace

- Performance appraisals
- Regular meetings and training
- Emails, notice boards, hotline, team building activities with the management

Customers

- Production quality assurance
- Protection of customers' privacy and rights

- Customers' satisfaction surveys
- Face-to-face meetings and onsite visits
- Customer service hotline and emails

Suppliers

- Fair and open procurement
- Win-win cooperation
- Environmental protection
- Protection of intellectual property rights

- Open tender
- Contracts and agreements
- Suppliers' satisfaction assessment
- Telephone discussions
- Face-to-face meetings and onsite visits

General public

- Involvement in communities
- Business ethics
- Environmental protection awareness

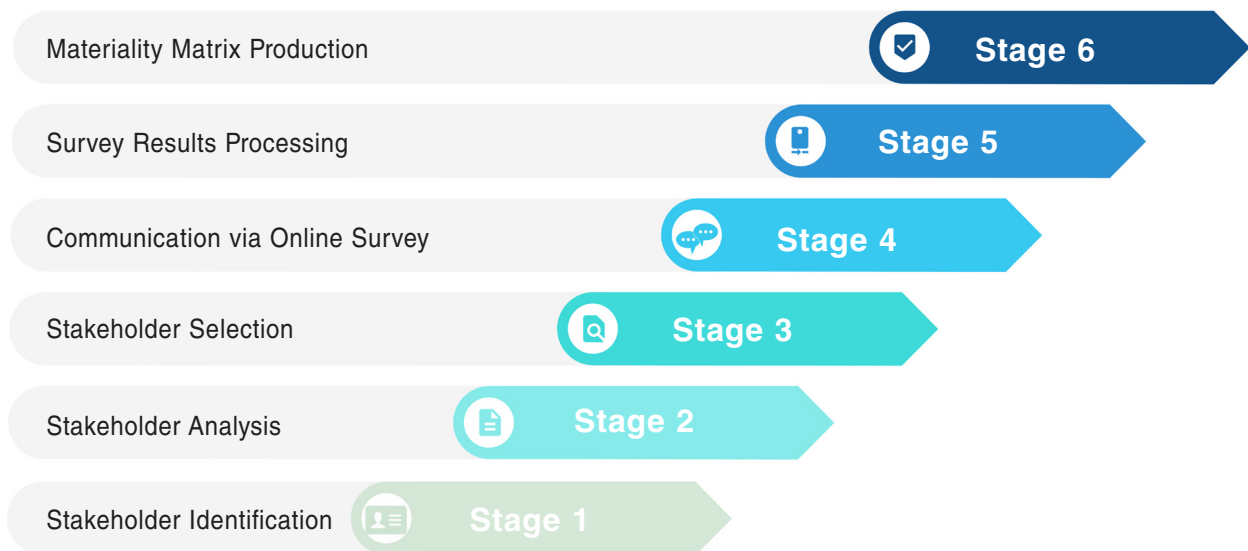
- Media conferences and responses to enquiries
- Public welfare activities
- Corporate website

## III. Stakeholder Engagement

### Materiality Assessment

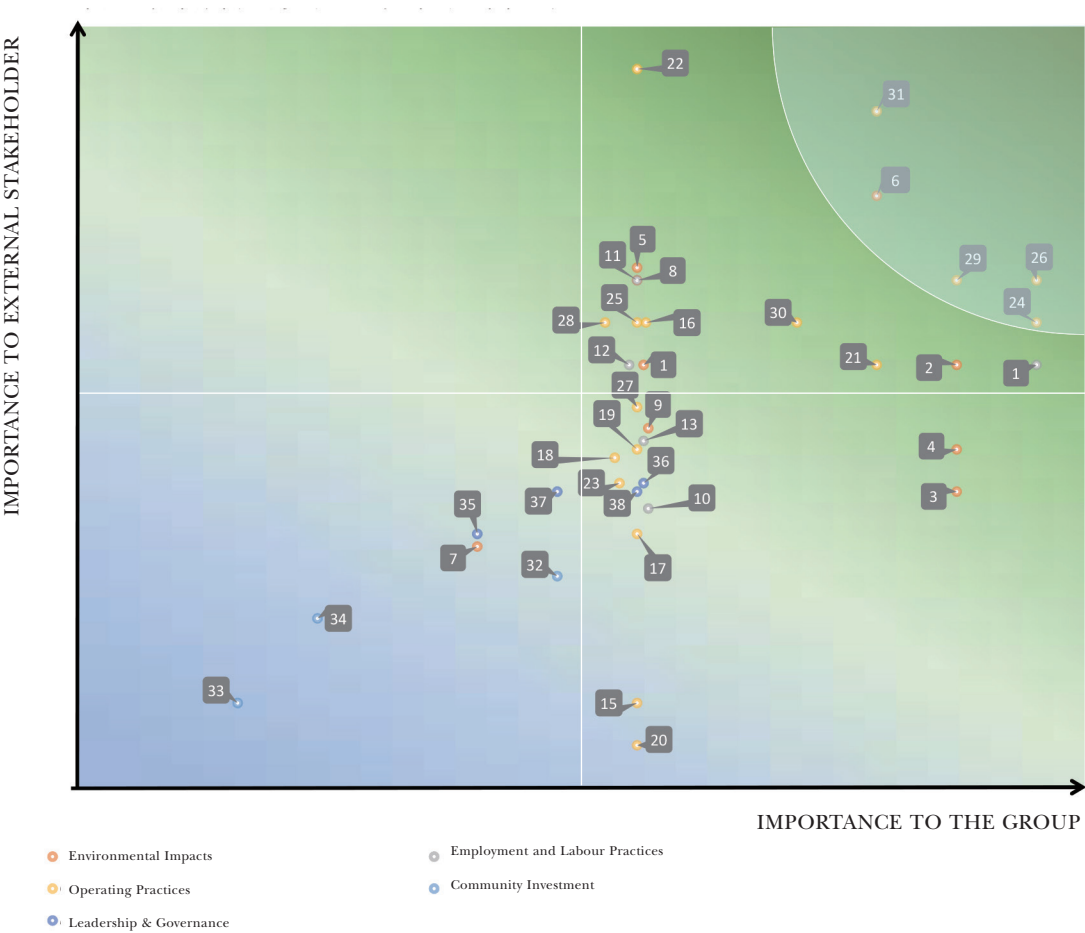
Advances have been made by the Group in pinpointing the material ESG issues and its related impacts. As ESG risks and opportunities for companies vary across industries and depend on different corporate background, perspectives and business models, the Group undertook an annual review to identify, assess and prioritise the major economic, environmental and social issues through consulting with its key stakeholders and business relationships on determining the significance of its identified impacts. To ensure that we are addressing the issues that are most relevant to our business and stakeholders, it is vital to have a robust materiality assessment process based on stakeholder feedback and communication. In order to identify and prioritise actions and areas that will leave the most positive long-term impact, our materiality assessment process comprises the following key stages:

## MATERIALITY ASSESSMENT



In FY2020, the Group engaged its stakeholders to perform a materiality assessment survey initiated by a third-party agency in order to guarantee the accuracy and objectivity of evaluation. Through a science-based materiality assessment to prioritise the topics from the entire inventory of ESG issuers, the Group eventually formulated a materiality assessment matrix below, which genuinely reflected the most important and relevant concerns of its stakeholders on ESG matters and facilitated the Group to develop actions plans for more effective ESG management.

Stakeholder Engagement Materiality Matrix



### III. Stakeholder Engagement

1	Air and greenhouse gas emissions	14	Preventing child and forced labour	27	Labelling relating to products/services
2	Sewage treatment	15	Selection of local suppliers	28	Product design & Lifecycle management
3	Land use, pollution and restoration	16	Smooth communication and sound relationship with suppliers	29	Number of legal cases filed against the company about bribery, extortion, fraud and money laundering
4	Solid waste treatment	17	Environmental risks (e.g pollution) of the suppliers	30	Anti-corruption policies and whistle-blowing procedure
5	Energy use	18	Social risks (e.g monopoly) of the suppliers	31	Anti-corruption training provided to directors and staff
6	Water use	19	Procurement practices	32	Community engagement
7	Use of other raw/packaging materials	20	Environmentally preferable products and services	33	Participation in charitable activities and support public welfare
8	Mitigation measures to protect environment and natural resources	21	Health and safety relating to products/services	34	Cultivation of local employment
9	Climate-related risks	22	Customers satisfaction (Welfare)	35	Business model adaptation and resilience to environmental, social, political and economic risks and opportunities
10	Diversity of employees	23	Marketing and promotion	36	Management of the legal & regulatory environment (regulation-compliance management)
11	Employee remuneration and benefits	24	Observing and protecting intellectual property rights	37	Critical incident risk responsiveness
12	Occupational health and safety	25	Product quality assurance and recall percentage	38	Systemic risk management
13	Employee development and training	26	Protection of consumer information and privacy		

According to the outcome of the materiality analysis matrix, the Group identified five ESG issues that were of great significance to both the Group and its stakeholders, namely “Water use”, “Observing and protecting intellectual property rights”, “Protection of consumer information and privacy”, “Number of legal cases filed against the company about bribery, extortion, fraud and money laundering” and “Anti-corruption training provided to directors and staff”. This review and assessment helped the Group to objectively prioritise its sustainability issues, precisely identify the material and relevant aspects, and make for the purposeful documentation and disclosure of its ESG performance so as to align them with stakeholders’ expectations.

#### Sustainable Development Goals

To further strengthen the internal corporate sustainability management and elevate the objectives set by the Group to the level of global sustainable development, the Group has carried out an evaluation on its stakeholders’ opinions on corporate sustainability stewardship, especially the ESG-related topics that are material to stakeholders and the UN SDGs to which its stakeholders have paid particular attention. This analysis of linking the Group’s sustainability targets to global sustainability trends allows the Group to:

- Understanding the globally-agreed sustainable development goals that act as an articulation of the world’s latest and most pressing environmental, social and economic issues of which companies should be encouraged to take into account;



- Identifying and seeking potential business opportunities by addressing sustainability-related risks and crisis through business innovation and optimisation of operating process; and
- Setting up a common-known language for reporting the company's business impact on climate change and social welfare and involving the employees in creating a sustainability culture in the company.



According to the results, it was found that “Target 3: Good Health and Well-Being for People”, “Target 4: Quality Education” and “Target 6: Clean Water and Sanitation” were considered to be the most related to the business operation of the Group. To align our operations with and contribute to the achievement of these targets, the Group has undertaken various measures as presented below and will continue to explore more feasible ways to practise its strategies in making progress under these goals.



As a corporation principally engaged in the tourism business, the Group has paid special attention to the good health and well-being of the local communities on which our long-term business success heavily relies. We understand that tourism can contribute to economic growth and development, while also causing a knock-on effect on the health and well-being of the local communities. With respect of the sub-targets under Goal 3, the Group is committed to reducing the number of injuries from road traffic accidents through better management of our travel vehicles, and continuously investing in charitable projects which promote the universal access to quality hygiene and health-care services.

In FY2020, as the strike of the pandemic has significantly affected all aspects of life and business operations, the staff's health and safety has been further prioritised by the Group, which has implemented emergency plans and flexible working arrangements. Not only did the Group provide financial support for employees vulnerable to the crisis, the Group also paid special attention to its staff's psychological status during the quarantine.

### III. Stakeholder Engagement



In response to the call of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, the Group provides continuous on-the-job training for its employees to hone their professional skills and realise their self-value. In addition, the Group has focused its community investments on projects in the realm of education and poverty relief. Acknowledging that young people living in poverty may face obstacles in accessing quality education, the Group has long been committed to monetary donations to improve the schools' facilities, as well as providing free shuttles to and from schools for community residents and a loving delivery for students in the College Entrance Examination every year.



Water is universally regarded as a precious resource to the Earth. As one of the most important resources for the Group to sustain its various businesses, the Group is deeply aware that it would not be able to produce winery products or bring its customers the top-notch travel experience that is supported by beautiful landscapes and sceneries without water. As such, the Group has launched various internal water conservation initiatives to remind all staff members of adhering to the spirit of "water conservation". On top of that, the Group has also installed new automated water systems to better manage the use of water during operations. Beyond the regulation of practices within the organisation, the Group endeavours to exert its influence on raising the environmental awareness and behavioural changes of external stakeholders, which are encouraged to stop littering to be a respectful visitor and opting for locally purified water in recyclable glass bottles. In FY2020, the Group cancelled the distribution of bottled water for free to tourists, as an effort to eliminate the waste of water resources.

#### Stakeholders Feedback

As the Group strives for excellence, we welcome stakeholders' feedback, especially on topics listed as the highest importance in the materiality assessment and its ESG approach and performance. Readers are welcome to leave their comments and contact us through [www.jbu.com.cn](http://www.jbu.com.cn).

The Group values the long-term sustainability of the environment and community in which it operates, stringently controls its emissions and consumption of resources, and complies with all relevant environmental laws and regulations in Hong Kong and the PRC in its daily operation, including but not limited to:

- Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (中華人民共和國水污染防治法);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法);
- Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (中華人民共和國環境噪聲污染防治法);
- Clean Air Act (US);
- Clean Water Act (US);
- Resource Conservation and Recovery Act (US);
- Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong);
- Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong); and
- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong).

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in FY2020.

#### A.1 Emissions

In FY2020, we complied with all applicable legal and regulatory requirements regarding environmental protection and there were no disregard to influential laws relevant to greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. To strictly control the quantity and quality of emissions according to relevant local environmental laws as set out in the regions where the Group operates, the Group has been committed to monitoring, measuring and recording its emissions during operations.

In FY2020, air pollutants from the Group including sulphur oxides ("SO<sub>x</sub>"), nitrogen oxides ("NO<sub>x</sub>") and particulate matter ("PM") were mainly generated from vehicles and machinery for transportation and other business operations. Specifically, the Group's air emissions of SO<sub>x</sub>, NO<sub>x</sub> and PM amounted to 14.2 kg, 17,776.6 kg and 1,762.2 kg, respectively. Greenhouse gases ("GHGs") are a major contributor to climate change and have been rigorously regulated by the United Nations' Framework Convention on Climate Change and included in the national pledge of China to reach net carbon zero by 2060. In FY2020, the GHG emissions from the Group were primarily due to the combustion of fossil fuels and the consumption of electricity in its business operations. The total GHG emissions from Scope 1 (Direct Emissions), Scope 2 (Energy Indirect Emission) and Scope 3 (Other Indirect Emissions) were 2,334.0 tonnes CO<sub>2</sub>e, 240.9 CO<sub>2</sub>e and 16.7 tonnes CO<sub>2</sub>e, respectively. The Group's total GHG emissions amounted to 2,591.6 tonnes, with an intensity of 5.9 tonnes CO<sub>2</sub>e/employee. In addition, the Group generated a total of 22,397.6 tonnes of non-hazardous wastewater in FY2020, while no significant amount of hazardous waste or non-hazardous solid waste were recorded during the year under review. The Group's total emissions in FY2020 are summarised in Table 1 below.

## IV. Environmental Sustainability

**Table 1 – The Group's Total Emissions by Category in FY2020 <sup>8</sup>**

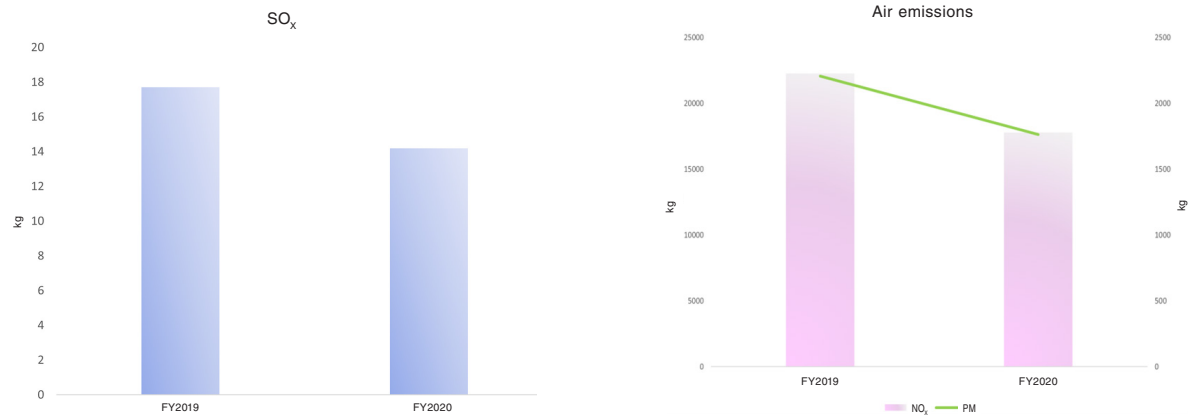
Emission Category	Key Performance Indicator (KPI)	Unit	Amount in FY2020	Intensity <sup>1</sup> (Unit/employee) in FY2020	Amount <sup>2,3</sup> in FY2019	Intensity <sup>2,3</sup> (Unit/employee) In FY2019
Air Emissions <sup>4,5</sup>	SO <sub>x</sub>	Kg	14.2	0.03	17.7	0.04
	NO <sub>x</sub>	Kg	17,776.6	40.4	22,250.0	54.1
	PM	Kg	1,762.2	4.0	2,205.7	5.4
GHG Emissions	Scope 1 (Direct Emissions)	Tonnes of CO <sub>2</sub> e	2,334.0	5.3	2,895.6	7.0
	Scope 2 (Energy Indirect Emissions)	Tonnes of CO <sub>2</sub> e	240.9	0.5	264.3	0.6
	Scope 3 <sup>6</sup> (Other Indirect Emissions)	Tonnes of CO <sub>2</sub> e	16.7	0.04	–	–
	Total (Scope 1 & 2 & 3)	Tonnes of CO <sub>2</sub> e	2,591.6	5.9	3,159.9	7.7
Non-hazardous Waste	Wastewater <sup>6,7</sup>	Tonnes	22,397.6	50.9	46,264	112.6

- Intensity for FY2020 was calculated by dividing the amount of air, GHG and other emissions respectively by the total number of employees of the Group in FY2020, which was 440. The inconsistency with the total number of employees as stated in the Annual Report 2020 was mainly due to the different reporting boundary defined in compliance with the principle of Materiality;
- The amount and intensity for FY2019 was extracted from the data in the Annual Report 2019;
- FY2019 refers to the year ended 31 December 2019;
- The calculation of air emissions included only the consumption of fossil fuels for transportation purpose;
- The amount and intensity of air emission and wastewater of FY2019 were recalculated using the latest emission factors and calculation method so as to keep the consistency of the report for better yearly comparison;
- The Group's Scope 3 (Other Indirect Emissions) included only paper wastes disposed of at landfills, electricity used for processing fresh water and sewage by government departments, and business air travel by employees;
- As most wastewater generated was discharged into the municipal sewage system without a clear record, the amount of wastewater generated by the Group was estimated on the assumption that 100% of freshwater used was discharged as wastewater; and
- The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, GHG Protocol Corporate Accounting and Reporting Standard and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

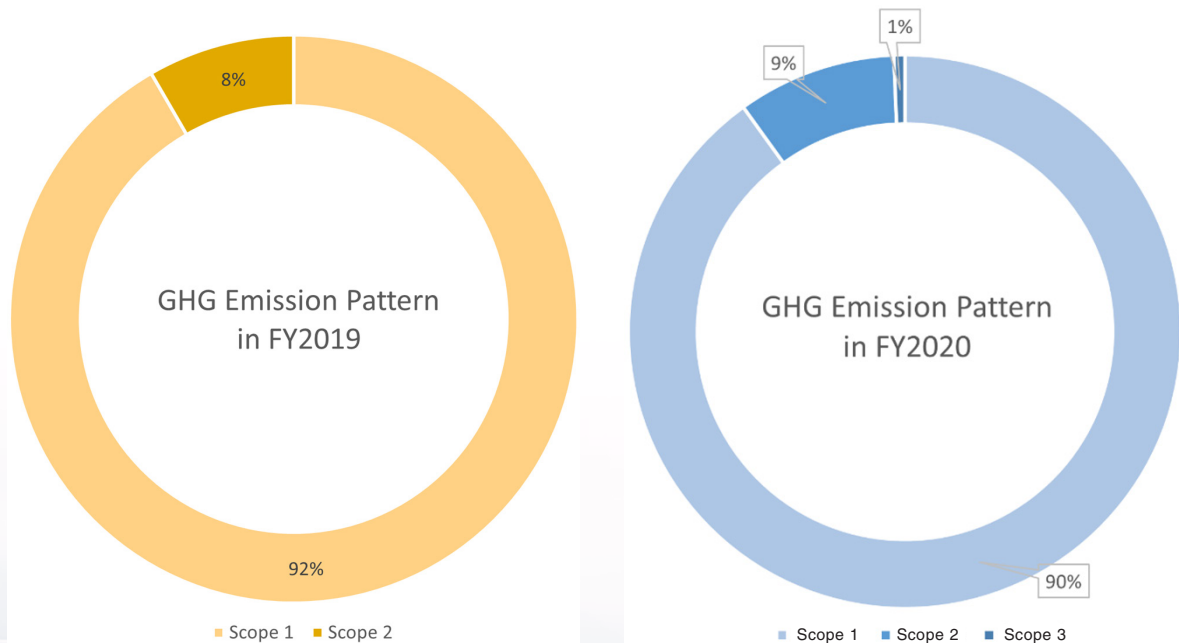


### Air & GHG Emissions

In FY2020, the total air emissions and the emissions of each pollutant plummeted by around 20% as compared to that of FY2019, primarily due to the drastic drop in fossil fuels consumption for transportation, which is partly attributed to the perseverance in resources management and the suspension of business operations impacted by the pandemic.



In FY2020, the GHG emissions pattern barely changed as compared to that of FY2019, with Scope 1 emissions that stemmed from the use of fossil fuels dominating (90%). Yet the total GHG emissions declined by around 18% when compared to FY2019, with Scope 1 and Scope 2 emissions dwindling by 19.4% and 8.9% respectively. The improvements were mainly due to the temporary suspension of tourism activities and the unremitting efforts of the Group in energy and resources conservation as well as lowering the frequency of unnecessary business travel.

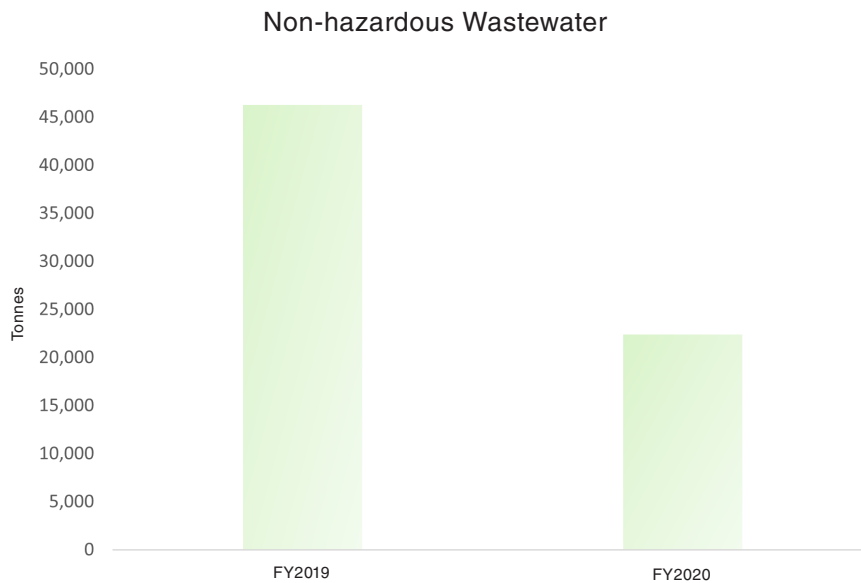


\* In order to potrait a complete picture of the Group's performance and to enhance disclosure gradually, Scope 3 emissions were included into the GHG Emissions calculation starting from FY2020.

## IV. Environmental Sustainability

### Wastewater

In FY2020, the wastewater generated from the Group was mainly comprised of non-hazardous commercial and domestic wastewater. The municipal wastewater was directly discharged into the drainage system of the property building. In FY2020, the amount of non-hazardous wastewater dropped substantially by 51.6% as compared to the figure of FY2019, primarily due to the installation of new automated water systems in the building property and the endeavours to educate all staff in water conservation during daily operations.



While the wastewater generated by the Group during the year under review was mainly municipal wastewater from daily operations, which largely depended on the amount of freshwater that the Group consumed, the Group adopted effective measures to reduce its water consumption in daily operations, which are further described in the next subsection headed under **A.2. Use of Resources**.

### Tourism development business

The tourism development business segment of the Group was mainly engaged in the operations of environmentally friendly shuttle buses in Hengshan Mountain scenic area in Hunan Province, the PRC. The air emissions from the business typically came from vehicle use, which constituted a significant proportion of Scope 1 GHG emissions (Direct Emissions).

To minimise its air and GHG emissions, the Group kept implementing effective policies and measures to monitor and control its use of resources during business operations. Focusing on trimming down the emissions from vehicles and transportation, the Group implemented several effective control measures, including but not limited to:

- Adopt the policy of centralised fleet management to reduce unnecessary transportation;
- Maximise the transportation efficiency through the strict monitoring and frequency reduction of empty transport miles;
- Upgrade the fleet with energy-efficient engines;
- Acquire supplementary cleaner energy sources such as liquefied natural gas (LNG); and
- Support the reformation of emission reduction standard and fuel efficiency standard.

For indirect emissions, the Group has aligned its operating practice with internationally acceptable and recognised standards and recommendations in terms of GHGs reduction. Detailed measures taken by the Group to reduce its GHG emissions through energy efficiency improvement will be described further in the section headed under A.2 Use of Resources of the Report.

During the year under review, the amount of solid waste generated was not significant. Notwithstanding it, the Group was committed to integrating the concept of sustainable waste stewardship in businesses. Specifically, the Group has established “Waste Management Measures” (《廢棄物管理辦法》) and executed the measures accordingly. To further manage the solid waste generated by tourists, rubbish transfer stations were set up in the tourist spots. The qualified third parties were assigned to handle onsite waste classification, collection and further treatment including reuse and recycling.

In response to the countrywide waste sorting regulation, the Group has implemented rubbish classification. The non-recyclable solid wastes that have been classified are transported to a local recycling centre or waste disposal plant for further treatment. To reduce the generation of solid waste, the Group discourages the use of disposable paper cups, tissue, chopsticks and plastic bags. Further, the Group has posted slogans to remind its employees to cherish food and reduce food waste at canteen.

#### *Investment business*

Emissions from the Group’s investment business included indirect GHG emissions from the use of electricity, and municipal solid waste and wastewater generated by its employees in the offices. No hazardous waste was generated from the investment business in FY2020.

The GHG emissions for the investment business primarily came from the use of electricity. Effective measures taken to reduce electricity consumption in the office, and thus GHG emissions from this business segment, are further described in **A.2 Use of Resources**.

The Group has been committed to spreading the concept of environmental protection in its daily operations in the office. To reduce the amount of municipal solid waste generated every day, the Group has specifically implemented the following practices:

- Create a “resource conservation” culture in the office;
- Take concrete steps to promote rubbish sorting with rewards on tangible results;
- Encourages all employees to reduce the use of disposable items such as plastic tableware; and
- Advocate the reuse and recycling of outmoded office stationery.

Other non-recyclable municipal solid wastes are collected and disposed by the property management.

#### *Winery business*

The Group’s winery business focuses on the production and sales of wine and related products in Virginia, the US. In FY2020, air emissions for the business segment mainly resulted from the energy consumption, including gasoline, diesel, and electricity supporting the operation machinery and daily operations, while non-hazardous waste was generated during product processing.

## IV. Environmental Sustainability

To control the emissions, the Group regulates that all machinery be kept in good condition, and all equipment and sewer lines be maintained on a regular basis to ensure optimal performance with the highest efficiency. In the meantime, to limit GHG emissions arising from the use of purchased electricity for forklift and heating, more effective control measures have been taken by the Group, which are discussed in the section headed under **A.2 Use of Resources**.

In addition to the common commercial waste generated from office operations, waste grapes are a particular type of solid waste generated from this business segment. Embracing the concept of “Circular Economy”, the Group composts the waste grapes and transforms them into fertilisers to nourish other batches of crops, so as to move towards “zero waste” in the production line.

### A.2 Use of Resources

In FY2020, the primary resources consumed by the Group were electricity, water, gasoline, diesel, paper and packaging materials (i.e. glass). The use of natural resources has always been the key issue for the Group’s environmental concern. To effectively manage its resources consumption, the Group keeps improving its performance in resource use efficiency by setting up and monitoring appropriate KPIs in regulating the procurement practices and consumption of resources. Table 2 illustrates the amount of different resources used by the Group in FY2020 and FY2019.

**Table 2 – The Group’s Total Use of Resources by Category in FY2020 and FY2019**

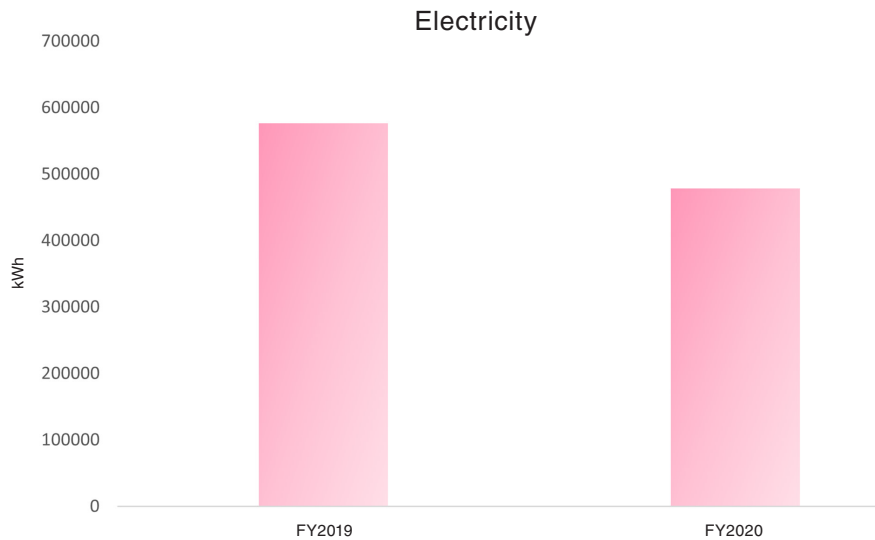
Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2020	Intensity <sup>1</sup> (Unit/employee) in FY2020	Amount in FY2019	Intensity <sup>2</sup> (Unit/employee) in FY2019
Energy	Electricity	kWh	478,459.0	1,087.4	576,325.0	1,402.3
	Diesel	L	342,356.1	778.1	349,231.4	849.7
	Gasoline	L	593,672.0	1,349.3	822,494.4	2,001.2
Water	Water	m <sup>3</sup>	22,397.6	50.9	46,264.0	122.6
Paper	Paper	Kg	1,253	–	–	–
Packaging materials <sup>3</sup>	Glass	Tonnes	45	–	–	–

1. Intensity for FY2020 was calculated by dividing the amount of resources the Group consumed in FY2020 by the total number of employees of the Group in FY2020, which was 440. The inconsistency with the total number of employees as stated in the Annual Report 2020 was mainly due to the different reporting boundary defined in compliance with the principle of Materiality;
2. Intensity in FY2019 was extracted from the data in the Annual Report 2019 of the Group; and
3. The stark contrast of the types of packaging materials in FY2020 was mainly due to the application of principle of materiality in performance monitoring and data disclosure. Given a materials-intensive business nature, the Group believes that the use of glass bottle for wine as a key part of beverage packaging materials should be prioritised.



### Electricity

The office work, tourism operation and winery business are the major contributors to the consumption of electricity in the Group. In FY2020, the total electricity consumption of the Group amounted to 478,459 kWh with an intensity of 1,087.4 kWh/employee. During the year under review, a staggering drop of around 17% in total electricity usage was recorded, with a decline of 14.7% and 41.0% in tourism business and winery business being witnessed respectively.



The fall in electricity consumption undoubtedly led to the declining GHG emissions of the Group in FY2020, which was largely attributable to the establishment of the new building and system with high energy efficiency in the winery business. Meanwhile, a propane-electric combined forklift and heating system was acquired for maximising the energy efficiency. In early FY2020, the suspension of operations affected by the pandemic across various business segments around the globe was another factor contributing to the lower electricity consumption of the Group.

To ensure that all subsidiaries and departments of the Group adhere to the electricity-saving principle, a series of internal policies and guidelines such as the “Water and Electricity Safety Management Measures” (《水電安全管理辦法》) have been formulated to instruct all employees to study and implement sustainable practices. All subsidiaries of the Group are required stringently comply with the Group’s energy saving policies, as the Group incorporates its staff’s achievements in seeking sustainability in the performance appraisals.

During the year under review, a multitude of eco-friendly measures were implemented by the Group to manage its electricity consumption, including but not limited to:

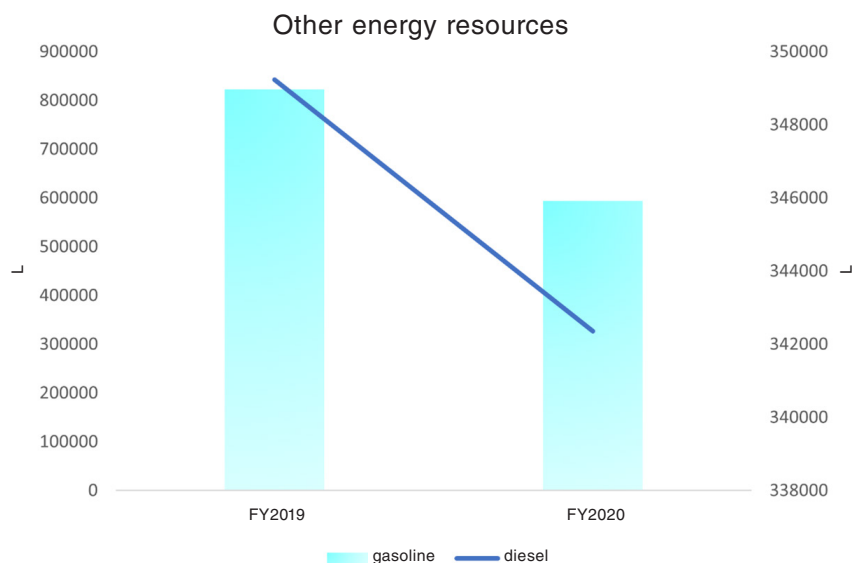
- Maximise the usage of natural lights when there is sufficient natural lighting;
- Turn off the lights in public areas when not necessary;
- Turn off idle equipment, lighting and air conditioner after work;
- Reduce the transformer capacity;
- Explore the feasibility on the use of renewable energy; and
- Strictly prohibit the use of high-power electrical appliances.

## IV. Environmental Sustainability

In addition, the Group has also refined its production procedures and adjusted the operation time of energy-intensive facilities such as the refrigeration facilities that constitute a large percentage of total electricity consumption of the Group, resulting in a dramatic reduction in power consumption.

### *Other energy resources*

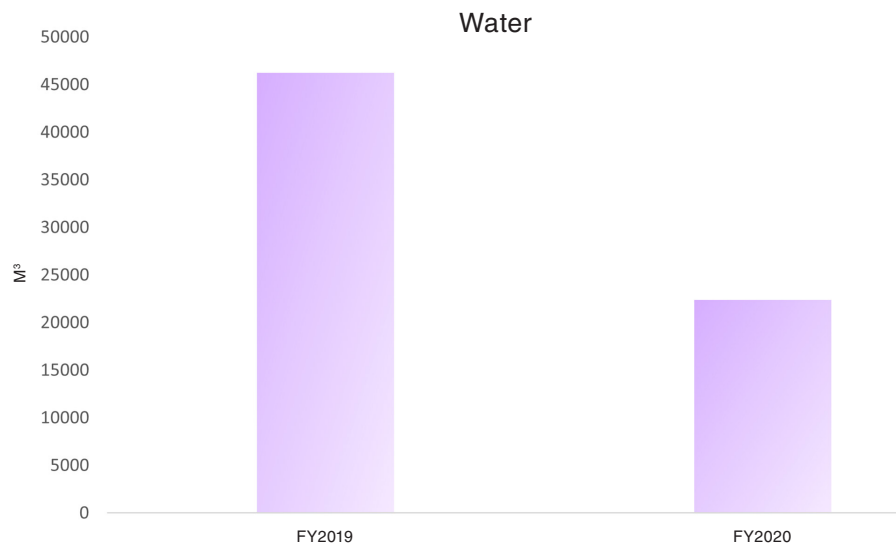
Gasoline and diesel were mainly used by the Group for its transportation purposes during the year under review. Given the adverse environmental impacts of fossil fuel consumption, the Group has been committed to controlling its use of gasoline and diesel through various ways and dedicated to the application of cleaner alternatives that are environmentally friendly. In FY2020, the amount of diesel and gasoline consumed by the Group were 342,356.1 L and 593,672.0 L respectively, with the gasoline consumption being recorded to plunge markedly by 27.8%.



During the year under review, the tourism business of the Group substantially altered its consumption pattern of fossil fuels by furthering the use of eco-friendly vehicles in the tourist spots, which was attributed to the Group's dedication to enhancing the awareness of environmental protection among tourists and employees, while pursuing a "low carbon and low consumption" tourism business. The temporary suspension of tourism business due to the pandemic and its ripple effect on the business operations of the Group was also a main reason leading to the lower energy consumption.

### Water

Water was mainly consumed by the Group's staff at work. In FY2020, the Group did not face any problems in sourcing water. The water consumption of the Group in FY2020 amounted to 22,397.6 m<sup>3</sup>, which was 51.6% lower as compared to the figure in FY2019.



To improve the utilisation efficiency of water resources, the Group and all its employees have laid emphasis on water conservation and are committed to saving every drop of the precious water resource through practicable but effective ways. Following its internal policies such as the “Water and Electricity Safety Management Measures” (《水電安全管理辦法》), the Group has provided relevant training to its staff and assessed the conservation performance among employees regularly. Further, the Group has installed automated water sinks in new buildings and upgraded water systems in the toilet, which uses reclaimed water and has been designed with smart flushing system.

Recognising the central role that travellers are playing in the saving water, the Group has communicated and coordinated with local villagers in the efficient use of local water resources at tourist spots, instead of distributing free bottled water to its clients as a way to encourage tourists to use water properly.

### Paper

Paper was mostly used in the Group for its administrative work and providing information for our customers. To minimise the consumption of paper and other paper-made products, the Group has implemented a series of effective internal measures to regulate office operations and other business practices, including but not limited to:

- Collect and recycled all waste paper;
- Set double sided printing as default when printing is necessary;
- Use recycled paper for documents not of top importance;
- Encourage the adoption of Office Automation by software/online systems; and
- Provide customers with more contactless digital information via email or text receipts instead of printouts.

## IV. Environmental Sustainability

### *Packaging materials*

To provide a full picture of its overall sustainability performance to the stakeholders, the Group kept improving its monitoring, recording and disclosure of packaging materials, which were principally used in the winery business. In FY2020, the principal packaging materials used by the Group was glass, with 45 tonnes of glass bottles being recorded for the delivery of wine products during the year under review. While our cardboard wine boxes and sales bags has been changed to reusable fabric bags and degradable kraft paper, the Group will continue to explore the possibility in utilising glass bottles made of recyclable glass cullet so as to strive for minimising its environmental footprint to the largest extent possible.

### **A.3 The Environment and Natural Resources**

As an enterprise with a diverse range of businesses, the Group understands that its different businesses may have different impacts on the environment and natural resources. According to the analysis in the above section, the relatively significant environmental impacts of the Group in FY2020 can be summarised into the overall air and GHG emissions arising from the consumption of fossil fuels and electricity, while the usage of other natural resources only constituted only a small amount of environmental footprints of the Group. Nevertheless, being a conscientious organisation, while aligning ourselves with the national ambition to achieve carbon neutrality by 2060, the Group has been committed to upholding its standards and actively delivering on its environmental responsibility through fostering the concept of “Responsible office”, “Responsible travel” and “Responsible production”.

### *Tourism development business*

Dedicated to promoting an environmentally conscious culture and the environmentally sound travel practices that minimise waste and reduce harmful emissions to the air, water and land, the Group keeps enhancing the environmental performance of its service offerings. In FY2020, the main impact exerted by the Group on the environment in the tourism development business was the use of gasoline and diesel for the operation of shuttle buses. As such, the Group has carefully controlled the procurement process of vehicles to ensure that the priority can be given to the products with better environmental performance. Although some of the routes of the scenic spots’ operation may not be suitable for electric vehicles, the Group has actively been exploring the possibility in acquiring vehicles fuelled by other environmentally friendly alternatives.

Besides, as we see waste disposal as a pressing issue to be addressed in the tourism industry, we aim to reduce the amount of solid waste left untreated and to enhance travellers’ environmental awareness. Therefore, the Group has signed agreement with external qualified organisations who are responsible for the collection and further handling of solid waste generated by tourists in the scenic areas. Meanwhile, the Group strictly requires the drivers of shuttle buses to take up the responsibility to remind the passengers not to litter and to protect the environment by not adding extra environmental burden to the scenic environment.

### *Investment business*

Every day is an opportunity to lessen our environmental impact. While the main impact on the environment from the investment business is the indirect GHG emissions through use of electricity in offices, the Group’s vision for building a sustainable workplace involves energy-saving initiatives, avoiding heating/cooling of unused spaces and putting emphasis on improved building design.



#### *Winery business*

It is imperative that we conduct businesses in an operationally efficient way. Supporting the principles of sustainable operations, the Group is dedicated to improving the environmental performance of our offices and importantly, the efficiency of facilities. In FY2020, the main impact exerted by the Group on the environment in the winery business was the use of electricity, gasoline, and diesel. Apart from the regular upkeeps of all equipment to ensure they are operating efficiently, the Group also built newly designed facilities with higher energy efficiency and advanced systems during the year under review. Meanwhile, the Group adopted the new propane-electric combined method for forklifting and heating, so as to further boost the energy efficiency for operations.

Our products sale all over the globe, but we care more about minimising our environmental impacts on local residents. As such, while initiating measures considering universal impacts such as GHG emissions, the Group focuses on bringing environmental benefits to local communities, taking a further step in offsetting its environmental impacts through planting around the vineyard and planning to put more resources in tree planting in the future. The Group also promotes the smart use of drains and riparian zones to reduce the local environmental impact of vineyard.

#### *Climate change*

The world has moved on from simply talking about climate change. It is now a globally recognised issue that deserves our attention. In response, as a supporter of Task Force on Climate-related Financial Disclosures (“TCFD”) standards, the Group has been committed to identifying and mitigating climate-related risks for all of its stakeholders and the planet.

#### *Tourism development business*

Climate change leads to the increasing number of extreme weather events across the world, such as persistent droughts, peak heat waves, extreme rainstorms and floods etc., which are probably causing secondary disasters such as the lack of drinking water, food yield reduction, spread of epidemic diseases, and in turn affecting the development of tourism. Meanwhile, environmental impacts of extreme events like frozen roads and severe weather will also be a risk threatening the safety of both drivers and passengers.

In response to this, emergency plans for operations in severe weather events have been formulated to ensure the safety of all staff and tourists by providing them with instructions on how to swiftly and properly face accidents.

#### *Winery business*

While our winery business depends heavily on the quality and quantity of grapes, the increasing influence of climate-related weather events has imposed threats to the planting and growing of grapes. As grapes growing in our vineyard are selected based on the various factors in relation to the climate of the operating region, the global warming may directly lead to an increase of our operating costs. As such, the Group will be paying more attention to this potential type of climate-related risk, and improve the business resilience.

### EMPLOYMENT AND LABOUR PRACTICES

As a part of our values and sitting at the very heart of our culture, the Group strongly supports human rights, diversity, inclusion and ethical behaviour in our workplace and employment policies. Under the leadership of the Board and clear responsibilities set out in our management framework, we are committed to the welfare for our staff members.

#### B.1 Employment

The Group views talents as its most valuable assets and the key driving factor in ensuring the success and sustainable development of the Group. In FY2020, there were 425 fulltime and 15 part-time employees working for the Group, in which 303 were male workers and 137 were female workers. (69%: 31%). Due to the practice of the principle of Materiality, the major business segments of the Group which involved a total of 440 employees in FY2020, were included in the defined reporting boundary of this ESG Report, causing a mismatch in the total number of employees as declared in the Annual Report 2020.

##### *Law compliance*

In FY2020, the Group abided by the applicable laws and regulations in Hong Kong, the PRC and the US that were material to the Group's business, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong);
- Labour Law of the People's Republic of China(中華人民共和國勞動法);
- Labour Contract Law of the People's Republic of China(中華人民共和國勞動合同法);
- Virginia Human Rights Act; and
- Fair Labour Standards Act.

To make sure that the relevant internal policies are fully in line with the latest laws and regulations, the Group's Human Resources Department is responsible for the review and update of the corporate documents in talent management on a regular basis.

##### *Recruitment and promotion*

Recognising that the experience of our employees is the key to our long-term success, during the recruitment process, the Group strictly adheres to the principle of democracy, openness, impartiality and excellence as set out in the Recruitment Management System (《招聘錄用制度》), and values candidates' personal capability and innovative thinking.

During the recruitment process, all applicants shall undergo a series of rigorous selection process, including written examination of professional skills, comprehensive ability tests and supervisor interview before they are officially hired.

Besides, the Group has periodic plans and budgets to run performance evaluation. Recognising those who have demonstrated consistently strong performance and became the role models for the Group, especially in areas of growth and operational excellence, the Group takes proactive initiatives to offer them management positions. Concerning the career growth of junior staff, the Group provides a clear career development path for them, offering promotion and pay raise for the outstanding employees who have served the Group for over three years.

*Compensation and dismissal*

According to the Group's Salary Management System (《薪資管理制度》), the salary composition is divided into monthly fixed income, post salary, expense subsidy, monthly bonus and floating salary. To motivate, reward, and recognise existing employees who have made significant contributions to the Group, compensation reviews and salary adjustment are regularly conducted with reference to the overall market conditions, inflation rate, profitability of the Group and employee's past performance.

Meanwhile, any termination of employment contract is strictly based on reasonable and lawful grounds according to the Dismissal Management System (《解聘管理制度》) and all relevant laws and regulations. The Group prohibits any kinds of unlawful or unreasonable dismissals.

*Working hours and rest period*

Reasonable working hours and rest periods are arranged for the employees of the Group in accordance with the "Provisions of the State Council on Employees' Working Hours" (《國務院關於職工工作時間的規定》). Specifically, Attendance Management System (《考勤管理制度》) was set up to monitor the working hours of each staff. Overtime working is not encouraged by the Group, yet if employees need to work overtime to finish their tasks, corresponding compensation will be made with reference to the Assessment Management System (《考核管理制度》).

In addition to basic paid annual leave and statutory holidays stipulated by the local governments, employees are also entitled to additional leave benefits such as marriage leave, paternity leave and compassionate leave.

*Equal-opportunity and anti-discrimination*

As an equal opportunity employer, the Group seeks to promote the workforce that champions diversity and inclusion. To foster a fair, respectful and diverse working environment, the Group is committed to creating a team spirit in the workplace that embraces and leverages the multicultural essence of the company and provides equal opportunities to talented individuals. Training and promotion opportunities, dismissals and retirement policies are determined irrespective of employees' gender, race, age, disability, family status, marital status, sexual orientation, religion beliefs, nationality or any other non-job-related factors in all business units.

The Group is also committed to eliminating all forms of discrimination and harassment in the workplace and beyond through reinforcing its fair treatment and consideration in daily practices. Having zero tolerance to any workplace discrimination, harassment or victimisation, the Group has set internal policies in accordance with the relevant legislation, ordinances and regulations. The Human Resources Department is responsible for monitoring the compliance with applicable laws and regulations. Employees are encouraged to voice out and report any discrimination or harassment during work.

In addition, the Group promotes gender equality in the industry and beyond. By providing employees with fairness-related training, female employees are fully aware of their rights and interests and educated to improve their self-protection awareness.



## V. Social Sustainability

### *Benefits and welfare*

To express gratitude to the employees for their dedication and to cultivate employees' sense of belonging, the Group provides additional employee benefits for them such as medical insurance and annual physical examination. Well-equipped dormitories and housing subsidy are provided for eligible staff. Special holidays and special subsidies such as festival expenses and heating allowance are also offered. Workers in the winery business can purchase related products with the staff discount.

To cater to both the physical and psychological needs of employees of the Group, additional benefits including a variety of meaningful activities and parties are arranged for employees regularly. In FY2020, due to the social distancing and home isolation rules implemented by local governments to prevent the spread of virus, only a limited number of activities were organised within the Group. To facilitate the harmony among employees and to build their team spirit, sports games such as badminton and basketball race were arranged. Concerning their mental health, hiking activities were also organised to encourage them to breathe fresh air in the suburbs to relieve stress.



During the year under review, the Group was in full compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.



## B.2 Health and Safety

Committed to creating a safe and secure workplace for employees, maintaining the highest standards of safety and employee protection is of paramount importance to the Group. Strict internal safety and health policies have been established by the Group, which are in line with relevant laws and regulations in Hong Kong, the PRC and the US, including but not limited to:

- Production Safety Law of the People's Republic of China (中華人民共和國安全生產法);
- Road Traffic Safety Law of the People's Republic of China (中華人民共和國道路交通安全法);
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法);
- Fire Control Law of the People's Republic of China (中華人民共和國消防法);
- Law of the People's Republic of China on the Protection of Rights and Interests of Women (中華人民共和國婦女權益保障法);
- Regulation on Work-Related Injury Insurance (工傷保險條例); and
- Fair Labour Standards Act.

Internal health and safety management policies are set up to ensure the occupational safety of employees. During the year under review, emergency drills, safety inspection and training programmes regarding safety management requirements, fire safety regulations and production site safety regulation were provided by the Group. Personal protection equipment (PPE) is distributed to the staff of the Group in accordance with the Provisions on the Prevention of Occupational Hazards and Labour Protection of Female Employees (《職業病防治及女職工勞動保護規定》) and Regulations on the Distribution and Use of Protection Equipment (《勞動防護用品發放使用規定》).

The management and general employees should strictly comply with internal safety production management policies and regulations. While the Security Department is responsible for the regular safety inspection and the Administrative Department is responsible for the organisation of body checks, it is the General Manager's responsibility to supervise and ensure that all relevant measures are implemented effectively.

Striving to achieve secure working environment, the Group has made an effort in implementing its internal safety measures, the effectiveness of which can be reflected on the zero work-related fatalities in the past three financial years of the Group. While the Group spares no effort to avoid accidents, unfortunately three cases work-related injuries were recorded in FY2020, in which three employees were injured, with 242 workday lost. The Group was reviewing all incidents carefully and organising corresponding meetings to discuss and internalise the experience.

During FY2020, the Group was in compliance with the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

### Response to COVID-19

At the beginning of 2020, the pandemic raged around the world, severely impacting the normal business operations and threatening people's lives. In response to the unprecedented public health crisis, the Group quickly formulated countermeasures in all its businesses.

### Office

For all office operations, the Group set up the Coronavirus Prevention and Control Measures (《新型冠状病毒感染的肺炎预防控制指引》), which specified the instructions for accountability, monitoring health condition of all staffs, preparing for emergency, optimising operational practices, implementing flexible working arrangements and the cleaning of designated places including elevators, canteens and meeting rooms. Specifically, majority of the staff were required to work from home, while those who entered the office area were required to wear masks, measure body temperature and register the itinerary record for at least 14 days. To raise the awareness of all staff, relevant training was also provided.



### Tourism Development Business

In response to the government measures, our tourism development business has been suspended immediately with the closure of scenic spots in accordance with the Epidemic Prevention and Control Measures and Safe Working Arrangement (《關於南岳景區新型冠状病毒感染肺炎疫情防控及景區暫停對外開放期間安全生產工作安排的通告》). While all scenic spots were closed, the staff in each department was required to stay alert and standby in case of any emergency.

When the scenic spots were allowed to be reopened, the Group timely formulated relevant arrangements for work resumption and epidemic prevention. For instance, Project Resumption and Epidemic Prevention and Control Plan (《天子山火文化園項目復工復產及疫情防控工作方案》) was implemented to clarify responsibilities of each department and divide in detail three scopes of tasks, in particular:

- **Management before work resumption:** Isolated areas were set up for the observation of any suspected cases, while Closed Management (封閉管理) was implemented to ensure all personnel going in and out of the workplace was under surveillance. Meanwhile, disinfection was performed all over the site and sufficient anti-epidemic materials were prepared.



- **Inspection of workers:** For any staff coming from severely affected and epicentres, the resumption of work should be delayed while they should be under quarantine in accordance with the government's guidelines. Real-name attendance should be taken to better monitor the health situation of all staff. Meanwhile, all working units should be well prepared for any emergency.
- **Site management:** Site cleaning was enhanced to ensure the hygiene of the working environment, while food safety was secured to make sure that no virus can be spread via the food supply from staff canteen. To increase the effectiveness of our control measures, education on the prevention of virus was strengthened so as to raise the staff's awareness. Meanwhile, to maintain social distance among all staff, meetings that may involve over a certain number of people must be cancelled.

#### *Winery Business*

Following the guidelines of the Centres for Disease Control and Prevention (CDC) and the Virginia State and Federal policies, the winery business of the Group adapted its business model immediately such as accommodating deliveries and pick-up options to maintain business during lock-down. A handbook of Reopening Procedures & Checklist, which specified all control measures in the winery was formulated and distributed to all staff. For instance, guidelines about safe spacing, social distancing, as well as limiting group size were introduced in the handbook. All staff of the Group was required to follow the instructions as set out in the handbook and conduct regular self-check and reporting.



As a responsible enterprise, the Group also put social health and wellbeing in the heart. In the later stage of the pandemic, the Group donated RMB100,000 and distributed medical materials such as masks and sanitisers to the medical institutions and people in urgent need.

## V. Social Sustainability

### B.3 Development and Training

The Group believes that effective corporate training is the process of improving the competitiveness of a company. Through the provision of on-the-job training to employees, we can enhance their sense of belonging and responsibility to the company, strengthen the cohesion in the company, boost the overall efficiency and capabilities of the workforce and improve the corporate profitability.

Recognising that talents are the most important assets of the Group, the Group has been committed to helping employees develop, providing employees with pre-job training, on-the-job training, and recommending them to take post-graduate studies.

Following the principle of “Fairness, Competition, Rewards” (公平、競爭、獎優), the Group has set up the Training Management System (《培訓管理制度》). The Human Resources Department is responsible for formulating the “Annual Training Plan”, which includes the objectives, content, time and participants of various training programmes. The Group designs and arranges a suitable and customised package of training courses for both its newly hired employees and experienced workers. For the newly hired employees, the Group provides comprehensive induction training covering the corporate culture, business process, work safety requirements, management policies and development philosophy of the Group. For experienced employees, the Group, in collaboration with domestic technology research institutes and equipment manufacturers, provides appropriate training programmes for its employees to improve technical and product knowledge, as well as to understand relevant industry quality standards and workplace safety standards.

In FY2020, due to the social distancing and isolation rules of local governments to prevent and control the pandemic, the Group held online training through platforms such as DuAn Educational Platform and Zoom. In FY2020, 440 employees of the Group received 2,063 hours of training, including but not limited to courses of Branding & Manner, Occupational Health and Safety, Awareness of COVID-19, Wine and Health etc. The Group also sponsored an employee in the winery business for taking the Wine & Spirit Education Trust (WEST) Level 2 Examination during the year under review.

### B.4 Labour Standards

In FY2020, the Group abided by the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Labour Law of the People’s Republic of China, the Fair Labour Standards Act of the US and other related labour laws and regulations in operating regions to prohibit any child and forced labour employment.

To combat illegal employment of child labour, underage workers and forced labour, the Group has strictly followed the requirements of the State Council’s Provisions on the Prohibition of Using Child Labour (禁止使用童工規定) and the Ministry of Labour’s Provisions on Special Protection of Underage Workers (未成年工特殊保護規定), and formulated its internal management “Prohibition of the Use of Child Labour and Underage Labour Management Systems”(《禁止使用童工和未成年工管理制度》), which specifies that the Human Resources Department is responsible for ensuring all job applicants are lawfully employable by checking their identity documents prior to confirmation of any employment. The Human Resources Department also monitors and reviews of the employees’ identity documents. Once the Group has identified any case which fails to comply with the relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated and remedial measures such as advising them to leave and escorting them home will be taken instantly. Relevant employees who are responsible for breaching the rules will be disciplined accordingly.



Apart from internal systems and practices, the Group has also respected for and advanced human rights along its supply chain. The Group requires all of its suppliers and contractors to ensure fair labour practices. In any case of violation, the suppliers/contractors will be removed from the list of qualified suppliers and the business partnership will be terminated until their labour practices are corrected.

In FY2020, the Group was in compliance with applicable laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

## OPERATING PRACTICES

### B.5 Supply Chain Management

Suppliers and business partners are vital to the Group's business sustainability. As a socially responsible enterprise, we uphold strong business ethics, as we require our suppliers to maintain the same rigorous standards that we do to create a sustainable supply chain.

To practise sustainable procurement and build mutually rewarding partnerships within our supply chain, the Group carefully selects suppliers who have demonstrated responsible business operations based on ethical, environmental and social criteria which are outlined in the Supplier Conduct Code. Each of the operating subsidiaries within the Group monitors the quality of its suppliers and assesses their practices on a strict and continuous basis.

#### *Tourism development business*

The main suppliers of this business segment primarily consist of construction material companies, car companies, ticket hardware companies etc. Managing a robust supplier structure with the lowest risk and seeking the long-term and stable collaborative partnership are the goal of the Group in supplier management. In the selection of suppliers, the Group strictly follows the criteria set out in the Supplier Conduct Code, which requires suppliers to operate in an ethical manner, which includes fair treatment of employees, protection of the environment and business integrity. To minimise our social and environmental risks, evidence such as operating license, product quality and environmental impact of the suppliers is taken into consideration. In the final evaluation of candidate suppliers, decisions should be made on the basis of comprehensive consideration of all selection factors and risks, so as to build a competitive supply chain system. The Procurement Department is responsible for the tracking of potential supplier's product quality, experience, service quality, financial status and operating stability through a holistic assessment.

As an enterprise operating shuttle buses in the scenic spots, the quality of vehicles plays an important role in terms of the environmental impacts. As such, green procurement policies have been implemented such that vehicles with less emissions and high energy efficiency will be given priority during procurement. Besides, the Group has a qualified supplier list and reviews the list annually based on a wide range of factors. To further lower the social risk within its value chain, the Group keeps close contact with its suppliers to monitor their compliance with laws and regulations.

### *Winery business*

Grapes, wine bottles, corks and labels are the primary supplies in the winery business of the Group. To guarantee the delivery of high quality products, the Group has built and maintained a stable relationship with wine grape growers who are knowledgeable and responsible for their growing practices with high standards. In addition to social and environmental law compliance as stated in the commercial agreement, valid certificates, technical level, production capacity and quality assurance are also considered. Annual reviews are performed continuously to ensure that the quality of products and services is up to the standard. Once any products or services are found not to meet the Group's requirements, the suppliers must take any remedial measures on a timely basis. If the problem cannot be rectified, the Group will re-evaluate the suppliers' capability and may re-initiate the supplier selection process according to the policy.

*Case study: In FY2020, the Group received a batch of grapes that were in lower quantity than the order. To clarify the discrepancies, the Group weighed the grapes prior to processing. After confirming with the suppliers, the Group declined the acceptance of that batch of grapes. The double-checking process will keep being incorporated into the Group's procurement process in the future.*

To practise green procurement, the Group has been committed to giving priority to local products from indigenous suppliers, supporting local economy and reducing its environmental footprint from transportation. Currently, the Group is using a mixed of local Virginia grapes along with the West Coast grapes for the winery production. In the near future, the Group will further increase portion of local Virginia grapes up to 80%, with little supplement with grapes from other places.

### **B.6 Product Responsibility**

#### *Investment business*

In compliance with the Price Law of the People's Republic of China (中華人民共和國價格法) and other relevant laws and regulations, the Group has established strict internal control policies to ensure the standardisation of operations and the prevention of operational risks. For instance, the Safety Production Management Measures (《安全生產管理辦法》) has been formulated to promote the institutionalisation, standardisation and systematisation of the company's safety management and supervision, so as to effectively prevent the occurrence of various accidents, eliminate potential hazards, and ensure responsible investment. The inspection department is responsible for assessing the rationality, completeness and effectiveness of the internal control measures and monitoring the implication of control procedures.

Information security and data protection are of paramount importance to the Group's investment business as we believe that our credibility is a crucial competitive differentiator, which can demonstrate our corporate stewardship of the data entrusted to us. Valuing the importance of customer privacy, the Group endeavours to protect the integrity of all personally identifiable information and sensitive data.

Personal data collected will only be used for the purposes as defined, while all employees are required to obey the rules and strictly prohibited from disclosing any confidential information to external parties without customers' authorisation. The intranet of the Group is encrypted to prevent any unauthorised information usage and exportation.

All the advertisements and marketing materials should comply with the requirement of internal verification standards. The Group has employed an experienced legal counsel to review and monitor the advertisements and marketing materials to ensure any exaggerated or wrongful description in the materials can be spotted before being released.

#### *Tourism development business*

In compliance with the Production Safety Law of the People's Republic of China (中華人民共和國安全生產法), the Road Traffic Safety Law of the People's Republic of China (中華人民共和國道路交通安全法) and other relevant laws and regulations, the Group has formulated and implemented a series of internal policies such as Safety Management System (《安全管理制度》), Traffic Accident Handling Methods (《交通事故處理辦法》), Emergency Management measures (《安全應急管理辦法》), Safety Hazard Investigation System (《安全隱患排查制度》) and Occupational Health Management Regulations (《職業健康管理規定》), etc.

Upholding the vision of "Safety is life, Service is soul" (「安全是生命，服務是靈魂」), which has cascaded throughout the whole service process, the Group focuses its efforts on the health and safety of both tourists and its staff. As such, every shuttle bus operating in the scenic area is equipped with seat belt and safety hammer, with safety signs posted inside the vehicle. Vehicle testing and safety inspection are carried out regularly by the Group. In addition, the Group has also purchased medical insurance, work injury insurance and third-party accident insurance for drivers and tourists.

The Group has built a Safety Production Committee (the "Safety Committee") that leads and supervises the overall safety work in tourism development. The quality inspection staff monitors the quality of service and performs monthly service quality analysis to identify the potential risks and oversee the actions for rectification. Furthermore, the Safety Committee carries out annual assessment on the traffic safety against a variety of criteria, including the frequency of general liability accident, frequency of accidental death, frequency of accidental injury, direct economic loss from accident and frequency of minor accident.

Besides, the Safety Maintenance Committee of the Group is responsible for implementing the Group's safety management system. The committee monitors and reports on the vehicle maintenance on a monthly basis, and performs vehicle maintenance tasks, such as annual inspection and safety technical assessment, to ensure the transportation vehicles are in good condition. Under the normal circumstances, the Group's transportation vehicles comply with the GB7258-87 "Safety Technical Conditions for Motor Vehicles", GB4785-84 "Numbers, Positions and Colours of the External Lighting and Light Signalling Devices for Motor Vehicles and Their Trailers" and JT3111-85 "Highway passenger transport general technical conditions".

In FY2020, 20 minor accidents and four general liability accidents were recorded. To further enhance the safety awareness of all staff to strive for zero accidents, the training in Hazard Source Identification and Typical Accident Cases (危險源辨識與典型事故案例) and emergency drills were arranged by the Group during the year under review.

The Group is committed to actively allocating more resources to the research and development of service innovations. In FY2020, the Research and Development (R&D) funds of RMB3 million were invested into optimising the riding environment to meet the increasingly rising customers' expectation, which made us the only enterprise providing tourism service as a standardisation pilot unit in the province that was acknowledged by local government. As one of the national service standardisation pilot unit, the Group will strive to establish a corporate training centre and acquire more support of resources from the government.

### *Winery business*

Upholding the core value of "A Taste of History", the Group has consistently been providing high-quality wine products to its customers. To ensure the product quality, all of the products prior to the delivery to customers should be inspected under Alcohol and Tobacco Tax and Trade Bureau ("TTB") Labelling Compliance, Occupational Safety and Health Administration ("OSHA") Compliance, Environmental Protection Agency ("EPA") and Food and Drug Administration ("FDA") Compliance.

In order to ensure that all products are produced, labelled and sold in accordance with the Federal laws and regulations, the Group's wine products need to pass the label review, Federal Label Certification and approval procedures of TTB before being sold to the market.

Meanwhile, the laboratory analysis is carried out to ensure the health and safety of the wine products. For instance, our wine is tested monthly for quality control, and the alcohol content, heat and cold stability, pH and protein stability all need to be carefully monitored before bottling. We maintain various ways to grasp the needs of the customers with the Sales Department through weekly meeting, new product introduction meeting, customer visits and customer hotlines responsible for meeting the ever-changing needs of customers.

All the information provided by the Marketing Department to customers should be accurate and precise. Any misrepresentation or exaggeration of offerings is strictly prohibited. The signs of responsible drinking are put up on the labels. We have the legal counsel to review the marketing materials and prevent any violation of the advertising and labelling rules.

In FY2020, the Group spent around USD5,000 on R&D. To protect its intellectual properties (IP), the Group applies for any appropriate intellectual property rights for any new trademarks, labels and product innovation. All employees are also required to keep confidential business secrets by signing the confidential agreement as stated in the Staff Manual. The Group emphasises the fulfilment of confidentiality obligations and reiterates the legal consequences for the breaches of obligations within the organisation. Legal counsels are employed to provide legal advice on the protection of intellectual property rights and prevent any infringement of intellectual property rights.

As the Group runs service-oriented businesses, we are very concerned about our customers' opinions, which are essential to the long-term development of the Group. We have established a Customer Service Department and service hotline to collect customers' feedback and respond to customers' inquiry in time.



In FY2020, the Group was in compliance with the relevant laws and regulations regarding health and safety, advertising, intellectual property, labelling and privacy matters of its products and services that are material to the Group.

#### B.7 Anti-corruption

As part of our core values, our reputation as a trusted business partner depends on our employees operating ethically and with integrity. To maintain a fair, ethical and efficient business and working environment, the Group strictly adheres to the local laws and regulations relating to anti-corruption and bribery, irrespective of the area or country where the Group operates, including the Anti-Corruption Law of the People's Republic of China (中華人民共和國反腐敗法), the Law of the People's Republic of China on Anti-money Laundering (中華人民共和國反洗錢法), Interim Provisions on Banning Commercial Bribery(關於禁止商業賄賂行為的暫行規定) and the American Anti-Corruption Act.

In line with our commitment to running our business in the right and good way, we have zero-tolerance towards bribery and corruption. The Group fully acknowledges the importance of maintaining an integrity working environment and requires all employees to sign a letter of integrity. Plans and training for management, ethics and policy compliance that is in alignment with the Group's strategy are established and organised for enhancing the employees' awareness of anti-corruption. In FY2020, a total of four training courses/seminars were held for the general staff and management to deepen their knowledge about anti-corruption practices. All employees are expected to discharge their duties with integrity, to act fairly and professionally, and to abstain from engaging in bribery activities or any activities which might exploit their positions against the Group's interests.

Meanwhile, the Group has set up an internal whistleblowing policy to enable employees to report on any suspected activities. The Human Resource Department of the Group carries out investigations against any suspect or illegal behaviour to protect the Group's interests. Where any crime is substantiated by the Group, a report will be submitted promptly to relevant regulators or law enforcement authorities when the management of the Group considers it necessary.

In FY2020, the Group was in compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that is material to the Group.

### COMMUNITY

#### B.8 Community Investment

The Group understands that the long-term development of an organisation is inherently connected with the prosperity, stability and well-being of the communities where the Group operates. Helping those in need and giving back to the society reflect the Group focus on and commitment to creating its social value, which is also integral to our sustainability principles. In FY2020, three main aspects were particularly prioritised by the Group in community investment, namely Poverty Alleviation, Education, and Health and Well-being of the Communities.

### Poverty Alleviation

Upholding the national policy of targeted “Poverty Alleviation” (精準扶貧), the Group has never been stingy in its investment in any project that contributes to poverty relief. In FY2020, the Group donated RMB5,000 to the charity that aimed to support poverty elimination in Sanxiang and Nanyue (「天下南岳扶助三湘」暨「崇德向善扶貧濟困」).



Standing by the idea of “Teaching a man how to fish is better than giving a man fish” (授人以魚不如授人以漁), on top of financial donations, the Group hopes to empower the underprivileged to break the poverty cycle through themselves. As such, the Group endeavours to generate more employment opportunities for local communities, and in FY2020, the Group initiated the project of the construction of Tianzishan South Road, which created 400 new jobs for the indigenous people.

### Education

Believing that knowledge is power and wealth that can change ones’ destiny, the Group is committed to providing educational opportunities for the youth in our local community. In FY2020, the Group donated RMB50,000 to the China National Committee for the Wellbeing of the Youth, in order to support their work in educating the next generation. Moreover, the Group also donated tastings and wine glasses to local schools, churches and other fundraisers to fund children’s education.

In FY2020, the Group provided free shuttles to and from schools for the youngsters in local communities, and a loving delivery for students in the College Entrance Examination.

#### Health and Well-being of the Communities

Bearing in mind our vision to foster the harmony with local communities, the promotion of the health and well-being of local residents always remains a top priority of the Group. For example, caring about the health of other chronic patients, the Group donated a portion of proceeds of the charitable events that it organised at its winery to Canines N Kids Cancer charity in FY2020.

During the year under review, the outbreak of pandemic led to numerous unfortunate events everywhere around the globe. Despite the difficult situation with the suspension of business of the Group, we still put the health and well-being of our community members in our heart. To further strengthen the prevention and control of the epidemic, the Group donated RMB100,000 to the Red Cross of Nanyue District in supporting the frontline epidemic heroes.



In collaboration with local dog rescues, we organised a charitable event in which people came to the winery and engaged in the interaction with dogs. The activity not only promoted the adoption of homeless pets, but also relieved people's daily pressure and the stress caused by the epidemic isolation. It demonstrated the Group's abundant love and care for the well-being of every group in the community, including animal welfare.



## VI. Report Disclosure Index

### HKEx ESG Guide content index

Aspects	ESG Indicators	Description	Page
<b>A. Environmental</b>			
<b>A1: Emissions</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	13
	KPI A1.1	The types of emissions and respective emission data.	13
	KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	14
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	13
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	14
	KPI A1.5	Description of measures to mitigate emissions and results achieved.	15
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	16
<b>A2: Use of Resources</b>	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	19
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	18
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	18
	KPI A2.3	Description of energy use efficiency initiatives and results achieved.	19
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	21
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	18
<b>A3: The Environment and Natural Resources</b>	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	22
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	22



Aspects	ESG Indicators	Description	Page
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
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	KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	24
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	N.A.
<b>B2: Health and Safety</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	27
	KPI B2.1	Number and rate of work-related fatalities.	27
	KPI B2.2	Lost days due to work injury.	27
	KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	27
<b>B3: Development and Training</b>	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	30
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	N.A.
	KPI B3.2	The average training hours completed per employee by gender and employee category.	N.A.
<b>B4: Labour Standards</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	30
	KPI B4.1	Description of measures to review employment practises to avoid child and forced labour.	30
	KPI B4.2	Description of steps taken to eliminate such practises when discovered.	30

## VI. Report Disclosure Index

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	KPI B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored.	31
<b>B6: Product Responsibility</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	32
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N.A.
	KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	N.A.
	KPI B6.3	Description of practises relating to observing and protecting intellectual property rights.	34
	KPI B6.4	Description of quality assurance process and recall procedures.	33
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	32
<b>B7: Anti-corruption</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	35
	KPI B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the reporting period and the outcomes of the cases.	N.A.
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	35
<b>Community</b>			
<b>B8: Community Investment</b>	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	35
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