

APPENDIX



Environmental Performance Data Summary

Social Data Summary

GRI Standards Content Index

Awards and Recognitions

Memberships and Affiliations

Environmental Performance Data Summary^{1,2,3,4}

Parameter	Units	FY2019	FY2020	FY2021	Year-on-year % change
Air Emissions ^{5,6}					
Nitrogen oxide (NO _x)	Tonne	NA	3.5	2.7	
Sulphur oxide (SO _x)	Tonne	NA	0.009	0.008	
Particulate matters (PM ₁₀)	Tonne	NA	0.87	0.89	
Energy Consumption ⁷					
Diesel	Gigajoules (GJ)	52,978	32,249	48,940	
Biodiesel	Gigajoules (GJ)	199,808	217,891	272,629	
Unleaded petrol	Gigajoules (GJ)	10,989	11,735	12,132	
Liquefied petroleum gas	Gigajoules (GJ)	536	470	339	
Electricity	Gigajoules (GJ)	357,132	269,431	224,610 ⁸	
Towngas ⁹	Gigajoules (GJ)	22,967	13,417	7,543 ⁸	
Total energy consumption	Gigajoules (GJ)	644,410	545,193	566,194 ¹⁰	
	kWh ¹¹	179,002	151,443	157,276	
Total energy consumption intensity	GJ/HK\$ million	32.9	27.1	22.3	-17.7%
On-site generated renewable energy for feed-in tariff ¹²	Gigajoules (GJ)	0	15	46	
Greenhouse Gas (GHG) Emissions ^{13,14}					
Scope 1 emissions	Tonne CO ₂ e	20,395	19,565	24,257	
Scope 2 emissions	Tonne CO ₂ e	68,724	51,214	34,335	
Total GHG emissions (scope 1 & 2) ¹⁵	Tonne CO ₂ e	89,120	70,779	58,592	
Total GHG emissions (scope 1 & 2) intensity	Tonnes CO ₂ e/HK\$ million	4.5	3.5	2.3	-34.3%
Procured carbon offset ¹⁶	Tonne CO ₂ e	NA	NA	134	
Water Consumption					
Municipal water used ¹⁷	m ³	1,097,058	1,097,070	1,231,519 ¹⁸	
Water intensity	m ³ /HK\$ million	56.0	54.5	48.6	-10.9%
Wastewater discharge ¹⁹	m ³	NA	NA	1,004,860	

NA: Data not available or not collected.

Parameter	Units	FY2019	FY2020	FY2021	Year-on-year % change
Waste					
Hazardous Waste Disposed					
Chemical waste (liquid) ²⁰	Tonne	14.4	6.0	0.8 ²¹	
Chemical waste disposed (solid)	Tonne	0.64	0.31	0.05	
Total chemical waste disposed	Tonne	15.0	6.3	0.9	
Non-Hazardous Waste Disposed					
General waste to landfills (Exclude Hip Hing Group)	Tonne	3,798	2,386	1,083	
C&D waste to landfills (Only Hip Hing Group)	Tonne	52,325	45,935	41,208	
C&D waste to sorting facility	Tonne	36,126	12,628	31,311	
Total non-hazardous waste to landfills ²²	Tonne	92,248	60,949	73,602 ²³	
Total non-hazardous waste intensity	Tonne/HK\$ million	4.7	3.0	2.9	
Total C&D waste generated ²⁴	Tonne	783,963	1,177,407	900,517	
Materials recycled					
Inert C&D materials (to public fill facility)	Tonne	695,513	1,118,843	827,998 ²⁵	
Food waste	Tonne	233	130	25	
Cooking oil	Tonne	8.7	4.2	0.8	
Paper	Tonne	259	212	81	
Plastics bottles	Tonne	2.0	1.2	0.3	
Aluminium cans	Tonne	1.3	0.6	0.1	
Glass bottles	Tonne	35	16.4	0.9	
Total materials recycled	Tonne	696,051	1,119,208	828,106 ²⁶	

NA: Data not available or not collected.

¹ Majority of figures are rounded to whole number unless otherwise presented with decimals as appropriate.

² The amount of revenue used to calculate intensities denotes only revenues of business units under the sustainability reporting scope. Revenue from Hip Hing Group was discounted using Architectural Services Department (ArchSD) Building Works Tender Price Index, Civil Engineering and Development Department (CEDD) Works Index and Labour Cost index from the Census and Statistics Department, HKSAR for buildings, infrastructure and civil projects respectively.

³ The environmental data of FY2019 to FY2021 has excluded data from transport business for fair comparison. NWFF was partly sold and became an associated company in May 2020 and was fully disposed of in December 2020. NWFB & Citybus was 100% disposed of in FY2021.

⁴ Sustainability performance data does not include Kai Tai Sports Park as Hip Hing Group is not the main contractor of the project. Kai Tak Sports Park Limited, a subsidiary of NWD, is the main contractor of the project.

⁵ Road air emission factors are based on the Hong Kong Environmental Protection Department's (EPD) EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's (USEPA's) Vehicle Emission Modeling Software – MOBILE6.1. PM emission refers to respirable suspended particles (PM₁₀).

⁶ FY2020 is the first year to include emissions from company owned vehicles from all in-scope business units (excluding contract cars from Hip Hing Group's projects) and FY2021 was the first year to include contract cars from Hip Hing Group's project.

⁷ Energy conversion factors of different fuel types are referenced from Greenhouse Gas Inventory Guidance: Direct Emissions from Stationary Combustion Sources, January 2016, published by USEPA.

⁸ In FY2021, HML's energy consumption from electricity and Towngas was significantly reduced due to the impact from COVID-19.

⁹ Each unit of Towngas consumption has a heat value of 48 MJ.

¹⁰ The overall increase in energy usage was mainly due to the increase number of active project sites of Hip Hing Group in FY2021 comparing to last year.

¹¹ 1 gigajoule (GJ) = 277.778 kWh

- ¹² The renewable energy (RE) generated was from the grid-connected solar panels installed on the HKCEC's rooftop. The renewables were installed to support the Feed-in-Tariff scheme in Hong Kong and thus the RE generated could not offset the Group's overall usage.
- ¹³ Greenhouse Gas (GHG) emissions were calculated based on the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, 2010 Edition published by the Environmental Protection Department and the Electrical and Mechanical Services Department, which includes CO₂, methane (CH₄) and nitrous oxide (N₂O) of Scope 1 and 2 emissions. The GHG emission factor (EF) for biodiesel was referenced from the "Greenhouse gas reporting: conversion factors 2020" from the Department for Environment, Food & Rural Affairs (DEFRA) of UK.
- ¹⁴ For Hong Kong operations, EF adopted for purchased electricity were 0.71 kgCO₂e/kWh and 0.37 kgCO₂e/kWh as provided by HK Electric Investments and CLP respectively, subjecting to the location of operation. The EF for Towngas is 0.597 kgCO₂e/unit as provided by The Hong Kong and China Gas Company Limited. For China operations, EF adopted for purchased electricity was referenced from 2019 中國區域電網基準線排放因子(kgCO₂/kWh): <https://www.mee.gov.cn/ywgz/ydqhbh/wsqtz/202012/W020201229610353340851.pdf>
- ¹⁵ Besides the Group's continuous effort on energy saving, the reduction in GHG emission was also due to the cleaner purchased electricity from the power companies, HK Electric Investments and CLP, which resulted lower emission per unit of energy generated in 2021.
- ¹⁶ Hip Hing Group has initiated a programme to offset carbon emission from fossil fuel consumption of its construction equipment in FY2021, the amount of carbon offset was procured to cover the fuel consumption between March to June 2021.
- ¹⁷ Figure excluded water consumption at Corporate Office of NWS Holdings and FTLife's offices as the amount of water use is not available for rental premises in Hong Kong.
- ¹⁸ The increase in water usage was mainly due to the increased number of active project sites, especially foundation works of Hip Hing Group in FY2021.
- ¹⁹ Data of wastewater discharge was only collected and disclosed since FY2021. For Free Duty, Hunan NWS Expressway, and Zhejiang NWS Expressway, 100% municipal water usage was assumed discharged as waste water. For Hip Hing Group, the amount of wastewater discharge was assumed to be 80% of municipal freshwater use; For HML, the amount of wastewater discharge was the actual amount as billed for sewage discharge.
- ²⁰ Chemical waste is the only type of hazardous wastes within the in-scope business units. Chemical waste is properly stored at the premises of the business operations and handled by qualified third-party contractors for disposal as required by local regulations. The weight of chemical waste (liquid) is converted by using the density figure 1.0kg/litre from the Australian Hazardous Waste Data and Reporting Standard 2017 revision.
- ²¹ The reduction in chemical waste disposed (solid) was due to fewer construction projects at fitting-out stage in FY2021 and the progressive conversion to electrifier in construction sites, resulting less chemical waste generated.
- ²² Total non-hazardous waste to landfill is the summation of General waste to landfills (Exclude Hip Hing Group), C&D waste to landfills (Only Hip Hing Group) and C&D waste to sorting facility.
- ²³ The increase of Total non-hazardous waste to landfill was mainly due to the increased C&D waste sent to sorting facilities in FY2021 from Hip Hing Group.
- ²⁴ Total C&D waste generated is the summation of C&D waste to landfills (Only Hip Hing Group), C&D waste to sorting facility and Inert C&D waste (to public fill facility).
- ²⁵ The reduction of Inert C&D waste (to public fill facility) was because more C&D wastes were sent to the sorting facilities instead of the public fill due to physical site constraints which discouraged on-site sorting. We considered sorting off-site as "not recycled".
- ²⁶ The significant decrease of Total Materials recycled was due to the decrease in Inert C&D waste (to public fill facility) from construction and reduced wastes and recycling from HML due to the significantly fewer exhibition events held in FY2021.

Social Data Summary ²⁷

Parameter		Units	FY2019	FY2020	FY2021
Workforce					
Total number of employees ²⁸		No. of employees	4,880	5,506	4,938
By Gender	Male	No. of employees	3,359	3,663	3,356
	Female	No. of employees	1,521	1,843	1,582
By Employment Type	Full-time employees	No. of employees	4,809	5,452	4,891
	Part-time employees	No. of employees	71	54	47
By Contract Type	Permanent employees	No. of employees	4,841	5,016	4,725
	Fixed-term/temporary employees	No. of employees	39	490	213
By Seniority	Operational Staff	No. of employees	3,856	3,985	3,524
	General Staff	No. of employees	498	706	634
	Assistant Manager	No. of employees	205	264	243
	Manager and Senior Manager	No. of employees	247	420	381
	Assistant General Manager and above	No. of employees	74	131	156
By Geographical Region	Hong Kong	No. of employees	4,226	4,654	4,155
	Mainland China	No. of employees	654	851	780
	Others	No. of employees	0	1	3
By Age Group	Under 30 years old	No. of employees	900	1,085	951
	30-50 years old	No. of employees	2,549	2,954	2,639
	Over 50 years old	No. of employees	1,431	1,467	1,348
Total New Hire ²⁹		No. of employees	938	1,047	597
New Hire Rate ³⁰		%	19%	19%	12%
Total Number of Leavers ³¹		No. of employees	813	971	1,237
Turnover Rate ³²		%	16%	17%	25%
Health and Safety					
Total Hours Worked		No. of hours	11,805,717	12,392,359	11,083,153
Work-related Lost-time injuries (Sick Leave > 0 day)		No. of case	100	42	20
Reportable Work-related Injuries (sick Leave > 3 days)		No. of case	40	35	17
Work Day Lost due to Work-related Injuries ³³		No. of days	4,177	5,152	3,623
Lost-day Rate ³⁴		per 100 employees	70.8	83.1	65.4
Lost-time injury rate (LTIR) ³⁵		per 100 employees	1.69	0.7	0.4
Work-related Fatalities		No. of cases	0	0	0
Fatality rate ³⁶		%	0%	0%	0%
Training					
Average Training Hours per Employee		No. of hours	12.2	10.4	12.7
Average Training Hours per Employee (by Gender)	Male	No. of hours	11.3	10.4	10.7
	Female	No. of hours	14.3	10.5	17.0
By Type of Training	Anti-corruption	No. of hours	371	2,472	1,434
	Corporate culture	No. of hours	12,776	6,560	8,637
	Environmental protection	No. of hours	1,368	1,514	4,063
	Occupational health and safety	No. of hours	15,337	14,684	12,230
	Professional development	No. of hours	29,892	29,180	25,777
Average Training Hours Completed per Employees (By Seniority)	Operational Staff	No. of hours	11.3	9.5	7.0
	General Staff	No. of hours	16.9	15.9	30.2
	Assistant Manager	No. of hours	19.4	11.1	26.9
	Manager	No. of hours	8.5	9.7	21.9
	Senior Manager	No. of hours	8.3	9.4	23.7
Assistant General Manager and above	No. of hours	12.5	9.8	24.1	

Detailed Breakdown in FY2021

Parameter		Units	Male	Female
Workforce				
By Geographical Region	Hong Kong	No. of employees	2,939	1,216
	Mainland China	No. of employees	416	364
	Others	No. of employees	1	2
By Employment Type, Gender and Region	Full-time	No. of employees	3,343	1,548
	Part-time	No. of employees	13	34
By Contract Type and Gender	Permanent Contract	No. of employees	3,224	1,501
	Fixed-term or Temporary Contract	No. of employees	132	81
By Seniority and Gender	Operational Staff	No. of employees	2,581	943
	General Staff	No. of employees	288	346
	Assistant Manager	No. of employees	161	82
	Manager and Senior Manager	No. of employees	235	146
	Assistant General Manager and above	No. of employees	91	65
New Hires				
By Gender		No. of employees	401	196
New Hire Rate by Gender ³⁸		%	8.1%	3.9%
By Geographical Region and Gender	Hong Kong	No. of employees	378	161
	Mainland China	No. of employees	23	35
	Others	No. of employees	0	0
By Age Group and Gender	< 30 years old	No. of employees	165	89
	30-50 years old	No. of employees	166	94
	> 50 years old	No. of employees	70	13
New Hire Rate by Geographical Region ³⁷	Hong Kong	%	10.9%	
	Mainland China	%	1.2%	
	Others	%	0.0%	
Turnover				
Leavers By Gender		No. of employees	761	476
Turnover Rate by Gender ³⁸		%	15%	9%
By Geographical Region and Gender	Hong Kong	No. of employees	672	406
	Mainland China	No. of employees	89	70
	Others	No. of employees	0	0
Turnover Rate by Geographical Region ³⁹	Hong Kong	%	21%	
	Mainland China	%	3%	
	Others	%	0%	
By Age Group and Gender ⁴⁰	Under 30 years old	No. of employees	193	96
	30-50 years	No. of employees	292	249
	> 50 years old	No. of employees	275	132
Turnover Rate by Age Group	Under 30 years old	%	5%	
	30-50 years	%	11%	
	> 50 years old	%	8%	

Parameter	Units	Male	Female
Parental Leave			
Employees who took Parental Leave	No. of employees	63	29
Employees returned to work after Parental Leave ended	No. of employees	58	23
Return-to-work Rate by Gender ⁴¹	%	92%	79%

²⁷ The social data of FY2019 to FY2021 has excluded data from transport operations for fair comparison. As of FY2021, transport business including NWFB, Citybus and NWFF were fully disposed of.

²⁸ Total Number of Employees refers to the number of employees of in-scope business units under the Sustainability Report as of 30 June of the respective year.

²⁹ Starting from FY2019, New Hire covers permanent employees only.

³⁰ New Hires Rate is calculated as the Number of New Hires divided by the Total Number of Employees.

³¹ Total Number of Leavers includes both voluntary and involuntary leavers as at 30 June of the respective year.

³² Turnover Rate is calculated as the Total Number of Leavers divided by Total Number of Employees.

³³ Total Number of Work Day Lost due to Work-related Injuries was adjusted starting from FY2020 to align with the Labour Department's definition (i.e. excludes only statutory holidays).

³⁴ Lost-day Rate represents the number of Work Day Lost due to Work-related Injuries per 100 employees per year. It is calculated as the Total number of Work Day Lost due to Work-related Injuries divided by the Total Hours Worked and multiplied by 200,000. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

³⁵ Lost-time Injury Rate (LTIR) represents the number of injuries per 100 employees per year. It is calculated as the number of Work-related employees, based on 40 hours per week for 50 weeks a year.

³⁶ Fatality Rate is calculated as the number of Work-related Fatalities divided by the total Number of Employees.

³⁷ New Hire Rate by Geographical Region is calculated as the number of New Hires in the corresponding region divided by Total Number of Employees.

³⁸ Rate by Gender for the respective year is calculated as the number of staff by respective gender divided by the Total Number of Employees.

³⁹ Turnover Rate by Geographical Region is calculated as the Number of Leavers in the corresponding region divided by the Total Number of Employees.

⁴⁰ Turnover Rate by Age Group is calculated as the Number of Leavers of respective age group divided by the Total Number of Employees.

⁴¹ Return-to-work Rate by Gender is calculated as the Number of Employees Returned to work after Parental Leave ended divided by the Number of Employees who took Parental Leave.

GRI Standards Content Index

The following table indicates the location of our direct response to GRI Standards disclosures included in this report and other publicly available NWS Holdings documents.

GRI Standards	Description	Section/Remarks
GRI 102: General Disclosures (2016)		
Organizational Profile		
102-1	Name of the organization	About This Sustainability Report
102-2	Activities, brands, products, and services	Company Website – Company Overview
102-3	Location of headquarters	Corporate Governance Report of Annual Report 2021
102-4	Location of operations	Project Key Facts and Figures of Annual Report 2021
102-5	Ownership and legal form	Corporate Governance Report of Annual Report 2021
102-6	Markets served	Management Discussion and Analysis of Annual Report 2021
102-7	Scale of the organization	Project Key Facts and Figures of Annual Report 2021; Environmental Performance Data Summary; Social Data Summary
102-8	Information on employees and other workers	Social Data Summary
102-9	Supply chain	How We Govern and Manage
102-10	Significant changes to the organization and its supply chain	No major change in Supply Chain Management except for stronger collaborations with service providers on ESG-related coordinations. Refer to Greener Future for examples
102-11	Precautionary Principle or approach	How We Govern and Manage
102-12	External initiatives	Awards and Accolades
102-13	Membership of associations	Awards and Accolades
Strategy		
102-14	Statement from senior decision-maker	Message from the Chairman of the Sustainability Committee
Ethics and Integrity		
102-16	A description of the organization's values, principles, standards, and norms of behavior.	Sustainable Innovation at a Glance; How We Govern and Manage
Governance		
102-18	Governance structure of the organization, including committees of the highest governance body.	How We Govern and Manage
102-29	Policies on identification and mitigation of significant climate-related issues	How We Govern and Manage; Greener Future

GRI Standards	Description	Section/Remarks
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement and Materiality
102-41	Collective bargaining agreements	How We Govern and Manage – “Human Right Policy”; Thriving Peoples
102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality
102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality
102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Reports and Financial Statements of Annual Report 2021
102-46	Defining report content and topic boundaries, Application of reporting principles – “materiality”, “quantitative” and “consistency”	About This Sustainability Report; Stakeholder Engagement and Materiality
102-47	List of material topics	Stakeholder Engagement and Materiality
102-48	Restatements of information	About This Sustainability Report; Environmental Performance Data Summary; Social Data Summary
102-49	Changes in reporting	Transport business was fully disposed by FY2021. Refer to About This Sustainability Report for details
102-50	Reporting period	About This Sustainability Report
102-51	Date of most recent report	Our previous report was published in September 2020
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	About This Sustainability Report
102-54	Claims of reporting in accordance with the GRI Standards	This report was prepared with reference to the GRI Standards
102-55	GRI content index	GRI Standards Content Index
102-56	External assurance	About This Sustainability Report; Verification Statement
Material Topics		
Economic		
Economic Performance (2016)		
103	Management approach	Management Discussion and Analysis of Annual Report 2021
201-1	Direct economic value generated and distributed	Reports and Financial Statements of Annual Report 2021

GRI Standards	Description	Section/Remarks
Indirect Economic Impacts (2016)		
103	Management approach	Stakeholder Engagement and Materiality; Fostering an Inclusive Community
203-1	Infrastructure investments and services supported	Fostering an Inclusive Community
Procurement Practices (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality
204-1	Proportion of spending on local suppliers	How We Govern and Manage
Anti-Corruption (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Continuous Innovation for Quality Customer Service
205-2	Communication and training about anti-corruption policies and procedures	Thriving Peoples; Social Data Summary
205-3	Confirmed incidents of corruption and actions taken	No reported cases of regulatory non-compliance regarding the Prevention of Bribery Ordinance (Cap.201)
Environmental		
GRI 302: Energy (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Greener Future
302-1	Energy consumption within the organization	Environmental Performance Data Summary
302-3	Energy intensity	Environmental Performance Data Summary
302-4	Reduction of energy consumption	Greener Future
GRI 303: Water and Effluents (2018)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Greener Future – Water Management
303-1	Interactions with water as a shared resource	Greener Future
303-2	Management of water discharge-related impacts	Greener Future
303-5	Water consumption	Environmental Performance Data Summary

GRI Standards	Description	Section/Remarks
GRI 304: Biodiversity (2016)		
103	Management approach	Greener Future – Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	
GRI 305: Emissions (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Greener Future
305-1	Direct (Scope 1) GHG emissions	Environmental Performance Data Summary
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance Data Summary
305-4	GHG emissions intensity	Environmental Performance Data Summary
305-5	Reduction of GHG emissions	Our Sustainability Targets and Progress; Greener Future
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental Performance Data Summary
GRI 306: Waste (2020)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Greener Future – Management Waste through Circular Innovation
306-1	Waste generation and significant waste-related impacts	Greener Future – Management Waste through Circular Innovation
306-2	Management of significant waste-related impacts	Greener Future
306-3	Waste generated	Environmental Performance Data Summary
306-4	Waste diverted from disposal	Environmental Performance Data Summary
306-5	Waste directed to disposal	Environmental Performance Data Summary
GRI 307: Environmental Compliance (2016)		
103	Management approach	How We Govern and Manage; Greener Future
307-1	Non-compliance with environmental laws and regulations	No reported cases of non-compliance that had a significant impact on the Group in FY2021
GRI 308: Supplier Environmental Assessment (2016)		
103	Management approach	How We Govern and Manage
308-1	New suppliers that were screened using environmental criteria	How We Govern and Manage

GRI Standards	Description	Section/Remarks
Social		
GRI 401: Employment (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples
401-1	New employee hires and employee turnover	Social Data Summary
401-3	Parental leave	Social Data Summary
GRI 403: Occupational Health & Safety (2018)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Continuous Innovation for Quality Customer Service; Thriving Peoples
403-1	Occupational health and safety management system	How We Govern and Manage; Thriving Peoples
403-2	Hazard identification, risk assessment, and incident investigation	How We Govern and Manage; Thriving Peoples; Hazards or safety risk identification forms an essential part of ISO 45001 Occupational Health and Safety Management, especially for high risk procedures in construction
403-3	Occupational health services	How We Govern and Manage; Thriving Peoples; Daily safety briefings are provided to workers in construction
403-4	Worker participation, consultation, and communication on occupational health and safety	How We Govern and Manage; Thriving Peoples
403-5	Worker training on occupational health and safety	Thriving Peoples
403-6	Promotion of worker health	Thriving Peoples
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Thriving Peoples
403-9	Work-related injuries	Social Data Summary
GRI 404: Training and Education (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples
404-1	Average hours of training per year per employee	Social Data Summary
404-2	Programs for upgrading employee skills and transition assistance programs	Thriving Peoples

GRI Standards	Description	Section/Remarks
GRI 405: Diversity and Equal Opportunity (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples; Fostering an Inclusive Community
405-1	Diversity of governance bodies and employees	Corporate Governance Report of Annual Report 2021; Social Data Summary
GRI 406: Non-Discrimination (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples
406-1	Incidents of discrimination and corrective actions taken	No reported cases of non-compliance related to discrimination that had a significant impact on the Group in FY2021
GRI 408: Child Labour (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples
408-1	Operations and suppliers at significant risk for incidents of child labor	How We Govern and Manage
GRI 409: Forced or Compulsory Labour (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Thriving Peoples
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	How We Govern and Manage
GRI 413: Local Communities (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Fostering an Inclusive Community
413-1	Operations with local community engagement, impact assessments, and development programs	Fostering an Inclusive Community
GRI 414: Supplier Social Assessment (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality
414-1	New suppliers that were screened using social criteria	How We Govern and Manage

GRI Standards	Description	Section/Remarks
GRI 416: Customer Health and Safety (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Continuous Innovation for Quality Customer Service
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No concluded cases of regulatory non-compliance regarding Health and Safety that had a significant impact on the Group in FY2021
GRI 418: Customer Privacy (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality; Continuous Innovation for Quality Customer Service
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No concluded cases of regulatory non-compliance regarding customer privacy in FY2021
GRI 419: Socioeconomic Compliance (2016)		
103	Management approach	How We Govern and Manage; Stakeholder Engagement and Materiality
419-1	Non-compliance with laws and regulations in the social and economic area	No concluded cases of regulatory non-compliance that had a significant impact on the Group in FY2021 related to environmental emission laws and regulations, employment practices, health and safety, child and forced labour, and anti-corruption

Awards and Recognitions

Organizer	Awards and Recognitions	Companies
Bloomberg Businessweek/Chinese Edition	Bloomberg Businessweek/Chinese Edition Financial Institution Awards 2021 <ul style="list-style-type: none"> Insurance – Life Insurance (Excellence Award) Insurance – Recruitment Program of the Year (Excellence Award) Insurance – Training and Development Achievement (Excellence Award) Insurance – Integrated Marketing (Branding Promotion) (Outstanding Award) Insurance – Critical Illness (Outstanding Award) 	FTLife Insurance
Breastfeeding Friendly Community Initiative	Breastfeeding Star Premise	HML
Employees Retraining Board	“Super Manpower Developer” Status	NWS Corporate Office
Environmental Campaign Committee	Hong Kong Green Organization	Hip Hing Group, HML
Equal Opportunities Commission	Equal Opportunity Employer Recognition Scheme <ul style="list-style-type: none"> Equal Opportunity Employer for Family Status Equality Equal Opportunity Employer for Gender Equality 	NWS Corporate Office, HML HML
Green Council	Hong Kong Green Awards 2020 – Green Management Award – Project Management (Large Corporation) <ul style="list-style-type: none"> Two Taikoo Place Development at Taikoo Place (Gold) Kai Tak Sports Park (Gold) InnoCell, 1 Chong San Road, Pak Shek Kok, Tai Po (Bronze) Inland Revenue Tower in Kai Tak Development Area (Merit) 	Hip Hing Group
Hong Kong Construction Association	Hong Kong Construction Environmental Awards <ul style="list-style-type: none"> 2020 Environmental Merit Award 	Hip Hing Group
Hong Kong Internet Registration Corporation Limited	Web Accessibility Recognition Scheme 2020-2021	HML
Home Affairs Bureau/ Family Council	Family-Friendly Employers Award Scheme <ul style="list-style-type: none"> Meritorious Family-Friendly Employers (Award for Breastfeeding Support) 	HML
HR Asia media	HR Asia Best Companies to Work for in Asia 2021	NWS Corporate Office
Occupational Safety & Health Council	Joyful@Healthy Workplace Best Practices Award	NWS Corporate Office
Metro Broadcast	GBA Insurance Awards 2021 – Hong King Region <ul style="list-style-type: none"> Most Innovative Product Award Outstanding Training and Development Award 	FTLife Insurance
Quality Building Award	Quality Building Award 2020 <ul style="list-style-type: none"> West Kowloon Government Offices in Yau Ma Tei – Merit Award ALASSIO at 100 Caine Road – Merit Award The Pavilia Bay – Finalist Tsuen Wan Sports Centre – Finalist 	Hip Hing Group
The Hong Kong Council of Social Service	Caring Company Logo	Hip Hing Group (15 years+), HML (15 years+), Free Duty (10 years+)

Memberships and Affiliations

Organizer	Membership and Affiliations	Companies
Business Environment Council	Low Carbon Charter	NWS Corporate Office
Environment Bureau	Charter on External Lighting	FTLife Insurance, HML
Environment Bureau & Electrical and Mechanical Services Department	Energy Saving Charter	NWS Corporate Office, Hip Hing Group
Environment Bureau & Electrical and Mechanical Services Department	Energy Saving Charter on “No ILB”	Free Duty
Environmental Campaign Committee	Hong Kong Green Organization	NWS Corporate Office, Hip Hing Group, HML,
Labour Department	Good Employer Charter 2020	NWS Corporate Office, HML, Free Duty
Occupational Safety & Health Council	Joyful@Healthy Workplace Charter	NWS Corporate Office, Free Duty
The Equal Opportunities Commission	The Racial Diversity and Inclusion Charter for Employers 2020 – First 100 Plus Signatories	NWS Corporate Office, Free Duty
UFI The Global Association of the Exhibition Industry	UFI The Global Association of the Exhibition Industry – Board Member	HML