



HING MING HOLDINGS LIMITED 興銘控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock code: 8425

2020 Environmental, Social and Governance Report

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

INTRODUCTION

SCOPE

This report was approved by the board of directors (the “**Board**”) of Hing Ming Holdings Limited (the “**Company**”) and aims to provide a balanced representation of the efforts made by the Company and its subsidiaries (the “**Group**”) on corporate social responsibility and covers its operations in the business of provision of rental services of temporary suspended working platforms and other equipment such as tower cranes and generators; and the trading of equipment and spare parts including permanent suspended working platforms, motors and wire rope for the year ended 31 March 2020 (the “**Year**”).

REPORTING FRAMEWORK

This report is prepared in accordance with the Environmental, Social and Governance (“**ESG**”) Reporting Guide as set out in Appendix 20 to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited.

ESG WORKING GROUP

The Group views corporate social responsibility as one of the core values of its business operations for sustainable development. To demonstrate the Group’s commitment to sustainability with transparency and accountability, the Group has established an ESG working group, which has clear terms of reference that set out the powers delegated to it by the Board.

CORPORATE SOCIAL RESPONSIBILITY (“**CSR**”) POLICY

The Group is committed to adhering to the highest standards of corporate governance and hence has adopted a CSR policy, in respect of the environmental, social, and governance dimensions, that aims to integrate CSR seamlessly into the Group’s business strategies and management approach.

SUSTAINABLE DEVELOPMENT

Aspiring to persist as the leading temporary suspended working platform rental service provider in Hong Kong, the Group strives to operate its business in an economic, social and environmentally sustainable manner. Continuously resolute in providing good quality products and outstanding services, the Group firmly recognizes the importance of balancing its business objectives with the stewardship of natural environment, the need to meet market demand for resources, and the need to build a more prosperous and sustainable society.

STAKEHOLDERS ENGAGEMENT

The Group endeavours to create sustainable growth and long-term value for its stakeholders, who comprise the Group’s employees, investors, customers and the wider community. The Group continues to interact with its stakeholders on an ongoing basis in order to understand their views and collect their feedback. The Group has also established effective communication channels with its stakeholders through its company website, annual general meeting and staff meetings. The opinions of stakeholders are vastly beneficial to formulating and implementing sustainable development strategies which enables the Group to improve its ESG performance.

ENVIRONMENTAL

The Group integrates considerations of environmental preservation into its business and is dedicated to continuously improving environmental performance in conformity with all applicable laws and regulations in Hong Kong.

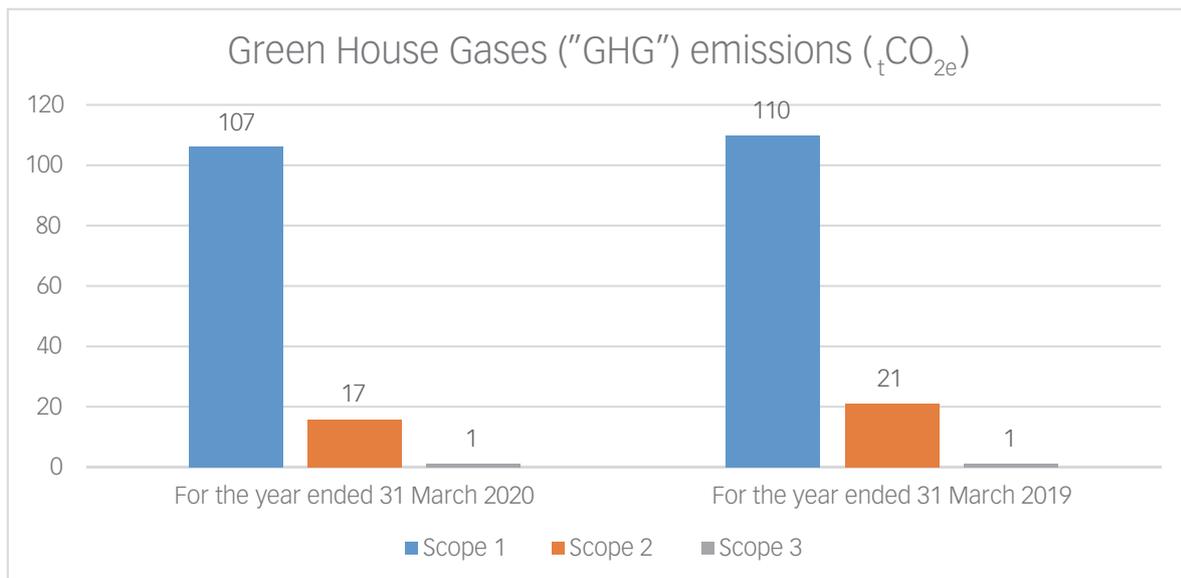
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EMISSIONS

The Group's business predominantly focuses on rental services with respect to temporary suspended working platforms and other equipment and trading services with respect to equipment and spare parts including permanent suspended working platforms, motors and wire rope.

Being a responsible rental services provider, the Group strives to implement every possible measure to conserve energy in its business through increasing the energy efficiency of machineries and equipment sold or leased by the Group. As such, the Group strictly adheres to the Air Pollution Control (Non-road Mobile Machinery) (Emission) Regulation (Chapter 311Z of the Laws of Hong Kong) when applicable, which regulates the emissions of non-road mobile machinery including suspended working platforms. Also, the Group ensures that machineries sold or leased are approved with the Non-Road Mobile Machinery (NRMM) label issued by the Environmental Protection Department of Hong Kong, when applicable.

An overview of carbon footprint for the Group's operations in Hong Kong is summarised as follows:



Overview of carbon footprint for Hong Kong operations

GHG emissions	For the year ended 31 March		Variance Increase/ (decrease)
	2020 tCO _{2e}	2019 tCO _{2e}	
Scope 1: Direct emissions ²			
— Carbon dioxide	107	110	(3%)
Scope 2: Indirect emissions ³			
— Carbon dioxide	17	21	(19%)
Scope 3: Other indirect emissions ⁴			
— Carbon dioxide	1	1	—
Total GHG emissions (Scope 1+2+3)	125	132	(5%)
GHG emissions intensity⁵			
Per revenue (HK\$ million)	2.3	2.8	(18%)

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Notes:

1. The above calculation is based on the reference and tools provided by the Environmental Protection Department of Hong Kong. <https://www.carbon-footprint.hk/node/52>
2. Scope 1 refers to direct GHG emissions such as fuel consumption.
3. Scope 2 refers to indirect GHG emissions from consumption of purchased electricity.
4. Scope 3 refers to other indirect GHG emissions from paper purchased.
5. GHG emissions intensity is calculated by dividing the total GHG emissions by the Group's revenue. The Group's revenue for the years ended 31 March 2019 and 2020 is approximately HK\$48 million and HK\$55 million, respectively.

The primary sources of GHG emissions from the Group's trading and rental business are fuel used for its motor vehicles and consumption of electricity for its office operations. The Group has directed efforts to monitor and minimize its mobile fuel and electricity usage in its workplace by the use of energy efficient motor vehicles and office equipment as well as by encouraging its employees to share rides where possible and to keep the indoor temperature within the office at 24 to 26 degrees Celsius. As a result, the Group's GHG emissions intensity decreased by approximately 18% from 2.8 tCO_{2e} per HK\$1 million of revenue for the year ended 31 March 2019 to approximately 2.3 tCO_{2e} per HK\$1 million of revenue for the Year.

The Group will continue to explore and evaluate the possibility of carbon reduction through the use of cleaner source of energy and more efficient use of its transportation capacity, where the situations permit.

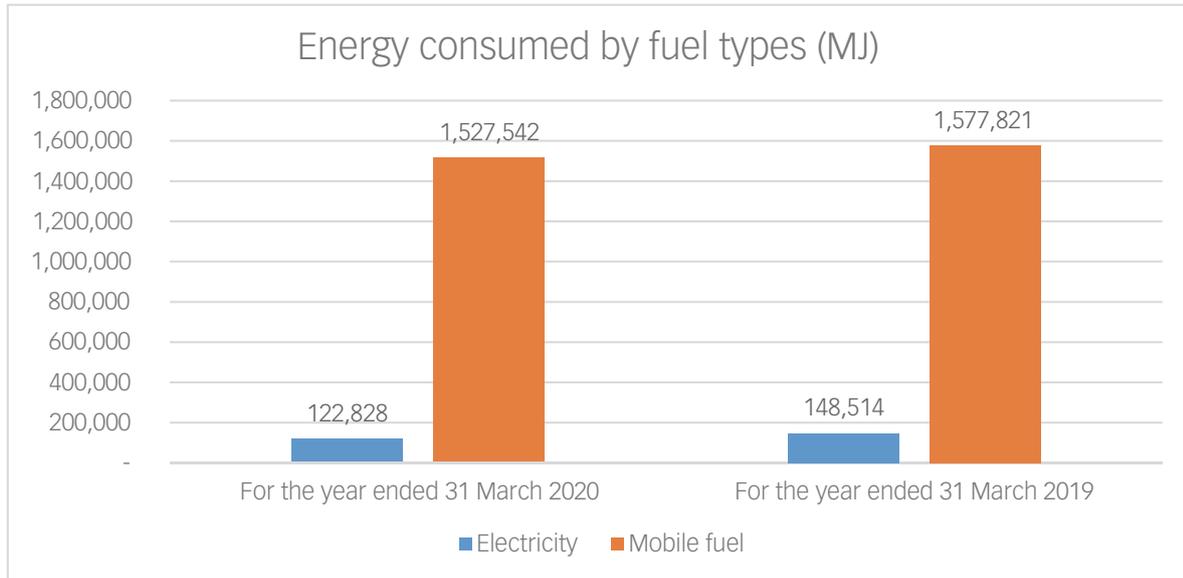
The Group is not aware of any hazardous waste generated from its activities during the Year. Non-hazardous waste generated from the Group's activities is minimal. The Group continuously monitors the potential impacts of its activities on the environment.

No non-compliance with the laws and regulations in Hong Kong relating to air and greenhouse gas emission, discharges into water and land, and generation of hazardous and non-hazardous waste that have or may result in significant impact on the Group during the Year was identified.

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UTILIZATION OF RESOURCES

The Group is eminently devoted towards promoting a sustainable working and living environment through continuous emissions reduction and effective use of resources by introducing various guidelines pertaining to the efficient utilization of resources. Details of the Group's total use of resources by category are summarised as follows:



Energy consumption	Energy consumed by fuel types		Variance Increase/ (decrease)
	For the year ended 31 March 2020 MJ	2019 MJ	
Electricity	122,828	148,514	(17%)
Mobile fuel	1,527,542	1,577,821	(3%)
Total energy consumption	1,650,370	1,726,335	(4%)
Energy consumption intensity²			
Per revenue (HK\$ million)	30,007	35,965	(17%)
Paper	30,000	30,000	—
Paper consumption intensity³			
Per employee	833	566	47%

Note:

- The energy consumption unit is converted to megajoule (MJ). The conversion rate is based on the reference and tool provided by U.S. Energy Information Administration (EIA): https://www.eia.gov/energyexplained/index.php?page=about_energy_conversion_calculator
- Energy consumption intensity is calculated by dividing the total energy consumption by the Group's revenue.
- Paper consumption intensity is calculated by dividing the paper consumption by the number of employees. The number of employees for the years ended 31 March 2019 and 2020 is 53 and 36 respectively.

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The Group's energy consumption from mobile fuel decreased by approximately 3% from approximately 1,577,821 MJ for the year ended 31 March 2019 to approximately 1,527,542 MJ for the Year, which accounts for approximately 93% (2019: 91%) of the Group's total energy consumption. The overall energy consumption intensity of the Group also decreased by approximately 17% from approximately 35,965 MJ per HK\$1 million of revenue for the year ended 31 March 2019 to approximately 30,007 MJ per HK\$1 million of revenue for the Year.

The Group's paper consumption remained unchanged for the Year. The Group is not aware of any hazardous waste generated from its activities during the Year.

The principal activities of the Group do not involve production, hence water usage and use of packaging material for finished products are minimal. As water is used mainly for domestic purpose at the Group's office, the Group does not have any concern in sourcing water that is fit for such purpose.

The Group is committed to promoting employees' environmental awareness and optimizing natural resources utilization among the Group. The Group will continue to make every effort to alleviate its environmental impact by properly maintaining vehicles and encouraging environmentally friendly driving behaviours. For example, drivers are encouraged to drive at a reasonable speed to avoid sudden braking, and to switch off engine while waiting. The Group will also continue to promote its guidelines on best practices for efficient use and conservation of resources in the office workplace, which include the use of energy saving lighting, e-statements and duplex print, separation of paper and tins for recycle purpose, as well as video conferencing as a substitute for overseas or cross-border business trips to reduce carbon footprints from flights, trains or other vehicles, where possible. In addition, the Group will continue to promote proper waste management and water saving behaviour under its overall environmental management agenda.

THE ENVIRONMENT AND NATURAL RESOURCES

The Group preserves the environment and natural resources indirectly through providing rental services of temporary suspended working platforms and other equipment such as tower cranes and generators. Temporary suspended working platforms act as a substitute for traditional bamboo shed, which can significantly reduce wastes produced by traditional scaffolding. For example, according to the Construction Innovative Environmental Practices issued by the Hong Kong Construction Association, the use of temporary suspended working platforms for installation of a 22-floor high tower lift can prevent 1,200 meters of bamboo from landfill disposal.

The Group adopts waste management policy of reduce, reuse, recycle and replace where possible. For example, to reduce waste, the used metal components of temporary suspended working platforms are disposed at a low price or at no cost to recycling companies.

SOCIAL EMPLOYMENT AND LABOUR PRACTICES

Employment

The Group's workforce is its most valuable asset and is the key to its long-term growth and prosperity. The remarkable development of the Group in recent years is a concrete proof of the contribution from its professional and experienced employees. Therefore, the development and maintenance of its human resources through attracting and retaining appropriate and suitable talents have equally profound effect on maintaining competitiveness within the industry and delivering excellent services to clients. For this reason, the Group is committed to providing a healthy, safe, and friendly working environment for all of its employees.

The Group recognizes, rewards and remunerates its employees based on factors such as qualifications and years of experience, with competitive remuneration package, and welfare and benefits included in its comprehensive labour management policies.

The Group firmly believes that a diversified workforce can congregate a mix of talents of different skills, experience and knowledge, which in turn strengthens the Group's competitiveness, supports innovation capability and fulfills contemporary business challenges. The Group respects diversity across all levels by offering equal employment opportunities to all candidates and not differentiating them on the basis of factors, including but not limited to gender, race, age, and religion. The Group has thus formulated and implemented equal opportunity and non-discrimination policies and practices for recruitment and promotion.

For the Group's long-term success in the industry, the Group has a series of well-established promotion and succession programs to ensure professional knowledge and experience from its existing employees are inherited by its new employees. In addition, ongoing performance reviews and annual appraisal policies are well in place to ensure all employees are provided with equal career development opportunities.

The Group adheres strictly to all laws and regulations in relation to employment such as the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) and the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong).

No non-compliance with the laws and regulations in Hong Kong relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have resulted or may result in significant impact on the Group was identified during the Year.

Health and Safety

Health and safety are always of paramount importance. Due to the nature of works in construction sites, risks of accidents or injuries are inherent. To minimize occupational accidents and to provide a safe and secure working environment, the Group is highly committed to complying with applicable laws and regulations in the industry such as the Factories and Industrial Undertakings Ordinance (Chapter 59 of the Laws of Hong Kong), the Construction Sites (Safety) Regulations (Chapter 59I of the Laws of Hong Kong), and the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

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The Group has strictly complied with the requirements of the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong), and has arranged insurance coverage for its employees. The Group believes the current insurance coverage is adequate and consistent with the industry norm, after taking into account the prevailing industry practices and the Group's current operations.

The Group takes every possible measure to attain the goal of zero injury in construction sites. The Group's recent efforts in this regard include:

1. establishing and regularly reviewing safety rules and policies and closely monitoring the implementation of such rules and policies;
2. reviewing reports of major accidents and incidents and using statistics to identify trends and monitor safety performance;
3. reviewing the effectiveness and sufficiency of safety training; and
4. continuously monitoring changes to relevant laws and regulations in Hong Kong and updating codes on safety issues.

The Group is dedicated to implementing sound safety management and thus offers hazard identification trainings to all employees, in which the individuals are trained to determine potential health risks and apply preventive measures to resolve such issues. Also, all necessary safety rules and policies are posted on conspicuous notice boards. Technicians are required to perform routine checks for every platform in use, and to wear safety helmets, footwear, gloves and safety belts when working in platforms and construction sites. All technicians are required to complete safety induction trainings before commencing work.

During the Year, no non-compliance with the laws and regulations in Hong Kong relating to providing a safe working environment and protecting employees from occupational hazards that have resulted or may result in significant impact on the Group was identified.

Development and Training

The Group trusts that growth of employees remains key to sustaining market leadership. It is imperative to cultivate a learning culture within the Group and to encourage continual education and development in order for its employees to be well-equipped and competent in delivering high quality services and products to customers, and to raise their occupational safety awareness.

The Group thus invests in its employees to enhance their job competence and professional skills and knowledge in order for them to make continual contribution to the growth and success of the Group. For example, on-the-job trainings relevant to their current job duties are arranged to update and develop their skills and knowledge.

During the Year, the Group did not experience any strike or labour dispute which had a material effect on the business of the Group.

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Labour Standards

The Group is committed towards the growth and well-being of its employees. All the laws and regulations in Hong Kong pertaining to the prevention of child and forced labour are strictly followed. Any act of misconduct, such as sexual harassment, is seriously prohibited. Grievance mechanisms and disciplinary procedures are also set in place to enhance transparency and to ensure adequate governance of the Group. The Group adheres strictly to the Immigration Ordinance (Chapter 115 of the Laws of Hong Kong) and has taken appropriate measures to ensure that no illegal workers are employed.

During the Year, no violation of related rules and regulations in Hong Kong relating to preventing child labour and forced labour that have resulted or may result in significant impact on the Group was identified.

OPERATING PRACTICES

Supply Chain Management

The Group believes that building stable and mutually trusted relationships with suppliers is imperative in managing potential environmental and social risks while enhancing operational efficiency and securing the long run prosperity of the Group.

For this purpose, the Group closely collaborates with stakeholders along the supply chain to improve overall environmental, social, and governance performance and to ensure all supply chain management processes are in line with the best practice incorporated. The Group's approach to this includes developing good relationships with suppliers based on honesty, fairness and mutual trust, and procuring only from suppliers on its approved list of suppliers.

With nearly 20 years of experience engaging in the temporary suspended working platform industry, the Group has successfully maintained good business relationships with suppliers, some of which are large international equipment manufacturers. This helps to secure stable supply of equipment at competitive prices.

The Group has not experienced any material shortage or delay of supplies nor material price increases by the suppliers because of the well-established relationships with major suppliers. The Group regularly conducts performance reviews with major suppliers and communicates with them for rectification and improvements.

Product Responsibility

With a strong determination in provision of equipment with high degree of safety, quality and reliability, and delivery of excellent and professional services, the Group adopts dual-controls in product quality management through stringent quality control in the procurement process and equipment maintenance. The Group also closely monitors the level of customer satisfaction for continual self-improvement.

The Group is committed to consistently delivering high quality products and offering superior services, and thus adheres strictly to all applicable laws and regulations in Hong Kong on the safety of its rental equipment.

During the Year, no non-compliance with the laws and regulations in Hong Kong relating to the health and safety, advertising, labelling and privacy matters relating to products and services that have resulted or may result in significant impact on the Group was identified since we had imposed a stringent quality control regime.

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Incoming Quality Control

The Group enhances sustainable performance through aligning its goal with suppliers. A comprehensive supplier monitoring mechanism has been duly established and put into practice as baseline management to assure that the quality of equipment supplied to the customers are stringently controlled and monitored.

The Group insists to purchase materials, temporary and permanent suspended working platforms and spare parts only from the list of approved suppliers, for which all suppliers are subject to a thorough assessment process and supplier performance review.

All these measures are to ensure that the Group's rental equipment are of good design and good quality, and all machineries are made of appropriate material, properly installed and maintained.

Equipment Quality Control

The Group attaches much attention to the quality and maintenance of its equipment so as to enhance occupational safety and reliability, and ultimately gain prominence among customers.

For the temporary suspended working platforms operation, the Group has dedicated a quality assurance team, comprising quality assurance officers and Competent Persons as defined under the Factories and Industrial Undertakings (Suspended Working Platforms) Regulation (Chapter 59AC of the Laws of Hong Kong), to formulate, implement, and monitor systematic quality control policies and standard operating procedures.

The Group strictly follows the safe use and operation of temporary suspended working platforms. In that regard, a series of meticulous inspections, testing and examination on specific and regular basis are strictly adhered to by the Group.

Customer Satisfaction

The Group values every feedback from customers and takes them into heart in the process of improving the quality of services and satisfying the needs of existing and potential customers. To encourage customers to share their needs, expectations and views of the services and products provided, various communication channels, such as on-site staff communications with customers, have been established to solicit feedback. As a way of self-improvement, the Group insists in promptly and properly reviewing, reacting and responding to every valuable feedback collected.

The Group respects customer privacy and strives to safeguard customers' data through adhering to all requirements under the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong). During the Year, no breach of customer privacy or data loss was reported.

Anti-Corruption

With determination to live up to a high standard of ethics, transparency, responsibility and integrity in every aspect of the Group, robust corporate governance practices have been established and adhered to.

No bribery and corruption are tolerated. The Group aims to carry out its business in a professional and ethical way, and thus takes every possible measure to ensure that all of its operations are in compliance with all applicable laws and regulations in Hong Kong.

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A Code of Conduct (the “Code”) and various internal guidelines regarding bribery, money-laundering, gifts and entertainment are well in place and are mandatory for every employee to strictly follow. Whistleblowing policy is established to encourage reporting, in real name or anonymously, of any incident of bribery, corruption, extortion, fraud and other acts of dishonesty among the Group. The Board investigates into every reported non-compliance with the Code and internal guidelines and allegations of bribery. Disciplinary action is undertaken against such culpable employee when violation of the Code or internal guidelines is noted.

During the Year, no violation of related rules and regulations in Hong Kong relating to bribery, extortion, fraud and money laundering that have resulted or may result in significant impact on the Group was identified.

COMMUNITY

Community Investment

The Group believes that a sustainable community plays a vital role in its long-term growth and success. Therefore, the Group has portrayed immense dedication in contributing to the amelioration of the society through collaborating with the local communities it operates in and addressing the community’s needs. During the Year, to help fight the spread of COVID-19, the Group donated approximately 14,500 masks to the less privileged elderly in the local communities.

The Group will continue to participate in a variety of charitable events and encourage its employees to devote time and to actively get involved in community engagements and charity works. The Group believes that such active engagement on the part of the employees is a determinant of increased loyalty towards the organization.