

**ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT  
FOR THE YEAR ENDED  
31 DECEMBER 2021**



**CCF FORTIS**  
中建富通集團有限公司  
Stock Code: 138

# environmental, social and governance report

## ABOUT THIS REPORT

CCT Fortis Holdings Limited (“**We**” or the “**Company**”) regards sustainability as one of core strategies in maintaining and developing the Company for the long term and our efforts in fulfilling environmental social responsibility will contribute to the long term value to the Company and the community in which we operate.

In this environmental, social and governance (the “**ESG**”) report (“**this Report**”), we mainly focus on the disclosure of environmental and social matters. For the matter of corporate governance, which is stated separately in the section of “Corporate Governance Report” in the annual report for the financial year ended 31 December 2021 (“**Annual Report 2021**”) published in April 2022.

## REPORTING PRINCIPLES

This Report complies with the provision of the ESG Reporting Guide under Appendix 27 of the Listing Rules issued by the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and is prepared in accordance with the four reporting principles: materiality, quantitative, balance, and consistency; and the “comply or explain” provisions contained therein. It is recommended that this Report is read in conjunction with the Company’s Annual Report 2021, in particular the Corporate Governance Report and Directors’ Report.

This Report has been reviewed by the board of the Company (the “**Board**”).

## REPORTING PERIOD

The reporting period of this Report is from 1 January 2021 to 31 December 2021 (the “**Reporting Period**”).

## ESG MANAGEMENT STRUCTURE

The Board is responsible for overall direction of the ESG strategy of the Company and its subsidiaries (the “**Group**”) and ensure the effectiveness of the ESG risk management and internal control system are in place. The Board adopts a top-down ESG governance structure.

Our management and employees, who have in-depth knowledge on the Group’s operations are responsible for gathering ESG-related information on the Group to compile this Report.



## REPORTING SCOPE

During the Reporting Period, the principal businesses of the Group were: (i) property development; (ii) securities business; (iii) Blackbird's multi-faceted automotive business; (iv) investment in collectible precision devices; and (v) cultural entertainment business.

Unless otherwise indicated, this Report primarily covers companies with substantial effect to the financial of the Group and actual operational units/outlets and our offices located in Hong Kong. The scope in this Report is partly consistent with those included in the previous Corporate Social Responsibility ("CSR") reports published by the Company.

For the convenience of comparison, some data are cited from the previous CSR report where the reporting period was from 1 January 2020 to 31 December 2020.

The information disclosed in this Report is derived from the Group's internal statistical results from various departments and operational units/outlets.

## STATEMENT OF THE BOARD

During the Reporting Period, to the best knowledge, information and belief of the directors of the Company (the "**Directors**") after having made all reasonable enquiries, no member of the Group had been involved in any material breach, or non-compliance, with any applicable environmental laws or regulations, or laws or regulations relating to employment, employee's health and safety, labour standards, product and service responsibility or corruption that had a significant impact on the Company or the Group.

## HOW TO OBTAIN THIS REPORT

This Report is published in electronic format, which is available for inspection on the websites of the Stock Exchange at [www.hkexnews.hk](http://www.hkexnews.hk) and the Company at [www.cct-fortis.com](http://www.cct-fortis.com) in the sub-section of "Corporate Social Responsibility Reports" under the section of "Investor Information".

## CONTACT US

The Group welcomes any opinions and suggestions from stakeholders. Please feel free to provide your valuable opinions on this Report via [cctinfo@cct.com.hk](mailto:cctinfo@cct.com.hk) or mail to 18/F., CCT Telecom Building, 11 Wo Shing Street, Fotan, Shatin, New Territories, Hong Kong.



## STAKEHOLDER ENGAGEMENT

As stakeholder's engagement is an essential part in the continuous advancement of sustainability performance, the Group values all stakeholders and respects its opinions on its operation and ESG affairs.

Based on the business scope of the Group, the Group has identified its main stakeholders, which include the shareholders/investors, customers, employees, bankers, landlords, suppliers as well as governments and regulator authorities.

Through the following stakeholders' engagement and communication channels, the Group incorporates the issues of concerns to each stakeholder group as follows:

Stakeholder Groups	Major Channels for Communication Channels	Issues Concerned
<b>Shareholders/ Investors</b>	<ul style="list-style-type: none"> <li>Annual general meetings and general meetings</li> <li>Annual reports and interim reports</li> <li>Announcements and circulars</li> </ul>	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Corporate governance</li> <li>Compliance operation</li> <li>Anti-corruption</li> <li>Employment and labor standards</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Activities for customers</li> <li>Customer service center</li> <li>Websites</li> </ul>	<ul style="list-style-type: none"> <li>Product quality and customer service</li> <li>Customer satisfaction and complaint</li> <li>Protect consumer information</li> <li>Security and privacy</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Employee communication channels (e.g. internal emails and memorandum)</li> <li>Regular management communication and performance appraisals</li> <li>Staffs training</li> <li>Leisure activities</li> </ul>	<ul style="list-style-type: none"> <li>Staff welfare</li> <li>Labor standard</li> <li>Staff safety and health</li> <li>Staff training and promotion</li> </ul>
<b>Bankers</b>	<ul style="list-style-type: none"> <li>Visits</li> <li>Correspondences</li> </ul>	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Corporate governance</li> <li>Compliance operation</li> <li>Anti-corruption</li> </ul>
<b>Landlords</b>	<ul style="list-style-type: none"> <li>Visits</li> <li>Correspondences</li> </ul>	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Compliance operation</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Product launch briefings</li> <li>Visits</li> <li>Correspondences</li> </ul>	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>Protection of intellectual property rights</li> <li>Anti-corruption</li> </ul>
<b>Governments/ regulator authorities</b>	<ul style="list-style-type: none"> <li>On-site inspection</li> <li>Correspondences</li> <li>Annual reports and interim reports</li> <li>Announcements and circulars</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with statutes</li> <li>Anti-corruption</li> <li>Employment and labor standards</li> </ul>



## OVERVIEW OF MATERIAL ESG ASPECTS

The Group is committed to making eager effort to have an accessible and clear dialogue with stakeholders, including employees, customers, shareholders, investors, suppliers, bankers and landlords. The Group engages its key stakeholders through diversified channels such as staff meetings, telephone communication, annual general meetings and business communication etc., to judge their expectations and evaluate on how we could deal with ESG issues in our best manner.

This Report serves as an important tool to address the key concerns and interests of our stakeholders.

The material ESG aspects of the Group for the Reporting Period and their respective relevance to our business operations are summarised in this Report below.

### A. ENVIRONMENTAL

As mentioned above, this Report primarily covers companies with substantial effect to the financial of the Group and actual operational units/outlets and our back offices located in Hong Kong.

Given that our Group is not involved in any large-scale production and therefore the pollutant emission is relevant low. We mainly consume electricity and water in our operations and no significant solid and liquid wastes are produced in the operations.

The Group was not aware of any material non-compliance with local environmental laws and regulations relating to greenhouse gas (GHG) emissions, discharges of pollutants into water and land, and generation of hazardous and non-hazardous waste that have a significant impact on the Group during the Reporting Period.

#### A.1 Greenhouse Gas Emissions

During the business operations of the Group, our offices and business operations consume a relative low level of the electricity energy and therefore greenhouse gas (GHG) emissions generated by the Group is arise from the daily use of electricity by offices and operating units/outlets in Hong Kong and mainly generated indirect GHG emissions purchased from CLP Holdings Limited and The Hong Kong Electric Company Limited.

Our Group does not own or control any direct emission source such as generator and gas cookers, and neither does it use fuels such as coal, gasoline, diesel, nature gas, etc. Hence, there is no direct GHG emissions.

The data related to indirect emission from electricity for the Group's operations for 2020 and 2021 is summarised as follows:

	Unit	Year 2021	Year 2020
Carbon dioxide (CO <sub>2</sub> )	Metric Tonne	1,238	1,339





## A. ENVIRONMENTAL *(continued)*

### A.1 Greenhouse Gas Emissions *(continued)*

#### A.1.1 Energy Efficiency Management

The Group is aware that a significant portion of our GHG emission and carbon footprints was constituted by general electricity consumption. As such, we actively maintain a steady focus on reducing our energy consumption to reduce our impact on the environment.

The Group adopted several energy-saving initiatives and practices to reduce our GHG emission and to conserve energy usage, including but not limited to:

- Maintaining indoor temperature at an optimal level for comfort;
- Encouraging employees to switch off machines and devices, such as switch off computers and monitors when not in use; and
- Placing “Green Message” reminders on office equipments and workplaces to further enhance employees’ environmental awareness.

### A.2 Waste Management

No significant solid and liquid wastes are produced in our operations. Nevertheless, our Group continuously strengthens the management of wastes and we are committed to protect the environment. We try our best to minimise the generation of wastes from our operations as much as we can and ensure the waste materials are handled in an environmental friendly manner.

#### *Management of hazardous and non-hazardous wastes*

The major wastes produced mainly from our day-to-day operational units/outlets including lube oil, batteries and non-halogenated solvent which are hazardous wastes.

The data on our operational wastes for 2020 and 2021 is summarised as follows:

Type of wastes	Unit	Year 2021	Year 2020
Lube oil	Liter(s)	11,200	11,200
Batteries	Tonne(s)	3.56	4.1
Non-halogenated solvent	Liter(s)	200	400

For above hazardous wastes are disposed by government approved licensed contractors in accordance with the industry standard.



## A. ENVIRONMENTAL *(continued)*

### A.2 Waste Management *(continued)*

#### *Management of non-hazardous wastes*

Another wastes produced mainly from day-to-day operation from our offices in Hong Kong including ordinary office waste and paper with a relative low level of consumption during the Reporting Period.

Nevertheless, we still make every effort to reduce and control it at source include but not limited to:

- encouraging employees to copy or print on both sides as much as possible and reuse of single-sided printed papers;
- collecting and recycling waste papers by the administrative department;
- encouraging employees to reuse envelopes; and
- sharing environmental protection information to employees to enhance their environmental awareness.

### A.3 Emissions Target

The Group has established an emission reduction pathway with a long-term perspective as a directional target to review the GHG emissions from time to time in the coming year by closely implementing the measures as disclosed in section A.1.1 of this Report.

We are dedicated to contributing to environmental protection. We will continue to review the effectiveness of the existing initiatives and continue to identify opportunities for increasing energy efficiency in future years.

### A.4 Use of Resources

The Group strives to take all feasible measures to incorporate sustainability into its business operations and improve its environmental performance. Realising that resource conservation is crucial for maintaining environmental sustainability, we promote green office management and encourage our employees to be aware of the need for resource conservation in daily operations.

The resources used by the Group are principally attributed to the consumption of electricity and water at the back offices and operating units/outlets; and paper usage at the back offices.

#### A.4.1 Electricity Consumption

Electricity is consumed during the daily business operations from using electrical equipment. To promote an environmentally friendly office, the Group promotes and advises several measures as disclosed in section A.1.1 of this Report.



## A. ENVIRONMENTAL *(continued)*

### A.4 Use of Resources *(continued)*

#### A.4.2 Water Consumption

Water is another important resource. The water used by the Group is supplied by the Water Supplies Department.

Although non-significant amount of water is consumed through the business activities, the Group also encourages water saving by posting water conservation labels in the workplaces, washrooms and staffs pantries to remind the employees to save water.

#### A.4.3 Use of Packaging Materials

When designing products, we concern the products' environmental impact even though the Group considered the amount of use of packaging materials generated was immaterial during the Reporting Period.

The Group has consumed the following amount of resources during the Reporting Period and 2020:

	Unit	Year 2021	Year 2020
<b>Indirect Energy Usage</b>			
Electricity consumption	kWh in '000s	1,696	1,870
Electricity consumption intensity	per HK\$1 million of revenue	2.32	N/A
<b>Water Usage</b>			
Water consumption	Metric Tonne	4,425	2,190
Water consumption intensity	per HK\$1 million of revenue	6.05	N/A

*Note:*

- In year 2020, the Group did not report the amount of electricity and water consumption intensity.
- The Group consumption intensity is calculated by dividing the total volume by the Group's total revenue for the year ended 31 December 2021 was approximately HK\$731 million.





## **A. ENVIRONMENTAL** *(continued)*

### **A.4 Use of Resources** *(continued)*

#### *A.4.4 Efficiency Target*

The Group will review the use of resources of the electricity and water from time to time in the coming year by closely implementing the measures as disclosed in sections A.1.1 and A.4.2 of this Report.

#### *A.4.5 Paper Consumption*

Although papers usage during our operation at the offices is insignificant, the Group also implements measures as mentioned in sub-section headed “Management of non-hazardous wastes” under section “A.2 Waste Management” above with the aim of reducing paper consumption.

### **A.5 Environment and Natural Resources**

The Group believes that its production and business operation activities do not have a significant impact on the environment and natural resources. The Group has disclosed different ways and strategies above to reduce environmental impact brought by the business operation.

### **A.6 Climate Change**

Regarding the business nature of the Group, we are not aware of any significant impact of the business activities on the environment and natural resources. With the implementation of aforementioned measures to reduce GHG emissions, waste generation and resources consumption, the Group strives to enhance environmental sustainability and minimise the impacts on the environment.



## B. SOCIAL

We treasure our employees which are one of the most valuable assets to the Group and are essential to the Group's success.

### B.1 Employment

Each operating segment of the Group has developed a sound remuneration, recruitment, working hours, welfare, medical and retirement insurances, promotion and dismissal policies for our employees at operational level.

During the Reporting Period, the Group has not identified any material non-compliance with applicable laws and regulations in Hong Kong relating to employment that would have a significant impact on the Group. Such laws and regulations include but not limited to the Hong Kong Employment Ordinance, the Hong Kong Employee's Compensation Ordinance and the Hong Kong Minimum Wage Ordinance.

Summary of the employees and turnover rate to be classified by gender, employment type, age and geographical groups as of 31 December 2021 as below:

	No. of employees	Employees %	Turnover rate %
<b>By gender</b>			
Female	87	32%	5.52%
Male	184	68%	5.54%
<b>By employment type</b>			
Full time	267	98.5%	5.53%
Part time	4	1.5%	0%
<b>By age group</b>			
18–30 ages	35	13%	5.57%
31–45 ages	120	44%	5.50%
46–60 ages	97	36%	5.57%
Over 60 ages	19	7%	5.53%
<b>By geographical</b>			
Hong Kong	270	99.6%	5.53%
China	1	0.4%	0%



## B. SOCIAL (continued)

### B.2 Health and Safety

We care about our employees. The Group has placed significant resources in providing a safe, healthy, clean and comfortable workplace for our employees, in all the places where we operate.

We put workplace safety as our number one priority in our workplace environment initiatives. We comply with all local laws, rules and regulations relating to workplace safety. All our work places and offices in Hong Kong are maintained in safe, healthy, clean and comfortable manner so that all employees enjoy working with the Group.

During the COVID-19 pandemic, we have implemented various measures including work from home, flexible working hours and various precautionary measures in order to protect our workplace and our staff from the infection of the coronavirus.

Summary on work-related fatalities and injuries covered from 1 January 2021 to 31 December 2021.

	Year 2021
<b>Work-related fatalities</b>	
No. of people	0
Percentage (%)	0%
<b>Work-related injuries</b>	
No. of people	3
Percentage (%)	1.11%
Average lost days due to work-related injuries	40

Note: In the past three years including this Reporting Period, no work-related fatalities were identified.

Listed below are some of the measures that the Group regularly practices in accordance with applicable local workplace safety regulations for reducing the accidents rate of workplace:

- Providing personal protective equipment and other safety equipment at the workplace.
- Prohibiting smoking at the offices, workplace and outlets.
- Regular cleaning of the water boiling machines and water supply filters.
- Daily garbage removal and floor cleaning.



## B. SOCIAL (continued)

### B.3 Development and Training

We encourage staff training and development. Employees are encouraged to join external training in job-related courses, seminars and programmes.

In addition, training programmes, courses and seminars are developed or organised both internally and externally for different grades of employees from time to time, with an objective of advancing their competence for performance improvement and career development.

During the Reporting Period, the percentage of employees trained and the average training hours completed per employee by gender and employment category were as follows:

Training	Percentage of employees trained	Average training hours (hours/employee)
<b>By gender</b>		
— Male	30.98%	20.8 hours
— Female	26.44%	23.7 hours
<b>By employment category</b>		
— Senior management	60%	9 hours
— Middle management	100%	5 hours
— General (offices and operational)	25.5%	6.2 hours

*Note:*

- Senior management means directors and senior management in the listed company level.
- Training covers topics such as corporate governance, anti-money laundering, enrich knowledge on the products.



## B. SOCIAL (continued)

### B.4 Labour Standard

#### *Preventing Child Labour and Forced Labour*

The Group has adopted clear policies of not using forced labour and child labour in the places where we have operations.

Employees work and leave the Group at their own free will, in accordance with the terms of the employment contracts. It is necessary to check the identity card of the recruited person when recruiting personnel, and it is forbidden to recruit minors under the age of 18 and introduce employment for minors under 18.

We offer competitive remuneration package, provident fund, welfare and benefits in order to attract, develop and retain competent and capable people for the sustainable growth of the Group. We strictly comply with all the relevant labour laws and regulations which apply to our operations.

The Group strictly implements the Regulations on the Paid Annual Leave of Employee, advocates efficient work, and encourages employees to complete tasks during working hours. If overtime, employees can take compensation leave based on the overtime hours. The Group is dedicated to putting an end to the unreasonable overtime work phenomenon.

During the Reporting Period, the Group did not have any breach cases of child labour and forced labour.

### B.5 Supply Chain Management

The Group manages a list of qualified suppliers and contractors. Quotations are sought for purchase or supply of essential materials, components, equipment and machinery, and office supplies. We have a system in place to evaluate and review regularly all major suppliers and contractors from aspects of prices, quality, and business reputations to their CSR policies and practices. We give priority to those suppliers and contractors who advocate the Group's CSR initiatives, if other attributes of the suppliers and contractors are equal.

During the Reporting Period, the data for the supply chain management as follows:

	Year 2021
<b>Total number of suppliers</b>	<b>295</b>
<b>Number of suppliers by Geographical region</b>	
— Hong Kong	<b>285</b>
— China	<b>3</b>
— Japan	<b>3</b>
— Italy	<b>3</b>
— Czech Republic	<b>1</b>



## **B. SOCIAL** *(continued)*

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

We commit to deliver premium customer experience with superior products and excellent services to our customers to meet their satisfaction and expectation.

We comply with all relevant international and local environmental, health and safety standards, applicable to our operations.

The Group has consistently adhered to principal of “quality first” and regard quality as its core strategy in providing products and services to its customers of its diversified businesses. The Group has achieved strong reputation and accolade in its pursuit of superior quality and business excellence in all its principal businesses.

The Group established a customer service centre to services customers as well as, if any, handle complaints related to our products and services and verifying customer’s feedback, suggestions and complaints.

#### *B.6.1 Personal Data Privacy Policy*

We strictly comply with the laws in maintaining a high level of security and privacy protection on personal data. Great importance is attached to the privacy of personal data to resolutely maintain and protect personal information. We only collect personal data that we believe to be relevant and required to conduct our business. We use personal data only for the purpose for which data is collected or for a directly related purpose unless consent is obtained from customers. Personal data will not be transferred or disclosed to any entities other than the members of our organisation without consent from customers, unless otherwise required by the laws or notification is given to customers in advance. In addition, we maintain appropriate safety measures to prevent unauthorised access to personal data.

We observe and protect intellectual property rights, and oppose any form of intellectual property infringement. We have ensured its strict implementation through established corporate policies, systems and processes.

During the Reporting Period, the Group did not receive any complaints in relation to leakage of customer data.

### **B.7 Anti-corruption**

We have created and nourished a corporate culture of honesty and integrity. It is the Group’s practice to prohibit the Group and its employees from illegally offering, giving, accepting money or cash equivalents in business engagements. We encourage and require our management and staff to maintain their conduct concerning obedience to the law, integrity, honesty and professionalism. We have adopted and maintained a whistleblowing policy to facilitate employees to raise matters of significant concern in confidence.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations relating to bribery, fraud, extortion or money laundering. Such laws and regulations include but not limited to the Hong Kong Prevention of Bribery Ordinance.





**B. SOCIAL** *(continued)***B.8 Community Engagement**

The Group has contributed its efforts and resources to support the community in which it operates for many years. Over the year, we have made substantial donations to support educations, elderly people and local community in which we operate. Furthermore, we sponsor and encourage our employees to participate in various charitable activities and volunteering events in the local community in which we have operations.

During the Reporting Period, we made donations of approximately HK\$100,000 (2020: HK\$100,000) in aggregate to various charitable organisations. We also sponsored and participated in various charitable activities and caring events for the elderly people.

During the Reporting Period, our community participation continued to focus on elders and distributed mainly foods to elders.



