

MOISELLE

MOISELLE INTERNATIONAL HOLDINGS LIMITED

STOCK CODE: 130



Environmental, Social and Governance Report

2019

CONTENT



OVERVIEW

About this report	2
About Moisselle	3

CHAIRMAN'S MESSAGE

4

OUR MANAGEMENT APPROACH

1.1 Stakeholder engagement and materiality	6
1.2 Our governance and management approach	6

OUR OPERATIONS

2.1 Green concepts in retail	8
2.2 Quality assurance	10
2.3 Supply chain management	10
2.4 Customer data privacy	11
2.5 Intellectual property rights	11
2.6 Advertising management	11

OUR ENVIRONMENT

3.1 Conservation of resources	12
3.2 Emissions control and management	13
3.3 Waste management	14
3.4 Green office and green operations	14
3.5 Employee environmental awareness	15



OUR EMPLOYEES

4.1 Employment and welfare	16
4.2 Health and wellness	17
4.3 Training and development	18

OUR COMMUNITY

5.1 Collaboration with Russell James' "ICONICS" in the Asia Exhibition at the ART021 Shanghai Contemporary Art Fair 2018	20
5.2 SOGO Pink Ribbon Campaign 2018	21
5.3 Cultivating the talents of young people	21

DATA SUMMARY TABLES

22

ESG GUIDE CONTENT INDEX TABLE

26



OVERVIEW

ABOUT THIS REPORT

This ESG report provides an annual update on the sustainability performance of Moiselle International Holdings Limited ("Moiselle" or "the Company") and its subsidiaries (collectively called "the Group") for the 2018/19 financial year, running from 1 April 2018 to 31 March 2019. During the reporting year, there were no significant changes to the Group's size, structure or supply chain. The scope of this report covers the sustainability approach and performance highlights of the Group's headquarters in Hong Kong and its manufacturing plant in Shenzhen.

This report was prepared in accordance with the Environmental, Social and Governance Reporting Guide ("the ESG Guide") under Appendix 27 of the Main Board Listing Rules issued by Hong Kong Exchanges and Clearing Limited (HKEx). Key ESG performance indicators are summarized in Data Summary Tables, while the corresponding disclosures against the ESG Guide are tabulated in ESG Guide Content Index Table.

Moiselle welcomes your feedback on our environmental, social and corporate governance performance. You can contact Moiselle by email at enquiry@moiselle.com.hk. For more details about the Group's business operations, please refer to our official website (<http://www.moiselle.com.hk>) and our 2019 Annual Report.

ABOUT MOISELLE

Established in 1997, Moiselle International is a high-end fashion brand which is widely acclaimed for its stylish design, quality fabric and exquisite craftsmanship. Our house brands include MOISELLE, m.d.m.s., GERMAIN, and Rosamund MOISELLE, while the Group is also engaged as a distributor for the international brand LANCASTER. Our dedicated and talented designers located in our headquarters in Hong Kong develop each brand with a distinctive style and a target customer base.

The Group currently has more than 50 retail stores and counters located across Hong Kong, China, Macau, Taiwan and Singapore. Riding on the success of our existing retail network, the Group is exploring opportunities to extend our online retail and marketing business to provide e-shopping experiences to our existing customers while reaching out to those beyond the geographical coverage of the present retail network. Currently, the Group's brands and products are available on several major e-commerce websites, including Tmall, Vipshop and WeChat Mall.

CHAIRMAN'S MESSAGE

Moiselle's aim in this report, our third Environmental, Social and Governance (ESG) report, is to explain to all our stakeholders the sustainability efforts we are making and our sustainable development performance as we strive to continue being a responsible corporate citizen.

Having been in the high-end fashion industry for more than 20 years, Moiselle is adept at keeping abreast of prevailing market trends. In just one example, we have changed the mode of operations at our shops, from simply being a "seller of goods" to enhancing the shopping experience by adopting a more environmentally-conscious outlook. The Group has integrated fashion, art and lifestyle with environmental awareness in our EARTH STORE, which opened in March 2018 at Elements, a large shopping mall in West Kowloon, Hong Kong. The store features eco-friendly materials and futuristic interior décor elements designed to inspire customers to care about the future of our planet.

Apart from applying environmental concepts to our retail stores, the Group also injected artistic elements into our branding through our participation in an art event in Shanghai. To reinforce the image of our house brands MOISELLE and Rosamund MOISELLE, we partnered with renowned photographer Russell James in a photography exhibition called "ICONICS" as part of the ART021 Shanghai Contemporary Art Fair 2018. The exhibition featured a number of Russell James' stunning photographs of celebrities and movie stars which accentuate the subjects' personalities.

Throughout all our operations, we strictly comply with relevant regulations and do our utmost to ensure that we adhere to industry best practices in such aspects as product quality, supply chain management, garment processing, outsourced production, marketing and advertising, protecting intellectual property rights, safeguarding personal data and, naturally, environmental protection.

As always, our employees are key stakeholders in our business who contribute directly to the sustainable development of the Group. As such, we are committed to nurturing and encouraging their personal and career development by providing them with various training programmes and by organizing an array of team-building activities for them. We also follow these actions up by working to foster the growth of talent in our industry – we are continuously trying to attract more young talent into the local fashion industry to ensure its long-term growth and development. For example, we support fashion shows organized by universities and share our experience in the industry with new graduates. The Group also made a number of special donations in the 2018/2019 financial year to charitable organizations and educational institutes for young people, namely the Society of the Academy for Performing Arts and the Vocational Training Council.

On behalf of the entire board and management team, I would like to take this opportunity to thank all our staff, customers, supply chain partners, academic and social organization partners and other stakeholders for the invaluable contributions they have made to Moiselle's sustainable development. Looking forward, we welcome any feedback and suggestions you may have that will help us improve our environmental, social and corporate governance, now and in the future.

Sincerely,

CHAN YUM KIT

Chairman



OUR MANAGEMENT APPROACH

1.1 STAKEHOLDER ENGAGEMENT AND MATERIALITY

Moiselle maintains an on-going stakeholder engagement process to collect the views, opinions and expectations of our stakeholders regarding ESG issues that are relevant to our business. Through regular engagement exercises, we communicate and obtain feedback from our stakeholders and fine-tune our business operations to address their evolving needs.

Our employees are one of our major stakeholder groups and we value their input and feedback regarding sustainability initiatives throughout our operations – from design to manufacturing to retail operations. The Group will continue to explore and maintain two-way communication channels with all our stakeholder groups including, but not limited to, shareholders, employees, suppliers and contractors, customers and non-governmental organizations. We also work to ensure that our reporting reflects the relevant topics listed in the ESG Guide Content Index Table regarding any significant economic, environmental and social impacts created by Moiselle.

1.2 OUR GOVERNANCE AND MANAGEMENT APPROACH

The Group is committed to safeguarding the rights and interests of our stakeholders and to fulfilling the environmental and social responsibilities incumbent on us as a reliable corporate citizen. We have established robust policies and a staff code of conduct to ensure that our practices comply with all relevant laws and regulations in all the locations in which we operate, including Hong Kong, mainland China, Taiwan, Macau and Singapore.

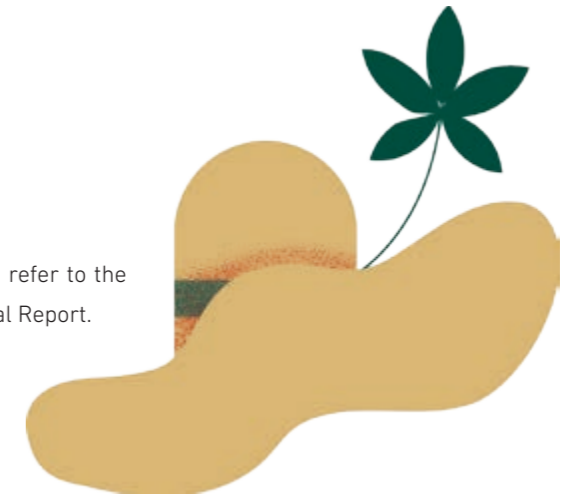
Upholding the highest standard of business ethics, the Group has zero tolerance for all forms of bribery or corruption. We conduct regular monitoring and reviews of anti-bribery and anti-corruption regulations in all our operating locations. Our values and expected ethical behaviours are guided by our code of conduct and are supplemented by internal policies on the prevention of bribery, the illegal acceptance or offer of advantages and conflicts of interest. There are whistle-blowing procedures stipulated in our employee handbook which provide channels for employees to raise concerns about any illegal activities, corruption, discrimination, health and safety, and other serious incidents occurring in the workplace. During the reporting period, no concluded legal cases concerning corrupt practices brought against the Group or its employees were identified.

For further details on our corporate governance, please refer to the Group's Corporate Governance Report or our 2019 Annual Report.

Branding is our most valuable asset and we work hard to safeguard the intellectual property rights and patents of the Group and other relevant parties. We strictly comply with all laws and regulations related to intellectual property rights and prohibit any breach of copyrights held by third parties. At the same time, we keep track of our advertisements and labelling and ensure that our processes and the information we disclose to our customers are in full accordance with all regulatory requirements related to advertising. During the reporting period, no cases concerning the infringement of intellectual property rights were identified.

Customer information and data privacy is another top concern of ours. We strive to maintain our reputation for good governance in this regard and have established a set of privacy principles and guidelines for our staff which protect the data and privacy of our customers. During the reporting period, no cases concerning any breaches of customer privacy were identified.

Environment and social considerations are integrated into the Group's risk management framework. Moiselle's senior management is responsible for identifying and keeping track of all identified risks relating to our day-to-day business activities. Senior management members are also responsible for ensuring that effective management processes are in place and are tasked with prioritizing resources to manage any risks that may arise and affect our business operations.



OUR OPERATIONS

To ensure that sustainability is integrated with our business operations on every level, Moiselle has been ceaselessly working to integrate environmental and social considerations with our production and operating practices. During the reporting year, we introduced green concepts in our retail stores and in our supply chain while safeguarding product quality, customer data and intellectual property rights, while also making sure that our advertising was created and produced in a responsible manner.

2.1 GREEN CONCEPTS IN RETAIL

Over the years, Moiselle has consistently worked to enhance the shopping experience for our customers. Going beyond fashion, this year Moiselle fused the concepts of art, lifestyle and environmentalism into a new retail store. Our newly-opened store at the Elements Hong Kong shopping mall called "THE EARTH STORE" was designed with several green themes: "life", "the future" and "a weightless state of mind".

THE EARTH STORE



THE EARTH STORE blends the beauty of Mother Earth with futurism in details that can be seen around the store. Both the store's décor and furnishing materials were carefully selected so as to entice customers to reflect on important global environmental issues. The store features a façade crafted from non-toxic and eco-friendly materials, with textured walls which resemble the surface of the moon. The in-store flooring is also made from eco-friendly materials and incorporates elements of nature like fluid lines and grass-like textures.

THE EARTH STORE's design highlights five elements which represent unique characteristics of Hong Kong:



Transparency –

Celebrating the soaring skyscrapers which line Victoria Harbour with glass elements.



Multi-variety –

Highlighting the cultural diversity of Hong Kong through vividly coloured decorations.



Modernity and nature –

Applauding the co-existence of nature and the urban skyline in Hong Kong with furnishings made of both natural and artificial elements.



City dynamism –

Highlighting the concept of "the city that never sleeps" using asymmetric hangers and unique lighting.



Dreamy rhythm –

Translating the breath-taking scenic views of Hong Kong into art installations and a display table.

Following its debut at Elements Hong Kong, THE EARTH STORE will soon be introduced in retail locations in other leading Asian cities.

OUR OPERATIONS

2.2 QUALITY ASSURANCE

The major business operations of the Group centre around the manufacture and retail sale of women's apparel for high-end and upper-middle markets. Our aim is to deliver high-quality items which produce a high level of customer satisfaction. In all our operations, we work to maintain full compliance with all relevant local laws and regulations related to product quality and safety. To help us achieve and even exceed this goal, we place a heavy emphasis on the opinions of our customers. This focus allows us to improve our services and further enhance the quality of our products.

At the same time, we have also developed long-term relationships with reliable raw material suppliers and processing factories, with samples of each of our products sent to external parties for inspection. In order to ensure that all our products are of sufficiently high quality, we conduct quality checks at the various stages of production; these include when the raw materials are received, at the design and sample development stages and during mass production. After the garments are produced, our quality control department performs inspections before they are delivered to retail shops. As part of our production processes are outsourced to external factories from time to time, personnel from our quality control department also visit these external factories to conduct inspections. Upon receiving goods from these external factories, incoming quality inspections are also conducted. During the reporting period, there were no instances of material non-compliance with laws and regulations relating to product quality and safety. Furthermore, none of our products were subject to any recalls due to health and safety reasons and nor did we receive any complaint cases during the reporting year.

2.3 SUPPLY CHAIN MANAGEMENT

Moiselle's supplier selection process for our raw material suppliers and processing factories involves the thorough consideration of product quality, product safety, supplier location, and delivery time. All these considerations are made to minimize risks along the supply chain. Samples of textiles are tested by independent inspection firm, while we exercise caution at all stages of our material selection process in order to mitigate the environmental impact of our products. We prioritize the use of lead-free materials and materials which use environmentally-friendly fabric dyes.

2.4 CUSTOMER DATA PRIVACY

The Group strictly complies with all local laws and regulations which relate to the protection of customer data and customer privacy. In accordance to the relevant regulatory requirements, Moiselle's employees are responsible for treating our customers' information and the company's information with the highest degree of confidentiality. They are also forbidden from disclosing this information to other parties without the consent of the customers and the Group. In particular, customer data for our VIP scheme is only collected upon the receipt of a signed acknowledgement from these customers and must be kept confidential as stated in a declaration on the application form.

2.5 INTELLECTUAL PROPERTY RIGHTS

The Group expends great care, attention and effort on protecting the intellectual property rights and patents of the Group and our business partners. We also strictly follow all requirements stipulated by laws and regulations relating to intellectual property rights. We respect intellectual property rights and do not tolerate breaches of third party copyright of any kind. To protect our own intellectual property rights, we sign confidentiality agreements which cover intellectual property rights with our business partners and suppliers, when necessary. To prevent any intellectual property rights infringements, our employees are also required to sign a software usage agreement which prohibits the use of any pirated computer software.

2.6 ADVERTISING MANAGEMENT

To safeguard the interests of our potential customers, the Group forbids the inclusion of any misleading information in our promotion materials through rigorous compliance with laws and regulations related to advertisement and labelling, such as the Trade Descriptions Ordinance of Hong Kong and the Advertisement Law of the People's Republic of China 《中華人民共和國廣告法》. Before publishing any advertisements, a series of stringent procedures are undertaken to ensure that all advertising content is true and accurate. During the reporting year, there were no instances of material non-compliance with laws and regulations relating to advertising and labelling.

OUR ENVIRONMENT

Moiselle firmly believes in continuously enhancing our environmental performance throughout our daily operations. We adopt and implement initiatives to increase environmental awareness and to responsibly manage and reduce the environmental footprint of our business operations in many different aspects including energy, water, emissions and waste. During the reporting year, there were no major instances of non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges onto land or into bodies of water, or the generation of hazardous and non-hazardous waste.

3.1 CONSERVATION OF RESOURCES

Lighting and air conditioning are the Group's most significant sources of energy consumption. As such, we work to optimize energy use in our offices through switching off unnecessary lights, installing energy-efficient lighting and configuring office spaces into lighting zones that are controlled by individual switches. We also take advantage of natural light as far as possible and regularly clean light fixtures to prolong the lifespan of our lighting systems.

Likewise, we have also adopted numerous measures to maximize the energy conservation related to air conditioning. These include setting office air conditioners at energy-efficient levels, installing variable speed drives for pumping and fan systems based on actual demand and allowing employees to come to work in casual attire every Friday. The Group has also invested in a range of energy-efficient devices like multifunction devices and computer equipment which allows virtualization during our procurement process; these devices help us further optimize our energy use across our offices and stores.

The Group also works to reduce our water use by encouraging employees to completely turn off faucets after each use. We maintain a regular inspection and repair programme and maintain good relationships with our building landlords so that pipes and other water-related equipment in pantries and toilets are kept in good condition and perform well.

3.2 EMISSIONS CONTROL AND MANAGEMENT

Moiselle is focused just as strongly on reducing the emissions generated by our operations. We work towards this goal by strictly adhering to all relevant local laws and regulations concerning air pollution, greenhouse gas emissions and wastewater discharge.

To effectively manage the Group's greenhouse gas emissions, we now track and report our greenhouse gas footprint. We take into account both direct and indirect greenhouse gas emissions including electricity consumption, the combustion of fuels in vehicles, the use of refrigerants, fresh water processing and sewage treatment, the disposal of paper waste to landfills and the frequency of business travel by our employees. In addition, we now report on the greenhouse gas emissions from our manufacturing plant in Shenzhen. During the reporting year, we continued to use electric boilers, compared to use partly traditional boilers and partly electric boilers in the previous year. This arrangement has enhanced our overall energy efficiency.

We actively work to control and reduce the air pollution emissions associated with our operational logistics and transportation by employing such measures as managing our fleet effectively, performing regular vehicle inspections and maintenance as well as requiring all our drivers to switch off idling engines to minimize exhaust emissions.

Based on the nature of our business, while the Group primarily engages in garment processing, we are not involved in any laundry-related or dyeing operations. Hence, the Group does not generate any wastewater from any industrial processes. The only wastewater produced by the Group is domestic sewage, and we ensure that the associated facilities and pipes are in good working order and perform regular monitoring to prevent any leakages before wastewater enters the municipal drainage system.



OUR ENVIRONMENT

3.3 WASTE MANAGEMENT

The Group has clear policies and processes in place to promote proper waste management – from our production process through to our business operations. To divert waste from landfills as far as is practicable, non-hazardous waste is systematically collected and sorted by type for reuse, recycling or for transfer to qualified contractors for further treatment. We also collect hazardous waste products such as toner cartridges and obsolete computers and engage a qualified company to handle this waste.

We encourage all of our employees to reduce their generation of waste at source. Some of the Group’s waste reduction initiatives include collecting leftover fabric scraps which are repurposed and remade into uniforms for our employees, and reusing furniture and old decor items from our retail stores. The Group has adopted recycling measures that cover different types of office waste including paper, toner cartridges, used computers and other electronic items.

3.4 GREEN OFFICE AND GREEN OPERATIONS

As an environmentally responsible company, Moiselle acknowledges the impacts of climate change. As such, we expend considerable effort to manage and mitigate the environmental impacts of our operations in our stores and offices. We not only comply with local environmental laws and regulations, we are also mindful of the need to continuously identify any opportunities for improvement across our operations. For example, we regularly review our travel plans and schedules and replace unnecessary business travel with video conferences. For situations in which overseas business travel is unavoidable, we arrange direct flights to reduce our aviation-related carbon footprint.

We are actively working to replace conventional paper-based office administration systems and striving to create a paperless office through a gradual process of digitization. Our strategy is to implement electronic systems and use electronic documents, e-faxes and emails for internal and external communications wherever practical. To further minimize our consumption of paper and production of paper waste, we not only encourage our employees to print on both sides of the paper, a printing quota is also in place for all employees which allows us to keep track of our total printing volume. All discarded paper is sent to waste paper recycling companies.

We also continuously look for opportunities to reduce the amount of natural resources we consume in our offices and our packaging operations. The Group procures environmentally lower-impact products such as Forest Stewardship Council- (FSC) certified paper to print our annual reports and interim reports, and in our packaging operations, employees are advised to use the minimum amount of packaging materials as is practicable.

3.5 EMPLOYEE ENVIRONMENTAL AWARENESS

With the aim of raising environmental awareness, Moiselle encourages our employees to take part in a number of green practices and activities while at work. We guide our employees by placing signs and posters in prominent areas and by sending emails to remind everyone to conserve energy and paper. Other energy-saving practices that we promote in the workplace include switching off electronic devices when they are not in use and placing computers in sleep mode while they are idle.



OUR EMPLOYEES

Our employees are our most valuable asset. We are not only committed to providing a safe and healthy workplace for every employee, we also place great importance on their health and well-being. Through a number of training and development programmes, we ensure that we are providing ample support for the growth and development of our talents.

4.1 EMPLOYMENT AND WELFARE

When it comes to labour practices, the Group strictly complies with all applicable laws and regulations related to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunities, diversity, anti-discrimination, and other benefits- and welfare-related regulations. These include, but are not limited to, the Employment Ordinance of Hong Kong, the Labour Law 《中華人民共和國勞動法》 and the Labour Contract Law of the People’s Republic of China 《中華人民共和國勞動合同法》. We also take rigorous measures to prohibit any form of child labour or forced labour across our operations. As stipulated by our equal opportunities policy, which is communicated in our employee handbook, we are committed to promoting diversity and providing a harmonious and inclusive workplace, regardless of an individual’s gender, age, marital or family status, disability, race or ethnicity.

To attract and retain talent, we offer competitive remuneration and benefits packages, including annual leave, birthday leave, marriage leave, compassionate leave, maternity and paternity leave, medical allowances, staff shopping and haircut discounts. The Group also makes contributions to five types of insurance and one pension fund (五險一金) for employees in mainland China. All these remuneration and benefits packages are reviewed regularly, making reference to staff performance, job nature, the economic conditions of the Group, and general market trends.

During the reporting year, no instances of material non-compliance with laws and regulations related to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunities, diversity, anti-discrimination or other benefits- and welfare-related regulations were identified.

4.2 HEALTH AND WELLNESS

Besides strictly adhering to the Occupational Safety and Health Ordinance of Hong Kong and the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》, the Group has also formulated a health and safety policy with the aim of safeguarding all employees in all our workplaces. Clear guidelines and procedures are provided for our employees to follow in case of an emergency situation such as a fire, flood, robbery or theft. To protect our employees from occupational hazards, appropriate personal protection equipment is provided to all our factory workers. We also encourage our employees to maintain good housekeeping practices to prevent potential workplace hazards. During the year under review, we arranged a number of safety training courses related to garment processing safety policies and operations to reinforce staff awareness of health and safety issues.

In addition to workplace safety, we place great emphasis on the health and well-being of our employees. During the year, we organized a number of staff activities like our annual dinner, a Christmas party and several birthday parties to help our staff maintain a healthy work-life balance.

During the reporting year, no instances of non-compliance with laws and regulations related to providing a safe working environment or protecting employees from occupational hazards were identified.



OUR EMPLOYEES

4.3 TRAINING AND DEVELOPMENT

Moiselle is dedicated to supporting the professional development of our employees. We provide a wide range of training programmes tailored to the specific operational needs and career goals of our staff, and equip them with sufficient knowledge and skills to grow and flourish. For instance, in Hong Kong, we provide a four-week one-on-one induction training programme for new retail staff. The programme covers a range of topics, from communication skills, customer service skills and product knowledge to brand culture and daily operations. Additionally, to sharpen our staff's sales techniques, service quality and management skills, we regularly conduct coaching sessions, role-play exercises, floor observations and best practice sharing sessions. As a high-end fashion brand, we consistently encourage our staff to keep abreast of the latest fashion trends and product knowledge. We also run in-store training workshops to introduce and familiarize our staff with new seasonal collections in preparation for the launch of new products. In China, we organize team-building activities to enhance team spirit and mutual understanding among our employees.



Moiselle also sets clear career paths for our employees. Aiming to drive further growth and development at both the individual and the company level, regular performance appraisals are conducted to assess and evaluate staff performance based on their knowledge and skills, the quality of their work and their overall attitude to their work. Employees who exhibit outstanding performance are offered opportunities for promotion, with the relevant training provided to help newly-promoted retail employees adapt to their new positions.



OUR COMMUNITY

Moiselle is committed to serving the community. One way in which we demonstrate our corporate social responsibility is through our continuous support for local charitable programmes and community activities. In 2018, apart from raising funds and participating in charity programmes, we contributed and sponsored an arts and cultural fair – the ART021 Shanghai Contemporary Art Fair 2018 – to help foster the concepts of aesthetic sensibility and collaborative artistic creation within the fashion community.

5.1 COLLABORATION WITH RUSSELL JAMES’“ICONICS” IN THE ASIA EXHIBITION AT THE ART021 SHANGHAI CONTEMPORARY ART FAIR 2018



The “ICONICS” photo exhibition featured a collection of unique celebrity portraits

In our admiration of art, Moiselle places great value on the extraordinary, the elegant and the delicate. We share these values with Russell James, the official photographer of a well-known lingerie brand. During the year under review, to celebrate the 21st anniversary of Moiselle, the Group collaborated with Mr. James and the Shanghai Contemporary Art Fair 2018 to present a solo exhibition of this globally-acclaimed photographer called “ICONICS”, featuring a collection of unique celebrity portraits. The co-founder and vice-chairman of the Moiselle Group, Ms. Shirley Tsui, along with our deputy CEO and creative director Mr. Harris Chan, and the creative director of Rosamund MOISELLE, Ms. Rosamund Kwan, were featured in a special collection called the “Asia New Faces”, alongside Chinese celebrities like Roy Wang and Li Na. The exhibition was a success and received impressive media coverage, including online social platforms, TV and live broadcast; all of which helped promote contemporary art to the wider public.

5.2 SOGO PINK RIBBON CAMPAIGN 2018

To show our support for the Hong Kong Breast Cancer Foundation in their promotion of breast health education, Moiselle played an active role in Breast Cancer Awareness Month during the reporting year by participating in the SOGO Pink Ribbon Campaign 2018. For every net purchase of HK\$500 or above made at SOGO counters in Causeway Bay, the Group donated HK\$1. Pink ribbon pins were also purchased by the Group for staff working at counters as part of the charity sale.

5.3 CULTIVATING THE TALENTS OF YOUNG PEOPLE

During the reporting year, Moiselle stepped up our support for the development of young talent by making donations to the Society of the Academy for Performing Arts, the Vocational Training Council, Yan Oi Tong Limited, and the Music Children Foundation Limited.



DATA SUMMARY TABLES


ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs)

ENVIRONMENTAL KPIS	UNIT	TOTAL
AIR EMISSIONS		
Nitrogen oxides (NOx)	kg	80.5
Sulphur oxides (SOx)	kg	0.2
Particulate matter (PM)	kg	3.8
GREENHOUSE GAS (GHG) EMISSIONS		
Scope 1	tonnes CO ₂ e	95.2
Scope 2	tonnes CO ₂ e	569
Scope 3	tonnes CO ₂ e	44
Total GHG emissions	tonnes CO ₂ e	708.2
Total GHG emissions intensity (by revenue)	tonnes CO ₂ e/million Hong Kong dollars of revenue	2.8
HAZARDOUS WASTE		
Toner cartridges	kg	51.9
Batteries	kg	1.6
Total hazardous waste produced	kg	53.5
Total hazardous waste intensity (by revenue)	kg/million Hong Kong dollars of revenue	0.2
NON-HAZARDOUS WASTE		
General waste (Landfill)	tonnes	2.5
Paper (Recycled)	tonnes	3.1
Clothes (Recycled)	tonnes	5.9
Total non-hazardous waste produced	tonnes	11.5
Total non-hazardous waste intensity (by revenue)	tonnes/million Hong Kong dollars of revenue	0.05

ENVIRONMENTAL KPIS	UNIT	TOTAL
DIRECT ENERGY CONSUMPTION		
Gasoline/petrol	L	8,268.8
	MWh	80.1
Diesel	L	5,367.6
	MWh	57.5
Total direct energy consumption	MWh	137.6
Total indirect energy consumption (purchased electricity)	MWh	902.4
Total energy consumption (direct and indirect)	MWh	1,040
Total energy consumption intensity (by revenue)	MWh/million Hong Kong dollars of revenue	4.1
WATER CONSUMPTION		
Water consumption	m ³	14,329
Water consumption intensity (by revenue)	m ³ /million Hong Kong dollars of revenue	57.1
PAPER CONSUMPTION		
Paper consumption	tonnes	1.4
PACKAGING MATERIALS		
Paper	tonnes	4.5
Carton	tonnes	4.0
Plastic	tonnes	2.6
Total packaging materials	tonnes	11.1
Total packaging consumption intensity (by revenue)	tonnes/million Hong Kong dollars of revenue	0.04

DATA SUMMARY TABLES

SOCIAL KPIS



SOCIAL KPIS	UNIT	TOTAL
TOTAL WORKFORCE – BY GENDER		
Female	No. of employees	206
Male		73
TOTAL WORKFORCE – BY AGE GROUP		
<30 years old	No. of employees	46
30-50 years old		185
>50 years old		48
TOTAL WORKFORCE – BY GEOGRAPHICAL LOCATION		
Hong Kong	No. of employees	129
Mainland China		150
TOTAL WORKFORCE – BY EMPLOYMENT TYPE		
Permanent	No. of employees	244
Temporary		35



SOCIAL KPIS	UNIT	TOTAL
WORKPLACE HEALTH & SAFETY		
Work-related fatalities	No. of cases	0
Lost days due to work-related injury	No. of days	0
TRAINING HOURS – BY GENDER		
Female	hours	771
Male		298
PERCENTAGE OF TRAINED EMPLOYEES – BY GENDER		
Female	%	79
Male		82
AVERAGE TRAINING HOURS PER EMPLOYEE – BY GENDER		
Female	Hours per employee	3.8
Male		4.1
NO. OF SUPPLIERS BY GEOGRAPHICAL LOCATION		
Asia	No. of suppliers	26
Europe		8

ESG GUIDE CONTENT INDEX TABLE



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
SUBJECT AREA A - ENVIRONMENT			
ASPECT A1 : EMISSIONS			
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.	3.2 Emissions control and management	13
KPI A1.1	Types of emissions and respective emissions data.	Our Environment Data Summary Tables	12-15 22-25
KPI A1.2	Greenhouse gas emissions in total (in tonnes).	Our Environment Data Summary Tables	12-15 22-25
KPI A1.3	Total hazardous waste produced (in tonnes).	Data Summary Tables	22-25
KPI A1.4	Total non-hazardous waste produced (in tonnes).	Data Summary Tables	22-25
KPI A1.5	Description of measures to mitigate emissions and results achieved.	3.2 Emissions control and management	13
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	3.3 Waste management	14



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
ASPECT A2 : USE OF RESOURCES			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	3.1 Conservation of resources 3.4 Green office and operations	12 14
KPI A2.1	Direct and/or indirect energy consumption by type in total.	Data Summary Tables	22-25
KPI A2.2	Water consumption in total.	Data Summary Tables	22-25
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	3.1 Conservation of resources	12
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	3.1 Conservation of resources No issue in sourcing water that is fit for purpose was identified.	12
KPI A2.5	Total packaging material used for finished products.	Data Summary Tables	22-25
ASPECT A3 : THE ENVIRONMENT AND NATURAL RESOURCES			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Our Environment	12-15
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environment	12-15

ESG GUIDE CONTENT INDEX TABLE



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
SUBJECT AREA B - SOCIAL			
ASPECT B1 : EMPLOYMENT			
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our Employees	16-19
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Data Summary Tables	22-25



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
ASPECT B2 : HEALTH AND SAFETY			
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.	Our Employees	16-19
KPI B2.1	Number and rate of work-related fatalities.	Data Summary Tables	22-25
KPI B2.2	Lost days due to work injury.	Data Summary Tables	22-25
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.2 Health and wellness	17
ASPECT B3 : DEVELOPMENT AND TRAINING			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our Employees	16-19
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Percentage of employees trained by gender was disclosed in Data Summary Tables	22-25
KPI B3.2	The average training hours completed per employee by gender and employee category.	The average training hours completed per employee by gender was disclosed in Data Summary Tables	22-25

ESG GUIDE CONTENT INDEX TABLE



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
ASPECT B4 : LABOUR STANDARDS			
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.	Our Employees	16-19
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.1 Employment and welfare	16
ASPECT B5 : SUPPLY CHAIN MANAGEMENT			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	2.3 Supply chain management	10
KPI B5.1	Number of suppliers by geographical region.	Data Summary Tables	22-25
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	2.3 Supply chain management Data Summary Tables	10 22-25



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
ASPECT B6 : PRODUCT RESPONSIBILITY			
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.	Our Management Approach Our Operations	6-7 8-11
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.2 Quality assurance	10
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.5 Intellectual property rights	11
KPI B6.4	Description of quality assurance process and recall procedures.	2.2 Quality assurance	10
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	2.4 Customer data privacy	11

ESG GUIDE CONTENT INDEX TABLE



GENERAL DISCLOSURES AND KPIS	DESCRIPTION	REFERENCE CHAPTERS	PAGE NO.
ASPECT B7 : ANTI-CORRUPTION			
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.	Our Management Approach	6-7
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Our Management Approach	6-7
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Our Management Approach	6-7
ASPECT B8 : COMMUNITY INVESTMENT			
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.	Our Community	20-21
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Community	20-21
KPI B8.2	Resources contributed to the focus area.	Our Community	20-21