



ZZ CAPITAL INTERNATIONAL LIMITED

中植資本國際有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 08295

2016/17

Environmental, Social and
Governance Report

環境、社會及管治報告





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INTRODUCTION

ZZ Capital International Limited 中植資本國際有限公司 (the "Company") and its subsidiaries (collectively referred to as the "Group") is an investment and corporate investment advisory services firm with its headquarters in Hong Kong with cross-border activities in China, North America, Europe and Israel. In order to enhance business sustainability, we provide our customers with secure and reliable services. We also operate our business based on high standards of corporate governance, whilst supporting our staff and implementing measures to protect the environment at the same time.

We are pleased to present our first Environmental, Social and Governance Report which covers certain environmental and social responsibility aspects underlying the operations of the Group. The period covered by this report is the fiscal year 2016/17 (1 April 2016 to 31 March 2017), which is the same period covered by the 2016/17 annual report of the Company.

This report is written in accordance with the Environmental, Social and Governance Reporting Guide (hereinafter referred to as the "Guide") contained in Appendix 20 to the Rules Governing the Listing of Securities on the Growth Enterprise Market on The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

COMMUNICATION WITH STAKEHOLDERS

The Company maintains close relationships with its stakeholders to understand their expectations in order to improve its management and operational efficiency. Various channels have been used to communicate with our stakeholders. Shareholders are communicated through the Company's announcements, circulars, financial reports and shareholders' meetings. Financial reports, circulars and announcements are provided in a timely manner through the websites of the Stock Exchange and the Company (www.zzcapitalinternational.com). Emails, meetings and the Company website are also used to communicate with all kinds of stakeholders.

簡介

ZZ Capital International Limited 中植資本國際有限公司 (「本公司」) 及其附屬公司 (統稱「本集團」) 為一家總部設於香港的投資及企業投資諮詢服務公司，業務遍及中國、北美、歐洲和以色列。為提升業務可持續性，我們為客戶提供安全而可靠的服務。我們的營運奉行高標準之企業管治，同時亦支持我們的員工及實施政策以保護環境。

我們欣然發表首份《環境、社會及管治報告》，涵蓋本集團營運下之若干環境及社會責任層面。本報告所涵蓋之期間為2016/17財政年度（即2016年4月1日至2017年3月31日），與本公司2016/17年年報所涵蓋之期間相同。

本報告依循香港聯合交易所有限公司（「聯交所」）創業板證券上市規則附錄二十所載的《環境、社會及管治報告指引》（下稱「指引」）而編撰。

與持份者溝通

本公司與其持份者保持緊密聯繫，從而了解他們的期望，務求提升管理與營運效率。我們採用多種渠道與持份者溝通。我們透過本公司之公告、通函、財務報告及股東會議與股東溝通。財務報告、通函及公告乃透過聯交所網站及本公司網站 (www.zzcapitalinternational.com) 及時提供。我們亦利用電郵、會議及公司網站與各類持份者溝通。

A Environmental

A.1. Emissions

An era of low-carbon economy is underway. In response to this global trend, the Group adheres to a number of environmental principles and adopts policies to be followed in the provision of financial services in order to minimize direct and indirect environmental impact and to protect the environment. For example:

- Employees are required to turn off lights when they are not in use.
- Electronic equipment, such as: computers and photocopiers, are equipped with power saving mode.
- Air-conditioners are set at an appropriate temperature level.
- Tele-conference systems are installed to reduce business travel.

Electricity and water consumption are the major sources of emissions from our office operations. We have implemented environmentally friendly measures to conserve electricity and water consumption.

The Group is committed to complying with all relevant environmental laws and regulations and incorporates environmental considerations in different levels of decision-making and business activities in order to continue on the path towards being environmentally responsible.

Global warming is an imminent threat to humanity. The Group plays its part and strives to contribute towards alleviating this threat. Electricity consumption on our premises is continuously monitored, recorded and regularly reviewed to evaluate energy consumption and performance so as to reduce associated indirect greenhouse gas emissions.

The Group strictly complies with relevant environmental laws. During the reporting period, there was no legal complaint for violating environmental laws.

A 環境

A.1. 排放物

當前為低碳經濟時代。為響應該全球性趨勢，本集團於提供金融服務時遵守多項環境原則並採納政策，旨在降低對環境的直接及間接影響以及保護環境。例如：

- 僱員於不使用電燈時，須關掉電源。
- 電腦及影印機等電器設備設定為省電模式。
- 空調設定為適當溫度水平。
- 安裝電話會議系統以減少商務差旅。

辦公室運作之主要排放物來源為電力及水力之消耗，我們實施了多項環保措施，以節省水電的用量。

本集團致力遵守所有相關環境法例及法規，於不同層次的決策及業務活動均會考慮環境因素，從而繼續朝環保的方向邁進。

全球暖化是人類迫在眉睫的威脅。本集團參與並努力為緩解該威脅作出貢獻。本集團持續監控、記錄及定期檢討樓宇的耗電量以評估能源消耗及表現，從而減少相關間接溫室氣體排放。

本集團嚴格遵守相關環境法例。本報告期間內，並無違反環境法例的法律申索。

A.2. Use of Resources

The Group supports conservation of resources on the grounds that overconsumption of finite resources may hinder global development in the future.

Not only does the Group closely monitor and review its energy consumption, it also proactively manages its water resources and advocates conservation of water. Water consumption on our premises is continuously monitored, recorded and regularly reviewed to evaluate performance.

The Group pays attention to the efficient use of other consumables to conserve natural resources. The Group encourages waste minimization through reuse and recycling at all levels of our operations.

A.3. The Environment and Natural Resources

The Group acknowledges that working hand-in-hand with different stakeholders is one of the key factors towards success. The Group promotes environmental awareness among our employees and encourages them to work in an environmentally responsible manner. To further promote environmentally friendly office conditions, all used printer cartridges are returned to the supplier for recycling. Recycling bins are placed in the offices' common areas to separately collect waste paper for recycling. Employees are encouraged to print double-sided documents to reduce paper usage. The Group is also committed to purchasing products and services that are environmentally friendly whenever feasible.

A.2. 資源使用

本集團支持保護資源，因過渡消耗有限的資源或會妨礙全球未來的發展。

本集團不僅嚴密監控及檢討其能源消耗，亦積極管理水資源，倡議節約用水。本集團持續監控、記錄及定期檢討樓宇的用水量以評估表現。

本集團注重有效地使用其他消耗品以保護自然資源。本集團鼓勵在營運之各個環節中透過重複使用及循環再用，從而盡量減少廢物。

A.3. 環境及天然資源

本集團承認，與不同持份者攜手努力乃成功的關鍵因素之一。本集團提升僱員的環境意識，鼓勵彼等以對環境負責的方式工作。為進一步營造環保的辦公環境，所有用過的打印機墨盒將退回供應商循環再用，並在辦公室公共區域設置回收箱以分開收集廢紙循環再造；鼓勵僱員雙面列印文件，減少用紙。本集團亦致力在可行情況下以環保的方式採購產品及服務。

B Social

B.1. Employment

The Group believes that talent is a key factor in ensuring the long-term sustainable growth of the Group and is committed to provide a sound working environment for its employees.

The Group gives paramount importance to ethical and fair employment and equal opportunities practices by complying with all relevant employment laws and regulations. The Group fully respects the religious belief, political stance, race, disability, gender, marital status, age and sexual orientation of each employee.

To attract and retain talent, competitive remuneration packages are offered to employees based on the value of their roles and prevailing market conditions.

The Group strictly complies with relevant employment laws. During the reporting period, there was no legal complaint for violating employment laws.

B.2. Health and Safety

The Group takes employee health and safety seriously. The Group is committed to protecting the health and safety of our employees by conducting operations safely and responsibly. In addition, the Group provides medical and dental insurance to its full-time employees.

The Group strictly complies with all relevant occupational health and safety laws and regulations. The Group identifies safety hazards, and assesses and manages safety risks whenever necessary. The Group also promotes occupational health and safety awareness among our employees by communicating via emails or through campaigns.

During the reporting period, there was no legal complaint for violating occupational safety and health laws.

B 社會

B.1. 僱傭

本集團認為人才乃確保本集團長期可持續發展的關鍵因素，故致力為僱員提供良好的工作環境。

本集團遵守所有相關僱傭法例及法規，尤其重視道德以及公正僱傭及機會平等慣例。本集團充分尊重各僱員的宗教信仰、政治立場、種族、殘疾、性別、婚姻狀況、年齡及性取向。

本集團基於職位價值及當前市況向僱員提供具競爭力的薪酬待遇，以吸引及挽留人才。

本集團嚴格遵守相關僱傭法例。本報告期內，並無違反僱傭法例的法律申索。

B.2. 健康與安全

本集團重視僱員健康與安全，致力以安全及負責任的方式營運而保障僱員健康與安全。此外，本集團向其全職員工提供醫療及牙科保險。

本集團嚴格遵守所有相關職業健康與安全法例及法規。本集團識別安全隱患並於必要時評估及管控安全風險。本集團亦通過電郵或活動，從而提升僱員的職業健康與安全意識。

本報告期內，並無違反職業安全與健康法例的法律申索。

B.3. Development and Training

The Group values employee development and considers that to be a strategic investment. It also believes that training and development should benefit the individual and the corporation as a whole and contribute to the continued success of the Group.

The Group ensures employees are supported and equipped to meet changing demands in their professional positions. The Group facilitates employee development by assisting employees to broaden, deepen and enhance their skill sets and competencies. The Group forges a working environment where continuous learning and development are actively encouraged. We conduct regular trainings and seminars in order to assist our employees to equip themselves for meeting challenges in the workplace, and we encourage our employees to attend external seminars when appropriate.

We do our best to provide our employees with a welcoming and rewarding workplace. This includes giving our employees the opportunity to improve and grow professionally. All staff are subject to yearly performance appraisals, which provide a forum for them to discuss their needs and expectations with their supervisors. We also use this appraisal system to evaluate and make decisions regarding promotion and career development.

B.4. Labour Standards

The Group prohibits all kinds of forced labour and child labour, strictly observes ethical labour practices and does not engage in or support the use of child labour and forced labour. The Group ensures employees have reached the minimum statutory age for employment, and that all employees provide their services willingly.

The Group strictly complies with relevant labour laws and regulations. The Group has never had a case of child labour or forced labour.

B.3. 發展及培訓

本集團重視僱員的發展並視其為策略投資，認為培訓及發展不僅有利於員工個人亦有益於公司整體，且有助本集團持續取得成功。

本集團確保僱員獲得幫助及能力提升，以滿足彼等專業職位不斷變化之需求。本集團透過協助僱員拓展、深化及提升彼等之技能組合及競爭力從而促進僱員發展。本集團提供一個積極鼓勵不斷學習及發展的工作環境。我們於辦公室內舉辦定期培訓與研討會，協助員工裝備自己以迎接挑戰，並於適當時，鼓勵僱員參加外部研討會。

我們致力為員工創造坦誠溝通及合理回報之職場，包括向員工提供專業的提升及栽培機會。全體員工都須參與年度工作表現評核，彼等藉此可與上司討論其需要與期望。我們亦會善用此評核制度，協助評估及決定員工晉升與事業發展。

B.4. 勞工準則

本集團禁止各類強制勞工及童工，嚴格遵守道德的勞工慣例，不參與或協助使用童工及強制勞工。本集團確保僱員符合受僱之最低法定年齡及所有僱員均自願提供服務。

本集團嚴格遵守相關勞動法律及法規。本集團從未僱用童工或強制勞工。

B.5. Supply Chain Management

Suppliers are not our primary driver in our business. However, we maintain a good relationships with our suppliers and service providers to promote mutually beneficial collaboration.

B.6. Product Responsibility

The Group competes ethically in a dynamic and demanding market and is committed to complying with all relevant trade description and product liability laws and regulations. The Group respects intellectual property rights and takes applicable measures to protect the confidentiality and security of information. The Group strictly observes the Personal Data (Privacy) Ordinance.

As an organization that provides a wide variety of financial services, the Group attaches great importance to compliance with the Securities and Futures Ordinance which governs the securities and futures industry in Hong Kong. All regulated financial activities of the Group are carried out by licensed entities.

The Group strives to provide services to clients in a professional and responsive manner and seeks to continuously improve its service quality based on feedback and comments from our clients. The Group is committed to deliver high quality services to its clients and to promptly fulfill contractual obligations. The Group emphasizes close communication with clients to handle grievances and to minimize the risks associated with costly arbitration or litigation. Client satisfaction is one of the Group's most important competitive attributes.

The Group complies with the relevant product liability and privacy-related laws and regulations. During the reporting period, there were no legal complaints for violating product liability or privacy-related laws and regulations.

B.5. 供應鏈管理

我們業務並非由供應商主要推動。然而，我們與供應商及服務提供者維持良好的關係，以促進互利合作關係。

B.6. 產品責任

本集團以合乎道德的方式於既富動力而又要求嚴格的市場展開競爭，致力遵守所有相關商品說明及產品責任的法例及法規。本集團尊重知識產權，採取適當措施以保護信息機密性及安全性。本集團嚴格遵守個人資料(私隱)條例。

作為提供廣泛金融服務之機構，本集團格外重視遵守規管香港證券及期貨行業之證券及期貨條例。本集團所有受規管金融活動均由持牌實體進行。

本集團力求專業及適時地為客戶提供服務，根據客戶的回饋及意見尋求不斷提高服務質量。本集團致力於向客戶提供優質服務和及時履行合約責任。本集團注重與客戶密切溝通以處理投訴及盡量減低代價高昂的仲裁或訴訟相關的風險。客戶滿意度乃本集團最重要的競爭特點之一。

本集團遵守相關產品責任及私隱相關法律及法規。於本報告期內，並無違反產品責任或私隱相關法律及法規的法律申索。

B.7. Anti-corruption

The Group has zero tolerance for bribery, corruption and money laundering, and advocates honest business practices and fair competition. The Group strives to comply with all applicable laws and regulations relevant to bribery, extortion, fraud, money laundering and counter-terrorism.

In view of the Group's primary business of financial services, the Group attaches paramount importance to compliance with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance and other ordinances which combat money laundering and terrorist financing.

The Group establishes a clear code of practice and procedures to prohibit employees from soliciting, accepting or offering any bribe in conducting its business or affairs. The Group also actively communicates relevant conduct, integrity and procedural requirements to employees and stakeholders.

An effective whistle blowing mechanism is maintained by the Group to support the disclosure and escalation in case of a suspected breach of compliance. The Group takes every possible step to maintain the confidentiality of the whistle-blower to ensure the effectiveness of the whistle blowing mechanism.

The Group strictly complies with laws and regulations relevant to money laundering and anti-corruption. During the reporting period, there was no legal complaint for violating related laws and regulations.

B.8. Community Investment

The Group integrates community investment with its operations to earn the trust of relevant stakeholders. The Group explores collaboration with reputable organizations to support community programmes that meet the needs and expectations from the community and encourages employees to participate in communal community programmes.

B.7. 反貪污

本集團對賄賂、貪污及洗黑錢持零容忍態度，主張誠信經營及公平競爭。本集團致力遵守與賄賂、勒索、欺詐、洗黑錢及反恐怖主義相關的所有適用法律及法規。

鑒於本集團的主要業務為金融服務，本集團非常重視遵守打擊洗錢及恐怖分子資金籌集條例以及其他打擊洗錢及恐怖分子資金籌集的條例。

本集團制定明確的業務守則及程序，禁止僱員開展業務或事務時索賄、受賄或行賄。本集團亦積極向僱員及持份者傳達相關行為、道德準則及程序規定。

本集團維持有效的舉報機制，支持披露及加大揭發可疑違規情況。對於舉報人，本集團採取一切可行之措施保密，以確保舉報機制的成效。

本集團嚴格遵守與洗黑錢及反貪污相關法例及法規。於本報告期內，並無違反相關法例及法規的法律申索。

B.8. 社區投資

本集團將社區投資融入營運，以贏取相關持份者的信任。本集團探索與知名機構合作以支持滿足社區需求與期望的社區活動，並鼓勵僱員參與社區活動。



YOUR FEEDBACK

Going forward, the Group will continue to adopt measures for the benefit of the environment, society and governance in conducting its business.

Stakeholders' feedbacks is valuable and can help us to improve our operational, environmental, social and governance policies and procedures. We welcome any feedback regarding our performance and please contact us via any of the channels below.

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意見回饋

展望未來，本集團將於其經營業務時繼續採取有益於環境、社會及企業管治的措施。

持份者的寶貴意見有助我們提升營運、環保、社會與管治政策與程序之表現。歡迎就本集團表現發表意見，亦可透過以下任何渠道聯絡我們。

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