



六福集團(國際)有限公司

LUK FOOK HOLDINGS (INTERNATIONAL) LIMITED

(於百慕達註冊成立之有限公司)

(Incorporated in Bermuda with Limited Liability)

Stock Code 股份代號: 0590



可持續發展報告  
Sustainability Report  
2024/25

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# ABOUT THIS REPORT

## 關於本報告

### PURPOSE OF THIS REPORT

#### 本報告目的

Luk Fook Holdings (International) Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “We”), is delighted to present its Sustainability Report (the “Report”) for the year ended 31 March 2025 (“FY2025” or the “Reporting Period”) to all stakeholders with an aim to demonstrate the achievements, management approach and performance of our sustainability strategy in pursuit of the well-being of our employees, the prosperity of society and the protection of the environment. For details on corporate governance of the Group, please refer to the section headed “Corporate Governance Report” of our Annual Report 2024/25.

六福集團(國際)有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)欣然向持份者提呈其截至2025年3月31日止年度(「2025財年」或「報告期間」)之可持續發展報告(「本報告」)。此報告旨在讓持份者了解本集團有關可持續發展的策略成效、管理方針及績效，為其員工福祉、社會繁榮以及環境效益作貢獻。有關本集團企業管治的資料，可參閱本集團2024/25年報中的「企業管治報告」章節。

### REPORTING YEAR AND SCOPE

#### 報告年度及範圍

Unless otherwise stated, this Report focuses on the business operations of the Group’s offices, plant, showrooms, and self-operated shops in Hong Kong SAR, China<sup>1</sup>, Macau SAR, China<sup>2</sup> and Mainland China<sup>3</sup> for the year ended 31 March 2025. Compared to our Sustainability Report FY2024, there is no significant change in the reporting scope of this Report. The determination of the reporting scope is based on its significance to our business operations and its impact on sustainable development. The information in this Report is sourced from our official policy documents, statistical reports, or relevant public information.

To comply with the requirements of the ESG Reporting Code (“ESG Reporting Code”) set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”), our subsidiary 3DG Holdings (International) Limited (“3DG Holdings”) (Stock Code: 2882) has also published its own Sustainability Report. As 3DG Holdings is not included in the scope of this Report, please refer to the website of the Stock Exchange or the website of 3DG Holdings for its respective reports.

除非另有說明，本報告的報告期間為截至2025年3月31日止年度，涵蓋本集團旗下位於中國香港特別行政區<sup>1</sup>、中國澳門特別行政區<sup>2</sup>及中國內地<sup>3</sup>辦事處、廠房、展廳及自營店的業務營運。報告範圍與本集團2024財年刊發的《可持續發展報告》所載者並無重大變動。報告範圍的界定乃根據其對我們業務及營運的重要性，以及對可持續發展的影響。報告內容均來自於本集團正式制度文件、統計報告或有關公開資料。

為遵守香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2之《環境、社會及管治報告指引》(「《環境、社會及管治報告指引》」)的要求，本集團附屬公司金至尊集團(國際)有限公司(「金至尊集團」)(股份代號:2882)亦有發佈其《可持續發展報告》。由於本報告範圍並不涵蓋金至尊集團，請參閱聯交所網站或金至尊集團的網站以查閱相關報告。

<sup>1</sup> Hong Kong SAR, China: Hereafter refers to as “Hong Kong”.

<sup>2</sup> Macau SAR, China: Hereafter refers to as “Macau”.

<sup>3</sup> Mainland China: Hereafter refers to as “Mainland”.

<sup>1</sup> 中國香港特別行政區：往後稱為「香港」。

<sup>2</sup> 中國澳門特別行政區：往後稱為「澳門」。

<sup>3</sup> 中國內地：往後稱為「內地」。

REPORTING STANDARDS AND PRINCIPLES

This Report complies with the disclosure requirements of the ESG Reporting Code. In preparing this Report, the Group has adhered to the “reporting principles” outlined in the ESG Reporting Code: materiality, quantitative, balance and consistency. For details, please refer to the table below.

Reporting Principles 匯報原則	Meaning 含義	Response of the Group 本集團的回應
Materiality 重要性	<p>The ESG Report should disclose: (i) the process to identify and the criteria for selecting material ESG factors; (ii) if stakeholder engagement are conducted by the issuer, a description of key stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p>環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p>	<p>The Group has identified material sustainability issues through stakeholder engagement. Through regular assessment of material issues and communication with stakeholders, we have taken into account both internal and external factors to identify material sustainability issues and have highlighted material issues in this Report. Please refer to the section headed “Material Issues” for details.</p> <p>本集團透過持份者參與，辨識出重大可持續發展議題。通過定期評估重要議題及與持份者溝通，我們考慮內外因素，識別與可持續發展相關的重大議題，並在本報告中重點關注重要事宜。詳情請參閱「重要議題」章節。</p>
Quantitative 量化	<p>Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.</p> <p>量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。</p>	<p>The Group has disclosed its environmental and social Key Performance Indicators (“KPIs”) through calculation and presentation of figures with comparison and explanation (where applicable).</p> <p>本集團已通過計算及數據呈列披露其環境及社會關鍵績效指標，並提供比較數據及說明（如適用）。</p>
Balance 平衡	<p>Both positive and negative information should be presented in this Report to present an unbiased picture of the Group’s performance.</p> <p>正面及負面信息均應於本報告內呈報，以不偏不倚地呈現本集團的表現。</p>	<p>The Group has presented its sustainability achievements and challenges in this Report to reflect a comprehensive picture of the Group’s sustainability performance and development.</p> <p>本集團已於本報告內呈報其可持續性成就及挑戰，以全面反映本集團的可持續性表現及發展。</p>
Consistency 一致性	<p>The issuer should disclose in the ESG report changes to the statistical methodology or KPIs used (if any), or any other relevant factors affecting a meaningful comparison.</p> <p>發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	<p>The Group has adopted a consistent reporting framework and statistical methodology to enable stakeholders to make meaningful comparisons of its performance.</p> <p>本集團已採納一致的報告框架及統計方法，以便持份者對其表現進行有意義的比較。</p>

A content index to the ESG Reporting Code is enclosed to enhance the readability of this Report.

報告標準及原則

本報告遵照《環境、社會及管治報告守則》載列的披露要求作匯報。在編製過程中，本集團秉持《環境、社會及管治報告守則》訂明的「匯報原則」：重要性、量化、平衡及一致性。詳情請參閱下表。

本報告載有《環境、社會及管治報告守則》的內容索引，提升本報告的可讀性。



ACCESS TO THE REPORT  
獲取方式

This Report is available in both Chinese and English versions. It is accessible on the Stock Exchange’s website and the Group’s website at lukfook.com. 本報告提供中文及英文版本，並登載於聯交所網站及本集團網站lukfook.com供查閱。

FEEDBACK  
意見反饋

We greatly appreciate the valuable feedback from our stakeholders regarding the sustainability performance and disclosure of the Group. You may contact us by email at ir@lukfook.com. 我們非常重視持份者對本集團可持續發展表現和披露的寶貴意見。閣下可發送電郵至ir@lukfook.com與我們聯繫。



# ABOUT THE GROUP

## 關於本集團

### CORPORATE PROFILE

Luk Fook Holdings (International) Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”), founded by a group of jewellery specialists, is one of the leading jewellery retailers in Hong Kong and Mainland. With the first Lukfook Jewellery shop established in North Point, Hong Kong in 1991, it has always been upholding the service motto of “Exquisite Craftsmanship, Quality Services and Customer Orientation”. In May 1997, the Group was listed on the Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”) (stock code: 0590).

The Group principally engages in the sourcing, designing, wholesaling, trademark licensing and retailing of a variety of gold and platinum jewellery and gem-set jewellery products. With a total of over 3,100 points of sale in 11 countries and regions currently across Hong Kong, Macau, Mainland, Malaysia, Cambodia, the Philippines, Laos, Thailand, the United States, Canada and Australia, the Group will continue to identify new business opportunities in the international market and actively pursue further development in China and overseas markets in response to its corporate vision, “Brand of Hong Kong, Sparkling the World”.

### 集團簡介

六福集團(國際)有限公司(「本公司」)及其附屬公司(統稱「本集團」)由一班資深的珠寶專才創辦，是香港及內地主要零售商之一。首間六福珠寶店舖於1991年在香港北角開業，一直秉持「匠心獨運、服務為本、以客為先」的服務宗旨。1997年5月，本集團在香港聯合交易所有限公司(「聯交所」)主板上市(股份代號：0590)。

本集團主要從事各類黃白金首飾及珠寶首飾產品之採購、設計、批發、商標授權及零售業務，現時在香港、澳門、內地、馬來西亞、柬埔寨、菲律賓、老撾、泰國、美國、加拿大及澳洲共11個國家和地區擁有逾3,100個零售點，本集團將繼續於國際市場物色新商機，積極拓展中國及海外市場，以配合「香港品牌 國際演繹」之企業願景。



With a diversified portfolio of brands, the Group commits to crafting the finest jewellery and providing quality services for customers:

憑藉多元化的品牌組合，為顧客提供優質珠寶首飾及服務。

六福珠寶  
LUKFOOK JEWELLERY

金至尊  
3DG Jewellery

福滿傳家  
六福珠寶

Goldstyle

Lukfook Joaillerie  
六福精品廊

Love  
LUKFOOK JEWELLERY



CORPORATE STATEMENT  
企業理念

Corporate Vision  
企業願景

*“BRAND OF HONG KONG, SPARKLING THE WORLD”*  
*「香港品牌 國際演繹」*

Starting in Hong Kong and going global, Lukfook Group commits to crafting the finest jewellery for customers worldwide to further consolidate its reputation in the international market.

始於香港，邁向全球，為全球顧客提供優質珠寶首飾，進一步鞏固國際市場上的聲譽。

Corporate Mission  
企業使命

“Building a Family with Love” – We always put our greatest effort to implementing the following corporate mission in order to foster “love” for our business partners, shareholders, customers, employees, the industry and the community:

- Achieve mutual benefits: Collaborate with business partners to create long-term value and mutual success.
- Foster mutual care: Rally shareholders to extend reciprocal long-term trust and support.
- Care for customers: Create enduring bonds with customers, treat customers as our family members, and provide customers with quality, value-for-money products, and sincere services.
- Care for employees: Forge cohesion among employees, provide employees with a harmonious working environment and a sense of belonging and cohesiveness, and grow together with employees to progressing towards the ideals.
- Foster a harmonious industry: Promote cohesion and strengthen the communication with peers in the industry, strive for excellence and facilitate the vibrant development of the industry.
- Spread great love: Coalesce the community to contribute to the community, actively fulfill social responsibility and promote long-term social development.

「聚愛成家」—我們致力踐行以下的企業使命，凝聚商業夥伴、股東、顧客、員工、業界和社會上的「愛」：

- 互愛互利：凝聚商業夥伴，創造長遠價值，相互成就
- 共創共愛：凝聚股東，彼此給予長期的信賴和支持
- 親切關愛：凝聚顧客，視顧客為家人，提供優質及物超所值的產品及殷勤誠摯的服務
- 成長護愛：凝聚員工，締造和諧的工作環境，提供歸屬感及向心力，共同成長，邁向理想
- 和諧友愛：凝聚業界，加強業內溝通交流，精益求精，推動行業蓬勃發展
- 傳遞大愛：凝聚社會，延續關懷，積極承擔社會責任，推動社會長遠發展

Corporate Values  
企業價值觀

“Building a Family on Virtues” – Foster Lukfook’s virtues of integrity, practicality, innovation, proactivity, diversity, and quality.

「美德立家」—以誠信、務實、創新、積極、多元、優質，樹立六福美德

- |   |                                    |
|---|------------------------------------|
| • Integrity: Act with sincerity and honesty   | • 誠信：至誠相待，童叟無欺                     |
| • Practicality: Be realistic, modest and pragmatic  | • 務實：實事求是，謙和務實                     |
| • Innovation: Strive for change as well as breakthrough thinking  | • 創新：勇於求變，突破思維                     |
| • Proactivity: Advocate a positive attitude, learn proactively, and pursue continuous learning and self-enhancement   | • 積極：積極向上，主動學習，持續增值                |
| • Diversity: Embrace equality, friendship, diversity and inclusion, build a harmonious corporation both internally and externally, and put the overall interests as the first priority to achieve win-win outcome | • 多元：平等友愛，多元共融，共建內外和諧企業，以整體為先，製造雙贏 |
| • Quality: Be quality oriented and commit to excellence   | • 優質：品質至上，追求卓越                     |

Corporate Management Philosophy  
企業管理理念

“Self-Cultivation Corporate Management” - Six management habits in work practices

「修身治家」—六大管理習慣，延續工作方式

- |                               |        |
|-------------------------------|--------|
| • Be proactive                | • 主動積極 |
| • Attain goals                | • 達成目標 |
| • Take control of time        | • 掌握時間 |
| • Achieve win-win outcome     | • 製造雙贏 |
| • Value differences           | • 珍惜差異 |
| • Make continuous improvement | • 持續進步 |



# SUSTAINABILITY MANAGEMENT APPROACH

## 可持續發展管理方針

### STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

#### 持份者參與及重要性評估

#### Stakeholder Engagement

Stakeholder opinions and feedback are vital in shaping our sustainable development efforts and strengthening our risk management. In our daily operations, we maintain close communication with stakeholders through various engagement channels to understand their expectations and needs regarding our business development. We are committed to fostering robust, ongoing relationships with stakeholders and creating long-term value for them. The communication channels established for our key stakeholders, along with their primary concerns, are outlined below:

#### 持份者參與

持份者的意見和反饋對推動我們的可持續發展工作及強化風險管理至關重要。在日常營運中，我們透過多種渠道與持份者保持密切聯繫，以了解他們對本集團業務發展的期望及需要。我們致力與持份者建立穩固及持續的關係，並為他們創造長期價值。以下列明我們為各主要持份者設立的溝通渠道及其主要關注事項：



Stakeholders 持份者	Primary Concerns 主要關注事項	Key Communication Channel and Frequency 主要溝通渠道及頻次
Customers and Community 顧客及社區	<ul style="list-style-type: none"><li>Customer Service 顧客服務</li><li>Product Design and Creativity 產品設計及創意</li><li>Craftsmanship 工藝</li><li>Product Assurance and Quality 產品鑑證及質量</li><li>Data Protection and Cybersecurity 數據保護與網絡安全</li><li>Ethical Sourcing 道德採購</li></ul>	<ul style="list-style-type: none"><li>Direct Communication (Ongoing) 直接溝通 (持續進行)</li><li>Social Platform (Ongoing) 社交平台 (持續進行)</li><li>Press Release (Irregularly) 新聞稿 (不定期)</li></ul>

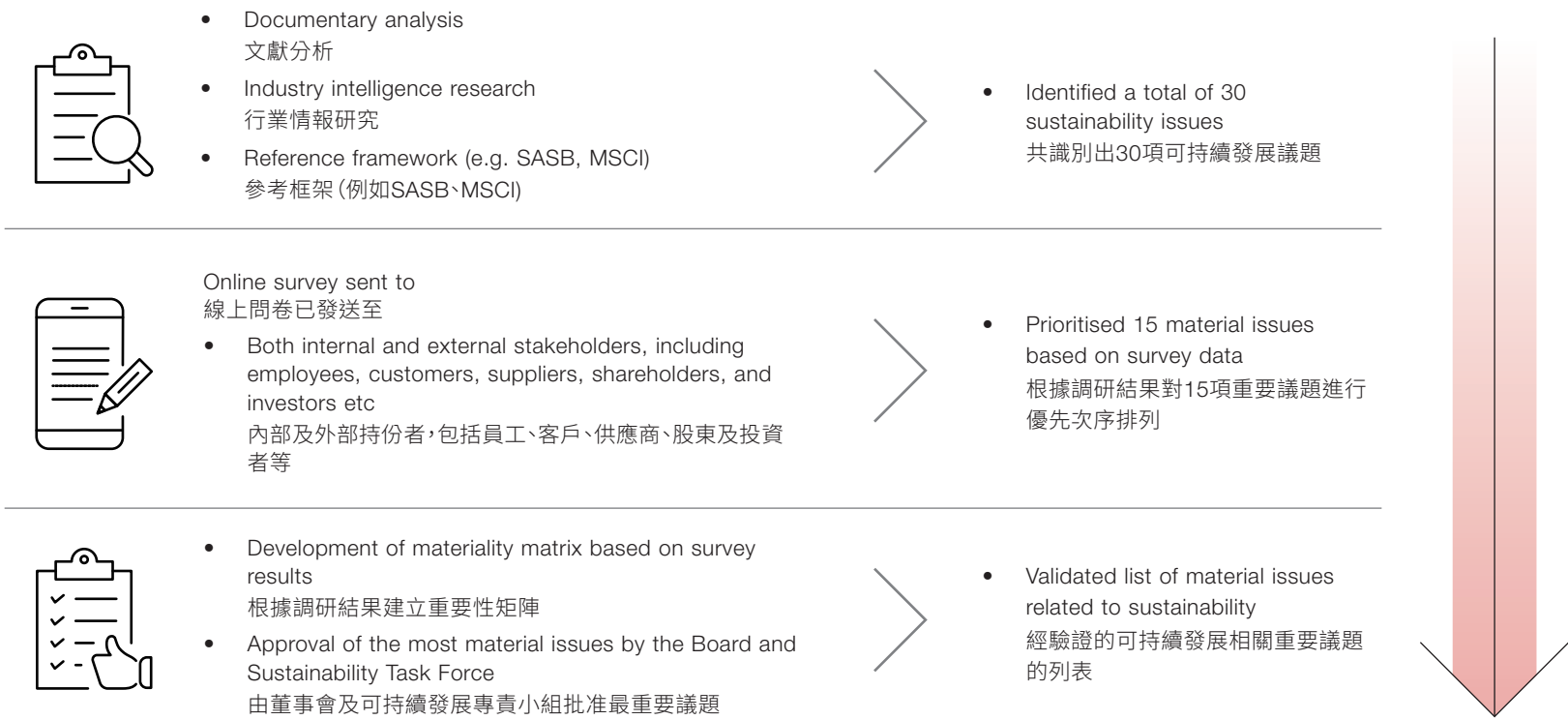
Stakeholders 持份者	Primary Concerns 主要關注事項	Key Communication Channel and Frequency 主要溝通渠道及頻次
Employees 員工	<ul style="list-style-type: none"><li>Employee Benefits 僱員福利</li><li>Employee Physical and Mental Health 員工的身心健康</li><li>Occupational Health and Safety 職業健康及安全</li><li>Employee Development and Training 員工發展及培訓</li><li>Employment Compliance 僱傭合規性</li></ul>	<ul style="list-style-type: none"><li>Employee Performance Appraisal Interview (Annually) 員工績效考核面談 (每年度)</li><li>Meeting (Irregularly) 會議 (不定期)</li><li>Feedback Mailbox (Always Available) 反饋信箱 (持續開放)</li><li>Employee Activity (Irregularly) 員工活動 (不定期)</li></ul>
Licensees 品牌商	<ul style="list-style-type: none"><li>Economic Performance 經濟表現</li><li>Business Expansion 業務擴展</li><li>Product Assurance and Quality 產品鑑證及質量</li><li>Intellectual Property Rights Management 知識產權管理</li><li>Marketing Promotion and Advertising 市場推廣及廣告</li><li>Craftsmanship 工藝</li><li>Product Design and Creativity 產品設計及創意</li><li>Ethical Sourcing 道德採購</li></ul>	<ul style="list-style-type: none"><li>Licensees Meeting (Irregularly) 品牌商會議 (不定期)</li><li>On-site Visit (Irregularly) 現場調研 (不定期)</li><li>Direct Communication (Irregularly) 直接溝通 (不定期)</li></ul>

Stakeholders 持份者	Primary Concerns 主要關注事項	Key Communication Channel and Frequency 主要溝通渠道及頻次
Suppliers 供應商	<ul style="list-style-type: none"><li>Business Expansion 業務擴展</li><li>Craftsmanship 工藝</li><li>Product Assurance and Quality 產品鑑證及質量</li><li>Product Design and Creativity 產品設計及創意</li><li>Ethical Sourcing 道德採購</li></ul>	<ul style="list-style-type: none"><li>Suppliers Meeting (Irregularly) 供應商會議 (不定期)</li><li>Tendering (Irregularly) 招標 (不定期)</li><li>On-site Visit (Irregularly) 現場調研 (不定期)</li><li>Exhibition (Irregularly) 展覽會 (不定期)</li><li>Direct Communication (Irregularly) 直接溝通 (不定期)</li></ul>
Investors and Shareholders 投資者及股東	<ul style="list-style-type: none"><li>Economic Performance 經濟表現</li><li>Business Expansion 業務擴展</li><li>Corporate Governance Practices 企業管治常規</li><li>Ethical Sourcing 道德採購</li><li>Anti-corruption 反貪污</li></ul>	<ul style="list-style-type: none"><li>Annual General Meeting 股東週年大會</li><li>Annual Report/Interim Report (Annually/Semi-annually) 年報／中期報告 (每年度／半年度)</li><li>Investor Conference (Irregularly) 投資者會議 (不定期)</li><li>Press Release/Announcement (Irregularly) 新聞稿／公告 (不定期)</li><li>Direct Communication (Irregularly) 直接溝通 (不定期)</li></ul>

Materiality Assessment

Materiality assessment enables us to gain a better understanding of stakeholders’ perspectives and identify the most material sustainability issues for the Group and our stakeholders. We conduct materiality assessments through the following three-step process to enhance the effective management and reporting of these sustainability issues:

Sustainability Issues  
可持續發展議題

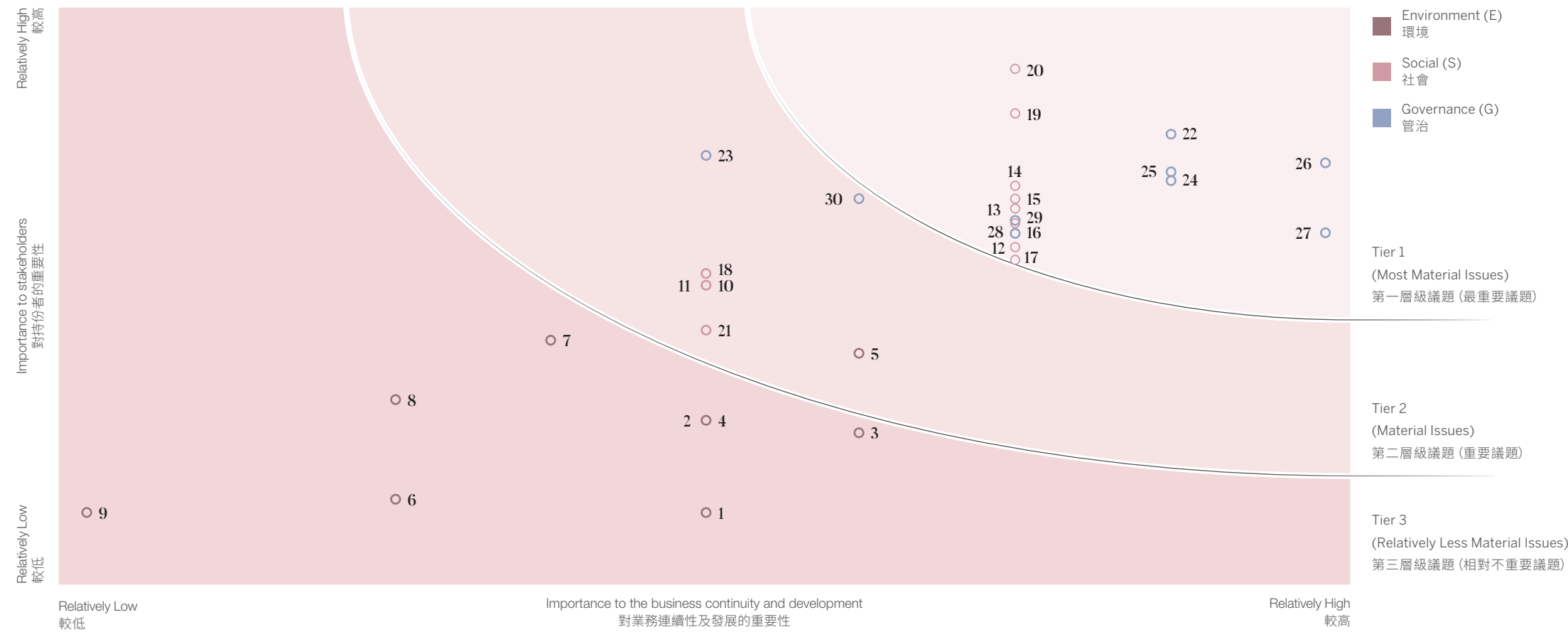




MATERIALITY MATRIX
重要性矩陣

The materiality matrix prioritised 30 sustainability issues based on their significance to stakeholders (Y-axis) and to the Group's business continuity and development (X-axis). The prioritisation was derived from aggregated scores provided by internal and external stakeholders through online surveys. The matrix reflected the relevance of these issues to the Group and their overall environmental and social importance to both the Group and stakeholders. The most material issues are positioned in Tier 1, with relatively less material issues in Tier 3.

重要性矩陣根據對持份者的重要性 (Y軸) 及對本集團業務連續性及發展的重要性 (X軸), 為30項可持續發展議題進行優先排序。優次排序基於內外部持份者線上問卷的綜合評分, 反映議題與本集團的相關性, 以及其在環境及社會範疇上對本集團與持份者的重要程度。第一層級為最重要議題, 第三層級為相對不重要議題。



- |   |   |  |  |  |
|---|---|--|--|--|
| <ul style="list-style-type: none"> <li>1. Air Emissions<br/>廢氣排放</li> <li>2. Waste Management<br/>廢棄物管理</li> <li>3. Energy Efficiency and Greenhouse Gas (GHG) Emissions<br/>能源效益及溫室氣體排放</li> <li>4. Water Efficiency and Conservation<br/>水效益及節約用水</li> <li>5. Packaging Material Consumption and Resource Recycling<br/>包裝材料消耗及資源循環利用</li> <li>6. Climate Resilience and Adaptability<br/>氣候抵禦與適應力</li> </ul> | <ul style="list-style-type: none"> <li>7. Sustainable Raw Materials and Green Procurement<br/>可持續原料及綠色採購</li> <li>8. Environmental Risks in the Supply Chain<br/>供應鏈中的環境風險</li> <li>9. Biodiversity and Ecosystems<br/>生物多樣性及生態系統</li> <li>10. Employee Welfare<br/>僱員福利</li> <li>11. Equal-Opportunity, Diversity and Inclusion<br/>平等機會、多元化及包容性</li> <li>12. Employee Physical and Mental Health<br/>員工的身心健康</li> </ul> | <ul style="list-style-type: none"> <li>13. Occupational Health and Safety<br/>職業健康及安全</li> <li>14. Employee Development and Training<br/>員工發展及培訓</li> <li>15. Employment Compliance<br/>僱傭合規性</li> <li>16. Ethical Sourcing<br/>道德採購</li> <li>17. Labour Rights in the Supply Chain<br/>供應鏈的勞工權益</li> <li>18. Transparency and Traceability of Raw Materials<br/>原材料的透明度和可追溯性</li> </ul> | <ul style="list-style-type: none"> <li>19. Product Assurance and Quality<br/>產品鑒證及質量</li> <li>20. Customer Service<br/>顧客服務</li> <li>21. Community Investment<br/>社區投資</li> <li>22. Intellectual Property Rights Management<br/>知識產權管理</li> <li>23. Responsible Marketing Promotion and Advertising<br/>負責任市場推廣及廣告</li> <li>24. Anti-Corruption<br/>反貪污</li> </ul> | <ul style="list-style-type: none"> <li>25. Craftmanship and Product Innovation<br/>工藝及產品創新</li> <li>26. Data Protection and Cybersecurity<br/>數據保護與網絡安全</li> <li>27. Corporate Governance Practices<br/>企業管治常規</li> <li>28. Economic Performance<br/>經濟表現</li> <li>29. Business Expansion<br/>業務擴展</li> <li>30. Promotion of the Jewellery Industry Development<br/>促進珠寶業發展</li> </ul> |
|---|---|--|--|--|

Material Issues  
重要議題

Based on the above analysis, the 15 material sustainability issues identified for our stakeholders and the Group are as follows:  
根據上述分析，我們所識別出對持份者及本集團而言最為重大的15項可持續發展議題如下：

Environment 環境	<ul style="list-style-type: none"><li>No environment-related material topics were identified in this round of the materiality assessment 是次重要性評估暫無識別環境相關重要議題</li></ul>	
Social 社會	<ul style="list-style-type: none"><li>Employee Physical and Mental Health 員工的身心健康</li><li>Occupational Health and Safety 職業健康及安全</li><li>Employee Development and Training 員工發展及培訓</li><li>Employment Compliance 僱傭合規性</li></ul>	<ul style="list-style-type: none"><li>Ethical Sourcing 道德採購</li><li>Labour Rights in the Supply Chain 供應鏈的勞工權益</li><li>Product Assurance and Quality 產品鑑證及質量</li><li>Customer Service 顧客服務</li></ul>
Governance 管治	<ul style="list-style-type: none"><li>Intellectual Property Rights Management 知識產權管理</li><li>Anti-Corruption 反貪污</li><li>Craftmanship and Product Innovation 工藝及產品創新</li><li>Data Protection and Cybersecurity 數據保護與網絡安全</li></ul>	<ul style="list-style-type: none"><li>Corporate Governance Practices<sup>4</sup> 企業管治常規<sup>4</sup></li><li>Economic Performance 經濟表現</li><li>Business Expansion 業務擴展</li></ul>

<sup>4</sup> For details on our corporate governance practices, please refer to the “Corporate Governance Report” section in the Annual Report 2024/25 of the Company.  
有關我們企業管治常規詳情，請參閱本公司2024/25年報中的「企業管治報告」章節。

SUSTAINABILITY KEY FOCUS AREAS AND GOALS  
可持續重點領域及目標





SUSTAINABILITY GOVERNANCE  
可持續發展管治

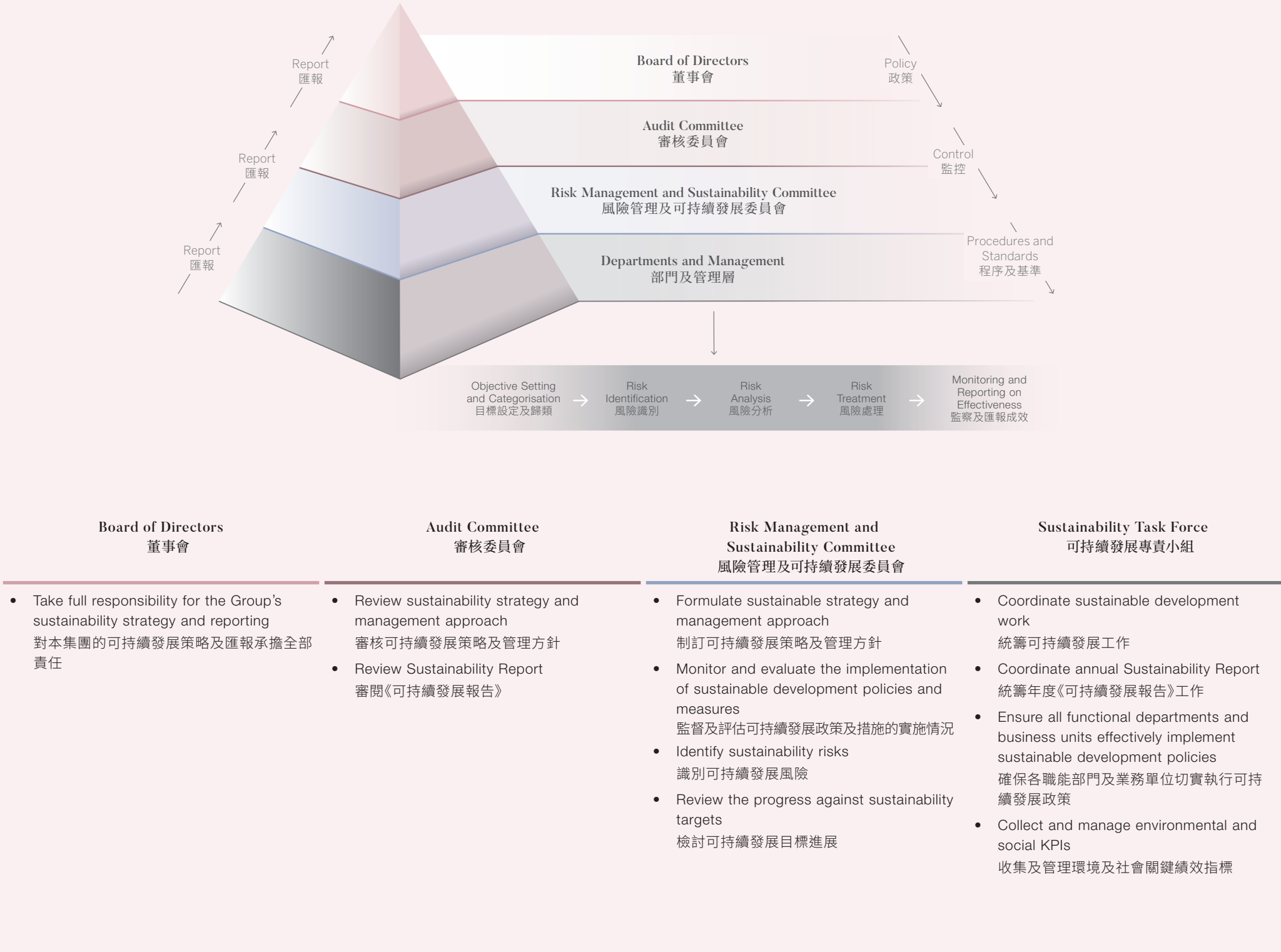
Effective sustainability governance is a key factor in driving the long-term success and value of the Group. As such, we continuously optimise our ESG management systems, commit to integrating ESG principles into our corporate planning and operational decision-making process, while clearly delineating responsibilities from management to execution levels. The Board of Directors bears the ultimate responsibility for overseeing ESG works, assessing and managing material ESG issues. Additionally, the Board of Directors independently reviews the annual Sustainability Report during Board meetings, further demonstrating our commitment to the performance and reporting of sustainable development efforts.

有效的可持續發展管治是推動本集團長期成功和價值的關鍵因素。因此，我們不斷優化環境、社會及管治管理體系，致力將環境、社會及管治理念融入企業規劃與營運決策流程當中，並從管理至執行層面明確劃分責任。董事會對環境、社會及管治工作承擔監督的最終責任，就重大的環境、社會及管治事宜進行評估及管理工作。另外，董事會在董事會會議中獨立審閱年度《可持續發展報告》，以進一步落實我們對於可持續發展工作表現及匯報的重視和承諾。

The Group has established the Risk Management and Sustainability Committee to assist in establishing and enhancing the risk management and sustainability system. The Committee provides advice and assistance to the Board in conducting sustainability-related risk assessments, as well as formulating and implementing strategies. Furthermore, the Committee also monitors the implementation of the Group's ESG related policies and measures.

本集團已成立了風險管理及可持續發展委員會，以協助本集團建立及改良風險管理及可持續發展系統，並向董事會提供意見及協助，以進行與可持續發展相關的風險評估和策略制訂及實施。另外，委員會亦會監察本集團的環境、社會及管治相關政策及措施的實施情況。

RISK MANAGEMENT FRAMEWORK  
風險管理架構



SUSTAINABILITY STRATEGY

The United Nations Sustainable Development Goals (UNSDGs)

The UNSDGs are a global call to action initiated by the United Nations, aiming to achieve peace and prosperity for people and the planet. As a responsible corporate citizen, we are committed to supporting the United Nations’ sustainable development initiatives and incorporating sustainability into our Group’s business operations.

The Group firmly believes that as we actively expand our jewellery business, we should also promote environmental protection, give back to society, and create a caring and inclusive work culture for our employees. By doing so, we strive to meet the expectations of our customers, employees and shareholders, and enhance sustainable development. To achieve this, we are committed to identifying and managing significant potential sustainable development risks to the Group. Taking into account the 17 UNSDGs and the nature of our business, we have selected 5 UNSDGs as the foundation for formulating our six key focus areas: (1) Masterful Craftsmanship, (2) Business Integrity, (3) Six Heartfelt Services, (4) People Empowerment, (5) Community Care, (6) Environmental Protection. This comprehensive framework reflects our commitment to sustainable development, together with the corresponding ESG goals we have set, effectively guides us in strengthening the sustainable development performance of the Group’s operations and business planning.

We selected 5 UNSDGs of greatest relevance to the Group as the foundation: 我們選出5項與本集團最為相關的UNSDGs作為基礎：



可持續發展策略

聯合國可持續發展目標 (UNSDGs)

UNSDGs是聯合國發起的全球行動的號召，旨在為人民和地球實現和平與繁榮。作為一個負責任的企業公民，我們致力支持聯合國的可持續發展倡議，並努力在集團業務經營中實踐可持續發展。

本集團深信在積極拓展珠寶業務發展的同時，我們亦應推動環境保護，回饋社會，並為員工創造一個關愛和包容的工作文化，力求實現顧客、員工及股東對我們的期望和提升可持續發展。為此，我們致力識別並管理對本集團重大的潛在可持續發展風險，並參考了17個UNSDGs和集團業務性質，從中選出5個可持續發展目標為基礎，以制定六個重點領域：(1) 匠心珠寶、(2) 誠信經營、(3) 六心服務、(4) 以人為本、(5) 心繫社會及(6) 環境保護。這個全面的框架體現了本集團的可持續發展理念，並連同我們設定的相應環境、社會及管治目標，有效引領我們強化集團營運及業務策劃上的可持續發展表現。

The following outlines the process for our corporate sustainability strategy, key focus areas, and goals:  
下列為我們制定企業可持續發展策略、重點領域及目標的流程：





We have formulated a three-year corporate plan (FY2026–FY2028) to fulfill our environmental protection objectives within this period. Such goals include long-term carbon reduction goals, as well as goals related to air emissions and GHG emissions, waste, energy use efficiency and water efficiency. Furthermore, we have integrated green elements into different activities of our business operations with reference to the environmental targets set by local governments in the Mainland, such as implementing environmental measures in our workplaces and shops.

我們已制定3年企業目標(2026財年至2028財年)，旨在於此期間內完成已訂定的與環境保護相關的企業目標，包括長遠減碳目標及與廢氣及溫室氣體、廢棄物、能源使用效益及用水效益相關的目標。我們亦參考內地各地政府的環保目標，於本集團業務營運的不同階段融入環保元素，並在工作場所及店舖推行環保措施。

## ESG RISK MANAGEMENT

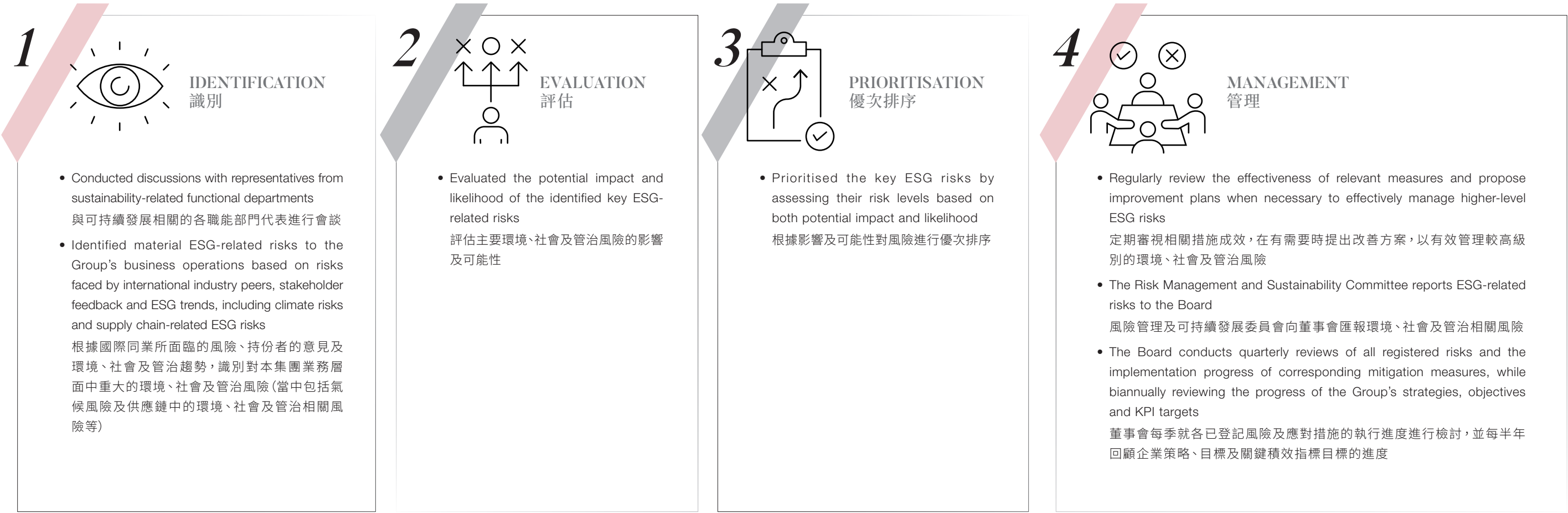
The Group fully recognises the importance of risk management in its daily operations and maintaining a sound corporate governance. In today's highly competitive business environment, where economic, industry, regulatory, and operating conditions are constantly evolving, it is particularly important to establish robust and effective risk management mechanisms. These mechanisms help us assess and mitigate risks that may hinder the achievement of our business goals.

With the assistance of an independent sustainability consultant, we regularly conduct ESG-related risk assessments to strengthen our ability to address sustainability risks and opportunities arising from our operations. For more details on the Group's risk management methodology, please refer to the "Corporate Governance Report" section of our Annual Report 2024/25.

## 環境、社會及管治風險管理

本集團充分意識到風險管理對於日常管理以及維持健全企業管治的重要性。在當前競爭激烈的營商環境中，經濟、行業、法規及經營狀況持續不斷變化，設立強而有效的風險管理機制尤其重要，可有助本集團評估及盡量降低可能阻礙我們實現業務目標的風險。

透過獨立可持續發展顧問的協助，我們會定期進行環境、社會及管治相關風險評估，以增強我們對營運中所帶來的可持續發展風險與機遇的應對能力。有關本集團風險管理方法的詳情，請參閱本集團2024/25年報中的「企業管治報告」章節。



# FY2025 HIGHLIGHTS

## 2025財年亮點

### SUSTAINABILITY AWARDS AND RECOGNITIONS

可持續發展獎項及嘉許

#### GOVERNANCE

管治



Once again received the “ESG Pledge” from The Chinese Manufacturers’ Association of Hong Kong 再度榮獲由香港中華廠商聯合會授權的「ESG約章」



One of the pioneers to sign the “Business Sector Integrity Charter” championed by the Independent Commission Against Corruption (“ICAC”) of Hong Kong 成為首批簽署由香港廉政公署主辦的《誠信營商約章》



Honoured with three prestigious awards, at the TVB ESG Awards 2024, organised by Television Broadcasts Limited (“TVB”). The “Best in ESG Practices”, “ESG Environmental Innovative Technology Award”, and “ESG Social Innovative Technology Award” 於電視廣播有限公司主辦的TVB《環境、社會及管治大獎》2024中榮獲「ESG最佳表現大獎」、「ESG環境創新科技大獎」及「ESG社會創新科技大獎」三項殊榮



Received the “Awards of Excellence in ESG – Honourable Mention (Hang Seng Composite Index Constituent Companies)” once again at the “Hong Kong Corporate Governance and ESG Excellence Awards”, organised by the Chamber of Hong Kong Listed Companies and the Centre for Corporate Governance and Financial Policy of Hong Kong Baptist University 在香港上市公司商會及香港浸會大學公司管治與金融政策研究中心主辦的「香港公司管治與環境、社會及管治卓越獎」中，再度榮獲「環境、社會及管治評獎委員會嘉許獎（恒生綜合指數成份股公司）」

Won three prestigious awards, including the “Best of Show Award (Open Group)”, the “Craftsmanship and Technology Award” and the “Merit Award (Open Group)” for the design pieces “Romance & Classics” and “Shining Stars” at the 26th “Hong Kong Jewellery Design Competition” 在第26屆「香港珠寶設計比賽」中，憑設計作品「浪漫與經典」及「閃耀星辰」奪得三項殊榮，包括「公開組大獎」、「工藝技術獎」及「優異獎」





SOCIAL  
社會



Ms. Cheung Wai Man, Sandra, Jewellery Sales Supervisor, won the “Bronze Award of Junior Frontline Level” in Watch & Jewellery Category, while Mr. Chui Siu Hang, Horie, Senior Jewellery Sales Supervisor, won the “Outstanding Performance Award of Junior Frontline Level” in Watch & Jewellery Category

本集團珠寶銷售主任張惠敏女士及高級主任徐兆衡先生於香港零售管理協會「2024傑出服務獎」中，分別榮獲「鐘錶及珠寶組別個人獎」銅獎及優越表現獎

Secured top spot in “2023 Gold Jewellery Retail Industry Brand Value and Brand Strength”, as jointly announced by the Gems & Jewellery Trade Association of China (“GAC”)

榮登中國珠寶玉石首飾行業協會「2023年黃金珠寶零售業品牌價值與品牌強度」排行榜前列



Recognised in the 2024 “KPMG China Consumer 50”  
入選2024年度「畢馬威中國消費50榜單」



As the first jewellery company among the award-winning Hong Kong companies to be honoured with the “Greater Bay Area Enterprise Award” at the “Greater Bay Area Star Brand Enterprise Award” 2024 presentation ceremony

於「大灣區星級品牌企業獎」2024獲頒「大灣區企業獎」，為香港獲獎企業中唯一的珠寶企業



Honoured with the “Hong Kong Star Brand Award – Enterprise” by the Hong Kong Small and Medium Enterprises Association for the 12th consecutive year  
連續12年榮獲由香港中小型企業聯合會頒發的「香港星級品牌—企業獎」



Awarded the dual certifications of “O2O Customer Experience Recognition” and “Quality Trusted E-Shop” by the Hong Kong Retail Management Association

榮膺由香港零售管理協會頒發的「O2O顧客體驗認證」及「信譽優网店」雙重認證標誌

Awarded as a “Consumer Caring Company” by the GS1 Hong Kong for the 12th consecutive year

連續12年被香港貨品編碼協會嘉許為「貼心企業」



Granted an upgrade as a “Super MD” under “ERB Manpower Developer Award Scheme” organised by the Employees Retraining Board  
榮獲僱員再培訓局升格為ERB人才企業嘉許計劃「Super MD」



ENVIRONMENTAL  
環境



Awarded the “Sustainable Champions” at the inaugural “Sustainable Restaurant & Retailer Awards” co-organised by Hong Kong Smart Catering Association and Hong Kong Retail Technology Industry Association  
於首屆由香港智慧餐飲協會與香港零售科技商會聯合主辦「可持續餐飲商及零售科大獎」評選中榮獲「可持續發展先鋒」獎項



Recognised again this year with the “BOCHK Corporate Low-Carbon Environmental Leadership Awards”, and was named an “EcoPartner” and awarded the “5 Years+ EcoPioneer” in the “Services” sector for the fifth consecutive year  
再度蟬聯「中銀香港企業低碳環保領先大獎」，並連續5年於「服務業」領域獲頒「環保傑出夥伴」稱號及「5年+參與環保先驅獎章」



Recognised for the 10th time under the “Hong Kong – Guangdong Cleaner Production Partners (Manufacturing)” Commendation, jointly organised by the Environmental Protection Department of Hong Kong and the Department of Industry and Information Technology of Guangdong Province  
累計第10次榮獲由環境保護署與廣東省工業和信息化廳聯合頒發的「粵港清潔生產夥伴（製造業）」標誌

Honoured with the “Hong Kong Awards for Environmental Excellence” for the 7th consecutive year in succession, presented by the Environmental Campaign Committee in collaboration with the Environment and Ecology Bureau and nine other organisations  
連續7年榮獲環境運動委員會聯同環境及生態局及九個機構頒發「香港環境卓越大獎」殊榮，在「製造業及工業服務」及「商舖及零售業」組別中均獲得優異獎

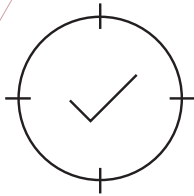


Received “WastewiSe Certificate” under the Hong Kong Green Organisation Certification  
榮獲由環境運動委員會頒發「香港綠色機構認證」之「減廢證書」

KEY INITIATIVES FOR FY2025  
2025財年重點工作

ENVIRONMENTAL  
環境

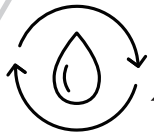
Environmental Protection  
環境保護



**GHG Reduction and  
Energy Saving Targets**

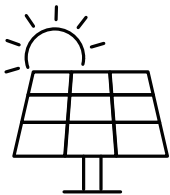
首次制定2029/30財年  
溫室氣體減排  
及節能目標

Established first-  
ever FY2029/30



**20.4%**

Reduction in water  
consumption<sup>5</sup>  
用水減量<sup>5</sup>



**70%+**

Air conditioning  
electricity demand

from Phase III of Lukfook Jewellery Cultural and  
Creative Industrial Park, with 1,954 m<sup>2</sup> of solar  
panels installed

六福珠寶文化創意產業園第三期合計  
擁有超過1,954平方米太陽能板，可  
供應空調用電量



**21.7%**

Reduction in total amount of  
packaging materials used in  
finished products<sup>5</sup>

減少製成品所用  
包裝材料的總量<sup>5</sup>



**5.1%**

Renewable energy usage  
in factory electricity  
工廠用電中的可再生能  
源使用佔比

SOCIAL  
社會

Six Heartfelt Services  
六心服務



**95.4**

Mystery Shopper Survey Score  
神秘顧客調查得分



**0%**

Product sold or shipped that  
need to be recalled for safety  
or health reasons

因安全與健康理由而須召回  
的已售或已運送產品數目



Honoured  
with "2024  
Service Talent  
Awards"

榮獲「2024傑出服務獎」



**0**

Product health and safety-  
related complaints  
received

接獲關於產品健康  
及安全的投訴數目



**93%**

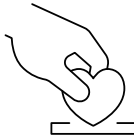
Employee received training  
員工接受培訓



**26**

Employee  
engagement activities  
員工關懷活動

Community Care  
心繫社會

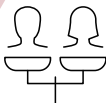


**4.4**

**HK\$ Million**  
**百萬港元**

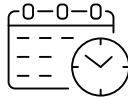
Total donations  
捐款總額

People Empowerment  
以人為本



**1:2.5**

Male to female ratio  
男女比例



**109,000+**

Total training hours  
總培訓時數

<sup>5</sup> The relevant data is in comparison to FY2024.

<sup>5</sup> 相關數據與2024財年相比較。



KEY INITIATIVES FOR FY2025  
2025財年重點工作

GOVERNANCE  
管治



SUSTAINABLE FINANCE

The Group regards sustainable finance as an indispensable part of its decarbonisation strategy and incorporates sustainability performance targets into financing mechanisms through the continuous expansion of green financial solutions. We have signed a sustainability-linked loan agreement with a local bank, with proceeds to be used for promoting the Group’s sustainable development projects or as working capital. During the Reporting Period, the Group also collaborated with three banking institutions to establish “green deposit” dedicated accounts. According to the cooperation agreements signed by both parties, the deposited funds will be allocated to project areas with significant environmental benefits such as supporting renewable energy development and energy-saving technology innovation, concretely implementing the low-carbon transition strategy through financial solutions and comprehensively fulfilling the Group’s steadfast commitment to environmental protection and sustainable development.

可持續金融

本集團視可持續金融為集團減碳策略中不可或缺的一部分，通過持續拓展綠色金融方案，將可持續發展表現目標納入融資機制中。我們已與本地銀行簽署了一筆可持續發展表現掛鈎的貸款，所得貸款將用作推動本集團的可持續發展項目或用作日常營運資金。於報告期間，本集團亦攜手三家銀行機構開立「綠色存款」專戶，根據雙方簽訂的合作協議，相關存款資金用於支持可再生能源開發、節能技術創新等具顯著環境效益的項目領域，透過資金融通具體落實低碳轉型策略，全方位實踐集團對環境保護與可持續發展的堅定承諾。





MASTERFUL  
CRAFTSMANSHIP

匠心珠寶

BLEND MASTERFUL CRAFTSMANSHIP  
WITH CUTTING-EDGE DESIGN  
TECHNIQUES AND INNOVATION TO  
CREATE HEIRLOOM-JEWELLERY THAT  
HONOURS TRADITIONAL CULTURE

精湛匠心工藝，融合創新技術設計，  
成就世代相傳珠寶，弘揚傳統文化

Relevant UNSDGs:

相關 UNSDGs:



Identified Material Topics:

已識別的重要議題：

- Craftsmanship and product innovation  
工藝及產品創新



As a leader in the jewellery industry, the Group always strives for excellence, constantly pursuing perfection in our craftsmanship, design, use of materials, and technology, aiming to create extraordinary jewellery experiences for our customers. We are committed to upholding the brand promotion theme of “Love is Beauty” and embodying the corporate vision of “Brand of Hong Kong, Sparkling the World”, which reflects our ongoing dedication to fulfilling our commitment to product and service quality, as well as our emphasis on craft inheritance and innovation. Our daily operations are in strict compliance with applicable laws and regulations related to health and safety, advertising, labelling and privacy of products and services, as well as international and industry standards<sup>6</sup>. During the Reporting Period, the Group was not involved in any significant non-compliance case concerning breaches of relevant laws and regulations related to product responsibility.

作為珠寶行業的領軍者，本集團始終堅持追求卓越，在工藝、設計、原材料使用和技術上不斷精益求精，竭力為客戶締造非凡的珠寶體驗。我們致力貫徹「愛很美」的品牌推廣主題，實踐「香港品牌 國際演繹」的企業願景，務求向客戶履行我們對產品品質和服務的承諾，以及對工藝延續與創新的重視。我們的日常營運謹遵產品和服務相關的健康與安全、廣告、標籤及私隱相關的適用法律及規例，以及國際和行業標準<sup>6</sup>。於報告期間，本集團並無涉及任何有關產品質量責任的相關法律及規例方面的重大違規行為。



## Artisanal Craftsmanship

The Group remains steadfast in its original mission to create the finest quality products. Leveraging the exceptional craftsmanship of our artisans and infusing each piece of jewellery with sincerity and precision, we craft treasures that endure across generations. Our jewellery design team, composed of highly experienced designers with a sharp sense of style, creates innovative, unique, and fashionable pieces that embody diverse festive themes, setting new trends in the industry.

In addition, we actively participate in various local and international jewellery design competitions to broaden the horizons of our design team, allowing them to draw inspiration from diverse experiences and stimulate their creativity. To date, our team has received 220 awards, a testament to our achievements and capabilities. The Group will continue to allocate resources to cultivate outstanding talent and encourage them to incorporate more innovative elements in materials and styles, so as to bring a constant stream of unique designs and fresh experiences to our customers.

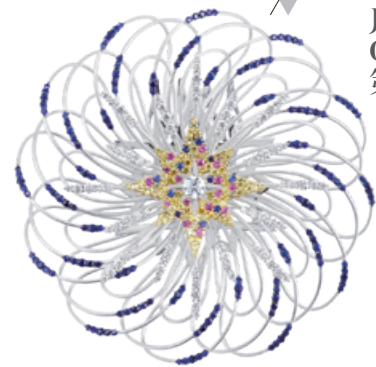
## 匠心工藝

本集團貫徹打造最優質產品的初心，憑藉工匠精湛技藝，以摯誠嚴謹的態度打造每一件首飾，讓每件珠寶得以代代相傳。本集團旗下的珠寶設計團隊擁有行業經驗豐富的設計師，憑藉他們敏銳的時尚觸覺，設計出創新、獨特、時尚且具有不同節慶特色的珠寶產品，引領潮流。

我們積極參與各項本地和國際珠寶設計大賽，旨在讓設計團隊拓展視野，從更豐富的經驗中汲取靈感，激發創造力。至今我們的團隊已獲220個獎項，成績和實力備受肯定。本集團將持續投放資源培育優秀人才，並鼓勵他們將更多的創新元素融入在用料及風格上，為顧客帶來源源不絕獨具設計的新鮮感。

<sup>6</sup> Please refer to the Significant Laws and Regulations section for a list of product responsibility-related laws and regulations significant to the Group's business operations. 有關對本集團業務營運屬重大的產品責任相關法律及法規列表，請參閱「重要法律及法規」一節。





THE 26TH HONG KONG  
JEWELLERY DESIGN  
COMPETITION  
第26屆「香港珠寶設計比賽」

The Group has won three prestigious awards, including the “Best of Show Award (Open Group)”, the “Craftsmanship and Technology Award” and the “Merit Award (Open Group)” for the design pieces “Romance & Classics” and “Shining Stars” at the 26th Hong Kong Jewellery Design Competition. It showcases our deep understanding of traditional craftsmanship and our modern interpretation of it.

本集團於第26屆「香港珠寶設計比賽」憑《浪漫與經典》及《閃耀星辰》兩件作品，一舉奪得三項殊榮，包括「公開組大獎」、「工藝技術獎」及「優異獎」，充分展現了我們對傳統工藝的深刻理解與當代詮釋。



“DIABLING SHIMMERING  
GOLD” COLLECTION  
「冰·鑽光影金」系列

With ongoing innovation in craftsmanship, the new “DiaBling Shimmering Gold” Collection dazzles with exceptional brilliance. This collection reproduces the fire of baguette diamonds on brightly coloured gold pieces outlined with filigree arts. Hundreds of gold carved facets shine as bright as yellow diamonds, reflecting the enchanting gradient light effect like the Tyndall effect, mesmerising radiance that shimmers with rainbow huesparkling like diamonds.



隨著工藝的不斷創新，新一代炫彩工藝產品「冰·鑽光影金」系列，在炫彩金片上復刻彷彿梯方鑽石光彩，花絲勾勒外形輪廓，金絲刻面釋放光芒，猶如黃鑽般閃耀，煥發如自然界奇跡的丁達爾效應漸變光感，彩光像鑽石一樣閃耀。



To perfectly capture the beauty of this exquisite craftsmanship, Lukfook Jewellery chose the enchanting Harbin Ice and Snow World as the venue for its DiaBling Art Exhibition. Meticulously curated over 15 days and nights, the exhibition blends the radiant brilliance of jewellery with the pristine elegance of ice and snow, creating a mesmerising realm of art and wonder through an immersive light and shadow experience.

為完美演繹此工藝之美，六福珠寶特別選址哈爾濱冰雪大世界，匠心呈獻「冰鑽藝術展」。歷經15晝夜精心籌備，透過沉浸式光影劇場，將珠寶的絢麗與冰雪的純淨凝結成藝術奇境。

DIABLING ART  
EXHIBITION  
冰鑽藝術展



## Cultural Promotion

The Group firmly believes that jewellery is more than mere adornment—it is a vessel of cultural heritage. Through three core initiatives—“Heirloom Fortune,” “Craftsmanship Development,” and “Community Arts Education”—we weave the essence of Eastern philosophy into contemporary jewellery context. Through our creations, we promote intangible cultural heritage techniques and actively participate in cultural exchanges across various sectors, revitalising traditional craftsmanship and showcasing the unique allure of Eastern jewellery art to the world. Looking ahead, we will continue to promote cultural innovation, fostering the generational continuity of jewellery art.

### HEIRLOOM FORTUNE

Heirloom Fortune opened its first independent shop in 2022. After three years of development, it has become a key brand driving the Group’s growth. Inspired by the design concept of “passing down the traditional virtue of filial piety and conveying the blessings for a blissful life”, Heirloom Fortune interprets the essence of traditional culture with finely crafted gold pieces, and incorporates craftsmanship including antique gold techniques, mother-of-pearl inlay and gilt-colouring into gold products to showcase the distinctive charisma of antique styles, convey cultural values and best wishes, and live on as treasured family heirlooms.

Each dynasty possesses its unique aesthetic. Drawing inspiration from China’s five thousand years of splendid civilisation, we have meticulously crafted a series of jewellery ornaments that blend tradition with innovation. During the Reporting Period, the Group launched three new collections – “Tang Dynasty Style”, “Charm of Song Dynasty” and “Gold Splendour of Dunhuang”. These creations not only preserve the essence of traditional craftsmanship but also seamlessly integrate classic Chinese elements with modern design aesthetics, showcasing the distinctive charm of Eastern artistry.

## 弘揚文化

本集團深諳珠寶不僅是裝飾，更是文化底蘊的載體。我們透過三大核心實踐—「福滿傳家」、「匠才培育」、「社區藝教」，將東方哲學精髓熔鑄於當代珠寶語境。我們透過作品弘揚非物質文化遺產（非遺）技藝，並積極參與各界的文化交流，讓傳統工藝持續煥發新生，向全球展現東方珠寶藝術的獨特魅力。未來，我們將持續推動文化創新，實現珠寶藝術的世代延續。

### 福滿傳家

「福滿傳家」於2022年開設首間獨立門店，經歷三年發展，現已成為帶動集團增長的關鍵品牌。秉持「家傳孝道、福滿人生」的理念，福滿傳家將數千年傳統文化積澱融入每件產品，結合古醇金工藝、螺鈿鑲嵌及鎏彩等技藝，賦予黃金作品獨特的古風韻味與深厚內涵，並承載對美好生活的祝願，成為家族世代相傳的珍貴瑰寶。

不同朝代有其獨特的美學。為此，我們特別從中華五千年燦爛文明中汲取靈感，精心創作了一系列融合傳統與創新的珠寶首飾。於報告期間，本集團創造了「福滿唐潮」、「宋韻傳家」及「敦麗金煌」三個新系列，這些作品不僅承襲了傳統工藝的精髓，更以經典的中國元素巧妙融入了現代設計美學，展現出獨特的東方韻味。

### “Charm of Song Dynasty” Themed Roadshow, Showcasing the Beauty of “Family Culture”

During the Reporting Period, Heirloom Fortune held the “Charm of Song Dynasty” themed roadshow, with famous actresses Samantha Ko, Hera Chan and Kelly Gu appearing as special guests at the Guangzhou premiere, showcasing the gold jewellery featuring the elements such as the sky-blue enamel, Song Dynasty ceramics, calligraphy and paintings and embodying classical Eastern aesthetics.

### 「宋韻傳家」主題巡展，展現「家文化」之美

於報告期間，福滿傳家開展「宋韻傳家」主題巡展，邀請著名演員高海寧、陳曉華及古佩玲於廣州站擔任活動嘉賓，現場展示融合天青色琺瑯、宋瓷、宋墨、宋畫等元素的黃金首飾，盡顯東方古典美學。



“TANG DYNASTY STYLE” COLLECTION  
「福滿唐潮」系列



Inspired by the splendor of the Tang Dynasty, this collection features intricate motifs such as lotus, peony, ruyi symbol, treasure flower (baoxiang flower), and gourd. Lavishly adorned with hand-set sparkling diamonds and rubies—known as the “king of gemstones”—each piece radiates rich layers of elegance and magnificence, evoking the brilliance and glory of a flourishing era.

此系列以「盛唐」作為設計主題，加入蓮花、牡丹、如意、寶相花、葫蘆等紋樣設計元素，手工鑲嵌璀璨鑽石和被譽為「寶石之王」的紅寶石，層次豐富華麗，仿佛承載著盛唐的輝煌與榮耀。

“CHARM OF SONG DYNASTY” COLLECTION  
「宋韻傳家」系列



This collection draws inspiration from auspicious motifs found in Song Dynasty window lattices, brocade patterns, and traditional paintings and calligraphy. It combines the antique gold filigree technique—an intangible cultural heritage—with the brilliance of diamonds, turquoise, and pearls. The pieces are further enhanced with signature sky-blue and soft blush-pink enamels, evoking the graceful aesthetics of the Song era.

此系列融入宋代窗花、織錦、書畫中的吉祥紋樣，古醇金花絲非遺工藝配合鑲嵌鑽石、綠松石及珍珠，配上標誌性的天青與淡粉色鑲彩，展現宋代的優雅美學。

“GOLD SPLENDOUR OF DUNHUANG” COLLECTION  
「敦麗金煌」系列



Featuring auspicious patterns, auspicious animals and Buddha statues, this Collection interprets the splendour of Dunhuang with an exquisite blend of dazzling gold and colour accents. A selection of delicate necklaces and pendants are designed to be worn on both sides, making them versatile enough to style different looks. These creations are crafted with well-selected natural gemstones representing Dunhuang style such as pearls, chalcedony and turquoise to add a distinctive and valuable touch. Featuring a fusion of traditional culture and modern design, each piece conveys auspicious blessings, making it not only a stylish and practical accessory, but also an artistic collectible of great cultural value.

此系列以華金鑲彩演繹大美敦煌，以備受喜愛的祥紋、瑞獸及佛像為三大設計元素，多款頸鏈和吊墜採用雙面佩戴設計，一飾多用；而產品在材質的選用上極為考究，經過層層篩選最終選定珍珠、玉髓、綠松石等多種代表敦煌風格的天然寶石，為每一件產品增添獨特韻味與非凡價值，把古典文化與現代設計結合，賦予每款產品專屬的吉祥寓意，不僅主張個性與搭配實用性，更兼具藝術文化價值和收藏價值。

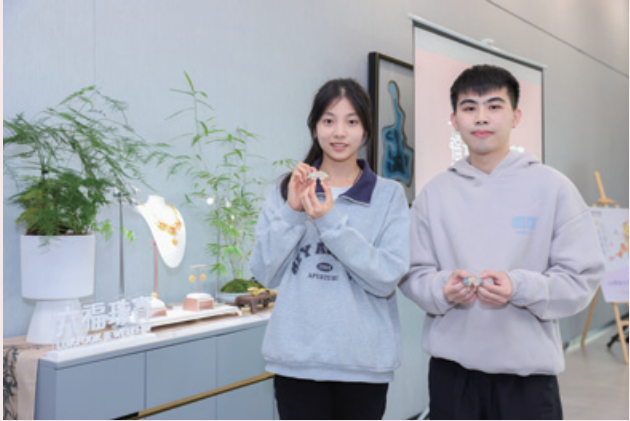


CRAFTSMANSHIP DEVELOPMENT

匠才培育

Intangible cultural heritage embodies the history and wisdom of the nation, carrying profound cultural significance and humanistic spirit. We are committed to promoting these intangible cultural heritage craftsmanship. Therefore, in collaboration with academic institutions, we invite seasoned lecturers to personally mentor young learners—imparting not only the essence of traditional craftsmanship but also cultivating the ability to the integration of innovative thinking into traditional craftsmanship, thereby promoting precious intangible cultural heritage.

非物質文化遺產是民族歷史與智慧的結晶，承載著深厚的文化底蘊與人文精神。我們致力於弘揚非遺工藝，為此，我們特別與學術機構合作，邀請資深講師親自指導年輕學員，不僅傳授傳統技藝精髓，更著重培養將創新思維融入傳統工藝的能力，以弘揚珍貴的非遺文化。



Fostering Craftsmanship in Campuses • Nurturing Emerging Talent  
工藝薪傳校園•與學共育新銳

To promote the inheritance of traditional Chinese intangible cultural heritage craft, the Group partnered with Jinan University to host a workshop themed “Reviving the Ancient Art of Mother-of-Pearl Inlay”, inviting students from China and abroad to experience this traditional Chinese crafts. During the event, students learned to delicately inlay mother-of-pearl slices into jewellery, appreciating the charm of this ancient Chinese artistry. Through hands-on practice and cultural exchange, students from diverse backgrounds gained a deeper understanding of traditional Chinese craftsmanship. We aspire to inspire more young people to embrace and perpetuate China’s precious intangible cultural heritage through such initiatives.

為推動中國傳統非遺工藝的延續，本集團與暨南大學攜手舉辦「非遺螺鈿古藝新生」主題課堂，邀請海內外學生共同體驗這項中國傳統技藝。活動中，學生們親手參與螺鈿製作，學習將貝母薄片鑲嵌於珠寶上的傳統工藝，感受這項源自中國的古老技藝的魅力。通過實際操作與交流，來自不同文化背景的學生對中國傳統工藝有了更深入的理解。我們期望通過此類活動，讓更多年輕人認識並傳承中國優秀的非遺文化。



COMMUNITY ARTS EDUCATION

社區藝教

To cultivate public appreciation for intangible cultural heritage craftsmanship, we curated a series of immersive experience activities. Through diverse formats such as thematic exhibitions, interactive workshops, artisan studio visits, and academic seminars, participants experienced the unique charm of traditional craftsmanship in a holistic manner.

為培養大眾對非遺工藝的鑑賞能力，我們特別策劃了一系列沉浸式體驗活動。透過專題展覽、互動工作坊、工藝探訪及學術研討會等多元形式，讓參與者全方位感受傳統工藝的獨特魅力。



Rooting Craftsmanship in Communities • Enriching Aesthetic Appreciation  
工藝深耕社區•涵養大眾美學

During the Reporting Period, the Group hosted multiple intangible cultural heritage jewellery craft workshops across various regions in Mainland, encompassing mother-of-pearl inlay, cloisonné enamel, and painted enamel techniques. In addition to inviting lecturers in intangible cultural heritage to share the history and features of these crafts, the Group provided hands-on activities for guests, including crafting mother-of-pearl inlay brooches and cloisonné enamel porcelain plates. By designing their own unique pieces, guests experienced the skill and patience of each jewellery artisan preserving the precious memories of the beauty of intangible cultural heritage.

本集團在報告期內於內地各地區舉辦了多個非遺珠寶工藝工作坊，涵蓋螺鈿工藝、掐絲琺瑯及琺瑯彩工藝。除了邀請非遺講師向來賓分享工藝的歷史與特色外，集團更為來賓預備了現場體驗製作活動，包括製作螺鈿胸針、掐絲琺瑯工藝瓷盤，讓他們親身參與珠寶飾品的製作過程。來賓透過設計專屬於自己的作品，可以感受到每位珠寶工匠的巧手與耐心，保存非遺文化之美的珍貴記憶。





Blending Jewellery with Local Culture

將珠寶與本土文化結合

We hope to revitalise local culture through innovative approaches. We believe that true luxury lies not only in the preciousness of materials, but also in the perpetuation and innovation of cultural heritage.

我們希望透過創新手法讓本土文化煥發新生。我們相信，真正的奢華不僅在於材質的珍貴，更在於文化底蘊的延續與創新。

Launch of the World’s First “Hong Kong Themed concept Store” 推出全球首家「港風主題店」

During the Reporting Period, we launched the world’s first “Hong Kong themed concept store”, serving as a carrier to blend the strong Hong Kong street culture with retro fashion. This initiative revitalises traditional craftsmanship within a contemporary setting, subtly elevating community aesthetics appreciation and promoting Hong Kong culture among the public.

於報告期間，我們推出全球首家「港風主題店」，以店鋪為載體，將融合了濃厚的香港街頭文化與復古時尚風格，讓傳統工藝在當代空間中重獲新生，潛移默化提升社區美學素養，以在社區大眾中推廣香港文化。



Recognition of this “Bao” Cultural Promotion 「認準香港這個寶」文化推廣

To deepen the connection between the brand and Hong Kong culture, we centred the campaign around our signature the traditional Chinese character “bao” and used different channels to enhance public awareness of Hong Kong’s unique cultural identity and strengthen ties with local culture.

為深化品牌與香港文化的連結，以品牌獨有的繁體「寶」字為核心，透過多元渠道強化公眾對香港特色文化的認知，深化本土文化連結。



Creative Inspiration from Local Cultural Memories 以本土文化記憶為創作靈感

The Group was honoured at the Hong Kong Jewellery Design Competition for three of its latest masterpieces—“Colour of the Neon Sign”, “Dance With The Fire Dragon” and “Retro Feelings”—which reflect a deep understanding of traditional craftsmanship and its contemporary interpretation. These pieces draw inspiration from the dazzling neon-lit night scene, the long-standing fire dragon dance tradition, and nostalgic tile patterns, transforming local cultural memories into timeless works of art. They preserve the essence of Eastern craftsmanship while incorporating modern aesthetic perspectives, perfectly showcasing a striking fusion of tradition and innovation. Through continuous cultivation of the next generation of artisans, we are committed to preserving these treasures of craftsmanship that carry the stories of Hong Kong and enabling them to shine on the global stage.

本集團憑藉最新創作的《霓虹色彩》、《火龍盛世》及《情懷》三件匠心之作獲得香港珠寶設計比賽之殊榮，充分展現對傳統工藝的深刻理解與當代詮釋。

這些匠心之作分別從璀璨的霓虹燈景、悠久的舞火龍傳統與懷舊紙皮石中汲取靈感，將本土文化記憶轉化為永恆的藝術珍品，既保留東方工藝精髓，又融入當代美學視野，完美呈現傳統與創新的精彩碰撞。透過持續培育新一代工匠人才，我們致力讓這些承載著香港故事的工藝瑰寶得以延續，並在國際舞台上綻放獨特光芒。







# BUSINESS INTEGRITY 誠信經營

ACT WITH SINCERITY AND HONESTY, PRIORITISE PRODUCT QUALITY, ESTABLISH A RESPONSIBLE PROCUREMENT SYSTEM, AND STRICTLY ADHERE TO BUSINESS ETHICS

堅持至誠相待、童叟無欺態度，產品追求品質至上，建立負責任的採購體系，嚴格遵守商業道德規範

## Relevant UNSDGs:

### 相關 UNSDGs:



## Identified Material Topics:

### 已識別的重要議題：

- Intellectual property rights management  
知識產權管理
- Anti-corruption  
反貪污
- Data protection and cybersecurity  
數據保護與網絡安全
- Corporate governance practices  
企業管治常規
- Economic performance  
經濟表現
- Business expansion  
業務擴展



## Quality Assurance

The Group's prestigious "Brand of Hong Kong" reputation stems from its excellent product quality. The Group exercises strict quality control and is meticulous from raw materials procurement and production to after-sales services. We have established rigorous quality control procedures to ensure that our products meet professional standards and the highest quality requirements, enabling us to maintain our leadership position in the industry.

To ensure the quality of raw materials and meet industry standards, we procure exclusively from widely recognised suppliers in the industry, including members of the Shanghai Gold Exchange, Shanghai Diamond Exchange and De Beers, one of the world's largest diamond suppliers. Following the purchase of raw materials, we perform a comprehensive quality inspection to ensure that the raw materials fulfil our quality requirements.

The Group has a jewellery processing plant in the "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha, Guangzhou, which has obtained ISO9001:2015 quality management system certification, demonstrating that our design and production meet its standards in order to ensure our product quality.

We also conduct inspections on finished products to ensure they meet our product quality standards. If customers have inquiries or complaints regarding the quality of products sold, we will follow the comprehensive Product Recall and Complaint Handling Procedures and arrange inspection by the authentication centre, striving to meet customer needs.

In an effort to lead the industry in continuously elevating standards for product quality and to further enhance customer confidence in product quality, we have established an Internal Product Authentication Centre and the Victoria Gemological Institute Limited, as well as collaborating with De Beers Group Institute of Diamond to conduct product authentication and provide customers with relevant authentication reports. During the Reporting Period, the Group received a total of 87 product and service-related complaints (FY2024: 114).

## 質量保證

本集團享負盛名的「香港品牌」聲譽源於卓越的產品質量。本集團對品質嚴格把關，由原材料採購、生產以至售後服務均一絲不苟，並已建立嚴格的質量監控程序，以確保我們的產品達致專業標準及最高的品質要求，維持集團在業界中的領導地位。

為保障原材料的品質及確保滿足行業標準，我們在採購方面，只會與廣受行業認可的供應商合作，包括上海黃金交易所及上海鑽石交易所的會員、全球最大鑽石供應商之一的De Beers等。原材料進貨後，我們會進行全面的質量檢測，確保原材料符合我們的質量要求。

本集團於廣州南沙的「六福珠寶文化創意產業園」內設有珠寶加工廠，工廠已獲ISO9001:2015質量管理體系認證，證實我們的設計及生產符合其標準，確保產品質量。

我們亦會對製成品進行檢驗，以確保產品質量符合標準。如顧客對於已售的產品質量有查詢或投訴，我們會按照完善的產品回收及投訴處理流程，安排鑑定中心對產品作檢測，力求滿足客戶的需求。

為了引領同業不斷提高對產品質量的標準，以及進一步增強顧客對產品質量的信心，我們設立了內部產品鑑定中心和維多利亞寶石學院，並與戴比爾斯集團鑽石學院(De Beers Group Institute of Diamond)合作，對產品進行鑑定，為顧客提供相關的鑑定報告。於報告期間，本集團接獲了87宗關於產品及服務的投訴(2024財年:114宗)。

## China Gems Laboratory Limited 中華珠寶鑑定中心

Since the establishment of China Gems Laboratory Limited (CGL) in 1996, the Group has offered services such as diamond authentication and grading, gold testing, jade and coloured gemstone authentication and jewellery quality testing. These services encompass the issuance of internationally recognised diamond grading reports, gold testing reports, and jade, ruby, sapphire and emerald testing reports. The laboratory has passed the assessment by the Hong Kong Accreditation Service. It is one of the few jewellery authentication centres in Hong Kong that simultaneously meets the jadeite jade testing, diamond authentication and grading, and gold purity testing (ISO 11426). It is also the first jewellery authentication centre in Hong Kong that has successfully obtained the gold testing method certification of Chinese national standard GB/T9288, which proves that its authentication standards have reached international and national standards.

自1996年成立中華珠寶鑑定中心起，本集團提供鑽石鑑定、評級、黃金檢測、翡翠及有色寶石鑑定及珠寶品質檢測等服務，包括簽發國際認可的鑽石評級報告、黃金檢測報告和翡翠、紅寶石、藍寶石及祖母綠檢測報告。中心通過香港認可處考核，是香港少數同時符合硬玉質翡翠測試、鑽石鑑定評級及黃金純度檢測 (ISO 11426) 的珠寶鑑定中心，更是香港首間獲取中國國家標準GB/T9288黃金檢測方法認證的珠寶鑑定中心，證明其鑑定標準已達國際及國家標準。

## Cooperating with De Beers Group Institute of Diamond 與戴比爾斯集團鑽石學院合作

The Group maintains close cooperation with the De Beers Group Institute of Diamond to provide reports for Hearts and Arrows diamonds sold, which helps customers to gain a deeper and more comprehensive understanding of the diamond products they purchased.

本集團與戴比爾斯集團鑽石學院維持緊密合作，為出售的八心八箭鑽石提供報告，有助顧客對他們購買的鑽石產品有更深入及全面的了解。

## Victoria Gemological Institute Limited 維多利亞寶石學院

The Group established Victoria Gemological Institute Limited in 2013 to conduct jewellery authentication and provide professional training. The Institute has passed the ISO/IEC 17025 assessment and ILAC accreditation, and can issue internationally recognised diamond grading reports, as well as jade, ruby, sapphire, and emerald testing reports.

本集團於2013年成立維多利亞寶石學院，進行珠寶鑑定及專業培訓工作。學院通過ISO/IEC 17025考核及ILAC認可，可簽發國際認可的鑽石評級報告、翡翠、紅寶石、藍寶石及祖母綠檢測報告。



# Responsible Sourcing

The Group is dedicated to collaborating with suppliers to jointly promote sustainable development in the industry. We have implemented a comprehensive supply chain management mechanism, which includes a supplier and contractor evaluation system and management guidelines. We have also conducted a series of assessments and monitoring activities to optimise product quality and their environmental performance. Furthermore, we require suppliers and contractors to comply with the Group’s environmental protection policies and stringent corporate governance standards. We regularly review the sustainability performance of our suppliers and contractors to ensure they comply with relevant regulations and improve continuously. Through effective supply chain management, we strive to enhance business development, improve operational efficiency and drive suppliers towards sustainable practices.

The Group has established the “Lukfook Supplier Operational Risk Code of Conduct”, which covers requirements on climate change, employee human rights, business integrity and product and service safety, etc. We require our suppliers to establish relevant monitoring and due diligence systems to ensure that the precious metals, diamonds and gemstones supplied to the Group are legally sourced and are not from any conflict-affected areas. In addition, we require our suppliers to abide by international and local laws, prohibiting the employment of child labour, forced labour, etc., to safeguard the human rights of employees throughout the entire supply chain. We encourage suppliers to integrate the concepts of environmental protection, safeguarding employees’ rights, concern for social development safeguarding and corporate governance optimisation into business operations to promote sustainable development in the industry.

## “Conflict-free” Diamonds

The Group places great importance on the human rights and environmental risks associated with the sourcing of diamond products. We procure diamonds from suppliers that have obtained the Kimberley Process Certification which verifies that their supplied rough diamonds are not mined in war zones, thus carrying lower environmental and social risks. This helps us ensure that the diamonds we purchase are not “conflict diamonds” (also known as “blood diamonds”, which are mined in war zones and illegally traded, causing harm to the ecosystem and human rights).

# 負責任採購

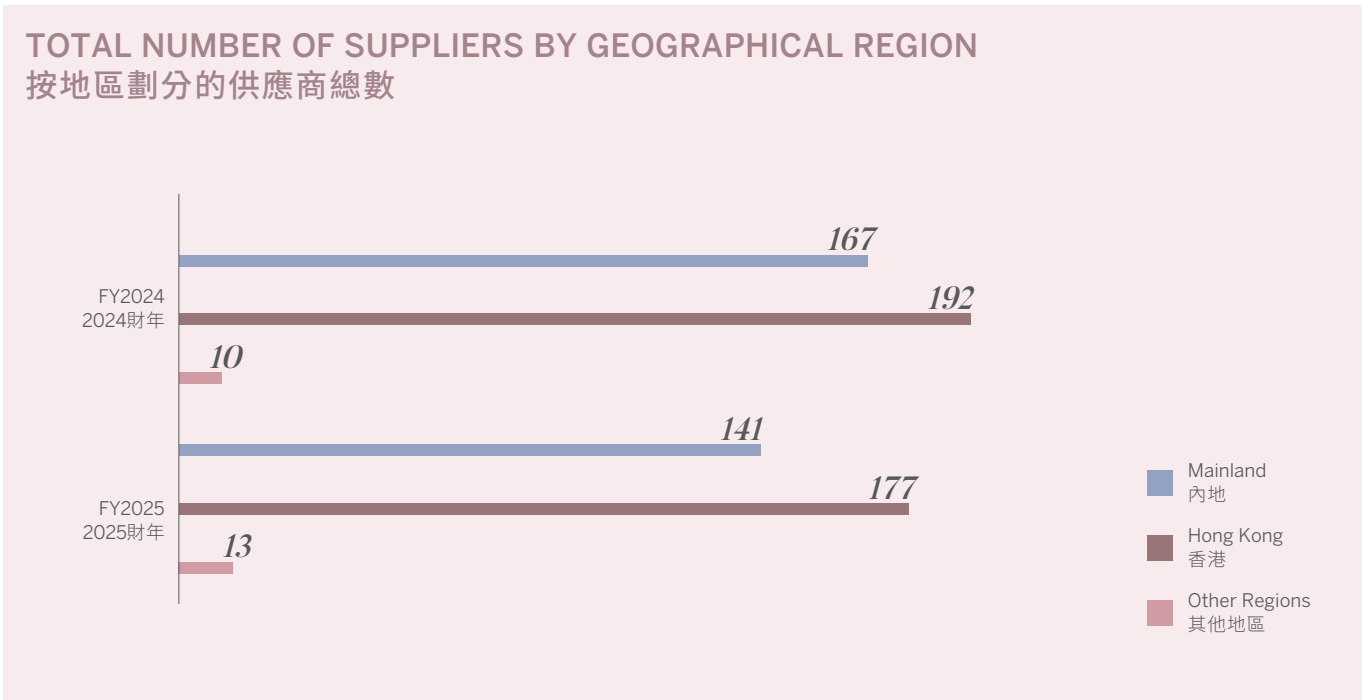
本集團致力與供應商攜手合作，共同推進行業可持續發展。我們已實施一套完善的供應鏈管理機制，包括供應商及承辦商評估系統和管理工作指引，亦會進行一系列的評估和監測，以優化產品質素及供應商環保表現。此外，我們要求供應商及承辦商必須遵守本集團的環保政策以及嚴格的企業管治標準，並會定期檢視他們的可持續發展表現，以確保遵守相關規定並做出持續改進，力求透過有效的供應鏈管理以促進業務發展、加強營運效率及推動供應商實踐可持續發展。

本集團已制定了《六福集團供應商營運風險守則》，守則內容涵蓋氣候變化、員工人權、商業誠信及產品及服務安全等方面的要求。我們規定供應商須設立相關監管及盡職調查制度，確保供應予本集團的貴金屬、鑽石及寶石的來源均合法，並非來自任何衝突地區。除此之外，我們要求供應商遵守國際及當地法律，不得僱用任何童工、非自願勞工等，確保整個供應鏈的員工人權得到保障。我們透過鼓勵供應商將關注環境保護、保障員工權益、關心社會發展及優化企業管治等理念融入業務營運當中，以推動行業的可持續發展。

## 「不涉衝突」鑽石

本集團非常重視與鑽石產品開發相關的人權和環境風險。我們會從獲得金伯利流程認證的鑽石供應商購買鑽石，相關認證證明其供應的鑽石毛坯並非於戰爭區域開採，故存在較低的環境和社會風險，有助我們確保採購的鑽石並非「衝突鑽石」（又稱「血鑽」，在戰爭區域開採並在非合法的情況下銷往市場，或對生態環境和人權造成損害）。





As of 31 March 2025, we have 331 main suppliers in total, with most located in Hong Kong and Mainland. Prior to formal procurement, all suppliers were required to pass our preset assessment process.

## Business Ethics

The Group regards business ethics and integrity as core values and places great importance on them. We have implemented a comprehensive anti-corruption system, strictly adhere to applicable laws and regulations<sup>7</sup>, as well as industry standards such as the Kimberley Process Certification Scheme, the “Best Practice Principles” of De Beers, the “Practice Guidelines” of the Responsible Jewellery Council and the “Code of Practice for the Jewellery Retail Sector” of the Hong Kong Consumer Council. These measures aim to prevent corruption, bribery, extortion, fraud, money laundering, and other illegal behaviours. Employees are also required to sign the “Integrity Undertaking” upon joining the Group, pledging to maintain integrity and uphold high business ethics.

<sup>7</sup> Please refer to the Significant Laws and Regulations section for a list of anti-corruption-related laws and regulations significant to the Group’s business operations.

截至2025年3月31日，我們共有331個主要供應商，大部分均來自香港及內地，且在正式進行採購前，所有供應商均需通過我們既定的評審程序。

## 商業道德

本集團將商業道德與誠信視為核心價值，給予其極大的重視。我們設立了完善的反貪污體系，並嚴格遵從適用法律及規例<sup>7</sup>，以及行業守則，包括金伯利流程認證計劃及De Beers的《最佳執業守則》、責任珠寶業委員會的《從業準則》和香港消費者委員會的《珠寶零售業營商實務守則》，防範貪污、賄賂、勒索、欺詐、洗黑錢及其他違法違規行為。員工於入職時亦必須簽署《廉潔承諾書》，承諾保持廉潔和良好的商業道德。

<sup>7</sup> 有關對本集團業務營運屬重大的反貪污相關法律及法規列表，請參閱「重要法律及法規」一節。

The Group requires suppliers to sign the “Corruption Prevention Policy”, and has issued the “Guidelines for Soliciting and Accepting Advantages for Employees of the Group” to customers, suppliers and business partners. These aim to ensure compliance with our business ethics requirements and prevent any improper transfer of benefits between employees. We actively encourage employees to report any suspected violations of business ethics or illegal conduct, and all reported cases will be investigated rigorously and in a timely manner. In addition, employees who receive gifts from customers are required to declare and submit the “Registration Form for Receiving Gifts” to the Administration Department, signed and confirmed by the manager-in-charge. Gifts received from customers will be collected centrally and distributed evenly among colleagues for raffles and dining purposes.

During the Reporting Period, the Group reviewed its existing anti-money laundering policies in accordance with anti-money laundering regulations in various regions. Furthermore, we strive to enhance employees’ awareness and understanding of anti-money laundering measures. To this end, we have issued the “Guidelines for the Prevention of Money Laundering and Terrorist Financing” to staff at our branches in Hong Kong, Macau, the United States, Canada, Malaysia, and Australia. This helps branch managers and staff assess and identify the risks and countermeasures of money laundering and terrorist financing. To strengthen our prevention measures against money laundering, we have also adopted the SentroWeb system at our branches for customer due diligence. Training on system usage is provided to employees to ensure they can effectively execute the relevant procedures. To further enhance the understanding of management, department managers, and branch supervisors on the Guidelines for Anti-Money Laundering and Counter-Financing of Terrorism, and to keep them informed of the latest developments in these areas, we invited officials from the Hong Kong Customs and Excise Department to conduct training sessions.

During the Reporting Period, Directors attended training on the relevant regulations on anti-corruption, the importance of integrity responsibilities, and awareness of common corruption risks. Additionally, we invited a Community Relations Officer from the Independent Commission Against Corruption (“ICAC”) to provide training for our new colleagues to strengthen their understanding of anti-corruption laws and regulations. During the Reporting Period, there was no material non-compliance with the relevant laws and regulations on the prevention of bribery, extortion, fraud and money laundering.

本集團要求供應商簽署《廉潔交易政策》，並發出《集團僱員索取及收受利益指引》給客戶、供應商和合作夥伴，旨在確保他們遵守我們的商業道德要求，及防止任何員工之間的利益輸送。我們積極鼓勵員工舉報任何懷疑違反商業道德或違法行為的情況，並將對每一份舉報採取嚴謹和及時的調查行動。此外，針對員工被客戶贈送禮物的情況，我們要求員工必須向行政部申報及登記《接受禮物申報表》並由主管經理簽署確認。我們將統一收集客戶送贈的禮品，並平均分配給各同事作抽獎和聚餐之用。

本集團於報告期間已跟進各地區的反洗黑錢規例及檢討集團現有反洗黑錢的政策。另外，我們亦致力提高員工對預防洗黑錢的意識和認識。為此，我們向香港、澳門、美國、加拿大、馬來西亞及澳洲分行職員提供《預防清洗黑錢及資助恐怖主義犯罪指引》，協助分行主管及同事評估及識別洗黑錢及恐怖融資的風險和應對方法。為了加強我們對洗黑錢的預防措施，我們在分行亦採用了SentroWeb系統，利用系統進行客戶盡職審查。我們為員工提供系統使用培訓，以確保他們能夠有效執行相關程序。為進一步強化管理層、部門管理人員及分行主管對打擊洗錢及恐怖分子資金籌集指引認識，並掌握有關洗錢或恐怖分子資金籌集的最新發展，我們邀請了香港海關負責人員進行培訓。

董事於報告期間已參加了有關反貪污相關的條例、誠信責任的重要性及認識常見的貪污風險的培訓。另外，我們亦邀請廉政公署廉政教育主任，為新入職同事舉辦廉政公署培訓，強化他們對反貪污法律法規的了解。於報告期間，本集團在有關防止賄賂、勒索、欺詐及洗黑錢相關法律及規例方面並無涉及任何重大的違規行為。



## Responsible Promotion

The Group utilises various promotion channels to publish information on products, services, and activities to the public. We place great importance on implementing responsible promotion practices and strictly abide by laws and regulations related to advertising and labelling<sup>8</sup>. We review carefully the content and labels of our promotional materials to ensure their authenticity and to safeguard customers' rights and their right to know.

## Protection of Intellectual Property Rights

To safeguard the Group's innovative and unique designs, we strive to protect intellectual property rights. We strictly monitor, prevent and actively combat infringements adhering to applicable laws and regulations<sup>8</sup>. We have registered more than 900 trademarks, including “Lukfook”, “Lukfook Jewellery”, “Goldstyle”, “Heirloom Fortune” and “Lukfook Joaillerie”. Furthermore, we have applied for patents or copyrights on more than 570 products and display props to secure the intellectual property rights of the Group and our designers.

The Group has always been committed to tackling infringements tirelessly. Since 2006, we have joined the “No Fakes Pledge Scheme” implemented by the Hong Kong Intellectual Property Department to ensure all products sold are genuine. During the Reporting Period, all branches in the Hong Kong region participated in this scheme and displayed the “No Fakes” logo on the shop windows for customers recognition. To further protect the interests of the Group and uphold our brand reputation, we have implemented various measures to combat counterfeit businesses using the “Lukfook Jewellery” brand with a cumulative total of over 1,190 relevant stores closed or rectified. Furthermore, we have established a reward-based anti-counterfeiting reporting system to encourage the public to report unauthorised operations, possession, or sale of products under the name of “Lukfook” and other brands of the Group that are imitations of these brands or counterfeit of these trademarks. This to safeguard our intellectual property rights effectively, as well as promote a proper sales culture of “No Fakes” products.

<sup>8</sup> Please refer to the Significant Laws and Regulations section for a list of product responsibility-related laws and regulations significant to the Group's business operations.

## 負責任推廣

本集團使用各種推廣渠道對外發佈產品、服務及活動相關信息。我們重視實行負責任推廣，並嚴格遵從與廣告標籤相關的法律及規例<sup>8</sup>，為廣告內容和標籤進行仔細審查，以保證其真實性，維護消費者的權益和知情權。

## 保障知識產權

為保障本集團創新獨特的設計，我們致力保護知識產權，嚴格監控及阻止侵權行為出現，並積極打擊侵權行為，恪守適用法律及規例<sup>8</sup>。我們已為「六福」、「六福珠寶」、「Goldstyle」、「福滿傳家」及「六福精品廊」等超過900個商標註冊，並為超過570個產品和陳列道具申請專利或著作權，以保護本集團及設計人員之知識產權。

本集團一直不遺餘力，嚴厲打擊侵權行為，自2006年起已加入香港知識產權署的「正版正貨承諾」計劃，確保所售賣的產品均為正版正貨。於報告年內，我們香港地區的全部分店正參與此計劃，並於分店櫥窗展示「正版正貨」的標誌供顧客識別。為進一步保護本集團的利益及維護品牌聲譽，我們已制定多項措施以打擊假冒「六福珠寶」品牌的商家，累計關店或整改店鋪數逾1,190間。另外，我們已設立懸賞舉報打假系統，鼓勵大眾舉報非經授權以「六福」及其他旗下品牌名義經營珠寶金飾、管有或售賣仿製該等品牌或冒充該等商標貨品，務求有效保護知識產權，推動「正版正貨」的正確銷售風氣。

<sup>8</sup> 有關對本集團業務營運屬重大的產品責任相關法律及法規列表，請參閱「重要法律及法規」一節。

## Privacy Protection

Protecting customers' privacy is of the utmost importance to the Group. We have set out relevant provisions in the Staff Handbook, requiring employees not to disclose customer information to third parties without authorisation. In addition, we provide regular training to strengthen employees' awareness of customer privacy protection. We comply with the “Privacy Policy” formulated and published in accordance with relevant laws and regulations<sup>8</sup> and explain to customers and other stakeholders the method of collection, use, disclosure, and storage of personal information.

## 保障私隱

對本集團而言，保障顧客的私隱至關重要。我們已於《員工手冊》列明相關條款，要求員工在未經授權前不得將顧客資料向第三方披露，並定期為員工提供培訓，增強職員保護顧客私隱的意識。我們遵守於相關的法律及規例<sup>8</sup>制訂公開發佈的「私隱政策」，向顧客及其他持份者說明收集、運用、披露和保存個人信息的方法。







PRIORITISE CUSTOMER INTERESTS  
AS OUR FOREMOST COMMITMENT,  
TREAT CUSTOMERS AS FAMILY,  
AND OFFER HIGH-QUALITY  
PRODUCTS AND SINCERE,  
ATTENTIVE SERVICE

以顧客權益為首要，視顧客為家人，  
提供優質及物超所值的產品及殷勤  
誠摯的服務

**Relevant UNSDGs:**

**相關 UNSDGs:**



**Identified Material Topics:**

**已識別的重要議題：**

- Ethically sourcing  
道德採購
- Labor rights in the supply chain  
供應鏈的勞工權益
- Product assurance and quality  
產品鑑證及質量
- Customer service  
顧客服務





Adhering to the principle of the “Six Heartfelt Services”, the Group is committed to delivering high-quality and caring customer service and after-sales support with professionalism, sincerity and friendliness. In line with the “Six Heartfelt Services” principle, we have implemented the “Delivering the Beauty of Love with Six Heartfelt Services” Excellent Customer Service Programme, which sets strict standards for every step of service. This includes greeting customers with proper etiquette upon entry, engaging in polite and patient communication, saying goodbye to customers, and providing attentive after-sales services, all carried out with a “Heartfelt” understanding of customer needs. During the Reporting Period, we received 0 material complaint cases related to product health and safety (FY2024: 0), with the percentage of total products sold or shipped subject to recalls for safety and health reasons being 0 (FY2024: 0%).

本集團秉持「六心服務」的宗旨，致力以專業、殷切和友善的態度提供高質素和貼心的客戶和售後服務。在貫徹「六心服務」的原則下，我們實行「六心傳為您因為愛很美」卓越顧客服務計劃，對於每一個服務環節，我們都要求員工嚴格遵循規範，包括進店招呼顧客禮儀、禮貌耐心與顧客講解溝通、與顧客道別、提供貼心的售後服務等，皆用「心」了解顧客需要。於報告期間，我們接獲了0宗有關產品健康與安全的重大投訴（2024財年：0宗），而本集團已售或已運送產品總數中因安全與健康理由而須回收的百分比為0（2024財年：0%）。

We have also implemented a range of customer service measures to maintain the highest quality of service:

為了維持最優質的服務質素，我們亦執行多項客戶服務措施：



#### Strengthen Customer Confidence in Our Products

We provide comprehensive jewellery services for customers, including free cleaning and jewellery inspection services. To enhance customers' confidence in our product quality, we offer gemstone authentication certificates for customers. We also have laser engraving machines in our stores, which engrave a unique number onto the girdle of the diamond by laser, for verifications against the number on the authentication certificate. Additionally, gemstone microscopes are available for customers to personally examine the fine details of the products before making a purchase.

#### 提升顧客對產品信心

我們為客戶提供全面的飾品服務，包括免費清洗及珠寶檢測服務。為了增強顧客對產品質素的信心，我們向客戶提供玉石鑑定證書，並在分店設有鐳射刻字機，以鐳射方式在鑽腰上印上獨特編號鑄刻，以便核對鑑定證書上的編號。我們更設置寶石顯微鏡，讓客戶在決定購買之前，能親自檢視產品的微細特徵。

#### Implement the Mystery Shopper Programme

In an effort to enhance service quality, meet customer demands, and highlight our excellent image within the industry, we have continued to implement the Mystery Shopper Programme. Mystery shoppers are assigned to visit different branches and evaluate their experience based on aspects including team spirit, sales process, service attitude, and etiquette. The opinions and feedback provided by mystery shoppers are carefully recorded and analysed, enabling us to review and make improvements to enhance our service level. During the Reporting Period, our Hong Kong branches achieved an average score of 96.2% in the Mystery Shopper Programme.

#### 推行神秘顧客計劃

為了提升服務質素，滿足客戶需求，以及突顯本集團在同業中的優良形象，本集團持續實行神秘顧客計劃。我們指派神秘顧客到訪不同分店，評核我們的團隊精神、銷售過程、服務態度和禮儀等體驗，並提供反饋。我們會仔細記錄和分析這些意見和反饋，以便我們進行回顧和整改，提高服務水平。於報告期間，香港各分行於神秘顧客計劃所獲得的平均分高達96.2%。



#### Assess and Train Employees

To ensure that employees uphold the principle of “Six Heartfelt Services”, we have incorporated the Excellent Customer Service Programme into their specialised training and evaluation. We regularly provide sales training to our sales staff to enhance their sales skills, as well as conducting inspections of branches from time to time to ensure that our employees adhere to the principle of “Six Heartfelt Services” in their daily operations.

#### 評核和培訓員工

為了確保員工貫徹「六心服務」的宗旨，我們將卓越顧客服務計劃納入員工的專項培訓和考核中，並定期為銷售員工提供銷售技巧的培訓，亦不時對各分店進行考察，以確保員工在日常營運遵循「六心服務」的原則。

To enhance our service quality continuously, we participated in the “Quality Service Benchmarking Assessment” organised by the Hong Kong Retail Management Association during the Reporting Period. This assessment is designed to provide retailers with comprehensive and objective indicators to evaluate the customer service level of each retail store. It collects data to support service improvement and assists retailers in their pursuit of excellence. In the “Quality Service Benchmarking Assessment” carried out during the period from January to March 2025, we ranked within the top 10 among 61 brands in the industry. We will continue to optimise our service quality, aiming to surpass industry standards and provide customers with the best consumer experience.

為持續提升服務質素，我們於報告期間參與了由香港零售管理協會舉辦的「優質服務衡量評估」，該評估旨在為零售商提供全面客觀的指標，量度各零售店鋪的客戶服務水平，為提升服務水平收集數據，助零售商追求卓越。於2025年1至3月期間進行的「優質服務衡量評估」中，我們在61個行業品牌當中排名前10名以內。我們將繼續優化我們的服務質素，務求超越行業標準，為客戶提供最佳的消費體驗。

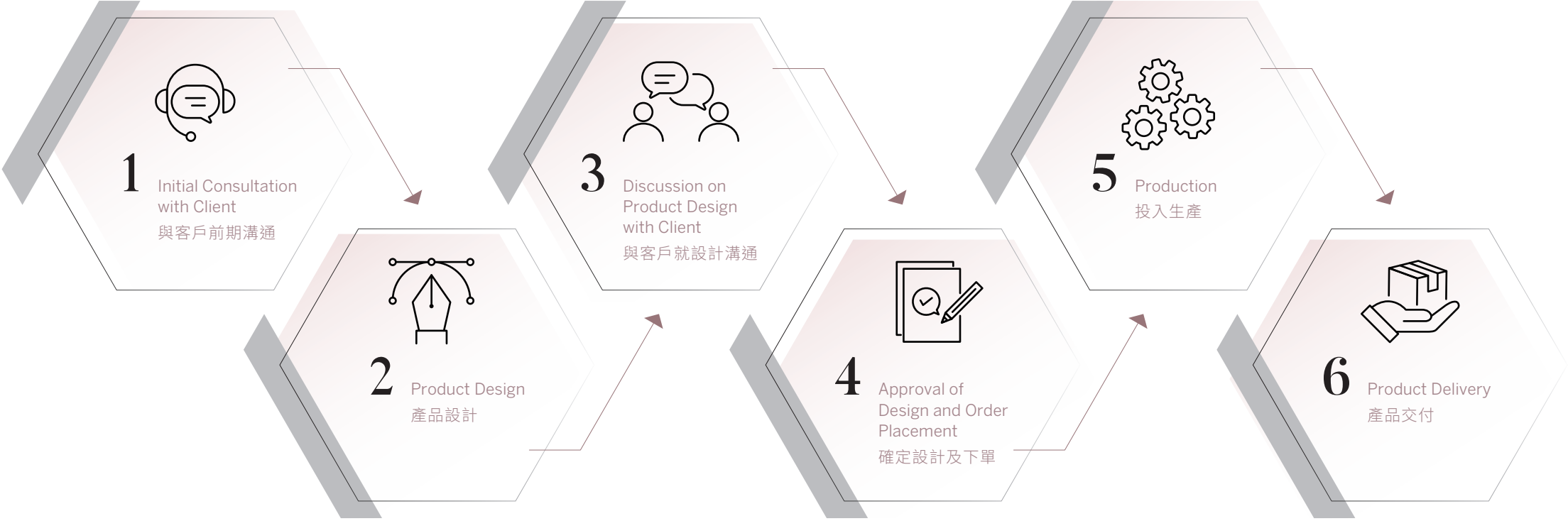
Personalised Customisation Services

The Group is dedicated to driving innovation by continuously researching and developing the latest craftsmanship and technology. By integrating innovative technologies, we launch diverse products and brands to satisfy the public’s pursuit of “beauty” while also preserving our craftsmanship. To provide customers with unique product experiences, we also offer personalised customisation services for certain products, such as gold medals, ornaments, etc. These can be customised with patterns and text according to the preferences and needs of each customer, thus imbuing the products with special personal significance.

個性化定制服務

本集團專注於持續推動創新，不斷研究最新的工藝和技術，結合創新科技，推出不同產品和品牌，務求滿足大眾對「美」的追求，同時將我們的工藝延續下去。為了給客戶帶來獨一無二的產品體驗，我們亦會為部分產品提供個性化定制服務，例如金章、擺件等，按客戶喜好和需要加上圖案和文字，讓產品別具意義。

PRODUCT CUSTOMISATION PROCESS  
產品訂制流程







# PEOPLE EMPOWERMENT 以人為本

CULTIVATE A “LUK FOOK FAMILY”  
CORPORATE CULTURE AND BUILD  
AN EQUAL, INCLUSIVE, AND CARING  
WORKPLACE THAT EMPOWERS  
EMPLOYEES WITH CAREER  
DEVELOPMENT OPPORTUNITIES AND  
NURTURES OUTSTANDING TALENT

致力營造「六福大家庭」企業文化，  
構建平等友愛、多元共融的工作環境，  
賦能員工職業發展機會，培養人才翹楚

#### Relevant UNSDGs:

相關 UNSDGs:



#### Identified Material Topics:

已識別的重要議題：

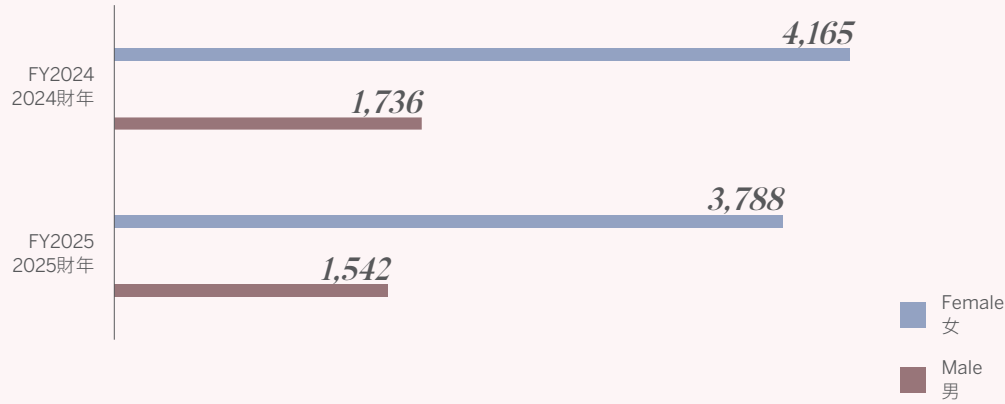
- Employee physical and mental health  
員工的身心健康
- Occupational health and safety  
職業健康及安全
- Employee development and training  
員工發展及培訓
- Employment compliance  
僱傭合規性

The Group firmly believes that our employees are not only valuable assets, but also the cornerstone of our success. We are committed to rewarding the contributions made by our employees and actively attracting and retaining talent. We strictly abide by employment-related laws and regulations<sup>9</sup>. We prohibit any form of discrimination and strive to create a harmonious, inclusive, equal, and diverse work environment for our employees. To promote their growth and well-being, we also provide competitive salaries and benefits, as well as abundant opportunities for career training and development, ensuring that our employees can grow alongside the Group.

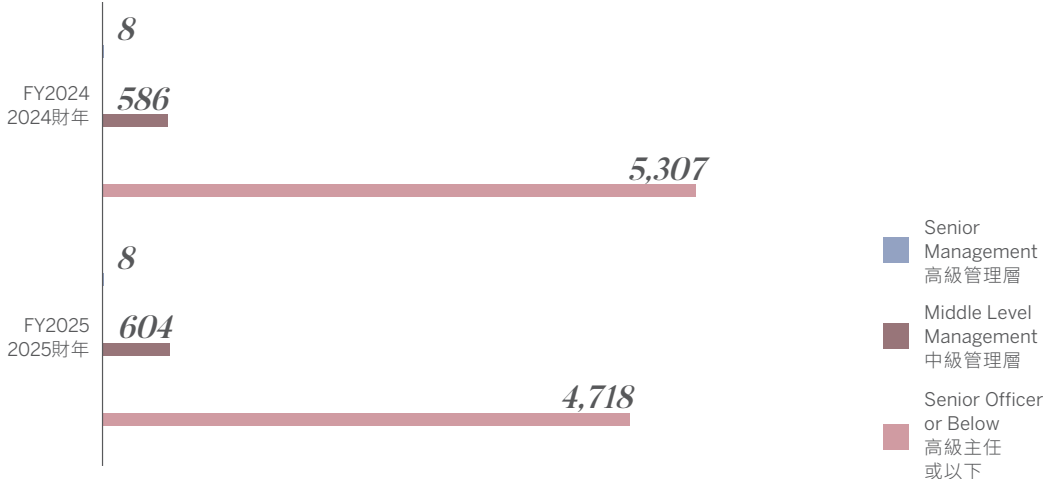
本集團深信我們的員工不僅是寶貴的資產，更是我們成功的基石。我們致力回報員工所付出的貢獻，積極吸納和挽留人才，並恪守與僱傭相關的法律及規例<sup>9</sup>。我們禁止任何方式的歧視，並努力為員工營造和諧、包容、平等和多元化的工作環境。為促進員工的成長和福祉，我們為其提供有競爭力的薪酬和福利，以及豐富的職業培訓與發展機會，確保員工能與集團並肩成長。

<sup>9</sup> For a list of employment and labour standards-related laws and regulations that are material to the Group’s business operations, please refer to the “Significant Laws and Regulations” section. 有關對本集團業務營運屬重大的僱傭及勞工準則相關法律及法規列表，請參閱「重要法律及法規」一節。

TOTAL WORKFORCE BY GENDER  
按性別劃分的僱員總數



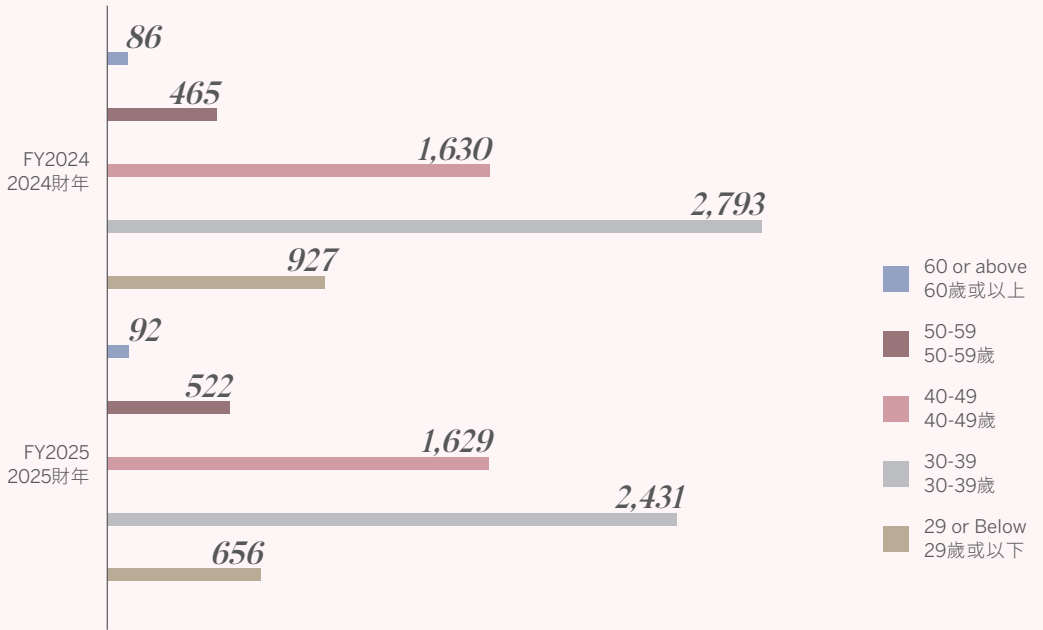
TOTAL WORKFORCE BY GRADING  
按職級劃分的僱員總數



TOTAL WORKFORCE BY EMPLOYMENT TYPE  
按僱傭類型劃分的僱員總數



TOTAL WORKFORCE BY AGE GROUP  
按年齡組別劃分的僱員總數





During the Reporting Period, there was no material non-compliance with the relevant laws and regulations concerning remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare<sup>10</sup>.

於報告期間，本集團在有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利相關法律及規例<sup>10</sup>方面並無涉及任何重大的違規行為。

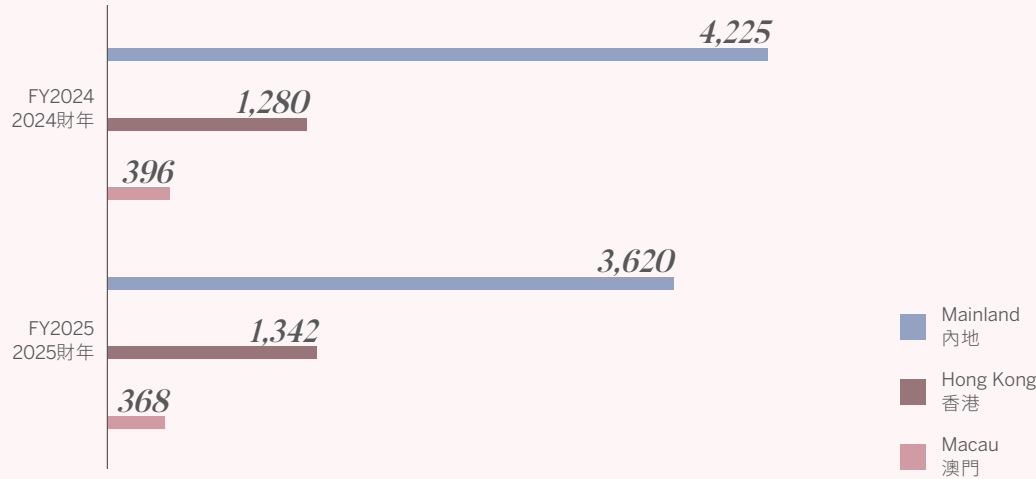
DIVERSIFIED TALENT TEAM  
多元化人才團隊

The Group upholds the values of diversity and equality, respecting differences in employee backgrounds and cultures, and considers all employees as part of our “Lukfook family”. We strictly condemn any form of discrimination based on gender, disability, family status, or race in the workplace. As of 31 March 2025, we had 5,330 employees (FY2024: 5,901) based in Hong Kong, Macau and the Mainland. The total number of employees of the Group by region, employment type, employment category, age group and gender during the Reporting Period is as follows:

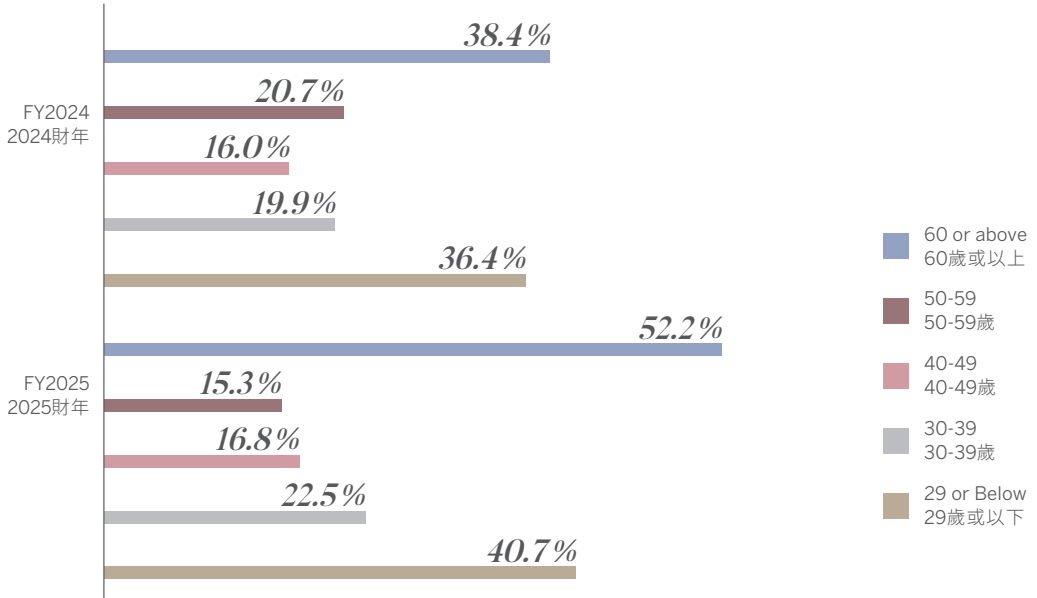
本集團秉持多元與平等的價值觀，尊重員工的背景、文化等差異，並將所有員工視為我們「六福大家庭」的一份子。我們杜絕職場上任何有關性別、殘疾、家庭狀況及種族的歧視。截至2025年3月31日，我們共有5,330名員工（2024財年：5,901名）位於香港、澳門及內地工作。本集團於報告期間按地區、僱傭類型、職級、年齡組別及性別劃分的僱員總數如下：

<sup>10</sup> For a list of employment and labour standards-related laws and regulations that are material to the Group’s business operations, please refer to the “Significant Laws and Regulations” section.  
有關對本集團業務營運屬重大的僱傭及勞工準則相關法律及法規列表，請參閱「重要法律及法規」一節。

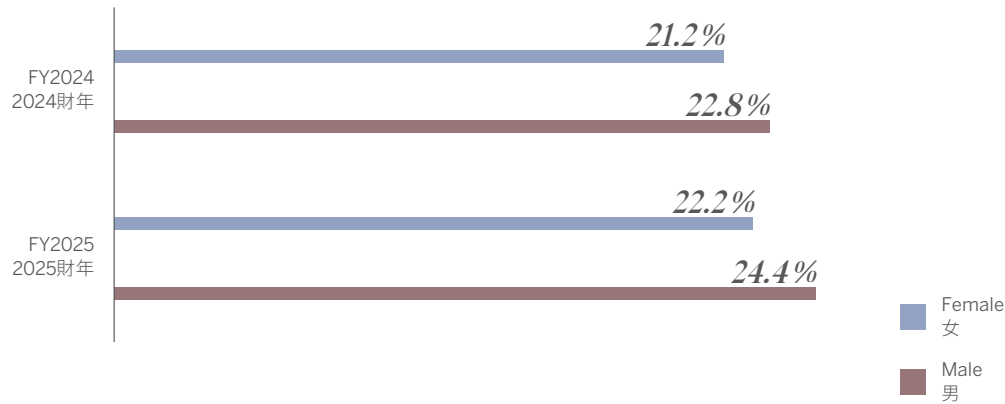
TOTAL WORKFORCE BY GEOGRAPHICAL REGION  
按地區劃分的僱員總數



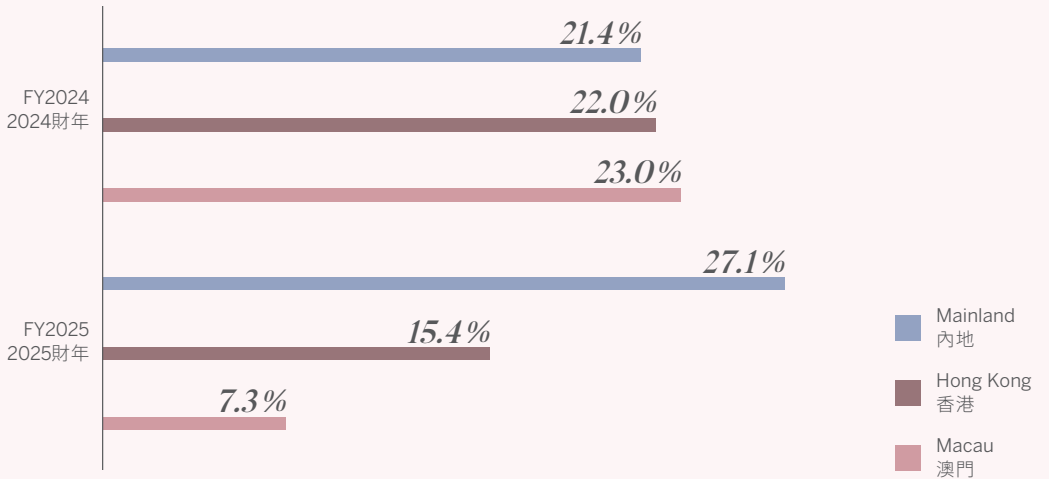
TOTAL TURNOVER RATE BY AGE GROUP  
按年齡組別劃分的僱員流失率



TOTAL TURNOVER RATE BY GENDER  
按性別劃分的僱員流失率



TOTAL TURNOVER RATE BY GEOGRAPHICAL REGION  
按地區劃分的僱員流失率



We place great importance on our employees' work-life balance. To encourage them to relax and unwind, we regularly organise a variety of recreational and cultural activities. In addition, our staff dormitories at the "Lukfook Jewellery Cultural and Creative Industrial Park" are equipped with a range of leisure facilities, including basketball courts, fitness facilities, karaoke rooms, reading rooms and TV rooms. During the Reporting Period, the Group organised a number of employee activities:

我們非常關注員工的工作與生活平衡，為鼓勵員工放鬆身心，我們會適時舉辦各類的康樂文娛活動。我們亦於「六福珠寶文化創意產業園」的員工宿舍設有多種康樂設施，包括籃球場、健身設施、卡拉OK廳、圖書閱覽室、影視部等。於報告期間，本集團舉辦多項員工活動：

ADVOCATING PHYSICAL AND MENTAL HEALTH  
倡導身心健康



Spring Health and Nutrition Seminar  
春季食療健康講座



Baduanjin Workshop  
八段錦工作坊



Ophthalmology Health Knowledge Seminar  
眼科健康知識講座



"Enhancing Immunity and Combating Free Radicals" Seminar  
「改善免疫力，對抗自由基」講座

CARING FOR EMPLOYEE FAMILIES  
關愛員工家庭



Family Movie Night  
家庭電影欣賞



Employee Children's Small Wishes Program  
職工子女微心願活動



EMPOWERING WORK-LIFE BALANCE  
促進工作與生活平衡



Chocolate-making Workshop  
甜蜜心意朱古力工作坊



Mooncake-making Workshop  
月餅工作坊



Nighttime Squid Fishing Excursion  
夜釣墨魚園



Outdoor BBQ Night  
戶外BBQ之夜

STRENGTHENING TEAM COHESION  
凝聚團結力量



Mid-Autumn Festival Event: "Filial Virtues • Abundant Blessings"  
「家傳孝道·福滿人生」之中秋主題活動



Union's Lunar New Year Employee Caring Event  
工會年節慰職工

Employee opinions and feedback are important drivers for continuous improvement and enhancement of our human resources system. We have established a comprehensive grievance mechanism to collect employee feedback, where employees can lodge grievances through email, telephone or face-to-face. The identity of the whistleblower will be kept confidential, and we will investigate the case in a fair and impartial manner, with appropriate countermeasures being adopted.

員工的意見和反饋是我們不斷改進和完善人力資源制度的重要驅動力。我們已設立完整的申訴機制以收集員工的意見，員工可透過電郵、電話或面談方式向我們提出申訴。我們會將舉報人的身份保密，並以公平、公正的方式對案件進行調查及採取適當的應對措施。



We have adopted a zero-tolerance stance against child labour and forced labour, and are firmly committed to eradicating such practices. During the recruitment process, we check candidates' identification documents closely to ensure employees are of legal working age. The Staff Handbook also sets out employment-related policies and terms, including arrangements for working hours, holidays, pay and dismissal, and avoidance of forced labour. If violations are found, the Group will take immediate measures to stop them from working. The HR Department will conduct regular audits of recruitment practices to ensure the effectiveness of existing measures against child labour and forced labour. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to child labour or forced labour.

我們對童工和強制勞動持有零容忍的態度，堅決杜絕此類行為。我們在招聘過程中會仔細檢查應聘者的身份證明文件，確保員工已達到法定工作年齡。我們的《員工手冊》亦列明僱傭相關政策與條款，包括工作時數、假期、薪酬和解僱的安排，避免強制勞動。若發現違規情況，本集團會即時採取措施讓其停止工作。人力資源部將定期審核招聘慣例，以確保我們針對童工及強制勞工的現有措施的有效性。於報告期間，本集團在有關童工或強制勞動相關法律及規例方面並無涉及任何違規行為。

Training and Development

Employee training and development are crucial to the Group's success. To promote the growth and development of both our employees and the Group, we have established a comprehensive training system that offers a range of external and internal training opportunities for employees, enabling them to gain and apply the latest industry and technical knowledge. In addition to arranging various training courses for employees by internal instructors, we also invite external organisations to provide trainings to expand employees' knowledge and skill sets. Some of the training sessions held during the Reporting Period are as follows:

培訓及發展

員工的培訓和發展對於本集團的成功至關重要。為了讓員工與本集團共同進步，我們已建立了完善的培訓體系，為員工提供一系列的外部及內部培訓機會，讓員工獲取及應用最新的行業和技術知識。除了指派內部導師向員工提供各種培訓課程外，我們亦會邀請外部機構為員工提供培訓，擴充員工的知識和技能。部分報告期間舉行的培訓課程如下：

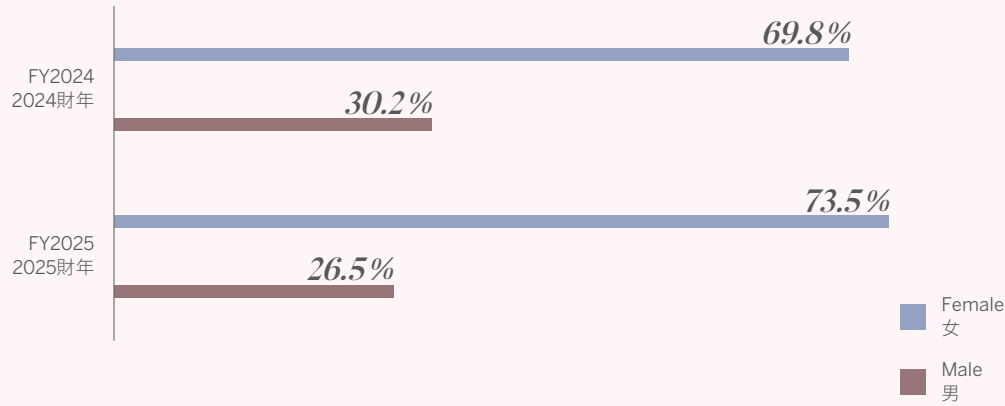




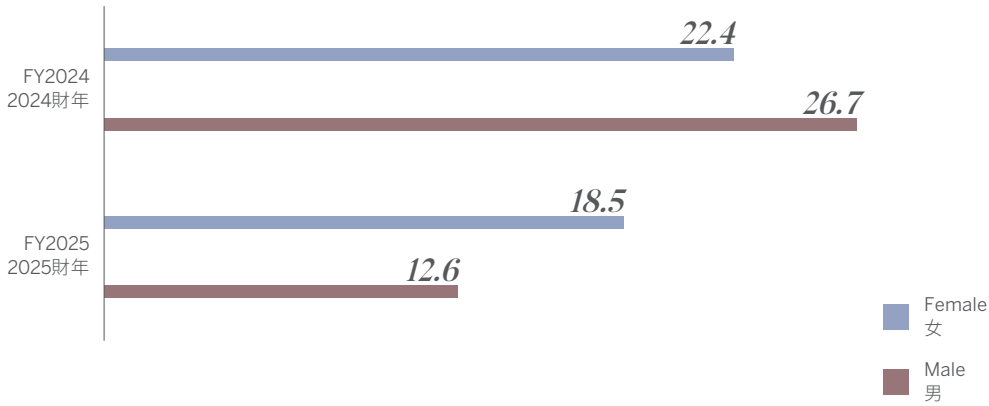
During the Reporting Period, 93%<sup>11</sup> of our employees received training (FY2024: 85%). We provided over 109,000 hours (FY2024: 170,000 hours) of training courses to our employees, with an average of 16.7 training hours (FY2024: 23.7 hours) per employee. Additionally, every employee at the assistant manager level or above receives 8 hours of training every year. Training data by gender and grading are as follows:

於報告期間，我們93%<sup>11</sup>的員工接受了培訓（2024財年：85%）。本集團總共為員工提供了逾109,000小時（2024財年：170,000小時）的培訓課程，人均培訓時數為16.7小時（2024財年：23.7小時）。此外，我們亦會為每位副經理級或以上員工每年安排8小時的培訓。按性別和職級劃分的培訓數據如下：

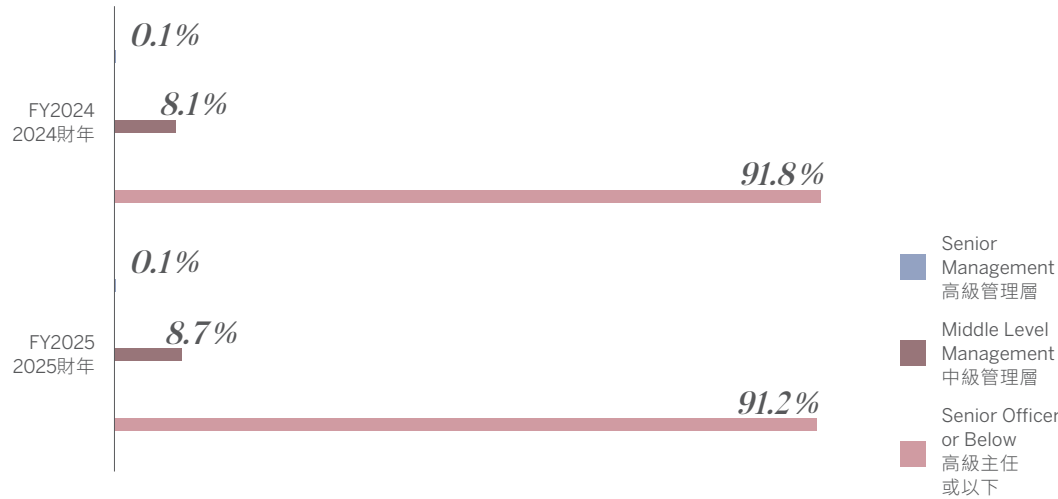
PERCENTAGE OF EMPLOYEES TRAINED BY GENDER  
按性別劃分的受訓員工百分比



THE AVERAGE TRAINING HOURS COMPLETED PER EMPLOYEE BY GENDER (HOURS)  
按性別劃分的每名僱員完成受訓的平均時數(小時)



PERCENTAGE OF EMPLOYEES TRAINED BY GRADING  
按職級劃分的受訓員工百分比



THE AVERAGE TRAINING HOURS COMPLETED PER EMPLOYEE BY GRADING (HOURS)  
按職級劃分的每名僱員完成受訓的平均時數(小時)



<sup>11</sup> Employee training data includes staff who left during the Reporting Period. 員工培訓數據包含於報告期間離職的員工。

## “LEAD WITH HEART, GROW WITH LOVE” 2024 ELITE TEAM EMPOWERMENT CAMP

### 「由心為始·讓愛很美」2024精英團隊聚愛拓展營

Aligned with our talent development KPIs, the Group held two sessions of the “Lead with Heart, Grow with Love” Elite Camp to enhance leadership, innovation, and team cohesion. The two-day, one-night program blended energy, creativity, and collaboration. By promoting open communication and teamwork, the camp empowered participants to return to the workplace with renewed motivation and fresh perspectives. With a 99.5% satisfaction rate, the event demonstrated its strong impact on both personal and professional growth.

本集團秉持人才發展關鍵績效指標，精心籌辦兩場「由心為始·讓愛很美」精英訓練營，旨在提升領導力、創新思維及團隊凝聚力。這場兩天一夜的活動結合活力激發、創意迸發與團隊協作，透過開放溝通與合作無間，讓每位學員都能帶著滿滿動力與全新視野重返工作崗位。活動最終獲得99.5%的滿意度，顯見對個人職能與專業成長帶來顯著成效。



## Safety and Health of Employees

The Group greatly values the health and safety of employees, and is dedicated to creating a healthy, safe and comfortable workplace. Therefore, we have established a holistic occupational health and safety system which clearly lays out a set of occupational health and safety measures. We strictly abide by relevant laws and regulations, including the “Occupational Safety and Health Ordinance”, the “Law on the Prevention and Control of Occupational Diseases of the PRC”, and the “Work Injury Insurance Regulations”<sup>12</sup>. During the Reporting Period, there was no non-compliance with the relevant laws and regulations relating to occupational safety.

Furthermore, to safeguard the health of our employees, the Group has purchased work-related injury insurance for employees and provided protective equipment such as masks and gloves to employees in need. We carry out inspections and maintenance of protective and rescue facilities on a regular basis, in order to build a safe working environment and prevent the occurrence of accidents. Additionally, a security department has been established in our Lukfook Cultural and Creative Industrial Park in Nansha, which is responsible for regularly inspecting the factory facilities, as well as identifying and managing risks related to occupational health and safety. To strengthen employees’ awareness of occupational health and safety, we provide them with occupational safety guidelines and arrange regular training, such as fire drills, safety and hygiene knowledge training, etc.

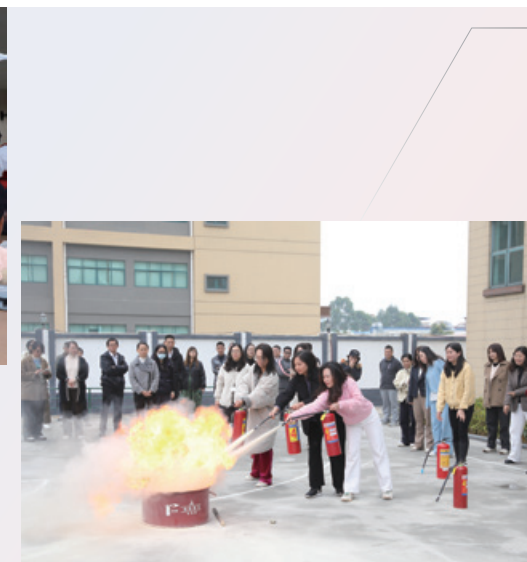
<sup>12</sup> Please refer to the Significant Laws and Regulations section for a list of health and safety-related laws and regulations significant to the Group’s business operations.

## 員工安康

本集團非常重視員工的健康與安全，並致力建立健康、安全和舒適的工作環境。為此，我們制定了全面的職業健康及安全體制，列明一系列的職業健康與安全措施，並嚴格遵守《職業安全及健康條例》、《中華人民共和國職業病防治法》、《工傷保險條例》等相關法律及規例<sup>12</sup>。於報告期間，本集團在職業安全相關法律及規例方面並無涉及任何違規行為。

另外，本集團亦為員工購買工傷保險，向有需要的員工提供口罩、手套等防護用品等，以保障員工健康。為了打造安全的工作環境及避免意外發生，我們會定期檢查和維修防護和救援設施。此外，我們在位於南沙的六福文化及創意產業園設立了安保部門，相關部門負責定期檢查工廠設施，以及識別和管理與職業健康與安全相關的風險。為增強員工對職業健康與安全意識，我們向員工提供職業安全守則並安排定期培訓，包括消防演習、安全衛生知識培訓等。

<sup>12</sup> 有關對本集團業務營運屬重大的健康與安全相關法律及法規列表，請參閱「重要法律及法規」一節



EMERGENCY  
FIRST AID  
TRAINING  
WORKSHOP  
應急救護  
培訓工作坊





# COMMUNITY CARE

## 心繫社會

ACTIVELY ENGAGE IN  
COMMUNITY DEVELOPMENT,  
SUPPORT VARIOUS CHARITABLE  
ACTIVITIES, CARE FOR THE  
COMMUNITY, UPHOLD SOCIAL  
RESPONSIBILITY, AND GENERATE  
SHARED VALUE FOR SOCIETY

積極參與社區發展，支持各類公益  
活動，關愛社群，肩負社會責任，  
為社會創造共享價值

### Relevant UNSDGs:

相關 UNSDGs:



### Identified Material Topics:

已識別的重要議題：

No community care-related material topics were identified  
in this round of the materiality assessment  
是次重要性評估暫無識別心繫社會相關重要議題

Over the years, the Group has always been committed to fulfilling its responsibilities as a corporate citizen by upholding the spirit of giving back to society and actively caring for those in need, making substantial contributions to the community. Therefore, we have diligently invested resources every year to collaborate with charitable organisations and participate in various community engagement activities, demonstrating our responsiveness and commitment to addressing societal needs. During the Reporting Period, we focused on social areas including medical services, community care, educational development, and climate change mitigation.

## MEDICAL SERVICES 醫療服務

### *DONATED HK\$1 MILLION AGAIN TO SUPPORT TUNG WAH GROUP OF HOSPITALS' CHINESE MEDICINE SERVICES*

#### *再度捐贈100萬港元支持東華三院中醫服務*

The Group has been actively supporting the Tung Wah Group of Hospitals (TWGHs) over the years. In FY2025, the Group donated HK\$1 million again during the “Tung Wah Charity Gala 2024” to continue supporting the TWGHs’ Chinese medicine services and contributing to the development of the community.

本集團多年來積極支持東華三院，於2025財年再度於「歡樂滿東華2024」內捐贈100萬港元，持續支持東華三院中醫服務，為推動社區發展貢獻力量。

TWGHs originated from a civil charitable group dating back to the 19th century, and has evolved into Hong Kong’s oldest and largest charitable organisation, offering the most diverse range of services including comprehensive medical, educational, social, and public services to the community.

東華三院起源自19世紀的民間慈善組織，迄今已發展成香港歷史最悠久、規模最龐大、服務多元化的慈善機構，致力於為市民提供全面的醫療、教育、社會及公共服務。



Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of Luk Fook Group (1st from right) presented the donation cheque on behalf of the Group to Ms. Tang Ming Wai, Mandy, Chairman of TWGHs (1st from left), accompanied by Ms. Koi Ming Fai and Ms. Ng May Ying of Ming Chee Sing Cantonese Opera

六福集團執行董事兼副行政總裁黃蘭詩女士（右一）代表集團致送善款支票，由鳴芝聲劇團蓋鳴暉女士及吳美英女士陪同東華三院主席鄧明慧女士（左一）代表接受

多年來，本集團一直履行作為企業公民的責任，秉持著回饋社會的精神，積極關懷社區有需要的人士，為社區做出實質的貢獻。故此，我們每年都致力投入資源與公益團體攜手合作，參與各式社區投入活動，以彰顯我們對社會需求的響應和承諾。於報告期間，我們專注於醫療服務、社區關懷、教育發展、減緩氣候變化等貢獻範疇。

### **Donated HK\$2 million to Support Lions Kidney Educational Centre and Research Foundation 捐贈200萬港元支持國際獅子會腎病教育中心及研究基金**

During the Reporting Period, the Group donated HK\$2 million to the Lions Kidney Educational Centre and Research Foundation to support its charitable efforts in promoting kidney health, raising community awareness, and assisting patients in need.

本集團於報告期間向國際獅子會腎病教育中心及研究基金捐贈港幣200萬元，以支持其在促進腎臟健康、提升社區健康意識及支援有需要病患方面的慈善工作。

The Foundation is dedicated to educating the public on the prevention and care of kidney disease, which is becoming increasingly prevalent, and provides affordable hemodialysis services for patients with financial difficulties.

國際獅子會腎病教育中心及研究基金致力於教育市民如何預防日益嚴重蔓延的腎病和有關護理常識，為有經濟困難的腎病患者提供低廉收費的血液透析洗腎服務。

### **Donated HK\$1 million to Support Research at the Li Ka Shing Faculty of Medicine, the University of Hong Kong 捐贈100萬港元支持香港大學李嘉誠醫學院研究**

During the Reporting Period, the Group donated HK\$1 million to the Li Ka Shing Faculty of Medicine, the University of Hong Kong to support kidney research and development led by Clinical Associate Professor Dr. Yip Yat Hin.

本集團於報告期間捐贈100萬港元予香港大學李嘉誠醫學院，以支持葉逸軒臨床副教授進行的腎臟研究與發展。

### **“Love in Action” Charitable Initiative 「愛·傳遞」公益計劃**

During the Reporting Period, the Group launched the “Love in Action” initiative, pledging to donate RMB1 to the Shenyang Shenhe District Charity Federation for every order placed. The donations support a variety of causes, including poverty alleviation, disability support, medical aid, education, elderly care, and disaster relief. By turning everyday purchases into meaningful contributions, we aim to spread warmth and make a positive impact together with our customers. 本集團於報告期間推出「愛·傳遞」公益計劃，承諾每完成一筆訂單即向瀋陽市沈河區慈善總會捐贈1元。善款用於扶貧、助殘、醫療援助、教育助學、敬老愛老及賑災救援等多元公益項目，讓每筆消費化為善行，攜手顧客傳遞溫暖。



## COMMUNITY CARE 社區關懷

### SPREADING LOVE THROUGH SPORTS: PROMOTING CARE WITH A HEALTHY LIFESTYLE

#### 運動傳愛：以健康生活展現關懷

Employees and their families walked together for charitable giving in the “Hong Kong & Kowloon Walk for Millions” 參與港島、九龍區百萬行的員工及其家屬一同為慈善邁步

The Group once again sponsored the “2024/2025 Hong Kong and Kowloon Walk for Millions” organised by The Community Chest of Hong Kong, encouraging employees to actively participate in charitable initiatives. This approach helps to unite greater efforts in supporting meaningful causes and providing tangible assistance to those in need within the community. We look forward to carrying forward our corporate culture of “Lukfook Family”, encouraging more enterprises and citizens to love and inspire each other, contributing together to building a harmonious society in Hong Kong. 本集團再度贊助由香港公益金主辦的「2024/2025年度港島、九龍區百萬行」，鼓勵員工積極投身慈善活動，以此凝聚更多力量支持公益善舉，切實地幫助社會中有需要的群體。我們期望推廣「六福大家庭」的企業文化，透過行動激勵更多企業和市民大家互愛互勉，共同為香港的和諧社會建設出一分力。



This year's “Hong Kong & Kowloon Walk for Millions” attracted over 8,000 donors, forming more than 100 walking teams and individual participants. All funds raised will be fully allocated to support 24 Community Chest member organisations that provide family and child welfare services, helping more families and children in need improve their lives and bringing greater care and warmth to society in Hong Kong. 本年度「港島、九龍區百萬行」吸引逾8,000名善長組成超過100隊步行隊伍及個人參加者參與，所籌資金將全數撥捐資助24間提供家庭及兒童福利服務的會員機構，幫助更多有需要的家庭和兒童改善生活，為香港社會注入更多關愛與溫暖。

### HONoured WITH THE “HIGHEST FUNDRAISING AWARD FOR OXFAM RICE ORDERS” AT THE “OXFAM RICE EVENT 2024” SUPPORTING OXFAM TO HELP GLOBAL SMALLHOLDER FARMERS FIGHT POVERTY

#### 榮獲「樂施米義賣大行動2024」之「集體訂米最高籌款獎」支持樂施會扶助全球小農擺脫貧困

The Group has supported the “Oxfam Rice Event” for the 11th year and was honoured with the “Highest Fundraising Award for Oxfam Rice Orders”, recognising its active promotion of global development projects for smallholder farmers, as well as the efforts to strengthen disaster prevention capabilities in combating climate crisis. This achievement highlights the Group's contributions to sustainable development. 本集團第十一年支持樂施會之「樂施米義賣大行動」，並榮獲「集體訂米最高籌款獎」，以表揚集團積極推動全球小農發展項目、加強防災能力以抵禦氣候危機，彰顯了集團在可持續發展領域的貢獻。

The “Oxfam Rice Event” is a major annual fundraising event by Oxfam Hong Kong. The theme of this year's event is “Fight climate change, empower smallholder farmers”. Oxfam has raised over HK\$800,000 in this event to assist impoverished smallholder farmers in mastering farming techniques in order to cope with extreme weather, improve their livelihoods, lift themselves out of poverty, and achieve long-term self-reliance.

「樂施米義賣大行動」是樂施會一年一度的大型籌款活動。本年度活動主題為「氣候不變，撐小農不變」，是次活動共籌得款項超過港幣80萬元，所籌得的款項將支援貧困小農掌握耕種技術，應對極端天氣，改善生活，長遠實現脫貧自立。



Ms. Vivian Lai, Deputy Administration and Human Resources Director of Lukfook Group (left), received the “Highest Fundraising Award for Oxfam Rice Orders” from Ms. Wong Shek Hung, Director of Hong Kong, Macau and Taiwan Programme of Oxfam Hong Kong, at the Oxfam Rice Event 2024 awards presentation ceremony 六福集團行政及人力資源副總監黎佩瑜女士（左）在「樂施米義賣大行動2024」頒獎典禮中接受樂施會香港、澳門及台灣項目總監黃碩紅女士頒發之「集體訂米最高籌款獎」

During the Reporting Period, the Group proudly sponsored and meticulously curated the King Pro League “Ring of Kings” tournament for 17 consecutive quarters, demonstrating our support for emerging sports culture.

於報告期間，本集團連續17個季度傾力贊助並匠心打造電子競技賽事王者榮耀職業聯賽「王者之戒」，體現我們對新興運動文化支持。



During the Reporting Period, the Group launched the “Paris Arena” Collection, drawing inspiration from the Eiffel Tower, trophies, and sporting equipment to fuse athletic spirit with jewellery artistry. This series promotes an active lifestyle while showing strong support for Olympic athletes.

於報告期間，本集團推出「巴黎競技」系列，以艾菲爾鐵塔、獎盃及運動器材為靈感，將體育精神融入珠寶藝術，推廣活力生活態度，全力支持奧運健兒。

## EDUCATIONAL DEVELOPMENT 教育發展

*EMPOWERING YOUNG TALENT TO PURSUE THEIR DREAMS SPONSORING THE “OUTSTANDING INDUSTRIAL ATTACHMENT SCHOLARSHIPS” AND “VTC DESIGN EDUCATION FUND”*

*助力夢想，培育本地創意新力軍  
持續贊助「優秀企業實習獎學金」及「VTC設計教育基金」*

The Group has been supporting the “Outstanding Industrial Attachment Scholarships” and the “VTC Design Education Fund” organised by the Hong Kong Institute of Vocational Education since 2014, contributing to the cultivation of exceptional design talent in Hong Kong.

本集團自2014年開始助力香港專業教育學院舉辦的獎助學金計劃，持續贊助「優秀企業實習獎學金」及「VTC設計教育基金」，為香港培育傑出設計人才作出貢獻。

As a member institution of the Vocational Training Council, the Hong Kong Institute of Vocational Education is dedicated to providing high-quality vocational and professional education and training. It awards scholarships to outstanding students every year and encourages them to actively participate in holistic development activities, guiding them to excel in their careers or pursue further studies on their path to success. 香港專業教育學院為職業訓練局機構成員，致力於提供優質的職業專才教育，每年頒發獎學金嘉許表現出色的學生，並鼓勵他們積極參與全人發展活動，引領他們在就業或進修路上發揮所長，邁向成功。



Mr. TSE Moon Chuen, Non-executive Director and Honorary Consultant of Lukfook Group (centre), served as an award presenter  
六福集團非執行董事兼名譽顧問謝滿全先生(中)擔任頒獎嘉賓



# AFRICAN DRUMMING WORKSHOP

「非洲鼓樂聚」工作坊



Participated in the African drumming workshop organised by Tung Wah Group of Hospitals Jockey Club Intergenerational Art Centre. Through rhythmic drumming, the workshop helped elderly participants train muscle coordination, while also promoting the physical and mental well-being of individuals with dementia and their caregivers. 參加由東華三院耆青藝坊舉辦的非洲鼓樂工作坊，透過敲擊節奏強勁的非洲鼓，幫助長者訓練肌肉協調，同時促進認知障礙症長者及其照顧者的身心健康。

Participated in the “Coastal Cleaning Operation” at Sha Lan, Ting Kok in Tai Po, organised by the local environmental group Green Power, to clean up litter along the coastline, joining hands to protect the local coastal ecology and help reduce potential threats to marine life. 參與由本地環保團體綠色力量主辦的大埔汀角沙欄「海岸清潔行動」，沿著海岸線清理沙灘上的垃圾，攜手守護本地海岸生態，協助減輕對海洋生物造成的潛在威脅。



# COASTAL GUARDIANS: SHA LAN COASTAL CLEANUP AT TING KOK, TAI PO

攜手護海岸：  
大埔汀角沙欄海岸清潔行動

# OLD COMPUTERS • NEW LIVES 舊電腦 • 新生命



During the Reporting Period, we donated 156 computers and electronic devices to Caritas Computer Workshop, actively promoting the recycling and refurbishment of electronic equipment. This initiative helps reduce electronic waste and contributes to environmental protection efforts. 於報告期內，捐贈156部電腦及電子產品予明愛電腦工場，積極推動電腦及電子設備的回收與翻新再用，減少電子廢物，為推動環保出一分力。

# Lukfook Volunteer Team

Since 2010, the Group has established the “Lukfook Volunteer Team” to encourage employees to participate in philanthropic services, including educational development, medical services, community care, and environmental protection. Through long-term partnerships with various social service organisations, we transform compassion into concrete actions, injecting positive energy into the community.

The Group has implemented a flexible participation mechanism, encouraging employees to engage in volunteer activities during working hours. The Volunteer Team also fosters employee interaction and teamwork, enhancing their sense of belonging.

# 六福義工隊

本集團自2010年起成立「六福義工隊」，以鼓勵員工參與教育發展、醫療服務、社區關懷及保護環境等公益服務，與多個社會服務機構長期合作，將關愛轉化為具體行動，為社區注入正能量。

本集團推行靈活參與機制，鼓勵員工於工作時間投身義工活動。義工隊亦促進員工交流與團隊合作，提升歸屬感。





## 環境保護

ADDRESS CLIMATE CHANGE,  
REDUCE ECOLOGICAL FOOTPRINTS,  
AND PROMOTE A SUSTAINABLE  
VALUE CHAIN

致力應對氣候變化，減低生態足  
跡，推動可持續價值鏈

Relevant UNSDGs:

相關 UNSDGs:



Identified Material Topics:

已識別的重要議題：

- No environment-related material topics were identified in this round of the materiality assessment  
是次重要性評估暫無識別環境相關重要議題



## FIRST-EVER FY2029/30<sup>13</sup> GHG REDUCTION AND ENERGY SAVING TARGETS 首次制定2029/30財年<sup>13</sup>溫室氣體減排及節能目標

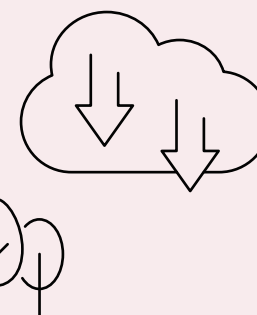
We conducted a comprehensive assessment of our GHG (Scope 1 and Scope 2) emissions and energy consumption, and for the first time, established our “FY2030 GHG Reduction and Energy Saving Targets”. This marks a proactive step in addressing both local and global climate change challenges, aiming to systematically reduce operational carbon emissions and fully commit to achieving our established climate commitments on or before FY2030.

我們針對溫室氣體（範圍1及範圍2）排放與能源消耗進行全面評估，並首次制定「2030財年溫室氣體減排及節能目標」，以積極應對本地及全球氣候變遷挑戰，系統性降低營運碳排放，全力實現於2030財年或之前達成既定氣候承諾。

### GHG Emission Intensity Reduction Target 碳密度減排目標

# 30%

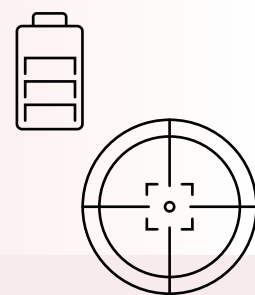
reduction in GHG (Scopes 1 and 2) emissions intensity by FY2030 with FY2021 as the baseline  
以2021財年為基準年，於2030財年或之前減少溫室氣體（範圍1及2）排放密度



### Energy Intensity Reduction Target 能源密度減排目標

# 20%

reduction in overall energy consumption intensity by FY2030 with FY2021 as the baseline  
以2021財年為基準年，於2030財年或之前減少能源消耗總量密度



We fully disclose key climate-related indicators in our annual Sustainability Report, including key data on Scope 1 and Scope 2 GHG emissions and energy consumption, etc. During the Reporting Period, we also established our first-ever “FY2030 GHG Reduction and Energy Saving Targets”, demonstrating our firm commitment to addressing climate change.

我們每年於可持續發展報告中完整披露主要氣候相關指標，包括範疇1及範疇2溫室氣體排放量、能源使用量等關鍵數據。於報告期間，我們更首次制定「2030財年溫室氣體減排及節能目標」，展現積極應對氣候變化的決心。

A robust oversight mechanism is in place, under which we report annually to the Board of Directors on the progress towards our targets and performance metrics. This ensures effective governance and continuous improvement in our environmental performance. Detailed data can be found in “Appendix 1: Key Performance Indicators” of this Report, which provides a comprehensive breakdown of the Group’s direct (Scope 1) and indirect (Scope 2) energy consumption and corresponding GHG emissions.

我們建立完善的監督機制，每年向董事會報告各項指標及目標的達成進度，確保有效監管並持續提升環境績效。相關數據詳見本報告「附錄1：關鍵績效指標」，其中完整呈現本集團的直接（範疇1）與間接（範疇2）能源消耗量，以及對應的溫室氣體排放量統計。

<sup>13</sup> FY2029/30: Hereafter refers to as “FY2030”, covers the period from 1 April 2029 to 31 March 2030  
2029/30財年：往後稱為「2030財年」，涵蓋2029年4月1日2030年3月31日期間

## ENVIRONMENTAL PROTECTION

While pursuing beauty and excellence in product design, the Group also actively promotes sustainable development and the establishment of a sustainable operation model, aiming to reduce waste of resources in areas such as production, administration and retail business, fulfilling our responsibility to protect the environment. As such, we have formulated a sound environmental management system, which involves regularly reviewing and enhancing our environmental protection measures. Our jewellery processing plant in Nansha, Guangzhou has obtained the certification of and manages the identified environmental factors in compliance with the standards of ISO14001:2015 environmental management system, enabling us to lower the environmental risks associated with production processes.

To prevent causing significant environmental impacts, we strictly abide by applicable laws and regulations relating to the environment<sup>14</sup>. During the Reporting Period, there was no non-compliance with applicable laws and regulations related to environmental protection with material impacts to the Group.

### Climate Resilience

As climate change continues to intensify, its impacts—including rising temperatures and more frequent extreme weather events—may adversely affect our business and the health and safety of our employees. In response to climate change, we strive to reduce the carbon footprint and implement various energy-saving and emission-reduction measures in our operations and production processes. Additionally, to safeguard the health and safety of our employees, we closely monitor the weather conditions and issue safety guidelines to our employees under severe weather according to the laws and regulations of the Hong Kong Labour Department. We also arrange sandbags to be placed at stores on the ground floor to reduce the impacts of flooding. To further protect our employees, the Group purchases work-related injury insurance for its employees, and conducts regular inspection of occupational hazard protection and emergency rescue facilities, with maintenance being arranged promptly if there is any damage or issue.

To strengthen our resilience against extreme weather and climate conditions, the Group regularly conducts ESG-related risk assessments, including identifying potential climate-related risks that may pose threats to our business. This allows us to evaluate the effectiveness of our current contingency measures and identify areas for improvement. We will continue to monitor the latest developments in climate-related laws, regulations and regulatory requirements regularly, and proactively optimise our approach on addressing climate change.

<sup>14</sup> Please refer to the Significant Laws and Regulations section for a list of environmental laws and regulations significant to the Group's business operations.

## 環境保護

本集團堅持在產品設計上追求美與卓越的同時，亦積極促進可持續發展，實踐可持續的營運模式，期望能在生產、行政及零售業務等範疇減少資源浪費，履行對保護環境的責任。為此，我們建立了完整的環境管理制度，並定期檢討和改善環保措施。我們位於廣州南沙的珠寶加工廠已獲得ISO14001:2015環境管理系統標準認證，並針對已識別的環境因素進行管理，以減少生產工序中的環境風險。

為了避免對環境造成重大影響，我們恪守與環境相關的適用法律及規例<sup>14</sup>。於報告期間，本集團並無涉及任何違反環境相關法律及規例且對本集團造成重大影響的事宜。

### 氣候抵禦力

隨著氣候變化持續加劇，當中所帶來的影響，包括氣溫升高、更頻繁的極端天氣事件，亦可能對我們的業務和員工的健康安全帶來負面影響。為應對氣候變化，我們努力降低本集團碳足跡，並於營運及生產過程中，實施各種節能減排措施。此外，我們會密切監察天氣狀況，並根據香港勞工處規例，在惡劣天氣下向員工發出安全指引，以保障員工的健康和安全。同時，我們於地面層店鋪放置防洪沙包，以減輕水浸影響。為進一步保護員工，本集團亦有為員工購買工傷保險，並會為職業危害防護和應急救援設施定期進行檢查，如有任何損壞或問題會及時安排維修。

為增強我們對極端天氣及氣候狀況的抵禦能力，本集團會定期進行環境、社會及管治相關風險評估，包括識別對我們業務構成威脅的潛在氣候風險，有助我們審視現有應對措施的成效和探索可改進空間。我們會持續定期檢視與氣候變化相關的法例法規及監管要求的最新情況，積極完善我們應對氣候變化的機制。

<sup>14</sup> 有關對本集團業務營運屬重大的環境法律及法規列表，請參閱「重要法律及法規」一節

### *SPONSORED “CARBON NEUTRALITY CAMPAIGN” TO PROMOTE CARBON NEUTRALITY* 贊助「全城零碳行動」推動實現碳中和

The Group has sponsored the “Environment and Conservation Fund Carbon Neutrality Campaign” (the “Carbon Neutrality Campaign”) to take steps to support environmental protection and carbon reduction practices. Ms. Wong Lan Sze, Nancy, Executive Director and Deputy Chief Executive Officer of the Group, attended the award presentation ceremony to present the “Top Ten for Carbon Reduction in Residential and Industrial Property Management” award, and share this important moment with nearly 300 participants and guests in jointly witnessing the winners’ momentous achievements. 本集團贊助「環境及自然保育基金資助全城零碳行動」（「全城零碳行動」），以實際行動支持環境保護和減碳實踐，並由集團執行董事兼副行政總裁黃蘭詩女士親蒞頒獎典禮擔任頒獎嘉賓，頒發「十大最減碳住宅／工商廈」獎項，與在場近300位參賽者及嘉賓共同見證得獎者獲獎的重要時刻。

The “Carbon Neutrality Campaign”, organised by the Hong Kong Women Professionals and Entrepreneurs Association, aims to promote carbon neutrality across various industries, enhance public awareness and participation in carbon neutrality, and encourage the practice of low-carbon lifestyles. By fostering a culture of sustainable development, the campaign contributes to the achievement of carbon neutrality goals in Hong Kong and beyond. 「全城零碳行動」由香港女工商及專業人員聯會主辦，旨在促進不同行業實現碳中和，提升公眾對碳中和的認知和參與並鼓勵低碳生活的實踐，透過培養可持續發展的文化，共同努力實現香港及其他地方的碳中和目標。

Ms. Wong Lan Sze, Nancy (4th from right), Executive Director and Deputy Chief Executive Officer of Lukfook Group, presented the “Top Ten for Carbon Reduction in Residential and Industrial Property Management” award 六福集團執行董事兼副行政總裁黃蘭詩女士(右四)頒發「十大最減碳住宅／工商廈」獎項





We are committed to enhancing the sustainability of our operations and have established a series of environmental protection goals. By focusing on four key areas: “Efficient Use of Energy”, “Protection of Water Resources”, “Waste Recycling” and “Emissions Reduction”, we aspire to contribute to the green development of the industry. For details on the measures to achieve the following goals, please refer to the relevant chapters as stated below.

我們致力於提高本集團營運的可持續性，並已制定一系列環保目標。透過聚焦於「善用能源」、「愛護水資源」、「資源回收」、「減少排放」四大方面，我們期望能為行業綠色發展出一份力。有關達到以下目標的措施，請參閱以下相關章節。



## Efficient Use of Energy

In our efforts to reduce GHG emissions arising from our business, we strive to implement both energy-saving and energy-efficiency measures in our daily operations and production processes. During the Reporting Period, we adopted the following measures:

- The offices in the plant areas are designed with a glass roof to maximise natural light and reduce the electricity needed for lighting
- The Hong Kong office is equipped with a smart light sensor system that automatically monitors personnel activities during office hours. If no movement is detected for 30 minutes, the system will automatically turn off the lighting to save energy
- Employees are reminded to turn off computers, lights and other electronic devices when not in use to reduce power consumption
- We purchase more environmentally friendly rechargeable batteries to gradually replace disposable batteries, thus reducing waste and increasing battery life

In addition to the operational environmental measures, the Group also actively participates in environmental-related events. During the Reporting Period, we participated in the “Charter on External Lighting Programme” implemented by the Environmental Bureau of Hong Kong. All of our eligible ground floor shops turned off their external lighting from 12 a.m. to 7 a.m., during non-business hours to reduce energy consumption and light pollution. The Group received the “Gold Award” in the “Charter on External Lighting Programme” during the Reporting Period.

## 善用能源

為降低本集團業務的溫室氣體排放，我們努力在日常營運及生產過程中採取節源及能源效益措施。於報告期間，我們採取了以下措施：

- 工廠區辦公室設有玻璃樓頂設計，善用自然採光，以減少照明所需用電
- 香港辦公室設有智能電燈感應系統，系統於辦公時段自動監測人員活動，若持續30分鐘未偵測到移動，將自動關閉照明以節約能源
- 提醒員工不使用電腦、燈具及其他電子設備時應關閉電源，以減少耗電量
- 增購環保充電電池，逐步以環保充電電池代替一次性電池，減少棄置及增加電池壽命

除了營運上的環保措施之外，本集團亦積極參與環保相關的活動。我們於報告期間參與了由香港環境局實行的《戶外燈光約章》計劃，旗下所有合資格地舖分店從晚上12時至翌日早上7時的非營業時間段關掉戶外燈光，以減少能源消耗和光污染。本集團於報告期間獲得《戶外燈光約章》計劃的金獎。

## INSTALLATION OF PEDAL POWER GENERATORS – INTEGRATING HEALTH AND ENERGY EFFICIENCY 設置發電單車 融合健康與節能概念

The Group installed pedal-powered generators in the gym, enabling employees to convert mechanical energy into electrical energy while exercising. This energy will be stored in batteries for use in surrounding lighting systems. This initiative not only enriches employees' leisure time but also effectively reduces lighting energy consumption, showcasing the Group's innovative practices in energy conservation and carbon reduction.

本集團於健身室設置發電單車，讓員工在運動同時將機械能轉化為電能，儲存於電池中以供周邊照明設備使用。此舉不僅豐富員工業餘生活，亦有效降低照明電力消耗，展現本集團在節能減排上的創新實踐。



## ENERGY STORAGE SYSTEM APPLICATIONS FOR DUAL BENEFITS OF ENERGY ALLOCATION AND POWER REVENUE 推動儲能系統應用，實現能源調配與電力收益雙效益

The Group is actively planning to introduce a battery energy storage system for electricity storage and smart distribution. The system will store excess energy during the day, improving energy efficiency and reducing reliance on the external power grid. 本集團正積極規劃引入電池儲能系統，進行電力儲存與智能調配。系統可於日間儲存多餘電能，提升能源使用效率，減少對外部電網的依賴。

The Group will continue to monitor the development of energy storage and management technologies, driving the evolution of its operational systems towards low-carbon and high-efficiency solutions.

本集團將持續關注儲能及能源管理技術的發展，推動營運系統向低碳及高效方向持續演進。



## Packaging Material Management

As our business involves production, we also use packaging materials for our products. Throughout the product packaging and transportation processes, we strive to minimise the environmental impact of packaging materials. During the Reporting Period, we adopted the following measures to reduce the use of express packaging materials:

- Centralised delivery for non-urgent shipments to the same destination, thereby reducing the use of packaging materials
- Utilised contracted courier services for all shipments, except for special shipments, to realise counting and tracking of packaging quantities
- Prioritised the reuse of transparent bubble wrap and other plastic materials

## 管理包裝物料

由於我們的業務涉及生產，我們亦會使用包裝物料為產品進行包裝。在產品包裝及運輸環節，我們盡量減少包裝物料對環境的影響。於報告期間，我們採取了以下措施以減少快遞包裝物料：

- 對同一目的地的非急件進行集中配送，降低包裝耗材使用
- 除特殊寄件外，均通過簽約快遞服務寄送，以實現包裝數量的統計與追蹤
- 優先循環使用透明氣珠膠膜等塑膠物料



Protection of Water Resources

The Group's water resources consumption primarily sources from and relies on water supplied by local government water supply agencies and property management companies. While we did not encounter issues related to sourcing suitable water during the Reporting Period, we remain concerned about the issue of global water scarcity. As a responsible corporate citizen, we are committed to conserving water resources usage and optimising wastewater discharge management to promote sustainable water resources.

To strengthen employees' awareness of water conservation, we display water-saving notices in office areas and follow the approach of "Strengthening training, promoting energy conservation, and making good use of resources and continuous improvement" in our daily operations. Additionally, our production processes and daily operations generate production and domestic sewage, including gypsum wastewater and electroplating wastewater. In an effort to prevent unprocessed wastewater from polluting the environment, our plant is equipped with wastewater treatment facilities, including an integrated treatment system for gypsum wastewater, a water reuse system and an underground biochemical pool. The gypsum wastewater, electroplating wastewater, concentrated water and domestic sewage are pre-treated properly prior to being discharged, to ensure compliance with the first level standard of the second range of the Water Pollutant Discharge Limit (DB44/26-2001). Furthermore, we conduct weekly inspections of the plant's rainwater ditches and toilets to ensure that no untreated production wastewater is discharged, preventing the associated negative impacts that could be caused to nearby water sources.

愛護水資源

本集團的水資源消耗主要來自及購自地方政府供水機構及物業管理公司的市政用水。雖然我們於報告期間沒有遇到與求取適用水源相關的問題，但我們仍關注全球水資源短缺的問題。作為盡責的企業公民，我們致力節省水資源使用和優化污水排放管理，以促進水資源的可持續使用。

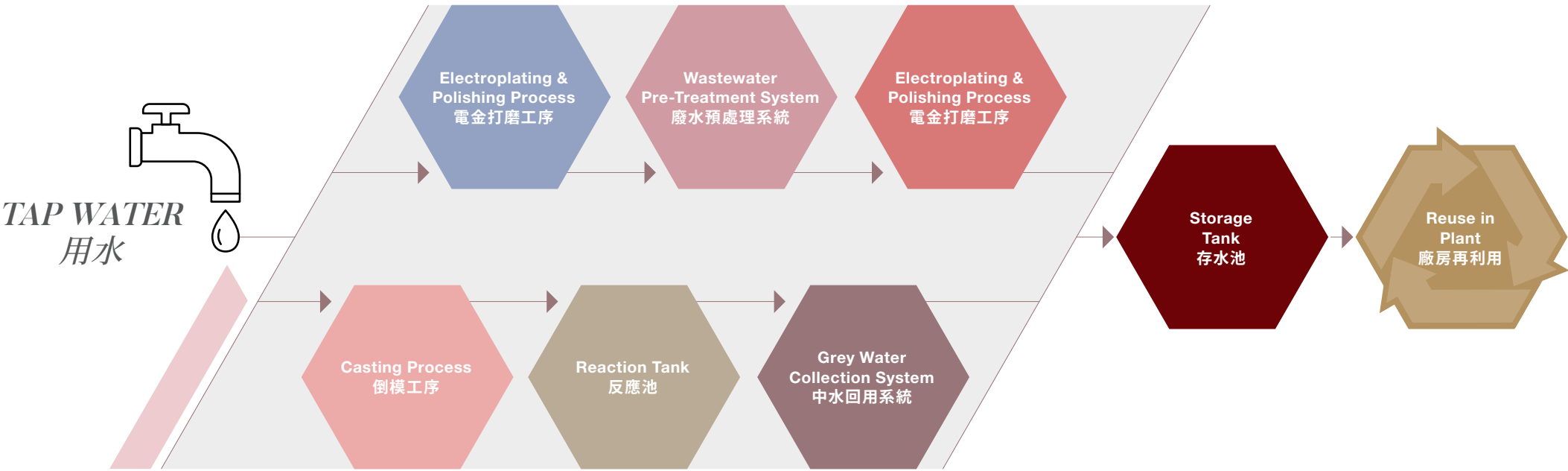
我們在辦公室張貼節水告示，提高員工對節省用水的意識，並根據「促培訓、倡節能、善用資源並持續改善」的方針來實行日常運作。除此以外，本集團的生產過程和日常營運會產生生產污水以及生活污水，例如石膏廢水、電金廢水等。為了避免未經處理的廢水對環境造成污染，我們的工廠區均設置污水處理設施，包括石膏廢水一體化處理系統、中水回用系統和地下生化池，並會預先將石膏廢水、電金廢水、濃水和生活污水進行適當處理，方可對外排放，以確保滿足《水污染物排放限值》(DB44/26-2001) 第二段一級標準的要求。同時，我們每星期會檢查工廠的雨水溝渠和洗手間，避免有人將未經適當處理的污水排出而對附近水源造成負面影響。



In addition, some of the processed gypsum wastewater and electroplating wastewater will be recycled and reused for toilet flushing and irrigation purposes, thus reducing the consumption of water resources. We also carry out repairs of water leakage in our water facilities in a timely manner, in order to improve water efficiency and minimise water wastage.

此外，部分經處理的石膏廢水和電金廢水會被循環並重用於沖廁和灌溉用途，以減少水資源消耗。另外，我們亦會及時修復漏水的用水設備，提高用水效率，盡量減少水資源的浪費。

WATER RECLAMATION PROCESS  
再造水流程



## Waste Recycling

Our daily operations and production processes generate non-hazardous waste, including food waste, industrial waste, metal, plastic, paper, and general waste, etc. To reduce the environmental impact of our waste, we implement strict management of waste sorting, storage, and recycling procedures, while also adopting various measures to actively promote waste reduction at source:

### ***SORTING AND COLLECTING*** 分類收集

- Implemented the “Bring Your Own Bag” campaign at our retail outlets since 2015 and donated all fees charged for plastic shopping bags to Green Power, an environmental protection organisation in Hong Kong, during the Reporting Period  
  
自2015年起在旗下零售店推行「自備購物袋」活動，並於報告期間將塑料購物袋的收益全數捐贈予香港環保組織綠色力量
- Encourage employees to use double-sided printing, page reduction mode, and electronic communication to reduce paper printing  
鼓勵員工多使用雙面印刷，採用頁面縮減模式及電子通訊以減少打印紙張
- Opt for the most suitable material sizes during the cutting process to minimise unnecessary waste  
在物料切割過程中，儘量選擇最適合尺寸的材料，以減少不必要的浪費
  - Use an appropriate amount of solvents/cleaning agents  
使用適量溶劑／清潔劑

### 廢物回收

我們於日常營運和生產過程中所產生的無害廢棄物包括廚餘、工業廢物、金屬、塑膠、紙張、生活廢物等。為了降低廢棄物產生對環境的影響，我們會嚴格管理廢棄物分類、存放和回收流程，同時實行多種措施，積極推行源頭減廢：

- Set up separate waste bins in the plant to separate solid and liquid chemical hazardous waste from general waste, enabling proper waste sorting and collection  
  
於工廠設置分類垃圾桶，區分固體及液體化學危險廢物和一般廢棄物，實現分類收集
- Engage third-party waste collectors to collect and treat general solid waste  
安排第三方的廢物收集商收集和處理一般固體廢物

### ***REDUCING WASTE AT SOURCE*** 源頭減廢

### ***RECYCLING AND REUSING*** 回收再用

- Participate in the “Toner & Cartridges Recycling & Reuse Programme” organised by Friends of the Earth (HK) since 2017 to collect used toner cartridges and ink cartridges for recycling  
  
自2017年起參與由香港地球之友舉辦的「碳粉匣及墨盒回收再生計劃」，收集用完的碳粉匣及墨盒並回收
- Recycle old computers and related electronic equipment and participate in the “Computer Recycling Programme” organised by Caritas Computer Workshop since 2014. This not only reduces computer waste but also donates reusable computers to those in need  
  
自2014年起，回收舊電腦及相關電子設備，並參與由明愛電腦工場舉辦的「電腦再生計劃」，在減少電腦廢物的同時，亦能將可重用的電腦轉贈有需要的人士
- Install a food waste processor in the office to cultivate employees’ environmental awareness and promote food waste sorting  
於辦公室增設廚餘機，培養員工環保意識，推廣廚餘分類
- Place “Clean Plastic Bottle Recycling Bins,” “Clean Aluminum Can Recycling Bins,” and “Waste Paper Recycling Bins” in the office, educating employees to dispose plastic bottles, aluminum cans and waste paper into the designated recycling bins after proper handling, and arranging for collection by recycling companies on a regular basis  
  
於辦公室添置「乾淨膠樽回收箱」、「乾淨鋁罐回收箱」及「廢紙回收箱」，教導員工將膠樽、鋁罐及廢紙妥善處理後，放置指定回收點，並聘請回收公司定期收集
- Collect recyclable materials such as PVC plastic, waste paper, and packaging materials  
收集PVC膠料、廢紙、包裝物料等可回收物
- Promote the reuse of packaging materials, such as waste paper and bubble wrap among employees  
鼓勵員工重用廢紙及汽泡紙等包裝物料
- Encourage employees to reuse paper, envelopes, files, cardboard boxes, plastic bags and stone-filled plastic boxes  
鼓勵員工循環再用紙張、信封、公文袋、紙箱、膠袋和裝石膠盒
  - Organise environmental protection events, such as red packet recycling  
舉辦利是封回收等環保活動



Furthermore, hazardous waste is also generated during our production processes, including waste parts/components, empty chemical hazardous storage containers, sludge from sewage treatment systems, waste lubricating grease, waste batteries, waste light pipes, waste ink cartridges, radioactive waste, concentrated acid waste solvents, concentrated alkali waste solvents, waste lubricating oil, waste lubricating coolant, waste paint and grease produced during cooking. All solid chemical hazardous waste is stored properly in sealed containers to avoid leakage and prevent environmental pollution. Labels are also attached to containers storing chemical hazardous waste to clearly indicate the types and characteristics of the waste. These are then collected and processed by professional chemical hazardous waste handlers.

To ensure that all hazardous waste is properly collected, stored and handled, we arrange designated staff to conduct weekly inspections and prevent inappropriate handling practices. Radioactive waste is collected and recycled by the manufacturer, while wastes such as acid waste liquid, waste light pipe, gypsum tile, sludge, and grease trap slag, etc., are handled by various qualified recyclers.

## Emissions Reduction

In view of the growing climate crisis, we are committed to optimising our emissions management to reduce both GHG and air emissions arising from our operations. Our direct air emissions mainly come from the production processes of welding, grinding, melting, pouring, electroforming, and jewellery cleaning, etc., as well as fuel emissions from vehicles. Moreover, our indirect emissions are mainly from purchased electricity and natural gas consumption in plant areas. For compliance purposes and to minimise our environmental impact, we have installed activated carbon filtration systems and exhaust gas scrubber systems in the plant to pre-treat the exhaust gases generated in the production process before external emission, as well as establishing neutralisation towers to neutralise acid mist with alkali solution. In addition, third-party professional companies are regularly invited to conduct emissions inspections to ensure compliance with the Ambient Air Quality Standards (GB3095-1996). We also carry out regular maintenance and cleaning of exhaust gas disposal facilities to ensure their smooth operation.

同時，本集團的生產過程亦會產生有害廢棄物，如廢零／部件、空置的化學危險品容器、處理污水後產生的污泥、廢潤滑油脂、廢電池、廢光管、廢墨水匣、放射性廢物、濃酸廢溶劑、濃鹼廢溶劑、廢潤滑油、廢潤滑冷卻劑、廢油漆以及煮食時產生的油脂等。我們會將所有固體化學危險廢物妥善存放於有蓋密封容器中，防止化學物質洩漏，避免造成環境污染。此外，我們會將標籤貼在存放化學危險廢物的容器上，標明其種類及特性，待專業的化學危險廢物回收商收集及處理。

為確保所有有害廢棄物均被妥善收集、儲存和處理，我們亦會安排專人每星期進行巡查，防止不適當的處理行為。放射性廢物會由生產廠家收集及回收，而含酸廢液、廢光管、石膏餅、污泥、隔油池渣等廢物則交由不同合資格回收商處理。

## 減少排放

因應日益嚴峻的氣候危機，我們致力優化排放物管理，減少營運過程所產生的溫室氣體和廢氣排放。本集團的直接廢氣排放主要來自燒焊、打磨、熔金、倒模、電鑄、首飾清洗等生產工序以及車輛燃油消耗。另外，我們的間接排放主要來自外購電力和工廠區的天然氣消耗。我們已為工廠設立活性炭過濾系統及廢氣洗滌塔系統，在對外排放前將生產過程產生的廢氣預先進行處理，同時設置中和塔，對廢氣加添鹼液以中和酸霧，以確保合規並減低環境影響。此外，我們亦定期委託第三方專業機構進行排放檢測，確保排放符合《環境空氣質量標準》(GB3095-1996)，並定期為廢氣處理設施進行維護和清洗，保持設施運作暢順。

## ROOF-TOP EXHAUST GAS ENVIRONMENTAL PROTECTION FACILITY CONSTRUCTION 廠房屋頂廢氣環保設施建設

To fulfill our environmental protection responsibilities, we have invested in the construction of a rooftop exhaust gas treatment system, which includes specialised equipment such as neutralisation towers, spray towers, and pulse dust collectors for efficient and categorised treatment. The neutralisation tower is dedicated to the pre-treatment of Inductively Coupled Plasma (ICP) and the purification of acidic exhaust gases from chemical waste. Lead-containing dust exhaust gases are first physically filtered through the pulse dust collector and then subjected to secondary treatment with alkaline liquid in the spray tower. This project not only enhances the layout of our testing operations but also ensures that purified exhaust gases are discharged through the discharge outlets in compliance with emission standards.

為落實環境保護責任，我們投資建設屋頂廢氣處理系統，包含中和塔、噴淋塔及脈衝除塵器等專業設備，實現高效分類處理，中和塔專用於電感耦合等離子體(ICP)的預處理及化學廢棄物所產生酸性廢氣的淨化處理；含鉛粉塵廢氣則通過脈衝除塵器進行物理過濾後，再經噴淋塔鹼液二次處理。該項目不僅完善了檢測業務佈局，更將淨化後的廢氣統一經排放口排出，確保符合排放標準。

Spray Tower and Pulse Dust Collector  
噴淋塔與脈衝除塵器



# ELECTROPLATING NEUTRALISATION TOWER RENOVATION PROJECT

## 電鍍中和塔改造工程

In response to the aging issues of the electroplating neutralisation tower equipment in the Phase II factory, the Group has initiated a comprehensive upgrade plan, executing the system overhaul with the expertise of a professional environmental engineering team. Key aspects of the renovation include optimising the airflow pathway to extend equipment lifespan, installing a gas check valve to prevent cross-contamination, and adding anti-vibration platforms and wastewater collection systems to address issues of noise and wastewater collection. This upgrade not only strengthens the factory's environmental performance but also demonstrates the Group's commitment to integrating sustainability principles into its operations. Through technological innovation and equipment optimisation, we ensure that exhaust gas emissions meet relevant standards and continue to reduce our environmental footprint.

針對二期廠房電鍍中和塔設備老化問題，本集團啟動全面升級計劃，透過專業環境工程團隊執行系統改造。本次改造重點包括優化氣流路徑以延長設備壽命，加裝廢氣止回裝置以杜絕交叉污染，同時設置防震平台與廢水收集系統以改善噪音與廢水問題等。此次升級不僅強化了廠區環保效能，更展現本集團將可持續發展理念深度融入營運實踐的決心，透過技術創新與設備優化，我們確保排放的廢氣符合相關標準，持續降低環境足跡。



Electroplating Neutralisation  
Tower after replacement and  
transformation  
更換改造後的電鍍中和塔

# Green Procurement

We are fully aware of the importance of green procurement and have established the “Guidelines on Green Procurement” accordingly. We require our related procurement staff to prioritise the use of environmentally friendly products and materials by considering a series of factors such as low-pollution production processes, product recyclability and durability, etc. We also take into account and adopt customers' environmental requirements during the design process, striving to meet their environmental requirements for production to the best of our ability within technical and cost constraints. Subsequently, we conduct regular evaluations of suppliers' environmental protection performance based on the assessment criteria specified in our “Supplier/Contractor Green Operation Record/Evaluation Form”. Relevant considerations include factors such as waste recycling practices, environmental awards or certifications obtained, etc. Qualified suppliers or contractors will be included in our list of approved suppliers/contractors.

Sound supply chain risk management is integral to the Group's success. We regularly conduct ESG-related risk assessments for the Group's supply chain, to identify potential ESG risks in the supply chain. Going forward, the Board will continue to closely monitor ESG risks in the supply chain and carry out regular evaluations on the effectiveness of control measures and identify areas for improvement, so as to further optimise our supplier management approach.

# 環保採購

我們充分意識到環保採購的重要性，並相應地制定了「環保採購工作指引」。我們要求相關採購員工在選擇物料時盡可能採用環保產品及物料，在決策中考慮生產過程是否屬低污染性、產品是否可回收再造及耐用性質等一系列的因素。我們亦會在設計過程中了解及採納客戶對產品提出的環保要求，務求在技術及成本允許的條件下，盡量滿足生產的環保要求。隨後，我們會針對供應商在環境保護方面的表現進行定期評估，並根據我們「供應商／承辦商的環保運作記錄／評估表」內列明的評審項目評估供應商表現，相關考慮包括：有否回收廢物、有否獲得環保獎項或環保標籤等因素。符合標準的供應商或承辦商將會列入我們的合格供應商／承辦商名單中。

良好的供應鏈風險管理是本集團取得成功不可或缺的一環。我們定期為本集團供應鏈進行環境、社會及管治相關風險評估，以識別供應鏈中的潛在環境、社會及管治風險。未來，董事會將繼續密切監視供應鏈中的環境、社會及管治風險，並定期評估控制措施的成效及識別改進空間，不斷完善我們的供應商管理方針。



# APPENDIX 1: KEY PERFORMANCE INDICATORS

## 附錄 1： 關鍵績效指標

### ENVIRONMENTAL ASPECT<sup>15</sup>

### 環境層面<sup>15</sup>

Indicator 指標	Unit 單位	2025	2024
GHG Emissions <sup>16</sup> 溫室氣體排放 <sup>16</sup>			
Total Greenhouse Gas (GHG) Emissions (Scopes 1 and 2) 總溫室氣體排放量 (範圍1及2)	Tonnes of CO2 equivalent 公噸二氧化碳當量	9,673.25	10,529.12
Direct Emissions (Scope 1) 直接排放 (範圍1)	Tonnes of CO2 equivalent 公噸二氧化碳當量	559.98	644.81
Energy Indirect Emissions (Scope 2) 能源間接排放 (範圍2)	Tonnes of CO2 equivalent 公噸二氧化碳當量	9,118.33	9,884.31
GHG Removal by Tree Planting 因樹木種植所減低的溫室氣體總量	Tonnes of CO2 equivalent 公噸二氧化碳當量	5.06	0.00
Total GHG Emissions Intensity (Scopes 1 and 2) 總溫室氣體排放密度 (範圍1及2)	Tonnes of CO2 equivalent/turnover (HKD'000) <sup>17</sup> 公噸二氧化碳當量／營業額 (千港元) <sup>17</sup>	0.89	0.70
Emissions 排放物			
Nitrogen Oxides (NOx) 氮氧化物(NOx)	Kg 千克	1,042.36	1,058.43
Sulphur Oxides (SOx) 硫氧化物(SOx)	Kg 千克	2.57	3.02
Particulate Matter (PM) 懸浮顆粒(PM)	Kg 千克	61.37	68.54
Sewage Discharge <sup>18</sup> 污水排放量 <sup>18</sup>	m <sup>3</sup> 立方米	108,409.00	142,756.00
Intensity of Sewage Discharge 污水排放密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米／營業額 (千港元)	0.010	0.009

<sup>15</sup> The data are rounded and may not add up to the totals.

<sup>16</sup> According to “GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition)” released by the World Business Council for Sustainable Development and the World Resources Institute, Scope 1 direct emissions originate from business operations owned or controlled by the Group, while Scope 2 energy indirect emissions refer to indirect emissions generated from purchased or acquired energy used in electricity generation, heating, cooling, and steam production.

<sup>17</sup> Total revenue includes revenue from wholesaling business in Hong Kong and Mainland as well as retailing business in Hong Kong, Macau, and Mainland China (covering self-operated shops and e-commerce business), but excludes revenue from 3DG Holdings.

<sup>18</sup> The figure represents the amount of wastewater discharged from “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha only. Wastewater generated from our retail shops and offices in Hong Kong, Macau and Mainland is properly connected and discharged to the communal sewer drainage system.

<sup>15</sup> 因數據均已作捨入調整，數值加起來可能與總量不符。

<sup>16</sup> 根據世界可持續發展工商理事會和世界資源研究所發布的《溫室氣體核算體系：企業核算與報告標準（修訂版）》，範圍1的直接排放源自本集團擁有或控制的業務營運，而範圍2的能源間接排放是本集團在外購或獲取之能源在發電、供暖、製冷和蒸汽時所產生的間接排放。

<sup>17</sup> 總收入包括來自香港及內地的批發業務，以及香港、澳門及內地的零售業務(涵蓋自營店及電子商務業務)的收入，但不包括金至尊集團的收入。

<sup>18</sup> 該數據僅代表南沙「六福珠寶文化及創意產業園」的污水排放量。我們於香港、澳門及內地零售店及辦事處所產生的污水已妥善接入並排放至公用污水渠系統。

Indicator 指標	Unit 單位	2025	2024
Energy Consumption 能源消耗			
Total Energy Use 總能源使用	MWh 兆瓦時	20,053.13	20,948.50 <sup>19</sup>
Intensity of Total Energy 總能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	1.84	1.38
Direct Energy 直接能源	MWh 兆瓦時	2,664.90	3,047.30 <sup>19</sup>
Direct Energy – Unleaded Petrol 直接能源－無鉛汽油	MWh 兆瓦時	360.96	381.47
Direct Energy – Diesel Oil 直接能源－柴油	MWh 兆瓦時	511.79	641.32
Direct Energy – Natural Gas 直接能源－天然氣	MWh 兆瓦時	1,400.91	1,648.49
Direct Energy – Self-Generated and Consumed Solar Energy 直接能源－現場產生和消耗的太陽能	MWh 兆瓦時	391.24	376.03 <sup>19</sup>
Direct Energy – Self-Generated and Exported (for Feed-in Tariff) Solar Energy 直接能源－現場產生和輸出(上網電價)的太陽能	MWh 兆瓦時	5.28	6.64 <sup>19</sup>
Intensity of Direct Energy 直接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	0.24	0.20
Indirect Energy – Purchased Electricity <sup>20</sup> 間接能源－購買電力 <sup>20</sup>	MWh 兆瓦時	17,388.23	17,901.20
Intensity of Indirect Energy 間接能源密度	kWh/turnover (HKD\$'000) 千瓦時／營業額 (千港元)	1.59	1.18

<sup>19</sup> The data has been adjusted to reflect actual situation.

<sup>20</sup> The Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased spaces. The power supply was controlled by the property management offices. Some of the relevant property management offices considered that it was not practicable to provide electricity data or sub-meters to individual tenants. Therefore, the total electricity consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our “Lukfook Jewellery Cultural and Creative Industrial Park” in Nansha where electricity data were available. The relocation of self-operated shops varied from year to year and construction work was in progress at the aforementioned industrial park in FY2024, and thus the data for FY2025 and FY2024 cannot be directly compared.

<sup>19</sup> 數據經過調整以反映實際情況。

<sup>20</sup> 本集團於香港、澳門及內地的自營店在租賃地方營運，供電均為大廈管業處自行控制，而部份相關管業處認為向個別租戶提供用電數據或分錶並不可行。因此，總耗電量僅涵蓋本集團可獲得電力數據的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙「六福珠寶文化創意產業園」。而自營店的搬遷情況每年各有差異，2024財年上述園區亦有在建工程，故2025財年與2024財年的數據不能作直接的比較。

Indicator 指標	Unit 單位	2025	2024
Water Consumption 用水消耗			
Total Water Consumption <sup>21</sup> 總耗水量 <sup>21</sup>	m <sup>3</sup> 立方米	147,253.31	185,018.31
Intensity of Total Water Consumption 總耗水量密度	m <sup>3</sup> /turnover (HKD\$'000) 立方米／營業額(千港元)	0.013	0.012
Packaging Materials 包裝物料			
Total Amount of Packaging Materials Used in Finished Products 製成品所用包裝材料的總量	Tonnes 公噸	198.05	252.94
Intensity of Packaging Materials Used in Finished Products 製成品所用包裝材料的密度	Kg/turnover (HKD\$'000) 公斤／營業額(千港元)	0.018	0.017
Waste Generation 所產生廢棄物			
Non-Hazardous Waste 無害廢棄物			
Total Amount of Non-hazardous Waste Produced <sup>22</sup> 所產生無害廢棄物總量 <sup>22</sup>	Tonnes 公噸	417.71	299.55
Recycled Waste 已回收廢物量			
Food Waste <sup>23</sup> 廚餘 <sup>23</sup>	Tonnes 公噸	59.46	37.16

<sup>21</sup> Some of the Group's self-operated shops in Hong Kong, Macau and Mainland were operated in leased office premises. The water supply was controlled by the property management offices. The relevant property management offices considered that it was not feasible to provide water consumption data or submeters to individual tenants. Therefore, the total water consumption only covered offices and self-operated shops in Hong Kong, Mainland and Macau, staff quarters and warehouses in Hong Kong and Macau, and our "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha, where the water supply was controlled by the Group. The relocation of self-operated shops varied from year to year and construction work was also in progress at the aforementioned industrial park in FY2024, and thus the data for FY2025 and FY2024 cannot be directly compared.

<sup>22</sup> The figure represents the amount of non-hazardous waste generated from our "Lukfook Jewellery Cultural and Creative Industrial Park" in Nansha only. The non-hazardous waste generated from our self-operated shops and offices in Hong Kong, Macau and Mainland was handled by property management companies.

<sup>23</sup> The increase in food waste in FY2025 compared to FY2024 is due to the employment of a new third-party waste collection company and a change in the waste collection method.

<sup>21</sup> 本集團部分於香港、澳門及內地的自營店在租賃辦公地方營運，供水均為大廈管業處自行控制，而相關管業處認為向個別租戶提供用水數據或分錶並不可行。因此，總耗水量僅涵蓋水供應受本集團控制的香港、內地和澳門辦事處及自營店、香港及澳門的員工宿舍及倉庫以及南沙「六福珠寶文化及創意產業園」。而自營店的搬遷情況每年各有差異，2024財年在上述園區亦有在建工程，故2025財年與2024財年的數據不能作直接的比較。

<sup>22</sup> 該數據僅代表我們南沙「六福珠寶文化創意產業園」產生的無害廢棄物數量。我們於香港、澳門及內地自營店及辦事處所產生的無害廢棄物由物業管理公司進行處理。

<sup>23</sup> 相比2024財年，2025財年的廚餘增量是由於更換了第三方廢物收集公司和改變了廢物收集方式所致。

Indicator 指標	Unit 單位	2025	2024
General Industrial Waste 一般工業廢物	Tonnes 公噸	20.45	44.23
Paper 紙張	Tonnes 公噸	5.43	5.46
Metal 金屬	Tonnes 公噸	0.40	0.70
Waste Disposed 已處置廢物量			
Other General Waste Disposed 其他生活廢物	Tonnes 公噸	331.97	212.00
Intensity of Total Non-hazardous Waste Produced 所產生無害廢棄物總量密度	Kg/turnover (HKD\$'000) 公斤／營業額(千港元)	0.038	0.020
Hazardous Waste 有害廢棄物			
Total Amount of Hazardous Waste Generated <sup>24</sup> 所產生有害廢棄物總量 <sup>24</sup>	Tonnes 公噸	10.580	6.798
HW06 Waste Organic Solvent and Waste Containing Organic Solvent HW06廢有機溶劑與含有機溶劑 廢物	Tonnes 公噸	1.925	1.774
HW08 Waste Mineral Oils and Waste Containing Mineral Oils HW08廢礦物油與含礦物油廢物	Tonnes 公噸	0.107	0.131
HW13 Organic Resin Waste HW13有機樹脂類廢物	Tonnes 公噸	0.150	0.085
HW29 Mercury Wastes HW29含汞廢物	Tonnes 公噸	–	0.097
HW34 Waste Acid HW34廢酸	Tonnes 公噸	1.302	0.751
HW35 Waste Alkali HW35廢鹼	Tonnes 公噸	0.613	0.532
HW49 Other Waste HW49其他廢物	Tonnes 公噸	6.483	3.428
Intensity of Total Hazardous Waste Generated 所產生有害廢棄物總量密度	Kg/turnover (HKD\$'000) 公斤／營業額(千港元)	0.00097	0.00045

<sup>24</sup> The figure represents the amount of hazardous waste generated from our jewellery processing plant in Nansha only. No other hazardous waste was generated from our self-operated shops and offices in Hong Kong, Macau, and Mainland.

<sup>24</sup> 該數據僅代表我們南沙珠寶加工廠所產生的有害廢棄物數量。我們於香港、澳門及內地自營店及辦事處並無產生有害廢棄物。



SOCIAL ASPECT

社會層面

Indicators 指標	Unit 單位	2025	2024
Employee Information 僱員資料			
Total employee 僱員總數	Number of people 人數	5,330	5,901
By Gender 按性別			
Male 男性	Number of people 人數	1,542	1,736
Female 女性		3,788	4,165
By Employee Type 按僱傭類型			
Full-time 全職	Number of people 人數	5,289	5,856
Part-time 兼職		41	45
By Employee Category 按僱傭類別			
Senior Officer or below 高級主任或以下	Number of people 人數	4,718	5,307
Middle-level Management 中級管理層		604	586
Senior Management 高級管理層		8	8

Indicators 指標	Unit 單位	2025	2024	
By Age Group 按年齡組別				
29 or below 29歲或以下	Number of people 人數	656	927	
30-39 30-39歲		2,431	2,793	
40-49 40-49歲		1,629	1,630	
50-59 50-59歲		522	465	
60 or above 60歲或以上		92	86	
By Geographical Region 按地區				
Mainland 內地		Number of people 人數	3,620	4,225
Hong Kong 香港	1,342		1,280	
Macau 澳門	368		396	
Turnover Rate 流失比率				
By Gender 按性別				
Male 男性	%	24.45	22.75	
Female 女性		22.18	21.22	

Indicators 指標	Unit 單位	2025	2024	
By Age Group 按年齡組別				
29 or below 29歲或以下	%	40.70	36.35	
30-39 30-39歲		22.50	19.80	
40-49 40-49歲		16.82	15.95	
50-59 50-59歲		15.33	20.65	
60 or above 60歲或以上		53.26	38.37	
By Geographical Region 按地區				
Mainland 內地		%	27.13	21.44
Hong Kong 香港			15.50	22.03
Macau 澳門	7.34		22.98	
Health and Safety 健康與安全				
Rate of Work-related Fatalities (per 200,000 Hours Worked) <sup>25</sup> 因工死亡率(每200,000工作小時) <sup>25</sup>	%	0	0	
Rate of Work-related Fatalities (per 1,000 Employees) <sup>26</sup> 因工死亡率(每千名員工) <sup>26</sup>	%	0	0	
Lost Days due to Work Injury 因工傷損失工作日數	Days 日	657	437	
Development and Training <sup>27</sup> 發展與培訓 <sup>27</sup>				
Percentage of employee trained 受訓僱員百分比				
By Gender 按性別				
Male 男性	%	26.47	30.20	
Female 女性		73.53	69.80	

<sup>25</sup> Work-related fatality rate per 200,000 hours worked = number of fatalities as a result of work-related injury/number of hours worked x 200,000.

<sup>26</sup> Work-related fatality rate per 1,000 employees = number of fatalities as a result of work-related injury/total number of employees of the category at the end of the Reporting Period x 1,000.

<sup>27</sup> Training data calculations incorporate figures from employees who have departed from the Group to ensure an accurate representation of the Group's training resource investments.

2025	2024	Indicators 指標	Unit 單位	2025	2024
		By Employee Category 按僱傭類別			
40.70	36.35	Senior Officer or below 高級主任或以下	%	91.17	91.80
22.50	19.80	Middle-level Management 中級管理層		8.70	8.07
16.82	15.95	Senior Management 高級管理層		0.13	0.13
15.33	20.65	Average Training Hours Completed per Employee 平均培訓時數			
53.26	38.37	By Gender 按性別			
		Male 男性	Hours 小時	12.60	26.73
27.13	21.44	Female 女性		18.47	22.41
15.50	22.03	By Employee Category 按僱傭類別			
7.34	22.98	Senior Officer or below 高級主任或以下	Hours 小時	16.32	22.22
		Middle-level Management 中級管理層		20.65	39.96
0	0	Senior Management 高級管理層		23.46	14.27
0	0	Supply Chain Management 供應鏈管理			
657	437	By Geographical Region 按地區			
		Mainland 內地	Number of Suppliers 供應商數量	141	167
		Hong Kong 香港		177	192
		Other Regions 其他地區		13	10
26.47	30.20	Community Investment 社區投資			
73.53	69.80	Donations 捐款	HK\$ Million 百萬港元	4.38	4.83

<sup>25</sup> 因工死亡率 (每200,000工作小時)=因工傷死亡個案數目／工作時數x200,000。

<sup>26</sup> 因工死亡率 (每千名員工)=因工傷死亡個案數目／該類別報告期末的員工總數x1,000。

<sup>27</sup> 培訓數據的計算包括本集團離職員工的有關培訓數據，以準確反映本集團投入的培訓資源。



# APPENDIX 2: SIGNIFICANT LAWS AND REGULATIONS

## 附錄 2：重要法律法規

Key Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規
A: Environment A: 環境	<b>Mainland 內地</b> <ul style="list-style-type: none"><li>Environmental Protection Law of the People’s Republic of China (《中華人民共和國環境保護法》)</li><li>Environmental Protection Tax Law of the People’s Republic of China (《中華人民共和國環境保護稅法》)</li><li>Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》)</li></ul>
	<b>Hong Kong 香港</b> <ul style="list-style-type: none"><li>Product Eco-responsibility Ordinance (《產品環保責任條例》)</li><li>Environmental Impact Assessment Ordinance (《環境影響評估條例》)</li><li>Air Pollution Control Ordinance (《空氣污染管制條例》)</li><li>Motor Vehicle Idling (Fixed Penalty) Ordinance (《汽車引擎空轉（定額罰款）條例》)</li><li>Ozone Layer Protection Ordinance (《保護臭氧層條例》)</li><li>Noise Control Ordinance (《噪音管制條例》)</li><li>Waste Disposal Ordinance (《廢物處置條例》)</li><li>Water Pollution Control Ordinance (《水污染管制條例》)</li></ul>
	<b>Macau 澳門</b> <ul style="list-style-type: none"><li>Environmental Basic Legislation (《環境綱要法》)</li></ul>
B1: Employment B1：僱傭 B4: Labour Standards B4：勞工準則	<b>Mainland 內地</b> <ul style="list-style-type: none"><li>Labour Law of the People’s Republic of China (《中華人民共和國勞動法》)</li><li>Labour Contract Law of the People’s Republic of China (《中華人民共和國勞動合同法》)</li><li>Social Insurance Law of the People’s Republic of China (《中華人民共和國社會保險法》)</li><li>Law of the People’s Republic of China on Safeguarding the Rights and Interests of Women (《中華人民共和國婦女權益保障法》)</li><li>Regulation on Paid Annual Leave for Employees (《職工帶薪年休假條例》)</li><li>Provisions on Minimum Wages (《最低工資規定》)</li><li>Regulation on Labour Security Supervision (《勞動保障監察條例》)</li></ul>
	<b>Hong Kong 香港</b> <ul style="list-style-type: none"><li>Employment Ordinance (《僱傭條例》)</li><li>Disability Discrimination Ordinance (《殘疾歧視條例》)</li><li>Race Discrimination Ordinance (《種族歧視條例》)</li><li>Sex Discrimination Ordinance (《性別歧視條例》)</li><li>Family Status Discrimination Ordinance (《家庭崗位歧視條例》)</li><li>Labour Relations Ordinance (《勞資關係條例》)</li><li>Minimum Wage Ordinance (《最低工資條例》)</li><li>Employees’ Compensation Ordinance (《僱員補償條例》)</li><li>Employment of Young Persons (Industry) Regulations (《僱用青年（工業）規例》)</li><li>Employment of Children Regulations (《僱用兒童規例》)</li></ul>
	<b>Macau 澳門</b> <ul style="list-style-type: none"><li>Labour Relations Law (《勞動關係法》)</li><li>Labour Procedure Code (《勞動訴訟法典》)</li></ul>

Key Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規
B2: Health and Safety B2：健康與安全	<b>Mainland 內地</b> <ul style="list-style-type: none"><li>Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases (《中華人民共和國職業病防治法》)</li><li>Fire Control Law of the People’s Republic of China (《中華人民共和國消防法》)</li><li>Work Safety Law of the People’s Republic of China (《中華人民共和國安全生產法》)</li></ul>
	<b>Hong Kong 香港</b> <ul style="list-style-type: none"><li>Occupational Safety and Health Ordinance (《職業安全及健康條例》)</li></ul>
	<b>Macau 澳門</b> <ul style="list-style-type: none"><li>Legal Regime on Compensation of Damages Arising from Work Accidents and Occupational Diseases (《工作意外及職業病所引致之損害之彌補之法律制度》)</li></ul>
B6: Product Responsibility B6：產品責任	<b>Mainland 內地</b> <ul style="list-style-type: none"><li>Product Quality Law of the People’s Republic of China (《中華人民共和國產品質量法》)</li><li>Law of the People’s Republic of China on the Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》)</li><li>Trademark Law of the People’s Republic of China (《中華人民共和國商標法》)</li><li>Patent Law of the People’s Republic of China (《中華人民共和國專利法》)</li><li>Advertising Law of the People’s Republic of China (《中華人民共和國廣告法》)</li><li>Civil Code of the People’s Republic of China (《中華人民共和國民法典》)</li><li>Personal Information Protection Law of the People’s Republic of China (《中華人民共和國個人信息保護法》)</li><li>Anti-Monopoly Law of the People’s Republic of China (《中華人民共和國反壟斷法》)</li><li>Anti-unfair Competition Law of the People’s Republic of China (《中華人民共和國反不正當競爭法》)</li><li>Measures for Penalties against Infringement upon Consumers’ Rights and Interests (《侵害消費者權益行為處罰辦法》)</li><li>E-Commerce Law of the People’s Republic of China (《中華人民共和國電子商務法》)</li><li>Interim Provisions on the Regulation of Sales Promotion (《規範促銷行為暫行規定》)</li><li>Copyright Law of the People’s Republic of China (《中華人民共和國著作權法》)</li><li>Price Law of the People’s Republic of China (《中華人民共和國價格法》)</li><li>Provisions on Clearly Marking Prices and Prohibiting Price Frauds (《明碼標價和禁止價格欺詐規定》)</li></ul>
	<b>Hong Kong 香港</b> <ul style="list-style-type: none"><li>Consumer Goods Safety Ordinance (《商品說明條例》)</li><li>Trade Marks Ordinance (《商標條例》)</li><li>Registered Designs Ordinance (《註冊外觀設計條例》)</li><li>Personal Data (Privacy) Ordinance (《個人資料（私隱）條例》)</li><li>Broadcasting Ordinance (《廣播條例》)</li><li>Generic Code of Practice on Television Advertising Standards (《電視通用業務守則—廣告標準則》)</li><li>Sale of Goods Ordinance (《貨品售賣條例》)</li><li>Consumer Goods Safety Ordinance (《消費品安全條例》)</li><li>Trade Descriptions Ordinance (《商品說明條例》)</li></ul>

Key Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規
	<b>Macau 澳門</b> <ul style="list-style-type: none"><li>Establishment of General Product Safety System (《訂定產品安全的一般制度》)</li><li>Establishment of Personal Data Protection Act (《訂定個人資料保護法》)</li><li>Establishment of Regulation on Advertising Activities (《訂定廣告活動法》)</li></ul>
<b>B7: Anti-corruption</b> <b>B7：反貪污</b>	<b>Mainland 內地</b> <ul style="list-style-type: none"><li>Company Law of the People's Republic of China (《中華人民共和國公司法》)</li><li>Anti-unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》)</li><li>Criminal Law of the People's Republic of China (《中華人民共和國刑法》)</li><li>Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》)</li><li>Interim Provisions on Anti-Unfair Competition on the Internet (《網路反不正當競爭暫行規定》)</li></ul> <b>Hong Kong 香港</b> <ul style="list-style-type: none"><li>Prevention of Bribery Ordinance (《防止賄賂條例》)</li><li>Anti-Money Laundering and Counter-Terrorist Financing Ordinance (《打擊洗錢及恐怖分子資金籌集條例》)</li></ul> <b>Macau 澳門</b> <ul style="list-style-type: none"><li>Penal Code of Macau (《澳門刑法典》)</li></ul>



# APPENDIX 3: STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

## 附錄3：聯交所環境、社會及管治報告守則索引

STOCK EXCHANGE ESG REPORTING  
CODE CONTENT INDEX

聯交所環境、社會及管治報告  
守則索引

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/ Disclosure 章節／聲明
A. Environmental A. 環境			
Aspect A1: Emissions 層面A1：排放物	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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無 害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Air Emission Management Guideline 廢氣排放管理指引  Solid Waste Management Guideline 固體廢物管理指引  Wastewater Emission Management Guideline 污水排放管理指引	Environmental Protection 環境保護  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法 規
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A1.2 關鍵績效指標A1.2	Direct and energy indirect Greenhouse gas emissions and intensity. 直接及能源間接溫室氣體排放量及密度。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步 驟。	N/A 不適用	Environmental Protection 環境保護

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/ Disclosure 章節／聲明
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢 目標及為達到這些目標所採取的步驟。	N/A 不適用	Waste Recycling 廢物回收
Aspect A2: Use of Resources 層面A2：資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源（包括能源、水及其他原材料）的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般 運作指引	Environmental Protection 環境保護
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採 取的步驟。	N/A 不適用	Efficient Use of Energy 善用能源
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效 益目標及為達到這些目標所採取的步驟。	N/A 不適用	Protection of Water Resources 愛護水資源
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and the amount per unit of production. 製成品所用包裝材料的總量及每生產單位佔量。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標

Subject Areas, Aspects, General Disclosures and KPI		Policy/Procedure	Section/ Disclosure
主要範疇、層面、一般披露及關鍵業績指標		政策／程序	章節／聲明
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Green Office Guideline 綠色辦公指引  Environmental Procurement Guideline 環保採購工作指引  Office and Workshop General Operation Guideline 辦公室及工場一般運作指引	Environmental Protection 環境保護
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	N/A 不適用	Environmental Protection 環境保護
<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	N/A 不適用	Climate Resilience 氣候抵禦力
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	N/A 不適用	Climate Resilience 氣候抵禦力

Subject Areas, Aspects, General Disclosures and KPI		Policy/Procedure	Section/ Disclosure
主要範疇、層面、一般披露及關鍵業績指標		政策／程序	章節／聲明
<b>B. Social</b> <b>B. 社會</b>			
<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>			
<b>Aspect B1: Employment</b> <b>層面B1：僱傭</b>	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. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊	People Empowerment 以人為本  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法規
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指標
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指標
<b>Aspect B2: Health and Safety</b> <b>層面B2：健康與安全</b>	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. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety Guideline for Office and Retail Store 辦公室及零售店的職業健康及安全指引	Safety and Health of Employees 員工安康  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法規
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）因工作關係而死亡的人數及比率。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指標



Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/ Disclosure 章節／聲明
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察 方法。	N/A 不適用	Safety and Health of Employees 員工安康
<b>Aspect B3: Development and Training 層面B3：發展及培訓</b>	General Disclosure Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培 訓活動。	Staff Handbook 僱員手冊	Training and Development 培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
<b>Aspect B4: Labour Standards 層面B4：勞工準則</b>	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. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊	Diversified Talent Team 多元化人才團隊  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法 規
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	N/A 不適用	Diversified Talent Team 多元化人才團隊
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	N/A 不適用	Diversified Talent Team 多元化人才團隊

Subject Areas, Aspects, General Disclosures and KPI 主要範疇、層面、一般披露及關鍵業績指標		Policy/Procedure 政策／程序	Section/ Disclosure 章節／聲明
Operating Practices 營運慣例			
<b>Aspect B5: Supply Chain Management 層面B5：供應鏈管理</b>	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Corruption Prevention Policy 廉潔交易政策  Engineering and Operation of Goods Approval Process 工程及營運物品審 批流程  Financial Authorisation and Signing Approval Procedure 財務授權及合同簽 訂之審批規定	Responsible Sourcing 負責任採購
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	N/A 不適用	Appendix 1: Key Performance Indicators 附錄1：關鍵績效指 標
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商 數目、以及有關慣例的執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例， 以及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以 及相關執行及監察方法。	N/A 不適用	Responsible Sourcing 負責任採購

Subject Areas, Aspects, General Disclosures and KPI		Policy/Procedure	Section/ Disclosure
主要範疇、層面、一般披露及關鍵業績指標		政策／程序	章節／聲明
Aspect B6: Product Responsibility 層面B6：產品責任	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. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Integrate Quality and Environmental Manual 綜合手冊  Customer Complaint Handling Procedure 顧客投訴處理程序	Masterful Craftmanship 匠心珠寶  Six Heartfelt Services 六心服務  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法規
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A 不適用	Six Heartfelt Services 六心服務
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Complaint Handling Procedure 顧客投訴處理程序	Quality Assurance 質量保證  Six Heartfelt Services 六心服務
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	N/A 不適用	Protection of Intellectual Property Rights 保障知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	N/A 不適用	Quality Assurance 質量保證
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Privacy Policy 私隱政策	Privacy Protection 保障私隱

Subject Areas, Aspects, General Disclosures and KPI		Policy/Procedure	Section/ Disclosure
主要範疇、層面、一般披露及關鍵業績指標		政策／程序	章節／聲明
Aspect B7: Anti-corruption 層面B7：反貪污	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. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Staff Handbook 僱員手冊  Corruption Prevention Policy 廉潔交易政策	Ethical Business 商業道德  Appendix 2: Significant Laws and Regulations 附錄2：重要法律法規
KPI B7.1 關鍵績效指標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. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	N/A 不適用	Ethical Business 商業道德
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	N/A 不適用	Ethical Business 商業道德
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	N/A 不適用	Ethical Business 商業道德
Community 社區			
Aspect B8: Community Investment 層面B8：社區投資	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. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	We are in the process of setting up the community investment policies. 我們現正制定社區投資政策。	Community Care 心繫社會
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	N/A 不適用	Community Care 心繫社會
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	N/A 不適用	Community Care 心繫社會  Appendix 1: Key Performance Indicators 附錄1：關鍵績效指標



