

MOISELLE INTERNATIONAL HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 130



MOISELLE

Environmental, Social and Governance Report

2020



MOISELLE



CONTENTS

CHAIRMAN'S MESSAGE

2

OVERVIEW

- 2.1 About Moisselle 4
- 2.2 About This Report 4
- 2.3 Stakeholder Engagement and Materiality 5
- 2.4 ESG Governance 5

OPERATION MANAGEMENT

- 3.1 Quality Customer Experience 6
- 3.2 Supply Chain Management 7
- 3.3 Product Quality Assurance 8
- 3.4 Advertising Management 9
- 3.5 Customer Data and Privacy 9
- 3.6 Intellectual Property Rights Protection 10
- 3.7 Anti-corruption 11

CARING FOR THE ENVIRONMENT

- 4.1 Resources Conservation 12
- 4.2 Emission Management 13
- 4.3 Waste Management 14
- 4.4 Green Operation 15

PEOPLE FIRST

- 5.1 Employment Practices 16
- 5.2 Benefits and Welfare 17
- 5.3 Health and Safety 18
- 5.4 Training and Development 19

COMMUNITY INVOLVEMENT

- 6.1 Supporting Young Dream Makers 20
- 6.2 Fostering Talent Development in the Fashion Industry 21
- 6.3 Charity Donation to Combat the Pandemic 21

SUMMARY OF KEY PERFORMANCE INDICATORS

- 7.1 Environmental Key Performance Indicators (KPIs) 22
- 7.2 Social Key Performance Indicators (KPIs) 24

ESG GUIDE CONTENT INDEX TABLE

26

CHAIRMAN'S MESSAGE

The reporting year is marked by social movement in Hong Kong and the novel coronavirus pneumonia pandemic. However, we worked unremittingly towards the sustainable development of the women's fashion apparel retail industry and persevered in sharing our beliefs in ESG (Environmental, Social and Governance) practices with all stakeholders.

Although all our markets of Hong Kong, mainland China, Macau, Taiwan and Singapore were affected by the pandemic prevention measures such as social distancing and mired in economic downturns, Moïselle has been forging ahead with the enhancement of its corporate governance and business management while incorporating the concepts of contribution to social well-being and environmental protection into our business operations.

Led by a strong management team, Moïselle has embraced ESG practices as part of its corporate strategy. We have established a framework for monitoring and mitigating risks associated with our operations. Moreover, the Company works closely with its business partners in the supply chain to proactively study new market trends and to adopt the latest information technologies.

As a case in point, we strive to enrich the existing retail business model with a more diversified product range and an e-commerce operation that includes social-media-based shopping platforms for the younger generation. To further enhance the shopping experience for our customers, we have launched featured shops that integrate fashion with green, cultural, and art concepts for promoting a harmonious and quality lifestyle.



CHAIRMAN'S MESSAGE

The well-being of staff and customers is our priority. During the reporting year, we continued to organise health and safety training sessions for our staff to increase their awareness and protect them from workplace hazards. In the meantime, courses in knowledge of fashion and products were arranged to boost business knowhow of the staff members. Group activities were also conducted for our teams in mainland China. In view of the pandemic outbreak during the reporting year, we provided guidelines on hygiene for the staff and adopted appropriate hygiene measures at our stores.

As a responsible corporate citizen, Moiselle attaches great importance to caring for the local communities where we operate. In support of the combat against the pandemic, the Company made a donation to All-China Women's Federation Hong Kong Delegates Association. Moreover, we carried on our tradition of supporting the development of young people in the reporting year by sponsoring the Sixth Youth DreamMakers Election organised by the Youth DreamMakers Association and the Graduation Fashion Show 2019 of the Technological and Higher Education Institute of Hong Kong.

We appreciate the continued contributions of our staff and the valuable support from external stakeholders such as customers, suppliers, academic institutions and non-governmental organisations to our sustainability endeavours. We very much welcome your feedback as it will help us enhance our ESG performance in the long run.

Sincerely,

CHAN YUM KIT

Chairman





OVERVIEW

2.1 ABOUT MOISELLE

Headquartered in Hong Kong, Moiselle International Holdings Limited (“Moiselle” or the “Company”) (code: 0130) and its subsidiaries (collectively called the “Group”) have been thriving in the market of luxurious apparels with MOISELLE brand launched since 1997. Keeping abreast of the latest market trends, the Group offers customers with a high-end fashion experience featuring original designs, quality fabrics, and outstanding craftsmanship. In pursuit of brand diversification, the Group and its dedicated and talented teams have developed renowned house brands of MOISELLE, m.d.m.s., GERMAIN, and Rosamund MOISELLE that cater to different tastes and needs. The Group is also an official distributor of the international brand LANCASTER.

As at 31 March 2020, the Group operated 44 retail stores and counters at prime locations across Hong Kong, first-tier and second-tier cities of mainland China, Macau, Taiwan, and Singapore. The Group continues to enhance the shopping experience and has expanded our retail network to cover popular online platforms, such as Tmall, Vipshop, and WeChat Mall.

2.2 ABOUT THIS REPORT

This Environmental, Social and Governance Report 2020 (this “Report”) elaborates on the Group’s sustainability performance during the reporting year from 1 April 2019 to 31 March 2020 (the reporting year). This Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) under Appendix 27 of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited.

During the reporting year, there were no significant changes to the Group’s size, structure or supply chain. This Report highlights the environmental and social approaches and performance of the Group’s headquarters plus certain retail shops in Hong Kong and its manufacturing plant in Shenzhen. Apart from the ESG governance approach disclosed in this Report, please also refer to the Corporate Governance Report annexed to the Group’s 2020 Annual Report for further details on our corporate governance. The Group strives to make continual efforts in reviewing our sustainability performance, and will consider including more comprehensive ESG disclosures in future reports.

Key ESG performance indicators are summarised in the Summary of Key Performance Indicators chapter, while the corresponding disclosures against the ESG Guide are tabulated in the ESG Guide Content Index Table.



OVERVIEW

For more details about our operations, please visit our official website (<https://moiselle.com.hk>) and investor relations website (<http://ir.moiselle.com.hk>) and our 2020 Annual Report. We highly value your opinions and feedback. Should you have any comments, please contact us at enquiry@moiselle.com.hk.

2.3 STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group believes that stakeholders' opinions are vital to the continual improvement of its operations. We treasure views, feedbacks and expectations on relevant ESG issues from our stakeholders, including but not limited to shareholders, employees, customers, suppliers and contractors, as well as non-governmental organisations. Input and feedback from our employees on sustainability initiatives are highly valuable for fine-tuning our business operations while enhancing sustainability performance throughout our operations – from design to manufacturing to retail operations.

The Group continues to maintain effective communication with all stakeholder groups through two-way communication channels, so as to understand and respond to their evolving needs. The Group works closely with our internal and external stakeholders to ensure that disclosures in the ESG Report address their concerns. We will consider expanding the scale of our stakeholder engagement exercise in the future to gauge the views of major stakeholder groups extensively.

2.4 ESG GOVERNANCE

The Group recognises the importance of effective ESG governance and risk management to the sustainable development of its business. As such, environmental and social considerations are integrated into our policies and risk management framework. The Board of Directors of the Group shoulders the overall responsibility for the formulation of ESG strategies and reporting, while our senior management is responsible for the implementation of ESG strategies as well as the identification and day-to-day monitoring of risks. To ensure effectiveness of management processes, our senior management prioritises resources to manage any risks that may arise and affect our business operations.

As a reliable corporate citizen, the Group spares no effort to uphold our environmental and social responsibilities, and to protect the rights and interests of our stakeholders. Robust policies and a staff code of conduct are in place to ensure compliance with all relevant regional and national laws and regulations at all locations where we operate, including Hong Kong, mainland China, Taiwan, Macau and Singapore. Details of our ESG management approach and policies are stipulated in later chapters.

OPERATION MANAGEMENT

Committed to building a sustainable business, the Group spares no effort to incorporate environmental and social considerations into every level of production and operation. During the reporting year, we continued to uphold the highest standards for product and service quality throughout our supply chain and retail process, while protecting customer data and intellectual property rights. At the same time, we work to ensure responsible advertising and strive to prevent corruption to maintain good business ethics across our operations.

3.1 QUALITY CUSTOMER EXPERIENCE

As a high-end fashion brand, the Group attaches great importance to both customer experience and product quality. In the face of an increasingly challenging business environment, the Group places special emphasis on catering to customers' needs and enhancing the shopping experience. Through our VIP club membership service, members can visit our product showrooms and purchase goods. During the combat against the novel coronavirus pneumonia pandemic, we insisted to meet customers' needs for apparel by introducing a door-to-door retail service. Through online reservation, VIP customers can enjoy free delivery and clothing alteration service of selected products in the comfort and safety of their homes.

To refresh our brand image and enhance the shopping experience, the Group launched the M-Suite "Mu Yu" Experience Store in September 2019 in mainland China, presenting a whole new shopping concept that incorporates intimacy, art, freedom and privacy. Providing a comfortable and relaxing environment, the store allows customers to enjoy a shop-at-home experience.



OPERATION MANAGEMENT

3.2 SUPPLY CHAIN MANAGEMENT

Taking product quality, product safety, supplier location, and delivery time into consideration, the Group has a rigorous supplier selection process for our raw material suppliers and processing factories to minimise risk along the supply chain. An independent inspection firm is invited to test our textiles sample. Meanwhile, we have maintained long-term relationships with credible raw material suppliers and processing factories. We send almost every product sample for third-party inspection. We also exercise caution at every material selection process to alleviate possible environmental impacts of our products. For instance, we prioritise the use of lead-free materials and materials coloured with environment-friendly fabric dyes.



OPERATION MANAGEMENT

3.3 PRODUCT QUALITY ASSURANCE

The Group is mainly engaged in the manufacture and retail of women's apparel for high-end and upper-middle markets. We aim to deliver high-quality items to enhance customer satisfaction. In all our operations, we fully comply with all relevant local laws and regulations associated with product quality and safety, including but not limited to the Consumer Goods Safety Ordinance of Hong Kong and Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》).

To ensure the quality of our product, apart from managing our supply chain, we exercise quality checks internally upon receiving raw materials, both at the design and sample development stages and during mass production, to ensure that all products meet our stringent quality standards. Incoming quality inspections are also conducted upon receiving goods from external factories. As well as conducting regular checks for outsourced production, our quality control department also performs inspections before the distribution of garments to retail shops. Besides internal quality checks, we may also commission external parties to carry out product tests. During the reporting year, our selected fabrics have passed tests for the National Antibacterial Knitwear Standard (《國家抗菌針織品標準》) FZ/T 73023-2006. These fabrics can be applied to manufacture products of in house brands such as MOISELLE, m.d.m.s and GEIMAIN.



Customers' opinions are valuable for improving our services and product quality. Any complaints received will be recorded and responded with appropriate follow-up actions. Should any frequent occurrence of quality issues be identified on certain products, we may return the products to our suppliers and review our future procurement plan.

During the reporting year, there were no instances of material non-compliance with laws and regulations relating to product quality and safety. Furthermore, none of our products was subject to any recalls due to health and safety reasons; nor did we receive any complaints in relation thereto during the reporting year.



OPERATION MANAGEMENT

3.4 ADVERTISING MANAGEMENT

We monitor our advertisements and labels to guarantee information disclosures to our customers are in full compliance with all regulatory requirements related to advertising. The Group forbids any presentation of misleading information in our promotion materials. We strictly abide by laws and regulations related to advertisement and labelling, including but not limited to the Trade Descriptions Ordinance of Hong Kong and the Advertisement Law of the People's Republic of China (《中華人民共和國廣告法》). Before publishing any advertisements, we undergo a series of stringent procedures to ensure the authenticity and accuracy of all advertising contents.

During the reporting year, there were no instances of material non-compliance with laws and regulations relating to advertising and labelling.

3.5 CUSTOMER DATA AND PRIVACY

We strive to uphold our reputation for good governing of customer information and data privacy. To this end, we have established a set of privacy principles and guidelines for our staff. The Group strictly complies with all local laws and regulations related to the protection of customer data and customer privacy, including but not limited to the Personal Data (Privacy) Ordinance of Hong Kong.

In accordance with relevant regulatory requirements, our employees keep both customer and corporate information in strictest confidence. No information may be disclosed to any parties without consent of customers and the Group. In particular, customer data for our VIP scheme is only collected upon receipt of a signed acknowledgement from the customers concerned and must be kept confidential as stated in a declaration in the application form.

During the reporting year, there were no instances of material non-compliance with laws and regulations relating to customer data and privacy.

OPERATION MANAGEMENT

3.6 INTELLECTUAL PROPERTY RIGHTS PROTECTION

We believe branding can efficiently promote our recognition in the market. Therefore, we endeavour to safeguard intellectual property rights and patents of the Group and other relevant parties. The Group prohibits any breach of copyrights held by third parties and is obliged to the compliance with all laws and regulations related to intellectual property rights, including but not limited to the Copyright Ordinance of Hong Kong and Copyright Law of the People's Republic of China (《中華人民共和國著作權法》).

To make earnest effort in upholding intellectual property rights and patents of the Group and our business partners, we sign confidentiality agreements on intellectual property rights with our business partners and suppliers, when necessary. To further prevent infringement of intellectual property rights, our employees are also required to sign a software usage agreement which promises the avoidance of any pirated computer software.

During the reporting year, there were no instances of material non-compliance with laws and regulations relating to intellectual property rights.



OPERATION MANAGEMENT

3.7 ANTI-CORRUPTION

The Group maintains the highest standard of business ethics. We have zero tolerance for all forms of bribery or corruption. Constant monitoring and review of anti-bribery and anti-corruption regulations are carried out at all our operating locations. We strive to ensure full compliance with laws and regulations in relation to anti-bribery and anti-corruption, including but not limited to the Prevention of Bribery Ordinance of Hong Kong and Criminal Law of the People's Republic of China (《中華人民共和國刑法》).

In addition, we have our internal code of conduct and policies to regulate the expected ethical behaviour on prevention of bribery, illegal acceptance or offer of advantages and conflict of interests. The whistle-blowing procedures stipulated in our employee handbook encourage employees to report any suspected illegal activities or acts of corruption, discrimination, health and safety issues, and other serious incidents in the workplace.

During the reporting year, there were no instances of material non-compliance with laws and regulations relating to anti-bribery and anti-corruption; nor any concluded legal cases concerning corrupt practices brought against the Group or its employees.



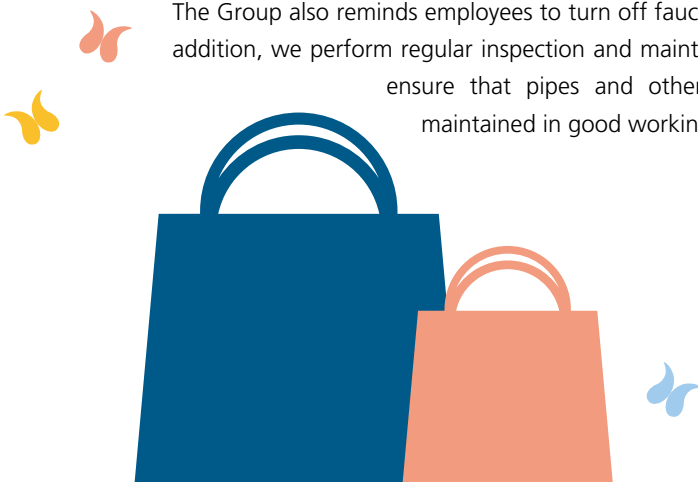
CARING FOR THE ENVIRONMENT

Being a caring corporate citizen, Moisselle strives to protect the environment by constantly improving the environmental performance of its business operations. Our business activities adhere to all local and national environmental laws and regulations. During the reporting year, Moisselle recorded no significant non-compliance cases regarding relevant environmental laws and regulations. In addition to placing efforts to raise environmental awareness among our staff, we have adopted measures and green office practices to manage environmental impacts in various aspects, such as energy, water, emissions and waste.

4.1 RESOURCES CONSERVATION

Electricity and water are the major resources consumed in our operations. Air conditioning and lighting are deemed as major energy sources at Moisselle. To better manage the energy consumption of air conditioning, we set our office air conditioners to energy-efficient levels. Energy-efficient devices, such as variable speed drives for pumping and fan systems based on actual demand, are also installed. To minimise the demand for air conditioning, casual attire is encouraged every Friday. Similarly, we have implemented various measures to optimise energy efficiency of lighting in our offices, such as switching off unnecessary lights, installing energy-efficient lighting and separating office spaces into lighting zones that are controlled by independent switches. We also utilise natural light to minimise the use of lighting energy and regularly clean light fixtures to prolong the lifespan of our lighting systems.

The Group also reminds employees to turn off faucets completely to avoid excess water consumption. In addition, we perform regular inspection and maintain good relationships with our building landlords to ensure that pipes and other water apparatus in pantries and toilets can be maintained in good working order.



CARING FOR THE ENVIRONMENT

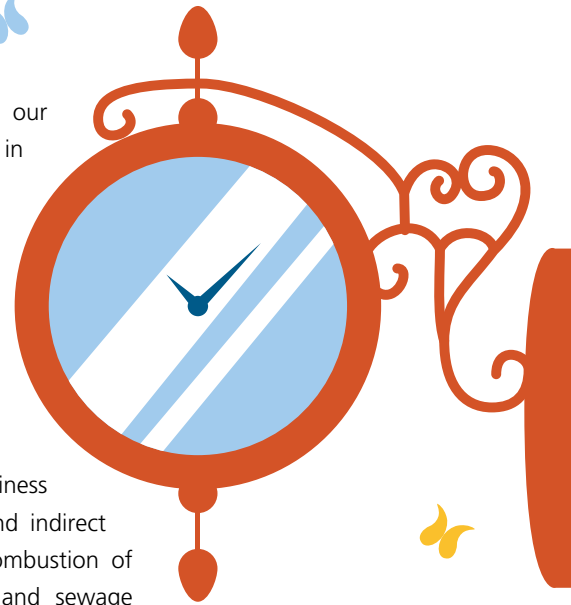
4.2 EMISSION MANAGEMENT

The Group puts a strong emphasis on reducing emissions from our operations. We strictly adhere to all relevant laws and regulations in relation to air pollution, greenhouse gas emissions and wastewater discharge, including but not limited to Air Pollution Control Ordinance of Hong Kong, Atmospheric Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》), and Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》).

We track and report the greenhouse gas emissions of our business operations from time to time. We take into account both direct and indirect greenhouse gas emissions, including electricity consumption, the combustion of fuels in vehicles, the use of refrigerants, fresh water processing and sewage treatment, the disposal of paper waste to landfills, as well as business travels by our employees.

In parallel, we execute numerous measures to alleviate air pollution emissions associated with goods logistics and transportation. For example, we ensure that our fleets undergo regular vehicle inspections and maintenance regimes. Meanwhile, all our drivers are required to switch off idling engines when vehicles are stopped to minimise exhaust emissions.

Whilst we are primarily engaged in garment processing, our operations do not generate any production wastewater from laundry-related or dyeing operations. Before discharging any domestic sewage to the municipal drainage system, we ensure that associated facilities and pipes are in good working order of by monitoring regularly to prevent any possible leakages.



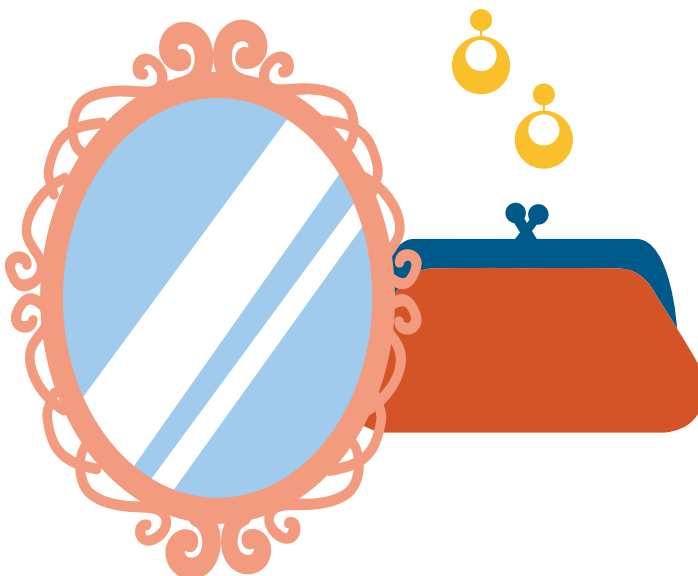
CARING FOR THE ENVIRONMENT

4.3 WASTE MANAGEMENT

The Group regards solid waste as a major source of environmental impacts caused by its operations. We have implemented various measures to control adverse impacts, including proper waste treatment, reducing waste at source and recycling. We abide by all laws and regulations on waste management, including but not limited to the Waste Disposal Ordinance and Product Eco-responsibility Ordinance of Hong Kong, and Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》).

Non-hazardous waste after systematic collection is classified by type for reuse, recycling or transported to qualified contractors for further treatment. Hazardous waste products, such as toner cartridges and obsolete computers, are collected by a registered contractor for further handling.

We believe reducing waste at source is a crucial step in waste control. Employees are also advised to use the minimum amount of packaging materials as far as practicable. Apart from encouraging employees to reduce waste generation in every aspect, we also implement a wide range of measures to reduce waste generation. For instance, leftover fabric scraps are repurposed for manufacturing employees' uniforms, while furniture and old decor items from our retail stores are reused for other purposes. Paper, toner cartridges, used computers and other electronic items are recycled where applicable to minimise waste sent to landfills.





CARING FOR THE ENVIRONMENT

4.4 GREEN OPERATION

Active participation from staff is the key to creating a green office. To this end, we strive to enhance the environmental awareness among our employees. We place signs and posters in prominent areas and send emails to remind our staff of the importance of conserving energy and paper. We also encourage colleagues to switch off electronic devices when they are not in use and enable the sleep mode of computers when they are idle.

Moreover, we aim to create a paperless office through a gradual process of digitisation. To achieve this goal, we incorporate electronic systems into our operation and encourage the use of electronic documents, e-faxes and emails for internal and external communications wherever practical. To further limit paper consumption and avoid unnecessary paper waste, we make considerable investment in numerous energy-efficient devices like multifunctional devices and computer equipment to facilitate virtualisation during our procurement process. Our employees are also advised to print on both sides of the paper. Printing quota is allocated to employees for limiting and keeping track of printing volume. We procure products of low environmental impacts, such as Forest Stewardship Council certified paper for printing our annual reports and interim reports.

The Group works assiduously to reduce every possible environmental impact of our operations across our stores and offices. For example, our travel plans are under regular review, whereas staff are encouraged to use video conferences where possible instead of business travel to reduce our carbon footprint.

As a way to share our sustainable values with customers, we endeavour to incorporate green concepts in our new store design. THE EARTH STORE, launched in the Elements Hong Kong shopping mall in 2018, has integrated environmental elements, such as non-toxic and eco-friendly materials for decorations and furniture, together with fashionable lifestyle and art blended into interior design. Resembling a natural environment with the use of fluid lines and grass-like textures, the store also aims to draw attention to important global environmental issues. The store has organised many sustainability related theme activities and marketing campaigns which received positive feedback from our customers.

PEOPLE FIRST

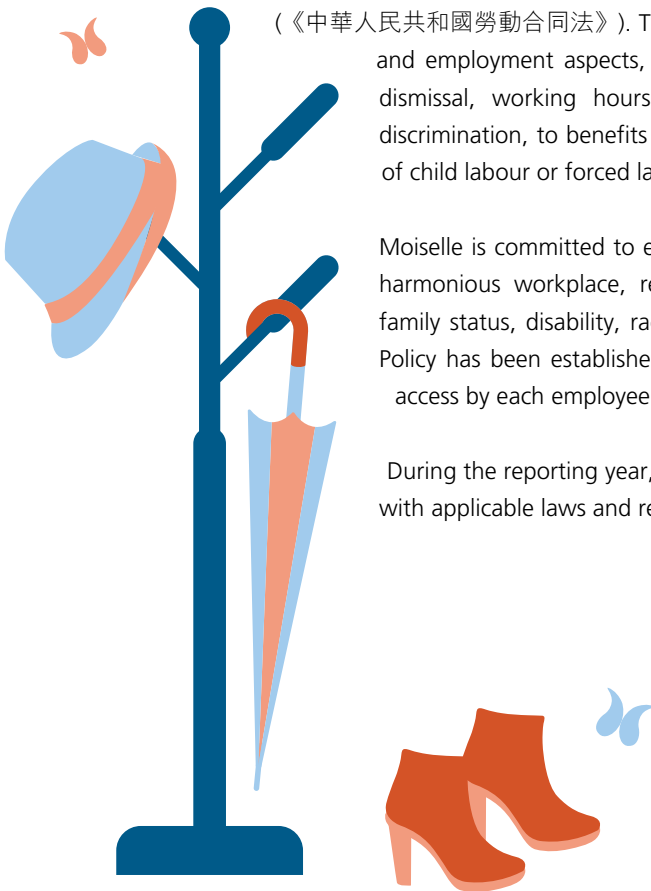
Moiselle believes that the support and contribution from our staff are indispensable to our sustainable development. On top of our full commitment to providing a safe working environment for employees, a high priority is given to caring for their health and well-being. A variety of training and development programmes have been organised to increase their safety and health awareness, as well as support their personal and career development.

5.1 EMPLOYMENT PRACTICES

The Group strictly adheres to all applicable requirements of labour laws and regulations at all locations where it operates, including but not limited to the Employment Ordinance of Hong Kong, Labour Law (《中華人民共和國勞動法》) and Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》). These compliance requirements cover a range of labour and employment aspects, from recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunities, diversity, anti-discrimination, to benefits and welfare. We also take zero tolerance in any form of child labour or forced labour across our operations.

Moiselle is committed to embracing diversity and creating a worker-friendly and harmonious workplace, regardless of an individual's gender, age, marital or family status, disability, race or ethnicity. In this regard, an Equal Opportunities Policy has been established and included in our employee handbook to enable access by each employee.

During the reporting year, we recorded no instances of material non-compliance with applicable laws and regulations related to employment and labour practices.



PEOPLE FIRST

5.2 BENEFITS AND WELFARE

To recognise our staff's contribution and retain talents, we offer attractive remuneration and welfare packages that are highly competitive in the market, providing benefits such as annual leave, birthday leave, marriage leave, compassionate leave, maternity and paternity leave, medical allowances, staff shopping and haircut discounts. Employees in mainland China are also entitled to employer's contributions to five types of insurance and one pension fund (五險一金). We conduct regular reviews on staff remuneration and benefits with reference to staff performance, job nature, financial status of the Group, and general market trends.

To promote a healthy work-life balance, we continued to organise a number of staff recreational activities in the reporting year, for example, the Mid-Autumn Festival dinner, the New Year's Eve party, and birthday parties.



PEOPLE FIRST

5.3 HEALTH AND SAFETY

The Group strictly complies with the Occupational Safety and Health Ordinance of Hong Kong and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》). In addition, we have also implemented a Group-wide Health and Safety Policy to ensure protection of employees in all our workplaces. In case of an emergency incident, such as fire, flood, robbery or theft, our employees are instructed to follow corresponding guidelines and procedures to handle the incident while protecting themselves. We make every effort to prevent occupational hazards in the workplace and provide appropriate personal protective equipment to all factory workers. Employees are also encouraged to adopt good housekeeping practices to minimise potential workplace hazards. A number of safety training courses were organised during the reporting year to strengthen awareness for health and safety among our staff.

No regulatory non-compliance instances related to workplace health and safety were reported during the reporting year.

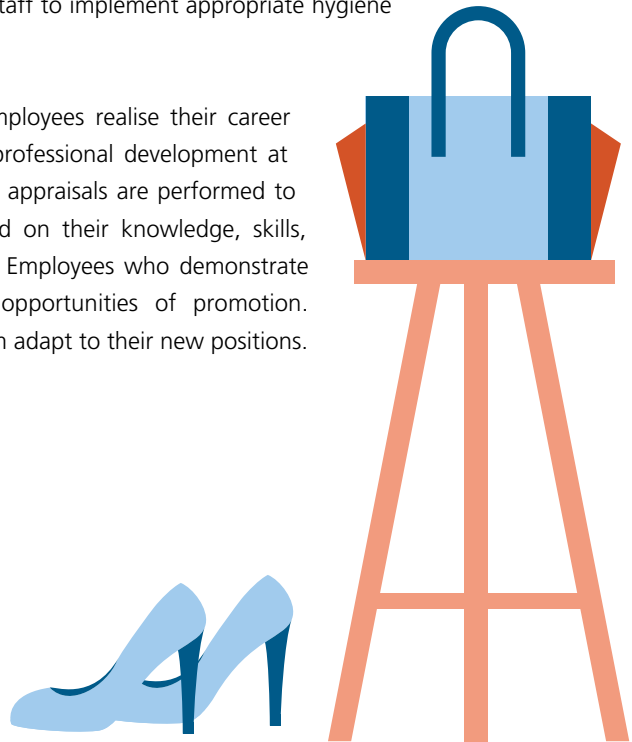


PEOPLE FIRST

5.4 TRAINING AND DEVELOPMENT

Moiselle believes that professional training and development are keys to enhancing the competency and performance of our staff. A variety of customised training programmes are available to cater to specific development needs, so that our talents can acquire sufficient knowledge and skills to unleash their potential. For instance, newly hired retail staff in Hong Kong are required to complete a four-week one-on-one induction training programme, covering topics that range from communication skills, customer service skills and product knowledge to brand culture and daily operations. Routine training sessions, such as coaching sessions, role-play exercises, floor observations, and best practice sharing sessions, are conducted on a regular basis, with an aim to polish our staff's sales techniques and management skills to promote service excellence and quality. To bolster the Group's position as a high-end fashion brand, we encourage our staff to stay abreast of the latest fashion trends and product knowledge. When preparing for the launch of new seasonal collections, special training workshops are often held in stores to familiarise our staff with the latest products. In mainland China, we also organise team-building activities to boost team spirit and mutual understanding among our staff. Coping with the novel coronavirus pneumonia pandemic, we issued hygiene-related guidelines during the reporting year so as to provide guidance for staff to implement appropriate hygiene measures in our stores.

Moiselle directs great efforts to help our employees realise their career aspirations. To foster personal growth and professional development at both individual and corporate levels, periodic appraisals are performed to assess and evaluate staff performance based on their knowledge, skills, service quality, and overall working attitude. Employees who demonstrate outstanding performance are eligible for opportunities of promotion. Adequate training will be offered to help them adapt to their new positions.



COMMUNITY INVOLVEMENT

Connected closely with local communities, Moiselle understands the importance of sustainable development of society and continues to make contributions to support various meaningful community programmes and activities. During the reporting year, through cooperation with non-governmental and charitable organisations, we continued to support youth development and made charitable donation to help combat the pandemic.

6.1 SUPPORTING YOUNG DREAM MAKERS

Moiselle believes that young people are future pillars of society. We support aspiring youths and encourage them to pursue their dreams not only to create positive impacts to themselves as individuals but also to realise social, environmental and economic benefits. During the reporting year, the Group sponsored the Youth DreamMakers Association's Sixth Youth DreamMakers Election where our Chairman, Mr. Chan Yum Kit, sits as one of the guest judges.



COMMUNITY INVOLVEMENT

6.2 FOSTERING TALENT DEVELOPMENT IN THE FASHION INDUSTRY

As a fashion brand, Moiselle plays an active role in supporting youth development in the fashion industry. We sponsored the Graduation Fashion Show 2019 of the Technological and Higher Education Institute of Hong Kong during the reporting year to show our continual support to the development of young talents in the fashion and design industry.

6.3 CHARITY DONATION TO COMBAT THE PANDEMIC

The unexpected outbreak of a coronavirus pandemic brought disruption to our society and economy in 2020. Despite the challenges we have been facing to recover from the detrimental impacts of the pandemic nationally and globally, Moiselle has been extending our helping hand to the community during this difficult time when we combat the pandemic. Hoped to offer some disaster relief in the form of anti-epidemic supplies to the people of Wuhan, China, we made a donation to All-China Women's Federation Hong Kong Delegates Association.



SUMMARY OF KEY PERFORMANCE INDICATORS

7.1 ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPIs	Unit	2020
Air emissions		
Nitrogen oxides (NOx)	kg	76.1
Sulphur oxides (SOx)	kg	0.2
Particulate matter (PM)	kg	3.6
Greenhouse gas (GHG) emissions		
Scope 1	tonnes CO ₂ e	61.4
Scope 2	tonnes CO ₂ e	446.5
Scope 3	tonnes CO ₂ e	21.0
Total GHG emissions	tonnes CO ₂ e	528.9
Total GHG emissions intensity (by revenue)	tonnes CO ₂ e/million Hong Kong dollars of revenue	2.8
Hazardous waste		
Electrical and electronic equipment	kg	16.9
Toner cartridges	kg	9.5
Light bulbs and light tubes	kg	36.9
Batteries	kg	0.4
Total hazardous waste produced	kg	63.6
Total hazardous waste intensity (by revenue)	kg/million Hong Kong dollars of revenue	0.3
Non-hazardous waste		
General waste (Landfill)	tonnes	3.2
Paper (Recycled)	tonnes	1.6
Clothes (Recycled)	tonnes	4.8
Total non-hazardous waste produced	tonnes	9.6
Total non-hazardous waste intensity (by revenue)	tonnes/million Hong Kong dollars of revenue	0.05

SUMMARY OF KEY PERFORMANCE INDICATORS

7.1 ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs) (Continued)

Environmental KPIs	Unit	2020
Direct energy consumption		
Gasoline/petrol	L	6,715.7
	MWh	62.0
Diesel	L	3,356.2
	MWh	36.2
Total direct energy consumption	MWh	98.2
Total indirect energy consumption (purchased electricity)	MWh	742.4
Total energy consumption (direct and indirect)	MWh	840.6
Total energy consumption intensity (by revenue)	MWh/million Hong Kong dollars of revenue	4.4
Water Consumption		
Water consumption	m ³	10,370.0
Water consumption intensity (by revenue)	m ³ /million Hong Kong dollars of revenue	54.1
Paper Consumption		
Paper consumption	tonnes	1.9
Packaging materials		
Paper	tonnes	3.6
Carton	tonnes	0.9
Plastic	tonnes	2.8
Total packaging materials	tonnes	7.2
Total packaging consumption intensity (by revenue)	tonnes/million Hong Kong dollars of revenue	0.04

SUMMARY OF KEY PERFORMANCE INDICATORS

7.2 SOCIAL KEY PERFORMANCE INDICATORS (KPIs)

Social KPIs	Unit	2020
Total workforce – by gender		
Female	No. of employees	200
Male		57
Total workforce – by age group		
<30 years old	No. of employees	28
30–50 years old		180
>50 years old		49
Total workforce – by geographical location		
Hong Kong	No. of employees	95
Mainland China		127
Macau		26
Singapore		9
Total workforce – by employment type		
Full-time	No. of employees	233
Part-time		24
Workplace Health & Safety		
Work-related fatalities	No. of cases	0
Lost days due to work-related injury	No. of days	0

SUMMARY OF KEY PERFORMANCE INDICATORS

7.2 SOCIAL KEY PERFORMANCE INDICATORS (KPIs) (Continued)

Social KPIs	Unit	2020
Training hours – by gender		
Female	hours	279
Male		140
Percentage of trained employees – by gender		
Female	%	58
Male		81
Average training hours per employee – by gender		
Female	Hours per employee	1.4
Male		2.5
Number of suppliers by geographical location		
Asia	Number of suppliers	37
Europe		4

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Subject Area A – Environment			
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Caring for the Environment	12–15
KPI A1.1	Types of emissions and respective emissions data.	Caring for the Environment Emissions Management Summary of Key Performance Indicators	13 22–23
KPI A1.2	Greenhouse gas emissions in total (in tonnes).	Summary of Key Performance Indicators	22–23
KPI A1.3	Total hazardous waste produced (in tonnes).	Summary of Key Performance Indicators	22–23
KPI A1.4	Total non-hazardous waste produced (in tonnes).	Summary of Key Performance Indicators	22–23
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Caring for the Environment Emissions Management Green Operation	13 15
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Caring for the Environment Waste Management	14

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Caring for the Environment	
		Resource Conservation	12
		Green Operation	15
KPI A2.1	Direct and/or indirect energy consumption by type in total.	Summary of Key Performance Indicators	22–23
KPI A2.2	Water consumption in total.	Summary of Key Performance Indicators	22–23
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Caring for the Environment Resource Conservation	12
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Caring for the Environment Resource Conservation No issue in sourcing water that is fit for purpose was identified.	12
KPI A2.5	Total packaging material used for finished products.	Summary of Key Performance Indicators	22–23
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer’s significant impact on the environment and natural resources.	Caring for the Environment	12–15
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Caring for the Environment	12–15

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Subject Area B – Social			
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	People First	
		Employment Practices Benefits and Welfare	16 17
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Summary of Key Performance Indicators	24–25
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	People First	
		Health and Safety	18
KPI B2.1	Number and rate of work-related fatalities.	Summary of Key Performance Indicators	24–25
KPI B2.2	Lost days due to work injury.	Summary of Key Performance Indicators	24–25
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	People First Health and Safety	18

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	People First Training and Development	19
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Percentage of employees trained by gender was disclosed in Summary of Key Performance Indicators.	24–25
KPI B3.2	The average training hours completed per employee by gender and employee category.	The average training hours completed per employee by gender was disclosed in Summary of Key Performance Indicators.	24–25
Aspect B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	People First Employment Practices	16
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	People First Employment Practices	16

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Operation Management Supply Chain Management	7
KPI B5.1	Number of suppliers by geographical region.	Summary of Key Performance Indicators	25
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Operation Management Supply Chain Management Summary of Key Performance Indicators	7 25
Aspect B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Operation Management Supply Chain Management Product Quality Assurance Advertising Management Customer Data and Privacy Intellectual Property Rights Protection	7 8 9 9 10
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Operation Management Product Quality Assurance	8
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Operation Management Intellectual Property Rights Protection	10
KPI B6.4	Description of quality assurance process and recall procedures.	Operation Management Product Quality Assurance	8
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Operation Management Customer Data and Privacy	9

ESG GUIDE

CONTENT INDEX TABLE

General Disclosures and KPIs	Description	Reference Chapters	Page No.
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Operation Management Anti-corruption	11
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Operation Management Anti-corruption	11
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Operation Management Anti-corruption	11
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Involvement	20–21
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Involvement	20–21
KPI B8.2	Resources contributed to the focus area.	Community Involvement	20–21