

ESG Policy

The Dah Chong Hong Holdings Limited (“the Group”) values on sustainable development and committed to fulfilling social responsibility, we take account of environmental, social and governance while operating our business to achieve sustainable business model and promote sustainable development.

The Group committed to comply with all relevant laws and regulations related to environmental, social and governance, and sustainable development. The Group will be monitoring and continuously improving the performance to achieve the standards higher than legal compliance and minimizing the relevant risks to the lowest level.

Scope of the Policy:

- The Scope of this policy includes all business units within the Group. If there is a conflict or inconsistency with local laws, regulations or standards, the amendment should be conducted to ensure the policy is complying with the laws and regulations of local and Hong Kong.
- The policy is the overall commitment and development guideline in environmental, social and governance of the Group. All business units should follow the policy and, when deemed necessary, develop their own policies based on this policy, thereby supporting the Group objectives of sustainability more effectively.

The Group is committed to (Environmental):

- Strictly comply with all local environmental law and regulations, the Group will also explore and aligning various international environmental standards actively.
- Actively reduce the negative environmental impact resulting by daily operations and reduce various carbon footprint of business operation for protecting the environment.
- Managing waste in proper manner, increasing recycling efforts and conducting inspections for our business locations regularly to contribute continuously improvements of waste management and recycling performance.
- Invest in renewable energy, in order to replace fossil fuels and reduce the carbon emissions caused by energy usage.
- Organizing activities and implementing initiatives for raising the awareness of staff, suppliers and general public, in order to achieve environmental protection collectively.
- As a supplier of food, automotive and lifestyle products, the Group commit to enhance the environmental performance of our products and reduce the carbon emissions within the life cycle of the products.
- Implementing green procurement practice actively, by considering environmental protection as one of the major factors in procurement decision process. The Group communicates with suppliers and service contractors to encourage the implementation of green purchasing by the suppliers and service contractors.



- Continuously improving our environmental management system, aligning with international standards and obtaining relevant certifications.
- Responds to the risk of climate change actively and launch the relevant works on climate change.

The Group is committed to (Social Responsibility):

- Providing safety and healthy environment for staff, guests and general public. The group complies with all local laws and regulations relating to safety and health, develop safety management system with continuously improvement mechanism to align with international standards and obtain relevant certifications.
- As a supplier of food, automotive and lifestyle products, we are ensuring our products and services are safe, reliable and supply adequately to support the prosperity and stability of the society.
- Ensuring the information security of guests, staff and general public, perform appropriate measures to prevent information leakage, make sure all important and confidential information are securely stored. The retention of information does not exceed reasonable duration defined by legal regulations.
- Strive to provide equal employment opportunities for staff, ensuring recruiting practices complying with equal opportunities and non-discrimination principles.
- Providing adequate training opportunities for continuously development of the staff, develop more talents for the society and the Group.
- Respecting human rights of all individuals, adopting all feasible measure to ensure the rights of all individuals are being protected and preventing any exploitation of human rights.
- The Group opposing both child labour and forced labour practices, the Group also refuses to collaborate with any individuals or groups involved in child labour or forced labour activities.
- The Group investing in the community relentlessly for serving the community and developing the society with the general public.
- As a product supplier, the Group refuse to sell any non-genuine products, including pirated and counterfeit goods.
- Respecting intellectual property for facilitating the progress of the Group, industry and society.

The Group is committed to (Corporate Governance):

- Ensuring all staff, including management are complying with local law and regulations.
- Ensuring the work processes within the Group are fair, integrity, ethical and complying the code of conduct of the Group.
- Upholding business ethics and integrity, relentlessly improving the ethical performance of the Group for achieving the standards higher than the basic expectations of society.
- Enhancing the framework of corporate governance continuously, increasing the transparency of the Group, and welcome to any comments related to company management.



- Performing the compliance risk assessment in timely manner to identify the risks and minimizing the identified risks by various measures. The Group will conducting internal audits for discovering non-compliance behaviour and potential compliance risks.
- Organizing anti-corruption seminars regularly for promoting anti-corruption awareness of the staff and maintain the integrity of the Group.
- Increasing preparedness of emergency situations, including staff training, regular emergency drills, emergency response procedures development, and perform relevant risk assessments.

Strive to Continuously improvement:

- The Environmental, Social and Governance (ESG) Working Group is responsible for providing assistance in coordinating the business units and departments for participating and supporting the initiatives related to the ESG.
- The Group continuously monitoring, collecting and analysing the performance of ESG for implementing strategies and measures to enhance ESG performance relentlessly.
- The Group established various platforms and encouraging all staff to express their ideas and opinions on ESG in both named and anonymous, the Group is ensuring all staff will not facing any retaliation or unfair treatment by their ideas and opinions.

Review and Improvement:

- The policy will be reviewed by the Group annually or at any time deemed appropriate. The Group will collect the comments of staff regularly, communicating with the stakeholders actively and amend the policy timely to ensure that the ESG policy of the Group is effective, feasible and sustainable.

Last Update Date: 28 March 2024

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