

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

This report is the second Environmental, Social and Governance (“ESG”) report (“ESG Report”) of PAX Global Technology Limited (“PAX” or the “Company”, together with its subsidiaries the “Group” or “we”), describing the sustainability performance and initiatives of the Group based on the Group’s most significant environmental and social impacts, as well as areas of the greatest interest or concerns to stakeholders during the period from 1 January 2017 to 31 December 2017 (the “Reporting Period”). Unless otherwise stated, this ESG Report covers the core business of the Group, which includes the Hong Kong headquarters and the wholly-owned operating PRC subsidiaries over which the Group has operational control, accounting for over 87% of the Group’s total turnover in 2017.

This ESG Report is prepared in accordance with Appendix 27 “Environmental, Social and Governance Reporting Guide” to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. For details of corporate governance, please refer to the section headed “Corporate Governance Report” in this annual report.

We value the opinions of our stakeholders. If you have any suggestions for this report and our sustainability performance, please email us at IR@pax.com.hk.

ABOUT PAX GLOBAL

The Group is principally engaged in the development and sales of electronic payment point-of-sale terminal (“E-payment Terminals”) products and the provision of payment solutions services and maintenance and installation services. We are a global leading provider of E-payment Terminals solutions which provides products and services with outstanding function and supreme quality at competitive prices to customers.

Our mission

To enhance our role in the payment value chain and offer more value-added solutions and services to customers worldwide.

關於本報告

本報告是百富環球科技有限公司（「百富環球」或「本公司」，連同其附屬公司統稱「本集團」或「我們」）第二份發表的環境、社會及管治報告（「環境、社會及管治報告」），根據本集團最重大的環境及社會影響以及有關持分者最大利益及關注的範圍，描述本集團於二零一七年一月一日至二零一七年十二月三十一日期間（「報告期」）之可持續發展的表現和措施。除非另有說明，報告範圍涵蓋本集團核心業務，包括香港總辦事處及於中國擁有營運控制權並營運中的全資附屬公司，相關業務佔集團二零一七年度的總營業額超過87%。

本環境、社會及管治報告依據香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》編制。有關企業管治資料，請參閱本年報中《企業管治報告》部分。

我們十分重視各持分者的寶貴意見，如對本報告及我們的可持續發展表現有任何建議，歡迎電郵至IR@pax.com.hk。

關於百富環球

本集團主要從事開發及銷售電子支付銷售點終端（「電子支付終端」）產品並提供支付解決方案服務及維護及安裝服務，是全球領先的電子支付終端解決方案提供商，專注為客戶提供卓越、高性价比及優質的產品及服務。

我們的使命

加強我們在支付價值鏈上的作用，向全球客戶提供更多增值解決方案及服務。

Environmental, Social and Governance Report

環境、社會及管治報告

Our value

- Dominant position with leading products
- Solid research and development capability
- Comprehensive product line
- Experienced management team
- Broad and extensive distribution and services network
- Strong client base
- Cost effectiveness

Memberships and participation in exhibitions

During the Reporting Period, we played an active role in understanding the trends and best practices of various aspects of our industry through memberships and participating in international exhibitions, helping us stay at the forefront of advancements within the industry and hoping to contribute to the sustainable development of the industry and the market.

Membership

- Shenzhen Software Industry Association – Vice-president
- Shenzhen Hi-tech Industry Association – Executive Director
- Shenzhen IT – Business Processing Outsourcing Promotion Council – Member
- Smart Card Professional Committee of China Information Industry Chamber of Commerce – Member

Participation in exhibitions

- Transact 2017 in the US
- NRF 2017, a retail industry fair in the US
- Money 20/20 in Copenhagen and Las Vegas (one of the world's largest fintech conferences)
- Trustech 2017 in France
- Paris Retail Week 2017 in France
- CARDS ME 2017 in the Middle East

我們的價值

- 主導地位的領先產品
- 卓越的研發能力
- 完整產品線
- 經驗豐富的管理團隊
- 廣泛及龐大分銷及服務網絡
- 強大客戶基礎
- 高成本效益

參與的組織及展覽會

在報告期內，我們通過參與組織及國際展覽會，積極了解我們行業各方面的趨勢和最佳常規，讓我們站在行業發展的前列，為業界和市場的可持續發展作出貢獻。

參與的組織

- 深圳市軟體行業協會一副會長
- 深圳市高新技術產業協會一常務理事
- 深圳市現代服務外包產業促進會一會員
- 中國信息產業商會智慧卡專業委員會一會員

參與的展覽會

- 於美國舉行的Transact 2017
- 於美國舉行的零售業展NRF 2017
- 於哥本哈根及拉斯維加斯舉行的Money 20/20(全球最大金融科技盛會之一)
- 於法國舉行的Trustech 2017
- 於法國舉行的Paris Retail Week 2017
- 於中東舉行的CARDS ME 2017

Environmental, Social and Governance Report

環境、社會及管治報告

Award & Honours

- “2017 Golden Hong Kong Stocks Awards” (co-organised by Zhitong Caijing, the No.1 Hong Kong stock information platform in China, and Hithink RoyalFlush Information Network Co., Ltd, an Internet financial information service provider) – Listed Company with the Best Growth Potential

OUR APPROACH TO SUSTAINABLE DEVELOPMENT

As one of the global leaders in the E-payment Terminals industry, we believe that we can create long-term value for customers, shareholders, business partners, investors, employees and the community through putting sustainable development in practice. We incorporate ESG principles into our business operation and decision making, with the view of maximising our contribution to the environment and society in the course of operation.

The Group is committed to corporate social responsibility and sustainability plays a prominent role in taking the Group every step forward. Our ESG Policy sets out standards and guidelines for members of the Group in areas of occupational safety and health, environmental protection, compliance with laws, business ethics, etc., adoption and strict implementation of which are assured through training and administration.

Adhering to the principle of “quality first and customer first”, we endeavour to offer high-quality products and customer-oriented services. Our electronic payment system has obtained the ISO 9001:2015 certificate, which is an international quality control standard. We have formulated the “Quality Manual” to specify the duties of each department and set forth series of management procedures governing after-sales service, human resources and environmental management. We require our staff to strictly follow such procedures as quality management and adopt risk management measures, thereby achieving sustainable development.

獎項與榮譽

- 「2017金港股評選」（由國內港股資訊第一平臺智通財經及金融數據服務商同花順財經聯合主辦）— 最具成長性上市公司

我們的可持續發展方針

作為電子支付終端行業全球領跑者之一，我們深信實踐可持續發展能為顧客、股東、業務夥伴、投資者、員工及廣大社群創造長遠的價值。我們將環境、社會及管治原則納入業務運作及決策過程，致力於營運中提高對環境和社會的貢獻。

本集團決意履行企業社會責任，以可持續發展為根基，引領集團踏出每一步，我們的《環境、社會及管治政策》，就職業安全及健康、環境保護、守法奉公、商業道德等議題訂立標準，指引各集團成員實行有關措施，並通過培訓和管理，確保方針得以嚴格執行。

貫徹「品質第一、顧客至上」的原則，本集團致力提供質素卓越的產品，處處以客為先。我們電子支付系統獲得國際品質管制體系標準ISO 9001:2015認證，並根據其要求訂立《品質手冊》，規範各部門的職責要求，制定一系列的管理程式，包括售後服務、人力資源、環境管理等，要求員工嚴謹執行，實現優質管理以及應對風險的措施，達至可持續發展。

Environmental, Social and Governance Report

環境、社會及管治報告

OUR STAKEHOLDERS

The support and trust of our stakeholders over the years are essential for our leading position in the industry. Our stakeholders mainly include customers, suppliers, business partners, employees, shareholders, government and the community. We communicate with our stakeholders on a regular basis through a wide range of official and unofficial communication channels, including conference, interview, general meeting and client visits. We strive to understand more about their views on our approach in sustainable development, such as their priorities, expectations and opinions, based on which we can better shape our business strategy in response to their needs, so as to drive business growth and community development.

PEOPLE-ORIENTED APPROACH FOR ACHIEVING FULL POTENTIAL

Employee Overview

Our people are crucial to our business success. Thus, we attract talents of different backgrounds by offering competitive remuneration packages, providing development opportunities and developing a caring culture for employees to maintain the competitiveness of our employees and our business. As of 31 December 2017, the Group had a total of 1,276 employees in Hong Kong and Shenzhen, which comprise:

我們的持分者

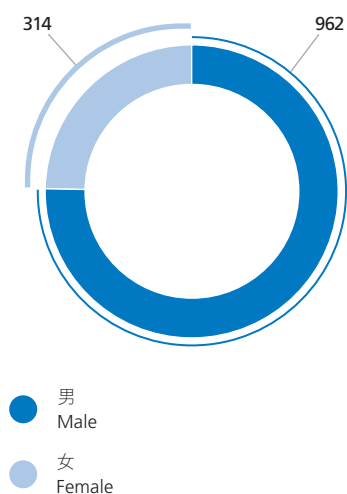
持分者多年來的支持和信任是我們成為業界的領跑者不可或缺的基石。我們的主要持分者包括客戶、供應商與業務夥伴、員工、股東、政府以及社區。我們定期與持分者聯繫，通過不同的正式和非正式溝通渠道，例如會議、訪談、股東大會及客戶巡檢等，希望更瞭解持分者對集團可持續發展方向的想法，包括他們優先考慮的事項、期望及意見，從而合宜地調整我們的企業策略以回應其需要，推動業務和社區向前發展。

以人為本 • 人盡其才

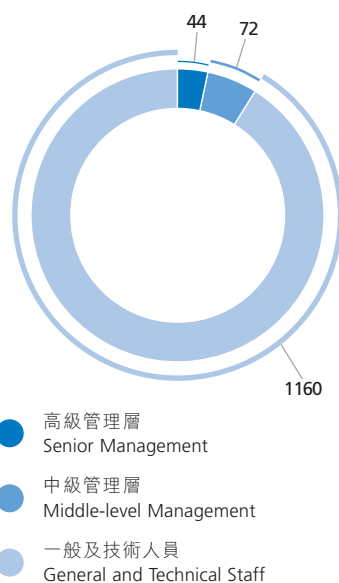
員工概覽

員工一直是集團業務賴以成功的關鍵，因此我們廣納不同背景的人才，給予員工具吸引力的報酬，為他們提供發展機會，並構建關顧員工的文化，從而保持集團員工及業務的競爭力。截至2017年12月31日，本集團在香港及深圳聘用合共1,276名員工，各類分佈如下：

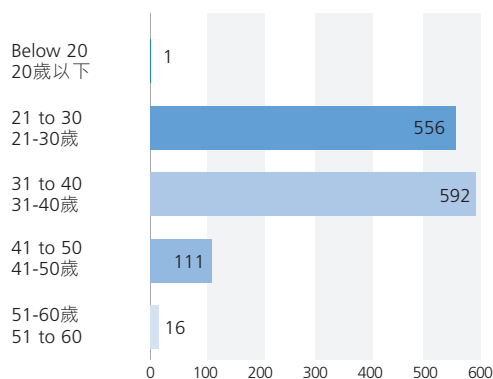
按性別分類
By Gender



按僱員類別分類
By Employee Category



按僱用年齡組別分類
By Age Group



Environmental, Social and Governance Report

環境、社會及管治報告

Talent acquisition

As a state-of-the-art technology research and development enterprise, we adhere to the principle of meritocracy in talent acquisition. We also maintain strict compliance with local labor laws and regulations, including but not limited to the “Labor Law of the People’s Republic of China”, the “Labor Contract Law of the People’s Republic of China” and the “Social Insurance Law”. We have formulated the “Human Resources Management Procedures” and give priority to internal hiring over external recruitment. We identify and promote suitable candidates internally before open recruitments which include public and campus recruitment, such as through online platform, in job fair, and through cooperation with recruitment agency, employee referral and campus promotion, etc.. The selection process comprises written tests of professional skills, comprehensive ability tests and interviews.

匯聚精英

作為一家高端技術研發企業，我們一直秉持用人唯才的理念招攬人才，同時嚴格遵守當地勞動法例及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《社會保險法》等。我們編制《人力資源管理程序》，遵從先內後外的原則，先在內部尋找合適人選，進行內部調職或晉升，之後再用外部渠道進行招聘，包括社會招聘和校園招聘，例如網絡招聘、現場招聘會、獵頭公司合作、內部推薦，以及校園宣講等。遴選過程包括專業技術筆試、綜合能力測試和面談等。



Case sharing

During the Reporting Period, we hired 12 university graduates through campus recruitment who joined our engineering team. We organised team-building outreach for the graduates. Led by professional coach, the new recruits participated in various team-building exercises designed to foster teamwork and cooperation, helping them to adapt to and integrate into the Group and boosting their sense of belonging.



個案分享

在報告期間，我們在校園招聘了12名大學畢業生，加入我們的工程師團隊，並為他們舉辦畢業生拓展團建活動，由專業機構教練帶隊，進行多個團隊建設訓練。活動旨在加強新員工的團隊意識和合作精神，使他們盡快融入本集團，提升歸屬感。



Environmental, Social and Governance Report

環境、社會及管治報告

We believe it is important to offer equal opportunities to our staff, hence we strive to become a preferred employer by upholding the principle of diversity recruiting. In the selection process, we consider the job applicants' ability and qualifications, regardless of their gender, race, age, religious belief and disability. To maintain a harmonious corporate culture, new employees are required to, during the enrolment process, sign the undertakings to comply with the "Staff Code of Conduct" and other rules against discrimination and insulting behaviour.

Talent Nurturing

We endeavour to provide continuous training and learning opportunities for our employees, with the views of developing their talents and promoting the growth of our business and the industry. Based on our "Training Management Procedure", each department is required to submit the "Annual Plan of Training Needs" to the Human Resources Department, where applicable, which will formulate the "Annual Training Plan".

There are three major categories of training, namely orientation training, internal training and external training offered to our employees. During the Reporting Period, we arranged training programmes such as best practices of Android development, demand analysis on effective software, the Fifth China Payment Terminal Safety Seminar, production process, knowledge and regulations of the POS industry and project management. In order to boost training effectiveness, we carry out assessment in the forms of written test for orientation training, satisfaction survey for internal training and reports on external training. We also promote self-learning and offer partial reimbursement of training fees to employees based on their learning outcomes and application at workplace. Our employees are required to record the details of their training in the personal training record, which forms the basis for performance evaluation, personnel changes and promotion.

In addition, we have developed a performance management system based on the principles of fairness, impartiality and openness, under which employees of different grades undergo evaluation on annual, half-yearly or quarterly basis, where their performance and achievements are assessed comprehensively thus motivating them to improve their individual capability and boosting general corporate efficiency, thereby facilitating our overall strategic goal. The appraisal results will be used as a reference for salary adjustment, promotion and placement.

我們相信為員工提供平等機會是十分重要的，故此一直秉持多元化的聘用原則，致力成為首選僱主。我們在甄選過程著重求職者的能力和資歷，其性別、民族、年齡、宗教信仰或殘疾狀況並不會列入考慮範圍之內。我們要求新員工在辦理入職手續時簽署保證書，表明遵守《員工守則》及其他相關的規則，禁止歧視或對他人採用侮辱性言行，維持良好融洽的企業文化。

培育人才

我們致力為員工提供持續培訓課程和學習機會，藉此發展他們的才能並拓展集團業務及整體行業發展。根據我們編制的《培訓管理程序》，各部門每年需向人力資源部提交《年度培訓需求計劃表》，並由人力資源部制定《年度培訓計劃》（如適用）。

為員工提供的培訓分為新員工培訓、內部培訓和外部培訓三大範疇。在報告期間，我們安排的培訓課程包括安卓(Android)開發最佳實踐、有效軟件需求分析、第五屆中國支付終端安全主題研討、生產導入流、POS行業知識與規範及項目管理等。為了提升培訓成效，所有培訓均設有評估，包括新員工培訓的筆試考核、內部培訓滿意度調查表、以及外部培訓報告。我們亦提倡自主學習，會依據員工的學習成果及在工作的應用，承擔相關部分培訓費用。員工受訓情況需記錄於其個人培訓記錄內，作為績效考核、人事調動、晉升等依據。

此外，建基於公平公正和公開的原則，我們設立一套績效管理制度，每年按員工職級分別進行年度、半年度或季度考核，全方位評估其工作表現及成就，從而促使員工提高自身能力，改善企業的整體運行效率，以達致整體戰略目標。考核結果會為員工的薪酬調整、發展晉升及職位調整等提供參考。

Environmental, Social and Governance Report

環境、社會及管治報告

Remuneration and benefits

To build a sustainable and stable team, the Group is dedicated to optimising staff remuneration packages and welfare. Our staff remuneration comprises basic salary and annual performance bonus. We also offer a variety of incentives such as sales commission, bonus for technology research project, long service award and good idea award to encourage employees' contribution in all aspects. We also grant options to certain employees in recognition of their efforts and performance under the Company's share option scheme. We make contribution to social security scheme (pension, insurance for unemployment, medical, maternity and work-related injury as well as housing provident fund), consolation payment and healthcare subsidies for PRC employees. Other benefits include bereavement leave, marital leave, maternity leave, compensatory time off and short working hours for lactation period, etc.

Moreover, we attach great importance to employees' work-life balance and organize a wide range of activities for them on a regular basis. During the Reporting Period, we held more than 160 staff events, including festival celebrations, birthday parties, football, basketball and badminton clubs for the employees to explore their interests and develop hobbies after work.

薪酬福利

為建立一個可持續和穩定的團隊，本集團對完善員工的薪酬方案與福利保障尤為重視。員工的酬勞由基本工資及年度表現花紅組成，另設一系列獎勵包括銷售佣金、技術開發項目獎金、長期服務獎和合理意見獎，以特別鼓勵僱員於不同領域的貢獻。我們亦會按公司購股權計畫授予購股權給部分員工，藉以表揚其努力及表現。我們為國內員工辦理五險一金（養老、失業、醫療、生育及工傷保險和住房公積金）、慰問金以及醫療補助金。其他福利涵蓋喪假、婚假、產假、補休及哺育期短時間工作制等。

此外，我們十分重視員工的工作與生活平衡，會定期組織各式各樣的活動予他們參與。在報告期間，我們為員工舉辦了逾160次活動，例如節日慶祝、生日聚會、足球、籃球、羽毛球俱樂部等，讓員工在工作之餘亦能發展身心、培養興趣。



Environmental, Social and Governance Report

環境、社會及管治報告

Health and safety

Although the operation of the Group does not involve production, employees' health and safety remain our primary focus. To safeguard our people's physical and mental well-being, we endeavour to create a workplace that is free from work-related injury. We offer health checks occasionally and purchase additional group medical insurance. In terms of the working environment, we maintain clean and safe workplace through organising regular fire drills and keep the office floor, windows, doors, toilets, conference rooms, balcony and air conditioning system clean and sanitised. During the Reporting Period, there was no instance of work-related injuries or casualties.

Legal compliance

Employment standard

As a responsible enterprise, we strictly abide by the "Labor Law of the People's Republic of China" and do not tolerate child labor and forced labor. On one hand, job applicants are required to provide and affirm their identification documents to ensure that no child labor is employed. On the other hand, working hours and rest periods are expressly stipulated in the "Employees Code of Conduct" and employment contract. In case over-time work is needed, employees should obtain approval from their manager, so as to ensure that the over-time work is necessitated by work and there is no forced labour. During the Reporting Period, we carried out inspections at the offices and was not aware of any child labor or forced labor.

Anti-corruption

The Group strives to maintain sound corporate governance and makes sure that all of its operations are in strict compliance with applicable local laws and regulations. We uphold high moral standard and integrity, and forbid any forms of corruption, extortion, fraud, bribery, false representation, money laundering and forgery. The "Employees Code of Conduct" sets out restrictions on employees' behaviours. For example, employees not allowed to receive gifts, entertainment or other benefits that exceed normal social courtesy from our business associates or customers. In case of possible acceptance of benefits, employees should report to the supervisors immediately.

We encourage employees to report to the senior management any reasonably suspected violation of business ethics that is committed, was committed or intended to be committed under the name of the Group. We view such issues strictly and will take appropriate and timely actions to uphold integrity as a corporate culture. During the Reporting Period, there was no litigation against the Group or its employees involving any allegation of corruption.

健康安全

縱使本集團不涉及生產，確保員工的健康與安全依然是建立百富環球大家庭的首要重心。我們致力創造一個「零」工傷的工作環境，保障員工身心康健。我們偶爾安排健康體檢，及購買額外的團體醫療保險。在工作環境方面，我們會定期進行防火演習，清潔辦公室的地面、門窗、洗手間、會議室、陽台及空調，確保環境衛生安全。在報告期中，我們並沒有發生任何因工受傷或死亡的個案。

守法慎行

僱傭標準

我們作為一家負責任的企業，謹遵《中華人民共和國勞動法》，絕不容許童工及強制勞工的出現。一方面，應聘者需提供並確認身份證明文件，以確保我們並無錄用童工。另一方面，《員工守則》及合同均列明上班及作息時間，如有需要加班，員工應事先得到部門主管批准，以確保加班原因合乎工作需要及不會出現強制勞工的情況。在報告期間，我們已於辦公範圍進行巡查，並未發現任何童工或強制勞工。

廉潔反貪

本集團致力維持良好的企業管治，確保所有業務活動嚴格按照當地適用的法律及法規進行，誠信維護高水準的道德標準、誠信負責，禁止任何形式的貪污、勒索、欺詐、賄賂、虛假聲明、洗黑錢或偽造等行為。《員工守則》清楚列明員工需要規範的行為，不得接受來自業務往來對象或客戶超出社會常規範圍的饋贈、宴請等利益。若在可能接受利益的情況下，應立即向所屬部門主管反映。

我們亦鼓勵員工如在合理原因下相信任何人以本集團名義採取、已採取或有意採取違反本集團商業道德標準的行為時，可向高層管理人員提出。我們會嚴正正視問題，採取合適、及時的行動，維持廉潔的企業文化。於報告期內集團並無發生任何指控公司或其員工貪污之訴訟案件。

Environmental, Social and Governance Report

環境、社會及管治報告

STRIVE FOR EXCELLENCE AND INNOVATION

Achievements in innovation

Our mission is to “enhance our role in the payment value chain and offer more value-added solutions and services to customers worldwide”. To this end, we focus on research, development and innovation by devoting centralised and stable resources to support our professional research and development team every year. We have approximately 1,000 engineers, which account for over 50% of the total number of employees. Leveraging our outstanding research and development capabilities, we are able to keep expanding and diversifying our solution products, develop new payment products and strategically introduce new elements to traditional products. With a diverse product portfolio, as well as leading and advanced technology which was developed by the internal research and development team, we provide flexible and convenient payment experience to merchants and consumers. During the Reporting Period, the research and development team achieved progress in 8 projects, which include the development of the innovative electronic payment platform, additional credit card authentication, PAXSTORE solution – APP STORE application market platform and PAXPAY solution – omnichannel payment gateway platform. For details, please refer to the section headed “Some of Our Products” in the annual report.

精益求精 • 成就創新

成就創新

秉承「加強我們在支付價值鏈上的作用，向全球的客戶提供更多增值解決方案及服務」的使命，本集團專注於研究、發展和創新，每年均投放集中及穩定的資源支援專業研發團隊，我們擁有接近1,000位工程人員，超過員工總人數50%。我們優秀的研發能力使我們不斷擴展和豐富產品解決方案，創建新型支付產品，並悉心為傳統產品注入新元素。我們的產品種類豐富，具備業界領先的高端技術，且全部由內部研發團隊開發，為商戶及消費者帶來更靈活便捷的支付體驗。於報告期間，研發團隊成功開發8個項目，如開發嶄新電子支付平台、新增信用卡安全認證、PAXSTORE解決方案 – APP STORE應用市場平台、PAXPAY解決方案 – 全通道支付閘道平台等，詳情請參閱年報《部分公司產品》部分。



Case sharing

Ningbo Smart Market Project

We assisted UnionPay Merchant Services in promoting the “Cloud QuickPass”, achieving fast payment in small amount by bank card and QR code in Ningbo wet market. UnionPay Merchant Services installed our QR55 contactless card reader, an emerging payment product that supports QR code and contactless reading for merchants at the market. With the designated public WIFI network, the market provides new payment options through “Cloud QuickPass” and QR code, minimising the risks of code tampering. Our QR55 can also cater for merchants which charge by weight, through connecting to the electronic weighing scale, thereby avoiding amount inputting errors. As to merchants who are not using such scale, we provide SP30 pin pad to be used in conjunction with QR55, making amount input error-proof while bringing convenient and safe payment experience to merchants and consumers.

個案分享

寧波智慧菜市場項目

我們協助銀聯商務推廣「雲閃付」，在寧波菜市場實現銀行卡與二維碼小額快捷支付。銀聯商務在菜市場為商戶安裝我們的QR55掃碼非接觸讀卡器——款同時支持掃碼與感應式讀卡的新興支付產品，配合專用公共無線網絡，為菜市場提供「雲閃付」及掃碼支付新模式，避免一般貼碼易被篡改或變造的風險。對於需要按重量收費的商戶，我們的QR55能與電子秤直接對接，避免金額輸入錯誤的問題；在無須使用電子秤的攤位，則利用SP30密碼鍵盤與QR55對接，解決金額輸入問題，為商戶及消費者帶來更便利安全的支付體驗。



Environmental, Social and Governance Report

環境、社會及管治報告

Intellectual property

Being an industry leader, we are dedicated to develop the most advanced platform and technology to cater market needs. We spare no efforts to safeguard our intellectual property to protect the efforts of our research and development team. During the Reporting Period, we obtained 33 patents which included invention patents, utility model patents and design patents in accordance with the "Patent Law of the People's Republic of China" and the "Detailed Implementation Rules of the Patent Law of the People's Republic of China", and registered 14 software copyrights according to the "Copyright Law of the People's Republic of China" and the "Regulations for the "Protection of Computer Software". As a result, we have a total of 89 patents and 83 registered software copyrights. Our employees are required to enter into the "Confidentiality and Intellectual Property Agreement", pursuant to which they undertake not to infringe any intellectual property of the Group, including patents, trademarks and copyrights.

Below are examples of patents and copyrights registered during the Reporting Period:

Name of the patents:

POS detection device
Security structure and display unit for touch screen
Back mount for smart integrated terminal

Name of software copyrights:

PAX POS terminal RKI remote key injection system software V1.0.0
PAX POS appearance inspection system software V1.0
PAX POS motherboard automatic testing system software V1.0
PAX SDLC_EXCHANGER synchronous communication testing tool software V1.01
PAX POS terminal interface visualisation designing tool software V1.7.0
PAX DHCP protocol testing tool software V1.00.00
PAX POS terminal background Bluetooth automatic testing system software V1.00.00
PAX PayDroid safe operating system software V2.0

知識產權

作為業界先驅，我們不斷研發最新的平台及技術迎合市場需要，並盡力保護知識產權，讓研發團隊的心血得到保障。於報告期內，我們根據《中華人民共和國專利法》及《中華人民共和國專利法實施細則》，獲得33件專利，涵蓋發明專利、實用新型專利及外觀設計專利，並根據《中華人民共和國著作權法》及《計算器軟件保護條例》，登記14件軟件著作權，累計共獲授權89件專利及登記83件軟件著作權。員工須簽定《保密及知識產權協議》，承諾絕不作出任何損害本集團知識產權，例如專利、商標、版權等的行為。

以下是我們於報告期內獲得註冊的專利及著作權例子：

專利名稱：

POS機檢測設備
觸摸屏安全防護結構及顯示裝置
智能一體化終端背夾

軟件著作權名稱：

百富POS終端RKI遠程金鑰注入系統軟件V1.0.0
百富POS機外觀檢測系統軟件V1.0
百富POS機主機板自動測試系統軟件V1.0
百富SDLC_EXCHANGER同步通訊測試工具軟件V1.01
百富POS終端介面視覺化設計工具軟件V1.7.0
百富DHCP協議測試工具軟件V1.00.00
百富POS終端後台藍牙自動測試系統軟件V1.00.00
百富PayDroid安全操作系統軟件V2.0

Environmental, Social and Governance Report

環境、社會及管治報告

Product quality

As the customers' preferred E-payment Terminals solution provider, the Group places great emphasis on product quality and safety. We have always complied with regulations applicable to the electronics industry. During the Reporting Period, we obtained 315 valid product certificates, hence, the total number of domestic and international product certificates reached 1,062. These included AMEX expresspay L2, UnionPay Card Acceptance Terminal Safety Certification and PayWave L2. We also obtained the "China Compulsory Certification" (the "3C Certification") from the government for products sold in the PRC as required by laws, proving that our products are in compliance with the specification and relevant safety standards. Our electronic payment system (which include the design and provision of E-payment Terminals, smart card reader and pin pad) has achieved ISO 9001:2015 certification, which ensures that our products meet internationally recognised quality standards.

The Group does not have any production lines and relies mainly on our suppliers to provide materials and assembly machines. The suppliers are required to enter into the quality agreement with us, so as to ensure the stability and reliability of material quality. We conduct spot checks on the supplies and determine their qualities based on the "Standard for Machine Inspection of Finished Products" and the "Procedures for Sampling Inspection" (GB/T 2828-2012). The quality of the products, in terms of the appearance, functions and packaging, must meet the required standards. Any products of substandard quality will be returned to the suppliers, recalled from the customers, repaired or replaced in accordance with the "Management Procedures for Substandard Products".

產品質量

本集團作為眾多客戶優先選擇的電子支付終端解決方案提供商，維持產品的質素及安全絕對是我們業務的核心。我們一直恪守電子行業相關法規。於報告期內，我們獲得315個產品有效證書，累計擁有1,062個國內及國際產品證書，包括AMEX expresspay L2，銀聯卡受理終端產品安全，PayWave L2等等。我們於中國境內銷售的產品按法規要求，取得由政府頒發的《中國國家強制性產品認證證書》（簡稱《3C認證》），證實產品符合規格及相關安全標準。我們的電子支付系統（包括電子支付終端機、智慧卡讀寫器及密碼鍵盤的設計與提供）已取得ISO 9001:2015認證，確保質量達至國際認可水準。

集團並沒有生產線，主要依靠供應商提供材料及組裝機器。供應商須與我們簽定品質協議，保證材料品質的穩定性和可靠性。我們會對供應材料進行抽樣檢查，根據《成品機檢驗規範》，以國家《計數抽樣檢驗程序》(GB/T 2828-2012)判定材料質量狀況。產品的質素，包括外觀、功能及包裝需達至要求的水平，如發現不合格品時，我們會根據《不合格品管理程序》處理，向供應商退貨、召回產品，或者為客戶維修、替換。



Case sharing



In view of the increasing safety awareness of the batteries used in electronics, our lithium polymer rechargeable batteries contain a Material Safety Data Sheet ("MSDS"), which prescribes the stability, reactivity and chemical composition of the batteries, so as to ensure safety under normal operation. Our products are accompanied with operating manuals, reminding users of the special precautions relating to the installation and use of products and the application of lithium batteries.

個案分享

鑒於社會對電子產品的電池安全問題日益關注，我們使用的鋰聚合物可充電電池(Lithium Polymer Rechargeable battery)均附有《材料安全資料表》測試報告（「MSDS」），說明電池穩定性和反應活性及化學組成資訊等，確保在正常情況使用下的安全性，我們的產品附有產品說明書，提示使用者關於安裝、使用產品及使用鋰電池要特別注意的事項。



Environmental, Social and Governance Report

環境、社會及管治報告

Product safety

Since the application of payment terminals is expanding, data security and safety have become the stakeholders' topics of concern. As such, the Group has been actively devoting resources in these areas. Our payment terminal product series have passed stringent tests and obtained relevant accreditation of VISA, Mastercard, Australian Payments Network and Payment Card Industry Security Standards Council, which covered PIN transaction security and contactless reader specification. This not only ensures network and system safety, but also prevents data leakage and serious fraud due to security loophole.

Labelling and advertising

When advertising and promoting our products and services, we comply with the "Advertising Law of the People's Republic of China" and relevant laws and regulations, which guarantee the authenticity and legality of the advertising contents, so as to protect consumers' rights.

Excellent service

We pursue excellence and are committed to provide quality services to ensure customer satisfaction. To enhance service efficiency, we have formulated the "Management Manual for the After-sales Service Department" and the "After-sales Services Charter", which specify the duties of various positions in after-sales services, such as technical support engineers, storekeepers and repair engineers.

產品安全

由於支付終端應用越來越廣泛，數據保安及安全問題成為眾多持分者關注的議題。本集團積極投放資源於這方面，我們一系列的支付終端產品分別通過VISA、Mastercard、澳洲支付網絡(Australian Payments Network)及支付卡產業聯盟安全標準委員會(Payment Card Industry Security Standards Council)等的嚴格測試，當中涵蓋密碼交易安全(PIN Transaction Security)及感應式讀卡機規格(Contactless Reader Specification)等範疇，並成功獲取相關認證，保證網路和系統的安全性，防止資料外泄並避免因安全性漏洞所造成的嚴重欺詐行為。

標籤及廣告

在發行廣告及宣傳我們的產品及服務時，我們謹遵《中華人民共和國廣告法》及相關法規，保證廣告內容的真實性及合法性，保障消費者權益。

優質服務

我們致力追求卓越品質，承諾為客戶提供優質的服務，務求令客戶稱心滿意。為此，我們訂立《售後服務部管理手冊》及《售後服務章程》，規範售後服務流程中各崗位的職責，例如技術支援工程師、物料管理員、維修工程師等，以提高服務效率。

Environmental, Social and Governance Report

環境、社會及管治報告

Case sharing

Examples of our after-sales service commitments:

- Repair all malfunctioning units within 5 working days upon receipt;
- Replacement of defective products within 15 days of purchase;
- Telephone support and follow-up services; and
- Provide trainings on the use and maintenance of products to customers.

個案分享

我們售後服務承諾的例子：

- 所有故障機在收到後5個工作日內修理完畢；
- 從購機之日起15日內，如發現產品有問題，可申請更換新的機器；
- 電話支援跟進服務；及
- 為客戶提供使用及維護培訓。

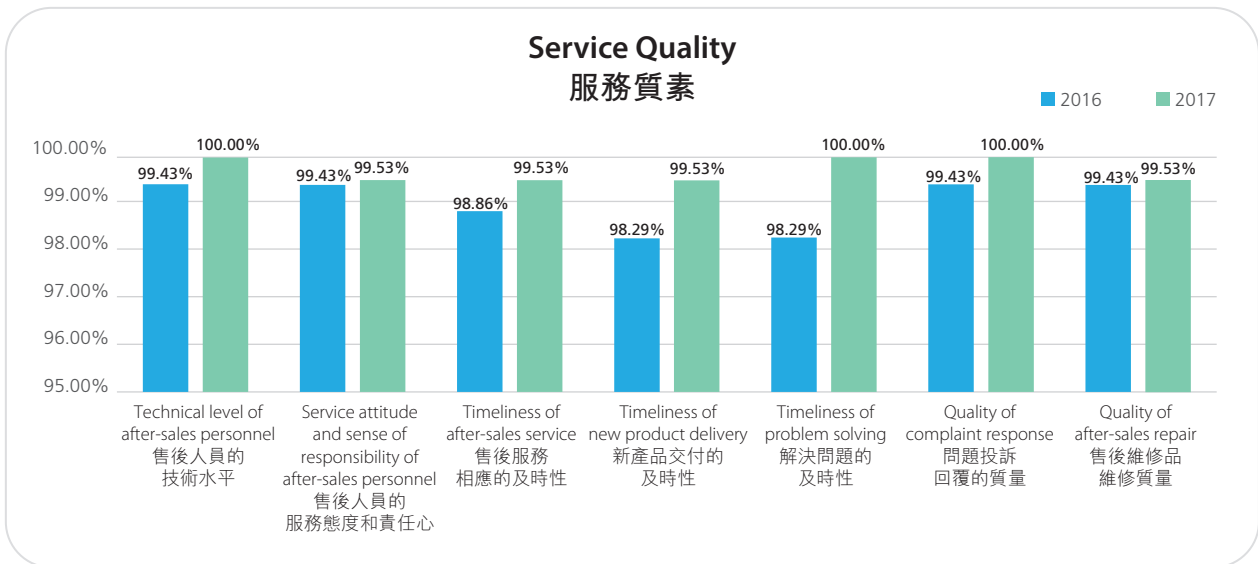
In addition, we have developed the “Customer Satisfaction Management Procedures” in order to improve communications with customers. We take initiatives to collect customers’ feedback on our products and understand their needs, in order to improve our quality and prevent problems from recurring. During the Reporting Period, we conducted the annual “Customer Satisfaction Survey” in June. Based on the 209 feedback forms collected, a total of 11 satisfaction indicators in product and service quality saw improvement from last year, each with a rating of over 99%. The overall satisfaction rate was 99.7%, which was higher than 98.44% for the corresponding period of last year.

另外，我們制定《客戶滿意度管理程序》，加強客戶溝通，主動收集客戶對公司產品的意見和需求，改善品質，預防問題再次發生。於報告期內，我們於六月份進行了一年一度的《客戶滿意度調查》，一共收集到209份表格。客戶對我們的產品及服務質素共11項指標的滿意度均比去年同期高，每項達99%以上，總體滿意度為99.7%，高於去年同期的98.44%。

Environmental, Social and Governance Report

環境、社會及管治報告

Analysis of Customer Satisfaction Survey for 2016 and 2017 2016及2017年度客戶滿意度調查分析



Environmental, Social and Governance Report

環境、社會及管治報告

Besides, we conduct inspections for bank customers every year, which include on-site inspection, technical training, on-site maintenance, product introduction, on-site repair and opinion collection. The research and development team analyses and makes improvement on product quality based on customers' valuable opinions, for the purposes of continuous product optimisation and customer experience enhancement.

As for customer complaints, we have the "Management Procedure of Customer Complaints" in place to ensure timely and appropriate responses. Customers may raise their enquiries and complaints through our hotline, email and WeChat. Our service personnel will handle each complaint on a case by case basis, which may involve machine failure, product return and unsatisfactory service attitude, etc. We require all customer complaints to be resolved within 24 hours.

Privacy protection

We protect customers' information in accordance with the applicable local privacy laws. Our employees are required to enter into the "Confidentiality Agreement" when joining the Group, by which they undertake to comply with our rules of confidentiality to protect customers' information.

Supply chain management

During the Reporting Period, we had a total of 211 suppliers, of which 41 were newly added. We mainly cooperate with suppliers in Guangdong Province so as to reduce carbon emission and pollution resulted from transportation.

We have developed the comprehensive "Supplier Management Procedures" to ensure suppliers' capabilities in terms of timeliness, quality, quantity and pricing. When selecting new suppliers, the materials control department will conduct on-site inspection and ratings and qualified ones will be included in the "List of Approved Suppliers". We cooperate with suppliers on the list exclusively and require them to enter into the "Quality Agreement" and the "Undertakings, Guarantees and Statements on the Non-use of Harmful Substances", which provide assurance of product quality at the source. We perform annual review on suppliers of raw materials and external contractors, and rate them according to the appraisal results. Suppliers rated excellent are awarded the "Annual Excellent Supplier Certificate" and are given priority when considering to increase the purchase. We discuss ways of improvements with unqualified suppliers. In case they fail to make rectification by the deadline, we may remove them from the list.

除此之外，我們每年亦會向銀行客戶進行巡檢活動，內容包括：現場巡檢、技術培訓、現場維護、產品介紹、現場機具維修及意見收集等。對於客戶針對產品品質的寶貴意見，研發團隊已進行分析及改善，務求產品不斷完善，提升用戶體驗。

對於客戶投訴，我們建立《客戶投訴管理程序》，確保投訴得到及時、適當的回應。客戶可以透過熱線電話、郵箱、微信等途徑提出查詢或投訴。服務人員需就不同的投訴情況，例如機件故障、退貨、不滿意服務人員態度等進行相應處理。我們規定，所有客戶投訴必須在二十四小時內解決。

保障私隱

為了保障客戶資料，我們遵從當地適用的私隱條例，並要求員工在辦理入職手續時簽定《保密協議》，承諾遵守我們的保密規則，保障客戶資料。

供應鏈管理

於報告期內，我們共有211間供應商，當中有41間是新增的。我們主要與位於廣東省的供應商合作，務求減低因運輸產生的碳排放，減少污染。

我們已成立全面的《供應商管理辦法》，確保供應商具備適時、適質、適量、適價的供應能力。在選擇新供應商時，物控部會對其進行現場評審，評審合格的供應商會被記錄到《合格供應商名錄》，我們只會與名錄內的供應商合作。我們要求所有供應商簽署《品質協議》及《不使用有害物質承諾聲明書》，讓產品品質從源頭得到保證。每年，我們會針對原材料及外協加工供應商進行年度評價，根據評價結果對其評級。被評為優級的供應商，我們會頒發《年度優秀供應商證書》，優先考慮增加向他們採購的訂單量。對於不合格的供應商，我們會與其檢討改善方法，如限期內未有作出改善，我們會商討是否將其於名錄中剔除。

Environmental, Social and Governance Report

環境、社會及管治報告

We hope to establish long-term and harmonious relationship with suppliers. Thus, in addition to quality of the supplies, we attach great importance to suppliers' business ethics and integrity. The "Quality Agreement" specifies our requirements for suppliers in terms of occupational health and safety, protection of employees' rights, corporate social responsibility and environmental protection. They are required to sign and strictly comply with the agreement, thereby bringing positive impact to the supply chain.

PAX'S ENVIRONMENTAL RESPONSIBILITY

Although we are not engaged in any production activities, we are concerned about the effect of our daily operation on the supply chain, the industry and the world. In order to mitigate climate change and protect the environment, we not only maintain strict compliance with national and local environmental regulations, but also implement various green measures designed to minimize our negative impact to the environment. In view of this, we have formulated the "ESG Policy" with a focus on the "environmental" aspect. Measures under the policy include:

1. Meeting the statutory requirements on environmental issues
2. Following the government guidelines for sustainable or green office so far as practicable
3. Minimising the consumption of natural resources and energy
4. Taking into consideration the environmental impact of our products and services throughout their life-cycle, including their disposal
5. Reducing waste generation and practise recycling
6. Ensuring waste disposal in a safe and responsible manner
7. Enhancing employees' environmental protection performance through education and training
8. Monitoring and assessing progress and performance to achieve continuous improvement

我們希望和供應商建立長遠和諧的關係，因此，除了著眼於供貨品質，我們亦十分重視供應商的商業道德及誠信。《品質協議》列明我們對供應商在職業健康與安全、員工權益維護、企業社會責任及保護環境等方面的要求，他們必須簽署及嚴格遵守，務求對供應鏈產生正面影響。

保護環境 • 百富有責

縱然本集團的業務不涉及生產，但我們仍相當關注日常營運對供應鏈、業界、以至地球的影響。為緩和氣候變化，保護環境，除了嚴格遵守國家及地方的環保法規，我們也要實施各項環保措施，減低業務對環境造成的負面影響。有見及此，我們在制定《環境、社會及管治政策》時，將「環境」範疇定為政策核心。政策內的措施包括：

1. 在環境議題上達到法定要求
2. 在可行範圍內盡最大努力實行政府部門發行之相關可持續發展辦公室或環保辦公指引
3. 將天然資源及能源的消耗減到最低
4. 透過產品及服務的生命週期，考慮該產品及服務對環境之影響，包括其棄置方式
5. 盡力減少製造廢物及回收廢料
6. 確保所有的廢物皆以安全及負責任的方式棄置
7. 透過教育及培訓提高員工對環境保護的意識
8. 監察及評估進度及表現以達至持續的改善

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental footprint

Set out below are the key environmental statistics of the Group during the Reporting Period:

環境足印

以下為本集團於報告期的環境主要資料：



NOx emission: 560.14 kg
氮氧化物排放量：560.14公斤
SOx emission: 9.19 kg
硫氧化物排放量：9.19公斤
PM emission: 41.24 kg
懸浮顆粒排放量：41.24公斤



Greenhouse gas emission (Scope 1&2*):
2,511.42 tonnes CO₂e
溫室氣體排放量（範圍1及2）：2,511.42噸
二氧化碳當量
Intensity: 1.73 tonnes CO₂e/employee
密度：1.73噸二氧化碳當量／僱員



Electricity consumption: 1,602,401kWh
總耗電量：1,602,401千瓦時
Intensity: 1,102.82 kWh/employee
密度：1,102.82千瓦時／僱員



Water consumption: 43,700 m³
總耗水量：43,700立方米
Intensity: 30.08 m³/employee
密度：30.08立方米／僱員



Paper consumption: 456.78 kg
紙張消耗：456.78千克



Packaging materials (cartons): 2,500 tonnes
包裝材料（紙箱）：2,500噸



Non-hazardous waste: 1.37 tonnes
無害廢棄物：1.37公噸
Intensity: 0.94 kg/employee
密度：0.94公斤／僱員

Total waste collected for recycling: 0.16 tonnes
回收廢料循環再造：0.16噸
Total waste disposed to landfill: 0.95 tonnes
棄置廢物於堆填區總量：0.95噸

The Group does not generate a significant amount of hazardous waste.
集團並無重大的有害廢物產生。

* In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by World Business Council for Sustainable Development and World Resources Institute, Scope 1 included indirect emissions from operations that are owned or controlled by the Group, while Scope 2 included indirect emissions from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the Group.

* 根據由世界企業永續發展協會及世界資源研究所所發行的溫室氣體盤查議定書－企業會計與報告標則（修訂版），範圍1涵蓋由集團擁有或控制的業務直接產生的溫室氣體排放，而範圍2則涵蓋來自集團內部消耗（購回來的或取得的）電子、熱能、冷凍及蒸氣所引致的「間接能源」溫室氣體排放。

Environmental, Social and Governance Report

環境、社會及管治報告

PAX's green operation

We are determined to build a green office that incorporates environmental protection measures into daily operations and motivates staff to protect the environment.

Regarding resources consumption, we support paperless operation and encourage e-office adoption. Since 2016, we have published our annual and interim financial reports with soy ink. Compared to traditional petroleum-based ink, soy ink is biodegradable and easier to fall off, which facilitates wastepaper recycling. We also use Forest Stewardship Council (FSC) certified paper that comes from properly-managed woods in order to minimize harm to the natural resources and protect the ecosystem. In addition, we promote waste sorting and recycling, and store office supplies in used packaging cartons to reduce the burden on landfill sites.

Regarding emission reduction, we have adopted LED tubes at offices which saves approximately 80% of electricity. Besides, we encourage video conferences in replacement of business trips, keep the air conditioners at 25°C and purchase energy-saving appliances. These initiatives cut energy consumption and help reduce pollution.

Although we do not have production lines to manufacture terminal products directly, we are aware of the environmental impacts in the entire life-cycle of our machines, from the selection of raw materials, manufacture to their application and disposal. Thus, we have developed the "Control Measures for Environmental Management Substances" and the "System for Scrapping and Destroying Machinery". These allow us to exercise strict control over production, market launch and phasing out of the products, minimising our impact on the environment caused by our products.

The "Control Measures for Environmental Management Substances" ensures that the products, its direct and indirect materials and parts comply with relevant laws and requirements. They are free from restricted hazardous materials or contain substances that are harmful to the environment or human at a level lower than international standards, such as heavy metal, organic bromide and lead.

綠色百富

我們致力建立一個綠色辦公室，將環保措施融入日常營運當中，推動員工實踐環保。

在資源運用方面，我們提倡無紙化辦公，鼓勵員工儘量使用電子渠道工作。自2016年開始，我們發行年度及半年度財務報告時，採用大豆油墨印刷，相比傳統的石油油墨，大豆油墨能自然降解，而且其印刷的紙張較容易脫墨，有利廢紙回收再生；我們同時選用由森林管理委員會(FSC)認可的紙張，證實紙張來自管理良好的森林，減少傷害自然資源，從而保護生態系統。我們亦大力推動廢物分類及重用，利用廢棄的包裝箱陳放辦公用品，減輕堆填區負擔。

在減低排放方面，辦公室儘量使用能節省約80%電力的LED光管，鼓勵員工選擇視訊會議取代出差，保持空調在25度運行，採購節能電器等。這些措施都能減少能源消耗，有助減低污染。

雖然我們並沒有生產線直接生產終端機，但我們明白，由選取原材料、生產、使用至報廢，機器的整個生命週期對環境會造成一定影響。因此，我們制定《環境管理物質管制辦法》及《機具報廢及銷毀制度》，由產品生產、進入市場直到被市場淘汰的過程均進行嚴格控制，務求將產品對環境的影響減至最低。

《環境管理物質管制辦法》確保產品及其直接、間接物料和零件符合相關法規要求，不含某些受管制的有害物質，或含有物質濃度低於國際標準，如重金屬、有機溴化物及鉛等會對地球環境及人體產生負面影響的物質。

Environmental, Social and Governance Report

環境、社會及管治報告

We enter into the “Undertakings, Guarantees and Statements on the Non-use of Harmful Substances” with suppliers, which ensures that their supplies meet the environmental standards of the “Restriction of Hazardous Substances” (RoHs) of the European Union and the “Measures for the Control of Pollution from Electronic Information Products” of the PRC in terms of production, manufacture, packaging, storage and delivery. Apart from the undertakings, suppliers are also required to provide the RoHs test report, list of materials and material safety data sheet, so as to make sure the purchased products are made of green materials. Two outsourcing processing plants that we are currently using have obtained the “National Production Licence for Industrial Products” from the General Administration of Quality Supervision, Inspection and Quarantine of the PRC, which ensures product quality and safety. One of the outsourcing process plants which has established long-term cooperation with us even obtained the ISO 14001:2015 certification, which proves that its environmental management system meets the international standards.

The “System for Scrapping and Destroying Machinery” specifies the procedures of scrapping machines for after-sales personnel. After scrapping, the plastic casing, electronic circuit and other parts of the E-payment Terminals machines are delivered to recyclers recognised by the government, with the aim of reducing electronic wastes.

我們會與供應商簽定《不使用有害物質承諾保證、聲明書》，證明供給的產品不論在生產、製造、包裝、儲存、交付等過程，均符合歐盟《關於限制在電子電器設備中使用某些有害成分的指令》(Restriction of Hazardous Substances, RoHS) 環保標準及中國《電子資訊產品污染控制管理辦法》的規定。除聲明書，供應商亦需提供RoHS測試報告、材料物質成份表及物質安全資料表，確保採購的產品均使用環保物料。我們現正使用2家外協加工廠已獲得國家品質監督檢驗檢疫總局的《全國工業產品生產許可證》以確保產品的品質安全，而其中一家有長期合作關係的代工生產商更取得ISO 14001: 2015認證，證明其環境管理體系達到國際水準。

《機具報廢及銷毀制度》則規範售後人員處理報廢機件的程序。所有電子支付終端機具報廢後，其塑膠外殼、電子線路等組件需交由政府認可的回收公司回收，減少電子廢物產生。

Environmental, Social and Governance Report

環境、社會及管治報告

Contribute to society and bring love to the community

PAX endeavours to build a better community and bring long-term benefits to the stakeholders and society as a whole. We contribute to society by providing strong support to local charitable organisations and encouraging employees to actively participate in community services.

During the Reporting Period, we sent 8 contestants to the “Rotary Hong Kong Ultramarathon 2017” co-organised by Rotary District 3450 and the Hong Kong Amateur Athletic Association. Under the theme of “We Serve, We Run!”, the event intended to promote healthy lifestyle and community service.

Our employees also volunteered for Food Angel and helped recycle vegetables and food parcels. Food Angel is an organisation which reduces wastage and burden on landfill sites through recycling and cooking edible surplus food. It also provides food to those in need, so that they have enough to eat.

Furthermore, we donated RMB750,000 to Peking University Education Foundation in support of the research work of the Center for Chinese and Global Affairs of Peking University. The Center is dedicated to high-level research on the major issues faced by China and the world, in particular, the prominent problems in the social development, reform and opening up of China. It conducts theoretical research and proposes policy recommendations.

Looking forward, we will continue to undertake corporate social responsibility, so as to give back and contribute to society.

貢獻社區 • 惠澤社群

百富致力成就更美好的社區，力求為持分者以至整體社會帶來長遠利益。我們一直鼎力支持本地社福機構，積極推動員工參加各項公益活動，將我們的成就回饋社會。

在報告期間，我們派出8位選手參與由國際扶輪3450地區及香港業餘田徑總會合辦的「扶輪香港超級馬拉松2017」，活動以「超我服務 由我起動」為主題，旨在推廣健康生活 and 服務社會的精神。

我們的員工亦為惜食堂擔任義工，協助處理回收的蔬菜及食物包。惜食堂透過回收及烹調仍可安全食用的剩食，減少浪費，減輕堆填區負擔，並向有需要人士提供食物援助，讓他們得到溫飽。

此外，我們亦向北京大學教育基金會捐款人民幣75萬元，支援北京大學中國與世界研究中心的研究工作。中心致力對當前中國與世界所面臨的重大問題進行高層次研究，特別是對中國社會發展和改革開放中的突出問題，展開理論探討，提供政策建議。

展望將來，我們會繼續履行企業社會責任，將我們的成就回饋及貢獻社會。

