



eadg 泛亞國際

# Earthasia International Holdings Limited 泛亞環境國際控股有限公司

(於開曼群島註冊成立的有限公司)  
股份代號：6128

Environmental, Social and  
Governance Report  
環境、社會及管治報告  
2018



About this report 2  
關於本報告

---

Our Governance on ESG Aspects 3-4  
我們的環境、社會表現管治

---

Promoting Sustainable Development of Cities 5-10  
推動城市的可持續發展

---

Upholding Professionalism 11-12  
恪守專業

---

Developing Talent 13-14  
人才發展

---

Environmental Protection 15-16  
環境保護

---

Promoting Development of The Profession 17-18  
推動專業發展

---

HKEx ESG Reporting Guide Index 19-26  
《環境、社會及管治》報告索引

# Contents

## 目錄

# About This Report

## 關於本報告

This Environmental, Social and Governance (“ESG”) Report provides an annual update on sustainability performance of Earthasia International Holdings Limited (the “Company”, and together with its subsidiaries, the “Group”) for the year ended 31 December 2018, which discloses information on our service responsibility and integrity, staff development and environmental protection.

This report aims to provide a presentation on the Group’s ESG key issues covering its principal businesses, namely landscape design and catering. The report incorporates the interest of various stakeholders as reflected to the Company during the year.

This ESG Report covers major operating subsidiaries of the Group. Joint ventures and associates are excluded.

This Report is prepared in accordance with the Appendix 27 of the Listing Rules and ESG Reporting Guide issued by the Stock Exchange.

本環境、社會及管治（「環境、社會及管治」）報告是提供泛亞環境國際控股有限公司（下稱「本公司」，連同其附屬公司，「本集團」）截至二零一八年十二月三十一日止年度在服務責任、誠信營商、員工發展和環境保護方面表現的年度最新資料。

本報告旨在呈示本集團主要業務（即景觀設計及餐飲）在環境、社會與管治方面的主要事項。本報告包括年內各利益相關人士向本公司反映的關注事項。

本環境、社會及管治報告報告涵蓋本集團的主要運營附屬公司。不包括合營企業及聯繫人。

本報告乃按照香港聯合交易所有限公司頒布之上市規則附錄27及環境、社會及管治報告指引而編製。



Dongchen Mansion, Huangshan City 黃山市東宸府

# Our Governance On ESG Aspects

## 我們的環境、社會表現管治

## 我們的環境、社會表現管治

董事會負責本集團的整體環境、社會及管治策略及匯報工作，負責評估及釐定本集團在環境、社會及管治方面的風險，並確保設有合適有效的環境、社會及管治風險管理及內部監控制度。本集團已成立環境、社會及管治工作小組，專責向董事會匯報工作，工作小組的成員包括高級管理層、人力資源部同事、項目總監及其他員工，負責內部及外部評估工作。

本集團的環境、社會及管治由主席劉興達先生帶領執行。我們的管理層負責協調落實環境、僱傭、服務質量政策。

作為中國園境建築專業的一員，本集團深信推動城市的可持續發展，以及推動園境建築專業的發展為公司的兩大使命。對外，我們為客戶提供環保及可持續的園境建築方案，並派出導師培養新一代的園境建築人才。對內，我們致力培養一支優秀而專業的園境師及設計師團隊，並促進團隊對於可持續發展的認識。

本公司持續與其主要利益相關人士包括員工、股東、客戶、供應商、本地社區、專業機構、其他組織和政府機關溝通。我們透過多個渠道如會議、聯絡小組、小組討論、工作坊、問卷調查和意見反饋，定期收集利益相關人士的意見。已對環境、社會及管治報告指引中有關關鍵績效指標的適用性及重要性進行評估。

Subject 範疇	Highly material aspects 高度重要議題	Moderately material aspects 中度重要議題
Environment 範疇	Embedding consideration to environment in design work 在項目設計中加入對自然環境的考慮  Climate change 氣候變化	Saving energy at workplace 工作空間室節能  Saving paper and water at office and restaurants 辦公室及餐廳節省用紙及用水
Employment and labor standards 僱傭及勞工準則	Staff development 員工發展  Talent retention 人才留用  Equal opportunities 平等機會  Fair recruitment and promotional policies 公平招聘及晉升政策	Compliance to labor regulations 遵守勞動法規  Health and safety 健康與安全  Fair and competitive remuneration package 合理及具競爭力的薪酬  Reasonable working hours and holidays 合理工時及假期日數
Governance and community 管治及社區	Anti-corruption 反貪污  Community investment 社區投資	Collaborations with Government and NGO in Public engagement 公眾參與與政府和非政府組織的合作
Service responsibility 服務責任	Leadership in establishing high standard 領導建立高標準	Quality improvement 品質改進


## OUR GOVERNANCE ON ESG ASPECTS

The Board has overall responsibility for the Group's ESG strategy and reporting. The board is responsible for evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place. The Group has established an ESG working group that reports to the Board, comprising members of senior management, human resources personnel, project directors and other members of staff to conduct internal and external assessments.

Our Chairman, Mr. Patrick Lau, leads the implementation of ESG programs of the Group. Our management are delegated the responsibility of coordinating the implementation of the Group's environment, employment and service quality assurance policies.

As a member of the landscape architectural consulting profession in China, we believe promoting the sustainable development of cities, and developing the landscape architectural profession are our two key missions. Externally, we deliver landscape architectural and planning solution which enhance environmental sustainability, and send out mentors for our next generation of landscape architects. Internally, we are committed to nurture excellent and professional teams of landscape architects and designers, and enhance their understanding of sustainability.

The Company maintains ongoing dialogues with our key stakeholders, including employees, shareholders, customers, suppliers, local communities, professional bodies and other organisations or authorities. We regularly collect views from our stakeholders through a variety of channels such as meetings, liaison groups, discussions, surveys and interviews. An assessment on the applicability and materiality of the relevant key performance indexes ("KPIs") under the ESG Reporting Guide had been conducted.



North Jiangbin Park, Quanzhou 泉州北濱江公園

## MINIMISING IMPACT ON ENVIRONMENT

As one of our main business is to provide landscape consultancy services, we truly recognise the importance of environmental protection and encourage our staff to minimise the environmental impact of our operations. We work with our clients on a daily basis to promote sustainable, greening and environmental-friendly design, materials and technology in our services for our clients and the community.

Landscape architecture is about the planning design and construction of open areas. It is a core component of contemporary building environment, and is closely linked to master planning of human habitats. Landscape architects construct a fascinating landscape utilizing different elements and design concepts. Building on aesthetics, partial functions and ecosystem service, it improves environmental quality and shape societal behavior.

Greening can arise synergy of built area and natural environment. Vegetation can absorb carbon dioxide, purify air and lowering ambient temperature. These features are valuable to urban areas. Effective greening can mitigate climate change, easing the Urban Heat Island Effect, enhancing appearance of urban open areas, and even coordinate microclimate. Through choice of innovative materials and design approach, landscape architects can also contribute to enhance the sustainability of buildings.

Landscape design also affects our living style and behavior. Community-friendly design, such as allowing more walkable space, promotes human physical and mental health. Environmental-friendly design is also educational. Design concepts oriented to different objectives and bring very different impact to the communities.

Through providing professional landscape architectural service, we enhance the quality of life of users by proposing sustainable, beautiful and practical landscape architectural solutions. We have done our part in promoting urban sustainability through the following selected projects, among others in 2018.

# Promoting Sustainable Development of Cities

## 推動城市的可持續發展



## 減低對環境的影響

基於本集團其中一項主要業務乃提供園境顧問服務，我們深刻認知到保護環境的重要性，並鼓勵員工盡力減低我們業務對環境造成的影響。我們每天與客戶攜手合作，為我們的客戶與社區提供的服務採用可持續發展、綠色環保的設計、物料及技術。

園境建築關乎室外空間的規劃、設計和建造，是現今營造環境的一個重要組成部分，與人居環境及整個區域的發展計劃有密切關係。園境師運用各種設計元素配合不同概念營造出理想的景觀，在美學空間功能和生態服務系統的基礎上改善環境質素並塑造社會行為。

都市中的綠化部分可使建築物與自然環境產生連結，植物具有吸收二氧化碳、淨化空氣及降溫等功能，對於城市地區尤其有利。有效的綠化有助減緩氣候變化的影響、減緩城市的熱島效應、提升都市空間美感、甚至調節城市範圍的微氣候等改善人居環境的功能。在環境保護方面，透過創新的設計和物料的選擇，園境建築可推動綠色建築元素的落實。

園境建築亦影響用者的生活方式和行為，對社區有利的設計例如更廣闊的活動空間可促進人的身心健康，著重推動環保理念的設計可達到教育的目的。不同目標導向的設計理念可帶來截然不同的影響。

本集團在為客戶提供專業的園境建築服務之餘，亦透過提出可持續、美觀、實用的園境建築方案，提升用者的生活質量。在二零一八年，我們的園境師運用專業知識，透過以下的項目實例，為推動城市的可持續發展盡一份力。



# Case Study 案例分析

237 Mao Ming Bei Lu, Jingan Qu, Shanghai, China 上海市静安区茂名北路237号



Feng Sheng li, Shanghai 上海 - 豐盛里





# Feng Sheng li, Shanghai

## 上海 - 豐盛里

One of our company's missions is to preserve historical heritage as one of the sustainable development goals. Therefore, we have selected a special heritage project in Shanghai as case study.

The historical change of Feng Sheng li took place in 2014. Due to the construction of Nanjing West Road Station on Line 12, Shanghai Jing'an Metro Investment Co., Ltd. and Shanghai Huzhong Real Estate Development Corporation jointly won the plot with a reserve price of 1 billion. After that, a piece of historical building was rebuilt on the ground, and nine old buildings of 2 to 3 stories were replicated, the original building preserved is a Shikumen Shanghai style building which enriched the present 'Haipai' Cultural District.

The design challenges are how to use the landscape elements in this architectural style to integrate with the environment, and how to complete the rebirth of the project under the complex site context, leaving little room for the designer to work with.

There is an existing Magnolia tree, which is 120 years old and witnessed the transformation of Shanghai history. The landscape concept is based on the existing Magnolia trees. Through the magnolia annual ring, the branches and leaves are mottled, the flowers are rippled, and the elements are infiltrated into the landscape design of the site. A transformed commercial street with style, place and historical culture has been created with modern function.

本集團其中一項使命以歷史保育作為重要的可持續發展策略。因此，本報告特別介紹我們在上海完成的一個歷史街區項目作為案例。

豐盛里的歷史轉變發生在2014年，因要建12號線南京西路站，被上海靜安地鐵投資有限公司和上海滬中房地產聯合發展總公司聯合以底價10億拿下此地塊，成了當時的靜安新地王。之後，地上複建1幢保留歷史建築，仿建9幢2-3層的老式建築，保留的原有建築是具有歷史風貌的石庫門海派風格建築。成就了現在的海派文化街區豐盛里。

如何在此建築風格中運用景觀元素使其與環境融合，又如何在此複雜的場地性質下完成項目的重生，留給設計師的發揮空間並不多，這也是設計師遇到的設計難點。

場地內有一株擁有120年歲月，見證上海歷史變換的大株廣玉蘭。景觀概念以這株現存的廣玉蘭古樹為依託，通過玉蘭年輪輾轉，枝葉斑駁，花朵璀璨，將元素滲透進場地的景觀設計中，回溯時間的流逝，時代的變遷，營造兼具現代功能、風格與場地歷史文化的特色商業街區。



Feng Sheng li, Shanghai 上海 - 豐盛里





# Case Study 案例分析

31 Tsing King Rd, Tsing Yi, Hong Kong, China 香港新界青衣青敬路31號



Community Gardens at Maritime Square Tsing Yi, Hong Kong 青衣城二期擴建及社區公園



# Community Gardens at Maritime Square, Tsing Yi 青衣城二期擴建及社區公園

This project creates a new face for the Maritime Square Shopping Mall by converting the existing lorry park and public transport interchange into a 4-storey retail complex with an area of about 10,500m<sup>2</sup>. It also serves as pedestrian transport hub which connects the surrounding residential estates, an MTR station and public transport interchange with pedestrian footbridges and a 24-hour walkway through the arcade.

The signature design feature is a “Floating Garden” with multi-level accessible landscape terraces, seamlessly integrating with associative interior spaces. This design successfully brings out a unique environmental connection for shopping, alfresco dining and leisure enjoyment. On the roof garden, we design the skylight with a flowing sheet of water, which brings dynamic natural daylight to the core atrium of the mall interior. This becomes the first discovery of nature, from which local citizens enter into the active and passive landscape terraces for all sorts of social interactions and ad hoc activities – particularly popular to kids and the elderly.

The Company is focused in promoting sustainable development of cities. One of the key “pillars” in sustainable development is to improve the built environment on the social, environmental and ecological aspect. As we believe in providing sustainable environment with our landscape architectural design, the Group will continue to be actively involved in designing new parks and open spaces in our city, with the ultimate target of improving the living quality of Hong Kong.

本項目讓青衣城購物中心煥然一新，將原貨車停車場及公共交通匯處轉為面積約10,500平方米的4層綜合大樓。其中所設計的各行人天橋，詳細考慮到如何更有效地連接相鄰的屋苑、港鐵站及公共交通轉駁樞紐，為市民提供二十四小時的行人走廊。

青衣城二期擴建計劃其中最大特色為多層可達的空中花園，各花園均與室內空間無縫融合。空中花園的設計成功為購物、戶內戶外餐飲、休閒娛樂使用者提供獨一無二的環境連接。在最頂層的空中花園，設計了遼闊的流水天窗，為商場內中庭帶來了充滿動態的天然陽光。這設計有效地把自然景觀帶進商場，讓市民認識緊接商場的大自然，更可於各層空中花園展開各種社交及康體休閒的活動，深受區內的兒童及長者歡迎。

本公司旨在促進城市可持續發展。可持續發展其中一個重要「關鍵」是改善社會、環境及生物方面的建成環。我們深信好的景觀建築設計與可持續環境發展，有密不可分之關係，本集團將繼續積極參與設計城市的新公園及公共空間，持續不斷地改善香港的生活質素。



Community Gardens at Maritime Square Tsing Yi, Hong Kong 青衣城二期擴建及社區公園



## SUPPLY CHAIN MANAGEMENT POLICY

We procure mostly travel-related services or sub-contracting professional services work. We also procure food from suppliers for catering unit. They are based in Hong Kong, Mainland China and Italy. We consider business ethics to be the major supplier-related ESG risk. Our policy restricts our employees to obtain undeclared benefits from suppliers. Any violation to our code is subject to disciplinary actions. If we identify any suppliers who intended to engage in bribery or any unethical actions, we will terminate the relationship immediately.

## PRODUCT AND SERVICE RESPONSIBILITY POLICY

We offer comprehensive services from concept design to construction stage for both hard and soft landscape works. Our clients include organizations, individuals and companies from the public and private sector. They rely on our provision of professional design services to improve the environmental, functional and visual aspects of their projects, quality control on the implementation of projects, and provision of project management services. We implement a quality management system accredited by ISO9001 standard, and take strict quality control procedures across the lifecycle of our projects. To ensure quality of service, we emphasize on how we communicate closely with our clients as to understand their needs thoroughly. Client satisfaction is one of our quality performance indicators. Project directors take responsibility in responding to client complaints and facilitate an open discussion to resolve problems, if any. Client complaints are recorded and respective corrective actions will be planned.

The Group's "Thai Gallery" restaurant has been a reputable brand and the Thai Gallery restaurant in Shanghai has been an attraction spot to both local residents and foreign visitors. It was awarded the Best Southeast Asian Restaurant (Reader's Pick) in 2016 organised by the website Shanghai WOW! It has also been receiving very high popularity and positive recommendations in some food and online restaurant guides such as Dazhong Dianping. In 2018, the Group was not aware of any non-compliance incidents or grievances that have a significant impact on the Group in relation to the use of the Group's products or services.

## ANTI-CORRUPTION POLICY

We place emphasis on the ethical standard that we must meet as professionals. It is one of the key responsibilities of the Board to build and maintain an ethical culture, and ensure the Group operates in a fair and just manner. It is our policy to restrict our employees to disclose client information to any external parties without authorization. Employees are forbidden from obtaining personal or indirect interest from clients, suppliers or other parties connected with the Group through abuse of power. If any behavior of employees results in conflict of the Group's interest, the concerned employee shall report the case and declare interest. In case of any violation of the above rules, an employee will be subject to disciplinary action, and can be prosecuted. Apart from regulating employee behaviour through a code of conduct, we organized anti-corruption training for our employees based in Hong Kong regularly.

In 2018, there were no confirmed non-compliance incidents or grievances that have a significant impact on the Group or its employees in relation to bribery, extortion, fraud and money laundering.



Upholding  
**Professionalism**  
恪守專業

### 供應鏈管理政策

本集團採購差旅相關的代理服務或外判專業服務工作。我們亦就餐飲業務分部向供應商採購食品。該等供應商位於香港、中國內地及意大利。本集團認為供應鏈中最大的風險為貪腐風險。我們已定有政策禁止員工向供應商收受利益。如有違反，該員工將被紀律處分。當我們發現供應商或涉及貪腐行為，我們將即時終止與該等機構或人士之合作關係。

### 產品與服務責任政策

本集團為公私營客戶提供從園境概念設計到施工階段的全方面服務。客戶依託本集團提供的專業設計服務，從環境，功能和視覺方面來提升項目價值、在工程實施中作質量控制，或提供工程管理服務等。我們運行ISO9001質量管理體系，在所有項目週期中均嚴格落實質量控制程序。為確保服務的質量，我們重視與客戶在項目的設計過程中作緊密的溝通，以深入瞭解客戶的需求。我們亦以客戶滿意度為其中一個質量目標。如遇有客戶投訴，項目總監會負責與客戶進行友善協商解決問題，集團內部亦會就有關投訴作出改善。

本集團的「泰廊」餐廳為聲譽超卓的品牌以及上海的泰廊餐廳成為當地居民及外來遊客的熱點地標。泰廊餐廳於二零一六年獲網站上海沃會授予東南亞最佳餐廳獎（Reader's Pick）。其亦受到大眾點評等若干食品及在線餐廳指南的高度好評並獲得熱烈反饋。

於二零一八年，並無對本集團就使用本集團產品或服務方面有重大影響的已確認的違規事件或不公平情況。

### 反貪污政策

我們一貫向員工強調作為專業人士應恪守道德標準。為本集團建立和維護整體道德文化，以及確保本集團以高度廉正的態度經營業務，屬董事會的重要責任。公司設有政策，規定員工不得向任何人士外洩或透露客戶資料。員工不得利用職權從客戶、供應商或其他與本集團有關的人士謀取個人或間接利益。如員工行為與公司利益存在衝突情況，有關員工必須向本集團申報。如員工違反以上守則，將被紀律處分，並可能負上刑事責任。除了透過守則規範員工行為外，我們亦有定期為香港員工舉辦反貪污講座。

於二零一八年，並無對本集團或其僱員就防止賄賂、勒索、欺詐及洗黑錢方面有重大影響的已確認的違規事件或不公平情況。

Park 1903, Kunming 昆明公園1903

## HEALTH AND SAFETY POLICY

Our Occupational Health and Safety Policy states our commitment in complying with applicable health and safety legislation and regulatory requirements as we operate. As a responsible employer, developing a safety culture where our people embrace ownership for the safety of themselves and others, and eliminate any safety hazards at our sites are the Group's responsibilities. We encourage our employees to participate in fire drills arranged by respective office building managers to familiarize the actions to take in case of emergency.

In 2018, there were no confirmed non-compliance incidents or grievances that have a significant impact on the Group in relation to providing a safe working environment and protecting employees from occupational hazards.

## EMPLOYMENT POLICY

We welcome talents who possess professional knowledge, ethics, sound experience, and always pursuit for excellence. The Group is committed to offer desirable working condition and environment. As of 31 December 2018, the Group has 596 employees. A significant portion of them are professional landscape architects, planners, project managers and arborists.

Competitive remuneration packages are offered. The remuneration package is determined based on job nature, market trend and personal performance. Bonus can be offered depending on the performance of particular employees. Our human resources management policies adhere to the labor regulation of the People's Republic of China, Hong Kong and Italy. We have provided statutory benefits, reasonable remuneration and holidays. Every single employee should be protected. We do not tolerate any sexual, racial and religious discrimination and harassment. Any offending employees will be subject to disciplinary action and can be dismissed immediately.

In 2018, there were no confirmed non-compliance incidents or grievances that have a significant impact on the Group in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.



## Developing Talent 人才發展

## DEVELOPMENT AND TRAINING POLICY

Development and training of employee is of utmost importance to a professional service firm like us. Where it is an action to assuring service quality, enhancing the professional competence of our employees and allowing them to thrive is also how we contribute to the development of landscape architectural industry in China. In 2018, the Group has offered training including design training, project costing training and Lumion in-house training. In addition, we sponsor our employees to attend professional training organized by external institutions. To enhance the understanding of sustainability by our employees, we have established the project document library for employees to review green solutions applied in precedent projects. Lunch-and-learn exchange gatherings are organized irregularly for different project teams to exchange their knowledge and experience

## LABOUR STANDARDS POLICY

As a professional design firm, the Group mainly employs many professional staff who are at least university graduates, with solid work experience or with professional qualifications. The Group strictly prohibits hiring of child or forced labour and the human resources department will closely monitor the employment applications including job vacancy of temporary or part-time nature.

In 2018, there were no confirmed non-compliance incidents or grievances that have a significant impact on the Group in relation to human rights and labour practices, preventing child and forced labour.



## 僱傭政策

我們用人唯才，期待與具備專業知識、道德、經驗豐富，且力求卓越的人才共事。本集團承諾提供愜意的工作條件及環境。截至二零一八年十二月三十一日，本集團共有596名員工，當中大部分員工為專業的園境建築師、規劃師、項目管理人員及樹藝師。

本集團向僱員提供優厚薪酬及福利待遇。員工薪酬主要按照工作性質、市場趨勢以及個人表現釐定。僱員花紅乃根據個人表現分發。我們的人力資源管理政策符合中華人民共和國、香港及意大利的勞動法規要求。我們已向員工提供法定的福利，以及合理的薪酬與休假日待遇。本集團每一位員工均應該受到保障，我們不容忍性別、種族及宗教方面的歧視或騷擾行為，任何涉事員工會被紀律處分，甚至有機會被即時解僱。

於二零一八年，並無對本集團就薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利方面有重大影響的已確認的違規事件或不公平情況。

## 健康與安全政策

我們有制訂職業安全及健康政策，承諾遵守各營業地點的職業安全及健康法例及法規。作為負責任的僱主，我們營造安全文化，每位員工既重視自身亦關注其他人的安全，防止在我們的業務地點內發生意外是本集團的責任。我們鼓勵員工積極參與所屬辦公大樓管理方安排之火警演習，以熟習如何應對在業務地點發生的緊急情況。

於二零一八年，並無對本集團就提供安全工作環境及保障員工避免受職業性危害方面有重大影響的已確認的違規事件或不公平情況。

## 發展與培訓政策

作為專業服務機構，員工的培訓和發展極為重要；使員工在受聘期間提升專業能力，發展所長，除了屬項目質量保證的一環，也同時提升中國園境建築業界的水平。於二零一八年，本集團為員工提供了如園境建築、項目成本控制、設計軟件使用等培訓，亦會為員工提供一定的外部專業培訓資助。為推動員工對於可持續發展的理解，我們設有項目文件庫，供員工參閱在不同項目所應用的綠色設計和技術。員工間亦會不定期組織項目交流會，使不同組別的設計團隊可作技術交流。

## 勞工準則政策

本集團作為專業設計機構，主要聘用若干具有一定學歷、工作經驗及專業資格之人士。本集團嚴禁聘用童工或強制勞工，人力資源部門將密切留意申請應聘的情況，包括全職或兼職空缺。

於二零一八年，並無對本集團就人權及勞工慣例、防止童工及強制勞工方面有重大影響的已確認的違規事件或不公平情況。



## EMISSION POLICY

As a promoter of sustainability, we are committed to reduce our impact on the natural environment, conserve resources and handle wastes properly as we operate. Our major operating sites are offices, and our operations do not involve significant pollution and resources consuming activities. We understand our major environmental impact is the use of paper and energy consumption.

## EFFICIENT USE OF RESOURCES POLICY

The Group considers internal management approach is the most direct and effective means to reduce our impact on the environment. We purchase paper which are certified to have made of materials derived from sustainable source. Used paper will be sent to third party for recycling. We encourage our employees to conserve energy, such as reminding them to switch off unused lights and computers as they leave office.

Since our core business is to create sustainable environment through our planning and design services, we will continue to research and develop innovative methods and technology to reduce impact on environment, such as 'Sponge City', Green Infrastructure, Urban Forest, Nature Conservation Area and also assist our clients to offset carbon emission from their development and operation.

Besides, we promote to our suppliers and investors the importance of sustainability. Our procurement policy favors products with a lower environmental footprint.

In 2018, there were no confirmed non-compliance incidents or grievances that have a significant impact on the Group in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.

Huawei Production Plant, Hangzhou 杭州華為

# Environmental Protection 環境保護



## ENVIRONMENTAL DATA 環境數據:

Energy consumption	能耗	2018	2017
Energy consumed by company vehicles (MWh)	公司車輛燃油能耗 (兆瓦時)	65.6	104.5
Electricity consumed at offices (MWh)	辦公室電力消耗 (兆瓦時)	604.5	446.5
Total (MWh)	總計 (兆瓦時)	670.1	551.0
Energy intensity (MWh/employee)	人均能耗密度 (兆瓦時/人)	2.1	1.7

Carbon emission	碳排放		
Scope 1 (company vehicle emission) (tons CO2e)	範疇一 (公司車輛排放)(二氧化碳當量一噸)	16.6	26.4
Scope 2 (electricity consumption) (tons CO2e)	範疇二 (辦公室電力消耗)(二氧化碳當量一噸)	501.5	465.1
Scope 3 (employee business travel by flight) (tons CO2e)	範疇三 (員工飛行差旅行生排放)(二氧化碳當量一噸)	403.8	284.4
Total (tons CO2e)	總計 (二氧化碳當量一噸)	922.0	775.9
Carbon intensity (tons CO2e/employee)	人均碳排放 (二氧化碳當量一噸/人)	2.9	2.4

Water emission	水用量		
Water consumption (tons)	水用量 (噸)	2,854.0	1,281.8

Paper consumption and recycling	紙張使用及回收及回		
Paper consumed (kg)	紙張使用 (公斤)	4,406.3	4,974.9
Paper recycled (kg)	紙張回收 (公斤)	358.0	302.5

### 排放政策

作為可持續發展的推動者，本集團致力在營運時減緩對自然環境的影響，節約資源、妥善處理廢物。本集團的主要業務地點為辦公室，不涉及高度污染及大量消耗天然資源的活動，因此我們的主要環境影響在於紙張、水及能源消耗。

### 有效使用能源政策

本集團認為透過相關的內部管理措施是減低環境影響最直接和有效的方法。為此我們採用的紙張均具有可持續發展來源認證；紙張使用過後，會交由第三方作回收處理。本集團鼓勵同事節約能源，提醒他們離開工作地點時應將不使用的電燈和電腦關上。

由於我們的核心業務是以規劃和設計去創造可持續環境，我們將繼續致力研究和發展創新的方法和技術，以創造真正減低環境影響的發展如「海綿城市」、綠色基礎設施、城市森林、自然保育區等，並協助客戶抵銷項目發展和營運產生的碳排放。

此外，透過業務上的交往，我們致力向我們的外判商、供應商及投資者宣揚可持續發展的重要性。我們盡量採購較為環保的產品。

於二零一八年，並無對本集團有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生有重大影響的已確認的違規事件或不公平情況。

# 粵港澳大灣區生態與景觀聯盟

## Promoting Development of the Profession 推動專業發展

Earthasia International Holdings Limited Environmental, Social and Governance Report 2018

The Guangdong-Hong Kong-Macau Greater Bay Area Ecology and Landscape Alliance, initiated by Mr. Patrick Lau, Chairman of Earthasia International Holdings Limited, was established on October 27, 2018 by the Hong Kong Institute of Landscape Architects, Guangdong Provincial Landscape Architecture and Ecological Landscape Association and Macao Landscape Greening Promotion Association. The Signing ceremony took place in Shenzhen and was witnessed by the high level representatives of the Guangdong Provincial Construction Bureau, the Hong Kong Special Administrative Region Development Bureau and the Macao SAR Government's Civil Affairs Bureau together with the landscape department heads of the 11 cities in Guangdong, Hong Kong and Macau, the leaders of the landscape associations and related enterprises. More than 2,800 people witnessed this milestone in promoting exchanges and cooperation in the Greater Bay Area, aiming to build a world-class eco-city group with strong international competitiveness, creating a new international metropolitan area with a beautiful and livable Bay Area landscape ecology. Mr. Patrick Lau, was honoured to be elected as the founding chairman.

由泛亞國際董事長劉興達先生倡議成立的粵港澳大灣區生態與景觀聯盟，在2018年10月27日由香港園境師學會，廣東省風景園林及生態景觀協會和澳門園景綠化促進會共同在深圳簽署成立。該活動獲得廣東省建設廳，香港特區政府發展局和澳門特區政府民政總署派出高層代表出席與粵港澳大灣區十一個城市的園林綠化主管部門領導，園林協會負責人及相關企業代表等二百八十餘人，共同見證這項促進粵港澳大灣區交流合作的里程碑，旨在建設具有國際競爭力的世界級生態城市群，打造新型國際化都市圈及優美怡人的灣區生態景觀。劉興達先生榮幸地獲推選為創會主席。



# 与景观联盟启动仪式



## COMMUNITY INVESTMENT POLICY

We are committed to promoting development, cultivating talents and broadening horizons in our young professionals.

Our internship program has continued to grow with our established partnerships from overseas universities and major local institutes such as, Technological and Higher Education Institute of Hong Kong and the University of Hong Kong. It provides a solid base for young professionals hoping to kick-start their career in landscape architecture by offering an allround on-the-job learning starting from soft and hard landscape design and conceptual stage to construction. In 2018, we have won the Partner Employer Award for our contribution and dedication in our internship program.

Our chairman, Mr. Patrick Lau, also the founding chairman of Asian Habitat Society and New Century Society, continues to improve city's livability, present innovative urban design and promote landscape architecture to the community and to other professionals through seminars and conferences held in Hong Kong and overseas. As one of the key members of the Hong Kong Institute of Landscape Architects, he supported the establishment of more landscape architects posts in the Hong Kong Government to promote landscape architecture on policy level. Our employees were also encouraged to participate in the Institute's activities and operations to widen the exposure of different landscape architecture knowledge from all over the world.

Education is the premise of progress in every society. Our technical directors, Mr. Jason Chan and Mr. Ringo Lee are parttime lecturers in the Technological and Higher Education Institute of Hong Kong.

## 社區投資政策

我們致力提拔及培育人才，並擴闊平台招納更多年輕專才。我們不斷改良實習制度，亦與海外大學及香港高等教育科技學院及香港大學等主要本地機構緊密合作。我們提供全面的在職學習機會，接觸面從公私營項目的園境概念設計到施工階段，為有志成為園境師的青年提供可靠平台。於二零一八年，我們榮獲「友商有良」嘉許，表揚我們於實習計劃的貢獻及投入。

我們的主席劉興達先生為亞洲人居环境協會及新世紀協會的創辦主席，透過於香港及海外舉辦講座及會議，一直致力於改善城市的居住條件、提出新穎的城市設計及向社區及其他專業人士提倡景觀建設。劉興達先生亦為香港園境師學會的主要成員之一，彼支持香港政府增設更多園境師職位，以冀在政策層面推廣園境建設。我們亦鼓勵員工參與香港園境師學會的活動，以開拓眼界接觸世界各地不同的園境建設知識。

教育是每個社會邁向進步之途的鑰匙。本集團的總監陳家興先生及李俊興先生均為香港高等教育科技學院的兼職講師。

**HKEX's Environmental, Social and Governance Reporting Guide**  
 香港聯合交易所《環境、社會及管治報告指引》索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Disclosed in 參考章節	Remarks 註釋
<b>Aspect A1: Emissions</b> 層面A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.  有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental protection 環境保護	
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental protection 環境保護	The Company principally engages in landscape architectural consulting services and catering business. We do not engage in any activities that emit substantial quantities of air and water pollutants. Consumption of electricity, paper and water are disclosed. 本公司業務以提供園境建築顧問服務及餐飲業務為主，不涉及大量的廢氣及廢水排放。電、紙張及水的使用已作披露。
KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	Environmental protection 環境保護	Carbon emission is disclosed. 碳排放已作披露。
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	N/A 不適用	The Company principally engages in landscape architectural consulting services and catering business. We do not engage in any activities that discharge substantial quantities of hazardous waste. 本公司業務以提供園境建築顧問服務及餐飲業務為主，不涉及大量有害廢棄物，故該數據不作披露。
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Environmental protection 環境保護	Paper and water is considered the most significant waste discharged from our operation sites. 我們的運營地點所產生之廢棄物主要為紙張及水。

**HKEx ESG Reporting Guide Index**  
**《環境、社會及管治》報告索引**

KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及成果。	Environmental protection 環境保護	Paper and water is considered the most significant waste discharged from our operation sites. We have arranged recycling service for our offices. 我們的營運地點所產生之無害廢棄物主要為紙張及水。我們已安排第三方回收各辦公室所產生之廢紙。
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	N/A 不適用	The company principally engages in landscape architectural consulting services and catering business. We do not engage in any activities that emit substantial quantities of air and water pollutants. 本公司業務以提供園境建築顧問服務及餐飲業務服務為主，不涉及大量廢氣及廢水排放，該數據不作披露。
<b>Aspect A2: Use of Resources</b> <b>層面A2：資源使用</b>			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Environmental protection 環境保護	
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及或間接能源總耗量及密度。	Environmental protection 環境保護	Energy consumption is disclosed. 能源消耗已作披露。
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environmental protection 環境保護	Water consumption is disclosed. 水消耗已作披露。
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及成果。	Environmental protection 環境保護	
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述於獲得水源上面對的問題，以及提升用水效益計劃及成果。	N/A 不適用	The Company principally engages in landscape architectural consulting services and catering business. We do not consider this is an issue to us. 本公司業務以提供園境建築顧問服務及餐飲服務為主，我們認為此不會對我們造成問題。
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	N/A 不適用	The Company engages in landscape architectural consulting services. We do not produce products in substantial quantities that require packaging. We consider this is not applicable to us. We have instead disclosed the quantities of paper and water consumed and recycled. 本公司業務以提供園境建築服務為主，業務上不涉及大量包裝材料的使用。我們認為這對我們不適用。但我們已披露紙張及水的消耗及回收數量。

Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低所屬機構對環境及天然資源造成重大影響的政策	Promoting sustainable development of cities 推動城市的可持續發展	
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	Promoting sustainable development of cities 推動城市的可持續發展	
Aspect B1: Employment 層面B1：僱傭			
General Disclosure 一般披露	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.  有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 相關法律及規例的資料策	Developing talents 人才發展	
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數		
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員總數		

Aspect B2: Health and Safety  
層面B2：健康與安全

General Disclosure 一般披露	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.  有關提供安全工作環境及保障員工避免受職業性危害的： (a) 政策；及 (b) 相關法律及規例的資料	Developing talents 人才發展	Major safety risks exposed by our employees at work occurs at client construction sites. For any employees who are required to visit client construction sites, they receive external safety training for permission of entering construction sites. They are required to observe the safety regulations at client construction sites.  相對於在本集團的業務地點內工作，因工作需要而到訪客戶工地現場的員工所面對之安全風險相對較高。如員工需要到訪客戶工地現場，他們需要接受外間機構提供之安全培訓以取得工地進入許可。我們亦要員工留意並緊遵客戶工地的安全守則及慣例
KPI B2.1 關鍵績效指標B2.1	Number and rate of workrelated fatalities. 因工作關係而死亡的人數及比率		There was no reported case of work-related fatalities in 2018. 於二零一八年並無員工因工作關係死亡
KPI B2.1 關鍵績效指標B2.2	Lost days due to work injury 因工傷損失工作日		There was no reported case of work-related lost day incidents in 2018. 於二零一八年並無員工因工作關係受傷並需暫停工作
KPI B2.1 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法		

Aspect B3: Development and Training  
層面B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  有關提升員工履行工作職責的知識及技能的政策，描述培訓活動	Developing talents 人才發展	
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比		
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數		

## Aspect B4: Labour Standards

### 層面B4：勞工準則

<p>General Disclosure 一般披露</p>	<p>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.</p> <p>有關防止童工或強制勞工的：</p> <p>(a) 政策；及 (b) 相關法律及規例的資料</p>	<p>Developing talents 人才發展</p>	<p>As a professional service firm, we mainly employ individuals who are at least degree graduates, with solid work experience or with professional qualifications. Our risk of engaging child labor and force labor is considered insignificant. This aspect is considered immaterial and thus is not disclosed.</p> <p>作為專業服務機構，我們主要聘用具一定學歷、工作經驗及專業資格之人士。我們所面對出現聘用童工及強制勞工的情況非常低，故不作披露</p>
<p>KPI B4.1 關鍵績效指標B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工</p>		<p>No child and forced labour employment 並無僱用童工及強制勞工。</p>
<p>KPI B2.1 關鍵績效指標B4.2</p>	<p>Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時所採取的行動</p>		

## Aspect B5: Supply Chain Management

### 層面B5：供應鏈管理

<p>General Disclosure 一般披露</p>	<p>Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策</p>	<p>Upholding professionalism 恪守專業</p>	
<p>KPI B5.1 關鍵績效指標B5.1</p>	<p>Number of suppliers by geographical region. 按地區劃分的供應商數目</p>		
<p>KPI B5.2 關鍵績效指標B5.2</p>	<p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法</p>		



Aspect B6: Product Responsibility

層面B6：產品責任

<p>General Disclosure 一般披露</p>	<p>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.  有關所提供產品和服務的健康與安全、廣告、標籤及個人資料私隱事宜以及補救方法的： (a) 政策；及 (b) 相關法律及規例的資料</p>	<p>Upholding professionalism 恪守專業</p>	<p>Regarding marketing practices, we follow the HKILA's Professional Code of Conduct and confirm that any information presented is factual, relevant, and neither misleading nor discreditable to the profession.  有關於市場推廣政策，本集團緊守香港園境師學會之守則，確保所有市場推廣文件所示資料真確，且無誤導成份。</p>
<p>KPI B6.1 關鍵績效指標B6.1</p>	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.  已售或已運送產品總數中，因安全與健康理由而須回收的百分比</p>		<p>No significant product recall record 並無重大產品回收記錄。</p>
<p>KPI B6.2 關鍵績效指標B6.2</p>	<p>Number of product and service related complaints received and how they are dealt with.  接獲關於產品及服務的投訴數目以及應對方法</p>		<p>The Group provides landscape architectural service. We measure our service quality by client satisfaction. No significant complaint received.  本集團戶提供園境建築服務。我們以客戶滿意度計量我們的服務質素。並無收到重大投訴。</p>
<p>KPI B6.3 關鍵績效指標B6.3</p>	<p>Description of practices relating to observing and protecting intellectual property rights.  描述與維護及保障知識產權有關的慣例</p>		<p>No significant infringement case 並無重大侵權案件。</p>
<p>KPI B6.4 關鍵績效指標B6.4</p>	<p>Description of quality assurance process and recall procedures.  描述質量檢定過程及產品回收程序</p>		
<p>KPI B6.5 關鍵績效指標B6.5</p>	<p>Description of consumer data protection and privacy policies, how they are implemented and monitored.  描述消費者資料保障及個人資料私隱政策，以及相關執行及監察方法</p>		



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HKEx ESG Reporting Guide Index  
《環境、社會及管治》報告索引

Aspect B7: Anti-corruption  
層面B7：反貪污

General Disclosure 一般披露	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.  有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 相關法律及規例的資料	Upholding professionalism 恪守專業	
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對所屬機構及其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果		No concluded legal case 並無已審結的訴訟案件
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法		

Aspect B8: Community Investment  
層面B8：社區投資

General Disclosure 一般披露	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.  瞭解營運所在社區的需要，確保其業務活動會考慮社區利益的政策	Promoting development of the profession 推動專業發展	
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）		
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g., money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）		

Environmental,  
Social and Governance Report  
環境，社會和管治報告



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