

Sustainable Development Report 2020



About This Report

This report covers our emphasis on the five key aspects of sustainable development - reducing our impact on the environment, maintaining our health and safety standards, caring for our people and the community we serve, as well as engaging our business partners to work with us in a sustainable and responsible manner. The report referred to Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines [1] and covers the period from 1st January 2020 to 31st December 2020. The sustainable practices and future targets in our Hong Kong and Chinese mainland operations are mentioned in this report.



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Managing Director's Message

2020 is the most challenging year for the retail industry of Hong Kong under the COVID-19 pandemic and as part of the industry, the impact to Swire Resources is unprecedented. Nevertheless, our efforts on sustainable development continued despite all challenges faced. We strongly believe that protecting our environment is crucial to safeguard our economic and social development in a sustainable way. Our commitment towards sustainable development remains unchanged.

During this highly uncertain operating environment with tight COVID-19 precautionary measures, our first priority is to ensure the safety of our customers and staff team. From providing face masks and disinfecting supplies, to activating home office and shortening business hours, we are committed to minimizing our staff's risk exposure to COVID-19 as much as possible. As social gatherings were restricted, we have launched a positivity series to offer staff the tips on stay-at-home workouts and different emotional management techniques, to maintain a healthy and positive lifestyle.



Managing Director's Message

Health is Wealth. As an industry leader in sports and lifestyle retail, we recognize our responsibility in supporting our customers over this difficult period. We have gathered all our efforts to provide COVID-19 protective merchandise and relevant sports products to keep everyone safe and stay healthy. We have also adjusted our operation mode to flexibly serving our customer needs via online and offline channels. To continue our drive to reduce waste and conserve resources, a highlight in 2020 was the launch of “No Shopping Bag Day” across our shops which has successfully reduced the distribution of shopping bags to customers. Moreover, we have further digitalized processes throughout our operations, which improved our efficiency while significantly cutting down paper consumption.

Our people have always been our focus. As part of the Swire Group, we launched our Diversity & Inclusion (D&I) awareness and promotion campaigns in 2020. The D&I initiative is critical to create a more equitable and supportive workplace for everyone. On staff development, we have launched a series of online training courses and workshops to cope with safety concerns.

Unlike previous years, our volunteer team could not interact face-to-face with those in need within our community. Without hesitation, we decided to explore new ways to provide assistance to the underprivileged groups during this difficult time. One of the many initiatives is our shops' participation in HK2Gather's crowd-sourcing campaign to call for the much-needed supply for socially vulnerable groups.

Going forward, we will continue to offer immediate support to address the society's urgent needs and we hope for a speedy recovery from this global health crisis together.

Janis Tam
Managing Director

 GigaSports
LE PROFESSIONAL MARATHON
SPORTS 馬拉松 CATALO G ALDO Lepetto
PARIS JOCKEY Columbia GO WILD CHEVIGNON
FRANCE SWIRE RESOURCES Cath Kidston® arena speedo® ROCKPORT Teva UGG® crocs™ havaianas®

Governance

Swire Resources Limited (SRL) developed its first Sustainable Development (SD) Policy in 2009 to guide the thinking and management decisions behind all our operations and help to enact our sustainable stewardship. We have also created an Environment and Health & Safety (EHS) taskforce to oversee adherence to this policy and enhance internal communication of EHS matters. The EHS Committee is chaired by a Head of Finance and includes representatives from various business units.

About Swire Resources

Swire Resources, a wholly owned subsidiary under the Trading & Industrial Division of Swire Pacific Limited, is a leading brand management, retail and distribution company in Greater China.

Founded in 1990, we have evolved dynamically to meet changing consumer preferences and market trends. Our expertise in brand building, marketing, distribution and retailing has enabled us to establish premiere sporting names like Reebok, Puma and Columbia in Hong Kong and the Chinese mainland in the early days. Swire Resources has gone from strength to strength over the years, expanding our portfolio to include casual footwear, outdoor and contemporary lifestyle, representing a range of renowned international brands in the region, inclusive of Arena, Speedo, Columbia, Teva, Cath Kidston, Chevignon, Crocs, Jockey, Repetto, Rockport, UGG and Havaianas.

Apart from being a leader in Brand Representation, Swire Resources is also a leading sports retailer in Hong Kong and Macau. Our four multi-brand chains, namely Marathon Sports, GigaSports, Catalog and Go Wild, are positioned uniquely to serve a wide spectrum of sporting needs ranging from hardcore performance, outdoor activities, and casual athleisure to fashion sports. The brands we represent benefit from this strong inter-group synergy.

At the end of 2020, we operate 184 retail outlets in Hong Kong, Macau and the Chinese mainland, consisting of brand concept stores for brands we present, multi-brand sports stores under the four banners, as well as franchise stores of leading sports brands such as Nike, Adidas and New Balance.

Swire Resources, being a trusted partner to brand owners and suppliers, continues to grow and expand into new categories. We are committed to connecting our partners to their customers in this part of the world. We regard the success of our brands as our success. Our proven track record is a testament to our capabilities and commitment to our partners and consumers.



Environment

Retail Stores

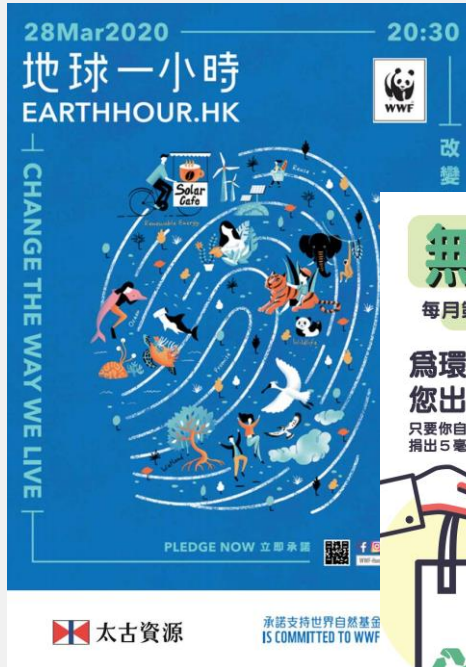
Electricity represents the most significant source of direct carbon footprint in our operation, we have been monitoring our shops' consumption since 2009. We have set ourselves a higher target for 2020 of 42% electricity efficiency versus our baseline usage, which we achieved with satisfaction. As a long-time supporter of World Wildlife Fund (WWF), 25 of our shops took part in WWF's annual Earth Hour campaign by switching off decorative lights for one hour on 28 March 2020 to help raise public awareness for environmental conservation.

In an effort to reduce the use of one-off in-store displays made with foam boards, most of our shops have transitioned to less resource-intensive or reusable alternatives such as cardboards and digital displays. We will continue to explore the possibility to expand paperless briefing to other brands in the future.





Environment



Retail Stores

This year, we have launched a customer-oriented environmental initiative ‘No Shopping Bag Day’ in September to encourage shoppers’ bring-your-own-bag behavior. ‘No Shopping Bag Day’ takes place every second Tuesday of every month, in which Swire Resources pledges a donation of \$0.5 for every shopping-bag-free transaction. Along with the mandatory plastic shopping bag levy collected, donation is made to WWF to support their tremendous work in environmental education and conservation programs. Since launching the program, our shopping bag consumption rate has been reduced as compared to previous months. The program is well-received by our customers and the industry, and we were honored to be part of Hong Kong Green Building Council’s publicity campaign which promotes green practices by the commercial sector.



Environment

Office and Warehouse

With the full-year electricity data now available for our new office in a certified BEAM Plus Platinum building, a comparative study was done against our energy consumption in our previous location. Our analysis showed a significant reduction in energy intensity, from the annual average of 1.24 at our previous office in 2018 to 0.60 at our new office in 2020. Our energy-efficient office is equipped with brightness and motion sensors so lights are automatically switched off when sufficient natural lights are available and no motions are detected within 15 minutes. When it comes to office supplies, we evaluate regularly on the possibility to substitute with more environmentally-friendly options. With over 350 employees working in our office, our consumption of paper towels is rather significant; hence we have switched to an alternative paper towel made of recycled paper pulp to reduce our reliance on virgin resources.

To promote recycling, we have partnered with a mobile app start-up called Me2You to offer a more convenient online second-hand goods trading platform for our staff. An exclusive Swire Resources work circle was set up so that items can be recycled among colleagues. Our staff enjoyed using this new outlet to recycle and trade their idle items with others and to connect with other colleagues through the scheme.





Environment

Office and Warehouse

Although our business travel has reduced drastically due to the outbreak of COVID-19, we continued to participate in Cathay Pacific's FLY Greener program where monetary compensation were made in accordance to our air travel distance to support of its carbon-neutralizing projects verified with the Voluntary Carbon Standard or equivalent in the Asia Pacific region. Since initial participation in 2009, we have offset a total of 6302.05 tonnes of carbon dioxide. Although it is unfortunate that it took a global pandemic to widen adoption of video-conferencing across the globe, it has led us towards a greener business culture where air travel can be kept at a minimum to lower our carbon footprints.

220,000

pieces of paper saved

575 kg

of plastic wrap recycled

After the successful trial of e-Coupon for our staff coupon in October 2019, we have fully transitioned all staff coupons to the online platform in 2020. Not only did the online platform make coupons preparation and distribution more efficient, we avoided the production of over 220,000 pieces of paper (equivalent to 21 trees) that would have been used for coupon-printing each year. Furthermore, our outdoor chain collaborated with our I.T. department to develop an e-briefing to feature our shops' handheld devices, gadgets that can replace the production of ten thousand pieces of paper each year.

For our warehouse operation, we recognized that plastic wrap used to protect our products during transportation is a main source of waste. To minimize this wastage, we have commissioned a recycling firm to regularly pick up used plastic wrap for recycling. Since the start of recycling collection in June, a total of 575 kg of plastic wrap has been diverted from landfill by the end of 2020.

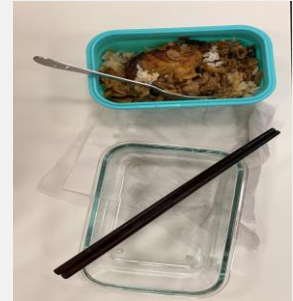


Environment

Cultivating environmental awareness

During the COVID-19 pandemic, we have taken a new approach as we practice social distancing and deliver fun-filled eco-workshops for our employees to raise their environmental awareness. We hosted multiple workshops through video-conferencing platforms which allowed our office and retail staff to attend without time or location constraints. Participants had the opportunity to make their own eco-friendly disinfectant products such as hand sanitizers and portable soap to promote proper personal hygiene.

Besides issuing regular Green News on popular environmental topics, our annual green campaign was launched in September 2020 to encourage sustainable lifestyle among our staff. This year's Eco-Bingo campaign consists of various conservative actions and questions about different environmental issues. By completing the assigned actions and questions, participants are rewarded based on the number of lines they were able to finish. Through this campaign, our staff are motivated to start new eco-friendly habits such as adopting vegetarian diets and low-waste lifestyles, while learning more about the city's environmental performance.



Environment

2020 Objectives

Hong Kong

To maintain operational efficiency (i.e. 42% reduction vs 2009) in kWh/sqm.

Continue to organize sustainability-related workshops to encourage staff to adopt a sustainable lifestyle.

Chinese Mainland

Continue to organize environmental campaigns to promote environmentally-friendly measures.

Results



Achieved 4.30% reduction compared to 2019.



Organized multiple online environmental workshops and green campaign to encourage staff to adopt a sustainable lifestyle.



Postponed due to COVID-19 and will continue in 2021.





Environment

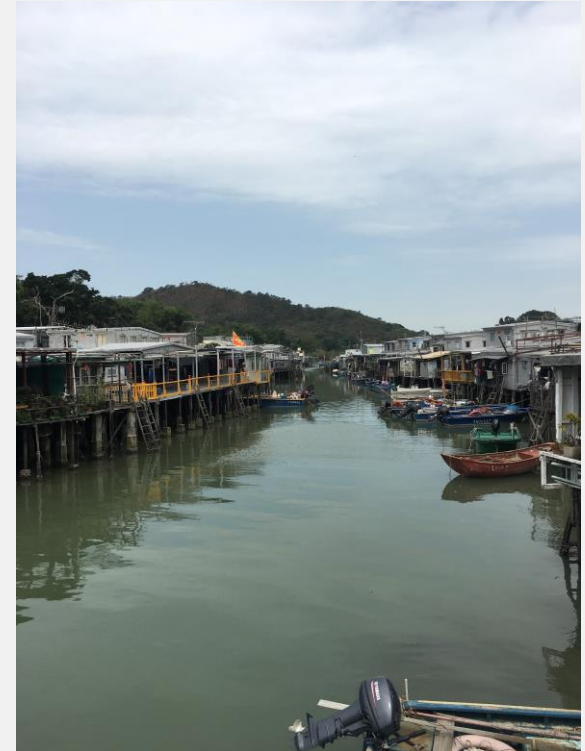
2021 Targets

Hong Kong

- Target to reduce GHG emissions from direct operations (scope 1 and 2) by 14% from a 2019 baseline, which makes reference to the reduction pathway of the science based targets initiative (SBTi).
- Continue to organize sustainability related workshops to encourage staff to adopt a sustainable life style.

Chinese Mainland

- Continue to organize environmental campaigns to promote environmentally-friendly measures.





Health & Safety

During the coronavirus disease (COVID-19) outbreaks throughout 2020, the rapid spread of the virus posed great threats to public health. In order to safeguard our staff's health and discourage social gatherings, our Business Continuity Plan was activated, and arrangements were made in accordance to latest development of the disease to minimize disruptions to our operations. To ensure our staff well-equipped to practice personal hygiene, they were provided with face masks and other disinfection supplies starting from mid-February 2020. The business hours for our shops were shortened to safeguard our frontline staff. During the severe phases of COVID-19, office staff team was offered the work from home option unless it was utmost necessary for the staff to report to office. As the situation improved, our measures were adjusted to protect our staff's health while gradually resuming normal operation. These measures include roster re-scheduling of department staff in A/B shifts, activation of second office and enhanced flexible working hours to minimize staff's exposure to crowds.



During the pandemic, we were particularly mindful of our staff's mental wellness and physical health as their routine activities were disrupted due to the social distancing measures in place. Online informative talks on positivity and emotion management were regularly shared with staff to raise awareness for mental health and tips on stress relief. Furthermore, home fitness videos were shared to encourage staff to stay active despite closure of sports facilities across the city. To keep up the moral of our teams, we launched various calls for submission, encouraging staff from all levels to contribute photos and messages to promote positivity during this challenging time.



Health & Safety

While safeguarding staff's health is our top priority in 2020, raising and maintaining staff's safety awareness is just as important in our agenda. Monthly safety reminders were issued to frontline staff, reminding them of common safety hazards and precautionary measures to avoid any work injuries. Furthermore, we continued to practice safety inspections done by our executives, area managers and sustainable development team to ensure that our staff prioritizes safety. In 2019, we launched the Safety Ambassador Program where a member of staff is nominated as the shop's safety ambassador to share the responsibility of spreading safety messages with his or her peers, embedding safety mindfulness firmly in SRL's work culture. The program was well-received as staff's safety awareness has noticeably improved, as acknowledged by shop managers and safety inspectors.



店舖安全
人人有責

Although partially affected by the lowered shop traffic in 2020, our two safety parameters – overall Lost Time Injury Rate (LTIR) and Lost Day Rate (LDR) have both significantly improved as compared to 2019, with our overall LTIR decreased by 35.8% and LDR by 33.8%.

Unlike previous years, rather than targeting frontline shops, we have extended our safety competition to our non-frontline staff this year, calling for ideas on ways to improve workplace safety across all levels of our operation. Through the competition, we have collected over 180 submissions which were evaluated by our senior management based on their practicality and effectiveness. We have put in our plan to implement the winning suggestions throughout 2021 to further reduce possible workplace injuries.

In 2019, we engaged an external consultant to develop a Safety Management System (SMS) specifically for our warehouse operations, which was implemented in 2020. The measures include monthly safety reviews and safety committee meetings to drive for improvement actions if required. Through establishing this system, safety hazards were effectively identified and eliminated, minimizing hazards in the workplace.



Health & Safety

2020 Objectives

Hong Kong

To achieve 3% reduction in Lost Time Injury Rate and 3% reduction in Lost Day Rate vs 2019. ✓

Continue to promote positive safety culture & work life balance. ✓

Continue to maintain a safe workplace. ✓

Continue to manage work injury cases effectively i.e. lower LDR. ✓

Results

Lost Time Injury Rate decreased by 35.8% vs.2019.
Achieved 33.8% reduction in Lost Day Rate vs. 2019.

Launched positivity series to boost staff's spirit during COVID-19 outbreak.
Maintained safety awareness reinforcement communication in different forms.
Maintained pre-work exercise routine at shops.

Activated Business Continuity Plan with home office & AB shift arrangement to minimize risks of possible cross-infection between staff.
Continue to run joint task-force with Facilities, Sustainable Development and Operation teams to enforce the fit-out guidelines for new shop opening.

Continue to review cases with senior management to manage work injury cases effectively.



Health & Safety

2020 Objectives

Hong Kong

Continue to appoint safety consultants focusing on warehouse safety improvements. ✓

Continue to closely monitor Hong Kong political situations and will step up efforts to ensure safety of our staff. ✓

Chinese Mainland

To drive for zero work injuries. ✓

Results

Launched Safety Management System with monthly safety reviews and safety committee meetings to drive for improvement.

Monitored political and COVID-19 situations closely and made adjustments on duty requirements to minimize staff's exposure to risks.

Achieved zero work injuries.



Health & Safety

2021 Targets

Hong Kong

- To maintain Lost Time Injury Rate vs 2020.
- Continue to promote positive safety culture & work life balance.
- Continue to maintain safe workplace.
- Continue to manage work injury cases effectively i.e. lower LDR.
- Continue to appoint safety consultants focusing on warehouse safety improvements.
- Continue to closely monitor Hong Kong political situations and will step up efforts to ensure safety of our staff.



Chinese Mainland

- To drive for zero work injuries.



Employees

Our Company is committed to developing an engaging & diverse workforce where all our talents can unleash their full potential. Despite the challenge of social distancing and remote work arrangement during the pandemic in 2020, we endeavored to stay connected and keep our spirits up through various initiatives.



The pandemic accelerated the customer purchase shift towards the e-Commerce and Omni sales channel. Our staff responded promptly to the change of customer behavior and has never more frequently interacted with customers through all means of social media platforms and messengers. We have conducted a series of trainings to accelerate the digital transformation of the staff teams to embrace the new normal. Firstly, we engaged a popular “Key Opinion Leader” to conduct two live-streaming and IG-posting online training sessions for over 700 staff to strengthen their techniques. Secondly, we organized briefing sessions to share tips and tricks to these over 700 staff introducing useful photo editing Apps to equip them with digital skills to connect with customers through creative product photos. Thirdly, we launched the Beyond Stores Program, during which we taught our staff how to start a conversation and maintain long term relationship with customers via WhatsApp/ WeChat messenger. Lastly, to encourage cross learning culture, we invited talented staff internally to host online sharing sessions on tips and experience in creating Instagram posts and developing professional PowerPoint presentation.



Employees

Developing and nurturing young talents is a key to our people strategy and succession pipeline. In 2020, we continued our Buying Trainees Program. Through a systematic and structured 18-month development program, they would have chances to explore different roles and be developed into professional buying specialists. We also recruited summer interns with an aim to nurture potential talents in retail industry through an 8-week training program. While they gained invaluable work experiences, we were also inspired by their creativity and contribution.

Building a diverse and inclusive working environment is crucial to our employee engagement and business success. We promoted Diversity & Inclusion (“D&I”) through sharing of news, videos and online seminars / events. In November 2020, we held “Pink Friday” in HK office supporting the LGBT+, over 200 employees worn in pink on the day. We also enhanced our benefit policy covering same-sex legal couples, making them eligible for equal benefits under our medical plans and leave policies.

We care for our staff and their family members’ mental health and wellbeing. Hence, we continued our Employee Assistance Programme (EAP) and our cooperation with Four Dimensions Consulting Limited. Their professional personal counselling and consultation service assisted our colleagues and their family members to address their work-life balance and concerns, enhancing a sense of well-being and to encourage a happy and healthy lifestyle.





Employees



Fostering a caring culture, our ongoing “We CARE Onboarding Programme” assists our new joiners to adapt to the new working environment via rapport building and information exchange with an internal buddy (i-buddy) and an external buddy (e-buddy). In 2020, we newly launched a staff sharing forum called “Partea” which were held quarterly. The word “Partea” is the mix of “Party” and “Afternoon tea”. We invited new joiners to play ice-break games to broaden their social network, and to join a focus group to share their suggestions and questions. Apart from this, we launched a campaign named “星期三正能量小點子” which meant “Energizing Ideas Every Wednesday”, to share encouraging and inspiring stories on people and business to boost staff morale and advocate positivity at the challenging time.



Employees

2020 Objectives

To sustain a people-focused culture, listen to our staff and provide timely feedbacks to stakeholders to engage, develop and retain our talents.



To foster a diverse and inclusive culture, removing unconscious bias when recruiting, engaging and developing our people, building an equal and fair value system across all levels of staff in the organization.



Results

Our “We CARE Onboarding Programme” assisted new joiners to adapt new working environment via rapport building and information exchange.

Through “Partea”, we invited new joiners to engage in ice-breaker games to broaden their social network, and to join focus group(s) to share their suggestions and questions.

Promoted D&I through sharing of relevant news, videos, online seminars / events.

Held “Pink Friday” in HK office to show our support to the LGBT+, with over 200 employees worn in pink on the day.

Enhanced our benefit policies to provide same-sex legal couples equal benefits under our medical plans and leave policies.



Employees

2020 Objectives

To enhance leadership competencies and growth mindset of staff, building team capability to effectively surf through VUCA (Volatility, Uncertainty, Complexity & Ambiguity) business environment. ✓



Results

Through “星期三正能量小點子”, which meant “Energizing Ideas Every Wednesday”, we share encouraging and inspiring stories about people and businesses with our colleagues to boost staff morale and advocate positivity in this challenging time.

Build up our staff’s digital capability to face challenges in the new normal, through various training initiatives including “Beyond Store Programme”, online training by KOL and in-house sharing by experienced users.



Employees

2021 Targets

- To build and sustain talent pipeline of key positions and groom future leaders of the Company.
- To continue foster a diverse & inclusive culture, reviewing our policies in support of this.
- To address the work-life balance of our staff, encouraging a sense of well-being and a fulfilled lifestyle.
- To continue the digital transformation journey.
- To lift our “one-team” spirit and transparency in communications with all levels of staff.
- To listen to our staff and provide timely feedbacks to stakeholders to engage, develop and retain our talents.



Business Partners

We engage suppliers and contractors who share our commitment to Sustainable Development. Currently, around 70% of stock purchases come from international brands, all of whom comply with international manufacturing practice standards. To ensure all our suppliers meet Swire Resources Limited's standards, all 58 factories from which we source products have signed up to our code of conduct.

2020 Objectives

Hong Kong and Chinese Mainland

Request factories that have not performed third party audits to perform self-audit to monitor their compliance with our code of conduct.

Results



All 58 factories have performed self-audit and also conducted third-party audit in 2020.

2021 Targets

We will maintain 58 factories to follow our code of conduct. And kick start internal audit follow up with all factories to ensure all our suppliers meet Swire Resources Limited's standards.



Community

With the outbreak of COVID-19, we have all learned to how to interact with each other under the “new normal”. It has changed the way we serve our community, which is in dire need of support especially during this challenging economy. While electronic devices are essential for working and learning under this new normal, many underprivileged schoolchildren may lack access to these devices to support their learning. Joining forces with Swire Group, we collected used electronic devices from our staff and donated to those in need. Furthermore, selected outlets of our shops took part in the “HK2Gather” crowd-sourcing campaign, organized by Me2You & The Hong Kong Council of Social Service, in collecting needed supplies for the socially vulnerable groups. Along with other participating organizations, the campaign collected over 30,000 pieces of masks and sanitizers from the public that were donated to those in need. To show our respect and support for medical professionals who have been working tirelessly throughout the outbreak, our retail and office staff took part in the global “Clap for Medics” initiative on 8 March to pledge our solidarity.

Although the pandemic has stopped us from face-to-face volunteering activities with our partnering NGOs, we were able to collaborate with our partners, namely The Hong Kong Federation of Youth Groups and H.K.S.K.H Lady MacLehose Centre, to organize fun-filled craft activities for underprivileged children via online platforms. Apart from working with established NGOs, we also partnered with a grassroots-led volunteering group recycling metal cans from our office and redeem daily consumable goods at Green Community Stations, and these goods are then donated to the homeless communities in Hong Kong.





Community

As an inclusive employer, we strive to provide equal opportunities to all. Through the Jockey Club A-Connect: Jockey Club Autism Support Network and Caritas Hong Kong, we employed several warehouse assistants who are diagnosed with Autism Spectrum Disorder (ASD). Deeply impressed by the staff's work ethics, we took part in an interview series for the Network to support the ASD community while promoting a diverse and inclusive workplace and society.

With nominations from our NGO partners, we are pleased to be recognized as a Caring Company for the 14th consecutive year in acknowledgement of our commitment to care for the community, the environment and our employees. While we look forward to seeing our society recover from the COVID-19 pandemic quickly, we will continue to adapt and support those in need in a timely manner.



Community

2020 Objectives

Hong Kong

Continue to organize 17 community service events. ✓

To increase participation rate by 5% compared with 2019. ✓

Results

Majority of community service events were canceled due to outbreak of COVID-19.

Organized online craft workshops with underprivileged children. Participated in anti-epidemic supply crowd sourcing donation campaign.

Participation rate increased by only 1% due to suspension of all face-to-face community service events since outbreak of COVID-19.

2021 Targets

Hong Kong

- To continue organizing online activity under the impact of COVID-19
- To resume community services program once the virus gone



Contact Us

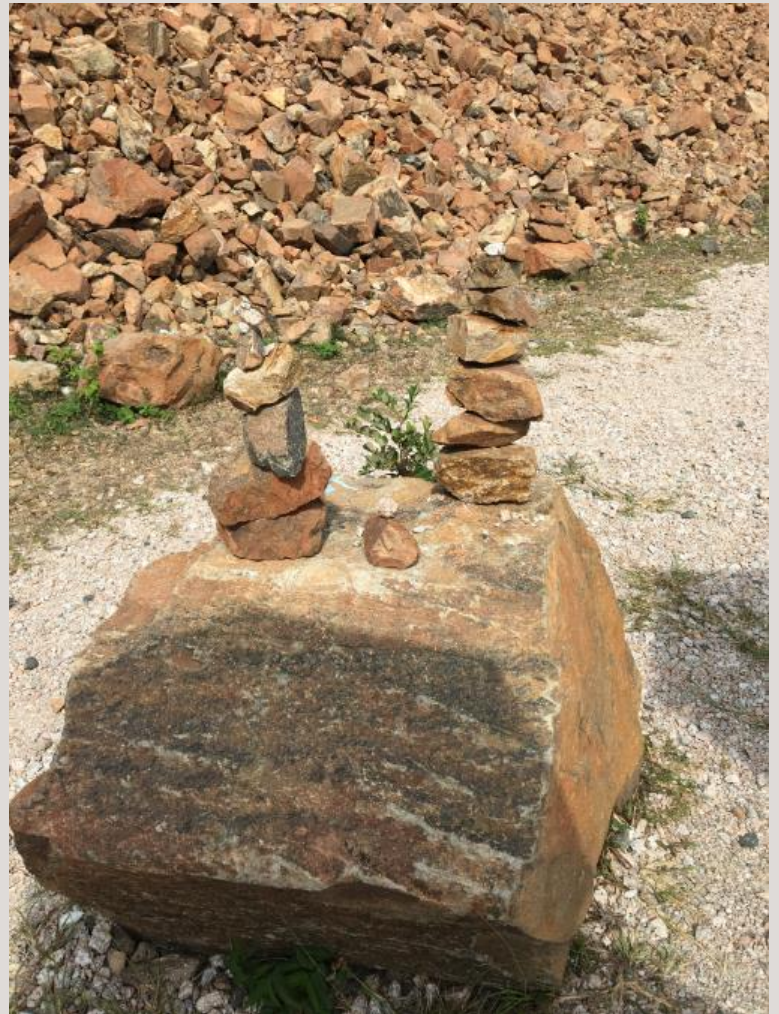
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Published 2021

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Appendix

Sustainable Development Policy

Swire Pacific Limited has established a formal Sustainable Development Policy which provides a policy direction and oversight to all group companies. In line with SPL's policy, Swire Resources adopts this policy because we recognise our long-term value creation depends on the sustainable development of our businesses and the communities in which we operate. We also wish to excel as corporate citizens.

Our policy:

Industry leadership:

We will work with others to promote sustainable development in the industries in which we operate.

In our operation:

We will meet or exceed all legal requirements and:

- Be a good steward of the natural resources and biodiversity under our influence and ensure that all potential adverse impacts of our operations on the environment are identified and appropriately managed.
- Operate as far as is reasonably practicable in a manner which safeguards the health and safety of all our stakeholders.
- Strive to be an employer of choice by providing an environment in which all employees are treated fairly and with respect and can realise their full potential.
- Favour supplies and contractors who promote sustainable development and encourage the responsible use of our products and services by our customers and consumers.
- Promote good relationships with the communities of which we are a part and enhance their capabilities while respecting people's culture and heritage.

Appendix

Summary of Statistics (Hong Kong)

| Environmental | | Unit | Quantity | | | | | | |
|---|--|---------------------------|----------|--------|--------|--------|-------------------------|--------|--------|
| | | | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 |
| Materials | | | | | | | | | |
| EN3 | Direct energy consumption by primary energy source | GJ | 1,123 | 1,472 | 1,525 | 1,594 | 1,532 | 1,415 | 1,772 |
| | Indirect energy consumption by primary source | GJ | 22,573 | 25,083 | 27,542 | 27,400 | 29,178 | 29,535 | 29,249 |
| | Total energy consumption | GJ | 23,696 | 26,555 | 29,067 | 28,994 | 30,710 | 30,950 | 31,021 |
| EN8 | Total water withdrawal by source | m ³ | 2,449 | 3,012 | 2,796 | 2,465 | 3,491 | 2,964 | 2,866 |
| Emissions, Effluent, and Waste | | | | | | | | | |
| EN15 & 16 | Direct greenhouse gas emissions by weight | Tonnes of CO ₂ | 79 | 103 | 108 | 109 | 108 | 109 | 137 |
| | Indirect greenhouse gas emissions by weight | Tonnes of CO ₂ | 3,430 | 5,146 | 4,618 | 4,331 | 4,628 | 5,375 | 5,393 |
| | Total greenhouse gas emissions | Tonnes of CO ₂ | 3,509 | 5,249 | 4,726 | 4,440 | 4,736 | 5,484 | 5,530 |
| Labour Practices and Decent Work | | | | | | | | | |
| Employment | | | | | | | | | |
| LA1 | Total workforce | No. of employees | 1,764 | 2,253 | 2,865 | 2,626 | 2,761 | 2,809 | 2,787 |
| Occupational Health and Safety | | | | | | | | | |
| LA6 | Total working hours of employees | Thousand hrs | 3,331 | 4,428 | 4,486 | 4,300 | 4,512 | 4,743 | 4,555 |
| | Total injuries ^{Note(1)} | No. of employees | 14 | 29 | 39 | 31 | 40 | 51 | 42 |
| | Total fatalities | No. of employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Lost time injury rate ^{Note (2)} | - | 0.84 | 1.31 | 1.74 | 1.44 | 1.77 | 2.15 | 1.84 |
| | Lost days due to injuries | No. of days | 329 | 661 | 1,330 | 1,678 | 1,868 ^{Note 4} | 363 | 584 |
| | Lost day rate ^{Note (3)} | - | 19.75 | 29.85 | 59.29 | 78.03 | 82.79 ^{Note 4} | 15.30 | 25.62 |

Notes:

- (1) Total injuries are those which result in lost time of a minimum of one day. (In the above table total injuries includes fatalities).
- (2) Lost Time Injury Rate = Total Injuries / Total Hours Worked X 200,000*. (*: This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
- (3) Lost Day Rate = Total Days Lost / Total Hours Worked X 200,000*. (*: This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
- (4) A new reporting guideline on the lost day reporting definition was implemented (effective from 1st January, 2016).

Appendix

Summary of Statistics (Chinese mainland)

| Environmental | | Quantity | | | | | | | |
|---|--|---------------------------|------|-------|-------|-------|-----------------------|-------|-----------------------|
| | | Unit | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 |
| Materials | | | | | | | | | |
| EN3 | Direct energy consumption by primary energy source | GJ | - | - | - | - | - | - | - |
| | Indirect energy consumption by primary source | GJ | 814 | 1,122 | 1,073 | 1,063 | 2,191 | 3,147 | 3,198 |
| | Total energy consumption | GJ | 814 | 1,122 | 1,073 | 1,063 | 2,191 | 3,147 | 3,198 |
| EN8 | Total water withdrawal by source | m ³ | - | - | - | - | 245 ^{Note 5} | 447 | 500 ^{Note 4} |
| Emissions, Effluent, and Waste | | | | | | | | | |
| EN15 & 16 | Direct greenhouse gas emissions by weight | Tonnes of CO ₂ | - | - | - | - | - | - | - |
| | Indirect greenhouse gas emissions by weight | Tonnes of CO ₂ | 140 | 196 | 196 | 125 | 458 | 736 | 749 |
| | Total greenhouse gas emissions | Tonnes of CO ₂ | 140 | 196 | 196 | 125 | 458 | 736 | 749 |
| Labour Practices and Decent Work | | | | | | | | | |
| Employment | | | | | | | | | |
| LA1 | Total workforce | No. of employees | 93 | 81 | 74 | 83 | 213 | 316 | 505 ^{Note 4} |
| Occupational Health and Safety | | | | | | | | | |
| LA6 | Total working hours of employees | Thousand hrs | 171 | 167 | 168 | 265 | 526 | 774 | 1,136 |
| | Total injuries ^{Note(1)} | No. of employees | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | Total fatalities | No. of employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Lost time injury rate ^{Note (2)} | - | 0 | 0 | 0 | 0 | 0.38 | 0.26 | 0 |
| | Lost days due to injuries | No. of days | 0 | 0 | 0 | 61 | 255 | 9 | 0 |
| | Lost day rate ^{Note (3)} | - | 0 | 0 | 0 | 45.98 | 96.95 | 2.32 | 0 |

Notes:

- (1) Total injuries are those which result in lost time of a minimum of one day. (In the above table total injuries includes fatalities).
- (2) Lost Time Injury Rate = Total Injuries / Total Hours Worked X 200,000*. (*: This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
- (3) Lost Day Rate = Total Days Lost / Total Hours Worked X 200,000*. (*: This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
- (4) Decrease was due to Columbia Joint Venture separation.
- (5) SH warehouse closed in mid-2016.