



## **GOLDBOND GROUP HOLDINGS LIMITED**

**金榜集團控股有限公司**

*(Incorporated in Hong Kong with limited liability)*

**(Stock code : 172)**

### **Environmental, Social and Governance Policy (“ESG policy”)**

At Goldbond Group Holdings Limited, ESG is viewed as a business philosophy that creates sustainable value for all our stakeholders including but not limited to shareholders, employees, business partners, customers, suppliers, Government bodies, community members. The Company is committed to the long term sustainability of our business development and the communities in which we operate. By embracing opportunities and managing risks derived from environmental, social, and economic developments, our ESG Policy defines our long-term approach to specific issues in two cornerstones: Environmental and Social, which is instrumental in enabling our business to operate in a sustainable manner.

#### **Environmental**

We value the importance of environmental protection and the impact of the environment to the well-being of communities. The Company pursues the following initiatives on the environmental protection policy:

- To give due consideration to environmental issues in our corporate decision-making process and actively minimize the impact of our business operations on the environment.
- To continue to improve our environmental performance and comply with applicable environmental laws and standards.
- To reduce energy consumption and improve energy efficiency, conserve resources, use renewable or recyclable materials, minimize the use of paper and dispose of waste in an environmentally responsible manner.
- To raise staff awareness of environmental issues through education and training and enlist their support in improving our environmental performance.

## **Social**

We consider our staff as valuable wealth of the Company and the foundation for the development of the Company. We also believe in giving back to the communities in which we operate. The following is our policy on social aspects:

- To foster a supportive and quality working environment by upholding employment practices that treat our staff fairly and equally.
- To safeguard the rights and interests of our staff with strict compliance with the applicable laws and will never harm their interests.
- To provide them opportunities for training and development.
- To ensure a healthy and safe workplace and facilitate meaningful communication within the Company.
- To maintain a high standard of integrity, transparency and accountability in our operations, improving our services based on evolving market demands, and promoting sustainable development to our stakeholders.
- To support local initiatives that create effective and lasting benefits to the community through corporate philanthropy and mobilizing our staff to participate in volunteer work.

This Policy shall be communicated to the Company's stakeholders, including but not limited to its employees, shareholders, suppliers, business partners and customers, and made available to the public, in particular the investing public.

The Company is committed to the continual development of this Policy and its integration into the Company's operations.