

Environment, Social and Governance Framework

環境、社會及管治框架

Sustainability is the integral part of Champion REIT's corporate culture and business strategies. We put in place a robust Environment, Social and Governance ("ESG") framework to incorporate sustainability issues into the decision-making processes of our business, creating sustainable business growth and long-term values for our stakeholders and community.

冠君產業信託視可持續發展為企業文化及業務策略的核心理念。我們制定了穩健的環境、社會及管治框架，將可持續發展的考量融入業務決策當中，藉此推動業務可持續增長及為我們的持份者和社區創造長遠價值。

Scope of the Framework

涵蓋範圍

This is the predetermined framework of operation and control environment of Champion REIT.

此預定框架適用於冠君產業信託的運作及隸屬其管理下之業務範圍。

1. Environment

1. 環境

Champion REIT is committed to preserve the environment through the way we operate. Operating in an environmentally responsible manner is at the heart of our business. We have put in place a solid set of policies, which provides leading guidelines to minimise the environmental impacts of our operations and create a positive impact to the environment.

Our environmental policies ensure that environmental preservation and climate change consideration are embodied in every facet of our operations. Under our policies, we ensure our operational practices are aligned with the following principles:

冠君產業信託致力綠色營運，於業務營運中秉承對環境負責任的態度。我們推行一系列政策，提供清晰指引以減輕日常運作對環境造成的負面影響及作出有利環境的貢獻。

我們環境方面的政策確保將環境保護及氣候變化的考量均融入各個業務範疇。根據政策，我們確保業務運作依照以下原則進行：

- Ensuring our operational practices are in alignment with legal requirements and market standards.
- Adopting robust and consistent environment management mechanism for energy saving, reducing carbon emissions, water reduction and waste recycling.

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- Understanding environmental risks through regular assessments and carrying out initiatives to mitigate risks.
- Raising environmental awareness and encouraging environmentally friendly practices among employees, tenants and customers.
- Promoting green procurement procedures and engaging supplier for environmentally responsible behaviours.
- Establishing action plans for climate change mitigation and biodiversity conservation to minimise applicable disruptions to our business.
- 確保業務運作符合法規要求及緊貼市場標準
- 採用全面及一致的環境管理機制以節省能源、減低碳排放、節約用水及提升廢物回收
- 透過定期評估辨別環境風險，並執行相關舉措減低風險
- 提升員工、租戶及顧客環境保護的意識及鼓勵他們實踐環保行為
- 推廣綠色採購程序及鼓勵供應商作出對環境負責的行為
- 制定紓緩氣候變化和保護生物多樣性的行動計劃，以減輕對我們業務的影響

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Environment – policies and procedures:

1.1 Environment Policy

1.2 Green Purchasing Policy

1.3 Climate Change Policy (in progress)

環境 – 政策及程序

1.1 環境政策

1.2 綠色採購政策

1.3 氣候變化政策 (擬定中)

2. Social

2. 社會

Champion REIT takes a proactive role to nurture the better development of our society and promote the well-being of our employees, tenants and customers while growing our business. The Trust's social policies underpin our strong commitment to create long-term values for our stakeholders as well as the community.

The Trust's social policies cover seven areas – stakeholder engagement, respect of human rights, fair and competitive labour practices, equal opportunity and inclusion, occupational health and safety, well-being of stakeholders and community care. Under our policies, we strive to achieve long-term value creation for stakeholders and community in accordance with the following principles:

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冠君產業信託關注我們業務發展的同時，亦積極促進社會的健康發展及提升員工、租戶和顧客的健康和福祉。

我們社會方面的政策圍繞七大核心範疇－持份者溝通、尊重人權、公平及具競爭力的勞工標準、平等機會及包容、職業健康及安全、持份者的福祉和社區關懷。根據政策，我們依照以下原則致力為持份者及社區創造長遠價值：

- Engaging our stakeholders to understand their views on the way we operate our business, and being proactive to address their needs and expectations.
- Placing great emphasis on respect of human rights in managing our relationships with employees and suppliers.
- Offering our employees a lawful and proper employment in accordance with the most up-to-date labor standards, and providing employees competitive remuneration in benchmarking with the market standards.
- Ensuring every job applicant and employee receives favorable treatment and equal opportunity to grow.
- Providing a healthy and safe workplace for employees and suppliers by adhering to applicable laws and regulations, as well as implementing continuous enhancement works.
- Promoting physical and mental well-being of our stakeholders, including employees, tenants and customers, with dedicated wellness programmes.
- Providing high-quality products and services to enhance customers satisfaction.
- Leveraging resources to support the needy and the youth in community.
- 透過緊密聯繫了解持份者對於信託業務營運的意見，並積極回應其需求及期望
- 重視人權，確保員工和供應商得到公平和受尊重的對待
- 依照最新的勞工標準為員工提供合法及妥當的顧員保障，並參考市場標準為員工提供具競爭力的待遇
- 確保每一位求職者得到公平的對待及平等的晉升機會
- 依照相關法律規定為員工及服務供應商提供健康及安全的工作環境，並持續推行優化措施
- 透過精心設計的健康活動提升持份者的身心健康，包括員工、租戶和顧客
- 提供優質服務以提升顧客滿意度
- 集中資源幫忙社會上有需要的人士及支持青年發展

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Social – policies and procedures:

- 2.1 Social Responsibility Policy
- 2.2 Supplier Code of Conduct
- 2.3 Employee Handbook
- 2.4 Training and Development Policy
- 2.5 Equal Opportunity Policy

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2.6 Health and Well-being Policy (in progress)

2.7 Social Media Policy (in progress)

[社會 – 政策及程序](#)

[2.1 社會責任政策](#)

[2.2 供應商守則](#)

[2.3 員工手冊](#)

[2.4 培訓及發展政策](#)

[2.5 平等機會政策](#)

[2.6 健康與福祉政策 \(擬定中\)](#)

[2.7 社交媒體政策 \(擬定中\)](#)

3. Governance

3. 管治

Champion REIT strives to uphold a high standard of corporate governance. By providing independent guidance, Board of Directors ensures the Trust's adherence to high standards of transparency and accountability, effective management of business risks and the best corporate governance practices that safeguard the interests of its unitholders and bring them stable and sustainable returns.

Champion REIT is committed to conducting its business in accordance with high ethical standards. It is the Trust's belief to act with integrity, transparency and accountability. In so acting, Champion REIT is dedicated to achieve long-term value maximisation that benefits all its unitholders, employees, those with whom it does business and the community in which it operates.

The Board is committed to developing robust corporate governance with the following principles:

[冠君產業信託致力於高水平的企業管治。董事會提供獨立的意見，確保信託堅守高標準的透明度及問責度、有效管理業務風險、實踐最佳的企業管治行為以維護基金單位持有人的利益，並為他們帶來穩定和可持續的回報。](#)

[冠君產業信託於業務運作中恪守高水平的道德標準。信託相信秉持誠信、透明及負責任的行為至關重要，從而為所有基金單位持有人、員工、商業夥伴及社區創造長遠價值。](#)

[董事會依照以下原則實踐良好的企業管治:](#)

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- Creating long-term viability of the business.
- Delivering stable and sustainable returns to unitholders.
- Safeguarding the interests of stakeholders and the Trust as a whole.
- Managing the overall business risk appropriately.
- Maintaining high standards of ethics and corporate governance.
- 推動業務長遠發展
- 為基金單人持有人帶來穩定及可持續的回報
- 維護持份者及信託的整體利益
- 全面及有效管理業務風險
- 維持高水平的道德標準和企業管治

Governance – policies and procedures:

3.1 Risk Management Policy

3.2 Policy on the Preservation and Prevention of Misuse of Inside Information

3.3 Code of Conduct regarding Securities Transactions by Management Persons

3.4 Nomination Policy

3.5 Board Diversity Policy

3.6 Distribution Policy

3.7 Data Privacy Policy

3.8 Unitholders Communication Policy (in progress)

3.9 Internal Control Procedures to Monitor and Regulate Connected Party Transactions (in progress)

3.10 Employee Code of Conduct (in progress)

3.12 Compliance Procedures for FATCA, CRS and CCT (in progress)

3.13 Control Procedures to comply with the HK Competition Ordinance (in progress)

管治 – 政策及程序

3.1 風險管理政策

3.2 保存和防 3.3 止內部信息濫用政策

3.3 有關管理人員進行證券交易的行為準則

3.4 提名政策

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[3.5 董事會多元化政策](#)

[3.6 分派政策](#)

[3.7 私隱政策](#)

[3.8 基金單位持有人溝通政策 \(擬定中\)](#)

[3.9 監控和規範關連方交易的內部控制程序 \(擬定中\)](#)

[3.10 員工行為守則 \(擬定中\)](#)

[3.11 舉報政策 \(擬定中\)](#)

[3.12 FATCA，CRS 和 CCT 的合規程序 \(擬定中\)](#)

[3.13 遵守《香港競爭條例》的監管程序 \(擬定中\)](#)