

Environmental, Social and Governance Report

環境、社會及管治報告

As a major media organisation in Hong Kong, the Group attaches great importance to corporate social responsibility, complies with relevant laws and regulations, and is committed to ensuring that it conducts its business in a manner that takes into account the impact on our people, the communities we serve and the environment around us. Through implementing practical policies and responsible business practices, we establish ourselves as a responsible and reliable corporate citizen for sustainable business growth and development while safeguarding stakeholders' interests and creating long-term value for our shareholders.

SCOPE OF THE REPORT

This report focuses on the Group's core activities in Hong Kong, namely newspaper and magazine publishing and related digital media operations (which represents the majority of the Group's revenue and cash flow) and covers information on how we address the most significant environmental and social impact arising from our business operations here. The reporting framework adopted is in accordance with the disclosure requirements set forth in the Environmental, Social and Governance Reporting Guide (the "ESG Guide") contained in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The reporting period is from 1 January 2017 to 31 December 2017. In compliance with the ESG Guide, the Board has overall responsibility for the Group's Environmental, Social and Governance strategy and reporting, including evaluating and determining the Group's Environmental, Social and Governance-related risks and ensuring that appropriate and effective Environmental, Social and Governance risk management and internal control systems are in place.

作為香港主要媒體機構，本集團十分重視企業社會責任，遵守相關法律及法規，並致力確保其經營業務時顧及對人員、社會及環境所造成的影響。通過實際可行的政策及負責任的商業守則，我們履行作為可靠盡責企業公民的社會責任，在爭取可持續的業務增長及發展的同時，亦保障持份者利益及為股東締造長遠價值。

報告範圍

本報告集中於本集團在香港的核心業務，包括報章及雜誌出版與及相關的電子媒體業務（該等業務代表本集團主要收入及現金流量），報告內容涵蓋業務營運上所產生對環境及社會重要影響的資料。本報告根據香港聯合交易所有限公司證券上市規則附錄二十七所載之《環境、社會及管治報告指引》（「ESG指引」）之匯報框架編制。報告期為二零一七年一月一日至二零一七年十二月三十一日。為遵守ESG指引，董事會對本集團的環境、社會及管治策略和匯報整體負責，包括評估及釐定本集團於環境、社會及管治相關的風險，以及確保設有適當且有效的環境、社會及管治風險管理和內部監控系統。

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ENGAGEMENT WITH STAKEHOLDERS

In preparing this report, we identify Environmental, Social and Governance subject areas and aspects that are of particular importance and relevance by engaging with stakeholders who have an interest in or are affected by our operations. We define our key stakeholders as our staff, customers, shareholders, investors, and business partners. Our engagement activities include focus groups, questionnaires and surveys conducted with employees, readers and shareholders, to collect views from both internal and external stakeholders so as to better understand their expectations and identify opportunities and challenges in our operations. The results of the stakeholder engagement are taken into consideration when we assess and prioritise our issues. Workplace-related issues including health and safety, working conditions, etc. were ranked as the most important by our stakeholders; on the other hand, environment-related issues were ranked as relatively less relevant to the Group's business operations.

A. ENVIRONMENTAL

A1. Emissions

Consistent with our approach to long-term sustainable business development, the Group takes active steps to adopt good environmental practices and comply with relevant laws and regulations regarding environmental protection. Our businesses continually seek ways to improve energy efficiency, prevent pollution and reduce, reuse and recycle wastes. It is the Group's policy to ensure that our business activities are carried out in a manner that causes minimum adverse impact on the environment, to strive to continually improve our environmental performance and to enhance environmental protection awareness among our staff especially those involved in our printing processes.

The Group's production operations do not result in significant air and greenhouse gas emissions, discharges into water and land or generation of hazardous and non-hazardous waste. The Group is committed to reducing these emissions, discharges or waste insofar as they exist. The Group's operations, including its newspaper printing plants, comply with all applicable environmental and related legislations. The Group outsources the printing of magazines to third-party printers and has no data on emissions from such activities. The Group is not aware of any confirmed non-compliance incidents in relation to emissions, discharges into water and land or generation of hazardous and non-hazardous waste in 2017 that had a significant impact.

持份者參與

於編制本報告時，我們通過與受我們業務營運影響或帶有利益的持份者的溝通而辨識對本集團至為重要及切合的範疇和層面。我們的主要持份者包括員工、客戶、股東、投資者及業務夥伴。持份者的參與形式包括我們與僱員、讀者及股東進行小組討論及問卷調查以收集內外持份者的意見，從而了解他們的期望及識別我們營運中的機遇與挑戰。持份者參與的意見有助我們評定相關的議題及其優次。我們的持份者將工作環境相關的議題包括健康與安全及工作條件等評為最重要；另一方面，環境相關的議題則被視為與本集團的業務營運有較少關連。

A. 環境

A1. 排放物

為貫徹我們長遠可持續發展業務的方針，本集團積極實行良好的環境措施及遵守環境保護的相關法律及法規。我們的業務不斷尋求方法提升能源效益、避免污染和減少、重用及回收廢棄物。我們的政策旨在確保將我們的商業行為對環境產生的不利影響減至最低，努力持續改善我們在環保方面的表現，並增強員工（尤其是從事印刷工序的員工）的環保意識。

本集團的生產運作不會導致大量廢氣及溫室氣體排放、向水及土地的排污或有害及無害廢棄物的產生。本集團致力減少如有出現的排放、排污或廢棄物。本集團的運作（包括報章印刷廠房）遵守所有適用的環境及相關法規。本集團將雜誌印刷外判予第三方印刷商，並無其相關的排放數據。於二零一七年，本集團並不知悉任何有關排放物、向水及土地的排污或有害及無害廢棄物的產生之已證實違規事宜以致造成重大影響。

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KPI A1.1

The Group's operations do not result in significant air emissions. Emissions of nitrogen oxides (NO_x), sulphur oxides (SO_x) and respiratory suspended particles (RSP, also known as Particulate Matter ("PM")) from the use of vehicles owned by the Group are not significant. For the year ended 31 December 2017, the amount of NO_x emissions, SO_x emissions and PM emissions generated by the use of vehicles owned by the Group in Hong Kong were 187,076g, 888g and 13,041g, respectively.

Note: The emissions data above is calculated based on the formulae and emission factors set out in "How to prepare an ESG Report, Appendix 2: Reporting Guidance on Environmental KPIs" contained in the website of The Stock Exchange of Hong Kong Limited. The data only includes the use of vehicles owned by the Group.

KPI A1.2

The Group's greenhouse gas emissions are primarily "energy indirect" emissions resulting from the generation of purchased electricity for consumption by the Group's printing plants and offices (Scope 2), as reported on below. Greenhouse gas emissions resulting from combustion of fuels by vehicles owned by the Group (Scope 1) are also reported on below. Other greenhouse gas emissions such as from business air travel by employees (Scope 3) are not material and therefore are not reported on.

For the year ended 31 December 2017, greenhouse gas emissions from the use of vehicles owned by the Group in Hong Kong amounted to 161,217 kg of total CO₂ equivalent emissions (including CO₂, CH₄ and N₂O). Indirect greenhouse gas emissions from purchased electricity in Hong Kong amounted to 10,353,059 kg of total CO₂ equivalent emissions.

Note: The emissions data above is calculated based on the formulae and emission factors set out in "How to prepare an ESG Report, Appendix 2: Reporting Guidance on Environmental KPIs" contained in the website of The Stock Exchange of Hong Kong Limited. For electricity purchased from The Hong Kong Electric Company Limited, the emission factor is based on the 2016 sustainability report of The Hong Kong Electric Company Limited; and for electricity purchased from CLP Power Hong Kong Limited, the emission factor is based on the 2016 sustainability report of CLP Power Hong Kong Limited.

關鍵績效指標A1.1

本集團的業務運作不會導致大量廢氣排放。因使用本集團所擁有車輛而排放的氮氧化物(NO_x)、硫氧化物(SO_x)及懸浮顆粒(RSP, 或稱為顆粒物(PM))並不顯著。截至二零一七年十二月三十一日止年度, 使用本集團在香港所擁有車輛所產生的氮氧化物、硫氧化物及顆粒物排放量分別為187,076克、888克及13,041克。

附註: 以上排放數據是根據香港聯合交易所有限公司網站內所載的《如何準備環境、社會及管治報告之附錄二: 環境關鍵績效指標匯報指引》中公式及排放系數計算得出。以上數據僅包括本集團所擁有車輛的使用。

關鍵績效指標A1.2

本集團的溫室氣體排放主要為「能源間接」排放, 是由本集團的印刷廠房及辦公室消耗所購入電力而產生(範圍二), 報告如下。由本集團所擁有車輛燃燒燃料所產生的溫室氣體排放(範圍一)亦列出於以下報告。其他溫室氣體排放如僱員航空商務行程等所產生之溫室氣體排放(範圍三)並不重大, 因此並無載列於報告當中。

截至二零一七年十二月三十一日止年度, 由使用本集團在香港所擁有車輛所產生的溫室氣體排放之總二氧化碳當量(包括二氧化碳、甲烷及氧化亞氮)為161,217公斤。於香港購入電力所產生的間接溫室氣體排放之總二氧化碳當量為10,353,059公斤。

附註: 以上排放數據是根據香港聯合交易所有限公司網站內所載的《如何準備環境、社會及管治報告之附錄二: 環境關鍵績效指標匯報指引》中公式及排放系數計算得出。有關購自香港電燈有限公司的電力, 其排放系數乃參照香港電燈有限公司二零一六年可持續發展報告; 而有關購自中華電力有限公司的電力, 其排放系數乃參照中華電力有限公司二零一六年可持續發展報告。

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KPI A1.3

The hazardous waste generated by the Group's newspaper printing operations in Hong Kong include spent developer, spent ink and scrap zinc plates. For the year ended 31 December 2017, a total amount of 99.2 tonnes of hazardous waste were generated, including 10.9 tonnes of spent developer, 1.5 tonnes of spent ink and 86.8 tonnes of scrap zinc plates.

KPI A1.4

The non-hazardous waste generated by the Group, including domestic waste, office waste and renovation waste, was not material in 2017.

KPI A1.5

The Group adopts appropriate measures to mitigate emissions. In particular, the Group's printing plants adopt appropriate environmentally-friendly measures and assign appropriate responsible staff in charge of reducing emissions. Electricity consumption at our printing plants accounts for the majority of indirect greenhouse gas emissions in our operations and we have implemented initiatives to increase energy efficiency so as to control or reduce emissions. These include the use of LED spotlights and T5 fluorescent tubes to replace traditional lamps at the production premises, using timers and automatic shut-off for outdoor lighting systems, and regular cleaning of the air-conditioning units and chiller plants to maximise their efficiency and reduce energy loss. More of the Group's general energy use efficiency initiatives are described under KPI A2.3 below. In addition, the waste paper, used printing plates and waste ink generated by our printing operations are collected by reputable recycling companies, as described in more detail under KPI A1.6 below, to reduce emissions from these sources.

KPI A1.6

Chemical wastes including spent developer are generated during the Group's printing processes and our printing plants are registered as chemical waste producers with the Environmental Protection Department. Spent developer and other chemical wastes are collected by licensed chemical waste collectors in compliance with the Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong).

關鍵績效指標A1.3

本集團於香港的報章印刷運作所產生的有害廢棄物包括使用過的顯影劑、廢油墨及使用過的印刷鋅板。截至二零一七年十二月三十一日止年度，所產生有害廢棄物合共99.2公噸，包括使用過的顯影劑10.9公噸、廢油墨1.5公噸及使用過的印刷鋅板86.8公噸。

關鍵績效指標A1.4

於二零一七年，本集團產生的無害廢棄物（包括日常廢棄物、辦公室廢棄物及裝修廢棄物）並不重大。

關鍵績效指標A1.5

本集團採取適當措施以減少排放物。具體而言，本集團的印刷廠房採用適當的環境友善措施，並由專責員工負責減排事宜。印刷廠房的電力使用是我們業務運作中間接溫室氣體排放的最大來源，而我們通過實施提升能源效益的舉措，以控制或減少排放物，當中包括，在印刷廠房使用LED燈及T5節能光管取代傳統燈管；室外照明系統使用定時器及自動關閉功能；定期清洗空調及製冷設備以提升其效能並減少能源耗損。有關本集團一般能源使用效益計劃，詳列於關鍵績效指標A2.3中。此外，如關鍵績效指標A1.6中所詳述，本集團的印刷業務運作所產生的廢紙、使用過的印刷鋅板及廢油墨，一概由信譽良好的回收公司收集，以減少由該等來源所產生的排放。

關鍵績效指標A1.6

本集團的印刷過程中會產生化學廢物，包括使用過的顯影劑，我們的印刷廠房已向環境保護署註冊為化學廢物產生者。使用過的顯影劑及其他化學廢物遵從《廢物處置（化學廢物）（一般）規例》（香港法例第354C章）由持牌化學廢物回收公司統一收集。

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Waste paper and used printing plates generated by our printing operations are collected by a reputable recycling company who specialises in waste management and waste recycling. The recycling company, under an annual contract with the Group, collects waste paper from our printing plants for unloading to the allocated depots. After sorting and packing, the baled waste paper is shipped overseas or to mainland China for further recycling. Similarly, used printing plates are collected by the recycling company, sorted, packed, and shipped to mainland China for further recycling. In addition, waste ink is collected by the ink supplier for resource recycling treatment.

The Group engages environmental recyclers to handle scrapped electronic parts, and used printer cartridges are collected by suppliers for recycling. Waste paper generated by our office operations and other recyclable office materials are also collected for recycling.

A2. Use of Resources

The Group is committed to use resources efficiently and minimise waste generation in our operations. We strive to strengthen our environmental protection efforts to conserve resources and manage wastes when conducting our business activities. In managing its use of resources, it is the Group's policy to:

- Meet or exceed all applicable environmental standards;
- Choose suppliers and sub-contractors that follow appropriate environmentally-friendly practices;
- Promote environmental awareness among staff, business partners and the public.

Paper and ink are the major raw materials used in the printing of the Group's publications. Caring for the environment and optimising production cost are the two main considerations in the selection and use of these materials. Our aim is to use environmentally-friendly products as much as possible, and at the same time minimise consumption and wastage.

本集團的印刷運作所產生的廢紙及使用過的印刷鋅板，皆由專門從事廢物管理及廢物回收之信譽良好的回收公司收集。回收公司依照每年與本集團簽訂之合約，從本集團的印刷廠房收集廢紙，然後運送至所分配倉庫。經過分類及包裝後，成捆的廢紙會運送到海外或中國內地作進一步回收。同樣，使用過的印刷鋅板由回收公司收集、分類、包裝，然後運送到中國內地作進一步回收。此外，廢油墨由油墨供應商回收作再生產用途。

本集團委聘環保回收商處理廢棄的電子零件，而使用過的碳粉匣則由供應商回收。本集團的辦公室運作所產生的廢紙和其他可回收的辦公室用品亦會收集作回收用途。

A2. 資源使用

本集團致力於有效善用資源，並力求將營運中產生的廢棄物減至最低。我們努力加強環保工作，在開展業務活動時保護資源及管理廢棄物。本集團於管理資源時採取以下政策：

- 嚴格執行或超越所有適用環保作業守則；
- 優先聘用實行適當環境友善措施的供應商或承包商；
- 促進環保意識普及化，積極推動員工、商業夥伴及社會大眾愛護環境。

紙張及油墨為印副本集團刊物所用的主要原材料。於甄選及使用該等材料時，我們的兩大主要考慮因素為對環境友善及善用生產成本。我們的目標是盡量採用環境友善產品，同時將消耗及廢棄減至最少。

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In 2017, the Group used 50,104 tonnes of newsprint for the production of its newspapers in Hong Kong, and 4,024 tonnes of newsprint was collected for recycling. Around 55% of the paper used by the Group for printing newspapers in Hong Kong in 2017 was recycled paper or contained recycled paper. The paper used was supplied by reputable manufacturers in North America, Europe and Korea, all of whom are members of the Forest Stewardship Council and adhere strictly to manufacturing processes that create minimal impact on the environment. The Group used organic-based printing ink for printing newspapers in Hong Kong. This ink consists of a composite of resin and vegetable oil that fulfils environmental conservation objectives. All ink used was supplied by manufacturers in Korea and Australia who comply with ISO14000 and 14001 Environmental Management System Standards as well as the ISO 9000 and 9001 Quality Management System Standards.

KPI A2.1

Electricity used in the newspaper printing process at its printing plants and in the office operations account for the majority of the Group's electricity consumption. The Group purchases electricity from energy service providers in Hong Kong including The Hong Kong Electric Company Limited and CLP Power Hong Kong Limited. The electricity consumption by the Group in Hong Kong for the year ended 31 December 2017 was 17,366,191 kWh.

KPI A2.2

The Group's major water consumption is for its printing operations and office operations. Water consumption by the Group in Hong Kong for the year ended 31 December 2017 was approximately 34,586 cubic metres.

於二零一七年，本集團於香港印刷報章所消耗的白報紙為50,104公噸，並收集4,024公噸的白報紙作回收用途。本集團於二零一七年用於香港印刷報章的紙張，約55%為再造紙或含再造紙成分。使用的紙張由信譽良好的製造商提供，分佈北美、歐洲及韓國，該等製造商均屬森林管理委員會的會員，並謹守對環境造成最少影響的製造程序。此外，本集團用於香港印刷報章的油墨為有機油墨。此油墨由樹脂及植物油的合成物組成，符合環境保育的目標。所有使用的油墨由符合ISO14000及14001環境管理體系標準及ISO9000及9001質量管理體系標準的韓國及澳洲製造商提供。

關鍵績效指標A2.1

本集團主要電力消耗為印刷廠房印刷報章以及辦公室運作所用的電力。本集團向香港的能源服務供應商(包括香港電燈有限公司及中華電力有限公司)購入電力。截至二零一七年十二月三十一日止年度，本集團在香港的電力消耗總量為17,366,191千瓦時。

關鍵績效指標A2.2

本集團主要用水為印刷運作及辦公室運作所使用的水。截至二零一七年十二月三十一日止年度，本集團在香港的耗水總量為約34,586立方米。

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KPI A2.3

As mentioned under KPI A1.5, the Group adopts appropriate environmentally-friendly measures for energy use efficiency and assigns appropriate responsible staff in charge of energy saving matters. In general, the Group deploys energy-saving lightings, uses natural sunlight as much as possible and urges staff to switch off idle lightings, air-conditioning, computers and other electrical equipment; in addition, staff are encouraged to use recycled paper and to use telephone or video conferencing to reduce local and overseas travelling. Reminders and notices are regularly issued to staff to remind them to use energy smartly as well as to save water and to reduce sewage from the source. In 2017, the Group's data centre replaced all aged computer hardware with green-design devices that consume less electricity and dissipate less heat, which resulted in a year-on-year reduction in data centre electricity consumption of around 12% compared with 2016.

KPI A2.4

Water is not a significant element in the Group's business operations and generation of waste water is minimal.

KPI A2.5

The packaging materials used by the Group for its finished products are immaterial.

A3. The Environment and Natural Resources

The Group is committed to environmental protection. It is the Group's policy to minimise the impact of its business activities on the environment and natural resources.

KPI A3.1

In 2017, the Group completed the expansion works at its Tseung Kwan O premises which now houses all the major operations of the Group in Hong Kong including its headquarters. In designing and constructing the new building, the Group has taken into account the impact on the environment and has taken the following environmentally-friendly considerations and measures:

- Existing pilings are reused in order to minimise construction waste and disruption to the local community;

關鍵績效指標A2.3

如關鍵績效指標A1.5所述，本集團採取適當的環境友善措施以提高能源使用效益，並由專責員工負責節能事宜。大致上，本集團使用節能照明，儘可能採用自然光，並敦促員工在沒有人使用時關閉照明設備、空調、電腦及其他電子器材；此外，我們鼓勵員工循環使用紙張及利用電話或視像會議以減少本地及海外工幹。我們定期發出提示及通知，提醒員工善用能源、節約用水及從源頭減廢。於二零一七年，本集團的數據中心將所有陳舊電腦硬件更換為耗電量及發熱量較低的綠色設計裝置，從而使數據中心耗電量與二零一六年比較按年減少約12%。

關鍵績效指標A2.4

水在本集團的業務營運中並非重大元素，因此產生廢水不多。

關鍵績效指標A2.5

本集團用於包裝製成品的材料不多，並視為不重要。

A3. 環境及天然資源

本集團致力於環境保護，其政策旨在將本集團的商業行為對環境及天然資源所造成的影響減至最低。

關鍵績效指標A3.1

於二零一七年，本集團完成於將軍澳物業的擴建工程，集團總部及所有主要業務運作均設置於此。於設計及建造新大樓時，本集團顧及對環境的影響，並採納以下環境友善考慮及措施：

- 重用原有地基工程的樁柱，以減少建築廢料及對當地社區所帶來的滋擾；

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- The structure of the new building is based on steel which is considered as a sustainable material as steel structures are durable, flexible and generate less on-site wastes;
 - The exterior of the new building is composed largely of concrete walls, which serves to minimise heat transmission from the exterior to the interior and therefore improves energy efficiency;
 - Low-emissive glass panels are used for the curtain wall to reflect heat and allow natural light to pass through, contributing to less energy consumption;
 - Water-cooled VSD (variable speed drives) chillers are installed to improve energy efficiency; VSD are devices that save energy when electric motors run at less than full power;
 - The new data centre employs a UPS (Uninterrupted Power Supply) system with an energy efficiency level that is above the Standard European Code of Conduct; the equipment uses an Efficiency Control System which optimises the operating efficiency of the UPS system at the best load level. In addition, a cold aisle rack containment solution is adopted to improve the overall cold and hot air convection inside the data centre for higher energy efficiency of the air conditioning system;
 - LED lightings are used throughout the building, and are equipped with programmable timers and sensors to optimise energy savings;
 - Over 50% of the furniture are transferred from the previous location and reused at the new building.
- 新大樓以鋼鐵為結構基礎，由於鋼鐵結構耐用而靈活，並且產生較少工地廢料，被視為可持續性材料；
 - 新大樓的外牆主要為混凝土牆，可減少熱力由戶外傳進戶內，從而改善能源效益；
 - 玻璃幕牆採用低輻射玻璃以反射熱力，同時讓自然光透進，減少能源消耗；
 - 安裝水冷式變頻(VSD)空調製冷設備以改善能源效益；VSD是一種在電動機不全效運行時能節省電力的裝置；
 - 新數據中心採用節能級別高於歐洲規範標準的不間斷電源供應(UPS)系統；該設備採用效率控制系統，將不間斷電源供應系統運行於最佳負載狀態，從而優化運行效率。此外，數據中心採用了關閉冷通道方案，以改善數據中心內部整體冷熱空氣對流，提高空調系統的能源效益；
 - 整座大樓均使用LED照明，並設有可編程定時器及感應器以優化節能；
 - 超過50%的傢具乃由舊址搬遷至新大樓，以作循環使用。

B. SOCIAL

B1. Employment

It is the Group's policy to recruit the best qualified people and to maintain a pool of human resources according to different businesses' manpower requirements and planning. It is also the Group's policy to transfer or promote well performing and capable employees to fill vacancies so that employees are provided with opportunities to widen their exposure and further their career development within the Group.

B. 社會

B1. 僱傭

本集團的政策旨在根據不同業務的人力需求及計劃招聘最具資格的人才及保留人才資源。本集團亦會將表現優秀及有能力的僱員調任或晉升以填補職位空缺，為僱員提供於本集團內拓闊閱歷及事業發展的機會。

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The Group is dedicated to employment diversity and anti-discrimination in the workplace, and adopts an Equal Employment Opportunity policy. All applicants for the Group's positions have equal opportunities of employment irrespective of their age, sex, marital status, family status, disability, race, nationality or religion (provided that these do not impede the abilities of the prospective appointees to carry out normal job duties or affect the health and safety of fellow employees). Job applicants are treated fairly and equally. Employment is offered only to the best qualified applicants with reference to their merits and abilities to meet the requirements of the jobs irrespective of whether they are referrals or direct applicants.

The Group's Human Resources Department provides recruitment advice and related services to all departments and line managers are responsible for ensuring that these policies are implemented in their operations. The Human Resources Department is consulted before any action is taken in relation to any employee and confirmation of full time and part-time employment is offered by the Human Resources Department.

We offer remuneration packages to staff taking into account their performance, contribution and the level of responsibility/empowerment pertinent to the specific jobs. Remuneration packages are reviewed according to individual performance, business unit performance as well as the Group's overall business performance. We attract, retain and motivate high-performing employees with incentive payments, such as allowances, performance driven commissions and bonuses, discretionary year-end bonuses and share option scheme. We offer a comprehensive range of employee benefits to full-time staff including insurance and medical coverage, maternity and paternity benefits, long service recognition awards, etc.; and we provide mandatory provident fund schemes for all staff including part-time staff.

Staff employment policies are adopted with approval by management and confirmed by the Group's Legal Department to ensure compliance with relevant laws and regulations including the Companies Ordinance (Cap. 622 of the Laws of Hong Kong), Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong). Updates to the relevant laws and regulations, policies and procedures are posted to staff via memoranda or company intranet.

本集團致力於在工作環境奉行多元化及反歧視的僱傭原則，採納平等僱傭機會政策。所有應徵本集團職位的人士均具有平等的受僱機會，不論其年齡、性別、婚姻狀況、家庭狀況、殘障、種族、國籍或宗教信仰（除非妨礙可能獲聘者履行正常工作職責或影響其他僱員的健康及安全）。應徵者獲公平及平等對待。本集團任人唯賢，僱傭最具有工作所要求的能力及資格的應徵者，不論其為引薦人士或直接應聘者。

本集團人力資源部向所有部門提供招聘意見及相關服務，部組經理負責確保在營運過程中執行該等政策。在採取任何與僱員相關行動之前須諮詢人力資源部，而所有全職和兼職僱傭皆由人力資源部確認。

我們經考慮員工及其具體工作相關的表現、貢獻及權責後提供薪酬待遇。薪酬待遇根據個人表現、業務單位表現及本集團的整體業務表現作出檢討。為吸引、挽留或激勵表現優異的僱員，我們提供津貼、表現佣金及花紅、年終酌情花紅及購股權計劃等獎勵。我們向全職僱員提供全面的僱員福利，包括保險及醫療保障、產假及侍產假、長期服務獎金等。我們亦為全體員工包括兼職員工提供強制性公積金計劃。

員工僱傭政策經管理層批核後方可採用，並由法律部確認，以確保遵守相關法律及法規，包括《公司條例》(香港法例第622章)、《僱傭條例》(香港法例第57章)及《僱員補償條例》(香港法例第282章)。相關的法規、政策及程序的更新會透過備忘錄或公司內聯網向員工傳達。

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The collection, access, update, retention and/or transfer of employees' data for the process of employment are conducted strictly in accordance with designated procedures which are subject to regular reviews in compliance with the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong).

The Group's Human Resources Department has appropriate systems and processes in place to ensure compliance with the above policies and with Hong Kong statutory provisions. It gives appropriate advice to all operating units in following the standard procedures and practices. All employment letters, time-sheets, overtime forms, regular compensation, mandatory provident fund contributions, sick leave and injury compensation, and arrangements regarding working hours and rest periods are subject to annual audit and regular review to ensure compliance with relevant laws and regulations.

KPI B1.1

As at 31 December 2017, the Group employed a total of 1,501 full-time employees including 1,142 in Hong Kong and 359 in the Group's mainland China and overseas offices. The table below shows a breakdown of the Group's employees in Hong Kong by age group and by gender:

Full time employees by age group:

Age Group	2017
29 or under	22.4%
30-39	16.6%
40-49	36.8%
50 or above	24.2%

Full time employees by gender:

Gender	2017
Male	58.1%
Female	41.9%

僱傭過程中收集、獲取、更新、保留及／或轉移的僱員資料會嚴格按照指定程序進行，該等程序依照《個人資料(私隱)條例》(香港法例第486章)定期覆核。

本集團人力資源部設有適當系統及程序，確保遵守上述政策及香港法定條文。人力資源部會向所有營運單位提供關於遵循該等程序及慣例的適當意見。所有僱傭函件、出勤表、超時工作表、固定補償、強制性公積金供款、病假、工傷補償、工作時數及休假安排必須進行年度審核及定期覆核，以確保遵守法律及法規。

關鍵績效指標B1.1

於二零一七年十二月三十一日，本集團共聘用全職僱員1,501人，當中包括香港僱員1,142人及中國大陸和海外僱員359人。下表為香港僱員按年齡組別及性別的分類：

按年齡組別劃分的全職僱員人數：

年齡組別	二零一七年
29歲或以下	22.4%
30歲至39歲	16.6%
40歲至49歲	36.8%
50歲或以上	24.2%

按性別劃分的全職僱員人數：

性別	二零一七年
男性	58.1%
女性	41.9%

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KPI B1.2

The Group's employee turnover rate in Hong Kong in 2017 was 27.8%. The table below shows the Group's employee turnover rate by age group and by gender:

Employee turnover rate by age group:

Age Group	2017
29 or under	78.2%
30-39	34.5%
40-49	8.4%
50 or above	5.9%

Employee turnover rate by gender:

Gender	2017
Male	16.9%
Female	42.8%

B2. Health and Safety

The Group takes measures to provide and maintain a safe and healthy workplace for our employees through establishing an Occupational Health and Safety Management System. We pledge to follow and observe the following principles in implementing the system:

- To recognise that safety and health at work is an integral part of our business performance and to endeavor to achieve a high level of safety performance;
- To accept the responsibility of providing and maintaining a safe workplace for our employees and contractors/suppliers working within our premises;
- To comply with the occupational health and safety regulations and relevant legal requirements where appropriate;
- To define safety organisational structure and responsibilities and provide adequate and appropriate resources for developing and implementing the system;
- To provide appropriate training for our employees in order to ensure the system is properly implemented;

關鍵績效指標B1.2

於二零一七年，本集團的香港僱員流失比率為27.8%。下表為按年齡組別及性別分類的僱員流失比率：

按年齡組別劃分的僱員流失比率：

年齡組別	二零一七年
29歲或以下	78.2%
30歲至39歲	34.5%
40歲至49歲	8.4%
50歲或以上	5.9%

按性別劃分的僱員流失比率：

性別	二零一七年
男性	16.9%
女性	42.8%

B2. 健康及安全

本集團設有職業安全及健康管理體系，為僱員提供一個安全及健康的工作環境。我們於推行該體系時依照並遵循下列原則：

- 認同安全及健康工作場所是業務表現的其中一部分，並致力達到高水平的職業安全及健康表現；
- 承擔責任為員工及在本集團所屬管理的地方工作的承包商及供應商提供及保持一個安全及健康的工作場所；
- 遵守職業安全及健康相關的法例要求及指引；
- 訂立安全管理架構及權責，並提供足夠及合適的資源，以建立及推行職業安全及健康管理體系；
- 為員工提供適當的培訓，以確保能恰當地推行職業安全及健康管理體系；

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- To ensure our employees and contractors/suppliers working within our premises implement the system;
- To periodically review the system and its performance and implement appropriate follow up actions in order to achieve continual improvement.

KPI B2.1 and KPI B2.2

For the year ended 31 December 2017, there were a total of 7 cases of work-related injuries representing an average injury rate of 6.13 per 1,000 employees (defined according to Occupational Safety and Health Branch, Labour Department). There were a total of 517 days lost due to work-related injuries. No work-related fatal incidents occurred in 2017.

KPI B2.3

The Group complies with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards. For example, in compliance with the Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong) and the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong), the Group has installed adequate fire sprinklers and extinguishers in our workplaces and emergency exit floor plans are clearly posted; all emergency exits are checked frequently to ensure no obstacles and we hold fire evacuation drills and safety talks at regular intervals. All workplaces are also equipped with first aid boxes. In compliance with the Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) and Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF of the Laws of Hong Kong), we have set up a Safety Management Committee and a Safety Management System to monitor all safety issues in the workplace, audited by a registered safety auditor annually. In addition, we hold regular factory-related drills (e.g. chemical spillage) at our printing plants.

- 確保員工及在本集團所屬管理地方的承包商及供應商推行職業安全及健康管理體系；
- 定期評審職業安全及健康管理體系的推行情況，並執行相應的跟進活動，從而達至持續改善職業安全及健康的表現。

關鍵績效指標B2.1及關鍵績效指標B2.2

截至二零一七年十二月三十一日止年度，共錄得7宗工傷，以每千名僱員計的傷亡率為6.13（根據勞工處職業安全及健康部的定義計算）。因工傷而引致損失工作日數合共為517日。於二零一七年內並沒有工作引致死亡的個案。

關鍵績效指標B2.3

本集團遵守有關提供安全工作環境及保護僱員免受職業危害的法律及法規。例如，根據《消防條例》（香港法例第95章）及《職業安全及健康條例》（香港法例第509章），本集團於工作場所安裝足夠的消防噴頭及滅火器，並清楚張貼緊急出口平面圖；我們經常檢查所有緊急出口，確保無障礙物，並定期舉行消防疏散演習及安全講座。所有工作場所亦配備急救箱。根據《工廠及工業經營條例》（香港法例第59章）以及《工廠及工業經營（安全管理）規例》（香港法例第59AF章），我們已設立安全管理委員會及安全管理系統，監察工作場所的安全事宜，每年由註冊安全審核員審核。此外，我們定期在印刷廠房舉行與工廠相關（例如化學品洩漏）的演習。

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B3. Development and Training

We encourage our staff members to improve their job capabilities and career prospects by providing them with opportunities for professional and personal growth and development, through various training programmes, workshops and seminars.

An induction training is organised for new employees to apprise them of the Group's businesses and the industry in which we operate. In addition, on-the-job training is offered to employees, including management and directors, for the purpose of refreshing and developing their knowledge and skills. These include training related to compliance with relevant laws and regulations such as the Personal Data (Privacy) Ordinance, the Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) as well as other advertising and media laws. Work safety and anti-bribery training is also provided on a regular basis. To ensure that our staff are kept abreast of the developments in the media industry, we also offer training on the latest editorial management systems, office automation, online media technology as well as digital sales and marketing, according to the roles and responsibilities of the employees.

KPI B3.1 and KPI B3.2

For the year ended 31 December 2017, a total of 997 employees attended training through both internal and external training course (representing 87.3% of full-time employees), with a total of 31,141 hours of training.

B4. Labour Standards

The Group adopts a "No Child Labour and No Forced Labour" policy which:

- Ensures that no person below the age of 15 is employed in the workplace;
- Prohibits the use of forced or compulsory labour;
- Ensures that no employee is made to work against his/her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind related to work;

B3. 發展及培訓

我們透過舉辦不同的培訓計劃、工作坊及講座，向員工提供專業及個人成長及發展的機會，鼓勵員工提升工作能力及職業前途。

我們為新員工提供入職培訓，讓他們了解本集團業務及所在行業的狀況。此外，我們向僱員（包括管理層及董事）提供在職培訓，旨在提升及發展其知識與技能。該等培訓包括有關遵守相關法律及法規，如《個人資料（私隱）條例》、《商品說明條例》（香港法例第362章）及其他廣告及媒體法例。我們亦定期提供工作安全及反賄賂培訓。為確保我們的員工了解媒體行業的最新發展，我們亦根據僱員的職位及職責提供編輯管理系統、辦公自動化、線上媒體技術、數碼化銷售及市場推廣的培訓。

關鍵績效指標B3.1及關鍵績效指標B3.2

截至二零一七年十二月三十一日止年度，共有997名員工出席內部及外部培訓課程（相當於全職僱員的87.3%），接受共31,141小時的培訓。

B4. 勞工準則

本集團採納「不僱傭童工及不強逼勞動」政策：

- 確保不僱傭十五歲以下的人士工作；
- 禁止強逼或強制勞動；
- 確保沒有僱員違背其自身意願工作或遭強逼勞動或遭到與工作有關的體罰或脅逼；

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- Refrains from engaging with vendors and suppliers who use child labour and forced labour in their operations.

The Human Resources Department as well as department heads will ensure implementation of this policy, in compliance with Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) and Employment of Young Persons (Industry) Regulations (Cap. 57C of the Laws of Hong Kong), throughout the process of recruitment and employment registration. Any violation of related regulations and procedures will be subject to warning, re-education or disciplinary action and such other appropriate measures as the Group's management may decide to take.

KPI B4.1 and KPI B4.2

The Group has taken necessary measures to prevent child labour and such measures are communicated regularly to all departments and suppliers. The Human Resources Department maintains appropriate procedures to verify the date of birth of new joiners. Work time sheets with details on job nature are required and kept to ensure that young persons (as defined under the Employment Ordinance) do not engage in night shifts or hazardous jobs, and to ensure that minimum wages are adhered to. Limits for working hours and overtime are set taking into consideration the age of employees.

During the year ended 31 December 2017 the Group was not aware of any non-compliance with relevant laws and regulations on preventing child labour or forced labour.

B5. Supply Chain Management

It is the Group's policy to source materials from sustainable sources managed or operated by environmentally reputable suppliers who are in line with the Group's view to social responsibility and these suppliers are diversified geographically to ensure the source materials supply is not affected by change of environmental policy of individual country or individual region.

- 不會採用聘用童工及使用強逼勞動的供應商。

人力資源部及部門主管確保執行本政策，於招聘及僱傭登記過程中遵守《僱用兒童規例》(香港法例第57B章)及《僱用青年(工業)規例》(香港法例第57C章)。如有觸犯相關法規及程序，將予以警告、再教育或紀律處分，以及本集團管理層決定採取之其他適當措施。

關鍵績效指標B4.1及關鍵績效指標B4.2

本集團已採取必要措施以防止僱傭童工，並定期通知各部門及供應商其相關措施。人力資源部定有合適程序以核實新加入員工的出生日期，並要求及保存附有工作性質詳情的出勤表，以確保青年(按《僱傭條例》的定義)未有從事夜班或危險性工作，且確保遵守最低工資條例。在制訂工作時間限制及加班時會考慮到員工的年齡。

截至二零一七年十二月三十一日止年度，本集團並不知悉任何違反有關防止僱用童工或強逼勞動的法律及法規之事宜。

B5. 供應鏈管理

本集團的政策是向與本集團具有一致社會責任理念的供應商採購材料，該等供應商須具有良好環保聲譽並提供來自可持續來源的材料。該等供應商來自全球不同地區，以確保原材料供應不受任何個別國家或個別地區之環境政策變動所影響。

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KPI B5.1 and KPI B5.2

In 2017, the top 10 suppliers for the Group's regular business operations in Hong Kong (being suppliers of products and/or services with an annual total contract amount of HK\$10 million or above) accounted for approximately 50% of the Group's total purchases of products and/or services. These are mainly suppliers of newsprint, ink, printing services and delivery services and approximately 20%, 20%, 30% and 30% of them are located, respectively, in Hong Kong, Asia, North America and the rest of the world including Europe and Australasia.

Newsprint and ink are the major materials consumed by the Group. Senior management staff responsible for this role visits existing and potential suppliers (who individually accounts for 20% or more of total consumption) to examine and assess whether they fulfil the industry's expectations in the social and environmental aspects, especially concerning the raw materials and the natural resources they use to produce their products.

B6. Product Responsibility

The Group aims to provide products (inter alia, newspapers, magazines, recruitment media and other publications) and services (inter alia, advertising, printing and publishing services) of the highest standards. As a content provider, the Group aims to produce high quality content to make its products preferred and valued by readers. As an advertising medium, the Group aims to be an effective platform for advertisers to reach their target audience. Also, the Group is committed to protecting the privacy of individuals with respect to personal data.

關鍵績效指標B5.1及關鍵績效指標B5.2

於二零一七年，本集團於香港日常業務運作的十大供應商（為年內合約總額一千萬港元或以上的產品及／或服務供應商）佔本集團產品及／或服務採購總額約50%。該等供應商主要供應白報紙、油墨、印刷服務及運送服務，來自香港、亞洲、北美洲及包括歐洲與澳紐的其他地區的佔比分別約20%、20%、30%和30%。

白報紙及油墨為本集團主要使用的材料。對個別佔總消耗量兩成或以上的現有或潛在供應商，負責的高級管理人員會通過現場視察，檢查及評估其有否符合行業在社會及環境方面的期望，尤其是其於製造產品時所用的原材料及天然資源。

B6. 產品責任

本集團旨在提供具有最高質素的產品（其中包括報章、雜誌、招聘媒體及其他刊物）及服務（其中包括廣告、印刷及出版服務）。本集團作為內容供應商，旨在製作優質的內容，使其產品受到讀者的青睞及重視。本集團同時作為廣告媒介，旨在為廣告商提供吸引其目標讀者的有效平台。此外，在處理個人資料方面，本集團致力保護個人私隱。

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KPI B6.1, KPI B6.2, KPI B6.3 and KPI B6.4

For the year ended 31 December 2017, none of our products sold or shipped was subject to recalls for safety and health reasons, and the Group was not aware of any products and service related complaints that would have significant impact on the Group. It is the Group's policy to respect intellectual property rights (which is also one of its valuable assets as a content provider) and not to use infringing articles in our business. All staff are required to strictly comply with the Copyright Ordinance (Cap. 528 of the Laws of Hong Kong) as stipulated in the Employee Handbook, and are required to report any suspected intellectual property rights infringement of the Group. In terms of quality assurance, regular review meetings are held by relevant staff to ensure provision of high quality content to readers.

KPI B6.5

Brief updates and/or training are provided to keep the relevant staff in pace with the developments in the advertising and media laws, and the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). Regarding advertising service, advertisements of suspicious nature are reviewed and commented before publication so as to minimise the possibility of any claims, allegations and/or contravention of the relevant laws. In relation to privacy, a personal data policy is set out in the Employee Handbook to which staff are required to strictly adhere when handling personal data. In compliance with the Personal Data (Privacy) Ordinance, privacy policy statements are also included in the Group's websites and mobile applications, and Personal Information Collection Statements are made whenever personal data is collected. All personal data is maintained with care and can only be accessed by authorised staff.

關鍵績效指標B6.1、關鍵績效指標B6.2、關鍵績效指標B6.3及關鍵績效指標B6.4

截至二零一七年十二月三十一日止年度，我們已售或已運送的产品並無因安全與健康理由而須回收，本集團亦並不知悉任何有關产品及服務的投訴且會對本集團造成重大影響。本集團的政策為尊重知識產權（作為內容供應商，此亦為本集團其中一項珍貴的資產），在我們的業務中不採用侵權物品。全體員工須按僱員手冊中規定，嚴格遵守《版權條例》（香港法例第528章），並須匯報任何懷疑侵犯本集團知識產權的情況。就品質檢定而言，相關員工定期舉行檢討會，以確保為讀者提供優質內容。

關鍵績效指標B6.5

我們提供更新概要及／或培訓，讓相關員工持續了解廣告及媒體法例以及《個人資料（私隱）條例》（香港法例第486章）的發展狀況。就廣告服務而言，性質可疑的廣告會於刊登前進行審閱及評論，以減少招致任何申索、指控及／或違反相關法律的可能性。就私隱而言，員工於處理個人資料時須嚴格遵守載於僱員手冊的個人資料政策。為符合《個人資料（私隱）條例》，私隱政策聲明亦載於本集團的網站及流動應用程式，而於收集個人資料時則會作出個人資料收集聲明。所有個人資料會審慎保管，僅獲授權員工方可查閱。

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B7. Anti-corruption

It is the Group's policy to ensure that its business operates according to the highest standards of ethical conduct and professional competence. All staff are required to strictly comply with the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) and the code of conduct contained in the Employee Handbook, in particular the anti-bribery provisions. Guidelines have been issued to provide a practical guidance in relation to the operation of the above anti-bribery provisions.

KPI B7.1

For the year ended 31 December 2017, the Group was not aware of any concluded legal cases regarding corrupt practices brought against the Group or its employees.

KPI B7.2

The Group encourages the reporting of suspected breach of the aforesaid to the Human Resources Department and/or Internal Audit Department. Also, different internal audit assignments are conducted from time to time.

B8. Community Investment

As a media organisation, the Group strives to provide high quality journalism and an effective advertising medium to ensure business success, while at the same time the Group is committed to fulfilling its social responsibility as a good corporate citizen that brings benefits to the communities in which it operates. Our community investment strategy is to leverage on and align the resources of the Group (including our readers and staff) with the needs of the communities we serve. We focus on two core areas where we believe our understanding of the needs and our support can best contribute to the long term development and sustainability of the community, namely, Education and Charity & Community Care.

B7. 反貪污

本集團的政策是確保其業務營運遵循最高標準的道德規範及專業質素。所有員工須嚴格遵守《防止賄賂條例》(香港法例第201章)及僱員手冊所載的行為守則，尤其是反賄賂條文。本集團已就上述反賄賂條文的操作提供實務性指引。

關鍵績效指標B7.1

截至二零一七年十二月三十一日止年度，本集團並不知悉任何對本集團或其員工提出並已審結的貪污訴訟案件。

關鍵績效指標B7.2

本集團鼓勵員工就疑似違反上述各項的情況向人力資源部及／或內部審核部作出報告。此外，本集團會不時進行不同的內部審核工作。

B8. 社區投資

本集團作為媒體機構，致力提供高質素新聞資訊及有效廣告渠道，每天發掘及報道社會時事，同時關心社區，負上良好企業公民的責任。本集團的社區投資策略是集中善用集團的資源(包括其讀者及員工)，於教育與慈善及社區關懷兩方面投入心力，務求對社會的持續發展帶來正面貢獻。

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KPI B8.1 and KPI B8.2

Education

It is our belief to support and nurture today's young people who are our future, by providing them with opportunities to formal education as well as personal development. This section outlines our key educational initiatives:

- Students' Loan Fund and Scholarship under Sing Tao Charitable Foundation

Sing Tao Charitable Foundation was established in 1976 with the aim of providing financial assistance to those in need, including student loans and scholarships, which comprise:

- Sing Tao Charitable Foundation Students' Loan Fund

Sing Tao Charitable Foundation Students' Loan Fund seeks to assist, by way of interest-free loans, students who face financial difficulty and are nominated by their education institutes. The Loan Fund is composed of two parts – loans to students of the eight University Grants Committee-funded universities and Hong Kong Shue Yan University, and emergency loans to students of the aforementioned nine universities, certain other tertiary institutions and secondary schools recognised by the Education Bureau. In addition to providing funding to the Loan Fund, the Group also participates in its selection committee. In the 2016/2017 academic year, Sing Tao Charitable Foundation Students' Loan Fund provided loans of over HK\$1.1 million to 76 students.

- Sing Tao Charitable Foundation Scholarships

Sing Tao Charitable Foundation Scholarships was set up to offer one-off scholarships to outstanding students studying Journalism and Communication at The Chinese University of Hong Kong, in order to nurture future journalists and talents in the news industry. In the 2016/2017 academic year, Sing Tao Charitable Foundation Scholarships provided scholarships of HK\$40,000 to 8 students.

關鍵績效指標B8.1及關鍵績效指標B8.2

教育

我們堅信支持及培養年青人為社會的長遠發展帶來動力，透過協助他們獲得正統教育及個人發展機會，年青人將能成為未來的社會棟樑。以下是我們於教育方面的主要項目：

- 「星島慈善基金」屬下助學金及獎學金

「星島慈善基金」成立於一九七六年，目的為社會上有需要人士提供財務上的支援，包括提供助學金及獎學金，當中有以下項目：

- 「星島慈善基金貸款助學金」

「星島慈善基金貸款助學金」以免息貸款形式，為有經濟困難並獲得院校推薦的學生伸出援手。「星島慈善基金貸款助學金」分為兩部分，除了向受大學教育資助委員會資助的八間院校及香港樹仁大學提供助學貸款，亦設有緊急援助貸款，後者的支援對象包括上述九間大學、其他專上學院及教育局認可中學的學生，助他們在遭逢巨變時可以渡過難關，繼續學業。本集團因應需要向基金捐款注資，同時亦派員參與遴選委員會的工作。於二零一六／二零一七學年，「星島慈善基金貸款助學金」共向76名學生借出貸款助學金及緊急援助貸款逾1,100,000港元。

- 「星島慈善基金獎學金」

「星島慈善基金獎學金」每年向香港中文大學新聞與傳播系中成績優異的學生頒發一筆過的獎學金，為新聞行業培育人才。於二零一六／二零一七學年，「星島慈善基金獎學金」共向8名學生頒發獎學金合共40,000港元。

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- The Standard/Sing Tao “Fat Choy” Drive Medical Students Loan Fund

The Standard/Sing Tao “Fat Choy” Drive Medical Students Loan Fund aims to provide financial assistance, by way of interest-free loans, to students in Medicine, Nursing and Chinese Medicine at The University of Hong Kong. In the 2016/2017 academic year, The Standard/Sing Tao “Fat Choy” Drive Medical Students Loan Fund received applications for loans of over HK\$460,000 from 18 students.

– Education-related Activities

- Since 1994 the Group has organised the annual “Leader of the Year” Award to acknowledge outstanding leaders and thereby encourage the younger generation to strive for excellence and contribute to the development of Hong Kong. To date, a total of 114 awards have been presented to individuals and groups in recognition of their achievements in a range of categories spanning Community/Public Affairs to Education and Research. In 2017, a new award category “Young Entrepreneur” has been instigated to recognise young leaders and foster the spirit of entrepreneurship and creativity.
- The Group co-organises the annual “Sing Tao Inter-school Debating Competition” with the Education Bureau and the event reached its 32nd year in 2017. The competition provides an opportunity for students to hone their skills in use of language, debating, analytical thinking and organisation, as well as to raise their awareness of current affairs and enrich their experience in extra-curricular activities. In 2017, the competition attracted participation by 196 schools and over 2,350 students and teachers.

- 「虎報／星島發財醫科生助學金」

「虎報／星島發財醫科生助學金」旨在為香港大學醫學系、護理學院及中藥學院的學生提供免息貸款，助他們完成學業，為香港培育醫學專才。於二零一六／二零一七學年，「虎報／星島發財醫科生助學金」收到來自18名學生合共逾460,000港元的貸款申請。

– 教育相關活動

- 本集團自一九九四年起每年舉辦「傑出領袖選舉」，表揚貢獻香港的領袖，並藉此鼓勵年青人以這些傑出領袖為榜樣，發奮圖強。選舉自創辦以來共頒發114項獎項予個人或機構，他們來自社會多個界別，遍及社區／公共事務、教育及科研。於二零一七年新增設「青年企業家」獎項組別，以嘉許年青領袖並促進企業精神和創意。
- 本集團與教育局合辦「星島全港校際辯論比賽」，至二零一七年已踏入第三十二屆。活動旨在全面訓練學生雙語能力、辯才、思考力及組織能力，提升學生的時事觸覺，豐富學生的課外活動經驗。於二零一七年，「星島全港校際辯論比賽」有196間學校、超過2,350位師生參與。

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- In order to raise students' interest in journalism and allow young people to better understand the operations of a newspaper, the Group regularly organises visits from schools and non-profit organisations. During the visits, staff from the Group's editorial department, art department and information centre interact with students to explain and demonstrate their operations in addition to answering questions from students. In addition, the Group also organises school visits to its printing factory in Tseung Kwan O. In 2017, the Group hosted 15 visits by 509 visitors from schools and organisations.
- The book publication and distribution unit of the Group makes donations of books to schools and charity organisations annually, in order to promote healthy reading habits among students to broaden their knowledge. In addition, the Group's publications organise various education-related activities regularly, including seminars and fairs on school admissions, contests on story writing and drawing as well as other competitions which encourage students to understand and participate in their communities.
- 為引發學生對傳理學的興趣，同時讓他們對報業營運有更深入的了解，從而為傳媒業培養人才，本集團定期舉辦報館參觀活動，接待學校及非牟利團體。本集團於活動期間安排編輯部、美術部及資料室的人員簡介及示範工作流程，解答學生的提問，同時帶領學生參觀實際的工作場所。此外，本集團亦有安排學校到將軍澳印刷廠房參觀。於二零一七年，本集團舉辦15次參觀活動並接待共509位到訪者。
- 本集團旗下圖書出版及發行業務每年舉辦贈書活動，向中小學校及慈善機構捐贈圖書，推廣閱讀文化並豐富學生的知識。此外，本集團旗下刊物亦定期舉辦各類教育相關活動，包括升學講座及展覽、寫作比賽及繪畫比賽與其他鼓勵學生了解及參與社區的比賽。

Charity & Community Care

The Group is committed to “giving back to society” by supporting charitable activities and caring for those in need. In our day-to-day news gathering and reporting activities the Group is frequently in touch with and aware of the special and urgent needs in the community. This section outlines our key charity and community care initiatives:

- Charity projects under Sing Tao Charitable Foundation

In addition to education-related financial assistance, Sing Tao Charitable Foundation also provides aid to victims of accidents or disasters.

慈善及社區關懷

本集團堅守「取諸社會，用諸社會」的信念，一直支持慈善活動，關懷有需要人士。本集團的媒體業務以嚴謹的編採態度，每天走入社區發掘事實真相，亦因此對社會的狀況有深入認知，了解有需要人士及團體的迫切需要，及時向他們伸出援手。以下是我們於慈善及社區關懷方面的主要項目：

- 「星島慈善基金」屬下慈善項目

除教育方面的財務支援，「星島慈善基金」亦在突發事故或災難情況為不幸人士提供援助。

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- Sing Tao Charitable Foundation – Readers' Donations

Through the reporting in the Group's publications, readers become aware of the needs of individuals and families struck by adversities and want to provide financial assistance to them. Sing Tao Charitable Foundation serves as a channel to coordinate readers' donations and ensure that the process is systematic and accountable. Readers can choose to donate on a one-off or ongoing basis and over the years the Foundation has helped many individuals and families in need to tide over their worst times. In 2017, Sing Tao Charitable Foundation participated in 33 cases and directed over HK\$2 million in donations from our benevolent readers.

- Sing Tao Charitable Foundation – Disaster Relief

Another role played by Sing Tao Charitable Foundation is disaster relief – the Foundation has taken the lead to organise fund raising and donation activities in times of major calamities to help victims recover from their misfortune and return to their normal lives. After the 2008 Sichuan Earthquake, Sing Tao Charitable Foundation worked with Sowers Action to rebuild 7 schools in the affected areas with a view to assisting the victims to improve their long term livelihood through better education. The project has donated over RMB 27 million and benefited close to 5,000 schoolchildren up to 2017, with work on further equipping the schools still ongoing.

- 「星島慈善基金－讀者捐款」

不少讀者通過本集團旗下刊物的報道獲悉不幸人士或其家庭的需要，並希望提供經濟上的援助。為協調讀者捐助及使捐款程序規範化，「星島慈善基金」設立讀者捐款項目，清晰管理帳目，讓善心讀者有渠道一次性或持續捐助有需要人士，多年來幫助了很多受困人士渡過難關。於二零一七年，讀者捐款項目共有33宗援助個案，捐款數字逾2,000,000港元。

- 「星島慈善基金－救災」

「星島慈善基金」於發生重大災難時帶頭發起籌款及捐助活動救災及幫助災民盡快恢復正常生活。於二零零八年四川大地震後，「星島慈善基金」聯同苗圃行動成立基金為當地七所中小學重建校舍，希望透過良好的教育長遠改善災民的生活。項目至二零一七年仍為受影響學校提供配套，共捐出超過27,000,000人民幣，惠及近5,000名學童。

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– Charity and Community Care Activities

- As a newspaper, Sing Tao Daily is at the forefront in encountering happenings in society and the needy. In 2009 it set up an Adversity Support Scheme with Yan Oi Tong to provide emergency financial assistance to those who face sudden mishaps and hardships. Sing Tao Daily's reporters refer cases and contact the individuals and families concerned, and the Scheme also arranges support services by professional social workers. In addition, Sing Tao Daily is also the media sponsor of the Scheme and assists in publicising the cases requiring assistance to encourage the public to care and donate. In 2017, the Scheme participated in 7 cases and provided HK\$140,000 in donations.
- Since 2011 Headline Daily has been a media sponsor for The Community Chest Rainbow Fund, which is involved in providing immediate and short term financial assistance to individuals and families with urgent and critical needs. Headline Daily supports by devoting editorial space to publish relevant cases and to appeal for donations from readers, as well as by referring cases to the Fund for approval. In 2017, the Fund provided donations of HK\$745,000 to 15 cases.
- We also encourage our employees to participate in charitable activities, including blood donation days and charity book sales. In 2017, the Group received a "Gold Award for donation in kind" from the Hong Kong Red Cross; the Group also received a "Generous Giving Angel Award" and "Long-term Giving Award" from The Hong Kong Society for the Blind.
- The Group's publications regularly support various charitable activities by acting as a media partner to promote the events among the public, including the Art Next Expo 2017, the 21st Century Music Education for Young People, the HKGCC Free Ride Day, the Sedan Chair Race and the "Because I am a Girl" Campaign, amongst others.

– 慈善及社區關懷項目及活動

- 傳媒站在社會事件的最前線，最快接觸有需要人士，故此，《星島日報》早於二零零九年起與仁愛堂合作籌辦「仁間有愛應急錢計劃」，旨在為面對突如其來、受天災人禍影響的人士及其家庭提供即時應急金錢以渡過難關。除了由《星島日報》記者主動聯絡有需要人士提供臨時經濟援助，計劃更設有支援服務，專業社工會為有需要的受助人士或家庭提供跟進及支援。另外，《星島日報》亦同時擔任計劃的媒體贊助商，刊登受助個案，宣揚互助精神。於二零一七年，該計劃共向7個個案提供140,000港元的善款。
- 《頭條日報》自二零一一年起為「公益金及時雨基金」擔任媒體贊助商。該基金主要為因不幸而身陷財困的人士或其家庭，提供迅速的短期過渡性援助，讓他們盡快重回生活軌道。《頭條日報》撥出版位報道該基金的援助個案，呼籲讀者捐款為善，並轉介個案至基金審核。於二零一七年，該基金共向15個個案提供超過745,000港元的經濟援助。
- 我們亦鼓勵員工參與慈善活動，其中包括捐血日及圖書義賣。於二零一七年，本集團獲香港紅十字會頒發「物資捐獻獎—金獎」；本集團亦獲香港盲人輔導會頒發「樂善天使獎—銅獎」及「恒善大獎」。
- 本集團旗下刊物亦會定期以媒體贊助方式支持各類慈善活動，向公眾宣揚關懷社區，其中包括「二零一七年新藝潮博覽會」、「21世紀青年音樂計劃」、「香港總商會全程為您」、「慈善拾轎比賽」及「愛·女孩」行動等。