

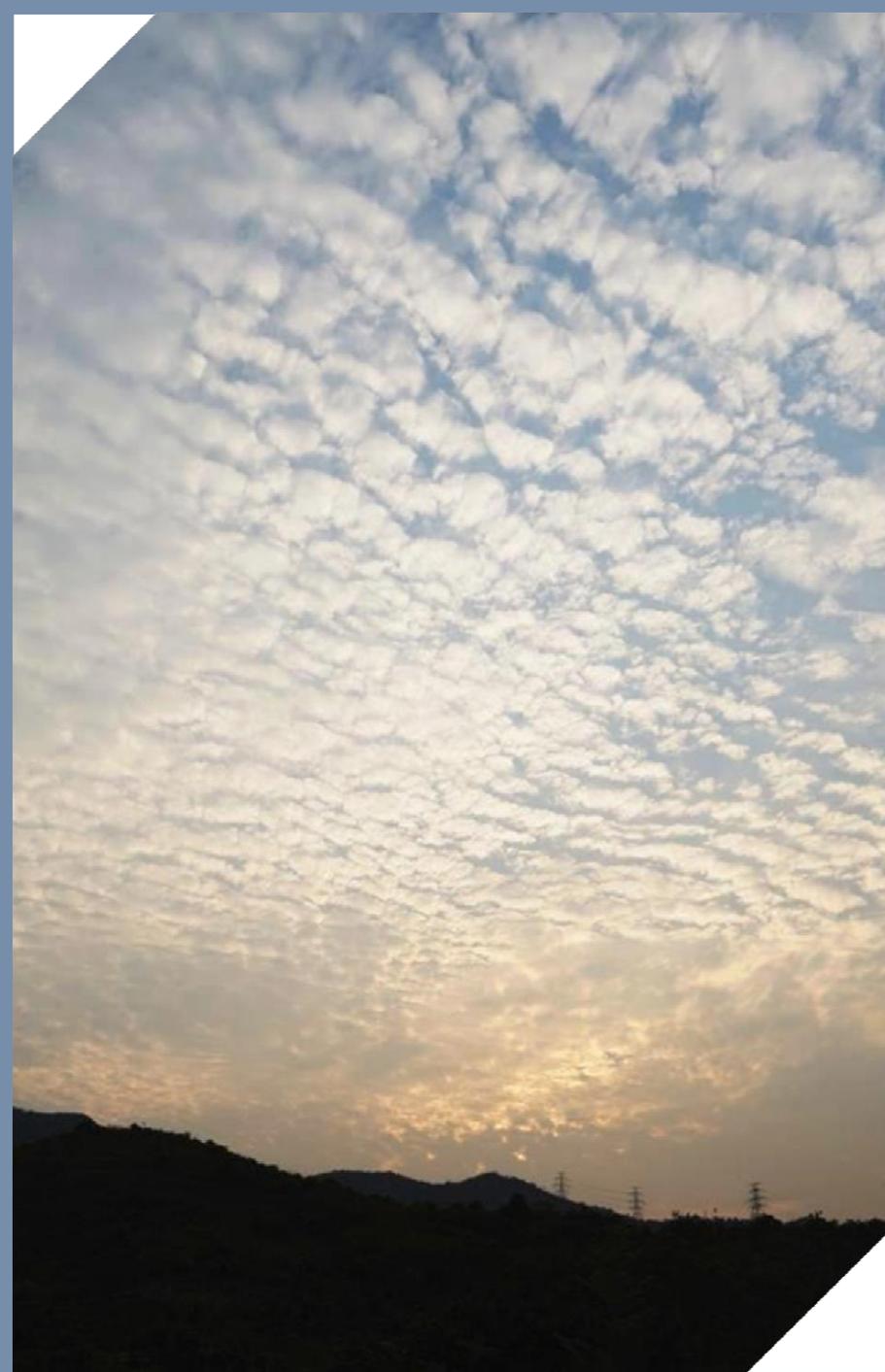


***SUSTAINABLE  
DEVELOPMENT  
REPORT***  
2019

## 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 1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019. 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

2019 was not a typical year: the social unrest taking place in Hong Kong in the second half of the year had caused a considerably challenging environment for the retail industry. Despite the unfavorable and unstable situation, Swire Resources has put in our best efforts to stay vigilant and resilient to ensure the safety of our staff team, protect our business and serve our customers. As a leading retailer in the market, we remain positive on the future of Hong Kong and China. We continue to uphold our vision to contribute to the healthy and contemporary lifestyle of our communities through our excellent product and services.

In 2019, despite of all the challenges faced, we were pleased to see even more focused sustainability efforts made. We encouraged participation from our staff team in environmental protection. To offer opportunities to appreciate and reconnect with Nature, educational eco-workshops and entertaining eco-tours were organized for our employees. This year, we began a new initiative of sharing local and international environmental news to motivate our staff to be more aware of the environmental impact of their actions and lifestyles. Meanwhile, we continued to make progress to further reduce our impact within our operation by cutting down our electricity consumption and launched various recycling activities. We completed our Hong Kong office relocation in March to a new-built commercial building that achieved BEAM Plus Platinum rating. With added natural lighting and more efficient energy systems, the electricity intensity of our office operation reduced significantly.

It is always our objective to strengthen people centric culture through connecting, engaging and retaining our employee. In 2019, we launched a "Call for New Ideas" campaign, which invited collaborative efforts from colleagues to streamline workflow and enhance customer experience. In terms of training, over 10 new in-house programs were launched to encourage cross-team learning through sharing platforms to inspire "best practices".

Ensuring the health and safety of our employees remains our priority. With this in mind, we have launched new programs targeting staff of all levels to raise the safety awareness of our frontline and warehouse staff. These programs proved to be successful in reducing our work injury rates through strengthened engagement from frontline staff. Health talks on various topics were offered to staff throughout the year to encourage a healthy lifestyle. Our Employee Assistant Program offered another source of support to staff team especially during the turbulent time experienced in second half of 2019.

Last but not least, giving back to the community is part of our sustainable development. Our volunteer team has grown by 4.8% this year, and we are proud to be recognized as a Caring Company for the thirteenth consecutive year in 2019. With our commitment on sustainable development, we have built a solid foundation that allows us to grow as a company while remaining a responsible business going forward.

Janis Tam  
*Managing Director*





## 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 bring sustainable stewardship to life. 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 Project Manager and includes representatives from various business units.

## ABOUT SWIRE RESOURCES

Swire Resources is an industry leader in the distribution and retailing of sports and lifestyle brands in Hong Kong, Macau and Chinese mainland. At the end of 2019, we have 204 retail stores in Hong Kong, Macau and Chinese mainland. We are the dominant retailer in the sports and outdoor segment with 4 multi-brand retail chains: Marathon Sports, GigaSports, Catalog and Go Wild, as well as single-brand sports concept for Nike, Adidas, New Balance, Puma, Converse and Onitsuka Tiger. The Company also distributes a comprehensive portfolio of international brands inclusive of Columbia, Rockport, Cath Kidston, Chevignon, Crocs, Teva, Jockey, Repetto, The Kooples, Arena, Speedo and Aldo through our wholesale network and respective concept stores.



# ENVIRONMENT

## RETAIL STORES

Environmental impacts are inevitable given the scale of our operations in Hong Kong and the Chinese mainland, especially on energy consumption. Therefore, we regularly monitor our electricity consumption to ensure that corrective actions can be taken in a timely fashion to conserve electricity. Another primary source of environmental impact incurred by our retail operation is the distribution of shopping bags. Our recent review shows that the majority of paper bags distributed are made with recycled paper, and almost all plastic bags are bio-degradable to minimize environmental impact while ensuring shoppers can travel with heavy products worry-free. In view of our efforts in minimizing environmental impact of our retail stores, we are recognized by Hong Kong Green Building Council as a member of the Green Shop Alliance. Our shops are listed on Green Shop Alliance's online directory for conscious shoppers' information.

As a proud corporate member of the World Wildlife Fund (WWF), 37 of our shops turned off non-essential and billboard lights for one hour on 30 March 2019 in support of Earth Hour, a WWF global initiative to promote public awareness towards global warming and conservation. We strongly believe that people from all sectors must join hands to solve the climate change challenges we face today.



## OFFICE AND WAREHOUSE

In addition to initiatives at the shop level, various environmental programs were offered to our office and warehouse staff in support of different environmental causes. Throughout 2019, 7 collection drives were completed to gather items such as reusable shopping bags, red packets, clothing and mooncake tins from staff, which are then reused or recycled by our trusted NGO partners.

To encourage global exposure and exchange of knowledge between our staff and business partners, air travel is unavoidable even when video-conferencing facilities are available. To neutralize our carbon footprints from air travel, we continued to take part in Cathay Pacific's FLY Greener program, where monetary contribution is made to support carbon-neutralizing projects in surrounding areas. We have offset a total of 6284.75 tonnes of carbon dioxide emissions since participating in 2009.



In March 2019, we completed our Hong Kong office relocation to a new-built commercial building that achieved BEAM Plus Platinum rating, a rating used to assess sustainable measures of buildings in the city. With added natural lighting and more efficient energy systems, the electricity intensity of our office operation has reduced significantly from 0.84 to 0.63, compared to our former office during the same time in 2018.

Another energy-saving project was completed in 2019 with our warehouse lighting fully converted to LED to realize further reductions. Taking into account the consumption of plastic wraps used for transporting our pallets, our logistics team began to try the alternative of reusable pallet wraps to reduce our reliance on single-use plastics. Furthermore, we began to transition the format of our staff coupon in October 2019, from traditional printed coupons to a more user-friendly online platform. Our paper usage for coupons has resulted in a drastic reduction of 46% since the first month of transition.



## CULTIVATING ENVIRONMENTAL AWARENESS

Apart from minimizing our operational impact, cultivating environmental awareness amongst our staff is also essential to the company's overall sustainable development. We believe that with strengthened environmental awareness, our staff can not only live more sustainably but are more motivated to consider the environment within their business function. In 2019, we held six eco-product workshops at our offices and warehouses where staff experienced the process of making environmentally-friendly products. Some examples of these workshops include pressed-flower tea sets, succulent planting and leaf-pounding. Our staff truly enjoyed these D.I.Y. sessions tremendously, and found them engaging activities to reconnect with Nature.



This year, we introduced a new green campaign called “Green Living” where staff are encouraged to carry out various eco-friendly tasks in exchange for Green Points. Through this campaign, participants are motivated to form habits that are better for the environment, such as bringing reusable containers, taking public transportation and opting for plant-based diets. Participants who accumulated the most Green Points during the campaign were rewarded with prizes. Throughout the year, we issued multiple “Green News”, through which we share the latest information about environmental issues and projects in Hong Kong and around the globe to all staff to encourage their participation in protecting the environment.

Through the informative guided tour and interactive workshops held during our annual weekend eco-tour, our staff had the opportunity to appreciate Hong Kong's rich ecology and cultural heritage with their family and friends. Inspired by the natural environment, participants are more driven to adopt a sustainable lifestyle.



## 2019 OBJECTIVES

### HONG KONG

### REMARKS

Maintain operational efficiency  
(i.e. 40% reduction vs 2009) in kWh/sqm. ✓

Achieved 4.98% reduction compared to 2018 and maintained 40% reduction compared to our 2009 base level.

Continue LED lightings replacement project at warehouse. ✓

LED lightings are installed at all floors of warehouse.

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

Organized multiple environmental workshops and eco-tour of different nature to encourage staff to adopt a sustainable lifestyle.

### CHINESE MAINLAND

### REMARKS

Continue to organize environmental campaign to promote green living. ✓

Organized Green Monday for Chinese mainland office and shops' staff.

Continue to explore opportunities to reduce energy consumption in retail outlets. ✓

Monitored the electricity consumption of retail stores and encouraged staff to take actions to reduce consumption.



## 2020 TARGETS

### 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 life style.

### CHINESE MAINLAND

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



## HEALTH & SAFETY

Our staff's safety is our utmost priority. With this in mind, we are committed to providing the best and safest working environments for our staff at all levels. We use two parameters to measure the effectiveness of our safety measures – overall Lost Time Injury Rate (LTIR) and Lost Day Rate (LDR). In 2019, we have achieved both of these targets, as a result of our strengthened efforts on precautionary measures this year. Compared to 2018, our overall LTIR decreased by 25.6% and LDR by 24.7% in Hong Kong. In the Chinese mainland, we continued to achieve zero work injury in 2019.



Same as previous years, we endeavored to communicate safety messages to our retail staff regularly through our monthly safety reminders, as well as health and safety themed daily slogans. To deliver our message in a more interactive way, we began sharing relevant short videos to staff this year. To enhance our staff's safety awareness, we integrated safety concepts into our work culture. For example, we introduced the Safety Ambassador program, nominating a safety ambassador who rotates monthly for each store. The program aims to encourage all staff to be an advocate for safety while echoing the safety messages delivered by our shop managers. To supplement the program, two Safety Mascots, named Ping and On (meaning "safe" in Chinese) were designed to represent our ambassadors in a more lighthearted way.



Further to raising safety awareness within every shop, safety inspections were conducted by executive management, area managers and sustainable development team to assess safety measures, identify potential hazards that require corrective actions and demonstrate our dedication on work safety. The objective for this year's safety competition is "Zero Work Injury" and we are pleased that 97.8% of our shops were able to achieve zero work injury for a consecutive of 153 days during the competition period.

An external consultant was hired to establish a Safety Management System (SMS) specific for our warehouse operations in order to ensure a safe work environment for our warehouse staff. A warehouse safety committee was established to offer a forum for discussing safety matters on a regular basis.

Informative talks covering a wide range of health-related topics were also available to our office and warehouse staff, so that they can enhance their knowledge and maintain a healthy well-being outside of work. These topics include balanced nutrition with vegetarian diets, introduction to traditional Chinese medicine and household organization.



In response to our Hong Kong office relocation in 2019, we conducted a business continuity plan (BCP) drill in October to ensure that contingency plans are effective in securing our operation and business speedy recovery when faced with disruptions. The scenario for our drill this year is inaccessibility to the new office caused by super typhoon destructions. The drill allowed representatives from different divisions to assess the feasibility of both second and home offices, and to identify areas for improvement in the contingency plan. Through this exercise, we are now better prepared for crisis and have the ability to adapt quickly to minimize the degree of disruption to our business.

During Hong Kong's social unrest period, it posed increased risks to our operation, especially across our retail shops in affected areas. To safeguard our staff, local situations were monitored closely and executive decisions were communicated efficiently to staff and shops through instant messaging channels. Vigilance is essential in securing a safe workplace under such critical circumstances, and we reassure our staff that their safety is always a priority of ours.



## 2019 OBJECTIVES

### HONG KONG

### REMARKS

To achieve 3% reduction in Lost Time Injury Rate and 3% reduction in Lost Day Rate vs 2018.



Lost Time Injury Rate decreased by 25.6% vs.2018.  
Achieved 24.7% reduction in Lost Day Rate vs. 2018.

Continue to promote positive safety culture and work life balance.



Launched safety mascots (Pink and On) to promote positive health & safety culture.  
Increased sharing frequency of safety-related information such as work injury cases and videos to remind the staff about safety at work in a friendly manner.  
Maintained pre-work exercise routine at shops.

Continue to maintain a safe workplace.



A Business Continuity Plan (BCP) drill and a fire drill were conducted in our new office to get our staff familiar with the new office settings and call-out procedures in the case of any crisis.  
Continue to run joint task-force with Facilities, Sustainable Development and Operation teams to enforce the fit-out guidelines for new shop opening.

To implement Safety Management System (SMS) for warehouse that was formally established in 2018.



Safety Committee conducted regular meetings to review the safety measures in warehouse. Appointed external consultant to perform regular safety audits and provide recommendation for further improvement.

### CHINESE MAINLAND

### REMARKS

To drive for zero work injuries.



Achieved zero work injuries.



## 2020 TARGETS

### 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, caring culture & work life balance.

Continue to launch new safety initiatives in our workplace and business.

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

Continue to appoint safety consultant focusing on warehouse safety improvements.

Continue to closely monitor Hong Kong social unrest and will step up efforts to ensure safety of our staff.

### CHINESE MAINLAND

To drive for zero work injuries.





## EMPLOYEES

This is always our objective to strengthen people centric culture through connecting, engaging and retaining our employee.

In 2019, we launched a “Call for New Ideas” campaign, in which we invited collaborative efforts from colleagues to streamline workflow and enhance customer experience. First of all, we introduced the program to office teams and received over 100 new ideas, of which three proposals were selected as most impressive ideas by the management team. Follow-up actions were made to implement the ideas to improve the employee and customer experiences. With the encouraging result from the office team, we further launched the campaign to connect with our frontline shop colleagues. We received over 300 new ideas on workflow improvement and nearly 400 on product suggestions. These ideas were carefully looked into by our management team in order to identify workable and creative ideas to improve staff engagement, business performance and customer experience.



In terms of learning, we customized and revamped our Retail Academy to enhance staff competence and professionalism. Over 10 new in-house programs were launched in 2019. We encourage cross-team learning through sharing platforms to inspire “best practices”. The sharing platforms are in place for marketing, product/buy and operation functions. We keep supporting retail staff’s continuous learning and career development by sponsoring over 70 retail frontline colleagues to participate in the Qualification Framework (QF) experience recognition program. Through the program, the frontline staff build their pride and confidence and gain recognition from the society on their knowledge, skills and work experience. This helps build the employer brand of our Company as well.





Whilst we continue to develop our existing colleagues to upskill and equip them with required competencies and technical knowhow, we also see the needs to expand our talent pipeline by growing young generation to become our future leaders. In addition to the Buying Trainee and Logistics Trainee programs which we have put in place for some years, we newly launched a Business Management Trainees program in 2019. Through our in-house assessment centre, three young university graduates were recruited to join the Swire Resources family. They will undergo a 24-month development program before landing with a managerial position in our business units.

We continue ongoing two-way communication and team building events to connect with our colleagues. We have organized the annual town hall meeting for more than 400 office and warehouse staff, conducted staff focus group meetings and regular shop visits, organized retail Commitment Days for 1,800 retail frontline staff and offered series of tailor-made outdoor experiential team building events to 400 frontline staff. We also set up a “Together +Like” channel in Instagram, putting inspired videos or messages onto it to cheer up our retail teams. We have already 400 followers. Our ongoing office buddy program is well-recognized by new joiners and over 90% of them enjoyed the cross-team experience sharing by the existing colleagues. They appreciate the caring culture of the Company and found the program useful to accelerate their settling in and cultural fit.

We care the mental health and wellbeing of our staff and their family members. In 2019, we newly launched an Employee Assistance Program (EAP). Through engagement of a professional external consultant providing personal counseling and consultation services, we assist our colleagues and their family members to address work/life concerns, enhancing well-being and sustaining a happy and colorful life.



## 2019 OBJECTIVES

### HONG KONG

To continuously reinforce positive and collaborative company culture and identify ways to sustain effective staff / talent recruitment, caring, engagement and retention. ✓



To develop talents by matching with their learning and development needs. ✓

### REMARKS

We newly launched “Call for New Ideas” campaign to all staff.

70 retail frontline staff were sponsored for the QF program.

We continued with town hall meeting for more than 400 office and warehouse staff, conducted staff focus group meetings and regular shop visits, organized retail Commitment Days for 1,800 retail frontline staff and offered series of tailor-made outdoor experiential team building events to 400 frontline staff.

Our ongoing office buddy program is well-recognized by new joiners and over 90% of them enjoyed the cross-team experience sharing by the existing colleagues.

We customized and revamped Leadership Development Program (LDP) for office team and Retail Academy for retail frontline team.

Over 10 new in-house training programs were launched in 2019 for retail frontline staff.

We encourage cross learning through cross-team sharing platforms. The sharing platforms are in place for marketing, product/buy and operation functions.



## 2019 OBJECTIVES

### HONG KONG

### REMARKS

To build and sustain talent pipeline of key positions and groom future leaders of the Company. ✓

In addition to the Buying Trainee and Logistics Trainee programs which we have put in place for some years, we newly launched a Business Management Trainees program in 2019.

Three young university graduates are selected to join the Swire Resources family. They will go through a 24-month development program before landing at a managerial position in our business units.

To address work/life concerns, enhancing well-being and sustaining a happy and colorful life. ✓

Newly launched an Employee Assistance Program (EAP) through engagement of professional external consultant, providing personal counselling and consultation services to all our employees and their immediate family members.



## 2020 TARGETS

To sustain people-centric culture, hear staff voices and provide timely feedbacks to stakeholders to engage, develop and retain our talents.

To foster a diversity & inclusion culture, remove unconscious bias to recruit, engage and develop our people, building an equal and fair value system across all levels of staff in the organization.

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



# BUSINESS PARTNERS

We engage suppliers and contractors who share our commitment to Sustainable Development. Currently, around 71% 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 48 factories from which we source products have signed up to our code of conduct.

## 2019 OBJECTIVES

### HONG KONG & CHINESE MAINLAND

### REMARKS

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

28 factories have performed self-audit and some factories also conducted third-party audit in 2019.

## 2020 TARGETS

Our 28 factories will continue performing self-audit in 2020 to monitor their compliance with SRL code of conduct. Third-party audit will be continuously encouraged. Those factories found to be non-compliant will be given a three-month grace period for rectification. If they have any areas of non-compliance after the grace period, we will invite them to participate in an improvement program to ensure that they comply with SRL code of conduct.



## COMMUNITY

We believe in the value of sustainable development, and not only do we apply this concept to every process of our operation, we also endeavor to create positive impact on the community where we provide services. Despite the challenges we faced in 2019, we were able to complete 13 volunteering activities for social and environmental causes. Some events were originally planned for this year, but unfortunately had to be cancelled or postponed because of safety concerns arising from unforeseeable social circumstances.

Similar to previous years, we collaborated with multiple NGOs that serve different communities, such as H.K.S.K.H Lady MacLehose Centre, St. James Settlement and The Boys' and Girls' Club Association of Hong Kong. By working closely with our NGO partners, our volunteers enjoyed the opportunity to interact with communities from diverse backgrounds and to serve those in need through engaging activities. Community service is mutual, and our volunteers feel rewarded as they help to bring positive impact on other people's lives.



Comprising our retail and office staff, our volunteering team continues to grow every year. As of end of 2019, the team has grown by 4.8% compared to 2018 and consists of 71 active members. In 2019, the team collectively accomplished a total of 1047.5 hours of volunteering hours. In recognition of our commitment to care for the community, the environment and our employees, Swire Resources is proud to be nominated and recognized as a Caring Company for the 13th consecutive year. We believe that caring for our community plays a huge role in corporate social responsibility, and we will carry on with our efforts in sustainable development as we grow our business.



## 2019 OBJECTIVES

### HONG KONG

Organize a total of 18 community service events.

### REMARKS

13 community service events were carried out. Some events were originally planned, but had to be cancelled or postponed due to social unrest since June 2019.

To increase participation rate by 5% compared with 2018.

Membership increased by 4.8%.



### CHINESE MAINLAND

Continue to explore opportunities to develop CSR programs in the Chinese mainland.

### REMARKS

Opportunities continue to be explored.



## **2020 TARGETS**

### **HONG KONG**

Continue to organize 17 community service events.

To increase participation rate by 5% compared with 2019.





## ***CONTACT US***

If you have any comments or questions, please contact:

Karen Law

Email: [karenlaw@swire-resources.com](mailto:karenlaw@swire-resources.com)

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# APPENDIX 1

## 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 recognize 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 realize their full potential.
- Favor 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 2

## Summary of Statistics (Hong Kong)

Environmental		Quantity												
		Unit	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
<b>Materials</b>														
EN3	Direct energy consumption by primary energy source	GJ	1,472	1,525	1,594	1,532	1,415	1,772	1,816	1,778	1,609	1,536	1,613	1,567
	Indirect energy consumption by primary source	GJ	25,083	27,542	27,400	29,178	29,535	29,249	29,789	30,639 <sup>Note6</sup>	28,206	28,655	29,619	29,575
	Total energy consumption	GJ	26,555	29,067	28,994	30,710	30,950	31,021	31,604	32,398 <sup>Note6</sup>	29,815	30,191	31,232	31,142
EN8	Total water withdrawal by source	m <sup>3</sup>	3,012	2,796	2,465	3,491	2,964	2,866	2,661	3,403	3,042	3282	3367 <sup>Note5</sup>	2,967
<b>Emissions, Effluent, and Waste</b>														
EN15 & 16	Direct greenhouse gas emissions by weight	Tonnes of CO <sub>2</sub>	103	108	109	108	109	137	136	133	121	116	127	113
	Indirect greenhouse gas emissions by weight	Tonnes of CO <sub>2</sub>	5,146	4,618	4,331	4,628	5,375	5,393	5,485	5,653 <sup>Note6</sup>	4,944	4,973	5,396	5,265
	Total greenhouse gas emissions	Tonnes of CO <sub>2</sub>	5,249	4,726	4,440	4,736	5,484	5,530	5,621	5,786 <sup>Note6</sup>	5,066	5,089	5,522	5,378
<b>Labor Practices and Decent Work</b>														
<b>Employment</b>														
LA1	Total workforce	No. of employees	2,253	2,865	2,626	2,761	2,809	2,787	2,656	2,526	2,336	1,716	1,542 <sup>Note4</sup>	1,661 <sup>Note4</sup>
<b>Occupational Health and Safety</b>														
LA6	Total working hours of employees	Thousand hrs	4,429	4,486	4,300	4,512	4,743	4,555	4,374	4,106	3,278	2,909	2,733 <sup>Note5</sup>	2,719
	Total injuries <sup>Note(1)</sup>	No. of employees	29	39	31	40	51	42	29	60	44	28	42	33
	Total fatalities	No. of employees	0	0	0	0	0	0	0	0	0	0	0	0
	Lost time injury rate <sup>Note(2)</sup>	-	1.31	1.74	1.44	1.77	2.15	1.84	1.33	2.92	2.68	1.92	3.07	2.43
	Lost days due to injuries	No. of days	661	1,330	1,678	1,868 <sup>Note7</sup>	363	584	417	926	341	260	218	317
	Lost day rate <sup>Note(3)</sup>	-	29.85	59.29	78.03	82.79 <sup>Note7</sup>	15.30	25.62	19.05	45.11	20.81	17.87	15.95	23.32

**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) Figure has been revised to include secondees and include only the wholly owned operations of Swire Resources Limited.
- (5) Increase was due to extended operational hours in the warehouse.
- (6) Total revised due to updated consumption figure.
- (7) A new reporting guideline on the lost day reporting definition was implemented (effective from 1st January, 2016).

# APPENDIX 3

## Summary of Statistics (Chinese mainland)

Environmental		Quantity												
		Unit	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
<b>Materials</b>														
EN3	Direct energy consumption by primary energy source	GJ	-	-	-	-	-	-	-	-	-	-	-	-
	Indirect energy consumption by primary source	GJ	1,115	1,073	1,063	2,191	3,147	3,198	5,077	4,807 <sup>Note 4</sup>	4,603 <sup>Note 4</sup>	-	-	-
	Total energy consumption	GJ	1,115	1,073	1,063	2,191	3,147	3,198	5,077	4,807 <sup>Note 4</sup>	4,603 <sup>Note 4</sup>	-	-	-
EN8	Total water withdrawal by source	m <sup>3</sup>	-	-	-	245 <sup>Note 6</sup>	447	500 <sup>Note 5</sup>	1,498	537	762	-	-	-
<b>Emissions, Effluent, and Waste</b>														
EN15 & 16	Direct greenhouse gas emissions by weight	Tonnes of CO <sub>2</sub>	-	-	-	-	-	-	-	-	-	-	-	-
	Indirect greenhouse gas emissions by weight	Tonnes of CO <sub>2</sub>	195	196	125	458	736	749	1,101	1,042 <sup>Note 4</sup>	998 <sup>Note 4</sup>	-	-	-
	Total greenhouse gas emissions	Tonnes of CO <sub>2</sub>	195	196	125	458	736	749	1,101	1,042 <sup>Note 4</sup>	998 <sup>Note 4</sup>	-	-	-
<b>Labor Practices and Decent Work</b>														
<b>Employment</b>														
LA1	Total workforce	No. of employees	81	74	83	213	316	505 <sup>Note 5</sup>	1,142	1,135	920	-	-	-
<b>Occupational Health and Safety</b>														
LA6	Total working hours of employees	Thousand hrs	167	168	265	526	774	1,136	2,329	2,091	1,606	-	-	-
	Total injuries <sup>Note (1)</sup>	No. of employees	0	0	0	1	1	0	3	3	2	-	-	-
	Total fatalities	No. of employees	0	0	0	0	0	0	0	0	0	-	-	-
	Lost time injury rate <sup>Note (2)</sup>	-	0	0	0	0.38	0.26	0	0.26	0.29	0.25	-	-	-
	Lost days due to injuries	No. of days	0	0	61	255	9	0	425	60	142	-	-	-
	Lost day rate <sup>Note (3)</sup>	-	0	0	45.98	96.95	2.32	0	36.5	5.74	17.69	-	-	-

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) Figure has been revised to include standalone stores, offices and warehouse data.
- (5) Decrease was due to Columbia Joint Venture separation.
- (6) SH warehouse closed in mid-2016.