



東勝旅遊

ORIENT VICTORY TRAVEL

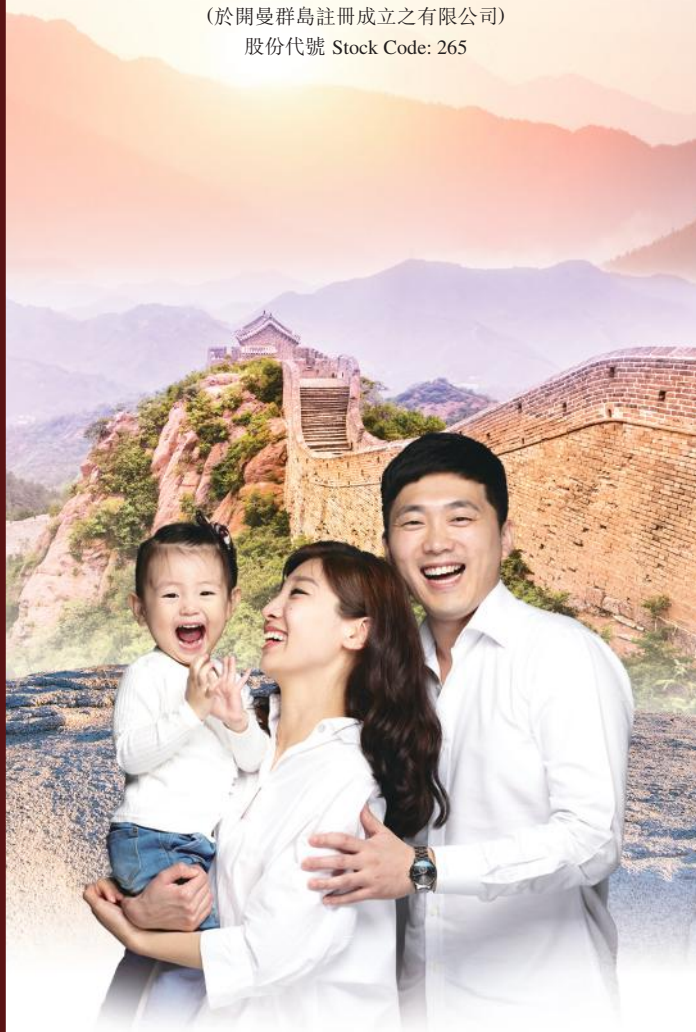
Orient Victory Travel Group Company Limited

東勝旅遊集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

股份代號 Stock Code: 265



WONDERFUL LIFE & FLOURISHING

精彩生活 美麗盛放

社會責任報告

Environmental, Social and Governance Report
2016



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

“ The Company is committed to embolden and support the public interest by means of social participation and contribution as part of its strategic development, alongside with the promotion of corporate culture and practices among the staff members in a social and environmental sense. We enrolled in selected community programmes that would benefit both the community and the Company’s stakeholders. We also continued the initiatives in cultivating the concept of corporate social responsibility throughout the organization and increased the awareness of the employees as corporate citizen. ”

Orient Victory Travel Group Company Limited (formerly known as Orient Victory China Holdings Limited) (the “Company”, together with its subsidiaries, the “Group”) is pleased to present its environmental, social and governance report in accordance with the environmental, social and reporting guidelines as set out in Appendix 27 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The principal businesses of the Group include sale of air tickets and other travel related services in Hong Kong, trading and retail of jewellery products in Nanjing and financial service. Financial service business was commenced in second half of 2016. We consider the impact of this business is minimal and is excluded from this report. The reporting period for this report is 1st January 2016 to 31st December 2016.

Below are our commitments to each of the focus area under our corporate social responsibility framework:

ENVIRONMENTAL PROTECTION

The Group attaches great importance to environmental protection and also implements sustainable initiatives in areas such as energy saving, water saving, waste management, air quality management and greenhouse gases reduction into its daily operations so as to minimize the use of resources and reduce various emissions. We adopted the following policies to protect the environment.

Emissions

Equipment with less exhaust emission

- i. Company vehicles are repaired and checked regularly in order to enhance the efficiency and reduce the exhaust emissions.
- ii. Save for urgency, staffs are encouraged to take public transport instead of company vehicle for office duty.

Indoor air quality policy

- i. No smoking is allowed in office area.
- ii. Air-conditioners and carpet are cleaned regularly.
- iii. Housekeeping of office is conducted on a daily basis.

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Greenhouse gases reduction policy

- i. Meetings are held through teleconference, if possible, in order to reduce unnecessary business travels.
- ii. Green plants are planted in the office to produce oxygen.



There were no non-compliance cases noted in relation to environmental laws and regulations in 2016.

Use of Resources

Energy

- i. Lights and all electronic appliances must be turned off when they are not in use.
- ii. Energy-efficient lightings are used in office.

Water

- i. Water-conservative signs are put up to remind saving water.

Other Office Consumables

- i. Other than formal documents, paperless working environment is promoted in the Group.
- ii. Printing and photocopying work-unrelated materials is strictly prohibited.

- iii. The reusable stationaries are employed.
- iv. Used ink cartridges are collected by supplier.

The Environment and Natural Resources

The nature of the Group's business operations does not involve in any other significant impacts on the environment natural resources. The relevant principles and policies on managing emissions and use of resources are already disclosed above.

WORKPLACE PRACTICES

The Company aims to ensure that the health, safety, and welfare of our employees are well taken care of and we acknowledge our responsibility towards employees who may be affected by our activities. While we regard legislative compliance as a minimum, whenever possible, we seek to implement higher health and safety standards throughout the Group.

Employment

The Group attaches great importance to the basic rights and interests of the employees, entering into labor contracts with all employees, and provision of relevant social insurances, employees compensation insurance and medical insurance to all employees. Our employees will receive the Company's blessing and gratuity on their birthdays or the birth of their child.

Our Group is an equal opportunities employer, committed to eliminating sex, age, race, disability and religious discrimination in employment and emphasizing on the performance and experience of the staffs in promotion or recruitment. A fair staff performance assessment scheme is set for making promotion decision. Staff appraisal will be conducted annually to assess work performance.

There were no non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare noted in 2016.

Health and Safety

We are dedicated to provide a healthy and safe workplace to our employees. The promotion of occupational and health measures at workplace are regarded as essential to our businesses and operations. Appropriate occupational and health manuals relevant to our businesses are adopted by the core business units. Risk assessments of workstations are conducted constantly to identify and assess the risks to the safety and health of the employees, and to decide whether existing measures are adequate.

We ensure that first aid kits are located at prominent locations and are properly maintained in the office. Evacuation and escape exercises are regularly performed with staff participation at least once a year.

There were no non-compliance with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards noted in 2016.



Development and Training

The Group believes that training is an important path to improve the overall work quality and offer comprehensive development to the employees. The Group encourages and sponsors our employees to attend external or internal training courses or seminars to enhance their competence and job related knowledge.

In addition, experienced employees will provide supervision to the newcomers/subordinates in order to enhance communication and team spirits within the Company, and to improve their technical skills and managerial capability.

Labour Standards

The Group respects human rights and has a zero-tolerance policy towards the employment of forced labour and child labour. Upon joining the Group, each staff is required to fill in a recruitment form. Should the staff provide false identity or false personal particulars, he/she would be considered to have committed serious breach of the Group's rules and regulations and his/her employment would be terminated immediately.

There were no non-compliance with relevant laws and regulations relating to preventing child and forced labour noted in 2016.

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OPERATING PRACTICES

To improve the overall service level, the Group carried out job skills competition and set the awards to encourage employees to improve their skills. Also, through the establishment of monthly selection of “Service Star” and “Outstanding Member” awards, it creates a typical demonstration of excellent performance that play a leading role in encouraging employees to carry forward.

Supply Chain Management

The goods from suppliers must be approved by national accredited qualified testing station with relevant testing report, listing, certificate, etc. to ensure its product quality and safety and can be stored in warehouse. For the supplier management, the finished good department from time to time checks the counter goods, and reports the result to manager, sales department and finance department. Certain punishment would be applied if there are discrepancies for the goods.

Product responsibility

The Group poses a fair marketing concept that commits not making dishonest allegation of our competitors in order to mislead the customers during their decision making. Moreover, the Group would not acquire confidential information of a competitor via espionage, the subordination of the competitor's employees or through any other improper means.

The Group has committed to supply the goods and services that meet the reasonable expectations of our customers. We provide customers with effective mechanism to lodge complaints and manage such complaints with due care. Besides, the Group respects the confidentiality of our customers and their commercial information. We do not disclose such information to protect their privacy.

There were no non-compliance with relevant laws and regulations relating to health, safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress noted in 2016.

Anti-corruption

The Group refuses bribery, corruption, extortion and money laundering activities. Employees shall report any misconduct to its manager.

The Company is listed on the Main Board of the Stock Exchange and has strict guidelines for directors and senior management for any disclosure of conflict of interest. Besides, directors or senior management are required to take certain hours of training each year. We have engaged external consultant to review our internal control system on a regular basis.

There were no non-compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering noted in 2016.

COMMUNITY INVESTMENT

Social responsibility is one of the Group's cultures. We are committed to striving for the betterment of society and hold strongly the belief that a business organisation should not detach itself from its social responsibility.

We support and encourage and sponsor our employees' involvement in voluntary services through the organization's participation in charitable activities. During the year, we mobilized our staff, their family members and friends to participate the following activities:

- Fund-raising events – During the year, a team of our Group showed their big hearts as they took part in the 10th JESSICA Run on 3 April 2016 at Cyberport. Organised by magazine JESSICA in collaboration with the JESSICA Foundation, the event helped raise funds for underprivileged members in the community. An amusing carnival was held following the run for participants to unwind and game booths and performances were made for an entertaining atmosphere.



- Other fund-raising events – Took part in 2016 Dress Casual Day fund-raising event organized by the Community Chest



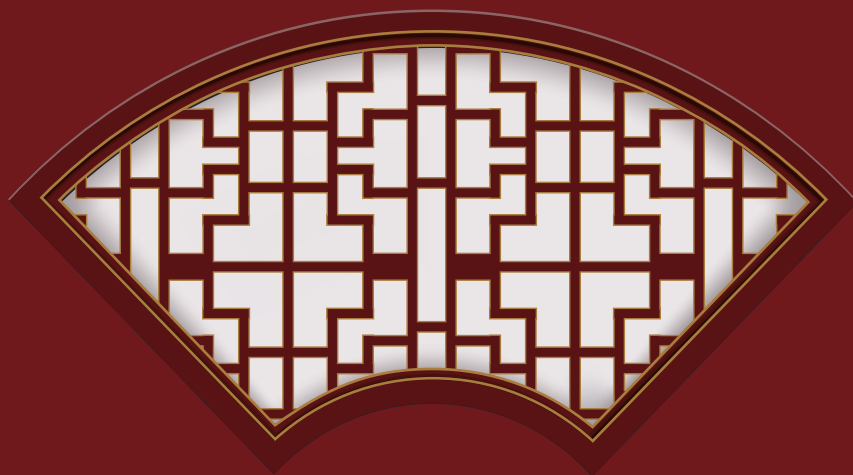
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- Express care to the needy – In June 2016, our Group encouraged staff to serving the underprivileged and participating in second-hand shoes donation collection named “Step 30 (舊鞋救命)” which is a charity event organized by Taiwan NGO Step 30 International Ministries (國際基督關懷協會). It helped the Africans for providing protection for those who are suffering from the infection of jiggers in Africa. Our staff and their family members were actively responded to the campaign and expressed their care to the needy and gave back to society.



- Care for environment – On 27 November 2016, this was the first year the Group's staff took part in the "Walk for Nature", the annual fundraising event at Mai Po Nature Reserve, organized by World Wild Fund For Nature Hong Kong (WWF). The Walk for Nature is one of WWF's major public outreach and fundraising events, highlighting the importance of wildlife conservation to participants by providing a first-hand experience of wetlands and wildlife.





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東 勝 旅 遊 集 團 有 限 公 司

香港灣仔港灣道25號海港中心2603室
2603, 26/F, Harbour Centre, 25 Harbour Road, Wanchai, Hong Kong

www.orientvictory.com.hk