

ONE STOP SERVICE

Environmental, Social and Governance Report

2016



King's Flair International (Holdings) Limited

科勁國際(控股)有限公司

Incorporated in the Cayman Islands with limited liability Stock Code : 6822



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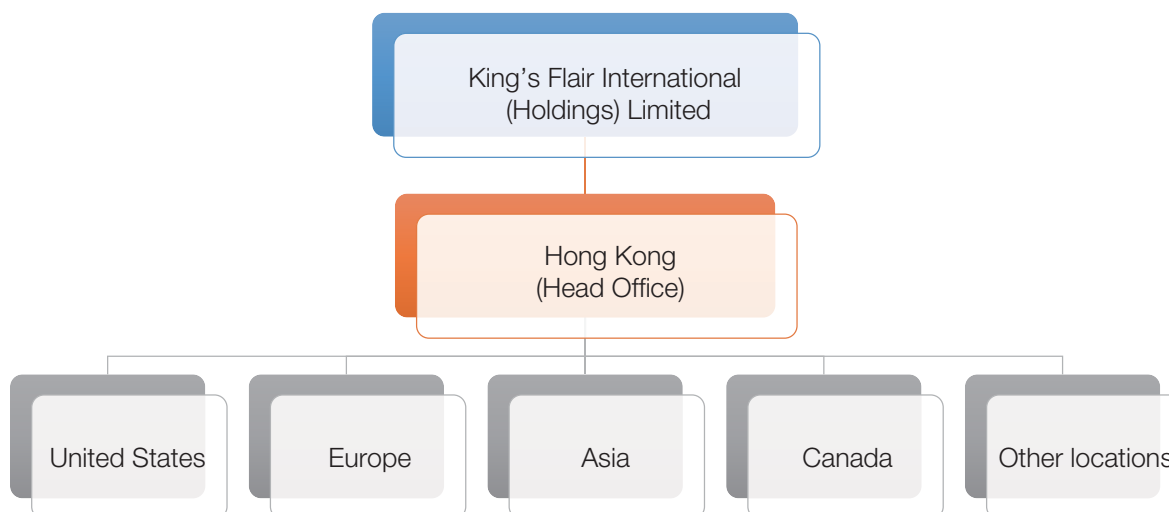
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE GROUP

King's Flair International (Holdings) Limited ("KFI", and together with its subsidiaries, the "Group"), which was established in 1989, is an integrated one-stop solution provider to internationally renowned kitchenware and household brands. The principal activities of the Group include the design, development and distribution of kitchenware, and the provision of other services, including market research, concept creation, raw materials sourcing, production and engineering, quality assurance, order tracking, and logistics, to customers.

The core products of KFI include kitchen tools and gadgets, drinkware, bakeware and accessories, and food preparation and storage products and accessories. Mid-tier and high-end kitchenware markets are the Group's focus. The orders for the Group's products are mainly from North America, Asia, and Europe, and our main customers are high-end kitchenware brand owners. The Group officially launched the raw materials trading business in 2016 as a new business segment of the Group.

Distribution of the Group's Business



ABOUT THIS REPORT

This report is the first Environmental, Social and Governance (the "ESG") Report published by KFI, which discloses the practices and performances on the issue of sustainable development of the Group in a transparent and open manner, in order to enhance our stakeholders' confidence in and understanding of the Group.

Reporting Year

All the information contained herein reflects the performance of KFI on environmental protection and social care from the period between January 2016 and December 2016. Subsequently, the Group will publish an ESG Report on an annual basis or at such intervals as may be required to continuously enhance the transparency and responsibility of information disclosure. The ESG Report published by the Group will be accessible to the public by electronic means.

Scope of Report

This report focuses on the operation¹ of KFI at its principal place of business, being the head office located at Connaught Road West in Hong Kong, and the offices in Sheung Wan and Tsuen Wan in Hong Kong (the “Head-office and Branches”). The scope of disclosure will be expanded until all of the operations of the Group are fully covered, when the Group’s data collection system becomes more mature and our ESG practices further develop. This report does not include the disclosure of key environmental performance indicators. The Group will conduct a carbon assessment next year to further refine and standardize the reporting metrics.

Reporting Standards

This report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). It summarizes our performance on ESG in a simplified manner. The information contained herein has been sourced from official documents and statistics of the Group, and was consolidated and compiled with the information on control, management and operations information as provided by the companies under the Group in accordance with the Group’s relevant policies. A content index is appended on the last page of this report for quick reference. This report is prepared in both Chinese and English and is available on the Group’s website at www.kingsflair.com.hk and the Stock Exchange’s website at www.hkexnews.hk. In case of contradictions or inconsistencies between the Chinese and the English versions, the Chinese version shall prevail.

Feedback

Our continuous improvement relies on your valuable opinions on our performance and reporting method. If you are in doubt or have any recommendations concerning this report, you are welcome to send us your advice via email at ir@kingsflair.com.hk for the continuous improvement of our performance on ESG works.

COMMUNICATION WITH STAKEHOLDERS

As set out in the Guide, the Stock Exchange stated four reporting principles, namely, materiality, quantitative, balance and consistency, as the basis of how this report shall be prepared. Through communication with stakeholders, the Group is able to understand the views of the stakeholders to identify the important ESG issues.

To KFI, stakeholders refer to the groups or individuals who have significant impact to or are impacted by the business of the Group. The stakeholders of the Group include the management, the employees, as well as the customers, suppliers, business partners, investors, regulators and various community groups. In the past year, the Group maintained communication with key stakeholders through different channels. In the preparation of this report, the Group has specially commissioned a professional consultancy to conduct a substantive analysis by interviewing the management and consolidated the opinions from the professional advisor to clarify important reporting issues in order to set the direction of the sustainable development of the Group.

¹ The operation of the Hong Kong head office and branches include King’s Flair International (Holdings) Limited, Manweal Development Limited, King’s Flair Development Limited, Homspan (HK) Limited, Aegis Global Resources (HK) Limited, Wonder Household Limited, Gloxis Development Limited, Sim Design Limited and King’s Flair Resources Limited.

Communication methods with stakeholders during reporting period

Internal stakeholders	External stakeholders
<ul style="list-style-type: none">• Management• Employees	<ul style="list-style-type: none">• Customers• Suppliers• Business partners• Investors• Regulators• Various community groups

Communication methods:	
<ul style="list-style-type: none">• Regular management meetings• Regular social gathering for employees• Annual charity events• Employee trainings	<ul style="list-style-type: none">• Performance evaluation for suppliers• Cooperative Satisfaction Survey• Meetings• Direct mails• Factory visits• Industry organization activities

The businesses of KFI have an impact on different stakeholders, while stakeholders may have different expectations towards the Group. In the future, the Group will continue to enhance the communication with stakeholders to collect their views extensively through various channels so as to further complement our materiality analysis. Meanwhile, the Group will also enhance the reporting principles of quantitative, balance and consistency and define the reporting contents and the presentation of information in a way which better meets the expectations of our stakeholders.

WORDS FOR THE STAKEHOLDERS

“We are committed to being more positive to closely connect our consideration for environmental protection and society with the daily operations in the future.”

Since the inception of KFI, we have been committed to providing our customers with unique kitchenware solutions. While developing our business, we endeavor to fulfill our corporate social responsibilities, and “sustainable development” represents the principle of business development that we strictly follow.

To strengthen the competitive advantage of KFI, we rely on our outstanding employee team. Capitalized on the profound design background and extensive experience in production, our professional team creates cost-effective product solutions for our customers. We advocate a corporate culture of continuous advancement, and have a sound training support in place to provide the opportunity for employees to unleash their potentials. In addition, we place emphasis on providing employees with a safe and protected working environment. We believe that an ideal working environment is conducive to the professional stability of the team and to achieve the sustainable development of the Group.

Fair, honest and clean corporate governance is a vital business asset of KFI. We regard highly of the team’s professional ethics, and provide our employees with guidance on the prevention of corruption in order to enhance the employees’ awareness of anti-corruption. We also promote the relevant information among the Group’s suppliers, and maintain a fair market together with our cooperation partners. The Group has also set up internal organizations and open whistleblowing channels, handling suspected corruption cases seriously and striving to maintain a high standard of corporate ethics.

We strongly believe that the principle of “taking from the society, contributing to the society” can create long-term value for the business of KFI. In addition to continuously creating innovative and high-quality products, we understand that only by committing to the integration of the elements of environmental protection during design and development and practical realization of corporate social responsibility can we earn the long-term support from customers and the community. We promise that we will be more active to closely connect our consideration for environmental protection and society with our daily operations in the future, using sustainable product solutions and business models to create more positive influence on our society.

King’s Flair International (Holdings) Limited
Chairman of the Board
Mr. Wong Siu Wah

CARE FOR EMPLOYEES

Development and Training

KFI regards employees as the corporate’s strategic partners. We conduct working performance evaluation for our employees on an annual basis, and plan their career development with them. The evaluation system serves as a communication platform for the Group to understand whether employees can achieve their personal goals. The Group discusses the difficulties they encounter at work, and listen to their expectations for future development. The assessment results will not only be taken as a factor to consider the employees’ salary adjustment and career development, but it also helps the Group to understand the needs to arrange suitable trainings for our employees.

This year, KFI has conducted internal trainings on the themes of “basic management concept”, “post-90’s new management model” and “communication art in management” to help employees improve their management ability and work efficiency. The Group also focuses on cultivating employees’ communication skills and team spirit. In December 2016, the Group arranged our management and employees to participate in the “Outward Bound Corporate Challenge” organized by the Outward Bound Hong Kong, in which they participated in a series of interesting and a tactical game focusing on communication and cooperation. Through the game, employees have learnt to build up a stronger team spirit.

KFI encourages its employees to achieve add value to themselves during their spare time. The Group has set up an education subsidy scheme to support employees to enroll in courses offered by accredited tertiary institutions or educational institutions to enhance their personal knowledge and ability. Each eligible employee can receive a tuition subsidy of up to HKD100,000. The Group also provides other allowances for employees to further study, which covers books, materials and other related expenses.

Overview of Development and Training Performance Indicators

		Management	Manager	Other employee	Total number of employees	Indicators
No. of employees received training	Male	1	13	7	103	33% of employees received training
	Female	1	7	5		
Hours of training	Male	17	161	73		Average of 3.8 hours of training for each employee, average of
	Female	17	84	39		
No. of employees and Ratio of Periodic Review	Male	5	15	35		100% of employees reviewed on performances and careers
	Female	1	8	39		

Health and Safety

The operations of the Head-office and Branches mainly involve clerical work such as product design, development and sales. No job title with high safety-risk is found at present. The Group concerns about healthy working environment and arranges for carpet cleaning and pest control conducted by a cleaning company every quarter in order to minimize indoor pollutants and allergens. Employees are reminded to keep the environment clean through e-mails and at regular meetings. All the existing employees who have passed the probation period are covered by medical insurance, and travel insurances for employees who need to go on business trips to overseas or China to provide sufficient protection to the employees. The Group strictly complies with the relevant laws, such as the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) and the Employees’ Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). During the reporting period, no violation cases in respect of health and safety, nor any work related injury, were found at the Head-office and Branches.

Overview of Health and Safety Performance Indicators

	No. of Work-related Injury or Death Cases	Total No. of Hours of Absence	Total Working Hours	Total Absence Rate
Male	0	2,074	121,550	2%
Female		2,469	106,080	

KFI notes that the potential occupational safety and health risks are more resulting from the Group’s supply chain, including various suppliers and manufacturers (collectively, the “Suppliers”). Even though the employees of the Suppliers are not employed by the Group, the Group considers it a common responsibility for the Suppliers and the Group to provide a safe working environment and properly manage safety risks in the supply chain. Back in 2013, King’s Flair Development Limited, a wholly-owned subsidiary of KFI, had developed the “Code of Conduct for Suppliers” (the “Code”), which contained the standards for all the Suppliers to comply with respect to different areas, including occupational health. The Code requires the Suppliers to establish relevant internal management system and have their relevant facilities and records inspected and reviewed by the Group in order to evaluate the compliance with the Code by the Suppliers.

The “Code” regulates the Suppliers’ business practices in respect of occupational health, human resources, business ethics and environmental hygiene. The Group requires the Suppliers to provide a safe working environment, including:

1. Establishing an occupational safety procedures and system
2. Minimizing all hazardous factors
3. Providing appropriate personal protecting gears
4. Safeguarding employees’ rights to express concerns on safety
5. Identifying and evaluating possible emergencies
6. Planning and taking emergency measures

Employment System

KFI commits to providing competitive remunerations and benefits to employees to recognize and encourage their proactive contribution. In addition to basic salary, the Group will grant discretionary bonuses. The Group also reviews and adjusts the remuneration on a regular basis with reference to the Group’s results, employee performance, market indicators and living index. The Group also provides an interest-free loan scheme to qualified employees who are in employment for more than 10 years as children’s education funding. Each employment may be granted a loan of up to HKD200,000. The Group has also developed a long-term service employee plan to provide protection for employees’ retirement. The Group has noted that the current staff turnover rate is high, and will continue to review and improve the employment system to attract and retain talents.

KFI does not tolerate any form of discrimination regarding race, religion, sex and disability, nor any sexual harassment in workplace. The Group has set out the handling guidelines and disciplinary action for the relevant conducts in the “Employee Handbook”, and has added the requirements of anti-discrimination and equal treatment to the Code. In the event of suspected cases, employees can file a complaint to the departmental manager or general manager. During the reporting period, the Head-office and Branches did not report any violation cases of employment and labour practices, nor did they receive any filing cases on discrimination and sexual harassment.

Overview of Employment Performance Indicators

		Under 30	30-50	Above 50	Total No. of Employees	No. of Male-to-Female Employee Ratio
No. of Employees	Male	9	34	12	55	1.15:1
	Female	15	31	2	48	
		Under 30	30-50	Above 50	Total No. of New Employees	Percentage of No. of New Employees to Total No. of Employees
No. of New Employees	Male	4	4	1	9	19.42%
	Female	5	6	0	11	
		Under 30	30-50	Above 50	Total No. of Lost Employees	Turnover Rate
No. of Lost Employees	Male	9	4	0	13	33.93%
	Female	9	14	2	25	

Labour Standards

KFI fully understands that child labour and forced labour violate fundamental human rights and international labor conventions, which pose a threat to sustainable social and economic development. The Group prohibits the hiring of child labour and will verify the actual age of the candidates during the recruitment process by checking the original identification documents. The Group will only implement the requirements under the employee contract and will not use any unlawful and injustice ways to limit the employment relationship between the employee and the company. During the reporting period, the Head-office and Branches did not discover any case of child labour or forced labour.

The International Labour Organization is a specialized agency under the United Nations to enact labour standards in the form of international labor conventions and recommendations, thereby improving the standard of work and living standards around the world. In Hong Kong, there are currently 41 international labour conventions applicable to working conditions and employment policies such matters.

OPERATIONAL MANAGEMENT

Anti-corruption

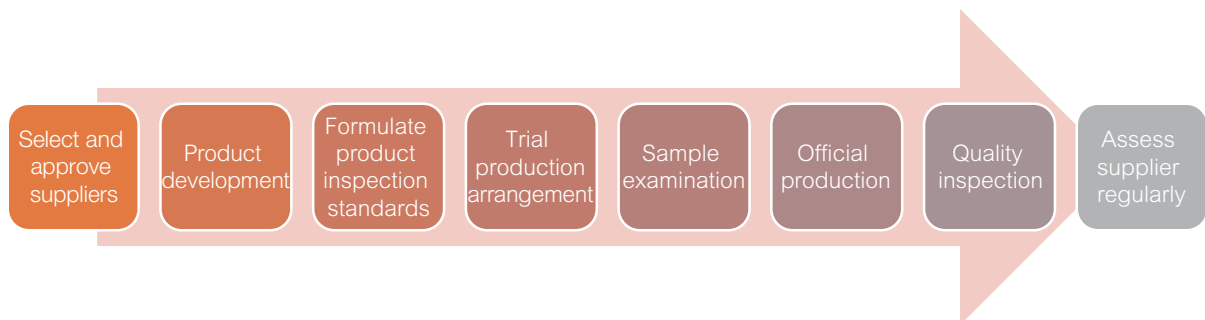
KFI commits to preventing corruption, bribery, extort, fraud, money laundering and conflict of interest. The Group has set out the code of conduct which must be observed by all employees and business partners in the “Employee Handbook” and the Code, respectively, and provided guidance for employees to handle and report suspected corruptions.

KFI prohibits, in the course of business, solicitation of any advantage by employees from customers, contractors, suppliers or other persons relating to our business and abuse of power for their own benefits. Employees must comply with the Group’s regulations in respect of the value, purposes and types of the gifts and if accepting any benefit and gift would jeopardize the Group’s interest or effect its objectivity, employees must reject it. If an employee and his/her close family members or affiliates intend to carry out a business transaction which is related to the Group, a written declaration shall be made, and it shall not be carried out unless an approval is obtained from the top management of the Group. The Group has also prohibited the Suppliers from providing any benefits to an employee in exchange for any advantages in business, such as making a concession in respect of product quality or supplying prices.

KFI’s whistleblowing policies allow employees, customers and related third party such as suppliers could report suspected cases such as misconduct behaviors, frauds, and violations to the whistleblowing committee by way of email, telephone and written reports. The Group keeps the reporting content strictly confidential and will only disclosure to who are involved in the investigation and need to know. The whistleblowing committee will assess the severity of the report, determine the investigation method, and the candidates for the investigation team. If it is proved that the report is true, the Group will hand over the case to management personnel who has no interests in the case to determine how to handle it. During 2016, no whistleblowing cases were received by the whistleblowing committee. During the reporting period, no corruption and violation cases or litigation cases in relation to the Group and the employees occurred in the Head-office and Branches.

Supply Chain Management

Supplier Management Process of KFI



KFI develops kitchenware and household products for customers. The materials used and their quality are directly related to consumers' safety and health. The Group has formulated and distributed the "Quality Handbook for Suppliers' Products" (the "Quality Handbook") which sets out the cooperation standards with suppliers, and describes the requirement of laws, industry, the Group, and customers. The Group collects information from the prospective Suppliers about the scale, equipment and materials of the plants in order to understand whether the suppliers have international standard accreditation such as ISO 9000, ISO 14000, and SA 8000. In addition, the Group also conducts plant inspection and document review so as to select the appropriate supplier. Departments of engineering, quality control and marketing will jointly formulate product inspection standards to confirm the customer's requirements and acceptance standards with the Supplier. The Supplier must conduct trial production for a small batch of the product for quality inspection by the Group. If it fails the production inspection, the Supplier would need to redo it until it has passed the inspection and signed off and confirmed by the Group and the customer before official production could commence.

KFI's inspectors will, accompanied by the Supplier, visit the plants from time to time to examine semi-finished and finished products to help the supplier control quality risk. If the defect rate is high, the Group will issue the "Improvement Measure for the Product Compliant" to require the Supplier to report the main reason for the problem, and formulate short-term and long-term improvement solutions. The Group will conduct quarterly assessment on the Suppliers in terms of their engineering and product development, quality control, and logistic management, to score their performance, and record the results in written form, which will be used as an indicator for reference in case of new development project in future. In addition to the control of production, the Group also regards highly of the Suppliers' social performance. The Group has also added certain terms in relation to the Code in respect of the production environment and worker safeguard in the cooperation agreement to be entered into by the Group and the Suppliers which the Suppliers are required to comply with. If the plant of a supplier violates local laws in respect of production safety, child labour and human rights in its operation, the Group may instruct the Supplier to stop the production, cancel the orders, and even terminate such cooperation relationship.

Product Responsibility

KFI strives to ensure the materials used in the product are in line with the relevant safety standards. During product development, inspection will be made on the documents, such as the Supplier's material list, product specification list, substance safety data sheet, food grading and specification certification, as well as the inspection reports such as "Registration, Evaluation, Authorization and Restriction of Chemicals" (REACH). The Group has also set out the examination standards of materials or products that come to contact with food in the countries such as the United States, the European Union and Japan in the Quality Handbook, such as the composition requirement of aluminum, stainless steel, and product packages for Supplier's reference. The Group also requires the Suppliers to set up a control system for the in and out of the raw materials, to have a detailed record on the in and out, model, and batch number of the raw materials. The Suppliers are required to properly keep the documents such as the analysis certificates, and factory certificate properly of the raw materials, to ensure that the materials can be tracked back. The Quality Handbook also provides guidance for Supplier in respect of warehouse management, staff training, internal inspection, and process control, endeavoring to safeguard the product's quality. The Group further engages a professional team comprised nearly 100 personnels to be responsible for the quality control of the plants.

As a design developer, apart from fulfilling customers' requirement by our experienced design team, KFI also regards highly of and respect the intellectual property of products. If the product design whether commissioned by a customer or self-developed by the Group has potential of further development, the Group's designing team will commence patent application process. The team will verify whether there is an existing similar patent to prevent the risk of infringement and protect the design achievement of the peers. If the design patent application is successfully, the engineering team will adopt a confidential measure during the production process of sample, such as engaging a numbers of suppliers to produce different parts to prevent leakage of design layout. The Group also sets out the terms of confidential responsibility such as patents, copyrights, rights of trademark, in the cooperation agreement and confidential agreement to be entered into with suppliers, and sets out the confidential principles in the "Employee Handbook", which the employees shall comply with in order to safeguard the interests of customers and the Group. During the reporting period, no violation cases in relation to product responsibility were discovered in the Head-office and Branches.

ENVIRONMENTAL PROTECTION

Use of Resources and Emissions

Climate change poses unprecedented challenges to global economic development. The extreme weather caused by climate change directly or indirectly affects the ability of different institutions to access resources and maintain operations. In the 2015 Paris Climate Change Conference, 195 countries (including China) agreed to implement a greenhouse gas reduction programme to control the increase of global temperature within two degrees Celsius.

KFI recognizes that coping with climate changes is the joint responsibility of every person and every enterprise. During the year, the Group has drafted the “Environmental, Health and Safety Policies” (the “Environmental Policy”) to set up the commitment of environmental management made by the Group. The Environmental Policy is drafted by Committee for Sustainable Development of the Group, and proposed to be implemented in 2018, and to be distributed to all employees of the Group through its intranet to establish a direction and framework of the Group’s environmental and safety work.

In the Sustainable Development Summit held in 2015, all the members of the United Nations formally approved 17 sustainable development goals, and “take urgent action to combat climate change and its impacts” is one of them.

The Head-office and Branches are principally engaged in the design and development of kitchenware, instead of production and manufacture of products. Therefore, its operations have not caused any significant emissions of pollutants. Nevertheless, the Group noticed that the operations of Head-office and Branches still produce the office waste, which is primarily waste paper, and they also consume electricity and water.

KFI is committed to promoting the office culture with resources conservation, and reduction of carbon and waste. Employees are encouraged to reuse paper, to reduce the use of paper at source and avoid producing waste. The Group also promote environmental protection through internal communication channel to employees, such as e-mails to remind the staff to switch off all the high consumption electrical appliances during lunch hours or after working hours, as well as posting the notice of water conservation in the restrooms to gradually strengthen the employees’ environmental protection awareness, thereby enhancing the effectiveness of resources in the offices. During the reporting period, no non-compliance cases in relation to emissions and environment were identified in Head-office and Branches.

KFI will endeavor to achieve the commitment of environmental protection policies, and establish environmental and safety management system to promote the job coordination and diversification among departments. The Group plans to determine the emissions of greenhouse gas, record and calculate the resource utilization volume as the first step of carbon reduction. At present, the Group has not conducted any assessment of carbon footprint in respect of its operations, but it has been included in the work plan of 2017. In the future, based on the assessment of carbon footprint and internal data, the Group will identify the key environmental scopes, set the environmental goals, and monitor and report the completion progress of the goal.

The Environment and Natural Resources

The operations of the Head-office and Branches have not caused any significant and direct impacts on the environment and natural resources.

KFI believes that, in addition to its own operations, the products designed and developed by the Group will also have impacts on the environment throughout the entire supply chain. The impacts were mainly from the stages of the supply of raw materials and the production of product. Accordingly, the Group has also formulated in the Code the basic guide for environmental management, expecting that the Suppliers’ goal is in line with the Group’s goal, and adopt effective measures for environmental protection.

The Code regulates the suppliers’ responsibility in respect of environmental management, which include:

1. Considering the environmental factors during the operations as a whole
2. Closely monitoring the transportation and emission
3. Classifying as chemicals or hazardous emissions according to the law
4. Applying, keeping properly and regularly renew the related environmental permit
5. Striving to reduce the direct and indirect emissions by recycling, reusing and replacing

COMMUNITY INVESTMENT

With the increasing awareness of corporate behaviours and “social license to operate” in the market, pursuing the maximum financial performance in short run to reward shareholders is no longer the only goal for corporate management. KFI is committed to extend the concerns of our own operations into the community.

KFI believes that employees are the core power of creating the value for community. The Group encourages the employees to participate volunteering or charitable fund-raising activities proactively to serve the community. During the year, the Group’s employees voluntarily participated in four major charity walk activities to make donations to local charitable organizations. In the future, the Group will further improve the community policies and plans to enhance the communication between the employees and the stakeholders in the community, understand the service intentions of employees and the actual needs of the community, as well as explore various community activities.

The overview of charitable activities for King’s Flair International to participate in during the year

Activity Name	Hong Kong & Kowloon Walk for Millions	New Territories Walk for Millions	Chi Heng HK Walk & Carnival for AIDS Orphans	Walk for Water
Beneficiaries	The Community Chest		Chi Heng Foundation	A Drop of Life
Propose of donation	To support 24 social welfare agencies in providing family and child welfare services		To raise funds to support the education expenses of AIDS Orphans in China	To raise fund to bring clean water to people in need in the mountain
Number of employees participated	49	26	24	27
Total amount of donation	HKD180,000			

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas	Content	Page
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	11
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	11
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	11
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	7-8
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	6-7
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6
B4 Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	8
B5 Supply Chain Management		
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B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	10
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	9
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	12

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