

## Social & Environmental Report 2014/15

### Supplementary Information

| Indicators   | GRI Reference | Description  | The Information Required   |
|--|---------------|--|--|
| <b>STANDARD DISCLOSURES PART I - Profile Disclosures</b> |               |  |  |
| Governance, Commitments, and Engagement                  | 4.3           | For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members   | HKSAR Government does not adopt unitary board structure. All our members are appointed by the Chief Executive.   |
|  | 4.5           | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisations' performance (including social and environmental performance) | The appointment and promotion of senior management are to be advised by the independent Public Service Commission in accordance with the Public Service Commission Ordinance. All senior management receives regular performance appraisal which include the consideration of the organisation's sustainability performance. |
|  | 4.6           | Processes in place for the highest governance body to ensure conflicts of interest are avoided   | Vision, Mission, Values<br><br>No specific processes for the highest government body. All government departments follow internal guidelines.   |
|  | 4.7           | Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity                  | Vision, Mission, Values Page<br><br>All senior officers in the EMSD (at D2 rank and above) are permanent Hong Kong residents. They are civil servants and their appointment and promotion are to be advised by the independent Public Service Commission Ordinance.  |

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|  | 4.8  | Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental, and social performance and the status of their implementation   | Vision, Mission, Values Page   |
|  | 4.9  | Procedures of the highest governance body for overseeing the organisations's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles | Vision, Mission, Values Page   |
|  | 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance  | Audit Commission and the Legislative Council act as the evaluation framework for general performance of Government, including Development Bureau |
|  | 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organisation  | Vision, Mission, Values Page   |
|  | 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses   | Vision, Mission, Values Page   |
|  | 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organization - *Has positions in governance bodies; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic                            | Vision, Mission, Values Page   |

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|   | 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting | All key topics and concerns raised through stakeholder engagement activities have been included in the report.   |
| <b>STANDARD DISCLOSURES PART III - Performance Indicators</b> |      |  |  |
| <b>Economic Performance</b>                                   |      |  |  |
| Economic Performance  | EC3  | Coverage of the organisation's defined benefit plan obligations  | On retirement, our staff is eligible for retirement benefits as stipulated in the pensions legislation or specified in his terms of appointment. Details of the retirement plan can be found in the Civil Service Bureau's website.  |
| Market Presence   | EC7  | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation   | In accordance with Article 99 of the Basic Law, new recruits appointed to the Civil Service on or after 1 Jul 1997 must be permanent residents. All senior officers in the EMSD (at D2 rank and above) are permanent Hong Kong residents. They are civil servants and their appointment and promotion are to be advised by the independent Public Service Commission in accordance with the Public Service Commission Ordinance. |
| <b>Social - Human Rights</b>                                  |      |  |  |
| Non-discrimination  | HR4  | Total number of incidents of discrimination and corrective actions taken   | No incident of discrimination was recorded in 2014/15.   |
| <b>Social - Society</b>                                       |      |  |  |
| Compliance  | SO8  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations  | No significant non-compliance with laws and regulations in 2014/15.  |