

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2019

環境、社會及管治報告 2019

REPORTING SUMMARY

報告概況

REPORTING PERIOD

報告期

This is the annual Environmental, Social and Governance Report (“ESG Report”) of China Health Group Inc. and its major subsidiaries (the “Group”), which covers the period from 1 January 2019 to 31 December 2019.

本報告是中國醫療集團有限公司及其主要的附屬公司（“本集團”）的年度環境、社會及管治報告，本報告涵蓋本集團由二零一九年一月一日至二零一九年十二月三十一日期間的環境、社會及管治方面的表現。

REPORT COMPILATION BASIS

報告編制基礎

The report was prepared with reference to the ESG Reporting Guide, as set out in Appendix 27 to the GEM Listing Rules of The Stock Exchange of Hong Kong Limited (the “HKEx”).

本報告參考香港聯合交易所有限公司（「聯交所」）《創業板上市規則》附錄二十七《環境、社會及管治報告指引》的原則編制。

REPORTING SCOPE

報告範圍

This report mainly focused on the key operation of the Group in Mainland China, including Contracted Clinical Research Services (VPS) and Post Marketing Research and Academic Promotion Services (PMS) and other medical services. The data are mainly from one major subsidiaries 北京萬全陽光醫學技術有限公司.

本報告內容主要集中於本集團在中國內地的業務，包括合約臨床研究服務（VPS）、上市後研究及學術推廣服務（PMS）和其他醫療服務。本報告涉及的主要國內子公司有北京萬全陽光醫學技術有限公司。

1. STAKEHOLDERS IDENTIFICATION AND COMMUNICATION

1. 權益相關者識別與溝通

We believe that listening to the opinions of the stakeholders is conducive to an objective and comprehensive evaluation of our ESG performance. During the reporting period, the Group has engaged with its stakeholders on a continuous basis via various communication channel with the aims to align its business strategies with the market and its stakeholders’ expectations and concerns, and balance the interests of the Group and its stakeholders, which will leads us to create further common value.

我們相信，認真聽取各權益相關者的意見有助於客觀和全面地評估本集團在環境、社會和管治方面的表現。在本報告年度中，本集團通過不同方式與各權益相關者進行持續性溝通，旨在讓本集團的業務發展戰略可以更符合市場和權益相關者的期望和要求，進而平衡本集團與權益相關者的利益，從而有助於我們創造更多的共同價值。

1.1 STAKEHOLDERS IDENTIFICATION

1.1 識別權益相關者

Based on the communications frequencies and experience with relevant stakeholders, the Group has indentified seven different groups of major stakeholders, which are government/regulatory authorities, shareholders/investors,

employees, clients, suppliers (hospitals)/business partners, industrial associations and community/public.

根據與權益相關者的溝通頻率和經驗，本集團識別出的 7 類關鍵的權益相關者，主要包括政府/監管機構、股東/投資者、雇員、客戶、供應商(醫院)/商業合作夥伴、行業組織和社區/公眾。



1.2 COMMUNICATION WITH STAKEHOLDERS

1.2 與權益相關者溝通

The Group maintained communication with the stakeholders for a range of matters through various communication channels as set out in the table below:

在日常運營中，本集團與權益相關者通過各種溝通管道，就不同事項進行溝通，具體如下：

权益相关者 Stakeholder Groups	沟通渠道 Communication Channels	期望与诉求 Major Expectations and Concerns
股东 / 投资者 Shareholders/ Investors 	<ul style="list-style-type: none"> • 股东周年大会及通告 Annual general meeting and notices • 年报、财务报表和公告 Annual reports, financial statements and announcements • 集团网站 Corporate website • 微信平台 Wechat platform • APP业务平台 Business application platform 	<ul style="list-style-type: none"> • 财务表现 Financial performance • 业务可持续发展 Business sustainability • 披露和透明度 Disclosure and transparency

1.2 COMMUNICATION WITH STAKEHOLDERS (CONT'D)

1.2 與權益相關者溝通 (續)

权益相关者 Stakeholder Groups	沟通渠道 Communication Channels	期望与诉求 Major Expectations and Concerns
政府/监管机构 Government/ Regulatory Authorities 	<ul style="list-style-type: none"> • 咨询稿 Consultation paper • 提交文件 Documents submission • 查询检查 Enquiry/Checking • 会议 Meeting • 合规报告 Compliance report • 参与会议/研讨会 Participation in conference/seminar 	<ul style="list-style-type: none"> • 合规监管 Legal and regulatory compliance • 依时纳税 Tax payment in timely manner • 政策制定导向征询 Consultation in Public Policy Formulation
员工 Employees 	<ul style="list-style-type: none"> • 大会及其他会议 Meetings and other meetings • 培训课程 Training courses • 绩效考核 Performance appraisals • 员工聚会 Employee gatherings • 劳动合同 Labor contracts 	<ul style="list-style-type: none"> • 业务可持续发展性(工作安全性) Business sustainability (job security) • 协助员工自我增值 Strive for self-improvement • 培养企业文化 Cultivate corporate culture • 雇佣关系/员工权利及权益 Labor relations/labor rights and interests • 平等及多元化的就业机会 Equal career opportunities and diversity • 薪酬和福利 Salaries and benefits
社区/公众 Community/Public 	<ul style="list-style-type: none"> • 公益活动 Sponsorship of public welfare activities • 网络媒体 (微信平台) Webmedia (wechat platform) • 研讨会 Seminars • 公众咨询 Community consultation • 社会培训院 Social training 	<ul style="list-style-type: none"> • 社区参与 Community participation • 社会融合 Social integration • 就业机会 Career opportunities

1.2 COMMUNICATION WITH STAKEHOLDERS (CONT'D)

1.2 與權益相關者溝通 (續)

客戶 Clients		<ul style="list-style-type: none"> • 微信平台 Wechat Platform • 電郵和電話聯繫 Email and phone contacts • 日常運營互動 Daily operations/interactions • 集團網站 Corporate website 	<ul style="list-style-type: none"> • 持續發展 Business development • 經驗、技術和人才 Experience, technology and competent professionals • 公平合理價格 Fair and reasonable pricing • 服務質量 Service quality
供應商(醫院)合作 伙伴 Suppliers (hospitals) /Business Partners		<ul style="list-style-type: none"> • 日常交流 Daily communication • 電郵和電話 Emails and phones • 研討會和會議 Seminars and Conferences • 供應商評估 Suppliers evaluations • 实地考察 On-site visits 	<ul style="list-style-type: none"> • 互利互贏 Win-win co-operation • 人員穩定 Personnel stability • 長期業務關係 Long-term business relationship • 公平合理價格 Fair and reasonable pricing • 創新性和可行性 Creativity and feasibility
行業組織 Industrial Associations		<ul style="list-style-type: none"> • 研討會 Seminars • 年度會議 Annual meeting • 行業論壇 Industry forums • 博覽會 Exhibitions 	<ul style="list-style-type: none"> • 行業發展 Industrial development • 業務可持續發展 Business sustainability • 增加就業 Increase employment

2. ANALYSIS OF MATERIALITY AND RELEVANCY

2. 重要性及相關性分析

The HKEx Guide encourages an issuer to identify and disclose ESG information that is material and relevant to an issuer's business. Through our materiality assessment, the management has decided that out of the 11 ESG Aspects suggested by the Guide, the following 9 ESG Aspects are material and relevant to the Group. The management policies and performance relating to which are set out in the corresponding sections herein.

聯交所指引鼓勵報告發行人根據各議題的重要性及對業務的相關性，識別並彙報相關的環境、社會及管治的主要範疇、層面、一般披露及關鍵績效指標。本集團管理層通過重要性分析，歸納出指引內 11 項相關層面中，以下 9 項是本集團在環境、社會及管治方面的重點及相關的事項。我們在本報告的隨後章節對該等事項的管理政策和表現作出相關的披露。



3. ENVIRONMENT

3.1 EMISSIONS

3. 環境

3.1 排放物境

The Group is committed to operating in compliance with applicable environmental laws and regulations in all material respects and protecting the environment by minimising the negative impact of the Group’s existing business activities on the environment.

本集團致力於營運時，在所有重大方面遵守適用環境法律及法規，並透過減少本集團現有業務活動對環境的負面影響而保護環境。

The Group continuously performs the separate collection method on the daily domestic garbage to ensure reuse of the recyclable waste, for example: plastic bags, plastic lunch boxes, paper and so on. The Group chooses cups or glasses instead of paper cups for the guests to minimise waste and be more environmental-friendly.

本集團持續以分類收集法處理每日日常垃圾，確保能重用可循環再用廢物。例如，膠袋、膠飯盒及紙張等。本集團為客人提供玻璃杯而非紙杯，以減少廢物及更為環保。

The Green House Gas (“GHG”) emission from the Group is mainly generated from its purchased electricity consumed by the daily operation. To reduce the amount of carbon emission, the Group has implemented several practical measures on saving energy as further described in the next section “Use of Resources”.

本集團溫室氣體（「溫室氣體」）排放主要產自日常營運所需而消耗的外購電力。本集團為減少碳排放，

已實施多項節能實用措施，進一步詳情載於下一章節「資源使用」。

Note: The Group's GHG emissions were classified into 3 scopes. The relevant activities were as below:

我們將溫室氣體排放劃分為 3 個範疇，每個範疇內的有關活動列舉如下：

- Scope 1 – GHG Emissions refer to direct emissions from the fuel used by a private car owned by the Group for business purposes;
- 範疇 1 – 公司用於商業用途的私家車輛所消耗的燃料；
- Scope 2 – Emissions refer to energy indirect emissions. It is resulted from electricity purchased from energy supply companies used in our business operations; and
- 範疇 2 – 我們所購買的用於業務經營的電力；
- Scope 3 – Emissions refer to other indirect emissions (optional for reporting purposes). It is from the usage of office paper.
- 範疇 3 – 用紙量。

3.2 USE OF RESOURCES

3.2 資源使用

The Group's operation is mainly office-based and we were committed to minimizing the impact of our businesses on the environment by adopting eco-friendly measures in the office. In terms of energy saving measures, there were a number of good practices as follows.

本集團以辦公室運作為主。因此，本集團致力通過辦公室內的環保措施，儘量減少對環境的影響。在節約能源方面，本集團實施了以下良好措施：

- Conference calls instead of face-to-face meetings were arranged where possible.
- 儘量安排電話會議代替面談。

- Staff is reminded to switch off lights and air-conditioning in the meeting room when it was not in use.
- 會議室閒置時，雇員會關掉房中的空調和燈。
- The room temperature was maintained at 25 degrees Celsius in the summer and 18 degrees Celsius in the winter in order to save energy.
- 辦公室於夏天的室內溫度保持在攝氏 25 度，冬天的室溫則保持在攝氏 18 度以節省能源。
- We have provided water supply equipment in the office for employees and visitors and we were encouraged to use reusable cups to reduce the use of plastic bottles.
- 辦公室設有飲水設備，以供雇員和訪客需要時使用，也鼓勵他們使用可重複使用的杯具，減少使用瓶裝水。
- We were encouraged to use emails and online signature system for document review, signing and communication where possible, in order to reduce copying and the use of papers.
- 鼓勵盡可能使用電子郵件與線上審核系統進行檔審閱、簽發與溝通，減少影印和辦公用紙。

4. SOCIAL

4.1 PROMOTING SOCIAL WELLBEING

4. 社區

4.1 促進社會公益

The Group adhered to the belief “taking from the society, giving back to the society”. It has actively engaged in a wide range of social welfare and charitable activities with its expertise and resources, and strived to achieve win-win outcomes with its stakeholders.

本集團秉承“取之於社會，回饋於社會”的信念，運用本身的專長和資源，積極投身於各種社會公益和慈善活動，努力實現本集團與權益相關者的共用共贏。

4.2 SUMMARY OF PROMOTING SOCIAL WELLBEING ACTIVITIES

4.2 組織的社會公益活動總結

In the reporting period, the major social welfare and charitable activities participated in by our staff are summarized as follows:

本報告年度，本集團員工參與的主要社會公益的活動摘要如下：

World No Tobacco Day

“Enjoying a Healthy Life” – Organised a range of anti-smoking campaigns and donations.

世界無煙日

舉行以“悅享健康生活”為主題的戒煙宣傳和捐贈等活動

Global Day for ALS

“Love from Wanquan, Warm to ALS Patients” -organised a range of disease awareness campaigns and donations.

世界漸凍人日

舉行以“萬全大愛，溫暖漸凍人”為主題的疾病宣傳和捐贈等活動

World Allergy Day

“Bye Bye Allergy”-organised a range of disease awareness campaigns, volunteer medical consultations and donations.

世界過敏日

舉行以“拜拜過敏”為主題的疾病宣傳、義診和捐贈活動

World Suicide Prevention Day

“Let Us Smile” -organised a range of disease awareness campaigns, mental health educations and go together with Wanquan activities.

世界預防自殺日

舉行以“讓我們一起微笑”為主題的疾病宣傳、心理健康教育和萬全一起走等活動

World Alzheimer's Day

“Love Memory” -organised a range of volunteer medical consultations and disease awareness campaigns on caring for the elderly.

世界老年癡呆日

舉行以“讓愛記憶”為主題的關愛老人的義診和疾病教育等活動

World Mental Health Day

“Mental Health and Social Harmony” -organised a range of disease awareness educations and go together with Wanquan activities.

世界精神衛生日

舉行以“心理健康社會和諧”為主題的疾病教育和萬全一起走等活動

World Aids Day

“No I, but love”-organised a range of disease awareness campaigns.

世界愛滋病日

舉行以“不要I，要愛”為主題的疾病宣傳活動

5. EMPLOYMENT AND LABOR PRACTICES

5. 僱傭環境及勞工常規

The Group viewed each and every employee as the most valuable resources and wealth, respected and protected their legitimate rights and interests, paid close attentions to their health and safety, valued talent training, strived to build a tailor-made career paths and rapid development platform, and committed to achieve the common growth.

本集團將每一位雇員視為最寶貴的資源和財富，尊重和維護每一位雇員的合法權益，關注雇員的健康和安全，重視人才培養，努力為雇員構建特製的職業生涯規劃和快速發展平臺，致力於實現雇員與企業的共同發展。

5.1 EQUAL CAREER OPPORTUNITIES AND DIVERSITY

5.1 平等就業機會和多元化

The Group valued equality and diversity in our workforce , we have introduced various talents through campus recruitment, social recruitment (including website recruitment and internal referral) , and they were recruited according to their ability and attitude, regardless of their gender, race and age.

本集團重視雇員的平等性和多元化，我們主要通過校園招聘和社會招聘（網站招聘和內部推薦）的方式引進不同人才，招聘雇員時主要是根據他們的能力和態度，而非基於性別、種族或年齡。

5.2 TRAINING AND GROWTH PLATFORM

5.2 發展和培訓平臺

The Group valued training and development since its commencement, because it helped to increase efficiency, enhance employees commitment, improve team communication and boost employees morale, and thus foster the innovation and growth of the Group.

本集團自從成立至今一直重視人才的培養和職業發展，因為這有助於提高效率、增強雇員對企業的認同感、促進溝通和提高凝聚力，進而促進本集團的創新和發展。

5.3 ATTENTION TO EMPLOYEES' HEALTH AND SAFETY

5.3 關心雇員的健康和安全

Employees' health and safety are paramount to the Group. The Group has continued to organize a range of leisure, recreational and sporting programs to build and promote a healthy and work-life balance environment to the workforce. In 2016, the Group has provided various activities to our employees , including Birthday parties , Ledongli walk, Spring outing, New Year party and medical checkup for the employees.

雇員的健康和安全對本集團來說至關重要。本集團陸續舉辦一系列的休閒、娛樂和康體活動，促進雇員的健康及工作和生活的平衡。本集團在本年度內為雇員舉辦了各種各樣的活動，包括：雇員生日會、樂動力步行活動、春遊活動、元旦聯歡晚會和雇員的體檢。

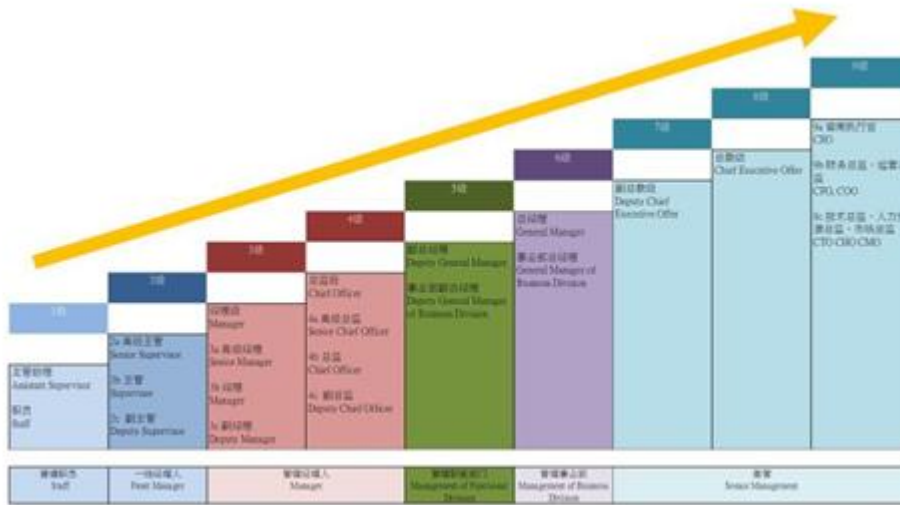
5.3.1 CAREER DEVELOPMENT

5.3.1 職業發展

The Group has established nine grading management system to ensure that the employees can choose their career path and develop job-related professional skills. The following diagram set out the career development paths:

本集團建立了九級管理發展職級體系，確保雇員可以選擇其職業發展路徑和提升工作相關的專業技能，本

集團設有的職業發展路徑如下：



5.3.2 TRAINING

5.3.2 雇員培訓

Training was an important way to improve the overall quality and provide comprehensive development of the employees. The Group has established a multi-level training system and set up Wanquan University, which has pharmaceutical school, medical school, business school and finance and economics school. The Group endeavored to create internal and external training opportunities for our employees, so as to enhance their knowledge, job skills, capabilities and performance. In the reporting period, our training mainly including orientation training for new employees, training of professional skills, training of new general knowledge, job rotation and outdoor development activities.

培訓是提高雇員整體素質及全面發展的重要途徑，本集團建立了多層次的雇員培訓體系，成立了萬全大學包括藥學院、醫學院、商學院和財經學院等，努力為雇員創造內部和外部培訓機會，以提升他們的知識技能、工作能力和表現。本年度主要的培訓包括新雇員入職培訓、專業技能培訓、通用知識培訓、輪崗培訓和戶外拓展活動訓練等等。

5.4 GUARANTEEING LEGITIMATE RIGHTS

5.4 保障合法權益

The Group has strictly observed the provisions in the national labor laws and regulations, continued to optimize the labor management system, established a fair and legal employment environment, valued protection of legitimate rights and interests of women and the disabled, implements equal pay for equal work, avoided discrimination and unfair treatment, and stood firm against employment of child and forced labor. In 2019, the Group has not violated any of the relevant national labor laws and regulations and did not employ child and forced labor force.

本集團嚴格遵守國家勞動法律法規的規定，不斷完善勞工管理制度，建立公平合法的勞工環境，重視保護婦女和殘障人士的合法權益，同工同酬，避免歧視和不公平待遇，堅決反對雇傭童工和強制勞工。二零一九年，本集團並無違反相關國家勞動法律法規及不存在雇傭童工和強制勞工的情況。

The Group has established and optimized a welfare system in line with the enterprise development and employees' growth, built a remuneration management system and various incentive systems(including share option incentives), and continuously improved the remuneration scheme.

本集團構建並完善同企業發展和雇員成長相適應的福利體系，建立良好的薪酬管理制度，多種激勵制度（包括股票期權激勵等），並不斷完善薪酬方案。

Furthermore, in accordance with the national regulations, it has contributed social insurance and provident fund for employees, provided various benefits such as subsidies on holidays and festivals, home leaves, meal allowance, and subsidies for mobile phone bill for employees, and also provided accommodation/housing subsidies for Non-Beijing Resident Graduates and commercial insurance and car loans for outstanding employees, etc. truly enabling employees to enjoy at work and in turn to improve the overall productivity.

本集團除了按照國家規定為雇員繳納社會保險和公積金，還為雇員提供節假日補貼、探親假、膳食補貼、手機話費補貼等各種福利，還為非北京生源的畢業生提供住宿/住房補貼，為優秀人才提供專業商業保險及購車貸款等。真正讓雇員快樂工作，並因工作環境愉快而努力工作以提升生產力。

6. OPERATING PRACTICES

6.1 SUPPLY CHAIN MANAGEMENT

6. 營運慣例

6.1 供應鏈管理

The office-based operation of the Group was not considered to have significant environmental and social risks of supply chain.

本集團認為以辦公室為主的運作在管理供應鏈上不構成重大的環境及社會風險。

6.2 PRODUCT RESPONSIBILITY

6.2 產品責任

The Group has highly prioritized the business integrity and services standards to promote the long-term best interests to all of its shareholders and stakeholders. During the reporting period, the Group didn't receive any complaint in relation to violations of relevant laws and regulations. The Group will continue to fully comply with relevant governmental and regulatory laws, rules, codes and regulations.

本集團高度重視企業誠信和服務品質，以促進所有股東和權益相關者的長遠利益。在本報告期內本集團不存在違反相關法律法規的情況。本公司將繼續確保政府和監管機構的適用法律、法規、條例及準則得到遵守。

6.3 ANTI-CORRUPTION

6.3 反貪污

During the reporting period, there was no legal case relating to bribery, extortion, fraud and money laundering brought against the Group and its employees.

在報告期內並無任何關於本集團或雇員賄賂、勒索、欺詐及洗黑錢的法律訴訟。

7. KPI

The number of pollutants discharged by the Group in 2019 is as follows:

	2019 year
Total water consumption (cubic meters)	590
Unit water consumption (cubic meters/person)	3.8
Total non-hazardous waste (tons)	
Office trash	16

2019 年本集團排放的各類污染物數量如下：

	2019 年
總耗水量(立方米)	590
單位耗水量(立方米/人)	3.8
無害廢棄物總量(噸)	
辦公垃圾	16

Aiming at long-term development, the Group keeps pursuing its business strategy of transforming from a leading technology transfer supplier to a health care service group under the internet architecture.

The Group has managed to establish a new drug technology development and value-added services business model for whole value chains such as preclinical studies, Contracted Clinical Research Services (VPS), regulatory affair (RA) services and post marketing research and academic promotion services (PMS), and devoted to build four growth-driving platforms, such as the medical management platform under the internet architecture, the terminal of clinical medicine of research-type extension based on the clinical research, rehabilitation therapy industry platforms and special features of hospital industry platforms.

本集團基於長期發展考慮，繼續推進從領先的技術轉讓供應商轉變為一家互聯網架構下的醫療服務集團。

本集團已經建立了臨床前研究、合約臨床研究服務、藥政服務、上市後臨床研究及學術推廣服務等全價值鏈的新藥技術開發與增值服務業務模式，並致力打造四大成長驅動平臺：互聯網架構下的醫院管理平臺、臨床科研為依託的終端臨床醫學研究式推廣、康復醫療產業平臺與專科特色醫院產業平臺。