



CITIC Resources Holdings Limited

中信資源控股有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 1205

2016

Environmental, Social and Governance Report

環境、社會及管治報告



Contents

目錄

2 **Foreword**

序言

ENVIRONMENT

環境

8 **Protecting the Environment**

保護環境

- 11 Carbon Reduction
- 13 Waste Management
- 13 Energy Use Efficiency
- 15 Water Management
- 17 Enhancing the Ecological Environment

減排低碳
廢棄物管理
能源使用效益
水資源管理
優化生態環境

COMMUNITY

社會

20 **Caring for Our Staff**

關愛員工

- 20 Workplace Health and Safety
- 24 People Development and Training
- 27 Policies and Benefits

工作場所的健康與安全
員工發展與培訓
政策和福利

31 **Responsible Operations**

負責任的營運管理

- 31 Market Practice
- 32 Quality Management
- 33 Supply Chain Cooperation

市場慣例
質量管理
供應鏈合作

35 **Community Involvement**

社區投入

- 36 Supporting the Community and People in Need
- 38 Giving Back to the Society

惠澤社區和有需要人士
回饋社會

Foreword

序言

CITIC Resources Holdings Limited (the “**Company**” or “**CITIC Resources**”), its subsidiaries and joint venture (collectively, the “**Group**”) is pleased to present its Environmental, Social and Governance Report for the year of 2016 (the “**Report**”). The Report serves as an important tool to communicate to all stakeholders the Group’s achievements in practising corporate social responsibility and promoting sustainable development, and to demonstrate its commitment and efforts on the economic, social and environmental fronts.

The Group manages a diversified business portfolio with business activities in energy, metals and the import and export of commodities sectors. The Group makes persistent endeavour to conduct business in a sustainable manner. The scope of the Report currently covers only CITIC Resources and its subsidiaries and joint venture over which CITIC Resources has a majority or joint control on their operating policies. In the future, we may consider expanding the reporting scope to include other joint ventures, associate and financial asset as appropriate. The companies included in the Report are as follows:

- CITIC Resources, the head office of the Group in Hong Kong;
- 中信石油技術開發(北京)有限公司 (CITIC Petroleum Technology Development (Beijing) Limited) (“**CITIC Petroleum**”), an indirect wholly-owned subsidiary of the Company, engaging in oil technology developments in Beijing, China;
- CITIC Oil & Gas Holdings Limited, an indirect wholly-owned subsidiary of the Company, owning 50% voting shares of JSC Karazhanbasmunai (“**KBM**”) which engages in the development, production and sale of oil and holds the right to explore, develop, produce and sell oil from the Karazhanbas Oil and Gas Field in Mangistau Oblast, Kazakhstan (the “**Karazhanbas oilfield**”) until 2035;

中信資源控股有限公司(以下簡稱「**本公司**」或「**中信資源**」), 聯同其附屬公司及合資公司(統稱「**本集團**」)欣然發布2016年度《環境、社會及管治報告》(下稱「**本報告**」)。本報告是本集團向所有持份者闡述我們履行社會責任、推動可持續發展所取得成效的重要渠道, 並展現本集團在經濟、社會及環境三方面的承諾和努力。

本集團業務經營多元化, 業務範疇涉及能源、金屬及進出口商品等領域, 並一直致力於以可持續方式管理各項業務。本報告涵蓋的範圍僅限於中信資源及對其經營政策有主要或共同控制權的附屬公司及合資企業。將來或會酌情考慮將報告範圍適當地擴展至其它所屬合營項目、聯營公司及金融資產。本報告主要涵蓋的公司包括:

- 中信資源, 即本集團於香港的總辦事處;
- 中信石油技術開發(北京)有限公司(「**中信石油**」), 是本公司的間接全資附屬公司, 在中國北京從事石油技術開發業務;
- 中信石油天然氣控股有限公司, 是本公司的間接全資附屬公司, 擁有JSC Karazhanbasmunai(「**KBM**」)的50%附投票權已發行股份。**KBM**從事石油開發、生產及銷售業務, 並持有哈薩克斯坦Mangistau Oblast內Karazhanbas油氣田(「**Karazhanbas油田**」)的石油勘探、開發、生產和銷售權, 直至2035年止;

Foreword

序言

- CITIC Haiyue Energy Limited, an indirect wholly-owned subsidiary of the Company, owning a 90% interest in Tincy Group Energy Resources Limited (“**Tincy Group**”) which holds the right to explore, develop and produce petroleum from the Hainan-Yuedong Block in the Bohai Bay Basin in Liaoning Province, China until 2034. Tincy Group is currently operating the Yuedong oilfield (the “**Yuedong oilfield**”), the principal field within the Hainan-Yuedong Block, jointly with China National Petroleum Corporation;
 - CITIC Seram Energy Limited (“**CITIC Seram**”), an indirect wholly-owned subsidiary of the Company, owning a 51% participating interest in the production sharing contract which grants the right to explore, develop and produce petroleum from the Seram Island Seram Non-Bula Block, Indonesia (“**Seram Block**”) until 2019; and
 - CITIC Resources Australia Pty Ltd, an indirect wholly-owned subsidiary of the Company, which its subsidiaries manages the operations of the import and export of commodities in Australia.
- 中信海月能源有限公司，是本公司的間接全資附屬公司，擁有天時集團能源有限公司（「**天時集團**」）的90%權益。天時集團持有位於中國遼寧省渤海灣盆地的海南－月東區塊的石油勘探、開發和生產權利，直至2034年止。天時集團目前與中國石油天然氣集團公司合作經營海南－月東區塊最主要的月東油田（「**月東油田**」）；
 - CITIC Seram Energy Limited（「**CITIC Seram**」），是本公司的間接全資附屬公司，擁有石油分成合同的51%分成權益，合同授予其在印尼Seram島Seram Non-Bula區塊（「**Seram 區塊**」）勘探、開發和生產石油的權利，直至2019年止；及
 - CITIC Resources Australia Pty Ltd，是本公司的間接全資附屬公司，其子公司在澳洲從事進出口商品業務。

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The Report primarily highlights the Group’s major initiatives and activities implemented from 1 January 2016 to 31 December 2016 (the “**reporting period**”). To present a full picture of the Group’s sustainability performance, the Report has been prepared with reference from the new version of the ESG Guide published in December 2015.

In 2016, with a view to reflect the feedback and suggestions of stakeholders more comprehensively, the Group commissioned an independent consultant, Hong Kong Productivity Council, to conduct a “Stakeholder Engagement Survey” that involved employees of our subsidiaries and joint venture and some major investors. Through questionnaires and personal interviews, we gained insights into respondents’ expectations for report contents. Based on the findings, the priority (i.e. “**materiality**”) of environmental, social and governance issues was analysed. Accordingly, the Report focuses on the material environmental, social and governance matters listed below, with the disclosures made reference to the corresponding indicators specified in the new version of the ESG Guide for easy reading.

本報告按照《香港聯合交易所有限公司（香港交易所）證券上市規則》附錄二十七的《環境、社會及管治報告指引》（「**ESG 指引**」）編製，主要匯報本集團於2016年1月1日至12月31日（「**報告期**」）期間實施的主要措施及活動。本報告參照香港交易所於2015年12月推出新版ESG指引進行匯報，確保充分披露本集團的可持續發展績效。

為更好地在報告中反映持份者的意見和建議，本集團於2016年委託獨立顧問香港生產力促進局，對多家附屬公司及合資公司的員工及部分主要投資者開展「持份者參與調查」，通過調查問卷及個人訪談形式瞭解他們對報告內容的期望，並據此對報告中的環境、社會及管治事項進行優先次序（即「**重要性**」）的分析。因而本報告的內容將主要針對以下的環境、社會及管治重要事項進行披露，並對應新版ESG指引中的索引編號，以便閱覽。

Foreword 序言

Table of Material Environmental, Social and Governance Issues and Report Index

環境、社會及管治重要事項及報告索引表

Aspect 範疇	Material ESG Issue 環境、社會及管治重要事項	Corresponding Disclosure 相應一般披露	Corresponding Indicator 相應指標編號	Report Chapter 本報告章節
Environment 環境	Waste recovery and recycle 廢物回收及循環再用	A1 Emissions A1 排放物	A1.3、A1.4、A1.5、 A1.6	Protecting the Environment 環境保護
	Wastewater management 廢水管理		A1.1、A1.5、A2.4	
	Air emissions 廢氣排放		A1.1、A1.5	
	Greenhouse gas emissions 溫室氣體排放		A1.2、A1.5	
	Efficient use of energy 有效使用能源	A2 Use of Resources A2 資源使用	A2.1、A2.2、A2.3	
	Policies and actions to reduce impacts on the environment and natural resources 減低對環境及天然資源影響的政策及行動	A3 The Environment and Natural Resources A3 環境及天然資源	A3.1	

Foreword 序言

Aspect 範疇	Material ESG Issue 環境、社會及管治重要事項	Corresponding Disclosure 相應一般披露	Corresponding Indicator 相應指標編號	Report Chapter 本報告章節	
Social 社會	Staff remuneration and benefits 員工待遇及福利	B1 Employment B1 僱傭	B1.1、B1.2	Caring for Our Staff 關愛員工	
	Feedback and communication 意見表達與溝通				
	Occupational health and safety 職業健康與安全	B2 Health and Safety B2 健康與安全	B2.1、B2.2、B2.3		
	Staff development and training 員工發展及培訓	B3 Development and Training B3 發展及培訓	B3.1、B3.2		
	Vocational knowledge and skills 工作知識與技能				
	Corporate management training 企業管理培訓				
	Team building 團隊建設				
	Compliance with labour rules and laws 遵守勞工準則及法規	B4 Labour Standards B4 勞工準則	B4.1、B4.2		
	Selection, management and assessment of contractors 承包商的選擇、管理、評價	B5 Supply Chain Management B5 供應鏈管理	B5.1、B5.2		Responsible Operations 負責任的營運
	Product responsibility 產品責任	B6 Product Responsibility B6 產品責任	A6.1、A6.2、A6.3、 A6.4、A6.5		
Anti-corruption 反貪污	B7 Anti-corruption B7 反貪污	B7.1、B7.2			

For details of the Group's corporate governance, please refer to the Group's 2016 Annual Report.

有關本集團企業管治的詳情，請參閱本集團的《2016年報》。

ENVIRONMENT

環境



Protecting the Environment

保護環境

The Group attaches importance to balancing the needs of business growth and environmental protection and valuing the harmonious development of people and nature. We integrate environmental protection across all activities and operations at all oilfields, and endeavour to make continuous improvements and enhance resource utilisation efficiency through a wide range of measures to mitigate the environmental impacts arising from our business operations. Guided by a common value to “make industrious effort into protecting the natural environment of all operation sites and adjacent communities”, we adhere to local environmental laws and regulations, develop internal environmental management guidelines and monitor environmental performance regularly. We also employ various low-carbon techniques and carbon reduction measures to reduce the consumption of electricity, fuels, water and other resources. No cases in significant breach of local environmental laws and regulations were reported in 2016.

Pursuant to the local environmental laws and regulations of the Kazakhstan, the Karazhanbas oilfield has been implementing a set of well-proven environmental schemes and action plans. Firstly, the atmosphere, soil, water, flora and fauna, radiation around the oilfield and marine water quality in the Caspian Sea are monitored. Secondly, emission standards and design plans are set forth and submitted for approval from relevant local authorities. Thirdly, tests are carried out by independent agencies and laboratories to measure the status of airborne pollutants and emissions as well as wastes from production. Fourthly, oil sludge, electronic and chemical waste, and domestic refuse are disposed of and treated promptly. Fifthly, environmental activities and greening projects are carried out in the oilfield. The Karazhanbas oilfield has developed an environmental monitoring system that encompasses various types of potential pollution sources/equipment and assesses environmental impacts quarterly at workplaces, contract zones and other sites. In addition, the Karazhanbas oilfield has set up an emergency response plan for high-risk facilities in place, endorsed by the authority, to reduce adverse environmental impacts arising from operational emergencies.

本集團重視業務發展和保護環境的平衡，重視人與自然的和諧發展。本集團將保護環境的責任融入生產經營的全過程，透過一系列措施持續改進完善，致力提升資源使用效益，降低業務運營對周圍環境的影響。本集團秉持「努力保護作業區域和所在社區的自然環境」這一共同價值觀，遵守業務營運地的環保法規要求，制定內部環境管理指引，定期監測環境表現，應用多項綠色低碳技術和實施減碳措施以減省電力、燃料和水等資源的消耗。在2016年，本集團並無任何重大違反當地環保法規的法律事件。

Karazhanbas油田根據哈薩克斯坦環保法規要求，制定了行之有效的環保計劃與行動方案：一是對油田周圍的大氣、土壤、水、動植物、輻射和裡海海水水質進行監控；二是制定各種排放物標準和設計方案並獲得當地監管機構批准；三是通過獨立機構和實驗室對大氣污染和排放情況，以及生產垃圾進行檢測；四是及時處理油泥砂、電子和化學物以及日常生活垃圾等；五是進行環保宣傳並在油田進行綠化活動。Karazhanbas油田建立了涵蓋各類潛在污染源／設備的環境監察控制系統，每季度對營運場所、合約地區等區域的環境影響進行評估。Karazhanbas油田亦為高風險設施制定了由權威機構批准的應急預案，有效降低應急事件對環境的損害。

Protecting the Environment

保護環境

Case Study:
個案：

Karazhanbas Oilfield Embeds Environmental Protection in Management Karazhanbas 油田從管理開始做好環保工作

The Karazhanbas oilfield has drawn up a 10-year plan to administer “historical environmental issues”. Since its acquisition of the Karazhanbas oilfield in 2007, the Group has continued to deal with environmental issues inherited from past operations. Over the past years, the Karazhanbas oilfield has continued to enhance all-around remedial actions and improvements and fulfil its environmental responsibility according to its annual plans. During the reporting period, although its financial performance was adversely affected by continuing low oil prices, the Karazhanbas oilfield introduced an Environmental Work Plan for 2016-2025. First of all, it is committed to addressing the environmental issues occurred in the current year in a timely manner. Second, it will take a step-by-step approach to resolve the historical environmental issues. At the same time, the Karazhanbas oilfield will make reviews on and implement viable underground and surface waste oil treatment processes. Environmental protection and mitigation efforts will proceed in full force and overall environmental maintenance and restoration at operation locations will be strengthened. The plan has been approved by the local environmental protection authority.

Pursuing excellence in environmental performance, the Yuedong oilfield has developed comprehensive manual and guide as well as targets and indexes to standardise environmental practices under its Health, Safety and Environment (“HSE”) systems. The Yuedong oilfield has also drawn up the *General and Specific Contingency Plans and Response Plans for Environmental Emergencies at Onshore Terminal Processing Plant*, and organizes a comprehensive offshore emergency drill on an annual basis in order to enhance managers’ and staff’s operational preparedness and handling skills. In addition, the Yuedong oilfield has also installed oil spill recovery facilities, enclosed separate conveyor systems for oil and gas and pipeline emergency cut-off systems on the artificial islands and onshore terminal processing plant, which help prevent environmental pollution and protect the operational area. The Yuedong oilfield has, on an annual basis, conducted environmental monitoring at the platforms and the onshore terminal processing plant respectively with the assistance of the local government’s monitoring centrals during the operating period.

Karazhanbas 油田制定十年「歷史遺留環保問題」處理計劃。2007年中信資源完成對Karazhanbas 油田的收購以後，有諸多歷史遺留的環保問題需要處理和解決。多年來，Karazhanbas 油田制定年度計劃，持之以恆地加強綜合治理、履行環保責任。在報告期內，在國際油價持續低迷對油田財務效益構成負面影響的情況下，Karazhanbas 油田制定了2016-2025年環保工作計劃，一是承諾對當年發生的環保問題及時解決，二是對於歷史遺留的環保問題則採取逐步解決的方式；同時研究落實地下和地面油污處理的合適工藝，推進環境治理與保護工作，加強作業環境的整體保護和修復。計劃已經征得當地環保部門的批准。

月東油田將環保措施納入健康、安全及環境(「HSE」)管理系統中，制訂了完善的流程和指引，制定具體的目標及指標，不斷提升環境表現。月東油田還制定了《綜合與專項應急預案》及《陸上集中處理站突發環境事件應急預案》，規定每年進行一次海上綜合應急演習，提高管理人員、操作人員的應急意識、操作能力和處置能力。此外，月東油田在海上人工島及陸上集中處理站設置漏油收集裝置、人工島油氣密閉分輸、管路應急關斷系統，防止環境污染，保護作業區域。月東油田委託政府相關環境監測中心每年完成生產運營期間海上平台和陸上集中處理站的環境監測。

Protecting the Environment 保護環境



Emissions sampling from
a drainage tank and a gas
turbine at CITIC Seram

CITIC Seram 從排水池和燃氣渦
輪機中提取排放物樣品進行檢測

Protecting the Environment

保護環境

In accordance with the local environmental laws and regulations of Indonesia, CITIC Seram further strengthened water and air pollution control, hazardous waste management and oil effluent emission control. An independent laboratory was commissioned to assess environmental impacts of its production processes on a regular basis. Based on the test results, CITIC Seram deployed corresponding preventive measures, including building leakage-proof walls around oil storage tanks, purchasing additional special equipment, setting up an emergency response group and organizing regular drills, to prevent leakage and upgrade handling capacity. As important parts of HSE, the environmental audit system and accident reporting system can monitor various types of emissions effectively to ensure their levels in conformance with local environmental requirements. Any abnormal circumstances are investigated and addressed by responsible staff. CITIC Seram also conducts environmental impact assessment on specific issues. With various green initiatives in place, CITIC Seram was granted the Environmental Award (PROPER BLUE) from the Government of Indonesia again in 2016.

Carbon Reduction

With a view to reduce exhaust gas, greenhouse gas and other polluting emissions, all oilfields make assiduous efforts to control and regularly monitor actual emission levels to comply with emission standards.

All oilfields implement various emission reduction initiatives. By using associated natural gas to partially replace commercial fuel, the oilfields have reduced the transportation and consumption of commercial fuel thus lowered the associated exhaust and carbon emissions. CITIC Seram has stringent controls and monitoring measures for gas emissions. Samples are taken by a third party agency for examination and the results are reported to the local regulatory authorities every six months.

CITIC Seram 按照印尼環保法規的要求，加強水和空氣污染控制、有害廢棄物管理、油污水排放控制，聘請獨立實驗室定期評估業務運營對環境的影響，並根據測試結果有針對性地強化防範措施，如在貯油罐的周圍加設防洩漏牆，增購專用設備，成立應急小組並定期演練，防止洩漏，提高處置能力。環境監察系統和事故報告系統作為 HSE 管理系統的重要部分，可有效地監測各類排放物以確保達標排放，在發生異常情況時，專責人員會處理跟進。此外，CITIC Seram 亦有對特定項目進行環境評估。多項環保措施多管齊下，2016 年 CITIC Seram 在印尼政府環保管理績效評估計劃（「PROPER」）再次頒獲「藍獎」。

減排低碳

為減少廢氣、溫室氣體和其他污染物排放，各油田嚴格控制及定時監察實際排放量，務求各類排放物達標排放。

各油田實施多項減排措施，以伴生氣替代部分商業燃油，既節省了商業燃油的運輸及使用，又降低了相應的廢氣及碳排放。CITIC Seram 嚴格控制及監察氣體排放量，每半年由外部機構抽樣檢查並向當地監管部門報告。

Protecting the Environment 保護環境



The equipment of the onshore terminal processing plant at Yuedong oilfield

月東油田陸上集中處理站設備

Case Study: 個案：

Emission Reduction Measures at Yuedong Oilfield 月東油田減排措施

The Yuedong oilfield has applied steam as a cleaner energy source for heating oil and substituted some fuel with associated natural gas to reduce exhaust and greenhouse gas emissions connected with transporting and using of commercial fuel. In addition to introducing energy saving measures, technical parameters of the onshore terminal processing plant were also set in a proper range. Although the amount of coming liquid increased by 120,000 tonnes when compared to 2015, the amount of crude oil, used as fuel for the onshore terminal processing plant, reduced by 81 tonnes.

月東油田採用蒸汽作為燃油加熱的清潔能源，同時以伴生氣替代部分燃料油，減少了與商業燃料油的運輸及使用相關的廢氣及溫室氣體排放。除實施節能減排措施外，也合理調控陸上集中處理站工藝參數。在來液較2015年增加12萬噸的情況下，減少使用燃料原油81噸。

Protecting the Environment

保護環境

Waste Management

The Group is guided by a set of principles, including “managing waste according to environmental requirements and with lifecycle concept”, to enhance waste management. Three oilfields continue to strengthen their waste treatment and disposal measures, sorting waste by type and sending for treatment by qualified contractors.

The Karazhanbas oilfield ensured that the disposal of waste was strictly in compliance with the local environmental laws and regulations and the amount of waste disposal was reduced as far as possible. Construction waste was delivered to treatment plants qualified by the regional government for proper handling. Waste sludge and drilling fluid from oil wells were also taken for detoxification by contractors. Contractors were required to provide laboratory analysis reports to ensure all processes in conformance with environmental requirements.

At CITIC Seram, non-hazardous waste was separated at the source and recovered for reuse as far as practicable. Only waste which could not be recycled was incinerated or landfilled. In particular, lubricants from well work-over and production as well as crude oil drawn or filtered from oily water treatment facilities were recovered for reuse.

In observation of the National 13th Five-Year Plan, the Yuedong oilfield has been upgrading production technologies and increasing materials recovery and recycling to reduce pollutant emissions. Qualified contractors, authorized to handle hazardous materials, were appointed to carry out detoxification according to statutory requirements to facilitate reuse of resources.

Energy Use Efficiency

As an operator in the oil and gas industry, the Group embraces a core value of “protecting and using natural resources in a prudent way”. We keep an eye on the entire course of business, from exploration, development to production, and employ advanced technologies and equipment to enhance the rate of utilisation for energy and water, resulting in higher resource efficiency.

廢棄物處理

「按照環保要求和廢物生命週期管理廢棄物」是本集團加強廢棄物管理的準則之一。各油田加強廢棄物處理與棄置管理，各種棄置物按照不同類別，分別交由有資質的承辦商處理。

Karazhanbas 油田嚴格按照當地環保法規的要求處置廢棄物，盡可能降低廢棄物數量。建築垃圾交由州政府指定的有資質的處理廠處理；而鑽井廢棄泥漿、鑽井液則交由承包商做無害化處理，承包商須提供化驗室分析報告，確保達到環保要求。

CITIC Seram 對無害廢棄物實行源頭分類，儘可能回收重用，對確實無法回收的廢棄物才會焚燒或堆埋。特別是對修井和生產過程中使用的潤滑油、以及對油污水處理設備中汲取或過濾出的原油進行回收再利用。

月東油田則根據國家「十三五」規劃的要求，在生產過程中逐步採用先進的生產技術，通過物料的循環利用減少污染物排放。油田還委託具備處理危險廢物資質的承辦商處理，按照國家規定要求進行無害化處理，實現資源再利用。

能源使用效益

本集團作為油氣行業的作業者，視「保護和慎用自然資源」為核心價值觀之一。本集團著眼於勘探、開發、生產全過程，採用先進技術和設備，提高能源和水利用率，以達致較高的資源使用效益。

Protecting the Environment

保護環境

The Karazhanbas oilfield has phased out energy-intensive old light fittings and installed a new energy-saving lighting system to reduce power consumption. The old lights were recovered by a contractor for disposal in an environmentally friendly manner. The Karazhanbas oilfield is planning to introduce other new energy-saving facilities in the future, such as energy-saving transformers and induction generators, to further improve energy efficiency. The oilfield's gas turbine and reboiler furnace use mainly outsourced natural gas and associated natural gas produced on-site. Applying energy-saving steam generators, the efficiency factor of the generators has been further improved. Tests are carried out every year to ensure a high operating efficiency of the generators and reduce the consumption of outsourced natural gas.

Karazhanbas 油田採用新式節能照明系統，替換能耗較大的原有舊式燈具，降低電力消耗，並由承辦商對舊式燈具做了符合環保要求的回收處理。Karazhanbas 油田還計劃引入其他新型節能設備，如節能變壓器、感應式發電機等以進一步提高能效。Karazhanbas 油田燃氣渦輪機和重沸爐的燃料主要來自外購的天然氣和自身產生的伴生天然氣，透過採用節能蒸汽發動機，發動機系統功率因數得到提升；並每年進行調試，確保高效率運行，減低外購天然氣的消耗量。

Case Study: 個案：

Effective Use of Associated Natural Gas at CITIC Seram and Yuedong Oilfield CITIC Seram 與月東油田善用伴生天然氣

CITIC Seram has taken environmental factors into account early in the design stage of oilfield facilities. At its major production facilities and operation zone, the energy source of gas turbines has switched from diesel to associated natural gas, generating electricity for the plant, well site and camp site. Annual usage of associated natural gas was around 13,300,000 cubic metres, representing about 68% of total annual output of associated natural gas. An estimated 10,500 cubic metres of diesel could be saved as a result for major production facilities and operation zones per annum. By using associated natural gas as fuel, CITIC Seram could generate enough electricity to satisfy almost all production needs, thus minimised the demand for outsourced electricity. The annual electricity self-generated on site reached around 13,000,000 kilowatt-hours in 2016, representing about 99% of the total electricity consumption of CITIC Seram.

The Yuedong oilfield has implemented a series of energy-saving measures throughout the production process. Clean energy is used to promote resource efficiency. During the reporting period, the fuel gas systems of two high-voltage gas injection boilers on Platform B were modified. Addressing the challenging issue that the gas injection boilers frequently turned itself off due to a high temperature and moisture content of associate natural gas, the Yuedong oilfield retrofitted an air cooler at the back of the fuel gas separator. As a result, the temperature of associated natural gas entering the system dropped from 80°C to 26°C, reducing the moisture content and fully meeting the operation requirements of the gas injection boilers. During the reporting period, Platform B completed gas injections on 16 wells powered by associated natural gas, consuming 1,560,000 cubic metres of associated natural gas and saving 1,395 tonnes of crude oil.

CITIC Seram 在進行設施設計時已充分考慮環境因素，主生產設施和作業區的燃氣渦輪機已停用柴油，而改用伴生天然氣為燃料，產生的電力用於廠區、井區及營區。伴生天然氣年使用量約 13,300,000 立方米，為伴生天然氣年產量的 68%，據估算一年可為主生產設施和油田作業區節省柴油 10,500 立方米。而透過使用伴生天然氣為燃料，CITIC Seram 可自行發電供應生產所需的幾乎全部電力，因而將外購電量降至最低，2016 年自發電量約 13,000,000 千瓦時，佔 CITIC Seram 全部耗電量的 99%。

月東油田在生產過程中，採取多項節能措施，使用清潔能源，提高資源使用效益。在報告期，月東油田對 B 島兩台高壓注汽鍋爐燃料氣系統進行了改造。針對伴生氣溫度高、水分多而容易導致注汽鍋爐熄火停爐的難題，月東油田在燃料氣分離器後加裝了空冷器，將輸入的伴生氣溫度由攝氏 80 度降低到 26 度，從而減少伴生氣含水量，保證達到注汽鍋爐的使用要求。在報告期內，B 島利用伴生氣作為燃料，完成注汽 16 井次，消耗伴生氣約 1,560,000 立方米，節約原油 1,395 噸。

Protecting the Environment 保護環境

Natural gas air cooler
at Yuedong oilfield
月東油田天然氣空冷器



Water Management

Set in remote areas or located far away from the land, three oilfields draw freshwater from the natural environment to accommodate the need of production and domestic. All oilfields incorporate a mission “to cherish water resources and enhance water utilisation efficiency” throughout their operation processes, and encourage their teams to put it into practice for both work and life. Employees are reminded to preserve water at all times and minimize the usage of fresh water whenever possible. The Group will apply new treatment technologies to promote water recycling and reduce the reliance on natural water sources.

Preserving Water

The Group makes efforts to preserve water, and water consumption trended down in 2016.

At CITIC Seram, groundwater is drawn from water wells in the oilfield in a measured manner, recovering only a limited amount to meet the need of daily operations and domestic uses of staff living quarters. To monitor and control actual water usage, CITIC Seram records the consumption of each well in detail with water meters and reports to the local authorities at regular intervals.

水資源管理

由於油田地處邊遠地區或遠離陸地，需要從自然環境取用淡水用於生產與生活。各油田一直將「珍惜水資源，提高水資源利用效率」貫穿生產運營各個環節，並融入員工的日常工作與生活，提高節約用水意識，盡可能降低新鮮水用量。本集團計劃應用新型處理技術，提高水的循環再利用，減少對自然水源的依賴。

節約用水

本集團重視節約用水，2016年用水量呈下降趨勢。

CITIC Seram 適量汲取來自油田水井的地下水，僅取用可以維持日常營運和員工生活駐地日常使用的合適水量。為監察實際用水量，CITIC Seram 除利用水錶詳細記錄生產現場每口井的用水情況，亦會定期向政府主管部門報告用水量。

Protecting the Environment

保護環境

There is one well on each of the two artificial islands at the Yuedong oilfield to provide freshwater for domestic uses, while the production and domestic water supply for the onshore terminal processing plant relies on the municipal water service. To avoid spillage due to an excessively high fluid level, the Yuedong oilfield would adjust water supplies from the wells and municipal water network based on the fluid level in the freshwater tanks and actual consumption. Freshwater pipelines are checked regularly. Action is taken immediately if any leakage is detected to prevent wastage of freshwater. Promoting “No good deed is too trivial”, the Yuedong oilfield posts reminders such as “Turn off the faucet to save every drop” and “Don’t leave the tap running” around the facilities, in an aim to prevent taps from being left running.

Wastewater Treatment and Recycling

Throughout the process of oil recovery and production, the Group actively prevents and controls water pollution and recycles wastewater. To minimise adverse impacts on the surrounding environment, oily water and sewage water produced at three oilfields are collected and discharged only after they have undergone treatment in a series of stages to comply with the emission standards or even lower. Domestic sewage is filtered by special equipment. Some of the treated sewage is applied for irrigation of urban greening, as a way to reuse wastewater.

Oily water recovered in the Karazhanbas oilfield is treated for oil and water separation and filtering, then oil sludge is recovered and the wastewater is reinjected. There are treatment facilities at the living quarters to treat sewage and discharge the treated wastewater into an artificial tank to evaporate or re-injected into an underground water storage tank. These measures can minimise the pollution to groundwater and surface water.

At CITIC Seram, wastewater from the well site and refinery plant undergoes treatment in multiple stages. After going through a skim oil tank and a settling system for the first settlement, wastewater is subject to further separation and settlement induced by a spraying system at a new skim oil pond, followed by a final settlement in another skim oil pond, to ensure all indicators in conformance with the emission standards. Domestic sewage is treated centrally by a sewage treatment plant before discharging, with the effluent being sampled every month.

月東油田的兩個人工島各有一口水井用於汲取生活用水，而陸上集中處理站則從市政配套管網獲取生產生活用水。月東油田會根據清水罐液位及用水量大小合理調控水源井和市政管網供水量，避免因液位過高出現溢流現象；並定期檢查清水管網系統，發現漏水現象及時處理，避免造成清水浪費。鼓勵「不以善小而不為」，油田還於設施內張貼了「關住點點滴滴」、「隨手關緊水龍頭」等警示語，避免洗手池長流水。

廢水處理和再利用

在石油開發和生產過程中，本集團重視防控水污染和水循環利用。為了減少對周邊環境的影響，各油田的油污水和生活污水均經過妥善收集、分級處理達到或低於排放標準後才可排放，生活區污水亦通過專門設施加以過濾。部分污水經處理後，用於當地市政綠化灌溉，實現廢水重用。

Karazhanbas油田回收的油污水經油水分離和過濾處理後，實現油渣回收、廢水回注；而生活區的污水處理設施將污水處理後，排入人工池自然揮發或回注入地下蓄水池，盡可能減低對地下水和地表水的污染。

CITIC Seram把井區和煉油設施產生的污水透過分級妥善處理，經由撇油罐和初級沉降系統後，透過新撇油池的噴灑系統進一步進行分離沉降，然後在另一撇油池作最後沉降，確保各項指標均符合排放標準。生活污水則由污水廠統一處理後排放，並會每月抽檢樣本。

Protecting the Environment 保護環境

Case Study: 個案：

Upgrading Offshore Sewage Discharge System by Yuedong Oilfield 月東油田改進海上污水處理系統

During the reporting period, the offshore sewage discharge systems of all platforms at the Yuedong oilfield were examined to keep tabs on actual operation. Alerted by unstable discharge indicators of domestic sewage, the Yuedong oilfield decided to upgrade the existing system. After thoroughly researching domestic equipment suppliers and in-service offshore sewerage systems in Mainland China, and giving due consideration to actual conditions of its offshore platforms, the Yuedong oilfield formulated an appropriate modification plan. Following the upgrade and improvement of domestic sewage discharge system, actual Chemical Oxygen Demand (COD) of discharged sewage was much lower than the emission standard. After production wastewater (including oily water) from the onshore terminal processing plant was treated by an external party to ensure all indicators complying with the local environmental requirements, the treated wastewater was reused for irrigation in the New District of Liaodong Bay.

在報告期，月東油田根據各平台的污水處理系統實際情況，在發現生活污水排放指標出現不穩定情況後，決定對原有系統改進升級。月東油田對國內設備廠家和國內目前在役海上平台的污水排放系統實際現狀進行調研，同時結合海上平台現場實際情況，制定了適切的改造方案，完成了對各人工島生活污水處理裝置的升級改造。污水系統改造後，實際排放污水中溶解性化學需氧量(COD)遠低於排放標準。集中處理站的生產污水(含油污水)交由外部承辦商處理，確保各項指標符合環保要求後，用於遼東灣新區綠化用水。

Enhancing the Ecological Environment

CITIC Seram launched an afforestation programme during the reporting period. Under the agreement for the use of land between CITIC Seram and the Forestry Department of Indonesia, CITIC Seram rolled out this afforestation project in its 450-hectare land use area. A total of 281 trees were planted around major production facilities in 2016 to enhance the ecological environment of the production zone.

優化生態環境

在報告期內，CITIC Seram開始推行植樹造林計劃。根據CITIC Seram與印尼林業部簽訂的土地使用協議，CITIC Seram將在450公頃的土地使用範圍內推行植樹造林計劃。2016年在重要生產設施周圍共種植了281棵樹，優化了作業區域的生態環境。



Tree planting around
production facilities at
CITIC Seram

CITIC Seram 在生產設施周
圍種植樹木

COMMUNITY

社會



Caring for Our Staff

關愛員工

As a multi-cultural organisation, the Group employs more than 2,700 people in operations across Hong Kong, Mainland China, Indonesia, Kazakhstan, and Australia. Over the years, driven by the belief of “staff is our most valuable asset and wealth”, we have devoted substantial resources to create a fair, safe and healthy working environment for our people, while articulating policies and guidelines to support an effective training system which continues to expand the horizons for staff career development and encourage their personal growth. To attract and retain talents, the Group also offers comprehensive package of benefits and reviews remunerations regularly to protect interests of the workforce.

Workplace Health and Safety

The Group regards operational safety as a high priority when it comes to safeguarding staff well-being. Placing a strong emphasis on workplace safety and health, the Group adheres to all local production safety laws and regulations as well as requirements for preventing and controlling occupational diseases. The Group follows a work approach of “safety first, prevention focused, and integrated management”, and we always remind ourselves of the safety concept that “all accidents are preventable and avoidable”, which serves as firm groundwork for our safety management efforts.

Awareness for accountability is promoted across all oilfields, highlighting that “those who are in charge should take responsibility”. Safety controls are implemented strictly, and safe operation procedures are in place. To enhance equipment-related safety and minimise the risk of accidents, checks, tests and audits are carried out regularly. Our oilfields continue to improve their emergency response management and preventive mechanism for different types of incidents. We strive to strengthen employees’ competence in handling potential risks in the workplace by issuing operational guidelines and warning notes and providing training on specific safety issues. The Group pursues a goal of “Zero Accident” at all workplaces. We have made continuous efforts to enhance and fully implement HSE management procedures and processes, and apply various HSE measures such as distributing HSE manuals, procedures and instructions to enhance staff awareness on health, safety and environmental protection and safeguard employees’ personal safety.

作為多元化的企業，本集團擁有2,700多名員工，分佈於香港、中國內地、印尼、哈薩克斯坦及澳洲等國家及地區。「員工是最寶貴的資產和財富」，多年來，本集團秉持這一信念，投入可觀資源，為員工營造公平、安全及健康的工作環境；制定清晰的政策和指引建立完善的培訓機制，持續拓展員工職業發展空間，支持員工的個人發展。本集團亦提供全面的福利待遇，定期檢討員工薪酬，保障員工切身利益，以吸引和留住人才。

工作場所的健康與安全

本集團深明安全營運是保障員工福祉的首要節環，高度重視工作場所安全與健康，嚴格遵守業務運營地的安全生產法規和職業病防治法規的要求。本集團落實「安全第一，預防為主，綜合治理」的工作方針，樹立「一切事故都是可以預防和避免的」安全理念，夯實安全管理工作基礎。

各油田樹立「誰主管、誰負責」的責任意識，嚴格執行安全管理制度，落實安全管理操作規程，定期開展監督檢查、檢驗及檢測，提高設備的本質安全，將事故風險降至最低。各油田亦根據不同類型的突發事件，持續完善應急管理及預防機制，通過工作指引、警示說明和特定安全主題培訓，增強員工對潛在工作場所危險的應對能力。此外，本集團以工作環境「零意外」為目標，持續完善並落實HSE管理流程和制度，通過採取各種HSE措施，如向員工派發HSE手冊、指引和程序，進一步提升全員健康、安全和環保的意識，切實保障員工人身安全。

Caring for Our Staff

關愛員工

All oilfields have put in place necessary security systems and detection systems for production equipment or facilities. In the event of any detected malfunction on pressure controls, temperature controls, fluid level controls, safety valves, or any failure of fire service systems or gas detection systems, alarm signals will be activated immediately to alert operators to apply caution and replace defect parts timely. Site workers of the oilfields are required to wear qualified personal protective equipment, particularly when engaging in certain high-risk operations for which specified labour protective gear and safety equipment are strictly mandatory to ensure personal safety. In 2016, there were no fatal accidents or work-related injuries resulting in more than 7 days of leave.

各油田在生產設備或設施安裝必要的安保系統和檢測系統，當壓力控制、溫度控制、液位控制、安全閥、消防系統及氣體檢測系統發生故障時，立刻發出警報訊號，提醒操作人員注意安全和及時更換故障部件。各油田要求現場工作人員必須佩戴合格的個人防護裝備，特別是在從事特定高危工作時，必須配戴指定的勞動防護用品和安全裝備，保護人身安全。在2016年內未發生任何致命事故，亦無須呈報工傷假超過七日的意外記錄。



Inspections of safety equipment by Seram Block

Seram Block 實施安全設備檢查

Caring for Our Staff 關愛員工

Case Study: 個案：

CITIC Seram Garnered the 2016 MIGAS Safety Award CITIC Seram 喜獲印尼 2016 年 MIGAS 安全生產獎

The Seram Block operated by CITIC Seram recorded more than 6 million man-hours without a single lost-time injury between 12 June 2013 and 31 March 2016, surpassing the safety standard set by the local government which requires at least 5 million man-hours without any lost-time injury for medium-sized upstream oil recovery companies. In recognition of its safety performance, CITIC Seram was presented with the safety award by Indonesia's Directorate General of Oil and Gas, Ministry of Energy and Mineral Resources ("MIGAS") in August 2016. The MIGAS Safety Award is an annual award competition open for companies engaging in the upstream and downstream oil and gas industry in Indonesia.

CITIC Seram 所屬 Seram 區塊自 2013 年 6 月 12 日至 2016 年 3 月 31 日，連續安全生產超過 6 百萬工時，未發生一起導致工時損失的事故，高於當地政府規定的中型上游石油開採企業 5 百萬工時無損失工時事故的安全標準。為此，2016 年 8 月，印尼能源和礦產資源部石油和天然氣總局（「MIGAS」）向 CITIC Seram 頒發 2016 年 MIGAS 安全生產獎。該獎是 MIGAS 面向所有在印尼運營的上下游石油和天然氣企業設立的年度獎項。

Case Study: 個案：

Comprehensive Emergency Drills 綜合應急演習

In order to enhance managerial' and staff's operational preparedness and readiness to unexpected emergencies, three oilfields, on an annual basis, organise comprehensive emergency drills to minimise personal injuries, environmental pollution and property loss. During the reporting period, the HSE and medical teams of CITIC Seram joined forces in an emergency medical evacuation drill at Bula Airport. This exercise helped team members to respond calmly and organise proper rescue in emergency situations, so as to safeguard individual lives and safety to the greatest extent.

各油田每年組織應急演習，提高管理及操作人員處理突發事件的防範意識和避險應急能力，務求最大限度地降低人員傷害、環境污染和財產損失。在報告期內，CITIC Seram 的 HSE 和醫療團隊在布拉機場共同進行了緊急醫療疏散演習，以便在出現緊急情況時，能沉著應對，有序處置，及時組織救援，最大限度地保障生命安全。



Joint emergency medical evacuation drill by HSE and medical teams of CITIC Seram at Bula Airport, Indonesia

CITIC Seram 的 HSE 和醫療團隊在印尼布拉機場共同進行緊急醫療疏散演習



CITIC Seram granted the 2016 MIGAS Safety Award

CITIC Seram 獲頒印尼 2016 年 MIGAS 安全生產獎

Caring for Our Staff

關愛員工

Case Study: 個案：

HSE Management of Yuedong Oilfield 月東油田的HSE管理

The Yuedong oilfield has developed a two-tier safety inspection and audit mechanism that expands the coverage from site inspection to production management process audit. The roles and responsibility are well defined for conducting professional inspection and audit for production, work-over, steam injection, oil-gas gathering and transfer, oil-gas storage and transportation, offshore engineering and construction, maintenance and repair operation and electric maintenance, with an overall inspection coverage of 100%. The HSE department arranges safety audits every quarter, also achieving 100% coverage. There are quarterly safety meetings to review performance, while audit findings and implementation of improvement measures are included as part of the Yuedong oilfield's annual performance appraisal. To offer explicit provisions on how to ensure a safe working environment, protect employees from occupational hazards, and apply personal preventive measures, the Yuedong oilfield has revised a number of procedures and instructions of its HSE management system. These include *Hazards Identification and Risk Evaluation Control Procedure*, *Occupational Health Management Procedure*, *Personnel Health Management Approach*, *Personal Protective Equipment Management Rules*, and *Hydrogen Sulfide Prevention Measures*. Moreover, assessment has been carried out to identify site hazard factors and risks at the Yuedong oilfield. Based on the assessment results, signs of occupational hazard warnings or safety production risks are posted around to remind staff of major risks and preventive measures.

The Yuedong oilfield has also developed a document titled "*Health, Safety and Environment Protection Management Procedure for Contractors*" under its HSE management system, clearly stipulating contractors' environmental and safety responsibilities. The Yuedong oilfield has drawn up specific requirements for offshore operation contractors and suppliers working with hazardous chemicals. Offshore construction enterprises must be professionally qualified for marine operations. Offshore operators must have qualification known as "four certificates", demonstrating their professional skills for marine lifesaving, fire fighting, first-aid and raft operation. Specific requirements are in place for the management and use of dangerous materials. The Yuedong oilfield has also introduced an assessment mechanism which is now included in all contracts with long-term contractors. Points may be deducted when a contract project fails to meet the assessment criteria. In connection with contract fees, these deducted points may lead to a reduction in final settlement.

月東油田落實兩級監督檢查機制，將現場監督檢查向生產管理過程監控延伸，落實採油作業、修井作業、熱注作業、油氣集輸作業、油氣儲運、海工建設、維修作業、電力維護等專業監督檢查責任，巡檢覆蓋率100%；HSE部門每季度組織安全檢查，檢查覆蓋率100%，每季進行安全例會講評，將檢查結果及整改落實情況納入月東油田年度績效考核。月東油田在HSE管理體系文件中修訂了《危險源辨識及風險評價控制程序》、《職業健康管理程序》、《人員健康管理辦法》、《個人防護用品管理規定》、《硫化氫管理規定》等流程和作業文件，對確保工作環境安全、保障員工有效規避職業危害因素及其防護措施做出了明確規定。月東油田組織開展了現場危害因素風險識別工作，根據危害因素識別情況，安裝職業危險因素告知牌和安全生產風險告知牌，標明主要風險因素及防護措施。

月東油田在HSE管理體系文件中還建立了《承包商健康安全環保管理程序》，清楚地規定了承包商在環境安全方面的責任。月東油田對海上作業的供應商、涉及危險化學品的供應商作出明確要求，海上施工企業必須具備海上作業的專業資質；海上作業人員必須具備四小證，具備船舶救生、消防、急救及艇筏操作方面的相關技能；並對涉及危險品的管理和使用作出特別規定。月東油田還對長期承包商，在合同中約定了考核機制，對於未達到考核指標的項目進行扣分，扣減分數與費用結算掛鉤，減分扣款。

Caring for Our Staff 關愛員工

Case Study: 個案：

CITIC Seram Strengthened Individual Occupational Safety and Health Awareness CITIC Seram 加強個人職安健意識

Aiming to promote the well-being of our staff and contractors for years, CITIC Seram has introduced different measures to safeguard their physical and mental health. At CITIC Seram, occupational health examinations are arranged for staff and contractors every year. Health examination results are analysed by the professional medical team, which creates an occupational healthcare file and develops a health management plan. In 2016, more than 250 staff members, 10 family members of staff and 97 employees of contractors took the health examination. In addition, CITIC Seram also publishes a bimonthly health newsletter prepared by the in-house medical team, puts up posters on health and hygiene topics in public areas, and distributes the *Health Factsheet*, to enhance employees' awareness for preventing and controlling occupational diseases.

The number of Hepatitis B cases had seen an increase in the communities adjacent to the operation area of the Seram Block since 2015. The medical team of CITIC Seram launched an immunisation programme in 2016 to protect all employees and contractors with vaccinations, particularly boosting Hepatitis B vaccination. During the reporting period, no new Hepatitis B case was recorded at the Seram Block.

CITIC Seram 多年來以保持員工及承包商良好健康狀態為目標，採取措施保障員工及承包商身心健康。CITIC Seram 每年為員工及承包商安排職業健康檢查，由專業醫療團隊對體檢報告進行分析，以此建立職業健康監護檔案，制定健康管理方案。2016年超過250位員工、10位員工家屬和97位承包商僱員接受了健康體檢。此外，CITIC Seram 還透過內部醫療團隊編撰的雙月刊健康通訊、在公共區域張貼衛生健康宣傳海報、印製「健康單張」，增強員工的職業病防治意識。

2015年以來，Seram 區塊作業區域周邊社區出現乙型肝炎病例數量持續上升的情況。2016年CITIC Seram 醫療團隊面向所有員工和承包商實施疫苗接種計劃，特別是加強乙型肝炎疫苗接種。Seram 區塊作業區於報告期內沒有新增的乙型肝炎病例記錄。

People Development and Training

“People are the very foundation and driving force of a company’s sustainable development”. The Group provides staff with clear training and development plans that offer continuing education and training throughout different stages of their careers. We also maximise staff potentials through diverse career paths. Over the years, the Group has cultivated and retained a workforce of high-calibre professionals. It is our vision to support their personal growth in tandem with our own. Although the Group’s performance experienced a decline in 2015, with the unstinting and concerted efforts made by our capable and reliable team, the Group’s financial results improved significantly in the difficult market conditions in 2016. The Group recorded a profit attributable to shareholders of HK\$363 million at the end of the reporting period, achieving the targets set at the beginning of the reporting period successfully.

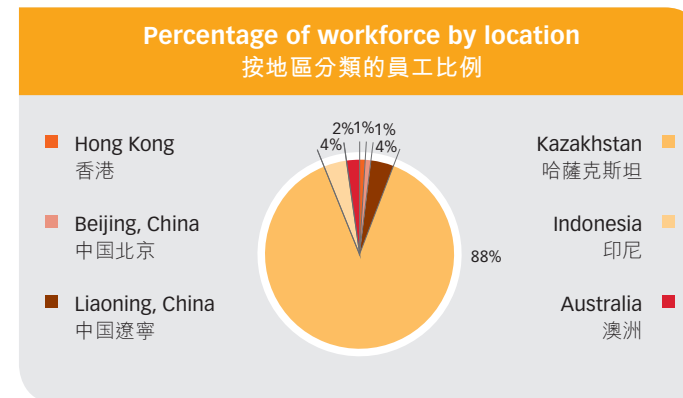
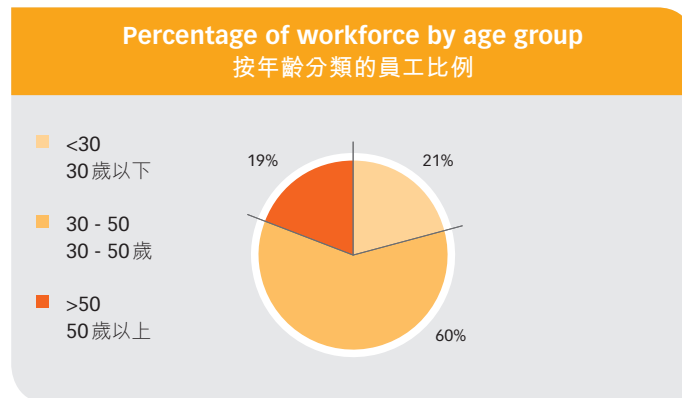
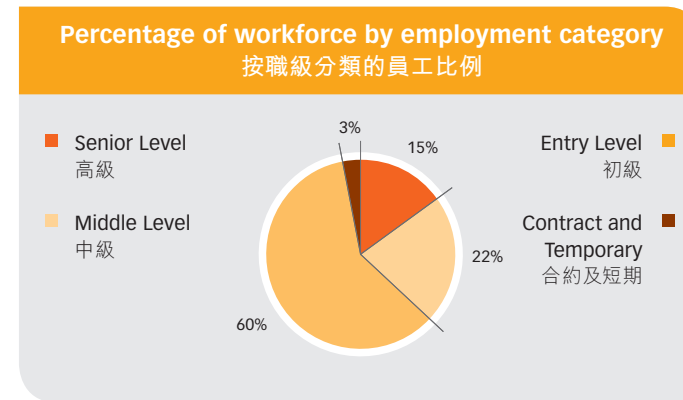
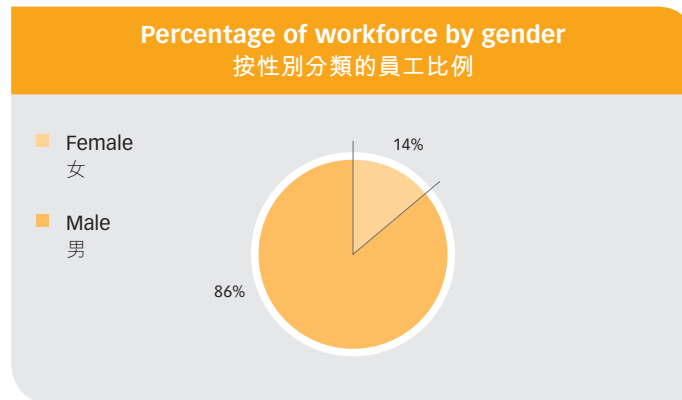
員工發展與培訓

「人才是企業可持續發展的根基和原動力」，本集團制定明確的員工培訓和發展計劃，將持續教育與培訓貫穿員工的職業生涯；同時提供多元化的職業發展通道，讓員工盡展潛能。多年來，本集團培育、儲備了優秀專業人才隊伍，促進員工個人成長與公司發展共同進步。儘管本集團經營業績在2015年曾出現下滑，2016年集團上下凝神聚力，團結進取，正是依靠精明強幹、忠誠可靠的員工隊伍，在不利市場條件下，集團業績明顯改善，截至報告期末實現淨利潤3.63億港元，圓滿完成年初預定目標。

Caring for Our Staff 關愛員工

As at 31 December 2016, there were 2,707 staff members in the Group's workforce, of which the compositions are illustrated as follows:

截至2016年12月31日，本集團擁有2,707名員工，整體員工分佈如下所示：



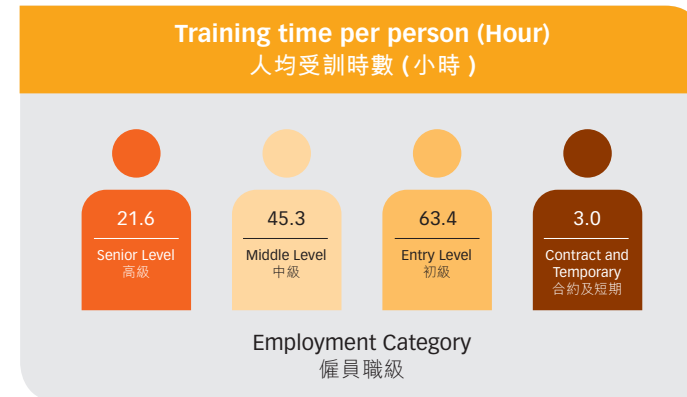
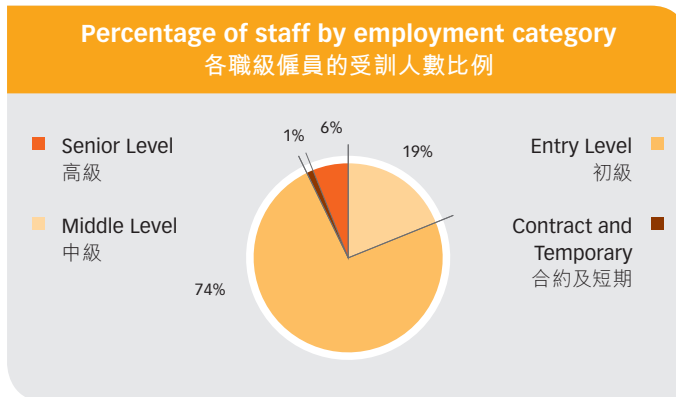
Caring for Our Staff 關愛員工

Aiming to support both personal development and business growth, the Group has developed a staff training programme. Employees are encouraged to take a wide range of courses in three major categories: mandatory, professional and personal qualities training. These training and practice opportunities are ideal ways to improve professionalism and all-around competence. The Group also strives to enhance professional skills of employees while promoting teamwork spirit, sense of belonging and self-fulfilment through organising activities such as seminars, teambuilding events, occupational skill competitions, and sports competitions.

During the reporting period, staff of all grades and categories completed a total of 141,000 hours of training. For HSE training focusing on safe production knowledge and skills, particularly courses on well operations control and safety management, average training hours per person was close to 40 hours. Non-HSE training, on the other hand, totalled 35,100 hours, i.e. 13 hours per person. Percentages of staff completing training by employment category are as follows:

結合員工個人發展和業務發展的要求，本集團制定員工培訓計劃，安排廣泛多樣的培訓課程，支持員工積極參與。培訓分為強制性培訓、專業培訓和個人素質培訓等三種類別，員工透過各類培訓和實踐有效提升自身的專業水平和綜合能力。本集團還通過舉辦研討會、團隊建設、職業技能競賽和體育比賽等活動，增進專業技能、加強團隊精神、增強歸屬感、提升員工的自我價值。

在報告期內，本集團各職級員工的總受訓時間達141,000小時。針對員工安全生產知識和技能，尤其涉及井控和安全管理等方面的重點HSE培訓，人均培訓時間近40小時。而員工非HSE類別培訓總時數亦達到35,100小時，即人均13小時。各職級僱員的受訓人數比例以時數如下：



Caring for Our Staff

關愛員工

Case Study: 個案：

Immersion in Local Culture at Karazhanbas Oilfield Karazhanbas 油田重視融入當地文化

The Group believes that “the best management approach should be versatile and acclimatising”. We encourage interaction and exchange between staff members of different cultural backgrounds. The Karazhanbas oilfield began preparing a Kazakhstan language course early in 2014. The oilfield production division which has the most frequent contacts with site workers in Kazakhstan has designed materials to teach Kazakhstan vocabulary and phrases for daily work and living. The Kazakhstan language, culture and history training programme for Chinese personnel was launched in 2016. All participants agreed that the course presented a full picture of Kazakhstan’s history, heritage, language and folk customs. The course has helped them immerse in the local community and enable more effective communication with local partners.

本集團深信「適應環境的管理才是最好的管理」，鼓勵不同文化背景的員工之間互動交流。Karazhanbas 油田早在 2014 年開始著手為哈薩克斯坦語言學習的培訓課程作出安排，與哈薩克斯坦現場工人聯繫最緊密的油田生產部用哈薩克斯坦語言制定了日常工作、生活用語，中方員工的哈薩克斯坦語言、文化、歷史課程於 2016 年開講。學員們一致反映，課程設置可以深入瞭解哈國歷史與文化、語言和風土人情，可以更好地與當地合作夥伴溝通，有助融入當地社會。

Policies and Benefits

Complying with all local employment laws and regulations, the Group ensures that all employees enjoy statutory rights and fair treatment. We respect the personal values, religious faith, and privacy of our employees regardless of their nationalities, races, genders or cultural backgrounds. The use of any child labour, forced labour or mandatory labour is strictly prohibited. Any violation of applicable laws and regulations shall be reported to management for extensive investigation according to the Group’s internal guidelines and codes. Relevant departments will be notified to carry out remedial actions in case any non-compliance is identified during investigation.

Taking full account of our people’s interests and needs, the Group offers comprehensive and competitive remuneration and welfare packages to attract and retain talents and boost our competitive edge. The Group is dedicated to improving the staff performance appraisal system under which promotion opportunities and salary adjustments are based on individual work performance. This system motivates staff members and promotes the realisation of their self-value. We also offer an all-encompassing package of benefits and insurance to uphold adequate living standards for staff, including annual leave, marriage leave, compassionate leave, maternity leave, paternity leave, jury leave and medical coverage in accordance with local regulations.

政策和福利

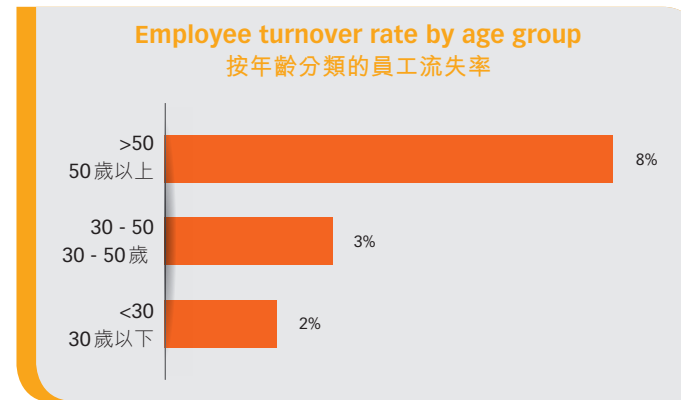
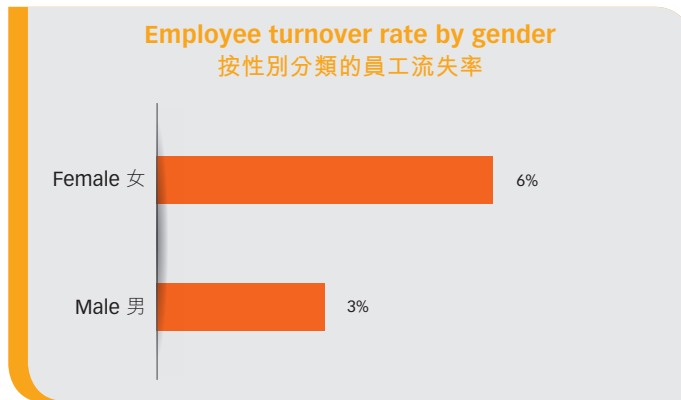
本集團謹遵業務運營地雇傭法律法規，確保所有員工依法享有各項權益和公平公正的待遇，保障不同國籍、種族、性別、文化背景員工的價值觀、宗教信仰和私隱。嚴禁任何形式的雇傭童工，抵制強迫和強制性勞動。如發現任何違反相關法律法規的情況，相關部門將根據集團內部指引及守則向管理層匯報，並立刻進行詳細調查，因應調查結果通知相應部門對違規問題或情況進行整治。

本集團充分考慮員工的利益需要，提供全面和具競爭力的薪酬及福利待遇，以吸引和留住專業人才，增強集團競爭力。本集團致力完善員工績效考評機制，將員工個人的工作表現作為薪酬調整和職級晉升的依據，激發員工的積極性，鼓勵員工實現自身價值。本集團也為員工制定全面有效的福利及保障制度，例如年假、婚假、恩恤假、產假、陪產假、陪審員假，提供符合業務營運地區規定的醫療保險，切實提高員工的生活保障水平。

Caring for Our Staff 關愛員工

The Group makes every effort to establish a harmonious and stable workforce relationship, maintaining a low staff turnover of 3%. As at 31 December 2016, staff turnover rates of the Group were as follows:

本集團積極構建與員工和諧穩定的僱傭關係，員工流失率低至3%。截至2016年12月31日，本集團的員工流失率如下：



Caring for Our Staff

關愛員工

We help employees strike a balance between work and life through various means to strengthen staff's sense of belonging, such as organising staff activities, creating a healthy and interactive working environment. CITIC Resources arranges staff activities, including annual dinner, birthday lunch and festive celebrations for employees. Periodic team-building exercises and staff awards presentations are also held as communication platforms for colleagues from different divisions to boost solidarity and morale.

本集團採取多種方式幫助員工在工作與生活之間取得平衡，透過舉辦員工活動，營造健康與互動良好的工作場所，提升員工的歸屬感。中信資源為員工舉辦週年晚宴、生日派對和節日慶祝等活動，亦定期舉辦多項團隊建設活動和舉行優秀員工表彰大會，藉此機會與不同部門之同事互相交流，提升凝聚力和激發員工士氣。

Case Study:

個案：

Karazhanbas Oilfield Goes the Extra Mile for Staff Well-being

Karazhanbas 油田重視員工福祉

Committed to creating a comfortable, healthy and safe environment for staff, the Karazhanbas oilfield maintains and upgrades living, sports, cultural and recreational facilities for site personnel every year. During the reporting period, the Karazhanbas oilfield invested in improving the living and working environment of the oilfield, including renovation of living quarters, building up a new football pitch and a gym, and refurbishing the staff canteen. A professional agency was commissioned to conduct assessment of workplace hazards like noise and air pollution across all positions at the oilfield site, and to make recommendation on improvement measures and plans. Safety training is organised regularly and the eight safety production codes of conduct developed by The KazMunaiGas are well observed. Safety messages are promoted via calendars and noticeboards. Employees are required to pass a body check before commencing duties every working day, and a comprehensive health check-up annually. Appropriate treatment and convalescent care are given as required based on individual physical condition.

The Karazhanbas oilfield cares about retired personnel's quality of life, and is willing to lend a helping hand when retired staff and their families encounter financial difficulties. Financial assistance is offered to help them back on track. During the reporting period, the Karazhanbas oilfield provided material assistance to 96 employees experiencing hardship, focusing on medical treatment and rehabilitation, children's education, home maintenance and other purposes, etc.

Karazhanbas 油田每年對油田員工駐地的生活、體育文化設施進行維護和改良，保障員工工作和生活環境的舒適、健康和 safety。在報告期內，Karazhanbas 油田投入資源改善油田現場的工作生活環境，對部分宿舍進行了重新裝修，新建一個足球場和一間健身房，並對一處食堂進行了改造和修繕。邀請專業公司對油田現場所有的工作崗位進行噪音、空氣等有害條件評價，制定並推行改善措施與計劃。油田定期進行安全培訓，積極推行哈薩克斯坦國家石油天然氣公司宣導的八項安全生產行為準則，並通過日曆和看板進行宣傳。堅持每天上崗前進行體檢，並組織所有員工進行了年度體檢，根據員工的身體狀況，適時准予治療和療養。

Karazhanbas 油田特別關注退休員工的生活情況。當退休員工及其家屬在生活上遇到困難，Karazhanbas 油田都會伸出援手，為他們提供財務援助，協助他們重回生活正軌。在報告期內，Karazhanbas 油田向 96 名困難員工提供物質幫助，主要用於疾病治療和康復、子女教育、房屋維修等方面。

Caring for Our Staff 關愛員工

Case Study: 個案：

Yuedong Oilfield Hosted Awards Presentation Ceremony to Commend Outstanding Staff 月東油田舉行優秀員工表彰大會

The Yuedong oilfield held its 2016 annual review meeting in March 2016. During the meeting, seven outstanding employees and two outstanding managers were commended for their performance in 2015. Amid a challenging market condition due to depressed global oil prices, the Yuedong oilfield mobilised the entire workforce to make steadfast efforts with true professionalism, while continuing to foster a culture of "innovation, integrity and being pragmatic". Playing their part as practitioners of CITIC oil business strategy, our staff strives for excellence with true CITIC spirit.

2016年3月，月東油田召開2016年工作會議，會議上表彰2015年度的7名優秀員工和2名優秀管理者。在國際油價持續低迷的嚴峻背景下，月東油田動員廣大員工，凝心聚力，真抓實幹，最大程度發揮專業人員力量，繼續推進以「立新風、樹正氣，求真務實」的企業文化建設，做中信石油戰略的實踐者，打造有中信特色的優秀員工隊伍。



The Yuedong oilfield hosted awards presentation ceremony to commend outstanding staff

月東油田舉行優秀員工表彰大會

Responsible Operations

負責的營運管理

The Group upholds a high standard of business integrity on all fronts of operation. All staff members are required to observe a set of corporate policies and procedures and uphold high ethical standards when conducting business activities. We apply ourselves continually to improve the efficacy and effectiveness of supply chain management. By exploring different means and channels to strengthen the cooperation with stakeholders, we aspire to build long-standing relationships on mutual trust, so as to fulfil social responsibility together with all business partners.

Market Practice

The Group operates across different geographical regions and countries. In the day-to-day operations and management, the Group strictly comply with applicable local laws and regulations related to sales protection and credit control, oil production and quality control, privacy and information security, trademark, patent, and intellectual property. During the sales and transportation of crude oil products, all parties concerned are required to sign confidentiality agreements for the protection of confidential data or proprietary information. Unless written consent is obtained from both parties, no such data or information shall be disclosed to any third party.

In addition to offering diverse training programmes to enhance employees' professional skills and overall competence, the Group also actively reinforces a high level of business ethical values and commitment to compliance among the staff. We work proactively to enhance the Group's compliance management system to prevent conflict of interest involving the management or employees.

本集團以誠信為本的理念，在市場慣例上秉持最高標準，要求所有員工在進行商務活動時，遵從本集團的政策和制度，恪守商業道德。本集團不斷提高供應鏈管理能力，多年來以不同方式和渠道加強與不同持份者合作，建立長久互信的合作關係，帶動合作夥伴共同履行社會責任。

市場慣例

本集團的業務遍佈多個國家或區域，在日常營運管理中嚴格遵守有關保障銷售和信用控制、石油生產和品質監控、私隱保密和資訊安全，以及商標、專利和知識產權等當地適用的法律法規。在銷售和運輸原油產品時，有關各方必須就保護機密數據或專有信息簽訂保密協議，除非獲得雙方書面同意，否則絕對禁止向任何第三方披露相關數據和信息。

除以廣泛多樣的培訓課程提升員工的專業能力和綜合素質外，本集團更著力加強員工的商業道德和依法合規的價值觀建設，同時積極完善合規管理機制，避免出現管理層或員工發生利益衝突的情況。

Responsible Operations

負責的營運管理

The Group have developed a whole set of codes and systems to ensure that all procurements are tightly regulated to prevent all acts and methods of corruption, fraud and bribery. According to the Yuedong oilfield's policy, staff is prohibited from visiting or contacting any prospective contractor or supplier prior to tendering or requesting for quotation without authorized approval. When dealing with unfamiliar services or supplies, centralised arrangements will be made by the oilfield to inquire and communicate with prospective contractors or suppliers, in order to determine an appropriate purchasing strategy. If an interview with a bidder is necessary, such meetings, approved by an authorised officer, should take place during working hours at a specified office in the presence of at least two business and technical bid evaluation staff members. The entire process of bid opening should be recorded with a video camera and saved in an electronic format. Audio recording should also be made for all negotiations and electronic files should be saved for record. Unless approved by an authorised officer, no employee may meet any bidder outside working hours and the specified office for any matter related to tendering.

In 2016, there were no complaints or reports about non-compliances to the applicable laws and regulations on fraud, extortion, money laundering, corruption or bribery.

Quality Management

The Group is dedicated to providing quality products and services to our customers. During the reporting period, no recall cases or complaints were reported.

本集團通過建章立制，對採購過程嚴格規範，杜絕各種可能引致貪腐、詐騙和商業賄賂的行為和途徑。月東油田規定，在招標或詢價前，未經授權人批准不得對潛在承包商或供應商進行現場實地考察或交流。對不熟悉的服務或物資，可以在油田的統一安排下與潛在承包商或供應商進行諮詢和交流，以便制定恰當的採辦策略。如確需與投標者面談，經授權人批准後，會面應在辦公時間和規定的辦公場所進行，且有兩名以上商務和技術評標人員在場。開標過程進行錄影並留存電子檔案，談判過程進行錄音並留存電子檔案。同時規定未經授權人批准，任何人不得在非辦公時間和非辦公場所就與招標有關的任何事項與投標者接觸。

2016年內並無任何違反與詐騙、勒索、洗黑錢或行賄受賄等相關法律和法規的投訴或舉報。

質量管理

本集團堅持為客戶提供優質的產品和周到滿意的服務。在報告期內，無任何須呈報的產品召回或投訴個案。

Responsible Operations

負責的營運管理

During the reporting period, with a view to stringently control the quality of oil products, the Yuedong oilfield continued to improve its quality assurance procedures. A two-tier inspection system has been deployed to assure product quality. Samples are taken for internal tests before engaging third parties for further quality inspection. The China Certification & Inspection Group (CCIC) and a third-party testing company (SGS) are engaged to jointly examine oil quality before delivery. The positive/negative deviation between the water testing results generated by CCIC and SGS should not exceed 0.2%. In the event of a deviation exceeding 0.2%, the oil discharging operation must be suspended for re-test. The management may visit the production site without prior notice to observe on-site sampling, and to carry out random checks at the laboratory both on the testing procedures and past test data. During the reporting period, the onshore terminal processing plant of the Yuedong oilfield completed its production parameters enhancement exercise and strengthened the integration throughout operations, so as to ensure that all indicators of crude oil for external sales adhere to contractual requirements.

Supply Chain Cooperation

The Group maintains close links with suppliers and contractors. Embracing a philosophy of “working and growing hand in hand”, we endeavour to enhance sustainability performance of the Group as well as our suppliers and contractors. To ensure that all supply chain management measures are fully compatible with local requirements, we specifically request suppliers and contractors to perform and observe all applicable local laws and regulations.

During the reporting period, the Group managed to supervise and safeguard the compliance of contractors and suppliers, ensure that safety, training, equipment and staffing in production and operation meet relevant requirements, and the quality of products or services provided by suppliers and contractors adhere to the industry standards. Such conformity promotes the achievement of all safety, quality and progress targets. During the reporting period, the Group engaged all the contractors and suppliers through either carrying out assessment or requesting for self-declaration.

在報告期內，月東油田持續完善品質保證程序，嚴格監控石油產品的質量。在第三方作出進一步檢驗前，優先進行內部抽樣檢驗，以雙重檢驗確保產品質量。在石油交運前，月東油田聘用中國檢驗認證集團（CCIC）與獨立檢測機構（SGS）進行聯合質量檢驗，每次CCIC和SGS的含水檢驗數據正負偏差不能超過千分之二。偏差超過千分之二時，停止提油、需重新化驗。相關管理部門在不提前通知的情況下，到採油現場查看取樣人員操作過程，並到實驗室進行現場抽查檢驗過程和抽查以往檢驗數據。報告期內，月東油田的陸上集中處理站，透過優化生產參數，強化運行銜接，確保外銷原油的各項指標均能夠達致合同要求。

供應鏈合作

本集團與供應商和承包商保持緊密聯繫，秉持「攜手同行 共同成長」的理念，與供應商和承包商共同提升可持續發展表現。本集團明確要求供應商和承包商必須遵守和執行當地適用的法律法規，確保所有供應鏈管理措施符合相關要求。

在報告期內，本集團有效監督和保障了承包商和供應商的合規運作，確保在生產和經營中的安全、培訓、設備和人員配備符合要求，供應商和承包商所提供的產品或服務質素達到行業標準，保證了各項安全、品質和進度目標的完成。在報告期內，本集團對全部承包商與供應商實行評估或要求他們提交自我聲明。

Responsible Operations

負責的營運管理

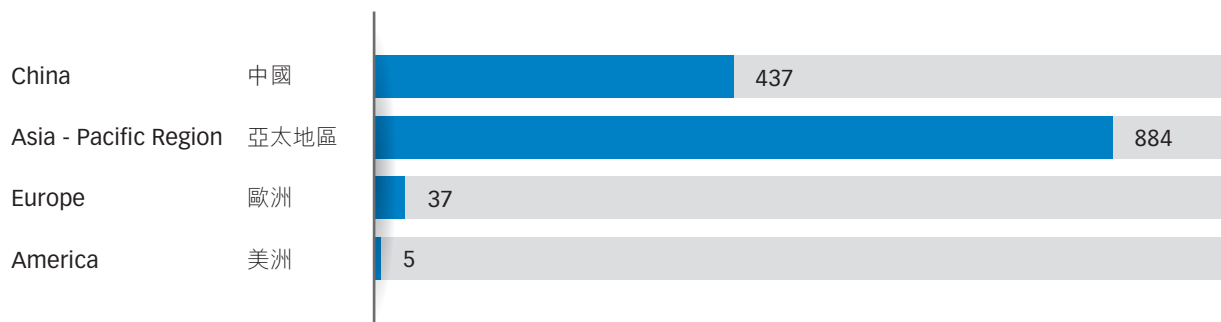
The Yuedong oilfield lists all contractors and suppliers, from which the oilfield has procured services or products in the past, into its contractor and supplier database. As part of its business information, this database is administered in real-time scientifically and dynamically. The performance of contractors and suppliers in various projects is updated continuously, and the consistency and results of their performance are evaluated comprehensively. Only those who offer quality services and/or products at competitive prices are shortlisted for the selection process of future procurements.

The Yuedong oilfield evaluates the supply chain, procurement strategy and procurement cost from time to time, as well as steps up controls over the procurement process and quality. The Yuedong oilfield focused on the root causes of costs control to effectively address the challenges posed by long-term depressed oil prices. To further improve its procurement system, the Yuedong oilfield has prepared and published the *Procurement Practical Guidelines* to regulate purchasing processes and approaches. A business tendering committee has also been set up to optimise the quality of goods procurement decisions, tighten control of procurement pricing, and ensure that procurement prices are reasonable by better monitoring on procurement contract execution and prudent settlement.

The geographical distribution of the Group's suppliers is illustrated in the following diagram:

Number of suppliers by geographical region

按地區劃分的供應商數目



月東油田將過往提供過服務或產品的承包商和供應商編入承包商與供應商數據庫。將數據庫作為商業資訊的一部分，予以科學、動態、實時管理，持續更新承包商和供應商的各項工作表現，對其穩定性和業績進行綜合評價，只有那些所提供的服務和(或)產品品質上乘、價格合理的承包商和供應商才能成為下次採購時、確定潛在承包商和供應商短名單的備選對象。

月東油田不時對供應鏈、採購策略、採購成本進行評估，加強對採購過程的管理和品質控制，成本控制從源頭入手，有效應對石油價格長期低位運行帶來的挑戰。月東油田健全採辦制度，編制和發佈《採辦工作實施細則》，規範採購流程、模式；成立商務招標委員會，提高物資採購決策品質；加強對採購價格的控制，強化對採購合同的執行監督與資金合理結算，確保採購價格合理。

本集團供應商的分佈地區如下所示：

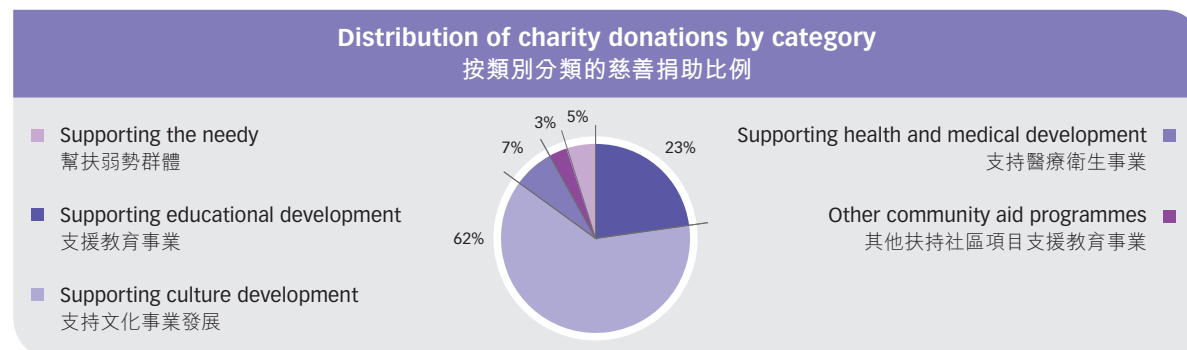
Community Involvement 社區投入

As a responsible corporate citizen, the Group has devoted considerable efforts and resources to community engagement and regional prosperity while pursuing business developments at its major operational sites. On top of charity donations, a variety of community-associated programmes and activities were held in 2016 to promote a collective sense of well-being and harmony in the community.

Over the years, the Group has remained socially conscious and actively made a number of direct social investments to support community development. During the reporting period, these contributions amounted to a sum of over HK\$160,000, mainly used for supporting projects on cultural development, education, public healthcare, helping the underprivileged, and other key community aid programmes.

During the reporting period, the Karazhanbas oilfield took part in the “Mission 2016” Corporate Social Responsibility Competition organised by Kazakhstan. Held annually in Kazakhstan with permission from the President of Kazakhstan, this competition aims to introduce and develop the social responsibility concept in the private sector of Kazakhstan, and to encourage innovation on this front. In 2016, the Karazhanbas oilfield took the lead in Mangistau in both the Best Collective Contract and Best CSR Company categories.

Over the years, CITIC Seram has collaborated closely with the local government for the long-term prosperity of the community. Every year, it formulates a community development programme which is submitted to Special Task Force for Upstream Oil and Gas Business Activities (“SKK Migas”), an institution established by the Indonesian Government, for approval. During the reporting period, CITIC Seram launched a range of community engagement and corporate social responsibility activities with the approval from SKK Migas.



作為負責任的企業公民，本集團在各主要業務運營地全力推動業務發展的同時，也付出持續努力和可觀資源促進社區繁榮，惠澤社區與民眾。除慈善捐助外，2016年本集團開展多種關愛社區的項目與活動，提高社區凝聚力，促進社會和諧。

多年來，本集團關注社區所需，向所在社區直接投入資源，支持社區發展。在報告期內，本集團社區投入總額超過16萬港幣，重點支持文化事業、支持教育事業、支持公共醫療衛生事業、幫扶弱勢群體及其它重點扶持社區項目。

在報告期內，Karazhanbas油田參加了哈薩克斯坦「使命2016」企業社會責任競賽，這項競賽致力於在哈薩克斯坦私有企業間建立和發展社會責任的理念，並鼓勵企業在這一領域推陳出新。該項競賽活動經哈薩克斯坦總統批准，每年在全國範圍內舉行，2016年，Karazhanbas油田在《最佳集體合同》和《最佳社會責任企業》兩項提名中均榮獲曼吉斯套州第一名。

CITIC Seram多年來與當地政府保持密切合作，促進社區長期繁榮。CITIC Seram每年向印尼政府機構（「Special Task Force for Upstream Oil and Gas Business Activities」或「SKK Migas」）遞交社會責任計劃，經SKK Migas批核後逐項落實。在報告期內，經SKK Migas核准後，CITIC Seram實施了多項社區參與和企業社會責任活動。



Community Involvement 社區投入

Supporting the Community and People in Need

In Kazakhstan, the Karazhanbas oilfield sets aside funds yearly to support various social service groups and organisations in improving local living conditions and supporting local cultural, educational and health-care initiatives. These contributions include:



Karazhanbas oilfield staff celebrated Children's Day on 1 June with local children

Karazhanbas 油田員工與當地兒童慶祝六一兒童節

Celebrated Children's Day on 1 June with 60 children aged 3 to 16 from local orphanage, presenting them with gifts and arranging artistic activities

與當地孤兒院超過60名3至16歲兒童一同慶祝「六一兒童節」，為他們送上禮物和組織文藝活動



Sponsored local students to take part in the **23rd International Academic Competition** held in Yakutsk, Russia

資助當地學生參與於俄羅斯雅庫次克舉行的「第23屆國際學術比賽」



惠澤社區和有需要人士

在哈薩克斯坦，Karazhanbas 油田每年都會撥出一定資金，向不同社會機構和組織提供捐助，改善當地生活條件、支持文教衛生的工作，其中包括：



Karazhanbas oilfield staff representatives visited WWII veterans

Karazhanbas 油田員工代表看望二戰衛國老兵

Visited **World War II veterans** to present well wishes and gifts

看望二戰老兵，為他們送上祝福和禮物



Community Involvement 社區投入

Case Study: 個案：

Karazhanbas Oilfield Supported Local Post-disaster Reconstruction Karazhanbas 油田協助災後重建

In March 2016, a residential district in Munaylinsk, Mangistau, Kazakhstan, was hit by rainstorm and flooding. Infrastructure including roads and drainage channels were damaged. To support the local government's post-disaster reconstruction and help the local residents to resume a normal life as soon as possible, the Karazhanbas oilfield deployed refuse collection vehicles and donated 1,500 metres of used oil pipes which were laid in the channels for drainage. The Mangistau government and residents of Munaylinsk were grateful for the Karazhanbas oilfield's assistance.

2016年3月，哈薩克斯坦曼吉斯套州 Munaylinsk 區居民點發生暴雨洪澇災害，道路、溝渠等基礎設施受損。為協助當地政府開展災後重建和幫助當地居民儘快恢復正常生活，Karazhanbas 油田撥調了垃圾清運車，並捐贈 1,500 米廢舊油管，用於鋪設排水溝，曼吉斯套州政府和 Munaylinsk 區居民對此深表感謝。

Case Study: 個案：

Helping Flood Victims Overcome Their Plight 協助民眾走出水災陰霾

The Group has care and concern for the well-being of local residents at all operation locations. Bula Air is a rural community village in Bula near the Seram Block's production zone. Bula Air Bridge was destroyed by a flood in 2014. With a view to strengthen relations with the local government and neighbouring communities, and to improve the local transport system and other infrastructure, CITIC Seram donated more than HK\$124,000 for the reconstruction of Bula Air Bridge in 2015. Restoration works were completed in February 2016. The local people now enjoy greater convenience in their life, work and business.

本集團深切關注業務營運地周邊居民的生活。印尼布拉地區 (Bula) 安珥 (Air) 村臨近 Seram Block 生產作業區，2014 年布拉安珥橋 (Bula Air Bridge) 因水災而損毀。為加強與當地政府和周邊社區的關係，改善當地的交通運輸等基礎設施，2015 年 CITIC Seram 撥款逾 12.4 萬港元用於重建布拉安珥橋，2016 年 2 月 CITIC Seram 完成了布拉安珥橋的修復，為當地民眾生活、工作、商貿往來帶來便利。



Reconstruction of Bula Air Bridge funded by CITIC Seram was completed in 2016
2016 年 CITIC Seram 完成布拉安珥橋的重建

Community Involvement 社區投入

Giving Back to the Society

The Group shows its care for the society by engaging in community affairs. Initiatives include promoting educational development, providing public medical and healthcare services, and sponsoring activities promoted by the government or held by non-governmental organisations.

During the reporting period, celebrating the 15th anniversary of the non-profit-making Hong Kong Culture Association, CITIC Resources pledged a sponsorship of HK\$100,000 towards the promotion of cultural and academic exchange between Hong Kong and Mainland China, as well as the succession and development of local culture in Hong Kong.

Some of the major social initiatives participated by the Karazhanbas oilfield in 2016 are listed below:

Sponsored commemorative activities in **Akimat of Mangistau Region** for Nurlykhan Bekbosynov, former Chief Deputy Minister of Energy and Fuel Resources

贊助 **Akimat of Mangistau Region** 舉辦前能源和燃料資源部首席副部長 Nurlykhan Bekbosynov 的紀念活動

Akimat of Mangistau Region



Sponsored local veteran groups to stage the **7th Mangistau Veteran Conference**

贊助當地退伍軍人組織舉行第七屆曼吉斯套州退伍軍人大會



回饋社會

本集團通過不同的社會參與活動，如支持教育事業發展、提供公共醫療衛生服務、贊助政府倡議和非政府組織所舉辦的各類活動，充分表達對社會的關注。

在報告期內，為慶祝非牟利機構香港各界文化促進會成立十五周年，中信資源欣然贊助 10 萬港元，旨在促進香港和內地的文化、學術交流，促進香港文化的傳承和發展。

2016 年 Karazhanbas 油田參與的主要社會活動如下：

Sponsored **The Best Man Contest for 2016** in Karazhanbas hosted by Karazhanbasmunai JSC Employees' Public Organisation

贊助商貿工會 Karazhanbasmunai JSC employees' Public Organisation 於 Karazhanbas 區舉辦 **The Best Man Contest for 2016** 比賽

The Best Man Contest for 2016



Community Involvement 社區投入

Case Study: 個案：

Enhancing Awareness for the Oil and Gas Industry 提升民眾對油氣行業的認知

For the years, the Group has been spearheading the application and upgrade of advanced technologies at its major operation sites. By invigorating local communities with new impetus for growth, the Group create win-win partnerships. During the reporting period, CITIC Seram brought its rich experience and technical strengths in the oil and gas industry into full play. Through newspapers, television and online media, CITIC Seram shared the latest information and developments of the industry with the public. These communications strengthened public knowledge and awareness of the industry, and at the same time, enhanced our corporate image.

多年來，本集團致力帶動業務營運地的先進技術應用和進步，為當地社區注入新的發展動力，實現合作共贏。在報告期內，CITIC Seram 善用其自身在石油及天然氣行業的豐富經驗和技術優勢，於報章、電視和線上媒體向民眾分享行業最新資訊和發展，加強民眾對本行業的認知，提升企業形象。

Case Study: 個案：

Caring for Youth Well-being 關注青少年福祉

The Group cares about the health and well-being of youths. During the reporting period, CITIC Seram worked with Bula Student Association to build a dormitory for the students of East Seram Regency in Ambon, provincial capital of Maluku, Indonesia.

本集團特別關注青少年的身心健康和福祉。在報告期內，CITIC Seram 與 Bula Student Association 合作，為印尼馬魯古省首府 Ambon 的東賽蘭 (East Seram Regency) 學生修建宿舍。

Case Study: 個案：

Public Healthcare 公共醫療衛生

In view of continuing low global crude oil prices in 2016, the Group made greater efforts to control costs and expenses. Nevertheless, CITIC Seram did not stop supporting public medical services. During the reporting period, CITIC Seram continued to maintain and operate the full-service Wayhul Clinic at the production base, offering adequate medical services to staff members, contractors and local villagers. The clinic attended to more than 3,320 medical visits in 2016.

2016 年在國際油價低位運行、本集團嚴控費用開支的情況下，CITIC Seram 沒有停下支持公共醫療服務腳步，繼續維護和運作位於生產基地的全天候 Wayhul 診所，區塊醫療團隊為員工、承辦商和當地村民提供適切的醫療服務，2016 年共提供診療服務 3,320 人次。

To promote health awareness of the workforce and the local community in 2016, Wayhul Clinic produced a number of printed Health Factsheets, which outline common diseases and their symptoms, healthcare and prevention, and tips for seeking medical attention. These useful and complimentary leaflets were provided to employees and the community residents.

為提高員工和當地社區民眾的健康意識，2016 年 Wayhul 診所印製了多種「健康單張」，簡要說明常見疾病的典型症狀、保健預防和就醫指引，便利員工和社區民眾免費取用。