

# 2016

## Environmental, Social and Governance Report



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## About the Report

This is the Environmental, Social and Governance Report (the “**ESG Report**”) released by Christine International Holdings Limited (“**Christine**”, “**We/we**” or the “**Company**”, together with its subsidiaries, the “**Group**”). The content of the ESG report covers the performance in Environment, Society and Governance (“**ESG**”) of the Group in its major operating locations (i.e. mainland China).

The ESG report is prepared by reference to Environmental, Social and Governance Reporting Guidelines (the “**Guidelines**”) issued by The Stock Exchange of Hong Kong Limited (the “**HKEX**”). As an enterprise engaging in food production and sales, Christine understands the importance of ESG for the future of the Group and has hence prepared this ESG Report. This is not only our objective in compliance with regulations and rules, but also our determination in integrating our concerns of environment and society into the Group’s daily operations.

### Scope of reporting

The reporting period for this ESG report is from 1 January 2016 to 31 December 2016. This ESG report covers the Group, the Group’s factories and all stores. This ESG Report briefly presents the environmental, social and governance ideals of Christine, the overall performance of the Group’s core business in terms of the economy, environment and society as well as work highlights.

### Source of data

The data in this ESG Report stems from the Group’s official documents and statistical reports, as well as statistical data provided by the Company’s subsidiaries based on relevant corporate systems. The last chapter of this ESG Report consists of an index for your ease of reference.

### Contact method

Whether you are our staff, clients, partners, industry associations, government departments, general public, media or social organizations, you are welcomed to read this ESG Report and send your feedback and suggestions to the Company by email so that the Group can continuously improve its ESG performance.

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## Chairman's Statement

This is our first ESG Report. I would like to take this opportunity to review our ESG performance and report the same to our investors and stakeholders, and put forward our vision and commitments on social responsibility.

We take up our social responsibilities while creating economic values, upholding the corporate values of being healthy and transparent and pursuing sustainable growth with quality. We strive to become a corporate citizen that is accountable to and can create values for our stakeholders, including our clients, shareholders, employees and the society.



Environmental protection and safety has always been an important part of our operating philosophy. During the course of production and sales, we consistently put environmental protection and safety in a paramount position by incorporating them into our policies and procedures in relation to decision making and operations. We will continue to increase our input in environment and safety in order to become a pioneer in environmental protection and safety in the food industry.

We are committed to contributing to the local community and wider society through various charitable activities. The Company sets up clear career pathways for our employees and optimizes our system for training, appraisal, rewards, recognitions and others. Placing great importance on building corporate culture, we are dedicated to creating a workplace atmosphere that emphasizes excellence and innovation, diligence, commitment, harmony and sharing.

With regard to corporate governance, we have not only strictly complied with the Corporate Governance Code issued by the HKEX but have also strived to set ourselves to the highest possible standards so as to be able to safeguard the interests and satisfy the demands of all stakeholders. It is our belief that it requires unwavering effort to carry out corporate social responsibility. We will move forward to create fruitful returns to shareholders and make the society a better place as we have done in the past.

Christine International Holdings Limited  
Chairman  
Tien-An Lo

## About Christine

Shanghai Lianquan Foodstuff Co., Ltd., the predecessor of Christine, was established on 8 August 1992. Christine was established on 11 March 2008 and was listed on the HKEX on 23 February 2012. Christine is a bakery chain operator engaged in both production and sales.

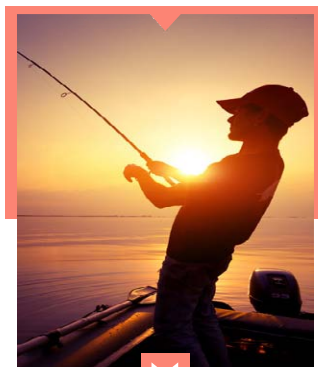
Christine's retail outlets are mainly distributed in prime locations in the Yangtze River Delta region, including Shanghai, Jiangsu Province and Zhejiang Province. As of 31 December 2016, we had a total of 686 retail stores forming a multi-channel retail network. By operating through convenience stores, subway stores, flagship stores and European style fresh-bake stores, we attract various types of customers. We produced and sold more than 2,200 varieties of bread, cakes, moon cakes, pastries and other baked goods. We also launch a variety of new products every month to meet different needs. Christine has five industrial bakeries, which centralizes material procurement and emphasizes on safety, nutrition and stability of the quality of our products. Besides introducing new varieties of bakery products, Christine also focuses on research and development and helps customers "to bring a healthy life home". Our reputation and brand value is widely recognized by consumers. We have won various awards, including the "Shanghai Famous Trademark" (上海市著名商標), over the past years.



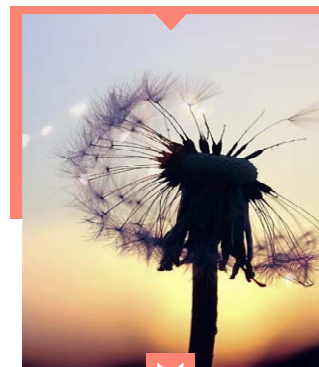
## Our persistence



To date, all of Christine's products are traceable.



From the procurement of raw materials to the production, distribution, sales, and ultimately to the hands of consumers, all processes have detailed records forming a "reliable supply chain".



We insist the Company's ideology that "There is no product that cannot be sold. There is only quality that cannot be sold".

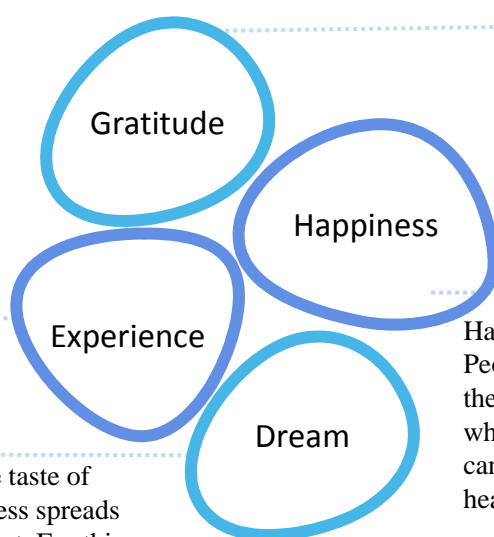
## Our brand ideology

Experiencing the journey of life is our pathway to growth. Without going through the ups and downs, you will never realize or treasure the value of life.

On a joyful day, the taste of warmth and happiness spreads throughout your heart. For this dream, Christine has strived for 25 years and we are grateful for all your companionship along the way.

Gratitude allows us to care about and cherish others, to realize that even everyday life can be wonderful and exciting.

Happiness has a flavour. People only taste this when they are awake, and only when they have a clear mind can they love with their heart.





# Environmental Protection

## ■ Emissions

Christine's production plants face environmental challenges in the form of energy consumption and waste emissions every day. While pursuing economic efficiency, we also regard environmental protection as an important part of our business management.

We place heavy emphasis on the management of waste generated during the operation of the enterprise. At present, wastes generated by the Group's production entities mainly include non-methane hydrocarbon volatile gases, sewage and non-hazardous solid waste. Daily operation does not produce a large amount of carbon oxides, nitrogen oxides or sulfur oxide gases. Therefore, the impact of the Company's gas emissions on the environment is very limited.

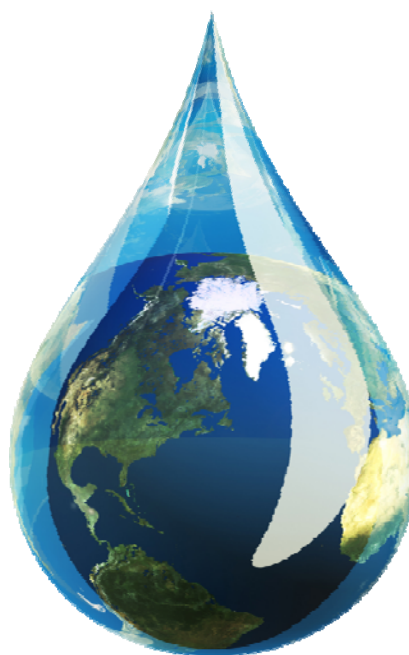


Table of total emissions			
Emissions (Unit)	2016	2015	Year-on-year change between 2016 & 2015
<b>Total volume of sewage (Ton)</b>	129,620.95	154,414.90	-16.06%
Average volume of sewage for finished good (Kilogram/unit)	1.36	1.42	-4%
<b>Total volume of discharged exhaust gases (Million cubic meter)</b>	3.22	2.96	9.03%
Average volume of discharged exhaust gases for finished good (Cubic meter/unit)	0.034	0.027	24.94%
<b>Discharged hazardous solid waste (Ton)</b>	---	---	---
Average volume of discharged hazardous solid waste for finished good (Ton/unit)	---	---	---
<b>Discharged non-hazardous solid waste (Ton)</b>	241.72	281.80	-14.22%
Average volume of discharged non-hazardous solid waste for finished good (Gram/unit)	2.54	2.58	-1.71%

We strictly comply with both international and domestic laws and regulations in relation to air and water pollution. We incorporate environmentally friendly concepts into our daily operation. We actively cooperate with local supervisory bodies in any of their supervisions and examinations, and consistently abide by the regulations of local supervisory bodies and specified industrial guidelines in order to improve our performances in environmental protection.

Our factories use water spray fume purifiers to purify exhaust emissions to avoid direct emission of exhaust gas. All production wastewater is processed through grease filtration pool, regulating pool, anoxic pool, aerobic pool and sedimentation tank before discharge and water quality of discharge meets level 3 standard of sewage discharge stipulated by the government.



As a food manufacturing and sales enterprise, the nature of our business is not industrial production. Hazardous wastes (such as chemical wastes) are not produced during our operation process.

For non-hazardous wastes, the Group and its factories have formulated policies to manage non-hazardous wastes such as “Waste Oil Management System” and “Waste Control Management System”. The Company regularly checks the processing of wastes to ensure that relevant departments properly handle wastes in accordance with the procedures prescribed by the Company .



## ■ Use of Resources

In 2016, the overall energy consumption of the factories of Christine generally decreased, with water consumption falling by 3.46% and natural gas consumption falling by 8.03% year-on-year.

List of Total Energy Consumption			
Energy Type (Unit)	2016	2015	Year-on-year change between 2016 & 2015
Total volume of sewage (Ton)	277,927.14	287,876.76	-3.46%
Average water consumption for finished goods (Kilogram/unit)	2.92	2.64	10.63%
Total electricity consumption (kWh)	18,636,302.59	18,717,826.48	-0.44%
Average electricity consumption for finished goods (kWh/unit)	0.02	0.17	14.09%
Total natural gas consumption (Cubic meter)	756,352.00	822,406.00	-8.03%
Average natural gas consumption for finished goods (Cubic meter/unit)	0.0079	0.0075	5.39%
Total transported Diesel fuel consumption (Ton)	364.81	366.68	-0.51%
Average transported Diesel fuel for finished good (Gram/unit)	3.83	3.36	14.01%
Total greenhouse gas emission (Ton)	15,739.72	15,932.68	-1.21%
Average greenhouse gas emission for finished goods (Kilogram/unit)	0.17	0.15	13.20%

The Company sources water for food manufacturing from water plants. After such water undergoes purification treatment in the Company's factories, it is used in food production. The Company has not encountered any problem in sourcing water for food manufacturing.

### Our efforts in resources conservation:



#### A Water saving

Conducting inspections of the factories' production equipment's air compression system and water pipe network on a regular basis so as to eradicate leakage.



#### B Water recycling

Recycling and reusing the condensate of YUANDA air conditioning units in the cleaning area of the workshops by the factories.



#### C Electricity saving

Rearranging the factories' lighting layout in workshops based on actual needs and achieve "lights off when leaving".



#### D Office automation

The Group comprehensively promotes a paperless office, thereby reducing the use of paper.

As one of the first foreign-invested bakery enterprises to enter China's market, Christine (including its predecessor) has been developing for more than 20 years. We have witnessed the rapid development of China's economy and the growth of China's bakery industry.

Currently, different bakery brands are emerging in China in a bloom. This is both an opportunity and challenge for Christine because with the emergence of these new enterprises, we have a sense of pressure while at the same time we also realize the importance of research and development as well as innovation. We should not only focus on product development, but also on the pursuit of brand innovation. Through our rebranding efforts, an old brand has shined again.



In order to adapt to market needs and enhance our brand image, in 2016, the Company made adjustments to the appearance, size and texture of all types of cake boxes. Although the total production volume declined, the use of packaging materials was on an upward trend. The packagings and labels used by the Company's products are in compliance with the national food safety standards. Compared with 2015, the Group used a total of 3,283.69 tons of packaging materials in 2016, representing an increase of 6.61%.

The statistics of packaging materials used			
Type of Packaging Materials (Unit)	2016	2015	Year-on-year change between 2016 & 2015
Plastic Packaging film (Ton)	275.79	438.86	-37.16%
Plastic Packaging Box (Ton)	2,575.23	2,145.31	20.04%
Glass (Ton)	4.44	4.07	9.09%
Foam Box (Ton)	19.36	39.39	-50.85%
Packaging Paper Carton (Ton)	408.87	452.60	-9.66%
<b>Total (Ton)</b>	<b>3,283.69</b>	<b>3,080.23</b>	<b>6.61%</b>
Average packaging materials used (Gram/unit)	34.50	28.24	22.16%

## ■ The Environment and Natural Resources

We ban the use of all prohibited substances listed in national laws and regulations that may adversely affect human health and the environment during our food production processes. Meanwhile, our business nature also makes us an enterprise which does not have a significant impact on the environment and natural resources.

Concurrently, waste pollutants produced by the Group are mainly sewage, non-methane hydrocarbon volatile gases and non-hazardous solid wastes. These three types of wastes meet the national environmental protection requirements after our proper treatments.

Moreover, our management team continues to implement projects to save energy and reduce emissions, and hence minimizing the possible impacts on the environment incurred by our operations.



## Staff Care

### ■ Working Environment

We have been endeavoring to create a good working environment for our employees. The Group has been recruiting pursuant to the principles of openness, fairness, competition and meritocracy. Recruitment is conducted in such a way that top priority is given to internal employee transfer before considering external recruitment. We encourage reasonable mobilization of employees within the Group, thereby providing more promotion and learning opportunities for employees. The Group keeps improving its measures with regard to attracting and retaining employees. For example, we formulate talents training strategies based on the Group's philosophy, prospect, business strategies and goal, organize training program within the Group; provide a wide range of employee' benefits to our workers, including but not limited to working performance bonus, year-end bonus, society security fund (unemployment insurance, work-related insurance, maternity insurance, medical insurance, housing provident fund and pension). We provide career development opportunities for employees in line with the development of the Group's businesses and maintain a healthy employee turnover rate.

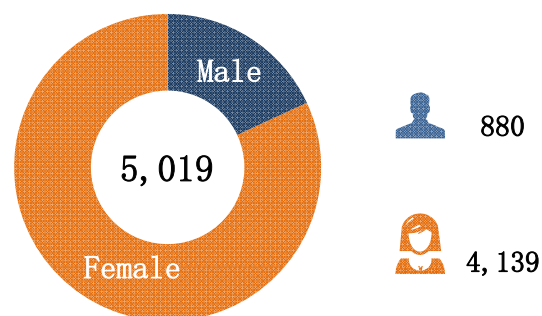


We strictly implement and comply with the relevant national and local laws and regulations for labour. In order to establish an incentive and restraint mechanism in which salary is linked to position and performance of employees, the Group has respectively established a series of frameworks for salary management, performance evaluation and award and punishment management applicable to the Group and its subsidiaries, which not only complies with national and local policies, but also ensures reasonable salary level that is competitive in the market. Salaries and benefits of employees vary across regions, which have varying living standards and consumption levels, so salaries of employees at the same rank may be different. The Group is nevertheless dedicated to providing equal opportunities.

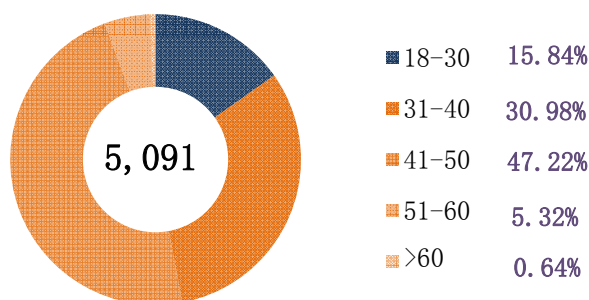
## Staff Structure

The Group actively recruits talents of different genders, education backgrounds and ages in a fair and equitable manner through various channels including social recruitment and campus recruitment.

In 2016, Christine had 5,019 employees, of which most of them are female employees. 4,139 were female employees, accounting for 82.47%, and 880 were male employees, accounting for 17.53%.



Total workforce (by gender and rank)			
Rank	Male	Female	Total
Senior management	12	11	23
Middle management	24	49	73
General staff	844	4,079	4,923
<b>Total</b>	<b>880</b>	<b>4,139</b>	<b>5,019</b>



All of our employees are in Eastern China region and their ages mainly fall within 18-50, totaling 4,720 or 94.04%.

Total workforce (by age and rank)						
Rank	18-30	31-40	41-50	51-60	>60	Total
Senior management	0	2	13	4	4	23
Middle management	3	33	29	6	2	73
General staff	792	1,520	2,328	257	26	4,923
<b>Total</b>	<b>795</b>	<b>1,555</b>	<b>2,370</b>	<b>267</b>	<b>32</b>	<b>5,019</b>

Total workforce (by region and rank)				
Rank	Shanghai	Eastern China (excluding Shanghai)	Other regions	Total
Senior management	15	8	0	23
Middle management	34	39	0	73
General staff	2,793	2,130	0	4,923
<b>Total</b>	<b>2,842</b>	<b>2,177</b>	<b>0</b>	<b>5,019</b>

In 2016, employee turnover of the Company was relatively frequent. During the year, 1,506 new employees joined us. 2,280 employees left, of which 1,604 were female which accounted for 70.35% of all leaving employees. From age distribution, leaving employees aged 18-30 accounted for 45.53% of all leaving staff.

Our staff mainly consists of production staff at factories and sales personnel at retail stores, among which female and young workers account for a higher ratio. The mobility of staff in this dimension is more apparent and has contributed to higher overall turnover rate of the Company.

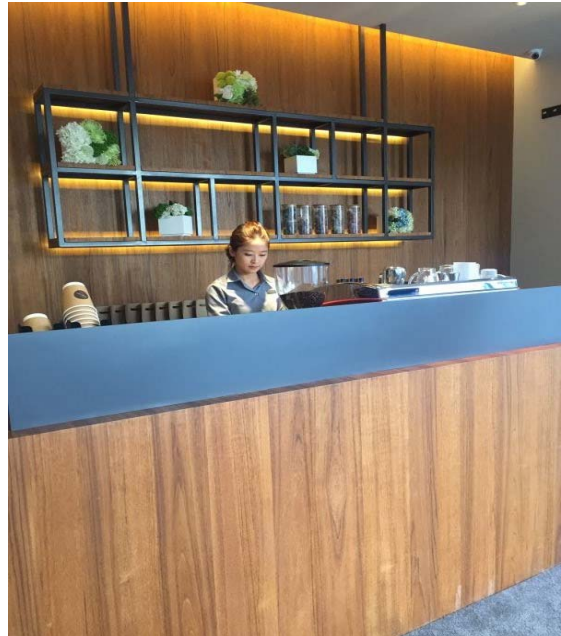
Employee turnover (by region, gender and age)							
Employee turnover		18-30	31-40	41-50	51-60	>60	Total
Male	Shanghai	273	89	64	15	6	447
	Eastern China	141	56	0	30	2	229
	Others	0	0	0	0	0	0
	Sub-total	414	145	64	45	8	676
Female	Shanghai	278	289	280	52	0	899
	Eastern China	346	234	117	8	0	705
	Others	0	0	0	0	0	0
	Sub-total	624	523	397	60	0	1,604
<b>Total</b>		<b>1,038</b>	<b>668</b>	<b>461</b>	<b>105</b>	<b>8</b>	<b>2,280</b>



## ■ Health and Safety

Employees are the most valuable asset of Christine. We place great emphasis on our relations with employees, and have been endeavoring to improve performance of the Group in terms of safety. Abiding by the guiding policy of “safety first, prevention being crucial and management being comprehensive”, Christine has been improving its occupational health and safety systems and policies, and providing protective measures (including requirements on factory staff for wearing safety gloves and clothing) for its employees as comprehensive as possible to prevent any potential risk of health and safety.

The Company arranges health examination agency to examine employees’ physical conditions each year, and such agency analyzes for and reports on key health indicators in accordance with requirements of the Company.



The Group and its factories pay great attention to the personal safety of employees. Relevant safety management system is in place to tackle emergencies.

The Company promotes safety awareness by various means and has always adopted “safety first” as an important part of production. We strengthen employees’ safety awareness through continuous training. Through the combination of theoretical and practical training, we have created a safe working environment for our staff.



## Development and Training

We value each employee. We believe that employees develop themselves as the Group expands its businesses. We also provide specific, systematic and forward-looking training for employees, and explore the potential of employees to support the sustainable development of the Group.

In 2016, 186,114 hours of training were provided by the Group through different forms of internal and external training, involving 41,337 employees in total at various levels. The trainings covered the Company's organizational strategy and corporate culture, employee's basic working skills, employee's business knowledge, orientation, and other areas.



To ensure continuous quality enhancement of the teams to cope with the stable development of the Group, the Company will provide more training opportunities for employees, and will also constantly improve the training courses to support corporate management and meet the needs of employees.

Training employees (by rank)				
Rank	No. of employees	No. of trained employees	Average training percentage	Total training time (by hours)
Middle and senior management	96	195	203%	975
General Staff	5, 142	41, 142	800%	185, 139
<b>Total</b>	<b>5, 238</b>	<b>41, 337</b>	<b>789%</b>	<b>186, 114</b>

## Labour Standards

We are committed to protecting human rights. During the reporting period, we are not aware of any non-compliance of child and forced labour. We have been strictly complying with the relevant national laws and regulations to prevent the occurrence of child and forced labour. We will settle all of the salary immediately and take remedial measures once a child labor is found being misused. In addition, we have preference in hiring local staff for our operation in every location, for the purpose of boosting the local economy.

## Quality Responsibility

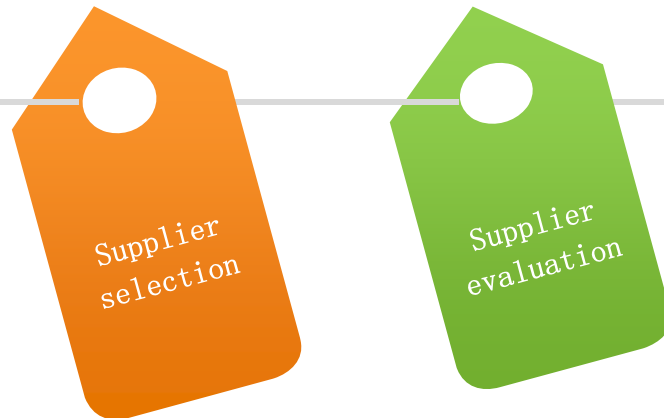
### Supply Chain Management

The establishment of a supply chain management system is the basis of the Company's operational risk management. The Company has developed the "Procurement Management System", and prepared the "List of Qualified Suppliers" based on its workflow to, among others, manage environmental and social risks of our supply chain. In 2016, Christine identified 257 qualified suppliers in total, and all of them are from mainland China.

The Company selects suppliers in strict accordance with system requirements and signs contracts with suppliers to clarify the responsibilities and interests of both sides, ensure that the materials procured are in line with the Company's operation needs and provide safety assurance for food quality.

Promoting the establishment of a green supply chain is of great strategic significance for the Company's sustainable development. We control our business processes including material procurement and service procurement by following our established procedures to protect the Group and interested parties from any potential economic loss or brand influence.

Company's top 10 suppliers of raw and auxiliary materials in 2016			
No.	Name	Category	Province
1	Shanghai Xinqiang Food Co., Ltd. (上海新强食品原料有限公司)	Cream, milk, etc.	Shanghai
2	Shanghai Meixin Trade Co., Ltd. (上海美馨贸易有限公司)	Milk powder, assorted fruit, peach, coffee essence, New Zealand butter, fish gelatin	Shanghai
3	Shanghai Qiaoxing Enterprise Management Co., Ltd. (上海侨兴企业管理有限公司)	Grease (regular), ice-cream (oem), moon cakes (oem)	Shanghai
4	Shanghai Youteng Trade Co., Ltd. (上海悠腾贸易有限公司)	Special grade butter, fruit cream, baked peanut, grain flour, creamer, fruit mud, etc.	Shanghai
5	Shanghai Jiansong Food Trade Co., Ltd. (上海剑颂食品销售有限公司)	Additives, nuts, etc.	Shanghai
6	Wujiang Shangpu Packing Products Co., Ltd. (吴江尚浦包装制品有限公司)	Paper products	Shanghai
7	Guangdong Jinghe Flour Co., Ltd. (广东金禾面粉有限公司)	Flour	Guangdong
8	Shanghai CPT Printing Co., Ltd. (上海肯佩特印务有限公司)	Paper products	Shanghai
9	Shanghai Dahui Trade Co., Ltd. (上海达惠贸易有限公司)	Cocoa powder, dried grape and coconut, stuffing	Shanghai
10	Zeelandia Baking Ingredients (Wuxi) Co., Ltd. (芝兰雅烘焙原料(无锡)有限公司)	Mix powder, pectin, etc.	Shanghai, Jiangsu



In addition to the Group's top-down policy guidelines, the purchase department and all subsidiaries have also developed internal regulations to strengthen supplier management.

The Company's purchase department updates the list of suppliers regularly. For newly introduced suppliers, the purchasing personnel strictly review the qualification documents of the new suppliers and assess them against production quality requirements of the Company to determine whether the suppliers can provide consistently high quality goods required by the Company.

At the end of each year, the purchase department will arrange the relevant units to evaluate suppliers. If the services provided by a supplier do not meet the requirements of the Company or may cause environmental impact and potential hazards, the purchase department will take measures to request for rectification within a certain time frame or remove such supplier directly from the list of qualified suppliers.

By combining pre- and post-control measures through supplier selection and supplier management, the Company has not only provided double assurance for supplier management, but also ensured the Company's commitment to fulfilling corporate social responsibilities.

■ Product Quality

We strictly complied with all the relevant laws and regulations relating to food safety in the food industry. Product labels are in compliance with the national food safety standards and false and exaggerated contents are excluded, while the product advertisements are in compliance with the regulations of the national advertisement law and false propaganda are excluded.

During the production process of our subsidiaries, the quality control department is responsible for tracking the product quality inspection throughout the process. The quality control department arranges quality inspectors to conduct on-site quality inspection on a daily basis. Random inspection mainly focuses on production processes and teams that are likely to violate the production standards according to the statistics compiled by the quality department, so as to ensure that the production steps and equipment operation status have complied with the relevant quality standards.

The Group always regards food safety as the core focus of production. All of our members has put efforts in providing consumers with satisfactory food.



Normally, food quality constitutes seven aspects including raw material procurement, food production and processing, food packaging, food inspection, food storage, food transport and food sales.

The final quality of food depends on the output quality of different processes and their coordination.

The Group has established a sound quality management system and continues to enhance management control in all aspects for all-time food safety.





## ■ Service Quality

We place emphasis on the protection of customer privacy and have incorporated this idea into our daily operation with a view to creating good corporate atmosphere. Our continuous efforts have won both recognition and trust from our customers.

We focus on the protection of the Company's intellectual property rights of enterprises, and enter into confidentiality agreement with the relevant staff members. In addition, we also respect the intellectual property rights of others. We insist on the use of genuine application software to avoid security vulnerabilities and legal disputes arising from software copyright.

We have established different channels for customer services, including customer service centers, customer service hotlines and customer satisfaction surveys. We actively maintain close contact with retail customers and encourage them to share their views.

During the reporting period, we received a total of 434 complaints, of which 192 cases were product quality complaints, 48 cases were service-related complaints and 194 cases were complaints over expired coupons. We actively handle customers' complaints and seek to make improvements so that customers can truly experience the value of our services.



For product quality complaints raised by customers, shop assistants will actively communicate with the customers and report the case to the factory, customer service center at the headquarters and the quality management department. If the quality complaint is found to be substantiated after investigation, shop assistants will immediately carry out a product recall and compensate the customers according to the requirements of the national laws and the relevant policies of the Company. The Company's quality management department is responsible for investigating the cause of the incident and recovering damages from the responsible persons or departments on a timely basis.

We engage secret shoppers on a random basis and hire third-party agencies to evaluate the service quality of our stores and online sales. We assess our customer service level in full through both internal and external measures. We continue to improve and enhance ourselves based on the feedback so that our customers can truly feel our sincerity and good intention.



## ■ Anti-Corruption

On the anti-corruption front, we continue to improve different rules and systems and the code of conduct on clean governance to create an enterprise without corruption, and incorporate systems of education, institution, supervision into our corporate management.

In daily work, we set up suggestion boxes, reporting hotlines and mailboxes to strengthen the supervision over our management, and promote an anti-corruption work ethic inside the Group to create a clean and honest working environment. In terms of financial management, we require our subsidiaries to implement the Accounting Standards for Business Enterprises, strengthen financial audit on the key and weak spots in operation management, improve asset quality and avoid financial risks.



During the reporting period, there was not any corruption case related to Christine or its employees, and we have complied with the relevant laws and regulations relating to bribery, extortion, fraud and money laundering. As our business develops, we will further improve the anti-corruption system and continuously strengthen and intensify supervision, so as to provide effective protection for the Group's sustainable development.



## Community Investment

We actively promote a good relationship with the communities in which our operations are located, including engaging in charitable and voluntary works to support the long-term development of the community.

We also encourage our staff to devote more time in community involvement. During the current reporting period, we cooperated with non-governmental organizations, charitable organizations and social organizations and contributed our power through voluntary blood donation.



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	A2.2 Water consumption in total and intensity.	Environmental Protection – Use of Resources
	A2.3 Description of energy use efficiency initiatives and results achieved.	Environmental Protection – Use of Resources
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Environmental Protection – Use of Resources
	A2.5 Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	Environmental Protection – Use of Resources
A3: The Environment and Natural Resources	General Disclosure	
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection - Environment and Natural Resources

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Aspect	General Disclosures & Key Performance Indicators	Sections
<b>B. Social</b>		
B1: Employment	General Disclosure	
	B1.1 Total workforce by gender, employment type, age group and geographical region.	Staff Care - Staff Structure
	B1.2 Employee turnover rate by gender, age group and geographical region.	Staff Care - Staff Structure
B2: Health and Safety	General Disclosure	
	B2.1 Number and rate of work-related fatalities.	<i>During the reporting period, there was no such event occurred in Company's production and operation.</i>
	B2.2 Lost days due to work injury.	<i>During the reporting period, there was no such event occurred in Company's production and operation.</i>
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	Staff Care - Health and Safety
B3: Development and Training	General Disclosure	
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle managements).	Staff Care - Development and Training
	B3.2 The average training hours completed per employee by gender and employee category.	Staff Care - Development and Training
B4: Labour Standards	General Disclosure	
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	N/A
	B4.2 Description of steps taken to eliminate such practices when discovered.	N/A
B5: Supply Chain Management	General Disclosure	
	B5.1 Number of suppliers by geographical region.	Quality Responsibility - Supply Chain Management
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Quality Responsibility - Supply Chain Management

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Aspect	General Disclosures & Key Performance Indicators	Sections
<b>B. Social</b>		
B6: Product Responsibility	General Disclosure	
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality Responsibility - Product Quality
	B6.2 Number of products and service related complaints received and how they are dealt with.	Quality Responsibility - Product Quality
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	Quality Responsibility - Product Quality
	B6.4 Description of quality assurance process and recall procedures.	Quality Responsibility - Product Quality
	B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	Quality Responsibility - Product Quality
B7: Anti-corruption	General Disclosure	
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Quality Responsibility - Anti-corruption
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Quality Responsibility - Anti-corruption
B8: Community Investment	General Disclosure	
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
	B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Investment

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