



China Traditional Chinese Medicine Holdings Co. Limited

(Incorporated in Hong Kong with Limited Liability)

(Stock code: 00570)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2016





Content

Introduction	2
Message from Chairman	4
Our Values	6
Environmental Protection	8
People	12
Community	21
ESG Content Index	23



Introduction

ABOUT OUR COMPANY

China Traditional Chinese Medicine Holdings Co. Limited (stock code: 00570.HK) (referred to as the “China TCM”, “the Group”, or “the Company”, unless otherwise indicated) is a subsidiary of the Chinese National Traditional Chinese Medicine Corporation under China National Pharmaceutical Group Corporation (Sinopharm) and is a large and modern pharmaceutical corporation. The group is mainly engaged in R&D, manufacturing and distribution of Traditional Chinese Medicine (“TCM”) products. The Company has always been committed to expanding its business expertise. Through organic growth and acquisitions, the Company has developed the TCM industrial chain in various segments, expanded the business scale and diversified its product portfolio.

The Company is committed to developing a people-oriented vision and to improve the overall team performance and the ability to accept new challenges which is placed as a top priority. Through ceaseless development and accumulation, the Company has gradually developed a “Harmonious, Hardworking and Optimistic” corporate spirit and a core value of “Being an honourable person, working diligently and pursuing excellence persistently”. By living out the Company’s vision of “Caring for life and attending to health”, the Company is committed to promoting social well-being by actively engaging in voluntary activities such as helping the poor and making charitable donations in various cities in Mainland China and in Hong Kong.

Over the years, the Company has been following the principles of “Inheriting TCM culture, carrying forward the essence of TCM and protecting human health” as its mission. It strives to promote the TCM culture and develop into a leading TCM corporation.

Introduction



ABOUT THE REPORT

This is the first Environmental, Social and Governance (“ESG”) Report of China Traditional Chinese Medicine Holdings Co. Limited. This report is prepared in compliance with the ESG Reporting Guide set out in the Appendix 27 of the “Rules Governing the Listing of Securities” by the Hong Kong Stock Exchanges and Clearing Limited and represents the actual status of the Company in this context. The report aims to enhance the understanding of the stakeholders (including shareholders, clients, employees, suppliers and communities) about the Company’s sustainable development efforts as well as the related management approach and performance and to enhance understanding and communication between stakeholders and the Company.

REPORT PERIOD AND SCOPE

The reporting scope covers China Traditional Chinese Medicine Holdings Co. Limited and all of its subsidiaries. This report is prepared based on the Company’s Environmental and Social performance from 1 January to 31 December 2016. Regarding the information of corporate governance issue, please refer to the page 44-59 of the corporate governance report in the annual report of 2016.

FEEDBACK

This is the Company’s first ESG report and although ample effort has been put into reporting in a clear and understandable way, there may still be some omissions in the report. In the future, the Company will continuously improve its performance on Environment, Social and Governance aspects to satisfy the rising demands of the stakeholders. Should you have any opinions or feedback on the report, please feel free to contact us. Email: publicrelation@china-tcm.com.cn.

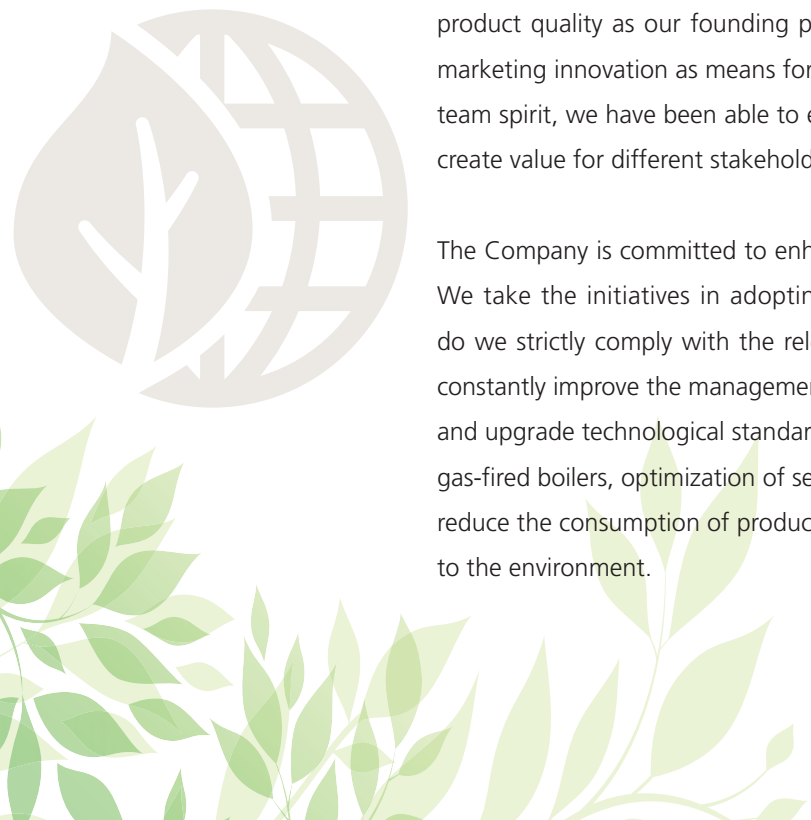




Message from Chairman

Dear Stakeholders,

Sustainable development has always been the cornerstone of China TCM and we are glad to present to you the Company's Environment, Social and Governance Report for 2016. As a TCM Company that provides high quality TCM products and services wholeheartedly, we strive to build an excellent corporation. We closely keep up with the market trends, take meeting customer needs as our priority and responsibility. We view product quality as our founding principle, efficient management as the strategy, and marketing innovation as means for growth. Relying on a hardworking and indomitable team spirit, we have been able to explore a unique and suitable path for ourselves and create value for different stakeholders.



The Company is committed to enhancing its endeavours on environmental protection. We take the initiatives in adopting environmental management methods. Not only do we strictly comply with the relevant environmental laws and regulations, but also constantly improve the management system for energy saving and emissions reduction, and upgrade technological standards such as the transformation of oil-fired boilers into gas-fired boilers, optimization of sewage facilities etc. We also put in our best efforts to reduce the consumption of product resources, energy at source and potential pollution to the environment.

Message from Chairman



The Company values its employees' rights and well-being and strives to offer a non-discriminatory, equal and harmonious working environment. Management and employees share the responsibility in ensuring that the Company complies with the labour laws of China and the Hong Kong Special Administrative Region (HKSAR). The Company also attaches great importance to employee welfare, training and career development, occupational health and safety etc., in order to enhance the competitiveness of employees and the Company. To offer a safe and comfortable workplace, the Company continuously implements stringent policies, systems, and processes so as to safeguard the health of its employees and reduce safety risks.

Stepping into 2017, the Company will continue to consider the environmental and social impact caused by its operations, focus on sustainable development, pursue improvements as well as maintain and increase its competitive advantages. We will remain proactive in doing business and have fair, sincere and sound communication with stakeholders as the long march of sustainable development requires persistent endeavours. I believe that, with the continued support from different stakeholders, China TCM will seize every opportunity along with our employees and provide better products and services to our customers.

WU Xian
Chairman
Hong Kong, 21 March 2017





Since its establishment, the Company has strictly complied with each national law and regulation. Insisting on operating business honourably and competing fairly, the Company has strengthened corporate discipline and enhanced the awareness about conscientious operations. At the same time, the Company has followed the service principle of "Serving wholeheartedly, Satisfaction first, Win-win cooperation" to improve customer service, protect the safety of customer information and confidential personal information. The Company has also established a specialized channel for receiving customer feedback and continuously improve and enhance customer service.



PRODUCT RESPONSIBILITY

The Company has a sound quality control system and all its production-oriented subsidiaries have passed the Good Manufacturing Practice of Medical Products ("GMP") certification. The pharmaceutical production operates in compliance with the "Pharmaceutical Administration Law" and GMP-related laws, regulations, and standards. Thus, the product quality has remained stable in the long term and the drug efficacy has gained the trust of users. Through regularly collecting information via multiple channels such as annual product review and analysis, feedback on drug quality and the collection of drug adverse reaction information, the Quality Control Department of the Company has been able to obtain the information on potential quality problems and reduce risks for drug users in time.



SUPPLY CHAIN MANAGEMENT

China TCM aims to create a win-win supply-demand cooperative relationship, eventually making a contribution towards sustainable development in the industry and the society. The Company will continue to enhance productivity and build a close relationship with its suppliers. The raw materials are purchased by the procurement centre of the Company. Leveraging on advantage of the economies of scale, the Company has greatly enhanced its efficiency by lowering procurement costs and



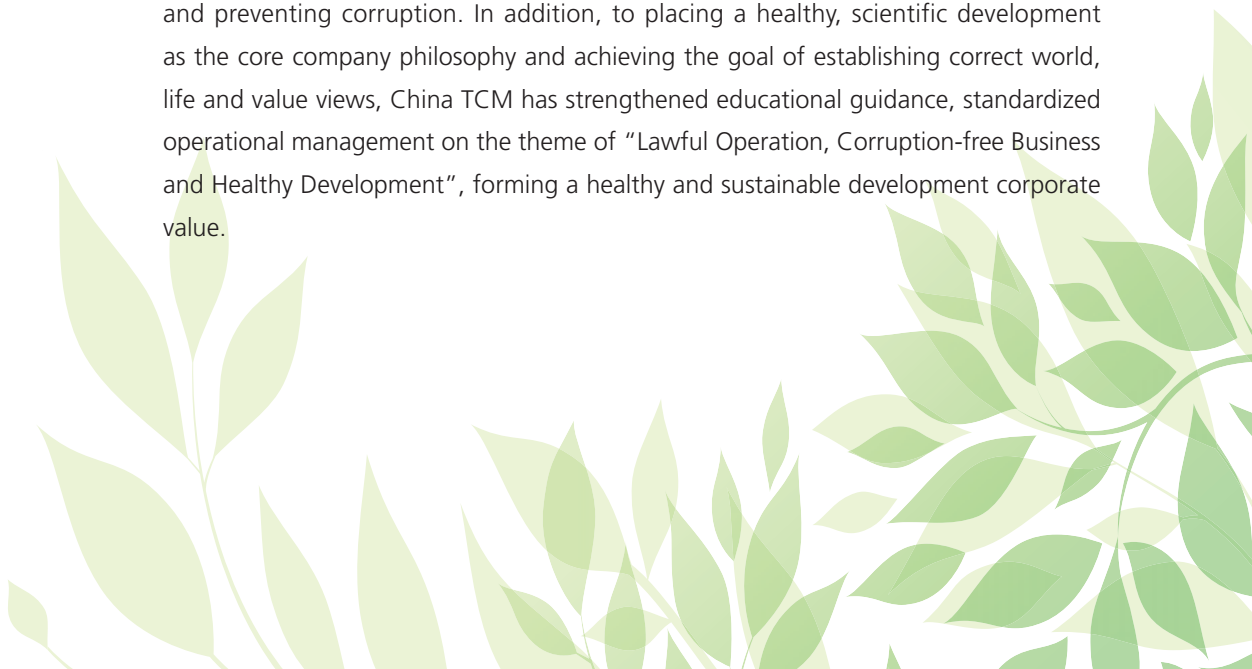
Our Values

reducing a number of circulation segments in-between. Other packaging raw materials are procured separately by each individual subsidiary and supervised by the procurement centre. In the first half of 2016, the Company worked with 342 suppliers, of which 33 were central procurement suppliers. In the second half of 2016, the procurement business of Jiangyin Tianjiang Pharmaceutical Co., Ltd. (“Jiangyin Tianjiang”) and Guangdong Yifang Pharmaceutical Co., Ltd. (“GD Yifang”) was gradually integrated with the procurement centre of the Group. Currently, 105 herbal materials are included in the scope of the centralized procurement, and the procurement model has developed closer to the origins of the herbal resources.

As the Company selects its suppliers, it insists on strict screening. To promote a healthy development of the market value chain, not only does the Company take profitability, compliance, product quality and credibility into consideration, but also includes social responsibility aspects such as environmental protection and employee rights in the processes of procurement, subcontracting and distribution. There is a continuous monitoring of supplier activities. Once problems arise, they will be dealt with promptly.

ACTION AGAINST CORRUPTION

Establishing a corruption free and law-abiding corporate body is one of the pillars in supporting the Company’s development and efficiency. China TCM continuously strengthens anti-corruption education and maintains a highly transparent system. The Company has executed educational activities of related themes internally to alert its employees, particularly targeting the leaders, managers, and staffs in key positions of each department to eliminate corruption whilst at the same time diligently carrying out specialized remedial and supervision, strengthening the internal monitoring system and preventing corruption. In addition, to placing a healthy, scientific development as the core company philosophy and achieving the goal of establishing correct world, life and value views, China TCM has strengthened educational guidance, standardized operational management on the theme of “Lawful Operation, Corruption-free Business and Healthy Development”, forming a healthy and sustainable development corporate value.





Environmental Protection

China TCM insists on operating lawfully and strives to reduce resources and energy consumption at source as well as its potential pollution to the environment. The Group values environmental management work, possesses a sound environmental management and monitoring system and strictly complies with the relevant laws and regulations regarding emission amount and standards.

China TCM insists on operating lawfully and strives to reduce resources and energy consumption at source as well as its potential pollution to the environment. In 2016, the Company did not receive any major penalties or non-monetary sanctions due to the violation of environmental regulations. The Company values the establishment of an environmental management system, during the year, Sinopharm Group Feng Liao Xing (Foshan) Pharmaceutical Co. Ltd (“Feng Liao Xing”) systemized environmental management work comprehensively through the certification of its environmental management system and had set a good example for the Company in being a green and responsible corporation throughout its operations.

In the following energy consumption and emissions section of the report, data are mainly collected from the Company's subsidiaries in Guangdong Province, including Feng Liao Xing, Sinopharm Group Dezhong (Foshan) Pharmaceutical Co., Ltd. (“Dezhong”), Sinopharm Group Guangdong Medi-World Pharmaceutical Co., Ltd. (“Guangdong Medi-World”) and GD Yifang etc. To satisfy the increasingly stringent requirements on Environmental, Social and Governance aspects, the Company will continue to enhance the reporting scope, gradually include all other subsidiaries into the ESG report.



Environmental Protection



ENERGY CONSUMPTION

During the manufacturing process, China TCM enhances technological standards and increases the efficiency of resources usage through a comprehensive technological process. For example, the Company adopted the dual-effect heat pump technology to improve concentration efficiency and recycled waste heat from boilers to save fuel resources. In 2016, the Company consumed about 25,174,586 unit/kWh indirect energy. The total direct energy consumption in the form of fuel oil, fuel gas and coal was 117,126 kg, 3,688,110 m³ and 10,240 tonnes respectively. Moreover, the Company has continuously optimized its energy savings and emissions reduction management system by improving technological standards, including projects such as transforming and optimizing sewage treatment facilities to enhance water efficiency.



Resource consumption	Unit	
Electricity	kWh	25,174,586
Fuel Gas	m ³	3,688,110
Fuel Oil	kg	117,126
Municipal Water	tonnes	652,321

The Company is devoted to reducing energy consumption and CO₂ emission during its operations. The total emissions of greenhouse gases (GHG) consist of two parts. Scope 1 represents the direct GHG emissions emitted during the production process mainly by boilers, whilst Scope 2 represents the indirect emission due to energy purchased including mainly electricity consumption. In 2016, the total GHG emission was 44,998 tonnes.



GHG emission	Unit	
Direct emission (Scope 1)	tCO ₂ e	28,940
Indirect emission (Scope 2)	tCO ₂ e	16,058

Environmental Protection



EMISSIONS

China TCM values environmental management work, possesses a sound environmental management and monitoring system and strictly complies with the relevant laws and regulations regarding emission amount and standards. Apart from internal supervision and assessment, the Company also commissions independent third-party institutions to monitor emissions of sewage quarterly and boiler exhaust gas twice a year. The Company has also established a hazardous substance management system and retains all transfer records of hazardous substances during the production process. The Company also contracts with the local hazardous substance collectors with professional qualification to regularly collect and handle the hazardous waste, whilst closely monitoring the storage of the hazardous substances and putting on record to the local environmental department.

The major pollutants released by the Company to the environment include sulphur dioxide, nitrogen oxides and wastewater containing organic compounds in Chinese medicines. The concentration and total amount of effluent discharges have been checked and approved by the local environmental protection department. According to the relevant laws and regulations including the Environmental Protection Law of People Republic of China ("PRC") and Atmospheric Pollution Prevention and Control Law of PRC, the Company regularly arranges independent third-party institutions to monitor its emission situation. Included among these, for each one of its coal-fuelled boilers and sewage treatment facilities, the Company has set up an online monitoring system so that the emission information can be transmitted to the monitoring departments immediately to ensure emission compliance to relevant laws and regulations.



Waste and Sewage	Unit	Amount
General Waste	tonnes	10,166.7
Hazardous Waste	tonnes	10.3
Chemical Oxygen Demand in Sewage	tonnes	8.5

Environmental Protection



ENHANCING THE CORPORATE'S ENVIRONMENTAL AWARENESS

The Company has taken the lead in establishing a TCM raw material pre-processing and extraction facility in Guangdong province. This helps to achieve a centralized and efficient use of energy, pre-treating pollutants before they are acceptably discharged, and sets an example regarding the adoption of good and efficient energy saving measures. The Company also strives to promote environmental friendly concepts, and enhance the employee's awareness regarding substantial development. In this regard, the Company has proactively carried out a series of promotion educational activities and trainings regarding energy-saving and emissions reduction, implemented resource saving campaigns and promoted green lifestyles.

The Company also promotes the concept of a green office and encourages its employees to save electricity, reuse water, paper and other office consumables to prevent wasting resources and establish a good environmental-friendly and energy saving atmosphere. Apart from this, the Company has carried out activities such as resource saving campaigns, and green lifestyle promotions to all employees through its corporate culture education, enabling employees to spontaneously participate in activities relating to a sustainable and green lifestyle.





China TCM sees its talents as one of the core assets to maintain the Company competitive. The continuous success of the Company depends on attracting and retaining talents for the Group's sustainable development. The Company places great emphasis on its employee's career development, physical and mental health, and has committed to creating a co-development platform for both its employees and the Group and a healthy, comfortable, harmonious and equal working environment.

China TCM highly values talent development and enhancement and has diligently built a co-development platform for all its employees and the Company. The Company has always adhered to its principle regarding talents that is choosing both virtuous and talented people on the basis of meritocracy. The Company has a competitive salary system and the recruitment process has strictly adhered to the relevant labour laws of Mainland China, for example, "the Labour Contract Law of the PRC", "Law of the PRC on the Protection of Minors", "Prohibition of the Use of Child Labour", "Special Provisions on Labour Protection for Female Employees" and the relevant requirements under labour laws in Hong Kong. The Company prohibits and prevents the employment of child labour and forced labour.

The Company follows the people-oriented principle, adhering a fair, open and impartial manner for all its recruitment, remuneration, promotion, dismissal, working hours, holidays and other treatments and welfare policies. The Company respects employees from diverse backgrounds and ability, regardless of one's gender, race, age, marital status,

People

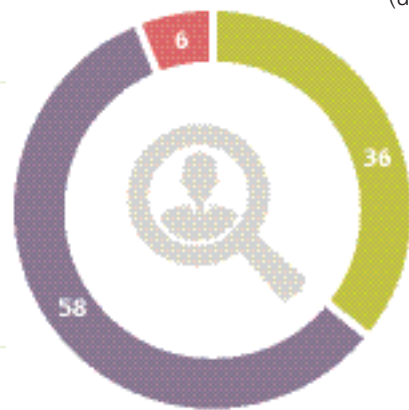
disability, religion etc. The Company has employed diversified talents, ultimately creating a harmonious, healthy, comfortable and equal working environment for the employees. The Company has also established a transparent communication mechanism at the same time, enabling the management team to listen to employee's opinion and suggestions. To ensure effective and fair recruitment, all departments have clearly stated departmental duties, whilst all job positions have distinct job responsibilities, requirements, assessment indicators and remuneration standards etc. Based on the different positions, job applicants are required to go through a series of assessments including tests, interviews, background check and academic certificate verification etc. After the Company and the candidate reaches a mutual agreement, a contract of employment is signed in accordance with the requirements under labour laws to ensure the rights of the employees are well-protected. Based on the Company's operational needs, the Company also incorporates different factors such as employee's skills, experience, and performance when providing promotional and development opportunities.

The Company's human resource strategy and policy align with the relevant framework and codes of practice. As of 31 December 2016, the Company had a total workforce of 9,539 employees, of which 534 were senior employees, accounting for 5.6% of the total workforce. Regarding racial profile of employees, minority employees accounted for 371, which was 3.9% of the total workforce in the Company. The age, gender, education background and professional profile of the Company's employees are as follows:

(unit : %)

Age Distribution

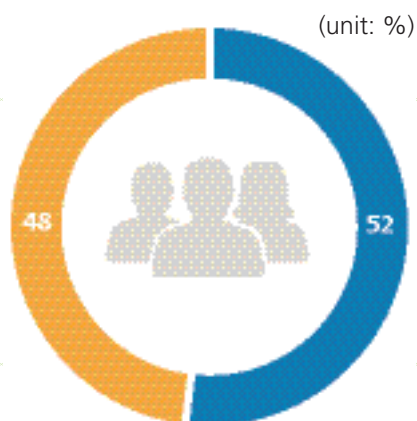
- Below 30
- 30 to 50
- Above 50



People

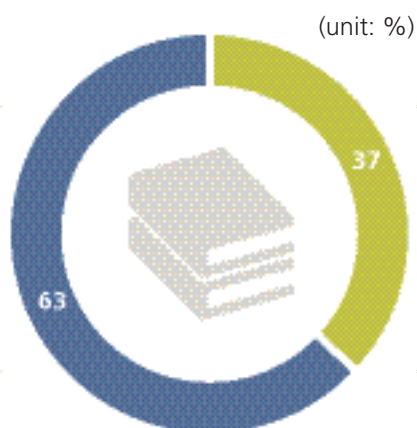
Gender Distribution

- Male
- Female



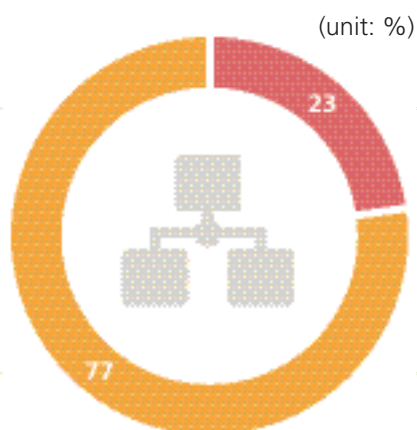
Education Background Distribution

- Undergraduate or Above
- Below Undergraduate



Professional Profile Distribution

- Management
- Frontline



6% of the Company's employees belong to the 50 or above age category, and 58% of them are aged 30-50, whilst 36% aged 30 or below. The ratio of male to female is 1.09:1. Regarding education background, over 30% of employees are degree holders or with higher education background. The percentage of front-line staffs and management staffs are 77% and 23% respectively.

People



EMPLOYEE WELFARE

To build a working environment in which the employees can develop and achieve their career goals, China TCM places great emphasis on its employee's wellbeing. Regarding the employee's welfare, the Company provides social insurance, housing provident funds, festival gift packs, Community Caring Fund and Party and Labor Union activities etc. to its employees in order to further reinforce the motivational effects of remunerations.

On the other hand, the Company scheduled working hours for employees based on strict compliance with the requirements of the Labour Contract Law of the PRC. A five-day work week with eight hours of work each day is implemented for its office staff, while for its production staff a five-day work week with eight hours of work each day or a rotating shift is executed, based on their job duties. In case employees work overtime, the Company strictly adheres to the relevant regulations stipulated by the labour law and pays the appropriate remuneration to the employee. Employees are also entitled to statutory holidays based on national requirements.



TRAINING AND DEVELOPMENT

China TCM has always given the development and cultivation of employees a high priority. On one hand, China TMC has provided career development opportunities for its employees, whilst on the other hand also provided different types of training for its employees. The company hopes to create a career development platform for its employees besides providing avenues to enhance their personal skills, knowledge, attitude and problem-solving skills at the same time. Ultimately, the company hopes to achieve organizational efficiency and enhanced employee's working ability, and strengthen its competitiveness.

People

As new employees join the Company, a series of training programs including corporate culture training are immediately arranged for them. Targeting different positions, training is customized specifically for different grade levels. These trainings are very comprehensive and include marketing, production, human resources and financial management etc. The Company has integrated both early-stage research and follow-up for all trainings to ensure it can assist employees in tackling existing problems in their work and improve their integrated skills. In 2016, the Company carried out more than 300 trainings of above mentioned categories, which covered over 10,000 person-time. To enable its trainings to be more targeted so that employees can receive the appropriate trainings based on their abilities, the Company mainly offers the following training programs:



Managers

"Comprehensive Learning System" for all managers, "Nirvana Program" for sales and marketing managers, "Strengthen-Your-Waist Program" for middle-level production managers etc.

Management Trainee

"Leadership Program" for general manager trainees of the manufacturing subsidiaries, "Management Trainee Program" for trainees of each department, a series of "Huangpu" training programs for sales trainees etc.

General Staff

Induction training for new employees, training for employees in different positions and marketing skills training etc.

The Company has issued a Professional Ranks and Titles Management Regulation to encourage employees to participate in the professional skills and title assessments. For employees who pass certain assessments, the Company will provide subsidies on a one-off or monthly basis. The introduction of the Title Management Regulation has greatly enhanced employee's enthusiasm towards learning and encouraged employees to participate in work-related education.

People

In 2016, marketing-related training accounted for the largest proportion of total training hours. Such training courses included channel management (21 hours), visiting skills (21 hours), agency model optimization and innovation (8 hours), product knowledge training (8 hours) and high-efficiency seminars (8 hours). Quality Control took up the second largest proportion in trainings, such courses included new GMP product process management and on-site management training (24 hours). In addition, the Company's Online Business Academy included 12 courses (12 hours); financial courses included basic financial management (8 hours); human resources courses include the basic knowledge of human resources (4 hours), Company and corporate culture introduction (4 hours) whilst management courses included developing executive ability (8 hours). Overall, 54% of the employees participated in trainings, an average training hours of all the employees was 17 hours last year.

Total Training Hours by category

- Quality Control
- Finance
- Human Resources
- Marketing
- Management
- Online Business



2016 First Session of Induction Training for New Employees

People



2016 First Session "Nirvana Program" for Sales Managers



2016 New GMP Product Process Management and On-site Management Training

People

HEALTH AND SAFETY

As a company carrying a strong sense of corporate social responsibility as well as the mission of “Inheriting TCM culture, carrying forward the essence of TCM and protecting human health”, China TCM has been committed to providing employees a safe and healthy working environment.

The Company is committed to providing a safe and secure occupational environment for its employees. By establishing safety accountability and urging the employees of each department to fulfil their responsibility, it actively promotes departmental safety work and eliminates accidental risks in time. China TCM believes placing an emphasis on occupational safety and health can bring a safer and more comfortable work environment for its employees, thus the Company insists on the strictest policies and continue to improve the daily management of employees' health and safety. At the same time, the Company has continuously improved its safety production system, strengthened the standardization of production safety processes, regulated the emergency handling process and also implemented specific inspections and daily monitoring. The Company regularly carries out safety production education to transmit occupational knowledge and teaches employees how to correctly use the relevant labor protective equipment through strengthening employee's occupational safety education program. Consequently, the Company has enhanced employee's self-protection awareness and safeguarded employee's health and safety.



People

To strengthen occupational health management, the Company regularly organizes health checks for all employees every year and invites professional health organizations to monitor occupational hazard factors in its production facilities, grasp the health impacts of production activities on the employees and design adjustment plans to minimize hazardous risks. For those engaged in hazardous work, the Company also conducts methods such as regular monitoring as stipulated in the “Law of the PRC on the Prevention and Control of Occupational Diseases” and the relevant labour protection laws so as to lower the occurrence of occupational diseases. During the reporting year, health checks have been organized for all employees exposed to occupational hazards, and no occupational diseases have been found. In 2016, no major safety incidents have happened within the Company because of work reasons.

In 2016, China TCM including its subsidiaries: “Feng Liao Xing”, “Dezhong”, “Guangdong Medi-World” and “GD Yifang” etc, a total of 2,736 employees participated in occupational safety and health training whilst total training hours were 9,799.





As a socially responsible corporate citizen, China TCM proactively and well fulfils its excellent corporate social responsibility, passionately participates in charitable activities and encourages employees to participate in volunteering activities. The Company supports long term social investment and strives unremittingly to promote a healthier and more harmonious society.

The Company proactively and effectively fulfils its corporate social responsibility and strengthens communication and cooperation with communities. The Company is passionate about participating in charitable activities and encourages its employees to do the same to facilitate the development of a more harmonious society unremittingly. China TCM promotes free clinics, ultimately encouraging community charity and providing aids in the nation's major epidemic disasters. The Company is also dedicated to being environmentally friendly, reducing resource consumption and establishing a low carbon green corporate. The Company promotes the use of medicines that are safe and healthy with excellent quality, whilst any potential incidents regarding the safety and quality of the Company's pharmaceutical products are strictly prohibited.

In 2016, China TCM participated in charitable activities and volunteering work, such as monetary/non-monetary donations, project sponsors, and scholarships etc. contributing RMB7,371,200 and 12,694 hours respectively. For our free clinics, contributions amounted to a total of RMB 2,461,500 with service hours reaching 9,846 hours. For our charity education, it amounted to RMB 3,972,900 and 99 volunteer hours, whilst for the other charitable activities, the Company devoted RMB 936,800 and volunteered a total of 2,749 hours. In the future, The Company will continue to develop a diverse contribution method, broaden the charitable vision, and promote social harmony.

Community

China TCM 2016 ESG Report			
Community Investment Summary Table			
Community Order	Investment Projects	Amount (RMB)	Hours
1	Community Care Fund	88,000	20
2	Free Clinic ¹	2,461,500	9,846
3	Promotional Activities ²	580,000	2,312
4	Disaster Relief Donations	105,100	168
5	Charity Education	3,972,900	99
6	Helping the Poor	163,700	249
7	Total	7,371,200	12,694

¹ The community projects took place in multiple locations simultaneously with 6-12 service hours each on average.

² The community projects took place in multiple locations simultaneously with 12 service hours each on average.

ESG Content Index

KPIs	ESG Reporting Guide Requirements	Section/Remarks
A. Environmental		
Aspect A1	Emissions	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection, P.10
KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection, P.10
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection, P. 9
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection, P.10
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection, P.10
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Environmental Protection, P.10-11
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Environmental Protection, P.10-11

ESG Content Index

KPIs	ESG Reporting Guide Requirements	Section/Remarks
Aspect A2	Use of Resources	
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials.	Environmental Protection, P.8-9
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Protection, P.9
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Protection, P.9
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Environmental Protection, P.9
KPI 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, P.9
Aspect A3	The Environment and Natural Resources	
General Disclosure	Policies on minimizing the issuers' significant impact on the environment and natural resources.	Environmental Protection, P.11
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection, P.11

ESG Content Index

KPIs	ESG Reporting Guide Requirements	Section/Remarks
B. Social		
Aspect B1	Employment	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	People, P.12-13, 15
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	People, P.13-14
Aspect B2	Health and Safety	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to providing a safe working environment and protecting employees from occupational hazards.	People, P.19-20
KPI B2.1	Number and rate of work-related fatalities.	There have been no work-related fatalities during the year.
KPI B2.2	Lost days due to work injury.	80 days
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	People, P.19-20

ESG Content Index

KPIs	ESG Reporting Guide Requirements	Section/Remarks
Aspect B3	Development and Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	People, P.15-17
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	People, P.17
KPI B3.2	The average training hours completed per employee by gender and employee category.	People, P.17
Aspect B4	Labour Standards	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour.	People, P.12
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	People, P.12
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	People, P.12
Aspect B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Our Values, P.6-7
KPI B5.1	Number of suppliers by geographical region.	Our Values, P.6-7
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Our Values, P.6-7

ESG Content Index

KPIs	ESG Reporting Guide Requirements	Section/Remarks
Aspect B6	Product Responsibility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Our Values, P.6
Aspect B7	Anti-Corruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Our Values, P.7
KPI 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.	There has no reported cases of corruption.
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Our Values, P.7
Aspect B8	Community Investment	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community, P.21
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community, P.21-22
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community, P.21-22