



# 禹洲地產股份有限公司

## YUZHOU PROPERTIES COMPANY LIMITED

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 01628.HK



# 2016

## Environment, Social and Governance Report

環境、社會及管治報告





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## About Yuzhou Properties

### 關於禹洲地產

Yuzhou Properties Company Limited (“Yuzhou Properties” or the “Company”, together with its subsidiaries, collectively referred to as the “Group”) is a national property developer headquartered in Shanghai with continuous intensive development in eight core cities. The Group strives to develop into a leading property developer in China with a well-defined expansion strategy as “Based in the Yangtze River Delta, Lead the West Strait Economic Zone, and Expand Nationwide Coverage in China”.

Established in 1994, Yuzhou Properties specializes in the development of high quality residential, retail and commercial properties. Adhering to the spirit of the forefather, Da Yu, whose perseverance and fortitude attitude tamed the flood water and turned desert into fertile farms, the Group has overcome numerous ups and downs for more than 20 years to grow into a large-scale multinational enterprise with integrated business of property development and construction, commercial investment and operation management as well as property management. As of December 31, 2016, the Group had a total of 68 projects under various stages of development in Xiamen, Fuzhou, Shanghai, Tianjin, Nanjing, Hefei, Hangzhou, Quanzhou, Zhangzhou, Longyan, Bengbu and Hong Kong. Sites measuring a total GFA of 9.54 million sq.m. are under development or held for future development, of which Yangtze River Delta Region, West Strait Economic Zone, Bohai Rim Region and Central Region account for 53%, 36%, 5% and 6%, respectively. Known for its outstanding quality, diversified property portfolio, strong brand image and experienced management team, the Group has been named one of the “Top 100 China Real Estate Enterprises” for eleven years in a row; and the “Top 50 China Real Estate Enterprises” from 2011 to 2017. In May, 2017, Yuzhou Properties was incorporated as one of the constituent stocks of the “Hang Seng SCHK High Dividend Low Volatility Index”.

禹洲地產股份有限公司（簡稱「禹洲地產」或「公司」，連同其附屬公司統稱「集團」）為總部位於上海的全國性物業開發商之一，持續深耕八大核心城市。集團的目標是通過「立足長三角、引領海西區、建樹全中國」的戰略，發展成為全國領先的房地產開發商。

禹洲地產成立於1994年，專注發展較高品質的住宅、零售及商用物業。砥礪耕耘近20餘載，禹洲人秉承著「大禹治水，荒漠成洲」的先賢精神，將禹洲打造成為集房地產開發建設、商業投資和運營管理、物業管理為一體的多元化、集團化的大型綜合性跨國企業。截至2016年12月31日，集團在廈門、福州、上海、天津、南京、合肥、杭州、泉州、漳州、龍岩、蚌埠和香港等共有68個項目處於不同的發展階段，在建和持有作未來開發的總建築面積954萬平方米，長三角經濟區、海西經濟區及環渤海區域和華中區域分別佔53%、36%、5%及6%。憑藉卓越的品質、多樣化的物業組合、強大的品牌及富經驗的管理團隊，集團已連續十一年榮膺「中國房地產百強企業」稱號，其中2011年至2017年入選中國房地產五十強，並於2017年5月被納入「恒生港股通高股息低波動指數」成份股。

## About Yuzhou Properties 關於禹洲地產

### BUSINESS OVERVIEW

#### Sale of Properties

Yuzhou Properties currently holds 68 development projects in 14 cities in the PRC such as Shanghai, Xiamen, Nanjing and Hefei. During the reporting period, the contracted sales of the Group and its affiliated companies and joint ventures amounted to RMB23,206 million, representing an increase of 66% year-on-year, exceeding our upward adjusted contracted sales target of RMB22,000 million in 2016. The contracted sales area for the year rose by 30% year-on-year to 1,828,857 sq.m.. The contracted average selling price increased by 27% year-on-year to approximately RMB12,689/sq.m.. In addition, accumulated sales of properties subscribed for but not contracted was approximately RMB1,269 million.

In 2016, the revenue of property sales of Yuzhou Properties was RMB13,345.45 million, up by 31.39% year-on-year, which accounted for 97.61% of the Group's total revenue. As of December 31, 2016, the Group delivered total GFA of approximately 1,482,804 sq.m., increased by 33.90% as compared with last year. The average selling price of the properties delivered and recognized as property sales was RMB9,000 per sq.m., substantially in line with last year.

#### Investment Properties

In 2016, the income from investment properties of Yuzhou Properties was approximately RMB124.15 million, representing a growth of 55.87% year-on-year, which is mainly due to the increase in rental area and rental rate of the properties. During the reporting period, Xiamen Yuzhou Plaza and Shanghai Yuzhou Plaza continued to record a remarkable operating performance, of which, Xiamen Yuzhou Plaza has taken the leading position in the office building market in Xiamen in terms of occupancy rate and unit price of rental, with the occupancy rate of 92.5%, gathering the tenants from the world's top 500 enterprises such as PetroChina, Industrial and Commercial Bank of China, Coca-Cola, China Minsheng Bank, Ping An Group.

### 業務概況

#### 物業銷售

禹洲地產目前在上海、廈門、南京、合肥等全國14個城市共有68個開發項目。報告期內，本集團及其聯營及合營公司合約銷售金額達人民幣232億600萬元，按年上升66%，超額完成集團2016年上調後合約銷售目標人民幣220億元。全年合約銷售面積為1,828,857平方米，按年上升30%，合約銷售均價約為人民幣12,689元/平方米，按年上升27%。另外，累計的認購未簽約金額約為人民幣12.69億元。

2016年，禹洲地產的物業銷售收入達人民幣133億4,545萬元，按年上升31.39%，佔集團總收入的97.61%。截至2016年12月31日，交付的物業總建築面積約為1,482,804平方米，較去年上升33.90%。交付及確認銷售的物業平均銷售價格，為每平方米人民幣9,000元，與去年大致持平。

#### 物業投資

2016年，禹洲地產來自物業投資的收入約為人民幣1億2,415萬元，按年增長55.87%，主要由於相關出租面積及租金單價上升所致。報告期內，廈門禹洲廣場和上海禹洲廣場，繼續錄得令人矚目的營運表現。其中，廈門禹洲廣場項目的出租率和租金單價一直引領著廈門的寫字樓市場，其出租率達92.5%，匯聚如中石油、中國工商銀行、可口可樂、民生銀行、平安集團等世界五百強企業等。





## About Yuzhou Properties 關於禹洲地產



Shanghai Yuzhou Yongxian Country 上海禹洲·雍賢府

Based on the strategic guideline of “Based in the Yangtze River Delta and Lead West Strait”, Yuzhou business focuses on regional shopping malls, and radiates the landmark business projects by giving priority to the Yangtze River Delta region and West Strait Economic Zone such as Shanghai, Hefei, Hangzhou and Xiamen. Leveraging on its own advantages in residential development, the Group has made the artistic combination of commercial and residential housing to form “the 4+1 service system in Yuzhou” under the two-wheel driving model of giving priority to residential development supplemented by commercial development. The 4+1 service system in Yuzhou represents that 4 is for 4 segments, namely intelligent operation and management, brand marketing and promotion, analysis and adjustment of tenants mix and quality property service, and 1 is for an intelligent shopping mall. With a focus on the intelligent shopping mall, the core services of four segments will provide strong support for enhancing customer experience, creating tenants value, and refining commercial operation, thereby achieving the meticulous and intelligent management of the shopping mall. Meanwhile, by relying on the existing community management advantage and various diversified resources, Yuzhou business builds an intelligent community service platform “Your Life” with close connection with professional platforms, especially ffan.com and rongyi.com to build the intelligent shopping navigation catering for consumers for providing one-stop operation

禹洲商業以「立足長三角，引領海西區」為戰略指導方針，以區域型購物中心為主，打造以上海、合肥、杭州、廈門等長三角及海西地區重點城市，輻射全國標誌性商業項目。利用自身在住宅地產開發的優勢，集團將商業與住宅巧妙結合，實現「以住宅開發為主，商業為輔」雙輪驅動，形成「禹洲4+1服務體系」— [4]為智能運營管理、品牌營銷推廣、招商分析調整和品質物業服務四個模塊，[1]為智能購物中心，即以智能購物中心為核心，通過四大模塊的核心服務，為提升顧客體驗、創造商戶價值、精細化商業運營提供有力支撐，實現購物中心精細化和智能化運營管理。同時，禹洲商業依託現有的社區管理優勢及多項豐富資源，打造智能社區服務平台「禹佳生活館」，與專業平台緊密結合，如與飛凡網、容易網聯合打造針對消費者設計的智能購物導航，為商戶提供一站式運營管理

## About Yuzhou Properties 關於禹洲地產

management services to merchants, providing consumers with more quality and convenient shopping experience, and establishing a business ecosystem consisting of “consumer, merchant and operator” so as to form cohesion stronger than the combination of merchants and the shopping mall.

### Hotel Operation

The expansion into the hotel industry would broaden the source of the Yuzhou Properties' revenue. In 2016, the hotel revenue was approximately RMB20.40 million, representing a growth of 25.85% year-on-year. According to the Group's development strategies and the future development trend of the hotel industry, we have positioned our hotel business to 1) focus on the development of service apartments as well as medium to high-end business hotels to establish premium hotel brands; 2) properly develop resort hotels and improve the existing hotel portfolio to strengthen the core competitiveness of the brands. Many hotels of the Group are still under development and construction, including Wyndham Grand Plaza Royale Hotel and Howard Johnson Residence in Wuyuan Bay of Xiamen.

### Property Management

During the year, the property management companies of Yuzhou Properties recorded a property management fee income of RMB181.83 million, representing an increase of 48.87% year-on-year. With the succession in the area of delivered properties, as of December 31, 2016, the Group has served approximately 56,000 households of owners and residents in total across the country.

The property management service of Yuzhou Properties has achieved high rankings in customer satisfaction surveys for consecutive years, which reflects that the market has unanimously recognized and acknowledged our unrelenting pursuit of high quality of product and service. Through our own efforts, we hope to gradually transform our customers' level of product satisfaction into loyalty to the “Yuzhou” brand. In 2016, the Group seized upon the great opportunity to improve products and services and maintained customer loyalty by listening to customers' feedback and suggestions through our customer service centers and numerous other channels, and have conducted a comprehensive review of Yuzhou property owners' major concerns. We listened to their thoughts and needs in all areas, including landscape planning, residence design, material quality, construction technique, product

服務，為消費者打造更優質、便捷的購物體驗，構建「消費者、商戶、運營商」的商業生態系統，形成商戶與購物中心1+1>2的聚合力。

### 酒店營運

拓展至酒店營運有助擴大禹洲地產收入來源。2016年，酒店收入約為人民幣2,040萬元，按年增長25.85%。根據集團的發展戰略及未來酒店業的發展趨勢，集團將酒店業務定位為1)重點發展服務式公寓和中高端商務酒店，全力打造精品酒店品牌；2)適度發展度假酒店，以完善現有的酒店組合，增強品牌的核心競爭力。集團旗下有多所酒店正在興建，包括：位於廈門五緣灣的禹洲·溫德姆至尊豪廷大酒店及豪生行政公寓。

### 物業管理

年內，禹洲地產物業管理服務公司錄得物業管理費收入為人民幣1億8,183萬元，按年上升48.87%。集團已交付物業面積持續增加，截至2016年12月31日，合共服務全國約5.6萬戶業主。

禹洲地產的物業管理服務連續幾年在客戶滿意度調查中獲得的優異成績，反映了集團對於產品及服務的不懈追求得到了市場的一致肯定與認同。集團也希望通過自身的努力，將客戶對產品的滿意度逐步轉化為對「禹洲」品牌的忠誠度。2016年集團通過客戶服務中心等多種渠道，將客戶的意見和建議視為提升產品和服務及維護客戶忠誠度的良好契機，全面搜集禹洲業主所關注的重點，聽取他們對於各個方面的想法和需求，其中包括景觀規劃、戶型設計、材料品



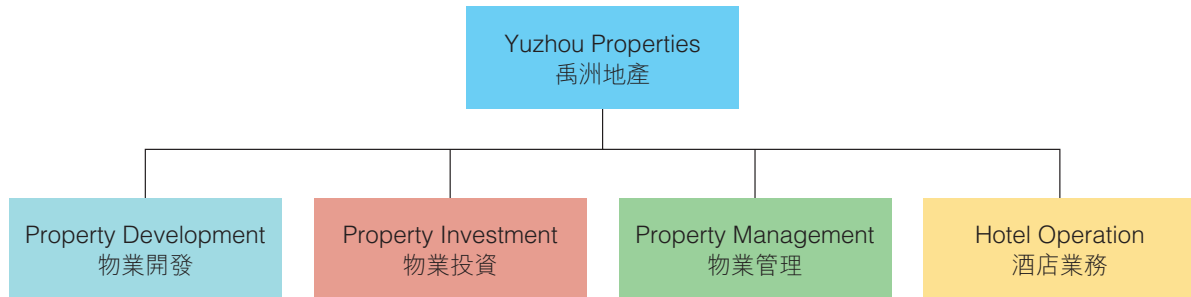
## About Yuzhou Properties 關於禹洲地產

preservation, and benchmarked ourselves against leading industry standards so as to satisfy the different requirements of our property owners to the largest extent.

質、施工工藝、成品保護，並參照行業內領先的標準進行改進，以最大程度滿足業主的不同需求。

### GROUP STRUCTURE

### 集團架構



### DATA ABOUT YUZHOU

Number of cities covered by our business: 14  
 Company's brand value of 2016: RMB7,462 million  
 Revenue: RMB13,672 million  
 Gross Profit: RMB4,959 million  
 Profit attributable to shareholders: RMB1,775 million  
 Core profit attributable to shareholders: RMB2,047 million  
 Basic earnings per share: RMB0.47  
 Core earnings per share: RMB0.54

### 數據禹洲

業務覆蓋城市14個  
 2016年度公司品牌價值人民幣74.62億元  
 營業額人民幣136.72億元  
 毛利人民幣49.59億元  
 股東應佔利潤人民幣17.75億元  
 股東應佔核心利潤人民幣20.47億元  
 每股基本盈利人民幣0.47元  
 每股核心盈利人民幣0.54元

## About Yuzhou Properties 關於禹洲地產

### BUSINESS AND LANDBANK SUMMARY 業務及土地儲備概覽

XIAMEN 廈門	1 YUZHOU OVERSEAS CITY 禹洲·華僑海景城
	2 YUZHOU SHUILIAN MANOR 禹洲·水蓮山莊
	3 YUZHOU HAI TIAN PLAZA 禹洲·海天廣場
	4 YUZHOU HARBOUR CITY 禹洲·海灣新城
	5 YUZHOU NEW CITY 禹洲新城
	6 YUZHOU GARDEN 禹洲花園
	7 YUZHOU GALAXY GARDEN 禹洲·星洲花園
	8 YUZHOU NEW MANOR 禹洲新村
	9 YUZHOU WORLD TRADE CENTER 禹洲·世貿中心
	10 YUZHOU GOLDEN SEACOAST 禹洲·華僑金海岸
	11 YUZHOU UNIVERSITY CITY 禹洲·大學城
	12 YUZHOU CASTLE ABOVE CITY 禹洲·城上城
	13 YUZHOU SUNSHINE CITY 禹洲·陽光花城
	14 YUZHOU GOLF 禹洲·高爾夫
	15 YUZHOU SHORELINE 禹洲·尊海
	16 YUZHOU CLOUD TOP INTERNATIONAL 禹洲·雲頂國際
	17 YUZHOU PLAZA 禹洲廣場
	18 YUZHOU INTERNATIONAL HOTEL 禹洲國際大酒店
	19 YUZHOU CENTRAL COAST 禹洲·中央海岸
	20 YUZHOU RIVERSIDE CITY TOWN 禹洲·溪堤尚城
	21 HAICANG DREAM TOWN 海滄萬科城
	22 YUZHOU LUCCA TOWN 禹洲·盧卡小鎮
	23 CHUNJIANG CENTRAL 春江酈城
	24 YUZHOU XIANG'AN COMMERCIAL/OFFICE PROJECT 禹洲翔安商辦項目
	25 YUZHOU JIMEI GUANKOU PROJECT 禹洲集美灌口項目
HEFEI 合肥	26 YUZHOU SKYLINE 禹洲·天境
	27 YUZHOU JADE LAKESHIRE 禹洲·翡翠湖郡
	28 YUZHOU CENTRAL PLAZA 禹洲·中央廣場
	29 YUZHOU ROYAL SEAL 禹洲·天璽
	30 YUZHOU TOWN 禹洲城
	31 YUZHOU CENTRAL TOWN 禹洲·中央城
	32 YUZHOU SKY AQUA MALL 禹洲·天河茂
	33 YUZHOU LANGXI COMMUNITY 禹洲·郎溪上里
	34 YUZHOU JADE GEEN BAY 禹洲·瓏玥灣
	35 YUZHOU GALAXY PARK 禹洲·銀河PARK
36 YUZHOU MOON LAKE MANSION 禹洲·平湖秋月	
FUZHOU 福州	37 YUZHOU GUSHAN NO. ONE 禹洲·鼓山一號
	38 YUZHOU ORIENTAL VENICE 禹洲·東方威尼斯
	39 YUZHOU CAMBRIDGE TOWN 禹洲·劍橋學苑
	40 YUZHOU RELIANCE CENTRAL MANSION 禹洲·金輝里





About Yuzhou Properties 關於禹洲地產



<b>BENGBU</b>	
蚌埠	41 YUZHOU PRINCE LAKESHIRE 禹洲·龍子湖郡
<b>SHANGHAI</b>	
上海	42 YUZHOU JINQIAO INTERNATIONAL 禹洲·金橋國際
	43 YUZHOU PLAZA 禹洲廣場
	44 YUZHOU COMMERCIAL PLAZA 禹洲·商業廣場
	45 YUZHOU CITY PLAZA 禹洲城市廣場
	46 YUZHOU BUSTLING CENTER 禹洲·老城里
	47 YUZHOU BEAUTIFUL GARDEN LIFE 禹洲·丁香里
	48 YUZHOU NOBLE MANSION 禹洲·雍賢府
	49 YUZHOU COUNTRY 禹洲府
	50 YUZHOU JINSHAN PROJECT 禹洲金山項目
<b>QUANZHOU</b>	
泉州	51 YUZHOU CITY PLAZA 禹洲城市廣場
<b>NANJING</b>	
南京	52 YUZHOU THE JIQING 禹洲·吉慶里
	53 YUZHOU MOON RIVERSIDE 禹洲·映月溪山
	54 YUZHOU KING'S GARDEN 禹洲·金陵鎔著
	55 YUZHOU LAKESIDE 禹洲·濱湖里
	56 JIANGNING G59 PROJECT 禹洲江寧G59項目
	57 YUZHOU YUHUA PROJECT G71 禹洲雨花項目G71
<b>HANGZHOU</b>	
杭州	58 YUZHOU RIVERSIDE SAPPHIRE 禹洲·濱之江
<b>SUZHOU</b>	
蘇州	59 YUZHOU XIANGCHENG PROJECT 禹洲相城項目
	60 YUZHOU GAOXIN PROJECT 禹洲高新項目
<b>WUHAN</b>	
武漢	61 YUZHOU WUHAN PROJECT 禹洲武漢項目
<b>LONGYAN</b>	
龍岩	62 YUZHOU CASTLE ABOVE CITY 禹洲·城上城
<b>TIANJIN</b>	
天津	63 YUZHOU PALACE COUNTRY 禹洲·尊府
	64 YUZHOU ROYAL LAKESHIRE 禹洲·御湖郡
	65 YUZHOU JOY COUNTRY 禹洲·悅府
	66 YUZHOU XIQING PROJECT 禹洲·西青項目
<b>ZHANGZHOU</b>	
漳州	67 YUZHOU ZHANGZHOU PROJECT 禹洲漳州項目
<b>HONG KONG</b>	
香港	68 YUZHOU CAINE ROAD PROJECT 禹洲堅道項目



## About Yuzhou Properties 關於禹洲地產

### AWARDS AND HONORS

#### 獎項榮譽

#### JANUARY 一月

- On January 26, 2016, with its excellence concept and implementation of corporate governance and sustainable development, Yuzhou Properties was awarded the Best Corporate Governance Award in the “Listed Companies Awards of the Year” organized by the China Financial Market, a reputable financial magazine.
- 2016年1月26日，禹洲地產憑著卓越的公司管治和持續發展理念和措施，榮膺由著名財經雜誌《中國融資》舉辦的「年度上市公司大獎」之「最佳企業管治獎」。

#### FEBRUARY 二月

- On February 22, 2016, the contest results of 2015/16 Mercury Awards were announced. Yuzhou Properties stood out from the crowd with its absolute brand strength. The 2015 interim report was awarded three honors, including: Best of Annual Report Cover Design (Die-cut)-Gold Award, Annual Report Cover Design (Special Treatment)-Silver Award, Overall Presentation (Property Category)-Bronze Award.
- On February 23, 2016, the 2015 interim report of Yuzhou Properties was awarded Gold Award-Real Estate/REIT and the honor of Top 50 Worldwide Annual Reports (Rank 39) at the 2014/15 LACP Vision Award with its excellent design and extraordinary editorial strength.
- 2016年2月22日，2015/16 MERCURY AWARDS大賽獎項評比結果揭曉，禹洲地產憑藉絕對的品牌實力脫穎而出，2015年中期報告分別獲得三項殊榮，包括：年報封面設計雕刻花紋 — 金獎，年報封面設計特殊效果 — 銀獎，和年報整體：物業開發組別 — 銅獎。
- 2016年2月23日，禹洲地產2015年中期報告憑藉出色的設計，及非凡的編採實力，於2014/15 LACP VISION AWARD大賽中，榮膺房地產開發及房地產信託基金組別 — 金獎，及全球年報50強排行第39名。



## About Yuzhou Properties 關於禹洲地產

## MARCH 三月

- On March 22, 2016, Yuzhou Properties ranked 36th in the list of “2016 Best 50 of China Real Estate Developers” and 4th in the list of “2016 Best 10 of Development Potential of China Real Estate Developers”, in the “Appraisal Results Conference of 2016 Best 500 of China Real Estate Developers and Best 500 Summit” jointly organized by the China Real Estate Research Association, China Real Estate Association and China Real Estate Appraisal Center. Yuzhou Properties was awarded this honor for six consecutive years and have ranked at a record high again.
- 2016年3月22日，由中國房地產研究會、中國房地產業協會、中國房地產測評中心三家機構聯合舉辦的「2016中國房地產開發企業500強測評成果發佈會暨500強峰會」中，禹洲地產榮膺「2016中國房地產開發企業50強」第36位和「2016中國房地產開發企業發展潛力10強」第4位，連續六年榮膺此榜單，排名再創歷史新高。



## APRIL 四月

- On April 27, 2016, Yuzhou Properties ranked the fourth of “Top 10 Comprehensive Strength” of “2015 Hong Kong Stock Top 100” by QQ.com and Finet.
- 2016年4月27日，禹洲地產位列由騰訊網及才財華社主辦的「2015年港股100強」之「綜合實力10強」第四位。

## About Yuzhou Properties 關於禹洲地產



### MAY 五月

- On May 26, 2016, at the “2016 Chinese Real Estate Listed Companies Assessment Results Press Conference and Listed Real Estate Enterprises Summit Forum” hosted by China Real Estate Association and China Real Estate Appraisal Center, Yuzhou Properties ranked 36th in the list of “2016 Comprehensive Strength of Chinese Real Estate Listed Companies” and once again ranked 3rd in the list of “2016 Chinese Real Estate Listed Companies with Operation Efficiency Top 5”.
- 2016年5月26日，由中國房地產業協會與中國房地產測評中心主辦的「2016中國房地產上市公司測評成果發佈會暨上市房企高峰論壇」中，禹洲地產榮膺「2016中國房地產上市公司綜合實力」第36名，並蟬聯「2016中國房地產上市公司經營績效5強」第3名。



### JUNE 六月

- On June 3, 2016, the contest results of the Questar Award were announced. The brand image promotion for 2016 of Yuzhou Properties stood out from the crowd with its excellent creativity, novel shooting themes and skills and was awarded Brand Image Campaign-Bronze Award.
- On June 20, 2016, the “2016 Top 100 Property Service Enterprises in China Research Results Press Conference and the 9th Summit for Top 100 Property Service Entrepreneurs in China” hosted by China Property Management Association, China Index Research Institute and China Real Estate Top 10 Research Group was held in Beijing. Yuzhou Properties, which participated in the contest for the second time, was again ranked among the “Top 100 Property Service Enterprises in China”.
- 2016年6月3日，QUESTAR AWARD大賽獎項評比結果揭曉，禹洲地產2016年品牌形象宣傳片憑藉卓越的創意，新穎的拍攝題材及技巧脫穎而出，在品牌形象系列宣傳榮獲銅獎。
- 2016年6月20日，由中國物業管理協會、中國指數研究院、中國房地產TOP10研究組主辦的「2016中國物業服務百強企業研究成果發佈會暨第九屆中國物業服務百強企業家峰會」在京舉行，第二次參評的禹洲物業，再次榮登「中國物業服務百強企業」。



## About Yuzhou Properties 關於禹洲地產

## JULY 七月



- On July 18, 2016, the global authoritative financial magazine “Fortune” (Chinese edition) released the list of Top 500 in China for 2016. Yuzhou Properties was included in the list with its strong overall strength and remarkable performance.
- On July 19, 2016, Yuzhou Properties was awarded the “Premium Chinese Real Estate Enterprise Award” for 2016.
- On July 29, 2016, “Securities Market Weekly”, one of the most authoritative securities magazines in China and the only publication designated by China Securities Regulatory Commission for the disclosure of listed company information, released the Top 50 Listed Real Estate Companies for 2016. Yuzhou Properties ranked 16th with its super strong operational capability, profitability, efficiency level and growth potential.
- 2016年7月18日，全球權威財經雜誌《財富》(中文版)發佈了2016年度的中國500強榜單，禹洲地產憑藉強勁的綜合實力，靚麗的業績表現，強勢入榜。
- 2016年7月19日，禹洲地產榮膺2016年度「優質中國房地產企業大獎」。
- 2016年7月29日，中國最具權威性的證券雜誌之一，中國證監會指定披露上市公司資訊唯一刊物——《證券市場週刊》，發佈2016年度地產上市公司50強，禹洲地產憑藉著超強的運營能力、盈利能力、效率水平、成長潛力排名第16位。

## AUGUST 八月

- On August 29, 2016, Yuzhou Properties aggressively entered the list of “Top 500 Chinese Private Enterprises for 2016”. The list was compiled by All China Federation of Industry and Commerce with the support of authoritative official authorities such as the Ministry of Industry and Information Technology and the State Administration for Industry and Commerce. The major standard for its rankings is the size of revenue of the enterprises. The operating revenue for 2015 of all enterprises included in the list exceeded RMB10 billion.
- 2016年8月29日，禹洲地產強勢挺進「2016中國民營企業500強」榜單。該榜單評選由全國工商聯主辦，工信部、國家工商總局等官方權威機構支持，其排名的主要標準是企業收入的規模大小，入圍企業2015年營業收入均超過百億元。





## About Yuzhou Properties 關於禹洲地產

## SEPTEMBER 九月

- On September 20, 2016, S&P Global Ratings released a research report to adjust the rating outlook of Yuzhou Properties from stable to positive and confirmed the Company's "B+" long-term credit rating.
- On September 21, 2016, at the 2016 Chinese Real Estate Corporate Brand Value Assessment Results Press Conference jointly hosted by "China Real Estate Association, China Real Estate Appraisal Center of Shanghai E-House Real Estate Research Institute" in conjunction with "Beijing Institute of Housing Technical Services Association Ltd. and Zhongfang Yanxie Youcai Information Technology Co., Ltd. (中房研協優採資訊技術有限公司)", Yuzhou Properties ranked 35th in the list of "2016 Top 50 Comprehensive Strength of Chinese Real Estate Listed Companies" with a brand value of RMB7.462 billion. Yuzhou Properties ranked 66th in the list of "2015 China Property Management Corporate Brand Value".
- 2016年9月20日，標普全球評級公司發佈研究報告，將禹洲地產的評級展望由穩定調整至正面，並確認公司「B+」長期企業信用評級。
- 2016年9月21日，由「中國房地產業協會、上海易居房地產研究院中國房地產測評中心」攜手「北京中房研協技術服務有限公司和中房研協優採資訊技術有限公司」聯合舉辦的2016中國房地產企業品牌價值測評成果發佈會，禹洲地產以品牌價值74.62億元榮膺「2016中國房地產上市公司綜合實力50強」第35名。禹洲物業榮膺「2015中國物業管理企業品牌價值」第66名。

## NOVEMBER 十一月

- On November 25, 2016, Yuzhou Properties was awarded the "Best Investor Relation Management Listed Company Award" at the 6th China Securities Golden Bauhinia Awards Ceremony.
- On the evening of November 25, 2016, China Securities Regulatory Commission and Hong Kong Securities and Futures Commission formally approved Shenzhen Stock Exchange and Hong Kong Stock Exchange to officially launch "Shenzhen-Hong Kong Stock Connect" on December 5. This was a significant milestone event in the process of the internationalization of the PRC capital market. The interconnection mechanism will have a profound impact on the markets of China and Hong Kong. Being a high-quality domestic housing stock listed in Hong Kong, Yuzhou Properties was selected to be an underlying stock of Hong Kong Stock Connect published by HKEX, which was in line with public expectations.
- 2016年11月25日，禹洲地產於第六屆中國證券金紫荊獎頒獎典禮中榮膺「最佳投資者關係管理上市公司獎」。
- 2016年11月25日晚間，中國證監會、香港證監會正式批准深交所、香港聯交所將於12月5日正式啟動「深港通」，這是中國資本市場走向國際化進程中具劃時代意義的里程碑事件，互聯互通機制將對中港兩地市場產生深遠影響。作為香港上市的優質內房股 — 禹洲地產眾望所歸入選成為港交所公佈的港股通標的股。





## About Yuzhou Properties 關於禹洲地產



## DECEMBER 十二月

- On December 13, 2016, No. 48 Caine Road, Hong Kong of Yuzhou, the first property development project of Yuzhou Properties in Hong Kong, achieved a Provisional Platinum rating, the highest under BEAM Plus. This means that the project will become a model for green buildings in Hong Kong in terms of environmental quality improvement and energy efficiency.
- On December 28, 2016, Moody's Investors Service raised the Company's rating outlook to positive, which reflects the Group's growing operating scale, increasing geographic diversification robust profitability and strong liquidity position.
- 2016年12月13日，禹洲地產的首個香港物業發展項目禹洲香港堅道48號榮獲香港綠建環評(BEAM PLUS)最高之暫定鉑金級別，這意味著該項目在改善環境質素、能源高效等多方面將成為全港綠色建築的典範。
- 2016年12月28日，穆迪將禹洲地產的評級展望上調至正面，反映集團運營規模不斷擴大，地域覆蓋更多元化，盈利能力強勁及流動性充裕。

## About this Report

### 關於本報告

This is the first Environmental, Social and Governance Report (“ESG Report”) published by Yuzhou Properties, which discloses the Group’s practices and performance on sustainable development in a transparent and open manner to enhance the stakeholders’ confidence and understanding about the Group.

#### REPORTING YEAR

All the information in the report has reflected Yuzhou Properties’ performance on environmental management and social responsibility during the period from January, 2016 to December, 2016. Going forward, the Group will publish an ESG Report on an annual basis, which can be accessed by the public at any time, to continuously enhance the transparency and commitment.

#### SCOPE OF REPORT

The report focuses on the operations related to Yuzhou Properties’ headquarter office in Shanghai and all its branch offices (collectively referred to as the “Offices”) and the business of “Development and Sale of Properties”. When the Group’s data collection system is more developed and the Group intensifies the work in the environmental, social and governance aspects, the Group will extend the scope of disclosure to cover all of its operations. This report does not include the disclosure of the environmental key performance indicators.

#### REPORTING CRITERIA

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The environmental, social and governance performance of Yuzhou Properties are concisely outlined in the report. Information contained in the report is derived from the Group’s official documents and statistics, as well as the consolidated and summarized information about monitoring, management and operation provided by the subsidiaries in accordance with the Group’s relevant system. In this report, the last chapter contains a complete content index for quick reference. This report is prepared in both Chinese and English and is available on the Group’s website at [www.yuzhou-group.com](http://www.yuzhou-group.com). In the event of any inconsistency, the Chinese version shall prevail.

#### COMMENTS & FEEDBACK

Our continuous improvements rely on your precious comments about our performance and the reporting method. For any enquiries or suggestions about this report, please provide your opinions by email to [ir@xmyuzhou.com.cn](mailto:ir@xmyuzhou.com.cn). This would be helpful to the Group for the continuous enhancement of our environmental, social and governance work.

本報告為禹洲地產發佈的首份《環境、社會及管治報告》，以透明、公開的方式披露集團在可持續發展議題上的行動和績效，以增加持份者對集團的信心和瞭解。

#### 報告年度

報告中的所有資料均反映禹洲地產於二零一六年一月至二零一六年十二月在環境管理和社會責任方面的績效。往後，集團將每年定期發佈《環境、社會及管治報告》，以供各界隨時查閱，持續提升透明度和責任。

#### 報告範圍

報告聚焦於禹洲地產位於上海市之總部辦公室和所有分部辦公室(統稱「辦公室」)與「物業開發及銷售」業務相關的營運。待集團在資料收集系統更趨成熟，以及環境、社會及管治的工作深化之後，集團將擴大披露的範圍，直至全面覆蓋集團的所有營運。本報告並不包括環境關鍵績效指標的披露。

#### 報告準則

本報告是依循香港聯合交易所有限公司(簡稱「聯交所」)頒布的《環境、社會及管治報告指引》(簡稱「指引」)而編製。報告以精簡的形式概述禹洲地產的環境、社會及管治表現。報告中的資料來自集團的官方文件和統計數據，以及根據集團相關制度由旗下公司提供的監測、管理和營運資料整合匯總。報告的最後一章有完整的內容索引，以便讀者快速查詢。本報告以中、英文兩種文字編製，亦已上載至集團網站[www.yuzhou-group.com](http://www.yuzhou-group.com)。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

#### 意見反饋

我們的持續進步有賴閣下對我們的表現及匯報方法發表寶貴意見。如閣下對報告有任何疑問或建議，歡迎將意見經電郵發送至[ir@xmyuzhou.com.cn](mailto:ir@xmyuzhou.com.cn)，令集團得以不斷改善環境、社會及管治工作。



## Communications with Stakeholders 持份者溝通

The Stock Exchange stated four reporting principles in the Guide, including materiality, quantitative, balance and consistency, as the foundation for the preparation of the ESG Report. As mentioned by the Stock Exchange, the participation of stakeholders is an evaluation method of materiality. By means of communicating with stakeholders, enterprises could understand the opinions from stakeholders and identify important environmental and social issues.

For Yuzhou Properties, stakeholders refer to the groups or individuals that have significant impact on or are affected by the Group's business. The Group's stakeholders include not only the internal staff, the management and directors, but also the external customers, business partners, investors, regulatory authorities and various types of community groups. Over the past year, the Group communicated with the key stakeholders through different channels. During the preparation of this report, the Group specially engaged a professional consultancy company to perform a materiality analysis through interviews with the management. The opinions of the professional consultants were incorporated to clarify the important issues in this report, which serves as the basis for the Group to determine the direction of sustainable development.

聯交所在《指引》中提出了匯報的四項原則，包括：重要性、量化、平衡及一致性，作為編製《環境、社會及管治報告》的基礎。誠如聯交所所言，持份者參與是用以評估重要性的方法。透過與持份者的溝通，企業能夠瞭解廣泛的意見，識別重要的環境和社會事宜。

對於禹洲地產而言，持份者指的是對集團的業務有重大影響，或受集團業務影響的群體和個人。集團的持份者不僅包括內部的員工、管理層、董事，還包括外部的客戶、業務夥伴、投資者、監管機構及各類型的社區團體等。在過去的一年，集團透過不同方式與關鍵持份者溝通。是次報告的籌備過程中，集團特意委託專業顧問公司以管理層訪談的形式進行實質性分析，並結合專家顧問的意見釐清匯報的重要議題，以此作為集團可持續發展路向的制定。

### WAYS OF COMMUNICATIONS WITH STAKEHOLDERS DURING REPORTING PERIOD

### 報告期內的持份者溝通方式

Internal Stakeholders 內部持份者	External Stakeholders 外部持份者
<ul style="list-style-type: none"> <li>The Board of Directors 董事會</li> <li>Management 管理層</li> <li>General staff 一般員工</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders 股東</li> <li>Investors 投資者</li> <li>Analysts 分析師</li> <li>Media 媒體</li> <li>Stock commentators 股評家</li> </ul>
<b>Ways of Communications 溝通方式：</b>	
Workshops, Appointments, Lectures, Meetings, Seminars, Interviews, Charitable Projects, Visits and Exchanges, Spring Receptions, Annual General Meetings, Results Announcement Meetings, Circulars, Announcements, Press Releases, Roadshows, Conferences, Luncheons 工作坊、面談、演講、會議、講座、訪談、慈善項目、參觀交流、春茗、股東週年大會、業績發佈會、通函、公告、新聞稿、路演、會議、午餐會	

Yuzhou Properties' business affects different stakeholders, while the stakeholders also have different expectations towards the Group. In the future, the Group will continuously strengthen the communications with stakeholders to extensively collect their opinions through various forms. This will lead to a more comprehensive materiality analysis. Meanwhile, the Group will also enhance the reporting principles of quantitative, balanced and consistent reporting, so as to define and present the contents and information of the report in a way more conformed to the stakeholders' expectations.

禹洲地產的業務影響著不同持份者，而持份者對集團也有著不同期望。未來，集團將持續並擴大持份者的溝通，透過不同形式更廣泛地收集持份者的意見，令實質性分析更完備。同時，集團也會提升量化、平衡及一致性的匯報原則，以更符合持份者期望的方式，界定報告的內容及資訊的呈現。

## Message from Chairman 主席寄語



“We Are Firmly Committed To Improving Corporate Governance, Strengthening Team Building, Striving To Lead The Industry And Conforming To International Standards.”

「我們銳意提升企業管治，強化團隊建設，  
力求引領行業，並與國際標準接軌。」



For 23 years, Yuzhou Properties has followed the philosophy of “Benefiting from Society and Benefiting Society” and is committed to practicing the business model of sustainable development while developing its operations to build cities characterized by harmony and integration between people and the environment.

Energy conservation and environmental protection is an important aspect of the sustainable development strategy of Yuzhou Properties. We attach importance to environmental responsibility and actively incorporate environmental protection into the business decision-making process. Through the continuous optimization of construction management, the incorporation of the green building concept and the strengthening of green property management, we hope to reduce the impact on the environment during different stages from project development, construction to use. The Group has planned to entrust a certification institution to quantify carbon emissions generated by the Group’s operations so as to develop carbon reduction targets, plans and measures to further promote the process of environmental protection.

While ensuring the progress and quality of projects, Yuzhou Properties is committed to promoting safe and civilized construction, and continuously improves site safety management. Our project management team ensures that all construction workers are adequately trained in safety and conducts regular inspections on projects as an important indicator for the annual performance appraisal of subsidiaries. We are committed to implementing safety measures in all aspects of our operations to create a healthy and safe working environment for employees. Yuzhou Properties has stringent requirements on project quality and service quality. We actively explore and provide customers with diversified premium

二十三年來，禹洲地產一直秉持「取之於社會，獻之於社會」的理念，在拓展業務的同時，致力實踐可持續發展的營商模式，建設人與環境和諧共融的城市。

節能環保是禹洲地產可持續發展策略的重要環節。我們重視環境責任，積極將環境保護納入業務決策過程。透過持續優化施工管理、融入綠色建築概念、強化綠色物管，我們期望從項目的開發、建設到使用的不同階段，均減少對環境的影響。集團已計劃委託認證機構，量化集團營運所產生碳排放量，以制定減碳目標、計劃和措施，進一步推動環境保護的進程。

禹洲地產在保證項目進度和質量的同時，致力推動安全文明施工，持續完善工地安全管理。我們的項目管理團隊確保建築工人均接受充足的安全培訓，更對項目進行定期巡檢，作為旗下各子公司年度績效考核的重要指標。我們致力在營運各環節落實安全措施，為員工打造健康、安全的工作環境。禹洲地產對項目品質和服務質量均有著嚴格要求。我們積極探索，以創新的態度為客戶提供多元化的精品項目和服務。集團旗下項目在建築品質方面備受認可，禹洲•雲頂國際、禹洲•溪堤尚城、禹洲廣場榮獲「廣廈獎」，另外，香港堅道48號的項目榮獲





## Message from Chairman 主席寄語

projects and services with an innovative attitude. The projects of the Group are highly recognized for their construction quality. Yuzhou Cloud Top International (禹洲•雲頂國際), Yuzhou Riverside City Town (禹洲•溪堤尚城) and Yuzhou Plaza (禹洲廣場) were awarded the “Guangsha Award (廣廈獎)”. In addition, the project of No.48 Caine Road, Hong Kong achieved a Platinum rating, the highest under BEAM Plus. The Group also has a sound product and service complaint mechanism to properly respond to customer appeals and establish customer support and trust.

We believe that the business model of sustainable development needs to be extended to the upstream and downstream of the supply chain in order to bring a greater positive impact on the society. Yuzhou Properties is committed to driving business partners to consider factors such as environmental protection, production safety and product liability in their operations. We have been implementing green purchasing policies and also require products provided by suppliers to obtain “China Environmental Labeling Certification” and meet the relevant national standards to reduce the impact of projects on the environment.

Today, the state, the society and customers all have higher expectations of real estate enterprises. In the future, we are firmly committed to improving corporate governance, strengthening team building, striving to lead the industry and conforming to international standards. By upholding the corporate philosophy of “Stable Operation and Creating Value”, the Group will actively respond to the expectations of stakeholders and join hands with all circles in the journey of sustainable development to jointly create harmonious and livable green cities.

BEAM Plus最高之鉑金級別。本集團亦設有完善的產品及服務投訴機制，及時回應客戶訴求，建立客戶的支持和信任。

我們認為，可持續發展的業務模式需要延伸到供應鏈的上下游，才能為社會帶來更大的正面影響力。禹洲地產致力推動業務夥伴在營運中考慮環境保護、安全生產、產品責任等因素。我們一直推行綠色採購政策，亦要求供應商提供的產品需獲得「中國環境標誌認證」和符合相關的國家標準，減低項目對環境的影響。

時至今日，不論國家、社會還是客戶，均對地產企業有著更高的期望。未來，我們銳意提升企業管治，強化團隊建設，力求與行業及國際標準接軌。秉承「穩健經營，創造價值」的企業理念，集團將積極回應持份者的期望，與各界在可持續發展的旅程上攜手合作，共同創造和諧宜居的綠色都市。



LAM LUNG ON 林龍安  
Chairman 主席

YUZHOU PROPERTIES COMPANY LIMITED  
禹洲地產股份有限公司



# Environmental Protection

環境保護









## Environmental Protection

### 環境保護

#### EMISSIONS

Yuzhou Properties is aware that reducing greenhouse gas emission is the most important mitigation measure for combating climate change. The Group is concerned about its carbon footprints and is committed to reducing the impact on the environment due to its operation. The professional consultancy, Carbon Care Asia, is engaged by the Group to perform the audit of greenhouse gas emission by the Group. As the operation of the offices does not involve construction or production, the amount of greenhouse gas emission is relatively low. Therefore, apart from assessing the carbon emissions from the Group's headquarters in Shanghai, one of the Group's representative real estate development projects, Yuzhou Bustling Center in Shanghai, was chosen as well to take into account its greenhouse gas emission for this audit. This seeks to enable the Group to better grasp the situation about the use of resources.

The quantification process of the greenhouse gas emission is performed with reference to "Accounting and reporting method of greenhouse gas emission for the tourist hotels, shopping malls, real estate and financial industry in Shanghai (for Trial Implementation)" as well as international standards such as ISO 14064-1. During the reporting period, the total carbon emitted by Yuzhou Properties' headquarters and the construction project of Yuzhou Bustling Center amounted to 1,672 tCO<sub>2</sub>e, of which 88% come from the use of electricity. The quantification process assists the Group in drawing up a concrete action plan to enhance efficiency and set the Group's carbon reduction targets.

#### 排放物

禹洲地產意識到減少溫室氣體排放是應對氣候變化最重要的減緩手段。集團關注自身的碳足跡，並致力減少業務對環境的影響。集團委託專業顧問低碳亞洲為集團進行溫室氣體排放核算。由於辦公室的營運並不涉及建造和生產，溫室氣體排放量相對較少，因此是次核算除了評估集團上海總部的碳排放外，也選擇了集團其中一個有代表性的房地產開發項目——上海禹洲老城里建造項目，把其溫室氣體排放一併納入核算，務求令集團能更準確掌握資源使用的情況。

溫室氣體量化的過程參考《上海市旅遊飯店、商場、房地產業及金融業辦公建築溫室氣體排放核算與報告方法(試行)》，以及國際標準如ISO 14064-1而進行。禹洲地產總部和禹洲老城里建造項目在本報告期內產生的碳排放總計為1,672噸二氧化碳當量，其中電力使用所產生的碳排放佔88%。量化過程有助集團訂立具體的行動計劃，從而提升效益和制定集團的減碳目標。

#### Emissions during the reporting year (tCO<sub>2</sub>e) 報告年度排放量 (噸二氧化碳當量)

#### Aspect 範圍

##### Aspect 1 Direct greenhouse gas emission

##### 範圍一 直接溫室氣體排放

Burning of fossil fuels<sup>1</sup>

化石燃料燃燒<sup>1</sup>

68

##### Aspect 2 Energy indirect greenhouse gas emission

##### 範圍二 能源間接溫室氣體排放

Purchased electricity

外購電力

1,471

##### Aspect 3 Other indirect greenhouse gas emission

##### 範圍三 其他間接溫室氣體排放

Staff's business trips — by planes

員工商務旅行 — 飛機

133

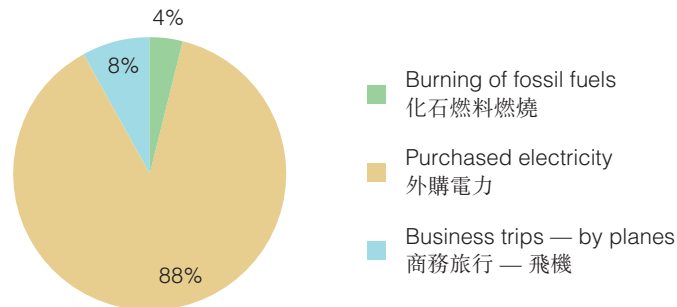
<sup>1</sup> The fossil fuels consumed by the equipment which the Group's headquarter office in Shanghai and all its branch offices own or control mainly include petrol and diesel.

<sup>1</sup> 集團位於上海之總部辦公室和所有分部辦公室擁有或控制的設備所消耗的化石燃料，主要包括汽油及柴油。



## Environmental Protection 環境保護

**Greenhouse Gas Emission  
(by the source of emission)**  
溫室氣體排放量（按排放源劃分）



In handling sewage, Yuzhou Properties' headquarters in Shanghai implements separate drainage of rainwater and sewage. It requires that the collected rainwater shall be directly diverted into the municipal rainwater pipelines, whereas the domestic sewage can only be diverted into the municipal sewage pipelines after treated with the sand trap and in the settling basin. Regarding domestic waste, the Group's headquarters is equipped with waste collection containers which meet the hygiene standards. It is required that domestic waste cannot be stored with other waste, and the containers and the surrounding environment have to be kept clean. After collection, the waste is passed to the waste management centers for transport and handling to ensure its proper treatment to avoid polluting the environment. During the reporting period, there was no non-compliant case relevant to the emissions by the Offices.

Yuzhou Properties understands that the emissions from the Offices only account for a relatively small proportion of the emissions from the overall operations of the Group. In respect of the operations of property development which produce more emissions, the Group strictly manages the emissions and is committed to seeking practicable means to reduce the impact on the environment. At the phase of project planning, the Group identifies the sources of dust and devises means to prevent and reduce the emission of fugitive dust. The Group lays sturdy materials on the ground for hardening and provides rinsing facilities at the site entrances and exits to ensure that vehicles can be rinsed and cleaned before leaving the sites. According to the regulations by the Group, the storage area of materials must be inside the temporary houses and the construction sites are sprayed with water in a timely manner. To prevent fugitive dust, the Group also places protective covers or awning on the vehicles which are used for excavation and transport of bulk materials.

在處理污水方面，禹洲地產上海總部實行雨污水分流，規定雨水經收集後直接納入市政雨水管道；生活污水則經格柵沉砂池處理後，方可納入市政污水管道。對於生活廢物，集團總部配置符合衛生標準的廢物收集容器，並規定生活廢物不得和其他垃圾混合存放，以及保證容器及周邊環境整潔。廢物經收集後會交由廢棄物管理中心運輸和處置，確保妥善處理，避免污染環境。在本報告期內，辦公室並無發現與排放物相關的違規個案。

禹洲地產理解到辦公室排放物只佔集團整體營運排放物的較少部分。針對排放物較多的物業開發之營運，集團對排放物管理絕不鬆懈，致力尋求可行辦法減低對環境的影響。集團在項目規劃階段便識別塵埃源頭，擬定預防和減少揚塵的方法。集團在地面鋪上堅固材料，進行硬化處理，並在工地出入口配置沖洗設施，確保車輛沖洗乾淨後方可離开工地。集團規定材料堆放處須置於臨時房屋內，並向建築工地適時灑水。集團亦為開挖工程和運輸散裝材料的車輛加設防護棚或篷布，防止塵埃揚起。

## Environmental Protection 環境保護

In order to reduce the noise nuisance to the surrounding environment, besides strictly restricting the operating hours, Yuzhou Properties also sets up noise barriers in the construction sites and takes the noise mitigation measures against the mechanical equipment with louder noise such as blenders, air compressors and carpentry tools, etc. in order to reduce the potential noise effects.

In dealing with the sewage and solid waste from the construction sites, the design of separate drainage of rainwater and sewage is adopted in the Group's projects. The collected domestic sewage is discharged into the sewage pipelines. As for other sewage such as sewage from the garages, after passing through the grease trap and being treated in the settling basin, they are discharged into the sewage pipelines of the projects. This prevents the waste water from causing pollutions to river channels and groundwater. In addition, the Group locates the waste storage areas in the places convenient for the workers. At the waste collection points, waste storage tanks or refuse hoppers are used for the collection of waste. The waste is separated and recycled by its types, and the items which are susceptible to odor or hazardous have to be sealed and collected separately. In compliance with the regulations by the Administration Department of City Appearance and Environmental Sanitation, the construction waste is transported to and dumped at the designated places at the scheduled time and via the planned route.

### USE OF RESOURCES

The most consumed resource during the operation of the offices is electricity. The Group introduces energy-saving equipment and encourages the employees to take corresponding actions to reduce the use of electricity. The Group gradually replaces the traditional T5 lamps with LED energy-saving lamps which are more energy-efficient. Besides, the Group monitors the offices' consumptions of electricity and water to find out the situations of abnormal consumptions and to identify the reasons in a timely manner, hence formulating relevant improvement measures. In a bid to enable the staff to understand more about the importance of environmental protection work, the Group organizes various promotional and educational activities to raise the staff's awareness of environmental protection.

為降低噪音對鄰近環境的滋擾，禹洲地產除了嚴格限製作業時間外，還在工地設置隔音屏障，並對攪拌機、空氣壓縮機和木工機具等噪音較大的機械設備採取防噪措施，以減低潛在的噪音影響。

在處理工地污水和固體廢物方面，集團項目採用雨污分流設計，生活廢水經收集後將排入污水管道，其他污水，如車庫污水經隔油沉砂處理後也會排放至項目污水管道，避免廢水對河道和地下水造成污染。此外，集團把垃圾堆放場地設置於方便工人投放的地點。垃圾收集點採用垃圾池或活動式垃圾斗進行收集，並按垃圾種類進行分類回收，當中容易產生異味或有害的物品須以單獨封閉的形式收集。項目的建築垃圾則按照市容環境衛生行政主管部門的規定，在指定的時間、路線及地點運輸和傾倒。

### 資源使用

辦公室營運消耗最多的資源為電力。集團引入節能設備，鼓勵同事以行動響應，減低用電。集團把傳統T5燈管逐漸更換為更具能源效益的LED節能燈具。集團亦監控辦公室的用電量和耗水量，務求及時發現用量異常的情況及識別原因，從而制定相應的改善措施。為了讓員工更瞭解環保工作的重要性，集團舉辦各樣宣傳和教育活動，以提高員工的環保意識。





## Environmental Protection 環境保護

During the reporting period, for the Group's headquarters in Shanghai and the project of Yuzhou Bustling Center, the consumptions of diesel, petrol and purchased electricity amounted to 4.8 tons, 17.5 tons and 1,867 MWH, respectively.

在本報告期內，集團上海總部和禹洲老城里建造項目的柴油、汽油和外購電力的耗用量分別為4.8噸、17.5噸和1,867兆瓦時。

Type of Resources 資源類別	Amount of Consumption 耗用量	Unit 單位
Diesel 柴油	4.8	ton 噸
Petrol 汽油	17.5	ton 噸
Purchased electricity 外購電力	1,867	MWH 兆瓦時

## THE ENVIRONMENT AND NATURAL RESOURCES

Yuzhou Properties also attaches importance to the impact on the environment and natural resources caused by the operational processes. Greening is an important indicator for the quality of the ecological environment. The Group formulates greening plans for Yuzhou Plaza, where its headquarters is located. The Group selects suitable types of plants according to the climatic features and the distribution, etc.; it also performs the daily quality inspection of the maintenance work of greening. This not only improves the environment, but also enables the trees and lawns to better serve the functions of purifying air and reducing noise.

Apart from the headquarters, Yuzhou Properties pays attention to the impact on the environment during the development of its properties. The Group strictly follows the "Environmental Protection Law of the People's Republic of China" and the relevant laws and regulations, and evaluates the environmental impact of the projects before the development. During the design and construction phases, the Group actively looks for and adopts the environmentally-friendly materials and technologies so as to treat exhaust gas, noise and sewage, etc. with effective measures and mitigate the impact on the surrounding environment and ecology.

## 環境及天然資源

禹洲地產對營運過程引致的環境及天然資源影響同樣重視。綠化是生態環境質量的一個重要指標。集團為總部所處的禹洲廣場制定綠化計劃。集團根據氣候特點和分佈情況等，選擇合適的植物種類；並每日對綠化養護工作進行質量檢查。此舉除了美化環境，樹木和草坪更能起到淨化空氣和減少嘈音的作用。

除了總部，禹洲地產同樣重視旗下物業在開發階段對環境的影響。集團嚴格遵守《中華人民共和國環境保護法》和相關法律規定，在項目開發前為其進行環境影響評估；在設計和建造階段，積極尋求和採用環保材料及技術，務求以有效措施處理廢氣、噪音、污水等，減低對週遭環境和生態的影響。

## Environmental Protection 環境保護

### CASE STUDY OF GREEN BUILDINGS

As the first property development project of Yuzhou Properties in Hong Kong, Yuzhou's development project of No.48 Caine Road, Hong Kong, which is located at the Western Mid-Levels, achieved the Provisional Platinum rating under HKGBC's BEAM Plus in 2016.

**“Our team is indeed encouraged when Yuzhou's development project of No.48 Caine Road, Hong Kong is awarded the highest honor under BEAM Plus. This award marks a significant milestone for Yuzhou Properties in the field of green buildings.”**

**「香港堅道48號發展項目獲得綠建環評之最高殊榮，實在令我們的團隊感到鼓舞，是次得獎代表著禹洲地產在綠色建築領域的一個重大里程碑。」**

### Building Cities with Heart, Building Homes with Love

The green building concept has been developed in our country for eleven years and has become an important component of the construction field. As one of China's top 100 real estate enterprises, Yuzhou Properties hopes to be a role model for the industry and to contribute to the improvement of our country's standard system for green buildings. As our first project developed in Hong Kong, Yuzhou's development project of No.48 Caine Road, Hong Kong symbolizes that our business philosophy “Building Cities with Heart, Building Homes with Love” is brought to Hong Kong and is flourishing.

### Overcome the Challenges: Deviations in Construction Standards and Cost-Effectiveness

Our development team's greatest barrier in this project is the deviations in construction standards between Hong Kong and various places of our country. The standards for green buildings are different in terms of the different energy resources, resources and environmental conditions in various regions. Taking Hong Kong and Shanghai for example, the two places are located at different building climate zones with different energy-saving standards. With regard to the geographical location, Shanghai is situated along the seismic belt, and hence the buildings have to use seismic-resistant designs. On the other hand, Hong Kong is not situated along the seismic belt, but faced with frequent typhoons, the buildings have to comply with the stringent wind-resistant standards. Therefore, we have to analyze the climate conditions and the geographical environment of various regions and apply the concept of “taking actions that suit local circumstances” to the energy-saving design for buildings, which is a great challenge that we face in this project.

### 綠色建築個案研究

香港堅道48號發展項目位於香港西半山地段，為禹洲地產股份有限公司的首個香港物業發展項目，於二零一六年底獲得香港綠建環評的暫定鉑金評級。

### 以誠建城 以愛築家

綠色建築已在我國發展了十一個年頭，成為建築領域的重要組成部分。作為中國房地產百強企業，禹洲地產希望為業界樹立典範，在完善我國的綠色建築標準體系方面作出貢獻。作為我們在香港發展的首個項目，香港堅道48號發展項目象徵著我們把「以誠建城、以愛築家」的經營理念帶至香港，並將其發揚光大。

### 克服挑戰 建築標準差異與成本效益

香港和我國各地建築標準的差異，是開發團隊在這個項目中面對的最大障礙。綠色建築標準按各地區能源、資源及環境條件的不同而有區別。以香港和上海為例，兩地分別處於不同的建築氣候區，兩地的節能標準並不一樣。就地理位置而言，上海位處地震帶，建築物須具備抵禦地震的設計；香港非位處地震帶，但由於經常面對颱風，建築物須符合嚴謹的防風標準。故此我們必需分析各地區的氣候條件和地理環境，在建築節能設計上做到「因地制宜」，這也是我們在這項目中面對的一大挑戰。



## Environmental Protection 環境保護

Apart from the deviations in construction standards, green buildings come with higher costs than traditional buildings in terms of building materials, time or manpower. The development team starts from the design phase and seeks the solutions and the point of balance of every question. During the development process, we perform substantial investigation and research for the selection of suitable materials to control the cost as well as enhancing the environmental performance of buildings.

We hope that the buildings of Yuzhou Properties not only meet the standards for green buildings, but also become the ecological combination of the natural ecosystem and the social system — to be the industry's role model in green buildings in terms of improving the quality of environment and raising the efficiency of resources. We believe that under the joint cooperation of various departments, Yuzhou Properties will take further steps on the green path.

**Kala Liu (劉欣彥)**

*Assistant Project Manager of the Project Department*  
Yuzhou Properties Company Limited

除了建築標準的差異外，綠色建築無論在建材、時間或人力成本上都較傳統建築昂貴，開發團隊須從設計階段著手，尋找出解決每個問題的方式和平衡點。我們在開發過程中進行大量調研，選取合適的材料，在控制成本的同時，提高建築物的環保績效。

我們希望禹洲地產的建築，不僅符合綠色建築標準，更希望物業成為融合自然生態系統和社會系統的生態綜合體，並在改善環境質素、能源高效等方面成為全行業綠色建築的典範。我們相信在各部門的共同合作下，禹洲地產的綠色之路會走得更遠。

**劉欣彥**

*項目部助理項目經理*  
禹洲地產股份有限公司

**BEAM Plus assessment is the Hong Kong's leading initiative to offer independent assessments of building sustainability performance. Recognized and certified by the HKGBC, BEAM Plus offers a comprehensive set of performance criteria for a wide range of sustainability issues relating to the planning, design, construction, commissioning, management, operation and maintenance of a building.**

**綠建環評(BEAM Plus)是香港一套為建築物可持續發展表現作中立評估的權威工具。綠建環評就建築物在規劃、設計、施工、調試、管理、運作及維修中各範疇的可持續性，訂立了一套全面的表現準則，評核結果受香港綠色建築議會認可並發出認證。**



# Care of the Employees

員工關懷









## Care of the Employees

### 員工關懷

#### EMPLOYMENT

Yuzhou Properties believes that talents are the key to an enterprise's competitiveness. The Group hopes to maintain the leading position in the industry through the recruitment of high-caliber talents. The Group has set up internal recruitment procedures to encourage the staff to apply for the Group's vacancies. Apart from the usual external recruitment, the Group has also cooperated with the head-hunting service providers to recruit the top talents in management level from the industry. The Group also annually organizes the campus recruitment program, "Yuzhou Young Talents", to recruit young talents who will develop a long-term and promising career with the Group.

#### 僱傭

禹洲地產相信，企業競爭力的關鍵在於人才。集團希望透過招募優秀人才，維持集團在行業內的領先地位。集團設有內部招聘程序，鼓勵員工申請集團的空缺職位。除了日常的對外招聘外，集團也與獵頭服務商合作，招聘行業內的管理精英。集團每年亦舉辦「禹苗」校園招聘計劃，招募年輕人才，與集團一起發展長遠而具前途的事業。

#### Overview of Performance Indicators for Office Employment 辦公室僱傭績效指標總覽

		Aged under 30 30歲以下	Aged between 30-50 30-50歲	Aged over 50 超過50歲	Ratio of male to female 男女人數比例為	Ratio of male remuneration to female remuneration 男女薪酬比例為
Number of Staff 員工人數	Male 男性	27	52	8	1.3	1.7
	Female 女性	26	39	2	1	1

		Aged under 30 30歲以下	Aged between 30-50 30-50歲	Aged over 50 超過50歲	Total number of new recruits 總新員工數字	Percentage of new recruits to total number of staff 新員工佔總員工百分比
New Recruits 新入職員工	Male 男性	12	19	1	32	30%
	Female 女性	8	6	0	14	

		Aged under 30 30歲以下	Aged between 30-50 30-50歲	Aged over 50 超過50歲	Total number of staff turnover 總流失員工數字	Percentage of staff turnover to total number of staff 流失員工佔總員工百分比
Staff Turnover 流失員工	Male 男性	13	17	0	30	30%
	Female 女性	10	6	0	16	



## Care of the Employees 員工關懷

Yuzhou Properties complies with the requirements set out by the “Labor Contract Law of the People’s Republic of China” in developing the remuneration policies as well as launching the “Performance Management Procedure and Operating Guidelines” as the basis of staff assessment. Performance appraisal on the staff is carried out by the Group regularly, and bonus will be paid based on the appraisal results. The Group will conduct salary adjustment as an incentive for the high-performing staff. As for the staff with unsatisfactory performance, the Group implements performance improvement plans or measures for ranking and remuneration adjustments to motivate the staff to continuous performance enhancement.

Besides providing statutory holidays and benefits, Yuzhou Properties has offered additional benefits such as various gifts, lunch allowances, commercial insurances for the staff and families, allowances for heatstroke prevention and cooling, medical check-ups, etc. The Group has also organized cultural and recreational activities to retain the staff and maintain their well-being. Internal property purchase discounts are specially offered by the Group to take care of the staff’s living needs.

### HEALTH AND SAFETY

Yuzhou Properties is committed to providing the staff with a healthy and safe working environment. The operation of the Group’s offices mainly involves clerical work and the risks of the occurrences of safety incidents or occupational diseases are relatively low. However, the Group provided medical check-ups for the staff and assisted them to understand their own health conditions for earlier detection of diseases and medical treatments. The Group also purchased additional insurances for the staff, providing them with greater protection.

禹洲地產遵照《中華人民共和國勞動合同法》之規定制定薪酬政策，並推行《績效管理規程及作業指引》，作為員工的考核依據。集團對員工進行定期的績效考核，並根據考核結果向員工發放績效獎金。對於表現良好的員工，集團會以薪酬調整作激勵；集團亦會向表現不理想的員工實施績效改進方案或調整職級薪酬的措施，以推動員工持續改善表現。

禹洲地產除提供法定的假期和福利外，還為員工提供各樣禮金和禮品、午餐補貼、員工和家屬商業保險、防暑降溫補貼、健康體檢等額外福利，並舉辦文化康樂活動，藉此挽留人才和保持員工的身心健康。集團特別提供內部購房折扣，照顧員工的生活需求。

### 健康與安全

禹洲地產致力為員工提供健康與安全的工作環境。集團辦公室的營運主要牽涉文職工作，員工發生安全事故或患上職業病的風險相對較低。然而，集團仍每年為員工提供身體檢查，協助員工瞭解自身的健康情況，及早發現疾病和接受治療。集團亦為員工購買額外保險，為員工提供更大的保障。

## Care of the Employees 員工關懷

Yuzhou Properties clearly understands that in the Group, the positions with high safety risk mainly fall into the property development business. This year the Group has formulated the “Standardized Guidelines on Safe and Civilized Operation” to regulate the construction management of all projects under construction. According to the guidelines, all projects under construction have to establish a safe and civilized management team, which is comprised of the project department, the main contractor unit, the supervision unit and the subcontractor unit. Members of the team include the dedicated officers of safety production management assigned by the Group. In respect of the more dangerous construction, the Group requires the construction unit to prepare specialized safety plans and even organize the expert panel meetings. The commencement of construction is subject to the confirmation of the safety plans by the person-in-charge of the projects.

In the “Standardized Guidelines on Safe and Civilized Operation”, Yuzhou Properties regulates the requirements for the on-site equipment operations and storage of materials. According to the risk levels, the construction sites are divided into the Level 1 Risk Zone, the Level 2 Risk Zone and the Safe Zone. Different zones have to be separated by using steel plates, walls or other means and the pathways between the zones should be marked with corresponding colors. Based on safety risk levels, the Group sets the corresponding safety requirements for each construction site. The Group also provides workers with personal protective equipment such as helmets, safety belts and safety nets, etc., as well as establishing rest pavilions. The full-time safety officers patrol the construction sites on a daily basis to ensure it is strictly comply with the requirements for safety operation.

禹洲地產清楚瞭解，集團之高安全風險的工作崗位集中於物業開發業務。集團於本年度制定《安全文明標準化操作指引》，規範所有在建項目的施工管理。集團規定在建項目均須成立由項目部、總包單位、監理單位和分包單位組成的安全文明管理小組，小組成員包括集團派駐的專職安全生產管理人員。針對危險性較大的工程，集團要求施工單位編製安全專項方案，甚至組織專家論證會，項目負責人確認方案後方可施工。

禹洲地產於《安全文明標準化操作指引》規定了施工現場的設備操作和材料存放的要求。施工場地按風險程度劃分成一級風險區、二級風險區和安全區。不同區域之間須使用鋼板和圍牆等形式隔離；並在區域之間的通道位置以相應顏色標注。按照安全風險程度，集團為各施工場地制定相應的安全要求。集團亦為工人提供安全帽、安全帶和安全網等個人防護裝備，並設置休息亭。集團的專職安全員每日對工地進行巡檢，確保工地嚴格遵守安全操作要求。





## Care of the Employees 員工關懷

Construction Sites 施工場地	Safety Requirements 安全要求
Entrances and exits of the projects 項目出入口位置	<ul style="list-style-type: none"> <li>Setting up physical fitness test areas to check the workers' health conditions before they work at height</li> <li>設置體能測試區，檢驗工人高空作業前的身體狀況</li> </ul>
Roads for construction 施工道路	<ul style="list-style-type: none"> <li>Ensuring that main roads are 6 meters in width and there is no barrier on the roads at sites</li> <li>主要道路需達六米寬，並保證工地內道路環通</li> <li>Marking roads to specify driving directions, speed-limit areas, parking spots and pedestrian areas</li> <li>設有道路劃線，劃分行駛方向、限速區域、停放位置和行人區域</li> </ul>
Storage areas of materials 材料堆場	<ul style="list-style-type: none"> <li>Located in hardened areas</li> <li>設置於硬化場地內</li> <li>No high-voltage cables or power transformers near the storage areas and carrying out good ventilation and fire prevention management</li> <li>堆場周邊不得有高壓線和變壓器，並需做好通風和防火管理</li> <li>Setting up signs to describe the information about the materials</li> <li>設立標示牌，描述材料資料</li> </ul>
Processing areas 加工場地	<ul style="list-style-type: none"> <li>Putting up double-layered protective covers and hoardings in the processing areas of steel bars</li> <li>於鋼筋加工場地搭設雙層防護棚及圍板</li> </ul>
Living areas/office areas 生活區／辦公區	<ul style="list-style-type: none"> <li>Locating living areas and office areas outside the fallout radius of buildings and the operation radius of machines such as cranes. Otherwise, preventive covers should be put up</li> <li>生活區和辦公區設於建築物的墜落半徑和塔吊等機械作業半徑外，否則應搭設防護棚</li> <li>Separating living areas from construction areas, storage areas of materials and processing areas with walls or sturdy partitions</li> <li>生活區與施工區、材料堆場、加工場地之間設置圍牆或硬質隔離</li> <li>Introducing preventive measures for typhoons and reinforcing the walls</li> <li>設有防颱風的措施，加固圍護</li> <li>The height of temporary offices should not exceed 2 stories</li> <li>臨時辦公室的層數不超過兩層</li> </ul>

Yuzhou Properties has established the Safety Education Training System to avoid safety incidents caused by the workers' errors in operations. Full-time safety officers and the new workers have to receive the annual training and the safety education of three grades respectively, and they can only perform their duties after passing the examination. The Group has conducted safety education to raise the workers' safety awareness by using the televisions in the canteens, hanging onsite banners and putting up promotional paintings on the walls, etc. Production safety signs are put up at the construction sites to show the major monthly goals of safety, safe operation schedules, rosters of safety officers and daily notices of dangerous operations, etc.

禹洲地產建立安全教育培訓制度，避免工人因錯誤操作而造成安全事故。專職安全員和新進場的工人須分別接受年度培訓和三級安全教育，且考核結果合格方可執行職務。集團也透過食堂電視、外架橫幅和工地圍牆宣傳畫等形式進行安全教育，提高工人的安全意識。施工場地亦設立安全生產指示牌，展示每月安全重點目標、安全作業時間表、安全值週人員和每日危險作業告示等。

## Care of the Employees 員工關懷

## DEVELOPMENT AND TRAINING

Yuzhou Properties encourages the staff to plan for their own careers and provides them with comprehensive training and development plans to upgrade their skills and management capabilities. The Group has formulated the “Training Management Procedure” to specify the duties of each department in the aspect of staff training and required the staff to participate in at least sixteen hours of training annually. The core training contents are developed based on the staff’s needs at work with focuses on the development of the talent team, sales training, training in general studies and training for general staff.

## 發展及培訓

禹洲地產鼓勵員工規劃自己的職業生涯，並提供全面的培訓及發展計劃，提升員工的技能和管理能力。集團制定《培訓管理規程》，明確各職能部門在員工培訓方面的職責，並規定員工每年需參加至少十六小時培訓。集團按員工工作需要制定核心培訓內容，並訂立重點培訓的範疇，包括：人才梯隊培養、業務專題培訓、通識類培訓和普通員工培訓。

Type of Training 培訓類別	Target Group(s) 目標對象	Core Training Contents 核心培訓內容
Development of the talent team 人才梯隊培養	Middle and senior management officers 中高層管理人員  Middle management officers 中層管理人員 Newly promoted management officers 新晉管理人員 “Yuzhou Young Talents” <sup>2</sup> 禹苗 <sup>2</sup>	<ul style="list-style-type: none"> <li>Strategic mindset 戰略思維</li> <li>Improved leadership 領導力提升</li> <li>Latest business models 最新商業模式</li> <li>Management skills 管理技能</li> <li>Business expansion 業務擴展類</li> <li>Introduction of the business of the whole real estate value chain 房地產全價值鏈業務簡介</li> <li>Teamwork 團隊合作</li> <li>Business capabilities 商務能力</li> </ul>
Sales training 業務專題培訓	Development of sales managers 銷售經理培養 Development of project managers 項目經理培養	<ul style="list-style-type: none"> <li>Course on sales 銷售系列課程</li> <li>Course on business 業務課程</li> <li>Other sales &amp; business topics 其他業務專題</li> </ul>
Regular training 常規培訓	New recruits 新入職員工 General staff 普通員工	<ul style="list-style-type: none"> <li>Daily Management System 日常管理類制度</li> <li>Training in professional ethics 職業道德培訓</li> <li>Rules and regulations of each line 各條線規章制度</li> <li>Training in corporate cultures 企業文化培訓</li> <li>Training in generic skills 通用技能類培訓</li> </ul>

<sup>2</sup> Yuzhou Young Talents refers to Yuzhou Properties' newly recruited graduates.

<sup>2</sup> 禹苗指禹洲地產招募的畢業生。



## Care of the Employees 員工關懷

Apart from internal training, the Group selected and subsidized the staff to participate in the training courses offered by external institutions according to the business development needs.

除了內部培訓，集團還會根據業務發展需要，選派和資助員工參與由外部機構提供的培訓課程。

### Overview of Performance Indicators for Office Training 辦公室培訓績效指標總覽

		Management 管理層	Managers 經理人員	General Staff 一般員工	Total Number 總數字
Number of staff trained 培訓人數	Male 男性	14	35	38	100% of staff members have received training 100%員工接受培訓
	Female 女性	6	18	43	
Training hours 培訓時數(小時)	Male 男性	784	2,520	2,432	Each staff member receives 66 hours of training on average 平均每位員工接受66小時培訓
	Female 女性	336	1,296	2,752	
Number of staff receiving regular reviews on performance and career development 定期績效及職業發展檢視的人數	Male 男性	14	35	38	100% of staff members have received reviews on performance and career 100%員工接受績效及職業檢視
	Female 女性	6	18	43	

### LABOR STANDARDS

Yuzhou Properties is committed to building a relationship with our staff based on mutual respect. The Group has adopted a series of measures, including the strict compliance with the national requirements stated in the "Labor Law of the People's Republic of China" and the "Provisions on Prohibition of Child Labor", etc., to protect the rights and interests of the staff.

Yuzhou Properties strictly complies with requirements of the laws in the recruitment process, and the employment of individuals below sixteen years of age is prohibited. The Group has formulated management systems for overtime work. Except for the staff of the middle level or above, time off in lieu or overtime compensation can be arranged for other staff based on the nature of the overtime work, thereby avoiding the situation where the staff work overtime unwillingly. During the reporting period, no case associated with the violation of the laws and regulations prohibiting child or forced labor was recorded at the offices.

### 勞工準則

禹洲地產致力與員工建立互相尊重的關係。集團採取一系列措施，包括嚴格遵守《中華人民共和國勞動法》和《禁止使用童工規定》等國家規定，保障員工權益。

禹洲地產在招聘過程中嚴格遵守法律規定，禁止僱用未滿十六週歲的人士。集團制定加班管理制度，除中層及以上員工外，其他員工可按加班性質，獲安排以調休或發放加班補貼的方式處理，避免員工在不自願的情況下加班工作。在報告期內，辦公室沒有違反與防止童工或強制勞工相關的法律及法規的個案。

**The International Labor Organization is a specialized agency of the United Nations, which enacts labor standards in the form of international labor conventions and recommendations, and thereby improve the standard of work and living standards around the world. China is a founding member and permanent member of International Labor Organization. In Hong Kong, there are currently 41 international labor conventions applicable to working conditions and employment policies.**

國際勞工組織是聯合國的專門機構，透過國際勞工公約和建議書的形式頒布勞工標準，從而提高世界各地的工作和生活標準。中國是國際勞工組織的創始成員國，也是該組織的常任理事國。而在香港，目前共有四十一項國際勞工公約適用於工作條件、就業政策等事宜。



# Operating Practices

營運慣例







## Operating Practices

### 營運慣例

#### SUPPLY CHAIN MANAGEMENT

Suppliers play an important role in Yuzhou Properties' business operations. The Group works closely with its suppliers to enhance its environmental, social and governance performance. The Group has developed the "Operational Guidelines on Procurement Practices for Administrative and Office Supplies" to set up procurement procedures for administrative and office supplies such as electronic equipment, office equipment and gifts to ensure the purchased items are of good quality. The Group also establishes the "Management Procedure of Suppliers" and the "Operational Guidelines on Bid Invitation and Submission for Procurement" to specify the working procedures and the division of responsibilities in the selection, management and evaluation of suppliers and contractors. This aims to ensure each party in the supply chain meets the highest quality and safety standards. Other than conducting preliminary visits, the Group also requires the suppliers or contractors to submit their certification documents relevant to quality, environment and health and safety for performance assessments. The Group has implemented green procurement policies which require the artificial boards, adhesives and coatings provided by all suppliers must be in compliance with the attestation requirements of Chinese Environment Label to ensure the products meet the environment requirements to a certain extent.

For property development projects, Yuzhou Properties conducts regular visits to the construction in progress or the plants of the suppliers, so as to assess their performance in terms of production technology and equipment, material quality, workers' operation levels and production management levels etc. For those suppliers which have significant quality issues, they will be blacklisted and will not be allowed to submit bids.

#### PRODUCT RESPONSIBILITY

In 2016, Yuzhou Properties has formulated the "Management Procedure for Construction Inspection" to regulate construction inspection for projects under construction from the stage of commencement to completion, so as to continuously enhance the construction quality. All projects under construction are subject to a spot check (i.e. random checks without prior notice on an irregular basis) by the Group during the first quarter of each year, and monthly spot checks are conducted starting from the first month of the second quarter. 30% of the Group's total number of projects under construction will be subjected to spot check. To assess the quality and performance, the projects are rated based on the five aspects, including actual measurement, safe and civilized construction,

#### 供應鏈管理

供應商在禹洲地產業務營運中擔任重要角色。集團與供應商緊密合作，提升集團的環境、社會和管治表現。集團制定《行政辦公採購作業指引》，對電子設備、辦公設備和禮品採購等行政辦公用品建立採購程序，確保採購物資品質優良。集團亦建立《供應商管理規程》和《採購招投標操作指引》，在供應商和承包商的選用、管理和考察方面訂明工作程序和分工，力求供應鏈中每一個環節均符合最高品質及安全標準。集團除了進行前期考察外，也要求供應商或承辦商遞交有關品質質量、環境及健康安全的認證文件，供集團評估其表現。集團推行綠色採購政策，所有供應商提供的人造板、膠粘劑、塗料均須符合中國環境標誌認證，以確保產品達到一定的環保要求。

針對房地產開發項目，禹洲地產對合作供應商的在建工程或其工廠進行定期考察，以評核他們在生產技術裝備、材料品質、工人操作水平和生產管理水平等方面的表現，出現重大質量問題的供應商會被列進黑名單，不得參與投標。

#### 產品責任

禹洲地產於二零一六年制定《工程檢查管理規程》，規範在建項目從施工至交付的工程檢查，以持續提升工程質量。集團於每年的第一季度為所有在建項目進行飛行檢查(即不事先通知的不定期隨機抽取檢查)，及於第二季度首月開始進行每月飛行檢查，每月抽查量為集團在建項目總數的30%。檢查會為五大範疇評分，包括實測質量、安全文明施工、實體觀感質量、施工工序缺陷及管理動作執行情況，評估項目的質量表現。針對特定的項目階段，集團會不定期進行專項檢查，巡視安全風險、關鍵工序質量和





## Operating Practices 營運慣例

quality of physical appearance, procedural deficiencies of construction and the implementation of management actions. In respect of the particular stages of the projects, specific inspections will be performed on an irregular basis by the Group to examine the safety risks, the quality of critical procedures and the implementation of the management systems. Within two months before each project is completed, it has to go through the completion quality check arranged by the Group to ensure the quality is up to the standard.

Yuzhou Properties collects opinions on products and services from customers via different channels so as to continuously enhance its performance. The Group has developed the “Operational Guidelines on Handling Customers’ Complaints”. If a customer complaint is received, our customer service staff will record every detail of the complaint and contact the relevant departments for handling. Spot check will be conducted on the complaint cases by our customer service staff from the Group’s headquarters on an irregular basis to improve the products and enhance the services.

### ANTI-CORRUPTION

As a responsible enterprise, Yuzhou Properties is committed to the prevention of illegal activities such as corruption, bribery, extortion, fraud and money laundering, etc. The Group has formulated the “Anti-fraud Management Procedure” and the “Staff’s Behaviors Management Procedure” to clearly specify the code of professional ethics for staff and the prohibition of any fraud behaviors for personal interests. All staff members are required to participate in the training related to the prevention of corruption and bribery so as to enhance their awareness of anti-corruption. The Group’s internal audit staff will raise risk alerts for the business areas that are exposed to higher risks of fraud and take the corresponding preventive measures. All staff members of the offices have signed the “Employee’s Commitment Letter of Integrity and Self-discipline” to promise to voluntarily comply with the anti-corruption related laws and regulations of the country and the Group.

Yuzhou Properties encourages its staff and external parties to report suspected cases to the Group with their real names. The reported information will be kept strictly confidential by the Group, thereby protecting the informers. If a case is found to be true after investigation, the Group will impose internal economic and administrative disciplinary penalties on the relevant staff members based on the severity of the case. If the behavior of the relevant staff members violates the laws and regulations, the Group will send the case to the judicial authorities in accordance with the laws.

管理制度的執行情況。各項目於交付前兩個月也須按集團安排，進行項目交付質量檢查，確保質量達標。

禹洲地產透過不同渠道，向客戶收集對產品服務的意見，藉此持續提升表現。集團制定《客戶投訴處理作業指引》。若接獲客戶投訴，客服人員會詳細記錄投訴內容，並聯繫相關部門進行處理。集團的總部客服人員不定期對投訴個案進行抽驗，以完善產品及提升服務。

### 反貪污

作為一家負責任的企業，禹洲地產致力預防貪污、賄賂、勒索、欺詐及洗黑錢等不法行為。集團建立《反舞弊管理規程》和《員工行為管理規程》，清楚列明員工的職業道德規範，禁止任何營私舞弊的行為。集團規定全體員工必須參加有關防止貪污賄賂的培訓，提高反貪污的意識。集團的內部審計人員會對舞弊風險較高的業務環節進行風險預警，並作出相應預防措施。辦公室員工已簽署《員工廉潔自律承諾書》，保證自覺遵守國家及集團有關反貪污的法律和規定。

禹洲地產鼓勵員工和外部人士以實名形式向集團舉報懷疑個案。集團嚴格保密舉報信息，保護舉報人。若調查屬實，集團將按個案嚴重程度對相關員工進行內部經濟和行政紀律處罰。倘若相關員工的行為觸犯法律法規，集團會依法將其送至司法機關處理。



# Community Investment

社區投資









## Community Investment 社區投資

As a responsible enterprise, Yuzhou Properties established Yuzhou Welfare Foundation early in 2014 and cooperated with people from all sectors to contribute to public welfare and philanthropy. The foundation focuses on the ethnic and traditional cultures and expresses concerns for vulnerable groups. It has launched various works on culture promotions and folk customs preservation since its establishment. Besides, the foundation has been providing supports to education and environmental protection activities, as well as donating to disaster-affected region. During the reporting period, the Group accumulated more than 1,000 hours of volunteering service in aggregate and made a charitable donation of a total of RMB14.32 million (2015: RMB5.08 million).

作為一家對社會有承擔的機構，禹洲地產早於二零一四年已成立禹洲公益基金會，與各界人士合作，為公益慈善出一分力。基金會重視民族傳統文化和關注弱勢群體，在成立後開展了多項推廣文化和保護民俗的工作。基金會亦投撥資源，支持援教助學和環保活動，並捐助受災害影響的地區。本報告期內，集團的累計義工服務總時數超過1,000小時，慈善捐款合共人民幣14,320,000元(2015年：人民幣5,077,000元)。



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<b>A1 Emissions</b>		
<b>A1 排放物</b>		
General Disclosure 一般披露	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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	20
<b>A2 Use of Resources</b>		
<b>A2 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	22
<b>A3 The Environment and Natural Resources</b>		
<b>A3 環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	23
<b>B1 Employment</b>		
<b>B1 僱傭</b>		
General Disclosure 一般披露	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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	28
<b>B2 Health and Safety</b>		
<b>B2 健康與安全</b>		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	29



## Content Index to the ESG Reporting Guide 《環境、社會及管治報告指引》內容索引

Key Areas 主要範疇	Content 內容	Page 頁碼索引
<b>B3 Development and Training</b>		
<b>B3 發展及培訓</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	32
<b>B4 Labor Standards</b>		
<b>B4 勞工準則</b>		
General Disclosure 一般披露	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 and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	33
<b>B5 Supply Chain Management</b>		
<b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	36
<b>B6 Product Responsibility</b>		
<b>B6 產品責任</b>		
General Disclosure 一般披露	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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	36
<b>B7 Anti-corruption</b>		
<b>B7 反貪污</b>		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	37
<b>B8 Community Investment</b>		
<b>B8 社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the 40 communities where the issuer operates and to ensure its business activities take into consideration the communities' benefits. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	

