



**武夷药业**  
Wuyi Pharmaceutical

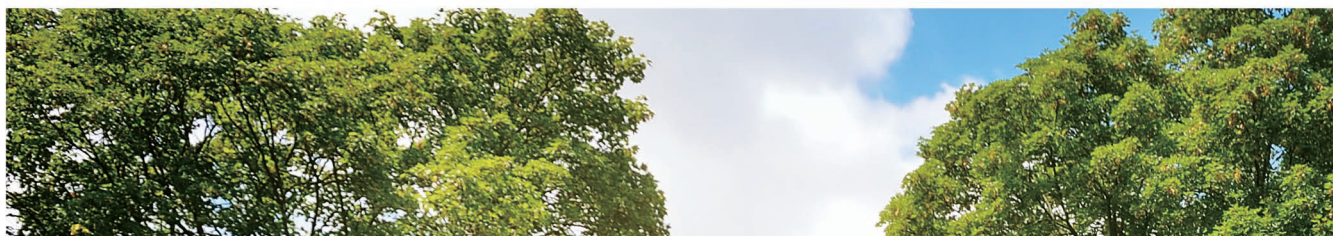
**Wuyi International Pharmaceutical Company Limited**

**武夷國際藥業有限公司**

(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: 1889



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Environmental, Social and Governance Report  
年度環境、社會及管治報告 **2016**

# Environmental, Social and Governance Report

## 環境、社會及管治報告



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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THIS REPORT

Wuyi International Pharmaceutical Company Limited (the “Company”, together with its subsidiaries as the “Group”) is pleased to present our first Environmental, Social and Governance Report (the “Report”) to disclose information on the Group’s management approach, strategy, priorities and objectives on environmental, social and governance related matters.

### PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide”.

This Report summarizes the performance of the Group in respect of corporate social responsibility in 2016, covering the core business including the development, manufacturing, marketing and sales of pharmaceutical products in the People’s Republic of China (“PRC”). As it is the first time that the Company publishes the Report, the Report does not contain all recommended disclosure as set out in Appendix 27 to the Listing Rules. The Group will continue to optimize and improve the extent of disclosure. This Report shall be published in both Chinese and English. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

### REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2016 to 31 December 2016. The board of directors of the Group confirmed that during the reporting period, the Group complied with the applicable provisions contained in the “Environmental, Social and Governance Reporting Guide” of the Listing Rules.

### CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to [wuyi.ir@wuyi-pharma.com.hk](mailto:wuyi.ir@wuyi-pharma.com.hk).

### INTRODUCTION

The Group is a vertically integrated pharmaceutical group focused on manufacturing, marketing and selling its branded prescription, over-the-counter western pharmaceuticals and modern Chinese medicine products. Our diversified product portfolio consists of 28 existing products that address significant medical needs in China covering therapeutic areas of respiratory, cardiovascular, gastrointestinal and infectious diseases and cancer.

The Group is committed to responsible operation and value creation for stakeholders and community by integrating environmental and social factors into management considerations. Sustainability strategy is based on the compliance with the legal requirements applicable to us and opinions from stakeholders. Sustainability is crucial for the Group’s growth in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group has established and implemented various policies to manage and monitor the risks related to environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

### 關於本報告

武夷國際藥業有限公司(「本公司」，連同其附屬公司統稱為「本集團」)欣然呈報本公司首份環境、社會及管治報告(「報告」)，披露本集團有關環境、社會及管治事宜的管理方法、策略、優先次序及目標的資料。

### 編製基準及範圍

本報告乃根據香港聯合交易所有限公司證券上市規則(「上市規則」)附錄27 – 「環境、社會及管治報告指引」而編製。

本報告概述本集團於二零一六年企業社會責任方面的表現，涵蓋本集團於中華人民共和國(「中國」)的核心業務，包括醫藥產品開發、製造、市場推廣及銷售。由於此乃本公司首次刊發報告，報告並不包括上市規則附錄27所載的所有建議作出的披露。本集團將繼續優化及改善披露範圍。本報告將以中英文刊發。倘中文版本與英文版本存在任何不一致，概以英文版本為準。

### 報告期間

本報告載列我們自二零一六年一月一日起至二零一六年十二月三十一日止報告期間的可持續發展計劃。本集團董事會確認，於報告期間，本集團已遵守上市規則「環境、社會及管治報告指引」所載的適用條文。

### 聯絡資料

本集團歡迎閣下就本報告給予反饋，以完善我們的可持續發展計劃。請電郵至 [wuyi.ir@wuyi-pharma.com.hk](mailto:wuyi.ir@wuyi-pharma.com.hk) 聯絡我們。

### 緒言

本集團是一家垂直整合的藥品集團，專門製造、營銷和銷售其品牌處方、非處方西藥和中成藥產品。本公司的產品種類多元化，包括28種現有針對中國龐大醫療需求的治療性市場，適用於舒緩呼吸科、心血管、消化科、傳染病及癌症等症狀的用藥。

本集團致力將環境及社會因素融入管理考慮因素以對持份者及社區採取負責任的營運方式及增創價值。持續性策略乃以遵守適用於本公司的法律規定及持份者的意見為依據。為實現卓越業務及提高長期競爭力，持續性對本集團的增長至關重要。本集團已制定及執行各項政策管理及監察與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展的管理方法詳情會於本報告闡述。

# Environmental, Social and Governance Report

## 環境、社會及管治報告



### STAKEHOLDERS ENGAGEMENT

Expectations and opinions from our stakeholders are important and valuable. The Group engages its stakeholders through utilizing different channels as listed in the table below. Through stakeholders engagement, the Group understands the expectations and concerns from stakeholders so as to facilitate the formulation of strategies for sustainable development.

### 持份者參與

持份者的預期及意見對我們十分重要且寶貴。本集團透過下表列出的不同渠道與其持份者互動。藉著持份者的參與，本集團可以了解持份者的預期及擔憂，從而促使本集團制定可持續發展的策略。

Stakeholders 持份者	Expectation 預期	Engagement channel 參與渠道
Government and Regulatory Authorities	<ul style="list-style-type: none"> <li>Compliance</li> <li>Proper tax payment</li> <li>Promote regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspections and checks</li> <li>Research and discussion through work conferences, work reports preparation and submission for approval</li> <li>Annual reports and other published information on its website</li> </ul>
政府及監管機構	<ul style="list-style-type: none"> <li>合規</li> <li>依法納稅</li> <li>推動區域經濟發展及就業</li> </ul>	<ul style="list-style-type: none"> <li>現場檢驗、檢查</li> <li>透過工作會議、工作報告編製及提交批准開展研究及討論</li> <li>年報及網站所發佈的其他資料</li> </ul>
Shareholders and Investors	<ul style="list-style-type: none"> <li>Low risk</li> <li>Return on the investment</li> <li>Transparent disclosure of information</li> <li>Protection of interests and fair treatment of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting and other shareholders' meetings</li> <li>Annual reports, announcements and other published information</li> <li>Newsletter</li> <li>Meeting with investors and analysts</li> </ul>
股東及投資者	<ul style="list-style-type: none"> <li>低風險</li> <li>投資回報</li> <li>透明的信息披露</li> <li>股東利益及公平待遇保障</li> </ul>	<ul style="list-style-type: none"> <li>股東週年大會及其他股東大會</li> <li>年報、公告及已發佈的其他資料</li> <li>簡訊</li> <li>與投資者及分析師會面</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Working environment</li> <li>Career development</li> <li>Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Training, seminars, briefing sessions</li> <li>Cultural and sport activities</li> <li>Newsletters</li> <li>Intranet and emails</li> </ul>
僱員	<ul style="list-style-type: none"> <li>工作環境</li> <li>職業發展</li> <li>健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>培訓、研討會、簡介會</li> <li>文化及體育活動</li> <li>員工通訊</li> <li>內聯網及電郵</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Safe and high-quality products</li> <li>Stable relationship</li> <li>Information transparency</li> <li>Integrity and business ethics</li> <li>After-sales service</li> </ul>	<ul style="list-style-type: none"> <li>Website, brochures, annual reports and other published information</li> <li>Email and customer service hotline</li> <li>Feedback forms</li> <li>Regular meetings</li> </ul>
客戶	<ul style="list-style-type: none"> <li>安全高質產品</li> <li>穩定關係</li> <li>資料透明度</li> <li>誠信及商業道德</li> <li>售後服務</li> </ul>	<ul style="list-style-type: none"> <li>網站、宣傳冊、年報及已發佈的其他資料</li> <li>電郵及客戶服務熱線</li> <li>意見反饋表</li> <li>定期會議</li> </ul>



## Environmental, Social and Governance Report

### 環境、社會及管治報告

Stakeholders 持份者	Expectation 預期	Engagement channel 參與渠道
Suppliers/ Business Partners	<ul style="list-style-type: none"> <li>Long-term partnership</li> <li>Honest cooperation</li> <li>Fair, open tendering process</li> <li>Information and resources sharing</li> <li>Risk reduction</li> </ul>	<ul style="list-style-type: none"> <li>Business meetings, supplier conferences, phone calls, interviews</li> <li>Review and assessment</li> <li>Tendering process</li> </ul>
供應商／業務夥伴	<ul style="list-style-type: none"> <li>長期合作關係</li> <li>坦誠合作</li> <li>公平、公開投標流程</li> <li>分享資料來源</li> <li>降低風險</li> </ul>	<ul style="list-style-type: none"> <li>業務會議、供應商會議、電話、面談</li> <li>審核及評估</li> <li>投標流程</li> </ul>
Peers/Industry associations	<ul style="list-style-type: none"> <li>Experience sharing</li> <li>Cooperation</li> <li>Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>Industry conference</li> <li>Site visit</li> </ul>
同業／行業協會	<ul style="list-style-type: none"> <li>經驗分享</li> <li>攜手合作</li> <li>公平競爭</li> </ul>	<ul style="list-style-type: none"> <li>行業會議</li> <li>實地拜訪</li> </ul>
Public and communities	<ul style="list-style-type: none"> <li>Community involvement</li> <li>Social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Volunteering</li> <li>Charity and social investment</li> </ul>
公眾及社區	<ul style="list-style-type: none"> <li>投入社區</li> <li>社會責任</li> </ul>	<ul style="list-style-type: none"> <li>義工活動</li> <li>慈善活動及社會投資</li> </ul>

#### ENVIRONMENTAL ASPECT

The Group understands the importance of environmental protection to the sustainable development of enterprises. The Group consistently implements measures on clean production, energy saving and reducing consumption, etc. The Group also carries out regular reviews on various environmental protection measures to ensure that all environmental protection permissions and approvals required by the regulatory authorities of the PRC are in place.

The Group emphasizes environmental protection and exerts its best efforts to comply with the applicable laws and regulations on product safety and environmental protection, including Good Manufacturing Practice ("GMP") standards and requirements in relation to environmental protection. The Group also has internal guidelines and rules governing environmental protection management, environmental impact studies, as well as the treatment and discharge of solid waste and sewage.

#### EMISSIONS

Given the nature of the business, the Group generates solid wastes, sewage, exhaust fumes, and noise during production process. The Group has implemented a comprehensive set of environmental protection measures to mitigate emissions generated during production process based on the Group's policy of "Environmental Protection Management Procedure". During 2016, the Group was in strict compliance with relevant laws and regulations for environmental protection, including the Law of the PRC on Environmental Protection, the Law of the PRC on Evaluation of Environmental Effects, the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on Prevention and Control of Water Pollution and the Law of the PRC on Prevention and Control of Environmental Noise Pollution. The Group has not been aware of any material non-compliance with relevant environmental laws and regulations during the year ended 31 December 2016.

#### 環境方面

本集團了解環境保護對企業可持續發展的重要性。本集團貫徹執行潔淨生產、節能減耗及減少用量等措施。本集團亦定期就各項環保措施進行檢討，確保獲得所有中國適用監管機構所需的環保許可及批文。

本集團非常注重環境保護，竭力遵守有關生產安全與環境保護的適用法律及法規，包括有關環境保護的生產質量管理規範（「生產質量管理規範」）標準及規定。本集團亦已制定規管環保管理、環境影響研究，以及處理和排放固體廢料和污水的內部指引及規則。

#### 排放物

鑒於業務性質，本集團在生產過程中會產生固體廢物、污水、廢氣和噪音。本集團已根據本集團的「環境保護管理程序」政策實施一套完善的環保措施，緩解生產過程中產生的排放物。於二零一六年，本集團嚴格遵守環境保護的相關法律及法規，包括《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國環境噪聲污染防治法》。截至二零一六年十二月三十一日止年度，本集團並不知悉任何重大違反相關環境法律及法規。



### AIR POLLUTANT EMISSION

Emissions are strictly controlled and monitored in order to meet the required standards. The Group generates exhaust fumes during manufacturing process and when operating turbines. In each case, exhaust fumes are under treatments to reduce the dust content to a level meeting the national standards before discharging into the air at a frequency as permitted by law.

The Group also adopts new technology and manufacturing processes which reduce the amount of pollutants discharged to the environment. For example, the Group refrains from using toluene, an explosive and combustible chemical, in the manufacturing of N (2)-Alanyl-L-Glutamine to eliminate potential hazards to the environment which may be caused by explosion or fire. The Group also recycles ammonia generated during the manufacturing process of N (2)-Alanyl-L-Glutamine to reduce the amount of exhaust fumes discharged.

### GREENHOUSE GAS EMISSION

The Group endeavors to reduce the carbon footprint and promote the environmental awareness of employees by encouraging them to use less electricity in order to reduce consumption. The Group has adopted policies focusing on energy saving, which is mentioned in the section "Energy".

### HAZARDOUS AND NON-HAZARDOUS WASTES

The Group's solid wastes include scrap materials resulting from processing of Chinese medicine raw materials, scrap packaging materials, glass and other solid wastes. According to the Group's "Wastes Production Management Procedure", solid waste generated during manufacturing process is classified and recycled. For example, scrap materials resulting from processing of Chinese medicine raw materials are recycled by fertilizer manufacturer for agricultural use. Scrap packaging materials are recycled by paper manufacturers as raw materials. Glass and other solid waste are recycled by manufacturers of construction materials.

### WASTEWATER

The Group has its own wastewater treatment facility for processing its discharge. A/O (Anaerobic/Oxic) process and dissolved air flotation technology are applied to the sewage treatment system in order to reduce the water pollution and to comply with the Law of the PRC on Prevention and Control of Water Pollution. The system is able to process 1.5 tonnes of sewage per hour. Wastewater is directed to a centralized system for color and sediment removal. For wastewater generated by operation of turbines, sediment is removed and pH value is adjusted to an appropriate level before discharge.

### NOISE

Noise mainly comes from the operation of turbines, heating, ventilation and air conditioning systems, and air compressors. The Group reduces noise generated by deploying isolation and noise reduction measures so noise from manufacturing facilities will be controlled at a level permitted by the Law of the PRC on Prevention and Control of Environmental Noise Pollution.

### USE OF RESOURCES

The Group mainly consumes resources including electricity, fuel, water and packaging materials. The Group's "Energy Resources Control Procedure" provides guidelines to implement resource saving practices.

### 空氣污染物排放

本集團嚴格控制及監察排放物，從而符合規定標準。本集團於生產過程中及於渦輪機操作時會產生廢氣。於各情況下，廢氣會先經過處理以減少含塵量至符合國際標準的水平，然後按法律許可的頻率排放至空氣中。

本集團亦採納新技術及生產流程，減少向環境排放的污染物數量。例如，本集團於生產諾賽肽注射液時不會採用甲苯（一種易燃易爆的化學品），以盡量減少可能由爆炸或火災引起的對環境的潛在危害。本集團亦循環使用諾賽肽注射液生產過程中產生的氨，從而減少廢氣排放量。

### 溫室氣體排放量

本集團努力減少碳的排放量及提高僱員的環保意識，鼓勵僱員節省用電減少消耗。本集團已採納專注於節能的政策（轉述於「能源」一節）。

### 有害廢棄物及無害廢棄物

本集團的固體廢物包括生產中成藥原材料過程中產生的廢料、包裝廢料、玻璃及其他固體廢物。本集團會根據「廢料生產管理程序」，對生產過程中產生的固體廢物進行分類及回收利用。例如，中成藥原材料加工過程中產生的廢料會由肥料製造商回收作農業用途。包裝廢料會由造紙商回收用作原材料。玻璃及其他固體廢物會由製造商回收用作建築材料。

### 污水

本集團自設污水處理設施處理其排放。污水處理系統應用A/O（厭氧／好氧）過程及溶解空氣漂浮物技術，從而減少水污染及遵守《中華人民共和國水污染防治法》。該系統每小時可處理1.5噸污水。污水會被引流至中央處理系統以排走色素和沉澱物。渦輪機運行所產生的污水會在清除沉澱物及調整至適當的pH值後，方才排放。

### 噪音

噪音主要來自渦輪機、加熱、通風、空調系統以及空氣壓縮機的運作。本集團透過實施分離及噪音消減措施以減低所產生的噪音，從而使製造設施產生的噪音控制在《中華人民共和國環境噪音污染防治法》許可的程度內。

### 資源使用

本集團主要消耗的資源包括電、燃料、水及包裝材料。本集團的「能源資源控制程序」提供實施資源節省慣例的指引。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### ENERGY

Extraction of raw materials for the production of the Group's modern Chinese medicine products consumes more energy and fuel than the production of western pharmaceuticals. In order to strengthen control over costs and resources, reduce wastes and production cost, the Group has established the Corporate Cost Control Management Working Group to oversee the use of resources. Moreover, energy saving measures have been implemented in workplace as follows:

- Maintain the room temperature at around 25℃
- Heat exchange system is cleaned regularly to increase efficiency
- Turn off the lights if leaving the room for more than an hour
- Turn off the computer before leaving the office
- Energy efficiency is one of the key concerns when buying machineries

#### WATER

To conserve water resources, the Group recycles and reuses wastewater generated during production process to further manufacture products, which reduces both water consumption and wastewater production. Statistics of water consumption is recorded regularly to monitor the consumption level.

#### RAW MATERIAL AND OTHER RESOURCES

The Group has adopted corresponding measures in offices in order to save resources:

- Reduce paper consumption through application of computer technology (e.g. written communication by email, use computer to store documents)
- Reuse single-sided papers for printing and receiving fax
- Put recycling boxes near the photocopiers to collect single-sided papers for reuse and both-sided used papers for recycling
- Keep the normal setting of the printers to the mode of printing on both sides
- Encourage staff to reuse stationeries, e.g. used envelopes and document folders

#### THE ENVIRONMENT AND NATURAL RESOURCES

The Group mitigates the impact on the environment and natural resources through managing the risks based on the following policies and measures:

- strict monitoring of construction projects in accordance with environmental impact study reports
- utilization of modern equipment, technologies and measures to minimize environmental pollution
- selection of products that create less environmental pollution in manufacturing; and
- monitoring and management on environmental protection compliance of laws and regulations

#### 能源

本集團在提煉原材料的過程中，生產中成藥會較生產西藥耗用更多能源和燃料。為加強成本及資源控制、減少廢棄物及生產成本，本集團已制定企業成本控制管理工作小組監察資源的使用。此外，我們已於工作場所實施節能措施如下：

- 維持室內溫度約25℃
- 定期清潔熱傳導系統以提高效率
- 離開房間一小時以上者須關燈
- 離開辦公室前須關掉電腦
- 購買機器時，能源效益為重要考慮因素之一

#### 水

為保育水源，本集團在生產過程中產生的污水，經淨化處理後，會在後期工序中循環再用以降低耗水量及減少污水排放。我們定期記錄耗水量，監督水消耗水平。

#### 原材料及其他資源

本集團已於辦公室採納相應措施節省資源：

- 通過應用電腦科技以減少使用紙張（如透過電郵進行書面通訊、使用電腦儲存文件）
- 重用單面紙作打印或接收傳真
- 在影印機旁邊放置回收盒收集單面紙以重複使用及將用過的雙面紙進行回收利用
- 將打印機常用設置保持為雙面打印模式
- 鼓勵員工重複使用文具（例如用過的信封及文件夾）

#### 環境及天然資源

本集團透過根據以下政策及措施管理風險，降低對環境及天然資源的影響：

- 遵守環境影響研究報告，嚴格監察建設項目
- 利用現代化設備、技術及措施，將對環境的污染降至最低
- 選擇生產對環境造成較少污染的產品；及
- 監察及管理環保法律及法規遵行情況



The Group emphasizes reduction of wastage and pollution when designing, repairing and maintaining our existing and planned environmental protection equipment and facilities. During the research and development stage of a new drug, the Group takes into account the design of the facilities required to manufacture the drug in order to minimize the impact on the environment. Prior to selecting a drug for commercial production, the Group prepares an environmental impact study and engages professionals to undertake the implementation of the project. The Group engages professional environmental protection equipment providers to provide repair services for environmental protection equipment and facilities. The equipment and facilities after repair are subject to examination by local environmental protection authorities. The Group also has personnel dedicated for maintenance of equipment and facilities, including environmental protection equipment and facilities to prolong their useful lives.

### SOCIAL ASPECT

#### EMPLOYMENT AND LABOUR PRACTICES

##### EMPLOYMENT

The Group endeavors to develop and maintain good working relationship with the employees. All the policies related to employment are set out in the Group's Staff Handbook, which is formulated and updated from time to time based on the latest applicable laws and regulations. In addition, the Group provides competitive remuneration, rewards program including share option scheme, retirement and medical benefits to attract and encourage employees. The Group offers job opportunities and promotions to candidates regardless of their gender, race and religion. The Group complied with related laws and regulations on compensation and dismissal, working hours, rest periods, other benefits and welfare, equal opportunity and anti-discrimination, such as the Labor Law of the PRC. There was no labor related legal proceeding against the Group or material non-compliance with employment related laws and regulations in 2016.

##### HEALTH AND SAFETY

In the aspect of safeguarding the occupational safety and health of employees, the Group spares no effort to provide employees with a safe work environment and enhance their health and safety awareness. The Group has developed the "Employee Health Management Procedure" to ensure activities of employees in the production plant is in strict compliance with the Law of the PRC on Work Safety and the Law of the PRC on the Prevention and Control of Occupational Diseases. The Safety Production Committee of the Company is responsible to oversee the matters related to occupational health and safety.

Employee's health is crucial to the quality of the Group's products. Employee who directly contacts our products must conduct a medical check at least once a year. Inside the production plant, operation of specific equipment (e.g. pressurized vessels, boilers and pressured tubes) imposes risk on workers. All workers are required to have specific licenses and attend safety trainings before operating the assigned equipment. In 2016, the Group was not subject to any punishment by the government and was not involved in any lawsuit related to health and safety of employees.

本集團於設計、維修及保養現有及規劃環保設備及設施時非常重視減少廢棄物及污染。於新藥品研發階段，本集團會考慮生產藥品所需設施的設計，將對環境的影響降至最低。於選擇藥品進行商業生產之前，本集團會編製環境影響研究報告及委聘專業人士開展項目。本集團委聘專業環保設備供應商對環保設備及設施提供維修服務。經維修後的設備及設施再經當地環保機構進行檢測。本集團亦設有人員專責對設備及設施（包括環保設備及設施）進行保養，以延長其使用壽命。

### 社會方面

#### 僱傭及勞工常規

##### 僱傭

本集團力求與僱員發展及保持良好的工作關係。所有與僱傭相關的政策載於本集團的「員工手冊」，乃根據最新的適用法律法規不時制定及更新。此外，本集團提供具競爭力的報酬和獎勵計劃，包括購股權計劃、退休和醫療福利，以吸引及激勵僱員。本集團為員工提供公平就業及擢升機會，不分性別、種族及宗教信仰。本集團遵守例如《中國勞動法》等有關補償及解僱、工時、休息日、其他福利、補助、平等機會及反歧視的法律法規。於二零一六年，本集團並無涉及與勞工相關法律訴訟或僱傭相關法律法規的重大不合規情況。

##### 健康與安全

在保障僱員職業安全及健康方面，本集團不遺餘力地為僱員提供安全的工作環境，提高彼等的健康及安全意識。本集團已制定「僱員健康管理程序」，確保僱員在生產廠房的活動嚴格遵守《中國安全生產法》及《中國職業病防治法》。本公司的安全生產委員會負責監督職業健康與安全相關事宜。

僱員健康對本集團產品的質量至關重要。直接接觸產品的僱員必須至少每年進行一次醫療檢查。在生產廠房內，操作特定設備（例如壓力容器、鍋爐及壓力管）使工人面臨風險。所有工人在操作指定的設備之前，必須具有特定的許可證並參加安全培訓。於二零一六年，本集團並未就僱員健康與安全事宜受到政府任何處罰或涉及相關訴訟。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### DEVELOPMENT AND TRAINING

The Group provides directors and senior management with continuous professional training, including seminars and workshops, so that the latest changes of regulatory requirements and corporate governance practices can be introduced. Aiming to raise the operational efficiency, the Group also organizes various pre-employment and on-the-job trainings to deepen the employees' understanding of its business objectives and operation based on the Group's "Employee Training Management Procedure". Through training, employees can upgrade their technical knowledge and be more familiar with their job duties. Furthermore, it enhances the quality of products and safeguards the interests of consumers.

There are four major types of trainings provided to different categories of employees:

1. For new employees, three levels of trainings are provided: company, production and team, which cover information relating to Company's policies and procedures, machinery operation, standard operation procedures, etc.
2. For existing employees, medicine-related knowledge (e.g. microorganisms, Chinese medicine, procedures for production etc.) and practical trainings are offered.
3. For employees transferred to another position, new job duties and operation procedures are introduced.
4. Moreover, on-the-job educational opportunities are provided for professional employees (e.g. quality assurance engineers, pharmacists, accountants etc.).

Both internal and external trainings are offered to employees. Internal training courses, which are delivered by external experts or internal technicians, are organized for frontline workers and management staff. External trainings include seminars organized by external parties like university.

#### LABOUR STANDARDS

The Group strictly abides by the labor laws and regulations, such as the Labor Contract Law of the PRC, and prohibits the employment of children and forced labor according to the Group's "Corporate Responsibility Policy". If there is any case related to child labor or forced labor, the Group will launch an investigation and report to local labor authorities. If the investigation reveals a violation of labor standards due to negligence on part of the Group, the Group will immediately terminate the employment contract with the concerned staff, and compensate him/her/they for any loss and harm caused by the incident, including sending him/her/they back to his/her/their place(s) of residence. In 2016, the Group did not discover any incident and was not aware of any material non-compliance in relation to the employment of child labor or forced labor.

#### OPERATING PRACTICES

##### SUPPLY CHAIN MANAGEMENT

The Group has adopted "Supplier Management Procedures" to strengthen the control on supply chain management. It constantly analyses the inventory of the materials, purchased categories and material consumption. The Group keeps a list of suppliers and makes regular assessment and update. The Group selects suppliers prudently and requires them to satisfy certain evaluation criteria, including track records, experience, financial strength, reputation, ability to manufacture high-quality products, etc. The Group also evaluates the environmental and social risks of the supply chain on a regular basis.

#### 發展及培訓

本集團為董事及高級管理層提供持續的專業培訓，包括研討會和工作坊，以闡述監管規定及企業管治常規的最新變化。為提高運營效率，本集團亦組織各種職前培訓及在職培訓活動，根據本集團的「僱員培訓管理程序」深化僱員對業務目標及營運的了解。通過培訓，可提升僱員的技術知識，讓員工更加熟悉其工作職責。此外，可提高產品質量並保障消費者利益。

本集團有四類主要培訓提供予不同類別的僱員：

1. 就新僱員而言，提供三個層面的培訓：公司、生產及團隊，涵蓋有關本公司政策及程序、機器操作、標準操作程序等資訊。
2. 就現有僱員而言，提供醫藥相關知識（如微生物、中藥、生產程序等）及實務培訓。
3. 就轉職僱員而言，介紹新工作崗位及運作程序。
4. 此外，專業僱員（如質量保證工程師、藥劑師、會計等）獲提供在職教育機會。

本集團為僱員提供內部及外部培訓。內部培訓課程由外部專家或內部技術人員提供，為前線工作人員及管理人員而設。外部培訓包括如大學等外界舉辦的研討會。

#### 勞工準則

本集團嚴格遵守《中國勞動合同法》等勞動法律法規，及根據本集團「企業責任政策」禁止僱用童工及強迫勞工。倘發生涉及童工或強迫勞工的事件，本集團將進行調查並向當地勞工部門匯報。倘調查揭露由於本集團的疏忽導致違反勞工準則，本集團將立即終止與有關人員的僱傭合同，並就事件對其造成的任何損失及損害予以賠償，包括將僱員送返其居住地。於二零一六年，本集團並未發現及並不知悉任何有關僱用童工或強迫勞工的重大不合規事件。

#### 營運慣例

##### 供應鏈管理

本集團採用「供應商管理程序」，加強對供應鏈管理的控制。其不斷分析材料的庫存、採購類別及材料消耗。本集團保存供應商名單，定期進行評估及更新。本集團謹慎選擇供應商，要求彼等滿足若干評估標準，包括往績記錄、經驗、財務實力、聲譽、製造優質產品的能力等。本集團亦定期評估供應鏈的環境及社會風險。

## Environmental, Social and Governance Report 環境、社會及管治報告



The Group has developed long-term collaborative relationships with various suppliers and endeavors to make sure that they comply with the Group's commitment to quality and ethics. The Group sells pharmaceutical products to hospitals, clinics and drug stores through sales agents and distributors. The Group requires the sales agents and distributors to comply with the relevant laws and regulations and the Group's marketing policies. The Group also collaborates with the distributors by providing trainings for their frontline salespersons to ensure that they can provide high-quality sales services.

### PRODUCT RESPONSIBILITY

The Group has been upholding a high-quality standard for operation of manufacturing equipment and manufacturing process of pharmaceutical products according to "Administrative Measures Governing the Production Quality of Pharmaceutical Products" published by the government. The Group has established a strong brand recognition built on its high-quality products and superior customer service.

As a result of the quality and consistency of the Group's products and customer service, "3A" (三愛) brand has been recognized as a Fujian Famous Trademark by the Trademark Bureau of the Administration for Industry and Commerce in Fujian Province. The Group places particular emphasis on product and process development using stringent GMP quality control procedures to ensure that our products are consistently meeting the highest standards for quality and purity. We also emphasize customer service and physician and patient education, with the aim of ensuring and maintaining customer satisfaction at peak levels. We believe that consistently high product quality and a commitment to providing superior customer service have enabled us to establish the "3A" brand as a leading reputable western pharmaceuticals and modern Chinese medicine brand in China. The Group was in strict compliance with the Product Quality Law of the PRC, the Trademark Law of the PRC and the Law of the PRC on the Protection of Consumer Rights and Interests throughout 2016. In 2016, the Group did not have any material sales returns and did not experience any product liability or other legal claims due to problems with the quality of our medicine products.

### Quality Control Management

In order to ensure that the quality of the products is continually improved, our marketing, production and research and development departments work closely together to respond to customer feedback and market developments. The Group's "Quality Assurance Management Procedure" and "Quality Control Management Procedures" are implemented to monitor and manage the entire production process. Quality control measures cover all aspects of the operation from design and construction of manufacturing plant and equipment, management of manufacturing equipment and personnel, procurement of raw materials and packaging materials, quality check of raw materials, semi-finished products and finished products, monitoring of adverse drug reactions, verification of documentation to comply with GMP standards and requirements.

In addition, all of the quality control personnel have work experience in quality control in the pharmaceutical industry. The Group provides internal trainings to familiarize the quality control personnel with professional and legal knowledge in the pharmaceutical industry.

本集團與多名供應商建立長期合作關係，致力確保彼等遵守本集團對質量及道德準則的承諾。本集團通過銷售代理及分銷商向醫院、診所及藥店銷售藥品。本集團要求銷售代理及分銷商遵守相關法律法規及本集團營銷政策。本集團亦與分銷商合作，為前線銷售人員提供培訓，確保彼等能提供優質的銷售服務。

### 產品責任

本集團一直按照政府出台的《藥品生產質量管理辦法》，維持製造設備和藥品製造的高質量標準。本集團以其優質的產品和卓越的客戶服務建立了強大的品牌認知度。

由於本集團產品及客戶服務的質量及一致性，「3A」(三愛)品牌獲福建省工商行政管理局商標局認定為福建省著名商標。本集團特別著重產品和流程開發，採用嚴格的GMP質量控制程序，確保我們的產品一直符合質量和純度的最高標準。我們並強調客戶服務及醫師和病人教育，目的是確保及保持客戶滿意度達到最高水平。我們相信，始終如一的優越品質及致力於提供優質的客戶服務，使我們能夠在中國建立起「3A」品牌，成為西藥和現代中醫藥品牌的領導者。本集團於二零一六年全年均嚴格遵守《中國產品質量法》、《中國商標法》及《中國保護消費者權益法》。於二零一六年，本集團無任何重大銷售退貨及並無經歷因藥品質量問題而提起的任何產品責任或其他法律索償。

### 質量控制管理

為確保產品質量不斷提高，我們的營銷、生產及研發部門緊密合作，回應客戶的反饋和市場發展。本集團已實施「質量保證管理程序」及「質量控制管理程序」，以監控及管理整個生產流程。質量控制措施涵蓋製造廠及設備的設計和施工運作的所有方面、製造設備和人員的管理、原材料和包裝材料的採購、原材料、半成品和成品的質量檢驗、監控不良藥物反應、驗證文件以符合GMP標準及要求。

此外，所有質量控制人員均具有醫藥行業質量控制工作經驗。本集團亦會提供內部培訓，使質量控制人員熟悉醫藥行業的專業和法律知識。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### Complaint Handling

Standard procedure is established for handling complaints related to product quality as stipulated in its "Product Compliant Management Procedure". Complaints are classified into three categories:

1. Complaints related to adverse drug reactions after use of medicine
2. Any third-party report about the potential flaws of the product, including the safety, effectiveness and reliability
3. Fake medicine complaints

The Group sets reasonable time frame for complaint handling based on the situation of the market, business and customers. According to different market regions and level of severity, complaint that is crucial to the health of customers and with high compliance risk will be handled first.

#### Intellectual Property Protection

The Group actively seeks legal protection for products and proprietary information by means of patents, trademarks, trade secrets, contractual arrangements and other legal protection available under PRC laws, including the Trademark Law of the PRC and state protection for Chinese medicine.

#### Customer Data Protection and Privacy

Customer data is an important asset for the Group. "Document Protection Management Procedure" is implemented by the Group to avoid information leakage. All the documents are classified into different categories based on the confidentiality and specific personnel is assigned to handle those documents. There is restriction for the copying of confidential documents and the number of copies is recorded. Besides, the distribution of the copy is recorded and both sender and receiver must sign to confirm. Approval is required before the disposal of documents that are voided.

#### ANTI-CORRUPTION

The Group conveys its firm stance against corruption and fraud to its employees by implementation of "Anti-corruption System". The Group also includes applicable provisions in the contracts with third party suppliers to explain to them its requirements. The Group has established a working group to monitor matters related to bribery in order to prevent any case of corruption in sales process. The Group's internal audit department conducts an independent audit to make the integral mechanism more effective and complete. In 2016, the Group was in strict compliance with the Criminal Law of the PRC and was not aware of cases regarding corrupt practices being brought against the Group or its employees.

#### COMMUNITY

##### COMMUNITY INVESTMENT

The Group attaches great importance to participating in the community cultural activities and carried out various forms of cultural exchange activities with the local communities according to the Group's "Corporate Responsibility Policy". The Group is actively involved in activities with local government in order to enhance the economic and cultural level of the community. The Group is willing to offer job opportunities to candidates with disabilities when appropriate and provide assistance to underprivileged people when needed. The Group also encourages employees to participate in volunteering service. Apart from employees, the Group also strives to promote the importance of corporate social responsibility to suppliers and distributors in order to build a harmonious community.

#### 投訴處理

我們已設立標準程序處理與其「產品投訴管理程序」中指定產品質量相關的投訴。投訴分為如下三類：

1. 使用藥物後引起不良反應相關的投訴
2. 有關產品可能存在缺陷的第三方報告，包括安全性、有效性及可靠性
3. 虛假醫藥投訴

本集團根據市場、業務及客戶狀況下投訴處理的合理時限。根據不同市場區域及嚴重程度，對客戶健康有重大影響及具有高度合規風險的投訴將最先處理。

#### 知識產權保護

本集團通過專利、商標、商業秘密、合同安排及中國法律（包括《中國商標法》及國家對中藥的保護）項下的其他法律保護措施，積極尋求對產品及專有信息的法律保護。

#### 客戶資料保障及私隱

客戶資料是本集團的重要資產。本集團實施「文件保護管理程序」，以避免資料外洩。所有文件根據機密性分為不同類別，並有指定人員處理該等文件。本集團對複印機密文件有限制並須記錄複印份數。此外，副本的分發須予記錄且發送者及接收者均須簽署確認。在處置已作廢文件之前，須獲得批准。

#### 反貪污

本集團通過落實「反貪污制度」，向僱員傳達打擊貪污和欺詐的堅定立場。本集團亦於與第三方供應商的合同中載入適用條款，向彼等解釋有關要求。本集團已成立工作小組，負責監督與賄賂有關的事宜，以防止銷售過程中出現任何貪腐。本集團內部審計部門進行獨立審計，使整體機制更加有效及完備。於二零一六年，本集團嚴格遵守《中華人民共和國刑法》及並不知悉本集團或其僱員涉及貪腐行為的訴訟。

#### 社區

##### 社區投資

本集團極為重視參與社區文化活動，並會根據本集團的「企業責任政策」與當地社區開展多種形式的文化交流活動。本集團積極參與與地方政府的活動，以提升社區經濟文化水平。本集團願意在適當情況下向殘疾人士提供就業機會，並對需要援手的貧困人士提供援助。本集團亦鼓勵僱員參與志願服務。除僱員外，本集團還致力於向供應商及分銷商推廣企業社會責任的重要性，以建設和諧社區。

# Environmental, Social and Governance Report

## 環境、社會及管治報告



### THE STOCK EXCHANGE OF HONG KONG LIMITED'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

香港聯合交易所有限公司《環境、社會及管治報告指引》

Indicator 指標	Description 描述	Section 章節	Page 頁次
<b>A. Environmental</b>			
<b>A. 環境</b>			
<b>A1 Emissions</b>			
<b>A1 排放物</b>			
A1	General Disclosure 一般披露	"Environment" "Emissions" Not aware of any material non-compliance 「環境」 「排放物」 不知悉任何重大不合規	4
KPI A.1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	"Emission" (Type of emission mentioned) 「排放物」 (所提及排放物種類)	4-5
KPI A.1.2	Greenhouse gas emissions in total and, where appropriate, intensity. 溫室氣體總排放量及(如適用)密度。	—	—
KPI A.1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	—	—
KPI A.1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	—	—
KPI A.1.5	Description of measures to mitigate emissions and results achieved. 減低排放量的措施及所得成果的描述。	"Emissions" 「排放物」	4-5
KPI A.1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 處理有害及無害廢棄物的方法、減低產生量的措施及所得成果的描述。	"Emissions – hazardous and non-hazardous waste" 「排放物－有害及無害廢棄物」	5
<b>A2 Use of Resources</b>			
<b>A2 資源使用</b>			
A2	General Disclosure 一般披露	"Use of resources" 「資源使用」	5
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	—	—
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	—	—
KPI A2.3	Description of energy use efficiency initiatives and results achieved. 能源使用效益計劃及所得成果的描述。	"Use of resources – energy" 「資源使用－能源」	6
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果的描述。	"Use of resources – water" 「資源使用－水源」	6
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位估量。	—	—



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<b>A3 The Environment and Natural Resources</b>			
<b>A3 環境及天然資源</b>			
A3	General Disclosure 一般披露	"The environment and natural resources" 「環境及天然資源」	6-7
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	"The environment and natural resources"	6-7
關鍵績效指標 A3.1	業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動的描述。	「環境及天然資源」	
<b>B. Social</b>			
<b>B. 社會</b>			
<b>B1 Employment</b>			
<b>B1 僱傭</b>			
B1	General Disclosure 一般披露	"Employment" Not aware of any material non-compliance 「僱傭」 不知悉任何重大不合規	7
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	—	—
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。		
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	—	—
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。		
<b>B2 Health and Safety</b>			
<b>B2 健康與安全</b>			
B2	General Disclosure 一般披露	"Health and safety" Not aware of any material non-compliance 「健康與安全」 不知悉任何重大不合規	7
KPI B2.1	Number and rate of work-related fatalities.	—	—
關鍵績效指標 B2.1	因工作關係而死亡的人數及比率。		
KPI B2.2	Lost days due to work injury.	—	—
關鍵績效指標 B2.2	因工傷損失工作日數。		
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	"Health and safety"	7
關鍵績效指標 B2.3	所採納的職業健康與安全措施，以及相關執行及監察方法的描述。	「健康與安全」	



Indicator 指標	Description 描述	Section 章節	Page 頁次
<b>B3 Development and Training</b>			
<b>B3 發展及培訓</b>			
B3	General Disclosure 一般披露	"Development and training" 「發展及培訓」	8
KPI B3.1	The percentage of employee trained by gender and employee category.	—	—
關鍵績效指標 B3.1	按性別及僱員類別劃分的受訓僱員百分比。		
KPI B3.2	The average training hours completed per employee by gender and employee category.	—	—
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。		
<b>B4 Labor Standards</b>			
<b>B4 勞工準則</b>			
B4	General Disclosure 一般披露	"Labor Standards" Not aware of any material non-compliance 「勞工準則」 不知悉任何重大不合規	8
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	"Labor Standards"	8
關鍵績效指標 B4.1	檢討招聘慣例的措施以避免童工及強制勞工的描述。	「勞工準則」	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	"Labor Standards"	8
關鍵績效指標 B4.2	在發現違規情況時消除有關情況所採取的步驟的描述。	「勞工準則」	
<b>B5 Supply Chain Management</b>			
<b>B5 供應鏈管理</b>			
B5	General Disclosure 一般披露	"Supply chain management" 「供應鏈管理」	8-9
KPI B5.1	Number of suppliers by geographical region.	—	—
關鍵績效指標 B5.1	按地區劃分的供應商數。		
KPI B5.2	Description of practices relating to engaging supplies, number of supplies where the practices are being implemented, how they are implemented and monitored.	"Supply chain management"	8-9
關鍵績效指標 B5.2	有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法的描述。	「供應鏈管理」	



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<b>B6 Product Responsibility</b>			
<b>B6 產品責任</b>			
B6	General Disclosure 一般披露	“Product responsibility” Not aware of any material non-compliance 「產品責任」 不知悉任何重大不合規	9
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	—	—
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。		
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	“Product responsibility – Compliant Handling”	10
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	「產品責任－投訴處理」	
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights.	“Product Responsibility – Intellectual Property”	10
關鍵績效指標 B6.3	與維護及保障知識產權有關的慣例的描述。	「產品責任－知識產權」	
KPI B6.4	Description of quality assurance process and recall procedures.	“Product responsibility – Quality Control Management”	10
關鍵績效指標 B6.4	質量檢定過程及產品回收程序的描述。	「產品責任－質量控制管理」	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	“Product responsibility – Customer Data Protection and Privacy”	10
關鍵績效指標 B6.5	消費者資料保障及私隱政策，以及相關執行及監察方法的描述。	「產品責任－客戶資料保障及私隱」	
<b>B7 Anti-corruption</b>			
<b>B7 反貪污</b>			
B7	General Disclosure 一般披露	“Anti-corruption” Not aware of any material non-compliance 「反貪污」 不知悉任何重大不合規	10
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 case.	“Anti-corruption”	10
關鍵績效指標 B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	「反貪污」	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	“Anti-corruption”	10
關鍵績效指標 B7.2	防範措施及舉報程序，以及相關執行及監察方法的描述。	「反貪污」	
<b>B8 Community Investment</b>			
<b>B8 社區投資</b>			
B8	General Disclosure 一般披露	“Community investment” 「社區投資」	10
KPI B8.1	Focus areas of contribution.	—	—
關鍵績效指標 B8.1	專注貢獻範疇。		
KPI B8.2	Resources contributed to the focus area.	—	—
關鍵績效指標 B8.2	在專注範疇所動用資源。		



**Wuyi International Pharmaceutical Company Limited**

**武夷國際藥業有限公司**

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

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