

AMBER

琥珀能源有限公司

AMBER ENERGY 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：00090



2016

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

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About the Group

關於集團



About the Group 關於集團

Amber Energy Limited (“Amber Energy”, the “Group”, “we” or “our”) is a leading energy supplier for gas power generation in Zhejiang Province. The Group is mainly engaged in the construction, operation and management of natural gas-fired power plants. With years of development, at present, the Group wholly-owned four gas fired power plants in Zhejiang Province, including Zhejiang Amber De-Neng Natural Gas Power Generation Co., Ltd. (“De-Neng Power Plant”), Hangzhou Amber Blue Sky Natural Gas Power Generation Co., Ltd. (“Blue Sky Power Plant”), Zhejiang Amber Jing-Xing Natural Gas Power Generation Co., Ltd. (“Jing-Xing Power Plant”) and Amber (Anji) Gas Turbine Thermal Power Co., Ltd. (“Anji Thermo-power”). As of 31 December, 2016, the aggregate installed capacity of the above power plants was approximately 457 MW.

With the continuous adjustment of energy mix carried out by the Chinese government, Amber Energy will seek for development opportunities proactively to further promote the development of the Group’s new energy business, and carry out investigation and research on other clean energy projects apart from natural gas.

琥珀能源有限公司(簡稱「琥珀能源」、「集團」或「我們」)是浙江省領先的燃氣發電能源供應商。集團主要從事以天然氣為燃料的電廠建設、經營及管理。經過多年發展，集團目前於浙江省全資擁有四間燃氣電廠，包括浙江琥珀德能天然氣發電有限公司(「德能電廠」)、杭州琥珀藍天天然氣發電有限公司(「藍天電廠」)、浙江琥珀京興天然氣發電有限公司(「京興電廠」)及琥珀(安吉)燃機熱電有限公司(「安吉熱電」)。截至二零一六年十二月三十一日，上述電廠總裝機容量為約457兆瓦。

隨著中國政府持續推進能源結構調整，琥珀能源將積極尋找發展契機，進一步推進集團的新能源業務發展，對天然氣以外的清潔能源項目進行調查及研究。

GROUP STRUCTURE

集團架構



Corporate Culture

Team up with others, fulfil the synergy

企業文化
利他共生，共創共享

About this Report

關於本報告



About this Report

關於本報告

This is the first Environmental, Social and Governance Report released by Amber Energy. The Group's actions and performances on sustainable development is disclosed in a transparent and open manner, in order to enhance the stakeholders' confidence in and understanding of the Group.

REPORTING YEAR

All the information contained in the report reflect Amber Energy's performance on environmental management and social responsibility during the period between January 2016 and December 2016. Subsequently, the Group will publish an annual Environmental, Social and Governance Report regularly for public access in order to enhance transparency and responsibility continuously.

REPORTING SCOPE

This report focuses on the operation of Anji Thermo-power of Amber Energy in Zhejiang Province¹. The scope of disclosure will be extended to cover all the operations of the Group once the Group's data collection system matures and the work on environment, society and governance intensifies. The disclosure of key environmental performance indicators is not included in this report.

本報告為琥珀能源發佈的首份《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了解。

報告年度

報告中的所有資料均反映琥珀能源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

本報告聚焦於琥珀能源位於中國浙江省的安吉熱電之營運¹。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。

¹ Anji Hong Kong, the wholly-owned subsidiary of the Group, is responsible for the operation of Anji Thermo-power.

¹ 集團全資擁有的子公司安吉香港負責安吉熱電的營運。

About this Report 關於本報告

REPORTING GUIDELINES

This report is prepared in accordance with the *Environmental, Social and Governance Reporting Guide* (the “Guide”) set out in appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The environmental, social and governance performance of Amber Energy is outlined in this report in a concise manner. Information contained in this report was originated from the Group’s official documents, statistical data, as well as the consolidated and summarized information about monitoring, management and operation provided by the companies comprising the Group under its relevant system. The last chapter of this report contains a complete index for readers’ quick reference. This report is prepared in Chinese and English, both of which have been uploaded to the Group’s website www.amberenergy.com.hk. In the event of any conflicts or inconsistency between the two versions, the Chinese version shall prevail.

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」）證券上市規則附錄二十七所載《環境、社會及管治報告指引》（簡稱「《指引》」）而編製。本報告以精簡的形式概述琥珀能源的環境、社會及管治表現。本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。本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.amberenergy.com.hk。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。

About this Report 關於本報告

Comments & Feedback **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。如閣下對本報告有任何疑問或建議，歡迎將意見經電郵發送至 hupo@amberinternational.com.cn，令集團得以不斷改善環境、社會及管治工作。

Our continuous improvement relies on your precious comments about our performance and reporting method. If you have any doubt or suggestion to this report, please send your opinions by email to hupo@amberinternational.com.cn. This would help us in continuously enhancing our environmental, social and governance performances.

Communication with Stakeholders

持份者溝通



Communication with Stakeholders

持份者溝通

Four reporting principles are stated in the Guide of the Stock Exchange, which include materiality, quantitative, balance and consistency, as the preparation basis of the Environmental, Social and Governance Report. As stated by the Stock Exchange, the participation from the stakeholders is a way to evaluate materiality. Through communicating with stakeholders, the enterprise can extensively understand opinions and identify important environmental and social issues.

For Amber Energy, stakeholders refer to those groups and individuals who are of significance in relation to the Group's business, or being influenced by the Group's business. The Group's stakeholders consist of our staff, management and directors as well as clients, business partners, investors, regulatory authorities and all types of community groups. In the past year, the Group communicated with key stakeholders in different ways. During the preparation of this report, we specially engaged a professional consultant firm to carry out substantive analysis in the form of management interview, and to combine with the opinion from professional consultants so as to clarify the important issue of this report, and took it as the direction of the Group's sustainable development.

聯交所《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，企業能夠了解廣泛的意見，識別重要的環境和社會事宜。

對於琥珀能源而言，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，我們透過不同方式與關鍵持份者溝通。是次本報告的籌備過程中，我們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本匯報的重要議題，以此作為集團可持續發展路向的制定。


Communication with Stakeholders

持份者溝通

THE WAY OF COMMUNICATION WITH STAKEHOLDERS DURING THE 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">• Board of Directors• 董事會• Senior officers• 高級管理人員• General staff• 一般員工• New employees• 新入職員工	<ul style="list-style-type: none">• Shareholders• 股東• Clients• 客戶• Government and regulatory authorities• 政府和監管部門• Banks and financial institutions• 銀行和金融財務機構• Industry associations• 行業協會• Suppliers• 供應商
<p>Communication methods: 溝通方式：</p> <p>Training, meeting, Intranet, employee opinion survey and shareholders' meeting 培訓、會議、內聯網、員工意見調查、股東大會</p>	



Communication with Stakeholders 持份者溝通

Amber Energy's businesses affect different stakeholders, while the stakeholders also have different expectations towards the Group. Going forward, the Group will continue to and extend the communication with stakeholders and collect opinions from them extensively through different channels in order to enhance the completeness of the substantive analysis. Meanwhile, the Group will improve the principle of quantitative, balance and consistency to meet the expectation of stakeholders, define the content of the report and the presentation of information.

琥珀能源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 the Director

董事寄語



Message from the Director 董事寄語

“Facing the challenge brought by climate change is an important issue of the enterprises worldwide, especially the energy enterprises.”

Amber Energy is one of the earliest enterprises entering the natural gas power generation field in mainland China. We aim at becoming the leading clean energy enterprise in China, and strive to provide safe, reliable and clean power supply service for users.

The four power plants of Amber Energy are all fuelled by natural gas. Compared with traditional coal-fired power plants, gas-fired power generation barely emits any particle and sulfur dioxide, and it only generates a small amount of oxynitride. Noise and carbon dioxide emitted from gas-fired power plants are also less than that emitted from coal-fired power plants. However, we know clearly that although natural gas is relatively clean, it is still a kind of fossil fuel. Amber Energy has been trying its best to install environmental protection system and facilities to reduce the emission of waste gas and greenhouse gases during power supply. We have tried our best to reduce the pollution of air, water and soil due to the leakage during the transportation by transporting of natural gas through underground pipes.

「應對氣候變化所帶來的挑戰是全球企業，特別是能源企業的重要議題。」

琥珀能源是最早進入中國內地天然氣發電領域的企業之一。我們以成為全國領先的清潔能源企業為目標，致力為用戶提供安全、可靠和潔淨的供電服務。

琥珀能源旗下的四間發電廠均以天然氣發電。與傳統燃煤電廠相比，燃氣發電幾乎不排放任何微粒及二氧化硫，僅產生少量氮氧化物。燃氣電廠所產生的噪音及所排放的二氧化碳亦較燃煤電廠少。然而，我們清楚了解，天然氣雖然相對潔淨，但始終屬於化石燃料。琥珀能源克盡己任，安裝環保系統及設施，致力在供電過程中減少廢氣和溫室氣體的排放。通過地下管道運送天然氣，我們盡量減少運送過程中因洩露導致對空氣、水和土壤的污染。


Message from the Director 董事寄語

Reliable power supply is closely related to the economic development. As a responsible enterprise, we carry out regulation and control management on the electricity supply network regularly to ensure the secure and stable operation of the supply network. In addition, compared with coal-fired power plants, gas-fired power plants can activate and increase the generation capacity in a short period of time to meet the demand for electricity of the electricity supply network in peak period.

Talent training and team building are of great importance to the Group. We understand that only professional team can lay a solid foundation for the sustainable development of Amber Energy. Amber Energy strives to attract and retain outstanding personnel. We not only provide a balanced working and living environment for employees, but also provide different kinds of trainings for employees, give full play to their potential and unite the team.

可靠的供電與經濟的發展息息相關。作為負責任企業，我們定期進行供電網絡的調控管理，確保供電網絡安全穩定運行。此外，相較於燃煤電廠，燃氣電廠能在短時間內啟動和增加發電量，能更好地滿足電網在高峰時段的電量需求。

我們十分重視人才培訓和團隊建設。我們明白，只有專業的團隊才能為琥珀能源的可持續發展奠定堅實的基礎。琥珀能源努力吸納和挽留表現出眾的人才。我們不僅為員工提供平衡工作和生活的環境，更提供機會讓員工參加各種培訓，協助員工發揮所長，同時致力凝聚團隊。



Message from the Director 董事寄語

Looking forward, facing the challenge brought by climate change is an important issue of the enterprises worldwide, especially the energy enterprises. We will adapt to the change of operational environment positively and plan to develop other clean energy projects, including investing on wind power generation, and explore the operational mode with sustainable development to promote energy conservation and emission reduction as well as sustainable development.

Wei Junyong
Chairman of the Board
Amber Energy Limited

展望未來，應對氣候變化所帶來的挑戰是全球企業，特別是能源企業的重要議題。我們將積極適應營運環境的變化，籌劃開發其他清潔能源項目，包括投資風力發電，探索可持續發展的營運模式，推進節能減排和社會的可持續發展。

魏均勇
董事長
琥珀能源有限公司

Environmental Protection

環境保護



Environmental Protection

環境保護

As one of the earliest institutions entering the natural gas power generation field in China, Amber Energy knows that it must shoulder the responsibility of environmental protection. The Group has kept putting in resources and implementing the emission management policy of all kinds of pollutant as well as other environmental protection management standards to reduce the impact of business operation on the environment.

EMISSIONS

The main emissions from the operation of Anji Thermo-power are: Waste water and gas, noise and solid wastes. The power plant formulated *Environmental Protection Technical Supervision and Management Criteria* to clarify the content, target, procedure and duty of the management and make regulations for the calculating and measuring method of qualified rate.

Anji Thermo-power sets up treatment facilities for waste water and gas to ensure waste water and gas meet the emission standard after treatment. The drainage system of the power plant adopts rain and sewage diversion, and cooling water system with good water quality as well as effluent discharged from water purification station shall be emitted to rainwater pipe network; other sewage like anti-cleaning waste water, acid-base neutralized waste water, boiler blow-down water and domestic waste water shall be emitted to sewage pipe network after preliminary treatment, and then be emitted after being treating by the Second Sewage Treatment Plant of Anji County.

作為一家最早進入中國天然氣發電領域的機構，琥珀能源深知必須承擔保護環境的責任。集團一直投放資源，推行各類污染物的排放管理制度和其他環境保護管理標準，減低業務運作對環境造成的影響。

排放物

安吉熱電營運中主要產生的排放物包括：廢水、廢氣、噪音和固體廢物。電廠制定《環境保護技術監督管理標準》，訂立管理的內容、目標、流程和職責等，並對達標率的計算和測試方法作出規定。

安吉熱電設有廢水和廢氣處理設施，確保經處理後的廢水和廢氣達到排放標準。電廠的排水系統採用雨污分流制，水質較佳的冷卻水系統和淨水站廢水會排入雨水管網；其他污水，如反清洗廢水、酸鹼中和廢水、鍋爐排污水及生活廢水，則在廠內進行初步處理後排入污水管網，最終經安吉縣污水處理二廠處理後排放。

Environmental Protection 環境保護

Anji Thermo-power uses natural gas as the fuel. Although natural gas is relatively clean, it belongs to fossil fuel, and will generate air pollutants during combustion process. The main emissions from the power plant are: Oxynitride (NO_x), sulfur dioxide and smoke. For the main air pollutant NO_x emitted from gas turbine, the plant adopts the dry low NO_x combustion system to lower the concentration of NO_x in the flue gas.

Anji Thermo-power sets up online monitoring system to monitor the emission of flue gas and waste water and networking with the environmental protection department. The power plant sets up environmental monitoring station to test and monitor water quality. The Group engaged an independent company to monitor the power plant and maintain its equipment, and the power plant also accepts the guidance and supervision from the Environmental Monitoring Central Station to ensure the accuracy of the monitoring data. The monitoring personnel shall also carry out on-site monitoring and supervision on behaviors contaminating the environment and report that to the leaders of the Group.

Apart from waste water and gas, the operation of Anji Thermo-power will also produce noise and solid wastes. The main source of the noise is the operation of boiler and other kinds of auxiliary equipment. Apart from adopting low-noise equipment and units, the power plant also implements various of denoising measures, including setting up gas turbine unit and water pump inside the factory buildings, installing acoustic shield or silencer on units, safety valves and draught fan, and making moderate design to reduce the vibration of gas duct and heat distribution pipeline to make sure that surrounding community will not be affected by the noise. The solid wastes of the plant mainly include sludge from the preliminary treatment of river water, household refuse of the employees and waste air filter. The sludge and household refuse are collected by Environmental Sanitation Department regularly, and the waste air filter is sent to the reclamation depot.

安吉熱電使用天然氣作為能源。雖然天然氣相對潔淨，但始終屬於化石燃料，燃燒過程中仍會產生空氣污染物。電廠主要產生的空氣污染物包括氮氧化物(NO_x)、二氧化硫和煙塵。電廠針對燃氣輪機產生的主要空氣污染物 NO_x ，使用乾式低氮燃燒系統，減低煙氣中 NO_x 的排放濃度。

安吉熱電設有在線監測系統，對煙氣和廢水的排放實施自動監控，並與環保部門聯網。電廠設置環境監測站，負責對水質進行化驗和監測。集團委託獨立廠商為電廠進行監測和設備運維，電廠亦接受環境監測中心站的指導和監督，確保監測數據準確。監測人員亦會現場監測和監督污染環境的行為，並向集團領導反映情況。

除廢水及廢氣外，安吉熱電營運亦會產生噪音及固體廢物。噪音的主要來源為鍋爐和各類輔助設備運作時產生的聲音。除了採用低噪音設備和機組，電廠還實施各類降噪措施，包括把燃氣機組、水泵等設置在廠房內，並在機組、安全閥、風機等設備安裝隔聲罩或消聲器，亦進行適當的設計減少煙道和熱力管道的振動，確保噪音不影響周邊社區。電廠的固體廢物主要包括河水前處理產生的污泥、員工生活垃圾和廢空氣過濾器。污泥和生活垃圾定期由環境衛生部門收集處理，廢空氣過濾器則送至廢品回收站回收。

Anji Thermo-power formulated *Environmental Protection Information Report Management Criteria*. Once abnormality occurs in the environmental protection facilities and causes excessive pollution, related department shall report right away. In case of excessive emission of pollutants, the Safe Production Management Department of Amber Energy shall hold a meeting to analyze the reasons for the excessive emission and formulate prevention measures. If investigation shows that the excessive emission is caused by improper behavior of the employees, the power plant shall punish the employee according to the severity of the accident in line with the *Safe Production Work Rewards and Punishment Management Criteria*.

安吉熱電制定《環保信息報告管理標準》，一旦出現環保設施異常導致污染物超標，相關部門需立即匯報。若出現污染物超標排放的情況，琥珀能源的安全生產管理部門將組織會議，分析超標原因及制定預防措施。如考察結果發現超標情況是由於員工不良行為導致，電廠會根據《安全生產工作獎懲管理標準》，按照事故嚴重性對員工進行處分。

Environmental Protection Targets of Anji Thermo-power 安吉熱電的環保管理目標

Environmental Protection Targets 環保管理目標	Reaching the standard 達標情況
Qualified emission rate of each pollutant 各項污染物達標排放率	100%
Input rate of environmental protection governance equipment 環保治理設施投入率	100%
Pollution accidents and environmental protection pollution events circularized by environmental protection departments at or above province level 污染事故及被省級以上環保部門通報的環保污染事件	No case 沒有個案
During the reporting period, Anji Thermo-power did not find any illegal case related to emission or environmental pollution.	在本報告期內，安吉熱電沒有發現與排放物或環境影響相關的違規個案。

USE OF RESOURCES

Natural gas and water are the main source consumed by Anji Thermo-power. The power plant adopts waste heat power generation as an important way to save fuel. The plant uses waste heat released during the operation of gas turbine to steam water in the boiler, and the steam enters steam turbine to generate power. The plant is also committed to improving the reuse rate of water during its operation. For example: drainage from the boiler is sent to cooling system for reusing; waste water is utilized comprehensively after recovery processing and confirming qualified; part of waste water after chemical treatment is recovered into the recovery pool as raw water to serve the purpose of water conservation.

資源使用

天然氣和水是安吉熱電消耗的主要資源。電廠以餘熱發電作為節省燃料的一個重要途徑——電廠利用燃氣輪機在生產過程中釋放的餘熱，將鍋爐用水加熱成蒸汽，進入汽輪機，為發電機發電。電廠在營運中亦致力提升水的重用率，例如：鍋爐的定期排水送至冷卻系統重用；廢水經回收處理，確保合格後進行綜合利用；部分經化學處理的廢水則會回收進入循環水池作原水之用，以達至節約用水的目的。

Overview of Anji Thermo-power Environmental Protection Performance Index
安吉熱電的環保績效指標總覽

Use of Natural Gas 天然氣使用	Total volume Unit (stere) 總使用體積單位 (立方米)	14,964,973	Used for gas power generation 用於燃氣發電
	Total water consumption 總耗水量	154,486	Included production water supply and domestic water of employees 包括生產用水和員工的生活用水
Water resource utilization 水資源使用	Total drainage 總排水量	26,994	Included sewage entered into sewage pipe network after treatment and sent to the Sewage Treatment Plant of Anji County 經處理後納入污水管網，送至安吉縣污水處理廠處理
	Total reused volume of sewage 總污水重用量	7,700	Included only reused water for floor flushing, car washing and greening 此處僅統計地面沖洗、汽車沖洗和綠化的重用水平

ENVIRONMENT AND NATURAL RESOURCES

Amber Energy strictly follows the rules of the *Law of Environmental Protection of the People's Republic of China*, and has reduced the impact of its operation on the environment and natural resources, and taken the environmental impact of its operation into consideration when designing the plant. In terms of transportation of natural gas, the Group has reduced the pollution of air, water and soil due to the leakage during the transportation by transporting natural gas through sunken pipes. However, the pipelines of Anji Thermopower are mainly roads and green belts, so the power plant has tried to prevent water and soil loss according to water and soil conservation plan during its construction. The Group has also invested RMB1.7 million for the greening of the factory during the construction, making greening rate reach approximately 30% to protect ecological environment.

Amber Energy realized that any accident of the Group during its operation will impact on the environment. The Group has formulated management regulations to clarify duties of related departments as well as reporting procedures of accidents. In case of any severe environmental pollution accident, the leaders and related persons of Amber Energy must go to the scene and take emergency measures. At the same time, the Group shall inform potentially affected institutions and resident to ensure the safety of the surrounding community. The Group shall also carry out subsequent investigation to analyze the reason of the accidents and call personnel involved to account.

環境及天然資源

琥珀能源嚴格遵守《中華人民共和國環境保護法》的規定，減低營運對環境及天然資源的重大影響，並在設計電廠的階段時，便將建設到運行時的環境影響納入考慮。在輸送天然氣方面，集團通過地下管道運送天然氣，減少運送過程中因天然氣洩露導致對空氣、水和土壤的污染。然而，由於安吉熱電的管道沿線主要為道路及綠化帶，所以電廠在建設過程中按照水土保持方案，進行防治水土流失的工作。集團於建設過程中也投資了170萬元人民幣進行廠區綠化，令綠化率達到30%左右，保護生態環境。

琥珀能源意識到，集團的營運一旦發生事故會對環境產生影響。集團制定管理規定，明確相關部門的職責和事故匯報程序等。若發生嚴重環境污染事故，琥珀能源的領導及相關人員要立刻前往現場，採取搶救措施。集團會同時通報可能受影響的機構和居民，保障周邊社區的安全。集團亦會進行事後調查，分析事故的發生成因，並追究涉事人員的責任。

Care for Employees

關懷員工



Care for Employees

關懷員工

EMPLOYMENT

Amber Energy regards the employees as our precious assets and the key point of the sustainable development of the Group. According to the *Personnel Management System* of Anji Thermo-power, the power plant shall provide promotion and performance assessment for the employees and assess the performance and potential of the employees. Employees with good performance have the privilege to participate in the training arranged by the Group, and get performance bonus as well as promotion. In terms of employee benefit, apart from statutory holidays and bonus, the plant also provides overtime allowance, lunch allowance, holiday bonus, birthday sympathy and physical examination. The power plant also provides free dormitory for employees to bring convenience to employees living far away.

僱傭

琥珀能源視員工為寶貴的資產，是集團可持續發展的關鍵。根據安吉熱電的《人事管理制度》，電廠定期為員工進行晉升和績效考核，評估員工的工作表現及潛能。表現良好的員工能優先享有集團安排的培訓、績效獎金和晉升機會。在員工福利方面，電廠除提供法定假期和福利外，還設有加班津貼、午餐補貼、節日獎金、生日慰問和身體檢查等福利。電廠特別為員工提供免費宿舍，方便居住於偏遠地區的員工。

Overview of Anji Thermo-power Employment Performance Index 安吉熱電的僱傭績效指標總覽

		Under 30 30歲以下	30-50 30-50歲	Over 50 超過50歲	Total Number of Anji Thermo-power 安吉熱電總數字	
					Male/Female ratio in number is 2.3:1 男女人數比例 為2.3 : 1	Male/Female ratio in salary is 1.2:1 男女薪酬比例 為1.2 : 1
Number of employees 員工人數	Male 男性	38	11	0		
	Female 女性	12	9	0		
		Under 30 30歲以下	30-50 30-50歲	Over 50 超過50歲	Total new employees 總新員工 數字	Percentage of new employees in total employees 新員工佔總 員工百分比
New employees 新入職員工	Male 男性	14	0	0	14	21%
	Female 女性	1	0	0	1	

Overview of Anji Thermo-power Employment Performance Index
安吉熱電的僱傭績效指標總覽

		Under 30 30歲以下	30-50 30-50歲	Over 50 超過50歲	Total lost employees 總流失員工 數字	Percentage of lost employees in total employees 流失員工佔總 員工百分比
Lost employees 流失員工	Male 男性	10	2	0	12	21%
	Female 女性	3	0	0	3	

Due to the business nature of the power plant, the employees need to work in shifts, and related posts require certain labour intensity, so female do not have much willing to work in related posts, and so the number of male employees is more than that of female employees. However, the male/female ratio in average salary is approximately 1:1, showing that the plant treats both male and female employees equally without discrimination. During the reporting period, Anji Thermo-power did not find any illegal case related to employment and labour regulations.

由於電廠的業務性質使然，員工需要輪班工作，且相關崗位要求一定的勞動強度，女性從事相關崗位的意願不高，因此電廠的男性員工人數比女性員工人數多。但是，電廠男女員工的平均薪酬比例大概為一比一，顯示電廠對男女員工的待遇一視同仁。在本報告期內，安吉熱電沒有發生與僱傭及勞工常規相關的違規個案。

DEVELOPMENT AND TRAINING

Amber Energy provides a variety of trainings for the employees to improve their professional skills and quality so as to let them grow together with the enterprise. These trainings cover induction training, production expertise training, safety and risk control training, external evidence training, administrative personnel training, financial training and management concept training. All the trainings shall be managed according to the PDCA (Plan-Do-Check-Act) principle. Anji Thermo-power shall compile training textbook and procedures according to the actual requirements of the posts. The trainings of the plant shall place internal trainings first and external trainings second, and encourage employees to learn from each other at the same time. If employees participate in work-related lessons in their spare time, the plant shall give tuition subsidy appropriately; for some special trainings, such as fire safety and employment with certificates and yearly check of license required by electricity industry, the fees shall be paid by the plant.

發展與培訓

琥珀能源為員工提供各種類型的培訓，提升員工的專業技能和質素，令員工與企業共同成長。集團提供的培訓涵蓋入職培訓、生產專業技術培訓、安全及風險控制培訓、外部取證培訓、行政人事類培訓、財務類培訓及管理理念培訓七個範圍。所有培訓遵循PDCA (Plan-Do-Check-Act)原則進行管理。安吉熱電按職位的實際要求，編製培訓教材和培訓流程。電廠的培訓以內部培訓為主，外部培訓為輔，同時鼓勵員工互相學習。若員工利用公餘時間參加與工作相關的課程，電廠會酌情給予學費補貼；而特定培訓，如消防安全及電力行業要求的持證上崗和證照年檢的費用，則由電廠支付。

Amber Energy shall formulate requirements of the minimum training hours of employees according to the nature of positions. For example, the trainings for engineers and accountants shall not be less than 24 hours; the trainings for shift chief-operators, maintainers and heat supply network managers shall not be less than 40 hours. The Group shall assess the effect of the trainings by skill exams and take this as an important proof for the performance rating and promotion of employees.

琥珀能源按崗位性質，訂立員工的最少培訓時數要求，例如工程師和會計人員等職位每年接受的培訓不得少於24小時；值長、檢修和熱網管理員等職位的培訓時數不可少於40小時等。集團以技能考試的形式評估培訓效果，並以此作為員工表現評級和晉升的重要依據。

Overview of Anji Thermo-power Training Protection Performance Index
安吉熱電的培訓績效指標總覽

		Management 管理層	Managers 經理人員	Ordinary workers 一般員工	Total Number of Anji Thermo-power 安吉熱電總數字
Numbers of workers accepting trainings 培訓人數	Male 男性	2	4	43	100% employees accept the trainings 100%員工接受培訓
	Female 女性	/	2	19	
Training hours (h) 培訓時數(小時)	Male 男性	26	130	2,122	Each employee accepts an average of 47.5 hours of training 平均每位員工接受47.5小時培訓
	Female 女性	/	84	820	
Ratio of numbers of regular performance and vocational development examination 定期績效及職業發展檢視 的人數比例(%)	Male 男性	2	4	43	100% employees accept performance and vocational examination 100%員工接受績效及職業檢視
	Female 女性	/	2	19	

Care for Employees 關懷員工

HEALTH AND SAFETY

Amber Energy is committed to providing a safe and healthy working environment for the employees. Anji Thermo-power implements the guideline of “Safety first, prevention oriented, all employees participated and comprehensive governance”. Apart from providing safety trainings for the employees, the plant has also formulated *Safety Risk Evaluation and Management Standard as well as Supervision and Management Standard for Major Source of Danger* to clarify dangers and assess risk for the operation of the plant and prevent accident. Although the employees mainly work in the central control room, and do not work in high-risk environment for an extended period of time, the plant has still set up safety signs at places with potential safety risk, and provided qualified protectors to every employee to ensure their health. Meanwhile, the plant carries out *Operation Bill Using and Management Standard*² and *Working Bill Using and Management Standard*³ to list out executive requirements of electric and equipment operation so as to prevent human error. During the reporting period, Anji Thermo-power did not find any illegal case related to safety and health, and there was no case of occupational injury.

健康與安全

琥珀能源致力為員工提供安全和健康的工作環境。安吉熱電貫徹「安全第一、預防為主、全員參與、綜合治理」的方針，除了為員工提供工作安全方面的培訓之外，還制定《安全風險評估管理標準》和《重大危險源監督管理標準》，為電廠營運進行危害辨識和風險評估，對事故防患於未然。雖然電廠員工主要在集控室值班監控，並非長期處於高風險的工作環境中，但電廠仍於有潛在安全風險的工作地點設置安全標誌，並為每名員工提供合格的勞動保護用具，確保員工的健康。同時，電廠推行《操作票使用和管理標準》²和《工作票使用和管理標準》³，列明電氣和設備操作的執行要求，防止人為錯誤。在本報告期內，安吉熱電並無發現與安全與健康相關的違規個案，亦無出現任何工傷個案。

² Operation bill refers to the written proof for the operation in the power system.

³ Working bill refers to the written order allowing the operation on the devices and system software.

² 操作票是指在電力系統中進行操作的書面依據。

³ 工作票是准許在設備及系統軟體上工作的書面命令。

LABOUR STANDARDS

Amber Energy respects and protects the human right of each employee. Anji Thermo-power observes the *Regulations on Forbidden Using of Child Labour* of the country, and prevents engaging child labour to protect legal right of minors. The employees engaged by the plant must provide their ID card and its copy or other available certifications to prove that they are over 18 years old. The policy of the plant also protects the employees' right to choose their vocations freely so as to ensure all the employment relationships be voluntary. During the reporting period, Anji Thermo-power did not find any illegal case of child labour or force labour.

勞工準則

琥珀能源尊重並保障員工的人權。安吉熱電遵守國家的《禁止使用童工規定》，防止聘用童工，維護未成年人的合法權益。電廠要求被錄用的員工須提供身份證正本及副本，或能證明其身份的其他有效證件，以確認員工年滿十八歲以上。電廠的政策亦保障任何員工自由選擇職業的權利，確保電廠內所有僱傭關係均為自願。在本報告期內，安吉熱電沒有發現童工或強制勞工的個案。

Operating Convention

營運慣例



Operating Convention 營運慣例

PRODUCT RESPONSIBILITY

The main product provided by Amber Energy is electricity. The Group believes that stable and reliable power supply of great significance to promoting the social and economic development, and regards ensuring power quality and safety as an important target in the operation of the Group.

In line with the *Power law of the People's Republic of China* and related national standards as well as standard and related regulations of the power industry, Anji Thermo-power signed a dispatching protocol with power grid operation companies to ensure the safe and good operation of the power system. The protocol regulates the peak and frequency modulation, pressure regulating and spare capacity of the power plant. The protocol also includes requirements on the relay protection of the plant as well as the design, operation and management of the automatic safety devices. In line with the protocol, the power plant shall take charge of the construction, maintenance and management of the safety protection devices of the power monitoring system, establish complete joint protection and emergency mechanism and compile emergency plan and carry out drills regularly.

Apart from formulating power generation plan, Anji Thermo-power will also formulate device overhauling plan and demonstrate the safety measures and contingency plan of the plant to make sure that the overhaul of devices can be carried out as planned. In case of any abnormality or breakdown of the power monitoring system, the plant will report to the power dispatching institutions of power grid operation companies as well as the agency of National Energy Administration right away, and adopt emergency measures according to the contingency plan to mitigate the impact of the accident as much as possible.

Anji Thermo-power pays great attention to the security of the information system, and prohibits the use of systems and devices with bugs and risks, and does not allow systems and devices connected to the regulation and control institutions to connect to public network, so as to ensure the stable operation of the electric power as much as possible.

產品責任

琥珀能源提供的主要產品為電力。集團深信穩定可靠的供電對推動社會及經濟的發展十分重要，並以保障電力質量和安全作為集團營運的重要目標。

安吉熱電按照《中華人民共和國電力法》以及相關國家標準、電力行業標準和有關規定，與電網經營公司簽署調度協議，確保電力系統能安全和優質運行。協議對電廠參與的調峰、調頻、調壓和備用容量等作出規定。協議亦對電廠的繼電保護，以及安全自動裝置的設計、運行和管理等定明要求。電廠依據協議，負責電力監控系統安全防護設備的建設、運維和管理，建立健全的聯合防護和應急機制，編製應急方案並進行定期演練。

安吉熱電除了訂立發電計劃，還會制定設備檢修計劃，並說明電廠採取的安全措施和制定事故應急預案，確保設備檢修按計劃進行。當電力監控系統出現異常或者故障時，電廠會立即向電網經營公司的電力調度機構和國家能源局的派出機構匯報，並按照應急預案及時採取安全緊急措施，盡力減少事故的影響。

安吉熱電注重信息系統的安全，禁止使用存在漏洞和風險的系統及設備，以及杜絕與調控機構連接的系統和設備連接公共網絡，務求將阻礙電力穩定運行的風險降至最低。

SUPPLY CHAIN MANAGEMENT

As an energy supplier taking natural gas as the main raw material, the stability of natural gas supply has a great influence on the business operation of Amber Energy. During the reporting period, the purchase of natural gas by the Group all comes from one natural gas supplier. The Group formulated the *Supplier Management Standard* to assess the existing supplier quarterly and the quality shall be the main factor of the assessment.

Apart from natural gas supplier, the suppliers of Anji Thermo-power also include material suppliers. Before becoming the new supplier of the plant, the supplier shall file in and submit the overview investigation form according to the requirements of the plant, and cooperate with the plant to carry out on-site assessment. The quality level of the supplier shall be measured by ppm index (defect rate). If the cargo is judged as a defective product, the score of the supplier will be affected. To encourage the suppliers to improve their performances, the plant will eliminate 5% to 10% of the suppliers according to the result of the assessment and choose suppliers with higher scores in the same industry.

ANTI-CORRUPTION

Amber Energy believes that integrity management is the foundation of cooperate social responsibility as well as the basis of competitive edge and continuous operation of the enterprise. The Group shall punish employees violating regulations and rules according to the nature of the violations. Managers shall be fined if they are discovered to have played favoritism and committed irregularities. If an employee seeks personal gain through his/her position, the Group regards it as a severe negligent act and will terminate the contract with the employee. During the reporting period, Anji Thermo-power did not find any illegal case or lawsuit related to the corruption of the employees.

供應鏈管理

作為以天然氣為主要原料的能源供應商，天然氣供應的穩定性對琥珀能源的業務營運有重要影響。在本報告期內，集團的天然氣採購全部來自唯一的天然氣供應商。集團制定《供應商管理標準》，為現有供應商進行季度評估，並以質量作為主要評估因素。

除了天然氣供應商之外，安吉熱電的供應商還包括物資供應的廠家。在選擇新供應商時，供應商須按電廠要求填寫並提交概況調查表，並配合電廠對供應商進行現場評定。電廠對供應商的質量水平按照ppm指數(即百萬分之多少的缺陷率)來衡量。若電廠檢驗判定進貨物為不良品，供應商的評分會受影響。為鼓勵供應商持續改善表現，電廠會根據考評結果每年淘汰5%-10%供應商，並改為選擇同一行業評分較高的供應商。

反貪污

琥珀能源深信誠信經營是企業社會責任的基礎，也是企業競爭優勢和持續經營的根本。集團對違反規章制度的員工，根據違紀的性質採取紀律處分。管理人員如被揭發徇私舞弊或袒護下屬，會遭罰款。員工如以職務之便謀取私利，集團視之為嚴重過失行為，會與該員工解除合同。在本報告期內，安吉熱電沒有出現與本電廠及員工相關的貪污違規個案或訴訟案件。

COMMUNITY INVESTMENT

Amber Energy is committed to knowing the need of the community where the operation lies in so as to make contributions to the sustainable development of the community. Anji Thermo-power knows that trees play an important role in the urban ecology, so the plant organized activity on the Arbor Day to plant trees and beautify the environment with the employees to make our contributions to the target of “Unit of Human and Trees”. Although the Group hasn’t formulated specific investment policy on the community currently, we promise that in the future, we will increase investment on the community and encourage our employees to participate in volunteer activities to make contributions to the sustainable development of the community.

社區投資

琥珀能源致力了解營運所在社區的需要，為社區的可持續發展作出貢獻。安吉熱電明白樹木在城市生態上扮演著重要角色，因此電廠藉植樹節組織活動，與員工一起在社區進行植樹和環境美化行動，為「人樹共融」的目標出一分力。雖然集團現時未有制定具體的社區投資政策，但集團承諾於未來積極增加社區投資，並鼓勵員工參與義工活動，為社區的可持續發展作出貢獻。

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《環境、社會及管治報告》內容索引

Main Categories 主要範疇	Content 內容	Page 頁碼索引
A1 Emissions A1排放物		
General disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	17-19
A2 Use of Resources A2資源使用		
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。	20
A3 Environment and Natural Resources A3環境及天然資源		
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。	21
B1 Employment B1僱傭		
General disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	23-24

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《環境、社會及管治報告》內容索引

Main Categories 主要範疇	Content 內容	Page 頁碼索引
B2 Health and Safety B2健康與安全		
General disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	26
B3 Development and Training B3發展及培訓		
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。	24-25
B4 Labour Standards B4勞工準則		
General disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	27
B5 Supply Chain Management B5供應鏈管理		
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。	30

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《環境、社會及管治報告》內容索引

Main Categories 主要範疇	Content 內容	Page 頁碼索引
B6 Product Responsibility B6產品責任		
General disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	29
B7 Anti-Corruption B7反貪污		
General disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	30
B8 Community Investment B8社區投資		
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了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。	31

