



OURGAME INTERNATIONAL HOLDINGS LIMITED

聯眾國際控股有限公司

STOCK CODE 股份代碼: 06899

Environmental, Social and Governance Report
環境、社會和管治報告 2017



Environmental, Social and Governance Report

環境、社會及管治報告

This is Ourgame International Holdings Limited's ("the Company", "Ourgame" or "We", and together with its subsidiaries, "Group" or "the Group") (Stock code: 06899) second annual Environmental, Social and Governance (ESG) report. This report sets out how the Group complies with the "comply or explain" provisions under the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules") in respect of our operations and activities for the year ended 31 December 2017.

The Group strives to be a global leader in mind sports by continuously innovating and optimizing its business model, developing and operating online card and board games, organizing online and offline mind sports events, and expanding the eSports business and the global poker entertainment business and other related product chains. In addition to expanding the Group's business, the Group also highly values environmental protection and the rights and interests of its employees, and actively participates in charitable activities to contribute to society.

ENVIRONMENTAL PROTECTION

Emissions Reduction

The Group's daily operation does not involve the production of air and greenhouse gas emissions, discharges into water and soil or the generation of hazardous and non-hazardous waste. Since the Group is mainly engaged in the online gaming business, solid packaging materials are not necessary. Nonetheless, we are devoted to environmental protection. For example, we substitute business travels by using remote telephone conferencing as much as possible in order to reduce traffic emissions. Employees are also advised to take short business trips by train. However, if it is inevitable to travel by airplane, measures would be taken to minimize the impact on the environment. For instance, employees are encouraged to take shuttle buses provided by hotels or airports, subway and other public transport to reduce emissions.

During the year ended 31 December 2017, the total transportation expenses were RMB656,359.65, all of which were business land travel by employees and the total traveling distance was approximately 205,112.39 kilometers. The resultant NOx emissions were approximately 121,016.31 grams, SOx emissions 75.38 grams, and PM emissions 11,595.69 grams. For business travel by both land and air, the Group generated a total of 135,412 kg of CO₂ emissions, 635.63 kg of CH₄ and about 1,756.53 kg of N₂O emissions. The HFC and PFC emissions for refrigeration and air-conditioning of our office building were 25,875 kg.

此份報告為聯眾國際控股有限公司（「本集團」、「本公司」、「聯眾」或「我們」；股份代碼：06899）出具的第二份年度環境、社會和管治報告。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、社會和管治報告指引」的規定，遵從「不遵守就解釋」之原則，本報告對我們截至二零一七年十二月三十一日止年度的運營和業務活動進行了披露或解釋。

本集團透過不斷推陳出新和提升業務布局，通過開發和運營在線棋牌遊戲，組織線上線下智力運動比賽，擴展電子競技業務以及全球性撲克娛樂等產業鏈，力圖成為全球智力運動產業的領導企業。本集團不僅致力開拓業務，也重視環保和僱員權益保障，並積極投入公益活動以回饋社會。

環境保護

減少排放

本集團的日常業務不存在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情況，本集團產品均為線上遊戲產品，亦不需要固體包裝物料。然而，我們同樣在環保方面不遺餘力，例如減少員工出差次數，盡可能以遠程電話會議取代，以減少相關交通的廢氣排放。此外，我們建議員工短途出差時搭乘火車；若必須搭乘飛機，我們也盡量採取措施減少影響，例如鼓勵員工搭乘酒店或機場的擺渡巴士、地鐵以及其他公共交通以減少廢氣排放。

本年度內，我們的交通費用共計人民幣656,359.65元，皆為集團內部員工用於外出公幹時搭乘車輛所產生的費用，總行駛距離約為205,112.39公里，由此產生的氮氧化物(NOx)排放量約為121,016.31克，硫氧化物(SOx)排放量約為75.38克，顆粒物(PM)排放約為11,595.69克。本集團因公務用車及搭乘飛機所產生的二氧化碳(CO₂)排放總量為135,412千克，甲烷(CH₄)排放總量為635.63千克，氧化亞氮(N₂O)排放總量約為1,756.53千克；辦公大樓內空調設備所產生的氫氟碳化物(HFC)和全氟化碳(PFC)排放總量約為25,875千克。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

For the year ended 31 December 2017, we used 784,000 kilowatt-hours of electricity and generated 374,752 kg of CO₂ emissions. With regard to other indirect greenhouse gas emissions, the Group consumed 4,000 kilograms of office paper and the CO₂ emissions from paper waste disposed at landfills were 19,200 kilograms. The Group consumed 125.21 tons of drinking water and the electricity used for processing such fresh water by the manufacturer has caused 87.647 kilograms CO₂ emissions (as there was no charge for the domestic water used in the office building, we cannot provide the corresponding information). The total amount of CO₂ emissions generated by employees traveling by plane was about 83,132.3 kg. The Group generated approximately 13.695 tons of non-hazardous waste during the year ended 31 December 2017. Each employee is provided with a small trash can, and there are ten large trash cans in the five-story office building. The intensity of non-hazardous waste is about 1.37 tons.

Use of Resources

The Group has always complied with the provisions of the *Environmental Protection Law of the PRC* and the Listing Rules. In view of the scarcity of resources, the Group advocates policies on the efficient use of resources on its own initiative, such as storing data electronically, using e-mails for work and discouraging employees to print. Moreover, we have set up several recycling bins in our office to collect waste paper and electronic waste. During our procurement process, the Group gives priority to energy-efficient lights and other energy-saving electric appliances to minimize power consumption. Water-saving taps are also used in our washrooms to curb water consumption.

As the Group is mainly engaged in online gaming, most promotion campaigns are carried out online. Packaging or advertisement materials for such campaigns are therefore not required and no consumption or waste is produced. In respect of offline events, we principally use online advertising for marketing affairs, and prefer cards, chips, tables, chairs or any other materials that are environmentally friendly and can be recycled. We also request that plastic materials should be avoided as much as possible in packaging and transportation to completely eradicate white pollution. Moreover, we have recently replaced the forms to be filed and signed by participants electronically to significantly curb the consumption of paper, ink and space.

The Group motivates all its employees to participate in resources conservation activities and encourages them to save water, power and paper. The Group reminds its employees to turn off power of their workstations to save electricity when they finish work and on festive days. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power.

本年度內，我們共用電784,000度，產生二氧化碳排放總量約為374,752千克。關於其他間接溫室氣體排放，本集團辦公用紙共計4,000千克，處理棄置到堆填區廢紙所產生的二氧化碳當量排放約為19,200千克；本集團共計消耗飲用水125.21噸，二氧化碳當量排放約為87.647千克（由於大廈生活用水不收費，所以無法提供相關資料）。僱員乘坐飛機出外公幹所產生的二氧化碳排放總量約為83,132.3千克。本集團於本年度所產生的無害廢棄物約為13.695噸，每個員工都有一個小型垃圾桶，在所使用的5層辦公樓中，有10個大型垃圾桶，無害廢棄物的密度約為1.37噸／個。

資源運用

本集團向來謹守國家的《環境保護法》及上市規則的規定，並深知資源的珍貴，因此自行推動多項節能方案，例如以電子方式儲存數據，全面採用電子郵件辦公，不鼓勵員工打印紙張。此外，我們在辦公室內安設多個回收箱收集廢紙和電子廢料，以循環再用。本集團在採購時會優先考慮選用節能電燈及其他節能型號的電器，盡量降低用電量。我們也於洗手間選用節約型的水龍頭，務求減少用水。

由於本集團的產品主要為線上遊戲，宣傳也基本是線上進行，不會使用包裝或廣告宣傳物料，因此沒有這方面的消耗或浪費。對於線下賽事，我們鼓勵在線上進行賽事的廣告、推廣活動並以此為原則，對於棋牌、桌椅等物料，我們則選用可多次循環使用的產品。同時，我們也要求在物料包裝及運輸過程中盡量避免使用塑料，以盡力杜絕白色污染。此外，參賽者所須簽署的表格，我們近期已改用電子方式填表和簽名，大大節省紙張、印墨和空間的耗費。

本集團同時推動全體員工參與節約資源行動，鼓勵他們節約用水、用電、用紙。於下班及節慶假日，本集團會提醒員工關閉電源節約用電，內部安保人員也會於員工下班後進行巡視，確保沒有浪費電源的情況。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

As a result of the concerted efforts of various parties of the Group, the annual power consumption totaled approximately 784,000 kilowatt-hours, with an average of approximately 0.36 kilowatt-hours per square meter per employee and approximately 1,693 kilowatt-hours¹ per employee annually. The annual water consumption of barreled water for daily drinking is approximately 125.21 tons, with an average of approximately 0.27 ton² per employee annually.

Environmental and Natural Resources

Since there is no industrial discharge into water, waste gas emission and waste arising from the daily operation of the Group, prior to the listing of Ourgame, the environmental protection authority had confirmed that the Group was not required to make an environmental impact assessment. Most of our events are held indoors. They last for a short period of time, and the resources used are not significant. No discharge of pollutant is involved and thus there is no material impact on the environment. Nevertheless, we exert ourselves to recycle various materials so as to prolong their service cycles and reduce renewal frequency. Although the transportation of trophies and other articles has little impact on the environment, we have reduced the transportation frequency as much as possible and recycled packing boxes to minimize the environmental impact.

¹ The data is calculated based on the 463 employees as of 31 December 2017.

² The data is calculated based on the 463 employees as of 31 December 2017.

在本集團各方面的努力下，全年的用電量約為784,000千瓦時，平均每平方米每名僱員用電量約為0.36千瓦時，每位員工全年用電量約為1,693度¹；員工日常飲用的桶裝水全年用水量約125.21噸，平均每位員工全年用水量約為0.27噸²。

環境和自然資源

由於本集團的日常業務不產生工業廢水、廢氣和廢棄物，對環境不會造成影響，聯眾上市前亦獲環保部門確認我們不需要做環境影響評價。我們的各項賽事舉辦地點多為室內，為期短，所用資源也少，不涉及污染物的排放，不會對環境造成重大影響。然而，我們也盡力對各類用品循環再用，盡量延長用品使用周期，降低更新頻率。雖然獎項和其他物件的運輸對環境會產生少量影響，但我們已盡量減少運輸頻次，同時對包裝箱循環再用，以減少對環境的影響。

¹ 該數據為根據截至2017年12月31日的463名員工數量計算得出。

² 該數據為根據截至2017年12月31日的463名員工數量計算得出。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

SOCIETY

Employment and Labour Practices

Rights and Interests of Employees

The Group values the rights and interests and the needs of each employee, and strictly observes the provisions of the *Labour Contract Law of the PRC*, the *Social Insurance Law* of the PRC and the *Labour law of the PRC* to provide its employees with various security, welfare and benefits. The Group has also adopted the employee handbook which clearly sets out the policies on working hours, compensation for overtime and business trips. Meanwhile, the Group advocates an eight-hour shift and formulates flexible working hours to enable employees to control their commute times.

In terms of recruitment, we adhere to the principles of fairness and equality and hire people based on their talents. In principle, employees recruited and hired are not allowed to work in the same department as their lineal relatives. Recruitment of employees dismissed from the corporate headquarters, other subsidiaries and offices shall be subject to special approval. In addition, we have set up a sound promotion and assessment system to encourage fair competition, and also introduced a comprehensive promotion and demotion system. Promotion opportunities are available to all employees, provided that they work hard and deliver outstanding performance. We regularly evaluate our employees with key performance indicators and objectives management to adjust their remuneration and positions, to provide coaching and training, and to take other measures including rewards and punishments.

In addition, we put great emphasis on the welfare of female employees. During their pregnancy, female employees are entitled to holidays and welfare as prescribed by legal regulations. We advocate breast-feeding by allowing female employees to have breast-feeding time twice a day. Baby-care rooms are provided within the office area of Ourgame for female employees.

If employees are dismissed upon discussion for reasons such as group restructuring and changes in business or market, etc., we will compensate the employee dismissed legally and reasonably, and strictly follow the provisions in respect of dismissal compensation standards prescribed by laws and regulations, including the *Labour law of the PRC*, and take the employee handbook and relevant rules and regulations of the Group as the specific operating guidelines, so as to earnestly safeguard our employees' interests and prevent any illegal, unfair and discriminatory situation in this regard.

社會

僱傭和勞工措施

僱員權益

本集團重視每個員工的權益和需要，嚴加遵守《勞動合同法》、《社會保險法》和《勞動法》等法律，按照法例規定為員工提供各項保障和福利。本集團同時制定員工手冊，清楚列明員工的工作時間、加班和出差補償等政策。同時，本集團鼓勵員工八小時工作制，並制定彈性工作時間，讓員工自主掌握上下班時間。

在招聘方面，我們採取公正、公平的原則，唯才是用。我們原則上不允許招聘和錄用的員工與其直系親屬於同一部門工作。招聘公司總部、其他子公司、辦事處已經辭退的員工時，也須經過特殊審批。同時，我們也制定一套完善的晉升和考核機制，鼓勵公平競爭，推行能上能下的職位升降體制。每個員工只要努力工作，表現出色，均可獲得晉升機會。我們定期通過關鍵績效考核指標和目標管理對員工進行評核，作出薪酬和職位調整、培訓輔導和各項賞罰等措施。

此外，我們高度重視女性員工的福利，於女員工懷孕期間可獲法例規定的各種假期和福利。我們還提倡母乳餵哺，女員工每天享有2次哺乳時間，而且在聯眾的辦公室內設有專門的母嬰室，專供哺乳期的女性員工使用。

如因集團結構調整、業務或市場變化等原因，導致協商辭退員工的情形發生，我們將嚴格遵守《勞動法》等法律法規關於辭退補償標準的規定，以員工手冊、集團相關規章制度等為具體操作準則，對被辭退員工進行合法、合理的補償，以切實維護員工利益，避免任何違法、不公、歧視等情況在員工辭退等情形中發生。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

The Group is committed to facilitating a harmonious relationship among its employees and fostering a pleasant working environment. We hold annual dinner each year, and each department regularly organizes their own activities such as departmental trips, dinners and birthday parties as appropriate. Since 2015, the Company has organized the "Flea Market" activity three times in a row during the period of "Double 11" each year to encourage our employees to recycle used items and to improve communications among them at the same time.

As of 31 December 2017, Ourgame has a total of 463 employees, with a male-to-female ratio of approximately 1.5:1, and the average age of 48% of the employees is below 30 years old. Due to the particularities of the industry, most of our employees tend to be in their young adulthood, however, the Group thinks highly of employee diversity and avoids discrimination and unfairness in any aspects, including age and location. Around 86% of our employees work in Beijing, with a few in America and other cities in China such as Nanjing. We attach importance to communications with our employees. Apart from personalized mailbox and Lync accounts, there are systems in place to allow one-on-one communication between employees and the Chief Executive Officers, communication between employees and their line managers, and communication channels including all-staff town hall meeting.

In addition, we have established a staff and workers union. A meeting is convened each year to improve communication with our employees. Moreover, the union organizes basketball and badminton matches as well as cycling activities for employees on a regular basis each year. During traditional festivals in China such as the Dragon Boat Festival and the Mid-autumn Festival, the union also offers holiday welfare and gives out shopping cards. Besides, the union holds health-related activities from time to time, such as oral health salon and health of the ocular fundus screening to promote our employees' health.

Health and Safety

The Group complies with the *Production Safety Law of the PRC* and the *Fire Protection Law of the PRC* and other regulations, and has established a system of responsibility for production safety and relevant assessment mechanism. The safety standards of Ourgame are in full compliance with state stipulations. In relation to security, all employees must wear staff cards in the office, and shall swipe their cards to verify their identity when entering and leaving the Company. Full-time security staff is on duty around the clock at the entrances on each floor of the office building. We also have a non-smoking area (smoking is prohibited at the Beijing Office) and conduct fire safety inspection on a regular basis. Clear signs for fire exits are set up in the office. We have established a number of teams on safety production to provide a safe working environment and protect employees from occupational hazards.

本集團致力促進員工之間的和諧友好關係，建立愉快的工作環境。我們每年舉辦周年晚會，同時各部門會根據各自的情況定期組織部門旅行、聚餐、生日慶祝會等。自2015年開始，本公司已連續舉辦了三屆「跳蚤市場」，在每年的「雙十一」期間進行，鼓勵員工再利用舊物件，同時也可增進員工間的交流。

截至2017年12月31日，聯眾共有463名員工，男女比例約1.5：1，48%的員工平均年齡在30歲以下。由於行業特殊性，本集團員工整體青年偏多，但本集團重視員工多樣化，避免在年齡、地域等任何方面出現歧視或不公。本集團約86%的員工在北京工作，另有少量在美國、南京等中國其他城市。我們重視與員工的溝通，除特設郵箱和個人專屬Lync賬戶外，還有員工與行政總裁一對一溝通、員工與直屬經理溝通制度，以及全體員工大會等溝通渠道。

與此同時，我們成立了職工工會組織，每年召開一次大會，以加強與員工的溝通。此外，工會每年會為員工定期組織籃球賽、羽毛球賽、自行車騎行等活動。在端午節、中秋節等中國傳統節日期間，工會也會向員工提供福利，發放購物卡等。工會還不時舉辦與健康有關的活動，例如口腔健康沙龍、眼底健康篩查等，以促進員工的健康。

職業安全

本集團遵守國家的《安全生產法》和《消防法》等法規，並已為員工制定安全生產責任制度和相關的評核機制。聯眾的安全標準完全符合國家規定。在保安方面，所有員工在辦公區內必須佩戴員工證，出入本公司均須刷卡核實身分。辦公大樓每一層入口都有專職保安24小時值班。我們同時設置禁煙區（北京辦公室內為全面禁煙區），並定期進行消防檢查，在辦公室設置明顯安全出口指引。我們還成立與安全生產相關的各個小組，切實加強對生產隱患的排查和治理工作。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

In relation to offline events held by the Company, the Company purchases travel accident insurance for all employees involved to provide safety assurance during their business trips. Prior to holding major events, we will coordinate with the local government and cooperate with relevant public security and fire departments, etc. to conduct on-the-spot inspection and guidance. The professional security company then provides a security and crash program to safeguard our employees and participants. Once a hidden danger is identified, we will contact the responsible party to look into the matter at the first opportunity and to inform our employees and participants. The activity shall not kick off until the hidden danger is eliminated.

We carry out safety educational promotion campaign and training for employees on a regular basis, including *Safety Education and Training for New Recruits*, *Production Safety Month Learning and Training*, *Production Safety-Fire Electricity Safety Training*, etc. We review the safety training activities conducted each year, and formulate the safety training plan for the coming year. In addition, we regularly conduct fire drills to heighten employees' safety awareness and prevention in the event of an unfolding crisis. The Company broadcasts music on exercises for the eyes every afternoon to raise employees' awareness of eye protection. Computer equipment and devices of employees, such as the screens, are branded products purchased by the Company in bulk. In case of any damage, the person responsible for the equipment will act in conjunction with the administrative department to fix or replace the equipment in question and thus ensure its safety and availability. We occasionally organize training activities relating to employees' physical and psychological health. For example, dentists, ophthalmologists and paediatricians are invited to provide our employees with relevant inspections and training so as to strengthen their safety and health awareness.

We have also formulated a sound contingency system in response to emergencies and established a leading group for emergency rescue as a preventive measure. In case of any accident at work, employees can report to their managers and the human resources department immediately, and the person in charge shall take the necessary actions as appropriate. On holidays and festival days, the Company will publish the contact details of the emergency contact. In addition, the Group will conduct emergency exercises on a regular basis.

Development and Training

The Group advocates lifelong learning and continuously provides employees with self-improvement opportunities. We have a special training information release platform on the intranet, and training for employees will be included in their attendance to encourage active involvement. Each of the training activities are jointly evaluated and approved by the executives of the human resources department and the business department, and are generally assessed in terms of necessity. The annual training plan is mapped out during the end of each year to early of the next year.

在線下賽事方面，本公司為所有參與的員工購買出行意外保險，提供出差期間的安全保障。在舉辦大型賽事前，我們會與當地政府協調，同時配合公安、消防等部門進行活動現場的實地考察、指導，再由專業的保安公司提供保安和突發事件應急方案，保障員工及活動參與者的安全。一旦發現隱患，將第一時間聯繫隱患問題負責方進行查核，並通知員工及活動參與者，在活動開辦前確保隱患問題已得到妥善解決。

我們更會定期為員工進行安全教育活動及培訓，包括《新入職員工安全教育培訓》、《安全生產月學習培訓》、《安全生產一消防用電安全培訓》等。每個年度，我們均會進行安全培訓活動總結，並制定下一年安全培訓計劃。此外，我們定期安排消防應急演練，提高員工安全和防患意識。每天下午，本公司會播放眼保健操音樂，提高員工護眼意識。員工的電腦設備，如屏幕等，一律由公司統一採購品牌產品。如有損壞，設備負責人會配合行政部儘快進行維修或替換，確保設備安全可用。我們也會不定期舉辦關於員工身心健康的培訓，例如邀請牙醫、眼科醫生及育兒醫生等，為員工提供相關檢查和培訓，提升他們對安全和健康的意識。

我們同時制定了一套完善的突發意外應急制度，並成立應急救援領導小組，防患於未然。工作期間一旦發生意外，員工可第一時間報告上級經理和人力資源部，由負責人員視情況採取必要措施。節慶假期期間，本公司會公布緊急連絡人的聯繫方式。此外，本集團會定期組織應急演練。

發展及培訓

本集團提倡終身學習，不斷為員工提供增值機會。我們的內聯網有專門的培訓信息發布平台，員工的培訓亦會計入考勤，以鼓勵員工積極參與。各項培訓一般由人力資源部連同業務部門主管共同評估需要和審批安排，於每年年底至次年年初擬定年度培訓計劃。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

The chapter headed “training and development” in the employee handbook has set out the resources offered by the Company for employees’ external training. In 2017, we did not offer any grants to our employees for their long-term external training, but paid training expenses for their short-term external training and offered subsidies for accommodation, meals and travelling expenses.

Apart from induction training, we also arrange specialized trainings and lectures for employees in respect of Texas Hold’em, project management and communication skills, etc. Since the end of November 2017, we have conducted a “Bridge Training” lasting for 8 weeks to all employees. In 2017, we arranged 30 training activities for our employees covering various themes with each course lasting for approximately 2 to 8 hours. 340 employees participated in the training with a male-to-female ratio of 1:1. Most of them were junior/entry-level employees.

Labour Standards

The Group complies strictly with the provisions of the *Labour Law of the PRC*, the *Labour Contract Law of the PRC*, the *Social Insurance Law of the PRC* and other labour regulations, and carefully studies the information, identity and age of new recruits at the time the employee reports to duty. No personnel under 18 years old is recruited to completely eradicate child labour. During the due diligence process, if child labour or fake identity information is discovered, the person in question shall be dismissed and sent back to the original place of residence in accordance with law, or be handed over to related departments for further action.

Moreover, we inform our employees during induction training that they have the rights to establish and participate in unions, and attend the collective bargaining by law. The employee handbook clearly sets out restrictions and provisions with respect to forced labour. In case forced labour occurs, employees have the right to file complaints to the human resources department of the Company. In addition, we provide our employees with relevant training resources to improve their work efficiency and to reduce or avoid overwork.

我們制定的員工手冊「培訓和發展」章節已列明本公司為員工外部培訓所提供的資源。於2017年，我們沒有資助員工在外進行長期進修，但有為員工參與的外部短期培訓支付培訓費用並提供一定的住宿、餐飲、交通等津貼。

除了新入職的培訓外，我們還會為員工安排業務專門的培訓和講座，例如關於德州撲克、項目管理、溝通技巧等。自2017年11月底，我們還為全體員工舉辦了為期8周的「橋牌培訓」。於2017年，我們共為員工籌辦了30個涵蓋各類型主題的培訓，每個課程大約2至8小時不等，參與員工人數340人，男女比例1:1，主要為基層員工。

勞工標準

本集團嚴格遵守《勞動法》、《勞動合同法》、《社會保險法》等勞工法例，並在員工入職時詳細審查其入職資料、身份和年齡，不滿18歲的一律不會錄用，杜絕童工出現。在審查期間，倘發現童工情況或偽造身份資料，將依據法律辭退該員工，並依法送回原居住地，或交給相關部門進一步處理。

此外，我們在入職培訓期間，會告知員工可依法享有自由成立和參加工會、參與集體談判等權利。在員工手冊上，列明對強制勞工的一些管束和規定，在出現強制勞工的情況下，員工有權利向本公司人事部門進行申訴。此外，我們提供相關培訓資源，以提高員工工作效率，減少或避免過度工作。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

OPERATION MODEL

Supply Chain Management

Due to its industrial particularities, the supply chain relationship of the Group is relatively simple, and there is no written policy in this regard. However, the Group places high regard on environmental protection and social significance, and selects, on its own initiative, suppliers whose products and services are in compliance with relevant national standards and adopts strict acceptance standards including a preliminary assessment on the impact on the environment and the society imposed by the goods or services provided by the suppliers. If a supplier is found to be in violation of the standards, we will not sign a contract with them and decide whether or not to report such conduct, as the case may be. Under our strict supervision, no risk has been identified in our supply chain.

As at 31 December 2017, the approximate number of suppliers by geographical location is as follows:

營運模式

供應鏈管理

本集團由於行業特殊性，供應鏈關係相對簡單，因此並無制定成文政策，但是一向重視環保和社會影響，主動選擇符合國家相關標準的產品服務供貨商，並採取嚴格的驗收標準，包括對供貨商提供的貨品或服務對環境和社會造成的影響進行初步評估。倘若發現供應商違規，我們將不會與其簽約，並會視情況決定是否對其行為作出舉報。在我們嚴格監管下，供應鏈一直並無發現風險。

截至2017年12月31日，按地區劃分的供貨商數目約為：

Location 地點	No. 數目
Anhui	安徽1
Beijing	北京212
Changsha	長沙1
Chengdu	成都1
Dongguan	東莞1
Haikou	海口1
Jinan	濟南1
Jiangsu	江蘇1
Liuzhou	柳州1
Nanjing	南京1
Nantong	南通1
Nanyang	南陽1
Qingdao	青島2
Sanya	三亞5
Shanghai	上海13
Shenzhen	深圳5
Tianjin	天津12
Wuhan	武漢1
Xi'an	西安4
Xiamen	廈門1
Hong Kong	香港1
Zhengzhou	鄭州2
Total	總計269

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Product Responsibility

The Group has posted the *Healthy Gaming Advice* on the official website of the Group, its web games and mobile games, and implemented the "Project for Parental Monitoring of Minors in Ourgame"0. We have also set up a link to the security center to provide users with account security services including password protection. In addition, we have put into effect an anti-addiction system on online games by which various anti-addiction measures are implemented to protect the mental health of our users. If there are complaints that users become addicted to our products, we will take relevant actions to strengthen the operation of the anti-addiction system. Furthermore, we have maintained a list of shielded words to regulate the healthy development of game products in accordance with the *Constitution* and other laws and regulations.

In relation to online events, we have set up a link to the security center on the official website and web games to protect users' game accounts and privacy. In respect of offline events, we coordinate with the land administration offices and hotels to take various security measures, and engage specialized security personnel externally to provide security assurance. Relevant departments of the Group will also supervise the promotion contents and labels used in games and events. Any non-compliance, once identified, will be followed up and eliminated immediately.

If any advertisement is involved, we will strictly select advertisers in compliance with the *Advertisement Law of PRC* and other laws and regulations, and manage and control the risks over the content and form of the advertisement to assume corresponding social responsibilities and be responsible for users.

Anti-corruption

To prevent unlawful and rule-breaking acts including bribery, extortion, fraud and money-laundering from happening, the Group has formulated and implemented various anti-fraud and anti-corruption systems, including the *Anti-fraud System*, the *Commitment Letter of Integrity on Business Procurement* and the *Outline of Moral Operation Regulations*. All of these documents are published on the intranet of the Company. In addition, a *Commitment Letter of Supplier on Code of Ethics* is required to be signed by the Company and suppliers before entering into the procurement contract to caution both parties against corruption. We have also established a sound reporting mechanism and corruption reporting approaches which are well implemented. No corruption issue has been identified among employees as at the date of this report. Moreover, the contents of the induction training also cover anti-corruption rules set out in the employee handbook.

產品責任

本集團在官網、網頁遊戲、移動遊戲等界面均標示《健康遊戲忠告》，並實施「聯眾遊戲家長監護工程」，並設置安全中心鏈接，為用戶提供密碼保護等賬戶安全服務，同時實施遊戲防沉迷系統，以各種遊戲防沉迷措施保障用戶的精神健康。倘若接獲投訴指產品令用戶沉溺，我們將採取相應措施，進一步確保遊戲防沉迷系統的運作。此外，我們依據《憲法》等法律法規，實施遊戲屏蔽字庫，以規範遊戲產品的健康發展。

對於線上大賽，我們於官網及網頁遊戲界面上設置了安全中心鏈接，為用戶提供遊戲賬號及隱私保護等。對於線下大賽，我們與地政機關和酒店協調各項保安措施，並外聘專業保安提供安全保障。本集團的相關部門亦會對遊戲及大賽的宣傳內容和所使用的標籤等進行監察，倘發現不符合法律規定的情況，將馬上進行跟進及處理。

如涉及廣告行為，我們將遵守《廣告法》等法律法規的相關規定，對廣告商進行嚴格篩選，對廣告內容和形式進行風險管控，以承擔相應的社會責任，對用戶負責。

反貪腐

為防止賄賂、勒索、欺詐及洗黑錢等違法、違規現象的發生，本集團已制定和實施各項反舞弊和貪腐的制度，包括《反舞弊制度》、《商務採購廉潔承諾函》及《道德經營規範綱要》，該等制度文件均在公司內聯網上予以公示。此外，在簽署採購合同前，會要求雙方簽署《供應商道德規範承諾函》，以警示雙方防範貪腐。我們還設立了完善的申報機制和貪腐舉報途徑，執行情況良好，截至本報告日期止並未發現員工出現貪腐問題。此外，入職培訓的內容亦涵蓋員工手冊中的反貪腐規則。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Community Investment

The policy objective of the Group in contributing to society is to create effective and lasting benefits for the communities where the Group operates its business and for the disadvantaged. The Group is committed to supporting long-term investment in communities through corporate charitable activities and by encouraging its employees to participate in charity activities.

Since launching the *Sports Care Fund* in collaboration with the Chinese Red Cross Foundation in January 2008, the Group has spared no effort in providing financial aid to the physical education developments of middle and primary schools in remote mountainous areas. The special salvation fund has developed continuously throughout the years, and was officially separated from the Chinese Red Cross Foundation and has been operated by Ourgame independently since July 2011. For projects funded, the marketing department will collect relevant materials and then make recommendations to the management. Upon discussion and confirmation by the management, the projects will be carried out by the marketing department (the events operating center).

Since May 2017, as a main supporter of "Chess and Card to the West", an activity organized by the Chess and Card Center of General Administration of Sport, the Group has actively participated in public welfare undertakings and donated prizes and souvenirs amounting to RMB50,000 to six western provinces including Shaanxi, Sinkiang, Inner Mongolia, Ningxia, Qinghai and Tibet to help more fans of the game of chess and card to ignite their sports dreams. We have brought chess sets and teaching aids to Yan'an Yaodian Town Center Primary School, Yan'an New District Primary School, Ningxia Hongsibao District Community, Li Jing Zhong Primary School and the social welfare institutes to enrich culture and sports life of the local people. In November 2017, in cooperation with KongZhong "Red Telegraph Wave" public welfare, our outstanding employees who are warmhearted in promoting public welfare and selfless dedication have voluntarily participated in the "Support Teaching Activities" and accomplished the one-week teaching in Yan'an Panlong Town Central Primary School of Shaanxi Province and Lingjiang Town Cangxi County Second Primary School of Sichuan Province.

The Group will continuously provide employees with cultural, educational and health-related information, organize sports activities, focus on the rights and interests of female employees and offer holiday welfare. The Group will also support charity activities relating to the rights and interests of employees, education, environment, health, culture and sports in communities where the union is located by way of paying membership dues.

The Group is well recognized for its contributions to charity. In 2017, it was awarded the "2017 Top 30 Culture Enterprises in the Capital City" and the "Top 100 Software and Information Services Enterprises in Beijing" and so on.

回饋社會

本集團回饋社會的政策目標是為本集團經營業務所在的社區及弱勢社群締造有效及持久的效益。本集團致力透過企業慈善活動及鼓勵僱員參與公益活動，支持長遠的社區投資。

本集團於2008年1月與中國紅十字基金會聯合發起成立《體育關愛基金》後，對資助偏遠山區中小學校的體育教育發展不遺餘力。該專項救助基金經多年發展不斷壯大，自2011年7月起正式脫離中國紅十字基金會，由聯眾獨立營運。對於資助項目，市場部會先行收集相關資料，然後向管理層作出提議，經管理層商議確定後，再由市場部(賽事運營中心)執行。

自2017年5月以來，本集團作為國家體育總局棋牌中心「棋牌項目西部行」的主要支持者，積極履行社會公益責任，向陝西、新疆、內蒙古、寧夏、青海、西藏等西部六省區共捐贈價值人民幣5萬元的活動獎品和紀念品，幫助更多的棋牌愛好者點燃他們的體育夢想。我們向延安市姚店鎮中心小學、延安市新區第一小學、寧夏紅堡區群眾、李敬中小學以及社會福利院的孩子們送去了棋具和教學器材，幫助當地人民擁有更豐富的文化體育生活。同年11月，由聯眾體育關愛基金與空中網「紅色電波」公益助學項目攜手的支教活動走進山西省蟠龍鎮中心小學以及四川省陵江鎮第二小學，由本公司的優秀員工自發參與，熱心公益，無私奉獻，完成了為期一週的支教任務。

本集團持續為員工提供文教和健康等方面的信息、組織體育活動、關注女性權益、提供節日福利等，並通過繳納會費的形式支持工會所在社區進行職工權益、教育、環境、健康、文化、體育等方面的公益行為。

本集團在公益事業的貢獻獲得各界肯定，榮獲「2017年度首都文化企業30強」及「北京軟體和資訊服務業綜合實力百強企業」等榮譽稱號。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)





聯眾國際控股有限公司

OURGAME INTERNATIONAL HOLDINGS LIMITED

