

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



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

2017



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ABOUT THE GROUP

關於本集團

Amber Energy Limited (hereinafter referred to as “Amber Energy” or the “Group”) is mainly engaged in developing, operating and managing natural gas-fired power plants, and is a leading clean energy supplier of gas power generation in Zhejiang Province, China. Currently, the Group wholly owns four gas-fired power plants, 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 Power Plant”) (collectively and individually referred to as “Power Plant(s)”¹ or “Operating Station(s)”) with an aggregate installed capacity amounting to approximately 458MW.

To follow national industrial policies and sustainability strategies, as well as to explore clean energy beyond our natural gas business, the Group has invested in and developed photovoltaic power generation projects for each Power Plant, thus further providing premier clean energy sources to each Power Plant. Simultaneously, the Group also strives to explore and identify potential investment opportunities of other clean energy projects with a view to expanding our income sources as well as identifying room for our business growth.

琥珀能源有限公司(簡稱「琥珀能源」或「本集團」)主要從事以天然氣為燃料的電廠發展、經營及管理，為中國浙江省領先的燃氣發電的清潔能源供應商。本集團全資擁有四間燃氣電廠，分別為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(「安吉電廠」)(統稱「各電廠」¹或「各營運點」)，總裝機容量約458兆瓦。

為配合國家的產業政策及可持續發展戰略，以及開拓本集團天然氣業務以外的清潔能源領域，本集團陸續在各廠房建築物上蓋投資發展光伏發電項目，致力為各電廠提供新的優質清潔能源。與此同時，本集團亦在努力研究和尋找其他清潔能源項目上的潛在投資機會，期望為本集團帶來新的收入來源及業務增長空間。

VISION

願景

To be one of the clean energy enterprises with core competitiveness and values
成為擁有核心競爭能力和核心價值的清潔能源企業之一

BUSINESS DIRECTION

發展方向

Through grabbing the immense business opportunities of the clean energy development in China and around the world and continually and effectively investing and developing in new clean energy projects, the Group aims to continuously provide high-quality clean energy and services to improve the environment and becoming the most sustainable development and successful clean energy enterprise.

抓住世界及中國發展清潔能源的巨大商機；通過持續有效地投資開發清潔能源新項目；不斷提供優質清潔能源和服務以改善環境；成為可持續發展及最成功的清潔能源企業。

¹ The management and operation team of each Power Plant is responsible for its respective operations.

¹ 由各電廠的管理營運團隊負責營運。



ABOUT THIS REPORT

關於本報告

This is the second Environmental, Social and Governance (ESG) Report (the “Report”) published by Amber Energy. By reporting the policies, measures and performances of the Group in the ESG aspects, which allows our stakeholders to better understand the progress and development direction of the Group. The Report is prepared in both Chinese and English and has been uploaded to the websites of the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (www.hkexnews.hk) and the Company (www.amberenergy.com.hk). In case of any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

REPORTING SCOPE

This Report focuses on the major operations of Amber Energy for the year ended 31 December 2017 (the “Year”), the scope of which covers the environmental and social performance of the business operation of our Power Plants in Zhejiang Province during the Year.

REPORTING GUIDELINES

This Report is in compliance with the “comply or explain” requirements contained in Appendix 27 headed “Environmental, Social and Governance Report Guide” (the “Guide”) of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”), the preparation of which is based on the four reporting principles as contained therein, namely, materiality, quantitative, balance and consistency. To ensure the accuracy of environmental key performance indicators, the Group has engaged an independent professional consulting firm, Carbon Care Asia Limited (“CCA”), to conduct a carbon assessment. In the meantime, the Group also reported certain key performance indicators of “recommended disclosures” of the Guide to enhance its reporting effectiveness. A complete content index is attached to the last chapter of this Report for easy reference by our reader to the Guide.

本報告為琥珀能源發表的第二份《環境、社會及管治報告》(「本報告」)。本報告透過匯報本集團在環境、社會及管治方面的政策、措施和績效，讓各持份者更瞭解本集團於可持續發展議題的進程和發展方向。本報告以中、英文編寫，並已上載至香港聯合交易所有限公司(「聯交所」)網站(www.hkexnews.hk)及本集團網站(www.amberenergy.com.hk)內。如中、英文兩個版本有任何抵觸，應以中文版本為準。

報告範圍

本報告涵蓋琥珀能源截至二零一七年十二月三十一日止年度(「年內」)之主要營運，範圍包括本集團位於浙江省各電廠於年內業務營運之環境及社會表現。

報告準則

本報告遵循聯交所證券上市規則(《上市規則》)附錄二十七《環境、社會及管治報告指引》(《指引》)中有關「不遵守就解釋」的規定，並以其載列的四項匯報原則—重要性、量化、平衡及一致性，作為編寫本報告的基礎。為確保環境關鍵績效指標的準確性，本集團已委託獨立專業顧問公司低碳亞洲有限公司(「低碳亞洲」)進行碳評估。本集團亦同時透過匯報《指引》中個別「建議披露」的關鍵績效指標，以提升匯報效果。本報告最後一章附有完整的內容索引，以便讀者按《指引》查閱本報告。



ABOUT THIS REPORT

關於本報告

DIRECTORS' RESPONSIBILITIES FOR THE REPORT

The board of directors (the "Board") of Amber Energy is responsible for evaluating and determining the ESG-related risks of the Group, and ensuring that the Group has established appropriate and effective ESG risk management and internal control systems, and has overall responsibility for strategy and reporting of the Report.

董事須就本報告承擔之責任

琥珀能源之董事會（「董事會」）負責評估及釐定本集團有關環境、社會及管治的風險，並確保本集團設立合適及有效的環境、社會及管治風險管理和內部監控系統，並對本報告的策略和匯報承擔全部責任。

COMMENTS AND FEEDBACK 意見反饋

Amber Energy highly values opinions of the stakeholders. Should you have any doubt or recommendation as to the content of the Report or the form of presentation, you are welcome to contact the Group through the following means.

琥珀能源重視持份者的意見。如閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎透過以下方式聯絡本集團。

E-mail 電郵：hupo@amberenergy.com.cn

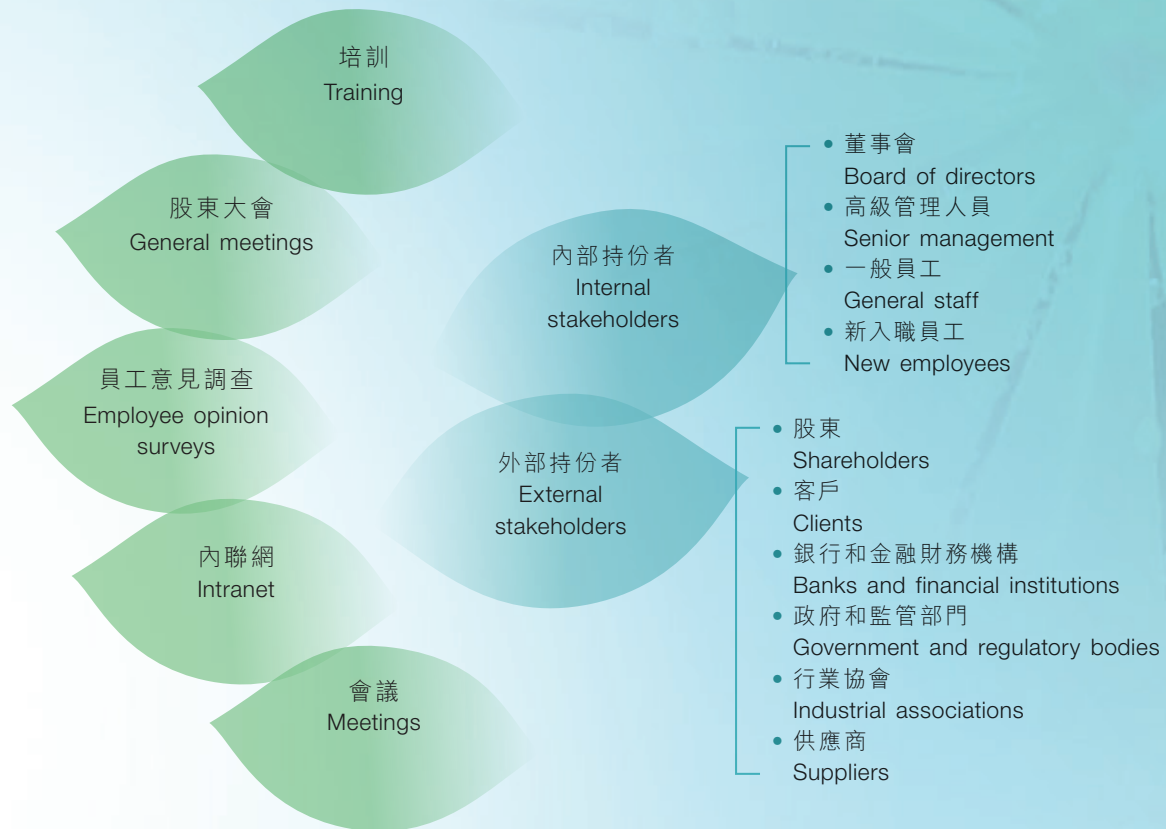


COMMUNICATION WITH STAKEHOLDERS

持份者溝通

MAJOR COMMUNICATION MEANS WITH STAKEHOLDERS DURING THE YEAR

年內的主要持份者溝通方式



Over the course of business management of Amber Energy, the stakeholders², as an important part, enables the Group to weigh in on potential risks and opportunities. Communicating with our stakeholders and understanding their views will bring our business practices closer to their needs and expectations, and allow us to properly address opinions from different stakeholders. The Group constantly communicates with our key stakeholders within and outside the Group through various channels. This ensures that they have the opportunity to understand the development and operational policies of the Group, further providing an opportunity for the Group to listen to their opinions in order to identify the priorities of different issues and formulate corresponding policies.

在琥珀能源的業務管理中，持份者²的參與是其中一個重要部分，有助本集團審視潛在的風險與商機。與持份者交流，瞭解他們的看法，能夠令本集團的業務常規更貼近他們的需要和期望，妥善管理不同持份者的意見。本集團恆常地透過不同渠道與本集團內外的關鍵持份者溝通。這確保他們有機會瞭解本集團的發展和營運方針，亦提供機會讓本集團聽取他們的意見，以辨識不同議題的優先順序，並發展相應政策。

² "Stakeholder(s)", also known as "interested party(ies)" or "equity holder(s)", refer(s) to any group or individual significantly influencing or affected by the business of the Group, including the Board, senior management, general staff and new employees at the internal level, as well as the shareholders, clients, government and regulatory bodies, banks and financial institutions, industrial associations and suppliers at the external level.

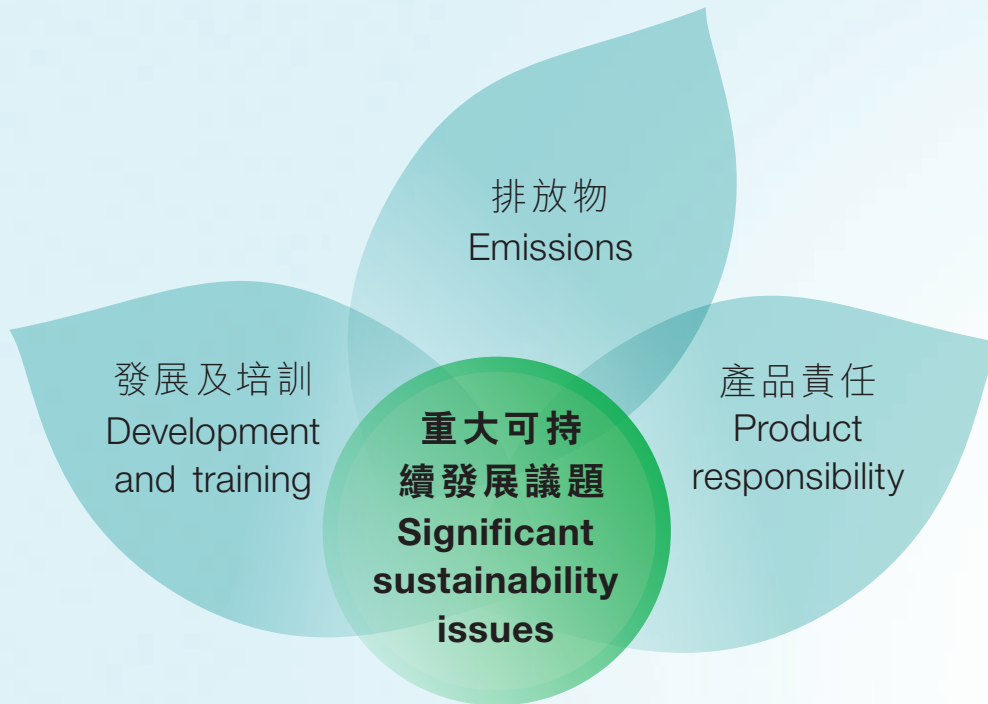
² 「持份者」，又稱「利益相關方」或「權益人」，指對本集團的業務有重大影響，或會受業務影響的群體和個人，包括內部的董事會、高級管理人員、一般員工和新入職員工，以及外部的股東、客戶、政府和監管部門、銀行和金融財務機構、行業協會及供應商等。

COMMUNICATION WITH STAKEHOLDERS

持份者溝通

SIGNIFICANT SUSTAINABILITY ISSUES
DURING THE YEAR

年內的重大可持續發展議題



To establish our sustainability strategies and directions, and identify environmental and social issues that are important to the Group and our stakeholders, the Group has engaged CCA to conduct interviews with our management. Taking into consideration the interview results and expert opinions from CCA, the Group has identified three aspects out of the eleven environmental and social aspects contained in the Guide as the key issues to be discussed in the Report. Based on the business nature of the Group, our attention paid to product responsibility, as well as employees' development and training, represents an important factor in ensuring our sustainability. The Group is also committed to emission control at each Operating Station in order to comply with national regulations and minimize environmental impacts.

為訂立本集團的可持續發展策略和方向，以及識別對本集團和持份者至為重要的環境和社會議題，本集團委託了低碳亞洲與本集團管理層進行訪談。結合訪談所得及低碳亞洲的專業意見，本集團從《指引》的十一個環境及社會範疇中選出三項，作為是次匯報重點探討的議題。基於本集團的業務性質，關注產品責任和員工的發展及培訓是確保可持續發展的重要因素。同時，本集團亦致力管控各營運點的排放物，以符合國家規例及減低對環境的影響。

To ensure the effectiveness of communication with our stakeholders, the Group is committed to transparent, honest, and accurate communication with responses made in a timely basis. In the future, the Group will enhance interaction with our stakeholders, diversify channels, increase opportunities for contacts with stakeholders, and cultivate mutually beneficial relationships.

為確保持份者溝通的成效，本集團致力建立透明、誠信、準確的溝通，並提供適時回覆。未來，本集團會加強與持份者互動，開拓更多元化的渠道，增加與他們接觸的機會，創造互惠共贏的關係。

MESSAGE FROM THE DIRECTORS

董事寄語

Faced with new developments and opportunities, Amber Energy stays focused on the clean energy industry, and pays close attention to national strategies for energy development. Good work on energy development plays a significant role in advancing the transformation and development of energy in the new era, as well as promoting economic and social sustainability. During the Year, the Group focused on such environmental, social and governance aspects as emissions, development and training, and product responsibility.

As a clean energy supplier committed to developing natural gas as the fuel for power generation, the Group always stresses the importance of environmental impacts brought by emissions from our operations. By implementing our policies and rules, training our employees, assessing emissions, and engaging in other work, the Group has active control over various forms of emissions. As regards greenhouse gas emissions, the Group has engaged an independent professional consulting firm to carry out a carbon assessment for the purposes of adopting more effective and appropriate measures for emission reduction in the future.

The Group believes employee development and training will deliver a win-win future to the Company and our employees. Our free in-house employee training sessions, as well as training provided by external professional institutions and professionals, have enabled our employees to advance their career development, skill levels, and professionalism. To align with our business development, the Group has arranged risk control training to identify what aspects requires further improvement in the future.

琥珀能源專注於清潔能源產業，並密切關注國家能源發展策略，藉以面對新的發展與機遇。做好能源工作，對推動新時代能源轉型發展及促進經濟社會可持續發展具有十分重要的意義。年內，本集團的環境、社會及管治工作重點包括排放物、發展與培訓及產品責任。

本集團作為專注發展以天然氣為發電燃料的清潔能源供應商，一直重視營運過程產生的排放物對環境造成的影響。透過制度規定、人員培訓及排放物評估等工作，本集團積極管控各類型排放物。針對溫室氣體排放，本集團更委託獨立專業顧問公司進行碳評估，以便日後能更有效地制定合適的減排措施。

本集團相信，為員工提供發展培訓能讓企業和員工達致雙贏。透過內部的義務職能培訓及外部由專業機構和專業人士進行的培訓，員工的職業發展、技能水平及專業性均得以提升。為配合業務的發展，本集團會安排風險控制培訓，以辨別未來需要提升的地方。



MESSAGE FROM THE DIRECTORS

董事寄語

The Group continues to improve the stability of power supply. With a balancing mechanism established, the grid-connection dispatching agreements entered into, and an emergency response mechanism formulated, the Group has been committed to safeguarding normal operation of power systems and protecting the interests and rights of our consumers.

Looking into the future, Amber Energy will explore highly efficient clean energy in addition to natural gas by tapping into our experiences in the clean energy investment and development, as well as international advanced clean energy and energy conservation technologies. As an active contributor to the social development and environmental protection, the Group will also continue to explore opportunities for improving our environmental and social performances.

WEI Junyong
Chairman of the Board
Amber Energy Limited

不斷提升供電穩定性是本集團的恆常目標。透過設立平和機制、簽署調度協議及編製突發應急機制，本集團致力確保電力系統正常運作，保障消費者的權益。

展望未來，琥珀能源將結合多年來在清潔能源領域投資開發的經驗，及國際先進的清潔能源及節能技術，以開拓天然氣以外的高效清潔能源。本集團亦會繼續尋找改進環境及社會績效的機會，為社會發展及環境保護作出貢獻。

魏均勇
董事長
琥珀能源有限公司



ENVIRONMENTAL PROTECTION

環境保護

EMISSIONS

The Group has been committed to reducing the environmental impacts brought by our daily operations. As regards emissions arising from each Operating Station, including waste water, waste gas, solid waste and noise, the Group has formulated various environmental policies including the “Environmental Protection Management Standard”, and set out the corresponding duties and requirements. In accordance with our environmental protection management system, the general manager of each Power Plant is fully responsible for environmental management, while our safety compliance officers are mainly responsible for environmental protection, which will be completed with the assistance of various professionals from our production and technology department. Our environmental management work mainly refers to the management of environmental protection over the production course, where environmental oversight, as well as surveillance and control over environmental indicators, are carried out.

Waste gas and water

Air pollutants generated by the Group mainly come from fossil fuels consumed by vehicles and gas-fired generation units, including nitrogen oxides, sulfur oxides and particulate matters. Nitrogen oxides constitute the major air pollutant generated from gas-fired generation units at each Operating Station. Injected with desalinated water, the gas-fired generation units at the combustion chambers of Jing-Xing Power Plant will lower the flame temperature, reducing the generation of nitrogen oxides caused by the high temperature. As regards other Power Plants, the dry low nitrogen oxides combustion system is adopted to reduce the effluent concentration of nitrogen oxides contained in smoke and fumes.

排放物

本集團致力減少日常營運對環境之影響。針對各營運點產生的排放物，如廢水、廢氣、廢棄物和噪音，本集團制定了《環境保護管理標準》等環境政策，並訂立了相關職責和規定。本集團建立環境保護的管理體系，由各電廠的總經理全面負責環境管理工作，由安全監察專職主要負責，及由生產技術部各專業協助完成。本集團的環境管理內容主要包括生產過程的環境管理，對環保工作的監督，以及對環境指標的監測控制。

廢氣及廢水

本集團產生的空氣污染物主要來自車輛及燃氣機組的化石燃料燃燒，當中包括氮氧化物、硫氧化物及顆粒物。各營運點針對燃氣機組產生的主要空氣污染物為氮氧化物。京興電廠在燃氣機組的燃燒室採用注入除鹽水的方式來降低火焰中心溫度，減少因高溫燃燒產生的氮氧化物；其他電廠則使用乾式低氮氧化物燃燒系統，減低煙氣中氮氧化物的排放濃度。





ENVIRONMENTAL PROTECTION

環境保護

The drainage system at each Power Plant separates drainage from sewage. Water with fairly good quality from the cooling water system and waste water from the water purification station will be discharged into the raindrop pipeline. Other types of waste water, including waste water for cleansing, waste water from acid and alkaline neutralization, sewage from boilers, domestic waste water, is initially processed at each Power Plant before being discharged to local sewage processing plants through the sewage pipeline for further processing.

To collaborate with local governments overseeing each Operating Station on monitoring emissions, the Group has installed online monitoring systems to monitor the emission of smoke, fumes and waste water at each Power Plant, which are connected to local environmental departments and submit reports through the network. This ensures that the higher level environmental administration departments will timely and accurately receive information about such emissions.

Solid waste

Our non-hazardous solid waste includes domestic solid waste and sludge derived from water treatment, which will be cleaned and transported by third-party institutions. As regards hazardous solid waste, including mineral oil and waste containing mineral oil, our employees are required to control and reduce waste oil contamination by correctly collecting, storing and arranging a third-party qualified recycler to transfer such waste in accordance with the "Waste Oil Management System".

各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；其他如反清洗廢水、酸鹼中和廢水、鍋爐排污水及生活廢水的污水則在各電廠內進行初步處理後排入污水管網，經當地污水處理廠處理後排放。

為與各營運點當地政府聯合監控排放物，本集團在各電廠設置煙氣和廢水在線監測系統，自動監控排放量並與當地環保部門聯網，確保污染物排放資訊能及時準確地傳遞到上級環保管理部門。

廢棄物

本集團產生的無害廢棄物包括生活垃圾及水處理產生的淤泥，安排第三方機構負責清運。針對有害廢棄物，如礦物油及含礦物油的廢物，員工需根據《廢油管理制度》正確收集、貯存及安排第三方合資質回收商轉移相關廢物，控制和減少廢油的污染。





ENVIRONMENTAL PROTECTION

環境保護

Noise

The Group mainly generates noise from operating its boilers and various types of auxiliary equipment. In accordance with the “Standard for Environmental Technology Supervision and Management” of the Group, responsible officers shall take measures to minimize noise originating from equipment, and such equipment may be retrofitted wherever necessary. Besides utilizing low-noise equipment and units, the Power Plants install acoustic enclosures or silencers to various types of equipment, while our boilers, flue pipes and thermal pipelines are properly designed to reduce vibration.

To improve the emission management, the Group implements the “Assessment and Management Standard for Excessive Pollutant Emission”, under which, the safety compliance officers are responsible for safety oversight and management at each Power Plant by monitoring the emissions and punishing any action in violation of the law and rules. Meanwhile, the Group also establishes the “Environmental Technology Surveillance and Early Warning Management Standard”. In case of excessive emissions or with bad operating conditions of equipment detected, the corresponding procedures will be initiated. The environmental technology surveillance and early warning management comprises general warnings and severe warnings, notification of which will be issued by the safety compliance officers for the rectification purposes. The responsible departments are required to formulate the rectification plan and carry out rectification within the specified timeframe.

噪音

本集團的噪音主要來源於鍋爐和各類輔助設備運作時產生的聲音。本集團於《環保技術監督管理標準》中規定各噪音源設備的負責人採取措施降低噪音，必要時進行設備改造。除了採用低噪音設備和機組，電廠還為各類設備安裝隔聲罩或消聲器，亦透過適當的設計減少鍋爐煙道和熱力管道的振動。

為完善排放物的管理，本集團執行其《污染物超標排放考核管理標準》，由安全監察專職負責各電廠的安全監督管理工作，監控排放量及懲處違法違紀行為。同時，本集團亦設定了《環保技術監控預警管理標準》，若排放量超標或監控設備運作不良，將啟動相應程序。環保技術監控預警分為一般預警和嚴重預警兩個級別，由安全監察專職發出整改通知，要求責任部門制定整改計劃，並在規定的時間內完成整改。



ENVIRONMENTAL PROTECTION

環境保護

Greenhouse gas emission

Greenhouse gas emission is closely related to climate change and global warming. Companies around the world have all introduced carbon reduction initiatives and targets. During the Year, the Group engaged an independent professional consulting firm, CCA, to carry out a carbon assessment by specifically calculating the amount of greenhouse gas emitted from our operations. The carbon assessment was conducted with reference to the national standards of the People's Republic of China³ and such international standards as ISO14064-1, thus ensuring the accuracy of environmental key performance indicators.

溫室氣體排放

溫室氣體排放與氣候變化及全球暖化息息相關，各國企業紛紛訂立減碳措施及目標。本集團年內委託獨立專業顧問公司低碳亞洲進行碳評估，計算營運所產生的溫室氣體排放量。碳評估過程參考中華人民共和國國家標準³以及國際標準ISO14064-1進行，以確保環境關鍵績效指標資料的準確性。

Scope 範圍	Emission source 排放源	Emission (Tonne of carbon dioxide (CO ₂) Equivalent) 排放量(公噸 二氧化碳當量)
Scope 1: Direct greenhouse gas emission 範圍一： 直接溫室氣體排放	Fossil fuel burning — stationary sources 化石燃料燃燒 — 固定源	130,807
	Fossil fuel burning — mobile sources 化石燃料燃燒 — 移動源	38
	Greenhouse gas emitted from operation of our equipment and systems 設備及系統運作時釋放的溫室氣體	13
	Sewage processing 污水處理	4
Sub-total 小計		130,862
Scope 2: Indirect greenhouse gas emission from energy 範圍二：能源間接溫室氣體排放	Purchased electricity 外購電力	3,059
Sub-total 小計		3,059
Total greenhouse gas emission 溫室氣體排放總量		133,921
<i>Greenhouse gas density (Tonne of CO₂ equivalent/MWh of power generation)</i> 溫室氣體密度(公噸二氧化碳當量/兆瓦時發電量)		0.46

³ GB/T 32151.1 "Guidelines for Accounting and Reporting the Greenhouse Gas Emission – Part I: Power Plants".

³ GB/T 32151.1《溫室氣體排放核算與報告要求第1部份：發電企業》。



ENVIRONMENTAL PROTECTION

環境保護

In response to the national goals of addressing climate change and achieving low-carbon transformation and development, Amber Energy will continue to evaluate, record and disclose its greenhouse gas emission and other environmental data on an annual basis, while data for the Year will be used as a benchmark to review the effectiveness of the current measures. These will help us formulate long-term emission reduction targets in the future. In addition to continuing our expansion of traditional natural gas-fired power generation, the Group remains committed to promoting power generation projects with clean energy by proactively exploring possible various forms of new energy businesses, including photovoltaic power generation and wind power generation, thus making contributions to the low-carbon environmental development goal of the Chinese government. For detailed data of emissions during the Year, please refer to the Overview of Key Performance Indicators on pages 26 and 27 of this Report.

USE OF RESOURCES

By actively improving resource efficiency, Amber Energy reduces the impacts brought by its operations on the environment. Natural gas and water are the main resources consumed by the Group. Each Power Plant adopts waste heat power generation as an important way to save fuel. The Power Plants use waste heat released from the operation of gas turbines to steam water in the boilers, and the steam enters steam turbines to generate power.

As regards water consumption, each Power Plant uses different ways to enhance the reuse rate of water. For example, drainage from boilers is regularly sent to the cooling system for reusing. Waste water, after being recycled and processed, is used for cleaning the ground, washing vehicles, watering plants and other activities that require lower water quality. A portion of waste water after chemical treatment is sent into the recovery pool as raw water to serve the purpose of our water conservation.

為響應國家應對氣候變化和實現低碳轉型發展的目標，琥珀能源將繼續評估、紀錄及每年披露其溫室氣體排放及其他環境數據，並以年內的數據作基準，檢討現行措施成效，有助日後進一步制定長遠的減排目標。此外，本集團除繼續拓展傳統天然氣發電業務，還致力推廣清潔能源發電項目，積極發展光伏發電和風能發電等多種新能源業務的可能，為國家的低碳環保發展目標出一份力。有關年內排放物的詳細數據，請參閱本報告第26及27頁的關鍵績效指標總覽。

資源使用

琥珀能源積極透過提高資源使用效率，減少其營運對環境的影響。本集團使用的資源主要為天然氣及水。各電廠以餘熱發電作為節省燃料的一個重要途徑，由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，進入蒸汽輪機，為發電機發電。

有關用水，各電廠以不同方法提升水的重用率，例如：鍋爐的定期排水送至冷卻系統重用；廢水經回收處理後用於地面沖洗、汽車沖洗和綠化等對水質要求不高的活動；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，配合本集團節約用水的目的。

ENVIRONMENTAL PROTECTION

環境保護

In addition, the Group in its “Employee Handbook” requires that our employees must use reusable office supplies. Except for information containing business secrets, the other side of all printed paper shall be used for printing purposes. For detailed data of use of resources during the Year, please refer to the Overview of Key Performance Indicators on pages 26 and 27 of this Report.

ENVIRONMENT AND NATURAL RESOURCES

Amber Energy is committed to minimizing impacts brought by our operations on the environment and natural resources. Given the business nature of the Group, our potential environmental impacts mainly come from accidents, such as gas leak and explosion. With various measures in place, such as the “Emergency Plans for Natural Gas Leak from Equipment” and the “Emergency Plans for Environmental Pollution”, the Group can perform real-time monitoring and early warning procedures against potential hazards caused by such emergencies as leakage, explosion and natural disaster. On the other hand, our employees will receive training to reduce risks and understand their countermeasures. Upon occurrence of accidents, our employees can follow through arrangements in accordance with the emergency plans for evacuation, and measures are taken to prevent the spread of pollution to the surrounding environment.

During the Year, the Group did not identify any non-compliant case in connection with emissions, use of resources and the environment and natural resources.

此外，本集團於《員工手冊》中要求員工必須重複使用可以重複利用的辦公用品。除涉及商業秘密的資料外，所有已使用一面的打印紙應將反面再次使用。有關年內資源使用的詳細數據，請參閱本報告第26及27頁的關鍵績效指標總覽。

環境及天然資源

琥珀能源致力減少營運對環境和天然資源造成的影響。基於本集團的業務特性，營運對環境的潛在影響主要來自天然氣洩漏及爆炸等突發事故。本集團已制定《天然氣設備洩漏事故應急預案》及《突發環境污染事件應急預案》等措施，對洩漏、爆炸及自然災害引發的突發性事件等各種隱患進行即時監控和預警，教育員工減低風險及了解處理方法，在事故發生後按照預案要求安排員工緊急疏散，並採取措施防止污染擴展至周遭環境。

年內，本集團並無發現與排放物、資源使用或環境及天然資源相關的違法違規個案。



EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

DEVELOPMENT AND TRAINING

Amber Energy emphasizes the importance of continuing development of our employees. To enhance the knowledge and skills of our employees, the Group has established a training system that combines internal training and external training, and encourages our employees to participate in training programs related to their work during their spare time. As required under the “Employee Handbook” of the Group, new employees are required to receive induction training with regard to administrative regulations and rules, while the incumbent employees are required to receive regular training with respect to work requirements and expertise. Departments at all levels are required to formulate annual training programs at the beginning of each year, which shall be submitted to the human resources department for aggregation and arrangement.

The Group has formulated the “Management Measures for Skill Training”, and emphasizes that training courses shall comply with the five training principles, which emphasizes the involvement of all employees, a balanced relationship between expertise and culture, effective application of acquired knowledge, performance assessment for incentive and penalties, and lifelong learning through training. Under these measures, our employees are encouraged to receive continuous learning.

發展及培訓

琥珀能源重視員工的持續發展。為提高員工的知識和技能水平，本集團建立了培訓體系，採用內部培訓與外部培訓相結合的方式安排培訓，並鼓勵員工利用工餘時間參加與工作相關的培訓課程。本集團於《員工手冊》中規定新員工須接受有關管理規章及制度的職前培訓，在職員工則須定期接受有關工作要求及專業技能的培訓。各部門需在年初制定年度培訓大綱，上報至人力資源部匯總及安排。

本集團制定《技能培訓管理辦法》，強調培訓課程應符合五大培訓原則，強調全員參與、內容技能與文化並重、鼓勵學以致用、結合考核與獎懲及強調培訓的長期性，鼓勵員工持續學習。





EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

Major Training Courses at the Power Plants
during the Year

年內各電廠的主要培訓課程

Position and Rank
職級

Training Purposes
培訓目的

Training Courses
培訓課程

Senior management 高級管理人員	To enhance management skills 管理能力提升	Safety management training and risk control training 安全管理培訓、風險控制培訓
Middle management 中級管理人員	To enhance management skills 管理能力提升	Management skills training 管理技能培訓
General staff 一般員工	Expertise training 技能培訓	Occupational skills training and safety training 職業技能培訓、安全培訓 Retraining for statistics certificates 統計證複訓 Training related to high-voltage network operation permits 高壓進網作業證相關培訓 Retraining for accounting certificates 會計證複訓 Training for boiler operator certificates and training for water treatment certificates 司爐證培訓、水處理證培訓
New Employees 新入職員工	Corporate culture 企業文化	Induction training 入職培訓 Three-tier educational training 三級教育培訓

Percentage of employees receiving training during the Year:

年內接受培訓的員工百分比：

100%

EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

To enhance training management, the Group has prepared the “Management Measures for Skill Training”, under which, skill examinations will be arranged to assess training effectiveness. The assessment results serves as an important basis for our employees to receive rank promotion, outstanding performance recognition and position promotion. Upon confirming the assessment results, the responsible officers at each department shall conduct an interview with the relevant employees, whereby providing explanations and summaries as to the assessment and rating, as well as sharing opinions for improvement. In the end, a written report is prepared and submitted to the management.

EMPLOYMENT SYSTEM

Amber Energy values and respects our employees by aiming to develop a diverse and equal working environment. Our comprehensive employment system covers remuneration, termination, recruitment and promotion, working hours, vacations, equal opportunities, fringe benefits, etc. In pursuit of equal opportunities, the Group will, without any discriminatory treatment, determine whether the applicant is competent in the relevant position during the process of recruitment, regardless of age, gender, race, religion, marital status, sexual orientation, or disability.

為加強培訓的管理工作，本集團編製了《技能培訓管理辦法》，安排技能考試以評估培訓效果。評估結果將作為員工獲得崗位晉級、評優及晉崗等安排的重要依據。確認評估結果後，各部門負責人會與相關員工面談作考評講解總結，分享改進意見並其後編寫書面報告上報至管理層。

僱傭制度

琥珀能源重視及尊重員工，以建立多元平等的工作環境為目標。本集團建立全面的僱傭制度，涵蓋薪酬及解僱、招聘及晉升、工作時數、假期、平等機會及福利等範疇。本集團實踐平等機會理念，招聘時以能否勝任工作崗位為錄取標準，不會因年齡、性別、種族、宗教、婚姻狀況、性取向或殘疾而令應徵者遭受不公平對待。



EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

The Group will provide various fringe benefits to our employees. Besides making contributions to the social insurance and housing provident fund in favor of our regular employees, the Group also provides cool refreshments to those employees who work in high-temperature conditions, arrange health checks for our employees, and provide medical insurance benefits as required by local governments. In addition, our employees may be entitled to various allowances and bonuses, while non-local employees may elect free staff quarters provided by the Group.

Amber Energy recognises the importance of internal communication. Our internal bulletin board is established to announce various types of business activities, corporate regulations and policies, personnel change, entertainment activities and other information. To enhance communication between our employees and the management, the Group has established the “General Manager’s Mailbox” to collate opinions amongst our employees about operations, management, technical transformation and environmental and hygienic issues. Our “Employee Handbook” expressly determines the employee complaint process. In case any feedback is related to complaints, the management will carry out timely follow-up procedures and make responses to our employees.

During the Year, the Group did not identify any non-compliant case in connection with employment.

本集團為員工提供多種福利，除了為正式員工交納各項社會保險與住房公積金，為處於高溫作業的員工提供「高溫送清涼」慰問，還組織員工體檢，以及根據當地政府的規定提供醫療保險福利。此外，員工亦可享有各項津貼及獎金；非本地區員工可選擇居住於本集團提供的免費宿舍。

琥珀能源注重內部溝通。本集團設有內部公告欄，發佈各種業務活動、規章制度、人事變動以及娛樂活動等資訊。為了加強員工與管理層的溝通，本集團設立了「總經理信箱」收集員工對經營、管理、技術改造及環境衛生等方面的意見，於《員工手冊》中明確了員工申訴流程，若回饋關乎投訴，管理層將及時跟進和回應員工。

年內，本集團並無發現與僱傭相關的違法違規個案。





EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

HEALTH AND SAFETY

Amber Energy concerns the health of each employee by committing itself to building a safe working environment. The Group considers health and safety as an important process of corporate governance, thereby formulating the “Production Safety Management Standard” and persisting in the policy of “Safety first, prevention oriented, all employees participated and comprehensive governance”. Subject to actual conditions of each Operating Station, the Production Safety Committee will set annual production safety targets, pursuant to which, all departments, teams and individuals are required to set their own production safety targets.

In accordance with the “Safety Risk Evaluation and Management Standard” and “Supervision and Management Standard for Major Sources of Danger” of the Group, the operation of each Power Plant shall be subject to hazard identification, risk assessment and risk control. The positions of the Group susceptible to potential safety hazards mainly include operating engineers and inspection and maintenance workers. These related employees are required to wear personal protective equipment provided by the Group and receive regular health checks. Meanwhile, as regards safety hazards of our operations, the “Management Standard for Identification and Treatment of Production Safety Hazards” expressly defines various duties and functions of our employees to identify and rule out hazards on a daily, regular, or special basis, as well as providing guidelines for treatment plans after hazards are identified.

Over the course of daily operations, in case of any work-related injury, the safety compliance officers will be responsible for leading an investigation into such accident, preparing the report and overseeing the management of work-related injuries. During the Year, the Group was not involved in any case in connection with work-related injuries or work-related death, nor did the Group identify any non-compliant case relating to health and safety.

健康與安全

琥珀能源重視每一名員工的健康，致力為員工建立安全的工作環境。本集團視健康與安全為企業控制管理的重要環節，制定了《安全生產工作管理標準》，以「安全第一、預防為主、全員參與、綜合治理」為方針。根據各營運點的實際情況，安全生產委員會制定年度安全生產目標，規定各部門、班組和個人結合此目標，制定部門和個人的安全生產目標。

本集團編製了《安全風險評估管理標準》及《重大危險源監督管理標準》，對各電廠的營運進行危害辨識、風險評估和風險控制。本集團涉及潛在安全風險的工作崗位主要包括運行操作工和檢修工。相關員工須佩戴本集團提供的個人防護用品，並定期接受體檢。與此同時，針對營運中的安全隱患，《安全生產隱患排查治理管理標準》明確了不同員工在日常隱患排查、定期隱患排查和專項隱患排查的職責，及在發現隱患後制定治理計劃的指引。

在日常營運中，若然發生工傷，安全監察專職將負責主導調查事故、撰寫報告及監督工傷管理工作。年內，本集團不涉及任何工傷或因工死亡的個案，亦無發現任何與健康及安全相關的違法違規個案。



EMPLOYMENT AND LABOUR PRACTICES

僱傭及勞工常規

LABOUR STANDARD

Amber Energy undertakes to respect human rights, and absolutely opposes any child labour or forced labour for any part of our businesses. In addition, our employees and business partners are required to comply with the corresponding prevention and remedial measures. Amber Energy clearly specifies in the “Employee Handbook” that the underage will not be employed. Over the course of recruitment, the Group will determine the actual age of any applicant by inspecting his/her identity card or other identification documents to prevent the employment of child workers. In case of employment of child workers, the Group will report the same to the local labour department, and immediately terminate the employment of such employee. Following a health check and verification, such employee will receive all the remuneration to be paid by the Group and be taken to the custody of his/her guardian. In addition, the Group undertakes not to participate in any form of forced labour, whether directly or indirectly, while ensuring each employee takes up work on a voluntary basis. Furthermore, the “Employee Handbook” clearly provides the work schedule for our employees.

During the Year, the Group did not identify any non-compliant case in connection with any child labour or forced labour.

勞工準則

琥珀能源承諾尊重人權，絕不容許業務任何部分使用童工或強迫勞工，並要求員工和業務夥伴遵守相應的防止及補救措施。琥珀能源於《員工手冊》中清楚列明，未滿十八周歲者將不被錄用。本集團在招聘時會審查應徵者的實際年齡，查核其身份證等個人文件，以防誤聘童工。若發生誤聘童工的情況，本集團會如實上報當地勞動部門，並且立即停止該員工的工作，帶其進行體檢；在核實情況後，本集團將發放該員工的所有薪資，並護送交其監護人。此外，本集團承諾不直接參與或間接支持任何形式的強迫性勞動，確保每一名員工均自願工作，且在《員工手冊》中明確規定員工的工作時間。

年內，本集團並無發現任何關於童工或強制勞工的違法違規個案。



OPERATING PRACTICES

營運慣例

PRODUCT RESPONSIBILITY

The Group has been committed to safeguarding the quality and safety of power supply. To assume our product responsibility, the Group has formulated the "Production Safety Management Standard", laying out the management contents and targets of production safety, as well as management procedures for each position at each department. The Production Safety Committee shall be responsible for setting safety targets and implementing safety checks and other related work. The Group will organize comprehensive safety check, in which case, the safety compliance officers will collate all inspection reports and self-check summaries from each department, and carry out further inspection and assessment. A safety analysis meeting shall be convened by the responsible officer of each department on a monthly basis, whereby conducting a comprehensive analysis over production safety and its trend, drawing conclusions about accidents, and studying countermeasures. Upon effective implementation of various measures, the Group can safeguard the stability and safety of power supply.

In accordance with the relevant national regulations of the power industry, the Group has entered into the "Grid-Connection Dispatching Agreements" (the "Agreements") with the grid operators for the purposes of safeguarding the safe and stable operation of the power systems. These Agreements provide the requirements for peak regulation, frequency modulation, voltage regulation and reserve capacity for each participating Power Plant, alongside the requirements of relay protection at each Power Plant. In accordance with the Agreements, each Power Plant is responsible for the construction, maintenance and management of the safety protection devices of power monitoring systems, establishing a complete joint protection and emergency mechanism, formulating emergency plans, and carrying out regular drills.

產品責任

本集團致力保障電力供應的質量及安全，制定了《安全生產工作管理標準》規定安全生產工作的管理內容、管理目標，以及各部門和崗位的管理流程，以承擔本集團的產品責任。安全生產委員會負責建立安全目標及執行安全檢查等工作。本集團組織集中安全檢查，由安全監察專職整理各部門的檢查情況及其上報的自查總結，以安排進一步的檢查及考核。各部門的負責人每月召開安全分析會，綜合分析安全生產趨勢，總結事故教訓及研究相應對策。隨著各措施有效落實，本集團能確保電力供應穩定及安全。

本集團按照國家電力行業的有關規定，與電網經營企業簽署《併網調度協議》（「協議」），確保電力系統能安全和運行穩定。協議對各電廠參與的調峰、調頻、調壓和備用容量等作出規定，亦列明對各電廠的繼電保護的要求。依據協議，各電廠需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。





OPERATING PRACTICES

營運慣例

To minimize the risks of power supply, the Group also pays great attention to the security of information systems, and prohibits the use of systems and devices with vulnerabilities and risks. In addition, the Group prevents the systems and devices connected to the regulation and control institutions from connecting to the public network, so as to minimize the security risks of information systems. During the Year, the Group did not identify any product recall or complaint case during its operations.

The Group is mainly engaged in developing, operating and managing natural gas-fired power plants. In light of such business nature, our operations do not involve intellectual property management, consumer privacy and information protection, advertisements, labels, etc. During the Year, the Group did not identify any non-compliance case in connection with product responsibility.

SUPPLY CHAIN MANAGEMENT

Amber Energy underscores collaboration with suppliers, and believes that partnership established with suppliers will enable the Group to continue improving its operating procedures and product quality. The major suppliers of the Group comprise gas suppliers and goods suppliers. In accordance with the “Supplier Management Standard” and the “Supplier Qualification Approval Notice”, taking into consideration such factors as quality, pricing and delivery rate, the Group also emphasizes sustainability by reviewing the performances of suppliers in terms of business ethics, legal employment, public charity campaigns, environmental protection, etc. These will operate as the criteria for identifying suppliers.

為降低供電風險，本集團亦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，以降低信息系統的安全風險。年內，本集團的營運不涉及任何產品回收或投訴個案。

本集團主要從事以天然氣為燃料的電廠發展、經營及管理。基於其業務性質，本集團的營運不涉及知識產權管理、消費者私隱及資料保障、廣告和標籤事宜。年內，本集團並無發現與產品責任相關的違法違規個案。

供應鏈管理

琥珀能源重視與供應商的合作，且深信與供應商建立合作夥伴關係，有助本集團不斷改善營運流程及產品質量。本集團主要的供應商為燃氣供應商和物資供應商。根據《供應商管理標準》及《供應商資格審查須知》，除了考慮質量、價格、及交貨率等因素，本集團亦注重可持續發展，審查供應商在商業道德、合法用工、公益活動及環境保護方面的表現，作為篩選供應商的標準。



OPERATING PRACTICES

營運慣例

Supplier Assessment based on Corporate Social Responsibility 供應商社會責任審查項

Requirements 要求

Business ethics
商業道德

Compliance with laws and regulations, persistence in business integrity, zero illegal gains, disclosure of truthful information, and adherence to fair trade and competition.
遵守法律法規、保持商業誠信、無不正當的得益、資訊真實披露及維持公平的貿易的競爭。

Legal employment
合法用工

Compliance with national labour laws and regulations, zero record of illegal employment, and declaration of illegal employment.
遵守國家勞工法律法規，不存在非法用工記錄及違法用工通報。

Public charity campaigns
公益活動

Various forms of community engagement, such as active involvement in public charity events, advocacy for participation by employees in voluntary activities, and disability employment.
積極參與公益事業、鼓勵員工參與志願者活動及盡可能聘用傷殘人員，以多種形式回饋社會。

Environmental protection
環境保護

Compliance with environmental ordinances, promotion of environmental policies and management systems, and preparation for energy conservation and consumption reduction.
遵守環境保護條例、推行環境保護政策和管理系統及做好節能降耗工作。

The Group will arrange quarterly reviews, the findings of which will determine the qualified and disqualified suppliers. Annually, 5% to 10% of the suppliers will be disqualified to encourage them to make improvements.

本集團安排季度評審，根據結果評定出合格和不合格的供應商，並每年淘汰5-10%的供應商以推動其改進。



OPERATING PRACTICES

營運慣例

ANTI-CORRUPTION

Anti-corruption represents one of the basic principles of corporate social responsibility defined by the international community, in which case, the Chinese government has been active in its fight against corruption in recent years. Besides adopting a zero-tolerance policy against corruption in any form, including bribery and extortion, fraud and money laundering, Amber Energy undertakes to operate its business in an ethical and faithful manner.

Amber Energy has formulated its anti-corruption policies in accordance with national laws and regulations, and stipulates in its “Employee Handbook” that our employees shall comply with the five occupational principles of being “Strict, Honest, Diligent, Provident, and United”. Among which, “Honest” refers to clean and honest practices, under which, our employees are required to discharge their duties in a clean and honest manner and refuse any invitation or gift from business partners. In accordance with the “Human Resources Management Policy” of the Group, any employee who takes advantage of his/her position to seek personal gains shall be dismissed. Our employees may report actions involving graft and corruption by means of interviews.

During the Year, the Group did not identify any non-compliant or litigation case involving the Group and its employees in connection with corruption.

反貪污

反貪污是國際社會界定企業社會責任的基本原則之一，中國政府近年亦積極推行反貪污工作。琥珀能源對任何形式的貪污行為，包括賄賂、勒索、欺詐及洗黑錢採取零容忍政策，承諾以合乎道德及恪守誠信的態度經營業務。

琥珀能源按照國家法律法規制定其反貪污政策，於《員工手冊》中規定員工必須遵守「嚴、廉、勤、儉、團」五字職業守則。其中，「廉」即廉潔，員工需廉潔奉公，拒絕業務夥伴的請客或送禮行為。本集團亦在《人力資源管理制度》中規定，若任何員工利用職位之便謀取私利，將被解除合同。員工可通過面談的形式舉報有關貪污腐敗的行為。

年內並沒有發生與本集團及員工相關的貪污違法違規個案或訴訟案件。



COMMUNITY INVESTMENT

社區投資

Amid a growing public attention to corporate social responsibility, it is emphasized that enterprises shall not only target short-term financial results and shareholders returns, but also include the long-term development of the entire community into its corporate operations. The Group has published the “Notice Concerning Endorsement for Employee Involvement in Public Charity Campaigns”, whereby encouraging our employees to involve in public charity activities, care for communities, and make efforts to fulfil the social responsibility.

The Group encourages our employees to participate in public charity activities, which cover community services, environmental protection, promotion of knowledge, social assistance, emergency relief, youth services, association events, and cultural and arts. During the Year, our employees participated in various programs, including Nursing Home Visit, Children’s Home Visit, Visit to Underprivileged Families in Communities, Empty-nest Senior Citizen Visit, and Basketball Court Open Day for residents in communities.

大眾對企業社會責任關注不斷提高，強調企業不能只以短期的財務績效及股東回報為目標，更要將整個社會的長遠發展納入企業營運當中。本集團發佈《關於鼓勵員工參與公益活動的通知》，鼓勵員工參與公益活動，關愛社會，為履行社會責任出一份力。

本集團鼓勵員工參加的公益活動涵蓋社區服務、環境保護、知識傳播、社會援助、緊急援助、青年服務、社團活動及文化藝術等範疇。年內，員工參與的項目包括慰問敬老院、福利院、社區貧困家庭及獨居老人，和免費開放籃球場給當地社區居民使用等。





OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

ENVIRONMENTAL PERFORMANCE

環境績效

Waste gas 廢氣	Category 類別		Emission (kg) 排放量(千克)
	Nitrogen oxide 氮氧化物		59,417
	Sulfur oxides 硫氧化物		4,943
	Suspended particulates 懸浮顆粒		8,202
Greenhouse gas emission 溫室氣體排放	Scope 範圍		Emission (tonne of CO ₂ equivalent) 排放量(公噸二氧化碳當量)
	Scope 1: Direct greenhouse gas emission 範圍1：直接溫室氣體排放		130,862
	Scope 2: Indirect greenhouse gas emission from energy 範圍2：能源間接溫室氣體排放		3,059
	Total greenhouse gas emission 溫室氣體排放總量		133,921
	Greenhouse gas density (Tonne of CO ₂ equivalent/MWh of power generation) 溫室氣體密度(公噸二氧化碳當量／兆瓦時發電量)		0.46
Waste 廢棄物	Category 類別	Generated amount (tonne) 生產量(公噸)	Density (kg/MWh of power generation) 密度(公斤／兆瓦時發電量)
	Hazardous waste 有害廢棄物	2.3	0.008
	Non-hazardous waste 無害廢棄物	66.6	0.23

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Use of energy 能源使用	Category 類別	Energy consumption 能源耗量
	Direct energy (GJ) 直接能源 (吉焦耳)	2,353,209
	Purchased power (MWh) 外購電力 (兆瓦時)	4,348
	Indirect energy 間接能源	(282,394)
	Sold power (MWh) 外售電力 (兆瓦時)	
	Total energy consumption (GJ) 總能源消耗 (吉焦耳)	1,352,243
	Energy density (GJ/MWh of power generation) 能源密度 (吉焦耳／兆瓦時發電量)	4.64
Packaging materials 包裝物料	Category 類別	Generated amount 產生量
	Total packaging materials 包裝物料總量	0
	Density of packaging materials 包裝物料密度	Not applicable 不適用
Water consumption ⁴ 耗水量 ⁴	Category 類別	Consumption (m ³) 使用量 (立方米)
	Total water consumption 耗水總量	594,212
	Water consumption density (m ³ /MWh of power generation) 耗水密度 (立方米／兆瓦時發電量)	2.04

⁴ In line with the implementation of the dual tariff policy for natural gas by Zhejiang Province, each Power Plant of the Group had less power generation hours at the peak, but still required water consumption to maintain its normal operation and resulted in a comparatively higher water consumption density. And hence, it is inexpedient to use such benchmark for direct comparison against others.

⁴ 本集團因配合浙江省的天然氣發電兩部制電價政策，各電廠的頂峰發電時數較少，但仍需耗水以維持各電廠正常運作，因此造成耗水密度偏高，故不適宜以此標準與他人作直接比較。



OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

SOCIAL PERFORMANCE

Number of employees by age, gender and rank⁵

社會績效

按年齡、性別及職級劃分的員工人數⁵

Region 地區	Gender 性別	Rank/Age 職級／年齡	Aged under 30 30歲以下	Aged 30-40 30-40歲	Aged 41-50 41-50歲	Aged over 50 50歲以上	Total number 總數	Ratio of male and female employees 男女員工 人數比例	Ratio of remuneration for male and female employees 男女薪酬 比例
Anji Power Plant 安吉電廠	Male 男性	C-level senior management C級高管	—	—	—	—	65	2.4:1	1.26:1
		Senior management 高級管理人員	—	1	1	—			
		Middle management 中級管理人員	1	1	1	—			
		General staff 一般員工	30	9	2	—			
	Female 女性	C-level senior management C級高管	—	—	—	—			
		Senior management 高級管理人員	—	—	—	—			
		Middle management 中級管理人員	—	2	—	—			
		General staff 一般員工	8	6	3	—			
Jing-Xing Power Plant 京興電廠	Male 男性	C-level senior management C級高管	—	—	—	—	55	2.9:1	1:1
		Senior management 高級管理人員	—	1	—	—			
		Middle management 中級管理人員	—	3	1	—			
		General staff 一般員工	15	17	3	1			
	Female 女性	C-level senior management C級高管	—	—	—	—			
		Senior management 高級管理人員	—	—	—	—			
		Middle management 中級管理人員	—	1	1	—			
		General staff 一般員工	2	7	3	—			

⁵ Data refers to the number of employees as at 31 December 2017, of which all were worked in China.

⁵ 數據為截止至2017年12月31日的員工人數，當中所有員工均在中國工作。

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Region 地區	Gender 性別	Rank/Age 職級／年齡	Aged under 30 30歲以下	Aged 30-40 30-40歲	Aged 41-50 41-50歲	Aged over 50 50歲以上	Total number 總數	Ratio of male and female employees 男女員工 人數比例	Ratio of remuneration for male and female employees 男女薪酬 比例
De-Neng Power Plant 德能電廠	Male 男性	C-level senior management C級高管	—	—	—	—	50	4:1	1:1
		Senior management 高級管理人員	—	—	1	—			
		Middle management 中級管理人員	—	4	1	—			
		General staff 一般員工	21	9	3	1			
	Female 女性	C-level senior management C級高管	—	—	—	—			
		Senior management 高級管理人員	—	—	—	—			
		Middle management 中級管理人員	—	—	1	—			
		General staff 一般員工	1	4	4	—			
Blue Sky Power Plant 藍天電廠	Male 男性	C-level senior management C級高管	—	—	—	—	57	3.1:1	0.9:1
		Senior management 高級管理人員	—	—	—	—			
		Middle management 中級管理人員	—	1	—	—			
		General staff 一般員工	8	10	20	4			
	Female 女性	C-level senior management C級高管	—	—	—	—			
		Senior management 高級管理人員	—	—	—	—			
		Middle management 中級管理人員	—	2	—	—			
		General staff 一般員工	3	8	1	—			



OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Number of new hires by age, gender and rank

按年齡、性別及職級劃分的新員工人數

Region 地區	Gender 性別	Rank/Age 職級／年齡	Aged under 30 30歲以下	Aged 30-40 30-40歲	Aged 41-50 41-50歲	Aged over 50 50歲以上	Total number 總數	Percentage of new hires 新入職率
Anji Power Plant 安吉電廠	Male 男性	General staff 一般員工	7	2	—	—	12	18.5%
	Female 女性	General staff 一般員工	2	1	—	—		
Jing-Xing Power Plant 京興電廠	Male 男性	General staff 一般員工	9	—	—	—	12	21.8%
	Female 女性	General staff 一般員工	1	2	—	—		
De-Neng Power Plant 德能電廠	Male 男性	General staff 一般員工	9	—	—	—	9	20%
Blue Sky Power Plant 藍天電廠	Male 男性	Middle management 中級管理人員	—	1	—	—	10	17.5%
		General staff 一般員工	5	2	1	—		
	Female 女性	General staff 一般員工	1	—	—	—		

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Number of resigned employees by age, gender and rank

按年齡、性別及職級劃分的流失員工人數

Region 地區	Gender 性別	Rank/Age 職級／年齡	Aged under 30 30歲以下	Aged 30-40 30-40歲	Aged 41-50 41-50歲	Aged over 50 50歲以上	Total number 總數	Turnover rate 流失率
Anji Power Plant 安吉電廠	Male 男性	Senior management 高級管理人員	—	—	1	—	13	19.9%
		Middle management 中級管理人員	—	1	—	—		
		General staff 一般員工	5	—	—	—		
	Female 女性	General staff 一般員工	3	3	—	—		
Jing-Xing Power Plant 京興電廠	Male 男性	General staff 一般員工	2	3	—	—	5	9.7%
De-Neng Power Plant 德能電廠	Male 男性	Senior management 高級管理人員	—	—	1	—	12	25.8%
		General staff 一般員工	7	3	—	—		
	Female 女性	General staff 一般員工	1	—	—	—		
Blue Sky Power Plant 藍天電廠	Male 男性	Senior management 高級管理人員	—	—	2	—	13	22.2%
		Middle management 中級管理人員	—	1	3	—		
		General staff 一般員工	1	4	—	—		
	Female 女性	C-level senior management C級高管	—	—	—	1		
		General staff 一般員工	1	—	—	—		



OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Number of trained employees⁶

員工培訓人數⁶

Region 地區	Training 培訓	Sex 性別	C-level senior management C級高管	Senior management 高級管理人員	Middle management 中級管理人員	General staff 一般員工	Total number 總數	Percentage of trained employees 受培訓的員工 百分比	Average training hours received by each employee 平均每位員工接 受培訓的時數
Anji Power Plant 安吉電廠	Number of trained employees 培訓人數	Male 男性	—	2	3	41	65	100%	26.6
		Female 女性	—	—	2	17			
	Training hours 培訓時數	Male 男性	—	28	30	1,200	1,728		
		Female 女性	—	—	40	430			
Jing-Xing Power Plant 京興電廠	Number of trained employees 培訓人數	Male 男性	—	1	4	36	55	100%	37.7
		Female 女性	—	—	2	12			
	Training hours 培訓時數	Male 男性	—	16	96	1,529	2,071		
		Female 女性	—	—	48	382			
De-Neng Power Plant 德能電廠	Number of trained employees 培訓人數	Male 男性	—	1	5	34	50	100%	41.4
		Female 女性	—	—	1	9			
	Training hours 培訓時數	Male 男性	—	6	48	1,776	2,070		
		Female 女性	—	—	24	216			
Blue Sky Power Plant 藍天電廠	Number of trained employees 培訓人數	Male 男性	—	1	1	42	58	100%	14.1
		Female 女性	—	—	2	12			
	Training hours 培訓時數	Male 男性	—	6	24	579	817		
		Female 女性	—	—	48	160			

⁶ Data included those resigned employees received training during the Year.

⁶ 數據包括年內已接受培訓的離職員工。

OVERVIEW OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Health and Safety

健康與安全

Number and rate of
work-related fatalities
因工作關係而死亡的人數及比率

0 (0%)

Lost days due to
work-related injuries
因工傷損失工作日數

0

Injury rate
(per thousand employees)
工傷率(每千名員工計)

0%

Community Investment

社區投資

Region 地區	Event and program name 活動項目名稱	Number of volunteers 義工人數	Hours of voluntary services (hour) 義工時數 (小時)	Investment amount (RMB) 投資金額 (人民幣)
Anji Power Plant 安吉電廠	Nursing Home Visit 敬老院慰問	5	5	2,500
	Basketball Court Open Day 免費開放籃球場	3	120	1,760
Jing-Xing Power Plant 京興電廠	Children's Home Visit 福利院慰問	10	40	1,178
De-Neng Power Plant 德能電廠	Visit to Underprivileged Families in Communities 社區貧困家庭慰問	7	4	2,500
Blue Sky Power Plant 藍天電廠	Empty-nest Senior Citizen Visit 慰問獨居老人	3	3	1,804
	Basketball Court Open Day 免費開放籃球場	6	120	2,382
Total 總計		34	292	12,124



CONTENT INDEX TO THE ESG REPORTING GUIDE

《環境、社會及管治報告指引》內容索引

Subject Areas 主要範疇	Content 內容	Page/Notes 頁碼索引／備註
A. Environmental 環境		
A1 Emission 排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	9-14
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	26
A1.2	Total greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume and per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	12 & 26
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume and per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	26
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume and per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	26
A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	9-13
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述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。	9-11

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A2 Use of resources 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。	13-14
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume and per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	27
A2.2	Water consumption in total and intensity (e.g. per unit of production volume and per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	27
A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	13
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述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。	13; There is no issue in sourcing water 13; 求取適用水源上並無任何問題
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	27
A3 Environment and natural resources 環境及天然資源		
General disclosure 一般披露	Policies on minimising 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。	14
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述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。	14

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B. Social 社會		
B1 Employment 僱傭		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	17-18
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	28-29
B1.2	Turnover rate of employees by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	31
B2 Health and safety 健康與安全		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	19
B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	33
B2.2	Lost days due to work-related injuries. 因工傷損失工作日數。	33
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	19

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B3 Development and training 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。	15-17
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management and middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	32
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	32
B4 Labour standard 勞工準則		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	20
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	20
B4.2	Description of steps taken to eliminate such non-compliant practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	20
B5 Supply chain management 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。	22-23

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B6 Product responsibility 產品責任		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	21-22
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	22
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	22
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	21-22
B7 Anti-corruption 反貪污		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	24
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 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。	24
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	24

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B8 Community investment 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。	25
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	25
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	33

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