

# 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



# 2018

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





## Contents 目錄

About the Group 關於本集團	2
About this Report 關於本報告	4
Message from the Directors 董事寄語	6
Sustainability Governance 可持續發展管治	8
Communication with Stakeholders 持份者溝通	10
Environmental Protection 環境保護	12
Employee Care 員工關懷	22
Operation Responsibility 營運責任	28
Co-Building the Community 社區共建	32
Overview of KPIs 關鍵績效指標總覽	33
Content Index to the Report 報告內容索引	40



## About the Group

### 關於本集團

Amber Energy Limited (hereinafter referred to as the “Company”, together with its subsidiaries, collectively “Amber Energy” or the “Group”) is mainly engaged in the construction, operation and management of natural gas-fired power plants in the People’s Republic of China (the “PRC”). Currently, there are four operating gas-fired power plants wholly owned by the Group, including Amber (Anji) Gas Turbine Thermal Power Co., Ltd. (“Anji Power Plant”), Zhejiang Amber Jing-Xing Natural Gas Power Generation Co., Ltd. (“Jing-Xing Power Plant”), Zhejiang Amber De-Neng Natural Gas Power Generation Co., Ltd. (“De-Neng Power Plant”) and Hangzhou Amber Blue Sky Natural Gas Power Generation Co., Ltd. (“Blue Sky Power Plant”). The aggregate installed capacity of these four operating gas-fired power plants amounted to approximately 458MW.

Currently, these four power plants of the Group are operated as peaking power plants. Based on the development of natural gas distributed multi-connected projects and peaking power plants under the national policy, the Group wishes to, by virtue of its past operating experience and national policies and requirements, continually expand its operation scale and pursue the sustainability philosophy. Continuing to fully utilise the advantages of gas-fired power plants in 2018, the Group extended the existing power generation business to the heating business through distributed power generation.

琥珀能源有限公司(簡稱「本公司」)及其附屬公司(統稱「琥珀能源」或「本集團」)主要在中華人民共和國(「中國」)從事以天然氣為燃料的電廠的建設、經營和管理。目前，本集團四間營運中並由其全資擁有的燃氣電廠包括：琥珀(安吉)燃機熱電有限公司(「安吉電廠」)、浙江琥珀京興天然氣發電有限公司(「京興電廠」)、浙江琥珀德能天然氣發電有限公司(「德能電廠」)以及杭州琥珀藍天天然氣發電有限公司(「藍天電廠」)。該四間燃氣電廠總裝機容量達約458兆瓦。

目前，本集團營運之四間電廠皆為調峰電廠。在鼓勵發展天然氣分佈式多聯供項目和調峰電站的國家政策背景下，本集團希望在現有基礎上，結合自身過往營運經驗及國家政策要求，繼續拓展營運規模並響應可持續發展理念。二零一八年內，為繼續發揮燃氣電廠優勢，本集團通過分佈式發電方式，將已有的發電業務經驗融入供熱業務當中。



## About the Group

### 關於本集團



In responding to national sustainability strategies and accelerating the upgrade of energy structure, the Group is currently exploring the possibility in investing in other clean energy, such as distributed energy resources, Micro-Grid and energy-storage projects. Currently, the Group has completed its construction of the roof-top photovoltaics projects at Anji Power Plant and Jing-Xing Power Plant, which are already connected to the power grid and put into operation, and contributed an installed capacity of 578 kilowatts (kW) and new revenue source to the Group. The electricity generated from photovoltaic power generation projects is mainly used to supplement the power plants, with remaining sold to the power grid. During 2018, the Group generated approximately 420 megawatt hour (MWh) of photovoltaic power, approximately 75MWh of which was sold to the power grid.

To inject impetus into its sustainability, the Group is committed to the practice of “Safe Production and Stable Operation”, and therefore continues to explore, develop and invest in gas-fired power generation projects, while conducting research on projects using clean energy other than natural gas.

此外，為響應國家可持續發展戰略，加速能源結構升級，本集團正研究投資其他清潔能源的可能性，如：分散式能源、微電網及儲能項目等。目前，本集團已完成京興電廠與安吉電廠的屋頂光伏項目建設，並已成功併網投產，為本集團帶來578千瓦的裝機容量及新的收入來源。光伏發電項目所發電量主要用作補充電廠電力使用，餘下部份出售予電網。二零一八年內，本集團光伏發電量為約420兆瓦時，其中約75兆瓦時出售予電網。

秉持「安全生產、穩健經營」的承擔，本集團將持續探索、發展及投資燃氣發電相關項目，並對天然氣以外的清潔能源項目進行調研，為可持續發展注入新動力。





# About this Report

## 關於本報告

This is the third Environmental, Social and Governance (ESG) Report (the “Report”) published by Amber Energy. The Group wishes that this Report would allow its stakeholders to understand the policies, measures and performances of the Group in the ESG aspects. 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](http://www.hkexnews.hk)) and the Company ([www.amberenergy.com.hk](http://www.amberenergy.com.hk)). In case of any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

### REPORTING SCOPE

This Report discloses the ESG performance of the Group from 1 January 2018 to 31 December 2018 (the “Year”), and focuses on Amber Energy’s business operations related to power generation and heating at its power plants located at Zhejiang province, namely, Anji Power Plant, Jing-Xing Power Plant, De-Neng Power Plant and Blue Sky Power Plant (“Operating Stations”, each a “Operating Station”). In the future, the Group will expand the scope of disclosure in a timely manner according to the business development of the Group.

### REPORTING GUIDELINES

This Report is in compliance with the “comply or explain” requirements contained in the “Environmental, Social and Governance Report Guide” (the “Guide”) issued by the Stock Exchange, the preparation of which is based on the four reporting principles as contained therein, including materiality, quantitative, balance and consistency. The statistical methods for disclosing the ESG data used in this Report are consistent with those adopted in previous reports, and annual comparison of the relevant data is included. To ensure the accuracy of environmental key performance indicators (KPIs), the Group has engaged an external professional consulting firm to conduct a carbon assessment. A complete content index is attached to the last chapter of this Report for easy reference by readers to the Guide.

本報告為琥珀能源發表的第三份《環境、社會及管治報告》(「本報告」)。本集團希望各持份者可透過本報告內容瞭解本集團於環境、社會及管治方面的政策、措施和績效。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](http://www.hkexnews.hk))及本集團網站([www.amberenergy.com.hk](http://www.amberenergy.com.hk))。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

本報告匯報本集團於二零一八年一月一日至二零一八年十二月三十一日(「本年度」)之環境、社會及管治表現，並聚焦本集團位於浙江省的安吉電廠、京興電廠、德能電廠以及藍天電廠(「各營運點」)與發電及供熱業務相關的營運。未來，本集團將因應本集團的業務發展，適時擴大披露範圍。

### 報告準則

本報告遵守聯交所頒佈的《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《指引》所載列的四項匯報原則，包括重要性、量化、平衡及一致性，作為本報告編寫的基礎。本報告所使用的環境、社會及管治數據披露統計方法與往年報告保持一致性，並已涵蓋相關數據的年度比較。本集團亦已委託外部顧問公司進行碳評估，以確保環境關鍵績效指標的準確性。本報告最後一章附有完整索引，以便讀者按《指引》閱讀本報告。



# About this Report

## 關於本報告



### CONFIRMATION AND APPROVAL

All information referred to in this Report is derived from the official documents and statistics of the Group, as well as the management and operation information collected according to the policies of the Group. This Report has been confirmed and approved by the board of directors of the Company (the “Board”) in July 2019.

### FEEDBACKS

The Group concerns the opinions from its stakeholders. If you have any enquiry or suggestion on the contents or the reporting form of the Report, please feel free to contact the Group by the following means:

Address: Room 706, 7/F., Albion Plaza,  
2-6 Granville Road, Tsim Sha Tsui,  
Kowloon, Hong Kong

Tel: (852) 2369 9080

E-mail: [hupo@amberenergy.com.cn](mailto:hupo@amberenergy.com.cn)

### 確認及批准

本報告引用的所有資料均來自本集團的正式文件、統計數據，以及根據本集團制度所收集的管理和營運資料。本報告已於二零一九年七月獲本公司董事會（「董事會」）確認及批准。

### 意見反饋

本集團重視持份者的意見。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：

地址：香港九龍  
尖沙咀加連威老道2-6號  
愛賓商業大廈7樓706室

電話：(852) 2369 9080

電郵： [hupo@amberenergy.com.cn](mailto:hupo@amberenergy.com.cn)



# Message from the Directors

## 董事寄語

Energy supply is closely connected to social development and the improvement of living standards. The international community faces the common challenge on how to improve energy efficiency while reducing environmental impacts. Amber Energy has always regarded sustainable development as its own mission, and strives to fulfil its commitments to the environment and society during its daily operation.

Efficient governance enables us to manage and monitor the implementation and progress of sustainability-related measures. The Group values sustainability governance and the Board is fully responsible for the performance of sustainable development. The Group's system of position-based responsibilities determines the responsibility of each employee towards promotion of sustainable development to prevent any violations.

Issues related to sustainable development pose various risks and opportunities for the Group's operations and stakeholders. The Group has prepared a budget on risk management and identified environmental and social risks associated with the Group to develop the corresponding countermeasures. The audit department of the Group also conducts risk management on a regular basis, so that the employees would recognise and eliminate internal management and environmental risks.

能源供應與社會發展及提升生活水平息息相關。如何提升能源效益同時減低對環境的影響，是全球社會須共同面對的挑戰。琥珀能源一直視可持續發展為己任，致力在日常營運體現對環境及社會的承擔。

高效的管治有助我們管理及監察與可持續發展相關的措施的執行情況及進展。本集團重視可持續發展管治，並由董事會全權負責可持續發展的表現。本集團的崗位責任制確定每位員工在推動可持續發展上的責任，防止任何違規情況。

與可持續發展相關的議題為本集團的營運及持份者帶來各種風險和機遇。本集團已編製風險管理預算案，辨別與本集團相關的環境及社會風險，以制定應對措施。本集團的審計部亦定期進行風險管理，讓員工認識及杜絕內部管理及環境風險。



# Message from the Directors

## 董事寄語



As an energy supplier, the Group is unarguably concerned about environmental issues, but also places great emphasis on social issues. Enhancing staff training quality enables us to build teams that are more efficient to provide our customers with better products and services. Product quality and safety forms part of the Group's operating objectives. At the same time, we are committed to safeguarding stable power supply to maintain normal operation of the society. Maintaining a clean and honest society is very important to industrial development, and we therefore make our best efforts to prevent any misconduct.

Communication with stakeholders enables us to deepen our understanding of how to better improve environmental and social performance, as well as to meet their expectations on sustainability issues. In the future, we plan to expand the scale of communication with our stakeholders to embrace more opinions so that we can continue to improve. By cooperating with various stakeholders, the Group will continue to improve its environmental and social performance and build a better future.

**WEI Junyong**  
*Chairman*

作為能源供應商，環境議題固然是本集團的關注重點，同時本集團亦十分著重社會議題。提高員工培訓的質素讓我們能建立更高效的團隊，為客戶帶來更佳的产品及服務。確保產品的質量與安全是本集團的營運目標之一，同時我們以保障供電穩定，讓社會正常運作為己任。維持廉潔的社會對行業發展十分重要，因此我們竭盡所能，杜絕任何不當行為。

持份者溝通讓我們更全面地了解如何更有效地提升環境及社會績效，以及在可持續發展議題上的回應他們的期望。未來，我們會考慮擴大持份者溝通的規模，吸納更多不同的意見，讓我們繼續進步。透過與各界持份者一同努力，本集團將繼續改善環境及社會績效，建構更美好的將來。

**魏均勇**  
*董事長*





# Sustainability Governance

## 可持續發展管治



The Board is fully responsible for maintaining a sound and effective risk management and internal control system to control the operation, compliance and risk management functions of the Group. The Board shall ensure that the risk management and internal control systems are reviewed at least once a year to ensure their effectiveness. During the Year, the Board completed such review with the support of the Audit Committee.

本集團由董事會全面負責維持健全有效的風險管理及內部監控系統，以管控本集團有關營運、合規及風險管理等方面的功能。董事會應確保對風險管理及內部監控系統進行每年至少一次的檢討，確保其效能。本年度，董事會已在審核委員會支援下完成該項檢討程序。

### RISK MANAGEMENT

In consideration of the regulatory requirements and risks associated with ESG, the material risks and countermeasures of the Group are as follows:

### 風險管理

考慮到環境、社會及管治的監管要求及風險，本集團的相關重大風險及應對措施如下：

#### Material ESG Risks

主要環境、  
社會及管治風險

Potential Impact  
潛在影響

Risk Response and  
Management Measures  
風險應對及管理措施

#### Health and safety 健康與安全

The Group gives much weight to the health and safety of employees. In the context of increasingly strict safety production requirements, the Group understands that production safety accidents will not only have a significant impact on the health and safety of its employees, but will also expose the Group to legal risks and liabilities.

本集團十分重視員工的健康與安全。在目前安全生產要求日益嚴格的大背景下，本集團明白若發生安全生產事故，不僅會對員工的健康與安全造成重大影響，本集團亦須承擔相應法律風險及責任。

In order to effectively manage health and safety risks existing in its operations, the Group has established the "Production Safety Committee" to identify risk related to production safety. In addition, the Group also strives to reduce the probability of safety accidents during its operation by adopting management measures, such as employee safety training, hazard source management and detection of occupational diseases and hazards in the workplace.

為有效管理本集團營運過程中存在的健康與安全風險，本集團已建立「安全生產委員會」，識別相關安全生產風險。此外，本集團亦通過員工安全培訓、危險源管理及工作場所職業病危害檢測等管理措施，致力減少營運過程中出現安全事故的機率。



# Sustainability Governance

## 可持續發展管治



### Material ESG Risks

主要環境、  
社會及管治風險

Potential Impact  
潛在影響

Risk Response and  
Management Measures  
風險應對及管理措施

#### Product responsibility 產品責任

As a company mainly engaged in natural gas power generation, the Group has always been striving to ensure the safety of electricity use among users. To maintain the confidence of users in the Group's products, the Group is required to constantly improve its product quality and production level in accordance with the latest industry standards. 作為一間主要從事天然氣發電的企業，確保用戶的用電安全是本集團一直以來的追求。為維護用戶對於本集團產品的信心，本集團需要時刻按照行業最新標準提高自身產品質量及生產水平。

In order to enhance product quality and safety, the Group has taken a series of measures to ensure the implementation of the highest safety standards, such as formulating safety objectives, safety inspections in spring and safety day activities. 本集團為加強產品質量及安全性，已採取一系列措施以確保執行最高安全標準，如制訂安全目標、春季大檢查及安全日活動等。

In view of the increasing importance of the ESG risks to the entire society and the sustainable development of the Group, the Group will consider the relevant risks in formulating corporate strategies and long-term plans in the future, and develop appropriate and effective risk management and internal control systems for such risks, so that the potential impact of such risks on the Group can be effectively prevented and mitigated.

考慮到環境、社會及管治風險對整體社會及本集團的可持續發展漸趨重要，本集團將於未來制訂公司戰略及長期規劃時考量相關風險，並就有關風險制定合適及有效的風險管理及內部監控系統，以有效防範及降低其對本集團可能造成的影響。



# Communication with Stakeholders

## 持份者溝通

Amber Energy places great emphasis on the stakeholder<sup>1</sup> engagement and communicates with the stakeholders through different communication channels during daily operation to build a trusted relationship. This not only ensures that the stakeholders understand the development and operation policies of the Group, but also provides an opportunity for the Group to review its potential risks and business opportunities in sustainable development, which in return helps the Group to further identify priority of various issues and formulate corresponding policies and measures.

琥珀能源重視持份者<sup>1</sup>參與，希望透過日常營運和不同溝通渠道與持份者進行溝通，以建立互信關係。這不但為確保持份者瞭解本集團的發展和營運方針，亦提供機會讓本集團審視在可持續發展方面存在的風險與商機，以便進一步幫助本集團識別不同議題的優先順序，以制訂相應政策和措施。

### MAJOR COMMUNICATION MEANS WITH STAKEHOLDERS DURING THE YEAR

### 本年度內的主要持份者溝通方式

Employees 員工	Customers 客戶	Suppliers 供應商	Government 政府	Community 社區
The Group understood employees' opinions and suggestions on the sustainable development of the Group through day-to-day employee opinion surveys, intranets and meetings. 本集團日常通過員工意見調查、內聯網以及會議等方式，瞭解員工對本集團可持續發展的意見與建議。	The Group understood the needs and opinions of different customers via regular visits and telephone communication. 通過定期走訪及電話溝通等方式，瞭解不同客戶的需求及意見。	The Group conducted on-site investigation to determine whether the operating model of suppliers meets the environmental and social requirements of the Group. 實地考察供應商，瞭解其營運模式是否符合本集團環境及社會要求。	The Group participated in government-organised conferences on the energy industry development or industrial policies formulation to understand the future trends of the industry. 參與由政府組織的關於能源行業發展的會議或參與行業政策制訂，瞭解該行業的未來發展趨勢。	The Group will engage in regular communication with the residents of the community to understand the actual needs of the communities where we operate, and encourage employees to volunteer for community development. 通過與社區所在居民定期溝通，瞭解營運所在社區的實際需要，並鼓勵員工通過志願者等方式參與到社區建設中。

<sup>1</sup> "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, management, administrative staff and general staff at the internal level, as well as the shareholders, business partners, clients, government and regulatory bodies, banks, investors, and community groups at the external level.

<sup>1</sup> 「持份者」，又稱「利益相關方」或「權益人」，指對本集團業務有重大影響，或會受本集團業務影響的群體和個人，當中包括內部的董事會、管理層、行政員工和一般員工，以及外部的股東、業務夥伴、客戶、政府及監管機構、銀行及投資者和社區團體等。



# Communication with Stakeholders

## 持份者溝通

In order to establish the Group's sustainable development strategies and directions, and identify the environmental and social issues that are crucial for the Group and the stakeholders, Amber Energy has engaged a professional consulting firm, Carbon Care Asia ("CCA"), to conduct interviews with the management of the Company. Taking into account the results of the interviews and the consultant's opinions, the Group has selected four out of the eleven environmental and social aspects from the Guide as the key reporting issues to be discussed in this Report, which covers emissions, health and safety, product responsibility and anti-corruption.

In recognition of the importance of communication with stakeholders, Amber Energy has established effective and accurate communication channels for timely responses. In the future, the Group will continue to strengthen the interaction and communication with stakeholders to create and cultivate mutually beneficial relationship.

為確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關重要的環境和社會議題，琥珀能源本年度委託專業顧問公司低碳亞洲（「低碳亞洲」）進行管理層訪談。結合訪談所得及顧問的意見，本集團從《指引》中的十一個環境及社會範疇中選出四項，作為是次匯報重點探討的議題，當中包括：排放物、健康與安全、產品責任以及反貪污。

琥珀能源明白與持份者溝通的重要性，為此已建立有效、準確的溝通渠道，並提供適時回覆。未來，本集團將加強與持份者的互動和溝通，締造互惠共贏的關係。





# Environmental Protection

## 環境保護

### EMISSIONS

Amber Energy understands the importance of reducing emissions from operations for environmental protection. Each Operating Station has formulated the “Environmental Protection Management Standard”, “Management Standard on Online Monitoring Systems for Smoke and Fumes (Waste Water)”, “Management Rules on Greenhouse Gas Emissions”, “Management Rules on Waste” or other relevant applicable policies, with a view to reducing the negative environmental impact of its operations.

### Greenhouse Gases

As stated in the “Management Rules on Greenhouse Gas Emissions”, the greenhouse gases generated by the Group mainly include:

- Stationary combustion: fuel combustion of stationary equipment;
- Mobile combustion: greenhouse gases generated by cars, trains, airplanes or ships;
- Process emissions: emissions from physical or chemical processes; and
- Fugitive emissions: emissions caused by seams and packaging of equipment.

The Group places great emphasis on the carbon footprint during its operation and is committed to reducing the impact of its business on the environment. The Group continually engaged CCA, a professional consulting firm, to conduct a carbon assessment to quantify the greenhouse gas emissions generated throughout its operations for the Year. The quantification was carried out by referring to the guidelines<sup>2</sup> issued by the National Development and Reform Commission of PRC, international standards, such as ISO14064-1, and Greenhouse Gas Protocol.

<sup>2</sup> “Guidelines for Accounting and Reporting the Greenhouse Gas Emission – Part I: Power Plants”

### 排放物

琥珀能源明白減少營運過程中的排放物對於環境保護的重要性。各營運點已制訂《環境保護管理標準》、《煙氣(廢水)在線監測系統管理標準》、《溫室氣體排放管理規定》、《廢棄物管理規定》，或其他相關適用政策，致力降低營運對環境帶來的負面影響。

### 溫室氣體

《溫室氣體排放管理規定》中說明，本集團產生的溫室氣體主要來自以下方面：

- 靜止燃燒：靜止設備的燃料燃燒；
- 移動燃燒：如搭乘汽車、火車、飛機或船舶所產生的溫室氣體；
- 工藝排放：物理或化學工藝過程中所產生的排放；及
- 無組織排放：設備的接縫及包裝等產生的洩露。

本集團十分關注營運過程中的碳足跡，致力減少業務對環境的影響。本集團本年度繼續委託顧問公司低碳亞洲進行碳評估，以量化其營運產生的溫室氣體排放。量化過程參考由中國發展改革委員會發佈的指引<sup>2</sup>以及國際標準如ISO14064-1及溫室氣體盤查議定書等進行。

<sup>2</sup> 《溫室氣體排放核算與報告要求第一部分：發電企業》



# Environmental Protection

## 環境保護



The total greenhouse gas emissions generated by each Operating Station of the Group during the Year amounted to 61,972 tonnes of carbon dioxide equivalent (CO<sub>2</sub>e), representing a significant decrease of 54% as compared with total emissions in 2017. Greenhouse gas emissions from combustion of natural gas for power generation at each Operating Station accounted for 66% of the total greenhouse gas emissions, among which, greenhouse gas emissions from combustion of natural gas for heating at Anji Power Plant accounted for 28% of the total greenhouse gas emissions. The intensity of greenhouse gas emissions from power generation at each Operating Station amounted to 0.46 tonnes of CO<sub>2</sub>e/MWh of power generation, an increase of 7% from 2017, due to the effect of a decrease of 70% in power generation at each Operating Station as compared to 2017. On the other hand, the intensity of greenhouse gas emissions from boiler combustion of natural gas for heating at Anji Power Plant amounted to 0.16 tonnes of CO<sub>2</sub>e/tonne of steam, which is level with that in 2017. For details of greenhouse gas emissions, please refer to the “Overview of KPIs” in this Report.

The Group will continue to assess, record and disclose its greenhouse gas emissions and other environmental data annually, to review the effectiveness of the current measures and to further formulate its targets and work plans on carbon reduction. In addition, the Group will also actively expand other new energy businesses, such as photovoltaic power generation, to reduce high greenhouse gas emissions generated by traditional power generation models.

### Waste gases

As required by the “Management Standard on Online Monitoring Systems for Smoke and Fumes (Waste Water)”, the Group has established a management system consisting of relevant production departments to reduce the generation of waste gases.

本集團各營運點於本年度產生的溫室氣體總排放量為61,972公噸二氧化碳當量，較二零一七年碳排放總量大幅減少54%。其中，各營運點於發電時燃燒天然氣所產生的溫室氣體排放佔溫室氣體總排放量的66%；安吉電廠於供熱時燃燒天然氣所產生的溫室氣體排放則佔溫室氣體總排放量的28%。各營運點之發電產生的溫室氣體密度為0.46公噸二氧化碳當量／兆瓦時發電量，較二零一七年上升7%，或受各營運點發電量較二零一七年減少70%之因素所影響。同時，安吉電廠燃氣鍋爐燃燒天然氣供熱產生的溫室氣體密度為0.16公噸二氧化碳當量／噸蒸汽，與二零一七年持平。具體溫室氣體排放數值請見本報告「關鍵績效指標總覽」。

本集團將繼續評估、紀錄及每年披露其溫室氣體排放及其他環境數據，檢討現行措施成效，並進一步制定減碳目標和工作計劃。此外，本集團亦將積極拓展其他新能源業務，如光伏發電等，以減少傳統發電模式所產生高溫室氣體排放。

### 廢氣

本集團《煙氣(廢水)在線監測系統管理標準》中規定，為減少廢氣的產生，本集團已設立由相關生產部門所組成的管理體系。

# Environmental Protection

## 環境保護

Department 部門	Duties to control pollutant emissions 污染物排放控制職責
Production Technology Department 生產技術部	<ul style="list-style-type: none"><li>• Maintain automatic monitoring of key pollution sources, and notify the Safety Monitoring Department in case there is an anomaly in the monitoring data.</li><li>• 維持重點污染源的自動監控工作，若監測數據出現異常則須通知安全監察部。</li><li>• Establish relevant work systems and technical specifications.</li><li>• 制訂相關工作制度和技術規範。</li></ul>
Safety Monitoring Department 安全監察部	<ul style="list-style-type: none"><li>• Conduct maintenance on the pollutant emission information system during its routine operation, and manage equipment.</li><li>• 對污染物排放信息系統進行日常運行維護及設備管理工作。</li><li>• Fill in relevant offline data to ensure that the data is in compliance with the specifications.</li><li>• 填報相關離線數據，以保證數據填寫符合規範。</li></ul>
Production Technology Department 生產技術部	<ul style="list-style-type: none"><li>• Carry out related work such as repair, maintenance, renovation and upgrading of equipment.</li><li>• 進行設備的檢修、維護、改造及升級等相關工作。</li></ul>
Production and Operation Department 生產運行部	<ul style="list-style-type: none"><li>• Record the operating parameters of the equipment, and in case that any anomaly is detected, coordinate for repairing and immediately notify the responsible person of environmental protection.</li><li>• 記錄設備運行參數，若發現異常，須協調整修處理，並立即通知環保負責人。</li></ul>

The air pollutant emissions at each Operating Station of the Group are mainly derived from nitrogen oxides, sulfur oxides and respiratory suspended particles (RSP) produced from combustion of natural gas in gas-fired boilers and consumption of fossil fuels by vehicles. During the Year, waste gas emissions at each Operating Station decreased as compared to 2017, among which, the decrease of nitrogen oxides and RSP amounted to 79% while the decrease of sulfur oxides was 70%. In order to reduce nitrogen oxide emissions, Anji Power Plant and Blue Sky Power Plant respectively adopted dry low-nitrogen burners and optimised the cooled start-up time of its gas-fired generation units. As the Operating Stations primarily generate power at their peak hours, accompanied by ongoing maintenance, in accordance with the power grid dispatching arrangement, the gas consumption in the non-peak period is comparatively low. For details of waste gas emissions, please refer to "Overview of KPIs" in this Report.

本集團各營運點的空氣污染物排放主要來源於燃氣鍋爐燃燒天然氣、車輛消耗化石燃料產生的氮氧化物、硫氧化物和可吸入懸浮粒子。本年度，各營運點廢氣排放量較二零一七年均有所減少，其中氮氧化物及可吸入懸浮粒子減幅均達79%，而硫氧化物減幅則為70%。為減少氮氧化物排放量，安吉電廠及藍天電廠分別採用乾式低氮燃燒器和優化燃氣機組冷態開機時間。各營運點的營運模式是根據電網調度安排，以頂峰發電為主，保養發電為輔，因而非頂峰時段的燃氣消耗較低。具體廢氣排放數值請見本報告「關鍵績效指標總覽」。



# Environmental Protection

## 環境保護



### Solid waste

In order to ensure that the recycling and disposal of waste are in accordance with the regulations, each Operating Station has established guidance procedures related to waste treatment, including the "Solid Waste Management System", "Management Measures on Waste Harmless Treatment" or "Management Plans for Hazardous Waste Generation Unit – Formulated Guidelines", which have classified wastes into recyclable waste, non-recyclable and non-hazardous waste and non-recyclable hazardous waste.

### 廢棄物

為保證按規定回收及處理廢棄物，各營運點已設立《廢棄物管理制度》、《垃圾無害化處理管理辦法》或《危險廢物產生單位管理計劃 – 制定指南》等與廢棄物處理相關的指引程序。該等制度已將廢棄物分為可回收廢棄物、不可回收無毒廢棄物及不可回收有毒廢棄物三種形式。

### Type of Waste 廢棄物類別

### Treatment 處理方法

#### Recyclable waste 可回收廢棄物

- Waste paper and scrap metals are delivered to the relevant recycler for recycling after classification; and
- 廢紙及廢金屬在進行分類後，交給相應回收商進行回收；及
- Waste (such as waste oil) shall be stored separately before passing to the recycler for recycling.
- 廢油料等廢棄物應先進行隔離儲存，之後再聯繫回收商進行回收。

#### Non-recyclable and non-hazardous waste 不可回收無毒廢棄物

- Domestic waste is transported to the domestic waste dump regularly; and
- 生活垃圾將定期運送至生活垃圾堆放處；及
- Construction waste is handed over to the qualified departments for regular clearance.
- 建築垃圾則交由有資質部門定期進行清運。

#### Non-recyclable hazardous waste 不可回收有毒廢棄物

- Office and domestic wastes (such as waste tarpaulins, waste oil drums, waste batteries, waste lamps and chemicals etc.) shall be placed in a fixed storage area and handed over to qualified units for disposal.
- 辦公及生活廢棄物(如含油抹布、廢油桶、廢電池、廢燈管及化學品等)應放入固定堆放處並聯繫有資質單位進行處理。

# Environmental Protection

## 環境保護

During the Year, the Operating Stations generated a total of 3.7 tonnes of hazardous waste, including waste mineral oil and mineral oil-containing waste. Among which, approximately 3 tonnes of hazardous waste was collected and disposed by qualified contractors, and the remaining hazardous waste was stored in warehouses. On the other hand, the Operating Stations generated non-hazardous waste of 41.5 tonnes during the production and operation, among which, the general domestic waste, the sludge generated by water purifiers and the waste activated carbon were delivered to the municipal department for cleaning and transportation, while the kitchen waste was recycled by the canteens for livestock breeding, and waste filters were recycled by the suppliers. For details of quantitative data on waste, please refer to “Overview of KPIs” in this Report.

### Wastewater reuse

In accordance with the provisions of the Group’s “Management Standard on Online Monitoring Systems for Smoke and Fumes (Waste Water)”, a total of 17,166 m<sup>3</sup> wastewater was reused by the Operating Stations for washing, flushing, watering, boiler hydration, and filter backwashing during the Year.

### USE OF RESOURCES

Amber Energy gives weight to reduction in waste of resources in the course of production. To conserve resources, each Operating Station has implemented applicable systems governing its operating procedures, including “Energy Conservation Administrative Rules”, “Administrative Rules for Energy and Resources” and “Water Conservation Administrative Measures”.

本集團各營運點於本年度內共產生3.7公噸有害廢棄物，如廢礦物油及含礦物油廢物。其中約3公噸經由合資格承辦商收集和處理，其餘有害廢棄物儲存於倉庫。同時，各營運點生產運營過程中亦產生無害廢棄物41.5公噸，其中一般生活垃圾、淨水器產生的淤泥及廢活性炭等交由市政部門清運，廚餘交由食堂回收飼養家畜，同時廢過濾器濾芯由供應商回收。具體廢棄物量化數據請見本報告「關鍵績效指標總覽」。

### 廢水回用

為實踐本集團《煙氣(廢水)在線監測系統管理標準》中的規定，本年度，本集團各營運點用於洗車、沖廁、澆花、鍋爐補水、反洗過濾器的廢水重用共17,166立方米。

### 資源使用

琥珀能源重視在生產過程中減少資源的浪費。為開展資源節約工作，各營運點已針對其營運流程，分別制訂適用制度，如：《節能管理制度》、《能源、資源管理制度》及《節水管理辦法》等。



# Environmental Protection

## 環境保護



### Energy

The Group has been committed to monitoring, checking, adjusting, and assessing energy efficiency in the course of power infrastructure construction and production, and established the “Supervisory and Administrative Standards for Energy-Saving Technology” for the purposes of its technology management system, which will in return strengthen the administration of energy consumption. In addition, technologically feasible and economically reasonable measures, which are also environmentally and socially sustainable, have been taken for the purposes of energy production and consumption. Based on these systems, each Operating Station is engaged in the work of energy conservation, during which, Anji Power Plant has established a leading taskforce for energy conservation, and the production director of this taskforce shall be fully responsible for the related work, and provide energy conservation and management positions for its technological safety department. The routine duties of these positions cover energy conservation and management. Furthermore, De-Neng Power Plant stipulates in its “Administrative Rules for Energy and Resources” that the relevant functional departments shall be responsible for various procedures of energy management to improve efficient energy.

### 能源

本集團致力於其電力基建及生產全過程中對能源效益進行監督、檢查、調整及評價，並已為其技術管理系統設立《節能技術監督管理標準》，以加強用能管理，並採用技術上可行、經濟上合理以及環境和社會可以承受的能源生產及消費的措施。在此制度基礎上，各營運點開展節能工作。其中，安吉電廠已成立節能領導小組，由生產主管全面負責相關工作，並在其安全技術部設立節能管理崗位，負責日常的節能管理工作。此外，德能電廠《能源、資源管理制度》中規定，為加強能源使用效率，能源管理各流程工作分別由相關功能部門負責。

Department 部門	Duty Descriptions 職責要求
Production Technology Department 生產技術部	<ul style="list-style-type: none"><li>Responsible for establishing a statistics system for energy consumption and maintaining its records;</li><li>負責建立能源消耗統計系統並記錄能源消耗；</li><li>Responsible for focusing on the management of high-power equipment; and</li><li>負責對大耗能設備進行重點管理；及</li><li>Responsible for assessing energy consumption indicators.</li><li>負責對耗能指標進行考核。</li></ul>
Technology Centre 技術中心	<ul style="list-style-type: none"><li>Responsible for reducing energy consumption by adopting new processes, advanced materials, and new equipment.</li><li>負責通過採用新工藝、新材料及新設備，降低能源的消耗。</li></ul>

# Environmental Protection

## 環境保護

### Department 部門

### Duty Descriptions 職責要求

Finance Department  
財務部

- Responsible for accounting and auditing of energy and resources.
- 負責能源與資源的核算和審計。

Production Workshop  
生產車間

- Responsible for improving energy efficiency by rationalising usage of power.
- 負責通過電力的合理使用，促進能源使用效率的提升。

During the Year, the Group witnessed a general decline in energy consumption, as the Operating Stations primarily generate power at their peak hours, accompanied by ongoing maintenance, in accordance with the power grid dispatching arrangement. In addition, each Operating Station 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. During the Year, the Operating Stations consumed total power of 8,326 MWh. With the photovoltaic power generation projects newly introduced in the same year, Anji Power Plant and Jing-Xing Power Plant generated power in a total of 420 MWh. Among which, Jing-Xing Power Plant's photovoltaic power generation was used for both self-consumption and external sales purposes, while Anji Power Plant's photovoltaic power generation was reserved for internal consumption only. For details of energy consumption by type, please refer to "Overview of KPIs" of this Report.

### Water resources

Water conservation also constitutes an integral part of energy conservation and management. The Group has established administrative measures or rules governing conservation of water resources at each Operating Station, including the "Administrative Rules for Energy and Resources" at De-Neng Power Plant and the "Water Conservation Administrative Measures" at Jing-Xing Power Plant.

本年度，本集團的能源消耗整體呈下降的趨勢，原因是各營運點的營運模式是根據電網調度安排，以頂峰發電為主，保養發電為輔。另外，各營運點亦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。本集團各營運點於本年度內共消耗電力8,326兆瓦時，今年新增安吉和京興電廠的光伏發電項目，共產生電力420兆瓦時，其中京興光伏發電電力除自身消耗之外，亦對外銷售，而安吉光伏發電電力只供內部使用。具體按類型劃分的能源消耗量請見本報告「關鍵績效指標總覽」。

### 水資源

節約用水亦是節能管理工作中的重要部分。本集團已於各營運點設立節約水資源使用的管理辦法或制度，如：德能電廠的《能源、資源管理制度》及京興電廠的《節水管理制度》。



# Environmental Protection

## 環境保護

另外，安吉電廠和藍天電廠特別設立專責管理體系，致力加強用水管理：

Furthermore, Anji Power Plant and Blue Sky Power Plant have specifically established the accountability management system that strives to strengthen the management of water resources:

Responsible Department 管理機構	Duties 職責
Leading Taskforce for Water Conservation 節水工作領導小組	<ul style="list-style-type: none"><li>Organising water conservation campaigns to raise the awareness of water conservation among employees in the usual course of business; and</li><li>在日常營運過程中組織節水宣傳活動，增強員工節水意識；及</li><li>Formulating water conservation policies, as well as providing water conservation training sessions to personnel at departments that will consume water.</li><li>制訂節水工作制度。同時對用水部門人員進行節水培訓。</li></ul>
Production Technology Department 生產技術部門	<ul style="list-style-type: none"><li>Implementing guidelines, policies, and standards governing water conservation in the power industry;</li><li>執行電力行業有關節水的方針、政策及標準；</li><li>Responsible for supervising water conservation transformation projects; and</li><li>負責監督節水改造項目；及</li><li>Responsible for allocating and managing the special funds of water conservation.</li><li>負責節水專項資金的分配及管理工作。</li></ul>
Water Conservation Engineer 節水管理工程師	<ul style="list-style-type: none"><li>Responsible for monitoring daily water consumption to prevent waste of water resources caused by negligence; and</li><li>負責監督日常用水情況，防止由於管理疏漏造成的水資源浪費；及</li><li>Participating in formulation of various water conservation engineering projects and monitoring the operation of water conservation facilities.</li><li>參與各項節水工程方案的制訂並監督節水設施的運行情況。</li></ul>

# Environmental Protection

## 環境保護

As usual, the Group continued to use different ways for enhancing the reuse rate of water at each Operating Station. 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 recycled and sent into the recovery pool for reusing. All these measures continue to reduce consumption of water resources at each Operating Station. During the Year, the Operating Stations reported a total water consumption of 463,174 m<sup>3</sup>, representing a year-on-year decrease of 22.1%.

Domestic water as consumed by the Group is mainly provided by the municipal pipeline network. Industrial and production water at each Operating Station is mainly derived from surface water of nearby water sources, including canals, the confluence of Fuxi creek, Xuxi creek, and West Tiaoxi creek, and Shengjiaqiao Port, with water collection permits received from the local water conservancy bureaus. Therefore, the Group had no difficulty in acquiring water sources.

### ENVIRONMENT AND NATURAL RESOURCES

Given the nature of its business operations, the Group may cause potential environmental impacts. In view of its business nature, each Operating Station has therefore formulated various plans, including “Emergency Plans for Natural Gas Leak from Equipment” and “Emergency Plans for Environmental Pollution”. These plans represent our commitments to minimising the impacts brought by our operations on the surrounding conditions and natural resources.

一如往年，本集團繼續於各營運點以不同方法提升水的重用率，包括：於冷卻系統重用鍋爐定期排水；回收處理廢水後用於地面沖洗、汽車沖洗和綠化等對水質要求不高的活動；回收部分經化學處理的廢水至循環水池再利用。該等舉措持續減低各營運點的水資源消耗，本年度各營運點共消耗水資源463,174立方米，同比減少22.1%。

本集團生活用水主要由市政管網提供。而各營運點的工業生產用水主要來自鄰近取水地點（包括：大運河、阜溪、滸溪與西苕溪匯流，及盛家橋港）的地表水，並已獲當地水利局審批出具取水許可證。因而本集團在求取水源上無任何問題。

### 環境及天然資源

本集團由於自身營運性質，會對周圍環境產生潛在影響。因此，各營運點因應其業務特質，制訂《天然氣設備洩漏事故應急預案》或《突發環境污染事件應急預案》等制度，致力減少自身營運對周圍環境和天然資源的影響。



## Environmental Protection

### 環境保護



Natural gas leak from equipment may cause a greater extent of potential and negative impacts on the natural environment in the neighbourhood. To supervise, organise, and coordinate the relevant emergency plans, De-Neng Power Plant, Blue Sky Power Plant, and Anji Power Plant have established their respective emergency operation centre for natural gas leak from pipelines and equipment within their plant premises. Such centre is responsible for carrying out inspections and other preventative measures for natural gas pipelines, preparing daily reports, and directing the initiation of emergency protocols. Furthermore, the centre will organise annual training on emergency responses. In addition, Jing-Xing Power Plant has established a leading taskforce for emergency responses, the head of which will be assumed by the general manager and responsible for giving on-site directions on environmental emergencies. This taskforce shall be responsible for formulating and improving emergency plans; organising daily drills and rescue actions for emergency response teams; reviewing the precautions, emergency responses, and other related work in connection with environmental pollution; and reporting accidents to their superiors or government authorities.

The Group is in compliance with the relevant laws and regulations, including “Environmental Protection Law of the People’s Republic of China”, “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, and “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution”. During the year, the Group was not aware of any non-compliant case in connection with emissions.

天然氣設備洩露對周邊自然環境或造成較大潛在負面影響。為督促並組織協調相關應急預案工作，德能電廠、藍天電廠及安吉電廠均已在廠內設立天然氣管道設備洩漏應急指揮部。該部門負責開展天然氣管道巡查等預防工作，進行日常信息報告，指揮應急啟動程序，並組織年度突發事件應急培訓工作。另外，京興電廠亦已建立由總經理擔任組長的應急指揮領導小組，負責突發環境事件的現場指揮工作。該小組負責：應急預案的制訂及完善；組織應急處置隊伍的日常演練及救援行動；檢查針對環境污染事件的預防措施及應急處置等各項工作；及向上級或政府部門匯報事故情況。

本集團遵守相關法律及規例，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國大氣污染防治法》等。本集團在本年度並無發現與排放物相關的違法違規個案。

# Employee Care

## 員工關懷

### HEALTH AND SAFETY

As an enterprise focusing on the power industry, Amber Energy values and safeguards the health and safety of its employees in the course of business operations. To regulate the safety management system of the Group, it has formulated various policies, including “Amber Energy Administrative Rules for Production Safety”, “Supervisory and Administrative Measures for Production Safety” and “Employee Manual”.

The Group has established a “Production Safety Committee”, which is fully responsible for production safety concerning the Group. Each Operating Station also arranges safety management positions to assist the “Production Safety Committee” in safety management. In the course of operation, each Operating Station shall perform the following duties pertaining to safety management:

- to provide the employees with education and training on production safety;
- to establish inspection and rectification systems, as well as risk prevention and control systems, for the purposes of production safety in accordance with the relevant regulations so that production safety risks and hazards can be identified and brought under control;
- to establish the power emergency management systems and emergency plans, provide emergency drills, build emergency response teams, and store emergency supplies; and
- to carry out investigations into power accidents.

### 健康與安全

琥珀能源作為一家專注於電力業務的企業，在營運過程中一直重視保證員工的健康與安全。本集團已制訂《琥珀能源安全生產管理制度》、《安全生產監督管理辦法》及《員工手冊》等制度，以規範本集團的安全管理體系。

本集團已設立「安全生產委員會」，全面負責本集團的安全生產相關工作。各營運點亦設立安全管理崗位，協助「安全生產委員會」進行安全管理工作。各營運點在營運過程中應履行以下安全管理職責：

- 對員工進行安全生產教育培訓工作；
- 按照相關規定建立安全生產隱患排查治理制度和風險預控體系，對安全生產風險及隱患進行識別及管控；
- 建立電力應急管理體系及應急預案，同時開展應急演練活動、建設應急救援隊伍及儲備應急物資；及
- 對電力事故進行調查處理。



## Employee Care

### 員工關懷

In addition, Blue Sky Power Plant specifies in its “Occupational Health Management Standards” that its administrative department is mainly responsible for directing work related to prevention and treatment of occupational diseases in accordance with the relevant national laws and regulations, including:

- to cooperate with the human resources department on establishing and improving the occupational health monitoring dossiers for the employees;
- to perform regular check-ups and status assessments over occupational diseases and hazards, and report the occupational diseases and hazards;
- to attach warning signs of occupational diseases and hazards at production sites, and manage first-aid kits; and
- to publish emergency and rescue measures to address occupational diseases and hazards as well as their testing results.

To minimise employees’ risks of contracting occupational diseases in the workplace, the Group will also provide its employees with occupational disease protection equipment, first-aid kits and personal protective equipment. Regular maintenance and repairing work shall be carried out to ensure that they are in good conditions. The administrative department of each Operating Station will appoint a qualified occupational health service provider on an annual basis to conduct examinations over potential occupational diseases and hazards in the workplace, the findings of which will be announced to the employees on a regular basis. In case occupational diseases and risks are identified, rectification plans will be formulated for control purposes.

此外，藍天電廠《職業衛生管理標準》中規定，其行政辦公室主要負責根據國家有關法律法規，指導有關防治職業病的相關工作，如：

- 配合人力資源部建立和完善員工的職業健康監護檔案；
- 對職業病危害進行定期檢測和現狀評價，同時對職業病危害進行申報；
- 負責在生產現場設立職業病危害因素警示標識並且管理急救藥品；及
- 發佈職業病危害應急救援措施和職業病危害因素檢測結果。

為減少員工在工作過程中患上職業病的風險，本集團亦會為員工提供職業病防護設備、應急救援設備及個人防護用品。同時定期進行維護及檢修，確保其正常使用。各營運點的行政辦公室每年會委託有資質的職業衛生技術服務機構對工作場所中潛在的職業病危害進行檢測。檢測結果定期向員工公佈。若存在職業病風險，則制訂整改計劃進行控制。

## Employee Care

### 員工關懷

De-Neng Power Plant has formulated the “Work Injury and Accident Management Standards” to regulate the management of work injuries and accidents. Where any work injury and accident happens to an employee, all departments shall immediately organise the rescue work and inform the competent authority overseeing safety matters. In the meantime, the “Work Injury and Accident Report” shall be completed and submitted to the superior within three days upon occurrence of such accident.

The Group is in compliance with the relevant laws and regulations, including “Law of the People’s Republic of China on Work Safety”, “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, and “Fire Protection Law of the People’s Republic of China”. During the year, the Group was not aware of any non-compliant case in connection with health and safety.

### EMPLOYMENT SYSTEM

The Group underscores the importance of improving the employment system so that the employees that meet the requirements of the Group will be recruited. Amber Energy has also formulated employment management rules, including “Human Resources Management Policy” and “Employee Handbook”, to regulate the Group’s management policies concerning remuneration, recruitment, vacation and other fringe benefits, while pursuing the practices of equal opportunity and anti-discrimination as required under the “Labour Law of the PRC”. Currently, despite absence of employee diversity policy, the Group will from time to time assess and realign the employee structure and composition in line with the business development requirements, and adopt its philosophy of “competence-based and merit-based employment” to achieve the employee diversity.

德能電廠已制訂《工傷事故管理標準》，以規範工傷事故的管理工作。若員工發生工傷事故，各部門應立即組織搶救工作並通知安全主管部門。同時，事故發生三日之內應填寫《工傷事故報告表》進行上報。

本集團遵守相關法律及規例，如《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及《中華人民共和國消防法》等法律法規。本集團於本年度並無發現與健康及安全相關的違法違規個案。

### 僱傭制度

本集團重視通過完善的僱傭制度，招聘符合本集團要求的員工。琥珀能源已制訂包括《人力資源管理制度》及《員工手冊》在內的僱傭管理制度，以規範本集團在薪酬、招聘、假期及其他福利待遇方面的管理方針，並按《中華人民共和國勞動法》執行有關平等機會及反歧視等的相關要求。目前，本集團雖然未有制訂員工多元化的相關政策，但本集團將不時因應其業務發展需要，對員工的結構和組成進行評估和調整，並透過其「量才錄用、任人唯賢」的用人方針實現員工多元化。



## Employee Care

### 員工關懷

To ensure the living standard of the employees, the Group is committed to providing its employees with reasonable remuneration and allowances. As specified in the “Human Resources Management Policy”, the remuneration of the employees is comprised of fixed annual salary, performance-based annual salary, and other forms of benefits and allowances. Furthermore, the Group also provides its employees with performance-based bonus, on-duty allowances and overtime pay based on their actual work. The Group continuously provides cool refreshments to those employees who work in high-temperature conditions, arrange health checks for its employees, and provide medical insurance benefits as required by local governments. In addition, non-local employees may elect to stay in free staff quarters provided by the Group.

The Group also recognises job promotion as an important aspect. In case of a vacancy, the middle management related to this position shall submit a list of employees qualified for promotion, which is subject to further review and selection by the relevant department. The promotion, after being reviewed and if thought fit, will be approved by the Group in accordance with the human resources management procedures. In the meantime, promotion shall satisfy the following requirements:

- such employee shall strengthen communications with the department head so that he/she will gain an understanding of his/her career development plan;
- such promotion shall suit the business development of the Group, and effectively tap into the individual capacity of the employee;
- such employee's professionalism and business performance shall meet the requirements of the new position;
- when such employee is promoted, his/her original position shall be filled by another suitable employee.

為保證員工生活質量，本集團承諾為員工發放合理的薪酬及補貼。《人力資源管理制度》中說明，員工薪酬由固定年薪、績效年薪及其他福利補貼組成。此外，本集團亦會根據員工實際工作情況發放績效獎金、值班津貼及加班工資。本集團持續為處於高溫作業的員工提供「高溫送清涼」慰問，組織員工體檢，並根據當地政府的規定提供醫療保險福利。非本地區員工亦可選擇居住於本集團提供的免費宿舍。

員工晉升亦是本集團關注的重點。當出現職位空缺時，由該職位的分管領導負責提報符合晉升資格的員工名單，並由相關部門進行考察和篩選。考察合格後按照人力資源管理程序報本集團批准。同時，晉升應滿足以下原則：

- 員工應與部門負責人加強溝通，使其瞭解自身職業發展規劃；
- 晉升在滿足本集團業務發展的同時，亦能夠有效發揮員工的個人能力；
- 員工專業素養及業務能力應達到新崗位要求；
- 員工獲晉升的同時，原職位應有合適員工代替。

## Employee Care

### 員工關懷

The Group is in compliance with the relevant laws and regulations, including “Labour Law of the People’s Republic of China” and “Labour Contract Law of the People’s Republic of China”. During the year, the Group was not aware of any non-compliant case in connection with employment.

### DEVELOPMENT AND TRAINING

The Group recognises that the future career development of an employee rests upon his/her constantly improving skills. To this end, Amber Energy has formulated the “Management Measures for Skill Training”, and strives to regulate the training system of the Group.

The Group’s training programs mainly comprise seven areas, namely, induction training, production expertise training, safety and risk control training, external certification training, administrative and human resources training, finance-related training, and management philosophy training. Upon completion of the training, skills test will be arranged to assess the training effectiveness. Such skills test will be organised twice a year, and the results of which will act as an important basis and reference for employees’ job promotion and outstanding performance recognition.

To assist our employees in understanding their own weaknesses, each department head shall communicate with the participant following completion of the skills test, draw conclusions on the skills test results and submit a written report. Where any employee disagrees to the testing results, he/she may submit a written complain to the relevant department.

本集團遵守相關法律及規例，如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。本集團於本年度並無發現與僱傭相關的違法違規個案。

### 發展與培訓

本集團明白提升員工工作技能對於拓展其未來職業發展道路的重要性。為此，琥珀能源已制訂《技能培訓管理辦法》，致力規範本集團培訓制度。

本集團培訓內容主要分為入職培訓、生產專業技術培訓、安全及風控培訓、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等七部分。培訓結束後，應採取技能考試的方式對培訓效果進行評估。技能考試每年舉行兩次，考試結果將作為員工崗位晉級及評優等資格的重要基礎及依據。

為幫助員工更好的瞭解自身不足，各部門負責人應在技能考試結束後約談相關參試人員，同時對技能考試結果進行總結並提交書面報告。若員工對考試結果存在異議，可以以書面形式向相關部門提出申訴。

#### Training Programs for the Year 本年度部份培訓課程

Water Pressure Test Procedures 水壓實驗步驟	Adjustment of Water Level for Boilers and Important Notices 鍋爐水位調整及注意事項	Working Mechanism and Repair of Various Combustion Engines and Equipment 燃機各種設備原理與檢修
Descaling Treatment of Recycled Water 循環水的防垢處理	Work Safety Procedures 安全工作規程	Dispatching Management System 調度管理制度



# Employee Care

## 員工關懷

### LABOUR STANDARD

The Group resolutely prohibits use of child labour and forced labour in the workplace to safeguard the legitimate employee interests and rights. According to the “Employee Handbook” of the Group, employment of the underage is strictly prohibited. Where the employee so appointed is found to have disqualified for the required age of the Group, or child labour is used by mistake, the Group shall be required to: (1) truthfully report to the local labour administration; (2) immediately terminate the work of such employee and arrange a health check on such employee; (3) pay all compensation to such employee and escort such employee to his/her guardian.

In addition, the Group respects the employees’ right of resignation. To resign, the employee shall submit the “Employee Resignation Application” one month in advance. As for outstanding employees, the relevant responsible officer shall engage in communications with such resigning employees to understand the causes of resignation and make efforts to retain such employees. For the purposes of safeguarding the employee interests and rights, overtime pay will be paid to the overtime employees upon presentation of the overtime roster approved by the responsible officer.

The Group is in compliance with the relevant laws and regulations, including “Labour Law of the People’s Republic of China” and “Law of the People’s Republic of China on the Protection of the Minors”. During the year, the Group was not aware of any non-compliant case in connection with any child labour or forced labour.

### 勞工準則

本集團堅決禁止在工作場所使用童工及強制勞工，確保員工的合法權益得到保護。本集團《員工手冊》中規定，嚴禁錄用未滿十八歲員工。若發現所聘請員工不符合本集團對年齡的要求，或發生誤聘童工的情況，本集團須：(1)如實上報當地勞工管理部門；(2)立即停止該員工的工作，並帶其進行體檢；(3)發放該員工的所有薪資，並護送該員工至其監護人。

此外，本集團尊重員工離職的權利。員工離職時應提前一個月填寫《員工辭職申請書》。對於表現優異員工，相關負責人應與其進行談話瞭解離職原因並加以挽留。為保障員工權益，《人力資源管理制度》中規定，員工加班後可憑獲負責人審批的加班單進行加班工資結算。

本集團遵守相關法律及規例，如《中華人民共和國勞動法》和《中華人民共和國未成年人保護法》等。本集團在本年度並無發現任何童工或強制勞工的違法違規個案。

# Operation Responsibility

## 營運責任

### PRODUCT RESPONSIBILITY

#### Service quality

To ensure the safety of power supply, the Group has formulated internal management policies, including “Safety Management Standards” and “Safety Risk Assessment and Management Standards”, to maintain the quality of power consumption.

According to the “Safety Risk Assessment and Management Standards”, each Operating Station shall build a leading taskforce for risk assessment, which is primarily comprised of the general manager (as the team leader), safety management personnel at all levels, technicians, and representative practitioners, and monitor the production equipment and personnel activities to ensure the safety of power generation. In the meantime, attention shall be paid to the following four scenarios:

- No reasonable control measures are in place despite previous occurrence of safety accidents;
- No appropriate administrative measures to address operation risks identified during daily inspection;
- Comments or recommendations given by the customers of the Group in accordance with the relevant law and regulations or other specific requirements; and
- Non-compliance with the relevant safety administrative rules.

### 產品責任

#### 服務質量

為保證所供電力的安全性，本集團已制訂《安全管理標準》或《安全風險評估管理標準》等內部管理制度，致力維護用電質量。

《安全風險評估管理標準》中規定，各營運點應建立以總經理為組長，各級安全管理人員、技術人員及從業人員代表為主要成員的風險評估領導小組，對各營運點的生產設備和人員活動進行監測，以確保電力生產的安全性。同時，對於下列四種情況應重點關注：

- 曾發生過安全事故，但並未有合理控制措施的；
- 通過日常觀察發現的營運風險，且並無適當管理措施的；
- 本集團客戶根據相關法律法規或其他特殊規定而提出的意見或建議；及
- 不符合相關安全管理規定的。



# Operation Responsibility

## 營運責任

For new projects or equipment accepted into the plants, the leading taskforce for risk assessment shall anew conduct risk identification, risk assessment, risk control, and other procedures.

Currently, each Operating Station's businesses do not involve any product labelling, recall, advertising, customer privacy etc., and therefore no related policy is formulated. The Group is in compliance with the relevant laws and regulations, including "Law of the People's Republic of China on Product Quality". During the year, the Group was not aware of any non-compliant case in connection with product responsibility, nor did the operation of the Group involve any product recall case.

### ANTI-CORRUPTION

The Group attaches great importance to anti-corruption work, which represents not only the social development requirements for enterprises, but also an important part for enterprises to realise their own values. The Group further regulates related work through the "Employee Handbook".

When carrying out business activities, employees can give or accept gifts that do not affect the business judgment of both parties. All gifts or acceptances should be reported to the supervisor for evaluation. Where an employee personally accepts a kickback from a third party or individual, once found, it will be treated as bribery.

針對廠房所有新增項目或新增設備等，風險評估領導小組應重新進行危害辨識，風險評估及風險控制等流程。

各營運點業務目前暫不涉及產品標籤、回收、廣告及客戶隱私等內容，因此並無制訂相關政策。本集團遵守相關法律及規例，如《中華人民共和國產品質量法》等法律法規。本年度，本集團並無發現與產品責任相關的違法違規個案，而本集團的營運不涉及任何產品回收個案。

### 反貪腐

本集團重視反貪污相關工作。這不僅是社會發展對企業的要求，同時也是企業實現自身價值的重要渠道。本集團通過《員工手冊》，進一步規範相關工作。

員工進行商業活動時，可以餽贈或接受不影響雙方商業判斷的禮物。所有餽贈或接受行為應報上級主管進行評估。若員工以私人身份收受第三方單位或個人的回扣，一經發現，則以受賄處理。

# Operation Responsibility

## 營運責任

In addition, the Group also establishes a corruption whistleblowing box, which encourages its employees to participate in the day-to-day management of the Group and effectively carry out anti-corruption work. The Group undertakes to keep confidential the personal information of the whistleblower, and any retaliation against the whistleblower by any person is prohibited.

The Group is in compliance with the relevant laws and regulations, including “Anti-Unfair Competition Law of the People’s Republic of China”, “Anti-Money Laundering Law of the People’s Republic of China”, and other applicable laws and regulations. During the Year, the Group was not aware of any non-compliant case in connection with corruption, nor did any legal case regarding corruption was brought against the Group or its employees.

### SUPPLY CHAIN MANAGEMENT

In order to ensure that the suppliers meet the environmental and social concepts of the Group, the Group has established internal systems, such as “Materials Supplier Management Standard”, “Management Rules and Implementation Process for Tendering and Bidding” and “Supplier Qualification Approval Notice”, to standardise supplier screening process.

As required by the “Management Rules and Implementation Process for Tendering and Bidding”, the suppliers shall be reviewed on site and scored according to product quality, on-time delivery rate and pricing during the screening process. According to the results of the scoring, 5–10% of the suppliers will be eliminated by the Group each year to ensure the quality of the suppliers.

此外，本集團亦通過設立廉政舉報信箱，鼓勵員工參與本集團的日常管理，以有效的開展反貪腐工作。本集團承諾對舉報人的信息進行保密處理，任何人不得對舉報人進行打擊和報復。

本集團遵守相關法律及規例，如《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》及其他適用的法律及規例。本集團在本年度並無發現任何與貪污相關的違法違規案例，亦無任何與本集團及員工相關的貪污訴訟案件。

### 供應鏈管理

為保證供應商符合本集團的環境和社會理念，本集團已制訂《物資供應商管理標準》、《招投標管理細則及實施流程》及《供應商資格審查須知》等內部制度，以規範供應商篩選流程。

《招投標管理細則及實施流程》中規定，供應商篩選過程中應對其進行現場審查，按照產品質量、準時交貨率及價格進行打分。根據打分結果，本集團每年度將淘汰5–10%的供應商，以確保供應商質量。



# Operation Responsibility

## 營運責任

When selecting suppliers, the Group pays close attention to its environmental and social performances in addition to factors such as product quality and pricing, to eliminate environmental and social risks in the supply chain. The criteria for selecting suppliers includes but are not limited to:

- Environmental protection: Suppliers are required to strictly comply with the relevant provisions of environmental protection and establish an internal environmental management system;
- Legal employment: Suppliers shall undertake that the employment standards are in compliance with the relevant national laws and regulations, and no illegal employment shall be permitted; and
- Public welfare activities: Suppliers shall actively participate in charity work and give back to the society by various means.

本集團選擇供應商時，除關注其產品質量及價格等因素外，亦十分關注其環境和社會表現，以杜絕供應鏈中的環境及社會風險。供應商選擇標準包括但不限於：

- 環境保護：供應商應嚴格遵守環境保護相關條款，並建立內部環境管理系統；
- 合法用工：供應商須承諾用工標準符合國家相關法律法規，不得存在違法用工情況；及
- 公益活動：供應商應積極參與公益事業，通過多種方式回饋社會。

# Co-Building the Community

## 社區共建

As a responsible company, the Group is highly committed to its social responsibilities and pays attention to the needs of charity, care for the elderly and children's education in the community where it operates. During the Year, for the purpose of regulating the Group's charitable donations, the Group issued the "Notice on the Management Requirements for Unifying Social Charitable Donations" (the "Notice"). According to the Notice, the administrative officer at each Operating Station is responsible for the organisation of volunteers and charity and visit activities. In addition, in order to strengthen the management of charitable donations, the administrative officer at each Operating Station shall report the donation amount, donation targets and agreements to the administrative and human resources department of the Company one month in advance.

During the Year, the Group continued to support a series of community development activities, such as blood donation, caring visits to children at special schools, and visits to the homes of elderly people living alone.

作為一間負責任的企業，本集團重視對於自身社會責任的承擔，關注營運所在地慈善、長者關懷及兒童教育方面的需要。本年度，本集團發佈《關於統一社會公益慈善捐款管理要求的通知》(下稱「通知」)規範本集團的慈善捐助行為。該通知規定，由各營運點辦公室主任負責義工召集和慈善慰問活動的組織工作。此外，為加強慈善捐助管理工作，各營運點辦公室主任應提前一個月上報捐助金額、捐助對象及捐助協議等內容至本公司行政人事部。

本集團於本年度持續支持一系列社區建設工作，如參與無償獻血、慰問特殊學校兒童，及探望獨居老年人等。

Blood Donation  
無償獻血



Caring for  
Children  
關愛兒童

Visiting the  
Elderly  
慰問長者



# Overview of KPIs

## 關鍵績效指標總覽

### ENVIRONMENTAL PERFORMANCE

### 環境表現

#### Environmental KPIs 環境關鍵績效指標

#### Types of emissions and related emissions data 排放物種類及相關排放數據

	2018 2018年	2017 2017年	Unit 單位
Nitrogen oxide 氮氧化物	12,577	59,417	kg 千克
Sulfur oxides 硫氧化物	1,494	4,943	kg 千克
Respiratory suspended particles (RSP) 可吸入懸浮粒子	1,709	8,202	kg 千克

#### Total greenhouse gas emissions 溫室氣體總排放量

Scope 1: Direct greenhouse gas emission <sup>3</sup> 範圍1：直接溫室氣體排放 <sup>3</sup>	59,063	130,862	tonne of CO <sub>2</sub> e 公噸二氧化碳當量
Scope 2: Indirect greenhouse gas emission from energy <sup>4</sup> 範圍2：能源間接溫室氣體排放 <sup>4</sup>	2,909	3,059	tonne of CO <sub>2</sub> e 公噸二氧化碳當量
Total greenhouse gas emission 溫室氣體總排放量	61,972	133,921	tonne of CO <sub>2</sub> e 公噸二氧化碳當量
Greenhouse gas intensity (in power generation <sup>5</sup> ) 溫室氣體密度(以發電量 <sup>5</sup> 計算)	0.70	0.46	tonne of CO <sub>2</sub> e/MWh of power generation 公噸二氧化碳當量/兆瓦時發電量
Total greenhouse gas emissions from power generation 發電產生的溫室氣體總排放量	40,595	125,991	tonne of CO <sub>2</sub> e 公噸二氧化碳當量
Intensity of greenhouse gas from power generation (in power generation <sup>5</sup> ) 發電產生的溫室氣體密度(以發電量 <sup>5</sup> 計算)	0.46	0.43	tonne of CO <sub>2</sub> e/MWh of power generation 公噸二氧化碳當量/兆瓦時發電量
Total greenhouse gas emissions from heating 供熱產生的溫室氣體總排放量	17,491	4,816	tonne of CO <sub>2</sub> e 公噸二氧化碳當量
Intensity of greenhouse gas from heating (in heating amount) 供熱產生的溫室氣體密度(以供熱量計算)	0.16	0.16	tonne of CO <sub>2</sub> e/tonne of steam 公噸二氧化碳當量/噸蒸汽

<sup>3</sup> Greenhouse gas emissions under the Scope 1 include the greenhouse gas emissions generated from greenhouse gas arising from fuel combustion of stationary sources (i.e., natural gas consumed by gas boilers) and mobile sources (i.e., gasoline and diesel consumed by vehicles), operation of sewage processing equipment using Wastewater Anaerobic Bio-treatment and the use of fire extinguishing agents and refrigerants. In addition, although R-12 and R-22, two refrigerants used by Jing-Xing Power Plant, Anji Power Plant and De-Neng Power Plant, are not included in the six greenhouse gases contained in Kyoto Protocol, their emissions are included in the carbon assessment in this Report to provide true and fair information about greenhouse gases.

<sup>4</sup> Greenhouse gas emissions under the Scope 2 include the greenhouse gas emissions generated from consumption of purchased electricity. Due to the updated national standards, the emission of purchased electricity for the Year was calculated on the basis of the average emission of the national power grid in 2015, while that for 2017 was calculated on the basis of the average emission of China's regional power grid in 2012.

<sup>5</sup> Power generation includes natural gas-fired power generation and photovoltaic power generation.

<sup>3</sup> 範圍1溫室氣體排放包括固定源(即燃氣鍋爐所消耗的天然氣)及移動源(即車輛所消耗的汽油和柴油)的燃料燃燒、廢水厭氧處理的污水處理設備運作,以及使用滅火劑和製冷劑產生的溫室氣體所造成的溫室氣體排放。另外,雖然京興電廠、安吉電廠及德能電廠所使用的製冷劑種類R-12及R-22均不在《京都議定書》所涵蓋的六種溫室氣體中,本報告亦將其排放量包括在碳評估中,以提供真實和公平的溫室氣體相關信息。

<sup>4</sup> 範圍2溫室氣體排放包括外購電力消耗所產生的溫室氣體排放。由於國家標準的更新,本年度外購電力排放因子採用2015年全國電網平均排放因子,而2017年外購電力排放因子則採用2012年中國區域電網平均排放因子。

<sup>5</sup> 發電量包括天然氣發電量和太陽能發電量。

# Overview of KPIs

## 關鍵績效指標總覽

Environmental KPIs 環境關鍵績效指標	2018 2018年	2017 2017年	Unit 單位
<b>Total hazardous wastes</b> 有害廢棄物總量			
Total hazardous wastes 有害廢棄物總量	3.7	2.3	tonne 公噸
Hazardous waste intensity (in power generation) 無害廢棄物密度(以發電量計算)	0.041	0.008	kg/MWh of power generation 公斤/兆瓦時發電量
<b>Total non-hazardous wastes</b> 無害廢棄物總量			
Total non-hazardous wastes 無害廢棄物總量	41.5	66.6	tonne 公噸
Non-hazardous waste intensity (in power generation) 無害廢棄物密度(以發電量計算)	0.47	0.23	kg/MWh of power generation 公斤/兆瓦時發電量
<b>Total energy consumption</b> 能源總耗量			
Direct energy 直接能源	336,660	653,669	MWh 兆瓦時
Natural gas 天然氣	336,553	—	MWh equivalent 兆瓦時等值
Gasoline 汽油	107	—	MWh equivalent 兆瓦時等值
Indirect energy 間接能源			
Purchased electricity 外購電力	4,768	4,348	MWh 兆瓦時
Sold electricity 外售電力	(85,292)	(282,394)	MWh 兆瓦時
Renewable Energy-photovoltaic power generation 可再生能源 — 光伏發電			
Power generation <sup>6</sup> 發電量 <sup>6</sup>	420	N/A	MWh 兆瓦時
Sold power generation <sup>7</sup> 外售電量 <sup>7</sup>	(75)	N/A	MWh 兆瓦時
Total energy consumption 能源總耗量	256,481	375,623	MWh 兆瓦時
Energy intensity (in power generation) 能源密度(以發電量計算)	2.88	1.29	MWh/MWh of power generation 兆瓦時/兆瓦時發電量

<sup>6</sup> Among the Operating Stations, only Jing-Xing Power Plant and Anji Power Plant are engaged in photovoltaic power generation projects.

<sup>7</sup> The electricity from photovoltaic power generation at Jing-Xing Power Plant is for sale purposes while the electricity from photovoltaic power generation at Anji Power Plant is for internal consumption.

<sup>8</sup> The business operation at each Operating Station does not involve the use of packaging materials.

<sup>6</sup> 各營運點中只有京興電廠和安吉電廠涉及光伏發電項目。

<sup>7</sup> 京興電廠有外售光伏發電的電力，安吉電廠光伏發電電力為內部使用。

<sup>8</sup> 本集團各營運點業務併不涉及包裝材料的使用。



# Overview of KPIs

## 關鍵績效指標總覽

### Environmental KPIs 環境關鍵績效指標

#### Total water consumption 總耗水量

Total water consumption  
總耗水量  
Water consumption intensity  
(in power generation)  
耗水密度(以發電量計算)

2018  
2018年

2017  
2017年

Unit  
單位

463,174

594,212

m<sup>3</sup>

立方米

5.21

2.04

m<sup>3</sup>/MWh of power generation  
立方米/兆瓦時發電量

#### Total packaging materials used for finished products<sup>8</sup> 製成品所用包裝材料的總量<sup>8</sup>

Not applicable to the business nature of each Operating Station  
不適用於各營運點業務性質

# Overview of KPIs

## 關鍵績效指標總覽

### SOCIAL PERFORMANCE

### 社會表現

Region 地區	Employee Distribution 員工分佈		Distribution and percentage of new employees 新員工人數分佈及比例		Distribution and percentage of resigned employees 離職員工人數分佈及比例	
			2018	2017	2018	2017
Jing-Xing Power Plant 京興電廠	Gender 性別	Male 男性	40	41	4 (10%)	9 (22.0%)
		Female 女性	14	14	2 (14.3%)	3 (21.4%)
	Type of employment 僱傭類別	Senior management 高級管理人員	1	1	0 (0%)	0 (0%)
		Middle management 中級管理人員	5	6	0 (0%)	1 (20.0%)
		General staff 一般員工	48	48	6 (12.5%)	8 (16.7%)
	Age 年齡	Aged under 30 三十歲以下	20	17	6 (30%)	10 (58.8%)
		Aged 30-40 三十歲至四十歲	26	29	0 (0%)	2 (6.9%)
		Aged 41-50 四十一歲至五十歲	6	8	0 (0%)	1 (16.7%)
		Aged over 50 五十歲以上	2	1	0 (0%)	0 (0%)
Anji Power Plant 安吉電廠	Gender 性別	Male 男性	44	46	9 (20.5%)	9 (19.6%)
		Female 女性	19	19	1 (5.3%)	3 (15.8%)
	Type of employment 僱傭類別	Senior management 高級管理人員	2	2	0 (0%)	0 (0%)
		Middle management 中級管理人員	5	5	0 (0%)	0 (0%)
		General staff 一般員工	56	58	10 (17.9%)	12 (20.7%)
	Age 年齡	Aged under 30 三十歲以下	38	39	8 (21.1%)	9 (23.1%)
		Aged 30-40 三十歲至四十歲	19	19	1 (5.3%)	3 (15.8%)
		Aged 41-50 四十一歲至五十歲	6	7	1 (16.7%)	0 (0%)
		Aged over 50 五十歲以上	0	0	0 (0%)	0 (0%)



# Overview of KPIs

## 關鍵績效指標總覽

Region 地區	Employee Distribution 員工分佈		Distribution and percentage of new employees 新員工人數分佈及比例		Distribution and percentage of resigned employees 離職員工人數分佈及比例	
			2018	2017	2018	2017
De-Neng Power Plant 德能電廠	Gender 性別	Male 男性	44	40	6 (13.6%)	9 (22.5%)
		Female 女性	10	10	0 (0%)	0 (0%)
	Type of employment 僱傭類別	Senior management 高級管理人員	1	1	0 (0%)	0 (0%)
		Middle management 中級管理人員	6	6	0 (0%)	0 (0%)
		General staff 一般員工	47	43	6 (12.8%)	9 (20.9%)
	Age 年齡	Aged under 30 三十歲以下	27	22	6 (22.2%)	9 (40.9%)
		Aged 30-40 三十歲至四十歲	16	17	0 (0%)	0 (0%)
		Aged 41-50 四十一歲至五十歲	10	10	0 (0%)	0 (0%)
		Aged over 50 五十歲以上	1	1	0 (0%)	0 (0%)
Blue Sky Power Plant 藍天電廠	Gender 性別	Male 男性	41	43	5 (12.2%)	9 (20.9%)
		Female 女性	14	14	2 (14.3%)	1 (7.1%)
	Type of employment 僱傭類別	Senior management 高級管理人員	0	0	0 (0%)	0 (0%)
		Middle management 中級管理人員	3	3	0 (0%)	1 (33.3%)
		General staff 一般員工	52	54	7 (13.5%)	9 (16.7%)
	Age 年齡	Aged under 30 三十歲以下	14	11	3 (21.4%)	6 (54.5%)
		Aged 30-40 三十歲至四十歲	22	21	3 (13.6%)	3 (14.3%)
		Aged 41-50 四十一歲至五十歲	16	21	1 (6.25%)	1 (4.8%)
		Aged over 50 五十歲以上	3	4	0 (0%)	0 (0%)

### Occupational safety and health performance 職業安全健康績效

	Year 年份	Indicator 指標
Number and percentage of work-related fatalities 因工關係而死亡的人數及比例	2018 2017	0 (0%) 0 (0%)
Number and percentage of employees who suffered from work-related injuries 因工受傷人數及比例	2018 2017	0 (0%) 0 (0%)

# Overview of KPIs

## 關鍵績效指標總覽

Region 地區	Training 培訓		Distribution and percentage of employees receiving training 培訓人數分佈及比例		Training hours (hours) 培訓時數 (小時)		Average training hours (hours) <sup>9</sup> 平均培訓時數 (小時) <sup>9</sup>	
			2018	2017	2018	2017	2018	2017
Jing-Xing Power Plant 京興電廠	Gender 性別	Male 男性	40 (100%)	41 (100%)	1,637	1,641	40.9	40.0
		Female 女性	14 (100%)	14 (100%)	442	430	31.6	30.7
	Type of employment 僱傭類別	Senior management 高級管理人員	1 (100%)	1 (100%)	16	16	16.0	16.0
		Middle management 中級管理人員	5 (100%)	6 (100%)	60	144	12.0	24.0
		General staff 一般員工	48 (100%)	48 (100%)	2,003	1,911	41.7	39.8
Anji Power Plant 安吉電廠	Gender 性別	Male 男性	44 (100%)	46 (100%)	2,067	1,258	47.0	27.3
		Female 女性	19 (100%)	19 (100%)	605	470	31.8	24.7
	Type of employment 僱傭類別	Senior management 高級管理人員	2 (100%)	2 (100%)	62	28	31.0	14.0
		Middle management 中級管理人員	5 (100%)	5 (100%)	173	70	34.6	14.0
		General staff 一般員工	56 (100%)	58 (100%)	2,437	1,630	43.5	28.1
De-Neng Power Plant 德能電廠	Gender 性別	Male 男性	44 (100%)	40 (100%)	1,668	1,830	37.9	45.8
		Female 女性	10 (100%)	10 (100%)	344	240	34.4	24.0
	Type of employment 僱傭類別	Senior management 高級管理人員	1 (100%)	1 (100%)	48	6	48.0	6.0
		Middle management 中級管理人員	6 (100%)	6 (100%)	288	72	48.0	12.0
		General staff 一般員工	47 (100%)	43 (100%)	1,576	1,992	33.5	46.3
Blue Sky Power Plant 藍天電廠	Gender 性別	Male 男性	41 (100%)	44 (100%)	965	609	23.5	13.8
		Female 女性	14 (100%)	14 (100%)	387	208	27.6	14.9
	Type of employment 僱傭類別	Senior management 高級管理人員	0 (N/A 不適用)	1 (100%)	0	6	0	6.0
		Middle management 中級管理人員	3 (100%)	3 (100%)	65	72	21.7	24.0
		General staff 一般員工	52 (100%)	54 (100%)	1,287	739	24.8	13.7

<sup>9</sup> Calculation of average hours: the training hours of such type of employment divided by the number of employees of the same type.

<sup>9</sup> 平均時數的計算方法為：該僱傭類別培訓時數除以同一類別員工數目。



# Overview of KPIs

## 關鍵績效指標總覽

Region 地區	Name of community investment project 社區投資項目名稱	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)
Jing-Xing Power Plant 京興電廠	Pei Zhi School visit 培智學校慰問	5	4	1,000
	Blood donation 組織無償獻血	2	2	0
Anji Power Plant 安吉電廠	Charitable donation campaigns 慈善捐款活動	60	0	2,995
	Blood donation 組織無償獻血	3	6	0
De-Neng Power Plant 德能電廠	Visit to the homes of elderly people living alone 慰問社區孤寡老人	12	24	3,000
Blue Sky Power Plant 藍天電廠	River restoration activities 淨化河道活動	2	16	0
	Basketball Court Open Day 免費開放籃球場	3	12	2,000
<b>Total 總計</b>	<b>For the Year 本年度數據</b>	<b>87</b>	<b>64</b>	<b>8,995</b>
	For 2017 二零一七年數據	34	292	12,124

# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>A Environmental 環境</b>		
<b>A1 Emission 排放物</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, 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。	12-21
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	33
A1.2	Total greenhouse gas emissions and intensity. 溫室氣體總排放量及密度。	13; 33
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	16; 33
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	16; 34
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。	13-14
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。	15-16



# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>A2 Use of resources 資源使用</b>		
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	16–20
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	34
A2.2	Water consumption in total and intensity. 總耗水量及密度。	34
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。	17–18
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。	18–20
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	34
<b>A3 Environment and natural resources 環境及天然資源</b>		
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。	20–21
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。	20–21

# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>B Social 社會</b>		
<b>B1 Employment 僱傭</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	24–26
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。	35–36
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。	35–36



# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
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### 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。	22-24
B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	36
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。	22-24

### 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。	26
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	37
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。	37

# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>B4 Labour standard 勞工準則</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced 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。	27
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。	27
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。	27
<b>B5 Supply chain management 供應鏈管理</b>		
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	30–31
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	30–31



# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>B6 Product responsibility</b> <b>產品責任</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	28-29
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。	29
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。	28-29

# Content Index to the Report

## 報告內容索引

Subject Areas 主要範疇	Content 內容	Page 頁碼索引
<b>B7 Anti-corruption 反貪污</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	29–30
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。	30
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。	29–30
<b>B8 Community investment 社區投資</b>		
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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	32
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)。	32
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)。	38





Room 706, 7/F. Albion Plaza, 2-6 Granville Road,  
Tsim Sha Tsui, Kowloon, Hong Kong  
香港九龍尖沙咀加連威老道2-6號  
愛賓商業大廈7樓706室  
<http://www.amberenergy.com.hk>