



Sanai Health Industry Group Company Limited 三愛健康產業集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1889



Environmental, Social and Governance Report

環境、社會及管治報告

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ABOUT THIS REPORT

Sanai Health Industry Group Company Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues.

PREPARATION BASIS AND SCOPE

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

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its business in three segments, which are (1) pharmaceutical products business, (2) general trading business including trading of electronic components, electric appliances, and fitness equipment, and (3) finance lease business. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken the initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of the Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2018 to 31 December 2018.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email at ir@1889hk.com.

INTRODUCTION

Sanai Health Industry Group Company Limited aims to be a vertically integrated specialty pharmaceutical group focused on manufacturing, marketing, and selling pharmaceutical products in the PRC. The Group provides branded prescription, as well as over-the-counter Western pharmaceuticals and modern Chinese medicine products, including modern Chinese medicine injectibles. It offers products primarily in the therapeutic areas of respiratory, cardiovascular, gastrointestinal, infectious diseases and cancer.

關於本報告

三愛健康產業集團有限公司（「本公司」，連同其附屬公司統稱為「本集團」）欣然呈報本環境、社會及管治報告（「報告」），以提供本集團管理影響經營的重大事件之概覽，包括環境、社會及管治事件。

編製基準及範圍

本報告乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄27「環境、社會及管治報告指引」而編製及已遵守上市規則的「不遵守就解釋」條文。

本報告概述本集團於企業社會責任方面的表現，涵蓋其三個分部的業務，即(1)醫藥產品業務，(2)一般貿易業務，包括買賣電子組件、電器及健身設備，及(3)融資租賃業務。為優化及完善報告中的披露要求，本集團已採取行動制定政策、記錄相關數據及實施及監督措施。本報告將以中英文在聯交所網站刊發。倘中文版本與英文版本存在任何不一致，概以英文版本為準。

報告期間

本報告載列我們自二零一八年一月一日起至二零一八年十二月三十一日止報告期間的可持續發展計劃。

聯絡資料

本集團歡迎閣下就本報告給予意見，以完善我們的可持續發展計劃。請電郵至 ir@1889hk.com 聯絡我們。

緒言

三愛健康產業集團有限公司的目標是成為一家垂直整合的專業藥品集團，專門在中國製造、營銷和銷售藥品。本集團提供品牌處方、非處方西藥和中藥產品，包括現代中藥注射劑。其提供的產品主要適用於治療呼吸科、心血管、消化科、傳染病及癌症等症狀。

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Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. The sustainability strategy of the Group is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

可持續發展為本集團業務策略的主要部分，以達致業務成功及提升長期競爭力。本集團致力於以經濟、社會及環境方面可持續發展的方式經營，同時平衡各類持份者的利益及促進對社會的正面影響。本集團的可持續策略乃以遵守適用法律規定、可持續原則及持份者意見為基礎。本集團已制定及執行各項政策管理與監察與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展的管理方法於本報告詳細闡述。

STAKEHOLDERS ENGAGEMENT

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquires and continuous interest in the Group's business activities. Hence, the Group has established multiple effective communication channels to a broad spectrum of stakeholders to enable better formulation of our business strategies in order to respond to their concerns and expectations, strengthen our relationships and anticipate potential risks.

持份者參與

本集團認同從持份者對本集團業務活動的見解、查詢及持續興趣中獲得有用信息的重要性。因此，本集團為各類持份者設立多重有效溝通渠道，以更好地制定業務策略回應彼等的關注及預期、加強我們的關係及預期潛在風險。

Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Government and Regulatory Authorities	– Compliance with laws and regulations – Proper tax payment – Promotion of regional economic development and employment	– On-site inspections and checks – Research and discussion through work conferences, work reports preparation and submission for approval – Annual reports and other published information on its website
政府及監管機構	– 遵守法律及法規 – 依法納稅 – 推動區域經濟發展及就業	– 現場檢驗、檢查 – 透過工作會議、工作報告編製及提交審批，開展研究及討論 – 年報及網站所發佈的其他資料
Shareholders and Investors	– Low risk – Return on investment – Transparent disclosure of information – Protection of interests and fair treatment of shareholders	– Annual general meeting and other shareholders' meetings – Annual reports, announcements and other published information – Newsletter – Meeting with investors and analysts
股東及投資者	– 低風險 – 投資回報 – 透明的信息披露 – 保障股東利益及公平待遇	– 股東週年大會及其他股東大會 – 年報、公告及已發佈的其他資料 – 簡訊 – 與投資者及分析師會面
Employees	– Working environment – Career development – Health and safety	– Training, seminars, briefing sessions – Cultural and sport activities – Newsletters – Intranet and emails
僱員	– 工作環境 – 職業發展 – 健康與安全	– 培訓、研討會、簡介會 – 文化及體育活動 – 員工通訊 – 內聯網及電郵

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Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Customers 客戶	– Safe and high-quality products – Stable relationship – Information transparency – Integrity and business ethics – After-sales service – 安全高質產品 – 穩定關係 – 資料透明度 – 誠信及商業道德 – 售後服務	– Website, brochures, annual reports and other published information – Email and customer service hotline – Feedback forms – Regular meetings – 網站、宣傳冊、年報及已發佈的其他資料 – 電郵及客戶服務熱線 – 意見反饋表 – 定期會議
Suppliers/Business Partners 供應商／業務夥伴	– Long-term partnership – Honest cooperation – Fair and open tendering process – Information and resources sharing – Risk reduction – 長期合作關係 – 坦誠合作 – 公平、公開投標流程 – 分享資料及資源 – 降低風險	– Business meetings, supplier conferences, phone calls, interviews – Review and assessment – Tendering process – 業務會議、供應商會議、電話、面談 – 審核及評估 – 投標流程
Peers/Industry associations 同業／行業協會	– Experience sharing – Cooperation – Fair competition – 經驗分享 – 攜手合作 – 公平競爭	– Industry conference – Site visit – 行業會議 – 實地拜訪
Public and communities 公眾及社區	– Community involvement – Social responsibilities – 投入社區 – 社會責任	– Volunteering – Charity and social investment – 義工活動 – 慈善活動及社會投資

ENVIRONMENTAL ASPECTS

The Group is committed to continuously improving the environmental sustainability of our business and ensuring that environmental consideration remains one of the key focuses in fulfilling our obligations to both the environment and community. To demonstrate its commitment to sustainable development, the Group has established relevant emission reduction and energy saving initiatives to manage the emission and maintain green operations. In order to ensure that all environmental protection permissions and approvals required by the regulatory authorities are in place, the Group conducts reviews on its environmental protection measures regularly.

環境層面

本集團致力於不斷改善業務的環境可持續性並確保環境考慮仍然是履行我們對環境及社區的義務的關鍵焦點之一。為展示本集團對可持續發展的承諾，其已制定相關減排及節能措施以管理排放物及維持綠色運營。為確保監管部門要求的所有環境保護許可及批准均已到位，本集團定期對其環保措施進行審查。

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During the reporting period, the Group complied with the relevant environmental protection laws and regulations applicable to pharmaceutical manufacturers in China, including Good Manufacturing Practice (“GMP”) certification requirements and requirements governing the construction and expansion of its manufacturing plants and facilities.

EMISSIONS

The Group acknowledges its responsibility to the environment and has implemented various measures to mitigate the emission generated during production process, which includes exhaust fumes, solid waste, sewage and noise. The Group has adopted a policy of “Environmental Protection Management Procedure” to regulate and monitor the emission during production process.

During the reporting period, the Group was in strict compliance with the Law of the PRC on Environmental Protection, the Law of the PRC on Evaluation of Environmental Effects, the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on Prevention and Control of Water Pollution and the Law of the PRC on Prevention and Control of Environmental Noise Pollution and other applicable laws and regulations related to environmental protection in the PRC. The Group was not aware of any material non-compliance with the relevant laws and regulations that had significant impact on the Group and are related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste during the reporting period.

Air Pollutants Emission

The air pollutants emitted by the Group mainly come from exhaust fumes generated during the manufacturing process and turbines operation, and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees. Before being discharged into the air, the exhaust fumes are treated to reduce the dust content to a level which can meet the relevant national standards.

In addition, the Group has consistently adopted new technology and manufacturing processes to eliminate the air pollutants emission from the Group's operation. The use of toluene, an explosive and combustible chemical, is prohibited in manufacturing N(2)-Alanyl-L-Glutamine to mitigate the potential environmental impacts caused by explosion or fire. The ammonia generated during the manufacturing process of N(2)-Alanyl-L-Glutamine is recycled to reduce the amount of exhaust fumes. The Group has also improved its purification technology and reduced the use of ethyl alcohol in processing modern Chinese medicine raw materials. The Group continues to carry out research and development to further improve its purification technology so as to reduce the use of ethyl alcohol and other solvents with the aim to reduce the amount of exhaust fumes discharged to the environment.

於報告期間，本集團遵守適用於中國醫藥製造商的相關環境保護法律及法規，包括生產質量管理規範（「GMP」）認證規定及監管其生產工廠及設施建設及擴張的規定。

排放物

本集團深知其對環境應承擔的責任及已實施各種策略以減少生產過程中產生的排放物，包括廢氣、固體廢物、污水及噪音。本集團已採取「環境保護管理程序」政策規管及監督生產過程中的排放物。

於報告期間，本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國環境噪音污染防治法》及有關中國環境保護的其他適用法律及法規。於報告期間，本集團並不知悉任何嚴重違反有關空氣及溫室氣體排放、向水及土地排放、產生有害及無害廢棄物的相關法律及法規而對本集團有重大影響。

空氣污染物排放

本集團排放的空氣污染物主要來自製造過程及風機運行以及車輛產生的廢氣。實施排放控制措施以減低環境影響及保護僱員健康至關重要。廢氣在排放到空氣中之前，會進行處理以將灰塵含量降低到符合相關國家標準的水平。

此外，本集團一直採納新技術及製造工藝，以消除本集團經營所產生的空氣污染物排放。在製造N(2)-丙氨酰-L-穀氨酰胺時，禁止使用甲苯（一種易爆及可燃化學品）以減輕爆炸或火災可能造成的環境影響。在N(2)-丙氨酰-L-穀氨酰胺製造過程中產生的氨供循環使用，以減少廢氣排放量。本集團亦已改善其淨化技術及減少在中藥原料加工過程中乙醇的使用。本集團繼續進行研發以進一步改善其淨化技術，以減少乙醇及其他溶劑的使用，旨在減少向環境排放的廢氣量。

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During the reporting period, the air pollutants emission was as follows:

Type of air pollutants	Unit	Amount
Nitrogen oxides (NO _x)	kg	43.01
Sulphur dioxide (SO ₂)	kg	0.16
Particulate matter (PM)	kg	5.17

Greenhouse Gas ("GHG") Emission

Greenhouse gas is considered as one of the major contributors to the climate change and global warming. During the Group's operation, electricity consumption accounts for a major part of our GHG emission. The Group places great emphasis on improving energy efficiency and reducing energy consumption to minimise the impacts on the environment. The Group has adopted energy saving initiatives that will be further elaborated in the section "Use of Resources" of this Report.

During the reporting period, the GHG emission was as follows:

Type of GHG emission	Unit	Amount
Scope 1 ¹	tonnes of CO ₂ -e	4.01
Scope 2 ²	tonnes of CO ₂ -e	486.52
Total GHG Emission	tonnes of CO₂-e	490.53
GHG Intensity	tonnes of CO ₂ -e/employee ³	2.13

Hazardous and Non-hazardous Wastes

The Group's operational activities do not generate any hazardous waste. The non-hazardous wastes of the Group are generated during manufacturing process and office operation. The non-hazardous wastes generated during manufacturing process include scrap materials resulting from processing of Chinese medicine raw materials, scrap packaging materials, glass and other solid wastes. The non-hazardous wastes generated during manufacturing process are classified and recycled. The scrap materials are recycled by manufacturer as fertilizer for agricultural use. The scrap packaging materials are recycled as raw materials by paper manufacturers. The glass and other solid wastes are recycled by manufacturers of construction materials.

於報告期間，空氣污染物排放如下：

空氣污染物類型	單位	排放量
氮氧化物(NO _x)	千克	43.01
二氧化硫(SO ₂)	千克	0.16
顆粒物質(PM)	千克	5.17

溫室氣體 ("溫室氣體") 排放

溫室氣體被認為是氣候變化及全球變暖主要成因之一。於本集團的經營中，耗電量為溫室氣體排放的主要部分。本集團非常重視改善能效及減低能耗以盡量減少對環境的影響。本集團已採納節能措施，將於本報告「資源使用」一節進一步詳述。

於報告期間，溫室氣體排放如下：

溫室氣體排放類型	單位	排放量
範圍1 ¹	噸CO ₂ -e	4.01
範圍2 ²	噸CO ₂ -e	486.52
溫室氣體排放總量	噸CO₂-e	490.53
溫室氣體密度	噸CO ₂ -e/僱員 ³	2.13

有害及無害廢棄物

本集團的經營活動不會產生任何有害廢棄物。本集團的無害廢棄物來自製造過程及辦公室運營。製造過程中產生的無害廢棄物包括加工中藥原材料產生的廢料、廢棄包裝材料、玻璃及其他固體廢棄物。製造過程中產生的無害廢棄物予以分類及循環。廢料由廢料企業循環用作農業肥料用途。廢包裝材料由造紙廠商循環用作原材料。玻璃及其他固體廢棄物由建築材料製造商循環使用。

¹ Scope 1: Direct emission from sources that are owned or controlled by the Group.
² Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.
³ The intensity refers to tonnes of carbon dioxide equivalent (CO₂-e) per the total number of employees at the end of the reporting period.

¹ 範圍1：本集團擁有或控制的來源的直接排放。
² 範圍2：本集團消耗已購買電力產生的間接排放。
³ 密度指二氧化碳當量噸數除以報告期末僱員總人數。

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In addition to non-hazardous waste generated from manufacturing process, non-hazardous waste such as paper, is generated during office operation. The Group strives to reduce the amount of paper waste and strengthen the environmental awareness of employees by introducing paper-saving initiatives as follows:

- Recycling boxes are available near the photocopiers for collection of single-sided paper for reuse and double-sided paper for recycling.
- Default double-side printing are set on printers.
- Employees are encouraged to reuse stationery such as used envelopes.
- Communication by electronic means such as emails, is promoted.

During the reporting period, the non-hazardous waste generated by the Group was as follows:

Type of waste	Unit	Amount
Non-hazardous waste	tonnes	2.65
Non-hazardous waste intensity	tonnes/employee ⁴	0.012

Wastewater

The wastewater generated during the production process is treated by the Group's own wastewater treatment facilities using anaerobic/oxic (A/O) process and dissolved air flotation technology. The wastewater is processed in a centralized system and treated to the extent that it is discoloured and contains no sediment. For wastewater generated from turbines operation, it is treated to remove sediment and to reach an appropriate pH level before discharge.

Noise

Noise is mainly generated from the operation of turbines, heating, ventilation and air conditioning systems, and air compressors. The Group strives to reduce the generation of noise and impacts on the surrounding by implementing isolation and noise reduction measures to ensure it is maintained at a level permitted by law.

USE OF RESOURCES

The major resources used by the Group are electricity, petrol, water and packaging materials. The Group has adopted a policy of "Energy Resources Control Procedure" and aims to promote resource saving by implementing energy and water efficiency initiatives and motivating our employees to participate in resource conservation activities. The Group has appointed the Corporate Cost Control Management Working Group to prevent wastage of resources and reduce production cost.

除製造過程中產生的無害廢棄物外，辦公室運營亦會產生無害廢棄物（如紙張）。本集團努力減少廢紙量及透過引入如下節約用紙措施加強僱員的環保意識：

- 複印機旁設有回收箱，以收集單面打印紙張供再次使用及雙面打印紙張供循環再用。
- 打印機備有預設雙面打印功能。
- 鼓勵僱員重複利用文具用品，例如已使用信封。
- 推廣電子通信方式，例如電子郵件。

於報告期間，本集團產生的無害廢棄物如下：

廢棄物類型	單位	數量
無害廢棄物	噸	2.65
無害廢棄物密度	噸／僱員 ⁴	0.012

廢水

生產過程中產生的廢水由本集團本身的廢水處理廠使用厭氧／好氧工藝及溶氣浮選法進行處理。廢水在中央系統進行加工並處理至無色及不含沉澱物。就渦輪機運行產生的廢水，其在排放前經過處理以移除沉澱物及達到合適的pH值。

噪音

噪音主要來自風機、加熱、通風及空調系統及空氣壓縮機的運行。本集團致力於透過實施隔離及減低噪音措施減少噪音的產生及對周邊環境的影響，以確保其維持在法律許可的水平。

資源使用

本集團使用的主要資源為電力、汽油、水及包裝材料。本集團已採納「節能控制程序」政策及旨在透過實施節約能源及水源的措施以及鼓勵僱員參與資源節約活動促進資源節約。本集團已委任企業成本控制管理工作小組，防止資源浪費及降低生產成本。

⁴ The intensity refers to tonnes of non-hazardous waste per the total number of employees at the end of the reporting period.

⁴ 密度指無害廢棄物噸數除以報告期末僱員總人數。

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Energy consumption

The use of electricity and fuels account for energy consumption. In view of the scarcity of resources, we have advocated various energy conservation strategies as follows:

- The temperature of air-conditioning is maintained at around 25 degrees Celsius.
- The computers and lightings are turned off before leaving the office.
- Regular cleaning is conducted for heat exchange system to increase its efficiency.
- Energy efficiency is taken into consideration when procuring machineries.

During the reporting period, the energy consumption was as follows:

Type of energy	Unit	Amount
Purchased electricity	MWh	561.32
Petrol	MWh	18.56
Total energy consumption	MWh	579.88
Energy intensity	MWh/employee ⁵	2.52

Water consumption

Water is another important resource used by the Group during its operation. The Group endeavours to conserve water effectively by promoting water saving and recycling in its operation. Water-saving fixtures are installed in sinks and lavatories to reduce the amount of water consumption. The wastewater generated during our production process is recycled and reused in the manufacturing process so as to reduce the water consumption. The amount of water consumption is recorded regularly for the Group to monitor the water consumption level and better formulate water-saving measures.

During the reporting period, the water consumption was as follows:

Water Consumption	Unit	Amount
Total	m ³	34,736.60
Intensity	m ³ /employee ⁶	151.03

耗用能源

耗用能源指使用電力及燃料。鑒於資源稀缺，我們已提倡多種節能措施如下：

- 空調溫度維持在約攝氏25度。
- 在離開辦公室前關閉電腦及燈具。
- 定期清潔熱交換系統以提高其效能。
- 在採購機械時考慮能效。

於報告期間，能耗如下：

能源類別	單位	數量
購買電力	兆瓦時	561.32
汽油	兆瓦時	18.56
總能耗	兆瓦時	579.88
能源密度	兆瓦時／僱員 ⁵	2.52

耗水量

水為本集團經營中使用的另一種主要資源。本集團透過在其經營中節水及循環使用，致力於有效節約用水。水槽及洗手間均安裝節水裝置，以減少耗水量。生產過程中產生的廢水在製造過程中循環及重複使用，以減少耗水量。本集團定期記錄耗水量，以監督耗水量及更好地制定節水措施。

於報告期間，耗水量如下：

耗水量	單位	數量
總計	立方米	34,736.60
密度	立方米／僱員 ⁶	151.03

⁵ The intensity refers to MWh per the total number of employees at the end of the reporting period.

⁶ The intensity refers to m³ per the total number of employees at the end of the reporting period.

⁵ 密度指兆瓦時數除以報告期末僱員總人數。

⁶ 密度指立方米數除以報告期末僱員總人數。

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Packaging Materials and Other Resources

Packaging materials are used to prevent contamination of medicines by the surrounding environment. The major packaging materials used by the Group are paper and plastic, and their consumption was as follows:

Type of packaging material	Unit	Amount
Paper	tonnes	92.80
Plastic	tonnes	43.50

包裝材料及其他資源

包裝材料用於避免藥物被周邊環境污染。本集團使用的主要包裝材料為紙張及塑料，彼等的消耗量如下：

包裝材料類型	單位	數量
紙張	噸	92.80
塑料	噸	43.50

THE ENVIRONMENT AND NATURAL RESOURCES

Pursuant to the Law on Environmental Impact Studies of the PRC, manufacturers are required to prepare environmental impact study report setting forth potential environmental impacts and determine the prevention and remedial measures to be adopted for the proposed construction projects. The Group conducts environmental impact study and strictly monitors the construction projects in accordance with environmental impact study report. To further mitigate the environmental impacts of the Group's operation, the Group consistently utilizes modern equipment, technologies and measures which have lower impacts on the environment. The Group also monitors and manages its compliance of laws and regulations in respect of environmental protection.

The Group integrates environmental responsibility in designing, repairing and maintaining existing and planned environmental protection equipment and facilities. During the research and development stage of new products, the design of the facilities required to manufacture the products is taken into consideration to mitigate its environmental impacts. Prior to the selection of new products for production, the Group evaluates the environmental impacts posed by the manufacturing of the new drug and selects the products with less environmental impacts during manufacturing process. The Group engages professionals to undertake the implementation of the project and provide repair services for environmental protection equipment and facilities. The equipment and facilities after repairing are subject to examination by local environmental protection authorities. The Group also appoints relevant personnel dedicated to maintenance of environmental protection equipment and facilities.

環境與天然資源

根據《中國環境影響評估法》，製造商須編製環境影響研究報告，當中載明可能影響環境及釐定就建議建築項目擬採納的預防及補救措施。本集團進行環境影響研究及根據環境影響研究報告嚴格監督建築項目。為進一步減緩本集團經營的環境影響，本集團一直採用對環境影響較少的現代化設備、技術及措施。本集團亦監督及管理環保法律及法規的合規情況。

本集團將環保責任納入設計、維護及保養現有及計劃中的環保設備及設施中。於新產品研發階段，已考慮製造產品所需設備的設計，以減低其對環境的影響。於選擇生產的新產品時，本集團評估製造新藥產生的環境影響及選擇製造過程中環境影響較低的產品。本集團委聘專業人士承擔項目實施及為環保設備及設施提供維修服務。維修後的設備及設施須經由當地環保部門檢查。本集團亦已委聘相關專業人士專門負責環保設備及設施的維護工作。

SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

EMPLOYMENT

The Group believes employees are valuable assets and the foundation for success and development of the Group. The Group aims to attract and retain talents, maintain a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The commitment is incorporated into the Group's staff handbook. The staff handbook covers the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

社會層面

僱傭及勞工常規

僱傭

本集團認為，僱員為最寶貴資產及本集團成功及發展的基礎。本集團旨在吸引及挽留人才、為僱員營造安全及平等的工作環境、提供發展機會及促進僱員健康及幸福。該承諾已納入本集團員工手冊。員工手冊涵蓋本集團有關薪酬及解僱、招聘及晉升、工作時間、假期及其他待遇及福利的標準。

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The Group strives to create a fair and inclusive workplace where all its employees are treated with dignity and respect. The Group provides equal opportunity in all aspects of employment and prohibits discrimination or harassment against any individual on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by applicable law.

Remuneration and benefits are important to attract, retain and motivate talents in achieving key goals of the Group. The Group provides competitive remuneration, rewards program including share option scheme, retirement and medical benefits for our employees. Employees are provided with social endowment insurance, unemployment insurance, work injury insurance, maternity insurance, medical insurance and housing provident fund. Employees are also entitled to various benefits including marriage leave, compassionate leave, maternal leave as well as statutory holidays.

The Group was in strict compliance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulations in the PRC. During the reporting period, the Group was not aware of any non-compliance with those applicable laws and regulations.

As at 31 December 2018, the PRC employees compositions (in terms of the numbers of employees) by gender, employee category, age group and geographical region were as follows:

Total number of employee at 31 December 2018 230

By Gender

Male	102
Female	128

By Employee Category

Senior Management	3
Middle Management	23
General	204

By Geographical Region

China	230
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By Age Group

Aged 30 or below	27
Aged 31-40	59
Aged 41-50	108
Aged 51 or above	36

本集團致力於建立公平共融的工作場所，讓其全體僱員得到尊嚴及尊重對待。本集團於僱傭的所有方面提供公平機會及禁止針對任何個人的性別、年齡、國籍、婚姻狀況、殘疾、種族、膚色、宗教信仰及適用法律保護等任何其他特徵的歧視或騷擾。

薪酬及待遇對吸引、挽留及激勵人才以達成本集團主要目標非常重要。本集團為僱員提供具競爭力的薪酬、獎勵計劃（包括購股權計劃）、退休及醫療福利。僱員獲提供社會養老保險、失業保險、工傷保險、生育保險、醫療保險及住房公積金。僱員亦有權獲得各種福利，包括婚假、恩恤假、產假及法定假日。

本集團嚴格遵守《中國勞動法》、《中國勞動合同法》及中國其他適用法律及法規。於報告期間，本集團並不知悉任何違反該等適用法律及法規。

於二零一八年十二月三十一日，按性別、僱員類別、年齡組別及地理位置劃分中國僱員組成（僱員人數）如下：

於二零一八年十二月三十一日 230
的僱員總數

按性別

男性	102
女性	128

按僱員類別

高級管理層	3
中層管理人員	23
一般員工	204

按地理位置

中國	230
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按年齡組別

30歲或以下	27
31至40歲	59
41至50歲	108
51歲或以上	36

Environmental, Social and Governance Report

環境、社會及管治報告

The turnover rates of PRC employees by gender and age group during the reporting period were as follows:

Employment	Unit	Turnover rate
By gender⁷		
– Male	%	21.5
– Female	%	18.3
By age group⁸		
– 30 or below	%	44.3
– 31-40	%	19.7
– 41-50	%	13.2
– 51 or above	%	10.2
Overall⁹	%	19.5

HEALTH AND SAFETY

The Group places the highest security on securing the health and safety of its employees. The Group has set up a Safety Production Committee to monitor and manage matters related to occupational health and safety and ensure strict compliance with relevant laws and regulations in the PRC, including the Law of the PRC on Work Safety and the Law of the PRC on the Prevention and Control of Occupational Disease.

Safety training is crucial to enhance employees' safety awareness in order to mitigate the risk of work-related injury. The Group has adopted a policy of "Safety Production Management Procedures" to ensure production safety. The Group conducts safety education training on a regular basis and actively participates in safety education activities held by the local government. Employees are required to pass the safety education assessment before operating assigned equipment. In addition to production safety, the Group places great emphasis on fire safety. The Group organises fire drills every half year to ensure that employees are prepared to respond in the event of emergency. The Group also invites fire department personnel from time to time to carry out professional safety trainings for employees, including trainings on safety knowledge and practical drill operations.

In addition, the Group has adopted the "Employee Health and Management Procedure" to establish employees' health standard management. Employees who have direct contact with the products are required to conduct medical check at least once a year. The Group also provides medical insurance coverage for employees.

During the reporting period, there was no work-related fatal injury or accident with the above policies and measures implemented. The Group was not aware of any non-compliance with the relevant laws and regulations in the PRC during the reporting period.

於報告期間，按性別及年齡組別劃分的中國僱員流失率如下：

僱傭	單位	流失率
按性別劃分⁷		
— 男性	%	21.5
— 女性	%	18.3
按年齡組別劃分⁸		
— 30歲或以下	%	44.3
— 31至40 歲	%	19.7
— 41至50 歲	%	13.2
— 51歲或以上	%	10.2
整體流失率⁹	%	19.5

健康與安全

本集團極為重視保障其僱員的健康及安全。本集團已成立安全生產委員會，以監督及管理有關職業健康與安全的事宜，並確保嚴格遵守中國相關法律及法規，包括《中國安全生產法》及《中國職業病防治法》。

為了降低工傷風險，安全培訓對提高僱員的安全意識至關重要。本集團已採納「安全生產管理流程」政策，以確保生產安全。本集團定期進行安全教育培訓並積極參與當地政府舉辦的安全教育活動。僱員於操作指定的設備之前須通過安全教育評估。除生產安全外，本集團極為重視消防安全。本集團每半年組織消防演習，以確保僱員為應對緊急情況作好準備。本集團亦不時邀請消防部門人員為僱員開展專業的安全培訓，包括安全知識及實際演習操作培訓。

此外，本集團已採納「僱員健康與管理流程」，以確定僱員的健康標準管理。直接接觸產品的僱員須至少每年進行一次體檢。本集團亦為僱員購買醫療保險。

於報告期間，實施上述政策及措施後，並無發生工傷致命或意外事故。於報告期間，本集團並無獲悉任何違反中國相關法律及法規的情況。

⁷ Turnover rate refers to total number of PRC employee turnover of the gender group per total number of PRC employees of the corresponding gender group at the end of the reporting period.

⁸ Turnover rate refers to total number of PRC employee turnover of the age group per total number of PRC employees of the corresponding age group at the end of the reporting period.

⁹ Turnover rate refers to total number of PRC employee turnover during the reporting period per total number of PRC employees at the end of the reporting period.

⁷ 流失率指某性別組別的中國僱員流失總數除以於報告期末該性別組別的中國僱員總數。

⁸ 流失率指某年齡組別的中國僱員流失總數除以於報告期末該年齡組別的中國僱員總數。

⁹ 流失率指報告期間的中國僱員流失總數除以於報告期末的中國僱員總數。

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DEVELOPMENT AND TRAINING

The Group believes the knowledge, skills and capabilities of its employees are vital to the Group's continued business growth and success. In view of that, the Group adopts a policy of "Employee Training Management Procedure" and offers various training programs for employees to enhance their requisite knowledge and skills in discharging their duties. The training programs offered can be divided into four main categories as follows.

1. New employees' trainings

Newly joined employees are required to participate in three levels of training, including company, production and team. The trainings cover the basic company profile, equipment operation and maintenance procedures, safety production management regulations, etc.

2. On-the-job trainings

The trainings are provided for existing employees which covers operational skills training and medicine-related theoretical knowledge such as microbial knowledge and Chinese medicines knowledge.

3. Trainings for internal transfers

The trainings are provided for employees who are internally transferred to other job positions. The trainings include the operation procedures of new positions.

4. Trainings for specific positions

Employees who handle special types of work are required to go through professional trainings and obtain work permits before carrying out their duties. Examples of specific positions include boiler workers, electricians, welders and financial accountants.

The training programs offered include internal and external training. For internal training, the Group invites external experts and internal technicians to conduct the trainings. For external trainings, the Group encourages employees to participate in site visits, seminars and workshops organised by external organisations.

During the reporting period, the percentage of PRC employees trained and the average training hours completed per PRC employee by gender and employment category were as follows:

Training	Unit	Percentage of PRC employees trained
By gender¹⁰		
- Male	%	100.0
- Female	%	100.0
By employment category¹¹		
- Senior management	%	100.0
- Middle management	%	100.0
- General	%	100.0

¹⁰ Percentage of PRC employees trained refers to total number of trained employee of the gender group in the PRC per the total number of PRC employees of the corresponding gender group at the end of the reporting period.

¹¹ Percentage of PRC employees trained refers to total number of trained employee of the corresponding employment category in the PRC per the total number of PRC employees of the corresponding employment category at the end of the reporting period.

發展及培訓

本集團認為，僱員的知識、技能及能力對本集團的持續業務發展及成功至關重要。有鑒於此，本集團採納「僱員培訓管理程序」政策及為員工提供各種培訓計劃，以提高彼等履行職責所必需的知識及技能。所提供的培訓計劃可分為以下四個主要類別。

1. 新僱員的培訓

新入職的僱員須進行三層培訓，包括公司、生產及團隊。培訓內容涵蓋公司基本概況、設備操作及維護程序、安全生產管理規例等。

2. 在職培訓

該等培訓是向現職僱員提供，涵蓋操作技能培訓及醫藥相關理論知識(例如微生物知識及中藥知識)。

3. 內部調崗培訓

該等培訓是向內部調崗至其他崗位的僱員提供。培訓包括新崗位操作流程。

4. 指定崗位培訓

處理特殊工作的僱員於開展彼等的工作之前須進行專業的培訓並取得工作許可證。特殊崗位的例子包括鍋爐工人、電工、焊工及財務會計人員。

所提供的培訓計劃包括內部及外部培訓。就內部培訓而言，本集團邀請外部專家及內部技術員提供培訓。就外部培訓而言，本集團鼓勵員工參加外部機構組織的實地探坊、研討會及講習班。

於報告期間，按性別和僱傭類別劃分的接受培訓的中國僱員百分比及每名中國僱員完成的平均培訓時數如下：

培訓	單位	接受培訓的中國僱員百分比
按性別劃分¹⁰		
- 男性	%	100.0
- 女性	%	100.0
按僱傭類別劃分¹¹		
- 高級管理層	%	100.0
- 中層管理人員	%	100.0
- 一般員工	%	100.0

¹⁰ 接受培訓的中國僱員百分比指某性別組別的接受培訓的中國僱員總數除以於報告期末該性別組別的中國僱員總數。

¹¹ 接受培訓的中國僱員百分比指某僱傭類別的接受培訓的中國僱員總數除以於報告期末該僱傭類別的中國僱員總數。

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Training hours	Unit	Average training hours
By gender		
– Male	hours/employee	18.0
– Female	hours/employee	17.5
By employment category		
– Senior management	hours/employee	25.0
– Middle management	hours/employee	16.0
– General	hours/employee	17.5

培訓時數	單位	平均培訓時數
按性別劃分		
– 男性	時數／僱員	18.0
– 女性	時數／僱員	17.5
按僱傭類別劃分		
– 高級管理層	時數／僱員	25.0
– 中層管理人員	時數／僱員	16.0
– 一般員工	時數／僱員	17.5

LABOUR STANDARDS

The Group fully complies with the Labour Contract Law of the PRC and strictly emphasises on the prohibition of engaging child labour and forced labour. The Group has formulated the “Corporate Responsibility Policy” on managing the prohibition of child labour. As prevention for child labour, candidates are required to present their identity cards for age verification during recruitment process. If there is any case related to child labour and forced labour, the Group will investigate the incident and report to local labour authorities.

During the reporting period, the Company was not aware of any noncompliance with the relevant laws and regulations related to recruitment of child labour or forced labour practices.

勞工準則

本集團全面遵守《中國勞動合同法》並嚴禁聘用童工及強制勞工。本集團已制訂「企業責任政策」以管理禁止童工。為防聘用童工，申請人在招聘過程中均須出示身份證以核實年齡。倘出現任何有關童工及強制勞工個案，本集團將會作出調查及向當地勞動部門匯報。

於報告期間，本公司並無獲悉任何違反有關聘用童工或強制勞工慣例的相關法律及法規。

OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

The Group strives to deepen the collaborative relationship with suppliers and create competitive advantages in the value chain. The Group has implemented a policy of “Supplier Management Procedures” to monitor the quality of suppliers and ensure stable supply of materials and goods. When selecting suppliers, the Group takes into consideration of various criteria, including their tracks records, reputation, experience and financial strength. In addition, the Group has set up a Supplier Quality Audit and Evaluation Team to conduct regular written audits and on-site audits for suppliers. The audits cover different aspects, including suppliers’ qualification, production facilities, production process and management and quality control system to ensure the suppliers comply with the Group’s standards. Following the audit process, if there is any area of non-compliance identified, the relevant supplier is required to propose corrective actions in order to eliminate the identified deficiencies.

The Group also works closely with sales agents and distributors in selling pharmaceutical products to hospitals, clinics and drug stores. They are required to comply with the relevant laws and regulations and the Group’s marketing policies. In order to ensure high quality sales services are delivered, the Group provides training for the frontline salespersons to strengthen their knowledges and skills.

營運慣例

供應鏈管理

本集團致力於深化與供應商的合作關係並在價值鏈上創造競爭優勢。本集團已實施「供應商管理程序」政策，以監控供應商的質素及確保穩定的材料及貨品供應。挑選供應商時，本集團考慮各種標準，包括彼等的往績記錄、經驗及財務實力。此外，本集團已成立供應商質量審核及評估團隊，以對供應商定期進行書面審核及現場審核。審核範圍涵蓋不同方面(包括供應商資格、生產設施、生產流程及管理以及質量控制系統)，以確保供應商符合本集團的標準。緊隨審核流程後，倘發現任何違規情況，相關供應商須作出糾正行動，以消除所發現的缺陷。

本集團亦與銷售代理及分銷商緊密合作，以向醫院、診所及藥店銷售醫藥產品。彼等須遵守相關法律及法規以及本集團的營銷政策。為了確保提供高質素的銷售服務，本集團為前線銷售人員提供培訓，以增強彼等的知識及技能。

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PRODUCT RESPONSIBILITY

The Group regards product quality as a key competitive advantage of its business and makes every effort to improve the product quality while strengthening communications with customers. The Group maintains a high-quality standard for operation of manufacturing equipment and manufacturing process of pharmaceutical products in accordance with the “Administrative Measures Governing the Production Quality of Pharmaceutical Products” promulgated by the government. “3A (三愛)” brand has been granted Fujian Famous Trademark by the Trademark Bureau of Administration for Industry and Commerce in Fujian Province in recognition of the quality of the Group’s products and services.

The Group is in strict compliance with the Product Quality Law of the PRC, the Trademark Law of the PRC, the Law of the PRC on the Protection of Consumer Rights and Interests and other applicable laws and regulations in the PRC. During the reporting period, the Group did not identify any case of material sales returns or experience any product liability or other legal claims due to problems with the quality of products.

Quality Control Management

The Group strives to achieve the highest possible standard with all the products or services provided to customers by adopting stringent GMP quality control procedures. In order to ensure strict product quality control, the Group has also enacted the “Quality Assurance Management Procedure” and the “Quality Control Management Procedure” to set out the Group’s standard in monitoring and managing the product quality throughout the production process. The quality control measures cover all aspects of the operation, from the design of the manufacturing plants and equipment to the production of the finished products, to ensure the product and service qualities comply with GMP standards.

In selecting quality control personnel, the Group assesses their professional qualifications and experience. All of the quality control personnel are qualified and experienced in quality control of pharmaceutical industry. The Group also provides internal trainings for quality control personnel to enhance their legal knowledge in the pharmaceutical industry.

Complaints Handling

The Group endeavours to provide the best services to enhance customer satisfaction. In order to continuously improve customer service, the Group has formulated the “Product Complaint Management Procedure” to establish a complaint management system in dealing with complaints. The Group has also established a Complaint Handling Committee to ensure all complaints are handled promptly and effectively to ensure and maintain customer satisfaction. The time frame for handling complaints is established based on the different market regions, severity levels of complaints and impacts on customers. During the reporting period, the Group did not receive any case of complaint.

產品責任

本集團認為產品質量是其業務的主要競爭優勢，因此我們致力提升產品質量，並且加強與客戶的溝通。本集團一直按照政府出台的《藥品生產質量管理辦法》，維持製造設備操作和藥品製造過程的高質量標準。福建省工商行政管理局商標局對「3A」（三愛）品牌授予福建省著名商標，以認可本集團產品及服務的質量。

本集團嚴格遵守《中國產品質量法》、《中國商標法》及《中國消費者權益保護法》及其他適用的中國法律及規例。於報告期間，本集團並無面臨任何重大銷售退貨情況或經歷因產品質量問題而提起的任何產品責任或其他法律索償。

質量控制管理

透過採取嚴格的GMP質量控制程序，本集團致力於實現向客戶提供的所有產品或服務符合最高標準。為了確保嚴格的產品質量控制，本集團亦制訂「質量保證管理程序」及「質量控制管理程序」，以列明本集團的監控及管理整個生產流程產品質量的標準。質量控制措施涵蓋從製造廠及設備的設計到製成品生產運作的所有方面，以確保產品及服務質量符合GMP標準。

於挑選質量控制人員時，本集團評估彼等的專業資格及經驗。所有質量控制人員均具備醫藥行業質量控制資格及工作經驗。本集團亦會為質量控制人員提供內部培訓，以提高彼等於醫藥行業的法律知識。

投訴處理

本集團致力於提供最佳的服務，以提高客戶的滿意度。為了持續提高客戶服務，本集團已制定「產品投訴管理程序」，以制定投訴管理系統，處理投訴。本集團亦成立投訴處理委員會，以確保所有投訴獲及時及有效處理及維持客戶的滿意度。根據不同的市場區域、投訴嚴重程度及對客戶的影響確定處理投訴的時限。於報告期間，本集團並無接獲任何投訴個案。

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Intellectual Property Protection

The Group is dedicated to protecting and enforcing its intellectual property rights which are crucial to sustainable business growth. The Group has formulated relevant confidentiality management system, which stipulates that employees should keep confidential of product processing procedure and product registration information.

In addition, the Group has always sought legal protection for products and proprietary information by a combination of patents, trademarks, trade secrets, contractual arrangement and other legal protection available under the laws in the PRC, including state protection for Chinese medicine.

Customer Data Protection and Privacy

The Group has always attached great importance to safeguard and protect consumer rights and personal data. The Group has implemented a policy of “Document Protection Management Procedure” to prevent loss of confidential information. The documentations are classified into different categories based on their confidentiality and can only be accessed by authorised persons. The demand for confidential data is subject to approval and both the sender and the receiver are required to sign and confirm. Before destruction of the confidential documents, relevant personnel are required to obtain approval.

ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group strictly abides by the Anti-Unfair Competition Law of the PRC, the Criminal Law of the PRC and other relevant laws and regulations in the PRC. With the implementation of the “Anti-bribery System”, the Group conveys its firm stance against corruption and fraud to its employees. The Group incorporates applicable provisions related to anti-corruption in its contracts with third party suppliers and requires suppliers to fully comply with the requirements as defined. In order to strengthen corporate incorrupt construction, the Group has established an anti-corruption working group to monitor the sales process and prevent any case of corruption.

During the reporting period, no legal case concerned with corrupt practices was brought against the Group.

COMMUNITY

COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group is constantly aware of the needs of community. The Group has adopted the “Corporate Responsibility Policy” and actively participated in local community activities. The Group encourages its employees to dedicate their time and skills to supporting local communities and encourages its business partners to implement and improve corporate social responsibility policies. The Group strives to develop long-term relationship with our stakeholders and bring a positive impact on community development.

保障知識產權

保護和加強知識產權是業務可持續增長的關鍵，本集團在這方面一向不遺餘力。本集團已制定相關的機密管理系統，該系統規定僱員應對產品加工流程及產品註冊資料保密。

此外，本集團通過專利、商標、商業秘密、合同安排及中國法律（包括國家對中藥的保護）項下的其他法律保護措施的結合，一直積極尋求對產品及專有信息的法律保護。

保障客戶資料及私隱

本集團一直極為重視保障及保護消費者權利及個人資料。本集團已實施「文件保護管理程序」政策，以防止機密資料丟失。所有文件根據機密性分為不同類別且僅可由獲授權人士取閱。要求查閱機密資料須獲得批准且發送者及接收者均須簽署確認。相關人員銷毀機密文件之前，須取得批准。

反貪污

本集團致力於維護高水平的商業道德及誠信。本集團嚴格遵守《中國反不正當競爭法》、《中國刑法》及中國其他相關法律及法規。隨著「反賄賂制度」的實施，本集團向其僱員傳遞其對打擊腐敗及欺詐的堅定立場。本集團在與第三方供應商簽訂的合同中納入與反貪污相關的適用條文，並要求供應商完全符合所定義的要求。為加強企業廉潔建設，本集團已經成立反貪污工作小組，監督銷售流程及防止發生任何貪污事件。

於報告期間，並無向本集團提起有關貪污行為的法律訴訟。

社區

社區投資

作為一間對社會負責企業，本集團不斷了解社區的需要。本集團已採納「企業責任政策」，積極參與當地社區活動。本集團鼓勵其僱員投入時間及精力支持當地社區及鼓勵業務合作夥伴實施及完善企業社會責任政策。本集團致力發展與持份者的長期關係及為社區發展帶來正面影響。

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KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	"Emissions – Greenhouse Gas Emission"	6
關鍵績效指標A.1.2	溫室氣體總排放量及（如適用）密度	「排放物－溫室氣體排放」	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group's business.	–
關鍵績效指標A1.3	所產生有害廢棄物總量及（如適用）密度	不適用於本集團業務。	
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	"Emissions – Hazardous and Non-hazardous Wastes"	6
關鍵績效指標A1.4	所產生無害廢棄物總量及（如適用）密度	「排放物－有害及無害廢棄物」	
KPI A1.5	Description of measures to mitigate emissions and results achieved	"Emissions – Air Pollutants Emission", "Emissions – Greenhouse Gas Emission"	5-6
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KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	"Emissions – Hazardous and Non-hazardous Wastes"	6
關鍵績效指標A1.6	處理有害及無害廢棄物的方法、減低產生量的措施及所得成果的描述	「排放物－有害及無害廢棄物」	

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KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	"Use of Resources – Water Consumption"	8
關鍵績效指標A2.4	求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果的描述	「資源使用－耗水量」	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	"Use of Resources – Packaging Materials and Other Resources"	9
關鍵績效指標A2.5	製成品所用包裝材料的總量及（如適用）每生產單位估量	「資源使用－包裝材料及其他資源」	
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僱傭及勞工常規

B1: Employment

B1: 僱傭

General Disclosure

一般披露

KPI 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

關鍵績效指標B1.1

“Employment”

「僱傭」

9

“Employment”

「僱傭」

9

KPI B1.2

Employee turnover rate by gender, age group and geographical region
按性別、年齡組別及地區劃分的僱員流失率

關鍵績效指標B1.2

“Employment”

「僱傭」

9

B2: Health and safety

B2: 健康與安全

General Disclosure

一般披露

KPI B2.1

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

關鍵績效指標B2.1

“Health and Safety”

「健康與安全」

11

No case of work-related fatality was noted.
未發現工作關係而死亡的案例。

–

KPI B2.2

Lost days due to work injury

關鍵績效指標B2.2

因工傷損失工作日數

No case of lost days due to work injury was noted.

未發現工傷而損失工時的案例。

–

KPI B2.3

Description of occupational health and safety measures adopted, how they are implemented and monitored

關鍵績效指標B2.3

所採納的職業健康與安全措施，以及相關執行及監察方法的描述。

“Health and Safety”

「健康與安全」

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KPI B3.2	The average training hours completed per employee by gender and employee category	"Development and Training"	12
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B6：產品責任

General Disclosure

一般披露

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons

關鍵績效指標B6.1

已售或已運送產品總數中因安全與健康理由而須回收的百分比

“Product Responsibility”

「產品責任」

No case of products sold or shipped subject to recalls for safety and health reasons was noted.

並無發現已售或已發貨產品因安全及健康原因而召回的案例。

14

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KPI B6.2

Number of products and service related complaints received and how they are dealt with

關鍵績效指標B6.2

接獲關於產品及服務的投訴數目以及應對方法

No case of products and service related complaint was received.

並未接獲產品及服務相關投訴的案例。

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KPI B6.3

Description and practices relating to observing and protecting intellectual property rights

關鍵績效指標B6.3

與維護及保障知識產權有關的慣例的描述

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KPI B6.4

Description of quality assurance process and recall procedures

關鍵績效指標B6.4

質量檢定過程及產品回收程序的描述

“Product Responsibility – Quality Control Management”

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KPI B6.5

Description of consumer data protection and privacy policies, how they are implemented and monitored

關鍵績效指標B6.5

消費者資料保障及私隱政策，以及相關執行及監察方法的描述

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B7: Anti-corruption

B7：反貪污

General Disclosure

一般披露

KPI B7.1

Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case

關鍵績效指標B7.1

於報告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

“Anti-corruption”

「反貪污」

No concluded legal case regarding corrupt practices was noted.

並無發現已審結貪污訴訟案件。

15

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KPI B7.2

Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored

關鍵績效指標B7.2

防範措施及舉報程序，以及相關執行及監察方法的描述

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一般披露		「社區投資」	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	—	—
關鍵績效指標B8.1	專注貢獻範疇（如教育、環境問題、勞工需求、健康、文化、體育）		
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	—	—
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）	—	