

华立大学集团有限公司 Huali University Group Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1756

2019

Environmental, Social and Governance Report



Contents

1	About this Report	2
2	About Huali University Group	4
2.1	Overview of schools	4
2.2	Awards and recognition	6
3	Environmental, Social and Governance Management	12
3.1	Sustainable development strategy	12
3.2	Stakeholder engagement	12
3.3	Materiality assessment	16
4	Great Educational Philosophy	19
4.1	Elite teaching team	19
4.2	Safe and healthy campus	21
4.3	Valuing teaching feedback	24
4.4	Equal employment system	24
4.5	Comprehensive benefit packages	26
5	Compliant and Responsible Operation	29
5.1	Strict compliance governance	29
5.2	Anti-corruption	30
5.3	Comprehensive privacy protection	31
5.4	Responsible supply chain management	32
6	Creating a Green Campus Together	33
6.1	Implementing energy saving and emission reduction	33
6.2	Practicing green operation	36
7	Caring for People's Livelihood	39
7.1	Poverty alleviation	39
7.2	Helping the elderly, children and disabled	41
	Appendix I: Sustainability Data Statements	43
	Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index	46

1. About this Report

Huali University Group Limited and its subsidiaries (“Huali University Group”, the “Group” or “we”) is a leading large-scale private higher education and vocational education group in South China*. The Group is pleased to present our first Environmental, Social and Governance Report (the “ESG Report” or “this report”), which summarizes our initiatives, strategies and objectives relating to the environmental, social and governance issues and describes our visions and commitments to actualizing the sustainable development concept and performing our corporate social responsibility.

Reporting standards

This report is prepared under the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). The contents of this report follow the “comply or explain” provisions of the ESG Reporting Guide. The last chapter of this report contains an index of the main aspects under the ESG Reporting Guide with reference to the contents of this report for easy reference for the readers. The Group has been in compliance with the Corporate Governance Code (the “CG Code”) set out in Appendix 14 to the Listing Rules. Through the continuous improvement of our environmental, social and governance system, the Group ensures that the environmental, social and governance concepts are better integrated into our strategic planning and operational decision-making process, so that readers can understand the environmental, social and governance performance of the Group.

Scope of this report

This report describes the overall performance of the Group on the sustainable development policy relating to its core business and the fulfilment of our corporate social responsibility from 1 September 2018 to 31 August 2019 (the “Year” or the “Reporting Period”). Unless otherwise stated, this report covers the businesses directly controlled by Huali University Group, and the key environmental performance indicators cover three major schools of the Group, namely, Huali College Guangdong University of Technology, Guangzhou Huali Science and Technology Vocational College and Guangdong Province Huali Technician College, all located in Guangdong Province.

* For the purpose of this report, South China represented Guangdong Province, Guangxi Province and Hainan Province of the PRC



About this Report

Reporting languages

This report is published in traditional Chinese and English. In case of any discrepancy, the traditional Chinese version shall prevail.

Report feedback

We value your views on this report. Should you have any enquiries or suggestions, please send them to the following email address: hlu@hltz.net.

2. About Huali University Group

Huali University Group is a leading large-scale private higher education and vocational education group in South China. Our educational cause started in 1999. We operate three schools in Guangdong Province, including Huali College Guangdong University of Technology, Guangzhou Huali Science and Technology Vocational College (including Zengcheng campus and Yunfu campus) and Guangdong Province Huali Technician College (including Zengcheng campus and Yunfu campus). According to a Frost & Sullivan report, by the end of 2018, as measured by student enrollment, the Group ranked second among all private vocational education service providers in South China and ranked fourth among all private higher education service providers in South China.

Huali University Group offers private higher education and vocational education in a wide range of fields in applied sciences with an aim to equip, through applied science-focused and practice-oriented programs, our students with the necessary knowledge base, skill sets and accreditations to secure jobs and pursue careers in particular professions, trades and industries.

The Group's educational philosophy is, based on offering applied science-focused higher education, guided by social responsibility and student development, to cultivate talents with high moral characters, knowledge and practical skills, and pragmatic and innovative characteristics. The Group is also committed to continuously enhancing our innovations, school management and social service capabilities, aiming to create value for the education services provided by our schools. The Group's practical job-oriented curricula and high initial employment rates have enabled us to stand out in the industry and attract more potential students.

In November 2019, the Group was successfully listed on the Main Board of the Hong Kong Stock Exchange and became a listed company specializing in higher education and vocational education business, which has injected a new impetus into future education business development and school scale expansion of the Group.

2.1 Overview of schools

Huali College Guangdong University of Technology

Huali College Guangdong University of Technology (廣東工業大學華立學院) ("Huali College") was founded in Zengcheng District Economic Technological Development Area in Guangzhou in 2001 as a private secondary college affiliated with Guangdong University of Technology. It was approved by the Ministry of Education in 2004 to become one of the first private independent colleges in Guangdong Province to offer undergraduate programs. In December 2011, Huali College was approved by the Academic Degrees Committee of Guangdong Province (廣東省學位委員會) to issue bachelor's degrees accredited by the Ministry of Education.

About Huali University Group

Huali College offers undergraduate programs of 30 majors in nine departments, including international dual-diploma programs, employer-tailored joint cultivation programs and bilingual programs, which enable our students to be geared to international and industry standards and strengthen their competitiveness. As at 31 August 2019, Huali College had a total of 15,126 students.

Huali College has received wide recognition. It was awarded “National Private Education Advanced Group” by the China Teacher Development Foundation of the Ministry of Education in 2010. In addition, Huali College was recognised as a “College Students KAB Entrepreneurship Education Base” by the International Labour Organization, All-China Youth Federation and All-China Students’ Federation in 2016. It achieved a high initial employment rate of 95.9% for graduates for the 2017/2018 school year.

Guangzhou Huali Science and Technology Vocational College

Guangzhou Huali Science and Technology Vocational College (廣州華立科技職業學院) (“Huali Vocational College”) became a formal higher education institution in 2005 and offers three-year vocational programs granting junior college diplomas accredited by the Ministry of Education. Huali Vocational College operates two campuses in Guangdong Province, namely, Huali Vocational College Zengcheng Campus and Huali Vocational College Yunfu Campus which commenced operation in September 2018.

Huali Vocational College offers junior college diploma programs of 27 majors in six departments, including international dual-diploma programs, employer-tailored joint cultivation programs and bilingual programs, which enable our students to be geared to international and industry standards and strengthen their competitiveness. Huali Vocational College runs a 3+2 junior college-undergraduate program, which allows students to take unified exams and specialized exams after finishing their three years of study. Upon passing the exams, students will be admitted to the undergraduate program of Huali College or other target universities to study for another two or three years. Upon successful completion of the program at the target university, students will be awarded a bachelor’s degree. As at 31 August 2019, Huali Vocational College had a total of 13,044 students.

Huali Vocational College was recognised as a “2014 Most Competitive Private School” by Guangzhou Daily Newspaper Group in 2014 and was awarded “Innovation and Entrepreneurship Education and Culture Construction Award” by The Higher Education Professional Committee of The China Association for Non-Government Education in 2016. It achieved a high initial employment rate of 93.5% for graduates for the 2017/2018 school year.

About Huali University Group

Guangdong Province Huali Technician College

Guangdong Province Huali Technician College (廣東省華立技師學院) (“Huali Technician College”) commenced operation in 2000 as a private tertiary vocational school, and it was certified as a state key vocational school in 2005. It primarily offers three-year, full-time vocational programs granting technician diplomas of Huali Technician College accredited by the Department of Human Resources and Social Security of Guangdong Province. Huali Technician College operates two campuses in Guangdong Province, namely, Huali Technician College Zengcheng Campus and Huali Technician College Yunfu Campus.

Huali Technician College offers 29 majors of technician diploma programs in 10 departments, including dual-diploma programs and employer-tailored joint cultivation programs to strengthen students’ competitiveness upon graduation. As at 31 August 2019, Huali Technician College had a total of 9,050 students.

Huali Technician College was recognised as a “2010 Most Employment Competitive Private School in Guangdong” by Southern Metropolis Daily in 2010 and was recognised as a “Top Ten Advanced Unit in Vocational Education in Guangdong Province” by Guangdong Vocational Ability Construction Association in 2016 and 2018. It achieved a high initial employment rate of 98.4% for graduates for the 2017/2018 school year.

2.2 Awards and recognition

Huali University Group is committed to maintaining the good reputation of the Group and improving the teaching quality as well as the capability and quality of students in our schools. As a result, the three schools of Huali University Group have won various recognition and awards over the years. In the 2018/2019 school year, the Group and the teachers and students of our colleges had won the following major awards and recognition.

About Huali University Group

Awards and recognition received by Huali College and its students:

Awards and recognition	Awarding organisation
www.eol.cn 2018 “Annual Selection of Colleges through Big Data” — 2018 Popular College for Employment in Guangdong Province	www.eol.cn
2018–2019 Outstanding Construction Partner and Outstanding Volunteers	Fourth Operation Center of Guangzhou Metro
2019 National Electronics Design Contest, Guangdong Final — First Prize and Third Prize in Guangdong Province	National Undergraduate Electronics Design Contest Organizing Committee, Department of Education of Guangdong Province
“Youth Entrepreneurship Cup” 6th Guangzhou Youth Innovation and Entrepreneurship Contest in 2019, Zengcheng Final — Outstanding Organization Award, one First Prize, one Third Prize, and three Excellence Awards	Guangzhou Zengcheng District Committee of the Communist Youth League, Zengjiang Subdistrict Office of Zengcheng District
Outstanding Contribution Unit in the 2018 Selection of Best Interns  The image shows a yellow award certificate with a gold border. At the top, there are logos for the Communist Party of China, the Ministry of Education, and the Guangdong Provincial Students' Federation. The text on the certificate reads: '授予: 广东工业大学华立学院' (Awarded to: Guangdong University of Technology Huali College), '2018首席实习生评选活动' (2018 Chief Intern Selection Activity), '突出贡献单位' (Outstanding Contribution Unit) in large red characters, and '广东省学生联合会' (Guangdong Provincial Students' Federation) at the bottom.	Guangdong Students' Federation
6th “Guangdong Great Wall Cup” Speech Contest in 2018 — Second Prize	Guangdong Provincial Publicity Department, Guangdong Provincial Office of National Defense Education

About Huali University Group

Awards and recognition	Awarding organisation
15th “Challenge Cup” Guangdong College Students Extracurricular Academic and Technological Works Competition in 2019 — two First Prizes, three Second Prizes and seven Third Prizes	Guangdong Provincial Committee of the Communist Youth League, Department of Education of Guangdong Province, Department of Science and Technology of Guangdong Province, Guangdong Provincial Association for Science and Technology
First Guangdong Provincial School National Defense Education Achievement Exhibition in 2019 — Third Prize	Department of Education of Guangdong Province, General Office of Guangdong Provincial National Defense Mobilization Committee, Guangdong Provincial Office of National Defense Education, Guangdong Provincial Military Region Combat Readiness Construction Bureau, Guangdong Provincial Military Region Political Work Bureau
2018 “Bernie Cup” Guangdong College Students Table Tennis Championship — First Place in Total Group Score, Men’s Singles Champion, Women’s Doubles Champion, Mixed Doubles Champion	Guangdong Student Sports Art Federation
2018 Guangdong Sports Dance Open (Foshan Station) & Second Foshan Nanhai District Sports Dance International Standard Dance Championship — First Place in Waltz Tango Group, First Place in Waltz Tango Quick Step Group	Guangdong Sports Dance Association
Table Tennis Contest of the 10th Guangdong University Games in 2019 — Women’s (Group A) Singles Championship, Women’s (Group A) Doubles Champion, Women’s (Group A) Team Champion, Men’s (Group A) Singles Runner-up and Second Place in Total Group Score	10th Guangdong University Games Organizing Committee

About Huali University Group

Awards and recognition received by Huali Vocational College and its students:

Awards and recognition	Awarding organisation
Second China's Private Education Leaders Summit in 2019 — Special Contribution Award for Private Education of the 70th Anniversary of the Founding of the People's Republic of China (Chairman Mr. Zhang Zhifeng)	Chinese Academy of Management Science Institute of Educational Science, China Academy of Management Science Advisory Department
2018 Good Case of University-Enterprise Collaboration in China 	China Industry-University-Research Institute Collaboration Association and China University-Enterprise Collaboration Innovation Alliance
2018 Advanced Groups and Advanced Individuals Selection by Guangdong Occupation Technology Education Academy — Advanced Group 	Guangdong Occupation Technology Education Academy

About Huali University Group

Awards and recognition	Awarding organisation
Sixth National College Digital Art & Design Awards Ceremony in 2018 — Outstanding Organisation Award, 6 First Prizes, 9 Second Prizes, 16 Third Prizes and 5 Excellence Prizes	Talent Exchange Center of the Ministry of Industry and Information Technology, United Nations Institute for Training and Research Shanghai International Training Center
2018–2019 Professional Skills Competition for Students in Vocational Schools in Guangdong Province — Third Prize	Department of Education of Guangdong Province

Awards and recognition received by Huali Technician College and its teachers and students:

Awards and recognition	Awarding organisation
Decision on Commending Outstanding Teachers, Educators and Principals of Private Education in Guangdong Province for 2018 — Outstanding Principal (Huang Hua), Outstanding Educator (Guo Shilin), Outstanding Teacher (Lu Jianming)	Guangdong Private Education Association
Character Show of Charming Teachers from Vocational Schools in Guangdong Province for 2018 — Charming Teacher	Guangdong Vocational Training and Technical Education Association
2018 Annual Meeting of Guangdong Provincial Association for Vocational Capacity Building, “New Development in the New Era” — Advanced Workers in Professional Capacity Building of Guangdong Province for 2018 (Chen Wenjun, Ni Erjing)	Guangdong Provincial Association for Vocational Capacity Building
Sixth E-commerce Operational Skills Competition in 2018, Guangdong Trial — Third Prize in Secondary Vocational School Group	National E-Commerce Vocational Education and Teaching Steering Committee

About Huali University Group

Awards and recognition	Awarding organisation
Third Science and Technology Invention and Production Competition for Vocational Schools in Guangdong Province for 2018 — Second Prize and Outstanding Organisation Award	Guangdong Vocational Training and Technical Education Association
Fifth Hotelex “Rising Star” Chef Competition South China Region Group Competition in 2018 — “Best Skills Award” in group competitions, Gold Medal for Western Dessert, Silver Award for Western Food Appetizer and Silver Award for Western Entrees in individual competitions	China Cuisine Association, Shanghai Sinoexpo Informa Markets International Exhibition Co., Ltd.
Third Micro-Class Competition for Vocational Schools in Guangdong Province for 2019 — Third Prize and Outstanding Organization Award	Guangdong Provisional Vocational Technology Teaching and Research Division

3. Environmental, Social and Governance Management

3.1 Sustainable development strategy

While expanding education cause, Huali University Group also fulfils our corporate social responsibilities and gives back to the society. We have formulated our policy for sustainable corporate development, covering environmental protection, employment rights, community investment and stakeholder engagement. We promote the implementation of the relevant measures by our employees. The environmental, social and governance team of the Group supervises and reviews the implementation results of these measures to ensure our environmental protection and social performance.

3.2 Stakeholder engagement

In order to understand the opinions and expectations of stakeholders for the Group, we have identified stakeholders from different sectors, including government/industry associations, regulators, investors, employees, students/parents, former students, business partners, suppliers, media, community/non-governmental organisations and the public. We have taken an active and open attitude to listen to and understand their concerns, so as to determine the areas that the ESG Report should cover. We also continue to communicate with internal and external stakeholders to build long-term mutual trust with them. The following are the main methods for communication between the Group and major stakeholders:

Major stakeholders	Expectations and demands	Main methods for communication and response
Investors	<ul style="list-style-type: none">Investment returnBusiness growth	<ul style="list-style-type: none">Senior management meetingsMeetings and interviews
Government/ industry associations	<ul style="list-style-type: none">Compliant and reasonable operationBusiness growthQuality of teachingInformation transparency	<ul style="list-style-type: none">ConsultingLecturesSchool ratingsSchool visitsOrganisation of industry activities

Environmental, Social and Governance Management

Major stakeholders	Expectations and demands	Main methods for communication and response
Regulators	<ul style="list-style-type: none"> Compliant and reasonable operation Business growth Employee benefits 	<ul style="list-style-type: none"> Meetings Consulting Compliance reports Audits and annual inspections of private colleges and universities
Employees	<ul style="list-style-type: none"> Quality of teaching Career development Compensation and benefit packages Healthy and safe working environment Fair treatment Value demonstration 	<ul style="list-style-type: none"> Channels for employees to express their opinions (questionnaires, suggestion boxes, symposiums) Work performance appraisals and interviews Meetings and interviews (party committee theory center group learning meetings (including extended meetings), party committee meetings, middle management meetings, etc.) Seminars/workshops/lectures (party cadre training lectures, party school training, teacher training) Special advisory committee/panel discussion Staff communication meetings (semester and academic year staff meetings) Publications (e.g. staff newsletter) Staff intranet Business briefings

Environmental, Social and Governance Management

Major stakeholders	Expectations and demands	Main methods for communication and response
Students/parents	<ul style="list-style-type: none"> • Quality of teaching • Corporate governance • Sound operation • Healthy and safe campus • Protection of student information 	<ul style="list-style-type: none"> • Satisfaction survey • Mid-term teaching examinations • Supervision feedback • Student forums • Online platforms (WeChat class groups, WeChat parent groups) • Parent meetings (parents are invited to school for discussion at major events) • Telephone • Mailbox (Principal's mailbox)
Former students	<ul style="list-style-type: none"> • School ranking • Quality of teaching • Teaching reform 	<ul style="list-style-type: none"> • Former student activities held by school (three alumni meetings) • Former student reunions (several class reunions) • School website (publication of alumni association information) • Media reports

Environmental, Social and Governance Management

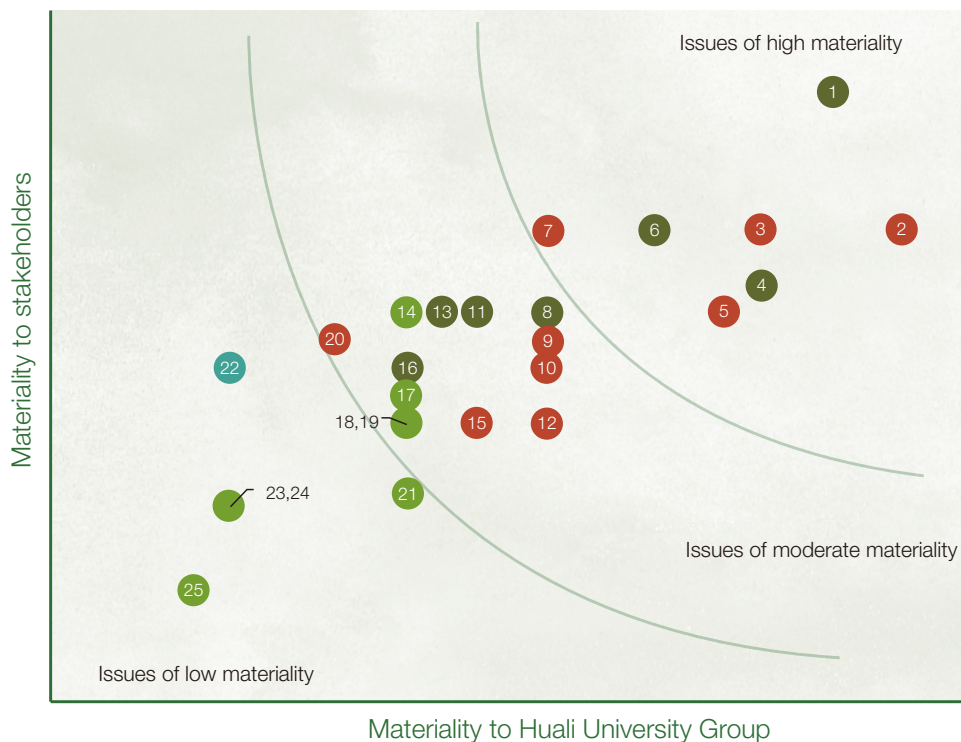
Major stakeholders	Expectations and demands	Main methods for communication and response
Business partners	<ul style="list-style-type: none"> Teaching quality and effectiveness Teaching reform Business growth 	<ul style="list-style-type: none"> Exchange activities (for laboratory construction, school credit system reform, use of teaching-related systems) Meetings (for formulation of talent training plans, laboratory construction, application for new majors) Lectures (on artificial intelligence, university missions and cultivation of innovation abilities of contemporary college students, “Belt and Road Initiative” and a community with a shared future for mankind, Internet of Things technologies) Visits (to practice bases and international partners)
Suppliers	<ul style="list-style-type: none"> Fair and just procurement Anti-corruption 	<ul style="list-style-type: none"> Supplier management procedures Supplier/contractor evaluation system Field inspections
Community/ non-governmental organisations	<ul style="list-style-type: none"> Promoting community development Participating in public welfare and charity Environmental protection 	<ul style="list-style-type: none"> Volunteers and community activities Seminars/lectures/workshops Meetings Education funds/scholarship Donations
Public	<ul style="list-style-type: none"> Quality of teaching Teacher qualifications Investment return Information transparency 	<ul style="list-style-type: none"> School websites School activities Official WeChat platforms of schools Media reports

Environmental, Social and Governance Management

3.3 Materiality assessment

In order to further identify the key areas of practices and disclosure for corporate environment, society and governance and enhance the pertinence and responsiveness of this report, Huali University Group has engaged an independent consulting firm to conduct materiality assessment of environmental, social and governance issues. Through questionnaires, it collected the views and focus areas on the environmental, social and governance work of the Group from different internal and external stakeholders. Based on the results of communication with stakeholders through different channels, the Group has prepared a materiality matrix for the Reporting Period as follows:

ESG materiality matrix



- Great educational philosophy
- Compliant and responsible operation
- Creating a green campus together
- Caring for people's livelihood

Environmental, Social and Governance Management

ESG issues of high materiality	ESG aspects
1 Compliance with laws and regulations	Compliant and responsible operation
2 Health and safety of students	Great educational philosophy
3 Teaching quality control	Great educational philosophy
4 Market competitiveness	Compliant and responsible operation
5 Teachers' qualifications and professional ethics	Great educational philosophy
6 Anti-corruption and anti-fraud	Compliant and responsible operation
7 Mechanism for handling complaints and responses	Great educational philosophy
ESG issues of moderate materiality	ESG aspects
8 Protecting intellectual property rights	Compliant and responsible operation
9 Staff training and development	Great educational philosophy
10 Occupational health and safety	Great educational philosophy
11 Information privacy protection	Compliant and responsible operation
12 Fair employment system	Great educational philosophy
13 Publicity and service labels	Compliant and responsible operation
14 Environmental awareness of employees	Creating a green campus together
15 Protection of employee interests	Great educational philosophy
16 Responsible supply chain management	Compliant and responsible operation
17 Use of materials and resources	Creating a green campus together
18 Energy consumption and efficiency	Creating a green campus together
19 Pollution and emission reduction	Creating a green campus together
20 Prevention of child labour and forced labour	Great educational philosophy
ESG issues of general materiality	ESG aspects
21 Waste management	Creating a green campus together
22 Community investment and participation	Caring for people's livelihood
23 Greenhouse gas emissions	Creating a green campus together
24 Water consumption and efficiency	Creating a green campus together
25 Climate change	Creating a green campus together

Environmental, Social and Governance Management

Based on the materiality assessment results above, Huali University Group divides its environmental, social and governance issues for the Year into four areas, namely, “Great educational philosophy”, “Compliant and responsible operation”, “Creating a green campus together” and “Caring for people’s livelihood”. In this report, we will describe these four areas to reflect the Group’s focus areas for environmental, social and governance issues. In addition, we will pay close attention to the expectations and demands of stakeholders and continuously improve the Group’s sustainable development strategy and management policy.





4. Great Educational Philosophy

Huali University Group operates each school using a unified educational philosophy, which is to provide the best practice-oriented education based on each student's education level and individual needs and help them to succeed. For all of the schools we operate, the Group utilizes market demand to guide our selection of major offerings and design of curricula. We will continue to improve our existing courses to best reflect evolving market trends and meet the demands of employers. We also intend to continue to offer new majors that follow job market trends and cater to market demands. Under our centralized management structure, we make overall plans and development strategies for all of our schools, which enables us to fully integrate our resources to promote balanced growth of our schools, optimize synergistic effects among our schools and maintain consistent education quality and standards.

4.1 Elite teaching team

The Group believes that the quality of the education services and the reputation of a school are the most important factors that students would consider when selecting a school. As such, we seek to provide different types of training for teachers and encourage them to proactively pursue further studies to strengthen their expertise and knowledge, so as to build a first-rate teaching team.

In order to continuously improve the quality of education, our schools have in place a sound training system. Each year, the human resource department and teacher development center of each of our three schools prepare an annual teacher training plan for teachers in each school, with the aim of building a team of teachers with good moral characters and excellent teaching quality and promoting their professional development. We have developed the rules for teacher learning and training and established a three-level study training system comprising "national training", "provincial training" and "school training", and arrange various forms of professional training for our teachers. All training instructors are experts in the relevant fields, which provides great help to teachers receiving the training for future work and thus significantly improves the quality and level of teaching.

Great Educational Philosophy

The following are the main types of training arranged by the Group for teachers in our schools in the Year:

Main types of training	Training content
Training for new teachers	Mainly learning about group culture, school running philosophy, and human resources and teaching management rules
Training for teachers' morality and ethics as well as working standards	For example, online training with the theme of "deepening the development of teachers' morality and ethics to train a team of high-calibre teachers in the new age"
Professional teaching ability improvement training	For example, the special training in innovations and entrepreneurship of key teachers in higher vocational schools, improvement in professional skills of dual-qualified teachers, blockchain technology and application, cross-border e-commerce, 3D printing technologies and art design teaching practice, big data training, industrial and information field and business English for higher vocational schools
Management capacity improvement training	Training in leadership of major leaders
Enterprise practice for young teachers	For example, business practices at the corporate finance sharing center of the Group and business practices during summer break
Training in improving the quality of teaching materials	For example, design and production of multimedia courseware, video production, virtual reality (VR)+ education and teaching application

Furthermore, we apply strict standards in our recruitment of teachers, targeting applicants with a bachelor's, master's or doctor's degree and those who have technician qualifications. We also recruit well-recognised technical experts, experienced business administrators and other highly skilled personnel to teach in our schools on either a full-time or a part-time basis to improve teachers' qualifications and teaching quality.

4.2 Safe and healthy campus

The Group attaches great importance to the safety and health of our employees and students. We strictly abide by the laws and regulations relating to the protection of safety of schools, teachers and students, such as the Law on Prevention and Control of Occupational Diseases (《職業病防治法》), the Regulation on Sanitary Work of Schools (《學校衛生工作條例》), the Fire Prevention Law (《消防法》) and the Food Safety Law of the PRC (《中華人民共和國食品安全法》). During the Year, we launched a series of measures and activities to protect the safety and health of our employees and students. During the Reporting Period, the Group had not violated any law or regulation relating to providing a safe working environment and protecting employees from occupational hazards, nor were there any work-related fatalities or lost days due to work injury in the Group.

We arrange physical examinations for our employees each year to protect their health, including general examinations and the examinations on liver functions and blood sugar.

Fire safety

We attach great importance to fire safety. Each year, fire escape drills are carried out in our schools, and fire fighters from fire brigades are invited to our schools to give fire training lectures, in order to strengthen students' awareness of fire prevention and improve their ability to escape in case of fire. To ensure the normal operation of the fire-fighting facilities and equipment in our schools, the security department has a fire officer to inspect the fire-fighting facilities and equipment in the schools on a daily basis. In the schooltime, the fire-fighting facilities and equipment in the teaching buildings, student dormitory buildings and administrative buildings are inspected from time to time every week. Our schools also inspect the relevant facilities and equipment during summer and winter breaks to improve fire safety.



Fire brigade instructors show how to correctly put out a fire

Great Educational Philosophy

Health promotion activities for disease prevention and drug prohibition

Schools are an effective platform for carrying out education on prevention and treatment of infectious diseases. During the Year, we held a series of publicity activities on the prevention of infectious diseases, such as lectures on the prevention of dengue fever, tuberculosis and AIDS. These lectures were held in batches and stages. Each lecture attracted nearly 300 students and successfully conveyed the information on the prevention of dengue fever, tuberculosis and AIDS to students. Our schools also organized anti-drug publicity activities to promote healthy behaviours and lifestyles among students.



Lecture on AIDS prevention



“Creating Non-toxic Communities” campaign

Food hygiene and safety

Food hygiene and safety in school restaurants are very important to our employees and students. As such, our student meal work committees inspect and monitor canteens on a daily basis, and our campus management centers conduct random food sampling in restaurants every week to ensure food safety. In order to prevent vegetables from containing pesticide residues, daily pesticide residue detection on vegetables are carried out in canteens. Government-appointed third-party testing entities come to our schools to check food on a sampling basis each semester. In addition, our food supervision departments also arrange training lectures on food hygiene and safety knowledge for catering and food related employees in our schools, so that they can provide hygienic and safe food and beverage to our employees and students.



Training lecture on food hygiene and safety knowledge for catering and food related employees

Mental health education for students

Besides physical health, mental health education is also very important for students. As such, we held a series of mental health activities, including the mental health activity series with the theme of "A healthy mind, be brave to challenge yourself" in October 2018 and the mental health development activities carried out in partnership with psychological associations, to help students build self-confidence, improve interpersonal skills and strengthen emotional resilience.

Great Educational Philosophy

4.3 Valuing teaching feedback

Huali University Group understands that students' opinions can promote our continuous progress. As such, we have established various channels of communication with students, such as petitioning office, chairman's mailbox and WeChat groups, which enable us to timely listen to students' opinions through different methods, so that we can better solve students' concerns and provide them with better educational services. We hold a student forum in the middle and at the end of each semester respectively to collect and respond to students' opinions, with participants including teachers from all departments and student representatives from all grades, etc. Students can also communicate directly with teachers or counsellors to express their opinions. In addition, we have adopted different channels such as websites, bulletin boards and official WeChat accounts to distribute campus information to students.

In order to continuously improve our educational services, we have formulated the Administrative Measures for Student Complaints (《學生投訴管理辦法》). Students can file complaints through various channels if necessary. After receiving the complaint, we will promptly verify and investigate the complaint. If the complaint is verified, the opinions on handling will be reported to management and feedback will be provided to the complainant. The respondent will be educated and dealt with in accordance with our rules.

4.4 Equal employment system

Huali University Group understands the importance of attracting and retaining excellent employees to the Group. In recruiting employees, we strictly abide by the relevant laws and regulations including the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》) and the Implementation Regulations for the Labour Contract Law of the PRC (《中華人民共和國勞動合同法實施條例》). We have formulated the School Recruitment Process (《院校招聘工作流程》), the Regulations on Management of New Employees (《新入職員工管理規定》) and other relevant management rules to standardize the recruitment of employees and ensure their quality. During the Reporting Period, the Group had not violated any law or regulation relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, benefit packages, equal opportunity, diversity and anti-discrimination.

Great Educational Philosophy

The Group conducts recruitment through Internet, human resources markets and universities. Based on their educational backgrounds, professional titles and relevant work experiences, our human resources department will select applicants who meet the admission requirements of our schools for interview. We will verify applicants' educational backgrounds, professional titles, identities and relevant work experiences and check the backgrounds of proposed employees to ensure that they meet the position requirements. In the recruitment process, our schools strictly forbid discrimination against anyone on the grounds of age, gender, race, so that every citizen enjoys equal employment opportunities, and we will employ the disabled to take up suitable positions.

We strictly abide by the Law of the PRC on the Protection of Minors (《中華人民共和國未成年人保護法》) and the Provisions on the Prohibition Against the Use of Child Labour (《禁止使用童工規定》). We verify applicants' ages in recruitment to ensure that no child labour will be employed. If the identity certificate submitted by an employee is found to be false, our schools will promptly terminate the employment according to law. During the Year, there had been no case of use of child labour or forced labour in the Group.

Each of our three schools has formulated a Performance Appraisal Scheme (《績效考核方案》) in accordance with laws and regulations including the Education Law of the PRC (《中華人民共和國教育法》), the Higher Education Law of the PRC (《中華人民共和國高等教育法》) and the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》). By following the principle of "more rewards for more work", we have adopted appraisal indicators including the moral character, work quality, capacity and performance of employees in a fair and just manner to promote the development of teachers' ethics and morality and improve the enthusiasm and work efficiency of our employees. We also regularly assess teachers in our schools with reference to students' comments and teaching supervisors' assessment of class preparation and class guidance of teachers. The teaching quality assessment is linked to compensation to motivate teachers and ensure the quality of our educational services.

Great Educational Philosophy

The following is the information on the Group's employees during the Year:

Employee category	Number in 2019
All employees	1,922
By gender	
Female	918
Male	1,004
By age group	
Below 30	593
30–50	792
Over 50	537
By region	
Employees in Guangdong Province	1,922

4.5 Comprehensive benefit packages

In order to ensure the operational levels of our schools and improve our market competitiveness, the Group has established a school human resources committee, which collects information on market salaries on a regular basis, revises compensation plans each year and improves our employee benefit system. During the Year, we implemented the proposals for salaries and benefit packages including the compensation scheme for the 2018/2019 school year, the industry allowance standard for non-senior title teachers, and the contributions for pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund. Furthermore, the Group has formulated the Employee Handbook (《教職工手冊》). In addition to statutory leaves, summer and winter breaks, employees in our schools are also entitled to marriage leave and funeral leave. Female employees enjoy maternity leave and breast-feeding leave according to regulations. Employees in financial difficulties may apply to the labour union for assistance, and their children can attend kindergartens in our schools for free. The Group also maintains supplementary medical insurance for our employees.

Great Educational Philosophy

During the Year, we organised many different employee activities, such as chess competition, Chongyang Festival hiking, Women's Day celebration, New Year's gathering in 2019, inspection tours and monthly birthday dinners, which not only promoted the physical and mental health of our employees, but also enhanced the bonds among them and were conducive to the cooperation among our employees and their work efficiency.



Second chess competition



Chongyang Festival hiking

Great Educational Philosophy



New Year's gathering in 2019

5. Compliant and Responsible Operation

5.1 Strict compliance governance

Huali University Group understands the importance of compliance governance to our sound operation and sustainable development. We have formulated the Compliance Management System (《合規管理制度》) and our board of directors supervises the implementation of our compliance policies. Our compliance officer oversees the compliance management of the Group and the heads of departments strictly implement the compliance management rules of our schools to ensure that each employee meets the operational compliance standard of our schools. Under the requirements of laws and regulations, the Group strictly implements the relevant requirements, operates in accordance with the relevant standards, and actively cooperates with the relevant regulatory authorities. During the Reporting Period, there had been no material or systematic violations in the Group which may have a material adverse effect on our business, financial condition or overall business performance.

We strictly abide by the requirements of laws and regulations including the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》) and the Advertising Law of the PRC (《中華人民共和國廣告法》). In publishing information, such as information from online media, the Group needs to state the source, author, responsible editor and other elements to ensure the truthfulness, reliability and accuracy of the information and written data. We have formulated the Regulations on Publishing Information through Online Media (QQ, WeChat and Weibo) (《網絡媒體 (QQ、微信、微博) 信息發佈規定》) to regulate the publication of information on the internet by our schools, so as to prevent the dissemination of inappropriate and false information and strengthen the information release management. During the Reporting Period, the Group had not violated any law or regulation relating to the publication of advertisements and information on the educational services provided. During the Reporting Period, the Group had not violated any law or regulation relating to the publication of advertisements and information on the educational services provided.

We are committed to safeguarding intellectual property rights. In order to cultivate and enhance college students' knowledge and awareness of intellectual property rights, Huali College held an "Innovation and entrepreneurship for future" intellectual property rights knowledge contest in the Year, in which students competed in the knowledge of intellectual property rights laws and the major decisions, arrangements and work results for intellectual property rights in Guangzhou.

Compliant and Responsible Operation

5.2 Anti-corruption

As a pioneer of higher education and vocational education, we attach great importance to the integrity of all employees. We strictly abide by the laws and regulations relating to anti-corruption, such as the Company Law of the PRC (《中華人民共和國公司法》), the Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and the Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》). To ensure that all members of the management, employees and the relevant stakeholders (such as customers and suppliers) of the Group comply with the laws and are honest and trustworthy, we have formulated the Anti-corruption and Anti-bribery Control Procedures (《反貪污、反賄賂控制程序》) to strengthen our supervision over and management of persons in key links and positions through written rules, so as to promote anti-corruption and anti-bribery and create a positive image as an enterprise fighting corruption.

To strengthen the prevention of commercial bribery of the Group, we require all employees engaged in materials and equipment procurement, outsourcing processing, facilities and engineering, sales and maintenance and quality supervision to sign an Anti-Bribery/Anti-Corruption Undertaking (《反賄賂／反腐敗承諾書》). Besides our employees, all customers, suppliers, service providers and contractors that have business dealings with the Group are also required to sign an Anti-Bribery/Anti-Corruption Undertaking for Suppliers (《供應商反賄賂／反腐敗承諾書》) to ensure that the relevant stakeholders that do business with us are honest and law-abiding.

During the Year, we arranged training in the prevention of professional embezzlement and commercial bribery for managers of the relevant departments. They were taught about the laws and regulations in the PRC relating to professional embezzlement and commercial bribery as well as the relevant policies and prevention procedures of the Company, in order to fundamentally prevent and control corruption and address both the symptoms and root causes.

Huali University Group has formulated the Reporting Management System (《舉報管理制度》) to encourage employees and companies with business dealings with us to report and expose illegal acts such as bribery and corruption, and keeps the identity and information of the whistle-blowers strictly confidential. Any department or person can report to us all kinds of malpractice, corruption, bribery and other illegal acts in the operation, enrollment and recruitment activities of our schools through multiple channels including letter, telephone and email. After receiving the report, the designated personnel will conduct a fair and impartial investigation. If the report is verified, we will deal with the violators according to the relevant regulations of our schools.

During the Reporting Period, the Group had no cases involving corruption litigation, which fully demonstrated the effectiveness of our anti-corruption work.

5.3 Comprehensive privacy protection

We are committed to protecting the privacy of students and parents. We strictly abide by the Law of the PRC on Guarding State Secrets (《中華人民共和國保密法》) and various confidentiality rules in the PRC, and have formulated the File Keeping System (《檔案保管制度》) and the File Confidentiality System (《檔案保密制度》). Bringing any confidential file of our schools to any public place or home is strictly prohibited, and employees are not allowed to provide or expand the use of confidential files or files the use of which is not approved. Unauthorised personnel are strictly prohibited from entering the storeroom to search for files, with the aim of preventing any theft and leakage of files and information and protecting the safety of files. During the Reporting Period, the Group had not violated any law or regulation relating to privacy matters.

To further protect information and network security, the Group strictly abides by the Regulations on Security Protection of Computer Information Systems of the PRC (《中華人民共和國計算機信息系統安全保護條例》), the Interim Provisions on the Administration of Computer Information Network with International Connections of the PRC (《中華人民共和國計算機信息網絡國際聯網管理暫行規定》) and other relevant laws and regulations, and has formulated the Information System Management Regulation (《信息系統管理制度》) to strengthen network security management and virus prevention. We carry out regular inspection of information systems and network security to ensure that the Group's information systems and networks are protected from viruses, hackers and malicious codes. We require employees in key positions to sign confidentiality agreements to prevent data leakage. We have also established the Password Management System (《密碼管理制度》) to strictly implement the security requirements for password management and password setting to ensure the security of information and data.

Compliant and Responsible Operation

5.4 Responsible supply chain management

In order to implement responsible supply chain management and ensure the quality of the production process, products and services of suppliers, the Group has formulated the Supplier Evaluation Standard (《供應商評審標準》) and the Supplier Management System (《供應商管理體系》). In the procurement process, we select suppliers based on the evaluation elements specified in the Supplier Evaluation Standard, including product quality, delivery time, service and price. Our procurement personnel will conduct on-site investigations at the production plants of suppliers to learn about their quality assurance capability, actual production scale, on-site 5S management and product production process and fill in supplier investigation forms.

We have also formulated the Administrative Measures for the Supervision of Suppliers (《供應商監督管理辦法》). We regularly evaluate and assess existing suppliers in terms of production capacity, delivery time, price, quality level, service and other factors. For suppliers who continuously fail the comprehensive assessment, our procurement department will terminate the cooperation with them after reporting and obtaining senior approval to improve the products and services of suppliers.

6. Creating a Green Campus Together

As a pioneer of higher education and vocational education shouldering corporate social responsibility, Huali University Group has always paid attention to environmental protection. We have developed the Corporate Sustainable Development Policy (《企業可持續發展政策》), which provides that all employees of the Group shall comply with the environmental protection regulations and all relevant laws and regulations, such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》) and the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》). These relevant laws and regulations regulate our determination and implementation of measures to protect the environment, prevent and control various pollution such as air and water pollution, and save energy. To comply with these relevant laws and regulations, we seek to take effective environmental protection measures to reduce air pollution, water pollution, waste and carbon emissions and save energy and water consumption, in order to protect the environment and natural resources. During the Reporting Period, the Company had no major environmental violations.

6.1 Implementing energy saving and emission reduction

To respond to China's Policies and Actions for Addressing Climate Change (2019)(《中國應對氣候變化的政策與行動2019年度報告》) issued by the State Council of China in 2019, follow China's strategy to cope with climate change and reduce carbon emissions, the Group carried out greenhouse gas emission inspections in our three schools, namely, Huali College, Huali Vocational College and Huali Technician College, in compliance with the Greenhouse Gas Protocol (《溫室氣體盤查議定書》) developed by the World Resources Institute and the World Business Council for Sustainable Development and the ISO14064-1 set by the International Organization for Standardization. The summary of greenhouse gas emissions during the Reporting Period is as follows:

Creating a Green Campus Together

Greenhouse gas emission performance	Unit	2019
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonne of carbon dioxide equivalent	1,983.04
Indirect greenhouse gas emissions (Scope 2)	tonne of carbon dioxide equivalent	11,055.83
Other indirect greenhouse gas emissions (Scope 3)	tonne of carbon dioxide equivalent	5,887.62
Total greenhouse gas emissions (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent	18,926.49
Greenhouse gas emission intensity		
Per square metre (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent/ square metre	0.015
Per employee and student (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent/ number of employees and students	0.48

Scope 1: Direct greenhouse gas emissions from sources owned and controlled by the Company.

Scope 2: Indirect greenhouse gas emissions from electricity generation, heating and cooling, or steam purchased by the Company.

Scope 3: Emissions including indirect greenhouse gas emissions from sources that are not owned or directly controlled by the Company but are related to its corporate business activities.

In order to mitigate climate change and reduce carbon emissions, we are committed to low-carbon operation and have adopted a series of low-carbon measures. We use videoconference and teleconference to the greatest extent to replace unnecessary overseas business trips. For those inevitable business trips, we will choose to take direct flights.

Creating a Green Campus Together

Tree planting activities

A group of teachers and students of Huali Vocational College and Zeng Cheng No.1 Middle School organised a tree planting volunteer activity in Zengcheng District on 12 March 2019 with the theme of "protecting green water and green mountains and building an auspicious flower city" and planted 18 trees to enable students to protect the environment with practical actions. This activity not only reduced carbon emissions by planting trees, but also improved the level of greening and beautification in urban and rural areas, and assisted Zengcheng to build a modern, medium-sized ecological city. At the same time, this activity also improved the students' awareness of environmental protection and climate change, made them understand that environmental protection is not only a slogan, and allowed them to cultivate good habits to protect the environment and take practical environmentally friendly actions in daily life.



Creating a Green Campus Together

6.2 Practicing green operation

As a higher education and vocational education group, we have little impact on the environment and natural resources, which mainly comes from the use of electricity, domestic water, school and office supplies and vehicles of the Group, carbon emissions from business trips, and waste generated in schools, canteens and offices. To create a green campus together, we strive to make greater contribution to the environment through energy saving, air pollution reduction, water resource management, waste management and paperless office, so as to minimize our impacts on the environment and natural resources. The following are a series of environmental protection measures we have adopted to implement green operation and green office.

Saving energy

We implement an environment-friendly office. We use daylight as much as possible, adopt equipment with high energy efficiency such as T5 fluorescent lamps, LEDs, multifunction printers and copiers, and turn off lights, computers, electronic equipment and printers not in use. As the air conditioning system is an electrical equipment with high energy consumption, we turn it off when the office is closed and set its minimum temperature at 25.5°C. We regularly check and replace pressure gauges, pressure hoses and connectors for air compressor to lower the possibility of refrigerant leakage and minimize the energy consumption of air conditioners. In hot weather, our employees are allowed not to wear ties and full suits, thus greatly reducing the use of air conditioners. Our student dormitories use air water heaters to effectively save energy.

During the Year, the Group's total electricity consumption in operation was 20,974.82 MWh and our electricity consumption intensity was 0.017 MWh per square metre.

Reducing air pollution

The Group's air pollutants mainly come from our vehicles. We use electric or hybrid vehicles, carry out maintenance for our vehicle fleet, and turn off the engine when parking. We encourage employees to take public transport and common transport to significantly reduce air pollutant emissions. In addition, there are no-smoking tips all over our campuses as smoke-free campuses. Our campus security teams also patrol the campuses on a regular basis to discourage smokers, in order to create campuses with fresh air through the joint efforts of employees and students.

Creating a Green Campus Together

The types and data of air pollutant emissions generated by our vehicles during the Year are as follows:

Type of emissions	Unit	2019
Nitrogen oxides (NO _x)	kg	544.39
Sulphur oxides (SO _x)	kg	1.44
Particulate matter (PM)	kg	52.16

Water resources management

The Group cherishes water resources and tries to minimize water consumption. We use faucets with water-saving labels and double flush toilets and put up water-saving labels in washrooms to remind employees and students to save water. We also use faucets with infrared sensing to avoid forgetting to turn off the faucets after use. In order to prevent waste caused by water leakage, we regularly check water meter readings and whether there is any hidden water leakage and conduct hidden water pipe leakage tests on a regular basis. In order to strengthen water resources management, the Group commissioned a third party to conduct water balance tests on the school's water use and enhanced water use monitoring to move towards water conservation. Huali College Guangdong University of Technology was recognised as a provincial water-saving unit, demonstrating our remarkable achievements in saving water. Our tap water comes from qualified tap water suppliers in Guangzhou, and we did not have any issue in sourcing water that is fit for purpose.

During the Year, the Group's total water consumption in operation was 1,540,437 tonnes and our total water consumption intensity was 1.23 tonnes per square metre.

Creating a Green Campus Together

Waste management

Our non-hazardous waste is handled by professional third-party companies. Hazardous waste which includes waste from our infirmaries and waste engine oil generated by the automobile maintenance majors, is treated by qualified third parties commissioned by us. To reduce waste generation, we post notices in conspicuous places in the office to remind our staff to reuse paper or use both sides of the paper. We reuse office stationery, adopt refills to reuse pens and avoid discarding pens, and reduce the use of disposable products and appliances. We install electronic driers in washrooms to reduce the use of paper towels. We emphasize on reuse and recycling, and we use recyclable toner cartridges and send them to suppliers for replenishment. We also set up specific recycling bins to recycle paper, metal, plastics and waste batteries separately. In addition, we work with electronics companies to recycle old computers and other electronic waste for recycling.

During the Year, the Group generated a total of 0.25 tonnes of hazardous waste and 2,920 tonnes of non-hazardous waste, with a non-hazardous waste generation intensity of 0.0023 tonne per square metre and 0.07 tonne per employee and student on average. During the Reporting Period, the Group recycled 600 tonnes of non-hazardous waste.

Paperless office

In order to build a conservation-oriented enterprise and further save paper, the Group has formulated the Paperless Office Management Measures (《無紙化辦公管理辦法》). Through the electronic office platform, we replace traditional paper documents with electronic documents, send documents via email, issue notices or announcements via instant messages, and carry out work supervision and discipline supervision. This efficient method not only can significantly save paper and reduce wastepaper generation, but also can optimize the use of office resources and working efficiency.

7. Caring for People's Livelihood

While seeking to expand educational cause, Huali University Group has always paid attention to the development of people's livelihood and public welfare. We actively fulfil our corporate social responsibilities by encouraging employees and students to participate in more public welfare activities and contribute to the improvement of people's livelihood. During the Year, we gave back to the society by focusing on two major areas, being "poverty alleviation" and "helping the elderly, children and disabled". We spent a total of over RMB115,000 in community public welfare activities and donated more than RMB8,000 to Guangdong Provincial Education Foundation.

The Group has been widely well-received by the public for its consistent enthusiasm for public welfare and charity. During the Year, Huali College was successively recognised as 2018–2019 "Outstanding Construction Partner" of the Fourth Operation Center of Guangzhou Metro, "Outstanding Volunteer Team" by Guangzhou Volunteer Association and "Outstanding Team" for social practice in going to the countryside during summer break by the Guangdong Provincial Committee of the Communist Youth League. Many of its employees and students were recognised as exceptional volunteers, and its achievements in voluntary social services are obvious to all.



Huali College was recognised as 2018–2019 "Outstanding Construction Partner" of the Fourth Operation Center of Guangzhou Metro

7.1 Poverty alleviation

Huali University Group established Guangzhou Huali Youth Volunteer Association, making contribution in raising funds to help poor families and donating supplies.

Caring for People's Livelihood

Visiting poor families

Under the guidance of instructors, the “going to countryside” team of our schools visited poor families of primary school students in Zhongkai Hi-tech Zone of Huizhou and Zengcheng District of Guangzhou and certain local poor families and brought them grain, cooking oil and some daily supplies.



Visit to a poor family

Donation to the poor



Volunteers of our schools raised funds through jumble sale and donated the funds to poor families of students in Yucai Primary School, Fuhe Town, Zengcheng District.

7.2 Helping the elderly, children and disabled

The Group carried out several volunteer service activities to help the elderly, primary school students and the disadvantaged during the Year.

Visiting seniors cured of leprosy

The Songbai Service Team of the Youth Volunteers Association of our schools visits seniors cured of leprosy in Jianyu Village, Zengcheng District every year. The volunteers talked with the seniors while helping them clean up, put on singing and dancing performance for them, and sent them greetings and financial aid.



Visit to seniors cured of leprosy in Jianyu Village

Caring for People's Livelihood

Volunteer teaching activities

With Huali University Group as a pioneer of higher education, the Hands-in-hands Service Team of Guangzhou Huali Youth Volunteer Association organised student volunteers in our schools to voluntarily teach at a number of primary schools, where they taught the children the importance of the Conventions on Civilization and developing good habits.



Student volunteers teaching in Lapu Primary School

“National Day of the Disabled, not just in a few words”

The Disabled Aid Team of Guangzhou Huali Youth Volunteer Association conducted an activity on the National Day of the Disabled. It went to a rehabilitation center and had a chorus and played a three-legged race game with the workers there. Student volunteers staged a sign language performance, integrated with the workers and warmed their hearts.



Sign language performance of students

Appendix I: Sustainability Data Statements

Environmental performance	Unit	2019
Air pollutant emissions		
Nitrogen oxides (NO _x)	kg	544.39
Sulphur oxides (SO _x)	kg	1.44
Particulate matter (PM)	kg	52.16
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonne of carbon dioxide equivalent	1,983.04
Indirect greenhouse gas emissions (Scope 2)	tonne of carbon dioxide equivalent	11,055.83
Other indirect greenhouse gas emissions (Scope 3)	tonne of carbon dioxide equivalent	5,887.62
Total greenhouse gas emissions (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent	18,926.49
Greenhouse gas emission intensity		
Per square metre (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent/ square metre	0.015
Per employee and student (Scopes 1, 2 & 3)	tonne of carbon dioxide equivalent/ number of employees and students	0.48
Energy consumption		
Electricity consumption	MWh	20,974.82
Total electricity consumption intensity (per square metre)	MWh/square metre	0.017
Total electricity consumption intensity (per employee and student)	MWh/number of employees and students	0.54
Natural gas consumption	cubic metre	313,560
Natural gas consumption intensity (per square metre)	cubic metre/square metre	0.25
Natural gas consumption intensity (per employee and student)	cubic metre/number of employees and students	8.01
Gasoline consumption	litre	92,641.39
Gasoline consumption intensity (per employee)	litre/number of employees	48.20
Diesel consumption	litre	4,545.49
Diesel consumption intensity (per employee)	litre/number of employees	2.36

Appendix I: Sustainability Data Statements

Environmental performance	Unit	2019
Water consumption		
Total water consumption	tonne	1,540,437
Total water consumption intensity (per square metre)	tonne/square metre	1.23
Total water consumption intensity (per employee and student)	tonne/number of employees and students	39.36
Hazardous waste		
Total volume of hazardous waste	tonne	0.25
Non-hazardous waste		
Total volume of non-hazardous waste	tonne	2,920
Non-hazardous waste intensity (per square metre)	tonne/square metre	0.0023
Non-hazardous waste intensity (per employee and student)	tonne/number of employees and students	0.07
Non-hazardous waste recycled	tonne	600
Paper consumption		
Paper consumption volume	kg	2,483.48
Paper consumption intensity (per employee and student)	kg/number of employees and students	0.063

Appendix I: Sustainability Data Statements

Social performance	Unit	2019
Total number of employees	person	1,922
Total number of employees (by gender)		
Female employees	person	918
Male employees	person	1,004
Total number of employees (by age group)		
Below 30	person	593
30–50	person	792
Over 50	person	537
Total number of employees (by region)		
Number of employees in Guangdong Province	person	1,922
Occupational health and safety		
Work-related fatalities of directly hired employees		
Number of work-related fatalities	person	0
Lost days due to work injury	day	0
Labour standards		
Number of child labour found	person	0
Number of forced labour found	person	0
Anti-corruption		
Number of concluded legal cases regarding corrupt practices brought against the Group or its employees	case	0

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
A. Environmental			
A1: Emissions	General disclosure	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, and generation of hazardous and non-hazardous waste.	6. Creating a Green Campus Together: Implementing energy saving and emission reduction; Practicing green operation
	A1.1	The types of emissions and respective emissions data.	6. Creating a Green Campus Together: Practicing green operation Appendix I: Sustainability Data Statements
	A1.2	Total greenhouse gas emissions and intensity.	6. Creating a Green Campus Together: Implementing energy saving and emission reduction Appendix I: Sustainability Data Statements
	A1.3	Total hazardous waste produced and intensity.	6. Creating a Green Campus Together: Practicing green operation Appendix I: Sustainability Data Statements
	A1.4	Total non-hazardous waste produced and intensity.	6. Creating a Green Campus Together: Practicing green operation Appendix I: Sustainability Data Statements

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
	A1.5	Description of measures to mitigate emissions and results achieved.	6. Creating a Green Campus Together: Implementing energy saving and emission reduction; Practicing green operation
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	6. Creating a Green Campus Together: Practicing green operation
A2: Use of resources	General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6. Creating a Green Campus Together: Implementing energy saving and emission reduction; Practicing green operation
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	6. Creating a Green Campus Together: Practicing green operation Appendix I: Sustainability Data Statements
	A2.2	Water consumption in total and intensity.	6. Creating a Green Campus Together: Practicing green operation Appendix I: Sustainability Data Statements
	A2.3	Description of energy use efficiency initiatives and results achieved.	6. Creating a Green Campus Together: Practicing green operation

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	6. Creating a Green Campus Together: Practicing green operation
	A2.5	Total packaging material used for finished products and with reference to per unit produced.	Not applicable to the business of the Group
A3: Environment and natural resources	General disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	6. Creating a Green Campus Together
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6. Creating a Green Campus Together
B. Social			
B1: Employment	General disclosure	Information: (a) on 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.	4. Great Educational Philosophy: Equal employment system; Comprehensive benefit packages
	B1.1	Total workforce by gender, employment type, age group and geographical region.	4. Great Educational Philosophy: Equal employment system Appendix I: Sustainability Data Statements
	B1.2	Employee turnover rate by gender, age group and geographical region.	—

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
B2: Health and safety	General disclosure	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.	4. Great Educational Philosophy: Safe and healthy campus
	B2.1	Number and rate of work-related fatalities.	4. Great Educational Philosophy: Safe and healthy campus Appendix I: Sustainability Data Statements
	B2.2	Lost days due to work injury.	4. Great Educational Philosophy: Safe and healthy campus Appendix I: Sustainability Data Statements
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4. Great Educational Philosophy: Safe and healthy campus
B3: Development and training	General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4. Great Educational Philosophy: Elite teaching team
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	—
	B3.2	The average training hours completed per employee by gender and employee category.	—

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
B4: Labour standards	B4	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.	4. Great Educational Philosophy: Equal employment system
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4. Great Educational Philosophy: Equal employment system
	B4.2	Description of steps taken to eliminate such practices when discovered.	4. Great Educational Philosophy: Equal employment system
B5: Supply chain management	General disclosure	Policies on managing environmental and social risks of the supply chain.	5. Compliant and Responsible Operation: Responsible supply chain management
	B5.1	Number of suppliers by geographical region.	—
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5. Compliant and Responsible Operation: Responsible supply chain management

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
B6: Product responsibility	General disclosure	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.	5. Compliant and Responsible Operation
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the business of the Group
	B6.2	Number of products and service-related complaints received and how they are dealt with.	5. Compliant and Responsible Operation: Valuing teaching feedback
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5. Compliant and Responsible Operation: Strict compliance governance
	B6.4	Description of quality assurance process and recall procedures.	Not applicable to the business of the Group
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5. Compliant and Responsible Operation: Comprehensive privacy protection

Appendix II: Hong Kong Stock Exchange ESG Reporting Guide Index

Indicator description			Section reference
B7: Anti-corruption	General disclosure	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.	5. Compliant and Responsible Operation: Anti-corruption
	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.	5. Compliant and Responsible Operation: Anti-corruption Appendix I: Sustainability Data Statements
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5. Compliant and Responsible Operation: Anti-corruption
B8: Community investment	General disclosure	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.	7. Caring for People's Livelihood
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	7. Caring for People's Livelihood
	B8.2	Resources contributed to the focus area.	7. Caring for People's Livelihood