



四环医药  
*SihuanPharm*

Sihuan Pharmaceutical Holdings Group Ltd.

四環醫藥控股集團有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：0460

2019

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

環境、社會及管治報告

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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## 關於本報告

### 報告周期

環境、社會及管治報告(「本報告」)為年度報告及於二零二零年三月二十四日獲得四環醫藥控股集團有限公司董事會(「董事會」)批准發佈。

### 簡稱說明

為便於表達，四環醫藥控股集團有限公司及其附屬公司(本報告範圍內)在本報告中統稱為(「四環醫藥」)、(「本集團」)或(「我們」)。

### 報告範圍

本報告涵蓋本集團於二零一九年一月一日至二零一九年十二月三十一日期間(「本年度」)在履行環境與社會責任方面的表現。除非特別說明，本報告內容覆蓋四環醫藥總部及附屬11家生產企業、3家研究及發展(「研發」)機構、3個營銷中心以及本年度內3個在建工程項目<sup>1</sup>。

### 報告標準

本報告嚴格遵循香港聯合交易所有限公司(「聯交所」)證券主板上市規則附錄二十七闡述的《環境、社會及管治報告指引》(下稱「ESG指引」)的規定編製。

<sup>1</sup> 生產企業包括：北京四環製藥有限公司(「北京四環」)、本溪恆康製藥有限公司(「本溪恆康」)、吉林振澳製藥有限公司(「吉林振澳」)、吉林四長製藥有限公司(「吉林四長」)、吉林四環製藥有限公司(「吉林四環」)、吉林津升製藥有限公司(「吉林津升」)、長春翔通藥業有限公司(「長春翔通」)、吉林四環澳康藥業有限公司(「吉四澳康」)、弘和製藥有限公司(「弘和製藥」)、吉林匯康製藥有限公司(「吉林匯康」)、吉林升通化工有限公司(「升通化工」)。

研發機構包括：北京澳合藥物研究院有限公司(「北京澳合研究院」)、北京軒義醫藥科技有限公司(「北京軒義」)、山東軒竹醫藥科技有限公司(「軒竹創新藥研發中心」)。

營銷中心包括：通化濟達醫藥有限公司(「通化濟達」)、深圳四環醫藥有限公司(「深圳四環」)、長春津升營銷中心(「津升營銷」)。

## ABOUT THE REPORT

### Report Cycle

Environmental, social and governance report (the “**Report**”) is an annual report, and was approved by the board of directors (the “**Board**”) of Sihuan Pharmaceutical Holdings Group Ltd. on 24 March 2020.

### Abbreviations

In the Report, Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (within the scope of the Report) are collectively referred to as (“**Sihuan Pharmaceutical**”), the “**Group**”) or (“**we**”) for convenience.

### Scope of the Report

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2019 to 31 December 2019 (the “**Year**”). Unless otherwise specified, the Report covers the headquarter of Sihuan Pharmaceutical and its 11 affiliated production subsidiaries, 3 research and development (“**R&D**”) institutions, 3 marketing centers and 3 projects under construction of the Year<sup>1</sup>.

### Basis of Preparation

The Report was prepared strictly in accordance with the “Environmental, Social and Governance Reporting Guide” (“**ESG Reporting Guide**”) under Appendix 27 of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

<sup>1</sup> Production enterprises include: Beijing Sihuan Pharmaceutical Co., Ltd. (“**Beijing Sihuan**”), Benxi Heng Kang Pharmaceutical Co., Ltd. (“**Benxi Heng Kang**”), Jilin Zhen’ao Pharmaceutical Co., Ltd. (“**Jilin Zhen’ao**”), Jilin Sichang Pharmaceutical Co., Ltd. (“**Jilin Sichang**”), Jilin Sihuan Pharmaceutical Co., Ltd. (“**Jilin Sihuan**”), Jilin Jinsheng Pharmaceutical Co., Ltd. (“**Jilin Jinsheng**”), Changchun Xiangtong Pharmaceutical Co., Ltd. (“**Changchun Xiangtong**”), Jilin Sihuan Aokang Pharmaceutical Co., Ltd. (“**Jilin Aokang**”), Ambest Pharmaceutical (China) Co., Ltd. (“**Ambest Pharmaceutical**”), Jilin Huikang Pharmaceutical Co., Ltd. (“**Jilin Huikang**”) and Jilin Shengtong Chemical Co., Ltd. (“**Shengtong Chemical**”).

R&D institutes include: Beijing Aohe Research Institute Co., Ltd. (“**Beijing Aohe**”), Xuanyi (Beijing) Medical Technology Co., Ltd. (“**Beijing Xuanyi**”), and Shandong Xuanzhu Pharma Co., Ltd. (“**Shandong Xuanzhu**”).

Marketing centers include Tonghua Jida Pharmaceutical Co., Ltd. (“**Tonghua Jida**”), Shenzhen Sihuan Pharmaceutical Co., Ltd. (“**Shenzhen Sihuan**”), and Changchun Jinsheng Marketing Center (“**Jinsheng Marketing**”).

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 報告流程

本集團按照同行對標、利益相關方問卷調研、重要性議題分析、信息收集、信息復核、報告編寫、本公司風險管理委員會（「**風險管理委員會**」）審定、董事會批准、報告發佈等步驟進行。

### 報告原則

本報告以ESG指引中的「重大性」、「量化」、「平衡」、「一致性」原則作為披露基礎，確保報告呈現利益相關方所關注的環境、社會及管治議題，內容清晰，具有量化性及比較意義。

### 報告發佈方式

本報告提供中英文兩種語言供讀者閱讀，並以電子版形式發佈。您可登錄本集團官網([www.sihuanpharm.com](http://www.sihuanpharm.com))及聯交所網站([www.hkexnews.com](http://www.hkexnews.com))獲取電子版閱讀。

### Procedure of the Report

The Report was prepared by steps of peer benchmarking, stakeholders survey, analysis of material issues, information collection, information review, report preparation, review by the risk management committee of the Company (the "**Risk Management Committee**"), approval by the Board, report publishing, etc.

### Principles of the Report

The Report is based on the principles of "Materiality", "Quantification", "Balance" and "Consistency" in the ESG Reporting Guide to ensure that the Report presents clear, quantifiable and comparative information on the environmental, social and governance issues of concern to stakeholders.

### Forms of Publication

The Report is available in both Chinese and English and is published in electronic form. You can log on the official website of the Group ([www.sihuanpharm.com](http://www.sihuanpharm.com)) or the Stock Exchange website ([www.hkexnews.com](http://www.hkexnews.com)) to get the electronic version.

## 聚焦二零一九 • 大事記

### 二零一九年

- 首個自主研發治療糖尿病創新專利藥加格列淨啟動中華人民共和國(「中國」) III期臨床試驗。
- 為中國第一家獲得復方電解質注射液(II)(500毫升)獲頒藥品註冊批件的公司。
- 獲得醋酸奧曲肽注射液、鹽酸氨溴索注射液和鹽酸法舒地爾注射液的生產批文。
- 復方氨基酸注射液(20AA)獲藥品註冊批件。
- 醋酸艾司利卡西平片生產批件首家申報獲得受理。
- 自主研發消化系統創新專利藥安納拉唑鈉中國II期臨床試驗提前完成患者入組。
- 為中國第一家獲得非PVC粉液雙室袋藥品「非PVC粉液雙室袋頭孢他啶／氯化鈉注射液」、「非PVC粉液雙室袋注射用頭孢地秦鈉／5%葡萄糖注射液」及「非PVC粉液雙室袋注射用頭孢地秦鈉／氯化鈉注射液」、「非PVC粉液雙室袋注射用頭孢夫辛鈉／氯化鈉注射液」藥品註冊批件的公司。
- 第三代EGFR抑制劑XZP-5809獲得I期至III期臨床批件。
- 加格列淨臨床試驗進展的文獻摘要獲選在第79屆美國糖尿病協會(American Diabetes Association)科學年會的壁報報告上刊登。

## FOCUS 2019 — MEMORABILIA

### 2019

- The first self-developed diabetes innovative patented new drug janagliflozin commenced Phase III clinical trials in the People's Republic of China ("PRC" or "China").
- Being the first company in China that was granted drug registration approval for compound electrolyte injection (II) (500ml).
- Production approval has been obtained for octreotide acetate injection, ambroxol hydrochloride injection and buflomedil hydrochloride injection.
- Compound amino acid injection (20AA) was granted approval for drug registration.
- Eslicarbazepine acetate received acceptance of first application for production approval.
- Early completion of self-developed patient recruitment for Phase II clinical trial in China for patented innovative digestive system drug anaprazole sodium.
- Being the first company in China that has been granted drug registration approval for "Non-PVC solid-liquid double chamber bag for ceftazidime/sodium chloride injection", "Non-PVC solidliquid double chamber bag for cefodizime sodium/5% glucose injection", "Non-PVC solid-liquid double chamber bag for cefodizime sodium/sodium chloride injection", and "Non-PVC solid-liquid double chamber bag for cefuroxime sodium/sodium chloride injection".
- Acquired phase I to III clinical trial approval for the third generation of EGFR Inhibitor XZP-5809.
- Abstracts regarding clinical trial progress of janagliflozin have been selected for poster presentation at the American Diabetes Association's 79th scientific sessions.

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- 馬來酸桂哌齊特注射液率先完成上市後大型臨床確證性研究。
- 與 Strides Pharma Global Pte Limited 成立合資公司，在中國供應及分銷3個藥品。
- 與佛山德芮可製藥有限公司共同開發的富馬酸喹硫平緩釋片獲得藥品註冊批件。
- Post-launch large-scale clinical trials of cinepazide maleate injection were completed with efficacy verified.
- Establishment of joint venture with Strides Pharma Global Pte Limited for supplying and distributing 3 drugs in China.
- Drug registration approval being granted for quetiapine fumarate ER tablet jointly developed with PharmaDax (FoShan) Co., Ltd.

## ESG 管治體系

### ESG 治理理念

二零一九年，隨著國家藥品集中採購、國家重點監控合理用藥藥品目錄(化藥及生物製品)(「**重點監控藥品目錄**」、國家醫保目錄調整等一系列重大政策的出台，醫藥行業迎來新的變革與重構時代。本集團秉持「致力於成為最具競爭力的國際化製藥企業」的願景，聚焦醫藥核心業務，嚴格把控產品品質，致力為更多患者提供更優質、更便捷的產品與服務。在巨變的環境之中，本集團加快內部組織變革，提升運營與管理效率，加強人才培養，推進標準化的環境、健康與安全管理，以保障企業的健康與可持續發展。與此同時，本集團認真履行企業的公民責任，積極參與社區健康、環境與經濟建設。在本次 COVID-19 疫情面前，本集團積極回應，克服各種困難，推動法匹拉韋快速進入臨床，充分整合與利用研發資源，梳理尋找可能有效的產品，與各界攜手共同守護人民的健康與美好生活。

### ESG 管理架構

本集團已建立 ESG 管理架構以指導和統籌本集團與附屬公司在可持續發展管理方面的實踐與行動。

1. 董事會負責對 ESG 工作中主要風險、重大議題、工作目標、信息披露及報告等進行討論、評估及審批；
2. 風險管理委員會負責對 ESG 主要風險、重大議題、重要性評估、數據信息、政策決策及年度報告等工作內容進行初步審閱、討論及確認後呈報董事會；

## ESG GOVERNANCE SYSTEM

### ESG management concept

In 2019, a series of major policies related to the in-depth reform of the pharmaceutical industry, such as the National Centralized Drug Procurement, National Catalog of Drugs under Close Monitoring of Rational Drug Use (for Chemical Medicines and Biological Products) (the "**Key Monitoring Drug List**"), adjustment to the National Reimbursement Drug List, have been introduced to promote China's pharmaceutical industry to usher in a new stage of development. "Dedicated in becoming the most competitive international pharmaceutical enterprise" is the Group's corporate vision. The Group focuses on the pharmaceutical sector while conducting strict quality control, with an aim to provide customers with better, more convenient products and services. In the environment of radical changes, the Group accelerates internal organizational reform, improves operating and management efficiency, strengthens personnel training and promotes standardized environmental health and safety management to ensure healthy and sustainable development. Meanwhile, the Group earnestly fulfills corporate social responsibilities by taking an active role in the development of community health, environment and economy. To confront COVID-19, the Group proactively responds to overcome difficulties, speeding up the clinical trial of favipiravir tablet, integrating and making full use of R&D resources to explore potentially effective products, thereby defending a healthy and good life for the people together with all walks thereby life.

### ESG management structure

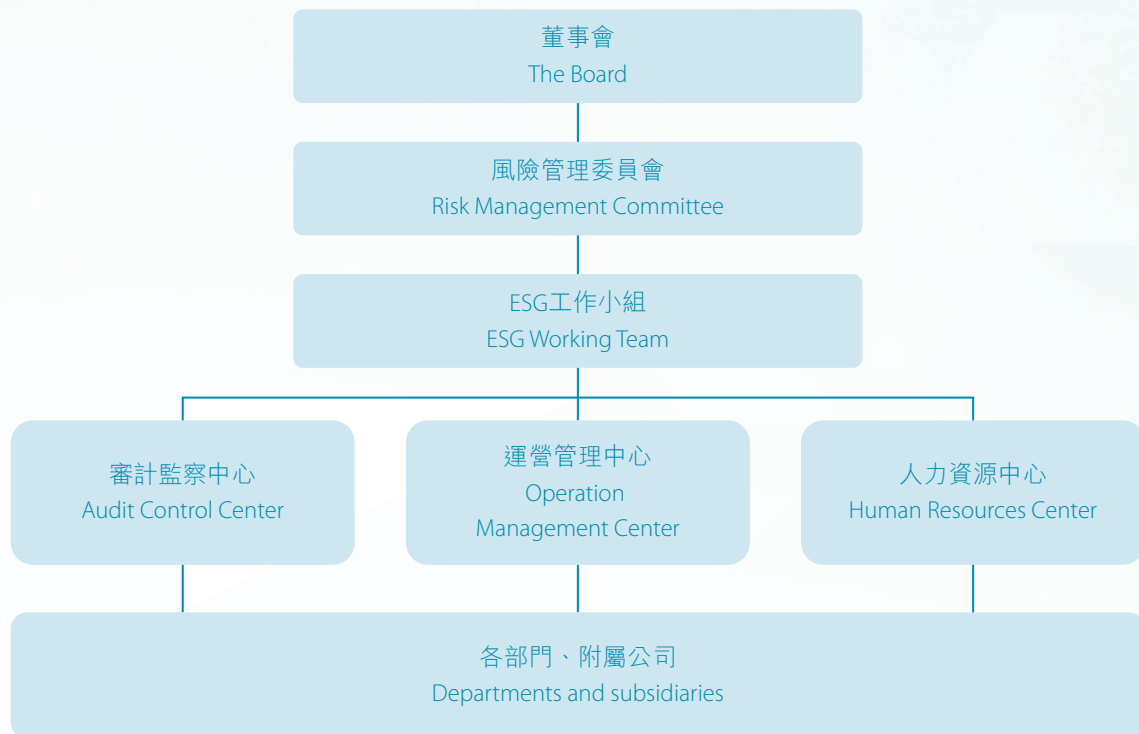
The Group has established an ESG management structure to guide and co-ordinate the practices and actions of the Group in sustainable development management.

1. The Board is responsible for the discussion, evaluation and approval of major risks, major issues, work objectives, information disclosure and reports involved in the ESG work;
2. The Risk Management Committee is responsible for the preliminary review, discussion and confirmation of major risks, major issues, materiality assessment, data information, policy decisions, annual reports and other specific ESG work items before being submitted to the Board;

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- |  |   |
|--|---|
| <p>3. ESG工作小組負責統籌和推進各項ESG工作，協同各相關職能中心、附屬公司開展ESG數據統計與信息收集工作，保證ESG信息披露的及時性、完整性與準確性；及</p> | <p>3. ESG Working Team is responsible for coordinating and promoting all ESG work, cooperating with relevant functional centers and subsidiaries to carry out ESG data statistics and information collection, and ensuring the timeliness, completeness and accuracy of ESG information disclosure; and</p> |
| <p>4. 本集團職能部門、附屬公司認真執行ESG相關管理制度，配合開展ESG各項工作，加強ESG數據管理工作，落實數據常態化收集機制。</p>               | <p>4. The functional departments and subsidiaries of the Group earnestly implement the management policies regarding ESG and carry out all ESG work in a cooperative manner to strengthen the ESG data management and implement the routine data collection mechanism.</p>                                  |

## 四環醫藥ESG工作組織架構圖 Organization structure of Sihuan Pharmaceutical for ESG work





## ESG 管理制度

本集團於二零一九年制定了《四環醫藥集團ESG管理辦法》，明確了ESG工作管理架構與職責分工、工作程序、績效考核等內容，為推進ESG工作的有序開展，提升ESG信息披露質量提供了制度保障。

## ESG 績效考核

本集團已設立附屬公司ESG管理績效考核機制，明確考核對象、考核指標與頻率，以促進附屬公司加強ESG數據管理，提升對ESG工作的重視度。

ESG數據的準確性、完整性和及時性為附屬公司的核心考核指標。附屬公司負責人對ESG數據管理員及數據提供部門開展季度考核。ESG工作小組對於附屬公司進行考核，考核結果將納入附屬公司負責人的年度績效成績；考核指標佔比不低於總分的5%。

## ESG management policies

In 2019, the Group formulated the "ESG Management Measures of Sihuan Pharmaceutical", which clarified the ESG work management structure and segregation of duties, work procedures, performance appraisal and other contents to provide institutional guarantee for promoting the orderly implementation of ESG work and improving the quality of ESG information disclosure.

## ESG performance appraisal

The Group has set up the ESG management performance appraisal mechanism, which clarified the appraisal objects, indicators and frequency to strengthen ESG data management and let them pay more attention to the ESG work.

The accuracy, completeness and timeliness of ESG data are the core appraisal indicators for subsidiaries. The persons in charge of subsidiaries shall conduct quarterly appraisal on their ESG data administrator and data supply department. The ESG Working Team will conduct appraisal on subsidiaries, and the appraisal results will be incorporated into the annual performance of the persons-in-charge of subsidiaries for not less than 5% of the total score.

## 利益相關方溝通

## COMMUNICATION WITH STAKEHOLDERS

### 促進利益相關方的常態化溝通

本集團高度重視與利益相關方的溝通，持續搭建與內外部利益相關方的多樣化的溝通渠道，主動了解並積極回應各方訴求與期望，與利益相關方緊密合作，共同推進可持續發展。

### Promotion of regular communication with stakeholders

The Group attaches great importance to the communication with stakeholders. We continue to build diversified communication channels with internal and external stakeholders to proactively respond to the demands and expectations of all parties and work closely with stakeholders to promote sustainable development.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and respond
政府／監管部門 Government/regulatory departments	遵紀守法 Observing disciplines and laws 帶動地方就業 Promotion of local employment 藥物安全與質量 Drug safety and quality 員工權益保障 Protection of employee rights and interests 人才吸納與團隊建設 Talents attraction and team building 清潔生產 Clean production 水資源使用與節水措施 Use of water resources and water-saving measures	定期拜訪交流 Regular visits and communication 信息披露 Information disclosure 進行調研與督查 Conduct of surveys and supervision
投資者／股東 Investors/shareholders	財務業績 Financial performance 企業可持續盈利 Sustainable profitability of the company 反腐敗與內控管理 Anti-corruption and internal control management 多渠道溝通 Multi-channel communication 藥物研發與創新 Drug R&D and innovation	發佈業績公告、中期報告及年報和召開股東週年大會 Release of results announcement, interim report and annual report, convening of shareholder's annual general meeting 日常信息披露 Daily information disclosure 建立新媒體溝通渠道 Establishment of new media communication channels 提高盈利能力 Improvement of profitability 公告 Announcement

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and respond
客戶／分銷商 Customers/distributors	藥物安全與質量 Drug safety and quality 打擊假藥 Combat against counterfeit medicines 藥物研發與創新 Drug R&D and innovation 負責任營銷 Responsible marketing 溫室氣體排放 Greenhouse gas ("GHG") emission	健康宣傳 Health campaigns 客戶服務中心和熱線 Customer service center and hotline 客戶滿意度調查 Customer satisfaction survey 搭建客戶溝通平台 Construction of customer communication platform 定期回訪 Regular visit
員工 Employees	職業健康與安全 Occupational health and safety 藥物安全與質量 Drug safety and quality 員工權益保障 Protection of employee rights and interests 合法合規僱傭 Compliance with employment laws and regulations	員工培訓 Staff training 員工溝通會 Staff Communication meetings 員工關愛活動 Employee care activities  公司內刊 Internal publications
供應商與合作夥伴 Suppliers and partners	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain 藥物研發與創新 Drug R&D and innovation 藥物安全與質量 Drug safety and quality 污水處理與合規排放 Wastewater treatment and legal emission	審核與評估 Review and assessment  交流研討 Exchanges and discussions 日常溝通與對話 Daily communication and dialogue 依法履行合同 Lawful execution of contracts
行業協會 Industry associations	藥物研發與創新 Drug R&D and innovation 藥物安全與質量 Drug safety and quality 打擊假藥 Combat against counterfeit medicines	參與行業協會培訓 Participation in trainings arranged by industry associations 參與行業研討交流 Participation in industry seminars and exchanges 相關項目合作 Cooperation of relevant projects
社區公眾 Community and the public	社區參與及公益活動 Community involvement and charitable activities 帶動地方就業 Promotion of local employment 關愛社區健康 Care for community health	開展公益項目 Organization of charitable projects  參與社區共建 Participation in community building 健康宣傳 Health campaigns

二零一九年度重要性議題判定

四環醫藥重要性議題判定步驟如下：

**第一步：議題識別**

- 通過同行對標，分析行業ESG管理重點，識別與行業相關的重要性議題。
- 基於本集團現有業務，按照聯交所的ESG報告指引，判定適用於本集團的議題。
- 形成議題庫。

**第二步：議題排序**

- 邀請超過300位利益相關方參與調研問卷，調研覆蓋了董事會、內部員工、供應商、客戶／分銷商、政府部門共五類利益相關方。相較二零一八年，新增政府部門一類利益相關方。
- 利用加權求和法對問卷結果進行分析，得出重要性議題排序。

**第三步：議題審閱**

- 本集團管理層對重要性議題及排序進行審核。

**第四步：議題披露**

- 根據重要性議題分析結果，確定本報告的披露重點，編製本年度議題重要性矩陣。

**Determination of 2019 material issues**

Sihuan Pharmaceutical adopts the following steps to determine material issues:

**Step 1: Recognition of issues**

- Material issues related to the industry are recognized by peer benchmarking and analysis of the industry's ESG management focuses.
- Determine issues applicable to the Group based on the Group's existing business in accordance with the ESG Reporting Guide of the Stock Exchange.
- A pool of issues is formed.

**Step 2: Prioritization of issues**

- More than 300 stakeholders are invited to participate in a survey by questionnaire, which covers five types of stakeholders: the Board, internal staff, suppliers, customers/distributors and regulators. Regulators is added as a new type of stakeholder as compared with 2018.
- The results of the questionnaire survey are analyzed using the weighted summation method to figure out the priority of the material issues.

**Step 3: Review of issues**

- Management team of the Group reviews the material issues and the prioritization.

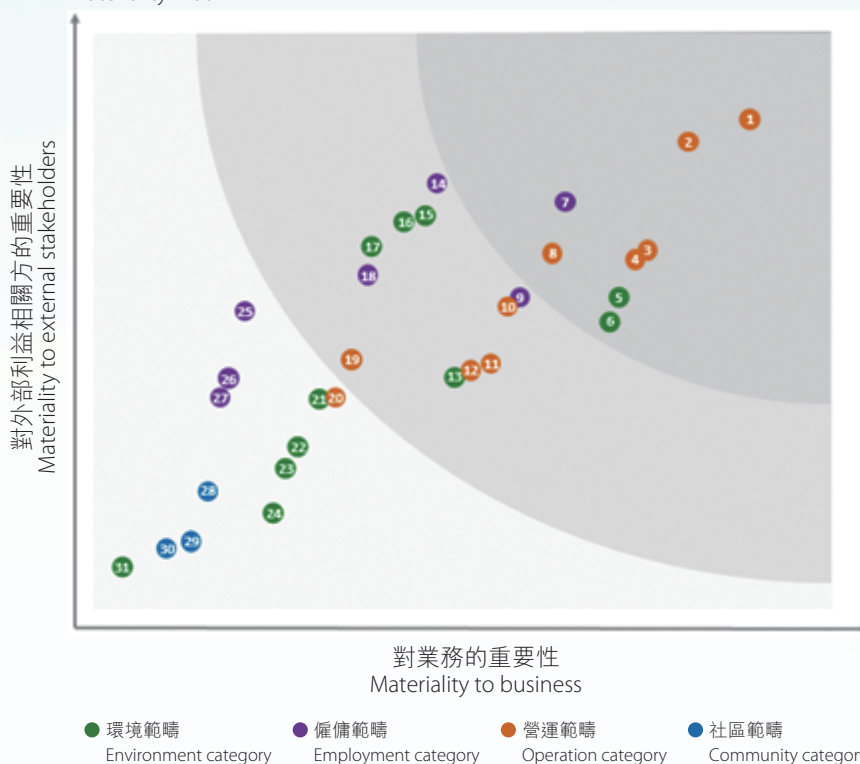
**Step 4: Disclosure of issues**

- The key points of the Report based on the results of the material issue analysis are determined and the material issue matrix of the Year is compiled.

以下為二零一九年度重要性評估結果。

The followings are the materiality evaluation results of 2019.

重要性矩陣圖  
Materiality matrix



**環境範疇**

**Environment category**

- 污水處理與合規排放  
Wastewater treatment and legal emission
- 有害廢棄物管理  
Hazardous waste management
- 廢氣管理  
Air pollutant management
- 溫室氣體排放  
GHG emission
- 氣候變化減緩與適應  
Mitigation of and adaption to climate change
- 保護動物權益  
Protection of animal rights
- 清潔生產  
Clean production
- 水資源使用與節水措施  
Use of water resources and water-saving measures
- 包材合理使用和減少浪費  
Reasonable use of packaging materials and reduction of waste
- 能耗管理  
Management of energy consumption
- 綠色辦公室  
Green office

**僱傭範疇**

**Employment category**

- 職業健康與安全  
Occupational health and safety
- 合法合規僱傭  
Compliance with labour legislation and regulations
- 員工培訓與發展機會  
Staff training and development opportunities
- 人才吸納與團隊建設  
Talents attraction and team building
- 員工權益保障  
Protection of employee rights and interests
- 多元化與平等機會  
Diversity and equal opportunity
- 薪酬與福利  
Compensation and benefits

**營運範疇**

**Operation category**

- 產品安全與質量  
Product safety and quality
- 研發及創新  
R&D and innovation
- 保障知識產權  
Protection of intellectual property rights
- 客戶信息安全與隱私保護  
Customer information security and privacy protection
- 客戶服務品質  
Quality of customer service
- 負責任營銷  
Responsible marketing
- 供應商管理  
Supplier management
- 供應鏈環境及社會風險管控  
Environmental and social risk control of the supply chain
- 反腐敗與內控管理  
Anti-corruption and internal control management
- 廉潔培訓與宣傳  
Integrity training and publicity

**社區範疇**

**Community category**

- 帶動地方就業  
Promotion of local employment
- 關愛社區健康  
Care for community health
- 社區參與及公益活動  
Community involvement and charitable activities

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

議題重要性 Materiality of issues	排序 Prioritization	二零一九年 ESG 重要性議題 Material ESG issues of 2019	所屬範疇 Category
非常重要 Highly material	1	反腐敗與內控管理 Anti-corruption and internal control management	反貪污 Anti-corruption
	2	產品安全與質量 Product safety and quality	產品責任 Product responsibility
	3	研發及創新 R&D and innovation	產品責任 Product responsibility
	4	保障知識產權 Protection of intellectual property rights	產品責任 Product responsibility
	5	清潔生產 Clean production	資源使用 Use of resources
	6	水資源使用與節水措施 Use of water resources and water-saving measures	資源使用 Use of resources
	7	合法合規僱傭 Compliance with labour legislation and regulations	勞工準則 Labor standards
	8	客戶信息安全與隱私保護 Customer information security and privacy protection	產品責任 Product responsibility
	9	員工培訓與發展機會 Staff training and development opportunities	發展及培訓 Development and training
	10	客戶服務品質 Quality of customer service	產品責任 Product responsibility

議題重要性 Materiality of issues	排序 Prioritization	二零一九年 ESG 重要性議題 Material ESG issues of 2019	所屬範疇 Category
重要 Material	11	供應商管理 Supplier management	供應鏈管理 Supply chain management
	12	負責任營銷 Responsible marketing	產品責任 Product responsibility
	13	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste	資源使用 Use of resources
	14	職業健康與安全 Occupational health and safety	健康與安全 Health and safety
	15	污水處理與合規排放 Wastewater treatment and legal emission	排放物 Emissions
	16	有害廢棄物管理 Hazardous waste management	排放物 Emissions
	17	廢氣管理 Air pollutant management	排放物 Emissions
	18	人才吸納與團隊建設 Talents attraction and team building	僱傭 Employment
	19	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain	供應鏈管理 Supply chain management
	20	廉潔培訓與宣傳 Integrity training and publicity	反貪污 Anti-corruption
	21	能耗管理 Management of energy consumption	資源使用 Use of resources
	22	溫室氣體排放 GHG emission	排放物 Emissions
	23	綠色辦公室 Green office	資源使用 Use of resources
	24	氣候變化減緩與適應 Mitigation of and adaption to climate change	排放物 Emissions
	25	員工權益保障 Protection of employee rights and interests	僱傭 Employment
	26	多元化與平等機會 Diversity and equal opportunity	僱傭 Employment
	27	薪酬與福利 Compensation and benefits	僱傭 Employment
	28	帶動地方就業 Promotion of local employment	社區投資 Community investment
	29	關愛社區健康 Care for community health	社區投資 Community investment
	30	社區參與及公益活動 Community involvement and charitable activities	社區投資 Community investment
	31	保護動物權益 Protection of animal rights	環境及天然資源 Environmental and natural resources

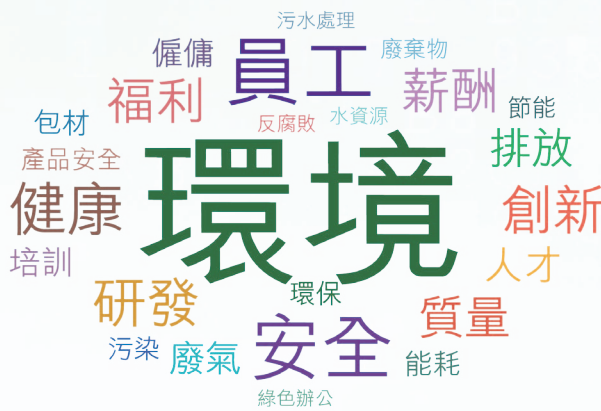
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

相較於二零一八年重要性議題評估結果，二零一九年核心議題仍集中於產品安全與質量、研發及創新、保障知識產權等營運範疇。同時，利益相關方二零一九年格外重視集團在反腐敗與內控方面的管理。本集團將在之後章節對重點議題加以詳述，以回應各利益相關方的關注。

Compared with the results of the material issue assessment of 2018, the core issues of 2019 still focus on product safety and quality, R&D and innovation, intellectual property protection and other operational areas. Meanwhile, stakeholders pay special attention to the Group's management in anti-corruption and internal control in 2019. The Group will elaborate on the key issues in the following sections as a response to stakeholders' concerns.

為了展現利益相關方的關注重點，本集團特整合了所有問卷中利益相關方提出的意見，形成以下重要議題關鍵詞雲圖：

In order to better demonstrate the key concerns of stakeholders, the Group has integrated their opinions expressed in all the questionnaires to form the following Keyword Cloud chart:





## 創新驅動 服務大眾健康

四環醫藥始終秉承專心、專注、專業、共贏的企業精神，踐行創新服務於人類健康的企業使命。發展至今，本集團憑藉雄厚的研發實力、完善的質量管理體系、獨特的營銷模式、專業化的服務和嚴格的供應鏈管理，贏得了社會各界和專家用戶的認可，樹立了四環醫藥專業化的品牌形象。

### 研發創新及提高核心競爭力

本集團始終把藥品研發奉為「業務的核心，企業的靈魂」，致力於為公眾提供更多健康資源，提升藥品的可及性。在明確的研發戰略指引下，本集團不斷完善研發管理體系，聚焦心腦血管疾病、腫瘤及糖尿病三大領域，取得了顯著的研發成效。

### 研發管理

創新及研發是四環醫藥創建核心競爭力的基石。本集團已形成國際化的研發佈局和較強的研發能力。在海內外共設立4家研發機構，集結600多名海內外科學家及研發人員，致力於創新研發專利藥及仿製藥：

## BEING INNOVATIVE AND DRIVEN TO CARE FOR PUBLIC HEALTH

Sihuan Pharmaceutical has always been adhering to the corporate spirits of concentration, focus, professionalism and win-win, and endeavors the practice on corporate mission of innovatively serving human health. Today, the Group has won the recognition of all walks of life and expert users by virtue of its strong R&D strength, sound quality management system, unique marketing model, professional services and strict supply chain management, while established the professional brand image of Sihuan Pharmaceutical.

### R&D and innovation to improve core competitiveness

The Group has always regarded drug R&D as “the core of businesses and the soul of the organization”, and is committed to providing more healthy resources for public and improving the accessibility of drugs. Under the guidance of a clear R&D strategy, the Group has continuously improved its R&D management system to focus on the three major areas of cardio-cerebral vascular (“CCV”) diseases, oncology and diabetes which achieved significant R&D results.

### R&D management

Innovation and R&D constitute the cornerstone of Sihuan Pharmaceutical’s core competitiveness. The Group has formed an international R&D layout and developed comparatively strong R&D capabilities. It has established 4 R&D institutions and gathered more than 600 scientists and R&D personnel abroad, which are committed to the R&D of innovative patented drugs and generic drugs:



### 三藩市研發中心

主要研發方向：

- 腫瘤免疫治療藥物，包括小分子藥物、抗體和融合蛋白等大分子生物藥物

### San Francisco R&D Center

R&D focuses:

- Tumour immunotherapy drugs, including small molecule drugs, antibodies, and biomacromolecule drugs like fusion proteins



### 軒竹創新藥研發中心

主要研發方向：

- 小分子創新藥物，主要包括抗感染、抗心血管代謝疾病、抗腫瘤、神經系統等較為前沿的創新藥研發領域

### Xuanzhu Innovative Drug R&D Center

R&D focuses:

- Innovative small molecule drugs, mainly cutting-edge innovative drugs for areas such as anti-infectives, cardiovascular metabolic disease, oncology, nervous system disease, etc.



### 北京澳合藥物研究院

主要研發方向：

- 以研究開發首仿藥、新制劑為主，包括心腦血管藥、腫瘤藥、消化系統藥、精神神經藥等重大疾病領域藥

### Beijing Aohe Research Institute

R&D focuses:

- Mainly R&D of first-to-market generic drugs and new preparations, including drugs for critical diseases such as CCV drugs, oncology drugs, digestive system drugs, psychoneurology drugs, etc.



### 臨床開發中心 — 二零一九年新成立

主要研發方向：

- 負責推動本集團自主研發及引進的所有1.1類創新藥、仿製藥及上市藥物的臨床研究工作，目前已有50多項臨床項目正在進行

### Clinical Development Center — Established in 2019

R&D focuses:

- Carrying forward the clinical research of all Type 1.1 innovative drugs, generic drugs and marketed drugs independently developed or introduced by the Group. The Center has more than 50 clinical projects that are currently underway

除上述研發機構，部分附屬公司亦承擔研發角色：

- 吉林惠升專注糖尿病產品開發，在生物制藥及化學藥品領域雙向發力，目前已形成多項產品的研發佈局；
- 吉林四環已啟動腫瘤固體生產車間的投資建設，為腫瘤研發項目進行充分準備；及
- 北京四環生產的左乙拉西坦片等多個神經精神類產品處於申報狀態，將可惠及廣大的患者。

本集團制定並實施從立項至結項的研發全流程管理辦法，致力規範研發項目的執行，以提高研發效率。藥品研發過程中各項實驗均符合國家有關標準要求，涉及人體臨床試驗均符合藥物臨床試驗質量管理規範，涉及動物的研究工作均符合實驗動物管理的相關規定。

### 研發進展

隨著醫改的進一步推動，預計中國的醫療改革將繼續深化。主要針對藥品審批制度優化的改革、國家醫保目錄的調整、國家藥品集中採購及重點監控藥品目錄的政策預期會持續推進，並將加速醫藥行業的資源整合與行業變革。

面對新形勢及新挑戰，本集團致力穩定經營基礎、加快藥物研發和產品上市、集中精力在主要領域打好基礎、保障短中期增長動力。多年來堅定不移的投入已經開始取得突破性成果，長遠發展實力逐步鞏固。

In addition to the above R&D institutes, some subsidiaries also undertake the R&D role:

- Jilin Huisheng focuses on the development of diabetic products, and has made two-way efforts in the fields of biological drugs and chemical drugs. It has now formed an R&D layout covering a number of products;
- Jilin Sihuan has launched the investment in and construction of the solid oncology drug production workshop to be fully prepared for the oncology R&D project; and
- Several neuropsychiatric products such as levetiracetam tablet manufactured by Beijing Sihuan are waiting for approval, which will soon benefit a large number of patients.

The Group formulates and implements the entire R&D-process management from project establishment to completion in order to standardize the implementation of R&D projects and improve R&D efficiency. All trials in the process of drug development are in compliance with relevant national standards. Human clinical trials are in compliance with quality management specifications for drug clinical trials, and research work carried on animals is in compliance with relevant regulations for experimental animal management.

### R&D progress

With the further promotion of healthcare reform, it is expected that China's healthcare reform will continue to deepen. Policies focusing on the reform of optimization of drug approval system, adjustment to the National Reimbursement Drug List, the National Centralized Drug Procurement and the Key Monitoring Drug List are expected to be pushed forward and accelerate resource consolidation and revolution of the pharmaceutical industry.

Facing new landscapes and new challenges, the Group strives to solidify its operation fundamentals to drive its short to mid-term growth by speeding up drug R&D and product launch and focusing on laying the foundation in key areas, most of which are now producing ground-breaking results after years of dedications and, in turn, boosted the Group's capabilities for long-term development.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

本年度內，本集團已展開的重點策略包括：

- 推動研發項目進展：以推動創新藥和仿製藥研發為本集團最重要發展手段，佈局重大治療領域，多個項目取得突破性進展；
- 精細化市場管理：擴大銷售管道，加速市場下沉，加強現有產品的學術推廣及循證醫學證據支援，全面釋放產品增長潛力；及
- 優化產品資源：以提升整體產品組合水準為目標，積極尋求投資、合併與收購和國際合作機遇。

二零一九年，研發及相關活動投入同比上升45.7%至約人民幣777.0百萬元，佔本集團總收益銷售額的26.9%。

二零一九年本集團在研發方面取得的主要成就包括但不限於：

- 首個自主研發治療糖尿病創新專利藥加格列淨啟動中國III期臨床試驗，目前進展順利。有關已經完成的加格列淨3個I期臨床研究的文獻摘要獲選在美國糖尿病協會第79屆科學年會的壁報報告上刊登。
- 自主研發的創新專利抗腫瘤藥吡羅西尼於中國I期臨床試驗中取得突破性進展。
- 自主研發的創新藥第三代EGFR抑制劑XZP-5809獲得中國I期至III期藥物臨床試驗批件。
- 中國第一個自主創新的碳青霉烯類抗生素百納培南II期臨床試驗已在中國多家臨床試驗單位開展。
- 收購新一代氨基糖苷類抗生素plazomicin的大中華區所有權益及知識產權。

During the Year, the Group has deployed the following main strategies:

- Propelling R&D projects progress: Propelling the R&D of innovative drug and generic drug to raise the Group's profile in major therapeutic areas, achieving breakthroughs for several projects;
- Targeted marketing management: by expanding sales network, accelerating the development in primary markets, enhancing academic promotion and evidence-based research for existing products to fully realise potential of its products; and
- Optimizing product resources: by improving the quality of its overall product portfolio, through proactively seeking opportunities of investment, mergers and acquisitions as well as international collaboration.

In 2019, expenditure for R&D and relevant activities increased by 45.7% to approximately RMB777.0 million, representing 26.9% of the total revenue of the Group.

In 2019, the Group has accomplished major achievements in new drugs R&D including but not limited to:

- The first self-developed patented new drug janagliflozin, an anti-diabetic drug, commenced phase III clinical trials in China and is currently progressing well. 3 abstracts regarding phase I clinical trial progress of janagliflozin have been selected for poster presentation at the American Diabetes Association's 79th scientific sessions.
- Birciclib, a self-developed patented innovative oncology drug, achieved breakthrough progress in phase I clinical trial in China.
- Phase I to III clinical trial approval in China for the third generation of EGFR inhibitor XZP-5809, a self-developed innovative drug, has been obtained.
- Phase II clinical trial of benapenem, China's first innovative carbapenems antibiotics, has been initiated in multiple clinical trial centers in China.
- Acquisition of all interests and intellectual property right of plazomicin, a new generation of aminoglycoside antibiotics, in the Greater China Region.

- 治療癲癇藥物醋酸艾司利卡西平片的生產批件獲得受理。目前，本集團為中國首家且獨家申報此藥品生產批件並獲得受理的企業。
- 治療糖尿病的胰島素類似物(門冬胰島素、門冬胰島素30)的中國III期臨床試驗取得良好進展。
- 復方氨基酸注射液(20AA)獲得藥品註冊批件。
- 復方電解質注射液獲得藥品註冊批件，並已上市銷售。
- 非PVC粉液雙室袋即配型輸液產品(包括頭孢他啶，頭孢夫辛，頭孢地秦)獲頒發藥品註冊批件，本集團為中國首家及唯一一家取得此藥品粉液雙室袋劑型註冊批件的藥品生產企業。
- 馬來酸桂哌齊特注射液完成治療急性缺血性腦卒中的上市後確證臨床研究。
- 與佛山德芮可製藥有限公司共同開發的富馬酸喹硫平緩釋片獲得藥品註冊批件。
- 自主研發創新專利藥安納拉唑鈉啟動中國III期臨床試驗。
- 中國首家通過一致性評價藥品卡巴拉汀膠囊獲得生產批件。
- 左已拉西坦片獲得生產批件。
- 中國首家咪達唑侖口頰黏膜溶液獲得註冊批件。
- 阿奇霉素片進入第二輪國家集中採購，並且已經中標。
- Application for the production approval for anti-epileptic drug eslicarbazepine acetate tablet has been accepted. Currently, the Group is the first and only domestic enterprise that submitted application and received acceptance for production approval for this drug in China.
- Phase III clinical trial in China of anti-diabetic drug insulin analogue (insulin aspart, insulin aspart 30) are progressing well.
- Compound amino acid injection (20AA) was granted approval for drug registration.
- Compound electrolyte injection was granted for drug registration and has been launched to market.
- Non-PVC solid-liquid double chamber infusion soft bag (including ceftazidime, cefuroxime and cefodizime) has been granted drug registration approval. The Group is the first and only pharmaceutical manufacturing company that has been granted drug registration approval for solid-liquid double chamber injection of this series of drugs in China.
- Post-launch clinical trials of cinepazide maleate injection were completed with verified efficacy for the treatment of acute ischemic stroke.
- Drug registration approval granted for quetiapine fumarate ER tablet jointly developed with PharmaDax (FoShan) Co., Ltd..
- Commencement of phase III clinical trial in the PRC for self-developed innovative patented drug anaprazole sodium.
- Production approval granted for rivastigmine capsule, the first drug in the PRC passing consistency evaluation.
- Production approval was granted for levetiracetam tablet.
- The first registration approval was granted for midazolam oromucosal solution in the PRC.
- Azithromycin tablet participated in the second round of National Centralized Drug Procurement and has won the bid.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

本集團高度重視與行業研究夥伴的交流與合作。二零一九年，本集團積極推進重點產品的上市後再評價工作，分別和天壇醫院、中國醫學科學院植物研究所及北京協和醫學院藥物研究所等中國頂尖的醫院和研究所開展臨床前實驗研究，以明確產品作用機制；目前已完成5項基礎研究，且有2個項目正在進行中。

The Group pay special attention to communication and cooperation with industry research partners. In 2019, the Group actively promoted the post-launch re-evaluation of key products, and carried out preclinical experimental research with Tiantan Hospital, the Institute of Botany of the Chinese Academy of Medical Sciences and the Institute of Medicine of the Peking Union Medical College to make clear the mode of action of certain products. Currently, 5 basic studies have been completed, and 2 projects are in progress.

本集團積極與中山大學附屬第一醫院、天壇醫院、陸軍總醫院、北京醫院、安徽醫科大學第一附屬醫院、中國醫科大學第一醫院及河北省兒童醫院等多家中國頂尖醫院開展上市後臨床有效性和安全性方面的8項研究，目前已發表科學引文索引文章1篇，核心期刊5篇，已投稿待接收文章2篇。

The Group actively collaborates with many top Chinese hospitals such as the First Affiliated Hospital of Sun Yat-sen University, Tiantan Hospital, General Hospital of the Army, Beijing Hospital, First Affiliated Hospital of Anhui Medical University, First Hospital of China Medical University and Hebei Provincial Children's Hospital to carry out 8 post-launch clinical studies on efficacy and safety, and has published one Science Citation Index article, 5 articles in core journals and submitted 2 articles for acceptance.

同時，軒竹創新藥研發中心與國內多家知名企業、高校長期保持密切合作，委託開展臨床前藥學、藥理毒理評價工作。例如，與天津大學開展化合物鹽和晶型篩選工作；與國家成都新藥安全性評價中心開展長期毒性試驗、致癌性試驗；與藥明康德開展體外藥效評價工作等。

Meanwhile, Xuanzhu Innovative Drug R&D Center maintains close collaboration with multiple established corporations and universities on pre-clinical pharmacy and evaluation of pharmacology and toxicology. For example, the cooperation with Tianjin University in study of salt compounds and crystal filtering; conduct chronic toxicity and carcinogenicity test with National Chengdu New Drug Safety Evaluation Center; undertake pharmacodynamics assessments with WuXi AppTec.

二零一九年八月二十九日，由全球領先的專業信息服務提供商科睿唯安舉辦的第六屆中國製藥行業大會在北京拉開帷幕，百餘位行業翹楚齊聚現場，共同探索變革下的中國製藥行業現狀。四環醫藥榮登「亞太地區最具創新力製藥企業」榜單。

On 29 August 2019, the 6th China Pharmaceutical Industry Conference held by Clarivate, the world's leading professional information service provider, kicked off in Beijing. More than a hundred industry leaders gathered at the scene to jointly explore the status of the pharmaceutical industry in China under transformation. Sihuan Pharmaceutical was listed on the "Most Innovative Pharmaceutical Company in the Asia-Pacific Region".



## 知識產權保護

有效的知識產權保護是企業研發創新的重要保障。本集團圍繞產品全生命週期，根據創新藥及仿製藥領域特點等，採用知識產權適時跟進保護技術創新進展、核心關鍵專利技術與外圍專利技術相結合、主動保護與防禦性公開相結合、專利保護與商業秘密(技術秘密)保護相結合、正向佈局與反向佈局相結合、商標專用權與著作權相結合等，知識產權立體保護與戰略佈局策略，給予產品全方位、長周期及嚴密的知識產權保護，保障創新權益。

截至二零一九年底，本集團附屬公司累計提交專利申請800餘件，在中國國家知識產權局維持有效的授權專利共300多件，在其他國家或地區獲得授權且維持有效的國外授權專利80餘件。本集團各附屬公司累計提交專利合作條約國際申請及國外申請90餘項<sup>2</sup>。圍繞醫學美容和特殊醫學用途配方食品等快消領域，提交商標註冊申請1,013件，獲准註冊656件，獲得著作權12項。

本集團知識產權部為知識產權事務的歸口管理部門。各附屬公司建立專利事務部或負責人，協同開展知識產權的管理、執行、監督和協調等工作。

知識產權保護需要相關職能部門的共同參與。本集團知識產權部定期組織專題業務培訓，加強相關人員對知識產權的保護意識及管理知識儲備。

## Protection of intellectual property

Effective protection of intellectual property (“IP”) rights is an important guarantee for enterprises’ R&D and innovation. Based on the characteristics of different fields of pharmaceuticals such as innovative drugs and generic drugs, the Group adopts a strategy of an all-round IP layout that combines technology with R&D progress, core technology with peripheral technology, active protection with defensive disclosure, patents protection with trade secrets, forward layout and backward layout and trademarks with copyrights to provide products with comprehensive, long-term and strict IP protection.

By the end of 2019, subsidiaries of the Group had submitted more than 800 patent applications in aggregate, of which more than 300 are validly authorized and maintained by the National Intellectual Property Administration of the PRC, and more than 80 by other countries or regions. They had also submitted more than 90 Patent Cooperation Treaty international applications<sup>2</sup>. In the fields of fast moving consumer goods such as medical aesthetic and food for special medical purposes, subsidiaries of the Group had filed 1,013 applications for trademark registration, of which 656 were granted approval for registration, and 12 were granted copyrights.

The IP Department is the centralized IP management department of the Group. Each subsidiary establishes a patent affairs department or appoints a person in charge to coordinate the management, implementation, supervision and coordination of various IP rights.

The protection of IP rights requires the participation of relevant functional departments. The IP Department of the Group regularly organizes special business trainings to strengthen relevant personnel’s awareness and knowledge of IP protection and management.

<sup>2</sup> 僅統計向世界知識產權組織提交的申請文件，不包括進入國家階段的申請文件。

<sup>2</sup> Only applications submitted to World Intellectual Property Organization are counted, excluding applications that had already entered the stage of state approval.

二零一九年十月十九日，本集團知識產權部骨幹人員參與北京大學法學院主辦的「中美專利訴訟熱點論壇」，學習了解美國專利訴訟制度，交流討論國內醫藥企業「走出去」的相關熱點話題。經過本次論壇，本集團知識產權部管理人員熟悉了美國知識產權庭審流程和必要環節，為今後本集團在海外的知識產權維權做好充分準備。

On 19 October 2019, key staff of the Group's IP Department participated in the "Sino-US Patent Litigation Hotspot Forum" hosted by the Law School of Peking University, where they learned about the US patent litigation system and exchanged opinions about hot topics related to domestic pharmaceutical companies' "going global". Managers of the Group's IP Department got familiar with the US IP court trial process and necessary procedures at the forum, and became better prepared for the Group's overseas IP protection.



**加強管控、保障產品質量和安全**

四環醫藥深明產品質量是企業可持續發展的根基。本集團嚴格遵循《中華人民共和國藥品管理法》、《藥品生產監督管理辦法》及《藥品生產質量管理規範》等中國法律規範，不斷完善質量管理體系建設，加強研發技術轉移工作機制，同時，持續鞏固覆蓋產品全生命周期藥物警戒體系，為患者的用藥質量和安全提供全面有效的保障。

**Strengthen management and control to ensure product quality and safety**

Sihuan Pharmaceutical understands that product quality is the foundation for enterprises' sustainable development. The Group strictly complies with the PRC laws and regulations such as the "Pharmaceutical Administration Law of the People's Republic of China", the "Measures for the Supervision over and Administration of Pharmaceutical Production" and the "Good Manufacturing Practices for Pharmaceutical Products", continuously optimizes the quality management system construction, strengthens the R&D technology transfer working mechanism, and continues to consolidate the pharmacovigilance system covering the full life cycle of products, so as to provide comprehensive and effective guarantee for patients' medication quality and safety.



## 質量管理體系建設

本集團運營管理中心負責對各附屬公司藥品生產的生產質量管理規範(「GMP」)符合性和安全、質量管理體系運行情況進行監督和指導。各附屬公司質量管理由企業負責人直接領導，質量部門建立符合GMP要求的質量管理體系和完善的質量管理文件系統，全面負責本企業質量管理工作。

本集團根據藥品GMP及《質量管理體系：藥品GMP指南》推行全面質量風險管理，開展風險識別、分析及評估，實行風險分級管理，制定相應的風險管控措施，並定期審核與回顧管控措施的有效性。

本集團重視質量體系的提升，由運營管理中心主導重點開展針對質量體系中變更控制、偏差和CAPA<sup>3</sup>的管理工作，計劃約於兩年內逐步改善附屬公司的質量體系管理水平，完善偏差風險評估、變更控制流程、CAPA管理，充分保證質量數據的真實性、完整性和可靠性。

## 生產及成品質量的管控

本集團附屬公司質量部下設質量保證、質量控制與驗證部門，為遵從生產質量標準和設備操作程序要求，該部門分別對產品的原材料、生產流程、質量、文件等進行審核，嚴格把控產品品質。每批成品需進行抽樣檢測，檢測合格出具成品報告；對於不合格產品遵照《不合格產品管理程序》處理，並根據《糾正和預防措施管理程序》規定，及時分析並落實整改措施，嚴防情況再次發生。

## Establishment of quality management system

The Operation Management Center of the Group is responsible for supervising and guiding the pharmaceutical production of each subsidiaries to ensure compliance with the Good Manufacturing Practices (“GMP”) regulations and appropriate operation of the safety and quality management system. The person-in-charge of each subsidiary directly leads their quality management team. The respective quality departments establish quality management systems that meet the GMP requirements with a comprehensive quality management documentation system, dedicated for its quality management.

The Group implements overall quality risk management according to the GMP for pharmaceutical products and the “Quality Management System: GMP Guidelines for Drugs”, conducting risk identification, analysis and evaluation, implementing risk classification management, developing corresponding risk control measures and regularly reviewing the effectiveness of these measures.

The Group attached importance to the improvement of the quality system. The Operation Management Center leads the management of the quality system, especially the change control, deviation and CAPA<sup>3</sup> in the quality system. It plans to gradually improve the quality management system level of subsidiaries and optimize the management of “risk of bias” assessment, change control process and CAPA management to fully guarantee the authenticity, integrity and reliability of quality data.

## Management and control of production and finished product quality

Subsidiaries of the Group set up quality assurance, quality control and verification departments under the quality department. In order to strictly control product quality, these departments will review raw materials, production processes, quality, documentation and other matters related to products quality. Each batch of finished products is subject to sampling testing. Reports on the examined products will be issued following the testing. For the defective products, the Group has put in place and implemented the “Defective Product Management Procedures”. Corrective measures will be taken in time following necessary analysis to prevent recurrence pursuant to the “Corrective and Preventive Measures Management Procedures”.

<sup>3</sup> CAPA：糾正和預防措施(Corrective Action and Preventive Action)

<sup>3</sup> CAPA: Corrective Action and Preventive Action

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

本集團通過現場審計、定期匯報等方式監督各企業的質量管理工作。

- 常規質量審計：根據不同企業，每年度或每兩年度開展一次全面評估附屬公司的質量體系運行情況，發現企業是否存在系統性風險；
- 突擊檢查：以突擊的形式敦促企業時刻保持嚴格按照GMP的標準組織生產和質量管理。重點檢查企業生產和質量管理過程中可能存在缺陷或異常，並要求及時整改；及
- 專項審計：針對研發產品，通常在生產現場檢查前進行一次專項審計，並根據審計發現的問題，及時整改。

針對發現的問題提出缺陷項和建議項，並要求相關企業按要求在規定時間內制定並落實整改計劃。整改計劃和整改報告呈交本集團運營管理中心審核，必要時會要求重新整改。

各附屬公司每月提交質量月報至本集團運營管理中心，從「人機料法環」全方面匯報質量管理情況。依照質量管理體系要求，各附屬公司每年對產品質量管理進行回顧分析，並形成報告呈報集團審核；同時，開展內部評審會議，制定下一年度的提升計劃，實現質量管理的持續改進和優化，為患者的用藥安全保駕護航。

The Group oversees the quality management operation of subsidiaries through on-site audits and regular reports.

- Routine quality audit: Comprehensive evaluation will be conducted on the operation of subsidiaries' quality system annually or once every two years of different subsidiaries to find out whether there are systemic risks in the enterprise;
- Unannounced inspection: Urge enterprises to maintain production and quality management in strict compliance with GMP standards by unannounced inspection. Focus on checking for possible defects or abnormalities during production and quality management process of the enterprise, and request timely rectification; and
- Special audit: R&D products are usually subject to a one-off special audit before the production site inspection made and based on the timely rectification of problems identified in the audit.

Deficiencies and suggestions are put forward for the findings, and relevant subsidiaries are required to formulate and implement rectification plans within required time. The rectification plan and rectification report are submitted to the Operation Management Center of the Group for review, and re-rectification may be required.

Each subsidiary submits a monthly quality report from all aspects of "Man-Machine-Material-Method-Environment" to the Operations Management Center of the Group to report on the quality management situation. In accordance with the requirements of the quality management system, subsidiaries conduct retrospective analysis on product quality management every year to form a report for review by the Group, and hold internal review meetings to formulate the following year's improvement plan, so as to achieve continuous improvement and optimization of quality management and assurance for patients' medication safety.

### 藥物警戒體系

隨著國家醫藥監管快速與國際化接軌並向精細化轉變，「藥物警戒」已成為當前藥品監管的關注點之一。本集團高度重視藥品安全監管，通過持續的安全監測和風險管理，及時為醫生和患者提供最新的產品信息，幫助其了解產品的實際使用信息，以實現藥物「療效」和「安全性」的雙重保障。

本集團依據《藥品管理法》、《藥品不良反應報告和監測管理辦法》及《上市許可持有人直接報告不良反應制度》等法律法規要求，制定並實施20餘項藥物警戒制度和流程文件，覆蓋藥品不良反應、安全性數據評估、產品安全特徵的確定、持續風險獲益判斷、說明書等產品安全性文件的制定和修訂等內容，通過統一的制度和流程構建集團至附屬公司一體化的藥物警戒系統。同時，在本集團層面建立《上市後藥品不良事件收集和處理程序》和《集團藥物警戒培訓管理制度》等制度，便於從本集團層面對附屬公司流程的統一指導。

本集團藥械警戒部密切關注外部監管要求更新，通過醫藥警戒熱線電話、數字化平台等，持續有效地收集安全性數據；同時，對不良反應開展嚴密監測和數據上報，實現全國聯動、信息共享，力求產品的安全和患者的健康。

為確保產品說明書和標籤中安全性信息的準確合規，本集團藥械警戒部根據藥物上市後安全性數據分析，遵照集團《藥品說明書及標籤安全信息更新程序》規定，主動開展安全性信息內容的更新；針對國家藥監部門的修訂要求，藥械警戒部及時對更新事宜進行評估，按要求進行更新。變更完成後，藥械警戒部組織相關市場和銷售人員進行講解，使其充分理解修訂內容並及時與醫療人員溝通，保障臨床安全用藥。

### Pharmacovigilance system

With the rapid internationalisation and shift towards refinement of national pharmaceutical monitoring, "pharmacovigilance" has become one of the current concerns of pharmaceutical monitoring. The Group is extremely concerned with drug safety and monitoring. Through continuous safety monitoring and risk management, it provides doctors and patients with the latest product information in a timely manner to help them understand the practical information of the products, so as to achieve dual assurance for "effectiveness" and "safety" of drugs.

In order to build an integrated pharmacovigilance system from the Group to subsidiaries, the Group has formulated and implemented more than 20 pharmacovigilance policies and process documents in accordance with laws and regulations such as the "Pharmaceutical Administration Law of the People's Republic of China" and the "Direct Reporting System of Adverse Drug Reactions by Market Authorization Holders". These documents cover a series of issues including adverse drug reactions, safety data evaluation, determination of product safety characteristics, continuous risk/benefit judgement, and formulation and revision of product safety documents such as instructions, etc. Meanwhile, the Group has formulated policies including the "Collection and Processing of Post Marketing Adverse Drug Reactions" and the "Management Policy for Pharmacovigilance Training of the Group" as standard guidance for the subsidiaries.

The Pharmacovigilance Department of the Group pays close attention to the update of external regulatory requirements, and continuously and effectively collects safety data through pharmacovigilance hotlines and digital platforms. We also closely monitor and report on adverse reactions to achieve nationwide interconnection and information sharing and striving to assure product safety and patient's health.

To ensure the accuracy and compliance of the safety information in the product instructions and labels, the Group's Pharmacovigilance Department proactively makes updates to the content of safety information based on the results of post-launch drug safety data analysis and in compliance with the Group's "Drug Instruction and Label Safety Information Update Procedures". In response to the revision requirements of the State Drug Administration, the Pharmacovigilance Department evaluates the items to be updated in a timely manner and makes updates as required. When the modification is done, the Pharmacovigilance Department arranges trainings for relevant marketing and sales personnel, so that they fully understand the revised content and communicate with medical staff in a timely manner to ensure safe clinical medication.

**藥品回收**

本集團遵照《藥品召回管理辦法》等法規和國家相關管理制度，制定《藥品召回管理標準作業程序》，規範藥品安全隱患的識別、調查和評估、藥品回收實施、處理、跟蹤與資料歸檔等操作。本集團定期組織各級人員開展召回模擬演練，確保緊急情況下，召回系統的有效與快速響應，充分保障患者的利益。本年度，沒有接獲嚴重藥品不良事件的報告，亦未發生大規模藥品召回事件。

**用心關懷及專注客戶服務品質**

四環醫藥始終以客戶為中心。我們專注於為客戶提供更加快捷、友好的服務，通過不斷改進服務質量提升客戶的滿意度。同時，本集團積極參與行業學術交流，通過與業界的交流展示集團良好的學術品牌形象及專業服務形象，致力於與客戶開展長期合作，推動健康發展。

**踐行合規營銷**

本集團嚴格按照《藥品管理法》、《藥品經營質量管理規範》等法規要求組織藥品銷售。依照本集團《協議管理制度》要求，所有合作客戶均須簽訂經銷協議，且簽訂合作協議的主體須為符合國家及醫藥相關法律法規的藥品經營企業；協議簽訂人須同時簽訂《經銷商合規承諾書》。

本集團每年開展營銷合規專項審計，對協議原件、發貨合同、發貨信息、退換貨明細、價格及價格調整文件、保證金的收取及繳納情況等信息及台賬進行專項審核，並對部分異常營銷文件進行跟進，確保營銷工作的合法合規。

**Drug recalls**

The Group has standardized the identification, investigation and evaluation of drug safety hazards and the implementation, processing, tracking and data filing of drug recalls by formulating the "Standard Operating Procedure: Management of Drug Recalls" in accordance with the "Administrative Measures for Drug Recalls", other laws and regulations and relevant state administrative policies. The Group organizes drills at all levels to carry out recall simulation exercises on a regular basis to ensure the effective and rapid response of the recall system in emergency situations to protect the interests of patients. During the Year, no report of serious adverse drug events was recorded, and no large-scale drug recalls occurred.

**Attentive care and focus on customer service quality**

Sihuan Pharmaceutical has always been customer-oriented. We focus on providing customers with speedy and friendly services to improve customer satisfaction through continuous improvement. Meanwhile, the Group actively participates in industry academic exchanges to present our prestigious and professional brand image through exchanges with the industry, and is committed to develop long-term cooperation with customers to promote health care.

**Marketing compliance**

The Group organizes drug sales in strict compliance with the requirements of the "Pharmaceutical Administration Law of the People's Republic of China", the "Good Supply Practice for Pharmaceutical Products" and other laws and regulations. In accordance with the requirements of the Group's "Agreement Management Practice", all cooperative dealers must sign a distribution agreement, and the counterparty signing the cooperation agreement must be drug trading enterprises that meet national standards and the requirements of laws and regulations pertinent to pharmaceuticals. A "Distributor Compliance Commitment" shall also be signed simultaneously.

The Group conducts special audits on marketing compliance every year, including special reviews on the original agreements, shipping contracts, shipping information, return and exchange details, pricing and price adjustment documentation, collection and payment of security deposits and other information and accounting records. Suspicious marketing documents will be reviewed to ensure compliance with laws and regulations.

### 提供優質服務

四環醫藥致力於為客戶提供一站式管家服務，認真聆聽客戶反饋，用心維護客戶關係。

本集團與客戶保持順暢的溝通，及時了解客戶需求。在發貨前，商務職員將及時與客戶溝通了解醫院用藥情況以了解客戶實際需求，並根據客戶發貨需求及時與客服聯繫，配合提供發貨相關審批文件，客服中心收到文件後第一時間下單發貨。發貨後，客服中心每日反饋各省商務當日發貨數據，商務及時跟進物流進度及到貨情況，確保及時滿足客戶需求。

本集團建立了高效的客戶投訴處理機制，將客戶一般訴求的處理時間嚴格控制在三天之內，疑難業務處理時間控制在一周之內，必要時由主管或經理直接對接所涉及各部門的負責人，迅速解決客戶的各項訴求。本年度，未接獲客戶重大投訴。

本集團亦不斷完善內部客服管理，清晰界定工作範圍與職責分工，優化工作流程，致力提升客戶服務的效率與質量。本集團單獨設立營銷培訓部，負責營銷條線的業務技能培訓。除常規課堂培訓外，每季度舉辦內部員工分享會，交流專業知識與溝通技巧，持續提升銷售人員的綜合能力。針對新員工開設入職培訓，講解產品專業知識與學術推廣方法。針對外部代理商，通過集中面授培訓和區域面授培訓，讓代理商熟悉四環醫藥的企業文化及產品知識，幫助代理商解決銷售中的問題，從而促進本集團產品和品牌的推廣。

二零一九年，共開展了1,887小時的營銷培訓，為銷售人員提供了藥品專業知識與業務綜合技能培訓。

### Provision of high quality services

Sihuan Pharmaceutical is committed to providing customers with one-stop butler service. We carefully listen to customer feedbacks and treat customer with care.

The Group maintains smooth communication with customers and customer needs in a timely manner. Prior to delivery, the commerce staff will communicate with customers about the medications in hospitals to better understand their actual needs. The shipping details were forwarded to customer service to help them place order and deliver goods as soon as possible. After delivery, the customer service center will provide daily shipment data to the commerce department for each province on the same day so that commerce staff can follow up on the logistic progress and delivery status on time and ensure that the customer needs are promptly dealt with.

The Group has established an efficient customer complaint handling mechanism to strictly control the processing time of general customer complaints within three days and the processing time of complicated customer complaints within one week. When necessary, the supervisor or manager may contact the heads of the departments direct to promptly handle various customer requests. During the Year, the Group did not receive any major complaint from customers.

The Group is committed to improve the efficiency and quality of customer service. We continuously improve internal customer service management by clearly defining the scope of work and segregation of duties and optimizing the work processes. The Group has a separate sales training department, which is responsible for the business skills training on sales techniques. In addition to regular classroom training, quarterly internal staff sharing sessions were organised to exchange professional knowledge and communication skills, so as to continuously improve the overall capabilities of sales staff. For new recruits, orientations are arranged to explain product-related professional knowledge and academic promotion methods. For external agents, centralized face-to-face training and regional face-to-face training are provided to get them familiarize with the corporate culture and product knowledge and equip them with sales-related problem solving techniques, in order to accelerate the marketing of the Group's products and brands.

During 2019, a total of 1,887 hours training was provided to sales staff with drug-related professional knowledge and comprehensive business skills.

**信息安全及客戶隱私保護**

本集團嚴格遵守《中華人民共和國網絡安全法》、《電信和互聯網用戶客戶信息保護規定》等法律法規的要求，採取數據備份、賬戶權限分級管理、文檔加密等手段，全方位保障數據安全。同時，本集團按照「誰所有，誰負責」的原則落實互聯網安全管理。各負責人按照公安機關有關規定進行ICP<sup>4</sup>備案，加強網站安全管理和防護，防範發生網頁篡改、被植入後門木馬、公民個人信息被竊取等網絡安全事件。

本集團員工在錄用時須簽訂《保密協議》，同時根據崗位變動情況及時更新權限設置，確保客戶信息的安全。授權員工應妥善保管登錄信息，不得外借。對於洩露客戶信息的行為，本集團按照保密制度的要求，視情節的嚴重程度，予以該涉事員工及其部門主管警告、嚴重警告、降職、降薪直至解除勞動合同的處理。

**Information security and customer privacy protection**

The Group strictly complies with the requirements of laws and regulations such as the “Cybersecurity Law of the People’s Republic of China” and the “Provisions on Protecting the Personal Information of Telecommunications and Internet Users”, to adopt data backup, hierarchical management of account access, file encryption and other measures to ensure data security in an all-round way. Meanwhile, the Group implements Internet security management in accordance with the principle of “who owns, who is responsible”. Persons in charge complete ICP<sup>4</sup> filing in accordance with relevant regulations of public security agencies to enhance website security management and protection and prevent cybersecurity incidents such as web page tampering, embedment of backdoor Trojans and citizen personal information theft.

Employees of the Group must sign a “Confidentiality Agreement” prior to employment, which will be updated in a timely manner in accordance with any change of job position to ensure the security of customer information. Authorized employees shall not disclose login information. For leakages of customer information, the Group will issue warnings, serious warnings, demotions, pay cuts or even terminate the labor contract with the employees involved and their supervisor based on the severity of the incident according to policy.

本集團高度重視信息安全培訓和教育，不斷加強內部員工對信息安全及客戶隱私保護的意識。二零一九年十月二十九日，四環醫藥召開「信息化技術解決方案介紹及信息安全」會議，參與人員包括本集團的信息技術（「IT」）職能人員共35人。會議中本集團IT總監介紹了本集團信息技術所面臨的問題、信息安全體系和建設路徑，詳細講解保障信息安全的舉措及要求。本次會議推動信息安全風險審查機制的建立，梳理現有信息安全潛在風險及應對方案，完善本集團信息安全應急處理機制，提高相關人員快速處理信息安全事件的能力。

The Group pays special attention to the training and education of information security, and constantly strengthens the awareness of internal staff on information security and customer privacy protection. On 29 October 2019, Sihuan Pharmaceutical hosted a conference on “Introduction of Information Technology Solutions and Information Security”, with a total of 35 participants including Information Technology (“IT”) personnel of the Group. During the conference, the IT Director of the Group introduced the problems in information security faced by the Group, the information security system and the construction path, and explained in detail the measures and requirements for ensuring information security. The conference promoted the establishment of information security risk review mechanism. By identifying the potential risks in existing information security system and countermeasures, the conference optimized the information security emergency response mechanism of the Group, and improved the ability of relevant personnel to tackle information security incidents promptly.

<sup>4</sup> ICP：網絡內容服務商 (Internet Content Provider)

<sup>4</sup> ICP: Internet Content Provider

## 綠色採購 加強供應鏈管理

四環醫藥嚴格遵守《中華人民共和國招投標法》及《中華人民共和國政府採購法》等法律法規，貫徹執行《供應商管理規程》《集中採購管理規程》等管理制度，規範供應商的准入和評估工作，以確保產品和服務的質量。本集團十分重視供應商的環境與社會履責表現，積極推動綠色供應鏈的發展。

### 供應鏈管理

本集團對供應商採用「公平競價、質量優先」的原則，實行統一歸口及分類分級的管理機制，以提升供應商管理效率及效果，從源頭保障藥品的質量和安全。

本集團的供應商管理流程如下：

- 供應商尋源：本集團積極開展供應商尋源，對備選供應商開展背景調查資質審核，確保其生產能力、工藝水平等符合本集團標準；
- 供應商准入：本集團對備選供應商進行樣品審核，針對藥品生產關聯性較高的物料供應商，需通過樣品檢測、供應商審計、小批量試驗三項審核環節；通過審核方可納入本集團合格供應商庫；及
- 供應商考核與評價：在合約期間，對供應商質量狀況、供貨速度、配合程度等方面進行持續監督，及時向供應商反饋缺陷問題，督促其進行質量與服務改進，保障產品原料的保質保量供應。本集團採購部負責供應商年度考核。根據考核結果將供應商分為優秀、良好、一般及較差四個等級，並實行不同的獎懲政策。對於年度考核較差、產品質量出現較大問題、違反合同約定、違反招投標紀律等問題的供應商中止交易，限期整改或直接進入黑名單。

## STRENGTHENING SUPPLY CHAIN MANAGEMENT THROUGH GREEN PROCUREMENT

Sihuan Pharmaceutical strictly complies with laws and regulations such as the "Bidding Law of the People's Republic of China" and the "Government Procurement Law of the People's Republic of China", and implements management systems such as the "Supplier Management Protocol" and the "Centralized Procurement Management Protocol" to assess supplier admission and evaluation, ensuring the quality of products and services. The Group highly values suppliers' environmental and social performance and actively promotes the development of green supply chain.

### Supply chain management

Subject to the principle of "fair bidding with priority to quality", the Group implements a centralized and classified management mechanism for suppliers to improve supplier management efficiency and effectiveness, while ensures the quality and safety of drugs from the source.

The Group's supplier management process is set out below:

- Supplier sourcing: The Group actively carries out supplier sourcing and conducts reference check and qualification review of comparable suppliers to ensure that their production capabilities and technological levels meet the Group's benchmarks;
- Supplier admission: The Group reviews samples provided by comparable suppliers, and for material suppliers closely related to pharmaceutical production, sample detection, supplier audit and small batch test are required; suppliers who passed the three reviews above can be included in the Group's qualified supplier list; and
- Supplier assessment and evaluation: During the contract period, ongoing monitoring on suppliers' quality standard, supply lead times and cooperativeness are reviewed, and defects are responded to suppliers, urging them to improve the quality and service and ensuring raw materials are delivered in required quality and quantity. The Group's procurement department is responsible for the annual assessment of suppliers. Based on the assessment results, suppliers are rated into four levels: excellent, good, average and poor, with respective rewards and punishment policies. Suppliers who are rated as poor in annual assessments, provide products with serious quality problems, breach the contracts and violate the bidding requirement prominent are required to take rectification action within a definite period or will be blacklisted directly.

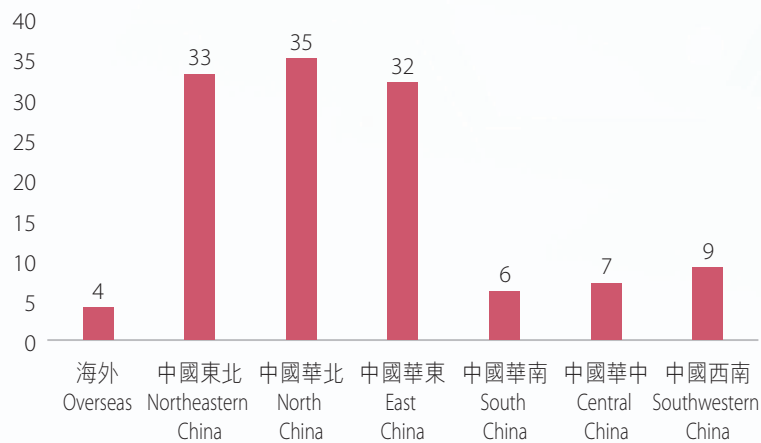
本集團高度關注供應商的安全及環保合規情況。在招標過程中，對供應商環保及員工健康安全管理進行專項評分，並優先考慮已取得環境管理體系認證或職業健康安全系統認證的企業。在日常採購中，監督供應商環境與安全生產的管理情況，充分評估相關風險，避免合作供應商因國家相關政策影響生產。對於產品出現重大質量問題或存在重大安全環保隱患的供應商，本集團予以淘汰處理。

The Group highly concerns on the safety and environmental compliance of suppliers. During the bidding process, suppliers are rated in areas of environmental protection and employees health and safety management. Suppliers received authentications in environmental management system or the occupational health and safety management system are preferred. In daily procurement, management of supplier environment and work safety is supervised to fully evaluate relevant risks, and avoids partner suppliers from being affected by relevant national policies. Suppliers who provide products with significant quality issue or cause major safety and environmental hazards will be eliminated by the Group.

二零一九年，採購管理部採取多種舉措提升供應鏈管理水平，包括對存在供應商風險的採購物料進行梳理並制定減低風險方案；優化供應商管理機制，包括供應商級別劃分、供應商准入流程表單、供應商資質審核要求、供應商評估標準、採購業務審批流程等，不斷提升本集團採購的整體工作質量與效率。

In 2019, the procurement management department took various measures to improve supply chain management, including minimizing risks with materials procurement by formulating risk reduction plans; and optimizing supplier management mechanisms, including classification of suppliers, supplier admission flow chart, requirements for supplier qualification review, supplier evaluation criteria, and procurement approval process, so as to continuously improve the quality and efficiency of the Group's procurement process.

供應商地理分佈情況  
Suppliers by geographic distribution





## 供應商溝通交流

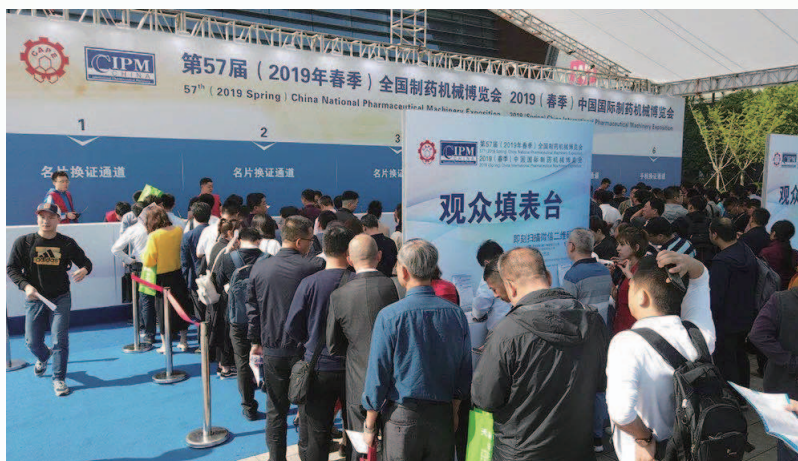
本集團日常通過會面拜訪、線上溝通、供應商考察和評審等途徑與供應商保持交流；定期組織供應商培訓、技術交流會，積極參與專業展會及論壇。

二零一九年，集團多次參與行業博覽會、學術論壇等大型活動，主題涵蓋原輔料、製藥設備、包材等。活動匯集製藥行業國內外一流供應商，有助於本集團開展供應商尋源工作，降低單一物料供應風險，持續擴充供應商庫。

## Communication with suppliers

The Group maintains regular communication with suppliers through meetings and visits, online communication, supplier visits and review; regularly organizes supplier trainings and technical seminars, and actively participates in professional exhibitions and forums.

In 2019, the Group participated in large-scale events such as industry expositions and academic forums that covered topics such as raw and auxiliary materials, pharmaceutical equipment and packaging materials, that gather leading suppliers of the industry in PRC and abroad, this helped the Group to conduct supplier sourcing, reduce the risk of material supply from a single source and continuously expand the supplier database.



本集團採購管理部參與第57屆(二零一九年春季)全國製藥機械博覽會  
The Group's procurement management department participated in the 57th China National Pharmaceutical Machinery Exposition (2019 Spring)

## 安全環保 共創健康生態

## MAINTAINING SAFETY AND ENVIRONMENTAL PROTECTION TO CREATE A HEALTHY ECOSYSTEM

本集團秉持可持續發展的理念，堅持貫徹環境安全管理方針，持續鞏固環境、健康與安全（「EHS」）體系，逐步完善EHS管理架構及制度建設，致力提升EHS的管理能力與績效表現。

The Group upholds the concept of sustainable development, adheres to the environment and safety management policy, and continuously strengthens the environment, health and safety (“EHS”) system, thereby gradually improve the EHS structure, system construction, capabilities and performance.

## 完善EHS管理機制

## Improving EHS management mechanism

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等安全生產及環境保護相關法律法規要求，完善內部建設和管理要求，深化全體員工的EHS意識和行為表現。二零一九年，本集團加強EHS體系建設，完善EHS制度建設，推動各附屬公司的硬件設施合規改造，並通過年度審計、推廣EHS優秀案例等方式，不斷提升各附屬公司的EHS管理水平。

The Group strictly abides by relevant laws and regulations for safety production and environmental protection, these are the *Environmental Protection Law of the People's Republic of China*, the *Work Safety Law of the People's Republic of China*, and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, to improve internal construction and management requirements, and strengthen all employees' EHS awareness and performance. In 2019, the Group strengthened EHS system and structure to promote the compliance and renovation of hardware facilities for subsidiaries, and gradually improved the EHS management level of each subsidiary through annual audit and promotion of good EHS practices.

## EHS管理方針

## EHS management policy

四環醫藥秉承「綠色環保，健康安全，遵守法規，預防為主；全程管控，能力提升，全員參與，持續改進」的EHS管理方針，為本集團EHS管理提供方向性指導。

Sihuan Pharmaceutical adheres to the EHS management policy of “green environment, health and safety, compliance with regulations, prevention first; whole-process control and management, capacity improvement, full participation, and continuous improvement”, providing directional guidance for the Group's EHS management.

## EHS 管理架構

## EHS management structure



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## EHS 目標

二零一九年初，本集團與各附屬公司簽訂了《二零一九年度EHS管理目標責任書》，責任書明確規定EHS管理職責，設立安全生產、職業健康、環境保護等相關指標的目標值。各附屬公司根據本集團的EHS管理目標內容進行逐級分解和細化，制定本公司的績效任務目標。年度EHS目標的完成情況與附屬公司的EHS績效直接掛鉤。

二零一九年度EHS管理目標：

1. 不發生因工事故
2. 不發生造成永久性功能喪失或殘疾的嚴重傷害事故
3. 不發生損失工作日大於30天(含)的傷害事故
4. 損失工作日低於30天的傷害事故≤1人次
5. 不發生直接經濟損失人民幣10萬元(含)以上的安全環保事故
6. 直接經濟損失低於人民幣10萬元的安全環保事故≤1次
7. 不發生職業病
8. 不發生員工食堂食物中毒事故
9. 不發生洩露和環境污染事故
10. 無安全、消防、環保執法書面行政處罰
11. 無EHS相關新聞媒體、網絡負面報道及公眾投訴事件

## EHS goals

At the beginning of 2019, the Group signed the "Letters of Responsibility for EHS Management Goals in 2019" with its subsidiaries, which clearly defined the EHS management responsibilities, and set the target values of relevant indicators such as safe production, occupational health and environmental protection. Each subsidiary gradually resolved and refined the Group's EHS management goals, and formulated the Company's performance and task goals. The completion of annual EHS goals was directly linked to the EHS performance of subsidiaries.

EHS management goals for 2019 included:

1. No work-related fatal accidents
2. No serious injury accidents that cause permanent loss of function or disability
3. No injury accidents with a loss of more than 30 working days (inclusive)
4. Injury accidents with a loss of less than 30 working days ≤ 1 person
5. No safety or environmental accidents with direct economic losses of more than RMB100,000 (inclusive)
6. Safety and environmental accident with direct economic losses of less than RMB100,000 ≤ 1 time
7. No occupational disease
8. No food poisoning incident in staff canteen
9. No leakage or environmental pollution incident
10. No written administrative punishment received from security, fire or environmental law enforcement
11. No EHS-related adverse reports from media or on the internet, or received public complaints

## **EHS 體系建設**

二零一九年，本集團依照ISO14001及ISO45001體系要求，起草並簽發了一級文件《環境／職業健康安全手冊》、《EHS風險和機遇控制程序》等18份二級文件、《EHS事故管理規程》等28份三級文件，建立了完善的EHS管理制度體系。

本集團以體系為抓手，積極推進EHS管理體系在附屬公司的引入和落地，以進一步提升EHS管理水平。二零一九年，北京四環、吉林津升及吉林匯康均已經完成了ISO體系的建設工作並保持穩定運行，計劃於二零二零年陸續啟動外部第三方體系認證工作。其他附屬公司在本集團的總體部署下，完善並逐步落實各項EHS制度；本集團針對重要的制度流程進行了強化管理並監督實施。同時，本集團組織ISO標準條款培訓，加深員工對EHS的了解及對崗位EHS職責要求的認識。

## **EHS 風險防範與控制**

本集團遵循《中華人民共和國突發事件應對法》、《突發環境事件應急管理辦法》、《突發環境事件信息報告辦法》等法律法規要求，制定並落實《EHS風險和機遇控制程序》、《EHS傷事故管理規程》、《事故應急管理規程》等內部制度。識別本集團面對與環境、生產安全危險、職業健康安全相關的風險源，通過定期與不定期安全檢查等方式對潛在風險源頭進行排查。已制定有針對性的應急預案，通過安全演練、安全培訓與教育等方式提高員工的環境及安全事故應對能力。

## **EHS system construction**

During 2019, the Group drafted and issued 1 first-level document of the "Environmental/Occupational Health and Safety Management Manual", 18 second-level documents such as the "EHS Risk and Opportunity Control Procedures", and 28 third-level documents such as the "EHS Accident Management Protocol" in accordance with the ISO14001 & ISO45001 system requirements to achieve sound EHS management system.

Taking the system as the starting point, the Group promoted the introduction and implementation of the EHS management system in subsidiaries to further improve the EHS management level. In 2019, Beijing Sihuan, Jilin Jinsheng and Jilin Huikang completed the ISO system framework and maintained stable operation. Third-party certification is underway in 2020. Other subsidiaries improved and gradually implemented EHS systems under the overall deployment of the Group; the Group strengthened the management and supervised the implementation of crucial systems and processes. Meanwhile, the Group organized training sessions on ISO standards to broaden employees' understanding of EHS as well as their duties and responsibilities.

## **EHS risk prevention and control**

To comply with the "Emergency Response Law of the People's Republic of China", the "Management Measures for Environmental Emergencies" and the "Reporting Measures for Environmental Emergencies", the Group has formulated and implemented internal measures such as the "EHS Risk and Opportunity Control Procedures", the "EHS Accident Management Protocol" and the "Emergency Management Protocol". Risk sources related to the environment, work safety and occupational health and safety of the Group are identified. Potential risk sources are investigated through regular and irregular safety inspections. Targeted emergency plans are formulated and employees' response capacities in environmental and safety accidents are improved through safety drills, safety training and education.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### **EHS 年度審計**

在二零一九年，本集團繼續強化EHS年度審計工作，共完成14次內部審計。審計範圍包括機構設置、人員配置、設備設施、教育培训、勞動防護、環境保護、健康監護等多個維度。審計幫助企業發現實際管理中存在的缺陷和不足，並提出針對性的改善建議，為附屬公司的EHS工作提供指導。二零一九年的審計結果顯示，經過持續的運行及整改，大部分企業的EHS現狀有了明顯的改善，EHS管理水平與管理意識大幅提升。

### **EHS annual audit**

During 2019, the Group continued to strengthen its EHS annual audit mechanism with the completion of 14 internal audits exercises. The scope of the audit included several dimensions, such as organization infrastructure, personnel allocation, equipment and facilities, education and training, labor protection, environmental protection and health monitoring. The audit helped enterprises identify defects and deficiencies in daily management, and targeted recommendations were provided as guidance on EHS work for subsidiaries. The audit results in 2019 shows that through continuous operation and rectification, the EHS status, as well as the EHS management level and management awareness of most enterprises has been improved significantly.

本集團積極開展政府認證工作。以下附屬公司已通過所在地市級安全監管部門或評審組織的評審，獲得由當地安全監管部門或指定的評審組織單位頒發安全生產標準化三級企業(醫藥)認證：

The Group actively commenced government certification. The following subsidiaries have been reviewed by the local municipal regulator of work safety or review organization and have received the Level-3 (Pharmaceutical) Enterprise of Work Safety Standardization certificates issued by the local regulator of work safety or designated review organization:

序號 S/N	附屬公司名稱 Name of subsidiary	獲證日期 Date of certification
1	吉林四環 Jilin Sihuan	二零一八年十月 October 2018
2	吉林津升 Jilin Jinsheng	二零一八年十二月 December 2018
3	北京四環 Beijing Sihuan	二零一九年一月 January 2019
4	弘和製藥 Ambest Pharmaceutical	二零一九年一月 January 2019
5	吉林振澳 Jilin Zhen'ao	二零一九年五月 May 2019
6	吉林四長 Jilin Sichang	二零一九年六月 June 2019

## 安全生產管理

本年度，四環醫藥及附屬公司加強對設備設施管理、人員安全教育、消防設備管理、危化品管理、特種作業管理、隱患排查等方面的管理力度，進一步提升了本集團整體的安全生產管理水平。本年度，未發生因工受傷或死亡的事件。

## 危險化學品管理

我們制定並落實《危險化學品安全管理規程》，從採購、運輸、儲存、使用及廢棄等環節對危化品進行嚴格管控。採購部門根據生產計劃控制採購量，選擇具有相應資質的供應商；倉儲部門根據危化品的性質進行分類分區存放，嚴格進行出入庫登記管理；使用部門遵循清晰的崗位安全操作規程，員工均須進行崗前和在崗的危化品知識培訓；廠區配備專業的勞動防護用品及應急物資，且日常有專人進行安全巡查；針對危化品的儲存、使用區域進行洩漏應急演練，增強員工的應急處理能力。廢棄危化品及包裝容器均按規進行危廢處理。暫存於專門的危廢庫房，由合資格的危險廢物處理廠商進行轉移處理。有關廢棄危險化學品處理的詳細內容，請參考本報告的「聚焦環境保護 — 廢棄物管理」章節。

## Work safety management

During the Year, Sihuan Pharmaceutical and its subsidiaries strengthened the management on infrastructure, personnel safety education, fire facilities management, management of hazardous chemicals, special operations and hazard inspection, to further enhance the overall work safety management level of the Group. During the Year, there is no work-related injuries or fatalities.

## Hazardous chemical management

We have formulated and implemented the "Hazardous Chemicals Safety Management Protocol", to strictly manage hazardous chemicals during procurement, transportation, storage, usage and disposal, etc. The procurement department controls the purchase quantity according to the production plan, and selects suppliers with relevant qualifications. The warehousing department stores chemicals by category in designated locations according to the natures and strictly conducts the storage registration management. The user departments follow clear operation procedures of positional safety. Employees must participate in pre-job and on-the-job training on hazardous chemical knowledge. The plant is equipped with personal protective equipment and emergency supplies. Designated persons conduct safety inspections on a day-to-day basis. Emergency drills for leakage hazardous chemicals are performed to enhance employees' ability of emergency response. Hazardous chemicals waste and packaging are subject to hazardous waste treatment according to guidelines. These are temporarily stored in designated hazardous waste warehouses and will be transferred for disposal by qualified hazardous waste treatment subcontractor. For more details on the disposal of hazardous chemicals waste, please refer to the section "Focusing on Environmental Protection — Waste Management" in the Report.

**消防安全管理**

為保障消防安全，本集團制定並實施《消防系統管理規程》，設置專門負責消防的人員進行二十四小時的消防控制室值班和巡檢，確保消防系統處於穩定運行狀態；配置消防應急物資並成立義務消防隊，定期組織義務消防隊員參與消防應急培訓。

本集團與消防維保公司合作，每年進行消防檢測和電氣設施檢測，確保消防系統的正常運行。我們亦通過各種形式對員工進行消防知識和技能培訓，包括組織消防知識講座、滅火設施實操培訓、消防疏散演練、消防技能比賽等。

**Fire safety management**

In order to ensure fire safety, the Group has formulated and implemented the "Regulations on the Management of Fire Protection System". Designated fire fighting persons are required to station in fire control room and conduct inspections on 24-hour basis to ensure that the fire protection system is stable. Fire emergency supplies are provided and voluntary fire brigades are established and volunteer fire-fighters participate in regularly organized fire drills.

The Group cooperate with fire services maintenance subcontractors to inspect fire fighting equipment and electrical facilities on a yearly basis, ensuring the normal operation of the fire fighting service system. We also provide employees with various trainings on fire prevention knowledge and skills, including organizing fire fighting lectures, trainings on practical operation of fire fighting equipment, fire evacuation drills, competitions of fire fighting skills, etc.

**弘和製藥消防應急疏散演練**

**Ambest Pharmaceutical emergency evacuation drill**

二零一九年十月十四日，弘和製藥組織開展了消防應急疏散演練，公司各部門員工共205人參與了此次演練活動。活動內容包括消防安全知識、突發應急處理培訓、滅火器及消火栓撲火實操、模擬火災報警及接警，模擬火場逃生、自救、疏散轉移等。本次演練增強了參與人員的安全意識及應急能力，提高了現場指揮的人員的應急指揮能力，為今後應對消防突發事件提供實戰經驗。

On 14 October 2019, Ambest Pharmaceutical organized a fire emergency evacuation drill. A total of 205 employees from various departments of the company participated. The activity included training sessions on fire safety, emergency preparedness operation of fire extinguisher and hydrant, simulation of fire alarm and receipt of alarm, simulation of fire escape, self-rescue, evacuation and transfer. The drills enhanced the safety awareness and emergency preparedness of participants and improved the ability of on-site commander, and provide practical experience for future fire emergency.





## 安全教育與培訓

四環醫藥各附屬公司依照本集團《EHS教育培訓管理規程》的要求實施三級培訓制度，嚴格按規開展崗前三級（公司級、部門級及崗位級）安全教育、在崗員工安全教育、特殊工種安全教育，以進一步增強員工安全意識，構建本集團安全文化。

本集團採取多種形式開展教育培訓，包括展板宣傳、制作手冊、集中培訓、委託外部專家、舉辦比賽、班組安全活動等，以提高員工參與安全教育的積極性，豐富員工的安全知識。

二零一九年六月是全國第18個「安全生產月」。為預防和減少生產安全事故的發生，順利實現年度安全生產目標，各附屬公司按照中國政府及本集團的要求，部署開展了安全生產月活動。其中，北京四環開展了「防風險，除隱患，遏事故」安全主題活動，每周開展不同形式的安全宣傳與教育，包括安全知識宣傳活動、警示教育活動、班組安全活動和危險源辨識活動、安全知識競賽和消防活動等，積極普及安全知識，完善公司安全管理機制。

二零一九年，本集團共開展進行了40次安全演練，共3,297名員工參與。

## Safety education and training

All subsidiaries of Sihuan Pharmaceutical follows the three-level training system in accordance with the "EHS Education and Training Management Protocol" formulated by the Group, and implements pre-job three-level (company, department and positional level) safety education, on-the-job staff safety training, as well as safety education on specific work process to further enhance employees' safety awareness to build a safety culture of the Group.

The Group launches education and training sessions in various forms, including publicity with display boards, preparation of safety handbooks, centralized training engaging external experts, organizing competitions, and safety campaigns among teams, to better drive employees' participation in safety education and enrich their safety knowledge.

June 2019 was the 18th "Safe Production Month" in China. In order to prevent and reduce the occurrence of production accidents to achieve the annual safe production goals. Subsidiaries deployed and launched safe production month activities in accordance with the requirements of the PRC government and the Group. Beijing Sihuan initiated safety theme activities of "preventing risks, removing embedded risks, and curbing accidents", and conducted safety publicity and education every week in various forms. These include activities related to safety knowledge publicity, safety awareness, group safety activities and risk source identification, safety quiz and fire prevention, to promote safety awareness and improve the Company's safety management mechanism.

In 2019, the Group conducted a total of 40 safety drills with 3,297 employees participated.

### 施工安全

針對本集團新藥廠項目建造及現有藥廠擴建的施工環節，我們制定並實施《安全文明施工檢查制度》，明確施工安全標準和監督機制。由項目部組織監理、施工方進行安全文明施工的檢查工作；對發現的安全隱患和問題下發佈《安全文明施工問題整改通知書》，規定施工單位限期整改，並對整改結果進行驗收，督促施工方持續強化現場安全管理。

本集團重視安全文明施工的風險評估與防範，識別重大隱患源、評估危害程度、編製應急預案並組織項目人員開展應急演練，以降低安全事故發生的可能性。

二零一九年，本集團未發生因工受傷或死亡的事件。

### 聚焦環境保護

四環醫藥嚴格遵循《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》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》等環保相關法律法規，致力於節能減排、降耗增效。本集團運營管理中心EHS部依據ISO14001:2015環境管理體系的標準制定並實施與排放、廢棄物、資源使用等環境範疇相關的內部管理制度，踐行綠色運營就環境相關的不同範疇實施嚴格的管理制度，堅持綠色發展理念，積極踐行企業環境責任。

### Construction safety

We have formulated and implemented the "Safe and Civilized Construction Inspection System", for the construction of the Group's new pharmaceutical plant and the expansion of existing ones, which clarifies the construction safety standards and supervision mechanisms. The project team organizes the site supervisor and the construction team to inspect safe and civilized construction. For any identified safety hazards and problems, the "Notice on Rectification of Safe and Civilized Construction Problems" will be issued, which requires the construction team to rectify within a definite period, and inspection on the rectification results will be conducted to urge the construction team to continuously strengthen site safety management.

The Group values the risk assessment and prevention of safe and civilized construction by identifying major sources of safety hazard, assessing the extent of damage, preparing emergency plans and organizing project personnel to conduct emergency drills, in order to minimize accident occurrence.

In 2019, there were no work-related injuries or fatalities in the Group.

### Focusing on environmental protection

Sihuan Pharmaceutical is committed to energy conservation and emission reduction, consumption reduction and efficiency improvement. In strict compliance with laws and regulations relating to environmental protection, including but not limited to the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on Environmental Impact Assessment", the "Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes", the "Water Pollution Prevention and Control Law of the People's Republic of China" and the "Atmospheric Pollution Prevention and Control Law of the People's Republic of China". The EHS department of the Group's operation management center has formulated and implemented internal management systems related to emissions, waste, and resource utilization, etc. in accordance with of ISO14001:2015 standards to protect the environment. Environmental management system to carry out green operation, and has strictly implemented several management systems for different environment-related areas attaching to the concept of green development, and proactively engaged in corporate environmental friendly practices.

## 排放物管理

本集團嚴格遵循國家及地方排放標準，制定並實施《廢水、廢氣、噪聲管理規程》，嚴禁任何超標排放行為。在確保合規運營的基礎上，本集團積極探尋減排方法，通過處理排放物、使用環保材料、升級生產工藝及設備等方式，減少污染物排放。

### • 污水排放管理

本集團產生的廢水包括生產廢水、生活廢水及雨水，我們嚴格遵守《中華人民共和國水污染防治法》、《污水綜合排放標準》等法律法規，對不同類型廢水制定對應的處理及排放管控措施。其中，各生產車間產生的工藝廢水、設備清洗廢水、工作場所清洗廢水、含污染物較高的生產廢水、清洗設備及場地等產生含油廢水及所有生活污水均需排入公司污水處理站進行處理，達到排放標準後才會排入市政污水管網，防止廢水污染地下水源及周邊環境。本年度，部分附屬公司通過污水處理設備及工藝升級，實現了更高排放標準的污水處理。例如，弘和製藥於二零一九年新建的污水站採用2級AO處理工藝<sup>5</sup>，排放符合併優於當地排放標準。

同時，為減少水資源耗用，本集團優先考慮將處理達標後的廢水用於園區綠化或廁所沖洗，以實現水資源循環利用，提升用水效益。本年度，本集團在求取適用水源上無任何問題。

## Emissions management

In strict compliance with national and local emission standards, the Group has formulated and implemented the "Wastewater, Exhaust Gas and Noise Management Protocol", to strictly prohibit any excessive emission. To ensure fulfilling operation standard, the Group has been actively exploring ways to reduce emissions, and attained by treating emissions, using environmental-friendly materials, upgrading production process and equipment.

### • Wastewater discharge management

Wastewater generated by the Group includes production wastewater, domestic wastewater and rainwater. We strictly adhere to the laws and regulations such as the "Water Pollution Prevention and Control Law of the People's Republic of China" and the "Integrated Wastewater Discharge Standard", and formulate corresponding treatment and discharge control measures for different types of wastewater. Process wastewater generated from all production workshops, equipment cleaning wastewater, workplace cleaning wastewater, high-contamination-containing production wastewater, oily wastewater generated from cleaning equipment and sites and all domestic wastewater must be discharged into the Company's sewage treatment stations for treatment, and transferred to the municipal wastewater pipeline after meeting the discharge standard to prevent polluting underground water and surrounding environment. During the Year, some subsidiaries implemented higher discharge standard by upgrading the sewage treatment equipment and process. For example, a level-2 AO treatment process<sup>5</sup> was used in Ambest Pharmaceutical's new sewage stations built in 2019, and the emissions met and exceeded local emission standards.

Meanwhile, in order to save water, the Group gives priority to use the treated wastewater reaching standard for park greening or toilet flushing, so as to achieve water resource recycling and improve water use efficiency. During the Year, the Group encounters no problem in getting applicable water sources.

<sup>5</sup> AO處理工藝：厭氧好氧工藝法，除了使有機污染物得到降解之外，還具有一定的脫氮除磷功能，是將厭氧水解技術用為活性污泥的前處理

<sup>5</sup> AO treatment process: It is an anaerobic-aerobic process. In addition to the degradation of organic pollutants, it also removes nitrogen and phosphorus to some extent, which is the pretreatment for using the anaerobic hydrolysis technology as activated sludge process

**本溪恆康原料水罐滅菌方式改造**

**Benxi Hengchang's improvement of sterilization method for raw water tanks**

本年度，本溪恆康將原注射水系統的原料水罐滅菌方式從鹼洗通過管路改造成純蒸汽滅菌的方式。大量鹼溶液有可能造成污水排放不達標，且加鹼過程有可能噴濺燒傷操作人員，因此本次改造有利減少本溪恆康的潛在安全及環境污染隱患。

During the Year, Benxi Hengchang's sterilization method for raw water tanks of the raw water injection system was improved from alkaline washing to pure steam sterilization through pipelines. High dosage alkaline solution may cause below-standard sewage discharge, and operators may be burned by splashed alkali in the feeding process. Therefore, the improvement helped to reduce the potential safety and environmental pollution risks of Benxi Hengchang.

排放物	Emissions	二零一九年 2019	二零一八年 2018
廢水排放總量(噸)	Total wastewater discharge (tons)	<b>344,490.39</b>	357,486.41
總化學需氧量(噸)	Total chemical oxygen demand (tons)	<b>40.22</b>	96.93
氨氮排放量(噸)	Ammonia-nitrogen discharge (tons)	<b>3.65</b>	2.07

**廢氣排放管理**

本集團廢氣排放的主要包括生產廢氣和生活廢氣，我們嚴格遵守《鍋爐大氣污染物排放標準》、《大氣污染物綜合排放標準》的要求，經低氮燃燒器燃燒後的鍋爐廢氣經煙肉管道排到大氣中。一般鍋爐燃氣煙肉的高度至少離地面15米。食堂油煙須經油煙淨化器處理後排放，食堂負責定期清理處理設施，保證處理設施正常運轉；公司及外來的各種機動車輛進廠停泊時，應關閉發動機，減少尾氣對環境的污染。

本集團積極推動附屬公司鍋爐煤改氣工程的開展，在提高效益的同時，從源頭減少二氧化硫、氮氧化物、顆粒物等大氣污染物的排放。經改造，二零一九年本集團二氧化硫累計排放較上年同期下降57%；氮氧化物累計排放較上年同期下降44%；顆粒物累計排放較上年同期下降67%。

**Exhaust gas emissions management**

Exhaust gases discharged by the Group mainly includes exhaust gas of production and daily operation. We strictly complied with the "Emission Standard of Air Pollutants for Boilers" and the "Integrated Emission Standard of Air Pollutants". Exhaust gas from boiler is released into the atmosphere through the chimney after being burned in the low nitrogen burners. Generally, the boiler gas chimney is at least 15 meters above the ground. Canteen fume must be treated by the fume purifier before emission. Treatment facilities are required to be cleaned regularly to ensure normal operation. The engines of both the Companies' and visitors' motor vehicles should be shut down to reduce the environmental pollution caused by exhaust gas when they are parked in plants.

The Group actively promoted the boiler coal-to-gas projects for subsidiaries, to reduce emissions of air pollutants such as sulphur dioxide, nitrogen oxides, particulate matter from the source while improving efficiency. After improvement, the cumulative sulphur dioxide emissions of the Group in 2019 decreased by 57% year-on-year; the cumulative nitrogen oxides emissions decreased by 44% year-on-year; and the particulate matter emissions decreased by 67% year-on-year.

吉林振澳鍋爐煤改氣項目

Boiler coal-to-gas project of Jilin Zhen'ao



燃氣鍋爐  
Gas-fired boilers

為響應國家環保以及中國政府要求，實現綠色生產和綠色運營的目標，吉林振澳於二零一九年八月至十一月開展考察論證，投入人民幣3.55百萬元資金，將原有鍋爐更換為燃氣鍋爐。二零一九年十一月至十二月，第三方監測的數據顯示，廢氣排放量較燃煤鍋爐大幅降低，其中顆粒物濃度下降61%，二氧化硫濃度下降100%，氮氧化物濃度下降55%。

Jilin Zhen'ao carried out investigations and demonstrations from August to November 2019 and invested RMB3.55 million to replace the existing boilers with gas-fired boilers. In response to the requirements of national environmental protection and the PRC government, to achieve green production and operation, from November to December 2019, data monitored by a third party showed that exhaust gas emissions were significantly reduced compared with that from coal-fired boilers: the particulate matter concentration decreased by 61%, the sulphur dioxide concentration decreased by 100%, and the nitrogen oxides concentration decreased by 55%.

鍋爐煤改氣項目有效減少了大氣污染物的排放，且由於生產效率高減少了水電資源耗用，同時能夠降低工作人員的勞動強度及安全風險。

The boiler coal-to-gas project effectively reduced the emission of air pollutants, cut down the consumption of hydroelectric resource due to high production efficiency, and lower the labor intensity and safety risks for workers simultaneously.

吉林津升食堂除油煙機更換項目

**Canteen range hood replacement project of Jilin Jinsheng**

為確保食堂油煙達標排放，減少食堂內部的異味，同時提高食堂作業人員的作業環境，吉林津升於二零一九年將原有的油煙機更換為FNT-JD-16A型靜電式飲食業油煙淨化設備。二零一九年十二月，通過第三方檢測機構驗收監測。驗收檢測報告顯示各項指標均符合國家排放標準。

In order to ensure that the canteen fume meet the emission standard, reduce the odors in the canteen, and improve the working environment of canteen operators, Jilin Jinsheng replaced the existing range hood with FNT-JD-16A electrostatic catering fume purification equipment in 2019. In December 2019, the project passed the acceptance monitoring of a third-party testing agency. The acceptance test report showed that all indicators met national emission standards.



FNT-JD-16A 型靜電式飲食業油煙淨化設備  
FNT-JD-16A electrostatic catering fume purification equipment

排放物	Emissions	二零一九年 2019	二零一八年 2018
廢氣排放總量(萬標立方米)	Total exhaust gas emissions (10,000 standard cubic meters)	<b>60,920.68<sup>6</sup></b>	26,814.69
二氧化硫排放量(噸)	Sulphur dioxide emissions (tons)	<b>47.39</b>	110.11
氮氧化物排放量(噸)	Nitrogen oxides emissions (tons)	<b>54.13</b>	96.45
顆粒物排放量(噸)	Particulate matter emissions (tons)	<b>9.08</b>	27.53

<sup>6</sup> 因二零一九年吉林匯康及升通化工正式投產，這兩家附屬公司均涉及生產過程中的工藝廢氣排放，廢氣排放量佔廢氣排放總量的63%，故導致廢氣總量有所增加。

<sup>6</sup> When Jilin Huikang and Shengtong Chemical commenced production in 2019. Both of the subsidiaries generated emissions from the production process, accounting for 63% of the total exhaust gas emissions, led to an increase in total exhaust gas emissions.

• 廢棄物管理

本集團對廢棄物採取分類處理的方式，對不同類型的廢棄物制定適用的收集、管理和處置流程及方法。本集團產生的無害廢棄物主要為一般工業固體廢棄物與生活垃圾。EHS部門負責監督一般工業固體廢棄物的處理，定期收集並轉移至第三方專業處理公司進行處理。行政部負責生活垃圾的管理，將辦公區域的可回收及不可回收垃圾分類存放於獨立垃圾房並定期送至指定地點處理。其他生活垃圾和廚餘垃圾亦僅通過分類收集定時轉移至相應環保公司進行處理。

本集團產生的有害廢棄物主要為生產與研發過程中產生的醫療廢棄物及化學品，及少量廢棄墨盒、硒鼓等辦公用品。本集團嚴格遵守相關法律法規，制定並實施《危險廢棄物管理規程》，對有害廢棄物的收集、運輸、中轉暫存等流程進行嚴格規定，避免影響生態環境和人體健康。我們對有害廢棄物進行妥善標識及儲存，可回收的有害廢棄物及其包裝物由相關供貨商回收，不可回收的有害廢棄物則轉送至廢處置單位進行處理。同時，本集團積極探尋無污染或少污染的新材料、新工藝、新技術、新方法，並不斷提高實驗項目物料使用效益，以減少產生有害廢棄物。

• Waste management

Wastes are classified for disposal by the Group, different applicable collection, management and disposal procedures and methods have been set up for different wastes. Non-hazardous waste generated by the Group comes in the form of general industrial solid waste and daily garbage. The EHS department is responsible for supervising the treatment of general industrial solid waste, and regularly collecting and transferring it to a third-party professional company for disposal. The administration department is responsible for the management of daily garbage, to sort recyclable waste and non-recyclable waste from office areas in separate garbage chambers and sent to designated locations for disposal regularly. Other daily garbage and food waste are also sorted and collected separately and sent to corresponding sanitation companies for disposal in a timely manner.

The hazardous waste of the Group mainly includes medical waste and chemicals from production and R&D, as well as small quantity of office supplies such as waste ink cartridges and toner cartridges. The Group strictly complies with relevant laws and regulations, and has formulated and implemented the "Provision on Hazardous Waste Management" to strictly regulate the procedures of collection, transportation, intermediate transfer and storage of hazardous waste so as to prevent harming the ecosystem and human health. All hazardous wastes are properly labelled and stored, of which recyclable hazardous waste and its packaging materials are recycled by suppliers, while non-recyclable items are transferred to hazardous handling units for disposal. Meanwhile, the Group actively explores new materials, techniques, technologies and methods with less-or-zero pollution, and continuously improves the material utilization efficiency of experimental projects to reduce the generation of hazardous waste.

廢棄物種類	Waste type	二零一九年 2019	二零一八年 2018
無害廢棄物(噸)	Non-hazardous waste (tons)	<b>7,396.15</b>	10,719.03
生活垃圾(噸)	Daily garbage (tons)	<b>809.64</b>	887.90 <sup>7</sup>
一般工業固體廢棄物(噸)	General industrial solid waste (tons)	<b>6,586.51</b>	9,831.13
無害廢棄物密度 (千克/收益人民幣千元)	Intensity of non-hazardous waste (kg/thousand RMB revenue)	<b>2.56</b>	3.67
有害廢棄物(噸)	Hazardous waste (tons)	<b>848.53<sup>8</sup></b>	118.87
固體有害廢棄物(噸)	Solid hazardous waste (tons)	<b>141.63</b>	未披露
液體有害廢棄物(噸)	Liquid hazardous waste (tons)	<b>706.90</b>	Undisclose
有害廢棄物密度 (千克/收益人民幣千元)	Intensity of hazardous waste (kg/thousand RMB revenue)	<b>0.29</b>	0.04

<sup>7</sup> 根據二零一九年新修訂的生活垃圾統計口徑，對二零一八年生活垃圾總量進行追溯調整。

<sup>7</sup> According to 2019's statistic scope of daily garbage, daily garbage of 2018 is adjusted retrospectively.

<sup>8</sup> 因二零一九年吉林匯康及升通化工正式投產，且個別附屬公司部分二零一八年有害廢棄物在二零一九年進行集中處理，具體處理量納入二零一九年，導致有害廢棄物總量有所增加。

<sup>8</sup> Jilin Huikang and Shengtong Chemical went into formal production in 2019 while partial hazardous waste of several subsidiaries generated in 2018 was treated and recorded in 2019, resulting in an increase of hazardous waste.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

- 溫室氣體排放**

四環醫藥高度重視節能減排，作為企業公民積極履行社會責任，不斷探尋減少溫室氣體排放的方法。本集團通過加強能源使用管理、使用節能設施設備等方式，致力於減少溫室氣體排放。

- Greenhouse gas emissions**

Sihuan Pharmaceutical highly values energy conservation and emission reduction. As a corporate citizen, we actively fulfils our social responsibility and continuously seeks ways to reduce greenhouse gas emissions. The Group is committed to reducing greenhouse gas emissions by strengthening energy use management and adopt energy-saving facilities and equipment.

溫室氣體排放	Greenhouse gas emissions	二零一九年 2019	二零一八年 2018
溫室氣體總排放量(噸二氧化碳當量)	Total greenhouse gas emissions (tons of carbon dioxide equivalent)	<b>92,670.99</b>	91,379.26
範圍一：直接排放(噸二氧化碳當量)	Scope 1: Direct emissions (tons of carbon dioxide equivalent)	<b>39,605.97</b>	55,110.19
範圍二：間接排放(噸二氧化碳當量)	Scope 2: Indirect emissions (tons of carbon dioxide equivalent)	<b>53,065.02<sup>9</sup></b>	36,269.07
溫室氣體排放密度 (噸二氧化碳當量/收益人民幣千元)	Intensity (tons of carbon dioxide equivalent/ thousand RMB revenue)	<b>0.03</b>	0.03

<sup>9</sup> 因鍋爐煤改氣導致燃煤產生的直接溫室氣體排放減小及因各附屬生產公司用電量總體略有上升，溫室氣體間接排放量增大。本集團二零一九年進一步完善了溫室氣體排放數據核算，範圍三其他間接排放不再適用，故不予披露。

<sup>9</sup> Reconstructing boilers from coal-burning to gas-burning leads to a decrease of direct greenhouse gas emissions; general increase in electricity consumption of each subsidiary leads to an increase of indirect greenhouse gas emissions. The Group has further improved greenhouse gas emission data in 2019, scope 3-other indirect emissions are no longer applicable and disclosed.



北京四環成為北京市綠色製造(綠色工廠)示範單位

**Beijing Sihuan became a green manufacturing (green factory) role model in Beijing**

二零一九年，北京四環通過企業自評價、第三方評價機構評價、專家評估論證、公示等環節，正式入選《二零一九年北京市綠色製造示範名單》。

In 2019, Beijing Sihuan was formally admitted to the “2019 Beijing Green Manufacturing Demonstration List” through enterprise self-evaluation; assessment by third-party agencies; expert and public assessment and verification, etc.

作為北京市綠色製造示範企業，北京四環不斷優化製造流程，集約利用廠區；選用先進適用的清潔生產工藝技術和高效末端治理裝備，減少污染物排放，推動水、氣、固體廢棄物資源化和無害化利用；採用先進節水技術，實行清污分流、循環用水以及廢水回收利用；優化工廠用能結構，採用先進節能技術與裝備，提高清潔和可再生能源的使用比例。北京四環也推行資源能源環境數字化、智能化管理系統，實現資源能源及污染物動態監控和管理。

As a green manufacturing role model in Beijing, Beijing Sihuan continued to optimize the manufacturing process and fully utilize the plant area. By adopting advanced and applicable green production technology, the efficient terminal treatment equipment to reduce pollutant emissions and promote the recycling and hazard-free utilization of water, gas and solid waste. Advanced water-saving technologies were adopted to achieve the separation of clean water and sewage, cycling use of water and recycling of wastewater. The energy consumption structure of factories were optimized, and advanced energy-saving technologies and equipment were adopted to facilitate the use of clean and renewable energy. Beijing Sihuan also launched a digital and intelligent management system of resources, energy and environment to realize dynamic monitoring and management of resources, energy and pollutants.



### 能源與資源管理

本集團始終堅持建立環境友好型、資源節約型企業，認真落實《資源利用與能源消耗管理規程》，推廣環境管理體系和精益管理工具，加強對生產運營過程中資源與能耗的管理與監督，積極探索節能降耗空間。我們致力實現環境持續改善的管理目標。

二零一九年，我們持續倡導綠色清潔的生產方式，以開展精益生產培訓為重點逐步提高附屬公司員工的資源節約意識，提升生產效率，減少企業生產及運營過程中不必要的浪費。本年度，集團運營管理中心生產管理部開展了4場精益生產主題的培訓，要求所有涉及生產、質量、設備、安全的管理人員及生產型企業全員參與，內容分別為《精益基礎》、《八大浪費&持續改善》、《5S<sup>10</sup>管理》及《TPM<sup>11</sup>導入》。培訓以四環大學線上課程及線下專項課題現場參觀學習結合的形式開展，要求所有參與學院按時完成課程並通過考試，以充分掌握精益生產相關的知識。

本集團附屬公司自二零一七年起陸續開展精益生產改造項目，通過改進生產技術、工作流程、公用工程管線及生產管理，不斷提高資源能源使用效率。截至二零一九年底，附屬公司現行精益生產項目已在節能減排方面實現顯著效果。

### Energy and resources management

Always insisting on establishing an environment-friendly and resource-saving enterprise, the Group has conscientiously implemented the "Resource Utilization and Energy Consumption Management Protocol", to promote the environmental management system and lean management tools, strengthen the management and supervision of resources and energy consumption in the production and operation process, and actively explore the space for energy conservation and consumption reduction. We are committed to achieving the management goal of continuous environmental improvement.

In 2019, we continued to advocate green and clean production methods. Focusing on lean production training, it gradually raised employees' awareness of resource conservation in subsidiaries, improved production efficiency, and reduced unnecessary waste in the production and operation of the enterprise. During the Year, the production management department of the Group's operations management center conducted 4 trainings on lean production, requiring all management personnel involved in production, quality, equipment and safety as well as all staff of production-oriented enterprises to participate in, with contents including "Lean Foundation" and "Eight Waste & Continuous Improvement", "5S<sup>10</sup> Management" and "TPM<sup>11</sup> Introduction". The trainings were conducted in a combination of Sihuan University online courses and on-site visits and lectures of special topics. All trainees participated were required to complete the courses on time and pass the exams in order to fully master the knowledge about lean production.

Subsidiaries of the Group started to launch lean production transformation projects since 2017. By improving production technology, workflow, utility line and production management, the Group is constantly improving the efficiency of resource and energy use. As of the end of 2019, the subsidiaries have achieved notable results in energy saving and emission reduction in lean production projects.

<sup>10</sup> 5S: 整理(SEIRI)、整頓(SEITON)、清掃(SEISO)、清潔(SEIKETSU)、素養(SHITSUKE)

<sup>11</sup> TPM: 全員生產維護(Total Productive Maintenance)

<sup>10</sup> 5S: SEIRI, SEITON, SEISO, SEIKETSU, SHITSUKE

<sup>11</sup> TPM: Total Productive Maintenance

## 精益生產改造項目

### Lean production transformation project

#### 吉林振澳 — 公用系統廢氣廢水回收利用改造

#### Jilin Zhen'ao: Utility system upgrade in terms of exhaust gas and waste water recycling

吉林振澳的小容量注射劑車間配有獨立的動力間及製水間。在車間生產時，工業蒸汽冷凝水和多效蒸餾機冷凝水排放時伴隨著大量可用工業蒸汽餘氣直接排放，造成每日約5噸工業蒸汽的資源浪費。

The small volume injection workshop of Jilin Zhen'ao is equipped with independent powerhouse and water system. During production, industrial steam condensed water and multi-effect distilled condensed water are discharged together with a huge volume of industrial steam, accumulating up to about 5 tons of wasted industrial steam resources.

通過改造，吉林振澳將每天生產時排放的冷凝水餘氣進行連接安裝在空調加濕器前端，用冷凝水的餘汽對空調直接進行加濕，從而減少加濕器的蒸汽用量。該措施有效減少了蒸汽外排量，使餘氣得到充分回收利用，同時減少了鍋爐方面的用煤量和用水量。

After transformation, Jilin Zhen'ao connected the condensed water discharged to the front tier of the air condition humidifier, which are therefore humidified by the condensed water directly. The reformation effectively reduces the usage and eventually the external emission of steam, allowing the recycling of steam and decreasing the coal and water consumption of boilers.

該項目在二零一八年八月份進行改造，在二零一九年生產中正式投入運行。本年度節約蒸汽能源約204噸，折算減少用煤量51噸，減少用水為200噸左右。

The project was undertaken in August 2018 and put into operation in 2019. During the Year, it saved about 204 tons of steam while reducing 51 tons of coal and 200 tons of water consumption.



#### 吉林津升 — 車間冷凝水餘熱回收轉換暖氣系統供熱

#### Jilin Jinsheng: Recovery and conversion of condensate water into heat

為減少蒸汽耗用量，實現持續的資源節約，吉林津升於二零一七年起開展車間冷凝水餘熱回收轉換暖氣系統的改造，並於二零一八年底對系統進行優化，將原有的利舊離心泵更換為耐高溫排污泵，新水泵流量大、流速快，避免斷流現象，保證了系統的穩定運行。

In order to reduce steam consumption and save resources continuously, Jilin Jinsheng started to upgrade the heat system of its workshops in 2017 by recovering the waste heat of condensate water and transferring it into heat. In 2018, it further improved the system by replacing the former centrifugal pump with heat-resistant pump, thereby avoid cutoff and ensures steady operation with larger volume and higher speed.

二零一九年，該系統共運行207天，累計節約蒸汽1,691.6噸。

In 2019, the system operated 207 days in total, therefore saving about 1,691.6 tons of steam accumulatively.

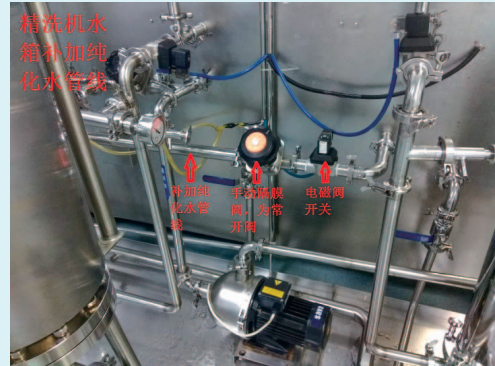


弘和製藥 — 精洗機排放水再利用項目

**Ambest Pharmaceutical: Recycling of water discharged by precise washing machine**

弘和製藥輸液車間的洗瓶設備由精洗機和粗洗機兩台設備組成，精洗機洗瓶水的新鮮注射用水使用後收集到循環水箱，循環水箱水滿後溢流排放。每生產一批產品約排放10噸循環水。通過改造，弘和製藥將精洗機循環水過濾至不低於純化水標準後再利用，用於粗洗機最後一次洗瓶水。該措施大力提高了注射用水的使用率，減少了純化水的使用量，減少水資源的浪費。

The bottle washing machine in the injection workshop of Ambest Pharmaceutical comprises two infrastructure, i.e. precise washing machine and coarse washing machine. Fresh injection water from the precise washing machine was used for rinsing and waste water collected to circulating water tank, which discharged when fully filled. It discharged approximately 10 tons of circulating water per batch of production. After transformation, Ambest Pharmaceutical filters the circulating water according to purified water standard for the last round of bottle washing by coarse washing machine. This increases the utility of injection water and reduces the consumption of purified water, saving water resource.



二零一九年，該項目共節約水資源6,107噸。

In 2019, this project saved 6,107 tons of water in total.

資源使用	Resource consumption	二零一九年 2019	二零一八年 2018
總能源消耗量(千瓦時)	Total energy consumption (kWh)	<b>197,789,440.33</b>	227,039,500.00
能源消耗密度(千瓦時／收益人民幣千元)	Energy consumption density (kWh/thousand RMB revenue)	<b>68.51</b>	77.80
總用水量(立方米)	Total water consumption (cubic meter)	<b>709,639.34</b>	842,959.00
用水密度(立方米／收益人民幣千元)	Water consumption intensity (cubic meter/thousand RMB revenue)	<b>0.25</b>	0.29
總包裝物料總用量(噸)	Total packaging material consumption (tons)	<b>3,198.90</b>	3,180.47
包裝物料密度(千克／收益人民幣千元)	Packaging material consumption intensity (kg/thousand RMB revenue)	<b>1.11</b>	1.09

## 綠色辦公室

在日常辦公中，本集團積極提倡綠色環保的辦公模式，鼓勵員工從細節著手，實踐節電、節水、無紙化辦公等環保行為，以實際行動助力的可持續發展工作。

## Green office

For office routine, the Group actively advocates a green and environment-friendly office mode. Employees are encouraged to start with daily practices of power conservation, water saving, paperless office, etc., to support sustainable development with real actions.

### 用水及用電管理 Water and power consumption management

- 運用辦公區域電器設施設備在線管控平台，通過手機應用程式實時監督電器使用並實現遠程開關操作，避免用電浪費；  
The online management control platform for electrical facilities and equipment in the office area is applied to monitor the use of electrical appliances in real time and remote switch operation through mobile applications, so as to avoid waste of electricity;
- 嚴格規定空調使用要求及條件，如夏季空調室溫不低於26攝氏度，行政部前台人員的日常巡查空調使用情況；  
The usage of air-conditioning are strictly laid down. For example, the air-conditioning room temperature in summer shall not be under 26 Celsius degree, and the receptionist will inspect the usage of air conditioners on a daily basis;
- 保潔人員及前台工作人員日常巡查洗手間及茶水間的用水設備，謹防「跑、冒、滴、漏」等浪費情況；  
The cleaning staff and receptionist inspect the water-consumption facilities in toilets and pantries on a daily basis, to prevent “water running, spraying, dripping and leaking”;
- 辦公區域內張貼「節電節水」等提示語，倡導節約行為。  
Reminders such as “saving power and water” are posted in the office area to encourage conservation.

### 辦公資源管理 Office resource management

- 嚴格執行《辦公用紙管理制度》。部門辦公用紙領用需登記，且控制領用數量。行政部負責統計各部門打印用紙數據，對用紙情況異常的部門進行調查。如有浪費情況按照制度處理；  
The “Policy on Paper Use” in office is strictly implemented. Departments’ usage of office paper needs to be registered, and the amount is controlled. The administration department is responsible for coming up will the total papers used in each department and investigating abnormal usage. Relevant department will be held responsible in accordance with policies for wastage;
- 設立廢紙回收箱，定期篩選可重複利用的二次紙；倡導草稿文件、內部文件等使用二次紙打印，節約用紙；  
Waste paper recycling bins are provided to collect re-cycle paper. Using re-cycle paper to print draft documents and internal documents is advocated, so as to save paper;
- 倡導無紙化辦公。各類資料盡量通過電子件傳播，辦公流程使用辦公自動化(「OA」)系統，減少紙張使用；  
Paperless office is advocated. Optimize the use of electric copies for all kinds of materials, and to use office automation (“OA”) system in office to reduce paper use;
- 其他辦公用品按需領用，設置每月人均辦公用品標準，杜絕浪費。  
Other office supplies are available on demand, and a monthly usage benchmark for office supplies is set to eliminate waste.

公務車輛管理  
Office vehicle  
management

- 制定《公務車輛管理制度》，推行公務車輛OA線上管理，用車申請、調度、派車、回車登記、加油、維修保養等全過程均在OA系統完成，實現車輛管理流程的信息化、系統化、自動化、透明化；  
The "Office Vehicle Management System" has been formulated to promote the OA online management of office vehicles. The entire process of application, scheduling, dispatching, return registration, refueling and maintenance of vehicles is recorded in the OA system to realize the informationization, systematization, automation and transparency of vehicle management processes;
- 規範用車申請及派車原則，根據用車人數及人員性質合理安排車輛；  
Car application and arrangement are standardized, vehicles are arranged reasonably according to the number of person and hierarchy;
- 鼓勵員工搭乘公共交通，節能減排，綠色出行。  
Employees are encouraged to take public transportations to save energy, reduce emissions to practice green travel.

**綠色建設**

針對本集團在建工程，我們十分重視項目施工全過程的環境管理。在工程施工前，我們聘請有資質的單位編製《水土保持方案》並納入工程施工招標要求。在工程實施過程中監督施工單位嚴格按方案執行。項目施工中，加強安全文明施工檢查，對堆放的土方鋪設綠植或進行覆蓋；盡量採取能有效降低施工噪聲的施工技術，分時段施工以避免造成噪聲污染引起的投訴事件。

本集團持續推廣綠色建築理念。其中，在建的重慶市西區醫院項目在工程設計階段明確「保一星，爭二星」的目標。在項目施工過程中嚴格遵循綠色建築標準要求，確保驗收通過。

**Green building**

For the Group's projects under construction, we emphasize environmental management throughout the project construction process. Before commencement of a project, we will engage a qualified unit to prepare the "Soil and Water Conservation Plan" and include it in the bidding requirements of the project construction. During construction, we ensure the construction unit strictly implements the plan. Throughout construction, the inspection of safe and civilized construction is strengthened and the earthwork piled shall be planted with green plants or covered. Construction methodology effectively reduce construction noise be used as far as possible, and construction is carried out at different time intervals to avoid complaints caused by noise pollution.

The Group continues to promote the concept of green building. In particular, the goal of "Maintain one star and strive for two" was clearly defined during the design stage for the Chongqing Western Hospital project under construction. The green building standards are strictly followed during the project construction to ensure it passes the acceptance inspection.

## 關愛員工 共繪職業夢想

### 員工管理與發展

人才是企業發展的核心競爭力。本集團堅持以人為本，通過文化價值觀的輸入，組織快速發展和機構的不斷優化。穩步推進人才團隊建設；切實保障員工權益，致力為員工創造一個實現個人價值的成長平台，實現企業與員工的共同發展。

### 人才招聘

秉承「人才強企」的人才招聘思路，四環醫藥立足實際，著眼長遠，通過內部培養與外部引進相結合，以富有競爭力的待遇和廣闊的發展前景吸引行業優秀人才。

二零一九年度，本集團深入開展和各地高校合作，招聘河南師範大學、瀋陽藥科大學、內蒙古醫科大學、河北大學及北華大學等近10批次。100餘名應屆高校學生進入本集團研發、生產企業實習及學習。同時與瀋陽藥科大學藥學院建立博士後聯動，建立聯合培養機制，展開博士後課題研究，吸引、培養優秀年輕人，推動個人成長與企業發展共享雙贏。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規，依法與員工簽訂勞務合同，保證員工合法權益。

截至二零一九年十二月三十一日，本集團共有員工4,009人。人才隊伍呈性別多元化、年輕化、高學歷化趨勢。其中女性員工佔總員工的一半以上，30周歲以下員工超過總員工數的三分之一，近50%的員工擁有本科及以上學歷。

## CARING FOR EMPLOYEES AND DRAWING CAREER DREAM TOGETHER

### Staff management and development

Talents are the core competitiveness of enterprise development. Adhering to the concept of people orientation, the Group steadily promotes the establishment of the talent team through the introduction of cultural values, the rapid development of the organization and the continuous optimization of institutional framework. The rights and interests of employees are recognized, and strives to create a career platform for employees to realize their personal value, so as to achieve common development of enterprise and employees.

### Talent recruitment

Adhering to the talent recruitment concept of "talent-oriented enterprise", based on actual circumstances and with a long-term perspective, Sihuan Pharmaceutical cultivates its employee, attracts talents from outside, and retains talents of the industry by competitive salary and promising prospects.

In 2019, the Group further cooperate with PRC universities across the country, and recruited nearly 10 batches of graduates from Henan Normal University, Shenyang Pharmaceutical University, Inner Mongolia Medical University, Hebei University and Beihua University, etc. More than 100 fresh college graduates joined the Group's R&D and production enterprises for internship and learning. Meanwhile, it established a post-doctoral linkage with the School of Medicine of Shenyang Pharmaceutical University, establishing a joint training mechanism and conducting post-doctoral research project, so as to attract and train outstanding young talents, to achieve a win-win situation by promoting personal growth and corporate development.

In strict compliance with laws and regulations such as the "Labor Law of the People's Republic of China" and the "Labor Contract Law of the People's Republic of China", the Group signed labor contracts with employees to ensure the legitimate rights and interests of employees.

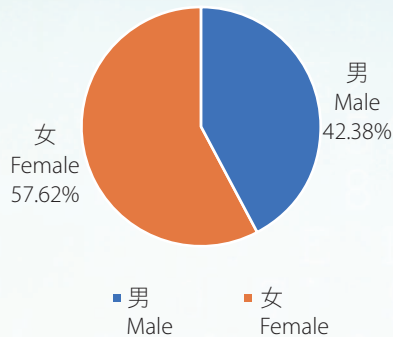
As at 31 December 2019, the Group had a total of 4,009 employees of diversified gender, energetic population and with higher education. Of total employees, female employees accounted for more than half of the total employees, employees under 30 years old exceeded one-third of the total employees, and employees with a bachelor's degree or above accounted for approximately 50% of employees.

# 環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

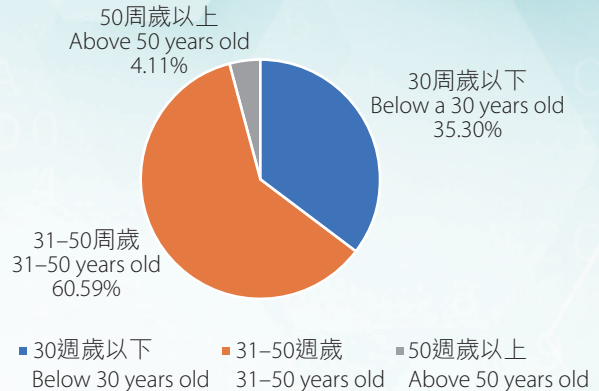
二零一九年度本集團員工詳情如下：

Details of the Group's employees in 2019 were listed as follows:

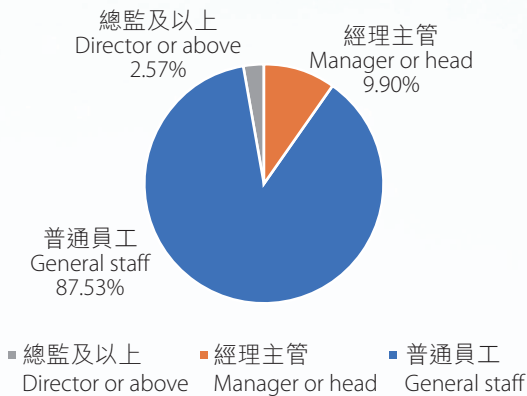
按性別劃分的員工人數  
Total workforce by gender



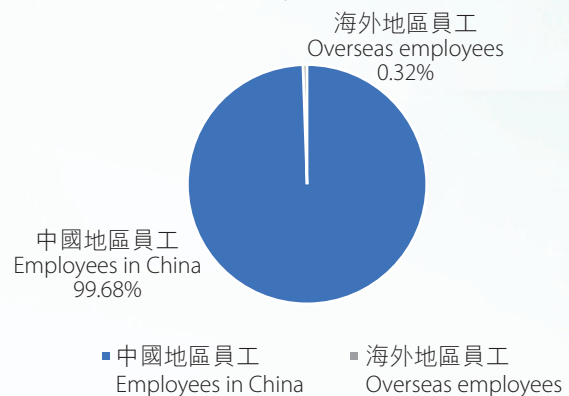
年齡組別劃分的員工人數  
Total workforce by age



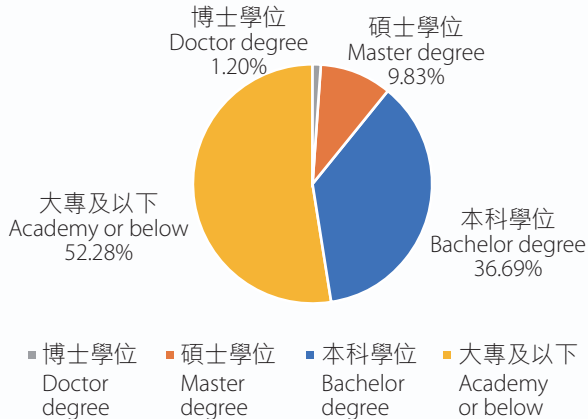
按職級劃分的員工人數  
Total workforce by grade



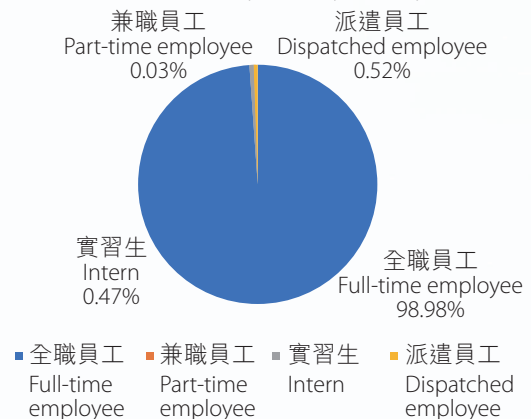
按地區劃分的員工人數  
Total workforce by geographical region



按學歷劃分的員工人數  
Total workforce by academic qualification



按僱傭類型劃分的員工人數  
Total workforce by employment type





## 績效考核

本集團遵循績效導向、分層管理、客觀、反饋提升和責任自律五項績效管理原則：通過建立「公司—部門—崗位」三級績效指標體系，將本集團公司戰略目標轉化為各層級每個崗位任職者可操作的行動和工作任務。

員工績效管理由常規周期績效及年度人才發展績效管理組成，通過設定計劃、績效自評、領導考核及績效反饋四個環節，實現對員工的業績表現和能力素質的有效管理。本集團注重績效管理過程中管理者對員工的指導與支持，協助員工有效履行崗位職責，追求卓越的工作績效。員工共同致力於公司、團隊與崗位績效的改進與提高。

為保障績效考核的客觀公允，本集團設立了申述機制。員工如對績效考核成績有異議，可在績效反饋溝通後內直接向有關總部中心／部門、附屬公司負責人或人力資源部申訴，相關負責人需在3個工作日內予以受理，如員工對處理結果仍不滿意，可以向本集團公司人力資源部提出申訴。

## 薪酬管理

本集團遵守《中華人民共和國勞動法》《中華人民共和國社會保險法》、《中華人民共和國勞動和社會保障部最低工資規定》等國家法律法規的要求，建立並執行《薪酬管理制度》，完善公平、合理、鼓勵價值創造的薪酬分配機制。

本集團公司總體薪酬結構由固定薪酬、浮動獎金和福利三部分構成。本集團按照管理、生產、研發、市場銷售及專業技術五大崗位類別，實行不同的薪酬策略定位與薪酬結構類型，確保員工薪資設定及發放的科學性與規範性。薪酬調整機制採取薪酬水平整體調整和員工薪酬動態調整相結合的原則，定期優化，以促進員工工作積極性，穩定員工隊伍，同時滿足集團進一步的發展需要。

## Performance appraisal

The Group follows five performance management principles including performance oriented, hierarchical management, objectivity, feedback for improvement and sense of responsibility and self-discipline: by establishing a three-level (company level, department level and positional level) performance indicator system. The Group's strategic goals are transformed into actions and tasks that can be achieved by employees at each level.

Employee performance management consists of annual performance appraisal and annual talent development management. Through planning, performance self-assessment, supervisor assessment and performance feedback, employees' performance and competency can be managed effectively. The Group emphasizes management's guidance and support for employees in performance management to assist employees effectively fulfilling responsibilities and pursuing outstanding performance. Employees work together to improve the performance of individuals, team and the Company.

In order to ensure the objectivity and fairness of performance appraisal, the Group has established a complaint mechanism. Employees having doubts with the performance appraisal results could submit complaints directly to the relevant central department of the headquarter, the person-in-charge or the head of the human resources department of the subsidiaries after performance feedback and communication. The person in charge must deal with these complaints within 3 working days. If employees are still unsatisfied with the results, they could file complaints with the human resources department of the Group.

## Remuneration management

To comply with the national laws and regulations such as the "Labor Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", and the "Provisions on Minimum Wages" issued by the Ministry of Labor and "Social Security of the People's Republic of China", the Group has established and implemented the "Remuneration Management Policies" to build a fair and reasonable remuneration distribution mechanism that encourages value creation.

The remuneration structure of the Group composed of basic salary, variable bonus and benefits. The five job categories of management, production, R&D, marketing and professional technology, each with different remuneration policies and structure to ensure there is scientific and standardized salary setting and distribution for employees. The remuneration adjustment mechanism is a combination of the overall adjustment of remuneration level and the dynamic adjustment of individual salaries, which is regularly review to motivate employees, stabilize the team, to meet the Group's requirement for further development.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

此外，本集團根據國家及當地勞動保障部門相關規定，為員工繳納各項社會保險；並根據國家及當地公積金管理中心相關規定，為員工繳納住房公積金；同時根據員工薪酬情況按規定及時足額代扣代繳個人所得稅，充分保障員工的合法權益。

### 晉升機制

本集團重視員工的職業生涯發展，建立健全的職級體系，持續拓寬職業發展通道。遵照「能者上、平者讓、庸者下」的用人理念，本集團嚴格落實《員工晉職晉級管理制度》，合理評價人力資源和分配價值，激勵、培養核心職位人才和優秀員工。

秉持公平擇優的人才選拔原則，人力資源部協同相關部門對申請人開展全面考核評議和工作述職面談，綜合評估其任職資格、能力素質與工作表現。對於業績突出的員工，本集團予以破格晉職晉級的機會，激發員工的工作熱情和積極性，幫助企業更好地留住人才、培養人才，助力實現自我價值的有效提升。

### 培訓管理

為促進四環醫藥人才的培育與發展，本集團將員工的職業生涯和個人發展生涯連貫貫穿，搭建「線上+線下」培訓模式，以線上培訓實現員工隨時、隨處、持續化的按需學習；以線下培訓完成組織對團隊針對性、專業化的培訓，滿足員工的專項、專業培養需求。同時，我們鼓勵員工強化自我學習，提升自身能力，快速成長為複合型人才，滿足企業長遠發展的戰略需求。

In addition, the Group pays various social insurances for employees in accordance with the regulations of the national and local labor security departments. Housing funds are provided to employees in accordance with the relevant regulations of the national and local housing provident fund management centers; and based on the employee remuneration, withhold and pay individual income tax on time and in full, thus protecting the legitimate rights and interests of employees.

### Promotion mechanism

The Group values the employees' career development and draws on the comprehensive graded system to constantly open up channels to facilitate career development. Under a merit-based philosophy, the Group has strictly implemented the "Employee Promotion Management System" to assess human resources and allocate resource value in a reasonable manner, galvanize and cultivate talents and outstanding employees for key positions.

In accordance with the principle of fair and merit-based talent selection, the human resources department coupled with relevant departments will conduct all-round assessments on the applicants and hold job briefing interviews thereafter to comprehensively evaluate the qualifications, abilities and performance. The Group offers additional promotion opportunities to employees with outstanding performance so as to facilitate talent retention and cultivation, and effectively advance the realization of self-value.

### Training management

In order to promote the talent cultivation and development in Sihuan Pharmaceutical, the Group integrates employees' professional career and individual development and establishes the "online + offline" training, under which the employees can access online trainings continuously anytime and anywhere, and participate in professional classroom trainings as required for specific teams for the fulfilment of training requirements. In addition, we encourage employees to intensify self-learning and upgrade their ability to develop interdisciplinary talent as soon as possible, so that they can be ready for long-term and strategic development of the enterprise.

#### 線上培訓 Online training

10大模組  
10 modules  
3,000+ 平台課程  
3,000+ platform courses  
(272 堂自建課程)  
(272 self-developed courses)

#### 線下培訓 Offline training

新員工培訓  
Training for new recruits  
管理層培訓  
Training for management team of the Group  
業務專項培訓  
Training for specific business



## 環境、社會及管治報告

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

二零一九年，本集團培訓部開展了三大系列的培訓課程，即新員工培訓、管理層培訓和業務專項培訓。

In 2019, the Group's training department launched three training programs designed for new recruits, for management team of the Group and for specific business.

### 新員工培訓 — 「講武堂·新人訓」

### Training for new recruits — “Military Academy for New Recruits”

新員工培訓項包括課程培訓、實地考察與結業考試三大環節。課程內容涵蓋本集團發展歷程、核心業務與產品、藥物警戒知識、合規制度及企業文化等；通過實地參觀，讓新員工近距離了解生產流程與工作環境；通過學習回顧、知識問答及先進學習小組評選環節充分調動新員工參與積極性，更快地融入本集團大家庭之中。

The training program for new recruits comprises course training, field visit and completion test. Training courses cover the Group's development history, core business and products, pharmacovigilance knowledge, compliance system, corporate culture, etc.. New recruits can take a closer look at the production process and working environment in field visits; and become fully motivated and fit into the big family of the Group more quickly by virtue of knowledge review, knowledge quiz and selection of excellent study group.

二零一九年，本集團共組織7期「講武堂·新人訓」，共計參訓131人次，時長1,048小時。

In 2019, the Group held 7 training sessions themed “Military Academy for New Recruits”, with 131 employees completed 1,048 training hours in total.



#### 四環醫藥管理者學習分享會

#### Knowledge and Experience Sharing Meeting for Management of Sihuan Pharmaceutical

二零一九年，本集團培訓部分別在本部、長春等多地分期組織開展了四環醫藥管理者學習分享會活動，共計201人次參加。

In 2019, the Group's training department organized the Knowledge and Experience Sharing Meeting for Management of Sihuan Pharmaceutical at the headquarters, as well as in Changchun and other locations respectively at different times, involving 201 participants.

圍繞「當責」與「管理者的溝通」主題，分享會設置專題培訓與交流環節；管理者在學習與討論中加深了管理理論的系統性認識，促進了優秀管理實踐的相互借鑒，啟發了管理實踐的新思考。

On the topics of "accountability" and "management communication", the Meeting set up dedicated trainings and sharing sessions. Through learning and discussions, management team had a better understanding of management system theories, and to leverage on other's good management practice and address management matters on new perspectives.



## 四環醫藥臨床中心項目管理培訓

### Project Management Training of Sihuan Pharmaceutical Clinical Center

針對進一步加強研發項目管理的工作目標，本集團培訓部於二零一九年九月組織開展了「臨床項目管理培訓」。

To further realize the objectives of R&D project management, the Group's training department initiated the "Clinical Project Management Training" in September 2019.

來自本集團臨床中心團隊共計37名同事參加了此次為期兩天的培訓。通過案例分析、經驗分享等方式，深入學習了臨床項目管理的專業理論及工作方法，為專業化、精細化的項目管理需求進一步儲備知識、提升技能。

37 colleagues from the Group's Clinical Center took part in the two-day training, to better understand professional theories and methods of clinical project management through case analysis and experience sharing, to further upgrade their know-how and skills for specialized and refined project management requirements.



二零一九年，本集團培訓部基於上一年學習平台的運營基礎上進行了平台升級。升級後的「四環大學在線學習平台」擁有生產管理、研發管理、領導力及職業化等10大學院，覆蓋10條業務線，共計3,000多門音頻、視頻、動畫及圖文課程；新增規劃了個性化學習的四環學院與中歐學院，並舉辦自建課程272堂，滿足學習規劃的課程需求。

本集團培訓部依據人才序列的崗位任職要求規劃3維的學習群組：基於組織分類，基於業務、職能劃分，基於崗位職責劃分的共計48個學習群組。不同群組按照不同學習要求匹配學習資源，按年度、月度及專項學習下發學習計劃（學習地圖）以此實現學習資源精準匹配。

In 2019, the Group's training department upgraded the learning platform based on last year's operation. The upgraded "Sihuan University Online Learning Platform" comprised 10 colleges (including colleges of production management, R&D management, leadership and professionalism, etc.), covering 10 business lines and offering more than 3,000 audio, video, animation and graphic courses. The Sihuan College and China-EU College have been newly included to the platform with personalized learning programs. A total of 272 courses have been set up in line with the learning plans.

To fulfil the qualification for various positions, the Group's training department formulated a three-dimensional study groups categories by business, function and duty. 48 study groups are formed in total by classification. Learning resources will be allocated to each group based on the requirements, while learning plans (learning path maps) with annual, monthly and specific training requirements will be made to match the groups with precise resources.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

在線學習平台的升級，有效保障對員工的針對性培養、個性化學習，提升組織學習有效性；同時強化學習數據收集及分析能力，實現培訓的量化考核，促進學習項目的運營管理。

二零一九年，本集團受訓僱員百分比及每位僱員的受訓平均時數如下所示<sup>12</sup>：

### 按性別劃分：

性別	Gender	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
男	Male	96.85%	20.44
女	Female	97.28%	16.95

### 按職級劃分：

職級	Grade	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
總監及以上	Director or above	85.16%	46.97
經理主管	Manager or head	82.72%	34.11
普通員工	General staff	99.55%	32.77

The upgrading of online learning platform has effectively ensured the targeted training and personalized learning for employees and enhanced organizational learning efficiency; in addition, it has reinforced the abilities of learning data collection and analysis, realized the quantitative assessment on training and facilitated the operation and management of learning projects.

In 2019, the Group's percentage of employees trained and average training hours are as follows<sup>12</sup>:

### By gender:

Gender	Percentage of employees trained	Average training hours per employee
Male	96.85%	20.44
Female	97.28%	16.95

### By grade:

Grade	Percentage of employees trained	Average training hours per employee
Director or above	85.16%	46.97
Manager or head	82.72%	34.11
General staff	99.55%	32.77

<sup>12</sup> 按性別劃分的培訓數據覆蓋線下培訓；按職級劃分的培訓數據覆蓋線上及線下培訓。

<sup>12</sup> For training classified by gender includes classroom trainings only; for trainings classified by hierarchy include both online and classroom trainings.

## 員工權益與關懷

### 員工權益與平等參與

本集團嚴格遵守《中華人民共和國勞動法》等勞動法律法規，依法為全體員工繳納法定福利，提供公共假期、帶薪年休假等法定假期。本集團嚴禁任何形式的強迫勞動與童工。如遇員工加班情況，通過申請後，依法給予補償或安排調休。

我們堅持公平原則，致力建立開放、多元與平等的工作氛圍，杜絕任何因年齡、性別、信仰、家庭情況、種族等原因的偏見與歧視行為。本集團已建立完善的申訴機制，員工在就職過程中如遇到僱傭、薪酬發放、績效評定、考勤管理、獎懲管理等問題，可直接向本集團本部中心／部門、附屬公司負責人或人力資源部申訴；接到申訴後，相關部門需及時反饋，妥善處理申訴事宜，同時確保員工信息保密與隱私保護，切實保護員工平等權益。

### 員工健康與關懷

本集團嚴格遵守《工作場所職業衛生監督管理規定》等法律法規，建立並執行《員工健康管理程序》，致力為員工提供有利於健康舒適的工作環境。

人力資源部與行政部協同管理員工在工作場所的安全和健康事務，密切關注員工身心健康，組織全體體檢，並建立員工健康檔案。本集團倡導健康生活方式，提供娛樂健身場館供員工開展體育鍛煉，包括籃球場館、羽毛球館、桌上足球及乒乓球設施及多功能廳等。二零一九年，本集團共組織2,548名員工參與年度普通體檢，1,191名員工參與年度職業體檢。

此外，本集團的附屬公司定期組織豐富多樣的員工活動，如趣味運動會、乒乓球比賽等、撲克牌比賽等，豐富員工的生活。在端午節、中秋節、春節等中華傳統節日和三八婦女節等國家法定節假日，本集團會為員工提的各項福利，例如節日禮品或禮金。

## Employee rights and cares

### Employee rights and equal engagement

The Group strictly complies with the "Labor Law of the People's Republic of China" and other labor laws and regulations, and provides statutory benefits, as well as public holidays, paid annual leaves and other statutory leaves, for all employees. The Group strictly prohibited forced labor and child labor. In case of working overtime, employees may apply for compensatory leave or other compensations, as prescribed by law.

We uphold fairness, strive to create an open, diversified and equal working environment and preclude all forms of discrimination of age, gender, religion, family background and race. The Group has established a sound complaint mechanism, where employees can submit complaints directly to the center/ departments of the Group's headquarters, or the person-in-charge or the head of human resources department of subsidiaries for issues about employment, remuneration, performance evaluation, attendance management, reward and punishment management; after a complaint is received, the relevant department should provide feedback in a timely manner and handle the complaint properly, while safeguarding the security of employees' information and privacy, so as to truly protect employees' rights and interests.

### Employee health and cares

The Group strictly abides by the "Provisions on the Supervision and Administration of Occupational Health at Work Sites" and other laws and regulations, and has promulgated and implemented the "Employees' Health Management Procedure" in a bid to provide employees with healthy and comfortable working environment.

The human resources department and administration department jointly take charge of safety and health at workplace, they keep a close watch on employees' physical records and mental health, organize medical checkups and maintain health profiles of employees. The Group advocates healthy lifestyle and provides entertainment and fitness facilities for workout. These include basketball courts, badminton courts, table football and table tennis facilities and multi-functional hall, etc. In 2019, 2,548 employees from the Group underwent annual regular medical checkups and 1,191 employees went through annual occupational health in total.

In addition, the Group's subsidiaries regularly organized various activities for the employees, such as fun sports competition, table tennis competitions, poker contests, etc., to enrich the employees' lives. During traditional Chinese festivals such as Dragon Boat Festival, Mid-Autumn Festival, Chinese New Year and on national holidays such as Women's Day, employees receive fringe benefits, such as gifts or allowance.

二零一九年母親節活動 — 媽媽，我愛你！

2019 Mother's Day Celebration — Mom, I Love You!



二零一九年母親節，本集團舉辦了主題為「媽媽，我愛你」的母親節活動，為員工提供帶有本集團祝福語的賀卡作為節日禮物，視頻記錄員工對母親的愛與祝福，傳遞對母親的愛意。

On Mother's Day in 2019, the Group held a celebration activity themed "Mom, I Love You", where greeting cards with the blessings from the Group were provided as holiday gifts and the employees expressed their love and best wishes to their mothers in video clips.

二零一九年端午節活動 — 「粽」情端午濃香四環

2019 Dragon Boat Festival Celebration — Making delicious Rice Dumplings at Sihuan



本集團在二零一九年端午節於張家灣園區食堂舉行了包粽子比賽。通過親手包粽子，讓員工感受到濃厚的節日氛圍，在活動中體驗到勞動的樂趣，同時在互動中增進情感交流的機會，提高團隊協作與凝聚力。

On Dragon Boat Festival of 2019, the Group held a rice dumpling making competition in the canteen of Zhangjiawan Park. Through making rice dumplings by hand, the employees were immersed in a strong festival atmosphere and felt the joy, which would probably enhance emotional exchange and team cooperation and cohesion.

二零一九年中秋節活動 — 「有你月更圓」猜燈謎

2019 Mid-Autumn Festival Celebration — Guessing Lantern Riddles — "Happy Reunion"



二零一九年九月十二日，在中秋團圓之際，本集團組織了「有你月更圓」猜燈謎活動。此次活動，營造「上下齊心，不忘初心」的團圓氣氛，加強宣貫企業文化，增強員工的歸屬感，營造幸福和諧的工作氛圍。

On 12 September 2019, the Mid-Autumn Festival, the Group carried out the activity, Guessing Lantern Riddles, with the theme of "Happy Reunion". The activity became an occasion where we aspired to "make concerted efforts and stay true to the mission". With the corporate culture promoted and the employees' sense of belonging raised, it created a pleasant and harmonious working environment.



## 凝聚企業文化

企業文化是提升團隊凝聚力與員工幸福感的動力源泉。本集團以「誠信負責、務實創新、共享合作、追求卓越」的核心價值觀，著力推進各項企業文化建設工作，本集團以《四環視野》刊物為載體，通過組織「最美四環人」評選等特色活動，增進員工對企業文化的感知和共鳴，打造一支認同企業文化、共享企業精神的人才隊伍。

## Promoting corporate culture

Corporate culture drives the team cohesion and employee happiness. Aiming at the core values of “integrity and responsibilities, pragmatism and innovation, sharing and cooperation, and pursuit of excellence”, the Group is committed to the construction of its corporate culture. With the help of the *Sihuan Vision*, a Group publication, and through selection of “The Most Beautiful Sihuan Employee” and other distinctive activities, the Group raised the employees’ awareness and appreciation of the corporate culture, and strived to build a talent team which recognizes the corporate culture and spirit.

## 《四環視野》

### Sihuan Vision

《四環視野》是本集團內部的季度刊物，創刊近十個年頭。每季度分享行業趨勢、本集團業務發展及組織建設情況，讓員工及時掌握最新訊息；同時設置「四環文化」及「四環故事」等章節，宣傳優秀的員工事例，同時鼓勵員工積極投稿，分享個人的工作感悟與心得，獲得了員工的熱情參與。

The *Sihuan Vision* is an internal publication of the Group, which has been published quarterly for almost ten years. Information on industry trends, the Group’s business development and organization construction are shared on a quarterly basis to keep the employees up-to-date; and chapters, such as “Sihuan Culture” and “Sihuan Story”, are marked off for sharing cases of excellent employees and encouraging the employees to contribute and share their insights and experiences gained in work, which is welcomed by the employees through enthusiastic participation.



## 最美四環人評選

### The Most Beautiful Sihuan Employee

二零一九年，本集團組織開展了「最美四環人」評選活動。將「四環人品質」即「有激情、敢擔當、肯包容、善合作、勤學習、求實效」作為評選依據和標準，對企業各崗位優秀典型員工進行篩選與評定。經過評比，100餘人入圍，最終36名「最美四環人」脫穎而出。

In 2019, the Group held the selection of “The Most Beautiful Sihuan Employee”. Excellent general employees in various positions of the enterprise were selected and evaluated in accordance with the “qualities of Sihuan employees” as the selection criteria, namely “passion, responsibility, inclusiveness, good cooperation, diligence, and effectiveness”. After evaluation, over 100 employees were short-listed, of which 36 employees were accredited as “The Most Beautiful Sihuan Employee”.

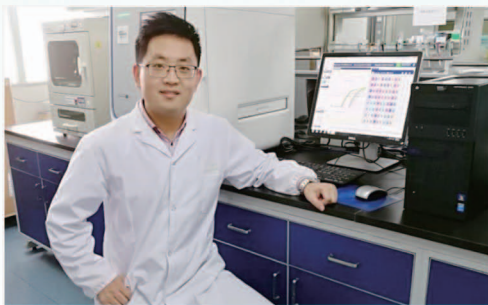


# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

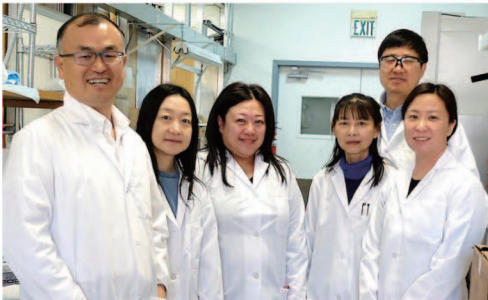
本集團通過《四環故事》文字和視頻系列，深入報道了「最美四環人」優秀的敬業精神與工作業績，生動展示了「四環人品質」的日常實踐，為廣大員工樹立了榜樣。「最美四環人」精神將督促全體員工不斷提升和挖掘自我能力，樹立主人翁精神，營造「爭先創優」的良好氣氛，促進員工自我價值實現和企業戰略發展的和諧共贏。

Professionalism and excellent performance of “The Most Beautiful Sihuan Employee” were depicted and the daily practice of “qualities of Sihuan employees” was vividly demonstrated in the in-depth reports and video series in *Sihuan Story* of the Group, setting examples for most of the employees. The spirit of “The Most Beautiful Sihuan Employee” urges all employees to continuously step up and tap into their capabilities, give full play to their roles as masters, and create a good atmosphere of “striving for excellence”, so as to facilitate the realization of employees’ self-value and the harmonious and win-win strategic development of the enterprise.



科研的樂趣在於不斷地挑戰，用我們創新的思維和堅定的執行力挑戰新領域的未知，更重要的是將實驗室的發現轉化到市場，服務於大眾患者，減輕他們的痛苦。四環有著很好的科研平台和氛圍，這無不得益於四環的经营理念和使命，這作為我們作為科研者的一份幸運，更是這個時代的賦予的責任，我們要满怀感恩，激情飽滿的投入到工作中，用青春和熱血詮釋對科研的那份執著和純粹，共同打造四環的美好未來。

**宋錫瑞** 創新研發中心



我在四環工作好多年了，是個地地道道的老員工。從老廠生化、針劑機修一直到現在新廠的機修，風風雨雨與它一同走過，我們累過、笑過、苦過、甜過。在與它一同走過的日子裡，機修工作讓我了解設備，甚至對它產生了感情。

**劉忠志** 吉林四環



四環醫藥的進步不斷地推動著我在成長、進步，公司的巨大影響著我的工作理想、理念，公司改變著我，我們改變著公司，我與公司共成長，經歷磨練積澱知識。

風雨中走過，坎坷中成長。作為四環的新人，我們看到是一個新藥研發企業的朝氣蓬勃，是公司領導帶領大家去探索未知的決心，是每一位員工對新藥研發的執著。

**張媛媛** 北京澳合



在四環工作的近三年裡，我結了婚，成了家，現在已經是一名准爸爸了。就像我開始時候講的，工作和家庭的雙贏，成為我投入到四環建設中去的動力源泉。

**鮑勇** 吉林四環

## 誠信運營 共築長青基石

### 廉潔體系建設

本集團嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反壟斷法》等法律法規，建立內部管控體系，監督管理權力的行使，堅決杜絕貪污腐敗、商業賄賂，努力營造廉潔的營商環境。

本集團制定並落實《員工合規管理規定》，為各項業務流程提供操作標準與程序指引，規範員工行為；加強紀律管理，嚴禁員工吃、拿、卡、要等問題。本集團審計監察中心持續強化內部監督機制的落實，通過日常的合規調查與突發合規調查，儘早揭示潛在性問題與薄弱環節，防患於未然，穩步推進監督關口前移；同時，本集團嚴格實施後續復審和跟進工作，督促相關部門與附屬公司整改工作的實施到位，促進本集團誠信合規經營的有序發展。

為鼓勵利益相關方的共同監督，本集團已設立反貪腐舉報機制，通過電話、郵箱、信件多渠道接收違規舉報。收到舉報後，本集團合規部根據專項處理程序，初步評估舉報內容是否存在不合規行為，並於舉報人進行初步回覆；進而通過內部及外圍收集證據，談話了解情況、書面聲明並簽字等方式展開調查；調查結果最終以報告形式呈報本集團高管；依據員工手冊，及合規部門的處罰建議，確定相應紀律處分，涉嫌犯罪的移送公安機關處理。確認調查由本集團合規部獨立開展，過程嚴格保密，全面保護舉報人的信息。

## OPERATING WITH INTEGRITY FOR LONG-TERM PROSPERITY

### Establishing anti-corruption system

The Group strictly complies with laws and regulations such as the "Anti-unfair Competition Law of the PRC", the "Interim Provisions on Banning Commercial Bribery" and the "Anti-monopoly Law of the PRC", resolutely puts an end to corruption and commercial bribery, and strives to create a anti-corruption business environment by establishing internal control system to supervise the exercise of management power.

The Group has promulgated and implemented the "Compliance Management Regulation for Employees" in an effort to give guidance on operation standards and procedures to regulate employees; and disciplinary measures are intensified to prohibit bad behaviors of employees, such as free meals, accepting gifts, taking other's possession without permission, purposely making difficulties for others, asking for benefits, etc. The audit and supervision center of the Group continuously strengthens the implementation of internal supervision mechanism through routine and emergency compliance investigations, so as to identify and forestall potential problems and vulnerabilities at early stage, and steadily press ahead with the idea of "pre-warning rather than post-disposal"; at the same time, the Group rigorously carries out subsequent reviews and follow-ups, and urges relevant departments and subsidiaries to put rectification into practice, bolstering the steady development of the Group's compliant operation with integrity.

In order to encourage stakeholders to get involved in the supervision, the Group has set up an anti-corruption reporting mechanism to receive reports of violations through telephone, email, letter and other channels. After receiving a report, the Group's compliance department makes a preliminary assessment on whether the violation in the report exists in accordance with the specific handling procedures, and replies the whistleblowers accordingly; then the department collects internal and external evidences and launches an investigation by means of interview, written statement with signature, etc.; the result of the investigation will be submitted to the Group's senior executives in a report; disciplinary measures against violators are determined based on the employee handbook and the punishment suggestion of the compliance department, and those suspected of committing a crime will be transferred to public security organizations. The Group's compliance department is independently responsible for the investigation, which is made confidential for comprehensive protection of the whistleblowers.

### 工程合規管理

本年度，針對合規風險較高的工程項目，本集團制定《工程項目合規檢查管理辦法》、《工程竣工結算審計管理辦法》等制度規範，同時加強工程項目的合規性檢查，提升工程項目合規風險防範能力。

工程合規檢查範圍覆蓋各工程項目實施全過程，包括從項目建議書、立項、各階段設計、招投標、合同管理、工程建設、竣工驗收、工程結算等階段。核心檢查要點包括監督工程類項目招標及新建項目的設備採購，確保招標、採購流程遵循公平、公正、公開原則。針對工程建設期間的安全、質量、進度、成本管理工作進行監督和指導，針對新建工程生產設備的不同階段驗收情況進行檢查及復核。

### 合規培訓

本集團高度重視合規教育與宣導，通過一系列合規制度宣講和培訓，鞏固員工的規則意識、廉潔意識，強化規避合規風險的能力，保障企業依法經營、合規運作，促進集團的可持續發展。

### 二零一九年反貪腐及合規工作回顧

- 共受理和調查舉報線索 5 件，部分舉報經調查屬實後對相關違規責任人進行了追責；
- 為杜絕不合規行為，參與了 76 餘個招投標項目的現場開標監督；
- 共開展 11 次下屬單位合規專項審計，共發現 96 項不符合項，並定向整改；16 次工程合規檢查，共發現 240 項不符合項，並定向整改；
- 對合規風險較高的工程項目，本年度在每個項目現場對所有工程人員進行合規培訓，並進行廉潔宣誓，簽訂《合規承諾書》；及

### Compliance management for construction

During the Year, the Group has formulated the “Administrative Measures for Compliance Inspection on Construction Project” and “Administrative Measures for Project Completion Settlement Audit” and other rules for projects with high compliance risks. Meanwhile, the compliance inspections on construction projects have been strengthened to lift the ability to defuse the compliance risks.

The scope of compliance inspections on construction project covers the entire process of the projects, including project proposal, project initiation, design for different stages, bidding, contract management, project construction, completion acceptance, project settlement, etc. The priorities of the inspections include monitoring bidding of construction projects and equipment procurement for new projects, so as to ensure that the bidding and procurement procedures are consistent with the principles of fairness, impartiality and transparency. The inspections aim to supervise and give guidance on the safety, quality, progress and cost management of project construction and conduct checks and reviews on acceptance of production equipment of new projects at different stages.

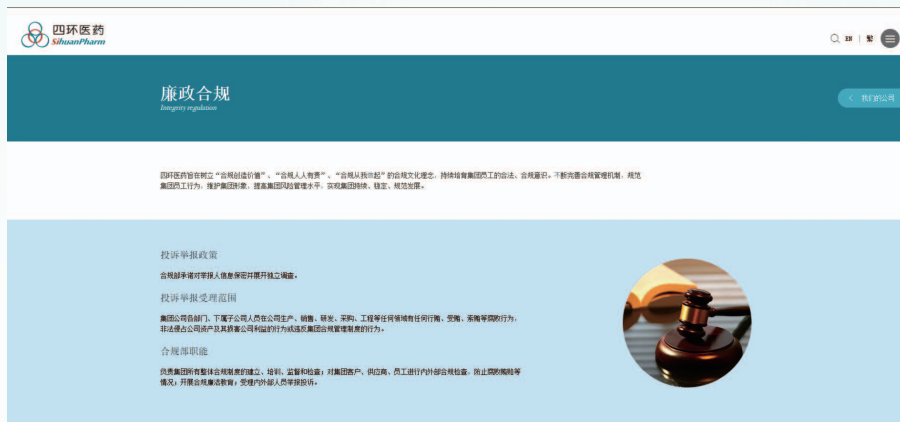
### Compliance training

The Group highly values compliance training and promotion, through an array of compliance system lectures and trainings, educates the employees in following rules and being honest and strengthen their abilities to mitigate compliance risks, therefore, to ensure compliance and promote sustainable development of the Group.

### Review of 2019 anti-corruption and compliance work

- Accepted and investigated 5 reporting clues, with relevant violators in some reports held liable after investigation;
- Engaged in on-site supervision on bid opening of over 76 bid projects to eliminate non-compliance;
- Carried out 11 special compliance audits on subordinate units, identified 96 non-compliances and made targeted rectifications; conducted 16 project compliance reviews, identified 240 non-compliances and made targeted rectifications;
- For projects with high compliance risks, on-site compliance trainings were arranged for all engineering personnel during the Year, who should make an oath for integrity and sign the “Compliance Undertaking Letter”; and

- 開展8次反腐倡廉和廉潔從業的宣傳教育活動；在本集團官網增設了廉政合規欄目，並在本集團內刊《四環視野》上發佈多篇廉政建設文章，宣傳廉潔從業文化。
- Organized 8 educational activities to promote anti-corruption and integrity; added the integrity and compliance column on the Group's official website, and published several articles regarding construction of clean administration in the Group's internal publication "Sihuan Vision" to promote the integrity culture.



二零一九年度，本集團未發生任何貪污訴訟案件。

No litigation in regard to corruption was filed against the Group in 2019.

## 共築和諧營商環境

本集團以誠信、尊重和負責的態度對待每一位合作夥伴，對客戶、供應商和同業夥伴充分尊重、一視同仁，反對任何形式的商業賄賂，並要求合作夥伴遵守公司反賄賂和反腐敗的政策，共同遵守廉潔合規文化及合規守則。

## Building harmonious business environment

The Group treats each partner with integrity, respect and responsibility, sees its customers, suppliers and peers as equals who deserve full respect, and have no tolerance to any form of commercial bribery. Partners are required to strictly abide by anti-bribery and anti-corruption policies of Sihuan Pharmaceutical, and jointly observe the integrity and compliance culture and compliance code.

本集團在招標過程中大力宣導合規要求，與供應商簽訂《廉潔協議》，督促雙方互相監督、共同恪守商業道德；在經銷商遴選過程中，嚴格執行經銷商篩選標準，由商務人員充分介紹應遵守的行為規範，並簽署《經銷商合規經營承諾書》，共同營造規範健康的醫藥經營環境。

In the courses of bidding, the Group vigorously promotes compliance requirements and enters into the "Integrity Agreement" with suppliers to supervise each other and comply with business ethics together. In the course of distributor selection, the selection criteria is strictly implemented while the code of conduct to be observed is fully communicated with business personnel, who should sign the "Letter of Commitment Relating to Distributors' Compliant Operation", therefore, to create a standardized and healthy pharmaceutical business environment.

本集團嚴格遵守《公司法》等相關法律法規與國際慣例，恪守商業道德和市場規則，反對任何形式的不正當競爭，遵守貿易管制，堅決不從事、不參與或協助任何形式的洗錢活動；本集團在經營活動中維護公平公正的競爭秩序，致力實現誠實守信、互利共贏的可持續發展。

The Group strictly abides by the "Company Law" and other relevant laws and regulations, international practices, business ethics and market rules, opposes any form of unfair competition, complies with trade control, and resolves not to engage in, participate in or assist money-laundering activities of any type; the Group maintains the order of fair competition in operating activities, and dedicates to achieving sustainable development featuring integrity, mutual benefit and win-win cooperation.

社會奉獻 共迎美好未來

本集團堅持履行企業社會責任，熱心投入社會公益事業，凝聚社會力量，致力於實現企業價值與社會價值的共生共榮。

促進東北地區的當地發展

本集團附屬企業在吉林、長春、梅河口市等中國東北地區落戶，並不斷發展壯大，為東北地區創造更多就業機會。同時，本集團附屬公司還與當地政府緊密合作，加大市場品種研發，專注發展，增強企業活力，不斷提升對當地的醫藥產業經濟貢獻，為東北地區經濟社會事業的發展做出了正面影響。

此外，本集團積極響應當地政府號召，鼓勵員工參與政府舉辦的大型活動以及各項公益活動，以此不斷強化與社會、社區的良性互動，為企業的可持續發展創造條件。

MAKING SOCIAL CONTRIBUTION FOR A BRIGHTER FUTURE

The Group is committed to undertake the corporate social responsibilities, devotes itself to public welfare and brings the whole society together for the purpose of co-prosperity of corporate value and social value.

Boosting the development of Northeast China

The Group has control over subsidiaries in Northeast China including Jilin, Changchun, Meihekou City, etc. and is constantly expanding businesses and creating more employment opportunities in Northeast China. Meanwhile, the Group's subsidiaries closely cooperate with local governments, intensify the product R&D to enrich the market, and focus on growth and enterprise vitality, so as to make constant economic contributions to pharmaceutical industry and exert positive impact on the social and economic development of Northeast China.

In addition, in response to the call of local governments, the Group actively encourage the employees to participate in large-scale activities and various public welfare activities organized by the government in a bid to continuously strengthen the sound interaction with the society and community and facilitate the sustainable development of the enterprise.

## 阜康杯馬拉松半程迷你跑活動

### Fukang Cup — Half Marathon Challenge

二零一九年八月二十五日，吉林四長與吉林津升積極響應梅河口市委市政府號召，選派多名員工參加阜康杯馬拉松半程迷你跑活動。參賽人員精神飽滿，鬥志昂揚。在發令槍鳴響的一剎那健步如飛，衝鋒在前。公司其他未參賽員工，義務組成了啦啦隊，在沿途各個路口為選手們加油、鼓勁，並隨時提供毛巾和礦泉水。員工積極參加這場比賽，賽跑中體現了堅毅不放棄的精神，比賽成為一座橋梁，記錄梅河口人的美好生活，展現他們的活力，展示這座城市的變化，閃耀著永不言敗、追求超越自我的精神。

On 25 August 2019, Jilin Sichang and Jilin Jinsheng actively acted upon the call of Meihekou Municipal Committee and Meihekou Municipal Government and sent multiple employees to take part in Fukang Cup — Half Marathon Challenge. Brimming with energy and full of fight, the racers dashed for the destination as soon as the starting gun fired. Participants other than the racers formed a voluntary cheering squad to root for and perk up the racers with towels and mineral water along the way. In participating in the race actively, the employees demonstrated the spirit of never giving up, and the race became the embodiment of good lives of Meihekou people and the carrier of their enthusiasm, revealing that this is a city which never says never but unceasingly surmounts itself.



中華人民共和國成立 70 周年萬人健步行

**Fitness Walking — Commemorating the 70th Anniversary of the People's Republic of China**

弘和製藥與吉林四長分別於二零一九年九月二十八及二十九日參加中國成立 70 周年萬人健步行。兩家公司員工與全市各企事業單位人員一起組成了萬人步行隊伍，整齊有序的走過一個個街口，在街道隊伍的帶領下，齊唱革命歌曲，在活動中共同感受國慶激動的氛圍。看著飄揚的五星紅旗，耳邊環繞著嘹亮的革命歌聲，每個人都迸發出高漲的愛國熱情。

Ambest Pharmaceutical and Jilin Sichang participated in the Fitness Walking — Commemorating the 70th Anniversary of China, respectively on 28 and 29 September 2019. Employees of the two companies, with those from enterprises and public institutions in the city formed a team of ten thousand people and orderly marched along the streets while singing revolutionary songs led by the street team to feel the excitement of celebrating the National Day. Looking at the five-star Red Flag flying and hearing the lingering revolutionary songs, everyone ardently renewed their love for the nation.





## 關注健康議題

本集團持續關注社會健康議題，長期開展急救培訓、健康調研等活動，宣傳、普及各類健康知識，用集團力量點亮健康中國夢。

## Attention to health issues

The Group always pays attention to social health issues and draws on long-term first-aid trainings, health survey and other activities to disseminate and popularize various health knowledge, promoting healthy China with its own strength.

### 紅十字會急救培訓

#### First-aid training by Red Cross

二零一九年四月四日，為提高群眾應急救護知識普及率，傳播急救理念，北京四環特別邀請了中國紅十字會應急救護培訓講師中國紅十字救援隊隊員及講師，為全體員工提供專業、實用的急救培訓活動。二零一九年，共268人培訓合格並取得了急救證書。

On 4 April 2019, in an effort to promote first aid knowledge and awareness among the public, Beijing Sihuan invited first aid training instructors, members and instructors of rescue team from the Red Cross Society of China to train all employees with professional and practical first aid knowledge. In 2019, 268 employees in total were qualified in the training and granted the First Aid Certificate.

歷次的培訓課程分為知識理論課和實際操作課，培訓講師將急救知識與日常生活實例相結合，介紹了應急救護基本常識，並詳細講解了心肺復蘇術。同時課程還包含穴位按壓止血、頭部包紮、手臂包紮等包紮方法。豐富的應急救護知識，提升員工處理安全急救事故的实操技巧，也讓員工繼承「紅十字」的精神，在生活中遇到突發狀況能夠及時伸出援手幫助他人。

The training courses comprised theory of knowledge and practical application, where training instructors delivered the first aid knowledge with examples in daily life, introduced fundamental practices of first aid, and demonstrated the cardiopulmonary resuscitation in detail. The courses also taught how to stop bleeding by pressing acupoints and binding up the head, arm and other body parts. With a good knowledge of first aid, employees get better at dealing with accidents and emergencies in real life, become successors of the "Red Cross" spirit and are ready to offer a helping hand to people in emergencies.



**空氣污染與人群健康隊列研究工作****Research on air pollution and population health cohort**

北京四環密切關注社會重視的健康問題。於二零一九年十月十八日特組織35名員工志願作為調查對象，積極配合區疾控中心完成推進二零一九年空氣污染與人群健康隊列研究工作。張家灣衛生院在北京四環啟動了現場調查工作。衛生工作人員於調查現場進行登記及身份信息核實，有序完成採血離心、血樣分裝、尿樣收集，身高、體重、腰圍、血壓、心率及肺通氣功能檢測等體格檢查和問卷調查工作。現場志願者完成了問卷調查，配合幫助衛生工作人員科學回答政府、社會和百姓熱切關注的空氣污染與人群健康問題。

Beijing Sihuan paid close attention to the health concerns of the society and on 18 October 2019, sent 35 employees as voluntary respondents to actively cooperate with the Center for Disease Control and Prevention in the district, so as to facilitate and complete the research on air pollution and population health cohort 2019. On-site research was conducted by Zhangjiawan Community Hospital in Beijing Sihuan, during which, health services staff, after finishing registration and identity verification of the respondents, collected and centrifuged blood, packaged blood samples, collected urine, carried out physical examination on height, weight, waist circumference, blood pressure, heart rate and lung ventilation function, etc., and conducted questionnaire, in an orderly manner. After completing the questionnaire, the voluntary respondents on site cooperatively answered questions raised by health services staff, with respect to air pollution and population health cohort, which were most concerned among the government, the society and the public.

**共建綠色生態**

本集團附屬公司吉林澤盛環保工程有限公司生態環保項目於二零一九年七月五日開工建設，佔地面積211,758.52平方米，建築面積42,497平方米。該項目包括危廢焚燒車間、固廢倉庫、辦公樓、宿舍樓等大小30個單體建築工程，計劃總投資約人民幣350百萬元。當前主體結構工程施工完成，已進入調試階段，預計於二零二一年八月底正式投入使用。該項目的投產運營，既可以解決四環醫藥生產模塊所產生危險廢棄物的最終處理，也可收納當地周邊醫藥化工等領域生產所產生的危險廢棄物，解決當地危廢處理能力不足的問題，促進所在地區危廢合規處理工作。

**Developing green ecosystem**

Jilin Zesheng Environmental Protection Engineering Co., Ltd., a subsidiary of the Group, has an ecological environmental protection project commenced on 5 July 2019, which covers a floor area of 211,758.52 m<sup>2</sup> and a construction area of 42,497 m<sup>2</sup>. The project consists of the construction of 30 individual buildings, including hazardous waste incineration plants, solid waste warehouses, office buildings and dormitories, with a total investment of approximately RMB350 million. The construction of major structure has completed, the project is currently under commissioning and expected to be put into service at the end of August 2021. Upon its operation, the project will take care of the ultimate disposal of hazardous waste produced by production modules of Sihuan Pharmaceutical, and house hazardous waste originated from the manufacturing of pharmaceutical chemicals nearby, so as to address the low capability in hazardous waste disposal of local communities and enhance compliance with requirements on disposal of hazardous waste in that area.

附錄 I

APPENDIX I

二零一九年 ESG 關鍵績效數據表

TABLE OF 2019 ESG KEY PERFORMANCE DATA

環境範疇

Environmental area

關鍵績效指標 Key performance indicators (KPIs)		單位 Unit	二零一九年 2019	二零一八年 2018	
<b>A1.1 排放物</b> <b>A1.1 Emissions</b>	廢氣排放總量 Total exhaust gas emissions	萬標立方米 10,000 standard cubic meters	<b>60,920.68<sup>13</sup></b>	26,814.69	
	二氧化硫排放量 Sulphur dioxide emissions	噸 Tons	<b>47.39</b>	110.11	
	氮氧化物排放量 Nitrogen oxides emissions	噸 Tons	<b>54.13</b>	96.45	
	顆粒物排放量 Particulate matter emissions	噸 Tons	<b>9.08</b>	27.53	
	廢水排放總量 Total wastewater discharged	噸 Tons	<b>344,490.39</b>	357,486.41	
	總化學需氧量 Total chemical oxygen demand	噸 Tons	<b>40.22</b>	96.93	
	氨氮排放量 Ammonia-nitrogen discharge	噸 Tons	<b>3.65</b>	2.07	
	<b>A1.2 溫室氣體排放</b> <b>A1.2 Greenhouse gas emissions</b>	溫室氣體排放量(範圍一) Greenhouse gas emissions (Scope 1)	噸二氧化碳當量 Tons of carbon dioxide equivalent	<b>39,605.97</b>	55,110.19
		溫室氣體排放量(範圍二) Greenhouse gas emissions (Scope 2)	噸二氧化碳當量 Tons of carbon dioxide equivalent	<b>53,065.02<sup>14</sup></b>	36,269.07
		溫室氣體總排放量 Total greenhouse gas emissions	噸二氧化碳當量 Tons of carbon dioxide equivalent	<b>92,670.99</b>	91,379.26
溫室氣體排放密度 Greenhouse gas emission intensity		噸二氧化碳當量/ 收益人民幣千元 Tons of carbon dioxide equivalent/thousand RMB revenue	<b>0.03</b>	0.03	

<sup>13</sup> 因二零一九年吉林匯康及升通化工正式投產，這兩家附屬公司均涉及生產過程中的工藝廢氣排放，廢氣排放總量佔廢氣排放總量的63%，故導致廢氣總量有所增加。

<sup>13</sup> When Jilin Huikang and Shengtong Chemical launched production in 2019. Both of the subsidiaries generated emissions from the production process, accounting for 63% of the total exhaust gas emissions, led to an increase in total exhaust gas emissions.

<sup>14</sup> 因鍋爐煤改氣導致燃煤產生的直接溫室氣體排放減小及因各附屬生產公司用電量總體略有上升，溫室氣體間接排放量增大。本集團二零一九年進一步完善了溫室氣體排放數據核算，範圍三其他間接排放不再適用，故不予披露。

<sup>14</sup> Reconstructing boilers from coal-burning to gas-burning leads to a decrease of direct greenhouse gas emissions; general increase in electricity consumption of each subsidiary leads to an increase of indirect greenhouse gas emissions. The Group has further improved greenhouse gas emission data in 2019, scope 3-other indirect emissions are no longer applicable and disclosed.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

關鍵績效指標		單位	二零一九年 <sup>15</sup>	二零一八年
Key performance indicators (KPIs)		Unit	2019 <sup>15</sup>	2018
<b>A1.3 有害廢棄物</b> <b>A1.3 Hazardous waste</b>	固體有害廢棄物	噸	<b>141.63</b>	未披露
	Solid hazardous waste	Tons		Undisclose
	液體有害廢棄物	噸	<b>706.90</b>	未披露
	Liquid hazardous waste	Tons		Undisclose
	有害廢棄物	噸	<b>848.53<sup>16</sup></b>	118.87
Hazardous waste	Tons			
有害廢棄物密度	千克／ 收益人民幣千元		<b>0.29</b>	0.04
	Intensity of hazardous waste	Kg/thousand RMB revenue		
<b>A1.4 無害廢棄物</b> <b>A1.4 Non-hazardous waste</b>	生活垃圾	噸	<b>809.64</b>	887.90 <sup>17</sup>
	Daily garbage	Tons		
	一般工業固體廢棄物	噸	<b>6,586.51</b>	9,831.13
	General industrial solid waste	Tons		
	無害廢棄物	噸	<b>7,396.15</b>	10,719.03
Non-hazardous waste	Tons			
無害廢棄物密度	千克／ 收益人民幣千元		<b>2.56</b>	3.67
	Intensity of non-hazardous waste	Kg/thousand RMB revenue		

<sup>15</sup> 參考 ESG 指引，本集團在二零一九年繼續完善 ESG 環境數據收集系統，並在披露中新增多個數據點以提升報告質量。

<sup>16</sup> 因二零一九年吉林匯康及升通化工正式投產，且個別附屬公司部分二零一八年有害廢棄物在二零一九年進行集中處理，具體處理量納入二零一九年，導致有害廢棄物總量有所增加。

<sup>17</sup> 根據二零一九年新修訂的生活垃圾統計口徑，對二零一八年生活垃圾總量進行追溯調整。

<sup>15</sup> With reference to the ESG Reporting Guide, the Group enhanced the ESG environmental data collection system in 2019, and included more data points in the disclosure, in order to further improve the reporting quality.

<sup>16</sup> Jilin Huikang and Shengtong Chemical went into formal production in 2019 while partial hazardous waste of several subsidiaries generated in 2018 was treated and recorded in 2019, resulting in an increase of hazardous waste.

<sup>17</sup> According to 2019's statistic scope of daily garbage, daily garbage of 2018 is adjusted retrospectively.

關鍵績效指標		單位	二零一九年 <sup>18</sup>	二零一八年
Key performance indicators (KPIs)		Unit	2019 <sup>18</sup>	2018
<b>A2.1 資源能源使用</b> <b>A2.1 Resource and energy consumption</b>	總能源消耗量	千瓦時	<b>197,789,440.33</b>	227,039,500.00
	Total energy consumption	KWh		
	直接能源消耗量	千瓦時	<b>124,731,346.06</b>	未披露
	Direct energy consumption	KWh		Undisclose
	間接能源消耗量	千瓦時	<b>73,058,094.27</b>	未披露
	Indirect energy consumption	KWh		Undisclose
	能源消耗密度	千瓦時／ 收益人民幣千元	<b>68.51</b>	77.80
	Energy consumption intensity	KWh/thousand RMB revenue		
	總用電量	千瓦時	<b>49,914,563.60</b>	未披露
	Total electricity consumption	KWh		Undisclose
	外購熱力	吉焦	<b>83,986.57</b>	未披露
	Purchased heat	GJ		Undisclose
	汽油使用量	升	<b>184,852.23</b>	未披露
	Gasoline consumption	Liter		Undisclose
	柴油使用量	升	<b>26,182.34</b>	未披露
Diesel consumption	Liter		Undisclose	
液化石油氣使用量	立方米	<b>10,264.59</b>	未披露	
Liquefied petroleum gas consumption	cubic meter		Undisclose	
管道天然氣使用量	千克	<b>4,392,075.80</b>	未披露	
Pipeline natural gas consumption	Kg		Undisclose	
煤使用量	噸	<b>13,664.40</b>	未披露	
Coal consumption	Tons		Undisclose	
<b>A2.2 用水量</b> <b>A2.2 Water consumption</b>	總用水量	立方米	<b>709,639.34</b>	842,959.00
	Total water consumption	cubic meter		
	用水密度	立方米／ 收益人民幣千元	<b>0.25</b>	0.29
Water consumption intensity	cubic meter/thousand RMB revenue			
<b>A2.5 包裝材料</b> <b>A2.5 Packaging materials</b>	總包裝材料總使用量	噸	<b>3,198.90</b>	3,180.47
	Total packaging materials consumption	Tons		
	包裝材料密度	千克／ 收益人民幣千元	<b>1.11</b>	1.09
	Packaging material consumption intensity	Kg/thousand RMB revenue		
	辦公用紙量	千克	<b>270,643.98</b>	未披露
Office paper consumption	Kg		Undisclose	

<sup>18</sup> 參考 ESG 指引，本集團在二零一九年繼續完善 ESG 環境數據收集系統，並在披露中新增多個數據點以提升報告質量。

<sup>18</sup> With reference to the ESG Reporting Guide, the Group enhanced the ESG environmental data collection system in 2019, and included more data points in the disclosure, in order to further improve the reporting quality.

### 環境數據統計範圍

由二零一九年一月一日至十二月三十一日所收集的環境數據已包含於本報告內；範圍覆蓋本集團總部、附屬11個生產公司、3個研發公司、3個營銷公司及3個在建項目的辦公、生產及在建區域。根據集團業務發展，數據範圍新增1家生產公司—升通化工、1家營銷公司—津升營銷、1家研發公司—北京軒義，以及3個在建工程項目。

### 環境數據與系數說明

- (1) 溫室氣體排放(範圍一)主要來自固定設備、車輛以及員工食堂的一次能源消耗，溫室氣體排放(範圍二)產生於外購電力與熱力消耗，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放系數參考國家生態環境部發佈的《2017年度中國區域電網基準線排放因子》，煤的排放系數參考《IPCC國家溫室氣體清單指南》；外購熱力排放系數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放系數參考香港聯交所《環境關鍵績效指標匯報指引》。
- (2) 二零一九年，本集團消耗的能源類型包括固定設備燃料耗用、公務車輛燃油、員工食堂燃料、外購電力、外購熱力與供暖蒸汽，以上數據來源為相關費用的繳費單以及行政統計台賬；能耗系數參考國際能源署提供的轉換因子以及國家《GB2589-2008T綜合能耗計算通則》。
- (3) 本集團用水主要為市政管網供水，以上數據來源為水費繳費單、財務報銷記錄以及行政台賬記錄。
- (4) 本集團辦公用紙為日常辦公打印消耗紙張，數據來源為採購部或行政部的統計台賬。

### Scope of environmental data collection

Environmental data collected from 1 January 2019 to 31 December 2019 was included in the Report, covering the administrative, production and construction areas of the Group's headquarters, 11 affiliated production companies, 3 R&D companies, 3 marketing companies and 3 projects under construction. Given the Group's business development, 1 production company — Shengtong Chemical, 1 marketing company — Jinsheng Marketing, 1 R&D company — Beijing Xuanyi, and 3 projects under construction were newly added to the statistical scope.

### Notes to environmental data and coefficients

- (1) The greenhouse gas emissions (scope 1) come mainly from primary energy consumption of fixed equipment, vehicles and staff canteen, while the greenhouse gas emissions (scope 2) mainly originate from consumption of electricity and purchased heat and steam. The above data is sourced from relevant fee bills and administrative ledgers. The greenhouse gas emission factors of electricity are subject to the "2017 Baseline Emission Factors for Regional Power Grids in China" issued by the Ministry of Ecology and Environment of People's Republic of China; the greenhouse gas emission factors of coal refer to the "National Greenhouse Gas Inventory by IPCC"; the greenhouse gas emission factors of outsourced heating power are based on the "GHG Protocol Tool for Energy Consumption by WRI (version 2.1)"; other greenhouse gas emission factors refer to the "Reporting Guidance on Environmental KPIs" released by the Stock Exchange.
- (2) In 2019, energy consumed by the Group include fuel consumed by fixed equipment, official vehicles and staff canteen, and purchased electricity, heat and heating steam. The above data comes from relevant fee bills and administrative ledgers; the energy consumption coefficients are subject to conversion factors provided by the International Energy Agency and the "General Principles for Calculation of Total Production Energy Consumption (GB2589-2008T)".
- (3) The Group mainly uses municipal tap water and the above data is collected from water bills, financial reimbursement records and administrative ledgers.
- (4) The consumption of office paper by the Group refers to printing in daily operation and the data is collected from ledgers of the procurement department and administrative department.

社會範疇

Social area

**B1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數**

**B1 Total workforce by gender, employment type, age group and geographical region**

		二零一九年 <sup>19</sup> 2019 <sup>19</sup> 佔比 (%) Proportion (%)	二零一八年 2018 佔比 (%) Proportion (%)
按性別 By gender	男 Male	<b>42.38%</b>	42.79%
	女 Female	<b>57.62%</b>	57.21%
按年齡 By age group	30歲或以下 30 years old or below	<b>35.30%</b>	33.98%
	31–50歲 31–50 years old	<b>60.59%</b>	62.20%
	50歲或以上 50 years old or above	<b>4.11%</b>	3.82%
按職級 By grade	總監及以上 Director or above	<b>2.57%</b>	1.75%
	經理主管 Manager or head	<b>9.90%</b>	26.59%
	普通員工 General staff	<b>87.53%</b>	71.66%
按僱傭類型 By employment type	全職員工 Full-time employee	<b>98.98%</b>	未披露 Undisclose
	兼職員工 Part-time employee	<b>0.03%</b>	未披露 Undisclose
	實習生 Intern	<b>0.47%</b>	未披露 Undisclose
	派遣員工 Dispatched employee	<b>0.52%</b>	未披露 Undisclose
按地區 By geographical region	中國地區員工 China region employee	<b>99.68%</b>	99.72%
	海外地區員工 Overseas region employee	<b>0.32%</b>	0.28%
按學歷 By academic qualification	博士學位 Doctor degree	<b>1.20%</b>	0.76%
	碩士學位 Master degree	<b>9.83%</b>	7.97%
	本科學位 Bachelor degree	<b>36.69%</b>	35.02%
	大專及以下 Academy or below	<b>52.28%</b>	56.25%
	員工總人數 Total workforce	<b>4,009</b>	3,952

<sup>19</sup> 參考ESG指引，本集團在二零一九年繼續完善ESG社會數據收集系統，並在披露中新增多個數據點以提升報告質量。

<sup>19</sup> With reference to the ESG Reporting Guide, the Group enhanced the ESG social data collection system in 2019, and included more data points in the disclosure, in order to further improve the reporting quality.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### B2 健康與安全

因工死亡的人數  
 因工受傷的人數  
 因工傷損失的工作日數  
 安全生產事故數  
 年度普通健康體檢人數  
 年度職業健康體檢人數  
  
 安全演練次數  
 參加安全演練人次

### B2 Health and Safety

Work-related fatalities  
 Work-related injuries  
 Lost days due to work injury  
 Production safety accidents  
 Annual regular medical checkups  
 Annual occupational health checkups  
  
 Safety drills  
 Participants in safety drills

二零一九年 <sup>20</sup> 2019 <sup>20</sup>	二零一八年 2018
0	0
0	0
0	0
0	0
2,548	1,971
1,191	未披露 Undisclose
40	25
3,297	2,073

### B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數<sup>21</sup>

### B3 The percentage of employees trained and average training hours per employee by gender and employment category<sup>21</sup>

		二零一九年 <sup>20</sup> 2019 <sup>20</sup>		二零一八年 2018	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓總人次 Total of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	96.85%	20.44	14,668 (包含男女員工)	25 (包含男女員工)
	女 Female	97.28%	16.95	(include male and female)	(include male and female)
按職級 By grade	總監及以上 Director or above	85.16%	46.97	未披露 Undisclose	未披露 Undisclose
	經理主管 Manager or head	82.72%	34.11	未披露 Undisclose	未披露 Undisclose
	普通員工 General staff	99.55%	32.77	未披露 Undisclose	未披露 Undisclose

<sup>20</sup> 參考ESG指引，本集團在二零一九年繼續完善ESG社會數據收集系統，並在披露中新增多個數據點以提升報告質量。

<sup>21</sup> 按性別劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓；按職級劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓以及線上培訓。

<sup>20</sup> With reference to the ESG Reporting Guide, the Group enhanced the ESG social data collection system In 2019, and included more data points in the disclosure, in order to further improve the reporting quality,

<sup>21</sup> The scope of total employees trained and training hours per employee by gender is offline training. The scope of total employees trained and training hours per employee by grade covers both online and offline trainings.



**B5.1 按地區劃分的供應商數量**

**按地區  
By geographical region**

**B5.1 Number of suppliers by geographical region**

	二零一九年 2019	二零一八年 2018
海外 Overseas	4	4
中國東北 Northeast China	33	31
中國華北 North China	35	37
中國華東 East China	32	31
中國華南 South China	6	6
中國華中 Central China	7	6
中國西南 Southwest China	9	8

**B5.2 其他供應商指標**

簽訂《廉潔協議書》供應商數量

**B5.2 Other supplier indicators**

	二零一九年 <sup>22</sup> 2019 <sup>22</sup>	二零一八年 2018
Number of suppliers who signed the "Integrity Agreement"	126	未披露 Undisclosed

<sup>22</sup> 參考ESG指引，本集團在二零一九年繼續完善ESG社會數據收集系統，並在披露中新增多個數據點以提升報告質量。

<sup>22</sup> With reference to the ESG Reporting Guide, the Group enhanced the ESG social data collection system in 2019, and included more data points in the disclosure, in order to further improve the reporting quality.

# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 附錄 II 《環境、社會及管治報告指引》 內容索引

### APPENDIX II CONTENT INDEX OF "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE"

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
A1 一般披露 A1 General disclosure	有害廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策。 Policies relating to hazardous air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.2	溫室氣體總排放量及(如適用)密度。 Greenhouse gas emissions in total (in tons) and, where appropriate, intensity.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.3	所產生有害廢棄物總量及(如適用)密度。 Total hazardous waste produced (in tons) and, where appropriate, intensity.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.4	所產生無害廢棄物總量及(如適用)密度。 Total non-hazardous waste produced (in tons) and, where appropriate, intensity.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem

	<b>ESG 指標 ESG KPIs</b>	<b>披露情況 Disclosure</b>	<b>對應章節 Corresponding Chapter</b>
A2 一般披露 A2 General disclosure	有效使用資源(包括能源、水及其他原材料)的政策 Policies on the efficient use of resources, including energy, water and other raw materials.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A2.1	直接或間接能源總耗量及密度。 Direct and/or indirect energy consumption.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A2.2	總耗水量及密度。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A2.3	描述能源使用效益計劃及所得成果。 Description of energy use efficiency initiatives and results achieved.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A2.5	製成品所用包裝材料的總量及每生產單位佔量。 Total packaging material used for finished products and, if applicable, with reference to per unit produced.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem

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	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
A3 一般披露 A3 General disclosure	<p>減低發行人對環境及天然資源造成重大影響的政策。</p> <p>Policies on minimizing the issuer's significant impact on the environment and natural resources.</p>	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
A3.1	<p>描述業務活動對環境及天然資源的重大資源的重大影響及已採取管理有關影響的行動。</p> <p>Description of the significant impacts of activities on the major environment and natural resources and the actions taken to manage them.</p>	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
B1 一般披露 B1 General disclosure	<p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Information on policies and 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.</p>	已披露 Disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B1.1	<p>按性別、僱傭類型、年齡組別及地區劃分的僱員總數。</p> <p>Total workforce by gender, employment type, age group and geographical region.</p>	部分披露 Partially disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B1.2	<p>按性別、年齡組別、地區劃分的僱員流失比率。</p> <p>Employee turnover rate by gender, age group and geographical region.</p>	未披露 Undisclosed	—

	<b>ESG 指標 ESG KPIs</b>	<b>披露情況 Disclosure</b>	<b>對應章節 Corresponding Chapter</b>
B2 一般披露 B2 General disclosure	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and 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	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem  關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B2.1	因工作關係而死亡的人數及比率。 Number and rate of work-related fatalities.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
B2.2	因工傷損失工作日數。 Lost days due to work injury	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	已披露 Disclosed	安全環保 共創健康生態 Maintaining Safety and Environmental Protection to Create a Healthy Ecosystem  關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together

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	<b>ESG 指標</b> <b>ESG KPIs</b>	<b>披露情況</b> <b>Disclosure</b>	<b>對應章節</b> <b>Corresponding Chapter</b>
B3 一般披露 B3 General disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	已披露 Disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B3.1	按性別及僱員類別如高級管理層、中級管理層等劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	部分披露 Partially disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category	部分披露 Partially disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B4 一般披露 B4 General disclosure	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to preventing child and forced labor.	已披露 Disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	已披露 Disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	已披露 Disclosed	關愛員工 共繪職業夢想 Caring for Employees and Drawing Career Dream Together

	<b>ESG 指標 ESG KPIs</b>	<b>披露情況 Disclosure</b>	<b>對應章節 Corresponding Chapter</b>
B5 一般披露 B5 General disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	已披露 Disclosed	綠色採購 加強供應鏈管理 Strengthening Supply Chain Management Through Green Procurement
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical regions.	已披露 Disclosed	綠色採購 加強供應鏈管理 Strengthening Supply Chain Management Through Green Procurement
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	已披露 Disclosed	綠色採購 加強供應鏈管理 Strengthening Supply Chain Management Through Green Procurement
B6 一般披露 B6 General disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to health and safety, advertizing, labelling and privacy matters relating to products and services provided and methods of redress.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health
B6.1	已售或已運送總數中因安全健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health

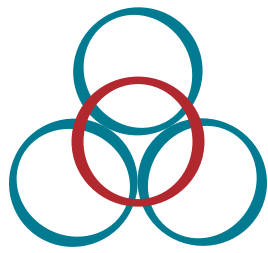
# 環境、社會及管治報告

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

	<b>ESG 指標</b> <b>ESG KPIs</b>	<b>披露情況</b> <b>Disclosure</b>	<b>對應章節</b> <b>Corresponding Chapter</b>
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	已披露 Disclosed	創新驅動 服務大眾健康 Being Innovative and Driven to Care for Public Health
B7 一般披露 B7 General disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to bribery, extortion, fraud and money laundering.	已披露 Disclosed	誠信運營 共築長青基石 Operating With Integrity for Long-term Prosperity
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	已披露 Disclosed	誠信運營 共築長青基石 Operating With Integrity for Long-term Prosperity



	<b>ESG 指標</b> <b>ESG KPIs</b>	<b>披露情況</b> <b>Disclosure</b>	<b>對應章節</b> <b>Corresponding Chapter</b>
B7.2	<p>描述防範措施及舉報程序，以及相關執行及監察方法。</p> <p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p>	<p>已披露</p> <p>Disclosed</p>	<p>誠信運營 共築長青基石</p> <p>Operating With Integrity for Long-term Prosperity</p>
B8 一般披露 B8 General disclosure	<p>有關以社區參與來了解營運所在社區需要和確保其業務活動考慮社區利益的政策。</p> <p>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.</p>	<p>已披露</p> <p>Disclosed</p>	<p>社會奉獻 共迎美好未來</p> <p>Making Social Contribution for a Brighter Future</p>
B8.1	<p>專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。</p> <p>Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).</p>	<p>已披露</p> <p>Disclosed</p>	<p>社會奉獻 共迎美好未來</p> <p>Making Social Contribution for a Brighter Future</p>
B8.2	<p>在專注範疇所動用資源(如金錢或時間)。</p> <p>Resources contributed (e.g. money or time) to the focus areas.</p>	<p>部分披露</p> <p>Partially disclosed</p>	<p>社會奉獻 共迎美好未來</p> <p>Making Social Contribution for a Brighter Future</p>



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