



Wenye Group Holdings Limited **文業集團控股有限公司**

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1802



**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
2019**

ABOUT THIS GROUP

Wenye Group Holdings Limited (the “Company”) and its subsidiaries (collectively the “Group” or “Wenye Group”) bases its head office in Shenzhen, Guangdong province for the provision of building decoration services. The Group possesses a range of the highest level of qualifications and licences in the building decoration industry in the PRC including (i) Grade I Professional Contractor of Building Renovation and Decoration Engineering (建築裝修裝飾工程專業承包壹級); (ii) Grade I Professional Contractor of Curtain Wall Engineering (建築幕牆工程專業承包壹級); (iii) Grade I Professional Contractor of Building Electrical and Mechanical Installation and Engineering (建築機電安裝工程專業承包壹級); (iv) Grade A Professional Building Decoration Engineering and Design (建築裝飾工程設計專項甲級); (v) Grade A Professional Curtain Wall Engineering and Design (建築幕牆工程設計專項甲級); (vi) Grade I Professional Contractor of Electronic Building Intelligent Engineering (電子與智能化工程專業承包壹級); (vii) Grade I Professional Contractor of Fire Safety Equipment Engineering (消防設施工程專業承包壹級) and (viii) Grade III General Contractor of Construction Engineering (建築工程施工總承包叁級). The scope of service of the Group includes industrial buildings, public infrastructure, commercial buildings and residential buildings. We undertake nearly 400 projects in various regions including Shandong province, Guizhou province, Anhui province, Henan province and Jiangsu province in the PRC.

In 2019, the Group obtained five patents for utility models and one design patent. In addition, the quality of the Group’s decoration design and decoration engineering projects is well recognised by various professional institutions. In 2019, we were awarded with China Construction Engineering Lu Ban Prize (中國建設工程魯班獎), China Building Decoration Award (Public Building Decoration) (中國建築裝飾獎(公共建築裝飾類)) and Gold Award of the Ninth China International Space Design Competition (China Building Decoration Design Award) (第九屆中國國際空間設計大賽(中國建築裝飾設計獎)金獎).

ABOUT THIS REPORT

This report is the first Environmental, Social and Governance Report (the “Report”) of the Group. The Group understands the demands for sustainable development from the community and its business operation will make certain impacts to the environment and society. The Group will publish Environmental, Social and Governance Report annually from this year that allows the stakeholders to better understand the development policy, effort and progress in respect of the Environmental, Social and Governance of the Group as well as to raise the level of disclosure and transparency gradually. This report, which was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, is available in English and Chinese and is uploaded to the websites of the Stock Exchange of Hong Kong Limited (“Stock Exchange”) and the Company (<http://www.szwyzs.com.cn>).

Scope of the Report

This report focuses on the environmental, social and governance performance of Wenye Group’s head office in Shenzhen from 1 January 2019 to 31 December 2019 (“the Year”). The performance data for the Year did not include the operation of the Group’s various types of building decoration engineering and design service projects (i.e. public infrastructure, commercial buildings and residential buildings) where such projects are located. The Group will establish a more comprehensive data collecting system to collect environmental, social and governance performance data from various types of projects, gradually expand the reporting scope and improve the relevant content and information. A content index is attached in this report to facilitate the reader’s searching for information according to the Guide.

Feedback

The stakeholder’s comments and suggestions can assist the Group’s planning for the sustainable development strategy. If you have any question or suggestion about the content of this report or the reporting format thereof, please do not hesitate to contact the Director’s office of the Company by the following means:

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GOVERNANCE STRUCTURE

The Group has identified a series of risks in relation to environmental and social matters, such as protection of intellectual property, anti-corruption and occupational safety, etc. For enhancing the supervision on the relevant matters by the Board, the Group will consider establishing an environmental, social and governance committee or working group to continuously improve the governance structure.

ENVIRONMENTAL MANAGEMENT

The Environmental Protection Policy Statement (《環境保護政策聲明》) of the Group covers its policies and commitments in lowering the discharge of exhaust gas, greenhouse gas (GHG) and waste, reducing the use of resources and protecting the natural resources, which include:

- adopting the principle of reduce, reuse and recycle;
- reducing the emissions of air pollutants and GHG produced by business operation as soon as possible;
- preventing and reducing waste production as soon as possible;
- properly managing hazardous and non-hazardous waste produced by business operation;
- considering the potential impacts to the surrounding environment from business operation and reduce the impacts to the environment as much as possible, etc.

The environmental management system established by the Group has obtained certification of ISO 14001, and we engage third-party institutions for regular evaluation to reduce the adverse impacts to the environment from various engineering and design projects and office area operation.

Emissions and Greenhouse Gas

Wenye Group is really concerned with the Group's carbon footprint and is striving to reduce the impact of business to the environment. During the Year, the Group engaged a consultancy, Carbon Care Asia, to conduct carbon assessment and quantify the greenhouse gas emission produced from our operation. The quantification process took reference from the guideline¹ published by the National Development and Reform Commission and international standards such as ISO14064-1 and GHG Protocol. During the Year, the total carbon dioxide (CO₂) emission produced by the Group was approximately 578.3 tonnes CO₂ equivalent. Energy indirect GHG emissions amounted to 66.8% of total carbon emissions. Wenye Group will continue to assess, record and disclose its greenhouse gas emissions and other environmental data annually, review the effectiveness of existing measures and further develop carbon reduction targets and work plans. A content index is attached at the last chapter in the Report that concluded data relevant to the environmental performance indicators.

For the reduction in exhaust gas and GHG emissions, the Group implements various energy saving measures to reduce indirect GHG emissions. For further details on measures, please refer to the section "Use of Resources". In addition, the Group has planned its work flow properly to reduce non-essential business trips and travels.

¹ Greenhouse Gas Emissions Accounting Methodology and Reporting Guidelines for Public Buildings Operating Enterprises (Trial)

Regarding waste, the Group has placed collection boxes in its Shenzhen office to sort household waste and appointed qualified recycler for regular collection of materials. The remaining household waste is collected by qualified institution for processing. During the Year, a total of 0.034 tonne of household was produced. During the Year, the office of the Group produced a minimal amount of 0.01 tonne in hazardous waste including batteries and waste toners and are handled in accordance to the waste distribution regulation of the Shenzhen Municipal Government. For the reduction in waste production, the Group encourages its staff to reduce use of disposable products and use environmental-friendly cleaning products to reduce the environmental pollution from hazardous substances.

Use of Resources

During the Year, the total energy consumption for the Group amounted to 728.9 megawatt hours (MWh), which was mainly attributed to external procurement of electricity. The Group enhances the awareness of energy saving among staff from daily monitoring and promotion of energy saving. We shall establish an energy management system by formulating and regularly reviewing energy saving targets and indicators to continuously enhance the energy performance of the Group. Wenye Group has formulated “Regulations on the Management of Power Savings in Office” (《辦公室節約用電管理規定》) and “Regulations on the Management of Usage of Office Equipment Informatization for Decoration by Wenye” (《文業裝飾資訊化辦公設備使用管理規定》) to list out a series of measures for the provision of guidelines to staff for reducing use of resources and promote awareness of saving to staff by internal communication.

Measures to reduce use of resources	
Office electricity	<ul style="list-style-type: none"> Shutting off air-conditioning and lighting when staff leave office and not in use Maintaining the air-conditioning temperature at 24-26 Celsius to reduce waste of energy Shutting off office equipment such as computers, computer screens, fax machines and drinking fountains Using lighter colors for office walls and ceilings to reduce the demand for lighting Regularly checking office equipment, repairing or replacement by more energy-efficient equipment
Water resources	<ul style="list-style-type: none"> Using taps with taps with Grade 1 energy label Daily monitoring of water usage
Use of paper	<ul style="list-style-type: none"> Setting the printer to double-side printing and reduce paper usage under the principle of “on demand, reasonable, saving” Encouraging staff to use the unused side of the paper to reduce wastage Encouraging staff to recycle office supplies such as envelopes and portfolios Utilising electronic system for the promotion of paperless office

The building engineering design business of the Group uses paper regularly as displaying plans. During the Year, a total of 2.55 tonnes of paper was used. Apart from promoting the re-use of paper and saving paper, the Group uses systems such as electronic tendering and online fax to reduce daily paper usage.

Environment and Natural Resources

The Group utilises its own technology for the dedication to construct an environmental friendly and comfortable community for the serviced areas. The Environmental Protection Policy Statement (《環境保護政策聲明》) of the Group lists Wenye Group's effort in reducing the impact to the environment and natural resources including the provision of green environmental friendly design service and adoption of water and soil protection and plant restoration measures to reduce the impact to the environment. When making business decision, the Group considers the impacts from the decision and business activities to the climate. During the process of design, development and building of a structure, the Group considers the ecosystem of the project's location to ensure that no intrusive construction method is allowed during business activities to prevent the destruction of natural habitats and damaging the living environment of endangered species. The Group also actively explores the possibility of using renewable energy in all the new building development projects to further promote environmental protection.

During the daily operation of Wenye Group, the office uses recycled paper or paper manufactured by materials from sustainable sources to avoid using products originated from endangered trees or illegal lumbering.

During the Year, the Group complied with relevant law and regulations including Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), Environment Protection Law of PRC (《中華人民共和國環境保護法》) and Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), and there were no cases of non-compliance with laws and regulations in relation to emissions and the environment.

TALENT MANAGEMENT

Employment

Wenye Group protects employees' rights and formulates Employee Handbook (《員工手冊》) pursuant to relevant laws and regulations so that the employees can understand their personal rights. The Compilation of Wenye Decoration Management System and System (《文業裝飾管理制度與制度彙編》) clear states the employment terms regarding salary, dismissal, recruitment, promotion, working hours, holiday and benefits. Every department of the Group is required to adhere to the principle of fairness and impartiality in formulating and implementing measures regarding employee benefits and rights. The salary and benefits of the Group generally take reference to market conditions and specific conditions to formulate a fair, reasonable and competitive salary system.

In addition, the Group evaluates the employee appraisal system when appropriate to ensure the applied criteria does not involve conditions in race, social class, nationality, religious beliefs, disabilities and sexual orientation. The Policy Statement of Employment and Labour Practices (《僱傭及勞工常規政策聲明》) of Wenye Group commits to provide an anti-discrimination, anti-harassment, equal and diversified working environment. To serve that purpose, the Group displays posters with equal opportunities, anti-discrimination and anti-harassment messages in working environment to promote equal working culture to employees. The Group uses neutral and appropriate wordings in writing and distributing vacancy advertisement to avoid anti-discrimination content.

Wenye Group establishes a complaint system to protect the legal rights of employees. After encountering unreasonable behaviour, an employee can file a complaint and suggestion via email. The Group shall handle it in accordance to system and reply to the relevant complaint and suggestion.

During the Year, the Group complied with relevant laws and regulations, such as Labour Law of the People's Republic of China (《中華人民共和國勞動法》) and PRC Labour Contract Law (《中華人民共和國勞動合同法》). In 2019, The Group was involved in 8 labour arbitration cases, in which 7 cases were closed. Wenye Group has adopted relevant action according to the outcome of the arbitrations and reviewed the internal procedure to avoid similar disputes in the future.

Health and Safety

Wenye Group strives to provide a healthy and safe working environment for the employees. The occupational health and safety management system established by the Group has obtained certification to OHSAS 18001. The Group has established a safety group led by project managers and safety officers to supervise matters related to health and safety for projects. The Group formulated Safe and Civil Construction (《安全文明施工》) plan which lists the Group, contractors and engineers as responsible for ensuring the safety of construction, as well as standardize worker safety protection and incident management, etc. The project safety group will supervise the construction. Wenye Group also appoints employees for regular equipment checking and repair and record the relevant repaired item.

Safe and Civil Construction Responsibility

The Group	<ul style="list-style-type: none"> responsible for safety education to employees at construction site ensure the construction at the construction site is in accordance to the Safe and Civil Construction plan
Contractor	<ul style="list-style-type: none"> comply with relevant standard and requirement of engineering and construction safety production and civil construction responsible for supervise and check safety measures at construction sites
Engineer	<ul style="list-style-type: none"> examine and confirm safety measures implemented by contractors

Apart from providing basic protection equipment such as safety helmets and gloves, the Group has organized “three-level safety education”(三級安全教育) to ensure all employees understand engineering safety.

Level one education	Participants: Company employees responsible for technology Main content: Compliance with national safety production policy and measures, Construction process and safety production system, etc.
Level two education	Participants: Project manager department Main content: Safety operation technical regulation, working in high-altitude, machinery and equipment, basic knowledge of electricity safety, etc.
Level three education	Participants: Workers Main content: Characteristics of projects, safety operation regulation, instruction on proper use of safety protection device, etc.

The Group attaches great importance to the fire safety. For the usage and using method of fire caution equipment, the job duties of various departments, emergency rescue procedures and preventive measures, the Group conducts fire training for emergency regularly, reminding employees at all times to be alert to the potential fire risks in order to reduce fire hazards and raise fire awareness among all employees.

Wenye Group has established a clear work flow for the handling of safety incidents. When incident with significant casualties or other safety incident occurs, the employee should immediately contact the relevant department and project engineer. During the Year, the Group complied with relevant laws and regulations, including Production Safety Law of the People’s Republic of China (《中華人民共和國安全生產法》), the Fire Protection Law of the People’s Republic of China (《中華人民共和國消防法》), Social Insurance Law of the People’s Republic of China (《中華人民共和國社會保險法》), and Law of Occupational Disease Prevention and Treatment of the People’s Republic of China (《中華人民共和國職業病防治法》), and there were no cases of non-compliance with laws and regulations in relation to health and safety.

Development and Training

Wenye Group attaches great importance to staff development. Apart from providing induction training for new recruits to assist them engaging in the working environment as quickly as possible, the Group also encourages staff for continuing education and provide subsidy to staff for applying external training programme. To enhance staff competitiveness, the Group conducts annual performance appraisal for staff. Based on the operation objective plan with key performance indicator as its core, the Group sets annual targets for staff for improving their work performance.

During the Year, Wenye Group provides various kinds of training activities including:

- Taxation special addition and subtraction policy training
- Financial special knowledge training
- OA business system training
- Occupational skills training, etc.

Labour Standards

To prevent the employment of child labour or forced labour, the Staff Handbook of Wenye Group formulates the minimum age requirement for staff. The requirement by the Group from the vacancy advertisement to appointment process is clearly stated. New recruits are required for identity verification to avoid child labour. In addition, the Group regularly employees for training on handling child labour.

The Staff Handbook of the Group lists guidelines on working overtime. Any overtime work should be applied to and approved by the direct leader and general manager of the centre so as to evaluate the amount of overtime work and arrange the working hours.

During the Year, the Group complied with relevant laws and regulations, including Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), Law of the People's Republic of China on the Protection of the Minors (《中華人民共和國未成年人保護法》) and Provisions of the People's Republic of China on the Prohibition of Using Child Labour (《中華人民共和國禁止使用童工規定》), and there were no cases of non-compliance with laws and regulations in relation to employment.

OPERATION MANAGEMENT

Supply Chain Management

Wenye Group strives to maintain close communication with suppliers for the provision of service and engineering, environmental and social performance. To serve that purpose, the Group established supplier risk assessment flow and Supplier Management Appraisal System (《供應商管理考核制度》) for regular inspection on strategic suppliers and assessment on performance of suppliers. Unqualified suppliers will be deleted from the supplier list for controlling procurement quality. The following is the criteria for assessment on suppliers:

Aspect	Assessment Item (extract)
Service Attitude	<ul style="list-style-type: none">Assessment on service attitude of suppliers
Pricing	<ul style="list-style-type: none">Product pricing
Selection and Matching	<ul style="list-style-type: none">Sample quality
Performance of Contract	<ul style="list-style-type: none">accuracy on time and quantity of supplyaccuracy on product and samplecompleteness of approval certificatematching of product label and contract
Inspection and Rectification	<ul style="list-style-type: none">complete rectification on quality issue

Pursuant to requirement of various projects, the Group added into the tender document and supplier contract terms and conditions regarding environment and social issues of the project. Wenye Group plans to formulate environmental friendly procurement policy and gives priority to supplier using environmental friendly products for enhancing environment performance together with the supplier.

Product Responsibility

For ensuring our renovation and decoration service quality, the projects of the Group are entrusted with third party certification institution for certification. The customer contract and Safe and Civil Engineering (《安全文明施工》) list the relevant service as well as terms for engineering quality and health to protect the service and technical standard matching relevant national or industry standard. The quality management system established by the Group has obtained certification of ISO 9001, which regulated the quality management of building decoration engineering design, building curtain wall engineering and fire safety equipment engineering design. In addition, the Group has signed with landlords Engineering Quality Warranty Agreement (《工程質量保修協議》) and Engineering Quality Defects Warranty Agreement (《工程質量缺陷保修書》) to provide warranty to landlords within the quality warranty period.

To protect customer rights, Wenye Group lists the project requirement in the customer contract including requirements for building design, material and technical standard. Apart from ensuring the engineering quality, Wenye Group attaches great importance to the customer experience during the project. The Group regularly collects views from customers by interviews and telephone interviews and improves staff service attitude, working efficiency and service flow in accordance to the feedback. For the protection of customer privacy, the Group lists confidentiality clause in the customer contract to protect the confidentiality of the engineering and intellectual property. Meanwhile, the Confidentiality Agreement (《保密協議》) clearly states that staff should protect the Company's trade secrets and engineering details.

The Supply Chain Management, Product Responsibility and Anti-corruption Policy Statement (《供應鏈管理、產品責任及反貪污政策聲明》) requires the Group adhering to the principle of being fair, accurate and honest in providing promotional information to customers to protect customers' rights. In addition, for the protection of customers' and landlords' rights, the Group constructed a standardized intellectual product management system, earmarked intellectual property fund, established product (technology)-led patent databank for research, development and innovation to protect the Group's intellectual property from infringement.

During the Year, the Group complied with relevant laws and regulations in respect of product responsibility, including Construction Law of the People's Republic of China, 《中華人民共和國建築法》, Regulations on the Quality Management of Construction Projects (《建設工程質量管理條例》), Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), Law on Protection of Consumer Interests of the People's Republic of China (《中華人民共和國消費者權益保護法》), Law on Intellectual Property Rights of the People's Republic of China (《中華人民共和國知識產權法》), Trademark Law (《商標法》), Copyright Law (《著作權法》) and Advertisement Law of the People's Republic of China (《中華人民共和國廣告法》), and there were no cases of non-compliance with laws and regulations in relation to product responsibility.

Anti-corruption

Wenye Group adopts a zero-tolerance attitude towards corruption and fraud. The Group lists in the Staff Handbook anti-corruption measures, including regulating the measures on employees accepting gifts. An employee cannot accept gifts with value over RMB2,000, and such gifts should be submitted to relevant department responsible for managing gifts. In addition, Wenye Group has added into the supplier tender contract anti-corruption clauses demanding the supplier to comply with anti-corruption policies and measures formulated by the Group.

The Internal Audit System (《內部審計制度》) established by the Group evaluates the corruption risk in the daily operation of the Group and sets up reporting avenue for employee to report behaviour in violation of the Group's managing system. The internal audit committee will handle such reports.

During the Year, the Group complied with relevant laws and regulations, including Anti-Money-laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), Criminal law of the People's Republic of China (《中華人民共和國刑法》), Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》), and there were no cases of non-compliance with laws and regulations in relation to corruption.

COMMUNITY INVESTMENT

Wenye Group is committed to performing its corporate responsibility, making contributions to the community where its business is operated. The Group has formulated Community Investment Policy Statement (《社區投資政策聲明》) and committed to understand the needs of the community where its business is operated by community investment. By organizing and participating in various community activities as well as communicating with different stakeholders, the Group is assured its business activities to match the needs of stakeholders and make a positive contribution to the community.

Wenye Group is expected to give full play to its technical advantage in the building and decoration of public infrastructure to build comfortable and safe facilities in the community where its business is operated for the residents to use. In addition, the Group commits to continuously communicate with residents where its business is operated and care for the elderly, support education, care for the family members of employees and support the disadvantaged by sponsorships and donations.

INDEX TO THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Subject Areas	Description	2019 Statistics	Page Index
Environmental			
A1 Emissions			
General Disclosure	Information on:	–	
	(a) the policies; and		
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer		
	relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste.		
A1.1	The types of emissions and respective emissions data ²		
	Nitrogen oxides (Unit: kg)	1.71	
	Sulphur oxides (Unit: kg)	0.77	
	Respiratory suspended particles (Unit: kg)	0.30	
A1.2	Total greenhouse gas emissions (Unit: tonnes CO ₂ equivalent)	578.3	
	Scope I GHG emissions: Direct emissions ³ (Unit: tonnes CO ₂ equivalent)	116.6	
	Scope II GHG emissions: Indirect emissions ⁴ (Unit: tonnes CO ₂ equivalent)	386.1	
	Scope III Other indirect GHG emissions ⁵ (Unit: tonnes CO ₂ equivalent)	75.6	
	GHG emission intensity (calculated by area) (Unit: tonnes CO ₂ equivalent/square metres)	0.093	
A1.3	Total hazardous waste produced (tonnes)	0.01	
	Intensity of hazardous waste produced (calculated by area) (Unit: tonnes/thousand square metres)	0.002	
A1.4	Total non-hazardous waste produced (tonnes)	0.034	
	Intensity of non-hazardous waste produced (calculated by area) (Unit: tonnes/thousand square metres)	0.006	
A1.5	Description of measures to mitigate emissions and results achieved	–	
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	–	

² Air pollutant emissions for 2019 includes nitrogen oxides, sulphur oxides and respiratory suspended particles generated by consumption of moving source fossil fuel.

³ Includes emissions from fuel consumption by vehicles and fugitive emissions from the refrigerant.

⁴ Includes emissions from electricity consumption by the Company.

⁵ Includes emissions from aircraft business travel.

Subject Areas	Description	2019	Page Index
		Statistics	
A2 Use of Resources			
General	Policies on the efficient use of resources, including energy, water and other raw materials.		
Disclosure			
A2.1	Total direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) (Unit: MWh Equivalent)	728.9	
	Direct energy (Unit: MWh Equivalent)	96.0	
	Indirect energy (Unit: MWh)	632.9	
	Total energy intensity (calculated by area) (Unit: MWh/square metre)	0.117	
A2.2	Total water consumption (Unit: cubic metre)	5,469	
	Water intensity (calculated by area) (Unit: cubic metre/square metre)	0.879	
A2.3	Description of energy use efficiency initiatives and results achieved	–	
A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water use efficiency initiatives and results achieved ⁶	–	
A2.5	Total packaging materials used for finished products	Operation of the Group does not involve using packaging materials for finished products	
	Intensity of packaging materials used for finished products		
A3 Environment and Natural Resources			
General	Policies on minimizing the issuers' significant impact on the environment and natural resources.	–	
Disclosure			
A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them	–	

⁶ Water supplied by provincial institution, no issue occurred in operation points in respect of seeking water sources.

Subject Areas	Description	Page Index
B. Social		
B1 Employment		
General	Information on:	
Disclosure	<p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p>	
B2 Health and Safety		
General	Information on:	
Disclosure	<p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p>	
B3 Development and Training		
General	Policies on improving employees' knowledge and skills	
Disclosure	for discharging duties at work. Description of training activities.	
B4 Labour Standards		
General	Information on:	
Disclosure	<p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child or forced labour.</p>	
B5 Supply Chain Management		
General	Policies on managing environmental and social risks of	
Disclosure	the supply chain.	

Subject Areas	Description	Page Index
B6 Product Responsibility		
General	Information on:	
Disclosure	<p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	
B7 Anti-corruption		
General	Information on:	
Disclosure	<p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to bribery, extortion, fraud and money laundering.</p>	
B8 Community Investment		
General	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.	
Disclosure		