



中國核能科技集團有限公司

China Nuclear Energy Technology Corporation Limited

(於百慕達註冊成立的有限公司)

Stock Code : 611



2019

**China Nuclear Energy
Technology Corporation Limited
Environmental, Social and Governance Report**

About this Report

This Environmental, Social and Governance (“**ESG**”) Report provides an overview of the sustainability performance of China Nuclear Energy Technology Corporation Limited (the “**Company**” or “**CNETCL**”, together with its subsidiaries, the “Group” or “we”) in environmental and social aspects. In order to gain a more comprehensive view on the Group’s ESG performance, this ESG report is to be read in conjunction with the *Company’s Annual Report 2019* (in particular the “**Corporate Governance Report**” contained therein).

Reporting Scope

The reporting scope of this ESG report mainly covers the Company and its principal subsidiaries in the business segments of engineering, procurement and construction (“**EPC**”) and consultancy, power generation and manufacturing and trading, which are CNI (Nanjing) Energy Development Company Limited, Nanjing CNI Energy Engineering Company Limited (collectively referred to as the “**CNI (Nanjing)**”), Taizhou Herun New Energy Limited (“**Taizhou Herun**”) and Xuzhou Herun Light Energy Company Limited (“**Xuzhou Herun**”). This ESG report includes the Group’s office operations in Hong Kong and Nanjing and the operations of the major business segments such as EPC. Unless otherwise stated, all contents disclosed in this ESG report cover the period from 1 January 2019 to 31 December 2019 (the “**Reporting Period**”). In preparation of this ESG report, the Group conducted a materiality assessment exercise to identify the material ESG issues such that the ESG report could be prepared in a more focused manner. Please refer to the “2.2. Materiality Assessment” section for more details of the materiality assessment.

Basis of Preparation

This ESG report was prepared in accordance with the Appendix 27 *Environmental, Social and Governance Reporting Guide* (the “**ESG Reporting Guide**”) to the *Rules Governing the Listing of Securities issued by the Stock Exchange of Hong Kong Limited* (“SEHK”). This ESG report complies with the “comply or explain” provisions of the ESG Reporting Guide and was prepared in adherence to the four reporting principles: Materiality, Quantitative, Balance and Consistency.

Access to this Report

The digital copy of this ESG report is published on the website of the SEHK (<http://www.hkexnews.hk>) and the Company’s website (<http://www.cnetcl.com>). This ESG report is published in both English and Traditional Chinese versions. In case of any discrepancy between the two versions, the English version shall prevail.

Confirmation and Validation

All information disclosed in this ESG report were sourced from the Group’s documents and statistics. The board (the “**Board**”) of directors (the “**Directors**”) of the Company is responsible for the reliability, truthfulness, objectivity and completeness of the information disclosed in this ESG report. This ESG report was approved by the Board on 10 July 2020.

Comments and Feedback

The Group values and welcomes all stakeholders to provide feedback and suggestions concerning this ESG report and on our sustainability performance by mail or email:

Address: Unit 2801, 28/F, China Resources Building, 26 Harbour Road, Wanchai, Hong Kong

Email: info@cnetcl.com

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Chairman's Speech



Global access to electricity is life-changing in a way that it boosts the economies of countries all over the world and lifts millions of people out of poverty.

According to information from the United Nations, 40% of global carbon dioxide emissions come from burning fossil fuels for energy. In the face of global warming caused by the increase of carbon dioxide emissions and the ecological crisis caused by various types of extreme weather, clean energy technology development has become the key to promote global sustainable development and improve the quality of human lives. An increasing number of countries and businesses acknowledge that the use of renewable energy is not only the right thing to do for the planet, but also makes economic sense. Currently, new technology has been developed to provide clean, renewable and affordable energy for the world's 840 million of population who still do not have access to electricity. Meanwhile, the Sustainable Energy for All (SEforALL) research shows that renewables have become the cheapest form of new electricity generation across two-thirds of the world, undercutting both coal and natural gas.

While the use of renewable energy has been gaining momentum, the world's transition to clean energy has not been responsive enough. According to the 2019 Production Gap Report published by the United Nations Environment Programme (UNEP) and its research partners, there is a big gap between countries' commitments to climate change and their planned production of fossil fuels. Countries and businesses all over the world should shoulder their social responsibilities for environmental protection and the promotion of renewable energy sources. The Group is committed to improving our ESG performance across our businesses and incorporation of corporate responsibility at the heart of our business. To promote the concept of having clean waters and lush mountains, we will continue to protect the environment and contribute to the development of the society, providing the society with cleaner and better electricity.

In 2019, the Group invested in the construction and operation of photovoltaic power systems. We mainly provided green and low-cost energy for residents of Jiangsu Province. A total installed capacity of 315MW solar photovoltaic power stations was owned and operated by the Group, among which 163MW was from self-operated projects and 152MW was from the operation and maintenance of state-owned poverty alleviation projects. These projects provided residents with access to clean and affordable energy which greatly improved their living standards and helped boost the local economy. The environmental impacts and greenhouse gas emissions associated with the increased level of economic activity were at the same time reduced by our projects. Moreover, the Group participated in the construction and development of wind power projects in Jiangsu Province with a total installed capacity of 145MW. These projects are expected to create new revenue stream for the Group and will reduce carbon emissions and environmental impact resulted from electricity generation.

The Group is committed to protecting the environment and reducing our environmental footprint in the course of business. We established regulations and systems for each operational location and require all business units and employees to conserve water and electricity and manage emissions properly. Our talents are the key to the Group's success. The Group has been enhancing our human resource policies to create an inclusive, positive and dynamic working environment that fosters the establishment of an excellent team.

With the dedicated commitment for the creation of value for the society and the environment, the Group will continue to fulfil our social responsibility by maintaining close communications with our stakeholders and incorporating sustainability considerations into the formulation of our business strategies.

Zhao Yixin
Chairman

Hong Kong, 10 July 2020



About the Group |



◆ The Group's Profile

CNETCL focuses on new energy businesses with an effort to develop our financial services on financial leasing for nuclear energy, clean energy, energy-saving and environmental protection segments. By paying continuous endeavour to invest and operate clean energy power generation and photovoltaic projects, the Group has successfully become one of the top-tier contractors for photovoltaic engineering and construction, and has realised the objective of integrating photovoltaic power station investment – EPC – operation.

Low-carbon operation, energy conservation and renewable energy development are gaining public awareness in the face of the risks posed by climate change. Due to the strong growth of the renewable energy industry of the People's Republic of China ("PRC"), the Group has been focusing on the design, installation and construction of solar power system in recent years. With the advancement of technology and the reduction of installation cost, we anticipate a boost in the domestic demands for residential renewable energy in the PRC. In addition to dedicating to the domestic renewable energy market in the PRC, the Group will seek for opportunities in other countries for the joint development of renewable energy under the "Belt and Road Initiatives".

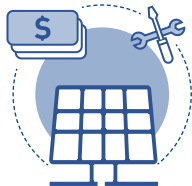
◆ Business Segments

The Group is principally engaged in the following activities:



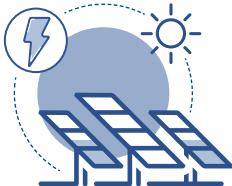
EPC and Consultancy

Design and consultancy services, EPC business



Manufacturing and Trading

Manufacturing and trading of solar power-related products



Power Generation

Own and operate solar power plants and facilities



Financing

Financing operations

◆ Corporate Values

Our Vision

To become an internationally leading new energy investment company and service provider

Corporate Mission

To develop clean energy based on the investment and financing platform of new energy and advanced technology industrialisation, and to promote harmony between humans and nature

Corporate Culture

Integrity, professionalism, astuteness, pioneer, innovate, respect

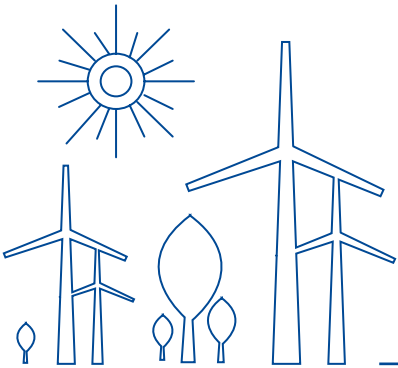
◆ Awards and Honours



The "2018 PVBL Annual Photovoltaic Brand Rankings List" was announced in Shanghai on 10 May 2019. Nanjing CNI Energy Engineering Company Limited was awarded the honour of the "Top 10 EPC Brands in China" by virtue of its outstanding performance in the field of photovoltaic EPC, along with its holistic performance of revenue index and appraisals from the media, customers, financial companies and the society.



The "Polaris Cup" 2019 Photovoltaic Influence Brand Award Ceremony came to an end in Beijing on 24 October 2019. More than one hundred photovoltaic industry experts and representatives from outstanding groups of business along the photovoltaic supply chain attended. After going through an open and transparent election process, Nanjing CNI Energy Engineering Company Limited was conferred the title of "Influential Photovoltaic EPC/Owner" with its outstanding capabilities and reputation in the field of photovoltaic system installation.



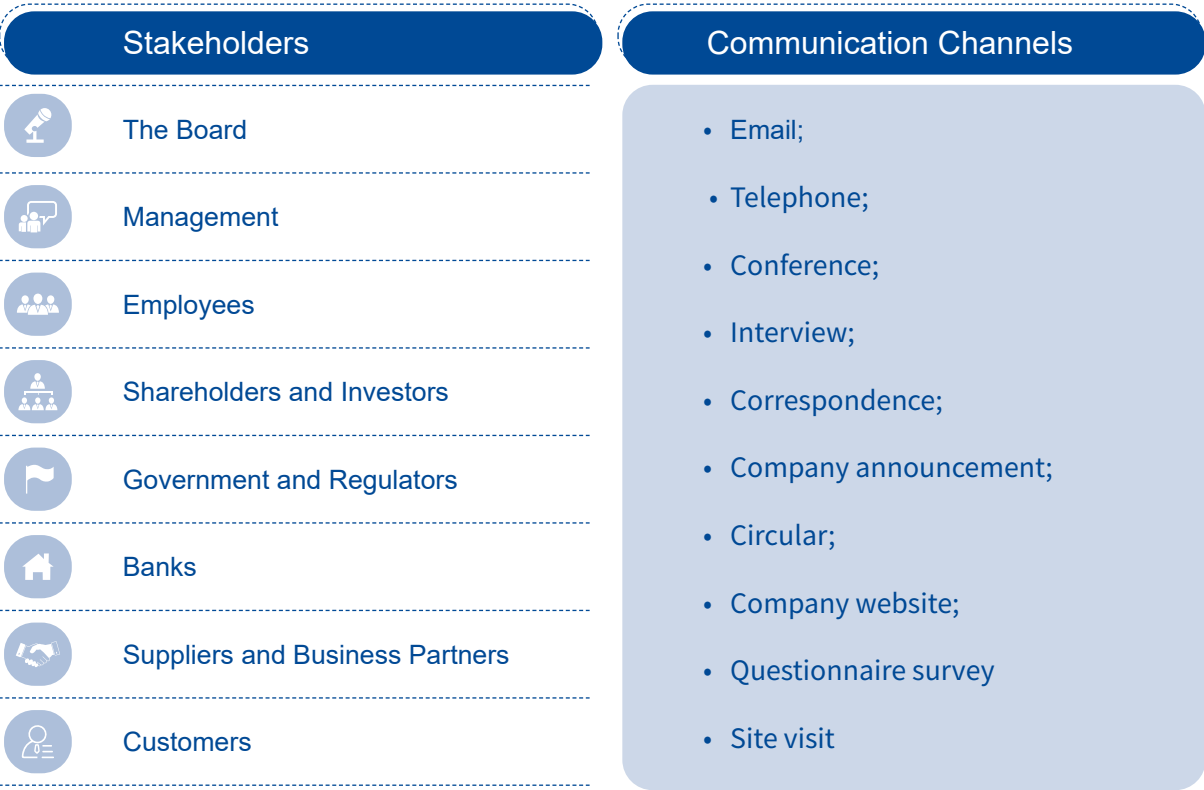


Sustainability Management

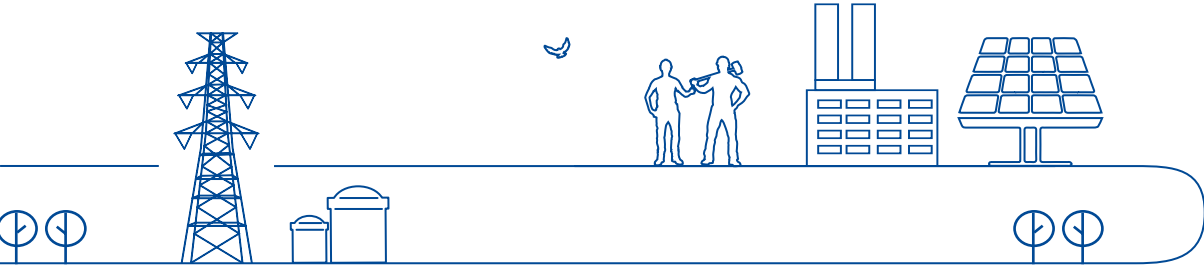


◆ Stakeholder Communication

The Group values the importance of the feedback of our stakeholders and maintains efficient communication channels with them. We ensure that stakeholders' needs and expectations towards the Group are being taken into account while we formulate and adjust our sustainability strategies.



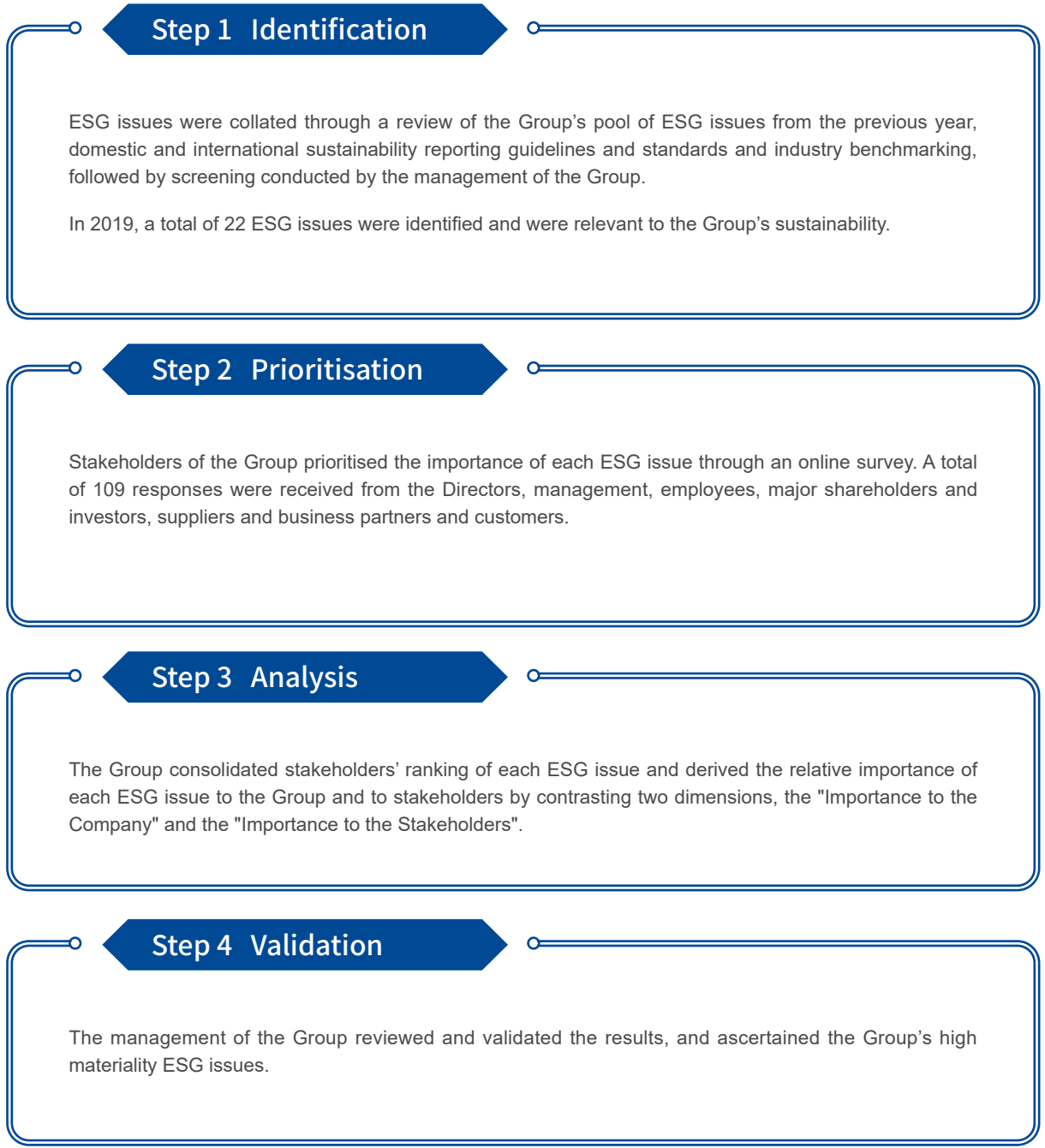
During the Reporting Period, the Group carried out a number of stakeholder engagement activities to listen to the views of stakeholders. For instance, we participated in fairs and events, conducted meetings with government departments and organised community consultation events. In preparation of this ESG report, we also collected stakeholders' views on their most concerned ESG aspects through the materiality assessment exercise which was conducive for the Group to effectively disclose our non-financial performance through ESG reports.



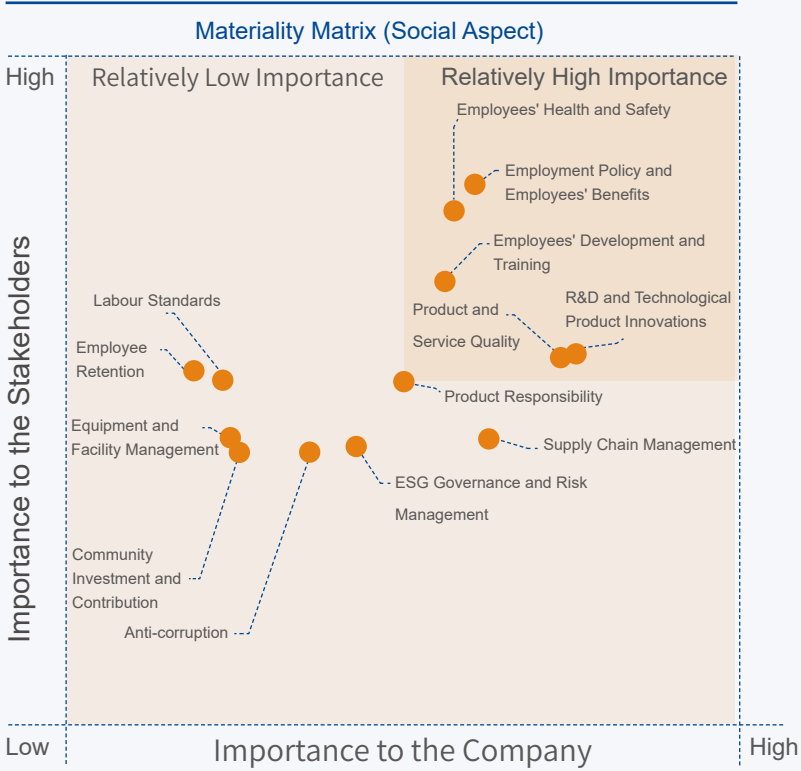
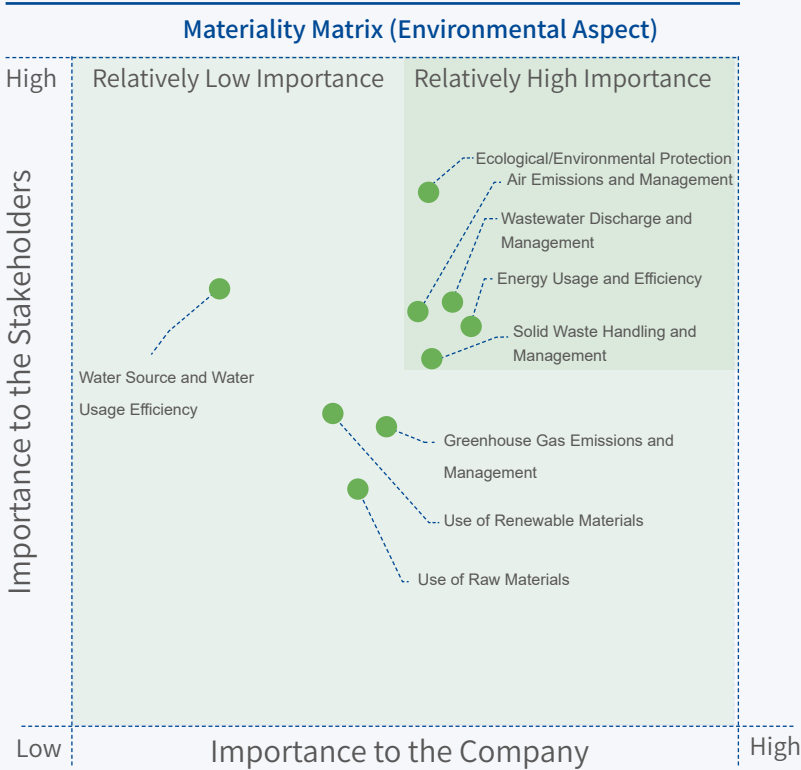
◆ Materiality Assessment

To ensure that the views of stakeholders are comprehensively considered during the identification of the Group's material ESG issues, the Group invited different stakeholder groups to participate in the materiality assessment in 2019.

The Group determined our high materiality ESG issues through the 4-step assessment process below:



The matrices below are representations of the survey results.



The Group defined the high materiality ESG issues as the issues that are material to both the Group and the stakeholders (mapped on the top right corners of the materiality matrices). 5 environmental-related ESG issues and 5 social-related ESG issues were identified. These issues were then validated by the management of the Group to be the focus areas of this ESG report.

High Materiality ESG Issues	Corresponding Sections in this ESG Report
Environmental-related Issues	
Ecological/Environmental Protection	3.2. Ecological Environment and Natural Resources Protection
Wastewater Discharge and Management	3.3. Reducing Environmental Footprint
Air Emissions and Management	3.3. Reducing Environmental Footprint
Energy Usage and Efficiency	3.3. Reducing Environmental Footprint
Solid Waste Handling and Management	3.3. Reducing Environmental Footprint
Social-related Issues	
Employment Policy and Employees' Benefits	4.1. Protection of Labour Rights 4.2. Being A Caring Employer
Employees' Health and Safety	4.4. Workplace Health and Safety
Employees' Development and Training	4.3. Attaching Importance to Employees' Growth
Products and Service Quality	5. Excellent Service and Quality Products
R&D and Technological Product Innovation	5.2. R&D and Innovation





Dedication to Green Development

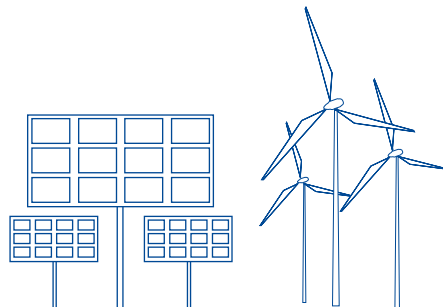
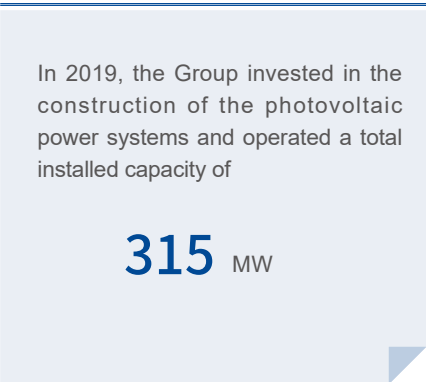


In the face of global warming caused by the increase of carbon dioxide emissions and ecological crisis caused by various types of extreme weather, clean energy technology development has become the key to promote global sustainable development and improve the quality of human lives. The Group focuses on the development of renewable energy and actively delivers efficient forms of clean energy to the society to play our part in reducing greenhouse gas (“GHG”) emissions. In the meantime, the Group is committed to minimising environmental impacts across all our operations.

◆ Creating a Green Environment

As an all-around service provider focusing on the investment, construction and operation of renewable energy, the Group proactively assists the society to reduce GHG emissions in response to the challenges posed by global warming. Compared to coal-fired power plants, the use of renewable energy sources for electricity generation could avoid the emission of air pollutants and ash, and thus improving air quality. In 2019, the Group invested in the construction of the photovoltaic power systems and operated a total installed capacity of 315MW solar power systems mainly providing the residents of Jiangsu Province with green and low-cost energy.

The Group will continue to expand our EPC and consultancy portfolio. Apart from focusing on the traditional photovoltaic EPC projects, the Group has plans to explore business opportunities in other renewable energy segments such as wind energy and other general engineering, procurement and construction segments so as to achieve portfolio diversification.



◆ Ecological Environment and Natural Resources Protection

The Group dedicated efforts to preserving natural habitats within and around project boundaries. In addition to paying attention to environmental compliance on our project sites, the Group is also committed to taking steps to reduce our impacts on the ecological environment. Moreover, the Group manages and minimises the environmental impacts of the project sites in joint effort with our sub-contractors.

Environmental Impacts

To regulate and control the environmental impacts during construction of projects, CNI (Nanjing) has formulated the Environmental Management Approach at Project Site and has implemented the Project Manager Liability System. Meanwhile, the Group realises pollution control and management by assigning designated personnel at each construction site for regular supervisions and audits. By doing so, the Group ensures all sub-contractors strictly follow the Group’s environmental policies in the course of project construction.

CNI (Nanjing) requires sub-contractors to identify potential environmental factors and associated impacts prior to the commencement of construction. They are also required to take appropriate measures to mitigate the potential impacts identified.



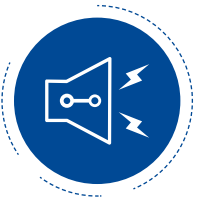
Dust Generation and Air Emissions



Noise Pollution



Wastewater Discharge



Waste Handling

Ecological Impacts

The ecological environment is, to some extent, affected by the construction of our power plants. Therefore, CNI (Nanjing) takes steps to minimise the ecological impacts during the design and construction stages of a power plant. The Group gave due consideration to the following activities to minimise the ecological impacts:

- Incorporate environmental protection and soil and water conservation measures when conducting project feasibility study
- Develop pollution control programme and implementation plans during the preparation of construction
- Conduct site layout planning and install temporary drainage facilities on project site prior to the commencement of construction, such that the existing water drainage system would not be destroyed and the existing drainage facilities would not be overloaded
- Monitor the groundwater consumption to preserve existing groundwater resources and to avoid the subsidence of the ground’s surface
- Strengthen control of harmful substances to minimise their impacts to nearby flora and fauna
- Plant trees, shrubs, grasses and flowers within the project site to create habitable areas

◆ Reducing Environmental Footprint

The Group is committed to reducing our environmental footprint in our day-to-day operations. The Group has established standards and policies, such as the *Procedures on the Environmental Control of Operation* and the *Procedures on the Control of Energy and Resources Management*, stipulating the Group's management on air and GHG emissions, wastewater discharge, hazardous and non-hazardous waste generation and use of resources. During the Reporting Period, the Group did not violate any laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that have a significant impact on the Group. Please refer to Appendix 1 for the relevant laws and regulations.

Air Emissions

The Group's machineries and facilities for production are mainly powered by electricity, hence we do not generate a large amount of air emissions in our operations. Air emissions of the Group are mainly generated from the use of vehicles in all business segments and the use of forklift trucks in the module plant.

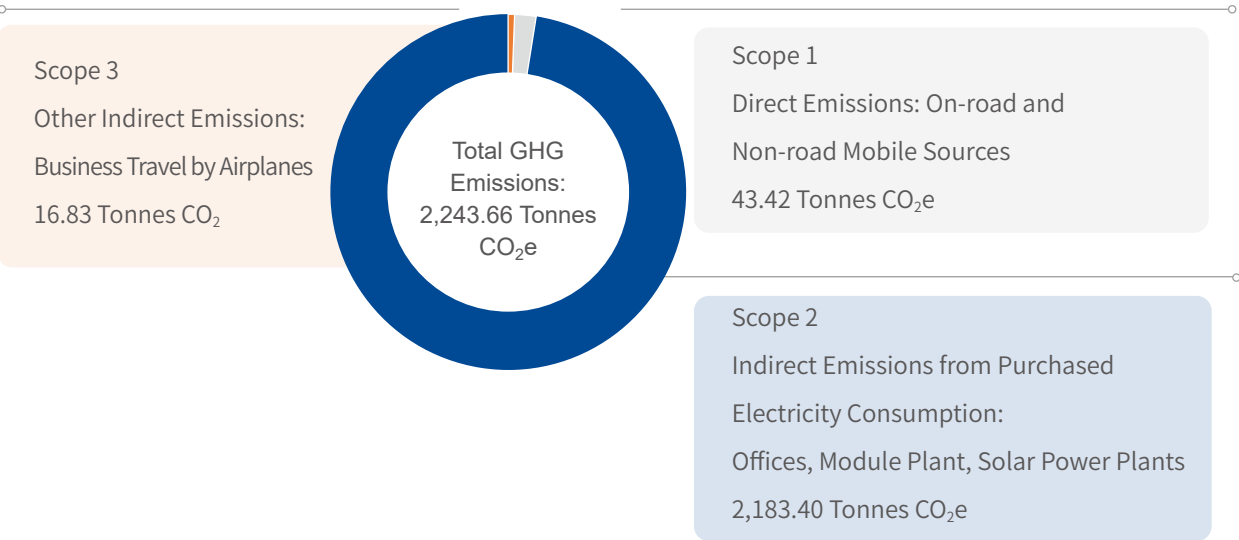
Reduced exhaust emissions from vehicles

To reduce emissions from burning fossil fuel in vehicles, the Group ensures that all vehicles meet the China IV or the Euro IV vehicle emission standards or above.

Introduced the use of electric machineries

Machineries that run on electricity instead of fossil fuels were introduced to the module plant in order to minimise exhaust gas generation from burning fossil fuel.

GHG Emissions



Electricity consumption accounts for a major portion of the Group's GHG emissions. The Group strives to reduce indirect GHG emissions by minimising electricity consumption and using renewable energy. Besides, the Group conducts regular inspections and maintenance to ensure that the air conditioning system is in good condition to prevent leakage of refrigerant and thus to minimise fugitive emissions.

Case Study

Employing Solar Power System for Power Generation

Xuzhou Herun has installed solar photovoltaic panels on the roof of the module plant to generate renewable energy for its own use and reduce indirect GHG emissions from the use of purchased electricity. During the Reporting Period, Xuzhou Herun consumed 794,760 kWh of electricity generated by the solar photovoltaic system, which caters to 35% of the electricity demand of the module plant.

Wastewater Discharge

The Group mainly uses water for domestic purpose only. All discharge from office area is directed to municipal sewage plant through the drainage system. A sewage treatment facility is installed in the module plant for the treatment of domestic sewage before discharge.

Waste Handling

Waste generated during the operations of the Group is categorised into non-hazardous and hazardous waste. The Group formulated the *Procedures on the Control of Solid-Waste* in which the procedures of waste collection, storage and disposal are outlined to ensure an effective waste management and to mitigate the environmental impacts associated with improper waste handling.

Designated waste storage areas with clear indications are provided in each operating location of the Group to collect different types of wastes. Wastes generated by the Group are mostly non-hazardous which include domestic waste, food waste and recyclables. Non-hazardous waste generated from our offices is collected and transferred by the property management for disposal. Hazardous waste generated in the module plant consists of waste oil and oily cotton wipe. To ensure compliance with relevant regulatory requirements, the Group appointed qualified independent companies to transfer hazardous waste in an orderly manner.

The Group set up a designated collection area for recyclables in each operating location, aiming to reduce wastes being sent to landfills and incineration plants. To reduce paper usage and disposal in offices, the Group formulated the *Code on Office Supplies Management* to regulate the procurement criteria of office supplies and to implement practices such as using double-sided printing and recycled paper.

During the Reporting Period, a total of

74.98 tonnes

of recyclables (including paper, plastic, wood, etc.) were collected.

Energy and Water Consumption

The Group strives to reduce resource consumption during our business operations. The Group assigns dedicated personnel to monitor the use of resources in order to eradicate the waste of resources. The Group requires subsidiaries to record the energy and water consumption of their operating locations on a monthly basis in order to identify areas for improvement as well as to take actions to conserve energy and water.

In general, water is sourced from municipal water network and the Group did not encounter any issue in sourcing water that is fit for purpose. Water consumption of the Group is mainly for domestic use and there is no significant impact on water consumption. To reduce water consumption, the Group utilises water-saving sanitary fixtures and carries out rectification work when seepage and malfunction of water appliances are spotted. During the Reporting Period, the water conservation measures of the Group were effectively implemented with no anomalies detected.

The primary source of energy consumption of the Group is electricity. The Group proactively reduces energy consumption in the course of its business operations through implementing energy-saving initiatives as follows:

Installing energy-saving equipment

The Group enhances energy efficiency in order to reduce energy consumption without compensating product performance and service quality. To minimise energy consumption, the Group incorporates energy efficiency as an element of consideration during machinery and equipment procurement process and principally selects those with lower energy consumption.

Taking actions in achieving energy conservation

The Group also developed targeted standards and guidelines and implemented different energy conservation programmes to regulate and reduce electricity consumption of our operating locations.

Ensuring proper functioning of equipment

Regular inspection and maintenance are conducted to ensure proper functioning of equipment in order to prolong the equipment life cycle.



Case Study

Programme in Reducing Emissions and Enhancing Energy Efficiency

To further reduce energy consumption in our daily operation, CNI (Nanjing) puts emission reduction and energy efficiency enhancement as important items on the agenda. It formulated the *Implementation Plan for Reducing Emissions and Enhancing Energy Efficiency* along with a steering group set up for work coordination. During the Reporting Period, CNI (Nanjing) organised the "Save a litre of petrol, a kWh of electricity, a drop of water, a piece of paper" activity, which raised employees' awareness on energy conservation. The goal of emissions reduction and energy efficiency enhancement can be achieved by leveraging on the gradually increased self-awareness of all employees.

Consumption of Raw Materials and Packaging Materials

The Group is committed to conserve our precious resources. We reduce the consumption of raw materials and packaging materials while ensuring the quality of our products and services. Packaging materials of the Group are mainly from the product packaging of the module plant and can be classified into paper, plastic, metal and wood.

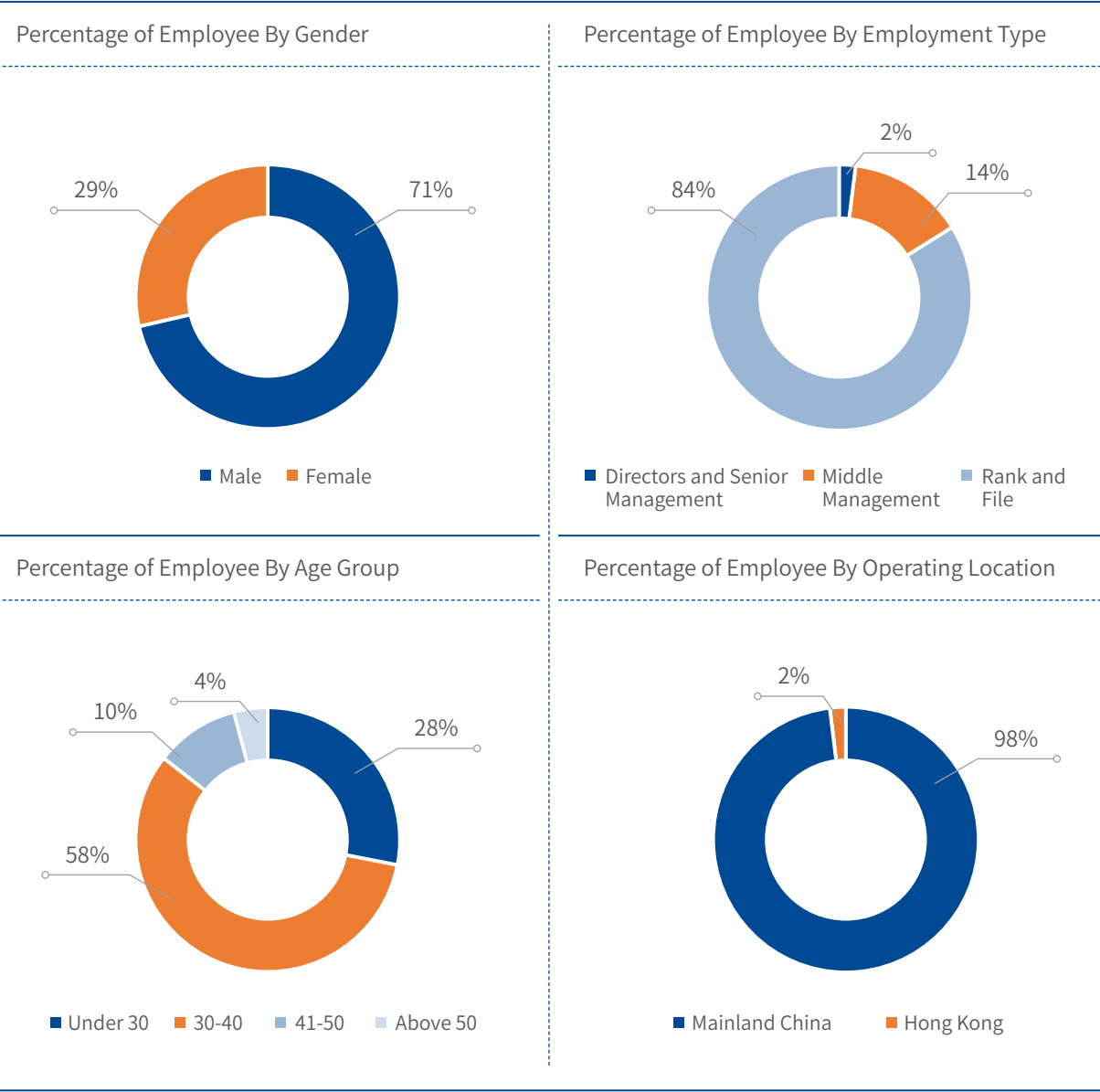
The Group also promotes employees' awareness on resource conservation and reduces the waste of resources by proper materials management.

Building A High Performing Team



A healthy, cohesive and motivated workforce is critical to the Group's success. The Group sets a reasonable incentive scheme to provide career development opportunities for employees, and at the same time, creates a working environment that encourages innovation. Moreover, the Group proactively creates a working environment that fosters communication between employees and management by promoting an atmosphere of cooperation and trust.

Total Workforce in 2019



◆ Protection of Labour Rights

The Group has always provided employees with a fair, merit-based, diverse and inclusive workplace. The Group stipulated in the *Employees' Handbook* the rules and regulations relating to recruitment, dismissal, compensation, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, etc. The Group's Human Resources Department regularly reviews our employment practices to ensure that we comply with the laws and regulations relating to employment and labour practices in each operating location. Please refer to Appendix 1 for the relevant laws and regulations.

Recruitment and Dismissal

Adhering to the principles of fair competition, comprehensive assessment and merit-based recruitment, the Group formulated the *Recruitment and Employment Management Standard*. The recruitment procedures and selection criteria are outlined to provide a fair recruitment process for all suitable candidates. Guidance on the responsibilities of employers and interviewers, recruitments channels, interview process, management of the recruitment process, evaluation procedures and methods of record keeping are detailed in the Standard. The Group encourages diversified employee portfolio as it brings a variety of expertise to the Group. The Group also prohibits discrimination of any kind during recruitment and promotion. The dismissal and contract termination arrangement of the Group are stipulated in the *Labour Contract Management Standard* and the *Employee Handbook*.

Compensation and Promotion

To foster an engaged workforce, the Group formed an incentive scheme to attract, motivate and retain employees. The Group formulated the *Remuneration Management Standard* which lays down the criteria for determining employees' remuneration. The Group adopts 5 remuneration determinants to ensure fair treatment of promotion and remuneration package for employees.

- Market rates
- Standardise pay grade
- Performance-related incentive
- Company's performance
- Career path

Working Hours and Rest Periods

In order to protect employees' physical and mental health, the Group encourages employees to work efficiently within normal working hours. The Group set the maximum hours of overtime in the *Employee Handbook* and the *Employee Attendance Management Standard*. Employees are entitled to public holidays and annual leave according to the *Regulation on Public Holidays for National Annual Festivals and Memorial Days* and the *Regulation on Paid Annual Leave for Employees*. The Group also prohibits all forms of forced labour.

Prohibiting Child Labour


The Group complies with the *Provisions on the Prohibition of Using Child Labour* and resolutely prohibits the employment of minors who are aged under 16. To ensure that we fulfil the requirements of the laws and regulations on the prohibition of using child labour, the Administrative and Human Resources Department of the Group validates the identifies of candidates by checking their identity proofs during the recruitment process.

During the Reporting Period, the Group did not violate any laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, benefits and welfare, preventing child and forced labour that have a significant impact on the Group. Please refer to Appendix 1 for the relevant laws and regulations.

◆ Being A Caring Employer


The Group is committed to providing a friendly working environment for our employees. The Group has developed an employee welfare system and has taken forward a number of measures aiming to promote a sense of well-being and belonging among employees.

The Group offers benefits that go beyond basic legal requirements. Apart from providing social insurance and housing provident fund, the Group also provides different kinds of subsidies and allowances such as rental subsidy and phone expenses allowance. Details of the benefits, subsidised amount and distribution frequency are outlined in the *Welfare Management Standard* to ensure that all employees are treated equally.




Benefits and Welfare

The success of a business lies in the effective communication between management and employees. In view of this, the Group encourages employee-manager communication and welcomes employees to make suggestions on strengthening business strategies and improving the operation practice. The communication is also conducive for building and deepening trust between employees and the management.




Communication and Feedback

The Group has established various feedback channels to extensively collect opinions from employees so that we can better understand their needs.



Corporate Activities

The Group organises a variety of cultural and sports activities to encourage communication between employees, improve teamwork, and foster a strong sense of belonging among its employees.



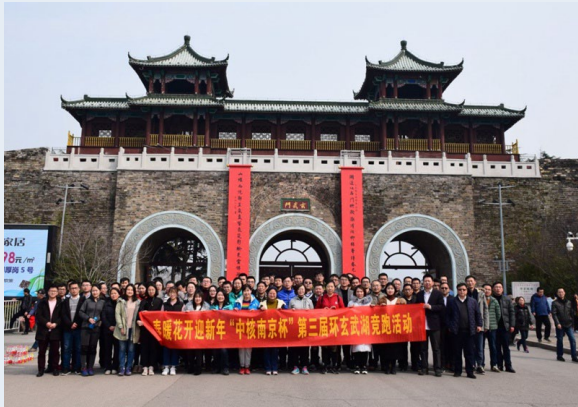
Recognition and Rewards

The Group organises a variety of cultural and sports activities to encourage communication between employees, improve teamwork, and foster a strong sense of belonging among its employees.

Appreciation is the best form of motivation. To foster healthy competition among employees, the Group recognises employees' exceptional performance and endeavours, and rewards them when they deliver their best.

Case Study

Round-the-Lake Running Event



In the afternoon of the 25 February 2019, CNI (Nanjing) organised the “Ring in the Chinese New Year with Blooming Flowers at Springtime” - the third round-the-lake running event, creating a harmonious atmosphere and enhancing team spirit during the event.

Case Study

Rewarding Employees with Exceptional Performance

To encourage employees to be proactive at work and improve their performance, Xuzhou Herun formulated the *Management Approach of Reward/Penalty* with the principles, methods and evaluation criteria of the reward/penalty mechanism set out. Xuzhou Herun presents various types of employee recognition awards every year to reward employees, teams, team leaders and engineers for their outstanding performance around the year.



◆ Attaching Importance to Employees' Growth

We place emphasis on raising future leaders across the Group's businesses. The Group makes efforts in providing learning and development programmes for employees to equip them with sufficient skills and competencies. The programmes not only support employees' career advancement, but at the same time promote the development of the Group.

Professional and experienced workforce is critical to the future development of the Group. The Group nurtures in-house experts to engineer, design, construct and operate renewable energy projects through diversified trainings. The Group also continues to grow our professional team by enhancing the team's understanding of the latest industry trends. In order to strengthen the Group's competitive advantage, we encourage employees to take part in a variety of self-initiated learning activities. To ensure reasonable allocation of training resources and to improve training efficiency, the Group formulated the *Employee Training Management Standard*. The responsibilities, management methods, types of training, and other training details are outlined in the Standard which allows us to regulate the management of trainings.

During the Reporting Period, different training programmes were arranged for different business segments.

Case Study Comprehensive Training for Outstanding Employees cum Training on Practices in Business Management



CNI (Nanjing) aims to nurture high-performance employees. It hosted its first phase of *Comprehensive Training for Outstanding Employees cum Training on Practices in Business Management* in January 2019. The training revolved around three major themes: engineering management, operation management and product management. In the training, CNI (Nanjing) and Xuzhou Herun exchanged views on product management. The representatives of design, operation, materials and engineering management departments from both sides further explored opportunities for optimising modules components and also shared their hands-on experience at work.

Case Study Quiz on Product Quality



In October 2019, Xuzhou Herun organised a quiz on product quality with the intention to assess employees' familiarity with relevant laws, regulations and national standards relating to product quality and to improve employees' knowledge on product quality. During the quiz, Xuzhou Herun introduced advanced management methods and reminded employees to pay attention to product quality to create an atmosphere where everyone focused on quality assurance and innovation.

◆ Workplace Health and Safety

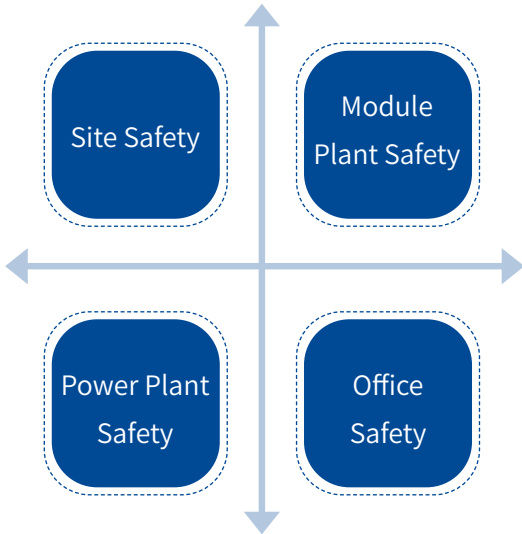
Employees are the most valuable assets of the Group. The Group never place the safety and health of our employees at risk for business development.

We understand that healthy and energetic employees bring potent contributions to the Group. Thus the Group actively promulgates a positive health culture to our employees and creates a pleasant and dynamic working environment. To better protect employees' health, the Group regularly distributes personal protection equipment to employees and arranges medical examination for them every year.

The Group adheres to a prevention-oriented strategy and formed a strong and robust safety system that places emphasis on the system, hardware, measures, drills and other aspects. The Group has developed the *Control Procedures on Safe Production* that set out safety precautions in the course of business operations. Detailed information on the working environment, operating processes, safety and health of employees, safety of equipment, fire safety, and so on are set forth in the control procedures.

The Group adopts the 6S Management Approach in our office operation to sustain a safe, neat and tidy working environment for employees and to reduce workplace accidents and injuries.

Providing training and raising safety awareness of employees are crucial for the Group to safeguard the safety and health of employees. The Group provides safety trainings to employees to build our workplace towards an occupational safety and health culture.



Case Study Improving Manufacturing Safety



Most of the manufacturing processes in the module plant are conducted on the state-of-the-art automatic production line which improved manufacturing safety and greatly reduced the risks of work-related bodily injury associated with the use of machinery or equipment. In addition, clear safety warning signs were posted in the module plant to alert employees the potential safety hazards of their surroundings.

During the Reporting Period, the Group did not violate any laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that have a significant impact on the Group. Please refer to Appendix 1 for the relevant laws and regulations.



Excellent Service and
Quality Products



As an expert of renewable energy engineering in the PRC, the Group is committed to creating value for customers with our excellent technical and engineering capabilities. We also strive to provide the society with clean, cost-effective and low-cost energy. We regard quality as one of our core values. Therefore, we sincerely gather feedback from a large number of stakeholders and continuously improve the quality of our products and services by optimising the design, engineering, construction and operation of power plants as well as enhancing the solar photovoltaic module assembly process.

During the Reporting Period, the Group did not violate any laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to the products and services we provided and methods of redress that have a significant impact on the Group. Please refer to Appendix 1 for the relevant laws and regulations.

◆ Quality in Construction Projects

Quality and safety are essential to a construction project. The Group ensures the quality of work and achieves high standards of safety on-site under a sound management system.

Quality Checks

CNI (Nanjing) has developed a robust quality management system which aims at improving the quality performance in the four areas of equipment, raw materials, employee allocation and process. CNI (Nanjing) established guidelines to specify the work procedures and quality control measures for the EPC and consultancy process, such as the *Monitoring and Measurement Control Procedures for Process, Products and Performance*, the *Control Procedures for Engineering Construction and Service* and the *Control Procedures for Design and Consultancy*.



CNI (Nanjing) requires sub-contractors to carry out quality control for construction works on a regular basis including daily inspections, regular meetings, specialised meetings, etc. Sub-contractors could then handle the defects arise on-site in a timely manner and report to the project manager of CNI (Nanjing) the construction progress on foundation, installation and other work stages. In addition, CNI (Nanjing) sets up quality control points during construction and inspects sub-contractors' performance using a *Construction Inspection Checklist* to ensure that the quality of works is in full conformity with the national and industry requirements and those laid down in the tender documents.

Give the Highest Priority to Safety

The Group takes a proactive role in ensuring the safety of construction workers. The Group makes continual efforts to build a culture that gives the highest priority to safety in our construction sites, aiming to achieve zero safety incidents with our best endeavours. CNI (Nanjing) reduces and controls safety risks on construction sites effectively with the aid of a safety and well-managed construction system, a safety committee, management handbooks, training programmes, inspections and audits. The Safety Department of CNI (Nanjing) is responsible for vetting sub-contractors' construction safety plans, supervising, and inspecting the implementation of the safety management systems of projects under construction. The department is also in charge of carrying out safety inspections on-site and guiding the construction safety officers for the identification of hazards and implementation of corresponding measures.

◆ R&D and Innovation

The advancement in science and technology and the ever-changing needs of customers have driven innovation in our business. This enables us to provide our customers with excellent service and experience. CNI (Nanjing) makes full use of the advance technology at home and abroad to provide customised solutions that consider distinct project features. CNI (Nanjing) promotes solar energy application and develops solar photovoltaic technology with the intention of minimising capital expenditures and improving power plant efficiency. The key technologies of CNI (Nanjing) are as follows:

Optimal Tilt Angle

Using modern meteorological data processing system for data consolidation and comparison to calculate the optimal tilt angle of solar panels while taking into consideration the exploitation of land, power plant efficiency and return on investment.

Customised Design

Utilising a unique database that was built from data and solutions from previous construction projects to provide customised design in consideration of project scale and geographic features.

Patented Technology

Acquired more than 30 patents covering aspects such as photovoltaic panel arrangement, supporting structure, solar tracking system, photovoltaic combiner box and design software.

◆ Power Plant Performance Optimisation

The Group understands the importance to optimise renewable assets. Thus we optimise the performance of our assets with their values maximised through proper power plant management.

CNI (Nanjing) has formulated a set of internal governing guidelines, such as the *Standards for Operation and Maintenance of Photovoltaic Power Station* and the *Photovoltaic Module Cleaning Guideline*, which stipulates the rules for equipment operation and maintenance, electrical safety, training for operators, and other aspects. The implementation of the governing guidelines allows the Group to continuously improve power generation as well as enhance the safety and reliability of power plants. To further improve power plant energy efficiency, CNI (Nanjing) installed a remote online monitoring system at each power plant it operates. The monitoring system presents the performance data of our power generating equipment on the dashboard, facilitating on-duty operators to have a complete grasp of the operation status of power plants. Moreover, CNI (Nanjing) set up a monitoring and control centre in Nanjing to remotely monitor all solar power plants in real-time. This allows our operators to read data from miles away at a glance under the centralised remote-control system.

☒ Status monitoring of every power plant to ensure smooth operation

☒ Collection of meteorological data for yield analysis and power output forecasting

☒ Prompt action in response to any faults to minimise power loss

☒ Immediate coordination of a full emergency response procedure in the event of any serious incident occur on-site

Case Study

Performance Analysis of Solar Power Plant

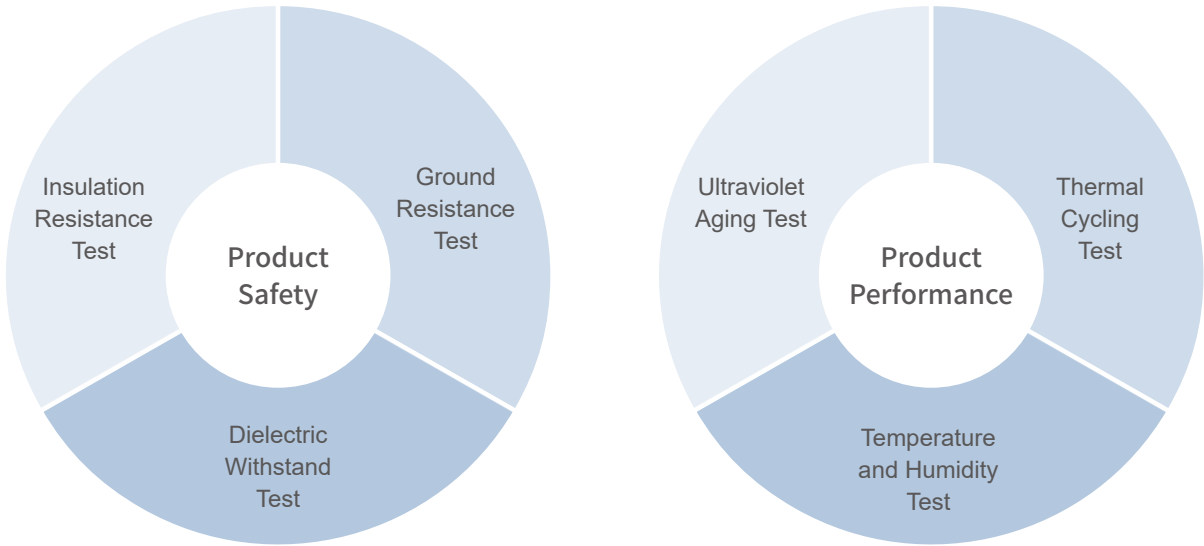
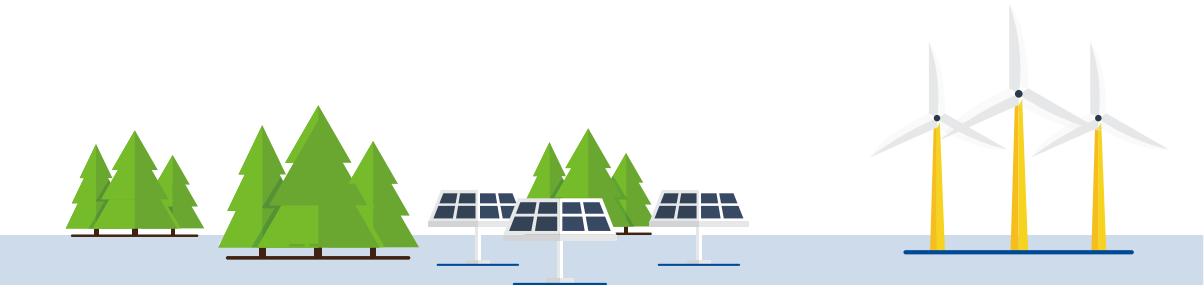
Taizhou Herun formulated the *Power Plant Operation and Maintenance Manual* to define the requirements and procedures for an effective operation and maintenance of solar power plants. Taizhou Herun also executes monthly analysis on the performance of power plants according to the *Operation Analysis Management System*, to evaluate the operation status and to identify improvement areas.

In order to handle all kinds of incidents effectively and swiftly, all power plants operated by the Group have formulated the accident prevention and control plan with emergency response procedures contained therein. This is to ensure the personal safety and the safety of our power grids and equipment in order to minimise the impacts and losses associated with accidents.

◆ Pursuing High-Quality Product

With regard to the manufacturing and trading segment, Xuzhou Herun focuses on supplying high-efficient and high-quality solar photovoltaic modules. To ensure product quality, Xuzhou Herun developed comprehensive inspection standards for raw materials, products, packaging materials and labelling. Raw materials, semi-finished products and finished products are all required to go through rigorous testing procedures.

To ensure the performance stability of photovoltaic modules, Xuzhou Herun conducts product testing according to national and international safety standards relating to photovoltaic module. Moreover, Xuzhou Herun simulates the behaviour of photovoltaic modules under different climatic conditions using a simulation test chamber. The simulation is also conducive to component screening and design optimisation.



Xuzhou Herun has developed the *Testing Standard for Solar Module Labelling* to set out the information required for photovoltaic modules label such as product specification and model, warnings and certifications awarded. Meanwhile, internal processes have been established by Xuzhou Herun to ensure correct labelling that meets corresponding requirements.

Xuzhou Herun is well-prepared for any situations concerning products and service quality. When a sold product contains defects relating to quality, safety or performance, Xuzhou Herun undertakes remedies in accordance with the *Control Procedures for Defective Products* and the *Control Procedures for Corrective and Preventive Measures* to minimise the negative impacts of selling defective products.

During the Reporting Period, Xuzhou Herun did not recall any product due to safety and health concern.

◆ Shouldering Product Responsibility

Protecting the Privacy of Customers

The Group values the importance of protecting the privacy of customers. To build mutual trust with customers, the Group implemented the policies and procedures for customer property management which stipulated the procedures for collecting, transferring, using and keeping customer property. The Group complies with legal and regulatory requirements in relation to privacy protection and has entered into confidentiality agreements with employees and business partners who are required to handle all types of customer information confidentially and with care.

Publishing True Statement

The Group recognises that fair marketing practices and transparent communication are critical to building trust among our customers. With this in mind, the Group makes sure that all information disclosed to the public through official channels and submitted to customers is true, accurate, and does not contain false and misleading statements.



Operating Practice |

◆ Supply Chain Management

Supplier is the key business partner of the Group. The Group's primary suppliers are material suppliers and sub-contractors. The Group makes substantial contribution to a sustainable supply chain in collaboration with our partners by ensuring work safety, enhancing product quality and reducing negative environmental impacts.

The Group established a supplier management process which regulated the selection, day-to-day management and performance evaluation of suppliers to mitigate environmental and social risks in the supply chain.

Suppliers Selection

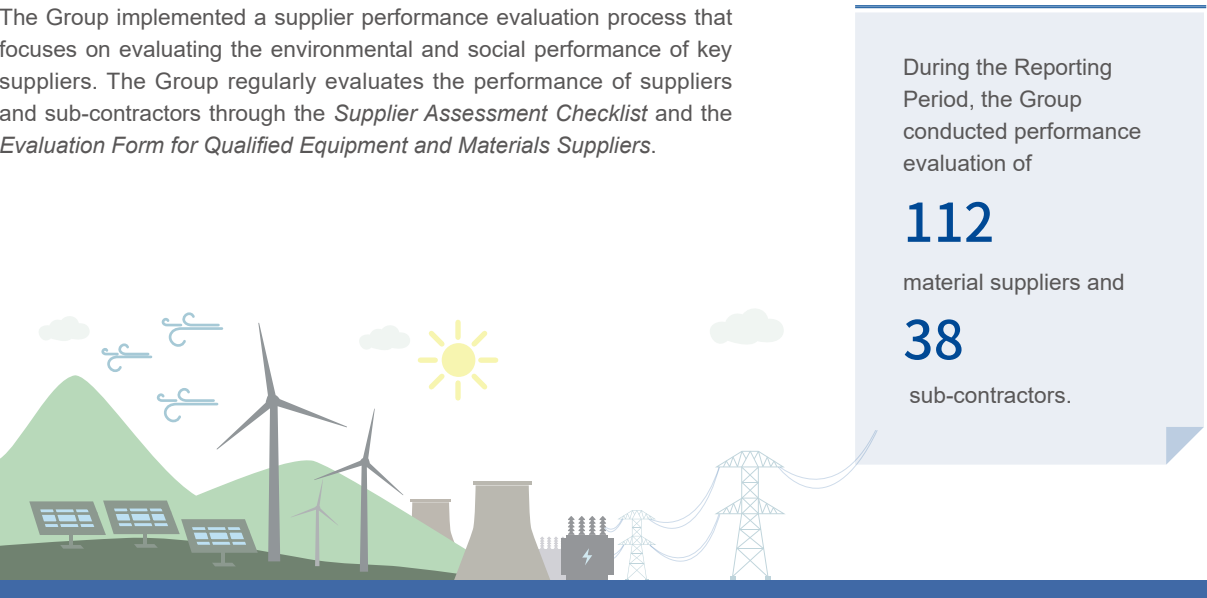
To ensure that the entire tendering process is conducted in a transparent, fair and ethical manner, the Group established a set of governing documents, such as the *Supplier Management Measures* and the *Tendering Management Approach on Material Procurement*. A Tendering Management Committee is also set up to regulate tendering and proposal evaluation works. To identify suppliers that align with the Group's policies and principles, we perform on-site inspections on suppliers to vet supplier's capabilities and qualifications when necessary.

Suppliers Day-to-Day Management

The Group stipulated on the supplier's contract the requirements for environmental management, product and service quality, production safety management and bribery prevention. Through regular monitoring and inspections, the Group ensures that the performance of suppliers meet the required standards.

Suppliers Performance Evaluation

The Group implemented a supplier performance evaluation process that focuses on evaluating the environmental and social performance of key suppliers. The Group regularly evaluates the performance of suppliers and sub-contractors through the *Supplier Assessment Checklist* and the *Evaluation Form for Qualified Equipment and Materials Suppliers*.



◆ Maintaining Corruption-Free Governance

High level of ethics and integrity standard is the Group's signature. The Group follows a fair and ethical approach in doing business and adopts a zero-tolerance approach towards bribery and corruption while expecting all employees to adhere to the ethical requirements at all times.

The Group prevents all forms of bribery, extortion, fraud and money laundering and manages our corruption risks with relevant mechanisms and the *Anti-bribery Policy*. The Group sets out a Code of Conduct for employees in the *Employee Handbook* to guide their behaviour during day-to-day operations and to promote a culture of good ethics.

The Group established the *Whistleblowing Policy* and reporting channels for our employees and business partners to report on any suspicious or improper activities. All reports received are reviewed and investigated appropriately. The Group ensures that employees who make such reports are protected from any reprisal or detrimental action.

During the Reporting Period, the Group did not infringe any laws and regulations relating to bribery, extortion, fraud and money laundering that have a significant impact on the Group. Please refer to Appendix 1 for the relevant laws and regulations. There were no confirmed incidents or public legal cases regarding corruption in relation to the Group or our employees.





Community Communication



The Group is passionate about inducing a positive impact on the communities we serve. Therefore, we proactively enquire the needs of the communities in which we operate through community engagement and provide clean energy to the communities leveraging on the Group's expertise and our experience in renewable energy EPC and consultancy.

Development of Poverty Alleviation Photovoltaic Power Station

Adhering to the philosophy of “Let green energy enter thousands of households”, the Group has been investing and participating in the development of poverty alleviation photovoltaic power station and providing funding support to the local government for poverty alleviation. Besides, the development of the poverty alleviation photovoltaic power station has provided the Group with an opportunity to extend our solar power station footprints to other geographical reaches.

Understanding the Needs of the Community

As a responsible company, the Group seeks to engage with the local communities and mitigates any negative impacts on them. During project planning stage, the Group evaluates the projects' potential impact on the local communities and maintains close contact with them by organising activities such as open meetings, visits, etc. to collect and address their needs and concerns. By doing so, the Group can then run our projects smoothly while we maintain good relationship with the local communities.



Case Study

Social Risk Assessment

The Business Development Department of CNI (Nanjing) engaged with stakeholders including relevant local government departments, residents and the media to collect their stances and opinions on the projects. CNI (Nanjing) consolidated stakeholders' views and performed risk identification. Then risk prioritisation was conducted to consider the probability, impact and level of risks. Corresponding risk prevention and mitigation measures were taken afterwards. The exercise helped improve local communities' satisfaction towards the construction projects while reducing social risks and impact.

Performance Indicators



The Group gradually broadens the reporting scope of performance indicators to better reflect our environmental performance to stakeholders. The Group adopted the operational control approach to determine the reporting scope of performance indicators. Thus we included the solar power plants and facilities operated by the Group into the reporting scope of performance indicators and excluded the projects under construction in 2019.

The Group's reporting scope of environmental performance indicators of 2019 included the Group's offices in Nanjing and Hong Kong, the module plant and all solar power plants and facilities operated by the Group. The environmental data¹ of the Group is summarised as follows:

Emissions

Emissions	Units	2019	2018
Air pollutants ²			
Nitrogen oxide	Kg	58.73	112.62
Sulphur oxide	Kg	1.02	1.56
GHG emissions			
Total GHG emissions ³	Tonnes CO ₂ e	2,243.66	1,905.20
	Tonnes CO ₂ e per number of employees	6.58	5.29
Scope 1: direct emissions ⁴	Tonnes CO ₂ e	43.42	87.68
Scope 2: energy indirect emissions ⁵	Tonnes CO ₂ e	2,183.40	1,800.02
Scope 3: other indirect emissions ⁶	Tonnes CO ₂	16.83	17.50
Non-hazardous wastes			
Domestic wastes (including food wastes)	Tonnes	66.10	40.90
	Tonnes per number of employees	0.19	0.11
Hazardous wastes			
Waste oil ⁷	Tonnes	0.20	2.00
	Tonnes per number of employees	5.87 x 10 ⁻⁴	5.56 x 10 ⁻³
Decommissioned/wasted solar cells	Pieces	55.00	-
	Pieces per number of employees	0.16	-

¹The number of employees used for calculating the intensities of environmental performance indicators is the number of employees within the ESG reporting scope at the end of the year. The Group has updated the data of 2018, which the data of 2018 of this ESG Report shall prevail. The scope of environmental data of 2019 is consistent with that of this ESG Report. The Group cut back car commuting in 2019, resulting in the decrease of nitrogen oxide emissions, scope 1 GHG emissions and gasoline consumption. The Group has widened the reporting scope of environment data to include all solar power plants and facilities operated by the Group, resulting in an increase of scope 2 GHG emission: energy indirect emissions and energy and water consumption.

²Air emissions came primarily from on-road and non-road mobile sources. The emissions were calculated using the methods and emission factors provided in the *Road Vehicles Air Pollutant Emission Inventory Preparation Technical Guide (Trial)* and the *Non-road Mobile Source Air Pollutant Emission Inventory Preparation Technical Guide (Trial)* issued by the Ministry of Ecology and Environment of the PRC and the *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2016* issued by the European Environment Agency.

³The total GHG emissions include scope 1, scope 2 and scope 3 GHG emissions of the Group.

⁴Scope 1 GHG emissions came primarily from on-road and non-road mobile sources. Scope 1 GHG emissions were calculated using the methods and emission factors provided in the *Guidelines for Calculation Method and Reporting Guidance on Greenhouse Gas Emissions for On-road Transportation Enterprises (Trial)* and the *Calculation Method and Reporting Guidance on Greenhouse Gas Emissions by Other Industrial Enterprises (Trial)* issued by the National Development and Reform Commission of the PRC and the Fifth Assessment Report issued by the Intergovernmental Panel on Climate Change (IPCC).

⁵Scope 2 GHG emissions came primarily from the purchased electricity. Scope 2 GHG emissions of 2019 were calculated using the methods and emission factors provided in the *Notice on the Establishment of 2018 Carbon Emission Reporting and Verification and Emission Monitoring Plan - 2018* Supplementary Template for Carbon Emission Reporting issued by the Ministry of Ecology and Environment of the PRC and the *Sustainability Report 2019* issued by the HK Electric Investments Limited. Scope 2 GHG emissions of 2018 were calculated using the methods and emission factors from the *2011- 2012 Average CO2 Emission Factors of China's Sub-national Grids* issued by the National Development and Reform Commission of the PRC and the *Sustainability Report 2018* issued by HK Electric Investments Limited.

⁶Scope 3 GHG emissions include employees' business travel by airplanes. Scope 3 GHG emissions were calculated using the methods and emission factors provided in the carbon emissions calculator developed by the International Civil Aviation Organization, a United Nations agency.

⁷The production volume of the module plant in 2019 was lower than that of 2018, which decreased the frequency of high temperature oil replacement for related equipment, resulting in a decreased amount of waste oil disposed.

Use of Resources

Use of Resources	Units	2019	2018
Energy			
Purchased electricity	MWh	3,575.16	2,560.72
	MWh per number of employees	10.48	7.11
Gasoline	L	14,836.75	20,442.38
	L per number of employees	43.51	56.78
Diesel ⁸	L	3,012.00	6,067.00
	L per number of employees	8.83	16.85
Water			
Water	Tonnes	35,430.00	27,264.09
	Tonnes per number of employees	103.9	75.73
Packaging materials			
Total	Tonnes	867.00	994.99
	Tonnes per number of employees	2.54	2.76
Paper	Tonnes	298.00	325.00
Plastic	Tonnes	55.00	48.23
Metal	Tonnes	369.00	442.80
Wood	Tonnes	145.00	178.95

⁸The reporting scope of diesel consumption of 2019 included those for the non-road mobile sources in the module plant and the solar power plants and facilities operated by the Group, and excluded the diesel consumption of projects under construction, resulting in a decreased consumption volume when compared to that of 2018.

The social performance of the Group is summarised as follows:

Employees⁹

Number of Employees (as of 31 December 2019)	2019	Employee Turnover Rate	2019
Total number of employees	406	Employee turnover rate	35%
By gender		By gender	
Male	290	Male	35%
Female	116	Female	35%
By employment type		By age group	
Directors and senior management	9	< 30	59%
Middle management	57	30 - 40	28%
Rank and file	340	41 – 50	8%
By age group		> 50	0%
< 30	115	By operating location	
30 - 40	233	Mainland China	35%
41 – 50	42	Hong Kong	40%
> 50	16		
By operating location			
Mainland China	399		
Hong Kong	7		

⁹ The reporting scope of data relating to employee and training is the Group, which is consistent with the Company's *Annual Report 2019*.

Training⁹

Percentage of Employees Trained		2019	Average Training Hours Completed per Employee ¹⁰		2019
Percentage of employees trained		59%	Average training hours completed per employee		4.04
By gender			By gender		
Male		56%	Male		4.17
Female		67%	Female		3.78
By employment type			By employment type		
Directors and senior management		80%	Directors and senior management		6.50
Middle management		75%	Middle management		7.00
Rank and file		56%	Rank and file		3.46

¹⁰ Included the employees trained in the Reporting Period only.

Safety

Safety Performance	2019
Number of work-related fatalities	0
Work-related fatalities rate	0%
Lost days due to work injury	0

Products

Product Recall Rate	2019
Percentage of total products sold or shipped subject to recalls for safety and health reasons	0
Number of products and service related complaints received	1
Rate of products and service related complaints resolved	100%



Appendix 1

Laws and Regulations Abided by the Group

The laws and regulations that have a significant impact on the Group's operation in the PRC and Hong Kong are as follows:

Environment	
PRC	<i>Environmental Protection Law of the People's Republic of China</i>
	<i>Law of the People's Republic of China on the Prevention and Control of Air Pollution</i>
	<i>Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste</i>
	<i>Law of the People's Republic of China on the Prevention and Control of Water Pollution</i>
	<i>Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise</i>
	<i>Water Law of the People's Republic of China</i>
	<i>Water and Soil Conservation Law of the People's Republic of China</i>
	<i>Cleaner Production Promotion Law of the People's Republic of China</i>
	<i>Energy Conservation Law of the People's Republic of China</i>
Hong Kong	<i>Cap. 358 Water Pollution Control Ordinance</i>
	<i>Cap. 354 Waste Disposal Ordinance</i>
Employment and Labour Practice	
PRC	<i>Labour Law of the People's Republic of China</i>
	<i>Labour Contract Law of the People's Republic of China</i>
	<i>Provisions on the Prohibition of Using Child Labour</i>
	<i>Law of the People's Republic of China on the Protection of Minors</i>
Hong Kong	<i>Cap. 57 Employment Ordinance</i>
	<i>Cap. 282 Employees' Compensation Ordinance</i>
	<i>Cap. 608 Minimum Wage Ordinance</i>

Health and Safety	
PRC	<i>Work Safety Law of the People's Republic of China</i>
	<i>Prevention and Control of Occupational Diseases Law of the People's Republic of China</i>
	<i>Construction Law of the People's Republic of China</i>
Hong Kong	<i>Cap. 509 Occupational Safety and Health Ordinance</i>
Product Responsibility	
PRC	<i>Product Quality Law of the People's Republic of China</i>
	<i>Law of the People's Republic of China on Import and Export Commodity Inspection</i>
	<i>Law of the People's Republic of China on Protection of Consumer Rights and Interests</i>
Hong Kong	<i>Cap. 486 Personal Data (Privacy) Ordinance</i>
	<i>Cap. 456 Consumer Goods Safety Ordinance</i>
	<i>Cap. 362 Trade Descriptions Ordinance</i>
Anti-corruption	
PRC	<i>Criminal Law of the People's Republic of China</i>
	<i>Anti-Unfair Competition Law of the People's Republic of China</i>
	<i>The Bidding Law of the People's Republic of China</i>
	<i>Interim Provisions on Banning Commercial Bribery</i>
	<i>Supervision Law of the People's Republic of China</i>
Hong Kong	<i>Cap. 201 Prevention of Bribery Ordinance</i>

Appendix 2

Hong Kong Stock Exchange Environmental, Social and Governance Reporting Guide Content Index

General Disclosures and Key Performance Indicators (KPI)	Description	Relevant Section
Environmental		
Aspect A1: Emissions		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	3.3, Appendix 1
KPI A1.1	The types of emissions and respective emissions data.	8
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	8
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	8
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	8
KPI A1.5	Description of measures to mitigate emissions and results achieved.	3.3
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	3.3
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	3.3, Appendix 1
KPI A2.1	Direct and /or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	8
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	8
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	3.3
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	3.3
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	8

Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources	3.1, 3.2
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.1, 3.2
Social		
Aspect B1: Employment		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.1, 4.2, Appendix 1
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	8
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	8
Aspect B2: Health and Safety		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.4, Appendix 1
KPI B2.1	Number and rate of work-related fatalities.	8
KPI B2.2	Lost days due to work injury.	8
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.4
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	4.3
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	8
KPI B3.2	The average training hours completed per employee by gender and employee category.	8
Aspect B4: Labour Standards		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	4.1, Appendix 1
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.1
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	-

General Disclosures and Key Performance Indicators (KPI)	Description	Relevant Section or Remarks
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	3.2, 5.1, 6.1
KPI B5.1	Number of suppliers by geographical region.	-
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	6.1
Aspect B6: Product Responsibility		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	5.1, 5.3, 5.4, 5.5, Appendix 1
KPI 6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5.4, 8
KPI 6.2	Number of products and service related complaints received and how they are dealt with.	-
KPI 6.3	Description of practices relating to observing and protecting intellectual property rights.	-
KPI 6.4	Description of quality assurance process and recall procedures.	5.1, 5.3, 5.4
KPI 6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.5
Aspect B7: Anti-Corruption		
General Disclosure	(a) Policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	6.2, Appendix 1
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	6.2
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	6.2
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	7
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	7
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	-

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