



CHINA LEON INSPECTION HOLDING LIMITED
中国力鸿检验控股有限公司

(Incorporated in the Cayman Islands with Limited Liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：1586

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT 2019**

2019環境、社會及管治報告

CHINA LEON INSPECTION HOLDING LIMITED
中國力鴻檢驗控股有限公司
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2019
二零一九年環境、社會及管治報告

Content 內容

About This Report 關於本報告	2
Reporting Period and Boundary 報告期間及範圍	2
Reporting Guidelines 報告編製依據	2
1. Low Carbon • Energy Saving • Green Leon 低碳 • 節能 • 綠色力鴻	3
1.1 Green Environment • Ecological Balance 綠化環境 • 生態平衡	3
1.2 Make Good Use of Resources • Steady Operation 善用資源 • 穩健運營	6
1.3 Preserve Environment and Natural Resources • Caring the Earth 保護環境和自然資源 • 關愛地球	7
2. Care for Employees • Humane Leon 心繫員工 • 博愛力鴻	8
2.1 People-oriented • Respect Every Employee 以人為本 • 尊重每一位員工	8
2.2 Devote Every Effort • Safeguard Employees' Safety and Health 全力以赴 • 保障員工平安健康	11
2.3 Build up a Career with Attentiveness • Create a Development Platform 以精立業 • 創造發展平台	13
3. Fulfill the Duty • Responsible Leon 盡職履責 • 擔當力鴻	16
3.1 Focus on Service Responsibility • Maintain high service quality 重視服務責任 • 保持服務高質量	17
3.2 Anti-corruption • Create a clean and ethical culture 反腐 • 營造廉潔和道德風尚	22
4. All Win Cooperation • Persistent Leon 合作共贏 • 長遠力鴻	23
5. Warm Companion • Loving Leon 溫暖同行 • 愛心力鴻	23
5.1 Concern about Social Needs • Charitable Donations 瞭解社會需要 • 投入慈善捐獻	24
5.2 Management Trainees • Community Talents 管培生培養 • 社區人才匯聚	24
5.3 School-enterprise Cooperation • Synergistic Effect 校企合作 • 實現協同效應	25
6. Performance 績效	27
HKEx ESG Reporting Guide Index 聯交所《環境、社會及管治報告指引》索引	29

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2019

二零一九年環境、社會及管治報告

About This Report 關於本報告

This Environmental, Social and Governance Report (“this Report”) discloses policies, measures, practical actions and specific achievements of China Leon Inspection Holding Limited (“the Company”) and its subsidiaries (“the Group” or “We” or “China Leon”) in promoting environmentally and socially sustainable development, which cover the aspects of protecting environment, making good use of resources, paying attention to employee health, managing and controlling service quality, actively participating in community projects, and encouraging suppliers working with the Group to implement sustainable development policies. For information regarding corporate governance, details are presented in the Corporate Governance Report of the 2019 Annual Report published on 29 April 2020.

本環境、社會及管治報告(「本報告」)披露了中國力鴻檢驗控股有限公司(「本公司」)及其附屬公司(「本集團」或「我們」或「中國力鴻」)在推進環境和社會的可持續發展方面的政策措施、實際行動和具體成果，包括保護環境，善用資源，關注員工健康，管控服務品質，積極參與社區活動，鼓勵供應商與本集團共同實踐可持續發展政策等諸多方面。有關企業管治資訊，詳見2020年4月29日公佈的2019年年度報告當中所載的企業管治報告。

Reporting Period and Boundary 報告期間及範圍

The reporting period is from 1 January 2019 to 31 December 2019 (“the Reporting Period”). The reporting boundary of this Report covers the Company and its subsidiaries.

有關本報告內容所刊載的資訊期間為2019年1月1日至2019年12月31日(「本報告期」)。本報告的範圍覆蓋了本公司及其附屬公司。

Reporting Guidelines 報告編製依據

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide under Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time). The information disclosed in this Report is sourced from the official documents and statistical reports of the Group.

本報告依據香港聯合交易所有限公司的《聯交所證券上市規則》(經不時修訂)附錄二十七《環境、社會及管治報告指引》編寫，本報告中披露的資訊均來自本集團的正式文檔和統計報告。

1. Low Carbon • Energy Saving • Green Leon 低碳 • 節能 • 綠色力鴻

1.1 Green Environment • Ecological Balance 綠色環境 • 生態平衡

While focusing on its own low-carbon operation, China Leon is keenly aware that it is necessary to integrate the concept of sustainability into every detail of production operation and continues carrying out green office and extending green footprints and other activities, in order to achieve steady development as well as to reduce emissions. For this purpose, the Group establishes an environment-friendly business model as the development target and takes steps to minimize the environmental impacts from its production and operation activities by improving technologies and processes.

在注重自身低碳運營的同時，中國力鴻深知，要實現穩健發展，減少排放，必須將可持續的理念融入生產運營的每個細節中，並持續開展綠色辦公與延伸綠色足跡等活動。為此，本集團以環境友好型運營模式為發展目標，通過改進技術和工藝，採取各項措施盡量減少生產和運營活動對環境所造成的影響。

An environmental management system, which has been certified in compliance with the standard required under ISO 14001 is adopted by the Group. The Group maintains a high standard of environmental protection measures when establishing and running the laboratories of the Group to meet the advanced environmental requirements of where it operates. All the necessary environmental monitoring equipment in testing and surveying laboratories in operation have been installed.

本集團採用經認證符合 ISO 14001 標準要求的環境管理體系。本集團在建立和運營本集團的實驗室時，維持了高標準環保措施，以符合其運營所在地的嚴格環保要求。已投入服務的檢測和鑒定實驗室已安裝所有必需的環境監測設備。



Certificate of ISO 14001:2015
ISO14001:2015 認證證書

1.1.1 Air Emissions and Greenhouse Gas Emissions 廢氣及溫室氣體排放

Air Emissions of the Group are mainly come from the testing and inspection service and use of vehicles, while greenhouse gas emissions are mainly derived from (i) direct emissions from mobile combustion source of the vehicles under scope 1B; and (ii) indirect emission from electricity consumed under scope 2 of the Reporting Guidance on Environmental KPIs.

本集團的廢氣排放主要源自於檢測服務和車輛使用，溫室氣體排放主要源自於《環境關鍵績效指標報告指引》(i) 範圍 1B 內的車輛移動燃燒源的直接排放；以及 (ii) 範圍 2 內的消耗電力產生的間接排放。

The testing and inspection services we provide to customers mainly include: (1) testing services, (2) surveying services and (3) witnessing and ancillary services. The 2 processes namely Sample preparation and anonymity and laboratory tests, are the main source of emissions in the process of testing services. The relevant pollutants are also mainly resulted from testing services.

我們向客戶提供的檢測及檢驗服務內容主要包括：(1) 檢測服務；(2) 鑒定服務；和 (3) 見證與輔助服務。“樣品製備”與“實驗室試驗”這兩個流程是檢測服務流程中廢氣排放產生的主要環節。涉及的污染物排放同樣主要來自檢測服務。

Through continuous implementation of the One Thousand Enterprises Energy Saving Action Implementation Plan issued by the National Development and Reform Commission of the People's Republic of China, we expect to promote clean production in operation. In testing services, we collect the air emissions generated from testing services, and discharge them after filtration. Besides, we may occasionally procure new environmental-friendly machinery and equipment, including the sample preparation and testing machinery and equipment, depending on their conditions and technological advancements.

我們期望通過不斷貫徹中華人民共和國發展和改革委員會印發的《千家企業節能行動實施方案》，在運營過程中推進清潔生產。在檢測服務中，我們會收集將檢測服務過程中產生的廢氣，經過過濾後才進行排放。此外，我們會根據設備狀態及技術升級的情況，不時採購環境友好型的新儀器和設備，包括製樣設備和檢測儀器。

Our vehicles are mainly used for on-site sampling and transporting samples from ports or our customers' premises to our laboratories and so on for our general business. We regularly arrange checkups and maintenances by designated staff, and send the vehicles to inspection organizations for monitoring, in order to ensure that vehicles emissions meet the requirements. Moreover, during purchasing vehicles, we take safety and environmental features as important factors into consideration.

我們的車輛主要用於從港口或客戶營業地點現場採樣及運送樣品至我們的實驗室等日常業務。我們定期安排專員對車輛進行檢查及保養，並把車輛送到檢驗機構進行檢測以確保廢氣排放達到相關要求。同時，車輛的安全和環保表現亦被列為添置車輛時的主要考慮因素。

Details of the key performance data in relation to emissions for the Reporting Period are shown in the section 6. "Performance".

報告期內與排放量相關的關鍵績效資料詳見第 6 節「績效」。

1.1.2 Wastes 廢棄物

The main hazardous wastes generated from the Group's operation are waste coal samples, petroleum samples and solvents, acid/base waste, sampling cans and waste reagent bottles; the non-hazardous wastes are mainly domestic waste, cleaning absorbent sheets, cleaning paper, broken glassware and ash produced by testing services.

本集團運營產生的有害廢棄物主要為廢煤樣、石油樣品和溶劑、酸鹼廢物、取樣罐、廢試劑瓶；無害廢棄物主要為家居垃圾、清潔用吸液墊、清潔紙、碎玻璃器皿，以及檢測服務過程中產生的煤灰等。

The Group develops measures of reasonable waste classification and disposal in service processes. According to the Group's Safety Management Procedures, our technicians working at sampling workshops and laboratories are responsible for collecting the hazardous wastes and storing them in categories and in isolated places, and all the hazardous wastes are collected by or delivered to licensed and qualified third-party companies for safe handling to avoid harm to employees and environment. For non-hazardous wastes, we dispose it to the designated waste collection areas for collection by third party companies for recycling.

本集團制定了服務過程中合理分類及處置廢棄物的方法。按照本集團的《安全作業管理程序》，在採樣車間及實驗室工作的技術員負責收集有害廢棄物並進行分類及隔離存放，且所有有害廢棄物都由已獲頒許可證及具備相關資歷的協力廠商公司收集，或經由收集後交付給他們進行安全處理，避免對員工及環境造成損害。對於無害廢棄物，我們亦將其棄置至指定的垃圾回收點，由協力廠商公司予以回收利用。

Details of the key performance data in relation to wastes for the Reporting Period are shown in the section 6. "Performance".

報告期內與廢棄物相關的關鍵績效資料詳見第6節「績效」。

1.1.3 Compliance 合規

The Group strictly complies with all the applicable national and local laws and regulations in relation to the environmental aspect of the Group's business, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Environmental Impact Assessment, the Energy Conservation Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Cleaner Production Promotion Law of the People's Republic of China, the Singapore's National Environmental Agency's (NEA) Environmental Protection and Management Act that covers laws on Energy Conservation, the Atmospheric Pollution & Prevention.

本集團嚴格遵守與本集團業務中環境方面有關的所有適用的國家或運營所在地的法律法規，其中主要包括《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國節約能源法》、《中華人民共和國大氣污染防治法》、《中華人民共和國清潔生產促進法》，以及涉及節約能源、大氣污染防治法律的新加坡國家環境局 (NEA) 頒佈的《環境保護和管理法案》等。

During the Reporting Period, the Group was not aware of material non-compliance issues or major complaints related to environmental protection.

在本報告期內，本集團未出現與環境保護有關的重大不合規問題或重大投訴。

1.2 Make Good Use of Resources • Steady Operation 善用資源 • 穩健運營

China Leon strictly follows the “13th Five-Year” Plan for Ecological and Environmental Protection issued by the State Council of the People’s Republic of China and effectively deals with the relationship between business operations and ecological and environmental protection.

中國力鴻嚴格遵照中華人民共和國國務院印發的《“十三五”生態環境保護規劃》，切實處理好企業運營與生態環境保護之間的關係。

Purchased electricity, petrol and diesel, and water are the main resources consumed by the Group. In operations, we focus on energy conservation; as to the usage of water resources, all water consumption of the Group comes from the municipal pipe network and is legally compliant with obtaining water sources. The Group also adopts a variety of water-saving measures in operation as follow:

購買的電、汽油、柴油和水是本集團消耗的主要資源。在運營方面，我們注重節約能源；在水源使用方面，本集團用水均來自市政管網，於求取水源方面合法合規。本集團在運營過程中亦採取以下多種節水措施：

- Develop water saving plans and disseminate them to the subsidiaries;
 - Conduct water saving education, propagate scientific water-saving knowledge and raise water saving consciousness of all staff; and
 - Put up water conservation slogans at notable places.
- 制定節水計劃，分發至各附屬公司；
 - 節水宣傳教育，普及科學節水知識，提高全員節水意識；
 - 於顯著位置張貼節約用水宣傳標語。

To save electricity, the Group encourages the use of environmental-friendly machinery and equipment in operation, and the use of energy-efficient appliances in office. Details of saving petrol and diesel are mentioned in section 1.1.1 “Air Emissions and Greenhouse Gas Emissions” above.

為節約用電，本集團鼓勵使用環保型機械設備，在辦公室使用節能電器。關於汽油和柴油節約詳情，請參閱上文 1.1.1「廢棄及溫室氣體排放」部分。

The Group is conscious about environmental protection. Further details of which are disclosed in the section 1.3 “Preserve Environment and Natural Resources • Caring the Earth” below.

本集團注重環保，其進一步的詳情已於以下 1.3「保護環境和自然資源 • 關愛地球」一節中披露。

1.3 Preserve Environment and Natural Resources • Caring the Earth 保護環境和自然資源 • 關愛地球

Environment protection is the responsibility of every staff in the Group. The Group is committed to sustainable development and delivering our premium and quality services in a manner with minimal impact to the environment resulting from our business activities.

本集團每一名員工均有保護環境的責任。本集團致力於可持續發展及在提供高端及優質服務過程中，將我們的業務活動對環境所造成的影響減至最低。

As for office management, to ensure that employees are actively involved in environmental protection, the Group has developed the green office policy that covers energy use, waste disposal and recycling, etc.; furthermore, we have also formulated detailed guideline on operating sustainable offices for the Group's subsidiaries, which provides different suggestions on how to further enhance green office environment. The subsidiaries have also responded positively to the guideline by adopting various measures to enhance the efficiency of energy use, including:

在辦公室管理方面，為確保員工能積極參與環境保護，本集團制訂了綠色辦公室政策。該政策涵蓋能源的使用及廢棄物處理與回收利用等方面；此外，我們亦制訂詳細的可持續發展辦公室指引供本集團附屬公司採用。該指引就如何進一步綠化辦公環境提供了不同建議。各附屬公司亦積極回應該指引，採取多種提高能源使用效率的措施，包括：

- Put up energy saving slogans at notable places;
 - Send and receive messages in a paperless way internally, so that to improve office efficiency and save paper;
 - Install energy-efficient light tubes and use daylighting for offices as far as possible;
 - Positively promote the installation of video conference system;
 - Reduce the use of disposable paper cups;
 - Scientifically arrange business trips and give priority to low-carbon transportation; and
 - Install fresh air system to purify air and recover indoor temperature and humidity to save heating cost.
-
- 在辦公室的顯著位置張貼節能標語；
 - 內部盡量選擇無紙化的方式收發訊息，提高辦公效率的同時，節省辦公用紙；
 - 安裝能源效益較高的燈管，並盡可能使用自然光；
 - 積極推進視訊會議系統建設；
 - 減少一次性紙杯的使用；
 - 科學安排公務出行，優先使用低碳交通工具；
 - 安裝新風系統淨化空氣的同時，回收室內溫濕度，節省取暖費用。

2. Care for Employees • Humane Leon 心繫員工 • 博愛力鴻

The Group is committed to safeguarding employee rights, respecting employee diversity, and providing a safe and harmonious working environment to each employee, and through the implementation of human resources policies, employee benefits, vocational training and related activities, we hope to boost employees' morale and enhance their sense of belonging.

本集團致力於維護員工權利、尊重員工差異性，為每一位員工提供安全、和諧的工作環境，並通過落實人力資源政策、員工福利、職業培訓及相關活動凝聚員工的向心力，提升員工的歸屬感。

2.1 People-oriented • Respect Every Employee 以人為本 • 尊重每一位員工

2.1.1 Equality and Diversity 平等與多元

The Group respects the diversified background of employees and treats employees of different genders, ages, religious beliefs and cultural backgrounds with respect and fairness. At the same time, we formulated corresponding employee recruitment management system and personnel management system according to our own circumstances, such as the Recruitment Management System, Employment Manual, etc., to strictly standardize the recruitment and employment procedures.

本集團尊敬員工的多元背景，尊重並公平對待不同性別、年齡、宗教信仰和文化背景的員工。同時，我們結合自身情況制定相應的員工招聘管理制度及人事管理制度，比如《招聘管理制度》，《員工手冊》等，以此嚴格規範招聘及僱傭流程。

In the recruitment process, we adhere to the principle of "Open recruitment, fair competition, merit-based employment selection", and strictly verify the identity information of candidates to avoid recruiting a minor.

在招聘過程中，我們堅持「公開招聘、公平競爭、擇優錄用」的招聘原則，嚴格審查應聘者的身份資訊，防止招聘童工。

2.1.2 Salary System 薪酬體系

The Group has taken the principle of “distribution according to employees’ performance” to establish salary system and pay proper remuneration. The Group focuses on protecting the legitimate rights and interests of the employees. The Group conducts annual performance assessment and evaluation on all employees, and arranges salary adjustments and promotions in accordance with each employee’s work ability and performance. For those employees whose performances have been assessed as poor, the Group performs demotion or exchange of positions. If the assessment fails to meet the criteria, the Group would negotiate with the employees to terminate the labor contract and pay compensation according to the applicable law and regulations.

本集團秉持「按勞分配」的原則建立薪酬體系，合理支付薪酬。本集團注重保護員工的合法權益，每年對全體員工進行績效考核與評定，並依照每位員工的工作能力、績效等因素安排調薪及晉升。對於考核不佳的員工，本集團對其進行降職處理或調換崗位，如果考核仍未達標，本集團將與員工協商解除勞動合同，並按適用法律法規的規定支付補償金。

2.1.3 Employee Benefits 員工福利

For employees in formal labor relationships, we provide pension insurance, medical insurance, unemployment insurance, maternity insurance, work injury insurance and housing fund where appropriate. Accommodation, night allowance, annual medical examination, the labor insurance supplies and other benefits are provided for employees in certain job positions. We also ensure that the employee’s working hours are in line with the requirements of the relevant laws and regulations. Employees can enjoy sick leave, casual leave, marriage leave, funeral leave, work-related injury leave, annual leave and statutory holidays, etc., where appropriate. We also organizes various cultural activities and sports competitions to enhance employees’ communication and team cohesion.

我們為具有正式勞動關係的員工在適當及適用的情況下繳納養老保險、醫療保險、失業保險、生育保險、工傷保險、住房公積金、並提供食宿、夜班津貼、年度體檢，為因崗位有需求的員工配發勞保用品等各項福利。同時我們亦保證員工的工作時數符合相關法律法規要求。員工在適當及適用的情況下享有病假、事假、婚假、喪假、工傷假、年假及法定節假日等休假權利。我們舉辦各類文體活動，增進員工感情和團隊凝聚力。



Recreational and sports activities
各類文體活動

2.1.4 Compliance 合規

We abide by the applicable laws and regulations in relation to employment and labour practices of countries we operate in, including the Labor Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Employment Act in Singapore and Central Provident Fund Act in Singapore.

我們遵守運營所在國有關僱傭和勞動行為的適用法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《新加坡就業法》、《新加坡中央公積金法》。

During the Reporting Period, we were not aware of material non-compliance issues related to employment and labour practices, including child labour and forced labour.

在本報告期內，我們沒有發現與僱傭和勞動行為有關的重大違規問題，包括童工和強迫勞動。

2.2 Devote Every Effort • Safeguard Employees' Safety and Health 全力以赴 • 保障員工平安健康

2.2.1 Work Safety and Health 工作安全與職業健康

The Group regards employees as its most valuable asset. Over the years, we have been committed to creating a safe and healthy working environment for our employees and actively promote occupational disease prevention and control. We have obtained the certificate of OHSAS 18001 Occupational Health and Safety Management System. And through a sound safety training mechanism, we are able to ensure that employees maintain their physical and mental health in every operating position.

本集團視員工為最寶貴的資產。多年來，我們致力於為員工營造安全健康的工作環境，積極推進職業病防治相關工作。我們已取得OHSAS 18001職業健康安全管理体系的認證，並通過完善的安全培訓機制，確保員工在各業務領域的工作中保持身心健康。



Certificate of GB/T28001-2011/OHSAS 18001:2007
GB/T28001-2011/OHSAS 18001:2007 認證證書

We have established a safety and occupational health management system, including the development of standard operating procedures and regular on-site safety inspections to maintain a safe working environment for employees. To ensure employee safety, the Group has set up occupational hazard warning signs in conspicuous areas that may cause serious occupational hazards, to remind workers about the types, consequences and prevention of occupational hazards as well as relevant emergency and rescue measures, etc. To mitigate the health and safety risk during sampling and testing processes, protective equipment would be provided to operating employees, such as helmet, mask, protective suit, glove, etc. Subsequent to the end of the Reporting Period, regarding measures taken to ensure safe operation and production amid outbreak of COVID-19, the Group has established COVID-19 Contingency Plan, and subsidiaries have established, according to the local situation of the epidemic, epidemic prevention and control standards and contingency plans, reasonably arrange work shift and mealtime for all staff, and devote every effort to ensure timely availability of materials for epidemic prevention and control for all staff (mask, disinfectant, thermometer, etc.). No employee is found to be infected with COVID-19 as of the issuance of this Report.

我們建立安全和職業健康管理體系，其中包括制定標準的操作流程並定期進行現場工作安全檢查，保障員工的安全工作環境。為確保員工安全，本集團在可能產生嚴重職業危害的作業崗位的顯著位置設置職業危害警示標識，向工人告知職業危害的種類、後果、預防及應急救治措施等。為減低在採樣及檢測過程中的健康與安全風險，防護裝備亦已提供給操作員工，如頭盔、口罩、防護服、手套等。在本報告期結束後，針對新冠病毒疫情下安全作業生產方面的措施，本集團制定《新型冠狀病毒肺炎應急預案》，附屬公司結合當地疫情實際情況，制定有疫情防控規範及應急預案，合理安排員工作業及用餐，並全力確保各級人員的防控物資（如口罩、消毒液、體溫計等）。截止發稿本集團未有新型冠狀肺感染者。

Training programs for laboratory operators mainly covering testing methods, quality control methods, chemical safety protection and rescue knowledge, as well as the specific trainings about the principle, operation and maintenance of the instruments for the employees who need to operate the instrument are developed where appropriate. We also plan emergency drills to enhance employees' safety awareness and increase their ability to handle emergency.

本集團已制定實驗室操作人員的培訓計畫，主要內容涵蓋檢測方法、品質控制方法、有關化學安全防護及救護知識等方面，並且針對需進行儀器操作的員工進行儀器原理、操作和維護等方面的專門培訓。我們亦籌畫應急演習，務求提高員工的安全意識，以及處理緊急情況的能力。

2.2.2 Compliance 合規

The Group fully complies with the applicable laws and regulations with respect to occupational health and safety, including the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Emergency Management Plan for Production Safety Accidents and the Workplace Safety and Health Act in Singapore.

本集團充分遵守職業健康與安全方面的適用法律法規，包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《生產安全事故應急預案管理辦法》、以及《新加坡工作場所安全與健康法》。

During the Reporting Period, we were not aware of material non-compliance issues related to occupational health and safety. There was no death case due to work accidents.

在本報告期內，我們沒有發現與職業健康與安全有關的重大違規問題。沒有發生因工作事故而死亡的事件。

2.3 Build up a Career with Attentiveness • Create a Development Platform 以精立業 • 創造發展平台

China Leon, through its experience in cultivating international talents combined with its own corporate development, has established an independent talent cultivation system as well as standard and effective training management policy.

中國力鴻通過吸收國際先進的人才培養經驗，結合自身發展特點，建立起自主化的人才培養體系和規範高效的培訓管理政策。

The Group has devised training schedule to provide different types of trainings to employees every year. The categories include work management, professional skills, general management, system training and safety training. Through education and training, the Group can enable its employees to enhance their personal qualities, strengthen their working skills and reinforce the team performance. Moreover, employees can grow with the Group by realizing their own values on the basis of their personal interest and expertise.

本集團每年會訂立培訓計劃表，為員工提供不同種類培訓，其分類涵蓋職能管理、專業技術、綜合管理、制度培訓及安全培訓等多方面。本集團可通過教育和培訓，令員工提升個人素質，提升工作技能，增加團隊績效，而員工亦可在基於個人興趣與專長的基礎上實現自身價值，與本集團一同成長。



Training
培訓



Safety training — site of fire emergency evacuation drill and fire drill
安全培訓 — 火災應急逃生演練及消防演練現場圖

The Group adheres to making best use of every employee's talents and giving full play to the professional advantages of professional talents, in order to improve the overall business performance. This further reflects the professionalism of services provided by China Leon. For example, during the Reporting Period, we had 106 employees who held the "Certificate of Qualification for Proficiency Test of Practitioner at Institution of Import and Export Commodity Inspection and Survey" (which is a qualification license that permits the holder to perform quality testing and inspection on imported or exported commodities in China).

本集團堅持人盡其才，充分發揮專業人才的專業優勢，促使業務水準得到整體提升，進一步體現中國力鴻專業化的服務水準。例如，本報告期內，我們擁有106名持有「進出口商品檢驗鑒定機構人員水準考試合格證書」（指允許持有人對在中國進出口的商品進行品質檢測及檢驗的資格證）的員工。

3. Fulfill the Duty • Responsible Leon 盡職履責 • 擔當力鴻

China Leon takes sustainable development as premise and create long-term values for shareholders by taking "Advocating integrity and justice, realizing impartiality and justice, achieving quality future" as principles, and practicing corporate social responsibilities as strategic target of the Group.

中國力鴻以可持續發展為前提，以「崇尚誠信正義、踐行公平公正、成就品質未來」為本集團宗旨，以實踐企業社會責任為戰略目標，為股東創造長遠價值。

Based on the principle of integrity and relying on technique and service during the business operation, the Group acts in accordance to the agreed technology standards and commits to the highest service standards. We require all employees to strictly obey various technical specifications and operation processes in the business activities.

本集團在業務營運中以誠信為本，以技術和服務為依託，信守雙方約定的技術標準及最高服務標準，要求所有員工在業務活動中必須恪守本集團的各項技術規範和操作流程。

3.1 Focus on Service Responsibility • Maintain high service quality 重視服務責任 • 保持服務高質量

3.1.1 Quality Management System 質量管制體系

The Group convinces that fair and just business principles and industry-leading business capabilities are the main elements for maintaining long-term cooperation with customers. During the year, the Group has obtained the certificate of ISO 9001 Quality Management System, the “Laboratory Accreditation Certificate” and the “Testing Institute Accreditation Certificate” from the China National Accreditation Service for Conformity Assessment in Mainland China, as well as the ISO 17025 Accreditation for the laboratory and the 17020 Accreditation for cargo investigation in Singapore, proving that our professional capability has reached the recognition of the internationally recognized testing and inspection institutions and authoritative standards. At the same time, we also set up a comprehensive quality management system to standardize quality control and operating procedures to strictly control the quality of service. A set of quality manual, program file, management/technology regulations and record forms are formulated to support the quality management system.

本集團深信公平公正的經營原則與行業領先的業務能力是與客戶保持長期合作的主要要素。在本年度內，我們已獲得ISO 9001品質管制體系認證證書，中國合格評定國家認可委員會頒發的「實驗室認可證書」及「檢測機構認可證書」。並在新加坡獲得ISO 17025實驗室認可及ISO 17020 cargo investigation，表明我們在專業能力方面已達到國際公認的檢測及檢驗機構及權威標準的認可。同時，我們亦設立綜合質量管制體系，以規範質量控制和操作程序，嚴格把控服務品質。為了落實質量管制體系，本集團制定了一套質量手冊、程序文檔、管理/技術規則和記錄表格。



Certificate of ISO 9001:2015
ISO 9001:2015 認證證書



Certificate of ISO 17025:2005
ISO 17025:2005 認證證書



Certificate of ISO 17020:2012
ISO 17020:2012 認證證書



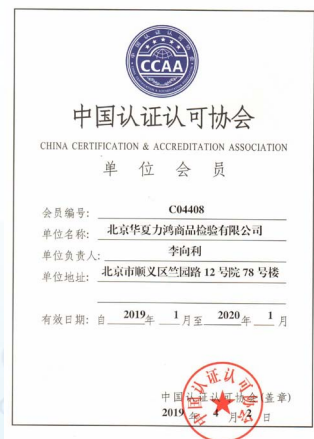
Certificate of ISO 17025:2005
ISO 17025:2005 認證證書



Certificate of ISO 17020:2012
ISO 17020:2012 認證證書

In 2019, the Group was further awarded the titles of 「中國認可認證協會單位會員」、 “Quality and Credit Enterprise AAA”, “Member of Vice Director of Professional Committee of Coal Industry of China Association for Quality Inspection”, “Contract Honoring and Trustworthy Enterprise”, “Full Member of TIC Council”, 「中國出入境檢驗檢疫協會會員」, which reflects our positive response to stakeholders’ expectations, especially on quality control.

在 2019 年度本集團獲得「中國認可認證協會單位會員」、「品質信用企業 AAA」、「中國質量檢驗協會煤炭專業委員會副理事長單位」、「重合同守信用企業」、「TIC 理事會正式成員」、「中國出入境檢驗檢疫協會會員」等榮譽，從側面反映出我們對利益相關方期望的積極回應，特別是品質控制。



“Corporate member of Chinese Certification and Accreditation Association”
中國認可認證協會單位會員



“Member of Vice Director of Professional Committee of Coal Industry of China Association for Quality Inspection”
中國品質檢驗協會煤炭專業委員會副理事長單位



“Contract Honoring and Trustworthy Enterprise”
重合同守信用企業



“Member of China Entry & Exit Inspection, and
Quarantine Association”
中國出入境檢驗檢疫協會會員

3.1.2 Operational Procedures 操作程序

We have set strict operational procedures and protocols with the support of information technology as follows to ensure professionalism and reduce risks inherent in our service process:

為保證專業性並降低服務過程的固有風險，在採用資訊技術的支持下，我們制定了以下的嚴格操作程序及規範：

- Video monitoring across the full process of inspection: 檢驗全流程視頻監控：

Throughout the whole process of inspection, we have provided video monitoring devices such as video monitoring system, body worn camera, and digital video camera, to effectively ensure the authenticity and traceability of inspection and test.

於檢驗全流程設有視頻監控系統，以及執法記錄儀和數碼影像攝像機等視頻監控設備，能夠有效保證檢驗檢測工作真實性和可追溯性。

- Informatization management system: 資訊化管理系統：

We have independently developed “Leon LIMS Laboratory Informatization Management System” and “Leon LIMS Test Informatization System”, realizing informatization management across the whole process of quality inspection, covering sampling, sample making, testing, sample transmission information confidentiality, etc., effectively avoiding manual calculation errors, and greatly improving the testing efficiency and quality.

本集團自主研發了「Leon LIMS實驗室資訊化管理系統」和「Leon LIMS Test資訊化系統」，實現了品質檢驗的全過程資訊化管理，功能包括採樣、制樣、化驗、樣品傳輸資訊保密等，有效避免了人為計算錯誤，大大提高了檢測工作效率和工作質量。

- Quality control center: 質量監控中心：

A quality control center independent of all laboratories has been established to trace and monitor every step of inspection and testing activities by laboratories of the Group by capturing images of site operation and data information generated during operation through information technology.

通過設立獨立於各實驗室的質量監控中心，而質量監控中心通過資訊化技術手段獲取現場作業畫面及工作過程中產生的資料資訊，對本集團各實驗室檢驗檢測活動各環節的運行情況實施跟蹤及監控。

- Work standardization: 工作標準化：

Based on practices and management experiences accumulated in the years of inspection and testing services, and with reference to national standards, 39 enterprise standards have been formulated to improve the standard operating level of the Group's inspection and testing business.

根據多年在檢驗檢測業務實施過程中積累的實踐和管理經驗，結合國家標準制定了企業標準39項，提升了本集團檢驗檢測工作的標準化操作水準。

- R&D and application of intelligent equipment 智慧化設備的研發及應用：

The Group together with a professional institute designed and developed "Robot LEON-SINSUN IPS 3600 Intelligent Sample Making System", which can replace manual sample making, reduce the adverse effect of manual operation on work quality, and greatly improve the sample preparation efficiency and intelligence level.

與專業單位共同設計並研發了「LEON-SINSUN IPS 3600 機器人智慧制樣系統」，可取代人工制樣，降低人為因素對工作質量的影響，大幅提高樣品製備效率和智慧化水準。

3.1.3 Handling of Services Complaints 服務投訴處理

The customer complaints and feedbacks are handled as per the group internal procedures in line with the international/national standards. Timely response and corrective actions taken demonstrates the group commitment to customer satisfaction. The internal quality procedures are prepared impeccably and followed diligently for quality assurance of all the key practices. The corrective actions are monitored and reviewed for prevention of recurring errors.

客戶投訴和反饋按照國際／國內標準制定的集團內部程序予以處理。我們及時回應，採取糾正措施，以表明本集團對客戶滿意度的承諾。內部品質程序編制完善，並嚴格遵守，以確保所有關鍵做法有效。我們監控和審查糾正措施，以防止問題再次發生。

3.1.4 Intellectual property rights 知識產權

The Group prohibits the use of false information and misleading instructions in the promotional materials. Information delivered to customers and in promotional materials are strictly reviewed according to internal guidelines. Moreover, we also focus on protecting the privacy of both our customers and our company, and strictly protecting customers' personal information and data when serving customers. Sufficient information technology related control measures are implemented to prevent unauthorised access and virus attack of the Group's systems.

本集團杜絕在服務宣傳過程中使用虛假資訊及誤導性說明。根據內部指引，嚴格審核傳遞給客戶和服務推廣中的資訊。此外，我們亦注重保護自身及客戶雙方的隱私，在服務客戶時嚴格保護其個人資訊與資料。充分實施各項資訊技術相關控制措施，以防止對本集團系統的未授權訪問和病毒攻擊。

The group has obtained patents & trademarks in sampling, inspection & information management practices for certain inventions and utility models, while some of the registrations are under process. The leadership team ensures that the IPR's are registered timely which are cornerstone of a high business value proposition and be in competitive edge. The group observes the news and latest information on intellectual property rights registered by peers as a safeguard measure against any infringements.

本集團在採樣、檢驗和資訊管理實踐方面獲得了發明和新型實用專利以及商標，其中有些註冊還在申請當中。領導團隊確保知識產權及時註冊，這是企業具有較高商業價值前設和競爭優勢的基石。本集團關注同行註冊知識產權的新聞和最新資訊，以防出現任何侵權情況。

3.1.5 Compliance 合規

During the Reporting Period, we strictly abided by the applicable laws and regulations in relation to health and safety, advertising and privacy matters related to the services provided such as the Advertising Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Singapore Code of Advertising Practice and the Trademark Act in Singapore.

在本報告期內，我們嚴格遵守與提供的服務相關的涉及健康與安全、廣告以及隱私問題的適用法律法規，比如《中華人民共和國廣告法》、《中華人民共和國商標法》、《新加坡廣告行為守則》、《新加坡商標法案》。

3.2 Anti-corruption • Create a clean and ethical culture 反腐 • 營造廉潔和道德風尚

3.2.1 Integrity and Ethics 廉潔與道德

The Group has established the robust code of business conduct and ethics compliance program which enforces the stringent implementation of integrity and ethics procedures. The Company believes in the core values of confidentiality, integrity, independence, impartiality and trust. All our employees and business partners are trained and signed the code of business conduct & ethics agreement and ensures that their decisions and actions are in accordance with these procedures. The top management is committed in avoiding any conflict of interests in the Company activities and protect the integrity. The Group endorse the integrity and ethics, which brings the value proposition in business and helps in building trustful relationship with our customers, business partners and other stakeholders.

本集團建立了健全的商業行為準則和道德合規計劃，強制嚴格執行廉潔和道德程序。公司信奉保密、廉潔、獨立、公正、信任的核心價值觀。我們所有的員工和業務合作夥伴都接受過培訓，並簽署了商業行為準則和道德協議，以確保他們的決定和行動符合這些程序。最高管理層致力於避免公司活動中產生任何利益衝突，並保持廉潔。本集團推崇廉潔與道德，這為企業業務行為提供了價值前設，並說明我們與客戶、商業夥伴及其他利益相關者建立信任關係。

3.2.2 Whistleblowing 舉報

Whistleblowing policy and procedures are established with clear guidance provided on channel of reporting and investigation procedures. Staff are encouraged to raise awareness of identification and report of misconducts and possible improprieties.

本集團制定了舉報政策和程序，並就舉報渠道和調查程序提供了明確的指導。鼓勵員工提高識別和舉報不當行為和可能的不當行為的意識。

3.2.3 Compliance 合規

The Group strictly abide by the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering, including the Criminal Law of the People's Republic of China and the Prevention of Corruption Act in Singapore.

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括《中華人民共和國刑法》、《新加坡預防腐敗法案》等。

During the Reporting Period, the Group had no incidents involving any corruption of directors and employees of the Group.

在本報告期內，本集團無涉及任何本集團董事及員工貪污的事件。

4. All Win Cooperation • Persistent Leon 合作共贏 • 長遠力鴻

Performance of suppliers impose direct impact on the sustainability of the Group's operation. A systematic supplier management mechanism has been set up to closely monitor the performance of suppliers.

供應商的表現直接影響到本集團運營的可持續性。我們設立了系統的供應商管理機制，密切監測供應商的表現。

When choosing a new supplier, we give priority to the suppliers who have passed the relevant quality certifications, have obtained relevant production licenses and are environmentally friendly. Besides, the Group regularly communicates with suppliers on major safety and environmental issues and evaluates the performance of the suppliers on an ongoing basis.

在選擇新供應商時，我們會優先選用已通過相關品質認證、已獲取相關生產許可證及環境友好的供應商。此外，本集團定期與供應商就重大的安全、環保相關議題進行溝通，並持續評估供應商的表現。

5. Warm Companion • Loving Leon 溫暖同行 • 愛心力鴻

With the market's focus on corporate behaviour, the short-sighted behaviour of maximizing financial returns to shareholders is no longer the management goal of business. The Group stays proactive in fulfilling the responsibilities as a corporate citizen of the community.

隨著市場對企業行為的關注，追求最大財務收益以回饋股東這一短視行為已經不是業務管理的目標。本集團積極履行一家企業公民對於社會的責任。

As a responsible corporation, the Group is committed to extending the efforts from own operation to the wider society. The Group believes that staff members are driving force behind creating core values in the society. The Group will continue to pool the strengths and commit itself in increasing community participation, balance the interests of stakeholders and strive to build a corporate-community relationship that promotes harmony, security and prosperity.

作為負責任的企業，本集團矢志在發展自身業務營運的同時，將更多精力投放於更為廣闊的社會當中。本集團相信員工是為社會創造價值的核心力量。本集團將繼續集眾人力量，增加社會參與，平衡各利益相關者的利益，致力構建推動和諧、安全及繁榮的企業與社會關係。

Social care is deep-seated in the Group's corporate culture, employees are encouraged to participate in various charitable events and community service.

關懷社會的理念已深深植根於本集團的企業文化當中，本集團鼓勵員工參與各類慈善活動及社區服務。

5.1 Concern about Social Needs • Charitable Donations 瞭解社會需要 • 投入慈善捐獻

The Party Committee of the Group held a charitable donation event with the theme of “staying true to the mission, keeping the doctrine of universal love — celebration for new China’s 70th anniversary”. The donations were mainly used for medical assistance, educational assistance, assistance to the elderly, the disabled and the needy households within the district. It was sponsored mainly to help people with serious illness, aid district-wide Party member with subsistence difficulties, subsidize poor students, support disabled elderly, and propose other charitable projects.

力鴻集團黨組織舉辦了「不忘初心、與愛同行 — 獻禮共和國七十年華誕」慈善捐款活動，捐款主要用於全區範圍內開展的助醫、助學、助老、助殘、助困等項目，目的主要包括：一是用於大病救助；二是幫扶區級生活困難黨員；三是為貧困學生提供困難補助；四是幫扶失能老人；五是用於其他慈善項目。



5.2 Management Trainees • Community Talents 管培生培養 • 社區人才匯聚

In order to better build the talent management platform, diversify talent development channels, precisely and efficiently retain talents, and establish a “pool of talent”, we launched the management trainee program in this year, and recruited 13 major-oriented current undergraduates and postgraduates from key universities, such as China University of Mining and Technology, to train them as outstanding technical and managerial personnel.

為了更好地搭建人才梯隊管理平台，豐富人才基礎建設，精準高效打造人才儲備隊伍，建立「人才蓄水池」。在本年度，我們啟動管培生項目，引入中國礦業大學等重點院校對口專業應屆本科生、研究生共計 13 人，作為優秀的技術和管理人員儲備人才定向培養。



Launching ceremony of induction training for management trainees
管培生入職培訓啟動儀式



Special training on sampling and sample making
採制樣理論專項培訓



On-site training on checking weight by draft
水尺計重現場培訓



On-site training on coal test
煤炭化驗現場培訓

5.3 School-enterprise Cooperation • Synergistic Effect 校企合作 • 實現協同效應

The Group has carried out school-enterprise cooperation and exchange with Yangzhou Polytechnic Institute. The two sides have conducted in-depth exchange and discussion on school-enterprise cooperation and joint education for talents in industrial analysis technology under the modern apprenticeship pilot program proposed by the Ministry of Education. At the meeting, Leon International Testing Institute was inaugurated. The Group gave expert lectures to international students on the development prospects of the enterprise and students' career development planning.

本集團與揚州工業職業技術學院進行校企合作交流，校企雙方圍繞教育部現代學徒制試點專業工業分析技術專業的校企合作協同育人展開了深入交流討論，會上進行了力鴻國際檢測學院的揭牌儀式。本集團就企業的發展前景和學生職業生涯發展規劃兩方面給留學生進行了專家講座。



Inauguration of
Leon International Testing Institute
力鴻國際檢測學院揭牌



School-enterprise Cooperation and Exchange
校企合作交流

The Group has carried out in-depth school-enterprise cooperation in student internship, interdisciplinary talent cultivation and research project proposal for enterprise employees through state-level programs, and it was also a kind of preparation for the enterprises to apply for teaching station to National Open University. 20 international students from Yangzhou Polytechnic Institute were admitted to our branch for internship this year.

本集團借助國家級項目和學校在學生實習、複合型人才培養及企業員工課題申報等多方面開展校企深度合作，同時為今後企業申請國家開放大學教學點進行準備。本年度揚州工業職業技術學院 20 名留學生到本集團分公司進行實習。



Group photo of international students
during internship
留學生實習合影



Chemical testing training for
international students
留學生化驗實習

6. Performance 績效

The performance data is from January 1, 2019 to December 31, 2019
2019年1月1日至2019年12月31日的績效數據。

Environmental-overall performance

環境 — 整體績效

Resources Consumption	
資源消耗量	
Energy consumption (kWh' 000) 能源消耗量(千個千瓦時)	15,181.43
Energy consumption intensity per million revenue (kWh' 000/million revenue) 每百萬收入的能耗強度(千個千瓦時/百萬收入)	38.29
Water consumption (Cubic metres) 用水量(立方米)	80,810.63
Water consumption intensity per million revenue (Cubic metres/million revenue) 每百萬收入的耗水強度(立方米/百萬收入)	203.83
Greenhouse Gas Emission	
溫室氣體排放量	
Scope 1 (Direct emissions) (tCO ₂ e) 範圍一(直接排放)(噸二氧化碳當量)	3,085.94
Scope 2 (Indirect emissions) (tCO ₂ e) 範圍二(間接排放)(噸二氧化碳當量)	4,004.56
Total amount of greenhouse gas emissions (tCO ₂ e) 溫室氣體總排放量(噸二氧化碳當量)	7,090.50
Greenhouse gas emissions intensity per million revenue (tCO ₂ e/million revenue) 每百萬收入的溫室氣體排放強度(噸二氧化碳當量/百萬收入)	17.88
Air Pollutant Emissions	
大氣污染物排放	
Sulfur dioxide (Kilograms) 硫氧化物(千克)	25.50
Nitrogen oxide (Kilograms) 氮氧化物(千克)	25,819.76
Particulate matter (Kilograms) 顆粒物(千克)	1,169.39

Hazardous Waste
有害廢棄物

Total amount of hazardous waste (Tonnes) 有害廢棄物總排放量(噸)	4.65
Hazardous waste intensity per million revenue (Tonnes/million revenue) 每百萬收入的有害廢棄物排放強度(噸/百萬收入)	0.01

Non-hazardous Waste
無害廢棄物

Total amount of non-hazardous waste (Tonnes) 無害廢棄物總排放量(噸)	244.83
Non-hazardous waste emission intensity per million revenue (Tonnes/million revenue) 每百萬收入的無害廢棄物排放強度(噸/百萬收入)	0.31

HKEx ESG Reporting Guide Index 聯交所《環境、社會及管治報告指引》索引

General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Disclosure Location 本報告有關章 節或其他說明	Relevant Page(s) 相關頁碼
Environmental 環境範疇			
Aspect A1: Emissions 層面 A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： <ul style="list-style-type: none"> (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 	1.1	3-6
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據	6	27-28
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	6	27-28
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	6	27-28

KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	6	27-28
KPI A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果	1.1	3-6
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	1.1	3-6
Aspect A2: Use of Resources 層面 A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策	1.2	6
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). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)	6	27-28
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)	6	27-28
KPI A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果	1.2	6

KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	1.2	6
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量	Not applicable 不適用	
Aspect A3: Environment and Natural Resources 層面 A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策	1.1	3-6
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	1.1	3-6

Social 社會範疇			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面 B1：僱傭			
General Disclosure 一般披露	<p>Information on:</p> <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> <p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>	2.1	8-10
Aspect B2: Health and Safety 層面 B2：健康與安全			
General Disclosure 一般披露	<p>Information on:</p> <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> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>	2.2	11-13

Aspect B3: Development and Training 層面 B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	2.3	13-16
Aspect B4: Labour Standards 層面 B4：勞工準則			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	2.1	8-10
Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策	4	23

Aspect B6: Product Responsibility 層面 B6：產品責任			
General Disclosure 一般披露	<p>Information on:</p> <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> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>	3.1	17-21
Aspect B7: Anti-corruption 層面 B7：反貪污			
General Disclosure 一般披露	<p>Information on:</p> <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> <p>有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p>	3.2	22
Aspect B8: Community Investment 層面 B8：社區投資			
General Disclosure 一般披露	<p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.</p> <p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策</p>	5	23-26



CHINA LEON INSPECTION HOLDING LIMITED

中国力鸿检验控股有限公司