



WUZHOU INTERNATIONAL HOLDINGS LIMITED

五洲國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 1369



2019

Environmental, Social and
Governance Report
環境、社會及管治報告

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1. About this Report

關於本報告

Wuzhou International Holdings Limited (“Wuzhou International”, the “Company”, collectively with its subsidiaries, the “Group”) is pleased to present this Environmental, Social and Governance (“ESG”) Report. It is prepared in compliance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange. The board of directors of the Company has reviewed as well as approved this report.

This report is published in both Chinese and English. If there is any inconsistency or ambiguity between the Chinese and English version, the Chinese version shall prevail. Regarding the section on governance of the Group, please refer to Pages 39 to 56 of 2019 Annual Report.

REPORTING SCOPE

This report covers the Group’s progress and performance on environmental, social and governance issues during the year from 1 January 2019 to 31 December 2019. This report has disclosed key performance indicators (“KPI”) covering 8 commercial real estate projects in Wuxi, Jiangsu Province of the People’s Republic of China (the “PRC”).

五洲國際控股有限公司(「五洲國際」或「本公司」，連同其附屬公司統稱「本集團」)欣然呈列本環境、社會及管治(「ESG」)報告，其乃根據《聯交所證券上市規則》附錄二十七所載之《環境、社會及管治報告指引》編製而成。本公司董事會已審閱及同意本報告。

本報告發佈中文及英文版本。如兩種版本出現任何不一致或歧義，概以中文版本為準。關於本集團企業管治部分，請參閱二零一九年年報第39至56頁。

報告範圍

本報告內容涵蓋本集團二零一九年一月一日至二零一九年十二月三十一日止年度環境、社會及管治工作進展及表現。本報告內披露的關鍵績效指標(「KPI」)涵蓋本集團位於中華人民共和國(「中國」)江蘇省無錫市的8個商業地產項目。

Feedback 意見反饋

Should you have any inquiries, comments or suggestions, you are welcome to contact us at:

如您對本報告內容有任何疑問、意見或建議，歡迎透過以下方式與我們聯繫：

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2. About The Group 關於本集團

Wuzhou International was established in 2004 and is headquartered in Wuxi, Jiangsu Province. The business of the Group covers the entire trade logistics chain, in addition to property development, commercial management, e-commerce, storage and logistics as well as property management, etc.

Wuzhou International is committed to building and operating a leading integrated trading and logistics platform for its customers. As on 31 December 2019, the Group had 14 development projects in China, in addition to completed projects with a total GFA of approximately 5,640,176 sq.m. and projects under development with a total planned GFA of 1,005,696 sq.m..

五洲國際成立於二零零四年，總部位於江蘇省無錫市。本集團業務覆蓋地產開發、商業管理、電子商務、倉儲物流、物業管理等商貿物流全產業鏈。

五洲國際致力於為客戶打造和經營一個領先的綜合性的交易及物流平台。截至二零一九年十二月三十一日，本集團於全國的發展項目達14個，已竣工項目總建築面積約5,640,176平方米，發展中項目規劃總建築面積1,005,696平方米。

3. Sustainability Management 可持續發展管治

The Group has formed a working group comprising officers from the Secretariat, Administrative Department and Financial Department responsible for information and data collection and disclosure of ESG Report. ESG performance is monitored through regular data collection and review and timely adjustment has been made in particular aspects. We are now actively developing an environmental data collection system, as the current environmental data collection covers 8 commercial real estate projects in Wuxi, Jiangsu Province, the boundary of data collection will be gradually extended in the future.

本集團由公司秘書部、行政部及財務部等多個部門人員組成工作小組，負責 ESG 報告資料、數據收集及披露工作。我們透過定期收集、回顧數據，監控公司 ESG 表現，於有關方面及時作出工作調整。我們正積極開展建設環境數據收集體系工作，現有環境數據收集範圍包含江蘇省無錫市 8 個商業地產項目，並於未來將逐步擴大數據收集邊界。

STAKEHOLDERS COMMUNICATIONS

The Group believes cooperation and commitment of all parties is necessary to achieve sustainable development. We emphasize engagement and communication with every stakeholder including employees, customers, investors and suppliers. Through channels such as annual general meetings, feedback forms and emails, we understand their concerns and recommendations towards ESG performance of the Group, and then we report and strive for improvement to satisfy all parties to the very best of our abilities and efforts.

利益相關方溝通

本集團相信實現可持續發展需要各方合作，共同努力。我們重視與包括員工、客戶、投資者及供應商等各利益相關方群體的參與及溝通，通過股東週年大會、反饋表及電郵等途徑，了解其對於本集團 ESG 表現的關注點和工作建議，並就其作出匯報和改善工作，以盡我們最大能力及努力做到各方滿意。

Stakeholders 利益相關方	Communication Channels 溝通渠道
Employees 員工	<ul style="list-style-type: none"> — Training, seminars and briefing sessions — Employees' activities and interest group — Newsletters — Intranet and emails — 培訓、研討會及簡報會 — 員工活動及興趣小組 — 通訊 — 內部網路及電郵
Customers 客戶	<ul style="list-style-type: none"> — Regular meetings — Website, annual reports, brochures and other published information — Email and customer service hotline — Feedback forms — 定期會議 — 網站、年報、手冊及其他公佈的資料 — 電郵及客戶服務熱線 — 反饋表

3. Sustainability Management (Continued) 可持續發展管治 (續)

Stakeholders 利益相關方	Communication Channels 溝通渠道
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> — Annual general meeting and other shareholders' meetings — Annual reports, announcements and other published information — Meeting with investors — Newsletters — Company website — 股東週年大會及其他股東大會 — 年報、公告及其他公佈的資料 — 與投資者會面 — 通訊 — 公司網站
Suppliers 供應商	<ul style="list-style-type: none"> — Business meetings, teleconferences, interviews — Reviews and assessments — Tendering process — 商業會議、電話會議、面談 — 檢討及評估 — 投標流程
Government and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none"> — On-site inspections and checks — Teleconference and regular meetings — Annual reports and other published information on its website — 現場檢驗、檢查 — 電話會議及定期會議 — 年報及其網站上其他公佈的資料
Public and Communities 公眾及社區	<ul style="list-style-type: none"> — Volunteering — Charity and social investment — 志願活動 — 慈善及社會投資

4. Scientific Operation 科學運營

The Group is striving to provide quality service to customers and tenants by establishing a series of policies for managing suppliers and the levels of services. We strive to uphold the highest ethical standards in our operations.

本集團已制定一系列管理供應商及服務水平的政策，致力為客戶及租戶提供優質服務，於運營過程中努力保持最高的道德標準。

STRIVING TO PROVIDE QUALITY SERVICE

致力提供優質服務

The Group is committed to bringing high quality services and shopping experiences to meet the customers' expectations. We have adopted measures for maintaining services quality, fair competition environment and protecting the rights and interests of customers. The measures adopted by the Group are presented in the table below.

本集團致力滿足客戶的期望，提供優質的服務和購物體驗。我們採取相關措施，維護服務質量和公平的競爭環境，保障客戶權益。本集團所採取的相關措施於下表內列出。

Objectives 目的	Measures 措施
Strengthen market safety supervision 加大市場安全監管力度	<ul style="list-style-type: none"> — Launch electronic monitoring systems — Promote operational safety of tenants
Reinforce fair competition monitoring 就公平競爭加強監督	<ul style="list-style-type: none"> — Eradicate counterfeit products and other inappropriate business behaviors — 杜絕假冒產品和其他不正當的商業行為
Intensify advertising market supervision 加大廣告市場監管力度	<ul style="list-style-type: none"> — Organize meetings regularly to monitor tenants' advertisements to avoid misleading messages — 定期組織會議監管租戶廣告內容，避免出現誤導信息
Avoid vicious competition between tenants 避免租戶間惡性競爭	<ul style="list-style-type: none"> — Implement the "retail business customer service management approach"* (《零售業務客戶服務管理辦法》) to all tenants — 對全體租戶實施《零售業務客戶服務管理辦法》
Monitor the service quality of the property management staff 監控物業管理人員服務質量	<ul style="list-style-type: none"> — Implement the "complaints management approach" (《投訴舉報管理辦法》) and quality evaluation mechanism — 實施《投訴舉報管理辦法》及質量評估機制
Protect consumers' rights and simplify refund procedures 保護消費者權益並簡化退款程序	<ul style="list-style-type: none"> — Establish the "compensation first fund" (「先行理賠基金」) for compensating customer losses caused by the tenants — 設立「先行理賠基金」賠償消費者由於租戶造成的損失

4. Scientific Operation (Continued)

科學運營(續)

As a commercial real estate projects operator, the Group works closely with every tenant to achieve a win-win situation. To provide business showcasing and sales opportunities for our tenants, the Group organizes a series of symposiums, exhibitions and large-scale festive events to gather elite brands in specific industries and potential consumers. We also assist our tenants by providing constructive suggestions to relieve their financial burdens.

During the year, the Group was awarded with the Outstanding Chinese Commercial Real Estate Service Provider* (「中國商業地產傑出服務商」榮譽). This reward motivates the Group to continue to improve the quality of its services and offer better shopping experience to the customers.

SUPPLY CHAIN MANAGEMENT

Through stringent supply chain management, the Group ensures that the quality of project construction and operations is enhanced. To monitor the selection process of various contractors, suppliers and service providers, a bidding and tendering management policy* (《招投標管理》) has been established. A specific bidding team is formulated for each bidding and tendering project to evaluate the potential suppliers based on their technical levels and cost. Meanwhile, the bidding teams take the responsibility of monitoring every stage of the procurement process. Employees who are found not abiding with the provisions listed in the policy during the procurement process shall receive warning(s) from the Company.

To ensure there is fair competition among applicants, we require at least three suppliers partaking in the tendering process for each project. Qualified suppliers shall be placed in the list of our database which is evaluated and updated on a regular basis. If a supplier's performance on quality consistency, market competitiveness and timely delivery is unsatisfactory, that supplier will be removed from our qualified database and will not allowed to participate in any bidding and tendering projects of the Group for two years. Suppliers who have been found involved in any bid rigging or bribery behavior shall be blacklisted and prohibited from bidding for all future projects.

作為商業房地產項目經營者，本集團與每一位租戶緊密合作，務求實現雙贏。為給租戶提供商業展銷機會，本集團舉辦一系列專題研討會、展銷會和大型節慶活動，聚集特定領域的精英品牌和潛在消費者。我們亦為租戶提供建設性建議，幫助減輕他們的經濟負擔。

年內，本集團榮獲「中國商業地產傑出服務商」榮譽。此獎項激勵本集團持續提升我們的服務質素，為顧客帶來更佳的購物體驗。

供應鏈管理

本集團透過嚴格的供應鏈管理，提升我們的項目建設和運營質量。為監督包括各類承包商、供應商、服務商等供方的篩選過程，本集團已制定《招投標管理》政策。就每個招投標項目，我們均建立特定的招標小組，依據技術水平和成本，對潛在供方進行評估。招標小組同時負責監督採購過程的每個階段，如有員工被發現不遵照政策規定的條款進行採購工作，其將會收到本公司警告。

為確保申請人之間公平競爭，我們要求每個採購項目需要至少三個供方參與招投標。合格供方將被列入我們的供方品牌庫，品牌庫亦定期進行評審和更新。如果供應商在質量穩定性、市場競爭力和交貨準時度方面的表現不盡如人意，會被我們從合格品牌庫中剔除，則兩年內不得參與本集團任何招投標項目。供方如被發現涉及任何操縱投標或賄賂行為，將被列入黑名單，禁止在未來所有項目中使用。

4. Scientific Operation (Continued)

科學運營 (續)

BUSINESS ETHICS

The Company strives to protect the rights of all its stakeholders, including but not limited to employees, customers, business partners and competitors. We strictly control any unethical behaviors and establish relevant policies regarding data privacy, intellectual property rights protection and anti-corruption. During the year, the Group was not aware of any non-compliance with laws and regulations having a significant impact on the Group, on privacy leakage and infringement of rights, nor of any legal cases regarding corrupt practices.

The Group places top priority on its customers' privacy and all employees are required to strictly maintain confidentiality regardless of whether they have access to confidential technology or trade secrets. The procedures for handling daily sensitive documents, especially customer information, are listed clearly in the staff handbook. Employees involved in critical and confidential matters may be required to sign the "non-competition agreement"* (《競爭限制協議》) and/or "confidentiality agreement"* (《保密協議》). Perpetrators need to bear their legal responsibilities to safeguard our customers' rights.

The Company respects intellectual property rights of other enterprises, including patents, trademarks, trade names and trade secrets. Any infringement of the rights, or enticement or encouragement to former or current employees of other companies to infringe intellectual property rights are strictly prohibited in the Group. We aim to surmount our competitors in a fair and ethical way.

The Group strictly complies with the requirements of laws and regulations, namely Criminal Law of the PRC* (《中華人民共和國刑法》) and Anti-Unfair Competition Law of the PRC* (《中華人民共和國反不正當競爭法》). To maintain a working environment free from corruption and other unethical behaviors, employees are required to sign the "integrity commitment letters"* (《廉潔自律承諾書》) before they commence their job in their respective positions. They are evaluated twice a year by themselves and a third party in order to enhance the anti-corruption level of the entire management staff. We have established guidelines for employees to properly handle gifts received from business partners. All employees are required to abide by the rules.

商業道德

本公司致力保護其所有利益相關方的權益，包括但不限於員工、客戶、業務合作夥伴和競爭對手。我們嚴格控制任何不道德行為，並於規範數據隱私、知識產權保護和反腐敗方面設立相關政策。年內，本集團並不知悉在隱私洩露及侵權方面發生任何重大違反法律及法規事件，亦無任何有關腐敗行為的法律案件。

本集團高度重視客戶的隱私，無論員工是否接觸到客戶的機密技術或商業秘密，都必須嚴格保密。我們有關處理日常敏感文件的程序，尤其是客戶信息，已在人員手冊中明確列出。本集團內涉及重點和保密信息的員工，可能會被要求簽署《競爭限制協議》及／或《保密協議》。任何違反規定者需要承擔法律責任，以維護我們客戶的權益。

本公司尊重其他企業的知識產權，包括其專利、商標、商號和商業秘密。本集團嚴禁任何侵犯其他公司權益的行為，及誘惑、鼓勵其他公司前任或現任僱員作出侵犯知識產權的行為。我們的目標是以公平和道德的方式超越競爭對手。

本集團嚴格遵守《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》等法律法規要求。為維護一個沒有腐敗和其他不道德行為的工作環境，員工必須在就職前簽署《廉潔自律承諾書》。他們需接受每年兩次的自評和第三方評估，以提升全體管理人員廉潔工作水平。我們設立有關指引，教導員工正確處理業務合作夥伴贈送的禮物。全體員工必須嚴格遵守有關規則。

5. Environmental Protection 環境保護

The Group incorporates environmental protection into business operations, ensuring environmental compliance for project construction, development and operation. Through its projects, which serve as a platform, we actively promote green living style to the public.

ENVIRONMENTAL MANAGEMENT

The Group's business does not involve manufacturing. The business operations are mainly office-based and our relevant environmental impacts are relatively insignificant. Nevertheless, we believe that environmental protection is an inseparable responsibility for every corporate citizen. The Group carries out environmental management to the best of its ability to minimize resource consumption and pollution emissions during the operation process.

The Group's environmental impacts are mainly created during the project construction process. The project construction process is handled by qualified engineering contractors. As a project investor, the Group mainly fulfils its responsibility to monitor the construction work. The Group's project management centre has formulated "Engineering Environmental Protection Management Guidance Manual" (《工程環境保護管理指導手冊》) that contractors are required to follow strictly during the civil construction works and incorporated environmental protection measures. Regular inspections are conducted to ensure the manual is followed in letter and in spirit.

RESOURCES REDUCTION

The Group's main natural resources are energy and water. Relevant energy saving and water conservation requirements are listed out in our "Engineering Environmental Protection Management Guidance Manual"* (《工程環境保護管理指導手冊》).

本集團逐步將環境保護工作融入業務經營環節，保證項目建設發展、項目運營過程環保合規，並以旗下項目為平台，積極向公眾推廣綠色生活文化。

環境管理

本集團業務不涉及生產，主要經營場所為寫字樓辦公室，相關環境影響較少。然而，我們認為保護環境是每一家企業均不可推卸的責任。本集團在其力所能及的方面，開展環境管理工作，減少經營過程的資源消耗和污染排放。

本集團的環境影響主要發生於項目建設過程。項目建設過程由合資質工程承建商負責。作為項目投資者，本集團主要履行做好有關監督工作的責任。本集團項目管理中心編製《工程環境保護管理指導手冊》，要求外判商嚴格做好文明施工及環境保護措施，並進行定期巡檢以確保工程遵守手冊中條文和精神。

資源節約

本集團使用的主要自然資源為能源和水。於我們的《工程環境保護管理指導手冊》上，列明相關節能、節水要求。

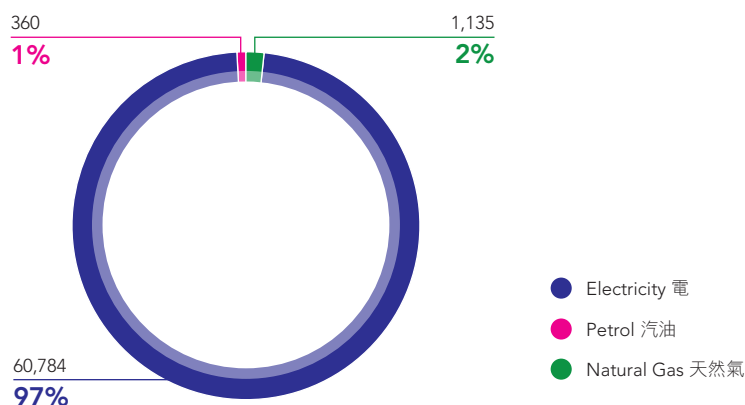
5. Environmental Protection (Continued)

環境保護 (續)

Our main energy consumption includes electricity and fuel used in vehicles. Regarding electricity consumption management, the Group installs electricity meters and sub-meters and assigns specialists according to the project status to record the consumption level regularly. We adopt energy saving lightings and control the usage of air-conditioners. Employees are required to switch off relevant equipment when they get off work. Regarding construction projects, we require the construction unit, under the premise of assuring normal construction and safety, to minimize unnecessary lighting during night time and reduce the idle operations of mechanical equipment. We also emphasize energy saving designs of buildings, such as adopting thermally insulated curtain walls and other green building technologies to reduce the building energy usage. During the year, the Group's eight commercial real estate projects in Wuxi, Jiangsu Province in total consumed 62,279 MWh of energy, of which 99% was electricity. The energy consumption intensity was 26 kWh per square meter of construction area.

我們的主要能源消耗包括電力及車輛燃油。於用電管理方面，本集團安裝總電錶及分錶，並按項目情況設立專員定期記錄使用量。我們使用節能照明器具及控制空調使用，要求員工下班離開前關閉有關設備。針對建設中的項目，我們要求施工單位在保證正常施工及安全的前提下，盡量減少夜間不必要的照明，並減少機械設備空轉時間。我們亦注重建築物節能設計，採用如隔熱幕牆等綠色建築技術減低建築物能耗。年內，本集團位於江蘇省無錫市的八個商業地產項目共計消耗能源62,279兆瓦時，其中99%為電力。能源消耗密度為26千瓦時／平方米建築面積。

Energy Consumption 能源耗用	Unit 單位	Consumption in 2019 二零一九年消耗量
Electricity 耗電量	kWh 千瓦時	60,782,836
Petrol 汽油	litre 公升	39,608
Natural Gas 天然氣	m ³ 立方米	113,527
Total Energy Consumption 總能耗	MWh 兆瓦時	62,279



5. Environmental Protection (Continued)

環境保護(續)

The Group consumes water from municipal mains supply at its project sites, and there is no issue in sourcing water that is fit for the purpose. We have assigned designated personnel to be responsible for inspecting water leakages and carrying out various water saving measures such as adopting water saving appliances, utilizing rain water for plant irrigation and road cleaning purposes. During the year, the Group's eight commercial real estate projects in Wuxi, Jiangsu Province in total consumed 746,515 tonnes of water from municipal mains supply. The water consumption intensity was 0.31 tonnes per square meter of construction area.

Regarding resources management at office, we promote a paperless work culture and have initiated internal reuse of resources. For the replacement of office equipment, we maintain the old but properly functioning equipment and transfer them for other applicable usage. Meanwhile, we adopt video conferencing instead of traditional conference whenever possible and reduce business travels in order to minimize relevant resource consumption.

EMISSIONS CONTROL

The main emissions come from project construction and are managed by external qualified construction and supervision units. The Group, as an investor, is responsible for monitoring the work. The Group complies with laws and regulations such as Environmental Protection Law of the PRC* (《中華人民共和國環境保護法》), Law of the PRC on Appraising of Environment Impacts* (《中華人民共和國環境影響評價法》) and Regulations on the Administration of Construction Project Environmental Protection* (《建設項目環境保護管理條例》). Our "Engineering Environmental Protection Management Guidance Manual"* (《工程環境保護管理指導手冊》) clearly lists the environmental protection measures to be adopted during project construction, including site waste management, dust control measures, drainage and sewage system layout and noise control measures. After project completion, the Group does not generate significant pollutants or emissions. The main sources of emissions are exhausts of company vehicles, and the domestic sewage and waste generated during project operations.

本集團使用項目所在地的市政自來水，於獲取適用水源上暫無出現任何問題。我們設立相關人員，負責檢查水管洩漏問題，並推行多項節水措施，包括使用節水型器具，使用雨水作植物養護及道路清潔用途。年內，本集團位於江蘇省無錫市的八個商業地產項目共消耗市政自來水746,515公噸，水資源消耗密度為0.31公噸／平方米建築面積。

於辦公物資管理方面，我們提倡無紙化辦公文化，倡導資源內部回用，在更換辦公設備時，妥善保留功能正常的舊設備，調配至其他適用用途。同時，我們盡可能使用視像會議取代傳統會議，減少差旅出行次數，以減少相關資源消耗。

排放控制

環境排放主要發生於項目建設，由外部合資質施工、監理單位負責管理，本集團作為投資方負責監督工作。本集團遵守《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》及《建設項目環境保護管理條例》等法律法規。於我們的《工程環境保護管理指導手冊》上，清楚列明項目建設過程需採取的環境保護措施，包括場地垃圾管理、防塵控制措施、排水及排污系統佈置及噪聲控制措施。於項目建成後，本集團並無產生大量污染物或排放物。主要排放物包括公司車輛使用產生的廢氣排放、項目運營產生的生活污水及廢棄物。

5. Environmental Protection (Continued)

環境保護 (續)

The Group complies with the Law of the PRC on the Prevention and Control of Atmospheric Pollution, National Vehicles' Exhausted Gases Monitoring Regulation* (《全國機動車尾氣排放監測管理制度》) and other relevant requirements. By arranging vehicle testing such as exhaust gas test for business vehicles, we ensure compliance with national emissions standards. During the year, according to the computation of vehicles' fuel consumption and traveling mileage, the air pollutants induced by vehicles of the Group's eight commercial real estate projects included 237 kg of nitrogen oxides (NOx), 0.58 kg of sulphur oxides (SOx) and 17.43 kg of particulate matter (PM).

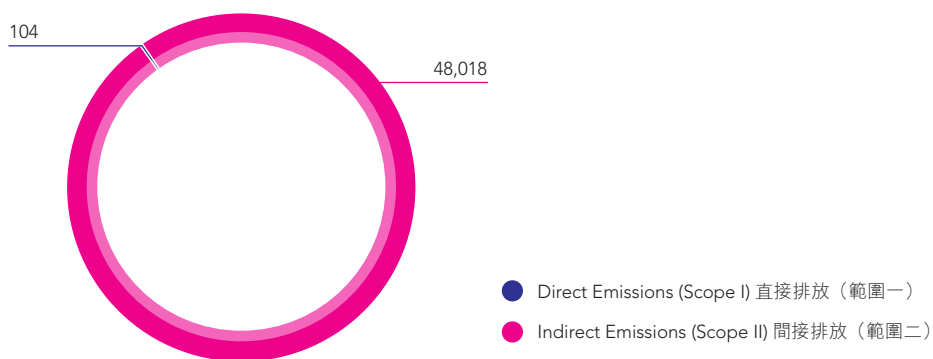
Effluents generated during the Group's operations mainly derive from domestic wastewater. We comply with relevant regulations such as Water Pollution Prevention and Control Law of the PRC* (《中華人民共和國水污染防治法》) and Regulation on Urban Drainage and Sewage Treatment* (《城鎮排水與污水處理條例》). The sewage is discharged into the municipal sewage network after treatment and meeting the standards.

The greenhouse gas (GHG) emissions generated by the Group's business activities mainly occur during the energy consumption process, including direct (Scope I) GHG emissions mainly caused by fuel combustion when using business vehicles; and indirect (Scope II) GHG emissions mainly caused by electricity consumption. According to the energy consumption of the Group's eight commercial real estate projects in Wuxi, Jiangsu Province, we generated 48,122 tonnes of carbon dioxide equivalent (tCO₂e), of which Scope I accounted for 104 tCO₂e and Scope II accounted for 48,018 tCO₂e. We have reduced the GHG emissions through implementing the energy saving measures mentioned in the above section on "Resource Reduction".

本集團遵守《中華人民共和國大氣污染防治法》、《全國機動車尾氣排放監測管理制度》等有關規定，安排公司車輛按時進行包括尾氣檢測等車輛檢驗，確保公司在用車輛符合國家排放標準。年內，根據車輛燃油消耗和行駛里程計算，本集團於無錫的八個商業地產項目車輛排放的廢氣污染物包括氮氧化物237千克、硫氧化物0.58千克和顆粒物17.43千克。

本集團經營過程產生的污水主要來自洗手間排水。我們遵守《中華人民共和國水污染防治法》、《城鎮排水與污水處理條例》等有關規定，污水經處理達標後，排入市政污水管網。

本集團經營活動引致的溫室氣體排放主要發生在能源消耗過程，包括範圍一直接溫室氣體排放，主要來自公司車輛使用過程的燃料燃燒；以及範圍二間接溫室氣體排放，主要來自電力消耗過程。根據本集團於江蘇省無錫市的八個商業地產項目的能源消耗，我們產生的溫室氣體排放共48,122公噸二氧化碳當量，其中範圍一104公噸二氧化碳當量，範圍二48,018公噸二氧化碳當量。我們已透過實施上文「資源節約」部分描述的節能措施減少溫室氣體排放。



5. Environmental Protection (Continued)

環境保護 (續)

For waste management during project operations, all waste is collected, transferred and disposed in accordance with the laws and regulations such as The Law of the PRC on the Prevention and Control of Environmental Pollution of Solid Waste* (《中華人民共和國固體廢棄物污染環境防治法》). During the project operation process, the Group's office generates minimal general waste; it does not involve the generation of hazardous waste. The majority of non-hazardous waste is generated by property owners and operators. We have centralized the waste collection, while the waste is further handled and collected by the municipal environmental sanitation department.

During the year, the Group did not face any significant fines or non-monetary sanctions for violating environmental laws and regulations.

PROMOTING GREEN CULTURE

The Group uses its business property projects as a platform to promote green culture to the public including owners, tenants and consumers.

We emphasize on introducing green building elements for our projects, which not only reduces the environmental footprint during project operation but also promotes environmentally friendly construction approaches to the public. During the year, one of the commercial real estate projects in Wuxi completed the construction of a rooftop garden in accordance with the outdoor plaza conditions on the third floor. It has an enlarged greenery planting area together with pavilions which provides green leisure space for the public.

在項目經營產生廢棄物管理方面，我們按照《中華人民共和國固體廢棄物污染環境防治法》等法律法規進行收集、轉移及處理所有廢棄物。在項目運營過程中，本集團辦公室產生少量一般廢棄物，不涉及產生有害廢棄物。大部分無害廢棄物由業主及經營戶產生。我們統一收集廢棄物後，由市政環境衛生部門進一步處理及收集廢棄物。

年內，本集團並無因違反環境法律法規而受到任何重大罰款或非金錢制裁。

推廣綠色文化

本集團以商業地產項目為平台，向包括業主、租戶及消費者等公眾推廣綠色文化。

我們注重為項目引入綠色建築元素，既減少項目運營過程的環境足跡，亦可藉此向公眾宣揚環保建築方式。年內，我們於無錫的一個商業地產項目完成屋頂花園建設，其根據三樓室外廣場條件，加大綠色植物的種植面積，配以亭台樓閣，為公眾提供一個綠色休閒空間。

6. Our People 人才發展

With people as the cornerstone of its business, the Group is committed to developing a motivated and united workforce to drive further growth. We have a comprehensive and transparent talent management mechanism to attract and retain talents.

FAIR EMPLOYMENT

The Company strives to recruit and retain employees with the skills and experience necessary to drive business development. A comprehensive recruitment management system is established in order to standardize the requirements and approval process, ensuring our recruitment process is efficient, fair and transparent. Over the years, the Group has been recruiting talents from both university campuses and the society to expand the Company's talent reserve.

To enrich our talent pool for long-term development, we have implemented the "new momentum project"* (「新動力計劃」) targeting university students. We provide a three-year cultivating plan for fresh graduates, including three-month internship and half-year training. Through this systematic and professional training, both the graduates and the Group can understand strengths of each person, enabling us to carry out further training. The project not only provides talents to the Group, but also helps the graduates to achieve high-flying careers.

The Group recruits talents based on its strategic plans and development goals. Apart from school recruitment, we engage potential candidates through headhunting or other means. Candidates need to pass two rounds of interviews and written tests. After passing the assessments, the candidates need to submit all qualification and identification documents for verification. This is to prevent the use of child labour in the Group. Newcomers are also required to fill in the "staff information form"* (《人員信息表》) in a truthful manner and strictly abide by the policy regarding avoidance of relatives. Each employment contract is signed based on mutual agreement from both the Group and the employees.

本集團以人才為業務基石，致力發展積極向上、團結一致的員工隊伍，推動業務的進一步發展。我們擁有全面及透明的人才管理機制，吸引和挽留人才。

公平僱傭

本公司努力招攬和挽留具有所需技能和經驗的員工以推動業務發展。我們建立全面招聘管理體系，規範招聘要求和審批流程，確保我們的招聘過程高效、公正、透明。多年來，本集團一直招聘應屆高校畢業生和社會人才，以擴大本公司的人才儲備。

為豐富本集團長遠發展的人才庫需求，我們針對大學生開展「新動力計劃」。我們為應屆畢業生提供為期三年的培養計劃，其中包括為期三個月的實習和半年的培訓。通過系統化和專業化培訓，畢業生和本集團能夠了解各人專長，以開展進一步培養。該項目不僅為本集團提供人才支持，也幫助畢業生實現職業高速發展。

本集團根據我們的戰略規劃及發展目標招聘人才。除校園招聘外，我們還通過獵頭公司等方式發掘潛在候選人。應徵者需要通過兩輪面試和筆試。應徵者成功通過評估後，需要提交所有資質和身份證明文件以供核實。此過程可以避免本集團誤用童工。新員工亦需真實填寫《人員信息表》，嚴格遵守員工親屬迴避的政策。每份僱傭合同均由本集團及僱員雙方協商，共同簽署。

6. Our People (Continued) 人才發展 (續)

At all stages of the recruitment process, any discriminatory acts or motives on grounds of nationality, gender, age or any other legally protected status are strictly prohibited in the Group. We believe diversity in our workplace and recruit individuals who bring diverse talents and perspectives to their respective roles can lead to a greater business success. In 2019, there were no discrimination incidents reported to the Group.

The Group recognizes that employing child labour and force labour is a violation of basic human rights and international labour conventions which pose threats to the sustainable development of the society and economy. Thus, we strictly follow the Labour Law* (《勞動法》), the Labour Contract Law* (《勞動合同法》) and other labour-related laws and regulations in the PRC. During the year, we were not aware of any case of non-compliance with the relevant laws and regulations having a significant impact on the Group relating to employment and labour practices, nor did we identify any incidents relating to the use of child or forced labour.

DEVELOPMENT AND TRAINING

People are the cornerstone of our success and we value each of our employees. We evaluate the performance of our workforce quarterly and annually based on the performance appraisal manual. To ensure impartial and fair evaluation process, the weighting of performance assessments, indicators, assessment criteria and procedures are listed in detail in the manual. The appraisal results are used as one of the considerations in promotion, position and salary adjustment, as well as the training opportunities. We have established an internal employee referral system to provide promotion opportunities to suitable staff. Economic rewards are given to the performing staff and nominators as an encouragement. We strive to integrate our employees' development into the Group's long-term development.

The Company views its professional managers and teams as its core asset, nurturing high-quality talents as its goal, and improving work efficiency as the basis of its training system. We are committed to providing continuous training and learning opportunities for our staff to develop talent and to expand our business.

在招聘過程的各個階段，本集團嚴禁任何歧視應徵者國籍、性別、年齡或任何其他受法律保護身份的行為或動機。我們相信於工作場所內員工多元化及招募能夠為有關職位帶來多樣化才能及見解的人才才能帶來更大的商業成功。二零一九年，本集團並無發現任何歧視事件。

本集團深知僱傭童工及強制勞工違反基本人權及國際勞工公約，並對可持續的社會和經濟發展構成威脅。因此，我們嚴格遵守《勞動法》、《勞動合同法》和其他與勞動相關的中國法律法規。年內，我們並不知悉於僱傭及勞工慣例方面，發生任何不符合相關法律及法規並對本集團產生重大影響的事件，亦無發現任何有關使用童工或強制勞工情況。

發展與培訓

員工是我們成功的基石，我們重視每一位員工的發展。我們根據績效考核手冊，按季度和年度評估員工的工作績效。為確保評估過程公平、公正，該手冊上詳細列出績效評估的權重、指標、評價標準和程序。評估結果被將用作晉升、職位和薪資調整，以及培訓機會的考慮因素之一。我們建立內部員工推薦系統，為合適員工提供晉升機會，並為表現突出員工及其推薦人提供經濟獎勵作為鼓勵。我們致力將員工個人發展於本集團的長遠發展相融合。

本公司建立以職業經理人梯隊為核心，培養高素質人才為目標，提高崗位工作效率為基礎的培訓體系。我們致力於為員工提供持續的培訓和學習機會，培育人才，拓展業務。

6. Our People (Continued) 人才發展 (續)

The human resources department is responsible for devising training resources plans, managing training programs and providing training resources according to the development needs of the Group. We organize different trainings for our staff to maintain their operational capacities and enhance the Group's competitiveness. During the year, the Group's eight commercial real estate projects in Wuxi, Jiangsu Province, conducted trainings and education for its employees, accounting for approximately 458 person-time and 7,197 training hours.

The Company's professional and management team provides support for training programs. When internal resources cannot meet the training requirements, we hire external experts, academics and specialized training institutes to conduct training activities.

All newcomers are required to participate in induction training in order to understand the corporate culture and related management requirements. Transferee trainings are provided for our employees to facilitate adaption to new positions. Besides, the Group has organized a number of major trainings and education courses about business and management skills enhancement during the year. These are presented in the table below.

人力資源部門負責制定培訓資源計劃，管理培訓項目並根據本集團的發展需要提供培訓資源。我們為員工組織不同的培訓，以保持他們的業務能力，並提升集團業務競爭力。年內，本集團於江蘇省無錫的八個商業地產項目為員工組織培訓和教育約458人次，共7,197小時。

本公司的業務骨幹和管理人員為我們的培訓項目提供支持。當內部資源不能滿足培訓需求時，我們聘請外部專家、學者和專業培訓機構為員工進行培訓活動。

全體新員工均被要求參加入職培訓，以了解企業文化和相關管理規定。我們為員工提供轉崗培訓，幫助他們適應新崗位工作。此外，本集團於年內組織多次有關商業和管理技能提升的重點培訓和教育課程，下表列出有關培訓項目。

Training Category 培訓分類	Programs 培訓項目	Learning Outcomes 培訓效果
Business Skills Training	The First Office Techniques Application Training	<ul style="list-style-type: none"> — Enhanced the leadership skill — Enhanced office skills — Strengthened fire safety knowledge
業務技能培訓	第一期辦公技能應用培訓	<ul style="list-style-type: none"> — 提升領導技能 — 提升辦公技能 — 加強消防知識
	The 2019 First Administrative Staff Training	<ul style="list-style-type: none"> — Strengthened their management skills — Identified internal talents for the Group's development
	二零一九年度第一期行政人事條線培訓	<ul style="list-style-type: none"> — 強化員工管理技能 — 為本集團發展物色內部人才

6. Our People (Continued) 人才發展(續)

Training Category 培訓分類	Programs 培訓項目	Learning Outcomes 培訓效果
	Investment operation, return on investment, business growth training 投資業務、投資回報、業務增長培訓	<ul style="list-style-type: none"> Enhanced the analytical skill on the Group's business investment 提升有關本集團業務投資的分析技能
	Business management software system training 業務管理軟件系統培訓	<ul style="list-style-type: none"> Strengthened and updated the application and usage of software system 加強及更新軟件系統的應用及使用
Management Skills Training 管理技能培訓	Quarterly, Half Year and Annual Analysis Meetings on Operation Management 商管季度、半年度及年度經營分析會	<ul style="list-style-type: none"> Planned the Group's goals on finance, safety, management, talents aspects 設立本集團於財務、安全、管理、人才方面的目標

EMPLOYEE RIGHTS AND BENEFITS

Subject to the Labour Law of the PRC* (《中華人民共和國勞動法》), the Group has established policies for regulating working hours of employees based on the characteristics of different positions. Overtime work is compensated with paid holidays or overtime pay in accordance with the law. Rest days are also arranged in accordance with national laws and regulations. Employee rights are strictly protected by the Group's relevant policies.

The Group's remuneration policy is designed to attract, retain and motivate talented individuals to contribute to the success of the business. As an attractive and lawful employer, we have formulated a reasonable remuneration policy to set up and review staff salary on the basis of performance, skills, qualifications and experience of the staff concerned and according to the prevailing industry practice. In addition to salary, other staff benefits include state-managed retirement pension scheme, social insurance and welfare. To maintain employees' physical health, the Group arranges medical health check-ups for employees based on needs. Employees who have worked for more than six months can enjoy this benefit.

員工權益及福利

根據《中華人民共和國勞動法》，本集團根據不同崗位工作特點制定了規範員工的工時政策，加班員工依法享有帶薪假期或加班費，休息天數亦遵照國家法律和規定安排進行。員工權益受到本集團相關政策的嚴格保護。

本集團的薪酬政策旨在吸引、挽留和激勵有才之士為公司業務成功作出貢獻。作為一個有吸引力的合法僱主，我們制定合理的薪酬政策，根據員工的表現、技能、資歷和經驗，以及現行行業慣例，制定和審核員工薪酬。除支付薪酬外，本集團提供的其他員工福利還包括國家管理的退休金計劃、社會保險和福利。為保持員工身體健康，本集團根據需要為員工提供醫療健康檢查，工作滿六個月以上的員工即可享受此項福利。

6. Our People (Continued) 人才發展(續)

During the year, we were not aware of any non-compliance with the relevant laws and regulations having a significant impact on the Group relating to working hours, rest periods, and other benefits and welfare.

EMPLOYEE ENGAGEMENT

The Group upholds the concept of “happy work and happy life”. To encourage employees to maintain a work-life balance lifestyle and enrich their cultural lives, we have established departmental funds for subsidizing employees’ activities and interest groups. During the year, the “Chinese New Year Annual Party” (「新春年會」), “Junzhang Ancient Road Trail Walking Outward Bound” (「軍嶂古道毅行拓展活動」) “The 2nd Food Cooking Competition” (「第二屆美食廚藝大賽」) and “Lingshan Blessing Activities for New Year (「新年靈山祈福活動」) was organised in January, July, September and December 2019 respectively. Employees from different subsidiaries formed teams and participated in these events. Through the team formation of cross-projects, it effectively enhanced the interaction and cooperation among employees from different projects and strengthened the cohesion among employees.

The Group’s internal magazine, “Wuzhou People” (「五洲人」), serves as a platform for employee education and promotion, facilitating communication with employees and summarizing the activities of the Group. The magazine is published monthly on the Company’s website, so all employees can get the up-to-date information of the Group.

年內，我們並不知悉於工作時數、假期以及其他待遇及福利方面，發生任何不符合相關法律及法規並對本集團產生重大影響的事件。

員工參與

本集團秉承「開心工作，快樂生活」的理念。為鼓勵員工保持工作與生活平衡的生活方式，豐富員工的文化生活，我們設立部門資金，用於資助員工活動及員工興趣小組。年內，本集團分別於二零一九年一月、七月、九月及十二月舉行「新春年會」、「軍嶂古道毅行拓展活動」、「第二屆美食廚藝大賽」及「新年靈山祈福活動」，多地子公司的員工組成團隊參加該等活動。透過跨項目組隊，有效加強各地區項目同事之間的互動與合作，增強員工之間的凝聚力。

本集團每月發佈內部刊物「五洲人」總結集團的活動，其作為一個員工教育、宣傳的平台，有助促進與員工與集團的溝通。該雜誌每月於公司網站發佈，所有員工均可透過其獲取本集團的最新資訊。

6. Our People (Continued) 人才發展 (續)

EMPLOYEE COMPOSITION

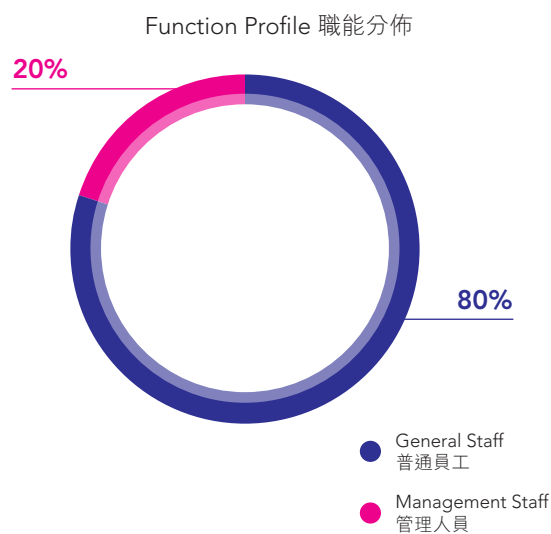
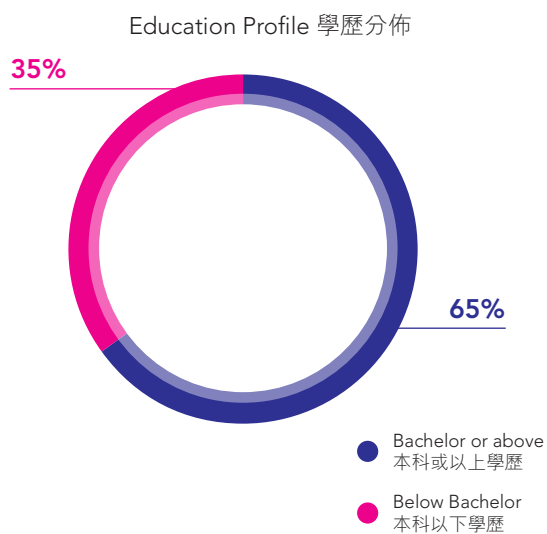
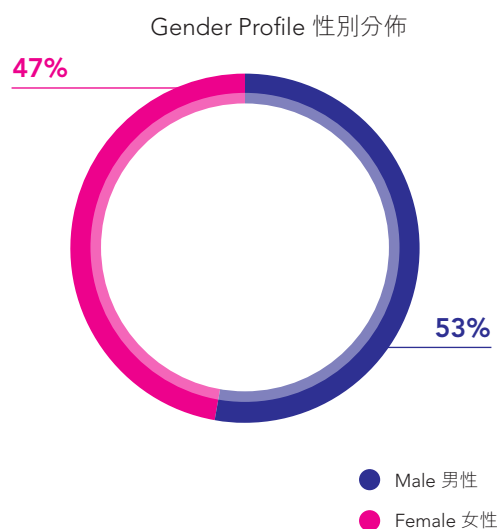
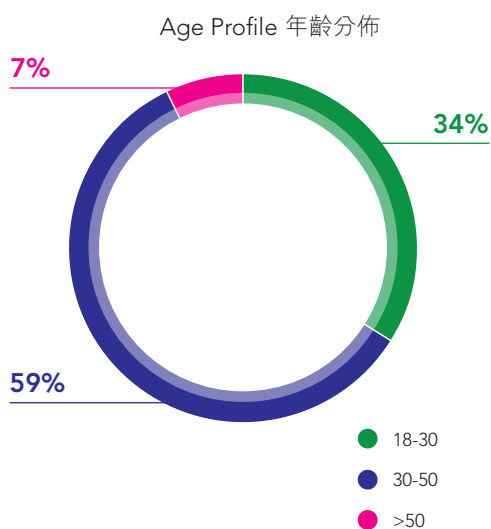
As at 31 December 2019, the Group has 585 employees, of which 393 are engaged in the property development division and 192 are engaged in the property services division.

The Group's eight commercial real estate projects in Wuxi have a total of 458 employees, with a male-to-female ratio of about 44:56. Approximately 59% of employees are aged between 30 and 50 years. In terms of educational profile, approximately 35% of the employees have tertiary qualifications or above. Our dedicated workforce comprises of approximately 20% management staff and 80% general staff.

員工組成

於二零一九年十二月三十一日，本集團僱用585名員工，其中393名從物業發展分部，192名從物業經營服務分部。

本集團於無錫的八個商業地產項目共有員工458名，男性和女性員工的比例為44:56；約59%的員工的年齡在30到50歲之間。在教育程度方面，約有35%的員工具有大專或以上學歷。上述可靠的員工團隊由約20%管理人員和80%普通員工構成。

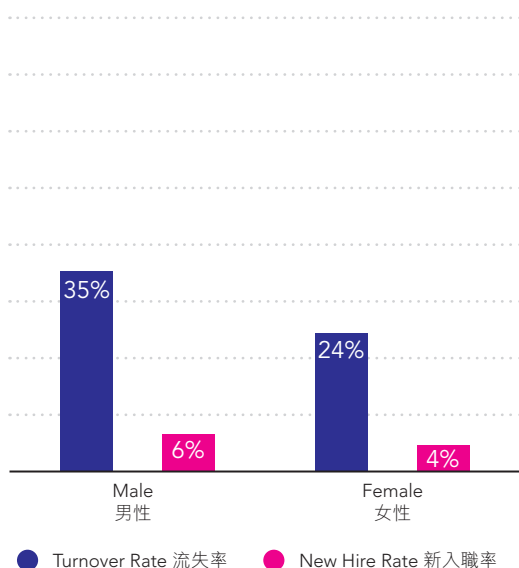


6. Our People (Continued) 人才發展 (續)

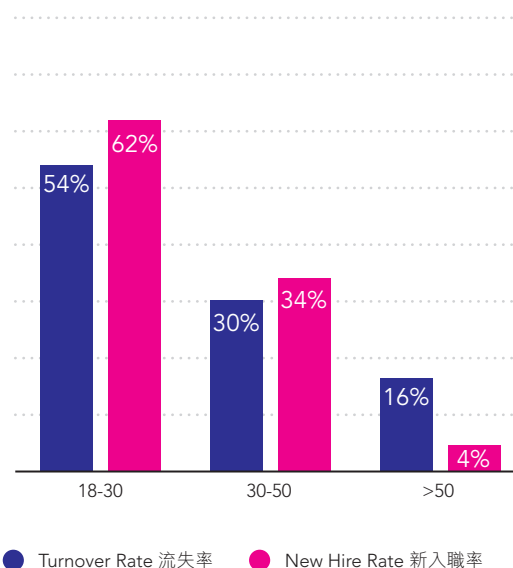
The Group's eight commercial real estate projects in Wuxi have an overall turnover rate of approximately 59% or 680 people, while the new hire rate is approximately 10% or 118 people. The distribution of turnover and new hire rates by gender and age categories are presented in charts below.

本集團於無錫的八個商業地產項目整體流失率約為59%或680人，而新入職率約為10%或118人。下表列出按性別和年齡分類的流失率和新入職率的分佈情況。

Turnover and New Hire Rate (By Gender)
流失率及新入職率按性別劃分



Turnover and New Hire Rate (By Age)
流失率及新入職率按年齡劃分



OCCUPATIONAL HEALTH AND SAFETY

As our business operations are office-based, we focus on the control of electric shocks and fire prevention in the workplace. The Group strictly complies with regulations and laws such as Production Safety Law of the PRC* (《中華人民共和國安全生產法》).

Safety measures are clearly stated in the staff handbook and all employees are required to strictly follow the regulations. They share the responsibilities of maintaining tidiness in the offices to minimize accidents occurrence. Any emergency cases discovered have to be reported to the supervisors immediately for further handling. During the year, there were no significant occupational health and safety related accidents reported to the Group.

職業健康與安全

由於我們的業務運營以辦公室為基礎，我們重點做好工作場所的觸電及防火工作。本集團嚴格遵守《中華人民共和國安全生產法》等法律法規要求。

員工手冊中明確列出安全措施，並要求全體員工嚴格遵守相關規定。員工共同承擔維持辦公室整潔的責任，以盡量減少事故發生。員工如發現任何緊急事件，均必須立即報告主管作進一步處理。年內，本集團並無報告重大職業健康與安全相關事故。

6. Our People (Continued)

人才發展 (續)

The Group regularly conducts occupational health and safety education programs, such as fire drills, emergency evacuations and occupational health and safety courses or seminars, for employees. Their awareness is thereby enhanced to reduce chances of having related accidents. During the year, the Group's eight commercial real estate projects in Wuxi conducted safety training of 458 person-times and 11,268 training hours.

To further maintain the physical and mental health of employees, an "employee health scheme" (「員工健康計劃」) is established by the Group. Employees who have been with the Group for more than six months can enjoy free body check-ups under the scheme. A gynecological examination is given to our female employees once every two years. Employees can enquire about their health information under the health management system established by the Company. With these schemes, the employees' health can be secured.

本集團定期為員工開展職業健康與安全教育，如消防演習、緊急疏散及職業健康與安全課程或研討會等，從而提高員工安全意識，降低事故發生率。年內，本集團於無錫的八個商業地產項目共進行安全培訓458人次，培訓時數11,268小時。

為進一步維持員工身心健康，本集團設立「員工健康計劃」。根據該計劃，加入本集團六個月以上的員工可享受免費身體檢查。而我們女性員工享有每兩年一次的婦科檢查。員工可以在本公司建立的健康管理系統上查詢他們的健康信息。通過這些計劃，我們的員工健康得到保障。

7. Community Care 社區關懷

The Group shoulders its share of social responsibility, demonstrating its enthusiasm for public welfare. In addition to rapid development of business, we have embedded social responsibility as an integral part of our long-term development strategy. During the year, the Group made charitable and other donations of approximately RMB37,920.

The Group actively organizes charitable events at the locations of its operations. During the year, we organised charitable activities “Wuxi Orange” (「五洲橙」) for residents in Wuxi City to take care the elderly and provide subsidies to those poor students.

In January 2019, in a public welfare activity themed with “Sending Warmth in Winter”* (「冬日暖冬行•情暖敬老院」), our Group’s employees and the volunteers of the government visited Maba Nursing Home and delivered daily necessities and other things to the elderly there for keeping them warm and their other needs, with an aim to promote our traditional virtues of Chinese nation in respecting, loving and helping the elderly.

本集團承擔應負的社會責任，熱心公益事業。在促進我們業務快速發展的同時，我們將社會責任納入為長遠發展戰略的組成部分。年內，本集團作出慈善及其他捐款約人民幣3.792萬元。

本集團積極為運營所在地舉行慈善活動。年內，我們為無錫市居民舉行「五洲橙」慈善活動，以關懷長者及為貧困學生提供補助金。

於2019年1月，集團員工和政府志願者一起走進馬壩敬老院，開展以「冬日暖冬行•情暖敬老院」為主題的公益活動，為馬壩敬老院的老人們送上生活日用品、暖冬物品等，弘揚敬老、愛老、助老中華民族傳統美德。



7. Community Care (Continued) 社區關懷(續)

In August 2019, the donation ceremony for the “Learn about High-tech Zone”* (「感知高新區」) Qinghai Huzhu Summer Camp was held in the lecture hall on the first floor of the Science and Technology Business Center, Xinwu District, Wuxi City. The Group donated RMB8,000 to the students in need in Huzhu Tu Autonomous County in Haidong City of Qinghai Province for the expenses for this camp and scholarship.

於2019年8月，「感知高新區」青海互助學生夏令營開營捐助儀式在無錫新吳區科技商務中心一樓報告廳舉行。集團向青海省海東市互助土族自治縣貧困學子伸出援助之手，捐助8000元用於本次夏令營活動費用及孩子們的助學金。



8. ESG Content Index ESG 報告內容索引

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
A. Environmental A. 環境		
Aspect A1 層面 A1	Emissions 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： (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。	5. Environmental Protection Environmental Management Emission Control 5. 環境保護 環境管理 排放控制
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	5. Environmental Protection Emission Control 5. 環境保護 排放控制
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity. 溫室氣體總排放量(以噸計算)及(如適用)密度。	5. Environmental Protection Emission Control 5. 環境保護 排放控制
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Emission Control, the Group's business is office based and basically it does not involve generation of hazardous waste. 排放控制，本集團業務以辦公室經營，基本無涉及產生有害廢棄物。

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度。	Emission Control, major non-hazardous waste is generated by property owners and operators. 排放控制, 本集團絕大部分無害廢棄物由業主及經營戶產生。
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。	5. Environmental Protection Emission Control 5. 環境保護 排放控制
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。	5. Environmental Protection Emission Control 5. 環境保護 排放控制
Aspect A2 層面 A2	Use of resources 資源使用	
General disclosure 一般披露	Policies on 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。	5. Environmental Protection Environmental Management Resources Reduction 5. 環境保護 環境管理 資源節約
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及/或間接能源總耗量 (以千個千瓦時計算) 及密度。	5. Environmental Protection Resources Reduction 5. 環境保護 資源節約
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	5. Environmental Protection Resources Reduction 5. 環境保護 資源節約
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。	5. Environmental Protection Resources Reduction 5. 環境保護 資源節約

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備註
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for the 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。	5. Environmental Protection Resources Reduction 5. 環境保護 資源節約
KPI A2.5	Total packaging materials 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。	The Group is engaged in commercial real estate development and operations. There is no manufacturing of products, so the business does not involve the use of packaging materials. 本集團業務為商業地產開發及運營，沒有產品生產，因此不涉及包裝材料使用。
Aspect A3 層面A3	The environment and natural resources 環境及天然資源	
General disclosure 一般披露	Policies on minimizing the issuers' 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。	5. Environmental Protection Environmental Management Promoting Green Culture 5. 環境保護 環境管理 推廣綠色文化
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。	5. Environmental Protection Promoting Green Culture 5. 環境保護 推廣綠色文化

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
B. Social		
B. 社會		
Aspect B1	Working conditions	
層面 B1	工作條件	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity and other benefits and welfare.	6. Our People Fair Employment Employee Rights and Benefits
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、多元化以及其他待遇及福利的： (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。	6. 人才發展 公平僱傭 員工權益及福利
KPI B1.1	Total workforce by employment type, age group and geographical region. 按僱傭類型、年齡組別及地區劃分的僱員總數。	6. Our People Employee Composition 6. 人才發展 員工組成
KPI B1.2	Employee turnover rate by age group and geographical region. 按年齡組別及地區劃分的僱員流失比率。	6. Our People Employee Composition 6. 人才發展 員工組成
Aspect B2	Health and safety	
層面 B2	健康與安全	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	6. Our People Occupational Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (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。	6. 人才發展 職業健康與安全

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
KPI B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	6. Our People Occupational Health and Safety 6. 人才發展 職業健康與安全
Aspect B3 層面 B3	Development and training 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。	6. Our People Fair Employment Development and Training 6. 人才發展 公平僱傭 發展及培訓
Aspect B4 層面 B4	Labour standards 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 or 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。	6. Our People Fair Employment 6. 人才發展 公平僱傭
Aspect B5 層面 B5	Supply chain management 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. Scientific Operation Supply Chain Management 4. 科學運營 供應鏈管理
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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	4. Scientific Operation Supply Chain Management 4. 科學運營 供應鏈管理

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
Aspect B6 層面 B6	Product responsibility 產品責任	
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress 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： (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。	4. Scientific Operation Striving to Provide Quality Service Business Ethics 4. 科學運營 致力提供優質服務 商業道德
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	4. Scientific Operation Business Ethics 4. 科學運營 商業道德
Aspect B7 層面 B7	Anti-Corruption 反貪污	
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 bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (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。	4. Scientific Operation Business Ethics 4. 科學運營 商業道德
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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	4. Scientific Operation Business Ethics 4. 科學運營 商業道德
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	4. Scientific Operation Business Ethics 4. 科學運營 商業道德

8. ESG Content Index (Continued)

ESG 報告內容索引 (續)

KPIs 關鍵績效指標 (KPI)	HKEX ESG Reporting Guide Requirements 香港聯合交易所 ESG 報告指引要求	Section / Remarks 章節 / 備注
Aspect B8 層面 B8	Community investment 社區投資	
General disclosure 一般披露	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. 有關以社區參與來了解發行人營運所在社區需要和確保其活動會考慮社區利益的政策。	7. Community Care 7. 社區關懷
KPI B8.1	Focus areas of contribution 專注貢獻範疇	7. Community Care 7. 社區關懷
KPI B8.2	Resources contributed to the focus area. 在專注範疇所動用的資源。	7. Community Care 7. 社區關懷

* For identification purpose only



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