

CANGGANG RAILWAY LIMITED 滄港鐵路有限公司

(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 : 2169



Environmental, Social and Governance Report **2020** 環境、社會及管治報告

Contents

目錄

- 02 Chairman's Message
主席的話
- 04 About this Report
關於本報告
- 06 Stakeholders Management
持份者管理
- 09 Environment Protection, Energy Saving and Emission Reduction
環保、節能與減排
- 14 Transportation Safety
運輸安全
- 16 Human Capital
人力資本
- 24 Supply Chain Management
供應鏈管理
- 26 Community Investment
社區投入



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Chairman's Message

Government policy is the key driver for enterprise development. Since its incorporation, Canggang Railway Limited (the "Company", together with its subsidiaries, the "Group") is under the proper leadership of our management and always upholds the main principle of "focusing on national economic policies to promote economic growth", hence giving full play to the role of the government as core leader. In line with the direction of maintaining company stability and contributing to national development, we focus on working with dedication, progressing at steady pace and keeping up with the times. The Company is committed to achieving high-quality leapfrog development by proactively exploring new thoughts and approaches for our business.

We always regard team building and talent echelon construction as an important task, and ensure that there is a team of core staff members with steadfastness, pragmatism, devotion and dedication to achievement. Over the past several years, the government has consecutively organized the "2-Learning 2-Enhancement" activity with the theme of "Learning national theories to enhance political quality; learning professional knowledge to enhance business skills" in which all of our employees have participated. Through training and skills competition, we rank our staff of all functions and reward them accordingly, resulting in a significant boost in political and business qualities across our staff members. Through which we nurture a pool of elites and leaders with strong professional skills and comprehensive theoretical knowledge. All of these have greatly stimulated the enthusiasm of our staff towards self-learning.

With years of experience, the Company has built a team that can combat challenges and attain success in critical times. In the face of the unexpected COVID-19 pandemic, all our staff took a sober stance to overcome the difficulties with scientific planning under the government's leadership. Leveraging on our diligent and devoted staff, the Company not only reported zero infected cases but also maintained a stable income generated from its railway transportation business in 2020.

While improving economic efficiency, we also received social honors and were awarded the title of "National Advanced Logistics Enterprise" by the China Communications and Transportation Association ("中國交通運輸協會") in 2020.

主席的話

國家政策是企業發展的紅色引擎，滄港鐵路有限公司（「本公司」，連同其附屬公司統稱為「本集團」）自註冊成立以來，在管理層的正确領導下，始終堅持「圍繞國家經濟政策、抓好政策促經濟」這條主線，充分發揮國家領導核心作用、圍繞公司穩定和發展大局，扎實工作、穩步推進、與時俱進，積極探索企業工作新思路、新方法，助力企業實現高質量跨越式發展。

我們始終把抓隊伍建設、抓人才梯隊建設作為一項重要工作常抓不懈，確保有一支作風過硬、業務扎實、愛崗敬業、能打硬仗的幹部職工隊伍。國家連續幾年開展了以「學習國家理論，提高政治素質；學習專業知識，提高業務技能」為主題的「雙學雙提」主題活動，全員參與。通過學習培訓和技術比武，各工種排出名次、給予獎勵，使員工隊伍的政治和業務水平顯著提高，湧現出了一批專業技術強、理論知識全面的業務尖子和骨幹，大大激發了員工自主學習的積極性。

多年的歷練，公司打造了一支在困難面前和關鍵時刻能夠拉得出、打得贏的隊伍。面對2020年突如其來的新冠疫情，在國家的領導下，公司上下沉著應對，科學組織，職工克服困難，堅守崗位，甘於奉獻，不但確保了公司職工零感染，2020年的鐵路運輸收入亦維持穩定。

在經濟效益不斷提升的同時，企業也收獲了社會榮譽，2020年被中國交通運輸協會評為「全國先進物流企業」。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As for the direction of the Company's future development, we will continuously adhere to the guidance of President Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era. Under the government's leadership, we will follow the spirit of the instruction of the China Local Railway Association, in particular focusing on the following aspects: 1. implementing the new development concept and constructing a new development pattern by thoroughly implementing the spirit of the fifth plenary session of the 19th Central Committee of the Communist Party of China, adhering to the concept of green development, promoting reform and innovation, and forging ahead with determination; 2. by leveraging on our advantages in location and resources, accelerating the transformation from a traditional railway transportation enterprise to a modern railway logistics enterprise relying on railway transportation; 3. optimizing the deployment of assets and capital by making full use of the advantages of being a listed company with open-minded thinking and innovation; and 4. leveraging the advantages of the party committee in cultivating, introducing and retaining talents to adapt to the future needs of the Company's development.

The unexpected COVID-19 resulted in a significant impact on the management of our business. Nevertheless, our employees maintained their professions in their works with great confidence to prevent and control the epidemic. Together with the policy promulgated by the government, the Company has maintained stability in the face of adversity and is more attentive in providing comprehensive and safe transportation services to our customers. I believe that the Company will overcome the difficulties and flexibly respond to the changing environment in 2021 and provide all-rounded services to our customers.

2021 is the first year of the "14th Five-Year Plan" and also the opening year of the new journey of building a modernized socialist country and advancing towards another century. The Company will continue to operate in a "strict, detailed, thorough, practical and expeditious" manner, and work together with all levels of our staff to pave the way for new milestones. It also strives to contribute to the construction of a prosperous and beautiful Changzhou, making Changzhou a new model and a driver of high-quality development of Jiangsu Province during the "14th Five-Year Plan" period.

對於公司未來的發展方向，我們將繼續堅持以習近平新時代中國特色社會主義思想為指導，在國家的領導下，按照中國地方鐵路協會的指示精神，著重抓好以下幾個方面：一是深入貫徹國家第十九屆五中全會精神，秉承綠色發展理念，改革創新，銳意進取，貫徹發展新理念，構建發展新格局；二是充分發揮自身區位、資源優勢，加快由傳統鐵路運輸企業向以鐵路運輸為依托的現代鐵路物流企業轉型；三是充分利用上市公司的平台優勢，解放思想，開闊思路，積極搞好資產運營和資本運作；四是發揮黨委優勢，培養人才、引進人才、穩定人才，以適應滄港鐵路新的發展需求。

突如其來的COVID-19對我們的業務管理造成巨大影響，但員工均在工作中保持專業，以極大的信心防範和應對疫情。加上政府頒佈的政策，本公司在逆境中保持穩定，更用心為客戶提供全面及安全的運輸服務。本人相信公司將能於2021年克服困境，並繼續靈活應對環境變化，為客戶提供全面的服務。

2021年是「十四五」規劃的開局之年，也是全面建設社會主義現代化國家新征程、向第二個百年進軍的開局之年。滄港鐵路將繼續貫徹「嚴、細、深、實、快」的作風，上下同欲，戮力同心，再創滄港鐵路新輝煌，為建設經濟強市、美麗滄州，打造「十四五」時期全省高質量發展的新高地和發動機貢獻力量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

About this Report

The Group is pleased to present its first environmental, social and governance (“ESG”) report for the year ended 31 December 2020 to provide an summary of the Group’s policies, measures and performance on the key ESG issues.

(i) Basis of preparation

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and has complied with all relevant guidelines and requirements. It aims to disclose the works performed by the Company in Cangzhou in an appropriate and effective manner.

This report is prepared and published in both Chinese and English at the Stock Exchange’s website (www.hkexnews.hk) and the Company’s website (<http://www.czcgtl.com>). In case of any discrepancy between the two versions, the English version prevail.

(ii) Scope of the report

All the data and information of this report are obtained and calculated based on the operations of our Canggang Railway Line. Unless otherwise stated, this report mainly covers the freight transportation with our ancillary business and the ESG activities carried out. This is the first ESG report issued by the Group. We will continue to assess the impact of our business on the ESG issues to refine and improve the information disclosure.

Unless otherwise stated, financial data in this report are express in RMB.

關於本報告

本集團欣然提呈其截至2020年12月31日止年度的首份環境、社會及管治（「環境、社會及管治」）報告，當中概述本集團在關鍵環境、社會及管治議題方面的政策、措施及表現。

(i) 編撰基準

本報告乃按照香港聯合交易所有限公司（「聯交所」）證券上市規則附錄二十七《環境、社會及管治報告指引》（「環境、社會及管治指引」）而編製，並符合所有相關指引及規定。本報告旨在以合適及有效的方式披露本公司在滄洲進行的工作。

本報告以中、英文編製，並刊登於聯交所網站（www.hkexnews.hk）及本公司網站（<http://www.czcgtl.com>）。中英文版本如有歧義，概以英文版本為準。

(ii) 報告範圍

本報告內所有數據和資料均基於本集團滄港線的營運而取得及計算。除另有指明外，本報告主要涵蓋集團的貨物運輸及輔助業務，以及曾進行的環境、社會及管治活動。本報告為本集團刊發的首份環境、社會及管治報告。我們將繼續評估集團業務對環境、社會及管治議題的影響，以改進及完善資訊披露。

除另有指明外，本報告所列財務數據均以人民幣列示。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

(iii) Materiality Assessment

For the preparation of this ESG report, we assessed the ESG factors related to our stakeholders under our annual materiality assessment in order to prioritize the ESG issues which indicate the key concerns of our investors and other stakeholders that they should be reported. Followings is our annual materiality assessment process:

1. Identify the ESG issues from different stakeholders
2. Assess the importance of the ESG issues to each of the stakeholders based on the operations and the feedback from those team relating to such stakeholders
3. Review the assessment of the ESG issues and prioritize them

(iv) Data collection

The information contained in this report is sourced from the internal documents and statistics information of the Group. Our senior management questioned each department in respect to their performance on the environmental caring and social responsibilities, together combined the management and operations information from the subsidiaries under the Group's management systems.

We will continue to improve our data collection methodologies and use consistent approach for our data comparisons and presentation in our future reports.

(v) Reporting period

This report covers the Group's initiative and performance from 1 January 2020 to 31 December 2020 (the "Reporting Period").

(vi) Contact information

We consider all the opinions from our stakeholders valuable. If you have any question about this report, please contact us via mail to our business address in Hong Kong: Room 09-10, 41/F., China Resources Building, 26 Harbour Road, Wan Chai, Hong Kong.

(iii) 重要性評估

就編製本環境、社會及管治報告而言，我們已根據年度重要性評估對與持份者相關的環境、社會及管治因素進行評估，以按優先次序就環境、社會及管治議題進行排序，指出投資者和其他持份者所關注並應作報告的主要議題。我們的年度重要性評估程序如下：

1. 自不同持份者識別環境、社會及管治議題
2. 基於業務營運及團隊所反映與持份者相關之反饋，評估環境、社會及管治議題對各有關持份者的重要程度
3. 審閱環境、社會及管治議題相關評估並排列優先次序

(iv) 數據蒐集

本報告所載資料乃源自本集團的內部文件及統計資料。公司高級管理層已向各部門詢問其各自在關懷環境及社會責任方面的表現，並取得本集團管理系統下有關附屬公司的管理及營運資料。

我們將會繼續完善數據蒐集方法，並於日後的報告中使用貫徹一致的數據比較和呈列方式。

(v) 報告期間

本報告涵蓋本集團於2020年1月1日至2020年12月31日（「報告期」）的措施及表現。

(vi) 聯絡資料

我們十分重視持份者的一切意見。閣下如對本報告有任何疑問，歡迎郵寄至本公司的香港營業地址與我們聯繫，地址為：香港灣仔港灣道26號華潤大廈41樓09-10室。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders Management

We have been striving to contribute to the development of a better society. We continue to fulfil our corporate responsibilities, with a focus on further engagement in a dialogue with stakeholders. We work with our stakeholders through day-to-day communications to understand their needs and their opinions are our key to get succeeded. The following table shows our responsibilities towards the stakeholders and the ways we communicate:

持份者管理

我們一直致力為建設更美好社會作出貢獻。我們一直履行本身的企業責任，並專注與持份者進行更深入的溝通。我們通過日常溝通與持份者合作，以了解彼等的需要，而彼等的意見則為我們達成成功的關鍵。下表載列我們對持份者的責任以及我們的溝通方式：

Key Stakeholders 主要持份者	Company's responsibilities 本公司的責任	Activities taken by the Company 本公司所採取的行動	Main channels 主要渠道
Shareholders and investors 股東及投資者	We will manage our duties to ensure the shareholders can get their greatest reward 我們將盡本身職責，以確保股東能夠獲得最大回報	Earned RMB64.6 million profit this year 於本年度賺取人民幣64.6百萬元溢利 Started our railway upgrade to increase the capacity and to transport the goods safely and stably 開始升級鐵路，以提升運載能力並以安全、穩定方式運送貨物 Released the Company's website to allow the shareholders to obtain the Company's information directly 推出公司網站，讓股東能直接取得本公司資料	Annual general meetings, notices, circulars and announcements 股東週年大會、通告、通函及公告 Regular Company publications, including financial statements 定期公司刊物，包括財務報表 Company's website 公司網站 Make enquiries to the Company by phone or other means 透過致電或其他方式向本公司作出查詢
Regulatory agencies 監管機構	We will continue our professional development to ensure we comply to all the requirements and make timely announcement as required 我們將持續參與專業發展，以確保符合所有規定，並根據規定及時作出公告	Submitted and published the annual report for the year ended 31 December 2020 提交及刊發截至2020年12月31日止年度的年報 Complied with regulatory requirements by reporting and disclosing the information in a timely manner 透過及時報告及披露資料遵守監管規定 At the invitation of the China Communications and Transportation Association ("中國交通運輸協會"), to participate in the "Seventh China International Logistics Development Conference" ("第七屆中國國際物流發展大會") 應中國交通運輸協會的邀請，參加「第七屆中國國際物流發展大會」	Submit regular reports every six months and every year 每六個月及每年提交定期報告 Submit documents or witness statements under special circumstances 於特殊情況下提交文件或證人陳述書 Responding to Consultation on Proposed Amendments to the Listing Rules 對建議修訂上市規則諮詢文件的回應 Regularly review periodicals and guidance materials, including guidance letters, listing decisions and frequently asked questions 定期查閱期刊及指引材料，包括指引信、上市決定及常見問題 Inquire about listing compliance matters in writing 就上市合規事宜作出書面查詢

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Key Stakeholders 主要持份者	Company's responsibilities 本公司的責任	Activities taken by the Company 本公司所採取的行動	Main channels 主要渠道
Government 政府	We will cooperate with the government to assist the development of the society 我們將與政府合作為社會發展出一分力	<p>Managed and paid taxes according to the relevant laws and regulations 根據相關法律及法規管理及支付稅項</p> <p>Followed the President Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, thoroughly implement the spirit of the company's leadership team's annual work conference 遵照習近平新時代中國特色社會主義思想，在本公司領導團隊年度工作會議上貫徹推行有關精神</p> <p>At the invitation of the Safety Supervision and Administration Department of the State Railway Administration("國家鐵路局安監監督管理司") to participate in the "Local Railway Safety Supervision Work Research Forum ("地方鐵路安全監管工作調研座談會") 應國家鐵路局安監監督管理司的邀請，參加「地方鐵路安全監管工作調研座談會」</p>	<p>Regular oral and written communication on the Group's major plans and new developments 定期就集團之主要計劃和新訂發展進行口頭及書面溝通</p> <p>Attend meetings related to railway development and respond to enquiries upon request 出席與鐵路發展相關之會議，並應要求回應查詢</p>
Customers 客戶	We will put our customers first, providing them with a stable supply of high-quality services that consistently meet safety standards 我們將以客為先，為客戶提供穩定且一直符合安全標準的優質服務	<p>Continue to improve the system of the Canggang Railway Line to provide stable and high-quality services that consistently meet safety standards 不斷完善滄港線系統，以提供穩定且一直符合安全標準的優質服務</p> <p>Conducted seminars with customers, suppliers and other business partners 與客戶、供應商及其他業務夥伴舉行研討會</p> <p>Continue to develop our ancillary business to provide the customer with a more comprehensive experience from our services 繼續發展我們的輔助業務，以為客戶提供更全面的服務體驗</p>	<p>Communicate with customers on market conditions and sign contracts every year 每年與客戶討論市場情況及簽訂合約</p> <p>Email and customer service hotline 電郵及客戶服務專線</p> <p>Business meetings with the customers 與客戶進行商務會面</p> <p>Company's website 公司網站</p> <p>Regular telephone communication with customers 定期透過電話與客戶溝通</p>
Public and communities 公眾及社區	We will consider the best ways to collaborate with local governments and residents and implement activities accordingly 我們將尋求與地方政府及居民合作的最佳方法，並相應推行活動	<p>News publication for the listing of the Group on the Main Board of the Stock Exchange 就本集團於聯交所主板上市刊發新聞稿</p> <p>Published the annual report for the year ended 31 December 2020 刊發截至2020年12月31日止年度的年報</p>	<p>Regular media visits and activities, including on-site media interviews, media workshops, guided tours, and media briefings 舉辦定期媒體訪問及活動，包括現場媒體訪問、傳媒工作坊、導覽及傳媒簡介會</p> <p>Announcement for major business updates 就主要業務更新作出公告</p> <p>Company's website 公司網站</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Key Stakeholders 主要持份者	Company's responsibilities 本公司的責任	Activities taken by the Company 本公司所採取的行動	Main channels 主要渠道
Employees 僱員	In the recruitment and promotion of personnel, we actively implement policies designed to promote diversity in personnel recruitment and promotion. We actively promote policies designed to promote diversity in personnel recruitment and promotion.	<p>Provided a healthy and safe working environment with fair promotion mechanism and reward 提供健康和安全的工作環境，並設有公平晉升機制和回報</p> <p>During the COVID-19, the Group carried out the activities of sending warmth and doing practical work for front-line employees, and sent medicines and food to employees in production positions as condolences 於COVID-19期間，本集團曾為前線員工舉辦送暖活動並提供實際協助，亦曾向生產部門員工送上藥物及食品以作慰問</p> <p>The Group carried out the "Discussion on Changing Concepts, Improving Services, and Opening up Markets" ("轉變觀念，改進服務，開拓市場大討論") among all employees 本集團曾與全體員工舉行「轉變觀念、改進服務、開拓市場大討論」</p> <p>The Group launches employee business skills training activities 本集團推出僱員業務技能培訓活動</p>	<p>Monthly seminars and quarterly briefings for our senior management 為高級管理層舉行每月研討會及季度簡報會</p> <p>Employees survey 員工調查</p> <p>Informal meetings and task force meetings as needed 根據需要舉行非正式會議及工作小組會議</p>
Suppliers/partners 供應商／業務夥伴	We will conduct fair and open transactions with our business partners, sharing our policies and goals with them 我們與業務夥伴之間的交易將為公平及公開，並向業務夥伴介紹公司的政策和目標	<p>Tender inspiration for the procurement of products/services 就產品／服務採購提供招標建議</p> <p>Inspection and supervision as scheduled 按計劃時間表進行檢閱及監督</p> <p>Revised the quality of the services and held a briefing session on the revision 改善服務質素及就有關修正舉行簡介會</p> <p>Established long-term cooperation with quality suppliers and subcontractors 與優質供應商及分包商建立長期合作關係</p>	<p>Tendering process 招標程序</p> <p>Emails with suppliers to discuss the services 透過電郵與供應商討論服務事宜</p> <p>Business meetings with the suppliers 與供應商進行商務會面</p> <p>Company's website 公司網站</p> <p>Regular telephone communication with suppliers 定期透過電話與供應商溝通</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Environment Protection, Energy Saving and Emission Reduction

The Group regards environmental protection as an important corporate responsibility and is dedicated to implement a comprehensive environmental protection management system in the daily operations. The safety supervision office is responsible for developing and implementing internal rules and regulations on environmental protection. The Group has adopted regulations in respect of working procedure at various locations including railways and freight yards to ensure compliance with environmental protection laws and regulations.

During the Reporting Period, our environmental protection tax charged by the relevant authority amounted to approximately RMB2.1 million. The environmental protection tax was mainly paid for the coal dust emission from our loading and unloading business.

PRC national and local laws and regulations relating to environmental protection

We are subject to PRC national and local laws and regulations relating to environmental protection, prevention and control of pollution, and incident reporting. These include “The Opinions about Comprehensively Strengthening Ecological Environmental Protection and Resolutely Fighting Against Pollution”, “The Three-Year Action Plan to Win the Battle for a Blue Sky”, “Environmental Protection Law”, “Administration Rules on Environmental Protection of Construction Projects” and other relevant laws and regulations. We have obtained all pollutant discharge permits necessary from the relevant local environmental protection authority. For the year ended 31 December 2020, we complied with the applicable PRC environmental laws and regulations in all material aspects, and we were not subject to any material penalties associated with the material violation of any environmental laws or regulations.

環保、節能與減排

本集團視環境保護為重要的企業責任，致力在日常營運中推行全面的環境保護管理制度。安全監控辦公室負責制定和實施有關環境保護的內部規則和規定。本集團亦已在鐵路和貨場等多個地點採納工作程序規定，以確保環境保護法律和法規得到遵守。

於報告期內，相關部門向我們徵收的環保稅約為人民幣2.1百萬元。我們主要就裝卸業務的煤粉塵排放繳納環保稅。

中國有關環境保護的國家及地方法律和法規

我們須遵守中國有關環境保護、污染防治和事故報告的國家及地方法律和法規，其中包括《中共中央國務院關於全面加強生態環境保護、堅決打好污染防治攻堅戰的意見》、《打贏藍天保衛戰三年行動計劃》、《環境保護法》、《建設項目環境保護條例》以及其他相關法律和法規。我們已向相關地方環保部門取得所有必要的污染物排放許可證。於截至2020年12月31日止年度，我們在所有重大方面均已遵守適用的中國環境法律及法規，且我們並無因嚴重違反任何環境法律或法規而受到任何重大處罰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Energy reduction and emission management Rail freight operations

節能與排放管理 鐵路貨運營運



Basically, we need to spray a large amount of water on all of our coal trains using coal spraying equipment for humidification. We will unload the coal from the trains with coal unloaders after the trains arrived at the station's unloading line. Workers will clean up any unloaded coal and scattered coal around the trains. The coal will then be transported by dump trucks to the sheltered stacking area and stockpiled in heaps, and finally, be transported to the locations designated by the customers according to their needs. Besides, for sewage treatment, we already invested RMB2.08 million in the construction of underground integrated sewage treatment equipment years ago, and reuse the water after precipitation in storage tank for spraying in coal yards in accordance with the executive standard under the Standard of Water for Dust Collection at Coal Terminal (港口煤炭作業除塵用水標準).

We set up a leading group for environmental protection work, which mainly studies the PRC environmental protection laws and regulations and conducts supervision and inspection at sites. If there are any issues found during inspection and assessment, the leading group will fill out the environmental protection inspection and penalty form which will be checked and confirmed by the inspector and the parties involved. Penalty relating to any validated issues will be imposed according to the Company's guidelines.

基本來說，我們的載煤火車需要使用煤炭噴淋設備對全部車輛進行大劑量的噴水加濕，列車到達車站卸煤後由卸煤機卸下，人工將未卸盡的及車輛周邊散落的煤進行清理，再由翻斗車將煤運至堆放區成堆苫蓋堆放，然後根據客戶需求運至客戶所在地。另外，在廢水處理方面，早年我們投資人民幣2.08百萬元建設了地埋式一體化污水處理設備，並且按照《港口煤炭作業除塵用水標準》執行標準，把經貯水池沉澱後用於煤場噴淋。

我們成立了環保工作領導小組，他們主要學習國家環境保護法律法規，深入作業現場進行監督檢查，如果在檢查考核中發現的問題，他們會填寫《環保檢查處罰》並由檢查人、當事人雙方進行核實確認。經確認的事項需要按公司指引執行處罰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

To achieve our 2020 target according to the above policies, we have been improving our energy saving and emission reduction. We formulated our resource use and manage the budgets of materials. In 2020, the Group spent RMB23.1 million on the fuel used which decreased 13.9% compared to 2019. We did not have any problems in sourcing our fuels. The Group provides rail freight transportation services and ancillary services to our customers, the following information about the energy consumption and emission represent the results from our rail freight transportation services:

為根據上述政策達到我們的2020年目標，我們一直提升節能減排表現。我們已制定資源使用並管理物料預算。於2020年，本集團在所用燃料方面的支出為人民幣23.1百萬元，較2019年減少13.9%。我們在取得燃料方面並無遭遇任何問題。本集團向客戶提供鐵路貨運服務及輔助服務，以下為我們的鐵路貨運服務所產生的能源消耗及排放相關資料：



Index	指數	2020	2019
Resources consumption	資源消耗量		
Grease (ton)	潤滑油 (噸)	21.29	25.70
Petroleum (ton)	石油 (噸)	2,418.93	2,276.90
Energy Consumption index (ton/total tonnes of cargo)	能源消耗指數 (噸／貨物總噸位)	143.13	141.42
Electricity consumption (KWH)	用電量 (千瓦時)	237.61	224.56
Water consumption (ton)	用水量 (噸)	2,092.67	2,754.06
Energy Consumption index (ton/number of employee)	能源消耗指數 (噸／僱員人數)	2.66	3.50

While our information about the emission and energy consumption does not cover all the Group's operations, we aim to improve our internal data collection mechanism and gradually expand the scope of the disclosure.

雖然我們的排放及能源消耗相關資料並無涵蓋集團所有業務營運，惟我們已定下目標完善內部數據蒐集機制，並會逐步擴大披露範圍。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Ancillary business operations

輔助業務營運



Since 2018, we have invested into new environmental-friendly trucks to replace our old diesel trucks gradually. This year, we continued to increase our focuses on the usage of these new trucks to further enhance the energy usage. These new trucks consume natural gas, which is a cheaper and more environmental-friendly source of energy, such that, our usage of natural gas increased from 1,518.0 tonnes in 2019 to 1,819.8 tonnes in 2020. To ensure our operation is under the most energy efficient manner, our drivers are required to turn-off the engine when they are in parking mode and review our energy consumption report on a regular and on-demand basis.

In our offices, we strictly control our electricity consumption. We require our employees to turn off all the unnecessary lights, air-conditioners and other electronics devices. We also set the air-conditioners to 22°C for all the meeting rooms. In winter, we follow the local government instructions for the usage of the heating equipments and only allow the employees to turn-on the heater within the predetermined period.

自2018年起，我們投資於新型環保卡車以逐步取代舊有的柴油卡車。本年內，我們繼續注重增加使用該等新卡車以進一步提升能源利用效益。該等新卡車使用天然氣，而天然氣為一種更便宜及更環保的能源，因此我們的天然氣用量由2019年的1,518.0噸增加至2020年的1,819.8噸。為確保我們以最具能源效益的方式營運，我們要求司機在停車等候時關掉引擎，並定期及按需要檢閱能源消耗報告。

辦公室方面，我們嚴格控制電力的使用情況。我們要求員工關掉所有不必要的照明、空調及其他電子設備。我們亦會將所有會議室的空調設定為22°C。於冬天時，我們會遵循當地政府關於使用供暖設備的指示，僅允許員工在預定期間內使用供暖器。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Climate change

We understand that environmental protection and climate change issue are our obligations for the society. We have been working hard to reduce our air pollutions from our rail freight operation. We focus on reducing energy consumption and improving energy efficiency during our operations. We will continue to explore other opportunities for our energy sources and replace our energy consumption by other environmental-friendly energy source such that our air pollutions can be reduced. In 2020, our emission of carbon dioxide was 7,535.0 tonnes, an increase of 6.2% compared to the same period of the previous year.

氣候變遷

我們明白環境保護及氣候變遷問題是我們對社會應負的責任，並一直致力減少鐵路貨運營運中所造成的空氣污染。我們專注於營運中減低能源消耗和提高能源效益。我們將繼續探索採用其他能源的機會，以改為使用其他環保能源，從而減少所造成的空氣污染。於2020年，我們的二氧化碳排放量為7,535.0噸，較去年同期上升6.2%。

We strengthen our employee training to improve their environmental protection awareness and encourage them on green travel by providing shuttle bus to our employee to reduce other vehicle exhaust emission. Furthermore, we also provide our clients on scattering prevention of coal services which helps them to reduce the dust emission during the transportation process.

我們亦加強對員工的培訓以提高其環保意識，並透過為員工提供班車鼓勵以環保方式代步，從而減低其他車輛廢氣排放量。此外，我們亦為客戶提供防止煤炭散落服務，協助客戶減低運輸過程中的粉塵排放。

We have identified certain key climate-related risk that may bring potential damage to our business. These key climate-related issues include; (i) extreme weather events which may affect our rail freight operations by damaging our railway and other infrastructure; and (ii) rising temperatures which may affect our employees' working environment and the strain on our safety systems.

我們已識別若干可能對我們的業務造成潛在損害的關鍵氣候相關風險。該等關鍵氣候相關問題包括：(i)極端氣候事件，其可能因毀壞我們的鐵路及其他基建而影響我們的鐵路貨運營運；及(ii)氣溫上升，其可能影響員工的工作環境並令我們的安全系統受壓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Transportation Safety

The rail freight and road freight transportation businesses are inherently dangerous and we have experienced accidents, including accidents which resulted in fatalities and other serious bodily harm to our employees and others. During the year ended 31 December 2020, a number of incidents in relation to property damage, including four truck accidents (2019: one train accident and five truck accidents; and 2018: two train accidents and five truck accidents), were reported to us by our safety department. No work-related fatalities or loss of working hours under work injury within the Group during the year ended 31 December 2020.

Railway transportation safety policy

We have operation safety management organization or safety management personnel in compliance with applicable laws and regulations, as well as a work safety management system and emergency plans.

Pursuant to the Regulations on Railway Safety Management (鐵路安全管理條例), which were issued on 17 August 2013 and came into effect on 1 January 2014, railway transportation enterprises shall maintain safety management system to ensure the safety of passengers and freight. Enterprises shall use transportation means, loading equipment and other special-purpose facilities which meet national and industrial standards and safety requirements. Pursuant to the Implementation Measures of Administrative Punishment for Violation of the Regulations on Railway Safety Management (違反《鐵路安全管理條例》行政處罰實施辦法) which were issued on 24 December 2013 and came into effect on 1 January 2014, enterprises which fail to use the required facilities can be ordered to make corrections and be subject to a fine ranging from RMB20,000 to RMB100,000, depending on the severity of the circumstances.

Pursuant to the Regulations on Railway Safety Management, railway transportation enterprises shall conduct safety check on freight they transport. Enterprises shall not:

1. carry out dangerous freight transportation procedures at stations where such procedures cannot be carried out in accordance with relevant regulations;
2. transport freight on which the necessary safety check has not been conducted; or
3. transport freight which violates safety regulations or may harm transportation safety.

運輸安全

鐵路貨運及道路貨運業務本質上屬危險業務，而本集團亦曾經歷意外事故，當中包括對集團僱員和其他人士造成致命傷害及其他嚴重人身傷害的事故。於截至2020年12月31日止年度，我們的安全部門曾向我們報告多宗涉及財產損失的事故，當中包括四宗卡車事故(2019年：一宗列車事故及五宗卡車事故；及2018年：兩宗列車事故及五宗卡車事故)。於截至2020年12月31日止年度，本集團內概無發生因工死亡事故或因工傷而造成工時損失。

鐵路運輸安全政策

我們遵照適用法律和法規聘有操作安全管理組織或安全管理人員，並設有工作安全管理系統及應急方案。

根據於2013年8月17日發佈並於2014年1月1日生效的《鐵路安全管理條例》，鐵路運輸企業應設有安全管理系統，以確保乘客和貨物的安全。企業應當使用符合國家及行業標準以及安全要求的運輸工具、裝載設備及其他專用設施。根據於2013年12月24日發佈並於2014年1月1日生效的《違反〈鐵路安全管理條例〉行政處罰實施辦法》，未有使用所規定設施的企業可被責令改正，並視乎情況的嚴重程度處以人民幣20,000元至人民幣100,000元的罰款。

根據《鐵路安全管理條例》，鐵路運輸企業應對其運送的貨物進行安全檢查。企業不應：

1. 在車站執行按照有關規定不可執行的危險貨物運輸程序；
2. 運送尚未完成必要安全檢查的貨物；或
3. 運送違反安全規定或可能危害運輸安全的貨物。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In accordance with the Implementation Measures on Administrative Punishment for Violation of the Regulations on Railway Safety Management, enterprises which fail to fulfill the relevant obligations can be ordered to make corrections and be subject to a fine ranging from RMB20,000 to RMB100,000, depending on the severity of the circumstances

The enterprise shall, before 31 March of each year, file its annual transportation report of the enterprise for the previous year with the National Railway Administration. The content of such report shall include, among other things, a description of the transportation business and pro bono transportation matters, transportation safety conditions and status of other conditions for the license.

Safety infrastructure

We have established a train dispatch and command system (“TDCS”) with optical communication cables connecting our internal monitoring system, monitoring systems at each of our stations and our dispatch and command servers. Such TDCS manages safety aspects across the whole rail transportation process through, for example, (i) real-time monitoring of the location of trains through GPS, security cameras and radios, and (ii) centralized dispatch and loading and unloading of trains. This enables coordinated operation across our central control system and various stations and trains, enhancing transportation efficiency and our utilization rate and improving operation safety.

We plan to upgrade and renovate the basic infrastructure of our Canggang Railway Line, including upgrading railway tracks, renovating the surrounding roadbed and building culverts and other necessary infrastructure. Specifically, such upgrades will primarily involve (i) upgrading the tracks and roadbed by using materials of higher specifications, which will enhance the reliability of our railway tracks and the stability of train transports; (ii) upgrading the blocking system from telephone-based to automatic blocking, creating a centralized train dispatch center with a more advanced train control system and train dispatch equipment, which will shorten the cycle time for train trips on Canggang Railway Line and increase the efficiency of our railway operation; and (iii) automating the monitoring of railway crossings to improve the safety at railway crossings and enable our trains to travel at higher speed. These upgrades will increase the overall operating efficiency and hence, the overall capacity of the Canggang Railway Line.

根據《違反〈鐵路安全管理條例〉行政處罰實施辦法》，未能履行相關責任的企業可被責令改正，並視乎情況的嚴重程度處以人民幣20,000元至人民幣100,000元的罰款。

企業應當於每年3月31日前向國家鐵路局提交上一年度企業年度運輸報告。有關報告的內容應包括運輸業務和公益運輸事宜的描述、交通安全狀況及其他許可條件狀況等。

安全基建

我們已建立配備通信光纜的列車調度指揮系統（「列車調度指揮系統」），有關系統連接公司的內部監控系統、各車站的監控系統以及公司調度及指揮服務器。該列車調度指揮系統管理整個鐵路運輸過程的安全環節，例如(i)通過全球定位系統、保安攝像機及無線電實時監控列車位置，及(ii)集中調度列車及裝卸，讓我們能協調中央控制系統與不同車站和列車的運作，提高運輸效率及利用率，並提高運作安全度。

我們計劃升級和改造滄港線的基本基礎建設，包括升級鐵路軌道、翻新周邊路基及建設涵洞和其他必要基建。具體而言，有關升級將主要涉及(i)通過使用更高規格的材料升級軌道及路基，此將提高鐵路軌道的可靠性及列車運輸的穩定性；(ii)將封鎖系統從以電話封鎖升級為自動封鎖，並成立配備更先進列車控制系統和列車調度設備的中央列車調度中心，此將縮短滄港線列車車程的循環時間，並提高鐵路營運效率；及(iii)將鐵路道口監控自動化，以提高鐵路道口的安全性，並使我們的列車能夠以更高速度行駛。有關升級將提升整體營運效率，並因而提高滄港線的整體運載能力。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Human Capital

Employees is one of the key matters our management concern most because it is the factor would bring our Group to top position in the Hebei Province. In order to strengthen the employees' sense of responsibility and encourage their enthusiasm and creativity for our daily work orders and to improve the labor productivity and work efficiency, we promote the healthy and harmonious development of the Company, establish a good work style, and encourage employees to be positive. To regulate the professional behavior of employees and the consciousness of observing discipline and law, and the management orders, we set out the human resources management policy to formulate the recruitment, dismissal, remuneration and other benefits arrangement.

Our employees must abide by national policies, laws, and regulations for our human resources management and anti-corruption arrangement, strictly implement the Company's safety production management on "Driving Management Rules", "Production Section Management Rules" and other regulations. They also need to follow the labor discipline and take care of the public properties, which includes learn and master the business knowledge and skills required for the job, unite and cooperate to complete production tasks and work tasks.

人力資本

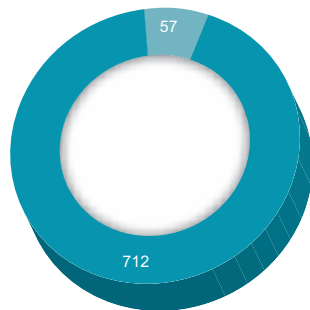
員工是管理層的核心關注議題之一，乃因員工為推動集團成為河北省領先企業的原因。為加強員工的責任感並鼓勵員工對日常工作保持熱情與創意，以及為提高勞工生產力和工作效率，我們推動公司健康和諧發展、樹立良好的工作風氣，並鼓勵員工積極向上。為規範員工的職業操守和遵守紀律、法律及管理層命令的意識，我們已制定人力資源管理政策，以制定招聘、解僱、薪酬及其他福利安排。

我們的員工必須就本公司的人力資源管理和反貪污安排遵守國家政策、法律和法規，並恪守公司有關安全生產管理的《駕駛管理規則》、《生產科管理規則》等規定。員工亦須遵守勞動紀律，愛護公共財物，包括學習和掌握本職工作所需的業務知識和技能，並需團結合作完成生產和工作任務。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

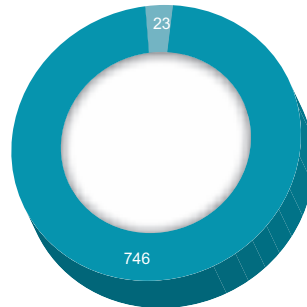
環境、社會及管治報告

Breakdown of Employees by Gender
按性別劃分的員工組合



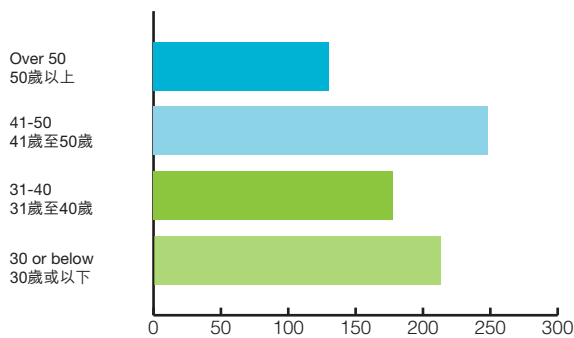
■ Male 男性 ■ Female 女性

Breakdown of Employees by Location
按地區劃分的員工組合

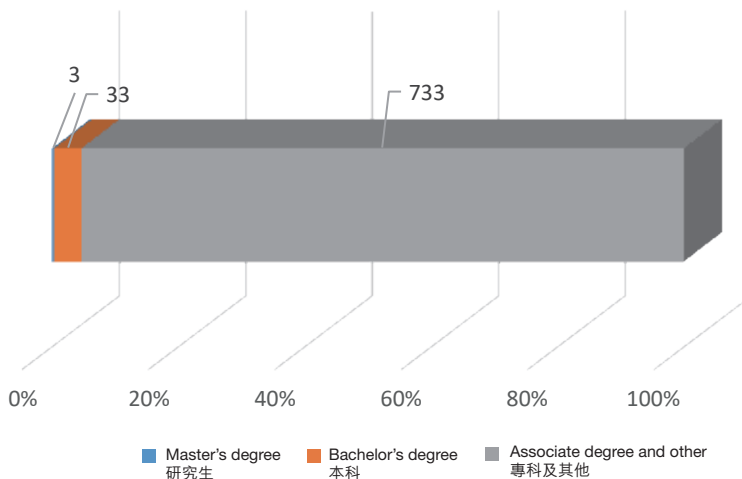


■ Cangzhou 滄州 ■ Other 其他

Breakdown of Employees by Age
按年齡劃分的員工組合



Breakdown of Employees by Education
按學歷劃分的員工組合



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employee's remuneration and benefits

We offer competitive salary package to the employees and implements a salary distribution policy in which the salary level is closely monitored with the economic and individual performance, and such policy is based on the principles of openness, fairness and justice. The total salary package is closely linked to the employees's duties and responsibilities, their performance and corporate goals. Our Group has also designed an appraisal system to assess the performance of our employees, which forms the basis of our decisions with respect to salary adjustments, bonuses and promotions. In 2020, the total employees costs for the year was RMB53.5 million representing a decrease of 16.2% as compared with that of 2019, which was primarily due to the favourable government policy during the outbreak of COVID-19. The Company has established a mechanism ensuring the steady income growth of the employees in order to raise the income level for encouragement and to improve the work efficiency. The Group provides employees with remunerations no lower than the local statutory minimum wage and does not employ child labor or forced labor. The Group also arranged social securities, housing provident funds, mandatory provident fund and employees' compensation insurance for the employees in full amounts, and implemented the employees holiday system.

To create a warm and caring working life for our employees, we installed a lot of facilities to improve our working environment. We set up shuttle bus services to commute between their home and the office. We also replace and repair air-conditioners in a timely manner, install heater into our office for winter seasons and improve the living condition at dormitory. We ensure our employees does not work by means of violence, threats, or illegal restriction of personal freedom, or if the employee is required to work under dangerous operation which threatens their life, they can refuse the engagement and terminate the employment contract after detail investigations without any penalty.

僱員薪酬及福利

我們為員工提供具競爭力的薪酬待遇，並實行薪資分配政策，當中的薪資水平與經濟及個人表現密切相關，而有關政策乃以公開、公平、公正的原則為依據。總薪酬待遇乃與員工的職務和職責、表現及企業目標密切掛鉤。集團亦已就評估員工表現制定評估制度，而有關制度則構成集團在調整工資、發放花紅及晉升方面的決策基礎。於2020年，年內僱員成本總額為人民幣53.5百萬元，較2019年減少16.2%，主要歸因於政府於COVID-19爆發期間推出有利的政策。本公司亦已設立機制確保員工收入穩定增長，透過提高員工收入水平以作鼓勵，並提高工作效率。本集團向僱員提供的薪金不低於地方法定最低工資，亦不會聘用童工或強迫勞動。本集團亦已為員工安排繳納足額社會保險、住房公積金、強制性公積金及職工工傷保險，並實行員工休假制度。

為給員工營造溫暖關懷的工作環境，我們已安裝多項設施以改善我們的工作環境。我們提供班車服務以接載員工往返住所和辦公處所。我們亦會適時更換及維修空調、在辦公室安裝暖氣以備冬季使用，並改善宿舍的居住環境。我們確保員工不會在暴力、威脅或個人自由非法受限的情況下工作；倘員工被要求在對其生命造成威脅的危險環境下工作，彼等可拒絕工作並於詳細調查後終止僱傭合同，而不會遭受任何處罰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Recruitment and dismissal

We are committed to provide an equal employment opportunities to the suitable talents. We assess all potential candidates based on their experience, skills, qualifications and competence. We have an annual recruitment plans and generally recruit our employees through campus recruiting and placing advertisements in the open markets. The human resources department conducts a background verification investigation according to the information provided by the applicant, any result finds fraudulent, it will not be hired.

All the new employee are normally subject to a one-month trainee program. The department manager will perform an appraisal for the trainee after the completion of the trainee program and any unqualified trainees will be terminated. The qualified trainee will officially become our employees and further subject to a six-month probation period starting on board. During the probation period, the employees is entitle to a discounted salary and performance bonus.

Any employees who have reached the national legal retirement age; who have engaged in sickness for retirement; who proposed to resign; or who dismissed by the company are subject to our resignation policies. When an employee is approved to resign or dismiss, the human resources department will issue a “Resignation Notice” to go through the transfer procedures. If an employee to be resigned is deliberately absent or fails to perform his task with all his/her abilities, and he/she causes any losses to the Company due to violations of such laws, regulations, or human factors, or violates the agreement, he/she shall pay the compensation to the Company for such losses.

Our entry and exit procedures of employees are strictly follows the “Labor Law of the People’s Republic of China (中華人民共和國勞動法)”, “Labor Contract Law of the People’s Republic of China (中華人民共和國勞動合同法)” and other relevant laws and regulations.

Staff training and development

We cherish every employees’ participation and assist their development in the Group because they are the cornerstone of our operation and the future of the Group depends on their success. We provide employees with sufficient on-the-job trainings and support to participate in continuing professional development to ensure their sustainable career development.

We conducts planned and systematic training for employees which enables the employees to develop their skills and to improve their quality of works for the daily operations in order to achieve the goal for the development between the Company and the employees.

招聘及解僱

我們致力為合適的人才提供平等的受聘機會。我們根據應徵者的經驗、技能、資格和能力評估所有潛在應徵者。我們訂有年度招聘計劃，一般通過校園招聘及在公開市場刊登廣告招聘員工。人力資源部門會根據應徵者提供的資料進行背景核實調查；如發現涉及欺詐行為，將不予錄用。

所有新入職員工一般須接受為期一個月的培訓課程。見習期結束後，部門經理會為見習生進行考核，未能達標的見習生將被辭退。通過考核的見習生將獲正式錄用成為公司員工，並自上崗開始接受為期六個月的試用期。於試用期內，員工有權收取打折工資和績效獎金。

但凡員工達到國家法定退休年齡、因病退休、提出請辭或被公司辭退，均會按照公司的離職政策處理。當員工獲批辭職或被辭退，人力資源部門會發出「離職通知」以辦理交接程序。倘員工因故意缺勤或未盡職責而被辭退，並因違反相關法律法規、或因人為因素、或因違反協議而令本公司蒙受損失，其須向公司賠償有關損失。

本集團的僱員入職及離職程序嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關法律法規的規定。

員工培訓及發展

我們珍惜每一位員工的投入參與，並協助彼等在集團內發展所長，原因是員工乃集團業務的基石，而集團的未來亦取決於員工能否取得成功。我們為員工提供充足的在職培訓，並支持員工參與持續專業發展，以確保彼等的職涯可持續發展。

我們為員工提供有計劃及系統化的培訓，讓員工能夠在日常工作中發展本身技能及提升工作表現，從而實現公司與員工之間的發展目標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Our training contents includes safety and job skill training. The safety training is established base on the guiding principle of “safe production” and conducted in accordance with the safety production guidelines, policies and regulations of each departments and any other safety production rules and regulations. We also analyze the typical accidents and emergency rescue cases to provide a more comprehensive training program. Such program is organized and implemented by the Company’s safety supervision office, with the cooperation of the human resources department. The copies of relevant training records are kept by the human resources department. On the other hand, we continuously implement job skills training for on-the-job employees, so that they can combine theoretical knowledge with practical operations for the basic skills which necessary to complete the job.

我們的培訓內容包括安全和工作技能培訓。安全培訓乃以「安全生產」為指導原則，按照各部門的安全生產指引、政策和規定以及其他安全生產規則和規定而進行。我們亦分析典型事故和緊急救援案例，以令培訓課程更加全面。培訓課程由本公司的安全監控辦公室在人力資源部門協助下籌辦。相關培訓記錄由人力資源部門保存。另一方面，我們持續為在職員工提供崗位技能培訓，使彼等能夠將理論知識與實際操作相結合，掌握完成工作所需的基本技能。

We have different form of trainings for our employees to match their works and at different stages. The purpose of this is to enable our employees to understand the Company’s structure and history which allow the employees to be familiar with the our culture and our business scope. We need our employees to learn and master our administrative management system, business work system, and ethical code of conduct.

我們為員工提供不同形式的培訓，以配合彼等的工作及不同階段的需要，目的是讓員工瞭解公司的組織結構和歷史，從而熟悉公司文化及業務範疇。我們需要員工學習和掌握公司的行政管理制度、業務工作制度及道德行為守則。



After our listing, we continue to identify more trainings and development opportunities for our employees at different stages of their career journey. We offer a wide range of programmes tailored to their different needs such as “Business Ethics Training”, “Compliance Training” and “International Reporting Financial Standards Training”. Our continued support to our employees’ professional development reinforces our commitment to provide staff with opportunities for success and self-improvement. During the Reporting Period, the number of employees of the Group who received training was 496 accounting for 63.0% of our total employees and the average training hours per trained employee amounted to 18.2 hours. Please see below for the details of percentage of employees trained:

我們於上市之後仍繼續為員工提供更多培訓和發展機會，以切合其職涯不同階段的需要。我們針對員工的不同需要提供各種類型的課程，例如「商業道德培訓」、「合規培訓」及「國際報告財務準則培訓」。我們對員工專業發展的持續支持更加證明了我們為員工提供達致成功和自我提升機會的承諾。於報告期內，已接受培訓的本集團僱員人數為496人，佔僱員總數的63.0%，而每名已受訓員工的平均培訓時數為18.2小時。請參閱下文有關已受訓僱員百分比的詳情：

Employees trained by employment level 按僱傭層級劃分的已受訓僱員	
Senior management 高級管理層	100.0%
Other employees 其他僱員	62.9%

Employees trained by gender 按性別劃分的已受訓僱員	
Male 男性	62.7%
Female 女性	66.7%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Health and workplace safety compliance

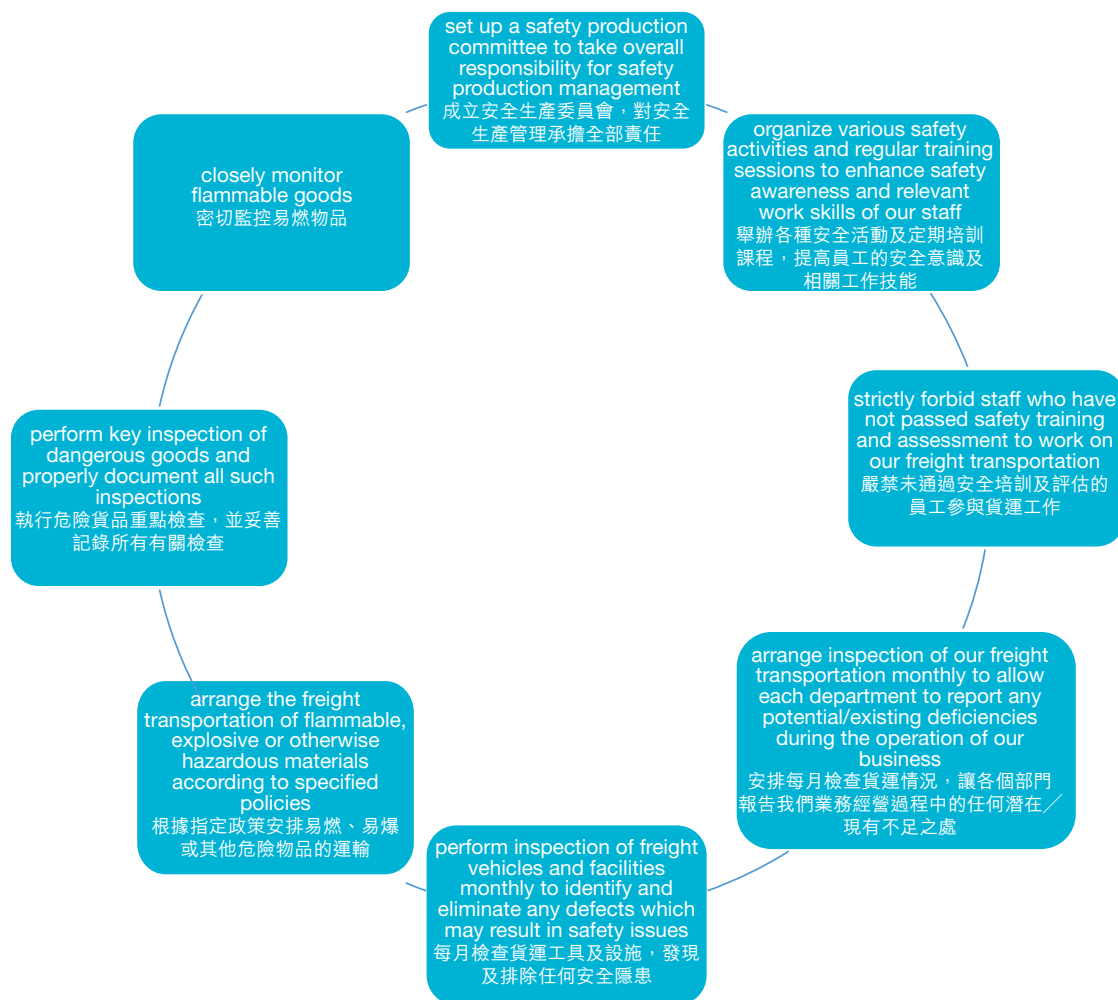
We highly value occupational health and safety of our employees in all aspects of our operations and are committed to providing a safe and healthy work environment for our employees.

In order to minimize risks of injuries and work-related injuries, we provide safety trainings to our employees on a regular basis. These trainings explain our safety management policy, on-site safety measures and emergency arrangement relating to execution of our projects. In addition, our security department has established project safety measures before actual project execution begins. We have adopted the following measures to further enhance safety:

健康和 workplace 安全合規

我們十分重視員工在各營運方面的職業健康和 safety，並致力為員工提供安全健康的工作環境。

為盡量減低引致受傷和工傷的風險，我們定期為員工提供安全培訓。該等培訓會解釋公司的安全管理政策、現場安全措施以及與項目實施相關的應急安排。此外，保安部門會在開始實際執行項目之前制定項目安全措施。我們已採納以下措施以進一步提升安全度：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Our workforce

We are proud to be one of the most popular employers in Hebei Province. Cangzhou Canggang Railway Co., Ltd. (“Canggang Company”) was awarded as “Top 100 Private Enterprises of Hebei (河北省民營企業服務業100強)”. Such accomplishment is a recognition of our ability as a valuable railway operator, which helps us retain our talented and skilled individuals. Every year, we celebrate our accomplishments with all of our employees. This year, we held a listing celebration dinner in Beijing in October 2020 for our successful listing on the main board of Stock Exchange. We also provided industry honors awarded to the employees of Canggang Company who made great achievements in their works during the year.

In 2020, the Company recruited 45 new employees for replenishment of the resigned employees, all of which are experienced in transportation operation. Our voluntary staff turnover rate remained low at 5.9% in Cangzhou, of which 3.6% was due to the employees reached the national legal retirement age or who have engaged in sickness. The result reflects our ability to attract and retain skilled and experienced people.

Voluntary turnover rate by aged group 按年齡組別劃分的自願流失率	
Age group 年齡組別	%
30 or below 30歲或以下	4.2%
31-40 31歲至40歲	5.6%
41-50 41歲至50歲	2.4%
over 50 50歲以上	14.5%

Voluntary turnover rate by location 按地點劃分的自願流失率	
Location 地點	%
Cangzhou 滄州	5.5%
Other 其他	17.4%

Voluntary turnover rate by gender 按性別劃分的自願流失率	
	%
Male 男性	5.5%
Female 女性	17.4%

我們的員工

我們很榮幸能夠成為河北省最受歡迎僱主之一。滄州滄港鐵路有限公司(「滄港公司」)曾獲授予「河北省民營企業服務業100強」稱號。有關成就為對我們作為重要鐵路營運商的能力的認可，並有助我們留住優秀及熟練的人才。我們每年皆會與全體員工慶祝集團取得的成就。於本年度，我們於2020年10月在北京舉行上市慶祝晚宴，慶祝集團成功在聯交所主板上市。我們亦向年內在工作上取得重大成就的滄港公司員工頒發業界榮譽獎賞。

於2020年，本集團新聘45名員工以替補離職員工，全部均具備運輸業經驗。於滄洲，集團的員工自願流失率維持於5.9%的低水平，其中達到國家法定退休年齡或因病退休的員工佔3.6%。有關數字反映我們吸引及留住熟練和資深人才的能力。

Anti-corruption

We do not tolerate any form of illegal actions that will affect our business ethics. We maintain high integrity and honesty by setting and communicating our Employee Handbook and Code of Conduct to our employees. Our whistle-blowing policy allows all the parties to raise their concerns regarding any suspect on conflict of interest, misconduct and corrupt practice through our confidential channels.

During the Reporting Period, the Directors and our senior management received business ethics training in relation to the conflict of interest, common misconduct and corrupt practices to promote good corporate governance of the companies and ensuring effective internal controls as well as the guardian role of company secretaries and related professionals in safeguarding the interests of different stakeholders.

反貪污

我們絕不容忍任何形式的違法行為，有關行為會影響集團的商業道德。通過制定並向員工傳達《員工手冊》和《行為準則》，我們保持高水平的正直和誠信操守。我們的舉報政策讓各方皆可通過保密渠道提出對任何可疑利益衝突、不當行為及貪污行為的疑慮。

於報告期內，董事及高級管理層均已接受有關利益衝突、常見不當行為及貪污行為的商業道德培訓，以提升公司的良好企業管治，確保有效的內部控制，並在保障不同持份者利益方面發揮指導監督公司秘書及相關專業各方的作用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Whistle-blowing policy

The Group sets up confidential channels to encourage employees to raise their concerns regarding any suspect on conflict of interest, misconduct and corrupt practice. All reported cases are promptly and thoroughly investigated by our independent internal audit department and reported to the Board and the Audit Committee with sufficient evidence and our confidential channel will keep the reporter anonymous. If such report represent any criminal offences, it will be consulted with our legal advisor and report to the relevant authorities.

During the year ended 31 December 2020, we did not receive any notice in relation to the non-compliance about the corruption, bribery, fraud and money laundering of the Group with the relevant laws and regulations.

舉報政策

本集團已設立保密渠道，鼓勵員工就任何可疑利益衝突、不當行為及貪污行為提出疑慮。所有舉報個案均會迅速由獨立的內審部進行徹底調查，並連同足夠證據向董事會及審核委員會匯報，而保密渠道會將舉報人匿名。倘若報告顯示涉及任何刑事犯罪行為，將會諮詢集團法律顧問並上報有關當局。

於截至2020年12月31日止年度，我們並無收到任何有關本集團不遵守貪污、賄賂、欺詐及洗錢相關法律及法規的通知。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

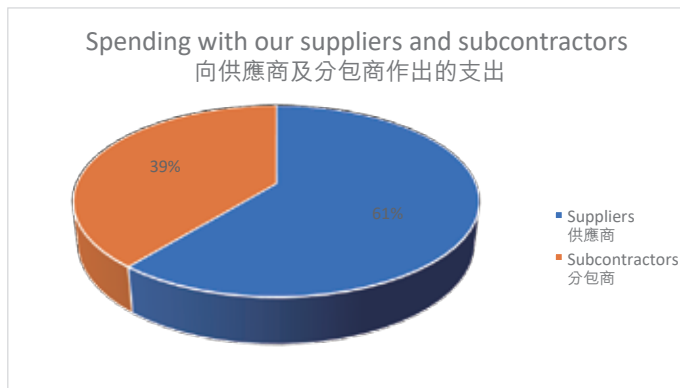
環境、社會及管治報告

Supply Chain Management

Our supply chain mainly possess of two types of arrangements: the procurement with our supplier and subcontractors. We closely monitor our spending and compare the information from our data base to assess our operations with the suppliers and subcontractors. We also work with our suppliers and subcontractors and conduct fair and open transactions with them by sharing our policies and goals. For commitment to the environmental protection, we require the implementation of environmental protection initiatives into our supply chain. We formulate internal policies and procedures to set out the selection and evaluation of suppliers and subcontractors. We would engage those parties who are more environmental-friendly, high standards for human and labour rights, and with high ethical practice.

供應鏈管理

我們的供應鏈主要包括兩類安排，即分別向供應商及分包商進行採購。我們密切監察支出情況，並會比較數據庫資料，以評估我們與供應商和分包商之間的流程運作。我們亦與供應商和分包商合作，通過分享我們的政策和目標與彼等進行公平公開的交易。在環保承諾方面，我們要求在供應鏈中實施環保措施。我們已制定內部政策和程序，以就挑選和評估供應商及分包商作出規範。我們會與較環保、符合較高人權和勞工權利標準，並具備高道德操守的供應商及分包商合作。



Our goal is to promote our suppliers and subcontractors with responsible procurement practices. We have formulated a procurement programme to mitigated our risks over the supply chain. Under the programme, we will review the approach and policies of procurement with a supplier in order to investigate and to gauge our risks with the capacity to drive change, if any.

我們的目標是推動供應商和分包商採取負責任的採購方式。我們已就減低我們在供應鏈中面對的風險制定採購計劃。根據該計劃，我們將檢視與供應商之間的採購方法和政策，從而研究及衡量我們所承受的風險及是否能夠作出改變（如有）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Our Suppliers

Our suppliers primarily include cargo logistics service providers, diesel and natural gas suppliers, and repair and maintenance service providers. All of our procurement was made in China and we have 118 suppliers for the Reporting Period. Procurement from our suppliers primarily includes: (i) fuel such as diesel for our locomotives and trucks; (ii) equipment and raw materials for railway operation, maintenance, repair and upgrade and railway roadbed and other railway facility construction; (iii) railway transportation-related repair and maintenance services for our facilities such as freight yards and warehouses.

We select suppliers based on a number of factors, including, among others, history of our relationship with them, product quality, supply capacity, price and delivery time. To avoid reliance on any single supplier, we conduct thorough market research and interview numerous market participants before actually making any procurement. In addition, we generally maintain at least three suppliers for each key product/service supplied.

Our Subcontractors

To satisfy our needs for additional workers, we source labor by using the following arrangements: (i) hiring temporary workers directly; (ii) engaging labor dispatching agents who send workers to our sites but under our training and supervision; and (iii) outsourcing certain tasks for some of our ancillary businesses. Our subcontractors represent third party service providers that we outsource certain tasks to, for our businesses, including loading and unloading and road freight transportation. These ancillary businesses are labor intensive, and require a sufficient amount of skilled labor. To optimize our labor costs while maintaining sufficient supply of manpower for our rail freight transportation services, we outsource aspects of these ancillary businesses to specialized subcontractors. We maintain close cooperation with 12 subcontractors in Hebei Province. Such work is undertaken under the oversight and control of our own qualified managers.

In 2020, we did not experience any material difficulty in procurement or experience any major delay of supply from our suppliers. We will consider additional workforce hires for our ancillary businesses which depend on a number of factors, including market conditions, the cost and availability of labor and work efficiency.

我們的供應商

我們的供應商主要包括貨運物流服務供應商、柴油和天然氣供應商以及維修和保養服務供應商。於報告期內，我們的所有採購活動均於中國進行，並備有118間供應商。向供應商採購的供應品主要包括：(i)燃料，例如用於機車及卡車的柴油；(ii)用於鐵路營運、保養、維修和升級以及鐵路路基和其他鐵路設施建設的設備及原材料；(iii)為我們的設施（如貨場和倉庫）提供的鐵路運輸相關維修和保養服務。

我們基於多項因素挑選供應商，其中包括過往與我們之間的關係、產品質量、供應能力、價格及交貨時間。為避免依賴任何單一供應商，我們在實際進行採購之前均會進行詳盡的市場研究及與大量市場參與者進行訪談。此外，我們一般會就每項主要產品／服務供應維持至少三間供應商。

我們的分包商

為應付我們對額外工人的需要，我們通過以下安排尋找勞動力：(i)直接僱用臨時工；(ii)委聘勞務派遣代理，由其派遣工人至我們的工地，但由我們培訓和監督；及(iii)外包部分輔助業務工序。我們的分包商指獲我們外包部分業務工序的第三方服務供應商，有關業務包括裝卸及道路貨運等。該等輔助業務屬勞動密集型業務，需要足夠數量的熟練勞工。為在維持足夠鐵路貨運服務人手供應的情況下降低勞動力成本，我們將部分輔助業務外包予專業分包商。我們與河北省的12間分包商保持緊密合作。有關工序乃由本公司的合資格管理人員監督和控制。

於2020年，我們在採購方面並無遇到任何重大困難，亦無遭遇供應商出現重大供應延誤的情況。我們將考慮就輔助業務增聘人手，惟此將視乎市場狀況、勞動力成本和供應以及工作效率等多項因素而定。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Community Investment

Our goal is to further strengthen our position as an established player and to capture opportunities for rapid growth in the local rail freight transportation market in the Hebei Province. The location of Canggang Railway Line makes us an integral part of a comprehensive railway-port transportation network linking the coal production areas and consumption areas in China and allows us to benefit from the “Coal Transportation from West to East” strategy.

We are planning to construction additional branch lines stretching deeper into the Port Huanghua and northern Shandong area and new Special Service Lines connecting directly to the factories or premises of existing and future customers. We believe the construction of new branch lines will not only provide us with new opportunities from customers in different geographic areas and increase our transport cargo volume and revenue significantly but it can also help the development of such areas because rail freight transportation is a more cost efficient transportation method as compared to road transportation. Furthermore, we plan to transport more types of cargo, in particular, coal, ore, bauxite and chemicals to our existing and future customers in these areas via our branch lines. By transporting more types of cargo, we could contribute to the positive development, for example community building, local development and types of manufacturing, of the communities we serve.

During the Reporting Period, due to the uncertainties brought by the international macro-environment and the unprecedented COVID-19 pandemic on the prevailing, the expected timeline for the our construction projects of the Northern Shandong Industrial Park branch line and Comprehensive Industrial Park (Bohai New Area) branch line are being pushed to a later time.

For the construction of our Northern Shandong Industrial Park branch line, we expected construction to begin in 2022 and be completed by the 2024. The total expected costs for this branch line are expected to be approximately RMB1.5 billion of which we will be responsible for RMB101.3 million. In addition to our use of the net proceeds of approximately HK\$78.0 million (equivalent to approximately RMB70.6 million) from the Hong Kong Public Offering and the International Placing (the “Global Offering”), we will fund the balance through cash generated from our operations and bank borrowings.

For the construction of our Comprehensive Industrial Park (Bohai New Area) branch line, we expected construction to begin in this year and be completed by 2022. The total expected costs for this branch line are approximately RMB347.7 million of which we are responsible for RMB125.2 million. In addition to our use of the net proceeds of approximately HK\$47.9 million (equivalent to approximately RMB43.3 million) from the Global Offering, we will fund the balance through cash generated from our operations and bank borrowings.

社區投入

我們的目標是進一步加強本集團作為業內領先企業的地位，並把握河北省當地鐵路貨運市場快速增長的機遇。滄港線的位置令我們成為連接中國產煤區與耗煤區的綜合鐵路—港口運輸網絡中不可或缺的組成部分，並讓我們能夠受惠於「西煤東運戰略」。

我們正計劃興建更多延伸至黃驊港及山東北部地區的支線以及直接連接至現有及潛在客戶的廠房或經營場址的新專用線。我們相信興建新支線不僅會為我們帶來獲得不同地區客戶的新機會及大大提高貨運量和收益，亦有助推動該等地區的發展，原因是相比道路運輸，鐵路貨運為一種更具成本效益的運輸方式。此外，我們計劃增加通過支線運往該等地區現有及潛在客戶的貨物類型，特別是煤炭、礦石、鋁土礦及化學品。通過運送更多類型的貨物，我們可為所服務社區的發展帶來積極貢獻，例如社區建設、地方發展及製造業類型。

於報告期內，由於國際宏觀環境及前所未見的COVID-19疫情大流行帶來不明朗因素，我們的魯北工業園支線及渤海新區綜合產業園區支線建設項目的預期時間表已被推遲。

我們預計魯北工業園支線的建設工程將於2022年開始動工，並於2024年之前完成。該支線的預計總成本預期約為人民幣15億元，而我們將承擔其中人民幣101.3百萬元。除動用香港公開發售及國際配售（「全球發售」）所得款項淨額中的約78.0百萬元（相當於約人民幣70.6百萬元）外，我們亦將通過經營所得現金及銀行借款撥付餘額。

至於渤海新區綜合產業園區支線方面，我們預計建設工程將於本年內展開，並於2022年之前完成。該支線的預計總成本約為人民幣347.7百萬元，而我們將承擔其中人民幣125.2百萬元。除動用全球發售所得款項淨額中的約47.9百萬元（相當於約人民幣43.3百萬元）外，我們亦將通過經營所得現金及銀行借款撥付餘額。



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