

2020

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



四环医药
SihuanPharm

Sihuan Pharmaceutical Holdings Group Ltd.
四環醫藥控股集團有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：0460





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關於本報告

ABOUT THE REPORT

本報告是四環醫藥控股集團有限公司連同其附屬公司(「四環醫藥」、「本集團」或「我們」)發佈的第五份環境、社會及管治報告(下稱「ESG報告」)，全面闡釋四環醫藥二零二零年度在環境、社會及管治方面的實踐表現。

報告週期

本報告為年度報告。本年度報告於二零二一年三月二十三日獲得董事會批准發佈。

報告範圍

本報告涵蓋本集團於二零二零年一月一日至二零二零年十二月三十一日期間(「本年度」)在履行環境與社會責任方面的表現。除非特別說明，報告內容覆蓋四環醫藥總部及附屬12家生產企業、2家研究及開發(「研發」)機構以及2個營銷中心¹。

編製基準

本報告嚴格遵守香港聯合交易所有限公司(「聯交所」)證券主板上市規則附錄二十七闡述的《環境、社會及管治報告指引》(下稱「ESG指引」)的規定編製。

¹ 生產企業：北京四環製藥有限公司(「北京四環」)、本溪恒康製藥有限公司(「本溪恒康」)、吉林振澳製藥有限公司(「吉林振澳」)、吉林四長製藥有限公司(「吉林四長」)、吉林四環製藥有限公司(「吉林四環」)、吉林津升製藥有限公司(「吉林津升」)、長春翔通藥業有限公司(「長春翔通」)、吉林四環澳康藥業有限公司(「吉林四環澳康」)、弘和製藥有限公司(「弘和製藥」)、吉林匯康製藥有限公司(「吉林匯康」)、吉林升通化工有限公司(「升通化工」)及吉林惠升生物製藥有限公司(「吉林惠升」)；

研發機構：北京澳合藥物研究院有限公司(「北京澳合研究院」)、山東軒竹醫藥科技有限公司(「山東軒竹」)、北京軒義醫藥科技有限公司(「北京軒義」)。其中，北京軒義已於二零二零年下半年對外出售。

營銷中心：通化濟達醫藥有限公司(「通化濟達」)、深圳四環醫藥有限公司(「深圳四環」)及長春津升營銷中心(「津升營銷」)。

The Report is the fifth environmental, social and governance report (the “ESG Report”) published by Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (collectively referred to as “Sihuan Pharmaceutical”, the “Group” or “We”). It comprehensively explains the practice performance of Sihuan Pharmaceutical in environmental, social and governance matters in 2020.

Report Cycle

The Report is an annual report. This annual report was approved by the board of directors (the “Board”) on 23 March 2021.

Scope of the Report

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2020 to 31 December 2020 (the “Year”). Unless otherwise specified, the Report covers the headquarter of Sihuan Pharmaceutical and its 12 affiliated production enterprises, 2 research and development (“R&D”) institutions and 2 marketing centers¹.

Basis of Preparation

The Report was prepared strictly in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) under Appendix 27 of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

¹ Production enterprises: Beijing Sihuan Pharmaceutical Co., Ltd. (“Beijing Sihuan”), Benxi Hengkang Pharmaceutical Co., Ltd. (“Benxi Hengkang”), Jilin Zhen’ao Pharmaceutical Co., Ltd. (“Jilin Zhen’ao”), Jilin Sichang Pharmaceutical Co., Ltd. (“Jilin Sichang”), Jilin Sihuan Pharmaceutical Co., Ltd. (“Jilin Sihuan”), Jilin Jinsheng Pharmaceutical Co., Ltd. (“Jilin Jinsheng”), Changchun Xiangtong Pharmaceutical Co., Ltd. (“Changchun Xiangtong”), Jilin Sihuan Aokang Pharmaceutical Co., Ltd. (“Jisi Aokang”), Ambest Pharmaceutical (China) Co., Ltd. (“Ambest Pharmaceutical”), Jilin Huikang Pharmaceutical Co., Ltd. (“Jilin Huikang”), Jilin Shengtong Chemical Co., Ltd. (“Shengtong Chemical”) and Jilin Huisheng Biological Pharmaceutical Co., Ltd. (“Jilin Huisheng”);

R&D institutes: Beijing Ao He Research Institute Co., Ltd. (“Beijing Ao He Research Institute”), Shandong Xuanzhu Pharma Co., Ltd. (“Shandong Xuanzhu”) and Xuanyi (Beijing) Medical Technology Co., Ltd. (“Beijing Xuanyi”). Beijing Xuanyi has been sold in the second half of 2020.

Marketing centers: Tonghua Jida Pharmaceutical Co., Ltd. (“Tonghua Jida”), Shenzhen Sihuan Pharmaceutical Co., Ltd. (“Shenzhen Sihuan”) and Changchun Jinsheng Marketing Center (“Jinsheng Marketing”).

報告流程

本集團按照同行指標、利益相關方問卷調研、重要性議題分析、信息收集、信息覆核、報告編寫、風險管理委員會審核、董事會批准、報告發佈等步驟進行。

報告發佈方式

本報告提供中英文兩種語言供讀者閱讀，並以電子版形式發佈。您可登錄本集團官網(www.sihuanpharm.com)及聯交所網站(www.hkexnews.com)獲取電子版閱讀。

報告原則回應

本報告以ESG指引中的「重大性」、「量化」、「平衡性」及「一致性」原則作為披露基礎，並在編製過程中對於以上原則進行回應，確保報告呈現利益相關方所關注的環境、社會及管治議題，內容清晰，具有量化性及比較意義。

Procedure of the Report

The Report was prepared by steps of peer benchmarking, stakeholders survey, analysis of material issues, information collection, information review, report preparation, review by the Risk Management Committee, approval by the Board, report publishing, etc.

Forms of Publication

The Report is available in both Chinese and English and is published in electronic form. You can log on the official website of the Group (www.sihuanpharm.com) or the Stock Exchange's website (www.hkexnews.com) to get the electronic version.

Response to Reporting Principles

The Report is disclosed based on the principles of "Materiality", "Quantitative", "Balance" and "Consistency" in the ESG Reporting Guide, and responds to the above principles during the preparation process to ensure that the Report presents clear, quantifiable and comparative information on the environmental, social and governance issues of concern to stakeholders.

原則 Principle

本集團回應 Response from the Group

重大性 Materiality	報告應涵蓋反映機構對經濟、環境及社會的顯著影響，或實質上影響利益相關方評估及決定的範疇。 The Report should cover the institution's prominent impact on the economy, environment and society, or such scopes that substantively influence stakeholders' assessment and decisions.	結合本集團發展戰略、行業與業務狀況，並與利益相關方溝通交流，識別當前的重要性議題。 Identifying current material issues through considering the Group's development strategy, industry and business conditions, and communicating with stakeholders.
量化 Quantitative	報告有關歷史數據的關鍵績效指標須可予計量，以評估和驗證績效表現。量化資料附帶說明，闡述其目的及影響，並在適當情況下提供比較數據。 The key performance indicators (KPIs) on historical data in the Report must be measurable to evaluate and verify performance. Quantitative information is accompanied by a narrative, explaining its purpose and impacts, and giving comparative data where appropriate.	本集團已就本年度的關鍵績效指標信息進行量化披露，並與上一年度表現進行比較，同時予以文字闡釋，以便利益相關方能清晰理解集團整體績效。 The Group has made quantitative disclosures on KPIs information of the Year, compared with the performance of the last year, and provided textual explanations so that stakeholders can clearly understand the overall performance of the Group.
平衡性 Balance	報告信息應反映報告機構績效的正面性和負面性，以便對整體績效進行合理的評估。 The reporting information should reflect the positivity and negativity of the reporting institution's performance so as to evaluate the overall performance reasonably.	本報告詳盡闡述本集團的工作成果及所面對的挑戰，並披露相關量化信息，以便合理分析和比較。 The Report elaborates the Group's achievements and challenges and discloses relevant quantitative information for reasonable analysis and comparison.
一致性 Consistency	報告應使用一致方式披露信息，以便利益相關方可分析及評估機構於不同時間的績效。機構應就任何方法的變化作出解釋。 The Report should disclose information in a consistent way so that stakeholders can analyze and assess the institution's performance at different times. The institution should explain on any changes in methods.	本集團已比較不同範疇在目前及過去的關鍵績效指標及信息，以便利益相關方對其績效作逐年比較。 The Group has compared its current and previous KPIs and information for different categories to enable stakeholders to compare their performance on a year-on-year basis.

聚焦二零二零 • 大事記

FOCUS 2020 – MEMORABILIA

- 四環醫藥與印度熙德隆製藥有限公司就雙方在製藥領域達成合作框架協議。雙方將實現優勢互補，熙德隆抗病毒抗感染方面的優勢產品將被引入中國進行本地化生產和銷售，藉此豐富了本集團研發和產品管線。
- 自主研發創新專利藥「安納拉唑鈉」啟動中國III期臨床試驗及上市產品「回能®」進入國家醫保目錄。以上產品的進展相信將會進一步豐富及多元化本集團在消化肝病治療領域的產品管線。
- 首家通過一致性評價藥品重酒石酸卡巴拉汀膠囊及左乙拉西坦片獲生產批件及首家咪達唑侖口頰黏膜溶液獲註冊批件。以上產品將與本集團現有上市產品產生協同效應，進一步夯實集團的市場領先地位。
- 收購新一代氨基糖苷類抗生素 plazomicin 的大中華區所有權益及知識產權。隨著該產品在大中華區上市後，本集團預期 plazomicin 將帶來可觀的經濟收益。
- 與中國人民解放軍軍事醫學研究院共同研製開發的法匹拉韋用於2019冠狀病毒病的臨床研究啟動。
- 四環醫藥小兒複方氨基酸注射液 (18AA-II) 獲藥品註冊批件。本集團為中國第一家獲得此產品藥品註冊批件的公司。本集團相信此產品將助力本集團在輸液領域的發展。
- 聯營公司北京銳業製藥有限公司獲得新增投資方增資以加速產能擴張。未來，北京銳業的產品將全權由本集團進行全國銷售，同時投資方將充分發揮其在市場準入方面的優勢，助力產品快速打開市場。本集團相信北京銳業會成為中國治療性粉液雙室袋輸液行業的領導型企業，滿足廣大患者的用藥需求，並為本集團創造可觀的回報。
- Sihuan Pharmaceutical and Hetero Labs Limited reached a framework cooperation agreement in pharmaceutical manufacturing area. The two parties will complement each other's strengths, and Hetero's anti-viral and anti-infection products will be introduced to China for local production and sales, which will enrich the Group's R&D and product pipeline.
- Commencement of Phase III Clinical Trial in the PRC for Self-Developed Innovative Patented Drug "Anaprazole Sodium" and Inclusion of "Huineng®" into the National Reimbursement Drug List. The progress made by the above products is believed to further extend and diversify the Group's product pipelines in the therapeutic areas of digestive system and liver related diseases.
- Production approval granted for rivastigmine hydrogen tartrate capsule, the first drug passing consistency evaluation, levetiracetam tablet and the first registration approval granted for midazolam oromucosal solution. The above products will create synergy with the Group's existing sales product to further consolidate the Group's leading market position.
- Acquisition of all interests and intellectual property rights of plazomicin, a new generation of aminoglycoside antibiotics in the Greater China Region. The Group expects that plazomicin will generate significant economic benefits after its launch in the Greater China Region.
- Commenced clinical research of favipiravir, a drug for coronavirus disease 2019 (COVID-19), co-developed with the academy of military medical sciences of the People's Liberation Army.
- Drug registration approval granted for Sihuan Pharmaceutical's pediatric compound amino acid injection (18AA-II). The Group is the second company in the PRC that has been granted registration approval for this product. The Group believes the product will facilitate the Group's development in the field of infusion.
- Capital injection by new investors into Beijing Ruiye Drugs Manufacture Co., Ltd. (an associate of Sihuan Pharmaceutical) to accelerate capacity expansion. In the future, the national sales of Beijing Ruiye's products will be fully entrusted to the Group. At the same time, the investor will give full play to its advantages in market access and facilitate quick market launch of the products. The Group believes that Beijing Ruiye will gradually become a leading enterprise in the therapeutic solid-liquid double chamber infusion industry in China to meet the medication needs of the patients in general and create considerable returns for the Group.

聚焦二零二零 • 大事記 FOCUS 2020 – MEMORABILIA

- 馬來酸桂哌齊特注射液上市後大型臨床研究結果正式發表，將憑藉其確證性療效重塑腦卒中治療領域新格局。
- 須予披露交易 – 國投招商投資管理有限公司屬下基金認購軒竹(石家莊)生物科技有限公司股權。認購事項完成後，雙方未來能夠在創新藥物的研發及引進方面進行全面合作，認購事項的所得款項用於進一步開發本集團的中後期臨床產品管線及引進更多後期產品項目，以期本集團能夠為中國患者提供更新更優的治療方案。
- 投資濟時資本生命科技I期基金。本集團期待藉此加碼在創新藥領域的佈局和加快海外創新藥的引進，加強本公司國際化產品管線的佈局和發展，協助本公司盡快實現向產品創新以及國際化轉型。
- 四環醫藥加巴噴丁膠囊獲得藥品生產批准。作為神經系統疾病領域用藥，該產品將和本集團在相關治療領域的藥物發揮協同效應，通過為患者提供更多更優質的治療選擇，進一步夯實本集團在此領域的領先市場地位。
- 本集團獨家代理的韓國肉毒毒素產品「樂提葆®」獲批於中國市場推出。樂提葆®進入本集團的醫療美容平台，不僅豐富和擴大了平台的產品組合，還體現了本集團的產品佈局策略面向多元化與國際化。本集團有望通過市場推廣項目的實施，同時透過合理的定價，擴大產品和品牌的市場認知度。本集團將深化與醫療機構和醫師群體的溝通交流，進一步提高服務水平，擴大市場份額。本集團亦將培育具有與同業展開競爭的實力，甚至超越競爭對手，成為領先及一流的醫療美容平台。
- Official release of the result of large-scale clinical trials after the launch of cinepazide maleate injection which takes stroke treatment into a new era with its verified efficacy.
- Discloseable transaction – subscription by investment funds under CMG-SDIC Capital Co., Ltd. in Xuanzhu (Shijiazhuang) Biopharmaceutical Co., Ltd.. After the subscription, the two parties will be able to fully cooperate with each other in the R&D and introduction of innovative drugs in the future. The Group intends to apply the proceeds from the subscription to further develop the Group's mid to late stage clinical trial product line and to introduce more late stage product projects, as such, the Group will be able to provide newer and better treatment solutions to patients across the PRC.
- Investment in Ascendum Capital Life Technology Fund Phase I. The Group looks forward to expand its resources in the development of innovative drugs and accelerate the introduction of overseas innovative drugs, strengthen its resources and the development of its international product pipeline and accelerate its product innovation and internationalization.
- Drug production approval granted for the gabapentin capsules. As a medication used in the field of neurological diseases, the Product will create synergy with other drugs of the Group in the relevant treatment fields, and by providing patients with more and better quality treatment options, the Group will further consolidate its leading market position in this field.
- Approval to launch the Group's exclusive Korean botulinum toxin product "Letybo®" in the PRC market. The introduction of Letybo® into the Group's medical aesthetics platform will not only enrich and expand the platform's product portfolio, but also reflect the Group's product layout strategy towards diversification and internationalization. The Group expects to expand the market awareness of its products and brands through the implementation of marketing projects and reasonable pricing. The Group will deepen communication with medical institutions and doctor groups to further improve service standards and expand market share. The Group will also develop its ability to compete against its peers so as to outrun its competitors and to become the leading and first-class medical aesthetics platform.

聚焦二零二零 • 大事記

FOCUS 2020 – MEMORABILIA

二零二零年
2020

序號
S/N

2020年度獎項名稱
Awards in 2020

- 1 第五屆金港股年度頒獎盛典 – 最佳醫藥及醫療公司
The Fifth Golden Hong Kong Stocks Annual Awards Ceremony –
Best Pharmaceutical and Medical Company



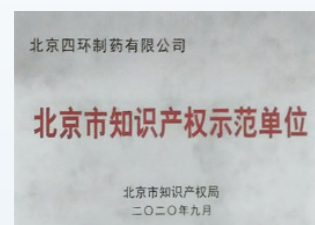
- 2 二零二零年度中國健康公益星
2020 China Health Charity Stars



- 3 二零二零年第十屆中國公益節 – 2020年度責任品牌獎
The 10th China Charity Festival in 2020 –
2020 Responsibility Brand Award



- 4 北京市知識產權示範單位
Beijing Intellectual Property Demonstration Unit



ESG理念

隨著國家藥品集中採購、國家重點監控合理用藥藥品目錄(化藥及生物製品)(「**重點監控藥品目錄**」)、國家醫保目錄調整等一系列重大政策的出台，醫藥行業迎來新的變革與重構時代。本集團秉持「致力於成為最具競爭力的國際化製藥企業」的願景，聚焦醫藥核心業務，嚴格把控產品質量，致力為更多患者提供更優質、更便利的產品與服務。在巨變的環境之中，本集團加快內部組織變革，提升運營與管理效率，加強人才培養，推進標準化的環境、健康與安全管理，以保障企業的健康與可持續發展。與此同時，本集團認真履行企業的公民責任，積極參與小區健康、環境與經濟建設。面對2019冠狀病毒病疫情，本集團積極響應，克服各種困難，推動法匹拉韋快速進入臨床，充分整合與利用研發資源，梳理尋找可能有效的產品，與各界攜手共同守護人民的健康與美好生活。

ESG concept

A series of major policies related to the in-depth reform of the pharmaceutical industry, such as the National Centralized Drug Procurement, National Catalog of Drugs under Close Monitoring of Rational Drug Use (for Chemical Medicines and Biological Products) (the “**Key Monitoring Drug List**”), adjustment to the National Reimbursement Drug List, have been introduced to promote China’s pharmaceutical industry to usher in a new stage of development. “Dedicated in becoming the most competitive international pharmaceutical enterprise” is the Group’s corporate vision. The Group focuses on the pharmaceutical sector while conducting strict quality control, with an aim to provide customers with better, more convenient products and services. In the environment of radical changes, the Group accelerates internal organizational reform, improves operating and management efficiency, strengthens personnel training and promotes standardized environmental health and safety management to ensure healthy and sustainable development. Meanwhile, the Group earnestly fulfills its corporate social responsibilities by taking an active role in the development of community health, environment and economy. To confront COVID-19, the Group proactively responds to overcome difficulties, speeding up the clinical trial of favipiravir tablet, integrating and making full use of R&D resources to explore potentially effective products, thereby defending a healthy and good life for the people together with all walks of life.



ESG管治

ESG GOVERNANCE

ESG管治架構

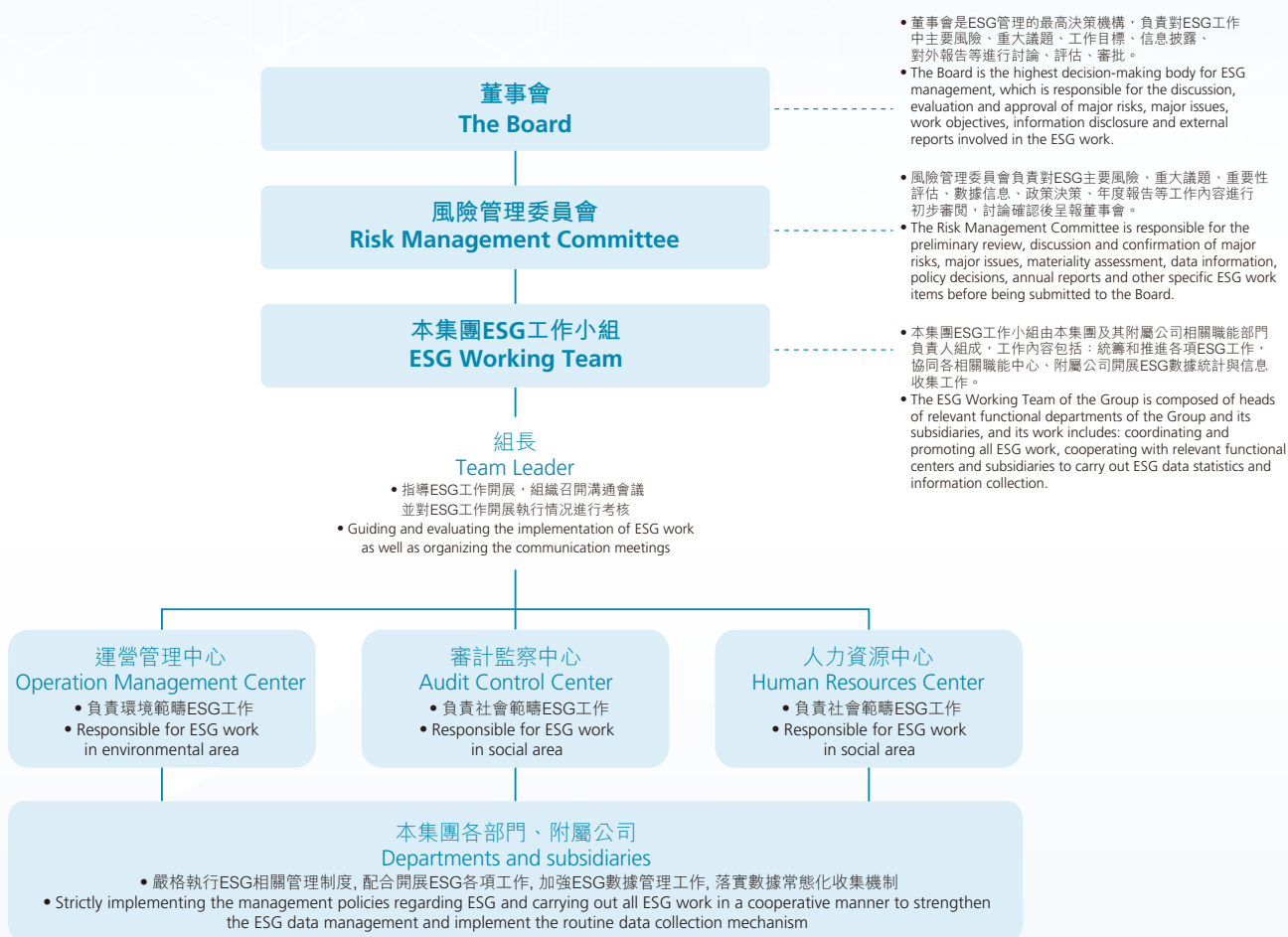
本集團依照《四環醫藥集團ESG管理辦法》明確ESG工作事務的統籌與職責分工，確保系統性推行ESG工作，將ESG管理理念融入企業的策略決策、風險管理及日常運營當中。

本集團ESG管治架構的具體角色和責任如下所示：

ESG governance structure

The Group clarifies the coordination and segregation of duties for ESG work affairs in accordance with the “ESG Management Measures of Sihuan Pharmaceutical” to ensure the systematic implementation of ESG work and integrate ESG management concepts into the corporate strategic decision-making, risk management and daily operation.

The specific roles and responsibilities of ESG governance structure of the Group are as follows:



ESG績效考核

為切實監督ESG工作的開展，本集團針對附屬公司持續開展ESG績效考核，將各附屬公司ESG管理工作納入公司負責人的年度考核目標，ESG工作小組會綜合評定各附屬公司提報的數據的準確性、完整性、及時性等情況，作為該公司負責人年度績效考核依據；同時，ESG數據管理負責人和數據提供部門的相關工作亦被納入季度績效考核範圍。

除日常考核外，本年度本集團共開展兩次ESG專項檢查工作。

現場檢查

二零二零年七月，本集團ESG工作小組授權審計監察中心對多個附屬公司開展現場檢查，通過訪談相關人員，查閱數據來源資料，現場了解ESG數據管理情況，全面檢查ESG管理工作流程，並對提報數據進行覆核。除形成審查報告，審查人員還對公司現狀提出改善建議，包括加強ESG常態化管理、設置二級覆核機制等。

數據填報摸底檢查

二零二零年八月，本集團對各附屬公司提報數據來源進行檢查，通過覆核數據來源依據，橫向比較來源差異，並對數據提報準確性和ESG資料報告情況進行檢查，確保ESG數據及信息的披露質量。

ESG performance appraisal

In order to effectively supervise the implementation of ESG work, the Group continues to carry out ESG performance appraisal for its subsidiaries, and incorporates the ESG management of each of its subsidiaries into the annual appraisal targets of the persons-in-charge of subsidiaries. The ESG Working Team will comprehensively assess the accuracy, completeness and timeliness of the data reported by each of its subsidiaries, as the basis for the annual performance appraisal of the persons-in-charge of subsidiaries. Meanwhile, the relevant work of the ESG data administrator and data supply department is also included in the quarterly performance appraisal scope.

In addition to daily appraisal, the Group conducted two special ESG inspections during the Year.

On-site inspection

In July 2020, the ESG Working Team of the Group authorized the Audit Control Center to conduct on-site inspection for several subsidiaries. Through interviewing with relevant personnel, accessing to data source information, and on-site understanding of ESG data management, the Audit Control Center performed the comprehensive inspection on ESG management workflow and reviewed the reported data. In addition to producing the inspection report, the inspectors also put forward suggestions for the improvement of current corporate situation, including strengthening the routine ESG management and setting up a second-level review mechanism.

Data reporting and general inspection

In August 2020, the Group inspected the sources of data reported by each of its subsidiaries. Through reviewing the basis of data sources, comparing the differences of sources horizontally, and checking the data reporting accuracy and ESG information reporting, the Group ensured the disclosure quality of ESG data and information.

ESG管治 ESG GOVERNANCE

ESG理念宣導

Promoting ESG concept

本集團重視企業內部ESG理念宣傳，在員工日常培訓中加入ESG責任宣貫，同時利用本集團內部刊物《四環視野》、微信公眾號等平台向員工介紹本集團ESG管理工作目標及進展，展示優秀案例。本集團通過不斷強化員工對ESG工作的認知，將可持續發展理念落實到每一個業務環節，讓每一位員工以高度的使命感和責任感承擔起更多的社會責任。

The Group attaches great importance to the internal promotion of ESG concept, incorporates the publicizing and implementation of ESG responsibility into the daily training for employees, and uses the Group's internal publication "Sihuan Vision", WeChat official account and other platforms to introduce the Group's ESG management goals and progresses to employees and exhibit the outstanding cases. By continuously strengthening employees' awareness of ESG work, the Group implements the concept of sustainable development in every business link, allowing each employee to assume more social responsibilities with a high sense of mission and duty.



利益相關方參與 STAKEHOLDERS ENGAGEMENT

利益相關方溝通


我們深知充分了解利益相關方的需求與期望是企業實現可持續發展的重要途徑。我們通過電話、郵件、面談、調研、座談會等方式積極了解利益相關方重視的議題，及時予以回應，實現與各利益相關方的共同成長。

Communication with stakeholders

We know well that fully understanding the needs and expectations of stakeholders is an important way for companies to achieve sustainable development. We actively learn about the issues that stakeholders value and respond in a timely manner, to achieve common growth with all stakeholders by telephone, email, face-to-face interviews, surveys, seminars, etc.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and respond
 政府／監管機構 Government/ regulatory departments	遵守法紀 Observing disciplines and laws 支持地方經濟 Supporting the local economy 藥物安全與質量 Drug safety and quality	遵守法律法規 Observing laws and regulations 定期匯報 Regular reporting 監督檢查 Supervision and inspection
 股東／投資者 Shareholders/investors	經營業績 Operating performance 合法合規經營 Legal operation 反腐败 Anti-corruption 風險管理 Risk management	舉辦股東大會 Holding shareholder's general meeting 上市公司日常信息披露 Daily information disclosure of listed companies 舉行投資者會議 Holding investors' meetings 電話及郵件查詢 Telephone and email inquiries
 客戶／分銷商 Customers/distributors	藥物安全質量 Drug safety and quality 藥物研發創新 Drug R&D and innovation 知識產權保護 Protection of intellectual property rights 負責任營銷 Responsible marketing 客戶信息與隱私保護 Customer information and privacy protection	開展客戶滿意度調查 Organization of customer satisfaction survey 客戶服務中心和熱線 Customer service center and hotline 處理詢問和投訴 Treatment of enquiries and complaints 完善信息交流機制 Improvement of information exchange mechanism 客戶走訪和溝通 Customer visits and communication

利益相關方參與 STAKEHOLDERS ENGAGEMENT

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and respond
 <p>內部員工 Internal employees</p>	<p>員工健康與安全 Employees' health and safety</p> <p>員工權益保障 Protection of employee rights and interests</p> <p>員工培訓教育 Staff training and education</p> <p>員工薪酬與福利 Staff compensation and benefits</p>	<p>日常安全檢查 Daily safety inspection</p> <p>設置投訴渠道 Establishment of complaint channels</p> <p>提供技能培訓 Provision of skills training</p> <p>舉辦關愛活動 Organization of care activities</p>
 <p>供應商／合作夥伴 Suppliers/partners</p>	<p>合作共贏 Cooperation and win-win</p> <p>恪守商業道德 Complying with business ethics</p> <p>藥物安全質量 Drug safety and quality</p> <p>供應鏈可持續發展管理 Sustainable development management of the supply chain</p>	<p>開展項目合作 Conducting project cooperation</p> <p>日常溝通走訪 Daily communication and visits</p> <p>現場審計 On-site audit</p> <p>打造責任供應鏈 Establishment of the responsible supply chain</p>
 <p>行業協會 Industry associations</p>	<p>藥物研發與創新 Drug R&D and innovation</p> <p>打擊假藥 Combatting against counterfeit medicines</p> <p>推動行業發展 Promotion of industry development</p>	<p>參與行業組織會議 Participation in meetings organized by industry associations</p> <p>開展同行經驗交流會 Holding peer experience exchange meetings</p> <p>相關研發項目合作 Related R&D project cooperation</p>
 <p>社區公眾 Community and the public</p>	<p>社區公益 Community charity</p> <p>關愛大眾健康 Care for public health</p> <p>帶動地方就業 Promotion of local employment</p>	<p>開展公益活動 Organization of charitable activities</p> <p>健康知識普及 Health knowledge popularization</p> <p>參與社區項目 Participation in community projects</p>

利益相關方參與 STAKEHOLDERS ENGAGEMENT

重要性分析

本集團按照香港聯交所「ESG指引」的要求，從利益相關方角度出發，識別二零二零年重要性議題，並將重要性分析結果作為報告信息披露和後續ESG管理目標設定的參考依據。

Materiality analysis

In accordance with the requirements of the “ESG Reporting Guide” of the Hong Kong Stock Exchange, the Group recognized the material issues in 2020 from the perspective of stakeholders, and uses the results of the materiality analysis as a reference for reporting information disclosure and subsequent ESG management target setting.

本年度，重要性議題判定步驟如下：

During the Year, the steps to determine material issues are as follows:

<p>01 議題識別 Recognition of issues</p>	<p>通過行業對標，結合香港聯交所「ESG指引」和本集團現有業務發展情況，對上一年度重要性議題識別結果進行補充，本年度新增公共危機事件響應一項議題。 Through peer benchmarking, combined with the “ESG Reporting Guide” of the Hong Kong Stock Exchange and the existing business development of the Group, the results of the recognition of material issues for the previous year were supplemented, and a new issue which is a response to public crisis incidents is added during the Year.</p>
<p>02 議題調研 Survey of issues</p>	<p>邀請近450位利益相關方參與問卷調查，了解利益相關方關注重點；調研覆蓋高級管理層、內部員工、供應商、客戶及政府部門，同時本年度新增當地社區一類利益相關方。 Nearly 450 stakeholders are invited to participate in a survey by questionnaire to understand the concerns of stakeholders; the survey covers senior management, internal employees, suppliers, customers and regulators. Meanwhile, local community is added as a new type of stakeholders during the Year.</p>
<p>03 議題排序 Prioritization of issues</p>	<p>依據對外部利益相關方的重要性和對業務的重要性兩個維度對議題進行重要性排序。 Prioritizing the material issues based on two dimensions, materiality to external stakeholders and materiality to business.</p>
<p>04 議題審閱 Review of issues</p>	<p>本集團高級管理層對重要性議題及排序進行審核。 The senior management of the Group reviews the material issues and the prioritization.</p>
<p>05 議題披露 Disclosure of issues</p>	<p>根據重要性議題分析結果，確定本報告的披露重點，編制本年度議題重要性矩陣。 Based on the results of the material issue analysis, the key points of the Report are determined and the material issue matrix for the Year is compiled.</p>

利益相關方參與 STAKEHOLDERS ENGAGEMENT

以下為二零二零年度重要性評估結果。

The followings are the materiality evaluation results of 2020.



環境範疇

Environment category

廢氣管理
Air pollutant management
污水處理與合規排放
Wastewater treatment and legal emission
溫室氣體排放
Greenhouse gas ("GHG") emission
氣候變化減緩與適應
Mitigation of and adaption to climate change
有害廢棄物管理
Hazardous waste management
能耗管理
Management of energy consumption
水資源使用與節水措施
Use of water resources and water-saving measures
清潔生產
Clean production
綠色辦公室
Green office
包材合理使用和減少浪費
Reasonable use of packaging materials and reduction of waste
保護動物權益
Protection of animal rights

僱傭範疇

Employment category

薪酬與福利
Compensation and benefits
員工權益保障
Protection of employee rights and interests
多元化與平等機會
Diversity and equal opportunity
人才吸納與團隊建設
Talents attraction and team building
職業健康與安全
Occupational health and safety
員工培訓與發展機會
Staff training and development opportunities
合法合規僱傭
Compliance with labor legislation and regulations

營運範疇

Operation category

供應商管理
Supplier management
供應鏈環境及社會風險管控
Environmental and social risk control of the supply chain
產品安全與質量
Product safety and quality
研發及創新
R&D and innovation
保障知識產權
Protection of intellectual property rights
負責任營銷
Responsible marketing
客戶服務品質
Quality of customer service
客戶信息安全與隱私保護
Customer information security and privacy protection
反腐敗與內控管理
Anti-corruption and internal control management
廉潔培訓與宣傳
Integrity training and publicity

社區範疇

Community category

社區參與及公益活動
Community involvement and charitable activities
帶動地方就業
Promotion of local employment
關愛社區健康
Care for community health
公共危機事件響應
Response of public crisis incidents

利益相關方參與 STAKEHOLDERS ENGAGEMENT

議題重要性 Materiality of issues	排序 Prioritization	二零二零年ESG重要性課題 Material ESG issues of 2020	所屬範疇 Category
非常重要 Highly material	1	產品安全與質量 Product safety and quality	產品責任 Product responsibility
	2	員工權益保障 Protection of employee rights and interests	僱傭 Employment
	3	反腐敗與內控管理 Anti-corruption and internal control management	反貪污 Anti-corruption
	4	保障知識產權 Protection of intellectual property rights	產品責任 Product responsibility
	5	研發及創新 R&D and innovation	產品責任 Product responsibility
	6	有害廢棄物管理 Hazardous waste management	排放物 Emissions
	7	客戶信息安全與隱私保護 Customer information security and privacy protection	產品責任 Product responsibility
	8	廢氣管理 Air pollutant management	排放物 Emissions
	9	合法合規僱傭 Compliance with labor legislation and regulations	勞工準則 Labor standards
	10	污水處理與合規排放 Wastewater treatment and legal emission	排放物 Emissions
重要 Material	11	薪酬與福利 Compensation and benefits	僱傭 Employment
	12	清潔生產 Clean production	資源使用 Use of resources
	13	廉潔培訓與宣傳 Integrity training and publicity	反貪污 Anti-corruption
	14	水資源使用與節水措施 Use of water resources and water-saving measures	資源使用 Use of resources
	15	客戶服務品質 Quality of customer service	產品責任 Product responsibility
	16	多元化與平等機會 Diversity and equal opportunity	僱傭 Employment
	17	負責任營銷 Responsible marketing	產品責任 Product responsibility
	18	人才吸納與團隊建設 Talents attraction and team building	僱傭 Employment
	19	員工培訓與發展機會 Staff training and development opportunities	發展及培訓 Development and training
	20	職業健康與安全 Occupational health and safety	健康與安全 Health and safety
	21	公共危機事件響應 Response of public crisis incidents	社區投資 Community investment

利益相關方參與

STAKEHOLDERS ENGAGEMENT

議題重要性 Materiality of issues	排序 Prioritization	二零二零年ESG重要性課題 Material ESG issues of 2020	所屬範疇 Category
	22	能耗管理 Management of energy consumption	資源使用 Use of resources
	23	供應商管理 Supplier management	供應鏈管理 Supply chain management
	24	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain	供應鏈管理 Supply chain management
	25	綠色辦公室 Green office	資源使用 Use of resources
	26	溫室氣體排放 GHG emission	排放物 Emissions
	27	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste	資源使用 Use of resources
	28	帶動地方就業 Promotion of local employment	社區投資 Community investment
	29	社區參與及公益活動 Community involvement and charitable activities	社區投資 Community investment
	30	保護動物權益 Protection of animal rights	環境及天然資源 Environmental and natural resources
	31	關愛社區健康 Care for community health	社區投資 Community investment
	32	氣候變化減緩與適應 Mitigation of and adaption to climate change	排放物 Emissions

相較於二零一九年，二零二零年本集團內外部利益相關方依然將產品安全與質量、反貪腐與內控管理、研發及創新及保障知識產權等作為本集團在可持續發展方面的重要事宜，本集團將在之後章節就核心議題進行重點闡釋，以回應各利益相關方的關注與期待。

Compared with 2019, the Group's internal and external stakeholders still viewed product safety and quality, anti-corruption and internal control management, R&D and innovation and protection of intellectual property rights as important issues of the Group in terms of sustainable development in 2020. The Group will elaborate on the core issues in the following sections as a response to stakeholders' concerns and expectations.

賦能創新研發，守護健康未來 EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

四環醫藥堅持承擔醫藥企業應盡的責任，持續推動創新發展，向大眾提供優質、普惠的產品和服務，為人類健康保駕護航。

1. 支持醫藥創新

隨著中國醫藥行業逐步進入創新驅動的新時代，我們深知於醫藥企業而言，創新能力是本集團未來提升核心競爭力的基石。本集團將繼續肩負「創新服務與人類健康」的使命，通過推動醫藥創新守護大眾的健康。

我們已形成國際化的研發佈局，研發活動主要由三個平台組成：

Sihuan Pharmaceutical insists on taking the responsibilities as a pharmaceutical company, continues to promote innovative development, provides high-quality and inclusive products and services to the public and protects human health.

1. Supporting pharmaceutical innovation

As China's pharmaceutical industry gradually enters a new innovation-driven era, we understand that for pharmaceutical companies, innovation capability constitutes the cornerstone for the Group to improve the core competitiveness in the future. The Group will continue to undertake the mission of "innovatively serving human health" and protect public health by promoting pharmaceutical innovation.

We have formed an international R&D layout, and the R&D activities mainly consist of three platforms:

1

北京澳合藥物研究院

以研究開發首仿藥、新製劑為主，包括心腦血管、腫瘤、消化系統、精神神經等重大疾病領域

Beijing Ao He Research Institute

Mainly focusing on R&D of first-to-market generic drugs and new preparations, including critical diseases such as CCV, oncology, digestive system, psychoneurology, etc.



2

軒竹創新藥研發中心

專注於小分子創新藥物研發，主要包括抗感染、抗心血管代謝疾病、抗腫瘤、神經系統等較為前沿的創新藥研發領域

Xuanzhu Innovative Drug R&D Center

Focusing on innovative small molecule drugs R&D, mainly including cutting-edge innovative drugs for areas such as anti-infectives, cardiovascular metabolic disease, oncology, nervous system disease, etc.



3

臨床開發中心

負責推動集團自主研發及引進的所有1.1類創新藥、仿製藥及上市藥物的臨床研究工作

Clinical Development Center

Carrying forward the clinical research of all Type 1.1 innovative drugs, generic drugs and marketed drugs independently developed or introduced by the Group



賦能創新研發，守護健康未來

EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

研發管理

研發平台及研發進度

在後疫情時代，隨著國家對醫藥行業的政策支持力度進一步加大，本集團將繼續堅持創新驅動、仿創並舉的核心理念，發揮多元化產品結構優勢，通過精細化市場管理，積極推廣增長期產品，並強化本集團在心腦血管、腫瘤和糖尿病等領域的管線佈局和市場優勢，建立可持續的藥物產品線。

二零二零年，四環醫藥研發投入人民幣729.2百萬元，佔本集團總收益的29.6%，同比增長21.7%。本集團本年度在研發方面取得的主要成就包括但不限於：

- 完成富馬酸替諾福韋艾拉酚胺片、沙庫巴曲缬沙坦鈉片、索磷布韋片、磺達肝癸鈉注射液及氟比洛芬酯注射液等8個製劑申報；
- 完成奧拉西坦、富馬酸替諾福韋艾拉酚胺、沙庫巴曲缬沙坦鈉、索磷布韋等9個原料藥備案；
- 取得左乙拉西坦片、左乙拉西坦注射用濃溶液、長春西汀注射液、重酒石酸卡巴拉汀膠囊、布洛芬注射液、童顏針（一類註冊證）、加巴噴丁膠囊7個品種的製劑生產批件，其中布洛芬注射液是國內第二家批准上市的产品，重酒石酸卡巴拉汀膠囊是國內首家通過一致性評價的产品。此外，醋酸奧曲肽注射液於二零二一年一月二十八日獲得中國國家藥品監督管理局批准通過質量和療效一致性評價，為該品種首家通過一致性評價；注射用泮托拉唑鈉亦於二零二一年一月十九日獲批通過一致性評價；
- 重點開發品種丙酚替諾福韋項目已完成ANDA（簡略新藥申請）申報工作，並已通過藥品審核查驗中心的臨床研究現場核查；
- 重點品種抗心衰治療藥物LCZ-696和抗丙肝病毒治療藥物索磷布韋片已提交ANDA，3個產品如能順利獲批將為本集團在相應管線增加重磅籌碼；
- 本集團消化類產品線中重點品種－注射用鹽酸羅沙替丁醋酸酯形成商業優勢互補的口服劑型－羅沙替丁醋酸酯緩釋膠囊，已完成BE（生物等效性）試驗研究並獲得等效結果；

R&D management

R&D platform and R&D progress

In the post-pandemic era, with the country's policy support for the pharmaceutical industry further increased, the Group will adhere to the core concept of innovation-driven and generic, leverage its diversified product structure advantages, actively promote products in the growth period through refined market management, and strengthen the Group's pipeline layout and market advantages in the fields of cardio-cerebral vascular, oncology and diabetes, to establish a sustainable pharmaceutical product line.

In 2020, the expenditure for R&D of Sihuan Pharmaceutical was RMB729.2 million, accounting for 29.6% of the Group's total revenue, increased by 21.7% year-on-year. During the Year, the Group has accomplished major achievements in R&D including but not limited to:

- Applications for 8 preparations such as tenofovir alafenamide fumarate tablets, sacubitril valsartan sodium tablets, sofosbuvir tablets, fondaparinux sodium injection and flurbiprofen axetil injection were completed;
- The filings of 9 APIs such as oxiracetam, tenofovir alafenamide fumarate, sacubitril valsartan sodium and sofosbuvir were completed;
- The preparation production approvals for 7 varieties, including levetiracetam tablets, levetiracetam injection concentrated solution, vinpocetine injection, rivastigmine bitartrate capsule, ibuprofen injection, Anti-aging injection (Class I Registration Certificate), and gabapentin capsule were obtained. Among them, ibuprofen injection is the second domestic product approved for marketing. Rivastigmine bitartrate capsule is the first domestic product passing the consistency evaluation. In addition, Octreotide acetate injection was approved by the National Medical Products Administration of the PRC on 28 January 2021 as it passed the consistency evaluation on quality and efficiency, which is the first enterprise passing the consistency evaluation for this type of drug. Pantoprazole sodium injection was also approved to pass the consistency evaluation on 19 January 2021;
- Propofol tenofovir project, the key development species, has completed the ANDA (abbreviated new drug application) application and has passed the clinical research on-site verification by the Center for Drug Inspection;
- Anti-heart failure therapy drug LCZ-696 and anti-hepatitis C virus therapy drug sofosbuvir tablets, the key species, have been submitted to ANDA, and if the 3 products can be approved successfully, it will add weight to the Group's competitiveness in the corresponding pipelines;
- Roxatidine acetate release capsule, the oral administration of roxatidine acetate hydrochloride for injection (a key variety in the Group's digestive product line) with commercial complementary advantages, has completed a BE (bioequivalence) trial study and obtained equivalence results;

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- 北京科委支持的公司一致性評價品種 – 奧卡西平片，目前已經順利完成啟動準備工作，目前正在等待遺傳辦審批，並遵循計劃啟動相關研究；
- Oxcarbazepine tablet, the Company's consistency evaluation variety supported by the Beijing Municipal Science & Technology Commission, currently has successfully completed the start-up preparations and is now awaiting the approval from the genetics office (遺傳辦), and follows the plan to initiate relevant studies;
- 阿奇黴素乾混懸劑目前已啟動臨床研究，正在積極開展受試者入組及評價工作；
- The clinical study of azithromycin dry suspension currently has been initiated, the enrollment of subjects and evaluation are actively conducted;
- 抗凝血領域重磅品種，達比加群酯膠囊已開始遞交醫院倫理，將按計劃啟動臨床研究；
- A blockbuster variety in the anticoagulant field, dabigatran etexilate capsule has started to be submitted for hospital ethics approval, and the clinical study will commence as planned;
- 吡羅西尼完成III期前CDE(國家食品藥品監督管理局藥品審評中心)藥學溝通會，並完成DOE考察，準備啟動工藝驗證；
- Birociclib completed CDE (the Center for Drug Evaluation of State Food and Drug Administration) pharmacy communication meeting before phase III, completed DOE inspection and prepared to start-up the process validation;
- 百納培南已完成II期臨床試驗，臨床樣品穩定性研究持續開展中。
- Benapenem has completed the phase II clinical trials, while the stability study of clinical samples continues to proceed.

同時，本集團的馬來酸桂哌齊特注射液用於治療急性缺血性腦卒中的新適應症已於二零二零年年底成功獲得國家藥品監督管理局批發，為目前國內開展藥品上市後臨床研究以來唯一獲批的腦卒中治療領域的藥品，未來將為更多腦卒中患者帶來治療效益。

Meanwhile, the Group's cinepazide maleate injection is a new indication for the treatment of acute ischemic stroke. It was approved by the National Medical Products Administration at the end of 2020. It is currently the only approved drug in the field of stroke treatment since the commencement of the domestic post-marketing clinical study for drugs at present. In the future, it will bring therapeutic benefits to more stroke patients.

本年度，本集團在創新藥領域持續發力，旗下研發機構山東軒竹聚焦於腫瘤、代謝病及非酒精性肝炎等重大治療領域，其14項在研創新產品項目中多項已進入臨床後期階段，具備完全的自主知識產權。拳頭產品吡羅西尼，治療晚期乳腺癌的CDK4/6抑制劑，單藥末線治療已進入臨床II期；重磅產品新一代半合成氨基糖苷類抗生素(新一代超級抗生素) plazomicin(普拉佐米星)和自主研發的新一代消化疾病用藥安納拉唑鈉已進入臨床III期。

During the Year, the Group continued to make efforts in the field of innovative medicine and its R&D organization, Shandong Xuanzhu, focused on the material treatment fields such as tumor, metabolic disease and non-alcoholic hepatitis. Many projects of its 14 innovative product projects have entered the late clinical stage with full independent intellectual property rights. Birociclib, a key product, is a CDK4/6 inhibitor for the treatment of advanced breast cancer, and single drug end-line treatment has entered the phase II clinical trial; the blockbuster product, plazomicin, a new generation of semisynthetic aminoglycoside antibiotics (a new generation of super antibiotic) and the self-developed new generation of digestive disease drug anaprazole sodium has entered the phase III clinical trial.

此外，隨著市場對醫療美容服務的需求日益增長，本集團充分識別機遇，前瞻性佈局醫美賽道。二零二零年十月，由本集團獨家代理的韓國生物製藥公司Hugel, Inc(「Hugel」)生產的注射用A型肉毒毒素(Letybo®100U，商品名：樂提葆®)正式獲國家藥監局批准上市。該產品成為第四個獲准在中國上市的A型肉毒毒素，也是韓國同類產品中的首個。該產品將於二零二一年第一季度舉辦中國AI發佈會並開始在中國內地地區銷售。

In addition, with the growing market demand for aesthetic medicine services, the Group fully recognized the opportunities and made a forward-looking layout of the aesthetic medicine racetrack. In October 2020, type A botulinum toxin for injection (Letybo®100U, trade name: Letybo®), a product exclusively distributed by the Group and produced by Korean biopharmaceutical company Hugel, Inc ("Hugel"), has officially received the marketing approval from the NMPA of China. Letybo® becomes the fourth type A botulinum toxin products approved for launch in the market of China and the first of its kind from Korea. In the first quarter of 2021, the Chinese AI press conference was held for the product and start to sell in mainland China.

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EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

研發抗疫藥物，助力疫情防控

Research and develop anti-epidemic drugs to support epidemic prevention and control

面對嚴峻複雜的防控形勢，抗疫藥物的研發生產顯得刻不容緩。作為對抗擊2019冠狀病毒病的快速響應，本集團發揮創新優勢，重點加速開發了抗2019冠狀病毒病潛力的逆轉錄RNA抑制劑－法匹拉韋片，並完成II期臨床研究和流感適應症的生物等效性研究，該品種同時入選北京科委2019冠狀病毒病專項課題，目前已完成項目答辯，獲得北京科委人民幣200萬元資助。

Faced with the severe and complex situation of prevention and control, the research, development and production of anti-epidemic drugs are urgent. As a quick response to the fight against COVID-19, the Group played its innovative advantages and focused on accelerating the development of a reverse transcription RNA inhibitor – favipiravir tablet with resist COVID-19's potential, and completed phase II clinical studies and bioequivalence studies for influenza indication. This design was also selected as the COVID-19 special project of Beijing Municipal Science & Technology Commission, and the project defense has already been completed and has obtained RMB2 million support from Beijing Municipal Science & Technology Commission.

同時，本集團附屬公司吉林四環發現其10多個藥品對於流感及呼吸道疾病具有很好的治療作用，為助力抗擊疫情，吉林四環二零二零年九月申報「防疫藥品技術提升與擴產改造項目」，預計投資人民幣4,000萬元，用於10多個抗感染及解熱鎮痛藥品的生產技術提升、擴產改造，申報項目已順利通過專家審評和省財政廳審核，目前該項目建設已啟動。

At the same time, Jilin Sihuan, a subsidiary of the Group, found that more than 10 of its drugs have a good therapeutic effect on influenza and respiratory diseases. In order to assist on fighting the epidemic, Jilin Sihuan applied for "Technology Upgrade, Production Expansion and Transformation Project of Anti-epidemic Drugs" in September 2020. It is estimated that RMB40 million will be invested in the production technology upgrade, production expansion and transformation of more than 10 anti-infective, antipyretic and analgesic drugs. The declared project has successfully passed the reviews from experts and the provincial department of finance. Currently, the construction of the project has been initiated.



研發人才引進與培養

引進、培養研發人才是本集團提升研發能力的重要工作。二零二零年，本集團持續推進研發人才隊伍的建設與培養，定期開展研發管理、研發指導類相關培訓，培訓範圍覆蓋四環醫藥總部及附屬公司。

Introduction and cultivation of R&D talents

The introduction and cultivation of R&D talents is an important task for the Group to enhance our R&D capabilities. In 2020, the Group continued to promote the construction and cultivation of our R&D talent team, and regularly conducted relevant trainings on R&D management and R&D guidance, covering the headquarter and subsidiaries of Sihuan Pharmaceutical.

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研發培訓 – 藥物代謝與藥代動力學相關知識培訓

R&D training – training on drug metabolism and pharmacokinetics related knowledge

二零二零年四月，本集團組織了跨部門的藥物代謝與藥代動力學知識培訓，向研發人員講解藥物代謝實驗目的、藥物在體內的過程及各項參數意義等內容，使大家充分了解新藥研發過程中藥物代謝所處的環節和作用，提升工作中解決問題的效率和能力，保障新藥研發各版塊更加順暢的銜接。

In April 2020, the Group organized a cross-departmental training on drug metabolism and pharmacokinetics to explain to R&D personnel the purpose of drug metabolism experiments, the process of drugs in the body and the significance of various parameters, so that they can fully understand the link and role of drug metabolism in the process of new drug R&D, to enhance the efficiency and ability to solve problems in their work and ensure a smoother interface between the various sections of new drug R&D.



研發培訓 – 藥品研發質量管理培訓

R&D training – drug R&D quality management training

本集團在二零二零年三月開展《藥品研發質量管理體系建立與數據可靠性管理》培訓，讓員工充分了解藥品研發質量管理體系是如何建立的，並掌握數據可靠性管理的內容，以及接受現場核查時的注意事項。我們在培訓後進行了線上線下現場的抽查提問，幫助員工鞏固新知識，達到預期的培訓效果。

The Group conducted a training on “Establishment of Drug R&D Quality Management System and Data Reliability Management” in March 2020, so that our employees could fully understand how the drug R&D quality management system is established and grasp the content of data reliability management, as well as the precautions to be taken when undergoing on-site verification. We conducted online and offline on-site spot-checking questions after the training to help employees consolidating new knowledge and to achieve the expected training effect.



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行業交流與合作

本集團持續推進與行業研究夥伴的合作項目，包括：

- 與天壇醫院、中國醫學科學院植物研究所及北京協和醫學院藥物研究所等中國頂尖的醫院和研究所開展臨床前實驗研究，明確藥品作用機制；
- 與中山大學附屬第一醫院、天壇陸軍總醫院、北京醫院、中國醫科大學第一醫院等多家中國頂尖醫院開展藥物上市後臨床有效性和安全性方面的研究，加強對新藥的認知；
- 與國內多家知名企業、高校長期保持密切合作，委託開展臨床前藥學、藥理毒理評價工作。

Industry Exchange and Cooperation

The Group continues to advance collaborative projects with industry research partners, including:

- Conducting preclinical experimental research with top hospitals and research institutes in China, such as Tiantan Hospital, the Institute of Botany of the Chinese Academy of Medical Sciences and the Institute of Medicine of the Peking Union Medical College, to make clear the mode of action of drugs;
- Carrying out post-launch clinical studies on efficacy and safety of drugs with several top hospitals in China, such as the First Affiliated Hospital of Sun Yat-sen University, Tiantan General Hospital of the Army, Beijing Hospital and First Hospital of China Medical University, to enhance the knowledge of new drugs;
- Maintaining close collaboration with multiple established corporations and universities on preclinical pharmacy and evaluation of pharmacology and toxicology.



二零二零年，本集團積極參與各類學術交流會議，在中華醫學會第二十三次全國神經病學學術會議、中國卒中學會第六屆學術年會暨天壇國際腦血管病會議、第六屆國際神經感染免疫暨腦血管病高峰論壇等活動中，與同行及專業機構深入溝通討論；我們亦持續開展醫學教育活動，為專業人員提供一個學習新理論、新知識、新技術、新方法的平台，促進自身與行業的創新發展。

In 2020, the Group actively participated in various academic exchange conferences, including the 23rd National Neurology Academic Conference of the Chinese Medical Association (中華醫學會第二十三次全國神經病學學術會議), the 6th Annual Academic Conference of the Chinese Stroke Society and the Tiantan International Cerebrovascular Disease Conference (中國卒中學會第六屆學術年會暨天壇國際腦血管病會議), and the 6th International Neural Infection and Immunity and Cerebrovascular Disease Summit (第六屆國際神經感染免疫暨腦血管病高峰論壇) and other activities, during which we had in-depth communication and discussion with peer and professional institutions. We also continued to carry out medical education activities to provide professionals with a platform to learn new theories, new knowledge, new technologies, and new methods, promoting the innovation and development of ourselves and the industry.

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案例：馬來酸桂哌齊特確證性研究專業媒體醫學教育

Case: Cinepazide Maleate Confirmatory Research Professional Media Medical Education

二零二零年八月，為使馬來酸桂哌齊特注射液確證性研究結果廣泛被相關疾病領域醫生正確認知，四環醫藥通過「醫學界」專業媒體平台，邀請研究者從不同角度解讀馬來酸桂哌齊特注射液確證性研究，幫助臨床醫生深入了解該研究價值，截至二零二零年底，該確證性研究解讀閱讀人數超過34,336人。

In August 2020, in order to make the confirmatory research results of cinepazide maleate injection widely recognized by doctors in related disease fields, Sihuan Pharmaceutical invited researchers from different perspectives to interpret the confirmatory study of cinepazide maleate injection through the professional media platform of the "Medical Community (醫學界)", to help clinicians deeply understand the value of the study. As of the end of 2020, the number of readers of the interpretation of this confirmatory study has exceeded 34,336.

尊重研發倫理

我們十分關注在臨床研究過程中對實驗動物的管理，遵守《實驗動物管理條例》等國家政策法規，倡導三項動物實驗基本原則：

- 動物保護原則：審查動物實驗的必要性，對實驗目的、預期利益與造成動物的傷害、死亡進行綜合的評估；
- 動物福利原則：保證實驗動物生存時包括運輸中享有最基本的權利，享有免受饑渴、生活舒適自由的生活環境，各類實驗動物管理應符合其對應的操作技術規程；
- 倫理原則：實驗應充分考慮動物的利益，保證從業人員的安全，動物實驗方法和目的應符合人類的道德倫理標準和國際慣例。

涉及動物實驗的附屬公司已制定專項管理制度與操作規程，就動物實驗項目開展日常的福利倫理監督檢查，及時識別問題並提出整改意見，並對結束項目提出倫理終結審查，保障動物應有權益。

Respect for R&D Ethics

We highly focused on the management of experimental animals in the clinical research process, complied with the Regulations on the "Administration of Experimental Animals" (《實驗動物管理條例》) and other national policies and regulations, and advocated three basic principles of animal experiments:

- Principles of animal protection: Review the necessity of animal experiments, and conduct a comprehensive assessment of the purpose of the experiment, the expected benefits, and the harm and death of animals;
- Principles of animal welfare: To ensure that experimental animals have the most basic rights when they survive, including during transportation, and enjoying a living environment free from hunger and thirst, and a comfortable and free life. The management of various experimental animals should comply with their corresponding operating technical regulations;
- Principles of ethics: Experiments should fully consider the interests of animals and ensure the safety of practitioners. The methods and purposes of animal experiments should conform to human ethical standards and international practices.

The subsidiaries involved in animal experiments have formulated special management systems and operating procedures, carried out daily welfare ethics supervision and inspections on animal experiment projects, identified problems in a timely manner and put forward rectification opinions, and proposed ethical termination reviews for the finished projects to protect the rights of animals which they deserve to have.

賦能創新研發，守護健康未來

EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

知識產權保護

知識產權是企業創新發展的命脈。為緊跟國家加速推進知識產權強國建設的步伐，本集團嚴格遵照《中華人民共和國專利法》、《中華人民共和國知識產權法》、《企業知識產權管理規範》等法規與標準性文件，制定並執行《知識產權管理手冊》等內部制度規範，明確集團知識產權管理目標及方針，並對知識產權管理、專利事務管理、數據庫管理等事項進行明確規定。形成與企業自身發展相適應的知識產權管理體系和有效的運行機制。

本集團圍繞產品生命週期，根據創新藥、仿製藥及藥物領域特點等，採用知識產權適時跟進保護技術創新進展、核心關鍵專利技術與外圍專利技術相結合、主動保護與防禦性公開相結合、專利保護與商業秘密(技術秘密)保護相結合、正向佈局與反向佈局相結合、商標專用權與著作權相結合等措施，提升產品知識產權申報、保護和利用的綜合能力，讓創新動能更強勁。

我們積極開展知識產權保護培訓與交流工作，定期組織業務培訓，強化全員知識產權保護意識；同時我們積極參與加入知識產權協會或研究會，與行業夥伴共同探討和交流知識產權保護經驗。二零二零年，本集團已加入的協會包括中國專利保護協會和北京知識產權司法保護研究會。

Protection of intellectual property

Intellectual property is the lifeblood of enterprise innovation and development. In order to keep up with the country's pace of accelerating the construction of a strong country with intellectual property rights, the Group strictly complied with the "Patent Law of the People's Republic of China" (《中華人民共和國專利法》), "Intellectual Property Law of the People's Republic of China" (《中華人民共和國知識產權法》), "Enterprise Intellectual Property Administration Regulations" (《企業知識產權管理規範》) and other regulations and standard documents to prepare and implement the "Intellectual Property Administration Manual" (《知識產權管理手冊》) and other internal system standards, clarify the objectives and policies of intellectual property management of the Group, and make clear provisions on intellectual property management, patent affairs management, database management and other matters. The Group have formed an intellectual property management system and an effective operating mechanism that are compatible with the development of the enterprise.

Around the product life cycle and based on the characteristics of different fields of pharmaceuticals such as innovative drugs and generic drugs and medicine field, the Group adopts measures that combines technology with R&D progress, core patented technology with peripheral patented technology, active protection with defensive disclosure, patents protection with trade secrets (technology secrets) protection, forward layout and backward layout and trademarks with copyrights to improve the comprehensive capabilities of product intellectual property application and reporting, protection and utilization, and to make innovation more powerful.

We actively carried out intellectual property protection training and exchange work, regularly organized business training, and strengthened the awareness of intellectual property protection of all employees. Meanwhile, we actively participated in joining intellectual property associations or research associations to discuss and exchange intellectual property protection experience with industry partners. In 2020, the Group has joined Patent Protection Association of China and Beijing Intellectual Property Judicial Protection Association.

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案例：藥品相關知識產權政策培訓

Case: Drug-related intellectual property policy training

二零二零年九月，集團特邀外部律師就「藥品相關的知識產權政策變化」進行專題培訓。培訓過程中，主講人詳細介紹了藥品相關的知識產權政策變化，同時與參會人員就上述變化為製藥企業帶來的機遇和挑戰展開熱烈討論。通過此次培訓，加深了參會人員對相關政策、法規的理解，為更好的開展製藥企業知識產權工作提供良好支持。

In September 2020, the Group specially invited external lawyers to conduct special training on "Drug-related intellectual property policy changes". During the training, the lecturer introduced the changes in drug-related intellectual property policies in detail, and at the same time had a lively discussion with the participants on the opportunities and challenges that the above changes brought to pharmaceutical companies. Through this training, participants have deepened their understanding of relevant policies and regulations, and provided good support for better carrying out the intellectual property work of pharmaceutical companies.



截至二零二零年底，本集團各附屬公司累計提交專利申請860餘項，在中國國家知識產權局維持有效的授權專利共330多項，在其他國家或地區獲得授權且維持有效的國外授權專利超過90項，本集團各附屬公司累計提交PCT國際申請及國外申請超過170項；圍繞醫美和特醫食品等快消領域，提交商標註冊申請1,451項，獲准註冊808項，獲得著作權10項。

As of the end of 2020, subsidiaries of the Group had submitted more than 860 patent applications in aggregate, of which more than 330 were validly authorized and maintained by China National Intellectual Property Administration, and more than 90 by other countries or regions. They had also submitted more than 170 PCT international applications. In fields of fast-moving consumer goods such as aesthetic medicine and food for special medical purposes, subsidiaries of the Group had filed 1,451 applications for trademark registration, of which 808 were granted approval for registration, and 10 were granted copyrights.

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2. 嚴守質量安全生命線

產品質量是醫藥企業生存發展的生命線。我們以高標準推進質量管理體系的建設，實施嚴格的質量審計及考核，強化覆蓋產品全生命周期的藥物警戒體系，保障藥物療效及使用安全。

2. Strictly observe the lifeline of quality and safety

Product quality is the lifeline for the survival and development of pharmaceutical enterprises. We promote the construction of a quality management system with high standards and implement strict quality audit and appraisal, strengthen the pharmacovigilance system covering the full life cycle of products, so as to provide effective guarantee of the drug efficacy and safety.



質量管理體系

本集團遵循《中華人民共和國藥品管理法》、《藥品生產監督管理辦法》及《藥品生產質量管理規範》(GMP)等法律規範，並於本年度完成《質量審計管理規程》及《委託生產管理規程》等6份制度類文件的起草、修訂和審核，以進一步完善質量管理體系。

本集團營運管理中心負責指導、協調及監督各附屬公司的質量管理工作。各附屬公司設有獨立的質量管理部門，由企業負責人直接領導；質量管理部門建立符合GMP要求的質量管理體系和完善的質量管理文件系統，全面負責本企業日常的質量體系維護、產品檢驗和驗證工作等質量管理工作。

Quality management system

The Group complies with the laws and regulations such as the “Pharmaceutical Administration Law of the People’s Republic of China”, the “Measures for the Supervision over and Administration of Pharmaceutical Production” and the “Good Manufacturing Practices for Pharmaceutical Products”, and completed the drafting, revision, and review of 6 policy documents, including “Quality Audit Management Regulations” and “Entrusted Production Management Regulations” this Year to further optimizes the quality management system.

The Operation Management Center of the Group is responsible for guiding, coordination and supervision of the quality management of each subsidiary. Each subsidiary has an independent quality management department, directly led by the person-in-charge of the enterprise. The quality management department established quality management system that meets the GMP requirements with a comprehensive quality management documentation system, dedicated for its quality management including the Company’s daily quality system maintenance, product inspection and verification work.

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本年度，為確保質量管理體系的符合性、有效性和適應性，本集團持續深化質量管理各項工作：

During the Year, in order to ensure the compliance, effectiveness, and adaptability of the quality management system, the Group continues to deepen the work of quality management:

質量風險管理	本集團根據GMP及《質量管理體系：藥品GMP指南》開展風險識別、分析、評估，實行風險分級管理，制定相應的風險管控措施，並定期審核與回顧管控措施的有效性。
Quality risk management	According to the GMP and the “Quality Management System: GMP Guidelines for Drugs”, the Group conducts risk identification, analysis and evaluation, implementing risk classification management, developing corresponding risk control measures and regularly reviewing the effectiveness of these measures.
質量監督檢查	每年通過常規質量審計、飛行檢查等方式對各附屬公司進行全面GMP審計，督促整改相關問題；本年度本集團已對生產企業進行3次全面審計，4次註冊生產現場核查前審計，及1次專項審計。
Quality supervision and inspection	Conducting a comprehensive GMP audit of each subsidiary through routine quality audits, unannounced inspections and other methods to supervise and rectify related issues. During the Year, the Group conducts 3 comprehensive audits on manufacturing companies, 4 on-site audits before the production site inspection, and one-off special audit.
質量報告審核	本集團審核各附屬公司提交的質量月報和產品年度質量回顧分析報告，從「人機料法環」全方面審核質量管理情況。
Quality report review	The Group reviews each of monthly quality report and yearly retrospective analysis on product quality report submitted by the subsidiary from all aspects of “Man – Machine – Material – Method – Environment” to review the quality management situation.
委託生產管理	在委託生產前本集團對委託生產企業進行現場考察和質量審計，審查委託生產企業的生產條件、質量管理體系等情況；在後期實時跟蹤委託生產進度，保障產品生產質量的穩定性。
Entrusted production management	Before entrusting production, the Group conducts on-site inspection and quality audit of the entrusted production enterprise, reviews the production conditions and quality management system of the entrusted production enterprise, and tracks the entrusted production progress in the subsequent process to ensure the stability of product’s productive quality.
儀器設備管理	質量控制儀器實施個人分配制度，確保員工能及時維護和保養儀器，提高員工對儀器的熟悉程度。
Instruments and equipment management	The quality control equipment implements a personal distribution system to ensure that employees can protect and maintain the equipment promptly and improve their familiarity with the equipment.
質量法規與培訓	本集團於本年度更新、整理並發佈法規78條；組織員工參加新法規藥典、流程管理、崗位技能、儀器操作等培訓，同時本集團對受培訓人員進行考核，保證培訓效果。
Quality regulations and training	The Group has updated, sorted out and released 78 regulations during the Year, organized employees to participate in trainings such as new regulations and pharmacopeia, process management, job skills, equipment operation and etc. At the same time, the Group will conduct assessment for the trained staff to ensure the training effect.

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案例：新QC七大手法主題培訓

Case: Thematic training on the seven new QC methods

本集團於下半年組織各附屬生產公司開展主題為「新QC七大手法」的培訓，培訓通過線上、線下兩種形式展開；培訓結束後，員工需要參與培訓考核，檢驗學習效果。通過本課程的學習，使學員能充分認識質量改進的重要意義，以及質量管理中常用的「新QC七大手法」的使用範圍和使用情景，學會在合適的場合用新的QC工具對質量問題進行分析和採取相應的措施。

In the second half of the year, the Group organized various production subsidiaries to carry out training on the theme of “Seven New QC Methods”. The training was carried out in both online and offline formats, after the training, employees needed to participate in training assessments to test the learning effect. Through the study of this course, employees could fully understand the importance of quality improvement and the scope and use scenarios of the “Seven New QC Methods” which are commonly used in quality management and learnt to use new QC tools to analyze quality problems in appropriate situations and take corresponding measures.

藥物警戒體系

新修訂《中華人民共和國藥品管理法》首次明確提出建立藥物警戒制度的要求，藥物警戒重要性進一步被突顯。藥物警戒是確保患者安全，綜合準確地評估臨床風險效益，提高臨床用藥效益最大化及風險最小化的關鍵；本集團積極響應國家要求，主動推進藥物警戒體系建設工作，已實施20餘項藥物警戒制度和流程文件，本年度新增並修訂涉及藥物臨床試驗安全性、醫療器械安全性評價與控制等內容，通過統一的制度和流程持續完善本集團至附屬公司一體化的藥物警戒系統。

本集團結合外部監管要求及內部管理規範，持續開展產品安全性檢測、藥物警戒培訓、藥物警戒工具維護及藥物警戒內部審計等工作。

產品安全性監測和風險管理

- 推進產品安全性檢測和風險管理中說明修訂及安全性評價工作；
- 完成銀杏葉、煙酸、丹參及前列地爾注射液說明書修訂；
- 完成馬來酸桂哌齊特注射液和前列地爾注射液安全性評價。

Pharmacovigilance system

The newly revised “Pharmaceutical Administration Law of the People’s Republic of China” clearly put forward the requirements for establishing a pharmacovigilance system for the first time, and the importance of pharmacovigilance is further highlighted. Pharmacovigilance is the key to ensure patient safety, comprehensively and accurately evaluate clinical risk and efficiency, and maximize clinical drug benefit and minimize risk. The Group actively responded to national requirements and actively promoted the construction of a pharmacovigilance system and implemented more than 20 pharmacovigilance system and process documents. This Year, contents related to drug clinical trial safety, medical device safety evaluation and control has been added and revised. We continued to improve the integrated pharmacovigilance system from the Group to its subsidiaries through unified systems and procedures.

The Group continued to carry out product safety testing, pharmacovigilance training, pharmacovigilance tools maintenance and internal audit of pharmacovigilance under external regulatory requirements and internal management standards.

Product safety monitoring and risk management

- Promote the revision of instructions in product safety testing and risk management, and the work in safety evaluations;
- Complete the revision of the instructions for ginkgo leaf, niacin, salvia and alprostadil injection;
- Complete the safety evaluation of cinepazide maleate injection and alprostadil injection.

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完善臨床研究中藥物警戒管理

- 進行臨床研究中SAE²的收集、處理、分析評估、遞交以及存檔，並開展SAE一致性核查，完成10例SAE報告的收集與處理；
- 開展4次SAE一致性核查，更新臨床研究中的安全性數據收集和處理流程，完成SOP修訂，並組織3場培訓；
- 確保臨床研究定期安全性更新報告的撰寫和遞交(德谷胰島素，門冬胰島素)，完成德谷胰島素和門冬胰島素DSUR³的撰寫及提交。

持續開展藥物警戒內部審計

- 對8家附屬公司組織開展藥物警戒體系合規內審並及時跟進審計結果，確保附屬公司均已按內部流程在時限內完成問題整改，從而不斷完善提高集團藥物警戒體系。

持續進行藥物警戒數據庫的維護

- 日常維護及更新藥物警戒數據庫，該數據庫主要用於本集團及其附屬公司藥品/藥物不良事件報告的處理、存儲、分析和遞交等工作，可有效提升藥物警戒管理效率。

加強藥物警戒培訓

- 豐富、完善培訓內容，通過線上課程平台進行全員藥物警戒培訓，並定期更新在線學習資料；
- 從源頭進行專業化武裝，不定期對各事業部進行產品安全信息分享及培訓；
- 開展不良事件處理制度、流程和法規要求培訓。

Improvement of pharmacovigilance management in clinical research

- Carry out the collection, processing, analysis and evaluation, submission, and archiving of SAE² in clinical research, and carry out SAE consistency checks, complete the collection and processing of 10 SAE reports;
- Carry out 4 SAE consistency checks, update the safety data collection and processing procedures in clinical research, complete SOP revision, and organize 3 trainings;
- Ensure the writing and submission of regular safety update reports for clinical studies (insulin degludec and insulin aspart), as well as complete the writing and submission of insulin degludec and insulin aspart DSUR³.

Continuous development of internal audit of pharmacovigilance

- Organize and carry out internal audit on compliance of pharmacovigilance system for 8 subsidiaries and follow up the audit results in time to ensure that the subsidiaries have completed the rectification of problems within the time limit according to the internal process, so as to continuously improve and enhance the pharmacovigilance system of the Group.

Continuous maintenance of the pharmacovigilance database

- Daily maintenance and update of the pharmacovigilance database, which is mainly used for the processing, storage, analysis, and submission of drug/drug adverse event reports of the Group and its subsidiaries. It can effectively improve the efficiency of pharmacovigilance management.

Enhancement of pharmacovigilance training

- Enrich and improve training content, conduct pharmacovigilance training for all employees through the online course platform, and regularly update online study information;
- Specialize arms from the source, and carry out product safety information sharing and training for each business department from time to time;
- Conduct training on adverse event handling systems, procedures and regulatory requirements.

² SAE(Serious Adverse Event)即嚴重不良事件，是指藥物臨床研究中發生的難以處理的不良事件。

² SAE (Serious Adverse Event) is a serious adverse event, which refers to an adverse event that is difficult to deal with in a clinical study of a drug.

³ 研發期間安全性更新報告(DSUR)：研發中藥物(包括已批准上市但仍在進一步研發的藥物)的定期報告的通用標準。

³ Development Safety Update Report (DSUR): The general standard for regular reporting of drugs under research and development (including drugs that have been approved for marketing but are still under further research and development).

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藥品召回

我們重視消費者用藥安全，嚴格遵照《藥品召回管理辦法》及《藥品生產質量管理規範》等法律法規，認真落實《藥品召回管理標準作業程序》，規範藥品安全隱患的識別、調查和評估、藥品召回實施、處理、跟蹤與資料歸檔等操作。

本集團定期組織各級人員開展模擬召回演練，確保緊急情況下，能夠快速有效地按程序召回問題藥品，充分保障消費者的利益和健康。本年度，本集團並未接獲嚴重藥品不良事件的報告，亦未發生大規模藥品召回事件。

3. 提供優質健康服務

我們從客戶的需求和體驗出發，為客戶提供高效、專業、可及的醫藥服務，提升大眾健康生活質量。

Drug recalls

We attach importance to the safety of consumers' medications, strictly follow the "Administrative Measures for Drug Recalls" and "Good Manufacturing Practices for Pharmaceutical Products" and other laws and regulations, conscientiously implement the "Standard Operating Procedure for Management of Drug Recalls", and standardize the identification, investigation, and evaluation of drug safety hazards and the implementation, processing, tracking and data filing of drug recalls.

The Group organizes drills at all levels to carry out recall simulation exercises on a regular basis to ensure that problematic drugs can be recalled quickly and effectively in accordance with procedures in emergency situations to fully protect the interests and health of consumers. During the Year, no report of serious adverse drug events of the Group was recorded, and no large-scale drug recalls occurred.

3. Provision of high-quality health services

We provide customers with efficient, professional, and accessible medical services and improve public health and life quality according to the needs and experience of customers.

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保障服務質量

自2019冠狀病毒病疫情以來，面對急增的醫藥產品需求，以及潛在的疫情風險，我們仍盡全力保障產品供應，確保在發貨、物流運輸、退換貨階段為客戶提供專業、優質的服務。本集團目前已建立相應的發貨管理規程、退貨管理規程等文件，並按規定執行，保障在發貨及運輸過程中的產品與服務質量。

Guarantee of service quality

Since the outbreak of COVID-19, in the face of the rapidly increasing demand for pharmaceutical products and the potential risks of the pandemic, we have still tried our best to guarantee the supply of products and ensure that we provide customers with professional and high-quality services during the delivery, logistics transportation, and return and exchange stages. The Group has established documents such as corresponding delivery management procedures, return management procedures and implemented them in accordance with regulations to ensure the quality of products and services during delivery and transportation.

發貨 Delivery

- 發貨前，本集團商務職員及時了解客戶用藥情況與實際發貨需求，根據客戶要求與客服中心聯繫，配合提供發貨相關審批文件，客服中心收到文件後立即下單發貨，下單時會明確備注出貨廠家、倉庫，提升出貨準確性；
- Prior to delivery, the commerce staff of the Group will promptly understand the customers' medications and actual delivery needs, contact the customer service center based on customers' requirement and cooperate with the delivery-related approval documents. The customer service center will immediately place an order for delivery after receiving the documents and clearly note the shipping manufacturer and warehouse to improve the accuracy of shipments;
- 發貨後，客服中心每日反饋各省商務職員當日發貨信息，商務職員及時跟進物流進度及到貨情況，確保客戶能實時了解貨品運輸情況。
- After delivery, the customer service center will provide daily shipment information to the commerce staff for each province on the same day so that commerce staff can follow up on the logistic progress and delivery status on time and ensure that the customer can understand the transportation of goods in real-time.

物流運輸 Logistic transportation

- 依照《物流承運商管理規定》對承運商進行規範管理，對承運商運輸時效、服務質量等方面進行有效監督；
- Carry out standardized management of carriers in accordance with the "Provisions on the Administration of Logistics Carriers" (《物流承運商管理規定》), and effectively supervise the carriers' transportation timeliness and service quality and other aspects;
- 通過破損率的評估，設立破損率標準，控制返廠率在0.1%範圍內，保障終端服務的質量，提升客戶的滿意度；
- Set up the damage rate standard through the damage rate assessment, control the return rate within 0.1%, ensure the quality of terminal services, and improve customer satisfaction;
- 完善物流倉儲系統，引入前置倉庫，進一步縮短物流運輸時效，以應對因疫情可能造成的資源調度和物流配送問題，滿足客戶需求。
- Improve the logistics and warehousing system, introduce front-end warehouses, and further shorten the timeliness of logistics and transportation in order to deal with resource scheduling and logistics distribution issues that might be caused by the pandemic to meet customer needs.

賦能創新研發，守護健康未來 EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

如遇產品退換貨，我們會根據退換貨類型採取對應的處理方案，確保各部門能將客戶溝通、退換申請、協調補貨等各項工作無縫連接，給予客戶迅速的退換貨處理。產品退貨相關內容被反饋至本集團運營管理中心進行相關分析，幫助後續進一步提升產品及服務質量。本年度，本集團未接獲客戶重大投訴。

我們用心經營客戶關係，認真聆聽客戶心聲，制定了「三七原則」，將客戶一般訴求的處理時間嚴格控制在三天之內，疑難業務處理時間控制在七天之內，客戶反饋及時上報，必要時由主管或經理直接對接所涉及各部門的負責人，確保訴求處理的高效性。此外，我們持續優化客戶溝通與反饋機制，逐步減少不必要的中間環節，明確對接責任人，縮短流程處理時間，更快速地解決客戶的需求。

我們亦重視內部客服管理，明確工作範圍與職責分工，優化工作流程，不斷提升客戶服務的效率與質量。本集團每季度開展業務與產品知識等方面的培訓，強化員工對於各項業務的深度理解，提升業務熟練度，以迅速回應客戶各項需求。本年度，本集團新增讀書分享會，鼓勵員工利用每日早會的時間，輪流分享自己的讀書心得與感悟，在潛移默化中提升個人素質與涵養，確保其在服務客戶的過程展現良好的職業素養。

堅持責任營銷

藥品的廣告宣傳及標籤內容對指導合理用藥、安全用藥起著至關重要的作用，因此國家對藥品宣傳內容的審核發佈和監督管理較之其他產品更為嚴格。為積極響應國家要求，落實藥品宣傳責任，本集團嚴格遵循《中華人民共和國廣告法》、《藥品廣告審查發佈標準》及《藥品說明書和標籤管理規定》等有關法律法規，不容許出現任何虛假陳述，保障消費者的用藥安全。

In case of product return and exchange, we will adopt corresponding processing plans base on the type of return and exchange to ensure that all departments can seamlessly connect tasks such as customer communication, return application, coordinate replenishment, and provide customers with quick return and exchange processing. The content related to product returns is reported to the Group's operation management center for relevant analysis to help further improve the quality of products and services in the future. During the Year, the Group did not receive any major complaint from customers.

We manage customer relationships with care, and listen carefully to the voices of customers, and formulate the "Principles for Three and Seven Days" (三七原則) to strictly control the processing time of general customer complaints within three days and the processing time of complicated customer complaints within seven days. Customer feedback shall be reported in time. When necessary, the supervisor or manager may contact the heads of the departments directly to ensure the efficiency of claims handling. In addition, we continue to optimize customer communication and feedback mechanisms, gradually reduce unnecessary intermediate links, clarify who is responsible, shorten the processing time of the procedures, and solve customer needs faster.

We value internal customer service management, clearly define the scope of work and segregation of duties and optimize the work processes, and continuously improve the efficiency and quality of customer service. The Group conducts quarterly training on business and product knowledge to strengthen employees' in-depth understanding of various businesses and improve business proficiency in order to quickly respond to customer needs. During the Year, the Group added a new reading sharing session to encourage employees to share their reading experience and insights in turn during the daily morning meeting so as to improve their personal qualities and self-cultivation by osmosis to ensure that they demonstrate good professionalism in the process of serving customers.

Insisting on responsible marketing

The advertisement and label content of drugs play a vital role in guiding the rational drug use and safe medication. Therefore, China is more stringent in reviewing and issuing, supervision and management of the advertising content of drugs than other products. In order to respond positively to the national requirements and implement the responsibility of drug promotion, the Group strictly follows the "Advertising Law of the People's Republic of China", the "Standards for the Examination and Publication of Drug Advertisements", the "Provisions for the Administration of Drug Instructions and Labels" and other relevant laws and regulations, and does not allow any false statements to protect consumers' medication safety.

賦能創新研發，守護健康未來 EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

本集團新修訂《社交媒體宣傳標準》，規範宣傳內容的編寫和發佈，實現宣傳內容的真實、合法、合規。我們在藥品推廣資料中客觀說明產品的性質和適應症，並涵蓋準確更新的安全性信息；在處方藥廣告和非處方藥廣告中標明忠告語和專用標識，讓客戶能選取合適醫藥產品，保障其健康及安全。我們會在藥品廣告發佈前審核內容，核實其與經藥品監督管理部門批准的內容是否一致。

此外，為確保營銷工作的合規性，我們與符合國家及醫藥相關法律法規的藥品經銷商簽訂《經銷商合規承諾書》，規範經銷商的市場行為，防止竄貨等情況出現，確保經銷商營銷合規性。

本年度，本集團未發生有關廣告及標籤的違規事件。

信息安全與保護

本集團嚴格遵守《中華人民共和國網絡安全法》及《電信和互聯網用戶客戶信息保護規定》等相關規定，報告期內進一步完善《四環集團IT管理制度》，涵蓋信息化管理、信息安全、信息系統運維管理等制度內容。其中，集團信息安全管理制度對人員安全、信息系統建設安全、信息系統運行維護安全、電腦終端安全、網絡系統安全、安全事件與業務連續性等維度明確管理規範，為本集團保護信息安全提供強而有力的管理與技術支持。同時，本集團搭建了清晰的信息安全管治架構，由行政總裁擔任信息安全決策小組組長，對信息安全宏觀事項進行決策；下設信息安全管理小組，本集團信息流程管理部負責人作為組長負責信息安全的日常管理。我們對於日常收集的客戶信息在管理系統中加密，通過設置賬戶權限分級、授權審批等流程，最大程度保護客戶隱私，維護客戶權益。同時，本集團依照「誰所有，誰負責」的原則強化互聯網安全管理，各負責人按照公安機關有關規定進行ICP備案，加強網站安全管理和防護，防範發生網頁篡改、被植入後門木馬、公民個人信息被竊取等網絡安全事件。

The Group has newly revised the “Social Media Promotion Standards” to regulate the preparation and publication of promotional content to achieve truthful, legal and compliant promotional content. We provide objective descriptions of the nature and indications of our products and cover accurate and updated safety information in our drug promotion materials. Advisory messages and special signs are marked in our prescription drug advertisements and over-the-counter drug advertisements to enable customers select appropriate pharmaceutical products to protect their health and safety. We will review the content of drug advertisements before publication to verify whether they are consistent with the content approved by the drug regulatory authorities.

In addition, to ensure the compliance of marketing efforts, we sign the “Distributor Compliance Undertaking Letter” with drug distributors who comply with national and pharmaceutical laws and regulations to regulate distributors’ market behavior, prevent falsification and other situations and ensure distributors’ marketing compliance.

During the Year, the Group had no violations regarding advertisement and label.

Information Security and Protection

The Group strictly complies with the relevant regulations such as “Cybersecurity Law of the People’s Republic of China” and the “Provisions on Protecting the Personal Information of Telecommunications and Internet Users”. During the reporting period, we further improved the “IT Management System of Sihuan Group”, covering informatization management, information security management and information system operation and maintenance management and other system contents. Among which, the Group’s information security management system clarifies management regulations on personnel safety, information system construction security, information system operation and maintenance security, computer terminal security, network system security, security incidents, business continuity and other dimensions, providing strong management and technical support for the Group to protect information security. At the same time, the Group has set up a clear governance structure for information security, with the chief executive officer as the leader of the information security decision-making team to make decisions on macro issues of information security; an information security management team has been set up thereunder, with the head of information process management department of the Group as the leader to be responsible for the daily management of information security. We encrypt customer information daily collected in the management system and protect customer privacy to the maximum extent and safeguard customers’ rights and interests by setting up processes such as hierarchical management of account access and authorization and approval. Meanwhile, the Group enhances Internet security management in accordance with the principle of “who owns, who is responsible”. Persons in charge complete ICP filing in accordance with relevant regulations of public security agencies to enhance website security management and protection and prevent cybersecurity incidents such as web page tampering, embedment of backdoor Trojans and citizen personal information theft.

賦能創新研發，守護健康未來 EMPOWERING INNOVATION AND R&D TO GUARD A HEALTHY FUTURE

此外，我們要求全體員工簽訂《保密協議》，明確員工信息安全保護職責，並根據崗位變動情況及時更新權限設置，保障客戶信息及隱私的安全。對於泄露客戶信息的行為，本集團按照保密制度的要求，視情節的嚴重程度，予以該涉事員工及其部門主管警告、嚴重警告、降職、降薪，甚至解除勞動合同的處理。

為防範遭受來自外部網絡和內部的非法訪問，本集團新增堡壘機、邊界防火牆和主機漏洞掃描軟件等在內的設備與軟件，通過過濾外部訪問請求、增加訪問屏障等方式，對外部網絡訪問請求與內部運維進行統一監控和防護，提升客戶數據信息的安全等級。

In addition, we require that all employees of the Group should sign a Confidentiality Agreement, which clarifies the information security protection responsibilities of employees and will be updated in a timely manner in accordance with any change of job position to ensure the security of customer information and privacy. For leakages of customer information, the Group will issue warnings, serious warnings, demotions, pay cuts or even terminate the labor contract with the employees involved and their supervisor based on the severity of the incident according to policy.

In order to protect against illegal access from external networks and internal access, the Group has added equipment and software including bastion host, border firewalls and host vulnerability scanning software, to monitor and protect external network access requests and internal operation and maintenance in a unified manner by filtering external access requests and adding access barriers, and enhance the security level of customer data and information.

攜手責任共進，促進合作共贏 MAKING PROGRESS TOGETHER WITH RESPONSIBILITY TO PROMOTE WIN-WIN COOPERATION

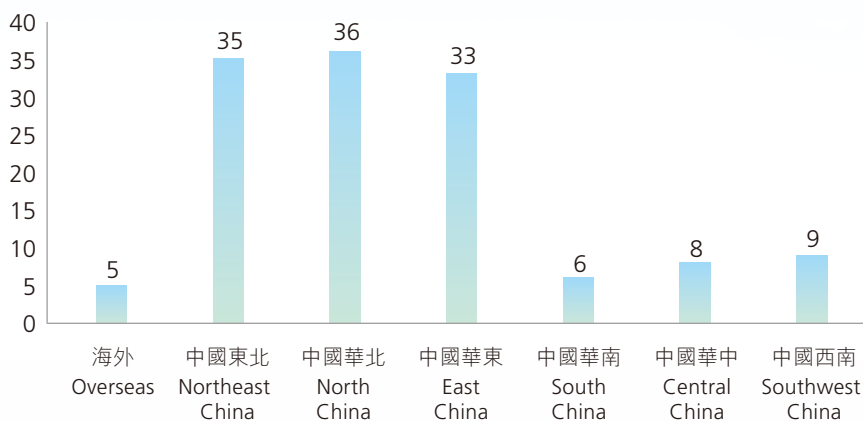
供應鏈管理是四環醫藥可持續營運中的重點領域。我們積極遵守《中華人民共和國招投標法》及《中華人民共和國政府採購法》等法律法規，嚴格落實本集團《供應商管理規程》、《集中採購管理規程》等管理制度和規定，持續完善供應商管理體系，幫助供應商從質量、環境以及社會表現方面提升自身管理水平，強化供應鏈風險管理，推動供應鏈可持續發展。

二零二零年度，本集團新增6家供應商，具體分佈情況如下：

Supply chain management is a key area in the sustainable operation of Sihuan Pharmaceutical. We actively comply with laws and regulations such as the “Bidding Law of the People’s Republic of China” and the “Government Procurement Law of the People’s Republic of China”, strictly implement management system and requirements of the Group such as the “Supplier Management Protocol” and the “Centralized Procurement Management Protocol”, continuously improve supplier management system and help suppliers improve their own management level in terms of quality, environment and social performance, to strengthen supply chain risk management and promote sustainable development of supply chain.

In 2020, the Group newly added 6 suppliers, and distribution particulars are as the following:

供應商地理分佈情況
Suppliers by geographic distribution



攜手責任共進，促進合作共贏

MAKING PROGRESS TOGETHER

WITH RESPONSIBILITY TO PROMOTE WIN-WIN COOPERATION

1. 供應商管理

我們實行統一歸口、分類分級的管理原則，以端正並嚴謹的態度對待供應商的選擇及考核監督管理，保障交易秩序的公平性，同時確保物料滿足藥品質量安全要求。

本集團的供應商管理流程如下：

1. Supplier management

We implement a centralized and classified management principle, and treat the selection of suppliers and their assessment and supervision management with a proper and rigorous attitude, ensuring fairness of transaction order and ensuring that the materials meet the requirements of drug quality and safety as well.

The Group's supplier management process is set out below:

供應商尋源 Supplier sourcing

- 積極開發新供應商，對備選供應商開展背景調查及資質審核，確保備選供應商合法合規經營，同時生產能力、技術水平、服務質量等符合集團標準。
- The Group actively develops new suppliers and conducts reference check and qualification review of comparable suppliers to ensure that comparable suppliers operate legally, and their production capabilities, technological levels and service quality meet the Group's benchmarks.

供應商准入 Supplier admission

- 對備選供應商進行樣品檢測，對藥品質量影響較大的物料供應商，需通過樣品檢測、供應商審計、小批量試驗審核；
- The Group detects samples provided by comparable suppliers, and for material suppliers who have a greater impact on drug quality, sample detection, supplier audit and small batch tests are required;
- 將通過審核的供應商納入集團合格供應商庫。
- Suppliers who passed the reviews above can be included in the Group's qualified supplier list.

供應商考核與評價 Supplier assessment and evaluation

- 通過日常監督管理和年度考核，對供應商質量狀況、配合程度、履約情況等進行跟蹤，及時向供應商反饋問題，督促其改進質量與服務。
- The Group tracks the quality status, cooperativeness and performance of suppliers through daily supervision and management and annual assessment, provides feedback to suppliers in time and urges them to improve the quality and service.

供應商分級管理 Supplier classification management

- 根據考核與評價結果，對供應商進行分級管理，對不同級別供應商實行不同的獎懲政策，若供應商存在考核結果較差、產品質量出現較大問題、違反合同約定、違反招投標紀律等情況，將被中止交易，限期整改或直接進入黑名單。
- The Group conducts the classification management for suppliers based on the assessment and evaluation results and implements respective reward and punishment policies for different levels of suppliers. Suppliers who are rated as poor in assessments, provide products with serious quality problems, breach the contracts and violate the bidding requirements will be required to suspend the transactions, take rectification action within a definite period or will be blacklisted directly.

攜手責任共進，促進合作共贏 MAKING PROGRESS TOGETHER WITH RESPONSIBILITY TO PROMOTE WIN-WIN COOPERATION

本集團重視供應鏈風險管理，對供應商及時進行風險梳理，並整理風險物料清單，減少風險物料的種類，同時針對風險物料，提前尋找備選供應商，保證物料的質量與正常供應，並從源頭把控藥品的質量安全。

我們強調業務合作的合規性，通過與外部供應商簽署《廉潔協議》，與內部採購人員簽訂《合規承諾書》等多種方式宣導本集團廉潔合規理念，嚴禁在供應鏈環節發生的任何形式的賄賂、以權謀私及不正當競爭，確保採購活動的公開、公平；在經銷商遴選過程中，我們嚴格執行經銷商篩選標準，由商務人員充分介紹應遵守的行為準則，並簽署《經銷商合規經營承諾書》，切實規範誠信自律行為，保障消費者用藥安全有效。

為打造負責任的供應鏈，我們重視供應商安全和環保合規管理；在招標過程中，對供應商環保及員工健康安全進行評估，並優先考慮已取得環境管理體系認證或職業健康安全系統認證的供應商；在日常管理中，對供應商環境與安全生產的表現進行監督考核，同時淘汰出現重大產品質量問題或存在重大安全環保隱患的供應商，降低供應鏈中的環境和社會風險。

2. 供應商溝通交流

我們注重和供應商的長期、深入合作，將會面拜訪、線上溝通、供應商考察和評審作為主要交流機制和途徑，另外，我們定期組織技術交流會和培訓、參加專業的展會和論壇，提升供應鏈信息的有效互通和戰略互信。

受2019冠狀病毒病疫情影響，本集團二零二零年上半年調整了供應商的交流機制，盡量減少面對面交流，將定期的技術交流、技術培訓改為視頻形式進行，不但保障人員健康安全，亦降低了溝通成本。

The Group pays attention to the supply chain risk management, conducts the risk identification of suppliers in time and compiles a list of risky materials to reduce the categories of risky materials, and seeks comparable suppliers in connection with risky materials in advance, to ensure the quality and normal supply of materials and to control the quality safety of drugs from the source.

We emphasize the compliance of business cooperation, promote the concept of integrity and compliance of the Group through various methods such as signing the "Integrity Agreement" with external suppliers and signing the "Compliance Undertaking Letter" with internal procurement personnel, strictly prohibit any form of bribery, abuse of power for personal gain and unfair competition in the supply chain procedures to ensure the transparency and fairness of procurement activities. In the course of distributor selection, we strictly implement the selection criteria while the code of conduct to be observed is fully communicated with business personnel, who should sign the "Letter of Commitment Relating to Distributors' Compliant Operation", therefore, to effectively regulate the integrity and self-discipline behaviors and ensure the consumers' medication safety and effectiveness.

In order to create a responsible supply chain, we focus on the safety and environmental compliance management of suppliers. During the bidding process, suppliers are evaluated in areas of environmental protection and employee health and safety management. Suppliers received the Environment Management System Certification or the Occupational Health and Safety Management System Certification are preferred. In daily management, suppliers are supervised and assessed in terms of the performance of environment and safety production. Suppliers who provide products with significant quality issue or cause major safety and environmental hazards will be eliminated, to reduce environmental and social risks in the supply chain.

2. Communication with suppliers

We focus on the long-term and in-depth cooperation with suppliers. The meetings and visits, online communication, supplier visits and review are the main communication mechanism and channels. In addition, we regularly organize technical seminars and training, participate in professional exhibitions and forums to enhance the effective connectivity of supply chain information and the strategic mutual trust.

Due to the impact of the COVID-19 pandemic, in the first half of 2020, the Group adjusted the communication mechanism with suppliers, minimizing face-to-face communication and changing the conduction of regular technical seminars and technical training into the form of video, which not only protects the health and safety of personnel, but also reduces the communication costs.

攜手責任共進，促進合作共贏

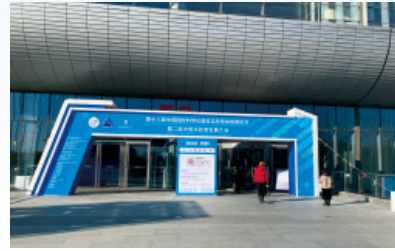
MAKING PROGRESS TOGETHER WITH RESPONSIBILITY TO PROMOTE WIN-WIN COOPERATION

二零二零年下半年，隨著國內疫情形式好轉，本集團參與多次大型展會及論壇，涉及原輔料、製藥設備、醫療器械等多個領域，與多個製藥行業的國內外一流供應商、研發服務團隊、學科帶頭人等進行交流溝通，以幫助本集團開展供應商尋源工作，降低單一物料供應風險，持續擴充供應商庫。

In the second half of 2020, with the improvement of the pandemic situation in China, the Group participated in several large-scale exhibitions and forums involving raw and auxiliary materials, pharmaceutical equipment, medical devices and other fields, and communicated with a number of leading suppliers in the PRC and abroad, R&D service teams and academic leaders of the pharmaceutical industry, in order to help the Group to conduct supplier sourcing, reduce the risk of material supply from a single source and continuously expand the supplier database.



第59屆全國製藥機械博覽會
The 59th China National Pharmaceutical Machinery Exposition



第18屆中國國際科學儀器及實驗室裝備展覽會
The 18th China International Scientific Instrument and Laboratory Equipment Exhibition



第3屆中國國際進口博覽會
The 3rd China International Import EXPO



第83屆中國國際醫療器械博覽會
The 83rd China International Medical Equipment Fair

牢記安全使命，書寫綠色答卷

KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

四環醫藥始終恪守可持續發展承諾，積極貫徹環境、健康與安全(「EHS」)營運管理方針，推動安全可靠、高效環保的生產運作模式，致力構建安全文明型、資源節約型、環境友好型企業。

1. 完善EHS管理機制

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國安全生產法》及《中華人民共和國職業病防治法》等法律法規的相關要求，進一步修訂完善EHS制度標準，強化過程風險控制，努力推進EHS管理體系建設。二零二零年，除進行基礎設施合規改造、年度審計、技術指導等基礎性EHS工作，本集團將提升EHS內部管理納入重點工作目標中，鞏固EHS管理理念，從各廠區選取優秀實踐案例並全面推廣，同時針對重要EHS法規文件組織集中培訓交流，營造EHS文化氛圍，協助企業在合規的基礎上自我提升，使安全環保基礎管理更加規範化、系統化。

Sihuan Pharmaceutical always abides by its commitment to sustainable development, actively implements the policy of environment, health and safety (“EHS”) operation management, promotes a production and operation mode which is safe, reliable, efficient and environmentally friendly, and strives to build a safe and civilized, resource-saving and environment-friendly enterprise.

1. Improving EHS management mechanism

The Group strictly complies with relevant laws and regulations including the “Environmental Protection Law of the People’s Republic of China”, the “Work Safety Law of the People’s Republic of China”, and the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases”, further revises and improves EHS system standards, strengthens process risk control, and strives to promote the construction of EHS management system. In 2020, in addition to basic EHS work such as infrastructure compliance reforms, annual audits and technical guidance, the Group enhanced EHS internal management as a key work objective, consolidated EHS management concepts, and selected good practice cases from each plant and comprehensively promote. Meanwhile, the Group organized centralized training and exchanges for important EHS regulations and documents, created an EHS cultural atmosphere, and assisted enterprises in self-improvement on the basis of compliance, so as to ensure make safety and environmental protection basic management more standardized and systematic.

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EHS管理方針

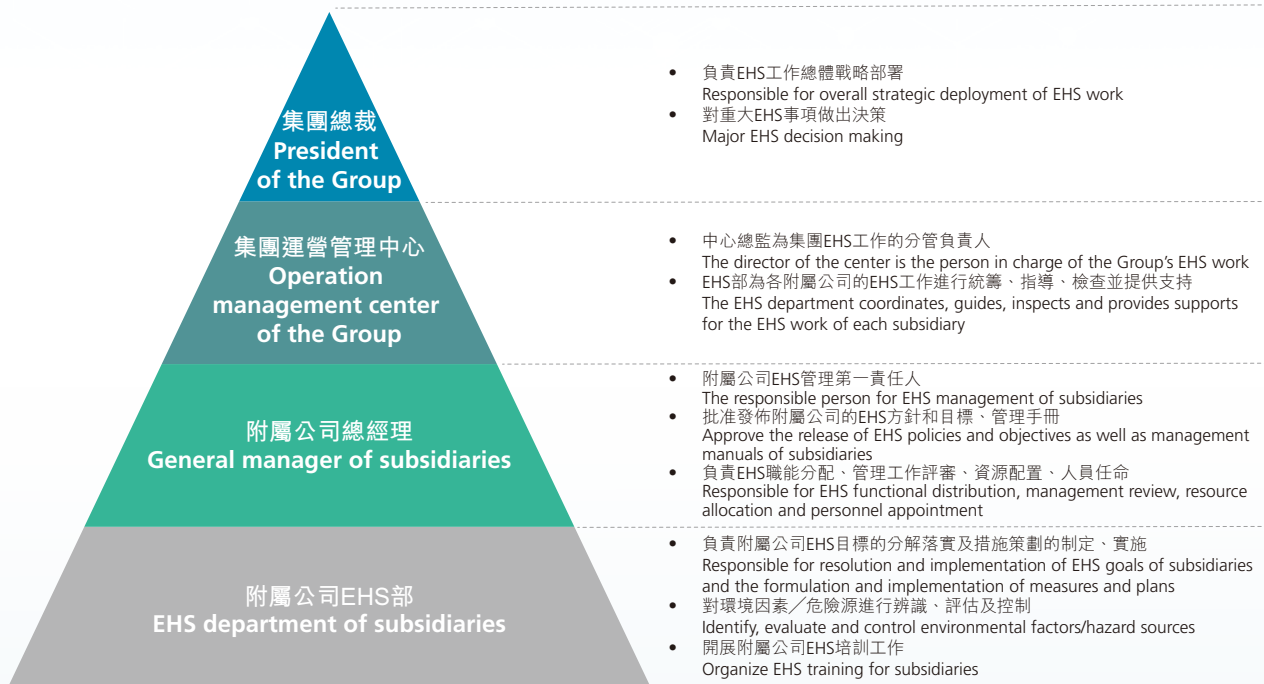
EHS management policy

綠色環保，健康安全，遵守法規，預防為主，
全程管控，能力提升，全員參與，持續改進。

Green environment, health and safety,
compliance with regulations, prevention first,
whole-process control and management, capacity improvement,
full participation, and continuous improvement.

EHS管理架構

EHS management structure



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EHS管理目標與績效考核

二零二零年，本集團與各附屬公司分別簽訂了《二零二零年度EHS管理目標責任書》，明確規定各附屬公司需要達到的EHS相關指標的目標值以及具體的考核細則，以加強對各附屬公司的管理與約束。各附屬公司根據本集團的EHS管理目標內容進行逐級分解和細化，制定本公司的績效任務目標。年度目標完成情況與EHS管理責任人年度績效直接掛鉤。本年度，本集團EHS核心目標如下：

EHS management goals and performance appraisal

In 2020, the Group signed the “Letters of Responsibility for EHS Management Goals in 2020” with its subsidiaries, which clearly defined the target values of EHS-related indicators to be achieved by each subsidiary and the specific assessment rules to strengthen the management of and control over each subsidiary. Each subsidiary gradually resolved and refined the Group’s EHS management goals, and formulated the Company’s performance and task goals. The completion of annual goals was directly linked to the annual performance of persons responsible for EHS management. During the Year, the core EHS management goals of the Group are as follows:



安全 Safety

- ✓ 不發生與工作相關的死亡事故
No work-related fatal accidents
- ✓ 不發生與工作相關的嚴重傷害事故
No work-related serious injury accidents
- ✓ 不發生食物中毒事件
No food poisoning incident



環保 Environment protection

- ✓ 不發生泄露事故
No leakage accident
- ✓ 不發生環境污染事故
No environmental pollution incident



職業健康 Occupational health

- ✓ 不出現職業病
No occupational disease



EHS管理 EHS management

- ✓ 無安全、消防、環保執法書面行政處罰
No written administrative punishment received from security, fire or environmental law enforcement
- ✓ 無媒體、網絡負面報道
No adverse reports from media or on the Internet
- ✓ 無公眾投訴事件
No public complaints

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本集團每月對各附屬公司的安全、環保、職業健康及EHS管理四類關鍵績效表現進行匯總分析，從而掌握各公司的EHS管理目標完成情況。截至二零二零年十二月三十一日，本集團各附屬公司二零二零年EHS目標完成情況良好，均未發生EHS相關事故。

EHS體系建設與認證

本集團構建了以ISO14001和ISO45001標準為基礎引領的EHS管理制度體系，定期更新並完善《環境／職業健康安全手冊》等EHS程序文件，依照標準要求監督各附屬公司的EHS管理體系的運行情況，並結合附屬公司的體系運行狀況，編製並推廣優秀案例和專項管理提升方案，推進EHS體系建立、實施和保持工作。

在持續推動本集團內部EHS體系建設的同時，各附屬公司亦陸續啟動外部第三方體系認證工作，以進一步強化EHS管理。二零二零年，吉林津升已完成ISO14001和ISO45001一階段的認證，並通過二階段現場審核，預計二零二一年初取得認證證書。北京四環、吉林匯康根據ISO體系要求編製並落實EHS體系文件，持續推動體系運行。吉林四長、吉林四環目前處於前期調研準備階段，預計二零二一年開展ISO14001和ISO45001體系的諮詢與認證。

EHS風險防範與控制

本集團遵循《中華人民共和國突發事件應對法》、《突發環境事件應急管理辦法》及《突發環境事件信息報告辦法》等，完善並落實《EHS風險和機遇控制程序》及《EHS事故管理規程》等內部制度，本集團建立全面的風險和機遇管理措施，識別生產運營過程中面臨的與環境、生產安全危險、職業健康安全相關的風險源，並定期對項目進行EHS風險評估，及時發現和度量新的風險因素，監控潛在風險的發展或發生徵兆。同時，本集團制定有針對性的應急預案，通過安全演練、安全培訓與教育等方式提高員工的環境及安全事故應對能力，確保在遇到風險事件時能夠及時準確處置，將影響最小化。

The Group conducted monthly summary analysis on the four key performance indicators of each subsidiary in terms of safety, environmental protection, occupational health and EHS management, so as to grasp the completion of each company's EHS management goals. As of 31 December 2020, the EHS goals of the Group's subsidiaries for 2020 were fulfilled well, and no EHS-related accidents occurred.

EHS system construction and certification

The Group has established an EHS management system based on the ISO14001 & ISO45001 standards, regularly updated and improved the "Environmental/Occupational Health and Safety Management Manual" and other EHS procedure documents, supervised the operation of the EHS management system of each subsidiary in accordance with the standard requirements, and prepared and promoted excellent cases and special management improvement plans combined with the system operation status of the subsidiaries, so as to promote the establishment, implementation and maintenance of the EHS system.

While continuing to promote the establishment of the Group's internal EHS system, each subsidiary has also successively initiated external third-party system certification to further strengthen EHS management. In 2020, Jilin Jinsheng has completed the first-stage certification of ISO14001 & ISO45001 and passed second-stage on-site audit. It is expected to obtain the certification certificate in early 2021. Beijing Sihuan and Jilin Huikang prepared and implemented EHS system documents in accordance with ISO system requirements to continuously promote system operation. Jilin Sichang and Jilin Sihuan are currently in the preliminary research and preparation stage. It is expected that the consultation and certification of ISO14001 & ISO45001 system will be carried out in 2021.

EHS risk prevention and control

To comply with the "Emergency Response Law of the People's Republic of China", the "Management Measures for Environmental Emergencies" and the "Reporting Measures for Environmental Emergencies", the Group improved and implemented internal systems such as the "EHS Risk and Opportunity Control Procedures" and the "EHS Accident Management Protocol". The Group established comprehensive risk and opportunity management measures, identified risk sources related to the environment, work safety and occupational health and safety during production and operation. The Group also conducted EHS risk assessment for projects on a regular basis to timely discover and measure new risk factors and monitor the development of potential risks or signs of occurrence. Meanwhile, the targeted emergency plans were formulated by the Group and employees' response capacities in environmental and safety accidents are improved through safety drills, safety training and education, to ensure timely and accurate handling of risk incidents to minimize impact.

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EHS審計

本集團EHS部門依據《EHS審計管理規程》，於二零二零年對八個附屬公司開展了年度EHS審計，審計範圍包括安全、環保、職業健康三方面，具體涵蓋機構設置、人員配置、設備設施、教育培訓、勞動防護、環境保護、健康監護等多個維度，幫助企業發現實際管理中存在的缺陷和不足，並提出針對性的改善建議，指導附屬公司的EHS工作順利開展。

同時，為更有針對性提升企業EHS管理水平，本集團二零二零年度增加專項審計，結合國家法規要求及各附屬公司EHS各模塊管理情況實時進行，並組織附屬公司EHS人員交叉互審，促進內部交流和經驗借鑒。

2. 安全生產管理

在生產經營活動中保護員工的安全與健康是本集團的戰略目標之一。我們持續加強對設備設施管理、消防管理、危化品管理、有限空間作業管理等方面的管理力度，重視並鼓勵員工在職業安全工作方面進行持續改進。

本年度，本集團重點強化安全培訓管理，結合各附屬公司實際情況，編製了一系列圖文並茂的培訓課件，涉及職業健康管理、勞動防護用品管理、不規範作業等多個方面，樹牢全員安全生產意識；並且根據各企業管理現狀，先後推廣實施了多個優秀EHS管理案例，使各企業對比不足，不斷改善，縮小差距。面對2019冠狀病毒病疫情，本集團編製了《疫情防控時企業安全管理新增風險清單》，指導企業在疫情期間開展安全生產工作，有效保護員工生命健康。

本年度，本集團持續開展職業健康管理，完善職業健康管理手冊，明確相關管理制度和操作規程；定期對職業危害因素的場所進行檢測，嚴格監督勞保用品的發放與使用情況，並由EHS部門對存在職業病危害因素崗位的員工每年組織職業病體檢，建立健全員工職業健康檔案。

EHS audit

In accordance with the "EHS Audit Management Protocol" (《EHS審計管理規程》), the EHS department of the Group conducted annual EHS audit for 8 subsidiaries in 2020. The audit covered three aspects as safety, environmental protection and occupational health and included several dimensions, such as organization infrastructure, personnel allocation, equipment and facilities, education and training, labor protection, environmental protection and health monitoring. The audit helped enterprises identify defects and deficiencies in actual management, and targeted recommendations were provided as guidance for smooth functioning of EHS work for the subsidiaries.

Meanwhile, in order to improve the EHS management level of enterprises in a more targeted manner, the Group added special audits in 2020, which were conducted in real time based on the requirements of national regulations and the management status of each EHS module in each subsidiary, and organized cross audits among EHS personnel of subsidiaries to promote internal exchanges and experience learning.

2. Work safety management

Protecting the safety and health of employees during production and operation activities is one of the strategic goals of the Group. We continued to strengthen the management including equipment and facilities, fire facilities, hazardous chemicals, and operation in confined space, and valued and encouraged employees to make continuous improvements in occupational safety.

During the Year, the Group focused on strengthening safety training management, in reference with the actual situation of the subsidiaries, compiled a series of training courseware with illustrations and text, covering various aspects such as occupational health management, labor protective equipment management, and non-standard work, in order to make all employees firmly aware of production safety; and successively promoted and implemented a number of excellent EHS management cases according to the current management status of the enterprises, so that the enterprises can compare with each other and become aware of their shortcomings, and make continuous improvements to narrow the gap. In the face of the COVID-19 pandemic, the Group prepared the "List of New Risks for Enterprise Safety Management during the Period of Epidemic Prevention and Control" (《疫情防控時企業安全管理新增風險清單》) to guide enterprises' safety production during the pandemic and effectively protect the safety and health of employees.

During the Year, the Group continued to carry out occupational health management, optimized the occupational health management manual, clarified relevant management systems and operating procedures; regularly inspected sites with occupational hazards, strictly supervised the distribution and use of appliances for labor protection, and annual occupational disease checkups for employees in positions with occupational disease hazards were organized by the EHS department, as well as established complete occupational health records for employees.

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截至二零二零年十二月三十一日，本集團未發生因工受傷或死亡的事件。

危險化學品管理

二零二零年十月國家應急管理部發佈《中華人民共和國危險化學品安全法(徵求意見稿)》，以更為嚴格的法律法規強化危化品安全風險管控，明確企業主體責任，提升安全監管能力。本集團作為負責任醫藥企業，積極落實國家監管要求，於本年度重點開展危化品監管及教育工作，持續完善內部危化品管理規程，同時通過專項整治、人員培訓、配備安全設施設備等方式，規範危化品收集、運輸、中轉暫存的行為，減少安全事故發生率以及對人體和環境的影響。

北京四環危險化學品安全專項整治工作

二零二零年下半年，北京四環遵照北京市政府應急管理局要求，開展了危險化學品安全專項整治工作。公司成立了危險化學品安全整改小組，公司總經理擔任組長，EHS部經理擔任副組長，危險化學品管理人員充當組員。整改小組諮詢了有關安全公司後制定了整改方案，累計排查治理危險化學品隱患三十餘項。整改包括基礎資料整改和現場整改兩種方式：

- 基礎資料整改：整改小組先後制定了《危險化學品安全管理制度》及《特殊管制化學品管理制度》等十多項化學品管理制度，並完善了相應的台賬和記錄。
- 現場整改：整改小組對儲存和使用危險化學品的場所進行了相應的改造，包括新改建了氣瓶儲存室，對乙炔使用場所進行了防爆改造，在甲醇、乙腈、氫氣使用場所和儲存場所安裝了氣體探測報警系統，並在危險化學品儲存場所進行了防靜電處理等。

As of 31 December 2020, there was no work-related injuries or fatalities of the Group.

Hazardous chemical management

In October 2020, the Ministry of Emergency Management of the PRC issued the "Hazardous Chemicals Safety Law of the People's Republic of China (Draft for Comment)" (《中華人民共和國危險化學品安全法(徵求意見稿)》) to strengthen the safety risk management and control of hazardous chemicals with stricter laws and regulations, specify the main responsibilities of enterprises and enhance their safety oversight capability. As a responsible pharmaceutical enterprise, the Group actively implemented the national regulatory requirements, focused on the supervision and education in relation to hazardous chemicals during the Year, and continuously optimized internal hazardous chemical management procedures; also, the Group regulated the behaviors of collection, transportation, intermediate transfer and storage of hazardous chemicals by means of special rectification, personnel training and use of safety facilities and equipment, so as to reduce the incidence of safety accidents and the impact on humans and the environment.

Special rectification work for hazardous chemical safety by Beijing Sihuan

In the second half of 2020, Beijing Sihuan carried out special rectification for hazardous chemical safety in compliance with the requirements of Beijing Emergency Management Bureau. The Company has established a hazardous chemical safety rectification team, with the general manager of the Company as the team leader, manager of the EHS department as the deputy team leader, and the management personnel of hazardous chemicals as team members. The rectification team formulated a rectification plan after consulting with relevant safety companies, and investigated and treated a total of more than 30 hidden dangers from hazardous chemicals. The rectification is divided into basic information rectification and on-site rectification:

- Basic information rectification: The rectification team has successively formulated more than ten chemical management systems including the "Safety Management System for Hazardous Chemicals" (《危險化學品安全管理制度》) and the "Management System for Chemicals under Special Control" (《特殊管制化學品管理制度》), and improved corresponding ledgers and records.
- On-site rectification: The rectification team has carried out corresponding modifications to the places where hazardous chemicals are stored and used, including reconstructing the gas cylinder storage room, renovating the site where acetylene is used for explosive-proof purpose, installing gas detection alarm systems in the places where methanol, acetonitrile and hydrogen are used and stored, and carrying out destaticization in the places where hazardous chemicals are stored.

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升通化工危險化學品智能化管理

為進一步提高危化品管理工作的科技化、智能化，二零二零年，升通化工在劇毒品庫、易制爆庫增設入侵防報警系統、人臉識別系統，強化對危化品的信息化監控管理，保證劇毒品與易制爆物品的治安安全。



Intelligent management of hazardous chemicals by Shengtong Chemical

In order to further improve the technological and intelligent management of hazardous chemicals, in 2020, Shengtong Chemical added intruder alarm system and face recognition system for storehouses of highly toxic chemicals and explosive substances, and strengthened information monitoring and management of hazardous chemicals, to ensure the security of highly toxic chemicals and explosive substances.



本年度，為強化員工危化品安全管理意識，本集團各附屬公司開展一系列危化品應急演練活動，提升員工危化品應急處置能力，檢驗各部門對危化品安全事件的快速反應能力和自救能力，以實戰防隱患於未然。

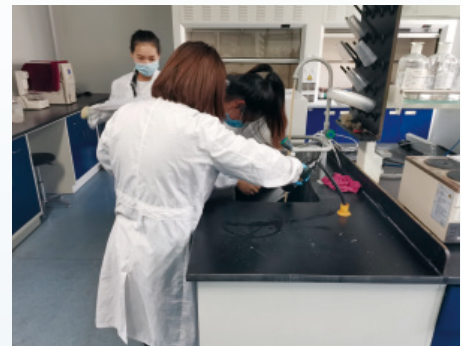
During the Year, in order to strengthen employees' awareness on safety management of hazardous chemicals, each subsidiary of the Group carried out a series of emergency drills for hazardous chemicals to enhance employees' ability of handling hazardous chemical related emergencies, tested the rapid response ability and self-rescue ability of each department to hazardous chemical related accidents, and prevented hidden dangers with concrete actions.

案例：危險化學品泄漏演練

Case: Hazardous chemical leakage drill

二零二零年五月，吉林津升組織應急小組、化驗室和倉儲部所有員工開展危化品泄露演練。員工在演練過程中了解到危化品泄露的報警流程，學習到如何充分利用身邊的應急物資進行自救，降低身體損害程度及財產損失。

In May 2020, Jilin Jinsheng organized all employees of the emergency response team, laboratory and warehousing department to conduct hazardous chemical leakage drills. During the drill, employees learned about the alarm process for hazardous chemical leaks and how to make full use of the emergency supplies around them to help themselves and minimize physical damage and property losses.



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消防安全管理

本集團依照《消防系統管理規程》，監督日常消防管理工作，定期進行消防安全檢查，落實重大火災事故隱患的整改，及時糾正違章作業；安排專門的消防人員進行全天候的消防控制室值班和巡檢，確保消防系統的穩定運行；同時配置消防應急物資並成立義務消防隊，保護員工的人身安全和財產安全，保障企業科研、生產、經營和生活的正常秩序。

本集團及其附屬公司與消防維保公司開展緊密合作，每年進行消防檢測和電氣設施檢測，確保消防系統的正常運行；我們亦通過組織消防知識講座、滅火設施實操培訓、消防疏散演練、消防技能比賽等多種方式提升員工消防安全意識，將消防安全工作落實到每一名員工，為避免造成生命財產損失築起了一道防火「長城」。

Fire safety management

In accordance with the "Regulations on the Management of Fire Protection System", the Group supervised daily fire management work, regularly conducted fire safety inspections, implemented the rectifications of hidden dangers which may cause major fire accidents, and promptly corrected illegal operations; designated fire fighting persons are required to station in fire control room and conduct inspections on 24-hour basis to ensure that the fire protection system is stable. Fire emergency supplies are also provided and voluntary fire brigades are established to protect the personal and property safety of employees and keep the scientific research, production, operation and other activities of enterprises in good order.

The Group and its subsidiaries cooperate closely with fire services maintenance subcontractors to inspect fire fighting equipment and electrical facilities on a yearly basis, ensuring the normal operation of the fire fighting service system; we also enhance our employees' awareness of fire safety by organizing fire fighting lectures, trainings on practical operation of fire fighting equipment, fire evacuation drills, competitions of fire fighting skills, etc., to carry out fire safety work among all employees, thus building a "Great Wall" for fire prevention to avoid life and property losses.

案例：消防實操演練

Case: Practical fire drill

為提升全員消防安全基本素質，二零二零年十月北京四環配合區域消防中隊開展針對基層一線的「一警六員」消防基本技能公益實操實訓。85位參與人員分別進行了滅火器和消火栓實際操作培訓考核，合格率100%。

To improve employees' basic quality in fire safety, in October 2020, Beijing Sihuan cooperated with the regional fire brigade to carry out "one police and six members" public welfare practical training on basic fire fighting skills for grass-roots and front-line employees. 85 participants underwent training and assessment on practical operation of fire extinguishers and fire hydrants, respectively, with a 100% pass rate.



牢記安全使命，書寫綠色答卷 KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

有限空間作業

由於有限空間作業存在環境情況複雜、危險性大等風險特點，本集團深知有限空間作業安全管控的重要性，因此本年度在安全生產工作中重點強化該領域的管理情況。我們不斷強化「有限空間，風險無限」的安全意識，在教育培訓、安全投入、作業審批、作業實施、應急救援等方面制定嚴格的管理措施，同時編製優秀管理案例，督促附屬公司對有限空間作業情況進行風險隱患排查，有效防範和遏制有限空間生產安全事故的發生。

Operation in confined space

Given complex environment, high risk and other risk features for operation in confined space, the Group was fully aware of the importance of safety control for operation in confined space, therefore focused on strengthening the management of this area in the production safety work during the Year. We keep strengthening the safety awareness of "infinite risk in confined space", and work out strict management measures in education and training, safety investment, operation examination and approval, operation implementation, emergency rescue, etc. Meanwhile, we compile excellent management cases and urge our subsidiaries to conduct inspection on hidden risks of operation in confined space, so as to effectively prevent and curb production safety accidents in confined space.

二、有限空間作業管理案例介紹
II. Case study of management of operation in confined space

2 有限空間作業安全管控
Safety control for operation in confined space

▶ 03 建立作業及應急用具台賬：至少包括三腳架、鼓風機、氣體檢測儀、照明燈、安全繩、安全帶、安全帽、正壓式呼吸器、對講機、防護服等
Setup of a ledger for operation and emergency appliances: including at least tripod, blower, gas detector, headlamp, safety rope, safety belt, helmet, positive pressure respirator, interphone and protective suit

對講機 Interphone

作業及應急用具 Operation and emergency equipment

防護手套 Rotective gloves

防護服 Protective suit

安全帽 Helmet

二、有限空間作業管理案例介紹
II. Case study of management of operation in confined space

2 有限空間作業安全管控
Safety control for operation in confined space

▶ 07 作業：作業要嚴格執行「先通風、再檢測、後作業」的原則，**第一步通風**；
Operation: **ventilation first**; strictly implement the principle of "ventilation and testing before operation";

對於自然通風換氣效果不良的有限空間，應採用機械通風，嚴禁用純氧或行通風換氣。
For confined spaces where natural ventilation is not effective, mechanical ventilation should be adopted, **use of pure oxygen for ventilation is prohibited.**

① 通風 30分鐘以上（自然通風或機械通風）
Ventilation for more than 30min (natural ventilation or mechanical ventilation)

有限空間作業安全管控流程 Safety control process for operation in confined



牢記安全使命，書寫綠色答卷

KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

安全培訓教育

持續有效的培訓教育是安全工作的重要保障。本集團附屬公司嚴格依照《EHS教育培訓管理規程》的要求落實三級培訓制度，按規開展崗前三級（公司級、部門級、崗位級）安全教育、在崗員工安全教育、特殊工種安全教育。本年度，我們在培訓中引入更豐富多彩的教育宣導形式，提高員工的學習興趣，保證安全教育宣導效果。

二零二零年，本集團及其附屬公司共開展安全演練52次。

Safety training and education

Continuous and effective training and education are important guarantees for safety work. The subsidiaries of the Group implement the three-level training system in strict accordance with the requirements of the "EHS Education and Training Management Protocol", and accordingly conduct pre-job three-level (company, department and positional level) safety education, on-the-job staff safety training, as well as safety education on special type of work. During the Year, we introduced more diversified education campaigns in training to improve the employees' learning interests and ensure the promotional effect of safety education.

In 2020, the Group and its subsidiaries conducted a total of 52 safety drills.

案例：「安康杯」安全知識競賽

Case: "Ankang Cup" safety knowledge contest

吉林津升於二零二零年十月組織三十名員工通過小組知識競賽方式開展安全知識的普及培訓，競賽環節包括消防服穿戴速度比拼、安全知識題搶答、看圖找安全隱患，通過趣味答題、有獎比拼方式有效帶動大家對安全工作的積極性。

In October 2020, Jilin Jinsheng organized the group knowledge contest for 30 employees so as to popularize and train safety knowledge. The contest included speed competition of wearing fire suits, quick answers to safety knowledge questions and looking at pictures to find safety hazards. By fun quiz and competition with prizes, everyone's enthusiasm for safety work was effectively mobilized.



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案例：應急疏散救援演練

Case: Emergency evacuation rescue drill

二零二零年五月，吉林四環舉行了應急疏散救援演練。演練前吉林四環組織了預案演練培訓，使現場人員掌握一定的生產安全事故知識，增強員工在緊急情況下的應變能力，自我防護能力。演練過程中，大多數員工能有效組織、迅速對事故警報做出反應，救援小組負責人也能有效組織本組組員疏散、警戒和投入搶險救援行動中。

In May 2020, Jilin Sihuan held an emergency evacuation rescue drill. Before the drill, Jilin Sihuan organized preplan drill and training, enabling the on-site personnel to grasp certain knowledge of production safety accidents and enhancing employees' strain capacity in emergency conditions and self-protection ability. During the drill, most employees were able to make effective arrangement and quick response to the accident alarm, and the person in charge of the rescue team could also effectively organize to evacuate the team members, keep alert and conduct emergency rescue operations.



案例：安全生產制度培訓

Case: Training on safety production system

二零二零年九月，升通化工開展為期三天的安全生產規章制度培訓及EHS行為規範手冊培訓，對特殊作業、承包商管理、外來人員管理、EHS獎懲管理等細項內容進行講解。此次培訓共計246人參加，有效提高員工的安全意識，使員工對安全規章制度有了新的認知，營造了良好的安全生產氛圍。

In September 2020, Shengtong Chemical conducted a three-day training on safety production rules and regulations and EHS code of conduct manual, explaining the details of special operations, contractor management, outsider management, EHS reward and punishment management, etc.. A total of 246 employees attended this training, which effectively improved employees' safety awareness, gave them a new knowledge of safety rules and regulations, and created a good atmosphere for safety production.



牢記安全使命，書寫綠色答卷

KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

本年度，本集團各附屬公司響應地方號召，開展「安全生產月」等一系列安全宣傳活動，持續推動安全教育工作常態化，努力讓「安全第一，預防為主，綜合治理」的安全意識深入人心，實現企業的健康發展。

During the Year, all subsidiaries of the Group responded to the local call to carry out a series of safety publicity activities such as “Safe Production Month”, and continued to promote the normalization of safety education work, striving to interiorize the safety awareness of “safety first with prevention and comprehensive treatment” and achieve healthy corporate development.



3. 環境管理

四環醫藥嚴格遵守《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》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》及《中華人民共和國大氣污染防治法》等生態環境保護法律法規，基於ISO14001：2015環境管理體系的標準執行並完善排放、廢棄物、資源能源使用等環境範疇相關的內部管理制度，明確各職能部門在綠色生產、綠色運營方面的責任，將環保理念融入企業生產經營全過程，用綠色引領可持續發展。

排放物管理

我們重視排放物管理，嚴格遵循國家排放及處理標準，依照本集團《廢水、廢氣、噪聲管理規程》等內部管理制度，對各部門及附屬公司排放及處置流程加以規範指導，並通過維護和升級設備、定期開展內外外部檢測等方式，保障排放的合規性，防治環境污染。

3. Environmental management

In strict compliance with laws and regulations relating to ecological environmental protection, including but not limited to the “Environmental Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Environmental Impact Assessment”, the “Law of the People’s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes”, the “Water Pollution Prevention and Control Law of the People’s Republic of China” and the “Atmospheric Pollution Prevention and Control Law of the People’s Republic of China”, Sihuan Pharmaceutical has implemented and improved internal management systems related to environmental areas such as emissions, wastes, and resource and energy utilization, etc. in accordance with the standard of ISO14001: 2015 environmental management system, clarified the responsibilities of all functional departments in green production and green operation, and integrated the green concept into the whole process of enterprise production and operation to guide the sustainable development.

Emissions management

We attach importance to emissions management and strictly comply with national emission and treatment standards. In accordance with the Group’s internal management systems including the “Wastewater, Exhaust Gas and Noise Management Protocol”, we regulate and guide the emission and disposal processes of the departments and subsidiaries, and ensure compliance of emissions and prevent environmental pollution by maintaining and upgrading equipment and conducting regular internal and external tests, etc.

牢記安全使命，書寫綠色答卷 KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

廢氣排放

本集團及其附屬公司日常運營中產生的廢氣主要為生產廢氣和生活廢氣。

- 生產廢氣：本集團嚴格遵守《鍋爐大氣污染物排放標準》及《大氣污染物綜合排放標準》的要求，在生產過程中，我們將經低氮燃燒器燃燒後的鍋爐廢氣經煙囪管道排到大氣中，確保一般鍋爐燃氣煙囪的高度離地面不低於15米。
- 生活廢氣：在日常生活中，我們規定食堂油煙須經油煙淨化器處理後排放，食堂負責定期清理處理設施，保證處理設施正常運轉，同時機動車輛進廠停泊應關閉發動機，減少廢氣污染。

二零二零年，本集團繼續加大大氣污染治理的投入，持續推動附屬公司鍋爐煤改氣工程的開展，以減少煤燃污染物的排放，優化改善廠區及周邊空氣環境質量。

Exhaust gas emissions

The exhaust gas generated from the daily operation of the Group and its subsidiaries is mainly the exhaust gas of production and daily operation.

- Exhaust gas of production: The Group strictly complied with the "Emission Standard of Air Pollutants for Boilers" and the "Integrated Emission Standard of Air Pollutants". During the production, we release the exhaust gas from boiler into the atmosphere through the chimney after being burned in the low nitrogen burners, and ensure the boiler gas chimney is generally at least 15 meters above the ground.
- Exhaust gas of daily operation: In daily operation, we stipulate that the canteen fume must be treated by the fume purifier before emission. Treatment facilities are required to be cleaned regularly by the canteen to ensure normal operation. Meanwhile, the engines of motor vehicles should be shut down to reduce the pollution caused by exhaust gas when they are parked in plants.

In 2020, the Group continued to increase its investment in air pollution treatment and promote the boiler coal-to-gas projects of subsidiaries to reduce the emission of coal-fired pollutants and improve the air quality in and around the plants.

案例：吉林振澳鍋爐煤改氣項目

Case: Boiler coal-to-gas project of Jilin Zhen'ao

為響應國家環保以及政府要求，實現綠色生產和綠色運營的目標，吉林振澳將原有鍋爐更換為燃氣鍋爐，控制後平均每噸蒸汽燃氣消耗量降低4.25立方米，燃氣消耗總計減少77,290.5立方米。

In response to the requirements of national environmental protection and the government, and to achieve green production and operation, Jilin Zhen'ao replaced the existing boilers with gas-fired boilers. After control, the average steam and gas consumption per ton reduced by 4.25 cubic meters, and the total gas consumption reduced by 77,290.5 cubic meters.

鍋爐煤改氣項目有效減少了大氣污染物的排放以及水電資源耗用，同時大大降低工作人員的勞動強度及安全風險。

The boiler coal-to-gas project effectively reduced the emission of air pollutants, cut down the consumption of water and electricity resources, and greatly lowered the labor intensity and safety risks for workers simultaneously.



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KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

排放物	Emissions	二零二零年 2020	二零一九年 2019
廢氣排放總量 (萬標立方米)	Total exhaust gas emissions (10,000 standard cubic meters)	47,353.46	60,920.68
二氧化硫排放量(噸)	Sulphur dioxide emissions (tons)	39.51	47.39
氮氧化物排放量(噸)	Nitrogen oxides emissions (tons)	49.52	54.13
顆粒物排放量(噸)	Particulate matter emissions (tons)	7.93	9.08

廢水排放

本集團及其附屬公司的廢水排放物主要包括生產廢水、生活廢水及雨水。為規範化管理廢水排放，我們遵循《中華人民共和國水污染防治法》及《污水綜合排放標準》等法律法規，嚴格要求各附屬公司在生產經營活動中必須採取有效防治措施，確保達標排放，降低對周邊水資源及土壤的影響。

廢水收集

本集團對不同類型廢水採取對應的污染防治控制措施。各生產及輔助車間產生的工藝廢水、設備清洗廢水、工作場所清洗廢水、含污染物較高的生產廢水、清洗設備及場地等產生含油廢水及所有生活污水均由廠區的污水處理站進行收集處理。

廢水的處理與排放

本集團利用CASS(活性污泥系統)等方式對廢水進行處理，達到排放標準後，優先考慮回收再利用，如用於園區綠化用水或廁所沖洗用水，在回收利用富餘的情況下，通過專門的管道，統一排放至污水處理廠，進行二次處理；此外，本集團將冷卻循環水等全部回收利用，作為機泵冷卻水、冷卻塔循環水補充水用水。

Wastewater discharge

The wastewater discharged by the Group and its subsidiaries mainly includes production wastewater, domestic wastewater and rainwater. To regulate the management of wastewater discharge, in accordance with the laws and regulations such as the "Water Pollution Prevention and Control Law of the People's Republic of China" and the "Integrated Wastewater Discharge Standard", we strictly require our subsidiaries to take effective prevention and control measures in their production and operation activities to ensure up-to-standard discharge so as to reduce the impact on the surrounding water resources and soil.

Wastewater collection

The Group takes corresponding pollution prevention and control measures for different types of wastewater. Process wastewater generated from all production and auxiliary workshops, equipment cleaning wastewater, workplace cleaning wastewater, high-contamination production wastewater, oily wastewater generated from cleaning equipment and sites and all domestic wastewater must be collected and treated by the sewage treatment stations of plants.

Wastewater treatment and discharge

The Group treats wastewater by CASS (cyclic activated sludge system) and other methods, after reaching the discharge standard, gives priority to recycle the treated wastewater for park greening or toilet flushing. In case of recycling surplus, the Group discharges the wastewater in a uniform manner to sewage treatment plants through special pipelines for secondary treatment; in addition, the Group recycles all the cooling circulating water, etc. as make-up water for pump cooling water and cooling tower circulating water.

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廢水監測

本集團EHS部門對污水處理站的管理情況及廢水取樣檢測分析結果進行監督檢查，同時依照當地環保局要求，定期開展第三方廢水檢測，並上報廢水排放情況；同時污水處理站人員通過在線監測裝置對企業對外排放的廢水進行跟蹤檢查，並記錄。

Wastewater monitoring

The EHS department of the Group supervises and inspects the management of sewage treatment stations and the results of analysis on testing of wastewater samples, and also conducts regular third-party wastewater testing and reports wastewater discharge in accordance with the requirements of the local environmental protection bureau; at the same time, the personnel of sewage treatment stations follows up and checks the wastewater discharged by the enterprise through online monitoring devices and make relevant records.

案例：本溪恒康原料水罐滅菌方式改造

Case: Benxi Henggang's improvement of sterilization method for raw water tanks

本溪恒康原注射水系統的原料水罐滅菌方式從鹼洗通過管路改造成純蒸汽滅菌的方式。大量鹼溶液有可能造成污水排放不達標，且加鹼過程有可能噴濺燒傷操作人員，因此改造有利減少公司潛在安全及環境污染隱患。本年度，未出現由鹼液造成的污染或安全事件。

Benxi Henggang's sterilization method for raw water tanks of the raw water injection system was improved from alkaline washing to pure steam sterilization through pipelines. High dosage alkaline solution may cause below-standard sewage discharge, and operators may be burned by splashed alkali in the feeding process. Therefore, the improvement helped to reduce the potential safety and environmental pollution risks of the company. During the Year, there was no contamination or safety incident caused by alkaline solution.

本年度，本集團在求取適用水源上無任何問題，廢水排放情況如下表所示：

During the Year, the Group had no problem in seeking applicable water sources and the wastewater discharge is shown in the following table:

排放物	Emissions	二零二零年	二零一九年
		2020	2019
廢水排放總量(噸)	Total wastewater discharge (tons)	379,102.40	344,490.39
總化學需氧量(噸)	Total chemical oxygen demand (tons)	37.80	40.22
氨氮排放量(噸)	Ammonia-nitrogen discharge (tons)	2.15	3.65

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KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

廢棄物管理

本集團的無害廢棄物主要為一般工業固體廢棄物與生活垃圾。本集團EHS部門負責對一般工業固體廢棄物的處理進行監督管理，定期收集並交由專業第三方進行處置；本集團行政部負責管理生活垃圾，將辦公區域的垃圾分類收集存放於獨立垃圾房並定期送至指定地點處理，其他生活垃圾和廚餘垃圾亦僅通過分類收集定時轉移至環保公司進行處理。

本集團的有害廢棄物主要來自於生產與研發過程中產生的醫療廢棄物及化學品，及少量廢棄墨盒、硒鼓等辦公用品。我們嚴格遵循國家危廢管理要求，按照《危險廢棄物管理規程》規範危險廢棄物的產生、收集、貯存、運送、轉移、處置等流程。針對危險廢棄物，我們按照《國家危險廢物名錄》進行分類，選擇牢固安全、防滲漏、具有兼容性的包裝容器和包裝袋儲存，並在外包裝和儲存場所粘貼相應的標識以妥善儲存，可回收的有害廢棄物及其包裝物由相關供貨商回收，不可回收的有害廢棄物則轉送至危廢處置單位進行處理。

Waste management

Non-hazardous waste of the Group mainly comes in the form of general industrial solid waste and daily garbage. The EHS department of the Group is responsible for supervising and managing the treatment of general industrial solid waste, and regularly collecting and transferring it to a professional third party for disposal; the administration department of the Group is responsible for the management of daily garbage, and sorting waste from office areas in separate garbage chambers and sending it to designated locations for disposal regularly. Other daily garbage and food waste are also sorted and collected separately and sent to sanitation companies for disposal in a timely manner.

The hazardous waste of the Group mainly includes medical waste and chemicals from production and R&D, as well as small quantity of office supplies such as waste ink cartridges and toner cartridges. We strictly comply with national hazardous waste management requirements and regulate the procedures of generation, collection, storage, transportation, transfer and disposal of hazardous waste in accordance with the "Provision on Hazardous Waste Management". All hazardous wastes are classified according to the "Directory of National Hazardous Wastes" and are properly labelled (with relevant signs on external packing and warehousing sites) and stored in strong, safe, leak-proof and compatible packaging containers and bags, of which recyclable hazardous waste and its packaging materials are recycled by suppliers, while non-recyclable items are transferred to hazardous waste handling units for disposal.

案例：北京四環危廢儲存管理

Case: Hazardous waste storage management of Beijing Sihuan

本年度，根據《醫藥製造企業危險化學品安全專項整治驗收》的要求，北京四環對危廢庫進行改造，在危廢庫入口處安裝人體靜電消除裝置，增加防爆排風裝置，定時對危廢庫進行排風；繼續規範危廢的收集、儲存、管理，將危險廢物分區存放，並放置於防泄漏的托盤上，張貼安全警示標識及廢液標識，以進一步提升實驗室暫存危廢及危廢庫管理水平。

During the Year, Beijing Sihuan, according to the requirements of the "Acceptance of Special Rectification for the Safety of Hazardous Chemicals of Pharmaceutical Manufacturing Enterprises" (《醫藥製造企業危險化學品安全專項整治驗收》), renovated the hazardous waste warehouses, installed devices for elimination of static electricity at the entrance of the hazardous waste warehouses, and added explosion-proof exhaust devices to regularly ventilate the hazardous waste warehouses; continued to standardize the collection, storage and management of hazardous wastes, placed hazardous wastes on leak-proof trays by location, and posted safety warning signs and waste liquid signs, to further improve the management of hazardous wastes temporarily stored in the laboratory and hazardous waste warehouses.



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廢棄物種類	Waste type	二零二零年 2020	二零一九年 2019
無害廢棄物(噸)	Non-hazardous waste (tons)	4,794.55	7,396.15
生活垃圾(噸)	Daily garbage (tons)	924.83	809.64
一般工業固體廢棄物(噸)	General industrial solid waste (tons)	3,869.72	6,586.51
無害廢棄物密度 (千克/收益人民幣千元)	Intensity of non-hazardous waste (kg/thousand RMB revenue)	1.95	2.56
有害廢棄物(噸)	Hazardous waste (tons)	712.40	848.53
固體有害廢棄物(噸)	Solid hazardous waste (tons)	247.70	141.63
液體有害廢棄物(噸)	Liquid hazardous waste (tons)	464.70	706.90
有害廢棄物密度 (千克/收益人民幣千元)	Intensity of hazardous waste (kg/thousand RMB revenue)	0.29	0.29

能源及資源管理

四環醫藥堅信高效的能源及資源管理是實現可持續發展的重要一環。本集團嚴格遵守《中華人民共和國能源節約法》等法律法規，認真執行《資源利用與能源消耗管理規程》，指導並督促各附屬公司積極落實節能生產管理制度及舉措，制定節能計劃、監控能源消耗情況、開展節能分析、並定期開展培訓、引入新設備及新工藝等，持續提升本集團的能源及資源管理能力。

本年度，本集團及其附屬公司開展多項精益生產改造項目，在生產技術、工作流程、公用工程管線及生產管理方面進一步優化，同時，深入貫徹精益生產管理意識，號召員工積極參與精益生產創新，共同推動節能增效的可持續生產方式。

Energy and resource management

Sihuan Pharmaceutical believes that efficient energy and resource management is crucial to achieving sustainable development. The Group has strictly complied with the "Energy Conservation Law of the People's Republic of China" and other laws and regulations, conscientiously implemented the "Resource Utilization and Energy Consumption Management Protocol", guided and supervised its subsidiaries to actively implement energy-saving production management systems and initiatives, formulated energy-saving plans, monitored energy consumption, conducted energy-saving analysis and regular trainings, introduced new facilities and technics, etc., so as to continuously improve the Group's energy and resource management capabilities.

During the Year, the Group and its subsidiaries carried out a number of lean production transformation projects to further optimize the production technology, workflow, utility line and production management. Meanwhile, the Group also thoroughly applied the lean production management awareness and called on employees to actively participate in lean production innovation, so as to jointly promote an energy efficiency-based sustainable mode of production.

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弘和製藥「金點子」評選

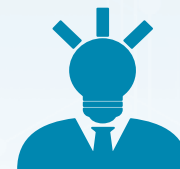
“Golden Ideas” selection of Ambest Pharmaceutical

為鼓勵全員參與到精益生產工作中，自二零一九年起，弘和製藥已連續兩年開展「金點子」評選項目。公司每季度收集匯總各部門員工在精益生產方面的創新提議，並組織項目提報人進行講解。各部門負責人對「金點子」進行匯總評審，根據評定方案，評選出「金、銀、銅、好」四個等級，並召開精益生產項目表彰會，對獲獎人員進行表彰獎勵，激發人員參與的積極性。

To encourage all employees to participate in the lean production work, Ambest Pharmaceutical has conducted the “Golden Ideas” selection activity for two consecutive years since 2019. The Company gathers aggregate innovative proposals on lean production from employees of all departments on a quarterly basis, and organizes presentations by project proposers. The head of each department makes a summary review of the “Golden Ideas”, evaluates them by four grades including “Gold, Silver, Bronze and Good” according to the evaluation plan, and holds a commendation meeting for the lean production project to commend and reward the winners, so as to motivate other employees to join in the project.

二零二零年，弘和製藥共收集286個「金點子」，達到「金點子」平均數量每人一項，人員參與率超過40%的目標，目前超過一半的優秀提案已被運用於日常生產實踐中，員工創新性得到激勵，企業生產和能源使用效率得到極大提升。

In 2020, Ambest Pharmaceutical collected a total of 286 “Golden Ideas”, reaching the goal of one “Golden Idea” per person on average, with a participation rate of over 40%. Now more than half of the excellent proposals have been used in daily production practices, which stimulated employees’ innovativeness and greatly improved corporate production and energy efficiency.



精益生產改造案例

北京四環 – 車間產能擴大精益項目

隨著市場需求不斷增加，二零二零年北京四環車間生產任務量進一步加大，然而能源供給無法滿足產能效率要求，電能、冷卻水難以使兩台凍乾機同時開啓；水機系統亦不能滿足現生產任務大量用水的供應，給生產的連續性、藥品質量生產的安全性帶來了不可確定的風險。公司經過調查分析後從兩方面進行車間設備維修改造，以提高能源使用效率，擴大產能。

首先，公司發現冷卻水循環泵是一備一用，為增加周產量，公司通過維修維護循環泵，並經過多次試驗實現雙泵同時開啓，滿足兩台凍乾機同時運行。其次，公司將供水車間的純化水、注射用水分配系統的管道與另一生產車間儲罐分別進行連接，這樣的連接方式在平時使用時相互之間不受影響，一旦生產車間水機產能供水不足或水機系統發生意外故障時，可通過供水車間的分配系統程序向生產車間供水，既保障了用水效率，又降低了生產藥品質量的風險。

Lean production transformation case

Beijing Sihuan – Lean project for workshop capacity expansion

The production tasks of Beijing Sihuan’s workshops further increased in 2020 with the increasing market demand. However, the energy supply could not meet the productivity efficiency requirements, and it was difficult to turn on two lyophilizers simultaneously with limited electricity and cooling water. The water machine system was also unable to meet the large amount of water consumption for the current production tasks, which brought uncertain risks to the continuity of production and the safety of drug quality production. After investigation and analysis, the Company carried out maintenance and transformation of workshop equipment from two aspects to improve energy use efficiency and expand production capacity.

Firstly, the Company found that there is a duty cooling water recirculation pump with a backup. To increase the weekly output, the Company repaired and maintained the circulating pump, and realized the simultaneous running of two pumps after multiple tests, enabling two lyophilizers operating at the same time. Secondly, the Company connected the pipelines for distribution system of purified water and water for injection in the water supply plant to the storage tank of another production workshop separately. Such a connection would not affect the use of water during normal use. In case of inadequate capacity or water supply of water machines in the production workshop or accidental failure of the water machine system, water could be supplied to the production workshop through the distribution system program of the water supply plant, which not only guaranteed water use efficiency but also reduced the quality risk in pharmaceutical manufacturing.

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公司在維修改造後實施工藝驗證，並在試運行期間調整不足，確保具備滿足藥品生產需求的能力。經過維修改造，每支產品的生產直接成本節約約人民幣1元，每年按照600萬支的產量計算，直接降低生產成本人民幣600萬元，能源及成本節約效果顯著。

The Company implemented technics certification after maintenance and transformation, and adjusted deficiencies during the trial run to ensure it has the capability to meet pharmaceutical production needs. After the maintenance and transformation, the Company saved approximately RMB1 per product directly in production costs, equaling to RMB6 million if the annual production was 6 million, indicative of significant effect in energy and cost savings.

吉林津升 – 車間冷凝水餘熱回收轉換暖氣系統供熱

Jilin Jinsheng – Recovery and conversion of condensate water into heat

為減少蒸汽耗用量，實現持續的資源節約，吉林津升於二零一七年起開展車間冷凝水餘熱回收轉換暖氣系統的改造，並於二零一八年底對系統進行優化，將原有的利舊離心泵更換為耐高溫排污泵，新水泵流量大、流速快，可避免斷流現象，保證了系統的穩定運行。

In order to reduce steam consumption and save resources continuously, Jilin Jinsheng started to upgrade the heat system of its workshops in 2017 by recovering the waste heat of condensate water and transferring it into heat. By the end of 2018, it further improved the system by replacing the former centrifugal pump with heat-resistant pump, thereby avoid cutoff and ensures steady operation with larger volume and higher speed.

二零二零年，該系統共運行192天，累計節約蒸汽約1,189.5噸。

In 2020, the system operated 192 days in total, therefore saving approximately 1,189.5 tons of steam accumulatively.



弘和製藥 – 一級排濃水、冷卻循環水再利用

Ambest Pharmaceutical – Reuse of primary concentrated water and cooling circulating water

弘和製藥大容量注射劑車間的製水間和空調間因設備運行原因每天排水總量較大，同時原水處理站設備需要每兩天反沖洗一次，原水使用量同樣較大。為降低耗水量和排水量，弘和製藥於本年度新建一座200立方米地下蓄水池，將一級濃水、冷卻循環水進行回收再利用，為原水處理站的錳砂過濾器提供反沖洗用水。

Due to equipment operation, the water-making rooms and air conditioning rooms in the large volume injection workshop of Ambest Pharmaceutical discharged a large amount of water every day. Meanwhile, the equipment in the raw water treatment station also needed to be backwashed once every two days, with a great consumption of raw water. To reduce water consumption and drainage, Ambest Pharmaceutical built a new 200m³ underground reservoir this year for recycling and reusing of the primary concentrated water and cooling circulating water, to provide water for backwash by the manganese sand filter of the raw water treatment station.

項目改造後，二零二零年共節約約1.6萬噸水資源。

After the project transformation, a total of approximately 16,000 tons of water resources were saved in 2020.



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弘和製藥 – 大容量注射劑車間生產設備增效改造

Ambest Pharmaceutical – Transformation for improving efficiency of production equipment in large volume injection workshop

二零二零年弘和製藥針對大容量注射劑車間生產設備和工序進行生產能力分析，發現生產能力提升限制節點，最終通過更換精洗機、稀配罐、軋蓋機和對滅菌後室進行改造，實現洗、灌裝壓塞、軋蓋聯動線生產提效和雙班生產。

In 2020, Ambest Pharmaceutical conducted an analysis on the production capacity with respect to the production equipment and technics in the large volume injection workshop and found out the nodes restricting the production capacity improvement. Finally, by replacing the precise washing machine, rare tank and capping machine, and renovating the post-sterilization room, the Company realized the linkage line production covering washing, filling & corking, and capping, as well as double shifting production, to improve production efficiency.

改造後100毫升規格平均灌裝時間節約約45分鐘，250毫升規格平均灌裝時間節約約42分鐘，每日雙批次生產工序可節省時間約1.5小時，全面提高能源資源利用率。

After the transformation, the Company saved approximately 45 minutes on the average filling time of 100ml, approximately 42 minutes on the average filling time of 250ml, and approximately 1.5 hours by the double batch production technics every day, comprehensively improving the utilization rate of energy and resources.

此外，本集團亦注重對藥品包材的選擇及使用，目前已推出多項管理舉措，保障藥品包裝材料的安全性和環保性。

In addition, the Group also laid emphasis on the selection and use of drug packaging materials, and has introduced a number of management measures to ensure the safety and environmental protection of pharmaceutical packaging materials.



包裝設計 Package design

- 根據藥品特性，科學合理地進行包裝設計，在滿足正常包裝功能和保證藥品質量的前提下，包裝材料、結構和成本與內裝藥品的質量和規格相適應，有效利用資源，減少包裝材料的用量。
- A scientific and rational packaging design is made for drugs based on their characteristics. On the premise of satisfying the normal packaging function and ensuring the quality of drugs, the packaging materials, structure and costs are compatible with the quality and specifications of the drugs in the package, achieving effective use of resources and reduction of packaging materials.
- 針對藥品內外包裝及說明書，採用三色印刷，在滿足使用的情况下，減少了油墨的使用量。
- For the inner and outer packaging and instructions of drugs, three-colour printing is used to reduce the amount of ink used while meeting the purpose of use.

包材選擇 Selection of packing materials

- 在保證藥品的質量和各種成分穩定的前提下，考慮包裝材料回收再利用和廢棄處理時對環境的影響。
- The environmental impact of recycling and disposal of packaging materials is considered, while ensuring the quality of drugs and stability of various components.
- 在產品包裝設計時，合理選擇大箱、小盒、說明書的尺寸及紙張厚度，盡量減少紙張浪費。
- When designing product packaging, the size and paper thickness of large boxes, small packets and instructions are reasonably chosen to minimize paper wastes.

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包裝優化 Packaging optimization	<ul style="list-style-type: none"> 對於已上市產品，通過不斷摸索和工藝驗證，優化現有包裝形式，節約包裝材料，實施節能降耗和減排。 For the marketed products, the existing packaging forms are optimized upon continuous exploration and process certification, so as to save packaging materials and implement energy saving and emission reduction. 弘和製藥的回能產品原外包裝形式有紙箱、插格、苯板、小盒、珍珠棉，經過優化，現在改為紙箱、苯板托的形式，在滿足抗震的基礎上可降低採購成本，減少包材的使用。 After optimization, the outer packaging of resilience products of Ambest Pharmaceutical is changed from the original carton, insert, benzene board, small packet and pearl wool to carton and benzene board tray, which could reduce the purchase cost and the use of packaging materials while ensuring the anti-seismic requirements.
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資源使用	Resource consumption	二零二零年 2020	二零一九年 2019
總能源消耗量(千瓦時)	Total energy consumption (kWh)	275,678,125.42	197,789,440.33
能源消耗密度 (千瓦時/收益人民幣千元)	Energy consumption density (kWh/thousand RMB revenue)	111.87	68.51
總用水量(立方米)	Total water consumption (cubic meter)	812,966.00	709,639.34
用水密度 (立方米/收益人民幣千元)	Water consumption intensity (cubic meter/thousand RMB revenue)	0.33	0.25
包裝物料總用量(噸)	Total packaging material consumption (tons)	3,592.58	3,198.90
包裝物料密度 (千克/收益人民幣千元)	Packaging material consumption intensity (kg/thousand RMB revenue)	1.46	1.11

本集團恪守綠色發展承諾，通過精細化的節能管理，減少在生產運營過程中的溫室氣體排放量，應對氣候變化影響。本年度，本集團溫室氣體排放情況如下表所示：

The Group abides by its commitment to green development and reduces greenhouse gas emissions during production and operations to address the impact of climate change through refined energy-saving management. During the Year, the Group's greenhouse gas emissions are shown in the following table:

溫室氣體排放	Greenhouse gas emissions	二零二零年 2020	二零一九年 2019
溫室氣體總排放量 (噸二氧化碳當量)	Total greenhouse gas emissions (tons of carbon dioxide equivalent)	116,244.04	92,670.99
範圍一：直接排放 ⁴ (噸二氧化碳當量)	Scope 1: Direct emissions ⁴ (tons of carbon dioxide equivalent)	47,203.48	39,605.97
範圍二：間接排放 ⁵ (噸二氧化碳當量)	Scope 2: Indirect emissions ⁵ (tons of carbon dioxide equivalent)	69,040.56	53,065.02
溫室氣體排放密度 (噸二氧化碳當量/ 收益人民幣千元)	Intensity (tons of carbon dioxide equivalent/ thousand RMB revenue)	0.05	0.03

4 因本年度數據收集範圍擴大(新增吉林惠升)，且各附屬公司進一步推進煤改氣工程，天然氣使用量較二零一九年有所增加；同時因部分附屬公司人員擴充，食堂液化石油氣、管道天然氣用量亦有所增加，進而導致溫室氣體排放(範圍一)較上一年度有所上升。

4 During the Year, Jilin Huisheng was newly added to the statistical scope while affiliated companies continued to reconstruct boilers from coal-burning to gas-burning, leading to an increase in natural gas consumption; meanwhile, several affiliated companies hired more employees which led to an increase usage of liquefied petroleum gas and pipeline natural gas in canteens comparing to 2019. Therefore, direct greenhouse gas emissions (scope 1) increased comparing to the previous year.

5 因本年度數據收集範圍擴大(新增吉林惠升)，且部分附屬公司辦公場所擴建，用電量較二零一九年有所增加，故溫室氣體排放(範圍二)較上一年度有所上升。

5 During the Year, Jilin Huisheng was newly added to the statistical scope while several affiliated companies expanded office area, leading to an increase of electricity consumption comparing to 2019. Therefore, indirect greenhouse gas emissions (scope 2) increased comparing to the previous year.

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綠色辦公室

本集團於本年度新修訂《辦公室行為規範管理制度》，建立6S⁶標準，強化員工環保節能的意識，鼓勵員工營造綠色辦公環境。我們亦制定《辦公室6S檢查表》，推動全員參與自檢自查，在部門管理範圍內，建立輪崗巡查責任制，每日巡查辦公環境、空調及電燈設備的使用情況，及時開關，避免資源浪費。

二零二零年，為規範企業垃圾分類管理，本集團制定《垃圾分類管理制度》，明確各部門垃圾分類管理工作的具體責任，通過升級垃圾桶、規範垃圾投放區域、張貼標識廣泛宣傳、進行全員培訓垃圾分類相關知識等，推動全員參與垃圾分類，美化環境。

Green office

During the Year, the Group newly revised the Office Code of Conduct Management System (《辦公室行為規範管理制度》) and established 6S⁶ standards to strengthen employees' awareness of environmental protection and energy saving, and encourage them to create a green office environment. We also formulated the 6S Checklist in Office (《辦公室 6S 檢查表》) to promote full participation in self-check and self-inspection. Within the management scope of each department, we have established a responsibility system for inspection by rotation to inspect the office environment, the use of air conditioning and electric lighting equipment on a daily basis, and switch them on and off in a timely manner to avoid wasting resources.

In 2020, in order to standardize the management of corporate garbage sorting, the Group formulated the Garbage Classification Management System (《垃圾分類管理制度》) to clarify the specific responsibilities of each department in garbage sorting, and promoted full participation in garbage sorting and landscaping by upgrading garbage bins, standardizing garbage disposal areas, posting signs for extensive publicity, and conducting training for all employees on knowledge related to garbage sorting.

案例：垃圾分類培訓

Case: Garbage sorting training

本集團一直以來注重在垃圾分類管理，為提高員工垃圾分類意識，本集團於二零二零年六月根據公司垃圾分類的現狀與目標，開發了線上垃圾分類課程，並通過四環大學在線學習平台組織員工進行學習；課程內容包括：垃圾分類的意義、對垃圾的認識和區分、垃圾分類標識和基本知識、公司管理職責及措施。學習結束後，員工需要參與線上考核。

The Group has been focusing on the management of garbage sorting. In order to improve employees' awareness of garbage sorting, the Group developed an online garbage sorting course in June 2020 based on the Company's garbage sorting status and objectives, and organized staff learning through the online learning platform of Sihuan University; the content of the course covers: the meaning of garbage sorting, understanding and differentiation of garbage, garbage sorting signs and basic knowledge, corporate management responsibilities and measures. After learning, employees are required to participate in online assessment.

垃圾分類課程引導和增強了員工低碳環保的理念，促使員工能夠積極參與到實踐垃圾分類的行動中來。

The garbage sorting course has guided and enhanced the employees' concept of low-carbon and environmental protection, and motivated them to actively participate in the practice of garbage sorting.



6 整理(SEIRI)、整頓(SEITON)、清掃(SEISO)、清潔(SEIKETSU)、素養(SHITSUKE)、安全(SAFETY)六個項目，因均以「S」開頭，簡稱6S。
6 SEIRI, SEITON, SEISO, SEIKETSU, SHITSUKE and SAFETY, all starting with "S", are referred to as 6S.

牢記安全使命，書寫綠色答卷

KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS



節約水電

Water and power conservation

- 督促員工隨手關閉水龍頭及未使用的電子設備與燈光等辦公室資源
- Employees are urged to turn off water faucets, unused electronic devices and lights and other office resources
- 通過遠程電源控制系統，實現遠程開啓、關閉電源功能，避免用電浪費
- Remote power control system is adopted to achieve remote power on and off function to avoid waste of electricity
- 合理使用空調，夏天空調溫度不低於26°C，空調使用中關閉門窗，並確保下班前關閉所有空調開關
- Air-conditionings are used reasonably. For example, the air-conditioning room temperature in summer shall not be under 26 Celsius degree. Doors and windows should be closed during air-conditioning use, and all air-conditionings are ensured to be turned off before knocking off
- 加強洗手間、茶水間等用水設備的檢查，謹防「跑、冒、滴、漏」等浪費情況
- Efforts are made to strengthen inspection of the water-consumption facilities in toilets and pantries, to prevent “water running, spraying, dripping and leaking”
- 辦公區域內張貼「節電節水」等提示語，倡導節約行為
- Reminders such as “saving power and water” are posted in the office area to encourage conservation



節約辦公室資源

Saving of office resources

- 落實《辦公室用紙管理制度》，規範辦公室用紙領用流程，嚴控領用數量；行政部負責統計各部門打印用紙數據，調查查用紙異常情況，如有浪費情況按制度處理
- The “Policy on Paper Use in Office” is implemented to regulate the usage process of office paper and strictly control the amount. The administration department is responsible for coming up with the total papers used in each department and investigating abnormal usage. Relevant department will be held responsible in accordance with the policy for wastage
- 積極推進無紙化辦公，盡量使用電子文件、電子信息等聯繫工作，提倡在電子媒介上修改文稿，減少紙張浪費
- Paperless office is advocated. The use of electronic documents and electronic information is optimized in contact work, and the revision of manuscripts through electronic media is promoted to reduce paper waste
- 設立廢紙回收箱，定期篩選可重複利用的二次紙，並鼓勵草稿文件、內部文件等使用二次紙打印，節約用紙
- Waste paper recycling bins are provided to collect re-cycle papers on a regular basis. Using re-cycle paper to print draft documents and internal documents is encouraged, so as to save paper
- 日常辦公用品指定專人管理，嚴禁浪費
- Designated persons are responsible for managing daily office supplies and waste is prohibited



公務車輛管理

Office vehicle management

- 推行並執行《公務車輛管理制度》，推行公務車輛OA線上管理，從用車申請、調度、派車、回車登記、加油到維修保養等全過程，均在OA系統完成，形成完整的車輛管理流程體系，使車輛管理信息化、系統化、自動化、透明化
- The “Office Vehicle Management System” has been formulated and implemented to promote the OA online management of office vehicles. The entire process of application, scheduling, dispatching, return registration, refueling and maintenance of vehicles is recorded in the OA system to form a complete vehicle management process system and realize the informatization, systematization, automation and transparency of vehicle management
- 推行資源整合，建立共享中心，在車輛和司機方面實現共享，確保可根據用車人數及人員性質合理安排車輛，提高資源的利用率
- Resource integration is promoted and a sharing center is established to realize sharing in terms of vehicles and drivers, so as to ensure that vehicles are arranged reasonably according to the number of person and hierarchy to improve the utilization rate of resources
- 鼓勵員工日常選擇公共交通工具，做到低碳出行
- Employees are encouraged to take public transportations in daily life, to practice low-carbon travel

牢記安全使命，書寫綠色答卷

KEEPING THE MISSION OF SAFETY IN MIND AND ACHIEVING GREEN RESULTS

積極應對氣候變化

隨著氣候變化的影響在全球範圍內日趨顯著，著力應對氣候變化的政府投入及企業參與越發成為共識。四環醫藥作為負責任的企業公民，在生產運營過程中時刻關注與集團業務有關的氣候變化風險，評估其對集團業務持續性、平穩性的影響，充分識別其中挑戰和機遇，為氣候危機與低碳政策時代的來臨做好充足準備。

Proactively responding to climate change

As the effects of climate change become increasingly pronounced globally, there is a growing consensus that efforts should be focused on government investment and corporate involvement in addressing climate change. As a responsible corporate citizen, Sihuan Pharmaceutical always pays attention to the climate change risk related to the Group's business during the production and operation process, evaluates its impact on the sustainability and stability of the Group's businesses, and fully identifies the challenges and opportunities therein, so as to get well prepared for the coming of climate crisis and low carbon policy era.



基於審視自身業務運營現況，我們主動採取多項氣候變化減緩及適應措施：

Based on a review of our current business operations, we have proactively taken a number of measures on mitigation of and adaption to climate change:

- 持續推進綠色清潔與精益生產模式，通過設施設備節能改造等方式，發掘生產過程中的節能減排潛力；
- Continuously promoting the green, clean and lean production model, and exploring the potential of energy saving and emission reduction in the production process by means of energy-saving transformation of facilities and equipment, etc.;
- 在採購流程中關注環保因素，提倡購買低碳環保產品；
- Paying attention to environmental factors in the procurement process and advocating purchase of low-carbon and environment-friendly products;
- 在滿足包裝要求的同時，優化包裝材料的設計與選材；
- Optimizing the design and selection of packaging materials while meeting packaging requirements;
- 改善物流倉儲系統，在提升運輸時效的同時，減緩因極端天氣事件導致的物流受阻，保障藥品的及時配送；
- Improving logistics and warehousing systems to enhance transportation efficiency as well as mitigate logistics disruptions caused by extreme weather events, so as to ensure timely delivery of drugs;
- 加強辦公過程中的綠色環保宣傳，提升員工的節能降耗意識；
- Strengthening publicity of green environmental protection in office and enhancing employees' awareness of energy saving and consumption reduction;
- 鞏固能耗及碳排放數據統計與分析，為後續制定量化節能減排目標奠定數據基礎。
- Consolidating data collection and analysis concerning energy consumption and carbon emission to lay a data foundation for the subsequent development of quantitative energy saving and emission reduction goals.

展望未來，本集團將遵照聯交所的新ESG匯報規定，聚焦於氣候變化的風險、影響及應對行動。我們將持續完善氣候相關風險的識別、評估及管理，在面對可能出現的氣候相關風險及機遇時，提高公司的策略、業務及財務規劃的抵禦能力。

Looking to the future, the Group will focus on the risks and impacts of and response actions for climate change in compliance with the new ESG reporting requirements of the Stock Exchange. We will continue to improve the identification, evaluation and management of climate-related risks to improve the risk-resistance capacity of the Company in strategy, business and financial planning in the face of possible climate-related risks and opportunities.

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

四環醫藥致力打造鷹雁團隊，通過人才甄選、培養與激勵，助力員工雄鷹展翅；通過專業協作、人本關懷，形成雁群般的凝聚力，使企業與員工同舟共濟，和諧共贏。

1. 尊重人才 人才招聘

為進一步打造專業的醫藥專業化服務團隊，支援業務的可持續發展，本集團不斷加強與國內知名招聘網站與獵頭公司的深度合作，在藥品研發、臨床醫學、生產質量等各環節，陸續新增幾十個面向全國的崗位，跨區域、多渠道廣納四方英才。本年度，本集團吸引超過650名優秀人才的加入，為企業注入新鮮血液與活力，同時為打造高質量人才隊伍奠定基礎。

截至二零二零年十二月三十一日，本集團共有員工4,354人，其中女性員工佔比54.80%。

績效考核

本集團績效考核緊緊圍繞公司戰略發展要求，遵循績效導向、分層管理、客觀、反饋提升、責任自律五大原則，通過「公司 – 部門 – 崗位」三級績效指標體系，將本集團戰略目標分解為各層級、各崗位員工的績效指標，使企業發展與員工成長緊密相連。本年度，本集團新成立績效管理委員會，作為指導績效管理的最高決策機構，負責本集團績效管理全面工作，並基於《績效管理制度》建立公平、公正、公開和客觀績效考核平台。

Sihuan Pharmaceutical is committed to building an outstanding and united team and helping employees to realize their ambitions through talent selection, training and motivation; forming team cohesion like a flock of geese through professional collaboration and humanistic care, so as to drive the enterprise and employees to work together for harmony and win-win.

1. Respecting talents Talent recruitment

To further build a professional pharmaceutical service team and support the sustainable development of our business, the Group has been kept strengthening in-depth cooperation with famous domestic recruitment websites and head-hunting companies, and successively provided additional dozens of positions in various aspects such as drug R&D, clinical medicine and production quality to recruit talents across regions and channels nationwide. During the Year, over 650 excellent talents joined the Group, which injected fresh blood and vitality the enterprise, as well as laid a foundation for building a high-quality talent team.

As of 31 December 2020, the Group had a total of 4,354 employees, of which female employees accounted for 54.80%.

Performance appraisal

The Group conducts performance appraisal in strict accordance with the strategic development requirements of the Company and based on the five principles of performance orientation, hierarchical management, objectivity, feedback for improvement and sense of responsibility and self-discipline. Through a three-level (company level, department level and positional level) performance indicator system, the strategic objectives of the Group are decomposed into performance indicators for employees at all levels and positions, so that the corporate development and the growth of employees are closely linked. During the Year, the Group newly established a performance management committee as the supreme decision-making body for guiding performance management, which is responsible for the overall performance management of the Group and the establishment of a fair, just, open and objective performance appraisal platform based on the "Performance Management System".

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

為加強對管理層績效考核的過程控制，本集團將管理層績效變更為年度與季度雙績效考核模式，便於績效方向的及時調整；員工績效由季度績效變更為月度績效，增強員工績效與部門績效的聯動性與關聯性。在績效緯度方面，本集團運用平衡計分卡的四個維度：財務指標、客戶指標、運營指標、學習與創新指標，使員工在取得短期成果過程中促進長遠目標實現；指標維度選擇上更傾向於結果導向性指標和價值創新指標，以鼓勵管理者和員工通過創新，優化工作流程，提高工作效率，為集團帶來價值。

薪酬與晉升管理

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國社會保險法》及《中華人民共和國勞動和社會保障部最低工資規定》等法律法規，依據《薪酬管理制度》，在總量控制、戰略導向、崗位價值導向、績效導向四項原則指導下，建立了公平、合理、鼓勵價值創造的薪酬管理體系。

本集團設立薪酬專業委員會負責對薪酬管理政策及策略做出決策，人力資源部門負責落實薪酬發放、調整、調研等日常工作。本集團為管理類、生產類、研發類、市場銷售類、專業技術類員工具有針對性的薪酬策略定位和薪酬結構類型；根據員工績效表現為員工提供績效獎金；考慮薪酬策略、薪酬調查結果、通貨膨脹等內外部因素，對員工薪酬進行動態調整，確保為員工提供公平合理、具有競爭力的薪資待遇。

本集團致力為員工提供公平競爭的平台，遵照「能者上、平者讓、庸者下」的用人理念，持續完善人才選拔體系，做好人才梯隊建設，打造高素質的人才團隊。符合晉升條件的員工獲得推薦晉職晉級的資格，由本集團人力資源部與相關部門對其任職資格、能力素質、工作表現等方面進行考核評估；除正常晉升渠道，個人能力業績突出的員工可獲得破格晉升的機會。

To strengthen the process control of performance appraisal of the management, the Group changed the performance appraisal mode of management to dual appraisal mode based on annual and quarterly performance appraisal to facilitate timely adjustment of performance direction; the performance appraisal mode of employees was changed from quarterly appraisal to monthly appraisal so as to enhance the linkage and correlation between employees' performance and departments' performance. In terms of performance latitude, the Group used the four dimensions of the balanced scorecard: financial indicators, customer indicators, operational indicators, and learning and innovation indicators, so as to promote the realization of long-term goals during the process of achieving short-term results by employees. The selection of indicator dimensions is more inclined to result-oriented indicators and value innovation indicators, so as to encourage management and employees to optimize workflow and improve work efficiency through innovation, thus bringing value to the Group.

Remuneration and promotion management

Under the guide of four principles of total control, strategy orientation, position value orientation and performance orientation, the Group has established a fair and reasonable remuneration management system that encourages value creation in strict compliance with the laws and regulations such as the "Labor Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", and the "Provisions on Minimum Wages issued by the Ministry of Labor and Social Security of the People's Republic of China" and based on the "Remuneration Management Policies".

The Group has established a professional remuneration committee which is responsible for decision-making on remuneration management policies and strategies, and the human resources department is responsible for implementing daily work such as salary payment, adjustment and research. The Group designed targeted remuneration policies positioning and remuneration structure types for management, production, R&D, marketing and professional and technical employees; provided performance bonus for employees based on their performance; dynamically adjusted employees' salaries after taking into account internal and external factors such as remuneration policies, remuneration survey results and inflation, so as to ensure the provision of fair and reasonable and competitive remuneration package to employees.

The Group strives to provide a fair competition platform for employees, and continuously improves the talent selection system and make efforts to the construction of the talent team under a merit-based philosophy, so as to build a high-quality talent team. Employees who meet the promotion conditions will be recommended for promotion and advancement, and assessed by the Group's human resources department and relevant departments regarding qualifications, abilities and work performance; in addition to normal promotion channels, employees with outstanding personal ability and performance have additional promotion opportunities.

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

培訓與發展

根據本集團戰略發展要求，本集團持續推動人才培養與發展體系建設，圍繞不同層級崗位任職能力標準展開線上與線下的培訓工作，促進四環人才的培育與發展，保障各類人才的持續供給。

二零二零年，四環大學在線學習平台開展不同崗位的學習項目，實現員工體系化、常態化的培養。基於平台良性運營的基礎上，二零二零年平台推進通用類與專業類兩種方向的課程建設，以支持員工的個性化學習。

線上通用課程覆蓋業務職能六大學院與管理素養四大學院，重點聚焦於業務管理課程與職業化發展課程，本年度共計更新課程200+門，300+學時的優質內容，全面提升各業務職能人員的綜合素養，開發智慧潛能。

Training and development

According to the Group's strategic development requirements, the Group continues to promote the building of talent training and development system, and conducts online and offline training based on the competency standards for positions at different levels to promote the cultivation and development of talents in Sihuan and ensure continuous supply of various types of talents.

In 2020, Sihuan University Online Learning Platform offered learning programs for different positions to realize systematic and regular training of employees. Based on sound operation of the platform, in 2020, the construction of general and professional courses was promoted on the platform to support employees' personalized learning.

The online general courses cover six schools of business functions and four schools of management quality, with a focus on business management courses and professional development courses. During the Year, a total of 200+ courses were updated and 300+ class hours of quality contents were provided, so as to improve the comprehensive quality of employees of each business function in an all-round way and develop their wisdom potential.

業務職能六大學院 Six schools of business functions

- 市場運營學院
- School of Marketing Operations
- 銷售管理學院
- School of Sales Management
- 財務管理學院
- School of Financial Management
- 人力資源學院
- School of Human Resources
- 生產管理學院
- School of Production Management
- 研發學院
- School of R&D

管理素養四大學院 Four schools of management quality

- 領導力學院
- School of Leadership
- 個人發展學院
- School of Personal Development
- 職業化學院
- Vocational School
- 綜合管理學院
- School of General Management

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

針對線上專業類課程，本集團人才發展中心依據本集團發展及崗位特徵，進行課程規劃開發。二零二零年平台新增內部專業課程104門，包括醫藥研發法規制度、行業形勢及行業熱點分析、公司關鍵崗位能力提升等系列課程，以擴大員工專業知識儲備，為企業發展提供專業人才支撐。

自2019冠狀病毒病疫情以來，本集團根據疫情下重點崗位技能需求和生產經營特點，組織開展穩崗培訓，引進了政府與知名機構有關疫情之下防護與應對、職業技能與素養提升、員工管理等方面的課程，幫助員工有序復工復產，在特殊複雜的環境下也能實現自我價值。

本年度，本集團重點培訓項目涵蓋新員工培訓、管理培訓、穩崗培訓等，具體案例如下：

For the online professional courses, the Group's talent development center conducted course planning and development based on the Group's development and job characteristics. In 2020, 104 internal professional courses were newly introduced on the platform, including a series of courses on pharmaceutical R&D regulations and rules, analysis of industry situation and industry hotspots and capacity enhancement for key positions in the Company, in order to expand the professional knowledge reserve of employees and provide professional talent support for enterprise development.

Since the outbreak of COVID-19, according to the skill needs of key positions and the characteristics of production and operation under the epidemic, the Group has organized employment stabilization training and introduced courses from the government and well-known institutions on protection and response, vocational skills and quality improvement and employee management under the epidemic to help employees return to work and production in an orderly manner and realize their self-value even in special and complex environment.

During the Year, the Group's key training programs covered training for new recruits, management training and employment stabilization training, with specific cases set out below:

新員工培訓

Training for new recruits

二零二零年，本集團共開展5次新人培訓課程。課程涵蓋發展歷程、企業文化，核心產品及市場地位、藥物警戒知識、合規管理制度等內容。講師們在講授同時，結合自己在四環工作的體會，激勵新員工在工作中踐行四環文化，做合格的「四環人」。在培訓尾聲，員工通過實地參觀，了解研發生產流程與工作環境；通過積極參與學習回顧、知識問答環節、評選先進學習小組，鞏固學習內容，快速熟悉企業環境、適應崗位需要。

In 2020, the Group launched five training programs for new recruits. The courses covered development history, corporate culture, core products and market position, pharmacovigilance knowledge and compliance management system. While giving lectures, the instructors integrated their own work experience in Sihuan to motivate new recruits to practice Sihuan culture in their work in order to become qualified "Sihuan employees". At the end of the training, employees learned about the R&D production process and working environment through field visits; through active participation in learning review, knowledge quiz session and selection of advanced learning team, they consolidated the learning content and quickly got familiarized with the corporate environment and adapted to job requirements.



打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

管理培訓

Management training

突如其來的疫情給企業的經營帶來了極大的挑戰，疫情對企業的潛在衝擊和影響開始牽動更多人的心。在這樣的特殊環境下，本集團引進了數字中歐、混沌大學、北大光華管理學院等第三方機構的管理類課程，以不同學習主題進行培訓項目規劃，促進管理者積極思考如何在疫情之下凝聚團隊，如何激發員工創新意識、培養員工能力，如何為團隊注入變革與創新的基因，幫助企業實現「重新上路」、甚至「再發展上的飛躍」。

The sudden epidemic brought great challenges to the operation of enterprises, and the potential impact and influence of the epidemic on enterprises began to tug at the heartstrings of more people. In such a special environment, the Group introduced management courses from third-party institutions such as CEIBS Digital, Hundun University and Peking University's Guanghua School of Management, and made plans for training programs with different learning themes to promote management to actively think about how to unite their teams under the epidemic, how to arouse employees' sense of innovation and develop their abilities and how to inject the genes of change and innovation into their teams so as to help enterprises "restore development", or even "make a leap amid redevelopment".



穩崗培訓

Employment stabilization training

本集團依托北京市職業技能提升行動管理平臺，於二零二零年八月啟動穩崗培訓，共覆蓋集團關鍵崗位676人，培訓內容包括崗位技能提升、健康防疫、通用職業素質、職業指導、工傷預防、安全生產等，人均培訓超30小時。管理平臺記錄每位員工線上培訓全過程，並生成學習記錄電子報告憑證。此次培訓強化了關鍵崗位人員的疫情防控意識，有效提升員工職業素養與職業技能。

In August 2020, relying on Beijing Vocational Skill Improvement Operational Management Platform, the Group initiated employment stabilization training, covering job skill improvement, health and epidemic prevention, general vocational quality, vocational guidance, prevention of work-related injury and safety production, etc., for a total of 676 employees in key positions of the Group, with the training hour per employee exceeding 30 hours. The management platform recorded the whole process of online training for each employee and generated electronic report vouchers of learning records. The training strengthened the awareness of epidemic prevention and control of employees in key positions and effectively improved employees' professionalism and vocational skills.



打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

二零二零年，本集團及其附屬公司員工培訓總時數達134,371.6小時，按性別、職級劃分的受訓僱員百分比及每位僱員的受訓平均時數如下所示：

In 2020, the total training hours for the employees of the Group and its subsidiaries amounted to 134,371.6 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

- 按性別劃分的僱員平均受訓時數：

- Average training hours of employees by gender:

性別	Gender	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
男	Male	97.53%	14.39
女	Female	98.02%	14.33

- 按職級劃分的僱員平均受訓時數：

- Average training hours of employees by grade:

職級	Grade	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
總監及以上	Director or above	60.43%	51.85
經理主管	Manager or head	96.64%	25.07
普通員工	General staff	99.09%	16.36

2. 關懷員工

員工健康

四環醫藥嚴把員工健康關，將員工身心健康作為加強員工隊伍建設的重要措施之一。本集團遵守《工作場所職業衛生監督管理規定》等法律法規，落實《員工健康管理程序》，定期為員工提供普通體檢與職業健康體檢，建立員工健康檔案，組織員工參加健康知識培訓和考核，為員工撐起一把健康保護傘。此外，我們在辦公區域內還建設了籃球場館、羽毛球館、桌上足球、乒乓球桌、多功能廳等輔助設施，為不同需求員工營造舒適、健康的工作環境。

2. Employee cares

Employee health

Sihuan Pharmaceuticals strictly supervises the health condition of its employees and takes the physical and mental health of its employees as one of the important measures to strengthen the construction of its workforce. The Group abides by the "Provisions on the Supervision and Administration of Occupational Health at Work Sites" and other laws and regulations, and has implemented the "Employees' Health Management Procedure". It provides regular medical checkups and occupational health checkups for its employees on a regular basis, maintains employee health profiles and organizes employees to participate in health knowledge training and examination, shielding employees from health problems. In addition, we have also built various auxiliary facilities in the office area, including basketball courts, badminton courts, table football and table tennis tables and multi-functional hall to create a comfortable and healthy working environment for our employees with different needs.

打造鷹雁團隊，成就員工夢想 BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

案例：應急救護培訓

Case: First-aid training

為增強員工的衛生救護知識，二零二零年七月本集團特邀請紅十字會工作人員為員工開展為期兩天的現代救護觀念和救護技能的培訓，培訓內容豐富多樣，涵蓋紅十字運動基本知識、救護新概念、心肺復蘇、氣道異物梗阻急救，讓員工能在現實中及時、有效的開展救護工作。

To enhance employees' hygienic and rescue knowledge, in July 2020, the Group invited the staff of Red Cross to carry out a two-day training on modern rescue concepts and rescue skills for its employees. The training covered a wide range of contents including basic knowledge of the Red Cross Movement, new rescue concepts, cardiopulmonary resuscitation and first aid for foreign body obstruction in the airway, enabling employees to carry out rescue work in a timely and effective manner in real life.



自2019冠狀病毒病疫情爆發以來，在本集團的總體部署下，本集團總部及各附屬公司成立防控新型冠狀病毒工作組，由董事會主席擔任應急指揮組組長，負責疫情防控工作的總體部署及領導；下設應急執行組，由安全管理組、信息組、預防組及後勤保障組組成，負責制定及落實疫情防控工作方案及應急預案。為切實守護本集團員工的健康，本集團採取一系列嚴格的疫情防控措施，主要包括：

- 建立「員工健康情況日報」機制，及時了解和掌握員工健康情況，按時完成防疫信息統計與上報工作；
- 全體員工入廠須配合體溫測量及登記；體溫異常者嚴禁入廠，如實登記及匯報信息，本集團妥善安排其隔離觀測，並密切關注其身體狀況；
- 每日定時對辦公和生產廠區進行嚴格的消毒處理，並在衛生間等公共區域配備洗手液等消殺物資；
- Established the mechanism of "Daily Report on Employees' Health" to stay informed of the health condition of employees and completed the statistical and reporting work regarding epidemic prevention information on time;
- Temperature measurement and registration are required for all employees entering the factory; employees with abnormal temperatures are prohibited to enter the factory and should truthfully register and report information. The Group should properly arrange quarantine observation for them, and pay close attention to their physical conditions;
- Strict disinfection was carried out on a regular basis at offices and production bases everyday. Besides, Public areas, including restrooms, were equipped with hand sanitizer and other disinfectants;

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

- 定期派發醫用口罩等防護物資，並監督員工的佩戴情況，為企業與員工全方位築牢安全屏障；
- Regularly distributed medical masks and other protective materials and supervised the mask wearing of employees, building a strong safety barrier for the enterprises and employees in all aspects;
- 取消聚集性活動，如大型會議、培訓、活動等；採取分時段就餐，避免員工集中；
- Cancel crowd gathering events such as large conferences, trainings and activities, etc.; adopt policy that having meals at different periods to avoid gathering of employees;
- 同時，本集團特編製《防控新型冠狀病毒特刊》，開展疫情防控培訓，督促員工持續鞏固防疫知識，認真做好個人防護。
- Meanwhile, the Group has prepared the “Special Issue on the Prevention and Control of the New Coronavirus”, carried out training on epidemic prevention and control and urged its employees to continuously reinforce their knowledge of epidemic prevention and take effective personal protection measures.



打造鷹雁團隊，成就員工夢想 BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

疫情安全生產

Safety production under the epidemic



疫情安全防控

Epidemic prevention and control



員工福利與關懷

本集團在法定「五險一金」和帶薪假期的基礎上，為員工提供多元化的福利項目，包括伙食補貼、通訊補貼、特殊崗位津貼、商業保險等項目，鼓勵員工參加定期或不定期舉行的節日活動、體育鍛煉等，讓員工保持更好的工作及生活心態，並以此增加員工的認同感、歸屬感及忠誠度。

Employee welfare and cares

In addition to statutory “five insurances and one housing fund” and paid holidays, the Group provides its employees with diversified welfare programs, including meal allowance, communication allowance, special post allowance, commercial insurance and other programs, and encourages its employees to participate in regular or occasional holiday activities and sports exercises so as to help them maintain better attitude in work and life and enhance their sense of identity, sense of belonging and loyalty accordingly.

打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

案例：端午節活動

Case: Dragon Boat Festival activity

二零二零年，借著疫情形勢明顯好轉的機會，本集團為了緩解緊張的氣氛，在端午節開展自製香囊的活動，通過讓大家品嚐粽子，製作香囊，活躍了氛圍，拉近了員工彼此間的距離。

In 2020, as the epidemic situation turned better significantly, to relieve the tension, the Group organized its employees to make scent bags by themselves on the Dragon Boat Festival. The activity of tasting rice dumplings and making scent bags enlivened the atmosphere and reduced the distance between employees.



案例：中秋節、國慶節雙節活動

Case: Activity for the double festival – Mid-Autumn Festival and National Day

「四海歡騰迎國慶，四環團圓鬧中秋」，在佳節來臨之際，本集團舉辦了雙節DIY月餅製作大賽，參與隊伍自製月餅，並參與「最美DIY獎」評選。此次活動豐富員工業餘生活，營造了濃烈的節日氛圍，讓大家了解到傳統美食的製作工藝，體驗樂趣，也分享到了自己製作的美食，為大家提供了情感交流的機會，提高團隊協作能力。

“As the whole country jubilantly welcomes the National Day, Sihuan Pharmaceutical people gather here to celebrate the Mid-Autumn Festival”. On the occasion of the National Day and Mid-Autumn Festival, the Group held a mooncake DIY competition in which participating teams made mooncakes by themselves and competed for the “Most Beautiful DIY Award” with their products. The activity enriched employees’ leisure life, created a strong festive atmosphere, and let everyone understand the traditional food production process, experience the fun and share their self-made food, which provided an opportunity for employees to communicate emotionally and improved team cooperation ability.



打造鷹雁團隊，成就員工夢想

BUILDING AN OUTSTANDING AND UNITED TEAM AND ACHIEVING EMPLOYEES' DREAMS

3. 多元共融

本集團嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等與勞工準則相關的法律法規，始終堅持尊重和維護員工的各項合法權益，杜絕因宗教、性別、年齡、婚姻狀況、殘疾等因素而產生歧視，致力為員工創建多元化和包容的工作環境。

本集團嚴禁聘用童工或強制勞工，在招聘過程中，招聘人員會核查身份證原件，若發現有員工未滿法定工作年齡，我們將取消其入職資格。本年度，本集團未發現任何童工或強制勞工相關的違法事件。

3. Diversity and inclusion

In strict compliance with the “Labor Law of the People’s Republic of China”, the “Labor Contract Law of the People’s Republic of China” and other laws and regulations related to labor standards, the Group always respects and protects all legitimate rights and interests of employees, precludes all forms of discrimination regarding religion, gender, age, marital status, disability and other factors, and strives to create a diversified and inclusive working environment for its employees.

The Group strictly prohibits child labor or forced labor. During the recruitment process, recruiters will verify the original ID cards, and if any employee is found to be under the legal working age, we will disqualify him/her from employment. During the Year, the Group did not find any illegal events related to child labor or forced labor.

誠信合規治理，傳播清風正氣

CARRYING OUT INTEGRITY AND COMPLIANCE GOVERNANCE AND DISSEMINATING CLEANLINESS AND UPRIGHTNESS

四環醫藥多年來堅持「合規創造價值」、「合規人人有責」、「合規從我做起」的合規文化理念，不斷完善內部監督機制和廉潔建設體系，嚴守合規紅線，以「零容忍」的鮮明態度杜絕腐敗、不正當競爭等行為，持續提升集團誠信經營水平，形成長遠穩健的可持續經營。

1. 加強廉政建設

本集團嚴格遵守《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等反賄賂、反腐敗有關的法律法規，依照《合規管理規定》對本集團各業務流程操作進行合規審查和廉潔監督；與財務、採購、工程等不同部門員工簽訂具有業務針對性的《合規承諾書》，明確員工責任，規範員工廉潔自律行為，禁止員工進行任何形式的賄賂或索賄、濫用職權、泄露商業機密以及其他為獲取不正當利益而損害集團利益的事情。

本集團建立了完善的投訴舉報機制，在官網專頁、辦公場所等顯著位置設置廉政投訴舉報板塊，鼓勵內外利益相關方通過電話、郵箱、信件等多渠道方式對本集團廉政建設進行監督。本集團合規部負責受理舉報與投訴，在評估舉報內容的可行性和明確性後，及時對舉報人進行初次回覆，同時指定調查人；調查人通過收集證據、面談、簽署書面聲明等方式對被舉報的違規、貪污、賄賂等案件進行調查，並出具調查報告；舉報一經查實，根據情節嚴重程度給予相應的紀律處分，涉嫌犯罪的移送司法機關處理。本集團在《投訴舉報制度》中明確舉報人的保護條例，規定對舉報人資料及舉報信箱嚴格保密，並嚴格查處打擊報復舉報人的行為，依法保護舉報人的合法權益。二零二零年，本集團未發生任何貪污訴訟案件。

Adhering to the compliance culture concept that “compliance creates value”, “compliance is everyone’s responsibility” and “compliance starts with me” over the years, Sihuan Pharmaceutical has continuously improved the internal supervision mechanism and integrity construction system, firmly hold the compliance red line, eliminated corruption and unfair competition with a distinctive “zero tolerance” attitude, and constantly improved the Group’s operation with integrity to achieve long-term and stable sustainable operation.

1. Strengthening construction of clean administration

The Group strictly complies with laws and regulations on anti-bribery and anti-corruption such as the “Anti-unfair Competition Law of the PRC” and the “Interim Provisions on Banning Commercial Bribery”, and conducts compliance review and integrity supervision of the Group’s business processes in accordance with the “Compliance Management Regulation”; it has signed business-specific “Compliance Undertaking Letter” with employees of different departments, such as finance, procurement and engineering departments, to clarify employees’ responsibilities and regulate their integrity and self-discipline, and prohibits employees from engaging in any form of bribery or solicitation of bribes, abuse of power, disclosure of business secrets and other matters that harm the interests of the Group for the purpose of obtaining improper benefits.

The Group has established a comprehensive complaint and reporting mechanism and set up integrity complaint and reporting columns in prominent places such as the dedicated page on the official website and office space to encourage internal and external stakeholders to monitor the construction of the Group’s clean administration through multiple channels such as telephone, email and letters. The Group’s compliance department is responsible for accepting the reporting and complaints, and will give an initial reply to the whistleblower in a timely manner after evaluating the feasibility and clarity of the reported content and at the same time designate an investigator; the investigator will investigate the reported cases concerning violation, corruption and bribery by collection of evidence, interview and signing of a written statement, and issue an investigation report; once the case reported is verified, the corresponding disciplinary sanction will be given according to the severity of the circumstance, and anyone suspected of committing a crime will be transferred to judicial authorities for further action. The Group specifies the protection regulations for whistleblowers in the “Complaint and Reporting System”, requiring that the information of whistleblowers and the reporting mailbox shall be kept in strict confidence, and any retaliations against whistleblowers shall be strictly investigated and cracked down to protect the legitimate rights and interests of whistleblowers in accordance with the law. No litigation in regard to corruption was filed against the Group in 2020.

CARRYING OUT INTEGRITY AND COMPLIANCE GOVERNANCE AND DISSEMINATING CLEANLINESS AND UPRIGHTNESS

二零二零年反貪腐及合規工作回顧

- 為杜絕不合規行為，參與了超過183個招投標項目的現場開標監督；
- 共開展3次下屬單位合規專項審計，共發現26項不符合項，並定向整改；20次工程合規檢查，共發現381項不符合項，並定向整改；
- 對合規風險較高的工程項目，本年度在每個項目現場對所有工程人員進行線上合規培訓，並進行廉潔宣誓，簽訂《合規承諾書》；
- 開展7次反腐倡廉和廉潔從業的宣傳教育活動；在本集團內刊《四環視野》上發佈多篇廉政建設文章，宣傳廉潔從業文化。

2. 合規教育

本集團倡導合法合規、廉潔自律的企業文化，通過邀請檢察官進行普法宣傳，開展新員工合規培訓、法務合規培訓等方式，培育員工的合法、合規意識，營造依法經營、崇廉尚廉的工作氛圍。

Review of 2020 anti-corruption and compliance work

- Engaged in on-site supervision on bid opening of over 183 bid projects to eliminate non-compliance;
- Carried out 3 special compliance audits on subordinate units, identified 26 non-compliances and made targeted rectifications; conducted 20 project compliance reviews, identified 381 non-compliances and made targeted rectifications;
- For projects with high compliance risks, online compliance trainings were arranged for all engineering personnel on site during the Year, who should make an oath for integrity and sign the Compliance Undertaking Letter;
- Organized 7 educational activities to promote anti-corruption and integrity; published several articles regarding construction of clean administration in the Group's internal publication Sihuan Vision to promote the integrity culture.

2. Compliance education

Advocating the corporate culture of legal compliance, integrity and self-discipline, the Group cultivated employees' legal and compliance awareness by inviting prosecutors to promote legal knowledge and conducting compliance training for new recruits and legal compliance training to create a working atmosphere of lawful operation and respect and advocacy for integrity.

誠信合規治理，傳播清風正氣

CARRYING OUT INTEGRITY AND COMPLIANCE GOVERNANCE AND DISSEMINATING CLEANLINESS AND UPRIGHTNESS

案例：《民營企業刑事法律風險防控》專題培訓

Case: Special training on “Prevention and Control of Criminal Legal Risks of Private Enterprises”

二零二零年十月，本集團邀請通州區檢察院檢察官對本集團員工從企業刑事風險防控的重要性、企業刑事風險、企業與檢察院合作三方面進行普法宣傳，約220人參與此次培訓。此次培訓強化了員工法律意識，讓他們更加了解刑事法律知識，明白如何規範用權，遠離犯罪；同時也提高了員工在依法開展工作、依法解決爭議方面的認識，確保企業良性合規運轉。

In October 2020, the Group invited the prosecutors of People’s Procuratorate in Tongzhou District to promote legal knowledge to its employees in three aspects: the importance of prevention and control of enterprise criminal risk, enterprise criminal risk and cooperation between enterprises and procuratorates. The training attended by approximately 220 people strengthened employees’ legal awareness and helped them gain more knowledge of criminal law and understand how to regulate the use of power and stay away from crime; it also improved employees’ awareness in carrying out their work and resolving disputes according to the law and ensured the benign and compliance operation of the enterprise.



案例：新入職員工合規培訓

Case: Compliance training for new recruits

二零二零年，本集團共開展五次新入職員工合規培訓，重點向新員工宣導本集團的合規理念、合規要求、反腐倡廉政策與投訴舉報方式等，增強新員工合規從業、防範風險的意識，同時也告誡員工，要加強自我管束，珍惜自己的職業生涯，為構建合規文化氛圍打下良好的基礎。

In 2020, the Group conducted five compliance training sessions for new recruits, which focused on promoting the Group’s compliance concept, compliance requirements, anti-corruption and integrity policies, and complaint and reporting methods, etc., to enhance their awareness of compliance and risk prevention, and also warned them to strengthen self-discipline and cherish their careers, laying a good foundation for building compliance culture.



投身社會公益，共築幸福生活 DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

本集團心繫大眾福祉，本著「源於社會，回報社會」的理念，發揮自身醫藥企業的優勢，不斷用實際行動彰顯責任擔當，為社區健康及社會活力提供有力支持。

抗疫專題：環聚大愛，以精誠致精誠

本集團時刻關注疫情發展，積極承擔社會責任。當2019冠狀病毒病疫情肆虐，多地陷入物資短缺，嚴重影響到大眾的生活和醫療的保障供給。在此期間，本集團高度重視、快速響應，通過通州區紅十字會向武漢市相關醫療機構捐贈人民幣100萬元，用於感染病人的搶救及治療，同時吉林匯康於二零二零年五月向吉林經開區捐贈了人民幣50萬元現金和價值人民幣10萬元防疫物資，用實際行動表達對防疫一線的支持，助力區域戰「疫」。



本集團亦肩負起作為醫藥企業的責任，積極梳理尋找對2019冠狀病毒病可能有效的產品，與印度熙德隆在製藥領域達成合作框架；此外我們於二零二零年三月啟動與中國人民解放軍軍事科學院軍事醫學研究院微生物流行病研究所共同研製開發的法匹拉韋片用於2019冠狀病毒病的臨床研究項目。臨床顯示法匹拉韋能夠有效縮短流感病程時間，降低病毒載量，因此我們經過多方努力和籌備，做好法匹拉韋原料及製劑生產的充分準備，一經獲批上市，將為疫情期間的2019冠狀病毒病患者提供免費藥品保障。

The Group cares for public well-being. In line with the concept of “gain from the society and return to the society”, it leverages its own advantages as a pharmaceutical enterprise and has been constantly fulfilling its responsibility with practical actions, providing strong support for community health and social vitality.

Anti-epidemic: Gathering great love, repaying sincerity with sincerity

The Group has paid constant attention to the development of the epidemic and actively undertook our social responsibilities. During the outbreak of COVID-19, many places were faced with supply shortage, which seriously affected the livelihood of the public and the provision of medical coverage. During the period, the Group attached great importance to the epidemic and made quick response to it. The Group donated RMB1 million to relevant medical institutions in Wuhan via the Red Cross Society of Tongzhou District for salvage and treatment of infected patients; meanwhile, in May 2020, Jilin Huikang donated RMB500,000 in cash and epidemic prevention supplies of RMB100,000 to Jilin Economic and Technology Development Zone, which showed our support for the frontline epidemic prevention and regional fight against the epidemic with our actual actions.



Undertaking our responsibilities as a pharmaceutical enterprise, the Group also actively sorted out and looked for potential effective products for COVID-19, and have reached the cooperation framework with Hetero in the pharmaceutical field; in addition, in March 2020, we launched the project of favipiravir tablets co-developed with Institute of Microbiology and Epidemiology, Academy of Military Medical Sciences, for the clinical research of COVID-19. Clinical studies showed that favipiravir can effectively shorten the duration of influenza and lower viral loads. Therefore, with the efforts and preparations of each party, we were fully prepared for production of raw materials and formulations of favipiravir, and would provide free drug coverage for patients with COVID-19 during the epidemic once it had been approved for marketing.



投身社會公益，共築幸福生活

DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

《醫者2020》抗疫人物影像誌

當抗疫戰鬥進入到最困難階段，前方醫護人員與患者最需要安慰和支持的時候，四環醫藥第一時間獨家支持北京廣播電視台策劃製作《醫者2020》抗擊2019冠狀病毒肺炎人物影像誌，向前線抗疫人員致敬，歌頌抗疫崇高精神。

四環醫藥項目組跨越百天，深入雙城，尋找到18位具有典型模板效應的逆行者，選用個人口述和影像記錄結合的方式，深度還原，力求完成一次對視、一場回望、一份留存，在一片救治與求生的壓力下，力求呈現雙城抗疫真相，以《向背》、《問答》、《生死》、《安危》、《呼吸》為題，為此刻中國力獻五集共240分鐘的影像，還原疫情中的歷史時刻，回望值得銘記的百天過往。為這一特殊歷史時期的中國故事、中國精神、中國貢獻做下鮮活註腳。這些異常珍貴的影像、直擊心靈的講述，獲得了行業內外的熱烈反響，網絡話題詞閱讀量超1.7億，並獲得多家媒體平台重磅推薦。同時，《醫者2020》被國家廣播電視總局授予優秀國產紀錄片榮譽，此系列作品被央視CGTN採用將作為中國抗疫代表外宣品於全球84個國家和地區進行播出，並永久入藏國家圖書館。

疫情尚未結束，四環醫藥集團將繼續履行企業「創新服務於人類健康」的使命，不斷探索、前行。

Video album for anti-epidemic characters: "The Doctors 2020"

When the frontline medical staff and patients were in great need of comfort and support at the most difficult stage of anti-epidemic, Sihuan Pharmaceutical exclusively supported Beijing Media Network to plan and produce "The Doctors 2020", a video album for anti-epidemic characters in the first time, to pay tribute to the frontline anti-epidemic workers and eulogize the noble anti-epidemic spirit.

Having found 18 exemplary heroes in harm's way after spending about 100 days in Wuhan and Beijing, the project team of Sihuan Pharmaceutical tried to extensively restore every detail in a way integrating dictation by individuals and video records, in a hope to present the truth of anti-epidemic in Wuhan and Beijing under the pressure of rescue and survival. Themed on "Support or Opposition", "Question and Answer", "Life and Death", "Safety and Danger" and "Breath", the five videos lasting for a total of 240 minutes contributed by the project team to the present China looked back the memorable 100 days by restoring the historic moments during the outbreak of the epidemic, and recorded the legends, spirits and contributions of China in this special historical period. These invaluable videos and touching dictations evoked an enthusiastic response inside and outside the industry, evidenced by more than 170 million views of relevant topics online and strong recommendation of many media platforms. Meanwhile, "The Doctors 2020" was awarded the excellent domestic documentary by the National Radio and Television Administration, broadcast by CGTN as a representative external publicity material for China's anti-epidemic in 84 countries and regions all over the world and collected by the National Library of China forever.

As the epidemic is not over, Sihuan Pharmaceutical will continue to fulfill our mission of "innovatively serving human health" and keep exploring and forging ahead.



投身社會公益，共築幸福生活 DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

1. 關心大眾健康

我們每年定期舉辦各類公益性醫學教育活動，幫助大眾更好地理解健康知識、樹立健康理念，也為醫學界專業人士提供學習與交流的機會。本年度，本集團建立四環醫藥醫學教育平台－「環聚醫雲堂」，借助國家繼續醫學教育項目，力邀專業領域學術領袖，在肝臟疾病、消化疾病領域開展直播和平台錄播課程醫學教育，學習人數近萬人。

憑藉在健康公益領域長期的耕耘與投入，四環醫藥在第六屆醫學家峰會暨《醫師報》創刊15年發展論壇上榮獲2020年度「中國健康公益星」十大公益企業稱號。我們將不負大眾肯定，繼續守護公眾健康，傳遞健康公益力量，用極具人文情懷的方式做醫學溫度的傳遞者。

1. Care for public health

We regularly hold various charitable medical education activities every year to help the public better understand health knowledge and establish a health concept and provide medical professionals an opportunity for study and exchange. During the Year, the Group established “Huanju Medical Cloud Platform”, the medical education platform of Sihuan Pharmaceutical, to take advantage of the national continuing medical education programs to invite academic leaders in professional fields to provide medical education related to liver and digestive diseases in the form of live and recorded platform lessons, having attracted nearly 10,000 learners.

Sihuan Pharmaceutical was awarded the title of Top 10 Charity Enterprises of “2020 China Health Charity Stars” at the 6th Summit for Medical Scientists and the Forum for 15-year Development of MD Weekly by virtue of our long-term efforts and investments in health public welfare. We will live up to the recognition of the public, continue to safeguard public health, transmit the power of health public welfare, and pass on the warmth of medical science in a humanistic way.



世界卒中日「阻風行動」大眾媒體醫學教育

“Action against Stroke” – Medical education based on mass media on the World Stroke Day

二零二零年十月二十九日是世界第十五個卒中日，為了更好地呼籲公眾認識卒中、預防卒中、確立正確的卒中治療理念，本集團聯合北京衛視「醫者」欄目，開展世界卒中日「阻風行動」公益教育活動，通過行業學術領袖呼籲，明星代言，醫生呼籲，以紀錄片、短視頻等方式，在騰訊、微博等新媒體渠道集中傳播，該活動累積覆蓋人數超過1.2億人次。

The 15th World Stroke Day falls on 29 October 2020. To better call on the public to know stroke, prevent stroke and establish a correct concept on stroke treatment, the Group carried out the charitable education activity “Action against Stroke” on the World Stroke Day with the “The Doctors” of Beijing TV, which popularized stroke-related knowledge in a centralized way through appeal of industrial and academic leaders, celebrity endorsement and appeal of doctors via Tencent, Microblog and other new media channels in the form of documentary, short video, etc., which cumulatively covered more than 120 million people.



投身社會公益，共築幸福生活

DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

2. 社區參與

我們鼓勵員工在有序安排管理下參與社區公益活動，共同攜手，為所在社區的美好發展貢獻力量。

2. Community involvement

We encourage our staff to participate in community public welfare activities under orderly arrangement and management, to make joint contributions to the sound development of our community.

「走進春天，擁抱健康」健步活動

Fitness walking themed on “Walking into Spring to Embrace Health”

在全國2019冠狀病毒肺炎疫情防控形勢持續向好、生產生活秩序加快恢復的陽春四月，梅河口市在確保做好疫情防控的前提下，相約明媚春光，舉辦「走進春天，擁抱健康」健步活動。弘和製藥、吉林津升、吉林惠升作為四環醫藥代表隊參與此次活動，以充滿激情的美好精神風貌，手舉旗幟傳遞著綠色健康的生活方式，以「我運動，我快樂」的生活理念，展示企業奮發向上的豪情和魅力城市的精神內涵。

In April, during which there was a sustained improvement in the prevention and control of COVID-19 epidemic and an accelerated recovery of production and living order in China, Meihekou City held a fitness walking activity themed on “Walking into Spring to Embrace Health” in the enchanting spring after ensuring epidemic prevention and control. Ambest Pharmaceutical, Jilin Jinsheng and Jilin Huisheng participated in this activity as the representative team of Sihuan Pharmaceutical and held up banners with a good spirit full of passion to pass on a green and healthy lifestyle. Advocating the life concept that “I exercise, and I am happy”, this activity showed our ambition for striving to make progress and the spiritual connotation of a charming city.



全民運動會

Nationwide sports meeting

為充分展示梅河口市「十三五」期間輝煌發展成果，不斷凝聚「十四五」發展強大動力，二零二零年十月十六日，梅河口市首屆全民運動會在新落成的梅河口體育場盛大開幕。本集團共計15人參與此次活動，在賽場上凝心聚力、追趕超越，燃燒運動的熱血，展現「同圓幸福夢，領跑新征程」的昂揚鬥志和無限熱情。

In order to fully demonstrate the brilliant development achievements of Meihekou City during the “13th Five-Year Plan” period and continue to condense the great impetus of the “14th Five-Year Plan”, on 16 October 2020, a grand opening ceremony for the first national games is held in the newly completed Meihekou Stadium of Meihekou City. A total of 15 employees of the Group participated in such event. They united to compete in the game with transcendent spirit and sportsmanship, having presented the high spirit of and boundless enthusiasm for “fulfilling the dream of happiness and leading a new journey”.



附錄I 二零二零年ESG關鍵績效數據表 APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

環境範疇		Environmental area		
關鍵績效指標 Key performance indicators (KPIs)		單位 Unit	二零二零年 2020	二零一九年 2019
A1.1 排放物 A1.1 Emissions	廢氣排放總量	萬標立方米	47,353.46	60,920.68
	Total exhaust gas emissions	10,000 standard cubic meters		
	二氧化硫排放量	噸	39.51	47.39
	Sulphur dioxide emissions	Tons		
	氮氧化物排放量	噸	49.52	54.13
	Nitrogen oxides emissions	Tons		
	顆粒物排放量	噸	7.93	9.08
	Particulate matter emissions	Tons		
	廢水排放總量	噸	379,102.40	344,490.39
	Total wastewater discharged	Tons		
總化學需氧量	噸	37.80	40.22	
Total chemical oxygen demand	Tons			
氨氮排放量	噸	2.15	3.65	
Ammonia-nitrogen discharge	Tons			
A1.2 溫室氣體排放 A1.2 Greenhouse gas emissions	溫室氣體排放量(範圍一)	噸二氧化碳當量	47,203.48	39,605.97
	Greenhouse gas emissions (Scope 1)	Tons of carbon dioxide equivalent		
	溫室氣體排放量(範圍二)	噸二氧化碳當量	69,040.56	53,065.02
	Greenhouse gas emissions (Scope 2)	Tons of carbon dioxide equivalent		
	溫室氣體總排放量	噸二氧化碳當量	116,244.04	92,670.99
	Total greenhouse gas emissions	Tons of carbon dioxide equivalent		
溫室氣體排放強度	噸二氧化碳當量／ 收益人民幣千元	0.05	0.03	
Greenhouse gas emission intensity	Tons of carbon dioxide equivalent/thousand RMB revenue			
A1.3 有害廢棄物 A1.3 Hazardous waste	固體有害廢棄物	噸	247.70	141.63
	Solid hazardous waste	Tons		
	液體有害廢棄物	噸	464.70	706.90
	Liquid hazardous waste	Tons		
	有害廢棄物總量	噸	712.40	848.53
	Total hazardous waste	Tons		
有害廢棄物密度	千克／ 收益人民幣千元	0.29	0.29	
Intensity of hazardous waste	Kg/thousand RMB revenue			
A1.4 無害廢棄物 A1.4 Non-hazardous waste	生活垃圾	噸	924.83	809.64
	Daily garbage	Tons		
	一般工業固體廢棄物	噸	3,869.72	6,586.51
General industrial solid waste	Tons			

附錄I 二零二零年ESG關鍵績效數據表

APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

關鍵績效指標		單位	二零二零年	二零一九年
Key performance indicators (KPIs)		Unit	2020	2019
	無害廢棄物總量	噸	4,794.55	7,396.15
	Total non-hazardous waste	Tons		
	無害廢棄物密度	千克／ 收益人民幣千元	1.95	2.56
	Intensity of non-hazardous waste	Kg/thousand RMB revenue		
A2.1 資源能源使用	總能耗量	千瓦時	275,678,125.42	197,789,440.33
A2.1 Resource and energy consumption	Total energy consumption	kWh		
	直接能耗量	千瓦時	156,238,975.14	124,731,346.06
	Direct energy consumption	kWh		
	間接能耗量	千瓦時	119,439,150.28	73,058,094.27
	Indirect energy consumption	kWh		
	能耗強度	千瓦時／ 收益人民幣千元	111.87	68.51
	Energy consumption intensity	kWh/thousand RMB revenue		
	總用電量	千瓦時	64,371,176.67	49,914,563.60
	Total electricity consumption	kWh		
	外購熱力	千瓦時	55,067,973.61	23,329,621.44
	Purchased heat	kWh		
	汽油使用量	升	149,969.28	184,852.23
	Gasoline consumption	Liter		
	柴油使用量	升	21,593.32	26,182.34
	Diesel consumption	Liter		
	液化石油氣使用量	千克	20,065.80	10,264.59
	Liquefied petroleum gas consumption	Kg		
	管道天然氣使用量	立方米	6,353,764.60	4,392,075.80
	Pipeline natural gas consumption	cubic meter		
	煤使用量	噸	15,791.00	13,664.40
	Coal consumption	Tons		
A2.2 用水量	用水量	立方米	812,966.00	709,639.34
A2.2 Water consumption	Water consumption	cubic meter		
	用水強度	立方米／ 收益人民幣千元	0.33	0.25
	Water consumption intensity	cubic meter/thousand RMB revenue		
A2.5 包裝材料	包裝材料	噸	3,592.58	3,198.90
A2.5 Packaging materials	Packaging materials	Tons		
	包裝材料強度	千克／ 收益人民幣千元	1.46	1.11
	Packaging material consumption intensity	Kg/thousand RMB revenue		
	辦公用紙量	千克	42,061.47	270,643.98
	Office paper consumption	Kg		

附錄I 二零二零年ESG關鍵績效數據表

APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

環境數據統計範圍

由二零二零年一月一日至二零二零年十二月三十一日所收集的環境數據已包含於本報告內；範圍覆蓋本集團總部、附屬12個生產公司、3個研發公司、3個營銷公司的辦公及生產區域。根據集團業務發展，數據範圍新增1家生產公司 – 吉林惠升、剔除3個在建工程項目。

環境數據與系數說明

- 1) 溫室氣體排放(範圍一)主要來自固定設備、車輛以及員工食堂的一次能源消耗，溫室氣體排放(範圍二)產生於外購電力與熱力消耗，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放系數參考國家生態環境部發佈的《2017年度中國區域電網基準線排放因子》，煤的排放系數參考《IPCC國家溫室氣體清單指南》；外購熱力排放系數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放系數參考香港聯交所《環境關鍵績效指標匯報指引》。
- 2) 二零二零年，本集團消耗的能源類型包括固定設備燃料耗用、公務車輛燃油、員工食堂燃料、外購電力、外購熱力與供暖蒸汽，以上數據來源為相關費用的繳費單以及行政統計台賬；能耗系數參考國際能源署提供的轉換因子以及國家《GBT2589-2008綜合能耗計算通則》。
- 3) 本集團用水主要為市政管網供水，以上數據來源為水費繳費單、財務報銷記錄以及行政台賬記錄。
- 4) 本集團辦公用紙為日常辦公打印消耗紙張，數據來源為採購部或行政部的統計台賬。

Scope of environmental data collection

Environmental data collected from 1 January 2020 to 31 December 2020 was included in the Report, covering the administrative and production areas of the Group's headquarters, 12 affiliated production enterprises, 3 R&D companies, 3 marketing companies. Given the Group's business development, 1 production company – Jilin Huisheng was newly added to the statistical scope while 3 projects under construction were removed.

Notes to environmental data and coefficients

- 1) The greenhouse gas emissions (scope 1) come mainly from primary energy consumption of fixed equipment, vehicles and staff canteen, while the greenhouse gas emissions (scope 2) mainly originate from consumption of purchased electricity and heat and steam. The above data is sourced from relevant fee bills and administrative ledgers. The greenhouse gas emission factors of electricity are subject to the "2017 Baseline Emission Factors for Regional Power Grids in China" issued by the Ministry of Ecology and Environment of People's Republic of China; the greenhouse gas emission factors of coal refer to the "National Greenhouse Gas Inventory by IPCC"; the greenhouse gas emission factors of outsourced heating power are based on the "GHG Protocol Tool for Energy Consumption by WRI (version 2.1)"; other greenhouse gas emission factors refer to the "Reporting Guidance on Environmental KPIs" released by the Hong Kong Stock Exchange.
- 2) In 2020, energy consumed by the Group include fuel consumed by fixed equipment, official vehicles and staff canteen, and purchased electricity, heat and heating steam. The above data comes from relevant fee bills and administrative ledgers; the energy consumption coefficients are subject to conversion factors provided by the International Energy Agency and the "General Principles for Calculation of Total Production Energy Consumption (GBT2589-2008)".
- 3) The Group mainly uses municipal tap water and the above data is collected from water bills, financial reimbursement records and administrative ledgers.
- 4) The consumption of office paper by the Group refers to printing in daily operation and the data is collected from ledgers of the procurement department and administrative department.

附錄I 二零二零年ESG關鍵績效數據表

APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

社會範疇

B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數

Social area

B1.1 Total workforce by gender, employment type, age group and geographical region

		二零二零年 2020 佔比(%) Proportion (%)	二零一九年 2019 佔比(%) Proportion (%)
按性別 By gender	男 Male	45.20%	42.38%
	女 Female	54.80%	57.62%
按年齡 By age group	30歲或以下 30 years old or below	26.85%	35.30%
	31-50歲 31-50 years old	67.80%	60.59%
	50歲或以上 50 years old or above	5.35%	4.11%
按職級 By grade	總監及以上 Director or above	2.14%	2.57%
	經理主管 Manager or head	8.91%	9.90%
	普通員工 General staff	88.95%	87.53%
按僱傭類型 By employment type	全職 Full-time employee	99.22%	98.98%
	兼職 Part-time employee	0.00%	0.03%
	實習 Intern	0.30%	0.47%
	派遣 Dispatched employee	0.48%	0.52%
按地區 By geographical region	中國 China region employee	99.66%	99.68%
	海外地區 Overseas region employee	0.34%	0.32%
按學歷 By educational qualification	博士 Doctor	0.99%	1.20%
	碩士 Master	8.22%	9.83%
	本科 Bachelor	35.53%	36.69%
	大專及以下 Academy or below	55.26%	52.28%
員工總人數 Total workforce	4,354	4,009	

附錄I 二零二零年ESG關鍵績效數據表 APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

B1.2 按性別、年齡組別及地區劃分的僱員流失比率

B1.2 Employee turnover rate by gender, age group and geographical region

		二零二零年 2020
按性別 By gender	男 Male	20.38%
	女 Female	19.91%
按年齡 By age group	30歲或以下 30 years old or below	34.99%
	31-50歲 31-50 years old	14.40%
	50歲或以上 50 years old or above	18.03%
	按地區 By geographical region	
	中國 China region employee	20.07%
	海外地區 Overseas region employee	33.33%

B2 健康與安全

B2 Health and safety

		二零二零年 2020	二零一九年 2019
因工死亡的人數	Work-related fatalities	0	0
因工傷損失的工作日數	Lost days due to work injury	0	0
安全生產事故數	Production safety accidents	0	0
年度普通健康體檢人數	Annual regular medical checkups	2,344	2,548
年度職業健康體檢人數	Annual occupational health checkups	1,298	1,191

附錄I 二零二零年ESG關鍵績效數據表

APPENDIX I TABLE OF 2020 ESG KEY PERFORMANCE DATA

B3 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數

B3 The percentage of employees trained and average training hours by gender and employment category

		二零二零年 2020		二零一九年 2019	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	97.53%	14.39	96.85%	20.44
	女 Female	98.02%	14.33	97.28%	16.95
按職級 By grade	總監及以上 Director or above	60.43%	51.85	85.16%	46.97
	經理主管 Manager or head	96.64%	25.07	82.72%	34.11
	普通員工 General staff	99.09%	16.36	99.55%	32.77

B5.1 按地區劃分的供應商數量

B5.1 Number of suppliers by geographical region

		二零二零年 2020	二零一九年 2019
按地區 By geographical region	海外 Overseas	5	4
	中國東北 Northeast China	35	33
	中國華北 North China	36	35
	中國華東 East China	33	32
	中國華南 South China	6	6
	中國華中 Central China	8	7
	中國西南 Southwest China	9	9

B5.2 其他供應商指標

B5.2 Other supplier indicators

	二零二零年 2020	二零一九年 2019
簽訂《廉潔協議書》供應商數量 Number of suppliers who signed the "Integrity Agreement"	132	126

註：按性別劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓；按職級劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓以及線上培訓。

Note: The scope of statistics of the percentage of employees trained and average training hours by gender is offline training. The scope of statistics of the percentage of employees trained and average training hours by grade covers both online and offline trainings.

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ESG指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter	
A1 一般披露	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政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	牢記安全使命·書寫綠色答卷
A1 General disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to hazardous air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	已披露 Disclosed	牢記安全使命·書寫綠色答卷 附錄一 Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Greenhouse gas emissions in total in tons and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	牢記安全使命·書寫綠色答卷 附錄一 Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced in tons and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	牢記安全使命·書寫綠色答卷 附錄一 Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced in tons and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	牢記安全使命·書寫綠色答卷 附錄一 Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	已披露 Disclosed	牢記安全使命·書寫綠色答卷 Keeping the Mission of Safety in Mind and Achieving Green Results
A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	已披露 Disclosed	牢記安全使命·書寫綠色答卷 Keeping the Mission of Safety in Mind and Achieving Green Results

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A2 一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	已披露	牢記安全使命·書寫綠色答卷
A2 General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	已披露	牢記安全使命·書寫綠色答卷附錄一
	Direct and/or indirect energy (e.g. electricity, gas and oil) consumption in total in thousand kWh and intensity (e.g. per unit of production volume, per facility) by type.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	已披露	牢記安全使命·書寫綠色答卷附錄一
	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A2.3	描述能源使用效益計劃及所得成果。	已披露	牢記安全使命·書寫綠色答卷
	Description of energy use efficiency initiatives and results achieved.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
A2.4	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。	已披露	牢記安全使命·書寫綠色答卷
	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency improvement initiatives and results achieved.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
A2.5	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。	已披露	牢記安全使命·書寫綠色答卷附錄一
	Total packaging material used for finished products in tons and, if applicable, with reference to per unit produced.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results APPENDIX I
A3 一般披露	減低發行人對環境及天然資源造成重大影響的政策。	已披露	牢記安全使命·書寫綠色答卷
A3 General disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
A3.1	描述業務活動對環境及天然資源的重大資源的重大影響及已採取管理有關影響的行動。	已披露	牢記安全使命·書寫綠色答卷
	Description of the significant impacts of activities on the major environment and natural resources and the actions taken to manage them.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results

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ESG指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter	
B1 一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	打造鷹雁團隊，成就員工夢想
B1 General disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Disclosed	Building an Outstanding and United Team and Achieving Employees' Dreams
B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type, age group and geographical region.	已披露 Disclosed	打造鷹雁團隊，成就員工夢想 附錄一 Building an Outstanding and United Team and Achieving Employees' Dreams APPENDIX I
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	已披露 Disclosed	附錄一 APPENDIX I
B2 一般披露	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	牢記安全使命，書寫綠色答卷
B2 General disclosure	Information on the policies and 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.	Disclosed	Keeping the Mission of Safety in Mind and Achieving Green Results
B2.1	因工作關係而死亡的人數及比率。 Number and rate of work-related fatalities.	已披露 Disclosed	附錄一 APPENDIX I
B2.2	因工傷損失工作日數。 Lost days due to work injury.	已披露 Disclosed	附錄一 APPENDIX I
B2.3	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。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	已披露 Disclosed	牢記安全使命，書寫綠色答卷 Keeping the Mission of Safety in Mind and Achieving Green Results

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B3 一般披露	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。	已披露	打造鷹雁團隊，成就員工夢想
B3 General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Disclosed	Building an Outstanding and United Team and Achieving Employees' Dreams
B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	已披露 Disclosed	打造鷹雁團隊，成就員工夢想 附錄一 Building an Outstanding and United Team and Achieving Employees' Dreams APPENDIX I
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	已披露 Disclosed	打造鷹雁團隊，成就員工夢想 附錄一 Building an Outstanding and United Team and Achieving Employees' Dreams APPENDIX I
B4 一般披露	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	打造鷹雁團隊，成就員工夢想
B4 General disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Disclosed	Building an Outstanding and United Team and Achieving Employees' Dreams
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	已披露 Disclosed	打造鷹雁團隊，成就員工夢想 Building an Outstanding and United Team and Achieving Employees' Dreams
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when violations are discovered.	已披露 Disclosed	打造鷹雁團隊，成就員工夢想 Building an Outstanding and United Team and Achieving Employees' Dreams

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B5 一般披露 B5 General disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	已披露 Disclosed	攜手責任共進，促進合作共贏 Making Progress Together with Responsibility to Promote Win-win Cooperation
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical regions.	已披露 Disclosed	攜手責任共進，促進合作共贏 附錄一 Making Progress Together with Responsibility to Promote Win-win Cooperation APPENDIX I
B5.2	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。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	已披露 Disclosed	攜手責任共進，促進合作共贏 附錄一 Making Progress Together with Responsibility to Promote Win-win Cooperation APPENDIX I
B6 一般披露 B6 General disclosure	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政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on policies and 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.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future
B6.1	已售或已運送產品總數中因安全健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and services related complaints received and how they are dealt with.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	已披露 Disclosed	賦能創新研發，守護健康未來 Empowering Innovation and R&D to Guard a Healthy Future

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B7一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	誠信合規治理·傳播清風正氣
B7 General disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to the prevention of bribery, extortion, fraud and money laundering.	Disclosed	Carrying out Integrity and Compliance Governance and Disseminating Cleanliness and Uprightness
B7.1	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。	已披露	誠信合規治理·傳播清風正氣
	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.	Disclosed	Carrying out Integrity and Compliance Governance and Disseminating Cleanliness and Uprightness
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	已披露	誠信合規治理·傳播清風正氣
	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Disclosed	Carrying out Integrity and Compliance Governance and Disseminating Cleanliness and Uprightness
B8一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動考慮社區利益的政策。	已披露	投身社會公益·共築幸福生活
B8 General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Disclosed	Devoting to Social Public Welfare for a Happy Life
B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	已披露	投身社會公益·共築幸福生活
	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Disclosed	Devoting to Social Public Welfare for a Happy Life
B8.2	在專注範疇所動用資源(如金錢或時間)。	已披露	投身社會公益·共築幸福生活
	Resources contributed (e.g. money or time) to the focus areas.	Disclosed	Devoting to Social Public Welfare for a Happy Life



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