

Sinco Pharmaceuticals Holdings Limited
兴科蓉医药控股有限公司

(Incorporated under the laws of the Cayman Islands with limited liability)

(根據開曼群島法例註冊成立的有限公司)

Stock Code 股份代號 : 6833



2020 環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



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Environmental, Social and Governance Report

環境、社會及管治報告

1. Basis of Preparation

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) of The Stock Exchange of Hong Kong Limited (the “HKSE”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the HKSE and complies with the reporting principle of ‘comply or explain’ and compilation in relation to key performance indicators (“KPIs”) in the environmental area under ESG Guide.

The data and information cited in the Report are referenced from the archived questionnaires, records, statistics and research of the Company. The Report covers the period from 1 January 2020 to 31 December 2020 (the “Reporting Period”), which should be read in conjunction with our 2020 annual report which was published on the websites of the Stock Exchange at <http://www.hkexnews.hk> and the Company at <http://www.sinco-pharm.com> on 21 April 2021.

The Report encompasses the information of the Company and its subsidiaries (collectively referred to as the ‘Group’).

2. Contact

Should you have any query or feedback on the Report, please contact us via the following methods:

- Address: E5-1805, Global Center, No. 1700, North Section of Tianfu Avenue, High-tech District, Chengdu City, Sichuan Province
- Tel: +86 28 62912988
- Fax: +86 28 62912922
- Email: sinco-pharm@sinco-pharm.com
- Official website: <http://www.sinco-pharm.com>

3. Overview

With extensive experience in the distribution of pharmaceutical imports, the Group provides comprehensive MPCM services for small and medium-sized overseas pharmaceutical manufacturers. Meanwhile, the Group, leveraging its quality product portfolio that centers on blood products and nationwide marketing and promotion network, is the only MPCM service provider for imported blood products in the PRC. Currently, the Group’s product portfolio includes blood products, antibiotics, and other pharmaceutical imports that enjoy high-speed growth or a sizable market.

1. 編製依據

本報告根據香港聯合交易所有限公司(「港交所」)證券上市規則附錄二十七所載《環境、社會及管治報告指引》(「環境、社會及管治指引」)編製，並且符合「不遵守就解釋」的報告原則以及環境、社會及管治指引中關於環境範疇關鍵績效指標的編撰。

本報告所引用的數據及資料源於本公司各項存檔問卷、記錄、統計和研究。本報告內容所涵蓋的期間為2020年1月1日至2020年12月31日(「報告期間」)，應與我們於2021年4月21日刊發於聯交所網站(<http://www.hkexnews.hk>)及本公司網站(<http://www.sinco-pharm.com>)的2020年年報一併閱讀。

本報告涵蓋本公司及其附屬公司(統稱「本集團」)的信息。

2. 聯繫方式

閣下如對本報告有任何疑問或反饋意見，歡迎通過以下方式與我們聯繫：

- 地址：四川省成都市高新區天府大道北段1700號環球中心E5-1805室
- 電話：+86 28 62912988
- 傳真：+86 28 62912922
- 電郵地址：sinco-pharm@sinco-pharm.com
- 官方網站：<http://www.sinco-pharm.com>

3. 概況

本集團擁有進口醫藥分銷的豐富經驗，為海外中小型藥商提供綜合營銷、推廣及渠道管理服務。同時，本集團憑藉以血液製品為核心的優質產品組合和覆蓋全中國的營銷及推廣網絡，是中國進口血液製品唯一的營銷、推廣及渠道管理服務供應商。本集團現有產品組合包括血液製品、抗生素及其他高速增長或有相當市場規模的進口藥品。

4. Core Values

Constant in pursuing excellence of product quality and pharmaceutical technology services, the Group aspires to become a top partner for overseas pharmaceutical businesses who intends to enter the Chinese pharmaceutical market. Sticking to its core values 'Simplicity, Innovation, National, Collaboration, and Openness', the Group wishes to deliver good corporate governance and fulfill its environmental and social responsibilities, to realize sustainable development and safeguard the investors, staff, suppliers, distributors, governments, communities, financial institutions and other stakeholders.

5. Stakeholder Identification and Communications

The Group will continue to maintain close contact and communications with its stakeholders, and receive valuable opinion from them each year. In order to decide the content and direction of the Report, we referred to the analysis results of material concern raised by the stakeholders last year and the relevant response.

4. 核心價值觀

本集團不斷追求卓越的產品品質和醫藥科技服務，目標是成為海外藥商進入中國醫藥市場的首選合作夥伴。本集團秉承新型高效(Simplicity)、勇於創新(Innovation)、全國覆蓋(National)、合作雙贏(Collaboration)及開放包容(Openness)的核心價值觀，以優良的企業管治、對環境及社會責任的履行實現可持續發展，維護投資者、員工、供應商、經銷商、政府、社區、金融機構及其他權益人。

5. 權益人識別與溝通

本集團將繼續與其權益人保持緊密聯繫和溝通，每年度都會接收他們寶貴的意見。我們已以上年度的權益人重大關注議題與相關回應的分析結果作為基礎，擬定本報告內容和方向。

Significant Subjects for Stakeholders and Response

權益人重大關注議題與回應

Type of Stakeholders 權益人類型	Focus 關注重點	Means of Communication 溝通方式	Response and Feedback 反應與反饋
Shareholders/Investors 股東/投資者	Continuous, stable investment returns Timely information disclosure Corporate operation in compliance with laws and regulations 持續穩定的投資回報 及時的信息披露 符合法律及法規的企業運營	Annual reports, interim reports and announcements General meetings Roadshows/telephone conferences/meet-and-greets Media communication mechanism Press conferences Opinion monitoring Consultation via telephone/email/website Investor visits Respond to investor's email/telephone inquiries 年度報告、中期報告及公告 股東大會 路演/電話會議/見面會 媒體溝通機制 新聞發佈會 輿情監測 電話/電郵/網站諮詢 投資者來訪 回覆投資者郵件/電話詢問	Publishing AGM notices and resolutions according to regulations Timely disclosing corporate information Publishing disclosure announcements and regular reports according to regulations 按規定發佈股東週年大會通告和決議案 按時披露公司信息 按規定刊發披露公告和定期報告

Type of Stakeholders 權益人類型	Focus 關注重點	Means of Communication 溝通方式	Response and Feedback 反應與反饋
Staff 員工	Training and career development Remuneration and benefits Health and safety 培訓與職業發展 薪酬與福利 健康與安全	Direct communication Performance appraisal Medical checkups Training programmes Staff opinion surveys Safety management 直接溝通 績效考核 體檢 培訓課程 員工意見徵詢 安全管理	Providing a healthy and safe work environment Establishing a fair mechanism for promotion Organizing staff activities 提供健康、安全的工作環境 建立公平的晉升機制 組織員工活動
Suppliers 供應商	Standard supplier management and purchase process Timely performance of contracts Corporate reputation 規範的供應商管理及採購流程 按時履行合約 企業信譽	Execution of orders/contracts Direct communication Supplier management system Supplier archives 訂單／合約執行 直接溝通 供應商管理制度 供應商檔案	Performing contracts as agreed Maintaining long-term collaboration suppliers Timely payment Ensuring pharmaceutical quality and safety Keeping complete supplier archives 按約定履行合約 與供應商保持長期合作 按時付款 確保藥品質量安全 保持供應商檔案齊全
Distributors 經銷商	A robust process of customer service A complete mechanism of information communication A stable and safe supply of pharmaceutical products Timely response to requests 健全的客戶服務流程 完善的信息交流機制 穩定、安全的藥品供應 訴求的及時回應	Daily communication Aftersales service Customer satisfaction surveys Customer archives Visits to distributors 日常溝通 售後服務 客戶滿意度調查 客戶檔案 參觀經銷商	Enhancing quality management Performing contracts as agreed Providing distributors with pharmaceutical knowledge training and marketing support Sufficient communication 加強質量管理 按約定履行合約 為經銷商提供藥品知識培訓和營銷推廣支持 充分溝通

Type of Stakeholders 權益人類型	Focus 關注重點	Means of Communication 溝通方式	Response and Feedback 反應與反饋
Governments/ Communities 政府／社區	Corporate operation in compliance with laws and regulations Contributing to community development 合規的企業運營 貢獻社區發展	Government visits Participation in government meetings and regular visits Government projects Community service 政府參觀指導 參與政府會議、定期拜訪 政府項目 社區服務	Strict complying with laws and regulations Enhancing safety management Actively assuming social responsibility 嚴格遵守法律法規 加強安全管理 積極承擔社會責任
Financial Institutions 金融機構	Good corporate credit, and stable capability of loan repayment Stable corporate development 良好的企業信用，穩定的償貸能力 穩定的企業發展	Financial reports and announcements Visits Direct communication 財務報告及公告 參觀指導 直接溝通	Timely repayment of loans Maintaining good cooperative relations 按時償還貸款 保持良好的合作關係

6. Social

To perform social responsibility, the Group always attaches great importance to the details of staff, product management and community benefit at work to provide a fair and equitable treatment to the related stakeholders of the Group and deeply believes that this management direction is a long-term investment for the Group.

a. Employment

The Group has been aware of a number of laws and regulations on the protection of the labor force established by the People's Republic of China and have strictly complied with their requirements to carry out all of the relevant laws and regulations when employing staff members. The relevant laws and regulations include: PRC Labor Law, Employment Promotion Law, Labor Contract Law, Tentative Provisions on Salary Payment, Regulations on the Management of Housing Provident Fund, Labor Dispute Mediation and Arbitration Law, Regulation on Work-related Injury Insurances, and local labor laws and regulations. The Group also ensures the entitlement to all statutory social insurance and statutory holidays of its staff members. Furthermore, to provide staff members with better welfare, the Group has formulated Remuneration Management System, Staff Fund Management System, and Staff Reward and Punishment Provisions, and also provides staff members with allowances for transport and lunch, staff activities and group tours, with an aim at achieving fair treatment for all staff members of the Group. In addition to the said welfare, the Group also attaches great importance to raise intrinsic value of the staff. Therefore, the Group provides staff members at all levels with targeted development and incentive schemes, and clear and fair promotion opportunities through performance appraisal according to the Group's Performance Management System.

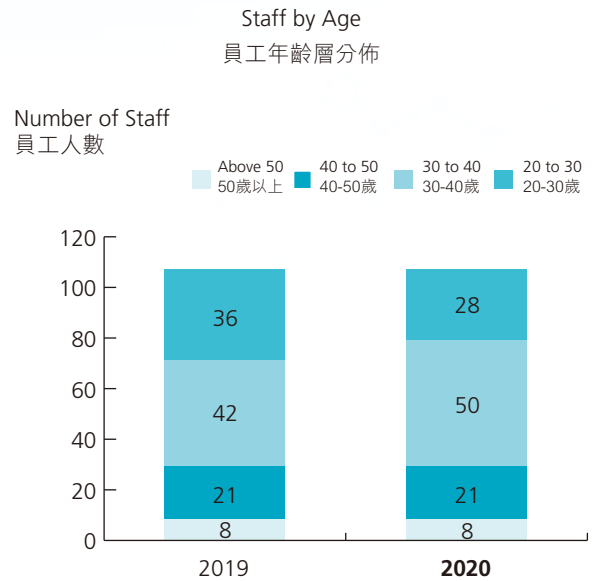
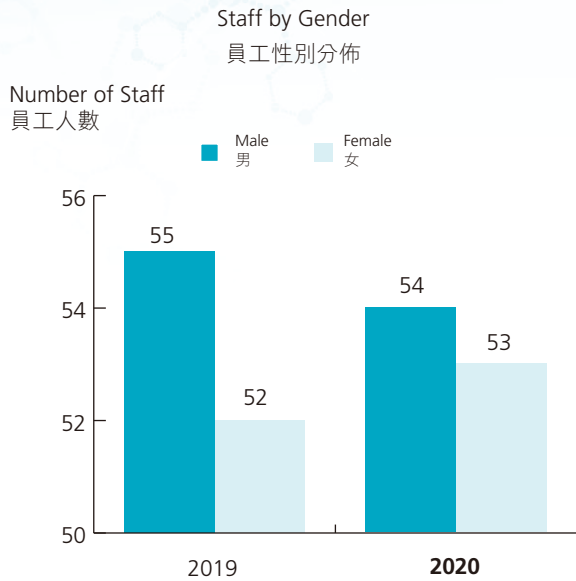
6. 社會

為履行社會責任，本集團一向非常重視工作上對員工、產品管理以及社區福利的細節，務求對本集團有關的權益人作出公平和公正的對待，並且深信此管理方針是本集團長遠的投資。

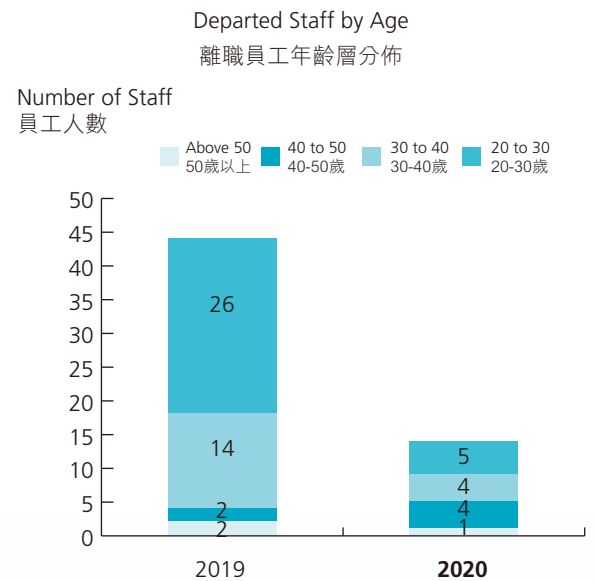
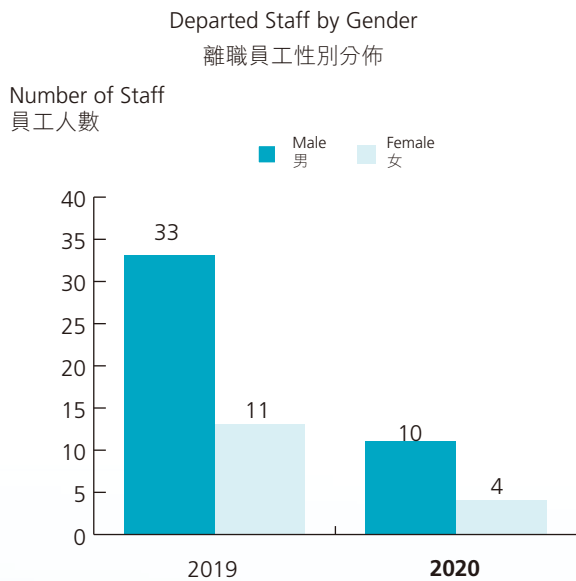
a. 僱傭

本集團清楚瞭解中華人民共和國設立的多項保護勞動人口法律法規，並嚴格按照其規定，執行所有有關法律法規僱傭員工。相關的法律法規包括：中華人民共和國《勞動法》、《就業促進法》、《勞動合同法》、《工資支付暫行規定》、《住房公積金管理條例》、《勞動爭議調解仲裁法》、《工傷保險條例》及各地區的勞動法律法規。本集團亦確保向員工提供所有的法定社會保險及法定假期。本集團為了向員工提供更好的福利待遇，還制定了《薪酬管理制度》、《員工基金管理制度》、《員工獎懲條例》等政策，亦提供交通及午餐補貼、員工活動和團體旅遊等，以求達到公平對待本集團所有員工。除了相關福利之外，本集團亦重視提升員工的內在價值，所以在本集團訂立了一個針對性的專項培育及鼓勵計劃予不同級別的員工，而且根據本集團《績效管理制度》進行績效考核，為員工提供清晰、公平的晉升機會。

Employment Indicators 僱傭指標



During the Reporting Period, the Group recorded a staff outflow of 14, representing a turnover rate* rate of 11.6%.
於報告期內，本集團離職員工為14人，流失率*為11.6%。



* Turnover rate = Number of staff departed during the Reporting Period / (Headcount at the end of the Reporting Period + Number of staff departed during the Reporting Period)

* 流失率 = 報告期內離職員工人數 / (報告期末人數 + 報告期內離職員工人數)

The Group recruits labourers in accordance with the law and fulfils the signing, modification, termination or termination of labour contracts with all employees in accordance with national laws and regulations and relevant internal company requirements. An employee's employment relationship cannot take effect until both parties have agreed and signed a labour contract voluntarily. The human resources management department of the Group ensures that employees are legally hired by checking their valid identifications. The employment contract clearly requires that the personal information provided by the applicant must be authentic and reliable. If fraud is found, the Group can terminate its labour relationship with the Company in accordance with the rules and regulations of the Company. In addition, the Group clearly defines and explains the paid holidays, working hours and attendance system of employees. According to the detailed implementation rules of attendance management and local employment laws, employees work hours and vacation policies. Employees who work overtime during non-office hours may receive appropriate overtime pay or compensation holidays in accordance with labour regulations. During the Reporting Period, the Group strictly implemented measures including, but not limited to, the above measures to eliminate child labour and enforce related legal risks.

Under the premise of strict compliance with relevant national and local laws and regulations, the Group designated the "Employee Management Manual of Sinco" for all employees, covering employment, KPI, employee relations, salary and benefits, etc., to make employees rule-based and enhance employees a sense of responsibility and belonging.

In addition to the existing staff policies, the Group's strict recruitment system that can ensure it enjoys comprehensive human resources allocation. The Group has always been recruiting talents externally and keeping contact with recruitment agencies, universities and colleges to attract potential talents to join the Group. It has set up a "Staff Referral Award" to encourage its staff members to recommend capable talents to join the Group.

Moreover, the Group ensures all the job applicants and staff enjoy equal opportunities for employment, with zero tolerance of any discrimination over gender, age, ethnicity, nationality and disability. As at 31 December 2020, the Group had a staff of 107 in total (approximately 50% being male staff and approximately 50% being female staff). During the Reporting Period, no employment discrimination has occurred within the Group.

本集團依法招聘勞工，按照國家法律法規和公司內部相關制度要求與所有員工履行勞動合同的簽訂、變更、解除或終止。員工的僱傭關係在雙方一致同意並自願簽訂勞動合同之後方可生效。本集團人力資源管理部通過核查員工有效身份證件確保員工可合法受聘。勞動合同中明確要求應聘者所提供的個人資料務必真實可靠。如發現造假情況，本集團可依照公司規章制度終止其與本公司的勞動關係。另外，本集團對員工有薪假期、工作時間及考勤制度進行明確界定和說明。根據考勤管理實施細則及地方就業法律、僱員工作時數及假期政策，員工若在非辦公時間加班，可根據勞動法規收到適當的加班費或補償假。於報告期內，本集團嚴格執行包括但不限於以上措施以杜絕僱傭童工和強制執行相關法律風險。

在嚴格遵守國家和當地有關法律法規的前提下，本集團針對所有員工指定《興科蓉員工管理手冊》，覆蓋僱傭、關鍵績效指標、員工關係及薪資福利等內容，使員工有章可循，增強員工責任感及歸屬感。

除了對現有員工的政策外，本集團嚴謹的招募制度能確保本集團擁有完善的人力資源配置。本集團一直採取對外招聘的形式，亦與人力招聘機構及高等院校保持聯繫，務求吸納有潛力的人才加入本集團。為了鼓勵員工推薦有能力的人才加入，本集團設有「內部推薦伯樂獎」。

再者，本集團為所有應徵者和員工提供平等的就業機會，絕不容許任何對於性別、年齡、民族、國籍及殘疾的歧視行為。於2020年12月31日，本集團員工總人數為107人，男女佔比分別約為50%和50%。於報告期內，本集團未發生就業歧視事件。

b. Health and Safety

Staff health and safety are also areas that the Group attached great importance to. The Group, at all times, strictly complies with all requirements of relevant regulations, including the PRC Labor Law, Fire Prevention Law, Occupational Health and Safety Management System, Special Regulation on the Labor Protection of Female Staff, Measures for the Ascertainment of Work-related Injuries, and the Regulation on Work-related Injury Insurances.

The Group strives to offer its staff a safe work environment and minimize all potential risks on health and safety. We conduct ongoing risk assessment and inspection on work environment with certain high-risk to mitigate the risks. During the Reporting Period, the Group implemented a series of health management measures, so that its staff members can work in a safe environment free of occupational hazards:

- Staff medical examination
- Fire Drills
- Regular maintenance of electrical equipment
- Traffic safety study for drivers

During the Reporting Period, the Group incurred no work-related fatalities among its staff; nor did any staff lose any work days due to work-related injuries.

b. 健康與安全

員工健康及安全都是本集團非常重視的範疇。本集團一直嚴格遵守所有有關法規的要求，包括中華人民共和國《勞動法》、《消防法》、《職業健康安全管理體系》、《女職工勞動保護特別規定》、《工傷認定辦法》、《工傷保險條例》等。

本集團盡可能為員工提供一個安全的工作環境，減低各類潛在的健康與安全風險。本集團持續對有特定高風險的工作環境作風險評估及檢查，以減低風險。於報告期內，本集團實施了一系列健康管理措施，為員工提供安全的工作環境以及保障員工避免職業型危害：

- 員工體檢
- 消防演習
- 電力設備定期檢修
- 駕駛員交通安全學習

於報告期內，本集團並無任何員工因工死亡，也無任何員工因工傷而損失工作日數。

c. Development and Training

Improving the quality and techniques of staff members is a momentum for the Group's development. To ensure effective implementation of staff training schemes, the Group has formulated Management Measures for Staff Training, which expressly set out an integrated system and implementation process that encompass induction, internal training and external training:

i. Induction

New recruits are introduced to the general knowledge of the Group, such as corporate culture, product knowledge, basic internal control system and process, the work process of the department concerned, and details of the work position.

ii. Internal Training

Based on the actual demands at work, the Group applies its internal training resources to the communications on professional knowledge and skills, to share experience. Such training takes place in the following forms: self-learning with shared training materials on the Group's online work platform, and discussions at regular departmental meetings, communication sessions for business teams and inter-departmental sharing sessions.

iii. External Training

The Group encourages its staff members to improve their professional techniques and, given their efficient work arrangement, attend training and policy seminars hosted by external institutions.

In order to share and inherit the Group's knowledge and experience with internal staff members, the Group has formulated its Internal Lecturer Management Measures to enhance the efficiency and effectiveness of training. At the beginning of each year, human resources department formulates annual training scheme according to feedback from the previous year, the Group's strategic planning and the actual demand of each department, and prepares training curricular and course content on a quarterly basis.

c. 發展與培訓

提升員工素質和技術水準是本集團發展的動力。為了有效地實施員工的培訓計劃，本集團制定了《員工培訓管理辦法》，當中明確列明入職培訓、內部培訓和外派培訓的綜合體系及實施流程：

i. 入職培訓

向新入職員工介紹本集團的企業文化、產品知識、基本內部控制制度及流程等通用知識及所在部門的工作流程、所任崗位的說明等。

ii. 內部培訓

根據工作中的實際需求，利用本集團內部培訓資源開展有關業務知識和崗位技能的交流與經驗分享。其培訓形式包括通過本集團在綫辦公平台共享培訓資料進行的自主學習，召開部門例會、業務小組溝通會、跨部門分享會進行的討論。

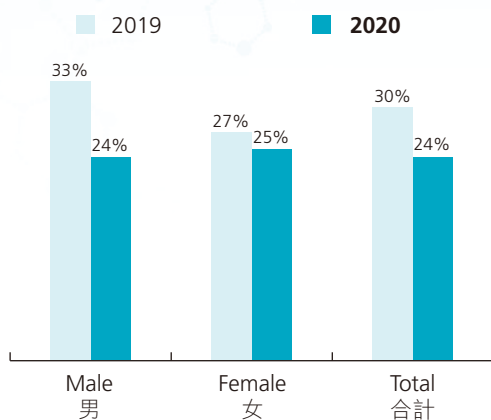
iii. 外派培訓

本集團鼓勵員工提升專業技術水準，在高效合理安排工作的前提下，參加外部機構舉辦的培訓及政策研討會。

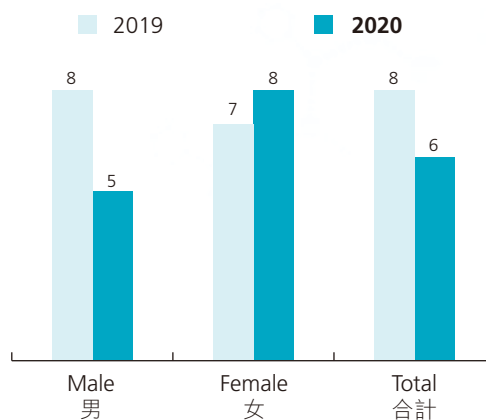
本集團制定了《內部講師管理辦法》，實現知識與經驗在本集團內部的共享及傳承以提高培訓的效率及效果。人力資源部門每年年初會根據上年度的回饋、本集團的戰略規劃及各部門實際需求制定年度培訓計劃，按季度制定培訓大綱及課程內容。

Training-related Indicators 培訓相關指標

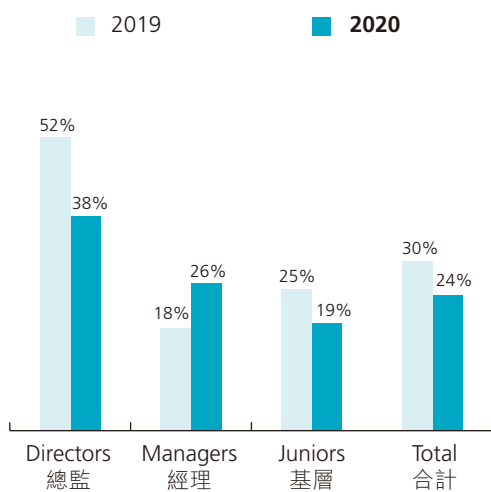
Staff Training Ratio by Gender
按性別劃分的受訓員工比例



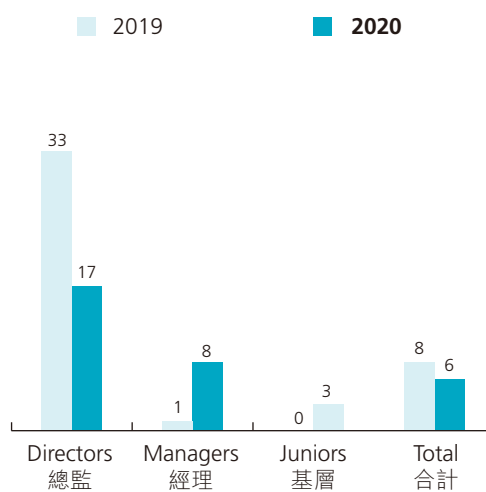
Staff Average Training Hours by Gender
按性別劃分的員工平均受訓時數



Staff Training Ratio by Category
按類別劃分的受訓員工比例



Staff Average Training Hours by Category
按類別劃分的員工平均受訓時數



d. Labor Standards

The Group's policies on staff recruitment and treatment are in strict compliance with relevant national and local regulations, including the PRC Labor Law, Law on the Protection of Minors, and Provisions on the Prohibition of Using Child Labor. The Staff Manual of the Group clearly states that child labor shall not be allowed. Relevant departments also regularly monitor employment-related information and data, to ensure there is no child labor or forced labor.

During the Reporting Period, the Group did not discover any use of child labor or forced labor.

e. Supply Chain Management

The Group is well aware that effective management of procurement is the most critical part to maintaining quality and safety of product and service. To systemize the complicated procurement process of pharmaceutical imports, the Group has formulated procurement business standardized documents for various pharmaceutical products. Such documents are based on the Management Regulation on the Procurement of Imported Products with reference to the regulations of special authorities such as the PRC General Administration of Customs, Entry-Exit Inspection and Quarantine Bureau, and China Food and Drug Administration (CFDA). In addition to the internal management system, the Group has established a good relationship with our suppliers and kept liaison, exchanging news on the market updates and sales data of products for coordinating and adjusting procurement and sales plans accordingly.

Prior to establishing any partnership with suppliers or its sales agents, the following factors are considered by the Group:

1. Product compliance
2. Brand influence
3. Strategic synergy with the Group's development
4. Prospects in the Chinese market
5. Other potential risks

d. 勞工準則

本集團招聘員工和對待員工的政策都嚴格按照國家和地區的有關規定執行，包括中華人民共和國《勞動法》、《未成年人保護法》及《禁止使用童工規定》。本集團的《員工手冊》中已清楚列明嚴禁僱傭童工，有關部門亦會定期檢查僱傭相關資訊及數據，以確保不會僱傭童工或強制勞動。

於報告期內，本集團未發現有僱傭童工或強制勞動的情況。

e. 供應鏈管理

本集團深知採購環節的有效管理是保障各項產品與服務質量及安全的關鍵。為了將繁複的進口藥品採購流程系統化，本集團根據中國海關總署、出入境檢驗檢疫局、國家食品藥品監督管理總局(食品藥品監管總局)等部門的規章制度，針對各種藥品制定了採購業務標準化文件，設立了《進口採購管理制度》。除了內部的管理體系，本集團還與供應商建立良好的關係並保持溝通，互相提供產品的最新市場情況及銷售數據，以便相應協調及調整採購及銷售計劃。

與供應商或其銷售代理建立任何合作關係前，本集團會考慮以下數個因素：

1. 產品合規性
2. 品牌影響力
3. 與本集團發展的戰略匹配度
4. 中國市場前景
5. 其他潛在風險

The Group appraises its existing suppliers according to the Appraisal Measures for Suppliers, by analyzing the current status and existing issues of suppliers, conduct a full investigation of the performance of suppliers in terms of equipment management, quality control, delivery agreements and service levels, etc., to ensure that suppliers cooperating with the Group can maintain quality and establish long-term stable cooperative supply relationship with the Group. Currently, the Group's suppliers are mainly small and medium-sized pharmaceutical manufacturers from overseas countries, including Austria, Sweden and Cyprus.

To protect information privacy of the suppliers, the Group continually enhances its information security, establishing targeted security principals for the business network, office network, servers, cyber computer room management and controlled visits. The staff members are required to sign an agreement to avoid the leak of information.

The Group also considers possible environmental and social risks, such as political incidents, terrorist events, crisis events, wars, public emergency events and other events that are difficult to predict and prevent, the Group established a contingency team during the Reporting Period. For some highly disruptive incidents, it has formulated multi-plan contingency measures in advance to prepare for emergencies.

f. Product Responsibility

As the Group is a member of the pharmaceutical industry and the products are prescription drugs, the product quality is crucial and potential risks must be properly controlled. To ensure product quality and safety, the Group strictly complies with all national laws and regulations on product safety, including the PRC Pharmaceutical Administration Law and its Implementation Regulations, Good Supply Practice for Pharmaceutical Products and its Implementation Rules. Besides, the Group has a systematic system for managing pharmaceutical quality in place with active cooperation with the regulators in their inspections. The Group proactively provides internal training on the knowledge of safety and quality and promotes the policies, systems and concepts of quality management.

本集團會按照《供應商考核辦法》對現有的供應商進行考核，通過分析現有供應商的現狀、存在的問題，對供應商的設備管理、質量控制、交貨協議、服務水平等方面的表現進行充分的調查，以保障本集團合作的供應商都能保持質素，與本集團建立長期穩定合作的供應關係。目前本集團的主要供應商為海外中小型的製藥企業，供應商來自奧地利、瑞典及塞浦路斯等國家。

為了保護供應商的資料私隱，本集團一直不斷強化資訊安全，在業務網絡、辦公網絡、服務器、網絡機房管理、訪問控制等方面建立具有針對性的安全性原則，員工亦需簽訂協議書，以免發生資訊泄露。

本集團亦考慮可能面臨的環境和社會風險，如政治事變、恐怖事件、危機事件、戰爭、公共緊急事件等難以預測和防範的事件。本集團於報告期內建立了應變事件小組，對於一些破壞性大的事件，預先制定多方案的應變措施，以應對突發事件。

f. 產品責任

本集團為醫藥行業的其中一員，產品亦是處方藥品，因此產品質量是非常重要的，而潛在風險必須控制得宜。為確保產品質量及安全，本集團嚴格遵守所有關於產品安全的國家法律法規，包括《中華人民共和國藥品管理法》、《中華人民共和國藥品管理法實施條例》、《藥品經營質量管理規範》、《藥品經營質量管理規範實施細則》。除此之外，本集團亦擁有系統化的藥品質量管理制度，並積極配合監管部門進行各項檢查。本集團亦積極提供內部安全質量知識培訓，並宣傳質量管理政策、制度及理念。

In respect of hardware, the Group has always been storing pharmaceutical products with advanced technology and facilities and operates a product mix composed of quality pharmaceutical imports with an outstanding track record of safety. The Group also has cooperated with creditworthy collaborating parties of long-term partnership on the provision of warehousing and logistics services. Apart from that, the Group has built its cold chain storage facility with advanced temperature-control technology and a precision system of quality control in Shuangliu District, Chengdu, Sichuan Province, which can ensure a more stable quality control for the Group.

The Group has a comprehensive system for process of quality inspection and product recall, establishes and strictly executes the policies on the Management Regulation on Pharmaceutical Product Procurement, the Management Regulation on Pharmaceutical Product Reception, the Management Regulation on Pharmaceutical Product Acceptance, and the Management Regulation on Pharmaceutical Product Return, ensuring that all product quality and safety operation program has taken place in standard processes. In addition to this, we have formulated relevant management document such as Distributor Management Measures, Sales Management System and the Code of Conduct on Customer Servicing to protect the security and privacy of its customer information.

The Group has no corresponding measures for advertising and labeling, because all of its products are prescription drugs which are prohibited from advertising according to national regulations, and because CFDA issues the permit on product packaging and specifications.

During the Reporting Period, the Group did not recall any product due to product quality issues, nor did it receive any complaints about its products and services. All products are examined by the Institute for Drug Control after their customs clearance, with an examination report of pharmaceutical imports issued.

在硬件上，本集團一向採用先進的技術和設備儲存藥品，而且所經營的產品組合均為擁有出色安全記錄的優質進口藥品。本集團亦一直選擇信譽良好、有長期合作關係的協力廠商提供倉儲及物流服務。除此以外，本集團在四川省成都市雙流區興建的冷鏈倉儲設施擁有先進的控溫技術及精密的質量控制系統，以保證本集團提供更穩定的質量控制。

本集團設有完善的質量檢測及產品回收系統，亦設立及嚴格執行《藥品採購管理制度》、《藥品收貨管理制度》、《藥品驗收管理制度》和《藥品退貨管理制度》等政策，確保所有產品質量及安全操作程式以標準流程進行。除此之外，我們亦設立《經銷商管理辦法》、《銷售管理制度》、《客服工作守則》等有關管理文件，保障客戶資料的安全和私隱。

由於本集團的產品為處方藥物，國家規定不得進行廣告宣傳，同時產品的包裝及說明書均由食品藥品監管總局核發，故本集團在廣告、標籤等方面無相應措施。

報告期內，本集團未出現因產品質量問題而召回產品的情況，亦未有收到任何關於產品和服務的投訴，所有產品均在清關後由藥檢所進行藥品檢驗並核發進口藥品檢驗報告書。

g. Anti-corruption

The Group has been advocating honesty, integrity and responsibility as its ethical concepts, opposes any form of corrupt behavior, such as bribery, extortion, fraud and money laundering. The Group has formulated its Anti-corruption and Anti-bribery Management Regulations and its Staff Code of Conduct against Corruption and Bribery, according to national, regulations and the actual industrial condition. The Group also requires its staff and partners to sign an Anti-corruption and Anti-bribery Letter of Undertaking on a mutual agreed basis, included anti-corruption into the staff induction system, and set up a comprehensive reporting procedure for reporting non-compliance behaviors and protecting whistleblower. The Group's internal audit department will also conduct audits to executives in sales who are departing.

During the Reporting Period, no case of corruption, extortion, fraud and money laundering occurred within the Group, with confirmation that it strictly complied with relevant laws and regulations such as the PRC Criminal Law and its Judicial Interpretation, Criminal Procedure law and its Judicial Interpretation, Interpretation on Several Issues Concerning the Applicable Laws to Handling Criminal Cases of Embezzlement and Bribery, and Anti-Money Laundering Law.

h. Community investment

Community charities and public welfare have always been one of the considerations for business development of the Group. The Group attaches great importance to each stakeholder who is affected by its business scope. In order to maintain good relationship, we keep close liaison with them, which includes participating in community activities to ensure the business development of the Group has fully taken into account the interests of the community.

i. Establishing charity funds

In March 2017, the Group has established Sinco Charitable Foundation (興科蓉慈善基金) named after the enterprise in Chengdu Charity Federation and continuing operation in 2019. The fund aims at providing assistance to the impoverished such that they can receive better medical treatment; improving the unhealthy living habit and health conditions of low income patients; enhancing publicity of health knowledge and changing outdated concept of getting medical treatment.

g. 反貪污

本集團的理念以誠實守信、盡職盡責為本，堅決反對任何形式的賄賂、勒索、欺詐及洗黑錢等腐敗行為。本集團設立了《反腐敗反賄賂管理制度》及《員工反腐敗反賄賂行為準則》，當中依照國家法規和行業實際情況而制定。本集團亦要求員工及合作夥伴在雙方同意下簽訂《反腐敗反賄賂承諾書》，將反貪污內容納入員工培訓體系，設立違規行為舉報及保障舉報人的完善程序。本集團的內審部門亦會對即將離任的銷售主管人員進行離任審計。

報告期內，本集團未發生任何貪污、勒索、欺詐及洗黑錢案件，確認嚴格遵守中華人民共和國《刑法》、《刑法司法解釋》、《刑事訴訟法》、《刑事訴訟法司法解釋》、《關於辦理貪污賄賂刑事案件適用法律若干問題的解釋》、《反洗錢法》等相關法律法規。

h. 社區投資

社區慈善和公益為本集團業務發展考慮因素之一。本集團高度關注受業務範圍影響的各權益人。為了保持良好關係，本集團不斷與他們保持緊密聯繫，包括積極參與社區活動，以確保本集團的業務發展充分考慮社區的利益。

i. 設立慈善基金

本集團於2017年3月在成都市慈善總會設立了以企業冠名的興科蓉慈善基金，並在2019年持續經營。該項基金旨在援助廣大貧困患者，使其獲得更好的醫學治療；改善低收入患者的不良生活習慣和健康狀況；加強健康知識宣傳及改善落後的就醫觀念。

ii. *Organizing staff activities*

While respecting and safeguarding the rights and interests of staff members, the Group is also attentive to their physical and mental health, and committed to creating a beneficial work environment and a harmonious work atmosphere for them. To do that, the Group has hosted diverse activities, such as annual gatherings, birthday parties and sports activities, during which staff members can relax and balance work with life. This also makes the Group a more cohesive community.

ii. *組織員工活動*

本集團在尊重和保障員工權益的同時，也關注員工的身心健康，致力於為員工營造良好的工作環境及和諧的工作氛圍，通過組織年會、生日會、體育鍛煉等各類活動，幫助員工在工作間隙放鬆心情，以實現工作與生活的平衡，提高本集團的團體凝聚力。

7. Environmental

a. Emissions

The Group operates all relevant business in strict compliance with the PRC Environmental Protection Law, Law on the Prevention and Control of Water Pollution, Law on the Prevention and Control of Atmospheric Pollution, and Law on the Prevention and Control of Pollution from Environmental Noise, as well as other laws and requirements on environmental protection to ensure that the Group did not cause any negative impact to the environment.

However, as the Group is mainly engaged in the MPCM, it will not cause significant impact to the environment. The Group also consumes no direct combustion fuel other than transportation, therefore it does not produce any hazardous wastes. Instead, the emissions mainly comprise the exhaust of all vehicles of the Group, the greenhouse gases indirectly emitted during its operation, and such non-hazardous wastes as scrap paper, plastics and house refuse.

During the Reporting Period, the Group implemented various control measures to keep emissions of automotive within a controllable range.

The Group encourages employees to choose faster and more environmentally friendly travel methods. For example, metro or bus is available for convenient transportation destinations, and sharing bikes or walking is available for closer destinations. In addition, benefitted from rapid development of the transportation road network in the PRC, staff is more willing to cooperate with the energy conservation policy of the Group, so there was a significant decrease by approximately 22.05% in vehicle waste emissions during the Reporting Period.

7. 環境

a. 排放物

本集團經營各項業務都嚴格遵守中華人民共和國《環境保護法》、《水污染防治法》、《大氣污染防治法》、《環境噪聲污染防治法》以及其他環境保護法律和規章制度要求，確保本集團不會對環境造成任何負面影響。

然而，本集團的業務主要負責營銷、推廣及渠道管理，該類業務一般不會對環境構成嚴重的影響。本集團除了交通運輸外，亦沒有使用任何直接燃燒材料，因而沒有製造任何有害廢棄物，而主要排放物來源包括本集團所有車輛的廢氣排放、營運過程中產生的溫室氣體，以及廢紙、塑膠及生活垃圾等無害廢棄物。

報告期內，在汽車排放方面，本集團實施各項控制措施使得排放在可控範圍內。

本集團鼓勵員工選擇更快捷和環保的出行方式，例如前往交通便利的目的地可選擇地鐵公交，距離較近的目的地可選擇共享單車或步行。而且受益於國家交通網絡的快速發展，員工亦更願意配合本集團的節能方針，所以報告期內車輛廢氣排放大幅下降約22.05%。

During the Reporting Period, the main reason for the significant increase in electricity consumption of the Group was that the Cold Chain Warehouse of the Group which located at Chengdu Shuangliu Free Trade Zone was in a fully operation. Temperature control facilities are required to be opened due to the strict temperature storage conditions of the core product Human Albumin, which results in around 7% increase in electricity consumption.

During the Reporting Period, the significant decrease in CO₂ emissions of the Group which arose from flight travel was mainly due to the epidemic of COVID-19. Taking into account the safety of employees, the Group recommended the marketing and sales staff minimize the number of business trips and the frequencies of flying. As a result, the CO₂ emissions from flying have decreased significantly.

報告期內，本集團用電量大幅增加的主要原因是本集團位於成都雙流自由貿易區的冷鏈倉庫全面開放使用。由於核心產品人血白蛋白的存儲需要嚴格的溫度條件，故需要開啟溫控設施，導致用電量上升約7%。

報告期內，本集團因乘坐飛機產生的二氧化碳排放量明顯下降的主要原因是因為新冠疫情的影響。本集團考慮到員工生命安全，建議市場營銷人員盡量減少因公出行次數及乘坐飛機的頻率。所以本集團因乘坐飛機產生的二氧化碳排放量明顯降低。

Major Emission Indicators

主要排放物指標

		Unit	Year		Increase/ (Decrease)
		單位	2020	2019	增/(減) %
Emissions of Vehicle Exhaust	車輛廢氣排放				
NO _x Emissions	氮氧化物(NO _x)排放量	Kilogram 千克	80.38	102.76	(21.78)
SO ₂ Emissions	二氧化硫(SO ₂)排放量	Kilogram 千克	0.11	0.14	(21.43)
Particles Emissions	顆粒物(PM)排放量	Kilogram 千克	7.16	9.29	(22.93)

		Unit	Year		Increase/ (Decrease)
		單位	2020	2019	增/(減) %
CO ₂ Emissions	二氧化碳(CO ₂)排放量				
From Electricity Consumption	用電產生	Tonne 噸	124.90	116.58	7.14
From Flights	乘坐飛機產生	Tonne 噸	67.01	85.47	(21.60)
From Processing Scrap Paper	處理廢紙產生	Tonne 噸	21.03	5.73	267.02
From Processing Sewage	處理污水產生	Tonne 噸	0.62	0.64	(3.13)
Total	合計	Tonne 噸	213.56	208.42	2.49

b. Resource Consumption

The low-carbon travel activities promoted by the Group during the Reporting Period received keen support from the staff and were successful, which reduced the total electricity consumption of the Group by more than 20%. Apart from the activities previously held, the Group will continually take more measures to support environmental protection in the future.

Energy and Water Consumption Indicators

		Unit	Year		Increase/ (Decrease)
		單位	2020	2019	增/(減)
					%
Energy consumption	能源消耗量				
Total Electricity Consumption	總耗電量	Kilowatt Per Hour 千瓦時	129,423.00	120,572.00	7.34
Total Gasoline Consumption	汽油消耗總量	Kilogram 千克	7,485.70	9,491.96	(21.14)
Total Water Consumption	總耗水量	Cubic Meter 立方米	1,468.27	1,507.30	(2.59)

c. The Environment and Natural Resources

The business of the Group does not cause any material impact on the environment and natural resources.

b. 資源使用

本集團報告期內推行的低碳出行活動大受員工支持而取得成功，令本集團總耗電量下降超過兩成。未來，本集團將會繼續推行以往的活動，亦會採取更多措施支持環保。

能源及水資源消耗指標

c. 環境及天然資源

本集團所經營的業務不會對環境及天然資源造成重大影響。

The guideline to the content 內容索引

Environmental, Social and Governance Reporting Guide Aspects and General Disclosure

環境、社會及管治報告
指引層面及一般披露

		Description	描述	Pages/Notes 頁數／備註
A. Environmental				
A. 環境				
<i>Aspect A1: Emissions</i>				
<i>層面A1：排放物</i>				
General Disclosures 一般披露	A1	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	15
KPI 關鍵績效指標	A1.1	The types of emissions and respective emissions data	排放物種類及相關排放數據	16
	A1.2	Greenhouse gas emissions in total and intensity	溫室氣體總排放量及密度	16
	A1.3	Total hazardous waste produced and intensity	所產生有害廢棄物總量及密度	The Group did not produce hazardous wastes 本集團沒有產生有害廢棄物
	A1.4	Total non-hazardous waste produced and intensity	所產生無害廢棄物總量及密度	16
	A1.5	Description of measures to mitigate emissions and results achieved	描述減低排放量的措施及所得成果	16
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	16

Environmental, Social and Governance Reporting Guide Aspects and General Disclosure 環境、社會及管治報告 指引層面及一般披露				Description 描述	Pages/Notes 頁數／備註
<i>Aspect A2: Use of Resources</i> 層面A2：資源使用					
General Disclosures 一般披露	A2	Policies on the efficient use of resources, including energy, water and other raw materials	有效使用資源(包括能源、水及其他原材料)的政策		17
KPI 關鍵績效指標	A2.1	Direct and/or indirect energy consumption by type in total and intensity	按種類劃分的直接及／或間接能源總耗量及密度		17
	A2.2	Water consumption in total and intensity	總耗水量及密度		17
	A2.3	Description of energy use efficiency initiatives and results achieved	描述能源使用效益計劃及所得成果		17
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	The Group did not have any issue in sourcing water that is fit for purpose 本集團沒有任何求取適用水源的問題	
	A2.5	Total packaging material used for finished products	製成品所用包裝材料的總量	The Group did not use any packaging material 本集團沒有使用任何包裝材料	
<i>Aspect A3: The Environment and Natural Resources</i> 層面A3：環境及天然資源					
General Disclosure 一般披露	A3	Policies on minimizing the issuer's significant impact on the environment and natural resources	減低發行人對環境及天然資源造成重大影響的政策		17
KPI 關鍵績效指標	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動		17

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環境、社會及管治報告 指引層面及一般披露	Description	描述		頁數／備註
B. Social				
B. 社會				
Employment and Labour Practices 僱傭及勞工常規				
<i>Aspect B1: Employment</i> 層面B1：僱傭				
General Disclosure 一般披露	B1	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	5-7
<i>Aspect B2: Health and Safety</i> 層面B2：健康與安全				
General Disclosure 一般披露	B2	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	8
<i>Aspect B3: Development and Training</i> 層面B3：發展及培訓				
General Disclosure 一般披露	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	9-10

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Aspect B4: Labour Standards

層面B4：勞工準則

		Description	描述	Pages/Notes 頁數／備註
General Disclosure 一般披露	B4	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	11

Operating Practices

運營慣例

Aspect B5: Supply Chain Management

層面B5：供應鏈管理

General Disclosure 一般披露	B5	Policies on managing environmental and social risks of the supply chain	管理供應鏈的環境及社會風險政策	11-12
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Aspect B6: Product Responsibility

層面B6：產品責任

General Disclosure 一般披露	B6	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	12-13
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		Description	描述	Pages/Notes 頁數／備註
<i>Aspect B7: Anti-corruption</i> 層面B7：反貪污				
General Disclosure 一般披露	B7	(a) The policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	14
<i>Aspect B8: Community Investment</i> 層面B8：社區投資				
General Disclosure 一般披露	B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策	14-15
KPI 關鍵績效指標	B8.1	Focus areas of contribution	專注貢獻範疇	14-15