



Sanai Health Industry Group Company Limited 三愛健康產業集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1889



Love China
愛中國



Love Hong Kong
愛香港



Love Yourself
愛自己

Environmental, Social and Governance Report

環境、社會及管治報告

CONTENTS	目錄	1
ABOUT THIS REPORT	關於本報告	2
INTRODUCTION	緒言	2
STAKEHOLDERS ENGAGEMENT	持份者參與	3
MATERIALITY ASSESSMENT	重要性評估	5
ENVIRONMENTAL ASPECTS	環境層面	6
EMISSIONS	排放物	6
USE OF RESOURCES	資源使用	9
THE ENVIRONMENT AND NATURAL RESOURCES	環境與天然資源	10
SOCIAL ASPECTS	社會層面	10
EMPLOYMENT AND LABOUR PRACTICES	僱傭及勞工常規	10
EMPLOYMENT	僱傭	10
HEALTH AND SAFETY	健康與安全	12
DEVELOPMENT AND TRAINING	發展及培訓	13
LABOUR STANDARDS	勞工準則	14
OPERATING PRACTICES	營運慣例	14
SUPPLY CHAIN MANAGEMENT	供應鏈管理	14
PRODUCT RESPONSIBILITY	產品責任	15
ANTI-CORRUPTION	反貪污	16
COMMUNITY	社區	16
COMMUNITY INVESTMENT	社區投資	16
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX	環境、社會及管治報告指數	17

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

Sanai Health Industry Group Company Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), is pleased to present this Environmental, Social and Governance Report (the “**Report**”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance (“**ESG**”) issues.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (the “**Listing Rules**”) – “Environmental, Social and Governance Reporting Guide” (the “**Guide**”) and has complied with the “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its business in four segments, which are (1) pharmaceutical products business, (2) finance leasing business, (3) other general trading business, and (4) genetic testing and molecular diagnostic services. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken the initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of the Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2020 to 31 December 2020 (the “**Reporting Period**”).

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email at ir@1889hk.com.

INTRODUCTION

The Company aims to be a vertically integrated specialty pharmaceutical group focused on manufacturing, marketing, and selling pharmaceutical products in the PRC. Fujian Yongchun Pharmaceutical Company Limited* (福建永春製藥有限公司) (“**Fujian Yongchun**”), a subsidiary of the Group, owns 5 drug registration series (藥品批准文號) in the PRC and produces 5 types of oral medicine, including Yangpi San (養脾散), Sanqi panax notoginseng capsules (三七膠囊) and phentolamine mesylate tablets (甲磺酸酚妥拉明片).

關於本報告

三愛健康產業集團有限公司(「**本公司**」, 連同其附屬公司統稱為「**本集團**」)欣然呈報本環境、社會及管治報告(「**報告**」), 以提供本集團管理影響經營的重大事件之概覽, 包括環境、社會及管治(「**環境、社會及管治**」)事件。

編製基準及範圍

本報告乃根據香港聯合交易所有限公司(「**聯交所**」)證券上市規則(「**上市規則**」)附錄27「環境、社會及管治報告指引」(「**指引**」)而編製及已遵守上市規則的「不遵守就解釋」條文。

本報告概述本集團於企業社會責任方面的表現, 涵蓋其四個分部的業務, 即(1)醫藥產品業務、(2)融資租賃業務、(3)其他一般貿易業務及(4)基因檢測及分子生物診斷服務。為優化及完善報告中的披露要求, 本集團已採取行動制定政策、記錄相關數據及實施及監督措施。本報告將以中英文在聯交所網站刊發。倘中文版本與英文版本存在任何不一致, 概以英文版本為準。

報告期間

本報告載列我們自二零二零年一月一日起至二零二零年十二月三十一日止報告期間(「**報告期間**」)的可持續發展計劃。

聯絡資料

本集團歡迎閣下就本報告給予意見, 以完善我們的可持續發展計劃。請電郵至 ir@1889hk.com 聯絡我們。

緒言

本公司的目標是成為一家垂直整合的專業藥品集團, 專門在中國製造、營銷和銷售藥品。本集團附屬公司福建永春製藥有限公司(「**福建永春**」)於中國擁有5個藥品批准文號和生產5種口服藥品, 包括養脾散、三七膠囊及甲磺酸酚妥拉明片。

Environmental, Social and Governance Report

環境、社會及管治報告

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and bringing positive impacts to the society. The sustainability strategy of the Group is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

STAKEHOLDERS ENGAGEMENT

The Stock Exchange proposed four reporting principles in the Guide, including materiality, quantitative, balance and consistency, as the basis for the preparation of an ESG Report. As stated by the Stock Exchange, stakeholder engagement is a widely-employed method for assessing materiality. By communicating with the stakeholders, corporations are able to understand their wide ranging opinions, and identify crucial environmental and social issues.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquires and continuous interest in the Group's business activities. Hence, the Group has established multiple communication channels to a broad spectrum of stakeholders in order to better outline our business strategies to address their concerns and expectations, strengthen our relationships and anticipate and mitigate potential risks.

可持續發展為本集團業務策略的主要部分，以達致業務成功及提升長期競爭力。本集團致力於以經濟、社會及環境方面可持續發展的方式經營，同時平衡各類持份者的利益及促進對社會的正面影響。本集團的可持續策略乃以遵守適用法律規定、可持續原則及持份者意見為基礎。本集團已制定及執行各項政策管理及監察與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展的管理方法於本報告詳細闡述。

持份者參與

聯交所《指引》中提出了匯報的四項原則，包括：重要性、量化、平衡及一致性，作為編製《環境、社會及管治報告》的基礎。誠如聯交所所言，持份者的參與是用以評估重要性的方法。透過與持份者的溝通，企業能夠瞭解持份者的意見，識別重要的環境和社會事宜。

本集團認同從持份者對本集團業務活動的見解、查詢及持續興趣中獲得有用信息的重要性。因此，本集團為各類持份者設立多重溝通渠道，以更好地制定業務策略回應彼等的關注及預期、加強我們的關係及預計並緩解潛在風險。

Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Government and Regulatory Authorities	<ul style="list-style-type: none"> — Compliance with laws, rules and regulations — Proper tax payment — Promotion of regional economic development and employment 	<ul style="list-style-type: none"> — On-site inspections and checks — Research and discussion through work conferences, work reports preparation and submission for approval — Annual reports and other published information on its website
政府及監管機構	<ul style="list-style-type: none"> — 遵守法律、規則及規例 — 依法納稅 — 推動區域經濟發展及就業 	<ul style="list-style-type: none"> — 現場檢驗、檢查 — 透過工作會議、工作報告編製及提交審批，開展研究及討論 — 年報及網站所發佈的其他資料
Shareholders and Investors	<ul style="list-style-type: none"> — Low risk — Return on investment — Transparent disclosure of information — Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> — Annual general meeting and other shareholders' meetings — Annual reports, announcements, circulars and other published information — Newsletter — Meeting with investors and analysts
股東及投資者	<ul style="list-style-type: none"> — 低風險 — 投資回報 — 透明的信息披露 — 保障股東利益及公平待遇 	<ul style="list-style-type: none"> — 股東週年大會及其他股東大會 — 年報、公告、通函及已發佈的其他資料 — 簡訊 — 與投資者及分析師會面

Environmental, Social and Governance Report

環境、社會及管治報告

Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> — Working environment — Career development — Health and safety 	<ul style="list-style-type: none"> — Trainings, seminars, briefing sessions — Cultural and sport activities — Newsletters — Intranet and emails — 培訓、研討會、簡介會 — 文化及體育活動 — 員工通訊 — 內聯網及電郵
Customers 客戶	<ul style="list-style-type: none"> — Safe and high-quality products — Stable relationship — Information transparency — Integrity and business ethics — After-sales service — 安全高質產品 — 穩定關係 — 資料透明度 — 誠信及商業道德 — 售後服務 	<ul style="list-style-type: none"> — Website, brochures, annual reports and other published information — Emails and customer service hotline — Feedback forms — Regular meetings — 網站、宣傳冊、年報及已發佈的其他資料 — 電郵及客戶服務熱線 — 意見反饋表 — 定期會議
Suppliers/Business Partners 供應商／業務夥伴	<ul style="list-style-type: none"> — Long-term partnership — Open and honest cooperation — Fair and open tendering process — Information and resources sharing — Risk reduction — 長期合作關係 — 公開、坦誠合作 — 公平、公開投標流程 — 分享資料及資源 — 降低風險 	<ul style="list-style-type: none"> — Business meetings, supplier conferences, phone calls, interviews — Reviews and assessments — Tendering process — 業務會議、供應商會議、電話、面談 — 審核及評估 — 投標流程
Peers/Industry associations 同業／行業協會	<ul style="list-style-type: none"> — Experience sharing — Cooperation — Fair competition — 經驗分享 — 攜手合作 — 公平競爭 	<ul style="list-style-type: none"> — Industry conference — Site visits — 行業會議 — 實地拜訪
Public and communities 公眾及社區	<ul style="list-style-type: none"> — Community involvement — Social responsibilities — 投入社區 — 社會責任 	<ul style="list-style-type: none"> — Volunteering — Charity and social investment — 義工活動 — 慈善活動及社會投資

Environmental, Social and Governance Report

環境、社會及管治報告

MATERIALITY ASSESSMENT

According to the actual development of the Group and its ESG System, as well as the ESG substantive topic analysis model of the Company, substantive topics that post relatively great impacts on the Company and its stakeholders were identified. The Group invited certain internal and external stakeholders to participate surveys and carry out the ESG materiality assessment to further determine the focus of the ESG report. With the communication between the Group and various stakeholders, and summarizing the extent of the impact on the strategy and operation of the Group as well as their impact on the creditors, we identified the materiality matrix of the Reporting Period as below:

重要性評估

根據本集團及其環境、社會及管治系統的實際發展情況，以及本公司的環境、社會及管治實質主題分析模型，本公司已識別對其本身及持份者具有相對較大影響的實質主題。本集團已邀請若干內部及外部持份者參與調查，並對環境、社會及管治進行重要性評估，以進一步確定環境、社會及管治報告的重點。通過本集團與多名持份者之間的溝通，並概括出對本集團策略及營運的影響程度以及對債權人的影響，我們已識別以下報告期間的重要性矩陣：

Degree 程度	No. 編號	Significant topics 重要主題	Scope 範疇
High importance 高重要性	1.	Compliance with law, rules and regulations 遵守法律、規則及規例	Governance 管治
	2.	Risk management 風險管理	Governance 管治
	3.	Proper tax payment compliance 依法納稅	Governance 管治
	4.	Health and safety 健康與安全	Society 社會
	5.	Product safety and quality 產品安全及質素	Society 社會
	6.	Supply chain management 供應鏈管理	Society 社會
	7.	Career development 職業發展	Society 社會
Medium importance 中等重要性	8.	Efficient utilization of resources 有效使用資源	Society 社會
	9.	Non-hazardous waste discharge 無害廢棄物排放	Environment 環境
	10.	Pollutant emission 污染物排放	Environment 環境
	11.	Proper transparent disclosure of information 適切透明的信息披露	Governance 管治
	12.	Anti-corruption 反貪污	Governance 管治
Low importance 低重要性	13.	Energy saving measures 節能措施	Environment 環境
	14.	Climate change 氣候變化	Society 社會
	15.	Return on investment 投資回報	Governance 管治
	16.	Employee training & education 僱員培訓及教育	Society 社會

The operations of the Group affect different stakeholders, while stakeholders in turn may have various expectations towards the Group. Looking forward, the Group will continuously strengthen its communications with its stakeholders, and extensively collect their opinions in numerous ways so as to achieve a more refined substantive analysis. In the meantime, the Group will also continue to enhance its reporting in terms of materiality, quantity, balance and consistency, in order to ensure the contents in the Report and the presentation of information in a way that is more likely to meet stakeholders' expectations.

本集團的業務影響不同的持份者，而持份者對本集團也有著不同的期望。展望未來，本集團將持續並擴大與其持份者的溝通，透過不同形式更廣泛地收集持份者的意見，令實質性分析更完備。同時，本集團也會繼續加強重要性、量化、平衡及一致性的匯報，確保本報告的內容及資料的呈列更符合持份者期望的方式。

Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL ASPECTS

The Group is committed to continuously improving the environmental sustainability of our business and ensuring that environmental consideration remains one of the key focuses in commitment to both the environment and community. To demonstrate our commitment to sustainable development, the Group has established relevant emission reduction and energy saving initiatives to manage the emission and maintain green operations. In order to ensure that all environmental protection permissions and approvals required by the regulatory authorities are in place, the Group conducts regular reviews on its environmental protection measures.

During the Reporting Period, the Group has complied in all material respects with the relevant environmental protection laws and regulations applicable to pharmaceutical manufacturers in mainland China, including Good Manufacturing Practice (“GMP”) certification requirements and requirements governing the construction and expansion of its manufacturing plants and facilities.

During the Reporting Period, the Group has not been involved in any cases of non-compliance with relevant laws and regulations that have a significant impact on the Group relating to environment.

EMISSIONS

The Group acknowledges its responsibility to the environment and has implemented various measures to mitigate the emissions generated during production process, which includes exhaust fumes, solid waste, sewage and noise. The Group has adopted a policy of “Environmental Protection Management Procedure” to regulate and monitor the emission during the production process.

During the Reporting Period, the Group was in compliance with the Law of the PRC on Environmental Protection, the Law of the PRC on Evaluation of Environmental Effects, the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on Prevention and Control of Water Pollution and the Law of the PRC on Prevention and Control of Environmental Noise Pollution and other applicable laws and regulations related to environmental protection in the PRC in all material respects. The Group has not been involved in any case of non-compliance with the relevant laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste during the Reporting Period.

環境層面

本集團致力於不斷改善業務的環境可持續性並確保環境考慮仍然是我們對環境及社區的義務的關鍵焦點之一。為展示本集團對可持續發展的承諾，其已制定相關減排及節能措施以管理排放物及維持綠色運營。為確保監管部門要求的所有環境保護許可及批准均已到位，本集團定期對其環保措施進行審查。

於報告期間，本集團在各重大方面遵守適用於中國內地醫藥製造商的相關環境保護法律及法規，包括生產質量管理規範（「GMP」）認證規定及監管其生產工廠及設施建設及擴張的規定。

於報告期間，本集團並不涉及任何違反環境相關法律及法規而對本集團有重大影響的事件。

排放物

本集團深知其對環境應承擔的責任及已實施各種策略以減少生產過程中產生的排放物，包括廢氣、固體廢物、污水及噪音。本集團已採取「環境保護管理程序」政策規管及監督生產過程中的排放物。

於報告期間，本集團在各重大方面遵守《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》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國環境噪聲污染防治法》及有關中國環境保護的其他適用法律及法規。於報告期間，本集團並不涉及任何違反有關空氣及溫室氣體排放、向水及土地排放、產生有害及無害廢棄物的相關法律及法規而對本集團有重大影響。

Environmental, Social and Governance Report

環境、社會及管治報告

Air Pollutants Emission

The air pollutants emitted by the Group mainly comprised exhaust fumes generated during the manufacturing process and turbines operation, and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees and the public. The exhaust fumes are treated to reduce the dust content to a level which can meet the relevant national standards before discharging to atmosphere.

In addition, the Group has consistently adopted new technologies and manufacturing processes to eliminate the emission of air pollutants from the Group's operation as much as is practicable. The use of toluene, an explosive and combustible chemical, is prohibited in manufacturing N(2)-Alanyl-L-Glutamine to mitigate the potential environmental impacts caused by explosion or fire. The ammonia generated during the manufacturing process of N(2)-Alanyl-L-Glutamine is recycled to reduce the amount of exhaust fumes. The Group has also improved its purification technology and reduced the use of ethyl alcohol in processing modern Chinese medicine raw materials. The Group continues to carry out research and development to further improve its purification technology so as to reduce the use of ethyl alcohol and other solvents with the aim to reduce the amount of exhaust fumes discharged to the environment.

During the Reporting Period, the air pollutants emission was as follows:

Type of air pollutants	Unit	Amount
Nitrogen oxides (NO _x)	kg	65.57
Sulphur dioxide (SO ₂)	kg	0.28
Particulate matter (PM)	kg	7.07

Greenhouse Gas Emission

Greenhouse gas ("GHG") is considered as one of the major contributors to the climate change and global warming. During the Group's operation, electricity consumption accounts for a major part of our GHG emission. The Group places great emphasis on improving energy efficiency and reducing energy consumption. The Group has adopted energy saving initiatives that will be further elaborated in the section headed "Use of Resources" of this Report.

During the Reporting Period, the GHG emission was as follows:

Type of GHG emission	Unit	Amount
Scope 1 ¹	tonnes of CO ₂ -e	5.48
Scope 2 ²	tonnes of CO ₂ -e	1,955.33
Total GHG Emission	tonnes of CO₂-e	1,960.81
GHG Intensity	tonnes of CO ₂ -e/ employee ³	29.71

- 1 Scope 1: Direct emission from sources that are owned or controlled by the Group.
- 2 Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.
- 3 The intensity refers to tonnes of carbon dioxide equivalent (CO₂-e) divided by the total number of employees at the end of the reporting period.

空氣污染物排放

本集團排放的空氣污染物主要來自製造過程及風機運行以及車輛產生的廢氣。實施排放控制措施以減低環境影響及保護僱員及公眾健康至關重要。廢氣在排放到空氣中之前，會進行處理以將灰塵含量降低到符合相關國家標準的水平。

此外，本集團一直採納新技術及製造工藝，以盡量消除本集團經營所產生的空氣污染物排放。在製造N(2)-丙氨酸-L-穀氨酸酰胺時，禁止使用甲苯（一種易爆及可燃化學品）以減輕爆炸或火災可能造成的環境影響。在N(2)-丙氨酸-L-穀氨酸酰胺製造過程中產生的氨循環使用，以減少廢氣排放量。本集團亦已改善其淨化技術及減少在中藥原料加工過程中乙醇的使用。本集團繼續進行研發以進一步改善其淨化技術，以減少乙醇及其他溶劑的使用，旨在減少向環境排放的廢氣量。

於報告期間，空氣污染物排放如下：

空氣污染物類型	單位	排放量
氮氧化物(NO _x)	千克	65.57
二氧化硫(SO ₂)	千克	0.28
顆粒物質(PM)	千克	7.07

溫室氣體排放

溫室氣體（「溫室氣體」）被認為是氣候變化及全球變暖主要成因之一。於本集團的經營中，耗電量為溫室氣體排放的主要部分。本集團非常重視改善能效及減低能耗。本集團已採納節能措施，將於本報告「資源使用」一節進一步詳述。

於報告期間，溫室氣體排放如下：

溫室氣體排放類型	單位	排放量
範圍 1 ¹	噸 CO ₂ -e	5.48
範圍 2 ²	噸 CO ₂ -e	1,955.33
溫室氣體排放總量	噸 CO₂-e	1,960.81
溫室氣體密度	噸 CO ₂ -e/ 僱員 ³	29.71

- 1 範圍 1：本集團擁有或控制的來源的直接排放。
- 2 範圍 2：本集團消耗已購買電力產生的間接排放。
- 3 密度指二氧化碳當量噸數除以報告期末僱員總人數。

Environmental, Social and Governance Report

環境、社會及管治報告

Hazardous and Non-hazardous Wastes

The Group's operational activities do not generate any hazardous waste. Non-hazardous wastes of the Group are generated during the manufacturing process and office operation. The non-hazardous wastes generated during manufacturing process include scrap materials resulting from processing of Chinese medicine raw materials, scrap packaging materials, glass and other solid wastes. The non-hazardous wastes generated during manufacturing process are classified and recycled. Some of the scrap materials are recycled as fertilizer for agricultural use. The scrap packaging materials are recycled as raw materials by paper manufacturers. The glass and other solid wastes are recycled by manufacturers of construction materials.

In addition to non-hazardous wastes generated from manufacturing process, non-hazardous wastes such as paper and office products, are generated during the office operation. The Group strives to reduce the amount of paper waste and strengthen the environmental awareness of employees by introducing paper-saving initiatives as follows:

- Paper recycling boxes are placed near the photocopiers for collection of single-sided paper for reuse and double-sided paper for recycling.
- Default double-sided printing are set in printers.
- Employees are encouraged to reuse stationery such as used envelopes.
- Electronic means of communication such as emails is promoted.

During the Reporting Period, amount of the non-hazardous wastes generated by the Group were as follows:

Type of waste	Unit	Amount
Non-hazardous waste	tonnes	30.16
Non-hazardous waste intensity	tonnes/employee ⁴	0.46

Wastewater

The wastewater generated during the production process is treated by the Group's own wastewater treatment facilities using anaerobic/oxic (A/O) process and dissolved air flotation technology. The wastewater is processed in a centralized system and treated to the extent that it is discoloured and contains no sediment. For wastewater generated from turbines operation, it is treated to remove sediment and to reach an appropriate pH level before discharge.

Noise

Noise is mainly generated from the operation of turbines, heating, ventilation and air conditioning systems, and air compressors. The Group strives to reduce the generation of noise and its impacts on the surrounding by implementing noise control measures to ensure the noise generated is maintained at a level permitted by law.

⁴ The intensity refers to tonnes of non-hazardous waste divided by the total number of employees at the end of the Reporting Period.

有害及無害廢棄物

本集團的經營活動不會產生任何有害廢棄物。本集團的無害廢棄物來自製造過程及辦公室運營。製造過程中產生的無害廢棄物包括加工中藥原材料產生的廢料、廢棄包裝材料、玻璃及其他固體廢棄物。製造過程中產生的無害廢棄物予以分類及循環。部分廢料會循環用作農業肥料。廢棄包裝材料由造紙廠商循環用作原材料。玻璃及其他固體廢棄物由建築材料製造商循環使用。

除製造過程中產生的無害廢棄物外，辦公室運營亦會產生無害廢棄物（如紙張及辦公室用品）。本集團努力減少廢紙量及透過引入如下節約用紙措施加強僱員的環保意識：

- 複印機旁設有廢紙回收箱，以收集單面打印紙張供再次使用及雙面打印紙張供循環再用。
- 打印機備有預設雙面打印功能。
- 鼓勵僱員重複利用文具用品，例如已使用信封。
- 推廣電子通信方式，例如電子郵件。

於報告期間，本集團產生的無害廢棄物量如下：

廢棄物類型	單位	數量
無害廢棄物	噸	30.16
無害廢棄物密度	噸/僱員 ⁴	0.46

廢水

生產過程中產生的廢水由本集團本身的廢水處理廠使用厭氧/好氧工藝及溶氣浮選法進行處理。廢水在中央系統進行加工並處理至無色及不含沉澱物。就渦輪機運行產生的廢水，其在排放前經過處理以移除沉澱物及達到合適的pH值。

噪音

噪音主要來自風機、加熱、通風及空調系統及空氣壓縮機的運行。本集團致力於透過實施噪音控制措施減少噪音的產生及對周邊環境的影響，以確保所產生噪音維持在法律許可的水平。

⁴ 密度指無害廢棄物噸數除以報告期末僱員總人數。

Environmental, Social and Governance Report

環境、社會及管治報告

USE OF RESOURCES

The major resources used by the Group are electricity, petrol, water and packaging materials. The Group has adopted a policy of “Energy Resources Control Procedure” with the aim to promote preservation and conservation of resources by implementing energy and water efficiency measures and motivating our employees to participate in resource conservation activities. The Group has appointed the corporate cost control management working group to avoid wastage of resources and reduce production cost.

Energy consumption

The use of electricity and fuels account for our major energy consumption. In view of the scarcity of resources, we have advocated various energy conservation strategies as follows:

- Set the air-conditioned room temperature at around 25 degrees Celsius.
- Turn off the computers and lightings before leaving the office.
- Regular cleaning and maintenance are conducted on heat exchange system to increase its efficiency.
- Energy efficiency is taken into consideration when procuring machineries.

During the Reporting Period, the energy consumption was as follows:

Type of energy	Unit	Amount
Electricity	MWh	3,237.32
Petrol	MWh	16.19
Total energy consumption	MWh	3,253.51
Energy intensity	MWh/employee ⁵	49.30

Water consumption

Water is another main resource used by the Group during its operation. The Group endeavours to conserve water effectively by promoting water saving and recycling in its operation. Water-saving fixtures are installed in sinks and lavatories to reduce water consumption. The wastewater generated during our production process is recycled and reused in the manufacturing process so as to minimize water consumption. The amount of water consumption is recorded regularly for the Group to monitor the water consumption level and better formulate water-saving measures.

During the Reporting Period, the water consumption was as follows:

Water Consumption	Unit	Amount
Total	m ³	34,315
Intensity	m ³ /employee ⁶	519.92

5 The intensity refers to MWh per the total number of employees at the end of the Reporting Period.

6 The intensity refers to m³ per the total number of employees at the end of the Reporting Period.

資源使用

本集團使用的主要資源為電力、汽油、水及包裝材料。本集團已採納「節能控制程序」政策及旨在透過實施節約能源及水源的措施以及鼓勵僱員參與資源節約活動促進資源保育。本集團已委任企業成本控制管理工作小組，防止資源浪費及降低生產成本。

耗用能源

耗用能源主要指使用電力及燃料。鑒於資源稀缺，我們已提倡多種節能措施如下：

- 空調室溫設在約攝氏25度。
- 在離開辦公室前關閉電腦及燈具。
- 定期清潔及維護熱交換系統以提高其效能。
- 在採購機械時考慮能效。

於報告期間，能耗如下：

能源類別	單位	數量
電力	兆瓦時	3,237.32
汽油	兆瓦時	16.19
總能耗	兆瓦時	3,253.51
能源密度	兆瓦時／僱員 ⁵	49.30

耗水量

水為本集團經營中使用的另一種主要資源。本集團透過在其經營中節水及循環使用，致力於有效節約用水。水槽及洗手間均安裝節水裝置，以減少耗水量。生產過程中產生的廢水在製造過程中循環及重複使用，以盡量減少耗水量。本集團定期記錄耗水量，以監督耗水量及更好地制定節水措施。

於報告期間，耗水量如下：

耗水量	單位	數量
總計	立方米	34,315
密度	立方米／僱員 ⁶	519.92

5 密度指兆瓦時數除以報告期末僱員總人數。

6 密度指立方米數除以報告期末僱員總人數。

Environmental, Social and Governance Report

環境、社會及管治報告

Packaging Materials and Other Resources

Packaging materials are used to prevent any contamination of medicines by the surrounding environment. The major packaging materials used by the Group are papers and plastics, and their consumption amount was as follows:

Type of packaging material	Unit	Amount
Paper	tonnes	223.36
Plastic	tonnes	54.56

THE ENVIRONMENT AND NATURAL RESOURCES

Pursuant to the Environmental Impact Assessment Law of the PRC* 中華人民共和國環境影響評估法, manufacturers are required to prepare environmental impact study report(s) setting forth potential environmental impacts and determine the prevention and remedial measures to be adopted for the proposed construction projects. The Group conducts environmental impact study and strictly monitors its construction projects in accordance with the environmental impact study report. To further mitigate the environmental impacts of the Group's operation, the Group consistently utilizes modern equipment, technologies and measures which have lower impacts on the environment. The Group also monitors and manages its compliance with the laws and regulations in respect of environmental protection.

The Group integrates environmental responsibility in designing, repairing and maintaining existing and planned environmental protection equipment and facilities. During the research and development stage of new products, the design of the manufacturing facilities is taken into consideration to mitigate its environmental impacts. Prior to the production of new products, the Group evaluates the environmental impacts posed by the manufacturing of the new drug and selects the products with less environmental impacts during manufacturing process. The Group will further engage professionals to undertake the implementation of the project and provide repair services for environmental protection equipment and facilities. The repaired equipment and facilities are subject to examination by local environmental protection authorities. The Group also appoints relevant personnel dedicated to the maintenance of environmental protection equipment and facilities.

SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

EMPLOYMENT

The Group believes employees are valuable assets and the foundation for success and development of the Group. The Group aims to attract and retain talents, maintain a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The commitment is incorporated into the Group's staff handbook. The staff handbook covers the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest days and other benefits and welfare.

包裝材料及其他資源

包裝材料用於避免藥物被周邊環境污染。本集團使用的主要包裝材料為紙張及塑料，彼等的消耗量如下：

包裝材料類型	單位	數量
紙張	噸	223.36
塑料	噸	54.56

環境與天然資源

根據《中華人民共和國環境影響評估法》，製造商須編製環境影響研究報告，當中載明潛在環境影響及釐定就建議建築項目擬採納的預防及補救措施。本集團進行環境影響研究及根據環境影響研究報告嚴格監督建築項目。為進一步減緩本集團經營的環境影響，本集團一直採用對環境影響較少的現代化設備、技術及措施。本集團亦監督及管理環保法律及法規的合規情況。

本集團將環保責任納入設計、維護及保養現有及計劃中的環保設備及設施中。於新產品研發階段，已考慮製造設施的設計，以減低其對環境的影響。生產新產品前，本集團評估製造新藥產生的環境影響及選擇製造過程中對環境影響較低的產品。本集團將另行委聘專業人士承擔項目實施及為環保設備及設施提供維修服務。維修後的設備及設施須經由當地環保部門檢查。本集團亦已委聘相關專業人士專門負責環保設備及設施的維護工作。

社會層面

僱傭及勞工常規

僱傭

本集團認為，僱員為最寶貴資產及本集團成功及發展的基礎。本集團旨在吸引及挽留人才、為僱員營造安全及平等的工作環境、提供發展機會及促進僱員健康及幸福。該承諾已納入本集團員工手冊。員工手冊涵蓋本集團有關薪酬及解僱、招聘及晉升、工作時間、假期及其他待遇及福利的標準。

Environmental, Social and Governance Report

環境、社會及管治報告

The Group strives to create a fair and inclusive workplace where all its employees are treated with dignity and respect. The Group provides equal opportunity of employment in all aspects and strictly prohibits discrimination or harassment against any individual on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by applicable law.

Remuneration and benefits are important to attract, retain and motivate talents in achieving key goals of the Group. The Group provides competitive remuneration, rewards program including share option scheme, retirement and medical benefits for our employees. Employees are provided with social endowment insurance, unemployment insurance, employment injury insurance, maternity insurance, medical insurance and housing provident fund. Employees are also entitled to various benefits including marriage leave, compassionate leave, maternal leave as well as statutory holidays.

The Group was in strict compliance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulations in the PRC as well as the Employment Ordinance of Hong Kong. During the Reporting Period, the Group has not been involved in any case of non-compliance with those applicable laws and regulations relating to employment and labour practices that have a significant impact on the Group.

As at 31 December 2020, the staff compositions (in terms of the numbers of employees) by gender, employee category, age group and geographical region were as follows:

Total number of employee at 31 December 2020	66
By Gender	
Male	18
Female	48
By Employee Category	
Senior Management	4
Middle Management	8
General	54
By Geographical Region	
China	33
Hong Kong	30
By Age Group	
Aged 30 or below	19
Aged 31-40	23
Aged 41-50	18
Aged 51 or above	6

本集團致力於建立公平共融的工作場所，讓其全體僱員得到尊嚴及尊重對待。本集團於僱傭的所有方面提供公平機會及嚴格禁止針對任何個人的性別、年齡、國籍、婚姻狀況、殘疾、種族、膚色、宗教信仰及適用法律保護等任何其他特徵的歧視或騷擾。

薪酬及待遇對吸引、挽留及激勵人才以達成本集團主要目標非常重要。本集團為僱員提供具競爭力的薪酬、獎勵計劃(包括購股權計劃)、退休及醫療福利。僱員獲提供社會養老保險、失業保險、工傷保險、生育保險、醫療保險及住房公積金。僱員亦有權獲得各種福利，包括婚假、恩恤假、產假及法定假日。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及中國其他適用法律及法規以及香港《僱傭條例》。於報告期間，本集團並不涉及任何違反該等僱傭及勞工常規相關適用法律及法規而對本集團有重大影響的事件。

於二零二零年十二月三十一日，按性別、僱員類別、年齡組別及地理位置劃分員工組成(僱員人數)如下：

於二零二零年十二月三十一日 的僱員總數	66
按性別	
男性	18
女性	48
按僱員類別	
高級管理層	4
中層管理人員	8
一般員工	54
按地理位置	
中國	33
香港	30
按年齡組別	
30歲或以下	19
31至40歲	23
41至50歲	18
51歲或以上	6

Environmental, Social and Governance Report

環境、社會及管治報告

The turnover rates of employees by gender and age group during the Reporting Period were as follows:

Employment	Unit	Turnover rate
By gender⁷		
- Male	%	22.2
- Female	%	29.2
By age group⁸		
- 30 or below	%	42.1
- 31-40	%	17.4
- 41-50	%	22.2
- 51 or above	%	16.7
Overall⁹	%	27.3

HEALTH AND SAFETY

The Group places heavy emphasis on securing the occupational health and safety of its employees. The Group has set up a safety production committee to monitor and manage matters related to occupational health and safety and ensure strict compliance with relevant laws and regulations in the PRC, including the Law of the PRC on Work Safety and the Law of the PRC on the Prevention and Control of Occupational Diseases.

Safety training is crucial to enhance employees' awareness on occupational health and safety in order to mitigate the risk of work-related injury. The Group has adopted a policy of "Safety Production Management Procedures" to ensure production safety. The Group conducts safety education training on a regular basis and actively participates in safety education activities held by the local government. Employees are required to pass the safety education assessment before discharging their duties. In addition to the production safety, the Group also places great emphasis on fire safety. The Group organises fire drills every half year to ensure that employees are prepared to respond in the event of emergency. The Group also invites fire department personnel from time to time to carry out professional safety trainings for employees, including trainings on safety knowledge and emergency evacuation drills.

In addition, the Group has adopted the "Employee Health and Management Procedure" to establish employees' health standard management. Employees who have direct contact with the products are required to conduct medical check at least once a year. The Group also provides medical insurance coverage for employees.

During the Reporting Period, there was no work-related fatal injury or accident with the above policies and measures implemented. The Group has not been involved in any case of non-compliance with the relevant laws and regulations in the PRC and Hong Kong relating to occupational health and safety that have a significant impact to the Group during the Reporting Period.

- 7 Turnover rate refers to total number of employee turnover of the gender group divided by total number of employees of the corresponding gender group at the end of the Reporting Period.
- 8 Turnover rate refers to total number of employee turnover of the age group divided by total number of employees of the corresponding age group at the end of the Reporting Period.
- 9 Turnover rate refers to total number of employee turnover during the reporting period divided by total number of employees at the end of the Reporting Period.

於報告期間，按性別及年齡組別劃分的僱員流失率如下：

僱員	單位	流失率
按性別劃分⁷		
- 男性	%	22.2
- 女性	%	29.2
按年齡組別劃分⁸		
- 30歲或以下	%	42.1
- 31至40歲	%	17.4
- 41至50歲	%	22.2
- 51歲或以上	%	16.7
整體流失率⁹	%	27.3

健康與安全

本集團極為重視保障其僱員的職業健康及安全。本集團已成立安全生產委員會，以監督及管理有關職業健康與安全的事宜，並確保嚴格遵守中國相關法律及法規，包括《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》。

為了降低工傷風險，安全培訓對提高僱員的職業健康及安全意識至關重要。本集團已採納「安全生產管理流程」政策，以確保生產安全。本集團定期進行安全教育培訓並積極參與當地政府舉辦的安全教育活動。僱員於履行職責前須通過安全教育評估。除生產安全外，本集團亦極為重視消防安全。本集團每半年組織消防演習，以確保僱員為應對緊急情況作好準備。本集團亦不時邀請消防部門人員為僱員開展專業的安全培訓，包括安全知識培訓及緊急疏散演習。

此外，本集團已採納「僱員健康與管理流程」，以確定僱員的健康標準管理。直接接觸產品的僱員須至少每年進行一次體檢。本集團亦為僱員購買醫療保險。

於報告期間，實施上述政策及措施後，並無發生工傷致命或意外事故。於報告期間，本集團並不涉及任何不符合中國及香港有關僱員的職業健康及安全的相關法律及法規而對本集團構成重大影響的事件。

- 7 流失率指某性別組別的僱員流失總數除以於報告期末該性別組別的僱員總數。
- 8 流失率指某年齡組別的僱員流失總數除以於報告期末該年齡組別的僱員總數。
- 9 流失率指報告期間的僱員流失總數除以於報告期末的僱員總數。

Environmental, Social and Governance Report

環境、社會及管治報告

DEVELOPMENT AND TRAINING

The Group believes the knowledge, skills and capabilities of its employees are vital to the Group's continuous business growth and success. In view of that, the Group adopts a policy of "Employee Training Management Procedure" and offers various training programs to employees to enhance their requisite knowledge and skills in discharging their duties. The training programs offered can be divided into four main categories as follows.

1. New employees' trainings

Newly joined employees are required to participate in three modules of training, including company, production and team. The trainings cover the introduction to the basic company profile, equipment operation and maintenance procedures, safety production management regulations, etc.

2. On-the-job trainings

The trainings are provided for existing employees which covers operational skills training and medicine-related theoretical knowledge such as knowledge on microbial and Chinese medicines.

3. Trainings for internal transfers

The trainings are provided for employees to be internally transferred to other job positions. The trainings include the operation procedures of new positions.

4. Trainings for specific positions

Employees who handle special types of work or require special skills/technique are required to go through professional trainings and obtain work permits before carrying out their duties. Examples of specific positions include boiler workers, electricians, welders and financial accountants.

The training programs can be classified into internal and external trainings. For internal trainings, the Group invites external experts and internal technicians to conduct the trainings. For external trainings, the Group encourages employees to participate in site visits, seminars and workshops organised by external organisations.

During the Reporting Period, the percentage of employees trained and the average training hours completed per employee by gender and employment category were as follows:

Training	Unit	Percentage of employees trained
By gender¹⁰		
- Male	%	100.0
- Female	%	63.0
By employment category¹¹		
- Senior management	%	100.0
- Middle management	%	100.0
- General	%	66.7

10 Percentage of employees trained refers to total number of trained employee of the gender group in the PRC divided by the total number of employees of the corresponding gender group at the end of the Reporting Period.

11 Percentage of employees trained refers to total number of trained employee of the corresponding employment category divided by the total number of employees of the corresponding employment category at the end of the Reporting Period.

發展及培訓

本集團認為，僱員的知識、技能及能力對本集團的持續業務發展及成功至關重要。有鑒於此，本集團採納「僱員培訓管理程序」政策及為員工提供各種培訓計劃，以提高彼等履行職責所必需的知識及技能。所提供的培訓計劃可分為以下四個主要類別。

1. 新僱員的培訓

新入職的僱員須進行三層培訓，包括公司、生產及團隊。培訓內容涵蓋介紹公司基本概況、設備操作及維護程序、安全生產管理規例等。

2. 在職培訓

該等培訓是向現職僱員提供，涵蓋操作技能培訓及醫藥相關理論知識（例如微生物知識及中藥知識）。

3. 內部調崗培訓

該等培訓是向內部調崗至其他崗位的僱員提供。培訓包括新崗位操作流程。

4. 指定崗位培訓

處理特殊工作或須具備特殊技能／技術的僱員於開展彼等的工作之前須進行專業的培訓並取得工作許可證。特殊崗位的例子包括鍋爐工人、電工、焊工及財務會計人員。

培訓計劃可分為內部及外部培訓。就內部培訓而言，本集團邀請外部專家及內部技術員提供培訓。就外部培訓而言，本集團鼓勵員工參加外部機構組織的實地探訪、研討會及講習班。

於報告期間，按性別和僱傭類別劃分的接受培訓的僱員百分比及每名僱員完成的平均培訓時數如下：

培訓	單位	接受培訓的僱員百分比
按性別劃分¹⁰		
- 男性	%	100.0
- 女性	%	63.0
按僱傭類別劃分¹¹		
- 高級管理層	%	100.0
- 中層管理人員	%	100.0
- 一般員工	%	66.7

10 接受培訓的僱員百分比指於中國某性別組別的接受培訓的僱員總數除以於報告期末該性別組別的僱員總數。

11 接受培訓的僱員百分比指某僱傭類別的接受培訓的僱員總數除以於報告期末該僱傭類別的僱員總數。

Environmental, Social and Governance Report

環境、社會及管治報告

Training hours	Unit	Average training hours	培訓時數	單位	平均培訓時數
By gender			按性別劃分		
- Male	hours/employee	21.0	- 男性	時數/僱員	21.0
- Female	hours/employee	20.7	- 女性	時數/僱員	20.7
By employment category			按僱傭類別劃分		
- Senior management	hours/employee	23.0	- 高級管理層	時數/僱員	23.0
- Middle management	hours/employee	24.5	- 中層管理人員	時數/僱員	24.5
- General	hours/employee	19.8	- 一般員工	時數/僱員	19.8

LABOUR STANDARDS

The Group complies with the Labour Contract Law of the PRC and the Employment Ordinance of Hong Kong in all material respects and strictly emphasises on the prohibition of engaging child labour and forced labour. The Group has formulated the "Corporate Responsibility Policy" on managing the prohibition of child labour. As prevention for child labour, candidates are required to present their identity cards for age verification during recruitment process. If there is any case related to child labour and forced labour, the Group will investigate the incident and report to local labour authorities.

During the Reporting Period, the Company has not been involved in any case of any non-compliance with the relevant laws and regulations relating to recruitment of child labour or forced labour practices that have a significant impact on the Group.

OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

The Group strives to deepen the collaborative relationship with suppliers and create competitive advantages in the value chain. The Group has implemented a policy of "Supplier Management Procedures" to monitor the quality of suppliers and ensure stable supply of materials and goods. When selecting our suppliers, the Group takes into consideration various criteria, including their tracks records, reputation, experience and financial strength. In addition, the Group has set up a supplier quality audit and evaluation team to conduct regular written audits and on-site audits for our existing suppliers. The audits cover different aspects, including suppliers' qualification, suppliers' compliance with environmental and social regulations, production facilities, production process and management and quality control system to ensure the suppliers comply with the Group's standards. Following the audit process, if there is any area of non-compliance identified, the relevant supplier is required to propose corrective actions in order to rectify the identified deficiencies.

The Group also works closely with sales agents and distributors in selling pharmaceutical products to hospitals, clinics and drug stores. They are required to comply with the relevant laws, rules and regulations and the Group's marketing policies. In order to ensure high quality sales services are delivered, the Group provides trainings for the frontline salespersons to strengthen their knowledges and skills.

勞工準則

本集團在各重大方面遵守《中華人民共和國勞動合同法》以及香港《僱傭條例》並嚴禁聘用童工及強制勞工。本集團已制訂「企業責任政策」以管理禁止童工。為防聘用童工，申請人在招聘過程中均須出示身份證以核實年齡。倘出現任何有關童工及強制勞工個案，本集團將會作出調查及向當地勞動部門匯報。

於報告期間，本公司並不涉及任何違反有關聘用童工或強制勞工慣例的相關法律及法規而對本集團有重大影響的事件。

營運慣例

供應鏈管理

本集團致力於深化與供應商的合作關係並在價值鏈上創造競爭優勢。本集團已實施「供應商管理程序」政策，以監控供應商的質素及確保穩定的材料及貨品供應。挑選供應商時，本集團考慮各種標準，包括彼等的往績記錄、經驗及財務實力。此外，本集團已成立供應商質量審核及評估團隊，以對現有供應商定期進行書面審核及現場審核。審核範圍涵蓋不同方面（包括供應商資格、供應商遵守環境及社會規例的情況、生產設施、生產流程及管理以及質量控制系統），以確保供應商符合本集團的標準。緊隨審核流程後，倘發現任何違規情況，相關供應商須作出糾正行動，以修正所發現的缺陷。

本集團亦與銷售代理及分銷商緊密合作，以向醫院、診所及藥店銷售醫藥產品。彼等須遵守相關法律、規則及法規以及本集團的營銷政策。為了確保提供高質素的銷售服務，本集團為前線銷售人員提供培訓，以增強彼等的知識及技能。

Environmental, Social and Governance Report

環境、社會及管治報告

PRODUCT RESPONSIBILITY

The Group regards product safety and quality as a key competitive advantage of its business and makes every effort to improve the product quality while strengthening communications with customers. The Group upholds a high-quality standard for the operation of manufacturing equipment and manufacturing process of pharmaceutical products in accordance with the “Administrative Measures Governing the Production Quality of Pharmaceutical Products” promulgated by the government.

The Group is in compliance with the Product Quality Law of the PRC, the Trademark Law of the PRC, the Law of the PRC on the Protection of Consumer Rights and Interests and other applicable laws and regulations in the PRC in all material respects. During the Reporting Period, the Group has not identified any case of material sales returns or experience any product liability or other legal claims due to the issues of product quality.

Quality Control Management

The Group strives to achieve the highest possible standard in all products or services provided to customers by adopting stringent GMP quality control procedures. In order to ensure strict product quality control, the Group has also enacted the “Quality Assurance Management Procedure” and the “Quality Control Management Procedure” to set out the Group’s standard in monitoring and managing the product quality throughout the production process. The quality control measures cover all aspects of the operation, from the design of the manufacturing plants and equipment to the production of the finished products, to ensure the quality of our product and service comply with GMP standards.

In selecting quality control personnel, the Group assesses their professional qualifications and experience. All quality control personnel are qualified and experienced in quality control of pharmaceutical industry. The Group also provides internal trainings for quality control personnel to enhance their legal knowledge and provide technical updates in the pharmaceutical industry.

Complaints Handling

The Group endeavours to provide the best services to enhance customer satisfaction. In order to continuously improve our customer service, the Group has formulated the “Product Complaint Management Procedure” which sets out a complaint management system in dealing with complaints. The Group has also established a complaint handling committee to ensure all complaints are handled promptly. The complaint handling committee also assists the Group with its best endeavours to ensure and maintain customer satisfaction. The time frame for handling complaints is established based on the different market regions, severity levels of complaints and impacts on customers. During the Reporting Period, the Group did not receive any complaint.

產品責任

本集團認為產品安全及質量是其業務的主要競爭優勢，因此我們致力提升產品質量，並且加強與客戶的溝通。本集團一直按照政府出台的《藥品生產質量管理辦法》，秉持製造設備操作和藥品製造過程的高質量標準。

本集團在各重大方面遵守《中華人民共和國產品質量法》、《中華人民共和國商標法》及《中華人民共和國消費者權益保護法》及其他適用的中國法律及規例。於報告期間，本集團並無面臨任何重大銷售退貨情況或經歷因產品質量問題而提起的任何產品責任或其他法律索償。

質量控制管理

透過採取嚴格的GMP質量控制程序，本集團致力於實現向客戶提供的所有產品或服務符合最高標準。為了確保嚴格的產品質量控制，本集團亦制訂「質量保證管理程序」及「質量控制管理程序」，以列明本集團的監控及管理整個生產流程產品質量的標準。質量控制措施涵蓋從製造廠及設備的設計到製成品生產運作的所有方面，以確保產品及服務質量符合GMP標準。

於挑選質量控制人員時，本集團評估彼等的專業資格及經驗。所有質量控制人員均具備醫藥行業質量控制資格及工作經驗。本集團亦會為質量控制人員提供內部培訓，以提高彼等於醫藥行業的法律知識及提供最新技術資訊。

投訴處理

本集團致力於提供最佳的服務，以提高客戶的滿意度。為了持續提高客戶服務，本集團已制定「產品投訴管理程序」，載列投訴管理系統，處理投訴。本集團亦成立投訴處理委員會，以確保所有投訴獲及時處理。投訴處理委員會亦協助本集團致力確保及維持客戶的滿意度。根據不同的市場區域、投訴嚴重程度及對客戶的影響確定處理投訴的時限。於報告期間，本集團並無接獲任何投訴。

Environmental, Social and Governance Report

環境、社會及管治報告

Intellectual Property Protection

Protection of intellectual property rights is important for the development of the Group's business and the protection of its interests. Accordingly, the Group is dedicated to protecting and enforcing its intellectual property rights. The Group has formulated relevant confidentiality management system, which stipulates that employees should keep the production process and product registration confidential at all times.

In addition, the Group has always sought legal protection for all its products and proprietary information by a combination of patents, trademarks, trade secrets, contractual arrangement and other legal protection available under the laws in the PRC, including state protection for Chinese medicine.

Customer Data Protection and Privacy

The Group has always attached great importance to safeguard and protect consumer rights and personal data. The Group has implemented a policy of "Document Protection Management Procedure" to prevent loss or leakage of confidential information. The documentations are classified into different categories based on the level of confidentiality and can only be accessed by authorised persons. The demand for confidential data is subject to special approval and both the sender and the receiver are required to sign and confirm. Before destruction of the confidential documents, relevant personnel are required to obtain approval.

ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group strictly abides by the Anti-Unfair Competition Law of the PRC, the Criminal Law of the PRC and other relevant laws and regulations in the PRC. With the implementation of the "Anti-bribery System", the Group conveys its firm stance against corruption and fraud to its employees. The Group incorporates applicable provisions related to anti-corruption in its contracts with third party suppliers and requires suppliers to fully comply with the requirements as defined. In order to strengthen corporate incorrupt construction, the Group has established an anti-corruption working group to monitor the sales process and prevent any case of corruption.

During the Reporting Period, no legal case concerned with corrupt practices was brought against the Group.

COMMUNITY

COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group is constantly aware of the needs of the community. The Group has adopted the "Corporate Responsibility Policy" and actively participated in local community activities. The Group encourages its employees to dedicate their time and skills to supporting local communities and encourages its business partners to implement and improve corporate social responsibility policies. The Group strives to develop long-term relationship with our stakeholders and bring a positive impact on community development.

保障知識產權

保護知識產權對本集團業務發展及利益保護十分重要。因此，本集團致力保護並強制執行其知識產權。本集團已制定相關的機密管理系統，該系統規定僱員無論何時均應對產品加工及產品註冊資料保密。

此外，本集團通過專利、商標、商業秘密、合同安排及中國法律（包括國家對中藥的保護）項下的其他法律保護措施的結合，一直積極尋求對所有產品及專有信息的法律保護。

保障客戶資料及私隱

本集團一直極為重視保障及保護消費者權利及個人資料。本集團已實施「文件保護管理程序」政策，以防止機密資料丟失或外泄。所有文件根據機密性分為不同類別且僅可由獲授權人士取閱。要求查閱機密資料須獲得特定批准且發送者及接收者均須簽署確認。相關人員銷毀機密文件之前，須取得批准。

反貪污

本集團致力於維護高水平的商業道德及誠信。本集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》及中國其他相關法律及法規。隨著「反賄賂制度」的實施，本集團向其僱員傳遞其對打擊腐敗及欺詐的堅定立場。本集團在與第三方供應商簽訂的合同中納入與反貪污相關的適用條文，並要求供應商完全符合所定義的要求。為加強企業廉潔建設，本集團已經成立反貪污工作小組，監督銷售流程及防止發生任何貪污事件。

於報告期間，並無向本集團提起有關貪污行為的法律訴訟。

社區

社區投資

作為一間對社會負責企業，本集團不斷了解社區的需要。本集團已採納「企業責任政策」，積極參與當地社區活動。本集團鼓勵其僱員投入時間及精力支持當地社區及鼓勵業務合作夥伴實施及完善企業社會責任政策。本集團致力發展與持份者的長期關係及為社區發展帶來正面影響。

Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

環境、社會及管治報告指數

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標		Sections 章節	Pages 頁次
A. Environmental			
A. 環境			
A1: Emissions			
A1：排放物			
General Disclosure 一般披露		“Emissions” 「排放物」	6
KPI A1.1	The types of emissions and respective emissions data	“Emissions — Air Pollutants Emission”	7
關鍵績效指標 A1.1	排放物種類及相關排放數據	「排放物－空氣污染物排放」	
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	“Emissions — Greenhouse Gas Emission”	7
關鍵績效指標 A1.2	溫室氣體總排放量及(如適用)密度	「排放物－溫室氣體排放」	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group’s business.	–
關鍵績效指標 A1.3	所產生有害廢棄物總量及(如適用)密度	不適用於本集團業務。	
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	“Emissions — Hazardous and Non-hazardous Wastes”	8
關鍵績效指標 A1.4	所產生無害廢棄物總量及(如適用)密度	「排放物－有害及無害廢棄物」	
KPI A1.5	Description of measures to mitigate emissions and results achieved	“Emissions — Air Pollutants Emission”, “Emissions — Greenhouse Gas Emission”	7
關鍵績效指標 A1.5	減低排放量的措施及所得成果的描述	「排放物－空氣污染物排放」、 「排放物－溫室氣體排放」	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	“Emissions — Hazardous and Non-hazardous waste”	8
關鍵績效指標 A1.6	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的描述	「排放物－有害及無害廢棄物」	

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs)

主題範圍、層面、一般披露及關鍵績效指標

Sections

章節

Pages

頁次

A2: Use of Resources

A2：資源使用

General Disclosure

一般披露

KPI A2.1

關鍵績效指標 A2.1

Direct and/or indirect energy consumption by type in total and intensity

按類型劃分的直接及／或間接能源總耗量及密度

KPI A2.2

關鍵績效指標 A2.2

Water consumption in total and intensity

總耗水量及密度

KPI A2.3

關鍵績效指標 A2.3

Description of energy use efficiency initiatives and results achieved

能源使用效益計劃及所得成果的描述

KPI A2.4

關鍵績效指標 A2.4

Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved

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的描述

KPI A2.5

關鍵績效指標 A2.5

Total packaging material used for finished products and, if applicable, with reference to per unit produced

製成品所用包裝材料的總量及（如適用）每生產單位估量

“Use of Resources”

「資源使用」

“Use of Resources — Energy Consumption”

「資源使用－耗用能源」

“Use of Resources — Water Consumption”

「資源使用－耗水量」

“Use of Resources — Energy Consumption”

「資源使用－耗用能源」

“Use of Resources — Water Consumption”

「資源使用－耗水量」

“Use of Resources — Packaging Materials and Other Resources”

「資源使用－包裝材料及其他資源」

9

9

9

9

9

10

A3: The Environment and Natural Resources

A3：環境及天然資源

General Disclosure

一般披露

KPI A3.1

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

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的描述

“The Environment and Natural Resources”

「環境及天然資源」

“The Environment and Natural Resources”

「環境及天然資源」

10

10

A4: Climate Change

A4：氣候變化

General Disclosure

一般披露

KPI A4.1

關鍵績效指標 A4.1

Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them

已經及可能會對發行人產生影響的重大氣候相關議題，及已採取管理有關議題的行動的描述

Not applicable to the Group’s business

不適用於本集團的業務

—

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標		Sections 章節	Pages 頁次
B. Social			
B. 社會			
Employment and Labour Practices			
僱傭及勞工常規			
B1: Employment			
B1：僱傭			
General Disclosure 一般披露		“Employment” 「僱傭」	10
KPI B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	“Employment” 「僱傭」	11
關鍵績效指標 B1.1			
KPI B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失率	“Employment” 「僱傭」	11–12
關鍵績效指標 B1.2			
B2: Health and safety			
B2：健康與安全			
General Disclosure 一般披露		“Health and Safety” 「健康與安全」	12
KPI B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	No case of work-related fatality was noted. 未發現工作關係而死亡的案例。	–
關鍵績效指標 B2.1			
KPI B2.2	Lost days due to work injury 因工傷損失工作日數	No case of lost days due to work injury was noted. 未發現工傷而損失工時的案例。	–
關鍵績效指標 B2.2			
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 所採納的職業健康與安全措施，以及相關執行及監察方法的描述。	“Health and Safety” 「健康與安全」	12
關鍵績效指標 B2.3			

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標	Sections 章節	Pages 頁次
B3: Development and Training		
B3：發展及培訓		
General Disclosure 一般披露	“Development and Training” 「發展及培訓」	13
KPI B3.1 The percentage of employee trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	“Development and Training” 「發展及培訓」	13
關鍵績效指標 B3.1		
KPI B3.2 The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	“Development and Training” 「發展及培訓」	13–14
關鍵績效指標 B3.2		
B4: Labour Standards		
B4：勞工準則		
General Disclosure 一般披露	“Labour Standards” 「勞工準則」	14
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工的描述	“Labour Standards” 「勞工準則」	14
關鍵績效指標 B4.1		
KPI B4.2 Description of steps taken to eliminate such practices when discovered 在發現違規情況時消除有關情況所採取的步驟的描述	“Labour Standards” 「勞工準則」	14
關鍵績效指標 B4.2		

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標		Sections 章節	Pages 頁次
Operating Practices 營運慣例			
B5: Supply Chain Management B5：供應鏈管理			
General Disclosure 一般披露		“Supply Chain Management” 「供應鏈管理」	14
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region 按地區劃分的供應商人數	–	–
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	–	–
關鍵績效指標 B5.2	有關聘用供應商的慣例、向其執行有關慣例的供應商數目、有關慣例的執行及監察方法的描述	–	–
KPI B5.3	Description of practices used to identify environmental and social risk along the supply chain, and how they are implemented and monitored	–	–
關鍵績效指標 B5.3	有關識別供應鏈每個環節的環境及社會風險的慣例，以及有關慣例的執行及監察方法的描述	–	–
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	–	–
關鍵績效指標 B5.4	在揀選供應商時促使多用環保產品及服務的慣例，以及有關慣例的執行及監察方法的描述	–	–

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標	Sections 章節	Pages 頁次
B6: Product Responsibility		
B6：產品責任		
General Disclosure 一般披露	“Product Responsibility” 「產品責任」	15
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons No case of products sold or shipped subject to recalls for safety and health reasons was noted.	–
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比 並無發現已售或已發貨產品因安全及健康原因而召回的案例。	
KPI B6.2	Number of products and service related complaints received and how they are dealt with No case of products and service related complaint was received.	–
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法 並未接獲產品及服務相關投訴的案例。	
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights “Product Responsibility — Intellectual Property Protection”	16
關鍵績效指標 B6.3	與維護及保障知識產權有關的慣例的描述 「產品責任－知識產權保護」	
KPI B6.4	Description of quality assurance process and recall procedures “Product Responsibility — Quality Control Management”	15
關鍵績效指標 B6.4	質量檢定過程及產品回收程序的描述 「產品責任－質量控制管理」	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored “Product Responsibility — Customer Data Protection and Privacy”	16
關鍵績效指標 B6.5	消費者資料保障及私隱政策，以及相關執行及監察方法的描述 「產品責任－客戶資料保障及私隱」	
B7: Anti-corruption		
B7：反貪污		
General Disclosure 一般披露	“Anti-corruption” 「反貪污」	16
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case No concluded legal case regarding corrupt practices was noted.	–
關鍵績效指標 B7.1	於報告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 並無發現已審結貪污訴訟案件。	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored “Anti-corruption”	16
關鍵績效指標 B7.2	防範措施及舉報程序，以及相關執行及監察方法的描述 「反貪污」	
KPI B7.3	Description of anti-corruption training provided to directors and staff “Anti-corruption”	16
關鍵績效指標 B7.3	向董事及員工提供的反貪污培訓的描述 「反貪污」	

Environmental, Social and Governance Report

環境、社會及管治報告

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs) 主題範圍、層面、一般披露及關鍵績效指標	Sections 章節	Pages 頁次
--	----------------	-------------

Community

社區

B8: Community Investment

B8：社區投資

General Disclosure 一般披露	“Community Investment” 「社區投資」	16
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	-
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境問題、勞工需求、健康、文化、體育)	-
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	-
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)	-



Sanai Health Industry Group Company Limited
三愛健康產業集團有限公司