



北京健康(控股)有限公司
Beijing Health (Holdings) Limited



2021

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

CONTENTS

目錄

- 1 DEFINITION**
釋義
- 2 ABOUT THIS REPORT**
關於本報告
 - 2 REPORTING PURPOSE
報告目的
 - 2 REPORTING PERIOD AND SCOPE
報告期間及範圍
 - 3 REPORTING BASIS AND PRINCIPLE
報告編製依據及原則
 - 4 INTERVAL, VERSIONS OF AND ACCESS TO THIS REPORT
報告發佈週期、版本與獲取
 - 4 YOUR COMMENTS
您的意見
- 5 ABOUT THE GROUP**
關於本集團
 - 5 BUSINESS OVERVIEW OF THE GROUP
集團業務概覽
 - 6 DEVELOPMENT CONCEPT
發展理念
 - 7 MAJOR CERTIFICATIONS AND ACHIEVEMENTS
主要認證及成就
- 9 OUR SUSTAINABLE DEVELOPMENT STRATEGIES**
我們的可持續發展戰略
- 10 SUSTAINABLE DEVELOPMENT GOVERNANCE**
可持續發展管治
- 11 STAKEHOLDER ENGAGEMENT**
持份者參與
- 15 ANTI-CORRUPTION**
反貪污
- 16 CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY**
一心一意 為員工創造價值
 - 17 STAFF OVERVIEW
員工概覽
 - 19 TALENT RECRUITMENT
網羅人才
 - 19 STAFF RIGHTS
員工權益
 - 21 LABOR STANDARDS
勞工準則
 - 21 TALENT TRAINING
人才培訓
 - 24 HEALTH AND SAFETY
健康與安全
 - 26 PANDEMIC PREVENTION AND CONTROL
疫情防控
- 29 CONCENTRATE ON CREATING VALUE FOR CUSTOMERS**
專心致志 為客戶創造價值
 - 30 GERIATRIC CARE SERVICE
養老服務
 - 30 SERVICE QUALITY
服務質量
 - 31 SAFETY OF THE ELDERLY
長者安全
 - 32 SALES OF MEDICAL AND GERIATRIC FURNITURE
醫、養傢俱銷售業務
 - 32 PRODUCT QUALITY
產品質量
 - 33 CUSTOMER PRIVACY
客戶私隱
 - 34 ADVERTISING, LABELLING AND INTELLECTUAL PROPERTY RIGHT
廣告、標籤及知識產權
- 35 JOIN HANDS TO CREATE VALUE FOR SUPPLY CHAIN**
同心一意 為供應鏈創造價值
 - 36 SUPPLIER MANAGEMENT
供應商管理
- 37 OUR WILLS UNITE LIKE A FORTRESS TO CREATE VALUE FOR THE ENVIRONMENT**
眾心如城 為環境創造價值
 - 38 GREEN PRODUCTS
綠色產品
 - 40 HAZARDOUS AND NON-HAZARDOUS WASTE
有害及無害廢物
 - 41 ENERGY, AIR EMISSIONS AND GREENHOUSE GASES
能源、廢氣及溫室氣體排放
 - 44 WATER AND SEWAGE DISCHARGE
用水及污水排放
 - 45 CLIMATE CHANGE
氣候變化
- 46 STRIVE FOR UNITY AND CREATE VALUE FOR THE COMMUNITY**
戮力齊心 為社區創造價值
- 47 INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE**
《環境、社會及管治報告指引》索引

DEFINITION

釋義

“Beijing Health” or “Company” 「北京健康」或「本公司」	指	Beijing Health (Holdings) Limited (a company incorporated in the Cayman Islands with limited liability), whose Shares are listed on the main board of the Stock Exchange (stock code: 2389); 北京健康(控股)有限公司(一間於開曼群島註冊成立之有限公司)，其股份在聯交所主板上市(股份代號：2389)；
“Subsidiary” 「附屬公司」	指	has the meaning ascribed to it in the Listing Rules; 具上市規則所賦予的涵義；
“Group” or “we” 「本集團」或「我們」	指	the Company together with its subsidiaries; 本公司及其附屬公司；
“Report” 「本報告」	指	the sixth Environmental, Social and Governance Report published by the Group; 本集團發佈的第六份環境、社會及管治報告；
“Reporting Period” or “Year” 「報告期」或「本年度」	指	1 January 2021 to 31 December 2021; 2021年1月1日至2021年12月31日；
“Board” 「董事會」	指	the board of Directors of the Company; 本公司董事會；
“Director(s)” 「董事」	指	the directors of the Company; 本公司董事；
“Stock Exchange” 「聯交所」	指	The Stock Exchange of Hong Kong Limited; 香港聯合交易所有限公司；
“Guide” 「指引」	指	Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities on Stock Exchange; 聯交所證券上市規則附錄二十七所載之《環境、社會及管治報告指引》；
“ESG” 「ESG」	指	Environmental, Social and Governance; 環境、社會及管治；
“KPI” 「KPI」	指	Key Performance Indicator; 關鍵績效指標；
“Hong Kong” 「香港」	指	the Hong Kong Special Administrative Region of the People’s Republic of China; 中華人民共和國香港特別行政區；
“PRC” 「中國」	指	the People’s Republic of China, and for the purpose of this Report only, excluding Hong Kong, the Macau Special Administrative Region of the PRC and Taiwan; and 中華人民共和國，就本報告而言，並不包括香港、中國澳門特別行政區及台灣；以及
“%” 「%」	指	per cent. 百分比。

ABOUT THIS REPORT

關於本報告

REPORTING PURPOSE

This Report is the sixth environmental, social and governance report (the "Report") published by the Company. The purpose is to report the implementation of sustainable development policies and performance of the medical and health industry and geriatric business of the Group in the past year to the stakeholders.

REPORTING PERIOD AND SCOPE

The Report covers the period from 1 January 2021 to 31 December 2021. Unless otherwise specified, the Report covers Beijing Health (Holdings) Limited and the following subsidiaries:

1. Beijing Zhong Cheng Hu Lian Investment Advisory Co., Ltd.* ("Beijing Zhong Cheng");
2. Shanghai Chongyuan Investment Management Company Limited* ("Shanghai Chongyuan");
3. Beijing Vissam Prosperity Furniture Limited* ("Beijing Vissam");
4. Beijing Yicheng Enterprise Management Co., Ltd. * ("Beijing Yicheng");
5. Shanghai Xiangyong Enterprise Management Consulting Co., Ltd.* ("Shanghai Xiangyong");
6. Wuhu Fuling Golden Sun Health Care Service Company Limited* ("Wuhu Golden Sun");
7. Beijing Inland Port International Logistics Co., Ltd. * ("Beijing Inland Port"); and
8. Shanghai Qiyue Health Technology Co., Ltd.* ("Shanghai Qiyue").

報告目的

本報告為本公司發表的第六份環境、社會及管治報告(「本報告」)，旨在向持份者匯報本集團的醫療健康產業及養老業務於過往一年實踐可持續發展的方針及表現。

報告期間及範圍

本報告的報告期間為2021年1月1日至2021年12月31日。除非另有說明，報告範圍涵蓋北京健康(控股)有限公司及下列附屬公司：

1. 北京眾成互聯投資諮詢有限公司(「北京眾成」)；
2. 上海翀遠投資管理有限公司(「上海翀遠」)；
3. 北京偉森盛業傢俱有限公司(「北京偉森」)；
4. 北京毅成企業管理有限公司(「北京毅成」)；
5. 上海祥永企業管理諮詢有限公司(「上海祥永」)；
6. 蕪湖市福齡金太陽健康養老服務有限公司(「蕪湖金太陽」)；
7. 北京陸港國際物流有限公司(「北京陸港」)；以及
8. 上海啟悅健康科技有限公司(「上海啟悅」)。

* For identification purpose only

ABOUT THIS REPORT • 關於本報告

As the Company's interests in Changzhou Qiyue Hongtai Geriatric Services Limited, Changzhou Xinbei Xuejia Aixin Nursing Home and Wuxi Beikang Hongtai Geriatric Services Limited have fallen below 50%, after considering the principle of materiality, we exclude these relevant companies from the scope of reporting from this Year.

REPORTING BASIS AND PRINCIPLE

This Report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guide" set out in the Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange. The Report has been compiled in accordance with the three principles of the ESG Reporting Guide, which include materiality, quantitative and consistency. The materiality analysis determines the material disclosure of this Report and disclosures of quantifiable environmental and social performances, while the statistical method being used is the same as last year's ESG report in terms of data collection and report preparation.

由於本公司於常州啟悅宏泰養老服務有限公司、常州新北薛家愛心護理院以及無錫北康宏泰養老服務有限公司的所有股權已低於50%，考慮到重要性原則，相關公司已從本年度的報告範圍中剔除。

報告編製依據及原則

本報告按照聯交所《證券上市規則》附錄二十七《環境、社會及管治報告指引》的三項匯報原則進行編製，包括：重要性、量化及一致性。我們重要性分析確定本報告的重點披露內容，對可量化的環境及社會績效作出披露，並使用與上一年度ESG報告一致的披露統計方法進行信息收集及報告編製。

Materiality 重要性

This Report aims to focus on responding to the concern of environmental and social issues to stakeholders. We identify important ESG issues through materiality assessment, including communicating with stakeholders through different channels. For details of the materiality assessment process and results, please refer to the chapter of "Materiality Assessment".

本報告旨在重點回應持份者關注的重要環境及社會議題，我們透過重要性評估識別重要ESG議題，包括透過不同渠道與持份者溝通，詳細的重要性評估過程及結果請見「重要性評估」章節。

Quantitative 量化

In order to evaluate our environmental and social performance, we disclose the quantitative KPI for the Year, and the information on the standards, methods, assumptions and/or calculation tools used for the quantitative KPI, and the sources of the conversion factors being used. Information and data quoted in this Report are derived from the official documents, statistical reports and financial reports of the Group. We mainly refer to "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" and "How to Prepare an ESG Report? - Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange to calculate the KPI disclosed in the report.

為評估我們的環境及社會績效，我們披露了本年度內的量化KPI，並披露量化KPI所採用的標準、方法、假設及／或計算工具的資料，以及其所使用的轉換因素的來源。本報告引用的資料及數據源自本集團正式文件、統計報告與財務報告，我們主要參照聯交所《如何準備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》及附錄三《社會關鍵績效指標匯報指引》計算報告中披露的KPI。

Consistency 一致性

We have adopted the statistical methods and KPI that are consistent with that used in previous reporting periods in order to increase the comparability of the environmental and social performance.

我們採取了與過往報告期一致的統計方法及KPI，以提高環境及社會績效的可比性。

ABOUT THIS REPORT • 關於本報告

INTERVAL, VERSIONS OF AND ACCESS TO THIS REPORT

This Report is issued annually and is available in Chinese and English versions. If the content is not consistent, the Chinese version shall prevail. This Report is published in PDF electronic form. The PDF electronic version can be downloaded from the official website of the Company (<http://www.bjhl.com.hk>) and the website of the Stock Exchange (<http://www.hkexnews.hk>).

YOUR COMMENTS

We believe that the opinions of our stakeholders can contribute to the ongoing development of the Group. Each opinion is precious for us. If you have any comments on this Report or the sustainable development strategies and performance of the Group, please contact us through the following contact methods:

Address: Unit 04, 27/F, 909 Cheung Sha Wan Road,
Cheung Sha Wan, Kowloon, Hong Kong
Tel.: (852) 2601 3633

報告發佈週期、版本與獲取

本報告為年度報告，具備中文及英文版本。若內容理解不一致，請以中文版本為準。本報告以PDF電子版本形式發佈。PDF電子版本可在本公司官方網站(<http://www.bjhl.com.hk>)及聯交所網站(<http://www.hkexnews.hk>)下載。

您的意見

我們相信，持份者的意見是協助本集團向前發展的契機，每一個意見對我們來說都是彌足珍貴。如閣下對本報告或本集團的可持續發展策略及表現有任何意見，歡迎透過以下方式與我們聯繫：

地址：香港九龍
長沙灣長沙灣道909號27樓04室
電話：(852) 2601 3633

ABOUT THE GROUP

關於本集團

BUSINESS OVERVIEW OF THE GROUP

Beijing Health (Holdings) Limited (stock code: 2389) was established in 2001 as a company listed on the main board of the Stock Exchange of Hong Kong. Beijing Health has long been taking "Health Restoration" as corporate mission and "Being the Creator of a Healthy and Happy Life" as corporate vision. Its businesses mainly consist of geriatric care, healthcare industrial parks and sale of medical and geriatric products. We strive to encourage citizens to enjoy and return to a healthy life by fulfilling our concept of "Co-creation, Sharing and Achieving a win-win situation".

集團業務概覽

北京健康(控股)有限公司於2001年成立，並在香港聯合交易所主板上市(股份代號：2389)。北京健康一直以「讓健康回歸」為企業使命，以「成為健康、快樂生活的創造者」為企業願景。其業務主要涵蓋養老、健康產業園及醫養產品銷售，致力在「共創，共享，共贏」的前提下實現讓所有國人享受健康、回歸健康的目標。

Geriatric Care Business

Through our geriatric care institutions, which have integrated the geriatric care centers with nursing homes, we provide approximately 1,055 beds in the Yangtze River Delta Region and offer high quality services such as day care services and rehabilitation for the elderly in various districts.

Healthcare Industrial Park Business

Pursuant to the policies and directions of the national and local governments on land planning adjustment, we mainly acquire high-quality land in the first-tier cities such as Beijing and Shanghai. Through transformation and upgrade, we introduce the advanced construction philosophy of the industry to fulfil the demand of the government and customers and develop new business modes by constructing corporate headquarters and healthcare industrial parks.

Sale of Medical and Geriatric Products

Vissam Prosperity, a subsidiary of the Group, continues to tap into the furniture industry of geriatric care, medical and education professionals. Our products align with the core concept of fulfilling "People's Health Needs" to satisfy the requirements of professional, green and environmental protection, so as to maintain a leading position in the industry.

養老業務

透過養老院及護理院結合的養老機構，於長三角區域提供約1,055床位，為各區長者提供日間照料、復康等優質服務。

健康產業園業務

根據國家及各地方政府對土地規劃調整的政策及方向，主要在北京、上海等一線城市獲取優質土地，通過轉型升級，引入先進的產業建設理念，全面滿足政府、市場用戶的需求，重點建設企業總部及健康產業園等新型業態。

醫養產品銷售

本集團之附屬公司偉森盛業繼續深耕養老、醫療、教育專業傢俱行業，在滿足專業、綠色、環保的要求基礎上，以「人的健康需求」為產品核心，繼續保持行業領先。

DEVELOPMENT CONCEPT

發展理念

Our Mission

我們的使命

Health Restoration
讓健康回歸

Our Vision

我們的願景

The Creator of a Healthy
and Happy Life
健康、快樂生活
的創造者

Our Culture

我們的文化

Integrity, Innovation
Sharing and Respect
誠信、創新
共享、尊重

MAJOR CERTIFICATIONS AND ACHIEVEMENTS

Vissam Prosperity

ISO Management System Certification

主要認證及成就

偉森盛業

ISO管理體系認證



ABOUT THE GROUP • 關於本集團

Garnered the China Environmental Labelling Product Certification (furniture of artificial wood panel and steel-wood furniture) granted by a third-party agency authorized by the Ministry of Ecology and Environment of the People's Republic of China:

由中華人民共和國生態環境部所授權的第三方機構所頒發之中國環境標誌產品認證證書(人造板材及鋼木傢俱)：



Wuhu Golden Sun

During the Reporting Period, Wuhu Golden Sun was honored to be shortlisted by the Anhui Provincial Health Commission and the Department of Civil Affairs of Anhui Province as one of the demonstration units for its integrated medical and geriatric care services in the province. The selection process included recommendation by local government departments, preliminary review by the provincial health committee and the Civil Affairs Department, on-site inspection and assessment and reviewing by experts.

蕪湖金太陽

於報告期內，蕪湖金太陽非常榮幸獲安徽省衛生健康委員會及安徽省民政廳挑選為省內其中1間醫養結合的示範創建單位。有關挑選過程經過各地政府部門推薦、省級健康委及民政廳進行初審、實地抽查評估、專家評審等程序。

OUR SUSTAINABLE DEVELOPMENT STRATEGIES

我們的可持續發展戰略

During the Reporting Period, the Municipal People's Government of Beijing launched the "Implementation Plan for Actively Responding to Aging Population in Beijing (2021-2025)", which aims at increasing the popularization and concession on geriatric care services. The plan suggested that Beijing should enhance the quality of geriatric care services and the utilization rate of facilities, while addressing the rigid demands such as rehabilitation and nursing services, and increasing the supply of medical and geriatric care services. It is expected that such plan will establish a social environment for geriatric care and filial respect for the elderly, and build a friendly society for the elderly in all aspects through urban and rural planning, construction and management.

We will continue to get hold of and make full use of the favorable external environment geared for geriatric care, medical and health industry in China while adhering to the "Healthy China" approach in order to continuously fulfil our vision of being the creator of a healthy and happy life. We should bear our corporate social responsibilities and strive to promote the sustainable development of the environment and society through our grand industrial chain of health industry. We mainly achieve the sustainable development policies through the following five dimensions:

於報告期內，北京市政府推出《北京市積極應對人口老齡化實施方案(2021年—2025年)》，目標為增加普及化、優惠的養老服務的供應。當中，方案提出北京市需提升養老服務質量及設施利用率，聚焦復康、護理等剛性需求，增加醫療養老服務的供應。有關方案期望建立一個養老、孝老、敬老的社會環境，並透過城鄉規劃、建設及管理，全方面建設老年友好型社會。

我們將繼續把握和充分利用中國養老、醫療和健康產業的良好外部環境，以「健康中國」為方針，繼續實踐我們的願景，成為健康、快樂生活的創造者。我們定當肩負起企業社會責任，致力透過自身的大健康產業鏈資源，推動環境和社會的可持續發展。我們主要透過以下五個維度實踐可持續發展方針：



SUSTAINABLE DEVELOPMENT GOVERNANCE

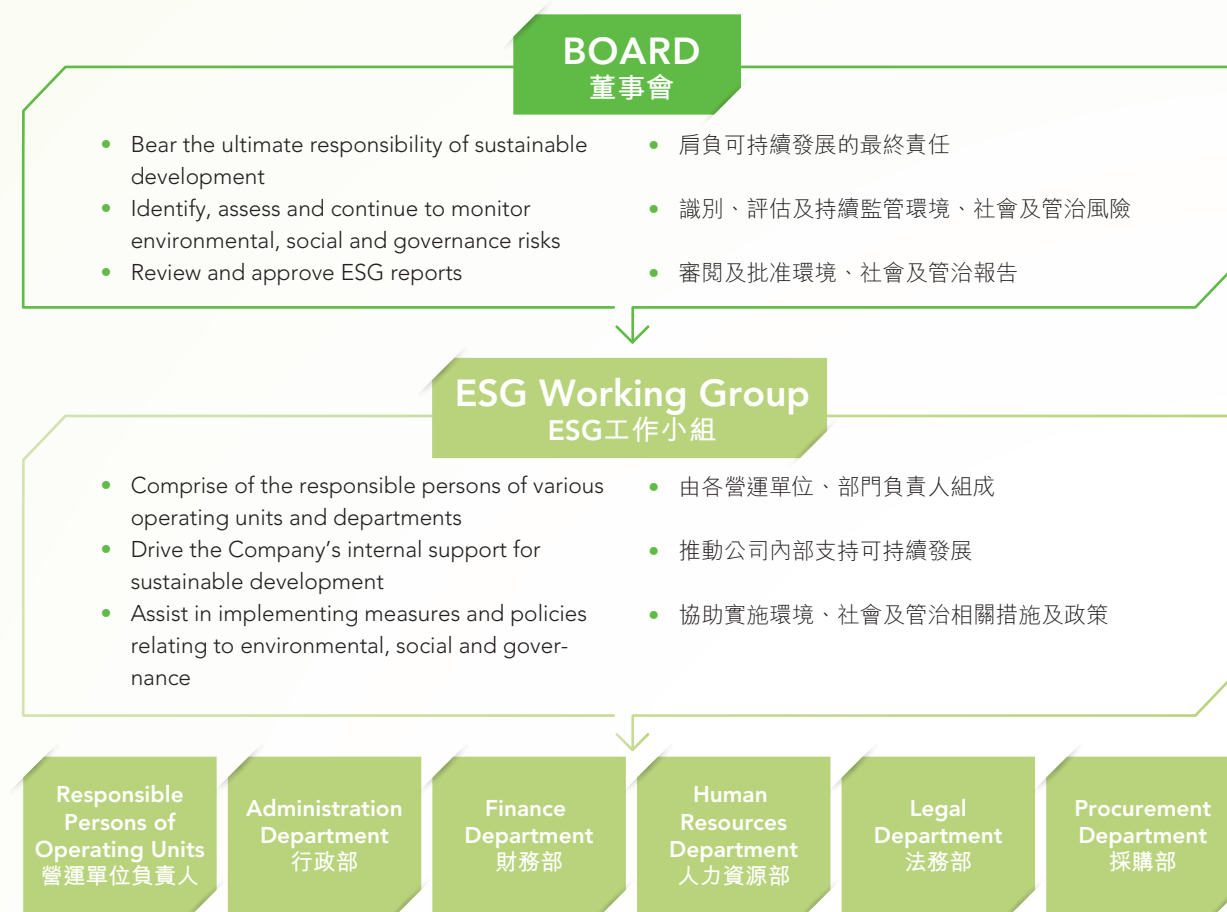
可持續發展管治

The Board is responsible for the highest level of decision-making regarding sustainable development. The Board always strictly monitors the Group's ESG risk management activities and remains ultimately responsible for overseeing the Group's material risks. The Board takes initiatives in formulating management policies and identifies the ESG issues that are crucial to the Group. At the same time, we collect internal and external data and stakeholders' opinions through a number of channels, including cases, information from other relevant domestic and overseas companies, historical data and future forecasts so as to formulate measures to minimize risks. The Group has established an ESG Working Group which is responsible for relevant matters and reports to the Board from time to time. The Group will continue to follow up with the situation and review the issues involved after receiving advice from the ESG Working Group in order to continue facilitating the Group to move towards the objective of sustainable development. Meanwhile, the Group also appointed Riskory Consultancy Limited as our Sustainability Consultant to provide ESG-related advisory services.

董事會為可持續發展承擔最高級別的決策責任。董事會向來嚴格監督本集團環境、社會及管治風險管理活動及對本集團實質風險負有最終責任。董事會積極制定管理方針，識別對本集團重要的環境、社會及管治事宜。同時透過多種渠道，包括案例、國內外其他相關公司的資料、歷史數據及未來預測以收集內外數據及持份者意見，從而制定減低風險的措施。本集團設有環境、社會及管治小組負責相關事宜，並不定期向董事會匯報。本集團聽取意見後會持續跟進情況，檢討相關事宜，目的希望本集團能繼續向可持續發展的目標邁進。同時，本集團亦委任Riskory Consultancy Limited為可持續發展顧問，提供環境、社會及管治方面的諮詢服務。

SUSTAINABLE DEVELOPMENT GOVERNANCE STRUCTURE

可持續發展管治架構



STAKEHOLDER ENGAGEMENT

持份者參與

We deeply understand that the Group's ESG performance not only affects the Company's internal operation, but is also closely related to various stakeholders. The opinions of our stakeholders have laid a solid foundation for the Group's long-term development and success. We continue to communicate with our various stakeholders, including our employees, suppliers, shareholders, governments, customers and communities, so as to understand their viewpoint and determine the material aspects of our sustainable development. During the Year, the Group continued to communicate with stakeholders through the following channels.

我們深明本集團的ESG表現不只影響公司內部，更與各持份者息息相關。持份者的意見為本集團的長期發展及成功奠定堅實的基礎。我們持續與我們的員工、供應商、股東、政府、客戶及社區等各持份者進行溝通，瞭解他們的觀點並確定可持續發展的重大方面。本年度，本集團持續透過以下的正式及非正式的渠道與持份者溝通。

<p>Employee 員工</p> 	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Performance appraisals • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 績效評估 • 年會
<p>Supplier 供應商</p> 	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Performance appraisals • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 績效評估 • 年會
<p>Investors and Shareholders 投資者及股東</p> 	<ul style="list-style-type: none"> • Financial Report • Investor Briefing • The Group's website • Investor Summit • Direct communication • Shareholders' meeting 	<ul style="list-style-type: none"> • 財務報告 • 投資者簡報 • 本集團網站 • 投資者峰會 • 直接溝通 • 股東大會
<p>Government and Regulatory Authorities 政府及監管機構</p> 	<ul style="list-style-type: none"> • Direct communication • Forum • Annual meeting • Seminars and workshops 	<ul style="list-style-type: none"> • 直接溝通 • 論壇 • 年會 • 研討會和工作坊

STAKEHOLDER ENGAGEMENT • 持份者參與

Customers and Users 客戶與用戶



- The Group's website
 - Mass media
 - Social media
 - Direct communication
 - Customer hotline
 - Customer satisfaction surveys
- 本集團網站
 - 大眾傳媒
 - 社交媒體
 - 直接溝通
 - 客戶服務熱線
 - 客戶滿意度調查

Community 社區



- The Group's website
 - Social media
 - Mass media
 - Direct communication
- 本集團網站
 - 社交媒體
 - 大眾傳媒
 - 直接溝通

MATERIALITY ANALYSIS

In order to identify the significant impacts of environmental, social and governance issues on the Group effectively, the Board reviewed the materiality issues identified in 2020 based on the opinions of various stakeholders and the operating conditions. The Board also assessed the applicability of each materiality issue in the Year, so as to ensure that our sustainable development is consistent with the opinions and needs of stakeholders. The procedures of this materiality assessment are as follows:

重要性分析

為了有效地識別對本集團有重大影響的環境、社會及管治議題，董事會結合各持份者的意見及營運情況，對2020年度所識別的重要性議題進行回顧，評估各重要性議題於本年度的適用程度，以確保我們的可持續發展工作與持份者的意見及需求相符。本次重要性評估流程如下：

1. IDENTIFYING MAJOR STAKEHOLDERS 識別重要持份者

The Group considers various aspects to determine whether there are changes in significant stakeholders during the Year:

本集團從多方面進行考慮，以判斷本年度的重要持份者是否存在變化：

(a) whether there have been significant changes in the Group's main business and operating environment;

本集團的主要業務及經營環境是否存在重大變化；

(b) whether there have been significant changes in the influence of stakeholders on the Group; and
持份者對本集團的影響力是否存在重大變化；及

(c) whether there have been material changes in the influence of the Group on stakeholders.

本集團對持份者的影響力是否存在重大變化。

Taking the above considerations into account, we have identified the major stakeholders. During the Year, the major stakeholders of the Group remain the same as in 2020.

綜合以上考慮，我們識別出重要持份者。於本年度，本集團的主要持份者與2020年保持一致。

2. REVIEW AND EXAMINATION OF THE MATERIALITY ISSUES 重要性議題回顧及審視

Combining the expectations and opinions of major stakeholders and the influence of different ESG issues on the Group, the Board reviewed and re-assessed the materiality issues identified in 2020 to establish the materiality issues for the Year. The Board reviewed issues based on various considerations, including (a) whether there are significant changes in the stakeholders' concerns toward ESG issues; (b) whether there are significant changes in the impact of ESG issues on stakeholders; and (c) whether there are significant changes in the influence of ESG issues on the Group's operation.

綜合重要持份者的期望與意見，以及不同環境、社會及管治議題對本集團的影響力，董事會對2020年度所識別的重要性議題進行回顧及再次評估，確立本年度的重要性議題。董事會根據多方面評估議題，包括(a)持份者對環境、社會及管治議題的關注是否存在重大變化；(b)環境、社會及管治議題對持份者的影響力是否存在重大變化；及(c)環境、社會及管治議題對本集團經營業務的影響力是否存在重大變化。

3. ESTABLISHMENT OF MATERIALITY ISSUES 重要性議題確立

After completing the review and evaluation on each issue, we believe that there is no significant change in the materiality issues during the Year as compared to the issues in 2020. Five issues were classified as high materiality during the Year, namely the Crisis or Emergency Management, Quality of Products and Services, Customer Health and Safety, Customer Satisfaction, and Protection of Customer Privacy. This Report will have disclosure on these material issues.

在完成對各議題的回顧及評估後，相比2020年度的議題，我們認為本年度的重要性議題未發生明顯變化。本年度有5個議題獲納入重要範疇，分別是危機或緊急事故管理、產品及服務質素、客戶健康與安全、客戶滿意度及客戶私隱保障，這些議題會在本報告作重點披露。

STAKEHOLDER ENGAGEMENT • 持份者參與

MATERIALITY ISSUES OF THE YEAR

本年度的重要性議題

Environmental Protection and Green Operations 環境保護及綠色營運	Operating Practices 營運常規	Products and Services Responsibilities 產品及服務責任	Quality of Working Environment 工作環境質素	Community Contribution 社區貢獻
1. Greenhouse Gas Emissions 1. 溫室氣體排放	9. Supply Chain Management 9. 供應鏈管理	13. Quality of Products and Services 13. 產品及服務質素	20. Equal Opportunity, Diversity and Anti-discrimination 20. 平等機會、多元化及反歧視	26. Participating or Organising Voluntary Activities 26. 參與或籌辦義工活動
2. Air Emissions 2. 廢氣排放	10. Assessments of Supplier's Environmental and Social Performance 10. 評估供應商的環境及社會表現	14. Safety of Products and Services 14. 產品及服務安全	21. Employment Relationships 21. 僱傭關係	27. Charitable Donations 27. 慈善捐贈
3. Electricity and Water Conservation 3. 節約用電及用水	11. Anti-fraud and Anti-corruption 11. 反舞弊腐敗	15. Customer Health and Safety 15. 客戶健康與安全	22. Occupational Safety and Health 22. 職業健康及安全	
4. Effective Use of Resources 4. 有效使用資源	12. Crisis or Emergency Management 12. 危機或緊急事故管理	16. Customer Satisfaction 16. 客戶滿意度	23. Training and Development 23. 培訓及發展	
5. Hazardous Waste Treatment 5. 有害廢物處理		17. Complaint Handling 17. 投訴處理	24. Child Labor and Forced Labor Prevention 24. 防止出現童工及強制勞工	
6. Non-Hazardous Waste Treatment 6. 無害廢物處理		18. Protection of Customer Privacy 18. 客戶私隱保障	25. Staff benefits 25. 員工福利	
7. Green Procurement 7. 綠色採購		19. Advertising and Promotion 19. 廣告與宣傳		
8. Risks Associated with Climate Change 8. 與氣候變化相關之風險				

Note

The highlighted issues are the issues classified as high materiality during the Year.

附註

本年度獲納入重要範疇的議題會以粗體字體標示。

ANTI-CORRUPTION

反貪污

The Group continues to promote integrity culture and complies with the requirements of relevant laws and regulations on preventing bribery, extortion, fraud and money laundering, including but not limited to the “Anti-Unfair Competition Law of the PRC”, “Criminal Law of the PRC” and “Interim Provisions on Banning Commercial Bribery”. We convey requirements of stringent compliance with the principles of anti-corruption and anti-fraud through the “Employee Handbook” and daily training. By clearly specifying the code of conduct in the “Employee Handbook”, we require employees to maintain good business ethics and integrity, and any actions that are fraudulent, dishonest, and violating the ethics or detrimental to the reputation of the Group are prohibited. All employees are not allowed to take advantage from their work, position or identity in the Group to solicit or receive any personal benefits and gifts, such as rebate, secret commission and cash.

During the Reporting Period, we provided anti-corruption training to the directors and employees through online and offline means, which further strengthened the compliance awareness of directors and employees, and promoted the corporate compliance and anti-corruption culture. The anti-corruption training includes but is not limited to specific training on anti-commercial bribery and topics on preventing illegal fundraising.

We also established reporting channels for our employees in order to strengthen corporate governance and internal control and safeguard the legitimate rights and interests of the Company and shareholders. If reports are received, investigation will be conducted and further action will be taken in a timely manner in order to protect the interests of the Group as well as its employees, customers and other stakeholders. During the Reporting Period, no legal case regarding corrupt practices was brought against the Group or any of its employees as far as the Company is aware.

本集團持續推進廉政建設工作，並嚴格遵守與防止賄賂、勒索、欺詐及洗黑錢相關的法律法規，包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《關於禁止商業賄賂行為的暫行規定》。我們透過《員工手冊》及日常培訓向員工傳達嚴格的反貪污及反欺詐要求。《員工手冊》當中清晰列明行為守則，並要求員工維持良好的商業道德和誠信，禁止一切欺詐、不誠實、違背道德或損壞集團聲譽的行為。所有員工均不能利用集團工作、職位或身份索取或接收任何私人利益和贈與，例如回扣、私下佣金及現金等。

於報告期內，我們透過線上及線下的方式向董事及員工提供反貪污培訓，進一步加強了董事及員工的合規意識，推動企業的合規、反貪污文化，其中包括但不限於反商業賄賂專題培訓、如何防範非法集資等課題。

我們同時向員工公開舉報渠道，以加強公司治理和內部控制，維護公司和股東的合法權益。如有懷疑不正當行為的情況，員工須向其上司、部門主管或人力資源部門舉報。本集團承諾假如收到相關舉報後會及時作出調查並採取進一步行動，保障集團、員工、客戶及其他持份者的利益。於報告期內，就本公司所深知，概無針對本集團或其僱員提出有關貪污訴訟的案件。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY

一心一意 • 為員工創造價值

Beijing Health deeply believes that the relationship between our employees and the enterprise is mutually beneficial, and it is also the cornerstone to foster sustainable, healthy and rapid development of the enterprise. The Group is committed to improving the human resources management system and expects our employees to devote themselves to work for the Group with "Sincerity", "Honesty" and "Trustiness", while growing together with the Group and realizing our corporate culture of "Integrity, Innovation, Sharing and Respect". We have also formulated the "Employee Handbook" that sets out the basic code of conduct for employees, enabling our employees to have a clear understanding of the Group's policies, regulations and job requirements. The Group always adheres to the laws and regulations relating to employment in order to protect the rights and benefits of employees. These laws and regulations include but not limited to the "Labor Law of the PRC", the "Labor Contract Law of the PRC", the "Law of the PRC on the Prevention and Control of Occupational Diseases", "Provisions on the Prohibition of Using Child Labor" and the "Employment Ordinance" of Hong Kong. The Group has formulated the "Compilation of Human Resources Policy" pursuant to the above laws and regulations. During the Reporting Period, there were no violation of laws and regulations related to employment and labor practices by the Group that caused significant impacts on the Group.

北京健康深信員工與企業之間的關係是互惠互利的，並且是作為企業持續健康快速發展的基石。本集團致力完善人力資源管理制度，期望所有員工對集團做到「誠」、「實」、「信」，與集團共同成长，一同實踐我們「誠信、創新、共享、尊重」的企業文化。我們亦同時制定《員工手冊》列明員工的基本行為準則，讓員工能夠清晰瞭解集團的政策、規定以及工作要求。本集團一直恪守與僱傭相關的法例法規，保障員工權益，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國職業病防治法》、《禁止使用童工規定》及香港《僱傭條例》等。本集團根據以上的法律法規制定《人力資源管理制度彙編》。於報告期間，本集團在僱傭及勞工準則方面沒有任何違反法律及法規的情況以致對本集團產生重大影響。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

一心一意 • 為員工創造價值

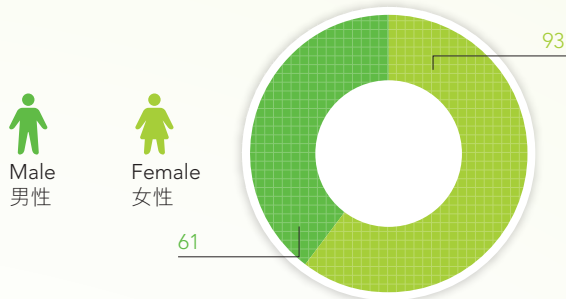
STAFF OVERVIEW

As at 31 December 2021, the Group hired a total of 154 employees, in which 149 are from mainland China and 5 are from Hong Kong. The employee distribution by gender, age group and employment type during the Reporting Period and year 2020 are as follows:

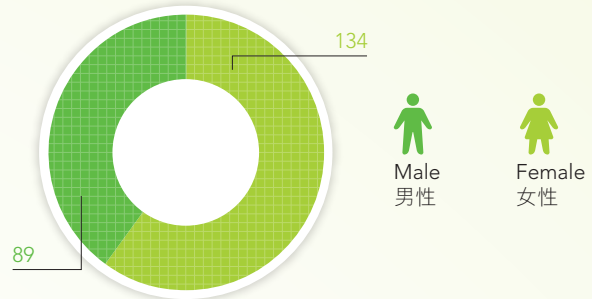
員工概覽

於2021年12月31日，本集團一共聘有154位員工，其中149位來自中國內地，5位來自香港。以下為報告期間及2020年度，按性別、年齡組別及僱員類別的員工分佈：

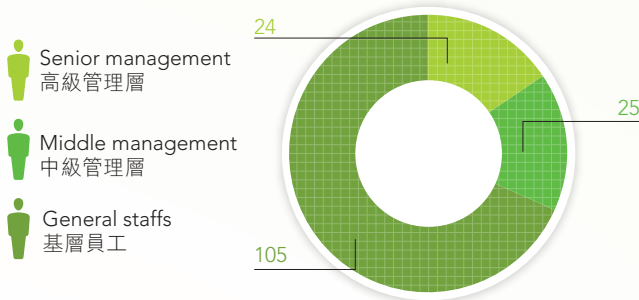
2021 Staff in total by Gender
2021年按性別劃分員工總數



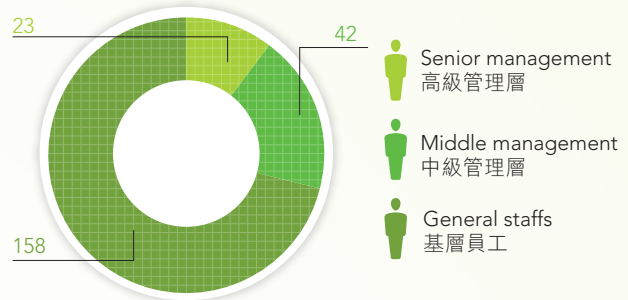
2020 Staff in total by Gender
2020年按性別劃分員工總數



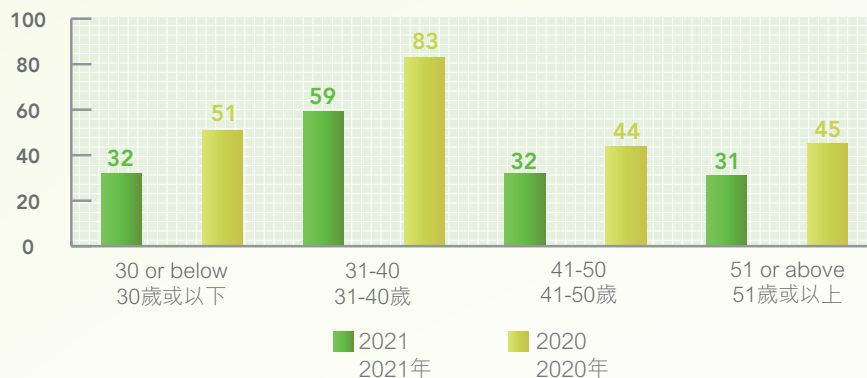
2021 Staff in total by Employment Type
2021年按僱員類別劃分員工總數



2020 Staff in total by Employment Type
2020年按僱員類別劃分員工總數



Staff in total by Age Group in 2020 and 2021¹
2020年及2021年按年齡組別劃分員工總數¹



The employee turnover rate classified by age group, gender and geographical region during the Reporting Period are as follows:

以下為報告期間按年齡組別、性別及地區分類的僱員流失比率：

Employee Turnover Rate 僱員流失比率	2021 ¹ 2021年 ¹	2020 2020年
By Age Group 按年齡組別分類		
30 or below 30歲或以下	28%	25%
31-40 31-40歲	36%	13%
41-50 41-50歲	13%	9%
51 or above 51歲或以上	19%	42%
By Gender 按性別分類		
Male 男性	28%	25%
Female 女性	25%	19%
By Geographical Region 按地區分類		
Hong Kong 香港	20%	0%
Mainland China 中國內地	26%	22%

Note

1 The data of Changzhou Qiyue Hongtai Geriatric Services Limited, Changzhou Xinbei Xuejia Aixin Nursing Home and Wuxi Beikang Hongtai Geriatric Services Limited have been excluded from the scope of reporting from this Year. For details, please refer to the "REPORTING PERIOD AND SCOPE" section.

附註

1 常州啟悅宏泰養老服務有限公司、常州新北薛家愛心護理院以及無錫北康宏泰養老服務有限公司的數據已從本年度的報告範圍中剔除。詳情請參考「報告期間及範圍」一節。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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TALENT RECRUITMENT

We have established an open and transparent recruitment and promotion system, and absolutely adhered to the principle of fairness, impartiality and equality to select the most suitable talents. By adopting zero tolerance policy on occupational discrimination, we recruit employees irrespective of any age, gender, language, race, disability, sexual orientation, family or marital status, nationality, religion, and socio-economic background. As we strive to create a diversified working environment, we will recruit talents through different channels, such as job agencies, employee referrals, recruitment fairs and campus recruitment. At the same time, we organises annual appraisal in order to provide a multi-dimensional development for employee promotion.

STAFF RIGHTS

網羅人才

我們設有公開透明的招聘和晉升制度，絕對以公平、公正、平等的原則去選拔適合的人才。對任何職場歧視採取「零」容忍的政策，不論任何年齡、性別、語言、種族、殘疾、性取向、家庭或婚姻狀況、國籍、宗教和社會經濟背景。我們致力打造多元化的工作環境，所以會透過不同渠道去招募人才加入本集團，例如職業中介機構、員工推薦、招聘會及校園招聘等。同時，我們每年會組織年度考評，為員工晉升提供多渠道發展。

員工權益

Remuneration Management

The remuneration of employees of the Group comprises of fixed wages and performance wages. We review the remuneration system regularly and assess the performance of employees through the performance appraisal system for adjusting remuneration.

Management of Staff Leave

Apart from the statutory holidays stipulated by the government, the Group's employees are entitled to have personal leave, sick leave and paid annual leave after probation. We also incorporate the family-friendly elements into the system and provide maternity leave and paternity leave for the needs of employees, while allowing them to take care of their family and fulfilling their job responsibilities.

Attendance Management

Employee is required to submit an application in advance for working overtime. The Group will make overtime pay or leave rearrangement in accordance with the laws and regulations. In addition, the Group's attendance management system will also clearly set out the working hours of our employees in order to ensure that their rights are protected.

薪酬管理

本集團的員工薪酬由固定工資和績效工資組成，我們會定期檢討薪酬制度及透過績效考核制度評核員工表現以調整薪酬。

休假管理

除了政府所規定的法定節日假外，本集團的員工在入職轉正後可享有事假、病假以及有薪年休假。我們亦在制度裏融入家庭友善元素，為有需要的員工提供產假及待產假等假期，讓員工能夠同時兼顧家庭及工作崗位的責任。

考勤管理

假如員工因工作需要加班，需事先申請。本集團會按法律法規向彼等支付加班工資或安排調休。此外，本集團的考勤管理相關制度亦會清楚列明員工的工作時間，保障他們的權益。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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Benefits Management

We provide domestic employees with five social insurances and one housing provident fund according to the "Social Insurance Law of the PRC", which includes work injury insurance, maternity insurance, medical insurance, pension insurance, unemployment insurance and housing provident fund.

Recreational Activities for Employees

We organize various leisure and sports activities, such as the birthday party, annual meeting, party building activities and dinners, for our employees from time to time. Employees can gather together and relax during their spare time and maintain a work-life balance.

福利管理

我們根據《中華人民共和國社會保險法》，為國內員工繳納五險一金，包括工傷保險、生育保險、醫療保險、養老保險、失業保險以及住房公積金。

員工康樂活動

我們會不定期為員工舉辦各種文娛康體活動，如生日會、年會、黨建活動、聚餐等，讓員工濟濟一堂，在工餘時放鬆身心，平衡工作與生活。

Annual Meeting of Vissam Prosperity

In January 2021, Vissam Group responded to the call of the country and transformed the large-scale annual meeting to be held per annum into an integrated online and offline interactive meeting, during the COVID-19 pandemic. Participants from different regions wear their masks to attend the meeting through an online conference software. During the meeting, all participants could witness the growth of the Company and the improvement of each other in the past year, and look forward to a prosperous future in 2021.

偉森盛業年會

2021年1月份，在疫情陰影尚未完全褪去的特殊時期，偉森集團響應國家號召，將每年的大型年會活動改造成了一場特殊的線上線下結合互動。參與的人員佩戴口罩，通過線上會議軟件與全國其他區域的同事共同見證過去1年公司 and 每一位員工的成長，一起展望2021年美好的未來。

While conducting various relaxing and interesting activities, each group of participants meticulously drew cartoons on encouraging theme for those who were still affected by the pandemic in Hebei Province.

各個小組在進行各種輕鬆、有趣的活動的同時，亦精心繪製了鼓勵漫畫，為仍是受疫情影響的河北省加油打氣。



CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

一心一意 • 為員工創造價值

LABOR STANDARDS

The Group strictly complies with laws and regulations such as the "Law of the PRC on the Protection of Minors", "Provisions on the Prohibition of Using Child Labor", "Labor Law of the PRC" and "Labor Contract Law of the PRC". No child labor or forced labor is allowed in the Group. We sign the "Labor Contract" with employees based on the principle of equality, voluntariness and consistent negotiation. Both parties have their own autonomy to either establish or terminate the employment relationship. All the duties and obligations are clearly stated in the "Labor Contract" to safeguard the legitimate rights and interests of both parties. During the recruitment process, we will inspect and verify the identity document of the new entrants to ensure that the legal working age is met and to protect the right and safety of minors. Candidates who do not meet the requirements will not be hired. Once child labor or forced labor cases are discovered, we will treat it seriously and make the responsible department hold accountable for the case. During the Reporting Period, the Group was not involved in any violations relating to the employment of child labor and forced labor.

TALENT TRAINING

The Group is committed to investing resources to provide training for its employees, actively creating a favourable learning ambience, and enhancing the work skills and professional knowledge of employees through diversified trainings. Talent nurturing is the top priority for corporate development. The Group creates a workplace that values the personal wellbeing of its employees, enhances their quality and abilities and identify employees' potentials. Therefore, we strive to deploy resources on talent nurturing and improve the training system based on the principle of "Economical, Practical and Efficient".

The training of the Group is mainly divided into internal training and external training. By providing employees with internal training, they can learn how to adapt to the social environment and the development of the market economy in the aspects of knowledge, skills and qualities, while shortening the gap between the job requirements and their own capabilities. At the same time, employees are selected to join external training outside the Company to learn new knowledge, technology or obtain professional qualifications for special positions.

勞工準則

本集團嚴格遵守國家的《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規。我們絕對不容許有童工或強制勞動的情況發生。我們本著平等自願、協商一致的原則與員工簽訂《勞動合同》，雙方在建立及解除勞動關係方面都具有自主權，《勞動合同》中明確規定各項義務，維護雙方的合法權益。在招聘過程中，我們會核對和檢查新入職員工的身份證明文件，確保其達到法定工作年齡，保障未成年人的權益和安全。所有不符合規定者均不予錄用，一旦發現任何童工或強制勞工情況，我們將嚴肅處理並對相關部門負責人進行問責。於報告期間，本集團並未發生任何聘用童工及強制勞工的相關違規情況。

人才培訓

本集團致力為員工投放資源開展培訓，積極營造良好的學習氛圍，通過舉行多樣化的培訓方式提升員工工作技能和專業知識。人才培養是企業發展的重中之重。本集團期望營造一個重視僱員個人福祉的工作場所，提升僱員的素質和能力，同時發掘有潛能的僱員。因此我們致力投放資源去培育人才，按照「經濟、實用、高效」的原則去完善培訓制度。

本集團的培訓主要分為內部培訓及外部培訓。我們期望透過內訓讓員工在知識、技能和素質方面適應社會環境和市場經濟的發展，縮小崗位要求與員工自身能力之間的差距。同時透過外訓，選派僱員到公司外學習新知識、技術或獲取特殊崗位的執業資歷。

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一心一意 • 為員工創造價值

The data of training by gender and employee category during the Reporting Period are as below:

以下為報告期間按性別及僱員類別劃分的培訓數據：

Employee's Training Data 僱員培訓數據	Percentage of Employees Trained 受訓僱員百分比	Average Trained Hours Completed Per Employee 每名僱員平均受訓時數
By Gender 按性別分類		
Male 男性	86.9%	3
Female 女性	82.8%	3
By Employee Category 按僱員類別分類		
Senior management 高級管理層	58.3%	5
Middle management 中級管理層	76.0%	3
General staffs 基層員工	92.4%	2

Four Major Training Objectives

4大培訓目標

MANAGEMENT TRAINING 管理培訓

Strengthen managers' ability to understand the management philosophy of the Company and improve their level of management and skills
增強管理者對公司管理理念的理解，提升管理水平與技巧

ON-THE-JOB-TRAINING 崗位培訓

Enable employees to understand their job duties, scope of work, work skills and appraisal standards
使員工明確本崗位的工作職責、工作內容、工作技能和考核標準

PROFESSIONAL TRAINING 專業培訓

Develop employees' potential ability and enhance their knowledge and skills in order to continue improving their work performance
開發員工潛在能力，增長知識，提高技能，促使工作績效不斷提高

INDUCTION TRAINING 入職培訓

Enable new employees to adapt to the job requirements and gradually develop values aligned with the Company
使新員工適應崗位工作要求，逐步確立與公司一致的價值觀



CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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In terms of the geriatric care business, we need to train a lot of nursing staffs to take care of the elderly. Therefore, we have established a set of training syllabus to train up nursing staffs in different positions, including syllabus for the newly recruited staff, medical staff, backend service staff and part-time staff of hospital's infection management department. Each unit has its specific training contents and appraisal standards.

在養老業務方面，我們需要培訓大量護理人員照顧長者。故此，我們建立了一套培訓大綱，針對不同職位的護理員進行培訓，分別有新上崗人員、醫務人員、後勤服務人員及醫院感染管理科的兼職人員，各單位均有特定的培訓內容和考核。



For instance, the purpose of organising training for new staff is to help them to be familiar with the hospital environment, various rules and regulations, work procedures and relevant professional knowledge as soon as possible. In addition, we implement strict performance appraisals, which mainly include assessing the working attitude and competence of the staff, and the contents of the appraisals will cover first-aid knowledge, nursing theory, first-aid drug application. We had organised nursing staff trainings during the Reporting Period, such as trainings relating to treatment for and prevention of the elderly from falling out of bed, helping the bed-bound elderly wipe their bodies and bath them, and the etiquette for nurses.

例如針對新上崗人員，培訓目的是幫助他們盡快熟悉院內環境、各項規章制度、工作流程及相關專業知識。另外，我們會實行嚴格的績效考核，主要包括評核員工的工作態度、能力，而考核內容涉及急救知識、護理理論、急救藥物應用等。報告期內也有組織了頗多的護理員培訓，例如關於老人墮床的處理和預防、幫助臥床老人擦浴及護士禮儀等。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

一心一意 • 為員工創造價值

During the Reporting Period, each of our subsidiaries organized their respective types of internal and external training, including but not limited to:

PANDEMIC PREVENTION AND CONTROL WORK

疫情防控工作

FIRE SAFETY AND VEHICLE DRIVING SAFETY

消防、車輛駕駛安全

RELEVANT ORDINANCES OF SOCIAL INSURANCE

社會保險相關條例

LATEST INDUSTRY DEVELOPMENT AND RELEVANT POLICIES

行業最新發展及相關政策

In order to evaluate the effectiveness of training, the trained employees are required to fill in the "Training Effectiveness Survey Feedback Form" so that the management department can understand and make improvements to the contents of training whenever it is necessary. Moreover, we will summarize the progression of trainings in each department on an annual basis, and put forward a training demand plan for the coming year, thereby improving the effectiveness of training continuously.

HEALTH AND SAFETY

Beijing Health is always concerned about the physical and mental health and the work safety of our employees and committed to continuously improving our working environment so as to move towards the objective of zero work injury on an ongoing basis. Beijing Vissam has obtained the ISO45001: 2018 Occupational Safety Management System Certification in regulating relevant management works. During the Reporting Period, the Group did not involve in any significant work injury and fatal incident. ¹If any of our staff members had suffered from work injury, the head of the Human Resources Department and colleagues will take immediate action to assist in sending the injured employee(s) to the hospital for treatment. The Human Resources Department will report the conditions of the injury in accordance with the handling procedure of work injury and assist employees in applying for medical subsidies.

Health

We provide employees with comprehensive medical insurance to help them lessen their personal medical burden in accordance with the "Beijing Basic Medical Insurance Regulation" and arrange body checks for employees once every two years to ensure that health problems are detected and treatments are provided on time.

於報告期內，我們的附屬公司各自組織了各種內部及外部培訓，包括但不限於：

為了更有效地評估培訓效果，受培訓的員工需填寫《培訓效果調查反饋表》，讓管理部了解培訓內容需要改進的地方。而我們每年度都會對各部門的培訓情況進行總結，並提出下年度培訓的需求計劃，不斷提高培訓效果。

健康與安全

北京健康向來十分重視員工的身心健康和工作安全，並承諾繼續為員工提供安全、健康工作環境為企業的首要目標，持續向「零」工傷的目標進發。當中，北京偉森更獲得ISO45001:2018職業安全管理體系認證，進一步規範相關管理工作。於報告期間，本集團無牽涉任何重大的工傷及死亡事故。¹假如不幸有職工工傷事故發生，人事部主管及同事會第一時間協助受傷員工送往醫院救治。人事部將會按工傷處理程序申報受傷情況並協助員工辦理申請醫療補助。

健康

我們按照《北京市基本醫療保險規定》為員工提供完善的醫療保險，幫助員工解決個人醫療負擔過重的問題；以及每兩年會安排員工進行一次健康體檢，確保員工能及時發現身體問題，不會耽誤治療時間。

¹ The Group had not involved in significant safety incident and work-related fatal incident in the past three years (including the reporting year).
本集團於過去三年(包括匯報年度)無重大安全事故及因工亡故的事件發生。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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Safety

- Set up the “Fire Safety Operation Regulations and Policy” to set out in detail the fire safety management work;
- Conduct fire safety inspection on a regular basis;
- Organise regular safety training which includes prevention of electricity hazard and fire, practical operation of fire safety facilities and seminars on gas safety in order to improve employees’ awareness of disaster prevention;
- Formulate emergency plans for fire and earthquake and conduct fire safety emergency drills which include the use of fire extinguishers, and escape drills to equip employees with the ability to respond to emergency and enhance their self-protection capability in emergency situation;
- Formulate the cleaning and safety operating procedures, and set out in detail the safety matters to be followed in the course of performing cleaning work.

安全

- 設立《消防安全操作規程及制度》，詳細列明執行消防安全的管理工作；
- 定期進行消防檢查；
- 定期舉行安全培訓，包括防火防電、消防設施實操，燃氣安全知識講座等，提高員工的防災意識；
- 制定應急預案，包括火災、地震等及進行消防安全應急演練，包括滅火器使用演練、逃生演練，讓員工掌握在緊急情況下的應變及自我防護能力；
- 制定保潔安全操作規程，詳細列明進行清潔工作時候的安全事項。

Case: Wuhu Golden Sun conducted fire evacuation drill

The Group conducted fire evacuation drills on a regular basis in order to enhance the fire safety awareness of the staff and the elderly in the nursing homes, and to check whether the fire protection facilities in the nursing homes are functioning properly. During the drill, our staff acted quickly to assist the elderly in evacuating orderly in accordance with the emergency plan, and assigned staff members to use the fire-fighting equipment to put out the fire.

案例：蕪湖金太陽進行消防逃生演練

本集團為增強養老院職工及長者的消防安全意識，以及檢驗院舍內的消防設施是否運作正常，我們會定期進行消防逃生演練活動。在演練期間，我們的職工按照緊急預案迅速並有序地協助長者撤離現場，同時分配人手運用滅火設備對火災進行撲滅。



PANDEMIC PREVENTION AND CONTROL

In light of the ongoing volatile pandemic circumstances in mainland China, we will continue to focus on the implementation of the management and control in the area of health and safety this year. The Group strives to comply with the “Emergency Response Law of the PRC” and the “Law of the PRC on Prevention and Treatment of Infectious Diseases” and relevant regulations to level 1 response mechanisms to major public health emergencies, and formulates “Enterprise COVID-19 Prevention Measures” and relevant emergency notices according to the official announcement from Municipal People’s Government of Beijing, so as to minimize the risk of infection for all employees. Owing to the cooperation of all employees, we did not record any case of infection.

The Group keeps pace with the ordinances and regulations issued by the government and adjusts and formulates pandemic prevention work arrangements for all employees as appropriate according to the pandemic trend. We require our employees to check their temperature before reporting to work and entering office areas, and scan a QR code before entering the institution. Employees showing symptoms of infection upon observation shall promptly seek medical advice. At the office, we require employees to check their temperature twice in the morning and afternoon, disinfect their hands and maintain good hygiene. We ensure ventilation at the office at least three times a day for an interval of 20-30 minutes each time to allow indoor air circulation in order to reduce the risk of spreading of virus. We disinfect public areas such as conference rooms, washrooms and elevators twice a day, and provide employees with sufficient supply of disinfectants. Beijing Vissam organised a project team for pandemic prevention, which is responsible for monitoring and organising pandemic prevention works and handling of emergencies. At the same time, we formulated the “Handbook of Pandemic Prevention”, setting out the way to wash hands thoroughly and wear mask properly, which was effective in enhancing the employees’ awareness of pandemic prevention. In order to reduce the risks of spreading virus and getting infected, the Group gradually arranged COVID-19 vaccination for employees and the vaccination rate reached 88%, providing protection for our employees and the elderly at our institutions.

疫情防控

鑒於內地新冠疫情持續反覆，我們本年度將繼續重點落實健康與安全範疇的管控。本集團致力遵守《中華人民共和國突發事件應對法》、《中華人民共和國傳染病防治法》和重大突發公共衛生事件一級響應機制的有關規定，並按照北京市政府不時發佈的新型冠狀病毒的有關通知，制定《新型冠狀病毒企業防疫工作制度》及有關應急通知，務求將所有員工的感染風險減到最低。有賴於全體員工的合作，我們並沒有感染個案。

本集團緊貼政府所發佈的條例規定及因應疫情趨勢，適時調整並制定所有員工的防疫工作安排。我們要求員工分別在上班前及進入辦公室範圍內的時候測量體溫，以及掃瞄二維碼入園。如在觀察後有感染症狀，需要立刻到醫院就診。在辦公室內，我們規定員工每天上、下午兩次測量體溫，消毒雙手，保持衛生；確保辦公室每天至少通風3次，每次20-30分鐘，確保室內空氣流通及減少病菌傳播風險；每天在公共區域消毒2次，例如會議室、衛生間和電梯；為員工提供大量消毒用品等。北京偉森更設立防疫工作專項小組，負責監督、指揮疫情防控的工作和處理應急情況。同時我們亦有制定《防疫知識手冊》，例如列明徹底清洗雙手的方法、如何正確佩戴口罩等，有效增強員工防疫意識。為求降低傳播和感染病毒風險，本集團已陸續安排我們的員工接種新冠病毒疫苗並接種率達至88%，使我們的員工以及我們的院舍的長者得到保護。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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Besides office, the pandemic prevention measures for geriatric care institutions is also important as the elderly are under the vulnerable group susceptible to infection. We strictly implement pandemic prevention measures at geriatric care institutions and comply with the guide on preventive measures of geriatric care center by the Chinese Centre for Disease Control and Prevention. During the peak of pandemic, we operated under enclosed management, no external visitors were allowed at the geriatric care institutions and the elderly were not allowed to leave the geriatric care institutions. Also, we provided seminars on pandemic prevention for employees so they could learn the knowledge and measures regarding elderly hygiene, nursing and infection control. In order to let the elderly enjoy a more lively and cheerful atmosphere under the pandemic, we held birthday parties and prepared singing and dancing performances, and passing warm and joyful birthday wishes to them.

除了辦公室以外，本集團需要加緊關注的範疇是養老機構的防疫措施，皆因長者是屬於最容易感染的高危群組。我們在養老機構嚴格執行防疫措施及遵守中國疾控中心的養老院預防指南。疫情高峰期間，我們以封閉式方法管理，養老機構不接待外來人員走訪慰問，長者亦不能離院外出。我們亦有特意为員工安排疫情防控知識講座，讓員工認識長者衛生及護理防護知識和措施。為了讓長者能夠在疫情下享受更多熱鬧歡樂的氣氛，我們舉行了生日會並預備了各式精彩的歌舞節目，為他們送上溫馨快樂的生日祝福。



Wuhu Golden Sun Elderly Care Centre held the August Vitality Party, where the elderly received blessings from staff and their families.

蕪湖市金太陽長者照護中心舉辦八月青春會，讓長者感受來自職工及家屬送上的祝福。

Pandemic prevention measures adopted by geriatric care institutions

- Establish health portfolio for the elderly and staff, with inspection and health registration conducted every morning;
- Operate under enclosed management, no visits, tours and other condolence activities are allowed and the elderly can make phone calls and video calls to stay connected with their families;
- Maintain indoor ventilation in the elderly care homes;
- Set up quarantine rooms for isolated treatment of the elderly who are suspected with COVID-19 symptoms. If the elderly are unfortunately infected, our staff will conduct isolation and health assessment of the elderly and send them to the hospital for treatment in time as appropriate; and
- The elderly who are discharged from hospital shall conduct nucleic acid testing before returning to elderly care home. And they are required to stay in transition rooms for quarantine.

養老機構防疫措施

- 建立長者和工作人員的健康檔案，每日早上進行檢查及健康登記；
- 實行封閉式管理，不接待任何探訪、參觀等慰問活動，採用電話及視像方式讓長者與家屬見面；
- 保持院舍的室內空氣流通；
- 設立隔離房間，以預防未來出現可疑病徵的長者進行隔離治療，減低傳播風險。若長者不幸感染，工作人員將對長者進行隔離及健康評估根據情況及時送往醫院進行治療；以及
- 因病住院後返回養老院舍的長者應在出院時進行核酸檢測，並在過渡房間按照規定進行隔離。

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS

專心致志 • 為客戶創造價值

The Group adheres to creating value for customers whole-heartedly by providing services and products. Regardless of the type of business, we guarantee to provide the best services and products to customers and be meticulous in quality management. We have established stringent policies and standards to manage products and services in terms of health and safety, privacy and advertisement and labelling for employees to comply with. We wish to understand customers' needs through feedbacks from customers, so as to facilitate business development of the Group.

During the Reporting Period, the Group was not involved in violating relevant laws and regulations related to products and services in terms of health and safety, advertising, labelling and privacy matters that have a significant impact on the Group. Those laws and regulations include but not limited to the "Advertising Law of the PRC", the "Pharmaceutical Administration Law of the PRC", the "Regulations on Computers Software Protection" and the "Personal Data (Privacy) Ordinance" of Hong Kong. Meanwhile, the Group did not recall any products and receive any complaints regarding products and services due to safety and health reasons.

本集團一直秉持著專心致志，為客戶創造價值的理念去提供服務和產品。無論是什麼類型的業務，我們承諾會給予客人最優質的服務和產品，在質量管理中做到一絲不苟的精神。我們分別在產品和服務的健康與安全、私隱事宜、廣告及標籤三大方面，均有設立嚴格的管理制度和標準讓員工去遵守跟從。我們期望能透過客戶的反饋，積極了解客戶的需求，從而讓本集團業務發展不停進步。

於報告期間，本集團無涉及違反對集團有重大影響，有關產品和服務的健康與安全、廣告、標籤及私隱事宜的相關法律及規例，包括但不限於《中華人民共和國廣告法》、《中華人民共和國藥品管理法》、《計算機軟件保護條例》、香港《個人資料(私隱)條例》等的情況。同時，本集團並無因安全與健康理由而需回收任何產品和接獲關於產品和服務的任何投訴。

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

專心致志 • 為客戶創造價值

GERIATRIC CARE SERVICE

“Building geriatric care home without limitation, Being an historical old and evergreen geriatric caring service provider” has always been our business vision. We hope to transfer positive energy continuously and are on a mission to provide comprehensive, quick and attentive services to the elderly. We also provide long term solution to children who wish to fulfil filial duties and solve their worries in caring for parents and promote the concepts of respecting, loving, caring for and helping the elderly in the society so as to develop a harmonious society.

SERVICE QUALITY

We pay utmost attention to our service quality in providing the elderly with the best service. In light of this, we formulated a quality management process, with detailed and clear guidelines and standards for each nursing procedure involved, to ensure that all employees are able to provide consistent and high quality service. In addition, we conduct monthly quality inspection and performance appraisal on geriatric care institutions under the Group, which include the environment, communication with customers, service attitude, condition of operating facilities and customer opinion. Relevant staff will rate each item and record areas for improvement to facilitate follow up measures. At the same time, we provide the elderly with a service satisfaction questionnaire to understand the elderly’s opinion on the overall service quality, so as to improve quality of service.

In response to complaints, we have formulated a complaint management policy with the aim of improving service level and satisfaction of the elderly while maintaining service standard and quality through public monitoring. We have set up hotline for complaint and customer service email that are available at all times. All staffs shall wear name tags during working time to facilitate public monitoring. Care receivers can give feedback on the services of caregivers to the superintendents and the supervisors shall revisit the care receiver who gave feedback at least once a week to facilitate the improvement in service quality. After receiving the complaints, we conduct investigations and, if necessary, switch caregiver for the care receiver or require the caregiver to receive training again. If the situation is found to be severe upon comprehensive investigation, we will also consider dismissing the relevant caregiver.

養老服務

「構建沒有圍牆的養老院，做百年長青的養老服務機構」是我們一如既往的業務願景。我們希望能持續傳遞正能量，抱著一份使命感為長者提供多方位、便捷周到的服務；為子女盡孝心，解決後顧之憂；為社會弘揚敬老、愛老、養老、助老美德，構建和諧社會。

服務質量

我們極其重視服務的質量，希望能為長者提供最優質的服務。有見及此，我們制定了質量管理流程，針對每一項會涉及到的護理程序都有詳細和清晰的指引和規範，確保所有員工均能提供一致並且高水平的服務質量。另外，我們會每月進行質量檢查，對旗下的養老機構進行績效考評，當中包括場所環境、客戶溝通情況、服務態度、設施運行情況、客戶意見等。相關的員工會對每個項目評分及記錄需要改進的問題，方便日後跟進及改善。同時，我們亦會提供服務質量滿意度調查表予長者填寫，讓我們可以知悉長者對整體服務質素的意見，從而提升服務質素。

在應對投訴情況，我們亦有制定投訴管理制度，以提高服務水平和老人滿意程度為目標，透過公開監督來保持服務水平和質量。我們設有投訴熱線和服務信箱，二十四小時受理投訴。所有員工都需佩戴工作牌上崗，以便於公開監督。服務對象可以隨時向院長反饋服務員的服務情況，主任亦會每週回訪服務對象至少一次，有效幫助改善服務品質。接獲投訴之後，我們會進行調查，在必要時會對服務對象更換服務員或者讓服務員再培訓。倘若在全面調查後發現事態嚴重，我們亦會考慮對相關服務員進行革職。

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

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SAFETY OF THE ELDERLY


For the geriatric service business, ensuring the safety of every elderly is the utmost responsibility of the geriatric service business of the Group. Geriatric care institutions under the Group have formulated various policies and measures to strictly manage and control various services process and we guarantee that the safety of the elderly is our first priority. In accordance with the relevant laws of the “Emergency Response Law of the PRC”, we formulated a comprehensive emergency response plan covering multiple areas, which played an important role in daily operations and management, safety of the elderly and risk prevention.

The six major principles in handling emergencies are as follows:

長者安全

在養老業務中，確保長者的安全是本集團養老業務的最大責任，我們旗下的養老機構均制定多項政策和措施，嚴格管理並控制多個服務流程，承諾把長者的安全放在第一位。根據《中華人民共和國突發事件應對法》的相關法律規定，我們制定了完善及覆蓋多方面的應急預案。對日常運營管理、老人生命安全、防範風險都起著非常重要的作用。

處理突發事件的時候我們抱著六大工作原則：



**People-first; All employees are important;
Prevention-oriented; Prevention and control measures for groups;
Prompt responses; Centralised directing;
Delegation of responsibilities by grade; Individual responsibilities;
Division by area; Management in accordance with the law;
Inter-connection of systems; Willingness to share**

以人為本，全員重視；預防為主，群防群控；
快速反應，統一指揮；分級責任，責任到人；
分區性質，依法處置；系統聯動，自願共享

Our contingency plan mainly involves areas such as support services, medical and nursing, and situation such as fire, aspiration and food poisoning of the elderly. All care workers have received basic first-aid trainings. They shall conduct initial treatment in accordance with internal policy immediately upon discovering that an elder is injured, the elder will then be taken to medical room for further treatment by medical professional. After that, care workers will continue treatment following doctors' instructions, closely monitor the elder's recovery situation and notify his/her family. The injury of the elderly will be recorded to remind care workers to pay more attention to avoid recurrence.

我們的應急預案主要涉及後勤、醫療、護理等幾個方面，例如火警、長者發生誤吸、食物中毒等各種情況等。護理員均接受過基本的急救訓練，當發現有長者受傷，會即時按內部守則作初步處理，然後帶長者到醫務室由專業的醫護人員作進一步治療。護理員之後會根據醫生意見對老人進行護理，密切監測復原的情況，並通知其家人。長者的受傷情況會記錄在案，以提醒護理員要多加留意，以免同樣情況再次發生。

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專心致志 • 為客戶創造價值

SALES OF MEDICAL AND GERIATRIC FURNITURE

Beijing Vissam, a company under the Group, is a professional company providing sales and services on modern furniture and designing suitable furnitures mainly targeting geriatric service, medical, educational and business institutions. Adhering to the business philosophy of "Integrity as the base, Quality as the core" over the years, Beijing Vissam has been providing customers with premium products. We are renowned within the industry with various certifications and honours, and was honoured the Famous "Environmental Protection" Furniture Brands and Integrity Enterprise of 18 provinces and cities in China for consecutive years since 2005, reflecting the recognition and affirmation from customers.

PRODUCT QUALITY

Beijing Vissam always adheres to the service concept of "Eliminating concerns of customers" and provides customers with premium and safe furniture. We formulated strict standards regarding design, acceptance of works and storage and required the quality of furniture from suppliers to be up to or even higher than technical standards, including national standards, industrial standards and assessment standards for furniture quality. In addition, Beijing Vissam have obtained ISO9001:2015 Quality Management System Certification, which we determinate to ensure the product quality. We require suppliers to submit ISO quality certifications, product testing reports and certificates of compliance and require suppliers to conduct testing of indoor air quality before and after installing the furniture.

For acceptance of products, we have formulated a series of standards to regulate the inspection method for parts, accessories, packaging and finished products. If the product is below standard, we will request suppliers to return the product. At the same time, we engage a qualified third-party examination centre to conduct sampling inspections regularly. The inspection items include safety, stability and formaldehyde emission of furniture to ensure products comply with the requirement in every aspect so that customers can use our products at ease. In addition, there are durability periods for our products and customers can request for repairing services from suppliers regarding any quality issues.

醫、養傢俱銷售業務

本集團旗下公司—北京偉森，是集銷售、服務於一體的專業化現代傢俱企業，主要針對養老、醫療、教育和商業機構設計出一系列適用的傢俱。多年來一直秉持「以誠信為根基，以質量為核心」的經營理念為客戶提供優質的產品。我們在業內享負盛名，獲得多項認證和殊榮，甚至由2005年至今連續多年獲得十八省市「環保」傢俱知名企業和「誠信」企業殊榮，得到了客戶的一致認可和肯定。

產品質量

北京偉森向來秉持著優質服務、顧客無憂的服務理念，為顧客提供最優質和安全的傢俱。我們對設計、驗收和存放均制定嚴格標準，要求供應商的傢俱質量符合甚至優於技術標準，包括：國家標準、行業標準和傢俱質量評定標準。北京偉森更取得ISO9001:2015質量管理體系認證證書，更加肯定我們做好質量保證的決心。我們會要求供應商提交ISO質量認證、產品檢測報告、所有傢俱的合格證明書等，並且要求供應商對擺放傢俱前後的房間空氣質量進行檢測。

在驗收方面，我們有制定一系列的標準，規範零件、配件、包裝、成品等檢驗方法。假如產品不符合標準，我們會要求供應商進行退貨處理。同時，我們定期委託認可的第三方檢驗中心為產品進行抽樣檢查，檢驗項目包括傢俱的安全性、穩定性、甲醛釋放量等，確保產品在各方面都能符合要求，讓顧客安心使用我們的產品。另外，貨物都設有質保期，以免日後若果出現質量問題的時候可以要求供應商維修。

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專心致志 • 為客戶創造價值

Beijing Vissam have obtained ISO9001:2015 Quality Management System Certification:

北京偉森取得ISO9001:2015 質量管理體系認證證書：



CUSTOMER PRIVACY

Daily operations of the Group involves personal information and medical records of the elderly, customers' information and private information, commercial secrets and financial information. We are concerned about customers' privacy and strive to comply with the "Archives Law of the PRC" and relevant laws and regulations, and we require employees to strictly follow all rules and policies of the Group regarding confidentiality. They shall not disclose such information to third parties without prior permission.

In order to ensure data confidentiality of the elderly and their families, Wuhu Golden Sun formulated the "Elderly Data Confidentiality Policy". Dedicated staff will be responsible for the customers' personal information and others shall not have the rights to access to such information without authorization. All employees shall strictly follow the policy and be aware of data confidentiality for the elderly's files and information. They shall not modify or disclose them without authorization. At the same time, we prohibit employees from taking the elderly's files outside the geriatric care institutions. If employees discover that someone disclose the information, they shall immediately report to seniors and stop such behaviour promptly. In addition, geriatric care institutions under the Group have established a hospital management system for storing medical records, with control in authorisation that only allows certain staffs to access.

客戶私隱

本集團在日常營運中會涉及長者的個人資料和病歷、客戶資訊和私隱資料、商業機密、財務信息等。我們關注客戶的私隱，致力遵守《中華人民共和國檔案法》等相關法律法規，要求員工嚴格遵循本集團所有有關保密的規則和政策，在未經同意下不得將這些資料向第三方披露。

其中，蕪湖金太陽為了確保老人及家屬的信息保密性，特意制定了《老人信息保密制度》。客戶的私人資料會由專職人員負責對其保密，在未經授權的情況下，其他人士並沒有存取權限。所有員工均需嚴格遵守制度，時刻對入住長者的檔案、信息等資料保持保密意識，不得任意更改或外洩。同時，我們規定員工不可以將長者的檔案資料帶出養老機構。假如發現有人洩露資料，員工應即時向上級舉報並立即制止其行為。另外，集團旗下的養老機構設有醫院管理系統來儲存病歷，系統有權限設定，只允許個別人員查訪。

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

專心致志 • 為客戶創造價值

For sales of furniture, Beijing Vissam has listed the “Confidentiality Policy” in its rules and regulations, by which all employees are required to keep information of the company strictly confidential. Beijing Vissam has also classified internal documents of the company into different confidential levels so that employees understand clearly the degree of confidentiality regarding different documents and the relevant measures.

ADVERTISING, LABELLING AND INTELLECTUAL PROPERTY RIGHT

When advertising and promoting our products and services, the Group complies with the “Advertising Law of the PRC” and the “Law of the PRC on Protection of Consumer Rights and Interests” and requirements of relevant laws and regulations to ensure the authenticity of the promotional content in order to avoid misleading and to protect customers’ interests.

Beijing Vissma, a company under the Group, primarily engages in sales and its business involves research and development and innovation. The company has excellent performance and owns multiple patented technologies which are applied to furniture products. We have dedicated staff for handling trademark applications and engage qualified third party agents to manage intellectual property rights related matters of the Group to ensure our intellectual property rights are protected and avoid infringing on others’ intellectual property rights. At the same time, we signed confidentiality agreements with all employees and “Confidentiality agreement on trade secrets” with suppliers, requiring both parties to perform strict confidentiality measures on trade secrets including orders, drawings of products, contracts and trademarks to avoid leaks of information of product design. During the Reporting Period, the Group was not aware of any material non-compliance involving intellectual property rights.

在傢俱銷售業務方面，北京偉森亦有在規章制度中列明《保密管理制度》。當中要求所有員工均有義務對公司機密資料保密，亦有為公司內部文件設立保密級別，讓員工清楚知悉各類文件的保密重要程度及相應的措施。

廣告、標籤及知識產權

本集團為產品及服務進行推廣宣傳時，我們謹遵《中華人民共和國廣告法》和《中華人民共和國消費者權益保護法》等相關法例法規的規定，確保所有宣傳內容的真確性，以免誤消費者，保障他們的權益。

本集團旗下公司—北京偉森主要擔當銷售的角色，業務涉及研發和創新。公司成績卓越，有多項專利技術應用在傢俱產品中，我們一直有專職人員負責去處理商標申請，以及有委託受認可的第三方知識產權代理公司去管理本集團的知識產權事宜，確保自身知識產權受保護和不侵犯他人的知識產權版權。同時，我們與所有員工簽訂保密協議，與供應商簽署《商業秘密保密協議》，要求雙方對商業秘密，如訂單、產品圖紙、合同、商標等進行嚴格保密措施，防止產品的設計資料外洩。於報告期間，本集團並無發現有任何重大涉及知識產權的違規事件。

JOIN HANDS TO CREATE VALUE FOR SUPPLY CHAIN 同心一意 • 為供應鏈創造價值

The Group is committed to working hand in hand with suppliers to create a mutually beneficial and win-win cooperation relationship. We pay attention to the health industry while focusing on the enhancement in healthy development of the supply chain. Besides, we actively promote such concepts to suppliers, encouraging them to comply with the Group's measures on environmental protection as well as occupational health and safety. In addition, we encourage suppliers to fulfil their environmental and social responsibilities in daily operations, including upholding the business ethics and complying with relevant laws and regulations. The Group hopes to continue its cooperation with suppliers in fulfilling social responsibilities.

As at 31 December 2021, the products and services of the Group are mainly provided by 37 suppliers, all of which are from Mainland China, with an aim to effectively reduce the carbon emission caused by product transportation.

本集團致力與供應商攜手合作，創造互利共贏的合作關係。我們重視健康產業，同時注重推動供應鏈的健康發展，並積極向供應商推動此理念，期望供應商遵守本集團環保及職業健康與安全政策。另外，我們鼓勵供應商在日常營運中不忘對環境及社會負責，包括維持商業操守和遵守相關法律法規。本集團希望能繼續與供應商同心協力，履行社會責任。

於2021年12月31日，本集團主要由37間供應商提供產品及服務，全部均來自於中國內地，藉此有效地減少產品運輸而造成的碳排放。

SUPPLIER MANAGEMENT

Based on the business nature, Beijing Vissam involves in relatively more on procurement. In order to regulate the management of procurement projects and establish a long-term and mutually beneficial relationship in terms of demand and supply with the suppliers, Beijing Vissam formulated the "Supplier Management Policy". Supplier management is divided into five stages, including the establishment, management, evaluation, maintenance and elimination of the supplier database. The supplier is required to fill in the "Supplier Qualification Review Basic Information Sheet", and on-site inspections and evaluations will be conducted. After passing the review, they will be accepted and added into the company's supplier database and become a potential supplier. We will conduct regular assessments and irregular visits to maintain and update the supplier database in a timely manner. We hold supplier meeting and supplier review every year. The Purchasing Department is responsible for comprehensive evaluation of the supplier's product quality, service standard, production capacity and collaboration. At the same time, each department will give feedback to the supplier and review the issues occurred in terms of the products supplied. According to the evaluation indicators, the supplier will be evaluated whether it is qualified. If supplier fails the assessment, we will issue a rectification notice, and consider disqualifying the supplier who failed to improve. During the Reporting Period, we have conducted assessments and reviews on 15 suppliers.

供應商管理

而基於業務性質，北京偉森涉及的採購範疇會相對較多。故此，北京偉森為了規範公司各項採購項目的管理及與供應商建立長期互惠的供求關係，制定了《供應商管理制度》。供應商的管理大致劃分成五個階段，分別是供應商庫的建立、管理、評估、維護及淘汰。供應商需要填寫《供應商資格審查基本情況表》，並需進行實地考察和評估，成功經過審核方可進入公司供應商庫，成為潛在供應商。然後，我們會以定期評估及不定期訪查形式及時維護並更新供應商庫。我們每年都會舉行一次供應商會議和供應商評審，採購部負責對供應商的產品質量、服務水平、生產能力及配合方面等進行綜合評估，同時讓各部門在此階段向供應商反饋及審視供貨時出現的問題。其後根據各項審核指標再評估供應商是否及格。假如我們發現供應商不及格會向他們發出整改通知，直到其仍未作出改善時，我們會考慮取消供應商資格。於報告期間，我們已向15間供應商進行評估及審查。

GREEN PROCUREMENT

When selecting suppliers, we value the environmental performance of suppliers and vigorously promote green procurement besides conducting risk assessments in different aspects to ensure the normal operation of the supply chain. Beijing Vissam stipulates the products and materials we purchased should use green materials, such as planks, paints, hardware, adhesives, auxiliary materials, etc. The materials must basically comply with or perform better than national standards. We hope to reduce the negative impacts on the environment at the source of production and actively practice environmental protection.

綠色採購

在選擇供應商時除了會作不同方面的風險評估，確保供應鏈運作正常之外，我們亦十分重視供應商的環保表現，大力推動綠色採購。北京偉森規定採購的產品及物料均使用綠色環保材料，例如板材、油漆、五金、膠粘劑、輔料等，材料都需要符合或高於國家標準。我們希望能做到從生產源頭減少對環境的負面影響，積極地實踐環保。

OUR WILLS UNITE LIKE A FORTRESS TO CREATE VALUE FOR THE ENVIRONMENT 眾心如城 • 為環境創造價值

Beijing Health always take the lead to set an example to ensure that our business operations strictly comply with environmental laws and regulations. During the Reporting Period, the Group did not violate any environmental laws and regulations that would have a significant impact on the Group. Relevant laws and regulations include but are not limited to the "Environmental Protection Law" of the PRC and the "Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste", "Atmospheric Pollution Prevention and Control Law of the PRC" and "Water Pollution Prevention and Control Law of the PRC". We adhere to the concept of "United as one, Strong like a fortress" to create value for our environment. As we understand that business growth is important to all stakeholders of the Group, we strive to achieve a balance between economic development and environmental protection, and integrate green elements into daily operations to create sustainable operations model.

Even though the Group's business does not have a significant impact on the environment, we firmly believe that everyone has the responsibility for protecting the environment and the Earth. Beijing Health is obliged to enhance our employees' environmental awareness, so as to align with the environmental protection measures we implement, and effectively contribute to the environment. We advocate the initiative of "Energy Saving and Emission Reduction". In addition, we place environmental protection posters on equipment at the operating locations to remind employees. We also actively participated in the "Earth Day" and "World Environment Day", and encouraged everyone to practice the concepts of low-carbon life, energy saving, and reducing the use of disposable products. Small actions converge to form big momentum. Let's be responsible to protect the earth, consider environmental protection and green and low-carbon life together.

北京健康一直以來以身作則，確保我們的業務營運嚴格遵守環境相關的法律法規。本集團於報告期間在環境方面沒有任何違反法律及法規的情況以致對本集團產生重大影響，相關法律及法規包括但不限於《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》等。我們秉承著「上下一心，眾心如城」的理念，為我們的環境創造價值。因為我們明白追求業務利益增長對本集團的各持份者固然重要，但同時我們期望能在經濟發展與環境保護兩方面取得一個平衡點，將綠色元素融入在日常營運，務求打造可持續發展的營運模式。

縱使本集團業務對環境不造成重大影響，但我們深信每人都有責任為愛惜地球出一分力，承擔保護環境的責任。北京健康有義務讓我們的員工具備環保意識，從而與我們推行的環保措施相輔相成，有效地為環境作出貢獻。我們全員進一步重申「節能減排」的倡議。除了在營運地點的設備貼上環保標語提醒員工，我們亦積極響應「世界地球日」以及「世界環境日」，提倡大家踐行低碳生活、節約能源、減少使用一次性產品等概念，以小行動匯聚大能量，讓我們共同肩負起保護地球的責任、思考環境保護及綠色低碳生活。



Beijing Vissam promotes World Earth Day and World Environment Day, advocates and encourages green actions, and creates a better life together.
北京偉森推廣世界地球日及世界環境日，提倡並鼓勵綠色行動，共創美好生活。

GREEN PRODUCTS

Natural resources are precious in our life and society and one of the important elements of sustainable development. The Group's business does not involve production and has no significant impact on the environment and natural resources. However, the environmental management system that we established has effectively enhanced our environmental performance through the products' life cycle while actively monitoring daily emissions and resource consumption in operations to minimize the impact on the natural environment under the excessive consumption of natural resources. The Group not only complies with national standards, but also to aspire to move one step forward and contribute more in protecting the environment. Beijing Vissam is engaged in the business of furniture sales and its products have obtained different green certifications. In addition, Wuhu Golden Sun's geriatric care services also have relevant environmental certifications.

綠色產品

天然資源是我們生活及社會物質財富的源泉，是可持續發展的重要依據之一。面對地球的天然資源過度虛耗的現況，縱使本集團業務不涉及生產亦對環境及天然資源並無造成重大影響，我們建立的環境管理體系有效從產品的生命週期方面提高環境績效，同時在營運上積極監測日常的排放和資源消耗情況，將對自然環境的影響減至最低。本集團追求的不僅是符合國家標準，更是期望能在保護環境方面多踏前一步，多付出一點。當中，北京偉森從事傢俱銷售業務，其產品獲得不同的綠色認證。另外，蕪湖金太陽的養老服務亦有相關環保認證。



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The following set out the details of green certifications obtained by Beijing Vissam and Wuhu Golden Sun.

Beijing Vissam Prosperity Furniture Limited

- ✓ Certification for Environmentally Friendly Product in China issued by the China Quality Certification Centre
- ✓ Steel-wood furniture and furniture of artificial wood panel are authorized by the Ministry of Ecology and Environment of the People's Republic of China and the China Environmental Labelling Certification issued by China Environmental United (Beijing) Certification Centre
- ✓ Design, production and related management activities of wood furniture, steel furniture and soft furniture
- ✓ The sales and related management of geriatric, medical, educational and business furniture obtained ISO14001: 2015 Environmental Management System Certification

Wuhu Fuling Golden Sun Health Care Service Company Limited

- ✓ The provision of geriatric services obtained ISO14001: 2015 Environmental Management System Certification

以下詳細列出北京偉森與蕪湖金太陽獲得的綠色認證。

北京偉森盛業傢俱有限公司

- ✓ 中國質量認證中心發出的《中國環保產品認證證書》
- ✓ 鋼木傢俱及人造板類傢俱均獲得由中華人民共和國生態環境部授權、中環聯合(北京)認證中心發出的《中國環境標誌產品認證證書》
- ✓ 木質傢俱、鋼製傢俱、軟體傢俱的設計、生產及相關管理活動
- ✓ 養老、醫療、教育、商務空間傢俱的銷售及相關管理活動均獲得ISO14001:2015環境管理體系認證

蕪湖市福齡金太陽健康養老服務有限公司

- ✓ 養老服務的提供獲得ISO14001:2015環境管理體系認證

HAZARDOUS AND NON-HAZARDOUS WASTE

The Group undertakes corporate responsibility to reduce the burden of waste on the environment. We actively carried out waste recycling and proper disposal procedures under the concept of waste reduction and recycle and reuse at source, and strive to reduce waste disposal by implementing relevant measures. We encourage employees to print documents on both sides and recycle used paper to make the best use of it and reduce paper waste. As the Group's business does not involve production, it does not consume any packaging materials for finished products. We have formulated a comprehensive waste policy and strictly complied with the waste classification policy of the Municipal People's Government of Beijing. We encourage employees to classify and recycle daily waste, cultivate the Company's recycling culture and enhance employees' environmental awareness. During the Reporting Period and 2020, the data of waste discharged is as follows:

Areas 範疇	Unit 單位	2021 ¹ 2021年 ¹	2020 2020年
Total non-hazardous waste 無害廢物總量	Tonnes 公噸	20.66	175.29
Intensity of non-hazardous waste 無害廢物密度	Tonnes/m ² 公噸/平方米	0.00	0.00
Total hazardous waste 有害廢物總量	Tonnes 公噸	0.02	0.13
Intensity of hazardous waste 有害廢物密度	Tonnes/m ² 公噸/平方米	0.00	0.00

Note

¹ The data of Changzhou Qiyue Hongtai Geriatric Services Limited, Changzhou Xinbei Xuejia Aixin Nursing Home and Wuxi Beikang Hongtai Geriatric Services Limited have been excluded from the scope of reporting from this Year. For details, please refer to the "REPORTING PERIOD AND SCOPE" section.

In response to the "Beijing Municipal Regulations on the Management of Municipal Solid Waste", the Group strictly implemented the policy of office waste classification and organized relevant departments and responsible staffs to handle the classification of domestic waste. The Administration and Human Resources Department is responsible for waste classification promotion, and facility management and maintenance. Employees are required to sort waste properly from the source of generating waste. Wastes would be classified as recyclable waste, kitchen waste, hazardous waste and other waste. The Company put classification bins at the staircase of each office floor with responsible staffs to take charge of keeping clean, taking final categorization of wastes as well as putting the classified waste into the corresponding trash bin.

有害及無害廢物

本集團承擔企業責任，共同與社會減少廢物對環境所造成的負擔。我們在源頭減廢及循環再用的概念下積極進行廢物回收及妥善處理程序，致力透過執行相關措施以減少廢物的產生。我們鼓勵員工雙面打印文件，盡量將使用過的紙張循環再用，以達到物盡其用，減少紙張浪費。由於本集團的業務並無生產，故不涉及製成品包裝物料的使用。我們制定了完善的垃圾管理制度，並嚴格遵從北京市政府的垃圾分類政策，鼓勵員工把日常生活垃圾分類然後回收，培養公司的回收文化及提升員工的環保意識。於報告期及2020年間，我們所產生的廢棄物排放數據如下：

附註

¹ 常州啟悅宏泰養老服務有限公司、常州新北薛家愛心護理院以及無錫北康宏泰養老服務有限公司的數據已從本年度的報告範圍中剔除。詳情請參考「報告期間及範圍」一節。

本集團響應《北京市生活垃圾管理條例》，嚴格實施辦公室垃圾分類政策，組織相關職能部門和負責人去處理生活垃圾分類。行政人力部負責垃圾分類宣傳、設備設施管理與維護。我們每一名員工都賦予責任，均需要從垃圾產生源頭做好垃圾分類工作。本集團將垃圾分類成可回收垃圾、廚餘垃圾、有害垃圾及其他垃圾。而公司在每層的辦公區樓梯間根據上述提及的類別設有分類垃圾桶，分揀負責人負責每層保潔和垃圾最後的分揀工作，將垃圾按分類投入相對應的垃圾桶內。

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In terms of hazardous waste, the hazardous waste of the Group mainly comes from medical wastes generated by the geriatric business except the wasted ink cartridges produced in offices. We process it in accordance with relevant national laws and regulations, such as “Regulations on the Administration of Medical Wastes”, “Standard of Packaging Bags, Containers and Warning Symbols Specific to Medical Waste” and “Jinghu District Medical Waste Treatment Interim Measures” to ensure that hazardous waste is collected by qualified third-party recyclers. We have set up special storage spots to collect all kinds of medical wastes in a specific way. After disinfection, we will put the medical wastes into double-layer thick plastic bags designed for medical wastes according to regulations, which will be put into temporary medical waste storage spot provided by the recycler. The recyclers will collect, transport and dispose them in the designated area of the premise of the Company. The recyclers should collect and transport at least once every two days.

在有害廢物方面，除了辦公室的廢棄墨盒外，本集團的有害廢物主要來自養老業務產生的醫療廢物。我們按照國家相關法律法規進行處理，如《醫療廢物管理條例》、《醫療廢物專用包裝物、容器標準和警示標誌規定》、《鏡湖區醫療廢物處理暫行辦法》等，確保把有害廢物交由具備認可資格的第三方回收商。我們設立專用存放點，對產生的各類醫療廢物進行專門收集。經嚴格消毒後，我們會按照規定把醫療廢物裝入雙層厚實醫療垃圾專用塑料袋，然後才投入回收商提供的醫療廢物暫存點。最後由回收商集中收集、運輸及處置確保投放到公司所在物業指定區域的受容器內，並確保至少每兩天收集、運輸一次。

ENERGY, AIR EMISSIONS AND GREENHOUSE GASES

能源、廢氣及溫室氣體排放

Emissions of the Group are mainly derived from fuel oil consumed by vehicles while energy consumption mainly comes from electricity. The data of air and greenhouse gases emissions and energy consumption of the Group during the Reporting Period and 2020 are as follows:

本集團的排放物主要來自車輛燃油的燃料消耗，而能源消耗方面主要是來自間接能源的電力。以下為本集團於報告期間以及2020年的廢氣、溫室氣體排放及能源消耗數據：

Areas 範疇	Unit 單位	2021 ¹ 2021年 ¹	2020 2020年
Air Emissions			
廢氣			
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	Kg 千克	32.73	45.00
Sulfur oxides (SO _x) 硫氧化物(SO _x)	Kg 千克	0.66	0.74
Particulate matter (PM) 懸浮顆粒 (PM)	Kg 千克	1.58	1.20
Greenhouse Gases			
溫室氣體			
Total greenhouse gas emissions (scope 1 and scope 2) 溫室氣體總排放量(範圍1及2)	Tonnes of CO ₂ e 公噸二氧化碳當量	381.88	1,192.35
Direct emissions (scope 1) 直接排放(範圍1)	Tonnes of CO ₂ e 公噸二氧化碳當量	127.09	153.91
Indirect emissions (scope 2) 間接排放(範圍2)	Tonnes of CO ₂ e 公噸二氧化碳當量	254.80	1,038.44
Total greenhouse gas emission intensity (scope 1 and scope 2) 溫室氣體總排放量密度(範圍1及2)	Tonnes of CO ₂ e/m ² 公噸二氧化碳當量/平方米	0.03	0.01

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Areas 範疇	Unit 單位	2021 ¹ 2021年 ¹	2020 2020年
Energy Consumption 能源消耗			
Total energy consumption 能源總耗量	MWh 千個千瓦時	901.49	2,096.36
Purchased electricity 外購電力	MWh 千個千瓦時	417.63	1,444.82
Diesel oil 柴油	MWh 千個千瓦時	0.00	0.00
Unleaded petrol 無鉛汽油	MWh 千個千瓦時	329.18	256.47
Liquefied petroleum gas 液化石油氣	MWh 千個千瓦時	0.00	0.00
Natural gas 天然氣	MWh 千個千瓦時	154.69	395.07
Intensity of total energy consumption 能源總耗量密度	kWh/m ² 千瓦時/ 平方米	0.08	25.93

Note

- 1 The data of Changzhou Qiyue Hongtai Geriatric Services Limited, Changzhou Xinbei Xuejia Aixin Nursing Home and Wuxi Beikang Hongtai Geriatric Services Limited have been excluded from the scope of reporting from this Year. For details, please refer to the "REPORTING PERIOD AND SCOPE" section.

附註

- 1 常州啟悅宏泰養老服務有限公司、常州新北薛家愛心護理院以及無錫北康宏泰養老服務有限公司的數據已從本年度的報告範圍中剔除。詳情請參考「報告期間及範圍」一節。

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With people attaching greater importance on global warming issues in recent years, the Group places emphasis on managing both energy use and greenhouse gas emissions. In order to reduce greenhouse gas emissions, we have implemented energy-saving and emission-reduction measures in offices and geriatric care institutions to improve overall energy efficiency and reduce energy consumption. The measures we have implemented include:



Fresh Air

- Strictly manage the vehicle utilisation system, plan appropriate driving routes and number of passengers to improve the utilisation efficiency of vehicle, and encourage travelling by public transportation as much as possible;
- Eliminate vehicles that do not comply with environmental protection standards and those having high fuel consumption in a timely manner; and
- Install fume purifying devices to filter the exhaust fumes before discharging to the atmosphere.



Energy Saving

- Turn off all electrical equipments when getting off work to minimize electricity consumption;
- Use energy-saving lamps whenever possible and cultivate the habit of turning off the lights when leaving the office;
- The temperature of the air conditioning is controlled at 26°C, and the air conditioning in geriatric care institutions will be turned off between 9:00-11:00 a.m. and 2:00-4:00 during midnight; and
- Place labels on office equipments, such as reminding the employee to turn off all electrical appliances before leaving offices or after used.

隨著全球暖化議題近年來的重視程度備受關注，本集團在能源使用和溫室氣體排放兩方面著手管理。為了減少溫室氣體排放，我們在辦公室和養老機構均設有節能減排措施，以提高整體能源效益及減少能源消耗。我們所實施的措施包括：



清新空氣

- 嚴格管理車輛使用制度，規劃適當行駛路線及人數以提高車輛使用效率，鼓勵盡量使用公共交通；
- 及時淘汰不符合環保標準、油耗高的車輛；以及
- 安裝油煙淨化器過濾油煙廢氣，然後排放至大氣中。



節約能源

- 下班時將所有用電設備關閉，減少電力消耗；
- 盡量採用節能燈具，培養離開辦公室時隨手關燈的習慣；
- 空調溫度控制在26℃，養老機構會在上午9-11時及夜間2-4時關掉空調；以及
- 在辦公室設備貼上標貼，提醒員工在離開前或使用後關閉電器設備。

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WATER AND SEWAGE DISCHARGE

We mainly consume water, which is provided by municipal water supply agencies, for domestic use to support business operations. During the Reporting Period, we have not encountered any problems in finding suitable water sources. Water usage data of the Group during the Reporting Period and 2020 is as follows:

Areas 範疇	Unit 單位	2021 ¹ 2021年 ¹	2020 2020年
Total water consumption 總耗水量	m ³ 立方米	6,447.00	36,061.29
Intensity of water consumption 耗水量密度	m ³ /m ² 立方米/平方米	0.55	0.45

Note

- 1 The data of Changzhou Qiyue Hongtai Geriatric Services Limited, Changzhou Xinbei Xuejia Aixin Nursing Home and Wuxi Beikang Hongtai Geriatric Services Limited have been excluded from the scope of reporting from this Year. For details, please refer to the "REPORTING PERIOD AND SCOPE" section.

Saving Water

The Group's business involves the geriatric care industry, including the establishment of residential care homes for the elderly, resulting in high water consumption. We have formulated a series of measures according to the nature and needs of our business, and are committed to improving our water efficiency through these measures. We hope to enhance the awareness of water saving among employees in daily business, and require employees to strictly avoid turning on the watertap for long time, and turn off the tap consciously after use. In addition, we will also regularly inspect and maintain water equipment. When damage is found, we will immediately notify the worker to repair it on the same day, which will not exceed 12 hours.

用水及污水排放

我們的用水消耗主要來自支持業務運營的生活用水，由市政供水機構提供。於報告期間，我們在求取適用水源上並無遇到任何問題。以下為本集團於報告期間及2020年的用水數據：

附註

- 1 常州啟悅宏泰養老服務有限公司、常州新北薛家愛心護理院以及無錫北康宏泰養老服務有限公司的數據已從本年度的報告範圍中剔除。詳情請參考「報告期間及範圍」一節。

節約用水

由於本集團的業務當中涉及養老產業包括設有安老院舍而造成較高的耗水量，因此我們根據業務性質及需要制定一系列措施，致力透過這些措施提高我們的用水效益。我們期望在日常業務中提升員工的惜水概念，要求員工嚴禁長流水，使用後要自覺地關掉水龍頭。另外，我們亦會定期檢查和維護用水設備，在發現損壞時會立刻通知水工於當日維修，並且不會超過12小時。



Sewage Treatment

Domestic sewage

Collected by the urban drainage pipe network and transported to the sewage treatment plant for handling, and comply with the provisions of the "Water Pollution Prevention and Control Law of the PRC".

Hospital sewage

Hospital sewage is treated in accordance with the requirements of the "Technical Guidelines for Hospital Sewage Treatment".

We require the operators of sewage treatment facilities to receive training and improve job operating procedures.

Hospital sewage needs to adopt the primary treatment process - chlorine disinfection process.



污水處理

生活污水

由城市排水管網匯集並輸送到污水處理廠進行處理，以遵守《中華人民共和國水污染防治法》的規定。

醫院污水

醫院污水方面會按照《醫院污水處理技術指南》的要求執行。

我們要求污水處理設施的操作人員要接受培訓並健全崗位操作規程。

醫院污水需採用一級處理流程—氯消毒工藝。

CLIMATE CHANGE

Climate change issues are closely related to the challenges that we faced in our sustainable development. Climate change not only affects the ecological environment, but may also pose a threat to the health and even human life. Beijing Health has also started to conduct in-depth research on the potential impacts of climate change on our business operations, so that we can more swiftly respond to the impact of extreme weather events, such as typhoons, rainstorms, and even changes in temperature, by formulating appropriate emergency plans. After preliminary climate risk identification, we identified that the geriatric care institutions of the Group will be affected by extreme weather, resulting in an increased risk of damage to buildings. Heavy rain results in water leakage. When we discover water leakage problems, we will immediately ask maintenance staffs to repair it to reduce the subsequent impact of water leakage.

Global warming will lead to heat waves more frequently. In view of this, we will purchase cooling drugs in advance and distribute herbal tea, barley tea and other beverages to the elderly, as well as watermelon, mung bean soup and other cooling food. We have installed fans or air conditioners in every room of the elderly homes. Our command group is always well-prepared and conducts regular checks on heat prevention measures in order to protect the elderly suffered from high temperature. During the cold weather, our staffs acquired knowledge of warm keeping, and the elderly homes are equipped with central heating system in order to maintain a comfortable temperature.

氣候變化

全球氣候變化的議題與我們可持續發展遇到的挑戰環環相扣。氣候變化不但僅影響生態環境，而且對我們的人類健康甚至生命安全可能構成威脅。北京健康亦開始深入研究氣候變化對我們業務營運的潛在影響，以便日後可以透過制定合適的應急預案能更迅速回應極端氣候帶來的影響，例如颱風、暴雨，甚至氣溫的轉變。經過進行初步氣候的風險辨識，我們識別出本集團旗下的養老機構將會受到極端氣候影響而導致建築物受損風險增加。暴雨會造成漏水的情況出現，當遇到這些漏水問題時候，我們會立刻找維修人員進行修復工作，減低漏水帶來的後續影響。

全球暖化將會導致熱浪的現象越見頻繁，有見及此我們會預先採購降溫藥品，並向長者派發涼茶、大麥茶等飲品，以及西瓜、綠豆湯等降溫食品。院內每個房間亦會配置風扇或空調。我們的指揮小組亦防患於未然，定期檢查各部門的防署措施，做好長者的防署降溫工作。在寒冷氣候時，員工均掌握充足的防寒保暖常識，並在院內配置中央暖氣，保持舒適的溫度。

STRIVE FOR UNITY AND CREATE VALUE FOR THE COMMUNITY

戮力齊心 • 為社區創造價值

Our Group is always passionate about participating in charity works and practises the principle of "Using the money it has made from the public on the public". While COVID-19 continues to affect our lives, we all need to stand together and help each other. We must not only create economic benefits, but also fulfill social responsibilities, give back to society, and create value for the community. Beijing Vissam also participated in the 2021 Dongrun Charity Night and the Dongrun Public Welfare Foundation Celebration, and actively supported the charity work of the Dongrun Public Welfare Foundation. Dongrun paid long-term attention to young people and children in poor and remote areas, education issues, and extensive public welfare activities have been carried out to help poor students. In the future, Beijing Vissam will continue to contribute on the road of public welfare, contribute its own strength to society, and help the education development in PRC.

As a company providing geriatric care services, we concerned about the physical and mental health of the elderly. As the Dragon Boat Festival is upcoming, the head and staffs of Wuhu Golden Sun, together with local community staffs, visited the elderly living alone and residents with difficulty in mobility by bringing the blessings and greetings of the Dragon Boat Festival and showing people's care from actions. We brought them daily necessities, such as oil, rice, etc. In addition to having a caring conversation with the elderly, the head nurse of Wuhu Golden Sun also measured their blood pressure and understand their health status, difficulties in everyday life, and the situation of their children.

本集團一向熱心公益，實踐「取之社會、用之社會」的概念。在新型冠狀病毒持續影響我們生活的同時，我們更需要同舟共濟，互相協助。我們不僅要創造經濟效益，更要履行社會責任，回饋社會，為社區創造價值。北京偉森亦有參與2021年度東潤慈善夜暨東潤公益基金會慶典，積極支持東潤公益基金會的慈善工作。東潤長期關注貧困及偏遠地區的青少年兒童。教育問題，廣泛開展扶助貧困學生的公益活動。未來，北京偉森將在公益之路不斷前行，為社會貢獻自己的力量，助力中國教育事業發展。

作為提供養老服務的企業，我們十分關注長者的身心靈健康。端午節即將到來之際，蕪湖金太陽的院長、員工連同當地社區工作人員走訪獨居長者及行動不便的居民，為他們帶去端午佳節的祝福和問候，用實際行動體現對他們的親切關懷。我們為他們送上了生活必需品，例如油、米等。除與他們進行親切交談外，蕪湖金太陽的護理長亦為他們測量血壓，解了他們的健康狀況、生活上的困難、子女的情況等。



INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
Mandatory Disclosure Requirements 強制披露規定			
Governance 管治框架	A statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容：	Sustainable Development Governance 可持續發展管治	10
	(a) a disclosure of the board's oversight of ESG issues; (a) 披露董事會對環境、社會及管治事宜的監管；		
	(b) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues, (including risks to the issuer's business); and (b) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及		
	(c) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. (c) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。		
Reporting principles 匯報原則	A description of, or an explanation on, the application of the Reporting Principles (materiality, quantification and consistency) in the preparation of ESG reports. 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。	Reporting Basis and Principle 報告編製依據及原則	3
Reporting boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the progress used to identify which entities or operations are included. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。	Reporting Period and Scope 報告期間及範圍	2

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
“Comply or explain” Provisions 「不遵守就解釋」條文			
A. Environmental 環境			
A1: Emissions 層面A1：排放物			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Wills Unite Like a Fortress to Create Value 眾心如城 • 為環境創造價值	37
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Hazardous and Non-hazardous waste 有害及無害廢物	40-41
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Hazardous and Non-hazardous waste 有害及無害廢物	40-41
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Hazardous and Non-hazardous waste 有害及無害廢物	40-41
A2: Use of Resources 層面A2：資源使用			
General disclosure 一般披露	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。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43
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。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water and Sewage Discharge 用水及污水排放	44-45
A2.3	Description of energy use efficiency and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41-43
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 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。	Water and Sewage Discharge 用水及污水排放	44-45
A2.5	Total packaging materials used for finished products with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Not applicable to the Group's business 不適用於本集團業務	N/A 不適用
A3: Environment and Natural Resources 層面A3：環境及天然資源			
General disclosure 一般披露	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。	Green Products 綠色產品	38-39

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
A3.1	Description of the significant impacts of activities on the environment and natural resources and 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。	Green Products 綠色產品	38-39
A4: Climate Change 層面A4：氣候變化			
General disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	45
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. 描述以及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化	45
B. Social 社會			
Employment and Labor Practices 僱傭及勞工常規			
B1: Employment 層面B1：僱傭			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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的資料。	Creating Value for Employees Whole-heartedly 一心一意 • 為員工創造價值	16-20

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B1.1	Total workforce by gender, employment type(e.g. full time or part time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Staff Overview 員工概覽	17-18
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比率。	Staff Overview 員工概覽	17-18
B2: Health and Safety 層面B2：健康與安全			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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的資料。	Health and Safety; Pandemic Prevention and Control 健康與安全；疫情防控	24-28
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全	24-25
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全	24-25
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全	24-25

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B3: Development and Training 層面B3：發展及培訓			
General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Talent Training 人才培訓	21-24
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management or middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Talent Training 人才培訓	21-24
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。	Talent Training 人才培訓	21-24
B4: Labor Standards 層面B4：勞工準則			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child labor and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labor Standards 勞工準則	21
B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labor Standards 勞工準則	21
B4.2	Description of steps taken to eliminate child and forced labor practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labor Standards 勞工準則	21

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
Operating Practices 營運慣例			
B5: Supply Chain Management 層面B5：供應鏈管理			
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Join Hands to Create Value for Supply Chain 同心一意 • 為供應鏈創造價值	35
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Join Hands to Create Value for Supply Chain 同心一意 • 為供應鏈創造價值	35
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。	Supplier Management 供應商管理	36
B5.3	Description of practices relating to identifying environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supplier Management 供應商管理	36
B5.4	Description of practices relating to promoting environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supplier Management 供應商管理	36

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •

《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B6: Product Responsibility 層面B6：產品責任			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Concentrate on Creating Value for Customers 專心致志 • 為客戶創造價值	29
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Concentrate on Creating Value for Customers 專心致志 • 為客戶創造價值	29
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Service Quality 服務質量	30
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Advertising, Labelling and Intellectual Property Right 廣告、標籤及知識產權	34
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Quality 產品質量	32
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Customer Privacy 客戶私隱	33

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •
 《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B7: Anti-corruption 層面B7：反貪污			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	15
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。		
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。		
B7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。		

INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE •
 《環境、社會及管治報告指引》索引

Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
Community 社區			
B8: Community Investment 層面B8：社區投資			
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration communities' interests. 有關以社區參與來瞭解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。	Strive for Unity and Create Value for the Community 戮力齊心 • 為社區創造價值	46
B8.1	Focus areas of contribution. 專注貢獻範疇。		
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。		