

High-Efficiency Fertilisers in China

中國高效肥

Environmental, Social and
Governance Report 2021

環境、社會及管治報告



心连心

China XLX Fertiliser Ltd.
中國心連心化肥有限公司*

(Incorporated in Singapore with limited liability)

(於新加坡註冊成立之有限公司)

Stock Code 股份代號：1866

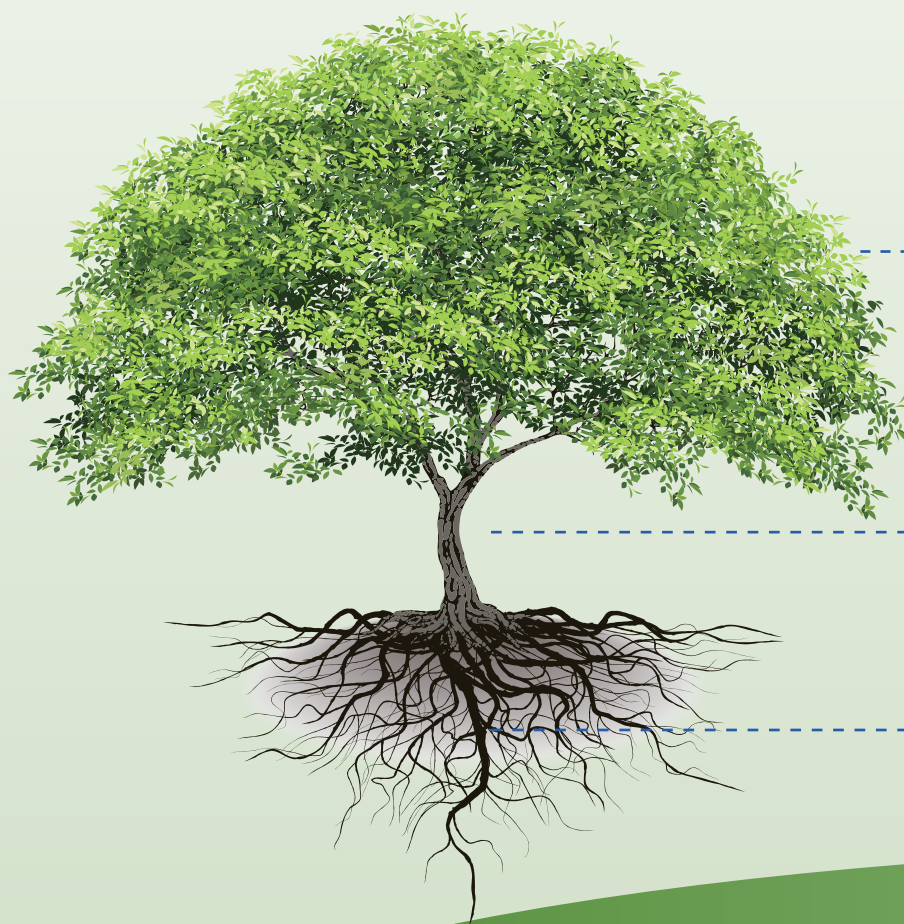
* For identification purpose only 僅供識別

China XLX Culture

中國心連心文化

We adhere to the culture of integrity and the corporate spirit of "working hard to fulfil the needs of our customers" and we are committed to creating the greatest value for the society with the least resources.

我們堅持誠信文化和「自己艱苦奮鬥 滿足別人需求」的企業之魂，致力於用最少的資源為社會創造最大的價值。



Focus on ourselves over the others
Prioritize subjective over objectivity
Value the end result over the process
講自己不講別人
講主觀不講客觀
講效果不講過程

Dedicated to hard work
Satisfy the needs of others
自己艱苦奮鬥
滿足別人需求

Integrity
誠信

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ABOUT THE REPORT

This report is the environmental, social and governance report of China XLX Fertiliser Ltd. (hereinafter referred to as XLX group or the group) in 2021. XLX group adopts a business philosophy of “Strengthen and expand the main business and create the maximum value of the whole value chain”, sticks to an enterprise spirit of “Studiosness, Dedication, Innovation, and Inclusiveness”, and regards “for a better tomorrow” as its corporate mission. It strives to increase the income of farmers and efficiency for customers through continuous innovations in products and services. It adheres to the people-oriented concept, protects the lawful interests of employees, provides a smooth career development channel, and builds a fair and sound working environment to promote the growth of employees and enterprise. It follows the philosophy of sustainable development and implements energy-saving and emission-reduction measures to achieve green operation. It actively participates in community development and public welfare activities and makes donations to fulfill its responsibility as an enterprise citizen.

RESPONSIBILITY OF GOVERNANCE

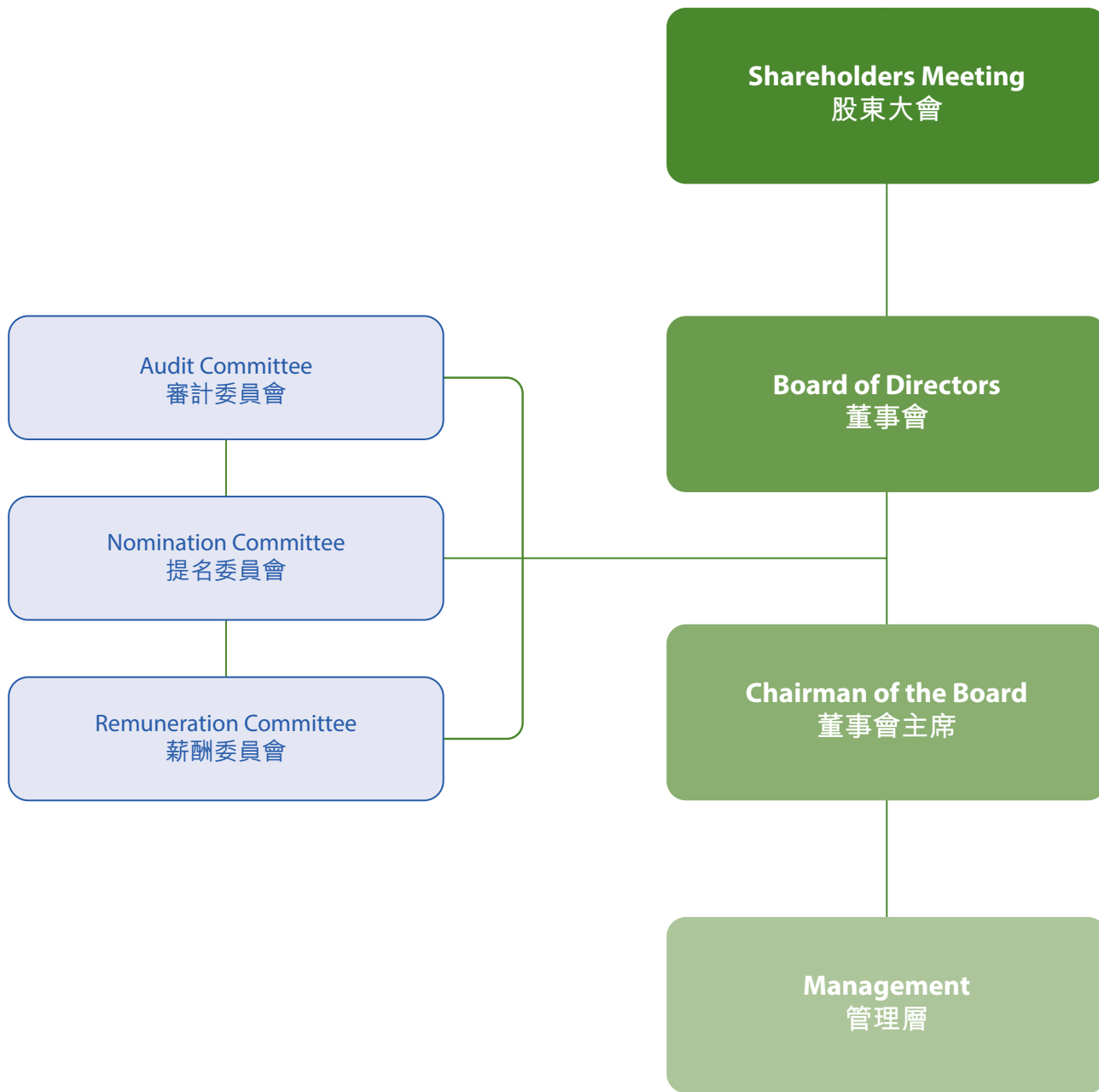
The Board of XLX group gives a great support to fulfill the enterprise social responsibilities and bears all the responsibilities of XLX group regarding the environment, society and governance, management strategy and reports. The Board is responsible for evaluating and measuring XLX group's risk on the environment, society and governance, to ensure that XLX group has established an appropriate and effective environment, society and governance risk management system, and internal supervision system. The management team of XLX group will confirm to the Board whether the relevant systems are effective. XLX group has established an ESG team, which consists of the principal of each department and a specially-assigned person who is in charge of managing and reporting ESG.

關於本報告

本報告為中國心連心化肥有限公司(以下簡稱心連心集團或本集團)2021年可持續發展與企業社會責任報告。心連心以「做強做大主業，創造全價值鏈價值」為經營理念，以「篤信好學，執事敬業；創新圖強，包容共好」為企業精神，以「為了明天更美好」為企業使命，通過持續的產品和服務創新，為農民增收，為客戶增效；堅持以人為本，保障員工合法權益，提供暢通的職業發展通道，營造公平良好的工作環境，促進員工與企業共同成長；深化可持續發展理念，推動企業節能減排，引領綠色運營；積極參與社區建設，投身公益，行善樂捐，努力履行企業公民責任。

責任管制

心連心集團董事會支持心連心集團對履行企業社會責任所做的承諾，並對心連心集團的環境、社會及管治策略以及彙報承擔全部責任。董事會負責評估及釐定心連心集團有關環境、社會及管治的風險，並確保心連心集團設立合適及有效的相關風險管理和內部監控系統，心連心集團管理層向董事會提供有關系統是否有效的確認。心連心集團成立了由集團核心部門組成的ESG報告工作組，由各部門負責人直接參與，並指定專人負責開展ESG的管理和報告工作。






COMMUNICATION WITH STAKEHOLDERS

Referencing the ESG guideline, and based on the degree of influence of the group's stakeholders in the daily operations, XLX group identified its key stakeholders, including shareholders, investors, employees, customers, suppliers, government, community, industry association and the chamber of commerce, and responded to the reasonable expectations and demands of stakeholders through the following ways.

利益相關者溝通

心連心集團參考 ESG 指引中所涵蓋的利益相關方，並根據集團利益相關者在日常運作中的影響程度，識別出關鍵利益相關者，包括股東、投資者、員工、客戶、供應商、政府、社區、行業協會及商會，通過以下多種方式回應利益相關方的合理期望和利益訴求。

	Expectation and demand 期望和利益訴求	Response 溝通方式
Employees 員工 	<ul style="list-style-type: none"> • Compensation, benefits and career development 薪酬福利與職業發展 • Occupational health and safety 職業健康與安全 	<ul style="list-style-type: none"> • Intranet 公司內部聯絡網 • Training 培訓會 • Employee activities 員工活動
Suppliers and customers 供應商與客戶 	<ul style="list-style-type: none"> • Safety and quality 質量安全 • Performance of contract 履行合同 	<ul style="list-style-type: none"> • Review and evaluation 審核評估 • Customer satisfaction survey 客戶滿意度調查
Government 政府 	<ul style="list-style-type: none"> • Compliance with national industry policies 遵守國家行業政策 • Lawful operation 守法經營 	<ul style="list-style-type: none"> • Public consultation 公眾諮詢 • Visiting the Government 訪問
Community 社區 	<ul style="list-style-type: none"> • Community service 社區服務 	<ul style="list-style-type: none"> • Community communication conference 社區溝通會議 • Visiting the Community 訪問
Industry association 行業協會 	<ul style="list-style-type: none"> • Compliance with industry standards 行業規範 	<ul style="list-style-type: none"> • Mutual visits 相互訪問 • Industry communications 業界交流
Shareholders and investors 股東與投資者 	<ul style="list-style-type: none"> • Enhance company value and shareholder returns 提升公司價值和股東回報 • Achieve information transparency and efficient communication 實現信息透明與高效溝通 	<ul style="list-style-type: none"> • The general meeting of shareholders 股東大會 • Announcements and other publications 公告及其他刊物 • Performance announcement meeting and roadshow 業績推介會及路演

SUSTAINABLE DEVELOPMENT MANAGEMENT SYSTEM

Based on the development concept of “for a better tomorrow”, XLX group insists on the upgrading development direction of clean coal chemical industry to ensure the advantages and leading position of chemical fertilizer industry. At the same time, new energy, new materials and chemicals should be moderately developed to form an overall industrial development pattern of “Fertilizer as the foundation, fertilizer and chemical side by side”. In the next three years, the group will actively respond to the social and industrial upgrading and development, as well as the requirements of the SDG (Sustainable Development Goals) Compass of the United Nations, focus on strengthening and expanding high-efficient fertilizer and new fertilizer business, implement the chemical industry chain extension strategy at each base, seize new opportunities for strategic layout and external integration, and achieve high-quality development.

In the future, the group will continuously strengthen its in-depth understanding of ESG report disclosure, improve the Company's internal management through the instillation of the concept of sustainable development, improve the sustainable development management system, and ultimately push ahead the performance of such system to reach international level.

可持續發展管理體系

心連心基於「為了明天更美好」的發展理念，堅持聚焦潔淨煤化工升級發展方向，確保化肥主業的優勢和行業領先地位。同時適度發展新能源、新材料化工品，總體形成「以肥為基，肥化並舉」的產業發展格局。未來三年，集團將積極響應社會、行業升級發展，及聯合國《SDGs(聯合國可持續發展目標)企業行動指南》的要求，著力做強、做大高效肥及新型肥料，落實各基地化工延鏈戰略，抓好戰略布局新機會和對外整合機會，實現高質量發展。

未來集團將不斷強化企業對ESG報告披露的深入理解，通過可持續發展理念的灌輸，來推動公司內部管理提升和改進，完善可持續發展管理體系，最終推動可持續管理體系績效達到國際水平。

BRIEF INTRODUCTION OF THE REPORT

REPORT SCOPE

The main data range of this report is from January 1, 2021 to December 31, 2021 (a part of contents are beyond the above scope). This paper expounds on the concept and practice of sustainable development and social responsibility of XLX group from two aspects of environment and society. According to the requirements of the guidelines, XLX group disclosed that the environmental scope in the report covers the group's three major production bases in Henan, Xinjiang and Jiangxi.

REPORTING STANDARDS

This report is written in accordance with the newly revised guidelines on environmental, social and governance reporting, appendix 27 to the Listing Rules of the Stock Exchange of Hong Kong Limited.

REPORT ACCESS

The electronic version report can be downloaded from the SEHK website <http://www.hkexnews.hk>, and our website <http://www.chinaxlx.com.hk>.

報告說明

報告範圍

本報告主要數據範圍為2021年1月1日至12月31日(部分內容超出上述範圍)，從環境和社會兩個範疇闡述心連心集團的可持續發展與社會責任理念和實踐。根據指引要求，心連心集團在報告中披露的環境範籌涵蓋本集團河南、新疆、江西三大生產基地。

報告準則

本報告按照新修訂的香港聯合交易所有限公司證券上市規則附錄二十七之《環境、社會及管治報告指引》撰寫。

報告獲取

電子版報告可於聯交所網站 <http://www.hkexnews.hk> 和本公司網站 <http://www.chinaxlx.com.hk> 獲取。

A ENVIRONMENTAL

XLX group has been stressing environmental protection, circular economy and comprehensive utilization of resources. The group has always adhered to the concept of green development, continuously increased investment in environmental protection, and continued to carry out technological innovation and facility upgrades.

In 2021, XLX group will continue to disclose its environmental performance. Under the supervision of the board of directors, XLX will take the initiative to adopt the industry's advanced cleaner production technology, speed up the industrial upgrading and green transformation of the enterprise, and invest a lot of money in the normal operation of environmental protection facilities every year.

In addition, XLX group continues to innovate and improve its technology, optimize its infrastructure, and achieve the leading level of the industry in terms of consumption indicators. Since 2011, the group has been rated as "energy efficiency leader benchmarking enterprise (synthetic ammonia)" by the Ministry of Industry and Information Technology of the People's Republic of China and China Petroleum and Chemical Industry Federation for ten consecutive years. In the national key industry energy conservation and emission reduction standard competition, the group has won the "National May 1st Labor Award" and the highest environmental credit behavior evaluation level of 5A.

In 2021, XLX group will carry out four research projects on new technologies of energy conservation and emission reduction, including one project on environmental protection, two projects on energy conservation and one project on water conservation. Compared with that in 2020, the energy consumption continued to decline, which laid a solid foundation for the group to take the lead in energy efficiency and promote the technological progress of the industry.

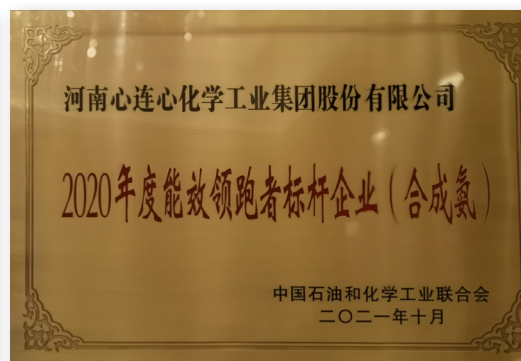
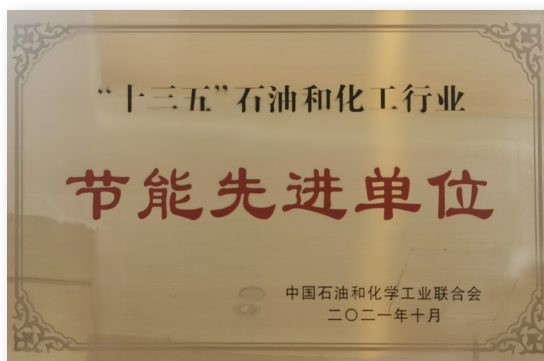
A 環境範疇

心連心集團始終高度重視環境保護、循環經濟和資源的綜合利用，一直秉承綠色發展理念，不斷加大環保投入，持續開展技術創新、設施升級等工作。

2021年心連心集團繼續披露環境績效，在董事會的監管下，心連心主動採用行業先進清潔生產技術，加快企業產業升級和綠色化改造，每年投入大量資金用於環保治理設施的正常運行。

此外，心連心集團不斷創新技術改造，優化基礎設施，各項消耗指標達到行業領先水平。自2011年起，集團連續十年被國家工信部與中國石油和化學工業聯合會評為「能效领跑者標桿企業(合成氨)」。在全國重點行業節能減排達標競賽中，榮膺「全國五一勞動獎狀」殊榮，並且獲得企業環境信用行為評價最高級別5A等級。

2021年，心連心集團共開展節能減排新技術研究4項，其中環保類1項、節能類2項、節水類1項。較2020年相比，實現了能耗的持續下降，為實現集團能效领跑，促進行業技術進步打下了堅實的基礎。



A1 EMISSIONS

XLX group has been in compliance with laws and regulations strictly, such as Environmental Protection Law of the PRC, Water Pollution Prevention and Control Law of the PRC, Air Pollution Prevention and Control Law of the PRC, Solid Waste and Environmental Pollution and Solid Waste Prevention and Control Law, and the Interim Provisions on Administration of the Discharge Permit. It has also acquired emission permit legally and formulated a series of regulations due to the actual demand, for instance, Environmental Protection Management Regulations, Environmental Protection Facility Operation and Management Regulations, Integrated Measures for the Management of Water Resources (for Trial Implementation), and Solid Waste Management Regulations. These rules and regulations aim to regulate and promote environmental protection, pollution prevention and control, energy-saving and emission reduction, which can gradually achieve the institutionalization of environmental protection as well as sustainability.

XLX group improves its environmental management level by establishing an ISO 14001 environmental management system, conducts annual external audits, and renews the Environmental System Certificate upon passing external audits. In order to strengthen environmental management, XLX group has incorporated its departments, plants and branches into its environment management network and set out the relevant environmental protection responsibility in view of their respective duties.



ISO 14001 Environmental Management System Certificate
ISO 14001 環境管理體系認證證書

A1 排放物

心連心集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢棄物污染環境防治法》和《排污許可證管理暫行規定》等法律法規的規定，依法獲取《排污許可證》，並結合心連心集團實際情況，制定了《環境保護管理規定》、《環保設施運行管理規定》、《水資源一體化管理辦法（試行）》、《固體廢物管理規定》等一系列制度文件，規範和推進心連心集團的環境保護、防治污染、節能減排工作，逐步推進環境保護制度化，助力可持續發展。

心連心集團通過建立 ISO 14001 環境管理體系來提高心連心集團環境管理水平，並每年進行一次外部審核，按要求通過外部審核，換發環境管理體系認證證書。為加強環境管理，心連心集團將各部門、分廠和分公司納入了環境管理網絡，並根據各自職責規定了相應環保職責。

1) WASTEWATER DISCHARGE

For wastewater, XLX group's sewage discharge has been in strict compliance with the national, ministry, local, district, and enterprise standards.

In order to minimize the generation of wastewater, XLX group has installed wastewater treatment facilities. Since the wastewater purification equipment was put into operation, the technology department, branch plants and equipment manufacturers have reformed the filtration, purification, backwashing, water pump and odor of wastewater purification equipment. In addition, the group has strengthened the daily management of wastewater equipment and strict implementation of process operation, which has ensured the normal operation of environmental protection facilities and stable discharge of wastewater.

XLX group has formulated a water quality standard for external drainage that is stricter than the national standard. Only when the water quality meets the Company's external drainage standard will it be directly drained through clear water pools or clear water pipes, which ensured that each unit of the group can effectively control the process of generating sewage, XLX group strictly strengthens the management of the discharge outlet of each unit, installs standardized measurement facilities, regularly compares it with high standards and inspects with caution to achieve standard discharge.

1) 廢水排放

心連心集團的廢水排放一直嚴格遵守國家、部頒、地方、區域及企業標準。

為了最大程度減少污水產生，心連心集團安裝了污水處理設施。自廢水淨化設備投運後，技術部、分廠及設備廠家對廢水淨化設備的過濾、淨化、反洗、水泵、氣味等進行改造，加強對廢水設備的日常管理，嚴格落實按工藝操作入手等，確保了環保設施正常運行和廢水穩定達標排放。

心連心集團制定了嚴於國家標準的外排水水質標準，只有在水質符合公司外排水標準時，才通過清水池或清水管直接排水。為了確保集團各單位對產生污水的環節進行有效控制，心連心集團嚴格加強各單位排放口管理，安裝規範的計量設施，高標準定期比對和強檢，嚴格把關，實現達標排放。

Since 2017, XLX group has controlled the impact of wastewater discharge on groundwater and surface water according to the indicators of COD \leq 40mg/L and NH₃-N \leq 2mg/L, which is stricter than the discharge standard required by the government.

Compared with the original ion exchange resin method, in 2019, by introducing technologies such as reducing total nitrogen with concentrated water, ceramic membrane ultrafiltration and gasification ash drying, the wastewater discharge is greatly reduced.

In 2021, the group adopts the process of lime, high-density sedimentation tank and ozone catalytic oxidation to treat the existing RO concentrated water, so that the final effluent COD is less than 40 mg/L. At the same time, the total nitrogen in the water is further treated by the advanced denitrification device, which provides the basis for the reuse of this part of wastewater.

In the next three years, XLX group will continue to increase its research and development efforts, develop new technologies for wastewater treatment and equipment innovation as well as new processes, and use new technologies and new equipment to further reduce wastewater volume and achieve the goal of reducing wastewater volume by 50%.

自2017年以來，心連心集團按照COD \leq 40mg/L、NH₃-N \leq 2mg/L的指標來控制廢水排放對地下水和地表水的影響，嚴於政府要求排放標準。

與原來採用的離子交換樹脂法處理相比，2019年通過引入濃水降總氮、陶瓷膜超濾以及氣化灰渣烘乾等技術，大大減少了廢水排放。

2021年，集團採用石灰、高密度沉淀池和臭氧催化氧化相結合的工藝對現有RO濃水進行處理，使最終出水COD \leq 40mg/L。同時對水中的總氮採用深度脫氮裝置進一步處理，為該部分廢水回用奠定基礎。

未來三年，心連心集團將持續加大研發力度，開發廢水處理新技術和設備創新工藝，利用新技術和新設備進一步降低廢水量，實現廢水量減少50%的目標。

Emissions of waste water 廢水排放	In 2021 2021年	In 2020 2020年	In 2019 2019年	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Emissions (Tons) 排放量 (噸)			Average emission concentration (mg/L) 平均排放濃度 (mg/L)		
Volume of waste water 廢水量	6,237,578.07	3,918,114.81	3,808,772.06	-	-	-
COD 化學需氧量	152.69	128.37	109.01	24.48	32.76	28.62
NH ₃ -N 氨氮	2.95	2.18	1.48	0.47	0.56	0.39
Total phosphorus 總磷	0.86	1.60	0.67	0.14	0.41	0.18
Total nitrogen 總氮	59.78	60.68	39.30	9.58	15.49	10.32

Note: In 2021, Jiangxi base, our third largest base, was put into operation, resulting in an increase in the emissions of waste water.

備註：2021年第三大基地-江西基地投產，使得相關廢水排放量有所增加。

2) EXHAUST EMISSION

The emission standards of XLX group meet the national, ministerial, local, regional and enterprise standards. According to the standard of fume \leq 10mg/Nm³, SO₂ \leq 35mg/Nm³, NO_x \leq 50mg/Nm³.

In order to achieve the emission of fume, SO₂ and NO_x up to the standard, XLX group implements the "Environmental Responsibility System for Staff". All boilers are equipped with dust removal, desulfurization and denigration devices. Online monitoring devices are installed at the boiler outlet and operated by a third party. Online data can be uploaded to national, provincial, municipal and county monitoring platforms. Through cloth bag and electrostatic dust removal, the emission concentration of particulate matter was less than 5mg/Nm³. Through desulfurization and denitrification of boiler flue gas by ammonia water, the concentration of sulfur dioxide in boiler flue gas was less than 10mg/Nm³, the lowest was less than 5mg/Nm³, and the desulfurization rate was 99%.

In 2021, the group will install an online monitoring system for ammonia escaping pollutants at the pollutant discharge outlet of the boiler to control the ammonia consumption, reduce ammonia escaping and improve the treatment level of pollutant discharge; at the same time, the group will carry out denigration transformation on the boiler, increase SCR catalytic reaction device, improve the treatment efficiency of nitrogen oxides in the boiler, and control the concentration of nitrogen oxides within 30mg/Nm³. In December of 2020, the outdated production capacity of fixed beds was eliminated, which greatly reduced the emission of air pollutants.

The emissions of NO_x, sulfur dioxide and fume of XLX group this year decreased 23% compared with the corresponding period last year. In the next three years, XLX group will use cloth bag and electrostatic precipitator, ammonia desulfurization, SCR + SNCR combined denitrification and other methods to control the air pollutants in the exhaust gas to particulate matter \leq 5mg/Nm³; SO₂ \leq 10mg/Nm³; NO_x \leq 35mg/Nm³, to ensure that the company's control of exhaust emission is in the leading position in the industry.

2) 廢氣排放

心連心集團的廢氣排放符合國家、部頒、地方、區域及企業標準。按照煙塵 \leq 10mg/Nm³、SO₂ \leq 35mg/Nm³、NO_x \leq 50mg/Nm³的指標達標排放。

為實現煙塵、SO₂和NO_x達標排放，心連心集團實行「全員環保責任制」，鍋爐全部配套安裝除塵、脫硫、脫硝裝置，在鍋爐排放口安裝在線監測裝置，並由第三方運營，在線數據能夠上傳到國家、省、市、縣各級監控平台。通過布袋及靜電除塵，顆粒物排放濃度低於5mg/Nm³，通過氨水對鍋爐煙氣進行脫硫脫硝，鍋爐煙氣SO₂排放濃度低於10mg/Nm³，最低可達5mg/Nm³以下，脫硫率達99%。

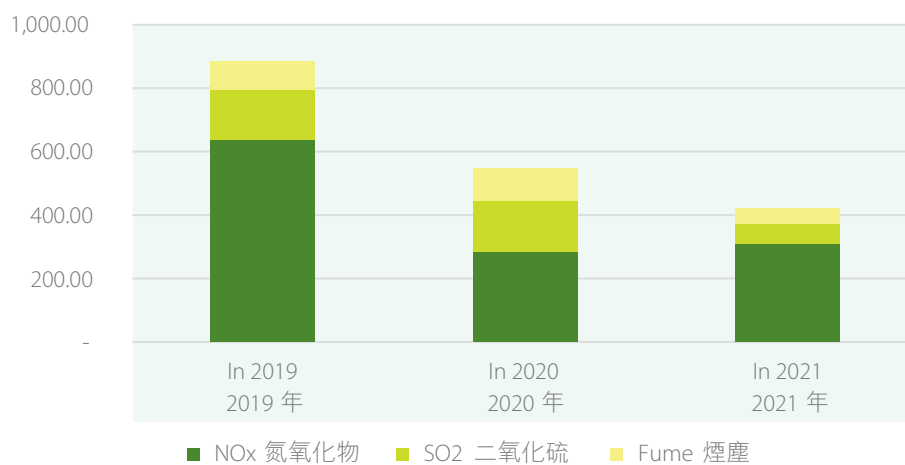
2021年，本集團在鍋爐污染物排放口安裝氨逃逸污染物在線監控系統，控制了氨水用量，減少氨逃逸，提高污染物排放治理水平；同時對鍋爐施行脫硝改造，增加SCR催化反應裝置，提高鍋爐氮氧化物的處理效率，將氮氧化物濃度控制在30mg/Nm³內，並於2020年12月份淘汰固定床落後產能，大幅度減少大氣污染物排放量。

心連心集團本年度NO_x、二氧化硫和煙塵的排放量同比減少23%。未來三年心連心集團將使用布袋及靜電除塵、氨法脫硫、SCR+SNCR組合式脫硝等方法，將廢氣中的大氣污染物控制在顆粒物 \leq 5mg/Nm³；SO₂ \leq 10mg/Nm³；NO_x \leq 35mg/Nm³，持續保障公司廢氣排放處於行業領先水平。

Emissions of waste gas 廢氣排放	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Emissions (Tons) 排放量(噸)		
NOx 氮氧化物	307.45	281.85	635.30
SO2 二氧化硫	63.21	160.30	157.96
Fume 煙塵	51.07	103.65	88.38

Note: The third largest base - Jiangxi base was put into operation in 2021, which increased related exhaust emissions.
備註：2021年第三大基地-江西基地投產，使得相關廢氣排放量有所增加。

Emissions of waste gas 廢氣排放



3) WASTE DISCHARGE

XLX group conducts classified management of waste in accordance with local standards with the waste mainly classified into non-hazardous waste and hazardous waste. Hazardous wastes are handed over to qualified units for disposal, and non-hazardous wastes are handed over to other units for reuse, all of which were based on disposal contracts. At the same time, pursuant to the requirements of the national system of report and registration for industrial solid waste, XLX group is required to provide the environmental protection authorities with the types, production volumes, destination, storage, disposal and other relevant information of main industrial solid waste, effectively store discarded solid waste, and timely pass it to qualified units for compliant disposal to reduce waste discharge.

In the next three years, the group will continue to engage qualified third-party units to dispose of waste in compliance with regulations, to achieve the goal of zero discharge of hazardous waste.

Waste Discharge 廢棄物排放	In 2021 2021年	In 2020 2020年	In 2019 2019年	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Emissions (Tons) 排放量 (噸)			Intensity (tons/million tons production) 排放密度 (噸/萬噸產品)		
Harmless Waste 無害廢棄物	463,012.90	320,272.98	164,279.85	861.58	743.39	414.74
Hazardous Waste 有害廢棄物	638.09	182.83	908.95	1.19	0.42	2.29

Note: In 2021, Jiangxi base, our third largest base, was put into operation, resulting in an increase in waste.

3) 廢棄物排放

心連心集團按照地方標準對廢棄物進行分類管理，主要分為無害廢棄物和危險廢棄物，危險廢棄物交由資質單位處置，無害廢棄物交由其他單位再利用，均簽訂有處置合同。同時根據國家工業固體廢棄物申報登記制度要求，向環保主管部門提供主要工業固體廢棄物的種類、產生量、流向、儲存、處置等有關資料，對固體廢棄物進行有效儲存，並及時轉移給有資質單位進行合規處置，減少廢棄物排放。

未來三年，本集團將持續交由第三方具有資質的單位合規處置廢棄物，實現有害廢棄物零排放目標。

備註：2021年第三大基地-江西基地投產，使得廢棄物排放量有所增加。

4) GREENHOUSE GAS EMISSION

XLX group has been actively responding to the requirements of national and local climate change authorities, taking a series of positive measures to reduce greenhouse gas emissions, orderly carrying out greenhouse gas emission data collection and reporting, and actively cooperating with third-party organizations to complete carbon emission data audit. At the same time, the group also takes this opportunity to strengthen carbon emission management from raw material procurement, quality analysis, production and operation, energy measurement and other aspects, continuously improve the company's carbon emission management level, effectively promote energy conservation and low-carbon work, and boost the high-quality development of the enterprise.

4) 溫室氣體排放

心連心集團一直積極響應國家和地方氣候變化主管部門的規定要求，採取一系列積極措施減少溫室氣體排放，有序開展溫室氣體排放數據收集和溫室氣體排放報告工作，並積極配合第三方機構完成碳排放數據審核。同時，集團也以此為契機，從原材料採購、質量分析、生產經營、能源計量等方面來加強碳排放管理工作，不斷提高公司碳排放管理水平，切實推進節能低碳工作，助推企業高質量發展。

Henan Xinlianxin Chemicals Group Co., Ltd., Xinjiang Xinlianxin Energy Chemical Co., Ltd. and Jiangxi Xinlianxin Chemical Industry Co., Ltd., as key emission units, go through carbon emission data verification by third-party verification agencies authorized by the government every year. Greenhouse gas emission information for 2021 cannot be disclosed in this ESG report as the verification time is later than the publication of the annual report. In order to ensure the accuracy of the data, XLX group disclosed the 2020 carbon emission data verified by a third party in this report, and the 2021 carbon emission data will be disclosed in the 2022 ESG report after verification.

In 2020, the direct emission of the group will be 8.09 million tCO₂e, about 2.17 million tCO₂e more than that in 2019, and the indirect emission of energy will be 1.15 million tCO₂e, 170,000 tCO₂e more than that in 2019. The CO₂ emissions of the group increased as compared with 2019 due to the increase in industrial upgrading projects.

In the next three years, the group will formulate the “XLX Group Environmental Protection Responsibility System” to clarify the environmental protection responsibilities of personnel at all levels. Through weekly environmental inspections, quarterly environmental internal audits and other measures, we timely investigate potential environmental protection problems, track, supervise and give guidance to the solution of environmental protection problems to ensure the achievement and continuous improvement of environmental protection goals and indicators, and strive for “ultra-low emission” of exhaust.

河南心連心化學工業集團股份有限公司、新疆心連心能源化工有限公司及江西心連心化學工業有限公司作為重點排放單位，每年接受政府授權的第三方核查機構的碳排放數據核查。由於核查時間晚於年報發佈時間，因此無法在本ESG報告中披露2021年的溫室氣體排放信息。為了保證數據的準確性，心連心集團在本報告中披露經第三方核查的2020年碳排放數據，2021年的碳排放數據通過核查後將在2022年的ESG報告中披露。

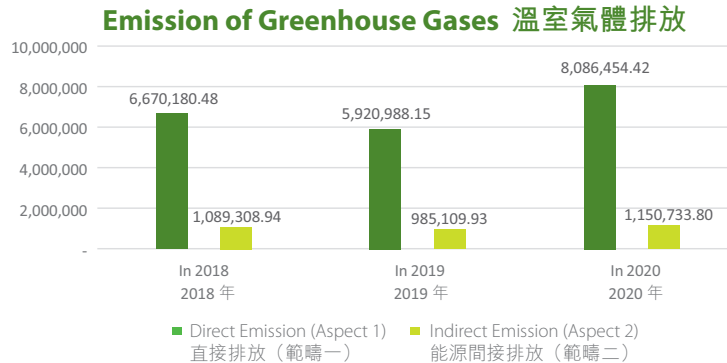
2020年，集團直接排放809萬tCO₂e，相比2019年增加約217萬tCO₂e，能源間接排放為115萬tCO₂e，相比2019年增加17萬tCO₂e。相比於2019年，集團因增加產業升級項目，CO₂排放量有所增加。

未來三年，集團將制定《心連心集團環保責任制》，明確各級人員的環境保護職責，通過每週環保督察，每季度環保內部審核等手段及時進行環保隱患排查，跟蹤、監督和指導環保問題解決，保障環保目標、指標的實現和持續改進，爭取廢氣「超低排放」。

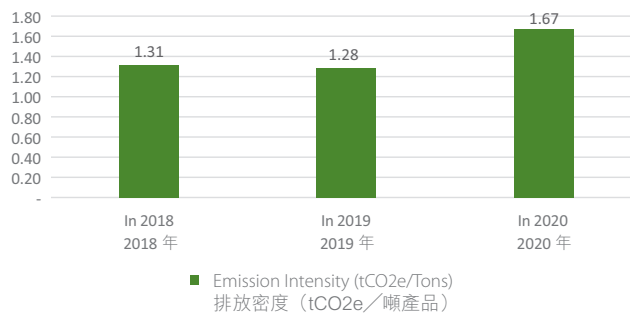
Emission of Greenhouse Gases 溫室氣體排放	In 2020 2020年	In 2019 2019年	In 2018 2018年
	Emissions (tCO ₂ e) 排放量 (tCO ₂ e)		
Direct Emission (Aspect 1) 直接排放 (範疇一)	8,086,454.42	5,920,988.15	6,670,180.48
Indirect Emission (Aspect 2) 能源間接排放 (範疇二)	1,150,733.80	985,109.93	1,089,308.94
Total 總計	9,237,188.23	6,906,098.08	7,759,489.42
Emission Intensity (tCO ₂ e/Tons) 排放密度 (tCO ₂ e/噸產品)	1.67	1.28	1.31

Note: In 2020, the industrial upgrade project of the XLX Group was put into operation, resulting in an increase in the emission of Greenhouse Gases.

備註：2020年，心連心集團產業升級項目投產，使得溫室氣體排放量有所增加。



Emission Intensity (tCO₂e/Tons product) 排放密度 (tCO₂e/噸產品)



A2 USE OF RESOURCES

XLX group strives to make full recycled use of resources in all aspects, and maximize energy and water saving. In order to comply with the relevant energy laws and regulations including the Energy Conservation Law of the People's Republic of China and the Management Measures for Energy Saving at Key Energy Consumption Entities, to strengthen energy management and to improve energy efficiency, XLX group has developed regulations and rules according to actual conditions, including the XLX Group Energy Saving Management Regulations and the Integrated Measures for the Management of Water Resources (for Trial Implementation). It aims to adopt measures that are technically feasible, economically reasonable and in line with the requirements of environmental protection measures, to reduce the loss and waste at various aspects including acquisition, storage, processing, conversion, and consumption of energy and to use water and energy more effectively and reasonably.

1) ENERGY CONSERVATION

XLX group established the "leading Group for energy conservation and emission reduction" headed by the general manager, which strictly implements the responsibility system for energy conservation goals, instills the enterprise's strategy into the behavior of all employees through the performance management system for energy conservation goals, and ensures the realization of enterprise strategy with performance management, and creating the channel between strategy and performance realization. XLX group has established an energy management system based on GB23331, and has passed external supervision, audit and certification.

A2 資源使用

心連心集團力求在各個環節充分循環利用資源，最大限度地節能節水。為貫徹《中華人民共和國節約能源法》和《重點用能單位節能管理辦法》等相關能源法律法規，加強心連心集團用能管理，提高能源利用效率，心連心集團根據實際情況制定了《心連心集團節約能源管理規定》及《水資源一體化管理辦法(試行)》等制度辦法，要求採取技術上可行、經濟上合理且符合環境保護要求的措施，減少能源購入、儲存、加工轉化和消費等各個環節的損失和浪費，更加有效合理地利用水和能源。

1) 節約能源

心連心集團建立由總經理掛帥的「節能工作領導小組」，嚴格落實節能目標責任制，通過節能目標績效管理體系將企業的戰略轉變為全體員工的行為，用績效管理來保障企業戰略的實現，打通從戰略到績效實現的通道。心連心集團依據GB23331建立了能源管理體系，並通過外部監督審核與認證。

In order to further promote the comprehensive and efficient utilization of energy resources and achieve better economic, social and environmental benefits, the group has also prepared to build a professional chemical park of coal chemical circular economy, integrated the group's resources, coordinated cooperation, and carried out a number of resources comprehensive utilization projects according to the principle of complementary advantages and maximum interests.

In addition, the group also carried out "energy efficiency benchmarking activities". Facing the mature and stable production process, how to avoid the repeated work step by step and day by day is the primary problem to achieve energy saving and consumption reduction. XLX group launched the "benchmarking" action, which not only carries out the overall "benchmarking" for advanced enterprises, but also carries out special benchmarking for advanced processes and equipment. Through benchmarking, leak detection, improve their own value, continue to save energy and reduce consumption.

In recent years, XLX group has won more than 100 patents and awards in energy saving and consumption reduction, "development and application of 22Mpa energy-saving medium pressure ammonia synthesis system" won the second prize of science and technology progress of Nitrogen Fertilizer Association of Henan Province, and "research and application of urea production process technology device" won the second prize of Science and technology progress of Henan Province, in the "cleaner production engineering technology project of synthetic ammonia plant with an annual output of 450,000 tons" the overall energy consumption and pollutant emission of the project are at the leading level of similar technologies in the industry.

為進一步促進能源資源綜合高效利用，取得較好的經濟效益、社會效益和環境效益，集團籌建了煤化工循環經濟專業化工園區，整合集團資源、協調合作，根據優勢互補、利益最大化原則，開展了多項資源綜合利用項目。

此外，集團還深入開展「能效對標活動」，面對成熟、穩定的生產工藝，如何避免按部就班、日復一日的重復工作是實現節能降耗的首要問題。心連心集團推出「對標」行動，既對先進企業進行整體「對標」，又針對先進工藝和設備進行專項對標。通過對標，查漏補缺，提升自身價值，持續節能降耗。

近年來，心連心集團累計在節能降耗方面獲得100餘項專利和獎勵，「22MPa節能型中壓氨合成系統裝置開發與應用」榮獲氮肥協會科技進步二等獎，「尿素生產工藝技術裝置研究與應用」榮獲河南省科技進步二等獎，「年產45萬噸合成氨裝置清潔生產工程技術項目」整體能源消耗和污染物排放均處於行業同類技術領先水平。

In recent years, XLX group has invested nearly 5 billion yuan in the adoption of advanced coal gasification process to replace traditional fixed bed process, as well as the vigorous introduction of energy-saving process and energy-saving equipment, among which the larger projects include: the green manufacturing project with 2 billion yuan of investment, and the residual heat and pressure utilization transformation project with 30 million yuan of investment.

According to conservative estimation, since 2011, XLX group has saved nearly 300,000 tons of standard coal, the urea manufacturing cost is about 10% lower than that of the same industry for many years, thus maintaining a healthy and stable development momentum. At the same time, all units of XLX group strictly implement the national and industrial energy consumption quota standards, and regularly measure the efficiency of power consumption equipment, so as to ensure the economic and reasonable use of electricity.

近幾年，心連心集團累計投入資金近50億元，採用先進煤氣化工藝替代傳統固定床工藝，大力引進節能工藝和節能設備，其中較大的項目有：投資20億元的綠色製造項目，投資3,000萬元的餘熱餘壓利用改造項目等。

保守估算，2011年以來，心連心集團累計節約標準煤近30萬噸，尿素製造成本比行業平均水平低10%，保持了健康穩定的發展勢頭。同時，心連心集團各單位均嚴格執行國家和行業的能耗限額標準，並定期對耗電設備進行效率測定，確保各單位經濟合理用電。

Type of Energy 能源類別	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Energy Consumption 能源消耗量		
Fuel (Tons) 燃料煤(噸)	1,403,006.22	993,041.26	990,195.22
Raw coals (Tons) 原料煤(噸)	4,001,063.45	2,630,748.32	2,487,363.37
Natural gas 天然氣(萬立方米)	3,497.18	3,816.82	3,567.58
Diesel Fuel (Tons) 柴油(噸)	361.28	270	439.26
Gasoline (Tons) 汽油(噸)	178.00	240	480.00
Electricity (GWh) 電	157,500.41	185,308.18	212,792.59
Total Consumption (MWh) 能耗總量(MWh)	32,087,093.39	22,436,227.32	21,869,493.82
Consumption Intensity (MWh/ Tons Product) 能耗密度 (MWh/噸產品)	5.97	5.21	5.52

Note: The third largest base - Jiangxi base was be put into operation in 2021, which increased the energy consumption.
備註：2021年，第三大基地-江西基地投產，使得能源消耗量有所增加。

In order to standardize the purchasing behavior and save resources, XLX group formulated the "Instruction of Woven Bag Purchasing", and conducted comprehensive statistics and management on the use of packaging materials, to standardize the use of packaging materials and reduce the waste of packaging materials.

In the next three years, the group will continue to strengthen the management of packaging materials, strictly control the use of packaging materials, and further standardize management to achieve proper utilization, green consumption and economical use of packaging materials.

為了規範採購行為，節約資源，心連心集團制定《編織袋採購作業指導書》，並對包裝材料的使用進行全面統計和管理，規範包裝材料的使用，減少包裝材料的浪費。

未來三年，本集團將繼續加強對包裝材料的管理，嚴控包裝材料的使用，進一步規範化管理，實現對包裝材料的合理利用、綠色消耗、節約使用。

Type of packaging materials 包裝材料類別	In 2021 2021年	In 2020 2020年	In 2019 2019年	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Consumption (Tons) 消耗量(噸)			Unit product share (tons/tons of products) 單位產品佔量(噸/萬噸產品)		
Woven bag 編織袋	15757.29	8,117.87	3,404.11	29.32	18.84	8.59

Note: The third largest base - Jiangxi base was put into operation in 2021, which increased the consumption of packaging materials.
備註：2021年，第三大基地-江西基地投產，使得包裝材料消耗量有所增加。

2) SAVING WATER RESOURCES

XLX group strengthens the water-saving management of enterprises, makes rational use of water resources, creates a green and energy-saving enterprise, and establishes an integrated water resources management committee, which is responsible for formulating the annual water-saving objectives, indicators and incentive measures of XLX group, as well as information collection, technical reserve, project implementation, optimization and transformation, personnel training, key research activities, supervision and inspection of water-saving management.

In order to improve the recycling utilization rate of water resources, XLX group carried out cascade utilization of coal gasifier gasification ash water system, realized optimization, and saved 600 tons of water every day. After being treated by reclaimed water reuse, the utilization rate of circulating water reaches 99%, reaching the first level requirement of cleaner production (> 95%). In the future, XLX group has been focusing on reducing unit consumption and improving water purification capacity. Currently, it is actively promoting the expansion of the reclaimed water reuse project, increasing the reclaimed water production capacity, and reducing the consumption of fresh water.

2) 節約水資源

心連心集團強化企業節水管理，合理利用水資源，創建綠色節約型企業，成立水資源一體化管理委員會，負責制定心連心集團年度節水目標、指標及激勵措施和節水管理方面的信息收集、技術儲備、工程實施、優化改造、人員培養、攻關活動、監督檢查等工作。

為了提高水資源的循環利用率，心連心集團對煤氣化爐氣化灰水系統進行梯級利用，實現優化，每天節約用水600噸。循環水排污通過中水回用進行處理，循環使用後利用率達到99%，達到清潔生產一級要求(> 95%)。心連心集團一直把降低單耗和提高水淨化能力作為努力的重點和方向，目前正在積極推進中水回用項目擴建，增加中水產水能力，降低新鮮水使用量。

Type of Water 水的類別	In 2021 2021年	In 2020 2020年	In 2019 2019年	In 2021 2021年	In 2020 2020年	In 2019 2019年
	Consumption of Water (Tons) 水消耗量(噸)			Intensity of Water Consumption (Tons/Tons Product) 水耗強度(噸/噸產品)		
Water 水	17,252,392.00	19,221,519.00	12,632,076.00	3.21	4.46	3.19

A3 ENVIRONMENT AND NATURAL RESOURCES

The main environmental and natural resource impacts of XLX group include waste gas, waste water and solid waste discharge, water and energy consumption. XLX group attaches great importance to the impact of the environmental and natural resources caused by the operation process, establishes the targeted environmental management system and energy management system, and formulates the environmental protection management regulations and energy saving management regulations of XLX group to strengthen the management. XLX group adopted new technology and process, and has passed the international advanced level acceptance of clean production audit, in order to reduce the impact on the environmental and natural resources.

At the same time, the process of XLX group planning, design and construction also embody the concept of environmental protection. The building materials are high quality building materials with low energy, high performance and high durability. Water saving appliances and equipment are preferred. Plants with less maintenance and strong weather resistance suitable for factory planting are adopted for greening in the plant area. The proportion of outdoor permeable floor area to the total outdoor area far exceeded 30%.

A4 CLIMATE CHANGE

In response to the requirements of national and local climate change authorities, XLX group, referring to the recommendations of climate related financial information disclosure working group (TCFD), integrates climate risk into the company's comprehensive risk management system, and formulates management policies and strategies to actively resist climate change.

A3 環境及天然資源

心連心集團的主要環境及天然資源影響包括廢氣、廢水和固體廢物排放、水資源與能源資源消耗。心連心集團高度重視運營過程所造成的環境及天然資源影響，建立針對性的環境管理體系和能源管理體系，制定《環境保護管理規定》和《心連心集團公司節約能源管理規定》等相關制度來加強管理，採用新技術、新工藝，通過了清潔生產審核的國際先進級驗收，從而減少對環境及天然資源的影響。

同時，心連心集團的規劃、設計、建設過程，也處處體現了環保的理念。建築材料均選用蘊能低、高性能、高耐久性的優質建材。優先採用節水器具和設備。廠區內綠化採用適合工廠種植的維護少、耐候性強的植物。室外透水地面面積佔室外總面積的比例遠超30%。

A4 氣候變化

心連心集團積極響應國家和地方氣候變化主管部門的規定要求，參照氣候相關財務信息披露工作組(TCFD)的建議，將氣候風險納入公司全面風險管理體系中，並制定主動抗御氣候變化的管理方針及策略。

1) THE MAJOR DIFFICULTIES FACED BY XLX GROUP

1) 心連心集團面臨的主要氣候風險

	Risks description 風險描述	Measures 應對措施
Policy risk 政策風險	1. The emission standards of pollutants have been continuously improved; 2. The "fee to tax" of water resources and pollutants promotes enterprises to reduce emissions. 1、污染物排放標準不斷提高； 2、水資源、污染物「費改稅」等促使企業減排。	Using new technology, new process, vigorously develop the circular economy, such as: the introduction of advanced control system (APC) of production equipment, the transformation of water-saving and demisting of circulating water, etc. 使用新技術、新工藝，大力發展循環經濟，例如：引進生產裝置先進控制系統（APC）、循環水節水除霧改造等。
Transformation risk 轉型風險	Against the backdrop of national energy control and dual-carbon policy, the backward enterprises will experience accelerated elimination, and the industry will experience accelerated transformation and upgrading. The state's advocacy of reducing the use of chemical fertilizers and increasing the energy efficiency of chemical fertilizers accelerated the integration of basic fertilizers into the high-efficient and new one. 在國家能源管控及雙碳政策背景下，企業落後產能加速淘汰，行業加速轉型升級，同時國家倡導減少化肥用量、增加化肥能效，基礎肥料加速向高效肥及新型肥料整合。	Technological innovation, quality improvement, and cost reduction. For example, the loss control technology and coating technology are used to increase the efficiency of nitrogen fertilizer and improve the utilization rate of nitrogen fertilizer; at the same time, the innovation center and other platforms are used to strengthen the research and promotion of new fertilizers and special fertilizers. 科技創新、提升品質、降低成本，例如採用控失技術、包膜技術使氮肥增效，提高氮肥利用率；同時利用研發中心等平台，加強新型肥料、特肥的研發和推廣。
Technology risk 科技風險	The air pollution has become an increasingly prominent issue. In the past few years, the excessive application of traditional chemical fertilizers affected the soil and climate greatly. Therefore, the transformation of traditional chemical fertilizers to new types of fertilizers is imperative. 大氣污染問題日益凸顯，過去多年由于傳統化肥的過量施用，對土壤及氣候均產生了較大影響，因此傳統化肥向新型肥料的轉型勢在必行。	Actively respond to government's policies and regulations, increase investment in research and development of nitrogen fertilizer research centers, pay attention to the research and development of high-efficiency fertilizers and differentiated products, and continue to reduce fertilizer usage. 積極響應政府方針政策，加大氮肥研究中心研發投入，關注高效肥和差异化產品的研發，持續降低肥料用量。

	Risks description 風險描述	Measures 應對措施
Environment responsibilities 環保責任	<p>To ensure the green environment of the production base. If the treatment of pollutants is unreasonable, it will affect the enterprises to get the emission permit; if too many pollutants affect the local environment, it will exceed the ecological red line.</p> <p>保障生產基地的綠色環境，若污染物處理不合理將影響企業取得排污證；若污染物過多影響當地環境，將逾越生態紅線。</p>	<p>Strictly abide by the environmental protection law and other relevant national laws, control the emission of pollutants; at the same time, develop new technologies to reduce the emission of various pollutants, so that the enterprise emission standard is 30%-50% lower than the minimum emission index set by the state.</p> <p>嚴格遵守環保法等相關國家法律，控制污染物排放；同時研發新技術，減少各項污染物的排放，使企業排放標準比國家規定的最低排放指標還低30%-50%。</p>
Risk of disaster 災害風險	<p>1. Loss of equipment, damage of building facilities, etc;</p> <p>2. The increase of uncertain factors caused by the epidemic, such as the increase of procurement cycle, the increase of road transportation risk, etc.</p> <p>1、設備的損耗、建築設施的損壞等；</p> <p>2、因疫情影響導致的不確定因素增加，例如採購週期增加、公路運輸風險增加等。</p>	<p>1. Organize disaster drill;</p> <p>2. Purchase of commercial insurance;</p> <p>3. Own its own railway special line and coal unloading port.</p> <p>1、組織災害演練；</p> <p>2、購買商業保險；</p> <p>3、擁有自己的鐵路專用線、卸煤碼頭。</p>

2) THE MAJOR CLIMATE OPPORTUNITIES IDENTIFIED BY XLX

2) 心連心識別的主要氣候機遇

Opportunity type 機遇類型	Opportunity description 機遇描述	Measures 應對措施
Market expansion 市場擴大	<p>The products with high performance, low pollution and zero emission bring more opportunities to the development of domestic and foreign projects. For example, XLXhumic acid products show outstanding performance in practical application and are exported to more than 20 countries and regions such as Japan, the United States, South Korea, Brazil, Australia, South Africa, Southeast Asia and Europe.</p> <p>高性能、低污染、零排放的產品給開發國內外項目帶來更多機遇，例如心連心腐植酸產品在實際應用中表現突出，出口日本、美國、韓國、巴西、澳大利亞、南非、東南亞和歐洲等20多個國家和地區。</p>	<p>Provide more efficient and clean products and services to attract consumers.</p> <p>提供更加高效、清潔的產品和服務吸引消費者。</p>
Resource acquisition 資源獲取	<p>By reducing energy consumption, optimizing the cascade utilization of water resources and promoting the comprehensive utilization of many resources, better economic, social and environmental benefits have been achieved.</p> <p>通過減少能源消耗、優化水資源的梯級利用、促進多項資源的綜合利用，取得了較好的經濟效益、社會效益和環境效益。</p>	<p>Strengthen the integration of resources, improve the utilization rate of water resources, reduce energy consumption, and actively build green factories.</p> <p>加強資源整合，提高水資源利用率，降低能源消耗，積極打造綠色工廠。</p>

B SOCIAL

While pursuing economic benefits, the group attaches great importance to the performance of corporate social responsibility, maintains the interests of shareholders, employees, customers, business partners and the whole society, treats suppliers, customers and employees in good faith, improves the efficiency and quality of implementation by using professional advantages, and combines social responsibility with long-term competitive advantage of the enterprise. It has passed the ISO14001 certification of environmental protection management system and ISO18001 certification of occupational health and safety management system in 2006 and 2009 respectively. As an enterprise with social responsibility, it also puts the “people-oriented” goal into practice, adheres to the principles of justice, fairness, equality, and has established a sound salary incentive system, welfare system, promotion system, and carried out a variety of staff activities.

B1 EMPLOYMENT

In accordance with laws and regulations including the Labor Law of the People’s Republic of China and the Labor Contract Law of The People’s Republic of China, the XLX Group Personnel and Labor Management Regulations has been developed to effectively ensure that employees enjoy their labor rights and perform their obligations under the law. XLX group regards employees as its most valuable assets, implements a “people-oriented” principle in production and operation, staff training, labor security, compensation and benefits, and “five types of social insurance contributions and one housing fund contribution”, as well as, cares for the work, life, health, safety and career development of employees comprehensively and in multiple ways. It strives to build a harmonious and win-win labor relation to promote the common development of the firm and employees.

B 社會

本集團在追求經濟效益的同時，高度重視企業社會責任的履行，維護股東、員工、客戶、商業夥伴與整體社會等各方利益，誠信對待供貨商、客戶和公司員工，利用專業優勢提高執行效率和質量，並將履行社會責任與提高企業的長期競爭優勢結合起來，於2006年及2009年分別順利通過「環保管理體系ISO14001認證」及「職業健康安全管理体系ISO18001認證」。作為一個具有社會責任感的企業，心連心集團將「以人為本」的目標落到實處，堅持公正、公平、平等原則，建立了完善的薪酬激勵體系、福利制度、晉升制度，並開展多樣化的員工活動。

B1 僱傭

本公司依據《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等法律法規制定了《心連心集團人事、勞動管理規定》，以保障員工依法享有勞動權利和履行勞動義務。心連心集團視員工為公司最重要的財富，在生產經營、員工培訓、用工保障、薪酬福利、「五險一金」繳納等方面切實推行「以人為本」方針，全方位、多角度地關心員工的工作生活、健康安全與職業發展，努力構建和諧、雙贏的勞動關係，以促進公司與員工的共同發展。

1) PERSONNEL RECRUITMENT

XLX group implements unified personnel planning and recruitment. It recruits talent through multiple methods including online recruitment, campus recruitment, special recruitment, and large job fairs, conducting comprehensive evaluation and selection of external candidates based on job requirements and standards in a just, fair and equal manner.

1) 人員招聘

心連心集團實施統一的人員規劃及招聘選拔，通過網絡招聘、校園招聘、專場招聘、大型招聘會等多種方式選拔人才，並參照崗位任職要求和工作標準，公正、公平、平等地對外部應聘人員進行綜合能力評價、篩選和錄用。

Total number of employees in 2021 集團2021年員工總人數			8,698						
Staff composition by region, gender and age 按區域、性別和年齡劃分的員工構成			Henan 河南		Xinjiang 新疆		Jiangxi 江西		
			Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	
Total 合計			6,152	70.73%	1,197	13.76%	1,349	15.51%	
Include 其中	Male 男性	Under 29s 29歲以下	1,172	27.30%	317	34.00%	392	35.30%	
		30s-39s 30歲-39歲	2,116	49.29%	409	44.00%	572	51.50%	
		40s-49s 40歲-49歲	744	17.33%	138	15.00%	113	10.20%	
		50s-54s 50歲-54歲	185	4.31%	44	5.00%	22	2.00%	
		Over 55s 55歲以上	76	1.77%	15	2.00%	12	1.00%	
		Total number of male staff 男性員工合計		4,293	100.00%	923	100.00%	1,111	100.00%
		Female 女性	Under 29s 29歲以下	375	20.17%	100	36.50%	98	41.00%
			30s-39s 30歲-39歲	1,082	58.20%	136	49.60%	115	48.00%
			40s-49s 40歲-49歲	380	20.45%	34	12.40%	25	11.00%
	50s-54s 50歲-54歲		22	1.18%	4	1.50%	0	0.00%	
	Over 55s 55歲以上		0	0.00%	0	0.00%	0	0.00%	
	Total number of female staff 女性員工合計		1,859	100.00%	274	100.00%	238	100.00%	

Total number of departures in 2021 集團 2021 年員工流失總人數			374					
Staff composition by region, gender and age 按區域、性別和年齡劃分的員工構成			Henan 河南		Xinjiang 新疆		Jiangxi 江西	
			Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
Total 合計			249	66.60%	50	13.40%	75	20.00%
Male 男性	Under 29s 29歲以下	94	46.30%	35	83.30%	43	67.20%	
	30s-39s 30歲-39歲	72	35.50%	6	14.30%	20	31.20%	
	40s-49s 40歲-49歲	24	11.80%	1	2.40%	1	1.60%	
	50s-54s 50歲-54歲	8	3.90%	0	0.00%	0	0.00%	
	Over 55s 55歲以上	5	2.50%	0	0.00%	0	0.00%	
	Total number of male staff 男性員工合計		203	100.00%	42	100.00%	64	100.00%
	Female 女性	Under 29s 29歲以下	23	50.00%	7	87.50%	9	81.80%
		30s-39s 30歲-39歲	20	43.50%	1	12.50%	2	18.20%
		40s-49s 40歲-49歲	1	2.20%	0	0.00%	0	0.00%
50s-54s 50歲-54歲		2	4.30%	0	0.00%	0	0.00%	
Over 55s 55歲以上		0	0.00%	0	0.00%	0	0.00%	
Total number of female staff 女性員工合計		46	100.00%	8	100.00%	11	100.00%	

Staff composition by region and education background 按區域和學歷劃分的員工構成	Henan 河南		Xinjiang 新疆		Jiangxi 江西	
	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
Undergraduate 本科	1,525	24.79%	327	27.30%	313	23.20%
Master 碩士	163	2.65%	17	1.40%	13	0.90%
Doctor 博士	3	0.05%	0	0.00%	0	0.00%
Collage graduate or below 大專以下	4,461	72.51%	853	71.30%	1,023	75.90%

The total number of new recruits 新招員工總數	641		93		208	
New recruits composition by region and gender 按區域和性別劃分的新員工構成	Henan 河南		Xinjiang 新疆		Jiangxi 江西	
	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
The Number of new male recruits 新招男員工數量	485	75.60%	69	74.20%	159	76.40%
The Number of new female recruits 新招女員工數量	156	24.40%	24	25.80%	49	26.60%

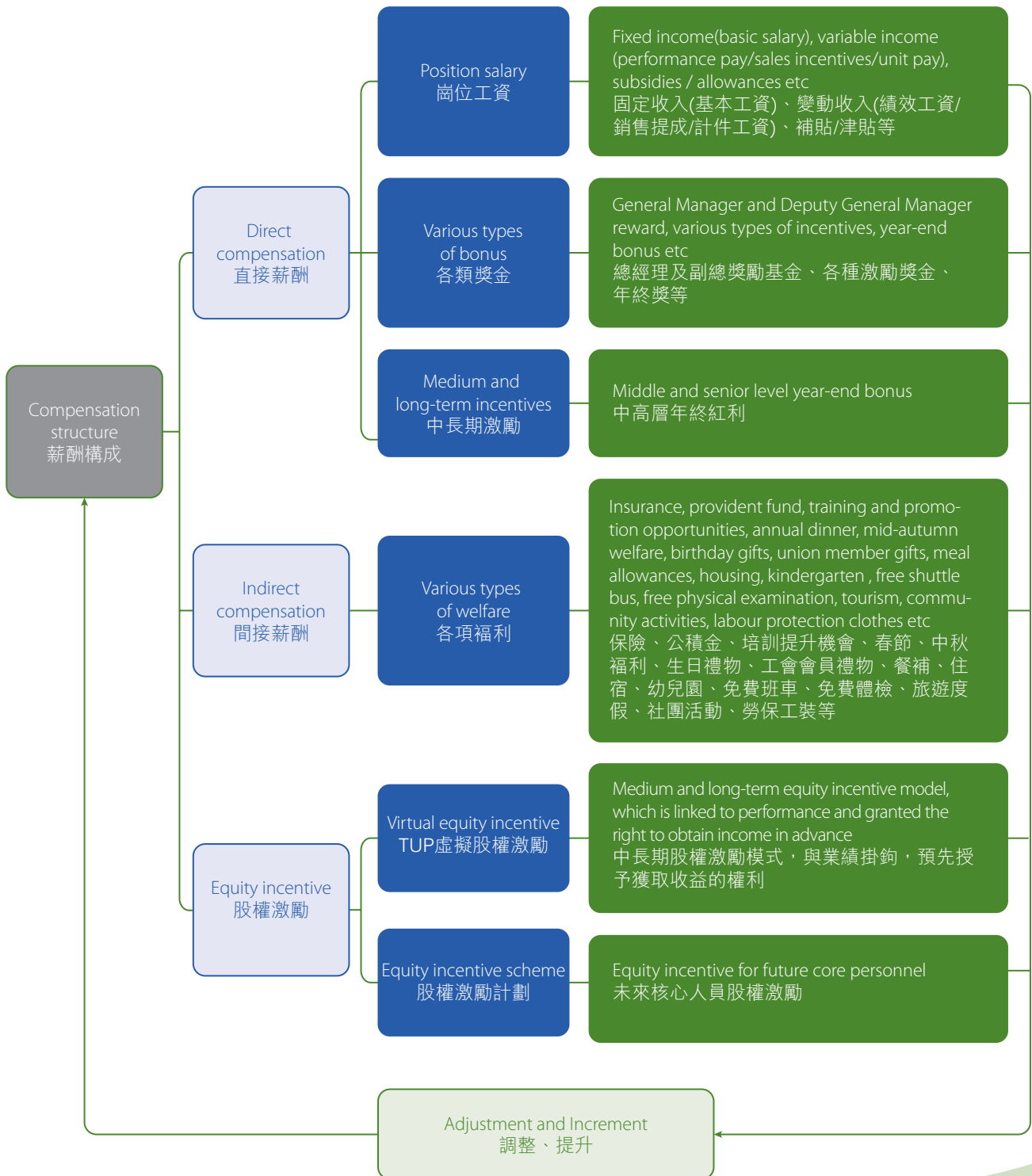
2) COMPENSATION AND WELFARE

XLX group has set up a fair and equitable, multi-level, multi-type compensation incentive system, subject to annual adjustments, which could promote the progress of firm and employees.

2) 薪酬福利

心連心集團建立了公平公正、多層次、多類別的薪酬激勵體系，並且每年適時調整，促進企業與員工共同進步。

Compensation and Welfare System 公司薪酬福利體系



In 2021, the Human Resources Committee approved the “2021 Annual Salary Adjustment Plan”, which greatly improved the happiness index of employees.

3) WELFARE

XLX group provides endowment insurance, unemployment insurance, medical insurance, industrial injury insurance and maternity insurance contributions to employees on time. Moreover, gifts and shopping cards on holidays including the Spring Festival and the Mid-Autumn Festival are provided as festival welfare, and meal subsidies and accommodation are issued as daily welfare. In addition, XLX group cooperates with large hospitals to offer regular free physical examinations to employees.

The Company has set up medical insurance benefit system with large reimbursement amount. In addition to the maximum payment amount of RMB80,000 for basic medical insurance, the company has given a hospital claim of up to RMB350,000, which has increased the reimbursement amount for critical illnesses. At the same time, in 2021, the XLX Labor Union re-issued the management measures for employee medical mutual aid funds to increase the reimbursement ratio of employee medical mutual aid funds, which greatly improved our care for employees.

4) INCENTIVE MECHANISM

In order to promote and encourage innovation, and achieve the goal of “low cost and differentiation”, XLX group has established a diversified incentive mechanism. It has set up a real-time incentive system of monthly salary incentive + main business systems, and create many awards such as management innovation award, technology innovation award and QC achievement award.

In 2021, XLX group will further optimize the target incentive system and performance strategy management system, and improve the innovation management mechanism. The incentive mechanism should be standardized from the aspects of making annual incentive measures, making separate incentive measures for key events, and modifying and improving performance management methods. For example, the general manager’s fund is set up to give additional rewards to employees who have made significant contributions to the company. At the same time, set up manager reward fund of the subsidiaries, used to improve the work enthusiasm of grass-roots staff, reward to the individual or team.

2021年，人力資源委員會通過了《2021年年度薪酬調整方案》，極大提升員工幸福指數。

3) 福利方面

心連心集團按時為員工繳納養老保險、失業保險、醫療保險、工傷保險和生育保險；在春節、中秋等節日發放禮品、購物卡等；定期與大型醫院合作，為員工提供免費體檢服務；發放餐補；提供住房。

公司建立了大額醫療保險福利制度，在基本醫療保險最高8萬元支付額度的基礎上，公司給予35萬元的住院報銷上限，提高了大病報銷額度。同時2021年，心連心工會重新下發了員工醫療互助基金管理辦法，提高員工醫療互助基金報銷比例，極大地提升了公司對員工的關愛度。

4) 激勵機制

為提倡和鼓勵創新，實現「低成本 差異化」目標，心連心集團建立了多元化的激勵機制，設置月度薪酬激勵及各主要業務系統的即時激勵體系，並設立管理創新獎、技術創新獎、QC成果獎等諸多獎項。

2021年心連心集團進一步優化目標激勵體系和績效戰略管理系統，完善創新管理機制，從制定年度大目標激勵辦法、關鍵事件制定單獨激勵辦法以及修改完善績效管理辦法等方面，促進激勵機制不斷規範。例如設立集團總經理獎勵基金，對有重大貢獻的員工給予額外獎勵。同時，設立子公司總經理獎勵基金，用於提高基層員工的工作積極性，獎勵作出貢獻的個人或班組。

5) PROMOTION AND DEVELOPMENT

In order to further broaden the talent development platform, standardize the career development of employees, and initially clarify the general standards for the qualifications of all ranks so that employees engaged in different jobs can have equal career paths and opportunities.

Since the end of 2018, XLX group has been preparing occupation qualification standards, carrying out job qualification system and standard training, building an evaluation system and implementing certification assessment.

In 2019, XLX group established a cadre management unit, including: cadre inventory and planning, cadre qualification management, cadre evaluation management, cadre training and development management, cadre appointment and dismissal management, and cadre file management. The unit is responsible for the selection, training, motivation, assessment, appointment and dismissal, rotation, exit and other related business development of the cadres directly under the management of the group.

6) CARE FOR EMPLOYEES' LIFE

- Affected by the pandemic, XLX employees actively responded to the epidemic prevention policy, which made it difficult for them to return home during the festival. In order to enhance their sense of belonging, show care for them, and make them feel the warmth of home, XLX group organized various festival activities, such as making dumplings during the Spring Festival, watching movies during the Lantern Festival, and giving out welfare during the International Women's Day.



5) 晉升與發展

為進一步拓寬人才發展平台，建立規範的員工職業發展通道，明確各職級任職資格通用標準，使從事不同工作的員工均有平等的職業生涯路徑和機會。

心連心集團從2018年底開始編制任職資格標準，開展任職資格體系及標準培訓，構建評價體系併實施認證評估。

2019年設立幹部管理模塊，包括：幹部盤點與規劃、幹部任職資格管理、幹部評價管理、幹部培養與發展管理、幹部任免管理、幹部檔案管理。開展集團直管幹部的選拔、培養、激勵、考核、任免、輪動、退出等。

6) 關愛員工生活

- 因受疫情影響，心連心員工積極響應防疫政策，節日返鄉困難。為了增強員工歸屬感，關懷基地員工，讓員工感受到家的溫暖，心連心集團組織了多種多樣的節日活動，如春節包餃子、元宵節觀影、三八節福利等。



- In January 2021, Jiangxi XLX opened shuttle bus from the company to Jiujiang City and Pengze County respectively, which provided an important transportation option for the convenience of employees to enrich their after-work life.



- In January 2021, Jiangxi XLX started to serve local specialties in the canteen to meet the needs of employees from different places and enhance their sense of belonging and happiness.



- In September 2021, XLX group held the 4th Employee Children Scholarship Award Ceremony. The senior management of the group presented awards to 72 students who are children of the employees and obtained entrance to reputable universities. The slogan "Fly high with your dream and live up to the good times" encouraged the new generation of youth to work hard to pursue their dreams, live up to expectations and fly high.



- 2021年1月，江西心連心分別開通公司至九江市和彭澤縣的班車，為便利員工生活提供了重要的交通渠道，極大豐富了員工的業餘生活。

- 2021年1月，江西心連心食堂增設當地特色菜窗口，以滿足各地員工需求，提升員工歸屬感、幸福感。

- 2021年9月，心連心集團舉辦第四屆職工子女獎學金頒獎儀式，集團高層為72名順利考取知名大學的職工子女進行了頒獎。「以夢為馬，不負韶華」，鼓勵新一代青年努力向上、不負眾望、奔向遠方。



B2 HEALTH AND SAFETY

To protect and improve the working environment, and safeguard the safety and occupational health of employees, XLX group has been in strict compliance with laws and regulations including the Labor Law of the People's Republic of China, the Safe Production Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, as well as its internal rules including the Occupational Health and Safety Management Procedures, and the Emergency Plan Management Rules. It has effectively implemented the OHSAS18001 occupational health and safety management system and continues to improve the working environment and working conditions for employees in multiple areas. At present, XLX has already successfully gotten the Certificate of Occupation Health & Safety Management System upon passing external audits.

In 2021, XLX group thoroughly followed the spirit of General Secretary Xi Jinping's important expositions and instructions on safe production, and firmly followed the concept of "putting people and life first" for safe development. In the past three years, there has been no work-related fatalities or loss due to work-related injuries.

Since the implementation of the new "Safety Production Law", XLX group have re-organized and identified all employees' safety production responsibilities. After many discussions and multi-level audits, we have worked out specific work tasks, clarified the specific content and qualification standards of safe performance of duties, so as to comprehensively fulfil the main responsibility of safe production we continued to implement the risk classification management and control of hazardous chemical accidents and investigation and management of hidden dangers. The intelligent dual pre-control system helped us realize the standardization and modernization of the management process of accident hazards, facilitating safe development.



B2 健康與安全

為保護和改善工作環境、維護員工安全和職業健康，心連心集團嚴格落實《中華人民共和國勞動法》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等法律法規和內部《職業健康安全管理制度》、《公司應急預案管理規定》等規範性文件，有效運行OHSAS18001職業健康安全管理体系，從各個方面不斷改善員工工作環境和勞動條件。目前，心連心集團已經成功順利獲得「職業健康安全管理体系認證證書」。

2021年，心連心集團深入貫徹落實習近平總書記關於安全生產的重要論述和指示精神，牢固樹立「人民至上、生命至上」的安全發展理念，在過去三年均不存在因工亡故及因工傷損失等情況。

新《安全生產法》實施以來，本集團重新梳理、識別全員安全生產責任，經過多次研討和多層審核，形成具體工作任務，明確安全履職的具體內容、合格標準，從而層層壓實安全生產主體責任。繼續實施危險化學品事故隱患的風險分級管控和隱患排查治理，依託智能雙預控系統，實現了事故隱患管理流程規範化和方式現代化，有力支撐安全發展理念的實際落地。

1) SAFETY TRAINING

From April to December 2021, XLX group carried out the second training for internal safety officers. The training for internal safety officers involved all units of the group with the total participation of more than 60 professional safety personnel such as those of behavioral safety, process safety and equipment safety. 35 participants were selected to the training stage. Through the follow-up training and exercises on the basic qualities of internal safety officers, the trainees have mastered the teaching skills and the key to curriculum development, and 25 internal safety officers passed the certification successfully at the end.

The training adopted the method of "pre-training, mid-term counselling, and post-certification". Through thematic intensive training, external expert guidance, and professional level certification, a group of internal safety officers with curriculum development ability, teaching ability, and experience extraction ability were well-trained to help form the standardized courseware and high-quality courseware for the Company's safety issues, which has improved the overall safety management of the Company.



1) 安全培訓

2021年4月至12月，心連心集團開展了第二批次安全內訓師培養。此次內訓師培訓涉及集團各個部門，共計60餘名行為安全、工藝安全、設備安全等專業安全人員參與，共計篩選35人進入培養階段，通過後續對內訓師的基本素養進行培訓和練習，使大家掌握了授課技巧與課程開發，最終25名安全內訓師順利通過認證。

此次培訓採用「前期培訓、中期輔導、後期認證」的方式，通過專題集中培訓、外部專家輔導、專業等級認證，最終培養一批具備課程開發能力、授課能力、經驗萃取能力的安全內訓師，并形成公司安全專業的標準化課件與精品課件，促進公司安全管理工作的全面提升。

2) SAFETY CHECK

In order to promote the improvement of the safety management level of the group, XLX group has set up a vanguard team of safety supervision, which carries out safety inspection through different management methods such as weekly supervision, quarterly evaluation and special audit.

During the epidemic, the company faced great pressure to prevent the epidemic. On the basis of inspecting on-site maintenance, filling and major sources of danger, the inspection team increased the external inspection content of epidemic prevention and control, epidemic prevention of contractors, fire inspection, gate posts, temporary accommodation areas, etc., so as to achieve all-round and non-dead end control and supervision.

In addition to routine safety inspections, we took the actual situation of the company into account and innovated three types of safety supervision and inspection methods: group evaluation, weekly company inspection and daily unit inspection.

2) 安全檢查

為促進安全管理水平的提升，心連心集團成立了安全督察先鋒隊，通過周督察、季考評、專項審核等不同管理方式進行安全檢查。

疫情期間，公司面臨着很大的防疫壓力，督察團隊在督查現場檢修、充裝與重大危險源的基礎上，增加了疫情防控、承包商防疫、消防督查、門崗、臨時住宿區等外圍督查內容，整體實現了全方位、無死角的管控和監督。

除了例行安全檢查，結合公司實際情況，創新三類安全監督檢查方式：集團考評、公司周督察和單位日督查。



① Group evaluation

Established the “XLX group Self-Management Evaluation Method of Safety” and set up evaluation standards and evaluation rules conducted more than 40 assessments on the maturity of the self-management of safety of each production unit of the group. Through the final evaluation meeting, we communicate the findings of the evaluation and put forward suggestions for system improvement, which greatly promoted the safety management level and management effect of each unit.

② Weekly company inspection

A weekly inspection plan was formulated every quarter according to the key aspects of safety management of procedure, equipment and behavior and the key aspects of inspection by experts and government, and two professional engineers were arranged to carry out weekly inspection on the site every week. A total of 47 weekly inspections were organized to inspect 247 issues (including 64 in procedure, 59 in equipment, 93 in behavior, and 31 in other aspects). During the inspection, we communicated the existing problems with the supervisor of the relevant personnel on the spot and put forward rectification suggestions.

③ Daily unit inspection

We established an inspection team to carry out daily inspections. Xinxiang Ammonia department, Xinjiang XLX, Jiangxi XLX, Shenleng Energy and other units set up safety inspection teams, respectively. A total of more than 6,300 people participated in the daily inspection work. At the same time, the company has established a daily inspection and evaluation mechanism, and comprehensively evaluated the performance of each unit from the five dimensions, namely comprehensiveness, quality, rectification, summary, and work discipline every month, so as to enhance the safety management standards of each unit.

① 集團考評

建立《心連心集團安全自主管理考評辦法》，編制考評標準和評估細則，對集團各生產單位安全自主管理成熟度進行40餘次評估，通過考評末次會的方式溝通考評發現項，提出系統的改善建議，極大促進了各單位的安全管理水平和效果。

② 公司周督察

每季度根據工藝、設備、行為安全管理重點、專家和政府檢查的重點等全面性制定周督察計劃，每週安排兩名專業工程師對現場開展周督察工作。共組織47次周督察，督察問題247項（其中工藝64項，設備59項，行為93項，其它方面31項）。在督察過程中當場與相關人員屬地主管溝通存在的問題並提出整改建議。

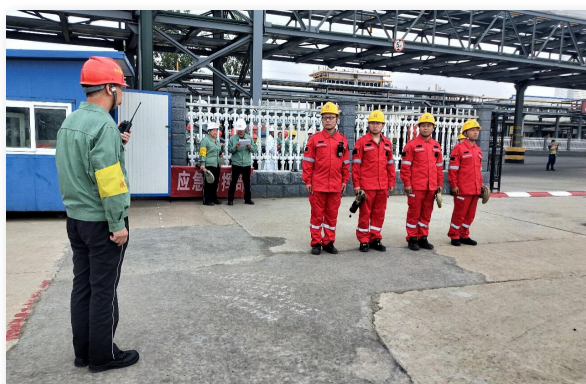
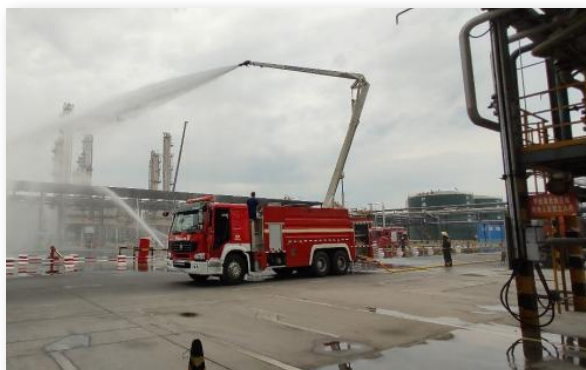
③ 單位日督察

建立督查隊伍開展日督查工作。新鄉合成氨事業部、新疆心連心、江西心連心、深冷能源等單位分別成立安全督查隊伍，共組織6300餘人次參加日督查工作。同時公司建立日督查評比機制，每月從督查全面性、督查質量、督查整改、督查總結、工作紀律五個維度對各單位執行效果進行綜合性評比，促進各單位安全管理標準。

3) EMERGENCY DRILL

In order to further strengthen the awareness of risk prevention, train the emergency team and comprehensively improve the group's ability to deal with emergencies, XLX group regularly organizes and conducts emergency drills of comprehensive contingency plans in accordance with the requirements of national laws, regulations and the company's drill plan.

- On 29 June 2021, the group carried out a comprehensive emergency drill for 56 minutes, involving related personnel from eleven units including Xinxiang Ammonia Department, group Office, General Engineering Office, Safety and Environmental Inspection Center, Logistics Service Center, Shenleng Energy Company, Xinxiang County Fire Rescue Brigade, Xinxiang County Emergency Management Bureau, etc. Among them, there were 50 participants, 189 evacuees, 20 observers, and 4 evaluators. Through the drill, the company verified its new AR real-life map system, smart scheduling system and other informatization tools, which enriched its emergency response methods and improved its emergency response capabilities.



3) 應急演練

為進一步強化風險防範意識，鍛鍊應急隊伍，全面提升對突發事件的應急處置能力，根據國家法律法規要求及公司演練計劃，心連心集團定期組織開展綜合預案應急演練活動。

- 2021年6月29日，集團開展了總用時56分鐘的綜合應急演練活動，涉及新鄉合成氨事業部、集團辦公室、總工辦、安環督察中心、後勤服務中心、深冷能源及新鄉縣消防救援大隊、新鄉縣應急管理局等十一個單位相關人員，其中參演人員50人，疏散人員189人，觀摩人員20人，評價人員4人。通過演練，對公司新增的AR實景地圖系統、智慧調度系統等信息化工具進行了驗證，豐富了應急處置手段，提升了應急處置能力。

B3 DEVELOPMENT AND TRAINING

XLX group attaches great importance to talent training and has established a training model with XLX characteristics. The Group conducted differentiated + professional skills training and quality improvement training for employees through joint college classes, online learning, mentoring, and mentor training.

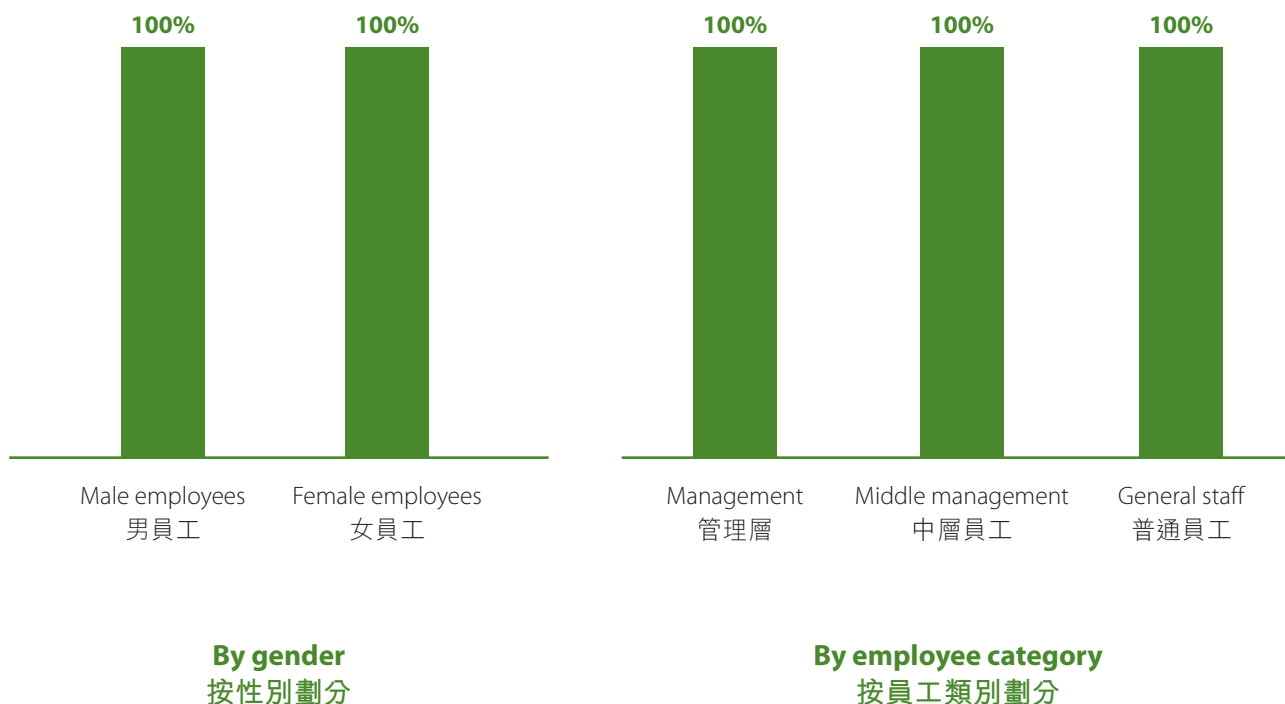
In 2021, the total length of vocational training provided by the group is 207,855 hours. The average training time for male and female employees is 24 hours. Among which, the average training time for management, middle employees and general staff is 23.9 hours, 23.8 hours and 24.1 hours, respectively. It improved the knowledge, skills and quality of employees to ensure better adaptation to the rapid development needs of the company.

B3 發展及培訓

心連心集團高度重視人才培訓，並建立起具有心連心特色的培訓模式。通過高校聯辦班、在線學習、師帶徒、導師培養等模式，對員工進行差異化及專業化的崗位技能培訓、素質能力提升培訓。

2021年，本集團職業培訓總時長207,855小時，男女僱員平均受訓時長24小時，其中管理層、中層員工和普通員工平均分別受訓23.9小時、23.8小時、24.1小時，提升了員工的知識技能和素質能力，確保更好的適應公司快速發展需要。

The percentage of the XLX Group's employees trained in different category in 2021
2021年心連心集團各類別受訓僱員百分比



In March 2021, in order to meet the company's needs for high-quality talents for its rapid development and build its talent team, the Human Resources Center set up a team for the training of management trainee to optimize the training mode through the method of "building a team, establishing a platform, and promoting growth" and carried out activities such as team building, career counselling and basketball games successively.

2021年3月，為滿足公司快速發展對高素質人才的需要，推進人才隊伍梯隊配置建設，人力資源中心成立管培生培養項目組，通過「建團隊、搭平台、促成長」的方式，優化管培生培養模式，相繼開展了團建拓展、職業生涯規劃輔導、友誼籃球賽等多項活動。



B4 LABOUR STANDARDS

XLX group strictly complies with the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, and formulated the XLX Group Personnel and Labor Management Regulations to specify that the employees must be aged 18 or above, and there is no child labor or forced labor. It safeguards the legitimate rights and interests of employees, and strives to create a fair, democratic, competitive and merit-based employment mechanism.

B5 SUPPLY CHAIN MANAGEMENT

According to Procurement Management Procedures, Bidding Management Procedures, and Supplier Management Procedures, XLX group selects suppliers who can meet its technical needs and product competition needs and add environmental protection requirements such as the use of hazardous substances, the use of recyclable materials, and energy efficiency to the procurement information, to build a stable, honest and efficient supplier team. While learning from advanced upstream and downstream partners of supply chain, XLX group also promotes its concept of safety and corporate social responsibility, and leads enterprises in the supply chain for continuous improvement to fulfill its social responsibilities in environmental protection, safety and health areas.

In 2021, XLX group will implement the supplier management and control plan, improve the supplier audit process, access assessment and standard setting. At the same time, the group set up a quality manual, made statistical analysis and formed a list of quality defects, set up a closed-loop feedback process, and forced suppliers to improve their quality through on-site visits to suppliers.

In the future, the group will continue to optimize supplier management mode, set up a smart platform for collective procurement management, and realize intelligent upgrades such as online centralized procurement, online supplier evaluation, controllable risk management, and online operation of the entire procurement process. With the help of the expansion and extension of Jingdong and the commercial product platform, the group will realize the transformation of the smart purchasing model, promote the platform application of supplier management, procurement management, and procurement management through group management, and establish XLX group purchasing platform model of big data.

B4 勞動準則

心連心集團嚴格遵守《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等國家法律法規要求，制定了《心連心集團人事、勞動管理規定》，明確規定所僱傭人員年齡為18週歲及以上，不存在僱傭童工、強制勞動等情況，保障員工的合法權益，全力打造一個公平、民主、競爭、擇優的選人用人機制。

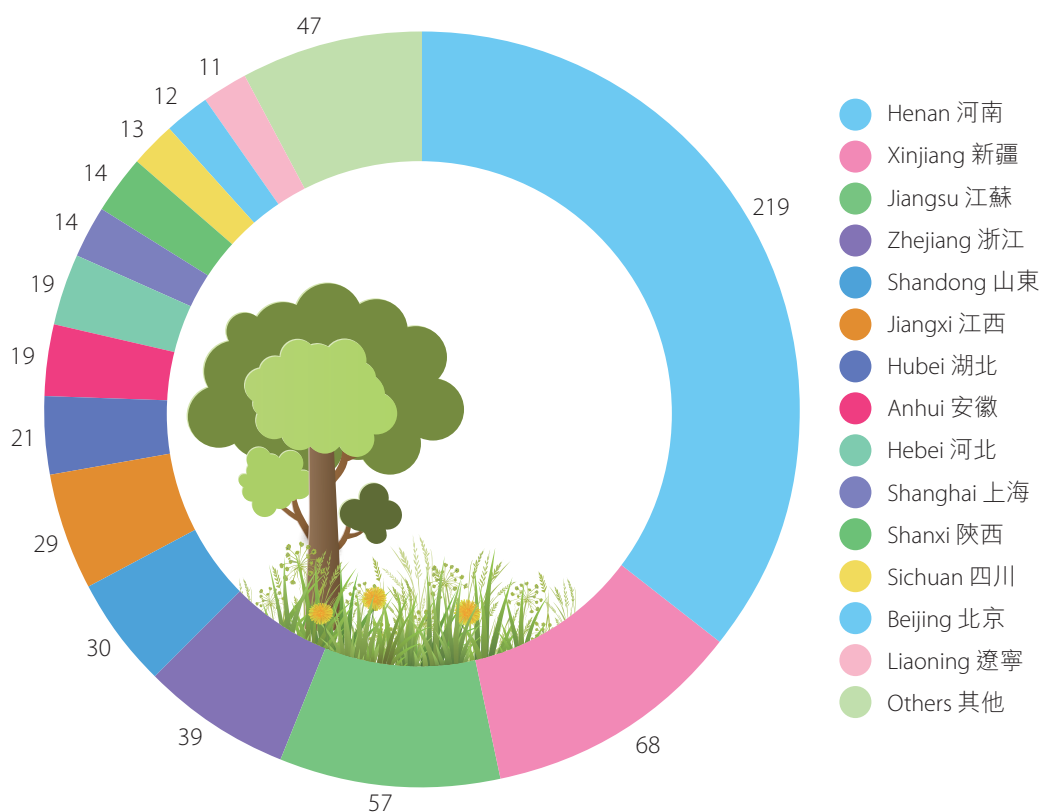
B5 供應鏈管理

心連心集團依據《採購管理程序》、《招投標管理程序》《供應商管理程序》，篩選出滿足技術需要和產品競爭需要的供應商，並且在採購信息中增加有害物質使用、可回收材料使用、能效等環保要求，打造穩定、誠信、高效的供應商隊伍，在向先進的上下游供應鏈合作夥伴學習的同時，傳遞公司安全、環保的社會責任理念，帶領供應鏈的企業持續改善，共同實現在環保、安全與健康領域的社會責任承諾。

2021年，心連心集團實施供應商管控方案，健全供應商審核流程、准入考核及標準設定。同時建立質量手冊，統計分析並形成質量缺陷列表，設定反饋流程的閉環，並通過供應商現場走訪，倒逼供應商的質量提升。

未來，本集團將持續優化供應商管理模式，搭建集團化招採管理智慧平台，實現集採物資上線、供應商線上評價、風險管理可控、採購全流程線上操作等智能化升級，借助京東和商務平台的擴展和延伸，實現慧採模式的轉型，通過集團化管理，推進和推廣供應商管理、採購管理、招採管理的平台應用，建立心連心集團模式的大數據採購平台。

Distribution of the XLX Group's Suppliers 心連心集團供應商分佈情況表



The Group has a total of 612 suppliers by region. The practice of engaging suppliers requires that the selection of suppliers must be on the same platform to ensure fairness and impartiality of the competition, which should be carried out among qualified suppliers in sequential order of suppliers, manufacturers, agents and distributors set out in the strategic framework.

More than 3 companies will participate in price inquiry and comparison for daily procurement, while more than 5 companies will participate in standard and general bidding for material procurement. All procurement records are kept on the procurement platform, and audits can be supervised and checked at any time.

For the access investigation, suppliers are allowed to conduct investigation with the focus on the environmental input and operation of environmental facilities, which are clearly stated in the access investigation report. Environmental protection is considered as an important indicator for evaluating suppliers. For suppliers who fail to meet the environmental protection requirements, their operation will be suspended to ensure the quality.

按地區劃分本集團供應商共計612家，慣例要求供應商選擇必須在同一平台，以保證競爭的公平、公正，依照戰略框架對供應商、生產廠商、代理商、經銷商進行排序。

日常詢比價採購不低於3家參與，標準和通用物資招標採購不低於5家參與，所有採購行為均在採購平臺保留痕跡，審計隨時監督查看。

供應商准入考察環節，重點查看環保投入及環保設施的運行狀況，在准入考察報告中明確體現供應商環保評價作為重要扣分項，不符合環保要求的供應商，將被暫停業務以確保供應商質量。

B6 PRODUCT RESPONSIBILITY

XLX group has been in strict compliance with laws and regulations including the Law of the People's Republic of China on Product Quality, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Trademark Law of the People's Republic of China and the Patent Law of the People's Republic of China. By adhering to the corporate vision of "becoming the most respected enterprise in the chemical fertilizer industry" and its quality principle of "strict process control, analysis and comparison for improvement, leading technical innovations, and customer satisfaction first", XLX group's requires high product quality at all areas from product development to product delivery, and continues to seek innovations and breakthroughs in product enhancement and renovation, in the hope of providing more efficient, safer and more environmentally-friendly products.

1) ENSURING PRODUCT QUALITY

In addition, XLX group has established a quality control system ISO9001, which was approved by a third party, formulated and strictly implemented internal systems including the Control Program of Product Realization, the Management Program of New Products, Maintenance Management Program for Public Relations, the Management Measures for Customer Satisfaction Survey, the Regulations on the Management of Product Formula and the Intellectual Property Management Procedures and the Chemical Fertilizer Product Quality Incident Handling Procedure (Trial). It strives to improve customer satisfaction, continue to provide consumers with high-quality services and accurate product information, maintaining fair competition in the market, so as to fulfill XLX group's responsibility for consumers and the community.



ISO9001 Certificate of Quality Management System
ISO9001 質量管理體系認證證書

B6 產品責任

心連心集團公司嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國商標法》和《中華人民共和國專利法》等法律法規，秉承「成為最受尊重的化肥企業集團」的企業願景，以「嚴格過程控制，分析對比提高，科技創新領先，顧客滿意為準」為質量方針，從產品開發到產品出廠的每個環節，以高品質為要保障產品質量，在產品增效和改良的環節不斷創新突破，以期提供更高效、安全、環保的產品。

1) 保障產品品質

為提升產品質量，心連心集團建立了ISO9001質量管理體系，並通過第三方的體系認證，制定並嚴格執行《產品實現控制程序》、《新產品開發管理程序》、《公共關係維護管理程序》、《顧客滿意度調查管理辦法》、《產品配方保密管理規定》、《知識產權管理程序》、《心連心集團化肥類產品質量事件處置程序(試行)》等內部制度程序，努力提升客戶滿意度，持續為消費者提供優質的服務和真實的產品信息，維護市場公平競爭，從而盡到對消費者和社會的責任。

In 2021, there were no products of the group required to be recalled due to safety and health issues. Regarding products and services, the customer service platform has received 7,609 feedbacks from the market, including 6,340 consultations, 668 sampling inspections, and 175 suggestions. Among which, 130 customer complaints were received, representing a year-on-year increase of 22% in efficiency due to 100% timely feedback on handling complaints. In response to customer complaints, relevant systems are established with specialist training. Customer service specialists will handle feedback from customers and provide corresponding solutions to their inquiries with care.

The group attaches great importance to product quality, and therefore it has established a review specialist team to review product quality. The scope of review covers production quality in terms of target management, process control, formula management, equipment management, storage management, inspection on entry areas, and unqualified product control. After cautious inspection, the review team confirms the product quality. Meanwhile, it takes the initiative to safeguard the legal rights and interests of consumers, establish a confidentiality system for consumer data, and assign special personnel to be responsible for the management of data and file creation.

2021年，本集團不存在因安全與健康問題而應回收產品的情況。關於產品及服務，客服平臺受理市場反饋7,609起，其中諮詢6,340起，抽檢668起，建議175起，其中客戶投訴130起，投訴處理及時率100%，效率同比提升22%。針對客戶投訴，建立相關制度及專員培訓，客服專員耐心受理客戶反饋，細心解答客戶諮詢。

本集團注重產品質量，成立專門審核組對產品質量進行審核，審核範圍涉及生產質量的目標管理、過程控制、配方管理、設備管理、倉儲管理、出入廠檢驗、不合格品控制等模塊，審核組經過認真查驗，確認產品質量。同時自覺維護消費者的合法權益，對消費者資料建立保密制度，指派專人負責資料的管理並建立檔案。

XLX group holds quality analysis meetings regularly to improve quality awareness. At the same time, in line with the principle of “high efficiency, environmental protection and safety”, has formulated the “New Product Introduction Acceptance Procedure” to strengthen the process inspection. XLX group has established a rigorous product evaluation system. Before the products leave the factory, they have to go through extensive experiments, such as indoor experiments, small area experiments, field demonstration experiments and so on, and carry out toxicology tests, soil evaluation tests and other projects, to ensure that every product is green, environmentally friendly protection and synergistic.

2) PROVIDING HIGH-QUALITY SERVICES

XLX group always attaches great importance to service quality. Through years of accumulated experience, XLX group constantly improves service quality, actively explores more diversified and efficient service modes, innovative products and product knowledge popularization and enhances customer satisfaction.

In order to accelerate the promotion of efficient fertilizer, implement scientific fertilization and explore the establishment of a marketing service system with the characteristics of XLX, the group has built an integrated service platform of “research, production, supply and sales”. At the same time, the group will strengthen the construction of an efficient agricultural service center integrating “intelligent fertilizer distribution station + laboratory + marketing big data platform”. From soil testing to expert formula, precise fertilization and planting guidance, the group will provide precise services for farmers through in-depth research on local soil and crops.

心連心集團定期召開質量分析會，提高質量意識，同時本着「高效、環保、安全」的原則，制定了《新產品引進驗收程序》，強化過程檢驗。心連心集團建立了嚴謹的產品評價體系，產品出廠前，要經過大量的試驗，從初始的室內試驗、小區試驗、大田示範等肥效試驗，到開展毒理試驗、土壤評價試驗等項目，確保推出的每一個產品都是綠色、環保和增效的。

2) 提供優質服務

心連心集團始終高度重視服務質量，通過多年積累的經驗不斷完善服務質量、積極探索更加多元高效的服務模式、創新產品、普及產品知識以及增強客戶滿意度。

為加快推廣高效肥料，把科學施肥落到實處，探索建立具有心連心特色的營銷服務體系，本集團了打造「研、產、供、銷」一體化服務平台。同時，加強集「智能配肥站+化驗室+營銷大數據平台」為一體的高效農業服務中心建設，從測土化驗開始，到專家配方、精準施肥、種植指導，通過對當地土壤和作物的深入研究，為農戶提供精準服務。

3) CUSTOMER SATISFACTION

XLX group adheres to the "customer-oriented" philosophy and continues to create value for customers. In 2021, it appointed a third-party professional organization to conduct research on the customer satisfaction of the Company's products to ensure a real understanding of customer needs.

In 2021, the customer satisfaction of XLX group continued to improve, with score remaining at above 90.

At the same time of strengthening customer relationship management, the group should understand customer feedback from multiple perspectives from the source, and take customer feedback as the direction of improving customer satisfaction, so as to form a closed-loop management of customer relationship maintenance.

4) COMPLAINTS AND HANDLING OF PRODUCTS AND SERVICES

Since 2019, XLX group has upgraded its customer service platform. The customer service center adheres to the concept of "customer first, attentive service" and provides quick solutions. At present, the customers can not only consult product prices and agrochemical services, but also make complaints about products and services on the platform. The group's big data center will report the weekly summary data to key business operators, so as to continuously optimize products and services.

3) 客戶滿意度

心連心集團堅持「以客戶為中心」的理念，為客戶持續創造價值。2021年委托第三方專業機構對公司產品的顧客滿意度進行調研，以確保能夠真實了解客戶訴求。

2021年心連心集團客戶滿意度不斷提高，評分保持在90分以上。

在加強客戶關係管理的同時，從源頭出發，多角度了解客戶反饋，並將客戶反饋作為提升客戶滿意度的工作方向，形成客戶關係維護的閉環管理。

4) 產品及服務的投訴及處理辦法

從2019年開始，心連心集團就進行了客服平台的升級，客服中心秉承「客戶至上，用心服務」的理念，對客戶提出的問題給予快速解決。目前平台不但可以諮詢產品價格、農化服務等，同時可以對產品和服務進行投訴，集團大數據中心將每周總結數據通報給關鍵業務操作人員，做到持續優化產品及服務。

B7 ANTI-CORRUPTION

XLX group strictly compliance with the national laws and regulations on anti-corruption and clean government construction and formulated the Company's internal "eight prohibitions for "top leader" of each business unit of XLX" and "Integrity Management Measures for the Company", to strengthen the construction of a clean atmosphere at the grassroots level of the CCP and study the law, understand the law, and utilize it. The Group will conscientiously implement the integrity practice guidelines at the management level of the Company, to promote integrity and self-discipline among leaders and cadres, and the group will continuously improve the scientific level of anti-corruption and upholding integrity, therefore there is no related litigation.

In terms of the construction of anti-corruption work, XLX group focuses on integrity, strong internal control and anti-fraud. The Board of the Company attach the utmost importance to the enterprise internal discipline inspection work, authorize the Audit and Supervision Department to carry out disciplinary inspection, supervision, compliance, risk management and other functions, and actively build a modern enterprise anti-fraud model that focuses on risk and control and aims at governance and value-addition.

XLX group joined the CHINESE ENTERPRISE COALITION AGAINST FRAUD in 2018 and has been friendly cooperated with other members and shared the list of corrupt personnel and anti-fraud experience, so that fraudsters have no place in advanced industries and enterprises. The group has been devoted to promoting the construction of clean government and creating a clean environment. In 2019, XLX group was awarded the honorary title of "Advanced Group for Enterprise Anti-fraud Work" by the Coalition.

B7 反貪污

心連心集團嚴格遵守國家反腐敗和廉政建設法律法規制度，並制定了公司內部的《心連心公司單位「一把手」八大禁令》《公司廉潔從業管理辦法》，加強基層黨風廉政建設，學法、懂法、用法，認真落實公司管理層的廉潔從業準則，促進領導幹部廉潔自律，不斷提高反腐倡廉建設科學化水平，不存在相關訴訟情形。

心連心集團在反腐倡廉工作建設方面，講誠信、強內控、反舞弊，公司董事會對企業內部的紀檢監察工作極為重視，授權審計監察部開展紀檢、監察、合規、風險管控等職能工作，積極構建以風險為導向、以控制為主線、以治理為目標、以增值為目的的現代企業反舞弊模式。

心連心集團於2018年加入中國企業反舞弊聯盟，與各成員友好協作、共享腐敗人員名單和反舞弊經驗，使得舞弊人員在先進行業、企業無立足之地，促進廉政建設，營造廉潔環境。2019年被聯盟評為「企業反舞弊工作先進集體」榮譽稱號。



1) TRAINING AND EDUCATION

XLX group regularly conducts party member learning, and further promotes the normalization and institutionalization of "two learning and one doing" education. At the same time, the group regularly conducts professional ethics warning education and training for the middle and high-level personnel and the core positions of the main value chain to let them draw lessons from company cases, peer cases and social real cases, so as to resist the temptation of money and fame, be honest and upright, discipline themselves strictly, and set an example. In addition, the group also hired professional lawyers to carry out the training of "Early Warning of Criminal Risks in Enterprise Operation" for the middle and senior management of the company to strengthen the legal awareness of the middle and senior management.

In addition, the group combines with Xinxiang City Warning Education Base and Xinxiang Municipal Prison. Every year, the company organizes the middle and senior management and the personnel in the core positions of money and property management to visit the prison and listen to the report. Let staff learn lessons from every shocking case and every heart-rending confession, understand the consequences of breaking the law, and take the case as a mirror to build a defensive line of thought to resist corruption and prevent deterioration, so as to raise the alarm and improve the ability of self-restraint.

1) 培訓教育

心連心集團定期開展黨員學習，深入推進「兩學一做」學習教育常態化制度化，同時，對公司中高層、主價值鏈核心崗位人員，定期開展職業道德警示教育培訓，從公司案例、同行案例及社會真實案件等反面教材中，讓大家抵制金錢名利的誘惑，身正行直，嚴於律己，以身作則。並且，集團還聘請專業律師對公司中高層開展《企業經營中刑事風險預警》培訓，加強中高層管理人員的法律意識。

除此之外，集團與新鄉市警示教育基地、新鄉市監獄相結合，每年組織公司中高層及管財物核心崗位人員，參觀監獄，聽取報告。讓大家從一例例觸目驚心的實案、一句句痛心疾首的懺悔中，汲取教訓，明白以身試法必亡，以案為鑒，構築拒腐防變的思想防線，警鐘長鳴，提高自我約束能力。

2) OPTIMIZE THE MECHANISM

XLX group introduced the idea of comprehensive risk management, optimized the management process, strengthened the main responsibility, and formed a strong and solid management system.

The group has formulated the Eight Prohibitions to clarify the power red line of management levels. It has formulated the Measures for the Administration of Corporate Integrity and the Prohibition on Corporate Integrity to set the requirements for all employees of the company. The Measures for the Management of Complaints and Reports of XLX group has been formulated to clarify the channels for complaints and reports, and at the same time, play a warning and prevention role to further improve the anti-fraud control effect of companies. It has formulated and issued the Outgoing (In-service) Audit System to audit the performance of leading cadres' rights during their tenure.



3) STRICT SUPERVISION

The group set up a special department to strengthen the internal supervision of the enterprise. The Ministry of Audit and Supervision is responsible for carrying out special supervision on the major operational problems of enterprises, urging relevant units to make rectification of the discovered problems, and holding violations of regulations and disciplines to account. The group will continue to combine strict regulation with love and encourage people to assume their responsibilities. XLX group not only seeks truth from facts, carries out precise accountability in accordance with the system, but also makes good use of mechanisms for tolerating and rectifying mistakes, so as to create a favorable environment that encourages reformers and emboldens those who take responsibility.

2) 優化機制

心連心集團引入全面風險管理思路，優化管理流程，強化主體責任，形成堅實的管理體系。

集團制定《心連心公司單位「一把手」八大禁令》，明確各級「一把手」權力紅線。制定《公司廉潔從業管理辦法》、《心連心公司廉潔禁令》，對公司全體人員作出廉潔從業要求。制定《心連心公司投訴舉報管理辦法》，明確投訴舉報途徑，同時起到警示預防作用，進一步提高公司反舞弊管控效果。制定並下發《離任（任中）審計制度》，對領導幹部任職期間的權利履行情況進行審計。

3) 嚴格督查

本集團設立專門部門加強對企業內部監督。審計監察部負責圍繞企業主要經營問題開展專項監督工作，對發現的問題督促有關單位認真整改，對違規違紀問題嚴肅問責。堅持嚴管厚愛結合，鼓勵勇於擔當，既要堅持實事求是，依制度實施精準問責，又善用容錯糾錯機制，著力營造「為改革者鼓勁、為擔當者壯膽」的良好幹事創業環境。

B8 COMMUNITY INVESTMENT

XLX group actively participates in environmental protection, education, culture, sports, science, health, community building, poverty alleviation, and other social welfare activities to devote love and create returns for the society.

1) PROJECTS TO BENEFIT THE PEOPLE

Xinjiang XLX is responsible for providing heating to Plain Farm (平原林場) and Letuyi Town (樂土驛鎮) in Manas County, and regularly visits heating users to listen to their feedback to continuously improve service quality. At the same time, the residents of Plain Farm are invited to visit the company to enhance their understanding of the company, so as to promote harmonious community relations.



B8 社區投資

心連心集團積極參加環境保護、教育、文化、體育、科學、衛生、小區建設、扶貧濟困等社會公益活動，奉獻愛心，回報社會。

1) 惠民工程

新疆心連心負責瑪納斯縣平原林場、樂土驛鎮供暖，並定期回訪暖氣用戶，聽取用戶反饋，不斷提升服務質量；同時邀請平原林場人員到公司參觀，增進社區居民對企業的了解，建設和諧的社區關係。

2) CHARITY

In July 2021, floods hit the Central Plains. XLX group took the initiative to take over the 1.296-kilometer flood embankment of the Communist Canal (共產主義渠) in Xinxiang County, and successively dispatched more than 360 people and gathered more than 120,000 flood control bags to help the front line for flood control. During the flood season, the company collected emergency supplies such as food and water to donate to the victim shelter.

2) 愛心慈善

2021年7月，洪水突襲中原大地。心連心集團主動接過新鄉縣共產主義渠1.296公里的防洪堤段，先後派出360餘人、籌集防汛袋12萬餘條，馳援抗洪一線。汛情期間，公司緊急籌集食品、水等應急物資捐往災民安置點。



In August 2021, Jiujiang Central Blood Donation Service Station entered Jiangxi XLX. The employees of the group actively participated in voluntary non-remunerated blood donation to deliver love and “positive energy”.

2021年8月，九江市中心獻血服務站走進江西心連心，集團員工積極踴躍參加，無償獻血，用熱血凝聚愛心，用行動傳遞「正能量」。



In October 2021, Xinjiang XLX visited and consoled the families of martyrs and people in need in Manas County and helped students in need by offering them basic necessities and scholarships.

2021年10月，新疆心連心慰問瑪納斯縣烈士家屬、困難群眾，對口幫扶困難學生，送去生活物資、愛心助學金。



3) SUPPORTING INDUSTRY

After the floods in Henan, farmland in Weihui, Xinxiang and other counties flooded, which severely reduced the crop yields. XLX group, together with the Provincial Department of Agriculture and Rural Affairs and the Xinxiang Charity Federation, donated more than RMB12 million worth of high-efficiency chemical fertilizers to the disaster area, and organized a professional agrochemical service team to offer agrochemical guidance to the local people to help them restore agricultural production.

3) 扶持產業

河南洪災過後，衛輝市、新鄉縣等多地農田被淹，農作物減產嚴重。心連心集團聯合省農業農村廳、新鄉市慈善總會向災區捐贈價值1200餘萬元的高效化肥，並組織專業的農化服務團隊赴災區進行農化指導，幫助災區群眾恢復農業生產。



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A : 環境

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 披露索引

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A : 環境			
	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露： 有效使用資源(包括能源、水及其他原材料)的政策。	16-20	
Aspect A2: Use of Resources 層面 A2： 資源使用	KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	18
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	20
	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set 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。	16-18
	KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	20
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	19
Aspect A3: The Environment and Natural Resources 層面 A3： 環境及天然資源	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources. 一般披露： 減低發行人對環境及天然資源造成重大影響的政策。	21	
	KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	21

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Pages 披露索引
A: Environmental A：環境	
Aspect A4: Climate Change 層面 A4： 氣候變化	21-24 22-24
General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露： 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。	
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經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。
B. Social B：社會	
Employment and Labour Practices 僱傭及勞工常規	
Aspect B1: Employment 層面 B1： 僱傭	25-32 26 27
General Disclosure 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, equity opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露： 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(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。	
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- 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。
KPI B1.2 關鍵績效指標 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。

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披露索引

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Employment and Labour Practices

僱傭及勞工常規

	General Disclosure 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. 一般披露： 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。	33-37	
Aspect B2: Health and Safety 層面 B2： 健康與安全	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因公亡故的人數及比率。	33
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	33
	KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and 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。	34-37
Aspect B3: Development and Training 層面 B3： 發展及培訓	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露： 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	38-39	
	KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, 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。	38
	KPI B3.2 關鍵績效指標 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。	38

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Aspect B4: Labour Standards 層面 B4： 勞工準則	General Disclosure Information on:		40
	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露： 有關防止童工或強制勞動的：(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。		
	KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	40
	KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such 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。	40

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Aspect B5: Supply Chain Management 層面 B5： 供應鏈慣例	General Disclosure:		40-41
	Policies on managing environmental and social risks of the supply chain. 一般披露： 管理供應鏈的環境及社會風險政策。		
	KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	41
	KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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辦法。	40-41
	KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify 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。	40
	KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote 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。	41

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General Disclosure Information on: 42-45

(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.

一般披露：

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。

Aspect B6:
Product
Responsibility
層面 B6：
產品責任

KPI B6.1
關鍵績效指標 B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

43

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。

KPI B6.2
關鍵績效指標 B6.2

Number of products and service related complaints received and how they are dealt with.

43

接獲關於產品及服務的投訴數目以及應對方法。

KPI B6.3
關鍵績效指標 B6.3

Description of practices relating to observing and protecting intellectual property rights.

42-44

描述與維護及保障知識產權有關的慣例。

KPI B6.4
關鍵績效指標 B6.4

Description of quality assurance process and recall procedures.

43-44

描述質量檢定過程及產品回收程序。

KPI B6.5
關鍵績效指標 B6.5

Description of consumer data protection and privacy policies, and how they are implemented and monitored.

43

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。

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General Disclosure Information on: 46-48
 (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.

一般披露：

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。

Aspect B7:**Anti- corruption**

層面 B7：

反貪污

KPI B7.1 46
 關鍵績效指標 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.

於滙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。

KPI B7.2 48
 關鍵績效指標 B7.2 Description of preventive measures and whistleblowing 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。

KPI B7.3 47
 關鍵績效指標 B7.3 Description of anti-corruption training provided to directors and staff.

描述向董事及員工提供的反貪污培訓。

Community

社區

General Disclosure: 49-53
 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.

一般披露：

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。

Aspect B8:**Community****Investment**

層面 B8：

社區投資

KPI B8.1 49-53
 關鍵績效指標 B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).

專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。

KPI B8.2 50-53
 關鍵績效指標 B8.2 Resources contributed (e.g. money or time) to the focus area.

在專注範疇所動用資源(如金錢或時間)。



China XLX Fertiliser Ltd.
中國心連心化肥有限公司*
(Incorporated in Singapore with limited liability)
(於新加坡註冊成立之有限公司)
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* For identification purpose only 僅供識別

