



**CHINA ENERGY DEVELOPMENT HOLDINGS LIMITED**  
**中國能源開發控股有限公司\***

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 00228

**ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT**

**環境、社會及  
管治報告**

**2021**



\* For identification purposes only 僅供識別



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### 1. Statement of the Board of Directors

The Board of Directors (the “**Board**”) of China Energy Development Holdings Limited (hereinafter referred to as “**CEDHL**”, “**the Company**”, “**we**” or “**us**”) makes the following statements pursuant to the requirements set forth in the Environmental, Social and Governance Reporting (“**ESG**”) Guide issued by the Stock Exchange of Hong Kong Limited (the “**HKEX**”).

The Board of the Company attaches great importance to sustainable development management and has integrated ESG into the Company’s operation. The Company has established an effective ESG management mechanism and has formed a governance structure featuring clear hierarchy and labour division, which enables the Company to effectively control ESG related risks and constantly promote the improvement of its own corporate governance standards.

#### Responsibilities of the Board in Respect of ESG Governance

As the highest decision-making body in respect of the ESG issues, the Board of the Company takes the ultimate responsibility for the ESG governance of the Company. The Board of the Company with the senior management are responsible for overseeing the implementation of ESG policies, strategies and targets, and reviewing the Company’s Environmental, Social and Governance Report (“**ESG Report**”).

#### ESG Management Policies and Strategies

The Company attached great importance to the risk management of ESG issues, and carries out ESG risk identification and analysis by taking into consideration the macro policy environment, industry development trends, and stakeholders’ expectations and demands. The Company maintains communication with stakeholders and takes with reference to expert opinion through various means on an annual basis. We determine the material issues that are significant to the Company’s development based on two dimensions, “the importance for the sustainable development of the Company” and “the importance of stakeholders”, and thereby determine the key areas and management measures for ESG risk management and control.

### 1. 董事會聲明

中國能源開發控股有限公司(下稱「中能開發」、「本公司」、「我們」)董事會(「董事會」)根據香港聯合交易所有限公司(「聯交所」)發佈的環境、社會及管治報告(「ESG」)指引所載規定作出以下聲明。

本公司董事會高度重視可持續發展管理，且已將ESG融入本公司營運。本公司已建立有效的ESG管理機制，形成層次分明、分工明確的管治架構，使本公司能夠有效控制ESG相關風險，持續推動提升其自身公司管治規範。

#### 董事會ESG管治之職責

本公司董事會作為ESG事宜的最高決策機構，對本公司ESG管治承擔最終責任。本公司董事會及高級管理層負責監督ESG政策、策略及目標的執行情況，並審閱本公司的環境、社會及管治報告(「ESG報告」)。

#### ESG管理方針及策略

本公司高度重視ESG事宜風險管理，結合宏觀政策環境、行業發展趨勢及持份者期望及訴求開展ESG風險識別分析。本公司每年通過多種方式與持份者保持溝通並參考專家意見。根據「對本公司可持續發展的重要性」及「對持份者的重要性」兩個維度，我們釐定對本公司發展屬重大的重要議題，並據此確立ESG風險管控的重點領域及管理措施。

### Implementation of the Targets, Indicators and Supervision

The Company has established medium and long-term targets for ESG matters, covering the governance system and capabilities, green and low-carbon transformation, greenhouse gas emissions, sustainable utilisation of resources, pollutant emissions, safety and health and human resources. We also review the progress of the achievements of such targets. We incorporated compliance, safety and environmental protection, energy conservation and emission reduction as assessment indicators into the annual performance appraisal of our management.

## 2. Introduction

This is the ESG Report of China Energy Development Holdings Limited compiled in accordance with the Environmental, Social and Governance Reporting Guide published by The HKEX. This Report aims to disclose relevant ESG information, including information on the policies and compliance with relevant laws and regulations that have a significant impact on the group, as well as environmental key performance indicators (“KPIs”), to the stakeholders of the headquarter of China Energy Development Holdings Limited and its subsidiaries.

### Reporting Specification

To improve readability, the headquarter of China Energy Development Holdings Limited will be referred to as “CEDHL” or “the Company”, Karamay Weirun Gas Company Limited will be referred to as “KWGCL”, China Era Energy Power Investment (Hong Kong) Limited will be referred to as “CEEPIL” and the Company, KWGCL and CEEPIL will be collectively referred to as “the Group”.

### Reporting Standard

This Report is prepared:

- in accordance with Appendix 27, Environmental, Social and Governance Reporting Guide, of the Rules Governing the Listing of Securities on the Main Board of The HKEX (“Main Board Listing Rules”); and
- with reference to the Global Reporting Initiative Standards (“GRI Standards”) published by the Global Reporting Initiative (“GRI”).

### 目標、指標與監管實施

本公司已就 ESG 事宜制定中長期目標，涵蓋管治體系及能力、綠色低碳轉型、溫室氣體排放、資源可持續利用、污染物排放、安全與健康及人力資源。我們亦會定期審閱該等目標的進度。我們將合規、安全及環保、節能減排作為考核指標納入我們管理層的年度業績考核。

## 2. 報告簡介

此為中國能源開發控股有限公司根據聯交所發佈的《環境、社會及管治報告指引》而編制的 ESG 報告。本報告向中國能源開發控股有限公司總部及其附屬公司的持份者披露環境、社會及管治相關資料，包括政策及遵守對本集團有重大影響的相關法律及規則，以及環境關鍵績效指標（「關鍵績效指標」）。

### 報告稱謂說明

為方便表述，中國能源開發控股有限公司總部下稱「中能開發」或「本公司」，克拉瑪依偉潤燃氣有限公司下稱「偉潤燃氣」，中國年代能源投資（香港）有限公司下稱「中國年代」，而本公司、偉潤燃氣及中國年代則共同下稱「本集團」。

### 報告標準

本報告的編寫：

- 依照聯交所主板證券上市規則（下稱「主板上市規則」）附錄二十七《環境、社會及管治報告指引》；及
- 參考全球報告倡議組織（「GRI」）發佈的《GRI 標準》（「GRI 標準」）。

### Reporting Boundary

The scope of this Report includes:

- the operation located in Hong Kong acting as the headquarter of China Energy Development Holdings Limited which is incorporated in the Cayman Islands with limited liability;
- the operation located in Xinjiang, the PRC of Karamay Weirun Gas Company Limited incorporated in the People's Republic of China (the "PRC") with limited liability (a non-wholly owned operating subsidiary of the Group in which the Company has an effective interest of 26.01% on look-through basis); and
- the operation located in Xinjiang, the PRC of China Era Energy Power Investment (Hong Kong) Limited incorporated in Hong Kong with limited liability (one of the major operating subsidiaries of the Group).

### Reporting Period

The reporting period (the "Reporting Period") of this Report is from 1 January 2021 to 31 December 2021, which is same as the annual report of the Company.

### Reporting Cycle

This Report is to be published annually.

### Access to the Report

The English and Chinese versions of this Report can be browsed or downloaded from:

- the Company's official website:  
<http://www.cnenergy.com.hk>
- HKEX news website by Hong Kong Exchanges and Clearing Limited: <http://www.hkexnews.hk>

### Contact Us

If you have any opinions regarding this Report, please contact the ESG reporting team via email.

Email: [compsec@cnenergy.com.hk](mailto:compsec@cnenergy.com.hk)

### 報告涵蓋範圍

本報告涵蓋範圍包括：

- 於開曼群島註冊成立的有限公司中國能源開發控股有限公司位於香港的總部的業務；
- 於中華人民共和國(下稱「中國」)註冊成立的有限公司克拉瑪依偉潤燃氣有限公司(本集團的非全資營運附屬公司，在穿透基礎上，本公司擁有26.01%的實際權益)位於中國新疆的業務；及
- 於香港註冊成立的有限公司中國年代能源投資(香港)有限公司(本集團旗下其中之一的主要營運附屬公司)位於中國新疆的業務。

### 報告涵蓋期間

本報告涵蓋期間(「匯報期」)為2021年1月1日至2021年12月31日，與本公司年報內容涵蓋時間一致。

### 報告週期

本報告為年度報告。

### 報告獲取

閣下可以在以下網站瀏覽或下載本報告中英文版：

- 本公司官方網站：  
<http://www.cnenergy.com.hk>
- 香港交易所的披露易網站：  
<http://www.hkexnews.hk>

### 聯絡

閣下如對本報告有任何意見，歡迎以電郵方式聯絡本公司的環境、社會及管治工作小組。

電郵地址：[compsec@cnenergy.com.hk](mailto:compsec@cnenergy.com.hk)

### 3. Preface

Being a natural gas provider, our Group has been developing business of clean energy, contributing sustainability to human and promoting the use of natural gas since our establishment.

For the Reporting Period, the Group's total sales volume of natural gas was approximately 538.1 million cubic meters (2020: approximately 443.7 million cubic meters), which was equivalent to the reduction of approximately 0.72 million tonnes of coal used (2020: approximately 0.59 million tonnes of coal used), and this contributed to the reduction of carbon dioxide emission by approximately 2.64 million tonnes (2020: approximately 2.17 million tonnes). The Group continues to work together and make contribution to the transformation of the PRC's energy structure and the reduction of carbon emissions and smog pollution.

Our Group emphasises on occupational safety and strictly regulate every detail of the production process. During the Reporting Period, no serious safety production liability accidents or casualties were recorded in the member firms of the Group with 100% safety management personnel record (2020: no serious accidents or casualty records during the year).

To prevent and reduce the occurrence of safety incidents, the Group has established a comprehensive management system with clear accountability based on the laws and regulations promulgated by China, such as the Guideline of China Occupational Safety and Health Management System (GB/T33000), the Safety Technical Specification for Operation, Maintenance and Rush-repair of City Gas Facilities and other standards.

Our Group has established a team of safety monitors who are responsible for supervising various safety activities and emergency drills, and safety audits are organised regularly during the year for each of the Group's operating subsidiaries. No severe safety accidents of general (level B) or higher severity were recorded from any operating subsidiaries of the Group in the Reporting Period. The Group continues to optimise the information management platform, striving to build a highly efficient and intelligent enterprise to supply clean energy in stable and reliable manner.

### 3. 前言

作為天然氣供應商，本集團自成立以來一直致力發展清潔能源業務，為人類的可持續發展貢獻力量，並推動天然氣使用。

於匯報期內，本集團的天然氣總銷量約為5.381億立方米(二零二零年：約4.437億立方米)，相當於減少煤炭用量約72萬噸(二零二零年：煤炭用量約59萬噸)，致使二氧化碳排放量減少約264萬噸(二零二零年：約217萬噸)。本集團將繼續攜手合作，為中國能源結構轉型、減少碳排放及霧霾污染作出貢獻。

本集團重視職業安全，嚴格規範生產過程的每一個環節。於匯報期內，本集團成員單位概無錄得重大安全生產責任事故或人員傷亡，安全管理人員記錄為100%(二零二零年：年內無重大安全事故或人員傷亡記錄)。

為預防及減少安全事故的發生，本集團根據中國頒佈的法律法規建立了責任明確的綜合管理體系，如《企業安全生產標準化基本規範》(GB/T33000)、《城鎮燃氣設施運行、維護和搶修安全技術規程》及其他準則。

本集團已成立安全監察員隊，負責監督各項安全活動及應急演練，並於年內定期對本集團各營運附屬公司進行安全審核。於匯報期內，本集團營運附屬公司司概無錄得任何一般(B級)或以上重大安全生事故。本集團持續優化資訊管理平台，致力打造一個高效智能化企業，以穩定可靠地供應清潔能源。



The Group strongly believes that human resources are the most valuable assets and the accomplishment of the Group today are attributed to the joint effort of our talents. The Group dedicates to establish a learning enterprise by invitation of senior management, industry experts, college lecturers and internal trainers to provide various kinds of training, seminars and/or workshops in order to improve skills and knowledge of the employees, foster talents and pave the way for business success.

The Group also strives to create a harmonious and encouraging cultural atmosphere to help employees to have a strong work-life balance. The Group strictly complies the laws and regulations relating to labour in all locations of business and has established an employment management system. The Group has also formulated an annual training and development plan and organises various activities or functions to enhance the employees' sense of belonging to the Group.

The Group continues to monitor the public's expectation of sustainable development and disclosure of ESG information. Stakeholders, including government, stock exchange, investors, professional service providers, customers, employees and other social groups, expect to understand the Group's ESG policies and non-financial risks more thoroughly.

The Group is committed to contributing to the sustainability of the environment and maintaining a high standard of corporate social governance essential for creating a framework for motivating staff, and contributes to the community in which we conduct our businesses and creating a sustainable return to the Group.

Acting in an environmentally responsible manner, the Group endeavours to comply with laws and regulations regarding environmental protection and adopt effective measures to achieve efficient use of resources, energy saving and waste reduction. The Group also places high value on the corporate governance practices such as employment, labour practices and operating practices, and the Board of Directors firmly believes that a good corporate governance practice can improve accountability and transparency for the benefit of the Group and its stakeholders. The Group will continue to enhance its corporate governance practices appropriate to the conduct and growth of its business and to review its corporate governance practices from time to time to ensure they comply with the statutory requirements and regulations and the Corporate Governance Code and align with the latest developments.

本集團堅信人力資源是最寶貴的資產，且本集團的今日成就歸功於我們人才的共同努力。本集團致力創建學習型企業，邀請高級管理人員、行業專家、大學講師及內部培訓師提供各類培訓、研討會及／或工作坊，以提升僱員技能及知識、培養人才及為企業成功鋪路。

本集團亦致力營造和諧向上的文化氛圍，幫助僱員平衡工作與生活。本集團嚴格遵守所有業務所在地有關勞工的法律法規，並建立僱傭管理制度。本集團亦制定了年度培訓與發展計劃，並組織各項活動或功能，以增強僱員對本集團的歸屬感。

本集團持續關注社會各界對可持續發展、企業對環境、社會及管治資料披露的期望與日俱增。持份者如政府、證券交易所、投資者、專業服務供應商、客戶、僱員和其他社會團體均希望能更透徹地了解本集團之相關政策及非財務風險。

本集團致力為環境的可持續性出一分力，並維持高水準的企業社會管治，其對營造激勵員工的環境極為重要，而本集團於經營業務同時回饋社會，為本集團創造持續回報。

為對環境負責，本集團致力遵守環保法律及法規，並採取有效措施以達致有效運用資源、節能及減少廢物。本集團亦高度重視企業管治常規如僱傭、勞工常規及營運慣例，董事會堅信良好的企業管治常規能提升問責性及透明度，從而使本集團及其持份者獲益。本集團將繼續改善其適當之企業管治常規，以進行及發展其業務，並不時檢討其企業管治常規以確保本集團遵守法定要求及規定以及企業管治守則並符合近期發展。



The Group understands the importance of maintaining a good relationship with its professional service providers, customers and other stakeholders to meet its immediate and long-term goals. The Group commits to operate in a sustainable manner and at the same time maintains the balance of rights and interests between different stakeholders. By regular stakeholder engagements via different channels, the stakeholders are encouraged to express their opinions on the Company's ESG policies. In line with the last Reporting Period, an ESG survey was conducted with the stakeholders of the Group in order to collect their opinions on the ESG strategy of the Group and help the reporting team to assess the materiality of various aspects from the stakeholder's perspective. The Group understands that a better future depends on everyone's participation and contribution. It has encouraged employees, customers, professional service providers and other stakeholders to participate in environmental and social activities which benefit the community as a whole.

To quantify the effectiveness of our ESG policies and management systems of non-financial risks, the Group has measured and reported on various environmental KPIs in this Report. The measurement and reporting of environmental KPIs is an ongoing and consistent process, allowing for meaningful comparisons of ESG data in subsequent ESG reports.

When preparing and compiling this Report, the Group has reviewed its existing policies and achieved a better understanding of the values of ESG reporting. During the reporting process through the approach of measurement, management and changes, the Group hopes to drive improvement and innovation while minimising the Group's non-financial risks.

The Board of the Company is pleased to present the 2021 ESG Report for the period from 1 January 2021 to 31 December 2021, which outlines the Group's policies and performance in four areas which are environmental, employment and labour practices, operating practices and community investment.

本集團明白與專業服務供應商、客戶及其他持份者建立良好關係相當重要，有助達到其當前及長遠目標。本集團致力以可持續方式經營，同時平衡其不同持份者之權益。透過以不同渠道進行的定期持份者活動，持份者獲鼓勵就本公司之環境、社會及管治政策發表意見。與上一個報告涵蓋期間一致，我們與本集團的持份者進行了一項環境、社會及管治問卷調查，以收集他們對本集團就環境、社會及管治策略的意見，並幫助報告小組從持份者的角度評估各方面的重要性。本集團明白有賴所有人的參與及貢獻才能成就美好將來，亦因此鼓勵僱員、客戶、專業服務供應商及其他持份者參與環境及社會活動，惠及整個社區。

為了量化環境、社會及管治政策和非財務風險管理系統的有效性，本集團已於本報告中計量及報告各種環境關鍵績效指標。環境關鍵績效指標的計量和報告是一個持續和一致的過程，使日後的環境、社會及管治報告可對環境、社會及管治數據作有意義的比較。

於籌備及編寫本報告期間，本集團已審視現有政策及更進一步了解環境、社會及管治報告的價值。於報告過程中透過衡量、管理和變革，希望能推動改進和創新，藉此有效減少本集團的非財務風險。

就本集團於2021年1月1日至2021年12月31日期間於環境、僱傭及勞工常規、營運慣例及社區參與四個主要範疇之政策及表現，本公司董事會在此欣然提呈本集團2021年環境、社會及管治報告。

#### 4. Value the Participation of Stakeholders

We value the opinions of stakeholders on sustainability and development. We regularly communicate with employees, customers, investors, suppliers and mass media, etc. in order for us to collect and understand the opinions of stakeholders on the environmental and social development of the Group. Based on the guidelines stipulated by the HKEX, the Group communicates with stakeholders through a diverse and accessible way to understand their expectations and needs, and adjusts the strategies and policies of sustainability development according to material issues prioritised by stakeholders in a timely basis.

#### 4. 重視持份者參與

我們重視持份者對可持續及發展的意見。我們定期與僱員、客戶、投資者、供應商及大眾媒體等進行溝通，以收集及了解持份者對本集團環境及社會發展的意見。根據聯交所制定的指引，本集團透過多元、通暢方式與持份者進行溝通，以了解其期望與需求，並根據持份者優先選擇的重要議題，適時調整可持續發展策略及政策。

Stakeholders 持份者	Channels of Communication 溝通渠道	Expectation 期望
Investors and shareholders 投資者及股東	<ul style="list-style-type: none"> <li>— Annual General Meeting and shareholder meetings</li> <li>— Announcements and circulars</li> <li>— Financial reports</li> <li>— Irregular communication with professional financial investor relations people</li> <li>— 股東週年大會及股東會議</li> <li>— 公告及通函</li> <li>— 財務報告</li> <li>— 與專業金融投資者關係人員不定期溝通</li> </ul>	<ul style="list-style-type: none"> <li>— Complying with relevant laws and regulations</li> <li>— Sustainable development</li> <li>— Risk management</li> <li>— Financial performance</li> <li>— Disclosing latest information of the corporate in due course</li> <li>— 遵守相關法律法規</li> <li>— 可持續發展</li> <li>— 風險管理</li> <li>— 財務業績</li> <li>— 適時披露公司之最新資料</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>— Customer service center</li> <li>— Online platform e.g. WeChat official account</li> <li>— Customer satisfaction survey</li> <li>— 客戶服務中心</li> <li>— 微信公眾號等網絡平台</li> <li>— 客戶滿意度調查</li> </ul>	<ul style="list-style-type: none"> <li>— Safe and high-quality product and service</li> <li>— Comply with relevant laws and regulations</li> <li>— Protection of customer privacy</li> <li>— 安全及優質的產品與服務</li> <li>— 遵守相關法律法規</li> <li>— 客戶隱私保護</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 環境、社會及管治報告2021

Stakeholders 持份者	Channels of Communication 溝通渠道	Expectation 期望
Suppliers 供應商	<ul style="list-style-type: none"> <li>— Management meeting</li> <li>— Business visit</li> <li>— Business discussion and negotiation</li> <li>— 管理層會議</li> <li>— 實地考察</li> <li>— 商務洽談</li> </ul>	<ul style="list-style-type: none"> <li>— Win-win cooperation</li> <li>— Fair and open procurement</li> <li>— Business ethics and integrity</li> <li>— 合作共贏</li> <li>— 公平公開採購</li> <li>— 商業道德與誠信</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>— Intranet</li> <li>— Corporate notices</li> <li>— Regular trainings</li> <li>— Regular meetings</li> <li>— Performance appraisal</li> <li>— Employee announcement and broadcast</li> <li>— Festival functions</li> <li>— 內部網絡</li> <li>— 公司通告</li> <li>— 定期培訓</li> <li>— 定期會議</li> <li>— 業績評核</li> <li>— 僱員通訊和廣播</li> <li>— 節慶活動</li> </ul>	<ul style="list-style-type: none"> <li>— Remuneration and benefits</li> <li>— Occupational health and safety</li> <li>— Equal opportunities</li> <li>— Career development</li> <li>— Festival gifts and functions</li> <li>— 薪酬與福利</li> <li>— 職業健康與安全</li> <li>— 平等機會</li> <li>— 職業發展</li> <li>— 節慶禮物及活動</li> </ul>
The community, Non-government organisations and media 社區、非政府組織及媒體	<ul style="list-style-type: none"> <li>— Environmental, Social and Governance reports</li> <li>— Charity events</li> <li>— 環境、社會及管治報告</li> <li>— 慈善活動</li> </ul>	<ul style="list-style-type: none"> <li>— Contribution to community events</li> <li>— Safe and high-quality product and service</li> <li>— Open and transparent disclosure</li> <li>— Environmental protection</li> <li>— 社區活動貢獻</li> <li>— 安全及優質的產品與服務</li> <li>— 公開及透明披露</li> <li>— 環境保護</li> </ul>



### Materiality Matrix Analysis

Using the feedback and the questionnaire results from the stakeholders, the Group conducted materiality assessment and plotted the findings in the materiality matrix. The following materiality matrix shows how these 18 issues were prioritised. The closer an issue is to the upper right-hand corner, the most significant it is to the Group and the stakeholders. The closer an issue to the lower left-hand corner means the less significant it is.

The 18 key issues are identified as follows:

- (1) Prevention of natural gas leakage
- (2) Resources Consumption (including Energy Consumption and Water Consumption)
- (3) Emissions and Pollution Control
- (4) Waste Management
- (5) Safe and Stable Supply of Gas
- (6) Quality of Products and Services
- (7) Customer Services Management
- (8) Reasonable Price
- (9) Customer Privacy Protection
- (10) Protection of Employees' Rights
- (11) Employee Training and Development
- (12) Caring for Employees
- (13) Safeguard Occupational Health and Process Safety
- (14) Compliance with Environment-related Laws and Regulations
- (15) Environmental and Social Risk Management in Supply Chain
- (16) Corruption and Fraud Prevention
- (17) Corporate Social Responsibility
- (18) Contribution to local economy

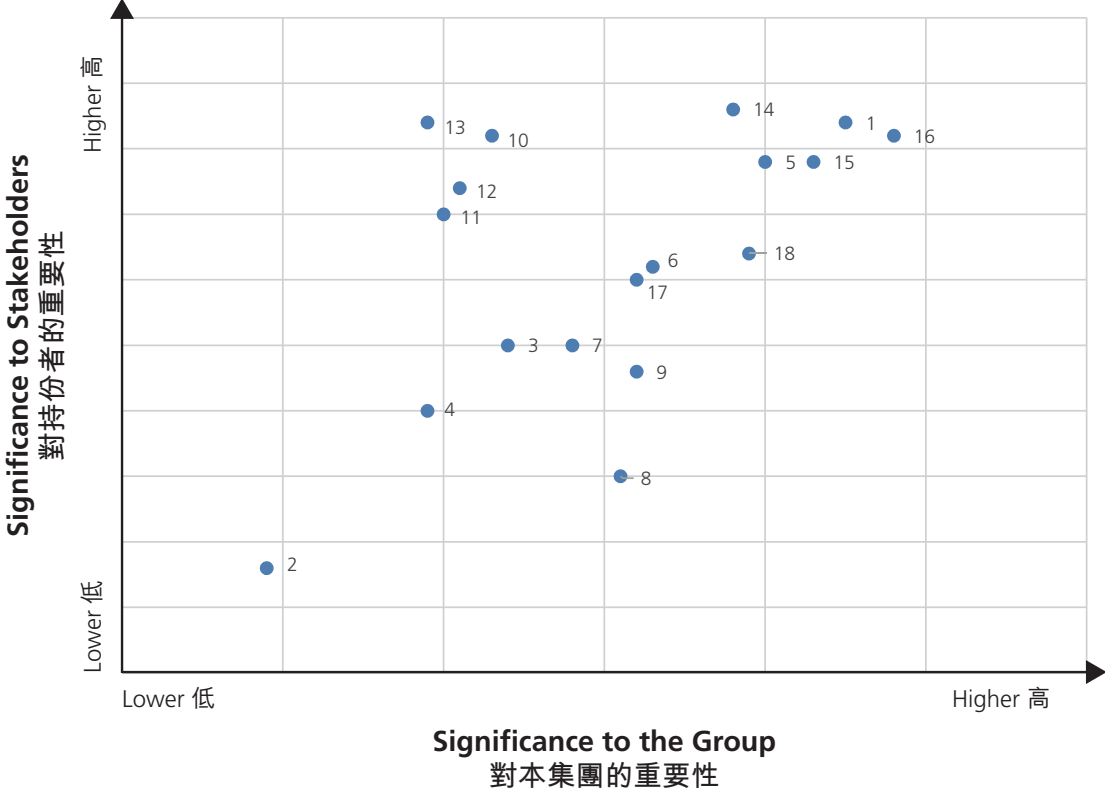
### 重要性矩陣分析

本集團利用持份者的反饋與問卷結果進行重要性評估並將結果繪製於重要性矩陣。以下重要性矩陣展示了18項議題的優先次序。矩陣中越靠近右上角的議題對本集團及持份者的重要性越高，越靠近左下角的議題重要性越低。

18項主要議題如下：

- (1) 防止天然氣洩露
- (2) 資源消耗(包括能源消耗及水源消耗)
- (3) 排放及污染控制
- (4) 廢棄物管理
- (5) 安全穩定供氣
- (6) 產品及服務質量
- (7) 客戶服務管理
- (8) 合理價格
- (9) 客戶隱私保護
- (10) 保護僱員權益
- (11) 僱員培訓及發展
- (12) 僱員關愛
- (13) 保障職業健康與工藝安全
- (14) 遵守環境相關法律法規
- (15) 供應鏈環境與社會風險管理
- (16) 防止貪污及舞弊
- (17) 企業社會責任
- (18) 服務地方經濟

Materiality Matrix of Environmental, Social and Governance Issues  
 環境、社會及管治議題重要性矩陣



With reference to international, national and industrial standards, and benchmarking with leading corporates in the natural gas exploration industry, the Group identified 18 issues that reflected the sustainable development of our business. Through online questionnaires, the Group extensively consulted with both internal and external stakeholders as to their degree of concern for each issue. A total of 265 valid questionnaires were received.

In accordance with the ESG Reporting Guide of the HKEX, we identified and formulated issues related the Group's businesses and the development of the industry, which could be classified into five categories. We invited stakeholders to submit their opinions on our sustainable development work through an anonymous online questionnaire, and understood the extent of stakeholders' concern for different issues. After analysing the results of the questionnaire, a materiality matrix was generated and reviewed by the senior management. We ensure that the identified material topics are covered in this ESG Report.

After considering their significance to the Group and to stakeholders, 3 highly material issues, 12 moderately material issue and 3 less material issues were identified. While focusing on material issues, this report also responds to the major concerns of external stakeholders. The policies and management measures in all material aspects specified in the ESG Reporting Guide issued by the HKEX are set out in the relevant sections of this report. For details, please refer to the index table in the appendix.

## 5. The Company's Achievements and Strategies on Sustainability

### Key achievements in 2021

- Total carbon dioxide equivalent emissions decreased from approximately 82,568 kg for the year ended 31 December 2020 to approximately 78,927 kg for the year ended 31 December 2021

經參考國際、國內及行業標準，對標天然氣勘探行業的領先企業，本集團已識別反映業務可持續發展的18項議題。透過線上問卷調查，本集團已廣泛諮詢內部及外部持份者對各議題的關注程度。我們共收到265份有效問卷。

根據聯交所ESG報告指引，我們識別並制定與本集團業務及行業發展相關的議題，並分為五大類別。我們邀請持份者方透過匿名線上問答提交對我們可持續發展工作的意見，並了解彼等對各議題的關注程度。經分析問卷調查結果後，我們會繪製重要性矩陣，並由高級管理層審閱。我們確保本ESG報告中涵蓋已識別重要議題。

經考慮對本集團及持份者的重要性後，我們已確定3項高度重要議題、12項中度重要議題以及3項次要重要議題。本報告聚焦重要議題的同時，亦會回應外部持份者關注的主要事宜。聯交所發佈的ESG報告指引所載所有重要層面的政策與管理措施均載於本報告的相關章節。有關詳情，請參閱附錄中的索引表。

## 5. 本公司可持續發展之成就及策略

### 於二零二一年之主要成就

- 二氧化碳當量排放總量由截至二零二零年十二月三十一日止年度的約82,568千克減少至截至二零二一年十二月三十一日止年度的約78,927千克



- Carbon dioxide equivalent emissions intensity decreased from approximately 0.48 kg per HK\$'000 Revenue for the year ended 31 December 2020 to approximately 0.23 kg per HK\$'000 Revenue for the year ended 31 December 2021
- Energy consumption intensity decreased from approximately 1.25 kWh/HK\$'000 Revenue for the year ended 31 December 2020 to approximately 0.68 kWh/HK\$'000 for the year ended 31 December 2021
- Water consumption intensity decreased from approximately 0.001 cubic meters/HK\$'000 Revenue for the year ended 31 December 2020 to approximately 0.0005 cubic meters/HK\$'000 Revenue for the year ended 31 December 2021
- 二氧化碳當量排放密度由截至二零二零年十二月三十一日止年度的每千港元收入約0.48千克減少至截至二零二一年十二月三十一日止年度的每千港元收入約0.23千克
- 能源耗量密度由截至二零二零年十二月三十一日止年度的約1.25千瓦時／千港元收入減少至截至二零二一年十二月三十一日止年度的約0.68千瓦時／千港元
- 耗水量密度由截至二零二零年十二月三十一日止年度的約0.001立方米／千港元收入減少至截至二零二一年十二月三十一日止年度的約0.0005立方米／千港元收入

### Strategies for 2022 and Beyond

As the Group invests in natural gas exploration with its facilities development, the Group highly prioritise in the Group's operation and focus on the following areas:

- Continue with the existing stable operational model;
- Allocate resources to upgrade the exploration facilities and maximise production capacity with advanced technology; and
- Pursue advancement in environmental management, occupational health and safety management and corporate governance, on the basis of meeting profit targets.

Over the past few years, the Group has been aligning with the PRC's direction to develop sustainability. The PRC's plan on focusing on environmental management and cleaner energy has provided a solid guide and foundation for the Group to keep raising addressing sustainability issues in relation to its operations. It has ever been inspired and motivated the Group to set ambitious goals and take steps in undertaking its contribution to society and environment.

### 二零二二年及未來之策略

由於本集團以其設施開發投資於天然氣勘探，本集團高度重視本集團營運，並專注以下領域：

- 繼續現有穩定的營運模式；
- 分配資源以升級勘探設施並利用先進技術擴大產能；及
- 在實現溢利目標的基礎上，推進環境管理、職業健康安全管理及企業治理。

過去數年來，本集團一直配合中國發展可持續發展的方向。中國以環境管理及更清潔能源作為重點的規劃為本集團持續提升與其營運相關的可持續發展事宜提供堅實指引及基礎，且更啟迪及推動本集團制定宏大目標，並採取舉措為社會及環境作出貢獻。

## Climate Change

Everyone needs to face a challenge of global climate change. Being a natural gas and clean energy provider, the Group needs to pay attention on updating laws and regulations on related climate change area. The PRC's aim to reach peak emission before 2030, and become carbon neutral by 2060, are expected to bring about various tightening laws in the country. When emissions and air quality become a key focus of the PRC, it undoubtedly brings challenges to the Group's operations. The Group will keep on exploring energy efficiency and recovery opportunities to better manage its emissions. The low carbon transformation also raises demands for low carbon products and increases the Groups' operating costs. Therefore, the Group needs to strive to reduce cost and improve operating efficiency. It cooperates with the authorities concerned in the PRC to perform industrial upgrading projects whenever necessary.

In response to physical climate change risks, the Group's key operations have the contingency plan for extreme weather in place to ensure prompt reactions to reduce potential and actual damages its sites. The key operations also subscribed for insurance to minimise adverse financial impacts arisen from extreme weather damages. Nevertheless, climate change brings about uncertainties such as change in room and outdoor temperature and air pressure. Such uncertainties can cause equipment dissipation or increase risks of industrial accidents. The Group will explore state-of-the-art artificial intelligent technologies to adjust and optimise ambient conditions for hazardous and non-hazardous waste treatment during the natural gas exploration and production process.

The key strategies of the Group in the upcoming years are as follows:

- (1) On Environmental side, the Group will explore more energy efficiency improvement opportunities, reduce business travelling and replace the electric traffic equipments to petrol or diesel driven traffic equipments to reduce the emission. The Group will also increase steam recovery and water reuse rate and adopt waste heat recovery in more operations to recover the resources;

## 氣候變化

每個人都需要面對全球氣候變化的挑戰。作為天然氣及清潔能源供應商，本集團需要關注氣候變化領域的相關最新法律法規。中國旨在於二零三零年前達致排放峰值及於二零六零年實現碳中和，預期中國將出台多項收緊法律。當排放及空氣質量成為中國的重心時，無疑會對本集團營運帶來挑戰。本集團將繼續探索能效及回收機會，以優化其排放管理。低碳轉型亦增加對低碳產品的需求以及本集團的營運成本。因此，本集團需努力降低成本及提高經營效率。其與中國有關當局合作，於必要時開展產業升級項目。

為應對自然氣候變化風險，本集團主要業務部門已制定極端天氣應急計劃，以確保及時應對，從而減少其場所的潛在及實際損害。主要業務亦投購保險，以盡可能減少極端天氣損害造成的不利財務影響。然而，氣候變化帶來不確定性，如室內及室外溫度及氣壓變化。該等不確定性可能導致設備損耗或增加工業事故風險。本集團將探索最先進的人工智能技術，以調整及優化天然氣勘探及生產過程中有害及無害廢物處理的環境條件。

本集團於未來數年的主要策略如下：

- (1) 環保方面，本集團將探索更多能效提升機會，減少商務差旅，並以電動交通設備取代汽油或柴油驅動交通設備，以減少排放。本集團亦將提高蒸汽回收率及水再利用率，並在更多業務中採用餘熱回收，以回收資源；

- (2) On Social side, the Group will identify potential occupational safety risks and provide on-the-job training. The Group will also utilise intelligent control administrative systems to reduce redundant work and streamline management process and provide training for career development and improve management. The Group hopes these will bring our employees sense of belonging and work satisfaction; and
- (3) On Governance side, the Group will include more comprehensive anti-corruption terms and supply chain management in various contracts. The Group will also establish the ESG talents group to set up, execute and improve clear and consistent policies.

The Company expects achievement of such strategies will minimise any unfavourable or unexpected impacts that might be brought about by its operations to the environment, society and well-being of its employees, to ensure healthy and long-term returns to its stakeholders.

## 6. China Energy Development Holdings Limited

### 6.1 Environmental

The principal activity of CEDHL is investment holding.

The major sources of emissions of CEDHL were from its office and private cars in Hong Kong.

Due to limited number of employees in Hong Kong, the amount of emission was relatively limited. The major sources of emissions were from air conditioning and electricity used in the office.

In the Reporting Period, CEDHL has complied with relevant laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, that have a significant impact on the Group.

- (2) 社會方面，本集團將識別潛在職業安全風險，並提供在職培訓。本集團亦將利用智能控制行政管理系統，以減少冗餘工作及簡化管理流程，並提供職業發展培訓及改善管理。本集團希冀該等措施為僱員帶來歸屬感及工作滿足感；及
- (3) 管治方面，本集團將於各項合約中納入更全面反貪污條款及供應鏈管理。本集團亦將成立ESG人才小組，以制定、執行及完善明確且一致的政策。

本公司預期，達致該等策略將令其營運對環境、社會及僱員健康可能帶來的任何不利或意外影響減至最低，從而確保為其股東帶來穩健及長期回報。

## 6. 中國能源開發控股有限公司

### 6.1 環境

中能開發的主要業務為投資控股。

中能開發的排放物主要來自其位於香港的辦公室及私家車。

由於在香港工作的僱員數量有限，辦公室的排放量相對較少，其主要排放物來自空調及辦公室用電。

於匯報期內中能開發已遵守對本集團有重大影響的有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法例及法規。



### 6.1.1 Air and Greenhouse Gas Emissions

In the Reporting Period of CEDHL, the source of direct air and greenhouse gas emissions from gaseous fuel consumption was mainly from private cars.

The air emissions of the private cars included nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and respiratory suspended particles (RSP), while the greenhouse gas emissions of the private cars included carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O).

Other major direct greenhouse gas emissions were hydrofluorocarbons (HFC) and perfluorocarbons (PFC), which were resulted from the use of air conditioning equipment in the office. The central air conditioning was provided by the property management company, therefore such emission data was not available for collection.

Their major indirect greenhouse gas emission was carbon dioxide (CO<sub>2</sub>) resulted from the generation of electricity which was used in the office.

Other minor and indirect greenhouse gas emissions sources were:

- carbon dioxide (CO<sub>2</sub>) emissions resulted from disposal of office solid waste at landfills;
- carbon dioxide (CO<sub>2</sub>) emissions resulted from the electricity used for processing fresh water and sewage by Water Supplies Department; and
- carbon dioxide (CO<sub>2</sub>) emissions resulted from business air travel by employees.

### 6.1.1 廢氣及溫室氣體排放

中能開發於匯報期內直接透過氣體燃料消耗排放廢氣及溫室氣體的來源主要為私家車。

私家車的廢氣排放包括氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)及懸浮顆粒(RSP)，而私家車的溫室氣體排放包括二氧化碳(CO<sub>2</sub>)、甲烷(CH<sub>4</sub>)及氧化亞氮(N<sub>2</sub>O)。

其他主要直接溫室氣體排放為使用辦公室之空調時釋放的氫氟碳化物(HFC)及全氟化碳(PFC)。由於中央空調由物業管理公司提供，所以未能收集有關排放數據。

其主要間接溫室氣體排放來源為辦公室用電，其電力生產過程中產生的二氧化碳(CO<sub>2</sub>)。

其他次要的間接溫室氣體排放來源為：

- 棄置到堆填區的辦公室的固體廢物所產生的二氧化碳(CO<sub>2</sub>)排放；
- 水務署處理辦公室用水及污水而消耗的電力之二氧化碳(CO<sub>2</sub>)排放；及
- 僱員乘坐飛機出外公幹時之二氧化碳(CO<sub>2</sub>)排放。

### 6.1.2 Discharge into Water and Land, and Generation of Hazardous and non-Hazardous Waste

In the Reporting Period for CEDHL, the major source of discharge into water was from use of water in the office and the amount of discharge was relatively limited. The processing of fresh water, sewage and solid waste were handled by the property management company or relevant local government departments, therefore such emission data was not available for collection.

Due to their business natures, there was no generation of hazardous waste.

The major source of non-hazardous waste was from the solid waste of the office and the amount of discharge was relatively limited.

### 6.1.3 Policies and Use of Resources

As enterprises with social responsibility, CEDHL encourages their employees to use their best endeavours to reduce waste and emissions, with a view to contributing to the community and the environment. CEDHL believes in 'many a mickle', despite the fact that the amount of emission is very limited due to their business natures and relatively passive position in reducing waste and emissions. Regarding emission policies, all emissions are handled by relevant government agencies and property management companies in ways that are in accordance with local laws and regulations. In addition, CEDHL considers the efficient use of resources, such as electricity and water, is of equal importance to emission policies. Efficient use of resources not only can reduce waste and emissions from the sources, but also reduce operating expenses, which is mutually beneficial to the Group and the environment.

### 6.1.2 向水及土地的排污、有害及無害廢棄物的產生

中能開發於匯報期內主要向水的排放為辦公室生活污水，排放量相對較少。辦公室食水、污水及固廢均由物業管理公司或相關政府部門處理，所以未能收集有關排放數據。

因為業務性質關係，並沒有有害廢棄物產生。

其主要無害廢棄物產生來源為辦公室的固體廢物，排放量相對較少。

### 6.1.3 政策及資源使用

作為具社會責任的企業，中能開發鼓勵僱員盡量減排減廢，為社會和環境付出一分力。雖然因業務關係直接排放量相當有限，而於減排減廢方面處於相對被動的位置，但中能開發相信積少能成多。就處理排放物政策方面，排放物皆由相關政府部門及物業管理公司根據本地法例和法規處理。除此之外，中能開發認為有效使用資源也同樣重要，不但可以從源頭減排減廢，更可以減低營運成本，達至雙贏局面。

Policies relating to reduction of waste and emissions, and efficient use of resources include:

- encourage employees to use their best endeavours to take public transport during business trip;
- encourage employees to reduce unnecessary overseas business trip, thus reducing indirect carbon emissions;
- consider energy efficient products when procuring and replacing equipment, e.g. replacing incandescent lighting with LED lighting;
- turn off electrical appliances or switch them to standby mode when they are not in use, thus reducing the amount of electricity used;
- use duplex printing, recycle papers and use electronic means to reduce paper usage;
- reuse office stationaries (e.g. envelopes and folders);
- turn off all unnecessary lighting, air conditioning and electrical appliances before leaving the office;
- encourage employees to recycle paper, plastic bottle and aluminium can; and
- encourage employees to recycle equipment such as computers and communication devices through the recycling programme of Environmental Protection Department.

CEDHL has identified the risks of environmental protection and taken the preventive measures as described in the above paragraphs. As CEDHL mainly operates as an office in Hong Kong, CEDHL does not foresee any significant risk with its impact to the Group's financial and operation.

有關減排減廢和有效使用資源的措施包括：

- 鼓勵僱員公幹時盡量乘搭公共交通工具；
- 鼓勵僱員減少非必要海外公幹，從而減少間接碳排放；
- 更換及購買設備時考慮選擇較節能產品，例如以LED燈取代傳統燈泡；
- 無需使用時，將電器用品關掉或調節到休眠狀態，以減低用電量；
- 使用雙面打印，並循環使用紙張及盡可能以電子方法取代用紙；
- 重用辦公室文具用品(例如信封、檔案夾等)；
- 離開辦公室前，關掉所有非必要照明、空調及器材；
- 鼓勵僱員回收紙、膠樽和鋁罐；及
- 鼓勵僱員通過環境保護署的回收計劃，回收設備如電腦和通訊產品等。

中能開發已識別環保風險並採取上述段落所述的預防措施。由於中能開發主要於香港作為辦公室形式運作，中能開發預計不存在任何影響本集團財務及經營的重大風險。



## 6.2 Social — Employment and Labour Practices

CEDHL believes that employees are essential assets in driving corporate sustainable development and long term success, thus maintaining a good relationship with employees is of utmost importance. By regular communication through different channels, the employees are encouraged to express their opinions on the policies relating to employment and labour practices.

In the Reporting Period, CEDHL has complied with relevant laws and regulations relating to employment, that have a significant impact on the Group.

### 6.2.1 Employment

#### 6.2.1.1 Remuneration

CEDHL has formulated employment policies and guidelines that comply with the employment laws of Hong Kong.

The initial salaries of the employees are based on prevailing local market rate and subject to adjustment based on experiences, qualifications and job positions. To ensure CEDHL can attract and retain outstanding employees, the employees are provided with year-end double pay and remuneration package review on a regular basis.

#### 6.2.1.2 Benefits

CEDHL operates Mandatory Provident Fund Scheme (the “MPF scheme”) under the Hong Kong Mandatory Provident Fund Schemes Ordinance for employees employed under the jurisdiction of the Hong Kong Employment Ordinance. The MPF scheme is a defined contribution retirement plan administered by independent trustees. Under the MPF scheme, the employer and its employees are each required to make contributions to the plan at 5% of the employees’ relevant income, subject to cap of monthly relevant income of HK\$30,000. Contributions to the plan vest immediately.

## 6.2 社會－僱傭及勞工常規

中能開發相信僱員是推動企業可持續發展及長遠成功的重要資產，與僱員保持良好關係極其重要。中能開發有不同的渠道定期與僱員溝通，鼓勵僱員就僱傭及勞工常規政策發表意見。

中能開發於匯報期內已遵守對本集團有重大影響的有關僱傭的相關法律及規例。

### 6.2.1 僱傭

#### 6.2.1.1 薪酬

中能開發已制定符合香港僱傭法例的僱傭政策及指引。

僱員的入職薪酬以現行本地行業常規為準，並按經驗、資格及職位調整。為確保可吸引及挽留表現優良的員工，中能開發為僱員提供年終雙糧及定期檢討薪酬待遇。

#### 6.2.1.2 福利

中能開發根據香港強制性公積金計劃條例為受香港《僱傭條例》管轄之司法權區受聘之僱員設立強制性公積金計劃（「強積金計劃」）。強積金計劃是由獨立受託人管理之定額供款退休計劃。根據強積金計劃，僱主及僱員各自均須按僱員有關收入之5%向計劃作出供款，而每月有關收入之上限為30,000港元。計劃供款即時歸屬。

### 6.2.1.3 Working Hours

The employees of CEDHL implements 5-day work week with 8 hours a day and 40 hours a week.

Due to operational requirement, employees may be required to work outside the normal working hours. CEDHL encourages the management and employees to maintain a work-life balance, avoid unnecessary overtime and maintain a good corporate culture.

### 6.2.1.4 Holidays

CEDHL provides holidays and leaves for the employees including public holidays, annual leave, sick leave, maternity leave and paternity leave:

- public holidays of 17 days per annum, set by Chapter 149 General Holidays Ordinance of the Laws of Hong Kong. The dates are published in the Government Gazette;
- paid annual leave of not less than 14 days per annum;
- sick leave in accordance with the Hong Kong Employment Ordinance; employees have to provide proper medical certificate;
- 14 weeks of maternity leave, in accordance with the Hong Kong Employment Ordinance; and
- 5 days of paternity leave, in accordance with the Hong Kong Employment Ordinance.

### 6.2.1.3 工作時數

中能開發的僱員實行5天工作制，每天工作8小時，每週工作40小時。

如因業務需要，工作時間可能會有所更改。中能開發鼓勵管理層和僱員於工作及生活兩者取得平衡，減少非必要的加班，維持良好的公司文化。

### 6.2.1.4 假期

中能開發為僱員提供的假期包括香港公眾假期、有薪年假、病假、產假及侍產假：

- 香港公眾假期共17天，根據《香港法例》第149章《公眾假期條例》規定，而日期則在政府憲報公布；
- 每年不少於14天的有薪年假；
- 符合香港《僱傭條例》之有薪病假，僱員須出示適當的醫生證明書；
- 符合香港《僱傭條例》之有薪產假，共14周；及
- 符合香港《僱傭條例》之有薪侍產假5天。

6.2.1.5 *Recruitment, Dismissal, Equal Opportunity,  
Diversity and Anti-Discrimination*

During recruitment, promotion and daily operation, CEDHL adopts policies relating to equal opportunity which aim to eliminate discrimination of gender, nationality, marital status, religious belief and disability in workplace.

CEDHL has established a complete complaint mechanism. Employees can file complaints to the administration department if discrimination or sexual harassment behaviours are discovered. All complaints filed are confidential and CEDHL is responsible for protecting the legitimate rights and interests of the whistle blower.

CEDHL adopts the Board Diversity Policy in accordance with the requirement set out in the Corporate Governance Code. The Company recognises that the Board diversity is an essential element contributing to the sustainable development of the Company. In designing the Board's composition, the Board diversity has been considered from a number of aspects, including but not limited to the skills, knowledge, gender, age, cultural and educational background or professional experience. A Board Diversity Policy, with the aim of enhancing the quality of the Board's performance by diversity, was adopted on 27 August 2013 and revised on 31 March 2016.

Dismissal or voluntary termination of employee's contract shall be enforced in accordance with the employment laws of Hong Kong.

6.2.1.5 招聘、解僱、平等機會、多元化及反歧視

中能開發招聘、升遷及日常對待僱員時採納平等機會相關政策，致力消除職場上的性別、國籍、婚姻狀況、宗教信仰及殘疾歧視。

中能開發訂立了完善的投訴機制，如僱員發現公司內部有歧視或性騷擾行為，可向行政部門投訴，所有投訴將保密處理，中能開發有責任保護揭發人的合法權益。

中能開發根據企業管治守則所載的規定採納董事會成員多元化政策。本公司肯定董事會多元化是公司可持續發展的一個關鍵要素。本公司在設定董事會成員組合時，會從多個方面考慮董事會成員多元化，包括但不限於技能、知識、性別、年齡、文化及教育背景或專業經驗。董事會成員多元化政策於二零一三年八月二十七日經採納並於二零一六年三月三十一日經修訂，旨在藉此提升董事會表現質素。

解僱或僱員自願離職時根據香港僱傭法例執行。

### 6.2.2 Health and Safety

CEDHL is committed to provide employees a safe working environment to protect them from occupational hazards.

During the Reporting Period, CEDHL has secured employees' insurance policies in accordance with the laws of Hong Kong.

CEDHL has implemented smoke-free workplace policy, which prohibits employees from smoking inside the office including lift lobby and toilet. Employees should ensure that their guests also adhere to the same policy.

If an accident occurs resulting in injury or fire breaks out in the workplace, employees should handle such incident by referring to the companies' internal guidelines with common sense and report to the administration department. First aid box and fire extinguishers are stored in accessible places in the office for emergency.

When the coronavirus disease broke out, CEDHL was highly cautious of the most up-to-date situations as employees' health and safety was the CEDHL's priority. Our Human Resources Department and senior management closely monitored the number of infection cases, followed government guidelines, and took lead in setting up preventive measures and arrangements for employees, CEDHL has been adopting the following practices.

- Adopting work suspension, home officing, and other distancing measures as appropriate
- Daily disinfection in offices and public areas
- Requesting for health condition and potential virus-exposure information, and 14 days contact history from employees and visitors

### 6.2.2 健康與安全

中能開發致力為所有僱員提供安全的工作環境，保障他們避免職業性危害。

於匯報期內中能開發已為僱員提供符合香港法例的勞工保險。

中能開發已實行無煙辦公室措施，嚴禁僱員於辦公室、升降機大堂及洗手間等室內範圍吸煙，僱員亦需確保訪客遵守相同措施。

如於工作期間受傷或辦公室發生火警，僱員應以常識並參考本公司內部指引處理，並向行政部門匯報。急救箱及滅火筒均存放在辦公室當眼位置，以備不時之需。

僱員健康及安全為中能開發的重中之重，故於冠狀病毒病爆發之際，中能開發對最新情況極為警惕。我們的人力資源部及高級管理層密切關注感染病例數，遵循政府指引，並率先為僱員制定預防措施及安排，中能開發一直採取以下做法。

- 適當採取停工、居家辦公及其他保持距離措施
- 對辦公室及公共區域進行日常消毒
- 要求僱員及來訪人員提供健康狀況及潛在接觸病毒資料以及14天接觸史



- Raising awareness on virus prevention by frequent communication to the employees
- Sourcing and providing anti-virus supplies, such as surgical masks and sanitisers
- Encouraging online communication to reduce personal contact and logged visitor details if meeting at the Company's premises was inevitable
- Monitoring infection information in surrounding community
- Communicating closely with authorities to obtain up-to-date information
- 通過與僱員的頻繁溝通提高病毒預防意識
- 採購並提供防疫用品，例如外科口罩及消毒劑
- 鼓勵線上交流以減少身體接觸，如須在本公司場所會面，則記錄訪客詳細資料
- 監測周邊社區的感染資訊
- 與當局密切溝通以獲取最新資訊

CEDHL remained vigilant and released information promptly whenever any cases worthy of concern was identified.

一旦發現任何值得關注的病例時，中能開發會保持警惕並及時發佈資訊。

In the Reporting Period, CEDHL has complied with relevant laws and regulations relating to health and safety, that have a significant impact on the Group.

中能開發於匯報期內已遵守對本集團有重大影響的有關健康與安全的相關法律及規例。

### 6.2.3 Development and Training

### 6.2.3 發展及培訓

CEDHL values employees' development of skills and knowledges, believing that talent retention can drive innovations and business development, expecting to grow and create values together with the employees.

中能開發重視僱員的知識及技能發展，並相信挽留人材能推動創新及業務發展，故希望僱員和企業能一起成長，共同增值。

CEDHL had average of around 10 employees which also includes 5 directors during the Reporting Period. A total of approximately 150 hours of training was delivered to the employees. The average amount of training that each employee received was approximately 15 hours. The average training hours received per employee was similar compared with the last Reporting Period.

於匯報期內，中能開發平均擁有約10名僱員，其中包括5名董事。我們為僱員提供合共約150小時的培訓。每名僱員接受的平均培訓時數約為15小時。每名僱員接受的平均培訓時數與上一匯報期相若。

For members of the Board and key management staff members of the Hong Kong head office, they took classes mainly by online mode during the break-out of COVID-19 on managing the Group, assessing and combatting the underlying risks of the business, and understanding their duties, responsibilities and rights including topics cover the following areas.

- ESG
- Anti-corruption
- Update and revision of Listing Rules
- Update and revision of Corporate Governance Guideline
- Update of international and Hong Kong financial reporting standards and guidelines
- Responsibilities, rights and obligations of Executive Directors and Independent Non-Executive Directors, etc.

CEDHL also encourages their staff to participate in external seminars and lectures to keep abreast of changes and updates on areas of legal, compliance, financial accounting and reporting, and market industry practices. Through these types of training, CEDHL believes that the Group can increase its efficiency and productivity while overall reduction of risk and uncertainties of the Group can be reduced.

CEDHL encourages continuous professional development training for the directors and senior management to develop and refresh their knowledge and skills which includes seminars and workshops, updates on regulatory requirements and development and corporate governance practices.

對於董事會成員及香港總辦事處的主要管理人員，彼等於COVID-19疫情期間主要通過線上模式學習有關管理本集團、評估及應對業務潛在風險以及了解彼等職責、責任及權利的課程，包括涵蓋以下領域的專題。

- 環境、社會及管治
- 反貪污
- 上市規則更新及修訂
- 企業管治指引更新及修訂
- 國際及香港財務報告準則及指引更新
- 執行董事及獨立非執行董事的責任、權利及義務等

中能開發亦鼓勵員工參加外部座談會及演講，以緊貼法律、合規、財務會計及申報和市場行業慣例等範疇的變更及最新資訊。中能開發相信，透過該等類型的培訓可改善本集團的效益及生產力，降低本集團整體的風險及不確定性。

中能開發鼓勵董事及高級管理層參與持續專業發展培訓，以發展及更新彼等的知識及技能，包括座談會及工作坊、有關監管規定、發展及企業管治常規的最新資訊。

In the Reporting Period, all directors of the Company have participated their own professional training by attending seminar/programme/reading relevant materials in relation to the business on directors' duties, rights and responsibilities, in accordance with the Corporate Governance Code. The company secretary of the Company undertook over 15 hours of professional training to update his skills and knowledge.

On the subject of employees' career prospects, if vacancies or new positions are available, CEDHL shall consider internal promotion or transfer, thus encouraging upward mobility of employees.

#### 6.2.4 Labour Standards

CEDHL strictly complies with the policies and guidelines in the employment laws of Hong Kong, including elimination of child and forced labour. All professional service providers are required to ensure no child nor forced labour are employed. During the recruitment process, the administration department requires candidate to provide identification document to check if the age of candidate complies with the laws.

In the Reporting Period, CEDHL has complied with relevant laws and regulations relating to labour standards, that have a significant impact on the Group.

### 6.3 Social — Operating Practices

#### 6.3.1 Supply Chain Management

CEDHL continues to monitor closely on their daily operation and encourages professional service providers to join force in promoting performance of sustainable development. The professional service providers are bound by contracts and the laws and regulations of Hong Kong, ensuring their compliance with laws and regulations relating to environmental and social policies. For instance, they are forbidden to employ any under-age labour or any labour without proper Hong Kong identity documentation.

於匯報期內，根據企業管治守則，所有本公司董事已藉出席研討會／課程／閱讀有關董事的業務職責、權利及義務相關資料，參與其自身的專業訓練。而本公司之公司秘書亦已進行超過15小時的專業培訓，以提升其技術及知識。

就僱員的職業前境方面，中能開發內部若有空缺或新增職位時，可由內部晉升或崗位調整，鼓勵僱員向上流動。

#### 6.2.4 勞工準則

中能開發嚴格遵守香港僱傭法例的僱傭政策及指引，包括杜絕強迫勞動和使用童工等，並要求所有專業服務供應商保證不會僱用未成年勞工或強制勞工。於招聘時行政部門會要求應聘者提供身份證明文件，並檢查應聘者年齡是否符合法律規定。

中能開發於匯報期內已遵守對本集團有重大影響的有關勞工準則的相關法律及規例。

### 6.3 社會 — 營運慣例

#### 6.3.1 供應鏈管理

中能開發持續嚴密監控日常運作，並鼓勵專業服務供應商攜手提升可持續發展績效。專業服務供應商受合約、香港法律及規例約束，確保其於環境及社會政策方面合法合規，例如不可僱用任何未成年勞工或任何無適當香港身份證明的勞工。

### 6.3.2 Product Responsibility

CEDHL has formulated regulations relating to software security, network security and privacy, to ensure confidential information are protected and secured.

Employees must strictly comply with anti-virus protection regulations, the highlights are:

- all computers must be installed with licensed software; Employees are strictly prohibited from installing any pirated software;
- anti-virus software must be installed on all computers;
- update the operating system and anti-virus software on a prompt and regular basis, thus fixing security vulnerabilities;
- backup employees' computers and servers on a regular basis, hence protecting possible data loss caused by hardware or software failures; and
- when computers or servers showing signs of anomaly, promptly notify the administration department, and conduct quarantine and inspection based on relevant protocols, so as to minimise potential risks.

To protect confidential information, privacy and interests of CEDHL and its stakeholders, employees must strictly comply with regulations relating to information handling, the highlights are:

- disclosure of the companies' information relating to copyrights, intellectual property rights and other confidential information, to unrelated third parties or employees, is prohibited;

### 6.3.2 產品責任

中能開發就軟件安全、網絡安全及私隱事宜方面均制定了相關管理規定，確保機密資料得到保護和保障。

僱員需嚴格遵守相關管理規定，其重點包括：

- 所有電腦必須安裝正版軟件，嚴禁僱員私自安裝任何盜版軟件；
- 所有電腦必須安裝防毒軟件；
- 定期及時更新作業系統及防毒軟件，修補保安漏洞；
- 定期備份僱員電腦及伺服器數據，防範因硬件或軟件問題有可能產生的數據損失；
- 若發現電腦或伺服器有異常現象時須及時通報行政部門，並將該電腦或伺服器跟據相關規則進行隔離和檢查，確保將潛在風險減到最低。

為保障中能開發及其持份者的私隱和利益，僱員需嚴格遵守資料管理守則相關之規定，其重點包括：

- 不得洩露公司版權、知識產權或機密資料予外界人士或與此等資料無關的員工；



- employees will have to keep such information confidential after resignation;
  - To avoid potential leak of information, meeting with clients and visitors should be carried out in conference room, instead of in working area of the office;
  - proper networking and server permissions are configured to avoid employee accessing information unrelated to his work; and
  - handle personal information in accordance with Personal Data (Privacy) Ordinance.
- 僱員離職後仍需對有關資料保密；
  - 盡量避免在辦公區域內接待客戶或訪者，應安排在會議室洽談，以防止資料有機會外洩；
  - 適當設置網絡及伺服器權限，防止僱員接觸與其工作無關的資料；及
  - 處理個人資料時需遵守《個人資料(私隱)條例》。

In the Reporting Period, CEDHL has complied with relevant laws and regulations relating to product responsibility, that have a significant impact on the Group.

中能開發於匯報期內已遵守對本集團有重大影響的有關產品責任的相關法律及規例。

### 6.3.3 Anti-corruption

CEDHL considers ethical conduct is of utmost importance in corporate sustainable development and long-term success. Employees must comply with relevant laws and regulations in Hong Kong, prohibiting individual and commercial corruption, bribery, extortion, fraud and money laundering.

CEDHL has taken with reference to the Corruption Prevention Guide for Listed Companies issued by the Corruption Prevention Department of the Independent Commission Against Corruption to conduct the related training materials and formulate guidelines.

CEDHL has provided online and offline training materials to the members of the Board and the key management during the Reporting Period to ensure the directors and management of CEDHL have sufficient and update knowledge and skill to handle the Company's issues relating to anti-corruption.

### 6.3.3 反貪污

中能開發認為道德行為對企業可持續性發展及業務長遠成功極為重要，僱員需嚴格遵守香港的相關法律及規例，禁止個人及商業貪污、賄賂、勒索、欺詐及洗黑錢行為。

中能開發已參考廉政公署防止貪污部發佈的《上市公司防貪指引》制定相關培訓資料及制定指引。

於匯報期內，中能開發已向董事會成員及主要管理人員提供線上及線下培訓材料，以確保中能開發董事及管理層具備充足及最新知識和技能來處理本公司反貪污相關事宜。

CEDHL has formulated guidelines relating to anti-corruption, for instances:

- without consent of CEDHL, employees must not offer nor accept any gifts and/or any kind of benefits;
- employees endeavours to avoid conflict of interests and they should report such conflict in advance if any; and
- employees discovering any corruption, bribery, blackmail, fraud and money laundering incidents must report to the administration department. All complaints filed are confidential and CEDHL is responsible for protecting the legitimate rights and interests of the whistle blower.

In the event of corruption, bribery, extortion, fraud and money laundering, CEDHL will investigate in depth and take necessary legal actions to protect the rights and interests of the CEDHL and its stakeholders.

During the Reporting Period, CEDHL has complied with relevant laws and regulations relating to anti-corruption, that have a significant impact on the Group.

## 6.4 Social — Community

### 6.4.1 Community Investment

CEDHL is committed to participate in community events from time to time, and to the improvement of community well-being and social services. CEDHL supports and encourages staff to actively participate in a wide range of charitable events outside working hours, to raise awareness and concern for the community, and to inspire more people to take part in serving the community. Due to their business natures, CEDHL does not have any specific policies in relation to community engagement and donation in the Reporting Period. In the coming year, the management shall review policies relating to community investment and explore the feasibility of increasing community investment activities.

中能開發已制定關於反貪污的指引，例如：

- 未經中能開發同意，僱員不得收取或派發任何禮物及／或任何形式的好處；
- 盡量避免於業務上有利益衝突，如有利益衝突需預先申報；及
- 如發現任何貪污、賄賂、勒索、欺詐及洗黑錢事件，僱員必須向行政部門申報，所有投訴將保密處理，中能開發有責任保護揭發人的合法權益。

如發生任何貪污、賄賂、勒索、欺詐及洗黑錢事件，中能開發會深入調查並採取必要的法律行動，以保障中能開發及其持份者權益。

中能開發於匯報期內已遵守對本集團有重大影響的有關反貪污的相關法律及規例。

## 6.4 社會－社區

### 6.4.1 社區投資

中能開發致力參與不時舉辦的社區活動，以改善社區福祉及社會服務。中能開發支持及鼓勵員工於工餘時間積極參與各類慈善活動，以提升社區意識及對社區的關注，並激發更多力量參與社區服務。基於業務性質，中能開發於匯報期內沒有關於社區參與及捐獻的特定政策。管理層將於來年檢視社區投資有關政策，探討增加社區投資活動之可行性。

CEDHL has identified the risks of any management practices on social side and taken preventive measures as described above. CEDHL does not foresee any significant risk of non-compliance with any negative impact to the Group's financial and operation.

## 7. Karamay Weirun Gas Company Limited

### 7.1 Environmental

KWGCL is principally engaged in distribution of natural gas. Due to the fact that KWGCL distributes its natural gas entirely through third-party pipelines, its operation has limited impact on the environment. In order to protect the environment and natural resources, prevent accidents and mitigate losses caused by accidents, the management of KWGCL has formulated the "Emergency Plan for the Operation of Hazardous Chemicals for KWGCL" (the "**Emergency Plan**"), in accordance with local laws and regulations.

The scope of the Emergency Plan includes but not limited to:

- classification, identification and evaluation of risks of accidents;
- the system and responsibilities of the emergency organisation;
- prevention and early warning, including monitoring of sources of hazards and information reporting mechanisms;
- procedures and measures for handling emergency;
- protection of communication, information, supplies and equipment for emergency; and
- training, drills, maintenance and updates.

中能開發已識別任何社會方面的管理實踐風險，並採取上述預防措施。中能開發預計不存在任何對本集團財務及經營產生負面影響的重大違規風險。

## 7. 克拉瑪依偉潤燃氣有限公司

### 7.1 環境

偉潤燃氣的主要業務為分銷天然氣。偉潤燃氣完全依托第三方管網輸送天然氣，故此日常營運對環境影響有限。為了保障自然環境、資源及預防並減少突發事故所造成的損失，偉潤燃氣的管理層根據當地法律及規則已制定《克拉瑪依偉潤燃氣有限公司經營危險化學品事故應急預案》(下稱「《應急預案》」)。

《應急預案》的內容包括但不限於：

- 對風險事故分類、識別及評估；
- 應急組織的體系及職責；
- 預防及預警，包括對危險源的監控及信息報告機制；
- 應急處理的程序及措施；
- 通訊與信息保障及應急物資裝備保障；及
- 培訓、演練、維護及更新。

On top of that, in order to standardise production safety and provide work regulations for the management and employees responsible for the operations and maintenance, KWGCL has formulated a number of management systems and safety systems, including but not limited to: Shift Handover Management System, Duty Regulations, Pipeline Inspection System, Equipment Management System, Dangerous Goods Safety Management System, Natural Gas Safety Data Sheet, Accident Management Measures, Safety Risk Management System, Emergency Rescue Management System, Fire Safety Management System and Hidden Danger Investigation and Governance System.

The main emphasis of the managements systems and safety systems includes but not limited to:

- employees are not allowed to leave the post before the arrival of employees of next shift;
- employees must check the equipment regularly for leakages when on duty;
- employees must pass relevant professional and operational skills training and exams;
- employees must be familiar with the general physical and chemical properties of natural gas, technical process, use and maintenance of testing equipment, and related safety practices;
- critical parts of the pipelines, that may leak when there are construction, passing of heavy vehicles and etc., must be heavily monitored (24 hours on-site monitor is necessary for crucial parts); and
- keep proper inspection records for future verification and inspection.

The major sources of emissions of KWGCL were from the office, dormitory, private cars in Xinjiang and business air travel by employees.

除此之外，為了讓安全生產規範化、為管理層及負責營運及維護的員工提供工作規定，偉潤燃氣已制定多項管理制度及安全制度，包括但不限於：《交換班管理制度》、《值班規定》、《管線巡檢制度》、《設備管理制度》、《危險學品安全管理制度》、《天然氣安全技術說明書》、《安全事故管理辦法》、《安全風險管理制度》、《應急救援管理制度》、《消防安全管理制度》及《隱患排查治理制度》。

管理制度及安全制度的重點包括但不限於：

- 員工在接班人員未到前不得擅自離開崗位；
- 員工值班時必須定時檢察裝備是否有泄漏現象；
- 員工必須通過相關專業和操作技能培訓及考試；
- 員工必須熟悉天然氣的一般物理化學特性、工藝流程、有關檢測設備的使用和保養及相關安全操作規程；
- 施工、過重車等可能造成管道漏氣的重點部位、必須重點監測(必要部位要24小時現場監控)；及
- 妥善保管各種巡視檢查記錄，以備查驗。

偉潤燃氣的排放物主要來自其位於新疆的辦公室、宿舍及私家車，以及僱員乘坐飛機出外公幹。



Due to limited number of employees in Xinjiang, the amount of emission from the office and dormitory were relatively limited. The major sources of emissions were from air conditioning, electricity used, water used and natural gas used for heating.

During the Reporting Period, KWGCL has complied with relevant laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, that have a significant impact on the Group.

### 7.1.1 Air and Greenhouse Gas Emissions

During the Reporting Period of KWGCL, the source of direct air and greenhouse gas emissions from gaseous fuel consumption was mainly from the private cars.

The air emissions of the private cars included nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and respiratory suspended particles (RSP), while the greenhouse gas emissions of the private cars included carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O).

Other major direct greenhouse gas emissions were hydrofluorocarbons (HFC) and perfluorocarbons (PFC), which were resulted from the use of air conditioning equipment in the office and dormitory.

Its major indirect greenhouse gas emission was carbon dioxide (CO<sub>2</sub>) resulted from business air travel by employees and the generation of electricity, which was used in the office and dormitory.

Other minor and indirect greenhouse gas emissions sources were:

- carbon dioxide (CO<sub>2</sub>) emissions resulted from disposal of solid waste at the office and dormitory;

由於在新疆工作的僱員數量有限，辦公室及宿舍的排放量比較少，其主要排放物來自空調、用電、用水及取暖用天然氣。

於匯報期內偉潤燃氣已遵守對本集團有重大影響的有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法例及法規。

### 7.1.1 廢氣及溫室氣體排放

偉潤燃氣於匯報期內直接透過氣體燃料消耗排放廢氣及溫室氣體的來源主要為私家車。

私家車的廢氣排放包括氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)及懸浮顆粒(RSP)，而私家車的溫室氣體排放包括二氧化碳(CO<sub>2</sub>)、甲烷(CH<sub>4</sub>)及氧化亞氮(N<sub>2</sub>O)。

其他主要直接溫室氣體排放為使用辦公室及宿舍之空調時釋放的氫氟碳化物(HFC)及全氟化碳(PFC)。

其主要間接溫室氣體排放來源為僱員乘坐飛機出外公幹時之二氧化碳(CO<sub>2</sub>)排放，以及生產辦公室及宿舍用電過程中產生的二氧化碳(CO<sub>2</sub>)。

其他次要的間接溫室氣體排放來源為：

- 棄置辦公室及宿舍的固體廢物所產生的二氧化碳(CO<sub>2</sub>)排放；

- carbon dioxide (CO<sub>2</sub>) emissions resulted from the electricity used for processing fresh water and sewage for the office and dormitory; and
- carbon dioxide (CO<sub>2</sub>) emissions resulted from the use of natural gas for heating.

### **7.1.2 Discharge into Water and Land, and Generation of Hazardous and non-Hazardous Waste**

During the Reporting Period for KWGCL, the major source of discharge into water was from use of water in the office and dormitory, and the amount of discharge was relatively limited.

Due to its business nature, the generation of hazardous waste was limited.

The major source of non-hazardous waste was from the solid waste of the office and dormitory and the amount of discharge was relatively limited.

### **7.1.3 Policies and Use of Resources**

As enterprises with social responsibility, KWGCL encourages their employees to use their best endeavours to reduce waste and emissions, with a view to contributing to the community and the environment. KWGCL believes in 'many a little makes a mickle', despite the fact that the amount of emission is very limited due to their business natures and relatively passive position in reducing waste and emissions. Regarding emission policies, all emissions are handled in accordance with local laws and regulations. In addition, KWGCL considers the efficient use of resources, such as electricity and water, is of equal importance to emission policies. Efficient use of resources not only can reduce waste and emissions from the sources, but also reduce operating expenses, which is mutually beneficial to the KWGCL and the environment.

- 處理辦公室及宿舍用水及污水而消耗的電力之二氧化碳(CO<sub>2</sub>)排放；及
- 取暖用天然氣之二氧化碳(CO<sub>2</sub>)排放。

### **7.1.2 向水及土地的排污、有害及無害廢棄物的產生**

偉潤燃氣於匯報期內主要向水的排放為辦公室及宿舍生活污水，排放量相對較少。

因為業務性質關係，有害廢棄物的產生很有限。

其主要無害廢棄物產生來源為辦公室及宿舍的固體廢物，排放量相對較少。

### **7.1.3 政策及資源使用**

作為具社會責任的企業，偉潤燃氣鼓勵僱員盡量減排減廢，為社會和環境付出一分力。雖然因業務關係直接排放量相當有限，而於減排減廢方面處於相對被動的位置，但偉潤燃氣相信積少能成多。就處理排放物政策方面，排放物皆根據本地法例和法規處理。除此之外，偉潤燃氣認為有效使用資源也同樣重要，不但可以從源頭減排減廢，更可以減低營運成本，達至雙贏局面。

Policies relating to reduction of waste and emissions, and efficient use of resources include:

- encourage employees to use their best endeavours to take public transport during business trip;
- encourage employees to reduce unnecessary overseas business trip, thus reducing indirect carbon emissions;
- consider energy efficient products when procuring and replacing equipment, e.g. replacing incandescent lighting with LED lighting;
- turn off electrical appliances or switch them to standby mode when they are not in use, thus reducing the amount of electricity used;
- use duplex printing, recycle papers and use electronic means to reduce paper usage;
- reuse office stationaries (e.g. envelopes and folders);
- turn off all unnecessary lighting, air conditioning and electrical appliances before leaving the office;
- encourage employees to recycle paper, plastic bottle and aluminium can; and
- encourage employees to recycle equipment such as computers and communication devices through recycling programme.

KWGCL has identified the risks of environmental protection and taken the preventive measures as described above. KWGCL does not foresee any significant risk of any non-compliance with any significant negative impact to the Group's financial and the operation.

有關減排減廢和有效使用資源的措施包括：

- 鼓勵僱員公幹時盡量乘搭公共交通工具；
- 鼓勵僱員減少非必要海外公幹，從而減少間接碳排放；
- 更換及購買設備時考慮選擇較節能產品，例如以LED燈取代傳統燈泡；
- 無需使用時，將電器用品關掉或調節到休眠狀態，以減低用電量；
- 使用雙面打印，並循環使用紙張及盡可能以電子方法取代用紙；
- 重用辦公室文具用品(例如信封、檔案夾等)；
- 離開辦公室前，關掉所有非必要照明、空調及器材；
- 鼓勵僱員回收紙、膠樽和鋁罐；及
- 鼓勵僱員通過回收計劃，回收設備如電腦和通訊產品等。

偉潤燃氣已識別環保風險並採取上述預防措施。偉潤燃氣預計不存在任何對本集團財務及經營產生任何重大負面影響的重大違規風險。

## 7.2 Social — Employment and Labour Practices

KWGCL believes employees are essential assets in driving corporate sustainable development and long term success, thus maintaining a good relationship with employees is of utmost importance. By regular communication through different channels, the employees are encouraged to express their opinions on the policies relating to employment and labour practices.

In the Reporting Period, KWGCL has complied with relevant laws and regulations relating to employment and social insurance, that have a significant impact on the Group.

### 7.2.1 Employment

#### 7.2.1.1 Remuneration, Benefits, Working Hours and Holidays

KWGCL has formulated employment policies and guidelines that comply with the local Employment Law and Employment Contract Law.

The initial salaries of the employees are based on prevailing local market rate and subject to adjustment based on experiences, qualifications and job positions. Performance bonus is determined according to the employee's work performance, labour achievement and actual contribution, and evaluated according to the internal distribution method. To ensure KWGCL can attract and retain outstanding employees, the employee remuneration package shall be reviewed on a regular basis. KWGCL shall reasonably adjust the employee's salary according to the internal salary growth method, the economic benefits of the company, the salary guideline issued by the local labour administrative department, the labour cost information and other systems. If

## 7.2 社會－僱傭及勞工常規

偉潤燃氣相信僱員是推動企業可持續發展及長遠成功的重要資產，與僱員保持良好關係極其重要。偉潤燃氣有不同的渠道定期與僱員溝通，鼓勵僱員就僱傭及勞工常規政策發表意見。

偉潤燃氣於匯報期內已遵守對本集團有重大影響的有關僱傭及社會保險的相關法律及規例。

### 7.2.1 僱傭

#### 7.2.1.1 薪酬、福利、工作時數及假期

偉潤燃氣已制定符合當地《勞動法》及《勞動合同法》的僱傭政策及指引。

僱員的入職薪酬以現行當地行業常規為準，並按經驗、資格及職位調整。績效工資根據僱員工作業績、勞動成果和實際貢獻按照內部分配辦法考核確定。為確保可吸引及挽留表現優良的員工，偉潤燃氣為僱員定期檢討薪酬待遇。偉潤燃氣會根據企業經濟效益、本地勞動行政部門制定發佈的工資指導線、人工成本信息等制度，並按照內部工資正常增長辦法合理調整僱員工資。如因為生產



work is suspended due to insufficient production tasks or other reasons, the employees' living expenses shall be paid according to the minimum living security of the city. Employee remuneration is paid monthly on a regular basis.

KWGCL participates in social insurance in accordance with the laws and pays various social insurance premium on time. The part that should be paid by the employees according to the laws shall be withheld and paid by the employees' salary, and the social insurance contribution shall be monitored by and presented to the employees yearly. Employees are entitled to leave and vacation in accordance with the laws, including the national statutory holidays, family leave, marriage and bereavement leave, maternity leave and paid annual leave.

KWGCL has implemented a standard working hour system, employees work on average of no more than 40 hours per week. If employees are required to work overtime due to work requirements, KWGCL should discuss with the labour union to extend the working hours by no more than 3 hours per day, 36 hours per month, and give employees compensation leave or overtime pay according to the laws. If an employee's job duty requires a comprehensive calculation of working hours or irregular working hour system, the system must be approved by the labour administrative department before implementation.

工作任務不足或其他原因使僱員下崗待工，其生活費按本市最低生活保障執行。僱員薪酬定期每月發放一次。

偉潤燃氣依法參加社會保險，按時繳納各項社會保險費。其中依法應當由僱員繳納的部份，由僱員工資報酬中代扣代繳，並每年向僱員公佈社會保險費繳納情況，接受僱員監督。僱員依法享有休息休假權利，包括國家法定節假日、探親假、婚喪假、產假、有薪年假等。

偉潤燃氣已執行標準工時工作制，僱員平均每周工作時間不超過40小時。如因工作所要求僱員加班工作，應與工會協商同意，延長工作時間每日不得超過3小時，每月不得超過36小時，並依法給予僱員補休或支付加班工資。如僱員的工作崗位需實行綜合計算工時工作制或不定時工作制，則需要勞動行政部門審批後方能實行。

7.2.1.2 Recruitment, Dismissal, Equal Opportunity,  
Diversity and Anti-Discrimination

The major principle of recruitment is the suitability of the candidates in relation to the positions. Other factors such as required practical knowledge of the position, the quality, working attitude, skill, potential and working experience of the candidates are also considered. During recruitment, KWGCL encourages to provide equal opportunity to people with different social statuses, races and genders, with a view to increasing internal diversity and strengthening competitiveness.

Dismissal or voluntary termination of employee's contract shall be enforced in accordance with the local Employment Contract Law.

KWGCL has established a complete complaint mechanism. Employees can file complaints when:

- having any dissatisfaction with the work or the company; or
- discovering any illegal activities conducted by employee or the company; or
- having any dissatisfaction with the work or the company in relation to providing equal opportunity, diversity and anti-discrimination.

An employee can file the complaints directly to his/her senior or to the administration department. If the reply to the complaint is not satisfactory or if the employee does not want the complaint to be handled by his/her senior nor the administrative department, he/she can report it directly to the general manager. All complaints filed are confidential and KWGCL is responsible for protecting the legitimate rights and interests of the whistle blower.

7.2.1.2 招聘、解僱、平等機會、多元化及反歧視

招聘僱員之主要原則是應聘者對該申請職位是否合適，並以該職位所需的實際知識及應聘者所具備的素質、工作態度、工作技能及潛質和工作經驗等為準則。除此之外，偉潤燃氣於招聘時鼓勵為社會不同階層、種族及性別人士提供平等機會，從而提高內部多元文化，增強競爭力。

於解僱或僱員自願離職時根據當地《勞動合同法》執行。

偉潤燃氣訂立了完善的投訴機制，以下情況僱員可提出投訴：

- 對工作或公司有任何不滿之處；或
- 發現有違法亂紀行為的人和事；或
- 對工作或公司提供平等機會、多元化及反歧視有不滿之處。

僱員可向其直屬領導或行政中心投訴，如仍不滿意答覆或不願由直屬領導或人力資源部處理，可向總經理投訴。所有投訴將保密處理，偉潤燃氣有責任保護揭發人的合法權益。

### 7.2.2 Health and Safety

KWGCL has provided workplace that meets the national labour hygiene standards in accordance with local labour protection regulations, and effectively protects the health and safety of employees. If an employee is likely to have an occupational hazard during his or her work, KWGCL shall truthfully inform the employee and protect the employee's health and related benefits in accordance with the provisions of the Occupational Disease Prevention and Control Act. If the management has an indifferent act to the employee's life safety and physical health, the employee has the right to criticise and complain to the relevant departments for accusation.

When the coronavirus disease broke out, KWGCL was highly cautious of the most up-to-date situations as employees' health and safety was the KWGCL's priority. The Human Resources Department and senior management closely monitored the number of infection cases, followed government guidelines, and took lead in setting up preventive measures and arrangements for employees, KWGCL has been adopting the following practices.

- Adopting various kinds of distancing measures as appropriate
- Daily disinfection in production facilities, offices, pantries and public areas
- Requesting for health condition and potential virus-exposure information, and 14 days contact history from employees and visitors
- Raising awareness on virus prevention by frequent communication to the employees
- Sourcing and providing anti-virus supplies, such as surgical masks and sanitisers

### 7.2.2 健康與安全

偉潤燃氣已按照當地有關勞動保護規定提供符合國家勞動衛生標準的作業場所，切實保護僱員的安全和健康。如僱員工作過程中可能產生職業病危害，偉潤燃氣應如實告知僱員，並按《職業病防治法》的規定保障僱員的健康及其相關利益。如管理層有漠視僱員生命安全和身體健康的行為，僱員有權提出批評並向有關部門檢舉控告。

僱員健康及安全為偉潤燃氣的重中之重，故於冠狀病毒病爆發之際，偉潤燃氣對最新情況極為警惕。人力資源部及高級管理層密切關注感染病例數，遵循政府指引，並率先為僱員制定預防措施及安排，偉潤燃氣一直採取以下做法。

- 適當採取各種保持距離措施
- 對生產設施、辦公室、茶水間及公共區域進行日常消毒
- 要求僱員及來訪人員提供健康狀況及潛在接觸病毒資料以及14天接觸史
- 通過與僱員的頻繁溝通提高病毒預防意識
- 採購並提供防疫用品，例如外科口罩及消毒劑

- Encouraging online communication to reduce personal contact and logged visitor details if meeting at the Company's premises was inevitable
- Monitoring infection information in surrounding community
- Communicating closely with authorities to obtain up-to-date information

KWGCL remained vigilant and released information promptly whenever any cases worthy of concern was identified.

If unfortunate events happen and employees suffer from physical injury when carrying out work duties, the employee can apply for work injury holiday to his or her department. Other policies regarding occupational safety and production safety have been set out in Section 7.1 of this report.

During the Reporting Period, KWGCL has complied with relevant laws and regulations relating to health and safety, that have a significant impact on the Group.

### 7.2.3 Development and Training

KWGCL values employees' development of skills and knowledges, believing that talent retention can drive innovations and business development. KWGCL expects to grow and create values together with its employees.

KWGCL had 10 employees for the year ended 31 December 2021 (2020: 12 employees). A total of approximately 240 hours of training was delivered to the key operating employees. The average amount of training that each employee received was approximately 24 hours. The average training hours received per employee was similar when compared with the last Reporting Period.

- 鼓勵線上交流以減少身體接觸，如須在本公司場所會面，則記錄訪客詳細資料
- 監測周邊社區的感染資訊
- 與當局密切溝通以獲取最新資訊

一旦發現任何值得關注的病例時，偉潤燃氣會保持警惕並及時發佈資訊。

萬一不幸僱員在工作中，因履行工作職責或任務時發生意外事故造成身體損傷，僱員可向所屬部門提出申請工傷假。關於其他職業安全及安全生產相關政策，已於本報告中章節7.1中陳述。

偉潤燃氣於匯報期內已遵守對本集團有重大影響的有關健康與安全的相關法律及規例。

### 7.2.3 發展及培訓

偉潤燃氣重視僱員的知識及技能發展，並相信挽留人材能推動創新及業務發展，故希望僱員和企業能一起成長，共同增值。

截至二零二一年十二月三十一日止年度，偉潤燃氣擁有10名僱員(二零二零年：12名僱員)。我們向主要運營僱員提供合共約240小時的培訓。每名僱員接受的平均培訓時數約為24小時。每名僱員接受的平均培訓時數與上一匯報期相若。

For technical employees, they mainly received task-related training in order to strengthen their knowledge, competency, productivity, and effectiveness related to their job position.

For supervisory level employees of KWGCL, they may be required to attend courses on corporate management, first-aid, environmental and safety related issues in workplace, finance and accounting, information technology, depending on their job positions.

If an employee is required to receive professional technical training, KWGCL shall sign an agreement with the employee to clarify the rights and obligations of both parties, and the training fees shall be paid by KWGCL.

On the subject of employees' career prospects, if vacancies or new positions are available, KWGCL shall consider internal promotion or transfer, thus encouraging upward mobility of employees. External recruitment shall take place if:

- there is no suitable candidate internally; or
- there is not enough workforce internally; or
- talents with professional knowledges or specific skillset are required.

### 7.2.4 Labour Standards

KWGCL strictly complies with the policies and guidelines in the local Employment Law and Employment Contract Law, including elimination of child and forced labour. All operating units have to ensure no child or forced labour are employed. During the recruitment process, the human resources department requires candidate to provide identification document to check whether the age of candidate complies with the laws or not.

對於技術僱員，彼等主要接受工作相關培訓，以增強彼等與工作崗位相關的知識、能力、生產率及效率。

對於偉潤燃氣的主管級僱員，彼等可能須參加有關企業管理、急救、工作場所環境及安全相關事宜、財務及會計、資訊科技等課程，惟視乎其職位而定。

如僱員須要接受專業技術培訓，偉潤燃氣會與僱員簽訂協議，明確雙方權利及義務，並由偉潤燃氣支付培訓所關費用。

就僱員的職業前境方面，偉潤燃氣內部若有空缺或新增職位時，可由內部晉升或崗位調整，鼓勵僱員向上流動。如出現下列情形才進行對外招募：

- 內部無合適人選時；或
- 需求量大，內部人力不足時；或
- 需特殊技術或專業知識的人才時。

### 7.2.4 勞工準則

偉潤燃氣嚴格遵守當地《勞動法》及《勞動合同法》包括杜絕強制勞工和使用童工等，並要求所有營運單位保證不會僱用未成年勞工或強制勞工。於招聘時人事部會要求應聘者提供身份證信息，並檢查應聘者年齡是否符合法律規定。



During the Reporting Period, KWGCL has complied with relevant laws and regulations relating to labour standards, that have a significant impact on the Group.

偉潤燃氣於匯報期內已遵守對本集團有重大影響的有關勞工準則的相關法律及規例。

## 7.3 Social — Operating Practices

## 7.3 社會－營運慣例

### 7.3.1 Supply Chain Management

### 7.3.1 供應鏈管理

KWGCL continues to monitor closely on its daily operation and encourages suppliers and contractors to join force in promoting performance of sustainable development. Suppliers and contractors are bound by contracts and the local laws and regulations, ensuring their compliance with laws and regulation relating to environmental and social policies. For instance, they are forbidden to employ under-age labour and the products supplied must meet environmental standards. During procurement, the procurement manager is responsible for selecting and reviewing suppliers. More environmental friendly products or services should be procured when it is feasible, with a view to minimising negative impacts to the environment and human health, and also conserving natural resources.

偉潤燃氣持續嚴密監控日常運作，並鼓勵供應商和承包商攜手提升可持續發展績效。供應商受合約、當地法律及規例約束，確保其於環境及社會政策方面合法合規，例如不可僱用未成年勞工及其供應之產品合乎環保要求。於採購時，採購主管負責選擇和評審供應商，並於可行情況下，採購更為環保的產品及服務，以盡量減低對環境及人體健康造成的負面影響，同時保護天然資源。

### 7.3.2 Product Responsibility

### 7.3.2 產品責任

To protect confidential information, privacy and interests of KWGCL and its stakeholder, employees must strictly comply with the terms in the employment contracts and other regulations regarding the code of practice, the highlights are:

為保障偉潤燃氣及其持份者的機密資料、私隱及利益，僱員需嚴格遵守僱傭合約及其他管理守則相關之規定，其重點包括：

- disclosure of information of KWGCL relating to strategies, researches, technologies, financial, clients and other confidential information, to unrelated third parties or employees, is prohibited;
- employees will have to keep such information confidential after resignation;

- 不得洩露公司有關策略、研究、技術、財務、客戶及其他機密資料予外界人士或與此等資料無關的員工；
- 僱員離職後仍需對有關資料保密；

- To avoid potential leak of information, meeting with clients and visitors should be carried out in conference room, instead of in working area of the office;
  - reading other employees' working information, computer and personal items without consent is prohibited;
  - permissions must be granted before entry to the finance office or server room with confidential information; and
  - proper networking and server permissions are configured to avoid employee accessing information unrelated to his work.
- 盡量避免在辦公區域內接待客戶或訪者，應安排在會議室洽談，以防止資料有機會外洩；
  - 未經許可，不得翻動他人的工作資料、電腦及個人物品；
  - 未經許可，不得隨意進入存有機密資料的財務室或伺服器室；及
  - 適當設置網絡及伺服器權限，防止僱員接觸與其工作無關的資料。

During the Reporting Period, KWGCL has complied with relevant laws and regulations relating to product responsibility, that have a significant impact on the Group.

偉潤燃氣於匯報期內已遵守對本集團有重大影響的有關產品責任的相關法律及規例。

### 7.3.3 Anti-corruption

KWGCL considers ethical conduct is of utmost importance in corporate sustainable development and long-term success. Employees must comply with the Anti-Unfair Competition Law and relevant local laws and regulations, prohibiting individual and commercial bribery, extortion, fraud and money laundering.

KWGCL has established a complete complaint mechanism. If an employee discovers illegal activities within the company, he/she can report it to the administrative department or his/her senior. If the reply to the complaint is not satisfactory or if the employee does not want the complaint to be handled by his/her senior nor the administrative department, he/her can report it directly to the general manager. All complaints filed are confidential and KWGCL is responsible for protecting the legitimate rights and interests of the whistle blower.

### 7.3.3 反貪污

偉潤燃氣認為道德行為對企業可持續性發展及業務長遠成功極為重要，僱員需嚴格遵守《反不正當競爭法》以及相關法律及規例，禁止個人及商業賄賂、勒索、欺詐及洗黑錢行為。

偉潤燃氣訂立了完善的投訴機制，如僱員發現公司內部有違法亂紀行為的人和事，可向其直屬領導或行政中心投訴，如仍不滿意答覆或不願由直屬領導或行政中心處理，可向總經理投訴。所有投訴將保密處理，偉潤燃氣有責任保護揭發人的合法權益。

If any corruption, bribery, blackmail, fraud and money laundering incidents are discovered, KWGCL will take necessary legal actions to protect the rights and interests of KWGCL and its stakeholders.

During the Reporting Period, KWGCL has complied with relevant laws and regulations relating to anti-corruption, that have a significant impact on the Group.

如發現任何貪腐、賄賂、勒索、欺詐及洗黑錢事件，偉潤燃氣均會採取必要的法律行動，以保障公司及其持份者權益。

偉潤燃氣於匯報期內已遵守對本集團有重大影響的有關反貪污的相關法律及規例。

## 7.4 Social — Community

### 7.4.1 Community Investment

KWGCL is committed to create a positive impact on the communities in which it operates. Employees are encouraged to participate in community projects and activities. Due to its business nature, KWGCL does not have any specific policies in relation to community engagement and donation during the Reporting Period. In the coming year, the management shall review policies in relation to community investment and explore the feasibility of increasing community investment activities.

KWGCL has identified the risks of any management practices on social area and taken preventive measures as described above, KWGCL does not foresee any significant risk of non-compliance with any significant negative impact the the Group's financial and operation.

## 7.4 社會－社區

### 7.4.1 社區投資

偉潤燃氣致力為營運所在社區締造正面影響，鼓勵僱員參與社區項目或活動。基於業務性質，偉潤燃氣於匯報期內沒有關於社區參與及捐獻的特定政策。管理層將於來年檢視社區投資有關政策，探討增加社區投資活動之可行性。

偉潤燃氣已識別任何社會方面的管理實踐風險，並採取上述預防措施，偉潤燃氣預計不存在任何對本集團財務及經營產生任何重大負面影響的重大違規風險。

## 8. China Era Energy Power Investment (Hong Kong) Limited

CEEPIL, an indirect wholly-owned subsidiary of the Group, entered into a petroleum contract with China National Petroleum Corporation ("CNPC") for the drilling, exploration, development and production of oil and/or natural gas within the specified site located in North Kashi Block, Tarim Basin, Xinjiang, PRC (the "Petroleum Contract").

## 8. 中國年代能源投資(香港)有限公司

本集團之間接全資附屬公司中國年代與中國石油天然氣集團公司(「中國石油集團」)訂立一份石油合約，以於中國新疆塔里木盆地喀什北區塊之指定地點鑽探、勘探、開發及生產石油及／或天然氣(「石油合約」)。

Pursuant to the Petroleum Contract, CEEPIL shall bear all costs required for the evaluation operations, and the development costs shall be borne by CNPC and CEEPIL in the proportions of 51% and 49%, respectively. In addition, CNPC's portion of operating costs shall be advanced by CEEPIL and recovered from the production of oil and gas.

Under the terms of the Petroleum Contract, the evaluation costs, development costs and operating costs are to be recovered under mechanisms of cost-recovery and investment-recovery through oil and gas production. The remaining oil and gas production, after deducting cost and all taxes and royalty applicable in the PRC, will be available for profit-sharing as to 51% and 49% between CNPC and CEEPIL, respectively.

As the operation under the Petroleum Contract is jointly managed by CEEPIL and CNPC, disclosure of ESG information of CEEPIL in relation to the Petroleum Contract is subject to approval by CNPC. Upon materiality assessment through stakeholder engagement and discussion with the ESG reporting team, the Group has decided to include CEEPIL in the reporting boundary of this Report. The ESG information of CEEPIL in relation to the Petroleum Contract approved for disclosure is limited, and the Group will endeavour to communicate with our business partners to enhance ESG disclosure of CEEPIL in coming years.

### 8.1 Environmental

CEEPIL is principally engaged in drilling, exploration, development and production of oil and/or natural gas in Xinjiang, PRC.

Following the operation of the new gas processing facilities on 1 July 2020, the Joint Management Committee of North Kashi Block Cooperation Project resolved that the commercial production stage commenced with effect from 1 October 2020.

CEEPIL has compiled the "Environmental Impact Report of the Overall Development Plan" in accordance with local regulations. The Akemomu Gas Field project is a natural gas exploration and extraction project and its environmental impact factors are mainly from gas well and related processes such as drilling, gas production,

根據石油合約，中國年代須承擔評估業務所需所有成本，而開發成本須由中國石油集團及中國年代分別按51%及49%之比例承擔。此外，中國石油集團所佔經營成本部分應由中國年代墊付，並透過生產油氣收回。

根據石油合約之條款，評估成本、開發成本及經營成本須根據成本回收油氣及投資回收油氣機制收回。剩餘的油氣產量，在扣除成本和適用於中國的所有稅金和特許權使用費後，將在中國石油集團及中國年代之間分別用於利潤共享，分別為51%和49%。

由於石油合約下的業務由中國年代與中國石油集團共同管理，因此中國年代有關石油合約的環境、社會及管治信息的披露須經中國石油集團批准。在通過持份者參與和與環境、社會及管治報告團隊討論進行重要性評估後，本集團已決定將中國年代納入本報告的報告範圍。經批准可披露的中國年代有關石油合約的環境、社會及管治信息有限，本集團將努力與我們的業務合作夥伴溝通，以在來年內增強中國年代的環境、社會及管治披露。

### 8.1 環境

中國年代的主要業務為於中國新疆鑽探、勘探、開發及生產石油及／或天然氣。

隨著新的產能建設於二零二零年七月一日全面運作，喀什北區塊合作項目聯合管理委員會決議於二零二零年十月一日起進入商業生產期。

中國年代已跟據當地有關法規編制《總體開發工程環境影響報告書》。阿克莫木氣田項目為天然氣勘探採項目，其環境影響因素主要來源

shaft operation, and natural gas gathering and transportation. The impact results include ecological impacts and environmental pollution caused by pollutants discharged. There are no sensitive areas such as nature reserves, scenic spots, cultural relics and historic sites protection area, and water source protection areas within the scope of the project. There is no fixed and concentrated crowd activity area, except for the company staff working in the gas field area.

During the Reporting Period, the measured major sources of emissions of CEEPIIL were from the office, dormitory and private cars in Xinjiang and business air travel by employees.

Due to limited number of employees in Xinjiang, the amount of emission from the office and dormitory were relatively limited. The major sources of emissions are from air conditioning, electricity used, water used and natural gas used for heating.

During the Reporting Period, CEEPIIL has complied with relevant laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, that have a significant impact on the Group, including but not limited to:

- The Environmental Protection Law of the PRC;
- The Water Pollution Prevention Law of the PRC;
- The Solid Waste Pollution Prevention Law of the PRC;
- Integrated Emission Standard of Air Pollutants of the PRC; and
- Integrated Wastewater Discharge Standard of the PRC.

於氣井及與其相關的鑽井、採氣、井下作業、天然氣集輸等各工藝過程。影響結果包括生態影響，以及排放的污染物質導致的環境污染。項目範圍內沒有自然保護區、風景名勝區、文物古蹟保護區、水源保護區等敏感區。除油田公司在油區工作人員外，沒有固定集中的人群活動區。

中國年代於匯報期內的已計量的排放物主要來自其位於新疆的辦公室、宿舍及私家車，以及僱員乘坐飛機出外公幹。

由於在新疆工作的僱員數量有限，辦公室及宿舍的排放量比較少，其主要排放物來自空調、用電、用水及取暖用天然氣。

於匯報期內中國年代已遵守對本集團有重大影響的有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法例及法規，包括但不限於：

- 中華人民共和國環境保護法；
- 中華人民共和國水污染防治法；
- 中華人民共和國固體廢物污染防治法；
- 中華人民共和國大氣污染物綜合排放標準；及
- 中華人民共和國污水綜合排放標準。



### 8.1.1 Air and Greenhouse Gas Emissions

The impact of the Akemumu Gas Field project on the atmospheric environment can be divided into two stages, namely the development period and the operation period. The development period is mainly the impact of the flue gas emitted by the high-power diesel engine used in the drilling process on the atmosphere. The impact on the atmosphere during the development period is mainly the flue gas emitted by the high-power diesel engines used in the drilling process, while the impact on the atmospheric environment during the operation period is mainly the combustion flue gas generated by various heating furnaces and boilers.

The exhaust gas during the drilling process in the development period mainly comes from the combustion flue gas generated when the high-power diesel engine is running. The main pollutants are hydrocarbons, nitrogen oxides ( $\text{NO}_x$ ), sulphur oxides ( $\text{SO}_x$ ). Since the construction during the drilling period is a short-term activity with a short duration, the impact of the construction process on the atmospheric environment is temporary and localized, which ends with the construction. The impact time is short and the impact area is small. The environmental impact of the drilling process during the construction period is relatively light.

The impact of the project on the atmospheric environment during the operation period is a continuous long-term impact. The emissions are mainly from the flue gas discharged from various natural gas-fired heating furnaces and boilers in the gas field and the unorganized volatile hydrocarbon gas in the station. The main pollutants in the combustion flue gas are nitrogen oxides ( $\text{NO}_x$ ) and soot. The air and greenhouse gas emissions of the project are in compliance with "Ambient Air Quality Standards" and "Comprehensive Emissions Standards for Air Pollutants".

### 8.1.1 廢氣及溫室氣體排放

阿克莫木氣田項目對大氣環境的影響可分為兩個階段，即開發期和運行期。開發期對大氣造成的影響主要是鑽井過程中使用的大功率柴油機排放的煙氣，而運行期對大氣環境造成的影響主要是各類加熱爐、鍋爐產生的燃燒煙氣。

開發期鑽井過程中的廢氣主要來自於大功率柴油機運轉時產生的燃燒煙氣，其中的主要污染物為煙類、氮氧化物( $\text{NO}_x$ )及硫氧化物( $\text{SO}_x$ )等。由於鑽井期施工是短期行為，持續時間較短，施工過程對大氣環境的影響是暫時性的局部影響，並隨施工的結束而消失。其影響分時間短、範圍小，施工期鑽井過程對大氣環境所造成的影響較輕。

運行期項目對大氣環境的影響是持續的長期影響，排放的廢氣主要是氣田內部各類以天然氣為燃料的加熱爐、鍋爐排放的煙氣以及站場無組織揮發的煙類氣體，燃燒煙氣中主要污染物為 $\text{NO}_x$ 、煙塵等。該項目的廢氣及溫室氣體排於合乎《環境空氣質量標準》及《大氣污染物綜合排放標準》。

During the Reporting Period of CEEPIL, the measured source of direct air and greenhouse gas emissions from gaseous fuel consumption was mainly from the private cars.

The air emissions of the private cars included nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and respiratory suspended particles (RSP), while the greenhouse gas emissions of the private cars included carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O).

Its major indirect greenhouse gas emission was carbon dioxide (CO<sub>2</sub>) resulted from business air travel by employees and the generation of electricity, which was used in the office and dormitory.

Other minor and indirect greenhouse gas emissions sources were:

- carbon dioxide (CO<sub>2</sub>) emissions resulted from disposal of solid waste at the office and dormitory;
- carbon dioxide (CO<sub>2</sub>) emissions resulted from the electricity used for processing fresh water and sewage for the office and dormitory; and
- carbon dioxide (CO<sub>2</sub>) emissions resulted from the use of natural gas for heating.

### **8.1.2 Discharge into Water and Land, and Generation of Hazardous and non-Hazardous Waste**

During the operation period of the project, the wastewater generated by the production and domestic use are treated and discharged into the evaporation pond, which has little impact on the surface water; the oil and gas pipeline crossing the surface water has good anti-corrosion measures, during its normal operation, it is not easy to leak and the impact on the surface water is also limited.

中國年代於匯報期內已計量的直接透過氣體燃料消耗排放廢氣及溫室氣體的來源主要為私家車。

私家車的廢氣排放包括氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)及懸浮顆粒(RSP)，而私家車的溫室氣體排放包括二氧化碳(CO<sub>2</sub>)、甲烷(CH<sub>4</sub>)及氧化亞氮(N<sub>2</sub>O)。

其主要間接溫室氣體排放來源為僱員乘坐飛機出外公幹時之二氧化碳(CO<sub>2</sub>)排放，以及生產辦公室及宿舍用電過程中產生的二氧化碳(CO<sub>2</sub>)。

其他次要的間接溫室氣體排放來源為：

- 棄置辦公室及宿舍的固體廢物所產生的二氧化碳(CO<sub>2</sub>)排放；
- 處理辦公室及宿舍用水及污水而消耗的電力之二氧化碳(CO<sub>2</sub>)排放；及
- 取暖用天然氣之二氧化碳(CO<sub>2</sub>)排放。

### **8.1.2 向水及土地的排污、有害及無害廢棄物的產生**

在項目運營期，項目和生活所產生的污水經過處理後排入蒸發池，對地表水影響很小；穿越地表水的油氣管線有良好的防腐措施，在其正常運行期間，不易產生洩漏等情況，對

As long as the gas pipeline is regularly inspected for leaks and the leaked products are recovered in time, the impact on the surface water during the project operation period can be reduced to a minimum.

Under normal production conditions, sewage and oil generated during gas field construction and production operations have little impact on the underground water environment. The domestic water consumption of this project is limited and will not affect the underground water in the area. The main water pollutants in the operation period are produced water from gas fields. The produced water mainly comes from the bottom water and edge water of the gas reservoir itself. The produced water of this project will be injected into the stratum after being treated by the sewage treatment device to meet the standard. The sewage evaporation pool of this project has been treated with anti-seepage treatment at the bottom and the wall of the pool, which can effectively avoid the pollution of the underground water in the project area.

The drilling waste generated during the project development period is treated with the drilling waste non-landing treatment technology, no waste liquid pool is built, and the treated waste is used to pave the well site. Domestic waste is regularly transported to sanitary landfills. During the operation period, a certain amount of oil sludge and sludge generated in the storage tank and sewage treatment device in the natural gas processing station are hazardous wastes. They are regularly sealed, loaded and transported to the operation area for temporary storage, and finally they are transported to the environmental treatment station for treatment. The solid waste generated during the development and operation of the project is classified and safely disposed according to its waste attributes and in accordance with the requirements of general solid waste and hazardous solid waste, without adversely affecting the regional environment.

地表水的影響也較小。只要對輸氣管道的洩漏情況進行定期巡檢，並對事故狀態的洩漏品進行及時回收，項目運營期對地表水的影響可降低到最小。

在正常生產狀況下，氣田建設和生產運行過程中產生的污水及落地油等對地下水環境的影響較小。本項目的生活用水量小，不會對該區地下水水量產生影響。運營期主要水污染物為氣田采出水。采出水主要來源於油藏本身的底水、邊水。本工程采出水經污水處理裝置處理達標後回注地層。本項目污水蒸發池均在池底和池壁進行了防滲處理，能有效的避免對項目區地下水的污染。

項目開發期產生的鑽井廢棄物採用鑽井廢棄物不落地達標處理技術進行處理，不建廢液池，處理後廢棄物鋪墊井場。生活垃圾定期清運至垃圾填埋場衛生填埋。運營期產生天然氣處理站內儲罐和污水處理裝置產生一定量的油泥和污泥屬於危險廢物，定期密閉裝車拉運至作業區暫存，最終統一拉運至環保處理站處理。項目開發期及運營期產生的固體廢物根據其廢物屬性，按照一般固廢和危險固廢要求分類安全處置，不會對區域環境造成不利影響。

During the Reporting Period for CEEPIL, the measured major source of discharge into water was from the use of water in the office and dormitory, and the amount of discharge was relatively limited.

The measured major source of non-hazardous waste was from the solid waste of the office and dormitory and the amount of discharge was relatively limited.

中國年代於匯報期內已計量的主要向水的排放為辦公室及宿舍生活污水，排放量相對較少。

其主要已計量的無害廢棄物產生來源為辦公室及宿舍的固體廢物，排放量相對較少。

### 8.1.3 Policies and Use of Resources

As enterprises with social responsibility, CEEPIL encourages their employees to use their best endeavours to reduce waste and emissions, with a view to contributing to the community and the environment. Regarding emission policies, all emissions are handled in accordance with local laws and regulations. In addition, CEEPIL considers the efficient use of resources, such as electricity and water, is of equal importance to emission policies. Efficient use of resources not only can reduce waste and emissions from the sources, but also reduce operating expenses, which is mutually beneficial to the CEEPIL and the environment.

Policies relating to reduction of waste and emissions, and efficient use of resources include:

- encourage employees to use their best endeavours to take public transport during business trip;
- encourage employees to reduce unnecessary overseas business trip, thus reducing indirect carbon emissions;
- consider energy efficient products when procuring and replacing equipment, e.g. replacing incandescent lighting with LED lighting;
- turn off electrical appliances or switch them to standby mode when they are not in use, thus reducing the amount of electricity used;

### 8.1.3 政策及資源使用

作為具社會責任的企業，中國年代鼓勵僱員盡量減排減廢，為社會和環境付出一分力。就處理排放物政策方面，排放物皆根據本地法例和法規處理。除此之外，中國年代認為有效使用資源也同樣重要，不但可以從源頭減排減廢，更可以減低營運成本，達至雙贏局面。

有關減排減廢和有效使用資源的措施包括：

- 鼓勵僱員公幹時盡量乘搭公共交通工具；
- 鼓勵僱員減少非必要海外公幹，從而減少間接碳排放；
- 更換及購買設備時考慮選擇較節能產品，例如以LED燈取代傳統燈泡；
- 無需使用時，將電器用品關掉或調節到休眠狀態，以減低用電量；

- use duplex printing, recycle papers and use electronic means to reduce paper usage;
  - reuse office stationaries (e.g. envelopes and folders);
  - turn off all unnecessary lighting, air conditioning and electrical appliances before leaving the office;
  - encourage employees to recycle paper, plastic bottle and aluminium can; and
  - encourage employees to recycle equipment such as computers and communication devices through recycling programme.
- 使用雙面打印，並循環使用紙張及盡可能以電子方法取代用紙；
  - 重用辦公室文具用品(例如信封、檔案夾等)；
  - 離開辦公室前，關掉所有非必要照明、空調及器材；
  - 鼓勵僱員回收紙、膠樽和鋁罐；及
  - 鼓勵僱員通過回收計劃，回收設備如電腦和通訊產品等。

CEEPIL has identified the risks of environmental protection and taken the preventive measures as described above. CEEPIL does not foresee any significant risk of any non-compliance with any significant negative impact to the Group's financial and the operation.

中國年代已識別環保風險並採取上述預防措施。中國年代預計不存在任何對本集團財務及經營產生任何重大負面影響的重大違規風險。

## 8.2 Social — Employment and Labour Practices

CEEPIL believes employees are essential assets in driving corporate sustainable development and long term success, thus maintaining a good relationship with employees is of utmost importance. By regular communication through different channels, the employees are encouraged to express their opinions on the policies relating to employment and labour practices.

In the Reporting Period, CEEPIL has complied with relevant laws and regulations relating to employment and social insurance, that have a significant impact on the Group.

## 8.2 社會－僱傭及勞工常規

中國年代相信僱員是推動企業可持續發展及長遠成功的重要資產，與僱員保持良好關係極其重要。中國年代有不同的渠道定期與僱員溝通，鼓勵僱員就僱傭及勞工常規政策發表意見。

中國年代於匯報期內已遵守對本集團有重大影響的有關僱傭及社會保險的相關法律及規例。



## 8.2.1 Employment

### 8.2.1.1 Remuneration, Benefits and Holidays

CEEPIL has formulated employment policies and guidelines that comply with the local Employment Law and Employment Contract Law.

The initial salaries of the employees are based on prevailing local market rate and subject to adjustment based on experiences, qualifications and job positions. To ensure CEEPIL can attract and retain outstanding employees, the employee remuneration package shall be reviewed on a regular basis. CEEPIL shall reasonably adjust the employee's salary according to the internal salary growth method, the economic benefits of the company, the salary guideline issued by the local labour administrative department, the labour cost information and other systems.

CEEPIL participates in social insurance in accordance with the laws and pays various social insurance premium on time. The part that should be paid by the employees according to the laws shall be withheld and paid by the employees' salary, and the social insurance contribution shall be monitored by and presented to the employees yearly. Employees are entitled to leave and vacation in accordance with the laws, including the national statutory holidays, family leave, marriage and bereavement leave, maternity leave and paid annual leave.

### 8.2.1.2 Recruitment, Dismissal, Equal Opportunity, Diversity and Anti-Discrimination

The major principle of recruitment is the suitability of the candidates in relation to the positions. Other factors such as required practical knowledge of the position, the quality, working attitude, skill, potential and working experience of the candidates are also

## 8.2.1 僱傭

### 8.2.1.1 薪酬、福利及假期

中國年代已制定符合當地《勞動法》及《勞動合同法》的僱傭政策及指引。

僱員的入職薪酬以現行當地行業常規為準，並按經驗、資格及職位調整。為確保可吸引及挽留表現優良的員工，中國年代為僱員定期檢討薪酬待遇。中國年代會根據企業經濟效益、本地勞動行政部門制定發佈的工資指導線、人工成本信息等制度，並按照內部工資正常增長辦法合理調整僱員工資。

中國年代依法參加社會保險，按時繳納各項社會保險費。其中依法應當由僱員繳納的部份，由僱員工資報酬中代扣代繳，並每年向僱員公佈社會保險費繳納情況，接受僱員監督。僱員依法享有休息休假權利，包括國家法定節假日、探親假、婚喪假、產假、有薪年假等。

### 8.2.1.2 招聘、解僱、平等機會、多元化及反歧視

招聘僱員之主要原則是應聘者對該申請職位是否合適，並以該職位所需的實際知識及應聘者所具備的素質、工作態度、工作技能及潛質和

considered. During recruitment, CEEPIL encourages to provide equal opportunity to people with different social statuses, races and genders, with a view to increasing internal diversity and strengthening competitiveness.

Dismissal or voluntary termination of employee's contract shall be enforced in accordance with the local Employment Contract Law.

CEEPIL has established a complete complaint mechanism. Employees can file complaints when:

- having any dissatisfaction with the work or the company; or
- discovering any illegal activities conducted by employee or the company; or
- having any dissatisfaction with the work or the company in relation to providing equal opportunity, diversity and anti-discrimination.

An employee can file the complaints directly to his/her senior or to the administration department. If the reply to the complaint is not satisfactory or if the employee does not want the complaint to be handled by his/her senior nor the administrative department, he/she can report it directly to the general manager. All complaints filed are confidential and CEEPIL is responsible for protecting the legitimate rights and interests of the whistle blower.

工作經驗等為準則。除此之外，中國年代於招聘時鼓勵為社會不同階層、種族及性別人士提供平等機會，從而提高內部多元文化，增強競爭力。

於解僱或僱員自願離職時根據當地《勞動合同法》執行。

中國年代訂立了完善的投訴機制，以下情況僱員可提出投訴：

- 對工作或公司有任何不滿之處；或
- 發現有違法亂紀行為的人和事；或
- 對工作或公司提供平等機會、多元化及反歧視有不滿之處。

僱員可向其直屬領導或行政中心投訴，如仍不滿意答覆或不願由直屬領導或人力資源部處理，可向總經理投訴。所有投訴將保密處理，中國年代有責任保護揭發人的合法權益。

### 8.2.2 Health and Safety

CEEPIL has provided workplace that meets the national labour hygiene standards in accordance with local labour protection regulations, and effectively protects the health and safety of employees. If an employee is likely to have an occupational hazard during his or her work, CEEPIL shall truthfully inform the employee and protect the employee's health and related benefits in accordance with the provisions of the Occupational Disease Prevention and Control Act. If the management has an indifferent act to the employee's life safety and physical health, the employee has the right to criticise and complain to the relevant departments for accusation.

When the coronavirus disease broke out, CEEPIL was highly cautious of the most up-to-date situations as employees' health and safety was the CEEPIL's priority. Our Human Resources Management Department and senior management closely monitored the number of infection cases, followed government guidelines, and took lead in setting up preventive measures and arrangements for employees, CEEPIL has been adopting the following practices.

- Adopting various kinds of distancing measures as appropriate
- Daily disinfection in production facilities, offices, pantries and public areas
- Requesting for health condition and potential virus-exposure information, and 14 days contact history from employees and visitors
- Raising awareness on virus prevention by frequent communication to the employees
- Sourcing and providing anti-virus supplies, such as surgical masks and sanitisers

### 8.2.2 健康與安全

中國年代已按照當地有關勞動保護規定提供符合國家勞動衛生標準的作業場所，切實保護僱員的安全和健康。如僱員工作過程中可能產生職業病危害，中國年代應如實告知僱員，並按《職業病防治法》的規定保障僱員的健康及其相關利益。如管理層有漠視僱員生命安全和身體健康的行為，僱員有權提出批評並向有關部門檢舉控告。

僱員健康及安全為中國年代的重中之重，故於冠狀病毒爆發之際，中國年代對最新情況極為警惕。人力資源管理部及高級管理層密切關注感染病例數，遵循政府指引，並率先為僱員制定預防措施及安排，中國年代一直採取以下做法。

- 適當採取各種保持距離措施
- 對生產設施、辦公室、茶水間及公共區域進行日常消毒
- 要求僱員及來訪人員提供健康狀況及潛在接觸病毒資料以及14天接觸史
- 通過與僱員的頻繁溝通提高病毒預防意識
- 採購並提供防疫用品，例如外科口罩及消毒劑

- Encouraging online communication to reduce personal contact and logged visitor details if meeting at the Company's premises was inevitable
- Monitoring infection information in surrounding community
- Communicating closely with authorities to obtain up-to-date information

CEEPIL remained vigilant and released information promptly whenever any cases worthy of concern was identified.

Regarding production safety, CEEPIL has complied with the "Safety Production Law of the People's Republic of China", conducted safety pre-assessment in accordance with local regulations and formulated the "General Response Plan for Emergencies". Employees must strictly implement the relevant requirements of the "General Response Plan for Emergencies", strengthen the training and drills of emergency plans, implement the foundation of emergency rescue work, improve emergency response capabilities, and ensure timely, orderly, effective and correct handling of emergencies in order to minimise potential losses.

If unfortunate events happen and employees suffer from physical injury when carrying out work duties, the employee can apply for work injury holiday to his or her department.

During the Reporting Period, CEEPIL has complied with relevant laws and regulations relating to health and safety, that have a significant impact on the Group.

- 鼓勵線上交流以減少身體接觸，如須在本公司場所會面，則記錄訪客詳細資料
- 監測周邊社區的感染資訊
- 與當局密切溝通以獲取最新資訊

一旦發現任何值得關注的病例時，中國年代會保持警惕並及時發佈資訊。

就安全生產方面，中國年代已遵守《中華人民共和國安全生產法》，並按照當地法規進行安全預評價及制定了《突發事件總體應急預案》。僱員必須嚴格執行《突發事件總體應急預案》的有關要求，加強應急預案的培訓和演練，落實應急救援工作基礎，提升應急處置能力，確保突發事件時能及時、有序、有效正確處置，將可能造成的損失降至最小。

萬一不幸僱員在工作中，因履行工作職責或任務時發生意外事故造成身體損傷，僱員可向所屬部門提出申請工傷假。

中國年代於匯報期內已遵守對本集團有重大影響的有關健康與安全的相關法律及規例。

### 8.2.3 Development and Training

CEEPIL values employees' development of skills and knowledges, believing that talent retention can drive innovations and business development. CEEPIL expects to grow and create values together with its employees.

CEEPIL had approximately 19 full-time permanent employees for the year ended 31 December 2021 (2020: 22 employees). A total of approximately 147 hours of training was delivered to the key operating employees. The average amount of training that each employee received was approximately 7.7 hours. The average training hours received per employee was similar when compared with the last Reporting Period.

For technical employees, they mainly received task-related training in order to strengthen their knowledge, competency, productivity, and effectiveness related to their job position.

For supervisory level employees of CEEPIL, they may be required to attend courses on corporate management, first-aid, environmental and safety related issues in workplace, finance and accounting, information technology, depending on their job positions.

On the subject of employees' career prospects, if vacancies or new positions are available, CEEPIL shall consider internal promotion or transfer, thus encouraging upward mobility of employees. External recruitment shall take place if:

- there is no suitable candidate internally; or
- there is not enough workforce internally; or
- talents with professional knowledges or specific skillset are required.

### 8.2.3 發展及培訓

中國年代重視僱員的知識及技能發展，並相信挽留人材能推動創新及業務發展，故希望僱員和企業能一起成長，共同增值。

截至二零二一年十二月三十一日止年度，中國年代約有19名全職長期僱員（二零二零年：22名僱員）。我們向主要運營僱員提供合共約147小時的培訓。每名僱員接受的平均培訓時數約為7.7小時。每名僱員接受的平均培訓時數與上一匯報期相若。

對於技術僱員，彼等主要接受工作相關培訓，以增強彼等與工作崗位相關的知識、能力、生產率及效率。

對於中國年代的主管級僱員，彼等可能須參加有關企業管理、急救、工作場所環境及安全相關事宜、財務及會計、資訊科技等課程，惟視乎其職位而定。

就僱員的職業前景方面，中國年代內部若有空缺或新增職位時，可由內部晉升或崗位調整，鼓勵僱員向上流動。如出現下列情形才進行對外招募：

- 內部無合適人選時；或
- 需求量大，內部人力不足時；或
- 需特殊技術或專業知識的人才時。



#### 8.2.4 Labour Standards

CEEPIL strictly complies with the policies and guidelines in the local Employment Law and Employment Contract Law, including elimination of child and forced labour. All operating units have to ensure no child or forced labour are employed. During the recruitment process, the human resources department requires candidate to provide identification document to check whether the age of candidate complies with the laws or not.

During the Reporting Period, CEEPIL has complied with relevant laws and regulations relating to labour standards, that have a significant impact on the Group.

#### 8.2.4 勞工準則

中國年代嚴格遵守當地《勞動法》及《勞動合同法》包括杜絕強制勞工和使用童工等，並要求所有營運單位保證不會僱用未成年勞工或強制勞工。於招聘時人事部會要求應聘者提供身份證信息，並檢查應聘者年齡是否符合法律規定。

中國年代於匯報期內已遵守對本集團有重大影響的有關勞工準則的相關法律及規例。

### 8.3 Social — Operating Practices

#### 8.3.1 Supply Chain Management

CEEPIL continues to monitor closely on its daily operation and encourages suppliers and contractors to join force in promoting performance of sustainable development. Suppliers and contractors are bound by contracts and the local laws and regulations, ensuring their compliance with laws and regulation relating to environmental and social policies. For instance, they are forbidden to employ under-age labour and the products supplied must meet environmental standards. During procurement, the procurement manager is responsible for selecting and reviewing suppliers. More environmental friendly products or services should be procured when it is feasible, with a view to minimizing negative impacts to the environment and human health, and also conserving natural resources.

### 8.3 社會－營運慣例

#### 8.3.1 供應鏈管理

中國年代持續嚴密監控日常運作，並鼓勵供應商和承包商攜手提升可持續發展績效。供應商受合約、當地法律及規例約束，確保其於環境及社會政策方面合法合規，例如不可僱用未成年勞工及其供應之產品合乎環保要求。於採購時，採購主管負責選擇和評審供應商，並於可行情況下，採購更為環保的產品及服務，以盡量減低對環境及人體健康造成的負面影響，同時保護天然資源。

### 8.3.2 Product Responsibility

To protect confidential information, privacy and interests of CEEPIL and its stakeholder, employees must strictly comply with regulations relating to information handling, the highlights are:

- disclosure of information of CEEPIL relating to strategies, researches, technologies, financial, clients and other confidential information, to unrelated third parties or employees, is prohibited;
- employees will have to keep such information confidential after resignation;
- To avoid potential leak of information, meeting with clients and visitors should be carried out in conference room, instead of in working area of the office;
- reading other employees' working information, computer and personal items without consent is prohibited;
- permissions must be granted before entry to the finance office or server room with confidential information; and
- proper networking and server permissions are configured to avoid employee accessing information unrelated to his work.

During the Reporting Period, CEEPIL has complied with relevant laws and regulations relating to product responsibility, that have a significant impact on the Group.

### 8.3.2 產品責任

為保障中國年代及其持份者的機密資料、私隱及利益，僱員需嚴格遵守處理資料相關之規定，其重點包括：

- 不得洩露公司有關策略、研究、技術、財務、客戶及其他機密資料予外界人士或與此等資料無關的員工；
- 僱員離職後仍需對有關資料保密；
- 盡量避免在辦公區域內接待客戶或訪者，應安排在會議室洽談，以防止資料有機會外洩；
- 未經許可，不得翻動他人的工作資料、電腦及個人物品；
- 未經許可，不得隨意進入存有機密資料的財務室或伺服器室；及
- 適當設置網絡及伺服器權限，防止僱員接觸與其工作無關的資料。

中國年代於匯報期內已遵守對本集團有重大影響的有關產品責任的相關法律及規例。

### 8.3.3 Anti-corruption

CEEPIL considers ethical conduct is of utmost importance in corporate sustainable development and long-term success. Employees must comply with the Anti-Unfair Competition Law and relevant local laws and regulations, prohibiting individual and commercial bribery, extortion, fraud and money laundering.

CEEPIL has established a complete complaint mechanism. If an employee discovers illegal activities within the company, he/she can report it to the administrative department or his/her senior. If the reply to the complaint is not satisfactory or if the employee does not want the complaint to be handled by his/her senior nor the administrative department, he/her can report it directly to the general manager. All complaints filed are confidential and CEEPIL is responsible for protecting the legitimate rights and interests of the whistle blower.

If any corruption, bribery, blackmail, fraud and money laundering incidents are discovered, CEEPIL will take necessary legal actions to protect the rights and interests of CEEPIL and its stakeholders.

During the Reporting Period, CEEPIL has complied with relevant laws and regulations relating to anti-corruption, that have a significant impact on the Group.

## 8.4 Social — Community

### 8.4.1 Community Investment

CEEPIL is committed to create a positive impact on the communities in which it operates. Employees are encouraged to participate in community projects and activities. Due to its business nature, CEEPIL does not have any specific policies in relation to community engagement and donation during the Reporting Period. In the coming year, the management shall review policies in relation to community investment and explore the feasibility of increasing community investment activities.

### 8.3.3反貪污

中國年代認為道德行為對企業可持續性發展及業務長遠成功極為重要，僱員需嚴格遵守當地刑法及《反不正當競爭法》中的法律及規例，禁止個人及商業賄賂、勒索、欺詐及洗黑錢行為。

中國年代訂立了完善的投訴機制，如僱員發現公司內部有違法亂紀行為的人和事，可向其直屬領導或行政中心投訴，如仍不滿意答覆或不願由直屬領導或行政中心處理，可向總經理投訴。所有投訴將保密處理，中國年代有責任保護揭發人的合法權益。

如發現任何貪腐、賄賂、勒索、欺詐及洗黑錢事件，中國年代均會採取必要的法律行動，以保障公司及其持份者權益。

中國年代於匯報期內已遵守對本集團有重大影響的有關反貪污的相關法律及規例。

## 8.4 社會—社區

### 8.4.1社區投資

中國年代致力為營運所在社區締造正面影響，鼓勵僱員參與社區項目或活動。基於業務性質，中國年代於匯報期內沒有關於社區參與及捐獻的特定政策。管理層將於來年檢視社區投資有關政策，探討增加社區投資活動之可行性。

CEEPIL has identified the risks of any management practices on social area and taken the preventive measures as described above. CEEPIL does not foresee any significant risk of non-compliance with any significant negative impact the the Group's financial and operation.

中國年代已識別任何社會方面的管理實踐風險，並採取上述預防措施。中國年代預計不存在任何對本集團財務及經營產生任何重大負面影響的重大違規風險。

### 9. Environmental Key Performance Indicators

The Group continually improves by managing, monitoring and reporting its environmental KPIs. The tables below present a quantitative overview of our 2021 performance.

### 9. 環境關鍵績效指標

本集團透過管理、監察和匯報其環境關鍵績效指標不斷求進。以下各表為我們二零二一年的表現作定量概述。

#### KPI A1.1:

##### The types of emissions and respective emissions data

##### 關鍵績效指標A1.1：

##### 排放物種類及相關排放數據

Item	項目	Unit 單位	2021	2020
			二零二一年	二零二零年
Private cars NO <sub>x</sub> emissions	私家車氮氧化物(NO <sub>x</sub> )排放量	g 克	11,021	10,439
Private cars SO <sub>x</sub> emissions	私家車硫氧化物(SO <sub>x</sub> )排放量	g 克	287	295
Private cars RSP emissions	私家車懸浮顆粒排放	g 克	629	769

#### KPI A1.2:

##### Greenhouse gas emissions in total and, where appropriate, intensity

##### 關鍵績效指標A1.2：

##### 溫室氣體總排放量及(如適用)密度

Item	項目	Unit 單位	2021	2020
			二零二一年	二零二零年
<b>Scope 1 — Direct emissions from sources 範圍1 – 直接溫室氣體排放</b>				
CO <sub>2</sub> equivalent emissions from private cars	私家車二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	52,107	54,335

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### KPI A1.2:

#### Greenhouse gas emissions in total and, where appropriate, intensity

#### 關鍵績效指標 A1.2 :

#### 溫室氣體總排放量及(如適用)密度

Item	項目	Unit 單位	2021 二零二一年	2020 二零二零年
<b>Scope 2 — Energy indirect emissions</b>		<b>範圍2 – 間接能源溫室氣體排放</b>		
CO <sub>2</sub> equivalent emissions from purchased electricity	購買電力二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	15,317	14,865
CO <sub>2</sub> equivalent emissions from purchased natural gas	購買天然氣二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	385	342
<b>Scope 3 — Other indirect emissions</b>		<b>範圍3 – 其他間接溫室氣體排放</b>		
CO <sub>2</sub> equivalent emissions from paper waste	廢紙二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	1,836	1,711
CO <sub>2</sub> equivalent emissions from fresh water processing	食水處理二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	43	39
CO <sub>2</sub> equivalent emissions from sewage processing	污水處理二氧化碳(CO <sub>2</sub> )當量排放	kg 千克	29	27
CO <sub>2</sub> emissions from business air travel	乘坐飛機出外公幹二氧化碳(CO <sub>2</sub> )排放	kg 千克	9,210	11,250
Total CO <sub>2</sub> equivalent emissions	二氧化碳(CO <sub>2</sub> )當量排放總量	kg 千克	78,927	82,568
Revenue	收益	HK\$'000 千港元	339,920	173,480
CO <sub>2</sub> equivalent emissions intensity	二氧化碳(CO <sub>2</sub> )當量排放強度	kg/HK\$'000 Revenue 千克/ 千港元收益	0.23	0.48



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### KPI A2.1:

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

#### 關鍵績效指標 A2.1 :

按類型劃分的直接及／或間接能源總耗量及密度

Item	項目	Unit 單位	2021	2020
			二零二一年	二零二零年
Energy consumption by private cars	私家車能源耗量	kWh 千瓦時	207,133	194,636
Energy consumption by purchased electricity	購買電力能源耗量	kWh 千瓦時	22,101	20,347
Energy consumption by purchased natural gas	購買天然氣能源耗量	kWh 千瓦時	1,511	1,692
Total energy consumption	能源總耗量	kWh 千瓦時	230,745	216,676
Revenue	收益	HK\$'000 千港元	339,920	173,480
Energy consumption intensity	能源耗量強度	kWh/HK\$'000 Revenue 千瓦時／ 千港元收益	0.68	1.25

### KPI A2.2:

#### Water consumption in total and intensity

#### 關鍵績效指標 A2.2 :

總耗水量及密度

Item	項目	Unit 單位	2021	2020
			二零二一年	二零二零年
Total water consumption	總耗水量	m <sup>3</sup> 立方米	190	158
Revenue	收益	HK\$'000 千港元	339,920	173,480
Water consumption intensity	耗水量強度	m <sup>3</sup> /HK\$'000 Revenue 立方米／ 千港元收益	0.0005	0.001

### 10. Index of Environmental, Social and Governance Reporting

### 10. 《環境、社會及管治報告指引》索引

Subject Areas and Aspects 主要範疇及層面		CEDHL 中能開發	KWGCL 偉潤燃氣	CEEPIL 中國年代
<b>Subject Area A — Environmental</b>		<b>主要範疇A — 環境</b>		
<b>Aspect A1: Emissions</b>		<b>層面A1：排放物</b>		
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： 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。	Page 16-18 第 16-18 頁	Page 31-33 第 31-33 頁	Page 44-50 第 44-50 頁
KPI A1.1	The types of emissions and respective emissions data. 關鍵績效指標 A1.1 排放物種類及相關排放數據。	Page 59 第 59 頁	Page 59 第 59 頁	Page 59 第 59 頁
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity. 關鍵績效指標 A1.2 溫室氣體總排放量及(如適用)密度。	Page 59-60 第 59-60 頁	Page 59-60 第 59-60 頁	Page 59-60 第 59-60 頁
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity. 關鍵績效指標 A1.3 所產生有害廢棄物總量及(如適用)密度。	Page 18 第 18 頁	Page 32-33 第 32-33 頁	Page 44-47 第 44-47 頁
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 關鍵績效指標 A1.4 所產生無害廢棄物總量及(如適用)密度。	Page 18 第 18 頁	Page 32-33 第 32-33 頁	Page 47-49 第 47-49 頁
KPI A1.5	Description of measures to mitigate emissions and results achieved. 關鍵績效指標 A1.5 描述減低排放量的措施及所得成果。	Page 16-18 第 16-18 頁	Page 31-33 第 31-33 頁	Page 46-49 第 46-49 頁
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 關鍵績效指標 A1.6 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Page 18 第 18 頁	Page 33 第 33 頁	Page 47-49 第 47-49 頁

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Subject Areas and Aspects 主要範疇及層面		CEDHL 中能開發	KWGCL 偉潤燃氣	CEEPIL 中國年代
<b>Aspect A2: Use of Resources</b>		<b>層面 A2：資源使用</b>		
General Disclosure	一般披露	Page 18	Page 33-34	Page 49-50
Policies on the efficient use of resources, including energy, water and other raw materials.	有效使用資源（包括能源、水及其他原材料）的政策。	第 18 頁	第 33-34 頁	第 49-50 頁
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	關鍵績效指標 A2.1 按類型劃分的直接及／或間接能源總耗量及密度。	Page 61 第 61 頁	Page 61 第 61 頁
KPI A2.2	Water consumption in total and intensity	關鍵績效指標 A2.2 總耗水量及密度。	Page 61 第 61 頁	Page 61 第 61 頁
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	關鍵績效指標 A2.3 描述能源使用效益計劃及所得成果。	Page 18 第 18 頁	Page 49-50 第 49-50 頁
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	關鍵績效指標 A2.4 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Page 18 第 18 頁	Page 49-50 第 49-50 頁
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	關鍵績效指標 A2.5 製成品所用包裝材料的總量及（如適用）每生產單位佔量。	Not applicable, due to the Group's business nature, its products do not require packaging material 不適用，由於本集團的業務性質，其產品不需要包裝材料	

Subject Areas and Aspects 主要範疇及層面	CEDHL 中能開發	KWGCL 偉潤燃氣	CEEPIL 中國年代
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Aspect A3: The Environment and Natural Resources	層面A3：環境及天然資源
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General Disclosure	一般披露	Page 16-18 第 16-18 頁	Page 31-33 第 31-33 頁	Page 44-50 第 44-50 頁
Policies on minimising the issuer's significant impact on the environment and natural resources.	減低發行人對環境及天然資源造成重大影響的政策。			

KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	關鍵績效指標A3.1 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。	Page 16-18 第 16-18 頁	Page 31-33 第 31-33 頁	Page 44-50 第 44-50 頁
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### Subject Area B — Social Employment and Labour Practices

#### 主要範疇B — 社會僱傭及勞工常規

Aspect B1: Employment	層面B1：僱傭
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General Disclosure Information on:	一般披露	Page 20-22 第 20-22 頁	Page 35-37 第 35-37 頁	Page 51-52 第 51-52 頁
a) the policies; and	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：			
b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	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。			

Subject Areas and Aspects 主要範疇及層面		CEDHL 中能開發	KWGCL 偉潤燃氣	CEEPIL 中國年代
<b>Aspect B2: Health and Safety</b>		<b>層面B2：健康與安全</b>		
General Disclosure Information on:	一般披露	Page 23-24	Page 38-39	Page 53-54
a) the policies; and	有關提供安全工作環境及保障僱員避免職業性危害的：	第 23-24 頁	第 38-39 頁	第 53-54 頁
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.	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。			
<b>Aspect B3: Development and Training</b>		<b>層面B3：發展及培訓</b>		
General Disclosure	一般披露	Page 24-26	Page 39-40	Page 55
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	第 24-26 頁	第 39-40 頁	第 55 頁
<b>Aspect B4: Labour Standards</b>		<b>層面B4：勞工準則</b>		
General Disclosure Information on:	一般披露	Page 26	Page 40-41	Page 56
a) the policies; and	有關防止童工或強制勞工的：	第 26 頁	第 40-41 頁	第 56 頁
b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	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。			



Subject Areas and Aspects 主要範疇及層面		CEDHL 中能開發	KWGCL 偉潤燃氣	CEEPIL 中國年代
<b>Operating Practices</b> <b>Aspect B5: Supply Chain Management</b>	<b>營運慣例</b> <b>層面B5：供應鏈管理</b>			
General Disclosure Policies on managing environmental and social risks of the supply chain.	一般披露 管理供應鏈環境及社會風險的政策。	Page 26 第26頁	Page 41 第41頁	Page 56 第56頁
<b>Aspect B6: Product Responsibility</b>	<b>層面B6：產品責任</b>			
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 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。	Page 27-28 第27-28頁	Page 41-42 第41-42頁	Page 57 第57頁
<b>Aspect B7: Anti-corruption</b>	<b>層面B7：反貪污</b>			
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 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。	Page 28-29 第28-29頁	Page 42-43 第42-43頁	Page 58 第58頁
<b>Community</b> <b>Aspect B8: Community Investment</b>	<b>社區</b> <b>層面B8：社區投資</b>			
General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	一般披露 有關以社區參與來瞭解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。	Page 29 第29頁	Page 43 第43頁	Page 58 第58頁



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