

2021

環境、社會及管治報告

Environmental, Social and Governance Report

三盛控股

Sansheng Holdings (Group) Co., Ltd.

於開曼群島註冊成立的有限公司
Incorporated in the Cayman Islands
with limited liability

Stock Code 股份代號: 2183



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ABOUT THIS REPORT

This is the sixth Environmental, Social and Governance Report (the "Report") issued by Sansheng Holdings (Group) Co., Ltd. (the "Company" or the "Sansheng Holdings") and together with its subsidiaries (the "Group" or "we"). This Report aims to outline the principles the Group upheld to satisfy the corporate social responsibilities as well as its environmental, social and governance ("ESG") practices, management and performance in 2021.

Reporting Standards

This Report is prepared in accordance with the ESG Reporting Guide (the "Guide") as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). The contents of this Report are also in line with the principles of "Materiality", "Quantitative", "Balance" and "Consistency" in the Guide. In order to give readers a better understanding of the Group's environmental and social performance, we also disclose the environmental key performance indicators (KPIs) of projects in Pingtan Fujian, Zhangqiu Jinan and Yantai Shandong regions.

Reporting Scope

This Report focuses on the overall performance in practicing sustainable development and fulfilling corporate social responsibility of the Group's core businesses from 1 January 2021 to 31 December 2021 (the "Year" or "Reporting Period").

Based on the actual operating conditions, the scope of the environmental KPIs for this year was adjusted as follows: (1) the Yantai Shandong project was added, which is another large-scale project of the Group and construction was conducted throughout 2021; (2) the Haimen Jiangsu project of the previous year was no longer included in the scope of statistics for this year as the main construction had been completed. In summary, unless otherwise stated, the collection of environmental KPIs for the year includes projects in Pingtan Fujian, Zhangqiu Jinan and Yantai Shandong.

Preparation of the Report

In preparing this Report, we have received support from all stakeholders of the Company and gained a better understanding of the Company's current situation of environmental and social aspects. This Report summarizes our efforts on environmental and social aspects and helps the Company in developing the short- and long-term sustainability strategies.

Report Feedback

For detailed information on corporate governance of the Company, please refer to the official website of Sansheng Holdings (www.sansheng.hk/) for relevant information. We value your opinion on this Report. If you have any enquiries or suggestions, please feel free to e-mail us at (ir@sansheng.hk).

關於本報告

這是三盛控股(集團)有限公司(以下簡稱「本公司」或「三盛控股」)及連同其附屬公司(以下簡稱「本集團」或「我們」)所發佈的第六份環境、社會及管治報告(以下簡稱「本報告」)。本報告旨在概述本集團企業社會責任所秉持的原則，以及2021年度在環境、社會及管治(以下簡稱「ESG」)方面的實踐、管理及績效。

報告準則

本報告按照香港聯合交易所有限公司(下稱「聯交所」)證券上市規則附錄二十七—《環境、社會及管治報告指引》(下稱《指引》)編製而成，涵蓋的報告內容亦符合《指引》中的「重要性」「量化」「平衡」及「一致性」的原則。為了令讀者更了解本集團在環境及社會範疇的表現，我們同時披露福建平潭、濟南章丘及山東煙台項目在環境範疇的關鍵績效指標。

報告範圍

本報告內容主要集中於本集團的核心業務，於2021年1月1日至2021年12月31日(下稱「本年度」或「報告期」)實踐可持續發展及履行企業社會責任的整體表現。

基於運營實際情況，本年度對於環境關鍵績效指標統計範圍進行了如下調整：(1)新增山東煙台項目，該項目是本集團另一個規模較大的項目，且2021年內全年有動工；(2)上年度的江蘇海門項目由於主體工程已經完工，故本年度不再納入統計範圍之內。綜合以上，除特別注明外，本年度環境關鍵績效指標的收集包含位於福建平潭、濟南章丘及山東煙台的項目。

報告編寫

本報告的編寫得到公司各利益相關方的共同支持，促使我們更了解公司目前在環境和社會層面的發展水平。本報告總結了我們在環境和社會的相關工作，並有助公司制定未來短期和長期可持續發展策略。

報告反饋

有關本公司企業管治的詳情，請參閱三盛控股的官方網站(www.sansheng.hk/)獲取相關信息。我們非常重視閣下對此報告的看法，若閣下有任何查詢或建議，歡迎以電郵形式發送至以下郵箱(ir@sansheng.hk)。

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Board of Directors' Statement

Sansheng Holdings is committed to combining the concept of sustainable development with the Company's overall strategies, policies and business plans, and pursuing long-term sustainable development in the unity of social and corporate values. Opportunities and challenges coexist in 2021. Adhering to the "supreme" culture, we continuously upgrade product quality and service, practice green development to actively respond to the challenges brought about by climate change, pay attention to the training and team building as well as actively participate in charity work to give back to society, thereby building a better life with all parties.

ESG Management Framework: In order to integrate ESG management into our daily operations, we have established and continue to improve our ESG management framework. The Board oversees ESG issues and has overall responsibility for ESG strategies and reporting duties, evaluates and determines key ESG issues related to the Company's business, and conducts regular reviews and analyses of ESG-related objectives to enhance the Company's overall environmental and social performance. The management is responsible for implementing relevant policies and measures to ensure the effectiveness of the Group's ESG risk management and corresponding internal control system to promote the sustainable development of the Group. In addition, we have set up an ESG Working Group to manage ESG-related risks more effectively and to promote the implementation of various ESG policies by various departments.

Superior products and services: Sansheng Holdings insists on quality as the "foundation" of long-term development. We have insisted on forging the ultimate product strength and built six representative product series, including the Dufu Series, the Puyue Series, the Ruyue Series, the Garden Series, the Coast Series and the Binjiang Series, with the continued optimization and improvement on our customer service system to facilitate urban renewal and better living.

Protecting green ecology: We are concerned about climate change and are actively taking actions to achieve domestic goals of "peak carbon dioxide emissions" and "carbon neutrality". Sansheng Holdings continues to optimize its green building management system and its green building construction technology, successfully shaping a new real estate development model with "low energy consumption, low pollution and low carbon emission". In its daily operations, Sansheng Holdings insists on practicing green operations to reduce the consumption of natural resources such as energy and water in order to reduce the emission of greenhouse gases ("GHG") and waste.

董事會聲明

三盛控股致力於將可持續發展的理念與公司整體策略、政策及業務計劃相結合，追求在社會與企業價值的統一中實現長期可持續發展。2021年機遇和挑戰並存，我們堅持「極致」文化，持續升級產品品質和服務，踐行綠色發展，積極應對氣候變化所帶來的挑戰，注重人才梯隊培養和建設，主動參與慈善事業回饋社會，攜手各方共同建造美好生活。

ESG管理架構：為了將ESG管理融入到日常運營中，我們構建並持續完善ESG管理架構。由董事會監督ESG事宜，全面負責ESG策略和報告職責，評估及釐定公司業務相關的重要ESG事宜，並定期就ESG相關目標進行回顧分析，以提升公司整體環境及社會表現。管理層負責執行相關政策及措施，確保集團在環境、社會及管治方面的風險管理以及相應內部監控系統之有效性，促進集團的可持續發展。此外，我們成立環境、社會及管治工作小組，以更有效地管理環境、社會及管治的相關風險，推動各部門執行各項環境、社會及管治政策的實施。

精益產品服務：三盛控股堅持品質作為長期發展的「立足之本」。一直以來，三盛控股堅持鍛造極致產品力，打造了督府系、璞悅系、汝悅系、公園系、海岸系、濱江系等六大代表產品系列，並持續優化完善客戶服務體系，助力城市更新和美好生活。

守護綠色生態：關注氣候變化，積極採取行動助力國家「碳達峰」「碳中和」目標的實現。三盛控股持續優化綠色建築相關管理制度，不斷完善綠色建築施工技術，成功塑造了「低能耗、低污染、低碳排放」的新型房地產開發模式。在日常運營中，三盛控股堅持踐行綠色運營，減少能源、水等天然資源的消耗，以減少溫室氣體（「溫室氣體」）和廢棄物的排放。

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Emphasizing the concept of people oriented: In Sansheng's view, talents are always the core and most valuable resources of the Company, and the cultivation of a team of excellent talents and the creation of corporate culture will ensure that the Company will always remain competitive in the ever-changing market landscape. Under this philosophy, we pay great attention to the needs and growth of our employees, and continuously improve our employee training system with a training management system, internal training instructors and an online learning platform, for the purpose of building a professional, efficient and pragmatic team, and injecting continuous vitality for the subsequent development of the Company.

Dedication to charity: We actively participate in charity and public welfare undertakings to contribute to the society. While striving to achieve high quality and sustainable development, we initiate business and care about the society with good intention. We have created the "Love Guards (捍衛愛)" charity brand, and continue to pay attention to and participate in such charity projects as earthquake relief, women and children's health, poverty alleviation and schooling, and environmental protection. We take practical actions to practice great love and spread the positive energy of Sansheng brand.

On the road to long-term development, the Group will continue to integrate ESG with corporate development, persist on providing exquisite products and services as well as harmonize with nature in environmental management. Moreover, we will enhance vitality in shaping an excellent team, and give back to the community in the practice of public welfare, so as to achieve high-quality sustainable development in the ever-changing market environment with continuous improvement of ESG governance capabilities.

堅持以人為本：在三盛看來，人才始終是公司最核心、最寶貴的資源，優秀人才團隊的培養與企業文化的打造將保證公司在不斷變化的市場格局中始終保有競爭力。在這一理念下，我們高度關注員工需求與成長，不斷完善員工培養體系，推出了培訓管理制度、內部培訓講師以及線上學習平台，致力於打造專業、高效、務實的精幹團隊，為企業後續發展注入源源不斷的活力。

熱心公益慈善：我們積極參與慈善公益事業回饋社會，在努力實現高質量可持續發展的同時，讓商業向善，助力社會向善。創建「捍衛愛」公益品牌，持續關注、參與抗震救災、婦女兒童健康、扶貧助學、環境保護等公益項目，以實際行動踐行大愛，傳遞三盛品牌正能量。

走在長期發展的道路上，本集團將持續將環境、社會及管治與企業發展相融合，堅持提供精緻產品和服務，在環境管理中與自然和諧共生，在優秀團隊的塑造中提升活力，在公益事業的踐行中反哺社會，以不斷完善的ESG治理能力在不斷變化的市場環境中實現高質量的可持續發展。

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1 SUSTAINABLE DEVELOPMENT MANAGEMENT

1.1 Stakeholder Engagement

The Company views stakeholder communication as the basis for developing strategies and implementing decisions that help us identify existing and potential opportunities and risks, and as an integral part of our sustainability strategy. We strive to maintain communication with our stakeholders, including shareholders/investors, customers, employees, suppliers, regulatory authorities, business partners, media and the community through various channels and incorporate their views into our management policies and strategic planning to continuously improve our products, services and operating model. In reviewing the communication efforts during the Reporting Period, the Company has defined the following categories of stakeholders and their main concerns:

1 可持續發展管理

1.1 利益相關方參與

本公司視利益相關方溝通為制定戰略及實施決策的基礎，有助我們厘定現有和潛在的機遇及風險，亦是我們的可持續策略不可或缺的一環。我們致力通過不同渠道，與利益相關方包括股東／投資者、客戶、員工、供應商、監管機構、業務夥伴、傳媒及小區等保持溝通，並將其意見融入管理方針與戰略規劃，不斷完善產品、服務及營運模式。回顧報告期內的溝通工作，本公司界定了以下的利益相關方類別和其重要關注點：

Major stakeholders 主要利益相關方	Main concerns 關注重點	Main participation methods 主要參與方式
Government and regulatory authorities 政府和監管機構	Legal compliance 守法合規 Information transparency 信息透明	Meetings, written responses to public consultation, compliance reports 會議、對公眾諮詢的書面回應、合規報告
Shareholders/investors 股東／投資者	Information transparency 信息透明 Investment return 投資回報 Benefit protection 權益保障 Risk management 風險管控	General meetings 股東大會 Annual reports 年度報告 Regular announcements 定期報告
Customers 客戶	Product and service quality 產品及服務品質 Customer information and privacy protection 客戶信息及隱私保護 Healthy living 健康生活 Feedback and complaint handling 意見及投訴處理	Website and emails of the Group 集團網頁及郵箱 Daily operation/communication 日常營運／交流
Employees 員工	Equal opportunity 平等機會 Welfare protection 福利保障 Health and safety 健康與安全 Staff training and development 員工培訓與發展	Performance appraisal, performance review meetings, business briefings, seminars/workshops/talks, staff communication conferences 工作表現評核、工作表現晤談、業務簡報、研討會／工作坊／講座、員工溝通大會

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Major stakeholders 主要利益相關方	Main concerns 關注重點	Main participation methods 主要參與方式
Suppliers and partners 供應商及合作夥伴	Honesty and compliance 誠信履約 Fair, just and open procurement 公平、公正、公開採購 Joint development 共同發展	Supplier management procedure, supplier assessment system 供應商管理程序、供應商評估制度 Meetings 會議
Environment 環境	Use of resources 資源使用 Waste management 廢棄物管理 Wastewater discharge 廢水排放 Addressing climate change 應對氣候變化	Green building development 發展綠色建築 Enhancing energy, water and waste management 加強能源管理、水資源管理及廢棄物管理 Concern about climate change 關注氣候變化
Media 傳媒	Information transparency 信息透明	Press conferences, press release, result announcements, media events 新聞發佈會、新聞稿、業績公佈、傳媒聚會
Community 社區	Charitable activities 公益活動 Charitable donation 慈善捐贈	Charity events 公益慈善活動 Voluntary services 志願者服務

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1.2 Result of Materiality Assessment

Material issues influence our strategic focus, our approach to sustainable development and reporting, and create values for our stakeholders and our business. Given that our business direction has not changed significantly from the previous financial year, in the preparation of this year's report, we reviewed the analyzed results of the identified material issues of Sansheng Holdings in previous years, combined with the relevant national and industry policies as well as the Company's strategy and the focus and expectations of stakeholders, and then followed the process of identification, evaluation and selection to define more material sustainability issues for this year's report. In this year's report, we will make key disclosures and responses.

Material issues were identified and analyzed through the following channels:

1.2 重要性評估結果

重要議題影響我們的策略重點、可持續發展方針和報告工作，並為利益相關方和業務創造價值。鑒於我們的業務方向與上一財年相比沒有顯著變化，在本年度報告的準備中，我們回顧了往年三盛控股重大性議題識別分析結果，結合國家及行業相關政策，綜合考慮公司戰略以及利益相關方關注的重點和期望，按照識別、評估和篩選的程序，界定重要程度較高的可持續發展議題，在今年的報告中進行重點披露和回應。

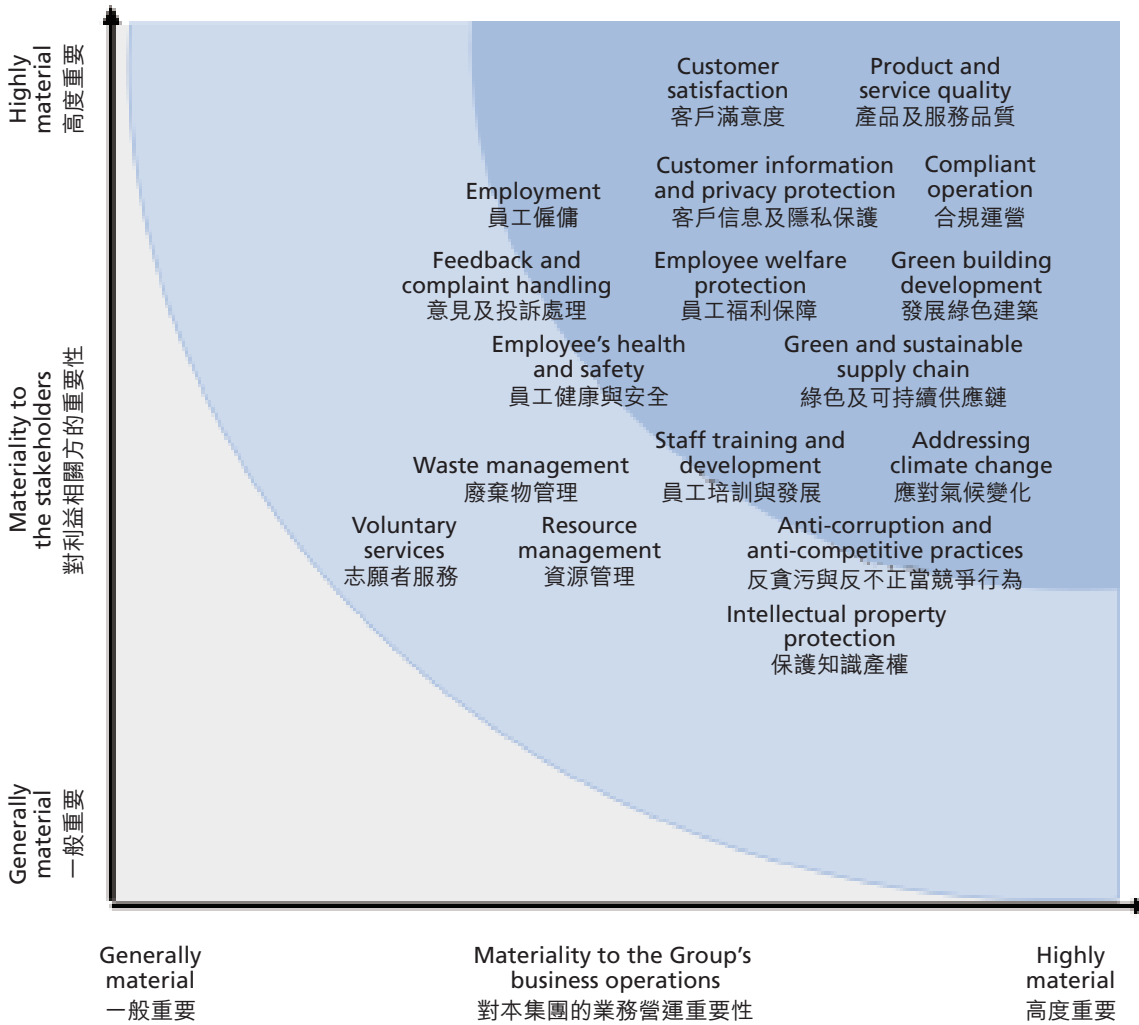
重要性議題識別分析途徑：

Identification and analysis steps for material issues 重要性議題識別與分析步驟	Main content 主要內容
Identifying social responsibility issues 識別社會責任議題	<ul style="list-style-type: none"> Analyze national macro policies and industry hot topics; 分析國家宏觀政策及行業熱點內容； Sort out and analyze the ESG management and disclosure requirements of the Stock Exchange; 梳理分析聯交所對ESG管理及披露的要求； Analyze corporate strategy and practice focus, and identify issues. 分析公司戰略與實踐重點，識別議題。
Evaluate the materiality of the issue 對議題重要性進行評估	<ul style="list-style-type: none"> Comprehensive analysis of the materiality of the issues, taking into account the corporate strategy and the concerns and expectations of the stakeholders; 綜合考慮公司戰略以及利益相關方關注的重點和期望對議題重要性進行綜合分析； Evaluate the materiality of the selected issues from two aspects: materiality to both stakeholders and Sansheng Holdings. 從對利益相關方的重要性和對三盛控股的重要性兩個維度對選取議題進行評估。
Establishment of material issue analysis matrix 形成重要性議題分析矩陣	<ul style="list-style-type: none"> Establish an analysis matrix of material issues based on the evaluation results and prioritize the material issues based on the materiality in order to highlight the issues with high materiality in the report. 根據評價結果構建重要性議題分析矩陣，結合議題重要性的高低程度，獲取議題的排序結果，對於高實質性的議題在報告內重點披露。

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Material issues matrix:
重要性議題矩陣：



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1.3 Echoing the United Nations Sustainable Development Goals

All member countries of the United Nations have unanimously endorsed the Sustainable Development Goals (SDGs), calling on the world to take action to end poverty, protect the earth and improve the lives and futures of all people. This year, Sansheng Holdings is also committed to the sustainability goals and aims to create value in four major areas, including Superior products and services, Protecting green ecology, Emphasizing the concept of people oriented and Dedication to charity. We are determined to fulfilling our corporate social responsibility to promote the sustainability of the Sansheng Holdings brand.

1.3 與聯合國可持續發展目標的呼應

聯合國所有會員國一致通過實現可持續發展目標(SDGs)，呼籲全世界共同採取行動，消除貧困、保護地球、改善所有人的生活和未來。本年度，三盛控股也致力踐行可持續發展目標，矢志在四大範疇創造價值，包括精益產品服務、守護綠色生態、堅持以人為本及熱心公益慈善。我們為達成目標而不懈努力踐行企業社會責任，以推動三盛控股品牌的可持續發展。

Scope of sustainable development 可持續發展範疇	Strategic goals 戰略目標	SDGs Addressed 所響應的SDG目標	
Superior products and services 精益產品服務	Our development strategy is to create "superior products", and we are committed to providing our customers with high quality residential products and living services in a people oriented environment to create maximum value return for our shareholders 締造「精緻產品」的發展戰略，致力於為客戶提供高質量人居環境的住宅產品與生活服務，為股東創造最大的價值回報	Goal 3: Good health and well-being 目標3：良好健康與福祉 Goal 12: Responsible consumption and production 目標12：負責任消費和生產	   
Protecting green ecology 守護綠色生態	Constructing green buildings and green communities, leading the green development of the construction industry 打造綠色建築和綠色小區，引領建築行業的綠色發展	Goal 7: Affordable and clean energy 目標7：經濟適用的清潔能源 Goal 13: Climate action 目標13：氣候行動	   
Emphasizing the concept of people oriented 堅持以人為本	Adhering to the concept of "talent is the cornerstone of enterprise development", we continuously optimize the enterprise management mode and build an excellent management team 秉承「人才是企業發展基石」的人才觀，不斷優化企業管理模式，打造優秀的管理團隊	Goal 8: Decent work and economic growth 目標8：體面工作和經濟增長 Goal 10: Reduced inequalities 目標10：減少不平等	   
Dedication to charity 熱心公益慈善	Actively participating in charity work and give back to the society 積極參與公益慈善事業，回饋社會	Goal 3: Good health and well-being 目標3：良好健康與福祉 Goal 11: Sustainable cities and communities 目標11：可持續城市和小區	   

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2 ADHERENCE TO COMPLIANT OPERATION

The Group strictly complies with applicable laws and regulations, formulates and improves relevant management systems and processes, together with multiple measures to strengthen the construction of compliance operation capacity, ensuring that all employees comply with professional standards.

2.1 Prevention of Financial Crimes

The Group strictly complies with the relevant laws and regulations of the jurisdictions in which the Group operates, including the laws and regulations of the Law of the People's Republic of China against Corruption and Bribery (《中華人民共和國反貪污賄賂法》) and the Criminal Law of the People's Republic of China (《中華人民共和國刑法》), and adopts a zero-tolerance attitude towards all forms of corruption, bribery, extortion, fraud and money laundering. In order to strengthen our internal control mechanism and eliminate financial crimes, we have formulated the "Audit and Supervision System" (《審計監察制度》), the "Conflict of Interest Reporting System" (《利益衝突申報制度》) and the "Integrity Management Commitment" (《廉潔經營承諾書》), and have made the relevant systems public in the office automation system (the "OA system").

For commencing construction projects, suppliers are required to sign an "Integrity Management Commitment" (《廉潔經營承諾書》), in which they undertake not to commit any form of commercial bribery to the Company's employees or their relatives, friends and other personnel with specific relationships. In addition, the Audit Department, which is in charge of internal risk control, conducts regular training on rules and regulations to remind employees to comply with the code of conduct.

At the same time, we have established reporting procedures and monitoring measures and disclosed the contact details of the Audit and Supervision Committee on the Company's website to facilitate reporting by partners, internal staff or the public of Sansheng Holdings and its holding subsidiaries of any breach of professional ethics or other disciplinary offences such as bribery, fraud and falsification.

During the year, the Group was not involved in any material cases of corruption, bribery, fraud and money laundering.

2 堅持合規運營

本集團嚴格遵守適用的法律法規，制定並完善相關管理制度和流程，多措並舉加強合規經營能力建設，確保全體員工遵守職業準則。

2.1 防範金融犯罪

本集團嚴格遵守本集團所屬司法轄區的相關法律法規，包括《中華人民共和國反貪污賄賂法》及《中華人民共和國刑法》等法律法規，對於所有形式的貪污、賄賂、勒索、欺詐及洗黑錢等行為採取零容忍的態度。為加強內控機制、杜絕金融罪行，我們制定《審計監察制度》《利益衝突申報制度》以及《廉潔經營承諾書》，並於辦公系統(下稱「OA系統」)公示相關制度。

如開展工程項目，供應商需簽訂《廉潔經營承諾書》，承諾不向公司員工或其親屬、朋友以及其他有特定關係的人員實施任何形式的商業賄賂。此外，負責風險內控的審計部定期進行制度規定的培訓，以提醒員工遵守行為守則。

同時，我們建立了舉報程序和監察措施，並於公司網站披露審計監察委員會的聯繫方式，以便三盛控股及控股附屬公司的合作夥伴、內部員工或公眾對任何徇私舞弊、弄虛作假等違反職業操守或其他違紀違規的行為作出舉報。

本年度，本集團未涉及任何貪污、賄賂、欺詐及洗錢的重大案件。

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2.2 Intellectual Property Protection

We strictly comply with the requirements of laws and regulations such as the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Patent Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China to strengthen the management of intellectual property rights such as patents, copyrights and trademarks. At the same time, the Group also fully respects the intellectual property rights of others, encourages and protects fair competition, stops improper competition and makes every effort to protect the legitimate rights of others from infringement.

3 SUPERIOR PRODUCTS AND SERVICES

All along, Sansheng Holdings has been emphasizing on the ultimate product power and product quality. The Company insists on "guaranteed delivery" to enable customers to "receive a good home" and, at the same time, pays more attention to the construction and improvement of quality delivery system to continuously provide high-quality delivery services. In addition, the Group continues to improve its customer service system to protect the rights and interests of customers and to empower a better life.

3.1 Adherence to Quality Craftsmanship

Adhering to Sansheng's ultimate culture, in order to standardize the quality inspection and evaluation of construction projects, improve the construction management level and reduce the quality and safety risks, the Group establishes a control system for the whole process of construction projects.

Before the commencement of project, in order to clarify the plan for project management, ensure the project construction meets the requirements of project operation and improve the project management level, the project needs to compile the "Project Management Plan", and both the region and the Group will hold the evaluation meeting respectively. The construction can start only after the evaluation is approved.

During the construction process, we regulate the timeliness and standardization of management actions such as sample guiding, stop point inspection and handover during site entrance, supplemented by 22 supporting documents such as "Leakage Prevention System", "Project Quality Control Requirements" and "Quality and Safety Defect Prevention Manual", and the implementation is amended through third-party evaluation.

Before project delivery, the quality of project delivery is improved through sub-tenant acceptance inspection and undertaking inspection, and the project is assessed by third-party delivery evaluation.

2.2 知識產權保護

我們嚴格遵守《中華人民共和國商標法》《中華人民共和國著作權法》《中華人民共和國專利法》及《中華人民共和國反不正當競爭法》等法律法規要求，加強對專利、著作權、商標等知識產權的管理。同時，本集團也充分尊重他人的知識產權，鼓勵和保護公平競爭，制止不正當競爭行為，盡力維護他人的合法權益不受侵害。

3 精益求精產品服務

一直以來，三盛控股始終強調極致產品力，堅守產品品質。公司堅持「保交付」，讓客戶「收好房」，同時，愈發注重品質交付的體系搭建和完善，持續提供高質量交付服務。此外，本集團持續完善客戶服務體系，保障客戶權益，賦能美好生活。

3.1 堅守品質匠心

秉承三盛的極致基因，為規範工程項目的質量檢查和評估，提高工程管理水平，減低質量和安全風險，本集團建立項目工程全過程的管控體系。

項目啟動前，為了理清工程管理思路，保證工程建設滿足項目經營的要求，提高工程管理水平，項目需編製《工程管理策劃》，區域、集團分別召開評審會，評審通過後方可開工。

施工過程中，通過規範樣板引路、停止點檢查、進場交底等管理動作的及時性和標準化，輔以《防滲漏體系》《工程質量控制要求》以及《質量及安全缺陷防治手冊》等22項支持性文件，並通過第三方評估對執行情況進行糾偏。

項目交付前，通過分戶驗收、承接查驗提升項目的交付質量，並以第三方交付評估的成績對項目進行考核。

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In 2021, with the implementation of the construction mobile quality inspection system, the daily management of the site was standardized and informationized, and the system monitored whether the on-site management actions were enforced in a timely manner and closed the loop effectively. In addition, the “3468 Control Mode” was launched at the end of the year, focusing management on “assessment, blueprint review, handover and evaluation”, strengthening the headquarters’ construction functions and enhancing the granularity of management. There was no violation of construction quality responsibility that had a significant impact on the Company throughout the year.

3.2 Customer Service System

While satisfying customers’ needs for high-quality residential projects and lifestyle services, the Group is also committed to creating a better living atmosphere for customers and provide a comfortable living experience.

Improve Customer Satisfaction

We have formulated the “Management Measures of Delivery Evaluation” to improve the quality and service of each project during the centralized delivery period and the cumulative delivery period, and to ensure the steady improvement of the product and service quality of the projects. Owners can fill out a delivery satisfaction evaluation form after inspection to evaluate the overall delivery, housing quality, and delivery services, which will help the Group make continuous improvements and progress.

We actively seek to understand customer feedback by conducting third-party customer satisfaction surveys. In 2021, the third-party customer satisfaction survey will be changed from an annual survey to a monthly nodal survey, so that we can have a more timely understanding of the owner’s experience at each stage of the project, identify problems and provide feedback in due time, so that the front-line team can make rectification and improvement right away.

Optimization of Customer Service System

In order to standardize the execution of the customer service system, the Group’s Customer Service Department had 15 new and revised systems in 2021 to improve the standardization of customer service work by improving the systems of satisfaction, delivery, reporting and CRM system. In 2021, the Customer Service Department of Sansheng Real Estate held 6 special training sessions, including 5 sessions by internal lecturers and 1 session by external lecturers. The training covered the whole group, regional companies, business units and property companies, with a total of more than 500 participants.

2021年，隨著工程移動質檢系統的落地，工地現場的日常管理實現標準化、信息化，通過系統監控現場管理動作是否及時實施、有效閉環。並且在年底推出了「3468管控模式」，將管理聚焦於「評審、審圖講圖、交底、點評」，強化了總部工程職能，提升了管理顆粒度。全年未發生對公司有重大影響的工程質量責任違規事項。

3.2 客戶服務體系

在滿足客戶對高質量住宅項目和生活服務需求的同時，本集團亦注重為客戶帶來美好生活環境，提供舒適生活體驗。

提升客戶滿意度

我們制定了《交房評價管理辦法》，以提升各項目集中交付期與累計交付期質量與服務，保證項目產品質量與服務質量穩步提升。業主在驗房後可填寫交付滿意度評價表，就房屋交付整體、房屋質量、交房服務等作出評價有助集團持續改進及進步。

我們通過開展第三方客戶滿意度調研積極了解客戶的反饋。2021年第三方客戶滿意度由年度調研轉變為月度節點調研，更及時了解各項目各階段的業主體驗、更及時發現問題、反饋結果，一線團隊可以更及時作整改提升。

優化客戶服務體系

為規範客關體系工作執行標準，2021年度集團客關部共計新增／修訂制度15項，通過完善滿意度、交付、報事、CRM系統等制度，提升客關工作的規範和標準化。2021年度三盛地產客關部共開設專項培訓6場，包括內部講師5場、外部講師1場。培訓範圍涵蓋全集團、區域公司、事業部、物業公司，參與人數共計500餘人。

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Enriching Customer Service Activities

In 2021, Sansheng Ultimate Service (三盛極致服務) official account will uphold the principle of “inheriting the essence, keeping the righteousness and innovation”, sublimate the service concept to build a beautiful home and realize a multi-aspect upgrade of the official account. Throughout the year, we plan and organize four major customer-related brand activities, namely “Sheng Ling Action Season, Sheng Fun Family Season, E-sports Season, and Beloved Homeowner Season”, to serve homeowners in four aspects: product itself, community neighborhood, current trends, and gratitude, and to enhance the Sansheng brand, and help improve customer satisfaction.

Sheng Ling Action Season – President ONLINE

During the event cycle, Sansheng Ultimate Service Official WeChat platform set up a regional president’s message platform, which presented photos, brief introduction and short video of the regional president welcoming the owners to express their opinions. Owners can express their opinions through online messages. The event covered 5 major regions, with a total of more than 200 voice messages and 11,618 text messages.

Sheng Ling Family Season

Through three thematic activities, namely Fun Start • Happy June 1, Fun Heart • Support for College Entrance Examination, and the second Sheng Fun Neighborhood Festival, Sansheng Community Summer Fun Parade was launched.

Fun Heart • Support for College Entrance Examination: During the college entrance examination period, we will launch a comprehensive noise reduction campaign, provide free photocopying and printing services for candidates as well as shuttle bus services, prepare examination support gift packages and blessing zongzi to help Sansheng candidates work hard and prepare for the examination with ease.

豐富客戶服務活動

2021年，三盛極致服務公眾號秉持「傳承精華 守正創新」的原則，昇華服務理念，構築美好家園，實現公眾號多維度煥新升級。全年策劃組織4大客關品牌活動，「盛聆行動季、盛fun家庭季、電競潮玩季、摯愛業主季」，從產品本身、社區鄰里、時下潮流、感恩回饋四個維度全方面服務業主，提升三盛品牌，助力客戶滿意度提升。

盛聆行動季—總裁ONLINE

三盛極致服務官方微信平台在活動週期內搭建區域總裁留言平台，平台呈現區域總裁照片、簡介、歡迎業主表達心聲的短視頻。業主可通過線上留言表達心聲。該活動供覆蓋5大區域，共計200餘條心聲，11,618條短信。

盛聆家庭季

通過Fun趣開場•歡度六一、Fun心護航•助力高考、第二屆盛Fun鄰里節三大主題活動，全面開啟三盛社區夏日歡樂磁場。

Fun心護航•助力高考：高考期間，通過開展全面降噪行動、為考生免費提供複印打印服務、接駁車服務、準備助考禮包、準備寓意美滿的高「粽」大禮包等服務，助力三盛考生安心備考，奮力高考。



Photo: “Fun Heart • Support for College Entrance Examination” Event
圖：「Fun心護航•助力高考」活動

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The second Sheng Fun Neighborhood Festival: Through project-based activities such as fun games, neighborhood fairs, open-air movies, fruit picking and zongzi wrapping activities, we enrich the community life of homeowners.

第二屆盛Fun鄰里節：以項目為單位，通過開展趣味運動會、鄰里市集、露天電影、採摘活動、包粽子等鄰里活動，豐富業主社區生活。



Photo: "The second Sheng Fun Neighborhood Festival" Event
圖：「第二屆盛Fun鄰里節」活動

Customer Complaint Handling

In 2021, we further optimized our customer complaint handling process, striving to provide better feedback and services to our customers. The main measures are as follows:

- The opening hour of 400 call center was extended and adjusted to be open all year round. Customer inquiries and complaints are received from 9:00 to 21:00. CRM customer service system records are combined with the process following through until case closed, and complaint handling satisfaction follow ups are conducted;
- "Guidelines for Customer Calls and Visits from Headquarters" is established with standard reception process for customer calls and visits. The reception team will work together to handle customer complaints according to the process, avoid escalation of complaints and effectively reduce customer dissatisfaction;
- "Major Red Line Accountability Mechanism – Group Complaints" is established along with a three-level group complaint handling mechanism to settle handling authority and deadlines, and promote effective and timely handling and closure of group complaint incidents throughout the year.

客戶投訴處理

2021年我們進一步優化客戶投訴處理流程，致力於為客戶提供更好的反饋和服務，主要舉措包括：

- 400呼叫中心接待時長升級，調整為坐席全年無休，9點—21點接待客戶諮詢與投訴。結合CRM客服系統記錄並全程跟進處理進度直至關閉，並進行投訴處理滿意度回訪；
- 建立《總部客戶來電來訪工作指引》，制定客戶來電來訪標準接待流程，接待小組根據流程協同處理客戶投訴，規避投訴事件升級，有效降低客戶不滿情緒；
- 建立《重大紅線問責機制—群訴》，制定三級群訴處理機制，設定處理權限和處理期限，促使全年群訴類事件有效及時處理閉合。

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3.3. Safeguarding Information Security

Sansheng Holdings highly values information security and protection of customer privacy and strictly complies with relevant national and local laws and regulations. The Group has formulated management requirements, for example the “Management on the Confidentiality of comprehensively Customer Data”, to clarify the interface of user security and the scope of user privacy information as well as to comprehensively protect user privacy from the management level and technical level. Employees must comply with all internal guidelines regarding the collection, processing, transfer, retention and disposal of customers’ personal information in order to safeguard information security.

The Group regulates the collection and saving of customer information. For software that may involve customer information, the private information of customers will be encrypted and records of customer information operations will be kept. Customer information is centrally managed by the Marketing Department. If employees who need to use customer information for work are required to make an application in the OA system with specified information, such as purposes and related projects. The export of related customer information is subject to the approval by project assistant, marketing department of the project, project general manager, marketing back-office, business director, and general manager of marketing department.

The Group formulated a management measure named the “Management and Handling of Customer Data Transfer by the Marketing Department” to standardize the process of handing over customer information when an employee departs. Before handling the transfer procedures, property consultants must sign confidential “Commitment Letter” (《承諾函》) and assign the customers (whether they are customers to be followed, issues pending to solve and trade completed) they served to other property consultants in accordance with the “Customer Information Transfer List for Former and Designated Employees of Project Marketing Department” to ensure fully secure of customer information.

In addition, we have established the “Risk Control Management Guidelines for the Full Cycle of Customer Service” to explain the work functions and operation management mechanism of customer service, and to conduct risk checks on sales advertisements and labels for corporate image protection and risk pre-control. In the future, we plan to strengthen the information security system of the Company, and enhance the management of employees’ application system access, increase the operation log to better avoid the risk of customer information leakage.

3.3 保障信息安全

三盛控股高度重視信息安全及客戶隱私保護，嚴格遵守國家和地方的相關法律法規，制定了《客戶數據保密的管理》等管理要求，明確用戶安全的界面和用戶隱私信息的範圍，從管理層面和技術層面全面保障用戶隱私。員工必須遵守關於收集、處理、轉移、保留和處置客戶個人資料的所有內部指引，以保障信息安全。

本集團規範關於客戶數據的收集及保存客戶資料的方法。對於可能涉及到客戶信息的軟件，當中的客戶隱私信息將被加密處理，對客戶信息操作留存有相關記錄。客戶的信息由營銷部統一管理，如員工因工作需要使用客戶信息，需在OA系統提出申請，列明其用途，相關項目等信息，並由項目助理、項目營銷部、項目總經理、營銷後台、業務總監、營銷部總經理審批，才可導出客戶的資料。

集團制定《關於項目營銷部客戶數據移交的管理辦理》規範員工離職時客戶信息的交接流程。置業顧問在辦理調離職手續前，需簽署保密《承諾函》和按照《項目營銷部調離職人員客戶數據交接列表》將其負責的客戶(不論待跟進客戶、待解決問題客戶及已成交客戶)分配至其他置業顧問，全面保障客戶的信息安全。

此外，我們訂立了《客服全週期風控管理工作指引》，明確客戶服務的工作職能及運行管理機制，對銷售的廣告及標籤進行風險排查，維護企業形象及交付風險預控。未來，我們希望加強公司的信息安全方面的系統建設，並加強員工的應用系統權限管理，增加操作日誌，更好地規避客戶信息的洩露風險。

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4 PROTECTING GREEN ECOLOGY

Sansheng Holdings incorporates the concept of green sustainability into its business development underscoring the environmental management and harmonious coexistence with nature. We have incorporated green concepts into our project design, project development, supply chain management and other operational processes to reduce the impact on the natural environment in the course of our operations and work together with our stakeholders to protect the green ecology.

4.1 Green Buildings

Sansheng Holdings continues to optimize the green building-related management system and continuously improve green building construction techniques, successfully shaping a new real estate development model of “low energy consumption, low pollution and low carbon emission”. We have incorporated the industry’s best practices into our construction work along with strict compliance with various environmental policies and standards, such as the “Green Building Design Standards of Fujian Province” (《福建省綠色建築設計標準》), “Building Lighting Design Standards” (《建築採光設計標準》), “General Principles of Civil Building Design” (《民用建築設計通則》), “Green Building Evaluation Standards” (《綠色建築評價標準》) and “Energy Saving Design Standards for Public Buildings” (《公共建築節能設計標準》).

In the early stage of the green construction projects, we conduct an environmental impact assessment of the construction site and the surrounding area in accordance with the Law of the People’s Republic of China on Environmental Impact Assessment, anticipating the ecological changes, biodiversity and pollutants that may be produced by the construction, and predicting, analyzing and evaluating the possible negative impacts.

We improve the utilization of materials and resources and reduce resource consumption loss through the selection of construction materials, structural layout, structural calculation and internal force analysis, and strict detailed reinforcement design and construction. We actively make use of new environmentally friendly materials, such as lightweight gypsum, passive house, exterior wall insulation and system windows. We take the initiative to promote and drive the development of the “energy-saving and low-carbon green building industry chain” by proactively integrating construction planning and showcase units, construction materials suppliers, engineering and construction units, property management companies, interior design units, decoration companies, etc., in order to realize the new real estate development model of “low energy consumption, low pollution and low carbon emission”.

4 守護綠色生態

三盛控股將綠色可持續發展理念融入到業務發展中，重視環境管理，堅持與自然和諧共生。我們在項目設計、項目開發、供應鏈管理等運營過程中，均融了綠色理念，以降低運營過程中對於自然環境的影響，攜手利益相關方共同守護綠色生態。

4.1 綠色建築

三盛控股持續優化綠色建築相關管理制度，不斷完善綠色建築施工技術，成功塑造了「低能耗、低污染、低碳排放」的新型房地產開發模式。我們嚴格遵循各項環保政策及標準，例如《福建省綠色建築設計標準》《建築採光設計標準》《民用建築設計通則》《綠色建築評價標準》以及《公共建築節能設計標準》等，同時也致力於將業界最佳舉措融入施工當中。

在綠建項目開展前期，我們根據《中華人民共和國環境影響評價法》，對施工場地及周邊地區進行環境影響評估，預計開發時可能引起的生態變化、生物多樣性及施工所產生的污染物，為可能造成的負面影響進行預測、分析及評估。

我們通過建材選擇、結構佈置、結構計算與內力分析、嚴格的細部配筋設計與構造等措施，提升材料及資源的使用率，減少資源損耗；積極善用新型環保材料，如輕質石膏、被動房、外牆保溫、系統窗等；主動推進和帶動「節能低碳綠色建築產業鏈」的開發，主動整合建築規劃設計單位、建材供應商、工程施工單位、物業管理公司、室內設計單位、裝修裝飾公司等，以實現「低能耗、低污染、低碳排放」新型房地產開發模式。

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In the future, we will further optimize the management system related to green buildings, continuously improve the environment and energy management system, and make full use of the Company's technology, resources and external collaboration to help the society's green and low-carbon transformation development.

4.2 Emissions Management

The emissions from the Group's production operations include including nitrogen oxides, dust, sulphur dioxide and organic waste gas. During the year, 35.28 kg of nitrogen oxides, 0.09 kg of sulfur oxides and 3.38 kg of particulate matter were generated during the operation. We strictly comply with national and local environmental regulations and adopt pollution control measures, committing to reducing emissions from our operations. The measures taken include:

- Vehicles transporting shredded materials should be covered with tarpaulins to keep the construction sites clean and hygienic and free from mud and sand;
- Transport vehicles should drive at medium speed to prevent dust scattering and dust emission along the way;
- The entrance and exit of the sites will be sprayed with water to reduce dust emission. In high-temperature weather, spraying happens no less than 3 times a day to prevent dust emissions; and
- In case of weather with wind of level 4 or above, earthworks, transshipment and other construction works that may generate dust pollution will cease.

The Company's GHG emissions are direct emissions (Scope 1) and indirect emissions (Scope 2 and 3). The GHG emissions were associated with the fuel consumption of vehicles under the name of the Company (Scope 1), energy consumption (Scope 2) and waste landfill and paper consumption (Scope 3) during operation, etc. During the year, the total GHG emissions was 2,570.04 tonnes of CO₂ equivalent while the GHG emissions intensity is 0.0023 tonnes of CO₂ equivalent per square meter.

未來，我們將進一步優化綠色建築相關的管理制度，持續改進環境、能源管理體系，並充分利用公司技術、資源和外部協作條件，助力社會綠色低碳轉型發展。

4.2 排放物管理

本集團生產運營中產生的廢氣包括氮氧化物、粉塵、二氧化硫及有機廢氣等，本年度運營過程中產生的氮氧化物為35.28千克，硫氧化物為0.09千克，顆粒物為3.38千克。我們嚴格遵守國家及當地環保法規，採取污染控制措施，致力於減少運營過程中的廢氣排放。採取的措施包括：

- 運輸散裝材料的車輛需加蓋篷布，保持施工現場整潔衛生、不帶泥沙出場；
- 運輸車輛中速行駛，防止沿途散失和塵土飛揚；
- 工地出入口採用噴霧頭灑水降塵，以減少塵埃飛揚。高溫炎熱天氣時，每天不少於3次，防止揚塵產生；及
- 遇有四級或以上大風天氣，將停止土方施工、轉運以及其他可能產生揚塵污染的施工。

本公司的溫室氣體排放為直接排放(範圍1)及間接排放(範圍2及3)。各範圍的溫室氣體排放分別來自公司名下的車輛使用的燃油(範圍1)、在營運時的電力消耗(範圍2)、廢物堆填及紙張消耗(範圍3)等。本年度，溫室氣體排放總量為2,570.04公噸二氧化碳當量，而溫室氣體排放強度則為0.0023公噸二氧化碳當量/平方米。

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4.3 Energy Management

We adhere to the concept of resource conservation and efficient use throughout the whole cycle of project planning, design, construction and operation management, and achieve the goal of reducing energy consumption by improving energy use efficiency and introducing energy-saving facilities. During the year, we consumed 3,393.38 MWh of energy in our operations, of which 54.03 MWh of direct energy was generated by gasoline and 3,339.35 MWh of indirect energy was generated by electricity consumption, with an energy consumption intensity of 0.003 MWh/m². The Group's initiatives to improve the efficiency of energy use include:

- Strict enforcement of building energy conservation standards;
- Use of energy-efficient lighting and energy-saving equipment;
- Considering the spacing and orientation of housing blocks in the design to make full use of natural lighting and reduce energy consumption for lighting;
- Use of natural ventilation to reduce the buildings' demand for air-conditioning in the future, thereby saving electricity consumption; and
- Expanding the proportion of the Group's fine-decorated projects to replace roughcast housing and reduce energy consumption from secondary renovation.

4.4 Water Resources Management

We focus on the efficient use of water resources in our operations in order to achieve water conservation. During the year, our total water consumption in operation was 144,524.46 cubic meters, with a consumption of 0.13 cubic meters of water per square meter. Meanwhile, we strictly comply with the relevant laws and regulations such as the Water Pollution Prevention and Control Law of the People's Republic of China, and our environmental policy requires us to enhance wastewater treatment and reduce wastewater discharge. We treat wastewater in a compliant manner through measures such as:

- Setting up wastewater treatment facilities and ensuring that we apply for wastewater discharge permits from the relevant departments in advance before discharging wastewater to prevent direct discharge into nearby land or rivers to pollute the environment;
- Monitoring regularly the wastewater discharge from the construction sites to ensure that the discharge meets the standard;

4.3 能源管理

我們將資源節約和高效利用的理念，貫穿到項目的規劃、設計、施工和運營管理的全週期，通過提升能源使用效率、引入節能設施等方式，實現減少能源消耗的目標。本年度，我們在運營過程中的能源消耗總量為3,393.38兆瓦時，其中由汽油產生的直接能源消耗量為54.03兆瓦時，由電力消耗產生的間接能源消耗量為3,339.35兆瓦時，能源消耗強度為0.003兆瓦時／平方米。本集團提高能源使用效率的舉措包括：

- 嚴格執行建築節能標準；
- 採用高能源效益的燈具及節能設備；
- 在設計時考慮房屋樓宇間距及朝向，充分利用天然採光，減少照明能耗；
- 利用自然通風，減低日後樓宇對冷氣的需求，從而節省用電；及
- 擴大集團精裝項目比例，以取代毛坯房，減少二次裝修帶來的能耗。

4.4 水資源管理

我們在運營過程中注重對水資源的高效利用，以達到節約水資源的目的。本年度，我們在運營過程中的總耗水量為144,524.46立方米，每平方米消耗的水資源為0.13立方米。同時我們嚴格遵守《中華人民共和國水污染防治法》等相關法律法規，於環境政策中要求加強廢水治理，減少廢水排放。我們通過如下措施對廢水進行合規處理，例如：

- 設有污水處理設施，亦確保排放污水前向有關部門預先申請廢水排放許可，絕不會直接排放到附近土地或河流污染環境；
- 定期對施工現場的廢水排放作出監測，保證達標排放；

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- Vehicle washing platform, sedimentation tank and drainage facilities in front of the site entrances to prevent mud, waste water and sewage from flowing out or blocking the sewerage, so as to ensure no accumulation of water and smooth drainage of the sites; and
- Construction waste transfer sites must be hard-surfaced to avoid leaks.
- 於工地大門前建有車輛沖洗平台、沉澱池及排水設施，防止泥漿、污廢水、外流或者堵塞下水道，確保工地無積水，排水暢通；及
- 建築垃圾中轉場地必須硬地處理，避免洩漏。

4.5 Waste Management

The waste generated from the Group's production and operation mainly includes construction waste, office and domestic waste, while hazardous waste mainly includes wastewater treatment sludge and waste motor oil. We strictly comply with relevant laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》) and the Administrative Measures for Hazardous Waste Transfer Manifests (《危險廢物轉移聯單管理辦法》) for waste management and disposal. The environmental policy specifies the requirements and measures to reduce and comply with the disposal of waste in order to continuously reduce the waste generated in the course of operation and the impact on the environment. For different types of wastes, we will comply with the requirements and take measures to reduce the generation and impact of wastes, the main measures include:

Construction waste

At the construction sites, we have a special construction waste transfer site, which is enclosed by brick walls, so that construction waste cannot be thrown down from high places and must be bagged and transported to the construction waste transfer site first. We have a 100% concentration rate of construction waste. In the process of transporting construction materials and garbage, the garbage trucks should also travel according to the designated routes and take effective measures when loading so as not to drip, leak, spill or spread any garbage. Waste sorting facilities are available to produce construction materials from partially recyclable construction waste. Vehicle washing platform, sedimentation tank and drainage facilities are also built in front of the site entrances to prevent mud, waste water and sewage from flowing out or blocking the sewerage, so as to ensure no accumulation of water and smooth drainage of the sites.

4.5 廢棄物管理

本集團生產運營中產生的廢棄物主要包括建築施工垃圾、辦公及生活垃圾等，而有害廢棄物主要包括廢水處理污泥、廢機油等。我們嚴格遵守《中華人民共和國固體廢物污染環境防治法》《危險廢物轉移聯單管理辦法》等相關法律法規對廢棄物進行管理和處置，並於環境政策中詳細規定了減少、合規處置廢棄物的各項要求和舉措，以持續減少運營過程中產生的廢棄物，降低對於環境的影響。針對不同類型的廢棄物，我們均按照要求進行合規處置，並採取措施減少廢棄物的產生及影響，主要措施包括：

建築垃圾

在施工現場，我們特設建築垃圾中轉場地，更以磚牆封閉，使建築垃圾不得從高處往下拋灑，必須先由袋裝運至建築垃圾中轉場地，建築垃圾集中堆放率達100%。在運輸建築材料及垃圾的過程，垃圾運輸車輛也需按指定路線行駛，裝載物時應採取有效措施，做到不滴、不漏、不灑、不揚。設有垃圾分類的設施，將部份可循環再用的建築廢物製成建築原材料。於工地大門前也建有車輛沖洗平台、沉澱池及排水設施，防止泥漿、污廢水、外流或者堵塞下水道，確保工地無積水，排水暢通。

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Hazardous Waste

We strictly follow the requirements of relevant laws and regulations, and have proper collection and management of hazardous chemical waste produced during construction in accordance with “the Dangerous Goods Management Practice Guideline”. We also commissioned qualified hazardous waste disposal vendors to carry out transportation and disposal of waste.

Domestic waste

We have placed covered bins for centralized storage of domestic waste to prevent wind-blown waste.

4.6 Addressing Climate Change

Climate change is a major global challenge facing mankind nowadays, and climate change-related issues also pose significant risks to real estate enterprises in terms of operation, finance and compliance. Focusing on the National 14th Five-Year Plan and the development goal of “Peak carbon dioxide emissions, Carbon neutral”, we actively carry out the identification, assessment, management and information disclosure of climate change risk opportunities, with the aim to integrate climate change measures into the whole life cycle of product design, material procurement, project construction and operation, striving to join hands with stakeholders to take practical actions to cope with climate change, thereby achieving the national goal of “Peak carbon dioxide emissions” and “Carbon neutral”. In light of the impact of climate change on the Group, we are taking the following measures:

Mitigating Climate Change

- Strengthen the research and practice of green buildings to improve the energy efficiency of buildings. Develop a new real estate development model with “low energy consumption, low pollution and low carbon emissions”;
- Strengthen energy management in the building construction process to reduce carbon emissions;
- Consider climate change factors in the procurement process, pay attention to the environmental protection performance of suppliers, and give priority to the use of low-carbon and environmentally friendly materials;
- Determine to implement green operation to reduce carbon emission; promote and popularize the concept of green and environmental protection to employees and business partners.

危險廢棄物

我們嚴格遵照相關法律法規的要求，以及《危險品管理作業指導書》的規定，妥善收集及管理在工期間生產的危險化學廢棄物，並委託有資質的危廢處置單位進行運輸和處置。

生活垃圾

設立加蓋垃圾箱集中堆放生活垃圾，防止垃圾飛揚。

4.6 應對氣候變化

氣候變化是當今人類面臨的重大全球性挑戰，氣候變化相關問題亦會對房地產企業的運營、財務及合規等方面形成重大風險。圍繞國家「十四五」規劃和「碳達峰、碳中和」的發展目標，我們積極開展氣候變化風險機遇的識別、評估、管理和信息披露，將應對氣候變化措施融入產品設計、材料採購、項目建設和運營的全生命週期中，並致力於攜手利益相關方，以實際行動應對氣候變化，助力國家「碳達峰」、「碳中和」目標的實現。基於氣候變化議題對本集團的影響，我們採取的措施包括：

減緩氣候變化

- 加強綠色建築的研究和實踐，提高建築的能源使用效益。開發「低能耗、低污染、低碳排放」的新型房地產開發模式；
- 加強建築施工過程的能源管理，減少施工過程的碳排放；
- 在採購過程中考量氣候變化因素，關注供應商的環境保護表現，優先使用低碳環保物料；
- 堅持綠色運營，減少碳排放；並向員工、業務伙伴等宣傳普及綠色環保理念。

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Climate Change Adaptation

- Assesses the risks and opportunities associated with climate change and understanding the impact of climate change on business operations;
- Incorporate climate change considerations into project design to prevent or reduce the potential damage caused by climate change to new projects;
- Develop extreme weather management plans to address the increased frequency of extreme weather events caused by climate change.

適應氣候變化

- 評估氣候變化帶來的風險與機遇，了解氣候變化對業務營運的影響；
- 在項目設計中加入氣候變化考量，以預防或減少氣候變化對於新建項目可能造成的破壞；
- 制訂極端天氣管理方案以應對因氣候變化導致的更頻繁的極端天氣事件。

5 EMPHASIZING THE CONCEPT OF PEOPLE ORIENTED

Sansheng Holdings is determined to collaborate with more outstanding people, and to build a broad stage of equality, diversity and accessibility to attract more outstanding talents with a view to interpret a wonderful career life.

5 堅持以人為本

三盛控股致力於更多優秀的人同行，致力於構建一個平等、多元且暢通的廣闊舞台，吸引更多優秀人才加入，演繹精彩的職場人生。

5.1 Employment Practices

The Group strictly complies with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law on the Protection of Minors of the People's Republic of China, the Provisions on the Prohibition of Using Child Labour and other labour laws and regulations of the People's Republic of China to protect the legitimate rights and interests of our employees. We prohibit employment discrimination and forced labor exploitation, ensure the elimination of child labor, and adopt a zero-tolerance approach to any form of discrimination or harassment. No violations related to employment, remuneration package, working hours, equal opportunity, anti-discrimination and other treatment and benefits occurred during the Reporting Period.

5.1 員工僱傭常規

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》及《禁止使用童工規定》等法律法規，保障員工合法權益，禁止就業歧視和強迫剝削勞動，確保杜絕僱傭童工，並對任何形式的歧視或騷擾行為採取零容忍的態度。報告期內未發生與員工僱傭、薪酬待遇、工作時間、平等機會、反歧視及其他待遇福利等方面有關違規事項。

During the Reporting Period, we updated our "Recruitment Management System", making it clear that the Human Resources Department will adhere to the principles of open information, fair evaluation and hiring in the recruitment process and accept supervision from all parties to ensure the quality of the talents recruited. We will abide by standards during the interview and evaluation, and will not lower the hiring standards for any reason such as urgent demand or shortage of talent to make sure that fair and open career development opportunities are provided to our employees.

報告期內，我們更新了《招聘管理制度》，明確人力資源部門在招聘過程中，堅持信息公開、評價公正、錄用公平原則，接受各方監督，確保引進人才質量；面試評估時要堅守標準，不因需求緊急、人才缺乏等任何原因降低錄用標準，以確保為員工提供公平、公開的職業發展機會。

5.2 Staff Benefit Packages

In order to protect the basic rights of our employees, we revised our "Remuneration and Benefit Management System" and "Performance Appraisal Program" during the Reporting Period to further improve our remuneration, benefit and appraisal system. In order to attract and retain talents, we regularly review employee positions and salary levels in conjunction with employee performance, capabilities and business development.

5.2 員工福利待遇

為保障員工基本權益，報告期內，我們修訂了《薪酬福利管理制度》《績效考核方案》等，進一步完善薪酬福利和考核體系。為了吸引並留住人才，我們結合員工業績、能力及業務發展情況定期回顧員工崗位及薪酬水平。

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In addition to employee training and development and occupational health, we also attach great importance to employee care and continue to organize various employee activities as a way to enhance employees' sense of identity, belonging and loyalty to the Company. During the Reporting Period, we updated the "2021 Employee Care Program" and organized numerous cultural and sports activities such as birthday parties, badminton and basketball tournaments for our employees according to the Program.

Goddess Day Activity

On 8 March 2021, the Company organized a Goddess Day event to pay tribute to each of the "Goddesses of Sheng", thanking them for joining hands with Sansheng and together creating extraordinary in the midst of the ordinary. The event prepared flowers and gifts for the "Goddesses of Sheng" and invited female health experts to give a special health talk for them. A special health seminar was held for the "Goddesses of Sheng". On the same day, Sansheng Fujian, Suzhou and Shanghai, Zhejiang and other companies also held Goddess Day activities to pay tribute to each of the courageous female staff.

除員工培訓發展、職業健康外，我們也非常重視員工關懷，堅持以豐富多彩的員工活動為紐帶，增進員工對公司的認同感、歸屬感及忠誠度。報告期內，我們更新了《2021年度員工關懷活動方案》，並根據方案策劃並組織了員工生日會、羽毛球賽、籃球賽等多項文體活動。

女神節活動

2021年3月8日公司組織女神節活動，致敬每一位拼搏向上的「盛女神」，感謝她們與三盛同行，一起在平凡中創造不平凡。該活動為「盛女神」們準備了鮮花和禮品，並特邀女性健康專家為「盛女神」們開展專場健康講座。同日，三盛福建、蘇滬、浙江等公司也同步舉辦了女神節活動，致敬每一位奮勇奔跑的她。



Photo: Goddess Day event site
圖：女神節活動現場



Photo: Flowers and gifts for the "Goddesses of Sheng"
圖：為「盛女神」們準備的鮮花和禮品

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5.3 Employee Training and Development

The Group is fully aware that employee development and training are the cornerstone of corporate development and an important way for staff to continuously realize their self-value. We have formulated the “Training and Management System” to standardize the promotion and implementation of staff training. Leveraging on three major support systems, including Training and Management System, internal trainers and online learning platform, we strive to create a modern learning and knowledge-based corporate team with five modules: “General Competencies”, “Professional Empowerment”, “Team Building”, “Organizational Integration” and “Strategic Culture”. We are committed to building a growth path for employees, a cornerstone for organizational development and an efficient talent supply chain. The Group’s overall training system is as follows:

5.3 員工培訓發展

本集團深知員工的發展及培訓是企業發展的基石，也是員工不斷實現自我價值的重要途徑。我們制定了《培訓管理制度》規範員工培訓工作的推進和落實，並通過三大支持體系：包括培訓管理制度、內部培訓講師及在線學習平台，圍繞「通用能力」、「專業賦能」、「梯隊建設」、「組織融入」及「戰略文化」五大模塊創建一支學習型、知識型的現代化企業團隊，致力打造員工成長的階梯、組織發展的基石、打造高效人才供應鏈。本集團整體的培訓體系為：



We organize a variety of targeted training in line with our business development and employee needs, including new employee training, marketing trader training camp and management trainee team building, to stimulate the growth potential of our employees.

我們結合業務發展與員工需求舉辦各類有針對性的培訓，包括新員工培訓、營銷操盤手訓練營以及管培生隊伍建設等，激發員工成長潛力。

Yan’an Spirit Study for Executives

From 25 to 28 June 2021, on the occasion of celebrating the centenary of the founding of the Party, Sansheng Group sent all executives to make a “pilgrimage” to the revolutionary holy land of Yan’an to take the Long March again and forge a fighting spirit together. As a private enterprise that is united with the Party and walk with the Party, Sansheng Group was founded during the reform period and developed in the wave of China’s urbanization. In the new era of socialism with Chinese characteristics, Sansheng Group is determined to listen to the Party, be grateful to the Party and follow the Party.

高管延安精神研學行動

2021年6月25日到28日，在喜迎建黨百年華誕之際，三盛集團組織全體高管出發，奔赴革命聖地延安，重走長征路、共鑄奮鬥魂。作為與黨同心、與黨同行的民營企業，三盛集團創始於改革開放號角聲下，發展於我國城市化進程浪潮中，在中國特色社會主義新時代，堅決聽黨話、感黨恩、跟黨走。

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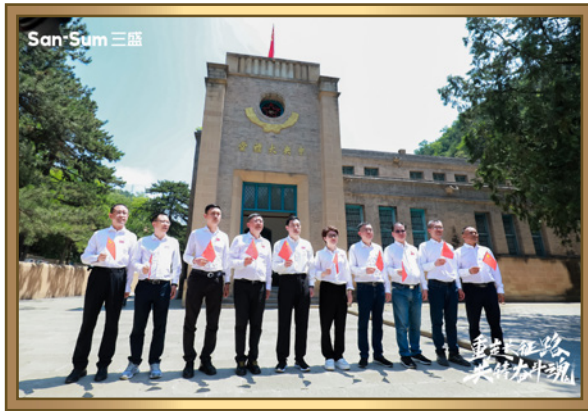


Photo: 2021 Sansheng Group's Yan'an Spirit Study for Executives
圖：2021三盛集團高管延安精神研學行動

New Employee Training

In order to help new employees integrate quickly, master the basic system, tools and behavioral guidelines, understand the Company's strategic culture and brand as well as the direction and focus of the Company's business development, we held regular training sessions for new employees during the Reporting Period, and at the same time required each department to arrange for one-on-one coaching and targeted Q&A sessions.

新員工培訓

為幫助新員工快速融入，掌握基本制度流程、工具方法及行為準則，深入了解公司戰略文化品牌，理解公司業務發展方向及聚焦，我們在報告期內定期舉辦「新盛力共向上」新員工培訓，同時要求各部門安排專人進行一對一帶教，有針對性地進行答疑解惑。



Photo: New employee training
圖：新員工培訓

Marketing Trader Training Camp

In order to empower project marketing management, we organized two "Journey to Ignite the World" training camps in April and June 2021 to help our marketing executives improve their comprehensive capabilities through customer analysis, product research, speech exercises, sandbox simulations and other means.

營銷操盤手訓練營

為賦能項目營銷管理，我們分別於2021年4月、6月組織兩期「烽火征程燃動盛世」營銷操盤手訓練營，通過客戶分析、產品研究、說辭演練、沙盤模擬等多種方式，幫助本集團營銷操盤手提升綜合能力。

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Management Trainee Team Building

We attach great importance to talent team building and cultivating our executive trainees. We hope to build a team of management trainees who highly recognize Sansheng's culture, have outstanding ability and consistently high performance through high frequency attention and task experience. During the Reporting Period, we organized the induction training and probationary debriefing activities for the 2021 management trainees in July and December 2021 respectively to help the new trainees adapt to their roles quickly. In August 2021, in order to systematically examine and evaluate the growth of Shengchuang (盛創) management trainees, we organized annual debriefing activities for the 2015-2020 management trainees, and matched the salary and ranking with different evaluation results, so as to encourage the outstanding trainees to quickly achieve the "2580" growth plan goal as a growth example, spread positive energy while creating an internal atmosphere of learning and pursuing goals, and expand the influence of the Company as an employer brand during school recruiting.

管培生隊伍建設

我們重視人才梯隊建設及管培生培養，希望通過高頻關注和任務歷練，打造一批高度認可三盛文化、能力突出、持續高績效表現的管培生隊伍。在報告期內，我們分別於2021年7月、12月組織開展2021屆管培生入職集訓及試用期述職答辯活動，幫助初入職場的管培生們快速適應角色。在2021年8月，為了系統檢驗和評估盛創生成長情況，我們組織2015-2020屆管培生進行年度述職答辯，並針對不同評估結果匹配相應薪酬及職級，促使優秀管培生快速實現「2580」成長規劃目標，樹立成長榜樣，傳播正能量，塑造比學趕超的內部氛圍，擴大校招僱主品牌影響力。



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Photo: Certain training activities
圖：部分培訓活動

5.4 Staff Health and Safety

The Group insists on a people oriented management philosophy and attaches great importance to the health and safety of its employees. We comply with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Provisions on the Supervision and Administration of Occupational Health at Work Sites, the Regulation on Work-Related Injury Insurances and other relevant laws and regulations, striving to create a healthy and safe working environment for our staff. During the Reporting Period, there were no work-related injuries or work-related fatalities in the Company.

Safety Production

The Group has implemented the three-level control system of the group, regions and projects, and compiled "Construction Inspection and Evaluation Management Measures" to standardize the quality inspection and evaluation of the projects under construction at the group level and to spot out the issues and eliminate the risks in quality and safety timely. During the development process of the projects under construction, we clarify the specific responsibilities of each project management personnel, and inspect, supervise and guide them to achieve the management objectives of safe production and civilized construction. The following are the health and safety measures established by the Group:

- Three levels of safety education are provided to new workers on site.
- The project department insists on daily safety education in morning meeting, weekly supervision meeting and weekly inspection system, and monthly inspection system for large equipment.

5.4 員工健康安全

本集團堅持以人為本的經營管理理念，高度重視員工的健康與安全。我們謹遵《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》以及《工傷保險條例》等相關法律法規，致力為員工打造健康與安全的工作環境。報告期內，本公司無工傷或因工作關係而死亡的事務。

安全生產

本集團貫徹集團、區域、項目的三級管控體系，並制定了《工程檢查評估管理辦法》規範集團層面對在建項目的質量檢查和評估，以及時發現問題、及時消除質量和安全風險。在建項目開發過程中，我們明確各工程管理人員的具體職責，檢查、督促、指導工程管理人員實現安全生產文明施工管理目標。以下為集團訂立的健康與安全的措施：

- 對新進場工人進行三級安全教育。
- 項目部堅持每日進行晨會安全教育，每週實行監理例會，周檢制度，對大型設備進行月檢制度。

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- The Group and the region check the implementation of the Group's systems and standards through monthly and quarterly inspections, and find out the hidden safety hazards on site in time to ensure the implementation of the standards through the cycle of continuous inspection and rectification.

Pandemic Prevention and Management

Due to the impact of pandemic fluctuations, the focus of occupational health throughout the year was on pandemic prevention and control. Projects were implemented in strict accordance with the pandemic prevention plan, and actively responded to the requirements of the local Ministry of Housing and Urban-Rural Development and street offices, with the following specific measures:

- An pandemic testing and registration office was set up at the gatekeeper to strictly check the health codes of incoming and outgoing staff. Fully equipped with pandemic prevention materials such as protective clothing, medical masks, gloves and disinfectant with pandemic prevention drills and nucleic acid testing conducted for all staff.
- In addition to pandemic prevention materials, special gloves, shoes, safety belts, helmets and dust masks were provided for projects. The office area, canteen and sanitary area are equipped with fly stickers, mouse traps and stickers, door curtains and fly lights to ensure a safe and healthy environment for construction personnel.
- Independent quarantine rooms with independent sanitary rooms were set up on the floor in case of sudden outbreaks, and a sound occupational health and safety management system was established and strictly implemented to ensure the health of each construction worker.

- 集團、區域通過月檢、季度檢查集團各項制度、標準的落地情況，及時發現現場存在的安全隱患，在不斷檢查、整改的循環中保障標準的落地。

防疫管理

因受到疫情波動的影響，全年職業健康的重點以疫情防控為重點。項目嚴格按照疫情防疫方案進行落實，積極響應當地住建局和街道辦事處要求，具體舉措如下：

- 在門衛設置疫情檢查登記處，嚴格檢查進出人員的健康碼，配備防護服、醫用口罩、手套、消毒液等齊全防疫物資，進行防疫演練，全員進行核酸檢測。
- 除防疫物資外，項目配備了施工作業專用手套、鞋子、安全帶、安全帽、防塵面罩等設備，辦公區、食堂、衛生間區域設置黏蠅貼、老鼠夾、老鼠貼、門簾、滅蠅燈等設備，保證了施工人員作業的安全環境，健康衛生的環境。
- 在樓層內設立突發疫情獨立隔離室、獨立衛生間，建立健全職業健康安全管理制度，嚴格落實，保證每位施工人員的健康。

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6 Win-win Partnership

Sansheng Holdings is dedicated to working with various partners to achieve high quality and joint development. The Group continues to improve the whole process of supplier assessment system and focus on ESG risk management along the supply chain, actively promoting suppliers to fulfill their environmental responsibilities and jointly building a sustainable supply chain.

6.1 Supplier Management

The suppliers involved in the Group's business mainly provide services in the categories of materials and equipment, electrical ancillary works, pile foundation works, engineering services and external wall coating works. We follow the tender process of the "Management Measures for Tendering and Procurement", which stipulates that only on the approved list are eligible for participating in the tender activities, with an aim to build an "open, fair and impartial" procurement tender platform. In the shortlisting session, the bidding unit shall have passed the national certificate requirements from environmental certification system and quality certification system.

During the year, there are 998 suppliers providing related services to the Group, all of which were in the PRC. All suppliers are evaluated and managed according to requirements. We also follow the "Management Measures for the Admission of Suppliers into the Approved List" and take the following steps to regulate the admission:

6 攜手夥伴共贏

三盛控股致力於與多方合作夥伴攜手進步，實現高質量共同發展。本集團持續完善供應商全過程評估體系，並且十分重視供應鏈上的環境、社會及安全風險管理，積極推動供應商履行環保職責，共同打造可持續供應鏈。

6.1 供應商管理

本集團業務所涉及的供應商主要提供材料設備類、電力配套工程類、樁基工程類、工程服務類及外牆塗料工程類等服務。我們按《招標採購管理辦法》的招標流程，規定只批准已入庫的供應商參與投標活動，旨在構建「公開、公平、公正」的招標採購平台。在入圍環節，投標單位需具備通過國家要求的環境認證體系證書和質量認證體系證書。

本年度，向本集團提供相關服務的供應商為998家，均為中國供應商。對於所有供應商，我們均按照要求進行評估和管理。我們亦會按照《供應商准入管理辦法》，採取以下步驟，規範准入管理，具體要求如下：



Supplier Inventory Check

Through the annual evaluation of suppliers, we assess whether the listed suppliers can meet the requirements for projects under construction in the coming year and ensures that there are sufficient qualified suppliers in each category. In addition, we will remove suppliers with poor performance from the new annual supplier list. The Group's Supplier Management Department (the "Management Department") prepares a report based on the check situation to set basis for the annual inspection plan.

盤點供應商

通過每年度盤點，我們評估在庫的供應商是否能滿足未來一年在建項目的要求，並在每個類別確保有足夠數量的合格供應商。另外，我們亦會藉此把履約表現較差的供應商從年度新供應商庫剔除。集團供應商管理部門（下稱「管理部門」）會根據盤點情況，編製報告，為年度考察計劃訂下基礎。

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Supplier Information Collection

The Management Department publishes the tender information on the Company's website and the official WeChat platform, with specifying corporation qualifications and experience requirements. Suppliers on the approved list are required to submit the corporate profile, qualifications, performance of the previous projects and those under construction and certification materials, management information, financial conditions information and honor information, for further qualification review.

Initial Qualification Review

Further inspection steps are subject to the Management Department's preliminary inspection on whether the supplier meets the requirements of the Group by telephone, online inquiry, third-party consultation and interview. The Department completes the "Supplier Information Collection and Initial Qualification Review Form" with signature, which is subject to the review and signature confirmation by the competent personnel of the responsible department to ensure the accuracy of information.

Supplier Inspection

In the supplier selection process, in addition to assessing factors such as the quality of products and services provided by potential suppliers, goodwill, cost, etc., we conduct on-site or interview investigation for the suppliers who have passed the initial qualification, and complete the "Supplier Survey Report for Admission". The information needs to be completely preserved to ensure traceability in the later stage. The content of the reports of inspection include suppliers' corporate management system, project quality management, project progress management, project safety and civilization management, project document management, corporation of project on-site contracting/subcontracting and performances in different aspects, such as contract performance ability. In addition, we place greater emphasis on green and responsible procurement to reduce the impact on the environment; and even include the standards such as corporate governance, labour conditions, ethics and environmental standards as part of the assessment. In order to promote the social responsibilities and awareness of suppliers and archive a sustainable supply chain in hands with them, we will select external suppliers base on their operational guidelines and social responsibility assessments.

Admission Evaluation Meeting

The Management Department convenes the working group members and the inspectors to participate in the admission evaluation meeting to discuss whether the suppliers meet the conditions of admission according to their performance in the "Supplier Survey Report for admission" and "Supplier Evaluation Score Sheet".

收集供應商資料

管理部門會在公司網站、公司微信平台發佈招標信息，並列明企業資質及經驗要求等。已入庫的供應商需提交企業概況、資質、過往及在建項目業績及證明數據、管理人員數據、財務狀況數據、榮譽數據等，以便下一步的資格審查。

資格初審

管理部門會通過電話、網絡查詢、第三方諮詢及約談等方式初步審核供應商是否符合集團的要求而釐定會否進行考察的步驟。部門會利用接收到的內容填寫《供應商資源收集及資格初審表》和簽字，並經主辦部門負責人審核和簽字確認，確保數據無誤。

供應商考察

在供應商甄選過程中，除了評估潛在供應商提供的產品及服務質量、商譽、成本等因素外，我們會安排通過資格初審的供應商進行實地或約談考察，並完成《供應商准入考察報告》，有關數據需完整地保存以便後期進行追溯。報告內容包括考察時供應商在公司管理體系、項目質量管理、項目進度管理、項目安全文明管理、項目文件管理、項目現場總/分包配合情況及合同履約能力等範疇的表現。此外，我們重視綠色和負責任的採購，減少對環境的影響；會把公司治理、勞動狀況、道德及環保標準等標準納入考核之內，並按外部供應商的營運守則作出甄選，以及社會責任評估，務求同步提升供應商的社會責任及意識，與供應商共同實現可持續供應鏈。

准入評審會

管理部門會召集工作小組成員及考察人員參與准入評審會議，討論供應商在《供應商准入考察報告》《供應商考察評分表》等表現是否能符合准入條件。

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6.2 Supplier Assessment

The Group has improved the whole assessment system of suppliers, including contract performance assessment, third-party unannounced inspection (for general contracting of civil construction), and centralized delivery assessment. Specific requirements are as follows:

Contract performance assessment: to evaluate suppliers in the whole contract performance process in terms of quality, progress, the existence of labor disputes and the implementation status of safety and civilization measures, so as to assess suppliers' contract performance risks in all aspects.

Third-party unannounced inspection: to invite professional third-party unannounced inspection companies to inspect and score the construction quality and implementation details of the turnkey project. For the parts that need improvement, the project is required to complete the rectification at the first time.

Centralized delivery assessment: to focus on whether there is any default in payment of labor wages and mass disturbance during mass delivery, and whether there are safety and quality problems in the renovation.

We implement a blacklist policy on suppliers. If the supplier has "jerry-built raw materials, substandard materials, unmatched samples and cause greater economic losses, formaldehyde release and other environmental protection issue, below-standard safety performance, the occurrence of major safety incidents or construction quality incidents, resulting in casualties or economic losses of more than 5 million, defaulted wages from suppliers that leads to workers riots, owners group lawsuits and other events that cause adverse social impact and economic losses," the suppliers are to be blacklisted and strictly prohibited from further cooperation.

7 DEDICATION TO CHARITY

With the concept of corporate social responsibility deeply rooted in its development history, Sansheng Group has continued and actively participated in charity projects, conveyed the sense of corporate responsibility with actions and commitment, and continuously enriched its corporate brand image, forming Sansheng's distinctive charity label and spiritual symbol.

Sansheng Group has been practicing the belief of "influence life with life" and has created the charity brand "Love Guards (捍衛愛)", which has implemented more than 300 charity projects involving earthquake relief, women's and children's health and environmental protection, with an accumulated donation of RMB150 million. The continuous "Treatment Project for Children with Catastrophic Disease in Fujian Province" has become one of the top ten measures to care for children in Fujian Province. At the beginning of 2021, with a "Little Red Flower Action", we paid tribute to every extraordinary ordinary person and delivered positive charitable energy from many levels and angles.

6.2 供應商評估

本集團完善健全了供應商的全過程評估體系，包含履約評估、第三方飛檢評估(針對土建施工總承包)、集中交付評估。具體要求如下：

履約評估：針對供應商在整個履約過程中對其從質量、進度、是否存在勞務糾紛、安全文明措施方案實施狀況等維度進行評估，全方位評估供應商履約風險。

第三方飛檢評估：邀請專業第三方飛檢公司針對總包工程的施工質量、實施細節進行檢查打分。對於需改進的部分要求項目第一時間完成整改。

集中交付評估：關注大批量交付時是否存在拖欠民工工資及聚眾鬧事，裝修是否存在安全質量問題。

對供應商實施清退政策，若供應商存在「原材料偷工減料、以次充好、貨不對板且造成較大經濟損失、甲醛釋放量等環保、安全性能不達標、發生重大安全事故或工程質量事故，造成人員傷亡或經濟損失超過500萬、由於供應商的原因出現拖欠工資、工人鬧事、業主群訴等造成社會不良影響和經濟損失的事件」等情況的，均納入黑名單，嚴禁後續繼續合作。

7 熱心公益慈善

三盛集團持續並積極投身公益慈善事業，將企業社會責任理念根植於發展血脈中，用行動和擔當傳遞企業責任感，不斷豐富企業品牌形象，形成了三盛鮮明的公益標籤和精神符號。

三盛集團踐行「用生命影響生命」的信仰，創建公益品牌「捍衛愛」，目前已累計實施300餘個公益項目，涉及抗震救災、婦女兒童健康、環境保護等，累計捐款1.5億元；持續發起的「福建省困境兒童重大疾病救治項目」，成為福建省關愛兒童十大舉措之一；2021年初，以一場「小紅花行動」，致敬每一位不平凡的普通人，從多層面、多角度傳遞公益正能量。

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Sansheng Group was awarded the “China Red Cross Medal of Fraternity”

On 8 May 2021, “Fujian Province Commemorates the 74th ‘May 8’ World Red Cross Day” organized by Red Cross Society of China Fujian Branch was held at Fuzhou Grand Theatre. At the event, Wang Ping, member of the Party Group, Vice President and Secretary General of The Red Cross Society of China, presented the “China Red Cross Medal of Fraternity” and a certificate to Sansheng Group in recognition of its long-standing social responsibility and outstanding contribution to the prevention and control of COVID-19.

三盛集團榮獲「中國紅十字會博愛獎章」

2021年5月8日，由福建省紅十字會舉辦的「福建省紀念第74個『五八』世界紅十字日主題公益活動」在福州大戲院盛大舉行。會上，中國紅十字會黨組成員、副會長兼秘書長王平為三盛集團頒發了「中國紅十字會博愛獎章」和證書，以表彰三盛集團長期積極履行社會責任，以及在新冠疫情防控工作作出的突出貢獻。



Photo: Award presentation scene of “China Red Cross Medal of Fraternity”

圖：「中國紅十字會博愛獎章」頒獎現場

Sansheng supported 2021 “Run for Love • Mother’s Health 1+1” Charity Run

A small act of kindness makes a big love. On 8 May 2021, the Women’s Federation of Fujian Province, the Provincial Working Committee on Children and Women, the Provincial Sports Bureau and the Fuzhou Municipal Government jointly organized Fujian Province’s first Family Education Promotion Week and the seventh “Run for Love • Mother’s Health 1+1” charity fundraising event in Fujian Province, raising funds to help needy mothers suffering from breast cancer and cervical cancer. For the seventh consecutive year, the “Sansheng Running Team”, composed of Sansheng’s elite backbone, has participated in the event, bringing together the power of charity and spreading hope through practical actions.

三盛助力2021「為愛奔跑•母親健康1+1」公益跑

點滴善舉，成就大愛。2021年5月8日，福建省婦聯、省婦兒工委辦、省體育局和福州市政府聯合主辦福建省首個家庭教育宣傳周暨第七屆福建省「為愛奔跑•母親健康1+1」公益募捐活動，活動募集善款用於救助罹患乳腺癌和宮頸癌的貧困母親。由三盛骨幹精英組成的「三盛跑團」連續七年參與該活動，以實際行動匯聚公益力量，傳遞希望。



Photo: “Sansheng Running Team” has shown support for the seventh consecutive year

圖：「三盛跑團」連續七年助力奔跑

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Sansheng Fujian launched an activity to deliver food and beverages

On 23 July 2021, Sansheng Group in Fujian joined hands with the Civilization Work Office of Fuzhou Municipal Committee, Fuzhou City Management Committee and Fuzhou Evening News to deliver food and beverages to the subway workers working at the Binhai Express site. Sansheng is spreading love and doing its part for the public utility with its actions.

三盛福建開展愛心茶攤送水活動

2021年7月23日，三盛集團福建區域聯合福州市委文明辦、福州市城管委、福州晚報，給奮鬥在一線的濱海快線工地地鐵工人，開展愛心茶攤送水活動。三盛用行動傳遞愛心、用行動為社會公共事業盡一份力。



Photo: Sansheng Fujian launched the activity to deliver food and beverages

圖：三盛福建開展愛心茶攤送水活動

Sansheng Group Wins "Annual Responsibility Brand Award" in China Philanthropy Festival for Seven Consecutive Years

On 13-14 January 2022, the "11th Charity Festival and CSR Carnival 2021" was held in Shanghai. With its outstanding contribution in pandemic prevention and control, and its great love for women and children, Sansheng Group was awarded the "2021 Responsible Brand of the Year Award". This is the seventh consecutive year since 2015 that Sansheng has been awarded at the China Philanthropy Festival in the field of charity.

三盛集團連續七年榮膺中國公益節「年度責任品牌獎」

2022年1月13日-14日，「2021第十一屆公益節暨企業社會責任嘉年華」在上海舉行。憑借在疫情防控工作中的突出貢獻及婦女兒童公益等方面的大愛行動，三盛集團榮膺「2021年度責任品牌獎」。這是三盛自2015年起連續七年在中國公益節上被獲評的公益領域大獎。



Photo: "2021 Responsible Brand of the Year Award" trophy

圖：「2021年度責任品牌獎」獎盃

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APPENDIX HONG KONG STOCK EXCHANGE ESG REPORTING GUIDE INDEX

附錄 香港聯合交易所《環境、社會及 管治報告指引》索引

Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
A. Environmental A. 環境			
Aspect A1: Emissions 層面A1： 排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料	Protecting green ecology 守護綠色生態
	KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據	Emissions Management 排放物管理
	KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Sustainability Data Summary 可持續發展數據摘要
	KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Sustainability Data Summary 可持續發展數據摘要
	KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Sustainability Data Summary 可持續發展數據摘要
	KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions Management 排放物管理
	KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect A2: Use of Resources 層面A2： 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料的政策)。	Protecting Green Ecology 守護綠色生態
	KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy Management 能源管理 Sustainability Data Summary 可持續發展數據摘要
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Sustainability Data Summary 可持續發展數據摘要
	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Management 能源管理
	KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Resources Management 水資源管理
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Not applicable to the Group's operations 不適用於本集團業務
Aspect A3: The Environment and Natural Resources 層面A3： 環境及 天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	Protecting Green Ecology 守護綠色生態
	KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect A4: Climate Change 層面A4： 氣候變化	General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Addressing Climate Change 應對氣候變化
	KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
B. Social B. 社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面B1： 僱傭	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料	Employment Practices 員工僱傭常規
	KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Sustainability Data Summary 可持續發展數據摘要
	KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Sustainability Data Summary 可持續發展數據摘要

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect B2: Health and Safety 層面B2： 健康與安全	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料	Staff Health and Safety 員工健康安全
	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Sustainability Data Summary 可持續發展數據摘要
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數	Sustainability Data Summary 可持續發展數據摘要
	KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Staff Health and Safety 員工健康安全
Aspect B3: Development and Training 層面B3： 發展及培訓	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Training and Development 員工培訓發展
	KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Sustainability Data Summary 可持續發展數據摘要
	KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Sustainability Data Summary 可持續發展數據摘要

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect B4: Labour Standards 層面B4： 勞工準則	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料	Employment Practices 員工僱傭常規
	KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
	KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面B5： 供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策	Win-win Partnership 攜手夥伴共贏
	KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數量	Supplier Management 供應商管理
	KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Win-win Partnership 攜手夥伴共贏
	KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
	KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect B6: Product Responsibility 層面B6： 產品責任	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜及補救方法的： (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。	Adherence to Quality Craftsmanship 堅守品質匠心 Customer Service System 客戶服務體系 Safeguarding Information Security 保障信息安全
	KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Sustainability Data Summary 可持續發展數據摘要
	KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Sustainability Data Summary 可持續發展數據摘要
	KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Protection 知識產權保護
	KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Adherence to Quality Craftsmanship 堅守品質匠心
	KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Safeguarding Information Security 保障信息安全

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Aspect 層面	General disclosures and KPIs 一般披露及 關鍵績效指標	Content of indicators 指標內容	Reporting section 報告位置
Aspect B7: Anti-corruption 層面B7： 反貪污	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	Prevention of Financial Crimes 防範金融犯罪
	KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Prevention of Financial Crimes 防範金融犯罪
	KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Prevention of Financial Crimes 防範金融犯罪
	KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Prevention of Financial Crimes 防範金融犯罪 Sustainability Data Summary 可持續發展數據摘要
Aspect B8: Community Investment 層面B8： 社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解運營所在社區需要和確保其業務活動會考慮社區利益的政策。	Dedication to Charity 熱心公益慈善
	KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	
	KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	

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SUSTAINABILITY DATA STATEMENTS

可持續發展數據摘要

A Environmental Aspect A 環境範疇	Unit 單位	2020 2020年度	2021 2021年度
GHG emissions 溫室氣體排放量			
Direct GHG emissions (Scope 1) ¹ 直接溫室氣體排放(範疇1) ¹	tonnes of carbon dioxide equivalent (CO ₂ e) 公噸二氧化碳當量	3.32	13.87
Indirect GHG emissions (Scope 2) ² 間接溫室氣體排放(範疇2) ²	tonnes of CO ₂ e 公噸二氧化碳當量	3,022.62	2,556.17
Other indirect GHG emissions (Scope 3) 其他間接溫室氣體排放(範疇3)	tonnes of CO ₂ e 公噸二氧化碳當量	72.40	–
Total GHG emissions (Scope 1, 2 & 3) 溫室氣體排放總量(範疇1、2及3)	tonnes of CO ₂ e 公噸二氧化碳當量	3,098.33	2,570.04
GHG emissions intensity 溫室氣體排放強度			
Per square meter (Scope 1, 2 & 3) 每平方米(範疇1、2及3)	tonnes of CO ₂ e/square meter 公噸二氧化碳當量/平方米	0.0030	0.0023
Consumption by motor vehicles 機動車輛燃料耗用量			
Gasoline consumption by the motorcade 車隊耗用的汽油量	tonnes 公噸	0.83	4.29
Diesel consumption by the motorcade 車隊耗用的柴油量	tonnes 公噸	0.52	0
Energy consumption 能源消耗			
Total energy consumption ³ 能源消耗總量 ³	MWh 兆瓦時	3,603.62	3,393.38
Energy consumption intensity 能源消耗強度	MWh/square meter 兆瓦時/平方米	0.004	0.003
Water consumption 水資源消耗			
Total water consumption 總耗水量	cubic meter 立方米	175,000.00	144,524.46
Total water consumption intensity 總耗水強度	cubic meter/square meter 立方米/平方米	0.19	0.13

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A Environmental Aspect A 環境範疇	Unit 單位	2020 2020年度	2021 2021年度
Hazardous waste produced and recycled 有害廢棄物產生量及回收量			
Hazardous waste produced 有害廢棄物產生量	kilograms 千克	0	0
Non-hazardous waste 無害廢棄物			
Non-hazardous waste disposed ⁴ 無害廢棄物量 ⁴	tonnes 公噸	10	23.12
Non-hazardous waste intensity 無害廢棄物強度	kilograms/square meter 千克/平方米	0.01	0.02

Notes:

- (1) The calculation method and calculation parameters of direct GHG emissions (Scope 1) refer to the "How to prepare an ESG Report -- Appendix 2: Reporting Guidance on Environmental KPIs" published by the Hong Kong Stock Exchange; (2) the previous year's Haimen Jiangsu project was no longer included in the scope of statistics this year because the main project was completed. This year, the scope of information collection added projects in Yantai Shandong, including Yantai Ruyue Mansion project and Sansheng International Center project., so the oil used by our own vehicles and the corresponding direct GHG emissions increased compared with the previous year.
- The calculation method and calculation parameters of indirect GHG emissions (Scope 2) refer to the 2011-2012 Regional Power Grid Average CO₂ Emission Factors in China guideline issued by the National Development and Reform Commission.
- Energy consumption intensity is calculated with reference to the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by the Hong Kong Stock Exchange.
- This year, there were changes in the statistical scope of the data: (1) to increase the statistics of construction waste such as masonry and plastering. (2) The previous year's Haimen Jiangsu project was no longer included in the scope of statistics this year because the main project was completed. This year, the scope of information collection added projects in Yantai Shandong, including Yantai Ruyue Mansion project and Sansheng International Center project.

備註:

- (1)直接溫室氣體排放(範疇1)的計算方法及計算參數參考香港聯交所發佈的《如何準備環境、社會及管治報告:附錄二:環境關鍵績效指標匯報指引》;(2)上年度的江蘇海門項目由於主體工程已經完工,故本年度不再納入統計範圍之內。本年度信息收集範圍新增山東煙台區域的項目,包括煙台汝悅銘著項目和三盛國際中心項目,因此自有車輛用油、以及對應產生的直接溫室氣體排放較上年度增長。
- 間接溫室氣體排放(範疇2)的計算方法及計算參數參考國家發改委頒佈的《2011年和2012年中國區域電網平均二氧化碳排放因子》。
- 能源消耗強度計算方式參照香港聯交所發佈的《如何準備環境、社會及管治報告:附錄二:環境關鍵績效指標匯報指引》。
- 本年度該數據統計口徑發生變化:(1)增加砌體及抹灰等建築垃圾的統計。(2)上年度的江蘇海門項目由於主體工程已經完工,故本年度不再納入統計範圍之內。本年度信息收集範圍新增山東煙台區域的項目,包括煙台汝悅銘著項目和三盛國際中心項目。

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B Social Aspect B 社會範疇	Unit 單位	2020 2020年度	2021 2021年度
Total number of staff (by gender) 員工總數(按性別劃分)			
Total number of employees 全體僱員總數	No. of people 人數	1,299	1,359
Male 男性	No. of people 人數	752	804
Female 女性	No. of people 人數	547	555
Total number of staff (by employment type) 員工總數(按僱傭類別劃分)			
Full-time employees 正式僱員	No. of people 人數	1,288	1,347
Part-time employees 非正式僱員	No. of people 人數	11	12
Total number of staff (by employment level) 員工總數(按僱傭級別劃分)			
Senior management 高級管理層	No. of people 人數	27	35
Mid-level employees 中層僱員	No. of people 人數	177	213
General employees 基層僱員	No. of people 人數	1,095	1,111
Total number of staff (by age group) 員工總數(按年齡組別劃分)			
Staff aged below 35 35歲及以下員工	No. of people 人數	1,003	950
Staff aged 36-45 36-45歲員工	No. of people 人數	256	350
Staff aged 46-55 46-55歲員工	No. of people 人數	38	54
Staff aged 56 or above 56歲以上員工	No. of people 人數	2	5
Total number of staff (by geographical region) 員工總數(按地區劃分)			
Within China 中國境內	No. of people 人數	1,295	1,355
Outside China 中國境外	No. of people 人數	4	4

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B Social Aspect B 社會範疇	Unit 單位	2020 2020年度	2021 2021年度
Average number of training hours (by gender) 平均培訓時數(按性別劃分)			
Male 男性	小時	74	75
Female 女性	小時	56	75
Average number of training hours (by employment type) 平均培訓時數(按僱傭類別劃分)			
Senior management 高級管理層	小時	48	48
Mid-level employees 中層僱員	小時	64	70
General employees 基層僱員	小時	64	77

B Social Aspect ⁵ B 社會範疇 ⁵	Unit 單位	2021 2021年度
Staff turnover rate (by gender) 員工流失率(按性別劃分)		
Male 男性	%	31.72
Female 女性	%	25.95
Staff turnover rate (by age group) 員工流失率(按年齡組別劃分)		
Staff aged below 35 35歲及以下員工	%	29.79
Staff aged 36-45 36-45歲員工	%	30.00
Staff aged 46-55 46-55歲員工	%	20.37
Staff aged 56 or above 56歲以上員工	%	0.00

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B Social Aspect ⁵ B社會範疇 ⁵	Unit 單位	2021 2021年度
Staff turnover rate (by geographical region) 員工流失率(按地區劃分)		
Staff within China 中國境內員工	%	29
Staff outside China 中國境外員工	%	0
Percentage of employees trained (by gender) 受訓僱員百分比(按性別劃分)		
Percentage of trained male employees 受訓男性員工比率	%	100
Percentage of trained female employees 受訓女性員工比率	%	100
Percentage of employees trained (by employment type) 受訓僱員百分比(按僱員類別劃分)		
Percentage of trained senior management 受訓高級管理層比率	%	100
Percentage of trained mid-level employees 受訓中層管理層比率	%	100
Percentage of trained general employees 受訓基層員工比率	%	100
Occupational health and safety 職業健康和安全		
Work-related fatalities 因工死亡人數	No. of people 人數	There have been no work-related fatalities in the past three years (including the reporting year). 在過去三年(包括匯報年度)未發生因工亡故事件。
Lost days due to work injury 因工傷損失工作日數	Day 天	0

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B Social Aspect ⁵ B社會範疇 ⁵	Unit 單位	2021 2021年度
Product responsibility 產品責任		
Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	%	0
Number of products and service related complaints received 接獲關於產品及服務的投訴數目	Number 單	1,791
Complaint handling satisfaction 投訴處理滿意度	%	95
Anti-corruption 反貪污		
Percentage of board members who have received training or information on corruption prevention as a percentage of the overall board membership 曾接受預防貪污的培訓或接收相關訊息的董事會成員所佔整體董事會成員的百分比	%	100
Average number of hours of training completed by directors per year 每年董事完成受訓的平均時數	Hour 小時	3
Percentage of regular employees who have received training or information on corruption prevention as a percentage of the total number of employees 曾接受預防貪污的培訓或接收相關訊息的正式員工所佔整體員工成員的百分比	%	100
Average number of hours of training completed by regular employees per year 每年正式員工完成受訓的平均時數	Hour 小時	5

Note:

備註：

5: The indicators in this table are disclosed starting from the year of 2021, the data of previous years therefore are not retrospective.

5: 該表格內的指標是自2021年度起開始進行披露，因此對於往年數據不再回溯。

三盛控股

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