



北京健康(控股)有限公司

Beijing Health (Holdings) Limited



2022

Environmental, Social and Governance Report

環境、社會及管治報告

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DEFINITION

釋義



“Beijing Health” or “Company” 「北京健康」或「本公司」	指	Beijing Health (Holdings) Limited (a company incorporated in the Cayman Islands with limited liability), whose Shares are listed on the main board of the Stock Exchange (stock code: 2389); 北京健康(控股)有限公司(一間於開曼群島註冊成立之有限公司),其股份在聯交所主板上市(股份代號:2389);
“Board” 「董事會」	指	the board of Directors of the Company; 本公司董事會;
“Director(s)” 「董事」	指	the directors of the Company; 本公司董事;
“ESG” 「ESG」	指	Environmental, Social and Governance; 環境、社會及管治;
“Group” or “we” 「本集團」或「我們」	指	the Company together with its subsidiaries; 本公司及其附屬公司;
“Guide” 「指引」	指	Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities on Stock Exchange; 聯交所證券上市規則附錄二十七所載之《環境、社會及管治報告指引》;
“Hong Kong” 「香港」	指	the Hong Kong Special Administrative Region of the People’s Republic of China; 中華人民共和國香港特別行政區;
“KPI” 「KPI」	指	Key Performance Indicator; 關鍵績效指標;
“Mainland China” or “PRC” 「中國內地」	指	the People’s Republic of China, and for the purpose of geographical reference in this Report, excluding the Hong Kong Special Administrative Region, the Macau Special Administrative Region and Taiwan Region of China; 中華人民共和國,就本報告地理位置參考而言,並不包括中國香港特別行政區、澳門特別行政區及台灣地區;
“Report” 「本報告」	指	the seventh Environmental, Social and Governance Report published by the Group; 本集團發佈的第七份環境、社會及管治報告;
“Reporting Period” or “Year” 「報告期」或「本年度」	指	1 January 2022 to 31 December 2022; 2022年1月1日至2022年12月31日;
“Stock Exchange” 「聯交所」	指	The Stock Exchange of Hong Kong Limited; 香港聯合交易所有限公司;
“Subsidiary” 「附屬公司」	指	has the meaning ascribed to it in the Listing Rules; and 具上市規則所賦予的涵義;以及
“%” 「%」	指	per cent. 百分比。



ABOUT THE GROUP

關於本集團

DEVELOPMENT CONCEPT OF THE GROUP

集團發展理念



CORPORATE CULTURE OF THE GROUP

集團企業文化

Integrity

Uphold integrity to promote virtues of Beijing Health

誠信

恪守誠信
發揚北京健康美德

Innovation

Be bold in innovation to integrate Beijing Health brand

創新

敢於創新
集成北京健康品牌

Focus

Focus on improving quality of Beijing Health

專注

處事專注
提高北京健康質量

Collaborate

Collaborate to achieve a win-win situation and share benefits of Beijing Health

共贏

協作共贏
共享北京健康效益

ABOUT THE GROUP • 關於本集團

BUSINESS OVERVIEW OF THE GROUP

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

集團業務概覽

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

Geriatric Care Business

Riding on the trend of ageing population in Mainland China and the rigid market demand, the Group adheres to the strategy of focusing on integrated medical and geriatric care, utilizing medical measures to assist the development of geriatric care and utilizing geriatric care to facilitate medical development, with an aim to develop geriatric care institutions that are professional, chain managed and with temperature.

Healthcare Industrial Park Business

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

Sale of Medical and Geriatric Product

Beijing Vissam Prosperity Furniture Limited* (北京偉森盛業傢俱有限公司) (“Vissam Prosperity”), a company under the Group engaging in medical and geriatric product business, continued to penetrate into the specialized furniture industry in areas such as geriatric care, medical and education. On the basis of fulfilling the requirements for professional, green and environmentally friendly products, we continued to maintain a leading position in the industry with “meeting people’s healthcare needs” as the core value of our products.

養老業務

本集團抓緊中國內地老齡化社會趨勢和市場剛性需求，堅持走醫養結合道路，以醫助養、以養興醫，致力於打造專業化、連鎖化、有溫度的養老機構。

健康產業園服務

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

醫養產品銷售

本集團下屬的醫養產品公司北京偉森盛業傢俱有限公司(「偉森盛業」)持續深耕養老、醫療及教育專業傢俱行業，在滿足專業、綠色及環保的要求基礎上，以「人的健康需求」為產品核心，繼續保持行業領先。

* For identification purpose only

MAJOR CERTIFICATIONS AND AWARDS OF THE GROUP

集團主要認證及獎項





Industry award recognition in Mainland China:

中國內地行業內獎項認可：



ABOUT THIS REPORT

關於本報告

REPORTING PURPOSE

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

REPORTING PERIOD AND SCOPE

The Report covers the period from 1 January 2022 to 31 December 2022. Unless otherwise specified, the reporting scope for the Year remains the same as last year and the Report covers Beijing Health (Holdings) Limited and the following subsidiaries:

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

* For identification purpose only

報告目的

本報告為本公司發表的第七份環境、社會及管治報告(「本報告」)，旨在向持份者匯報本集團的醫療健康產業及養老業務於過往一年實踐可持續發展的方針及表現。

報告期間及範圍

本報告的報告期間為2022年1月1日至2022年12月31日。除非另有說明，本年度的報告範圍與去年維持一致，涵蓋北京健康(控股)有限公司及下列附屬公司：

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





REPORTING BASIS AND PRINCIPLE

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

報告編製依據及原則

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

Reporting Principles 匯報原則	Implementation 實施情況
Materiality 重要性	This Report aims to focus on responding to the concern of environmental and social issues to stakeholders. We identify important ESG issues through materiality assessment, including communicating with stakeholders through different channels. For details of the materiality assessment process and results, please refer to the chapter of “Materiality Analysis”. 本報告旨在重點回應持份者關注的重要環境及社會議題，我們透過重要性評估識別重要 ESG 議題，包括通過不同渠道與持份者溝通，詳細的重要性評估過程及結果請見「重要性分析」章節。
Quantitative 量化	In order to evaluate environmental and social performance, we disclose the quantitative KPI for the Year and state the information on the standards, methods, assumptions and/or calculation tools used for the quantitative KPI, and the sources of the conversion factors being used. Information and data quoted in this Report are derived from the official documents, statistical reports and financial reports of the Group. We mainly refer to “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” and “How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange to calculate the KPI disclosed in the report. 為評估環境及社會績效，我們披露了本年度內的量化 KPI，並列明量化 KPI 所採用的標準、方法、假設及／或計算工具的資料，以及其所使用的轉換因素的來源。本報告引用的資料及數據源自本集團的正式文件、統計報告與財務報告，我們主要參照聯交所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》及附錄三《社會關鍵績效指標匯報指引》計算報告中披露的 KPI。
Consistency 一致性	We have adopted the statistical methods and KPI that are consistent with that used in previous reporting periods in order to increase the comparability of the environmental and social performance. 我們採用了與過往報告期一致的統計方法及 KPI，以提高環境及社會績效的可比性。



ABOUT THIS REPORT • 關於本報告

INTERVAL, VERSIONS OF AND ACCESS TO THIS REPORT

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

YOUR COMMENTS

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

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

報告發佈週期、版本與獲取

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

您的意見

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

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



SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH

北京健康的可持續發展



During the Reporting Period, Mainland China released the “Plan for the Development of China’s Aging Programs and the Elderly-care Service System during the 14th Five-year Plan Period”, which clearly puts forward the requirement of placing emphasis on the development of the seniors economy, promoting the collaborative development of the aging programs and industry, weaving a solid network of social security elderly services, expanding the coverage of inclusive elderly services, and improving the support system for elderly health. It is expected that such plan will establish a social environment for geriatric care and filial respect for the elderly, and build a friendly society for the elderly in all aspects through urban and rural planning, construction and management while promoting the construction of related service systems in local government authorities.

於報告期間，中國內地發佈《十四五國家老齡事業發展和養老服務體系規劃》，該規劃明確提出大力發展銀髮經濟的要求，推動老齡事業和產業協同發展，織牢社會保障養老服務網絡、擴大普惠型養老服務的覆蓋面，完善老年健康的支撐體系。有關規劃期望建立一個養老、孝老、敬老的社會環境、並透過城鄉規劃、建設及管理，全方面建設老年友好型社會，同時推進各地政府機構相關服務體系的建設工程。

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

我們將繼續把握和充分利用中國內地的養老、醫療和健康產業的良好外部環境，以「健康中國」為方針，繼續實踐我們的願景，成為健康、快樂生活的創造者。我們定當肩負起企業社會責任，致力透過自身的大健康產業鏈資源，推動環境和社會的可持續發展。我們主要透過以下六個維度實踐可持續發展方針：



SUSTAINABLE DEVELOPMENT GOVERNANCE STRUCTURE

可持續發展管治架構



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

STAKEHOLDER ENGAGEMENT







The Group believes that understanding the views and concerns of our stakeholders is important to continuously improve our sustainability performance, as we are able to create more corporate value in our business operations by staying close to the concerns of our stakeholders. We continue to communicate with our various stakeholders, including our employees, suppliers, shareholders, governments, customers and communities, so as to understand their viewpoint and determine the material aspects of our sustainable development. During the Year, the Group continued to communicate with stakeholders through the following formal and informal channels.

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

持份者參與

本集團認為了解持份者的意見及關注點，對不斷提升我們的可持續發展表現具重要意義，因為我們能夠貼近持份者關切的訴求，從而在業務營運當中創造更多企業價值。我們持續與我們的員工、供應商、股東、政府、客戶及社區等各持份者進行溝通，了解他們的觀點並確定可持續發展的重大方面。本年度，本集團持續透過以下的正式及非正式的渠道與持份者溝通。

SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH • 北京健康的可持續發展

<p>Employees 員工</p> 	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Performance appraisals • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 績效評估 • 年會
<p>Suppliers 供應商</p> 	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Supplier assessment • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 供應商評審 • 年會
<p>Investors and Shareholders 投資者及股東</p> 	<ul style="list-style-type: none"> • Financial reports • Investor briefing • The Group's website • Investor summit • Direct communication • Annual general meeting 	<ul style="list-style-type: none"> • 財務報告 • 投資者簡報 • 本集團網站 • 投資者峰會 • 直接溝通 • 股東週年大會
<p>Government and Regulatory Authorities 政府及監管機構</p> 	<ul style="list-style-type: none"> • Direct communication • Forums • Annual meeting • Seminars and workshops 	<ul style="list-style-type: none"> • 直接溝通 • 論壇 • 年會 • 研討會和工作坊
<p>Customers 客戶</p> 	<ul style="list-style-type: none"> • The Group's website • Mass media • Social media • Direct communication • Customer service hotline • Customer satisfaction surveys 	<ul style="list-style-type: none"> • 本集團網站 • 大眾傳媒 • 社交媒體 • 直接溝通 • 客戶服務熱線 • 客戶滿意度調查
<p>Communities 社區</p> 	<ul style="list-style-type: none"> • The Group's website • Social media • Mass media • Direct communication 	<ul style="list-style-type: none"> • 本集團網站 • 社交媒體 • 大眾傳媒 • 直接溝通



MATERIALITY ANALYSIS

In order to identify the significant impacts of environmental, social and governance issues on the Group effectively, the Board reviewed the materiality issues identified in 2021 based on the opinions of various stakeholders and the operating conditions. The Board also assessed the applicability of each materiality issue in the Year, so as to ensure that our sustainable development is consistent with the opinions and needs of stakeholders. The procedures of this materiality assessment are as follows:

重要性分析

為了有效地識別對本集團有重大影響的環境、社會及管治議題，董事會結合各持份者的意見及營運情況，對2021年度所識別的重要性議題進行回顧，評估各重要性議題於本年度的適用程度，以確保我們的可持續發展工作與持份者的意見及需求相符。本次重要性評估流程如下：



Identify Major Stakeholders
識別重要持份者

- The Group considers various aspects to determine whether there are changes in major stakeholders during the Year:
 - whether there have been significant changes in the Group's main business and operating environment;
 - whether there have been significant changes in the influence of stakeholders on the Group; and
 - whether there have been significant changes in the influence of the Group on stakeholders
- Taking the above considerations into account, we have identified the major stakeholders. During the Year, the major stakeholders of the Group remain the same as in 2021.
- 本集團從多方面進行考慮，以判斷本年度的持份者是否存在變化：
 - 本集團的主要業務及經營環境是否存在重大變化；
 - 持份者對本集團的影響力是否存在重大變化；以及
 - 本集團對持份者的影響力是否存在重大變化
- 綜合以上考慮，我們識別出重要持份者。於本年度，本集團的主要持份者與2021年保持一致。

Review and Examination of the Materiality Issues
重要性議題
回顧及審視

- Combining the expectations and opinions of major stakeholders and the influence of different ESG issues on the Group, the Board reviewed the materiality issues identified in 2021 through an internal review and assessment and established the materiality issues for the Year.
- The Board made reference to the following factors in addition to whether there have been significant changes in the impact of ESG issues on the Group's operation and stakeholders:
 - the requirements of regulatory bodies;
 - ESG materiality issues addressed in the Sustainability Accounting Standards Board (SASB) and Morgan Stanley Capital International (MSCI) ESG Industry Materiality Maps; and
 - ESG materiality issues identified by peer companies listed in Hong Kong.
- 綜合重要持份者的期望與意見，以及不同環境、社會及管治議題對本集團的影響力，董事會透過內部檢討評估對2021年度所識別的重要性議題進行回顧及確立本年度的重要性議題。
- 董事會除了根據ESG議題對本集團所經營的業務及持份者的影響力是否存在重大變化之外，還參考以下因素：
 - 監管機構的要求；
 - 可持續發展會計準則委員會(SASB)及摩根士丹利資本國際(MSCI)ESG行業重要性地圖中提及的ESG重要議題；以及
 - 於香港上市的同業公司所識別的重要ESG議題。

Establishment of Materiality Issues
確立重要性議題

- After completing the review and evaluation on each issue, we have adjusted the list of materiality issues for the Year compared to the issues for 2021 by adding a new issue of "Business Ethics" and combining "Quality of Products and Services" and "Safety of Products and Services" into "Quality and Safety of Products and Services".
- 6 issues were classified as high materiality during the Year, namely "Anti-fraud and Anti-corruption", "Crisis or Emergency Management", "Quality and Safety of Products and Services", "Customer Health and Safety", "Customer Satisfaction" and "Protection of Customer Privacy". This Report will have disclosure on these material issues.
- 在完成對各議題的回顧及評估後，相比2021年度的議題，我們對本年度的重要性議題列表進行調整，新增「商業道德」的議題以及將「產品及服務質素」及「產品及服務安全」合併為「產品及服務質素及安全」。
- 本年度有6個議題獲納入重要範疇，分別是「反舞弊腐敗」、「危機或緊急事故管理」、「產品及服務質素及安全」、「客戶健康與安全」、「客戶滿意度」以及「客戶私隱保障」，這些議題會在本報告作重點披露。

SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH • 北京健康的可持續發展

Materiality Issues of the Year

本年度的重要性議題

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

The issues classified as high materiality during the Year are marked in bold.

本年度獲納入重要範疇的議題會以粗階字體標示。



KEEP THE ORIGINAL INTENTION TO CREATE VALUE FOR OPERATION WITH INTEGRITY

堅守初心 • 為誠信經營創造價值

WHISTLEBLOWING POLICY

We also established reporting channels for our employees in order to strengthen corporate governance and internal control and safeguard the legitimate rights and interests of the Company and shareholders. Employees are required to report suspected misconduct to their supervisors, department heads or human resources department. If reports are received, investigation will be conducted and further action will be taken in a timely manner in order to protect the interests of the Group as well as its employees, customers and other stakeholders.

ANTI-CORRUPTION

The Group continues to promote integrity culture and complies with the requirements of relevant laws and regulations on preventing bribery, extortion, fraud and money laundering, including but not limited to the “Anti-Unfair Competition Law of the PRC”, “Criminal Law of the PRC”, “Interim Provisions on Banning Commercial Bribery” and the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong).

The Group is firmly committed to a zero-tolerance approach to bribery and corruption. We have formulated the “Anti-Bribery and Anti-Corruption Policy” to provide information and guidance to all employees and contract workers within the Group on the identification and handling of bribery and corruption and convey requirements of stringent compliance with the principles of anti-corruption and anti-fraud through the “Employee Handbook” and daily training. By clearly specifying the code of conduct in the “Employee Handbook”, we require employees to maintain good business ethics and integrity, and any actions that are fraudulent, dishonest, and violating the ethics or detrimental to the reputation of the Group are prohibited. All employees are not allowed to take advantage from their work, position or identity in the Group to solicit or receive any personal benefits and gifts, such as rebate, secret commission and cash. During the Reporting Period, no legal case regarding corrupt practices was brought against the Group or any of its employees as far as the Company is aware.

To uphold our commitment to fostering a culture of integrity, during the Reporting Period, we provided anti-corruption training to the directors and employees through online and offline means, which further strengthened the compliance awareness of directors and employees, and promoted the corporate compliance and anti-corruption culture, including but not limited to specific training on anti-commercial bribery and topics on preventing illegal fundraising.

舉報政策

我們同時向員工公開舉報渠道，以加強公司治理和內部控制，維護公司和股東的合法權益。如有懷疑不正當行為的情況，員工須向其上司、部門主管或人力資源部門舉報。本集團承諾假如收到相關舉報後會及時作出調查並採取進一步行動，保障集團、員工、客戶及其他持份者的利益。

反貪污

本集團持續推進廉政建設工作，並嚴格遵守與防止賄賂、勒索、欺詐及洗黑錢相關的法律法規，包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《關於禁止商業賄賂行為的暫行規定》以及香港法例第201章《防止賄賂條例》。

本集團堅決對賄賂貪污等行為採取零容忍的態度，我們制定了《反賄賂和反貪污政策》向本集團內所有僱員及合約工人提供有關識別及處理賄賂和貪污的資訊及指引，並且透過《員工手冊》及日常培訓向員工傳達嚴格的反貪污及反欺詐要求。《員工手冊》當中清晰列明行為守則，並要求員工維持良好的商業道德和誠信，禁止一切欺詐、不誠實、違背道德或損壞集團聲譽的行為。所有員工均不能利用集團工作、職位或身份索取或接收任何私人利益和贈與，例如回扣、私下佣金及現金等。於報告期間，就本公司所深知，概無針對本集團或其僱員提出有關貪污訴訟的案件。

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

ADVERTISING, LABELLING AND INTELLECTUAL PROPERTY RIGHT

When advertising and promoting our products and services, the Group complies with the “Advertising Law of the PRC” and the “Law of the PRC on the Protection of Consumer Rights and Interests” and requirements of relevant laws and regulations to ensure the authenticity of the promotional content in order to avoid misleading and to protect customers’ interests. During the Reporting Period, the Group was not involved in violating relevant laws and regulations related to products and services in terms of advertising and labelling matters that have a significant impact on the Group.

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

CUSTOMER PRIVACY AND CYBER SECURITY

Daily operations of the Group involve personal information and medical records of the elderly, customers’ information and private information, commercial secrets and financial information. We are concerned about customers’ privacy and strive to comply with the “Archives Law of the PRC”, the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong), the “Regulations of the PRC on Protecting the Safety of Computer Information Systems” and relevant laws and regulations, and we require employees to strictly follow all rules and policies of the Group regarding confidentiality. They shall not disclose such information to third parties without prior permission. Beijing Vissam has also formulated the “Informatization Network Security Management Policy” to strengthen the Group’s network security management and standardize network and system usage rules to ensure information security and data protection. During the Reporting Period, the Group was not aware of any material non-compliance involving customer privacy.

廣告、標籤及知識產權

本集團為產品及服務進行推廣宣傳時，我們謹遵《中華人民共和國廣告法》和《中華人民共和國消費者權益保護法》等相關法例法規的規定，確保所有宣傳內容的真確性，以免誤導消費者，保障他們的權益。報告期間，本集團無涉及違反對集團有重大影響，有關產品和服務的廣告、標籤事宜的相關法律及規例。

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

客戶私隱及網絡安全

本集團在日常營運中會涉及長者的個人資料和病歷、客戶資訊和私隱資料、商業機密、財務信息等。我們關注客戶的私隱，致力遵守《中華人民共和國檔案法》、香港法例第486章《個人資料(私隱)條例》、《中華人民共和國計算機信息系統安全保護條例》等相關法律法規，要求員工嚴格遵循本集團所有有關保密的規則和政策，在未經同意下不得將這些資料向第三方披露。北京偉森亦制定《信息化網絡安全管理制度》，加強本集團的網絡安全管理、規範網絡及系統使用守則，確保信息安全及數據得到保障。於報告期間，本集團並無發現有任何重大涉及有關客戶私隱違規的事件。



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

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



CONCENTRATE ON CREATING VALUE FOR CUSTOMERS

專心致志 • 為客戶創造價值

The Group adheres to creating value for customers whole-heartedly by providing services and products. We are committed to providing our customers with the highest quality services and products that exceed their expectations, and we spare no effort to achieve the best quality management in any type of business. We have established stringent policies and standards to manage products and services in terms of health and safety, privacy and advertisement and labelling for employees to comply with.

We wish to understand customers' needs through feedbacks from customers, so as to facilitate business development of the Group. During the Reporting Period, the Group was not involved in violating relevant laws and regulations related to products and services in terms of health and safety that have a significant impact on the Group, including but not limited to the "Medicinal Product Administration Law of the PRC". Meanwhile, the Group did not recall any products and receive any complaints regarding products and services due to safety and health reasons.

GERIATRIC CARE SERVICE

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

Service Quality

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

本集團一直秉持著專心致志，為客戶創造價值的理念去提供服務和產品。我們摯誠地為客戶提供最優質及超越他們期望的服務及產品，無論在任何類型的業務都不遺餘力將質量管理做到最好。我們分別在產品和服務的健康與安全、私隱事宜、廣告及標籤三大方面，均有設立嚴格的管理制度和標準讓員工去遵守跟從。

我們期望能透過客戶的反饋，積極了解客戶的需求，從而讓本集團業務發展不停進步。於報告期間，本集團無涉及違反對集團有重大影響，有關產品和服務的健康與安全的相關法律及規例，包括但不限於《中華人民共和國藥品管理法》的情況。同時，本集團並無因安全與健康理由而需回收任何產品和接獲關於產品和服務的任何投訴。

養老服務

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

服務質量

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

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

專心致志 • 為客戶創造價值



Wuhu Golden Sun organized birthday party and cultural performance for the elderly

In order to let the elderly enjoy more lively and joyful atmosphere under the pandemic, we held a birthday party and invited volunteer groups in the community to bring various wonderful singing and dancing programs for the elderly to send them warm and happy birthday wishes.



蕪湖金太陽為長者舉辦生日會及文藝匯演活動

為了讓長者能夠在疫情下享受更多熱鬧歡樂的氣氛，我們舉行了生日會並邀請社區內的志願者團體一同為長者帶來各式精彩的歌舞節目，給長者們送上溫馨快樂的生日祝福。



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

Safety of the Elderly

In order to enable the elderly to enjoy a happy and secure life, the Group's greatest responsibility is to ensure that comprehensive safety and health measures are effectively implemented in the elderly care system, as they provide a solid barrier of safety and health measures. Geriatric care institutions under the Group have formulated various policies and measures to strictly manage and control various services process and we guarantee that the safety of the elderly is our first priority. In accordance with the relevant laws of the "Emergency Response Law of the PRC", we formulated a comprehensive emergency response plan covering multiple areas, which played an important role in daily operations and management, safety of the elderly and risk prevention.

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

長者安全

為讓長者們能享受既幸福又放心的生活，有賴於安全健康措施所構築的堅固屏障，因此本集團的最大責任是確保全面的安全及健康措施得以於養老體系有效實施。我們旗下的養老機構均制定多項政策和措施，嚴格管理並控制多個服務流程，承諾把長者的安全放在第一位。根據《中華人民共和國突發事件應對法》的相關法律規定，我們制定了完善及覆蓋多方面的應急預案。對日常運營管理、老人生命安全和防範風險都起著非常重要的作用。

CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

專心致志 • 為客戶創造價值

The six major principles in handling emergencies are as follows:

處理突發事件的時候我們抱著六大工作原則：



People-first, All employees are important; Prevention-oriented, Prevention and control measures for groups; Prompt responses, Centralized directing; Delegation of responsibilities by grade, Individual responsibilities; Division by area, Management in accordance with the law; Inter-connection of systems, Willingness to share
以人為本，全員重視；預防為主，群防群控；快速反應，統一指揮；分級責任，責任到人；
分區性質，依法處置；系統聯動，自願共享

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

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

Wuhu Golden Sun conducted annual fire evacuation drill

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

蕪湖金太陽進行年度消防逃生演練

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



CONCENTRATE ON CREATING VALUE FOR CUSTOMERS •

專心致志 • 為客戶創造價值



SALES OF MEDICAL AND GERIATRIC FURNITURE

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

Product Quality

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

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

醫、養傢俱銷售業務

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

產品質量

北京偉森向來秉持著優質服務、顧客無憂的服務理念，為顧客提供最優質和安全的傢俱。我們對設計、驗收和存放均制定嚴格標準，要求供應商的傢俱質量符合甚至優於技術標準，包括：國家標準、行業標準和傢俱質量評定標準。北京偉森更取得ISO9001:2015質量管理體系認證證書，進一步肯定我們做好質量保證的決心。我們會要求供應商提交ISO質量認證、產品檢測報告、所有傢俱的合格證明書等，並且要求供應商對擺放傢俱前後的房間空氣質量進行檢測。

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



Beijing Vissam has obtained the ISO9001:2015 Quality Management System Certification
北京偉森取得ISO9001:2015 質量管理體系認證證書



JOIN HANDS TO CREATE VALUE FOR SUPPLY CHAIN

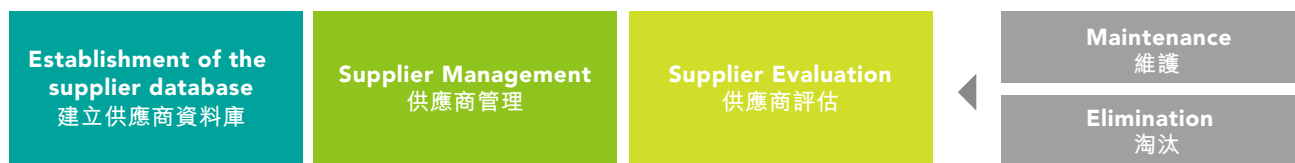
同心一意 • 為供應鏈創造價值

SUPPLY CHAIN MANAGEMENT

The Group attaches great importance to creating mutually beneficial and win-win opportunities with our suppliers, who are a core part of our sustainable corporate development and are of great significance in enhancing the core competitiveness of both parties. We pay attention to the health industry while focusing on the enhancement in sustainable development of the supply chain. Besides, we actively promote such concepts to suppliers, encouraging them to comply with the Group's measures on environmental protection as well as occupational health and safety in order to pursue synergistic development with suppliers. In addition, we encourage suppliers to fulfil their environmental and social responsibilities in daily operations, including upholding the business ethics and complying with relevant laws and regulations. The Group hopes to continue its cooperation with suppliers in fulfilling social responsibilities.

As at 31 December 2022, the products and services of the Group are mainly provided by 37 suppliers, all of which are from Mainland China, with an aim to effectively reduce the carbon emission caused by product transportation.

Based on the business nature, Beijing Vissam involves in relatively more on procurement. In order to regulate the management of procurement projects and establish a long-term and mutually beneficial relationship in terms of demand and supply with the suppliers, Beijing Vissam formulated the "Supplier Management Policy", and the management process is roughly as follows:



供應鏈管理

本集團十分重視與供應商創造互利共贏的機遇，供應商是我們企業可持續發展的核心一環，對於能夠提升雙方的核心競爭力具有重大意義。我們重視健康產業，同時注重推動供應鏈的可持續發展，並積極向供應商推動此理念，期望供應商遵守本集團環保及職業健康與安全政策，追求與供應商的協同發展。另外，我們鼓勵供應商在日常營運中不忘對環境及社會負責，包括維持商業操守和遵守相關法律法規。本集團希望能繼續與供應商同心協力，履行社會責任。

於2022年12月31日，本集團主要由37間供應商提供產品及服務，全部均來自於中國內地，藉此有效地減少產品運輸而造成的碳排放。

基於業務性質，北京偉森涉及的採購範疇會相對較多。故此，北京偉森為了規範公司各項採購項目的管理及與供應商建立長期互惠的供求關係，制定了《供應商管理制度》，而管理的流程大致如下：



The supplier is required to fill in the “Supplier Qualification Review Basic Information Sheet”, and onsite inspections and evaluations will be conducted. After passing the review, they will be accepted and added into the company’s supplier database and become a potential supplier. We will conduct regular assessments and irregular visits to maintain and update the supplier database in a timely manner. We hold supplier meeting and supplier review every year. The Purchasing Department is responsible for comprehensive evaluation of the supplier’s product quality, service standard, production capacity and collaboration. At the same time, each department will give feedback to the supplier and review the issues occurred in terms of the products supplied. According to the evaluation indicators, the supplier will be evaluated whether it is qualified. If supplier fails the assessment, we will issue a rectification notice, and consider disqualifying the supplier who failed to improve. During the Reporting Period, we have conducted assessments and reviews on 20 suppliers.

GREEN PROCUREMENT

When selecting suppliers, we value the environmental performance of suppliers and vigorously promote green procurement besides conducting risk assessments in environmental, social and other aspects to ensure the normal operation of the supply chain. Beijing Vissam stipulates the products and materials we purchased should use green materials, such as planks, paints, hardware, adhesives, auxiliary materials, etc. The materials must basically comply with or perform better than national standards. We hope to select green materials for our production process to reduce ecological damage and build a sustainable competitive advantage for us and our business partners.

供應商需要填寫《供應商資格審查基本情況表》，並需接受實地考察和評估，成功經過審核方可進入公司供應商庫，成為潛在供應商。然後，我們會以定期評估及不定期訪查形式及時維護並更新供應商庫。我們每年都會舉行一次供應商會議和供應商評審，採購部負責對供應商的產品質量、服務水平、生產能力及配合方面等進行綜合評估，同時讓各部門在此階段向供應商反饋及審視供貨時出現的問題。其後根據各項審核指標再評估供應商是否及格。假如我們發現供應商不及格會向他們發出整改通知，直到其仍未作出改善時，我們會考慮取消供應商資格。於報告期間，我們已向20間供應商進行評估及審查。

綠色採購

在選擇供應商時除了會作不同方面如環境及社會的風險評估，確保供應鏈運作正常之外，我們亦十分重視供應商的環保表現大力推動綠色採購。北京偉森規定採購的產品及物料均使用綠色環保材料，例如板材、油漆、五金、膠粘劑、輔料等，材料都需要符合或高於國家標準。我們期望從生產流程中挑選綠色環保物料，降低對生態環境的破壞程度，為我們以及業務夥伴建立可持續的競爭優勢。



CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY

一心一意 • 為員工創造價值

Beijing Health deeply believes that the relationship between our employees and the enterprise is mutually beneficial, and it is also the cornerstone to foster sustainable, healthy and rapid development of the enterprise. The Group is committed to improving the human resources policies and expects our employees to devote themselves to work for the Group with “Sincerity”, “Honesty” and “Trustiness”, while growing together with the Group and realizing our corporate culture of “Integrity, Innovation, Focus and Collaborate”. We have also formulated the “Employee Handbook” that sets out the basic code of conduct for employees, enabling our employees to have a clear understanding of the Group’s policies, regulations and job requirements. The Group always adheres to the laws and regulations relating to employment in order to protect the rights and benefits of employees. These laws and regulations include but not limited to the “Labor Law of the PRC”, the “Labor Contract Law of the PRC”, the “Law of the PRC on the Prevention and Control of Occupational Diseases”, “Provisions on the Prohibition of Using Child Labor”, the “Civil Code of the PRC” and the Employment Ordinance (Cap. 57 of the Laws of Hong Kong). The Group has formulated the “Compilation of Human Resources Policy” pursuant to the above laws and regulations. During the Reporting Period, there were no violation of laws and regulations related to employment and labor practices by the Group that caused significant impacts on the Group.

北京健康深信員工與企業之間的關係是互惠互利的，並且是作為企業持續健康快速發展的基石。本集團致力完善人力資源管理制度，期望所有員工對集團做到「誠」、「實」、「信」，與集團共同成長，一同實踐我們「誠信、創新、專注、共贏」的企業文化。我們亦同時制定《員工手冊》列明員工的基本行為準則，讓員工能夠清晰了解集團的政策、規定以及工作要求。本集團一直恪守與僱傭相關的法例法規，保障員工權益，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國職業病防治法》、《禁止使用童工規定》、《中華人民共和國民法典》及香港法例第57章《僱傭條例》等。本集團根據以上的法律法規制定《人力資源管理制度彙編》。於報告期間，本集團在僱傭及勞工準則方面沒有任何違反法律及法規的情況以致對本集團產生重大影響。





STAFF OVERVIEW

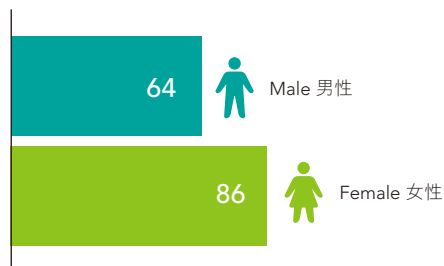
As at 31 December 2022, we hired a total of 150 employees¹, in which 147 are from Mainland China and 3 are from Hong Kong. Among which, 146 employees are full-time and 4 are part-time. The employee distribution by gender, age group and employee category during the Reporting Period and year 2021 are as follows:

員工概覽

於2022年12月31日，我們一共聘有150位員工¹，其中147位來自中國內地，3位來自香港。而當中146位員工為全職及4位員工為兼職。以下為報告期間及2021年度，按性別、年齡組別及僱員類別的員工分佈：

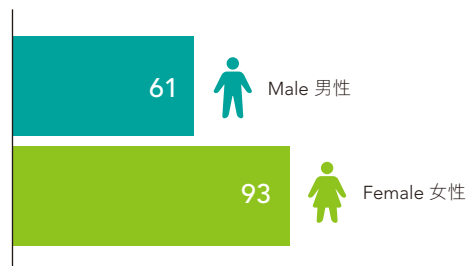
2022 Staff in total by Gender

2022年按性別劃分員工總數



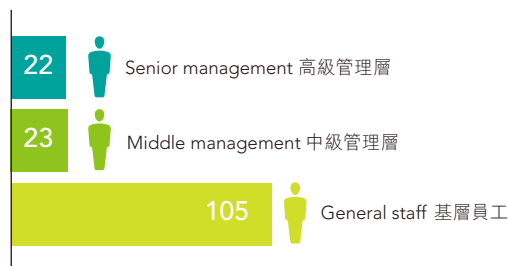
2021 Staff in total by Gender

2021年按性別劃分員工總數



2022 Staff in total by Employee Category

2022年按僱員類別劃分員工總數



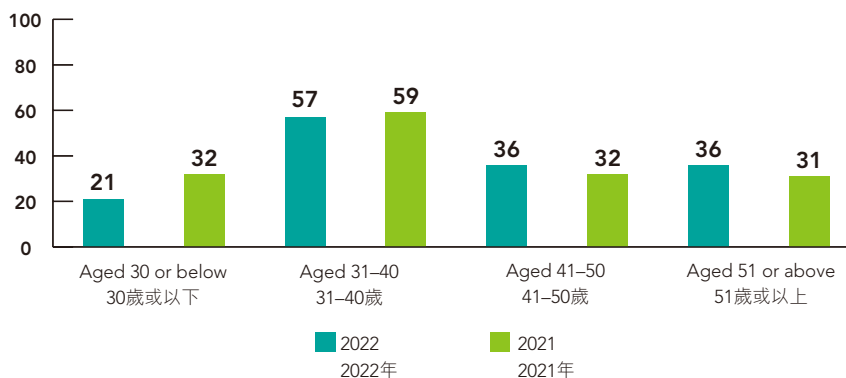
2021 Staff in total by Employee Category

2021年按僱員類別劃分員工總數



Staff in total by Age Group in 2021 and 2022

2021年及2022年按年齡組別劃分員工總數



¹ This data is the number of employees covered by the reporting scope of the Report. For details, please refer to the "Reporting Period and Scope" chapter.

¹ 此數據為本報告匯報範圍所涵蓋的員工人數，有關詳情請參閱章節「報告期間及範圍」。



CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

一心一意 • 為員工創造價值

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

以下為報告期間按年齡組別、性別及地區分類的僱員流失比率：

Employee Turnover Rate 僱員流失比率	2022 2022年	2021 2021年
By Age Group 按年齡組別分類		
Aged 30 or below 30歲或以下	52%	28%
Aged 31–40 31–40歲	18%	36%
Aged 41–50 41–50歲	14%	13%
Aged 51 or above 51歲或以上	6%	19%
By Gender 按性別分類		
Male 男性	22%	28%
Female 女性	16%	25%
By Geographical Region 按地區分類		
Mainland China 中國內地	19%	20%
Hong Kong 香港	0%	26%





STAFF RIGHTS

員工權益

Remuneration Management 薪酬管理

The remuneration of employees of the Group comprises of fixed wages and performance wages.

We review the remuneration system regularly and assess the performance of employees through the performance appraisal system for adjusting remuneration

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

Management of Staff Leave 休假管理

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

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

Attendance Management 考勤管理

Employee is required to submit an application in advance for working overtime. The Group will make overtime pay or leave rearrangement in accordance with the laws and regulations.

In addition, the Group's attendance management system will also clearly set out the working hours of our employees in order to ensure that their rights are protected.

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

Benefits Management 福利管理

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

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

Recreational Activities for Employees 員工康樂活動

Maintaining a work-life balance is especially important for the physical and mental health of employees.

Therefore, we organize various leisure and sports activities, such as the birthday party, annual meeting, party building activities and dinners, for our employees from time to time. Employees can gather together, relax during their spare time, improve the tacit

understanding among the team and achieve a work-life balance. 保持工作與生活平衡對員工的身心健康尤其重要，所以我們會不定期為員工舉辦各種文娛康體活動，如生日會、年會、黨建活動、聚餐等，讓員工濟濟一堂，在工餘時放鬆身心，提高團隊之間的默契，達至工作與生活的平衡



LABOR STANDARDS

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

TALENT RECRUITMENT

We have established an open and transparent recruitment and promotion system, and absolutely adhered to the principle of fairness, impartiality and equality to select the most suitable talents. By adopting zero tolerance policy on occupational discrimination, we recruit employees irrespective of any age, gender, language, race, disability, sexual orientation, family or marital status, nationality, religion, and socio-economic background. In order to create a diversified working environment and to meet the human resources needs of the Group’s business development, the Administration and Human Resources Department formulates recruitment plans and targets, and recruits talents through different channels, such as job agencies, employee referrals, recruitment fairs and campus recruitment, in order to meet the demand for positions and to ensure that the Group has sufficient talent reserves for the construction of a professional team in the long run. At the same time, we organize annual appraisal in order to provide a multi-dimensional development for employee promotion.

勞工準則

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

網羅人才

我們設有公開透明的招聘和晉升制度，絕對以公平、公正、平等的原則去選拔適合的人才。對任何職場歧視採取「零」容忍的政策，不論任何年齡、性別、語言、種族、殘疾、性取向、家庭或婚姻狀況、國籍、宗教和社會經濟背景。為致力打造多元化的工作環境的同時，滿足本集團業務發展對人力資源的需求，行政人力部制定人才招聘計劃及目標，然後透過不同渠道去招募人才加入本集團，例如職業中介機構、員工推薦、招聘會及校園招聘等，以做到滿足崗位需求，保證集團內人才儲備充足，長遠實踐專業梯隊的建設。同時，我們每年會組織年度考評，為員工晉升提供多渠道發展。





TALENT TRAINING

The Group is committed to investing resources to provide training for its employees, actively creating a favorable learning ambience, and enhancing the work skills and professional knowledge of employees through diversified trainings. Beijing Health appreciates and values the talents of each employee and hopes to cultivate a pipeline of future professional management talents within the Group and creates a workplace that values the personal wellbeing of its employees and enhances their quality and abilities. Therefore, we strive to deploy resources on talent nurturing and improve the training system based on the principle of “Economical, Practical and Efficient”.

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

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

人才培訓

本集團致力為僱員投放資源開展培訓，積極營造良好的學習氛圍，通過舉行多樣化的培訓方式提升員工工作技能和專業知識。北京健康欣賞並重視每位僱員的才能，期望在集團內部培育未來專業管理人才梯隊，並營造一個重視僱員個人福祉的工作場所，提升僱員的素質和能力。因此我們致力投放資源去培育人才，按照「經濟、實用、高效」的原則去完善培訓制度。

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

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



Four Major Training Objectives
培訓4大目標



MANAGEMENT TRAINING
管理培訓

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



PROFESSIONAL TRAINING
專業培訓

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



ON-THE-JOB TRAINING
崗位培訓

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



INDUCTION TRAINING
入職培訓

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

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

於報告期間，我們的附屬公司各自組織了各種內部及外部培訓，包括但不限於：

PANDEMIC PREVENTION AND CONTROL WORK :: 疫情防疫工作

FIRE SAFETY :: 消防安全

RELEVANT ORDINANCES OF SOCIAL INSURANCE :: 社會保險相關條例

LATEST INDUSTRY DEVELOPMENT AND RELEVANT POLICIES :: 行業最新發展及相關政策

WORKPLACE COMMUNICATION SKILLS :: 職場溝通技巧

OPERATION AND APPLICATION OF INTERNAL SYSTEM OF THE GROUP :: 集團內部系統操作應用

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

一心一意 • 為員工創造價值



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

The purpose of organizing training for new staff is to help them to be familiar with the hospital environment, various rules and regulations, work procedures and relevant professional knowledge as soon as possible. In addition, we implement strict performance appraisals, which mainly include assessing the working attitude and competence of the staff, and the contents of the appraisals will cover first-aid knowledge, nursing theory, first-aid drug application.

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

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

針對新上崗人員，培訓目的是幫助他們盡快熟悉院內環境、各項規章制度、工作流程及相關專業知識。另外，我們會實行嚴格的績效考核，主要包括評核員工的工作態度、能力，而考核內容涉及急救知識、護理理論、急救藥物應用等。

以下為報告期間按性別及僱員類別劃分的培訓數據：

Percentage of Employees Trained 受訓僱員百分比	2022 2022年	2021 ² 2021年 ²
By Gender 按性別分類		
Male 男性	70%	87%
Female 女性	74%	83%
By Employee Category 按僱員類別分類		
Senior management 高級管理層	23%	58%
Middle management 中級管理層	65%	76%
General staff 基層員工	85%	92%

² Data on the percentage of employees trained in 2021 has been restated for the convenience of readers to compare data.

² 為了讓讀者方便比較數據，有關2021年受訓僱員百分比的數據已重列。

CREATING VALUE FOR EMPLOYEES WHOLE-HEARTEDLY •

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Average Trained Hours Completed Per Employee 每名僱員平均受訓時數	2022 2022年	2021 2021年
By Gender 按性別分類		
Male 男性	3	3
Female 女性	7	3
By Employee Category 按僱員類別分類		
Senior management 高級管理層	5	5
Middle management 中級管理層	13	3
General staff 基層員工	4	2

HEALTH AND SAFETY

As a company with a vision of being “the Creator of a Healthy and Happy Life”, Beijing Health has always placed a high priority on the physical and mental health and the work safety of our employees. Our commitment to our employees is to provide a safe and healthy working environment with zero work injury. We have established various health and safety management measures for our subsidiaries based on the nature of their business. Beijing Vissam has obtained the ISO45001: 2018 Occupational Safety Management System Certification in regulating relevant management works.

健康與安全

作為一間堅守「健康、快樂的生活的創造者」願景的企業，北京健康對於我們的員工身心健康和工作安全一直置於首要位置。提供一個安全健康及「零」工傷的工作環境是我們對於員工的承諾，我們已根據業務性質為各附屬公司制定各項保障健康及安全管理措施，當中北京偉森更獲得ISO45001:2018職業安全管理體系認證，進一步規範相關管理工作。



Beijing Vissam has obtained the ISO45001: 2018 Occupational Safety Management System Certification
北京偉森取得ISO45001:2018職業安全管理體系認證證書



Health
健康

- Provide employees with comprehensive medical insurance to help them lessen their personal medical burden in accordance with the “Provisions of Beijing Municipality on Basic Medical Insurance”
- Arrange body checks for employees once every two years to ensure that health problems are detected and treatments are provided on time; and
- Regularly promote health information on social media, such as promoting “National Dental Care Day”, to raise awareness of oral health care among our staff and customers.
- 按照《北京市基本醫療保險規定》為員工提供完善的醫療保險，幫助員工解決個人醫療負擔過重的問題；
- 每兩年會安排員工進行一次健康體檢，確保員工能及時發現身體問題，不會耽誤治療時間；以及
- 定期於社交媒體上宣傳健康資訊，例如宣傳「全國愛牙日」，提高員工及客戶對於口腔保健的意識。



Safety
安全

- Set up the “Fire Safety Operation Regulations and Policy” to set out in detail the fire safety management work;
- Conduct fire safety inspection on a regular basis;
- Organize regular safety training which includes prevention of electricity hazard and fire, practical operation of fire safety facilities and seminars on gas knowledge in order to improve employees’ awareness of disaster prevention;
- Formulate emergency plans according to possible emergencies such as fire and earthquake and conduct fire safety emergency drills which include the use of fire extinguishers, and escape drills to equip employees with the ability to respond to emergency and enhance their self-protection capability in emergency situation; and
- Formulate the cleaning and safety operating procedures, and set out in detail the safety matters to be followed in the course of performing cleaning work.
- 設立《消防安全操作規程及制度》，詳細列明執行消防安全的管理工作；
- 定期進行消防檢查；
- 定期進行安全培訓，包括防火防電、消防設施實操以及舉辦燃氣知識講座等，提高員工的防災意識；
- 根據可能發生的突發事故如火災及地震制定應急預案，並進行消防安全應急演練，包括使用滅火器、逃生演練，讓員工掌握在緊急情況下的應變及自我防護的能力；以及
- 制定保潔安全操作規程，詳細列明進行清潔工作時的安全事項。

During the Reporting Period, the Group did not involve in any significant work injury and fatal incident. If any of our staff members had suffered from work injury, the head of the Human Resources Department and colleagues will take immediate action to assist in sending the injured employee(s) to the hospital for treatment. The Human Resources Department will report the conditions of the injury in accordance with the handling procedure of work injury and assist employees in applying for medical subsidies.

於報告期間，本集團無牽涉任何重大的工傷及死亡事故。假如不幸有員工工傷事故發生，人力資源部主管及同事會第一時間協助受傷害員工送往醫院救治。人力資源部將會按工傷處理程序申報受傷情況並協助員工辦理申請醫療補助。

	2022 2022年	2021 2021年	2020 2020年
Number of work-related fatalities each year 每年因工亡故的人數	0 case宗	0 case宗	0 case宗
Lost days due to work injury 因工傷損失工作日數	0 day天	0 day天	0 day天



PANDEMIC PREVENTION AND CONTROL

In light of the ongoing volatile pandemic circumstances in Mainland China, we will continue to focus on the implementation of the management and control in the area of health and safety this year. The Group strives to comply with the “Emergency Response Law of the PRC” and the “Law of the PRC on Prevention and Treatment of Infectious Diseases” and relevant regulations to level 1 response mechanisms to major public health emergencies, and formulates “Enterprise COVID-19 Prevention Measures” and relevant emergency notices according to the official announcement from Municipal People’s Government of Beijing, so as to minimize the risk of infection for all employees.

疫情防控

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

The Group keeps pace with the ordinances and regulations issued by the government and adjusts and formulates pandemic prevention work arrangements for all employees as appropriate according to the pandemic trend:

本集團緊貼政府所發佈的條例規定及因應疫情趨勢，適時調整並制定所有員工的防疫工作安排：

- Require our employees to check their temperature before reporting to work and entering office areas, and scan a QR code before entering the institution. Employees showing symptoms of infection upon observation shall promptly seek medical advice;
- Require employees to check and record their temperature daily at the office;
- Remind employees to always disinfect their hands and maintain good hygiene;
- Ensure ventilation at the office to allow indoor air circulation in order to reduce the risk of spreading of virus;
- Disinfect public areas such as conference rooms, washrooms and elevators; and provide employees with sufficient supply of disinfectants.
- 要求員工分別在上班前及進入辦公室範圍內的時候測量體溫，以及掃描二維碼入園。如在觀察後有感染症狀，需要立刻到醫院就診；
- 在辦公室內規定員工每天測量體溫並進行記錄；
- 提醒員工經常消毒雙手，保持個人衛生；
- 確保辦公室的室內空氣流通及減少病菌傳播風險；
- 每天在公共區域進行消毒，例如會議室、衛生間和電梯；以及為員工提供充足消毒用品。





Beijing Vissam established a task force on pandemic prevention, which is responsible for monitoring and organizing pandemic prevention works and handling of emergencies. During the Year, in accordance with the relevant circulars and requirements of the local pandemic prevention and control headquarters, Beijing Vissam formulated the “Regulations on Home Office Management during the Pandemic” and the “Regulations on Business Trip Management during the Pandemic” to regulate and manage the arrangements of home office, business trip and attendance system for employees during home quarantine and government control measures to ensure normal business operations. At the same time, we formulated the “Handbook of Pandemic Prevention”, setting out the way to wash hands thoroughly and wear mask properly, which was effective in enhancing the employees’ awareness of pandemic prevention.

Pandemic prevention measures adopted by geriatric care institutions

Besides office, the pandemic prevention measures for geriatric care institutions are also important as the elderly are under the vulnerable group susceptible to infection. We strictly implement pandemic prevention measures at geriatric care institutions and comply with the guide on preventive measures of geriatric care center by the Chinese Centre for Disease Control and Prevention, including but not limited to the following measures:

- Maintain indoor ventilation in the elderly care homes and conduct regular cleaning and disinfection;
- Establish health portfolio for the elderly and staff, with inspection and health registration conducted every morning;
- During the peak of the pandemic, we operated under enclosed management. Geriatric care institutions did not accept visitors from outside, and the elderly were not allowed to leave the institution;
- Set up quarantine rooms for isolated treatment of the elderly who are suspected with suspicious symptoms and to reduce infection risk;
- Conduct isolation and health assessment of the infected elderly and send them to the hospital for treatment in time as appropriate;
- The elderly who are discharged from hospital shall conduct nucleic acid testing before returning to elderly care home and they are required to stay in transition rooms for quarantine; and
- Arrange seminars on pandemic prevention and control for staff to provide them with knowledge and measures on elderly hygiene and care protection.

北京偉森更設立防疫工作專項小組，負責監督、指揮疫情防控的工作和處理應急情況。本年度北京偉森根據各地疫情防控指揮部的相關通告及要求，制定《疫情期間居家辦公管理辦法》及《疫情期間出差管理規定》，規範及管理當遇上居家隔離、政府管控措施時員工居家辦公、出差及考勤制度的安排，確保對業務營運維持正常。同時我們亦有制定《防疫知識手冊》，例如列明徹底清洗雙手的方法、如何正確佩戴口罩等，有效增強員工防疫意識。

養老機構的防疫措施

除了辦公室以外，本集團需要加緊關注的範疇是養老機構的防疫措施，皆因長者是屬於最容易感染的高危群組。我們在養老機構嚴格執行防疫措施及遵守中國疾控中心的養老院預防指南，當中包括但不限於以下措施：

- 保持院舍的室內空氣流通，定期進行清潔消毒；
- 建立長者和工作人員的健康檔案，每日早上進行檢查及登記；
- 在疫情高峰期間，我們以封閉式方法管理，養老機構不接待外來人員走訪慰問，長者亦不能離院外出；
- 設立隔離房間，以預防未來出現可疑病徵的長者進行隔離治療，減低傳播風險；
- 對受感染的長者進行隔離及健康評估，根據情況及時送往醫院進行治療；
- 為因病入住醫院而返回院舍的長者安排核酸檢測，並按照規定於過渡房間進行隔離；以及
- 為員工安排疫情防控知識講座，讓員工認識長者衛生及護理防護知識和措施。



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Wuhu Golden Sun's annual pandemic prevention and control emergency drill

In order to carry out pandemic prevention and control work for the Year effectively and to ensure normal operation of the Group's geriatric care institutions, as well as to improve the ability of the pandemic response team to deal with different situations, Wuhu Golden Sun conducted an annual pandemic prevention and control emergency drill for the staff to master the process of handling cases found, report to medical and government agencies in accordance with the emergency plan, clean and disinfect the elderly care home and conduct nucleic acid testing for the entire institution.

蕪湖金太陽的年度疫情防控應急演練

為切實做好本年度的疫情防控工作及確保本集團內的養老機構服務運作能正常提供服務，同時提高抗疫應急隊伍應對不同情況的疫情應急處置能力，蕪湖金太陽開展一場疫情防控應急模擬演練。工作人員透過演練掌握發現病例的處理流程，按照應急預案模擬上報醫療及政府機構、對院舍進行清潔消毒以及全院核酸檢測。



OUR WILLS UNITE LIKE A FORTRESS TO CREATE VALUE FOR THE ENVIRONMENT

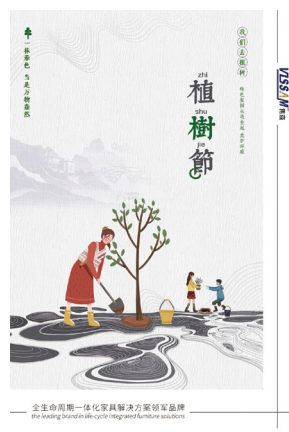
眾心如城 • 為環境創造價值

Beijing Health is committed to practicing a green corporate culture in its business development and ensure that the Group strictly complies with environmental laws and regulations. During the Reporting Period, the Group did not violate any environmental laws and regulations that would have a significant impact on the Group. Relevant laws and regulations include but are not limited to the “Environmental Protection Law of the PRC” and the “Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes”, “Atmospheric Pollution Prevention and Control Law of the PRC” and “Water Pollution Prevention and Control Law of the PRC”. We adhere to the concept of “United as one, Strong like a fortress” to create value for our environment. As we understand that business growth is important to all stakeholders of the Group, we strive to achieve a balance between economic development and environmental protection, and integrate green elements into daily operations to create sustainable operations model.

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

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

縱使本集團業務對環境不造成重大影響，但我們深信每人都有責任為愛惜地球出一分力，承擔保護環境的責任。北京健康有義務讓我們的員工具備環保意識，從而與我們推行的環保措施相輔相成，有效地為環境作出貢獻。我們全員進一步重申「節能減排」的倡議。除了在營運地點的設備貼上環保標語提醒員工，我們亦積極響應「世界地球日」、「世界環境日」、「地球一小時」以及「植樹節」，提倡大家踐行低碳生活、節約能源、減少使用一次性產品、以及保護自然生態等概念，以小行動匯聚大能量，讓我們共同肩負起保護地球的責任、思考環境保護及綠色低碳生活。



GREEN PRODUCTS AND CERTIFICATIONS

Incorporating green operation elements into the management system is the future trend of corporate transformation, and reducing the consumption of natural resources is also an important basis for sustainable development. The Group's business does not involve production and has no significant impact on the environment and natural resources. The environmental management system that we established has effectively enhanced our environmental performance through the products' life cycle while actively monitoring daily emissions and resource consumption in operations to minimize the impact on the natural environment under the excessive consumption of natural resources. The Group not only complies with national standards, but also aspires to move one step forward and contribute more to protect the environment. Beijing Vissam is engaged in the business of furniture sales and its management activities and products have obtained different green certifications:

綠色產品及認證

綠色營運的元素納入管理體系當中已是未來企業轉型的趨勢，減低對天然資源消耗亦是企業達到可持續發展的重要依據之一。面對地球的天然資源過度虛耗的現況，縱使本集團業務不涉及生產亦對環境及天然資源並無造成重大影響，我們建立的環境管理體系有效從產品的生命週期方面提高環境績效，在營運上積極監測日常的排放和資源消耗情況，將對自然環境的影響減至最低。本集團追求的不僅是符合國家標準，更是期望能在保護環境方面多踏前一步，多付出一點。當中，北京偉森從事傢俱銷售業務，其管理活動及產品獲得不同的綠色認證：



Beijing Vissam has obtained the ISO14001:2015 Environmental Management System Certification
北京偉森取得ISO14001:2015 環境管理體系認證證書



Beijing Vissam has obtained the China Environmental Labelling Product Certification (furniture of artificial wood panels and steel-wood furniture) granted by a third-party agency authorized by the Ministry of Ecology and Environment of the People's Republic of China
北京偉森取得由中華人民共和國生態環境部所授權的第三方機構所頒發之中國內地環境標誌產品認證證書 (人造板類傢俱及鋼木傢俱)



Plastic chairs made of green and eco-friendly materials to meet the needs of pandemic cleaning

Beijing Vissam understands the impact of product materials on the environment and the safety and health of users. Therefore, the plastic chairs sold under the company are made of all plastic structure, using polypropylene (PP5), which does not release toxic substances and is 100% recyclable, and can withstand high temperatures and disinfection with 75% alcohol. This can meet the need for frequent cleaning and disinfection during the pandemic, while minimizing the negative impact on the health of users.

迎合疫情清潔的需求，採用綠色環保材料的塑膠椅

北京偉森深明產品物料對環境以至使用者的安全健康的影響。因此旗下銷售的塑膠椅採用全塑膠架構，使用不會釋放有毒物質及可100%回收的聚丙烯(PP5)作為物料，更可以耐受高溫及使用75%的酒精消毒，這能迎合疫情期間常清潔、常消毒的需求之餘，還能對使用者健康的負面影響減至最低。

HAZARDOUS AND NON-HAZARDOUS WASTE



We believe that working together with the community to reduce waste generation and ease the burden on landfills is a key step in protecting the health of people and the environment. We actively carried out waste recycling and proper disposal procedures under the concept of waste reduction and recycle and reuse at source, and strive to reduce waste disposal by implementing relevant measures. We encourage employees to print documents on both sides and recycle used paper to make the best use of it and reduce paper waste. As the Group's business does not involve production, it does not consume any packaging materials for finished products. We have formulated a comprehensive waste policy and strictly complied with the waste classification policy of the Municipal People's Government of Beijing. We encourage employees to classify and recycle daily waste, cultivate the Company's recycling culture and enhance employees' environmental awareness. During the Reporting Period and 2021, the data of waste discharged is as follows:

有害及無害廢棄物



我們相信與社會共同携手減少廢棄物的產生，緩解對堆填區的負擔是能守護人類及環境的健康關鍵步驟。我們在源頭減廢及循環再用的概念下積極進行廢物回收及妥善處理程序，致力透過執行相關措施以減少廢物的產生。我們鼓勵員工雙面打印文件，盡量將使用過的紙張循環再用，以達到物盡其用，減少紙張浪費。由於本集團的業務並無生產，故不涉及製成品包裝物料的使用。我們制定了完善的垃圾管理制度，並嚴格遵從北京市政府的垃圾分類政策，鼓勵員工把日常生活垃圾分類然後回收，培養公司的回收文化及提升員工的環保意識。於報告期及2021年，我們所產生的廢棄物排放數據如下：

Areas 範疇	Unit 單位	2022 2022年	2021 2021年
Total non-hazardous waste 無害廢棄物總量	Tonnes 公噸	22.82	20.66
Intensity of non-hazardous waste 無害廢棄物密度	Tonnes/m ² of gross floor area 公噸/平方米建築面積	0.00	0.00
Total hazardous waste 有害廢棄物總量	Tonnes 公噸	0.01	0.02
Intensity of hazardous waste 有害廢棄物密度	Tonnes/m ² of gross floor area 公噸/平方米建築面積	0.00	0.00



眾心如城 • 為環境創造價值

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

In terms of hazardous waste, the hazardous waste of the Group mainly comes from medical wastes generated by the geriatric business except the wasted ink cartridges produced in offices. We process it in accordance with relevant national laws and regulations, such as “Regulations on the Administration of Medical Wastes”, “Standard of Packaging Bags, Containers and Warning Symbols Specific to Medical Waste” and “Jinghu District Medical Waste Treatment Interim Measures” to ensure that hazardous waste is collected by qualified third-party recyclers.

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

在有害廢棄物方面，除了辦公室的廢棄墨盒外，本集團的有害廢棄物主要來自養老業務產生的醫療廢棄物，我們按照國家相關法律法規進行處理，如《醫療廢物管理條例》、《醫療廢物專用包裝物、容器標準和警示標誌規定》、《鏡湖區醫療廢物處理暫行辦法》等，確保把有害廢棄物交由具備認可資格的第三方回收商。



Storage
存放

Set up special storage spots to collect all kinds of medical wastes
設有收集各類醫療廢物的專用存放點



Handling
處理

All medical wastes are strictly disinfected and placed in double-layer thick plastic bags designed for medical wastes according to regulations
所有醫療廢棄物進行嚴格消毒並按照規定將其裝入雙層厚實醫療垃圾專用塑料袋



Collection
收集

Qualified third-party recyclers will collect, transport and dispose related medical wastes regularly
第三方合資格的回收商集中收集運輸及定期處置相關醫療廢棄物



ENERGY, AIR EMISSIONS AND GREENHOUSE GASES

Emissions of the Group are mainly derived from fuel oil consumed by vehicles while energy consumption mainly comes from indirect energy of purchased electricity. The data of air and greenhouse gases emissions and energy consumption of the Group during the Reporting Period and 2021 are as follows:

能源、廢氣及溫室氣體排放

本集團的排放物主要來自車輛燃油的燃料消耗，而能源消耗方面主要是來自間接能源的外購電力。以下為本集團於報告期間以及2021年的廢氣排放、溫室氣體排放及能源消耗數據：

Areas 範疇	Unit 單位	2022 2022年	2021 2021年
Air Emissions 廢氣排放			
Nitrogen oxides 氮氧化物	Kg 千克	31.06	32.73
Sulfur oxides 硫氧化物	Kg 千克	0.60	0.66
Particulate Matter 懸浮顆粒	Kg 千克	1.39	1.58
Greenhouse Gas (GHG) Emissions 溫室氣體排放			
Total greenhouse gas emissions (Scope 1 and Scope 2) 溫室氣體總排放量(範圍1及2)	Tonnes of CO ₂ e 公噸二氧化碳當量	393.30	381.88
Direct greenhouse gas emissions (Scope 1) 直接溫室氣體排放(範圍1)	Tonnes of CO ₂ e 公噸二氧化碳當量	117.34	127.09
Energy indirect greenhouse gas emissions (Scope 2) 能源間接溫室氣體排放(範圍2)	Tonnes of CO ₂ e 公噸二氧化碳當量	275.96	254.80
Total greenhouse gas emissions intensity (Scope 1 and Scope 2) 溫室氣體總排放量密度(範圍1及2)	Tonnes of CO ₂ e/m ² of gross floor area 公噸二氧化碳當量/ 平方米建築面積	0.04	0.03
Energy Consumption 能源消耗			
Total energy consumption 能源總耗量	MWh 千個千瓦時	911.45	901.49
Purchased electricity 外購電力	MWh 千個千瓦時	456.83	417.63
Unleaded petrol 無鉛汽油	MWh 千個千瓦時	286.91	329.18
Natural gas 天然氣	MWh 千個千瓦時	167.71	154.69
Intensity of total energy consumption 能源總耗量密度	MWh/m ² of gross floor area 千個千瓦時/平方米建築面積	0.09	0.08



眾心如城 • 為環境創造價值

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

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



Exhaust Gas Control

廢氣防治

- Strictly manage the vehicle utilization system, plan appropriate driving routes and number of passengers to improve the utilization efficiency of vehicle;
- Encourage employees to travel by public transportation as much as possible;
- Eliminate vehicles that do not comply with environmental protection standards and those having high fuel consumption in a timely manner; and
- Install fume purifying devices to filter the cooking exhaust fumes before discharging to the atmosphere.
- 嚴格管理車輛使用制度，規劃適當行駛路線及人數以提高車輛使用效率；
- 鼓勵員工盡量使用公共交通工具；
- 適時淘汰不符合環保標準、油耗高的車輛；以及
- 安裝油煙淨化器過濾煮食油煙廢氣，然後排放至大氣中。



Energy saving and emission reduction

節能減排

- Turn off all electrical equipments when getting off work to minimize electricity consumption;
- Use energy-saving lamps whenever possible and cultivate the habit of turning off the lights when leaving the office;
- Place labels on office equipments, such as reminding the employee to turn off all electrical appliances before leaving offices or after used; and
- The temperature of the air conditioning is controlled at 26°C, and the air conditioning in geriatric care institutions will be turned off between 9:00–11:00 a.m. and 2:00–4:00 during midnight.
- 下班時將所有用電設備關閉，減少電力消耗；
- 盡量採用節能燈具，培養員工在離開辦公室隨手關燈的習慣；
- 在辦公室設備上貼上標貼，提醒員工在離開前或使用後關閉電器設備；以及
- 空調溫度控制在26°C，養老機構在日間9–11時及晚間2–4時關掉空調。

WATER AND SEWAGE DISCHARGE

We mainly consume water, which is provided by municipal water supply agencies, for domestic use to support business operations. During the Reporting Period, we have not encountered any problems in finding suitable water sources. Water usage data of the Group during the Reporting Period and 2021 is as follows:

用水及污水排放

我們的用水消耗主要來自支持業務運營的生活用水，由市政供水機構提供。於報告期間，我們在求取適用水源上並無遇到任何問題。以下為本集團於報告期間及2021年的用水數據：

Areas 範疇	Unit 單位	2022 2022年	2021 2021年
Total water consumption 總耗水量	m ³ 立方米	7,961.00	6,447.00
Intensity of water consumption 耗水量密度	m ³ /m ² of gross floor area 立方米/平方米建築面積	0.77	0.55



The Group's business involves the geriatric care industry, including the establishment of residential care homes for the elderly, resulting in high water consumption. We have formulated a series of measures according to the nature and needs of our business, and are committed to improving our water efficiency through implementing the following measures:

由於本集團的業務當中涉及養老產業包括設有安老院舍而造成較高的耗水量，因此我們根據業務性質及需要制定一系列措施，致力透過執行以下措施去提高我們的用水效益：

Water Conservation 節約用水



Enhance the awareness of water saving among employees in daily business
於日常業務中提升員工惜水概念



Require employees to strictly avoid turning on the watertap for long time, and turn off the tap consciously after use
嚴禁員工長流水，使用後須自覺關掉水龍頭



Regularly inspect and maintain water equipment
定期檢查及維護用水設備



When damage is found, immediately notify the worker to repair it on the same day within 12 hours
若發現設備損壞時會立即安排水工於當日12小時內進行維修



Sewage Treatment 污水處理

Domestic sewage

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

Hospital sewage

- Hospital sewage is treated in accordance with the requirements of the "Technical Guidelines for Hospital Sewage Treatment";
- Hospital sewage needs to adopt the primary treatment process – chlorine disinfection process; and
- We require the operators of sewage treatment facilities to receive training and improve job operating procedures.

生活污水

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

醫院污水

- 醫院污水方面會按照《醫院污水處理技術指南》的要求執行；
- 醫院污水需採用一級處理流程—氯消毒工藝；以及
- 我們要求污水處理設施的操作人員要接受培訓及健全崗位操作流程。



CLIMATE CHANGE

Climate change issues are closely related to the challenges that we faced in our sustainable development. Climate change not only affects the ecological environment, but may also pose a threat to the health and even human life. Beijing Health is always aware of the climate change risks associated with our business, and is gradually identifying and studying the potential impacts of climate change on our business operations so that we can develop appropriate measures to deal with climate change in the future.

氣候變化

全球氣候變化的議題與我們可持續發展遇到的挑戰環環相扣。氣候變化不但僅影響生態環境，而且對我們的人類健康甚至生命安全可能構成威脅。北京健康時刻關注與業務相關的氣候變化風險，亦逐步識別及研究氣候變化對我們業務營運的潛在影響，以便日後可以透過制定合適的措施去應對氣候變化。

Identified Risks 已識別的風險	Responses 應對措施
<p>Physical Risks 實體風險</p>	<p>Extreme weather events (e.g. typhoon, rainstorm) resulting in damage to buildings at the operation site, increasing the risk that employees and customers may be injured as a result 極端天氣事件(例如：颱風、暴雨)導致營運地點建築物受損，員工及客戶可能因此受傷的風險增加</p> <p>The increasing frequency of high temperature heat waves and cold weather may increase the risk of discomfort among the elderly/chronic patients 越見頻繁的高溫熱浪及低溫寒冷天氣可能增加長者／長期病患出現不適的症狀風險</p>
<p>• When we discover water leakage problems due to heavy rain, we will immediately ask maintenance staffs to repair it to reduce the subsequent impact of water leakage.</p> <p>• 當遇到因暴雨而造成漏水問題時，我們會立刻找維修人員進行修復工作，減低漏水帶來的後續影響。</p> <p>The Group's geriatric care institutions implement the following measures in response to high temperature heat waves and cold weather conditions: 本集團的養老機構針對高溫熱浪及寒冷天氣的情況，執行以下措施：</p> <ul style="list-style-type: none"> • Purchase cooling drugs in advance and distribute herbal tea, barley tea and other beverages to the elderly, as well as watermelon, mung bean soup and other cooling food; • 預先採購降溫藥品，並向長者派發涼茶、大麥茶等飲品，以及西瓜、綠豆湯等降溫食品； • Install fans or air conditioners in every room of the elderly homes; • 院舍內的每個房間亦會配置風扇或空調； • The command group conducts regular checks on heat prevention measures by various departments in order to protect the elderly suffered from high temperature; • 指揮小組定期檢查各部門的防署措施，做好長者的防署降溫工作； • Ensure that staffs acquired knowledge of warm keeping during the cold weather; • 確保員工均掌握充足的防寒保暖常識； • Equip every room of the elderly homes with central heating system in order to maintain a comfortable temperature • 院舍內的每個房間亦會配置中央暖氣，保持舒適的溫度。 	



STRIVE FOR UNITY AND CREATE VALUE FOR THE COMMUNITY

戮力齊心 • 為社區創造價值

Our Group is always passionate about participating in charity works and practices the principle of “Using the money it has made from the public on the public”. We must not only create economic benefits, but also fulfill social responsibilities, give back to society, and create value for the community. For a long time, Beijing Health has been deeply involved in the health industry, providing protection for people’s health and retirement, and striving to create and guard a healthy and smart community with harmony and sharing. As a warm-hearted enterprise, Beijing Health supports regional economic development and helps to realize common prosperity. During the Year, Beijing Vissam joined hands with the local community to fight against the pandemic, and made a donation to the Hangu Management District to help prevent and control the pandemic in the district.

SUPPORT THE PROMOTION OF RURAL REVITALIZATION

The comprehensive promotion of rural revitalization in Mainland China requires the support of various resources such as industries, talents and organizations. Beijing Vissam has been helping to support the promotion of related policies. During the Year, we not only continued to support the charitable work of the Dongrun Public Welfare Foundation with donation, but also carried out extensive charity activities to help poor students, benefiting more young children in poor and remote areas. We also donated multi-functional tables, office chairs and filing cabinets to Beihongmen Village, Dayushu Town, Yanqing District, Beijing, which effectively improved the office environment of the village committee and greatly enhanced the working conditions for daily reception of the public and carrying out activities. In the future, Beijing Vissam will continue to move forward on the road of public welfare, contribute to the society and help the development of education in Mainland China.

本集團一向熱心公益，實踐「取之社會、用之社會」的概念。我們不僅要創造經濟效益，更要履行社會責任，回饋社會，為社區創造價值。長期以來，北京健康深耕健康產業，為增進民生福祉，為人們的健康和養老提供保障，努力創造和守護健康智慧、和諧共享的社區。作為一個有溫度的企業，北京健康支持區域經濟發展，助力實現共同富裕。本年度北京偉森與當地社區攜手並肩抗疫情向漢沽管理區捐款，助力區內疫情防控工作。

支持推進鄉村振興

中國內地全面推進鄉村振興需要產業、人才及組織等多方面資源支持，北京偉森一直助力支持相關政策的推進，本年度我們不但繼續支持東潤公益基金會的慈善工作捐款，以廣泛開展扶助貧困學生的公益活動，讓更多貧困及偏遠地區青少年兒童受惠；而且向北京市延慶區大榆樹鎮北紅門村捐贈多功能桌子、辦公椅以及文件櫃等辦公設施，有效改善村委會的辦公環境，使日常接待群眾、開展活動等工作條件大幅提升。未來，北京偉森將繼續在公益之路不斷前行，為社會貢獻自己的力量，助力中國內地教育事業發展。



INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

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Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
Mandatory Disclosure Requirements 強制披露規定			
Governance structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues, (including risks to the issuer’s business); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s business. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。 	Sustainable Development Governance Structure, Materiality Analysis 可持續發展管治架構、重要性分析	10, 13
Reporting principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantification and consistency) in the preparation of ESG reports.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。</p>	Reporting Basis and Principle 報告編製依據及原則	7
Reporting boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the progress used to identify which entities or operations are included.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	Reporting Period and Scope 報告期間及範圍	6





Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
A. Environmental			
A. 環境			
A1: Emissions			
層面A1：排放物			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Wills Unite Like a Fortress to Create Value for the Environment, Water and Sewage Discharge 眾心如城 • 為環境創造價值、用水及污水排放	37, 43
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Hazardous and Non-hazardous waste 有害及無害廢棄物	39
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Hazardous and Non-hazardous waste 有害及無害廢棄物	39
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	37, 41-42



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Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Hazardous and Non-hazardous waste 有害及無害廢棄物	39–40
A2: Use of Resources 層面A2：資源使用			
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41–43
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	41
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water and Sewage Discharge 用水及污水排放	42
A2.3	Description of energy use efficiency and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy, Air Emissions and Greenhouse Gases 能源、廢氣及溫室氣體排放	42
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Water and Sewage Discharge 用水及污水排放	42–43
A2.5	Total packaging materials used for finished products with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Not applicable to the Group's business 不適用於本集團業務	N/A 不適用





Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
A3: Environment and Natural Resources 層面A3：環境及天然資源			
General disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Green Products and Certifications 綠色產品及認證	38–39
A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。		38–39
A4: Climate Change 層面A4：氣候變化			
General disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	44
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the actions taken to manage them. 描述以及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。		44



Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B. Social B. 社會			
Employment and Labor Practices 僱傭及勞工常規			
B1: Employment 層面B1：僱傭			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Creating Value for Employees Whole-heartedly, Staff Rights, Talent Recruitment 一心一意 • 為員工創造價值、員工權益、網羅人才	24, 27–28
B1.1	Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Staff Overview 員工概覽	25
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Staff Overview 員工概覽	26





Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
B2: Health and Safety 層面B2：健康與安全			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety, Pandemic Prevention and Control 健康與安全、疫情防控	32–36
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全	33
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全	33
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety, Pandemic Prevention and Control 健康與安全、疫情防控	32–36



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General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Talent Training 人才培訓	29–32
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management or middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。		31
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。		32
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General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child labor and forced labor 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labor Standards 勞工準則	28
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B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。		22
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。		22–23
B5.3	Description of practices relating to identifying environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	22–23
B5.4	Description of practices relating to promoting environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Green Procurement 綠色採購	23



Key areas 主要範疇	Content 內容	Chapter/Statement 章節／聲明	Page number 頁數
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B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Concentrate on Creating Value for Customers 專心致志 • 為客戶創造價值	18
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General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	15
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