



金地商置

Gemdale Properties & Investment

Gemdale Properties and Investment Corporation Limited

金地商置集團有限公司*

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 535)

* For identification purpose only 僅供識別



 金地广场
GEMDALE PLAZA



2022

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

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE REPORT

Reporting Principle

This Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) has been prepared in accordance with the ESG Reporting Guide (the “**Reporting Guide**”) set out in Appendix 27 to the Main Board Listing Rules of The Hong Kong Exchanges and Clearing Limited, which covers ESG issues related to property development, property investment and management businesses of Gemdale Properties and Investment Corporation Limited (the “**Company**” or “**Gemdale Properties**”, together with its subsidiaries, the “**Group**”) in Mainland China from 1 January 2022 to 31 December 2022 (the “**Reporting Period**” or “**FY2022**”).

Reporting Scope

The projects covered herein are the same in nature for the year and the prior year, which are relevant to our real estate subsidiaries, and thus the types of ESG risks that Gemdale Properties may be exposed to remain unchanged. Considering that the size of projects and operational scales have direct effects on the Group’s revenue, we decided to identify the reporting scope based on revenue in order to ensure the projects covered in the Report reflect the core business of the Group and major ESG risks of the Group.

Unless otherwise specified, the environmental and social KPIs disclosed in the Report only cover six major real estate subsidiaries managed by the Group, namely Xuzhou Hongdi Real Estate Development Co., Ltd. (“**Xuzhou Hongdi**”), Xuzhou Weisheng Real Estate Development Co., Ltd. (“**Xuzhou Weisheng**”), Shanghai Zhongjun Real Estate Development Co., Ltd. (“**Shanghai Zhongjun**”), Beijing Gemdale Xingyuan Real Estate Development Co., Ltd. (“**Beijing Gemdale Xingyuan**”), Nanjing Vision Real Estate Development Co., Ltd. (“**Nanjing Vision**”) and Vision (Shenzhen) Software Technology Co., Ltd. (“**Shenzhen Vision**”), which together represent more than 75% of the Group’s revenue in FY2022.

As compared to 2021, Beijing Daxing, Nantong Jinlei, Shenyang Huacheng, Hangzhou Jinhang and Xi’an Zhutai has been excluded while Xuzhou Hongdi, Xuzhou Weisheng and Beijing Gemdale Xingyuan has been included in the scope this year, which are three major projects of this year to reflect the Group’s actual and specific sustainable development.

關於本報告

報告原則

本環境、社會及管治報告（「**本報告**」）根據香港交易及結算所有限公司主版上市規則附錄二十七所載之《環境、社會及管治報告指引》（「**報告指引**」）而編製，涵蓋金地商置集團有限公司（「**本公司**」、「**金地商置**」，連同其附屬公司統稱「**集團**」或「**本集團**」）於2022年1月1日至2022年12月31日期間（「**報告期間**」、「**2022年財政年度**」）在中國大陸與物業發展、物業投資及管理業務相關的環境、社會及管治（「**ESG**」）事宜。

報告範圍

本年度與上年度所涵蓋的項目的性質一致，均屬於地產項目子公司，因此金地商置可能承受的ESG風險類型並沒有改變。而考慮到項目大小及營運規模會直接影響到集團的營業額，為確保本報告所覆蓋的項目能夠代表本集團業務的核心以及包含本集團主要的ESG相關風險，我們選擇以營業額界定報告範圍。

本報告披露的環境與社會績效指標，除非另有說明，只覆蓋由集團管理的六個主要地產項目子公司，包括徐州鴻迪房地產開發有限公司（「**徐州鴻迪**」）、徐州威盛房地產開發有限公司（「**徐州威盛**」）、上海仲駿房地產開發有限公司（「**上海仲駿**」）、北京金地興遠房地產開發有限公司（「**北京金地興遠**」）、南京威新房地產開發有限公司（「**南京威新**」）及深圳威新軟件科技有限公司（「**深圳威新**」），共佔本集團2022年財政年度超過百分之七十五的營業額。

本年度所覆蓋的範圍對比2021年度剔除北京大興、南通金壘、瀋陽華城、杭州金航及西安築泰，同時加入徐州鴻迪、徐州威盛及北京金地興遠三個本年度為較主要的項目，以展現集團實際和具體的可持續發展狀況。

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Reporting Principles

The report is prepared on the basis of four major reporting principles outlined in the Reporting Guide, including “quantitative”, “consistency”, “materiality” and “balance”:

報告原則

我們應用報告指引中的四大匯報原則包括「量化」、「一致性」、「重要性」及「平衡」編寫本報告：

Quantitative 量化

To present the ESG performance of the Group in a more objective manner, and to help stakeholders understand and conduct comparisons, we provide information through quantitative methods whenever possible. In accordance with the Reporting Guide, relevant social and environmental data will be collected by our real estate subsidiaries within the reporting scope and will then be reviewed by relevant departments before aggregation. The standards, methods and assumptions (if applicable) used in data calculation are stated in relevant sections.

為更客觀地展示本集團的ESG表現，方便持份者了解和進行比對，我們在可行的情況下會以量化方式提供訊息，並根據報告指引，由報告範圍內的地產項目子公司收集相關社會及環境數據，經有關部門審閱後進行匯總。數據計算標準、方法及假設（如適用）已在相關章節列明。

Consistency 一致性

Unless otherwise specified, the data in this Report are calculated using the same method as prior year, with same statistical and conversion mechanism to ensure comparability across financial years. For the changes in the aforesaid scope of coverage, we use “intensity calculation” as the basis for data comparison to increase the comparability of environmental data.

報告的數據計算，除非另有說明，方法與去年一致，沿用相同的數據統計和換算方法，以確保不同財政年度之間的可比性。針對前述報告覆蓋範圍的改變，我們會以「密度」作為數據比較的基礎，以增加環境數據的可比性。

Materiality 重要性

To identify key issues of the year through analysing business development of the Group, industry and market trends, and communications with the stakeholders. Details can be referred in section “Materiality Assessment”.

透過分析行業市場趨勢、集團營運發展，以及與持份者溝通和交流，識別出本年度的重要性議題，詳情可以參考「重要性評估」章節。

Balance 平衡

To report ESG performance of the Group without bias.

不偏不倚呈報集團在ESG方面的表現。

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Summary

As an enterprise principally engaged in provision of real estate and related products and services, Gemdale Properties strives to provide products and services that are scientific-based, high quality and cost-effective. Therefore, the technologies, processes and procedures adopted by the Group are designed to make the production mode of its products and services greener and more environmentally friendly. In addition, given high importance to cultivation of talents and provision of benefits, the Group continues to adopt an effective human resource policy to attract and retain talents, and provide proper trainings for its employees to improve their quality. At the same time, the Group recognizes the importance of corporate social responsibilities. It has not only been actively encouraging its employees to take part in charitable activities in ordinary session, but also taken initiatives to battle against the pandemic in response to the national call in critical moments.

提要

金地商置作為一家以提供房地產及相關產品和服務為主的企業，力爭所提供的產品和服務是科學、高質量和高性價比的。因此，集團所採用的技術、工藝和流程等都力圖使其產品和服務的生產方式變得更綠色、更環保。並且，集團非常重視人才的培養和福利，持續透過有效的人力資源政策吸引和保留人才，為員工提供合適培訓，提高僱員質素。同時，集團深知企業社會責任的重要性，在平時積極鼓勵員工參與慈善活動；在特殊時期響應國家號召，積極支持抗疫。



Power consumption intensity YoY
用電量密度比去年

Reduced by **28%**
減少**28%**



Green construction area in total
綠色建築面積累計

18.47mn sqm
1,847萬平方米



Customer satisfaction
客戶滿意度

Over 87%
87%以上



Greenhouse Gas emissions YoY
溫室氣體排放量比去年

Reduced by **30%**
減少**30%**



2022 Green building certification
2022年綠色建築認證

Increased by **6**
新增**6**個



Staff trainings in 2022
2022年員工培訓

15.6 hrs/person
15.6小時／人

Management Approach for Sustainable Development

The Group places high emphasis on sustainable development and is committed to boosting its sustainability performance in various aspects. In order to more effectively promote sustainable development and improve its ESG management,

可持續發展管理方針

集團高度重視可持續發展並致力於各個層面強化有關方面的表現。為更有效推動可持續發展工作、加強ESG範疇管理，集團已制定初步的可持續發展管治架構。作為集團企業管治體系最高層級，董事會

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the Group has established an initial sustainable development and governance structure. The board of directors, being the highest level in corporate governance structure of the Group, is responsible for the overall ESG strategies of the Group and reporting thereon, determination of ESG development direction and goals and supervision on the progress. In order to facilitate the management of daily ESG issues, the board of directors, as a convener, has established an ESG working group consisting of the representatives of the capital management department, legal department and financial management department. The working group shall coordinate with each subsidiary and department within the Group and implement corresponding policies and measures according to the ESG development direction as determined by the board of directors. At the same time, it is responsible to collect relevant environmental and social information and data, monitor usage, emissions, targets and other indicators, and evaluate the effectiveness of sustainable development strategies. Besides, in order to ensure that the Group's operations comply with ESG-related laws and regulations, the working group reviews and evaluates all important risk management and internal control measures on a regular basis, keeping track of deviations, promoting rectifications and improvements to meet relevant regulatory requirements. In daily operation and management, the representatives of the capital management department, the legal department and the financial management department communicate frequently through telephone, WeChat, e-mail, etc., in order to achieve the objectives set by the Board for various ESG indicators.

肩負集團整體ESG策略及匯報的責任，制定ESG發展方向及目標，並監督相關進度。而為促進集團日常ESG事項的管理，董事會擔任總召集人，成立了一個ESG工作團隊，成員包括資本管理部、法務監察部及財務管理部的代表。團隊將協調集團內部各單位及部門，按照董事會所制定的ESG發展方向落實相應政策措施；同時亦負責收集與環境及社會相關的資料和數據，並監控使用量、排放量、目標、其他指標以及評估可持續發展戰略的有效性。此外，為確保集團營運符合ESG相關的法律法規，團隊定期進行內部審查及評估所有重要的風險管理及內部監控措施，查找內控差距以推動整改提升，達到相關法規要求。在日常經營管理中，資本管理部、法務監察部及財務管理部的代表經常通過電話、微信、郵件等方式進行溝通，務求達到董事會對ESG各項指標設定的目標。

Board of directors 董事會

Responsible for the overall ESG strategies of the Group and reporting thereon, determination of ESG development direction and goals and supervision on the progress
肩負集團整體ESG 策略及彙報的責任，制定ESG 發展方向及目標，並監督進度

ESG working group ESG工作團隊

Implement ESG-related policies and measures, collect relevant information and data, evaluate the effectiveness of sustainable development strategies and carry out regular internal review
落實ESG 政策措施，收集相關的資料和數據，評估可持續發展戰略的有效性，定期進行內部審查

Other functional departments 其他業務部門

Execute ESG-related policies and measures, control the usage, emission and other important indicators in ordinary business operations
於日常運營層面執行ESG 政策措施，控制使用量、排放量及其他重要指標

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The existing risk assessment and internal control systems also cover ESG-related risks. Taking into account the business position, market conditions, financial and operational performance and internal procedures, the Group regularly assesses, reviews and identifies potential risks, and adjusts or develops relevant policies and implements control measures. The progress of risk assessment and internal monitoring and control and updates on regulations are reported to management and the board of directors on a regular basis, with a view to assisting them in determining short-term and medium-to-long term performance, goals and strategies for the Group. This ESG report will also be submitted to the board for review to ensure its compliance with the regulations and alliance with the vision and principles of Gemdale Properties.

Currently, we require management to take into account relevant ESG factors in the ordinary course of business and operations as key factors, thus improving the overall performance of the Group as well as catering for the needs of stakeholders. Relevant data are also disclosed in the ESG report published annually to strengthen our external stakeholders' understanding of the Group's ESG performance.

In regards to monitoring of effectiveness of our risk management and internal control systems, please refer to the section headed "Risk Management and Internal Control" in the "Corporate Governance Report" of the Group.

Sustainable Development Strategy

In order to better capitalize on the opportunities arising from sustainable development and meet the challenges brought therefrom, the Group has developed an initial strategy, focusing on the following three major scopes:

1. Operation principle: adhere to rigid standards for corporate ethics to develop quality property projects with the aim to creating values for communities and its customers in long run
2. People-oriented: value talents, provide career development opportunities to employees and care for their welfare
3. Care for the environment: advocate green operation and natural resource conservation to minimize its effect on the environment

而既有的風險評估及內部監控系統亦已經覆蓋到 ESG 相關風險。本集團通過對自身業務狀況、市場環境、財務及營運表現、內部流程等進行綜合考慮，定期評估、覆核、識別出潛在的風險並調整或建立相關政策和執行控制措施。風險評估及內部監控工作進度、法規更新情況會定期匯報至管理層及董事會，以協助他們擬定本集團短期及中長期的表現、目標和策略。此 ESG 報告也會交給董事會作審閱，確保其合規性和符合金地的理念、原則。

現時，我們要求管理層將 ESG 相關元素納入日常業務營運中，成為重點考慮因素，從而提升本集團整體表現，亦顧及各持份者的需要。我們也會在每年發佈的 ESG 報告中披露有關的數據，讓外部持份者更了解本集團的 ESG 狀況。

關於對風險管理及內部監控系統成效的監測，請參考本集團「企業管治報告」中的「風險管理及內部監控」部分。

可持續發展策略

為更好把握可持續發展帶來的機遇及應對相關挑戰，集團已制定初步可持續發展策略，圍繞以下三個主要範疇：

1. 營運之道：秉持嚴格企業道德，發展優質房地產項目，為社區及客戶創造長遠價值
2. 以人為本：重視人才，為員工提供發展機會，關注員工福祉
3. 愛護環境：支持綠色營運，保護天然資源，減低對環境的影響

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STAKEHOLDER ENGAGEMENT

We attach great importance to stakeholders' interests, concerns and opinions, and hope to formulate precise strategies pertinent to sustainable development. In the ordinary course of business, our functional departments have been maintaining two-way close communication and coordination with our stakeholders. On one hand, to be informed of their valued views, feedback and expectations on the Group's operations and; on the other hand, to report to them the current ESG performance of the Group and how we have responded to their needs. Based on the extent and nature of engagement of all stakeholders in the Group's operation and considering the level of impact our business have on them and vice versa, we have identified the following major groups of stakeholders and built long-term and continuous communication channels:

持份者參與

我們很重視持份者的利益、關注和意見，並希望制定具針對性的可持續發展戰略。在日常經營活動中，不同的業務部門一直與持份者保持雙向緊密溝通協調，一方面可以知悉他們對本集團營運的重要意見、回饋及期望；另一方面，我們可以在過程中匯報集團最近在ESG方面的表現和如何回應他們的需求。我們根據各持份者對本集團營運的參與度及性質，並考慮其受我們影響或對我們業務影響的程度，識別出以下較主要的持份者組別及建立長期並持續性的聯繫渠道：

Group of stakeholders 持份者組別	Long-term and continuous communication channels	長期持續性聯繫渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Press releases and announcements Annual and interim reports Company website 	<ul style="list-style-type: none"> 新聞稿及公告 年報及中期報告 公司網站
Employees 僱員	<ul style="list-style-type: none"> Staff newsletters Work performance assessment Feedback collection Staff activities Intranet and email Team-building activities 	<ul style="list-style-type: none"> 員工通訊 工作表現評核 意見收集 員工活動 內聯網和電子郵件 團體合作活動
Service suppliers and partners 服務供應商及合作夥伴	<ul style="list-style-type: none"> Performance assessment Annual contract update and renewal Company website Investigations and meetings 	<ul style="list-style-type: none"> 表現評估 年度合約更新及續約 公司網站 調查和會議
Communities 社區	<ul style="list-style-type: none"> Charitable/volunteer activities Company website 	<ul style="list-style-type: none"> 慈善／義工活動 公司網站
Customers 客戶	<ul style="list-style-type: none"> Customer satisfaction surveys Customer service hotline Company website Annual and interim reports 	<ul style="list-style-type: none"> 客戶滿意度調查 客戶服務熱線 公司網站 年報及中期報告

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Group of stakeholders 持份者組別	Long-term and continuous communication channels	長期持續性聯繫渠道
Media 媒體	<ul style="list-style-type: none"> Press releases and announcements Annual and interim reports Interviews 	<ul style="list-style-type: none"> 新聞稿及公告 年報及中期報告 採訪
Government authorities/regulators 政府部門／監管機構	<ul style="list-style-type: none"> Annual and interim reports Statutory documents 	<ul style="list-style-type: none"> 年報及中期報告 法定文件

MATERIALITY ASSESSMENT

With the opinions collected through the above communication channels, and taking reference to the key concerns of our peers relating to sustainable development, international reporting standards and operation environment, we have identified 30 issues, covering environment, employment and labour, operation and communities.

Considering stakeholders' willingness to participate in communication in relation to sustainable development, the working group strategically arranged further communication and surveys to targeted internal and external stakeholders, so that they can evaluate the importance or relevance of each issue to the Group. Subsequently, we built materiality matrix by ranking the issues according to their total scores and our quantitative analysis. After consolidating the results of internal consultation and considerations with reference to the materiality disclosure of our peers, we selected 8 out of 30 issues as key issues, 19 as important issues and 3 as secondary issues of the Report, with results to be reviewed by the Board. Higher emphasis will be put on disclosure of matters relating to key issues in the Report.

重要性評估

我們透過上述的溝通渠道得到的意見，加上參考同業的可持續發展關注議題、國際報告標準和營運環境，歸納出30項議題，涵蓋環境、就業和勞工、運營及社區。

根據持份者參與可持續發展溝通的意願，工作小組有策略性地向重點內部及外部持份者包括客戶、員工、供應商、管理層等進行進一步溝通和問卷調查，讓他們為每一項議題對集團的重要性或相關性進行評分，我們按照匯總分數和量化分析進行排序，然後建立重要性矩陣。在結合內部諮詢及考慮、參考同行企業的重要性議題披露，確定從30項議題中選擇8項作為本報告的關鍵議題、19項重要議題和3項次要議題，結果交由董事會審議。關鍵議題將會是本報告的披露重點。

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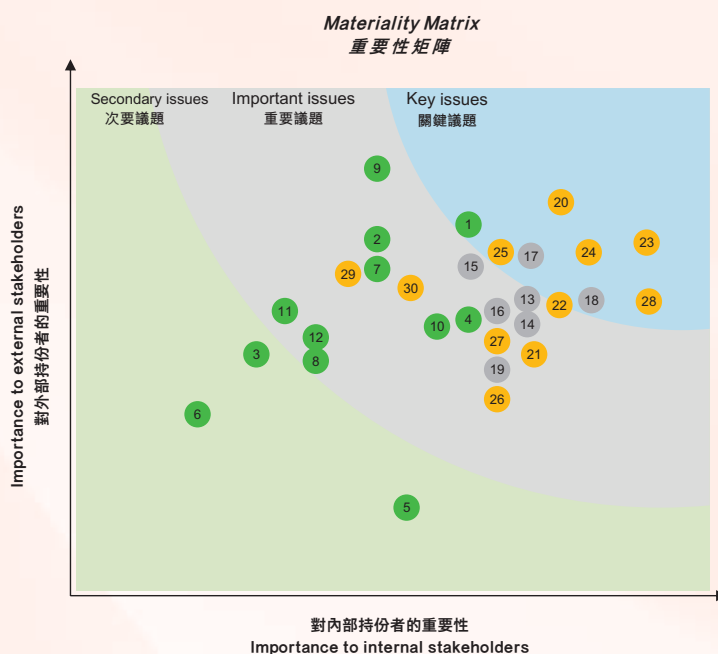
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Compared to that of 2021, the importance to certain issues was changed: 與2021年相比，部分議題的重要程度有所改變：



The result of materiality assessment for 2022 is as follows:

2022年的重要性評估結果如下：



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Number 編號	Material ESG Issues	重大環境、社會及管治事宜
	<i>Care for the environment</i>	愛護環境
1	Air pollution emissions	空氣污染排放
2	Sewage	污水排放
3	Greenhouse gas emission	溫室氣體排放
4	Production, disposal and/or recycling of hazardous waste	有害廢物的產生、處理和／或回收
5	Production, disposal and/or recycling of non-hazardous waste	非有害廢物的產生、處理和／或回收
6	Energy utilisation and efficiency	能源使用及效率
7	Water utilisation and efficiency	水源使用及效率
8	Packaging materials utilisation	包裝物料使用
9	Quality and safety of fitting out	裝修質量與安全
10	Noise and dust from construction projects	建築項目的噪音及塵土
11	Indoor air quality	室內空氣品質
12	Climate change adaptation	適應氣候變化
	<i>People-oriented</i>	以人為本
13	Recruitment and dismissal	招聘和解僱
14	Compensation and benefit	薪酬及福利
15	Working hours and rest periods	工作時數與假期
16	Diversity, equal opportunity and anti-discrimination	多元化、平等機會及反歧視
17	Occupational health and safety	職業健康與安全
18	Training and development	培訓和發展
19	Prevention of child labour or forced labour	防止童工或強制勞工
	<i>Operation principle</i>	營運之道
20	Environmental and social risks management of supply chain	供應鏈的環境和社會風險管理
21	Environmentally friendly products and services utilisation	環保產品及服務的使用
22	Quality and safety of construction and fitting out projects	建築及裝修項目的品質與安全
23	Customer safety	顧客安全
24	Customer service quality (including complaints follow-up mechanism)	客戶服務質量(包括投訴跟進機制)
25	Information protection and privacy	資料保障和私隱
26	Intellectual property	知識產權
27	Advertising and labeling	廣告和標籤
28	Anti-corruption, bribery, extortion, fraud and money laundering	反貪污、賄賂、勒索、欺詐和洗黑錢
29	Community development support	支援社區發展
30	Community activity participation	參與社區活動

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1. OPERATION PRINCIPLE

The Group regards creating values for the cities where it operates as its mission and is committed to developing quality property projects. To this end, in the course of its operation, the Group adheres to rigid standards of business ethics and integrity, priorities customer interests and safety, and manages supply chain efficiently.

1.1. Product Responsibility

Health and safety quality of property projects

With great emphasis on the health and safety of our customers, the Group has taken all necessary steps to ensure the quality of its property projects. For example, the Group has been conducting inspections on the quality of its property projects as well as its contractors and suppliers and their work, services and materials provided on a regular basis, to ensure the quality meets the requirement of Regulations on the Administration of Quality of Construction Works in China. If there are significant changes or severe quality issues of a contractor or a supplier, the Group may suspend the projects or the deliveries of such contractor or supplier at any time and remove them from the list of qualified suppliers in order to ensure the reliable quality of our projects. When selecting building materials, the Group also takes their effects on human health into consideration and complies with relevant national environmental regulations and requirements (including the requirements of GB-50325-2001D, Code for Indoor Environmental Pollution Control of Civil Building Engineering), ensuring that the materials do not impose negative effect on residents' health. The Group attaches great importance to the repair and maintenance of its real estate projects. Apart from requiring contractors to sign a maintenance service undertaking to fulfill their responsibilities of repair and maintenance, the Group also provides training and education on maintenance service etiquette to contractors' maintenance staff when necessary to ensure that their quality meet the Group's requirements.

1. 營運之道

本集團肩負為城市精築價值的使命，致力發展高質素的房地產項目。為此，本集團於營運過程中秉持嚴格商業道德，恪守廉潔原則，以客戶利益及安全為最大依歸，並高效管理供應鏈。

1.1. 產品責任

房地產項目健康與安全品質

本集團高度重視客戶的健康與安全，並採取一切必要措施確保房地產項目的質量。例如，本集團對房地產項目進行長期品質監管，定期對承建商和供應商及其工作、服務、提供的物料等進行檢查，確保項目質量能夠符合中國《建設工程質量管理條例》的要求。倘若承建商或供應商出現重大改變或發生嚴重品質問題，本集團可隨時暫停有問題之承建商的工程或供應商之付運，及取消其作為合格供應商的資格，以確保本公司項目品質之可靠。項目於物料選用上亦會考慮到其對健康的影響，均要符合國家綠色環保相關規範要求（包括《民用建築工程室內環境污染控制規範》GB-50325-2001D的規定），確保不會對用戶健康造成負面影響。本集團亦高度重視房地產項目的維修和保養，除了要求承建商簽訂維修服務承諾書履行工程修保養責任外，亦於需要時向承建商的維修人員進行維修服務禮儀培訓教育，確保其水準達到本集團的要求。

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The Group has detailed rules in the field of service quality performance. To standardize the management behavior, stick to the bottom line of quality and ensure construction quality, the Group has established a “red and yellow cards” warning mechanism to clarify red line behaviors and accountability measures. The Group has defined the behaviors that cause significant losses or hidden dangers to quality, safety, construction schedule and other aspects in the project management or not meeting the relevant management requirements of the Group as the project management red line behaviors. Each type of red line behaviors are classified and described in detail, and a set of corresponding points deduction standard has been established. For the red line behaviors in engineering management, the Group stipulates that the engineering customer service department, human resources administration, regional engineering customer service department, urban engineering customer service department, urban human resources administration department, urban operation management department and project center are responsible for the inspection, criticism, warning and release, accountability and rectification. The Group has developed corresponding accountability measures for entities subject to different warnings (“red and yellow cards”). Taking the accountability of construction units as an example, the Group requires the units subject to the yellow card warning to rectify timely and stops its bidding for 3 months, and requires the units subject to the red card warning to stop work and perform rectification and stops its bidding for 6 months. If any entity is subject to yellow or red card warning, its score in the quarterly performance evaluation will be adversely affected. At the same time, the legal department of the Group performs routine audits and legal inspections according to the annual plan. During the routine audit process, spot checks have been carried out on the performance of the project contract and the construction according to the drawings, and rectification and improvement are advocated to ensure that the field construction complies with the contract and design requirements. Moreover, the Group entrusts a third-party research company to rate the service quality of the Group, the results of which are much higher than the industry average.

本集團對服務質量績效領域有詳細的規定。為規範管理行為，堅守質量底線，確保施工安全，集團建立了「紅黃牌」警示機制，明確紅線行為和問責辦法。集團將對於工程管理中對質量、安全、進度及其他維度造成重大損失、隱患或不符合集團相關管理要求的行為定義為工程管理紅線行為，同時對每個維度的紅線行為進行要點詳細分類、提供行為描述並制定相應的扣分標準。對於工程管理紅線，集團規定由總部工程客服部、總部人力行政中心、區域工程客服部、城市工程客服部、城市人力行政部、城市運營管理部和項目中心這些部門進行檢查、通報批評、警示下達與解除、問責和整改等。集團亦對收到不同警示（「紅黃牌」）的單位制定了相應的問責辦法。以施工單位問責為例，集團對收到黃牌警示的單位要求限期整改並停標3個月；而收到紅牌警示的單位則要求停工整頓並停標6個月。收到紅、黃牌將影響在季度履約表現評核中的評分。同時，集團法務監察部按年度計劃開展例行審計及法務巡檢。例行審計過程中對工程合同履約及按圖施工情況進行抽查並督促整改，確保現場施工符合合同約定及設計要求。且集團聘請第三方調研對集團服務質量進行評分，評分結果遠高於行業均值。

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In addition, the Group also requires property management companies to provide appropriate trainings for their staff to ensure that they have sufficient knowledge and skills to serve all customers. Property management companies shall provide their employees with external trainings on fire control, elevator management, electricians and other special jobs, so that they comply with the relevant government regulations such as the Regulation on Property Management issued by the Ministry of Commerce of the PRC to safeguard property occupiers.

The Group is committed to providing high quality property projects together with top-level services to meet the living, entertainment and business needs of our customers. The Group is widely recognized for its efforts and contributions to the property industry and has received various honors and certifications awarded by different institutions in 2022, including ESG Development Influencer of the Year, China Top 3 Industrial Mall Developers in terms of Comprehensive Strength, China Top 4 Industrial Park Operators in terms of Comprehensive Strength, China Top 5 Outstanding Biomedical Industrial Park Projects, the Bronze Certification of GRANDS PRIX DU DESIGN-15th edition, Silver Award in the Commercial Building Category of American International Design Award, the Gold Award in Real Estate Residential Demonstration Area category of the Second PRO + AWARD and the Gold Award in Steel Structure in China.

此外，本集團亦要求物業管理公司為僱員提供恰當的各類培訓，確保他們有足夠的知識及技能服務所有客戶。物業管理公司會為僱員提供消防上崗證件、電梯管理上崗證件、電工及其他特種行業上崗證件的外委培訓，使之符合政府相關法規（如中國商務部發出的《物業管理條例》）的要求，保障業戶的安全。

本集團致力於提供高品質的房地產項目，配以高水準的服務為客戶滿足生活、娛樂及商業需求。本集團於房地產行業所付出的努力及貢獻得到廣泛認同，於2022年繼續取得多個不同機構頒發的榮譽及認證，如年度ESG發展影響力企業、國產城發展商綜合實力3強、中國產業園區運營商綜合實力4強、全中國優秀生物醫藥產業園區項目5強、榮獲北美GRANDS PRIX DU DESIGN—15th edition—Bronze Certification（銅獎）、美國紐約設計大獎國際商業類銀獎、第二屆PRO+AWARD普羅獎地產居住示範區類金獎及中國鋼結構金獎。

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International Awards and Certification 國際獎項及認證



The Silver Award in the Commercial Building Category of American International Design Awards
美國國際設計大獎商業建築類 – 銀獎



The Silver Award in the International Commercial Category of New York Design Awards
美國紐約設計大獎國際商業類 – 銀獎



The Bronze Certification of GRANDS PRIX DU DESIGN-15th edition
北美GRANDS PRIX DU DESIGN – 15th edition - Bronze Certification-銅獎



WELL Platinum Certification by the WELL Building Standard™ of the International WELL Building Institute
國際WELL建築研究院《健康WELL建築標準™》 – 鉑金級WELL健康建築認證

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The ESG Development Influencer of the Year 2022
2022年度ESG發展影響力企業



The Prestigious Industry Awards
行業權威獎項



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Property project advertising and labeling

The Group firmly believes that only through a renowned brand can we win customers' trust and gain their long term support. Therefore, while dedicated to providing high quality projects to satisfy customers' needs, the Group upheld its sincerity to serve its customers and ensures transparency and accuracy of the information relating to its projects and services in the course of engineering, procurements, sales and services, in order to prevent misleading customers or prejudicing their interests. The Group makes certain that all sales and promotional documents and information are prepared in compliance with the requirements of relevant advertising laws and regulations (e.g. The Advertising Law of the People's Republic of China and the Regulatory Measures on the Sale of Commercial Houses). Personnel with relevant knowledge of advertising laws in the marketing department will review the marketing materials in order to make sure that facts are objectively reflected and there are no exaggerated or false marketing practices. The Group put forward specific requirements for sales staff, integrated the dos and don'ts under the Advertising Law, issued the "Specifications for the Marketing and Advertising Management of Gemdale Properties" for the reference of sales staff, held sales business courses for sales staff, and promoted marketing standards through WeChat official account.

In order to regulate the promotional information of the projects and provide guidelines for the relevant staff, the Group has formulated the Operation Guidelines on Risk Control of Marketing Promotion and On-site Publicity. The guidelines expressly state the four advertising and promotion principles, namely truthfulness, legality, fairness, and honesty and credit. In the meantime, the appearance of certain contents (such as promises of appreciation or investment returns, geomancy, divination and other feudal superstitious contents, ranking or comprehensive evaluation of enterprises and their goods and services such as "leading market brand", etc.) are explicitly prohibited, and the terms used in advertisements are regulated. The legal department of the Group also conducts routine marketing audits and legal inspections in accordance with annual plan to check the promotional activities of projects, while the self-inspections are being conducted in marketing regions aperiodically to ensure compliance with the relevant provisions of the Advertising Law.

房地產項目廣告和標籤

本集團深信只有良好的品牌信譽才能建立顧客信心，爭取客戶長期支持。因此，在強調提供優質項目以滿足客戶要求的同時，本集團懷着真誠服務客戶，在工程、採購、銷售及服務流程中均確保項目及服務資訊之透明度及準確性，防止誤導或損害客戶權益。本集團確保所有的銷售、推廣文件及資料符合相關廣告法例法規（如《中華人民共和國廣告法》及《商品房銷售管理辦法》）的要求，市場行銷部門均有具備廣告法相關知識的人員對行銷材料進行審閱，確保其客觀地反映事實，不存在誇張失實之市場行銷手法。集團對銷售人員制定明確要求，整合廣告法下的「雷區」和「對策」，發佈《金地商置營銷廣告管理規範要求》供銷售人員參考，並為銷售人員舉辦銷售業務課程、推出科普營銷規範的微信推送。

為對項目宣傳材料做出規範，並為相關員工提供指引，本集團已制定《營銷宣傳風險管控及現場公示作業指引》。指引中明示了四個廣告宣傳原則，包括真實、合法、公平和誠實信用。同時，明確禁止了部分內容的出現（如升值或者投資回報的承諾，風水、佔卜等封建迷信內容，對企業及其商品、服務進行排序或綜合評價如「市場主導品牌」等），並對廣告的用語有所規範。集團法務監察部亦按年度計劃開展例行營銷審計及法務巡檢，對項目宣傳推廣活動進行檢查；而營銷區域也會不定期進行項目營銷自檢，以確保符合廣告法相關規定。

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In addition, the guidelines also have strict provisions on the use of portrait rights, name rights and intellectual property rights in advertising. The use of pictures, calligraphy and music in advertisements may involve the copyright of others, and the written consent of the copyright owner must be obtained; where patents are involved in an advertisement, the patent number and type of patents shall be indicated. Patent applications that have not been granted and patents that have been terminated, revoked or invalidated cannot be used in advertisements. The Group, through the above guidelines, fulfills its responsibility to protect intellectual property rights.

The Group has established management systems to regulate the Group's marketing and sales policies, such as the "Specifications for Promotion Policies Management of Gemdale Properties", the "Car Park Full Cycle Management System of Gemdale Properties", the "Marketing Expenses Management Measures of Gemdale Properties", the "Performance Assessment and Remuneration Management System For Marketing Direct Sales Team of Gemdale Properties" and the "Marketing System Post Allocation and Remuneration Management Measures of Gemdale Properties", to ensure compliant operation of marketing management

Customer service

The Group focused on establishing good and long-term relationships with its customers and increasing customer loyalty. Hence, the Group has established comprehensive after-sales service and customer feedback channels to regularly collect all comments and complaints on our services and product quality. Specific personnel are responsible for follow-ups and improvements to ensure that all comments and complaints from our customers are handled satisfactorily. Inspections are conducted on facilities and equipment in public areas of community and hygiene of the environment is checked before delivery of the property.

此外，指引亦就廣告中的肖像權、姓名權和知識產權使用有嚴格規定。廣告中使用圖片、書法、音樂，均有可能涉及他人著作權，必須取得著作權人的書面同意；廣告中涉及專利的，應當標明專利號和專利種類。不能使用未授予專利權的專利申請和已經終止、撤銷、無效的專利做廣告。透過上述指引，本集團履行保障知識產權的責任。

集團已建立《金地商置促銷政策管理規範要求》、《金地商置車位全周期管理制度》、《金地商置營銷費用管理辦法》、《金地商置營銷自銷團隊績效考核及薪酬管理制度》、《金地商置營銷體系崗位配置及薪酬管理辦法》等管理制度規範集團的營銷及銷售政策，以確保營銷管理的合規經營。

客戶服務

本集團着眼於與客戶建立良好的及長遠的關係，增加客戶忠誠度，因此本集團設立完善的售後服務及客戶意見反映渠道，定期收集所有關於服務、產品品質等的意見和投訴，並由專責人員負責進行跟進及改善，確保所有客戶意見及投訴都得到滿意處理。在物業交付時，本集團會對社區內公共區域設施設備是否完好、園區是否清潔衛生進行驗收。

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In addition, strict inspection rules for property projects are established, acceptance procedures, policies and quality standards are formulated, and the inspection work of the projects are organized by the property engineers, which not only allows verification by both parties but also ensures quality to meet customers' needs. In order to safeguard both parties and assure environmental safety, new tenants are not only required to provide their identity information, but also required to sign the Fire Control Responsibility Statement for Leasing Premises. The Handbook of Fire Prevention Knowledge will also be delivered by the Group to ensure that its tenants possess adequate knowledge on fire safety

另外，項目亦建立嚴格的物業驗收規範，制定驗收流程、政策及品質標準，由物業工程人員組織項目承接查驗工作，除雙方身份得以驗證外，也確保項目品質滿足客戶要求。而為了保障雙方及環境安全，新租戶除要身份驗證外，亦要簽訂《租賃單元消防安全責任書》，而本集團也會發放《消防知識手冊》，確保租戶有足夠的消防安全知識。

Project Inspection 項目查驗



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Unit	單位	2022 2022年		2021 2021年	
		Complaints about service quality 接獲關於 服務品質 的投訴	Customer satisfaction 客戶滿意度	Complaints about service quality 接獲關於 服務品質 的投訴	Customer satisfaction 客戶滿意度
Shanghai Zhongjun	上海仲駿	0	98%	0	98%
Beijing Qinglonghu	北京青龍湖	0	87%	N/A ¹ 不適用 ¹	N/A ¹ 不適用 ¹
Xuzhou Longyaoshan	徐州龍腰山	0	95%	N/A ² 不適用 ²	N/A ² 不適用 ²
Xuzhou Qianzhouwo	徐州前周窩	29	84%	N/A ³ 不適用 ³	N/A ³ 不適用 ³
Nanjing Vision	南京威新	20	85%	17	87%
Shenzhen Vision	深圳威新	0	100%	0	100%

¹ Beijing Qinglonghu is not covered by the 2021 Environmental, Social and Governance Report, thus the statistics is not disclosed.

² Xuzhou Longyaoshan is not covered by the 2021 Environmental, Social and Governance Report, thus the statistics is not disclosed.

³ Xuzhou Qianzhouwo is not covered by the 2021 Environmental, Social and Governance Report, thus the statistics is not disclosed.

¹ 北京青龍湖並不在2021年環境、社會及管治報告範圍內，故沒有披露相關數據。

² 徐州龍腰山並不在2021年環境、社會及管治報告範圍內，故沒有披露相關數據。

³ 徐州前周窩並不在2021年環境、社會及管治報告範圍內，故沒有披露相關數據。

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The complaints received by the Group about service quality in 2022 remained largely unchanged as compared to last year. We consider that Customer complaints are invaluable for examining the product and service quality of the Group. The Group has established a professional customer service team for handling and following up with customer complaints of different projects, as well as to collect customer feedback through our customer service hotline. In addition, the Group has set service indicators for customer service and set appropriate standards for indicators such as “the time required to confirm a complaint is received”, “the time required to handle and address complaints”, “complaint response rate” according to the characteristics of each project (e.g. nature of the project, size of the project, customer base, etc.). Customer service personnel also conducts random checks on the handlings to ensure that such customer complaints are properly resolved.

Customer privacy

The Group has responsibility to protect privacy of its customers or consumers. In addition to the public documents prescribed by laws and regulations, the Group strictly complies with relevant privacy regulations and regulates its subsidiaries to follow four information protection principles, including:

本集團在2022年所接獲關於服務品質的投訴較去年相比基本維持不變。我們認為客戶的投訴是反映本集團產品及服務品質的寶貴渠道。本集團已為各項目建立專業的客戶服務團隊處理及跟進客戶投訴，透過客服熱線接收客戶回饋。本集團為客戶服務訂立服務指標，按各項目的特性（例如項目性質、規模、客戶群等）設定針對「確認收到投訴所需時間」、「投訴處理回覆時間」、「投訴回覆率」等指標訂立適當的標準，後續客服人員不定期抽查處理結果以確保客戶訴求得到妥善處理。

客戶私隱

本集團有責任保護客戶或消費者的私隱。除法律法規所訂明的公示文件外，本集團嚴格遵守相關的私隱條例，並規定旗下公司必須遵守集團訂明的四項保障數據原則包括：

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Use of information: To protect customer personal information from unauthorised or unintended access and use, we have implemented various network security protection procedures so as to make sure that the reviewing party's access to the information is restricted, thereby minimising the risk of information leakage.

數據使用：為確保客戶個人資料不會未經授權或意外處理和使用，我們實施多項網絡保安防護工作，以及確保審閱人士的權限受到管制，減低資料外泄的風險。

Disclosure of information: Any disclosure of information is strictly prohibited, unless explicit consent and permission from the owner of the information is obtained. In the event that a written notice is sent to the Group to revoke the authorisation previously granted, we will update our database and respond as soon as possible to ensure maximum protection of customer interests.

資料披露：除非數據得到數據擁有者明確的同意和允許，我們絕不容許何數據披露。如他們向本集團發出書面通知，撤回先前所給予的授權，我們會盡快做出數據庫更新和響應，確保能夠全面保障客戶權益。

Information storage period: We will take feasible and effective measures, and delete personal information that is no longer needed for the purpose of business operation.

數據保留時限：我們會採取可行和有效的措施，刪除已不再為營運目的所需要的個人資料。

Information collection and purposes: The Group will collect personal information that is necessary only for its operations, which shall be used only for legitimate purposes and events specified when collecting such information. In addition, our customers are informed of their rights, such as reviewing and correcting information, as well as to whom the information may be transferred.

資料收集內容和目的說明：本集團只會收集營運必需的個人資料，所收集的資料亦只會用於合法目的和收集時已訂的特定活動上；此外，我們讓客戶明白自己的權利，例如審閱和改正數據，和該數據可能會轉給哪類人士。

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The Group continues to work on providing quality property projects and increasing customer satisfaction, and is committed to complying with the Construction Law of the People's Republic of China, the Regulation on the Quality Management of Construction Projects, the Product Quality Law of the People's Republic of China, the Urban Real Estate Administration Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Civil Code of the People's Republic of China, the Advertising Law of the People's Republic of China, etc.

During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations on privacy, sales, product and service quality.

1.2. Anti-corruption

Corporate principle of integrity and incorruptibility

The Group strongly adheres to the principles of openness, responsibility, honesty and integrity. All employees are required to strictly obey individual and professional ethics. According to the "Gemdale Properties Supervision and Management System", we require all employees (full-time and part-time) to strictly abide by personal and professional ethics, and regularly participate in integrity education and publicity and training of personal ethics standards carried out by the Legal and Supervision Department to ensure that our principles of integrity and honesty are integrated into our daily operations. The Group has established an audit committee comprising all independent non-executive Directors, which reports to the Board on a regular basis and assists the Board in monitoring and identifying compliance risks across the Group's businesses. The legal department regularly organizes integrity training for staffs, warning all staff to abide by laws and uphold integrity in their conducts. The audit department regularly pushes anti-corruption and compliance publicity on the Company's intranet. All new staff are required to participate in integrity/anti-corruption training as a mandatory training course.

本集團會繼續以優質房地產項目及客戶滿意度為目標，並承諾遵守《中華人民共和國建築法》、《建設工程質量管理條例》、《中華人民共和國產品質量法》、《中華人民共和國城市房地產管理法》、《中華人民共和國消費者權益保護法》、《中華人民共和國民法典》和《中華人民共和國廣告法》等。

本報告期間內，本集團並無發現任何重大違反與私隱、銷售、產品及服務品質相關的適用法例法規的情況。

1.2. 反貪污

誠信與廉潔的企業原則

本集團一直努力不懈堅守開明、負責任及正直誠實的宗旨，所有僱員均需嚴格遵守個人及專業操守。根據《金地商置集團監察管理制度》，我們要求所有僱員（全職及兼職）均需嚴格遵守個人及專業操守，定期參與由法務監察部開展的廉潔教育及個人道德準則的宣講培訓，確保我們誠信與廉潔的企業的原則已融入日常運營。本集團已成立審核委員會，成員均為獨立非執行董事，定期向董事會匯報及協助董事會監察及識別本集團各項業務的合規風險。法務監察部定期開展員工廉潔教育宣講培訓，警示廣大員工遵紀守法、廉潔從業。審計監察部定期在公司內網推送反腐及合規宣傳。而所有新入職的僱員均需參與廉潔／反貪腐培訓，作為新人培訓必修課。

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Anti-Corruption and Compliance Promotion 反腐及合規宣傳

审计监察部

行若由夷、洁清自矢
与供应商一起筑牢廉洁防线

11月17日 17:40



知敬畏,守底线,讲合規

对法律法规及公司规章制度心存敬畏,在工作中守住底线,养成合規办事习惯。

审计监察部

招投标三公原则的古今谈

公开、公平、公正开展招投标工作,能够有效规避暗箱操作,遏制采购腐败。

10月17日 17:57



行若由夷、洁清自矢

与供应商一起筑牢廉洁防线

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Case 案例

Integrity Training

The legal department organized 9 sessions of integrity training for new staff recruited from society and all staff from the regional (city) subsidiaries and operation projects of the Group. The topics of the training sessions included:

- The significance of continuous proclamation and implementation;
- The value of integrity and self-discipline;
- The sharing of internal audit cases;
- The call to integrity and self-discipline: casting the “7 Accounts” well, keeping in mind the “4 Cautions”, and avoiding the “3 Weaknesses”

The headcount of staff participating in each training session ranged from 30 to 500 (with a total attendance of nearly 2,500 in 2022), including employees from all levels and team leads. Each training session lasted for approximately 45 minutes. Staff's awareness to law-abidingness, integrity and self-discipline was raised through delivering the integrity and discipline requirements during training and sharing sessions.

In addition, new employees of the Group can also complete the integrity training by means of online courses. According to statistics, 412 employees have completed the online integrity courses in 2022.

廉潔教育宣講培訓

法務監察部向集團透過社會招聘的新員工以及下屬區域(城市)公司、運營項目全體員工開展了9場廉潔教育宣講培訓。培訓議題為：

- 持續宣貫的意義；
- 廉潔自律的價值；
- 內部審計案例分享；
- 廉潔自律號召：算好「七筆賬」，牢記「四慎」，切忌「三軟」

每次參與培訓人員在30至500人之間(2022年累計培訓人員近2,500人次)，涵蓋公司各層級員工及領導幹部。每次培訓時間45分鐘左右。通過培訓、分享，向員工傳達公司廉潔紀律要求，提升員工遵紀守法及廉潔自律意識。

此外，集團新入職員工也可通過線上課程的方式，完成廉潔教育培訓。經統計，2022年已有412名員工完成線上廉潔教育課程。



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We require employees to report conflicts of interest on a regular basis (When clues that may involve corruption matters are obtained through receiving whistle-blowing reports or internal audits, the legal department will organize special investigations and issue special investigation reports.), to prevent their private interests from interfering with the interests of the Group in any way, and stipulate that they must not assume any position involving conflicts of interest, and cannot participate in any decision involving conflicts of interest. If employees have any questions about such matters as anti-corruption, integrity and business ethics, they can also consult the legal department by phone and email for appropriate guidance.

The Group has clear whistle-blowing mechanisms and channels, including a 24-hour hotline. Upon receiving a case of whistle-blowing, the independent legal department will immediately conduct preliminary verification and evaluation to form a preliminary assessment and further handle the case according to the preliminary assessment. If the case proves to be valid, the supervisory staff will conduct a comprehensive and in-depth investigation by collecting business data and information, site visits, inquiring the persons concerned and insiders, onsite verification, summarization, comparison and analysis. The findings will be reported to the management of the Group, who will then decide whether to take further legal actions depending on the nature and impact of the case. In order to ensure the legal rights of the whistle-blower, the supervisory staff adheres to confidentiality principles and keeps the contents and progress of investigation strictly confidential. Close attention will be paid to the methods of investigation. The Group strictly guarantees the rights and interests of the whistle-blowers and has established a confidentiality mechanism to prevent the leakage of personal information, and strictly prohibits retaliation against any person who raises concerns or reports or participates in investigations.

We have set up a legal department to perform auditing and supervision functions. The department is responsible for internal control evaluation and auditing in accordance with the "Gemdale Properties Supervision and Management System", "Gemdale Properties Internal Control Evaluation and Audit System", "Gemdale Properties Accountability System" and annual audit plan. After each audit, the legal

我們要求僱員定期上報利益衝突情況(通過受理投訴舉報或內部審計獲得可能涉及貪腐事項的線索,法務監察部會組織開展專項調查,並出具專項調查報告。),以防他們的私人利益以任何方式妨礙集團的利益,並規定其不得擔當任何涉及利益衝突的職務,也不能參與任何涉及利益衝突的決策。如果僱員對反貪腐、廉潔及商業道德事宜有任何疑問,他們亦可以透過電話及電郵諮詢公司法務監察部,取得適當的指引。

本集團擁有清晰之舉報機制及渠道,包括24小時運作的熱線。一旦收到舉報,獨立的法務監察部門將第一時間進行初步核實與評估,形成初步評估結果,並根據評估結果進行進一步處理。如舉報屬實,監察人員將通過收集業務資料及信息、走訪調查、詢問當事人及知情人、現場核查、匯總梳理、比對分析等方法進行全面深入調查。並將調查結果向集團管理層匯報,視乎事件性質和影響決定是否採取進一步法律行動。為保證投訴舉報人的合法權益,監察人員堅守保密原則,對調查內容及進展情況嚴格保密,在調查方法方面也十分注意。本集團嚴格保證舉報人自身權益和安全,並已設立保密機制防止個人資訊洩露,嚴禁對任何提出疑慮或舉報或參與調查的任何人員實施報復行為。

我們更設立法務監察部專職負責審計、監察工作,按照集團所制定的《金地商置集團監察管理制度》、《金地商置集團內控評估及審計制度》、《金地商置集團崗位責任追究制度》及年度例行審計工作計劃開展內控評估及審計工作。每次審計結束後,法務監察部都通過會議、郵件、電話等形式與被審計

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department would fully communicate with the audited unit on the deficiencies in internal control systems through meetings, emails, telephones, etc., urge rectification and improvement in respect thereof, organize a publicity and implementation meeting on integrity, and require all staff of the audited unit, including management and senior management, to participate in the meeting and strengthen compliance awareness, so as to ensure the effective operation of the internal control mechanism. The legal department also conducts special investigations irregularly as and when required, in order to prevent and identify potential violations of the law and code of conduct and safeguard the interests of the Company. Violations and disciplinary problems verified by audits and special investigations will be notified in a timely manner and held accountable. Important audit results will be reported to the Group's audit committee to ensure that the board is aware of the audit findings for impact evaluation. In addition, the Group attaches great importance to corporate ethics when dealing with suppliers. The Group has zero tolerance for any corruption and bribery. We require all suppliers and contractors to sign the "Integrity Agreement" and strictly comply with the relevant integrity and compliance regulations in the "Gemdale Properties Internal Control Evaluation and Audit System". In addition, we regularly update the content of the clauses to suppliers according to the internal risk requirements. By signing the "Integrity Agreement", which stipulates the code of conduct to be observed by the staff of the Group and suppliers, including the prohibition of any inappropriate transmission or acceptance of benefits which may affect business dealings as well as any form of threat, obstructive behavior and retaliation, so as to convey to them the principles of compliance, integrity and self-discipline should be followed in the course of business. Moreover, the Group publicizes reporting channels such as telephone and email with the aim of discovering the potential risks of bribery, extortion, fraud and money laundering as soon as possible to reduce the probability of occurrence thereof and safeguard the Company's interests. The Group firmly believes that, only by implementing a range of measures such as work integrity education, audit, sound supervision system and enhanced reporting and accountability mechanisms, as well as continuously regulating each decision-making procedure regarding business management, a mechanism of checks and balances along with mutual supervision could be developed to effectively raise the anti-corruption awareness of the employees, so as to safeguard the Group's financial and management effectiveness.

單位充分溝通審計內控差距，督促整改和提升；同時組織召開廉潔宣貫會，要求被審計單位包括高層及管理幹部在內的所有員工參加，強化合規意識，確保內控機制有效運行。法務監察部亦按需要不定期開展專項調查，防範和識別潛在的違規、違紀行為，維護公司利益。對於審計及專項調查查實的違規、違紀問題及時予以通報、追究責任。重要審計結果將匯報至集團的審計委員會，確保董事會知悉並評估重要審計發現的影響。此外，本集團同樣重視與供應商業務往來過程中的企業操守。集團對於任何貪污及受賄行為持絕對零容忍態度，我們要求所有供應商及承包商簽署《廉潔協定》並須嚴格遵循《金地商置集團內控評估及審計制度》中相關廉潔合規條例，並且我們會根據內部風險要求，定期向供應商更新條款內容。集團通過簽訂《廉潔協定》，明確集團員工及供應商員工往來時須恪守的行為規範，包括禁止任何不恰當及可能影響業務執行的利益輸送或收受，以及禁止任何形式的威脅、刁難和報復行為等，借此向其傳達業務往來過程中應遵循遵紀守法、廉潔自律等原則。同時，集團亦公示舉報渠道包括電話、郵件等，務求及早發現潛在賄賂、勒索、欺詐及洗黑錢風險，降低其發生的機率，維護公司利益。本集團堅信，只有通過廉潔從業教育、審計、監察制度健全、舉報及問責機制強化等各項舉措，並持續規範各項業務管理決策行為，形成互相制約、互相監督的機制，才能有效提升員工的廉潔意識，進而保障集團的經濟及管理效益。

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The Group will continue to pay attention to the formulation or revision of relevant laws and regulations, and improve the implementation of risk management and internal control systems in a timely manner. The Group also carefully evaluates business risks every year, and conducts special inspections on key businesses to promote the steady and sustainable development of the Group.

The Group will continue to abide by the relevant national anti-corruption laws, including Criminal Law of the People's Republic of China, Criminal Procedure Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Interim Provisions on the Prohibition of Commercial Bribery and Anti-Money Laundering Law of the People's Republic of China etc., integrating the anti-corruption policy into the development plan and operating system of the Group. The Group strictly prohibits any form of money laundering and strictly requires employees to comply with laws and regulations. For potential violations, the Group has set up multiple reporting channels, such as telephone and email. Under the premise of confidential reporting content and safeguarding the rights and interests of the whistle-blowers, we will conduct strict investigation on the reported incidents. If any illegal behavior is found, we will strictly deal with it in accordance with the "Gemdale Properties Accountability System". During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering.

本集團將持續留意有關的法律法規的制定或修訂，及時地完善風險管理及內部監控制度的執行。本集團每年亦會仔細評估業務風險，並針對重點業務開展專項檢查，促進集團穩健地可持續發展。

同時，本集團會繼續致力遵守國家反貪污有關法例，包括《中華人民共和國刑法》、《中華人民共和國刑事訴訟法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》和《中華人民共和國反洗錢法》等，把反腐敗政策納入本集團發展規劃及營運體制中。本集團嚴禁任何形式的洗錢行為，嚴格要求員工遵守法律法規，針對潛在違規行為，集團已設立多條舉報途徑，如電話、郵件等。在保密舉報內容和保證舉報人的自身權益的前提下，我們會對舉報事件進行嚴密調查，如發現有任何違法行為，我們將根據《金地商置集團崗位責任追究制度》嚴格處理。報告期間內，本集團並無發現任何重大違反與防止賄賂、勒索、欺詐及洗黑錢相關的適用法例法規的情況。

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1.3. Supply Chain Management

Quality and environmental management of supply chain

The Group places great emphasis on the quality of its projects, so the Group has a certain process in selecting suppliers. The process is based on the supplier management system, and multiple business departments collaborate to conduct on-site project inspections of suppliers, understand the company's organizational structure model, business distribution, etc., and select units that meet the requirements of the Company's supplier management system to complete the report and process approval. At present, the Group has launched a group-wide study of the supplier management system, requiring employees to understand the norms and management standards, standardize the Company's supplier management, strengthen the sharing and linkage of supplier resources, and improve the Company's management capabilities for suppliers. For example, in terms of the Beijing Qinglonghu Project, on the premise of ensuring sufficient funds, the Company selects suppliers with good credit status and sound financial conditions for cooperation, and strengthens information exchange and sharing between the parties and improves incentives for supply chain companies during the cooperation period, so as to achieve the optimization of the partner selection. As the Group's project development and property management are outsourced to contractors and subcontractors, the Group's project quality and ESG performance depend, to a large extent, on the performance of its supply chain. As such, the Group has established a comprehensive supplier selection system, including the establishment of procedure documents covering supplier investigation, selection, bidding, subsequent supervision and evaluation to ensure that each selection phase is conducted with suitable criteria and consistent standards to exclude unqualified suppliers in a fair, impartial and open manner.

In the event that the outsourced contractor fails to meet the requirements of the bidding documents, the contract or designated environmental measures, and is unable to guarantee the interests of the employees, the contract will be terminated in advance pursuant to the terms of the contract, and the outsourced contractor will not be engaged by the Group for a certain period of time.

1.3. 供應鏈管理

供應鏈品質及環境管理

本集團對項目品質有着極高要求，因此集團在選擇供應商方面有一定的流程。該流程為根據供應商管理制度，由多個業務部門協同對供應商進行實地項目考察、了解公司組織架構模式、業務分佈並等，選取符合公司供應商管理制度要求的單位完成匯報及流程審批。目前集團已開展全集團範圍內學習供應商管理制度，要求員工了解規範及管理標準，規範公司供應商管理，加強供應商資源的共享和聯動，提升公司對供應商的管理能力。如北京青龍湖項目公司在保證資金充足的前提下，選擇信用狀況良好、資金情況良好的供應商進行合作，同時在合作期內加強雙方信息交流與共享，並加強對供應鏈企業的激勵以達到優化作夥伴選擇。由於本集團項目開發工程及物業管理均外判予承建商和分包商負責，本集團的項目質量及ESG表現很大程度取決於供應鏈的表現。因此，本集團已建立完善的供應商挑選機制，例如制定入圍考察、選擇、招投標、後期監督考評等一系列制度文件，確保每一個挑選過程都以合適的條件、統一的標準，公平、公正、公開地過濾不達標的供應商。

對於中標後提供服務的外判商在履約過程中達不到招標文件、合同、指定環保措施的要求，以及出現不能保證僱員利益等情況的，將按合同條款規定提前解約並在一定時間內不再予以聘用。

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In order to effectively control the quality of raw materials and services and reduce the ESG risks to which the Group is exposed, we continue to track the updates to laws and regulations related to supply chain quality and environmental management with reference to the risks faced by our peers, and have developed a series of internal control measures to identify, prevent and mitigate related risks. When we choose a supplier, we will consider whether the supplier's ESG measures are in compliance with national regulations, such as formulating effective measures to limit the emission of pollutants and waste during the production process, preventing the employment of child labour, etc. We develop an in-depth understanding of the supplier's construction methods and raw materials usage, and firmly implement green procurement.

In addition, the Group will do its best to engage local suppliers for its projects in order to reduce carbon emissions resulting from the transportation of products and services. In FY2022, the major subsidiaries included in this Report cooperated with a total of 607 suppliers (2021: 614 suppliers), all of which were based in Mainland China.

1.4. Community Investment

Community involvement

As a responsible enterprise, the Group actively uses its own resources, as well as encouraging our employees to care for the communities in need and contribute to all sectors of society. Over the years, the Group has not only facilitated real estate development and development of relevant industries to create better living environment for society, but also fulfilled social responsibilities by actively participating in community and charitable activities and supporting national sports development matters, including community-based health and safety knowledge promotion and community-friendly activities, which have contributed to the society in various aspects. The Group will continue to fulfill its social responsibilities actively through its business network, and spare no effort to contribute to communities, support poor communities and the sectors in need in order to contribute to the sustainable development of society.

In 2022, Gemdale Properties' shopping malls and properties carried out various public welfare activities to care for the communities.

而為有效地控制原材料、服務等的質素和降低本集團所承受的ESG風險，我們持續追蹤供應鏈品質和環境管理相關法律法規的更新和參考同業所面對的風險，制定一系列內部控制措施識別、防範及緩減相關風險。我們選擇供應商時會考慮供應商的ESG措施是否符合國家規定，例如制定有效措施限制生產過程的污染物和廢料排放、防止僱用童工等，深入了解供應商的建築方法及原材料使用情況，堅定推行綠色採購。

此外，本集團所有項目都會盡量選用本地供應商，以減少產品及服務運輸過程中產生的碳排放。在2022年財政年度，本報告中包含的主要項目子公司共與607供應商合作（2021年：614間供應商），全部來自中國內地。

1.4. 社區投資

社區參與

作為負責任的企業，本集團積極利用其自身資源，並鼓勵員工一起關懷有需要社群，為社會各界做出貢獻。多年來，本集團除了推進房地產開發及相關產業發展為社會帶來更高質素的生活環境外，亦積極參與社區及公益慈善活動，支持國家體育發展事項，履行社會責任，當中包括為社區提供與生活健康、安全相關的知識，以及推行關愛活動為社區帶來溫暖，從多個範疇回饋社會。本集團將會繼續結合業務網路，積極履行社會責任，回饋社區不遺餘力，支持貧困社區及有需要幫助界別，為社會的可持續發展做出貢獻。

於2022年，金地商置旗下商場物業繼續舉辦各項公益活動，關心社區。

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環境、社會及管治報告

Kunming Gemdale Light Plaza - “Long Street Banquet (a traditional festival for the Hani, one of China’s 55 ethnic minorities)” 昆明金地蘭亭廣場 - 「民族長街宴」活動

In order to seriously study and implement the important thoughts of the General Secretary of the Party, Xi Jinping on strengthening and improving ethnic work as well as the spirit of the important speech of the General Secretary of the Party, Xi Jinping on Yunnan inspection, and closely follow the general goal of “the Chinese Nation as One Family, Working Together to Build the Chinese Dream”, Kunming Gemdale Light Plaza actively prepared the large-scale “Long Street Banquet”, which played an exemplary role and was awarded by the United Front Work Department of the Xishan District (Kunming) Committee of the Communist Party of China with RMB50,000 in cash.

為認真學習貫徹習近平總書記關於加強和改進民族工作的重要思想，以及習近平總書記考察雲南重要講話精神，緊扣「中華民族一家親、同心共築中國夢」總目標，昆明金地蘭亭廣場積極籌辦大型「民族長街宴」活動，發揮了示範表率作用，受到中共昆明市西山區委統一戰線工作部嘉獎，以及現金5萬元。



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Hangzhou Gemdale Plaza Agricultural Produce Promotion Event in Support of Rural Residents

杭州金地廣場助農產品推廣活動

Hangzhou Gemdale Plaza joined hands with Hangzhou Charity Federation, Qiandaohu Town Government and Hangzhou Yiyou Public Welfare to help promote agricultural produce in 26 counties and cities in mountainous areas, 5% of the amount of each sale was used for the campus dream house project in 26 counties and cities in mountainous areas, and every accumulated amount of RMB10,000 could be used to establish a dream house project for the campus in mountainous areas to fulfill the dreams for left-behind children.

聯合杭州市慈善總會、千島湖鎮政府、杭州益優公益助力山區26縣市助農產品推廣，每售出一份有5%的金額用於山區26縣市校園夢想屋項目，每積累1萬元金額即可為山區校園建立夢想屋項目一所，為留守兒童實現微心願。



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環境、社會及管治報告

Long-term Rental Apartment Strawberry Community - A Public Welfare Event for Female Empowerment by Strawberry 長租公寓草莓社區 - 她MEI力公益行

In order to meet the needs of urban youth housing, the Group is committed to creating a safe and comfortable rental environment to ensure the quality of tenants' housing. Currently, the Group has provided about 8,000 budget housing to the society through the long-term rental apartment strawberry community project. During the Goddess Day in March 2022, Gemdale Strawberry Community, together with the World Union Philanthropy Foundation, extended the activity invitation of "A Public Welfare Event for Female Empowerment by Strawberry" for all the Strawberry tenants, and finally donated 300 sets of sanitary products to the school girls in Wanyou School in Lincang City, Yunnan Province through interesting interactive challenges online. Strawberry would do its utmost efforts to undertake the mission of safeguarding female empowerment!

為滿足城市青年住房需求，本集團致力於打造經濟安全舒適的租住環境，以保證租客住房品質。目前，本集團已通過長租公寓草莓社區專案向社會提供約8,000間經濟型住房。2022年3月女神節期間，金地草莓社區攜手世界聯合基金會，面向廣大草莓租客發起「她MEI力，公益行」活動邀請，通過線上趣味挑戰互動，最終為雲南省臨滄市萬佑學校在校女生捐贈衛生用品300份。匯聚點滴「莓」好，她們「MEI」力，草莓來守護！



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Huai'an Gemdale MALL Held a Public Welfare Activity, "Salute to City Guardians"

淮安金地MALL舉辦「致敬城市守護者」公益活動

In March 2022, the pandemic was raging in Huai'an, Gemdale MALL held a public welfare activity called "Salute to City Guardians" to pay tribute to the sanitation workers and delivery boys at their posts, hoping that the pandemic would disperse with the warmth sent to the workers at their posts during the pandemic in the cold spring.

2022年3月，淮安市疫情肆虐，金地MALL向堅守崗位的環衛工作者、外賣小哥致敬，舉辦了「致敬城市守護者」的公益活動，期望疫開雲散，在春寒料峭中為在疫情中堅守崗位的工作者為送上一份溫暖。



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Nanjing Hexi Gemdale Plaza Science Popularization and Education Carnival 南京河西金地廣場科普嘉年華活動

Nanjing Hexi Gemdale Plaza actively joined hands with Wuhou Community to respond to the call of the National Science Popularization and Education Day of “Celebrating the 20th National Congress of the Communist Party of China and Bringing Science Popularization and Education to the Future”. In September 2022, a science popularization and education carnival was held at the atrium stage of Hexi Gemdale Plaza. The event included not only exhibitions and lectures regarding science popularization and education, but also wonderful scientific experimental show, in which many families with parents and children present were appealed to participate.

南京河西金地廣場積極攜手吳侯社區，響應「喜迎二十大，科普向未來」的全國科普日號召，於2022年9月在河西金地廣場中庭舞台舉辦市民科普嘉年華活動，現場不僅有科普展、科普知識講座，還有精彩的科學實驗秀，吸引眾多親子家庭參與。



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Nanjing Xinyao Gemdale Plaza Held a Public Welfare Lecture - “Oral Care Precaution for the Elderly”

南京新堯金地廣場舉辦公益講座－《老年人口腔護理注意事項》

In October 2022 (the Double Ninth Festival), Nanjing Xinyao Gemdale Plaza joined hands with Yaochen Community, Qixia District, Nanjing to invite the elderly representatives from the district to participate in a public welfare lecture, namely “Oral Care Precaution for the Elderly”, and provide the elderly with elaborate gifts, so that the elderly could feel the warmth of the festival along with the social trend of respecting, loving and helping the elderly that we created.

2022年10月重陽節，南京新堯金地廣場聯合南京市棲霞區堯辰社區，邀請轄區老人代表來金地廣場參加公益講座－《老年人口腔護理注意事項》，並為老年人提供了精心的伴手禮，讓老人感受到了節日的溫暖，營造了敬老、愛老、助老的社會風尚。



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Golden Life in Eastern Region of Gemdale Properties - The 4th FUN Children's Football Summer Camp

金地商置東部區域金品生活 – 第四屆FUN享精彩少兒足球夏令營

Golden Life in Eastern Region of Gemdale Properties – The 4th FUN Children's Football Summer Camp. Since the first session of the event in 2019, it has been held for four consecutive years, with nearly 300 participants. The scope of the event covers 8 cities in the Eastern Region of Gemdale Properties. The event has been spread over 80,000 times online, indicating that it is well received and recognized by customers and has formed a good brand reputation.

金地商置東部區域金品生活 – 第四屆FUN享精彩少兒足球夏令營。從2019年首屆舉辦至今，已連續開展四屆，客戶參加人數近300人，活動範圍覆蓋金地商置東部區域所轄8所城市，活動線上傳播8萬多次，深受客戶喜愛和認可，形成良好品牌口碑。



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環境、社會及管治報告

Anti-epidemic measures

From March to May 2022, the whole city of Shanghai was under standstill orders. In order to ensure the normal production of key supply enterprises in the parks, each park took orderly disinfecting and targeted cleaning and security measures, and provided guarantees for employees' life and safety: being a good "group shopping header" of the park, emergency deployment of multiple batches of anti-epidemic materials, free installation of water heaters, and free accommodation, etc. There were also front-line employees who cannot fight in the park signing up for community volunteers to actively guard Shanghai. Meanwhile, in March 2022, in order to actively respond to the anti-epidemic policy of the Xuanwu District, some staff of Gemdale Wutongli quickly assembled to assist in the nucleic acid testing. From order maintenance, personnel guidance to registration and verification, and counting the number of people, the nucleic acid testing work at the sampling point in Gemdale Wutongli had always been carried out in an orderly manner. Moreover, from August 2022, Wuhan Gemdale Plaza will join hands with the local community to set up nucleic acid testing points outside the plaza, so as to provide convenience for surrounding residents, jointly protect the beautiful homeland, and contribute to the prevention and control of the epidemic.

共抗疫情

2022年3至5月，上海全城靜默。為保障園區內保供重點企業正常生產，各園區展開了有序的消殺及針對性的保潔、安保措施，並給予員工生活、安全等方面的保障：當好園區「團長」、緊急調配多批防疫物資、免費安裝熱水器、提供免費住宿等。也有不能奮戰在園區的一線員工報名社區志願者，積極守「滬」。同時，2022年3月，為了積極響應玄武區防疫政策，金地•梧桐里部分工作人員迅速集結，協助開展核酸檢測工作。從秩序維護、人員疏導到登記核查、清點人數，金地•梧桐里採樣點核酸檢測工作始終有序進行。此外，2022年8月起，武漢金地廣場攜手所在街道社區，在廣場外設置核酸檢測點位，為周邊居民提供便利，共同保衛美麗家園，為疫情防控工作貢獻出一份力量。

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Anti-epidemic Record in Shanghai Park 上海園區抗疫記錄



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Nucleic Acid Test in Nanjing Gemdale Wutongli
南京金地梧桐里核酸檢測工作



External Nucleic Acid Test Site in Wuhan Gemdale Plaza
武漢金地廣場外置核酸檢測點



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2. PEOPLE-ORIENTED

Human resources are important assets of the Group. The Group affirms the contributions from every staff and care about their well-being. In order to create a solid basis for our long-term business development, the Group has been attracting and retaining talents through effective human resources policies. Meanwhile, the Group continuously provides staff with appropriate trainings to improve the quality of our employees and subsequently increase productivity and quality of service. The Group not only takes the Employee Code of Conduct as its management basis, but also regards “dedication, integrity, determination and aspiration” as the core values in its talent management, thereby encouraging employees to break conventions and continuously seek excellence.

2.1. Employment

Compensation and dismissal, recruitment and promotion, working hours and rest periods

The remuneration of employees of the Group is determined by taking reference to market standards and industry practices. Employee promotion and performance awards are based on the Group’s financial performance and objective performance appraisal of individual employees. The Group’s employee benefit plans cover mandatory provident fund, employee compensation insurance and medical cover, mainland China social security funds, subsidized educational and training programs as well as share option schemes. The Group’s recruitment, dismissal, working hours, rest periods and other human resources policies comply with the Hong Kong Employment Ordinance, the Labour Law of the People’s Republic of China, the Law of the People’s Republic of China on the Protection of Women’s Rights and Interests, the Trade Union Law of the People’s Republic of China, the Labour Contract Law of the People’s Republic of China and other applicable relevant laws and regulations. The Group formulates measures in compliance with employment related laws and regulations and abide by it in order to ensure that each process is legal and reasonable.

2. 以人為本

人力資源乃本集團的重要資產，本集團肯定每一位員工的付出並關注其福祉。本集團持續透過有效的人力資源政策吸引和保留人才，為長遠業務發展打下重要基石。同時，本集團不斷為員工提供合適培訓，提高僱員質素，以提升生產力及服務品質。本集團除了以《員工行為準則》作為管理基礎外，更以「用心做事、誠信為人、果敢進去及永懷夢想」為人才管理的核心價值觀，從而鼓勵員工敢於打破常規，不斷追求卓越。

2.1. 僱傭

薪酬及解僱、招聘及晉升、工作時數、假期

本集團僱員之薪酬乃參考市場水準及行業慣例而釐定。僱員的晉升及業績獎勵乃基於本集團之業績及個別員工之客觀表現評核。本集團僱員福利計劃包括強積金、僱員賠償保險及醫療保險、中國內地的社會保障基金、教育及培訓津貼計劃，以及購股權計劃。而本集團的招聘、解僱、工作時數、假期及其他人力資源政策等都遵從《香港僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國婦女權益保障法》、《中華人民共和國工會法》、《中華人民共和國勞動合同法》以及其他適用的相關法例法規執行，制定僱傭相關法律法規的合規措施，並遵照執行，確保每個程序都合法合理。

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As of 31 December 2022, the Group had a total of 3,283 employees (2021: 3,962 employees), all of them were fulltime employees. Relevant percentage distributions are as follows:

截至2022年12月31日止，本集團共有員工3,283名（2021年：3,962名），均是全職員工，百分比分配如下：

		2022	2021
Gender	性別		
Male	男性	60%	61%
Female	女性	40%	39%
Title	職位		
Senior management	高級管理層	1%	1%
Middle management	中級管理層	5%	3%
Business executives	業務人員	88%	91%
Supporting staff	後勤人員	6%	5%
Age	年齡組別		
25 or below	25歲或以下	3%	7%
26-29	26-29歲	22%	22%
30-39	30-39歲	60%	58%
40-49	40-49歲	14%	12%
50 or above	50歲或以上	1%	1%
Territory	地區		
Hong Kong	香港	0.4%	0.4%
Mainland China	中國大陸	99.6%	99.6%

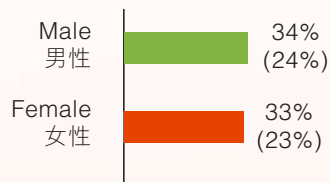
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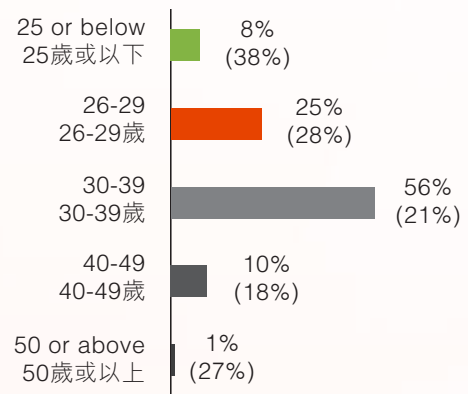
During the Reporting Period, a total of 1,106 employees (2021: 929 employees) of the Group had resigned. The turnover rate of the 30-39-year-old group increased significantly compared with last year, while the turnover rate of other categories decreased compared with last year, as detailed below:

於報告期間，本集團共1,106位僱員離職（2021年：929位），除30-39歲組別人員流失率較去年漲幅較大，其他組別的流失率較去年有所下降，詳細數據如下：

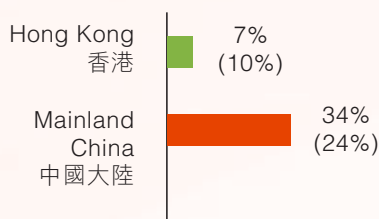
Turnover rate – categorized by gender 按性別劃分的流失率



Turnover rate – categorized by age 按年齡組別劃分的流失率



Turnover rate – categorized by territory 按地區劃分的流失率



Figures in () are data of 2021.
()中為2021年數據。

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In particular, the turnover rate of employees aged 25 or below for the year decreased significantly as compared with that of last year, while the turnover rate of employees aged 30-39 increased significantly as compared with that of last year, due to the unfavourable situation of the real estate industry and the market in 2022. In order to control costs and expenses, the Company controlled and optimised staffing through job transfer, rotation and other forms, and strictly controlled the number of new recruits.

The Group also provides a wide range of activities for employees of each project in order to encourage exchange between colleagues, enhance team cohesion and cultivate a good working atmosphere in the office, such activities include annual dinner, festival celebrations and activities, company trips, family day, staff birthday parties, group companies festival walking events, sports associations and company food festivals, etc., thereby improving the physical and mental health of the employees. In terms of staff benefits, the Company endeavors to maximize online and offline welfare activities, including long-term discount on staff-only platform and special events.

其中，本年度25歲或以下的僱員流失率較去年相比降幅較大，而30-39歲組別人員流失率較去年漲幅較大，是由於2022年房地產行業形勢與市場欠佳，為控制成本支出，公司通過調崗，輪換等形式控制和優化人編，並嚴格控制新招聘人數。

本集團亦為各項目的員工提供多元化活動以增加同事之間的交流，增強團隊凝聚力以及在公司培養良好工作氣氛，如年會、節慶日活動、員工旅行、家屬開放日、員工生日會、集團公司慶典步行活動、各類運動協會和公司美食節等，促進員工身心健康。在員工福利方面，公司不斷幫他們爭取線上、線下的福利活動，包括長期有效的員工專享內購平台折扣和專場活動。

Women's Day Event 三八婦女節活動



Mid-Autumn Festival Fine Food Event 中秋節美食活動



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The ninth anniversary of Gemdale Properties 商置九周年



Night Run Activity 夜跑活動



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Equal opportunity, diversity and anti-discrimination

As an equal opportunity employer the Group is committed to providing a working environment free from discrimination. This includes all employment-related arrangements, such as recruitment, transfer, resignation, training, promotion, remuneration and welfare, which are conducted using objective procedures and standards to ensure equal opportunities and fair treatment for all employees and job applicants. The Group is firmly opposed to all forms of discrimination.

During the Reporting Period, the Group was not aware of material violation of relevant laws and regulations on human resources applicable to the Group, including the Labour Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Trade Union Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China and the Hong Kong Employment Ordinance. The management personnel of the Group's human resources department are equipped with adequate knowledge and experience regarding human resources. The management personnel periodically monitors updates in relation to laws and regulations on human resources and monitors compliance so as to protect the interests of both the employees and the Group.

Human resources policy for outsourced contractors

Some of the Group's daily operations which require substantial human resources are outsourced to third parties, including construction of development projects and property management. Such operations are labour intensive, thus the Group is committed to monitoring the human resources policies of outsourced contractors. The Group conducts investigations to understand the human resources management and past compliance record of contractors. They are also part of the assessment criteria to be considered directly during contractor selection and regular performance appraisals.

平等機會、多元化、反歧視

作為平等機會僱主，本集團致力提供一個不存在歧視的工作環境。此乃包括本集團所有有關僱員的安排，如聘用、調職、離職、培訓、晉升、薪酬福利安排等，均以既定之公平程序和客觀之標準進行，以確保所有僱員及職位申請者都獲得公平待遇。本集團堅決反對一切歧視行為。

本報告期間內本集團並無發現重大違反適用於本集團的人力資源相關法例法規，包括《中華人民共和國勞動法》、《中華人民共和國婦女權益保障法》、《中華人民共和國工會法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》和《香港僱傭條例》。本集團人力資源部擁有具備足夠人力資源相關知識及經驗的管理人員，定期監察人力資源法例法規相關的更新，並監測合規情況保障員工及本集團雙方的利益。

外判商人力資源政策

本集團日常營運中有部分工作需外判予第三方，當中包括項目開發的建築工程以及物業管理等。這些工作均需大量人力資源，因此，本集團亦致力監管外判商的人力資源政策，透過考察了解外判商的人力資源管理及過往的違規紀錄，並將此納入外判商評核準則，作為外判商篩選和定期表現評估的直接考慮。

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2.2. Health and Safety

Occupational health and safety

The Group places great emphasis on occupational health and safety. It actively implements measures to provide an ideal and safe working environment for its employees, construction work of contractors for property projects and the employees of tenants. Among which, our human resources and administration department is responsible for the safety of the Group's employees, while the safety of construction workers is responsible by customer service department, and that of tenants and customers is responsible by property department.

2.2. 健康與安全

職業健康與安全

本集團高度重視職業健康與安全，並採取積極措施為集團僱員、房地產項目外判商施工人員以及商戶僱員提供理想及安全的工作環境。其中，集團員工安全由人力資源及行政部門負責，施工人員安全由工程客服部門負責，商戶及客戶安全由物業部門負責。



Safety of the Group's employees

- Annual health check
- Recreational activities
- Staff association

集團員工安全

- 年度體檢
- 康體活動
- 員工協會



Safety of construction workers

- Site environmental requirements
- Training requirements
- Insurance requirements

施工人員安全

- 工地環境要求
- 培訓要求
- 保險要求



Safety of tenants' employees

- Fire safety knowledge trainings
- Monthly safety inspections
- Annual fire drill

商戶僱員安全

- 消防知識培訓
- 月度安全檢查
- 年度消防演習

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Considering that the employees of the Group mainly work in office premises and perform administrative tasks, the Group has formulated different initiatives and organized various activities to improve their physical and mental health, as well as achieving work-life balance. For instance, the Group arranges regular medical check-ups every year, provides benefits such as fitness activities to employees, and organizes festival walking events, company trips, food festivals, fun parent-child carnival sports events and city wall marathons etc., in order to help our employees to alternate work with rest. Furthermore, the Group offers diverse association activities and organizes weekly sport events such as basketball, badminton, yoga and fitness etc., thereby improving the physical and mental health of employees. The Company advocates employees to devote themselves into work with stronger physiques and with full enthusiasm.

For business personnel of contractors who are engaged in relatively dangerous construction activities, the Group has formulated unified safety and civilization management and standard practises, large-scale machinery safety operation standards and other system specifications, and organised training for all employees within the Group to enhance the awareness of safe construction management. Specifically, the project company will review the documents of commercial insurance purchased, organise safety training and arrange for technical handover before commencement of construction or service by contractors. All the requirements and standards in relation to occupational health and safety of the Group have been clearly stipulated in the safety codes provided to contractors. At the same time, the project company strictly requires contractors to provide construction workers with sufficient personal protective equipment, in order to reduce the risk of injury. In the hot weather in summer, the project company requires contractors to implement measures to prevent heatstroke, such as arranging shifts for outdoor workers, to protect their health when working in high temperature conditions. The project company regularly inspects the conditions of construction sites and hires a third party to conduct inspection for construction electricity, tower cranes, elevators, fire protection, etc. to ensure that contractors have strictly complied with the abovementioned health and safety requirements of the Group about project constructions. The third party will issue a project evaluation brief after inspecting the construction project, which records the basic information of the project in detail (including the construction company, supervision company and construction progress, etc.), assess the quality, production safety, engineering progress, management behavior and other aspects of the project and specify the problems and potential dangers arising from the above

針對集團員工主要於固定辦公室範圍從事低風險文職工作，本集團制定各項措施及舉辦不同活動以達到增強僱員體質、促進其身心健康並協助其取得工作與生活平衡的目標。例如：本集團每年設有定期體檢，並於報告期間為僱員提供了健身活動等福利，也組織了集團公司慶典步行活動、公司旅行和公司美食節、趣味親子嘉年華運動會、城牆馬拉松等活動，幫助僱員勞逸結合。此外，公司有多元化的協會運動，每周舉行包含籃球、羽毛球、瑜伽、健身等運動項目，促進員工身心健康。倡導員工以更加強健的體魄、飽滿的熱情投入到工作中去。

針對從事具有危險性的項目施工的外判商業業務人員，本集團制定統一的安全文明管理及標準做法、大型機械安全作業標準等制度規範，並組織集團內全員培訓以提升安全施工管理意識。具體而言，在外判商施工／服務前，項目公司將審核其購買的商業保險單據，並組織施工／服務前的安全培訓、技術交接工作等。集團所有職業健康與安全相關的要求和標準皆清晰列於其提供予外判商的安全守則中。同時，項目公司嚴格要求外判商提供充足的個人防護裝備予施工人員，以降低其受傷風險。在夏季高溫天氣下，項目公司會知會各外判商，要求做好僱員的高溫防中暑工作，調換室外工作人員，保證外判僱員在酷熱工作環境下的健康。為確保外判商有嚴格遵守集團上述項目施工健康與安全的要求，項目公司定期派員巡視施工工地情況，並聘用第三方進行巡檢，對施工用電、塔吊、升降機、消防等進行檢查。第三方在檢查施工項目後會出具項目評估簡報，簡報中詳細記錄工程的基本資料(包括施工單位、監理公司和施工進度等)，為項目的質量、安全生產、工程進度、管理行為等方面進行評分並具體指明上述各方面產生的問題和隱患，同時跟蹤問題的整改和解決進度；為了解項目情況，全面確保施工安全，集團與工程的承包商定期召開安全會議並詳細記錄會議紀要，承包商須於安全會議匯報工程施工工作情況(包括施工任務名稱、工期、完成情況、起止日期和負責人等)、技術質量工作情況、安全文明施工自檢情況、待解決事項、監理單位意見、施工現場存在的安全與質量問題等。外判商亦需及時匯報任何重大安全事故以供項目公司持續監察。而對於安全風險相對較低的物業管理外判業務，

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aspects, and track the progress of rectification and solution of the problems. To understand the project situation and comprehensively ensure construction safety, the Group and the project contractor regularly hold safety meetings and record meeting minutes in detail. The contractor shall report the construction work (including the name of the construction task, time limit, completion status, start and end date and the person in charge, etc.), the technical and quality work, the self-inspection of safe and civilized construction, the issues to be solved, the opinions of the supervision unit, the safety and quality problems existing on the construction site, etc. Contractors also have to report any material safety incidents immediately for continuous monitoring by project companies. As for the outsourced property management business which incurs a relatively lower safety risk, the Group sets out clear requirements to contractors, in bidding documents, on the purchase of social insurance for employees, regularly provision of occupational safety and health training, and purchase of additional commercial insurance for projects with major dangers. In order to further improve the health and safety performance at work and reduce work-related injuries, the Group also takes the health and safety performance of the year into consideration during the annual team and individual assessment. The Company also implements a balanced scorecard system to evaluate project performance. In the event of serious/extra serious quality or safety liability accidents, the project scores will be deducted, which may affect its performance rating. For example, the Excellent Operation Quality Award requires zero safety liability accident.

During the operation of commercial projects, the project company regularly organises training to strengthen fire safety knowledge of tenants' employees, conducts monthly safety inspections on fire safety, electricity and water use and annual fire drill exercise. The project company also reviews the staff training plan (covering fire safety, staff safety, occupational health and safety) prepared by the property company at the beginning of each year and supervises the implementation of the training plan in the daily operation to ensure that the property personnel are equipped with sufficient safety knowledge to meet work requirements.

集團在外判招標文件中，本集團明確要求外判商按政府要求為僱員購買社保、定期進行職業安全與健康培訓、並就重大危險項目另外購買商業保險等。為進一步提升工作健康與安全表現及減少工傷情況，集團在每年度的團隊及個人評核時也會把該年度工作健康與安全表現納入考量。公司也實行平衡記分卡制度以評估項目績效，當出現重／特大質量或安全責任事故時，該項目則會被扣分，且有可能影響其績效評級。例如，優秀運營品質獎，要求安全責任事故零發生。

針對商業項目運營期間，項目公司定期組織消防安全知識培訓，為商戶僱員提供消防知識，並每月對商戶進行消防、用電用水等安全檢查及每年組織消防演習。項目公司亦於每年年初審核物業公司編製的僱員培訓計劃（涉及消防安全、僱員安全、職業健康安全等），並在日常營運過程中監督培訓計劃的實施，以確保物業人員具有符合工作要求的的安全知識。

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Safety morning meeting 安全晨會



Quality acceptance 質量驗收



The Group has strictly complied with applicable laws and regulations such as the Labour Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Trade Union Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China and the Regulation on Work-Related Injury Insurances of the People's Republic of China to protect its employees from any potential hazards in the work workplace affecting their health and safety. Regular supervision on occupational health and safety are being conducted by the human resource department of the Group to ensure the operation safety is in compliance with the requirements of relevant laws and regulations. During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations on employee health and safety.

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國婦女權益保障法》、《中華人民共和國工會法》、《中華人民共和國勞動合同法》和《中華人民共和國工傷保險條例》等適用法例法規保障員工不受工作環境中的潛在危害影響其健康與安全。本集團人力資源部會對職業健康與安全進行定期監管，確保安全操作符合法例法規要求。本報告期間內，本集團並無發現任何重大違反僱員健康與安全相關的適用法例法規的情況。

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Through the abovementioned occupational health and safety measures and cooperation of all parties, the Group recorded zero lost day due to work injury of the Group during the Reporting Period. There was also no death arising from accidents at work in the past three years. The Group will continue to keep up the outstanding performance in occupational health and safety to maintain the record of zero work casualty.

The COVID-19 Pandemic

In 2022, the epidemic situation in Shenzhen was repeated and the situation was severe. The Company actively responded to the situation, and took the health and safety of employees and customers as the primary principle, and cooperated with the government to do a good job in epidemic prevention and control. According to the development of the epidemic in different periods, dynamic prevention and control measures were taken respectively, including but not limited to staggered working hours, shift work, and work from home for all employees. The Company strictly implemented the requirements for centralised and home quarantine of employees as required by governments at all levels, and communicated with employees at home in a timely manner.

During the epidemic prevention and control period, we formulated the Work Plan for the Prevention and Control of COVID-19 and Emergency Response at the Headquarters of Gemdale Properties, and established the epidemic prevention and control headquarters and relevant special teams to clarify various specific prevention and control requirements, clarify corresponding emergency response measures for “positive employees”, “red and yellow code” and “close contact”, and establish a sound epidemic prevention and control organisational system.

透過上述職業健康與安全措施及各方合作，本集團於報告期內僱員因工受傷損失工作日數為0，而過往3年亦無出現僱員因工亡故的情況。集團會繼續保持職業健康與安全的良好表現，目標希望零工作傷亡紀錄能夠一直保持下去。

新型冠狀病毒肺炎疫情

2022年深圳疫情反覆，形勢嚴峻，我司積極應對，以保障員工及客戶的健康與安全為首要原則，配合政府做好各項疫情防控工作。根據不同時期疫情發展狀況，分別採取動態防控措施，包括不限於錯峰上下班時間、輪班工作、全員居家辦公等措施。嚴格執行各級政府要求的員工集中、居家隔離要求，並及時溝通員工居家情況。

疫情防控期間，我們制訂了《金地商置總部新冠肺炎疫情防控和應急處置工作方案》，並成立疫情防控指揮部和相關專責小組，明確各項具體防控要求，針對「員工陽性」、「紅黃碼」、「密接」等情況明確對應應急處置措施，建立健全疫情防控組織體系。

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2.3. Development and Training

Employee development and training

The businesses of the Group incur certain extent of professionalism, therefore, the expansion of human resources is essential to sustainable development of the Group. We have set up a comprehensive training system covering employees of all levels. The contents of training courses include corporate culture, professional management and basic management etc., with the aims to improve the job related knowledge and skills of our employees comprehensively and unlock their potential. The Group believes that, this is not only beneficial to the personal and professional development of employees, but will also enhance the operational performance of the Group.

2.3. 發展及培訓

僱員發展及培訓

本集團所從事的業務具有相當程度的專業性，因此人力資源的增益為集團持續發展不可或缺的一環。集團已制定完善的培訓體系，對象涵蓋各級別員工，課程內容包括企業文化、專業管理及基礎管理等，全方位加強僱員的工作知識和技能，並激發其潛力。本集團相信，此舉不但有利於僱員的個人及事業發展，亦能同時提升集團的營運表現。

Management team

管理幹部

"We have great responsibilities in the Group and must lead all our staff to move forward firmly..."

「我們在集團中責任重大，務必帶領全體員工堅毅前進...」

Newly recruited employees from the market

社招新員工

"We have been working for a period of time and wish to assist in the development of the Group with our experience..."

「我們在社會工作了一段時間，希望以經驗協助集團發展...」

Newly recruited employees from college

校招新員工

"We are in the early stage of career with limited experience, but we hope to try our best to realise our aspirations..."

「我們剛投身社會，經驗雖淺，但希望全力以赴，一展抱負...」

Employees who are new comers to the city

新城市員工

"We have just arrived in this city and will try to adapt to the new environment as soon as possible..."

「我們剛到這個城市，會努力盡快適應全新的環境...」



Scope of trainings

培訓範疇

Corporate culture

企業文化

- Leader exchanges among the Group
- Development history of the Group
- Corporate culture
- Professional integrity
- Articles of Association of subsidiaries
- Site-visit of projects
- 集團領導交流
- 集團發展史
- 集團文化
- 職業操守
- 子公司規章制度
- 項目考察

Professional management

專業管理

- Strategies of the Group
- Brand management of the Group
- Product management of real estate
- Engineering management
- Site-visit of projects
- Structure and division of work of departments
- 集團戰略
- 集團品牌管理
- 集團產品管理
- 工程管理
- 項目考察
- 部門架構及分工

Basic management

基礎管理

- Human resources
- Financial reimbursement
- Application of information systems
- Application of office systems
- 人力資源
- 財務報銷
- 信息化系統應用
- 辦公系統應用

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Apart from internal training courses, the Group also encourages its employees to participate in external trainings, including training on duties and skills of special job positions. Training expenses of qualified courses will be borne by the Group. The Group also formulates different career development plans and programs according to different business natures, as well as personal aspirations, competencies and development needs of the employees.

The marketing department of the Group mainly organized trainings around pre-planning and digital marketing during the year. In terms of the planning, a total of 4 trainings were carried out for employees in the marketing system, including “Marketing Display Area Positioning Methodology”, “Thoughts on Product Power Breakthrough”, “Cost Elements from the Marketing Perspective” and “Marketing Positioning Review Training for Preliminary Investment and Development Project”. In terms of the digital marketing, 4 trainings were also carried out for employees in the marketing system, including “2021 Digital Marketing Review”, “Gemdale Properties’ Enterprise Micromarketing Application and Deployment”, “2022 Gemdale Properties Online Marketing Methodology” and “Playing Online Marketing – Online Placement”.

In 2022, the Group held one large-scale offline training event, namely the 2022 Golden Wing orientation training camp. At the same time, three online training programmes were launched: industrial collaborative training, structural thinking training and Gemdale Properties class. These training programmes meet the learning needs of different employees and are widely recognised by employees.

除內部培訓課程外，集團亦鼓勵員工參與外界培訓課程，包括特殊崗位的崗位職責與技能培訓等相關內容。所有合資格課程的培訓費用均由本集團承擔。本集團更針對不同的業務特性和僱員的個人志向、能力和發展需求，安排不同的職業發展計劃與規劃。

集團營銷部本年度主要圍繞前期策劃及數字營銷組織培訓，關於策劃部分對營銷體系員工共開展4次培訓，包括《營銷展示區定位方法論》、《產品力突破思考》、《營銷視野下的成本要素》、《前期投拓項目營銷定位複盤培訓》。針對數字營銷部分對營銷體系員工亦開展4次培訓，包括《2021數字化營銷複盤》、《金地商置企微營銷端運用部署》、《2022金地商置線上營銷方法論》、《玩轉線上營銷－線上投放》。

於2022年，集團舉辦了1個大型的線下培訓活動即2022屆金鷹入職訓練營。同時，亦推出了3個線上培訓項目：產業協同集訓、結構力思考集訓及商置學堂。這些培訓項目滿足不同員工的學習需要，受廣泛員工認可。

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2022 Golden Wing Orientation Training Camp 2022屆金鷹入職訓練營



To help fresh graduates get familiar with the Company, integrate into the workplace, and deepen their understanding of the property industry and business, the Group has organized the orientation training camp for 10 newly recruited employees from college, and arranged various functional managers and senior employees of the headquarters to serve as lecturers. The camp includes 2 days of outdoor development, 1 week of course study and seminar reports, and a one-month front-line job rotation after the training, implementing the concept of theory plus practice.

為幫助應屆大學生熟悉公司，融入職場，深化對房地產行業及業務的認知。集團為10位新校招的員工組織了入職訓練營，安排總部各職能管理人員、資深員工擔任講師。該訓練營包含2天戶外拓展，1周課程學習及研討匯報，且訓後安排1個月的一線輪崗鍛煉，貫徹理論加實踐的理念。

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Online Training Program 線上培訓項目

In 2022, the Group launched 3 online training programs, which are open to all employees. The corresponding professionals shall conduct learning and examination according to the learning plan of the relevant department of the headquarters.

The game-like format of the programs helped to increase employees' interest and engagement in training, apart from giving them more flexibility to participate in the online training, regardless of time and place. In addition, online training also allows the Group to timely expand and adjust the learning content according to the feedback from trainees during the learning process, so as to further improve training efficiency and experience.

Industrial collaborative training

In order to respond to the key industrial investment tasks of the Group in 2022 and further consolidate the professional capabilities of all investment personnel in industrial investment, the Group has arranged special trainings and examinations for industrial cooperation. The trainings cover all 140 investment personnel in the development and industry, as well as other interested participants. Through such trainings, employees generally have a clearer understanding of the industrial business logic, industrial product system and industrial investment methods, providing important knowledge input for first-line industrial land acquisition. At the same time, the Group also uses the data collected from online trainings to continuously optimize the courses by combining the students' learning and examination results, and then re-launch such courses for learning in the future, so as to promote the integration and support of business and knowledge updates from each other.

2022年集團推出了3個線上培訓項目，開放給全體員工參與。對應專業人員需根據總部相關部門的學習計劃進行學習、考試。

線上培訓除了給予員工更大彈性，不論時間、地點亦能參與培訓外，是次項目採用接近遊戲的形式亦有助增加員工興趣、更投入與培訓。此外，線上培訓亦容許集團通過學員在學習過程中對內容的回饋，及時擴充、調整學習內容，進一步提升培訓效能和體驗。

產業協同集訓

為了響應集團2022年度產業投資重點工作，進一步夯實各投資人員的產業投資專業能力，集團安排了產業協作專項集訓及考試。該集訓覆蓋開發及產業全體投資人員140人，以及其他感興趣參與人員。通過此集訓，員工普遍對產業業務邏輯、產業產品體系、產業投資方法有了更清晰的認識了解，對一線產業拿地提供了重要的知識輸入。同時，集團亦利用線上培訓所收集到的數據，通過結合學員學習及考試結果以持續優化課程，未來再投放學習，促進業務與知識更新雙融合，相互支持。



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Online Training Program 線上培訓項目



Structural thinking training

To strengthen the structured thinking of the employees of the Company and improve their logical expression capabilities, the Group has organized a training related to structural thinking, which has 200 employees participated in the training. Through this training, employees generally master the elements of structured expression, which greatly benefits their actual work and life. In the meantime, the Group also uses the data collected from the online training to introduce courses to the learning platform for open learning based on the feedback from the trainees, helping more colleagues to continuously improve their structured expression capabilities.

結構思考力集訓

為強化公司員工結構化思維，提升邏輯表達能力。集團組織了結構思考力相關集訓，該集訓有200人參與。通過此集訓，員工普遍反掌握結構化表達要素，對實際工作、生活增益很大。同時，集團亦利用線上培訓所收集到的數據，根據學員反饋，將課程引入到學習平台開放學習，幫助更多同事持續提升結構化表達能力。

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Online Training Program 線上培訓項目

Gemdale Properties Class

Gemdale Properties Class is an online learning column of “Gemdale Properties Class” organized by Gemdale Management Research Institute and the Human Resources Administration Center at headquarters of Gemdale Properties, which is a knowledge column for Gemdale Properties to empower other subsidiaries with multiple majors. Through systematic and professional course output, it helps corresponding personnel to master the industry knowledge and skills of industrial parks, shopping centers and long-term rental apartments, so as to better perform related business expansion, development and operation. The patent column covers a total of 30 courses. Since its inception, the column has received more than 30,000 views. Employees generally report that the courses are of good quality, which is very helpful for understanding diverse business formats and conducive to the business expansion. At the same time, the Group will also continue to optimize and improve the courses based on the feedback on courses.

商置學堂

商置學堂是由金地管理創研院聯合商置總部人力行政中心組織搭建的「商置學堂」線上學習專欄，是商置向其他子公司進行多元專業賦能的知識專欄。通過體系化、專業化的課程輸出，幫助相應人員掌握產業園、購物中心、長租公寓的行業應知應會，更好的開展相關業務拓展、開發、運營，該專欄共30門課程。專欄開辦至今，累計獲得超過3萬人次瀏覽。員工普遍反饋課程質量良好，對了解多元業態十分有幫助且有利於業務開拓。同時，集團亦將根據課程反饋持續優化和完善課程。



During the Reporting Period, all of our employees had participated in trainings and the average training hours completed were 15.6 hours (2021: 13.7 hours).

於報告期間，本集團的全體僱員均有接受培訓而平均培訓時數為15.6小時(2021年：13.7)。

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2.4. Labour Standards

Prevention of child labour or forced labour

In strict accordance with the requirements of the applicable laws and regulations on human resources, the Group recruits personnel who have attained the age of 18 or above with valid identification, and verifies the identity of candidates when they first report duty. The companies under the Group uphold the principles of fairness, openness and voluntariness when recruiting, and signing legal employment contracts with each employee, without any use of forced labour.

On the other hand, contracts signed between the Group and contractors include provisions regarding human resources. Such provisions require the contractors to ensure that the employment of all personnel is in accordance with the Labour Law of the People's Republic of China or applicable relevant laws and regulations. Employment of child labour and forced labour, in any kind, is strictly forbidden.

The Group conducts random inspections on subsidiaries and contractors on a regular basis to ensure that there is no violation of the relevant applicable laws and regulations and will continue to strictly comply with the laws of the People's Republic of China, such as the Labour Law, the Underage Workers Special Protection Provisions, the Law on the Protection of Minors and the Prohibition of Child Labour Provisions. During the Reporting Period, the Group was not aware of any violation of applicable laws and regulations on the prevention of child labour or forced labour.

2.4. 勞工準則

防止童工或強制勞動

本集團嚴格按人力資源相關的適用法例法規要求，招聘錄用年滿18歲或以上持有有效居民身份證的人員，並於入職時檢查應聘者的身份證。本集團之成員公司本着公平、公開、自願的原則招聘錄用僱員，並與僱員簽訂合法僱傭合同，並無強制使用勞動力行為。

另一方面，本集團與外判商所簽訂的合同中均包含人力資源的相關條款。條款要求外判商確保所有人員的聘用都符合《中華人民共和國勞動法》或相關的適用法例法規，嚴禁一切童工和強制勞動力的聘用。

本集團定期為子公司及外判商進行抽查，確保沒有違反相關的適用法例法規的情況，並會繼續嚴格遵守中華人民共和國《勞動法》、《未成年工特殊保護規定》、《未成年人保護法》、《禁止使用童工規定》等。本報告期間內，本集團並無發現任何違反防止童工或強制勞動相關的適用法例法規的情況。

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3. CARE FOR THE ENVIRONMENT

The Group is a real estate company specialised in property development, property investment and property management. The Group understands that business development will exert certain impacts on the surrounding environment, therefore the Group has always regarded environmental protection as a significant commercial factor, and sought to provide customers and other stakeholders with a natural and unspoiled environment.

To demonstrate the Group's commitment to environmental protection and to monitor performance progress more effectively, the Group has established long-term environment-related targets:

Category	類別	Target for 2030 ⁴	2030年目標 ⁴
Non-hazardous waste	無害廢棄物	Intensity of paper products waste to decrease by 8%	紙製品棄量密度減少8%
Emissions	排放	Intensity of petroleum usage ⁵ to decrease by 4%	汽油用量密度 ⁵ 減少4%
Energy utilisation	能源使用	In tensity of electricity consumption to decrease by 15%	用電量密度減少15%
Use of water resources	水資源使用	Intensity of water consumption to decrease by 13%	用水量密度減少13%

The Group's policies on and measures for reduction of emission and waste, use of energy and water resources are described in the following sections.

3. 愛護環境

本集團為一家專注於物業發展、物業投資及物業管理的房地產公司。本集團明白業務發展會為周邊範圍帶來一定的影響，因此本集團一直視環境保護為重要的商業考慮，務求各項目的客戶以及其他持份者能夠享有自然、不受破壞的環境。

為彰顯集團對環境保護的承諾及更有效監察表現進度，本集團建立了長期的環境相關目標：

集團在減少排放、廢棄物、能源及水資源使用方面的政策及措施將在以下章節描述。

⁴ The baseline year for the target for 2030 is 2021.

⁵ Intensity shall be calculated by consumption/emissions per employee.

⁴ 2030年目標基準年份為2021年。

⁵ 密度按每位員工使用量／排放量數目計算。

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3.1. Environment and Natural Resources

The Group is committed to fulfilling its social responsibility and promoting corporate citizenship. During project development, the Group strictly abides by applicable environmental laws and regulations and national standards, and tries to minimise the impact on the environment and natural resources.

Noise and dust from project construction

The Group understands that the construction activities of property development projects may cause pollution to the surrounding environment and strives to minimize the impact. Before commencement of construction, the Group employs qualified third-party environmental impact assessment experts to conduct a detailed assessment of the environmental impacts arising from project development, establish a written environmental impact assessment report and formulate a mitigation plan. During the project implementation period, the Group allocates special funds and implements all measures to control the impact of construction activities on surrounding environment, including dust and noise. In particular, the Group requires its construction contractors to control dust and noise by adopting the following measures:

3.1. 環境及天然資源

本集團積極履行社會責任及宣揚企業公民意識。在項目開發中，本集團嚴格遵守環保相關的適用法例法規及國家標準，盡可能將對環境及天然資源的影響降至最低。

項目施工噪音及塵土

本集團深明房地產項目施工可能對周遭環境造成污染，並致力將有關風險降至最低。在項目施工前，本集團聘請合資格的第三方環境影響評估專家對項目開發所引起的環境影響進行詳細評估，建立書面的環境影響評估報告並制定應對方案。在項目實施階段，本集團調撥專項資金，全力落實措施控制施工過程為周遭環境帶來的影響，包括塵土、噪音等。具體而言，本集團要求項目施工單位採取包括以下措施以控制塵土及噪音：

Dust control

控制塵土

- To reduce dust by setting up road spraying equipment at construction sites
施工現場配置道路噴淋設備降低揚塵
- Strictly comply with the six 100% requirements: "100% hoarding of construction sites, 100% coverage of bulk material stacking, 100% washing of in-and-out vehicles, 100% pavement of roads in construction sites, 100% closed transportation of muck vehicles and 100% wet operation on demolition sites"
嚴格遵守六個百分之百要求：「施工現場100%圍擋、散裝物料堆放100%覆蓋、出入車輛100%沖洗、施工現場路面100%硬化、渣土車輛100%密閉運輸、拆遷工地100%濕法作業」
- Real-time monitoring of PM2.5 and other data
實時監控PM2.5等資料

Noise control

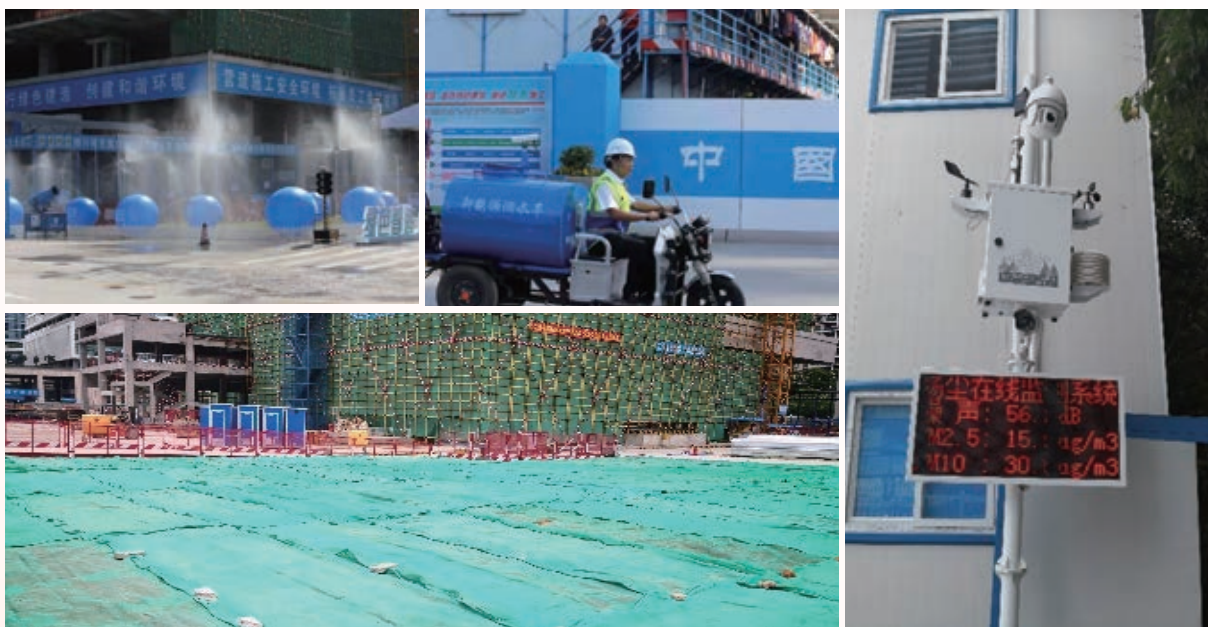
控制噪音

- To reduce noise transmission by installing sound insulation panels and noise reduction panels in specific construction areas
在特定施工區域設置隔音板及降噪板以減少對外噪音傳播
- Strictly comply with the noise emission controls on day-time, nighttime and holidays imposed by local governments
嚴格遵守地方政府日間、夜間及節日假期的噪音排放限制
- Real-time monitoring of the level of noise-by-noise dosimeter at construction sites
施工現場噪音檢測儀實時監控噪音水平

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Dust and noise control 塵土及噪音控制



Project renovation works

In order to mitigate the impact of renovation work by tenants and property owners on other property users and the environment, relevant guidelines have been established for certain projects, which require customers to submit applications to property management before carrying out any type of construction work. Customers shall provide supporting documents to the property management for renovation work and management, to demonstrate compliance with standards of the project and relevant regulatory authorities in different aspects such as construction quality, construction operation, environmental protection and safety. Additionally, renovation materials used by the Group and its operations are all in compliance with relevant regulatory requirements of China for green environmental protection, such as the provisions stipulated in the Code for Indoor Environmental Pollution Control of Civil Building Engineering (GB-50325-2001D) and other relevant national standards, and meeting inspection standards.

項目裝修工程

為減輕租客、業戶進行之裝修工程對其他物業用戶及環境的影響，部分項目建立了物業裝修相關的規範，要求客戶進行所有工程前必須先向物業管理申請。客戶需為裝修施工、管理等向物業管理提交支持文件，證明工程品質、施工操作、環保、安全等各方面皆符合項目及相關政府監管部門的標準。另外，本集團所使用的裝修物料和操作均符合國家綠色環保相關規範要求，例如《民用建築工程室內環境污染控制規範》(GB-50325-2001D)的規定及其他相關國標規定，並必須達到檢測標準。

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Indoor air quality of projects

As for the operation of the property projects, the office buildings and shopping malls of the Group implement a complete ban on smoking. Air purifiers or air conditioning are also installed by property management to ensure indoor air quality. For catering merchants which generate considerable amount of emissions, advanced equipment such as imported fume extractors, professional rainwater-sewage separators and grease traps have been deployed for air purifying. In addition, since the decomposition of kitchen waste will produce peculiar smell, the Group has arranged a separate garbage room for collection of food waste. The Group has also installed ventilating, venting and refrigeration equipment for the food garbage room to eliminate odour in daily operation. In addition, the renovation materials and furniture used in the projects are also in compliance with formaldehyde safety emission standards. For example, on the basis of superior natural geographical conditions, Beijing Qinglonghu Project insists on using natural and environmentally friendly materials and new energy-saving and emission-reduction materials, optimises the structure involved, and increases natural ventilation and lighting to ensure that the project meets high quality standards in environmental protection.

The Group is committed to environmental protection, thereby realising the sustainable development of the Group and contributing to the environmental protection work of the community.

項目室內空氣品質

項目營運方面，本集團的寫字樓、購物中心等明文規定全面禁煙，物業管理會於項目辦公室及購物中心室內安裝空氣淨化器或空調新風系統，以保證室內空氣的品質。針對高排放的餐飲商戶，引進進口油煙淨化器、專業排污及隔油裝置等先進設備以淨化空氣；此外，由於餐飲廚餘分解時會產生大量異味，本集團安排了獨立垃圾房以收集餐飲廢物。本集團亦為餐飲垃圾房安裝了通風、排氣和制冷設備，保證日常運作中餐飲垃圾房無異味傳出。此外，項目所使用的裝修物料及家具亦符合甲醛安全排放標準。如北京青龍湖項目以優越的自然地理條件為基礎，堅持使用天然環保材料及新型的節能減排材料，優化結構涉及，增加自然通風採光以確保項目在環保方面高質量達標。

本集團持續地致力於環境保護工作，並堅持以此為基礎，來實現本集團發展的可持續性，為社會的環境保護工作做出應有的貢獻。

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3.2. Climate Change

We closely monitor the risks and opportunities that climate change brings to the Group's business and have included the risks of climate change in the risk management framework of the Company to adapt to or mitigate the impacts of climate change on its business.

During the Reporting Period, the Group identified the following important examples of climate change risks and their potential financial impacts, taking into account the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"):

Physical risks 實體風險	Risk events 風險事件	Financial impact 財務影響
Immediate risks 即時性風險	Occurrence of extreme weather events, such as typhoons, floods, etc. 極端氣候事件，如颱風、洪水等的發生	Damage to real assets, resulting in property losses, injuries and deaths 損害實體資產，造成財物損失、人命傷亡
Transition risks 轉型風險	Risk events 風險事件	Financial impact 財務影響
Policy and regulatory risks 政策及法規風險	The government tightened energy guidelines for buildings and regulated high-pollution projects in the industry 政府收緊建築物能源指引、規範業界的高污染項目	Increasing operating costs to meet government regulations 增加營運成本以符合政府規定
Market risks 市場風險	Rising customer demand for green buildings 顧客對綠色建築的需求上升	Failure to develop green buildings in time may reduce income 未及時發展綠色建築或減少收益
Technical risk 技術風險	Use of more renewable energy and environmentally friendly materials 使用更多可再生能源和環保物料	Increasing investment and procurement costs 增加投資及採購成本

3.2. 氣候變化

我們密切關注氣候變化對本集團的業務所帶來的風險與機遇，將氣候變化風險包括在公司的風險管理框架之內，從而適應或減緩氣候變化對其業務的影響。

於本報告期內，集團參考氣候相關財務揭露工作小組（「Task Force on Climate-Related Financial Disclosures」，「TCFD」）建議，識別出以下重要氣候變化風險例子及其潛在財務影響：

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In view of extreme weather events, the Group guides each commercial project through the formulation of the Typhoon Contingency Plan, to defend itself against the impacts of typhoons in an effective and organised manner to minimise the damages caused by disasters. Project general managers shall act as the commanders of typhoon contingency response and be responsible for the coordination of each contingency team, aiming to obtain, issue and track real-time updates in the shortest possible time to take precautionary measures and minimise damages. After the typhoon, where feasible, project managers shall examine the areas under their management, assess the damages caused by the typhoon and arrange recovery work. As the area where the project property is located is in the face of a certain degree of flood risk, Shenzhen Vision formulated the Vision Flood Contingency Plan to further strengthen the implementation of flood contingency measures, hoping to carry out flood prevention, rescue and disaster relief in a swift, highly efficient and orderly manner in the event of heavy rain and flood emergency. The plan can further enhance the employees' emergency response capacity against floods, raise their awareness on disaster prevention and protection, minimise damages caused by floods and safeguard the customers' lives and assets.

In addition, Shenzhen Vision has established a comprehensive business continuity management system and standards to identify the potential internal and external risks that may have an impact on the Group's operation. It has also formulated a sound emergency structure and recovery plan to cope with uncertain factors (such as extreme weather conditions caused by climate change), and to ensure that the ordinary course of business can continue to operate in an orderly manner after the disaster, thereby reducing their impact. Shenzhen Vision received the ISO22301:2012 Business Continuity Management Systems Certification issued by the Hong Kong Quality Assurance Agency.

針對極端氣候事件，本集團透過訂立《防颱風應急預案》指導各商業項目在應對颱風災害時，能有效、有序地抵禦颱風侵襲，最大限度地減少災害造成的損失。當中由項目總經理為颱風防禦應急總指揮，負責統籌協調各應急小組，為求在最短的時間內獲取併發佈和關注實時動態，做好防禦措施，把損失減低。在颱風侵襲過後，可行的情況下，檢查管理轄區並統計颱風造成的損失情況，安排進行復修工作。有見於項目物業位處地區面對一定程度的水浸風險，深圳威新為進一步強化防汛應急預案保障措施的落實而訂立《威新防汛應急預案》，希望在遇到暴雨天氣，汛情緊急的情況下，能夠迅速、高效、有序地做好防洪防汛和搶險救災應急工作，進一步提高員工應對汛情的應急反應能力，提高員工的防災避災意識，最大限度地減輕水災造成的損失，維護廣大園區客戶生命財產的安全。

另外，深圳威新亦已建立一套完善的營運持續管理系統和標準，確立可能對集團營運所做成的內、外風險，並創立合理的應急架構和恢復計劃有效應對不確定的因素包括氣候變化所帶來的極端天氣，保證企業日常業務在災難過後也能維持業務運行有序，減低受到的影響，並得到由香港品質保證局頒發的ISO22301:2012營運持續管理系統證書。

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3.3. Emissions

Environmental assessment on property development projects

All property development projects of the Group are outsourced to professional third-party contractors, so the Group does not directly produce any major emissions (such as exhaust fumes and sewage, etc.) during the phase of development. Nevertheless, the Group takes the responsibility for supervising outsourced contractors. During the field construction process of the projects, the Group entrusts third-party engineering consulting companies to conduct on-site inspections on the environmental protection situation, working environment and safety conditions periodically, ensuring environmental protection measures for the projects are continuously monitored and all deficiencies are rectified in a timely manner. In addition, the Group has integrated green design concepts into its projects, and put its best efforts to adhere to the one-star design standards of China's Assessment Standards for Green Building. The selection of third-party contractors, construction process and the acceptance inspection are all under supervision of surveyors and engineers from the project company. Among the property projects of the Group, 5 projects have attained Green Building Design Label – 3 Star; 40 projects have attained Green Building Design Label – 2 Star; 34 projects have attained Green Building Design Label – 1 Star; and 1 project has attained Green Building Operations Label – 2 Star. Compared with 2021, the number of projects attaining Green Building Design Label in 2022 increased by 6. Furthermore, 1 project has attained LEED Platinum Certification, 3 projects have attained LEED Gold Certifications and 1 project has attained LEED Certification. In the meantime, the Group encourages its properties and projects to integrate green elements into products, such as installing air source heat pumps, water-saving faucets, water-saving sanitary appliances, low-e glass windows, high-efficiency fans and water pumps, high-COP air-conditioning units and chillers, implementing rainwater recycling, increasing the thickness of the insulation layer, etc. In addition, Shanghai Zhongjun actively promotes the concept of the sponge city.

3.3. 排放物

房地產開發項目環境評估

本集團所有的房地產開發項目均外判予專業的第三方承建商負責，故本集團於項目開發過程中並沒有大量的直接廢氣及污水等排放。儘管如此，本集團亦負起監管承建商的責任，在各項目現場施工的過程當中，本集團委託第三方工程顧問公司定期對現場環保狀況、工作環境和安全狀況進行檢查，確保工程的環保措施受到持續監控，所有不合標準的地方亦能得到及時改善。此外，本集團把綠色理念融入項目設計當中，盡可能按照中國《綠色建築評價標準》一星標準配置，在選擇第三方承建商、施工過程中以及竣工驗收均有監理方及項目公司工程師監督執行情況。其中5個項目取得綠色建築設計三星級認證證書；40個項目取得綠色建築設計二星級認證證書；34個項目取得綠色建築設計一星級認證證書，1個項目取得綠色建築運行二星級認證證書。對比2021年，2022年取得綠色建築設計認證的項目新增了6個。另外，累計1個項目獲得LEED鉑金級認證；3個項目獲得LEED金級認證；1個項目獲得LEED認證級別。同時，集團鼓勵旗下物業及項目將綠色元素融入至產品中，例如，安裝空氣源熱泵，節水龍頭、節水衛生器具、low-e玻璃窗、高效風機和水泵、高COP空調機組和冷水機組、實施雨水回收、增加保溫層厚度等。此外，上海仲駿積極推廣海綿城市概念。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental protection measures for property management

For its property management, the Group has implemented various environmental protection policies and encouraged outsourced property management personnel, tenants and owners to carry out energy conservation and emission reduction measures in compliance with the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, the Solid Waste Pollution Prevention and Control Law of the People's Republic of China and other laws and regulations. Among them, Xuzhou Longyaoshan conducts routine inspections on the construction overview, pollution conditions, types of pollution, intensity and environmental impact to ensure that the environmental protection work is in place. The Group entrusts Shenzhen Gemdale Property Management Co., Ltd. ("Gemdale PM") to take responsibility for property management of property development and commercial projects. Besides, over the years, Gemdale PM has been cooperating with Dongjiang Environmental Company Limited, which is recognized by the Shenzhen Government. Dongjiang Environmental Company Limited is responsible for disposing of waste produced from repair and maintenance of equipment and facilities during the property management operations, and ensuring the waste is disposed of properly. Property waste warehouses are set up by project property management personnel to collect waste oil, waste liquid, waste lighting and other hazardous waste in a centralized manner, which will be transferred to qualified environmental protection companies for further processing on a regular basis.

物業管理環保措施

本集團遵循《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》和《中華人民共和國固體廢物污染環境防治法》等法律法規，於物業管理方面實施了多項環保政策，鼓勵外判物業管理人員和各租客、業戶推行節能減排措施。其中，徐州龍腰山通過對施工概況；污染情況、污染種類、強度、環境影響等進行例行檢查以確保環保工作落實到位。本集團委託深圳市金地物業管理有限公司（「金地物業」）負責開發物業和商業項目的物業管理工作。此外，金地物業多年來與受深圳政府認可的東江環保股份公司合作，並由東江環保股份公司負責處理在物業管理過程中，進行設備設施維修、保養等所產生的廢物，確保物業管理廢物得到合理處置。各項目的物業管理人員需設置物業廢棄物倉庫，集中收集廢油、廢液、廢舊燈管及其他有害廢棄物，定期交由合資格的環保公司處理。

Environmental, Social and Governance Report

環境、社會及管治報告

Waste disposal for tenants and owners

In terms of waste disposal for offices, shopping malls and other projects, the Group strictly implements local waste sorting policies. The waste collector shall first sort general waste, collect recyclable and reclaimable waste for recycling and clear up other wastes. For certain waste that requires special treatment, such as food residues with unpleasant smell, the Group has also arranged separate spaces for special collection and temporary storage, and has set up various facilities to reduce the impact on the surrounding environment. The Group also requires the property management companies to engage qualified garbage disposal companies to clear up and dispose of the waste produced.

In terms of waste reduction, the Group requires property management companies to set up a used battery collection box at the waste collection site of the projects, where used batteries from employees and customers will be collected to reduce land pollution. The Group also requires waste sorting and has put up posters in conspicuous places of the projects to encourage merchants, employees and customers to sort waste and facilitate recycling.

The Group has also established corresponding control measures for oil fume emission and sewage treatment for catering merchants in shopping malls. Whenever tenants apply for renovation, the Group will require the tenants to install a two-stage oil fume filter system and three-stage oil and residue separators inside their stores for oil fume and sewage treatment. The Group further requires the tenants to clean up their kitchen exhaust hoods and oil separators every day as well as the smoke vents and kitchen ventilators regularly during their routine operation. In addition, the Group requires property management companies of the projects to engage qualified environmental protection companies to clean up and drain the public oil separators to ensure their effective operation.

租客及業戶廢物處理

對於辦公室、購物中心及其他項目的垃圾處理方面，本集團嚴格執行本地垃圾分類政策。垃圾收集商首先對普通垃圾進行分類，對可以循環再用、回收再造的廢棄物進行回收處理，其他垃圾則進行清運處理。而對於某些需特別處理的垃圾，例如存在氣味的餐飲垃圾，本集團亦安排了獨立空間進行特別收集及暫存，並安裝一系列裝置減低此類垃圾對附近的影響。本集團亦要求物業管理公司委託合資格的垃圾處理公司對其產生的廢物進行清理和處理。

減少廢物產生方面，本集團要求物業管理公司於各項目的垃圾收集處設置廢舊電池收集盒，以收集僱員和客戶的廢舊電池，減低廢棄電池對土地的污染。本集團亦要求為垃圾桶分類，在各項目明顯位置貼出海報鼓勵商戶、僱員及客戶對廢物進行分類，方便回收。

另一方面，在針對購物中心的餐飲商戶油煙排放、污水處理方面，本集團亦訂立了相應的控制措施。在商戶提出裝修申請時，本集團即要求商戶在鋪內安裝兩級油煙淨化設備、三級隔油隔渣池等處理油煙及污水。而在日常經營中，本集團亦要求商戶每日清洗廚房排煙罩、清撈隔油池、定期清洗排煙煙道、抽油煙風機等。此外，本集團要求各項目的物業管理公司委託合資格的環保公司為公共隔油池進行清理和清撈處理，以確保這些裝置能夠有效地運作。

Environmental, Social and Governance Report

環境、社會及管治報告

Waste recycling bins in projects 項目內的廢物回收箱



Waste reduction measures within the Group

The Group also requires property management companies to use electronic records for their routine inspection work, and reduce the use of paper record forms. When it is necessary to use paper record forms, the quantity used shall be checked carefully and the forms shall be printed in bulk to reduce the use of paper.

In addition, the Group has implemented eco-office measures, including the allocation of designated usage quota to employees through the analysis of printer usage data, and the application for approval is required for excessive use, so as to control the usage, and promote the printing of informal documents with recycled paper. Employees are required to select single-sided used paper as the default printing option, and set up single-sided used paper/waste paper recycling bins next to the printer to strengthen the centralized collection and disposal of waste paper, old newspapers and magazines. Employees are also encouraged to communicate with each other via email and reduce the use of paper as much as possible. Paperless office is implemented by handling paperwork electronically, and reducing paper waste from administrative work. The Group also requires employees to raise the environmental protection awareness by posting labels such as “Save Disposable Tableware” and “Do Not Waste Paper” in the pantries and restrooms, to constantly remind employees of energy conservation and emission reduction. To further advocate environmental protection, Shenzhen Vision office uses white porcelain cups instead of disposable paper cups in customer reception.

本集團內部減廢措施

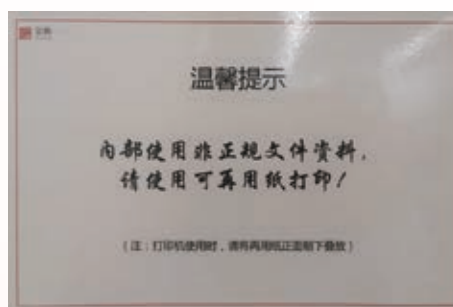
另一方面，本集團也要求物業管理日常巡查工作採用電子方式記錄，減少使用紙張紀錄表。對必須使用的紙張記錄表格，需認真核對用量，批量印刷，減少紙張的使用。

此外，本集團辦公室實行了環保辦公的措施，包括通過打印機使用數據分析，給員工分配指定使用額度，超額使用的需要申請報批，以此管控使用量；提倡非正式文件用再生紙打印；要求僱員打印用紙首選單面已印紙，於印表機處設置單面已印紙／廢紙回收箱，加強廢紙、舊報紙雜誌的統一收集和處理；在對外聯繫中建立電郵通訊的習慣，盡可能減少紙張的使用；在辦公室實行無紙化，盡量把文書工作電腦化，減少行政工作所廢棄的紙張。本集團亦要求僱員提高個人環保意識，在辦公室茶水間及衛生間等張貼「節約即棄餐具」、「節約用紙」等標示，時刻提醒僱員節能減排。為進一步提倡環保，深圳威新辦公室更不使用一次性紙杯，在客戶接待過程中統一使用白瓷杯。

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環境、社會及管治報告

Slogan of printers 打印機標語



The majority of waste⁶ generated by the Group during the Reporting Period was disposable paper products, such as used paper from administrative work, paper cups for customer reception and plastic water bottles. The total amount of related waste generated is as follows:

本集團於報告期間內產生的主要廢棄物⁶為行政辦公的紙張、接待用的紙杯等一次性紙製品，以及塑膠水瓶，相關廢棄物量共產生量如下：

Year 年度	Amount of paper product waste generated (kg) 紙製品廢棄物 產生量 (公斤)	Intensity (kg/per employee) 密度 (公斤 / 每位僱員)	Amount of plastic water bottle waste generated (kg) 塑膠水瓶廢棄物 產生量 (公斤)	Intensity (kg/per employee) 密度 (公斤 / 每位僱員)
	2022	1,734.20	0.53	85.00
2021	1,863.50	0.47	323.00	0.08

⁶ Only includes waste directly controlled and generated by the Group and excludes waste generated by other third parties (i.e. tenants, owners and third-party service providers).

⁶ 只包括本集團直接管控及產生的廢棄物，並不包括其他第三方（例如租客、業戶、第三方服務商等）所產生的廢棄物。

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The Group did not directly generate a large quantity of hazardous waste. The waste generation intensity of paper products for the year increased slightly as compared with that of last year, because the total number of employees of the Group in 2022 decreased as compared with that of 2021, so the per capita waste production of paper products increased slightly. The amount of plastic water bottle waste generated this year decreased significantly compared with last year because the Group encouraged the unified use of white porcelain cups in the process of customer reception.

The Group has prepared a range of environmental protection solutions related to the property management process as well as environmental protection guidelines related to the work of employees, for the employees of the Group and property management companies to follow. The Group also promotes the concept of environmental protection among merchants and customers, and encourages them to implement relevant measures. The above measures have been duly implemented during the Reporting Period and have led to successful results.

Greenhouse gas emissions of the Group mainly come from the use of energy in daily office work and property management with relevant emissions as follows⁷ :

本集團並無直接產生大量有害廢棄物。本年度紙製品廢棄物產生密度較去年比略有上升，原因是本集團2022年的僱員總數量較2021年相比有所下降，因此人均紙製品廢棄物生產量略有回升。本年度塑膠水瓶廢棄物產生量較去年相比大幅下降，是因為集團鼓勵在接待客戶過程中統一使用白瓷杯。

本集團編製了一系列與物業管理過程相關的環保方案以及與僱員工作相關的環保規範，讓本集團和物業管理公司的僱員依隨實行，並向各商戶、顧客等宣揚環保理念及鼓勵推行環保措施。而報告期間上述各項措施均有切實執行，且成效顯著。

本集團的溫室氣體排放主要來自於日常辦公及物業管理工作之能源使用，相關排放量如下⁷：

Year 年度	Scope 1 (tonnes CO ₂ e) 範圍一 (噸二氧化碳當量)	Scope 2 (tonnes CO ₂ e) 範圍二 (噸二氧化碳當量)	Intensity (tonnes CO ₂ e/per employee) 密度(噸二氧化碳 當量/每位僱員)
2022	104.57	634.43	0.23
2021	102.60	1,190.16	0.33

⁷ Carbon footprint data covers scope 1 and scope 2 emissions of the Group, calculations of which are based on the Reporting Guide on Environmental KPIs issued by HKEX, the Baseline Emission Factors for Regional Power Grids in China issued by the Ministry of Ecology and Environment of the People's Republic of China in response to climate change and the Greenhouse Gas Emission Factors issued by the Department for Business, Energy and Industrial Strategy (BEIS) of the U.K. government.

⁷ 碳排放資料涵蓋本集團範圍1及範圍2排放，計算參照香港交易所《環境關鍵績效指標匯報指引》、中國生態環境部應對氣候變化制定之《中國區域電網基準線排放因子》及英國商業、能源及產業策略部(BEIS)發佈之溫室氣體排放因子。

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Of which, the amount of scope 1 CO₂e generated during the Reporting Period increased slightly from last year due to higher petrol usage resulting from the increase in trips, and that of scope 2 CO₂e generated during the Reporting Period decreased from last year due to lower electricity consumption resulting from the decrease in gross floor area of in-scope property. The Group has implemented various energy conservation plans to reduce the carbon footprint. For details, please refer to the following section headed "Use of Resources".

其中，報告期內產生的範圍一二氧化碳當量較去年略有上升，主要是因為出行量增加導致較高的汽油用量，範圍二二氧化碳當量較去年下降主要因為本報告涵蓋的物業面積有所減少，導致較低的用電量。本集團實行了不同的節能計劃以減低本集團的碳足跡，請參考下面的「資源使用」部份。

3.4. Use of Resources

The Group is committed to implementing an environment-friendly resource utilisation system, and achieving green business with the goal of sustainable development. In order to protect the natural environment and prevent waste of resources, the Group has formulated different energy-saving and water-saving policies covering the subject areas of business operation and property management. The Group did not use any packaging materials during the Reporting Period.

Energy utilisation

Major types of energy utilised by the Group are electricity and petrol^{8,9}, and their usage is as follows:

Year 年度	Electricity Consumption (kWh) 電力使用量 (千瓦時)	Intensity of the electricity (kWh/per employee) 電力密度 (千瓦時／每位僱員)	Petrol usage (litre) 汽油使用量(升)	Intensity (litre/per employee) 密度 (升／每位僱員)
2022	1,179,300.00	359.21	38,618.00	11.76
2021	1,964,737.00	495.90	37,888.00	9.56

3.4. 資源使用

本集團致力執行環保的資源使用制度，以可持續發展為目標，實現綠色商業。為保護自然環境及避免浪費資源，本集團訂立了不同的節能及減少用水政策，覆蓋商業營運及物業管理各範疇。本集團於報告期間並無使用包裝材料。

能源使用

本集團使用之能源主要為市電及汽油^{8,9}，相關使用量如下：

⁸ Only includes energy consumption directly controlled and utilised by the Group and excludes energy consumption generated by other third parties (i.e. tenants, owners and contractors).

⁹ As petrol consumption was low, the exhaust emissions generated can be omitted.

⁸ 只包括由本集團直接管控及使用的能耗，其他第三方（例如租客、業戶、外判商等）所產生的能耗除外。

⁹ 由於汽油消耗量低，所產生的廢氣排放可以忽略。

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The Group's electricity consumption intensity during the Reporting Period was lower than that of last year, while petrol usage intensity increased, mainly due to the slowdown of COVID-19 and the pick-up in travel volume in Mainland China in 2022.

The Group understands that reducing energy consumption not only cuts greenhouse gas emissions but also reduces unnecessary expense for the Group. Therefore, the Group implements a number of energy conservation plans during the Reporting Period in order to enhance energy efficiency. First, the Group has formulated energy utilisation plan for property projects. Based on an intact system, the plans covers different aspects from equipment design to user awareness raising, and aims to improve energy utilisation efficiency comprehensively. The plan requires drafting of a central air conditioner operating scheme and public utilities energy-saving solution for each operational project, which shall be implemented and enforced strictly upon approval by the Headquarters. The employees shall utilise electricity according to the energy-saving solution, so as to enhance the efficiency. The Headquarters will perform regular reviews to ensure an effective implementation of the energy-saving solution.

The Group requires each operational project to keep the public energy consumption records, collect relevant statistics, and conduct analysis and improvement on a monthly basis. Such records will be submitted to the Headquarters for review, thus ensuring management's regular supervision and inspection of energy consumption of each project. The Headquarters will establish energy consumption indicators according to industry standards. Actual consumption by each project will be evaluated against the indicators, and the Group will strengthen management and drive improvements of projects that are not meeting the standards. Furthermore, the Group will carry out maintenance and even energy-saving transformation on high energy-consuming equipment, such as air conditioner and lighting system, on a regular basis according to energy consumption records, so as to enhance the efficiency of routine high energy-consuming equipment. The Group also has the air conditioning equipment in public areas of certain projects changed from dispersed control to concentrated control in order to reduce operation time and power consumption. The Group also prefers repairs over purchasing new equipment to reduce wastes and save costs.

本集團於報告期內的電力使用量密度較去年低，而汽油使用量密度則有所上升，主要由於2022年新型冠狀病毒肺炎疫情在內地有所放緩、出行量有所回升所致。

本集團明白減少能源消耗不但能降低溫室氣體的排放，更能夠本集團省去非必要開支。因此，本集團於報告期間實行了多項節能計劃以增加能源效益。首先，本集團為各房地產項目制定能源使用計劃。該計劃涵蓋從設備設計至使用者意識建設等各個層面，以完善的體系全方位提高能源使用效益，包括要求各營運項目編製中央空調運作方案、公共設備節能方案等，經總部審批後落實並嚴格執行，讓僱員按節能方案用電，提高能效。總部亦會定期進行檢查確保節能方案有效地執行。

本集團要求各營運項目編製公共耗能紀錄，每月對公共耗能進行統計、分析及改善，並交由總部覆核，確保各項目的能源消耗得到管理層的定期監管。總部會按照行業標準建立能源消耗指標，並與各項目的實質消耗對比，對不達標項目進行改善和加強管理。另外，本集團會定期根據耗能紀錄對高耗能的設備，例如空調、照明等進行保養甚至節能改造，加強日常高耗能設備的效率。本集團亦將部分項目公共區域的空調設備由分散控制改為集中控制以減少運行時間及電能損耗，並以維修代替採購新設備以減少廢物數量和節約成本。

Environmental, Social and Governance Report

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LED lighting and identification systems are installed in the underground parking lots of operational projects of the Group. Intelligent lighting systems are applied in public stairs of the projects with the aim to provide sufficient lighting at minimum power consumption. Air-conditioning systems of the projects use the building automated energy saving control systems, while water pumps of the air-conditioning system and water supply system use frequency conversion energy saving control systems to reduce any unnecessary energy consumption.

Green management is also incorporated into the Group's internal operations. Relevant measures include reducing the use of energy-consuming office equipment, improving energy utilisation and operation efficiency and promoting energy-saving among employees. These measures allow the Group to utilise energy and other resources efficiently, and enhance energy saving and emission reduction awareness of employees.

Apart from the energy-saving plan implemented during daily operations, the Group also actively adopts more green techniques and elements in its property projects, with the aim to reduce energy consumption from the source. In terms of project planning and design, the Group considers to increase the ratio of green area, increase the use of natural lighting to reduce the use of lighting equipment, adopt the "sponge city design" to collect and reuse rainwater, as well as improve building ventilation to reduce the use of air-conditioning system in the project whenever feasible. During the construction stage of projects, the Group requires the contractors to adopt green construction measures in order to reduce energy and raw materials consumption. In terms of raw materials, the Group endeavours to select renewable materials so as to reduce consumption of natural resources, and uses clean energy where feasible. For example, the Xuzhou Longyaoshan Project has used LED spotlights, T5 light tubes, solar lighting flashlights and non-iodine tungsten floodlights for outdoor lighting to reduce electricity consumption. At the same time, Beijing Qinglonghu Project is committed to transforming to a low-carbon economy. The project has installed energy-saving LED lighting and signage systems in the underground parking lot, and adopted intelligent lighting systems for public staircase lighting to ensure that sufficient lighting is provided with minimum electricity.

本集團的營運項目於地下停車場安裝節能的LED照明和標識系統，而項目的公共樓梯照明採用智能照明系統，務求使用最少的電量提供足夠的照明。項目的空調系統使用樓宇自控節能控制，而空調系統水泵、供水系統水泵亦使用變頻節能控制，以減低不必要能耗。

本集團內部亦推行綠色管理，包括減少辦公室設備閒置耗電的情況，改善能源使用及運作效率，向僱員宣揚推廣節省能源的概念等。此舉有助於本集團有效地使用能源及各種其他資源，並提高僱員的節能減排意識。

除了從日常營運方面執行節能計劃外，本集團亦積極於房地產項目中採用更多綠色技術及元素，務求從源頭降低能源消耗。於項目規劃與設計時間，本集團於可行情況下考慮為項目加入更多綠空間，為物業引入更多自然光以減低照明需求，以及採用海綿城市設計收集回用雨水，以至改善樓層通風以減少空調裝置的使用等。於項目施工階段，本集團要求承建商使用綠色施工方案，減低能源及原材料的消耗。本集團盡量選用再生物料作為原料，減少消耗自然資源，並在可行的情況下使用清潔能源。例如，徐州龍腰山項目已使用LED射燈、T5燈管和太陽能照明手電筒及非碘鎢泛光燈等用於室外照明，以減少電力消耗。同時，北京青龍湖項目致力於向低碳經濟轉型，項目於地下停車場安裝節能型LED照明及標識系統，並採用智能照明系統作公共樓梯照明，以確保使用最少的電量提供足夠的照明。

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Water resources utilisation

In terms of water resources, the water consumption of the Group were largely attributed to the operation of property management and staff living, and the relevant consumption is as follows:

Year 年度	Water consumption (cubic meter) 用水量 (立方米)	Intensity of water consumption (cubic meter/per employee) 用水量密度 (立方米 / 每位僱員)
2022	29,966.00	9.13
2021	25,845.00	6.52

The increase in water consumption during the Reporting Period was mainly due to the increase in water consumption of Shenzhen Vision's Phase 3 project.

The Group fully understands how valuable water resources are and therefore implements water saving plans to reduce water consumption, and promote water saving awareness among employees. The Group posts labels of "Please Save Water" in offices, workplaces, pantries and restrooms to advocate resources saving and promote an eco-friendly working environment. Moreover, the Group also purchases advanced equipment and systems as much as possible to reduce water consumption. For example, the air conditioning system of Beijing Qinglonghu Project is equipped with building self-control energy-saving control, so the water pumps of the air conditioning system and water supply system are also equipped with frequency conversion energy-saving control to reduce unnecessary energy consumption. Xuzhou Hongdi (徐州鴻迪) installed current-limiting devices/automatic sensing devices on faucets in the office to reduce water consumption. Concerning contractors such as property management (including cleaning and landscaping work) which consume a larger amount of water, the Group has also taken relevant measures to supervise the water consumption. Taking into account the actual work and previous records, the Group has established the water consumption indicators for contractors to follow and report monthly. Through these water consumption indicators, the Group can analyse the water consumption for property management work and timely supervise the contractors. The Group has also changed the landscape watering systems of certain projects into automatic sprinkling, significantly reducing water consumption.

水資源使用

在水資源方面，本集團的用水量主要為物業管理及員工生活用水，相關使用量如下：

本報告期內的用水量上升部分原因主要為深圳威新新增加3期項目用水量所致。

本集團深明水資源的寶貴，故落實節水計劃以降低用水量，透過宣傳方式提高僱員節約用水的意識。本集團於辦公室及工作場所、茶水間、衛生間等地方張貼「節約用水」宣傳標示，宣導節約資源和綠色辦公。此外，本集團亦盡可能通過採購先進設備及系統以降低用水量，如北京青龍湖項目的空調系統配備了樓宇自控節能控制，因此空調系統水泵、供水系統水泵亦使用變頻節能控制，以減低不必要能耗。而徐州鴻迪通過對辦公室用水水龍頭安裝限流裝置 / 自動感應裝置以降低耗水。至於針對用水量較大之外判商如物業管理（包括清潔、綠化工作），本集團亦實行了相關監管措施。本集團參考外判商實際工作及過往紀錄訂立了用水指標，要求他們遵守並進行每月匯報。透過此用水指標管理，本集團得以分析物業管理工作的用水量，並對外判商進行及時管理。本集團亦將部分項目園區的綠化澆水改為自動噴灌，大大節省用水量。

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Case 案例

Urban Redevelopment **Gemdale Wutongli project**



Gemdale Wutongli Park covers a total area of approximately 110,000 square meters, with an above-ground construction area of approximately 84,000 square meters, which is rebuilt from the Zijin Campus of Nanjing Normal University and has taken 3 years since the beginning of 2020. While completely preserving the ecological environment of the original Zijin Campus of Nanjing Normal University, the project adheres to the design concept of “Renovations from History”, and retains and transforms the original school library, playground, lecture hall, canteen, talent apartment and other supporting spaces, so as to create an immersive campus office experience. On the basis of the original architectural style and through innovative architectural techniques, each old building will glow with new vitality.

The park faces Zijin Mountain in the south and Xuanwu Lake in the west, with a superior natural environment. The general project is jointly built by Nanjing Normal University, Xuanwu District Government and Gemdale Properties. With the innovative model of collaborative development between the school, government and enterprises, and relying on the cultural accumulation of the former Nanjing Normal University, it will form a scientific and technological ecosystem which integrates the elements of government, property, learning, research and finance, with an aim to build a demonstration carrier for the development of “Silicon Alley Economy” in Nanjing, and has won multiple honors, such as the “2020 Nanjing Major Project”, “Nanjing Silicon Alley Project”, “Nanjing Benchmark Industrial Park”, and “2022 Municipal Women’s Entrepreneurship Innovation Incubation Base”.

城市重建 **金地•梧桐里項目**



金地•梧桐里園區總佔地面積約11萬平方米，地上建築面積約8.4萬平方米。由南京師範大學紫金校區改建而來，自2020年初至今歷時3年時間，項目在完整保留原南師大紫金校區生態環境的同時，秉承「向史而新」的設計理念，保留性改造原學校圖書館、操場、報告廳、食堂、人才公寓等空間配套，營造沉浸式校園辦公體驗。並在原有建築風貌的基礎上，通過創新型建築手法，使每一棟老建築煥發新的生機。

園區南面紫金山，西鄰玄武湖，自然環境優越。項目整體由南京師範大學、玄武區政府、金地商置三方合力共建，以校政企協同發展創新模式，依托原南師大人文積澱，形成政、產、學、研、金融合的科技生態體系，目標打造成南京市發展「硅巷經濟」的示範載體，榮獲「2020南京市重大項目」、「南京市硅巷項目」、「南京標桿產業園」、「2022年市級巾幗創業創新孵化基地」等多項榮譽。

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Gemdale Properties fully respects the original appearance of the campus, adhering to the design principle of “Renovations from History”, adopting the design method of micro-shaping, completely retaining the characteristics of the campus, reserving shared spaces, and creating the first academic ecological science and technology park in Nanjing.

The Gemdale Wutongli project provides rich service resources and one-stop supporting services for settled enterprises. In terms of supporting services in the park, Gemdale Wutongli also provides one-stop supporting facilities such as multi-functional lecture halls, shared conference rooms, park canteens, libraries and talent apartments based on the renovation and upgrading of the original spaces such as school canteens and playgrounds, so as to provide a convenient and comfortable office and living environment for settled enterprises. It is also equipped with multimedia shared meeting rooms for enterprises in the park to meet the needs of different scenarios such as meetings, lectures and interviews. In addition to complete supporting facilities, Gemdale Wutongli is also remarkable in providing corporate service resources.

The park will formulate enterprise certification standards, screen enterprises layer by layer, and give certain rental discounts through customer classification, so as to introduce high-quality enterprises into the park. At the same time, it will also provide information, talents, government affairs, financial services and other services for settled enterprises, and conduct entrepreneurship trainings from time to time to facilitate the industry docking and promote the transformation of achievements.

金地商置充分尊重校區原貌，秉承「向史而新」的設計原則，採用微整形的設計手法，完整保留了校園特色，預留共享空間，打造南京首座學院派生態科技園區。

金地•梧桐里項目為入駐企業提供豐富服務資源及一站式配套服務。在園區配套服務方面，金地•梧桐里還以學校食堂、操場等原有空間為基礎改造升級，提供多功能報告廳、共享會議室、園區食堂、圖書館、人才公寓等一站式配套設施，為入駐企業提供便捷舒適的辦公與生活環境。另配備供園區企業使用的多媒體共享會議室，滿足會議、講課、面試等不同場景需求。除了齊全的配套設施，金地•梧桐里在提供企業服務資源上也可圈可點。

園區會制定企業認定標準，層層篩選，通過客戶分級以給予一定的租金優惠，將優質企業引入園區。同時，還會為入駐企業提供信息、人才、政務、金融等服務，不定期進行創業培訓，幫助產業對接，促進成果轉化。

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Gemdale Viseen Bridge8 Project, Shanghai

上海·金地威新8號橋項目



Being a special creative park in Huangpu District, Shanghai, Bridge8 is located at No.8-10 Jianguo Middle Road in Huangpu District, the center of Shanghai, covering an area of approximately 46,000 square meters with a total building area of approximately 95,000 square meters. The park is transformed from the old idle factory buildings of Shanghai Automobile Brake Factory (上海汽車制動器廠), and is one of the first integrated cultural and creative parks in Shanghai, integrating offices, corporate exhibition halls, creative bazaars and salon platforms. Each office building in the park is connected by a bridge, which is expected to be the bridge to connect the global creative industries.

The park has been honored as Shanghai Creative Industry Park (Demonstration Park) (上海市級創意產業園區(示範園區)), Shanghai Class A Entrepreneurship Incubation Demonstration Base (上海市A級創業孵化示範基地), Demonstration Base of National Industrial Tourism (全國工業旅遊示範點), Shanghai Base for International Cultural Exchange (上海市對外文化交流基地), Shanghai Energy Saving and Consumption Reduction Demonstration Base for Old Factory Renovation (上海老廠房改造節能降耗示範點) and many other awards.

上海黃浦區的特色創意園區8號橋，位於上海市中心城區黃浦區建國中路8-10號，佔地約4.6萬平方米，總建築面積約9.5萬平方米。園區由上海汽車制動器廠等閒置的老廠房改造而成，是上海首批集辦公、企業展廳、創意集市、沙龍平臺為一體的文化創意綜合園區。園區內每一座辦公樓由天橋相連，冀望成為連接全球創意產業的溝通之橋。

園區先後更榮獲「上海市級創意產業園區(示範園區)」、「上海市A級創業孵化示範基地」、「全國工業旅遊示範點」、「上海市對外文化交流基地」、「上海老廠房改造節能降耗示範點」等多項殊榮。

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A.	ENVIRONMENTAL	
A.	環境	
A1 : Emissions A1: 排放物	General Disclosure 一般披露	3.3 Emissions 3.3 排放物
	KPI A1.1 The types of emissions and respective emissions data KPI A1.1 排放物種類及相關排放數據	The Group does not directly produce any major emissions (such as exhaust fumes, sewage, etc.) 本集團並無大量的直接廢氣及污水等排放
	KPI A1.2 Total direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions and intensity KPI A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量及密度	3.3 Emissions – Waste reduction measures within the Group 3.3 排放物 – 本集團內部減廢措施
	KPI A1.3 Total hazardous waste produced and intensity KPI A1.3 所產生有害廢棄物總量及密度	The Group does not directly generate large amounts of hazardous waste. 本集團並沒有直接產生大量的有害廢棄物。
	KPI A1.4 Total non-hazardous waste produced and intensity KPI A1.4 所產生無害廢棄物總量及密度	3.3 Emissions – Waste reduction measures within the Group 3.3 排放物 – 本集團內部減廢措施
	KPI A1.5 Emissions targets and the steps taken to achieve such targets KPI A1.5 所訂立的排放量目標及為達到這些目標所採取的步驟	The Group does not directly produce any major emissions (such as exhaust fumes, sewage, etc.) 本集團並無大量的直接廢氣及污水等排放
	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, waste reduction targets and the steps taken to achieve such targets. KPI A1.6 處理有害及無害廢棄物的方法，及所訂立的減廢目標及為達到這些目標所採取的步驟。	3. Care for the environment 3. 愛護環境

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A2: Use of Resources A2: 資源使用	General Disclosure 一般披露	3.4 Use of Resources 3.4資源使用
	KPI A2.1 Total energy consumption and intensity KPI A2.1能源總耗量及密度	3.4 Use of Resources – Energy Utilisation 3.4資源使用 – 能源使用
	KPI A2.2 Total water consumption and intensity KPI A2.2總耗水量及密度	3.4 Use of Resources – Water Resources Utilisation 3.4資源使用 – 水資源使用
	KPI A2.3 Description of energy utilization efficiency targets and the steps taken to achieve such targets KPI A2.3描述能源使用效益目標為達到這些目標所採取的步驟	3.Care for the environment 3.愛護環境
	KPI A2.4 Description of whether there is any issue in sourcing water that fits this purpose, the water efficiency targets set and the steps taken to achieve them KPI A2.4描述求取適用水源上可有任何問題，以及提升用水效益目標為達到這些目標所採取的步驟	3.Care for the environment 3.愛護環境
	KPI A2.5 Total packaging material used for finished products, with reference to per unit produced KPI A2.5製成品所用包裝材料的總量及每生產單位估量	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。
	A3: Environment and Natural Resources A3: 環境及天然資源	General Disclosure 一般披露
	KPI A3.1 Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage them KPI A3.1描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	3.1 Environment and Natural Resources 3.1環境及天然資源

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A4 : Climate Change A4: 氣候變化	General Disclosure 一般披露	3.2 Climate Change 3.2 氣候變化
	KPI A4.1 Description of material climate related matters that have or may have impact on the issuer and the corresponding actions taken	3.2 Climate Change
	KPI A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動	3.2 氣候變化
B.	SOCIAL	
B.	社會	
B1 : Employment B1: 僱傭	General Disclosure 一般披露	2.1 Employment 2.1 僱傭
	KPI B1.1 Total workforce by gender, employment type, age group and geographical region	2.1 Employment
	KPI B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	2.1 僱傭
	KPI B1.2 Employee turnover rate by gender, age group and geographical region	2.1 Employment
	KPI B1.2 按性別、年齡組別及地區劃分的僱員流失比率	2.1 僱傭
B2 : Health and Safety B2: 健康與安全	General Disclosure 一般披露	2.2 Health and Safety 2.2 健康與安全
	KPI B2.1 Number and rate of work-related fatalities over the past three years	2.2 Health and Safety
	KPI B2.1 過去三年因工作關係而死亡的人數及比率	2.2 健康與安全
	KPI B2.2 Lost days due to work injury	2.2 Health and Safety
	KPI B2.2 因工傷損失工作日數	2.2 健康與安全
KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored	2.2 Health and Safety	
	KPI B2.3 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	2.2 健康與安全

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B3 : Development and Training B3: 發展及培訓	General Disclosure 一般披露	2.3 Development and Training 2.3發展及培訓
	KPI B3.1 The percentage of employees trained by gender and employee category KPI B3.1按性別及僱員類別劃分的受訓僱員百分比	2.3 Development and Training 2.3發展及培訓
	KPI B3.2 The average training hours completed per employee by gender and employee category KPI B3.2按性別及僱員類別劃分，每名僱員完成受訓的平均時數	2.3 Development and Training 2.3發展及培訓
B4 : Labour Standards B4: 勞工準則	General Disclosure 一般披露	2.4 Labour Standards 2.4勞工準則
	KPI B4.1 Description of measures to review employment practices to prevent child labour and forced labour KPI B4.1描述檢討招聘慣例的措施以避免童工及強制勞工	2.4 Labour Standards 2.4勞工準則
	KPI B4.2 Description of steps taken to eliminate such practices when discovered KPI B4.2描述在發現違規情況時消除有關情況所採取的步驟	2.4 Labour Standards 2.4勞工準則
B5 : Supply Chain Management B5: 供應鏈管理	General Disclosure 一般披露	1.3 Supply Chain Management 1.3供應鏈管理
	KPI B5.1 Number of suppliers by geographical region KPI B5.1按地區劃分的供應商數目	1.3 Supply Chain Management 1.3供應鏈管理
	KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored KPI B5.2描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	1.3 Supply Chain Management 1.3供應鏈管理

Environmental, Social and Governance Report

環境、社會及管治報告

ESG Reporting Guide of Hong Kong Stock Exchange 香港聯合交易所《ESG報告指引》		ESG report of Gemdale Properties 金地商置ESG報告
Aspects 層面	General Disclosure and KPIs 一般披露及關鍵績效指標	Section/Explanation 章節／解釋
	KPI B5.3 Description of practices relating to identifying the environmental and social risks along the supply chain, and how they are implemented and monitored. KPI B5.3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。	1.3 Supply Chain Management 1.3 供應鏈管理
	KPI B5.4 Description of practices relating to promoting the use of environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. KPI B5.4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。	1.3 Supply Chain Management 1.3 供應鏈管理
B6 : Product Responsibility B6: 產品責任	General Disclosure 一般披露	1.1 Product Responsibility 1.1 產品責任
	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons KPI B6.1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	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。
	KPI B6.2 Number of products and services related complaints received and how they are dealt with KPI B6.2接獲關於產品及服務的投訴數目以及應對方法	1.1 Product Responsibility – Customer Service 1.1 產品責任 – 客戶服務
	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights KPI B6.3描述與維護及保障知識產權有關的慣例	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。
	KPI B6.4 Description of quality assurance process and recall procedures KPI B6.4描述質量檢定過程及產品回收程序	1.1 Product Responsibility – Customer Service 1.1 產品責任 – 客戶服務
	KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored KPI B6.5描述消費者資料保障及私隱政策，以及相關執行及監察方法	1.1 Product Responsibility – Customer Privacy 1.1 產品責任 – 客戶私隱

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Aspects 層面	General Disclosure and KPIs 一般披露及關鍵績效指標	Section/Explanation 章節／解釋
B7 : Anti-corruption B7: 反貪污	General Disclosure 一般披露	1.2 Anti-corruption 1.2反貪污
	KPI B7.1 Number of concluded legal cases regarding corruption practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases	1.2 Anti-corruption
	KPI B7.1於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	1.2反貪污
	KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	1.2 Anti-corruption
	KPI B7.2描述防範措施及舉報程序，以及相關執行及監察方法	1.2反貪污
B8: Community Investment B8: 社區投資	KPI B7.3 Description of anti-corruption training provided to directors and employees	1.2 Anti-corruption
	KPI B7.3描述向董事及員工提供的反貪污培訓	1.2反貪污
	General Disclosure 一般披露	1.4 Community Investment 1.4社區投資
	KPI B8.1 Focus areas of contribution KPI B8.1專注貢獻範疇	1.4 Community Investment 1.4社區投資
	KPI B8.2 Resources contributed to the focus area KPI B8.2在專注範疇所動用資源	1.4 Community Investment 1.4社區投資

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