



**Radiance Holdings (Group) Company Limited**  
**金輝控股(集團)有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 9993)**

環境、社會及管治報告  
ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

**2022**



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# Chairman's Statement

## 主席報告

Dear shareholders, employees, customers and the community,

Hello!

The past year of 2022 was an extremely challenging year. In the face of fierce competition and complex and ever-changing market conditions, the real estate industry has entered a new era of survival of the fittest and reform and restructure. With the wave of China's "14th Five-Year Plan" development, we continue to innovate and upgrade our products and services. We are also aware that business activities are closely related to the environment and society. Therefore, we actively incorporate environmental, social and governance factors into all aspects of corporate operation and management, and continuously optimise management to minimise the impact of business on the environment.

This year, we not only steadily improved our economic performance, we made breakthroughs in the aspects of environmental and social management. By benchmarking against international standards, we incorporated the "United Nations 2030 Sustainable Development Goals" into the Group's sustainable development strategy. Through distributing online questionnaires, we were able to understand the views and opinions of stakeholders on the sustainable development of the Group.

We understand that a strong and united workforce is the core competitiveness of corporate development. By establishing a sound talent resource system, we strived to attract and retain high-end talents through multiple channels, explored the potential of employees through various ways, and paid attention to the physical and mental health of employees in multiple aspects. In addition, while pursuing our own steady development, we have continued to improve people's livelihood and well-beings. We devoted ourselves to the fight against the pandemic, revitalised the rural areas, and made donations to the education sector. We hope to convey our love to the public and create a harmonious society.

尊敬的股東、員工、客戶及社會各界朋友：

大家好！

過去的2022年是極具挑戰性的一年，面對競爭激烈和複雜多變的市場形勢，房地產行業進入優勝劣汰、迭變重整的新時期。隨著國家「十四五」發展的新熱潮，我們力求創新，持續升級我們的產品與服務。我們亦知曉商業活動與環境和社會有著密不可分的連繫，因此，我們積極將環境、社會及管治要素注入企業營運管理的各個層面，不斷優化管理，以盡可能地減少業務對環境的影響。

今年，我們不僅在業務表現上穩健提升，更在環境和社會管理方面有了突破。通過對標國際，我們將「聯合國2030可持續發展目標」納入了集團的可持續發展策略中，並以發放在線調查問卷的形式，了解了各方持份者對於本集團可持續發展的看法及意見。

我們深明強大團結的員工隊伍是企業發展的核心競爭力。通過建立完善的人才資源體系，我們力求多渠道吸納和留存高端人才，多方式挖掘員工潛能，多方位關切員工身心健康。此外，我們不忘在自身穩健發展的同時增進民生福祉，躬身入局於抗擊疫情、振興鄉村、捐資助學等領域，期望與大眾共同傳遞愛心，營造和諧美好的社會。

In response to China's "Double-Carbon Goals" – achieving peak carbon emissions by 2030 and carbon neutrality by 2060, we addressed climate-related issues from three aspects, namely green production, green office and green technology. We are fully aware that the concept of low-carbon and energy conservation needs to be implemented throughout the whole life cycle of buildings, including design, development, construction, operation, maintenance, etc. In the office area, we also strengthened the daily advocacy of low-carbon and energy conservation, and strictly controlled the negative impact of business operations on the environment. In the future, we will continue to explore the development and application of green technologies. There is no doubt that we will advocate the harmonious coexistence of enterprise operations and ecological environment, and jointly promote the high-quality development of green and low-carbon society.

On behalf of the Board, I would like to express my gratitude to all the staff of the Group for their efforts and contributions to our sustainable development. I would also like to thank all our shareholders, customers, business partners and other stakeholders for their support during the year. We look forward to working together with you to build a green future!

Yours faithfully,

**Lam Ting Keung**

*Chairman*

**Radiance Holdings (Group) Company Limited**

為響應國家提出的「雙碳」目標，即到2030年實現碳排放峰值，到2060年實現碳中和，我們從綠色生產、綠色辦公和綠色技術三個方面著手應對氣候相關問題。我們充分意識到，低碳節能的理念需要貫徹落實在建築的全生命週期內，包括設計、開發、施工、運營、維護等。在辦公區域，我們亦加強了低碳節能的日常倡導，嚴控業務運營對環境的負面影響。在未來，我們將繼續探索綠色技術的發展和運用，堅定不疑地推動企業經營與生態環境的和諧共存，共促社會綠色低碳的高質量發展之路。

在此，本人謹代表董事會，感謝本集團所有員工為我們可持續發展作出的一切努力和貢獻，同時，也感謝我們所有的股東、客戶、業務夥伴和其他持份群體於本年度給予我們的鼎力支持。我們期待與您攜手，共築綠色未來！

此致

**林定強**

*主席*

**金輝控股(集團)有限公司**

## About this Report 關於本報告

Radiance Holdings (Group) Company Limited (stock code: 9993.HK) (hereinafter referred to as the "Group" or "we") is pleased to publish its annual Environmental, Social and Governance ("ESG") Report (the "Report") for the period from 1 January 2022 to 31 December 2022 (the "Reporting Period"). This is our third annual ESG Report, which outlines our policies, objectives and practises on ESG-related issues. It demonstrates our commitments to sustainable development and aims to provide more comprehensive information to our stakeholders. Unless otherwise stated, the environmental and social key performance indicators disclosed in this Report cover the property development business of the Group and its subsidiaries. During the Reporting Period, the Group's total revenue was RMB 35,318 million.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and has complied with the "mandatory disclosure requirements" in Part B and "comply or explain" provisions in Part C of the ESG Reporting Guide. The Report has been reviewed by the board of directors (the "Board") of the Group and approved for publication.

The information and data disclosed in this Report were derived from the Group's statistical reports and internal documents, which have been reviewed by relevant departments. For quick reference, please refer to the section headed "Content Index of ESG Reporting Guide". The Group is responsible for the authenticity, accuracy and completeness of the contents of this Report, and undertakes that there are no false records, misleading statements or material omissions in this Report. The Group strictly complies with the following reporting principles of materiality, quantitative, balance and consistency.

金輝控股(集團)有限公司(股票代碼:9993.HK)(以下簡稱「本集團」或「我們」)欣然發佈其於二零二二年一月一日至二零二二年十二月三十一日期間(「報告期」)的年度環境、社會及管治(「環境、社會及管治」)報告(「本報告」)。這是我們發布的第三份年度環境、社會及管治報告,當中闡明瞭我們在環境、社會及管治事宜上的政策、目標和實踐,展示了我們在可持續發展上的決心,旨在為各方持份者提供更全面的信息。除非另有說明,本報告披露的環境和社會關鍵績效覆蓋本公司及其附屬公司的物業開發業務。報告期內,本集團的總收入為人民幣35,318百萬元。

本報告依據香港聯合交易所有限公司(「聯交所」)《證券上市規則》附錄二十七所載的《環境、社會及管治報告指引》進行編製,並切實遵守環境、社會及管治報告指引B部分之「強制披露規定」及C部分「不遵守就解釋」條文。本報告已由本集團董事會(「董事會」)審查,準予發佈。

本報告披露的信息和數據均來自本集團的統計報告和內部文件,已由相關部門完成審核。如欲快速查詢,請參閱「環境、社會及管治報告指引內容索引」章節。本集團對報告內容的真實性、準確性和完整性負責,承諾不存在任何虛假記載、誤導性陳述或重大遺漏,嚴格遵守下列重要性、量化、平衡和一致性的報告原則。

Principles 原則	Relevant Response 相關回應
Materiality 重要性	The Group has invited the identified important stakeholders to participate in the materiality assessment, and disclosed the importance of the issues in this Report. The scope of disclosure includes "Operating Practises", "Working Environment", "Environmental Protection" and "Social Responsibility". For more details, please refer to the subsections of "Stakeholder Engagement" and "Materiality Assessment" under the "Working Together for Sustainable Development" section. 本集團邀請已識別的重要持份方參與重要性議題評估工作，並於本報告中按照議題的重要性進行披露。披露的範疇包括「運營常規」、「工作環境」、「環境保護」和「社會責任」。更多詳細資訊，請參閱「聚力篤行，邁向可持續發展」章節下的「持份者參與」和「重要性評估」小節。
Quantitative 量化	Quantitative Key Performance Indicators (the "KPI" or "KPIs") and quantitative environmental targets disclosed in this Report have been reviewed and presented on an annual basis. Relevant information, measurement methods, assumptions and calculation tools are all included in the "KPI Summary" section. 本報告所披露的量化關鍵績效指標和量化環境目標皆已審視，並按年度進行對比展示。相關信息、測量方法、假設和計算工具均在「關鍵績效指標總匯」章節。
Balance 平衡	This Report discloses the Group's ESG performance from a true, accurate and complete perspective, covering relevant policies, objectives and specific practises. 本報告以真實、準確且完整的視角披露了本集團在環境、社會及管治方面的表現，涵蓋相關的政策、目標和具體實踐。
Consistency 一致性	Unless otherwise stated, the KPIs, disclosure scope and business scope of the Report are consistent with those of the previous years, and have been prepared in accordance with the ESG Reporting Guide of the Stock Exchange. 除非另有說明，本報告的關鍵績效指標、披露範圍和業務範圍與往年保持一致，均根據聯交所《環境、社會及管治報告指引》編製。

Your opinions or suggestions on this Report and the Group's ESG performance are highly valued. You are welcome to share your thoughts by email at [irhk@radiance.com.cn](mailto:irhk@radiance.com.cn). This Report is available in both Chinese and English and, which are published in electronic form on the official website of the Group at [www.radiance.com.cn](http://www.radiance.com.cn) and the HKEXnews website of the Stock Exchange at [www.hkexnews.hk](http://www.hkexnews.hk). If there is any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

我們高度重視閣下對本報告以及本集團在環境、社會及管治方面表現的意見或建議。歡迎閣下電郵至 [irhk@radiance.com.cn](mailto:irhk@radiance.com.cn) 分享您的想法。本報告設有中文和英文兩個版本，均在本集團官方網站 [www.radiance.com.cn](http://www.radiance.com.cn) 以及聯交所披露易網站 [www.hkexnews.hk](http://www.hkexnews.hk) 以電子形式發佈。中英文版本若有任何出入，請以中文版為準。

# About Radiance 關於金輝

## OVERVIEW

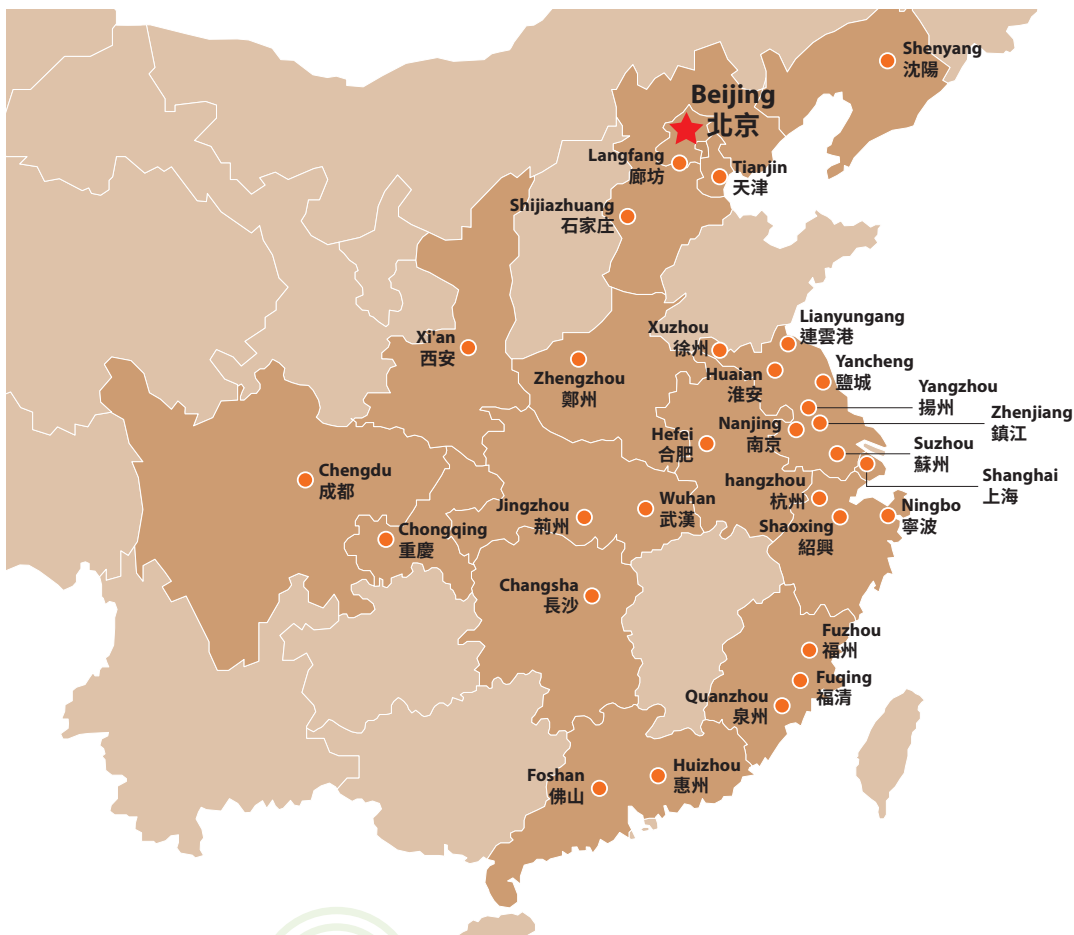
Radiance Holdings (Group) Company Limited is a large-scale real estate developer, and is primarily engaged in real estate development, property leasing, commercial operation and hotel operation. It possesses the National Class 1 Real Estate Development Qualification and the National Class 1 Gold Property Qualification. With over twenty-five years of experience, we have expanded our operations into eight regions in the People's Republic of China (the "PRC" or "China") with strong economic growth, including the Yangtze River Delta, the Bohai Economic Rim, Shenzhen/Huizhou, Southeastern China, Eastern China, Central China, Southwestern China and Northwestern China. The Group has entered more than 30 core cities such as Beijing, Shanghai, Nanjing, Changsha and Hangzhou, and has developed more than 100 projects with a cumulative development scale of over 30 million square meter.

We have expanded our residential property development business into different cities across the PRC. With the mission of "build properties with craftsmanship and make homes better", we have established and provided four residential property series, namely the New Block series (優步系), the Elite's Mansion series (雲著系), the King's Garden series (銘著系) and the Metropolitan series (大城系). Last year, we launched the "Jinhui Yanxuan 3.0" service system, which achieved the overall service improvement of indoor and outdoor space, software and hardware, thereby upgraded our product quality and appearance in all aspects. During the Reporting Period, we have integrated this service system in more than 30 projects in China.

## 概述

金輝控股(集團)有限公司是一家以房地產開發、物業租賃、商業運營、酒店運營為主營業務的大型地產開發企業，擁有國家一級房地產開發資質和國家一級金牌物業資質。憑借逾二十五年的經驗，我們已將業務擴展至中華人民共和國(「中華人民共和國」或「中國」)八大經濟發展勢頭強勁的區域，包括長三角、環渤海、深惠、東南、華東、華中、西南及西北。進駐了北京、上海、南京、長沙、杭州等三十餘個核心城市，開發項目百餘個，累計開發規模逾三千萬平方米。

我們於中國各個城市擴大住宅物業開發業務，以「用心建好房，讓家更美好」為使命，建立並提供了優步系、雲著系、銘著系、大城系四種住宅物業系列。去年，我們推出「金輝顏選3.0」服務體系，實現了室內外空間、軟硬件服務的整體提升，全面升級了我們的產品品質與顏值，現於報告期內已逐步在全國30餘個項目中落地呈現。



Radiance National Strategic Layout  
金輝集團全國戰略佈局圖

## AWARDS IN 2022

During the Reporting Period, the Group has continued to be ranked as one of the “TOP 50 of China’s Top 100 Real Estate Developers”, the “Best Practicing Enterprise in ESG Social Responsibility for the Year” and the “Overall Strength List of the Top 50 Property Developers”. With the robust operational strength and outstanding quality, we have won a number of national and international industry awards, including the Group awards, landscape awards and fine decoration awards. These cover the aspects of industry, brand and innovation. It fully demonstrates the robust and positive development trend of the Group, and its brand influence has been recognised by the industry again. The awards we have received during the year are listed as follows:

## 2022年榮譽

報告期內，本集團榮譽蟬聯「中國房地產百強企業TOP50」、「年度ESG最佳社會責任實踐企業」、及「綜合實力榜單50強」，並憑藉穩健的經營實力和優秀的綜合素質斬獲國內外的多項行業大獎，其中包括集團綜合獎項、景觀獎項、以及精裝獎項，涵蓋了行業、品牌、創新等多個方面。這充分展現了本集團穩中向好的發展態勢，品牌影響力再獲行業認可。本年度我們獲得的獎項詳列如下：

Awards of the Group 2022 2022年集團綜合獎項		
Award Category (Level) 獎項類別 (級別)	Name of the Award 獲獎名稱	Issuing Authority 頒發機構
Industry consolidation (Media) 行業綜合 (媒體)	Brand Influence Enterprise 品牌影響力企業	House.china.com.cn 中國網地產
	Annual Best Practicing Enterprise in ESG Social Responsibility 年度ESG最佳社會責任實踐企業	Finance.china.com.cn 中國網財經
Industry consolidation (authoritative institutions) 行業綜合 (權威機構)	TOP 30 Comprehensive Strength of Listed Real Estate Companies in 2022 2022房地產上市公司綜合實力TOP30	China Real Estate Association, List of the Best 500 China Real Estate Developers by China Real Estate Appraisal Centre 中國房地產業協會、中國房地產測評中心 中國房地產500強榜單
	Ranked the 38th in the Overall Strength List of the Top 50 Property Developers 綜合實力榜單50強38位	China Real Estate Association, List of the Best 500 China Real Estate Developers by China Real Estate Appraisal Centre 中國房地產業協會、中國房地產測評中心 中國房地產500強榜單
	TOP 50 of China’s Top 100 Real Estate Enterprises 中國房地產百強企業TOP50	China Index Academy 中國指數研究院
	Top 30 China Real Estate Brand Value 中國房地產品牌價值30強	Shanghai E-House Real Estate Research Institute 上海易居房地產研究院
Industry consolidation (Media) 行業綜合 (媒體)	Fortune China 500 《財富》中國500強	Financial Magazine Fortune and CICC 財經雜誌《財富》與中金公司
	Influential Real Estate Enterprise of the Year 年度影響力地產企業	Guandian Index Academy 觀點指數研究院
	Annual Quality Real Estate Benchmarking Enterprise 年度品質地產標桿企業	Leju Finance 樂居財經



Landscape Awards 2022  
2022年景觀獎項

Award Category 獎項類別	Name of the Award 獲獎名稱	Awarded Project 獲獎項目
The 4th LIA Gardening Cup International Competition 第四屆LIA園匠杯國際大賽	Outstanding Award for Landscape in Display Area of the Year 年度展示區景觀優秀獎	Xiangyang New Block Academy 襄陽優步學府
	Outstanding Award for Landscape in Display Area of the Year 年度展示區景觀優秀獎	Chongqing Elite'S Mansion 重慶雲縵長灘
	Annual Award of Most Cost-Effective Real Estate for Landscape 年度最具性價比地產景觀優秀獎	Changsha New Block Xingyue 長沙優步星樾
	Annual Award of Most Cost-Effective Real Estate for Landscape 年度最具性價比地產景觀優秀獎	Changsha New Block Academy 長沙優步學府
	Annual Award of Most Cost-Effective Real Estate for Landscape 年度最具性價比地產景觀優秀獎	Wuhan Jiangyue Elite's Mansion 武漢江樾雲著
	Annual Award of Most Cost-Effective Real Estate for Landscape 年度最具性價比地產景觀優秀獎	Xi'an World City Xixili 西安世界城西西裏
	Annual Excellence Award for Amusement Design 年度遊樂設計優秀獎	Xi'an Jinhui City Yunqi 西安金輝城雲棲
	Annual Excellence Award for Amusement Design 年度遊樂設計優秀獎	Xi'an World City Yunfeng 西安世界城雲峰
2nd AHLA Asia Habitat Landscape Award 第二屆AHLA亞洲人居景觀獎	Excellence Award for Aesthetics Experience 美學體驗類優秀獎	Xiangyang New Block Academy 襄陽優步學府
	Excellence Award for Community Landscape 社區景觀類優秀獎	Xi'an World City Yunfeng 西安世界城雲峰
	Excellence Award for Community Landscape 社區景觀類優秀獎	Xi'an World City Yunting 西安世界城雲庭
	Excellence Award for Community Landscape 社區景觀類優秀獎	Huizhou New Block Garden 惠州優步花園

# Working Together for Sustainable Development 聚力篤行，邁向可持續發展

## MANAGEMENT STRUCTURE OF SUSTAINABILITY DEVELOPMENT

We understand that business activities are closely related to social development, and the establishment of a top-down and responsible sustainability governance framework not only helps the Group improve operational efficiency and safeguard the interests of shareholders, but also fulfils its sustainability commitments and meets the expectations of all stakeholders.

The Board of the Group will continue to improve the internal ESG working mechanism through regular review. It has the highest supervision authority for the Group's ESG strategy and management, and will make appropriate amendments or supplements when necessary.

## STAKEHOLDER ENGAGEMENT

We attach great importance to the communication with our stakeholder groups. During the Reporting Period, we took the initiative to understand the views and expectations of the public on the Group's operations through diversified communication channels. Therefore, we are able to ensure that the Group's sustainable development management can meet the expectations of the public. The following table lists the key stakeholder groups and the corresponding communication methods:

Key Stakeholder Groups 主要持份者群體	Communication Channels/Feedback Methods 溝通渠道／反饋方式
Employees 員工	<ul style="list-style-type: none"> <li>• Various employee activities</li> <li>• Internal journals (Group and project press releases)</li> <li>• Employee performance appraisal</li> <li>• 各類員工活動</li> <li>• 內部刊物 (集團和項目新聞稿)</li> <li>• 員工績效考核</li> </ul>
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> <li>• General Meeting/Extraordinary General Meeting</li> <li>• Investor meetings</li> <li>• Results press conference</li> <li>• Announcement</li> <li>• On-site research</li> <li>• 股東大會／特別股東大會</li> <li>• 投資者見面會</li> <li>• 業績發佈會</li> <li>• 公告</li> <li>• 現場調研</li> </ul>
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> <li>• On-site research</li> <li>• Interviews</li> <li>• 現場調研</li> <li>• 會談</li> </ul>
Partners/Suppliers 合作夥伴／供應商	<ul style="list-style-type: none"> <li>• Supplier qualification review</li> <li>• Supplier communication meeting</li> <li>• 供應商資質審核</li> <li>• 供應商交流大會</li> </ul>
Customers/property owners 客戶／業主	<ul style="list-style-type: none"> <li>• Customer satisfaction survey</li> <li>• Customer service hotline</li> <li>• Official media platform</li> <li>• 客戶滿意度調查</li> <li>• 客服專線</li> <li>• 官方媒體平台</li> </ul>
Public welfare and community organisations 公益及社區組織	<ul style="list-style-type: none"> <li>• Press releases/announcements</li> <li>• Various public welfare undertakings</li> <li>• 新聞稿／公告</li> <li>• 各類公益事業</li> </ul>

## 可持續發展管理架構

我們深明商業活動與社會發展息息相關，而制定一個自上而下、負責明確的可持續發展管理框架不僅能幫助本集團提高運營效率、維護股東利益，同時還能履行其可持續發展承諾，並滿足各方持份者的期望。

本集團董事會將會通過定期回顧的方式不斷完善內部的環境、社會及管治工作機制。董事會對集團的環境、社會及管治策略和管理具有最高監督權，並會在需要時進行適當的修改或補充。

## 持份者參與

我們十分重視與各持份者群體的溝通。報告期內，我們通過多元化的溝通渠道，主動了解各界對本集團運營的看法和期望，以確保本集團可持續發展管理的工作能符合公眾的期許。下表列出了主要持份者群體，以及相應的溝通方式：

## MATERIALITY ASSESSMENT

In recognition of the relevance and importance of the identification and management of ESG-related issues to the sustainable development of the Group, the Group has commissioned an independent sustainability consultancy to assist in conducting a comprehensive materiality assessment. Through online questionnaire surveys, we are able to understand and analyse the views of various stakeholders on the Group's material issues, so as to ensure that we can prioritise the most important and urgent issues and clarify the focus of sustainability management in the future. As shown in the table below, we have adopted a three-step approach to assess the materiality of ESG issues:

### Step 1: Identification 步驟一：識別

Potential material ESG issues have been identified with reference to:

- Previous ESG reports of the Group
- ESG reports of domestic and international industry peers

The criteria for selecting material ESG issues include whether the issue has a significant impact on stakeholders' assessment and decision-making, and whether it reflects the Group's material environmental and social impacts. Through these criteria, we have identified and defined 24 material topics.

通過參考以下資料識別潛在的重要環境、社會及管治議題：

- 本集團過往的環境、社會及管治報告
- 國內外業界同行的環境、社會及管治報告

選擇重要環境、社會及管治議題的標準包括該議題是否對持份者的評估和決策產生重大影響，以及是否反映了本集團的重大環境和社會影響。通過這些標準，我們確定並定義了二十四個重要議題。

### Step 2: Prioritisation 步驟二：優先排序

Different stakeholder groups have been chosen to participate based on their influence on the Group. We have distributed a standard questionnaire to stakeholders to ensure a consistent and systematic assessment of material issues. Stakeholders were tasked to rate the relative importance of the identified ESG issues.

- 2 members of the Board and senior management ranked the importance of material issues for the Group's sustainable development.
- 32 employees, 6 customers, 10 suppliers/contractors, and 6 other stakeholders ranked the importance of material issues based on their preferences and expectations.

不同的持份者群體根據他們對本集團的影響而被選擇參與。我們向持份者分發了標準問卷，以確保對重要議題進行一致和有系統性的評估。持份者的任務是對已確定的環境、社會及管治議題的相對重要性進行評級。

- 2名董事與管理層成員就重要議題對本集團可持續發展的重要性進行排序。
- 32名員工、6名客戶、10名供應商或承包商、以及6名其他持份者根據自己的喜好和期望對重要議題的重要性進行排序。

### Step 3: Validation and Review 步驟三：驗證及審核

The management team of the Group confirmed and validated the list of material issues disclosed in this Report. The identified material topics and results have been reviewed by the Board to ensure that they are appropriately relevant and material to the Group.

本集團管理層確認並驗證本報告中披露的重要議題清單。董事會審查了已識別的重要議題和結果，以確保與本集團具有適當的相關性和重要性。

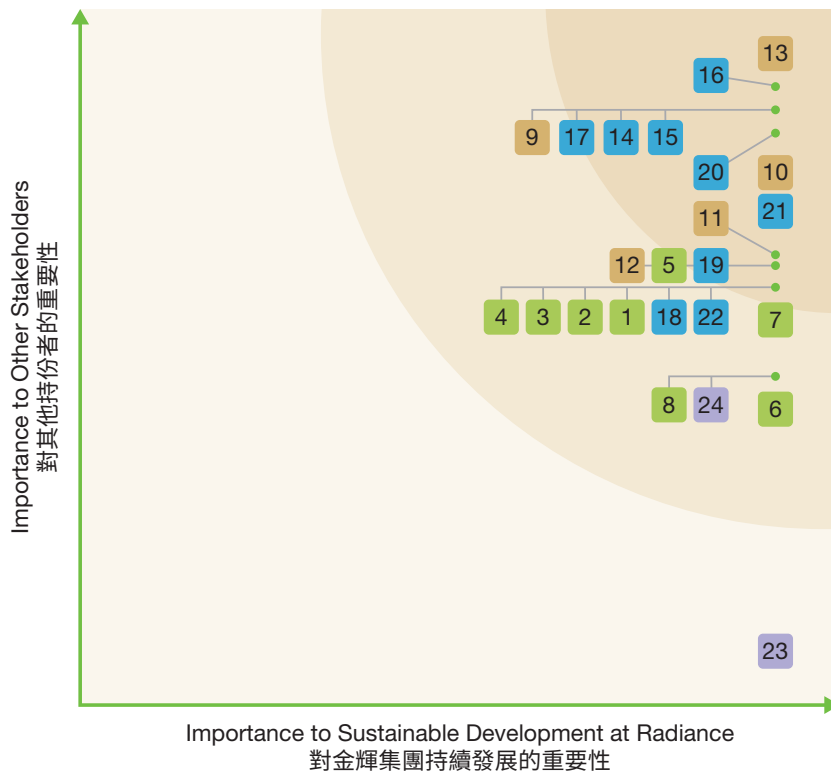
## 重要性評估

由於認識到環境、社會及管治相關議題的識別與管理對本集團可持續發展具有密切性和重要性，本集團委託了一家獨立的可持續發展顧問公司進行全面的重要性評估。通過線上問卷調研的方式，我們得以了解和分析各持份群體對本集團重要議題的觀點，從而確保我們能夠優先考慮最為重要和緊迫的事宜，明確未來可持續發展工作的重點。如下表所示，我們採用了三步法以評估環境、社會及管治議題的重要性：

## Working Together for Sustainable Development 聚力篤行，邁向可持續發展

The following matrix and table show the results of this year's materiality assessment, which reflects the prioritisation of material issues based on their importance to the Group's sustainable development (represented by Board members and senior management), and their importance to other stakeholders (represented by employees, customers, suppliers or contractors, etc). In this Report, we will focus on the disclosure of key ESG performance in the determined materiality order. Looking ahead, we will continue to identify material ESG-related issues that may be newly added.

以下的矩陣和表格顯示了本年度重要性評估的結果，其反映了基於重要議題對集團可持續發展（由董事與管理層代表）及對其他持份者（由員工、客戶、供應商或承包商等代表）的重要性兩個維度的優先順序。在本報告中，我們將按照已確定的重要性順序重點披露關鍵的環境、社會及管治績效。展望未來，我們將繼續識別可能會新增的環境、社會及管治相關重要議題。



## Working Together for Sustainable Development

### 聚力篤行，邁向可持續發展

Environmental Protection 環境保護	Working Environment 工作環境	Operating Practises 運營常規	Social Responsibility 社會責任
Materiality Ranking 重要性排名	Name of Issue 議題名稱	Issue No. 議題序號	
	Employee Health and Safety 員工健康與安全	13	
2	Anti-fraud and Corruption 反舞弊腐敗	16	
3	Employee Remuneration and Benefits 員工薪資與福利	9	
4	Customer Service and Satisfaction 客戶服務與滿意度	14	
5	Customer Privacy and Information Security 客戶隱私與信息安全	15	
6	Construction Safety and Product Quality 施工安全與產品質量	17	
7	Compliance and Robust Operation 合規穩健運營	20	
8	Employee Training and Development 員工培訓與發展	10	
9	Economic Performance and Investors' Interests 經濟績效與投資者權益	21	
10	Reasonable Marketing and Promotion 合理營銷與宣傳	19	
11	Waste Disposal and Recycling 廢棄物處理與循環利用	5	
12	Equal and Diversified Employment 平等與多元化僱傭	11	
13	Talent Attraction and Retention 人才吸引與留存	12	
14	Green Building 綠色建築	1	
15	Energy Use and Carbon Neutrality 能源使用與碳中和	2	
16	Use of Water Resources and Sewage Treatment 水資源使用與污水處理	3	
17	Environmental Impact of Materials Purchased 採購物料的環境影響	4	
18	Supply Chain ESG Screening and Management 供應鏈ESG篩選與管理	18	
19	Intellectual Property Protection 知識產權保護	22	
20	Land Development and Biodiversity 土地開發與生物多樣性	7	
21	Green Technology Innovation 綠色技術創新	8	
22	Community Development 社區發展	24	
23	Response to Climate Change and Natural Disasters 應對氣候變化與自然災害	6	
24	Public Welfare and Charity 公益慈善	23	

## SUSTAINABLE DEVELOPMENT STRATEGY

Through close contact with stakeholders in various aspects, and based on the results of the above materiality matrix analysis and average calculation, we have identified “Operating Practises” as the most important aspect, followed by “Working Environment”, “Environmental Protection” and “Social Responsibility”. Therefore, these four aspects determine the overall direction and action plans of the Group’s ESG strategy, which demonstrate our thought and determination for sustainable development.

We will further integrate elements of environmental and social responsibility into all aspects of corporate operation and management, so as to continuously optimise management in areas such as operating practises, working environment, environmental protection and social responsibility. The Group will also regularly review the established sustainable development goals to ensure that they are in line with the Group’s business progress and industry development trends. All changes shall be approved by the Board.

In addition, by benchmarking against international standards, we expect to keep pace with global sustainable development. Guided by the United Nations 2030 Sustainable Development Goals (“SDGs”), we have actively incorporated sustainability goals that are relevant to our business and operations into the ESG strategy. While striving for robust business development, we will continue to optimise the Group’s ESG performance in an orderly manner, so as to achieve a high degree of unity of social responsibility fulfilment, social value creation and high-quality corporate development.

## 可持續發展策略

我們通過多方面與持份者密切接觸，並根據上述重要性矩陣分析和平均值計算的結果，識別出「運營常規」為最重要的範疇，其次是「工作環境」、「環境保護」、以及「社會責任」。因此，這四大範疇決定了本集團環境、社會及管治策略的總體方針和行動部署，展示了我們可持續發展的思路和決心。

我們會進一步將環境與社會責任要素注入企業營運管理的各個層面，務求於運營常規、工作環境、環境保護、社會責任等範疇不斷優化管理。本集團亦將會定期審查所立定的可持續發展目標，以確保其符合集團的業務進展和行業發展趨勢，所有變更均需董事會準予。

此外，通過對標國際標準，我們期望與全球可持續發展的步伐保持一致。我們以「聯合國2030可持續發展目標」為指引，積極將與我們的業務和運營相關的可持續發展目標納入環境、社會及管治策略中。我們將會在務求穩健業務發展的同時，不斷有序優化集團在環境、社會及管治方面的表現，以此實現社會責任履行、社會價值創造及企業高質量發展的高度統一。

# Craftsmanship Quality, Creating Comfortable Dwellings

## 匠心品質，建築棲心之所



The Group adheres to the spirit of craftsmanship and always strictly controls project management. We are well aware that the quality of construction will always be related to the corporate development, which is also the foundation of an enterprise in the current market environment. In the face of the complex and ever-changing market environment, we have continued to fulfil our corporate social responsibility by taking “ensuring quality and delivery” as the top priority of product management. We have not only focused on the entire life cycle of project development, but also provided customers with high-quality, compliant and continuously innovative products and services. During the Reporting Period, we have delivered over 41,000 residential units in 27 cities across China.

### BUSINESS ETHICS AND CONDUCT

The Group always understands that the corporate sustainable development is inseparable from good business ethics. In the daily operation and supervision, we have clarified the business ethics within the Group, including but not limited to strengthening internal anti-corruption behaviour, securing customer privacy and information, and protecting intellectual property rights. During the Reporting Period, the Group did not encounter any cases of non-compliance in relation to infringement of customer privacy, intellectual property rights, anti-corruption and other violations of business ethics.

#### Anti-fraud and Corruption

The Group strictly abides by the Interim Provisions on Banning Commercial Bribery, the Code of Corporate Governance Practises and other regulations. It has formulated and implemented internal system documents such as the Relevant Provisions on the Undertaking of Radiance Businesses by Employees' Relatives, the Integrity Agreement and the Administrative Measures for Internal Audit of Radiance Construction Projects. These documents were prepared by the Audit and Supervision Department and approved by the Board of the Group, with the purpose of resolutely eliminating all kinds of corruption and building a comprehensive integrity system. During the Reporting Period, there were neither legal cases related to corruption brought against the Group or its employees, nor any fines, penalties or sanctions imposed on the Group or its employees.

本集團秉承工匠精神，始終嚴控工程管理。我們深知，工程品質會伴隨企業終身，也是企業在當下市場環境中的立身之本。面對複雜多變的市場環境，我們依然持續踐行企業社會責任，將「保品質，保交付」作為產品管理的重中之重，聚焦項目開發的全生命週期，為客戶提供高品質、合規、持續創新的產品及服務。報告期內，我們於全國27城實現了4.1萬套的住宅兌付。

### 商業道德及操守

本集團始終明瞭企業的可持續發展與良好的商業道德密不可分。在日常運營及監管中，我們明確規範了集團內部的商業操守，包括但不局限於強化內部反腐倡廉行為、保障客戶隱私與信息安全、保護知識產權等。報告期內，本集團未面臨任何侵犯客戶隱私、知識產權、反貪污和其他違反商業操守的違規案件。

#### 反舞弊腐敗

本集團嚴格遵守《關於禁止商業賄賂行為的暫行規定》、《企業管治常規守則》等規定，制定並執行由審計監察部編製、集團董事長審批的《關於員工親屬承接金輝業務的相關規定》、《廉潔協議》、《金輝集團建設項目內部審計管理辦法》等內部制度文件，堅決杜絕一切貪腐行為，全面構建廉政體系。報告期內，本公司概無針對本集團或其僱員而作出有關貪污行為的法律案件，或對本集團或其僱員作出任何罰款、處罰或制裁。

## Craftsmanship Quality, Creating Comfortable Dwellings 匠心品質，建築棲心之所

The approval of the Party Committee of Radiance Plaza in Beijing and the Party Committee of Radiance have been obtained in June 2022, which demonstrates our determination and actions to promote the corporate integrity. During the Reporting Period, the Audit and Supervision Department has conducted integrity education and training for the Group's subsidiaries in various cities, with approximately 2,000 participants. The duration is about 2 to 3 hours per training session, with a total of 21 hours per training session for 7 sessions. In addition, by setting up a channel for integrity and accountability on WeChat official account, and a section of Radiance Integrity and Accountability on Feishu, we hope to promote the importance of integrity to our employees through the Internet.

北京金輝大廈黨委和金輝集團黨委會於2022年6月底獲得批復，這體現了我們促進企業廉政建設的決心和行動。報告期內，審計監察部對集團各個下屬城市公司進行了廉潔宣貫培訓，受眾人數約為2000人，單次培訓時長2-3小時，7次培訓共合計21個小時。我們還在微信公眾號上創立了廉潔金輝頻道，以及在飛書上設置了廉潔金輝板塊，希望利用互聯網向員工宣導清廉之風。



**Integrity publicity training of Fujian Branch  
福建分公司的廉潔宣貫培訓**

For the supply chain, we have required the Group's management centre and all our subsidiaries to sign the Supplier Integrity Agreement with partners when signing all external business contract. The document clearly stipulates that bribery shall not be demanded or accepted in any form. Employees shall not provide convenience in winning the bid or disclose confidential information during the company's bidding process for any reason. Once it is found that the suppliers or institutions involved in corruption, we have the right to terminate the contract with them and hold them liable for the breach of contracts. At the same time, the Group has joined the China Enterprise Anti-Fraud Alliance in 2017. We aim to fulfil our corporate social responsibility by publishing and sharing relevant information on the China Enterprise Anti-Fraud Alliance platform, so as to promote the excellence and liquidity of risk information in the industry and create a honest atmosphere for the society.

針對供應鏈，我們要求集團管理中心及各地方公司在簽訂所有對外業務合同時，需要與合作方簽訂《供應商廉潔協議》。該文件明確規定了不得出現任何形式的索賄或受賄，員工不得以任何理由提供中標便利或洩露公司招標過程中的保密信息。對於涉及貪污的合作供應商或機構，一旦發現，我們有權解除與其的合同並追究違約責任。同時，本集團已於2017年加入中國企業反舞弊聯盟，我們將履行企業社會責任，於中國企業反舞弊聯盟平台上發佈並共享相關信息，以此促進行業間風險資訊的卓越性和流通性，為社會營造清廉的風氣。



## Craftsmanship Quality, Creating Comfortable Dwellings 匠心品質，建築棲心之所

In order to encourage employees and business partners to report and disclose any misconduct in a safe and effective manner, the Group has formulated and implemented the Administrative Measures for Complaints and Reports of Radiance. Within the Radiance Integrity Agreement, the Bidding Documents and the Integrity Channel of Radiance, we have set out the email address (jhsj@radiance.com.cn) and the telephone number (+ 8618073068889) as the channels for anonymous reporting. All subsidiaries of the Group are required to display the whistleblowing channels, publicly, so that employees can clearly acquire relevant information.

We have also assigned dedicated personnel to handle the Group's reporting information to guarantee the confidentiality and anonymity throughout the process. It is strictly prohibited to retaliate against the whistleblowers or investigators. Meanwhile, the scope of investigation is divided by region to reduce the chance for employees to inquire about reported situations with each other. Once the report is verified, we will define and mark the level of behaviour of audit violations according to the List of Classification of Audit Opinions. In particular, leakage of case information externally will be regarded as the most serious grade of violation.

### Customer Privacy and Information Security

The Group has strictly implemented the confidentiality system when handling customer privacy information. The relevant information includes but not limited to customer information, financial information, product information, and the Group's confidential. In particular, for customer information, we have designed the decentralised management system that requires specific permissions to view customer information. During the sales process, information protection measures are in place at all stages. Employees are strictly prohibited to download or export customer information without permission. For business needs, employees are required to apply for and obtain relevant approval before the download or export of customer information. If any case of information and data leakage is found, the Group will immediately carry out investigation. Depending on the severity, we are entitled to claim against the responsible person for all direct or indirect losses caused. If the case is extremely serious, it will be transferred to the local law enforcement authority for further handling.

When entrusting a third-party to conduct a customer satisfaction survey, we have set out confidentiality and restriction clauses in the contract, which clearly requires the third-party research company to perform relevant clauses. If third-party companies need to use customer information due to research needs, we will sign relevant customer confidentiality agreements with them to strictly regulate their access to customer data, so as to protect customer privacy and information security to the greatest extent.

為鼓勵員工和業務夥伴以安全有效的方式舉報和披露任何不當行為，本集團制定並實施了《金輝集團投訴舉報管理辦法》。在《金輝集團廉潔協議》、《招標文件》、廉潔金輝頻道等地方，我們皆列明了匿名舉報的郵箱(jhsj@radiance.com.cn)及電話(+8618073068889)。本集團內各單位需按要求公開展示舉報渠道，讓員工能清晰接收相關資訊。

我們亦指派專人負責處理集團的舉報資訊，使整個過程的保密性和匿名性皆予以保證，嚴禁對舉報人或調查人員進行打擊報復。同時，我們會按區域劃分調查範圍，以減少員工間互相打聽舉報情況的機會。若一經查核舉報屬實，我們會根據《審計處理意見等級劃分列表》，對審計違規問題的行為進行描述及界定等級。其中，對外洩露案件資訊行為會被視為最嚴重等級處理。

### 客戶隱私與信息安全

本集團在處理日常運營會接觸到的隱私資料時極為謹慎，並嚴格執行保密制度，相關資料包括但不限於客戶信息、財務資料、產品資訊、集團機密等。尤其是對於客戶信息，我們實施分權管理系統，規定了需有特定的權限才能對客戶資料查看。在銷售過程中，各個階段均有資訊的保護措施，嚴禁員工私自下載或導出客戶信息。如因業務需要，員工需在提出申請並獲得相關審批後方可將客戶資料進行下載或導出。若發現有任何信息數據洩露的情況，本集團會立即展開調查。根據嚴重程度，我們有權對造成的所有直接或間接損失向責任人員提出索賠。若情況極其嚴重，案件會移交當地執法部門以作進一步處理。

當委託第三方進行客戶滿意度調查時，我們會在合同中列明保密及限制條款，明確要求第三方調研公司履行相關條款。若因調研需要，第三方公司需要使用客戶信息，我們會與該調研公司簽署相關客戶保密協議，嚴格規範他們對客戶數據的取用，以最大程度保障客戶隱私及信息安全。

## Intellectual Property Protection

The Group hereby complies with the Trademark Law of the PRC, the Patent Law of the PRC and other intellectual property-related laws and regulations. We have standardised the trademark registration and management, and implemented internal management systems to safeguard our intangible brand assets. At the same time, the Group ensures that it will not infringe any trademarks, patents, copyrights or other intellectual property rights of others during its operation. During the Reporting Period, 25 of our trademark applications have been approved, and we have 141 trademarks in total (2021: 116).

Our trademarks cover type 35 to 45 of the International Classification of Goods and Services for the Purposes of the Trademark Registration. In accordance with the Group's internal management system, the relevant files shall be transferred to the administrative department for proper sorting and storage within five days after obtaining the trademark registration documents.

## QUALITY REQUIREMENTS AND ASSURANCE

The Group strictly complies with the Construction Law of the PRC, the Production Safety Law of the PRC, the Regulations on the Administration of Work Safety of Construction Projects and other laws and regulations related to engineering construction standards and specifications. The specific work responsibilities, control priorities and management processes of each department and project section, have been clarified to regulate the safety management behaviours of local companies and construction units. During the Reporting Period, the Group did not have any non-compliance in relation to construction safety or quality.

Undoubtedly, partners in the supply chain are one of the important stakeholders in our business. By establishing a multi-dimensional supply chain assessment and monitoring process, we not only hope to strengthen the management and control of supply chain risks, but more importantly, to help construction units and contractors improving their sustainability and strive to build a stable, resilient and long-term partnership.

## Construction Safety and Quality

Through the implementation of the Project Safety Management Measures of Radiance (2020 Edition) formulated by the Engineering Management Centre, our established Project Safety Management System is applicable to all new and under-construction projects of the Group. As shown in the chart below, the Group implements the three-level management and control of engineering safety management, with the first level relates to the Group, the second level relates to regional companies and the third level relates to city companies/projects. Unites of each level shall perform its own duties in accordance with the regulations, actively communicate and deal with problems in a timely manner. For the construction safety management of suppliers and contractors, please refer to the sub-section headed "Supply Chain Management" under this chapter.

## 知識產權保護

本集團謹遵《中華人民共和國商標法》、《中華人民共和國專利法》等知識產權相關的法律法規，對商標註冊及管理標準化，落實內部管理的相關制度，以維護我們無形的品牌資產。同時，並確保本集團在運營過程中不會侵犯任何他人的商標、專利、著作權或其他類知識產權。報告期內，我們有25個商標專利申請獲批，總共累計擁有141個商標專利（2021年：116個）。

我們的商標種類涵蓋《商標註冊用品和服務國際分類》第三十五至四十五類別。並按本集團內部管理制度，於取得商標註冊文件後五日內，把相關檔案移交至行政部門進行妥善的整理及保管。

## 品質要求及保障

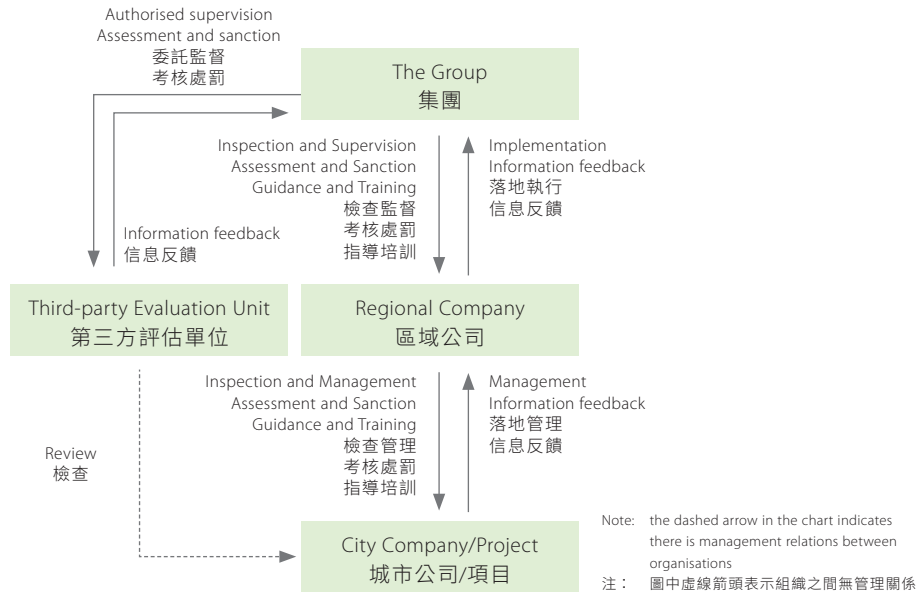
本集團嚴格遵從《中華人民共和國建築法》、《中華人民共和國安全生產法》、《建設工程安全生產管理條例》等有關工程建設標準規範的法律法規，並已明確各部門和項目各環節的具體工作職責、管控重點、以及管理流程，從而規範了各地方公司及施工單位的安全管理行為。在報告期內，本集團未出現任何於施工安全或質量方面的違規情況。

毫無疑問，供應鏈上的合作夥伴是我們業務中重要的持份者之一。通過建立多維度的供應鏈評估及監管程序，我們不僅希望能強化對供應鏈風險的管理及控制，更重要的是，我們希望能幫助施工單位及承建商提升他們的可持續性，致力打造穩定、堅韌及長久的合作關係。

## 施工安全與質量

通過貫徹落實工程管理中心制定的《金輝集團工程安全管理辦法（2020版）》，我們建立的工程安全管理體系適用於本集團的所有新建、在建項目。如下圖所示，本集團工程安全管理實行三級管控，第一級為集團，第二級為區域公司，第三級為城市公司／項目。每一級需按照規定各司其職，積極溝通，發現問題及時處理。有關供應商和承建商的施工安全管理，請參閱本章節下的「供應鏈管理」分節。

## Craftsmanship Quality, Creating Comfortable Dwellings 匠心品質，建築棲心之所



**Three-level Management and Control Chart of Project Safety Management**  
**工程安全管理三級管控圖**

In order to ensure project quality and improve construction efficiency, the Group has formulated a series of operational guidelines in accordance with the Unified Standards for Construction Quality Acceptance and the Construction Project Supervision Standards. We have the Guidance on Quality Control of Radiance Projects, the Management Measures for Engineering Materials, Equipment and Components (2020 Edition), the Management Guidelines for the Protection of Finished Products and the Management Measures for Landscape Engineering Technology Standards of Radiance. Besides, the Group has updated the relevant documents of the Management Measures for Engineering Technology Quality Behaviour of Radiance (2022 Edition). According to the requirements of the Group, manufacturers or construction units have to provide relevant equipment qualification certificates before the commencement of the project. All cooperative brand owners are required to sign material and equipment contracts and complete the approval process. Then, we will conduct relevant parameter testing based on the ex-factory report of the materials and the re-inspection report after site visit. Only materials that meet the parameter requirements are allowed to be used on site.

We have set strict standards for the assessment of seven landscape engineering technologies, including landscape construction requirements, data quality technology requirements, hard landscape, soft landscape engineering, water supply and drainage system, power system and landscape lighting. Accordingly, it has helped to guarantee the Group's management of engineering materials and technical quality, and strictly controlled behaviours such as "stealing materials" and "changing quality". In addition, we have made use of the Goal Nail Engineering Management System to realise the digital management and control of project sites. Through conducting the 24/7 online "cloud supervision", we are able to comprehensively ensure the construction quality of our projects nationwide.

為保證工程質量、提升建設效率，本集團根據《建築工程施工質量驗收統一標準》及《建設工程監理規範》等國家標準及法律法規要求，制定了《金輝集團工程質量重點管控指引》、《工程材料、設備及構配件管理辦法(2020版)》、《工程成品保護管理指引》、《金輝集團景觀工程技術標管理辦法》等一系列操作指引，並更新了《金輝集團工程技術質量行為管理辦法(2022版)》相關文件。按照集團要求，廠家或施工單位需於項目啟動前提供相關設備的合格證明，所有合作品牌需簽訂材料設備合同並完成審批流程。我們會根據材料的出廠報告以及到場後的復檢報告進行相關的參數檢測，只有滿足參數要求的材料才被允許現場使用。

我們對七項景觀工程技術設定了嚴苛的標準評定，其中包括景觀施工進場要求、資料質量科技要求、硬質景觀部分、軟景工程部分、給排水系統、電力系統、景觀照明，確保了本集團在工程材料和技術質量方面的管理，嚴控「偷工減料」、「以次充好」等行為。此外，我們利用金釘子工程管理系统，實現工程現場數位化管控，對我們全國的項目進行了二十四小時線上「雲監工」，以全面保障施工質量。

## Supply Chain Management

For our suppliers and contractors, we have conducted comprehensive supervision and management in accordance with the established selection process and assessment standards. Before bidding, we have required main contractors to disclose working details through the Model Version before Bidding of General Contractors, and stipulated the requirements for safe and civilised construction and pollution control. It helps to standardise the quality management of construction projects. During the construction period, our safety management team and specialists have organised safety inspection and evaluation. Random sampling inspections have been carried out on materials that cause suspicion or are believed to require enhanced quality control. At the same time, the Group's Engineering Management Centre is responsible to inspect and guide the ongoing projects, as well as organise quality and safety training to promote experiences from successful projects. For details of our requirements on suppliers' green construction, please refer to the subsection headed "Green Production" under the chapter of "Strive for Prosperity, Building a Beautiful Home Together".

In order to achieve continuous management, we have formulated a series of documents such as the Third-Party Process Evaluation Standard and Scoring Form, the Third-Party Delivery Evaluation Standard and Scoring Form, and the Third-Party Process Evaluation Operation Manual. We have also conducted quarterly assessments on suppliers, covering their performance in construction materials, engineering quality, labour safety, and violation records. For main contractors and subcontractors, we have implemented comprehensive third-party process assessments, delivery assessments and underground engineering special assessments. All evaluation results have been archived for future spot check by the Group's Engineering Management Centre upon confirmation. For suppliers with excellent performance, we will give cash rewards and priority in bidding. If a supplier is found to have committed any breach of contract, including but not limited to excessive emissions, violation of relevant regulations, and serious quality problems in the project, we will blacklist the supplier involved and suspend business cooperation to minimise supply chain risks. During the Reporting Period, a total of 44 projects have been subject to unannounced inspection, with a pass rate of 100%.

## COMPLIANCE AND STABLE OPERATION

The Group always adheres to the corporate core values of "customer first" and "courageous responsibility", and gives top priority to customer satisfaction and quality service. We strictly abide by the Law of the PRC on the Protection of Consumer Rights and Interests, the Regulations on the Administration of Development and Operation of Urban Real Estate, the Law of the PRC on the Administration of Urban Real Estate and other laws and regulations. We have formulated the Standard Requirements for Show Houses Display and the Operation Guidelines for Contract Drawings. These guidelines help to ensure that business practises such as sales, promotion and supplier cooperation comply with all relevant regulations and industry guidelines, and protect customer rights, corporate culture and brand image. During the Reporting Period, the Group did not have any material non-compliance incidents relating to its operations.

## 供應鏈管理

對於我們的供應商和承建商，我們會按照設立的遴選流程和考核標準進行全方位監督管理。在招標前，我們會要求總包商通過《總包單位招標前交底模版》進行交底工作，約定安全文明施工及污染管控要求，以規範開發建設項目的質量管理工作。在施工期間，我們的安全管理小組及專員會組織安全檢查評估，對產生懷疑或認為需要加強品質控制的材料，我們會進行隨機抽樣檢驗。同時，集團工程管理中心會對項目進行巡檢和指導，並組織質量安全培訓，推廣各項目的成功經驗。有關我們對供應商綠色施工的要求，請參閱「萬木爭榮，共建美好家園」章節的「綠色生產」分節。

為實現持續化管理，我們制定了《第三方過程評估標準及評分表》、《第三方交付評估標準及評分表》、《第三方過程評估操作手冊》等一系列文件，並對供應商每季度進行一次考核，考核內容包括其在施工材料、工程質量、勞工安全，以及違規紀錄等方面的表現。針對總包商和分包商，我們會開展全面的第三方過程評估、交付評估和地下工程專項評估。所有評估結果在確認後都會存檔，以供日後集團工程管理中心進行抽查。對表現優異的供應商，我們會給予現金獎勵及招投標優先權。若發現供應商有任何違約行為，包括但不限於排放量超標、違反相關規定、項目出現嚴重品質問題等，我們會把該涉事供應商列入黑名單，並中止業務合作，以最大可能地降低供應鏈風險。報告期內，我們共有44個項目接受了飛檢，飛檢合格率为100%。

## 合規及穩健運營

本集團始終秉持著「客戶第一」、「勇於擔當」的企業核心價值觀，把客戶滿意和品質服務放在首位。我們嚴格遵守《中華人民共和國消費者權益保護法》、《城市房地產開發經營管理條例》、《中華人民共和國城市房地產管理法》等法律法規，制定了《樣版間展示標準要求》、《合同附圖操作指引》等指引，以確保銷售、宣傳、供應商合作等商業行為符合所有相關規定及行業指引，維護客戶權益及公司文化和品牌形象。報告期內，本集團未發生任何與運營有關的重大違規事件。

## Craftsmanship Quality, Creating Comfortable Dwellings 匠心品質，建築棲心之所

### Customer Service and Satisfaction

According to our Residential Customer Satisfaction Score Sheet, the satisfaction score is composed of 11 indicators, including the delivery service, housing quality, complaint handling, and property service. During the Reporting Period, our overall customer satisfaction was 78%, and the survey cycle involved a grinding period of 80%, a stable period of 69%, and an old owner of 79%.

When customers have opinions on our products or services, we listen attentively and strive to provide satisfactory solutions to all customers. The Administrative Measures for Customer Group Complaints and Key Complaints prepared by the Customer Relationship Department and approved by the Department of Human Resources clearly sets out the main conditions to define as a key complaint. Based on the scope, the form and the impact of the issue, all complaints are classified into three levels, with corresponding measures in place.

Meanwhile, we have integrated all complaints into the Complaint Schedule in a timely manner. The detailed information about the region, project name, time and content of reporting, method and type of reporting, and status of the matter have been recorded clearly. This not only helps us to track the progress and ensure all complaints can be properly handled, but also serves as an important basis for our post-event review to prevent the same incident from happening again. During the Reporting Period, we have received a total of 8,856 complaints, 1,150 of which were recognised as major events, accounting for 12.99% of the total complaints.

### Reasonable Marketing and Promotion

The Group strictly regulates the sales advertisements, announcements, promotional materials, sample houses and sand table models displayed in our online, sales centres and construction sites. According to the Standard Requirements for Sample Houses prepared by the Customer Relationship Department and reviewed by the Operation Management Centre, the overall delivery standards have to be set at the entrance of the houses display. All displays must be clearly visible with specific requirements on the size of the displayed text. If delivery standards are not consistent with the actual delivery, special reminders are required to be posted and a description of actual delivery has to be made in the corresponding portions. For parts without physical sample display, a sample display manual is required.

Since the launch of the Observing Home System in October last year, we have transformed the traditional residential sales channels and presented the building construction process to customers in a visual and experiential manner. From the project sales to the construction stage until the final delivery, we regularly provide various open activities, such as real-life display, open day of construction sites, live broadcast of construction sites, and pre-delivery inspection, which have brought householders a better understanding of the construction progress and housing quality.

### 客戶服務與滿意度

根據我們的《住宅客戶滿意度得分表》，滿意度分值由交付服務、房屋質量、投訴處理、物業服務等十一個指標組合而成。報告期內，我們的整體客戶滿意度為78%，調研週期涉及磨合期為80%、穩定期為69%、老業主為79%。

當客戶對我們的產品或服務有意見時，我們會虛心聆聽，力求能為所有客戶提供滿意的解決方案。由客戶關係部編製、人力部審核批示的《客戶群訴及關鍵投訴管理辦法》清楚列明瞭介定為關鍵投訴的主要條件。根據事件的廣泛性、形式及影響作為標準，投訴被分為了三個級別，並配有相應的管理辦法。

同時，我們會把所有的投訴及時整合到《投訴明細表》中，並顯示地區、項目名稱、報事時間和內容、報事方式及類別，以及事項的狀態。這不僅可以幫助我們跟進事件進展，確保每一件投訴都被妥善處理，同時也成為我們事後檢討的重要依據，以防止同樣的事件再次發生。報告期內，我們共接獲8,856件投訴案件，其中1,150件為重大事件，佔總投訴案件的12.99%。

### 合理營銷與宣傳

本集團嚴格規範我們在線上、銷售中心和建築工地等處展示的销售廣告、公告、宣傳材料、樣版間和沙盤模型。根據客戶關係部編寫、運營管理中心審核的《樣版間展示標準要求》，總體交付標準需設於樣版間入口，所有展示必須清晰可見，對展示文字的大小亦有特定的要求。對於交付標準展示與實際交付不一致的部分，需要在對應的部分張貼特別提示並做出實際交付情況的描述。對於無實體樣版展示的部分，則需要提供樣版展示手冊。

自去年十月啟動「看鑒家」體系以來，我們顛覆傳統的住宅銷售管道，將房屋建造過程對客戶視覺化、體驗化呈現。從項目銷售到建設階段，直至最終交付兌現，我們會定期通過實景展示、工地開放日及工地直播、交付預驗收等多種形式、多種途徑的開放體驗，讓業主更進一步的了解施工進展和房屋質量。

**Case: Live broadcast at construction sites, seeing new homes in advance**  
案例：工地直播，眼鑒為實

During the Reporting Period, we have carried out live broadcast of construction sites in various projects such as Xi'an Jinhui City, Chengdu Fengqi Yunjing, Fuqing Jinhui Zhongyang King's Garden and Tianjin Jinhui Jiangshan Mingzhu, with a total of over 10,000 viewers and over 20,000 likes. During the live broadcast, the engineers of Radiance and the person in charge of the construction presented the progress of the project to the clients, and comprehensively explained the process and construction details from a professional perspective.

報告期內，我們在西安金輝城、成都鳳棲雲璟、福清金輝中央銘著、天津金輝江山銘著等多個項目開展線上工地直播，累計觀看超10000人次，超2萬次點贊量。直播期間，金輝工程師以及項目工廠負責人向廣大業主和客戶展示了項目的建造工程進度，透過專業視角，全方位講解房屋建造的工藝工序、施工細節等。



**Chengdu Fengqi Yunjing**  
成都鳳棲雲璟

**Tianjin Jiangshan Mingzhu**  
天津江山銘著

The Group has also paid attention to any potential improper promises of advertising. The Customer Service and Marketing departments have used the inspection reports to regularly check and score the business entities and dynamics mentioned in the advertisement. Furthermore, in order to strengthen the internal control management of public opinions, we have established corresponding handling mechanisms for different activities, including product promotion, major contracts signing and regular business activities.

本集團亦會重點關注廣告宣傳中是否有不當的承諾。客戶服務及營銷部門會利用檢查報告來定期對廣告中的經營主體和經營動態進行檢查和評分。除此之外，為強化有關輿論的內控管理，針對不同活動，例如產品推廣、重大合同簽訂、常規經營活動等，我們也設立了相應的處理機制。

# Summon Up Our Courage, Conquering Arduous Tasks 踔厲奮發，任重而道遠



Undoubtedly, employees are our valuable assets, as the growth of the corporate is inseparable from the strength of the united and cooperative employees. Therefore, attracting and retaining talents is an important part of our sustainable development strategy. We also care about the health and well-being of our employees and workers along the supply chain. Through implementing a comprehensive human resources management system, we have protected the legal rights and interests of employees in terms of recruitment, promotion, training, working hours, remuneration and benefits.

## EMPLOYEE HEALTH AND SAFETY

The Group consciously complies with the Production Safety Law of the PRC, the Law of the PRC on the Prevention and Control of Occupational Diseases, the Regulation on Work-Related Injury Insurance and other laws and regulations, and has formulated relevant guidelines for safe construction as required. The guideline provides employees with a series of common safety protection measures, sets out the general procedures and precautions for safety work, and clarifies the main responsible persons of different positions. At the same time, through the investigation and treatment of hidden dangers in production safety, we have sorted out and created the Safety Risk List, including management risks, civilised construction risks, on-site safety and other risks. During the Reporting Period, the number of work-related fatalities was 101 days (2021: 700 days). There were no cases of work-related fatalities and no cases of health and safety-related litigation against the Group or its employees in the past three years (including the Reporting Period).

We have required that safety objectives and emergency plans must be formulated before the construction of all projects. Designated personnel must hold relevant certificates or licences for the management of safe construction, such as special equipment operation and working at heights, and can only commence operation after all of them have been reviewed and approved. During the construction of the project, organisations at all levels have to set up safety inspection teams. Regular and irregular safety sampling inspections and rectification actions have been carried out. Specifically, we have conducted monthly safety inspections on the protective measures for working at heights to ensure a stable and safe construction environment.

無庸置疑，員工是我們集團的寶貴財富，因為一個企業的茁壯成長與團結合作的員工力量是密不可分的。故此，吸納和挽留人才是我們可持續發展策略中非常重要的一部分。對於供應鏈上的員工和工人，我們同樣會去關注他們的健康和福祉。我們用全面的人力資源管理制度，保障員工在招聘、晉升、培訓、工時、薪酬、福利等方面的合法權益。

## 員工健康與安全

本集團自覺遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》和《工傷保險條例》等法律法規，並按要求制定了安全施工的相關指引。該指引向員工提供了一系列常見的安全防護措施，列明瞭安全工作的一般程序和注意事項，並明確了不同崗位的主要負責人。同時，通過安全生產隱患排查和治理工作，我們梳理並創建了包括管理風險、文明施工風險、現場安全以及其他風險在內的《安全風險清單》。報告期內，因公傷而導致員工停工的日數為101天（2021年：700天）。過去三年（包括報告期）內無發生因工死亡案件，亦無針對本集團或員工而提起的健康安全相關訴訟案件。

我們要求，所有項目施工前必須制定安全目標及應急預案，專責人員必須持有管理安全施工的相關證明或牌照，如特種設備操作、高空作業等，一切皆審核通過後方可開工。在項目的建造期間，各級組織需設立安全巡查小組，並以定期及不定期的形式開展項目安全抽檢和整治行動。尤其是關於高空作業的防護措施，我們會每月度進行一次安全檢查，以確保穩定安全的施工環境。

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Secondly, we have attached great importance to cultivating employees' awareness of occupational health and safety. We have organised regular safety training, safety risk identification, and prevention and control guidance for all our employees. Through case studies and analyses, our employees have become familiar with safety regulations and protective measures, which helps to reduce common occupational safety hazards. In particular, the promotion of fire safety knowledge and skills is undoubtedly a key task for property operation and management. The following diagram illustrates the process of our fire drill. By inviting our employees and residents to participate, we hope to improve their fire safety awareness and fire safety skills. In our daily practices, we have regularly inspected facilities and equipments like the fire service host, fire water system, smoke emission and alarm system to detect any potential fire hazards, so as to ensure the normal operation of the fire service system.

其次，我們十分重視培養員工的職業健康安全意識。我們會定期組織全員的安全培訓、安全風險辨識及防控指導。通過案例講解及分析，我們的員工充分熟悉了安全規定和防護措施，這有助於降低業內常見的職業安全隱患。其中，普及消防安全知識及技能無疑是物業運營和管理的一項重點工作。下圖展示了我們完整的消防安全演習流程，通過邀請我們的員工及居民進行實操演練，我們希望能提高他們的消防安全意識和消防技能。在平日，我們亦會定期對消防主機、消防水系統、排煙及報警系統等設施設備進行檢查，排查消防隱患，以保證消防系統的正常運行。



Simulation of fire in residents  
模擬住戶發生火災



Fire safety personnel  
消防人員就位



Immediate initiation of  
emergency procedures  
項目立即啟動應急程序



Outage and lock ladder ladder  
斷電、鎖梯



Fire Extinguishment Preparation  
滅火準備



Fire Extinguishing  
滅火



## Summon Up Our Courage, Conquering Arduous Tasks 踔厲奮發，任重而道遠

### EMPLOYEE REMUNERATION AND BENEFITS

In order to standardise remuneration management and payment, attract and retain outstanding talents, the Human Resources and Administration Management Centre of the Group has updated the Radiance Remuneration Management System (2020 Version). We aim to improve the performance-oriented salary standard, standardise the responsibilities of human resources at all levels, adjust the salary stalls based on the actual situation of the country and the market, and clarify the rules for bonus distribution. The Attendance and Leave Management System of Radiance (2017 Edition) also regulates attendance and leave management, with the strengthened labour discipline. During the Reporting Period, the Group strictly complied with all laws and regulations, and did not face any violations in terms of remuneration and benefits practices.

At the same time, we are committed to paying attention to the occupational health and mental health of our employee. In accordance with the Radiance Welfare Management System (2022 Edition), the Group's welfare standards have been revised by the Human Resources and Administration Management Centre. It has further strengthened the management of employee benefits and enhance employees' sense of belonging and cohesion. In addition to the Five Insurances and One Fund, we have provided employees with various work subsidies, such as off-site work subsidies, high-temperature work subsidies, transportation and meal subsidies, and annual health check. During festivals, we have prepared holiday gifts and festival fees, and also coordinated with subsidiaries to organise various forms of employee activities based on the Corporate Culture Output 2.0, project's delivery support, and the Group's Celebration Day. For employees' families, we have given housing purchase discounts, condolences and marriage gifts. Home leave, maternity leave and paternity leave, and marriage leave are also available in accordance with laws and regulations.

### 員工薪資與福利

為規範薪酬管理和支付，吸引和保留優秀人才，本集團的人力行政管理中心更新了《金輝集團薪酬管理制度（2020版）》，旨在完善以業績為導向的定薪標準，規範各級人力職責，結合國家和市場實際調整薪酬檔位，並明確獎金發放規則。《金輝集團考勤休假管理制度（2017版）》亦規範了考勤及休假管理，加強了勞動紀律。報告期內，本集團嚴格遵守各項法律法規，未有任何薪資或福利方面違規的行為。

同時，我們致力於關注我們員工的職業健康和心理健康。根據《金輝集團福利管理制度（2022版）》，本集團的福利標準由人力行政管理中心進行了修改，以進一步加強對員工福利的管理，增強員工對公司的歸屬感和凝聚力。除五險一金外，我們為員工提供了各類工作補貼，如異地工作補貼、高溫工作補貼，以及交通和膳食補貼，並每年組織體檢。逢年過節，我們會準備節日賀禮及過節費，也會結合企業文化2.0輸出、項目交付支援、集團司慶日等聯動地方分公司，組織各種形式的員工活動。對於員工的家庭上，我們會提供購房優惠、慰唁金和結婚賀金，亦會按法律法規給予探親假、生育及陪產假，以及結婚假等。

### Case 案例

- On 2 September 2022, the Group's Celebration Day, the Beijing Company organised activities like afternoon tea, project caring and delivery support for employees in Beijing, Tianjin, Langfang, Shijiazhuang, Shenyang and other places, with approximately 230 participants.
- 配合集團司慶日活動，2022年9月2日，北京公司五地聯動，北京、天津、廊坊、石家莊、沈陽等地，組織了下午茶、項目慰問、交付支援等活動，參與人數約230人。
- In order to implement the overtime meal plan for employees, since September 2022, the headquarters of the Beijing Company, the Tianjin Project Company, the Shijiazhuang Project Company, the Shenyang Project Company and the Langfang Project Department, combined with the frequency of overtime work in various places, investigated the wishes of employees and the characteristics of projects, and properly formulated the overtime meal forms and plans, such as centralised catering in office buildings; Providing convenient light meals or afternoon refreshments at remote project offices; Key or special nodes, meetings, etc., the Company uniformly ordered meals, etc.
- 為貫徹推行員工加班餐方案，自2022年9月起，北京公司本部、天津項目公司、石家莊項目公司、沈陽項目公司、廊坊項目部，結合各地加班頻次，經調研員工意願並以及項目特性，因地製宜地擬定了加班餐形式及方案，比如寫字樓辦公集中配餐；偏遠項目辦公提供方便簡餐或下午茶點；關鍵或者專項節點、會議等，公司統一訂餐等。

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For our female employees, the Group strictly complies with the Law of the PRC on the Protection of Women's Rights and Interests and the Special Provisions on the Labour Protection of Female Employees, and pays close attention to their working environment. On Women's Day, we have also launched the "Goddess' Day Special Edition" on our WeChat Official Account and other social media. Through telling the story of nine Radiance's representative women, we have witnessed the women's power for future development. We hope that the Group can use care and love to strengthen employees' sense of belonging and cohesion, and to achieve a work-life balance.

### EMPLOYEE TRAINING AND DEVELOPMENT

In order to empower the development of employees and stimulate their potential, we have formulated the Radiance Training and Development Management System (2020 Edition). The comprehensive talent training system has been formed to facilitate the integration of new employees, learning and exchange among current employees, managerial echelon training, and continuous improvement of executives. so as to meet the development needs of different types of employees and ensure the multilevel training courses are targeted and effective. During the Reporting Period, 83.39% of the Group's employees have received training, and the average training hours is 20.95 hours. For detailed data on training, please refer to the "KPI Summary" section.

The Group has implemented the performance management for all employees. The promotion, salary adjustment, bonus incentive, training and development of employees are all related to the performance results. Our employees are selected through performance evaluation, annual talent review, on-site investigation, organisation recommendation, etc., and are reviewed by managers at all levels according to the management authority to achieve promotion and development. In order to continuously improve the performance of individuals and organisations, managers and employees at all levels have participated in the cycle process of performance target setting, performance counselling, performance assessment and evaluation, application of performance results, and performance target enhancement.

對於我們的女員工，本集團嚴格遵守《中華人民共和國婦女權益保障法》和《女員工勞動保護特別規定》，並非常關注她們的工作環境。我們亦在三八婦女節於公眾號和社交媒體上推出「女神節特輯」，講述了九位金輝代表女性的工作故事，見證了女性向光生長的力量。我們希望，集團能用對員工的關心和愛護，鞏固員工的歸屬感和凝聚力，實現工作生活平衡的狀態。

### 員工培訓與發展

為賦能員工成長，激發員工潛力，我們制定了《金輝集團培訓發展管理制度（2020版）》。形成了以新員工融入、現員工學習交流、管理者階梯培養、高管持續精進的完善人才培養體系，以此滿足不同類型員工的發展訴求，確保多層次的培訓課程具有針對性和有效性。報告期內，本集團的受訓員工百分比為83.39%，受訓員工的平均培訓時數為20.95小時。有關培訓的詳細數據，請參閱「關鍵績效指標總匯」章節。

本集團實行全員績效管理，員工的晉級、調薪、獎金激勵、培訓發展等均與績效結果關聯。我們的員工會通過績效評價、年度人才盤點、現場調研、組織推薦等方式進行選拔，根據管理權限由各級管理者進行審核，實現晉升與發展。為了持續提升個人和組織的績效，各級管理者和員工共同參與績效目標製定、績效輔導溝通、績效考核評價、績效結果應用、績效目標提升的循環過程。

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In terms of employee education and training, we have provided diversified training courses, including external training, internal training, job rotation, and set up an annual course incentive plan to help employees realise their own values. During the Reporting Period, we organised training activities of "Interpretation of the 2022 Management Culture Topic", "Special Review of Customer Satisfaction of Central China Company for the First Quarter of 2022" and "Delivery Standard 2.0 Training". At the same time, in order to enrich the daily lives of employees and enhance their work motivation, we held the "Sales Skills Competition" in nine major city companies. Hundreds of sales elites competed vigorously over 100 projects in 41 days. The competition not only provided an opportunity for all sales elites to demonstrate their professional capabilities, but also enabled them to realise their own advantages and shortcomings, make progress and improve, and bring more professional and high-quality services to customers. It can be said that we have recruited talents with a clear development path, long-term and comprehensive tutor and training system, as well as a passionate and open team atmosphere, which indeed provides a endless supply of talents for the sustainable development of the Group.

### EQUAL AND DIVERSIFIED EMPLOYMENT

The Group respects and treats every employee equally. We undertake that the recruitment, development and promotion process shall be based on employees' own qualifications and work performance, and shall not be treated differently due to their gender, age, race, disability, religious belief or family status. In accordance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other laws and regulations, and taking into account the actual operation of the Group, the Human Resources and Administration Centre has formulated the Employee Handbook of Radiance (2020 Second Edition) and the Recruitment Management System of Radiance (2020 Revised Edition). By establishing the unified recruitment management standard system, we aim to standardise the external recruitment and campus recruitment management of the Group and subsidiaries. During the Reporting Period, the Group did not have any violations of labour-related laws and regulations.

The Group strictly complies with the Law of the PRC on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour, and prohibits any forced labour and child labour. For applicants under the age of 16, the Group will not handle the entry procedures. In any case of misemployment of child labour, we will immediately terminate the labour contract of the person concerned and contact his/her legal guardian for further handling. Subsequently, we will notify the relevant departments for investigation, review and summary to prevent the recurrence of similar incidents. At the same time, we have required third-parties to clearly state the relevant provisions on prohibiting all contractors from employing child labour or forced labour in the service contractor contract, and submit the list of employees to the Group for record.

在員工教育培訓上，我們會提供多樣化的培訓方式，包括外部培訓、內部培訓、輪崗等，並設置了年度課程獎勵計劃，從而助力員工實現自身價值。報告期內，我們組織的培訓活動有「2022年管理文化主題詞解讀」、「2022年華中公司一季度客戶滿意度專項復盤」、「交付標準2.0培訓」等等。同時，為豐富員工的日常生活，提升員工的工作動力，我們於九大城市公司舉辦了「銷售技能大賽」。經過四十一天的一百餘個項目，數百名銷售精英進行了激烈角逐。此次大賽不僅為各位銷售精英們提供了一次展現自己專業能力的機會，也讓他們認識到自身的優點與不足，精進提升，給客戶帶來更加專業的優質服務。可以說，我們以清晰的發展路徑、長期並完善的導師及培養體系、還有激情而開放的團隊氛圍廣納英才，為本集團的可持續發展提供了源源不絕的人才儲備力量。

### 平等與多元化僱傭

本集團尊重並平等對待每一位員工。我們承諾，招聘、發展和晉升過程皆會基於員工自身的資質和工作表現，不會因其性別、年齡、種族、殘疾、宗教信仰或家庭狀況而受到區別對待。根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規，結合本集團實際的營運情況，人力行政管理中心特製了《金輝集團員工手冊（2020年第二版）》和《金輝集團招聘管理制度（2020年修訂版）》。通過建立統一的招標管理標準體系，我們旨在規範集團及各地方公司外部招聘及校園招聘管理工作。報告期內，本集團未有發生任何有關違反勞動法律法規的事件。

本集團嚴格遵從《中華人民共和國未成年人保護法》和《禁止使用童工規定》，嚴禁出現任何強迫勞動和童工問題。對於年齡低於16歲的應聘者，本集團一律不予辦理入職手續。若發生誤聘童工的事件，我們會立即終止當事人的勞動合約，並聯繫他/她的法定監護人作進一步處理。隨後，我們會通知有關部門進行調查，並進行檢討和總結，以避免類似事件再次發生。同時，我們也會要求第三方在服務承包商合同上，需清楚列明嚴禁各承建商聘用童工或強制勞工的相關條款，並將員工名單交給本集團備案。

# Strive for Prosperity, Building a Beautiful Home Together

## 萬木爭榮，共建美好家園



Nowadays, climate change and its derived physical and potential risks have an increasing impact on the environment. The urgency, breadth and uncertainty of climate-related risks may directly or indirectly affect the business strategy, financial conditions and development model of an enterprise. As a responsible real estate developer, we understand that while creating ideal homes, we have to minimise the negative impact on the environment and resources.

In order to thoroughly implement the green development concept of enterprises and shape a low-carbon development pattern, the Group has formulated policies and codes that comply with national laws and regulations and industry standards. We have actively responded to climate-related issues from three aspects, namely green production, green technology and green office. We hope to promote the low-carbon operation and development in the construction field and create a sustainable future together. In the future, the Group will consider adopting the climate-related risk assessment to further understand physical risks and transition risks that may exist in the short-term and medium-to-long-term from the perspectives of national policies, industry trends, the Group's operations and stakeholders' concerns.

### GREEN PRODUCTION

We consciously abide by the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention and Control of Water Pollution and other relevant laws and regulations on emissions and environmental impact. We have updated the Administrative Measures for Quality Behaviour of Engineering Technology of Radiance (2022 Edition), and clarified the policy standards and requirements on environmental protection, energy conservation and emission reduction at the construction site. In order to reduce the significant impact on the environment and natural resources, the Engineering Quality Department of the Operation Management Centre has formulated the Key Points of Project Safety Inspection and Control in this year, which clarifies the focus of inspection and control on drainage and dust during construction. During the Reporting Period, the Group's wastewater and waste gas were discharged in compliance with laws and regulations, and no significant penalties were imposed for violating any environmental laws and regulations. For detailed emission data, please refer to the section headed "KPI Summary".

現如今，氣候變化及其衍生的實體和潛在風險對環境構成了越來越大的影響。氣候相關風險的緊迫性、廣泛性和不確定性可能直接或間接影響企業的商業策略、財務狀況和發展模式。作為一家負責任的房地產商，我們深明，在打造理想家居的同時，必須盡可能地減少對環境及資源的負面影響。

為貫徹落實企業的綠色發展理念，構建低碳發展格局，本集團制定了符合國家法律法規以及行業規範的政策和守則，並從綠色生產、綠色技術和綠色辦公三方面積極應對氣候相關問題，推動建築領域的低碳運營和發展，共創可持續未來。在未來，本集團將考慮應用氣候相關風險評估，從而就國家政策、行業趨勢、集團運營情況及持份者關注等多個角度，進一步了解短期和中長期可能存在的實體風險和轉型風險。

### 綠色生產

我們自覺遵守國家制定的《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》及其他針對排放及環境影響的相關法律法規，更新了《金輝集團工程技術質量行為管理辦法（2022版）》，在施工現場明確了環境保護及節能減排等方面的政策標準和要求。為減少對環境及天然資源造成重大影響，運營管理中心工程品質部於今年制定了《工程安全檢查管控要點》，其中明確了對工程施工中排水及揚塵檢查和管控的工作重點。報告期內，本集團的廢水廢氣均合規排放，亦未有因違反任何環境方面的法律及法規而受到重大處罰。有關詳細的排放數據，請參閱「關鍵績效指標總匯」章節。

## Strive for Prosperity, Building a Beautiful Home Together 萬木爭榮，共建美好家園

Before the commencement of a project, we have clearly required each functional department to cooperate with a series of construction management policies. These documents have been prepared by the Engineering Management Centre and reviewed and approved by the Group's Operation Centre, including the Green Construction Management System, the Construction Site Waste Management Regulations and the Construction Site Wastewater Discharge Management Measures. At the same time, we have used the relevant survey content of the engineering survey reports to identify possible climate risks. Accordingly, we have prepared the Emergency Plan for Extreme Weather, the Emergency Plan for Fire Prevention and the Emergency Plan for Health and Epidemic Prevention, which provides all our employees with measures to respond to various emergencies.

項目開始前，我們明確要求各職能部門需配合由工程管理中心編製、集團運營中心審核批示的一系列施工管理政策，包括《綠色施工管理制度》、《建築施工現場廢棄物管理規定》、《施工現場污水排放管理辦法》。同時，我們會參考工程勘察報告的相關勘查內容，對可能遇到的氣候風險進行識別，編製《極端天氣應急預案》、《消防應急預案》、以及《衛生防疫應急預案》，為我們的所有員工提供了應對各類突發事件的辦法。

Risk Name 風險名稱	Response Measures 應對辦法
High Temperature 高溫天氣	<ol style="list-style-type: none"> <li>Flexibly adjust the construction time according to the requirements of the local government to avoid high-temperature operation;</li> <li>Distribute high-temperature labour protection supplies and publicise the treatment knowledge to avoid heat stroke or after heat stroke.</li> </ol> <ol style="list-style-type: none"> <li>根據當地政府要求，靈活調整施工時間，避免高溫作業；</li> <li>發放高溫勞保用品，宣傳避免中暑或者中暑後的處理知識。</li> </ol>
Typhoon 颱風天氣	<ol style="list-style-type: none"> <li>Staff evacuation: establish a project emergency team, pay attention to typhoon-related information at all times, notify project personnel and all team operators, make preparations for evacuation and transfer at any time according to weather changes and the requirements of the competent authorities, and prepare sufficient evacuation materials (such as food, water, etc.);</li> <li>Transfer of important equipment and facilities: secure transfer of transferable equipment (such as computers) important to the project;</li> <li>Transfer of inside information: <ol style="list-style-type: none"> <li>All information on the site (civil engineering, safety) shall be sorted and summarised, and the packaging boxes shall be transferred under conditions permitted by time;</li> <li>If time is not allowed, the following important technical information shall be transferred first: <ol style="list-style-type: none"> <li>Preliminary statutory procedures;</li> <li>Start-up report, drawing review record, record for check of foundation subsoil;</li> <li>Acceptance record, product quality certification documents, inspection test reports;</li> <li>Visa sheets and design changes;</li> <li>Construction drawings, etc.;</li> </ol> </li> </ol> </li> <li>Organise relevant personnel to conduct a comprehensive safety inspection in a timely manner, including large-scale machinery and slope safety.</li> </ol> <ol style="list-style-type: none"> <li>人員撤離：建立項目應急小組，時刻關注颱風相關信息，通知項目各崗位人員及所有班組作業人員，根據天氣變化和主管部門要求，隨時做好撤離疏散，轉移的準備工作，並準備充足的撤離物資（如食物、水等）；</li> <li>重要設備設施轉移：對項目的重要可轉移的設備（如電腦）進行安全轉移；</li> <li>內業資料的轉移： <ol style="list-style-type: none"> <li>時間允許的條件下，應將現場所有資料（土建、安全）分類進行整理匯總，打包裝箱進行轉移；</li> <li>時間不允許的條件下，應首先轉移以下重要技術資料： <ol style="list-style-type: none"> <li>前期法定程序文件；</li> <li>開工報告、圖紙會審記錄、地基驗槽記錄；</li> <li>驗收記錄、產品質量證明文件、檢試驗報告；</li> <li>簽證單、設計變更；</li> <li>施工圖紙等；</li> </ol> </li> </ol> </li> <li>及時組織有關人員進行一次全面的安全檢查包括大型機械、邊坡安全。</li> </ol>

## Strive for Prosperity, Building a Beautiful Home Together 萬木爭榮，共建美好家園

After the commencement of the project, we have followed the procedures to reduce, recycle and detoxify the wastes generated at the construction site. We aim to save materials from the source, and strictly monitor the classification, storage and disposal of various wastes. In terms of the selection of construction materials for the project, we give priority to the purchase of solar panels, gypsum slurry, Autoclaved Aerated Concrete ("AAC") partition plate, precast superimposed panels, and finished mortar and finished doses to avoid wet work and sewage. For equipment that generates noise during construction, special device has been installed to isolate noise to reduce noise decibels to a reasonable range. We have also implemented cannon foggers, fencing and spraying facilities to reduce dust on the construction site. Except for waste water, waste gas and noise, all projects of the Group have no other significant impact on the surrounding environment or natural resources.

For unavoidable wastewater, we have built drainage ditches on the construction site of the project, and set up a sediment pond before discharging into the main ditch outside the drainage ditch, so as to intercept sediments and reduce the possibility of clogging the construction site or river. We have required our construction units to collect all wastewater, which can be discharged to designated discharge outlets after being treated with the three-stage sedimentation specifications of the wastewater. In the office and living areas, we have also set up grease traps to separate grease from wastewater. This effectively avoids blockage, siltation, odour and unsanitary environment when wastes are discharged into sewers or drains due to the accumulation of oil dirt. For the discharge of water pollutants that may exceed the national regulations, employees have to fill in the Discharge Declaration and Registration Form and submit to the relevant local competent authorities before the project commences.

Secondly, the Engineering Management Department of the Group has regularly conducted special inspections on regional functional departments and project management. By announcing the inspection results, the possible environmental impact caused by businesses has been minimised through refined prevention and control management principles. In order to control the emission of fine particulate matter, environmental monitoring sensors have been installed at all sites to monitor the air quality of construction sites in real time, and corresponding emission reduction measures have been taken or optimised when necessary. The Group has also asked relevant departments to carry out anti-moisture, anti-rust, anti-sunscreen and anti-deterioration work in the storage warehouses for raw materials and finished products to reduce unnecessary material consumption. Through the above measures, the Group aims to reduce pollutant emissions and air emissions by five percent (5%) by 2024 as compared to the baseline year (2021).

When selecting suppliers, the Group gives priority to suppliers who have obtained environmental quality management system certifications like ISO14001. In terms of material selection, we require suppliers or contractors to first consider the possible impact of materials on the environment and human health. We also encourage them to actively respond to national policies to adopt technologies such as Prefabricated Construction ("PC") materials, finished bathrooms and prefabricated machine rooms, which can reduce on-site construction, control waste gas and wastewater discharge from the source and the generation of construction wastes.

項目工程啟動後，我們會對施工現場產生的廢棄物實行減量化、資源化、無害化。我們旨在從源頭節約用料，並嚴格監控各類廢物的分類、儲存和處置。在項目的建設材料選擇上，我們會優先選購太陽能板、石膏砂漿、ALC隔牆板、預製疊合板，盡量採用成品砂漿及成品砌，以避免產生濕作業和污水。對於施工過程中產生噪音的設備，我們會安裝隔離噪，從而將噪音分貝降低到合理範圍。我們亦會採用炮霧機、圍擋噴淋等措施，降低施工現場的揚塵。除廢水廢氣與噪聲外，本集團的所有項目不存在對周圍環境或天然資源產生其他重大影響。

對於不可避免的廢水，我們於項目施工用地修建了排水溝，在排水溝外排入主溝前設置了沉砂池，以便攔截泥沙，減低工地內或河道淤塞的機率。我們要求我們的施工單位收集所有廢水，經污水三級沉澱規格處理後才可排放到指定排放口。在辦公及生活場區裡，我們也設置了隔油池，以隔除廢水中的油脂。這有效避免了當廢物排入污水渠或排水口時，因油垢積聚的問題而產生堵塞、淤流、臭味及不衛生的情況。對可能會超過國定規定的水污染物排放，本集團要求員工於工程開展前需填寫《排污申報登記表》，並申報至當地相關的主管部門。

其次，本集團工程管理中心會定期對區域職能部門及項目管理工作進行專項檢查，並公佈檢查結果，務求通過精細化的防治管理原則盡可能降低業務可能造成的環境影響。為了管控細顆粒物的排放，工場各處均已安裝環境監測感應器，以實時監察工地的空氣質量，並在必要時採取或優化相應的減排措施。本集團亦要求相關部門就原材料及製成品的儲存倉庫需要做好防潮、防銹、防曬、防變質的工作，以降低不必要的材料耗用。通過以上措施，相較於基準年（2021年），本集團目標於2024年將污染物排放量和廢氣排放量降低百分之五(5%)。

在揀選供應商時，本集團會優先選用通過ISO14001等環境質量管理體系認證的供應商。在選材方面，我們要求供應商或承建商首先需要考慮材料對環境及人類健康可能造成的影響，鼓勵他們積極響應國家政策採用PC預製材料、成品衛浴、裝配式工房等技術，減少現場施工，從源頭控制廢氣和廢水排放，以及建築廢料的產生。

## Strive for Prosperity, Building a Beautiful Home Together 萬木爭榮，共建美好家園

At the same time, we have set up the relevant clauses of civilised construction in the contracts, which stipulates the construction contractor to adopt pollution management and control plans of on-site noise, dust and wastes on the construction site. For example, in terms of waste management, engineering contractors are required to classify wastes as general or hazardous wastes, and then sub-divide it into non-recyclable or special treatment. For the categories of hazardous wastes specified in the Directory of National Hazardous Wastes, hazardous wastes shall be arranged for separate storage. The stored containers must clearly display information about the name and quantity of the waste, before arranging qualified recyclers for recycling.

During the Reporting Period, we have cooperated with a total of 1,437 suppliers, of which 709 were from Eastern China, accounting for 49.34% of the total number of suppliers. For more details on the distribution of suppliers, please refer to the "KPI Summary" section.

### GREEN OFFICE

We always keep in mind the national development guidance of "lucid waters and lush mountains are invaluable assets", By purchasing office supplies that meet green and environmental standards as much as possible and vigorously promoting the operating model of green office, we hope to integrate green and environmental protection into daily life and continuously enhance employees' awareness of energy conservation and environmental protection.

In order to save paper usage, we have posted reminders in the office, which encourages our employees to use electronic documents instead of paper printing as much as possible, eliminate unnecessary colour printing, and choose double-sided printing instead of single-sided printing. We have also placed waste paper recycling baskets next to printers, so unavoidable single-sided printing materials can be recycled for invoice posting or draft paper. The fourth Friday of each month is known as the "No Printing Day" of the Group. By using our Huiyao Cloud printing back-office system, we collect the total printing data, colour printing data, and single-sided printing data once a month, and publish the statistical results in our monthly non-printing daily posters to promote paperless office. The Group aims that the annual paper consumption will not exceed the baseline year (2021). During the Reporting Period, our paper recycling accounted for 8.24% of our total paper purchase.

同時，我們在與承包商簽訂的合同中設置了文明施工相關條款，明確要求工程承包商對施工現場採取現場噪音、粉塵、廢棄物等污染管控方案。例如，在廢棄物管理上，工程承包商首先需要按照一般性或危險性將廢棄物進行分類，再細分為不可回收或需要特殊處理。對於《國家危險廢物名錄》內規定的危險廢物類別，危險性廢物需分開存放在獨立位置。存放的容器必須明確顯示廢棄物的名稱及數量等信息，然後再安排具備資質的回收商進行回收處理。

報告期內，我們共與1437間供應商進行了合作，其中來自華東地區的供應商最多（709間），佔總供應商數的49.34%。有關供應商分佈的更多細節，請參閱「關鍵績效指標總匯」章節。

### 綠色辦公

我們牢記國家「綠水青山就是金山銀山」的發展方針通過盡量採購符合綠色環保標準的辦公用品，大力推廣綠色辦公的運營模式，我們希望能將綠色環保融入於日常生活中，不斷增強員工的節能環保意識。

為節約用紙，我們會在辦公室內設置節約用紙的提示語、盡量用電子文檔代替紙質打印、杜絕非必要的彩色打印、提倡用雙面打印代替單面打印、以及在打印機旁邊放置廢紙回收筐，使得無法避免的單面打印材料能夠作為廢紙循環利用（例如：貼發票，草稿紙等）。我們還將每月的第四個星期五設為「無打印日」，通過利用我們的輝耀雲打印後臺系統，我們會每月統計一次總打印數據、彩色打印數據、和單面打印數據，並將統計結果發布於我們每月製作的無打印日海報中，以此來宣導無紙化辦公。本集團目標為每年的用紙量將不超過基準年（2021年）的用量。報告期內，我們的廢紙回收量佔紙張總購買量的8.24%。



Waste paper recycling baskets and saving slogans next to printers  
打印機旁的廢紙回收筐及節約標語

In terms of energy, we have posted energy-saving signs at the switches of lights and air-conditioning, and sent daily notices to remind everyone to check whether the power of surrounding electrical appliances (such as computers, lights, air conditioners, water dispensers, etc.) have been turned off after work every day, so that our employees can develop a good habit of saving electricity when leaving. During the Reporting Period, the Board Office of the Group has issued the Notice on Improving Meeting Efficiency and Streamlining Meeting Materials, which clearly encourages using the Huiyao platform, telephone conference and other systems to achieve online communication anytime and anywhere, without being confined to physical meetings in conference rooms. At present, our online system has been widely used for internal meetings, which not only improves meeting efficiency, but also reduces business travel and promotes the low-carbon office. Through the above measures, the Group aims to reduce energy use by five percent (5%) by 2024 as compared to the baseline year (2021).

能源方面，我們在電燈以及空調開關處都張貼了節約用電的標識，並會在每日下班時發通知提醒大家檢查周圍電器（如電腦、電燈、空調、飲水機等）的電源是否關閉，使我們的員工都能養成隨手省電的好習慣。報告期內，金輝集團總裁辦公室發佈了《關於提升會議效率、精簡會議材料的通知》，其中明確鼓動，應充分利用輝耀平台、電話會議等系統實現隨時隨地線上溝通碰頭，而無需局限於會議室現場會議。現各公司會議普遍使用線上系統，這讓我們不僅提高了會議效率，而且也減少了公務出行，促進了低碳辦公。通過以上措施，相較於基準年（2021年），本集團目標於2024年將能源使用減少百分之五（5%）。

Further, we have posted water-saving reminder slogans around pantries, restrooms, and water dispensers. We encourage everyone to bring their own cups while strictly controlling the use of bottled mineral water and disposable paper cups, so as to reduce the consumption of plastic bottles and paper cups. The main water source of the Group is municipal water, so the Group did not face any issue in sourcing water fit for purpose. The Group's goal in water resources is that the annual water consumption will not exceed the baseline year (2021).

我們在公司的茶水間、衛生間、飲水處等區域張貼了節約用水的提示標語，鼓勵大家自備水杯，嚴控小瓶礦泉水和一次性紙杯使用量，從而減少塑膠瓶和紙杯的消耗。本集團的用水來源為市政用水，因此本集團在報告期內於選取適合用途的水源方面沒有面臨任何問題。本集團在水資源方面的目標為，每年的耗水量將不超過基準年（2021年）的用量。



Water-saving slogans in office areas  
辦公區域內的節水標語



## Strive for Prosperity, Building a Beautiful Home Together 萬木爭榮，共建美好家園

In order to manage domestic waste in an orderly manner and build an environmentally friendly office environment, we have guided our employees to dispose of waste in line with the specific classification guidelines of the office. For example, for our office in Beijing, we have separated waste into corresponding collection containers for recycling according to the classification of kitchen waste, recyclable waste, hazardous waste and other waste in accordance with the Regulations on the Administration of Domestic Waste in Beijing. In other offices, we have collectively stored the waste batteries used in electronic devices such as mouse and remote control, before handing over to suppliers for unified recycling. At the same time, we have advocated the use of public garbage bins in office buildings as much as possible to reduce the number of garbage bins in office and the use of garbage bags. In conclusion, we have successfully reduced, the purchase and consumption of plastic barrels and plastic bags from the source.

為了有序管理生活垃圾，構建環境友好型辦公環境，我們會指導我們的員工按照辦公室的具體分類指南處理垃圾。比如，對於我們在北京的辦公室，根據《北京市生活垃圾管理條例》，我們會按照廚餘垃圾、可回收物、有害垃圾、其他垃圾的分類，將垃圾分別投入相應標識的收集容器進行回收。在全國各地的其他辦公室內，我們亦會集中收集用於鼠標、遙控等電子設備中的電池，再交由供應商統一回收。同時，我們提倡盡量使用寫字樓的公共垃圾桶，減少辦公位垃圾桶數量以及垃圾袋的使用，故此從源頭上減少了塑料桶和塑料袋的採購與消耗。

Type of Resources 資源類型	Measures 措施
Hazardous Waste 有害廢棄物	<ul style="list-style-type: none"> <li>Adopt the management method of replacing old batteries with new ones, store waste batteries in a centralised manner and transfer them to the office premises for unified treatment</li> <li>Toner and ink cartridges of printers are collected by suppliers</li> <li>採取消舊電池換新電池的管理方法，將廢舊電池集中存放，並移交寫字樓物業統一處理</li> <li>打／複印機的硒鼓墨盒由供應商統一回收</li> </ul>
Non-hazardous Waste 無害廢棄物	<ul style="list-style-type: none"> <li>Wastes are sorted and collected by cleaning companies to transfer to the designated waste collection points</li> <li>Reduce the use and the change of garbage bags as much as possible</li> <li>Reduce the number of garbage bins in the office and use public garbage bins in the office as much as possible</li> <li>進行垃圾分類，並由保潔公司統一回收至定點垃圾回收處</li> <li>減少垃圾袋的使用，盡量少更換垃圾袋</li> <li>減少辦公位垃圾桶數量，盡量使用寫字樓公共垃圾桶</li> </ul>
Energy 能源	<ul style="list-style-type: none"> <li>Utilise Feishu software for online meetings</li> <li>Post electricity saving signs at the light/air-conditioning switches</li> <li>Issue notices to remind employees to turn off lights when necessary</li> <li>利用飛書軟件來進行線上會議</li> <li>電燈／空調開關處張貼節約用電標識</li> <li>發通知提醒員工隨手關燈</li> </ul>
Water 水	<ul style="list-style-type: none"> <li>Post water-saving reminders around pantries, toilets, water dispensers, etc.</li> <li>Strictly control the use of plastic water bottle and disposable paper cups, and advocate bringing reusable own bottles</li> <li>茶水間、衛生間、飲水處等地張貼節約用水提示語</li> <li>嚴控小瓶礦泉水和一次性紙杯使用量，提倡自帶水杯</li> </ul>
Paper 紙張	<ul style="list-style-type: none"> <li>A4 Paper is printed on both sides and printed in black and white as far as possible</li> <li>A4紙非特殊情況，雙面打印，盡量黑白打印</li> </ul>

## GREEN TECHNOLOGY

The Group gives full play to the advantages of its main business, insists on integrating national green building and healthy building standards into product design, product development, product operation and other stages. It continuously promotes the research and development and application of green and energy-saving building systems, and scientifically evaluates the impact of the full life cycle of products on the environment. Through advanced and appropriate technologies, the carbon emissions of buildings during the operation period can be effectively reduced. While enhancing the competitiveness of our products, our residents can truly experience the changes brought by environmental protection, high efficiency and low consumption green technology to life.

During the Reporting Period, we have implemented systematic emission reduction measures according to the geographical location. We have planted 14,313 trees in various cities across China, hoping to offset the carbon dioxide generated during our construction and operation. At the same time, through the continuous transition towards technology, digitalization and green development, we have applied the Building Information Model ("BIM") in the construction of hotel projects and residential garages. The model can consolidate all electromechanical pipelines, and conduct reasonable distribution and integration on computers to guide the construction process of different pipelines. It helps to eliminate the problem of traditional stack-up of single-layer pipelines, and effectively increases the net height of indoor space. Meanwhile, BIM provides conditions for material installation and avoids unnecessary waste of materials. It is more efficient in functional use, follow-up inspection and maintenance, allowing more reasonable adjustments to the construction period and improving operational efficiency.

We have integrated the concept of sustainability into our projects. Evidently, a number of the Group's construction projects have met the green building design requirements of the country, assessment institutions and experts. During the Reporting Period, Foshan Jinhui Huiyi Yunting Project won the London Design Awards Finalist Award. This project selected environmental-friendly paint for the use of furniture paint, and replaced large-scale sand table lamps commonly used in sales offices with energy-saving lamps, thereby reducing light pollution. At the same time, we have also received a number of well-known overseas fine decoration awards for our other projects, which is undoubtedly a recognition of our projects' effective reduction of negative impact on the environment and residents in all aspects of design.

## 綠色技術

本集團充分發揮主業優勢，堅持把國家綠色建築和健康建築標準融入產品設計、產品開發、產品運營等階段，不斷推進綠色節能建築體系的研發及應用，科學評估產品全生命週期對環境帶來的影響。通過先進適宜的技術減少建築在運營期的碳排放，在推升自身產品競爭力的同時，讓業主們真實感受到環保、高效、低耗的綠色科技為生活帶來的改變。






報告期內，我們根據地理位置落實了系統性的減排措施，於全國各城市共種植樹木14,313棵，希望通過植樹造林來抵消我們在建設和運營期間產生的二氧化碳。同時，通過持續向科技化、數字化和綠色化方面進行轉型，我們於建造酒店項目以及住宅車庫時運用了BIM建築資訊模型(Building Information Modeling, BIM)。該模型會對所有機電管線進行整合，並在計算機上進行合理的排佈和集成，從而指導不同管線的施工工序，免去了傳統單層管線堆疊的麻煩，有效提升了室內空間的淨高。同時，BIM為材料安裝提供了條件，避免了不必要的材料浪費。它在功能使用、後續檢查和維修方面都更有效，從而讓工期能更合理地進行調整，大大提高了運用效率。

我們將可持續性的理念充分融入在我們的項目中。作為印證，本集團的多個工程項目均達到了國家、評審機構組織及專家的綠色建築設計要求。報告期內，佛山金輝·輝逸雲庭項目榮獲了London Design Awards入圍佳作獎。該項目在家具漆採用上選擇了環保漆，同時利用節能燈取代售樓處常用的大型沙盤燈，從而減少了光污染。與此同時，我們亦有其他項目榮獲了國外多個知名精裝獎項，這無疑是對我們項目於各層面設計上均有效減少了對環境及住戶負面影響的肯定。

2022 REFINED DECORATION AWARD PROJECT  
2022精裝獎項項目

Item 項目	Type of the Property 物業類型	Name of the Award 獎項名稱
 <p>Lianyungang Jinhui World City 連雲港金輝·世界城</p>	<p>High-rise, mid-rise, apartment, commercial and residential 高層、小高層、 公寓、商住</p>	 <p>French Double-sided Gods Silver Award  法國雙面神銀獎</p>
		 <p>Platinum Award at TITAN Property Awards 2022  2022美國TITAN 地產大獎鉑金獎</p>
		 <p>"Innovative Design Award" in the space category  空間類 「創新設計獎」</p>

Strive for Prosperity, Building a Beautiful Home Together  
萬木爭榮，共建美好家園

Item 項目	Type of the Property 物業類型	Name of the Award 獎項名稱
 <p><b>Foshan Jinhui Huiyi Yunting</b> 佛山金輝·輝逸雲庭</p>	<p>High-rise, low-density 高層、低密</p>	 <p>Shortlisted Outstanding Award in London Design Awards</p> <p>London Design Awards入圍佳作獎</p>
 <p><b>Jinhui Tongyin · Yunshang</b> 金輝通銀·雲尚</p>	<p>Senior, small senior 高層、小高層</p>	  <p>Design Gold Award, USA MUSE Design Awards in 2022</p> <p>2022美國 MUSE Design Awards設計金獎</p>

# Constant Dripping Wears the Stone, Conveying the Great Love of the Corporation 滴水穿石，傳遞企業大愛



As a socially responsible enterprise, while striving to achieve its own steady development, the Group always gives back to the society with practical actions. We have initiated and participated in various voluntary public welfare activities such as fighting against the pandemic, poverty alleviation, education and teaching assistance. We do hope to create value for the people, seek happiness, and contribute to the sustainable development of the society.

作為一家具有社會責任的企業，在努力達成自身穩健發展的同時，本集團始終不忘以實際行動回饋社會。我們發起並參與了抗擊疫情、扶貧濟困、興學助教等各類志願公益活動，期望能為人民群眾創造價值、謀取福祉，在社會可持續發展的道路上添磚加瓦。

## PANDEMIC SUPPORT

In the face of the sweeping pandemic, the Group has not only conducted its own pandemic prevention and control work, but also prepared free pandemic prevention gifts and pandemic support materials to our employees and clients.

## 疫情扶持

面對席捲而來的疫情，本集團不僅開展了自身的疫情防控工作，還為我們的員工和客戶準備了免費的防疫禮包和抗疫支授物資。

### Case: Fight the Epidemic Together with Love 案例：與愛同行，同心抗疫

In December 2022, before the lockdown of Shijiazhuang, all sales departments of Shijiazhuang Jinhui distributed free anti-pandemic gifts to visiting customers and the people who cannot purchase the drugs. This public welfare activity spent a total of RMB1,400 and provided anti-pandemic drugs for about 50 households.

2022年12月，在石家莊疫情封城前，石家莊金輝各售樓部向到訪客戶及採購不到藥物的民眾免費發放防疫禮包；本次公益活動共計花費1400元，為近50組住戶提供了抗疫藥物。



Free anti-pandemic gifts for customers and residents  
給客戶和居民的免費防疫禮包

## Constant Dripping Wears the Stone, Conveying the Great Love of the Corporation 滴水穿石，傳遞企業大愛

### PUBLIC WELFARE AND CHARITY

The Group has been focusing on children's public welfare since its establishment, with the hope of lighting up children's bright future. In 2021, Radiance established a public welfare programme ("Jin Cai Ying Miao Programme") specifically for children's education, where more than 100 "Jin Cai Yi Zhi Yuan" in villages and counties of Liangshan Prefecture has been built up.

In addition, we have promoted public welfare activities through multiple platforms, calling on more corporates and individuals to participate in activities, so as to spread love and warmth together and create a harmonious and beautiful society.

#### Case: The Project of Wake Up of Sleeping Toys 案例：沉睡玩具喚醒計畫

From 18 June to 19 June 2022, the subsidiary in Quanzhou, collaborated with the Sunshine TaiTai Volunteer Association of Shishi City and the Mawei Social Work Development Centre in Liangshan Prefecture, Sichuan Province, to hold the second "Wake Up of Sleeping Toys Project" at the marketing centre of Shishi City. We advocated the reuse of idle toys. Through the donations of toys and teaching tools, both adults and children actively participated in the public welfare undertakings.

The event attracted the enthusiastic participation of people from all walks of life in Shishi City, with a total of over 1,500 items of materials, including new clothes, various books, new stationery and various toys. After the event, the staff of Quanzhou Radiance and the enthusiasts in Quanzhou timely sorted, sorted and packed the donated items, then, we hired professional institutions to strictly disinfect and sterilize the materials and before delivering them to Kindergartens of Daliangshan in Sichuan Province, providing practical help and care for the children living deep in the mountains.

2022年6月18日至6月19日，泉州金輝聯合石獅市陽光太太志願者協會、四川省涼山州瑪薇社工發展中心，在石獅金輝城營銷中心開啟了第二季「沉睡玩具喚醒計畫」主題公益活動。我們倡導閒置玩具的二次利用，通過玩具捐贈和教具採買，以愛心玩具捐贈的方式，讓更多的大朋友、小業主積極參與到公益行列中。

本次活動引來了石獅市各界愛心人士的熱切參與，累計物資超1500件，其中含有嶄新的衣物、各類書籍繪本、全新的文具和各式各樣的玩具。活動後，泉州金輝工作人員和泉州熱心人士及時將捐贈物品進行分類、整理、包裝，並聘請專業機構對物資進行嚴格消毒殺菌處理，送到四川省大涼山幼兒園，為住在大山深處的孩子們提供了切實的幫助和關懷。



Participants in The Project of Wake Up of Sleeping Toys  
沉睡玩具喚醒計畫的參與者們

### 公益慈善

本集團自成立以來，長期聚焦兒童公益，期望能點亮孩子的美好未來。2021年，金輝成立了專屬於兒童教育相關的「金彩英苗計畫」公益計畫，並在涼山州各鄉縣建立了百餘個「金彩益智園」。

此外，我們通過多平台宣導公益活動，呼籲更多企業與個人參與活動，共同傳遞愛心與溫度，營造和諧美好的社會。

## Laws and Regulations 法律與法規

The Group strives to regulate business behaviours with the highest ethical standards. We not only aim at our own sustainable development, but also actively undertake our responsibilities to all stakeholder groups, the environment and the society. We are committed to strictly complying with all regulatory requirements on construction and operation, recruitment and training, the environment and natural resources. The following table sets out the relevant laws and regulations that the Group has complied with during the Reporting Period. The relevant sections above also reiterate the laws and regulations that have the significant impact on the Group.

本集團致力於用最高的道德標準來規範業務行為。我們不僅以自身的可持續發展為目標，同時也積極承擔對所有持份者群體、環境和社會的責任。我們承諾，會嚴格遵守所有關於建設和運營、招聘和培訓、環境和自然資源的監管要求。下表列出了本集團在報告期內所遵守的相關法律法規。上文相關章節亦重申了對本集團有重大影響的法律法規。

Section 章節	Laws and Regulations (edition) 法律與法規 (版本年份)
Craftsmanship Quality, Creating Comfortable Dwellings 匠心品質，建築棲心之所	<ul style="list-style-type: none"> <li>• Production Safety Law of the People's Republic of China (2021)</li> <li>• 中華人民共和國安全生產法(2021)</li> <li>• Fire Prevention Law of the People's Republic of China (2021)</li> <li>• 中華人民共和國消防法(2021)</li> <li>• Product Quality Law of the People's Republic of China (2018)</li> <li>• 中華人民共和國產品質量法(2018)</li> <li>• Anti-Unfair Competition Law of the People's Republic of China (2019)</li> <li>• 中華人民共和國反不正當競爭法(2019)</li> <li>• Patent Law of the People's Republic of China (2020)</li> <li>• 中華人民共和國專利法(2020)</li> <li>• Copyright Law of the People's Republic of China (2020)</li> <li>• 中華人民共和國著作權法(2020)</li> <li>• Advertising Law of the People's Republic of China (2021)</li> <li>• 中華人民共和國廣告法(2021)</li> <li>• Trademark Law of the People's Republic of China (2019)</li> <li>• 中華人民共和國商標法(2019)</li> <li>• Regulations for the Operations of Urban Property Development (2020)</li> <li>• 城市房地產開發經營管理條例(2020)</li> <li>• Law of the People's Republic of China on Urban Real Estate Administration (2019)</li> <li>• 中華人民共和國城市房地產管理法(2019)</li> <li>• Law of the People's Republic of China on the Protection of Consumer Rights and Interests (2013)</li> <li>• 中華人民共和國消費者權益保障法(2013)</li> <li>• Construction Law of the People's Republic of China (2019)</li> <li>• 中華人民共和國建築法(2019)</li> <li>• Regulations on the Administration of Work Safety of Construction Projects (2004)</li> <li>• 建設工程安全生產管理條例(2004)</li> </ul>

Section 章節	Laws and Regulations (edition) 法律與法規 (版本年份)
<p>Summon Up Our Courage, Conquering Arduous Tasks 踔厲奮發，任重而道遠</p>	<ul style="list-style-type: none"> <li>• Labour Law of the People's Republic of China (2018)</li> <li>• 中華人民共和國勞動法(2018)</li> <li>• Labour Contract Law of the People's Republic of China (2021)</li> <li>• 中華人民共和國勞動合同法(2021)</li> <li>• Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (2018)</li> <li>• 中華人民共和國職業病防治法(2018)</li> <li>• Provisions on the Administration of Occupational Health Management at Workplace (2021)</li> <li>• 工作場所職業衛生管理規定(2021)</li> <li>• Social Insurance Law of the People's Republic of China (2018)</li> <li>• 中華人民共和國社會保險法(2018)</li> <li>• Regulation on Work-Related Injury Insurance (2010)</li> <li>• 工傷保險條例(2010)</li> <li>• Regulations on Paid Annual Leave for Employees (2007)</li> <li>• 職工帶薪年休假條例(2007)</li> <li>• Measures for Public Holidays for National Annual Festivals and Memorial Days (2013)</li> <li>• 全國年節及紀念日放假辦法(2013)</li> <li>• Law of the People's Republic of China on the Protection of Women's Rights and Interests (2018)</li> <li>• 中華人民共和國婦女權益保障法(2018)</li> <li>• Special Rules on the Labour Protection of Female Employees (2012)</li> <li>• 女職工勞動保護特別規定(2012)</li> <li>• Law of the People's Republic of China on the Protection of Minors (2020)</li> <li>• 中華人民共和國未成年人保護法(2020)</li> <li>• Provisions on the Prohibition of Using Child Labour (2002)</li> <li>• 禁止使用童工規定(2002)</li> </ul>
<p>Strive for Prosperity, Building a Beautiful Home Together 萬木爭榮，共建美好家園</p>	<ul style="list-style-type: none"> <li>• Environmental Protection Law of the People's Republic of China (2014)</li> <li>• 中華人民共和國環境保護法(2014)</li> <li>• Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste (2020)</li> <li>• 中華人民共和國固體廢物污染環境防治法(2020)</li> <li>• Law of the People's Republic of China on Environmental Impact Assessment (2018)</li> <li>• 中華人民共和國環境影響評價法(2018)</li> <li>• Law of the People's Republic of China on the Prevention and Control of Water Pollution (2017)</li> <li>• 中華人民共和國水污染防治法(2017)</li> <li>• Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise (2018)</li> <li>• 中華人民共和國環境噪音污染防治法(2018)</li> <li>• Regulations of the People's Republic of China on the Administration of Construction Project Environmental Protection (2017)</li> <li>• 中華人民共和國建設項目環境保護管理條例(2017)</li> </ul>



# KPI Summary

## 關鍵績效指標總匯

Environmental KPIs <sup>1</sup> 環境關鍵績效指標 <sup>1</sup>	Unit 單元	2022
<b>Waste Air Emissions<sup>2</sup></b> <b>廢氣排放<sup>2</sup></b>		
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	kg 千克	148.83
Sulphur oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	kg 千克	1.17
Particulate Matter (PM) 懸浮粒子(PM)	kg 千克	10.96
Total exhaust air emissions 廢氣排放總量	kg 千克	160.96
<b>Greenhouse Gas (GHG) Emissions</b> <b>溫室氣體排放量</b>		
Scope 1 emissions 範圍一排放	tCO <sub>2</sub> e 噸二氧化碳當量	215.27
Scope 2 emissions <sup>3</sup> 範圍二排放 <sup>3</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	4,368.14
Total GHG emissions <sup>4</sup> 溫室氣體總排放量 <sup>4</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	4,583.41
Total GHG emissions intensity (by gross floor area) 溫室氣體總排放密度 (按總建築面積計)	tCO <sub>2</sub> e/m <sup>2</sup> 噸二氧化碳當量/平方米	0.15
Total GHG emissions intensity (by total number of full-time employees) 溫室氣體總排放密度 (按全職員工總數計)	tCO <sub>2</sub> e/person 噸二氧化碳當量/人	2.03
Total number of tree planted 累計種植樹木	trees 棵	14,313.00

<sup>1</sup> As all figures are rounded to two decimal places, there might be slight discrepancies when summing up.

<sup>2</sup> The emission factors used in the calculation of exhaust air emissions are derived in accordance with the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software –MOBILE6.1.

<sup>3</sup> The emission factors of GHG Scope 2 are derived in accordance with the "2019 China Regional Power Grid Baseline Emission Factors" published by the Department of Climate Change under the National Development and Reform Commission of the PRC.

<sup>4</sup> Total GHG emissions here represents the sum of Scope 1 and Scope 2 emissions

<sup>1</sup> 由於所有數字均已四捨五入至小數點後兩位，因此相加時可能會存在細微差異。

<sup>2</sup> 用於計算廢氣排放的排放因子乃按照香港環境保護署汽車排放計算模型(EMFAC-HK Vehicle Emission Calculation)及美國環境保護署的汽車排放模型軟件(Vehicle Emission Modelling Software-MOBILE6.1)而得出。

<sup>3</sup> 溫室氣體範圍二的排放因子乃按照中國國家發展和改革委員會應對氣候變化司公佈的《二零一九年中國區域電網基準線排放因子》而得出。

<sup>4</sup> 此處溫室氣體總排放量指範圍一及範圍二排放量之總合

Environmental KPIs <sup>1</sup> 環境關鍵績效指標 <sup>1</sup>	Unit 單元	2022
<b>Hazardous Wastes</b>		
<b>有害廢棄物</b>		
Waste ink cartridge 廢棄墨盒	pieces 件	307.00
Waste ink cartridge intensity (by gross floor area) 廢棄墨盒密度 (按總建築面積計)	pieces/m <sup>2</sup> 件/平方米	0.01
Waste ink cartridge intensity (by total number of full-time employees) 廢棄墨盒密度 (按全職員工總數計)	pieces/person 件/人	0.14
Waste batteries 廢棄電池	pieces 件	1,208.00
Waste batteries intensity (by gross floor area) 廢棄電池密度 (按總建築面積計)	pieces/m <sup>2</sup> 件/平方米	0.04
Waste batteries intensity (by total number of full-time employees) 廢棄電池密度 (按全職員工總數計)	pieces/person 件/人	0.54
Waste lamp tubes 廢棄燈管	pieces 件	20.00
Waste lamp tubes density (by gross floor area) 廢棄燈管密度 (按總建築面積計)	pieces/m <sup>2</sup> 件/平方米	0.00
Waste lamp tubes intensity (by total number of full-time employees) 廢棄燈管密度 (按全職員工總數計)	pieces/person 件/人	0.01
Chemical wastes 化學廢棄物	kg 千克	50.00
Chemical wastes intensity (by gross floor area) 化學廢棄物密度 (按總建築面積計)	kg/m <sup>2</sup> 千克/平方米	0.00
Chemical wastes intensity (by total number of full-time employees) 化學廢棄物密度 (按全職員工總數計)	kg/person 千克/人	0.02
<b>Non-hazardous Wastes</b>		
<b>無害廢棄物</b>		
General wastes (office wastes) 一般廢棄物 (辦公室垃圾)	tonnes 噸	440.78
Waste papers 廢紙	tonnes 噸	1.14
Total non-hazardous wastes 無害廢棄物總量	tonnes 噸	441.92
Non-hazardous wastes intensity (by gross floor area) 無害廢棄物密度 (按總建築面積計)	tonnes/m <sup>2</sup> 噸/平方米	0.01
Non-hazardous wastes intensity (by total number of full-time employees) 無害廢棄物密度 (按全職員工總數計)	tonnes/person 噸/人	0.20

## KPI Summary

### 關鍵績效指標總匯

Environmental KPIs <sup>5</sup> 環境關鍵績效指標 <sup>5</sup>	Unit 單元	2022
<b>Energy consumption</b> <b>能源消耗量</b>		
Total direct energy consumption (fuel) 直接能源消耗總量 (燃油)	MWh 兆瓦時	766.67
Total indirect energy consumption (electricity) 間接能源消耗總量 (電力)	MWh 兆瓦時	5,173.51
Total energy consumption 能源消耗總量	MWh 兆瓦時	5,940.17
Energy consumption intensity (by gross floor area) 能源消耗密度 (按總建築面積計)	MWh/m <sup>2</sup> 兆瓦時/平方米	0.19
Energy consumption intensity (by total number of full-time employees) 能源消耗密度 (按全職員工總數計)	MWh/person 兆瓦時/人	2.63
<b>Water Consumption</b> <b>用水量</b>		
Total water consumption 用水總量	m <sup>3</sup> 立方米	134,044.92
Water consumption intensity (by gross floor area) 用水密度 (按總建築面積計)	m <sup>3</sup> /m <sup>2</sup> 立方米/平方米	4.33
Water consumption intensity (by total number of full-time employees) 用水密度 (按全職員工總數計)	m <sup>3</sup> /person 立方米/人	59.39
<b>Office paper consumption</b> <b>辦公紙用量</b>		
Office paper purchased 辦公紙張購買量	kg 千克	13,834.01
Office paper recycled 辦公紙張回收量	kg 千克	1,140.29
Office paper disposal <sup>6</sup> 辦公紙張處置量 <sup>6</sup>	kg 千克	12,693.72
Paper Recycling Rate 紙張回收率	%	8.24
Office paper disposal intensity (by gross floor area) 辦公紙張處置量密度 (按總建築面積計)	kg/m <sup>2</sup> 千克/平方米	0.41
Office paper disposal intensity (by total number of full-time employees) 辦公紙張處置量密度 (按全職員工總數計)	kg/person 千克/人	5.62

<sup>5</sup> As all figures have been rounded to two decimal places, there might be slight discrepancies when summing up.

<sup>6</sup> The amount of office paper disposal is calculated by deducting the amount of office paper recycled from the amount of office paper purchased.

<sup>5</sup> 由於所有數字均已四捨五入至小數點後兩位，因此相加時可能會存在細微差異。

<sup>6</sup> 辦公紙張處置量由辦公紙張購買量去除辦公紙張回收量計算得出。

Social KPIs 社會關鍵績效指標	Unit 單元	2022
<b>Workforce</b> <b>勞動力</b>		
Total number of employees 員工總數	person 人	2,257
<b>By gender</b> <b>按性別分</b>		
Male 男	person 人	1,287
Female 女	person 人	970
<b>By employment type</b> <b>按僱傭類型分</b>		
Senior Management 高級管理層	person 人	19
Middle Management 中級管理層	person 人	150
General Employee 一般員工	person 人	2,088
<b>By age group</b> <b>按年齡組分</b>		
21-30	person 人	723
31-40	person 人	1,322
41-50	person 人	180
51-60	person 人	32
<b>By geographical region</b> <b>按地區分</b>		
Headquarter 集團總部	person 人	152
Beijing Company 北京公司	person 人	258
Xi'an Company 西安公司	person 人	242
Wuhan Company 武漢公司	person 人	263
Jiangsu Company 江蘇公司	person 人	357
Fujian Company 福建公司	person 人	286
Shenhui Company 深惠公司	person 人	380
Shanghai Company 上海公司	person 人	154
Zhejiang Company 浙江公司	person 人	165

## KPI Summary

### 關鍵績效指標總匯

Social KPIs 社會關鍵績效指標	Unit 單元	2022
<b>Turnover rate</b>		
<b>流失比率</b>		
Total turnover rate 總流失比率	%	39.93
<b>By gender</b>		
<b>按性別分</b>		
Male 男	%	40.55
Female 女	%	39.11
<b>By age group</b>		
<b>按年齡組分</b>		
21-30	%	45.33
31-40	%	37.31
41-50	%	36.09
51-60	%	25.40
<b>By region</b>		
<b>按地區分</b>		
Headquarter 集團總部	person 人	29.81
Beijing Company 北京公司	person 人	33.11
Xi'an Company 西安公司	person 人	46.47
Wuhan Company 武漢公司	person 人	43.97
Jiangsu Company 江蘇公司	person 人	39.53
Fujian Company 福建公司	person 人	40.50
Shenhui Company 深惠公司	person 人	39.92
Shanghai Company 上海公司	person 人	39.27
Zhejiang Company 浙江公司	person 人	41.67
<b>Health and Safety</b>		
<b>健康與安全</b>		
Number of work-related fatalities 因工亡故人數	person 人	0
Number of work-related injuries 因工受傷人數	person 人	6
Lost days due to work injury 因工傷損失工作日數	days 日	101

Social KPIs 社會關鍵績效指標	Unit 單元	2022
<b>Development and Training</b> 發展及培訓		
Percentage of employees trained 受訓員工百分比	%	83.39
Average training hours of employees 受訓員工平均時數	hours 小時	20.95
<b>Percentage of employees trained by gender</b> 按性別分的受訓員工百分比		
Male 男	%	57.12
Female 女	%	42.88
<b>Percentage of employees trained by employment type</b> 按僱傭類型分的受訓員工百分比		
Senior Management 高級管理層	%	1.06
Middle Management 中級管理層	%	8.55
General Employee 一般員工	%	90.38
<b>Average hours of training per employee by gender</b> 按性別分的每位受訓員工平均時數		
Male 男	hours 小時	22.05
Female 女	hours 小時	19.48
<b>Average hours of training per employee by employment type</b> 按僱傭類型分的每位受訓員工平均時數		
Senior Management 高級管理層	hours 小時	40.16
Middle Management 中級管理層	hours 小時	28.97
General Employee 一般員工	hours 小時	20.19
<b>Supply Chain</b> 供應鏈		
Total number of suppliers 供應商總數	units 間	1,437

## KPI Summary

### 關鍵績效指標總匯

Social KPIs 社會關鍵績效指標	Unit 單元	2022
<b>Number of suppliers by geographical region</b> <b>按地區分的供應商數目</b>		
North China 中國華北地區 <sup>7</sup>	units 間	125
East China 中國華東地區 <sup>8</sup>	units 間	709
South China 中國華南地區 <sup>9</sup>	units 間	78
Central China 中國華中地區 <sup>10</sup>	units 間	223
Southwest China 中國西南地區 <sup>11</sup>	units 間	113
Northwest China 中國西北地區 <sup>12</sup>	units 間	167
Northeast China 中國東北地區 <sup>13</sup>	units 間	22
<b>Products and Services</b> <b>產品與服務</b>		
Complaints received 投訴接獲事件	pieces 件	8,856
Major complaints 重大投訴	pieces 件	1,150
Percentage of major complaints 重大投訴佔比	%	12.99
<b>Anti-corruption</b> <b>反貪污</b>		
Number of concluded legal cases regarding corrupt practises brought against the Group or its employees 對本集團或其員工提出並已審結的貪污訴訟案件的數目	Case 宗	0
<b>Community Investment</b> <b>社區投資</b>		
Funds contributed in the focus areas 在專注範疇所貢獻的資金	Renminbi 人民幣	90,585
Time contributed to the focus area 在專注範疇所貢獻的時間	hours 小時	36
People contributed to the focus area 在專注範疇所貢獻的人力	person 人	920

<sup>7</sup> North China includes Beijing, Tianjin, Hebei, Shanxi, Inner Mongolia  
<sup>8</sup> East China includes Shandong, Jiangsu, Anhui, Zhejiang, Fujian, Shanghai  
<sup>9</sup> Southern China includes Guangdong, Guangxi, Hainan  
<sup>10</sup> Central China includes Hubei, Hunan, Henan, Jiangxi  
<sup>11</sup> Southwest China includes Sichuan, Yunnan, Guizhou, Tibet, Chongqing  
<sup>12</sup> Northwest China includes Ningxia, Xinjiang, Qinghai, Shaanxi, Gansu  
<sup>13</sup> Northeast China includes Liaoning, Jilin, Heilongjiang

<sup>7</sup> 中國華北地區包括北京、天津、河北、山西、內蒙古  
<sup>8</sup> 中國華東地區包括山東、江蘇、安徽、浙江、福建、上海  
<sup>9</sup> 中國華南地區包括廣東、廣西、海南  
<sup>10</sup> 中國華中地區包括湖北、湖南、河南、江西  
<sup>11</sup> 中國西南地區包括四川、雲南、貴州、西藏、重慶  
<sup>12</sup> 中國西北地區包括寧夏、新疆、青海、陝西、甘肅  
<sup>13</sup> 中國東北地區包括遼寧、吉林、黑龍江

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## 環境、社會及管治報告指引內容索引

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<b>Mandatory Disclosure Requirements</b>		
<b>強制披露規定</b>		
Governance Structure 管治架構	<p>A statement from the Board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) a disclosure of the Board's oversight of ESG issues;</li> <li>(ii) the Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's business); and</li> <li>(iii) how the Board reviews progress made against ESG-related targets and explains how they relate to the issuer's business.</li> </ul> <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(i) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</li> <li>(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</li> </ul>	<p><b>Working Together for Sustainable Development</b> 聚力篤行，邁向可持續發展</p> <p>— Management Structure of Sustainability — 可持續發展管理架構</p>
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:</p> <p><b>Materiality:</b> The ESG Report should disclose: (i) the process for to identify and the criteria for the selection of material ESG factor; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p><b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p><b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, if any, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p><b>重要性：</b> 環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p><b>量化：</b> 有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p><b>一致性：</b> 發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	<p><b>About this Report</b> 關於本報告</p>



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Reporting Scope 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	<b>About this Report</b> 關於本報告
<b>“Comply or explain” Provisions</b> 「不遵守就解釋」條文		
<b>A. Environmental</b> A. 環境		
<b>Aspect A1: Emissions</b> 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production – 綠色生產 – Green Office – 綠色辦公  <b>Laws and Regulations</b> 法律與法規
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍一）及能源間接（範圍二）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	<b>KPI Summary</b> 關鍵績效指標總匯

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KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公 – Green Technology —綠色技術
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公
<b>Aspect A2: Use of Resources</b> <b>層面A2：資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	<b>KPI Summary</b> 關鍵績效指標總匯

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KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target (s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公 – Green Technology —綠色技術
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位估量。	<b>The Group's operations does not involve the use of packaging materials for finished products</b> 本集團的經營不涉及使用 成品包裝
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	<b>Laws and Regulations</b> 法律與法規  <b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production —綠色生產 – Green Office —綠色辦公 – Green Technology —綠色技術

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<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production – 綠色生產
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	<b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production – 綠色生產
<b>B. Social</b> <b>B.社會</b>		
<b>Employment and Labour Practises</b> <b>僱傭及勞工常規</b>		
<b>Aspect B1: Employment</b> <b>層面B1：僱傭</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> 踔厲奮發，任重而道遠 – Equal and Diversified Employment – 平等與多元化僱傭  <b>Law and Regulations</b> 法律與法規
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	<b>KPI Summary</b> 關鍵績效指標總匯

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<b>Aspect B2: Health and Safety</b> <b>層面B2：健康與安全</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Quality Requirements and Assurance —品質要求及保障  <b>Summon Up Our Courage, Conquering Arduous Tasks</b> 踔厲奮發，任重而道遠 – Employee Health and Safety —員工健康與安全  <b>Laws and Regulations</b> 法律與法規
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> 踔厲奮發，任重而道遠 – Employee Health and Safety —員工健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> 踔厲奮發，任重而道遠 – Employee Health and Safety —員工健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	<b>KPI Summary</b> 關鍵績效指標總匯  <b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Quality Requirements and Assurance —品質要求及保障  <b>Summon Up Our Courage, Conquering Arduous Tasks</b> 踔厲奮發，任重而道遠 – Employee Health and Safety —員工健康與安全

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<b>Aspect B3: Development and Training</b> <b>層面B3：發展及培訓</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> <b>踔厲奮發，任重而道遠</b> – Employee Training and Development —員工培訓與發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。	<b>KPI Summary</b> <b>關鍵績效指標總匯</b>
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	<b>KPI Summary</b> <b>關鍵績效指標總匯</b>
<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> <b>踔厲奮發，任重而道遠</b> – Equal and Diversified Employment —平等與多元化僱傭  <b>Laws and Regulations</b> <b>法律與法規</b>
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practises to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> <b>踔厲奮發，任重而道遠</b> – Equal and Diversified Employment —平等與多元化僱傭
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practises when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	<b>Summon Up Our Courage, Conquering Arduous Tasks</b> <b>踔厲奮發，任重而道遠</b> – Equal and Diversified Employment —平等與多元化僱傭

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<b>Operating Practises</b> <b>營運慣例</b> <b>Aspect B5: Supply Chain Management</b> <b>層面B5：供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> <b>匠心品質，建築棲心之所</b> – Quality Requirements and Assurance – 品質要求及保障  <b>Strive for Prosperity, Building a Beautiful Home Together</b> <b>萬木爭榮，共建美好家園</b> – Green Production – 綠色生產  <b>Laws and Regulations</b> <b>法律與法規</b>
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	<b>KPI Summary</b> <b>關鍵績效指標總匯</b>
KPI B5.2 關鍵績效指標B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> <b>匠心品質，建築棲心之所</b> – Quality Requirements and Assurance – 品質要求及保障  <b>Strive for Prosperity, Building a Beautiful Home Together</b> <b>萬木爭榮，共建美好家園</b> – Green Production – 綠色生產

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KPI B5.3 關鍵績效指標B5.3	Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Quality Requirements and Assurance – 品質要求及保障  <b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production – 綠色生產
KPI B5.4 關鍵績效指標B5.4	Description of practises used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Quality Requirements and Assurance – 品質要求及保障  <b>Strive for Prosperity, Building a Beautiful Home Together</b> 萬木爭榮，共建美好家園 – Green Production – 綠色生產
<b>Aspect B6: Product Responsibility</b> <b>層面B6：產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守 – Compliance and Stable Operation – 合規及穩健運營  <b>Laws and Regulations</b> 法律與法規
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A 不適用



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KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Compliance and Stable Operation – 合規及穩健運營
<b>KPI Summary</b> 關鍵績效指標總匯		
KPI B6.3 關鍵績效指標B6.3	Description of practises relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	<b>N/A</b> 不適用
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守
<b>Operating Practises</b> 營運慣例		
<b>Aspect B7: Anti-corruption</b> 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守
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KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	<b>KPI Summary</b> 關鍵績效指標總匯
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	<b>Craftsmanship Quality, Creating Comfortable Dwellings</b> 匠心品質，建築棲心之所 – Business Ethics and Conduct – 商業道德及操守
<b>Community</b> 社區 <b>Aspect B8: Community Investment</b> 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	<b>Constant Dripping Wears the Stone, Conveying the Great Love of the Corporation</b> 滴水穿石，傳遞企業大愛 – Pandemic Support – 疫情扶持 – Public Welfare and Charity – 公益慈善
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	<b>Constant Dripping Wears the Stone, Conveying the Great Love of the Corporation</b> 滴水穿石，傳遞企業大愛 – Pandemic Support – 疫情扶持 – Public Welfare and Charity – 公益慈善



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