



中国三迪  
CHINA SANDI

CHINA SANDI HOLDINGS LIMITED

中國三迪控股有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock code 股份代號 : 910



2022

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

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THE GROUP

China Sandi Holdings Limited (the “Company”, together with its subsidiaries, the “Group” or “we”) is a company principally engaged in the business of property development and property investment, exploring development opportunities in the market by focusing on the development and sales of different properties and projects. The Group operates business in different regions, including key cities such as Xi’ an, Baoji, Shanghai and Hangzhou, and develops different types of projects in various regions. At the same time, the Group also explores property investment and sales markets in different cities to seize potential opportunities in the region and achieve steady development.

### ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “report”) is based on the principle of materiality and covers the policies and performance of the Group’s major business operations (including property development and property investment business) in environmental, social and governance aspects during the period from 1 January to 31 December 2022 (the “reporting period”), which covers the headquarters office and places of business located in Mainland China.

### 關於本集團

中國三迪控股有限公司（「本公司」），連同其附屬公司（「本集團」或「我們」）是一所於物業發展及物業投資業務為主要業務營運之公司，透過專注於不同物業及項目的發展及銷售，探索市場中的發展機會。本集團之業務營運點覆蓋於不同地區，包括西安、寶雞、上海及杭州等重點城市，在各地發展不同類型的項目。同時，本集團亦在不同城市發掘物業投資及銷售市場，把握區域的潛在機會，實行穩健發展。

### 關於本報告

本環境、社會及管治報告（「本報告」）以重要性為原則之一，覆蓋本集團在二零二二年一月一日至十二月三十一日（「報告期間」）主要業務營運（包括物業發展及物業投資業務分部）的環境、社會及管治相關政策及表現，涵蓋位於中國內地的總部辦公室及營運點。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Reporting Principle

Based on the four principles set out in the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the Group collects relevant information and discloses it in this report. The report is prepared and published in both Chinese and English, and has been uploaded to the websites of The Stock Exchange of Hong Kong Limited and the Group for review and downloading. In the event of contradiction or inconsistency, the English version shall prevail.

### 報告原則

本集團以香港聯合交易所有限公司證券上市規則附錄27環境、社會及管治報告指引中的四大原則為基礎，收集及統計相關信息並披露於本報告中。本報告以中英文編制及刊發，並已上載至香港聯合交易所有限公司及本集團之網站，以供查閱及下載。如有任何抵觸或不相符之處，概以英文版本為準。

Reporting principle 報告原則	The Group's reply 本集團之應用
Materiality 重要性	During the reporting period, the Group identified relevant material issues through continuous communication with stakeholders and inviting internal and external stakeholders to conduct questionnaire surveys. 於報告期間，本集團通過持續的持份者溝通，以及邀請內部及外部持份者進行問卷調查，識別相關實質性議題。
Consistency 一致性	Unless otherwise stated, the Group adopts the same statistical methods as those adopted in previous reports to ensure the comparability of relevant information and data. 除特別說明，本集團採用與過往報告一致的統計方式，以確保相關資料及數據之可比性。
Quantitative 量化	Where feasible, the Group discloses its operational performance and statistical methods in a quantitative manner. 在可行的情況下，本集團以量化的方式披露其營運表現及統計方式。
Balance 平衡	The Group prepared the report in an objective and fair manner and disclosed relevant information in an unbiased manner. 本集團以客觀公平的態度撰寫本報告，不偏不倚地披露相關信息。

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### Confirmation and Approval

The qualitative and quantitative information used herein are sourced from public information, official documents and relevant statistics of the Group, and has been submitted to the Board for confirmation and approval on 31 March 2023.

### Opinion and Feedback

The Group values the opinions of various stakeholders and expects to promote the long-term and stable development of the Group through their feedback. You may contact us by email or by post to the address below if you have any questions or feedback on the content of this Report or sustainability-related matters:

Email: [info@chinasandi.com.cn](mailto:info@chinasandi.com.cn)  
Address: Room 2008, 20/F, 118 Connaught Road West, Hong Kong

## SUSTAINABILITY GOVERNANCE

### Governance Structure

A systematic and clear sustainability governance structure helps enterprises stabilize their internal operations and comprehensively enhance their stability through monitoring mechanisms. The Group is well aware that the establishment of relevant governance structure is the top priority to achieve sustainable development, and has established relevant management systems based on its own operational characteristics to strengthen its ESG supervision.

### 確認及批准

本報告使用的定性及定量信息均源自本集團之公開資料、正式文件及相關統計數據，並已於2023年3月31日交至董事會確認及批准。

### 意見反饋

本集團重視各持份者的意見，並期望通過其反饋協助集團之長期及穩定發展。如閣下對本報告之內容或可持續發展相關事宜有任何疑問或反饋，歡迎透過以下方式與我們聯絡：

電郵：[info@chinasandi.com.cn](mailto:info@chinasandi.com.cn)  
地址：香港干諾道西118號20樓2008室

## 可持續發展管治

### 管治架構

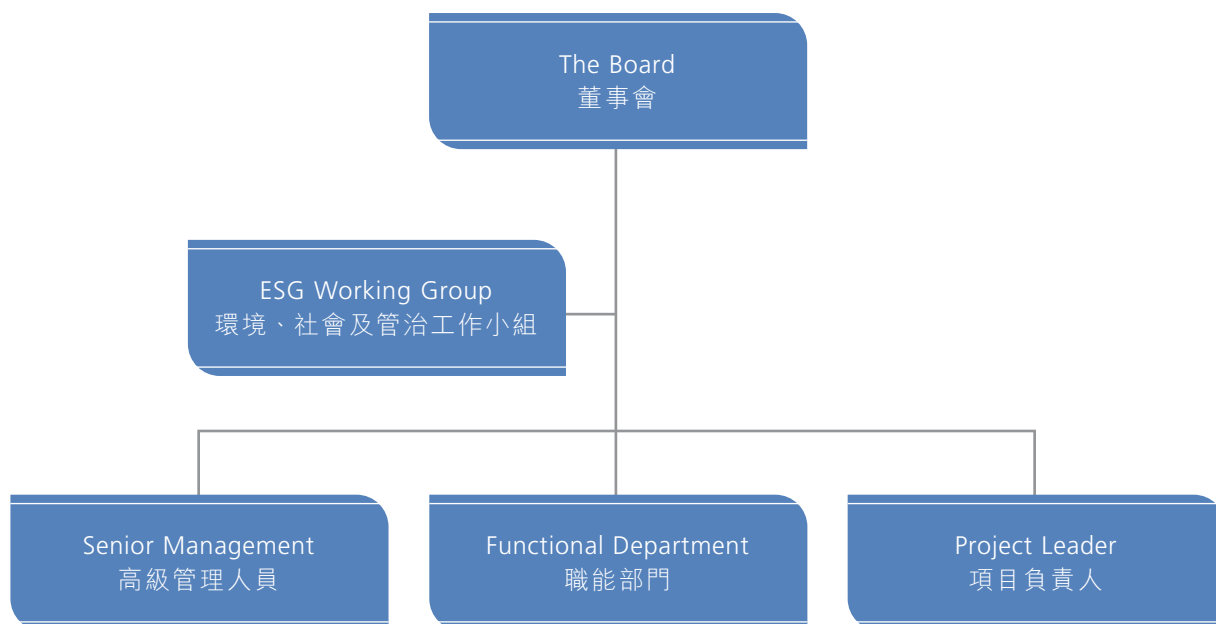
系統化及明確的可持續管治架構有助於企業穩定其內部營運，並透過監察機制全面地加強其穩定性。本集團深明建立相關管治架構為達到可持續發展的重中之重，並已針對自身營運特性訂定相關管理系統，加強在環境、社會及管治方面的監管。

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The Board, as an integral part of the Group's sustainability governance structure, is responsible for the operation and overall performance of the oversight structure, setting long-term and sustainable development approaches based on its discussions and monitoring results, and coordinating relevant work by entrusting senior management and relevant departments and employees to set up an ESG working group (the "Working Group") that will report to it regularly, so as to achieve comprehensive supervision of all levels, departments and scopes, and ensure the continuous execution and implementation of ESG policies.

董事會為本集團可持續發展管治架構中重要一環，負責監管架構的運作及整體表現，並因應其討論及監管結果訂定長期及可持續的發展方針。同時，透過委託高級管理人員及相關部門和員工成立環境、社會及管治工作小組（「工作小組」），針對相關工作進行統籌，並定期向董事會匯報，以達到各職級、部門及範疇的全面監管，確保環境、社會及管治政策持續的執行和實施。



The Group has engaged professional external consultants to assist in the operation of the Working Group and to enhance the performance of the sustainability governance structure. We hope that through training and inspection, the awareness of sustainable development will be reflected in each position and process.

本集團已聘請外部專業顧問，協助工作小組的運作及加強可持續管治架構的表現。我們期望透過培訓及檢視，將可持續發展意識體現於各工作崗位及環節當中。

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## 環境、社會及管治報告

### RISK MANAGEMENT

Through continuous and regular risk identification and management, the Group understands the operation of different areas and formulates management and control mechanisms for different situations to enhance operational stability. The Group has formulated risk management and internal control procedures in accordance with the Enterprise Risk Management – Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (“COSO”), which is supervised by the Board to systematically control related matters. The Working Group also assists in conducting regular assessments of the management framework to report the progress of the relevant risks and control measures to the management at quarterly meetings to further enhance the management performance. In addition, the supervision department of the Group will manage the daily operational performance based on the “three lines of defense” model and the corporate culture of “can’t, don’t dare, don’t want to (不能、不敢、不想)”, so as to achieve effective risk and internal control in all aspects. Based on the monitoring results and work reports of the Working Group and relevant departments, the Board will conduct appropriate and effective control when identifying and responding to different types of risks.

During the reporting period, the Group has not identified any environmental, social and governance risks that have a significant impact on business operations. The Group will continue to review its internal control system and formulate corresponding measures when identifying any relevant environmental, social and governance risks to achieve long-term and stable development.

### 風險管理

通過持續及定期的風險識別及管理，本集團了解不同範疇的運作情況，並針對不同情況訂定管控機制，加強營運穩定性。本集團已根據美國反虛假財務報告委員會下屬的發起人委員會 (Committee of Sponsoring Organizations of the Treadway Commission，簡稱「COSO」) 之企業風險管理綜合框架，制定風險管理及內部控制流程，並由董事會進行監督，有系統地管控相關事宜。工作小組亦會協助進行管理框架的定期評估，以在季度會議中向管理層匯報相關風險及監控措施的進度，進一步加強管理表現。此外，本集團之監察部門會以「三道防線」模式及「不能、不敢、不想」的三不體系企業文化為基礎，管理日常營運表現，於各範疇實現有效的風險及內部管控。董事會會根據工作小組及相關部門之監管結果及工作報告，在識別及應對不同類別的風險時，進行適當及有效的管控。

在報告期間，本集團並無識別出任何對業務營運造成重大影響之環境、社會及管治風險。本集團會持續檢視自身管控系統，並在識別出任何相關之環境、社會及管治風險時訂定相應的措施，達到長期及穩健發展。

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### STAKEHOLDERS COMMUNICATION

Effective stakeholder relationships help enterprises to understand market trends and their own operational performance. In order to strengthen the management and control of operational performance, the Group has formulated corresponding communication channels for different stakeholders according to their characteristics, and maintained regular and continuous communication with them to help formulate operational strategies and development directions.

### 持份者溝通

有效的持份者關係有助於企業了解市場趨勢及自身營運表現。為加強營運表現的管控，本集團已針對不同持份者的特性制定相應溝通渠道，與其維持定期及持續的溝通，以助制訂營運策略、發展方向等。

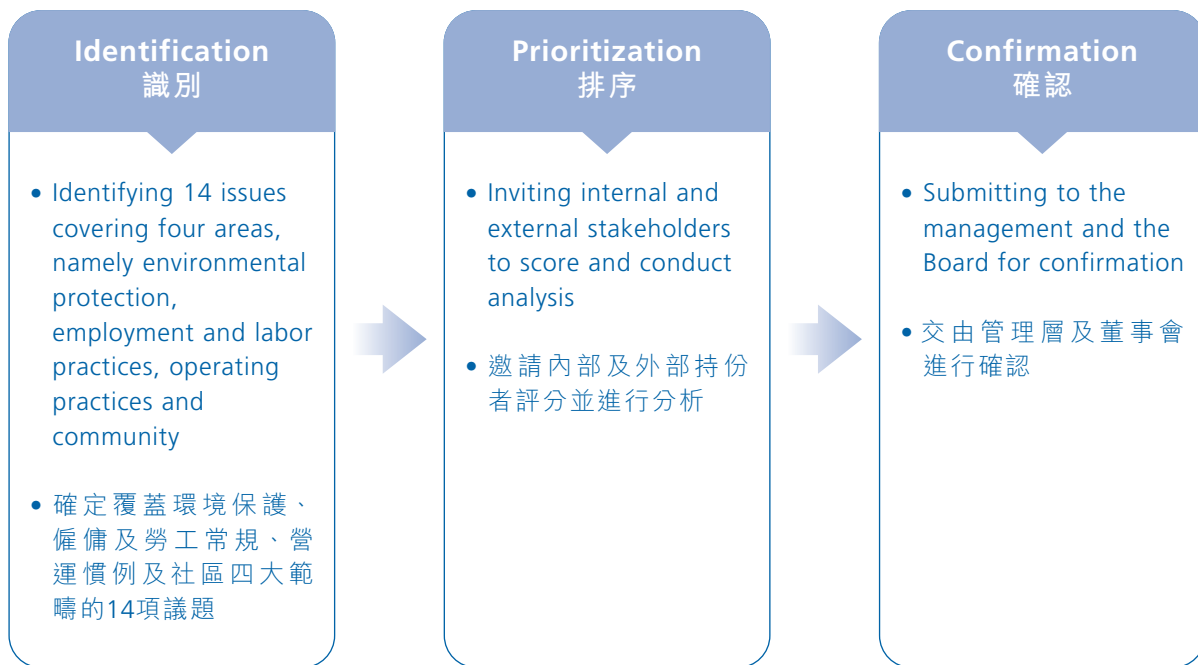
Stakeholder groups 持份者組別	Communication channels 溝通渠道
Directors 董事	<ul style="list-style-type: none"><li>Board meetings</li><li>董事會會議</li></ul>
Shareholders 股東	<ul style="list-style-type: none"><li>Shareholders' general meeting</li><li>Financial reports, announcements and circular</li><li>Email</li><li>股東大會</li><li>財務報告、公告及通函</li><li>電子郵件</li></ul>
Employees 員工	<ul style="list-style-type: none"><li>Regular meetings</li><li>Work and vocational training</li><li>Half-year performance assessment</li><li>日常會議</li><li>工作及職業培訓</li><li>半年度績效評估</li></ul>
Customers 客戶	<ul style="list-style-type: none"><li>Email</li><li>Customer service specialist</li><li>電子郵件</li><li>客戶服務專員</li></ul>
Suppliers and other stakeholders 供應商及其他持份者	<ul style="list-style-type: none"><li>Visits</li><li>Telephone conference</li><li>Email</li><li>拜訪</li><li>電話會議</li><li>電子郵件</li></ul>

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During the reporting period, the Group invited different internal and external stakeholders, including directors, employees, customers or business partners, to conduct a questionnaire survey to understand the expectations and feedback of various stakeholders, and to identify relevant material environmental and social issues. The identification of material issues has been conducted in accordance with the established process and 8 material issues have been identified, covering environmental protection, employment and labor practices and operating practices.

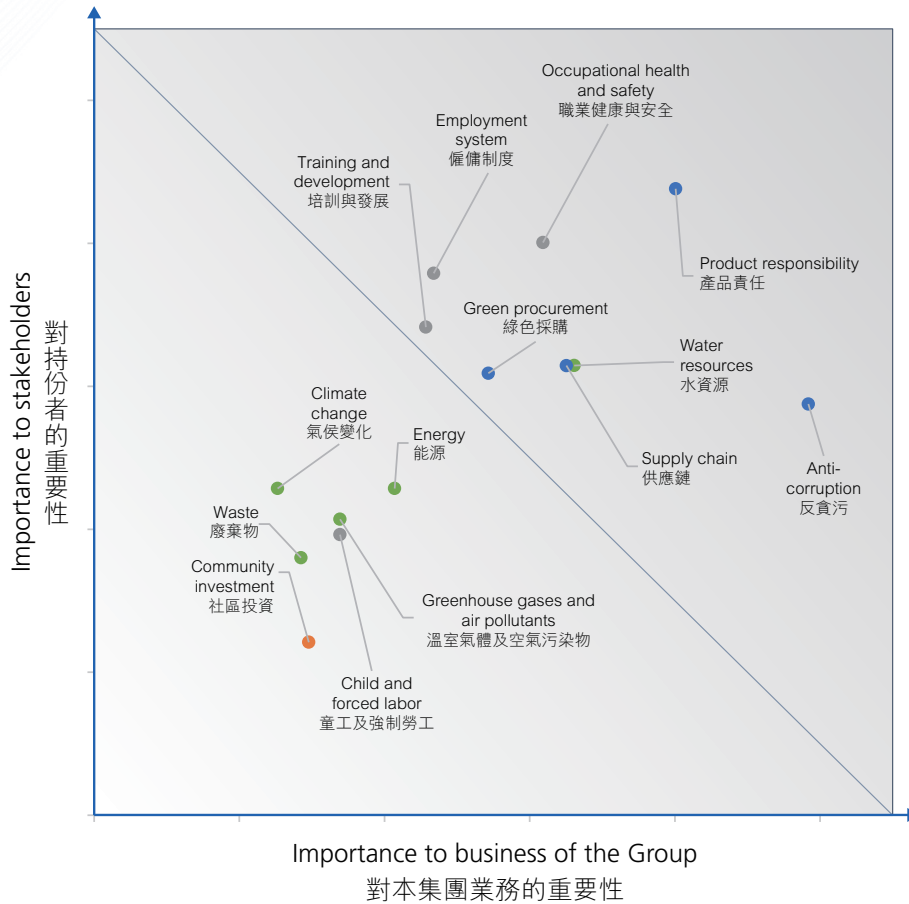
在報告期間，本集團邀請了董事、僱員、客戶或商務夥伴等不同內部及外部持份者進行問卷調查，旨在了解各持份者之期望及反饋，以及識別相關實質性環境及社會議題。是次實質性議題識別已按既定流程進行，並識別出8項實質性議題，覆蓋環境保護、僱傭及勞工常規及營運慣例。





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<b>Material issues</b> 實質性議題	<b>Immaterial issues</b> 非實質性議題
<ul style="list-style-type: none"> <li>• Product responsibility</li> <li>• Anti-corruption</li> <li>• Occupational health and safety</li> <li>• Water resources</li> <li>• Supply chain</li> <li>• Employment system</li> <li>• Green procurement</li> <li>• Training and development</li> <li>• 產品責任</li> <li>• 反貪污</li> <li>• 職業健康與安全</li> <li>• 水資源</li> <li>• 供應鏈</li> <li>• 僱傭制度</li> <li>• 綠色採購</li> <li>• 培訓與發展</li> </ul>	<ul style="list-style-type: none"> <li>• Energy</li> <li>• Greenhouse gases and air pollutants</li> <li>• Child and forced labor</li> <li>• Climate change</li> <li>• Waste</li> <li>• Community investment</li> <li>• 能源</li> <li>• 溫室氣體及空氣污染物</li> <li>• 童工及強制勞工</li> <li>• 氣候變化</li> <li>• 廢棄物</li> <li>• 社區投資</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group is committed to improving the sustainability performance of all business activities and understands the importance of sustainability to business activities, which affects the investment environment and the way the Company conducts business. In order to take our responsibility to combat climate change and in line with the Hong Kong and central governments' carbon neutrality target for 2050 and 2060, we are exploring ways to strengthen our ESG performance and strategies to better assess and control carbon emissions and climate risks in our operations. We are committed to supporting and caring for the community and have introduced ESG initiatives to ensure that sustainability issues are incorporated into our business. Looking forward, the Group will continue to review the existing mechanisms, adjust the sustainable development management mechanism and stakeholder communication related arrangements in a timely manner, improve the management of related strategies, objectives and mechanisms, and continue to improve its own performance and development strategies. We will continue to invest in and build high-quality and sustainable development, attach importance to stakeholders' concerns about the environment and society, make positive contributions to our society, and work with our business partners, customers, investors and other stakeholders to create a better future.

### OPERATING PRACTICES

#### Product Responsibility

Adhering to the principle of providing customers with high-quality services, and on the basis of regulations such as the Production Safety Law of the People's Republic of China, the Construction Law of the People's Republic of China, the Advertising Law of the People's Republic of China, the Urban Real Estate Administration Law of the People's Republic of China, the Provisions on the Release of Real Estate Advertisements and the Interim Measures for the Administration of Internet Advertising, the Group has formulated internal regulations such as Management System on Safe Production, Management System on Construction Quality, the Notice on Strengthening the Control of Advertising Legal Risks in Marketing Segment, the Customer Data Protection Policy and the Provisions on Data Security Management to regulate the relevant processes of various aspects of products and services in operation.

本集團一直致力提高所有業務活動的可持續發展表現並明白可持續發展對業務活動的重要性，它影響著投資環境和公司開展業務的方式。為肩負起我們對氣候變化的責任，並配合香港和中央政府二零五零年及二零六零年的碳中和目標，我們正研究如何加強我們的環境、社會及管治表現及策略，以更好地評估和控制我們業務中的碳排放和氣候風險。我們竭力支援和關懷社區，並推出環境、社會及管治措施，以確保可持續議題已納入我們的業務。展望未來，本集團會持續檢視現有機制，並於適時調整可持續發展管理機制及持份者溝通相關安排，完善相關策略、目標及機制的管理，持續提升自身表現及發展策略。我們將繼續投資和建構高品質和可持續的發展，重視持份者對環境和社會的關注，並為我們的社會作出積極貢獻，與我們的業務夥伴、客戶、投資者及其他持份者攜手營造更美好的將來。

### 營運慣例

#### 產品責任

本集團致力於為客戶提供優質服務，並視其為原則及以《中華人民共和國安全生產法》、《中華人民共和國建築法》、《中華人民共和國廣告法》、《中華人民共和國城市房地產管理法》、《房地產廣告發佈規定》及《互聯網廣告管理暫行辦法》等法規為基礎，制定《安全生產管理制度》、《工程質量管理制度》、《關於營銷板塊加強管控廣告法律風險的通知》、《客戶數據保護政策》及《數據安全管理規定》等內部規章，監管營運中產品及服務各範疇之相關流程。

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<b>Publicity and information accuracy</b>  宣傳及信息準確性	<p>The Group specifies the requirements for different channels or forms of publicity to ensure the accuracy of the information therein. In addition, the marketing management center, regional marketing, project marketing and other departments also supervise different areas, and identify potential problems and make improvements through regular inspections. The marketing management center will further conduct irregular inspections to ensure the compliance of daily operations.</p> <p>本集團明確不同宣傳渠道或形式的要求，確保當中信息的準確性。此外，營銷管理中心、區域營銷、項目營銷等部門亦會針對不同範疇之工作進行監管，並通過定期檢查識別當中潛在問題及作出改善。營銷管理中心更會進一步進行不定期組織巡查，確保日常運作的合規性。</p>
<b>Intellectual property compliance</b>  知識產權合規性	<p>In addition to setting out the requirements for intellectual property rights in its internal policies, the Group also protects the rights of property rights holders through quarterly inspections. The Group will also regularly improve its own brand system and protection to strengthen the protection of its own rights and interests. During the reporting period, the Group has made 15 trademark applications, 10 of which have been approved.</p> <p>本集團除了在內部政策中列明針對知識產權的要求，更會通過季度巡查保障產權持有人的權利。此外，本集團亦會定期提升自身品牌體系及保護，加強保障自身權益。在報告期間，本集團已進行15件商標申請，當中10件已獲通過。</p>
<b>Network and data security</b>  網絡及資料安全性	<p>The Group strengthens the management of network and customer and internal information through regular inspections, enhancement of network security and emergency data recovery drills to confirm their confidentiality and security. At the same time, the Group will also carry out dual backup protection, as well as maintenance and upgrade of software and hardware to further enhance its privacy and ensure the stability and security of all data and networks.</p> <p>本集團通過定期巡查、強化網絡安全及緊急數據恢復演練，加強網絡及客戶和內部資料之管理，確認其保密性及安全性。與此同時，本集團亦會進行雙備份保護，以及軟件和硬件之維護和升級，進一步加強其私隱度，確保所有資料及網絡的穩定和安全性。</p>

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To further improve customer satisfaction, the Group conducts regular inspections and special audits to ensure compliance and quality performance. Any customer who finds any irregularities in the products or suspects the leakage of customer data and information can make complaints through the customer service hotline, email, communication software and other channels. After receiving the case, the Group will appoint a commissioner to investigate and will take improvement measures to avoid recurrence of the same.

During the reporting period, the Group was not aware of any violations of laws and regulations on product responsibility, customer complaints, patent infringements and customer data leakage. If any, the Group will investigate immediately and process them in accordance with established procedures or relevant laws and regulations.

### Anti-corruption

The Group regards honesty and integrity as one of the fundamentals of its operation, adopts a zero-tolerance attitude towards corruption, fraud, money laundering and other illegal acts, and strictly prohibits any non-compliance acts due to personal interests. Based on the Criminal Law of the People's Republic of China, the Constitution of the People's Republic of China, the Economic Law of the People's Republic of China and other laws and regulations, the Group has further formulated internal regulations, including the Supervising and Reporting Management System (Revised I), the Accountability for Violations and Disciplinary Regulations of Employees of Guo's Group, the Employee Integrity Agreement, the Whistleblower Policy, etc., and has formulated the Supplier Integrity Agreement (2021) and other policies for different operational processes to strictly monitor operational compliance.

為進一步提高客戶滿意度，本集團會定期進行巡查、專項審計等工序，以確保當中的合規性及質量表現。如客戶發現發現任何不合規的產品、懷疑洩漏客戶數據及資料等情況，均可通過客戶服務熱線、電郵、通訊軟件等渠道進行投訴。本集團會於接獲個案後，委派專員調查並制定改善措施，以避免再次出現相同問題。

在報告期間，本集團未有得悉任何產品責任相關法律法規的違規個案、客戶投訴、專利侵權及客戶資料洩露的個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

### 反貪腐

本集團以廉潔誠實為營運的根本之一，對貪污、詐騙、洗黑錢等不法行為採取零容忍的態度，嚴禁任何因個人利益而作出的不合規行為。本集團以《中華人民共和國刑法》、《中華人民共和國憲法》、《中華人民共和國經濟法》等法例法規為基礎，進一步制定《監測舉報管理制度(修訂一)》、《郭氏集團員工違規違紀責任追究辦法》、《員工廉潔協議》、《舉報政策》等內部規章，並針對不同營運流程訂立《供應商廉潔協議2021版》等政策，嚴格監管營運合規性。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

To further enhance operational compliance, the Group has established an effective reporting mechanism for stakeholders to report suspected corruption cases in their real names or anonymously. The Group will keep confidential the personal information provided by whistleblowers and the reported content. Relevant departments will conduct investigations upon receipt of reports and impose corresponding penalties according to their investigation results, such as termination of employment contracts and transfer to law enforcement agencies.

To ensure that internal stakeholders have a clear understanding of the Group's requirements, the Group provided employees and directors with an average of 2 hours and 8 hours of anti-corruption training respectively during the reporting period, for the purpose of helping them gain new experience and providing information on clean operation and the latest compliance requirements. In addition, the Group has also updated the reporting channels and set up special communication channels to strengthen the handling procedures of relevant reports.

During the reporting period, the Group had a total of 5 cases of non-compliance related to anti-corruption, and has formed a special team to investigate and process them according to established procedures. In order to avoid recurrence of the same case, the Group will strengthen the internal control mechanism and formulate effective improvement measures in a timely manner. In addition, the Group was not aware of any corruption litigation cases against the Group or its employees. If any, the Group will investigate immediately and process them in accordance with the established procedures or regulations.

為進一步加強營運合規性，本集團訂立了有效的舉報機制，供持份者在發現懷疑貪腐個案時，進行實名或匿名舉報。本集團會保密處理舉報人提供的個人資料及舉報內容。相關部門會於接獲舉報後進行調查，並按其調查結果作出相應的處罰，例如解除僱傭合約及移送至執法部門。

為確保各內部持份者清晰了解集團要求，本集團在報告期間分別向董事及員工提供平均為2小時及8小時的反貪污培訓，助其溫故知新，了解廉潔營運及最新合規要求的資訊。此外，本集團亦更新了舉報渠道，設置專用的溝通渠道，以加強相關舉報的處理程序。

在報告期間，本集團共有5件反貪污相關之違規個案，並已設置專項小組調查及按既定規程處理。為避免再次發生相同個案，本集團會加強內部監管機制，並於適時訂定有效的改善措施。此外，本集團未有得悉任何針對本集團或員工之貪污訴訟個案。如發現任何訴訟個案，本集團會隨即進行調查，並根據既定程序或法規處理。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Sustainable Supply Chain

The Group believes that a stable supply chain is an important factor to ensure the long-term development of its operations. Therefore, the Group has formulated internal policies such as the Supplier Management Review Work Method (Trial), the Supplier Management System (Trial), the Bidding and Procurement Management System and the Supplier Integrity Agreement (2022) to ensure the compliance and stability thereof.

The Group has set out clear guidelines on recruitment, evaluation and determination of all the cooperative suppliers in relevant policies, for relevant department employees to evaluate their performance according to the guidelines when conducting on-site inspection and data analysis and others. In addition, employees will also evaluate the sustainable development performance of suppliers, including employment system, workplace safety, etc., to ensure that they fully identify and manage their own social and environmental risks. At the same time, the Group will also assess whether the products or services provided by suppliers meet the local environmental protection requirements and standards to ensure their compliance and reduce the burden on the environment. After determining the cooperation relationship between the two parties, the Group will specify the relevant work content or requirements in the contract to protect the interests of both parties, and review the cooperation relationship on a regular basis to ensure compliance with the requirements specified in the contract. If the supplier's performance is found to violate the established standards or laws and regulations, the Group will provide opportunities for improvement, or terminate the cooperation relationship between the parties and cease employment.

### 可持續供應鏈

本集團相信穩定的供應鏈為確保營運長期發展的重要因素，因而制定了《供方管理評審工作辦法（試行版）》、《供方管理制度（試行版）》、《招標採購管理制度》及《供應商廉潔協議（2022版）》等內部政策，確保當中的合規性及穩定性。

本集團已於相關政策中明確有關招聘、評估及決定所有合作供應商的指引，供相關部門員工在進行現場考察、資料分析等流程時，根據指引評核其表現。此外，員工亦會針對供應商的可持續發展表現進行評核，包括僱傭制度、工作場所安全等，確保其充分識別及管理自身的社會及環境風險。與此同時，本集團亦會評估供應商提供之產品或服務是否符合當地環保要求及準則，確保其合規性及減低對環境帶來的負擔。雙方的合作關係一經確認後，本集團會將有關工作內容或要求明確於合同當中，保障雙方利益，並定期檢視合作關係，確保符合合同中列明之要求。如發現供應商的表現未符合已訂定的標準或法例法規，本集團會因應情況提供改善機會，或解除雙方的合作關係並不再錄用。

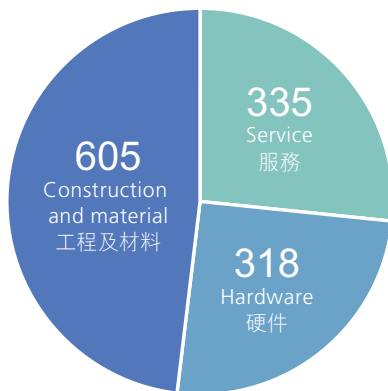
# Environmental, Social and Governance Report

## 環境、社會及管治報告

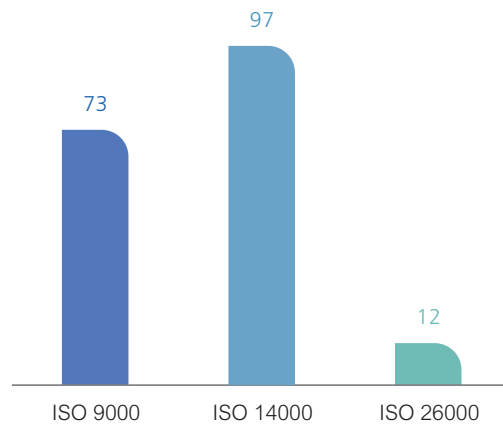
During the reporting period, the Group had 1,258 suppliers in total, all of whom are from Mainland China. All suppliers are managed in accordance with the selection process and environmental and social risk management procedures to ensure the stability of the supply chain.

於報告期間，本集團共有1,258所供應商，均來自中國內地。所有供應商已根據挑選的程序及環境及社會風險管理規程進行管理，以確保供應鏈之穩定性。

**Number of Suppliers by Nature**  
以性質劃分的供應商數量



**Number of Suppliers by Certification**  
通過認證的供應商數量



During the reporting period, the Group was not aware of any violations of supply chain. If any, the Group will investigate immediately and process them in accordance with established procedures or relevant laws and regulations.

在報告期間，本集團未有得悉任何供應鏈相關的違規個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

### PEOPLE-ORIENTED

#### Occupational Health and Safety

The Group understands that the health and safety of employees is an important part of the stable development of an enterprise, and is committed to creating a positive and safe working environment and providing a stable environment for its sustainable development and giving full play to its strengths. On the basis of the Labor Law of the People's Republic of China and other relevant laws and regulations, the Group has formulated work guidelines and procedures regarding safety management, such as the Safety Management System and the Health and Safety Policy, and clarified labor and operation-related measures in the Employee Handbook to help employees complete work in accordance with relevant health and safety guidelines during work. In order to promote the implementation of relevant policies and measures, and to improve the management of relevant matters and emergency matters in daily operations, the Group's Safety Management Committee and Safety Working Group are fully responsible for relevant work to enhance the safety of the working environment.

### 以人為本

#### 職業健康與安全

本集團明白員工的健康與安全是企業穩定發展的重要一環，致力締造正面及安全的工作環境，以及提供穩定的環境助其持續發展和發揮所長。本集團在《中華人民共和國勞動法》等相關法例法規的基礎上，制定了《安全管理制度》和《健康與安全政策》等安全管理相關工作指引及程序，並在《員工手冊》中明確勞動及營運相關措施，以助員工在工作期間按相關健康及安全指引完成工作。為加強相關政策及措施的實行，以及完善管理日常營運中相關事宜和應急事項等，本集團的安全管理委員會及安全工作小組會全面負責有關工作，以加強工作環境的安全性。





To further enhance employees' awareness of occupational health and safety as well as workplace safety, the Group arranges different safety education and training activities based on the skills and knowledge required for their positions to gain new experience. At the same time, we also arrange employees to participate in annual training on fire safety and hazardous chemicals and preventive measures to ensure employees have sufficient knowledge to deal with emergencies when they occur. The workplace will also be equipped with clear guidelines to reduce the chance of accidents and provide clear guidelines for response. In addition to the health and safety of the workplace, the Group also pays attention to the personal health of employees and provides regular physical examinations for employees to help them understand their physical conditions and reduce the chance of illness and detect potential problems as early as possible.

During the reporting period, the Group was not aware of any violations regarding occupational health and safety. In addition, in the past three years (including the reporting period), the Group had no work-related fatality or injury. If there are any violations or accidents, the Group will investigate immediately and process them in accordance with established procedures or regulations.

### Employment System

The Group believes that talents are one of the foundations for the long-term development of an enterprise and laying the foundation for stable operation of an enterprise. We attach great importance to the establishment of a good working environment for our employees, and provide appropriate working benefits by complying with the Labor Contract Law, the Labor Law and other regulations, as well as the Administrative Measures for Employee Performance Appraisal (2022 Revision), Remuneration and Welfare Management System, Employee Welfare Management Measures, Equal Recruitment and Promotion Policy and other targeted policies. To ensure that employees clearly understand their rights and obligations, we set out the relevant employment system in the Employee Handbook to protect the treatment and welfare they enjoy. In addition, we will also specify the standards and procedures related to the employment system in our internal regulations, so as to standardize and systemize the management to improve the performance of talent management.

為進一步加強員工對職業健康及安全的意識，以及工作場所的安全性，本集團會針對職位所需之技能及知識安排不同安全教育及培訓活動，溫故知新。與此同時，我們亦安排員工參與年度消防安全及危險化學品及預防措施的培訓，確保他們在面對緊急情況時，具備充足知識作出應急措施。工作場所亦配備明確指引，減低發生意外的機會及提供清晰的應對指引。除了工作場所的健康及安全，本集團亦關注員工的個人健康，為員工提供定期體檢服務，協助其了解自身身體狀況，減低患病的機會及及早發現潛在問題。

在報告期間，本集團未有得悉任何職業健康，與安全相關之違規個案。此外，在過去三年（包括報告期間），本集團沒有任何因工死亡或受傷個案。如有任何違規個案或意外，本集團會隨即進行調查，以及根據既定程序或規例處理。

### 僱傭制度

本集團相信人才是建立長期企業發展的根基之一，為穩定的企業營運定下基礎。我們重視為員工建立良好工作環境，通過遵守《勞動合同法》及《勞動法》等規例，以及《員工績效考核管理辦法（2022修訂版）》、《薪酬福利管理制度》、《員工福利管理辦法》、《平等招聘及晉升政策》等各項針對性的政策，提供合適的工作待遇。為確保員工清晰了解其權利及義務，我們將相關僱傭制度之內容列明於《員工手冊》中，保障其享有的待遇及福利。此外，我們亦會在內部規章明確有關僱傭制度之準則及程序，規範化及系統化管理工作，以提高人才管理表現。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

<p><b>Recruitment and treatment</b></p> <p>招聘及待遇</p>	<ul style="list-style-type: none"> <li>The Group recruits only through legal channels and develops a recruitment scheme based on the strategic objectives throughout the year, to ensure the compliance of the recruitment process. Meanwhile, the Group has also formulated the recruitment process based on the five recruitment principles, namely “person-post matching”, “capable and efficient”, “integrity with ability and integrity”, “sustainable development” and “fair competition”, which are integrated into the three major areas of position, responsibilities and requirements.</li> <li>The Group provides competitive remuneration and benefits for employees, including statutory and the Group’s welfare benefits, such as statutory holiday leave, maternity leave, social insurance, housing provident fund, and festival or high temperature benefits. Employees’ remuneration and benefits are adjusted according to their work performance or market changes to reward their efforts.</li> <li>本集團僅通過合法途徑進行招聘，並會根據全年戰略目標制定招聘計劃，確保相關過程的合規性。同時，本集團以「人崗匹配」、「精幹高效」、「德才兼備」、「持續發展」及「公平競爭」五大招聘原則制定招聘過程，融入於職位、職責及要求三大範疇當中。</li> <li>本集團為員工提供具競爭力的薪酬待遇，包括法定及本集團之福利待遇，例如法定節日假、產假、社會保險、住屋公積金及節慶或高溫福利。員工之薪酬及福利會因應其工作表現或市場轉變作出調整，以回饋他們的付出。</li> </ul>
<p><b>Position adjustment</b></p> <p>職位調整</p>	<ul style="list-style-type: none"> <li>In order to ensure that the work performance of employees meets the job requirements, the Group conducts employee performance appraisals on a regular basis. Employees are evaluated comprehensively based on their performance appraisal, talent review, superior evaluation, etc., and improvement measures will be taken or corresponding performance bonuses will be granted based on the results. The Group will also further evaluate the work experience and competence of well-performed employees, and provide promotion opportunities to relevant employees. Conversely, an employee who is “required for improvement” or “unqualified” is likely to face a transfer, salary reduction or dismissal.</li> <li>本集團會定期進行員工績效考核，確保員工的工作表現符合其職位要求。員工會根據績效考核、人才盤點、上級評價等進行綜合評估，並按其結果提出改善措施或發放績效獎金。本集團亦會進一步評估表現良好的員工的工作年資及工作能力等，向相關員工提供晉升機會。反之，被評為「需改進」或「不合格」的員工亦有機會面對調職、降職或解僱的情況。</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

<p><b>Dismissal</b></p> <p>解聘</p>	<ul style="list-style-type: none"> <li>The Group has set out the procedures for termination of employment in the Employee Handbook to protect the rights and interests of both parties and the compliance of the process. The Group only proposes dismissal for reasonable reasons, and prohibits unfair decisions for individual reasons, gender, religion and other factors. Employees can also take the initiative to propose dismissal in accordance with the procedures set out in the regulations, and the Group will understand the reasons for dismissal and formulate improvement measures when necessary.</li> <li>本集團於《員工手冊》中列明有關終止雙方僱傭關係之程序，以保障雙方權益及過程的合規性。本集團僅基於合理原因提出解聘，禁止因私人原因、性別、宗教等因素作出不公正的決定。員工亦可按規章中流程主動提出解聘，本集團會向其了解解聘原因並在需時訂立改善措施。</li> </ul>
<p><b>Equal opportunity, diversity and anti-discrimination</b></p> <p>平等機會、多元化及反歧視</p>	<ul style="list-style-type: none"> <li>All recruitment, dismissal, position adjustment, treatment and other arrangements must be made based on objective and fair factors. Discrimination or unfair decision-making based on gender, religion, race, sexual orientation, marital status or nationality will in no way be tolerated to ensure equal opportunities are provided to all employees or job applicants.</li> <li>所有招聘、解聘、職位調整、待遇等安排均須以客觀及公平因素為基礎而作出決策，絕不容忍因性別、宗教、種族、性取向、婚姻狀況或國籍等原因而歧視或作出不公正的決定，確保向所有員工或職位申請人提供平等的機會。</li> </ul>
<p><b>Labor Standards</b></p> <p>勞工標準</p>	<ul style="list-style-type: none"> <li>The Group strictly prohibits the employment of child labor or forced labor, and clearly sets out the relevant standards in the internal recruitment and employment management system. During the recruitment process, the relevant departments will review the identity documents and resumes of job applicants to conform their qualifications. At the same time, the Group will also ensure that no child labor is used in the operation process or forced employees to work involuntarily in any form through annual inspection and daily operation management to strengthen operational compliance. If an employee under the age of 18 is identified, the Group will terminate its employment relationship with such employee immediately and return the employee to the place of residence or the police station.</li> <li>本集團嚴禁聘用童工或使用強制勞工，並於內部招聘及僱用管理制度中明確相關準則。在招聘過程中，相關部門會檢查職位申請人的身份證明文件及履歷，確保其工作資格。同時，本集團亦會通過年度檢查及日常營運管理，確保營運過程中沒有使用任何童工或通過任何形式強迫員工進行非自願的工作，加強營運合規性。如發現任何未滿十八歲的員工，本集團會即時終止雙方僱傭關係，並將其送回居住地或警察局。</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group has been improving the management of its employment system by reviewing its own performance and making improvements. During the reporting period, we conducted a talent review to classify employees according to their “ability” and “performance” to systemize their management and provide a basis for their promotion or position adjustment. The Group will continue to improve its performance through different strategies and measures to provide employees with a good working environment.

As of 31 December 2022, the Group had 415 employees in total, including full-time employees in Shaanxi, Shanghai, Fujian and Zhejiang. In addition, the turnover rate of the Group was 23%, which was mainly due to the adverse impact of the spread of COVID-19 on the production and operation of some operating points, resulting in a decrease in the number of employees.

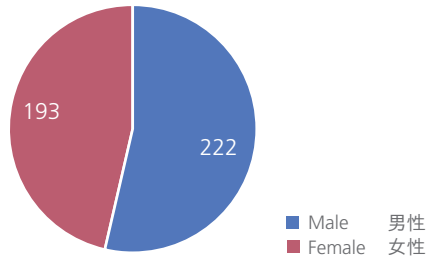
本集團一直透過檢視自身表現並作出改善，以完善其僱傭制度之管理。於報告期間，我們開展了人才盤點工作，按員工的「能力」及「業績」進行分類，以系統化其管理，以及為其晉升或職位調整提供依據。本集團會持續透過不同的策略及措施完善自身表現，為員工提供優良的工作環境。

截至2022年12月31日，本集團共有415名員工，包括位於陝西省、上海市、福建省及浙江省的全職員工。此外，本集團之整體流失率為23%，主要因新型冠狀病毒病蔓延，部分營運點之生產營運受到不良的影響，從而使員工人數減少。

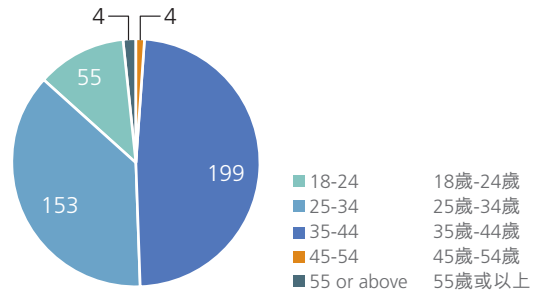
# Environmental, Social and Governance Report

## 環境、社會及管治報告

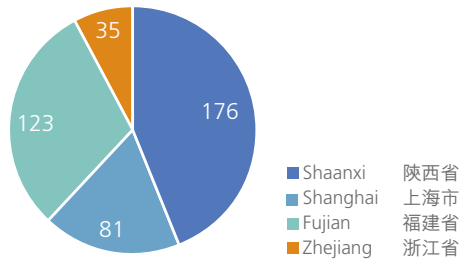
**Number of Employees by Gender**  
以性別劃分的員工數量



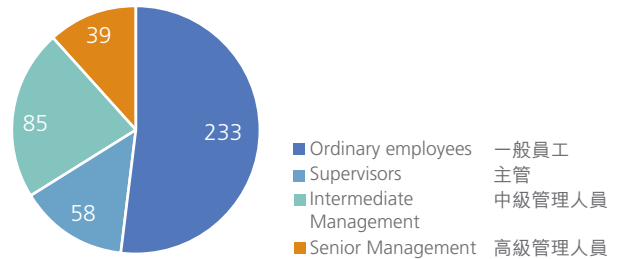
**Number of Employees by Age**  
以年齡劃分的員工數量



**Number of Employees by Region**  
以地區劃分的員工數量



**Number of Employees by Title**  
以職級劃分的員工數量



Turnover rate 流失率	Gender 性別		Region 地區			
	Male 男性	Female 女性	Shaanxi 陝西省	Shanghai 上海市	Fujian 福建省	Zhejiang 浙江省
	26%	20%	22%	27%	25%	10%
	Age 年齡					
	Aged between 18 and 24 18-24歲	Aged between 25 and 34 25-34歲	Aged between 35 and 44 35-44歲	Aged between 45 and 54 45-54歲	Aged above 55 55歲以上	
	43%	30%	18%	5%	20%	

# Environmental, Social and Governance Report

## 環境、社會及管治報告

During the reporting period, the Group was not aware of any violations in relation to employment. If there are relevant cases, the Group will investigate immediately and process them in accordance with established procedures or relevant laws and regulations. The Group also strictly keeps the personal information confidential of employees to protect their rights.

### Training and Development

On the basis of a sound foundation, the Group continues to provide training and development opportunities for employees to help them develop their strengths and make progress together. Based on the principle of “with internal cultivation as the core and supplemented by external introduction”, we arrange various training activities for employees in accordance with the regulations stipulated in the Career Development Policy, the Employee Handbook, the Administrative Measures for Internal Trainers and the Training Management System after considering the needs, operation strategies and development policies. Training activities are mainly divided into internal and external training, including internal training such as on-the-job training and commissioned training, as well as external training courses such as external inspection or professional skills training. The Group will first formulate an annual training plan and provide corresponding online, offline or external training courses for employees on a monthly or quarterly basis. In addition, the Group also encourages employees to participate in different training courses in their spare time to develop professional skills in different areas and broaden their horizons. To this end, the Group records training points for employees to provide corresponding rewards, and provides basis for performance evaluation and position adjustment.

在報告期間，本集團未有得悉任何僱傭相關的違規個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。本集團亦會嚴格保密員工的個人資料，以保護其權利。

### 培訓與發展

在穩健的基礎上，本集團持續通過培訓及提供發展機會予員工，助其發揮所長，共同進步。我們以「內部培養為主、外部引進為輔」為原則，在考慮需求、營運策略及發展方針後，根據《職業發展政策》、《員工手冊》、《內訓講師管理辦法》及《培訓管理制度》等訂明之規程，為員工安排各項培訓活動。培訓活動主要分為內部及外部培訓，當中包括在崗培訓及委托培訓等內部培訓，以及委外考察或專業技能培訓等外部培訓課程。本集團會先制定年度培訓計劃，以月度或季度的形式向員工提供相應的線上、線下或外部培訓課程。此外，本集團亦十分鼓勵員工於業餘時間自主參與不同類型的培訓課程，發展不同範疇的專業技能及擴闊眼界。為此，本集團會為員工記錄培訓積分以給予相應的獎勵，並為績效評估、職位調整等提供依據。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The human resources department will conduct demand analysis based on needs and employees' performance and develop corresponding training program.

人力資源部會根據部門要求及員工表現進行需求分析，以及制定相應的培訓方案。

After the plan is approved, the human resources department will be responsible for organizing and coordinating the implementation of the training program.

方案獲批准後，人力資源部會負責組織及協調培訓活動方案的實行。

After the conclusion of the training activity, the human resources department will assess by way of performance and interviews.

於培訓活動結束後，人力資源部透過表現、訪談等方式進行評估。

During the reporting period, the Group matched appropriate courses for employees through talent portraits and job competency requirements, and adopted training technologies such as "active learning" and online self-study to provide different training courses for employees, with a training rate of 100%.

於報告期間，本集團通過人才畫像、崗位能力要求匹配相能課程，並採用「行動學習」及線上自學等培訓技術，為員工提供不同的培訓課程，受訓率達100%。

The average training hours (Hours) 平均培訓時數 (小時)	Gender 性別		Title 職級			
	Male 男性	Female 女性	Ordinary employees 一般員工	Supervisors 主管	Intermediate Management 中級管理人員	Senior Management 高級管理人員
	8.35	8.32	8.2	8.6	8.5	8.41

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### GREEN OPERATION

#### Use of Resources

The Group understands the close relationship between social and economic development and use of resources, and expects to implement compliant operations based on the laws and regulations of the places where it operates. It also monitors its own performance and the use of resources through a series of measures and internal policies and mechanisms to reduce the impact of corporate development on natural resources. In order to reduce the consumption of different resources in operation and improve the efficiency of use, we follow the Notice on Energy Conservation and Consumption Reduction in Offices and Environmental Management as a guideline to help employees save water and electricity and avoid wasting precious resources. At the same time, we have strengthened our internal control system in a target-oriented manner, aiming to reduce electricity and water related expenses, and jointly build a green operating environment by quantifying performance management and reducing related consumption.

### 綠色營運

#### 資源使用

本集團明白社會及經濟發展與資源使用之間的緊密關係，期望以營運所在地之法例法規為基礎，實行合規營運，並通過一系列措施及內部政策和機制，監管自身表現及資源的使用情況，以減輕企業發展對天然資源的影響。為減少營運中不同資源的消耗量及提高使用效率，我們以《關於辦公室節能降耗及環境管理的通知》為指引，協助員工節水節電，避免浪費珍貴的資源。與此同時，我們以目標為本的方式加強內部監控系統，以下降電力及水資源相關費用為目標，通過量化績效表現管理及減少相關消耗，共同建立綠色營運環境。

Working environment 工作環境	Employee awareness 員工意識
<ul style="list-style-type: none"> <li>• Minimize the use of air conditioners and set the temperature to no less than 26° C in summer and no more than 22° C in winter, and close doors and windows during use</li> <li>• Schedule maintenance and repairs on equipment on a quarterly basis, and avoid using inappropriate equipment during inappropriate seasons</li> <li>• Advocate the use of smart light bulbs and maximize the use of natural light to reduce the activation time of the lighting system</li> <li>• Install energy-saving lamps with lighting timers</li> <li>• Post water-saving slogans in water-using places</li> <li>• Install sensor water-saving equipment</li> <li>• 盡量減少空調使用量，並把溫度設定為夏季不低於26度、冬季不高於22度，以及在使用期間必須關閉門窗</li> <li>• 按季度安排設備的維護維修工程，以及避免於不適當的季節使用不當的設備</li> <li>• 提倡使用智能燈泡，以及最大化自然光的使用，減低照明系統的啟用時間</li> <li>• 安裝照明定時器運作的節能燈</li> <li>• 在用水場所張貼節水標語</li> <li>• 安裝傳感器節水裝備</li> </ul>	<ul style="list-style-type: none"> <li>• Turn off the power of the device after using the device and leaving work for a long time or during non-office hours</li> <li>• No use of 300W high-power electrical appliances without permission</li> <li>• Turn off taps tightly after use</li> <li>• Use tap water for daily cleaning</li> <li>• 在使用設備後、長時間離開工作崗位時或非辦公時間，需關閉設備電源</li> <li>• 不可於未經准許的情況下，使用300W的大功率電器</li> <li>• 於用水後緊關水龍頭</li> <li>• 使用自來水進行日常清潔</li> </ul>



# Environmental, Social and Governance Report

## 環境、社會及管治報告

During the reporting period, the Group's total energy consumption was 3,169 MWh, and the corresponding intensity was 8.17 MWh per employee. Compared with 2021, due to the impact of the epidemic during the reporting period, the operation mode of the relevant operation sites has been changed, resulting in a significant decrease of 27% to 35% in various energy consumption and a decrease of 28% in overall consumption.

報告期間，本集團之能源總耗量為3,169兆瓦時，相應密度為8.17兆瓦時／僱員。與2021年相比，本報告期間因受疫情影響而令相關營運點之營運模式有所更改，從而使各項能源消耗量均明顯下降27%至35%，整體消耗量亦因而減少28%。

Energy consumption 能源消耗	2022	2021	Unit 單位
Electricity 電力	2,734	3,731	MWh 兆瓦時
Gasoline 汽油	421	627	MWh 兆瓦時
Diesel 柴油	14	21	MWh 兆瓦時
Total consumption 總消耗量	3,169	4,379	MWh 兆瓦時
Intensity 密度	8.17	8.17	MWh/employee 兆瓦時／僱員

During the reporting period, the Group consumed a total of 228,370 m<sup>3</sup> of water resources, with a corresponding intensity of 589 m<sup>3</sup> per employee. Due to the improvement of the data collection system related to water resources, the water consumption of certain operation sites further covered construction water, which led to a significant increase in relevant consumption. Although the Group does not face any difficulty in sourcing water that is fit for purpose, it also expects to improve water efficiency through various measures and guidelines to protect precious natural resources.

報告期間，本集團共消耗228,370立方米之水資源，相應密度為589立方米／僱員。因完善了水資源相關數據收集系統，本集團之部分營運點之水資源消耗量進一步覆蓋了工地用水，從而使相關消耗量明顯提升。本集團雖沒有面臨尋求合適水資源的困難，但亦期望通過各項措施及指引，提高用水效率，以保護珍貴的天然資源。

Water consumption 水資源消耗	2022	2021	Unit 單位
Total consumption 總消耗量	228,370 <sup>1</sup>	44,673	m <sup>3</sup> 立方米
Intensity 密度	589	83	m <sup>3</sup> /employee 立方米／僱員

<sup>1</sup> Including water consumption of the operating sites and construction water consumption of the Baoji operating site. 包括營運點之水資源使用及寶雞營運點之工地用水量。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

At the same time, the Group is also committed to promoting the concept of electronic and paperless office by encouraging and promoting double-sided printing, implementing electronic communication and document processing, reducing the use of disposable products and improving the efficiency of the use of ink cartridges and toners, so as to reduce the consumption of various packaging materials and resources in the operation. With the aim to reduce paper and packaging material related expenses, we have implemented and monitored our performance in a quantitative manner and conducted evaluation to ensure the target progress.

During the reporting period, the Group consumed 2.79 tonnes of packaging materials, with an intensity of 0.01 tonnes per employee. Due to the impact of the epidemic, some operation sites implemented work from home according to the situation, and the reduction of the number of employees, the Group's consumption of various packaging materials decreased by at least 67%, resulting in a 70% decrease in total consumption. The Group will continue to reduce the consumption of packaging materials in different ways and monitor the performance in a quantitative manner.

與此同時，本集團亦致力於推廣電子化及無紙化的辦公理念，透過鼓勵及推廣雙面打印、實行電子化溝通及文書處理、減少使用一次性產品及提高墨盒、墨粉的使用效能等措施，減少營運中各種包裝材料及資源的消耗。我們亦以減低紙張及包裝材料相關費用為目標，通過量化的方式實行及監管當中的表現，並進行評估以確保目標進度。

報告期間，本集團之包裝材料消耗量為2.79公噸，相關密度為0.01公噸／僱員。因受疫情影響，部分營運點按情況實行居家辦公，以及員工人數減少，本集團各項包裝材料的消耗量減少至少67%，從而使總消耗量下降70%。本集團會持續以不同方式減少消耗包裝材料，並且以量化的方式監控當中表現。

Packaging material consumption 包裝材料消耗	2022	2021	Unit 單位
Paper bag 紙袋	0.12	1.00	Tonnes 公噸
Paper 紙張	2.66	8.05	Tonnes 公噸
Gift box 禮物盒	0.01	0.03	Tonnes 公噸
Plastic bag 塑膠袋	Not available 不適用	0.12	Tonnes 公噸
Total consumption 總消耗量	2.79	9.20	Tonnes 公噸
Intensity 密度	0.01	0.02	Tonnes/Employee 公噸／僱員

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Carbon Emissions and Air Pollutants

As the impact of climate change becomes more severe, the Group is well aware of the urgency to monitor its carbon emissions and manage the emissions of air pollutants to improve air quality. In addition to relevant laws and regulations, we have established corresponding internal control policies and mechanisms and the Exhaust Emission Reduction Policy to comprehensively and effectively monitor our own performance. We also monitor, manage and evaluate the performance of carbon emissions and air pollutants through a series of measures to promote the concept of green office and the operation model of energy conservation and emission reduction. In line with the principle of materiality, we have not set environmental targets for greenhouse gas and air pollutant emissions. The Group will continue to review its own performance in a quantitative manner and set targeted environmental targets in a timely manner.

### 碳排放及空氣污染物

在氣候變化的影響愈趨嚴重的情況下，本集團深諳監管自身碳排放的迫切性，並管理空氣污染物的排放情況以改善空氣質素。我們在相關法例法規的基礎上，訂立了相應的內部監控政策機制及《廢氣減排政策》，以全面及有效地監控自身表現。同時，我們亦透過一系列措施，監督、管理及評估碳排放及空氣污染物的績效表現，以推動環保辦公的理念及節能減排的營運模式。因應重要性原則，我們未有訂定針對溫室氣體及空氣污染物排放的環境目標。本集團會持續以量化的方式檢視自身表現，並在適時訂定針對性的環境目標。

Low-carbon operation 低碳營運	Emission reduction at source 源頭減排
<ul style="list-style-type: none"><li>Encourage the use of telephone and video conferences to reduce the number of business trips</li><li>Encourage the use of public transport</li><li>鼓勵使用電話及視像會議，減少商務旅行次數</li><li>鼓勵使用公共交通工具</li></ul>	<ul style="list-style-type: none"><li>Prioritize local suppliers to reduce supply chain emissions</li><li>優先考慮本地供應商，減低供應鏈排放量</li></ul>

In addition, the Group will also reduce the emission of greenhouse gas and air pollutants by adopting various measures under the section of "Use of Resources". Please refer to "Use of Resources" for details. Moreover, the Group was not aware of any illegal cases in relation to emissions during the reporting period. If any, the Group will investigate immediately and process them in accordance with established procedures or relevant laws and regulations.

此外，本集團亦會通過「資源使用」章節中各項措施，減低溫室氣體及空氣污染物之排放。詳情請參閱「資源使用」章節。此外，本集團於報告期間未有得悉任何排放物相關的違法個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

# Environmental, Social and Governance Report

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During the reporting period, the Group's total greenhouse gas emissions amounted to 2,415 tonnes of CO<sub>2</sub> equivalent, with a corresponding intensity of 6 tonnes of CO<sub>2</sub> equivalent/employee. Due to the significant decrease in fuel used by vehicles and refrigerant emissions from equipment systems, the overall Scope 1 emissions decreased significantly. At the same time, the Group also implemented work-from-home practices due to the epidemic, resulting in a decrease of 30% in Scope 2 emissions. The Group will continue to monitor its carbon emission performance and work with all sectors to mitigate climate change caused by greenhouse gas.

報告期間，本集團的溫室氣體總排放量為2,415公噸二氧化碳當量，相應密度為6公噸二氧化碳當量／僱員。因應車輛使用的燃油及源自設備系統的製冷劑排放明顯下降，範圍一的整體排放量大幅下降。同時，本集團亦因疫情而按情況實行居家辦公，從而令範圍二之排放量下降30%。本集團會繼續監控自身碳排放表現，與各界共同減緩溫室氣體引致之氣候變化。

Greenhouse gas emissions <sup>2</sup> 溫室氣體排放 <sup>2</sup>	2022	2021	Unit 單位
Scope 1 direct emission 範圍一直接排放	827 <sup>3</sup>	1,708 <sup>4</sup>	tonnes of CO <sub>2</sub> equivalent 公噸二氧化碳當量
Scope 2 energy indirect emission <sup>5</sup> 範圍二能源間接排放 <sup>5</sup>	1,588	2,276	tonnes of CO <sub>2</sub> equivalent 公噸二氧化碳當量
Total emission 總排放量	2,415	3,984	tonnes of CO <sub>2</sub> equivalent 公噸二氧化碳當量
Intensity 密度	6	7	tonnes of CO <sub>2</sub> equivalent/Employee 公噸二氧化碳當量／僱員

During the reporting period, the Group's emissions of nitrogen oxides, sulphur oxides and particulate matter were 34 kg, 4 kg and 1.5 kg, respectively.

報告期間，本集團的氮氧化物、硫氧化物及懸浮粒子排放量分別為34千克、4千克及1.5千克。

<sup>2</sup> With reference to Guidelines for Accounting and Reporting Greenhouse Gas Emissions China Public Building Operation Units (Enterprises) (Trial).

參考《公共建築運營(企業)溫室氣體排放核算方法和報告指南(試行)》。

<sup>3</sup> Including emissions from gasoline and diesel used in vehicles, as well as fugitive emissions from refrigerants.

包括車輛使用汽油及柴油的排放，以及製冷劑的逸散性排放。

<sup>4</sup> Including emissions from gasoline and diesel used in vehicles, as well as fugitive emissions from refrigerants and fire extinguishing systems.

包括車輛使用汽油及柴油的排放，以及製冷劑和滅火系統的逸散性排放。

<sup>5</sup> Including consumption of electricity purchased from third parties.

包括從第三方購買的電力消耗。

# Environmental, Social and Governance Report

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Air pollutant emissions 空氣污染物排放	2022 <sup>6,7</sup>	2021 <sup>8,9</sup>	Unit 單位
Nitrogen oxides 氮氧化物	34	20	kg 千克
Sulphur oxides 硫氧化物	4	6	kg 千克
Respirable suspended particulate matter 可吸入懸浮粒子	1.5	0.8	kg 千克

### Climate Change

Our society has been threatened with unprecedented environmental issues, including climate change, water scarcity and resource consumption, which have increasing risks and impacts on our society, as well as affecting the global economy, market trends and policies. As a responsible corporate citizen and a leading enterprise in the real estate industry, the Group has the responsibility to tackle climate change. We strive to explore the development opportunities and challenges that climate change may bring to enterprises, and respond to the national call of “achieving carbon peak by 2030 and carbon neutrality by 2060”. At the same time, we understand that in addition to implementing emission reduction measures to respond to international and national goals on climate change and to mitigate its speed and impact, enterprises are also required to formulate relevant policies according to their operational characteristics and conditions to identify and respond to climate change risks and stabilize their own operations and development. The Group understands its importance and will evaluate and consider it in the future to formulate a targeted internal supervision mechanism and integrate climate change measures into the whole life cycle of product design, material procurement, project construction and operation, so as to optimize the performance of energy efficiency and renewable energy application throughout the whole life cycle of the project. In addition, the Group will monitor through the existing environmental control mechanism to understand the climate-related risks and their impacts related to the Group in a timely manner, so as to establish mitigation or response and regulatory measures. We will also strive to reduce the environmental impact of our operations through climate-related policies to achieve a stable and sustainable operation model.

### 氣候變化

我們的社會已面臨前所未有的環境問題威脅，包括氣候變化、水資源短缺及資源消耗，對我們社會的風險及影響日益增加，同時亦影響全球經濟、市場趨勢和政策。作為負責任的企業公民和房地產行業的領先企業，本集團有責任應對氣候變化問題。我們努力探索氣候變化可能給企業帶來的發展機遇和挑戰，響應國家「2030實現碳達峰、2060實現碳中和」的號召。同時，我們明白除了實行減排措施，以回應國際及國家針對氣候變化訂立之目標，以及減緩其速度及影響，企業亦需根據其營運特性及情況，制訂相關政策，以識別及應對氣候變化風險，穩定自身營運及發展。本集團深明其重要性，並會於未來進行評估及考量，以作制訂針對性的內部監管機制，將應對氣候變化的措施融入到產品設計、材料採購、項目建設和營運的全生命週期中，以優化項目全生命週期能源效率及可再生能源應用等表現。此外，本集團會通過現有環境範圍的管控機制進行監管，以便適時了解與集團相關之氣候相關風險及其影響，從而建立減緩或應對及監管措施。我們亦會致力通過氣候相關政策，減低營運帶來的環境影響，達到穩定及可持續的運作模式。

<sup>6</sup> With reference to Technical Guidelines for the Preparation of Air Pollutant Emission Inventory for Road Motor Vehicles, and the Compilation of Air Pollutants Emission factors (AP-42) promulgated by the United States Environmental Protection Agency.

參考《道路機動車大氣污染物排放清單編製技術指南》及美國國家環境保護局的《大氣污染物排放因子匯編(AP-42)》。

<sup>7</sup> Including diesel consumption from stationary sources, emissions from gasoline and diesel used in vehicles.

包括源自固定源的柴油消耗、車輛使用的汽油及柴油的排放量。

<sup>8</sup> With reference to Technical Guidelines for the Preparation of Air Pollutant Emission Inventory for Road Motor Vehicles.

參考《道路機動車大氣污染物排放清單編製技術指南》。

<sup>9</sup> Including emissions from gasoline and diesel used in vehicles. 包括車輛使用汽油及柴油的排放量。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Waste

The Group is committed to reducing the environmental burden brought by corporate development by managing waste-related matters. The Group has formulated the Notice on Energy Conservation and Consumption Reduction in Offices and Environmental Management to clarify the principles related to non-hazardous waste, and to provide guidelines to help reduce its production volume and adopt appropriate methods. In order to further strengthen the implementation of policies and measures, the Group will conduct publicity and inspections on a regular basis to ensure compliance. During the reporting period, the Group was not aware of any illegal cases relating to waste. If any, the Group will investigate immediately and process them in accordance with established procedures or relevant laws and regulations.

### 廢棄物

本集團致力於通過管理廢棄物相關之事宜，減輕企業發展帶來的環境負擔。本集團已制定《關於辦公室節能降耗及環境管理的通知》以明確無害廢棄物相關之原則，以及提供指引協助減少其生產量及採取合適的處理方式。為進一步加強政策及措施的實行，本集團會定期宣傳及巡查，確保當中的合規性。本集團於報告期間未有得悉任何廢棄物相關的違法個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

Reduce 減少	Recycle 回收
<ul style="list-style-type: none"> <li>• Promote the use of recycled paper and double-sided paper</li> <li>• Promote electronic work mode to achieve paperless operation</li> <li>• Reduce or eliminate the use of disposable paper cups and remind employees to bring their own water cups</li> <li>• Addition of direct drinking water facilities</li> <li>• Prioritize the use of environmentally friendly and reusable office supplies</li> <li>• Supervise the ink cartridge and toner usage of printing equipment to reduce unnecessary consumption</li> <li>• 推廣使用再生紙及雙面用紙</li> <li>• 提倡電子化工作模式，達致無紙化的營運方式</li> <li>• 減少或淘汰一次性紙杯的使用，提醒員工自攜水杯</li> <li>• 添置直飲水設施</li> <li>• 優先使用環保及可重用的辦公用品</li> <li>• 監管打印設備的墨盒及墨粉使用量，減低不必要的消耗</li> </ul>	<ul style="list-style-type: none"> <li>• Collect recyclable waste on a regular basis and hand it over to a qualified contractor for disposal</li> <li>• 定期收集可回收廢棄物，並交由合資格承辦商處理</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

During the reporting period, the Group generated a total of 647.15 tonnes of non-hazardous waste, with a corresponding intensity of 1.668 tonnes/employee. Due to the improvement of the data collection system in some operating sites, the emissions of construction waste were further covered, resulting in a significant increase in non-hazardous waste emissions during the reporting period. At the same time, the Group has also significantly reduced the consumption of paper due to the implementation of electronic operation and related measures, thereby reducing its recycling volume. The Group did not produce any hazardous waste during the reporting period. If any hazardous waste that has an impact on the environment is produced, the Group will collect and handle it in accordance with relevant procedures. The Group will continue to control and evaluate waste-related performance in a quantitative manner to achieve the goal of reducing paper-related expenses.

報告期間，本集團共產生了647.15公噸之無害廢棄物，相應密度為1.668公噸／僱員。由於部分營運點完善了數據收集系統，進一步覆蓋建築廢料的排放量，從而使報告期間之無害廢棄物排放量大幅上升。同時，本集團亦因電子化營運的推行及相關措施的實行，明顯減少了紙張的消耗，因而令其回收量下降。本集團於報告期間沒有生產有害廢棄物，如有產生任何對環境具影響的有害廢棄物，本集團會按相關規程收集及處理。本集團會繼續以量化的方式管控及評估廢棄物相關表現，以達到下降紙張相關費用的目標。

Discharge of non-hazardous waste 無害廢棄物排放	2022	2021 <sup>10</sup>	Unit 單位
Recycled paper 回收紙張	0.15 <sup>11</sup>	1.28	Tonnes 公噸
Recycled plastic 回收塑膠	Not available 不適用	0.12	Tonnes 公噸
Construction waste 建築廢料	647.00 <sup>12</sup>	Not available 不適用	Tonnes 公噸
Total emission 總排放量	647.15	1.40	Tonnes 公噸
Intensity 密度	1.668	0.014	Tonnes/Employee 公噸／僱員

<sup>10</sup> The data for 2021 includes the office and operating sites located in Fuzhou and operating sites in Shanghai. In addition, since it is difficult to calculate the amount of domestic waste in some operating points in 2021, the relevant non-hazardous waste production volume does not include the operating sites located in Longyan City.

2021年數據包括位於福州的辦公室和營運點，以及上海的營運點。此外，2021年因部份營運點難以統計生活垃圾量，相關無害廢棄物生產量不包括位於龍岩市的營運點。

<sup>11</sup> Including operating sites in Xi'an and Hanzhong.  
包括西安及漢中營運點。

<sup>12</sup> Including operating sites in Weinan.  
包括渭南營運點。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Environment and Natural Resources

While maintaining the stable development of the enterprise, different operational processes or elements may bring potential impacts to the surrounding environment. The Group understands the potential environmental risks of its operations and manages and reduces its impact on the environment and natural resources through the Green Office Policy and the Green Procurement Policy.

### 環境及天然資源

在維持企業穩定發展的同時，不同營運流程或元素有機會為周遭環境帶來潛在影響。本集團明白自身營運的潛在環境風險，並通過《綠色辦公室政策》及《綠色採購政策》兩項政策，管理及減低對環境及天然資源的影響。

Potential impact 潛在影響	Description 描述	Main management method 主要管理方式
Waste of resources 資源浪費	During the operation, resources may be misallocated or wasted due to factors such as weak environmental awareness of employee and equipment condition. 營運中有機會因員工環保意識、設備狀況等因素，造成資源錯配或浪費。	<ul style="list-style-type: none"> <li>• Prioritize the procurement of materials with higher energy efficiency</li> <li>• Provide guidance on environmental operations, administrative measures and equipment management</li> <li>• Post energy-saving notices</li> <li>• 優先採購能源效益較高的材料</li> <li>• 提供有關環保營運、行政措施及設備管理方面指引</li> <li>• 張貼節能告示</li> </ul>
Environmental pollution 環境污染	Waste and emissions from operations may pollute the surrounding environment through improper handling. 營運中所產生之廢棄物及排放物有機會因不當處理而污染周遭環境。	<ul style="list-style-type: none"> <li>• Prioritize the use of green facilities and materials</li> <li>• 優先採用綠色設施及材料</li> </ul>



### GIVING BACK TO THE SOCIETY

The Group pays great attention to the principle of “from the society and for the society”, and is aware of the importance of giving back to the society through participating in community activities, thereby enhancing the stability and development of the local market. In addition to developing different social contribution activities according to the market and community conditions every year, the Group will also develop policies to implement more comprehensive community investment activities and programs in a timely manner. During the reporting period, the Group focused on education and public health as the two main areas of feedback activities.

The Group is fully aware that providing support to the future pillars of society not only addresses immediate educational needs, but also contributes to the future social and economic development. We have supported the development and operation of Xi'an Gaoxin No.9 Primary School by making a donation to assist in local educational development. We have also held various activities to target past and current community contributors, including sponsorship of the 17th Fujian Provincial Sport Games, which once again lead the way to a healthy lifestyle with the community. To further promote friendly and positive social development, local operating sites organised different feedback activities according to local conditions, such as food donations for staff, anti-epidemic personnel, etc. During the reporting period, the Group invested a total of approximately RMB400,000 in community investment activities, and its actions were recognised with the Outstanding Contribution Award for the 17th Fujian Provincial Sport Games and the 11th Senior Citizens Sports and Fitness Competition, and the Red Cross Society of China Fujian Branch once again awarded the Golden Medal of Humanitarianism of the Red Cross Society of China Fujian Branch, in recognition of the Group's contribution.

Despite the gradual relaxation of international anti-epidemic measures and policies, the Group understands that there are still communities affected by the epidemic in various regions. We distributed vegetables and daily necessities to the community during the severe outbreak of the epidemic in Xi'an, in order to assist in maintaining sufficient supplies for the citizens during the epidemic, and provided psychological and daily support for the public.

### 回饋社會

本集團十分重視「取之社會、用之社會」一大原則，明白透過參與社區活動，回饋社會的重要性，並藉此加強當地市場的穩定性及發展。除了針對每年的市場及社區情況訂定不同社會回饋活動，本集團亦會於適時制訂相關政策，以實行更全面的社區投資活動及方案。在報告期間，本集團主要專注於教育及公眾健康兩大範疇安排回饋活動。

本集團深明為社會未來棟樑提供支援不但能解決當下的教育需求，更能夠為未來社會及經濟發展出一分力。我們透過向西安高新第九小學捐贈，支持其發展及運作，協助當地教育發展。同時，我們亦針對過去及現在為社區發展付出的大眾制定不同的活動，當中包括贊助福建省第十七屆運動會，再次與社會各界共同引領健康生活。為進一步推廣友好及正面的社會發展，各地方營運點會按當地情況舉行不同回饋活動，例如為員工、抗疫人員等贈送食物。在報告期間，本集團共投入了約人民幣400,000元於社區投資活動中，而其行動榮獲福建省第十七屆運動會、第十一屆老年人體育健身大會「突出貢獻獎」，以及再次獲授福建省紅十字會「福建省紅十字會人道金質獎章」，以表彰本集團的貢獻。

雖然國際防疫措施及政策逐步放寬，但本集團明白在各地仍有社區因疫症而受到影響。我們為協助維持市民在疫症蔓延期間的物資供應，在西安疫情嚴重時向社區派送蔬菜及日常物資，為大眾提供心理及日常生活方面的支援。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### APPENDIX

#### Content Index for the ESG Reporting Guide

### 附錄

#### 環境、社會及管治報告指引內容索引

Aspects 層面	Content 內容	Page index/Remark 頁碼索引／備註
<b>A1. Emission</b>		
<b>A1. 排放物</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 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。	26, 29
A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	27-28
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度。	27
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	30
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	30
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	23, 26
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。	29-30

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects 層面	Content 內容	Page index/Remark 頁碼索引／備註
<b>A2. Use of Resources</b>		
<b>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。	23
A2.1	Direct and/or indirect energy consumption by type and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	24
A2.2	Water consumption in total and intensity. 總耗水量及密度。	24
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。	23
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。	23-24
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	25

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects 層面	Content 內容	Page index/Remark 頁碼索引／備註
<b>A3. The Environment and Natural Resources</b>		
<b>A3. 環境及天然資源</b>		
General disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	31
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。	31
<b>A4. Climate Change</b>		
<b>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。	28
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。	28

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects	Content	Page index/Remark
層面	內容	頁碼索引／備註
<b>B1. Employment</b>		
<b>B1. 僱傭</b>		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	16, 18, 21
一般披露	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。	
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	20
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。	20

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## 環境、社會及管治報告

Aspects 層面	Content 內容	Page index/Remark 頁碼索引／備註
<b>B2. Health and Safety</b>		
<b>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。	15-16
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。	16
B2.2	Lost days due to work injury. 因工傷損失工作日數。	16
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。	15-16
<b>B3. Development and Training</b>		
<b>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。	21-22
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	22
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。	22

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects	Content	Page index/Remark
層面	內容	頁碼索引／備註
<b>B4. Labour Standards</b>		
<b>B4. 勞工準則</b>		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	16, 21
一般披露	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。	
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	18
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	18
<b>B5. Supply Chain Management</b>		
<b>B5. 供應鏈管理</b>		
General disclosure	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。	13
一般披露		
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	14
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	13
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	13-14
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	13-14

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects	Content	Page index/Remark
層面	內容	頁碼索引／備註
<b>B6. Product Responsibility</b>		
<b>B6. 產品責任</b>		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	9, 11
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
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。	This issue is not relevant to the Group's operations.  議題與本集團之營運無關。
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。	11
B6.3	Description of practices relating to observing and protecting intellectual property rights.  描述與維護及保障知識產權有關的慣例。	10
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。	11
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。	10-11



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects	Content	Page index/Remark
層面	內容	頁碼索引／備註
<b>B7. Anti-corruption</b>		
<b>B7. 反貪污</b>		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	11-12
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.  於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	12
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。	12
B7.3	Description of anti-corruption training provided to directors and staff.  描述向董事及員工提供的反貪污培訓。	12
<b>B8. Community Investment</b>		
<b>B8. 社會投資</b>		
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	32
一般披露	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。	
B8.1	Focus areas of contribution.  專注貢獻範疇。	32
B8.2	Resources contributed to the focus area.  在專注範疇所動用資源。	32



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