



Sanai Health Industry Group Company Limited 三愛健康產業集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1889



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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

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ABOUT THIS REPORT

Sanai Health Industry Group Company Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s environmental, social and governance policies, measures and performance for the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”).

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” (the “Guide”). The disclosure in the Report complies with the disclosure requirements of “comply or explain” as set out in the Guide.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its business in three segments, which are (1) pharmaceutical products business; (2) finance leasing business; and (3) genetic testing and molecular diagnostic services. This Report shall be published both in Chinese and English on the website of the Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PRINCIPLES

The Report is aligned with the four reporting principles of “materiality”, “quantitative”, “balance” and “consistency” as follows.

Materiality: We have conducted a detailed materiality assessment to identify and evaluate the substantive topics that post relatively great impacts on the Company and its internal and external stakeholders, so as to determine the reporting scope and required information for the preparation of this report. For details of the materiality assessment, please refer to the section headed “Materiality Assessment”.

Quantitative: We have disclosed the ESG key performance indicators (“KPI”) in this Report which are supported by quantitative data and measurable criteria. The measurement standards, methodologies, assumption and/or calculation tools of the KPIs are disclosed and explained in this Report.

Balance: We have prepared this ESG report in a balanced way by making fair disclosures on critical aspects and a complete and comparable overview of the ESG’s policies and performance.

Consistency: We have adopted consistent reporting and calculation methodologies in the preparation of this Report. Material changes that may affect the comparison with previous reports have been explained in the corresponding section.

關於本報告

三愛健康產業集團有限公司(「本公司」，連同其附屬公司統稱為「本集團」)欣然呈報本環境、社會及管治報告(「本報告」)，以概述本集團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(「報告期間」)的環境、社會及管治政策、措施及績效。

編製基準及範圍

本報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄27—「環境、社會及管治報告指引」(「指引」)編製。本報告中所披露者符合指引所載「不遵守就解釋」的披露要求。

本報告概述本集團於企業社會責任方面的表現，涵蓋其三個分部的業務，即(1)醫藥產品業務；(2)融資租賃業務；及(3)基因檢測及分子生物診斷服務。本報告將以中英文在聯交所網站刊發。倘中文版本與英文版本存在任何不一致，概以英文版本為準。

報告原則

本報告符合「重要性」、「量化」、「平衡」及「一致性」四項報告原則，具體如下。

重要性：我們已進行詳盡的重要性評估，以識別及評估對本公司及其內部及外部持份者具有相對較大影響的實質主題，從而就編制本報告確定報告範圍及所需信息。有關重要性評估的詳情，請參閱「重要性評估」一節。

量化：我們在本報告中披露環境、社會及管治關鍵績效指標(「關鍵績效指標」)乃獲量化數據及可計量標準支持。關鍵績效指標的計量標準、方法、假設及／或計算工具已於本報告中披露及闡釋。

平衡：我們以平衡的方式編制本環境、社會及管治報告，對關鍵方面進行公平披露，並對環境、社會及管治政策及表現進行完整及具比較性的概述。

一致性：我們於編制本報告的過程中採用一致的報告和計算方法。已於相應部分就可能對與過往報告的比較造成的影響的重大變化進行解釋。

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AVAILABILITY OF THIS REPORT AND FEEDBACK

This Report is available and can be downloaded from the website of the Hong Kong Stock Exchange (www.hkexnews.hk), and the website of the Company (www.1889hk.com).

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email at ir@1889hk.com.

INTRODUCTION

The Company aims to be a vertically integrated specialty pharmaceutical group focused on manufacturing, marketing, and selling pharmaceutical products in the PRC. Fujian Yongchun Pharmaceutical Company Limited* (福建永春製藥有限公司) (“**Fujian Yongchun**”), Fujian Zhixin Medicine Co., Limited* (福建至信醫藥有限公司) (“**Fujian Zhixin**”), coupled with the establishment and operation of Fujian Ruichuang Health Industry Co., Limited* (福建瑞創健康產業有限公司) (“**Fujian Ruichuang**”), as its new pharmaceutical manufacturing base in 2022, which all are the subsidiaries of the Group. Fujian Yongchun owns 5 drug registration series (藥品批准文號) in the PRC and produces 5 types of oral medicine, including Yangpi San (養脾散), Sanqi panax notoginseng capsules (三七膠囊) and phentolamine mesylate tablets (甲磺酸酚妥拉明片). The Company is also engaged in finance leasing business and genetic testing and molecular diagnostic services such as non-invasive prenatal diagnosis (NIPD), tumor genetic screening, DNA testing and paternity testing.

ESG STRATEGIES

The Board of Directors of the Company (“**the Board**”) has the overall responsibility for the ESG strategies and reporting of the Group in the followings:

- Determine the overall ESG management policies, strategies, priorities and objectives;
- Evaluate the ESG-related risks of the Group;
- Ensure appropriate and effective risk management and internal control systems are well equipped to the Group;
- Review the ESG’s work progress and performance on a regular basis;
- Take appropriate measures and make recommendations in a timely manner regarding the key risks and policies implementation; and
- Review and approve the disclosure of information in the ESG Report of the Group.

The Group has also set up an ESG working team which involves management and employees from key functional departments. The team plans and assesses the sustainable development of the Group and carries out the implementation of the relevant policies and takes appropriate measures for the implementation under the supervision by the Board.

獲取及回應本報告

本報告可在香港聯交所網站(www.hkexnews.hk)及本公司網站(www.1889hk.com)查閱和下載。

本集團歡迎閣下就本報告給予意見，以完善我們的可持續發展計劃。請電郵至 ir@1889hk.com 聯絡我們。

緒言

本公司的目標是成為一家垂直整合的專業藥品集團，專門在中國製造、營銷和銷售藥品。福建永春製藥有限公司(「**福建永春**」)、福建至信醫藥有限公司(「**福建至信**」)，連同福建瑞創健康產業有限公司(「**福建瑞創**」)於二零二二年成立及營運，作為其新製藥基地，該等公司均為本集團之附屬公司。福建永春於中國擁有5個藥品批准文號和生產5種口服藥品，包括養脾散、三七膠囊及甲磺酸酚妥拉明片。本公司亦從事於融資租賃業務及基因檢測及分子生物診斷服務，例如唐氏篩查(NIPD)、腫瘤基因篩查、遺傳基因檢測、親子鑒定等服務。

環境、社會及管治戰略

本公司董事會(「**董事會**」)對本集團的環境、社會及管治戰略及報告承擔以下總體責任：

- 確定整體環境、社會及管治管理政策、戰略、優先事項及目標；
- 評估本集團的環境、社會及管治相關風險；
- 確保本集團具有適當有效的風險管理及內部監控系統；
- 定期審閱環境、社會及管治的工作進展及表現；
- 對關鍵風險及政策的實施採取適當措施並及時提出建議；及
- 審閱及批准本集團的環境、社會及管治報告的披露信息。

本集團亦成立一個由管理層及主要職能部門員工組成的環境、社會及管治工作小組。該小組規劃及評估本集團的可持續發展，並在董事會的監督下執行相關政策並採取適當措施。

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The Group believes that sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and bringing positive impacts to the society.

In the future, the Group will continue to enhance the internal corporate governance structure and internal control systems, and strengthen the risk management of ESG matters. The Group will further raise the standard and efficiency of its ESG governance.

STAKEHOLDERS ENGAGEMENT

Stakeholders engagement is a widely-employed method for assessing materiality. By communicating with the stakeholders, corporations are able to understand their wide ranging opinions, and identify crucial environmental and social issues.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquires and continuous interest in the Group's business activities. Hence, the Group has established multiple communication channels to a broad spectrum of stakeholders in order to better outline our business strategies to address their concerns and expectations, strengthen our relationships and anticipate and mitigate potential risks.

本集團認為可持續發展為本集團業務策略的主要部分，以達致業務成功及提升長期競爭力。本集團致力於以經濟、社會及環境方面可持續發展的方式運營，同時平衡不同持份者的利益及為社會帶來積極影響。

未來，本集團將不斷加強內部企業管治架構及內部監控系統，加強環境、社會及管治事務的風險管理。本集團將進一步提高環境、社會及管治治理的標準及效率。

持份者參與

持份者的參與是一種廣泛採納用以評估重要性的方法。透過與持份者的溝通，企業能夠廣泛了解持份者的意見，識別重要的環境和社會事宜。

本集團認同從持份者對本集團業務活動的見解、查詢及持續興趣中獲得有用信息的重要性。因此，本集團為各類持份者設立多重溝通渠道，以更好地制定業務策略回應彼等的關注及預期、加強我們的關係及預計並緩解潛在風險。

Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Government and Regulatory Authorities	<ul style="list-style-type: none">Compliance with laws, rules and regulationsProper tax paymentPromotion of regional economic development and employment	<ul style="list-style-type: none">On-site inspections and checksResearch and discussion through work conferences, work reports preparation and submission for approvalAnnual reports and other published information on its website
政府及監管機構	<ul style="list-style-type: none">遵守法律、規則及規例依法納稅推動區域經濟發展及就業	<ul style="list-style-type: none">現場檢驗、檢查透過工作會議、工作報告編製及提交審批，開展研究及討論年報及網站所發佈的其他資料
Shareholders and Investors	<ul style="list-style-type: none">Low riskReturn on investmentTransparent disclosure of informationProtection of interests and fair treatment of shareholders	<ul style="list-style-type: none">Annual general meeting and other shareholders' meetingsAnnual reports, announcements, circulars and other published informationNewsletterMeeting with investors and analysts
股東及投資者	<ul style="list-style-type: none">低風險投資回報透明的信息披露保障股東利益及公平待遇	<ul style="list-style-type: none">股東週年大會及其他股東大會年報、公告、通函及已發佈的其他資料簡訊與投資者及分析師會面
Environment	<ul style="list-style-type: none">Compliance with emission regulationsEnergy conservation and emission reductionEcological protection	<ul style="list-style-type: none">Communicate with local environmental departmentsSurvey, research and inspection
環境	<ul style="list-style-type: none">遵守排放規例節能減排保護生態	<ul style="list-style-type: none">與當地環境部門交流調查、研究及檢查

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Stakeholders 持份者	Expectations 預期	Engagement channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> — Working environment — Career development — Health and safety 	<ul style="list-style-type: none"> — Trainings, seminars, briefing sessions — Cultural and sport activities — Newsletters — Intranet and emails — 培訓、研討會、簡介會 — 文化及體育活動 — 員工通訊 — 內聯網及電郵
Customers 客戶	<ul style="list-style-type: none"> — Safe and high-quality products — Stable relationship — Information transparency — Integrity and business ethics — After-sales service — 安全高質產品 — 穩定關係 — 資料透明度 — 誠信及商業道德 — 售後服務 	<ul style="list-style-type: none"> — Website, brochures, annual reports and other published information — Emails and customer service hotline — Feedback forms — Regular meetings — 網站、宣傳冊、年報及已發佈的其他資料 — 電郵及客戶服務熱線 — 意見反饋表 — 定期會議
Suppliers/Business Partners 供應商／業務夥伴	<ul style="list-style-type: none"> — Long-term partnership — Open and honest cooperation — Fair and reasonable pricing — Information and resources sharing — Risk reduction — 長期合作關係 — 公開、坦誠合作 — 公平、合理定價 — 分享資料及資源 — 降低風險 	<ul style="list-style-type: none"> — Business meetings, supplier conferences, phone calls, interviews — Reviews and assessments — 業務會議、供應商會議、電話、面談 — 審核及評估
Peers/Industry associations 同業／行業協會	<ul style="list-style-type: none"> — Experience sharing — Cooperation — Fair competition — 經驗分享 — 攜手合作 — 公平競爭 	<ul style="list-style-type: none"> — Industry conference — Site visits — 行業會議 — 實地拜訪
Public and communities 公眾及社區	<ul style="list-style-type: none"> — Community involvement — Social responsibilities — 投入社區 — 社會責任 	<ul style="list-style-type: none"> — Volunteering — Charity and social investment — 義工活動 — 慈善活動及社會投資

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MATERIALITY ASSESSMENT

According to the actual development of the Group and its ESG System, as well as the ESG substantive topic analysis model of the Company, substantive topics that post relatively significant impacts on the Company and its stakeholders were identified. The Group invited certain internal and external stakeholders to participate surveys and carry out the ESG materiality assessment to further determine the focus of the ESG report. The steps for assessing the materiality and importance of the ESG aspects are as the following:

Step 1: Identification

The relevant ESG substantive topics were identified by the Group through the review of the actual development of the Group and the latest sustainability trends in the industry as well as and the requirements of “ESG Reporting Guide”. 21 potential substantive ESG topics were identified that post relatively significant impacts to the Group’s business and stakeholders:

重要性評估

根據本集團及其環境、社會及管治系統的實際發展情況，以及本公司的環境、社會及管治實質主題分析模型，本公司已識別對其本身及持份者具有相對較重大影響的實質主題。本集團已邀請若干內部及外部持份者參與調查，並對環境、社會及管治進行重要性評估，以進一步確定環境、社會及管治報告的重點。評估環境、社會及管治方面的實質性及重要性步驟如下：

步驟 1：識別

本集團已透過審閱本集團的實際發展情況及行業最新可持續發展趨勢，以及《環境、社會及管治報告指引》的要求，確定相關環境、社會及管治的實質性議題。21個環境、社會及管治的潛在實質性議題被識別為對本集團的業務及持份者有較重大影響：

ESG Aspects 環境、社會及管治範疇	No. 編號	Substantive ESG Topics 環境、社會及管治實質性議題	
A. Environmental A. 環境	Aspect A1: Emissions 範疇 A1：排放物	1 Pollutant emission 1 污染物排放	
	Aspect A2: Use of Resources 範疇 A2：資源使用	2 Non-hazardous waste discharge 2 無害廢棄物排放	
		3 Energy consumption 3 耗用能源	
		4 Water consumption 4 耗水量	
		5 Efficient utilization of resources 5 有效使用資源	
		6 Energy saving measures 6 節能措施	
	Aspect A3: Environment and Natural Resources 範疇 A3：環境及天然資源	7 Climate change impact 7 氣候變化影響	
		Aspect A4: Climate Change 範疇 A4：氣候變化	
	B. Social B. 社會	Aspect B1: Employment 範疇 B1：僱傭	8 Equal opportunities 8 平等機會
		Aspect B2: Health and Safety 範疇 B2：健康與安全	9 Occupational health and safety 9 職業健康與安全
			10 Employee training and education Career development 10 僱員培訓及教育職業發展
		範疇 B3：發展及培訓	11 Prohibition of child and forced labour 11 嚴禁聘用童工及強制勞工
			12 Compliance with employment ordinance 12 遵守僱傭條例
Aspect B4: Labour Standards 範疇 B4：勞工準則		13 Supply chain management 13 供應鏈管理	
		Aspect B5: Supply Chain Management 範疇 B5：供應鏈管理	

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ESG Aspects 環境、社會及管治範疇	No. 編號	Substantive ESG Topics 環境、社會及管治實質性議題
Aspect B6: Product Responsibility 範疇 B6 : 產品責任	14	Product safety and quality
	14	產品安全及質量
	15	Compliance with the requirements of pharmaceutical products
	15	藥品合規
	16	Quality control management
	16	質量控制管理
	17	Complaints handling
	17	投訴處理
	18	Customer data protection and privacy
	18	客戶資料保障及私隱
	19	Intellectual property protection
	19	知識產權保障
	Aspect B7: Anti-Corruption 範疇 B7 : 反貪污	20
	20	反貪污及反洗黑錢
Aspect B8: Community Investment 範疇 B8 : 社區投資	21	Community investment
	21	社區投資

Step 2: Research and Analysis

The Group communicated with stakeholders by conducting questionnaire to assess the substantive ESG topics that they consider is key to the Group's strategic and business development.

Step 3: Prioritisation

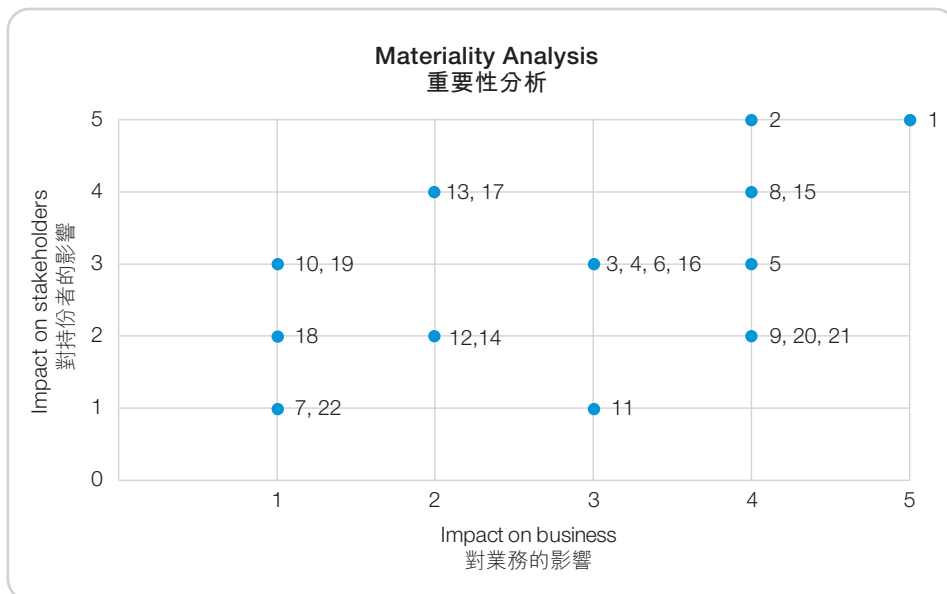
All the substantive ESG topics were prioritized based on the materiality assessment result. The Group takes into account the materiality to stakeholders and materiality to business that are important to the business development as the materiality analysis shown as below. The substantive ESG topics that fall within the top right-hand part are of the highest importance.

第二步：研究及分析

本集團通過問卷調查與持份者進行溝通，評估彼等認為對本集團戰略及業務發展至關重要的環境、社會及管治實質性議題。

第三步：確定優先次序

所有環境、社會及管治實質性議題均根據重要性評估結果進行優先排序。本集團經考慮對持份者及業務而言屬重大的業務發展重要性分析呈列如下。位於右上方的環境、社會及管治實質性議題乃最為重要。



ENVIRONMENTAL ASPECTS

The Group is committed to continuously improving the environmental sustainability of our business and ensuring that environmental consideration remains one of the key focuses in commitment to both the environment and community. To demonstrate our commitment to sustainable development, the Group has established relevant emission reduction and energy saving initiatives to manage the emission and maintain green operations. In order to ensure that all environmental protection permissions and approvals required by the regulatory authorities are in place, the Group conducts regular reviews on its environmental protection measures.

During the Reporting Period, the Group has complied in all material respects with the relevant environmental protection laws and regulations applicable to pharmaceutical manufacturers in mainland China, including Good Manufacturing Practice (“GMP”) certification requirements and requirements governing the construction and expansion of its manufacturing plants and facilities.

During the Reporting Period, the Group has not been involved in any cases of non-compliance with relevant laws and regulations relating to environment that have a significant impact on the Group.

EMISSIONS

The Group acknowledges its responsibility to the environment and has implemented various measures to mitigate the emissions generated during production process, which includes exhaust fumes, solid waste, sewage and noise. The Group has adopted a policy of “Environmental Protection Management Procedure” to regulate and monitor the emission during the production process.

During the Reporting Period, the Group was in compliance with the Environmental Protection Law of the PRC, the Law of the PRC on Evaluation of Environmental Effects, the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the PRC on Prevention and Control of Water Pollution and the Law of the PRC on Prevention and Control of Environmental Noise Pollution and other applicable laws and regulations related to environmental protection in the PRC in all material respects. The Group has not been involved in any case of non-compliance with the relevant laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste during the Reporting Period that had a significant impact on the Group.

環境層面

本集團致力於不斷改善業務的環境可持續性並確保環境考慮仍然是我們對環境及社區的義務的關鍵焦點之一。為展示本集團對可持續發展的承諾，其已制定相關減排及節能措施以管理排放物及維持綠色運營。為確保監管部門要求的所有環境保護許可及批准均已到位，本集團定期對其環保措施進行審查。

於報告期間，本集團在各重大方面遵守適用於中國內地醫藥製造商的相關環境保護法律及法規，包括生產質量管理規範（「GMP」）認證規定及監管其生產工廠及設施建設及擴張的規定。

於報告期間，本集團並不涉及任何違反環境相關法律及法規而對本集團有重大影響的事件。

排放物

本集團深知其對環境應承擔的責任及已實施各種策略以減少生產過程中產生的排放物，包括廢氣、固體廢物、污水及噪音。本集團已採取「環境保護管理程序」政策規管及監督生產過程中的排放物。

於報告期間，本集團在各重大方面遵守《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢棄物污染環境防治法》、《中華人民共和國環境噪聲污染防治法》及有關中國環境保護的其他適用法律及法規。於報告期間，本集團並不涉及任何違反有關空氣及溫室氣體排放、向水及土地排放、產生有害及無害廢棄物的相關法律及法規而對本集團有重大影響。

Air Pollutants Emission

The air pollutants emitted by the Group mainly comprised exhaust fumes generated during the manufacturing process and turbines operation, and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees and the public. The exhaust fumes are treated to reduce the dust content to a level which can meet the relevant national standards before discharging to atmosphere.

In addition, the Group has consistently adopted new technologies and manufacturing processes to eliminate the emission of air pollutants from the Group's operation as much as is practicable. The use of toluene, an explosive and combustible chemical, is prohibited in manufacturing N(2)-Alanyl-L-Glutamine to mitigate the potential environmental impacts caused by explosion or fire. The ammonia generated during the manufacturing process of N(2)-Alanyl-L-Glutamine is recycled to reduce the amount of exhaust fumes. The Group has also improved its purification technology and reduced the use of ethyl alcohol in processing modern Chinese medicine raw materials. The Group continues to carry out research and development to further improve its purification technology so as to reduce the use of ethyl alcohol and other solvents with the aim to reduce the amount of exhaust fumes discharged into water and land and ensure the compliance with relevant standards.

During the Reporting Period, the air pollutants emission was as follows:

Type of air pollutants	Unit	Total amount in 2022	Total amount in 2021
Nitrogen oxides (NO _x)	kg	72.88	69.74
Sulphur dioxide (SO ₂)	kg	3.12	2.99
Particulate matter (PM)	kg	7.86	7.52

Greenhouse Gas Emission

Greenhouse gas ("GHG") is considered as one of the major contributors to the climate change and global warming. During the Group's operation, electricity consumption accounts for a major part of our GHG emission. The Group places great emphasis on improving energy efficiency and reducing energy consumption. The Group has adopted energy saving initiatives that will be further elaborated in the section headed "Use of Resources" of this Report.

During the Reporting Period, the GHG emission was as follows:

Type of GHG emission	Unit	Total amount in 2022	Total amount in 2021
Scope 1 ¹	tonnes of CO ₂ -e	6.10	5.83
Scope 2 ²	tonnes of CO ₂ -e	2,244.63	2,136.17
Scope 3 ³	tonnes of CO ₂ -e	2.80	6.51
Total GHG Emission	tonnes of CO₂-e	2,253.53	2,148.51
GHG Intensity	tonnes of CO ₂ -e/ employee ⁴	31.30	26.52

- 1 Scope 1: Direct emission from sources that are owned or controlled by the Group.
- 2 Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.
- 3 Scope 3: Other indirect emissions from the traveling of staffs by plane.
- 4 The intensity refers to tonnes of carbon dioxide equivalent (CO₂-e) divided by the total number of employees at the end of the reporting period.

空氣污染物排放

本集團排放的空氣污染物主要來自製造過程及風機運行以及車輛產生的廢氣。實施排放控制措施以減低環境影響及保護僱員及公眾健康至關重要。廢氣在排放到空氣中之前，會進行處理以將灰塵含量降低到符合相關國家標準的水平。

此外，本集團一直採納新技術及製造工藝，以盡量消除本集團經營所產生的空氣污染物排放。在製造N(2)-丙氨酸-L-穀氨酰胺時，禁止使用甲苯（一種易爆及可燃化學品）以減輕爆炸或火災可能造成的環境影響。循環使用N(2)-丙氨酸-L-穀氨酰胺製造過程中產生的氨，以減少廢氣排放量。本集團亦已改善其淨化技術及減少在中藥原料加工過程中乙醇的使用。本集團繼續進行研發以進一步改善其淨化技術，以減少乙醇及其他溶劑的使用，旨在減少向水及土地排放的廢氣量確保遵守相關標準。

於報告期間，空氣污染物排放如下：

空氣污染物 類型	單位	二零二二年 總排放量	二零二一年 總排放量
氮氧化物(NO _x)	千克	72.88	69.74
二氧化硫(SO ₂)	千克	3.12	2.99
顆粒物質(PM)	千克	7.86	7.52

溫室氣體排放

溫室氣體（「溫室氣體」）被認為是氣候變化及全球變暖主要成因之一。於本集團的經營中，耗電量為溫室氣體排放的主要部分。本集團非常重視改善能效及減低能耗。本集團已採納節能措施，將於本報告「資源使用」一節進一步詳述。

於報告期間，溫室氣體排放如下：

溫室氣體 排放類型	單位	二零二二年 總排放量	二零二一年 總排放量
範圍1 ¹	噸CO ₂ -e	6.10	5.83
範圍2 ²	噸CO ₂ -e	2,244.63	2,136.17
範圍3 ³	噸CO ₂ -e	2.80	6.51
溫室氣體 排放總量	噸CO₂-e	2,253.53	2,148.51
溫室氣體密度	噸CO ₂ -e/ 僱員 ⁴	31.30	26.52

- 1 範圍1：本集團所擁有或控制的來源的直接排放。
- 2 範圍2：本集團消耗已購買電力產生的間接排放。
- 3 範圍3：員工飛機差旅的其他間接排放。
- 4 密度指二氧化碳當量噸數除以報告期末僱員總人數。

Environmental, Social and Governance Report

環境、社會及管治報告

Hazardous and Non-hazardous Wastes

The hazardous wastes of the Group was mainly generated from the provision of genetic testing and molecular diagnostic services. All laboratory staffs strictly complied with the Waste Disposal Ordinance 《廢物處置條例》, the Waste Disposal (Clinical Waste) (General) Regulations 《廢物處置(醫療廢物)(一般)規例》 and Code of Practice for the Management of Clinical Waste — Small Clinical Waste Producers 醫療廢物管理工作守則 — 小型醫療廢物產生者 from Environmental Protection Department for handling and disposal of the experimental wastes so as to minimize any potential danger and risk to public health and risk of pollution to the environment. Non-hazardous wastes of the Group are generated during the manufacturing process and office operation. The non-hazardous wastes generated during manufacturing process include scrap materials resulting from processing of Chinese medicine raw materials, scrap packaging materials, glass and other solid wastes. The non-hazardous wastes generated during manufacturing process are classified and recycled. Some of the scrap materials are recycled as fertilizer for agricultural use. The scrap packaging materials are recycled as raw materials by paper manufacturers. The glass and other solid wastes are recycled by manufacturers of construction materials.

In addition to non-hazardous wastes generated from manufacturing process, non-hazardous wastes such as paper and used office materials, are generated during the office operation. The Group strives to reduce the amount of paper waste and strengthen the environmental awareness of employees by introducing paper-saving initiatives as follows:

- Paper recycling boxes are placed near the photocopiers for collection of single-sided paper for reuse and double-sided paper for recycling.
- Default double-sided printing are set in printers.
- Employees are encouraged to reuse stationery such as used envelopes.
- Electronic means of communication such as emails is encouraged.

During the Reporting Period, the amount of the hazardous and non-hazardous wastes generated by the Group were as follows:

Type of waste	Unit	Total amount in 2022	Total amount in 2021
Hazardous waste	tonnes	0.54	0.48
Hazardous waste intensity	tonnes/employee ⁴	0.008	0.006
Non-hazardous waste	tonnes	35.77	32.01
Non-hazardous waste intensity	tonnes/employee ⁵	0.44	0.40

4 The intensity refers to tonnes of hazardous waste divided by the total number of employees at the end of the Reporting Period.
5 The intensity refers to tonnes of non-hazardous waste divided by the total number of employees at the end of the Reporting Period.

有害及無害廢棄物

本集團的有害廢棄物主要產生於提供基因檢測及分子生物診斷服務。所有實驗室員工均嚴格遵守環保部門就處理實驗性廢棄物頒佈的《廢物處置條例》、《廢物處置(醫療廢物)(一般)規例》及《醫療廢物管理守則—小型醫療廢物產生者》的規定，以儘量減少對公眾健康具潛在危害的任何風險及環境污染風險。本集團的無害廢棄物來自製造過程及辦公室運營。製造過程中產生的無害廢棄物包括加工中藥原材料產生的廢料、廢棄包裝材料、玻璃及其他固體廢棄物。製造過程中產生的無害廢棄物予以分類及循環。部分廢料會循環用作農業肥料。廢棄包裝材料由造紙廠商循環用作原材料。玻璃及其他固體廢棄物由建築材料製造商循環使用。

除製造過程中產生的無害廢棄物外，辦公室運營亦會產生無害廢棄物(如紙張及所用辦公室物資)。本集團努力減少廢紙量及透過引入如下節約用紙措施加強僱員的環保意識：

- 複印機旁設有廢紙回收箱，以收集單面打印紙張供再次使用及雙面打印紙張供循環再用。
- 打印機備有預設雙面打印功能。
- 鼓勵僱員重複利用文具用品，例如已使用信封。
- 鼓勵電子通信方式，例如電子郵件。

於報告期間，本集團產生的有害及無害廢棄物量如下：

廢棄物類型	單位	二零二二年 總量	二零二一年 總量
有害廢棄物	噸	0.54	0.48
有害廢棄物 密度	噸/僱員 ⁴	0.008	0.006
無害廢棄物	噸	35.77	32.01
無害廢棄物 密度	噸/僱員 ⁵	0.44	0.40

4 密度指有害廢棄物噸數除以報告期末僱員總人數。
5 密度指無害廢棄物噸數除以報告期末僱員總人數。

Wastewater

The wastewater generated during the production process is treated by the Group's own wastewater treatment facilities using anaerobic/oxic (A/O) process and dissolved air flotation technology. The wastewater is processed in a centralized system and treated to the extent that it is discoloured and contains no sediment. For wastewater generated from turbines operation, it is treated to remove sediment and to reach an appropriate pH level before discharge.

Noise

Noise is mainly generated from the operation of turbines, heating, ventilation and air conditioning systems, and air compressors. The Group strives to reduce the generation of noise and its impacts on the surrounding environment by implementing noise control measures to ensure the noise generated is maintained at a level permitted by law.

The Group regularly monitors and reviews its production and operation processes so as to reduce emissions, hazardous and non-hazardous wastes, and energy consumption. The Group targets that the major emissions, hazardous, non-hazardous wastes, raw and hazardous materials in 2023 will be lower than 2022.

USE OF RESOURCES

The major resources used by the Group are electricity, petrol, water and packaging materials. The Group has adopted a policy of "Energy Resources Control Procedure" with the aim to promote preservation and conservation of resources by implementing energy and water efficiency measures and motivating our employees to participate in resource conservation activities. The Group has established the corporate cost control management working group to avoid wastage of resources and reduce production cost.

廢水

生產過程中產生的廢水由本集團本身的廢水處理廠使用厭氧／好氧工藝及溶氣浮選法進行處理。廢水在中央系統進行加工並處理至無色及不含沉澱物。就渦輪機運行產生的廢水，其在排放前經過處理以移除沉澱物及達到合適的pH值。

噪音

噪音主要來自風機、加熱、通風及空調系統及空氣壓縮機的運行。本集團致力於透過實施噪音控制措施減少噪音的產生及對周邊環境的影響，以確保所產生噪音維持在法律許可的水平。

本集團定期監察及審查其生產及運營流程，以減少排放、有害及無害廢棄物以及能源消耗。未來，本集團的目標為於二零二三年主要排放、有害及無害廢棄物、原材料及有害材料低於二零二二年。

資源使用

本集團使用的主要資源為電力、汽油、水及包裝材料。本集團已採納「節能控制程序」政策，旨在透過實施節約能源及水源的措施以及鼓勵僱員參與資源節約活動促進資源保育。本集團已設立企業成本控制管理工作小組，防止資源浪費及降低生產成本。

Environmental, Social and Governance Report

環境、社會及管治報告

Energy consumption

The use of electricity and fuels account for our major energy consumption. In view of the scarcity of resources, we have implemented various energy conservation strategies as follows:

- Set the air-conditioned room temperature at around 25 degrees Celsius.
- Turn off the computers and lightings before leaving the office.
- Regular cleaning and maintenance are conducted on heat exchange system to increase its efficiency.
- Energy efficiency is taken into consideration when procuring machineries.

During the Reporting Period, the energy consumption was as follows:

Type of energy	Unit	Total amount in 2022	Total amount in 2021
Electricity	MWh	3,544.28	3,501.37
Petrol	MWh	18.95	17.22
Total energy consumption	MWh	3,563.23	3,518.59
Energy intensity	MWh/employee ⁶	49.49	43.44

Water consumption

Water is another main resource used by the Group during its operation. The Group encourages water conservation effectively by promoting water saving and recycling in its operation. Water-saving facilities are installed in sinks and lavatories to reduce water consumption. The wastewater generated during our production process is recycled and reused in the manufacturing process so as to minimize water consumption. The amount of water consumption is recorded regularly for the Group to monitor the water consumption level and better formulate water-saving measures.

During the Reporting Period, the water consumption was as follows:

Water Consumption	Unit	Total amount in 2022	Total amount in 2021
Total	m ³	679.73	663.68
Intensity	m ³ /employee ⁷	9.44	8.19

Packaging Materials and Other Resources

Packaging materials are used to prevent any contamination of medicines by the surrounding environment. The major packaging materials used by the Group are papers and plastics, and their consumption amount was as follows:

Type of packaging material	Unit	Total amount in 2022	Total amount in 2021
Paper	tonnes	471.70	331.96
Plastic	tonnes	233.90	137.68

- 6 The intensity refers to MWh per employee at the end of the Reporting Period.
7 The intensity refers to m³ per employee at the end of the Reporting Period.

耗用能源

耗用能源主要指使用電力及燃料。鑒於資源稀缺，我們已實施的多種節能措施如下：

- 空調室溫設在約攝氏25度。
- 在離開辦公室前關閉電腦及燈具。
- 定期清潔及維護熱交換系統以提高其效能。
- 在採購機械時考慮能效。

於報告期間，能耗如下：

能源類別	單位	二零二二年總量	二零二一年總量
電力	兆瓦時	3,544.28	3,501.37
汽油	兆瓦時	18.95	17.22
總能耗	兆瓦時	3,563.23	3,518.59
能源密度	兆瓦時/僱員 ⁶	49.49	43.44

耗水量

水為本集團經營中使用的另一種主要資源。本集團透過在其經營中節水及循環使用，鼓勵有效節約用水。水槽及洗手間均安裝節水設施，以減少耗水量。生產過程中產生的廢水在製造過程中循環及重複使用，以盡量減少耗水量。本集團定期記錄耗水量，以監測耗水量及更好地制定節水措施。

於報告期間，耗水量如下：

耗水量	單位	二零二二年總量	二零二一年總量
總計	立方米	679.73	663.68
密度	立方米/僱員 ⁷	9.44	8.19

包裝材料及其他資源

包裝材料用於避免藥物被周邊環境污染。本集團使用的主要包裝材料為紙張及塑料，彼等的消耗量如下：

包裝材料類型	單位	二零二二年總量	二零二一年總量
紙張	噸	471.70	331.96
塑料	噸	233.90	137.68

- 6 密度指兆瓦時數除以報告期末僱員人數。
7 密度指立方米數除以報告期末僱員人數。

THE ENVIRONMENT AND NATURAL RESOURCES

Pursuant to the Environmental Impact Assessment Law of the PRC* 中華人民共和國環境影響評估法, manufacturers are required to prepare environmental impact assessment report(s) setting forth potential environmental impacts and formulate the prevention and remedial measures to be adopted for the proposed projects. The Group conducts environmental impact assessment and strictly monitors its projects in accordance with the environmental impact assessment report. To further mitigate the environmental impacts of the Group's operation, the Group consistently utilizes modern equipment, technologies and measures which have lower impacts on the environment. The Group also monitors and manages its compliance with the laws and regulations in respect of environmental protection.

The Group integrates environmental responsibility in designing, repairing and maintaining existing and planned environmental protection equipment and facilities. During the research and development stage of new products, the design of the manufacturing facilities is taken into consideration to mitigate its environmental impacts. Prior to the production of new products, the Group evaluates the environmental impacts posed by the manufacturing of the new drug and selects those products with less environmental impacts during manufacturing process. The Group will further engage professionals to undertake the implementation of the project and provide repair services for environmental protection equipment and facilities. The repaired equipment and facilities are subject to examination by local environmental protection authorities.

CLIMATE CHANGE

The Group is aware that extreme weather conditions may affect the daily operations and cause damages to the property of the Group. The Group closely monitors the trend of global climate change, identifies the climate related risks and implemented mitigation measures to make the day-to-day operations more environmental-friendly by reducing the emissions and waste and safeguard the safety of employees. The Group reviews and improves the measures regularly to ensure the effectiveness to mitigate climate risks.

SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

EMPLOYMENT

The Group believes employees are valuable assets and the foundation for success and long-term development of the Group. The Group aims to attract and retain talents, maintain a safe and equitable working environment for our employees, provide development opportunities and promote employee health and well-being. The commitment is incorporated into the Group's staff handbook. The staff handbook covers the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest days and other benefits and welfare.

The Group strives to create a fair and inclusive workplace where all employees are treated fairly with dignity and respect. All employment decisions including recruitment, promotion, dismissal, training and career development are based on objective standards. The Group also provides and reviews the remuneration packages of each employee by assessing their responsibilities and performance regularly.

環境與天然資源

根據《中華人民共和國環境影響評估法》，製造商須編製環境影響評估報告，當中載明潛在環境影響及制定就建議項目擬採納的預防及補救措施。本集團進行環境影響評估及根據環境影響評估報告嚴格監督項目。為進一步減緩本集團經營的環境影響，本集團一直採用對環境影響較少的現代化設備、技術及措施。本集團亦監督及管理環保法律及法規的合規情況。

本集團將環保責任納入設計、維護及保養現有及計劃中的環保設備及設施中。於新產品研發階段，已考慮製造設施的設計，以減低其對環境的影響。生產新產品前，本集團評估製造新藥產生的環境影響及選擇該等製造過程中對環境影響較低的產品。本集團將另行委聘專業人士承擔項目實施及為環保設備及設施提供維修服務。維修後的設備及設施須經由當地環保部門檢查。

氣候變化

本集團意識到，極端天氣條件可能會影響日常運營，並對本集團的財產造成損害。本集團密切關注全球氣候變化趨勢，識別與氣候有關的風險並實施緩解措施，通過減少排放量及廢物，使日常運營更為環保，保障員工安全。本集團定期審閱及完善該等措施，以確保有效緩解氣候風險。

社會層面

僱傭及勞工常規

僱傭

本集團認為，僱員為最寶貴資產及本集團成功及長遠發展的基礎。本集團旨在吸引及挽留人才、為僱員營造安全及平等的工作環境、提供發展機會及促進僱員健康及幸福。該承諾已納入本集團員工手冊。員工手冊涵蓋本集團有關薪酬及解僱、招聘及晉升、工作時間、假期及其他待遇及福利的標準。

本集團努力營造一個公平共融的工作場所，讓全體僱員得到公平、有尊嚴及尊重對待。所有僱傭決定，包括招聘、晉升、解僱、培訓及職業發展均基於客觀衡量標準。本集團亦提供並通過定期評估僱員責任及表現審閱每名僱員的薪酬待遇。

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The Group respects and offers equal opportunity of employment in all aspects and strictly prohibits discrimination or harassment against any individual based on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by applicable law.

Remuneration and benefits are important to attract, retain and motivate talents in achieving key goals of the Group. The Group provides competitive remuneration, rewards program including share option scheme, retirement and medical benefits to our employees. Employees are provided with social endowment insurance, unemployment insurance, employment injury insurance, maternity insurance, medical insurance and housing provident fund. Employees are also entitled to various benefits including marriage leave, compassionate leave, maternal leave as well as statutory holidays.

The Group was in strict compliance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulations in the PRC as well as the Employment Ordinance of Hong Kong. During the Reporting Period, the Group has not been involved in any case of non-compliance with those applicable laws and regulations relating to employment and labour practices that have a significant impact on the Group.

As at 31 December 2022, the staff compositions (in term of the numbers of employees) by gender, employment type, employee category, age group and geographical region were as follows:

	2022	2021
Total number of employees	72	81
By Gender		
Male	30	30
Female	42	51
By Employment Type		
Full-time	67	78
Part-time	5	3
By Employee Category		
Senior Management	8	8
Middle Management	20	13
General	44	60
By Geographical Region		
PRC	57	72
Hong Kong	15	9
By Age Group		
Aged 30 or below	25	29
Aged 31-40	20	28
Aged 41-50	21	20
Aged 51 or above	6	4

本集團尊重並於僱傭的所有方面提供公平機會及嚴格禁止針對任何個人的性別、年齡、國籍、婚姻狀況、殘疾、種族、膚色、宗教信仰及適用法律保護等任何其他特徵的歧視或騷擾。

薪酬及待遇對吸引、挽留及激勵人才以達成本集團主要目標非常重要。本集團為僱員提供具競爭力的薪酬、獎勵計劃(包括購股權計劃)、退休及醫療福利。僱員獲提供社會養老保險、失業保險、工傷保險、生育保險、醫療保險及住房公積金。僱員亦有權獲得各種福利,包括婚假、恩恤假、產假及法定假日。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及中國其他適用法律及法規以及香港《僱傭條例》。於報告期間,本集團並不涉及任何違反該等僱傭及勞工常規相關適用法律及法規而對本集團有重大影響的事件。

於二零二二年十二月三十一日,按性別、僱傭類型、僱員類別、年齡組別及地理位置劃分員工組成(僱員人數)如下:

	二零二二年	二零二一年
僱員總數	72	81
按性別		
男性	30	30
女性	42	51
按僱員類型		
全職	67	78
兼職	5	3
按僱員類別		
高級管理層	8	8
中層管理人員	20	13
一般員工	44	60
按地理位置		
中國	57	72
香港	15	9
按年齡組別		
30歲或以下	25	29
31至40歲	20	28
41至50歲	21	20
51歲或以上	6	4

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The turnover rates of employees by gender, age group and geographical region during the Reporting Period were as follows:

Employment	Unit	Turnover rate	
		2022	2021
By gender⁸			
– Male	%	46.6	16.7
– Female	%	47.6	17.6
By age group⁹			
– 30 or below	%	60.0	20.7
– 31-40	%	50.0	10.7
– 41-50	%	33.33	5.0
– 51 or above	%	40.0	25.0
By geographical region			
PRC	%	50.9	11.1
Hong Kong	%	33.3	66.7
Overall¹⁰		47.2	17.3

HEALTH AND SAFETY

The Group places heavy emphasis on ensuring the occupational health and safety of its employees. The Group has established a safe production committee to monitor and manage matters related to occupational health and safety and ensure strict compliance with relevant laws and regulations in the PRC, including the Safe Production Law of the PRC and the Law of the PRC on the Prevention and Control of Occupational Diseases.

Safety training is crucial to enhance employees' awareness on occupational health and safety so as to mitigate the risk of work-related injury. The Group has adopted a policy of "Safety Production Management Procedures" to ensure production safety. The Group conducts safety training on a regular basis and actively participates in safety education activities organised by the local government. Employees are required to pass the safety education assessment before discharging their duties. In addition to the production safety, the Group also places great emphasis on fire safety. The Group organises fire drills every half year to ensure that employees are prepared to respond in the event of emergency. The Group also invites fire department personnel to carry out professional safety trainings for employees from time to time, including trainings on safety knowledge and emergency evacuation drills.

In addition, the Group has adopted the "Employee Health and Management Procedure" to establish employees' health standard management. Employees who have direct contact with the products are required to conduct medical check at least once a year. The Group also provides medical insurance coverage for employees.

- 8 Turnover rate refers to total number of employee turnover of the gender group divided by total number of employees of the corresponding gender group at the end of the Reporting Period.
- 9 Turnover rate refers to total number of employee turnover of the age group divided by total number of employees of the corresponding age group at the end of the Reporting Period.
- 10 Turnover rate refers to total number of employee turnover during the reporting period divided by total number of employees at the end of the Reporting Period.

於報告期間，按性別、年齡組別及地區劃分的僱員流失率如下：

僱傭	單位	流失率	
		二零二二年	二零二一年
按性別劃分⁸			
– 男性	%	46.6	16.7
– 女性	%	47.6	17.6
按年齡組別劃分⁹			
– 30歲或以下	%	60.0	20.7
– 31至40歲	%	50.0	10.7
– 41至50歲	%	33.33	5.0
– 51歲或以上	%	40.0	25.0
按地區			
中國	%	50.9	11.1
香港	%	33.3	66.7
整體流失率¹⁰	%	47.2	17.3

健康與安全

本集團極為重視保障其僱員的職業健康及安全。本集團已設立安全生產委員會，以監督及管理有關職業健康與安全的事宜，並確保嚴格遵守中國相關法律及法規，包括《中華人民共和國安全生產法》及《中華人民共和國職業病防治法》。

為了降低工傷風險，安全培訓對提高僱員的職業健康及安全意識至關重要。本集團已採納「安全生產管理流程」政策，以確保生產安全。本集團定期進行安全培訓並積極參與當地政府組織的安全教育活動。僱員於履行職責前須通過安全教育評估。除生產安全外，本集團亦極為重視消防安全。本集團每半年組織消防演習，以確保僱員為應對緊急情況作好準備。本集團亦不時邀請消防部門人員為僱員開展專業的安全培訓，包括安全知識培訓及緊急疏散演習。

此外，本集團已採納「僱員健康與管理流程」，以確定僱員的健康標準管理。直接接觸產品的僱員須至少每年進行一次體檢。本集團亦為僱員購買醫療保險。

- 8 流失率指某性別組別的僱員流失總數除以於報告期末該性別組別的僱員總數。
- 9 流失率指某年齡組別的僱員流失總數除以於報告期末該年齡組別的僱員總數。
- 10 流失率指報告期間的僱員流失總數除以於報告期末的僱員總數。

Environmental, Social and Governance Report

環境、社會及管治報告

Response to the pandemic

The persistent outbreak of the COVID-19 pandemic during the Reporting Period has significantly affected the public health. The Group has taken the following precautionary measures in order to protect its employees:

- Adopted flexible work arrangements including work from home arrangement for the employees to ensure social distancing;
- Complied with the rules set by the local government regarding the COVID-19 precautionary measures;
- Carried out the control measures including strictly required all the employees to wear surgical masks in office premises, monitor body temperature in all daily working days and disinfect office and operation areas regularly;
- Required to report any infection cases of the employees and their family members that lived together in a timely manner so that measures can be taken immediately to prevent spread of pandemic within the Group; and
- Closely monitor the situation of the pandemic, review and adjust the precautionary measures timely to ensure the measures are effective.

With the above policies and measures implemented, there was no fatal work-related injury or accident occurred in each of the past three years including the reporting year, nor any lost days due to work injury during the Reporting Period. The Group has not been involved in any case of non-compliance with the relevant laws and regulations in the PRC and Hong Kong relating to occupational health and safety that have a significant impact to the Group during the Reporting Period.

DEVELOPMENT AND TRAINING

The Group believes that the knowledge, skills and capabilities of its employees are vital to the Group's continuous business growth and success. In view of that, the Group adopts a policy of "Employee Training Management Procedure" and offers various training programs to employees to enhance their requisite knowledge and skills in discharging their duties. The training programs offered can be divided into four main categories as follows.

1. New employees' trainings

Newly joined employees are required to participate in three modules of training, including company, production and team. The trainings cover the introduction to the basic company profile, equipment operation and maintenance procedures, safety production management regulations, etc.

2. On-the-job trainings

The on-the-job trainings are provided for existing employees which covers operational skills training and medicine-related theoretical knowledge such as knowledge on microbial and Chinese medicines.

3. Trainings for internal transfers

The trainings are provided for employees to be internally transferred to other job positions. The trainings include the operation procedures of new positions.

應對疫情

於報告期間內，持續爆發的新型冠狀病毒肺炎疫情對公眾健康造成嚴重影響。為了保護員工，本集團已採取以下預防措施：

- 採取靈活的工作安排，包括員工居家辦公安排以確保社交距離；
- 遵守當地政府制定的關於新型冠狀病毒肺炎預防措施的規定；
- 執行防控措施，包括嚴格要求所有員工在辦公室正確佩戴外科口罩，於所有日常工作日監測體溫，對辦公室及操作區進行定期消毒；
- 要求及時報告員工及其共同生活的家庭成員的任何感染病例，以便即時採取措施，防止疫情在本集團內蔓延；及
- 密切關注疫情的情況，及時審閱及調整預防措施，確保措施的有效性。

由於實施上述政策及措施，過去三年(包括報告年度)內，概無發生工傷致命或意外事故，於報告期間內亦無任何因工傷損失日數。於報告期間，本集團並不涉及任何不符合中國及香港有關僱員的職業健康及安全的相關法律及法規而對本集團構成重大影響的事件。

發展及培訓

本集團認為，僱員的知識、技能及能力對本集團的持續業務發展及成功至關重要。有鑒於此，本集團採納「僱員培訓管理程序」政策及為員工提供各種培訓計劃，以提高彼等履行職責所必需的知識及技能。所提供的培訓計劃可分為以下四個主要類別。

1. 新僱員的培訓

新入職的僱員須進行三層培訓，包括公司、生產及團隊。培訓內容涵蓋介紹公司基本概況、設備操作及維護程序、安全生產管理規例等。

2. 在職培訓

該等在職培訓是向現職僱員提供，涵蓋操作技能培訓及醫藥相關理論知識(例如微生物知識及中藥知識)。

3. 內部調崗培訓

該等培訓是向內部調崗至其他崗位的僱員提供。培訓包括新崗位操作流程。

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4. Trainings for specific positions

Employees who handle special types of work or require special skills/technique are required to go through professional trainings and obtain work permits before carrying out their duties. Examples of specific positions include boiler workers, electricians, welders and financial accountants.

The training programs can be classified into internal and external trainings. For internal trainings, the Group invites external experts and internal technicians to conduct the trainings. For external trainings, the Group encourages employees to participate in site visits, seminars and workshops organised by external organisations.

During the Reporting Period, the percentage of employees trained and the average training hours completed per employee by gender and employment category were as follows:

Training	Unit	Percentage of employees trained	
		2022	2021
By gender¹¹			
- Male	%	96.7	100.0
- Female	%	95.2	94.1
By employment category¹²			
- Senior management	%	100	100.0
- Middle management	%	100	100.0
- General	%	93.2	95.0
Training hours		Average training hours	
Training hours	Unit	2022	2021
By gender			
- Male	hours/employee	17.5	19.3
- Female	hours/employee	17.1	18.8
By employment category			
- Senior management	hours/employee	18.6	16.6
- Middle management	hours/employee	18.2	18.9
- General	hours/employee	18.4	20.4

LABOUR STANDARDS

The Group complies with the Labour Law of the PRC, the Labour Contract Law of the PRC, the Rules on the Prohibition of Child Labour of the PRC and the Employment Ordinance of Hong Kong in all material respects and strictly emphasises on the prohibition of child labour and forced labour. The Group has formulated the "Corporate Responsibility Policy" on prohibition of child labour. As prevention for child labour, candidates are required to present their identity cards for age verification during recruitment process. If there is any case related to child labour or forced labour, the Group will investigate the incident and report to local labour authorities.

During the Reporting Period, the Company has not been involved in any case of any non-compliance with the relevant laws and regulations relating to recruitment of child labour or forced labour practices that have a significant impact on the Group.

11 Percentage of employees trained refers to total number of trained employee of the gender group in the PRC divided by the total number of employees of the corresponding gender group at the end of the Reporting Period.

12 Percentage of employees trained refers to total number of trained employee of the corresponding employment category divided by the total number of employees of the corresponding employment category at the end of the Reporting Period.

4. 指定崗位培訓

處理特殊工作或須具備特殊技能／技術的僱員於開展彼等的工作之前須進行專業的培訓並取得工作許可證。特殊崗位的例子包括鍋爐工人、電工、焊工及財務會計人員。

培訓計劃可分為內部及外部培訓。就內部培訓而言，本集團邀請外部專家及內部技術員提供培訓。就外部培訓而言，本集團鼓勵員工參加外部機構組織的實地探訪、研討會及講習班。

於報告期間，按性別和僱傭類別劃分的接受培訓的僱員百分比及每名僱員完成的平均培訓時數如下：

培訓	單位	接受培訓的僱員百分比	
		二零二二年	二零二一年
按性別劃分¹¹			
- 男性	%	96.7	100.0
- 女性	%	95.2	94.1
按僱傭類別劃分¹²			
- 高級管理層	%	100	100.0
- 中層管理人員	%	100	100.0
- 一般員工	%	93.2	95.0
培訓時數		平均培訓時數	
培訓時數	單位	二零二二年	二零二一年
按性別劃分			
- 男性	時數／僱員	17.5	19.3
- 女性	時數／僱員	17.1	18.8
按僱傭類別劃分			
- 高級管理層	時數／僱員	18.6	16.6
- 中層管理人員	時數／僱員	18.2	18.9
- 一般員工	時數／僱員	18.4	20.4

勞工準則

本集團在各重大方面遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國禁止使用童工規定》以及香港《僱傭條例》並嚴禁童工及強制勞工。本集團已制訂「企業責任政策」以嚴禁童工。為防童工，申請人在招聘過程中均須出示身份證以核實年齡。倘出現任何有關童工或強制勞工個案，本集團將作出調查及向當地勞動部門匯報。

於報告期間，本公司並不涉及任何違反有關聘用童工或強制勞工慣例的相關法律及法規而對本集團有重大影響的任何事件。

11 接受培訓的僱員百分比指於中國某性別組別接受的培訓的僱員總數除以於報告期末該性別組別的僱員總數。

12 接受培訓的僱員百分比指某僱傭類別接受的培訓的僱員總數除以於報告期末該僱傭類別的僱員總數。

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OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

The Group strives to strengthen the collaborative relationship with suppliers and create competitive advantages in the value chain. The Group has implemented a policy of “Supplier Management Procedures” to monitor the quality of suppliers and ensure stable supply of materials and goods. When selecting our suppliers, the Group takes into consideration various criteria, including their track records, reputation, experience, industry qualification, certification, credibility, financial strength, safety management, environmental protection, employee health and social responsibility. In addition, the Group has set up a supplier quality audit and evaluation team to conduct regular written audits and on-site audits for our existing suppliers. The audits cover various aspects, including suppliers’ qualification, suppliers’ compliance with environmental and social regulations, production facilities, production process and management and quality control system to ensure the suppliers comply with the Group’s standards. Following the audit process, if there is any area of non-compliance identified, the relevant supplier is required to propose corrective actions in order to rectify the identified deficiencies.

The Group also works closely with sales agents and distributors in selling pharmaceutical products. They are required to comply with the relevant laws, rules and regulations and the Group’s marketing policies. In order to ensure high quality sales services are delivered, the Group provides trainings for the frontline salespersons to strengthen their knowledges and skills.

The number of suppliers of the Group during the Reporting Period by geographical region is as follows:

Key performance indicators	Number of suppliers	
	2022	2021
By region		
The PRC	17	12
Hong Kong	16	33

PRODUCT RESPONSIBILITY

The Group regards product safety, quality and labelling as a key competitive advantage of its business and makes every effort to improve the product quality while strengthening communications with customers. The Group upholds a high-quality standard for the operation of manufacturing equipment and manufacturing process of pharmaceutical products in accordance with the “Administrative Measures Governing the Production Quality of Pharmaceutical Products” promulgated by the government.

The Group is in compliance with the Good Manufacturing Practices for Pharmaceutical Products (“GMP”), the Product Quality Law of the PRC, the Rules on the Administration of Pharmaceutical Directions and Labels, the Trademark Law of the PRC, the Law of the PRC on the Protection of Consumer Rights and Interests and other applicable laws and regulations in the PRC in all material respects. During the Reporting Period, the Group has not identified any case of material sales returns or experience any product liability or other legal claims due to the issues of product quality.

營運慣例

供應鏈管理

本集團致力於加強與供應商的合作關係並在價值鏈上創造競爭優勢。本集團已實施「供應商管理程序」政策，以監控供應商的質素及確保穩定的材料及貨品供應。挑選供應商時，本集團考慮各種標準，包括彼等的往績記錄、聲譽、經驗、行業資格、證書、信用、財務實力、安全管理、環保、僱員健康及社會責任。此外，本集團已成立供應商質量審核及評估團隊，以對現有供應商定期進行書面審核及現場審核。審核範圍涵蓋多個方面（包括供應商資格、供應商遵守環境及社會規例的情況、生產設施、生產流程及管理以及質量控制系統），以確保供應商符合本集團的標準。緊隨審核流程後，倘發現任何違規情況，相關供應商須作出糾正行動，以修正所發現的缺陷。

就藥品銷售而言，本集團亦與銷售代理及分銷商緊密合作。彼等須遵守相關法律、規則及法規以及本集團的營銷政策。為了確保提供高質素的銷售服務，本集團為前線銷售人員提供培訓，以增強彼等的知識及技能。

於報告期間，本集團按地區劃分的供應商數量如下：

關鍵績效指標	供應商數量	
	二零二二年	二零二一年
按地區		
中國	17	12
香港	16	33

產品責任

本集團認為產品安全、質量及標籤是其業務的主要競爭優勢，因此我們致力提升產品質量，並且加強與客戶的溝通。本集團一直按照政府出台的《藥品生產質量管理辦法》，秉持製造設備操作和藥品製造過程的高質量標準。

本集團在各重大方面遵守《藥品生產質量管理規範》（「GMP」）、《中華人民共和國產品質量法》、《藥品說明書和標籤管理規定》、《中華人民共和國商標法》及《中華人民共和國消費者權益保護法》及其他適用的中國法律及規例。於報告期間，本集團並無面臨任何重大銷售退貨情況或經歷因產品質量問題而提起的任何產品責任或其他法律索償。

Quality Control Management

The Group strives to achieve the highest possible standard in all products or services provided to customers by adopting stringent GMP quality control procedures. In order to ensure stringent product quality control, the Group has also enacted the “Quality Assurance Management Procedure” and the “Quality Control Management Procedure” to set out the Group’s standard in monitoring and managing the product quality throughout the production process. The quality control measures cover all aspects of the operation, from the design of the manufacturing plants and equipment to the production of the finished products, to ensure the quality of our product and service comply with GMP standards.

In selecting quality control personnel, the Group assesses their professional qualifications and experience. All quality control personnel are qualified and experienced in quality control of pharmaceutical industry. The Group also provides internal trainings for quality control personnel to enhance their legal knowledge and provide technical updates in the pharmaceutical industry.

Product Recall Management

The Group has set up the “Product Recall Procedure” to ensure that the recalled products are handled by the relevant departments and employees in a proper and timely manner. During the Reporting Period, the percentage of total products sold or delivered subject to recalls for safety and health reasons was nil.

Complaints Handling

The Group endeavours to provide the best services to enhance customer satisfaction. In order to continuously improve our customer service, the Group has formulated the “Product Complaint Management Procedure” which sets out a complaint management system in handling the complaints. The Group has also established a complaint handling committee to ensure all complaints are handled promptly and effectively. The complaint handling committee also assists the Group with its best endeavours to ensure and maintain high customer satisfaction. The time frame for handling complaints is established based on the different market regions, severity levels of complaints and impacts on customers. During the Reporting Period, the Group did not receive any complaint from the customers.

Intellectual Property Protection

Protection of intellectual property rights is important for the development of the Group’s business and the protection of its interests. Accordingly, the Group is dedicated to protecting and enforcing its intellectual property rights. The Group has formulated relevant confidentiality management system, which stipulates that employees should keep the production process and product registration confidential at all times.

In addition, the Group has always sought legal protection for all its products and proprietary information by a combination of patents, trademarks, trade secrets, contractual arrangement and other legal protection available under the laws in the PRC, including state protection for Chinese medicine.

質量控制管理

透過採取嚴格的GMP質量控制程序，本集團致力於實現向客戶提供的所有產品或服務符合最高標準。為了確保嚴格的產品質量控制，本集團亦制訂「質量保證管理程序」及「質量控制管理程序」，以列明本集團的監控及管理整個生產流程產品質量的標準。質量控制措施涵蓋從製造廠及設備的設計到製成品生產運作的所有方面，以確保產品及服務質量符合GMP標準。

於挑選質量控制人員時，本集團評估彼等的專業資格及經驗。所有質量控制人員均具備醫藥行業質量控制資格及工作經驗。本集團亦會為質量控制人員提供內部培訓，以提高彼等於醫藥行業的法律知識及提供最新技術資訊。

產品回收管理

本集團制定了「產品回收程序」以確保相關部門及僱員按適當方式及時處理回收產品。於報告期間內，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為零。

投訴處理

本集團致力於提供最佳的服務，以提高客戶的滿意度。為了持續提高客戶服務，本集團已制定「產品投訴管理程序」，該程序載列投訴管理系統，處理投訴。本集團亦成立投訴處理委員會，以確保所有投訴獲及時有效處理。投訴處理委員會亦協助本集團致力確保及維持客戶的高滿意度。根據不同的市場區域、投訴嚴重程度及對客戶的影響確定處理投訴的時限。於報告期間，本集團並無接獲客戶任何投訴。

知識產權保障

保護知識產權對本集團業務發展及利益保護十分重要。因此，本集團致力保護並強制執行其知識產權。本集團已制定相關的機密管理系統，該系統規定僱員無論何時均應對產品加工及產品註冊資料保密。

此外，本集團通過專利、商標、商業秘密、合同安排及中國法律（包括國家對中藥的保護）項下的其他法律保護措施的結合，一直積極尋求對所有產品及專有信息的法律保護。

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Customer Data Protection and Privacy

The Group has always attached great importance to safeguard and protect consumer rights and personal data. The Group has implemented a policy of “Document Protection Management Procedure” to prevent loss or leakage of confidential information. The documentations are classified into different categories based on the level of confidentiality and can only be accessed by authorised persons. The requests for confidential data is subject to special approval and both the sender and the receiver are required to sign and confirm. Before destruction of the confidential documents, relevant personnel are required to obtain approval.

ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group strictly abides by the Anti-Unfair Competition Law of the PRC, the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC, Prevention of Bribery Ordinance, Independent Commission Against Corruption Ordinance and other relevant laws and regulations in the PRC and Hong Kong. With the implementation of the “Anti-bribery System”, the Group conveys its firm stance against corruption and fraud to its employees. The Group incorporates applicable provisions related to anti-corruption in its contracts with third party suppliers and requires suppliers to fully comply with the requirements as defined. In order to strengthen corporate incorrupt construction, the Group has established an anti-corruption working group to monitor the sales process and prevent any case of corruption.

The Group has set up Whistleblowing Policy which encourage employees and relevant third parties to report all forms of suspected illegal acts, misconduct or dishonest acts which may lead to corruption, fraud, money laundering and other offences or illegal acts. Employees can report to directors and company secretary of the Group through suggestion boxes and emails. Cases reported will be investigated as soon as practicable. The identity of the whistle-blower and the content of the report are kept strictly confidential.

At the same time, the Group also provide trainings to directors and employees through organising seminars and providing articles and leaflet of relevant information about anti-corruption business ethics and anti-money laundering in order to enhance their self-discipline awareness and emphasize the importance of integrity and ethics.

During the Reporting Period, the Group did not receive any whistleblowing reports and no legal case concerned with corrupt practices was brought against the Group and/or its employees.

COMMUNITY

COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group is constantly aware of the needs of the community. The Group has adopted the “Corporate Responsibility Policy” and actively participated in local community activities. The Group encourages its employees to dedicate their time and skills to support local communities and encourages its business partners to implement and improve corporate social responsibility policies. The Group strives to develop long-term relationship with our stakeholders and bring a positive impact on community development.

保障客戶資料及私隱

本集團一直極為重視保障及保護消費者權利及個人資料。本集團已實施「文件保護管理程序」政策，以防止機密資料丟失或外泄。所有文件根據機密性分為不同類別且僅可由獲授權人士取閱。要求查閱機密資料須獲得特定批准且發送者及接收者均須簽署確認。相關人員銷毀機密文件之前，須取得批准。

反貪污

本集團致力於維護高水平的商業道德及誠信。本集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《防止賄賂條例》、《廉政公署條例》及中國及香港其他相關法律及法規。隨著「反賄賂制度」的實施，本集團向其僱員傳遞其對打擊腐敗及欺詐的堅定立場。本集團在與第三方供應商簽訂的合同中納入與反貪污相關的適用條文，並要求供應商完全符合所定義的要求。為加強企業廉潔建設，本集團已經成立反貪污工作小組，監督銷售流程及防止發生任何貪污事件。

本集團已制定舉報政策，鼓勵僱員及相關第三方舉報各種形式的涉嫌非法行為、不當行為或不誠實行為，該等行為可能導致腐敗、欺詐、洗錢及其他犯罪或非法行為。僱員可通過意見箱及電子郵件向本集團董事及公司秘書舉報。舉報案件將於實際可行的情況下儘快進行調查。舉報人的身份及舉報內容將嚴格保密。

同時，本集團亦通過組織培訓研討會、提供有關反腐敗、商業道德及反洗黑錢的文章及宣傳冊等方式為董事及僱員提供培訓，以提高彼等的自律意識，強調誠信及道德的重要性。

於報告期間，本集團並無接獲任何舉報，亦無就本集團及／或其僱員提起有關貪污行為的法律訴訟。

社區

社區投資

作為一間對社會負責企業，本集團不斷了解社區的需要。本集團已採納「企業責任政策」，積極參與當地社區活動。本集團鼓勵其僱員投入時間及技能支持當地社區及鼓勵業務合作夥伴實施及完善企業社會責任政策。本集團致力發展與持份者的長期關係及為社區發展帶來正面影響。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

環境、社會及管治報告指數

Subject areas, aspects, general disclosures and Key Performance

Indicators (KPIs)		Sections	Pages
主題範圍、層面、一般披露及關鍵績效指標		章節	頁次
A. Environmental			
A. 環境			
A1: Emissions			
A1 : 排放物			
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.	"Emissions"	8
一般披露	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。	「排放物」	
KPI A1.1	The types of emissions and respective emissions data	"Emissions — Air Pollutants Emission"	9
關鍵績效指標 A1.1	排放物種類及相關排放數據	「排放物－空氣污染物排放」	
KPI A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions — Greenhouse Gas Emission"	9
關鍵績效指標 A1.2	溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	「排放物－溫室氣體排放」	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions — Hazardous and Non-hazardous Wastes"	10
關鍵績效指標 A1.3	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)	「排放物－有害及無害廢棄物」	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions — Hazardous and Non-hazardous Wastes"	10
關鍵績效指標 A1.4	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)	「排放物－有害及無害廢棄物」	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	"Emissions — Air Pollutants Emission" "Emissions — Greenhouse Gas Emission" "Emissions — Hazardous and Non-hazardous Wastes"	11
關鍵績效指標 A1.5	所訂立的排放量目標及為達到這些目標所採取的步驟的描述	「排放物－空氣污染物排放」 「排放物－溫室氣體排放」 「排放物－有害及無害廢棄物」	

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
主題範圍、層面、一般披露及關鍵績效指標		章節	頁次
KPI 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	“Emissions — Hazardous and Non-hazardous waste”	11
關鍵績效指標 A1.6	處理有害及無害廢棄物的方法、所訂立的減低目標及為達到這些目標所採取的步驟的描述	「排放物－有害及無害廢棄物」	
A2: Use of Resources			
A2：資源使用			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in building, electronic equipment, etc.	“Use of Resources”	12
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。 附註：資源可用於生產、存儲、運輸、建築、電子設備等。	「資源使用」	
KPI 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)	“Use of Resources — Energy Consumption”	12
關鍵績效指標 A2.1	按類型（如電、氣或油）劃分的直接及／或間接能源總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）	「資源使用－耗用能源」	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	“Use of Resources — Water Consumption”	12
關鍵績效指標 A2.2	總耗水量及密度（如以每產量單位、每項設施計算）	「資源使用－耗水量」	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	“Use of Resources — Energy Consumption”	12
關鍵績效指標 A2.3	能源使用效益目標及為達到這些目標所採取的步驟的描述	「資源使用－耗用能源」	
KPI 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	“Use of Resources — Water Consumption”	12
關鍵績效指標 A2.4	求取適用水源上可有任何問題，以及提升用水效益目標及為達到這些目標所採取的步驟的描述	「資源使用－耗水量」	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	“Use of Resources — Packaging Materials and Other Resources”	12
關鍵績效指標 A2.5	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	「資源使用－包裝材料及其他資源」	

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
主題範圍、層面、一般披露及關鍵績效指標		章節	頁次
A3: The Environment and Natural Resources			
A3 : 環境及天然資源			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources	"The Environment and Natural Resources"	13
一般披露	減低發行人對環境及天然資源造成重大影響的政策	「環境及天然資源」	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	"The Environment and Natural Resources"	13
關鍵績效指標 A3.1	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的描述	「環境及天然資源」	
A4: Climate Change			
A4 : 氣候變化			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	"Climate Change"	13
一般披露	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。	「氣候變化」	
KPI 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	"Climate Change"	13
關鍵績效指標 A4.1	已經及可能會對發行人產生影響的重大氣候相關議題，及已採取管理有關議題的行動的描述	「氣候變化」	

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主題範圍、層面、一般披露及關鍵績效指標		章節	頁次
B. Social			
B. 社會			
Employment and Labour Practices			
僱傭及勞工常規			
B1: Employment			
B1: 僱傭			
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	“Employment”	13
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	「僱傭」	
KPI B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region	“Employment”	14
關鍵績效指標 B1.1	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	「僱傭」	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	“Employment”	14–15
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失率	「僱傭」	

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主題範圍、層面、一般披露及關鍵績效指標		章節	頁次
B2: Health and safety			
B2 : 健康與安全			
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 providing a safe working environment and protecting employees from occupational hazards	“Health and Safety”	15
一般披露	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	「健康與安全」	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	“Health and Safety”	16
關鍵績效指標 B2.1	過去三年(包括匯報年度)每年因工作關係而死亡的人數及比率	「健康與安全」	
KPI B2.2	Lost days due to work injury	“Health and Safety”	16
關鍵績效指標 B2.2	因工傷損失工作日數	「健康與安全」	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	“Health and Safety”	15
關鍵績效指標 B2.3	所採納的職業健康與安全措施，以及相關執行及監察方法的描述	「健康與安全」	
B3: Development and Training			
B3 : 發展及培訓			
General Disclosure	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities	“Development and Training”	16
一般披露	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	「發展及培訓」	
KPI B3.1	The percentage of employee trained by gender and employee category (e.g. senior management, middle management)	“Development and Training”	17
關鍵績效指標 B3.1	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	「發展及培訓」	
KPI B3.2	The average training hours completed per employee by gender and employee category	“Development and Training”	17
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數	「發展及培訓」	

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B4: Labour Standards			
B4：勞工準則			
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	“Labour Standards”	17
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	「勞工準則」	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	“Labour Standards”	17
關鍵績效指標 B4.1	檢討招聘慣例的措施以避免童工及強制勞工的描述	「勞工準則」	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	“Labour Standards”	17
關鍵績效指標 B4.2	在發現違規情況時消除有關情況所採取的步驟的描述	「勞工準則」	
Operating Practices			
營運慣例			
B5: Supply Chain Management			
B5：供應鏈管理			
General Disclosure	Policies on managing environmental and social risks of the supply chain	“Supply Chain Management”	18
一般披露	管理供應鏈的環境及社會風險政策	「供應鏈管理」	
KPI B5.1	Number of suppliers by geographical region	“Supply Chain Management”	18
關鍵績效指標 B5.1	按地區劃分的供應商人數	「供應鏈管理」	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	“Supply Chain Management”	18
關鍵績效指標 B5.2	有關聘用供應商的慣例、向其執行有關慣例的供應商數目、有關慣例的執行及監察方法的描述	「供應鏈管理」	
KPI B5.3	Description of practices used to identify environmental and social risk along the supply chain, and how they are implemented and monitored	“Supply Chain Management”	18
關鍵績效指標 B5.3	有關識別供應鏈每個環節的環境及社會風險的慣例，以及有關慣例的執行及監察方法的描述	「供應鏈管理」	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	“Supply Chain Management”	18
關鍵績效指標 B5.4	在揀選供應商時促使多用環保產品及服務的慣例，以及有關慣例的執行及監察方法的描述	「供應鏈管理」	

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B6: Product Responsibility		
B6 : 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact of the issuer relating to health and safety, advertising, labelling and privacy matters, 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	“Product Responsibility” 「產品責任」 18-19
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	“Product Responsibility” 「產品責任」 19
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	“Product Responsibility” 「產品責任」 19
KPI B6.3 關鍵績效指標 B6.3	Description and practices relating to observing and protecting intellectual property rights 與維護及保障知識產權有關的慣例的描述	“Product Responsibility – Intellectual Property Protection” 「產品責任－知識產權保障」 19
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures 質量檢定過程及產品回收程序的描述	“Product Responsibility – Quality Control Management” 「產品責任－質量控制管理」 19
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 消費者資料保障及私隱政策，以及相關執行及監察方法的描述	“Product Responsibility – Customer Data Protection and Privacy” 「產品責任－客戶資料保障及私隱」 20

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B7: Anti-corruption			
B7: 反貪污			
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	“Anti-corruption”	20
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	「反貪污」	
KPI 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 case	“Anti-corruption”	20
關鍵績效指標 B7.1	於報告期間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	「反貪污」	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	“Anti-corruption”	20
關鍵績效指標 B7.2	防範措施及舉報程序，以及相關執行及監察方法的描述	「反貪污」	
KPI B7.3	Description of anti-corruption training provided to directors and staff	“Anti-corruption”	20
關鍵績效指標 B7.3	向董事及員工提供的反貪污培訓的描述	「反貪污」	
Community			
社區			
B8: Community Investment			
B8: 社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities have taken into consideration the communities' interests	“Community Investment”	20
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	「社區投資」	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	“Community Investment”	–
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境問題、勞工需求、健康、文化、體育)	「社區投資」	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	“Community Investment”	–
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)	「社區投資」	



Sanai Health Industry Group Company Limited
三愛健康產業集團有限公司