



北京健康(控股)有限公司  
Beijing Health (Holdings) Limited

2023

Environmental, Social and Governance Report

環境、社會及管治報告



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# DEFINITION

## 釋義

“Beijing Health” or “Company” 「北京健康」或「本公司」	means 指	Beijing Health (Holdings) Limited (a company incorporated in the Cayman Islands with limited liability), whose Shares are listed on the main board of the Stock Exchange (stock code: 2389); 北京健康(控股)有限公司(一間於開曼群島註冊成立之有限公司)·其股份在聯交所主板上市(股份代號:2389);
“Board” 「董事會」	means 指	the board of Directors of the Company; 本公司董事會;
“Director(s)” 「董事」	means 指	the directors of the Company; 本公司董事;
“ESG” 「ESG」	means 指	Environmental, Social and Governance; 環境、社會及管治;
“Group” or “we” 「本集團」或「我們」	means 指	the Company together with its subsidiaries; 本公司及其附屬公司;
“Guide” 「指引」	means 指	Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities on Stock Exchange; 聯交所證券上市規則附錄C2所載之《環境、社會及管治報告指引》;
“Hong Kong” 「香港」	means 指	the Hong Kong Special Administrative Region of the People’s Republic of China; 中華人民共和國香港特別行政區;
“KPI” 「KPI」	means 指	Key Performance Indicator; 關鍵績效指標;
“Mainland China” or “PRC” 「中國內地」	means 指	the People’s Republic of China, and for the purpose of geographical reference in this Report, excluding the Hong Kong Special Administrative Region, the Macau Special Administrative Region and Taiwan Region of China; 中華人民共和國,就本報告地理位置參考而言,並不包括中國香港特別行政區、澳門特別行政區及台灣地區;
“Reporting Period” or “Year” 「報告期」或「本年度」	means 指	1 January 2023 to 31 December 2023; 2023年1月1日至2023年12月31日;
“Stock Exchange” 「聯交所」	means 指	The Stock Exchange of Hong Kong Limited; 香港聯合交易所有限公司;
“Subsidiary” 「附屬公司」	means 指	has the meaning ascribed to it in the Listing Rules; and 具上市規則所賦予的涵義;以及
“%” 「%」	means 指	per cent. 百分比。



# ABOUT BEIJING HEALTH

## 關於北京健康

### BUSINESS OVERVIEW OF THE GROUP

Beijing Health (Holdings) Limited (stock code: 2389.HK) was established in 2001 as a company listed on the main board of the Stock Exchange of Hong Kong and its businesses mainly consist of geriatric care, healthcare industrial parks and sale of medical and geriatric products. The Group focuses on the development of the geriatric care business through integration of the medical and geriatric care with the support of related industries such as geriatric care related furniture and comprehensive hospitals, so as to actively deploy the business configuration of the whole aging industrial chain and strive to become a benchmark enterprise in the geriatric care industry in China.

In November 2023, Beijing Vissam Prosperity Furniture Limited (北京偉森盛業傢俱有限公司) ("Beijing Vissam"), a company under the Group engaging in medical and geriatric product business, was awarded the "AAA Credit Enterprise" by China Integrity Credit Management Company Limited\* (中國誠信信用管理股份有限公司), in recognition of Beijing Vissam's high standards in terms of operating conditions, financial conditions and public credit records.

### Geriatric Care Business

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

### Healthcare Industrial Park Business

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

### Sale of Medical and Geriatric Product Business

As an advocate and leader of health furniture in the industry, Beijing Vissam has been involved in the research and development and design of high-end medical and geriatric furniture for years and strives to build an innovative service enterprise integrating "healthy geriatric care, medical care, education, business office, Internet+", providing innovative geriatric care related products and furniture solutions with full life cycle integration for well-known geriatric care institutions at home and abroad. Beijing Vissam has won many awards such as "Top Ten Brands of 2023 Geriatric Care Related Furniture" and "Top Ten brands of 2023 Hospital Furniture".

### 集團業務概覽

北京健康(控股)有限公司於2001年成立並在香港聯合交易所主板上市(股票代號:2389.HK),其業務主要涵蓋養老、健康產業園及醫養產品銷售。本集團以醫養結合的模式主力發展養老業務,並以週邊相關產業如適老化家具、綜合性醫院為輔助,積極佈局老齡化全產業鏈,力求成為全中國養老行業的標桿企業。

於2023年11月,本集團旗下的醫養產品公司北京偉森盛業傢俱有限公司(「北京偉森」)更榮獲由中國誠信信用管理股份有限公司頒發的「AAA級信用企業」,以表彰北京偉森於經營狀況、財務狀況、公共信用記錄等方面達到高標準。

### 養老業務

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

### 健康產業園業務

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

### 醫養產品銷售業務

北京偉森作為行業健康家具的宣導者和領軍者,多年來涉足高端醫養家具的研發設計領域,著力打造以「健康養老、醫療、教育、商務辦公、互聯網+」五位於一體的創新型服務企業,為國內外知名養老機構提供創新型適老化產品及全生命週期一體化的家具解決方案。北京偉森更榮獲《2023適老家具十大品牌》、《2023醫院家具十大品牌》等多項殊榮。





DEVELOPMENT CONCEPT OF THE GROUP

集團發展理念



PURPOSE OF THE GROUP 集團宗旨

Realize health restoration, help all stakeholders live a healthy life and provide a multi-scene healthy life package. 讓健康回歸，願各持份者生活健康，提供多場景之健康生活配套。



VISION 願景

To become a leader in geriatric care and health care industry in the PRC and the preferred partner for customers and other stakeholders. 成為中國養老及健康產業的翹楚，以及客戶和其他持份者的首選夥伴。

The Board of the Company has established the following corporate culture and values to provide guidance for employees' ethics and conducts as well as business activities, and to ensure that these values are integrated into the vision, mission, policies and business strategies of the Group.

本公司董事會已制定下列企業文化及價值觀，為僱員之操守及行為以及業務活動提供指引，並確保該等價值觀融入本集團之願景、使命、政策及業務策略。

**Uphold integrity**

Promote virtues of Beijing Health

**恪守誠信**

發揚北京健康美德

**Be bold in innovation**

Integrate Beijing Health brand

**敢於創新**

集成北京健康品牌

**Focus**

Improve quality of Beijing Health

**處事專注**

提高北京健康品質

**Collaborate to achieve a win-win situation**

Share benefits of Beijing Health

**協作共贏**

共用北京健康效益



MAJOR CERTIFICATIONS AND AWARDS OF THE GROUP

集團主要認證及獎項



WSF-RDD/B1154 Safety Product Certification - Chairs, Comprehensive Wood Furniture, Metal Furniture  
WSF-RDD/B1154 安全產品認證—椅類、綜合木傢俱類、金屬傢俱類



ISO 14001:2015 Environmental Management System Certification  
ISO 14001:2015 環境管理體系認證



ISO 45001:2018 Occupational Health and Safety Management System Certification  
ISO 45001:2018 職業健康安全管理体系認證



ISO 9001:2015 Quality Management System Certification  
ISO 9001:2015 質量管理體系認證



ISO 13485:2016 Medical Machinery Quality Management Certification  
ISO 13485:2016 醫療機械質量管理認證



GB/T 35607-2017 China Green Product Certification - Chairs, Comprehensive Wood Furniture, Metal Furniture  
GB/T 35607-2017 中國綠色產品認證—椅類、綜合木傢俱類、金屬傢俱類





# ABOUT BEIJING HEALTH ●

## 關於北京健康



GB 18584-2001 Furniture Hazardous Substance Limit Certification - Chairs, Comprehensive Wood Furniture, Metal Furniture  
GB 18584-2001 傢具有害物質限量認證—椅類、綜合木傢具類、金屬傢具類



GB/T 39223.3-2020 Healthy Home Ergonomics Certification – Chairs  
GB/T 39223.3-2020 健康家居人類工效學認證—椅類

Enterprise Credit Rating Certificate  
- AAA Credit Enterprise  
企業信用等級  
證書—AAA級信用企業



GB/T 28952-2018 China Forest Certification (Chain of Custody)  
GB/T 28952-2018 中國森林認證(產銷監管鏈)

GB/T 27922-2011 and GB/T16868-2009  
After-sales Service Improvement  
and Maturity Certification  
GB/T 27922-2011及GB/T16868-2009  
售後服務完善成熟度認證





Industry award recognition in Mainland China:

中國內地行業內獎項認可：



Top Ten Brands of 2023 Geriatric Care Related Furniture  
2023適老家具十大品牌



2023 Ten Leading Brands of School Furniture  
2023學校傢具十大領軍品牌



Top Ten brands of 2023 Hospital Furniture  
2023醫院傢具十大品牌



Top Ten Brands of 2023 Office Furniture  
2023辦公傢具十大品牌



2023 Boiling Quality Award – Safe Desk Award  
2023沸騰質量獎—安全辦公桌獎



# ABOUT THIS REPORT

## 關於本報告

### REPORTING PURPOSE

The Group is pleased to publish the eighth environmental, social and governance report (the “Report”) to report the implementation of sustainable development policies and performance of the medical and health industry and geriatric business of the Group in the past year to the stakeholders.

### REPORTING PERIOD AND SCOPE

This Report covers the period from 1 January 2023 to 31 December 2023. Unless otherwise specified, the reporting scope for the Year remains the same as last year and this Report covers Beijing Health (Holdings) Limited and the following subsidiaries:

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

\* For identification purpose only

### 報告目的

本集團欣然發表第八份環境、社會及管治報告（「本報告」），旨在向持份者匯報本集團的醫療健康產業及養老業務於過往一年實踐可持續發展的方針及表現。

### 報告期間及範圍

本報告的報告期間為2023年1月1日至2023年12月31日。除非另有說明，本年度的報告範圍與去年維持一致，涵蓋北京健康(控股)有限公司及下列附屬公司：

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

\* 僅供識別用途



## ABOUT THIS REPORT •

### 關於本報告

#### REPORTING PRINCIPLE

This Report has been prepared in accordance with the “Environmental, Social and Governance Reporting Guide” set out in the Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange. This Report has been compiled in accordance with the three principles of the ESG Reporting Guide, which include materiality, quantitative and consistency.

#### 匯報原則

本報告按照聯交所《證券上市規則》附錄C2《環境、社會及管治報告指引》的三項匯報原則進行編製，當中包括：重要性、量化及一致性。

Reporting Principles 匯報原則	Implementation 實施情況
<b>Materiality</b> 重要性	<p>This Report communicates with stakeholders through different channels to conduct materiality assessment and identifies important ESG issues. It aims to focus on responding to the concern of environmental and social issues to stakeholders. For details of the materiality assessment process and results, please refer to the chapter of “Materiality Analysis”.</p> <p>本報告通過不同渠道與持份者溝通以進行重要性評估，並識別重要ESG議題，旨在重點回應持份者關注的重要環境及社會議題。詳細的重要性評估過程及結果請見「重要性分析」章節。</p>
<b>Quantitative</b> 量化	<p>This Report disclosed the quantitative KPI for the Year and state the information on the standards, methods, assumptions and/or calculation tools used for the quantitative KPI, and the sources of the conversion factors being used to evaluate environmental and social performance. Information and data quoted in this Report are derived from the official documents, statistical reports and financial reports of the Group. We mainly refer to “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” and “How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange to calculate the KPI disclosed in this Report.</p> <p>本報告披露本年度內的量化KPI，並列明量化KPI所採用的標準、方法、假設及／或計算工具的資料，以及其所使用的轉換因素的來源，以評估環境及社會績效。本報告引用的資料及數據源自本集團的正式文件、統計報告與財務報告，我們主要參照聯交所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》及附錄三《社會關鍵績效指標匯報指引》計算本報告中披露的KPI。</p>
<b>Consistency</b> 一致性	<p>This Report adopted the statistical methods and KPI that are consistent with that used in previous reporting periods in order to increase the comparability of the environmental and social performance. If the methodology is changed because it is not applicable, it will be explained for stakeholders’ reference.</p> <p>本報告採用了與過往報告期一致的統計方法及KPI，以提高環境及社會績效的可比性。若方法因不適用改變，將加以說明，以供持份者參考。</p>



## ABOUT THIS REPORT •

### 關於本報告

#### ACCESS TO THIS REPORT

This Report is available in Chinese and English versions. In case of any discrepancy, the Chinese version shall prevail. This Report is published in PDF electronic form. The PDF electronic version can be downloaded from the official website of the Company (<http://www.bjhl.com.hk>) and the website of the Stock Exchange (<http://www.hkexnews.hk>).

#### STAKEHOLDER FEEDBACKS

The opinions of our stakeholders are an important part of the development of the Group. Therefore, each opinion is precious to us. If you have any comments on this Report or the sustainable development strategies and performance of the Group, please contact us through the following contact methods:

Address: Unit 2704, 27/F, 909 Cheung Sha Wan Road, Cheung Sha Wan, Kowloon, Hong Kong

Email: [enquiry@bjhl.com.hk](mailto:enquiry@bjhl.com.hk)

#### 獲取本報告

本報告具備中文及英文版本。若報告內容有歧異，請以中文版本為準。本報告以PDF電子版本形式發佈，PDF電子版本可在本公司官方網站 (<http://www.bjhl.com.hk>) 及聯交所網站 (<http://www.hkexnews.hk>) 下載。

#### 持份者回饋

以本集團發展而言，持份者的意見乃當中重要一環。因此，每一個意見對我們來說都是彌足珍貴。如閣下對本報告或本集團的可持續發展策略及表現有任何意見，歡迎透過以下方式與我們聯繫：

地址：香港九龍長沙灣長沙灣道909號27樓2704室

電郵：[enquiry@bjhl.com.hk](mailto:enquiry@bjhl.com.hk)



# SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH

## 北京健康的可持續發展

In May 2023, the first meeting of the 20th Central Commission for Financial and Economic Affairs of the CPC Central Committee stressed that the high-quality population development should be closely linked with the high-quality life of the people, so as to promote the all-round development and common prosperity of all people. It is necessary to implement the national strategy of actively responding to the aging population, promote the construction of a basic geriatric care service system, place emphasis on the development of the seniors economy, accelerate the development of a multi-tiered pension insurance system, and strive to ensure that the elderly are provided for, have something to do, and enjoy themselves.

Meanwhile, Mainland China also released the “National Standard Implementation Guidelines for the Classification and Accreditation for Senior Care Organization (2023 Edition)” in July 2023 as a reference for local elderly care institutions to carry out grade assessment work, so as to implement the relevant requirements of the “Guideline to Promote the Development of National Undertakings for the Aged and Improve the Elderly Care Service System during the 14th Five-year Plan Period”.

We should bear our corporate social responsibilities and strive to promote the sustainable development of the environment and society through our grand industrial chain of health industry and achieve the highest standards for geriatric care institutions. We mainly achieve the sustainable development policies through the following six dimensions:

於2023年5月，二十屆中央財經委員會第一次會議強調把人口高品質發展同人民高品質生活緊密結合起來，促進全體人民的全面發展和共同富裕。要實施積極應對人口老齡化國家戰略，推進基本養老服務體系建設，大力發展銀髮經濟，加快發展多層次養老保險體系，努力實現老有所養、老有所為、老有所樂。

與此同時，中國內地亦於2023年7月發佈《〈養老機構等級劃分與評定〉國家標準實施指南(2023版)》，供地方開展養老機構等級評定工作時參考使用，以貫徹落實《「十四五」國家老齡事業發展和養老服務體系規劃》有關要求。

我們定當肩負起企業社會責任，致力透過自身的大健康產業鏈資源，推動環境和社會的可持續發展，並取得養老機構最高標準。我們主要透過以下六個維度實踐可持續發展方針：



# SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH •

## 北京健康的可持續發展

### SUSTAINABLE DEVELOPMENT GOVERNANCE STRUCTURE

### 可持續發展管治架構





## SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH ●

### 北京健康的可持續發展

The Board strictly monitors the Group's ESG risk management activities and is responsible for the highest level of decision-making regarding sustainable development and remains ultimately responsible for overseeing the Group's material risks. The Board takes initiatives in formulating management policies and identifies the ESG issues that are crucial to the Group. At the same time, we collect internal and external data and stakeholders' opinions in various ways, including reference cases, information from other relevant domestic and overseas companies, historical data and future forecasts so as to formulate measures to minimize risks.

The Group has established an ESG Working Group which is responsible for relevant matters and reports to the Board from time to time. The Group will continue to follow up with the situation and review the issues involved after receiving advice from the ESG Working Group in order to continue facilitating the Group to move towards the objective of sustainable development. The Group also appointed Riskory Consultancy Limited as our Sustainability Consultant to provide ESG-related and carbon neutrality advisory services.

董事會嚴格監督本集團ESG風險管理活動，為可持續發展承擔最高級別的決策責任，及對本集團的實質風險負有最終責任。董事會積極制定管理方針，識別對本集團重要的ESG事宜。同時透過多種方式，包括參考案例、國內外其他相關公司的資料、歷史數據及未來預測以收集內外部數據及持份者意見，從而制定減低風險的措施。

本集團設有ESG小組負責相關事宜，並不定期向董事會匯報。本集團聽取意見後會持續跟進情況，檢討相關事宜，希望本集團能繼續向可持續發展的目標邁進。本集團亦委任Riskory Consultancy Limited為可持續發展顧問，提供ESG及碳中和方面的諮詢服務。



### STAKEHOLDER ENGAGEMENT

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

### 持份者參與

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

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



## MATERIALITY ANALYSIS

The Board reviewed the materiality issues identified in 2022 based on the opinions of various stakeholders and the operating conditions and assessed the applicability of each materiality issue in the Year, so as to ensure that our sustainable development is consistent with the opinions and needs of stakeholders and to identify ESG issues that have a significant impact on the Group more effectively. The procedures of this materiality assessment are as follows:

## 重要性分析

董事會結合各持份者的意見及營運情況，對2022年度所識別的重要性議題進行回顧，評估各重要性議題於本年度的適用程度，以確保我們的可持續發展工作與持份者的意見及需求相符，及更有效地識別對本集團有重大影響的ESG議題。本次重要性評估流程如下：

### Identify Major Stakeholders 識別重要持份者

- The Group considers various aspects to determine whether there are changes in major stakeholders during the Year:  
本集團從多方面進行考慮，以判斷本年度的持份者是否存在變化：
  - I. whether there have been significant changes in the Group's main business and operating environment;  
本集團的主要業務及經營環境是否存在重大變化；
  - II. whether there have been significant changes in the influence of stakeholders on the Group; and  
持份者對本集團的影響力是否存在重大變化；以及
  - III. whether there have been significant changes in the influence of the Group on stakeholders.  
本集團對持份者的影響力是否存在重大變化。
- Taking the above considerations into account, we have identified the major stakeholders. During the Year, the major stakeholders of the Group remain the same as in 2022.  
綜合以上考慮，我們識別出重要持份者。於本年度，本集團的主要持份者與2022年保持一致。

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

- Combining the expectations and opinions of major stakeholders and the influence of different ESG issues on the Group, the Board reviewed the materiality issues identified in 2022 through an internal review and assessment and established the materiality issues for the Year.  
綜合重要持份者的期望與意見，以及不同ESG議題對本集團的影響力，董事會透過內部檢討評估對2022年度所識別的重要性議題進行回顧及確立本年度的重要性議題。
- The Board made reference to the following factors in addition to whether there have been significant changes in the impact of ESG issues on the Group's operation and stakeholders:  
董事會除了根據ESG議題對本集團所經營的業務及持份者的影響力是否存在重大變化之外，還參考以下因素：
  - I. the requirements of regulatory bodies;  
監管機構的要求；
  - II. ESG materiality issues addressed in the Sustainability Accounting Standards Board (SASB) and Morgan Stanley Capital International (MSCI) ESG Industry Materiality Maps; and  
可持續發展會計準則委員會(SASB)及摩根士丹利資本國際(MSCI) ESG行業重要性地圖中提及的ESG重要議題；以及
  - III. ESG materiality issues identified by peer companies listed in Hong Kong.  
於香港上市的同業公司所識別的重要ESG議題。

### Establishment of Materiality Issues 確立重要性議題

- After completing the review and evaluation on each issue, we have adjusted the list of materiality issues for the Year compared to the issues for 2022.  
在完成對各議題的回顧及評估後，相比2022年度的議題，我們對本年度的重要性議題列表進行調整。
- 9 issues were classified as high materiality during the Year, namely Risks and Opportunities Associated with Climate Change, Occupational Safety and Health, Training and Development, Anti-fraud and Anti-corruption, Business Ethics, Quality and Safety of Products and Services, Customer Health and Safety, Customer Satisfaction and Protection of Customer Privacy. This Report will have disclosure on these material issues.  
本年度有9個議題獲納入重要範疇，分別是與氣候變化相關之風險及機遇、職業健康及安全、培訓及發展、反舞弊腐敗、商業道德、產品及服務質素及安全、客戶健康與安全、客戶滿意度及客戶私隱保障，這些議題會在本報告作重點披露。



**MATERIALITY ISSUES OF THE YEAR**

本年度的重要性議題

Environmental Protection and Green Operations 環境保護及綠色營運	Operating Practices 營運常規	Products and Services Responsibilities 產品及服務責任	Quality of Working Environment 工作環境質素	Community Contribution 社區貢獻
1. Greenhouse Gas Emissions 1. 溫室氣體排放	9. Supply Chain Management 9. 供應鏈管理	<b>14. Quality and Safety of Products and Services</b> <b>14. 產品及服務質素及安全</b>	20. Equal Opportunity, Diversity and Anti-discrimination 20. 平等機會、多元化及反歧視	27. Participating or Organizing Voluntary Activities 27. 參與或籌辦義工活動
2. Air Emissions 2. 廢氣排放	10. Assessments of Supplier's Environmental and Social Performance 10. 評估供應商的環境及社會表現	<b>15. Customer Health and Safety</b> <b>15. 客戶健康與安全</b>	21. Employment Relationships 21. 僱傭關係	28. Charitable Donations 28. 慈善捐贈
3. Electricity and Water Conservation 3. 節約用電及用水	<b>11. Anti-fraud and Anti-corruption</b> <b>11. 反舞弊腐敗</b>	<b>16 Customer Satisfaction</b> <b>16. 客戶滿意度</b>	<b>22. Occupational Safety and Health</b> <b>22. 職業健康及安全</b>	
4. Effective Use of Resources 4. 有效使用資源	12. Crisis or Emergency Management 12. 危機或緊急事故管理	17. Complaint Handling 17. 投訴處理	<b>23. Training and Development</b> <b>23. 培訓及發展</b>	
5. Hazardous Waste Treatment 5. 有害廢棄物處理	<b>13. Business Ethics</b> <b>13. 商業道德</b>	<b>18. Protection of Customer Privacy</b> <b>18. 客戶私隱保障</b>	24. Child Labor and Forced Labor Prevention 24. 防止出現童工及強制勞工	
6. Non-hazardous Waste Treatment 6. 無害廢棄物處理		19. Advertising and Promotion 19. 廣告與宣傳	25. Staff Benefits 25. 員工福利	
7. Green Procurement 7. 綠色採購			26. Intellectual Property Rights 26. 知識產權	
<b>8. Risks and Opportunities Associated with Climate Change</b> <b>8. 與氣候變化相關之風險及機遇</b>				



# KEEP THE ORIGINAL ASPIRATION TO CREATE VALUE OF INTEGRITY

## 初心不渝 • 鑄就誠信價值

### ANTI-CORRUPTION

The Group firmly opposes any form of corruption and is committed to upholding transparent and fair business ethics, ensuring that all business processes comply with the highest ethical and legal standards, and providing a trustworthy environment for shareholders and partners. The Group complies with the requirements of relevant laws and regulations on preventing bribery, extortion, fraud and money laundering, including but not limited to the "Anti-unfair Competition Law of the PRC", "Criminal Law of the PRC", "Interim Provisions on Banning Commercial Bribery" and the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong).

We have formulated the "Anti-bribery and Anti-corruption Policy" to provide information and guidance to all employees and contract workers within the Group on the identification and handling of bribery and corruption and convey requirements of stringent compliance with the principles of anti-corruption and anti-fraud through the "Employee Handbook" and daily training. The Handbook clearly specifies that:

- All employees shall follow the code of conduct to maintain good business ethics and integrity, and any actions that are fraudulent, dishonest, and violating the ethics or detrimental to the reputation of the Group are prohibited;
- All employees are not allowed to take advantage from their work, position or identity in the Group to solicit or receive any personal benefits and gifts, such as rebate, secret commission and cash.

### WHISTLEBLOWING POLICY

The Group encourages its employees to report any misconduct such as corruption, bribery, extortion, money laundering or fraud and has established a reporting mechanism. Upon receipt of a report, the Group will conduct an immediate investigation, report to management and inform government authorities. During the investigation, the Group undertakes to provide adequate confidentiality for the identity of the whistleblower. If the report is true, the employee involved will be dismissed immediately. At the same time, we will continue to review and improve our internal control system and anti-corruption system to prevent corruption incidents.

### 反貪污

本集團堅決反對任何形式的貪污行為，致力於維護透明與公正的商業操守，確保所有業務過程中均符合最高道德及法律標準，為股東及合作夥伴提供值得信賴的環境。本集團嚴格遵守與防止賄賂、勒索、欺詐及洗黑錢相關的法律及法規，包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《關於禁止商業賄賂行為的暫行規定》以及香港法例第201章《防止賄賂條例》。

我們制定了《反賄賂和反貪污政策》，向本集團內所有僱員及合約工人提供有關識別及處理賄賂和貪污的資訊及指引，並且透過《員工手冊》及日常培訓向員工傳達嚴格的反貪污及反欺詐要求。手冊中清晰列明：

- 所有員工需遵從行為守則，維持良好的商業道德和誠信，禁止一切欺詐、不誠實、違背道德或損壞集團聲譽的行為；
- 所有員工均不能利用集團工作、職位或身份索取或接收任何私人利益和贈與，例如回扣、私下佣金及現金等。

### 舉報政策

本集團鼓勵員工舉報任何貪污、賄賂、勒索、洗黑錢或欺詐等不當行為，並已設立舉報機制。本集團在接獲舉報後會即時展開調查，並向管理人員匯報，以及通報政府機關。於調查期間，本集團承諾對舉報人身份提供足夠保密措施。倘若舉報屬實，涉事員工將會即時受解僱。同時，我們將持續檢討及完善內部監控系統及反貪污系統，以防止發生貪污事件。



KEEP THE ORIGINAL ASPIRATION TO CREATE VALUE OF INTEGRITY •

初心不渝 • 鑄就誠信價值

### ANTI-CORRUPTION TRAINING

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

During the Reporting Period, the Group was not aware of any concluded corruption proceedings against the Group or its employees, nor any material violation of laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering that would have a significant impact on the Group.

### 反貪污培訓

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

於報告期間，本集團並無知悉任何針對本集團或其僱員提出並已審結的貪污訴訟案件，亦無任何嚴重違反有關防止賄賂、勒索、欺詐及洗黑錢的法律及法規，且對本集團造成重大影響的事宜。





# KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY

## 責任心印 • 產品品質與安全

### PRODUCT RESPONSIBILITY

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

The Group strictly complies with relevant laws and regulations on products and services, including but not limited to the “Medicinal Product Administration Law of the PRC”. During the Reporting Period, the Group did not recall any products and receive any complaints regarding products and services due to safety and health reasons and there were no material violation of laws and regulations relating to health and safety, advertisement, labelling and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group.

### Advertising, Labelling and Intellectual Property Right

To ensure the authenticity of the promotional content in order to avoid misleading and to protect customers’ interests, the Group strictly complies with the “Advertising Law of the PRC” and the “Law of the PRC on Protection of Consumer Rights and Interests” and relevant laws and regulations when advertising and promoting our products and services.

Beijing Vissam involves research and development and design of high-end medical and geriatric care furniture. The company has excellent performance and owns multiple patented technologies which are applied to furniture product, namely “School Chair Appearance Design Patent”, “School Desk Chair Appearance Design Patent”, “Folding Chair Appearance Design Patent” and “Utility Model Patent for Gravity-sensing Functional Castor Suitable for Geriatric Care Chairs”. We have dedicated staff for handling trademark applications and engage qualified third-party agents to manage intellectual property rights related matters of the Group to ensure our intellectual property rights are protected and avoid infringing on others’ intellectual property rights. At the same time, we signed confidentiality agreements with all employees and “Confidentiality agreement on trade secrets” with suppliers, requiring both parties to perform strict confidentiality measures on trade secrets including orders, drawings of products, contracts and trademarks to avoid leaks of information of product design.

### 產品責任

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

本集團嚴格遵守有關產品和服務的相關法律及規例，包括但不限於《中華人民共和國藥品管理法》。於報告期間，本集團並無因安全與健康理由而需回收任何產品和接獲關於產品和服務的任何投訴，亦無任何嚴重違反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法律及法規，且對本集團造成重大影響的事宜。

### 廣告、標籤及知識產權

為確保所有宣傳內容的真確性，以免誤導消費者，保障他們的權益，本集團為產品及服務進行推廣宣傳時嚴格遵從《中華人民共和國廣告法》和《中華人民共和國消費者權益保護法》等相關法例及法規。

北京偉森涉足高端醫養家具的研發設計領域。公司成績卓越，有多項專利技術應用在家具產品中，分別為《課椅外觀設計專利》、《課桌外觀設計專利》、《折疊排椅外觀設計專利》及《一種適用於適老化座椅的重力感應功能性腳輪實用新型專利》。我們一直有專職人員負責去處理商標申請，以及有委託受認可的第三方知識產權代理公司去管理本集團的知識產權事宜，確保自身知識產權受保護和不侵犯他人的知識產權版權。同時，我們與所有員工簽訂保密協議，與供應商簽署《商業秘密保密協議》，要求雙方對商業秘密，如訂單、產品圖紙、合同、商標等進行嚴格保密措施，防止產品的設計資料外洩。



### Customer Privacy and Cyber Security

In today's digital era, our customers' privacy and data security are top priorities for the Company. Since daily operations of the Group involve personal information and medical records of the elderly, customers' information and private information, commercial secrets and financial information, we understand the importance of protecting customer data in cyberspace and devote significant resources to doing so. We are concerned about customers' privacy and strive to comply with the "Archives Law of the PRC", the "Regulations of the PRC for Safety Protection of Computer Information Systems", the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) and relevant laws and regulations, and we require employees to strictly follow all rules and policies of the Group regarding confidentiality. They shall not disclose such information to third parties without prior permission.

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

### 客戶私隱及網絡安全

在當今數字化時代，客戶的私隱和資料安全是我們公司的首要任務。由於本集團在日常營運中會涉及長者的個人資料和病歷、客戶資訊和私隱資料、商業機密、財務信息等，我們深知在網絡空間中保護客戶資料的重要性，並為此投入了大量資源。我們關注客戶的私隱，致力遵守《中華人民共和國檔案法》、《中華人民共和國計算機信息系統安全保護條例》、香港法例第486章《個人資料（私隱）條例》等相關法律及法規，要求員工嚴格遵循本集團所有有關保密的規則和政策，在未經同意下不得將這些資料向第三方披露。

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



## KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY •

### 責任心印 • 產品品質與安全

#### Service Quality – Wuhu Golden Sun

We are committed to providing quality geriatric care services to ensure that every elderly person can enjoy a dignified and comfortable old age life. Through well-designed service plans and professional teams, we constantly strive for excellence to create a safe and caring living environment for the elderly. We hope to transfer positive energy continuously and are on a mission to provide comprehensive, quick and attentive services to the elderly to achieve our business vision, i.e. “building geriatric care home without limitation, being an historical old and evergreen geriatric caring service provider”.

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

#### Complaint Management

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

During the Reporting Period, we received a total of 0 complaints.

#### 服務質量－蕪湖金太陽

我們公司致力於提供優質的養老服務，確保每位長者都能享受尊嚴和舒適的晚年生活。通過精心設計的服務計劃和專業團隊，我們不斷追求卓越，為長者打造安全、關懷的生活環境。我們希望能持續傳遞正能量，抱著一份使命感為長者提供多方位、便捷周到的服務，以達成「構建沒有圍牆的養老院，做百年長青的養老服務機構」的業務願景。

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

#### 投訴管理

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

於報告期間，我們共接獲0宗投訴。





# KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY ●

## 責任心印 ● 產品品質與安全

### **Safety of the Elderly**

The Group's greatest responsibility is to ensure that comprehensive safety and health measures are effectively implemented in the elderly care system. We value the safety and well-being of the elderly to enable them to enjoy a happy and secure life. Therefore, geriatric care institutions under the Group have formulated various policies and measures to strictly manage and control various services process and we guarantee that the safety of the elderly is our first priority. In accordance with the relevant laws of the "Emergency Response Law of the PRC", we formulated a comprehensive emergency response plan covering multiple areas, which played an important role in daily operations and management, safety of the elderly and risk prevention. The six major principles in handling emergencies are as follows:



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

Our contingency plan mainly involves areas such as support services, medical and nursing, and situations such as fire, aspiration and food poisoning of the elderly. All care workers have received basic first-aid trainings and follow the contingency procedures:

1. They shall conduct initial treatment in accordance with internal policy immediately upon discovering that an elder is injured, the elder will then be taken to medical room for further treatment by medical professional;
2. After that, care workers will continue treatment following doctors' instructions, closely monitor the elder's recovery situation and notify his/her family; and
3. The injury of the elderly will be recorded to remind care workers to pay more attention to avoid recurrence.

### **長者安全**

本集團的最大責任是確保全面的安全及健康措施得以於養老體系有效實施，我們重視長者的安全與福祉，讓長者們能享受既幸福又放心的生活。因此我們旗下的養老機構均制定多項政策和措施，嚴格管理並控制多個服務流程，承諾把長者的安全放在第一位。根據《中華人民共和國突發事件應對法》的相關法律規定，我們制定了完善及覆蓋多方面的應急預案，對日常運營管理、老人生命安全及防範風險都起著非常重要的作用。處理突發事件的時候我們抱著六大工作原則：

我們的應急預案主要涉及後勤、醫療、護理等幾個方面，例如火警、長者發生誤吸、食物中毒等各種情況。護理員均接受過基本的急救訓練，並遵守應急程序：

1. 當發現有長者受傷，會即時按內部守則作初步處理，然後帶長者到醫務室由專業的醫護人員作進一步治療；
2. 護理員之後會根據醫生意見對老人進行護理，密切監測復原的情況，並通知其家人；及
3. 長者的受傷情況會記錄在案，以提醒護理員要多加留意，以免同樣情況再次發生。



KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY •  
 責任心印 • 產品品質與安全

**Case Demonstration: Wuhu Golden Sun conducted annual fire evacuation drill**

**案例展示：蕪湖金太陽進行年度消防逃生演練**



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

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

**Product Quality – Beijing Vissam**

**產品質量 – 北京偉森**



# KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY ●

## 責任心印 ● 產品品質與安全

Beijing Vissam, a company under the Group, is a professional company providing research and development, design, production, sales and services on modern furniture. As the advocate and leader of health furniture in the industry, Beijing Vissam has been involved in the research and development and design of high-end medical and geriatric care furniture for years, focusing on serving users in geriatric service, medical, educational and business institutions. We are renowned within the industry with various certifications and honors, such as After-sales Service Improvement and Maturity Certification and Healthy Home Ergonomics Certification. We were honored the Famous "Environmental Protection" Furniture Brands and "Integrity" Enterprise of 18 provinces and cities in China for consecutive years since 2005, reflecting the recognition and affirmation from customers.

本集團旗下公司—北京偉森，是一家集研發、設計、生產、銷售及服務於一體的專業現代化家具品牌企業。北京偉森作為行業健康家具的宣導者和領軍者，多年來涉足高端醫養家具的研發設計領域，重點服務於養老、醫療、教育、商務辦公等機構用戶。我們在業內享負盛名，獲得多項認證和殊榮，包括售後服務完善成熟度認證、健康家居人類工效學認證等，甚至由2005年至今連續多年獲得十八省市「環保」家具知名企業和「誠信」企業殊榮，得到了客戶的一致認可和肯定。



Beijing Vissam has a unique product research and development concept, provides overall solutions for furniture space, and establishes industry benchmarks. Based on environmentally friendly materials and driven by aesthetic design, it pays attention to the details of each product and provides customers with professional products and services through precision manufacturing and layer-by-layer quality inspection. We formulated strict standards regarding design, acceptance of works and storage and required the quality of furniture from suppliers to be up to or even higher than technical standards, including national standards, industrial standards and assessment standards for furniture quality.

北京偉森擁有獨具匠心的產品研發理念，為家具空間提供整體解決方案，建立行業標桿。以環保材料為基礎，以美學設計為驅動，注重每一款產品的細節，通過精工製造和層層質檢，為客戶提供專業性的產品和服務。我們對設計、驗收和存放均制定嚴格標準，要求供應商的家具質量符合甚至優於技術標準，包括：國家標準、行業標準和家具質量評定標準。

Beijing Vissam also obtained various ISO system certifications and relevant safety product certifications, which we further determinate to ensure the product quality. We require suppliers to submit ISO quality certifications, product testing reports and certificates of compliance and require suppliers to conduct testing of indoor air quality before and after installing the furniture.

北京偉森更取得多項ISO體系認證證書及相關安全產品認證，進一步肯定我們做好質量保證的決心。我們會要求供應商提交ISO質量認證、產品檢測報告、所有家具的合格證明書等，並且要求供應商對擺放家具前後的房間空氣質量進行檢測。





## KEEP RESPONSIBILITY IN MIND FOR PRODUCT QUALITY AND SAFETY • 責任心印 • 產品品質與安全

For acceptance of products, the Group has taken appropriate measures to ensure product quality:

- Have formulated a series of standards to regulate the inspection method for parts, accessories, packaging and finished products;
- Engage a qualified third-party examination center to conduct sampling inspections regularly. The inspection items include safety, stability and formaldehyde emission of furniture to ensure products comply with the requirement in every aspect; and
- If the product is below standard, we will request suppliers to return the product.

In addition, there are warranty periods for our products and customers can request repair services from suppliers regarding any quality issues.

During the Reporting Period, a total of 0 products were recalled for safety and health reasons.

在驗收方面，本集團已採取相應措施以保證產品質量：

- 制定一系列的標準，規範零件、配件、包裝、成品等檢驗方法；
- 定期委託認可的第三方檢驗中心為產品進行抽樣檢查，檢驗項目包括家具的安全性、穩定性、甲醛釋放量等，確保產品在各方面都能符合要求；及
- 假如產品不符合標準，我們會要求供應商進行退貨處理。

另外，貨物設有質保期，日後若果出現質量問題的時候可以要求供應商維修。

於報告期間，共有零件因安全與健康理由而需回收的產品。





# COOPERATE TO OPTIMIZE SUPPLY CHAIN

## 心繫合作 • 供應鏈的優化之道

### SUPPLY CHAIN MANAGEMENT

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

As at 31 December 2023, the products and services of the Group are mainly provided by 39 suppliers, all of which are from Mainland China, with an aim to effectively reduce the carbon emission caused by product transportation.

Beijing Vissam formulated the "Supplier Management Policy" to regulate the management of procurement projects and establish a long-term and mutually beneficial relationship in terms of demand and supply with the suppliers, and the management process is roughly as follows:



### 供應鏈管理

本集團深知供應鏈管理對維持產品品質與服務效率的重要性。供應商是我們企業可持續發展的核心一環，對於能夠提升雙方的核心競爭力具有重大意義。因此，我們十分重視與供應商創造互利共贏的機遇。我們重視健康產業，同時注重推動供應鏈的可持續發展，並積極向供應商推動此理念，期望供應商遵守本集團環保及職業健康與安全政策，追求與供應商的協同發展。另外，我們鼓勵供應商在日常營運中不忘對環境及社會負責，包括維持商業操守和遵守相關法律及法規。本集團希望能繼續與供應商同心協力，履行社會責任。

於2023年12月31日，本集團主要由39間供應商提供產品及服務，全部均來自於中國內地，藉此有效地減少產品運輸而造成的碳排放。

北京偉森制定了《供應商管理制度》，以規範公司眾多採購項目的管理及與供應商建立長期互惠的供求關係，而管理的流程大致如下：



## COOPERATE TO OPTIMIZE SUPPLY CHAIN ●

### 心繫合作 ● 供應鏈的優化之道

**Establishment of the supplier database:** The supplier is required to fill in the "Supplier Qualification Review Basic Information Sheet", and onsite inspections and evaluations will be conducted. After passing the review, they will be accepted and added into the company's supplier database and become a potential supplier.

**Supplier management and evaluation:** the Group will conduct regular assessments and irregular visits to maintain and update the supplier database in a timely manner. We hold supplier meeting and supplier review every year. The Purchasing Department is responsible for comprehensive evaluation of the supplier's product quality, service standard, production capacity and collaboration. At the same time, each department will give feedback to the supplier and review the issues occurred in terms of the products supplied. According to the evaluation indicators, the supplier will be evaluated whether it is qualified. In addition, when selecting suppliers, we conduct environmental and social risk assessments to identify the risks faced by their suppliers and the potential impact of their use to ensure the normal operation of the supply chain.

**Maintenance/elimination:** If supplier fails the assessment, we will issue a rectification notice, and consider disqualifying the supplier who failed to improve. During the Reporting Period, we have conducted assessments and reviews on 20 suppliers.

### GREEN PROCUREMENT

We are committed to promoting green procurement, taking environmental responsibility and prioritizing products and services that meet environmental standards. By partnering with environmentally conscious suppliers, we contribute to sustainable development and create a green future for businesses and the planet. Beijing Vissam stipulates the products and materials we purchased should use green materials, such as planks, paints, hardware, adhesives, auxiliary materials, etc. The materials must basically comply with or perform better than national standards. We hope to select green materials for our production process to reduce ecological damage and build a sustainable competitive advantage for us and our business partners.

**建立供應商資料庫：**供應商需要填寫《供應商資格審查基本情況表》，並需接受實地考察和評估，成功經過審核方可進入公司供應商庫，成為潛在供應商。

**供應商管理及評估：**本集團會以定期評估及不定期訪查形式及時維護並更新供應商庫。我們每年都會舉行一次供應商會議和供應商評審，採購部負責對供應商的產品質量、服務水平、生產能力及配合方面等進行綜合評估，同時讓各部門在此階段向供應商反饋及審視供貨時出現的問題。其後根據各項審核指標再評估供應商是否及格。除此之外，我們選擇供應商時會作環境及社會的風險評估，識別其供應商面對的風險及採用該等供應商的潛在影響，確保供應鏈運作正常。

**維護／淘汰：**如發現不及格的供應商，我們會向他們發出整改通知，直到其仍未作出改善時，我們會考慮取消供應商資格。於報告期間，我們已向20間供應商進行評估及審查。

### 綠色採購

我們致力於推動綠色採購，肩負環境責任，優先考慮符合環保標準的產品和服務。透過與環境意識較高的供應商合作，我們助力可持續發展，為企業與地球共創綠色未來。北京偉森規定採購的產品及物料均使用綠色環保材料，例如板材、油漆、五金、膠粘劑、輔料等，材料都需要符合或高於國家標準。我們期望從生產流程中挑選綠色環保物料，降低對生態環境的破壞程度，為我們以及業務夥伴建立可持續的競爭優勢。



# STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT

## 心之所向 • 員工成長和發展

We recognize that our employees are the Group's most valuable asset. We are therefore committed to creating a supportive and respectful work environment that encourages personal and professional growth. As the cornerstone to foster sustainable, healthy and rapid development of the enterprise, we are committed to improving the human resources management system and expect our employees to devote themselves to work for the Group with "Sincerity", "Honesty" and "Trustiness", while growing together with the Group and realizing our corporate culture of "Integrity, Innovation, Focus and Collaborate". We have also formulated the "Employee Handbook" that sets out the basic code of conduct for employees, enabling our employees to have a clear understanding of the Group's policies, regulations and job requirements. The Group always adheres to the laws and regulations relating to employment in order to protect the rights and benefits of employees. These laws and regulations include but not limited to the "Labor Law of the PRC", the "Labor Contract Law of the PRC", the "Law of the PRC on the Prevention and Control of Occupational Diseases", "Provisions on the Prohibition of Using Child Labor", the "Civil Code of the PRC" and the Employment Ordinance (Cap. 57 of the Laws of Hong Kong). The Group has formulated the "Compilation of Human Resources Policy" pursuant to the above laws and regulations to strictly regulate various human resource management activities such as personnel recruitment, employee training, performance evaluation, employee welfare and promotion system, so as to protect the legitimate rights and interests of employees, improve work efficiency and teamwork, and promote the healthy development of the Group as a whole.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare that would have a significant impact on the Group.

我們深知員工是本集團最寶貴的資產。因此，我們致力於創造一個支持與尊重的工作環境，鼓勵員工個人發展與職業成長。作為企業持續健康快速發展的基石，我們致力完善人力資源管理制度，期望所有員工對集團做到「誠」、「實」、「信」，與集團共同成長，一同實踐我們「誠信、創新、專注、共贏」的企業文化。我們亦同時制定《員工手冊》列明員工的基本行為準則，讓員工能夠清晰了解集團的政策、規定以及工作要求。本集團一直恪守與僱傭相關的法例及法規，保障員工權益，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國職業病防治法》、《禁止使用童工規定》、《中華人民共和國民法典》及香港法例第57章《僱傭條例》等。本集團根據以上的法律及法規制定《人力資源管理制度彙編》，嚴格規範人事招聘、員工培訓、績效評估、員工福利及晉升制度等各項人力資源管理活動，保障員工的合法權益，同時提升工作效率與團隊協作，促進整體集團的健康發展。

於報告期間，本集團並無知悉任何嚴重違反有關薪酬及解僱、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法律及法規，且對本集團造成重大影響的事宜。



# STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

## 心之所向 • 員工成長和發展

### EMPLOYMENT

#### Staff Overview

As at 31 December 2023, we hired a total of 147 employees<sup>1</sup>, in which 144 are from Mainland China and 3 are from Hong Kong. Among which, 143 employees are full-time and 4 are part-time. The employee distribution by gender, employee category and age group during the Reporting Period and year 2022 are as follows:

### 僱傭

#### 員工概覽

於2023年12月31日，我們一共聘有147位員工<sup>1</sup>，其中144位來自中國內地，3位來自香港。而當中143位員工為全職及4位員工為兼職。以下為報告期間及2022年度，按性別、僱員類別及年齡組別劃分的員工分佈：

Staff Overview 員工總覽	Unit 單位	2023 2023年	2022 2022年
<b>By gender</b> 按性別			
Male 男性	Person 人	60	64
Female 女性	Person 人	87	86
<b>By employee category</b> 按僱員類別			
Senior management 高級管理層	Person 人	19	22
Middle management 中級管理層	Person 人	19	23
General staff 基層員工	Person 人	109	105
<b>By age group</b> 按年齡組別			
Aged 30 or below 30歲或以下	Person 人	34	21
Aged 31–40 31–40歲	Person 人	48	57
Aged 41–50 41–50歲	Person 人	35	36
Aged 51 or above 51歲或以上	Person 人	30	36

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

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





## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

### 心之所向 • 員工成長和發展

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

以下為報告期間按性別、年齡組別及地區劃分的僱員流失比率：

Employee Turnover Rate 僱員流失比率	Unit 單位	2023 2023年	2022 2022年
<b>By gender</b>			
<b>按性別</b>			
Male 男性	Percent 百分比	28%	22%
Female 女性	百分比	25%	16%
<b>By age group</b>			
<b>按年齡組別</b>			
Aged 30 or below 30歲或以下	Percent 百分比	41%	52%
Aged 31–40 31–40歲	Percent 百分比	29%	18%
Aged 41–50 41–50歲	Percent 百分比	14%	14%
Aged 51 or above 51歲或以上	Percent 百分比	20%	6%
<b>By geographical region</b>			
<b>按地區</b>			
Mainland China 中國內地	Percent 百分比	27%	19%
Hong Kong 香港	Percent 百分比	0%	0%



## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

### 心之所向 • 員工成長和發展

#### Staff Rights and Benefits

#### 員工權益及福利

##### Remuneration Management 薪酬管理

The remuneration structure implemented by the Group combines basic remuneration and performance remuneration. We regularly review our remuneration system and measure staff performance through a performance appraisal system as a basis for adjusting their remuneration.

本集團實行的薪酬架構結合了基本薪酬與績效薪酬。我們會定期對薪酬機制進行檢討，並通過一套績效評估體系來衡量員工表現，作為調整其薪酬的依據。

##### Management of Staff Leave 休假管理

All employees are entitled to statutory holidays, employees are entitled to have personal leave, sick leave and paid annual leave after probation. We also incorporate the family-friendly elements into the system and provide maternity leave and paternity leave for the needs of employees, to support employees in balancing the needs of family and professional life.

所有員工均能享有法定節日假，員工在入職轉正後更可享受事假、病假以及有薪年休假。我們亦在制度裡融入家庭友善元素，為有需要的員工提供產假及侍產假等假期，以支持員工平衡家庭與職業生活的需求。

##### Attendance Management 考勤管理

The Group's attendance management system clearly set out the working hours of our employees in order to ensure that their rights are protected. Employee is required to submit an application in advance for working overtime. The Group will make overtime pay or leave rearrangement in accordance with the laws and regulations.

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

##### Benefits Management 福利管理

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

國內員工的五險一金，包括工傷保險、醫療保險、養老保險、失業保險以及住房公積金乃根據《中華人民共和國社會保險法》繳納。

##### Recreational Activities for Employees 員工康樂活動

In order to promote the overall well-being of our employees and to value work-life balance, we regularly organize a series of cultural, recreational and sports activities. These activities, including birthday celebrations, annual celebrations, organizational building activities and meals, are designed to encourage employees to get together after work, relax and enhance mutual understanding among colleagues, so as to achieve harmony between work and life.

為了促進員工的整體福祉，並重視工作與生活的均衡，我們定期組織一系列文娛康體活動。這些活動包括慶祝生日、年度慶典、組織建設活動和聚餐等，旨在鼓勵員工在下班後共聚一堂，放鬆心情，增進同事間的相互了解，從而實現工作和生活的和諧。



## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

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#### Women's Day celebration

In March 2023, Shanghai Chongyuan held a celebration of Women's Day, and the office was arranged with a game booth to bring them joy and interaction opportunities, and there were rich prizes as an affirmation of their hard work. Not only do we celebrate the achievements of women in the workplace, we reaffirm our commitment to gender equality and empowering every female employee.

#### 婦女節慶祝活動

於2023年3月，上海翀遠舉辦婦女節慶祝活動，辦公室裡佈置了攤位遊戲，為她們帶來歡樂與互動的機會，更有豐富獎品作為對她們辛勤工作的肯定。我們不僅慶祝女性在工作場所的成就，更重申我們對性別平等和賦予每位女性員工應有權利的承諾。



#### Team building activity

In July 2023, Beijing Vissam held a mid-year summary meeting and team-building activity. Everyone gathered together and spent a wonderful and unforgettable summertime together. Employees participated in activities such as ice-breaking games and fun Frisbees. After work, they used outdoor sports to relieve stress and enhance relationships, which fully demonstrated the team members' sense of teamwork and enterprising spirit.

#### 團建活動

於2023年7月，北京偉森舉辦年中總結大會暨團建活動，大家歡聚一堂，共同度過了一段美妙難忘的盛夏時光。員工進行了破冰遊戲和趣味飛盤等活動，工作之餘，通過戶外運動進行解壓，增進感情，充分展現了團隊成員的團隊協作意識與進取精神。





## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

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### Mid-Autumn Festival Lantern Riddles Guessing Activity

In September 2023, Beijing Vissam also held a lantern riddle guessing activity with the theme of “Celebrating the Mid-Autumn Festival and Enjoying Reunion” to promote traditional Chinese culture, enrich employee cultural activities, and thank employees for their enthusiastic work and hard work.

#### 中秋猜燈謎活動

北京偉森亦於2023年9月舉辦主題為「歡慶中秋 樂享團圓」猜燈謎活動，傳揚中華傳統文化，豐富員工文化活動，感謝員工的熱情工作與辛勞付出。



### Halloween theme party

In October 2023, Beijing Vissam held a theme party on Halloween to let employees relax at work and play games with other employees to enhance employee cohesion and centripetal force.

#### 萬聖節主題派對

2023年10月，北京偉森於萬聖節舉辦主題派對，讓員工在上班的狀態下放鬆心情，與其他員工進行遊戲，增進員工凝聚力及向心力。



## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

### 心之所向 • 員工成長和發展

#### Recruitment and Promotion

The Group strives to create an open and transparent recruitment and promotion system because we firmly believe that this is the key to cultivating a workplace culture of trust and fairness. We are committed to implementing clear standards and consistent processes to ensure that all employees are fairly evaluated based on their abilities and track record, and our recruitment policies are in place regardless of age, gender, language, race, disability, sexual orientation, family or marital status, nationality, religion and socio-economic background to drive collective progress across the Group. In order to create a diversified working environment and to meet the human resources needs of the Group's business development, the Administration and Human Resources Department formulates recruitment plans and targets, and recruits talents through different channels, such as job agencies, employee referrals, recruitment fairs and campus recruitment, in order to meet the demand for positions and to ensure that the Group has sufficient talent reserves for the construction of a professional team in the long run. At the same time, we organize annual appraisal in order to provide a multidimensional development for employee promotion.

#### HEALTH AND SAFETY

The Group deeply understands the importance of the health and safety of our employees and we are committed to providing a safe and healthy working environment. Through continuous training, stringent safety standards and comprehensive management measures, we are committed to ensuring the well-being of each of our employees and regard them as a core cornerstone of our success. We have established various health and safety management measures for our subsidiaries based on the nature of their business. Beijing Vissam has obtained the ISO45001:2018 Occupational Safety Management System Certification in regulating relevant management works.

#### 招聘及晉升

本集團傾力打造一個公開與透明的招聘及晉升體系，皆因我們堅信這是培養信任與公平的職場文化的關鍵。我們致力於實施明確的標準和一致的流程，以確保所有員工都基於其能力和往績獲得公平評估，我們的招聘政策不論員工年齡、性別、語言、種族、殘疾、性取向、家庭或婚姻狀況、國籍、宗教和社會經濟背景，從而推動整個集團的共同進步。為致力打造多元化的工作環境的同時，滿足本集團業務發展對人力資源的需求，行政人力部制定人才招聘計劃及目標，然後透過不同渠道去招募人才加入本集團，例如職業中介機構、員工推薦、招聘會及校園招聘等，以做到滿足崗位需求，保證集團內人才儲備充足，長遠實踐專業梯隊的建設。同時，我們每年會組織年度考評，為員工晉升提供多渠道發展。

#### 健康與安全

本集團深刻理解員工健康與安全的重要性，我們堅持提供一個安全、健康的工作環境。透過持續的培訓、嚴格的安全標準和全面的管理措施，我們致力於確保每位同仁的福祉，並視其為我們成功的核心基石。我們已根據業務性質為各附屬公司制定各項保障健康及安全管理措施，當中北京偉森更獲得ISO45001:2018職業安全管理體系認證，進一步規範相關管理工作。



## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

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During the Reporting Period, the Group did not involve in any significant work injury and fatal incident, nor was there any material violation of laws and regulations relating to the provision of a safe working environment and the protection of employees from occupational hazards that had a significant impact on the Group. In the unfortunate event that an employee is injured, we will act quickly to ensure that the injured receive immediate emergency hospital treatment. The Human Resources Department will report the accident in accordance with the established work-related injury handling procedures and assist injured employees in handling medical compensation-related matters.

於報告期間，本集團無牽涉任何重大的工傷及死亡事故，亦無任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及法規，且對本集團造成重大影響的事宜。萬一發生員工受傷的不幸事件，我們將迅速行動，確保傷者立即獲得醫院的緊急治療。人力資源部會依照既定的工傷處理流程進行事故報告，並協助受傷員工處理醫療賠償相關事宜。

	2023 2023年	2022 2022年	2021 2021年
Number of work-related fatalities each year 每年因工亡故的人數	0 case宗	0 case宗	0 case宗
Lost days due to work injury 因工傷損失工作日數	36 day天	0 day天	0 day天

Regarding employee health, we provide employees with comprehensive medical insurance to help them lessen their personal medical burden in accordance with the “Provisions on Basic Medical Insurance of Beijing Municipality”. Moreover, we arrange body checks for employees once every two years to ensure that health problems are detected, and treatments are provided on time. We also regularly promote health information on social media, such as promoting “China Teeth Care Day”, to raise awareness of oral health care among our staff and customers.

針對員工健康方面，我們按照《北京市基本醫療保險規定》為員工提供完善的醫療保險，幫助員工解決個人醫療負擔過重的問題。此外，我們每兩年會安排員工進行一次健康體檢，確保員工能及時發現身體問題，不會耽誤治療時間。我們亦定期於社交媒體上宣傳健康資訊，例如宣傳「全國愛牙日」，提高員工及客戶對於口腔保健的意識。

To ensure the safety of our employees, we set up the “Fire Safety Operation Regulations and Policy” to set out in detail the fire safety management work, conduct fire safety inspection and organize safety training on a regular basis, including prevention of electricity hazard and fire, practical operation of fire safety facilities and seminars on gas knowledge in order to improve employees’ awareness of disaster prevention. We also formulate emergency plans according to possible emergencies such as fire and earthquake and conduct fire safety emergency drills which include the use of fire extinguishers, and escape drills to equip employees with the ability to respond to emergency and enhance their self-protection capability in emergency. Meanwhile, we formulate the cleaning and safety operating procedures, and set out in detail the safety matters to be followed in the course of performing cleaning work.

為確保員工安全，我們設立《消防安全操作規程及制度》，詳細列明執行消防安全的管理工作，並定期進行消防檢查及進行安全培訓，包括防火防電、消防設施實操以及舉辦燃氣知識講座等，提高員工的防災意識。此外，我們亦根據可能發生的突發事故如火災及地震制定應急預案，並進行消防安全應急演練，包括使用滅火器、逃生演練，讓員工掌握在緊急情況下的應變及自我防護的能力。同時，我們制定保潔安全操作規程，詳細列明進行清潔工作時的安全事項。



### Pandemic Prevention and Control

Although the outbreak was contained during the Reporting Period, we still need to be vigilant and continue to implement the management and control in the area of health and safety. The Group strives to comply with the “Emergency Response Law of the PRC” and the “Law of the PRC on Prevention and Treatment of Infectious Diseases” and relevant regulations to level 1 response mechanisms to major public health emergencies, and formulates “Enterprise COVID-19 Prevention Measures” and relevant emergency notices, so as to minimize the risk of infection for all employees.

The Group keeps pace with the ordinances and regulations issued by the government and adjusts and formulates pandemic prevention work arrangements for all employees as appropriate according to the pandemic trend. We require our employees to check their temperature before reporting to work and entering office areas, and scan a QR code before entering the institution. Employees showing symptoms of infection upon observation shall promptly seek medical advice. We also require employees to check and record their temperature daily at the office and remind employees to always disinfect their hands and maintain good hygiene. Meanwhile, we ensure ventilation at the office to allow indoor air circulation in order to reduce the risk of spreading of virus. We also require disinfection of public areas such as conference rooms, washrooms and elevators and provide employees with sufficient supply of disinfectants.

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

### 疫情防控措施

雖然疫情於報告期間已受控，我們仍需時刻警惕，繼續落實健康與安全範疇的管控。本集團致力遵守《中華人民共和國突發事件應對法》、《中華人民共和國傳染病防治法》和重大突發公共衛生事件一級響應機制的有關規定，並制定《新型冠狀病毒企業防疫工作制度》及有關應急通知，務求將所有員工的感染風險減到最低。

本集團繼續緊貼政府所發佈的條例規定及因應疫情趨勢，適時調整並制定所有員工的防疫工作安排。我們要求員工分別在上班前及進入辦公室範圍內的時候測量體溫，以及掃描二維碼入園。如在觀察後有感染症狀，需要立刻到醫院就診。我們亦於辦公室內規定員工每天測量體溫並進行記錄，並提醒員工經常消毒雙手，保持個人衛生。同時，我們確保辦公室的室內空氣流通及減少病菌傳播風險。我們亦規定每天在公共區域進行消毒，例如會議室、衛生間和電梯，以及為員工提供充足消毒用品。

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





### ***Pandemic prevention measures adopted by geriatric care institutions***

Since the elderly are under the vulnerable group susceptible to infection, the Group needs to step up its attention to pandemic prevention measures for geriatric care institutions. We strictly implement pandemic prevention measures at geriatric care institutions and comply with the guide on preventive measures of geriatric care center by the Chinese Centre for Disease Control and Prevention, including but not limited to the following measures:

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

### ***養老機構的防疫措施***

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

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



# STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

## 心之所向 • 員工成長和發展

### TRAINING AND DEVELOPMENT

The Group believes that staff training and development is the driving force for business growth, we appreciate and value the talents of each employee and support them in the pursuit of excellence. We create a workplace that values the personal well-being of its employees and enhances their quality and abilities to contribute to the future of the Company. Therefore, we strive to deploy resources on talent nurturing and improve the training system based on the principle of “Economical, Practical and Efficient”. The Group is committed to investing resources to provide training for its employees, actively creating a favorable learning ambience, and enhancing the work skills and professional knowledge of employees through diversified trainings.

The training of the Group is divided into different categories, the objectives of which are detailed below.

### 培訓及發展

本集團深信員工培訓與發展是業務成長的動力，我們欣賞並重視每位僱員的才能，我們支持員工追求卓越，並營造一個重視僱員個人福祉的工作場所，提升僱員的素質和能力，為公司的未來貢獻力量。因此我們致力投放資源去培育人才，按照「經濟、實用、高效」的原則去完善培訓制度。本集團致力為僱員投放資源開展培訓，積極營造良好的學習氛圍，通過舉行多樣化的培訓方式提升員工工作技能和專業知識。

本集團培訓細分以下不同類別，以下詳列各項培訓的目標。

Training Category 培訓分類	Training objectives 培訓目標
<b>By training type</b> 按培訓類型	
<b>Internal training</b> 內部培訓	Employees can learn how to adapt to the social environment and the development of the market economy in the aspects of knowledge, skills and qualities, while shortening the gap between the job requirements and their own capabilities 讓僱員在知識、技能和素質方面適應社會環境和市場經濟的發展，縮小崗位要求與僱員自身能力之間的差距
<b>External training</b> 外部培訓	Employees are selected to join external training outside the Company to learn new knowledge, technology or obtain professional qualifications for special positions 選派僱員到公司外學習新知識、技術或獲取特殊崗位的執業資歷
<b>By training area</b> 按培訓範疇	
<b>Management training</b> 管理培訓	Strengthen managers' ability to understand the management philosophy of the Company and improve their level of management and skills 增強管理者對公司管理理念的理解，提升管理水平與技巧
<b>Professional training</b> 專業培訓	Develop employees' potential ability and enhance their knowledge and skills in order to continue improving their work performance 開發員工潛在能力，增長知識，提高技能，促使工作績效不斷提高
<b>On-the-job training</b> 崗位培訓	Enable employees to understand their job duties, scope of work, work skills and appraisal standards 使員工明確本崗位的工作職責、工作內容、工作技能和考核標準
<b>Induction training</b> 入職培訓	Enable new employees to adapt to the job requirements and gradually develop values aligned with the Company 使新員工適應崗位工作要求，逐步確立與公司一致的價值觀



## STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

### 心之所向 • 員工成長和發展

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

於報告期間，我們的附屬公司各自組織了各種內部及外部培訓，包括但不限於：



Product training  
產品培訓



Financial training  
財務培訓



Qualification training  
資質培訓

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

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

### Geriatric Care Business Training

For different positions, we have established a set of training syllabus to train a lot of nursing staffs to take care of the elderly, including the newly recruited staff, medical staff, backend service staff and part-time staff of hospital's infection management department. Each unit has its specific training contents and appraisal standards. For new staff, the purpose of training is to help them to be familiar with the hospital environment, various rules and regulations, work procedures and relevant professional knowledge as soon as possible. In addition, we implement strict performance appraisals, which mainly include assessing the working attitude and competence of the staff, and the contents of the appraisals will cover first-aid knowledge, nursing theory, first-aid drug application.

### 養老業務方面培訓

針對不同職位，我們建立了一套培訓大綱進行培訓，以培訓大量護理人員照顧長者，分別有新上崗人員、醫務人員、後勤服務人員及醫院感染管理科的兼職人員。各單位均有特定的培訓內容和考核。以新上崗人員為例，培訓目的是幫助他們盡快熟悉院內環境、各項規章制度、工作流程及相關專業知識。另外，我們會實行嚴格的績效考核，主要包括評核員工的工作態度、能力，而考核內容涉及急救知識、護理理論、急救藥物應用等。

During the Reporting Period, Wuhu Golden Sun provided a series of training for employees on a monthly basis, including training on the “Work Safety Law of the PRC”, Heimlich First Aid training, fire training, etc., which aims to improve employees' emergency response ability and strengthen the safety of the elderly. Our training not only enhanced work efficiency, but also demonstrated the Group's serious attitude and responsibility towards the safety of elderly care. We are committed to creating a safe and comfortable environment in which the elderly can enjoy their old age.

於報告期間，蕪湖金太陽每月定期為員工提供一系列培訓，其中包括針對《中華人民共和國安全生產法》的培訓、海姆立克急救法培訓、消防培訓等，該等培訓旨在提高員工的應急處理能力，並強化對長者安全的保障。我們的培訓不僅提升工作效率，更彰顯本集團對長者照護安全的嚴肅態度及責任心。我們致力於創建一個既安全又舒適的環境，讓長者能夠安心享受晚年生活。





# STAND FOR EMPLOYEE GROWTH AND DEVELOPMENT •

## 心之所向 • 員工成長和發展

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

以下為報告期間按性別及僱員類別劃分的培訓數據：

Data of training 培訓數據	Unit 單位	2023 2023年	2022 2022年
<b>Percentage of Employees Trained</b> 受訓僱員百分比			
<b>By gender</b> 按性別			
Male 男性	Percent 百分比	80%	70%
Female 女性	Percent 百分比	61%	74%
<b>By employee category</b> 按僱員類別			
Senior management 高級管理層	Percent 百分比	37%	23%
Middle management 中級管理層	Percent 百分比	84%	65%
General staff 基層員工	Percent 百分比	72%	85%
<b>Average Trained Hours Completed per Employee</b> 每名僱員平均受訓時數			
<b>By gender</b> 按性別			
Male 男性	Hours 小時	6	3
Female 女性	Hours 小時	7	7
<b>By employee category</b> 按僱員類別			
Senior management 高級管理層	Hours 小時	8	5
Middle management 中級管理層	Hours 小時	9	13
General staff 基層員工	Hours 小時	6	4



### LABOR STANDARDS

The Group is aware that child labor and forced labor are violations of fundamental human rights. Therefore, we adhere to strict labor standards and adopt a “zero tolerance” attitude towards child labor or forced labor. We believe that complying with labor regulations and safeguarding workers’ rights and interests are key parts of corporate social responsibility, and are committed to providing a fair and ethical working environment for all employees. Hence, the Group strictly complies with laws and regulations such as the “Law of the PRC on the Protection of Minors”, “Provisions on the Prohibition of Using Child Labor”, “Labor Law of the PRC” and “Labor Contract Law of the PRC”, and takes the following measures to ensure the elimination of illegal labor:

- Both parties have their own autonomy to either establish or terminate the employment relationship. All the duties and obligations are clearly stated in the “Labor Contract” to safeguard the legitimate rights and interests of both parties;
- During the recruitment process, we will inspect and verify the identity document of the new entrants to ensure that the legal working age is met and to protect the rights and safety of minors. Candidates who do not meet the requirements will not be hired; and
- Once child labor or forced labor cases are discovered, we will treat it seriously, dismiss the relevant child labor or forced labor and make the responsible department hold accountable for the case.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to the prevention of child labor or forced labor that would have a significant impact on the Group.

### 勞工準則

本集團深知童工及強制勞工乃侵犯基本人權的違法行為。因此，我們秉持嚴格的勞工準則，對童工或強制勞工採取「零容忍」態度。我們認為遵守勞動法規和維護勞動者權益是企業社會責任的關鍵部分，並致力於為所有員工提供一個公正和倫理的工作環境。故此，本集團嚴格遵守國家的《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律及法規，並採取以下措施以確保杜絕非法勞工：

- 本著平等自願、協商一致的原則與員工簽訂《勞動合同》，雙方在建立及解除勞動關係方面都具有自主權，《勞動合同》中明確規定各項義務，維護雙方的合法權益；
- 在招聘過程中，我們會核對和檢查新入職員工的身份證明文件，確保其達到法定工作年齡，保障未成年人的權益和安全，所有不符合規定者均不予錄用；及
- 一旦發現任何童工或強制勞工情況，我們將嚴肅處理，立即解僱相關童工或強制勞工，並對相關部門負責人進行問責。

於報告期間，本集團並無知悉任何嚴重違反有關防止童工或強制勞工的法律及法規，且對本集團造成重大影響的事宜。



## THINK ABOUT THE EARTH WITH ENVIRONMENTAL ACTIONS AND COMMITMENTS

### 心懷地球 • 環保行動與承諾

As a company with a strong commitment to the environment, we actively promote environmental protection measures and integrate sustainability into the core of our business. We are committed to reducing our dependence on natural resources, implementing energy conservation and emission reduction policies, and continuously seeking innovative ways to reduce our ecological footprint and protect the planet as a green and healthy home for future generations. The Group strictly complies with environmental laws and regulations. Relevant laws and regulations include but are not limited to the “Environmental Protection Law of the PRC”, the “Law of the PRC on the Prevention and Control of Environment Pollution by Solid Wastes”, the “Law of the PRC on the Prevention and Control of Atmospheric Pollution” and the “Water Pollution Prevention and Control Law of the PRC”.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to air and greenhouse gas emissions, discharge to water and land, and generation of hazardous and non-hazardous wastes that would have a significant impact on the Group.

作為一家有著堅定環境承諾的企業，我們積極推動環境保護措施，將可持續性融入我們的業務核心。我們致力於減少對自然資源的依賴，實施節能減排政策，並持續尋求創新方法來減輕我們的生態足跡，保護地球為後代提供一個綠色健康的家園。本集團嚴格遵守環境相關的法律及法規。相關法律及法規包括但不限於《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》等。

於報告期間，本集團並無知悉任何嚴重違反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法律及法規，且對本集團造成重大影響的事宜。





**GREEN PRODUCTS AND CERTIFICATIONS**

Under the background of increasingly scarce resources and prominent environmental issues, we firmly believe that green operation is not only the requirement of the times but also the key to the sustainable development of enterprises. We are committed to being a pioneer in promoting environmental sustainability in our industry as a core value and strive to achieve a vision of living in harmony with the planet. The Group's business does not involve production and has no significant impact on the environment and natural resources. The environmental management system that we established has effectively enhanced our environmental performance through the products' life cycle while actively monitoring daily emissions and resource consumption in operations to minimize the impact on the natural environment under the excessive consumption of natural resources. Our vision is to create a future where business and environmental protection go hand in hand, supporting global sustainable development goals through responsible operations. Beijing Vissam is engaged in the business of furniture sales and its management activities and products have obtained different green certifications:

**綠色產品及認證**

在當今資源日益稀缺和環境問題凸顯的背景之下，我們堅信綠色營運不僅是時代的要求，也是企業持續發展的關鍵。我們致力於成為行業內推動環境可持續性的先行者，並以此為核心價值觀，努力實現與地球和諧共存的遠景。縱使本集團業務不涉及生產亦對環境及天然資源並無造成重大影響，我們建立的環境管理體系有效從產品的生命週期方面提高環境績效，在營運上積極監測日常的排放和資源消耗情況，將對自然環境的影響減至最低。我們的願景是創建一個業務與環境保護並行不悖的未來，透過負責任的營運方式來支援全球的可持續發展目標。當中，北京偉森從事家具銷售業務，其管理活動及產品獲得不同的綠色認證：



GB/T 35607-2017 China Green Product Certification  
GB/T 35607-2017 中國綠色產品認證



GB/T 28952-2018 China Forest Certification  
(Chain of Custody)  
GB/T 28952-2018 中國森林認證(產銷監管鏈)



ISO 14001:2015 Environmental Management System Certification  
ISO 14001:2015 環境管理體系認證

# THINK ABOUT THE EARTH WITH ENVIRONMENTAL ACTIONS AND COMMITMENTS • 心懷地球 • 環保行動與承諾

## Use of Green and Eco-Friendly Materials to Meet the Needs of Pandemic Cleaning

The past pandemic has raised concerns about hygiene and cleanliness. Beijing Vissam also understands the impact of product materials on the environment and the safety and health of users and strives to meet the expectations of consumers for both health and environmental protection. Therefore, the plastic chairs sold under the company are made of all plastic structure, using polypropylene (PP5), which does not release toxic substances and is 100% recyclable, and can withstand high temperatures and disinfection with 75% alcohol. This can meet the need for frequent cleaning and disinfection during the pandemic, while minimizing the negative impact on the health of users.

## 採用綠色環保材料迎合疫情清潔需求

過往疫情使大眾對衛生和清潔高度關注，北京偉森亦深明產品物料對環境以至使用者的安全健康的影響，並致力滿足消費者對健康與環保雙重需求的期望。因此旗下銷售的塑膠椅採用全塑膠架構，使用不會釋放有毒物質及可100%回收的聚丙烯(PP5)作為物料，更可以耐受高溫及使用75%的酒精消毒，這能迎合疫情期間常清潔、常消毒的需求之餘，還能對使用者健康的負面影響減至最低。

## EMISSIONS AND USE OF RESOURCES Hazardous and Non-Hazardous Waste

Under the principle of reducing waste at source and recycling, we actively promote waste collection and proper disposal processes to reduce waste generation at source. We believe that working with the community to reduce waste pressure on landfills is an important way to protect the environment and the health of its residents. As the Group's business does not involve production, it does not consume any packaging materials for finished products. We have formulated a comprehensive waste policy and cultivate the Company's recycling culture and enhance employees' environmental awareness. During the Reporting Period and 2022, the data of waste discharged is as follows:

## 排放物及資源使用 有害及無害廢棄物

在推崇從源頭減少廢棄物和循環利用的原則下，我們積極推行廢棄物收集和妥善的處理流程，旨在從源頭削減廢棄物的產生。我們堅信，透過與社區的協作，共同努力降低廢棄物對堆填區的壓力，是守護環境及其居民健康的重要舉措。由於本集團的業務並無生產，故不涉及製成品包裝物料的使用。我們制定了完善的垃圾管理制度，培養公司的回收文化及提升員工的環保意識。於報告期及2022年，我們所產生的廢棄物排放數據如下：

Areas 範疇	Unit 單位	2023 2023年	2022 2022年
Total non-hazardous waste 無害廢棄物總量	Tonnes 公噸	21.25	22.82
Intensity of non-hazardous waste 無害廢棄物密度	Tonnes/m <sup>2</sup> of gross floor area 公噸/平方米建築面積	0.00	0.00
Total hazardous waste 有害廢棄物總量	Tonnes 公噸	0.01	0.01
Intensity of hazardous waste 有害廢棄物密度	Tonnes/m <sup>2</sup> of gross floor area 公噸/平方米建築面積	0.00	0.00



The Group strictly implemented the policy of office waste classification in response to the “Beijing Municipal Regulations on the Management of Municipal Solid Waste”. Wastes would be classified as recyclable waste, kitchen waste, hazardous waste and other waste. We actively organized relevant departments and responsible staffs to handle the classification of domestic waste. Employees are required to sort waste properly from the source of generating waste:

- The Company put classification bins at the staircase of each office floor;
- The Administration and Human Resources Department is responsible for waste classification promotion, and facility management and maintenance; and
- Responsible staffs take charge of keeping clean, taking final categorization of wastes as well as putting the classified waste into the corresponding trash bin.

At the same time, we encourage our staff to print documents on both sides and recycle used paper as much as possible to achieve maximum use and reduce paper waste.

The hazardous waste of the Group mainly comes from wasted ink cartridges produced in offices and medical wastes generated by the geriatric business. For hazardous waste, we process it in accordance with relevant national laws and regulations, such as “Regulations on the Administration of Medical Wastes”, “Standard of Packaging Bags, Containers and Warning Symbols Specific to Medical Waste” and “Jinghu District Medical Waste Treatment Interim Measures”. We set up special storage spots to collect all kinds of medical wastes. All medical wastes are strictly disinfected and placed in double-layer thick plastic bags designed for medical wastes according to regulations. We make sure that hazardous waste is collected by qualified third-party recyclers to transport and dispose related medical wastes regularly.

We will continue to explore other waste reduction measures and aim to continuously reduce waste.

本集團嚴格實施辦公室垃圾分類政策，積極響應《北京市生活垃圾管理條例》，將垃圾分類成可回收垃圾、廚餘垃圾、有害垃圾及其他垃圾。我們積極組織相關職能部門和負責人去處理生活垃圾分類。我們每一名員工都被賦予責任，均需要從垃圾產生源頭做好垃圾分類工作：

- 公司在每層的辦公區樓梯間根據上述提及的類別設有分類垃圾桶；
- 行政人力部負責垃圾分類宣傳、設備設施管理與維護；及
- 分揀負責人負責每層保潔和垃圾最後的分揀工作，將垃圾按分類投入相對應的垃圾桶內。

與此同時，我們鼓勵員工雙面打印文件，盡量將使用過的紙張循環再用，以達到物盡其用，減少紙張浪費。

本集團的有害廢棄物主要來自辦公室的廢棄墨盒及養老業務產生的醫療廢棄物。針對有害廢棄物，我們按照國家相關法律及法規進行處理，如《醫療廢物管理條例》、《醫療廢物專用包裝袋、容器和警示標誌標準》、《鏡湖區醫療廢物處理暫行辦法》等。我們已設有收集各類醫療廢物的專用存放點，所有醫療廢棄物將進行嚴格消毒並按照規定將其裝入雙層厚實醫療垃圾專用塑料袋。我們確保把有害廢棄物交由具備認可資格的第三方回收商，以集中運輸及定期處置相關醫療廢棄物。

我們將持續探索其他減廢措施，並以持續減少廢棄物為目標。





### Energy, Air Emissions and Greenhouse Gases

Emissions of the Group are mainly derived from fuel oil consumed by vehicles while energy consumption mainly comes from indirect energy of purchased electricity. The data of air and greenhouse gases emissions and energy consumption of the Group during the Reporting Period and 2022 are as follows:

### 能源、廢氣及溫室氣體排放

本集團的排放物主要來自車輛燃油的燃料消耗，而能源消耗方面主要是來自間接能源的外購電力。以下為本集團於報告期間以及2022年的廢氣排放、溫室氣體排放及能源消耗數據：

Areas 範疇	Unit 單位	2023 2023年	2022 2022年
<b>Air Emissions</b>			
<b>廢氣排放</b>			
Nitrogen oxides 氮氧化物	Kg 千克	30.89	31.06
Sulfur oxides 硫氧化物	Kg 千克	0.64	0.60
Particulate Matter 顆粒物	Kg 千克	1.55	1.39
<b>Greenhouse Gas (GHG) Emissions</b>			
<b>溫室氣體排放</b>			
Total greenhouse gas emissions (Scope 1 and Scope 2) 溫室氣體總排放量(範圍1及2)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	367.96	393.30
Direct greenhouse gas emissions (Scope 1) 直接溫室氣體排放(範圍1)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	123.07	117.34
Energy indirect greenhouse gas emissions (Scope 2) 能源間接溫室氣體排放(範圍2)	Tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	244.89	275.96
Total greenhouse gas emissions intensity (Scope 1 and Scope 2) 溫室氣體總排放量密度(範圍1及2)	Tonnes of CO <sub>2</sub> e/m <sup>2</sup> of gross floor area 公噸二氧化碳當量/ 平方米建築面積	0.04	0.04
<b>Energy Consumption</b>			
<b>能源消耗</b>			
Total energy consumption 能源總耗量	MWh 千個千瓦時	893.21	911.45
Direct energy 直接能源			
– Unleaded petrol – 無鉛汽油	MWh 千個千瓦時	329.15	286.91
– Natural gas – 天然氣	MWh 千個千瓦時	134.67	167.71
Indirect energy 間接能源			
– Purchased electricity – 外購電力	MWh 千個千瓦時	429.40	456.83
Intensity of total energy consumption 能源總耗量密度	MWh/m <sup>2</sup> of gross floor area 千個千瓦時/ 平方米建築面積	0.09	0.09



We understand the importance of energy conservation and emission reduction, and continue to invest in reducing energy consumption, air emissions and greenhouse gas emissions. Guided by this environmental philosophy, the Group places emphasis on managing both energy use and greenhouse gas emissions. We have implemented energy-saving and emission-reduction measures in offices and geriatric care institutions to support global climate action and lay the foundation for a cleaner, greener operating model. Measures implemented include:

我們深知節能減排的重要性，對於降低能源消耗、廢氣排放以及溫室氣體的釋放持續投入努力。在這一環保理念的指導下，本集團在能源使用和溫室氣體排放兩方面著手管理，我們在辦公室和養老機構實施了一系列節能減排措施，這些舉措旨在支持全球氣候行動，並為實現更潔淨、更綠色的運營模式奠定基礎。所實施的措施包括：



**Air emissions management**  
廢氣排放管理

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



**Energy saving and emission reduction**  
節能減排

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

We will continue to explore other energy conservation and emission reduction measures, and aim to continuously reduce emissions and greenhouse gases.

我們將持續探索其他節能減排措施，並以持續減少排放物及溫室氣體為目標。



### Water and Sewage Discharge

We mainly consume water, which is provided by municipal water supply agencies, for domestic use to support business operations. The Group's business involves the geriatric care industry, including the establishment of residential care homes for the elderly, resulting in high water consumption. During the Reporting Period, we have not encountered any problems in finding suitable water sources. Water usage data of the Group during the Reporting Period and 2022 is as follows:

Areas 範疇	Unit 單位	2023 2023年	2022 2022年
Total water consumption 總耗水量	m <sup>3</sup> 立方米	8,641.00	7,961.00
Intensity of water consumption 耗水量密度	m <sup>3</sup> /m <sup>2</sup> of gross floor area 立方米/平方米建築面積	0.83	0.77

### 用水及污水排放

我們的用水消耗主要來自支持業務運營的生活用水，由市政供水機構提供。由於本集團的業務當中涉及養老產業包括設有安老院舍，耗水量較高。於報告期間，我們在求取適用水源上並無遇到任何問題。以下為本集團於報告期間及2022年的用水數據：

We have formulated a series of measures according to the nature and needs of our business, and are committed to improving our water efficiency through implementing the following measures:

我們根據業務性質及需要制定一系列措施，致力透過執行以下措施去提高我們的用水效益：



#### Water conservation 節約用水

- Enhance the awareness of water saving among employees in daily business;  
於日常業務中提升員工惜水概念；
- Require employees to strictly avoid turning on the watertap for long time, and turn off the tap consciously after use;  
嚴禁員工長流水，使用後須自覺關掉水龍頭；
- Regularly inspect and maintain water equipment; and  
定期檢查及維護用水設備；及
- When damage is found, immediately notify the worker to repair it on the same day within 12 hours.  
若發現設備損壞時會立即安排水工於當日12小時內進行維修。

#### Domestic sewage:

##### 生活污水：

1. Collected by the urban drainage pipe network and transported to the sewage treatment plant for handling.  
由城市排水管網匯集並輸送到污水處理廠進行處理。

#### Hospital sewage:

##### 醫院污水：

1. Hospital sewage is treated in accordance with the requirements of the "Technical Guidelines for Hospital Sewage Treatment";  
醫院污水方面會按照《醫院污水處理技術指南》的要求執行；
2. Hospital sewage needs to adopt the primary treatment process – chlorine disinfection process; and  
醫院污水需採用一級處理流程—氯消毒工藝；以及
3. We require the operators of sewage treatment facilities to receive training and improve job operating procedures.  
我們要求污水處理設施的操作人員要接受培訓及健全崗位操作流程。



#### Sewage treatment 污水處理

We will continue to explore other water saving measures and aim to continuously improve water efficiency.

我們將持續探索其他節水措施，並以持續提升用水效益為目標。





# THINK ABOUT THE EARTH WITH ENVIRONMENTAL ACTIONS AND COMMITMENTS •

## 心懷地球 • 環保行動與承諾

### ENVIRONMENT AND NATURAL RESOURCES

Environmental protection and the appreciation of natural resources play an important role in our corporate culture. Although our business activities have a limited impact on the environment, our efforts to improve environmental protection have never stopped. We actively participated in various environmental protection activities such as “Earth Day” and “Earth Hour” and encouraged everyone to practice the concepts of low-carbon life, energy saving, reducing the use of disposable products and protecting the nature. We are committed to cultivating profound environmental awareness among employees. Our goal is to build a sustainable enterprise and set a benchmark for environmental protection in the industry, with a view to inspiring more companies and individuals to work together to promote the cause of sustainable environmental improvement.

### 環境及天然資源

在我們的企業文化中，環境保護和對天然資源的珍惜佔有舉足輕重的地位。雖然我們的業務活動對環境的影響有限，但我們對於提升環境保護的努力從未停歇。我們積極響應各種環保活動如「世界地球日」、「地球一小時」，提倡大家踐行低碳生活、節約能源、減少使用一次性產品、以及保護自然生態等概念，致力於培養員工深刻的環保意識。我們的目標是建立一個持續發展的企業，並在業界樹立環保的標竿，以期激勵更多企業和個人共同推動環境持續改善的大業。



With the increasing global concern for environmental issues, taking environmental measures has become an important part of social responsibility. Carbon credits allow the Company to balance remaining emissions by funding carbon reduction projects while investing in clean energy and energy efficiency measures. Therefore, the Company has chosen to purchase carbon credits to reduce its carbon footprint by offsetting the greenhouse gas emissions generated by its operating activities. The carbon credits come from projects under the United Nations’ Clean Development Mechanism (“CDM”), whose certified emission reduction (CERs) were also used to help make the 2022 Asian Games in Hangzhou carbon neutral.

隨著全球對環境問題的關注不斷增加，採取環保措施已成為社會責任的重要組成部分。碳信用允許本公司在投資清潔能源和提高能效措施的同時，通過資助碳減排項目來平衡剩餘的排放量。因此，本公司選擇購買碳信用額，通過抵銷其運營活動產生的溫室氣體排放來減少其碳足跡。此碳信用是來自聯合國清潔發展機制（「CDM」）的項目，其核證減排量(CERs)亦被用於幫助2022杭州亞運會實現碳中和。

### VOLUNTARY CANCELLATION CERTIFICATE



#### Presented to

Beijing Health (Holdings) Limited

#### Project

Hebei ChengAn Biomass Cogeneration Project

#### Reason for cancellation

Our company would like to contribute to climate action by offsetting our greenhouse gas emissions.

Number of units  
cancelled

**2 CERs**

Equivalent to 2 tonne(s) of CO<sub>2</sub>

Start serial number: CN-5-1186597209-1-1-0-3797  
End serial number: CN-5-1186597210-1-1-0-3797

Monitoring period: 05-12-2010 - 04-12-2017

The certificate is issued in accordance with the procedure for voluntary cancellation in the CDM Registry. The reason included in this certificate is provided by the cancellor.

## CLIMATE CHANGE

Facing the severe trend of global climate change, we know that we must act proactively. We are committed to understanding and identifying the risks arising from climate change and integrating them into our risk management and strategic planning. By working together across departments and implementing solutions, we are moving towards reducing our carbon footprint and strengthening the resilience of our businesses to the possible impacts of climate change. Our goal is to ensure the long-term sustainable development of the Company while promoting the development of the green economy, and fully promote the national carbon peaking and carbon neutrality goal.

### Risk management

The Group has identified physical risks associated with climate change. Extreme weather events (e.g. typhoon, rainstorm) lead to damage to buildings at the operation site, increasing the risk that employees and customers may be injured as a result. Meanwhile, the increasing frequency of high temperature heat waves and cold weather may increase the risk of discomfort among the elderly/chronic patients.

To address the risks, we have developed a range of measures to mitigate the impacts of climate change. When we discover water leakage problems due to heavy rain, we will immediately ask maintenance staffs to repair it to reduce the subsequent impact of water leakage. The Group's geriatric care institutions implement the following measures in response to high temperature heat waves and cold weather conditions:

- Purchase cooling drugs in advance and distribute herbal tea, barley tea and other beverages to the elderly, as well as watermelon, mung bean soup and other cooling food;
- Install fans or air conditioners in every room of the elderly homes;
- The command group conducts regular checks on heat prevention measures by various departments in order to protect the elderly suffered from high temperature;
- Ensure that staffs acquired knowledge of warm keeping during the cold weather; and
- Equip every room of the elderly homes with central heating system in order to maintain a comfortable temperature.

## 氣候變化

面對全球氣候變化的嚴峻趨勢，我們深知必須積極行動。我們致力於了解和識別因氣候變化所衍生的風險，並將其整合進我們的風險管理和策略規劃之中。通過部門合作與實行解決方案，我們正朝向降低碳足跡邁進，並增強企業對氣候變化可能帶來影響的適應能力。我們的目標是在促進綠色經濟發展的同時，保障公司的長期可持續發展，全力推動國家「雙碳」目標。

### 風險管理

本集團已識別氣候變化相關的實體風險。極端天氣事件(例如：颱風、暴雨)導致營運地點建築物受損，員工及客戶可能因此受傷的風險增加。同時，越見頻繁的高溫熱浪及低溫寒冷天氣可能增加長者或長期病患出現不適的症狀風險。

為應對相關風險，我們已制定一系列措施，以減輕氣候變化所帶來的影響。當遇到因暴雨而造成漏水問題時，我們會立刻找維修人員進行修復工作，減低漏水帶來的後續影響。針對高溫熱浪及寒冷天氣的情況，本集團的養老機構執行以下措施：

- 預先採購降溫藥品，並向長者派發涼茶、大麥茶等飲品，以及西瓜、綠豆湯等降溫食品；
- 院舍內的每個房間亦會配置風扇或空調；
- 指揮小組定期檢查各部門的防暑措施，做好長者的防暑降溫工作；
- 確保員工均掌握充足的防寒保暖常識；及
- 院舍內的每個房間亦會配置中央暖氣，保持舒適的溫度。



# CARE FOR THE COMMUNITY WITH ACTIVE INVOLVEMENT AND SUPPORT

## 心連社區 • 積極參與與支持

For the Group, community engagement is a core part of corporate responsibility. We believe that strengthening ties with the community not only promotes social progress, but also has a lasting positive impact on our business. We actively participated in a variety of community programs that support people's health and geriatric care, and we are committed to investing our time and resources to build strong and vibrant communities. Apart from continuing to grow our business, we also seek to contribute to the promotion of social welfare.

### SUPPORT THE PROMOTION OF CHILDREN'S LIFE CARE

Childhood malignant tumors have become a major cause of death among children, with more than 250,000 children diagnosed with cancer each year in the world. In China, there are about 300,000 children with severe illnesses every year, but very few can really enjoy hospice care services, all because children's hospice care services started late.

Beijing Vissam and Shanghai Juequn Culture and Education Foundation ("Juequn") jointly launched the "Cheer up Juequn Children's Care Room (加油寶貝之覺群兒童關懷室)" charity project. The donated furniture is used in the "Juequn Children's Care Room (覺群兒童關懷室)" in the Affiliated Pediatric Hospital of Fudan University. Juequn Children's Care Room is the integration of medical technology and furniture space design, using space design to relieve the tension of child patients and their families, so that child patients feel safe in the treatment process. Beijing Vissam is dedicated to child patients and their families, hoping that they will spend a meaningful time here and let the love-filled cabin ignite the hope of life for the patients and families.

對本集團而言，社區參與是企業責任的核心部分。我們深信強化與社區的聯繫不僅能夠促進社會的共同進步，還能夠為我們的業務帶來持久的正面影響。我們積極參與各種社區計劃，為人們的健康和養老提供保障，我們致力於投資我們的時間和資源，以建立強韌而充滿活力的社群。除了在業務上的持續發展，我們亦尋求在推動社會福利上有所建樹。

### 支持推動兒童生命關懷

兒童惡性腫瘤已成為造成兒童死亡的一大因素，世界每年共有超過25萬兒童被診斷患有癌症。在中國，每年有大約30萬重症病患兒童，真正能夠享受到臨終關懷服務卻很少，皆因兒童臨終關懷服務起步較晚。

北京偉森與及上海覺群文教基金會(「覺群」)攜手合作，開展「加油寶貝之覺群兒童關懷室」公益項目，捐贈的家具用於位於復旦大學附屬兒科醫院的「覺群兒童關懷室」。覺群兒童關懷室是醫學技術與家具空間設計的融合，利用空間設計舒緩兒童病患及其家人的緊張情緒，讓兒童病患在治療過程中感受到安全感。北京偉森為兒童病患及其家庭奉獻綿薄之力，希望他們在這裡度過一段有意義的時光，讓充滿愛的小屋點燃患者家庭對生活的希望。





# INDEX TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## 《環境、社會及管治報告指引》索引

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



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Content 內容		Chapter 章節／聲明
<b>“Comply or explain” Provisions</b> 「不遵守就解釋」條文		
<b>A Environmental</b> <b>A環境</b>		
<b>A1 Emissions</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 nonhazardous 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。	Think about the Earth with Environmental Actions and Commitments 心懷地球 • 環保行動與承諾
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and (if applicable) intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
KPI A1.3	Total hazardous waste produced (in tonnes) and (if applicable) intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Emissions and Use of Resources – Hazardous and Non-Hazardous Waste 排放物及資源使用－有害及無害廢棄物
KPI A1.4	Total non-hazardous waste produced (in tonnes) and (if applicable) intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Emissions and Use of Resources – Hazardous and Non-Hazardous Waste 排放物及資源使用－有害及無害廢棄物



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	<b>Content</b> 內容	<b>Chapter</b> 章節／聲明
KPI 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。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
KPI A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions and Use of Resources – Hazardous and Non-Hazardous Waste 排放物及資源使用－有害及無害廢棄物
<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。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
KPI A2.1	Direct and/or indirect energy consumption by type in total (in MWh) and intensity. 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	Emissions and Use of Resources – Water and Sewage Discharge 排放物及資源使用－用水及污水排放
KPI A2.3	Description of energy use efficiency and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Emissions and Use of Resources – Energy, Air Emissions and Greenhouse Gases 排放物及資源使用－能源、廢氣及溫室氣體排放
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. 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。	Emissions and Use of Resources – Water and Sewage Discharge 排放物及資源使用－用水及污水排放





	Content 內容	Chapter 章節 / 聲明
KPI A2.5	Total packaging materials used for finished products (in tonnes) with reference to per unit produced (if applicable). 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Due to the nature of its business, the Group does not consume packaging materials and therefore the relevant disclosures are not applicable 基於其業務性質，本集團並無消耗包裝材料，因此相關披露並不適用
<b>A3 Environment and Natural Resources</b> <b>A3環境及天然資源</b>		
General disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Think about the Earth with Environmental Actions and Commitments – Environment and Natural Resources 心懷地球 • 環保行動與承諾 – 環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
<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。	Think about the Earth with Environmental Actions and Commitments – Climate Change 心懷地球 • 環保行動與承諾 – 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. 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。	



Content 內容		Chapter 章節／聲明
<b>B Social</b> <b>B社會</b>		
<b>Employment and Labor Practices</b> 僱傭及勞工常規		
<b>B1 Employment</b> <b>B1僱傭</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Stand for Employee Growth and Development – Employment 心之所向 • 員工成長和發展 – 僱傭
KPI 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。	
KPI 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。	



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	Content 內容	Chapter 章節／聲明
<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。	Stand for Employee Growth and Development – Health and Safety 心之所向 • 員工成長和發展 – 健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
<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。	Stand for Employee Growth and Development – Training and Development 心之所向 • 員工成長和發展 – 培訓及發展
KPI 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。	
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	





	<b>Content</b> 內容	<b>Chapter</b> 章節 / 聲明
<b>B4 Labor Standards</b> <b>B4 勞工準則</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child labor and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Stand for Employee Growth and Development – Labor Standards 心之所向 • 員工成長和發展 – 勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2	Description of steps taken to eliminate child and forced labor 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。	



Content 內容		Chapter 章節／聲明
<b>Operating Practices</b> 營運慣例		
<b>B5 Supply Chain Management</b> B5 供應鏈管理		
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Cooperate to Optimize Supply Chain - Supply Chain Management 心繫合作 • 供應鏈的優化之道— 供應鏈管理
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
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. 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。	
KPI B5.3	Description of practices relating to identifying environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4	Description of practices relating to promoting environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	



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Content 內容		Chapter 章節／聲明
<b>B6 Product Responsibility</b> <b>B6產品責任</b>		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Keep Responsibility in Mind for Product Quality and Safety – Product Responsibility 責任心印 • 產品品質與安全 – 產品責任
KPI 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 – Product Quality – Beijing Vissam 產品責任 – 產品質量 – 北京偉森
KPI 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 – Service Quality – Wuhu Golden Sun 產品責任 – 服務質量 – 蕪湖金太陽
KPI 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。	Product Responsibility – Advertising, Labelling and Intellectual Property Right 產品責任 – 廣告、標籤及知識產權
KPI 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。	Product Responsibility – Product Quality – Beijing Vissam 產品責任 – 產品質量 – 北京偉森
KPI 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。	Product Responsibility – Customer Privacy and Cyber Security 產品責任 – 客戶私隱及網絡安全





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	Content 內容	Chapter 章節／聲明
<b>B7 Anti-corruption</b> <b>B7反貪污</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 bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Keep the Original Aspiration to Create Value of Integrity – Anti-corruption 初心不渝 • 鑄就誠信價值 – 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 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。	Keep the Original Aspiration to Create Value of Integrity – Anti-corruption 初心不渝 • 鑄就誠信價值 – 反貪污
KPI 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。	Anti-corruption – Whistleblowing Policy 反貪污 – 舉報政策
KPI B7.3	Description of anti-corruption training provided to directors and employees 描述向董事及員工提供的反貪污培訓。	Anti-corruption – Anti-corruption Training 反貪污 – 反貪污培訓
<b>Community</b> <b>社區</b>		
<b>B8 Community Investment</b> <b>B8社區投資</b>		
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Care for the Community with Active Involvement and Support 心連社區 • 積極參與支持
KPI B8.1	Focus areas of contribution. 專注貢獻範疇。	
KPI B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	

