

# 港龍中國地產集團有限公司

Ganglong China Property Group Limited

(於開曼群島註冊成立的有限公司)

(Incorporated in the Cayman Islands with limited liability)

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

**2023**





# Environmental, Social and Governance Report

## 環境、社會及管治報告書

### Overview

Listed on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) since 15 July 2020, Ganglong China Property Group Limited (“**Ganglong China Property**”) and its subsidiaries (collectively the “**Group**” or “**we**”) are established property developer in the Yangtze River Delta Region of the People’s Republic of China (the “**PRC**”) with business primarily focus in Shanghai, Hangzhou, Nanjing, Suzhou, Nantong, Huzhou, Taizhou, Yancheng, the Greater Bay Area and etc. This Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) summarizes the ESG initiatives, plans and performances of the Group and demonstrates our on-going commitment towards sustainable development.

### About this Report

This Report has been prepared in compliance with the requirement under the ESG Reporting Guide set out in Appendix C2 of the Rules Governing the Listing of Securities on the Main Board of the Stock Exchange, for the period from 1 January 2023 to 31 December 2023 (the “**Reporting Period**”). The reporting boundary of this Report is defined according to the revenue, gross floor area and net assets value of various development projects of the Group during the Reporting Period. Under this principle, the reporting boundary of this Report include the Group’s ten project companies in the PRC and headquarter office in Shanghai. Key Performance Indicators (“**KPIs**”) that need to be revealed compulsorily as required by the ESG Reporting Guide are all addressed in the “Environmental Sustainability” and “Social Sustainability” sections of this Report. Alongside with the reporting principles of the ESG Reporting Guide, this Report also discloses the related laws and regulations that have been complied.

### 概覽

港龍中國地產集團有限公司(「**港龍中國地產**」)及其附屬公司(統稱「**本集團**」或「**我們**」)自2020年7月15日起在香港聯合交易所有限公司(「**聯交所**」)上市，是一家於中華人民共和國(「**中國**」)長江三角洲地區的知名房地產開發商，業務主要聚焦於上海、杭州、南京、蘇州、南通、湖州、泰州、鹽城和大灣區等。本環境、社會及管治(「**ESG**」)報告(「**本報告**」)總結了本集團的ESG措施、計劃和表現，及展現了我們對可持續發展的長期承諾。

### 關於本報告

本報告嚴格遵循聯交所主板上市規則附錄C2所載《環境、社會及管治報告指引》的規定而編製，期間為2023年1月1日至2023年12月31日(「**匯報期間**」)。本報告的報告範圍依本集團各開發項目於匯報期間的收入、建築面積及資產淨值界定。根據此原則，本報告匯報範圍包含本集團十家於中國的項目公司及於上海的總部辦公室。本報告已就《環境、社會及管治報告指引》內規定必須報告的關鍵績效指標(「**KPIs**」)，分別在「環境可持續發展」和「社會可持續發展」章節全部披露。除遵守《環境、社會及管治報告指引》的報告原則外，本報告同時就已遵守的法律法規作出說明。

# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

### Stakeholders' Engagement

Stakeholders refer to the groups and individuals materially influencing or being influenced by the Group's businesses. The Group's stakeholders include government, regulatory authorities, shareholders, investors, directors, employees, customers, suppliers and general public. Effective communications with stakeholders are essential for enhancing our sustainability strategies and understanding the ESG issues which are material to stakeholders. By engaging with our internal and external stakeholders, we can gain their valuable insights on sustainability issues, including their needs, concerns and expectations relating to our daily operations, as well as this Report. During the Reporting Period, the communication channels with our stakeholders include:

### 持份者參與

持份者是指對本集團業務產生重大影響或受影響的團體和個人。本集團的持份者包括政府、監管機構、股東、投資者、董事、僱員、客戶、供應商和公眾。與持份者的有效溝通對於優化我們的可持續發展策略和了解持份者所關注ESG議題至關重要。透過與我們的內部和外部持份者互動，我們可以獲得他們對可持續發展議題的寶貴見解，包括我們日常營運以及本報告的要求、關注和期望。於匯報期間，與我們的持份者溝通的渠道包括：

<b>Stakeholders</b> 持份者	<b>Communication Activities</b> 溝通活動
Government and Regulatory Authorities 政府及監管機構	Compliance reports 合規報告
Shareholders and Investors 股東及投資者	Annual general meeting 股東週年大會 Interim and annual reports 中期及年度報告 Financial and other listing compliance announcements 財務及各類上市合規公告 Investor meetings 投資者會議 Non-deal investor roadshows 非交易投資者路演 Corporate website 企業網站
Directors 董事	Board meetings 董事會會議

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

#### Stakeholders

持份者

#### Communication Activities

溝通活動

Employees

僱員

Employee satisfaction survey

員工滿意度調查

Performance appraisal

績效評估

Internal newsletters

內部通信

Employee activities such as training courses, seminars and annual dinner

員工活動，如培訓班、研討會、年會

Customers

客戶

Daily operational sales activities

日常運營銷售活動

Customer newsletters

客戶通信

Customer enquiry hotline and email

客戶諮詢電話熱綫和電郵

Customer satisfaction survey and feedback form

客戶滿意度調查及反饋表

Corporate website

企業網站

Suppliers

供應商

Supplier seminars and briefings

供應商研討會及簡報會

Performance evaluation and review

績效評估及審查

On-site inspections and visits

現場檢查及考察



# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

### Stakeholders

#### 持份者

Media and General Public  
媒體及公眾

### Communication Activities

#### 溝通活動

Management media interviews  
管理層媒體訪談  
Press releases  
新聞發佈  
Corporate social media platform  
企業社交媒體平台  
Outreach and voluntary services  
外展及志願活動  
Sponsorships and donations  
贊助及捐贈  
Corporate website  
企業網站

Ganglong China Property welcome readers' feedback on this Report. Readers could share the thoughts with our Investor Relations Department at [ir@ganglong.net.cn](mailto:ir@ganglong.net.cn).

港龍中國地產歡迎讀者對本報告提出回饋意見。讀者可以透過[ir@ganglong.net.cn](mailto:ir@ganglong.net.cn)與我們的投資者關係部分享想法。

### Materiality Assessment

ESG risks are unique for each company and highly depend on the company's specific business model. Through the above-mentioned communication channels, the Group collected stakeholders' opinions on its ESG risks and identified the ESG topics that need to be prioritized. Based on the key concerns of stakeholders, industry characteristics, business nature and market prospects, the Group listed the following four ESG topics as most relevant and material:

1. Environmental Protection;
2. Water Management;
3. Waste Management;
4. Diversity and Inclusion.

### 重要性評估

ESG風險對於每家公司來說都是獨特的，並且在很大程度上取決於公司的特定業務模式。透過上述溝通活動，本集團收集了持份者對其ESG風險的意見，並辨識出需要優先處理的ESG議題。根據持份者的主要關注點、行業特性、業務性質和市場前景，本集團列出了以下四個最相關和最重要的ESG議題：

1. 環境保護；
2. 水資源管理；
3. 廢棄物管理；
4. 多樣性與包容性。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

### Board Inclusiveness

Ganglong China Property's Board of Directors (the "**Board**") has the ultimate responsibility and accountability for overseeing the Group's ESG strategy and reporting. The Board integrates the Group's ESG goals into businesses, identifies and manages the Group's ESG risks. Under the Board, there is a dedicated team consists of our Company Secretary and the Risk Control Department to assist the implementation of the Board's ESG strategies. This team regularly reports the Group's ESG performance to the Board and ensures the Group's ESG information disclosures complying with the ESG Reporting Guide. For enhancing our ESG data collection and analysis, we appointed an independent ESG consultant to provide strategic advices on our future sustainability development.

### Board Statement

The Board is ultimately responsible and accountable for the Group's all ESG issues, and fully committed to integrating the ESG initiatives into the Group's business operations. The Board also guides the management and monitoring of ESG issues that have been identified as relevant to the Group. To ensure effective implementation of the Group's ESG strategies, the Board requires the related senior management to report the Group's ESG performance regularly. The Board reviews the list of material ESG issues and risks identified, and ensures appropriate risk mitigation measures are in place. All sustainability disclosures, measures and targets in this Report are reviewed, assessed and endorsed by the Board.

### 董事會參與

港龍中國地產董事會(「**董事會**」)對監督本集團的ESG策略和匯報負有最終責任和問責。董事會將本集團的ESG目標融入業務，識別和管理本集團的ESG風險。董事會之下設有由公司秘書和風險控制部組成的專責專小組，協助董事會實施ESG策略。小組定期向董事會報告本集團的ESG表現，並確保本集團的ESG信息披露符合《環境、社會及管治報告指引》。為加強ESG數據收集和分折，我們聘請了獨立ESG顧問，並就我們未來可持續發展提供策略建議。

### 董事會聲明

董事會對本集團所有ESG議題負有最終責任和問責，並完全致力於將ESG舉措融入本集團的業務運作中。董事會也指導管理和監控已被識別為與本集團相關的ESG議題。為確保本集團ESG策略有效實施，董事會要求相關高級管理層定期匯報本集團ESG績效。董事會審查已被識別的ESG問題和風險清單，並確保採取適當的風險緩解措施。本報告所有可持續發展信息披露、措施和目標均經由董事會審查、評估和認可。

## Environmental Sustainability

### Emissions

The Group's core property development business directly consumes certain amount of natural resources. We strictly comply with all applicable laws and regulations of the PRC in relation to environmental protection, and in particular we operate in accordance with the green construction principles.

- **Green Building**

Ganglong China Property is dedicated to designing and operating our buildings in accordance with the most rigorous and green building principles in the PRC. We promote the use of sustainable building materials. Innovative designs and environmental friendly measures are adopted to improve the efficiency of the use of natural resources and thus reduce greenhouse gas (“GHG”) emissions. As an illustration, we have installed effective thermal insulation system to prevent unnecessary heat loss or gain, and hence reduce energy consumption. Environmental friendly building elements such as lightweight partition enable rapid room adaptation for various purposes and reduce wastes during renovations. Pollutants, hazardous and non-hazardous waste materials are also discharged in strict accordance with the statutory requirements and standards. Our green buildings are well recognized by the industry as most of them have been accredited the two-star certificates of the “China Green Building Design Label”, which shows our designs and use of construction materials are in compliance with the highest environmental protection standards of the PRC.

## 環境可持續發展

### 排放

本集團的核心房地產開發業務直接消耗一定份量的天然資源。我們嚴格遵守中國有關環境保護的所有適用法律法規，特別是我們按照綠色施工原則進行運作。

- **綠色建築**

港龍中國地產致力於按照中國最嚴格和綠建築原則設計和營運我們的建築物。我們提倡使用可持續的建築材料，並採用創新設計和環保措施，提高天然資源的使用效率，進而減少溫室氣體（「GHG」）排放。例如，我們安裝了有效的隔熱系統，以防止不必要的熱量流失或增加，從而減少能源消耗。環保建築元素如輕質隔間，可使房間能夠快速適應各種用途，並減少裝修過程中的廢料。污染物、有害和無害廢棄物也嚴格按照法定要求和標準排放。我們的綠色建築物深受業界認可，大部分已獲得《中國綠色建築設計評價標識》二星級證書，這表明我們的設計和建築材料的使用均符合中國最高環保標準。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

During the Reporting Period, the Group's emissions performance is as follows:

於匯報期間，本集團排放績效如下：

Various Emissions in 2023  
2023年各類排放量

Gases 氣體	Unit 單位	Amount 排放量
Nitrogen Oxide (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	kg 千克	42.4
Sulphur Oxide (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	kg 千克	0.3
Particulate Matter 微粒	kg 千克	4.1

Various GHG Emissions in 2023  
2023年各類別GHG排放量

KPIs	Unit 單位	Amount 排放量	Intensity* (Unit/RMB Million Revenue) 密度* (單位/每百萬 人民幣收入)
Scope 1 (Direct Emissions) 第一類(直接排放)	Tonnes CO <sub>2</sub> e 噸·二氧化碳當量	45.9	0.00
Scope 2 (Indirect Emissions) 第二類(間接排放)	Tonnes CO <sub>2</sub> e 噸·二氧化碳當量	325.1	0.02
Scope 3 (Other Indirect Emissions) 第三類(其他間接排放)	Tonnes CO <sub>2</sub> e 噸·二氧化碳當量	8.2	0.00
Total 總計	Tonnes tCO <sub>2</sub> e 噸·二氧化碳當量	379.2	0.02

\*Note: Intensity was calculated by dividing the Group's revenue of RMB17,579.2 million for 2023.

\*註：密度以2023年本集團收入人民幣17,579.2百萬元計算。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

The Group's GHG emissions were mainly from the Scope 2 Indirect Emissions stated in the ESG Reporting Guide, which was the electricity used in daily operations. Our Scope 1 Direct Emissions stated in the ESG Reporting Guide were mainly attribute to the vehicles and gasoline used in daily operations, while the Scope 3 Other Indirect Emissions were from the paper used in daily operations. During the Reporting Period, we newly planted 2,791 trees to partially offset the GHG emissions.

Other wastes generated by the Group are mainly daily operation non-hazardous wastes at project construction sites and offices. We follow the "3R" (Reduce, Reuse, Recycle) waste management principle and strives to properly dispose wastes. All employees, contractors, suppliers and other business partners are required to minimize waste generation, purchase and use durable and environmental friendly products. We acknowledge the importance of reducing wastes from sources. The Group has basically accomplished paperless office by encouraging employees to use electronic documents and utilize electronic communications to reduce paper usage. We also promote reusing old office equipment and changing the habit of throwing away immediately after use. Specialized garbage bins are placed in construction sites to separately collect wastes from constructions and operational activities. Wastes are collected in different categories such as toxic, hazardous and recyclable for either recycling or disposal. This waste classification and recycling systems are also implemented in our offices. Recycling bins are used to classify wastes and then deliver them to recycling centers for disposal by professional sanitation service companies. During the Reporting Period, the Group's non-hazardous commercial wastes were 31.56 tonnes.

本集團的GHG排放主要來自《環境、社會及管治報告指引》中第二類間接排放，即日常營運中的用電。我們在《環境、社會及管治報告指引》所載之第一類直接排放主要來自日常營運所使用的車輛及汽油，而第三類其他間接排放則來自日常營運使用的紙張。於匯報期間，我們新種植了2,791棵樹木以抵消部分GHG排放。

本集團產生的其他廢棄物主要為項目建築工地及辦公室日常運作的無害廢棄物。我們遵循「3R」(Reduce、Reuse、Recycle)廢棄物管理原則，努力妥善處置廢棄物。所有員工、承建商、供應商和其他業務合作夥伴需要盡量減少廢棄物的產生，採購及使用耐用和環保的產品。我們意識到從源頭減少廢棄物的重要性。本集團基本實現無紙化辦公，鼓勵員工使用電子文件和善用電子通信，減少紙張使用量。我們亦提倡舊辦公設備重複利用，改變用完即丟的習慣。建築工地設置專門垃圾桶，分類收集建築和營運產生的廢棄物。廢棄物按不同類別進行收集，如有毒、有害和可回收廢棄物，以供回收或棄置。我們的辦公室也實施了此廢棄物分類和回收系統。回收箱用於將垃圾分類，然後運送至回收中心，由專業衛生服務公司處置。於匯報期間，本集團無害商業廢棄物量為31.56噸。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

### Use of Resources

To mitigate the indirect GHG emissions, the Group adopts various new energy-efficient technologies to reduce the usage of resources in our daily operations. During the Reporting Period, our major resources consumed were electricity, water, gasoline and paper. The Group does not consume packaging materials in daily operations.

### 資源使用

為減少間接GHG排放，本集團採用各種新型節能技術，以減少日常營運的資源使用。於匯報期間，我們主要消耗的資源為電、水、汽油和紙張。本集團日常營運不涉及使用包裝材料。

Usage of Various Resources in 2023

2023年各類資源使用量

Resources	Unit	Amount	Intensity* (Unit/RMB Million Revenue) 密度* (單位/每百萬 人民幣收入)
資源	單位	使用量	
Electricity 電	kWh 千瓦時	333,527	18.97
Water 水	m <sup>3</sup> 立方米	3,997	0.23
Gasoline 汽油	liter 公升	19,449	1.11
Paper 紙張	kg 千克	1,704	0.10

\*Note: Intensity was calculated by dividing the Group's revenue of RMB17,579.2 million for 2023.

\*註：密度以2023年本集團收入人民幣17,579.2百萬元計算。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

#### • Electricity

The Group's electricity consumption is mainly from construction sites and office daily operations. We always remind our staff to reduce electricity consumption. Energy saving and environmental friendly construction equipment and office supplies have been used. Following are the electricity saving measures implemented by the Group:

- ✓ Purchasing electrical appliances with energy-saving labels
- ✓ Using intelligent lighting system such as LED lightings
- ✓ Using time control switches for lightings in public areas and adjusting the time control in different seasons
- ✓ Displaying "Turn off the lights after work" posters in prominent positions of construction sites and offices
- ✓ Checking the status of all electrical appliances everyday to prevent people from leaving without turning off electrical appliances
- ✓ Upgrading to energy-saving lifts
- ✓ Encouraging employees to use less air conditioning and maintaining indoor air temperature at 25 degree Celsius

#### • Water

The Group's water consumption is mainly from construction sites and office daily operations. Water is a precious resource that is indispensable to our society. We adopt the following measures on water conservation:

- ✓ Using water efficient equipment, plumbing, sanitary facilities and sprinklers in construction sites and offices
- ✓ Formulating water recycling measures for properly recycle and reuse water
- ✓ Using rainwater collection system to collect, store and reuse rainwater for watering plants and cleaning roads
- ✓ Cutting off unnecessary water usage at sources and monitoring water usage in construction sites and offices
- ✓ Posting "Water Conservation" signs in prominent positions of construction sites and offices
- ✓ Reminding staff to turn off the taps after using
- ✓ Repairing or replacing water facilities immediately once water leakage is found

#### • 電

本集團的用電主要來自建築工地及辦公室日常運作。我們時刻提醒員工減少用電，使用節能環保的施工設備和辦公用品。以下為本集團實施的節省用電措施：

- ✓ 選購獲得節能標籤的電器
- ✓ 採用智慧照明系統如LED燈
- ✓ 對公共區域照明採用定時控制開關，並按季節變化調節燈光控制
- ✓ 於建築工地及辦公室當眼處張貼「請於放工後關掉所有燈」標誌
- ✓ 每天檢查所有電器情況，杜絕人走而電器未關閉的情況出現
- ✓ 升級至節能的升降機
- ✓ 鼓勵員工少用空調，維持室內空氣溫度在攝氏25度

#### • 水

本集團的用水主要來自建築工地及辦公室日常運作。水是我們社會不可或缺的寶貴資源。我們採取以下節約用水措施：

- ✓ 於建築工地及辦公室使用節水的設備、管道、衛生設施及灑水裝置
- ✓ 制定循環用水措施，妥善回收及再利用水
- ✓ 採用雨水收集系統，用於收集、儲存及再利用雨水作澆灌植物及清洗道路
- ✓ 切斷源頭不必要的用水，並監控建築工地和辦公室的用水狀況
- ✓ 於建築工地及辦公室當眼處張貼「節約用水」標誌
- ✓ 提醒員工用水後緊閉水龍頭
- ✓ 若發現漏水情況，立即維修或更換用水設施

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

#### • Gasoline

The Group's gasoline consumption is mainly from business vehicles used in daily operations. We implemented following measures to reduce gasoline usage:

- ✓ Using low emission gasoline
- ✓ Purchasing electric vehicles or vehicles with low fuel consumption
- ✓ Using shuttle buses for mass transportation instead of private cars
- ✓ Requiring employees to travel by public transportations if possible
- ✓ Encouraging employees to conduct video and audio conferences to replace on-site meetings and reduce business travels

#### • Paper

The Group's paper consumption is mainly from sales and marketing materials, and office daily operations. Following are the key measures to reduce paper usage in our operations:

- ✓ Using environmental friendly paper and procuring from environmental friendly suppliers
- ✓ Default setting double-sided printing for printers
- ✓ Recycling of used papers
- ✓ Promoting paperless workflow by using email, intranet, scanner and etc.
- ✓ Using electronic means to promote the Group's housing products to reduce paper promotional materials

#### • 汽油

本集團的汽油消耗主要來自日常營運中使用的商務車輛。我們採取了以下措施來減少汽油使用量：

- ✓ 使用低排放汽油
- ✓ 購買電動車或低油耗車輛
- ✓ 使用接駁巴士取代私家車作為大眾運輸工具
- ✓ 要求員工盡可能搭乘大眾運輸工具
- ✓ 鼓勵員工以視頻及電話會議取代現場會議，減少出差

#### • 紙張

本集團的紙張消耗主要來自營銷材料以及辦公室日常運作。以下是我們在營運中減少紙張使用的主要措施：

- ✓ 使用環保紙張，並向環保供應商採購
- ✓ 打印機預設設定雙面列印
- ✓ 回收使用過的紙張
- ✓ 推廣無紙化作業流程，如電子郵件、內聯網及掃描器等
- ✓ 利用電子途徑推廣本集團房屋產品，減少紙本宣傳品



# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

### Sustainability Targets

In 2022, the Group has set sustainability targets of the GHG emission intensity, hazardous/non-hazardous wastes produced intensity and intensity of the use of various resources will be maintained stable for next three to five year. The Group generally achieved the targets during the Reporting Period. We will regularly review our performance in relation to the targets and adopt the measures stated in this Report to achieve the targets.

### Environmental and Natural Resources

The Group concerns its business impact on the environment and natural resources, and pursues the best environmental protection practices. Aside from abiding by the relevant environmental protection laws, regulations and international standards, relevant environmental protection policies have been formulated with the principle to minimize impact of our operation on the natural environment. In particular, construction materials usage and construction sites management are our main focuses. We are always striving for more effective and innovative business management and operation initiatives to protect the environment, and reduce natural resources consumption, such as paperless offices and construction materials recycling. Sustainability is considered in site planning and facilities management to support the development of smart communities and green residential areas.

A sound building material management system does not only reduce operating expenses, but also reduce the impact on the environment. During construction, we focus on monitoring the impact on the environment of the suppliers of cement, steel, aluminum alloy, glass and paint, as well as the control of formaldehyde in interior decoration materials. The Group's "Supplier Management and Operation Guidelines" stipulates the professional qualifications and business scale of construction material suppliers, and also gives priority to green suppliers. We emphasize cracking down on counterfeit and shoddy construction materials, and conduct on-site inspections of construction materials in accordance with the requirements of the "Guidelines for Engineering Quality Management and Operation". We require contractors to sign tripartite contracts with the designated building material suppliers, and clearly require that the cooperation relationship cannot be changed after establishment.

### 可持續發展目標

於2022年，本集團制定了GHG排放密度、有害／無害廢棄物產生密度以及各類資源使用密度在未來三至五年保持穩定的可持續發展目標。本集團在匯報期間基本實現了目標。我們將定期檢視我們的達標表現，並採取本報告所述的措施來實現目標。

### 環境和天然資源

本集團關注其業務對環境和天然資源的影響，並追求最佳的環保操作。除遵守相關環保法律法規和國際標準外，我們還以盡量減少我們的營運活動對自然環境影響的原則制定了相關的環保政策，特別是建築材料的使用和建築工地管理是我們的主要關注點。我們始終致力於採取更有效和創新的業務管理和營運方式，以保護環境及節約使用天然資源，例如無紙化辦公室和建築材料回收。在項目規劃及設施管理過程中考慮其可持續性，以支持智慧社區和綠色住宅區的發展。

良好的建築材料管理系統，不但可降低運營開支，同時可減低對環境的影響。於施工時，我們重點監控水泥、鋼材、鋁合金、玻璃及塗料供應商對環境的影響，及室內裝飾物料的甲醛控制。本集團的《供應商管理作業指引》規定了建築材料供應商的專業資格和企業規模，同時也優先考慮綠色供應商。我們重視打擊假冒及劣質的建築材料，根據《工程質量管理作業指引》對建築材料進行現場檢查。我們要求承建商必須與指定的建築材料供應商簽訂三方合同，並明確要求合作關係建立後不可變更。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

We are obligated to ensure contractors also comply with all relevant environmental protection laws and regulations, and require them to take the following measures during project construction to minimize the impact on the surrounding environment:

- ✓ Setting up atomized spray equipment and sprinklers to control dust and air pollutants
- ✓ Installing washing equipment at the gates to ensure that vehicles are fully washed and cleaned before leaving construction sites
- ✓ Covering bare soil to reduce suspended ash
- ✓ Setting up sewage prevention and control facilities such as septic tanks, grease traps and sedimentation tanks
- ✓ Sealing design for the storage of toxic construction materials
- ✓ Using low-noise and low-power construction equipment
- ✓ Installing noise monitoring equipment to monitor the noise loudness level

### Climate Change

Ganglong China Property recognizes climate change is one of the greatest risks confronting humanity. It is vital to understand our corporate role in addressing climate change threats, which could impact the Group in terms of both its business profitability and long-term resilience. During the Reporting Period, we maintained our vigilance in monitoring and addressing climate-related concerns that are pertinent to our business. We have identified both physical and transitional risks, and formulated responses to mitigate their potential impacts on our business operations.

我們有義務確保承建商也遵守所有相關的環保法律法規，項目施工過程中採取以下措施，對周邊的環境影響降至最低：

- ✓ 設置霧化噴淋設備及灑水裝置，控制粉塵及空氣污染物
- ✓ 大門設置沖洗設備，確保車輛在離開建築工地前得到充分清洗及清潔
- ✓ 覆蓋裸露土壤以減少懸浮灰
- ✓ 設置污水防控制設施，如化糞池、隔油池及沉澱池
- ✓ 對有毒建築材料的存儲作密封設計
- ✓ 使用低噪音、低能耗的施工設備
- ✓ 設置噪音監測設備，監測噪聲響水平

### 氣候變化

港龍中國地產認識到氣候變化是人類面臨的最大風險之一。我們必須要了解到我們在應對氣候變化威脅方面所扮演的企業角色，這可能會影響本集團的業務盈利能力和長期抵御能力。於匯報期間，我們保持警惕，監測和解決與我們業務有關的氣候相關問題。我們已經識別了實體風險和過渡風險，並制定了應對措施，以減輕其對我們業務營運的潛在影響。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

#### Climate Risks

##### 氣候風險

- Physical Risks  
實體風險
- ✓ Extreme weather caused by climate change may lead to natural disasters such as typhoon, flooding and wild-fire, which will affect our business operations and supply of building materials  
氣候變化引起的極端天氣可能導致自然災害事件如颱風、水災、山火，從而影響我們業務運作及建築材料供應
  - ✓ Potential damage on buildings due to the extreme weather  
極端天氣對物業構成的潛在損壞
- Transition Risk  
過渡風險
- ✓ More stringent corporate sustainability policies and information disclosure requirements by the PRC government and regulatory authorities  
中國政府及監管機構實行更嚴格的企業可持續發展政策和信息披露要求

#### Mitigation Measures

##### 緩解措施

- ✓ Develop emergency response measures for maintaining normal business operation  
制定維持業務正常運作的緊急應變措施
- ✓ Commit to adopting environmental friendly and low-carbon operating measures to reduce GHG emissions and pressure on global climate change  
致力採取環保及低碳運營措施，以減少GHG排放及對全球氣候變化造成壓力
- ✓ Increase the use of environmental friendly building materials and reduce dependence on single supplier  
增加使用環保建築材料及減少對單一供應商的依賴
- ✓ Incorporate new climate resilient designs to mitigate potential damage on properties  
納入新氣候適應性設計以減輕對物業的潛在損害
- ✓ Conduct regular review and analysis of the PRC and international sustainability information disclosure requirements  
對中國及國際可持續發展信息披露要求進行定期審查和分析
- ✓ Appoint independent sustainability consultant to enhance ESG information disclosure and data collection  
聘請獨立可持續發展顧問以加強ESG信息披露和數據收集

## Social Sustainability

### Employment

Protecting employees' well-being is at the forefront of the Group priorities as we believe that a healthy, motivated and engaged workforce is crucial to our business success. Allocating sufficient resources to employees' well-being helps to foster a positive workplace culture, enhance productivity as well as attracting and retaining talents. Thus the Group strictly complies with the "Labour Law of the People's Republic of China" and other related laws and regulations. Our "Employee Handbook" outlines the Group's hiring, termination and promotion policies, and other employment related matters.

We respect employee differences and strive to provide equal opportunities in our workplace. Staff assessment, promotion, dismissal and retirement are regardless of employees' gender, race, age, disability, family status, marital status, sexual orientation, religion beliefs, nationality or any other non-job related factors. Gifts were prepared for female employees on the International Women Day to appreciate their services. As of 31 December 2023, the board of directors of our several subsidiaries consisted of 50% female directors. There is zero-tolerance of any workplace discrimination, harassment or victimization. Disciplinary actions would be taken if any non-compliance of the equal opportunities.

The Group is committed to attracting outstanding talents, and our recruitment process is open and fair. Job applicants are selected only based on their performance, personal attributes, job experiences and career aspirations. Labour contracts are signed in accordance with equality, voluntariness and mutual negotiations. "Employee Handbook" is provided to all employees to protect their rights. We support youth development and launched internship programs over the years to provide students with real-life on-the-job experiences and opportunities. We also organize campus recruitment events to hire university graduates with skill and potential.

## 社會可持續發展

### 僱傭

保護員工福祉是本集團的首要任務，因為我們相信健康、積極和團結的員工隊伍對我們的業務成功至關重要。為員工福祉分配足夠的資源有助於培養積極的工作文化、提高生產力以及吸引和留住人才。因此，本集團嚴格遵守《中華人民共和國勞動法》及其他相關法律法規。我們的《員工手冊》概述了本集團的僱用、解僱和晉升政策，以及其他僱傭相關事宜。

我們尊重員工差異，並努力在工作場所提供平等機會。員工的考核、晉升、解僱和退休不會考慮員工的性別、種族、年齡、殘疾、家庭狀況、婚姻狀況、性取向、宗教信仰、國籍或任何其他非工作相關因素。國際婦女節時為女員工準備了禮物，以感謝她們的服務。截至2023年12月31日，我們部分附屬公司的董事會由50%的女性董事組成。我們對任何工作場所歧視、騷擾或加害行為都採取零容忍態度。如果有任何不遵守平等機會情況，我們將採取紀律處分。

本集團致力於吸引優秀人才，而我們的招募過程公開及公平，僅根據求職者的表現、個人特質、工作經驗和職業抱負來選擇。勞動合約依照平等、自願及協商的原則簽訂。全體員工獲提供《員工手冊》，保障他們的權益。我們支持青年發展，過去數年一直推行實習計劃，為學生提供現實生活中的在職經驗及機會。我們亦舉辦校園招聘活動，招聘有技能及潛力的大學畢業生。



## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

The Group carries out staff evaluations to assess performance of all employees twice a year. In order to retain outstanding talents, we give priority to internal promotion and encourage employees to compete for internal job vacancies, and adjust employee salaries based on performance appraisal results. Staff promotions and salary adjustments are only based on their performance, capabilities, professional ethics and whether they are suitable for our corporate culture. Meanwhile, there is a clear dismissal system stated in the “Employee Handbook”, which is in accordance with the law. Any unfair or unreasonable dismissal is strictly prohibited.

Competitive compensation packages including basic salary, discretionary bonuses and other fringe benefits have been provided to our staff. We regularly benchmark and update our remuneration packages with reference to market condition and industry standard. Employees’ working hours are set according to the law. In addition to paid statutory holidays, employees also enjoy sick leave, maternity leave, paternity leave, marriage leave and funeral leave. Social insurance and pensions are also paid for all employees according to the law. Other employee benefits include annual leave allowances, subsidies, housing allowances, birthday benefits, heatstroke prevention and cooling supplies for front-line workers, and etc.

As of 31 December 2023, the total number of employees within the reporting boundary of this Report was 169. All employees were full-time staff. During the Reporting Period, 115 employees left the Group.

本集團每年兩次進行員工考核，評估所有員工的表現。為了留住優秀人才，我們優先考慮內部晉升，鼓勵員工競爭內部職位空缺，並根據績效評估結果調整員工薪資。員工的晉升和薪資調整僅基於他們的表現、能力、職業道德以及其是否適合我們的企業文化。同時，《員工手冊》中也有明確符合法律規定的解僱制度，嚴禁任何不公平或不合理的解僱。

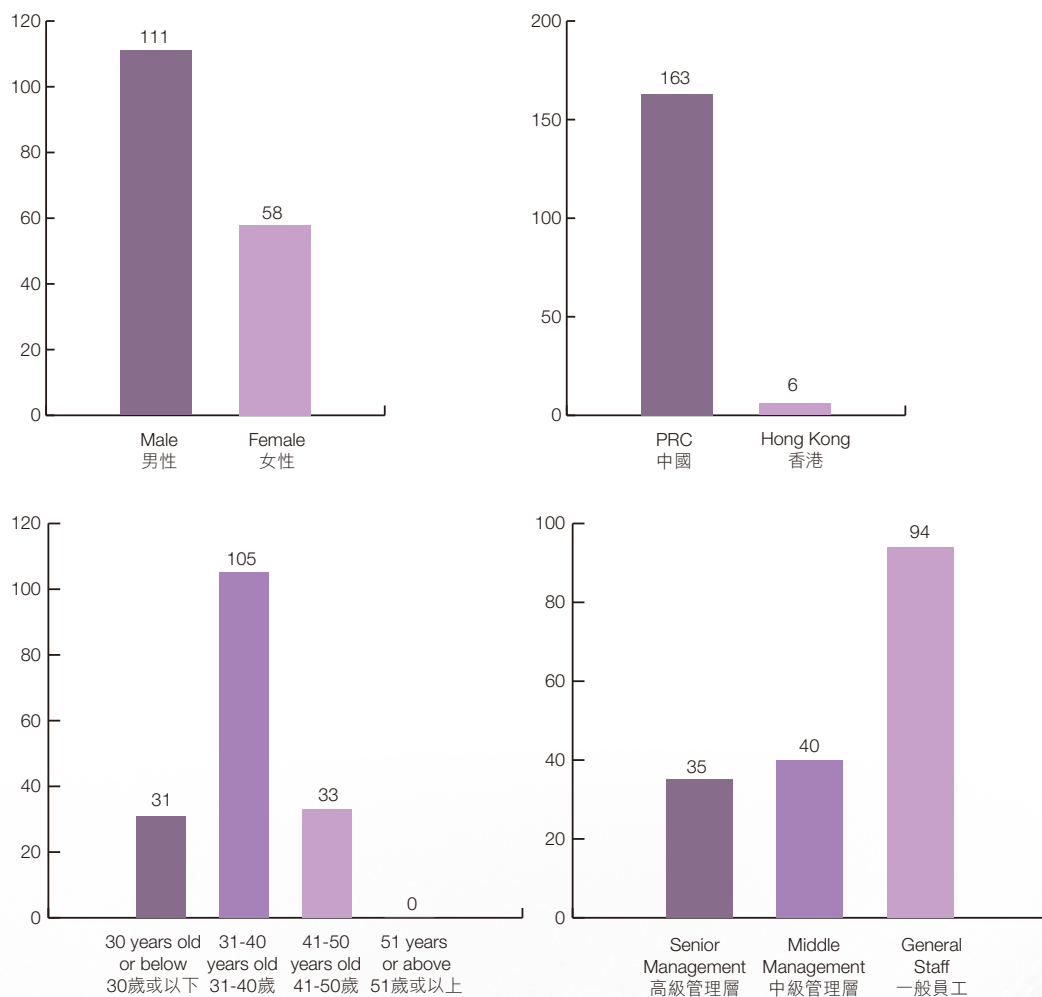
我們為員工提供具競爭力的薪資待遇，包括基本薪資、酌情花紅及其他福利。我們定期根據市場狀況和行業標準來評估和調整我們的薪資待遇。員工的工作時間依法規定。除有薪法定假期外，員工還享有病假、產假、陪產假、婚假及喪假。我們並依法為全體員工繳納社會保險和退休金。其他員工福利包括年假津貼、補貼、住房津貼、生日福利、一線職工防暑降溫用品等。

截至2023年12月31日，本報告匯報範圍內員工總數為169人，全部員工均為全職員工。於匯報期間，115名員工離開本集團。

# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

Employees by Category as of 31 December 2023  
截至2023年12月31日員工分類

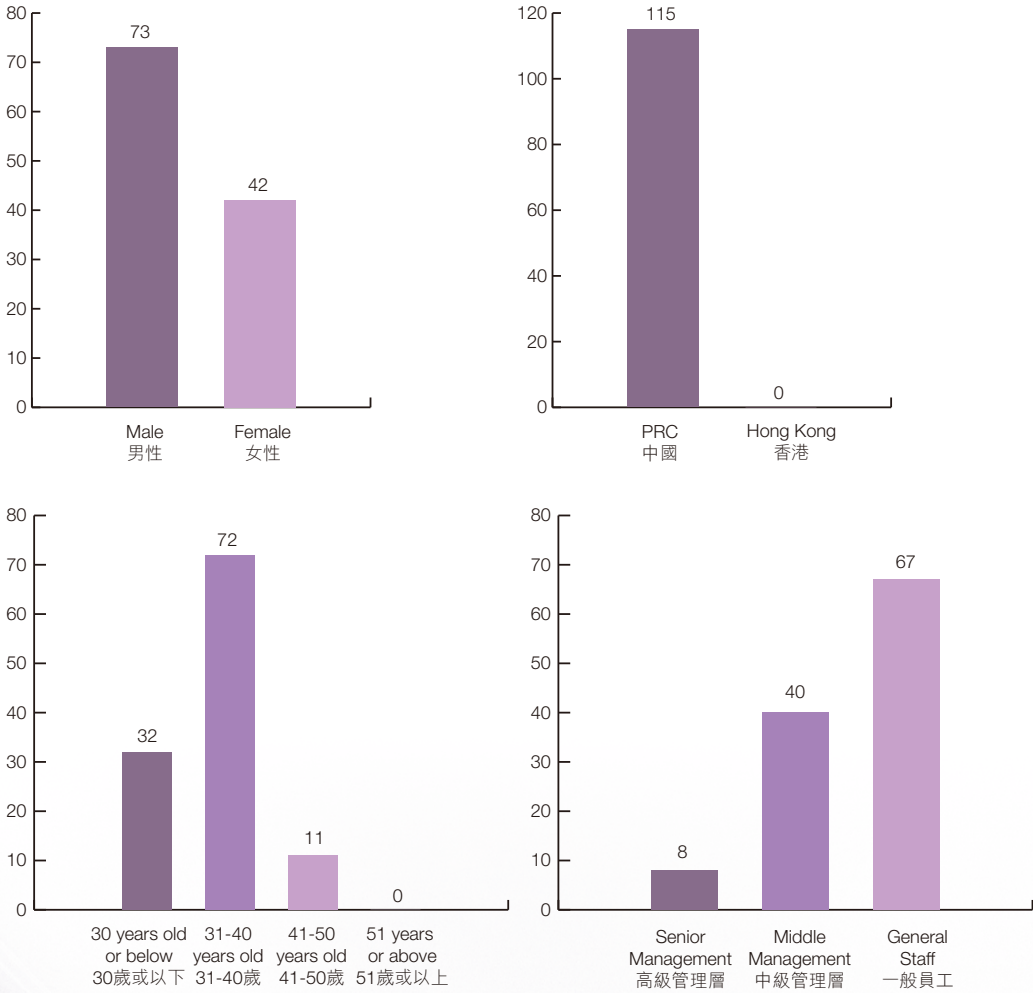




# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

Employee Turnover by Category in 2023  
2023年離職員工分類



## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

During the Reporting Period, the Group was in full compliance with relevant laws and regulations regarding remuneration, dismissal, recruitment, promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, welfare and etc.

### Occupational Health and Safety

Our property development business involves handful of processes with potential occupational health and safety risks, especially in the construction sites. Thus we prioritize the safety of our employees and have implemented the “Safety and Operational Management Guideline”, which is a workplace safety guideline to identify and resolve potential risks and hazards that can lead to work-related injuries. The Group also strictly complies with the laws and regulations related to occupational health and safety including the “Production Safety Law of the People’s Republic of China”, the “Prevention and Control of Occupational Diseases Law of the People’s Republic of China” and the “Regulation on Work-Related Injury Insurance of the People’s Republic of China”.

We regularly conduct workplace safety inspections to identify potential risks and follow-up corrections will be carried out immediately to prevent accidents. Management regularly reviews the safety inspection reports submitted by related departments and monitors the progress of follow-up corrections. For employees who require working long hours in offices, we provide an ideal indoor working environment such as enhancing indoor air quality and placing green plants. Trainings are regularly provided to enhance employees’ health and safety awareness. We organize wellness programs for employees such as regular recreational and sports activities to improve their physical fitness. Annual physical examinations are also offered to employees. Besides, we strictly monitor the safety management capabilities of contractors and clearly list out all the safety regulations that they must abide, in order to prevent the outsourced construction accidents.

於匯報期間，本集團完全恪守薪酬、解僱、招聘、晉升、工作時間、假期、平等機會、多元化、反歧視、福利等相關法律法規。

### 職業健康與安全

我們的房地產開發業務涉及不少具有潛在職業健康和安全的工序，尤其是在建築工地。因此，我們優先考慮員工的安全，並實施了工作場所安全指南《安全及經營管理指引》，旨在識別和處理可能導致工傷的潛在風險和危害。本集團也嚴格遵守包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及《中華人民共和國工傷保險條例》等有關職業健康與安全的法律法規。

我們定期進行工作場所安全檢查，以發現潛在風險及立即採取後續跟進改善措施，防止事故發生。管理層審核各相關部門提交的安全檢查報告，並監督後續改善措施的進展。對於需要長時間在辦公室工作的員工，我們提供理想的室內工作環境，如提升內空氣質素及放置綠色植物。我們定期提供培訓，以提高員工的健康和安全意識。我們為員工舉辦定期文體活動等健康活動，以提高其體能，並為員工提供年度體檢。此外，我們嚴格監控承建商的安全管理能力，明確列出其必須遵守的所有安全規定，以防止外包施工事故的發生。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

Followings are the construction site safety management measures for both our internal and outsourcing construction workers:

- ✓ Checking and supervising contractors to implement safety construction measures in accordance with contracts
- ✓ All construction site workers must wear adequate protective equipment including hard hats and leather boots
- ✓ Identifying high-risk work procedures
- ✓ Conducting on-the-job trainings, and providing construction plans and operating procedures for workers before construction
- ✓ Posting major danger signs at high-risk construction locations to warn people entering the areas that they must abide by relevant safety instructions
- ✓ Ensuring adequate sanitation facilities are provided on-sites
- ✓ Providing first aid equipment such as medical kits and stretchers at workplaces
- ✓ Requiring workers to report on-site safety accidents immediately and assist in investigations

During the Reporting Period, the Group did not violate any relevant laws and regulations regarding occupational health and safety. For the past three years, the Group has not recorded any work-related fatalities and major accidental injuries due to industrial accidents.

### Development and Training

“Ganglong Academy” is a professional personnel training system established by the Group to enhance employees’ professional quality and management capability. Integrity, responsibility, pragmatism and efficiency are the core values of the Group, and therefore our training system aims to develop core human capital with such core values.

以下是我們對內部和外包施工人員於建築工地的安全管理措施：

- ✓ 檢查及監督承建商按照合同落實安全施工措施
- ✓ 所有建築工地工人必須穿戴足夠的防護設備，包括安全帽及皮靴
- ✓ 識別高風險工作程序
- ✓ 進行在崗培訓，並在施工前向工人提供施工方案和操作規程
- ✓ 在高風險施工地點張貼重大危險標誌，以警示進入該區域的人員必須遵守相關安全須知
- ✓ 確保現場提供足夠的衛生設施
- ✓ 在工作場所提供急救設備，如醫藥箱及擔架
- ✓ 要求工人在出現現場安全事故時，及時匯報及協助調查

於匯報期間，本集團沒有違反任何與職業健康與安全相關的法律法規。過去三年，本集團並無錄得任何因工作死亡及工業意外受傷的工業事故。

### 發展與培訓

「港龍學院」是本集團為提升員工專業素質及管理能力的專業人才培訓體系。誠信、責任、務實及效率是本集團的核心價值，因此我們的培訓體系旨在培養具有此核心價值的核心理人力資本。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

We place a high priority on nurturing personal growth and make every effort to facilitate employees' access to resources to advance their careers and achieve their professional goals. Regular staff trainings are arranged based on employees' positions, roles, career goals and needs. There are different training content include staff onboarding, business development, operation management, financial management, marketing, trainers' skills, management trainee induction and leadership trainings. Employees are expected to broaden their horizons and realize their potential through the comprehensive training courses. We utilize technology such as online trainings to enhance training effectiveness. For middle to senior management trainings, we specially launch the "Longxiao Training Scheme" to enhance their management and leadership skills to prepare for the Group's future strategic development plan.

During the Reporting Period, the Group provided 1,549 hours of training for employees within the reporting boundary of this Report, which represented an average of 9.2 hours of training per employee.

Training Hours of Employees by Category in 2023  
2023年按員工類別劃分的培訓時數

		Senior Management 高級管理層	Middle Management 中級管理層	General Staff 一般員工	Total 合共
Number of Training Hours	培訓時數	144	400	1,005	1,549
Number of Employees	員工數目	35	40	94	169
Average Training Hours per Employee	人均培訓時數	4.1	10.0	10.7	9.2

		Male 男性	Female 女性
Number of Training Hours	培訓時數	1,012	537
Number of Employees	員工數目	111	58
Average Training Hours per Employee	人均培訓時數	9.1	9.3

我們高度重視培養個人成長，並盡一切努力令員工獲得資源，以推進他們的職業生涯和實現他們的職業目標。我們按員工職位、角色、職業目標及需求，定期安排培訓。培訓內容包括不同模塊，包括員工入職、業務拓展、營運管理、財務管理、營銷、培訓師技能、管理培訓生入職培訓和領導力培訓。希望員工透過全面的培訓課程拓展視野，發揮潛力。我們利用科技如線上培訓來提高培訓效率。針對中高層管理人員培訓，我們特別推行「龍巢計劃集訓」，以提高其管理及領導技能，為本集團日後戰略發展計劃作好準備。

於匯報期間，本集團為本報告範圍內的員工提供1,549小時培訓，人均培訓9.2小時。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

#### Labour Standards

The Group is fully aware that child and forced labour violate fundamental human rights. We strictly comply with relevant laws and regulations of the PRC, and implement strict measures to prevent child and forced labour. During the recruitment process, we require applicants to present their identity documents including identity cards, graduation certificates, employment history and etc., to ensure that the age and other personal information provided are correct and can be legally employed. In addition, working hours and rest time of employees are according to the law to ensure that they have sufficient rest. Employees who work overtime only on voluntary basis. We also require all contractors and suppliers to strictly prohibit the employment of child labour or forcing labour to work overtime.

During the Reporting Period, the Group did not violate any laws and regulations in relation to child and forced labour.

#### Supply Chain Management

In addition to ensure suppliers' service quality, Ganglong China Property recognizes the importance of collaborating with contractors and suppliers to achieve the sustainability goals. We work with our contractors and suppliers to identify possible ESG risks along the supply chain to ensure that we are in the "Green Supply Chain". Priorities are given to environmental friendly and socially responsible contractors and suppliers, and sustainable development is being considered in the procurement process.

#### 勞工準則

本集團充分意識到童工和強迫勞動侵犯了基本人權。我們嚴格遵守中國相關法律法規，採取嚴格措施防止童工和強迫勞動。在招募過程中，我們要求應徵者出示身分證、畢業證、工作經驗等身分證明文件，確保所提供的年齡及其他個人資料正確，能夠合法就業。此外，員工的工作時間和休息時間均依法規定，確保員工有充足的休息。員工加班屬自願性。我們也要求所有承建商和供應商嚴格禁止僱用童工或強迫員工加班。

於匯報期間，本集團沒有違反任何與童工、強迫勞動相關的法律法規。

#### 供應鏈管理

除了確保供應商的服務品質外，港龍中國房地產認識到與承建商和供應商合作，以實現可持續發展目標的重要性。我們與承建商和供應商合作，識別供應鏈中可能存在的ESG風險，以確保我們做到「綠色供應鏈」。在採購過程中考慮到可持續發展，優先考慮對環境友善、對社會負責的承建商和供應商。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

Internal policies and procedures have been established as operational guidelines for employees in selection, management and evaluation of contractors and suppliers. Background checks and on-site inspections must be conducted when selecting contractors and suppliers. The entire contractors and suppliers selection process is open, fair and transparent. We require contractors and suppliers to comply with the Group's ethical standard expectations including business integrity, fair competition, environmental sustainability, legal compliance and human rights. Contractors and suppliers are required to declare their interests to avoid conflicts or transmission of interests. After the cooperation is confirmed, we conduct quarterly performance reviews of existing contractors and suppliers to ensure their continued compliance. Our contracts with contractors stipulate that they must pay the workers' salaries on time. Besides, we encourage suppliers to avoid using materials that may have adverse effects to the environment. Regular spot checks are conducted to prevent suppliers from using inferior materials. In the event of unqualified performance, we immediately require contractors and suppliers to timely correct the problems. If the requirements are still not met, it will lead to cancellation of cooperation.

During the Reporting Period, there were 1,022 contractors and suppliers for the Group within the reporting boundary of this Report. All of them were from the PRC.

#### Product Responsibility

Ganglong China Property is a responsible property developer and it is our responsibility to provide safe and high quality housing products to our customers. The Group strictly complies with the "Administration of the Urban Real Estate Law of the People's Republic of China", "Regulation on Urban Real Estate Development and Management Control of the People's Republic of China" and other relevant laws and regulations to ensure product quality.

我們制定了內部政策和程序，作為員工選擇、管理和評估承建商和供應商的操作指引。在選擇承建商和供應商時，必須進行背景調查和現場檢查。整個承建商和供應商的選擇過程公開、公平及透明。我們要求承建商和供應商遵守本集團對道德標準的期望，包括商業誠信、公平競爭、環境可持續性、法律合規及人權。承建商及供應商需要申報利益，避免利益衝突或輸送。合作落實後，我們每季對現有承建商和供應商進行績效審核，以確保他們持續合規。我們與承建商的合約規定他們必須按時支付工人的工資。此外，我們鼓勵供應商避免使用可能對環境產生不利影響的材料，並定期進行抽查，防止供應商使用劣質材料。如果出現績效不合格的情況，我們立即要求承建商和供應商及時糾正問題。若仍不符合要求，將導致合作取消。

於匯報期間，本集團於本報告匯報範圍內的承建商及供應商共有1,022家，全部來自中國。

#### 產品責任

港龍中國房地產作為負責任的房地產開發商，為我們的客戶提供安全、優質的房屋產品是我們的責任。本集團嚴格遵守《中華人民共和國城市房地產管理法》、《中華人民共和國城市房地產開發經營管理條例》及其他相關法律法規，以確保產品品質。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

Internal policies regarding quality assurance are in place to ensure our products and services fulfilling relevant rules and industry standards. Our product quality assurance system closely supervises and monitors the entire production process, from design, surveying, construction to completion. We regularly inspect construction sites to ensure the quality of contractors' works, as well as our housing products are developed in accordance with relevant government standards. Building materials which are being used must be tested by testing centers to ensure that the lightning protection and fire safety systems of the buildings meet the relevant inspection standards. All housing products delivered to customers have been passed inspection and obtained acceptance certificates issued by relevant government authorities.

The Group established a customer complaint handling system and procedures are listed to ensure timely handling customer complaints. Customers' feedbacks and complaints are collected through service hotlines, after-sales interviews and customer surveys conducted by independent consultants. Appropriate staff are assigned to follow-up and formulate suitable remedial actions to address customers' concerns. Customer complaints are required to be handled with specific time targets. Customer services representatives will follow-up with customers within one hour received complaints in relation to maintenance and sales, and strive to settle the complaints within two days. During the Reporting Period, the Group received 185 cases of customer complaints within the reporting boundary of this Report. Customer complaints response rate was 91.4%. No sold products have been recalled.

The Group recognizes importance of protecting the intellectual property rights of our own research and development. Our "Intellectual Property Rights Maintenance and Control Policy" regulates the procedures and standards in intellectual property rights protection, such as the legitimate intellectual property application procedures or patent registrations in the PRC for our trademarks, labels and product designs. Meanwhile, we respect others' intellectual property rights. In daily operations, the Group refuses to use any products or services that violate copyright or intellectual property rights. The Information Technology Department is in charge of securing proper licenses for software, hardware and information we used in operations.

我們制定了有關品質保證的內部政策，以確保我們的產品和服務符合相關規則和行業標準。我們的產品品質保證制度密切監管和監控整個生產過程，從設計、測量、建造直至竣工。我們定期視察建築工地，以確保承建商的工作質量，以及我們的房屋產品按照政府相關標準進行開發。我們使用的建築材料必須經過檢測中心檢測，確保建築物的防雷、消防安全系統符合相關檢驗標準。所有交付予客戶的房屋產品均已通過驗收，並獲得相關政府部門發出的驗收證書。

本集團設有客戶投訴處理制度，及流程確保及時處理客戶投訴。我們通過服務熱綫、售後訪談及獨立顧問開展的客戶調查，收集客戶的反饋及投訴。適當員工會被指派跟進及制定合適的補救措施處理客戶的問題。客戶投訴需要在明確的時間目標內處理。在接獲客戶有關維修和銷售的投訴後，客服代表將在一個小時內與客戶進行跟進，並爭取於兩天內解決問題。於匯報期間，本集團於本報告匯報範圍收到客戶投訴185宗，客訴響應率為91.4%，並沒有已出售產品需要被回收。

本集團意識到保護我們自身研發的知識產權的重要性。我們的《知識產權保障及控制政策》規定了知識產權保護的程序和標準，例如我們的商標、標籤和產品設計在中國的合法知識產權申請程序或專利註冊。同時，我們尊重他人的知識產權。在日常營運中，本集團拒絕使用任何侵犯版權或知識產權的產品或服務。資訊科技部負責為我們在營運中使用的軟件、硬件和信息取得適當的許可證。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

We ensure that necessary steps and measures have been taken to preserve the confidentiality and security of customer data in our daily operations. Customers' personal information collected will only be used in accordance with the originally designated purposes. Collected customer data will be properly stored in encrypted system. Only authorized personnel have access to sensitive customer information and no personal data will be retained, and used for marketing purposes unless proper authorization or consent from customers is received. Sales representatives can only access data of their responsible customers. We frequently remind all employees of the Group's requirements for handling customer privacy and also stipulate employees' responsibilities in customer privacy. We also have agreements with system providers to ensure that our data will not be distributed to any third parties.

During the Reporting Period, the Group did not violate any laws and regulations regarding the product responsibility, intellectual property right and data privacy.

#### Anti-Corruption

Ganglong China Property believes that integrity, transparency and accountability are the foundations for maintaining our business competitive advantage. There is zero tolerance of any forms of bribery, corruption and unethical behavior. We strictly comply with the "Anti-Unfair Competition Law of the People's Republic of China", "Interim Provisions on Prohibition of Commercial Bribery of the People's Republic of China" and other relevant laws and regulations. We have formulated code of conduct requiring all our employees to discharge their duties with loyalty and integrity, and shall not abuse their positions to seek any improper interests. All contractors and suppliers are required to sign anti-corruption agreements before establishing business relationships with us, and our employees are required to report any potential conflict of interests. We provide regular anti-corruption trainings to all employees to raise their awareness and understanding of unethical behaviors and other malpractices. During the Reporting Period, the Group arranged 103 hours of trainings in relation to anti-corruption to employees within the reporting boundary of this Report.

我們確保在日常營運中採取必要的步驟和措施來保護客戶資料的機密性和安全性。所收集的客戶個人資料僅限用作當初收集時既定的用途。已收集的客戶資料將妥善儲存在加密系統，只有經過授權的人員才能讀取敏感的客戶信息。除非獲得客戶的正式授權或同意，否則不會保留任何個人資料並作為行銷用途。銷售代表只能訪問其負責客戶的資料。我們時刻提醒全體員工本集團對處理客戶隱私的要求，也規定員工在客戶隱私方面的責任。我們亦與系統供應商達成協議，確保我們的數據不會分發予任何第三方。

於匯報期間，本集團沒有違反任何有關產品責任、知識產權及數據私隱的法律法規。

#### 反貪污

港龍中國地產相信誠信、透明和問責是維持我們業務競爭優勢的基礎。我們對任何形式的賄賂、貪污及不道德行為零容忍。我們嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國關於禁止商業賄賂行為的暫行規定》及其他相關法律法規。我們制定了行為準則，要求全體員工忠誠、誠信地履行職責，不得利用職務之便謀取不正當利益。所有承建商及供應商在與我們建立業務關係之前需要簽署反貪污協議，同時我們的員工必須報告任何潛在的利益衝突。我們定期向所有員工提供反貪污培訓，提高其對不道德行為及其他瀆職行為的認識及理解。於匯報期間，本集團為本報告匯報範圍內的員工安排了103小時的反貪污培訓。



## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告書(續)

A whistle-blowing system including dedicated telephone hotline, email and self-developed integrity platform “Sunshine Ganglong” was put into effect for all levels and operations in the Group. We ensure a safe environment for employees or stakeholders to report any non-compliance or malpractices behaviours.

During the Reporting Period, the Group did not receive any corruption lawsuits against the Group or its employees. Meanwhile, the Group and its employees did not violate any relevant laws and regulations in relation to bribery, extortion, fraud and money laundering.

### Community Investment

The Group’s ongoing business development is closely tied to the well-being of the community where we serve. Thus we are keen to contribute in constructing a cohesive and caring society. We highly value the importance of participating in community services and is committed to leverage our resources to contribute the society. The Group will continue to encourage employees to actively participate in various charitable, voluntary and outreach activities, and build cohesion relationships with the local community of each project.

本集團為各職級及各業務部門設立了舉報機制，包括特定熱綫電話、電郵及自主開發的誠信平台「陽光港龍」。我們確保為員工或持份者提供一個安全的環境來舉報任何不合規或不當行為。

於匯報期間，本集團並未收到針對本集團或其員工的任何貪污訴訟。同時，本集團及其員工沒有違反任何與賄賂、勒索、欺詐和洗黑錢相關法律法規。

### 社區投入

本集團持續的業務發展與我們所服務的社區的福祉有密切連繫。因此，我們熱衷於為建立一個有凝聚力和關懷的社會做出貢獻。我們高度重視參與社區服務的重要性，並致力於利用我們的資源為社會做出貢獻。本集團將持續鼓勵員工積極參與各類慈善、志願及外展活動，與各項目在地社區建立凝聚力關係。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告書(續)

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## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

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## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告書(續)

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# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告書(續)

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Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	15-19
層面B1：僱傭	一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	17
關鍵績效指標B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	18
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	

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### 環境、社會及管治報告書(續)

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Aspect B2: Health and Safety	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	19-20
層面B2：健康與安全	一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	20
	關鍵績效指標B2.1 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.	20
	關鍵績效指標B2.2 因工傷損失工作日數。	
	KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	19-20
	關鍵績效指標B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	



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Aspect B3:	General Disclosure	
Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	20-21
層面B3：發展及培訓	一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
	KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	21
	關鍵績效指標B3.1 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	
	KPI B3.2 The average training hours completed per employee by gender and employee category.	21
	關鍵績效指標B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
Aspect B4:	General Disclosure	
Labour Standards	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	22
層面B4：勞工準則	一般披露 有關防止童工或強制勞工的：	
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	22
	關鍵績效指標B4.1 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 such practices when discovered.	22
	關鍵績效指標B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	

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Aspect B5:	General Disclosure	
Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	22-23
層面B5：供應鏈管理	一般披露 管理供應鏈的環境及社會風險政策。	
KPI B5.1	Number of suppliers by geographical region.	23
關鍵績效指標B5.1	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, and how they are implemented and monitored.	22-23
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
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關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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Product Responsibility	Information on:	23-25
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	(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.	
層面B6：產品責任	一般披露	
	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B6.1	24
	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
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	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。	
	KPI B6.2	24
	Number of products and service related complaints received and how they are dealt with.	
	關鍵績效指標B6.2	
	接獲關於產品及服務的投訴數目以及應對方法。	
	KPI B6.3	24
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	描述與維護及保障知識產權有關的慣例。	
	KPI B6.4	24
	Description of quality assurance process and recall procedures.	
	關鍵績效指標B6.4	
	描述質量檢定過程及產品回收程序。	
	KPI B6.5	25
	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
	關鍵績效指標B6.5	
	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	



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### 環境、社會及管治報告書(續)

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Aspect B7: Anticorruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	25-26
層面B7：反貪污	一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	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.	26
	關鍵績效指標B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
	KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	25-26
	關鍵績效指標B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	
	KPI B7.3 Description of anti-corruption training provided to directors and staff.	25
	關鍵績效指標B7.3 描述向董事及員工提供的反貪污培訓。	
Community 社區		
Aspect B8: Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	26
層面B8：社區投資	一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
	KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	26
	關鍵績效指標B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	
	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	26
	關鍵績效指標B8.2 在專注範疇所動用資源(如金錢或時間)。	

