



中国三迪
CHINA SANDI

CHINA SANDI HOLDINGS LIMITED

中國三迪控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock code 股份代號 : 910

2023

Environmental, Social and
Governance Report

環境、社會及管治報告



Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE GROUP

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

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “Report”) aims to disclose the environmental, social and governance (“ESG”) policies and performance of China Sandi Holdings Limited (the “Company”), together with its subsidiaries (the “Group”), for the period from 1 January to 31 December 2023 (the “reporting period”), covering the operations of the property development and property investment business segments, which covers the headquarters office and places of business located in Mainland China.

關於本集團

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

關於本報告

本環境、社會及管治報告（「本報告」）旨在披露中國三迪控股有限公司（「本公司」），連同其附屬公司（「本集團」）於二零二三年一月一日至十二月三十一日（「報告期間」）的環境、社會及管治政策及表現，覆蓋物業發展及物業投資業務分部的營運，涵蓋位於中國內地的總部辦公室及營運點。

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REPORTING PRINCIPLE

In the process of preparing this Report, the Group has conducted data collection and statistics in accordance with the four principles set out in the Environmental, Social and Governance Reporting Guide in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. These four principles provide a framework for us to manage and disclose material ESG information relevant to our business in a systematic manner. This Report is prepared and published in both Chinese and English, and has been uploaded to the websites of The Stock Exchange of Hong Kong Limited and the Group for reviewing and downloading. In the event of contradiction or inconsistency, the English version shall prevail.

報告原則

本集團在準備此報告的過程中，已根據香港聯合交易所有限公司證券上市規則附錄C2的環境、社會及管治報告指引所列出的四大原則，進行數據收集與統計。這四大原則為我們提供了一個框架，使我們能夠以系統化的方式管理並披露與我們業務相關的重要環境、社會與管治信息。本報告以中英文編制及刊發，並已上載至香港聯合交易所有限公司及本集團之網站，以供查閱及下載。如有任何抵觸或不相符之處，概以英文版本為準。

Reporting principle 報告原則	The Group's reply 本集團回應
Materiality 重要性	During the reporting period, the Group identified relevant material issues by inviting internal and external stakeholders to conduct questionnaire surveys. 本報告期間，本集團邀請內部及外部持份者進行問卷調查，識別相關實質性議題。
Consistency 一致性	Unless otherwise stated, the Group adopts the same statistical methods as those adopted in previous reports to ensure the comparability of relevant information and data. 除另外說明，本集團採用與過往報告一致的統計方法及披露原則，確保持分者能夠就集團表現進行具意義的比較。
Balance 平衡	The Group adheres to the principle of fairness and impartiality in preparing the Report in an unbiased manner. 本集團遵守公平公正的原則，以不偏不倚的方式編製本報告。
Quantitative 量化	The Group discloses quantitative performance and calculation methods. 本集團披露量化的表現及計算方法。

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Confirmation and Approval

The qualitative and quantitative information used herein are sourced from public information, official documents and relevant statistics of the Group. The Board has confirmed and approved this Report on 31 March 2024.

Opinion and Feedback

The Group values the opinions of various stakeholders and welcomes feedbacks to the Group to contribute to comprehensive operation and development. You may contact us by email or by post to the address below if you have any questions or feedback on the content of this Report or sustainability-related matters:

Email: info@chinasandi.com.cn
Address: Office Unit E, 9/F, Golden Sun Centre
59-67 Bonham Strand West, Sheung Wan,
Hong Kong

SUSTAINABILITY GOVERNANCE STRUCTURE

Governance Structure

An effective sustainability and development governance structure can help the Group to regularly review and improve our business practices to achieve our sustainability goals, and at the same time help to enhance our image and credibility in the eyes of our stakeholders and improve the Group's business development in the long run.

確認及批准

本報告使用的定性及定量信息均來自本集團的公開資料、正式文件及相關統計數據。董事會已於2024年3月31日確認及批准本報告。

意見及回饋

本集團重視不同持份者的意見，並歡迎將其回饋告知本集團，以助更全面的營運與發展。如閣下對本報告內容或相關資料有任何反饋，可透過以下方式與我們聯絡：

電郵： info@chinasandi.com.cn
地址： 香港上環文咸西街59-67號
金日集團中心9樓E室

可持續發展管治架構

管治架構

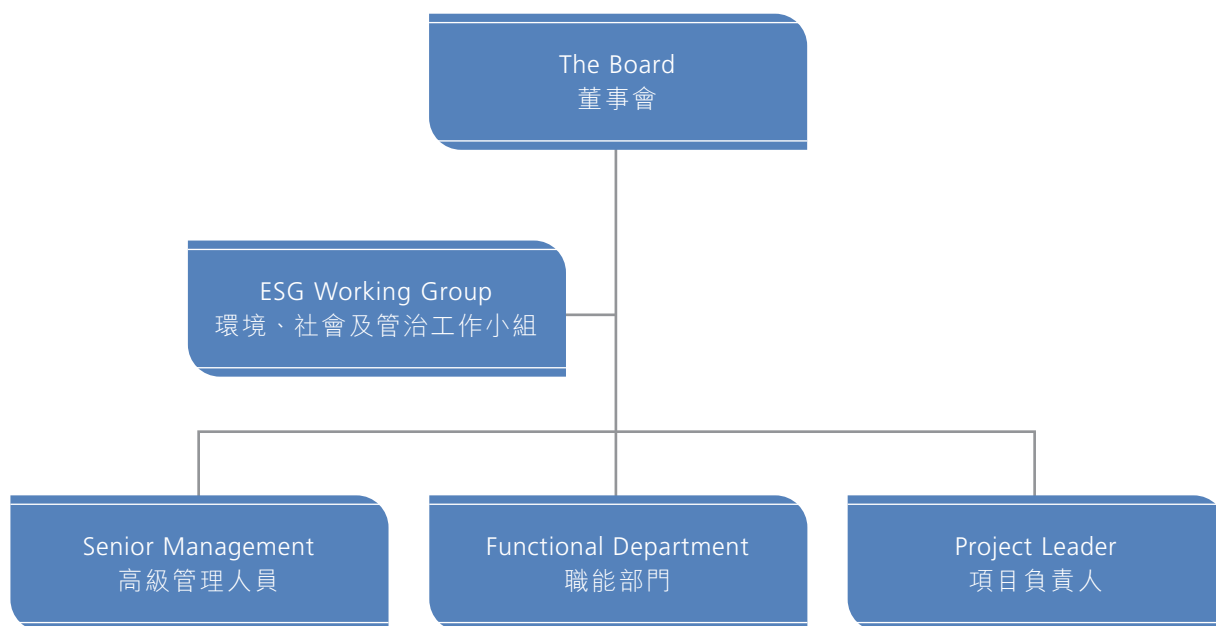
有效的可持續與發展管治架構，可協助集團定期檢視並改進我們的業務實踐，以達到我們的可持續發展目標，同時有助於提升我們在持份者眼中的形象及信譽，長遠改善集團業務發展。

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During the reporting period, the Group has successfully established a sustainable governance structure and system. The Board is responsible for overseeing the operation of this structure and overall performance, and developing a long-term and sustainable development approach through discussions and regulatory outcomes. We have appointed senior management and relevant departments and employees and established an Environmental, Social and Governance Working Group (the “Working Group”) that is responsible for coordinating relevant work and reporting to the Board on a regular basis.

在報告期間，本集團已成功設立了具有持續性的治理架構與系統。董事會負責監督此架構的運作以及整體表現，並透過討論與監管結果制定長期且可持續的發展方針。我們透過委派高階管理人員以及相關部門和員工，成立了環境、社會和治理工作小組（「工作小組」），該小組負責統籌相關工作，並定期向董事會匯報。



The Working Group plays a key role in an effective governance structure. The Working Group meets quarterly to report and discuss relevant issues with its members in each region. In addition, the Working Group communicates daily through online workgroups to timely respond to issues. By collecting and analyzing internal and external data and information, the Working Group can report useful analysis to the Board to assist in formulating or adjusting strategies.

在有效的管治架構中，工作小組扮演著關鍵的角色。工作小組每季度均會舉行一次會議，與各地區的小組成員匯報和討論相關議題。此外，工作小組透過線上工作群組實現日常溝通，以便及時回應各種問題。而透過收集並分析內部和外部的數據和資訊，工作小組可將有用的分析匯報予董事會，為制定或調整策略提供協助。

To strengthen the performance of our sustainability governance structure, we have engaged an external professional consultant to assist the Group in advancing our sustainability goals more effectively and ensuring our business practices are always in line with our sustainability philosophy.

為了加強我們的可持續管治架構的表現，我們已經聘請外部專業顧問協助，讓集團能夠更有效地推進可持續發展目標，並確保我們的業務實踐始終符合可持續發展理念。

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RISK MANAGEMENT

Through continuous risk identification and management, the Group ensures operational stability and establishes appropriate control mechanisms. We have developed risk management and internal control processes in accordance with the Enterprise Risk Management – Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (“COSO”), which is supervised by the Board. In terms of long-term management, the Working Group conducts regular assessments and quarterly Board reports to improve management effectiveness. The supervision department achieves effective risk and internal control through the “three lines of defense” model and the culture of “can’t, don’t dare, don’t want to (不能、不敢、不想)”.

During the reporting period, the Group has not identified significant environmental, social and governance risks. We will continue to review our management and control system and formulate corresponding measures for any identified risks to ensure long-term stable development.

風險管理

本集團透過持續風險識別和管理，確保運作穩定並制定適當控制機制。我們已依據美國反虛假財務報告委員會下屬的發起人委員會 (Committee of Sponsoring Organizations of the Treadway Commission，簡稱「COSO」) 的企業風險管理框架，制定風險管理和內部控制流程，並由董事會監督。在長期管理方面，工作小組會進行定期評估及季度的董事會匯報，提升管理效能；而監察部門則透過「三道防線」模式和「不能、不敢、不想」的文化，實現有效的風險和內部管控。

在報告期間，本集團並無識別出重大的環境、社會和管治風險，我們將持續檢視自身管控系統，並對任何識別的風險制定相應措施，以確保長期穩健發展。

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STAKEHOLDERS COMMUNICATION

Through regular and long-term interactions with stakeholders, the Group can better understand their needs and expectations, which in turn help us to strengthen our operational performance and help us formulate our operational strategies and development directions. The Group expects to establish and maintain positive interaction with stakeholders through diversified communication methods. We will continue to invest resources to ensure effective stakeholder communication and respond to stakeholders' concerns and expectations on a regular basis.

持份者溝通

透過與持份者定期和長期的互動，本集團能更深入了解他們的需求和期望，進而幫助我們加強營運表現，並有助於我們制訂營運策略和發展方向。本集團期望透過多元化的溝通方式，與持份者建立並維持正向的互動關係。我們將持續投入資源，以確保持份者溝通工作的有效進行，並定期回應持份者的關切與期望。

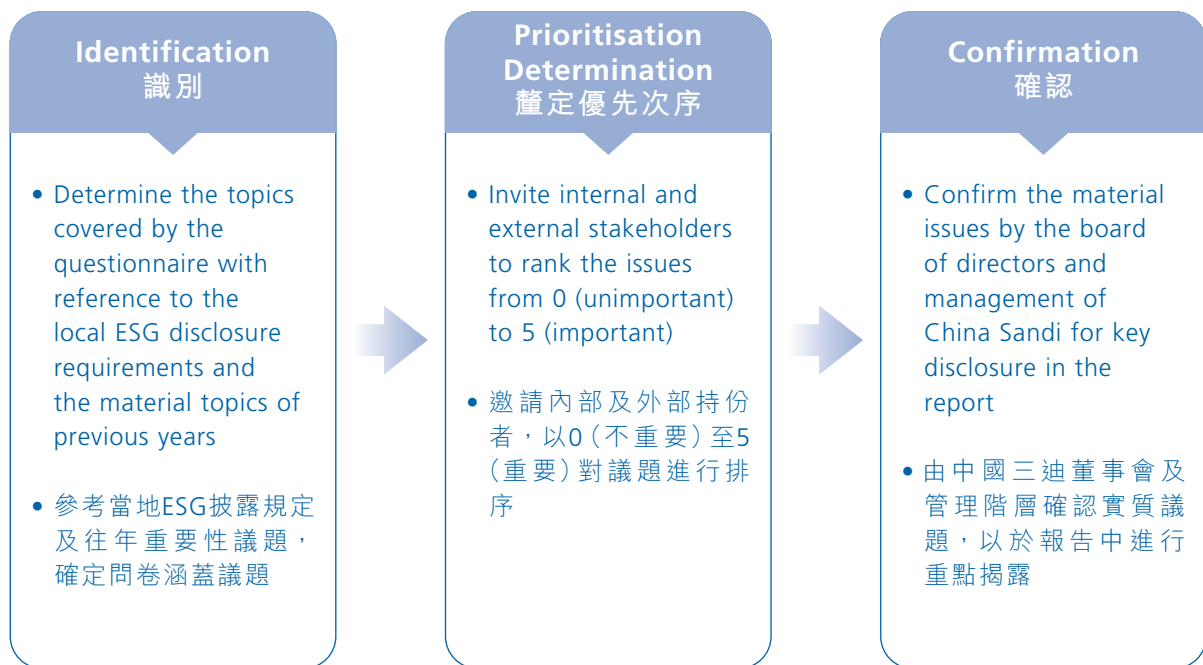
Stakeholder groups 持份者組別	Communication channels 溝通渠道
Directors and shareholders 董事及股東	<ul style="list-style-type: none"> Board meetings 董事會會議
Shareholders 股東	<ul style="list-style-type: none"> Shareholders' general meeting Financial reports, announcements and circulars Email 股東大會 財務報告、公告及通函 電子郵件
Employees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

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According to the HKEX Environmental, Social and Governance (ESG) Reporting Guide, companies should identify and disclose issues that have a significant impact on the environment and society. In this context, the Group has followed the systematic process of "identification"- "priority determination"- "confirmation", and invited internal and external stakeholders such as suppliers, shareholders, directors and employees to conduct a questionnaire survey, aiming to identify relevant material environmental and social issues, and to disclose the report and formulate strategies.

根據香港交易所《環境、社會及管治 (ESG) 報告指引》，公司應辨識及揭露其對環境及社會有重大影響的事宜。在此背景下，本集團依照「識別」-「釐定優先順序」-「確認」的系統流程，邀請了供應商、股東、董事及員工等內部及外部持份者進行問卷調查，旨在識別相關的實質性環境及社會議題，並以報告揭露及策略制定。

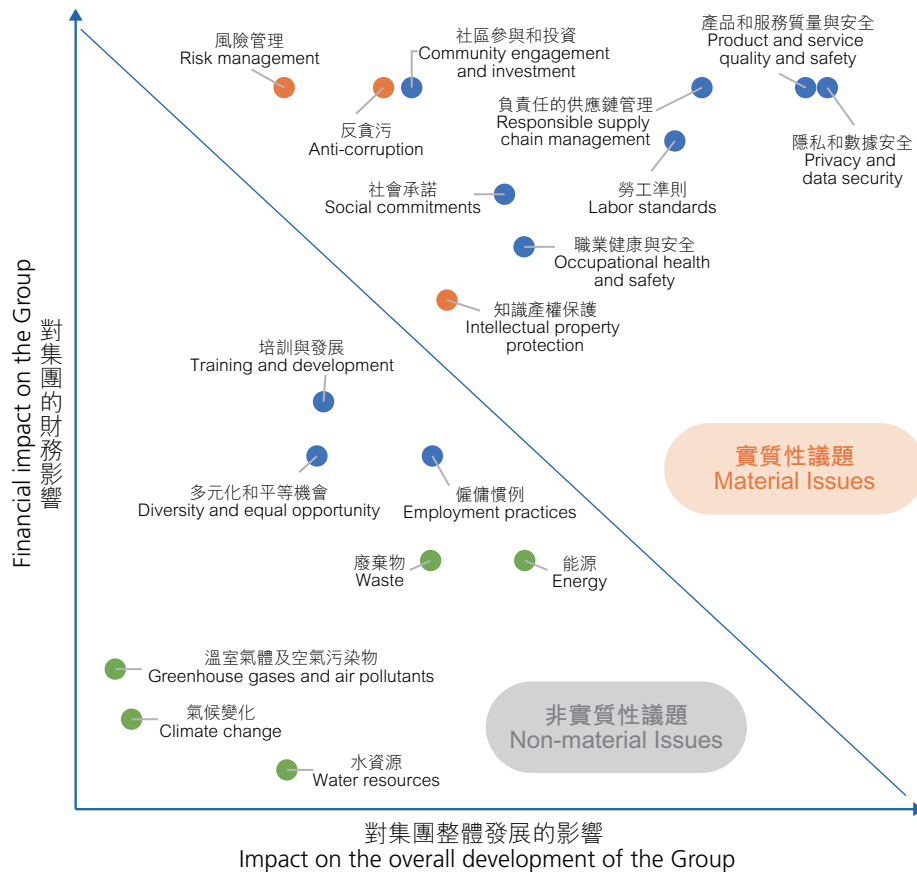


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All participating stakeholders scored 18 issues in four major areas, namely environmental protection, employment and labor practices, operating practices, and community, and presented the results to independent consultants for analysis. This stakeholder engagement identified 10 material issues. The results of this stakeholder engagement are as follows:

各參與持份者皆會針對環境保護、僱傭及勞工常規、運營慣例及社區四大範疇的18項議題評分，並將其結果交給獨立顧問進行分析。是次持份者溝通識別10項實質性問題，以下為是次持份者溝通的結果：



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Material issues 實質性議題	Immaterial issues 非實質性議題
<ul style="list-style-type: none"> • Privacy and data security • Product and service quality and safety • Responsible supply chain management • Labor standards • Community engagement and investment • Anti-corruption • Risk management • Social commitments • Occupational health and safety • Intellectual property protection • 隱私和資料安全 • 產品和服務質量與安全 • 負責任的供應鏈管理 • 勞工準則 • 社區參與和投資 • 反貪污 • 風險管理 • 社會承諾 • 職業健康與安全 • 知識產權保護 	<ul style="list-style-type: none"> • Training and development • Employment practices • Diversity and equal opportunity • Energy • Waste • Greenhouse gas and air pollutants • Water resources • Climate change • 培訓與發展 • 僱傭慣例 • 多元化和平等機會 • 能源 • 廢棄物 • 溫室氣體及空氣污染物 • 水資源 • 氣候變化

While pursuing the long-term development and profit of the enterprise, the Group is well aware of the importance of sustainable development. In order to implement the concept of sustainable development, we need to set clear and quantifiable sustainable development goals. Currently, the Group is building a solid foundation for establishing sustainable development goals by improving the internal data collection system, optimising the management process, and allocating various resources more effectively to ensure that we can accurately measure and track our progress when setting goals, so as to ensure that our actions can have a substantial and lasting impact.

在追求企業的長期發展和利潤的同時，本集團深知可持續發展的重要性。為了實現可持續發展理念的落實，我們需要設定明確且可量化的可持續發展目標。目前，本集團正在透過改進內部數據收集系統，優化管理流程，以及更有效地分配各種資源，為建立可持續發展目標建立堅實的基礎，以確保我們在設定目標時，能夠準確地衡量並追蹤我們的進度，從而確保我們的行動能夠產生實質且持久的影響。

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Overall, the Group fully commits with the carbon neutrality targets of Hong Kong and the Central Government in 2050 and 2060. Therefore, the Group is looking for ways to reduce carbon emissions from its operations, including changing its business model and working environment to achieve more environmentally friendly operations. In addition, we also actively improve the sustainable development management of the supply chain, including environmental, governance and social responsibility. We believe that supply chain management is an important part of achieving sustainable development. Therefore, we regularly review their performance and provide support and guidance where necessary to ensure that they can align with the Group's sustainability values.

整體而言，本集團全力配合香港和中央政府二零五零年及二零六零年的碳中和目標。因此，本集團正在尋求各種方式來減少營運過程中的碳排放，包括改變業務模式和工作環境，以實現更環保的操作。此外，我們也積極提升供應鏈的可持續發展管理，包括環境、管治及社會責任等範疇。我們認為，供應鏈的管理是實現可持續發展的一個重要環節。因此，我們會定期審查他們的表現，並在必要時提供支援和指導，以確保他們能夠符合集團的可持續發展價值觀。

Compliance Operation

Product Responsibility

Our Group places great importance on product responsibility and data security. Based on the Production Safety Law of the People's Republic of China, the Construction Law of the People's Republic of China, the Advertising Law of the People's Republic of China, the Urban Real Estate Administration Law of the People's Republic of China, the Provisions on the Release of Real Estate Advertisements and the Interim Measures for the Administration of Internet Advertising and other relevant regulations, we have formulated internal regulations such as the Management System on Safe Production, Management System on Construction Quality, the Notice on Strengthening the Control of Advertising Legal Risks in the Marketing Segment, the Notice on Standardizing the Publicity of Corporate Culture and the Use of logo, the Customer Data Protection Policy and the Provisions on Data Security Management to regulate the relevant processes of various aspects of products and services in operation and comprehensively protect the security of various privacy and confidential information. The Group aims to continuously improve the quality of our products and services and ensure that our customers can get the best user experience when using our products and services.

合規營運

產品責任

我們的集團非常重視產品的責任和數據的安全。基於《中華人民共和國安全生產法》、《中華人民共和國建築法》、《中華人民共和國廣告法》、《中華人民共和國城市房地產管理法》、《房地產廣告發佈規定》及《互聯網廣告管理暫行辦法》等相關法規，我們制定了《安全生產管理制度》、《工程質量管理制度》、《關於營銷板塊加強管控廣告法律風險的通知》、《關於規範企業文化宣傳及logo使用的通知》、《客戶數據保護政策》及《數據安全管理規定》等內部規章，以監管營運中產品及服務各範疇之相關流程，全面保障各項隱私及機密資料的安全。本集團旨在持續提升產品和服務質量，並確保客戶在使用我們的產品和服務時能夠得到最佳的用戶體驗。

<p>Publicity and information accuracy</p> <p>宣傳及信息準確性</p>	<p>The Group specifies the requirements for different channels or forms of publicity to ensure the accuracy of the information therein. In addition, the marketing management center, regional marketing, project marketing and other departments also supervise different areas, and identify potential problems and make improvements through regular inspections. The marketing management center will further conduct irregular inspections to ensure the compliance of daily operations.</p> <p>本集團於內部政策中清晰列明不同宣傳渠道或形式的要求，確保當中信息的準確性。此外，營銷管理中心、區域營銷、項目營銷等部門亦會針對不同範疇之工作進行監管，並通過定期檢查識別當中潛在問題及作出改善。營銷管理中心更會進一步進行不定期組織巡查，確保日常運作的合規性。</p>
<p>Intellectual property compliance</p> <p>知識產權合規性</p>	<p>In addition to explicitly stating the requirements for intellectual property in internal policies, the Group also protects the rights of intellectual property holders through quarterly inspections. Furthermore, the Group regularly enhances its brand system and protection to strengthen its own interests, such as applying for trademark registration and intellectual property certificates. During the reporting period, the Group did not submit any new trademark applications.</p> <p>本集團除了在內部政策中列明針對知識產權的要求，更會通過季度巡查保障產權持有人的權利。此外，本集團亦會定期提升自身品牌體系及保護，加強保障自身權益，例如申請註冊商標、知識產權證書等。在報告期間，本集團並無進行新商標申請。</p>

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Network and data security	The Group strengthens the management of network and customer and internal information through regular inspections, enhancement of network security and emergency data recovery drills to confirm their confidentiality and security. At the same time, the Group will also carry out dual backup protection, as well as maintenance and upgrade of software and hardware to further enhance its privacy and ensure the stability and security of all data and networks.
網絡及資料安全性	本集團通過定期巡查、強化網絡安全及緊急數據恢復演練，加強網絡及客戶和內部資料之管理，確認其保密性及安全性。與此同時，本集團亦會進行雙備份保護，以及軟件和硬件之維護和升級，進一步加強其私隱度，確保所有資料及網絡的穩定和安全性。

Customers can complain through customer service hotline, email, communication software and other channels if they find any irregularities in the products provided, or if they suspect the leakage of customer data and information. After receiving a complaint, the Group will appoint a commissioner to investigate and take improvement measures according to the results.

During the reporting period, the Group was not aware of any cases of non-compliance with laws and regulations related to product responsibility, customer complaints, patent infringements and leakage of customer information. If there are relevant cases, the Group will investigate immediately and deal with them in accordance with the established procedures or relevant laws and regulations.

Anti-corruption

In terms of anti-corruption, the Group has formulated internal regulations such as the Monitoring and Whistleblowing Management System (Amendment I), the Measures for Accountability for Violations of Rules and Disciplines by Group Employees, the Employee Integrity Agreement and the Whistleblowing Policy in accordance with the Criminal Law of the People's Republic of China, the Constitution of the People's Republic of China, the Economic Law of the People's Republic of China and other laws and regulations. We have also established policies such as the Supplier Integrity Agreement for the operation specifications of the supply chain to ensure the business ethics performance of suppliers, and to provide a comprehensive integrity environment for the Group's business operations and eliminate the breeding of corrupt practices.

如客戶發現所提供的產品有任何違規行為，或懷疑洩漏客戶數據及資料，均可透過客戶服務熱線、電郵、通訊軟件等渠道進行投訴。本集團會於接獲投訴後，委派專員調查，並會根據結果採取改善措施。

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

反貪腐

在反貪腐方面，本集團已根據《中華人民共和國刑法》、《中華人民共和國憲法》、《中華人民共和國經濟法》等法規，制定《監測舉報管理制度(修訂一)》、《集團員工違規違紀責任追究辦法》、《員工廉潔協議》、《舉報政策》等內部規章。我們也對供應鏈的營運規範訂立了《供應商廉潔協議》等政策，以確保供應商的商業道德表現，並為集團業務營運提供全面的廉潔環境，杜絕貪腐行為的滋生。

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In addition, the Group has established an effective whistle-blowing mechanism. Stakeholders who discover suspected cases of corruption can make reports either anonymously or with their real names. The Group will keep confidential the personal information provided by the informant and the reported content. After receiving a report, the relevant department will conduct an investigation and impose corresponding penalties according to the investigation results, such as terminating the employment contract and transferring to the law enforcement departments. Through these policies and systems, we are committed to fighting corruption and ensuring that our business operations meet the highest ethical and regulatory standards.

During the reporting period, the Group provided an average of 2 hours and 8 hours of anti-corruption training for employees and directors respectively, aiming to explain the operational requirements for new employees, as well as to provide existing employees and directors with information on clean operation and latest compliance requirements. In addition, the Group was not aware of any anti-corruption related violations during the reporting period. If there are relevant cases, the Group will investigate immediately and deal with them in accordance with the established procedures or relevant laws and regulations.

Sustainable Supply Chain

The Group places great importance on the compliance and stability of the supply chain. Based on our business operation needs and management policies, we have formulated a series of internal policies, including the Supplier Management Review Work Measures (Trial), the Supplier Management System (Trial), the Bidding and Procurement Management System and the Supplier Integrity Agreement (2022 Version). Our policy clearly guides the process of recruiting, evaluating and determining all suppliers we work with. Employees of relevant departments are required to evaluate these guidelines when conducting processes such as site visits and data analysis. This includes consideration of suppliers' performance related to sustainable development such as employment system, workplace safety, environmental compliance, etc., to ensure that risks in the supply chain are effectively managed. For example, we assess whether the products or services provided by suppliers meet local environmental protection requirements and standards to ensure their compliance and reduce their impact on the environment.

另外，本集團設立了有效的舉報機制。若持份者在發現懷疑貪腐個案時，可進行實名或匿名舉報。集團會保密處理舉報人提供的個人資料及舉報內容。相關部門會於接獲舉報後進行調查，並按其調查結果作出相應的處罰，例如解除僱傭合約及移送至執法部門。透過這些政策和制度，我們致力於打擊貪污，並確保我們的業務營運符合最高的道德和法規標準。

於本報告期間，本集團分別為員工及董事提供平均2小時及8小時的反貪污培訓，旨在為新入職員工說明營運要求，以及為現有員工及董事提供廉潔營運及最新合規要求的資訊。此外，本集團於本報告期間未有得悉任何反貪污相關的違規個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

可持續供應鏈

我們集團高度重視供應鏈的合規性和穩定性。根據業務營運所需及管理方針，我們已制定了一系列內部政策，包括《供方管理評審工作辦法（試行版）》、《供方管理制度（試行版）》、《招標採購管理制度》和《供應商廉潔協議（2022版）》等。我們在政策中明確指引了招聘、評估和決定所有合作供應商的程序。相關部門的員工在進行現場考察和資料分析等流程時，需要根據這些指引進行評估。這包括考慮供應商的僱傭制度、工作場所安全、環境合規等可持續發展相關的表現，以確保供應鏈的風險得到有效管理。例如，我們會評估供應商提供的產品或服務是否符合當地的環保要求和準則，以確保其合規性並減低對環境的影響。

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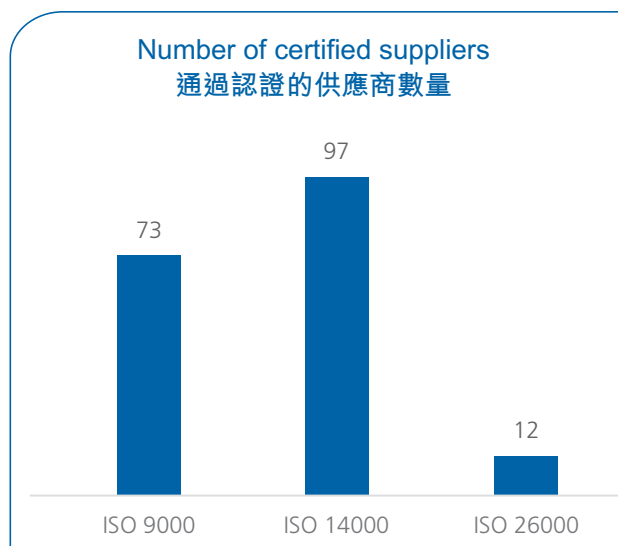
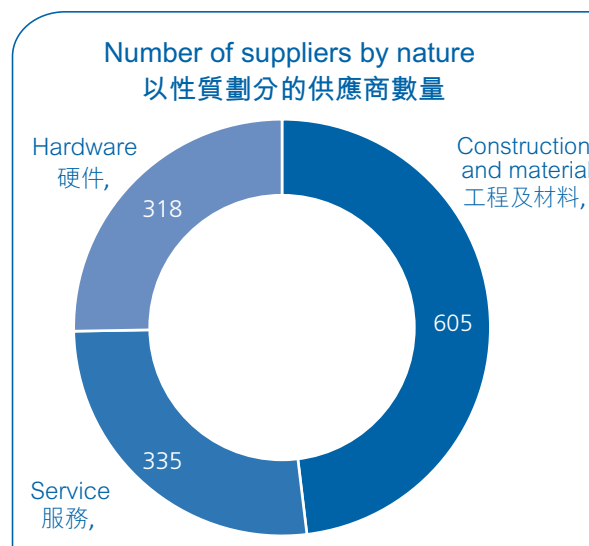
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Once the cooperative relationship with the supplier is confirmed, we will clearly list the relevant work content or requirements in the contract to protect the interests of both parties. We also regularly review these relationships to ensure that they meet the requirements of the contract. If a supplier's performance is found to fail to meet the established standards or non-compliance with regulations, we will provide improvement opportunities based on the specific situation or terminate the cooperation relationship with them.

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

一旦確認了與供應商的合作關係，我們會在合同中明確列出相關的工作內容或要求，以保障雙方的利益。我們也會定期檢視這些合作關係，以確保它們符合合同中的要求。如果發現供應商的表現未能達到已設定的標準或不符法規，我們會根據具體情況提供改善的機會，或者解除與他們的合作關係。

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



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

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

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Caring for Employees

Employment System

The Group adheres to the relevant provisions of the Labor Contract Law and the Labor Law, and strictly implements our employment system accordingly. In order to ensure that our employees clearly understand their rights and obligations, we have developed a series of targeted policies, including the Administrative Measures for Employee Performance Appraisal (2022 Revision), the Remuneration and Welfare Management System, the Administrative Measures for Employee Welfares, and the Equal Recruitment and Promotion Policy. These internal policies and systems are clearly listed in our Employee Handbook for employees to review at any time. In addition, we have also clearly defined the guidelines and procedures related to the employment system in our internal regulations to achieve standardized and systematic management. We believe that in this way, we can ensure that all employees have a deep understanding of their rights and a clear understanding of their obligations in a fair and just working environment.

關懷員工

僱傭制度

本集團秉持遵守《勞動合同法》及《勞動法》等相關規定，並嚴格依此執行我們的僱傭制度。為了確保我們的員工清楚了解他們的權利和義務，我們已制定了一系列具針對性的政策，包括《員工績效考核管理辦法(2022修訂版)》、《薪酬福利管理制度》、《員工福利管理辦法》、以及《平等招聘及晉升政策》等。這些內部政策和制度都明確列在我們的《員工手冊》中，以便員工隨時查閱。此外，我們也在內部規章中明確規定了有關僱傭制度的準則和程序，以實現規範化和系統化的管理。我們相信，透過這種方式，我們可以確保所有員工都能在公平、公正的工作環境中，對自己的權利有深入的了解，並清楚知道他們需要承擔的義務。

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

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<p>Dismissal</p> <p>解聘</p>	<ul style="list-style-type: none"> The Group has set out the procedures for termination of employment in the Employee Handbook to protect the rights and interests of both parties and the compliance of the process. The Group only proposes dismissal for reasonable reasons, and prohibits unfair decisions for individual reasons, gender, religion and other factors. Employees can also take the initiative to propose dismissal in accordance with the procedures set out in the regulations, and the Group will understand the reasons for dismissal and formulate improvement measures when necessary. 本集團於《員工手冊》中列明有關終止雙方僱傭關係之程序，以保障雙方權益及過程的合規性。本集團僅基於合理原因提出解聘，禁止因私人原因、性別、宗教等因素作出不公正的決定。員工亦可按規章中流程主動提出解聘，本集團會向其了解解聘原因並在需時訂立改善措施。
<p>Equal opportunity and anti-discrimination</p> <p>平等機會及反歧視</p>	<ul style="list-style-type: none"> All recruitment, dismissal, position adjustment, treatment and other arrangements must be made based on objective and fair factors. Discrimination or unfair decision-making due to gender, religion, race, sexual orientation, marital status or nationality shall not be tolerated, ensuring equal opportunities are provided to all employees or job applicants. 所有招聘、解聘、職位調整、待遇等安排均須以客觀及公平因素為基礎而作出決策，絕不容忍因性別、宗教、種族、性取向、婚姻狀況或國籍等原因而歧視或作出不公正的決定，確保向所有員工或職位申請人提供平等的機會。
<p>Labor Standards</p> <p>勞工標準</p>	<ul style="list-style-type: none"> The Group strictly prohibits the use of child labor or forced labor, and the relevant standards are clearly stated in the internal recruitment and employment management system. During the recruitment process, the relevant departments will check the identification documents and resumes of job applicants to ensure their job qualifications. At the same time, the Group will also ensure that no child labor is used in the operation process or forced employees to work involuntarily in any form through annual inspections and daily operation management to strengthen operational compliance. If any employee under the age of 18 is found, the Group will immediately terminate their employment and send them back to their place of residence or police station. 本集團嚴禁聘用童工或使用強制勞工，並於內部招聘及僱用管理制度中明確相關準則。在招聘過程中，相關部門會檢查職位申請人的身份證明文件及履歷，確保其工作資格。同時，本集團亦會通過年度檢查及日常營運管理，確保營運過程中沒有使用任何童工或通過任何形式強迫員工進行非自願的工作，加強營運合規性。如發現任何未滿十八歲的員工，本集團會即時終止雙方僱傭關係，並將其送回居住地或警察局。

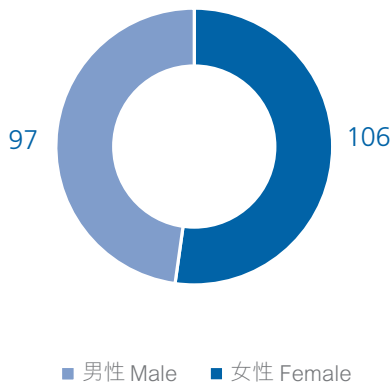
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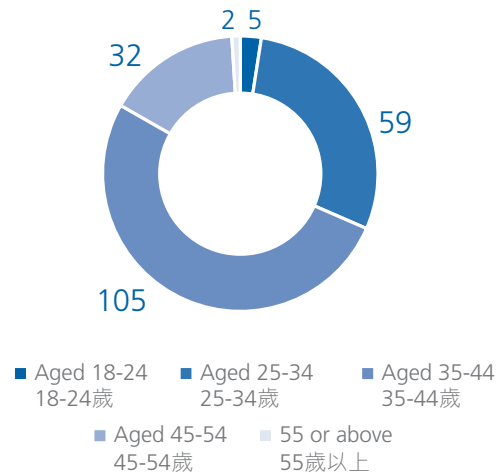
As of 31 December 2023, the Group had a total of 203 employees, including 97 females and 106 males, all of whom were full-time employees. In addition, the Group's turnover rate was 64.53%, including 62.26% male and 67.01% female.

截至2023年12月31日，本集團共有203名員工，包括97名女性和106名男性，均為全職員工。此外，本集團的流失率為64.53%，包括62.26%男性及67.01%女性。

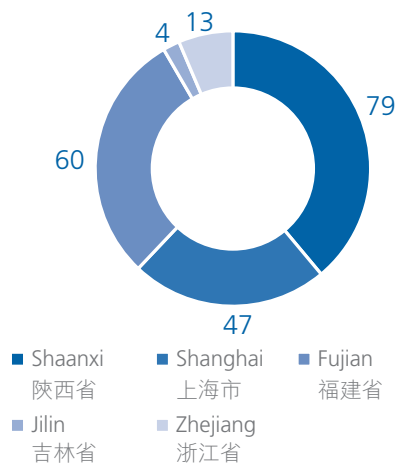
Number of employees by gender
以性別劃分的員工數量



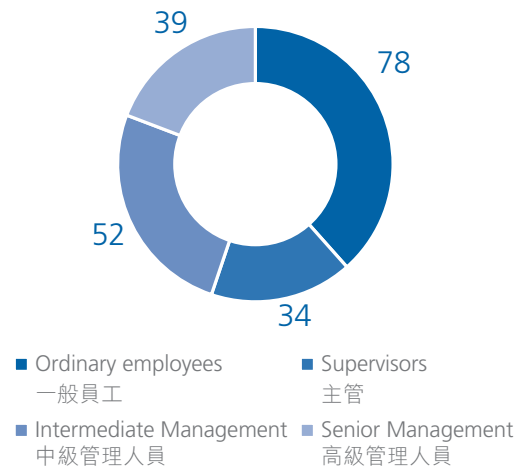
Number of employees by age
以年齡劃分的員工數量



Number of employees by region
以地區劃分的員工數量



Number of employees by title
以職級劃分的員工數量



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Turnover rate ¹ 流失率 ¹	Gender 性別		Region 地區				
	Male 男性	Female 女性	Shaanxi 陝西省	Shanghai 上海市	Fujian 福建省	Jilin 吉林省	Zhejiang 浙江省
	62.26%	67.01%	81.01%	40.43%	56.67%	0.00%	100%
	Age 年齡						
	Aged 18-24 18-24歲	Aged 25-34 25-34歲	Aged 35-44 35-44歲	Aged 45-54 45-54歲	55 or above 55歲以上		
	0.00%	115.25%	54.29%	6.25%	200%		

During the reporting period, the Group was not aware of any employment-related violations. If there are relevant cases, the Group will investigate immediately and deal with them in accordance with the established procedures or relevant laws and regulations.

Training and development

The Group understands the importance of employee training and development and has developed a comprehensive training system to improve employees' professional skills and business capabilities. We provide employees with various suitable training to meet their career development needs in accordance with the Career Development Policy, Employee Handbook, Management Measures for Internal Trainers and Training Management System.

Our training is mainly divided into two forms: internal and external. Internal training includes on-the-job training and entrusted training, while external training includes courses such as external inspection or professional skills training. Every year, we develop an annual training plan to provide employees with corresponding online, offline or external training courses on a monthly or quarterly basis. In addition, we encourage employees to independently participate in different types of training courses in their spare time. To this end, we record training points for employees to give corresponding rewards and provide a basis for performance evaluation and job adjustment. Through these training and development programs, we hope to improve the professional quality of our employees and make positive contributions to the long-term development of the Group.

¹ Although the turnover rate of individual employees is more than 100%, the Group has recruited new employees in a timely manner according to the actual operation situation to supplement sufficient manpower to maintain stable business operations.

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

培訓與發展

本集團深明員工培訓與發展的重要性，並制定了一套完善的培訓體系來提升員工的專業技能和業務能力。我們根據《職業發展政策》、《員工手冊》、《內訓講師管理辦法》及《培訓管理制度》等規程，為員工提供各種合適的培訓，以滿足他們的職業發展需求。

我們的培訓主要分為內部和外部兩種形式。內部培訓包括在崗培訓及委托培訓等，而外部培訓則包括委外考察或專業技能培訓等課程。每年，我們都會制定年度培訓計劃，以月度或季度的形式向員工提供相應的線上、線下或外部培訓課程。此外，我們鼓勵員工在業餘時間自主參與不同類型的培訓課程。為此，我們為員工記錄培訓積分以給予相應的獎勵，並為績效評估、職位調整等提供依據。透過這些培訓和發展計劃，我們希望能夠提升員工的專業素質，並為集團的長期發展做出積極的貢獻。

¹ 雖然個別員工分類流失率大於100%，但集團已及時按實際營運情況聘請新員工，以補充足夠人力維持穩定業務營運。

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The human resources department will analyse and formulate corresponding training programs according to the requirements of the department and the performance of the employees.

人力資源部會根據部門要求及員工表現，進行分析及制定相應的培訓方案。

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

方案獲批准後，人力資源部會負責組織及協調培訓活動方案的實行。

After the training activities are completed, the human resources department evaluates them through performance, interviews, etc.

於培訓活動結束後，人力資源部透過表現、訪談等方式進行評估。

During the reporting period, all employees received an average of 8 hours of training. The Group will continue to improve the data collection system to enhance the integrity of data.

於本報告期間，所有員工均接受了平均8小時的培訓。本集團會持續完善數據收集系統，提升數據的完整性。

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

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Occupational health and safety

The Group well understands the importance of workplace safety to employees' health and work efficiency. In accordance with the Labor Law of the People's Republic of China and other relevant laws and regulations, we have developed work guidelines and procedures related to safety management such as the Safety Management System and the Health and Safety Policy to ensure the safety of employees during work. Our "Employee Handbook" also clearly lists out labor and operational related safety measures to remind employees to comply with relevant regulations in daily work and reduce work risks.

To implement our safety management work more effectively, we have set up a dedicated organizational structure, including the Safety Management Committee and the Safety Working Group, which are fully responsible for supervising and promoting our safety-related work. These specialized organizations are not only responsible for formulating safety guidelines and procedures, but also regularly check the safety conditions of the working environment and conduct safety education and training for employees to enhance their safety awareness.

職業健康與安全

本集團深知工作環境的安全對於員工的健康與工作效率的重要性。我們依據《中華人民共和國勞動法》等相關法例法規，制定了《安全管理制度》和《健康與安全政策》等安全管理相關工作指引及程序，確保員工在工作過程中的安全。我們的《員工手冊》中亦明確列出了勞動及營運相關的安全措施，提醒員工在日常工作中遵守相關規定，減少工作風險。

為了更有效地實施我們的安全管理工作，我們設立了專門的組織架構，包括安全管理委員會及安全工作小組，全面負責監督及推動我們的安全相關工作。這些專門的組織不僅負責制訂安全指引及程序，還會定期檢查工作環境的安全情況，並對員工進行安全教育培訓，提升員工的安全意識。

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For the skills and knowledge required for different positions, the Group arranges corresponding safety education and training activities. We also arrange regular training for employees on fire safety and hazardous chemicals and preventive measures to ensure that they can take the right actions when facing dangerous situations and ensure the safety of themselves and others. In the workplace, we set up clear guidelines to reduce the chance of accidents and provide clear response guidelines in case of emergencies, so that employees can deal with various possible risks quickly and safely. In addition to workplace safety, we also care about the personal health of our employees. We provide regular physical examination services so that employees can regularly check their physical conditions and identify and deal with possible health problems in advance.

針對不同職位所需的技能與知識，本集團都會安排相對應的安全教育及培訓活動。我們更會定期為員工安排參與消防安全及危險化學品及預防措施的培訓，以確保他們能在面對危險情況時採取正確的行動，確保自身及他人的安全。在工作場所，我們都會設置清晰的指引標識，以減低發生意外的機會，並在遇到緊急情況時提供清晰的應對指引，讓員工能夠迅速而安全地處理各種可能的風險。除了工作場所的安全，我們同樣關注員工的個人健康。我們會提供定期體檢服務，讓員工能定時檢查自己的身體狀況，提早發現並處理可能的健康問題。

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During the reporting period, the Group was not aware of any occupational health and safety-related violations. In addition, the Group did not have any work-related fatality or injury cases in the past three years including the reporting period. If there are any violations or accidents, the Group will investigate immediately and deal with them in accordance with the established procedures or regulations.

We firmly believe that a good working environment not only protects the health of employees, but also improves work efficiency, thereby promoting the long-term development of our Group.

ENVIRONMENTAL PROTECTION

Use of Resources

The Group has always been committed to operating in compliance with laws and regulations where it operates. We monitor our performance and the use of resources through targeted measures and internal policies and mechanisms to ensure the effective use of resources and the sustainable development of the environment. Therefore, guided by the Notice on Energy Conservation and Environmental Management in Office, the Group actively promotes all departments and employees to participate in water and electricity conservation activities to achieve efficient use of office equipment and facilities. At the same time, we also strengthen our internal control system in a target-oriented manner by quantifying performance management and reducing relevant consumption, with the goal of reducing electricity and water-related expenses.

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

我們深信，一個良好的工作環境不僅能夠保護員工的健康，還能提高工作效率，從而推動我們集團的長期發展。

環境保護

資源使用

本集團始終致力於實施合規運營，嚴格遵守營運所在地的法例法規。我們透過有針對性的措施及內部政策和機制，監管自身表現及資源的使用情況，以確保資源的有效利用和環境的永續發展。因此，集團以《關於辦公室節能降耗及環境管理的通知》為指引，積極推動各部門及員工參與節水節電活動，以實現辦公設備和設施的高效使用。同時，我們也透過量化績效表現管理及減少相關消耗，以降低電力及水資源相關費用為目標，以目標為本的方式加強內部監控系統。

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Working environment 工作環境	Employee Awareness 員工意識
<ul style="list-style-type: none"> • Minimize the use of air conditioners and set the temperature to not less than 26°C in summer and not more than 22°C in winter, and must close doors and windows during use • Arrange maintenance and repair works for equipment on a quarterly basis and avoid using inappropriate equipment during inappropriate seasons • Advocate the use of smart light bulbs and maximize the use of natural light to reduce the time of lighting system activation • Install energy-saving lamps for lighting timer operation • Posting water-saving slogans in water use sites • Install sensor water-saving equipment • 盡量減少空調使用量，並把溫度設定為夏季不低於26度、冬季不高於22度，以及在使用期間必須關閉門窗 • 按季度安排設備的維護維修工程，以及避免於不適當的季節使用不當的設備 • 提倡使用智能燈泡，以及最大化自然光的使用，減低照明系統的啟用時間 • 安裝照明定時器運作的節能燈 • 在用水場所張貼節水標語 • 安裝傳感器節水裝備 	<ul style="list-style-type: none"> • Turn off the power of the device after use, when leaving the job for a long time, or during non-office hours • Prohibit the use of 300W high-power electrical appliances without permission • Fix taps after use • Use tap water for daily cleaning • 在使用設備後、長時間離開工作崗位時或非辦公時間，需關閉設備電源 • 不可於未經准許的情況下，使用300W的大功率電器 • 於用水後緊關水龍頭 • 使用自來水進行日常清潔

These initiatives demonstrated the Group's strong sense of responsibility and commitment in the use of resources. We will continue to explore and implement more energy-saving and environmental protection measures to achieve our vision of sustainable development.

During the reporting period, the Group's total energy consumption was 3,216.00 MWh, with a corresponding intensity was 14.00 MWh/employee. Compared with 2022, the Group used less fossil fuels but increased electricity consumption, resulting in a slight 1% increase in overall energy consumption.

這些舉措表明，集團在資源使用方面展現出了高度的責任感和承諾。我們將繼續探索和實施更多的節能和環保措施，以實現可持續發展的願景。

報告期間，本集團之能源總耗量為3,216.00兆瓦時，相應密度為14.00兆瓦時／僱員。與2022年相比，集團使用較少化石燃料，但提高了耗電量，整體能源耗量輕微增加1%。

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Energy consumption 能源消耗	2023	2022	Unit 單位
Electricity 電力	3,102	2,734	MWh 兆瓦時
Gasoline 汽油	114	421	MWh 兆瓦時
Diesel oil 柴油	–	14	MWh 兆瓦時
Total consumption 總消耗量	3,216	3,169	MWh 兆瓦時
Density 密度	14.00	8.17	MWh/employee 兆瓦時／僱員

During the reporting period, the Group consumed a total of 222,483 m³ of water resources, with a corresponding intensity of 984.44 m³ per employee. Compared with last year, the Group's overall water consumption has increased significantly, mainly due to the commencement of operation of the Jinyu Gaoxin Project since February 2023, resulting in a significant increase in water demand. At the same time, after the project is delivered, it is necessary to use a large amount of water for greening, resulting in a large amount of water consumption in this period. Although the Group does not face any difficulties in finding suitable water resources, it also hopes to improve water efficiency through various measures and guidelines to protect precious natural resources.

報告期間，本集團共消耗222,483立方米之水資源，相應密度為984.44立方米／僱員。與去年相比，集團整體耗水量大幅提升，主要由於2023年2月起，金域高新項目開始投入投入運營，用水需求大幅增加，同時，項目交付後需要在綠化方面大幅用水，導致階段性用水量較多。本集團雖沒有面臨尋求合適水資源的困難，但亦期望通過各項措拖及指引，提高用水效率，以保護珍貴的天然資源。

Water consumption ² 水資源消耗 ²	2023	2022	Unit 單位
Total consumption 總消耗量	222,483	41,970 ³	m ³ 立方米
Density 密度	984.44	589	m ³ /employee 立方米／僱員

² Including water consumption at the Operating Stations and water consumption at the sites of the Baoji Operating Stations.

³ The water consumption in 2023 does not include the water consumption of the relevant Shanghai projects as the individual Shanghai projects were not able to provide the consumption estimation as usual in previous years this year. Water consumption in 2022 was restated for fair and meaningful comparison.

² 包括營運點之水資源使用及寶雞營運點之工地用水量。

³ 由於個別上海項目於今年度未能如往年一般提供用量估計，因此2023年度的耗水量並不包括相關上海項目的用水量。為了公平及有意義的比較，集團重列2022年之耗水量。

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In the process of achieving sustainable development goals, the Group has been committed to promoting the concept of electronic and paperless office. We recognize that with the development of technology, traditional paper documents and communication methods are being replaced by more environmentally friendly and efficient electronic means. Therefore, we encourage and promote measures such as double-sided printing, electronic communication and document processing, as well as reducing the use of disposable products and improving the efficiency of ink cartridges and toner.

To achieve this, we have made paper and packaging material related expenses reduction an important focus of our work. We implement and monitor the implementation of these measures in a quantitative manner and conduct regular assessments to ensure our target progress. Through these efforts, we hope to effectively reduce our resource consumption and achieve better environmental welfares.

During the reporting period, the Group consumed 1.64 tonnes of packaging materials, with an intensity of 0.01 tonnes/employee. During the year, the consumption of various packaging materials of the Group showed a downward trend, and the overall consumption decreased by more than 40%. The Group will continue to reduce the consumption of packaging materials in different ways and monitor the performance in a quantitative manner.

在達成可持續發展的目標過程中，本集團一直致力於推廣電子化及無紙化的辦公理念。我們認識到，隨著科技的發展，傳統的紙質文件和溝通方式正在被更環保、更高效的電子方式取代。因此，我們鼓勵並推廣雙面打印、實行電子化溝通及文書處理，以及減少使用一次性產品和提高墨盒、墨粉的使用效能等措施。

為了達到這一目標，我們已將減少紙張及包裝材料相關費用作為我們的重要工作重點。我們通過量化的方式來實行和監管這些措施的實施情況，並定期進行評估，以確保我們的目標進度。我們希望透過這些努力，能夠有效地減少我們的資源消耗，並實現更好的環境效益。

報告期間，本集團之包裝材料消耗量為1.64公噸，相關密度為0.01公噸／僱員。在年內，本集團各項包裝材料的消耗量呈下降趨勢，整體消耗量下降超過四成。本集團會持續以不同方式減少消耗包裝材料，並且以量化的方式監控當中表現。

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Packaging material consumption 包裝材料消耗	2023	2022	Unit 單位
Paper bags 紙袋	0.02	0.12	Tonnes 公噸
Paper 紙張	1.62	2.66	Tonnes 公噸
Gift box 禮物盒	Not applicable 不適用	0.01	Tonnes 公噸
Plastic bag 塑膠袋	Not applicable 不適用	Not applicable 不適用	Tonnes 公噸
Total Consumption 總消耗量	1.64	2.79	Tonnes 公噸
Density 密度	0.01	0.01	Tonnes/employee 公噸／僱員

Carbon Emissions and Air Pollutants

The Group understands the profound impact of climate change and has developed corresponding policies and measures to cope with it. On the basis of relevant laws and regulations, we have developed corresponding internal control policies and mechanisms and the Exhaust Emission Reduction Policy. At the same time, through a series of measures, we monitor, manage and evaluate the performance of carbon emissions and air pollutants. Although we have not set environmental targets for greenhouse gas and air pollutant emissions, the Group is actively considering this. We follow the principle of materiality and will set corresponding targets based on business development and the impact of climate change.

碳排放及空氣污染物

本集團明白氣候變化的深遠影響，並已制定相應的政策和措施來應對。我們在相關法例法規的基礎上，訂立了相應的內部監控政策機制及《廢氣減排政策》，同時通過一系列措施，我們監督、管理及評估碳排放及空氣污染物的績效表現。儘管我們尚未訂定針對溫室氣體及空氣污染物排放的環境目標，但本集團正在積極針對此進行考慮。我們遵循重要性原則，並將根據業務發展和氣候變化的影響來訂定相應的目標。

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In the future, the Group will continue to review its performance in climate change in a quantitative manner and set targeted environmental targets in due course to achieve long-term sustainable development goals.

未來，本集團將持續以量化的方式檢視自身在氣候變化方面的表現，並在適時訂定針對性的環境目標，以實現長期可持續發展的目標。

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

In addition, the Group will also adopt various measures in the “Use of Resources” section to reduce the emissions of greenhouse gases and air pollutants. Please refer to the section headed “Use of Resources” for details. In addition, the Group was not aware of any illegal cases related to emissions during the reporting period. If there are relevant cases, the Group will investigate immediately and deal with them in accordance with the established procedures or relevant laws and regulations.

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

During the reporting period, the Group’s total greenhouse gas emissions amounted to 1,901 metric tonnes of carbon dioxide equivalent, with a corresponding intensity of 8 tonnes of CO₂ equivalent per employee. The Group will continue to monitor its own carbon emission performance and work with all sectors to mitigate climate change caused by greenhouse gases.

報告期間，本集團的溫室氣體總排放量為1,901公噸二氧化碳當量，相應密度為8公噸二氧化碳當量／僱員。本集團會繼續監控自身碳排放表現，與各界共同減緩溫室氣體引致之氣候變化。

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Greenhouse gas emissions ⁴ 溫室氣體排放 ⁴	2023	2022	Unit 單位
Scope 1 direct emissions 範圍一直接排放	132	827 ⁵	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
Scope 2 energy indirect emissions ⁶ 範圍二能源間接排放 ⁶	1,769	1,588	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
Total emissions 總排放量	1,901	2,415	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
Density 密度	8	6	Tonnes of CO ₂ equivalent/ employee 公噸二氧化碳當量／僱員

During the reporting period, the Group's NO_x, SO_x and particular matter emissions were 6.8 kg, 0.2 kg and 0.7 kg respectively. As the Group responded to the reduction in the use of fossil fuels during the year, the overall air pollutant emissions also decreased significantly. The Group will continue to actively implement various emission reduction measures, hoping to contribute to the low-carbon transformation of the society.

報告期間，本集團的氮氧化物、硫氧化物及懸浮粒子排放量分別為6.8千克、0.2千克及0.7千克。由於集團在年內答復減少化石燃料的用量，故整體空氣污染物排放量亦大幅下降。本集團會繼續積極執行各項減排措施，期望能夠在社會低碳轉型中出一份力。

⁴ Reference is made to the Guidelines for Accounting and reporting Greenhouse Gas Emissions from Public Building Operations (Enterprises) (Trial).

⁵ Including emissions from the use of gasoline and diesel by vehicles, and fugitive emissions from refrigerants.

⁶ Includes electricity consumption purchased from third parties.

⁴ 參考《公共建築運營(企業)溫室氣體排放核算方法和報告指南(試行)》。

⁵ 包括車輛使用汽油及柴油的排放，以及製冷劑的逸散性排放。

⁶ 包括從第三方購買的電力消耗。

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Air pollutant emissions 空氣污染物排放	2023	2022	Unit 單位
Nitrogen oxides 氮氧化物	6.8	34	kg 千克
Sulphur oxides 硫氧化物	0.2	4	kg 千克
Respirable suspended particulate matter 可吸入懸浮粒子	0.7	1.5	kg 千克

Climate Change

The Group fully recognizes the profound impact of climate change on the global economy, market trends and policies. It not only changes the ecological environment, but also has a profound impact on the economic development models. Therefore, the Group believes that it is our responsibility to address with this global issue, which is not only a matter of social corporate responsibility, but also the practice of sustainable development. As a result, we actively looking for and exploring the development opportunities and challenges brought by climate change to us, and will regard them as the driving force for change and innovation. We will actively respond to the national call of "achieving carbon peak by 2030 and carbon neutrality by 2060", and at the same time achieve the goal of integrating climate change measures into business operations.

Based on the Group's operational characteristics and conditions, we have developed relevant policies to identify and respond to climate change risks and stabilize our own operations and development. We will evaluate and consider in the future to set a targeted internal supervision mechanism and incorporate climate change measures into the whole life cycle of product design, material procurement, project construction and operation. Through the existing environmental scope control mechanism, the Group can timely understand the climate-related risks related to the Group and their impacts, so as to establish the Group's climate resilience. We will strive to reduce the environmental impact of our operations through climate-related policies.

氣候變化

本集團充分認識到氣候變化對全球經濟、市場趨勢和政策帶來的深遠影響：不僅改變了生態環境，而且對經濟發展模式產生了深刻影響。因此，本集團相信我們有責任應對這一全球性的問題，這不僅是社會企業責任，更是對可持續發展的實踐。因此，本集團正在積極尋找和探索氣候變化給我們帶來的發展機遇和挑戰，並將視之為改變和創新的動力。我們將積極響應國家「2030年實現碳達峰、2060年實現碳中和」的號召，同時實現將應對氣候變化的措施融入到業務運營中的目標。

根據集團的營運特性及情況，我們制定了相關政策，以識別及應對氣候變化風險，穩定自身營運及發展。我們將在未來進行評估及考量，以制定針對性的內部監管機制，將應對氣候變化的措施融入到產品設計、材料採購、項目建設和營運的全生命週期中。而通過現有的環境範圍管控機制進行監管，集團可適時了解與集團相關的氣候相關風險及其影響，從而建立集團的氣候韌力。我們會致力通過氣候相關政策，減低營運帶來的環境影響。

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Waste

The Group places great importance on environmental protection and is committed to reducing waste generated from operational activities. We have formulated the Notice on Energy Conservation and Environmental Management in the Office to clarify the principles related to non-hazardous waste and provide measures to help reducing its production volume and adopt appropriate methods. This not only helps us to achieve our environmental goals, but also helps to improve our operational efficiency. In order to ensure the effective implementation of these policies and measures, the Group regularly conducts publicity and inspections at various operating sites to ensure that our waste management meets the requirements and environmental protection goals.

During the reporting period, the Group was not aware of any waste-related violations. If there are relevant cases, the Group will investigate immediately and deal with them in accordance with the established procedures or relevant laws and regulations.

廢棄物

本集團非常重視環保並致力於減少營運活動產生的廢棄物。我們已制定《關於辦公室節能降耗及環境管理的通知》以明確無害廢棄物相關之原則，並提供指引協助減少其生產量及採取合適的處理方式。這不僅有助於我們實現環保目標，也有助於提升我們的營運效率。為了確保這些政策和措施的有效執行，本集團會定期進行宣傳和巡查各個營運點，以確保我們的廢棄物管理符合規定和環保目標。

本集團於報告期間未有得悉任何廢棄物相關的違法個案。如有相關個案，本集團會隨即進行調查，並根據已制定的程序或相關法例法規處理。

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

During the reporting period, the Group generated a total of 504 tonnes of non-hazardous waste, with a corresponding intensity of 2.23 tonnes/employee. The Group did not produce hazardous waste during the reporting period. If any hazardous waste that has an impact on the environment is produced, the Group will collect and handle it in accordance with relevant procedures. The Group will continue to control and evaluate waste-related performance in a quantitative manner to achieve the goal of reducing paper-related expenses.

報告期間，本集團共產生了504公噸之無害廢棄物，相應密度為2.23公噸／僱員。本集團於報告期間沒有生產有害廢棄物，如有產生任何對環境具影響的有害廢棄物，本集團會按相關規程收集及處理。本集團會繼續以量化的方式管控及評估廢棄物相關表現，以達到下降紙張相關費用的目標。

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Discharge of non-hazardous waste 無害廢棄物排放	2023	2022	Unit 單位
Recycled paper 回收紙張	0.0003	0.15 ⁷	Tonnes 公噸
Recycled plastic 回收塑膠	–	Not applicable 不適用	Tonnes 公噸
Construction waste 建築廢料	504.00	647.00 ⁸	Tonnes 公噸
Total emission 總排放量	504.00	647.15	Tonnes 公噸
Density 密度	2.23	1.668	Tonnes/employee 公噸／僱員

The Environment and Natural Resources

Our Group understands the importance of environmental protection and natural resources management. We actively manage and reduce our impact on the environment and natural resources through the implementation of the Green Office Policy and the Green Procurement Policy. Through these policies, we encourage our employees to adopt energy-saving and waste-reduction practices and consider the environmental impacts of our products and services in our procurement decisions.

環境及天然資源

我們的集團深知環境保護及天然資源管理的重要性。我們通過實施《綠色辦公室政策》和《綠色採購政策》兩項政策，積極管理及減低我們對環境及天然資源的影響。透過這些政策，我們鼓勵員工採取節能和減少浪費的行為，並在我們的採購決策中考慮到產品和服務的環境影響。

⁷ Includes Xi' an and Hanzhong operating sites.

⁸ Includes Weinan operations.

⁷ 包括西安及漢中營運點。

⁸ 包括渭南營運點。

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

CONTRIBUTION TO THE SOCIETY

The Group firmly believes in the principle of “from the society and for the society”, and enterprises are responsible for giving back and supporting the communities where they operate. Our community investment policy aims to enhance the well-being of the community and further solidify and strengthen our stability and development of the local market. We commit to giving back to the society with practical actions by participating in various community activities, establishing a close relationship with the community and enhancing our corporate image. These activities not only bring tangible welfares to the local community, but also further enhance our brand recognition and reputation.

回饋社會

在本集團，我們深信「取之社會、用之社會」的原則，認為企業有責任回饋並支持我們所在的社區。我們的社區投資政策旨在提升社區福祉，並進一步穩固及加強我們在當地市場的穩定性及發展。我們致力於透過參與各種社區活動，以實際行動回饋社會，與社區建立密切的關係，並提升我們的企業形象。這些活動不但對當地社區帶來實質益處，也進一步提升我們的品牌認知度和信譽。

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The planning and implementation of our community investment activities are based on the market and community conditions every year. This agile and targeted approach allows us to respond more effectively to the needs of our communities and ensure that our investments reach the greatest results. In addition, we will also formulate corresponding policies in due course to implement more comprehensive community investment activities and programs. These policies will further ensure that our community investment activities can achieve the expected results in all aspects and enable us to better fulfil our social responsibilities.

During the reporting period, we focused on two major areas, namely education and public health. For example, on 12 October 2023, the “International Day for the Blind”, at Hilton Fuzhou, the Group connected with 9 other hotels, volunteer teams and 14 visually impaired individuals to participate in the “Travel with Care” public charity activity. With the theme of “Lighting up the Heart and Lighting the Vision”, the activity enabled the visually impaired individuals to perceive the scenery of autumn and enrich the spiritual and cultural lives of the visually impaired individuals through a series of fun activities. During the activity, the volunteers led the visually impaired individuals to visit the northern bank of the Min River and the upper park. Through guiding and explaining, they depicted the green scenery of the park with explanations and voices, so that the visually impaired individuals can enjoy the changes of nature in the golden autumn season.

The Group’s community investment policy is the core part of our corporate responsibility, and we will continue to work on this area to achieve our long-term goals and create greater values to the communities we serve.

我們的社區投資活動的規劃與實施，是根據每年的市場及社區情況進行的。這種靈活而有針對性的方式，讓我們能夠更有效地回應社區的需求，並確保我們的投資能夠帶來最大的效益。除此之外，我們也會在適當的時候制訂相應的政策，以實行更全面的社區投資活動及方案。這些政策將進一步確保我們的社區投資活動能在各方面達到預期的效果，同時也使我們能夠更好地履行我們的社會責任。

在報告期間，我們特別專注於教育及公眾健康兩大領域。例如，本集團在2023年10月12日，即「國際盲人日」，在福州三弟希爾頓酒店，聯通其他9家酒店、義工團隊及14位視障人士共同參與了「旅行有心益」公益助盲活動，以「點亮心燈，照亮視界」為題，通過一系列繽紛有趣的活動，讓視障人士感知秋日風景，豐富視障人士精神文化生活。在活動中，義工帶領著視障人士前往遊覽閩江北岸和上蓋公園，通過引路、講解，用聲音描繪公園的各色風光，讓視障人士能夠領略金秋時節大自然的變化。

本集團的社區投資政策是我們企業責任的核心部分，我們將繼續致力於這一方面，以實現我們的長期目標，並為我們所服務的社區創造更大的價值。

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APPENDIX

Content Index for the ESG Reporting Guide

附錄

環境、社會及管治報告內容索引

Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
A1. Emission		
A1. 排放物		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	27-33
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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。	
A1.1	The types of emissions and respective emission data.	30
	排放物種類及相關排放數據。	
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	29
	直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	
A1.3	Total hazardous waste produced and intensity.	32
	所產生有害廢棄物總量及密度。	
A1.4	Total non-hazardous waste produced and intensity.	33
	所產生無害廢棄物總量及密度。	
A1.5	Description of emission target(s) set and steps taken to achieve them.	26-27
	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。	
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	31-32
	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。	

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
A2. Use of Resources		
A2. 資源使用		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	23-25
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	
A2.1	Direct and/or indirect energy consumption by type and intensity.	24-25
	按類型劃分的直接及／或間接能源總耗量及密度。	
A2.2	Water consumption in total and intensity.	25
	總耗水量及密度。	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	23-25
	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。	
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.	23-25
	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。	
A2.5	Total packaging material used for finished products and with reference to per unit produced.	27
	製成品所用包裝材料的總量及每生產單位佔量。	

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
A3. The Environment and Natural Resources		
A3. 環境及天然資源		
General disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	33-34
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	33-34
A4. Climate Change		
A4. 氣候變化		
General disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	27-28, 30
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
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。	30

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
B1. Employment		
B1. 僱傭		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	15-17
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	18
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。	19

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
B2. Health and Safety		
B2. 健康與安全		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	21-23
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。	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	23
B2.2	Lost days due to work injury. 因工傷損失工作日數。	23
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。	21-22
B3. Development and Training		
B3. 發展及培訓		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	19-20
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。	
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。	20
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。	20

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
B4. Labor Standards		
B4. 勞工準則		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	15, 17
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
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。	17
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	17
B5. Supply Chain Management		
B5. 供應鏈管理		
General disclosure	Policies on managing environmental and social risks of the supply chain.	13-14
一般披露	管理供應鏈的環境及社會風險政策。	
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	14
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	13-14
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	13-14
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	13-14, 28

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
B6. Product Responsibility		
B6. 產品責任		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	11-12
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	This issue is not relevant to the Group's operation. 議題與本集團之營運無關。
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	12
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。	11
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	11-12
B6.5	Description of consumer data protection and privacy policies, 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。	12

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Aspects	Content	Page index/ Remarks
層面	內容	頁碼索引／備註
B7. Anti-corruption		
B7. 反貪污		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	11-13
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	13
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	12-13
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	13
B8. Community Investment		
B8. 社會投資		
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.	34-35
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
B8.1	Focus areas of contribution. 專注貢獻範疇。	34-35
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	35



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中國三迪控股有限公司