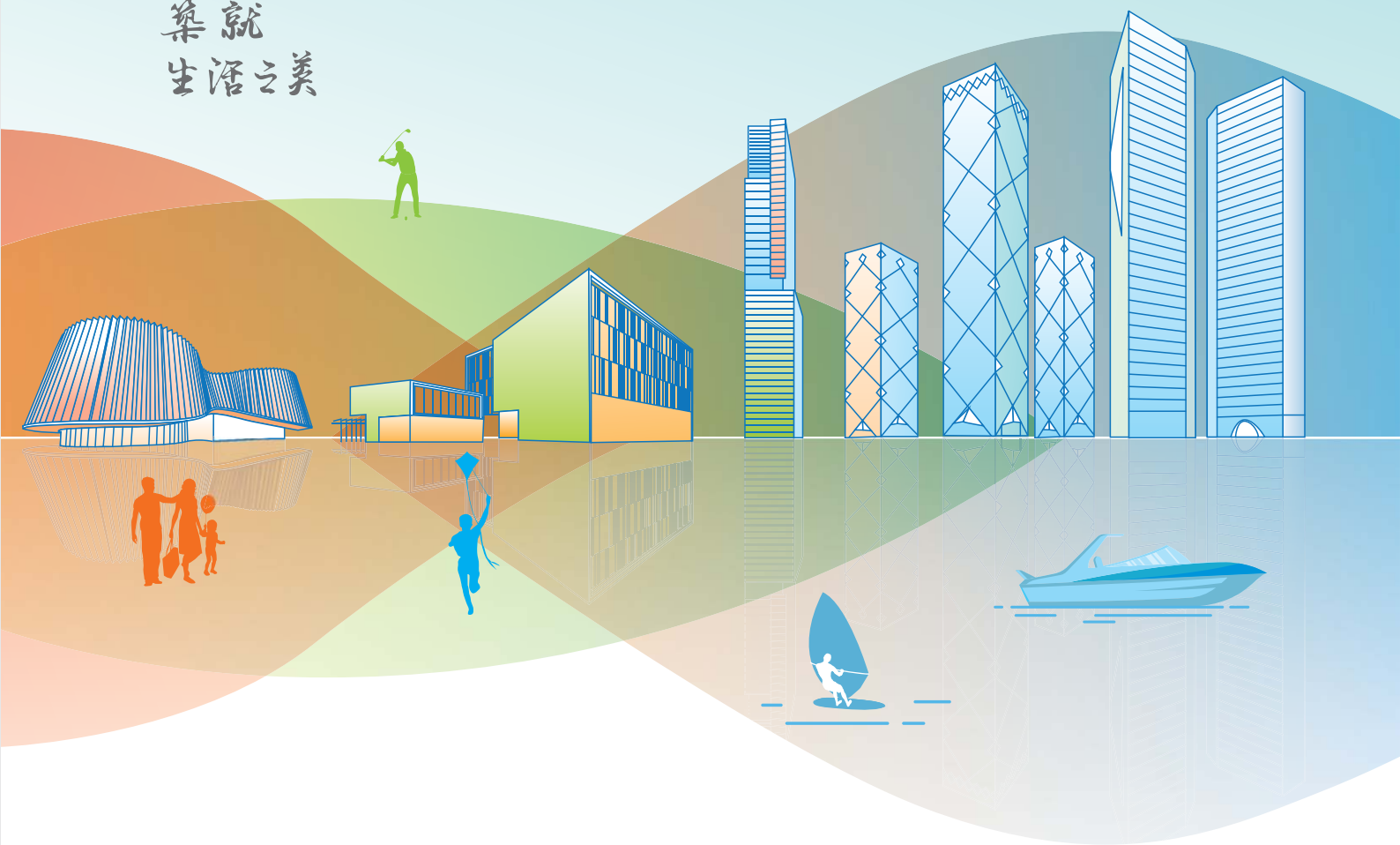


Environmental, Social and Governance Report 2019

二零一九年度環境、社會及管治報告

Building The
Beauty Of Life

築就
生活之美



Environmental, Social and Governance Report 2019

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Statement of the Board

董事會聲明



By Order of the Board
Glory Sun Land Group Limited
承董事會命
寶新置地集團有限公司

Yao Jianhui
姚建輝
Chairman
主席

Hong Kong, 25 March 2020
香港，2020年3月25日

To all stakeholders:

Glory Sun Land Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) started to optimize its strategies across the country in 2019. The Group commenced its strategic transformation in 2017. Since then, the Company confirmed its strategic focus on real estate and property investment via the platform of cultural sports industry. In the past two years, overall business scale was expanding quickly.

Since our strategic transformation, the Group has adopted a new corporate brand philosophy, namely “Building the Beauty of Life”. The beauty of life shall be realized only when we have a beautiful environment, products and communities. The Company aims to deliver offerings that meet the public’s demand for quality residential and commercial space as well as great leisure experiences in life. We look to perform our responsibilities as a corporate citizen while creating economic values. We would like to join hands with all walks of life to create value for and contribute back to the society, thereby promoting sustainable development of both the Group and the society.

In 2019, the Group solidified its real estate investment projects in the People’s Republic of China (the “PRC”). We have pursued excellence in details and have provided diversified products and high quality services. At the same time, the concept of environmental protection has been integrated into the whole processes of our project development and corporate operation. We have promoted the use of more green building designs to advocate the concept of sustainable development. We are also committed to minimising environmental impact arising from our daily operation and improving the quality of life of the residents in the local community.

In the meantime, the Company places emphasis on the protection of employees’ rights and interests, as well as employees’ personal development. Moreover, we take measures to increase suppliers’ environmental responsibility awareness, and urge them to pay attention to the public’s well-being and benefits. During the year, the Company made great progress and improvement in safe production, employee development and rights protection, green supply chain, community charity, and so on.

Looking ahead, as a rapidly-growing company, we will work together to further expand our business, innovate our services and realize leapfrog development in partnership with all stakeholders.

致各持份者：

2019年是寶新置地集團有限公司（「本公司」）及其附屬公司（「本集團」）全國性佈局優化的開局之年。自2017年本集團啟動戰略轉型以來，本公司明確了以物業投資及發展為核心龍頭、以文體產業為抓手的戰略方向，兩年間整體的業務版圖得以快速擴展。

「築就生活之美」是本集團戰略轉型以來確定的新的企業品牌理念，而「生活之美」有賴於美好的環境、美好的產品、美好的社區共同承載。本公司希望通過滿足社會對城市美好人居、優質商務空間和美好休閒生活的需求來開拓市場，並在創造經濟價值的同時積極履行企業公民的責任，攜手各方力量為社會創造價值，對社會做出回饋，從而推動企業與社會的可持續發展。

2019年，本集團通過不斷鞏固現有中華人民共和國（「中國」）國內的地產投資項目，在細節上追求卓越，為顧客提供多元化產品和優質的服務。同時亦將環保之理念融入項目開發及企業運營的過程中，積極推動綠色建築設計的應用來宣揚可持續發展理念，並致力於減低日常業務對環境可能造成的影響及改善所在社區居民的生活質素。

同時，本公司十分注重維護員工權益，促進員工發展成長，積極提高供應商的環境責任意識及關注社會公眾的福祉和利益。於本年度，本公司在安全生產、員工發展及權益、綠色供應鏈、社區公益等多方面取得較明顯的提升。

展望未來，作為一家正在快速發展壯大的企業，我們將繼續上下齊心不斷地拓展業務版圖、創新服務形式，與所有持份者緊密合作以實現新的跨越。

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Building The
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1.1

Scope

編制範圍

The reporting period of this Environmental, Social and Governance report (the “Report”) is from 1 January 2019 to 31 December 2019 (the “Reporting Period”). This Report focuses on the Group's two core business segments of real estate and property development and the cultural sports segment which includes the relevant operating information on the Hong Kong head office and 14 subsidiaries located in different provinces and cities in the PRC with physical business operations of Glory Sun Land Group Limited (the “Group” or the “Company”) during the Reporting Period, namely:

本環境、社會及管治報告（「本報告」）的報告期為二零一九年一月一日至二零一九年十二月三十一日（「本報告期」），內容涵蓋了房地產及物業投資與文體產業兩個核心業務板塊，當中包含了寶新置地集團有限公司（亦稱「本集團」或「本公司」）集團旗下的香港總部辦事處與及十四家位於國內不同省市具實體業務經營的子公司在報告期內的相關營運資料，該十四家國內子公司分別為：

Baoxin Holdings Co., Ltd.
 (“Shenzhen Office”)

寶新控股有限公司
（簡稱「深圳辦事處」）

**Hunan Meilian Property
Company Limited**
 (“Changsha Company”)

湖南美聯置業有限公司
（簡稱「長沙公司」）

**Changchun City Baoxin Property Development
Company Limited**
 (“Changchun Company”)

長春市寶新房地產開發有限公司
（簡稱「長春公司」）

**Shenzhen Dapeng Yacht Club
Company Limited**
 (“Marine Sports Centre”)

深圳大鵬遊艇會有限公司
（簡稱「海洋運動中心」）

**Shenzhen Dapeng International
Education Company Limited**
 (“Marine Training Centre”)

深圳大鵬國際教育有限公司
（簡稱「海洋培訓中心」）

**Shenzhen Baoxin Recreation and Sports
Company Limited**
 (“Baoxin Golf”)

深圳寶新文體發展有限公司
（簡稱「寶新高爾夫」）

**Weinan Baoneng Property
Company Limited**
 (“Weinan Company”)

渭南市寶能置業有限公司
（簡稱「渭南公司」）

**Yunfu Baoneng Property
Company Limited**
 (“Yunfu Company”)

雲浮寶能置業有限公司
（簡稱「雲浮公司」）

**Shenyang Baoxin Commerce
Company Limited**
 (“Shenyang Company”)

瀋陽寶新商業有限公司
（簡稱「瀋陽公司」）

**Shantou Chaoshang Chengzhen Comprehensive Management
Company Limited;**
Shantou Taisheng Technology Company Limited; and
Chaoshang Group (Shantou) Investment Company Limited
 (collectively “Shantou Company”)

汕頭市潮商城鎮綜合治理有限公司
汕頭市泰盛科技有限公司；及
潮商集團（汕頭）投資有限公司
（合稱「汕頭公司」）

Guangxi Baohui Property Co., Ltd; and
Guangxi Shengze Investment Co., Ltd
 (Collectively “Nanning Company”)

(The Group completed the acquisition of the project on 24 December 2019)
廣西寶匯置業有限公司；及
廣西盛澤投資有限公司
（合稱「南寧公司」）
（本集團於2019年12月24日完成該項目的收購事項）

This Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” under Appendix 27 of the Rules governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”). The content of this Report has been confirmed by the board of the directors of the Company (the “Board”) and have complied with the “comply or explain” provisions. The sources of the information and data contained in the Report are mainly the statistics and the related documents of the Company. The Company undertakes to confirm that the Report does not contain any misrepresentation or misleading statements, and the Company shall be held responsible for the truthfulness, accuracy and integrity of the Report.

The Report is a bilingual version in both Chinese and English and published in books and electronic files. You may download the Report on our official website (<http://www.hk0299.com>). We value your feedback regarding this Report and the Company's practices in the field of sustainable development. Please provide your valuable comments by sending email to info@hk0299.com.

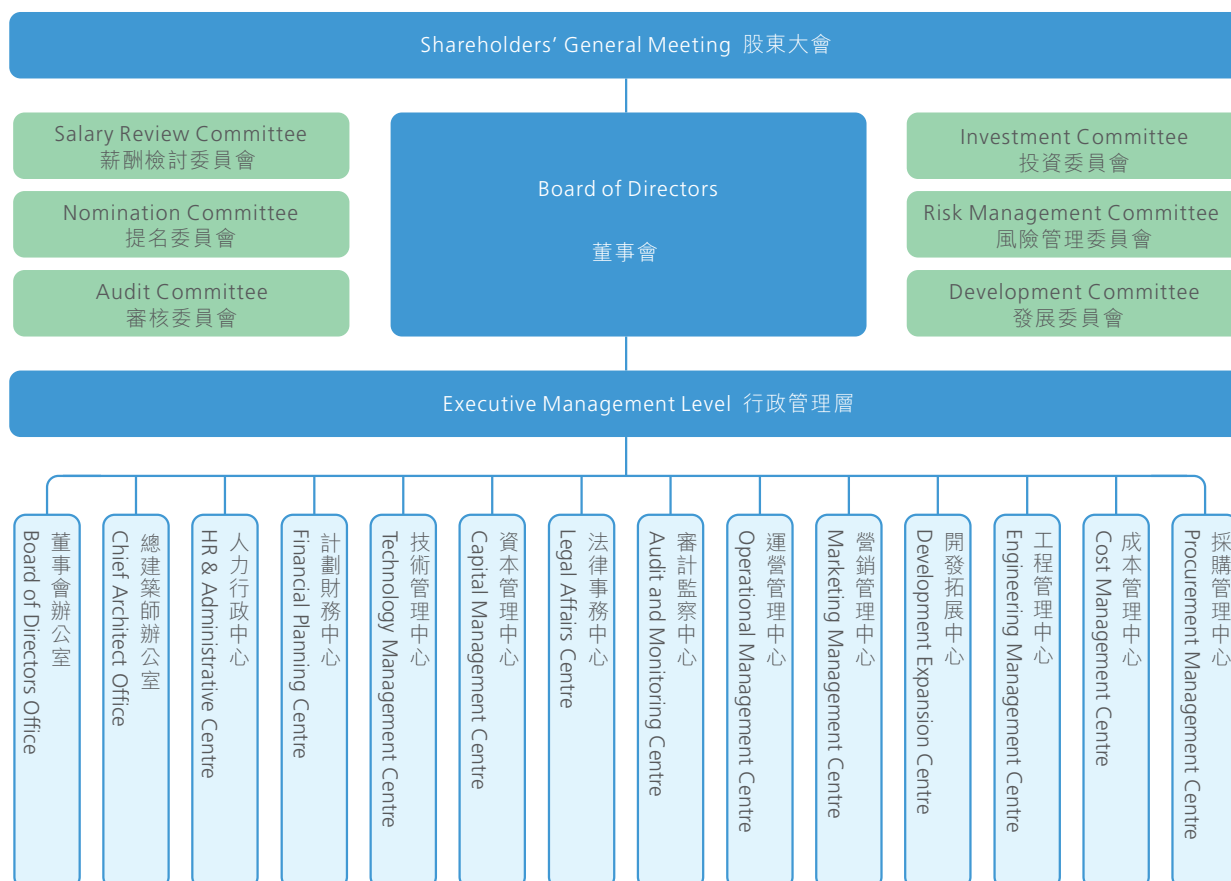
本報告是根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄二十七的《環境、社會及管治報告指引》編制而成。報告中的內容已被本公司董事會（「董事會」）確認並符合「不遵守就解釋」的披露責任。本報告包含的資料、信息來源以本公司的統計資料和相關文件為主。本公司承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。

本報告為中英文雙語版本，並以書本及電子檔方式發佈，閣下可在本公司的官方網站（<http://www.hk0299.com>）下載閱讀。歡迎閣下對本報告及本公司在可持續發展方面的工作表現情況提出寶貴意見，有關意見請以電郵發送至 info@hk0299.com。

1.2 Corporate Governance

公司管治

1.2.1 Organizational Structure 組織架構



1.2.2 Internal Control and Risk Management

內部監控與風險管理

The Company strictly complies with the Corporate Governance Code contained in Appendix 14 of the Listing Rules. We have identified and evaluate the main risks from the external environment and within the Company, have monitored the adequacy, rationality and effectiveness of our risk management system to enhance our risk management control and prevention capabilities.

So far, the Company has established a relatively complete and effective internal control system from the Company level to each business process level, which provides a reasonable warranty for the legal compliance of the Company's business operations, assets security, as well as truthfulness and integrity of financial reporting and related information in the Company.

本公司嚴格遵循上市規則附錄十四所載之《企業管治守則》要求，對來自外部環境和本公司內部的主要風險進行識別和評估，持續監控風險管理體系的健全性、合理性和有效性，提升風險控制和防範能力。

目前，本公司已經建立起一套比較完整且運行有效的內部監控體系，從公司層面到各業務流程層面均建立了系統的內部監控及必要的內部監督機制，為本公司經營管理的合法合規、資產安全、財務報告及相關資訊的真實和完整提供了合理保障。

1.2.3 Anti-corruption and Probity Cooperation

反貪污與廉潔合作

The Company believes integrity is a very important part of employees' business ethics. Without integrity, it would be impossible for the Company to provide quality products and services to the customers. The Company demands all employees to adhere to high moral standards in the business practices. There should be no compromise in integrity. The Company has kept enhancing its monitoring, auditing and disciplinary penalty policies. Suppliers are required to sign the Supplier Probity Agreement, while employees must sign the Employee Probity Agreement. Moreover, anti-corruption education and trainings have been organized to create and reinforce the integrity culture across our organization.

The Company has introduced "Key business Monitoring Measures" and "Complaints Reporting Management Measures", which are complemented with internal audits and process controls. Moreover, the Company has effectively executed its anti-corruption policy to ensure that the corruption is to be prevented at source. The Company engages both internal and external auditors to audit the financial accounts of the Company, to ensure the accuracy of the Company's ledgers and strengthen the internal financial control and monitoring system. All departing senior management staff need to undergo exit audits. To enhance the stakeholders' awareness of integrity, subsidiaries of the Company always attach the "Probity Cooperative Agreement" as an appendix to their agreements. The purpose of such agreement is to clarify the integrity requirements of both parties in business so as to prevent any unlawful acts.

本公司始終認為廉潔清正正是每一名員工的素養之本，也是為客戶提供優質產品和服務的基本保障，故而時時刻刻秉持「以實績求進步、以品行樹威信、以作為得擁護」的信念，在原則問題上，必須要經得起考驗。本公司一方面完善監督、審計與懲處制度，如要求供應商簽署相應的《供應商廉潔協議》、員工簽署《員工廉潔協議》，另一方面加強全體員工的反貪污教育培訓，通過多種辦法樹立和強化本公司上下的廉潔文化。

本公司特別發佈了《重點業務監控辦法》、制定了相應的《投訴舉報管理辦法》，輔以審計檢查、流程監控。在防範廉潔風險上，堅持長管長嚴，切實增強制度的執行力，從制度上切斷貪腐的源頭。本公司採用內部審計與外部審計相結合的方式核算集團財務賬目，以確保賬目正確，加強財務內控制度與監控，又對離任的高級管理人員均實施離任審計。為加強廉潔從業意識，本集團旗下公司在所有合約簽訂過程中均會將《廉潔合作協議》作為附件，旨在通過該協議明確雙方在業務關係中的廉潔從業要求，從而起到防微杜漸、警鐘長鳴的效果。

The Company has established a whistle-blowing mechanism that enables making complaints and whistle-blowing via hotline, mailbox, webpage and other channels. The Company has also designated personnel to receive and handle whistleblower reports. All whistleblower reports will be filed and handled in strict confidence. The audit department and the legal affairs department will pursue accountability for any violation of anti-corruption rules.

Directors, all level of management staff and employees of the Company receive specific anti-corruption trainings in the orientation. The Group requires all its employees to make the exercise of powers more transparent. Employees are prohibited from accepting bribery or giving bribes to any government officials or representatives of commercial organisations. Various anti-corruption publicity campaigns are being conducted, such as setting up anti-corruption message display boards in offices, promoting anti-corruption information in elevators and other public areas, publicizing anti-corruption concept at the introduction meetings of regular audit projects. The Company has also organized various anti-corruption educational activities, and has periodically held anti-corruption trainings and other publicity activities particularly for the senior management and the employees on sensitive positions.

During the Reporting Period, no corruption lawsuit was filed against the internal operation of the Company.

本公司設有舉報機制，設置了舉報熱線、郵箱、網頁等多種投訴舉報管道，由專人負責接收及處理。所有舉報個案都會存檔並以保密處理，繼而由審計部門、法務部門對違反、破壞制度的行為進行問責，從而維護制度的權威性。

包括董事在內的本公司所有級別管理層、各層級員工在入職時都將進行反貪污的專項內容培訓。本公司要求所有員工必須做到「讓權力在陽光下運行」，不得受賄的同時，也絕不允許向政府官員及商業機構的代表人員行賄，並通過多種形式進行廉政工作的宣傳，如：各項目辦公場所設立廉政宣傳專欄、電梯等公共場所張貼廉政宣傳圖、常規審計項目進場會上的廉政宣傳教育等；本公司還開展了多樣化的廉政警示教育活動，對於高級管理人員、敏感崗位員工進行不定期的主題培訓和反腐倡廉專題宣導。

於本報告期內，未發生有針對本公司內部提起的貪污訴訟案件。

A study team, formed by the managers of the Group and employees on sensitive positions, attended a corruption alert program at a prison in Shenzhen

本集團部分領導、重點敏感崗位人員組成的學習小隊，前往深圳監獄開展廉政警示教育活動



1.2.4 Communication with Stakeholders

與持份者溝通

The Company's annual general meeting (the "AGM") provides an effective platform for the Board and Shareholders to exchange views. In addition to the AGM, for maintaining a close relationship with the stakeholders such as customers and suppliers, the Company communicates with the stakeholders from time to time through different channels including physical visits, conference calls, e-mails, company websites, customer service hotlines, follow-up actions by customer service representatives, etc. in order to fully listen to their views and needs. The Company's overall performance is also reported to the investors regularly through the annual report of the Company (the "Annual Report"). All details about the particulars of 2020 AGM, the communication channels and Shareholders' rights and the corporate governance structure and practice are specified within the Corporate Governance Report in the 2019 Annual Report of the Company.

本公司的股東週年大會（「股東週年大會」）提供有效的平臺給董事會與股東交流意見。除了股東週年大會之外，為保持與客戶、供應商等持份者的緊密關係，本公司不時與各持份者維持例常溝通，包括通過上門拜訪、電話會議、電子郵件、公司官方網站、客戶服務熱線、客戶服務專員跟進等，以全面聆聽各方不同持份者的意見及需求。本公司的整體業績表現亦透過每年的公司年報（「年報」）向各投資者作出定期匯報。二零二零年度股東週年大會資料、股東權利與通訊詳細內容及本公司企業管治架構及常規的詳情，可參閱本公司2019年報中之企業管治報告。

1.2.5 Materiality Assessment

重要性評估

In order to understand the impact of the Group's business on different sustainability issues, according to guidelines of the Stock Exchange, Global Reporting Initiative Sustainability Reporting Standards, peer analysis and media reports, the Company has identified 18 potential material issues with regard to our environmental, social and economic aspects in order to gain an insight into the influence of the Group's operations on different sustainability issues.

為瞭解本集團業務對不同可持續發展議題的影響，根據聯交所的指引、全球報告倡議組織可持續發展報告標準、同業分析及媒體報導，本公司鑒別出18個潛在實質性議題，涵蓋環境、社會和經濟的層面。



Identification

識別

Selecting major stakeholders that shall take part in the materiality assessment

- (1) Internal stakeholders – Management and employees at different levels; and
- (2) External stakeholders – Suppliers, contractors, business partners, customers, members, investors government representatives and representatives of trade association.

選定參與重要性評估的主要持份者

- (1) 內部持份者 – 管理層、不同職級的僱員；及
- (2) 外間持份者 – 供應商、承包商、業務合作伙伴、顧客、會員、投資者、政府組織及行業協會代表。



Collection

收集

Collecting major stakeholder categories and related sustainability issues

Conducting an in-depth analysis with the management on sustainability visions and strategies, and holding focus group discussions on the feedback from various stakeholders so as to try understanding the opinions from different categories of stakeholder.

收集主要持份者組別及相關可持續發展議題

透過與管理層就本公司的可持續發展願景及策略進行深入分析，收集持份者的反饋進行焦點小組討論，以從不同持份者組別瞭解意見。



Classification

分類

Preparing the materiality matrix and identifying sustainability issues of high importance to the Company's stakeholders and business according to the key categories of stakeholders' concerns.

根據持份者關注的重點分類，製作重要性矩陣圖並識別出對本公司持份者及業務屬重要的可持續發展議題。



Assessment

評估

A briefing sheet showing the importance of the stakeholder participation briefing for review is submitted to the Board for review, with which 18 material issues have been confirmed to be the issues which the Company should prioritize and report.

向董事會提交列明重要性圖表的持份者參與簡報以供董事會審閱後18項重要議題獲確認為本公司應優先處理及報告的議題。

Based on analysis results, the Company's material issues for the year would include the Company's economic performance, the Company's economic impact on the locations where it operates, product and service quality management, customer satisfaction, social and economic compliance, environmental protection awareness, anti-corruption, business ethics and conduct codes, talents management, training and development, and so on.

根據分析結果，本公司於本年度的實質性議題包括本公司經濟表現及本公司對營運所在地的經濟效益、產品及服務質量管理、客戶滿意度、社會及經濟合規、環保意識反貪腐和廉潔合作、商業道德與行為規範、人才管理、培訓與發展等多個方向。



The Group has taken proactive measures to support its sustainability vision, and has acted and responded to stakeholders regarding the above material issues in ways that enabling achievement of related sustainable development goals. The Group has also strived to ensure that its efforts on sustainability are aligned with the broader sustainable development background.

本集團採取積極主動的措施支持可持續發展目標的願景，並將上述的實質性議題與對於持份者的回應，以及可持續發展目標相對應，使本集團於可持續發展方面所作出的努力與更廣泛的可持續發展背景保持一致。

Core values of the Group 本集團核心價值觀	Material issues 重要性議題	Measures and actions implemented by the Group in 2019 二零一九年本集團落實的措施與行動
Be accountable to shareholders 向股東負責	Economic performance 經濟表現	Please refer to the business review and financial review sections in the 2019 Annual Report. 請查閱二零一九年年報業務回顧及財務回顧章節。
	Economic benefits in the locations where the Company operates 公司對營運所在地的經濟效益	Please refer to the business review and financial review sections in the 2019 Annual Report. 請查閱二零一九年年報業務回顧及財務回顧章節。
Building the beauty of life 築就生活之美	Product and service quality control 產品及服務質量管理	Four-level and one-check-for-one-project system has been put in place to ensure project quality 採取四級一戶一驗制度，嚴控工程品質。
	Customer satisfaction 客戶滿意度	Specialized construction teams monitoring the whole delivery process and providing aftersales repairs. 交付過程中安排各專業施工單位全程跟蹤維修。 Revisited customers and strengthened up property repairs services to resolve project quality problems for customers question. 開展客戶回訪和加強物業維修，積極為客戶解決工程質量問題。
	Social and economic compliance 社會及經濟合規	Complied with all laws in relation to employment and occupational health & safety. 遵守所有與僱傭及職業安全與健康相關的法律法規。 Assessed the safety performance of construction and inspection teams. 評估施工團隊和檢查團隊的安全表現。 Verified identity cards of all job applicants and signed employment contracts based on the mutual agreement between the parties. 核實所有應徵者的身份證，並根據雙方協議簽定僱傭合約。 Provided all legal employment benefits to employees. 為員工提供所有法定僱傭福利。
	Environmental protection compliance 環保合規	Complied with all environmental laws and environmental protection standards. 遵守所有環境法律法規，貫徹執行各級環保標準。 Took part in environmental activities on the World Oceans Day and in the Eskimo Canoe Clean Ocean Campaign 參與國際海洋日系列環保活動、愛斯基摩獨木舟清潔海洋行動。 Implemented a series of effective measures to reduce water consumption at workplace. 實施一系列節能節水環保辦公措施。

		Raised suppliers' environmental responsibility awareness by requiring them to procure ISO9000 management system certification and ISO14000 environmental system certification. Set high standards for energy conservation and environmental protection to support the development of a green and low-carbon economy. 為提高供應商的環境責任意識，要求其製造企業管理標準達到ISO9000管理體系認證，環保標準達到ISO14000環境體系認證，並設置了嚴格的節能、環保技術要求，支援綠色低碳產業發展。
Compliance and integrity 合規與誠信	Anti-corruption and Probity Cooperation 反貪腐與廉潔合作	Further enhanced the monitoring, auditing and disciplinary penalty policies. Moreover, anti-corruption education and trainings have been organized to build and reinforce the integrity culture across our organization. 進一步完善監督、審計與懲處制度，加強全體員工的反貪污教育培訓，通過多種辦法樹立和強化我司上下的廉潔文化。 Established a whistle-blowing mechanism that enables making complaints and whistle-blowing via hotline, mailbox, webpage and other channels. 設有舉報機制，設置了舉報熱線、郵箱、網頁等多種投訴舉報管道。 Directors, all level of management staff and employees of the Company have received specific anti-corruption trainings in the orientation. 包括董事在內的本公司所有級別管理層、各層級員工在入職時都會進行反貪污的專項內容培訓。
	Business ethics and codes of conduct 商業道德與行為規範	The tendering and procurement processes need to be transparent and have been able to be traced back, which help build an efficient, clean and fair procurement management system. 招標採購過程要求「透明可追溯」，構建高效、廉潔、公正的採購管理體系。 Suppliers are required to sign the Supplier Probity Agreement, while employees must sign the Employee Probity Agreement, which govern their compliance with applicable codes of conduct. 要求供應商簽署相應的《供應商廉潔協議》、員工簽署《員工廉潔協議》，規範商業行為。
Development and vitality 發展與活力	Talent management 人才管理	Launched the talent succession programme and "Open Class" platform. Unleashed employees' potential and enhanced employees' lifelong learning capability, via various trainings and educational programmes, these efforts have been translated into improvement in employees' vocational skills and professionalism. 以人才梯隊計劃、「公開課」平台等為載體，通過多方位多層次的培訓和教育，不斷激發員工的潛能，提高員工終生學習的能力，實現員工職業能力、職業素質、職業精神的全面提升。

Accomplishments and Awards

成就與嘉獎

As a steadily developing enterprise, the Group has made continuous efforts in sustainable development. In 2019, with support from all stakeholders, the Group accomplished certain results. We consider such accomplishments as milestones as well as a new starting point.

作為一家穩步發展的企業，本集團在可持續發展的各個板塊不斷完善和努力，於2019年，在所有持份者的支持下，本集團收穫了某些成果。這些是階段性總結，更是新的起點。

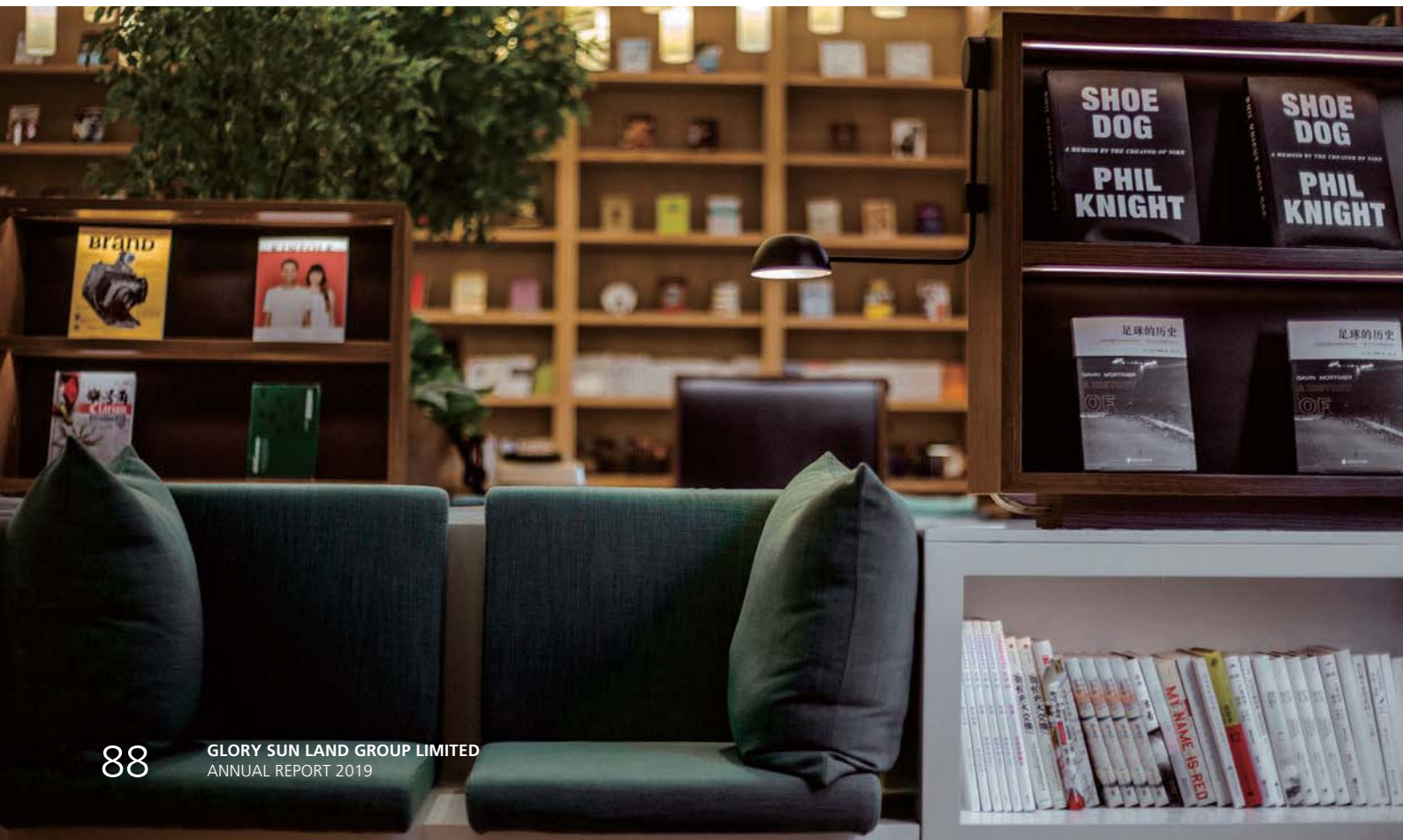


Green Building Design

綠色建築設計

Energy conservation is given priority from the designing stage of each project. The Company has been an advocator of energy conservation, and by adopting the "Sponge City" concept and application of renewable energy, the development of green buildings and low-carbon cities is being promoted.

本公司在項目設計階段即引入項目能耗能效的前期籌劃管理，通過節能降耗、打造海綿城市、可再生能源應用等多種方法，推動綠色建築建設和低碳城市發展。





Marine Culture

Promotion

海洋文化推廣

Marine Sports Centre has launched innovative products and services for the group and mass customers. While meeting diversified customer demand, the Centre has also actively promoted marine environment protection, and promote marine sports and marine culture.

海洋運動中心通過對團體市場和大眾市場的產品服務創新，滿足客戶多樣需求，同時宣傳海洋環境保護，推廣海洋運動及海洋文化。



10,522.5 Training Hours

10,522.5 個培訓時數

Based on the talent succession programme and “Open Class” platform, the Company organized 177 training sessions with a total of 5,763 attendants in 2019. Per-capita training hours reached 18.96 hours, and total training hours reached 10,522.5 hours.

以人才梯隊計劃、「公開課」平臺等為載體，2019年度本公司累計開展培訓場次177場，累計培訓累計5,763人次，人均培訓時數18.96小時，總培訓時數合共為10,522.5小時。



16,000 Books

16,000 冊書本

The number of books in Yunfu Company's employee library reached 16,000. The library has provided a good learning space and platform for employees. On 30 December 2019, it was awarded the honorary title of “National-Level Employee Library” by All-China Federation of Trade Unions.

雲浮公司職工書屋藏書的冊數達16,000冊。該書屋為員工提供了很好的學習空間和平臺，更於2019年12月30日榮獲中華全國總工會「國家級職工書屋」的榮譽稱號。



A Constituent Stock of MSCI Index

MSCI 指數成分股

On 15 November 2019, MSCI announced results of the semi-annual index review for Global Standard Index. The Company was admitted into MSCI China Small Cap Index, with effect from the market closing on 26 November.

於2019年11月15日，MSCI明晟指數公佈全球標準指數成份股半年度檢討結果，本公司獲納入MSCI明晟中國小型股指數，並於同年11月26日收市後生效。



Most Valuable Real Estate Stock Company

最具價值地產股公司

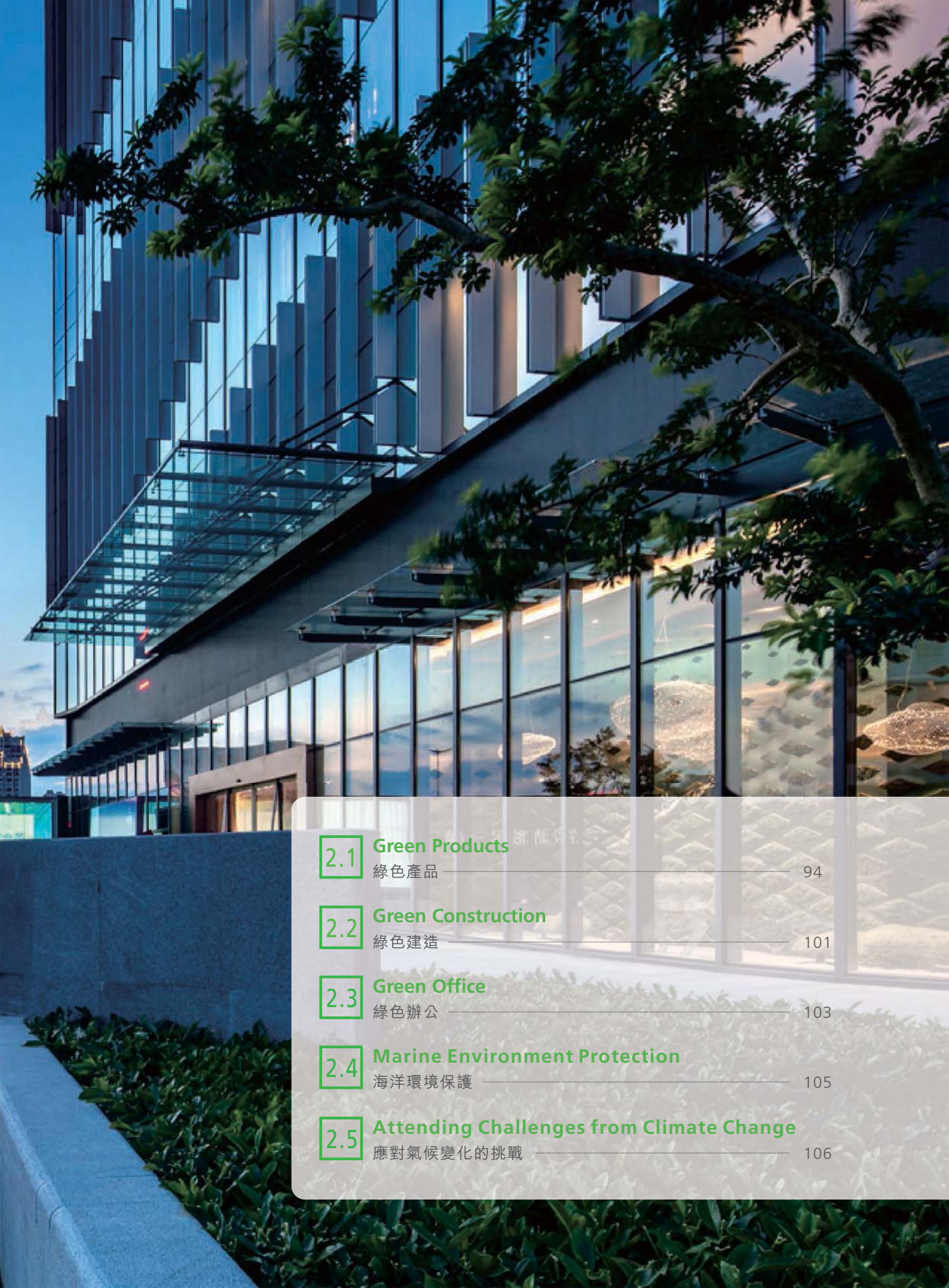
On 9 January 2020, the Company was awarded “Most Valuable Real Estate Developer Stock” at the 4th Golden HK Stock Annual Awards Ceremony held in Shenzhen, the PRC.

於2020年1月9日，在中國深圳舉辦的「第四屆金港股年度頒獎盛典」上，本公司榮獲「最具價值地產股公司」獎項。

Protecting the Natural Environment

守護環境
自然之美





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The Group has always valued and cared for the natural environment. As an advocator of sustainable development, the Group has adopted the environmental protection concept of “green and low-carbon”. In the real estate development and property investment segment, the Group strives to conserve energy and reduce emissions in its building designs, construction activities, as well as daily management and operation. In the cultural sports segment, the Group has polished its marine sports projects to promote marine environmental protection and publicity.

本集團一直重視及愛護自然環境，始終堅持「綠色低碳」的環保理念，積極支援環境的可持續發展。於房地產及物業投資板塊，致力推進建築設計、施工和日常管理及運營過程中的節能減排。在文體板塊方面，立足於旗下海洋體育項目的悉心打造，積極推進海洋環境保護及宣傳。

The Company strictly abides by the principle of environmental protection. In addition to complying with the basic requirements of all relevant laws and environmental standards, it has formulated relating environmental protection policies, strategies and implemented a series of environmental protection actions.

本公司嚴格遵守環保原則，遵守所有相關法律和環境標準的基本要求，並制定了相關的環保政策、策略，實施了系列環保行動。

The following table shows the corresponding environmental protection related statistics:

下表顯示本公司的相關環保統計數據：

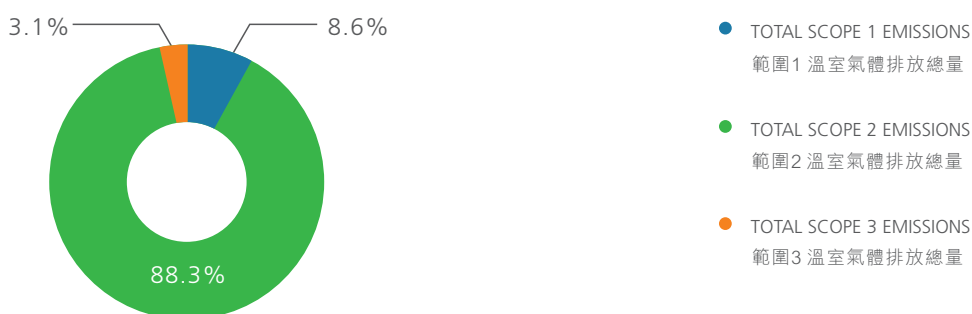


Exhaust gas emissions 廢氣排放	Unit 單位	2019	2018
Nitrogen oxides (NOx) emission 氮氧化物排放量	Grammes 克	345,322.16	136,091.86
Sulphur oxides (SOx) emission 硫氧化物排放量	Grammes 克	1,253.88	668.85
Particulate Matters (PM) emission 顆粒排放量	Grammes 克	25,750.94	11,737.00



Greenhouse gas emissions 溫室氣體排放

	Unit 單位	2019	2018
Total scope 1 emissions 範圍1 排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	278.90	150.59
Total scope 2 emissions 範圍2 排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	2,869.32	1,233.25
Total scope 3 emissions 範圍3 排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	100.61	124.43
Total greenhouse gas emissions 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	3,248.83	1,508.27



Use of Resources 資源使用

	Unit 單位	2019	2018
Paper consumption 耗紙量	Metric ton 公噸	7.37	16.36
Toner consumption 碳粉消耗量	Kilogram 公斤	150.82	7.14
Water consumption 耗水量	Cubic meter 立方米	105,060.00	73,929.28



Use of energy 能源使用

	Unit 單位	2019	2018
Diesel consumption 柴油消耗量	Litres 升	6,141.06	5,300.00
Liquefied petroleum gas consumption 液化石油氣消耗量	Litres 升	20,226.43	13,251.89
Gasoline consumption (mobile source) 汽油消耗量 (移動源)	Litres 升	77,924.20	39,221.21
Electricity consumption 電力消耗量	Mwh 兆瓦時	4,605.14	1,964.36

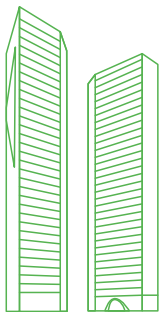
Note: In 2019, the relevant emissions and consumption data increased as compared with the last year, mainly because the Company completed the acquisition of Shenyang Company, Yunfu Company, Baoxin Golf and Nanning Company in the Reporting Period. The statistical scope, business development and service requirements have increased from the previous year, while the increment was still within the normal range relative to the overall increase in revenue.

附註：2019年，相關排放量和消耗量資料較上年有所增加，主要由於本報告期內本公司完成了對瀋陽公司、雲浮公司、寶新高爾夫及南寧公司的收購事項，於統計範圍、業務拓展和服務要求均較上年有所增加，但相較於公司整體營收增加幅度仍屬於正常範圍。

2.1

Green Products

綠色產品



Green building reflects customers' rising expectation for quality life and environmental protection. Modern cities have been setting higher standards for green buildings' practicability, economic benefits and eco-friendliness. The good coordination between green buildings and natural ecology entails quality facility management. On the demand side, facility users need to increase their energy conservation awareness. On the supply side, sound services and full-life cycle management needs to be provided.

The Group is committed to using new technology in the construction field. Strict environmental management is implemented across the whole lifecycle from the building design to building operation. We have provided a growing number of quality green building products to customers, and have become a leader in transformation and upgrade of high-end offices and residential spaces.

綠色建築承載著人們對生活品質和環境保護更高的期待，現代化的城市對綜合性綠色建築的實用性、經濟性、環保性提出新的要求，這些建築與生態的協調發展均離不開設施設備管理，不僅需要設施設備需求側提高節能意識，也需要供給側提供科學完善的服務和全生命週期管理。

本集團致力於新型技術在建築領域的應用，嚴格把控建築從設計到運營全生命週期的環保管理，為客戶帶來更多的高品質綠色建築產品，引領高端辦公場景、理想居住方式的轉型升級。

Green Building Design

綠色建築設計

The Company has incorporated energy conservation planning into the early designing stage of real estate projects in accordance with star-rated requirements. Adaptive changes and flexible designing strategies have been used to increase the service life and use efficiency of buildings, thereby increasing the overall resource utilization ratio and minimising the energy consumption and environmental impact across buildings' life cycle. For instance, at the early designing stage of lighting systems in a commercial complex, we have adjusted the lighting systems in parking spaces, office spaces and equipment rooms, as well as the elevator frequency changers to make them more energy-efficient and eco-friendly. Such measures would attain about 10% saving in the project's power consumption year-on-year.

在地產項目設計階段，本公司按照綠色星級要求，引入項目能耗能效的前期籌劃管理。在設計過程中採用適應性改變、靈活性設計等策略，從而能提高建築的使用壽命和使用效益，以提高整體資源利用率，減少壽命週期的能源消耗和環境影響。以商務綜合體項目的照明系統為例，通過對車庫照明、樓內工區照明、設備房照明、電梯變頻器等區域進行節能環保設計的前期籌劃，使得相關項目的電力消耗量同比減省約10%。

Pilot case 案例聚焦

Green Design in Changchun Project

長春項目的綠色設計

Changchun Project is a commercial complex developed by Changchun Company locally, and is positioned to be "Innovative Twin Towers in the Downtown Area". It has a site area of 10,915 m^2 , and total floor area of 180,758.34 m^2 . The project has a four-floor underground structure and two towers of 44 and 48 floors respectively. It has applied cutting-edge technologies to reduce energy consumption, facilitate the building of "Sponge City", and create a comfortable and healthy environment.

長春項目是長春公司在當地的商務綜合體項目，項目定位為「城市中心之上，國際創新金融雙子塔」，總用地面積10,915 m^2 ，總建築面積180,758.34 m^2 ，地下四層，地上為44層和48層的兩棟塔樓。項目在節能降耗、打造海綿城市、營造健康舒適環境等方面採用了多項先進技術。



Sponge City 海綿城市

Infiltration, sewage interception and purification technologies such as outdoor permeable brick pavement, permeable asphalt concrete, sunken green land and artificial soil infiltration have been adopted to achieve 70% control in rainwater runoff, 61% permeable pavement in hardened ground, 30% coverage by sunken green land, and 147.23 cubic meters of enlarged water storage volume.

採用室外透水磚鋪裝、透水瀝青混凝土、下沉式綠地、人工土壤滲濾等滲透技術和截污淨化技術，實現雨水徑流總量控制率70%，硬化地面透水鋪裝率61%，下沉式綠地占比30%，調蓄容積量147.23立方。



Water Conservation 節約用水

Water saving devices such as air-entrapping faucet, ceramic valve core faucet, automatic closure faucet and pressure flow impact type 6L straight urinal, have been adopted. Effective measures have been undertaken to ensure that there is no floor drain in the pipeline. These efforts have made the project's water use efficiency 10% higher than that of ordinary projects.

採用加氣節水龍頭、陶瓷閥芯水龍頭和停水自動關閉水龍頭、壓力流衝擊式6L直排便器等節水器具，採取有效措施保證管道無地漏等，實現項目節水率高出常規項目10%。



Health and Comfort

健康與舒適

The project uses a three-layer double-hollow glass curtain wall which has reduced noise by 30% ensuring a comfortable office experience for tenants. The project is seamlessly connected with Changchun Peony Garden, thus enabling people staying at the office to easily enjoy the beautiful environment of the garden after busy works.

項目採用了三層雙中空玻璃幕牆，噪音降低30%，保障租戶舒適辦公體驗；項目園林與長春牡丹園無縫相連，讓繁冗忙碌後的辦公人員可以輕鬆享受園內優美的環境。



Energy Conservation

節能降耗

Optimized the design of foundations, structural systems and structural elements, and reasonably applied high-strength building structural materials to minimise consumption of materials;

Integrated the designs of civil engineering and decoration engineering, which can effectively reduce the waste of civil engineering renovation;

The curtain wall has been made of three-layer double-hollow low-e glass, which can effectively reduce energy loss. Such curtain wall's energy efficiency is 30% higher than that of ordinary curtain walls;

High-efficiency frequency conversion air-conditioning systems have been adopted, which can help save about one million KWh of electricity per year;

Intelligent zoning, timing and sensor technologies, and LED lights have been applied in the lighting system of public spaces, which can help save lighting energy consumption by 250,000 KWh per year; and

Elevators and escalators have been positioned reasonably. Moreover, elevator group control, escalator automatic start/stop control, and other technologies have been applied to save energy.

對地基基礎、結構體系和結構構件進行優化設計，合理採用高強度建築結構材料，達到節材效果；土建工程與裝修工程一體化設計，有效降低土建改造浪費；

幕牆採用三層雙中空low-e玻璃，有效降低能耗損失，比常規項目節能提高了30%；

選用高效的變頻空調系統設備，年節約空調耗電量約100萬千瓦時；

公共區域照明系統智慧分區、定時、感應，並採用LED照明設備，年節約照明能耗25萬千瓦時；及合理選用電梯和自動扶梯，並採取電梯群控、扶梯自動啟停等節能控制措施。





Pilot
case
案例聚焦

Green Building Plan for Nanning Wuxianghu No.1

南寧五象湖一號的綠色建築方案

Nanning Wuxianghu No.1, a local premium residential project developed by Nanning Company, aims to become a landmark project comprising an ecological smart office cluster, an open mall, a commercial street with cultural theme and an ecological green modern residential area. It will be a benchmark project in Wuxianghu District and a role-model community with international lifestyle in the new downtown area of Nanning. The project has been designed in accordance with national standard and the two-star landmark of Guangxi Province.

南寧公司的精品住宅項目—南寧五象湖一號，致力打造集生態型智慧辦公集群、全景開放式商業MALL、文化主題商業街、生態綠色典範住區為一體的五象湖片區精品標杆和南寧新中心國際化生活地標。項目按國標、廣西省地標二星級進行設計。



Use of Renewable Energy

可再生能源應用

The residential part adopts solar energy + air source heat pump to supply domestic hot water to 50% of each building. The commercial part adopts ground source heat pump for central air conditioning system in member shops.

住宅部分採用了太陽能 + 空氣源熱泵系統實現每棟樓50%樓層的生活熱水供應；商業部分則採用地源熱泵形式進行會員店中央空調系統設計。



Sponge City

海綿城市

The project was carried out special construction of "Sponge City"

項目進行了
海綿城市專項建設

Phase I and phase II (commercial street and a portion of residential flats)

一期和二期（商業街及部分住宅）

By completion of construction and inspection of 2,020 m² submerged green space, 73.2 m³ osmotic rainwater storage module, 140 m³ rainwater recovery tank, 1,040 m² permeable pavement and other sponge facilities, 82.61% control of rainwater runoff and a reduction of 50.30% runoff pollution have been attained;

已建設並驗收完成，通過建設2020m² 下沉式綠地、73.2m³滲透式雨水調蓄模組、140m³雨水回收蓄水池、1,040m²透水鋪裝等海綿措施，實現雨水徑流總量控制率82.61%、徑流污染削減率50.30%的目標；

Phase III (a total of 12 residential buildings)

三期（合共12棟住宅）

It is planned to build 2,400m² sunken green space, 670m³ rainwater storage module, 150m³ rainwater recovery tank, 1,656.19m² permeable pavement, and other sponge facilities to achieve 80.64% control of rainwater runoff and a reduction of 59.50% runoff pollution;

擬通過建設2,400m² 下沉式綠地、670m³雨水調蓄模組、150m³雨水回收蓄水池、1,656.19m²透水鋪裝等海綿措施，實現雨水徑流總量控制率80.64%、徑流污染削減率59.50%的目標；

Phase IV (commercial mall and office space)

四期（商業MALL及辦公樓）

It is planned to build 11,121.6m² green roof, 40 m³ rainwater storage tank, 70 m³ rainwater recovery tank, 9,093m² permeable pavement, and other sponge facilities to achieve 80.40% control in rainwater runoff and a reduction of 68.20% runoff pollution.

擬通過建設11,121.6m²綠色屋面、40 m³ 雨水調蓄池、70 m³雨水回收蓄水池、9,093 m²透水鋪裝等海綿措施，實現雨水徑流總量控制率80.40%、徑流污染削減率68.20%的目標。



Green Building Plan for Nanning Global Financial Centre

南寧環球金融中心的綠色建築方案

Nanning Global Financial Centre, a local financial centre project of Nanning Company, is positioned as an AAAA grade financial asset and a smart financial city that operates on a 24/7 basis in the central business district. The project has been designed in accordance with national standard and one-star landmark of Guangxi Province.

南寧公司的金融中心項目——南寧環球金融中心整體定位為AAAA級金融資產，CBD24小時金融智慧城，項目按國標、廣西省地標一星級進行設計。



Use of Renewable Energy

可再生能源應用

The T5 apartment building-office has adopted solar energy + air source heat pump to supply domestic hot water; the T2 hotel building has adopted solar energy prewarming + air source heat pump to supply domestic hot water.

T5公寓式辦公塔樓採用太陽能 + 空氣源熱泵系統進行集中式生活熱水供應；T2酒店部分採用太陽能預熱 + 空氣源熱泵系統供應酒店生活熱水。



Sponge City

海綿城市

The project would contribute to the development of "Sponge City" in accordance with the government's requirements. 408m² concave green space, 100 m³ rainwater storage tank, and other sponge city facilities have been applied to attain 25.8% control in site rainwater runoff and reduce 20.36% runoff pollution.

項目按政府要求進行了海綿城市專項建設，通過建設408m²下凹式綠地、100m³雨水調蓄池等海綿措施，實現地塊的雨水徑流總量控制率25.8%、徑流污染削減率20.36%的目標。





Pilot
case
案例聚焦

Green Building Plan for Shantou Chaoyang Project

汕頭潮陽項目的綠色建築方案

Shantou Chaoyang Project is located in the core of the eastern new city at Chaoyang District, Shantou City. It is a high-end urban complex integrating residential, commercial, big retail, high-end office and hotel properties. The commercial spaces under Phase III of the project, as well as the underground structure of the commercial area have fully applied the green building design concept to reduce light pollution and noise.

汕頭潮陽項目位於汕頭市潮陽區東部新城核心地段，是集住宅、集中商業、大零售、高端辦公、酒店為一體的高端城市綜合體。該項目的三期商業部分及商業區域地下室充分應用綠建築設計理念，以降低光污染及噪音。

The building layout has met daylighting standards without compromising daylighting of the surrounding buildings;

The building and lighting systems have been particularly designed to avoid light pollution;

Glass curtain wall has been applied. Outdoor landscape lighting complies with the existing industrial standards, namely Designing Standards for Urban Nightscape Lighting JGJ/T 163;

The indoor noise level is below the upper limit set in the existing national standards, namely Sound Environment Quality Standards GB 3096; and

The indoor noise level in main functional rooms is below the upper limit set in the existing national standards, namely Civil Building Sound Isolation Designing Standards GB 50118.

建築規劃佈局滿足日照標準，且不降低周邊建築的日照標準；

建築及照明設計避免產生光污染；

採用玻璃幕牆，室外景觀照明符合現行行業標準《城市夜景照明設計規範》JGJ/T 163的規定；

場地內環境雜訊符合現行國家標準《聲環境品質標準GB 3096的有關規定；及

主要功能房間的室內噪聲級達到現行國家標準《民用建築隔聲設計規範》GB 50118中的低限標準限值。

2.2

Green Construction

綠色建造

2.2.1 Pollution Prevention 防治污染措施

In the process of project construction, the Company strictly implements the environmental protection “three simultaneous” system (i.e. environmental protection facilities and the main parts of the project must be designed, constructed, and put into use at the same time), eliminating all kinds of risk factors for accidents and occupational diseases from the source with may cause casualties so as to protect the safety and health of employees, ensure the normal commissioning of new engineering projects, and prevent problems or taking remedial measures and avoid unnecessary investment in relation to rework caused by safety problems.

在項目建設過程中，本公司嚴格執行環保「三同時」制度（即環保設施必須與主體工程同時設計、同時施工、同時投入使用），從源頭上消除各類項目可能造成傷亡事故和職業病的危險因素，保護職工的安全健康，保障新工程項目正常投產使用，防止事故損失，避免因安全問題引起返工或採取彌補措施造成不必要的投入。

Designing stage

工程設計階段

Encouraging the application of pollution-free new technologies, processes and equipment to enhance the efficiency in the usage of resources and energy.

積極採用無污染的新技術、新工藝、新設備，提高資源、能源利用率。

Construction stage

工程施工階段

Ensuring concurrent construction and completion of environmental protection facilities and main parts of the construction projects; satisfying the energy conservation and resource saving requirements set forth in project designs; preventing pollution and reducing energy consumption on construction sites.

確保環保設施與主體工程同時施工；堅決貫徹設計節能降耗要求，同時做好施工現場的防污染及節能降耗工作。

Completion stage

竣工階段

Ensuring that all energy-saving effects meet the design requirements, and property units can only be occupied or operated after the projects registered as completed ones.

竣工階段保證所有節能效果達到設計要求，竣工備案後入伙或運營。

Energy conservation inspection upon project completion

節能驗收

Inspecting projects upon completion in strict compliance with applicable energy-saving and environmental protection standards set forth in project designs.

嚴格依據節能環保設計標準進行驗收。

2.2.2 Compliance Management in Construction 施工合規管理

In terms of construction management, the Group strictly complies with the Environmental Protection Law of the People's Republic of China and other applicable laws. All projects under construction must satisfy the “six one hundred percent requirements” of the Ministry of Housing and Urban-Rural Development, and the local site management requirements. Moreover, sewage treatment and smog reduction are given priority in site management, supported by a complete set of dedusting, smog reduction and sewage treatment systems on construction sites. Lots of our construction sites have been praised by local governments regarding their standardized and green operation.

在施工管理方面，本集團嚴格遵守《中華人民共和國環境保護法》等法律法規，旗下所有在建項目均嚴格執行住建部「六個百分百」及當地的工地管理要求，將施工治污減霾融入到整個施工管理中，配備了完善的除塵降霾系統和污水處理系統，多個綠色工地、標準化工地獲得當地政府的肯定和表揚。

Pilot
case
案例聚焦

Shantou Eastern Coastal Project Awarded the Title of Guangdong Double Excellence Civilized Construction Site

汕頭東海岸項目獲評廣東省雙優文明工地

Shantou Eastern Coastal Project was highly scored by Guangdong Department of Construction's assessment of safe production and civilized construction demonstration sites of Guangdong housing municipal projects, as well as standardized construction sites for safe production in provincial construction projects. On 13 June 2019, Shantou Eastern Coastal Project was awarded the title of Guangdong Double Excellence Civilized Construction Site.

汕頭東海岸項目於2019年6月13日在廣東省建設廳關於「廣東省房屋市政工程安全生產文明施工示範工地、省建設工程項目施工安全生產標準化工地」的評審會上高分通過，獲得廣東省雙優文明工地稱號。



2.2.3 Waste Treatment 廢棄物處理

The construction waste and other waste generated from the Company's construction processes has been collected strictly according to the local municipal authority's rules. Sticking to the management principle of “Constructor clean up their own waste”, the management of waste treatment has been systemized.

During the Reporting Period, no violation of environmental regulations was found.

本公司在施工過程產生的廢棄物及建築垃圾嚴格按照當地城市管理的相關規定進行收集清運，貫徹堅持實行「誰施工、誰清理」的原則，廢棄物處理制度化模式進行管理。

在本報告期內，沒有發現任何違反環境法規的個案發生。

2.3 Green Office

綠色辦公

2.3.1

Eco-Friendly Work Mode

環保辦公模式

In its day-to-day operations, the Company has established systems and rules for the management of and the use of office supplies and other consumables, as well as the environmental management in its offices. The 5S (Seiri, Seiton, Seiso, Seiketsu and Shitsuke) method is applied offices to encourage employees to minimise the consumption and preserve materials. Wastes are treated in different ways according to categories, and wastes, such as waste paper, paper boxes and so on are subject to recycling.

在日常辦公過程中，本公司對於辦公場所資產管理、辦公用品等耗材使用、辦公環境制定了相應的制度規範，實施辦公環境 5S 管理(整理 (Seiri)、整頓 (Seiton)、清掃 (Seiso)、清潔 (Seiketsu) 和素養 (Shitsuke))，宣導員工在物資使用上進行節約、保護，在廢物處理上按類區分處理，對可回收利用的物品，例如廢紙、紙箱等，進行回收再利用。

“Eco-Friendly Work Mode” has been proactively applied. Paperless office has been promoted to reduce paper waste, and contribute to zero deforestation;

積極實踐「綠色辦公」行為，推行無紙化辦公，減少紙張浪費，為森林零淨砍伐做出貢獻；

Energy-saving lights and adjustable air-conditioning settings have been widely used to reduce electricity consumption; 全面使用節能照明光源，依據季節溫度變化控制空調系統開關，減少電力消耗；

Green mobility concept has been introduced by reducing business travels and promoting the employees to use new energy transportation, and help green travel;

減少工作人員差旅，提倡使用新能源交通工具，助力綠色出行；

Strictly controlling water consumption in the workplace, and performing regular inspection and repair of the water facilities to reduce water resource waste; and employees are reminded to leave no leftover after dining in the staff canteen; all kitchen wastes of the Company are recycled by qualified and specialized recycling collectors.

嚴格監控辦公區域用水情況，定期檢查維修水管網，減少跑、冒、滴、漏等浪費水資源的現象；及公司食堂持續推進光碟行動，廚餘垃圾百分百由正規專業公司回收用。

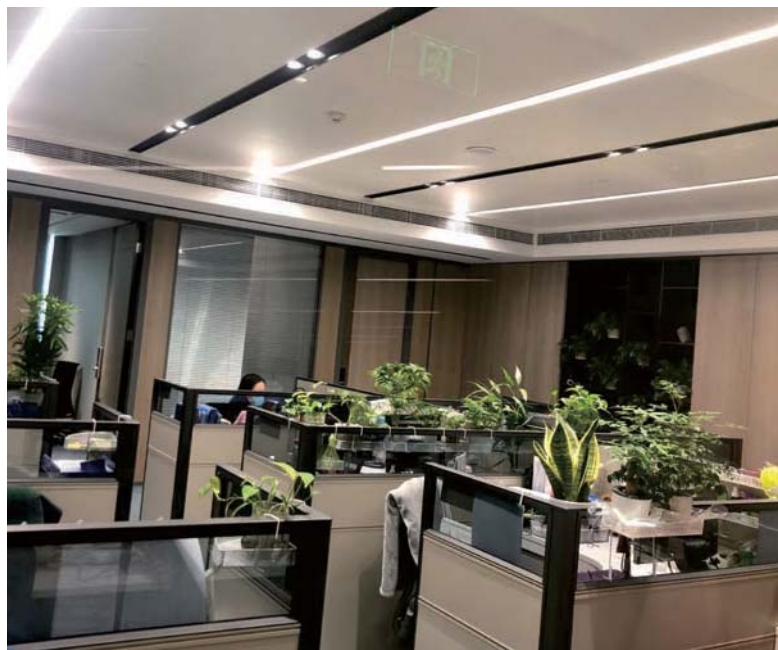


Green Office Desk Campaign

發起綠化辦公桌活動

On 26 July 2019, the Company's human resources and administrative centre organized a campaign named "Enlighten the living environment with green" to green the office desks. The campaign aimed to promote employees' environmental protection awareness, and encourage employees to protect the environment and go green in the office.

於2019年7月26日，由本公司人力行政中心籌辦了以「綠色點亮生活環保圍繞你我」為主題的綠植認領活動，旨在傳遞綠色、低碳、環保理念，宣導員工愛護新辦公職場環境、攜手共建綠色辦公室。



Promoting "Cloud Office"

推動“雲辦公”

The Company has established a standard conference management system with regularised and efficient communication methods to encourage employees to use fast and efficient communication channels, such as mobile communication tools, internet communication tools, video conferences, telephone conferences and emails, etc. Remote communication software will be adopted as far as possible when communicating with external parties to avoid waste of resources.

本公司採取規範化的會議管理制度，建立定期、有效的溝通方式，宣導員工使用快捷、有效的溝通管道，包括移動通訊工具、互聯網通訊工具、視訊會議、電話會議、電子郵件等。同時，與外部單位溝通時也儘量使用遠端通訊軟體，避免資源浪費。



2.4 Marine Environment Protection

海洋環境保護

In 2016, the Company acquired the operating rights of Marine Sports Centre and Marine Training Centre that are located in Judiaosha of Shenzhen. Since then, Marine Sports Centre and Marine Training Centre have become the core carriers of the Group to develop sports undertakings and promote sports culture and sports spirits.

自本公司於2016年取得位於深圳桔釣沙的海洋運動中心和海洋培訓中心兩項重大資產的運營權後，海洋運動中心和海洋培訓中心已成為本集團發展體育事業、弘揚體育文化、發揚體育精神的核心載體。

Marine Sports Centre is a leisure tourism platform integrating yacht parking, boat leasing, yacht driving training, diving training and vacation leisure. It is also a designated venue for many international, national, provincial and municipal water sports events, such as China Cup International Regatta, and it has been praised as “the most beautiful event stadium in the world”. Marine Training Centre has an independent campus environment and advanced hardware and software facilities. It has become a seafaring-themed training venue that complements Marine Sports Centre. It has also been featured in many well-known magazines such as World Architecture and ArchiCreation, earning the honour of “the most beautiful training base in Shenzhen”.

海洋運動中心是集遊艇停泊、船艇租賃、海上運動、遊艇駕駛培訓、潛水培訓、度假休閒為一體的休閒旅遊平臺，是中國杯帆船賽等眾多國際級、國家級、省市級水上運動賽事的指定比賽場地，被譽為「世界上最美麗的比賽場地」。海洋培訓中心擁有獨立的校園環境和先進的軟硬體設施，已打成為與海洋運動中心相互配套的航海主題培訓場地，並多次登上《世界建築》、《建築創作》等知名雜誌，堪稱「深圳最美培訓基地」。

The Group owns the high-quality marine resources and unique environment conferred by the nature in Judiaosha, one of the most beautiful beaches in Shenzhen. We are deeply aware of the importance of marine environmental protection and marine culture promotion. The Group has strengthened the management of Marine Sports Centre, Marine Training Centre and the beach to prevent any acts of marine pollution. We are also devoted to safety, environmental protection and public welfare. We have incorporated environmental awareness and concepts into the sports to advocate environmental protection in outdoor activities.

本集團擁有著深圳最美海灣之一桔釣沙的優質海洋資源，享受著自然賦予的得天獨厚的環境，深感海洋文化的推廣和海洋環境保護的重要性和使命感。本集團在日常運營中加強對兩個中心的環保管理，規範沙灘治理，杜絕任何污染海洋的行為發生。同時還積極投身支持安全、環保、公益事業，致力於將公益融入運動，推動戶外運動安全環保意識與理念的進步。





Cleaning the Beach on World Oceans Day

國際海洋日淨化沙灘活動

8 June 2019 was the World Oceans Day. On the day, Marine Sports Centre held a related environmental protection activity in Judiaosha and called on the public to take actions to protect the ocean. The Company also regularly organizes activities of collecting garbage on the beaches and encourages all employees to participate in such activities. In this way, the Company raises employees' awareness of protecting oceans and maintaining a clean marine environment.

2019年6月8日為海洋日，海洋運動中心在桔釣沙開展了相關環境保護活動，並借此時機呼籲大眾用實際行動來保護屬於眾人的海洋。同時在日常的運營中，定期開展沙灘撿垃圾的活動，動員全體員工參加，強化海洋保護意識，維護海洋環境衛生。

Eskimo Canoe Clean Ocean 愛斯基摩獨木舟清潔海洋行動

Eskimo Canoe Clean Ocean is an environmental charity event that would be held across the year. It's organized once every month, and has been held for 9 terms. Volunteers will be recruited before each event. After gathering on the beach outside Marine Sports Centre on the day of the event, they will paddle the kayaks with a healthy and eco-friendly method to clean the surrounding seas/beaches as much as possible.

愛斯基摩獨木舟清潔海洋行動是全年性的環保公益活動，活動每月舉辦一次，至今已舉辦過9期。每期活動前招募志願者，活動當日於運動中心的沙灘集合，用健康環保的運動方式——獨木舟，力所能及地清潔周邊海域/沙灘的衛生。



"Hike Across Mountain and Sea"

Cross Country Competition 「益行山海」——徒步活動暨越野賽

The first "Hike Across Mountain and Sea" Cross Country Competition was held on 11 and 12 May 2019 in Dapeng Peninsula, Shenzhen. Over 7,000 people took part in the competition, and over RMB180,000 charitable donation was raised in the event. Marine Sports Centre actively supported the event by serving as the destination of the 35km foot trekking in the competition.

於2019年5月11日至12日兩天，首屆「益行山海」大鵬半島戶外運動安全環保公益徒步活動暨越野賽隆重舉辦，本次活動參與人數累計超過7,000人次，籌得善款超過18萬元人民幣。海洋運動中心作為本次35公里徒步組的終點站，為活動增加了一抹特別的風采，助力環保公益事業。



2.5 Attending Challenges from Climate Change

應對氣候變化的挑戰

Extreme weathers caused by climate change can hurt mankind health, damage natural ecosystem, and pose uncertainties to businesses' production and operation, thereby creating an adverse impact on social and economic development.

Marine Sports Centre has established an effective mechanism of responding to harsh weather conditions and natural disasters, thereby ensuring safety and efficiency in our operation and management.

In August 2019, three typhoons, namely Bailu, Podul and Kajiki assaulted Shenzhen and the nearby regions. Staff of Marine Sports Centre issued prewarning and undertook protective measures. Before the arrival of typhoons, the Centre evacuated and conducted safety check. After the typhoons left, we carried out emergent repairs, assessed the damages and formulated detailed safety plans. After making tremendous efforts for nearly half a month, all vessels in Marine Sports Centre safely weathered the typhoons.

The management of the Company holds a safety work reporting session once a week. All employees are required to participate in safety drill once every other month. During the Reporting Period, no safety related accident took place in operation of Marine Sports Centre.

由氣候變化引發的極端天氣不僅會對人類健康、自然生態系統造成危害，還會給企業生產經營活動以及經濟發展帶來不確定性，給社會經濟發展帶來負面影響。

海洋運動中心通過建立有效的防範惡劣氣候和自然災害指揮應對模式和應急管理能力，確保經營管理工作的安全、高效開展。

單是2019年8月份，深圳周邊地區便接連登陸了「白鹿」、「楊柳」、「劍魚」三個颱風，海洋運動中心團隊各部門分工協作，就颱風來臨前的動員預警和防護措施，颱風登陸時的疏散躲避和安全監測，到颱風過境後的搶救搶修和受損評估等工作，制定了詳盡的安全預案。經過近半個月的嚴防死守，海洋運動中心內的船隻全部順利度過這短時間內頻繁進擊的疾風。

本公司管理層每隔一周進行一次安全工作匯報，全體員工每隔一月進行一次安全防護演習。在本報告期內，海洋運動中心經營管理實現了安全生產零事故。

The operating team of the real estate development projects has formulated contingency plans to cope with extreme weathers before starting development activities. We closely monitor the weather changes and undertake measures when necessary to ensure that extreme weather will not cause serious damage to the projects. For instance, in Southern China, there are typhoons in the summer time that may impact real estate projects. Once the observatory issues typhoon warnings, the Company will conduct safety checks, remove all hidden dangers, transfer or cover up construction materials, reinforce the structures of sample rooms in residential and office zones, and ask workers to take shelters.

In Northern China, the smog in the winter time may impact the construction activities. To address this issue, the project operating team would use smog reduction machines. Moreover, dedusting systems are being adopted to minimise dust arising from our production processes. We have formulated plans for construction activities in winter, and have strictly implemented such plans to ensure project quality. During the winter break, the foundation pit support will be fully winterized to make sure it is safe.

針對極端天氣對項目的影響，地產發展項目的執行部門會在開工前制定可操作的應急預案，時刻關注天氣變化，及時採取措施，保證極端天氣不會對項目造成大的損失，比如南方地產項目針對夏季的颱風天氣，會在氣象台發佈預警之後採取全面安全檢查，逐項排除安全隱患，轉移或遮蓋原材料，加固生活區及辦公區板房，工人轉移到避險地帶等。

針對北方冬季存在的霧霾及冬季施工問題，執行部門會在場區佈置期間設置霧炮機及除霾降塵系統，將生產過程中的揚塵影響降到最低；針對冬季施工問題，執行部門嚴格按照冬季施工方案進行操作，確保品質合格，在冬歇期間會對基坑支護做全面的冬維，確保基坑安全。



Winterized site 冬維現場



Delivering Supreme
Products and Services

精築產品
服務之美



3.1

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Quality products and services are the most essential part for the Group to discharge product liability and to demonstrate accountability to the customers. The Company makes supreme products with high-standard control measures, delivers outstanding quality with refined management, creates a diverse product value for the customers with product innovation based on the demands from the customers and communities, and satisfies the new demands from the customers on a continuous basis with the innovative operation of commercial buildings and industrial projects.

優質的產品和服務是本集團履行產品責任、對客戶負責的最重要的方面，本公司通過高標準管控打造精優產品，通過精細化管理創造卓越品質，通過基於客戶與社區需求進行的產品創新給與客戶更豐富的產品價值，通過商務樓宇及產業經營項目的運營創新不斷滿足客戶新的需求。

3.1

Product Quality Control

產品品質管控

The Group has maintained strict control in product positioning, building design, procurement, raw materials, building process and inspection upon completion for ensuring that the property units which are under construction, on sale and already sold are not subject to any safety, health or quality problems where recall will become necessary, so as to always deliver satisfactory products to customers.

During the Reporting Period, no product delivered was subject to recall for safety and health reasons.

本集團通過產品定位、建築設計、單位招採、原材料、建造工藝、驗收等各個環節施行嚴管嚴控，確保在建、待售及已出售房產單位沒有因安全、健康或品質情況必須回收的問題，給客戶安心滿意的產品。

本報告期內，未出現因安全與健康理由而須回收的已交付產品。

3.1.1 Project Quality Control

工程品質把控

Four-level and one-check-for-one project system has been established in the Group to ensure project quality.

本集團採取四級一戶一驗制度，嚴控工程品質。

In terms of aftersales maintenance, instant check inspection for defects is being undertaken to better serve the property owners. We have appointed specialized construction teams to follow up the entire delivery process by resolving ordinary problems within half an hour. Commitment regarding raw materials customization can be delivered within reasonable range (normally one month), which is highly appreciated by the property owners.

於交付後期維護方面，做好即時查漏補缺，更好地服務業主，在交付過程中安排各專業施工單位元全程跟蹤維修，一般問題在半小時內解決，涉及原材料定制的承諾在合理的時間範圍內完成（一般一個月），深受收樓業主好評。



3.1.2 Protection of Intellectual Property

知識產權保護

The Group addresses high attention to the protection of intellectual property. We have zero tolerance towards any counterfeit product in the designing and construction process. During the procurement process, we keep tight control on bidding samples. Materials samples are provided in the entire construction process. All materials used in the construction have been strictly compared with the materials samples. We carry out vigorous checks to ensure that all our materials are genuine and meet applicable quality standards. Severe punishment will be imposed on suppliers and the responsible personnel in the project company if any violation is detected.

本集團旗下項目對於知識產權高度重視，設計及施工過程中對於假冒偽劣產品採取零容忍的態度。招採階段即加強對投標樣板的把控，建造過程中不停增加材料樣板，材料進場驗收時嚴格比對樣板。本集團工程管理中心會定期對項目進行品質抽檢，對原材料的牌真偽及規格品質重點監控，一旦發現會採取嚴格的懲罰措施，包括對供應商的懲罰及項目部相關責任人的問責。

During the Reporting Period, no complaint about violation of intellectual property was received.

本報告期內，未出現一例知識產權侵權投訴的案件。

3.2

Building Function Extension

建築功能延展

When designing and developing a real estate project, the Company always strives to maximise the functions and economic benefits of such project. Moreover, the Company uses designs in a scientific and reasonable manner to infuse unique artistic elements into projects' sales centres, which effectively boosts the Company's brand image and publicizes the Company's corporate culture. We have also tried to incorporate local regional characteristics and cultural legacy into the designs of these sales centres. Thanks to our efforts, these sales centres have displayed local urban culture, humanity and history, and have become platforms for cultural exchange and sharing in communities and regions.

在地產物業發展項目的設計開發中，本公司注重深度開發建築的使用功能和經濟性。通過科學合理的設計，將旗下經典項目的行銷中心打造成獨特藝術載體，在以項目文化傳播者身份傳遞公司品牌形象和企業文化的同時，更是以其突出的地域特色和文化底蘊，延伸出與當地城市文化、人文歷史相關的諸多內容，成為輻射社區乃至區域性的文化交流和分享平台。



Pilot
case
案例聚焦

“Guiji” (桂集) of Nanning Wuxianghu No.1 – An urban aesthetic museum 南寧五象湖一號「桂集」— 城市美學生活館

“Guiji” is not only the sales centre of Nanning Wuxianghu No.1, but also a house of urban aesthetics. As a multi-purpose aesthetic space, Guiji has integrated humanity, creativity, arts and life. There are library, coffee house, cultural product exhibition area, technology exhibition area and flower art store in Guiji. Moreover, writers' talks, book club gatherings, as well as cultural and artistic exhibitions are held at Guiji regularly. Guiji has become a cultural and creativity base that serves all citizens in Nanning. It has been awarded “The Most Beautiful Sales Centre” by sina.com and “The Most Characteristic Sales Centre” by china.com.cn.

「桂集」不止是南寧五象湖一號的行銷中心，更成為城市美學生活館，作為獻給南寧的一個複合型美學空間，這裡集人文、創意、藝術、生活於一體，內部規劃有書吧、咖啡吧、文創品展示區、高科技展示區、花藝空間等，定期舉行作家講座、書友會、文藝展覽等活動，成為南寧人共同擁有的文創基地，曾先後被新浪網授予「最美行銷中心」及被中國網授予「最具特色行銷中心」的美譽。

Bay Culture Centre of Shantou
Eastern Coastal Project
– A business card of Chaoshan culture

汕頭東海岸項目「海灣文化中心」
— 潮汕文化名片



The Group takes root in Chaoshan culture and adopts globally-accepted aesthetic concepts. Bay Culture Centre of Shantou Eastern Coastal Project has aimed to become a new hub for promoting Chaoshan culture. It displays Chaoshan humanity and arts, and showcases Chaoshan-style aesthetics. With a total space of 5,700 square meters, Bay Culture Centre adopts a harmonious indoor design and demonstrates a city's pursuit for humanity and beauty.

本集團根植潮汕文化和世界美學理念，打造汕頭東海岸項目「海灣文化中心」，以文化聚集潮汕人，創造潮汕全新文化中心，成就一個家門口的人文藝術，一個生活美學的起點，一座城市的精神嚮往，一張遞給世界的潮汕美學名片。總面積達5,700平米的海灣文化中心裡，知性和諧的室內設計中，凝聚著城市對於人文和美的嚮往。

Yunfu Villa Project Club
– A City's Living Room

雲浮別墅項目會所
— 城市會客室

The sales centre of Yunfu Villa Project has been upgraded into a club that includes a library and multiple cultural facilities. The library in the club has a space of about 1,300 square meters. It has kept about 16,000 books covering culture, economics, novels, life, readings for children, among others. In April 2019, the library, being open to the local citizens free of charge, was recognized by the municipal government as an exemplary library in Yunfu.

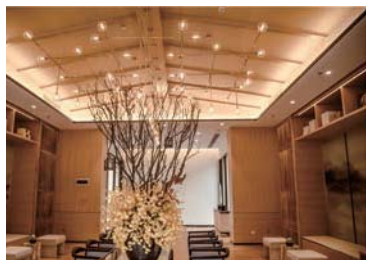
由雲浮別墅項目行銷中心更新打造而成的會所，擁有書屋及眾多文化設施。其中面積約1,300 平方米的城市書吧，總藏書約16,000冊，涵括文學、經濟、小說、生活、少兒讀物等類別，於2019年4月順利通過「雲浮城市書吧」評定，成為政府打造的「雲浮城市書吧」之一，為當地市民提供免費閱讀場所。

The club also includes a Chinese studies centre, a tea house, an indoor swimming pool, a zen fitness centre, and a yoga studio that offer free training programmes. Reading and educational activities have been held in the club from time to time. Famous writers and Chinese studies experts have been invited to give lectures or hold salons in the club. The club has provided a good environment for reading and has helped the citizens enhance their humanistic quality, making the entire city more competitive.

The rich book reserves, comfortable environment and quality services of the club have attracted lots of readers. The club has become Yunfu's living room and a popular spot for cyber celebrities to take photos.

另外，會所還提供國學講堂、中式品茶室、室內游泳館、禪式健身房和現代瑜伽室等設施，免費提供健身、瑜伽、游泳等培訓課程，不定期舉辦閱讀、教育相關的活動，並邀請知名作家、國學講師等前來項目舉辦講座、沙龍分享會等，讓市民感受優質的閱讀氛圍，增強閱讀興趣，提升人文素養，增強城市競爭力。

會所豐富的圖書類別、舒適的閱讀環境和周到的服務，吸引了眾多書友前來參觀閱讀和參加活動，成為雲浮的城市會客室和「網紅打卡點」。



3.3

Innovative Service Style

創新服務形式

3.3.1 Innovative Products Operation 產品運營創新

Commercial complex is a major product category of the Group's real estate investment segment. Unlike residential projects, commercial complex needs not only superior quality and innovation, but also efficient tenant attraction and operation to succeed. As a city operator, the Group has strong capability of consolidating and managing resources in an innovative manner. Through the launching of investment promotion with regard to the completed projects, our commercial complex has become a regional talent hub and has greatly boosted local economic vitality. More and more commercial complexes are currently under development by the Group.

商務綜合體是本集團物業投資板塊的重要產品類型，不同於住宅項目，商務綜合體除了建築品質和產品創新性之外，其招商運營是更具挑戰性的專業範疇。本集團作為城市運營者的角色，資源整合與運營創新能力初露端倪，通過對已經建設完成項目的招商運作，構建區域吸賢納才的超強磁場，增強了區域商業活力。本集團更多的商務綜合體項目尚在開發建設中。

Pilot case
案例聚焦

Shantou Eastern Coastal Project Cooperative Agreements Signing Ceremony

汕頭東海岸項目產業合作簽約

Shantou Eastern Coastal Project is a major project of the Company located in the Overseas Chinese Economic and Cultural Cooperation Experimental Zone of Shantou. As a complex with one million square meters space, the project includes Chaoqiao high-tech financial headquarters centre, Chaoqiao creative and cultural office base, Bay Culture Centre, high-end shopping mall, a five-star hotel and apartment buildings for high-end talents. Shantou Eastern Coastal Project has aimed to become a coastal hub of quality enterprises and talents in the modern trade and service industries, and a new regional business centre.

On 28 December 2019, a signing ceremony was held for the cooperation agreement with the industries in the Huaqiao Experimental Zone cum Business Matching with Industrial Companies under the Shantou Eastern Coastal Project. A global investment attraction event for the project officially kicked off at the same time. In the ceremony, Shantou Eastern Coastal Project entered into Cooperative framework agreements with enterprises from high-end manufacturing, integrated finance, international logistics, healthcare, new retail, featured catering, leisure and entertainment sectors. These enterprises will become tenants of Shantou Eastern Coastal Project. They will boost innovation in the region and set illustrative samples for other enterprises.

汕頭東海岸項目是寶新置地在汕頭市華僑經濟文化合作試驗區的一個重要項目。依託百萬平綜合體——潮僑金融高科總部中心、潮僑創意辦公基地、海灣文化中心、大型高端商超、五星酒店、高端人才公寓等多維業態，項目擬打造成為東海岸新城現代服務業集聚區，加快構建現代商貿服務產業集群，為汕頭匯聚優質企業與高新人才，締造區域商務新中心。

於2019年12月28日，汕頭東海岸項目「匯僑聚商，創新共贏——華僑試驗區產業合作簽約儀式暨汕頭東海岸項目產業單位對接活動」舉行，汕頭東海岸項目全球招商同時正式啟動。在簽約環節，涵蓋高端製造、綜合金融、國際物流、醫療康養、新型零售、特色餐飲、休閒娛樂等產業的多家企業簽署合作框架協議，一大批重大項目和優質企業進駐汕頭東海岸項目，這將進一步激發新區創新活力，凸顯區域引領示範效應。



3.3.2 Innovative Services

產業服務創新

The cultural sports business directly serves the end-consumers. Continuous innovation is the only way for the business to boost performance and a prerequisite for meeting the customer needs. In 2019, the PRC government issued the “Opinions of the CPC Central Committee and the State Council on Supporting Shenzhen in Building a Pioneering Demonstration Zone for Socialism with Chinese Characteristics” (hereinafter referred to as the “Opinions”). According to the Opinions, Shenzhen will be encouraged to host large-scale international sports and cultural exchange events, build training base for national teams and host major diplomatic events. This creates a big tailwind for the sports event industry in Shenzhen. The Group's cultural sports projects in Shenzhen have superior resources and feature marine sports. Marine Sports Centre innovated its sports events, customized services for the key accounts as well as services for the mass customers in 2019, in order to further explore the marine sports industry and the mass market, and meet the new demand of customers.

文體產業是直接對接消費者的產業，緊跟時代變化的服務創新不但是提升公司業績的必然途徑，也是滿足客戶需求的必然舉措。2019年，《中共中央國務院關於支援深圳建設中國特色社會主義先行示範區的意見》（以下簡稱「意見」）的發佈，意見明確「支援深圳舉辦國際大型體育賽事和文化交流活動，建設國家隊訓練基地，承辦重大主場外交活動」，深圳體育賽事產業迎來重大利好和全新藍海。本集團在深圳擁有資源優越的文體項目，尤其以海洋運動為特色，旗下的海洋運動中心在2019年通過賽事活動創新、大客戶定制服務創新、大眾市場服務創新等多種舉措，挖掘深耕海洋運動專業和大眾市場，不斷滿足客戶新的需求。

Innovative Sports Events 賽事活動創新

Marine Sports Centre started to assess every single marine sports event in 2019. After assessing the risks, popularity and feasibility in organization of each marine sports event, Marine Sports Centre held the First Shenzhen New Sailing Cup Winter Swimming Competition on 1 January and 2019 SUP New Comer Welcome Event in Dapeng on 12 January. The two marine sports events of winter swimming and SUP were firstly held by Marine Sports Centre, which would aid the Centre accumulate experiencing in and strengthen capability of organizing sports events. Through these two events, the Centre gained high recognition from fans in the swimming and SUP circles, and captured attention of many marine sports lovers.

2019年，海洋運動中心開始對單項海洋運動進行評估。在全面評估每項運動的風險性、普及性及活動組織的可執行性後，於1月1日成功舉辦「深圳市第一屆新航海杯海上冬泳比賽」，又於1月12日成功舉辦「2019迎新SUP環大鵬」活動，實現了冬泳和槳板（SUP）這兩項海洋運動賽事在海洋運動中心零的突破，積累了賽事活動組織管理的經驗，加強了賽事活動保障能力的鍛煉，贏得了游泳圈和槳板圈運動發燒友們的口碑，並獲得更多海洋運動愛好者的關注。



Innovative Customized Services for Key Accounts 大客戶定制服務創新

Key corporate accounts have always been an important niche for Marine Sports Centre's business development. In 2019, Marine Sports Centre launched the customized event planning services to tailor new various demand of customers from catering, commercial and marine leisure sectors. These events have been well-received, and demonstrated our capability to innovate. Moreover, the services have left good impression on and have created great memories for the participants.

企業類大客戶服務一直是海洋運動中心的重要拓展方面，2019年市場團隊在原有的餐飲、商務、海上娛樂等常規客戶服務基礎上，深挖客戶需求，結合自有資源，開啟客戶量身定制專屬活動策劃，得客戶的一致好評，凸顯服務創新競爭力，為參與人員留下良好的印象和美好的回憶。

On 23 March 2019, we organized the Fortune Cup Sailboat Experience Competition for Baoneng Qianhai Century Wealth.

2019年3月23日為寶能前海世紀財富打造「財富杯帆船體驗賽」。



On 3 August 2019, we organized "Seaside High Summer", a bachelor party for Excellence Group Commercial Service Company.

2019年8月3日為卓越集團商務服務公司打造「加人有約·海邊HIGH一夏」單身派對。



Innovative Services for Mass Consumers 大眾市場服務創新

The Group has kept promoting marine sports in the mass consumer market.

在對消費者市場，海洋運動的普及和大眾化一直是本集團努力的方向。

In the National Day of 2019, Marine Sports Centre launched the Ocean Utopia event, and the Jusha Image Memory at the Ocean Square. A marine inflatable castle was set up in dock basin of Marine Sports Centre. The castle has become a highlight of the tourism industry in Dapeng Shenzhen during the National Day.

海洋運動中心在2019年國慶期間重點打造「海洋烏托邦」活動，在海洋廣場舉辦「桔沙影像紀」攝影展，在海洋運動中心港池打造海上充氣闖關城堡，成為國慶深圳大鵬旅遊一大亮點。



On 19 October 2019, we held the first Parent-Child Marine Study activity to allow the public to know more about marine knowledge and explore the blue ocean market in family trip. The activity was well received support by customers.

2019年10月19日舉辦首期「親子海洋研學」活動，挖掘親子遊藍海市場，讓海洋理念、海洋生活走進大眾視界，獲得客戶擁護。



Marine Sports Centre has been trying new brand promotion modes. For instance, we have developed and marketed peripheral marine souvenirs in 2019 for marine sports fans and tourists.

海洋運動中心在品牌傳播方面也開始一些新的嘗試，2019年進行了周邊紀念品的開發和銷售，滿足海洋運動愛好者和遊客的購物需求。



In June 2019, the Group joined hands with The Wharton Asia-Pacific (Peking) International Education Group to establish Shenzhen Baoxin Wharton International Academy. The academy aims to satisfy the educational demand for marine sports.

本集團於2019年6月與沃頓亞太（北京）國際教育有限公司合作辦學，以旗下培訓中心為載體，合作成立寶新沃頓航海高級中學，滿足海洋運動專業教育需求。

Going forward, the Group will continue to innovate its product and services in the cultural sports segment and expand the mega consumer industry, striving to meet people's growing demands for better livelihood.

未來，在文體產業板塊，本集團將持續創新產品和服務，發展大消費產業，為不斷滿足人們日益增長的美好生活需求而努力。

3.4

Supply Chain Management

供應鏈管理

The Group's real estate development business is directly connected to over 20 sectors, which shall involve over 50 upstream and downstream industries. The Group's cooperation with suppliers with sincerity is indispensable to its delivery of superior quality of projects and customer services.

地產項目建設與20多個產業有直接關係，共涉及上下游50多個行業，本公司旗下項目精工品質的實現、對客戶完美服務的呈現都離不開與所有上下供應商的精誠合作。

3.4.1 Hierarchical Supplier Management

供應商分級管理

In 2019, the Company revised the Rules Governing Supplier Assessment, and assessed suppliers on a quarterly and annually basis. A hierarchical supplier management system has been put in place. Suppliers' performance in seven aspects is monitored, namely quality control, delivery cycle, level of cooperation, information, reasonableness of payment terms, costing work cooperation, responsiveness to quotations and contract requirements. Based on suppliers' performance, they are rated by four grades, namely A, B, C and D. Suppliers with Grade D will be reassessed, and if necessary, we may stop making procurement from such suppliers. In 2019, 545 suppliers were introduced wherein 52 were rated with Grade D.

2019年本公司修訂了《供應商評估管理辦法》，按季度、年度組織供應商評估，對供應商實施分級管理，從品質控制、供貨週期、過程配合、資料、付款要求合理性、成本工作配合、報價與合同要求的回應程度等七個維度對供應商履約進行動態監督，每年依據動態履約得分將供應商評定為ABCD四個等級，對D級供應商實行複評和清退制度。2019年引進供應商545家，其中列入D級供應商有52家。

Total number of suppliers (breakdown by location of incorporation): 2,009

本集團供應商總數量（按供應商註冊地分）：2,009家

2,009

635

Suppliers in Southern China
華南地區供應商

127

Suppliers in Southwest China
西南地區供應商

820

Suppliers in Eastern China
華東地區供應商

22

Suppliers in Central China
華中地區供應商

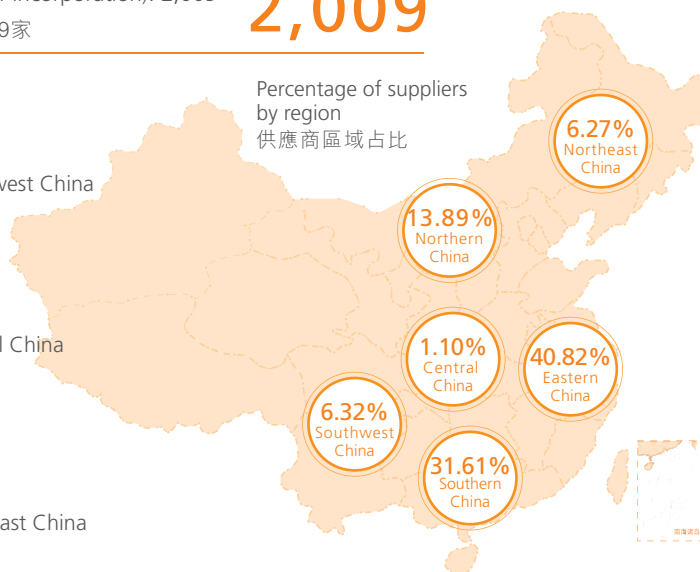
279

Suppliers in Northern China
華北地區供應商

126

Suppliers in Northeast China
東北地區供應商

Percentage of suppliers
by region
供應商區域占比



The Group has raised suppliers' environmental awareness by requiring them to procure ISO9000 management system certification and ISO14000 environmental system certification. Moreover, we set high standards for energy conservation and environmental protection. Our efforts have supported the development of a green and low-carbon economy.

為提高供應商的環境責任意識，本集團要求製造企業管理標準達到ISO9000管理體系認證，環保標準達到ISO14000環境體系認證，並設置了嚴格的節能、環保技術要求，支援綠色低碳產業發展。

3.4.2 Transparent and Traceable Procurement Process

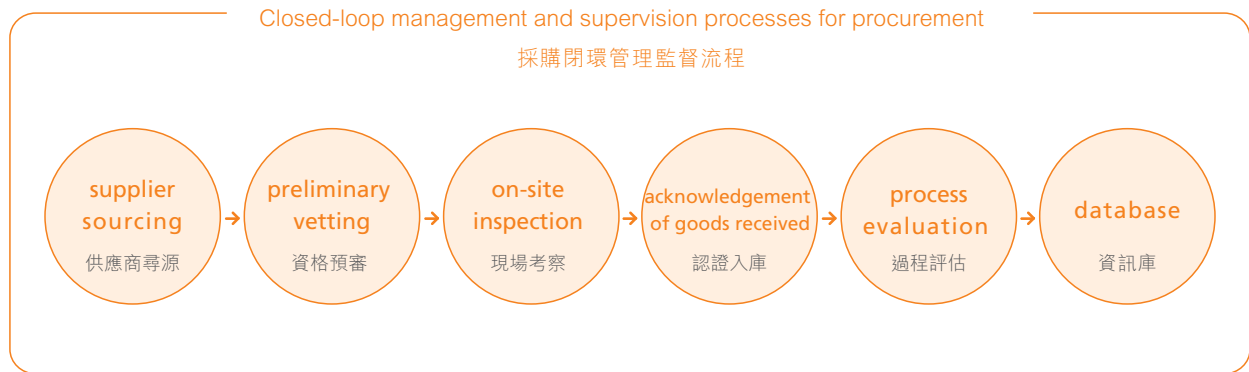
透明及可追溯之採購流程

The Group has established a regular supplier introduction mechanism for suppliers. Under our tendering rules, only suppliers in our prospective supplier database are allowed to bid for our projects. Such mechanism and rules help regulate the bidding and purchasing practices of the Company's construction project contracting and bidding management departments and to build an efficient, clean and fair procurement management system.

In 2019, the Company revised the Glory Sun Group Project Outsourcing and Tendering Policy and refined the Guidelines for Accounting and Financial Staff in the Supervision and Auditing of Tendering and Procurement accordingly, thereby building a closed-loop management and supervision mode.

為規範公司建設項目工程發包及招標管理業務部門的招標採購行為，構建高效、廉潔、公正的採購管理體系，本集團建立了對供應商常態化引進機制，對供應商的使用遵循「先入庫後入圍」原則。

2019年，本公司重新修訂了《寶新集團工程發包及招標管理制度》，並在此基礎上細化了相應的《計財人員招標採購監審作業指引》，建立閉環管理及監督模式。



When making decisions on procurement, the Company encourages persons in charge in subsidiaries to consider a range of factors including the qualities, costs and environmental impacts of the materials. On the premise of fulfilling the Company's procurement policy, preference is given to the products, equipment and services of the local suppliers, and priorities are given to the suppliers in closer proximities who adopt eco-friendly means of transport. Procurement from local suppliers can reduce the emission of greenhouse gas, and the occupation of public resources. While reducing risks in our supply chain, the Group also closely works with the suppliers to save more resources with effective solutions.

The Group also inspects and grades the EHS (environment, health and safety) management practices and status of supervisors and main sub-contractors, and uses outcome of such inspection and grading in performance assessment for the suppliers. We have centralized procurement processes and dispatched on-site staff to monitor the production process and promote eco-friendly manufacturing in the suppliers. Moreover, regional service centres have been established to enhance the efficiency in supply and technological services.

本公司宣導各子公司負責人員在採購時平衡考慮原材料的質素、成本、環境保護等因素，在符合公司採購政策的前提下，優先選購本地供應商的產品、設備與服務，並優先選擇距離較近及採用較環保的交通運輸工具的供應商，避免溫室氣體的排放及社會資源的佔用，在降低與供應鏈相關的風險同時，本集團與供應商合作無間地通過有效的解決方案，來進一步實現資源節約。

同時，本集團對監理和總包類供方的EHS（健康、安全與環境一體化）管理行為和管理狀態進行檢查評分，並作為定級指標進行考核。整合集采物料履約過程，通過駐場監造，監督和促進供應商綠色生產，通過設立區域服務中心，提高供貨和技術服務效率。

3.5 Consumer Rights Protection

消費者權益保護

3.5.1 Responding to Customers' Needs

客戶要求回應

The Company has adopted a "customer-oriented" principle. Different complaint feedback systems are put in place for residential and commercial projects. We handle customer complaints instantly via member center, service counters, service hotlines and WeChat accounts. Related project management departments hold special meetings to analyse the problems which the customers have complained about. We timely responded to customers' needs by offering discounts, replacing flawed products with quality ones, and other measures.

本公司本著「客戶至上」的原則，針對住宅項目、商業項目等不同業態制定了不同的投訴回饋體系，借助會員中心及服務台、服務熱線、微信等管道即時受理客戶投訴。針對客戶普遍反映的問題，項目管理部門會召開專題會議進行研究及分析，並通過提供優惠政策、更換品質產品等舉措以及時回應客戶要求。

3.5.2 Confidentiality of Personal Data

個人信息保密

Protecting the security and privacy of stakeholders' personal data is important to our Group. We ensure compliance with the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) and other statutory requirements to meet a high standard of security and confidentiality of personal data privacy protection. The following data protection principles are adopted in preserving proper security and use of data:

- We only collect personal data that are relevant and required for our businesses;
- We will not share personal data to any entity that is not a member of our Group without consent unless it is required by law or it was previously notified; and
- We maintain appropriate data collection, storage, and processing practices and security measures to protect against unauthorised access to personal information.

Dedicated staff are appointed to maintain property owners' personal data. All documents containing the property owners' personal data are kept in locked file rooms. Only authorized staff can have entry into such rooms. All file administrators are required to sign confidentiality agreements and those who leak confidential information will be held legally liable.

During the Reporting Period, the Company did not receive any complaint about leakage of customer data.

保障持份者個人資料安全及保密對本集團至關重要。我們確保遵守香港法例第486章《個人資料（私隱）條例》及其他法例規定，以符合個人資料保密的高規格安全及保密標準。我們已採納以下資料保安原則，以保障妥善的資料保安及使用：

- 我們只收集與業務相關及所需的個人資料；
- 除法律有所規定或已事先通知，否則我們不會在未經同意下與並非本集團成員公司的任何實體共享有關個人資料；及
- 我們維持妥善的數據收集、儲存及處理手法及保安措施，以防止未經授權取用個人資料。

對於業主的個人信息由專人管理，存放於專用檔案室裡並上鎖，非檔案管理人員嚴禁入內，並本公司內部有嚴格規定，檔案管理人員都簽署保密協議，如出現洩密情況需個人承擔相關法律責任。

本報告期內，未出現一例客戶資料外漏投訴事件。

3.5.3 Improving customer satisfaction

客戶滿意度提升

The Company has researched customers' needs and satisfaction in order to establish standardized service processes, and has established a supervision and inspection mechanism to keep abreast of customer satisfaction status. We have used the results of such researches as the most important basis for improving the quality of customer service.

During the Reporting Period, no non-compliance case or customer complaint related to delivered products occurred.

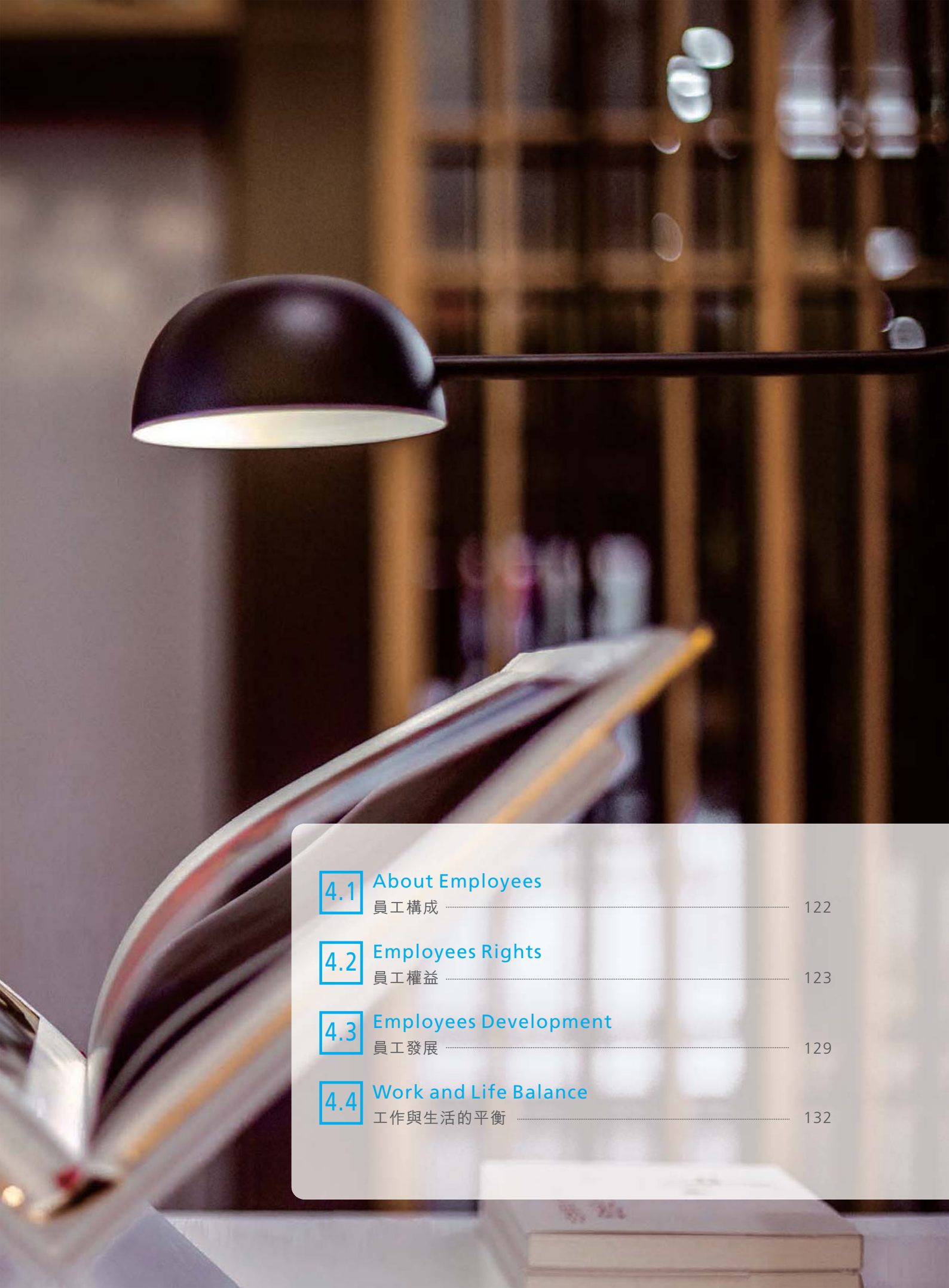
本公司通過開展客戶需求調研、客戶服務滿意度調研等方式，打造標準化服務流程，建立督導巡檢機制，及時瞭解客戶滿意度現狀，並以此作為提升客戶服務品質的最重要依據。

本報告期內，未發生與已交付產品有關的違規案件或客戶投訴。

Enhancing Employees' Advancement

成就員工
事業之美





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The Group upholds the corporate culture of “Integration, Co-creation and Sharing”. Employees are recognised as the core partners of the Group. The Group has relied on its employees to develop its business, and strived to create an “enterprise cares for employees, employees love the company” atmosphere. It has strived to build a community of common benefits and undertaking, and has made continuous exploration and practice in the construction of harmonious labour relations.

本集團秉持「共融、共創、共享」的企業文化，認為員工是企業最核心的合作伙伴，緊緊依靠員工來發展企業，努力營造「企業關愛員工，員工熱愛企業」的氛圍，著力構建「利益共同體、事業共同體」，在和諧勞動關係建設上做了持續的探索和實踐。

4.1

About Employees

員工構成

As at the end of the Reporting Period, the number of employees covered by the Report in Hong Kong and across the PRC was 555.

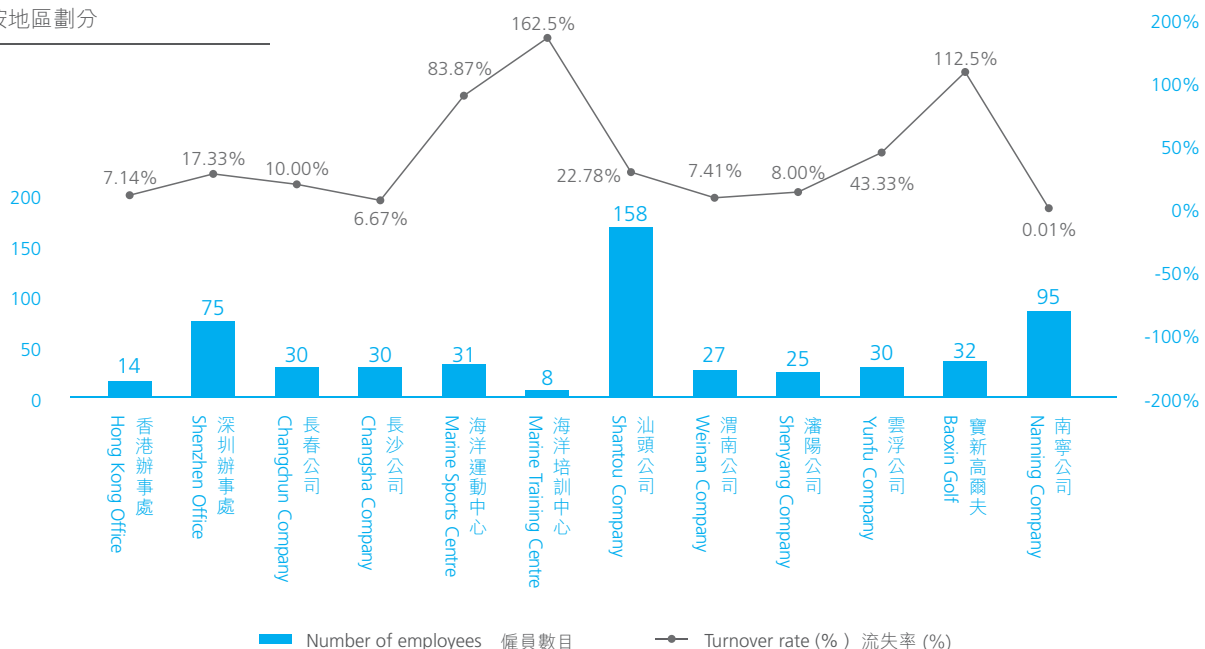
截至本報告期末，在香港與中國各地受此報告內容所覆蓋的集團員工共有555位。

The distribution of employees by geographical region, gender, age group and employment category is as follow:

以下按地區、性別、年齡組別及僱傭類型劃分的員工分佈如下：

By geographical region

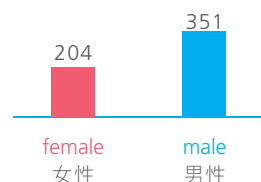
按地區劃分



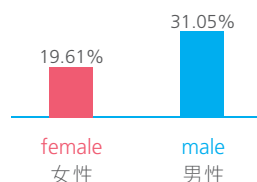
By gender

按性別劃分

Number of employees
僱員數目



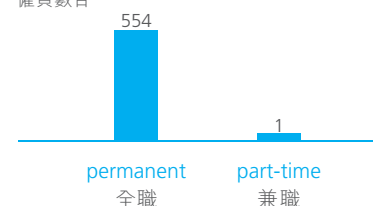
Turnover rate (%)
流失率 (%)



By employment category

按僱傭類型劃分

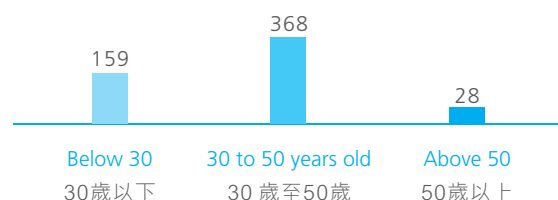
Number of employees
僱員數目



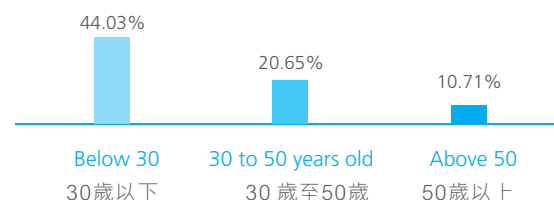
By age group

按年齡組別劃分

Number of employees
僱員數目



Turnover rate (%)
流失率 (%)



4.2 Employees Rights

員工權益

4.2.1 Equal Employment Opportunity and Competition

平等僱傭機會與競爭

The Group is an equal opportunity employer. When recruiting, the Group ensures that each job applicant is entitled to due rights and will not be refused for employment due to factors such as gender, age, ethnicity or religious belief.

The Group strictly complies with the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, Employment Ordinance (Cap 57 of the laws of Hong Kong) and other labour laws and regulations of the PRC and Hong Kong. It fully follows statutory processes when signing, renewing, terminating and cancelling labour contracts with employees. All related processes are fair, transparent and impartial, regardless of any diversity-related factors such as gender, race, among others.

The Company has formulated the Management Rules for Hiring and Probation and the Guidelines for Hiring Processes. Such rules and processes have standardized the recruitment process for ensuring that our hiring activities comply with applicable laws, and prevented child labour or forced labour at source.

本集團在招聘工作上做到平等規範僱傭，招聘時確保了每一位應徵者都能享受應有的權利，不會因為性別、年齡、種族及信仰等因素而被拒絕聘用。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》，《僱傭條例》（香港法例第57章）以及中國和香港的其他勞工法律法規，在員工合同簽訂、續訂、終止、解除勞動關係等過程中，嚴格遵守法定程式，所有相關流程都保證公平公開公正，不受性別、種族或其他有關多元化因素的影響。

本公司制定了《招聘及試用期管理制度》、《招聘規範流程指引》，規範員工招聘流程，保證員工僱傭符合法律法規要求，從源頭上杜絕童工和強制勞工。

The Company has used Follow-up Form for New Employees' Probation to ensure that new hires are given sufficient humanistic care, work support and assistance in completing required processes during the probation period. Such arrangement can help new hires quickly adapt to the workplace and satisfy job requirements during their probation periods. Moreover, advisory and coordination services are being provided to new hires, thereby avoiding any forced labour.

Similarly, the decision on the promotion of an employee is made on the basis of the knowledge, skills and professionalism of that employee as the criteria, regardless of the age, religion, marital or maternal status so as to make sure every employee is entitled to equal rights and interests in the Company.

During the Reporting Period, no child labourers or forced labourers was employed.

本公司建立了《新員工試用期情況跟蹤表》，切實做好新聘人員試用期間的人文關懷、工作支援和相關手續辦理情況的跟蹤，確保新員工在試用期能快速適應公司環境和崗位工作，為新員工提供諮詢和協調服務，過程中防止強制勞工。

同樣，本公司也會根據員工的知識、技能和專業素養作為其是否晉升的標準，不會因其年齡、宗教、婚育情況而作差別考慮，確保每一位員工在公司內享受到平等的權益。

在本報告期內沒有發生僱用童工與任何強制勞工的情況。

4.2.2 Salary and Benefits

薪酬與福利

The Group would warranty that the salary level of every employee shall meet the minimum legal requirements enacted by the local government, and procure social insurance or other statutory provident fund contribution plans for employees according to the local employment regulations.

Assessment of labour market situations is conducted on an annual basis. Reasonable and legal salary adjustments will be made to ensure competitive compensation packages for employees and to reward the employees' contributions to the Company.

In addition to salaries, the Group abides by the arrangement of statutory holidays and paid annual leaves, in order to boost employees' sense of gains. The Group also provides holiday allowances for employees on major holidays. The Group has provided other benefits like overtime and business trip meal allowances, and incentive paid leaves, etc.



本集團確保員工的薪資水準符合當地政府所訂明的最低工資標準，並符合當前社會和地域行情，且按當地的要求為員工購買社會保險或其他法定公積金供款計畫。

本集團每年皆定期評估勞動市場，對薪酬標準做出合理合法的調整，承諾為員工提供有競爭力的薪酬標準，以回饋員工對本集團所做的貢獻。

除薪酬外，本集團嚴格遵守法定假日和帶薪年假的安排，提升員工的獲得感，在重大假日為員工發放節日費用，提供包括加班餐補、出差餐補、獎勵年假等福利。

Management Policies and Regulatory Requirements

管理制度與規範要求

The Company is very concerned about the workplace environment and safety of employees, and therefore has formulated sound management policies and regulatory requirements. The Company regularly checks the safety status of offices, places of operation and construction sites. All project companies are required to put in place a safety management office according to the regulatory requirements and standards. The Company has assigned designated staff to take charge of safety management, and regularly conducts trainings and conferences on safety. On-site safety inspections are being conducted to ensure zero accidents in the workplaces. The Company also implement further measures to mitigate safety risks, with an ultimate goal of building a zero-accident working environment.

During the Reporting Period, the number and ratio of deaths due to work-related accidents and the number of working days lost due to work-related injuries were all zero.

In the course of real estate development business, the Company has arranged for the production safety personnel with relevant production knowledge and management capability as well as relevant certificates to be on duty in compliance with Article 20 of Production Safety Law of the People's Republic of China.

本公司十分重視員工的工作環境與安全，因此制定了健全的管理制度與規範要求，定期與不定期對辦公場所、經營場所、在建工程等開展各類安全專項檢查，要求各公司按照相應規範要求設置安全管理機構，制定安全管理人員，定期開展安全培訓，召開安全生產會議，組織現場安全檢查，全力確保工作場所的安全零事故。積極採取減少安全隱患的措施，目標是營造一個零意外的工作環境。

本報告期內，因工作關係而死亡的人數及比率及因工傷損失工作日數均為零。

在有關房地產開發業務中，本公司嚴格遵從《中華人民共和國安全生產法》第二十條，安排具有生產知識和管理能力和持有有關證照的安全生產管理人員值班巡檢。

Our specific measures to ensure employees' safety include:

本公司注重在各個細節關注員工安全：

Safety reminders are posted in the office and work areas, such as "Be Careful! High Temperature" on tap water equipment, and "Do Not Move" on fire-fighting equipment.

在辦公場所及工作區域張貼安全溫馨提示標語，包括開水供應區「高溫小心」、消防器材處張貼「消防器材請勿挪移」等標識。



For positions with relatively high risks, in addition to posting relevant safety procedures and operating instructions in prominent places, we also provide employees with appropriate personal protective devices for the prevention of occupational diseases and work injuries.

針對一些風險較高的工作崗位，除了在顯眼處懸掛安全操作規程及作業指導書以外，還積極為員工提供並更新安全勞保用品以防治職業病及工傷的發生。



To ensure the normalization of workplace safety, the Company has set up a special inspection team to regularly inspect safety-related matters and bring to the employees' attention of risks such as fire protection, electric circuits, chemicals, etc.

為確保工作場所安全常態化，本公司設置了專項檢查小組，羅列檢查明細，定期開展檢查，以提示消防、電路、化學品等方面的風險。



Preventive and Protective Measures Against COVID-19

新型冠狀病毒（COVID-19）期間的防護舉措

China has started to contain COVID-19 from early 2020. Since then, the Group has acted swiftly and adopted a number of measures. All units, departments and projects are required to fully comply with the epidemic-prevention and control requirements, and resume production and operation in an orderly manner. In this way, the Group has ensured good working environment for employees and has maintained sound work order.

自2020年初新型冠狀病毒感染的肺炎疫情防控工作開展以來，本集團迅速行動，採取多項措施，要求各單位、部門、項目確在嚴格落實疫情防控要求的前提下，推動生產經營有序運轉，為員工的良好辦公環境和工作秩序提供了強力的保障。

Prevention and control mechanism 防控機制

An internal epidemic prevention and control organizational structure has been established, and work resumption plan has been formulated to clearly define the company's emergent epidemic prevention processes, responsible employees and work duties. Such organizational structure and plan has ensured that related employees are responsible for discharging their duties in the epidemic prevention works.

建立公司內部疫情防控組織架構，做好公司復工方案，明確公司疫情防控應急流程、具體人員、工作職責，確保疫情防控工作主體責任落實。



Employees' check 員工排查

All employees are being checked with no exception. Every employee has a corresponding file for epidemic prevention purpose. Employees from the COVID-19 hot zones have to be quarantined in designated locations for 14 days. Employees from other regions have to be quarantined at home for 14 days.

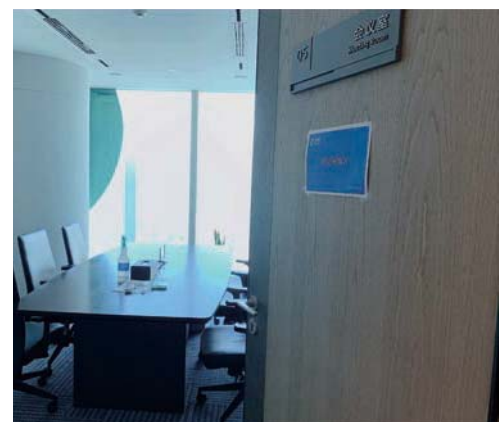
全面排查所有員工，按照「一人一檔」做好建檔篩查工作。凡從重點防控地區返工的員工，必須嚴格執行集中隔離14天的要求；從其他地區返工的員工必須嚴格執行居家隔離14天的要求。



Quarantine measures 隔離措施

During the period of epidemic prevention and control, no external visitors are allowed to enter into the company. If necessary, employees will receive such visitors in the waiting area on the first floor, and no external visitors are allowed to enter into the office space. To avoid crowds, the office space is divided into separate areas, and employees are not allowed to visit other areas for non-duty purpose.

疫情防控期間，謝絕外部人員來訪，確有需要的，請員工到一樓大堂休息區接待，不得帶入辦公區。為儘量避免人員聚集，辦公區域採取獨立隔離方式，非工作必需不允許串門辦公。



Internal management 內部管理

Employees' health status is to be monitored and reported every day. We have urged every employee to wear face masks, frequently wash hands and do disinfections, avoid crowds and well protect themselves. Employees are also required to report and handle any abnormal situation in the prompt manner. We have also strengthened the management of off-duty employees.

確保每日監測上報員工身體狀況，督促員工佩戴口罩、勤洗手、常消毒、少聚集並做好個人防護，發現情況及時報告、採取處置措施，並加強員工下班後管理。



Complete disinfection 全面消毒

Public spaces are fully disinfected. Areas such as reception halls, elevator hall, escalators, air conditioning systems, toilets, pantries, corridors, staircases, meeting rooms, canteens, underground parking lots are disinfected at close intervals every day.

公共區域消毒工作。堅持每天多次對會客大廳、電梯廳、電梯、空調、衛生間、茶水間、過道、樓梯間、會議室、食堂、地下車庫等區域消毒作業檢查。



Customer management 客戶管理

All visiting customers have to receive body temperature check. Customers with abnormal body temperature will not be allowed to enter into our sales facilities, and will be advised to attend medical treatment at fever clinics.

對到訪客戶要測量體溫，發現體溫異常者，婉拒其進入銷售現場，並提示其到發熱門診就診。



Safety Training and Emergency Drill 安全培訓與應急演練

The Company is used to preparing the safety training plan for employees at the beginning of every year, which sets out details of the occupational health and safety trainings for employees, including the identification of safety warning signs, the operation of safety facilities, the safe operating procedures at related positions, and the lessons learned from safety accidents, etc. All these trainings have been aimed to raise the employees' safety awareness so that they can recognise safety risks and stay vigilant.

Since part of the Group's businesses are carried out at the seaside, to safeguard the employees' and customers' personal safety, the Company has organised some of its employees to take the examination for the Qualification Certificate of Industry Practitioners awarded by the General Administration of Sport of China and Class 5 Lifeguard Work Permit awarded by the Shenzhen Water Sports Association. In seaside operations, certified and experienced lifeguards are on duty at all the time. The Company would also regularly organise marine safety trainings for employees, partners and other marine workers to enhance their basic safety knowledge and skills.

本公司每年年初會編制員工安全培訓計劃，為員工提供適當的職業健康及安全培訓，培訓內容主要包括安全標識的識別、安全設施設備的操作、相關操作崗位的安全操作規程、安全事故案例反思等，以此提升相關員工的安全意識，使其能有效辨別安全隱患並時常保持警惕。

由於部分業務在海邊進行，為保障員工及客戶的人身安全，有關的公司已組織部分員工考取由國家體育總局頒發的行業從業人員資格證書和深圳市水上運動協會頒發的五級救生員上崗證。海邊運營活動現場時刻有持證且專業經驗豐富的救生員值班，並定期開展海上安全相關培訓，包括對企業內部員工、合作商戶等與海上作業有關的人員，加強基本安全知識的積累及技能的提升。

The Company has also regularly arranged employees to go through fire and emergency drills in which they will familiarise themselves with basic self-rescue and emergency escape skills. Knowledge and skills concerning firefighting facility deployment, firefighting safety, safe electricity use in offices, as well as safe use of high-rise elevators are being taught. Classic firefighting cases have been shared with employees to raise their safety awareness and sense of responsibility.

In addition to ensuring the safety of the Group's employees, the Company also conducts safety supervision on the work practices of the contractors within the operation sites of the Company. These contractors are required to build sound safety management system and ensure good instruction on safety works, so as to optimise the management of occupational health and safety.

本公司還定期組織員工開展消防及安全應急演練，指導員工學習基本自救和緊急逃生本領。從消防佈防、消防安全知識與技能、辦公用電安全、高層電梯安全使用規範等應急措施方面進行了深入分享，結合消防經典案例分享，結合消防經典案例幫助員工強化安全防範意識，增加工作責任防範意識，增加工作責任心。

除了有效保障本集團員工安全以外，本公司也有效履行了對業務範圍內承包商的安全管理監督職能，要求其建立健全安全管理制度，充份做好各類安全指導工作，完善職業健康與安全管理體系。

4.2.4 Body Check and Insurance 體檢及保險

The Company has made contribution to the five mandatory insurance schemes (pension fund, medical insurance, industrial injury insurance, unemployment insurance and maternity insurance) for the PRC employees, and has organised employees to join the government-recommended "critical illness insurance" scheme. For employees who work in relatively risky businesses such as the real estate development, the Company has purchased commercial casualty insurance.

本公司為國內的員工按期繳納「五險」（即養老保險、醫療保險、工傷保險、失業保險和生育保險），還積極組織員工參加政府提倡的「重大疾病保險」，並針對房地產開發、經營事項中有一定風險的業務，額外為有關員工購買了意外傷害商業保險。

4.3 Employees Development

員工發展

The continuous improvement of an employee's lifelong employability is a responsibility that the employee and the Company should share.

員工終生就業能力的持續提升是員工和本公司應當共同承擔的責任。

The Company has set personal development goals and has made career development plans for all employees. This will help the Company steadily develop its business and build a strong talent pool. Employees are informed of the contents they need to learn as well as the development direction and goals at every stage. Via various trainings and educational programmes, we have unleashed employees' potential and have enhanced employees' lifelong learning capability. These efforts are being translated into improvement in employees' vocational skills and professionalism, and a big career development space for employees.

為更好的配合本集團穩紮穩打發展理念，滿足公司人才發展需要，同時匹配員工個人職業發展規劃，塑造職業化寶新人形象，公司始終將發展目標、職位規範有機導入到對員工的能力素質要求之中，清晰告知員工每個階段的學習內容、努力方向和目標。通過多方位多層次的培訓和教育，不斷激發員工的潛能，提高員工終生學習的能力，實現員工職業能力、職業素質、職業精神的全面提升，從而不斷拓展其職業發展空間。

The Company organized **177** training sessions in 2019, with a total of **5,763** attendants. Per-capita training hours reached **18.96** hours, and total training hours reached **10,522.5** hours.

2019年度本公司累計 開展培訓場次	累計培訓人次	人均培訓學時	總培訓學時
177 場	5,763 人次	18.96 小時	10,522.5 小時

4.3.1 Talent Team Building Plan

人才梯隊發展計劃

Combined with its strategic planning to promote the achievement of strategic goals, the Company is committed to building three echelons of talent development, professionalism and learning ability. Customized training plans are designed for employees at different levels. Moreover, employees will take a 360 assessment and management evaluation that is based on management assessment, learning ability and competency requirements. These measures have optimized our talent pool and created a performance-oriented organizational atmosphere of "being capable over being mediocre".

結合公司的戰略規劃，促進戰略目標達成，本公司致力於打造領導力、專業力、學習力三大人才發展梯隊。為不同層級的員工針對性制訂培訓計劃，以行動學習、基於勝任力要求的360評估、管理測評等，不斷優化人才庫，營造「能者上、庸者讓」的組織氛圍。



Talent Team Building Plan 人才梯隊發展計劃

Leadership programme: "Navigator Plan"

領導力項目之「領航計劃」

Navigator Plan for boosting cohesiveness of senior executives

領航計劃 — 高管團隊融合項目

Voyage Plan for empowering persons-in-charge in tier-1 departments

遠航計劃 — 一級部門負責人賦能項目

Speeding Plan for nurturing talents in reserve cities

速航計劃 — 儲備城市總培養項目

Sailing Plan for new managers

啟航計劃 — 新經理項目

Programme for middle-level managers: "Rafting Plan"

中層梯隊之「泛舟計劃」

Ark Plan – Nurturing programme for specialized deputy general managers

方舟計劃 — 儲備專業副總培養項目

Shipping Plan – Nurturing reserved middle-level managers

(tier-2 department heads) 行舟計劃 — 儲備中層(二級部門負責人)培養項目

Internal trainer development programme: "Torch Plan"

內訓師培養項目之「薪火計劃」

Cultivate middle to senior managers, key talents and business cadres as internal trainer to establish an internal knowledge management system.

將公司中高層管理人員、關鍵人才、業務骨幹培養為內訓師，搭建公司內部知識管理體系。

4.3.2 Helping New Employees Adapt to Their Jobs

新員工融崗勝任

New employee trainings has been a major component of our training system. We have spent a lot of efforts to help new employees adapt to their job positions.

新員工培訓是公司培訓體系的重要方面，為促進新員工的融崗勝任我們做了多方面的工作。



Ongoing orientation for new employees 持續推進新員工入職培訓

In terms of new employee training, the Company has organized 35 training sessions for a total of 344 new employees, with a coverage ratio of 100%.

在新員工培訓方面，各單位共開展新員工入職培訓35期，培訓覆蓋人數344人，培訓覆蓋率100%。



Continuously growing and empowering trainers 持續啟動、賦能講師團隊

Implemented the New Employee Trainer Development and Certification Programme, which has grown and empowered 15 new trainers.

組織實施《新人訓講師培養與認證項目》，開展講師技能輔導賦能培訓，啟動、賦能新人訓講師15人。



Mentoring for new senior managers 落實新任高級管理者帶教

Senior executives in the headquarters office and persons-in-charge of different operational centres are required to carry out one-to-one mentoring for newly appointed senior managers. Mentoring managers need to assess the competency of new managers based on their studying results as well as outcome of comprehensive evaluations. In 2019, 10 new senior managers were mentored for being quickly adapted to their job positions.

總部高管及各中心負責人對新入職高級管理者進行一對一帶教，並以學習心得與高管綜合評價兩個維度對新任高級管理者進行帶教評估與勝任力評估，2019年實現10位新任高級管理者快速融崗、勝崗。

4.3.3 Boutique Open Class Platform 精品公開課平台

The Company has launched the “Glory Sun Classroom” open class series that features knowledge, enhancement of expertise and diversified methods of exchange. Lecturers in the open class series are senior executives coming from respective professional sectors with rich experience. They have shared their practical experiences and advanced theories with the supplement of research results. The open classes are held in diversified forms including large-scale seminars, experience-based trainings, coach technologies and topical seminars. Courses are being developed via the ADDIE processes (Analysis, Design, Development, Implementation and Evaluation). Such processes have enabled continuous class optimization and creation of top-quality training contents.

本公司複合型人才培養以「專業分享、專業提升、多元化交流」為重心，重點打造「寶新大講堂」系列的公開課。課程講師由在各個專業板塊擁有豐富經驗的高管組成，結合高管實際管理經驗與先進理論、科研成果打造，以大型研討會、體驗式培訓、教練技術、專題論壇等多樣化主題形式授課。系列課程從調研分析（Analysis）、課程設計（Design）、內容設計（Development），到實施執行（Implementation）與評估回饋（Evaluation），以ADDIE科學教學實施模式，迴圈優化，塑造精品。

The launch of boutique open classes has helped create a learning organisation and enhanced employees' expertise and cultural identity. The open classes give employees opportunities to study cross-sector knowledge, thereby growing and empowering versatile talents. In the meantime, the Group has been aided to realise professional expertise. For instance, the Company organized six phases of project replay to study experiences from successfully-operated projects and summarize lessons from mistakes in 2019. Through the project replay, six classic specialized courseware have been formed, covering technology management, engineering management, marketing management and operation management.

精品公開課的打造，營造了學習型組織氛圍，有助於提升員工專業認知與文化認同，開拓跨條線知識視野，從而實現集團複合型人才速培養與賦能；同時，也幫助本集團實現專業知識沉澱，如2019年組織實施的6期經典項目複盤，萃取項目優秀經驗、客觀總結項目失誤，沉澱了涉及技術管理、工程管理、運營管理、行銷管理四個板塊共6門經典專業課件。



4.4 Work and Life Balance

工作與生活的平衡

The Company is committed to maintaining the physical and mental health of its employees, and is highly concerned about the work-life balance of its employees, and as such, the Company has fully leveraged its advantages in human resources management, and has effectively analysed the workload of each job position to assess the work intensity of employees and ensure reasonable workload. The Company would never force employees to work overtime.

To help employees relax and relieve their work pressure, the Company has enhanced internal communication and allocated funding to each department every quarter to subsidise recreational activities for the release of the employees' stress. These activities would include sports and fitness activities, reading, and team building activities (such as camping), which have enriched employees' lives beyond their daily work.

本公司致力維持員工的身心健康，非常關注保持員工在工作與生活之間的平衡。為此本公司充分運用人力資源管理優勢，詳細調查各崗位的工作量，並進行工作強度評估，合理用人，絕不強迫員工超時工作。

為協助員工放鬆及平衡工作壓力，加強內部交流，本公司會每季度會按部門劃撥活動經費，定期舉辦娛樂活動幫助員工減壓，包括運動健身、閱讀，及野外露營等各類型團隊建設活動，以豐富員工在日常工作以外的生活。

Pilot
case
案例聚焦

Summit of Wutong Mountain 梧桐山登頂活動

Climbing mountains has been a cultural custom of the Company for many years. The Company held the Summit of Wutong Mountain on 21 December 2019.

登高攀峰是本公司多年以來的文化習俗，本公司於2019年12月21日舉辦了梧桐山登頂活動。



Hiking in Macau 澳門遠足活動

On 19 October 2019, the Company organized a hiking activity in Macau, allowing employees to feel the local customs and the natural landscape of Macau.

於2019年10月19日，本公司組織員工澳門遠足活動，感受澳門風土人情和自然景觀。



Team building activity of Shantou Company 汕頭公司員工團建活動

In order to strengthen the Company's corporate culture and enrich employees' life, Shantou Company organized employees to visit Zhangzhou and Xiamen in Fujian Province in September 2019 for team building activities.

為加強公司企業文化建設，豐富員工業餘生活，汕頭公司在2019年9月組織公司員工前往福建省的漳州、廈門，進行團建活動。





Employee library of Yunfu project 雲浮項目職工書屋

Located on the second floor of the project club, the library has received strong support from Yunfu Federation of Trade Unions and Yunfu New District Federation of Trade Unions in its construction process. It has been the highest purpose functions, the largest area and the best facilities among provincial employee libraries in Yunfu. In 2019, after on-site inspection and verification by the Employee Library Group Office of the All-China Federation of Trade Unions and the Guangdong Federation of Trade Unions, the library was awarded the honorary title of "National-Level Employee Library" by All-China Federation of Trade Unions on 30 December 2019, and was given the nameplate of Employee Library of by All-China Federation of Trade Unions as well as nearly 700 books worth RMB30,000, thus enriching the book collection of the library.

位於項目會所二樓，書屋建設過程中得到了雲浮市總工會、雲浮新區總工會等領導的大力支持和指導，是目前雲浮市功能最多、面積最大、設施最好的省級職工書屋。2019年經過全國總工會職工書屋小組辦公室和廣東省總工會的現場調研及層層申報審核，書屋於2019年12月30日榮獲中華全國總工會「國家級職工書屋」的榮譽稱號，並獲贈中華全國總工會職工書屋銘牌，以及價值3萬元的各類圖書近700冊，增加了職工書屋藏書數量，豐富了藏書類別。

"Reading Sharing Session" of Changchun Company 長春公司「讀書分享會」

On 14 October 2019, Changchun Company organized senior and middle-level employees to attend a Reading Sharing Session featuring the theme of "Developing A Habit Of Integrity". The session was aimed to raise employees' integrity awareness by reading, and helped the employees grow together with the Company.

於2019年10月14日，長春公司組織中高層員工進行《讓廉潔成為一種習慣》書籍的讀書分享會，通過「讀書養廉」活動，緊抓思想不放鬆，站在公司的高度與公司共成長共進步。



During the Reporting Period, there was no violation of local regulations related to occupational health and safety.

本報告期內，未發生違反業務當地與職業健康及安全相關的法規情況。

Contributing to Charity

踐行公益
慈善之美





5.1

Marine Emergency Rescue Support

海上應急救援事業支持

136

5.2

Other Charity Activities

其他公益慈善活動

137

The Group has taken care of the public's well-being and benefits. We have always proactively engaged with communities to learn the needs of communities, and is committed to participating in all those community activities which will help establish a positive image of the industry as well as the Company, and respond to the needs of the communities. We have done our best to give back to the society. The Company also encourages employees to participate in charitable activities. Our cooperative partners would include community groups, charity organisations, government agencies and other stakeholders.

本集團關注社會公眾的福祉和利益，一直主動接觸社區，瞭解其需求，並致力參與有助建立行業及本公司正面形象的社區活動，響應社會上的各種需求，在力所能及的範圍內回饋社會；同時，鼓勵員工參與慈善公益活動。合作單位包括各公司所在的社區團體、慈善團體、政府部門及當地的其他持份者。

5.1

Marine Emergency Rescue Support

海上應急救援事務支持

Taking advantage of its two major platforms – Marine Sports Centre and Marine Training Centre, the Group proactively supports and serves the government's emergency rescue operation. For a long time, the Company provides joint-services and site support for the training of many rescue organisations of Shenzhen, thereby contributing to the national emergency rescue operation.

本集團利用自身的兩大平臺海洋運動中心和海洋培訓中心，積極支援和服務於政府應急救援事務，長期以來為深圳市多個救援組織免費提供培訓活動協辦服務和場地支援，為國家應急救援事業貢獻一份力量。

Pilot
case
案例聚焦

Complimentary Training for Water Rescue Team of SRVF

公益救援隊水上搜救隊培訓

On 2 and 3 November 2019, the water rescue team of SRVF (Shenzhen Rescue Volunteer Federation) received the inflatable rescue boat (IRB) and rescue paddle skill training in Marine Sports Centre. To demonstrate its commitment to charity, Marine Sports Centre provided the site and the other support services at no charge.

於2019年11月2日至3日，深圳公益救援隊水上搜救隊到運動中心進行充氣式救援艇及救援槳板技術訓練，海洋運動中心秉持公益的角度，為救援隊無償提供場地及其他各項服務支援。



Friendly Support Amid Natural Disaster

自然災害期間無償提供海上援助

During the typhoon in August 2019, the fishing boats operating around Marine Sports Centre called for assistance as they could not find any shelter from the storms. As an enterprise with strong sense of social responsibility, on the premise of ensuring safety of customers' vessels, the Company tendered its biggest efforts to accommodate such fishing boats in its dock during the storms. The Company's humanitarian behaviour was recognized by local social organisations and enterprises.

2019年8月份颱風期間，海洋運動中心周邊營生的漁船由於沒有可避風的碼頭，向運動中心請求支援。本公司作為具有強烈社會責任感的企業，在商戶船隻全部安排穩妥的前提下，儘其所能讓當地漁船無償進港避風，並圓滿完成了每一次颱風避災的支援工作。本公司的人道主義行為也得到了當地社會組織和企業單位的認可。



5.2 Other Charity Activities

其他公益慈善活動

Pilot
case

案例聚焦

ACCA Community Day

ACCA公益關愛日活動

The Association of Chartered Certified Accountants Hong Kong held the ACCA Community Day on 13 January 2019. This has been a fun charity event which aims to raise funds for the underprivileged groups and to promote the spirit of social cohesiveness and care in the community. It also aims to bring hopes to the public, particularly the grassroot citizens and underprivileged groups. In 2019, the ACCA Community Day was themed on "Painting the Rainbow and Creating Hopes", and the beneficiaries were Hong Kong Society for the Blind, Hong Kong Morning Dawn Association and the Elderly Home Association. A charity team that was made up of recruited volunteers and employees of the Company took part in the event. Through this traditional charity event, the team experienced the happiness of contributing to charity. Meanwhile, it was also hoped that everyone could help contribute to promote the power of kindness and deliver the message of love to the public.

於2019年1月13日，ACCA（特許公認會計師公會）香港分會舉行了香港公益關愛日活動，旨在為弱勢社群組織籌款，發揚社會團結關愛精神的公益趣味運動，希望為社會人士特別是基層市民、弱勢社群帶來希望。2019年大會的主題為「畫出彩虹，創造希望」，受惠機構為香港盲人輔導會、香港晨曦會及長者安居協會。本公司通過招募社會愛心人士與公司員工組成愛心公益隊伍參加該活動，通過此次傳統的公益活動讓大家一同感受公益帶來的快樂，同時，也借助眾人的力量，更廣泛地向外界傳遞和宣揚慈善公益與愛的力量。

Charity Activities Support

公益活動支持

On 12 September 2019, a large-scale charitable activity had its stop at Shantou. The event was held in Shantou Eastern Coastal Project - Bay Culture Centre. Leaders from Overseas Chinese Economic and Cultural Cooperation Experimental Zone of Shantou as well as Shantou Company showed up in the event and paid tribute to their participating car drivers that took part in the activity. At the same time, the delegation called on the public to actively participate in charitable activities and help people in need. After the grand welcoming ceremony, as coordinated by Shantou Company, a fleet and the Company's staff visited a nursing home and despatch supplies for the Mid-Autumn Festival to the elderly, in order to extend love and warmth to those in need.

於2019年9月12日，「觀聯新時代·禮贊新生活」大型公益巡禮汕頭站活動在汕頭東海洋項目·海灣文化中心隆重舉行，汕頭華僑經濟文化合作試驗區、汕頭公司等領導紛紛出席，向不畏旅途艱辛的車手們致敬，同時也呼籲人們積極參與公益，幫助更多需要幫助的人。盛大的歡迎儀式之後，聯動雲車隊與本公司工作人員前往由汕頭公司牽線聯繫的存心底護瞻養院，為老人們送去中秋慰問物資，用實際行動將愛傳遞到有需要的人手中。



On 19 May 2019, South Rising Star Automobile Benz joined hands with the caring car owners to give cash donation and supplies to the elderly. Marine Sports Centre provided the clubhouse and outdoor space for holding the sharing meetings in the event. By doing this, the Company supported charitable activities and spread the strength of love.

於2019年5月19日，南方騰星賓士攜手愛心車主攜善款和物資，走進敬老院，為老人帶去歡聲笑語和生活物資，海洋運動中心為活動免費提供會所和戶外場地作為總結分享會議場所，以行動支持愛心善舉，傳播愛的力量。



Appendix 附錄

Content Index 指標索引表

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Corresponding Chapter 相應章節
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	As relevant disclosure has no significance in relation to our business operation, we did not produce specific report on this matter. 由於有關披露與我們的業務運作沒有重大關係，故此我們並無就此事宜作出報告
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	As relevant disclosure has no significance in relation to our business operation, we did not produce specific report on this matter. 由於有關披露與我們的業務運作沒有重大關係，故此我們並無就此事宜作出報告
A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美

A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A2.4		Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
A2.5	Total packaging material used for finished products (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume). 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	As relevant disclosure has no significance in relation to our business operation, we did not produce specific report on this matter. 由於有關披露與我們的業務運作沒有重大關係，故此我們並無就此事宜作出報告

Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美
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	Chapter 2: Protecting the Natural Environment 第二部分：守護環境自然之美

Aspect B1: Employment 層面B1：僱傭

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 4: Enhancing Employees' Advancement 第四部分：成就員工事業之美
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。	Chapter 4: Enhancing Employees' Advancement 4.1 About Employees 第四部分：成就員工事業之美 4.1 員工構成
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。	Chapter 4: Enhancing Employees' Advancement 4.1 About Employees 第四部分：成就員工事業之美 4.1 員工構成

Aspect B2: Health and Safety 層面B2：健康與安全

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 4: Enhancing Employees' Advancement 第四部分：成就員工事業之美
B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率。	Chapter 4: Enhancing Employees' Advancement 4.2.3 Occupational Safety 第四部分：成就員工事業之美 4.2.3 職業安全
B2.2	Lost days due to work injury 因工傷損失工作日數。	Chapter 4: Enhancing Employees' Advancement 4.2.3 Occupational Safety 第四部分：成就員工事業之美 4.2.3 職業安全
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。	Chapter 4: Enhancing Employees' Advancement 4.2.3 Occupational Safety 第四部分：成就員工事業之美 4.2.3 職業安全

Aspect B3: Development and Training 層面B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Chapter 4: Enhancing Employees' Advancement 第四部分：成就員工事業之美
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Aspect B4: Labour Standards 層面B4：勞工準則

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 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。	Chapter 4: Enhancing Employees' Advancement 第四部分：成就員工事業之美
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Chapter 4: Enhancing Employees' Advancement 4.2.1 Equal Employment Opportunity and Competition 第四部分：成就員工事業之美 4.2.1 平等僱傭機會與競爭
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。	Chapter 4: Enhancing Employees' Advancement 4.2.1 Equal Employment Opportunity and Competition 第四部分：成就員工事業之美 4.2.1 平等僱傭機會與競爭

Aspect B5: Supply Chain Management 層面B5：供應鏈管理

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策	Chapter 3: Delivering Supreme Products and Services 第三部分：精築產品服務之美
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B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目	Chapter 3: Delivering Supreme Products and Services 3.4 Supply Chain Management 第三部分：精築產品服務之美 3.4 供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Chapter 3: Delivering Supreme Products and Services 3.4 Supply Chain Management 第三部分：精築產品服務之美 3.4 供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 3: Delivering Supreme Products and Services 第三部分：精築產品服務之美
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。	Chapter 3: Delivering Supreme Products and Services 3.1 Product Quality Control 3.5 Consumer Rights Protection 第三部分：精築產品服務之美 3.1 產品品質管控 3.5 消費者權益保護
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。	Chapter 3: Delivering Supreme Products and Services 3.1 Product Quality Control 3.5 Consumer Rights Protection 第三部分：精築產品服務之美 3.1 產品品質管控 3.5 消費者權益保護
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。	Chapter 3: Delivering Supreme Products and Services 3.1.2 Protection of Intellectual Property 第三部分：精築產品服務之美 3.1.2 知識產權保護
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。	Chapter 3: Delivering Supreme Products and Services 3.1 Product Quality Control 3.5 Consumer Rights Protection 第三部分：精築產品服務之美 3.1 產品品質管控 3.5 消費者權益保護
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。	Chapter 3: Delivering Supreme Products and Services 3.5 Protection of Consumers' Rights and Interests 第三部分：精築產品服務之美 3.5 消費者權益保護

Aspect B7: Anti-corruption 層面B7：反貪污

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 1: Preface 1.2 Corporate Governance 第一部分：前言 1.2 公司管治
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。	Chapter 1: Preface 1.2.3 Anti-corruption and Probity Cooperation 第一部分：前言 1.2.3 反貪污與廉潔合作
B7.2	Description of preventive measures and whistleblowing 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。	Chapter 1: Preface 1.2.3 Anti-corruption and Probity Cooperation 第一部分：前言 1.2.3 反貪污與廉潔合作

Aspect B8: Community Investment 層面B8：社區投資

General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭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。	Chapter 2: Protecting the Natural Environment Chapter 3: Delivering Supreme Products and Services 第二部分：守護環境自然之美 第三部分：精築產品服務之美
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Chapter 2: Protecting the Natural Environment 2.4 Protection of Marine Environment Chapter 3: Delivering Supreme Products and Services 3.2 Building Function Extension Chapter 5: Contributing to Charity 第二部分：守護環境自然之美 2.4 海洋環境保護 第三部分：精築產品服務之美 3.2 建築功能延展 第五部分：踐行公益慈善之美
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Chapter 2: Protecting the Natural Environment 2.4 Protection of Marine Environment Chapter 3: Delivering Supreme Products and Services 3.2 Building Function Extension Chapter 5: Contributing to Charity 第二部分：守護環境自然之美 2.4 海洋環境保護 第三部分：精築產品服務之美 3.2 建築功能延展 第五部分：踐行公益慈善之美

