

Environmental, Social and Governance Report 2020

二零二零年寶新置地環境、社會及管治報告



匠心築就
理想之城

Building a wonderful
land with ingenuity

Environmental, Social and Governance Report 2020

二零二零年度環境、社會及管治報告

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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, 22 March 2021
香港，二零二一年三月二十二日

To all stakeholders:

The Company has raised the priority of sustainable development to the Group's strategic level and has also incorporated the concept into the business development plan. By carrying out a series of effective measures such as green building, green construction, green operation, and green office, the concept of sustainable development is being integrated into the product research and development, design, production and management processes. In addition, the Company will make efficient use of resources, continue to promote energy conservation and emission reduction, and adhere to the practices of recycling and low-carbon operation. It has been the understanding of the Company that the realization of quality growth should always be led by the origin of the product itself, through the improvement of product quality for satisfying the customers' needs and the whole realignment of product and lifestyle. All in all, the growth of the community can be attained by focusing the diversified experience of the customers to assure family and neighbors grow altogether in a good community ecology.

致各持份者：

本公司將可持續發展提升到本集團的戰略層面，納入經營發展規劃中，堅持推行綠色建築、綠色施工、綠色運營、綠色辦公等多項有效舉措，在產品研發、設計、生產、管理環節融入可持續發展理念，將高效利用資源，持續推進節能減排、循環經濟措施，踐行低碳經營。本公司認為，踐行有質量的增長應當以回歸產品本身為主導，圍繞客戶需求提高產品品質，實現產品和生活方式的全面重塑。我們希望從客戶多元化的體驗出發，構築社區的生長性，令家人與友鄰在良好的社區生態中共同成長。

The Company has strived to build “a community of interests and causes” by continuously optimizing the staff development programs to implement diversified development paths and provide a platform for employees to develop and enhance their values. As a “warm” enterprise, while focusing on its own economic results and maintaining stable production and operation, the Company has actively carried out its social responsibility through strongly supporting the construction of neighboring communities, and discharging the significant role of an enterprise in the powerful support over the poverty alleviation.

本公司努力著力構建「利益共同體、事業共同體」，通過不斷優化員工培養體系，推行多元發展路徑，提供員工發揮自我價值的工作平臺。作為一家「有溫度」的企業，本公司在注重企業自身經濟效益，保持生產經營穩定的同時，積極履行社會責任，大力支持企業周邊社區建設，最大限度地發揮企業在精準扶貧中的強大力量。

In future, the Company will adhere to the brand philosophy of “Building the Beauty of Life”, continue to focus on living, life, and sustainable development of environment, act actively to fulfill its social responsibility, and disclose and respond to the environmental, social and corporate governance issues concerned by investors on an ongoing basis.

未來，本公司將堅持「築就生活之美」的品牌理念，持續關注人居、生活與環境的可持續發展，積極踐行社會責任，持續披露與回應投資者關心的環境、社會及企業管治方面的議題。

1.1 Scope

編制範圍

The reporting period of this Environmental, Social and Governance Report (the “ESG Report”) is from 1 January 2020 to 31 December 2020 (the “Reporting Period”). The ESG Report focuses on the Group's two core business segments of property investment and development and cultural sports which includes the relevant operating information on the Hong Kong head office and a total of seventeen (17) subsidiaries of the Company located in different provinces and cities in the PRC with physical business operations during the Reporting Period, namely:

本環境、社會及管治報告（「本ESG報告」）的報告期為二零二零年一月一日至二零二零年十二月三十一日（「本報告期」），內容涵蓋了本集團的物業投資及發展與文體產業兩個核心業務板塊，當中包含了本公司旗下的香港總部辦事處及合共十七家位於中國不同省市具實體業務經營的子公司在本報告期內的相關營運信息，分別為：

- Baoxin Holdings Company Limited* (“Shenzhen Office”);
寶新控股有限公司（「深圳辦事處」）；
- Changchun City Baoxin Property Development Company Limited* (“Changchun Company”);
長春市寶新房地產開發有限公司（「長春公司」）；
- Hunan Meilian Property Company Limited* (“Changsha Company”);
湖南美聯置業有限公司（「長沙公司」）；
- Shenzhen Dapeng Yacht Club Company Limited* (“Marine Sports Centre”);
深圳大鵬遊艇會有限公司（「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（「海洋培訓中心」）；
- Shantou Chaoshang Chengzhen Comprehensive Management Company Limited*, Chaoshang Group (Shantou) Investment Company Limited*, Shantou Taisheng Technology Company Limited* (collectively “Shantou Company”);
汕頭市潮商城鎮綜合治理有限公司、潮商集團（汕頭）投資有限公司、汕頭市泰盛科技有限公司（合稱「汕頭公司」）；
- Weinan Baoneng Property Company Limited* (“Weinan Company”);
渭南市寶能置業有限公司（「渭南公司」）；
- Shenyang Baoxin Commerce Company Limited* (“Shenyang Company”);
瀋陽寶新商業有限公司（「瀋陽公司」）；
- Yunfu Baoneng Property Company Limited* (“Yunfu Company”);
雲浮寶能置業有限公司（「雲浮公司」）；
- Shenzhen Baoxin Recreation and Sports Development Company Limited* (“Baoxin Golf”);
深圳寶新文體發展有限公司（「寶新高爾夫」）；
- Shenzhen Baoxin Wisdom Development Limited* (“Xiao Mutong”);
深圳寶新智慧發展有限公司（「小牧童」）；
- Shenzhen Baoxin Fitness Development Limited* (“Xin Dongneng”);
深圳寶新健體發展有限公司（「新動能」）；
- Shenzhen Baoyue Entertainment Development Limited* (“Xin Yuefang”); and
深圳寶樂文娛發展有限公司（「新樂坊」）；及
- Guangxi Baohui Property Company Limited, Guangxi Shengze Investment Company Limited* (“Nanning Company”).
廣西寶匯置業有限公司、廣西盛澤投資有限公司（「南寧公司」）。

* For identification purpose only
僅供識別之用

The ESG Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” under Appendix 27 of the Listing Rules.

• **Source and Reliability Statement**

All the data used in the ESG Report are from the statistical reports and relevant documents of the Group. The Board assumes liabilities for authenticity, accuracy and completeness of the ESG Report.

• **Confirmation and Approval**

The ESG Report has been approved for publication by the Board.

• **Access and Response to the ESG Report**

The electronic version of the Report can be obtained from the following website:

<http://www.hk0299.com>;

If you have any comments or suggestions on the Group’s environmental, social and governance (“ESG”) performance, you are welcome to send email to info@hk0299.com.

本ESG報告是根據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。

• **信息來源及可靠性聲明**

本ESG報告中所使用的信息均來自本集團統計報告、相關文件，董事會對本ESG報告內容的真實性、準確性和完整性負責。

• **確認及批准**

本ESG報告已獲得董事會的確認，予以發佈。

• **獲取及回應本報告**

您可通過以下網站獲取本ESG報告電子版：

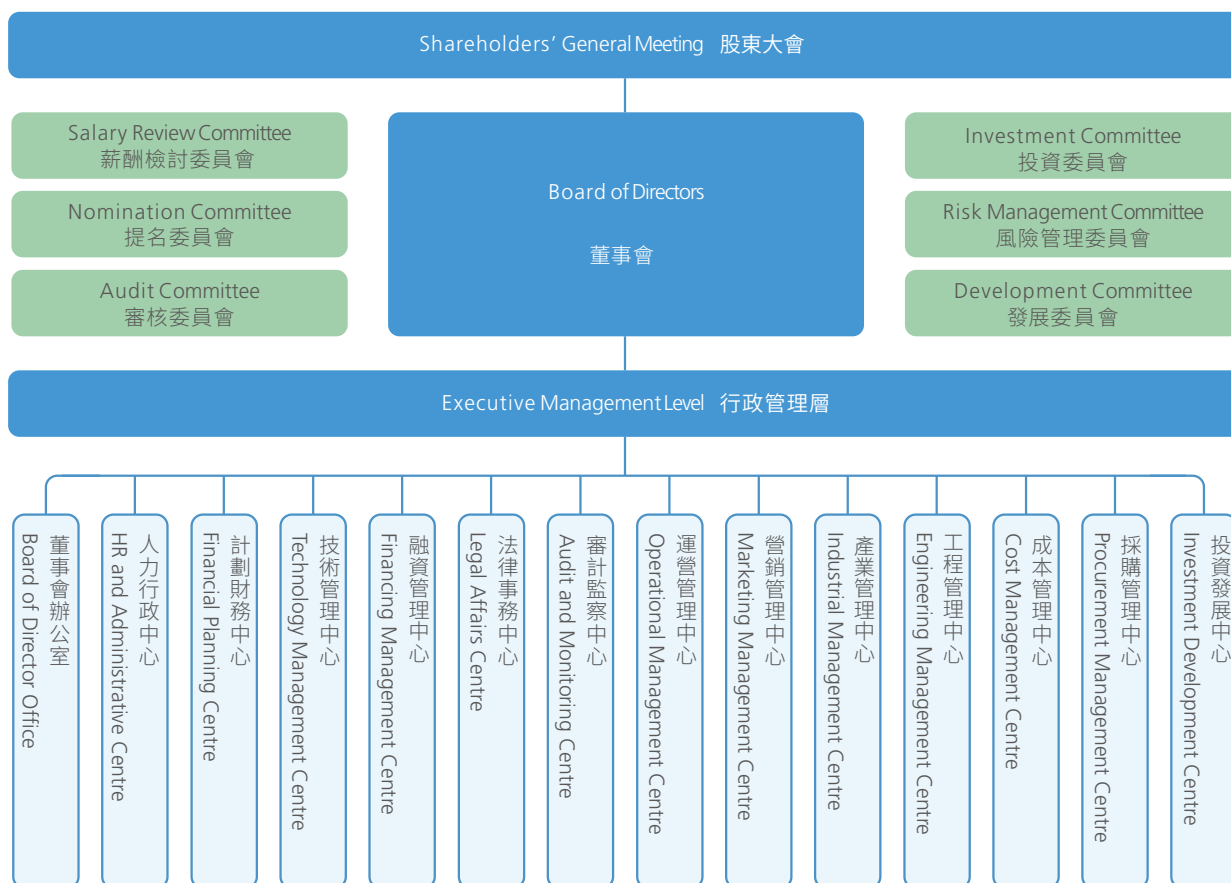
<http://www.hk0299.com>;

如您對本集團的環境、社會及管治（「ESG」）表現有任何意見或建議，歡迎電郵至 info@hk0299.com。

1.2 Corporate Governance

企業管治

1.2.1 Organizational Structure 組織架構



1.2.2 Internal Control and Risk Management

內部控制與風險管理

The Company strictly complies with the CG Code contained in Appendix 14 of the Listing Rules. We have identified and evaluated 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 capability.

The Group has established a fairly integrated 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 the integrity and completeness of financial reporting and related information in the Company.

For details of the Company's corporate governance structure and practices, please refer to the section on corporate governance report in the 2020 Annual Report.

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，本集團的內部控制體系完整且運行有效，從本公司層面到各業務流程層面均建立了系統的內部控制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、財務報告及相關信息的真實、完整提供了合理保障。

有關本公司企業管治架構及實務的詳情，可參閱2020年報中就企業管治報告的章節內容。

1.2.3 Anti-corruption and Probity Cooperation

反貪污與廉潔合作

The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and Anti-money Laundering Law of the People's Republic of China. The Group believes that the integrity has been the essential foundation of employees' business ethics. Without integrity, it would be impossible for the Group to provide quality products and services to the customers. The Group demands the employees to establish right concept of authority, improve the consciousness of probity and self-discipline, and firmly adhere to the concept of probity in career from the perspective of ideology, and realize self-management, self supervision and self-restraint.

The Group has kept enhancing its monitoring, auditing and disciplinary penalty policies. Suppliers are asked to sign the Supplier Probity Agreement, while employees will sign the Employee Probity Agreement. Moreover, anti-corruption education and training has been organized to establish and reinforce the integrity culture across our organization.

The Group has introduced "Key business Monitoring Measures" and "Complaints Reporting Management Measures", which are complemented with internal audits and process controls. Moreover, the Group has effectively executed its anti-corruption policy to ensure that the corruption is to be prohibited at source.

The Company engages both internal and external auditors to audit the financial accounts of the Group, to ensure the accuracy of the account ledgers and strengthen the internal financial control and monitoring system. All departing senior management staff are subject to 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.

本集團嚴格遵守香港法例第201章《防止賄賂條例》及《中華人民共和國反洗錢法》。本集團始終認定廉潔清正是每一位員工的素養之本，也是為客戶提供優質產品和服務的基本保障，要求員工樹立正確的權力觀念，提高廉潔自律的自覺性，從思想上堅定廉潔從業的理念，實現自我管理、自我監督及自我約束。

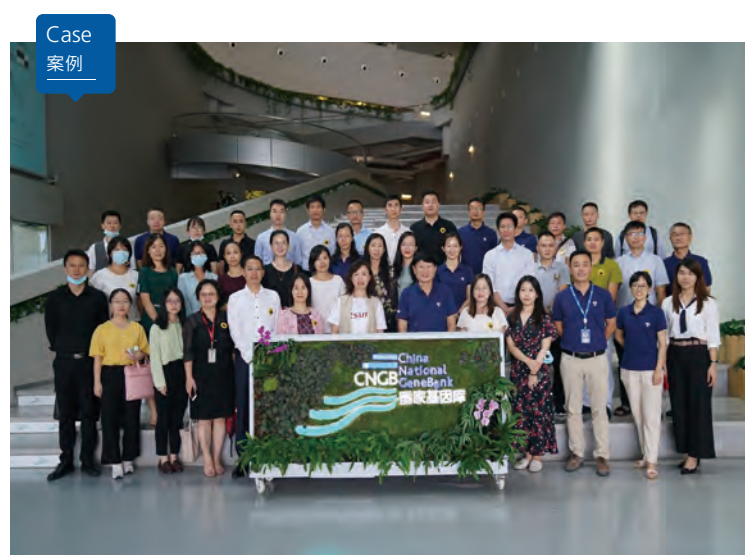
本集團一方面完善監督、審核與懲處制度，如要求供應商簽署相應的《供應商廉潔協議》、員工簽署《員工廉潔協議》。另一方面加強全體員工的反貪污教育培訓，通過多種辦法樹立和強化本集團的廉潔文化。

本集團特別發佈了《重點業務監控辦法》、制定了相應的《投訴舉報管理辦法》，輔以審核檢查、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。

本公司採用內部審核與外部審核相結合的方式核算本集團財務帳目，以確保帳目正確，加強財務內控制度與監控。對離任的高級管理人員均進行離任審查，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，旨在通過該協定明確雙方在業務關係中的廉潔從業要求，起到防微杜漸、警鐘長鳴的效果。

The Group has established a whistle-blowing mechanism that enables making complaints and whistle-blowing via hotline, mailbox, webpage and other reporting channels. The Group has designated responsible officers to receive and handle whistleblower reports. All whistleblower reports will be filed and handled in strict confidence. The audit department and the legal department will pursue accountability for any violation of anti-corruption rules. In addition, as a member of China Corporate Anti-Fraud Alliance (the "Alliance"), the Group has also actively publicized the relevant knowledge of anti-fraud affairs by the enterprises or International Anti-corruption Day through WeChat group, public accounts, intranet and other medium, and has worked together with leading enterprises for all industries to fight against fraud.

本集團設有舉報機制，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，繼而由審核部門、法務部門對違反、破壞制度的行為進行問責，維護制度的權威性。此外，作為中國企業反舞弊聯盟（「聯盟」）成員單位，本集團還積極通過微信群、公眾號、內網等載體，廣泛宣傳企業反舞弊或國際反腐敗日相關知識，與各行業標杆企業共同致力於反舞弊工作。



For purpose of strengthening the interaction and cooperation among the member units of the Alliance and promoting the continuous improvement of the anti fraud investigation skills of enterprises, the staff members of Audit and Monitoring Centre were invited to participate in the exchange meeting of the Alliance.

為加強聯盟各成員單位的交流與合作，促進企業反舞弊調查技能不斷提升，審計監察中心人員應邀參加聯盟成員單位的交流會。

Warning posters 警示海報



During the Reporting Period, there were no corruption lawsuits filed against the Group.

於本報告期內，未發生有針對本集團的貪污訴訟案件。

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, the Company's website, 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 result is also being reported to the investors regularly through the annual report of the Company. The corresponding details of the AGM and investor participation in corporate governance can be found in the 2020 Annual Report.

本公司的股東週年大會（「股東週年大會」）提供有效的平台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，如通過上門拜訪、電話會議、電子郵件、本公司官方網站、客戶服務熱線、客戶服務專員跟進等，以全面聆聽各方的意見及需求。本公司的整體業績表現亦透過每年的本公司年報向各投資者作出定期匯報。股東週年大會情況、投資者參與公司治理情況詳細內容可參見二零二零年報。

1.2.5 Materiality Assessment 重要性評估

Materiality assessment is part of the ESG risk assessment for identifying topics that are important to stakeholders for specific disclosure.

The Company makes full use of the materiality assessment process to understand the views of stakeholders that are material to the Group's development or ESG issues, and further refines the materiality analysis process by understanding the requirements of external ratings or indices.

In the implementation process, the Board includes the ESG factors such as environment, product quality and safety, and employees' rights and interests into the evaluation of the daily ESG governance. To ensure the rationality of the target, the management should seek the "highest common factors" despite the difficulties in areas such as external supervision, operability and departmental consensus, so as to avoid effectively the potential risks in the development process.

In order to ensure the leadership of the Board for ESG issues and enhance the participation of the Board in the whole process of ESG reporting, during the Reporting Period, the Company conducted materiality assessment for ESG factors through the following steps:

重要性評估是ESG風險評估的一部分，通過重要性評估識別對於利益相關方重要的議題，從而進行針對性的披露。

本公司通過充分利用重要性評估過程，瞭解持份者對於本集團發展或ESG事宜的重要看法，並借助瞭解外部評級或指數的要求，進一步完善重要性分析。

在實際執行過程中，董事會將環境、產品品質安全和員工權益等ESG因素納入考慮ESG日常管治的評價中。在保障目標合理性方面，管理層要在外部監管、可操作性、部門共識等重重障礙之間找尋最大公約數，有效規避發展過程中潛在的風險。

為確保董事會在ESG事宜上發揮領導作用，提高董事會於ESG報告全過程的參與度，本報告期內，本公司通過以下的步驟開展ESG因素重要性評估工作：

Collecting and identifying topics

搜集識別議題



In order to better understand the impact of the Group's business on different sustainability topics, according to the guidelines of the Stock Exchange and Global Reporting Initiative Sustainability Reporting Standards, the Company has identified potential material topics with regard to the environmental, social and economic aspects through peer-to-peer benchmarking, media reporting, focus groups, questionnaires and interviews.

為更多瞭解本集團業務對不同可持續發展議題的影響，根據聯交所的指引及全球報告倡議組織可持續發展報告標準，本公司通過同行對標、媒體報導、焦點小組、問卷調查、訪談等多種方式，識別出涵蓋環境、社會和經濟層面的潛在重要性議題。

1. Identifying stakeholders who shall be divided into internal and external to the Group.
 - (1) Internal stakeholders - Management, employees at different levels.
 - (2) External stakeholders - Suppliers, contractors, business partners, customers, members, investors, public welfare organizations, community organizations, government organizations, and industry association representatives.
1. 辨識分為本集團內部和外部之持份者。
 - (1) 內部持份者 - 管理層、不同職級的僱員；
 - (2) 外部持份者 - 供應商、承包商、業務合作夥伴、顧客、會員、投資者、公益組織、社區組織、政府組織及行業協會代表。
2. Collecting the views of the above stakeholders on the impact and materiality of the topics to form an topics database.
 - (1) Collecting feedback from internal stakeholders through in-depth discussions with the Board and the management on the Group's vision and strategy for sustainable development in order to understand the views from different stakeholder groups to form a viewpoint database. In addition, the above viewpoint database shall be improved and supplemented through various channels in the daily operation process such as the research on the employees' job devotion and public charity activities.
 - (2) Integrating the material topics in the viewpoint database and communicating with external stakeholders through multiple channels (business operation communication, public charity activities promotion, investors meetings, road shows or on-site research) for evaluating the materiality of each topic to the Group and to the stakeholders respectively.
2. 收集上述持份者對議題影響和重要性的意見，形成議題庫。
 - (1) 透過與董事會、管理層就本集團的可持續發展願景及策略進行深入討論，收集內部持份者的回饋，以從不同持份者組別瞭解意見形成觀點庫。此外，還將通過員工敬業度調研及公益活動等日常經營過程中的各種管道完善、補充上述觀點庫。
 - (2) 整合觀點庫中的重要議題，以多管道（業務經營交流、公益活動宣傳、投資者見面會、路演或現場調研）與外部持份者溝通，分別評估各個議題對於本集團和對於持份者的重要性。

Prioritizing topics for the Board's review

議題排序審議



Analyzing the results of the questionnaires, evaluating the materiality priority of the topics and generating the materiality matrix as in accordance with the materiality of the topics to the stakeholders or the impact on the business of the Company.

1. External experts conduct preliminary review and suggestions on the materiality priority and the materiality matrix.
2. Submit the "Summary Report for Stakeholder's Participation" which includes the materiality matrix and the relating compiled data to the Board for review and changes recommendation.

對問卷調查結果進行分析，根據議題對持份者的重要性，或對本集團業務的影響，評估得出議題的重要性排序、製作重要性矩陣圖。

1. 外部專家對重要性排序及矩陣圖進行初步審議和建議。
2. 向董事會提交包含重要性矩陣及編制資料的《持份者參與簡報》以供董事會審閱，提出調整意見。

Preparing topic report

編制議題報告



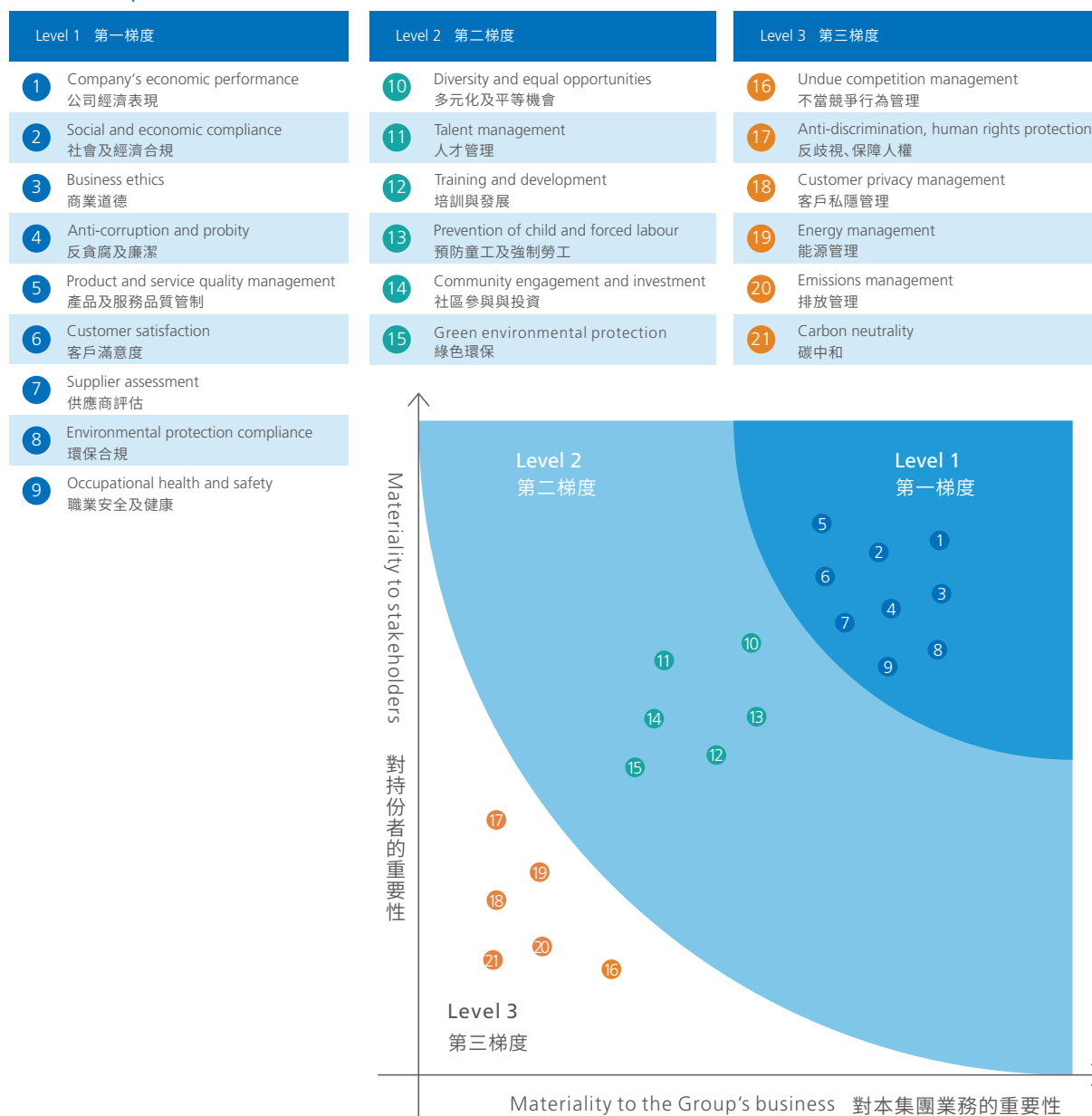
The Board reviews the latest progress of implementation based on the ESG-related objectives and targets in the regular quarterly reports, and conducts ESG risk assessment and management to review the implementation progress for the selected ESG objectives. This will be summarized in the Board's statement for the annual ESG activities performance, which is to be disclosed in the annual ESG report. Based on the results of the materiality issue assessment, the process and result of stakeholder participation are used as a yardstick to identify material ESG factors and are disclosed in the report in a specific manner.

董事會依據例常季度報告中ESG相關的目標和指標，來檢討執行的最新進度，同時開展ESG風險評估和管理，對制定的ESG目標進行進度檢討。最終形成年度ESG工作情況的董事會專項聲明，在年度ESG報告中披露。依據重要性議題判定結果，並將持份者參與的過程及結果材料作為識別重要ESG因素的準則，在報告中進行針對性的披露。

For purpose of understanding the impact of the Group's business on different sustainability topics, according to the guidelines of the Stock Exchange, Global Reporting Initiative Sustainability Reporting Standards, the peer analysis and the media reports, the Company has identified a total of 21 potential material topics with regard to our environmental, social and economic aspects.

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，本公司鑒別出涵蓋環境、社會和經濟層面合共二十一個潛在重要性議題。

• Material topics 重要性議題



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

本集團採取積極的措施支援可持續發展的願景，並將我們的重要性議題與對於持份者的回應，以及可持續發展目標相對應，使我們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。

Harmonious Coexistence of Human and Environment

人與環境的和諧共處

The Group has been focusing and taking care of the natural environment, adhering to the “green and low-carbon” environmental protection philosophy, strictly observing the environmental protection principles and actively supporting the sustainable development for the environment. In addition to complying with the basic requirements of all relevant laws and environmental standards, including but not limited to the Environmental Protection Law of the People’s Republic of China and the Water Pollution Prevention and Control Law of the People’s Republic of China, the Company has formulated relevant environmental protection policies and strategies, and has also implemented a series of environmental protection actions.

With respect to the property investment and development segment, the Group has been committed to promoting energy conservation and emission reduction in the design, construction and daily management and operation of its properties. For the cultural sports segment, the Group has actively promoted the environmental protection for ocean and the related publicity with its well establishment of marine sports facilities.

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，嚴格遵守環保原則，積極支援環境的可持續發展。本公司除了遵守所有相關法律和環境標準的基本要求，包括但不限於《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》，還制定了相關的環保政策、策略，實施了系列環保行動。

物業投資發展板塊，本集團致力推進建築設計、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。

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Key Performance Indicators

關鍵績效指標

In the Year, with the support of all stakeholders, the Group actively achieved all key performance indicators while continuing to improve and work on various segments of sustainable development.

於本年度，在所有持份者的支持下，本集團在可持續發展的各個板塊不斷完善和努力的同時，積極實現各項關鍵績效指標的達成。

The following table shows the environmental performance of the Group during the Reporting Period:

下表展示本集團在本報告期內的環境表現：



Air emissions

廢氣排放

	Unit 單位	2020	2019	2018
Nitrogen oxides (No _x) emissions 氮氧化物排放量	Grammes 克	264,892.57	345,322.16	136,091.86
Sulphur oxides (So _x) emissions 硫氧化物排放量	Grammes 克	1,036.27	1,253.88	668.85
Particulate matter (PM) emissions 顆粒排放量	Grammes 克	18,787.00	25,750.94	11,737.00



Greenhouse gas emissions

溫室氣體排放量

	Unit 單位	2020	2019	2018
Total scope 1 emissions 範圍1 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	207.76	278.90	150.59
Total scope 2 emissions 範圍2 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	3,760.12	2,869.32	1,233.25
Total scope 3 emissions 範圍3 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量 (公噸)	126.48	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)	4,094.37	3,248.83	1,508.27



Use of Resources 資源使用

	Unit 單位	2020	2019	2018
Paper consumption 耗紙量	Metric ton 公噸	8.52	7.37	16.36
Toner consumption 碳粉消耗量	Kilogram 公斤	199.69	150.82	7.14
Water consumption 耗水量	Cubic meter 立方米	142,179.55	105,060.00	73,929.28



Use of energy 能源使用

	Unit 單位	2020	2019	2018
Diesel consumption 柴油消耗量	Litres 升	1,741.74	6,141.06	5,300.00
Liquefied petroleum gas consumption 液化石油氣消耗量	Litres 升	11,407.43	20,226.43	13,251.89
Gasoline consumption (mobile source) 汽油消耗量 (移動源)	Litres 升	68,221.69	77,924.20	39,221.21
Electricity consumption 電力消耗量	Mwh 兆瓦時	6,132.84	4,605.14	1,964.36



2.1 Green Construction

綠色建造



Pollution Prevention

防治污染措施

Each property development project of the Group has strictly carried out building construction according to the planning index of green space rate stipulated by governments, with reasonable architectural green planning, exquisite garden design, healthy and comfortable living environment, and thus offering the owners a special experience.

During the project construction process, the Group has strictly implemented the “Three Simultaneity” system (i.e. the environmental protection facilities and the main body of the project must be designed, constructed, and put into use at the same time) for environmental protection, eliminating all kinds of risk factors for accidents and occupational diseases from the source which may cause casualties so as to protect the safety and health of employees, ensure the normal commissioning of new engineering projects, prevent loss damages arising from accidents, and avoid unnecessary spending for carrying out rework or remedial measures in relation to the safety problems.

本集團各物業開發項目嚴格按照政府規定的綠地率規劃指標進行施工，建築綠化規劃合理，園林設計大氣精緻，居住環境健康舒適，給業主別樣的感受。

在項目建設過程中，本集團嚴格執行環保「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。



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 strictly satisfy the “Six One-Hundred-Percent Requirements” promulgated by the Ministry of Housing and Urban-Rural Development, as well as 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 construction sites of the Group have been praised by local governments regarding their standardized and civilized operational practice.

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，多個文明工地、標準化工地獲得當地政府的肯定和表揚。

Case 案例

Weinan Project was awarded
the title of municipal civilized
construction site

渭南項目

榮獲市級文明工地稱號



On 13 August 2020, the Weinan Project was among the first being awarded the title of “Municipal Civilized Construction Site” in 2020. Weinan Company has consistently adhered to the working principle of “rigid implementation and continuous improvement”, and has strictly requested China Construction Sixth Engineering Division Corp, Ltd. to implement the Company’s rules and regulations, continuously innovated safety management, and effectively improved the standardization of safe and orderly construction on site.

於二零二零年八月十三日，渭南項目榮獲二零二零年首批「市級文明工地」稱號。渭南公司長期堅持「剛性執行、持續提升」的工作原則，嚴格要求中建六局落實本公司的各項規章制度，不斷創新安全管理，有效提升了施工現場的安全文明施工標準化。



Waste Treatment

廢棄物處理

The construction waste and other waste generated from the Group’s construction processes have been collected according to the local municipal authority’s rules in a strictly manner. Sticking to the management principle of “Who constructs and who cleans”, the management of waste treatment has been systemized.

Construction waste is stored at the designated place and covered, cleaned regularly and treated legally. Hazardous waste is strictly stored in special storage, regularly inspected, and uniformly processed by the third-party organizations with hazardous waste treatment qualifications. The Group has entrusted an approved service unit to strictly dispose of the hazardous waste involved and to go through relevant registration procedures in accordance with the laws. The Group looks for the causes of pollution for the processes that may produce large pollution, improves the operation and strengthens personnel management to avoid pollution as much as possible.

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

本集團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。

建築垃圾定點存放並採取覆蓋措施，定期清理並進行合法處理；危險廢棄物嚴格進行專庫存放，定期檢查，並聘請具有危險廢物處理資質的第三方機構定期統一處理。對涉及到危險廢棄物嚴格實行委託獲認可的服務單位進行處置，並依法辦理相關登記手續。對於可能產生較大污染的工序查找產生污染的原因，改進操作，加強人員管理，儘量避免污染。

於本報告期內，沒有發現任何違反環境法規的個案發生。

2.2 Green Operation

綠色運營

Developing green buildings is not only the requirement of urban construction, but also the social responsibility of enterprises. It is an inevitable requirement by the vision of achieving CO₂ emissions peak by 2030 and carbon neutrality by 2060, as well as the only path to achieve high-quality economic and social development. The Group is always committed to the practice of and innovation in green building technology, actively advocates the adoption of high-efficiency and energy-saving technologies, improves the efficiency of land resources and construction materials throughout the whole life cycle of project development, and provides a sustainable green and healthy life for the owners through building up green communities in line with the philosophy of respecting nature and complying with nature.

發展綠色建築不僅是城市建設的需要，更是企業應盡的社會責任。建築綠色化發展是二零三零年碳達峰和二零六零年碳中和願景的必然要求，也是實現經濟社會高品質發展的必經之路。本集團致力綠色建築技術的不斷實踐與創新，積極宣導採用高效益的節能技術，將提升土地資源、建築材料的利用效率貫穿於項目開發的全生命週期，並通過社區綠色營造，尊重自然、順應自然，為業主創造可持續的綠色、健康生活。

Case 案例

Project of Nanning Wuxianghu No.1:

南寧五象湖1號項目：

The project adopts solar-powered air source heat pumps to supply annual domestic hot water for 3,980 residents in the residential buildings. This set of system can save about 1.371 million kWh of electricity every year as compared to that using electric water heaters by each household to supply hot water. It is equivalent to standard coal of about 455.4 tons in value (calculated according to the conversion index of standard coal and electric energy of 0.332 kg/kWh), reducing CO₂ emissions by 1,124.84 tons, SO₂ emissions by 9.11 tons and dust by 4.55 tons.

Quality products and services are the most essential part for the Group to discharge product liability and to demonstrate accountability to the customers. The Group 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.



本項目採用太陽能耦合空氣源熱泵系統製備全年生活熱水，提供住宅樓約3,980人全年生活熱水，與各戶採用電熱水器製備熱水相比較，整套系統每年可節電約137.1萬kWh。按等價值折合成標煤約455.4噸（按標煤與電能換算指標0.332kg/kWh計），減少二氧化碳排放量約1,124.84噸，減少二氧化硫排放量約9.11噸，減少粉塵約4.55噸。

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，本集團通過高標準管控打造精優產品，通過精细化管理，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。

Product Quality Control

產品品質管控

The Group has established comprehensive quality control policies and systems. Following the principles of fairness, justice and objectiveness and based on the requirements of relevant national laws, regulations, rules and standards as well as drawings, contracts and relevant technical documents of the Company, the Group checks the project safety, quality and internal management and management conducts of the Engineering Department; and makes strict requirement on the completion rate of rectification of problems existing in each project quality and safety inspection. The rectification of quality problems and safety problems should be subject to the completion rate of 95% and the completion rate of 100% respectively. The inspection has covered areas such as product positioning, building design, procurement, raw materials, building process and inspection upon completion for sake of 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.

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

本集團有完整的品質管控制度和體系，遵循公平、公正、客觀的原則，依據國家相關法律法規規範標準、圖紙、合同及本公司相關技術文件要求，對工程安全、品質及工程部內部管理、管理行為等內容進行檢查，嚴格要求每次工程質安檢查存在的問題整改完成率，品質問題整改完成率達到95%、安全問題整改完成率100%方為達標，檢查包含產品定位、建築設計、單位招采、原材料、建造工藝、驗收等各個環節，保證了本集團在建、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。

本報告期內，未出現因安全與健康理由而須回收的已售或已運送產品。

Project Quality Control

工程品質把控

Upon the registration of project completion, the project, in principle, should still be subject to a 3+1 inspection formality (covering initial joint inspection, joint inspection after rectification and property acceptance inspection, inspection for delivery acceptance and final inspection before delivery). The inspection team is composed of Engineering Management Centre, Operational Management Centre, Marketing Management Centre, Property Management Unit and the local project company team of the Group. Delivery shall be subject to the successful acceptance upon inspection carried out by all the concerned parties. The inspection shall be carried out thoroughly with one check for one project and one record for one household while inspecting each property unit; clearly define the parts and details of project quality problems; and strictly control the project quality. In terms of quality problems spotted during the inspection, the local project company/the Shenzhen Project Department will formulate a rectification plan and urge the construction unit to rectify and complete within the prescribed time limit.

項目在竣工備案完成後，原則上還要經過3+1次（涵蓋首次聯合檢查、整改後聯合檢查及物業承接查驗、交付許可檢查、交付前最後排查）的檢查，檢查小組由本集團的工程管理中心、運營管理中心、營銷管理中心、物業管理單位、城市公司項目部組成，各方檢查驗收合格後方可啟動交付，檢查須100%覆蓋，對分戶進行查驗並做到一戶一驗、一戶一表，且明確工程品質問題的部位與明細，嚴控工程品質，檢查發現的品質問題，由城市公司/深圳項目部制定整改計劃，並督促施工單位在限期內整改閉合。

Case

案例

Pictures of Project Inspection and Acceptance

項目驗收圖

The multiple-step system has been tailored to ensure satisfactory quality of delivered projects. Besides, instant check inspection for defects is being undertaken to better serve the new owners. Specialized construction teams are appointed to follow up the entire delivery process by resolving ordinary problems within half an hour. Commitment involving raw materials customization can be delivered within a reasonable time frame (normally one month), which is highly appreciated by the owners.

層層把關，確保交付品質。另外為查漏補缺，更好的服務新業主，在交付過程中安排各專業施工單位全程跟蹤維修，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。



Production Safety Management

安全生產管理

The headquarters of the Company has established a safety management committee, while the subordinate companies have established individual safety management committees or safety management teams in combination with their actual operations, and set up independent safety management and supervision departments to ensure that the safety management is effectively in place with responsibilities being attached to each individual. At the same time, the corresponding safety management measures in the headquarters of the Group, the local project companies and business units have been formulated to clarify the reward and punishment methods, develop specific measures for long-term supervision and management, and implement the signing of the responsibility letter by the person in charge of safety management. The inspection for production safety should be conducted regularly; the notice of safety inspection during holidays should be issued in time; and the precaution of safety management should be well undertaken so as to improve the safety and contingency plan.

The Safety Committee Office of the Group makes full use of monthly safety meetings, morning meetings of the Group and WeChat working groups to publicize the information of safety production, fire safety laws and regulations and advanced concepts of safety production management, guiding the senior management of the Group to establish the safety philosophy are carried out of "all accidents can be prevented" at the primary level. At the same time, solid safety theme activities such as Safety Production Month and Fire Prevention Publicity Month, and organizes activities in various forms including safety knowledge and fire protection knowledge publicity, accident warning education, potential safety hazard investigation and emergency drills, so as to enhance the safety awareness of all employees and foster a sound safety atmosphere, which has been highly appreciated by the property owners and households.

本公司總部建立安全管理委員會，下屬公司結合實際經營情況建立安全管理委員會或安全管理小組，建立獨立的安全管理與安全監督機構，確保安全管理工作切實落實到位，責任到人。同時制定本集團總部、城市公司、經營單位相應的安全管理制度，明確獎罰辦法，制定長效監督管理的具體措施，落實各安全管理負責人的責任狀簽署。定期開展安全生產檢查工作。及時做好節假日安全檢查通知，做好安全管理預警，完善安全應急預案。

本集團安委辦充分利用月度安全會議、本集團晨會和微信工作群宣導安全生產、消防安全法律法規知識和先進的安全生產管理理念，引導本集團高層到基層樹立「一切事故皆可預防」安全理念，同時扎實開展安全生產月、消防宣傳月等安全主題活動，通過形式多樣的安全知識、消防知識宣傳、事故警示教育、安全隱患排查和應急演練活動，提升全員安全意識，營造了良好的安全氛圍，並得到了業主單位及業戶的一致好評。

Case 案例

The Group companies conducted a series of interactive activities of "focusing on fire protection and giving top priority to life"

本集團各公司開展「關注消防生命至上」系列互動



Fire protection drill 消防活動現場

In June 2020, the activities of "focusing on fire protection and giving top priority to life" were held by respective companies of the Group in succession. Each company carried out fire prevention training enabling the service team and community residents to learn the escape routes and the methods to use firefighting equipment in their communities, which made fire safety awareness deeply penetrated into the community life upon launching the training for the emergency teams in communities.

二零二零年六月，本集團各公司「關注消防生命至上」活動火熱舉行，各公司等開展了消防培訓和消防演練活動；學習所在社區的逃生路線及消防設備使用方法，在進行社區應急小分隊訓練的同時，也讓消防安全意識深入滲透社區生活。

2.3 Eco-friendly Workplace

環境友好型職場

(I) Eco-friendly Measures

環保舉措

The Group has engaged a professional property management team, strictly abided by the requirements of garbage sorting, installed classified garbage bins, set up collection bins for hazardous waste such as scrapped batteries, and continued to undertake the “clean plate” action in the canteen of the Shenzhen Office where 100% food waste is being recycled by professional collectors.

本集團聘請專業物業管理團隊，嚴格遵守垃圾分類處理的各項要求，配置了分類垃圾桶，設置廢電池等有害垃圾回收箱，深圳辦事處食堂持續推行光碟行動，廚餘垃圾百分百由正規專業公司回收利用。

Case 案例

Eco-friendly recycling 環保回收

For sake of continuously improving the food quality of the staff canteen at the Shenzhen Office, the Group has introduced a professional catering service team to further uplift the service quality and staff satisfaction of the canteen on the premise of ensuring food safety and environmental sanitation, so as to better serve the employees.

為持續改進深圳辦事處員工食堂膳食品質，本集團引入專業化餐飲服務團隊，在保證食品安全及環境衛生的前提下，進一步提高食堂服務品質及員工滿意度，切實服務好員工。



At the end of 2020, the staff canteen of Shenzhen Office was completed and put into use.
深圳辦事處員工食堂於2020年底建成並投入使用

(II) Action for Emission Reduction

減排行動

In 2020, the Company upgraded the video conference system and online learning system, improved the management mode of conference and training, and reduced the greenhouse gas emissions attributable to business travels. The Company has implemented a centralised company car reservation system with which the driver and the itinerary has been specifically assigned. A single vehicle will be usually arranged for group activities to reduce exhaust emissions.

二零二零年，本集團進一步升級視訊會議系統、線上學堂系統，完善會議、培訓管理模式，降低因差旅出行而產生的溫室氣體排放量。本集團實行預約派車制度、專人駕駛、統一調配，集體活動儘量安排集中乘坐同一車輛出行，減少廢氣排放。

Eco-friendly Work Mode

環保辦公模式

In its day-to-day operations, the Group has established systems and rules for the asset management and the use of office supplies and other consumables. Energy-saving lights and adjustable air-conditioning settings have been widely used to reduce electricity consumption. Employees are encouraged to minimise the consumption and preserve materials. Wastes are being disposed according to categories so that wastes, such as used paper and paper boxes are subject to recycling and reuse.

在日常辦公過程中，本集團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，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，倡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。



"Green-Friendly Work Mode" has been proactively executed. 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。



Green mobility concept has been promoted by reducing business travels and encouraging the employees to use new energy vehicles.

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 monitoring water consumption in the workplace, and undertaking regular inspection and repair of the water facilities to avoid inefficient use of water.

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。



2.4 Green-friendly Enterprise

綠色友好型企業

Extreme weather caused by climate change shall hurt mankind health, damage natural ecosystem, and pose uncertainties to businesses' production and operation, thereby bringing an adverse impact on social and economic development. In view of the impact of extreme weather (cold wave and low temperature, hail, high temperature, fog and haze, sandstorm, strong wind, thunderstorm and rainstorm) on projects in northern China, our real estate project department formulates feasible contingency plans before starting the construction works. We closely monitor the weather changes and undertake measures when necessary to ensure that extreme weather will not cause serious damage to our projects. In southern China, for extreme weather such as high temperature, rainstorm and typhoons in summer time, the Company will conduct comprehensive safety checks, remove all hidden dangers, transfer or cover up construction materials, reinforce the structures of sample rooms in residential and office zones, and arrange workers to take shelter in safety zones once the observatory has hoisted warning signals.

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。針對中國北方地區極端天氣（寒潮低溫、冰雹、高溫、霧霾、沙塵暴、大風、雷雨、暴雨）對項目的影響，地產項目部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，南方地產項目針對夏季的高溫、暴雨、颱風等極端會在氣象臺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，工人轉移到避險安全區等。

Specific handling measures include

具體應對措施包括

1

Pay prompt attention to weather report in the real time, send out early warning messages to employees and project construction teams of the Group, and pay attention to health condition of the employees from time to time.

及時關注天氣資訊，對本集團員工、項目建設團隊發出預警信息，及時關注人員健康狀況。

2

Get ready sandbags, raincoats, rain shoes, headlights, emergency lights, tools for opening rainwater manhole covers, sunstroke prevention and cooling medicines, haze absorbers and other preventive equipment.

做好沙袋、雨衣、雨鞋、頭燈、應急燈、開啟雨水井蓋的工具、防暑降溫藥品、吸霾等防範設備。

3

Carry out the on-site prevention and protection work in office areas, construction and production areas and delivered areas of the Group.

落實本集團辦公區、施工生產區、已交付區的現場防護工作。

4

Formulate specific construction schedules and material and personnel arrival plans in production areas.

生產區做好專項施工進度計劃，材料、人員進場計劃。

5

Dredge the drainage pipes inside and outside the project sites to ensure smooth drainage and prevent water flooding.

疏通項目內外排水管道，保障排水通暢，防止積水。

6

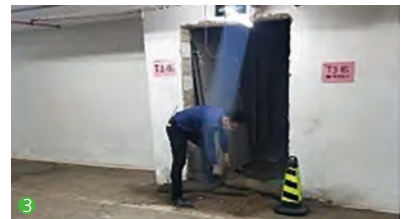
Conduct applicable emergency drills, primarily focusing on emergency rescue when the relating emergencies (such as sunstroke) occur.

舉行相關應急演練，主要演練現場突發情況（突發如人員中暑）應緊急救援等。

7

Advocate preventive measures before the arrival of extreme weather, and put up posters in the lobby and main roads of the construction sites. The corresponding internal regulations of the Company such as Plan for Construction Activities in Rainy Season, Plan for Construction Activities in Winter Maintenance, Contingency Plan for Flood Control for Projects, and Contingency Plan for Natural Disasters, etc. are publicly circulated.

在極端天氣到來之前進行防範措施宣傳，在現場大堂、施工主通道張貼宣傳海報等。宣傳公司內部各相關制度：如《雨季施工方案》、《冬維施工方案》、《項目防汛應急預案》、《自然災害應急預案》等。



Pictures 1-6 shows our safety inspection before the arrival of extreme weather.

①-⑥ 為極端天氣到來之前的安全細節檢查

Biodiversity Protection

生物多樣性保護

The Group strictly abides by the Land Administration Law of the People's Republic of China and other land development laws and regulations. Concerning particularly greenfield development, brownfield development, biodiversity, cultural reserves and other related contents, where the bottom lines, must always be observed. Only lands that have no adverse impact on biological diversity according to government assessments will be developed whilst attention will be paid to the protection of biodiversity in the whole process of land investment and development.

本集團嚴格遵守《中華人民共和國土地管理法》等各項土地開發法律法規，特別是對於綠地開發、棕地開發、生物多樣性、文化保護區等相關內容嚴守底線，僅對接經政府評估後對生物多樣性無不良影響的地塊，在土地投資和開發全過程注重生物多樣性的保護。

Baoxin Golf is adjacent to Xixiang Sports Park with beautiful scenery and surrounded by primary ecological green land. The total area of the project is more than 50,000 square meters and the area of the main venue is more than 10,000 square meters. It has been built with a single three-storey club in Southeast Asian Bali style.

寶新高爾夫依傍風景優美的西鄉體育公園，環抱原生態綠地，項目總面積5萬多平方米，主體面積1萬多平方米，構建獨幢三層的東南亞巴厘島風格會所。



Generally, the surface temperature of lawn in summer is about 8°C lower than that of bare land, and the duration of high temperature can be shortened by 2–3 hours. In winter, the surface temperature of lawn is 1–4°C higher than that of bare land. The moisture content of turfgrass is above 70%, and the air humidity will be increased by the transpiration of turfgrass leaves. In summer, the air humidity of lawn is 10%–20% higher than that of bare land.

通常夏季草坪地表溫度比裸地的約低8°C，高溫持續時數可縮短2-3小時。冬季草坪地表溫度則比裸地的高1-4°C。草坪草含水量均在70%以上，通過草坪草葉片的蒸騰作用能增加空氣濕度。據測定，夏季草坪上空空氣濕度比裸地要高10%-20%

- reduces sun radiation and protects mankind health;
減緩太陽輻射，保護人類健康；
- purifies water and improves soil;
淨化水源、改良土壤；
- reduces noise;
減緩噪音；
- reduces soil erosion and strengthens the embankment;
減少水土流失、鞏固堤岸；
- adjusts the ecological environment by its microclimate;
調節生態環境的小氣候；
- cleans the atmosphere and makes itself a natural oxygen bar.
淨化大氣，天然氧吧。

Achiever of a Better Life

美好生活的踐行者

In the context of comprehensively promoting ecological civilization and under the background of building a beautiful China in the new era, through continuous dynamic consumer tracking, the Group has recognized the consumer experience and needs in different scenarios, and applied the understanding on consumers to provide driving force for product innovation, which is translated into practical recovery strategies and schemes. While we actively develop environment-friendly real estate to achieve harmonious coexistence between the city, the society and the nature, and create an intensive, efficient and ecologically liveable new business form, we also actively enrich and adjust our product portfolios to cope with the changes in consumption trends caused by changes in consumer needs.

在全面推進生態文明和美麗中國建設的新時代大背景下,本集團通過持續的動態消費者追蹤,深入瞭解不同場景下消費者的體驗與需求,利用消費者洞察為產品創新提供動力,並轉化為切實可行的復蘇戰略及方案。一方面積極發展環境友好型的房地產,實現與城市,社會,自然和諧共生,打造集約高效,生態宜居的新業態,另一方面,主動新增和調整產品組合,應對消費者需求變化導致的消費趨勢變化。

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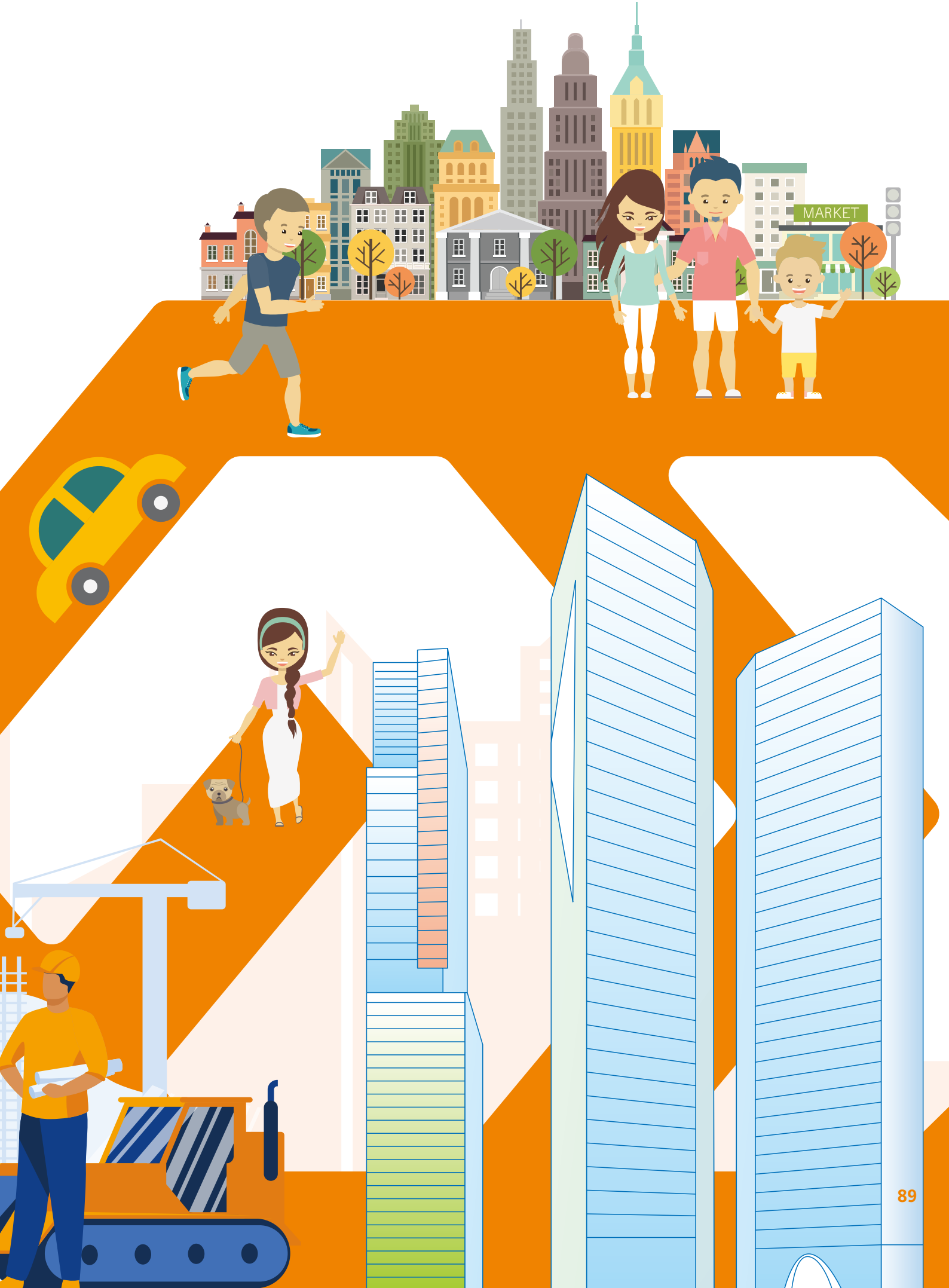
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3.1 Fulfilling the Expectation for a Better Life

兌現美好生活的期待

The COVID-19 pandemic brings short-term impact on a series of business, covering engineering, delivery and sales. For each real estate development project, the Group adheres to the guiding principle of “overcoming difficulties”, and strives to advance the progress of the project, ensure the construction outcome, complete the project with quality and quantity guaranteed according to the time node, improve the product quality by creating high-quality products, and constantly increase the added value of products. In that regard, we not only fulfill customers' expectations for a better life, but also demonstrate the responsibility of the corporate brand image of the Company.

新冠肺炎疫情給工程、交付、銷售等一系列業務帶來短期衝擊，本集團各房地產開發項目堅持「攻堅克難」的引路原則，努力推進工程進度，確保各項工程施工效果，按時間節點保質保量完成，通過打造環節精品提升產品品質，不斷增加產品附加值。不僅兌現了客戶對項目美好生活的期待，更彰顯了寶新品牌的責任擔當。

Case
案例

Baoxin Mansion 寶新大廈

On 18 June 2020, the commencement ceremony of the foundation pit support project of Baoxin Mansion was successfully held, officially marking the prelude to the construction of Baoxin Mansion.

於二零二零年六月十八日，寶新大廈項目基坑支護工程開工儀式順利舉行，標誌著寶新大廈正式拉開建設序幕。



The scene of commencement ceremony 開工儀式現場圖

Case
案例

Changchun Project

長春項目

On 29 September 2020, the Changchun Project obtained the pre-sale permit of the whole project, comprising a total of 1,791 sets of commercial, office and apartment business formats, which timely guaranteed the legal compliance of project opening and sale opening in the “golden” September and “silver” October, a prime sales season, and helped achieve the milestones of the project throughout the year.

於二零二零年九月二十九日，長春項目取得全項目預售許可證，包括商業、辦公及公寓全業態總計1,791套，及時保障了金九銀十銷售旺季項目開放、開盤的合法合規性，助力全年項目里程碑節點的達成。

Case
案例

Shenyang Project

瀋陽項目

In order to achieve the goal of quick turnover, the Development Expansion Centre of the Shenyang Company placed the examination and approval work of height limit of Shenyang Baoxin Mansion Project (Jiuzhong Land) in advance. Through unremitting efforts, the approval document of air height limit of the project was successfully obtained on 11 November 2020, and the task was completed one month ahead of schedule. This examination and approval work of height limit can be completed within a short period and with exemplary efficiency, which is deserved a precedent for efficient examination and approval of air height limit for real estate projects in Shenyang.

為達成快周轉目標，瀋陽公司開發拓展中心前置瀋陽寶新公館項目(九中地塊)限高審批工作，經不懈努力，於二零二零年十一月十一日成功取得項目航空限高批件，提前一個月完成任務。此次限高審批週期短、時效快，開創了瀋陽地產項目航空限高高效審批的先例。

Case
案例

Shantou Chaoyang Project

汕頭潮陽項目

On 30 September 2020, the Shantou Chaoyang Project successfully accomplished the completion registration formalities. The Shantou Company overcame difficulties, timely handled the adverse factors in the early stage of the project, placed all relevant inspection procedures in advance, appointed special personnel to follow up the relevant inspection procedures, and finally completed the registration formalities of the completion of the second phase 25 days in advance, which laid a good foundation for the end of 2020 sales sprint and the acceleration of the follow-up product sales.

於二零二零年九月三十日，汕頭潮陽項目順利完成竣工備案。汕頭公司攻難克難，及時解決項目前期的不利因素，前置各相關驗收手續，專人專項跟進相關驗收程式，最終實現提前二十五天完成二期竣工備案工作，為二零二零年年末銷售衝刺及加快後續產品去化奠定了良好基礎。



Shantou Chaoyang Project image 汕頭潮陽項目示意圖

3.2 Responding to the Needs of Healthy Consumption

回應健康消費需求

Following the end of the pandemic, consumers pay more attention to personal health and immunity enhancement, and are more willing to maintain a healthy and regular lifestyle. The Company actively pays attention to changes in consumer needs, value proposition and consumption scenarios of its own product category, reassesses its product portfolios and overall strategies, and plans its layout in advance focusing on the theme of "healthy life" in the post-pandemic era. The Company successively launches three configurations of purposive consumption formats of fitness room, karaoke and children playroom, realizes the diversified operation of health and entertainment with strong experience, and better responds to the adverse impact of the pandemic and the rebound needs after the new normal.

疫情之後，消費者更重視個人健康，關注免疫力提升，並更願意保持健康規律的生活方式。本公司積極關注自身品類的消費者需求、價值主張和消費場景等變化，重新評估產品組合及整體策略，圍繞後疫情時代的“健康生活”主題業態提前佈局，先後新增了健身房、KTV及兒童遊樂三大目的性消費業態的配置，實現強體驗性的健康娛樂多元化經營，更好地應對疫情帶來的不利影響和新常態後的反彈需求。

Case
案例

Xin Dongneng
新動能



The Company's "Xin Dongneng" Fitness Club is a professional fitness club integrating fitness, rehabilitation and yoga. It introduces the world's first-class fitness equipment brand, adopts domestic advanced management mode, and provides super five-star private butler standard services.

旗下的「新動能」健身會是一家集健身、康復、瑜伽為一體的專業健身俱樂部。引進世界一流健身器械品牌，採用國內先進的管理模式，提供超五星級的私人管家式標準服務。



"Xin Yuefang" is a new high-end karaoke brand that combines the characteristics of health, comfort, dynamics and vision with modern science and technology elements. It is equipped with various theme rooms with different styles, including holographic projection, animation and cartoon and happy party, etc.

The relevant data in respect of the karaoke business has not been included in the reporting scope in 2020 since it has not yet officially commenced business.

「新樂坊」是一家結合現代科技元素打造的健康、舒適、動感+視覺結合的全新高端KTV品牌。配備有全息投影、動漫卡通及開心派對等多種風格迥異的主題包房。

因KTV業務尚未在二零二零年正式營業，相關數據不納入本年度統計範圍。



"Xiao Mutong" is an amusement park brand, which is positioned to provide one-stop entertainment and education services for parent-child families. "Xiao Mutong" takes education in entertainment, meticulous service and innovative development as the brand tenet, and creates a happy camp for kids to pursue their dreams, stimulate their physical potential, develop their social skills and enrich their parent-child life.

「小牧童」遊樂園品牌定位為親子家庭提供一站式娛樂教育服務品牌。「小牧童」品牌把寓教於樂、細緻服務、創新發展做為品牌宗旨，打造讓孩子放飛夢想、激發身體潛能、培養社交能力、豐富親子生活的快樂營地。



3.3 Cooperating Partners

攜手合作夥伴

Suppliers are our partners to deliver customer services, implementing standardized supplier management can enhance supplier management capability, and promote the provision of quality products and services to our customers.

供應商是我們實現客戶服務的合作夥伴，進行規範的供應商管理一方面能提升供應商的管理能力，另一方面也將促進我們對客戶提供優質產品和服務。

Supply Chain Management

供應鏈管理

The Group has always pursued responsible procurement, taking a supplier's commercial credit and social responsibility as the key premises for cooperation. The Group has formulated the Rules Governing Procurement, clarifying the implementation of centralized management for procurement, to strive improving the level of procurement management. In 2020, the Group has well protected the rights and interests of its suppliers and partners, and achieved mutual benefit and win-win results for all parties concerned.

本集團一貫追求責任採購，將商業信用和社會責任表現作為供應商合作的重要前提。本集團制訂了《採購管理辦法》，明確採購實行歸口管理，努力提升採購管理水準。二零二零年，本集團充分保障供應商及合作夥伴的權益，實現了合作各方的互利共贏。

Hierarchical Supplier Management

供應商分級管理

Under the Rules Governing Supplier Assessment, suppliers are being evaluated on a quarterly and annually basis. A hierarchical supplier management system has been put in place by which suppliers' fulfillment performance in seven aspects, namely quality control, delivery cycle, level of cooperation, information, reasonableness of payment terms, costing work cooperation, responsiveness to quotations and contract requirements, will be dynamically monitored. Based on the scores of such fulfillment performance, suppliers are ranked into four grades of A, B, C and D. Suppliers which are ranked in Grade D will be subject to the re-evaluation and rejection mechanism. In 2020, a total of 3,648 suppliers were introduced wherein 44 were ranked in Grade D.

根據《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A、B、C及D四個等級，對D級供應商實行複評和請退制度。二零二零年共引進供應商3,648家，其中列入D級供應商有44家。

Total number of suppliers of the Group (breakdown by location of incorporation):
本集團供應商庫供應商總數量(按供應商註冊地分):5,613家其中:

5,613 of which:

1,888

Suppliers in Southern China
華南地區供應商

1,839

Suppliers in Eastern China
華東地區供應商

794

Suppliers in Northern China
華北地區供應商

411

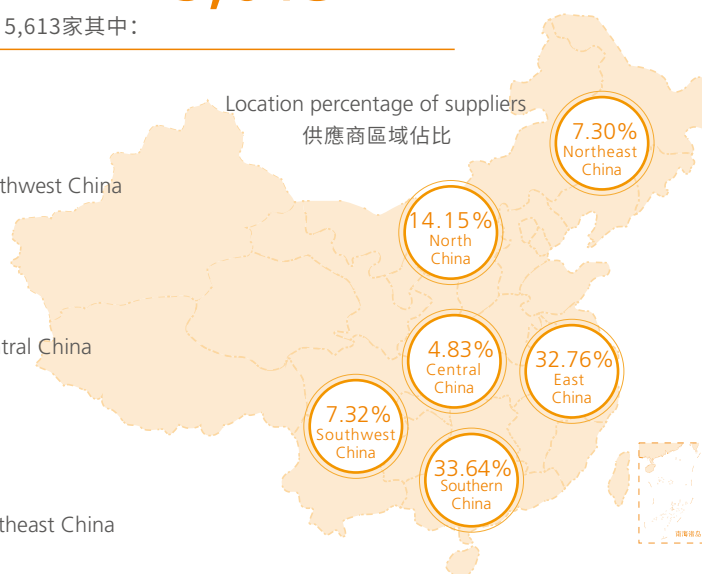
Suppliers in Southwest China
西南地區供應商

271

Suppliers in Central China
華中地區供應商

410

Suppliers in Northeast China
東北地區供應商



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 enhanced 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。

Transparent and Traceable Procurement

採購具透明及可追溯

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 Group's construction project contracting and bidding management departments and to build an efficient, clean and fair procurement management system.

為規範本集團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。



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.

本公司鼓勵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，在符合本集團採購政策的前提下，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。整合集採物料履約過程，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。



3.4 Offering High-quality Services

提供高品質服務

Customer Response Mechanism

客戶回饋機制

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

The operational department will handle potential complaints against property services immediately and resolve by digging into the root of the problem. The complaining customers will be kept updated on the relevant handling progress.

During the Reporting Period, the Group received a total of 3 complaints, all of which were related to rectifications of on-site quality problems, representing 0.6% of the Group's total project sales. After the negotiation by the emergency team, all of such cases had been properly settled with the corresponding acceptance certificates, the inspection reports and repair proposals being issued.

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。針對客戶普遍反映較多的問題，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、更換品質產品等適切回應客戶要求。

對於可能發生的物業服務投訴，運營部將第一時間受理，尋找問題根源予以解決，並第一時間回饋投訴客戶問題處理進展。

於本報告期內，本集團共接獲三宗投訴，均為現場質量問題整改，佔本集團銷售項目總體的0.6%，且經應急小組與之協商，出具相關驗收證明、檢測報告及維修方案，現已全部妥善解決。



Handle customers' complaint 處理顧客投訴現場

Confidentiality of Property Owners' Personal Data

業主信息保密

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.

The Group strictly complies with relevant laws and regulations including the Cybersecurity Law of the People's Republic of China and formulates internal policies including information security management policy to standardize various actions including output, transmission, application and processing of customer data, so as to eliminate the abuse of personal information and thereby safeguard customer privacy. The Company has completed the establishment of Information Security Management System and Information Security Management System Technology Architecture. Dedicated staff are appointed to maintain property owners' personal data. All documents containing the property owners' personal data are kept in locked file rooms and only authorized staff can have access into such rooms. The Group has also established strict internal regulation, that 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；
- 除非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。

本集團嚴格遵守《中華人民共和國網路安全法》等法律法規，並制定信息安全管理制度等制度規範客戶信息的輸出、傳播、使用、處理等各類行為，杜絕個人信息濫用，從而維護客戶隱私權，目前已完成信息安全管理體系和信息安全技術架構的搭建。對於客戶的信息資料由專人管理，存放於專用檔案室裡並上鎖，非檔案管理人員嚴禁入內，並本集團內部設有嚴格規定，全體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。

Improving Customer Satisfaction

客戶滿意度提升

The Group 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.

本集團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。

Protection of Intellectual Property

知識產權保護

In order to define clearly the responsibilities and work content of material quality control of the project under construction of the Group, the Engineering Management Centre of the Group formulates the operational guidelines of material and equipment management, and puts the engineering material and equipment under proper control at the beginning and processing stages by means of strict and effective management measures so as to ensure that the quality requirements of the engineering material should be accorded with the design drawings and specifications.

All the projects under the Group emphasize heavily on the protection of intellectual property rights. The Engineering Management Centre of the Group reviews the design drawings and technical parameters specifying the technical requirements, the dimension specifications, major equipment parameters and quantity figures with respect to the significant materials and equipment for each respective project. Meanwhile, the Engineering Management Centre is held responsible for conducting parameter review on all significant large-scale electromechanical materials and equipment upon arrival at the Engineering Management Centre/project department of the local project company in order to verify if the parameters have been consistent with that specified in the contracts, providing review results and comments, and also conducting random acceptance inspection for such significant materials and equipment. The Technology Management Centre of the Group reviews the material samples provided by the bidder and confirm whether the content in the technical deviation form being furnished by the bidder shall meet the design requirements, and finally signs approving the technical evaluation report jointly with Engineering Management Centre of the Group. The Cost Management Centre of the Group verifies whether the quantity of the significant materials and equipment for each project shall be consistent to that as mentioned within the bidding drawings.

Based on the relevant management requirements, the Engineering Management Centre of the Group conducts ad-hoc inspection on incoming material exercises. "Notice for Conducting Acceptance Inspection for Incoming Materials" is to be issued twenty (20) days before the commencement of inspection wherein the inspection objectives, inspection methods and requirements, the inspection scope, the inspection time and the cooperation requirements by the respective project team are briefly summarized.

Standard forms such as "Score Sheet of Acceptance Inspection for Incoming Materials", Review Report on Acceptance Inspection for Incoming Materials", and "Rectification Sheet for Findings of Acceptance Inspection for Incoming Materials" are also provided to the units under inspection. If any materials is being found to be unqualified, strict penal actions including punishment on the suppliers and accountability by the responsible employee will be taken whilst for those reported cases with serious quality problems, the project works concerned will be ordered to halt for rectification, and the management warnings and notifications will also be issued.

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

為了明確本集團在建工程材料品質管控職責及工作內容，本集團工程管理中心制定材料及設備管理作業指引，通過嚴格、有效的管理使工程材料及設備在事前、事中處在受控狀態，確保工程材料按照設計圖紙及規範的品質要求。

本集團旗下項目對於知識產權高度重視，本集團工程管理中心審核設計圖紙及技術參數，明確各項目中主要材料及設備的技術要求、尺寸規格、主要設備參數及數量等內容，負責對城市公司工程管理中心/項目部進場後的重要、大型的機電類材料及設備進行參數審核，審核其參數是否與合同要求的一致，並出具審核意見，對重要材料及設備類工程驗收工作進行抽查；本集團技術管理中心審核投標單位提供的技術偏離表中的內容是否能滿足設計要求，對投標單位提供的材料樣板進行審核，與本集團工程管理中心共同簽確技術標評標報告。本集團成本管理中心審核各項目中主要材料及設備的數量是否與招標圖紙一致。

本集團工程管理中心根據管理需要，不定期組織材料進場項目檢查，在開始項目檢查前二十天發出《關於開展材料進場驗收工作項目檢查的通知》，在通知內容中明確檢查目標、檢查方式及要求、檢查物件、檢查時間、各單位配合要求等，並提供《材料進場驗收項目檢查評分表》、《材料進場驗收工作項目檢查報告》、《材料進場驗收項目檢查問題整改銷項表》等表格內容，一旦發現不合格材料，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，對於嚴重材料品質問題責令停工整改，發出管理警告及管理通報。

本報告期內，未出現知識產權侵權投訴案件。

Diversifying Career Development Platform

多彩職業發展平台

The Group has strived to build a community of common benefits and undertaking. It provides employees with a work platform to realize their own values through the continuous optimization of staff development system and the implementation of multiple development paths.

本集團著力構建「利益共同體、事業共同體」，通過不斷優化員工培養體系，推行多元發展路徑，提供員工發揮自我價值的工作平台。

4.1 Employees' Rights

員工權益 103

4.2 Employees' Development

員工發展 110

4.3 Work and Life Balance

工作與生活的平衡 114





Employees' Breakdown

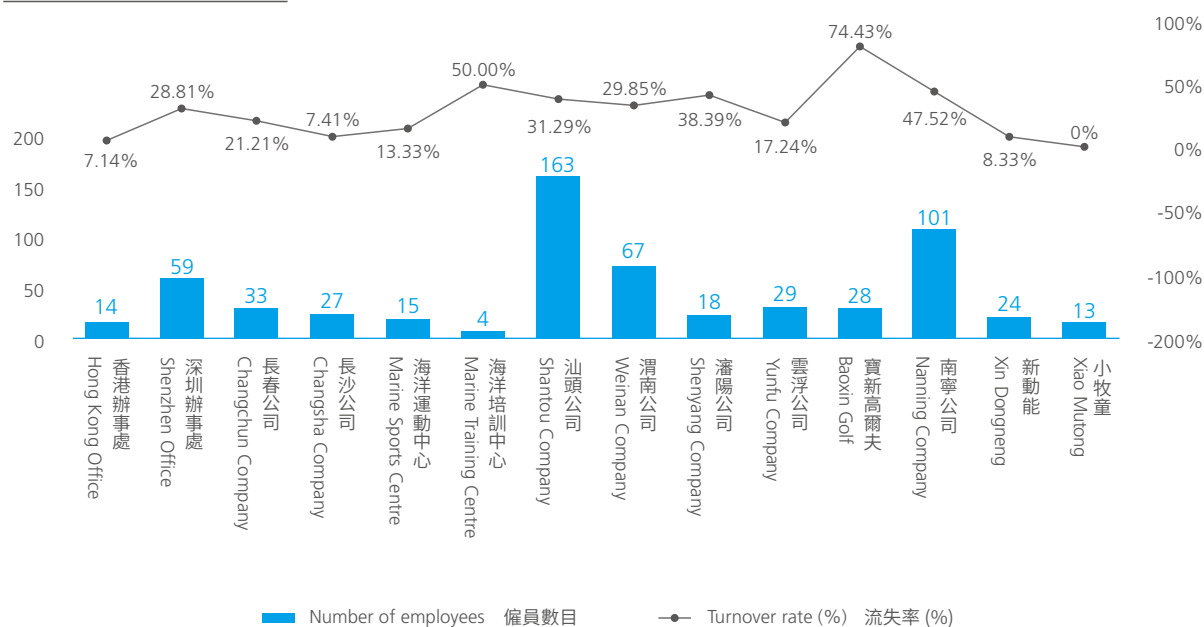
員工構成

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

以下按地區、年齡、性別組別及僱傭類型劃分的員工分佈如下：

By geographical region

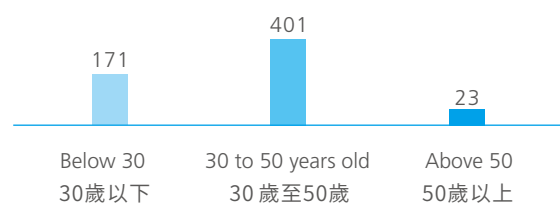
按地區劃分



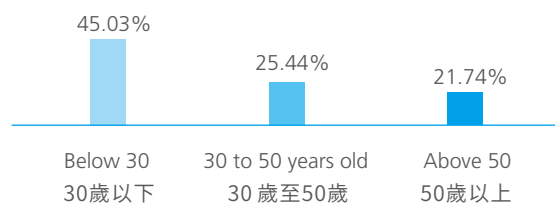
By age group

按年齡組別劃分

Number of employees
僱員數目



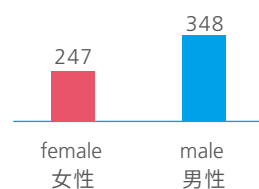
Turnover rate (%)
流失率 (%)



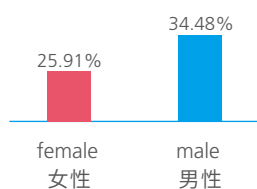
By gender

按性別劃分

Number of employees
僱員數目



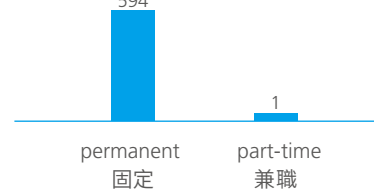
Turnover rate (%)
流失率 (%)



By employment category

按僱傭類型劃分

Number of employees
僱員數目



4.1 Employees' Rights

員工權益

Equal Employment Opportunity and Competition

平等僱傭機會與競爭

The Group is an equal opportunity employer. In the recruitment process, 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, disability, family status or race.

The Group strictly complies with Employment Ordinance (Chapter 57 of the Law of Hong Kong), the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, and other relevant labour laws and regulations. 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 Group 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.

The Group 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 that every employee is entitled to equal rights and interests in the Group.

During the Reporting Period, no child labour or forced labour was employed within the Group and its supply chain.

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、殘疾、家庭崗位或種族等因素而被拒絕聘用。

本集團嚴格遵守香港法例第57章《僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關勞工法律法規，在員工合同簽訂、續訂、終止、解除勞動關係等過程中，嚴格遵守法定程序，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。

本集團制定了《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。

本集團建立了《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，本集團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，確保每一位員工在本集團內享受到平等的權益。

在報告期內，本集團及其供應鏈中沒有發生僱用童工與任何強制勞工的情況。

Salary and Benefits

薪酬與福利

The Group strives to motivate employees through the continuous optimization of remuneration and benefits system. Under the national and local requirements, the Company and its establishments in the PRC are obliged to make regular and adequate contribution payment to social insurance and housing provident fund schemes for the employees, provide commercial comprehensive insurance plans covering both outpatient and hospitalization benefits for employees who are suffering from accidental injuries and major diseases, and let the employees enjoy the share of goals accomplishment by setting up the corporate annuity plans.

本集團持續優化薪酬福利體系，努力提升薪酬福利支付效用。本公司及各地分支機構按照國家及地方要求，為員工足額繳納社會保險與住房公積金；為員工提供商業綜合保險，對意外傷害、重大疾病及門診住院醫療提供保障；設立企業年金計劃，幫助員工分享發展成果。

- 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.

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劃。

- 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 being made to the Group.

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。



- In addition to salary pay, 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 the meal allowances for overtime and business travel, and the incentive paid leaves, etc.

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。

- In 2020, for sake of improving the catering quality for the employees, the Shenzhen office upgraded the staff canteen and uplift the meal allowances standard. The Group satisfies the residential demand for employees in need through provision of talent-affordable housing for qualified employees. Moreover, various festival activities are organized by the Group to create warm festival atmosphere.

二零二零年，深圳辦事處更新了員工食堂、提升了餐補標準，持續改善員工餐飲品質。本集團為達到評估條件的員工提供人才保障性住房，切實解決困難員工的居住需求。本集團還組織形式多樣的節日活動，營造溫馨的節日氛圍。



Staff canteen of the Shenzhen Office provides diversified, nutritious and delicious food
深圳辦事處員工食堂菜品豐富，營養可口



Occupational Safety – Management Policies and Regulatory Requirements

職業安全－管理制度與規範要求

The Group is very concerned about the workplace environment and safety of employees, and therefore has formulated sound management policies and regulatory requirements. The Group regularly and on the ad-hoc basis, undertakes specific checks on the safety status of office premises, 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 Group 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. Further measures to mitigate safety risks, with an ultimate goal of building a zero-accident working environment are also implemented.

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.

本集團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。

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

在有關房地產開發業務中，本集團嚴格遵從《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：

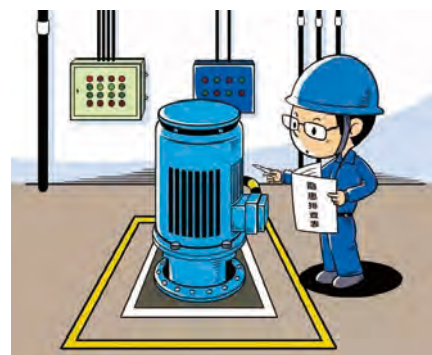
Safety slogans are displayed in the office premises and work areas, such as "Be Careful! High Temperature" on drinking water equipment, and "Do Not Move" at the storage place for fire-fighting equipment.

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」、存放消防器材處張貼「消防器材請勿挪移」等標識。



For positions with relatively high risks, in addition to posting the relevant safety procedures and operating instructions in prominent places, we also provide the employees with appropriate personal protective devices for the prevention of occupational diseases and work injuries. To ensure the normalization of workplace safety, the Group has set up a specific inspection team to regularly inspect safety-related matters and bring to the employees' attention of risks such as fire protection, electric circuits, chemicals, etc.

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。為確保工作場所安全常態化，本集團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。



Normalization of Preventive and Protective Measures against COVID-19 Pandemic 疫情防護常態化舉措

Since the implementation of preventive and control measures for the pandemic, the Group has acted promptly and undertaken a couple of effective actions. All units, departments and project companies are required to comply with such preventive and control measures for the pandemic in a strictly manner, resume orderly production and operation and provide a strong back up with respect to the good working environment and work order for the employees. Since the resumption of work and production, all business units of the Group have been equipped with normalized pandemic prevention and control measure for ensuring zero suspected and zero confirmed cases by means of carrying out multiple tasks, adopting scientific measures, catching pandemic prevention targets and promoting the production process.

自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，採取多項有效措施，要求各單位、部門、項目確保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。自復工復產以來，本集團所屬各單位落實常態化疫情防控措施，多措並舉，科學防控，抓防疫、促生產，確保零疑似、零確診病例。



Daily control and prevention measures against COVID-19 日常防控防疫圖示

- We adhere to the "Double Safety" as a long-term normalized measure for pandemic prevention and control
堅持「兩保障」為常態化疫情防控長期舉措

The first is to ensure the safety of employees:
第一為保障員工安全：

1

disinfect the office area thoroughly every day, provide protective materials such as masks, alcohol, disinfectant and disinfectant wipes for all employees, track the activities of employees, collect health information, and establish a register of employees returning to work.

每日對辦公區進行全面消毒，為全體員工準備口罩、酒精、消毒液和消毒濕巾等防護用品，摸排員工活動軌跡、健康資訊採集，建立復工員工名冊。

The second is to ensure the safety of customers:
第二為保障顧客安全：

2

disinfect the public areas of shopping malls, display relevant prevention and control information publicity materials, and strictly implement names registration, temperature measurement, wearing masks, scanning "QR code" and other measures of individuals entering shopping malls and sales offices.

對商場公共區域進行全面消毒，放置相關防控知識宣傳品，嚴格落實進入商場內、售樓處人員的登記、測量體溫、佩戴口罩、掃描二維碼等措施。

Occupational Safety – Management Policies and Regulatory Requirements

職業安全－管理制度與規範要求

The Group 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 Group 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 time. The Group would also regularly organise marine safety trainings for employees, partners and other marine workers to enhance their basic safety knowledge and skills.

The Group 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. Classic firefighting cases have been shared with the employees to raise their safety awareness and sense of responsibility.

本集團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。

本集團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。

Case 案例

“The life-saving AED alongside” the First-aid training
拯救神器AED在身邊 急救培訓同期舉行

On 30 December 2020, in order to safeguard the life, health and safety of the employees, the Group procured AED that was installed in the office area, and held specific training on emergency treatment in which national CPR professional was invited to provide an on-site instruction.

為保障本集團員工生命健康安全，於二零二零年十二月三十日，在辦公區域購置了自動體外除顫儀(AED)，並舉行了應急救護專場培訓，邀請國家級心肺復甦師親臨現場指導。



AED equipment in office area 辦公區域AED設備

In addition to ensuring effectively the safety of the Group's employees, the Group discharges also the safety supervision role for those contractors within its business scope. The contractors are requested to establish sound safety management procedures for carrying out all kinds of safety instruction tasks and improving the management systems for occupational health and safety.

除了有效保障本集團員工安全以外，本集團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。

Body Check and Insurance

體檢及保險

The Group 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 “critical illness insurance” scheme as recommendable by the government. For employees who work for the real estate development segment where certain risks do exist, the Group has additionally purchased the commercial casualty insurance.

The Group continues to promote the establishment of the employee health care system to help employees identify and reduce health risks. The Group conducts multiple tasks such as employees' health assessment, health promotion activities, promotion of health concept, provides annual health inspection and body check for all employees, arranges casual health promotion activities such as medical consultation and health physical therapy launches health periodicals and health lectures, so as to provide a comprehensive cover of health management for employees.

本集團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。

本集團持續推動建立員工健康關懷體系，幫助員工識別和降低健康風險。本集團從員工健康狀況評估、健康促進活動開展、健康理念宣導等多方面開展工作，堅持每年為全體員工提供健康檢查、體質檢測，不定期安排名醫問診、健康理療等健康促進活動，推出健康期刊、舉辦健康講座，為員工提供全面的健康管理保障。



Employees psychological counseling room 員工心理諮詢室

The Group has operated a professional premise for caring the mental health of employees. Besides organizing regular counselling sessions held by professional psychological practitioners from professional institutions for giving the employees advices on psychological adjustments in the workplace and stress relief, the Group has also cared the healthy growth of the employees through the provision of mental health training, consultation and guidance.

本集團開闢了保障員工心理健康的專業場所，除了定期安排專業機構心理諮詢師提供職場心理調適、壓力疏解等方面的專項服務外，還通過心理健康培訓、諮詢與輔導，持續關注員工的健康成長。

4.2 Employees' Development

員工發展

The continuous improvement of an employee's lifelong employability is a responsibility that both the employee and the Group should assume.

In the post-epidemic era, for sake of effectively assisting the business development of the Group, keeping up with market demand, as well as meeting the needs of talent development, the creation of an efficient, pragmatic and flexible multi-dimensional training model has become the main objective of the Group's talent development system in 2020. The Group has emphasized heavily on the advancement of the employees' professional capability, and has established a relatively sophisticated learning and development system in the headquarters and other branch entities with the coverage of the four main categories, namely management, integration, business and general application for meeting the needs of employees at all stages of career development. The Group has treated the culturing of professional ethics for employees to be the fundamental base for the career development, and for purpose of uplifting the employees' professional ethics, professional ethics knowledge competitions have been launched where correct professional values are being delivered through online and offline diversified forms with highlight of integrity management and compliance practice. For 2020, over 390 training sessions were organized whilst the per-capita training hours was 69.22 hours.

員工終生就業能力的持續提升是員工和本集團應當共同承擔的責任。

在後疫情時代，為有效助力本集團業務發展，緊跟市場需求，滿足人才發展需要，打造高效務實且靈活的多維度培訓陣地，成為二零二零年本集團人才發展體系落地的主要目標。本集團高度重視員工的職業能力提升，已建立較為完整的學習發展體系，覆蓋總部和分支機構，涵蓋管理、融入、業務及通用四大類別，滿足員工職業發展各階段的需求。本集團將員工職業道德培養視為發展基礎，通過線上、線下多樣化形式，傳遞正確的職業價值觀，強調誠信經營、合規執業，組織職業道德知識競賽，提升員工職業道德。回顧二零二零年，本集團累計組織390多場培訓，人均培訓學時達69.22小時。



The Group organized over 390 training sessions

本集團累計組織390多場培訓



Per-capita training hours reached 69.22 hours

人均培訓學時達69.22小時

By the employee category

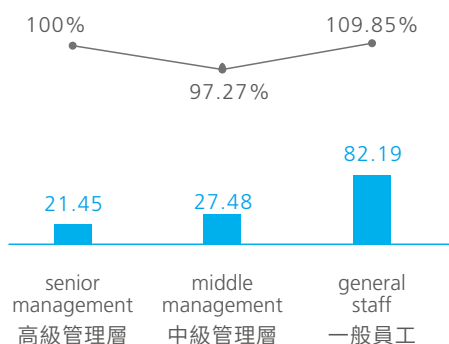
按僱員類別劃分

Percentage of employees

received training

接受培訓

僱員百分比



Average training hours

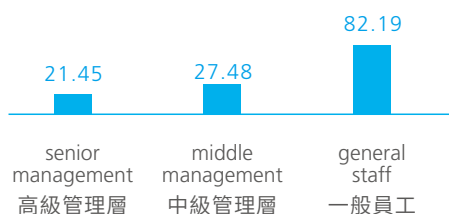
of each employee

(hours)

每名僱員

平均培訓時數

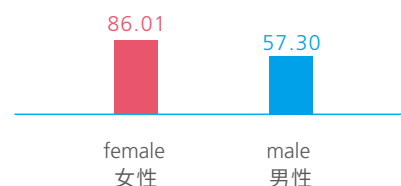
(小時)



By gender

按性別劃分

99.60% 112.36%



Unconventional Class Model Training Classroom

翻轉培訓教室

Affected by the pandemic, offline centralized teaching has been restricted. In order to meet the needs of the Group's business development and the personal growth of the employees in a timely manner, the Group's talent management team has actively developed new training modes:

受疫情影響，線下集中授課受限。為及時滿足本集團業務發展及員工個人成長需要，本集團人才管理團隊積極拓展培訓新模式：

1 Live broadcast teaching, exploring new training modes 直播授課，探索培訓新模式

A new platform for live training was developed, led by the Chairman and participated by the Group's management teams in opening ceremonies, with a total live broadcast of 27.5 hours, which was highly praised by the employees of the Group.

開發直播培訓新平台，由董事長領銜、本集團經營管理團隊紛紛亮相開啟主播模式，累計直播27.5小時，獲得本集團員工一致好評。



The scene of Chairman's lecture class 董事長大講堂活動現場

2 Learning online, creating a new training model 線上學習，打造培訓新陣地

In order to enrich the knowledge reserve of employees and meet their fragmented learning needs, the Group officially launched the online learning platform and introduced 305 external real estate related professional courses where the live broadcasts by external experts had been replayed for over 20 times.

為豐富員工知識儲備，滿足員工碎片化學習需要，本集團正式上線線上學習平台，引入外部房地產相關專業課程305門，轉播外部專家直播20餘次。

Strengthening the Construction of Talent Team

強化人才梯隊建設

With the guidance and teaching of internal hotshots as the main part and the training of external experts as the auxiliary part, we continue to build a high-performance management team to effectively foster the Group's business development: 內部大咖帶教為主、外部專家培訓為輔，持續打造高績效的管理團隊，有效助力本集團業務發展：

1 Adapting to new job positions, mentoring by the senior managers plan 融崗勝任，高級管理者帶教計劃

A mentoring team of senior managers who are leaders and responsible heads in respective business units of the Group has been set up with which the members can quickly be integrated into the team and adapted to the new job positions, and thereby accelerating the performance results.

組建以業務分管領導及各中心負責人為導師的高級管理者帶教團隊，快速融入團隊並勝任崗位工作，加速了業績的產出。

Empowering growth, middle level leadership training camp
聚能成長, 中層領導力訓練營

2

Through the empowerment of internal senior managers' professional knowledge and the guidance of external experts' management skills, the management concept and business skills of the middle management team can be overall improved.

通過內部高管專業知識賦能、外部專家管理技能輔導，全方位提升中層管理團隊管理理念與業務技能。

3

Cultivating special talent training plan
重點培養, 專項人才培養計劃

A specific talent training plan has been launched, based upon the quality and the competency standards of the targeted job positions for training, the training objectives and plans will then be established by stages so as to provide an effective training mechanism for nurturing talents rapidly.

啟動專項人才培養計劃，針對目標培養崗位的崗位素質和勝任力標準，分階段設定培養目標及計劃，提供有效培養機制，快速孵化人才。

4

Professional empowerment, facilitating sales targets accomplishment
專業賦能, 助力銷售目標達成

For purpose of assisting the marketing cross-sector to explore the new marketing mode of real estate industry in the post-pandemic era, with the introduction of the relevant external experts for empowerment, and broadening the vision of the marketing professional management team, more than 160 person-times of the marketing professional management team has been empowered with a cumulative training time of 16 hours. Through the mode of combining training with actual participation, the stage sales target has been effectively reached.

協助行銷條線探索後疫情時代房地產行銷新模式，引進外部相關專家進行賦能，開拓行銷專業管理團隊視野，累計賦能行銷專業管理團隊160餘人次，累計培訓時長16小時，通過訓戰結合的模式，有效促進了階段銷售目標的達成。

5

Studying abroad , accelerating the career growth of employees
外派學習, 加速員工職業成長

In order to assist the outstanding employees to develop their career paths rapidly, in 2020, the Group sent a number of well performing employees to participate into external professional training to enhance their professional knowledge and skills and broaden their professional vision.

為助力優秀員工職業道路快速發展，於二零二零年，本集團派送多位績優員工參加外部專業培訓，提升專業知識技能，開拓專業視野。

Improving the Quality of Internal Training

提升內訓品質

Through continuing to explore the resources of internal trainers and effectively carrying out internal training activities at all levels of the corporate organization, the business development of the Group can be fostered.

持續挖掘內部培訓講師資源，有效推動各級組織內訓落地，助力本集團發展。



Carrying out internal training, improving the quality of internal training

推動內訓，提升內部培訓品質

In 2020, over 390 training sessions were conducted by the project companies of the Group.

二零二零年內，本集團之項目公司累計開展390多場培訓。



Empowering trainers and helping new employees adapt to their job positions quickly

講師賦能，助力新員工快速融入

(1) A total of 50 employees attended the offline training class of "Course Presentation and Trainers Teaching Skills" and 38 trainers finally passed the certification.

開展《課程呈現與講師授課技巧》線下培訓，共計50位員工參加培訓，最終認證通過講師38人。

(2) A total of 217 new employees attended the training classes for newcomers staff over a cumulative 8 openings of training sessions which would facilitate them to adapt to their respective job positions quickly.

累計開展新員工入職培訓8期，共計助力217位新員工快速融入崗位。



Trainers evaluation, enhancing the sense of honor of internal trainers

講師評優，提升內訓師榮譽感

Evaluation for internal trainers has been undertaken by reviewing the performance of such internal trainers in the training classes which is based upon those dimension factors such as course satisfaction, and quality of course content.

通過課程滿意度、課程內容品質等維度盤點內部講師授課情況，組織實施內訓師評優活動。



民法典學習現場 The scene of studying the Civil Code by employees

Case 案例

Studying the Civil Code

學習《民法典》

The Civil Code, known as the "Encyclopedia of Social Life", is the first law adopting the Code name by New China. The Group's senior management has addressed the significance of the Civil Code in many meetings, and demanded employees at all levels to study in depth. By organizing the subject event of the Civil Code, the employees are expected to strengthen their legal awareness and respect the application of the law in their work.

《民法典》被稱為「社會生活的百科全書」，是新中國第一部以法典命名的法律，本集團領導在多次會議中提及《民法典》的重要意義，並要求本集團各級員工深入學習，組織本次民法典主題活動，增強員工法律意識，在工作生活中的尊法用法。

4.3 Work and Life Balance

工作與生活的平衡

The Group 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 Group has fully leveraged its advantages in human resources management, and has effectively analyzed the workload of each job position to assess the work intensity of employees and ensure reasonable workload. The Group shall never force its employees to work overtime.

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

本集團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。為此本集團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，本集團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。

1 Staff's recreation and sports area
員工休閒運動區域



2 Billiard competition
員工桌球賽活動現場圖



3 Yoga class
日常瑜珈班



4 Staff football match
員工足球比賽現場



Caring

入微關愛

The Group earnestly cares for female employees, pays attention to workplace pressure and psychology, and specially sets up private, hygienic, comfortable and safe rest places for female employees during pregnancy and lactation, thus improving the service quality of humanistic care and considerate acts of the enterprise.

本集團切實關愛女員工，關注職場壓力與心理，專門為孕期及哺乳期女職工而設的私密、衛生、舒適、安全的休憩場所，提升了企業人文關懷，貼心工作的服務品質。

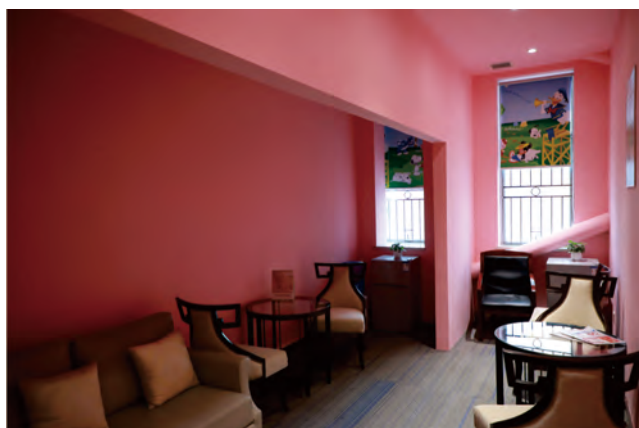
Case 案例

Loving Mom's Nursing Room

愛心媽媽小屋

The "Loving Mom's Nursing Room" is not only a place for expectant mothers and new mothers to rest during pregnancy and prepare breastfeeding during lactation, but also a warm venue for mothers to communicate children's health problems, baby care sharing and relaxation.

“愛心媽媽小屋”既是準媽媽和寶媽孕期休息、哺乳期備奶的場所，也是小兒健康交流、育嬰分享、放鬆心情的暖心休息室。



Outdoor Team Building

戶外團建



Outdoor team building in the Spring 春日戶外團建

On 19 October 2020, the fourth quarter team building event of Nanning Company, namely "Working Together with One Heart, Forging ahead and Achieving Mission" was held lively in Liangfengjiang State Forestry Park. The activity has broken the hierarchy, enhanced the understanding of the team, and encouraged all employees to strive for the annual goal for 2020.

於二零二零年十月十九日，南寧公司「同心同行，砥礪進取，使命必達」二零二零年第四季度團建活動在風景宜人的良鳳江森林公園熱鬧舉行，活動打破層級，增進了團隊的瞭解，鼓舞全員全力衝刺二零二零年度目標。

Movie Sharing

觀影分享

On 21 October 2020, Weinan Company has organized all employees to watch the movie "Leap", which inspired the team to go all out and work hard.

於二零二零年十月二十一日，渭南公司組織全體員工觀看電影《奪冠》，激發團隊全力以赴、奮力拼搏的精神。



Contributing to Charity

公益慈善步履不停

The Group has taken care of the public's well-being and benefits. While delivering the Company's brand image and corporate culture as a project culture disseminator, we have always proactively engaged with communities to learn the needs of communities, and are committed to participating into 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, extend many contents related to local urban culture, humanities, history and arts, and become a platform for cultural exchange and sharing in radiation communities and even regions. We have done our best to give back to the society. At the same time, the Company also encourages employees to participate into charitable activities. Our cooperative partners include community groups, charity organizations, government agencies and other stakeholders.

本集團關注社會公眾的福祉和利益，在以項目文化傳播者身份傳遞本公司品牌形象和企業文化的同時，一直主動接觸社區，從而瞭解其需求，並致力參與有助建立行業及本公司正面形象的社區活動，響應社會公眾的各種需求，延伸出與當地城市文化、人文歷史藝術相關的諸多內容，成為輻射社區乃至區域性的文化交流和分享平臺，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 Promoting the Interactive Communication of Community Culture

助力社區文化互動傳播 118

5.2 Focusing on Targeted Poverty Alleviation and Improving the Quality of Poverty Elimination

聚焦精準扶貧並提升脫貧品質 121





5.1 Promoting the Interactive Communication of Community Culture

助力社區文化互動傳播

With reliance on the reality, the Group explores the characteristics, integrates the philosophy of "culture +" into various community affairs, takes advantage of the project style, adheres to the needs of the public, and carries out a variety of cultural activities, which greatly enriches the cultural life of the community residents, through creating a good artistic atmosphere in the community, and promoting the culture to drive community construction.

本集團立足實際，發掘特色，把「文化+」融入社區各項工作，依託項目陣地、緊貼群眾需求，開展內容多樣的文化活動，極大地豐富了社區居民的文化生活，營造社區良好的藝術氛圍，促使文化帶動社區建設。

Case 案例

Shantou Longhu District Library Bay Center Branch officially opened

汕頭龍湖區圖書館海灣中心分館正式掛牌

On 18 November 2020, the opening ceremony of Shantou Longhu District Library Bay Center Branch was held. The branch is located on the second floor of Shantou Bay Center. In the first phase, more than 600 books were introduced to citizens for borrowing at no cost.

於二零二零年十一月十八日，汕頭龍湖區圖書館海灣文化中心分館揭牌儀式舉行，分館位於汕頭海灣文化中心二樓，首期引入600餘冊圖書向市民朋友免費開放借閱。



Case 案例

Guangxi Division Nanning preliminary contest of the 2020 BOYA Piano Art Festival successfully ended in Nanning Project Marketing Center

2020 BOYA鋼琴藝術節廣西賽區南寧初賽在南寧項目華麗落幕

From 8 August to 30 August 2020, Guangxi Division Nanning preliminary contest of the 2020 BOYA Piano Art Festival was jointly held by Nanning Company and Boya Piano Company in Nanning Project Marketing Center. The competition lasted nearly one month, with a total participants of around 920 young players. This activity was a real practicing experience for contributing to the beauty of community artistic life.

於二零二零年八月八日至三十日期間，由南寧公司與伯牙琴行攜手舉辦的2020 BOYA鋼琴藝術節廣西賽區南寧初賽在南寧項目行銷中心盛大舉行，比賽歷時近一個月，多達920餘位小選手參與角逐。本次活動是打造社區藝術生活之美的一次踐行。



Case
案例

Nanning Company participated in the activity of "Leading Real Estate Power for Ten Years"

南寧公司參加「地產力量 十年領跑」活動

On 1 November 2020, the Wuxiang New District relay run of "Leading Real Estate Power for Ten Years" was jointly held by Nanning Evening News and Guangxi Radio and Television FM950 in Wuxianghu, representing the contribution of the real estate industry in creating a new image of Nanning City, and assuming the role of the "leading runner" to advocate urban construction and development.

於二零二零年十一月一日，由南寧晚報和廣西廣播電視臺FM950聯合舉辦的「地產力量 十年領跑」五象新區接力跑活動在五象湖舉行，代表地產行業打造南寧城市新形象的同時，並將以「領跑者」為目標，助力城市建設與發展。



Case
案例

The sailing boat racing of "Sailing for Fun" was held in the New Sports Marine Sports Centre

浪尖海洋俱樂部小帆船競技賽在新體育海洋運動中心舉行



In 2020, the New Sports Marine Sports Centre not only provided the venue for variety of competition events and support services for the customers of the sports centre, but also cooperated with Lavena Resort Judiao to integrate water sports into seaside leisure and vacation. By organising group water sports competition events for spreading marine culture and sharing sailing fun with family members, the yachts sailing and its culture were being popularized.

新體育海洋運動中心於二零二零年除為運動中心客戶提供多種比賽場地及支援服務外，還聯合桔釣沙萊華酒店，將海洋運動融入海濱休閒度假，以傳播海洋文化、與家人共用航海樂趣為目的的群眾性航海賽事，旨在推廣普及帆船運動和文化。

Case
案例

During the National Day, the Group staged a wonderful celebration of projects in many locations

國慶期間本集團多地項目慶祝活動精彩上演



During the National Day, the celebration activities of various projects of the Group were staged in turn. Shantou Company invited famous Chaoshan comedians for a performance show and held a grand garden party to inherit the regional cultural characteristics.

國慶期間歡樂不斷，本集團各地項目慶祝活動輪番上演。汕頭公司邀請潮汕知名笑星到場表演，並舉行了盛大遊園會活動，傳承地域文化特色。

On 21 December 2020, the Association of Chartered Certified Accountants Hong Kong held the “ACCA Community Day” 2020-online rickshaw competition, aiming to raise funds for charitable organizations helping the disadvantaged groups. The Company actively urged its employees to participate in the event and closely connected with each other through this innovative charity activity. Besides sharing the common happiness from the participation into such charitable event, the power of charity and love were being conveyed and advocated to the general public.

於二零二零年十二月二十一日，ACCA（特許公認會計師公會）香港分會舉行了「ACCA公益關愛日」2020一網上人力車比賽，旨在為弱勢社群組織籌款。本公司積極號召員工參加本次活動，透過這個形式創新的慈善活動與員工連結，一同感受公益帶來的快樂，向外界傳遞和宣揚慈善公益與愛的力量。



5.2 Focusing on Targeted Poverty Alleviation and Improving the Quality of Poverty Elimination

聚焦精準扶貧並提升脫貧品質

The Group has continued to exert its strength in the fight against poverty. Taking the headquarters as the axis, the Group has carried out poverty alleviation activities in many regions of the country. Four poverty alleviation modes, namely Party building poverty alleviation, education poverty alleviation, employment poverty alleviation and consumption poverty alleviation have been established with which the precise strategy to maximize the power of enterprises and communities in the precise poverty alleviation is being upheld. During the Reporting Period, the Group made charitable and other donations amounting to approximately HK\$140,000.

本集團在脫貧攻堅戰中持續發力，以總部為軸心，向全國多個區域輻射開展扶貧工作，形成了黨建扶貧、教育扶貧、就業扶貧、消費扶貧四大扶貧模式，堅持精準方略，最大限度地發揮企業、社區在精準扶貧中的強大力量。本報告期內，本集團作出慈善及其他捐贈為數約140,000港元。

Case 案例

7.8 Insurance Poverty Alleviation Hiking and cultural creative activities

7.8險扶貧徒步行及創文活動

On 4 July 2020, the "7.8 Insurance Poverty Alleviation Hiking" and cultural creation activities were launched in Shantou Times Bay Cultural Centre. The event was jointly hosted by Banking and Insurance Regulatory Bureau of Shantou and the Insurance Industry Association. The event was officially launched, where people of various associations and institutions walked along the Eastern Coast Avenue for voluntarily participating in such public welfare activities. The Group has always adhered to the corporate mission of "developing industry and repaying society", actively participated in public welfare activities, and further demonstrated its sense of responsibility of being grateful to society, serving society and giving back to the society.

於二零二零年七月四日，「7.8保險扶貧徒步行」暨創文活動在汕頭時代灣海灣文化中心啟動。活動由汕頭銀保監分局以及保險行業協會聯合主辦。活動正式啟動，各協會及機構人員沿著東海岸大道徒步行，自發自覺參與公益活動。汕頭公司始終堅持「發展產業、回報社會」的企業使命，積極參與公益活動，進一步展現感恩社會、服務社會、回饋社會的責任感。



Case
案例

Shantou Company won the Contribution Award for Targeted Poverty Alleviation and Rural Revitalization in the 10th anniversary of "Guangdong Poverty Alleviation Day"
汕頭公司榮獲「廣東扶貧濟困日」活動十周年精準扶貧和鄉村振興貢獻獎

On 30 June 2020, Shantou held the 2020 Guangdong Poverty Alleviation Day and the 10th anniversary summary meeting of "6·30". Shantou Company has participated in Shantou City's poverty alleviation activities for many years. In the event, Shantou Company won the Contribution Award for Targeted Poverty Alleviation and Rural Revitalization in the 10th anniversary of "Guangdong Poverty Alleviation Day" presented by Shantou municipal government.

於二零二零年六月三十日，汕頭市舉行二零二零年廣東扶貧濟困日活動暨「6·30」十周年總結大會，汕頭公司連續多年助力汕頭市扶貧工作。活動中，汕頭公司榮獲汕頭市政府授予的「廣東扶貧濟困日」十周年精準扶貧和鄉村振興貢獻獎。



Case
案例

Nanning Company won the title of "Advanced Unit for Promoting Poverty Alleviation" in Liangqing Town of Nanning
南寧公司榮獲南寧良慶鎮「助力脫貧攻堅先進單位」稱號

On 18 September 2020, Nanning Company participated in the donation ceremony of "Poverty Alleviation Day" and "Decisive Battle to Win Poverty Alleviation, I am on action!" organized by the Party Committee and government of Liangqing Town, Nanning City, to promote the activities of poverty alleviation in Liangqing town. In the event, Nanning Company was awarded the honorary title of "Advanced Unit for Promoting Poverty Alleviation" in Liangqing town.

於二零二零年九月十八日，南寧公司參加由南寧市良慶鎮黨委、政府組織的良慶鎮二零二零年「扶貧日」暨「決戰決勝脫貧攻堅，我在行動！」的捐款活動儀式，助力良慶鎮脫貧攻堅工作。活動中，南寧公司被授予良慶鎮「助力脫貧攻堅先進單位」榮譽稱號。



Content Index 指標索引表

Subject Areas, Aspects, General Disclosures and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Corresponding Chapter 相應章節	
A.Environmental 環境			
Aspect A1: Emissions 層面A1: 排放物	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations. 註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。	Harmonious Coexistence of Human and Environment 人與環境的和諧共處	
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Harmonious Coexistence of Human and Environment – Key Performance Indicators 人與環境的和諧共處 －關鍵績效指標
	KPI A1.2 關鍵績效指標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)。	Harmonious Coexistence of Human and Environment – Key Performance Indicators 人與環境的和諧共處 －關鍵績效指標
	KPI A1.3 關鍵績效指標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 the Group's business operation, we did not produce specific report on this matter 由於有關披露與本集團業務運作沒有重大關係，故此我們並無就此事宜作出報告
	KPI A1.4 關鍵績效指標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)。	Harmonious Coexistence of Human and Environment – Key Performance Indicators 人與環境的和諧共處 －關鍵績效指標
	KPI A1.5 關鍵績效指標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。	2.1 Green Construction 2.1 綠色建造 2.2 Green Operation 2.2 綠色運營
	KPI A1.6 關鍵績效指標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。	2.1 Green Construction 2.1 綠色建造 2.2 Green Operation 2.2 綠色運營

Aspect A2: Use of Resources 層面A2： 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。		Harmonious Coexistence of Human and Environment 人與環境的和諧共處
	KPI A2.1 關鍵績效 指標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)。	Harmonious Coexistence of Human and Environment – Key Performance Indicators 人與環境的和諧共處 — 關鍵績效指標
	KPI A2.2 關鍵績效 指標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)。	Harmonious Coexistence of Human and Environment – Key Performance Indicators 人與環境的和諧共處 — 關鍵績效指標
	KPI A2.3 關鍵績效 指標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。	2.2 Green Operation 2.2 綠色運營 2.3 Eco-friendly Workplace 2.3 環境友好型職場
	KPI A2.4 關鍵績效 指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	2.3 Eco-friendly Workplace 2.3 環境友好型職場
	KPI A2.5 關鍵績效 指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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 the Group's business operation, we did not produce specific report on this matter. 由於有關披露與本集團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 Policies on minimising the issuer's significant impacts on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。		Harmonious Coexistence of Human and Environment 人與環境的和諧共處
	KPI A3.1 關鍵績效 指標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。	Harmonious Coexistence of Human and Environment 人與環境的和諧共處

B. Social 社會

Employment and Labour Practices 僱傭及勞工常規

Aspect B1: Employment 層面B1: 僱傭	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。		4.1 Employees' Rights 4.1 員工權益
	KPI B1.1 關鍵績效指標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。	Diversifying Career Development Platform – Employees' Breakdown 多彩職業發展平臺 – 員工構成
	KPI B1.2 關鍵績效指標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。	Diversifying Career Development Platform – Employees' Breakdown 多彩職業發展平臺 – 員工構成
Aspect B2: Health and Safety 層面B2: 健康與安全	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。		4.1 Employees' Rights 4.1 員工權益
	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	4.1 Employees' Rights 4.1 員工權益
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	4.1 Employees' Rights 4.1 員工權益
	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and 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。	4.1 Employees' Rights 4.1 員工權益
Aspect B3: Development and Training 層面B3: 發展及培訓	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 註：培訓指職業培訓，可包括由僱主付費的內外部課程。		4.2 Employees' Development 4.2 員工發展
	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	4.2 Employees' Development 4.2 員工發展
	KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	4.2 Employees' Development 4.2 員工發展

Aspect B4: Labour Standards 層面B4: 勞工準則	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。		4.1 Employees' Rights 4.1 員工權益
	KPI B4.1 關鍵績效指標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。	4.1 Employees' Rights 4.1 員工權益
	KPI B4.2 關鍵績效指標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。	4.1 Employees' Rights 4.1 員工權益
	Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5: 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		3.3 Cooperating with Partners 3.3 攜手合作夥伴
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	3.3 Cooperating with Partners 3.3 攜手合作夥伴
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	3.3 Cooperating with Partners 3.3 攜手合作夥伴
Aspect B6: Product Responsibility 層面B6: 產品責任	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。		3.4 Offering High-quality Services 3.4 提供高品質服務
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	3.4 Offering High-quality Services 3.4 提供高品質服務
	KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	3.4 Offering High-quality Services 3.4 提供高品質服務

	KPI B6.3 關鍵績效 指標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。	3.4 Offering High-quality Services 3.4 提供高品質服務
	KPI B6.4 關鍵績效 指標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。	3.4 Offering High-quality Services 3.4 提供高品質服務
	KPI B6.5 關鍵績效 指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 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。	3.4 Offering High-quality Services 3.4 提供高品質服務
Aspect B7: Anti- corruption 層面B7: 反貪污	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。		1.2 Corporate Governance 1.2 企業管治
	KPI B7.1 關鍵績效 指標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。	1.2 Corporate Governance 1.2 企業管治
	KPI B7.2 關鍵績效 指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	1.2 Corporate Governance 1.2 企業管治
Community 社區			
Aspect B8: Community Investment 層面B8: 社區投資	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。		Contributing to Charity 公益慈善步履不停
	KPI B8.1 關鍵績效 指標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)。	5.1 Promoting the Interactive Communication of Community Culture 5.1 助力社區文化互動傳播 5.2 Focusing on Targeted Poverty Alleviation and Improving the Quality of Poverty Elimination 5.2 聚焦精準扶貧並提升脫貧品質
	KPI B8.2 關鍵績效 指標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)。	5.1 Promoting the Interactive Communication of Community Culture 5.1 助力社區文化互動傳播 5.2 Focusing on Targeted Poverty Alleviation and Improving the Quality of Poverty Elimination 5.2 聚焦精準扶貧並提升脫貧品質

