



大唐地产
DYNASTY PROPERTY

— 时代中国范 —

股份代號 Stock Code: 2117.HK

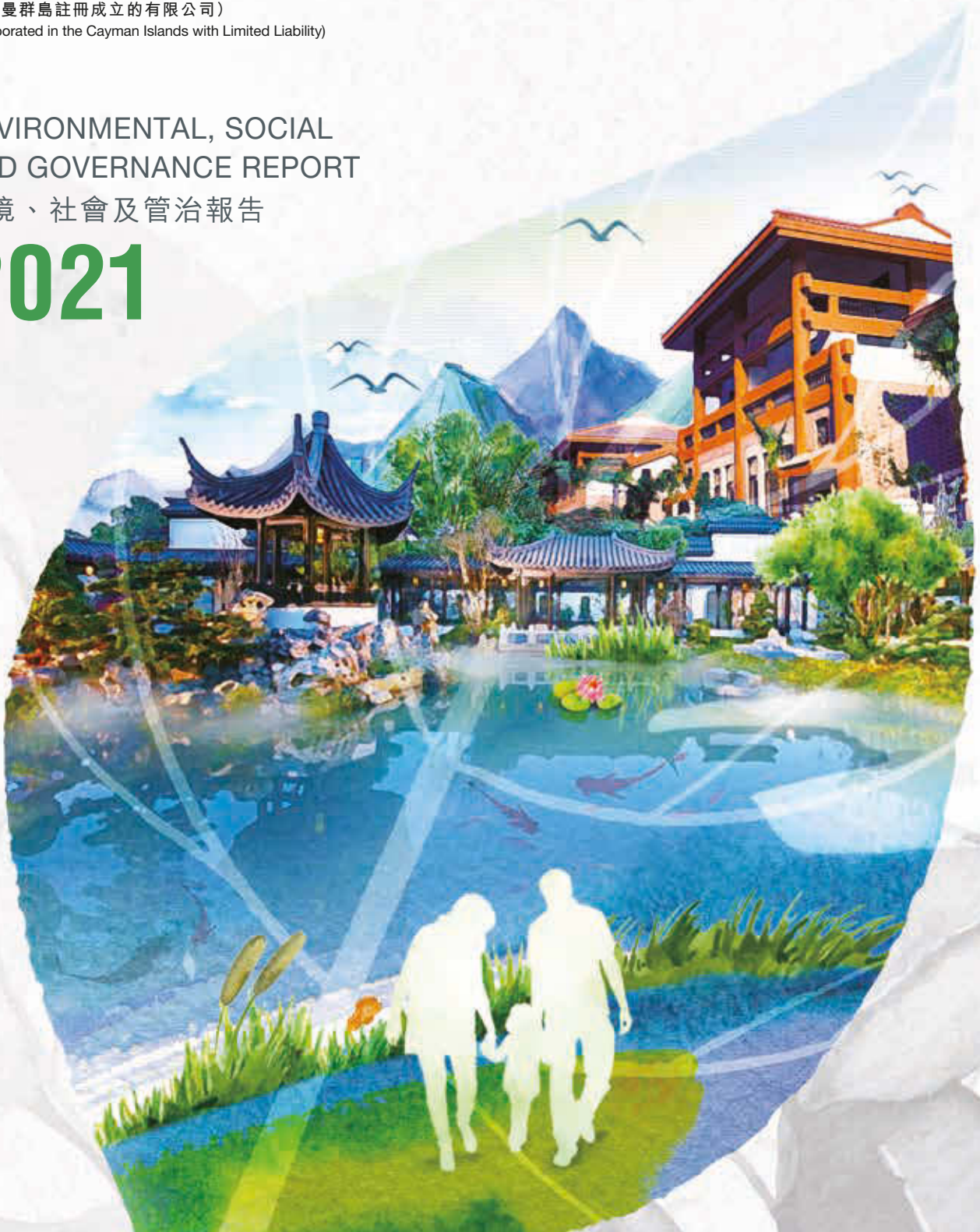
大唐集團控股有限公司 DATANG GROUP HOLDINGS LIMITED

(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with Limited Liability)

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

2021



ABOUT THE GROUP

關於本集團

本集團為專注於開發住宅及商業物業的中國物業開發商，總部位於上海。目前已將業務擴展至海西經濟區、北部灣經濟區、長三角經濟區及成渝等長江沿線重要都市圈等中國主要區域。

The Group is a property developer in China focusing on the development of residential and commercial properties. Headquartered in Shanghai, the Group has expanded its business into key regions in China, including the Western Taiwan Strait Economic Region, Beibu Gulf Economic Region, Yangtze River Delta Economic Region and Chengdu-Chongqing Region and other key cities along the Yangtze River.



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1. ABOUT THIS REPORT

1. 關於本報告

Datang Group Holdings Limited (hereinafter referred to as “Datang”, “the Company” or “We”, which together with its subsidiaries referred to as “the Group”), is an integrated property developer focusing on the development of residential and commercial properties in selected economic regions. With its headquarters moving to Shanghai, the Group has expanded its business to six economic regions, including Western Taiwan Straits, Beibu Gulf Region, Yangtze River Delta Region, Beijing-Tianjin-Hebei Region, the Middle Reaches of the Yangtze River, and Chengdu-Chongqing Region.

1.1 REPORT PROFILE

This Report is the second “Environmental, Social and Governance Report” (the “Report”) issued by the Company, which mainly reports on the Group’s policies, measures and performance in environmental, social and governance aspects, and provides stakeholders with a better understanding of the Group’s sustainable development policy and progress. This Report is prepared in Chinese and English and is available through the website of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) at www.hkexnews.hk and the Company’s website at www.dyna888.com.

1.2 REPORTING SCOPE

This Report focuses on the sustainable performance of the Group’s property sales business for the period from 1 January 2021 to 31 December 2021 (the “Year”). The revenue from this business accounted for 94.7% of the total revenue of the Group. The environmental performance stated in this Report covers the Project Operations of Dynasty Shuxiang Yazhu (大唐·書香雅築), Yurong Yinxiang (玉融印象), and Huxin Guandi (湖心觀邸) in the Western Taiwan Straits Economic Region, and Dynasty Zhenguan (大唐臻觀), Wuxiang Dynasty Shijia (五象大唐世家), and Dynasty Biyuan Xiyuan (大唐碧園西園) in the Beibu Gulf Economic Region and neighbouring cities (collectively referred to as the “Project Operations”). The social performance stated in this Report covers all subsidiaries of the Group in the People’s Republic of China (the “PRC”).

This Report does not cover all Project Operations of the Group. In accordance with the principle of materiality, the Group plans to gradually expand the scope of disclosure to all Project Operations in the future.

大唐集團控股有限公司(下稱「大唐」、「本公司」或「我們」), 連同其附屬公司統稱「本集團」, 為專注於選定經濟區域開發住宅及商業物業的綜合型開發商, 總部已搬遷至上海, 目前已將業務擴展至海西、北部灣、長三角、京津冀、長江中游及成渝六大經濟區。

1.1 報告簡介

本報告是大唐發佈的第二份《環境、社會及管治報告》(「本報告」), 旨在匯報本集團在環境、社會和管治方面的政策、措施和績效, 讓各利益相關方瞭解本集團的可持續發展方針和進展。本報告以中、英文編寫, 並通過香港聯合交易所有限公司(「聯交所」)網站www.hkexnews.hk及本公司網站www.dyna888.com發佈。

1.2 報告範圍

本報告匯報了本集團於2021年1月1日至2021年12月31日(「本年度」)物業銷售業務的可持續發展表現, 有關業務的收益佔本集團收入總額的94.7%。本報告環境績效涵蓋位於海西經濟區的大唐·書香雅築(「大唐·書香雅築」)、玉融印象(「玉融印象」)和湖心觀邸(「湖心觀邸」)的項目營運; 以及位於北部灣經濟區及周邊城市的大唐臻觀(「大唐臻觀」)、五象大唐世家(「五象大唐世家」)和大唐碧園西園(「大唐碧園西園」)的項目營運(統稱「各項目營運點」), 社會績效涵蓋本集團於中華人民共和國的所有附屬公司。

本報告尚未覆蓋本集團的所有項目營運。本集團將按照重要性的原則, 計劃未來逐步擴大披露範圍至所有項目營運。



1. ABOUT THIS REPORT

1. 關於本報告

1.3 REPORTING STANDARD

This Report is prepared in accordance with the Appendix 27 Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) of the Rules Governing the Listing of Securities of the Stock Exchange. The Group complies with the disclosure requirements of the “comply or explain” provisions in the ESG Reporting Guide and follows the reporting principles of materiality, quantitative, balance, and consistency.

1.3 報告準則

本報告乃根據聯交所主板上市規則附錄27《環境、社會及管治報告指引》(下稱「《ESG報告指引》」)的規定編製。本集團已遵守《ESG報告指引》所載「不遵守就解釋」條文的披露規定，並遵循重要性、量化、平衡及一致性的匯報原則。

Reporting principles 報告原則	Definition 定義	Response of the Group 本集團的回應
Materiality 重要性	The issues covered in the Report should reflect the Group’s significant impact on the economy, environment and society, or the scope that affects the evaluation and decision of stakeholders. 報告所涵蓋的議題應反映本集團對經濟、環境及社會的重大影響，或影響利益相關方評估及決定的範疇。	Through continuous communication with stakeholders and based on the strategic development and business operation, the Group has identified current material issues as regards sustainable development. 通過與利益相關方持續的溝通交流，並結合本集團戰略發展和業務運營情況，識別當前的重大可持續發展議題。
Quantitative 量化	Key performance indicators disclosed in the Report should be measurable. 報告應以可計量的方式披露關鍵績效指標。	The Group has quantitatively disclosed the environmental and social key performance indicators and provided explanations for quantitative data. 對本集團的環境和社會關鍵績效指標進行量化披露，同時針對量化數據予以文字闡釋。
Balance 平衡	The Report should provide an unbiased picture of the sustainable development performance of the Group. 報告應不偏不倚地反映本集團整體的可持續發展表現。	The Group has elaborated on the sustainable development issues that have a significant impact on its business, including achievements and challenges. 本集團已詳盡闡釋業務中有重大影響的可持續發展事宜，當中包括工作成果及所面對的挑戰。
Consistency 一致性	The Group should adopt consistent disclosure principles and statistical methods when preparing the Report. 本集團應確保報告採用一致的披露原則及數據統計方法。	The Group will ensure that the disclosure scope and reporting methods of the Report are generally consistent every year. 本集團將確保報告的披露範圍與匯報方法每年均能保持大體一致。

1.4 CONFIRMATION AND APPROVAL

The information contained in this Report is sourced from the Group’s official documents, statistics, and management and operations data. This Report has been confirmed and approved by the Board of Directors of the Company (the “Board”) on 30 May, 2022.

1.4 確認及批准

本報告所載資料均來自本集團的正式文件、統計數據，以及管理和運營數據。本報告於2022年5月30日獲本公司董事會(「董事會」)確認及批准通過。



1. ABOUT THIS REPORT

1. 關於本報告

1.5 OPINION AND FEEDBACK

The Group relies on your valuable advice to continuously improve its performance in environmental protection and social care. If you have any questions or suggestions on the content or format of this Report, please contact the Group through the following contact information:

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1.5 意見反饋

本集團有賴閣下的寶貴意見，以持續提升我們在環境保護和社會關懷的表現。如閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎通過以下聯絡方式與本集團聯絡：

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2. ABOUT US

2. 關於我們

Dynasty Property, headquartered in Shanghai, is a pioneer in the real estate field featuring China's essence with the focus on the integrated development of residential and commercial properties. With the mission of "guaranteeing high-quality construction, and shaping a beautiful life", we have been specializing in real estate development, commercial operation, hotel management and other fields for many years, and committed to building the whole industrial chain of the real estate system and creating a beautiful city.

Adhering to the concepts of "long-termism", "value-centrism" and "product orientation", we attach great importance to operation quality and create value by putting customers as the center. The "Precise Work 2.0", a quality assurance system, is designed to cover the full-cycle construction process of projects from the aspects of quality pre-control, project evaluation and project platform. Meanwhile, we adopt a customer-centered approach and provide a high-quality living experience with the characteristics of Datang Guoyun for our customers. During the Year, Datang has gained respect and praise from many parties for its steady development and high-quality products and services. It has been ranked among the top 100 real estate enterprises in China for many years and won many honors recognized by the industry.

Looking forward to 2022, we will closely follow the national "14th Five-Year Plan", continue to implement the strategy of "city clusters layout and metropolitan areas focus", and promote the social responsibility concept of "returning to society, inheriting culture, and serving life". We will strive to open up a broader space to develop steadily and win customers with quality, and make unremitting efforts to realize the corporate vision of "humanistic property and everlasting enterprise".

大唐地產是中國國韻地產領域的先行者，總部位於上海，專注於住宅及商業物業的綜合開發。我們以「建築恆久品質，結構美好人生」為使命，在地產開發、商業運營、酒店管理等领域深耕多年，致力於打造地產系統全產業鏈，創造美好城市。

秉持「長期主義」、「價值主義」和「產品主義」理念，我們高度重視經營質量，堅持以客戶為中心創造價值。本集團「精工建造2.0」質量管控體系從品質預控、工程評價、工程平台多維度全面把控項目質量，覆蓋項目全週期建設過程；同時，我們堅持以客戶為中心，為客戶締造具有大唐國韻特色的高品質人居體驗。本年度，大唐以穩健的發展、優質的產品服務贏得了多方尊重和讚譽，連續多年位列中國房地產企業百強，獲得多項行業權威榮譽。

展望2022年，我們將緊跟國家「十四五」規劃，繼續堅定實施「城市群佈局、都市圈深耕」的戰略，發揚「回報社會、傳承文化、服務生活」的社會責任觀，努力開闢更廣闊的發展空間，繼續以穩健取發展，以品質贏客戶，為實現「人文地產，基業長青」的企業願景而不懈奮鬥。



2. ABOUT US 2. 關於我們

AWARDS OF THE YEAR

During the Year, with its steady and continuous improvements in business performance and comprehensive strength, Dynasty Property has been highly recognized by authoritative organizations and the market and won many awards. Some of them are as follows:

年度榮譽

本年度，大唐地產經營業績穩健提升，綜合實力持續增長，獲得權威機構、市場高度肯定，榮獲多項殊榮，部分節選如下：



2. ABOUT US

2. 關於我們

No. 序號	Awards 榮譽名稱	Awarding institutions 頒獎機構	Time 獲獎時間
1	“2021 Top 100 Real Estate Enterprises in China for Comprehensive Strength” 「2021中國房地產開發企業綜合實力TOP100」	China Real Estate Association, Shanghai E-House Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院	March 2021 2021年3月
2	“2021 TOP 10 Stable Real Estate Developers in China” 「2021中國房地產開發企業穩健經營TOP10」	China Real Estate Association, Shanghai E-House Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院	March 2021 2021年3月
3	“2021 Top 10 Listed Real Estate Enterprises in China for Growth and Development Capacity” 「2021中國上市房企成長髮展能力10強」	EH Consulting 億翰智庫	May 2021 2021年5月
4	“Top 10 Chinese Real Estate Development Enterprises in Fujian Province in 2021” 「2021中國房地產開發企業福建省10強」	Shanghai E-House Real Estate Research Institution, China Real Estate Appraisal Center 上海易居房地產研究院中國房地產測評中心	July 2021 2021年7月
5	“2021 Real Estate Innovative Enterprises” 「2021年地產創新力企業」	Leju Finance Research Institute 樂居財經研究院	September 2021 2021年9月
6	“2021 Real Estate Industry Steady Operation Enterprise” 「2021年房地產行業穩健經營企業」	Leju Finance Research Institute 樂居財經研究院	September 2021 2021年9月
7	“Most Stable Real Estate Company in China of 2021” 「2021年度中國房地產最具穩健性公司」大獎	Guangdong Times Media Group 廣東時代傳媒集團	November 2021 2021年11月
8	“Annual IPO with Most Brand Influence” 「年度最具品牌力IPO大獎」	Gelonghui 格隆匯	December 2021 2021年12月
9	“ESG Leading Demonstration Enterprise in the Real Estate Industry in 2021” 「2021年度房地產行業ESG領先樣本企業」	Hexun.com 和讯網	December 2021 2021年12月

List of 2021 Awards
2021年度獎項列表

3. SUSTAINABILITY GOVERNANCE

3. 可持續發展管治

Based on the rapid and steady development of its own business, the Group is committed to integrating the concept of sustainable development into all aspects of our business operations, and continuously optimizing its management in key aspects such as product quality, customer services, employee development and environmental protection. In the meanwhile, guided by the United Nations Sustainable Development Goals (SDGs), we constantly improve the Group's ESG strategic vision and strengthen corporate governance, so as to rapidly improve the sustainability, efficiency and competitiveness of our development.

3.1 ESG GOVERNANCE STRUCTURE

During the Year, we continuously strengthened our ESG governance capability and gradually improved the ESG management structure to further promote and implement the Group's sustainable development strategy. Our ESG governance structure is composed of the Board, the Sustainable Development Working Group, and the functional departments under the Group.

Among them, the Board, as the highest decision-making body, is responsible for formulating the Group's sustainable development strategic objectives and vision, monitoring the progress and performance of ESG target, allocating adequate resources to ensure the effective implementation of ESG management strategies and goals, reviewing, and approving the Group's annual ESG reports, and taking ultimate responsibility for the Group's ESG development. The Sustainable Development Working Group is responsible for supervising and guiding the implementation of the Group's sustainable development strategy and the preparation and disclosure of ESG reports; and in the meanwhile, regularly reporting the plan and implementation progress of ESG work to the Board to ensure the effectiveness of ESG management. The functional departments under the Group are in charge of executing and implementing sustainable development policies and measures in daily operations to facilitate the ESG-related work and reporting the progress to the Sustainable Development Working Group in a timely manner.

立足於自身業務的快速穩健發展，本集團致力於將可持續發展理念融入我們業務運營的各方面，在產品質量、客戶服務、員工發展、環境保護等重點維度持續優化管理水平。同時，我們以聯合國可持續發展目標（SDGs）為指引，不斷完善集團ESG戰略願景，加強公司治理，以快速提升集團發展的可持續性、效率及競爭力。

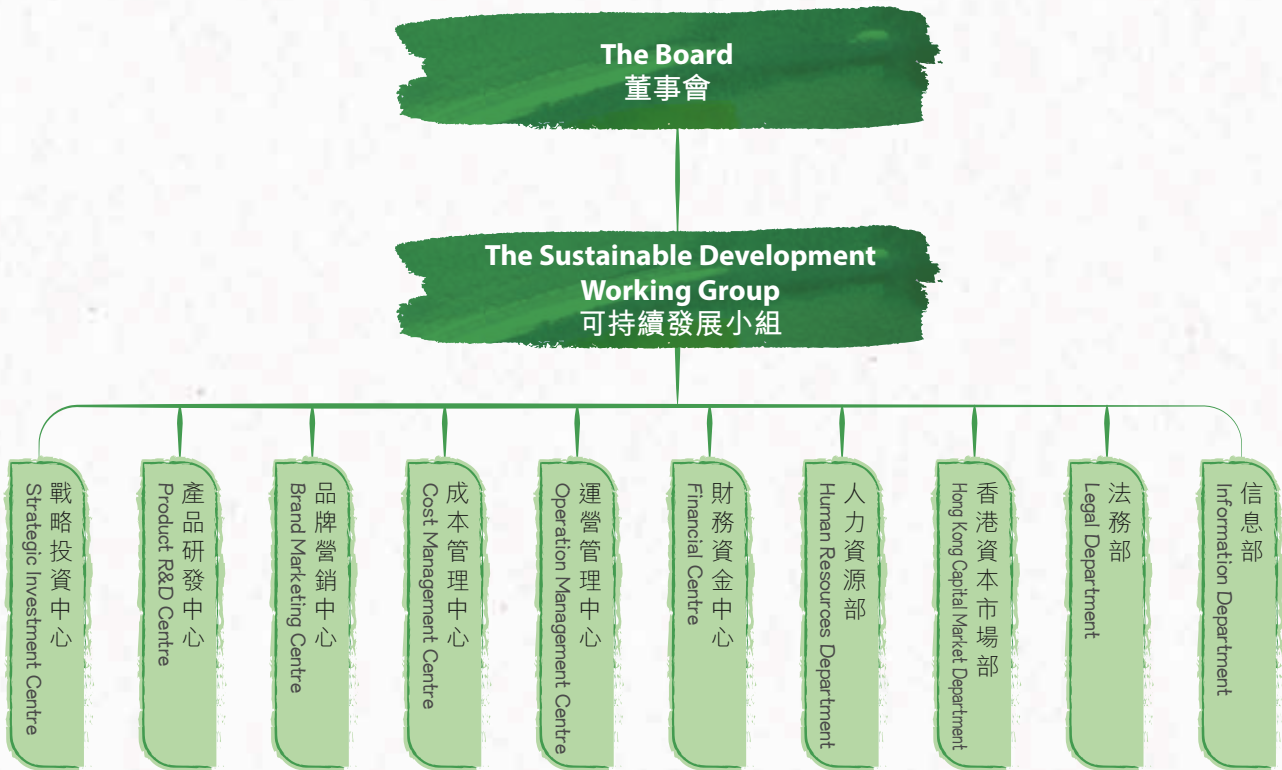
3.1 ESG管治架構

本年度，我們不斷加強集團的ESG治理能力，逐步完善集團的ESG管理架構，以進一步推動並落實集團可持續發展戰略的實施。我們的ESG管治架構由董事會、可持續發展小組及集團下屬職能部門工作小組共同構成。

其中，董事會作為最高決策機構，負責制定集團的可持續發展戰略目標及願景、監督ESG目標進展及績效，調配資源確保ESG管理策略及目標的有效落實，並審閱簽批集團年度ESG報告，對本集團的環境、社會及管治發展事宜承擔最終責任。可持續發展小組負責監督並指導集團可持續發展戰略的具體實施及ESG報告的編製與披露工作；同時，定期向董事會匯報ESG工作的計劃及執行情況，以保證集團ESG管理的有效性。集團下屬職能部門工作小組則負責在日常運營中執行並落實可持續發展政策及措施，確保ESG相關工作的順利推進，並及時向可持續發展小組匯報工作進度。



3. SUSTAINABILITY GOVERNANCE 3. 可持續發展管治



The Group's ESG Governance Structure
本集團ESG管治架構

3.2 COMMUNICATION WITH STAKEHOLDERS

It is an important part of our sustainable development management to fully understand and respond to the demands and expectations of all stakeholders. Through diversified communication channels, the Group continuously improves the communication mechanisms with shareholders, customers, employees, suppliers, the government, and the public, and comprehensively improves sustainable development performance and works together with all stakeholders for mutual benefits and win-win results.

3.2 利益相關方溝通

充分瞭解並回應各利益相關方的訴求與期望是我們可持續發展管理的重要環節。本集團通過多元化的溝通渠道，持續完善與股東、客戶、員工、供應商、政府及公眾等利益相關方的溝通機制，全面提升可持續發展績效表現，攜手各利益相關方共同發展，互利共贏。






3. SUSTAINABILITY GOVERNANCE

3. 可持續發展管治

Major Stakeholders 主要利益相關方	Demands and Expectations 訴求與期望	Communication and Responses 溝通與回應
<p>Government 政府</p> 	<p>Compliance operation 合規經營</p> <p>Paying taxes in accordance with law 依法納稅</p> <p>Supporting economic development 支持經濟發展</p> <p>Promoting employment 促進就業</p>	<p>Legal compliance operation 依法合規經營</p> <p>Responding to the government call 響應政府號召</p> <p>Implementing the national housing policy 落實國家住房政策</p> <p>Boosting urban development 助推城市發展</p>
<p>Shareholders and investors 股東與投資者</p> 	<p>Return of investment 投資回報</p> <p>Protection of rights and interests 權益保護</p> <p>Enterprise transparency 企業透明度</p> <p>Operational risk control 經營風險管控</p>	<p>Improving profitability 提高盈利能力</p> <p>Convening General Meeting 召開股東大會</p> <p>Daily information disclosure 日常信息披露</p> <p>Risk control management 風險控制管理</p>
<p>Customers 客戶</p> 	<p>Improving product quality 提升產品質量</p> <p>Customer service quality 客戶服務品質</p> <p>Customer privacy security 客戶隱私安全</p> <p>Protecting customer rights and interests 客戶權益保障</p>	<p>Strengthening quality control 加強質量管控</p> <p>Customer satisfaction survey 客戶滿意度調研</p> <p>Improving the relevant system of data confidentiality 完善數據保密相關制度</p> <p>All-round services 全方位貼心服務</p>
<p>Employees 員工</p> 	<p>Employee career development 員工職業發展</p> <p>Compensation and welfare 薪酬與福利</p> <p>A healthy and safe working environment 健康安全的工作環境</p> <p>Listening to employee feedback 傾聽員工反饋</p>	<p>Safeguarding legitimate rights and interests 保障合法權益</p> <p>Optimizing the compensation and welfare system 優化薪酬福利體系</p> <p>Improving the health and safety management system 完善健康安全管理體系</p> <p>Optimizing employee communication and complaint channels 優化員工溝通與申訴渠道</p>



3. SUSTAINABILITY GOVERNANCE 3. 可持續發展管治

Major Stakeholders 主要利益相關方	Demands and Expectations 訴求與期望	Communication and Responses 溝通與回應
Suppliers and Partners 供應商及合作夥伴 	Contract performance 誠信履約 Daily communication 日常溝通交流 Business ethics and reputation 商業道德與信譽 Mutual benefits and win-win results 互利共贏	Abiding by business ethics 恪守商業道德 Promoting daily communication 促進日常溝通 Improving credibility 提高信譽度 Improving the cooperation mechanism 完善合作機制
Society and the Public 社會及公眾 	Supporting social welfare 支持社會公益 Helping disadvantaged groups 幫扶貧困群體 Community coordinated development 社區協同發展	Increasing community investment 加大社區投資 Participating in targeted poverty alleviation 參與精準扶貧 Promoting social and economic development 促進社會經濟發展
Environment 環境 	Efficient use of resources 高效使用資源 Reducing waste discharge 減少廢棄物排放 Addressing climate change 應對氣候變化	Advocating green construction 倡導綠色建築 Green office management 開展綠色辦公 Conducting low-carbon operation 踐行低碳運營

3.3 MATERIALITY ASSESSMENT OF ESG ISSUES

The Group continues to communicate with stakeholders through diversified channels to have a deep understanding of stakeholders' focus on the ESG issues of the Group. In line with the requirements of the ESG Reporting Guide of the Stock Exchange, we conducted the materiality assessment to identify the material issues in 2021 and used the results of the materiality analysis as a reference for reporting information disclosure and subsequent ESG management target setting. During the Year, the steps to determine material issues are as follows:

3.3 ESG議題重要性評估

本集團通過多元化的渠道與利益相關方持續溝通，深入瞭解各利益相關方對集團的ESG關注重點，並按照聯交所《ESG報告指引》的要求，繼續組織開展重要性評估，識別2021年度重要性議題，並將重要性分析結果作為報告信息披露和後續ESG管理目標設定的重要參考依據。我們的重要性評估主要採取以下步驟：



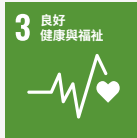

3. SUSTAINABILITY GOVERNANCE

3. 可持續發展管治

01 Identification 議題識別	We updated the ESG issues in 2021 based on the Group's business development and the characteristics of its business and the industry, and with reference to the requirements of ESG Reporting Guide. 基於集團的業務發展及業務特性，考慮行業特點，參考《ESG報告指引》要求，更新2021年度ESG議題。
02 Survey and Prioritisation 議題調研及排序	We invited internal and external stakeholders of the Group to participate in a questionnaire survey to understand their focus on ESG issues and prioritised the issues from the two dimensions of the importance to external stakeholders and business in accordance with the results. 邀請集團內部及外部利益相關方參與問卷調研，瞭解利益相關方的ESG關注重點，並根據調研結果，從對外部利益相關方的重要性和對業務的重要性兩個維度對議題進行重要性排序。
03 Disclosure 議題披露	Based on the results of the materiality assessment, we discussed and determined the disclosure priorities of the Report, prepared the materiality matrix of the issues and determined the focus of our future ESG work. 根據重要性議題的評估結果，討論並確定本年度ESG報告的披露重點，編製本年度議題重要性矩陣，並確定集團未來ESG工作的工作重點。

During the Year, materiality ranking and matrix of the Group's material ESG issues are shown in the following figure:

本年度，我們的ESG重要性議題評估排序結果及矩陣如下圖所示：

Category 議題範疇	Issues 議題名稱	Response to the SDGs of the United Nations 響應聯合國可持續發展目標
Environmental Protection 環境保護	<ol style="list-style-type: none"> 1. Greenhouse gases and air emission management 溫室氣體及空氣污染物 2. Waste management 廢棄物管理 3. Use of energy 能源使用 4. Water use efficiency and sewage management 用水效益及污水管理 5. Use of other resources 其他資源使用 6. The environment and natural resources management 環境及天然資源管理 7. Responding to climate change 應對氣候變化 	<ul style="list-style-type: none"> • Good health and well-being 良好健康與福祉 • Sustainable cities and communities 可持續城市和社區 • Responsible consumption and production 負責任消費和生產 • Climate action 氣候行動 <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;">  <p>3 良好健康與福祉</p> </div> <div style="text-align: center;">  <p>11 可持續城市和社區</p> </div> <div style="text-align: center;">  <p>12 負責任消費和生產</p> </div> <div style="text-align: center;">  <p>13 氣候行動</p> </div> </div>



3. SUSTAINABILITY GOVERNANCE 3. 可持續發展管治

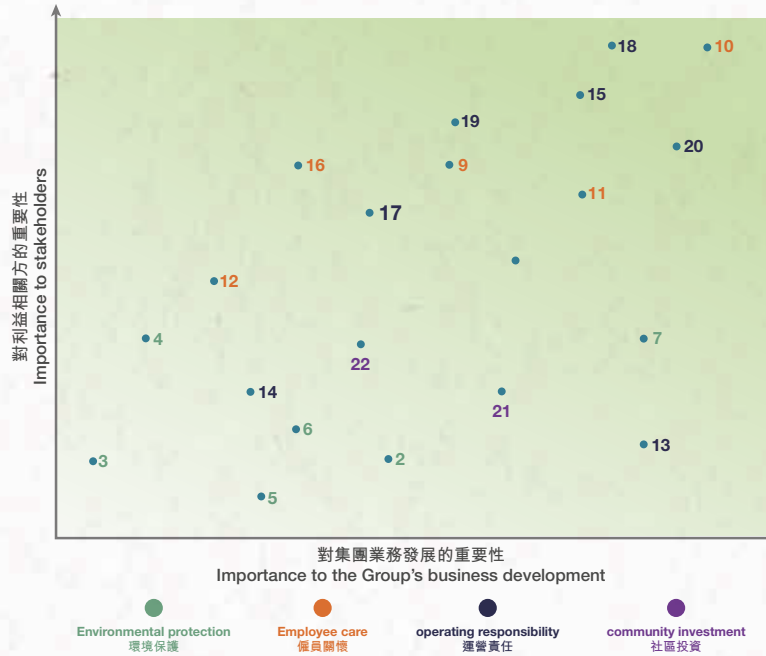
Category 議題範疇	Issues 議題名稱	Response to the SDGs of the United Nations 響應聯合國可持續發展目標		
Employee Care 僱員關懷	8. Employment management system 僱傭管理制度 9. Diversity, equal opportunity and eliminating discrimination 多元化、平等機會和反歧視 10. Occupational health and safety 職業健康與安全 11. Training and development 培訓與發展 12. Labour standards 勞工準則	<ul style="list-style-type: none"> • Good health and well-being 良好健康與福祉 • Gender equality 性別平等 • Decent work and economic growth 體面工作和經濟增長 • Reduced inequalities 減少不平等 	   	
Operating Responsibilities 運營責任	13. Supply chain management 供應鏈管理 14. Supply chain environmental and social risk management 供應鏈環境及社會風險管理 15. Product and service quality management 產品及服務質量管理 16. After-sales management 售後服務管理 17. Fair and responsible marketing 公平和負責任的營銷 18. Protecting customer privacy 保障客戶資料隱私 19. Protecting intellectual property rights 保護知識產權 20. Anti-corruption 反貪污	<ul style="list-style-type: none"> • Good health and well-being 良好健康與福祉 • Industry, innovation and infrastructure 產業、創新和基礎設施 • Sustainable cities and communities 可持續城市 and 社區 • Responsible consumption and production 負責任消費 and 生產 	   	
Community Investment 社區投資	21. Understanding the needs of the community 瞭解社區需要 22. Supporting community development 支持社區發展	<ul style="list-style-type: none"> • No poverty 無貧窮 • Good health and well-being 良好健康與福祉 • Quality education 優質教育 • Industry, innovation and infrastructure 產業、創新和基礎設施 	   	

Note: The issues highlighted in bold are important ones of the Year

註：加粗議題為本年度重要議題



3. SUSTAINABILITY GOVERNANCE 3. 可持續發展管治



During the year, the Group added environmental and social risk management of supply chain. Our stakeholders pay the most attention to the issues of operating responsibility and employee care, including protection of customer privacy, anti-corruption, product and service quality management, and protection of intellectual property rights and other issues related to operating responsibility, as well as issues related to employee care, such as occupational health and safety, diversity, equal opportunity, and anti-discrimination. The Group will continue to focus on relevant issues in the future ESG management and highlight relevant content in this Report.

本年度，集團新增供應鏈環境及社會風險管理一項議題，其中運營責任及僱員關懷為集團利益相關方最為關注的範疇，包括保護客戶資料隱私、反貪污、產品及服務質量管理、保護知識產權等運營責任相關議題，及職業健康與安全、多元化、平等機會和反歧視等與僱員關懷相關的議題。集團在未來的ESG管理中將持續關注相關議題，並在本報告中進行相關內容的重點披露。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

Adhering to the spirit of craftsmanship, the Group has strived to deliver high-quality buildings and boutique residences to customers. We attach great importance to product quality and make every effort to ensure product safety and reliability by focusing on construction quality, construction safety and supply chain management. At the same time, upholding the customer-first principle, we have strived to improve the quality of customer services, and continuously strengthened the management and control of compliant marketing, customer privacy protection and intellectual property protection to gain the lasting trust of customers.

4.1 PRODUCT RESPONSIBILITY

Building upon the science-based quality control system, we strictly control the product quality and construction safety of the project, with the aim of taking on the product responsibility and improving the quality of our customers' life.

4.1.1 Product Quality

The Group pursues high quality and is committed to becoming a quality-first real estate service provider. The Group strictly abides by relevant laws and regulations such as the Construction Law of the PRC (《中華人民共和國建築法》) and the Regulation on the Quality Management of Construction Projects (《建設工程質量管理條例》). We also require all regional companies to strictly implement our internal project quality management policies such as the Administrative Measures for the Protection of Finished Products (《成品保護管理辦法》) and the Administrative Measures for the Evaluation of Third-Party Projects (《第三方工程評估管理辦法》), so as to further refine quality standards and strengthen requirements for product quality.

本集團始終秉承工匠精神，竭力為客戶交付高品質的建築與精品住宅。我們高度重視產品品質，從建造質量、施工安全、供應鏈管理等角度出發，全力保證產品安全、可靠。同時，我們秉持客戶至上的理念，竭力提升客戶服務質量，持續加強合規營銷、客戶隱私保護、知識產權保護等環節的管控力度，旨在獲得客戶的持久信任。

4.1 產品責任

我們依托科學的質量管控機制，嚴格把控項目產品質量及施工安全，旨在將產品責任落到實處，為客戶創造品質生活。

4.1.1 產品質量

本集團追求精益品質，致力於成為質量為先的地產服務商。我們嚴格遵守《中華人民共和國建築法》、《建設工程質量管理條例》等法律法規，同時要求各區域公司嚴格落實《成品保護管理辦法》、《第三方工程評估管理辦法》等內部各項工程質量管控制度，從而進一步細化質量標準、強化產品質量要求。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

The Group strives to build the “Precise Work 2.0”, a quality assurance system, aiming at comprehensively controlling the quality of projects from the aspects of quality pre-control, project evaluation and project platform. In this system, the quality pre-control is based on the quality framework, with various management and control actions refined; the project evaluation is mainly carried out by third parties, with proper evaluation and monitoring methods fully applied to ensure the delivery quality; and the project platform adheres to the concept of long-termism to provide strong support and guarantee for the project construction process.

我們著力打造「精工建造2.0」質量管控體系，從品質預控、工程評價、工程平台等方面全方位把控項目質量。在該體系中，品質預控以品質框架為基礎，做精各項管控動作；工程評價以第三方為依托，充分運用評估與監測方法，保障交付質量；工程平台堅持長期主義，為工程建造過程提供有力支撐與保障。

Quality Pre-control

品質預控

- Supplier management:** We verify suppliers' business licenses, qualification certificates, equipment qualification certificates and quality inspection reports and other documents, and check whether the size, specification or model of the materials or equipment meet the contract requirements, so as to ensure that the construction materials and equipment reach quality standards.

供應商管理：通過核驗供應商營業執照、資質證書、設備合格證和質檢報告等文件，及檢查材料或設備的尺寸、規格或型號是否符合合同要求，確保施工材料和設備符合質量標準。
- Standard floor inspection:** We assign relevant personnel to inspect the completed standard apartments in a timely manner after construction is completed to minimise all kinds of process problems caused by unreasonable layout design, low quality of construction materials and improper construction technology, and support the standardization and large-scale development of important links in the construction process. We actively implement the Administrative Measures for Project Templates (《工程樣板先行管理辦法》) and the project teams work with relevant departments of the Company to comprehensively inspect and review the functions, construction quality, cost optimisation of the construction templates.

標準層會驗：及時在標準戶型結構完成建造後組織相關人員進行會驗，盡可能減少佈局設計不合理、施工材料質量低及施工工藝不當引起的各類工藝問題，實現重要環節施工過程的標準化和規模化。積極推行《工程樣板先行管理辦法》，由項目工程組聯合公司多部門就施工樣板的使用功能、施工質量、成本優化等方面進行全面檢查與驗收。
- Opening of demonstration zones and construction sites:** Before opening the construction projects, we fully check whether the projects meet the opening requirements specified in the sales contract. We strictly implement the Administrative Measures for the Protection of Finished Products (《成品保護管理辦法》) which requires that all subcontractors should set a reasonable schedule of construction procedures, ensure that the work types match the construction sections, and take construction coordination into account, with an emphasis on the requirements for material acceptance and sample sealing management, in an effort to fully protect the integrity and functionality of the finished products.

示範區、在建工地開放：項目開放前充分核實開放情況是否符合銷售合同的要求；嚴格遵守《成品保護管理辦法》，各施工分包單位必須合理安排工序、施工段與工種配合，注重施工的協調性，強調對材料的驗收和封樣管理的要求，充分保護成品的完整性與功能性。
- Planning and review:** We formulate and implement the Management Measures for Project Planning and Review (《工程策劃與復盤管理辦法》) which requires that the planning and review of the construction objectives, quality and safety objectives, technology, bidding and procurement and project construction should be properly conducted in the early, middle and late stages of the project. We should also summarize the problems occurring in the construction process and make improvement and adjustment in time in the subsequent construction of the project.

策劃與復盤：制定並落實《工程策劃與復盤管理辦法》，項目在前中後期均需做好工期目標、質量安全目標、技術、招採和工程建造等方面的策劃和復盤；對建造過程問題進行總結，並在後續的工程建造中及時優化調整。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

Project Evaluation

工程評價

• Evaluation of projects under construction

在建評價

- **Inspection on two preventions:** In the construction process, we take more measures to prevent falls from heights and the accidents caused by sub sessions and sub-projects with greater risk to strengthen management of construction safety.

兩防專項：在工程建造過程中加強防範高處墜落事故及危險性較大的分部分項工程導致的突發事故，強化施工安全管理；

- **Inspection on underground engineering:** We review and evaluate underground structures such as the pile foundation and retaining and protection of foundation pits, and form an expert team with the General Project Office to help cope with difficulties in underground engineering and promote the development of the overall project.

地下專項：對樁基和基坑支護等地下工程進行把控和評估，並聯合總工辦組成專家小組，對地下工程難點項目進行幫扶，確保整體工程的順利推進；

- **Evaluation of civil construction:** We carry out strict monitoring and quality evaluation of building materials, foundation and foundation engineering, main structure engineering, water supply and sewerage engineering and electrical installation engineering.

土建評估：對建築材料、地基和基礎工程、主體結構工程、給水排水工程、電氣安裝工程等實體實施嚴格監測和質量評價；

- **Refined decoration evaluation:** We implement a strict evaluation process to ensure the quality of finished refined decoration.

精裝評估：採用嚴格的精裝評估流程，確保精裝成品質量過關。

• Evaluation of delivery

交付評價

- **Assessment of delivery:** We independently monitor, evaluate, and enhance delivery, including monitoring of water leakage in the basement, external wall water-spray test, and inspection of cavity and cracking. We formulate and implement the Administrative Measures for the Evaluation of Third-Party Projects (《第三方工程評估管理辦法》), which requires the participating contractors to self-evaluate the target sections which are then re-evaluated by the supervision unit, and randomly checked by the project team.

交付專項：自主開展交付專項的監測、評估與加固工作，如地下室滲漏水問題監控、外牆淋水試驗、空鼓開裂檢查；制定並落實《第三方工程評估管理辦法》，由參建施工單位對評估標段進行自評估，監理單位進行復評估，項目工程組進行抽樣校核；

- **Maintenance evaluation:** We observe the internal Administrative Measures for Project Maintenance (《項目維保管理辦法》) and try our best to ensure that the resolution rate of maintenance problems during centralised maintenance periods is higher than the specified requirement.

維保評價：遵守內部《項目維保管理辦法》，盡最大可能做到集中維保期維修問題關閉率高於規定要求。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

Project Platform

工程平台

- Project review innovation:** We hold regular operation meetings to update the project evaluation and review system in a timely manner according to market profile and process innovation.
工程評審創新：定期召開運營會議，根據市場特點及工藝創新及時更新工程評價、評審制度。
- Project support and assistance:** We promote the work on project support and assistance. Senior project teams provide assistance to the team in new construction areas during the construction process, thereby reducing the initial risk caused by lack of project management and construction experience.
工程支持幫扶：推動工程支持幫扶工作，加強帶教新區域的建設活動，進而降低因缺乏工程管理經驗與建設經驗造成的初期風險。
- Project assessment and incentives:** Building upon quarterly and annual project assessment and evaluation platforms, we improve the transparency and effectiveness of talent assessment and training.
工程考核激勵：依托季度、年度工程考核與評價平台，提升人才考核與培育的透明度及有效性。
- Selection and training of talents:** We use a science-based mechanism to select elites in the construction industry, thereby creating an extremely professional and high-quality talent team.
工程選拔培訓：憑借科學的淘汰機制遴選出優秀的建造精兵，打造高專業性的精品建造人才隊伍。
- Project culture:** We attach importance to the empowerment of project culture and strive to foster the culture of pursuing excellence and strengthen the cohesiveness of front-line project personnel.
工程文化：重視工程文化賦能，營造精益求精的文化氛圍，加強一線工程人員的凝聚力。
- Project Informalization:** We use the project informalized management platform to support material management, construction progress monitoring, project evaluation, etc.
工程信息化：利用工程管理信息化平台對材料管理、施工進度監測和工程評價等維度進行支持。

In the past year, the advantages of the "Precise Work 2.0", the quality control system, were gradually seen, producing many remarkable results. In 2021, some of our projects received local recognition thanks to our excellence in quality control. Among them, some buildings of Sunshine City Dynasty Shijia (陽光城大唐世家) in Nanning, Guangxi province, won the "2021 Excellent Structure Award of Guangxi Construction Project" (Batch II), and some buildings of Han Dynasty Shijia (漢唐世家) in Changsha, Hunan province, won the title of "Excellent Structure Project of Changsha".

過去一年中，「精工建造2.0」質量管控體系的優勢逐步凸顯，帶來了諸多顯著成效。2021年，本集團在質量控制方面表現優異，部分項目獲得了當地表彰。其中，廣西南寧陽光城大唐世家項目部分樓宇獲得2021年第二批「廣西建設工程優秀結構獎」，湖南長沙漢唐世家項目部分樓宇獲得了長沙市結構優良工程的稱號。



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Some buildings of Sunshine City Dynasty Shijia (陽光城大唐世家) in Nanning, Guangxi province, won the "2021 Excellent Structure Award of Guangxi Construction Project" 廣西南寧陽光城大唐世家部分項目樓宇獲「廣西建造工程優秀結構獎」



Some buildings of Han Dynasty Shijia (漢唐世家) in Changsha, Hunan province, won the title of "Excellent Structure Project of Changsha" 湖南長沙漢唐世家項目部分樓宇獲「長沙市結構優良工程」稱號

4.1.2 Construction safety

The Group always takes "zero major safety incidents" as its safety management goal. Therefore, the Group assesses and controls construction safety risks in a timely manner and tightens the grip on construction safety in all aspects by managing and inspecting construction equipment and sites and conducting safety training. We strictly abide by relevant laws and regulations such as the Construction Law of the PRC (《中華人民共和國建築法》), and formulate internal policies such as the Management Measures for the Quality and Safety Risks of Construction in Progress (《在建工程質量、安全風險「拉閘」管理辦法》) to guard against safety risks from the beginning and ensure the safety of front-line engineers in the construction process. In case of systematic quality defects, major safety risks, serious violations of safety production laws and regulations, safety production or quality accidents, etc. at construction sites, the project should be stopped immediately for rectification as required and ratification measures should be implemented as soon as possible. In 2021, no major construction safety accidents occurred in the Group.

4.1.2 施工安全

本集團始終以「無重大安全事故發生」作為安全管理目標，及時評估並管控施工安全風險，通過施工設備、施工現場的管理與檢查以及安全培訓等維度全方位嚴控施工安全。我們嚴格遵守《中華人民共和國建築法》等法律法規，制定並實施《在建工程質量、安全風險「拉閘」管理辦法》等內部制度，從源頭上防範安全風險，保障一線工程人員的施工安全。若項目現場出現系統性質量缺陷、存在重大安全風險、嚴重違反安全生產法律法規、發生安全生產或質量事故等情況，所在項目需按要求立即停工整改，並確保盡快落實整改措施。2021年，本集團未發生較大施工安全類事故。



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During the Year, the regional companies of the Group also actively strengthened construction safety. Among them, some buildings of Yating (雅庭) in Guigang, Guangxi province, won the “Safe, Civilised and Standardised Construction Site Award of Guangxi Zhuang Autonomous Region”.

本年度，本集團各地區公司亦積極推動施工安全建設，其中，廣西貴港雅庭項目部分樓宇的所在工程榮獲「廣西壯族自治區建設工程施工安全文明標準化工地獎」。



Some buildings of Yating (雅庭) in Guigang, Guangxi province, won the “Safe, Civilised and Standardised Construction Site Award Guangxi Zhuang Autonomous Region”
廣西貴港雅庭項目部分樓宇所在工程榮獲「廣西壯族自治區建設工程施工安全文明標準化工地獎」

In addition, the Group engages authoritative third-party project evaluation companies in the industry to conduct quarterly physical work evaluations on the projects and takes unannounced safety inspections as a key evaluation item. We carry out temporary random inspections to continuously enhance the safety awareness of the project department, regularly check, and rectify safety issues, and implement regular safety management.

此外，本集團聘請行業權威的第三方工程評估公司對集團下轄項目進行季度工程實體評估，並將安全飛行檢查作為重點評估專項，通過臨時抽查的方式敦促項目部持續提升安全意識，定期排查、整改安全問題，落實常態化安全管理。

In 2021, the key measures for construction safety management implemented by the Group include but are not limited to:

2021年，本集團重點實施的施工安全管理措施包括但不限於：

- Setting up a safety and civilisation team for each project, which was led and managed by the general contractor, and overseen by the supervision unit, with routine spot checks conducted by the project department.
- Carrying out safety hazard investigation at the construction site every week, and holding a meeting to summarize the situation of safety inspection and offering feedback after the weekly inspection.
- 於每個項目成立安全文明小組，由總包主導管理、監理跟蹤、項目部例行抽查；
- 每週於施工現場開展安全隱患排查，周檢結束後召開安全檢查總結反饋會；



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- Conducting a comprehensive safety inspection on the construction site at the end of each month, reviewing the potential safety hazards identified in the weekly inspection each month, and held a monthly meeting to analyse work safety conditions after the inspection.
- Classifying and managing construction safety risks, and setting up classified control signs, warning signs for people entering risk areas and risk control signs at risk points at all levels of the site.
- Conducting safety awareness and skills training for front-line operators, and regularly organising safety knowledge tests for special operators; and
- Carrying our construction safety emergency drills from time to time.
- 每月月底對施工現場開展綜合安全大檢查，並對本月周檢中出現的安全隱患進行複查，檢查結束後召開月度安全生產形勢分析會；
- 對施工安全風險進行分級管理，現場各級風險點均設立分級管控標誌、進入風險區域警告標識及風險管控牌；
- 對一線操作人員進行安全防範意識和安全技能培訓，並定期組織特種作業人員安全知識考核；
- 不定期開展施工安全應急演練活動。



Construction safety emergency drills
施工安全應急演練



Construction safety training
施工安全培訓

4.2 CUSTOMER SERVICES

With the goal of making owners satisfied, the Group continues to optimize its service system and strives to gain long-term trust of customers by taking such measures as improving their satisfaction, handling their complaints, increasing communication with them and protecting their privacy.

4.2 客戶服務

本集團以業主滿意為目標，不斷優化服務體系，通過提升客戶滿意度、積極處理客戶投訴、加強客戶溝通及保護客戶隱私等舉措，力求獲得客戶的長期信任。



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4.2.1 Customer Experience

The Group sticks to the concept of “putting customers as the centre” and strives to provide customers with smooth communication channels and effective and considerate services so as to improve customer satisfaction and experience. The Group has established customer service policies, such as the Six Steps of Dynasty Property’s Full-cycle Customer Service System (《大唐地產全週期客戶服務體系六步法》) with the aim of developing a more systematic and standardized system to offer services. In addition, during the Year, we encouraged the Board and the middle and senior management of the headquarters and regional companies to listen to customers’ demands, in order to raise service standards and effectively meet the demands of our customers.

To listen to customers’ views and demands, the Group engages a professional third-party organization to research and analyze customer satisfaction from the aspects of customer service, sales service, maintenance service, property service, housing quality and design, etc., to identify deficiencies and constantly improve service processes. In 2021, the Group’s overall customer satisfaction scored 82, sales service satisfaction 92 and property service satisfaction 86, with all the three indicators growing compared with the same period last year.

4.2.1 客戶體驗

本集團始終秉持「以客戶為中心」的服務理念，竭力為客戶提供暢通的溝通渠道與高效、貼心的服務，充分提升客戶服務滿意度和體驗感。本集團建立《大唐地產全週期客戶服務體系六步法》等客戶服務相關制度，旨在形成更加系統規範的服務操作體系。此外，本年度，我們積極倡導總部及地區公司領導班子及中高層管理人員深入一線傾聽客戶的訴求，致力於不斷優化服務標準，切實滿足客戶需求。

為聆聽客戶的心聲與訴求，我們每年度均聘請專業的第三方機構對總體客戶服務、銷售服務、維修服務、物業服務、房屋質量與設計等方面的客戶滿意度進行調研和分析，識別不足之處，持續完善服務流程。2021年，本集團客戶總體滿意度為82分，銷售服務滿意度為92分，物業服務滿意度為86分，三個指標較去年同期均有所提升。



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4.2.2 Customer Complaints and Communication

Customer Complaints

The Group attaches great importance to the opinions and suggestions of customers and safeguards their rights and interests. We have formulated and implemented internal policies to deal with customer complaints, such as the Administrative Measures for Response to Customer Complaints (《客戶投訴響應管理辦法》), Working Guidelines on Handling Customer Complaints and Preventing Crisis (《客戶投訴處理與危機預防工作指引》) and Administrative Measures for Risk Prevention and Control of Customer Complaints (《客訴風險預控管理辦法》), to standardize handling procedures and give a timely response to customer demands.

In 2021, the Group upgraded and launched the “Datang You+” customer service system to expand the channels for customer complaints and improve handling procedures. Up to now, we have achieved 100% response to customer complaints, needs and recommendations and accepted and given feedback within 24 hours, and the rate of return visits reached 100%. Additionally, we created a WeChat account named “Dynasty Property Customer Club” through which our owners can make enquiries, recommendations, and feedback. The procedures for handling complaints received by the Group are as follows:

4.2.2 客戶投訴與溝通

客戶投訴

本集團高度重視客戶的意見與建議，切實維護客戶權益。我們制定並實施《客戶投訴響應管理辦法》、《客戶投訴處理與危機預防工作指引》、《客訴風險預控管理辦法》等一系列內部客訴處理制度，逐步形成標準化的處理流程，及時響應客戶訴求。

2021年，本集團進一步升級「大唐優+」客戶服務系統，進一步拓寬客戶投訴渠道，優化客訴處理流程。截至目前，本集團通過「大唐優+」客戶服務系統及400全國統一客戶服務熱線平台，有效實現了客戶投訴、需求、建議的100%響應、24小時受理反饋、100%回訪。另外，本集團還設立了「大唐地產客戶會」微信公眾號，已簽約的大唐業主可以通過該平台進行諮詢及意見反饋。本集團接獲客戶投訴的處理流程如下：



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Customer Communication

The Group is convinced that listening to and communicating with customers are key to addressing problems and therefore put great stress on direct and in-depth exchanges with them. Over the years, the Group has utilized diverse communication channels such as WeChat official accounts, hotlines, face-to-face meetings, to improve patterns of interaction with customers and adequately understand their needs, thus offering higher quality products and services.

客戶溝通

本集團始終認為傾聽與溝通是有效解決問題的關鍵，高度重視與客戶直接、深入的交流。多年來，我們通過微信公眾號、電話熱線、線下見面會等多元化的溝通渠道，不斷優化與客戶之間的互動方式，充分瞭解客戶需求，致力於為客戶提供舒心的產品與服務。



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Listening to Your Voices and Offering Zero-distance Services

大唐在聆聽 · 服務零距離

In 2021, the Group carried out activities to receive customers with the theme of "Listening to Your Voices and Offering Zero-distance Services". During the activities, general managers received customers personally, the management answered the hotline, customer ambassadors offered zero-distance services and communicated with owners face to face. The activities aimed to enable the management to have more direct communication with customers and implement our service concept of "putting customers as the centre".

2021年，本集團積極開展以「大唐在聆聽·服務零距離」為主題的一系列客戶接待活動，包括總經理接待、管理層熱線、客戶大使零距離、業主見面會等，旨在加強管理層與客戶的直接溝通，用行動詮釋「以客戶為中心」的服務理念。

- General managers receiving customers:** General managers received potential customers personally and introduced the advantages of the project to them.
總經理接待：總經理深入一線案場接待潛在購房客戶，為客戶介紹項目優勢；
- The management answering the hotline:** The Group's management conducted telephone visits in rotation to listen to the voices of delivered owners and realized 100% response, feedback and reply to their demands, which was recognized by them.
管理層熱線：集團管理層輪值電話回訪，傾聽已交付業主心聲，做到100%響應、反饋、回覆業主訴求，響應速度得到業主肯定；
- Customer ambassadors offering zero-distance services:** General managers or the management acted as customer ambassadors at the delivery site, accompanied the owner to house inspection site, answered questions patiently, and efficiently addressed the owner's questions to ensure perfect delivery of the project.
客戶大使零距離：公司總經理或管理層在交付現場化身客戶大使，陪同業主驗房，耐心答疑，並針對現場業主提出的問題高效處理，助力項目完美交付；
- Communicating with Owners Face to Face:** Through face-to-face meetings with owners, the management understood the pre-sales and after-sales services of the project, cared about owners' life, and listened to their complaints about community management.
業主見面會：通過現場見面會與業主交流，管理層瞭解項目售前服務和售後跟進情況，關心業主生活情況，聆聽業主提出的社區管理問題。



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4.2.3 Information Security and Privacy Protection

The Group strictly abides by the Cybersecurity Law of the PRC (《中華人民共和國網絡安全法》) and other laws and regulations and sets demanding security and privacy protection requirements for the collection, processing, and maintenance of customers' personal data. We also impose tight regulations on the security management of the Company's internal network, computers, mobile hard drives, and paper archives, and set permissions to prevent the leakage or loss of customer information and protect the security of customer information. In the meantime, we regularly provide information security training for employees to raise their awareness of customer privacy protection.

4.3 SUPPLY CHINA MANAGEMENT

The Group attaches great importance to the sustainable development of supply chain. We strictly comply with relevant laws and regulations, including the Law of the PRC on Tenders and Bids (《中華人民共和國招投標法》), the Government Procurement Law of PRC (《中華人民共和國政府採購法》), the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) etc., and implement internal policies such as the Project Bidding and Procurement and Supplier Management System (《工程招標採購及供應商管理制度》), so as to provide a fair competition platform for suppliers, create a friendly atmosphere of cooperation and work together to achieve win-win results.

4.2.3 信息安全與隱私保護

本集團嚴格遵守《中華人民共和國網絡安全法》等法律法規，在客戶個人資料的收集、處理和維護等環節均嚴格設置安全及隱私保護要求。我們亦對公司內部的網絡、電腦、移動硬盤、紙質檔案資料的安全管理制定嚴格規定，通過設置權限等手段，防止客戶信息洩露或丟失，保障客戶信息安全。同時，我們定期為員工提供信息安全培訓，致力於增強員工在客戶隱私保護方面的意識。

4.3 供應鏈管理

本集團高度重視供應鏈的可持續發展，嚴格遵守《中華人民共和國招投標法》、《中華人民共和國政府採購法》、《中華人民共和國反不正當競爭法》等相關法律法規，認真貫徹落實集團《工程招標採購及供應商管理制度》等內部制度，旨在為供應商提供公正公開的競爭平台，營造良好的合作氛圍，攜手各方共贏。



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During the Year, the Group established strategic cooperation with 91 suppliers that provide products and services for the project construction nationwide. The information of their distribution is as follows:

本年度，為全國範圍內的項目建造及產品提供服務的集團戰略級合作供應商共有91家，其他區域公司供應商分佈信息如下：

No. 序號	The company to which suppliers belong 所屬公司	The Number of suppliers 供應商數量
1	Guangxi Regional Company 廣西區域公司	417
2	Western Taiwan Straits Regional Company 海峽區域公司	336
3	Hunan Regional Company 湖南區域公司	254
4	Chengdu-Chongqing Regional Company. 川渝區域公司	185
5	Jiangsu Regional Company. 江蘇區域公司	416
6	Zhejiang Regional Company. 浙江區域公司	146

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4.3.1 Supplier Evaluation and Control

The Group works closely with external building material suppliers, building contractors and design firms. We have established a standard process for recruitment, selection, evaluation, and withdrawal of suppliers. At the stage of admittance, we strictly examine suppliers' qualifications and conduct a comprehensive audit of their business compliance, product quality, production capacity, etc., and prefer to cooperate with suppliers who have good organizational and management skills and take on environmental and social responsibilities. During the construction of the project, we continuously observe the performance of suppliers and their performance evaluation scores, propose targeted improvement plans, and track the progress to encourage them to better fulfill their responsibilities. If suppliers refuse our regular reviews, violate laws and regulations or business ethics, damage our reputation and infringe owners' legitimate rights and interests, we will immediately terminate the cooperation and put them on the blacklist. We also strive to establish a standard and transparent bidding and procurement process, formulate, and improve a number of principles to prevent misconduct in the procurement process, and to ensure that each contracting business meets our quality requirements.

4.3.2 Responsibilities in Supply Chain

We continue to focus on the compliance of suppliers in respects of environmental protection, anti-corruption, and labour in order to properly manage the environmental and social risks of our supply chain. We proactively implement green procurement by giving priority to green and renewable materials in the procurement process and constantly improving the environmental protection standards and requirements for material procurement to reduce the impact of project construction on the environment. Meanwhile, the Group requires all the personnel involved in the bidding and tendering to follow the principle of integrity and self-discipline. We forbid them from contacting bidders in private, accepting benefits from bidders and violating the regulations and principles to seek benefits for bidders. For this end, we establish a supervision mechanism involving all participants and put the Audit and Supervision Department in charge of handling reports of violations.

4.3.1 供應商評估與管控

本集團與外部各建材供應商、建築承包商及設計公司合作緊密，制定了集團統一的覆蓋供應商入庫、選用、評價、退出等環節的流程標準。在供應商准入階段，我們嚴格考察供應商的資質背景，對其業務合規、產品質量、生產能力等內容進行綜合審核，優先考慮與組織管理能力良好，兼顧環境與社會責任擔當的供應商進行合作。在項目建造期間，我們亦持續觀察供應商表現及其履約評估的成績，有針對性地提出改進方案並追蹤其改進執行情況，進一步促進供應商履責能力的提升。對於拒絕回應集團定期審查、違法違規或違背商業道德、損害集團聲譽、侵犯業主合法權益的供應商，我們將立即終止合作關係，並將其列入供應商黑名單。我們亦致力於構建規範透明的招標採購流程，建立健全多項原則以防止採購過程中的不正當行為發生，確保各項承包業務滿足集團規定的質量要求。

4.3.2 打造責任供應鏈

我們持續關注供應商在環境、反貪腐、勞工等方面的合規情況，以妥善管理供應鏈的環境及社會風險。本集團積極踐行綠色環保採購，優先將綠色及可再生的材料納入採購範疇，不斷提升材料採購的環保標準及要求，以降低項目建造對環境造成的影響。同時，集團要求所有招投標參與人員均需嚴格遵守廉潔自律原則，嚴禁與投標單位私自接觸、收受投標單位好處，不得違反制度及原則為投標單位謀取利益，並建立全員監督機制，由審計監察部負責受理相關違規舉報。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

The Group highly values the cooperation and communication with suppliers. We maintain effective communication with suppliers through site visits, online and offline meetings and e-mails to understand the current situations of material supply and services and promote our integrity culture and ESG management philosophy to them.

本集團亦十分重視與供應商的合作交流，通過實地考察、線上線下會議結合、電子郵件等多種渠道與供應商保持良好溝通，及時瞭解供應商的供貨及服務情況，積極向供應商宣貫集團的廉潔文化及ESG管理理念。

4.4 COMPLIANCE OPERATION

The Group put customers as the center and has set up a sound operation system to underpin its healthy and long-term development. We stick to the bottom line of compliance and foster integrity culture. We continue to regulate information delivery and improve marketing management. We focus on protecting intellectual property rights and effectively avoid potential operational risks so as to improve product quality and customer experience.

4.4 合規運營

本集團堅持以客戶為中心，已建立了穩健的運營體系，為集團的健康長遠發展形成了有效保障。我們始終堅守合規底線，樹立風清氣正的廉潔文化；我們不斷規範信息輸出，持續提升營銷管理水平；我們重視知識產權保護，有效規避潛在運營風險，致力於持續提升服務品質與客戶體驗。

4.4.1 Business Ethics and Anti-corruption

The Group strictly complies with relevant laws and regulations, including the Anti-Money Laundering Law of the PRC (《中華人民共和國反洗錢法》), the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Interim Provisions on the Prohibition of Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》) etc., and implements relevant policies, such as the Integrity Management Measures (《廉潔管理辦法》), the Conflict of Interest Declaration System (《利益衝突申報制度》) and the Accountability Management Measures (《問責管理辦法》). We conduct business based on the highest standards of business ethics and adopt a zero-tolerance attitude towards corruption, fraud and other illegal acts.

4.4.1 商業道德與反貪腐

本集團嚴格遵守《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等相關法律法規，嚴格貫徹落實集團制定的《廉潔管理辦法》、《利益衝突申報制度》及《問責管理辦法》等相關制度，致力於按照商業道德的最高標準開展業務，對貪腐、舞弊等各類違法違規行為採取零容忍的態度。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

We highly value and gradually improve the Group's anti-corruption supervision system. The Audit and Supervision Department (directly subordinate to the Audit and Supervision Committee) is responsible for regularly supervising and managing three main businesses, namely engineering audit, operational internal control and integrity supervision, to promptly identify and investigate illegal acts. At the same time, the Group has developed an accountability system under which the responsible person may be subject to administrative or economic punishment according to the type of accountability and the severity of circumstances and the person shall be transferred to the judicial authorities if the circumstances are serious. All these efforts aim to create a good working atmosphere of integrity, honesty, and responsibility.

The Group has established a sound whistleblowing and handling system for anti-fraud and provided employees and suppliers with multiple compliant and whistleblowing channels to report compliance issues. In this way, stakeholders can contribute their efforts to develop the culture of business ethics and compliance. We encourage them to make reports through phone calls, e-mails, etc. to the Audit and Supervision Department so as to discover misconduct in a timely manner. During the Year, no legal cases regarding corrupt practices brought against the Group or its employees were recorded.

我們高度重視並逐步健全集團反貪腐監察體系，由集團審計監察部(直屬於集團審計監察委員會)負責就工程審計、經營內控及廉正監察等三項主要業務內容進行日常監督與管理，確保及時發現並查處違規事件。同時，集團執行嚴格的問責制度，根據問責情形的類別及情節嚴重程度，可對責任人進行行政或經濟處罰，情節嚴重者，將移送司法機關依法處理，旨在創造廉潔奉公、忠於職守、盡職盡責的良好工作氛圍。

本集團設立了完善的舞弊舉報及處理機制，為員工及供應商開通了多種合規問題的投訴舉報途徑，以確保各利益相關方能夠積極參與到集團商業道德及合規文化的建設中。我們鼓勵各方通過電話、電子郵件等形式向集團審計監察部門進行檢舉或舉報，以便及時發現並識別不當行為。本年度，未發生向本集團或其員工提出的貪污訴訟案件。

1. Whistleblowing and Confidentiality Policy 舉報保密政策

- It is our fundamental responsibility to keep the information of whistleblowers confidential. We require the organizations being investigated and the persons being reported not to retaliate against the whistleblowers and they will be severely punished if any retaliation is found.
對舉報人信息進行嚴格保密是我們最基本的職責，同時我們要求被調查單位和被舉報人不得對舉報人實施打擊報復行為，一經發現，嚴肅處理。

2. Preferred Real-name Policy 實名優先政策

- We encourage whistleblowers to use their real names to make reports, give priority to real-name reporting, give timely feedback on acceptance status and notify the results.
我們鼓勵用自己的真實姓名進行實名舉報，優先辦理實名舉報並及時反饋受理情況及通報處理結果。

3. Rewards-giving after Confirmation Policy 查實獎勵政策

- After the illegal acts of internal and external staff are confirmed, we will give rewards to whistleblowers based on the nature of the incident, the degree of impact and the cooperation of the whistleblowers and keep the information strictly confidential. 無論內部員工還是外部人員，一經查實，我們根據事件的性質、影響程度及舉報者配合情況，對舉報者給予獎勵並嚴格保密。

Datang Group's Transparent Policy against Fraud

大唐集團反舞弊陽光政策



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

What's more, the Group continues to strengthen the education and management of employees' ideologies. We have laid down "twenty" red lines of integrity and self-discipline and provisions on the acceptance of gifts and cash gifts to specify our requirements for employees' code of conduct and the Company's integrity. Employees are prohibited from taking various forms of direct or disguised bribes from suppliers, service providers and other internal or external persons pulling strings. They are banned from taking advantage of their positions to accept gifts (referring to presents, cash, negotiable securities, and items available at a nominal low price, etc.), thus creating a good atmosphere of integrity.

During the Year, we released and implemented the Accountability Management Measures of Datang Group Holdings Limited (2021 Revised Edition) (《大唐集團控股有限公司問責管理辦法(2021修訂版)》). Meanwhile, we carried out training for all members of the Group to interpret the updated version of the accountability management measures at the end of the year, so as to further enhance the publicity and implementation of anti-corruption, aiming to promote and improve employee management and supervision mechanism.

此外，集團不斷加強對員工的意識形態教育與管理，制定了嚴格的廉潔自律紅線「二十條」及禮品禮金管理規定，從源頭明確員工行為準則、公司廉政建設要求：如要求員工不得收受供應商、服務提供商或其他內外部請托人各種形式、直接的或變相的賄賂；不得利用職務之便在商務活動中收受合作單位或個人贈送的禮品（指禮物、現金、有價證券以及以象徵性低價收款的物品）等，積極營造良好的廉潔從業風氣。

本年度，我們發佈並執行《大唐集團控股有限公司問責管理辦法(2021修訂版)》，並於年底組織開展了面向集團全員解讀新版問責管理辦法的培訓宣講，進一步深化反貪腐相關制度宣貫，以此推進和完善員工管理監督機制。



The training in the Accountability Management Measures (2021 Revised Edition)
《問責管理辦法2021修訂版》執行宣講培訓

4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

4.4.2 Responsible Marketing

The Group conforms to the regulations of the Advertising Law of the PRC (《中華人民共和國廣告法》) and the Law of the PRC on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》). We revise internal policies, such as the Regulations on the Management of Marketing Control of Sales Office (《銷售案場銷控管理規定》), the Management System of Marketing Tendering and Bidding (《營銷招投標管理制度》), and the Administrative Measures for Marketing Suppliers (《營銷類供應商管理辦法》) to specify that front-line sales personnel should follow the Group's guidelines and internal procedures when conducting product marketing. The Group's Legal Department and other business units are responsible for reviewing and approving marketing advertisements and promotional materials made by the Sales and Marketing Management Department to avoid releasing deceptive and misleading information. We are committed to providing customers with transparent and responsible services and protecting their legitimate rights and interests.

During the Year, to further regulate front-line marketing management and implement the standards and requirements of control, we upgraded the marketing inspection system. The inspection team, led by the Group's Marketing Management Department, irregularly conducted spot check on all the Group' projects of marketing operations. The inspection content includes but is not limited to marketing organization structure, channel management, marketing expense management, sales office management, etc. Those who cross the red line or fail the assessment will be held accountable based on the severity of the circumstances, according to the internal administrative measures for accountability. Therefore, the marketing teams are encouraged to improve their professional and execution capacities, thus upgrading the marketing management.

4.4.2 合規營銷

本集團嚴格遵守《中華人民共和國廣告法》及《中華人民共和國消費者權益保護法》規定，修訂完善了本集團《銷售案場銷控管理規定》、《營銷招投標管理制度》、《營銷類供應商管理辦法》等內部制度，明確要求所有一線銷售員工進行產品營銷與市場推廣時須嚴格遵循集團指引及內部程序。集團法務部等業務部門負責審閱並批准由銷售及市場推廣管理部門所製作的營銷廣告及促銷活動材料，避免發佈欺騙、誤導消費者的信息，致力於為客戶提供透明、負責任的營銷服務，切實保障客戶的合法權益。

本年度，為進一步規範一線營銷管理動作，促進集團管控標準和要求落地，我們對集團營銷巡檢制度進行了升級，由集團營銷管理部牽頭組成巡檢小組，每季度不定期就大唐集團營銷操盤的所有項目進行抽查。巡檢內容包括但不限於營銷組織架構、渠道管理、營銷費用管理、銷售案場管理等，對於觸發任意一條紅線或考核評價不合格者，集團將根據內部問責管理辦法，視情節輕重予以追責，持續促進營銷團隊提升專業能力和執行力，實現營銷管理升級。



4. MAINTAINING STABLE OPERATION AND GUARANTEEING HIGH-QUALITY CONSTRUCTION

4. 穩健共贏 建築恆久品質

4.4.3 Protection of Intellectual Property Rights

The Group places great emphasis on the protection of intellectual property rights. We strictly comply with the Patent Law of the PRC (《中華人民共和國專利法》), the Copyright Law of the PRC (《中華人民共和國著作權法》), the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) etc. We also take such measures as trademark management, domain name management, copyright protection, training and supervision, rights protection, and infringement response to protect our brand assets and intellectual property rights. At the same time, we make great efforts to protect the intellectual property rights of our partners. We included terms and conditions to protect intellectual property rights and confidential agreement when signing contracts with contractors and business partners. We prohibit contractors and business partners from disclosing project design and construction to third parties without prior approval to reduce any possible risks of data leakage and safeguard the interests of the Group and business partners.

During the Year, the Group's Information Department worked with the Operation Management Department to further investigate the risk of infringing intellectual property rights. Specifically, we regularly notified the use of legitimate office software, forbade employees from installing pirated software without permission and required them to carry out self-check and correction, and ensured that the most-used software meets compliance requirements for intellectual property rights to project business interests and image.

4.4.3 知識產權保護

本集團重視知識產權保護工作，在嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》及《中華人民共和國反不正當競爭法》等法律法規的基礎上，通過商標管理、域名管理、版權保護、培訓監督、維權與侵權應對等多重方式，維護自身品牌資產及知識產權。同時，我們也致力於保護合作夥伴的知識產權，在與承包商及商業夥伴簽訂的合約中已涵蓋與知識產權保護相關的條款及保密協議，嚴格禁止承包商及商業夥伴在未經集團批准的前提下向第三方披露項目設計及施工相關資料，以降低關鍵資料外洩的風險，充分保障本集團及商業夥伴的利益。

本年度，集團信息部聯合運營管理部加強了對知識產權侵權風險的排查工作，包括定期下發公司辦公使用軟件正版化的通知，嚴禁員工私自安裝盜版軟件並需及時自查自糾，確保集團使用的常規軟件在知識產權方面滿足合規要求，積極維護集團的商業利益和形象。

5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Excellent talents underpin the sustainable development of a company. We respect and protect the legitimate rights and interests of every employee, constantly improve the management system of human resources, and establish an effective mechanism covering training, assessment and promotion to provide employee with a diverse, inclusive, safe and healthy working environment and broad development room. Meanwhile, we continue to optimize the compensation management system and employee care and welfare policies to offer our employees a stronger sense of happiness and belonging, thus creating a win-win situation in which our talents grow and the Company gains more benefits.

5.1 EMPLOYEE RECRUITMENT AND PROMOTION

Recruitment

The Group complies with relevant laws and regulations, including the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Employment Promotion Law of the PRC (《中華人民共和國就業促進法》), etc., and formulates and implement the Human Resources Management System (《人力資源管理制度》). We have carried out the work on recruitment, employment, promotion, motivation, compensation and welfare management, and dismissal and resignation in a standardized and orderly manner, stick to an equal and compliant employment system and protect the legitimate rights and interests of our employees.

We greatly value the introduction of talents and team building. In accordance with the principles of “fair competition and performance by merits”, we recruit employees with both working ability and moral integrity through campus and social recruitment, injecting new energy into the Company's strategy. During the Year, to improve our employer brand building, we participated in the research on organizational skills and best employers organized by EH Consulting and were selected as “2021 Best Chinese Real Estate Employers” and “2021 Top 100 Chinese Real Estate Organizations”.

優秀的人才是企業可持續發展的重要基石。我們充分尊重並保障每一位員工的合法權益，不斷優化人力資源管理體系建設，努力構建完善的培訓體系與考核晉升機制，致力於為員工創造多元共融的工作氛圍、廣闊的職業發展空間與安全健康的工作環境。同時，我們持續優化集團薪酬管理制度與員工關懷及福利政策，旨在提升員工的幸福感與歸屬感，共創人才成長與企業效益協同發展的雙贏局面。

5.1 員工招聘與晉升

僱員招聘概況

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》等法律法規，制定並執行內部《人力資源管理制度》，規範有序地開展員工招聘及錄用、晉升與激勵、薪酬福利管理、解雇與離職管理等方面的工作，堅持平等合規的僱傭機制，切實保障員工各項合法權益。

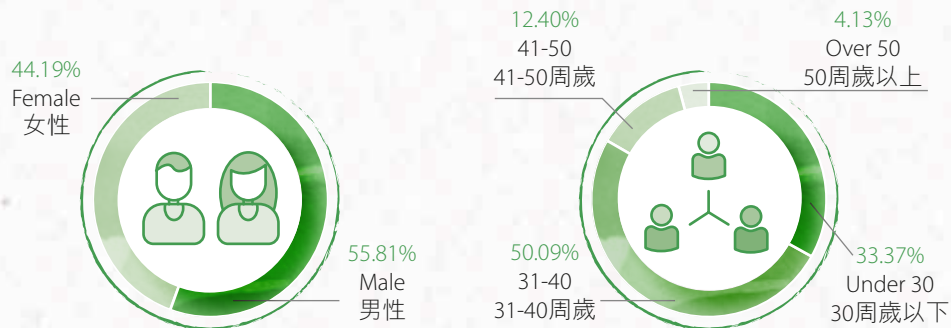
我們高度重視人才的引進與團隊建設，秉持「公平競爭、擇優錄取」的用人原則，通過校園招聘及社會招聘等多種形式積極招募德才兼備的員工，為適配公司戰略注入新生力量。本年度，為進一步加強僱主品牌建設，我們參與了億瀚可研智庫組織力和最佳僱主調研，並成功入選「2021中國房地產最佳僱主企業」和「2021年中國房地產組織力百強企業」。



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES 5. 攜手共進 關懷溫暖人心

For the year ended 31 December 2021, the number of our employees reached 2,709 and the undergraduate rate of new employees at the headquarters was 94.5%. Employee ratios by gender and age group are as follows:

截至2021年12月31日，我們的僱員總數達2,709人，總部引進新員工的本科率達到94.5%。按僱員性別、年齡劃分的情況如下：



Compliant Employment and Equal Opportunities

Complying with the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》) of the PRC, we forbid recruiting and using child labour and forced labour. When an employee reports for duty, the Human Resources Department thoroughly checks his/her basic information, educational background and physical examination report and other materials to ensure compliant recruitment and employment upon joining. The Group makes clear regulations on overtime work and the transfer of leave. All overtime work was compensated or transferred for leave according to the requirements of regulatory agencies. During the reporting period, the Group did not identify any employment of child or forced labour.

We prohibit all forms of employee discrimination and respect talents and diversify our talent pool. In terms of recruitment, promotion, compensation, welfare, development, and training, we do not take any discrimination due to differences in gender, ethnicity, place of origin, religion, marital status, social identity, disability, and other aspects of employees, and set positions by abilities and offer equal pay for equal work.

合規僱傭與平等機會

本集團嚴格遵守中華人民共和國《禁止使用童工規定》的相關要求，禁止招聘、使用童工或強迫勞工。在員工入職時，本集團人事部門會對員工提供的基本信息、學歷、體檢單等資料進行嚴格核查，旨在從源頭上保障招人用人合規。本集團對員工加班和調休亦作出了明確規定，按照監管部門要求對加班人員予以補償或調休。本年度，本集團未出現任何僱傭童工或強制勞工的情況。

同時，我們禁止一切形式的員工歧視行為，尊重並鼓勵人才的多元化。在員工的招聘、晉升、薪酬福利、發展培訓等方面，本集團不因員工的性別、民族、籍貫、宗教信仰、婚姻狀況、社會身份、殘疾等因素的不同而採取任何歧視行為，堅持人崗匹配，同工同酬。



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Employee Compensation, Welfare and Promotion

The Group abides by social security regulations, such as the Social Insurance Law of the PRC (《中華人民共和國社會保險法》), provides employees with competitive compensation, and performance-based bonus and subsidies with reference to their job positions, years of experience and performance records to encourage their initiative. In addition to five social insurances and the housing fund, we purchase group insurance for our employees at all levels and offer them medical security covering accidents, medical treatment, hospitalization, and major diseases to safeguard their physical and mental health. What's more, we provide multi-level and diversified welfares and protections, including holiday subsidies, high temperature subsidies, transportation and telephone allowance and other benefits, improve the mechanism to offer welfares, care about our employees and their families.

In terms of promotion, the Group has gradually established and improved the development and promotion system, offered employees with outstanding job performance internal promotion opportunities based on the need of business development, to provide them with a broader development planform. We continue to pay attention to our employees' performance. We select excellent talents and cadres with cultivation potential at various levels through regular performance appraisal and talent inventory and carry out the rating and assessment work for the promotion of qualified employees in a timely manner, thus laying a solid foundation for the Group's operation and rational allocation of talents.

員工薪酬福利與晉升

本集團遵守《中華人民共和國社會保險法》等社會保障法規，為員工提供富有市場競爭力的薪酬待遇，並根據員工的職位、工作年限及績效表現發放績效獎金和補貼，以激勵員工發揮主觀能動性。除五險一金外，我們為各層級員工統一購買團體保險，從意外、醫療、疾病住院、重大疾病等方面提供補充醫療保障，為員工的身心健康保駕護航。此外，我們還提供多層次、多樣化的福利保障，包括年節補貼、防暑降溫、交通及通訊補貼等公司福利，持續健全福利發放機制，傾心關愛員工及其家人。

在員工晉升方面，本集團逐步建立並持續完善發展晉升體系，根據業務開展需要，為工作表現傑出的員工提供內部晉升機會，搭建更廣闊的發展平台。我們持續關注員工的工作表現，通過定期績效考核、人才盤點等方式梳理各層級具備培養資質的優秀人才及骨幹，及時開展相關人員晉升的評級與考核工作，為集團運營及人才合理配置提供有力保障。

During the Year, the promotion rate of cadres within the Group:

本年度，本集團內幹部晉升率為：



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

5.2 EMPLOYEE TRAINING AND DEVELOPMENT

An enterprise cannot achieve quality development without the continuous development of its employees. The Group has attached great importance to the training and development of employees and strived to develop their awareness and ability of lifelong learning. To offer targeted guidance to employees at different career development stages, we have carried out introduction training and on-the-job training. Specifically, we have two projects, namely Cultivation of Datang Youth and New Employee Integration Training Camp in the introduction training, to stimulate new employees' potential and enthusiasm for learning. We have leadership training, job competency training and other special training in the on-the-job training program, to help employees at all levels gain wider perspectives on management and businesses.

5.2 員工培訓與發展

企業的高質量發展離不開員工的不斷成長。本集團始終高度重視員工的培訓與發展，致力於培養員工終身學習的意識與能力。為了給不同職業發展階段的員工提供更具針對性的指導，我們圍繞新人專項培訓和在職人員培訓兩大板塊開展人才培養工作。其中，新人專項培訓包括大唐青年培養與新人融入訓練營兩個子項目，旨在激發新員工的潛能與學習熱情；對於在職人員培訓板塊，我們通過設置領導力培訓、崗位勝任力培訓和其他專項培訓等不同培訓計劃，助力各級在職員工拓展管理與業務視野。

The average satisfaction with
the Group's courses:

集團內部課程平均滿意度為：



92.97 分



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Introduction Training
新人專項培訓**Cultivation of Datang Youth:**
大唐青年培養：

Targeted at new young employees of the Group, the training has 17 courses and 10 tasks to develop logical thinking, efficient communication skills, etc., with a coaching system, with the purpose of helping new employees understand our corporate culture and development history in an all-round way.

針對集團新入職的年輕員工，該培訓設置了包含邏輯思維呈現、高效溝通技巧等在內的17門課程和10項任務考察，輔以導師帶教機制，旨在協助新員工全方位瞭解企業文化及發展歷程。

New Employee Integration Training Camp:
新人融入培訓營：

The training camp offers courses covering corporate culture, strategy, operation, and institutional policies, and integrates interesting interaction activities such as face-to-face communication with executives, cultural seminars, and fun runs to let employees enjoy themselves in the workplace. 圍繞企業文化、戰略、運營、制度政策等四大主題開設相關課程，並融入高管面對面、文化研討、「樂跑」活動等特色互動環節，助力員工「玩轉」大唐職場。

On-the-job Training
在職員工培訓**Leadership training:**
領導力培訓：

The systematic training targets at the middle and senior management of the Group to train them how to better interact with team members and effectively organize a team, thus continuously improving the strength and leadership of our internal teams.

聚焦集團中高層幹部的系統性培養提升項目，主要圍繞如何與團隊成員形成良好互動及如何高效組織團隊展開，為持續提升公司內部團隊實力與領導力水平夯實基礎。

Job competency training:
崗位勝任力培訓：

The training combines face-to-face meetings and live broadcasts, covering the latest dynamic analysis of real estate, experience sharing of project management, human resources management skills, etc., with the aim of sharpening the professional skills of our employees in marketing, operation and customer relations.

以現場面授+線上直播的形式開展，涵蓋地產前沿動態分析、項目管理經驗分享、人力資源管理技巧等豐富內容，旨在提升所有員工在營銷條線、運營條線、客關係線等維度的專業能力。

Others:
其他專項培訓：

We held a “Golden Interviewer” training to develop our ability to identify and select talents and enhance the building of our talent pipeline. Participants can gain the cutting-edge knowledge of talent recruitment and management and get certification from interviewers after completing training courses.

為進一步提升集團幹部識人選人的能力，完善集團人才梯隊建設，特開展「金牌面試官」培訓。參與人員可獲取前沿的人力招聘與人才管理知識，同時課程結束後可自動獲得參訓面試官認證。

Training system for the Group's employees
大唐集團員工培訓體系



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

The Group uses “Fuxin E School”, an internal online learning platform, to provide diverse training courses for employees, which is popular among them. Employees are able to take a wide range of training courses to learn and improve their core skills such as project development and operation, real estate project fund management, and business expression logic. Additionally, they can also take business exams on the platform to consolidate knowledge and put it into practice. The platform integrates corporate culture and the knowledge of all business lines and organizes “UP Talent” group competition to spread the knowledge through the competition centre, which makes the courses more interesting and sparks employee’s enthusiasm for learning.

本集團亦利用內部在線學習平台－「福信E學堂」為廣大員工提供多樣化的培訓課程，受到員工廣泛好評。員工可通過該平台豐富的課程設置學習提升諸如項目開發與運營、地產項目資金管理、商務表達邏輯等核心技能。此外，該學堂的部分課程設置了業務考試，以幫助學員鞏固知識，達到學以致用的效果；同時，該學習平台整合企業文化和各條線知識，搭建「UP達人」小組PK賽，以競賽中心的形式進行推廣，增強了課程趣味性，有效提高學員的學習積極性。



The interface of “Fuxin E School” course and assessment
「福信E學堂」課程及考核界面展示

5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

During the Year, the number of new courses on the online learning platform:
本年度，在線學習平台新上線課程：



773 courses
門

The courses are well received with the average score:
平台課程廣受員工好評，評分均值達：



4.92 scores/5 scores
分/5分

In 2021, the information on the training of employees is as follows:
2021年，本集團員工總體的培訓情況如下：

Average training hours completed per employee by gender (Unit: hours)
按性別劃分員工平均受訓時長（小時）



Male
男性員工平均受訓時長

29.17



Female
女性員工平均受訓時長

25.51

Average training hours completed per employee by position (Unit: hours)
按職級劃分員工平均受訓時長（小時）



Senior Management
高級管理層平均受訓時長

39.70

Middle Management
中級管理層平均受訓時長

48.97

General Staff
普通員工平均受訓時長

23.49



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Gathering at Datang to Become Outstanding Talents – Introduction Training for New Employees

大器將成，薈聚「唐」—大唐青年入職集訓

In July 2021, the Group organized the 2021 Datang Youth Induction Training. This 9-day training camp covers lectures, seminars with specific topics, face-to-face communication with executives and senior employees, knowledge contests, debate competitions, quality development and other activities. New employees have an unforgettable learning experience thanks to the full schedule and orderly arrangement. After the training, they acquainted themselves with professional knowledge and job skills of real estate and developed their communication capabilities to be better prepared themselves for the rapid integration into the Company. 2021年7月，本集團組織開展2021屆大唐青年入職集訓活動。本次集訓為期9天，涵蓋了課程講授、專題研討、高管面對面、新老大唐青年面對面、知識競賽、辯論賽、素質拓展等豐富內容，行程充實，安排有序，為新入職的學員帶去了難忘的學習體驗。通過本次集訓的學習，新員工們瞭解了地產專業知識與工作技能，充分鍛煉了與人溝通的能力，為後續快速融入公司做好全面的準備。



Training for Project Directors

項目總監培訓班

In June and August 2021, the Group conducted training for project directors of regional companies. The training, under the theme of "Being Proficient in Business, Accounting and Operation", had 17 courses to improve the management capacity and professional skills of project directors, thus better cultivating the future leading talents of the Group and the whole industry.

2021年6月和8月，本集團面向下屬各地區公司的項目負責人開設了項目總監培訓班。該培訓班主題圍繞「通業務、精算賬、強運營」開展，共設置了17門課程，旨在提升項目總監的管理能力和專業素養，為集團及行業未來塑造領軍人才。



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

5.3 EMPLOYEE HEALTH, SAFETY AND CARE

Protection of Employee Safety and Health

The Group strictly complies with the relevant laws and regulations, including the Law of the PRC on the Prevention and Treatment of Occupational Diseases (《中華人民共和國職業病防治法》), the Certification of Occupational and Health and Safety Management Systems (《職業及健康安全管理體系認證》) etc. We have formulated the policy on Employee's Administrative Measures (《員工管理辦法》) to define our policies and guidelines on occupational health and work safety. We have also carried out safety training and publicity, assigned the administrative department to check work safety compliance on a regular basis so as to provide our employees with a safe and comfortable working environment. At the same time, the Group has also equipped fire extinguishers and fire hoses and other facilities in strict accordance with the regulations and organized regular emergency and fire drills to comprehensively increase employees' safety awareness and prevent safety accidents.

Meanwhile, we adhere to the people-oriented philosophy, advocate the concept of "work-life balance", always care about the mental and physical health of our employees, and regularly organize team building activities to improve their physical and mental wellbeing. During the Year, the Group continued to carry out the "Fun run" activity, encouraged more employees to join the "Fun Run Group" and to make breakthroughs with a healthy body and optimistic attitude, thus further enhancing team cohesion.



5.3 員工健康、安全與關懷

保障員工安全與健康

本集團嚴格遵守《中華人民共和國職業病防治法》、《職業及健康安全管理體系認證》等相關法律法規，制定《員工管理辦法》，明確了有關職業健康與工作安全的政策及指引，積極開展安全培訓及宣傳工作，指派行政部門定期對工作安全合規情況進行檢查，致力於為所有員工提供安全舒適的工作環境。同時，本集團亦嚴格按監管部門規定配備滅火器及消防水帶等設施，定期組織員工開展應急事件演習和消防演練，全面提升員工的安全意識，嚴防安全事故發生。

同時，我們堅持貫徹以人為本的理念，倡導「勞逸結合」的工作理念，時刻關心員工的心理與身體狀態，定期組織形式豐富的團建活動，促進員工身心健康發展。本年度，集團延續了定期開展「樂跑」活動的運動傳統，倡導更多員工加入「樂跑團」，鼓勵員工以健康的體魄、樂觀的心態不斷突破自我，進一步增強團隊凝聚力。



The Group's 372nd "Fun Run" activity was held in Shanghai
集團第372期「樂跑」活動在上海圓滿開展



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Prevention and Control of the Pandemic

As the COVID-19 pandemic prevention and control becomes a new normal, the Group has adopted prevention and control measures in accordance with relevant government requirements to protect the employees' health and safety and minimize the adverse impact of the pandemic on their life and work. We arrange cleaners to disinfect offices regularly, conduct strict temperature measurement and register the information of all personnel entering and leaving offices to eliminate hidden dangers, and offer masks and disinfectants and other anti-pandemic materials to employees on time. At the same time, we flexibly adjust working hours and arrange work rotation during special periods to reduce gatherings in order to halt the spread of the coronavirus. We also get in touch with local supermarkets to distribute anti-pandemic materials to employees who lack living materials in key pandemic prevention and control areas to spread our warmth.

防控新冠疫情

在新冠疫情防控逐步常態化的趨勢下，本集團按照政府相關要求採取多項防控措施以保障員工的健康安全，並盡量降低疫情對員工生活與工作的不利影響。我們安排清潔人員定期對辦公場所進行消毒，對所有進出人員進行嚴格測溫及登記，全面消除隱患，並按時為員工發放口罩和消毒酒精等防疫物資。同時，我們通過靈活調整工作時間、特別時期居家辦公等方式，有效減少人員聚集以阻斷病毒傳播。對於處在疫情防控制區域，生活物資匱乏的員工，我們積極與當地商超取得聯繫，為有困難的員工配送物資，傳遞企業溫暖。



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

Special Love to Special You

特「蔬」的愛，給特別的你

In March 2022, another round of pandemic suddenly hit Shanghai, bringing many challenges to the production and life of citizens. The long duration of the pandemic has led to a tight supply of living materials in Shanghai, and a shortage in transportation capacity of express and takeaway delivery. As a result, our employees in Shanghai lacked food. After hearing about the difficulties of those employees, we immediately contacted the local suppliers to deliver vegetables, meat, eggs, milk, and other living materials to them who were under lockdown. At the same time, the Group's volunteers also spontaneously formed a "Datang Delivery Team" to bring a "fresh" wave of warmth to them.

2022年3月，突如其來的新一輪疫情襲擊上海，給廣大市民的生計生活帶來諸多挑戰。本次疫情持續時間長，導致上海市生活物資供應緊張，快遞和外賣等運力也時有不足，身處上海的員工也開始面臨「斷糧、斷菜」的問題。集團在得知部分員工的困境後，立即聯繫當地供應商，籌集了蔬菜、肉蛋、牛奶飲料等生活物資，及時送至被封控的員工手中。同時，集團員工的志願者們也自發組成「大唐運輸隊」，把一份份「新鮮」的溫暖送到大唐的家人們手中。



Care and Communication

The Group regularly expresses love and care to its employees. We distribute consolation gifts to employees on traditional festivals such as Women's Day, Mid-Autumn Festival and Spring Festival, and regularly holds birthday parties for them to make them feel our warmth and care. If employees and their families face financial difficulties, we also help them solve the problems.

關懷與溝通

本集團定期向員工表達愛心與關懷，在三八婦女節、中秋節、春節等傳統節日向員工發放慰問禮品，並定期為員工舉辦生日會，讓員工感受到集團的溫暖與關愛。對於有經濟困難的員工及其家庭，我們亦積極幫扶，為其排憂解難。



5. WORKING TOGETHER AND CARING ABOUT EMPLOYEES

5. 攜手共進 關懷溫暖人心

In 2021, the headquarters of Datang Group moved to Shanghai, bringing new challenges to many senior employees. In order to effectively resolve the difficulties faced by our employees after moving to Shanghai, we have formulated and published guidelines on living in Shanghai for their reference and carried out several special training sessions with the themes of advantages of moving to Shanghai, career development in Shanghai and interpretation of Shanghai policies to assist them in adapting to the new working environment and rhythm as quickly as possible. Meanwhile, we actively solve the housing problems of employees during the transition period, and help them with government affairs including children's education, point-based household registration, residence permits, etc., to alleviate their anxiety and support them through the difficult period.

2021年度，大唐集團總部遷往上海，給許多老員工帶來新的挑戰。為了有效解決員工遷滬後面臨的生活困難，我們撰寫並發佈了多份上海生活指引供員工參考，並開展了主題為遷滬優勢、遷滬職業發展、上海政策解讀等多期專項培訓，助力員工盡快適應新的工作環境和節奏。同時，我們積極解決員工過渡期的住房問題，並幫助員工辦理子女教育、積分落戶、居住證等政務事宜，有效緩解員工焦慮情緒，協助員工平穩過渡。



Regularly holding birthday parties for employees
集團定期為員工舉辦生日會

While paying attention to the growth of our employees, we never forget to conduct in-depth communication and exchanges with them. During the Year, the Group's regional companies actively carried out employee surveys, listened to their opinions and suggestions in the hope of achieving common development and enhancing their sense of belonging and happiness.

我們在關注員工成長的同時，始終不忘與員工進行深入溝通與交流。本年度，集團各地區公司積極組織開展員工調研工作，廣泛傾聽員工的意見與建議，期待與員工共同成長，提升員工歸屬感與認同感。

During the Year, the number of employee interviews exceeded:
本年度，員工訪談人次超：



200 person-times
200 人次

The total time of interviews was over:
訪談時長逾：



60 hours
60 小時



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

The Group has always adhered to the concept of green and sustainable development, strictly abided by relevant laws and regulations such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》) and Law of the PRC on Conserving Energy (《中華人民共和國節約能源法》), and been committed to improving the resource utilisation efficiency, reducing environmental impacts, and fulfilling the corporate responsibility of environmental protection. Meanwhile, we continue to pay attention to the risks and opportunities brought by climate change to the Group, and actively formulate countermeasures to improve resilience to climate-related risks. During the year, we had no violations related to environmental protection.

In order to practice the concept of green and low-carbon operation and strengthen the tracking and monitoring of environmental management performance, we have formulated sustainable development goals of energy conservation, emission reduction, water conservation and waste reduction, and have developed action plans in the three aspects of green operation, green construction and green building to accelerate the achievement of these goals.

本集團始終堅持綠色、可持續的發展理念，嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國節約能源法》等法律法規，致力於提升資源使用效率，降低環境影響，履行企業的環境保護責任。同時，我們持續關注氣候變化對集團帶來的風險及機遇，積極制定應對措施，提升抵禦氣候相關風險的能力。本年度，我們未發生任何與環境保護相關的違規行為。

為踐行綠色低碳的運營理念，加強對環境管理效益的追蹤與監控，我們制定了關於節能減排、節約水資源、減少廢棄物的可持續發展目標，並在綠色運營、綠色建造及綠色建築三個維度制定行動計劃，推進目標達成。



Energy saving and emission reduction 節能減排目標

- Take measures to save energy and reduce consumption, increase the proportion of renewable energy in energy use, reduce greenhouse gas (GHG) emissions, and improve energy utilisation efficiency.
- 落實節能降耗的措施，增加可再生能源在能源使用中的比例，減少溫室氣體排放，提升能源利用效率。



Water saving 節水目標

- Strengthen the publicity of water saving, raise the awareness of water saving among all stakeholders, and improve the efficiency of water resource utilisation.
- 加強節水宣貫，提升各利益相關方節水意識，提高水資源利用效率。



Waste reduction 減廢目標

- Carry out garbage classification, increase waste recycling rate, and implement waste reduction, recycling, and detoxification.
- 踐行垃圾分類，提升廢棄物回收率，落實廢棄物減量化、資源化和無害化。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

6.1 GREEN OPERATION

The Group integrates the concept of environmental protection into its daily operations, continuously strengthens the management and control of resource and energy consumption in the process of office operations and adopt appropriate measures such as saving energy and water resources and reducing material consumption, so as to create a green and low-carbon operating environment. The water used in the operation of the Group mainly comes from the municipal water supply network to which we can get easy access. The measures we take to promote green operations include but are not limited to:

6.1 綠色運營

本集團將環保理念融入日常運營，持續加強對辦公運營過程中資源及能源消耗的管控，積極推進節約能源與水資源、減少物資消耗等相關舉措，營造綠色低碳的運營環境。本集團運營過程中的用水主要來自市政管網，在求取水源上不存在任何問題。我們採取的促進綠色運營的措施包括但不限於：



Saving water resources 節約水資源

- Continue to deliver the information concerning water saving and environmental protection to employees to heighten their awareness of water conservation.
- Regularly inspect equipment such as water pipes and faucets and arrange repairs immediately in case of leakage.
- 持續加強員工節水環保信息的宣貫，增強員工節約水資源意識；
- 定期檢查水管及水龍頭等設備，如發現任何滲漏情況，立即安排維修。



Saving energy 節約能源

- Use energy-efficient and environmentally friendly equipment, including voice command control sensors and light control sensors.
- Step up energy management, under which employees are required to turn off lights when they are not in use and set to energy-saving modes.
- Set the temperature for the air conditioners between 24°C and 26°C.
- Raise employees' awareness on electricity saving through displaying energy-efficient signs in offices and via internal communication channels.
- 使用節能環保型設備，如使用聲控或光控感應器；
- 加強能源管理，要求員工在離開辦公室時關閉所有的照明設備，並設定為省電模式；
- 合理設置空調溫度，將其溫度設定為24-26攝氏度；
- 在辦公室內張貼節能標識，並通過內部通訊平台及時向員工宣貫節能環保信息，加強員工節能意識。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾



Material consumption reduction 減少物資消耗

- Promote the mode of remote work and use telecommunication and digital filing.
- Encourage the use of recycled papers or paper made from sustainable resources, for instance, printing paper certified by the Forest Stewardship Council (FSC).
- Pre-set printers in double-sided format as default to reduce paper consumption.
- 推廣遠程辦公模式，採用電子通訊及電子存檔；
- 推廣再造紙或從可持續資源取材製造的紙張，如推廣使用由森林管理委員會(FSC)認證的打印紙；
- 將影印機預設為雙面打印，減少紙張的使用。



Green Travel 綠色出行

- Advocate green travel and encourage employees to commute on public transportation or by bicycle.
- Promote video or telephone conferencing to replace unnecessary business travels.
- Conduct regular car inspection and maintenance to ensure its compliance with local laws and regulations in relation to vehicle exhaust emissions.
- 倡導綠色出行，鼓勵員工乘坐公共交通或者騎行上下班；
- 鼓勵員工使用視頻或電話會議替代不必要的商務出行；
- 定期檢查及保養車輛，確保車輛廢氣排放符合當地法律法規要求。



Waste management 廢棄物管理

- Establish standard procedures to treat hazardous and non-hazardous waste and continue to conduct dry and wet garbage sorting in accordance with the Shanghai Household Waste Management Regulation (《上海市垃圾分類管理條例》).
- Sort out and entrust recyclable non-hazardous waste such as wastepaper and packaging waste to recyclers for recycling.
- Sort out and entrust non-hazardous waste including domestic waste to municipal departments for treatment.
- Sort out, store and entrust hazardous waste to eligible third parties for collection and disposal.
- 設立針對各種有害及無害廢棄物的處理流程，並按照《上海市垃圾分類管理條例》等要求，持續實施垃圾乾、濕分類工作；
- 針對可回收無害廢棄物，如廢紙及廢包裝，進行分類收集並委託回收商進行回收處理；
- 針對不可回收的無害廢棄物，將分類的生活垃圾委託至市政部門處理；
- 將有害廢棄物分類存放，並委託有資質的第三方進行收集處理。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾



Dry and wet garbage sorting
垃圾乾、濕分類



Turning off electronic equipment
確保用電設備關閉

6.2 GREEN CONSTRUCTION

In strict compliance with the Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》) and the Laws on the Management of the Environmental Inspection of Completed Construction Projects (《建設項目竣工環境保護驗收管理辦法》), the Group takes various environmental protection measures to reduce dust and noise, and save water and energy, so as to elevate the level of green construction and comprehensively reduce the impact of construction on the environment. In the Year, there was no reported case of environmental pollution or event that exerted substantial impact on the environment and natural resources during construction.

6.2 綠色建造

本集團嚴格遵守《建設項目環境保護管理條例》、《建設項目竣工環境保護驗收管理辦法》等法律法規，於施工過程中採取降塵、降噪、節水節能等環保措施，提升綠色建造水平，全方位減少項目施工的環境影響。本年度，我們在施工過程中未發生環境污染事故或對環境和自然資源造成重大影響的事件。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

Dust reduction

降塵措施

- Spray water over, cover and block out substance that can be stirred up easily, clean and cover vehicles getting in and out of the construction site and set up dust screen meshes or prepare dust cloths on the outer side of the scaffolds for construction purposes to effectively reduce dust during construction.
- 在施工過程中採取有效的降塵措施，包括對易飛揚物質的灑水、覆蓋、遮擋，對出入車輛的清洗、封閉等，同時在工地結構腳手架外側設置密目防塵網或防塵布。

Reduction and recycling of waste

廢棄物減量化、資源化

- Implement the plan to cut down and recycle construction waste throughout material procurement, material management and construction management.
- Reclaim recyclable construction waste.
- 在材料採購、材料管理、施工管理的全過程實施施工廢物減量化、資源化方案；
- 對可回收施工廢棄物進行回收。

Water resources conservation

節約水資源

- Intensify water consumption monitoring and recording to supervise related work during construction.
- Install underground water storage facilities to properly utilise water extracted from pits.
- Use non-traditional water source where possible for cleaning, dust control, gardening, and cooling of equipment, including reclaimed water of construction protects, settled water collected during the construction and rainwater.
- 加強水耗監測、記錄，用於提高施工過程中的水資源利用率；
- 配備地下水存儲設備，合理利用抽取的基坑水；
- 盡量採用非傳統水源用於洗刷、降塵、綠化、設備冷卻，包括工程項目中使用的中水、工程使用後收集的沉澱水以及雨水等。

Noise reduction

降噪措施

- Use low-noise equipment, and make sound-absorbing, sound-eliminating, noise-proof, and vibration-isolating arrangements to properly reduce mechanical noise during construction.
- Promptly measure and record noise on the construction site.
- 在施工過程中採取有效的降噪措施，包括使用低噪音設備，運用吸聲、消聲、隔聲、隔振等降噪措施，降低施工機械噪聲；
- 及時對場界噪聲進行測量並記錄。

Energy saving

節約能源

- Establish proper processes to avoid the simultaneous use of multiple large equipment, improve the utilisation rate or load factor of machinery and bring down the energy consumption per unit of each equipment.
- Intensify construction and energy consumption management and implement proper energy consumption monitoring and recording to further save energy during construction.
- 合理安排工序，避免多台大型設備同時使用，提高各種機械的使用率和滿載率，降低各種設備的單位耗能；
- 加強施工能耗管理，做好能耗監測、記錄以進一步挖掘施工過程中的節能空間。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

Case: Fuqing Yangyun Mansion (福清養雲公館) Project in Fuzhou

案例分享：福州市福清養雲公館項目

The Group took various measures to mitigate the negative impact of construction on the environment in the Fuqing Yangyun Mansion Project in Fuzhou City:

本集團福州市福清養雲公館項目在施工過程中，採取了多項措施以減少對環境的負面影響：

Centralised treatment of construction waste: The classified dumping site for construction waste was built for regular transfer of waste when it accumulated to a certain amount to minimise the environmental contamination and pollution.

建築垃圾集中處理：建造建築垃圾分類堆放區，將其集中堆放並定期、定時、定量運出場地，減少其對環境造成的侵蝕與污染；

Materials storage and processing: Materials processing sheds were built to prevent dust and flying stones from construction to protect the safety of workers and effectively abate environmental pollution.

材料存放與加工：建造材料加工棚，防止材料加工過程中產生的大量粉塵和蹦碎石塊外濺，保障工人安全，有效減少環境污染。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

6.3 GREEN BUILDINGS

The Group adheres to the principle of “putting people first, protecting the environment, using appropriate technologies and gaining economic benefits”, and actively adopts the Assessment Standard for Green Building (GB50378-2019) (《綠色評價標準 GB50378-2019》), the Regulations on Civil Building Energy Saving Management (《民間建築節能管理規定》), the Code for Green Design of Civil Buildings (JGJ/T229-2010) (《民間建築綠色設計規範 JGJ/T229-2010》) and other national and local standards in green buildings. The design idea of “arcology” is embedded in the project construction to facilitate the completion of green buildings and the sustainable development of the Group’s products.

To meet national and local standards and requirements regarding green buildings, the major technical approaches adopted by the Group in green building projects are as follows:

6.3 綠色建築

本集團秉持「以人為本、環境共享、適宜技術與經濟效益相結合」的原則，積極採用《綠色評價標準 GB50378-2019》、《民間建築節能管理規定》、《民間建築綠色設計規範 JGJ/T229-2010》等國家及地方綠色建築標準，在項目建設中注入「生態建築」的設計手法，持續推動綠色建築的落地，助力本集團產品的可持續發展表現。

為滿足國家及地方綠色建築標準及要求，本集團在綠色建築項目建設中採用的主要技術措施有：

Efficient and intensive use of land and outdoor environment 節地與室外環境

- Make efficient and intensive use of land, and reasonably develop and utilise underground space; allocate suitable land for gardening and set up guiding signs and barrier-free facilities where necessary.
- Improve public transportation and service facilities in the surrounding areas.
- Effectively control surface runoff, reduce water discharge pressure, and heat island effect and give full play to ecological systems by adopting technical measures including “sunken greenbelt”, “bioretention facilities” and “rooftop gardening” in according with the sponge city design.
- 節約集約利用土地，合理開發利用地下空間；合理設置綠化用地，合理設置引導標誌及無障礙設施；
- 完善周邊公共交通設施，完善公共服務設施；
- 通過海綿城市設計，利用「下凹綠地」、「生物滯留設施」、「屋頂綠化」等技術措施，有效控制場地徑流，減少排水壓力與熱島效應，發揮生態功效。

Energy saving and resource utilisation 節能與能源利用

- Comply with compulsory provisions in the existing national design standards for energy efficiency of buildings when designing buildings.
- Maintain a good internal ventilation and cut energy consumption of air-conditioning systems in transition seasons.
- Use energy-efficient elevators and apply the group supervisory control system and other energy control systems.
- Adopt zone-based and time-shared energy control measures in public areas.
- Use renewable energy reasonably.
- 建築設計符合國家現行相關建築節能設計標準中強制性條文的規定；
- 保證良好的室內通風，降低過渡季空調系統能耗；
- 選用節能電梯，並採取電梯群控等節能控制措施；
- 公共活動區域採取分區、定時等節能控制措施；
- 合理利用可再生能源。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

Conservation and utilisation of water resources

節水與水資源利用

- Use sanitary ware products with high water use efficiency.
- Use well-sealed valves and equipment, and pipes and fittings that are corrosion-resistant and durable.
- Use water-saving irrigation such as sprinkler irrigation to save water.
- 使用高等級用水效率的衛生器具；
- 選用密閉性能好的閥門、設備，使用耐腐蝕、耐久性能好的管材、管件；
- 綠化澆灌採用噴灌的方式澆灑，節約用水。

Materials saving and recycling

節材與材料資源使用

- Dispense with inordinate decoration components for a minimalist architectural modelling.
- Select reusable and recyclable materials for the architectural design, where possible.
- Select appropriate building structural materials and components.
- Abide by the requirements of GB50011: The Code for Seismic Design of Buildings (《建築抗震設計規範》) in the design of architectural form.
- 建築造型要素簡約，無大量裝飾性構件；
- 建築設計合理，選用可再利用材料和可循環材料；
- 合理選用建築結構材料與構件；
- 建築形體設計滿足國家標準《建築抗震設計規範》GB50011的規定。

Indoor environment quality

室內環境質量

- Use quality indoor decoration materials and control the concentration level of major air pollutants inside the house.
- Select right structural materials and components for building envelopes, and indoor background noise and noise-proof components satisfy the current national standards.
- Meet relevant requirements in the national standards in terms of the quantity and quality of indoor illumination.
- Develop reasonable architectural floor layout where good natural ventilation and light are accessible inside.
- 選用較好的室內裝修材料，控制室內主要空氣污染物濃度；
- 合理選用建築圍護結構構件材料，室內背景噪聲及構件隔聲滿足現行國家標準中的相關要求；
- 建築室內照明數量和質量滿足國家標準中的相關規定。
- 建築平面佈局合理，室內空間自然通風采光效果良好。



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

Case: Wuxiang Lanting Palace|Qinyuan (五象·瀾庭府|沁園) Project

案例分享：五象·瀾庭府 | 沁園項目

In designing the Wuxiang-Lanting Palace|Qinyuan Project, the Group has followed the people-oriented principle and the requirements of two-star Green Building Standards, developed the overall layout based on local conditions, and enhanced the land value by making the most of the landscape and land resources within the urban fabric. The characteristics of green buildings include but are not limited to:

本集團五象·瀾庭府|沁園項目秉持「以人為本」的指導思想，按照綠色二星建築標準設計，總體佈局因地制宜，在順應城市肌理的前提下，最大力度發掘景觀條件，最大化利用土地資源，提升土地價值。該項目的綠色建築特點包括但不限於：

Energy conservation and emission reduction

節能減排

- The design of the buildings is in strict compliance with national and local design standards in energy efficiency.
- Public areas are equipped with high-performance and energy-efficient lights under a zone-based, time-shared and sensor lighting system and the lighting power density is up to the existing national standards.
- Energy-efficient elevators with variable frequency drive systems are installed to save energy to the most extent.
- Over 50% of the domestic hot water is heated by renewable energy.
- 建築設計嚴格執行國家及地方的節能設計標準；
- 公共部分照明採用高效光源、節能燈具並採取分區、定時或感應等節能控制措施，照明功率密度值達到現行國家標準中規定值；
- 配置採用變頻調速拖動方式的節能電梯，實現電梯節能最大化；
- 由可再生能源提供生活用熱水量超50%；



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

Water resources conservation

節約水資源

- Water-efficient appliances and equipment are installed wherever water is used.
- Use sanitary ware products with high water use efficiency, i.e., Water Efficiency Grade II or above.
- 所有用水部位均採用節水器具和設備；
- 使用高等級用水效率的衛生器具，用水效率等級達到2級；

Use of environmentally friendly materials

環保用材

- There are no redundant decoration components and buildings with extremely irregular shape to minimise the use of structural materials.
- The foundation and structural system are optimised to effectively save materials.
- The integrated design is applied for the construction projects and decoration projects, with appropriate high-strength building structural materials used.
- Recyclable building materials such as steel and wood are used.
- 無大量裝飾性構件，無特別不規則建築，減少結構材料用量；
- 優化地基基礎、結構體系等，有效節約材料用量；
- 土木工程與裝修工程一體化設計，合理採用高強度建築結構材料；
- 採用鋼材、木材等可循環建築材料。



A glimpse of Wuxiang Lanting Palace|Qinyuan Project
五象·瀾庭府|沁園項目鳥瞰圖

6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

6.4 RESPONSE TO CLIMATE CHANGE

The Group prioritises climate change in business planning, pays close attention to the possible impact of climate change and takes corresponding actions to control climate-related risks to facilitate its business sustainability.

We proactively review the trend of climate change, summarize and identify climate change risks that we are exposed to, and draw up action plans, in an effort to manage the impacts of climate change more effectively. Major climate change risks and potential impacts faced by the Group are as follows:



Physical risks 實體風險

- Sudden extreme weather events resulting from climate change, including typhoons and floods, may lead to delays in construction progress, safety incidents, loss of facilities and equipment, etc., giving rise to an increase in operating expenses of the Group.
- 氣候變化導致的急性極端天氣事件，如颱風、暴雨等災害，可能會導致施工進度延期、安全事故、設施設備損耗等問題，造成集團運營成本的增加。



Transition risks 轉型風險

- With increasingly stringent compliance and disclosure requirements associated with climate change, the Group's policies for land use and other operation-related policies may be affected by changes in national or local police.
- In light of the transition to a low-carbon economy, consumers prefer products and services with less negative impact on the climate and climate-related risk events (like safety incidents) may harm the Group's reputation and result in a drop in revenue.
- 氣候相關合規披露要求日趨嚴格，國家或地方政策改變可能會導致集團土地使用等經營相關政策受到影響；
- 低碳經濟的趨勢下，消費者會優先選擇氣候負面影響較小的產品和服務，且氣候相關風險事件（安全事故等）可能會對集團聲譽產生影響，導致收入減少。

6.4 氣候變化應對

本集團始終將氣候變化應對放在業務發展規劃的重要位置，密切關注氣候變化對集團的潛在影響，並採取相應措施管控氣候相關風險，促進集團業務的可持續發展。

我們積極審視氣候變化趨勢，梳理並識別出與我們相關的氣候變化風險，制定應對行動方針，加強對氣候變化影響的有效管理。本集團主要面臨的氣候變化風險及潛在影響有：



6. GOING GREEN AND HONORING LOW-CARBON COMMITMENT

6. 綠色共行 踐行低碳承諾

To effectively prevent and control above-mentioned climate change risks, we have set up and improved an accountability system for safety production. Project leaders are the first persons responsible for construction and production safety on construction sites in case of extremely heavy rains and are required to investigate and eliminate various hazards on construction sites in a timely manner and make proper plans if the weather suddenly changes to ensure the safety of front-line operators. In the meantime, we have prepared relevant work safety policies on information communication and hazard investigation. We promptly share disaster information to make a quick response to emergencies and carry out comprehensive inspections on electricity and water drainage facilities for construction to eliminate hazards in time and continuously develop the ability to address physical risks of climate change.

In response to transition risks posed by climate change, we actively explore new processes, technologies and materials that are environmentally friendly. We constantly enhance green construction management and invest more in the research on green buildings, and further promote the use of renewable energy including solar and geothermal energy, so as to substantially enhance the ability of buildings to adapt to climate change. At the same time, we take an active part in public welfare and publicity activities about environmental protection, continue to promote the concept of green office and operation. We advocate green travel, encourage employees to save resources, work with stakeholders such as owners and tenants to put green concepts into practice, AND improve building operation efficiency. In addition, we will seize the opportunities brought by green financing, follow the “dual carbon” policy and the trend of macro sustainable development to practice the concept of green development.

為有效預防和控制上述氣候變化風險，我們建立健全安全生產責任制，規定項目負責人為特大型暴雨期間建築施工安全生產工作的第一責任人，負責及時排查、消除施工現場的各項事故隱患，並根據天氣變化合理規劃工程進程，確保一線操作人員生命安全。同時，我們制定了信息溝通、隱患排查等相關安全工作制度，及時互通災害信息以快速應對並妥善處理突發事件，並對施工現場包括施工用電、排水設施等進行全面檢查，及時消除事故隱患，不斷加強應對氣候變化實體風險的能力。

為應對氣候變化帶來的轉型風險，我們積極探索綠色環保新工藝、新技術、新材料，不斷加強綠色施工的管理與綠色建築的研究，持續推廣可再生能源如太陽能、地熱能的使用，大幅度提升建築的氣候適應能力。同時，我們積極參與綠色公益、綠色宣傳，持續推廣綠色環保的辦公與運營理念，倡導員工綠色出行，鼓勵員工節約資源，協同利益相關方如業主、租戶等參與綠色實踐，提升建築運營效率。此外，我們將把握綠色融資機遇，順應「雙碳」政策導向及宏觀可持續發展趨勢，踐行綠色發展理念。



7. DEPICTING A BEAUTIFUL LIFE WITH HEART

7.同心共繪 成就美好生活

In addition to pursuing quality development, the Group proactively takes on corporate social responsibility and participates in public welfare activities. We dedicate to public welfare, care about groups in need and boost rural development. We offer financial and material support to combat COVID-19 at the front line. Just as the Chinese saying goes, a tall tree grows from a small seedling, and the building of a nine-story tower starts with the first shovel of earth. On the journey of public welfare, we start from taking actions, remain true to our original aspiration, return to the society, and contribute our efforts to the public welfare in the hope of lighting up the path forward with love and touching people's hearts with warmth.

7.1 PUBLIC WELFARE

Upholding the concept of being grateful to society and giving back to the public, the Group has devoted itself to public welfare. We leverage our resources to support community development and pool strength from different parties to contribute to public welfare, passing on love from generation to generation.

本集團秉持「回報社會、傳承文化、服務生活」的社會責任觀，在自身高質量發展的同時，亦積極履行企業社會責任，參與社會公益活動。我們熱心公益善舉，關注困難群體，助力鄉村發展；為新冠疫情捐資捐物，馳援抗疫一線。合抱之木，生於毫末；九層之台，起於累土。公益路上，我們從身邊的小事做起，不忘初心，回饋社會，用實際行動為公益事業添磚加瓦，以愛心照亮前路，以溫暖感動人心。

7.1 慈善公益

本集團始終堅守感恩社會、回報公眾的理念，積極投身慈善公益事業，調動自身資源支持社區建設，匯聚多方力量參與公益活動，讓愛心薪火相傳。

“Small Wish” Public Welfare Activity 「微心願」公益活動

To promote the spirit of helping others, the Western Taiwan Straits regional company, together with the Zhangzhou Red Cross, Zhangzhou Volunteer Association and Zhangzhou TV Station, participated in the “Small With” public welfare activity. At the beginning of spring, we all together went to the counties and villages of Zhangzhou to distribute Spring Festival materials to 36 households in need, helping them tide over difficulties and realizing their dreams. Additionally, the company donated RMB50,000 to the Zhangzhou Volunteer Association to try our best to convey warmth and enable more small wishes to be heard and realized.

為弘揚助人為樂精神，集團海峽公司聯合漳州市紅十字會、漳州市義工協會、漳州電視台共同參與「微心願」公益活動，於2021年開春之際，前往漳州市多個下轄縣及村鎮，為36戶困難群眾送去春節物資，助力困難群眾圓夢。此外，海峽公司還向漳州市義工協會捐贈了50,000元愛心善款，盡綿薄之力傳遞溫暖，讓更多的微心願被傾聽和實現。



7. DEPICTING A BEAUTIFUL LIFE WITH HEART

7. 同心共繪 成就美好生活

Jiying Education Foundation

集英教育基金成立

On May 12, 2021, the Group donated millions of RMB to Jiying School in Yueyang county and set up the Jiying Education Foundation to support the development of education and improve teaching quality in this region. We leveraged our resources to provide a platform for the establishment of "sister school" between Jiying School and Qibao Xindu School in Shanghai, prompting the two parties to have deeper cooperation and exchanges and further optimizing the allocation of educational resources in Yueyang county.

2021年5月12日，集團向岳陽縣集英學校捐贈數百萬元助學款並正式成立集英教育基金，以支持岳陽縣教育事業發展、提升地區教學質量。我們充分利用自身資源，為集英學校與上海七寶鑫都學校結為「友好學校」提供平台，促進雙方深度交流與合作，進一步優化岳陽縣教育資源配置。



7.2 RURAL REVITALIZATION

At the new phase of rural revitalization, the Group cared about the public and provided targeted assistance to boost rural development. In the meantime, we have carried out a range of activities to provide educational support and taken other measures such as improving teaching facilities and establishing book corners to improve rural education and make contribution to the national rural revitalization program.

7.2 振興鄉村

在鄉村振興全面推開的新階段，本集團心繫鄉村群眾，認真做好定點幫扶工作，助力鄉村發展。同時，我們開展多項教育幫扶活動，通過完善教學設施、搭建圖書角等舉措，有效改善鄉村的條件，為國家鄉村振興事業貢獻微薄力量。



7. DEPICTING A BEAUTIFUL LIFE WITH HEART

7. 同心共繪 成就美好生活

Targeted Assistance to Longdi Village 龍弟村定點幫扶

Longdi village, Qiaojian town, Long'an county is the targeted poverty alleviation region of the Guangxi regional company. Since 2017, we have supported the development of Longdi village by means of infrastructure construction, educational support, employment training, and assistance to industries. On Labor Day in 2021, we dispatched representatives to offer consolation money and supplies to the Longdi Village Committee and Qiaojian Town Central Primary School. At Mid-Autumn Festival, we held the activity themed "Conveying Warmth at the Mid-Autumn Festival with a Full Moon". We visited the local elderly people living alone and left-behind children and sent our sincere holiday wishes to them. We also donated teaching facilities and consolation goods to the teachers and students of Longdi village to improve the teaching environment and facilitate the future development. 隆安縣喬建鎮龍弟村是集團廣西公司精準扶貧工作的定點幫扶對象。自2017年以來，我們先後通過基礎設施建設、教育幫扶、就業培訓、產業幫扶等多種方式為龍弟村的發展提供支持。2021年勞動節來臨之際，我們派遣代表為龍弟村村委和喬建鎮中心小學送去了慰問金和慰問物資。隨後於中秋節期間，我們開展了「月圓中秋，情暖人心」慰問活動，走訪當地孤寡老人與留守兒童，送上誠摯的節日祝福；同時向龍弟村學校的師生贈送教學配套設備與生活慰問品，以改善龍弟村教學環境，助力龍弟村未來發展。



7. DEPICTING A BEAUTIFUL LIFE WITH HEART 7. 同心共繪 成就美好生活

“Illumination Plan · Reading in the Village” Project 「逐光計劃·鄉村閱讀」項目

“Illumination Plan · Reading in the Village” is the educational public welfare project jointly initiated by the Group and Chen Zhanghui Fuxin Charity Foundation since 2019. It is designed to develop students’ reading habits and increase their reading interest by creating book corners. In 2021, the staff of “Illumination Plan” and more than ten donors and volunteers went to 15 rural primary schools in Shanghang county, Fujian province, to create 128 “illumination” book corners for local children and share their growth stories. Meanwhile, the staff carried out 8 online and offline trainings for rural teachers to assist them in better teaching students to read and love reading.

As of December 2021, the Project offered assistance to 42 rural primary schools in Long’an county (Guangxi province), Pinghe county (Fujian province), Shanghang county, Xiuyu district (Putian city), Xiangan district (Xiamen city), Xiadang county (Ningde city), Chengkou county (Chongqing city) and so on. 360 book corners in class were built and over 17,000 rural students had access to quality reading resources.

「逐光計劃·鄉村閱讀」項目是集團自2019年起攜手陳章輝福信慈善基金會共同發起的教育公益項目，旨在通過為鄉村學生打造圖書角，培養孩子們的閱讀習慣，提升其閱讀興趣。2021年，「逐光計劃」項目工作人員與10餘位捐贈人、志願者走進福建上杭15所鄉村小學，與孩子們共同搭建了128個逐光圖書角，並分享了自己的成長故事。同時，項目工作人員還為鄉村教師開展了8場線上與線下培訓，幫助老師更好地引導孩子們學會閱讀、愛上閱讀。

截至2021年11月，「逐光計劃·鄉村閱讀」項目共援助廣西隆安縣、福建平和縣、上杭縣、莆田秀嶼區、廈門翔安區、寧德下黨鄉、重慶城口縣等多地的42所鄉村小學，建設360個班級圖書角，讓17,000餘名鄉村學生擁有了優質閱讀資源。



7. DEPICTING A BEAUTIFUL LIFE WITH HEART

7. 同心共繪 成就美好生活

7.3 FIGHT AGAINST COVID-19

As the pandemic prevention and control becomes a new normal, the Group has proactively responded to the latest policies. We donated medical and living materials to anti-pandemic front lines, cooperated with the government to promote resumption of work and production, assumed corporate responsibility by taking actions and worked with all sectors of society to guard against the pandemic.

7.3 助力抗疫

在國內疫情常態化防控的趨勢下，集團積極響應最新政策號召，向抗疫一線捐贈醫療和生活物資，配合政府推進各類復工復產事項，以實際行動展現企業擔當，與社會各界共築疫情防控「銅牆鐵壁」。

Cooperating to Help Fujian Combat COVID-19

多地聯動，全面支援福建抗疫

In September 2021, another round of COVID-19 broke out in Xiamen and Putian, Fujian province. In the face of the sudden outbreak, the Group immediately cooperated with regional companies to prepare anti-pandemic materials and aided affected regions. The Western Taiwan Straits regional company donated masks, protective suits, goggles, disposable disinfectant gel, disinfectant spray with alcohol and other anti-pandemic and disinfecting materials and living supplies to many subdistricts and hospitals in Xiamen, Putian and Zhangzhou. During this round of pandemic, the Group donated more than 230,000 pieces of materials, utilizing its geographical advantage to help Fujian battle against the pandemic.

2021年9月，福建省廈門市和莆田市等地爆發新一輪新冠疫情。面對突如其來的疫情，集團迅速響應，聯動多個地區公司準備防疫物資，馳援疫區。其中，集團海峽公司向廈門市、莆田市、漳州市多個街道辦及醫院等單位捐贈口罩、防護服、護目鏡、免洗消毒凝膠、酒精消毒噴霧等防疫消殺物資以及生活物資。本輪疫情中，集團共捐贈物資逾23萬件，充分發揮地域優勢，助力福建「戰疫」。



APPENDIX I TABLE OF 2021 ESG KEY PERFORMANCE DATA

附錄I 二零二一年ESG關鍵績效數據表

ENVIRONMENTAL SUBJECT AREA¹

環境範疇¹

Key Performance Indicators 關鍵績效指標		Unit 單位	2021 二零二一年
Emissions 排放物	Sulphur oxides emissions 硫氧化物排放量	kg 千克	0.0015
	Nitrogen oxides emissions 氮氧化物排放量	kg 千克	0.30
	GHG emissions² 溫室氣體排放 ²		
	GHG emissions (Scope 1) 溫室氣體排放量 (範圍一)	tonnes of carbon dioxide equivalent 噸二氧化碳當量	139.19
	GHG emissions (Scope 2) 溫室氣體排放量 (範圍二)	tonnes of carbon dioxide equivalent 噸二氧化碳當量	2,785.97
	GHG emissions (Scope 3) 溫室氣體排放量 (範圍三)	tonnes of carbon dioxide equivalent 噸二氧化碳當量	0.11
	GHG emissions 溫室氣體總排放量	tonnes of carbon dioxide equivalent 噸二氧化碳當量	2,925.27
	GHG emissions intensity 溫室氣體排放強度	tonnes of carbon dioxide equivalent/000' square metre 噸二氧化碳當量/千平方米	4.53
Hazardous waste³ 有害廢棄物 ³	Total generation of hazardous waste 有害廢棄物總量	tonnes 噸	1.88
	Hazardous waste intensity 有害廢棄物密度	tonnes/000' square metre 噸/千平方米	0.0029

¹ The time span of environmental data is from January 1, 2021 to December 31, 2021; the scope of data collection covers all Project Operations. 環境數據的時間跨度為2021年1月1日至2021年12月31日；數據收集範圍覆蓋各項目運營點。

² GHG emissions (Scope 1) mainly come from the combustion of fuel (diesel) in fixed equipment, liquefied petroleum gas consumed by non-outsourced staff canteens and the release of refrigerants and extinguishants. GHG emissions (Scope 2) are generated from purchased electricity consumption, with the data sources from the payment bills of related expenses and the administrative statistical ledgers. GHG emissions (Scope 3) come from business-related air travel of employees. For the GHG emission factors of purchased electricity, please refer to the 2019 Baseline Emission Factors for Regional Power Grids in China issued by the Ministry of Ecology and Environment of the PRC (《2019年度中國區域電網基準線排放因子》), and for other energy emission factors, please refer to the Environmental KPIs Reporting Guide (《環境關鍵績效指標匯報指引》) issued by the Stock Exchange.

溫室氣體排放量(範圍一)主要來自固定設備的燃料(柴油)燃燒、非外包員工食堂消耗的液化石油氣、製冷劑、滅火劑的釋放。溫室氣體排放量(範圍二)產生於外購電力消耗，數據來源為相關費用的繳費單以及行政統計台賬。溫室氣體排放量(範圍三)產生於員工航空商務出行。外購電力的溫室氣體排放係數參考國家生態環境部發佈的《2019年度中國區域電網基準線排放因子》，其他能源排放係數參考香港聯交所發佈的《環境關鍵績效指標匯報指引》。

APPENDIX I TABLE OF 2021 ESG KEY PERFORMANCE DATA

附錄I 二零二一年ESG關鍵績效數據表

Key Performance Indicators 關鍵績效指標		Unit 單位	2021 二零二一年
Non-hazardous waste⁴ 無害廢棄物 ⁴	Total generation of non-hazardous waste	tonnes	208.56
	無害廢棄物總量	噸	
	Non-hazardous waste intensity	tonnes/square metre	0.32
	無害廢棄物密度	噸/千平方米	
Use of resources⁵ 能源使用 ⁵	Total energy consumption	kWh in '000s	3,502.12
	總能耗量	千個千瓦時	
	Energy intensity	kWh in '000s/000' square metre	5.42
	能源密度	千個千瓦時/千平方米	
	Direct energy consumption	kWh in '000s	23.81
	直接能源總耗量	千個千瓦時	
	Indirect energy consumption	kWh in '000s	3,478.31
	間接能源總耗量	千個千瓦時	
	Total electricity consumption	kWh in '000s	3,478.31
總用電量	千個千瓦時		
	Diesel consumption	Litre	145.00
	柴油使用量	升	
Water consumption⁶ 耗水量 ⁶	Total water consumption	m ³	390,775.87
	總耗水量	立方米	
	Water intensity	m ³ /000' square metre	604.68
	總耗水密度	立方米/千平方米	

³ Hazardous waste includes waste batteries, waste lamp tubes, waste ink cartridges and toner cartridges.
有害廢棄物為廢棄電池、廢棄燈管、廢棄墨盒及硒鼓。

⁴ Non-hazardous waste includes household waste.
無害廢棄物為一般生活垃圾。

⁵ The types of energy consumed by the Company in 2021 include liquefied petroleum gas consumed by non-outsourced staff canteens, the combustion of fuel (diesel) in fixed equipment and purchased electricity, with the data sources from the payment bills of related expenses and the administrative statistical ledgers; for the energy consumption factors, please refer to the conversion factors provided by the International Energy Agency and GB/T2589-2008 General Principles for Calculation of the Comprehensive Energy Consumption (《GB/T2589-2008綜合能耗計算通則》)。

2021年公司消耗的能源類型包括非外包員工食堂消耗的液化石油氣、固定設備的燃料(柴油)燃燒及外購電力，數據來源為相關費用的繳費單以及行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T2589-2008綜合能耗計算通則》。

⁶ The water supply of the Company comes from the municipal water supply network, with the data sources from financial records and administrative statistical ledgers.
公司用水來源於市政管網供水，數據來源為財務記錄以及行政統計台賬。



APPENDIX I TABLE OF 2021 ESG KEY PERFORMANCE DATA
附錄I 二零二一年ESG關鍵績效數據表

SOCIAL SUBJECT AREA

社會範疇

Key Performance Indicators

關鍵績效指標

2021

二零二一年

Total workforce of employees 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		Number of employees (Unit: People) 員工人數 (人)	Percentage (%) 佔比 (%)
By gender 按性別劃分	Male 男	1,512	55.81%
	Female 女	1,197	44.19%
By employment type 按僱傭類型劃分	Full-time 全職	2,694	99.45%
	Intern 實習生	15	0.55%
By age group 按年齡組別劃分	Under 30 30週歲以下	904	33.37%
	Age 31-40 31-40週歲	1,357	50.09%
	Age 41-50 41-50週歲	336	12.40%
	Over 50 50週歲以上	112	4.13%
By geographical region 按地區劃分	Mainland China 中國大陸	2,706	99.89%
	Overseas, Hong Kong, Macao and Taiwan 海外及港澳台地區	3	0.11%
Total workforce 員工總人數		2,709	

APPENDIX I TABLE OF 2021 ESG KEY PERFORMANCE DATA

附錄I 二零二一年ESG關鍵績效數據表

Key Performance Indicators 關鍵績效指標		2021 二零二一年
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		Turnover rate (%) 離職率 (%)
By gender 按性別劃分	Male 男	38.61%
	Female 女	29.76%
By age group 按年齡組別劃分	Under 30 30週歲以下	35.10%
	Age 31-40 31-40週歲	28.84%
	Age 41-50 41-50週歲	3.44%
	Over 50 50週歲以上	0.99%
By geographical region 按地區劃分	Mainland China 中國大陸	68.37%
	Overseas, Hong Kong, Macao and Taiwan 海外及港澳台地區	0
Health and safety⁷ 健康與安全 ⁷		
Number of work-related fatalities 因工死亡的人數		0
Lost days due to work injury 因工傷損失的工作日數		231

⁷ One person died from work-related causes in 2019 and no work-related fatalities were recorded in 2020. The Group continues to strengthen safety construction management, reflects and summarizes the causes of work-related fatalities, and constantly improves health and safety management.

2019年因工亡故1人，2020年未發生因工亡故事件。本集團持續加強安全施工管理，針對因工亡故事件認真進行反思及總結，不斷提升健康與安全管理水平。



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Key Performance Indicators
關鍵績效指標

2021
二零二一年

Percentage of employees trained and average training hours completed per employee by gender and employment type 按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數		Percentage of employees receiving training ⁸ 受訓僱員百分比 ⁸	Average training hours completed per employee 人均受訓時數
By gender 按性別劃分	Male 男	55.81%	29.17
	Female 女	44.19%	25.51
By position 按職級劃分	Senior management 高級管理層	2.25%	39.70
	Middle management 中級管理層	14.51%	48.97
	General staff 普通員工	83.24%	23.49

Number of suppliers
供應商數量

Number of suppliers 供應商數量	Guangxi Regional Company 廣西區域公司	417
	Western Taiwan Straits Regional Company 海峽區域公司	336
	Hunan Regional Company 湖南區域公司	254
	Chengdu-Chongqing Regional Company 川渝區域公司	185
	Jiangsu Regional Company 江蘇區域公司	416
	Zhejiang Regional Company 浙江區域公司	146

Customer Service Data
客戶服務數據

Number of major customer complaints (Unit: Cases) 重大客戶投訴獲接數量 (次)	0
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⁸ Percentage of employees receiving training = Employees trained in the specified category/Employees trained in total
受訓僱員百分比=該類別僱員受訓人數/受訓總人數



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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
A1 General Disclosure A1一般披露	<p>Information on the policies and 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.</p> <p>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政策及遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	<p>Disclosed</p> <p>已披露</p>	<p>Appendix I</p> <p>附錄I</p>
A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。</p>	<p>Disclosed</p> <p>已披露</p>	<p>Appendix I</p> <p>附錄I</p>
A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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）。</p>	<p>Disclosed</p> <p>已披露</p>	<p>Appendix I</p> <p>附錄I</p>
A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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）。</p>	<p>Disclosed</p> <p>已披露</p>	<p>Appendix I</p> <p>附錄I</p>
A1.5	<p>Description of emissions target(s) set and steps taken to achieve them.</p> <p>描述所訂立的排放量目標及為達到這些目標所採取的步驟。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>

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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
A2 General Disclosure A2一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策	Disclosed 已披露	6. Going Green and Honoring Low-carbon Commitment 6. 綠色共行 踐行低碳承諾
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）。	Disclosed 已披露	Appendix I 附錄I
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）。	Disclosed 已披露	Appendix I 附錄I
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Disclosed 已披露	6. Going Green and Honoring Low-carbon Commitment 6. 綠色共行 踐行低碳承諾
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Disclosed 已披露	6. Going Green and Honoring Low-carbon Commitment 6. 綠色共行 踐行低碳承諾
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）每生產單位估量。	Not applicable. Our main businesses do not involve the use of packaging materials. 不適用。我們的主營業務不涉及包裝材料的使用。	– –

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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
A3 General Disclosure A3一般披露	<p>Policies on minimising the issuer's significant impacts on the environment and natural resources.</p> <p>減低發行人對環境及天然資源造成重大影響的政策。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
A3.1	<p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.</p> <p>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。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
A4 General Disclosure A4一般披露	<p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
A4.1	<p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。</p>	<p>Disclosed</p> <p>已披露</p>	<p>6. Going Green and Honoring Low-carbon Commitment</p> <p>6. 綠色共行 踐行低碳承諾</p>
B1 General Disclosure B1一般披露	<p>Information on the policies and 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.</p> <p>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政策及遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>5. 攜手共進 關懷溫暖人心</p>
B1.1	<p>Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.</p> <p>按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>Appendix I</p> <p>5. 攜手共進 關懷溫暖人心</p> <p>附錄I</p>

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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
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。	Disclosed 已披露	Appendix I 附錄I
B2 General Disclosure B2一般披露	Information on the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Disclosed 已披露	5. Working Together and Caring About Employees 5. 攜手共進 關懷溫暖人心
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Disclosed 已披露	Appendix I 附錄I
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Disclosed 已披露	Appendix I 附錄I
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。	Disclosed 已披露	5. Working Together and Caring About Employees 5. 攜手共進 關懷溫暖人心
B3 General Disclosure B3一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Disclosed 已披露	5. Working Together and Caring About Employees 5. 攜手共進 關懷溫暖人心
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）劃分的受訓僱員百分比。	Disclosed 已披露	Appendix I 附錄I

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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
B3.2	<p>The average training hours completed per employee by gender and employee category.</p> <p>按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>Appendix I</p> <p>5. 攜手共進 關懷溫暖人心</p> <p>附錄I</p>
B4 General Disclosure B4一般披露	<p>Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>5. 攜手共進 關懷溫暖人心</p>
B4.1	<p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>5. 攜手共進 關懷溫暖人心</p>
B4.2	<p>Description of steps taken to eliminate such practices when discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>Disclosed</p> <p>已披露</p>	<p>5. Working Together and Caring About Employees</p> <p>5. 攜手共進 關懷溫暖人心</p>
B5 General Disclosure B5一般披露	<p>Policies on managing environmental and social risks of the supply chain.</p> <p>管理供應鏈的環境及社會風險政策。</p>	<p>Disclosed</p> <p>已披露</p>	<p>4. Maintaining Stable Operation and Guaranteeing High-Quality Construction</p> <p>4. 穩健共贏 建築恆久品質</p>
B5.1	<p>Number of suppliers by geographical region.</p> <p>按地區劃分的供應商數目。</p>	<p>Disclosed</p> <p>已披露</p>	<p>4. Maintaining Stable Operation and Guaranteeing High-Quality Construction</p> <p>4. 穩健共贏 建築恆久品質</p>
B5.2	<p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.</p> <p>描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。</p>	<p>Disclosed</p> <p>已披露</p>	<p>4. Maintaining Stable Operation and Guaranteeing High-Quality Construction</p> <p>4. 穩健共贏 建築恆久品質</p>

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ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B6 General Disclosure B6一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
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。	Not applicable. Our main businesses do not involve safety and health risks. 不適用。我們的核心業務並不涉及安全健康風險。	– –
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。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction Appendix I 4. 穩健共贏 建築恆久品質 附錄I
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。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質

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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。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B7 General Disclosure B7一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
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。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Disclosed 已披露	4. Maintaining Stable Operation and Guaranteeing High-Quality Construction 4. 穩健共贏 建築恆久品質

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	ESG Indicators ESG指標	Disclosure 披露情況	Corresponding Sections 對應章節
B8 General Disclosure B8一般披露	<p>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.</p> <p>有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>	<p>Disclosed</p> <p>已披露</p>	<p>7. Depicting a Beautiful Life with Heart</p> <p>7. 同心共繪 成就美好生活</p>
B8.1	<p>Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).</p> <p>專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。</p>	<p>Disclosed</p> <p>已披露</p>	<p>7. Depicting a Beautiful Life with Heart</p> <p>7. 同心共繪 成就美好生活</p>
B8.2	<p>Resources contributed (e.g. money or time) to the focus area.</p> <p>在專注範疇所動用資源（如金錢或時間）。</p>	<p>Disclosed</p> <p>已披露</p>	<p>7. Depicting a Beautiful Life with Heart</p> <p>7. 同心共繪 成就美好生活</p>



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