



— 时代中国范 —

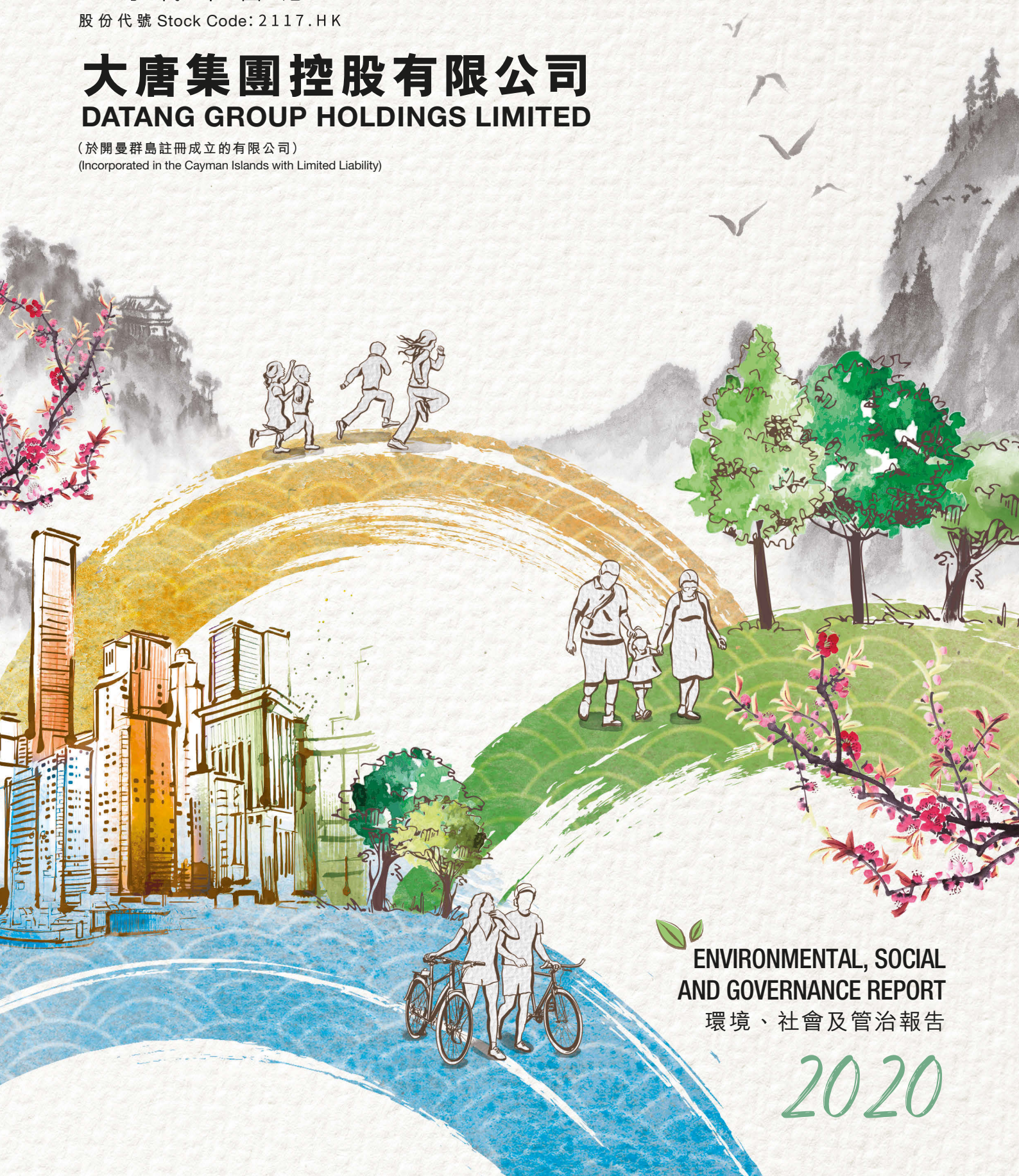
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# 大唐集團控股有限公司

## 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

2020

## ABOUT THE GROUP

### 關於本集團

大唐集團控股有限公司（「大唐」或「本公司」，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中國物業開發商，總部位於廈門，目前已將業務擴展至海西經濟區、北部灣經濟區、長三角經濟區及周邊城市等中國主要區域。

Datang Group Holdings Limited ("Datang" or the "Company", which together with its subsidiaries referred to as the "Group") is a property developer in China focused on the development of residential and commercial properties in selected economic regions. Headquartered in Xiamen, the Group has expanded its business to major regions in China, including Western Taiwan Straits Economic Region, Beibu Gulf Region, Yangtze River Delta Region and neighbouring cities.



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# ABOUT THIS REPORT

## 關於本報告

### ABOUT THIS REPORT

This Report is the first “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 [www.hkexnews.hk](http://www.hkexnews.hk) and the Company’s website [www.dyna888.com](http://www.dyna888.com).

#### Reporting Scope

This Report focuses on the sustainable performance of the Group’s property sales business for the period from 1 January 2020 to 31 December 2020 (the “Year”). The revenue from this business accounted for 95.5% of the total revenue of the Group. The environmental and social performance stated in this Report covers the Project Operations of Dynasty Shuxiang Yazhu (大唐·書香雅築) in the Western Taiwan Straits Economic Region and Dynasty Zhenguan (大唐臻觀) in the Beibu Gulf Region and neighbouring cities (collectively referred to as the “Project Operations”). This Report does not cover all Project Operations of the Group. In accordance with the principle of materiality, the Group plans to improve its environmental and social data collection in the future and gradually expands the scope of disclosure to all Project Operations.

#### Reporting Standard

This Report is prepared in accordance with the Appendix 27 Environmental, Social and Governance Reporting Guide (the “Guide”) of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), and follows the reporting principles of materiality, quantitative, balance, and consistency.

### 關於本報告

本報告是大唐發佈之第一份《環境、社會及管治報告》（「本報告」），主要匯報本集團在環境、社會及管治方面的政策、措施和績效，讓各持份者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，並透過香港聯合交易所有限公司網站 [www.hkexnews.hk](http://www.hkexnews.hk) 及本公司網站 [www.dyna888.com](http://www.dyna888.com) 發佈。

#### 報告範圍

本報告匯報本集團於2020年1月1日至2020年12月31日（「本年度」）物業銷售業務的可持續發展表現。有關業務之收益佔本集團收入總額的95.5%。本報告環境及社會績效則涵蓋位於海西經濟區的大唐·書香雅築（「大唐·書香雅築」）及位於北部灣經濟區及周邊城市的大唐臻觀（「大唐臻觀」）的項目營運（統稱「各項目營運點」）。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，計劃於未來完善環境及社會數據收集工作，逐步擴大披露範圍至所有項目營運。

#### 報告準則

本報告根據香港聯合交易所有限公司（「聯交所」）主板上市規則附錄二十七《環境、社會及管治報告指引》（「指引」）編制，並遵循重要性、量化、平衡及一致性的匯報原則。

## ABOUT THIS REPORT 關於本報告

|                           |   |
|---------------------------|---|
| <b>Materiality</b><br>重要性 | Through Board interviews and the stakeholder survey, the Group has identified material issues that have a significant impact on the Group and highlight their disclosure in this Report accordingly. 本集團透過董事訪談及持分者問卷調查，識別對本集團有重大影響的議題作為本報告重點披露。   |
| <b>Quantitative</b><br>量化 | The Group is responsible for recording key environmental and social performance data and has engaged a professional consultant to assess carbon emission volume and other performance data in accordance with local guidelines and international standards. The Group ensures that key performance data can be calculated and describes the calculation standards and methods, while providing comparative data where appropriate. 本集團負責記錄環境及社會關鍵績效數據，並委託專業顧問根據本地指引及國際標準評估碳排放量及其他績效數據。本集團確保關鍵績效數據可予計算，並說明計算標準及方式，同時在適當的情況下提供比較數據。 |
| <b>Balance</b><br>平衡      | The Group prepares the Report in an unbiased manner by expounding the Group's achievements and challenges in sustainable development, so that stakeholders can reasonably evaluate the overall performance of the Group. 本集團以不偏不倚的態度籌備報告，闡述本集團在可持續發展的成就和所面對的挑戰，讓持份者可合理地評估本集團的整體績效。  |
| <b>Consistency</b><br>一致性 | The Group adopts a consistent statistical method and, where feasible, provide historical data to demonstrate the Group's performance and progress towards sustainability. 本集團採用一致的數據統計方式，並在可行的情況下提供歷史數據，以展示本集團於可持續發展的表現和進程。   |

### Confirmation and Approval

The information contained in this Report is sourced from the Group's official documents, statistics, and management and operations information. This Report has been confirmed and approved by the board of directors of the Company (the "Board") on 5 July 2021.

### 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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Telephone: +852 3703 4678  
Fax: +852 3619 5225  
E-mail: ir@dyna888.com

### 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，以及管理和營運資料。本報告於2021年7月5日獲本公司董事會（「董事會」）確認及批准通過。

### 意見反饋

本集團有賴閣下的寶貴意見，以持續提升其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，歡迎透過以下聯絡方式與本集團聯絡：

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## SUSTAINABILITY GOVERNANCE

### 可持續發展管治

#### SUSTAINABILITY GOVERNANCE

The COVID-19 pandemic were sweeping across the world, causing enormous disruption and uncertainty to the global economy and enterprises. Yet, these challenges have enabled us to understand the importance of practicing sustainable development to cope with existing and potential sustainability risks. Therefore, with a goal of achieving continuous business growth, the Group is committed to integrating sustainable development into the corporate governance, and incorporating environmental, social and economic factors into the business decision making process.

The Board is ultimately responsible for the sustainability affairs of the Group. Apart from being mainly responsible for overseeing the affairs, it also authorises the management and the project companies to establish and executing the sustainability policies and measures. The management and the project companies report to the Board on a regular basis.

The Board is currently implementing the structure of sustainability governance, including the establishment of the Sustainability Committee. The Group is also considering in enhancing the management of environmental and social affairs by further improving the Group-level sustainability policies. On the other hand, in order to improve the knowledge of the Board and the management on sustainable development, the Group is also planning to provide internal training to strengthen the Board's governance on the sustainability affairs.

#### SUSTAINABILITY RISK MANAGEMENT

The Board is ultimately responsible for maintaining the effectiveness of risk management and internal control systems. The Board and the senior management are responsible for the establishment, review and implementation of the risk management and internal control system of the Group. With the support of the Audit Committee, the Board reviews the effectiveness of the system at least once per year. At present, the risk management department of the Group is mainly responsible for the identification, assessment and management of the major risks, and advising the executive directors and the senior management of the Company regarding the risk control and compliance issues arising from ordinary business operations.

The Board understands that sustainability issues may cause a variety of impacts on the business operations. Looking ahead, the Group is planning to incorporate the environmental, social and governance risks into risk management and internal control system. By identifying, assessing and managing major risks of sustainable development, the Group aims to maintain the risks at a controllable level.

#### 可持續發展管治

2019冠狀病毒病疫情席捲全球，對全球經濟及企業帶來巨大的衝擊及不確定性。然而，這些挑戰使我們明白實踐可持續發展的重要性，以應對當前及潛在可持續發展風險。為此，本集團致力將可持續發展融入企業管治當中，並在業務決策過程中考慮環境、社會及經濟的因素，讓集團能夠持續發展。

董事會對本集團的可持續發展事宜承擔最終責任。除了主要負責監管可持續發展事宜外，亦授權管理層及各項目公司制定及執行可持續發展政策及措施，而管理層及項目公司定期向董事會匯報。

目前，董事會正進一步落實可持續發展管治架構，包括計劃成立可持續發展委員會。本集團亦考慮進一步完善集團層面的可持續發展政策，以優化各項環境及社會事宜管理。同時，為進一步提升董事會及管理層對可持續發展事宜的認識，本集團將計劃為他們提供相關內部培訓，加強董事會對可持續發展事宜的管治。

#### 可持續發展風險管理

董事會對維持風險管理及內部監控系統的有效性承擔最終責任。董事會及高級管理層負責建立、檢討及執行本集團的風險管理及內部監控系統。在審核委員會的協助下，董事會每年對系統有效性進行至少一次審查。目前，本集團之風險管理部，主要負責識別、評估及管理重大風險，並就日常業務營運的風險監控及合規事宜向本公司執行董事及高級管理層提供意見。

董事會深知可持續發展議題對業務營運有不同程度的影響。展望未來，本集團計劃將環境、社會及管治風險納入風險管理及內部監控系統之中，並透過識別、評估及管理重大的可持續發展風險，將各可持續發展風險維持在可控水平。

# STAKEHOLDER ENGAGEMENT

## 持份者參與

The Group regularly communicates with different stakeholders through different channels, including employees, shareholders and investors, customers, regulatory authorities, business partners, suppliers and contractors, and communities etc. It is essential to maintain a good relationship with different stakeholders to better understand their opinions and expectations, which can ultimately enhance the Group's sustainability performance.

本集團定期透過不同渠道與各持份者進行溝通，包括僱員、股東及投資者、客戶、監管機構、商業夥伴、供應商及承包商，及社區等。與不同持份者維持一個良好關係至關重要，不但能了解他們的意見及期望，更能長遠提升本集團的可持續發展表現。

| Stakeholder Groups<br>持份者組別          | Major Communication Channels<br>主要溝通渠道  |
|--------------------------------------|---|
| Employees<br>僱員                      | Surveys, Intranet, employee meeting, WeChat and DingTalk App<br>問卷調查、內聯網、僱員大會、微信及釘釘應用程式                             |
| Shareholders and investors<br>股東及投資者 | Annual General Meeting, investors meetings, investors events and corporate communication<br>周年股東大會、投資者會議、投資者活動及企業通訊 |
| Customers<br>客戶                      | Customer satisfaction survey, complaint mechanism and community activities<br>客戶滿意度調查、投訴機制及社區活動                     |
| Regulatory authorities<br>監管機構       | Meetings, site visits, and industry consultations<br>會議、實地視察及業界諮詢   |
| Business partners<br>商業夥伴            | Project cooperation plan and industry seminars<br>項目合作計劃及行業研討會  |
| Suppliers and contractors<br>供應商及承包商 | Meetings and site visits<br>會議及實地視察   |
| Communities<br>社區                    | Community investment projects, volunteer activities<br>社區投資項目及義工活動  |

### Material Sustainability Issues

The Group has engaged an external consultant to conduct a stakeholder survey with both internal and external stakeholders to identify the material environmental, social, and governance issues that have a significant impact on the business operation. The respondents are mainly internal employees and the remaining participants are the directors of the Company (the "Directors"), business partners, suppliers, and contractors. In accordance with the survey results, the Group has identified 11 material issues. These issues are prioritised in reporting and being referenced as a foundation for establishing business strategies.

### 重大的可持續發展

本集團透過外聘顧問與內外部持份者進行問卷調查，識別對業務營運有重大影響的環境、社會及管治的議題。主要來自內部僱員、其餘為本公司董事（「董事」）、商業夥伴、供應商及承包商。本集團根據問卷調查結果辯別了11項重要議題，並於本報告進行重點匯報以及作為日後制定業務策略的基礎。



## STAKEHOLDER ENGAGEMENT 持份者參與

### Materiality Matrix 重要性矩陣



|  |  |   |  |
|--|--|---|--|
| <ul style="list-style-type: none"> <li><b>Environmental Protection</b><br/>環境保護</li> <li>1) Greenhouse gases and air emission management<br/>溫室氣體及空氣污染物</li> <li>2) Waste management<br/>廢棄物管理</li> <li>3) Use of energy<br/>能源使用</li> <li>4) Water use efficiency and sewage management<br/>用水效益及污水管理</li> <li>5) Use of other resources<br/>其他資源使用</li> <li>6) The environment and natural resources management<br/>環境及天然資源管理</li> <li>7) Responding to climate change<br/>應對氣候變化</li> </ul> | <ul style="list-style-type: none"> <li><b>Employee Care</b><br/>僱員關懷</li> <li>8) <b>Employment management system</b><br/>僱傭管理制度</li> <li>9) <b>Diversity, equal opportunity and eliminating discrimination</b><br/>多元化、平等機會和反歧視</li> <li>10) <b>Occupational health and safety</b><br/>職業健康與安全</li> <li>11) <b>Training and development</b><br/>培訓與發展</li> <li>12) <b>Labour standards</b><br/>勞工準則</li> </ul> | <ul style="list-style-type: none"> <li><b>Operating Responsibility</b><br/>營運責任</li> <li>13) Supply chain management<br/>供應鏈管理</li> <li>14) <b>Product and service quality management</b><br/>產品及服務質量管理</li> <li>15) <b>After-sales management</b><br/>售後服務管理</li> <li>16) <b>Fair and responsible marketing</b><br/>公平和負責任的行銷</li> <li>17) <b>Protecting customer privacy</b><br/>保障客戶資料私隱</li> <li>18) <b>Protecting intellectual property rights</b><br/>保護知識產權</li> <li>19) <b>Anti-corruption</b><br/>反貪污</li> </ul> | <ul style="list-style-type: none"> <li><b>Community Investment</b><br/>社區投資</li> <li>20) Understanding the needs of the community<br/>瞭解社區需要</li> <li>21) Supporting community development<br/>支持社區發展</li> </ul> |
|--|--|---|--|

Looking ahead, the Group will continue to strengthen the stakeholder communication with a various of communication channels, such as roundtable discussion and focus groups, which aim to enhance the Group's sustainability performance by understanding their thoughts and expectations on sustainability matters.

展望未來，本集團將繼續加強與持份者的溝通，並透過不同的溝通渠道，例如：圓桌會議及焦點小組，以了解他們對可持續發展事宜的想法及期望，進一步提升本集團的可持續發展績效。



# OPERATING RESPONSIBILITY

## 營運責任

### OPERATING RESPONSIBILITY

The Group is committed to abiding by the highest standard of corporate ethics in the course of business operation. It is committed to developing quality products for the customers with its standardised property development procedures and effective operating systems. To standardise the procedure of the business operation, the Group has adopted policies and measures on supply chain, product responsibility, and anti-corruption.

#### Anti-corruption

The Group is committed to upholding the highest standard of business ethics and adopting zero-tolerance approach on bribery behaviours. The Group has formulated the “Working Guidelines on Integrity Management” (《廉政管理工作指引》), “Anti-fraud and Complaint and Reporting Management System” (《反舞弊和投訴舉報管理制度》), and “Personnel Management System” (《人事管理制度》), requiring employees to perform duties with integrity and ethical behaviour, and not to receive any improper benefits with their power and convenience.

To ensure employees fulfil the professional ethics standard when performing their duties, they shall make efforts in avoiding any behaviour and relationship that may have conflict of interests against the Company. The employee shall report truthfully to the relevant business department and the risk control department when he/she discovers a conflict of interest between the activities carried outside the Company and the Company’s interests. The employee shall hand over any gift received during the course of business to the financial management department. When signing a contract with a supplier, the Group also requires the supplier to sign an “Integrity Cooperation Agreement” (《廉潔合作協議》), which requires the supplier to comply with the Group’s integrity and compliance requirements.

### 營運責任

本集團致力在經營業務過程中恪守最高水平的企業道德。透過標準化的物業開發流程及有效的運營體系，為客戶建造優質物業。本集團已採納供應鏈、產品責任及反貪污等相關範疇的政策及措施以規範業務營運的流程。

#### 反貪污

本集團致力秉持商業道德的最高標準，對舞弊行為採取零容忍的態度。本集團已制定《廉政管理工作指引》、《反舞弊和投訴舉報管理制度》及《人事管理制度》，要求僱員在履行職務過程中廉潔從業，不得利用職權及職務便利謀取不正當利益。

為使僱員在履行職務的過程中符合職業道德要求，僱員應盡量避免可能與公司利益及工作職責有利益衝突的行為及關係。當僱員在公司以外進行活動可能與公司利益發生衝突時，他／她需向相關業務部門及風險監控部如實申報。僱員亦需將公司業務往來所獲得的禮品及禮金上繳至財務管理部。與供應商簽訂合同時，本集團亦會要求供應商簽署《廉潔合作協議》，要求供應商遵守本集團的廉潔合規要求。



## OPERATING RESPONSIBILITY

### 營運責任

The Group has established a whistleblowing mechanism. Employees may file a report by mail, e-mail, or telephone, for any real and perceived misconducts or malpractice. All reports will be handled in a confidential manner. If an employee is found with any misconduct, the employee may receive disciplinary actions or transfer to judicial authority for further investigation, when necessary.

In addition, with the aim to strengthen the Board and the employees' awareness of integrity, the Group provides integrity training and conduct promotions every year in order to encourage them to abide by all regulations related to integrity.

The Group complies with relevant laws and regulations, such as the Anti-Unfair Competition Law of the People's Republic of China (the "PRC") (《中華人民共和國反不正當競爭法》), and the Anti-Money Laundering Law of the PRC (《中華人民共和國反洗錢法》). During the Year, no cases of non-compliance in relation to anti-corruption were reported, and there is no corruption litigation against the Group or its employees.

### Product Responsibility

The Group is committed to providing customers with quality products and services. To ensure their safety and reliability, the Group has established policies and measures on product quality, service health and safety, customer services, intellectual property rights, customers' privacy and advertising.

本集團設有舉報機制。僱員如發現任何存在或潛在的違規行為均可以透過郵寄、電郵及電話等途徑進行舉報。所有舉報均以保密的形式處理。如發現進行任何違規行為，將向該名僱員給予懲處，並按需要移送司法機關進行進一步調查。

此外，為了加強僱員的廉潔意識，本集團每年亦會為董事及僱員提供廉政培訓及進行宣傳工作，確保他們了解本集團的廉潔營運理念，並鼓勵時刻遵從各項有關廉潔守則。

本集團遵守相關法律及規例，包括《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》。於本年度，並無發現與貪污有關的違規個案，及針對本集團或其僱員進行的訴訟案件。

### 產品責任

本集團致力為客戶提供優質的產品及服務。本集團在產品質量、服務健康與安全、客戶服務、知識產權、客戶私隱及廣告等方面已制定不同政策及措施，確保產品及服務安全可靠。



OPERATING RESPONSIBILITY  
營運責任

|   |   |
|---|---|
| <p><b>Product Quality</b><br/>產品質量</p>                                  | <p>Product quality is seen as an important element of the Group. The Group is committed to providing safe and quality properties for our customers to live or use. The Group implements delicacy management and has developed a series of the internal quality management system and control measures to ensure the project companies meet customers' expectation and the Company's internal requirements during project planning, design, construction, operation and maintenance.<br/>本集團視質量為重要元素，致力為客戶提供安全及優質的物業作居住或使用用途。本集團實行精細管理，並已制定一系列的內部質量管理標準及管控措施，確保項目公司在項目規劃、設計、建設、營運及維修的過程中符合本集團要求及客戶期望。</p>  |
| <p><b>Health and Safety of Products and Services</b><br/>產品及服務健康與安全</p> | <p>To improve residents' standard of living, factors such as landscaping and living comfort are taken into account during the project planning stages. Greening and gardening are designed in the surrounding living environment. During the COVID-19 pandemic, the Group did not only implement preventive measures in its offline sales in its real estate sales, but also developed an online sales channel. It is aimed to provide an online overview and remote sales channel for potential customers who are currently living in different provinces and cities.<br/>本集團在項目設計規劃過程中考慮到景觀及居住舒適度等元素，為周邊居住環境進行綠化及加入園林設計，以提高住戶的生活質素。在地產銷售方面，在2019冠狀病毒病疫情下，本集團除了在線下銷售過程加強防疫措施外，亦開展線上銷售渠道，讓居住於不同省市的潛在客戶能夠遙距瞭解及購買各種地產項目。</p>  |
| <p><b>Customer Services</b><br/>客戶服務</p>                                | <p>Customer feedback is vital to the operation of the business of the Group and to improve the services and products. The Group has established a complaint mechanism to handle customers enquiries and complaints. To maintain customer satisfaction, the Group conducts regular customer satisfaction survey to collect opinions and take improvement measures timely. During the Year, there were no complaints regarding the project quality nor sale services received at the Project Operations.<br/>客戶的反饋對業務營運至關重要，有助本集團持續改善服務及產品。本集團設有客戶投訴機制處理客戶的質詢及投訴。為維持客戶對本集團的滿意度，本集團亦會定期進行客戶滿意度調查收集意見，及時作出改善措施。於本年度，各項目營運點概無接獲有關項目質量或銷售服務的投訴。</p>   |
| <p><b>Intellectual Property Rights</b><br/>知識產權</p>                     | <p>The Group is committed to protecting intellectual property rights and prohibits contractors and business partners from disclosing project design and construction technologies to third parties without prior approval. To reduce any possible risks of data leakage, the Group has taken various precautionary measures, for example, terms and conditions to protect intellectual property rights are included when signing contracts with contractors and business partners and a separate confidentiality agreement will be signed to protect the interests of the Group and the business partners.<br/>本集團致力保護知識產權，禁止承辦商及商業夥伴在未經批准的情況下向第三方披露項目設計及施工技術等資料。為減低任何可能導致資料外洩的風險，本集團已採取若干預防措施，例如在承辦商及商業夥伴的合約中加入保護知識產權的條款，以及與他們簽訂保密協議，保障本集團及商業夥伴的利益。</p>  |
| <p><b>Customers' Privacy</b><br/>客戶私隱</p>                               | <p>To protect customers' personal data and privacy, the Group has established its internal regulations and guidelines for the collection, processing and safeguarding of customers' personal data. In case of data leakage, the Group will notify the affected customers according to the mechanism and take remedial measures to reduce the risk caused by the leakage. The Group also provides regular training to its employee to enhance their awareness of customers' privacy protection.<br/>為保護客戶的個人資料及私隱，本集團在收集、處理及保留客戶個人資料設有內部規定及指引。如發現資料外洩情況，本集團將按機制通知受影響客戶及進行挽救措施，減低因資料外洩所帶來的風險。同時，本集團亦會定期為僱員提供培訓，加強僱員在保護客戶私隱方面的意識。</p>  |
| <p><b>Advertising</b><br/>廣告</p>  | <p>The Group has established strict guidelines and detailed procedures for product marketing and advertising. Draft advertisements and proposed promotional materials by the sales and marketing department are reviewed by the legal department and related business units to ensure its compliance with local laws and regulations. To ensure its continued compliance with relevant regulations, the Group has appointed experienced employees to review the designing and marketing guidelines on a regular basis. In addition, the Group also provides regular training for employees to enhance their understanding of advertising compliance.<br/>本集團對產品營銷及市場推廣有嚴格的指引及詳細程序。本集團銷售及市場推廣管理部門所製作的廣告草稿及建議促銷活動材料需經法務部等業務部門審閱及批准，以確保符合當地法律法規。為確保本集團持續遵守相關法規，本集團已委派經驗豐富的僱員定期審閱設計及營銷指引。此外，本集團亦定期為相關僱員提供培訓，提升僱員對廣告合規的認識。</p> |



## OPERATING RESPONSIBILITY

### 營運責任

The Group's operation did not include labelling and product recall matters. Looking ahead, the Group will further enhance the policy content and measures related to product responsibility, and specify the Group's commitment and standards, so as to provide clear guidance and direction for all business units of the Group.

The Group complies with relevant laws and regulations, including the Trademark Law of the PRC (《中華人民共和國商標法》), the Copyright Law of the PRC (《中華人民共和國著作權法》), the Advertising Law of the PRC (《中華人民共和國廣告法》) etc. During the Year, there is no reported case of non-compliance with laws and regulations in relation to product responsibility.

#### Supply Chain Management

The Group works closely with different design firms, building material suppliers and building contractors. The Group has established a standard process for screening, hiring, evaluating, managing and supervising suppliers, and specifies supply and service requirements for suppliers. During the project construction, the Group will conduct regular audits, evaluate suppliers and contractors, inspect the materials supplied and quality of the construction work, and develop a profile of suppliers to record their performance.

Maintaining effective communication with suppliers is crucial to achieving reliable material supply and services. The Group liaises with suppliers through site visits, meetings, and e-mails to understand the current situations of material supply and services, and assists them accordingly to reduce the impact on project construction due to quality issues or delays.

Looking ahead, the Group plans to improve its supplier procurement policies and integrate environmental and social factors into its supply chain management system. In the meantime, the Group is also considering the implementation of a sustainable procurement policy which plans to prioritise green and renewable materials in the procurement process to reduce the environmental impact on project construction.

本集團的業務並不涉及標籤及產品回收事宜。展望未來，本集團將進一步深化有關產品責任的政策內容及措施，並明確本集團的承諾及標準，為本集團各業務部門提供清晰的指引及方向。

本集團遵守相關法律及規例，如《中華人民共和國商標法》、《中華人民共和國著作權法》、《中華人民共和國廣告法》等。於本年度，概無發現與產品責任相關的違法違規個案。

#### 供應鏈管理

本集團與不同的設計公司、建築材料供應商及建築承包商緊密合作。本集團設有統一的篩選、聘用、評估、管理及監督供應商的流程，並明確供貨及服務要求。在項目建造期間，本集團亦會向供應商及承包商進行定期審核及評估，檢視供貨材料及工程質量，並制定供應商檔案，紀錄其績效表現。

與供應商維持有效溝通對供貨及服務穩定至關重要。本集團透過實地考察、會議及電郵與供應商聯絡，了解他們的目前供貨及服務情況，並按需要為他們提供協助，從而減低因質量問題或工程延誤而對項目建造所造成的影響。

展望未來，本集團將計劃完善供應商採購政策，並將環境及社會的因素納入供應鏈管理機制。同時，本集團亦考慮落實可持續採購政策，計劃在採購過程中優先考慮綠色及可再生的材料，減低項目建造對環境的影響。

## EMPLOYEE CARE

### 僱員關懷

#### EMPLOYEE CARE

The success of the Group depends on the continuous dedication and hard work of the employees. The Group is committed to providing employees with an effective and safe working environment and various career development opportunities in order to retain talents and improve the morale among the employees, contributing to the long-term corporate development. The Group has formulated personnel policies, including policies on Personnel Management System and Safety Management Measures to define employee rights and arrangement.

#### Employment System

The Group has established a policy on Personnel Management System to define the regulations and arrangement on employee recruitment, dismissal, compensation, promotion, working hours, rest periods, welfare, equal opportunities, anti-discrimination and diversity.

#### 僱員關懷

本集團的成功有賴僱員的不斷付出及努力。為此，本集團致力為僱員提供一個高效及安全的工作環境，以及提供不同職業發展機會，以挽留優秀的僱員及提升僱員團隊士氣，長遠為業務發展帶來貢獻。本集團已制定《人事管理制度》及《安全管理辦法》等人事政策，明確僱員權益及安排。

#### 僱傭制度

本集團設有《人事管理制度》，明確本集團在僱員招聘、解僱、薪酬、晉升、工作時間、假期及福利、平等機會、反歧視及多元化的規定及安排。

#### Recruitment and Promotion 招聘及晉升

The Group recruits in accordance with the principles of fair competition and performance by merits. According to the Group's corporate development needs, the Group promotes outstanding employees with reference to their individual performance. 本集團按照「公平競爭、擇優錄取」的原則招聘合適的僱員。按照集團業務發展需要，本集團亦會根據僱員績效表現為表現傑出的僱員提供內部晉升機會。

#### Compensation, Welfare and Rest Periods 薪酬、福利及假期

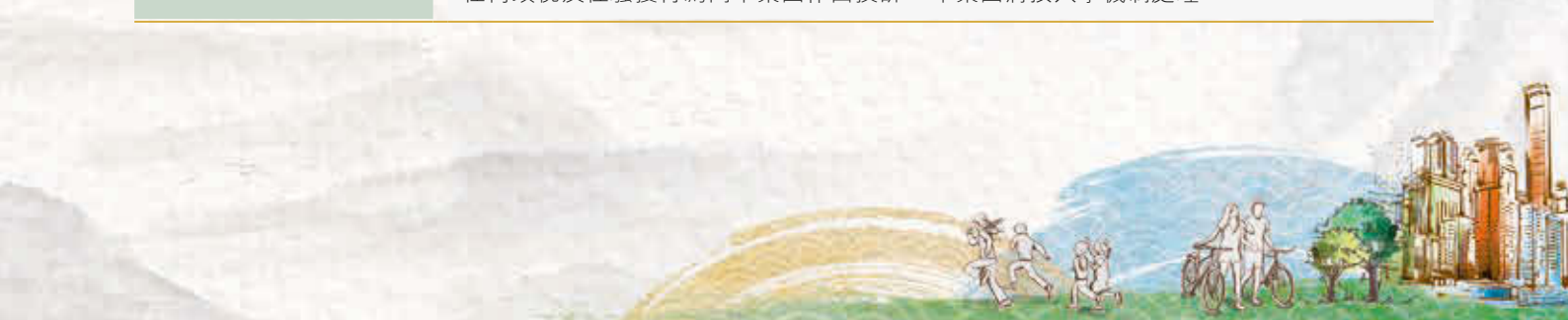
In addition to competitive compensation, the Group provides performance-based bonus and subsidies including high temperature subsidies, transportation allowance, and telephone allowance with reference to employees' job positions, experience and performance records. Also, the Group maintains social welfare insurance for employees according to PRC laws and regulations, including a pension, medical insurance, occupational injury insurance, unemployment insurance, maternity insurance, and housing benefits. Employees are entitled to annual leaves and other paid statutory holidays according to their seniority.

除了為僱員提供具競爭力的薪酬外，本集團亦會根據僱員的職位、經驗及績效向其提供績效獎金及補貼，包括防暑降溫、交通及通訊補貼。本集團亦按照中國法律法規為僱員購買社會福利保險，包括養老、醫療、工傷、失業及生育保險福利及住房公積金。各僱員亦按其年資可享受有年休假及其他帶薪假期。

#### Equal Opportunities, Diversity and Anti-Discrimination 平等機會、多元化及反歧視

The Group upholds the principle of fair treatment for all employees. The Group has fair recruitment and promotion procedures and treats employees fairly regardless of the employee's gender, age, nationality, religion, sexual orientation, disability and other attributes. The Group also hires female employees to take leadership roles to raise their occupational statuses. The Group has established an employee grievance mechanism of which, employees can file a complaint about any discrimination and sexual harassment. The complaints will be handled in accordance with the Group's human resources mechanism.

本集團對所有僱員採取一視同仁的原則。本集團在招聘及晉升過程中不會因性別、年齡、國籍、宗教、性取向、殘障等因素而給予不同的待遇。同時，本集團亦會聘用女性僱員擔任領導的角色，以提升她們在職場的地位。本集團設有僱員投訴機制，僱員可就任何歧視及性騷擾行為向本集團作出投訴。本集團將按人事機制處理。



## EMPLOYEE CARE

## 僱員關懷

During the Year, the Group has hired a total of 73 employees and 328 workers at the Project Operations. Amongst them, middle management and general staff accounted for 7% and 93% of the total number of employees respectively; and the workers were mainly comprises of management personnel, supporting staff and construction workers, which accounted for 8%, 1% and 91% of the total number of workers respectively.

Looking ahead, the Group will further improve its human resources policies and incorporate diversity and equal opportunities into daily operations. It aims to have employees from different background working together to achieve diversified corporate development.

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 Social Insurance Law of the PRC (《中華人民共和國社會保險法》), the Employment Promotion Law of the PRC (《中華人民共和國就業促進法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》) etc. During the Year, there is no reported case of non-compliance with laws and regulations in relation to employment.

於本年度，本集團於各項目營運點共聘用73位僱員及328位勞動人員，其中中級管理人員及一般僱員分別佔僱員總人數的7%及93%，而勞動人員主要為管理人員、後勤人員及建築工人，分別佔勞動人員人數的8%、1%及91%。

展望未來，本集團將進一步完善人事政策，將多元化及平等機會的元素納入日常營運當中，讓不同背景的僱員共同努力，實踐企業多元發展。

本集團遵守相關法律及規例，如《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國就業促進法》、《中華人民共和國勞動合同法》等。於本年度，概無發現與僱傭相關的違法違規個案。



## EMPLOYEE CARE 僱員關懷

### Health and Safety

To ensure the provision of a safe working environment for employees and contractor workers, the Group has formulated the policy on Employee's Administrative Measures to define its policies and procedures in relation to occupational health and work safety.

To ensure operational safety, the Group has provided a safety operation guideline to employees and contractor workers and requires contractors to equip with safety equipment including gloves, safety boots and helmets in all construction sites. The Group's administration department is responsible for monitoring and recording health and work safety compliance of employees and workers. In the event of a safety accident during the construction process, the Group's human resources department and administration department are responsible for coordinating and handling work-related injury to ensure the employees have received proper care. Meanwhile, to further enhance employees' awareness on working safety, the Group provides them with various occupational health and safety training.

With persisting impacts of COVID-19 pandemic in 2020, the Group has implemented various prevention and control measures to minimise the pandemic's impacts on employees and operations. This includes establishing the Groups' prevention and control leadership group to formulate and execute preventive measures, and coordinate with the prevention and control measures taken by the local government and communities. Further, the Group arranges work rotation and encourages employees stationing at the headquarters and project companies to work remotely. In addition, the Group provides employees with surgical masks and hand sanitisers, registers employees' information at sites' entries and exits, and regularly disinfects offices and workers' rest facilities to minimise the risk of cross-infection between employees.

During the Year, there is no reported case of work-related fatalities and injuries at Project Operations.

### 健康與安全

為確保僱員及承包商工人能在一個良好的安全環境下工作，本集團已制定《僱員管理辦法》，明確有關職業健康與工作安全的政策及程序。

為確保作業安全，本集團已為僱員及承包商的工人提供安全作業指引，並要求承包商在所有項目建築工地配備各種安全裝備，包括手套、安全靴及安全帽等。本集團的行政部門亦會定期對僱員及工人健康及工作安全合規進行檢查及記錄。若在施工過程中發生安全事故，本集團的人力資源部門及行政部門將負責協調及處理僱員工傷事故，確保其得到妥善照顧。同時，為加強僱員對安全工作的防範意識，本集團已為僱員提供各項職業健康安全培訓。

2020年持續受到2019冠狀病毒病疫情影響，本集團已採取各項防控措施減低疫情對僱員及營運的影響，包括成立集團疫情防控領導小組負責制定及落實疫情防控實施方案，以配合當地政府及社區的防控工作。同時，本集團亦安排僱員遙距上班，並鼓勵總部及項目公司僱員進行遙距辦公。此外，本集團亦為僱員提供外科口罩及消毒洗手液，於辦公地方進出口為僱員登記，以及定期消毒辦公室及工人休息設施，減低僱員交叉感染病毒的風險。

於本年度，各項目營運點概無發生任何僱員死亡及受傷事故。



## EMPLOYEE CARE

### 僱員關懷

The Group complies with relevant laws and regulations, including the Production Safety Law of the PRC (《中華人民共和國安全生產法》), 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 Fire Control Law of the PRC (《中華人民共和國消防法》), the Social Insurance Law of the PRC (《中華人民共和國社會保險法》) etc. During the Year, there is no reported case of non-compliance with laws and regulations in relation to health and safety.

#### Labour Standards

The Group prohibits the employment of all forms of child and forced labour and specifies its stance and arrangement in the Personnel Management System. During the recruitment process, the human resources department checks the identity documents of the new hires to ensure the compliance with the local statutory working age. The Group also incorporates labour matters into its risk assessment to identify the risk of mistakenly hiring a child and forced labour regularly. In accordance with the result of the risk assessment, the Group formulates relevant measures to address the identified risks. If an employee is required to work overtime due to operation needs, the employee is required to report to the human resources department. The Group will prioritise the arrangement of their leave or provide them with overtime work allowances. Also, employees can terminate their employment contract at anytime according to the policy on Personnel Management System.

Looking ahead, the Group will further enhance its policies and measures in relation to labour standards and incorporate procedures to handle incidents of mistakenly hiring a child labour and to review the measures on employment practices into its human resources policies, so as to avoid the occurrence of incidents in relation to hiring child labour and forced labour.

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 Law of the PRC on the Protection of Minors (《中華人民共和國未成年人保護法》), the Law of the PRC on the Protection of Women's Rights and Interests (《中華人民共和國婦女權益保障法》) etc. During the Year, there is no reported case of non-compliance with laws and regulations in relation to child and forced labour.

本集團遵守相關法律及規例，如《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《中華人民共和國社會保險法》等。於本年度，概無發現與健康及安全相關的違法違規個案。

#### 勞工準則

本集團禁止聘用童工及任何形式的強制勞動，並在《人事管理制度》明確其立場及安排。在招聘過程中，人力資源部將核實僱員的身分證明文件，確保受聘僱員符合工作年齡資格。同時，本集團亦將僱員勞動事宜納入風險評估，定期識別誤聘童工及強制勞動的風險，並根據評估結果制定相關風險管理措施。如僱員因工作而需要加班時，需向人力資源部報備。本集團將安排該名僱員優先補休或給予加班補貼。僱員亦可按《人事管理制度》自由地主動解除勞動合同。

展望未來，本集團將計劃完善有關勞工準則方面的政策及措施，在人事政策中加入應對誤聘童工的流程及檢討招聘慣例的措施，避免日後發生誤聘童工及強制勞動等事故。

本集團遵守相關法律及規例，如《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《中華人民共和國婦女權益保障法》等。於本年度概，無發現與童工或強制勞動相關的違法違規個案。



## EMPLOYEE CARE 僱員關懷

### Training and Development

The Group is committed to offering diversified training opportunities to enhance the professional skills of employees, so as to maintain the Group's competitiveness. The Group's policy on Personnel Management System outlines the arrangement of employee training clearly. The Group has the following major types of employee training:

|                                    |   |
|------------------------------------|---|
| <b>Induction Training</b><br>入職培訓  | Provides induction training for new employees, contents include introducing the company, corporate culture, organisation structure, human resource and administrative policy.<br>為新僱員提供入職培訓，內容包括公司簡介、企業文化、組織架構、人力資源及行政政策。 |
| <b>On-the-job Training</b><br>在職培訓 | Provides youth training program for young employees with outstanding work performance and provide sales program for sales and marketing personnel.<br>為表現良好的年青僱員提供青年培訓計劃及為銷售及市場推廣僱員提供銷售課程。                                |
| <b>Management Training</b><br>管理培訓 | Provides leadership training program for management staff, and sponsors them to attend the EMBA program which organised by the Xiamen University.<br>為管理僱員提供領導力培訓計劃，並贊助其參加廈門大學行政工商管理(EMBA)課程。                             |

### 培訓與發展

本集團致力為僱員提供多元化的培訓機會，以提升僱員的工作技能，維持集團的整體競爭力。本集團的《人事管理制度》清晰訂明僱員培訓的安排。本集團設有以下主要僱員培訓：

The Group has a performance management system to understand employees' performance and needs through assessment and communication. The assessment results are important reference to awarding performance-based bonus, remuneration adjustment, promotion, formulating training schemes and career development planning.

本集團設有績效管理制度，通過考核及溝通了解僱員表現及需要。有關結果將作為發放績效獎金、薪酬調整、晉升、制定培訓計劃及職業發展規劃的重要依據。

During the Year, 65 employees of the Group have received training, accounted for 89% of the total employees, and the average training hours completed per employee is 18.7 hours.

於本年度，本集團共有65名僱員接受培訓，佔總僱員人數89%，而僱員的平均培訓時數為18.7小時。



# ENVIRONMENTAL PROTECTION

## 環境保護

### ENVIRONMENTAL PROTECTION

As a responsible corporation, the Group understands its responsibility of protecting the environment. The Group designs and develops quality real estate projects, contributes to the local community and environment. At the same time, the Group formulates various energy saving and emission reduction, measures to minimise environmental impacts caused by construction sites and sales offices.

#### The Environmental and Natural Resources

The Group is committed to integrating the principles of green building and sustainable development into different stages of real estate development, from planning, designing, constructing to delivering, aimed to minimise its impacts of the business operations on the environment. The Group has engaged an independent external consultant to undertake environmental impact assessments of all construction projects, and assessment results are subsequently reviewed by related government departments. When the construction project is completed, a third party who is certified by the government, is engaged to conduct inspection on the project. The project will only be delivered after the review by the relevant government department. Besides, the Group conducts inspection on construction sites on a regular basis to ensure contractors' compliance with laws and regulations in relation to the environment and redressing violations when discovered.

To mitigate the impacts of climate change, the Group is planning to incorporate climate change issues into the sustainability governance. Through formulating climate change policy and implementing measures to mitigate, adapt to and resist climate change, it is aimed to alleviate the impacts of extreme weather events and climate change's impacts on project development. Meanwhile, in response to China's carbon neutral target, the Group will take initiatives to adopt different emission reduction measures to mitigate the effects of climate change. Also, the Group would try to avoid investing in construction projects that may cause a material negative impact on the environment.

#### Use of Resources

The Group consumes fossil fuels, purchased electricity, water, paper and construction materials during the business operations. To ensure the effective use of resources, the Group adopts different resource-saving measures at the sales offices and construction sites to reduce the waste of resource and energy consumption.

### 環境保護

作為負責任的企業，本集團深明其實踐環境保護的責任，透過設計及建造優質的地產項目，為當地社區及環境作出貢獻。同時，本集團已制定不同節能減排措施，減少因建築工地及銷售點對環境造成影響。

#### 環境及天然資源

本集團致力將綠色建築及可持續發展的概念加入不同階段的地產發展，從項目規劃、設計、建設至交付階段，務求將業務營運對環境的影響減至最低。本集團已委託獨立環保顧問對所有建築項目進行環境影響評估，並交由相關政府部門進行審批。在建築項目完成後，項目需要得到政府機構制定的第三方進行檢查並由政府部門進行驗收方可交付。除此之外，本集團亦會定期視察建築工地情況，確保承包商嚴格遵守相關環境法律法規，並在發現任何違規事宜時要求承包商作出糾正。

為了減緩氣候變化的影響，本集團正計劃將氣候變化議題納入可持續發展管治當中，透過制定氣候變化政策，以及落實減緩、適應及抵抗的應對措施，減輕極端天氣事件及氣候變化對項目發展的影響。同時，為響應中國碳中和目標，本集團將主動採取不同減排措施以減緩全球氣候變化。同時，本集團於未來亦會盡量避免投資有可能對周邊環境造成重大負面影響的建築項目。

#### 資源使用

本集團的營運過程中使用化石燃料、外購電力、用水、紙張及建築材料。為確保資源有效地使用，本集團在銷售點及建築工地採取不同的節約資源的措施以減少資源及能源耗量。

## ENVIRONMENTAL PROTECTION 環境保護

### Energy Consumption

During the Year, the Group's Project Operations consumed a total of 3,298.2 MWh, which were mainly used in electricity facilities and vehicles in sales offices and construction sites, and liquefied petroleum gas consumed in kitchens. Amongst them, purchased electricity consumed by contractors during the construction was the major source of energy consumption, which accounted for 99.7% of the total energy consumption.

### 能源消耗

於本年度，本集團的各項目營運點共消耗3,298.2兆瓦時，主要用於銷售點及建築工地的電力設施和車輛，以及廚房設備耗用液化天然氣。其中，本集團的能源耗量主要來自承包商的施工用電，佔總能源耗量的99.7%。

| Fuel Type (MWh)<br>能源類型(兆瓦時)   | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>合計 |
|--|-----------------------------------|--------------------------|-------------|
| Direct energy<br>直接能源  |                                   |                          |             |
| Petrol<br>汽油   | 11.0                              | 0.0                      | 11.0        |
| Diesel<br>柴油   | 0.0                               | 0.5                      | 0.5         |
| Indirect energy<br>間接能源  |                                   |                          |             |
| Purchased electricity<br>外購電力  | 1,395.4                           | 1,891.3                  | 3,286.7     |
| Total energy consumption<br>能源總耗量  | 1,406.4                           | 1,891.8                  | 3,298.2     |
| Energy intensity (by area, i.e. MWh/m <sup>2</sup> )<br>能源密度(以面積計算，即兆瓦時/平方米) | 0.008                             | 0.001                    | 0.002       |

### 節能目標

#### Energy Saving Target

本集團將與承包商探討把建築工地納入節能舉措，以幫助集團減少整體溫室氣體排放。

**The Group will discuss with the contractors regarding the inclusion of energy-saving measures in construction sites to assist the Group in reducing greenhouse gas emissions as a whole.**



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Water Consumption

The water consumption at the Group's Project Operations is mainly sourced from sales offices and construction sites. During the Year, the Group's Project Operations consumed a total of 135,668 cubic meters of water<sup>1</sup>, of which the consumption at Dynasty Shuxiang Yazhu sales office accounted for 0.6% of total water consumption; while the construction water consumption of Dynasty Zhenguan and Dynasty Shuxiang Yazhu accounted for 52.2% and 47.2% of the total water consumption respectively. As Project Operations sourced water from municipal supplies, hence there has not been any issue in sourcing water fit for its operations.

#### 水資源使用

本集團各項目營運點的用水主要用於銷售點及建築工地。於本年度，各項目營運點共耗用135,668立方米的水資源<sup>2</sup>，其中大唐·書香雅築銷售點的生活用水佔總耗水量0.6%，而大唐臻觀及大唐·書香雅築的施工生產用水則分別佔總耗水量52.2%和47.2%。各項目營運點從市政供水取水，在求取適用水源上並沒有遇到問題。

| Water Consumption<br>用水   | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>合計 |
|---|-----------------------------------|--------------------------|-------------|
| Total water consumption (m <sup>3</sup> )<br>總耗水量(立方米)                                  | 64,825                            | 70,843                   | 135,668     |
| Water intensity (by area, i.e. m <sup>3</sup> /m <sup>2</sup> )<br>耗水密度(以面積計算，即立方米/平方米) | 0.03                              | 0.36                     | 0.06        |

To ensure an efficient water management, the Group conducts regular water pipe and faucet testing and carries out maintenance arrangement in case of leakage.

為確保有效管理用水，本集團定期檢查水管及水龍頭。如發現任何滲漏的情況，本集團將立即安排進行維修。

#### 節水目標 Water Saving Target

本集團將與承包商探討建築工地納入節水措施，以幫助集團整體提高節水效益。

**The Group will discuss with contractors regarding the inclusion of water-saving measures in construction sites to assist the Group in enhancing water-saving efficiency as a whole.**

<sup>1</sup> Including the water consumption at the construction site of which the data is provided by the contractor.

<sup>2</sup> 包括承包商的施工生產用水，數據由承包商提供。

ENVIRONMENTAL PROTECTION  
環境保護

*Use of Paper and Construction Materials*

The Group consumes paper and construction materials including cement and rebar during business operations, mainly in sales offices and construction sites. During the Year, the sales offices of Dynasty Shuxiang Yazhu consumed 0.2 metric tons of paper, which was mainly collected by recyclers. Its construction site consumed 7,520 tonnes of cement and 11,530 tonnes of steel reinforcing bar. Since Dynasty Zhenguan's environmental data collection system has not yet been developed during the Year, relevant data is unable to be disclosed. Looking ahead, the Group will further improve its data collection system to further enhance its environmental performance disclosure.

The Group is committed to enhancing resource efficiency in sales offices and construction sites, including:

*紙張使用及建築材料*

本集團在營運過程中使用紙張以及水泥、鋼筋等建築材料，主要用於銷售點及建築工地。於本年度，大唐·書香雅築的銷售點耗用紙張0.2公噸，並由回收商進行回收。其建築工地則耗用水泥7,520公噸和鋼筋11,530公噸。由於大唐臻觀未有相關環境數據系統，因此本年度未有提供有關紀錄。展望未來，本集團將進一步完善其數據收集系統，以完善本集團的環境績效披露。

本集團致力節省資源，其中在銷售點及建築工地過程中採取不同的措施，其中如下：

|   |   |
|---|---|
| <p><b>Sales Offices</b><br/>銷售點</p>       | <ul style="list-style-type: none"> <li>• Use recycled papers or papers obtained from sustainable sources (including printing paper certified by the Forest Stewardship Council (FSC));<br/>使用再造紙或從可持續的資源取材製造的紙張(例如使用由森林管理委員會(FSC)認證的打印紙)；</li> <li>• Pre-set printers in double-sided format as default; and<br/>將影印機預設為雙面打印；及</li> <li>• Maximise the use of teleworking, telecommunication and digital filing.<br/>盡量使用遠端辦公模式，採用電子通訊及電子存檔。</li> </ul> |
| <p><b>Construction Sites</b><br/>建造工地</p> | <ul style="list-style-type: none"> <li>• Use green building materials and eco-friendly construction materials; and<br/>採用綠色或較環保的建築材料；及</li> <li>• Employ Modular Integrated Construction (MiC)<br/>採用組裝合成建築法(MiC)。</li> </ul>   |



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Emission Management

##### Greenhouse Gases (GHG) Emissions

To quantify GHG emissions in operation, the Group has engaged an independent consultant, Carbon Care Asia, to conduct a carbon assessment. The quantification process was conducted in accordance with the guidelines compiled by the National Development and Reform Commission of the PRC Greenhouse Gas Emissions Accounting Methodology and Reporting Guidelines for Public Buildings Operating Enterprises (Trial), international standard ISO 14064-1 and the GHG Protocol. During the Year, the total CO<sub>2</sub>-e GHG emission of the Group's Project Operations is 55.51 tonnes, of which direct GHG emissions (Scope 1) produced from the fugitive emissions related to refrigerants and fire extinguishing agents accounted for 70.9%, followed by indirect GHG emission (Scope 2) produced from sales offices' purchased electricity consumption, which accounted for 27.9%.

#### 排放物管理

##### 溫室氣體排放

為量化營運所產生的溫室氣體排放，本集團委託獨立顧問公司低碳亞洲進行碳評估。碳評估乃根據中華人民共和國國家發展和改革委員會發佈的指南《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》，以及國際標準如ISO 14064-1和溫室氣體盤查議定書進行量化。於本年度，本集團的各項營運點共排放55.51公噸二氧化碳當量的溫室氣體。其中，溫室氣體排放主要來自範圍一之製冷劑和滅火劑相關的逸散性排放，佔總排放量的70.9%。其次乃來自範圍二之銷售點的外購電力使用，佔總排放量的27.9%。

| GHG emission (tonnes CO <sub>2</sub> -e)<br>溫室氣體排放(公噸二氧化碳當量)   |   | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>合計 |
|--|---|-----------------------------------|--------------------------|-------------|
| Scope 1:<br>範圍一:   | Direct GHG emissions<br>直接溫室氣體排放            | 39.29                             | 0.09                     | 39.38       |
| Scope 2:<br>範圍二:   | Energy indirect GHG emissions<br>能源間接溫室氣體排放 | 15.50                             | No data<br>沒有數據          | 15.50       |
| Scope 3:<br>範圍三:   | Other indirect GHG emissions<br>其他間接溫室氣體排放  | 0.00                              | 0.63                     | 0.63        |
| Total GHG emissions<br>總溫室氣體排放   |   | 54.79                             | 0.72                     | 55.51       |
| GHG intensity (by area, i.e. tonnes CO <sub>2</sub> -e/ 000' m <sup>2</sup> )<br>溫室氣體排放密度(以面積計算，公噸二氧化碳當量/千平方米) |   | 305.34                            | 0.34                     | 24.20       |

## ENVIRONMENTAL PROTECTION 環境保護

To encourage employee discharging their responsibilities on environmental protection in corporations, the Group regularly provides environmental training and energy saving information via internal communication. Meanwhile, the Group implements the following energy saving and emission reduction measures:

- Install or replace with energy-efficient equipment, including voice command control sensors and light control sensors;
- 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; and
- Raise employees' awareness on electricity savings through displaying energy-efficient signs in offices and via internal communication channels.
- 安裝或更換節能設備，如使用聲控或光控感應器；
- 安排僱員離開辦公室時關掉所有照明裝置，並設定為省電模式；
- 將空調溫度設定為攝氏24-26度；及
- 於辦公室設有節約用電標示及透過內部通訊向僱員推廣環保信息，加強僱員節約用電的意識。

### 溫室氣體排放目標 Greenhouse Gas Emission Target

本集團將於銷售點實施減碳措施，增加建築材料低碳採購和回收，並增加可再生能源在能源使用中的比例。

**The Group will implement carbon reduction measures at sales offices, strengthen low-carbon procurement and recycle of building materials, and increase the proportion of renewable energy in energy consumption.**

#### Air Emissions

The Group's air emissions are mainly sourced from emissions from the combustion of energy used by vehicles and liquefied petroleum gas from the kitchen equipment. These emissions include nitrogen oxides, sulphur oxides and respirable suspended particulates, emitted 0.39 kg, 0.09 kg and 0.057 kg respectively during the Year.

To reduce air emission, the Group encourages green commuting among employees and promotes video or telephone conferencing to replace unnecessary business travels. Meanwhile, the Group conducts regular car inspection and maintenance to ensure its compliance with local laws and regulation in relation to vehicle emissions.

#### 廢氣排放

本集團的廢氣排放源主要來自車輛所消耗的化石燃料及廚房設備所耗用的液化石油氣，當中主要為氮氧化物、硫氧化物及可吸入懸浮粒子，於本年度分別排放 0.39、0.09及0.057 千克。

為減少廢氣排放，本集團鼓勵僱員採用綠色出行、並鼓勵使用視像或電話會議以代替不必要的商務旅程。同時，本集團亦會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。



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Waste Management

The Group produces various hazardous and non-hazardous waste during business operations, which mainly include domestic waste, wastepaper and construction waste. To ensure an efficient and safe waste treatment, the Group has formulated an waste management procedures in regard to different hazardous and non-hazardous waste.

#### 廢棄物處理

本集團在營運過程中產生不同的有害及無害廢棄物，主要包括生活垃圾、廢紙及建築廢料。為了有效而安全地處理各種廢棄物，本集團已設立針對各種有害及無害廢棄物的處理流程。

| Waste Type 廢棄物類別                                 | Waste 廢棄物   | Method(s) of Treatment 處理方法  |
|--|---|--|
| Recyclable non-hazardous waste<br>可回收之無害廢棄物      | Paper waste and packaging waste<br>廢紙及廢包裝物                          | <ul style="list-style-type: none"> <li>Engaged recyclers to recycle paper waste and packaging waste<br/>分類收集廢紙及廢包裝物，並委託回收商進行回收</li> </ul>  |
| Non-recyclable non-hazardous waste<br>不可回收之無害廢棄物 | Domestic waste and construction waste<br>生活垃圾及建築廢料                  | <ul style="list-style-type: none"> <li>Collection of sorted domestic waste by municipal department<br/>由市政部門進行收集經分類之生活垃圾</li> <li>Recycling of construction waste by approved recyclers.<br/>建築垃圾由認可回收商進行回收</li> </ul> |
| Non-recyclable hazardous waste<br>不可回收之有害廢棄物     | Chemical waste, used motor oil and used batteries<br>廢化學危險品、廢機油及廢電池 | <ul style="list-style-type: none"> <li>Store hazardous waste separately and arrange specialised contractors for collections<br/>將有害廢棄物分類存放，並安排由認可的危廢處理商進行收集</li> </ul>   |

During the Year, the Dynasty Shuxiang Yazhu did not generate hazardous waste, while the Dynasty Zhenguan has no related records. When disposing hazardous waste, the Group will sort and store the hazardous waste separately in accordance with its categories and will commission a specialised hazardous waste contractors for collection. In the meantime, the Project Operations has generated a total of 59.9 tonnes of non-hazardous wastes, which mainly include domestic waste, wastepaper, and construction waste<sup>2</sup>. All waste paper and steel reinforcement waste are collected by recyclers, while domestic waste is collected and transported by the municipal department.

於本年度，大唐·書香雅築項目並無產生有害廢棄物，而大唐臻觀則未有相關紀錄。如需要處置有害廢棄物，本集團將按分類存放有害廢棄物，並委託認可的危廢處理商進行收集處理。同時，各項目營運點亦共產生59.9公噸無害廢棄物，包括生活垃圾、廢紙及建築廢料<sup>2</sup>。所有廢紙及鋼筋廢料均由回收商進行回收，而一般生活垃圾則由市政部門進行收集及運走。

#### 廢棄物處理目標

#### Waste Management Target

本集團將探討項目提升廢棄物回收率的方案，並於生活垃圾管理較完善的城市推行試行計劃。

**The Group will explore plans to increase the waste recycling rate,  
and implement a pilot plan in cities with better domestic waste management.**

<sup>2</sup> The data for construction waste is provided by the contractor.

<sup>2</sup> 建築廢料數據由承包商提供。



## ENVIRONMENTAL PROTECTION 環境保護

Looking ahead, the Group will further enhance the disclosure of the Group's operation impacts on environment by expanding the scope of data collection. The Group will formulate group-level environmental policies to regulate the energy saving and emission reduction measures of each business units and project companies to improve the Group's environmental protection performance.

The Group complies with relevant laws and regulations, including the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Law of the PRC on Prevention and Control of Pollution from Environmental Noise (《中華人民共和國環境噪聲污染防治法》), the Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》), the Atmospheric Pollution Prevention and Control Law of the PRC (《中華人民共和國大氣污染防治法》), the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Law of the PRC on Environmental Impact Assessment (《中華人民共和國環境影響評價法》), 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》). During the Year, there is no reported case of non-compliance with laws and regulations in relation to emission and environment.

展望未來，本集團將擴大下年度數據收集覆蓋範圍，以完善匯報大唐營運對環境的影響。本集團亦計劃制定集團層面的環境政策，規範各業務部門及項目公司的節能減排措施，以提升本集團在環境保護的表現。

本集團遵守相關法律及規例，如《中華人民共和國環境保護法》、《中華人民共和國環境噪聲污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國節約能源法》、《中華人民共和國環境影響評價法》、《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》。於本年度，概無發現與排放物及其他環境相關的違法違規個案。



## COMMUNITY INVESTMENT

### 社區投資

#### COMMUNITY INVESTMENT

The Group places great emphasis on corporate social responsibility, and is committed to practicing the social responsibility concept of “Returning to society, Inheriting culture, and Serving life”. Through various community investment projects, the charity vision of “Harmonious Life” is shared with local communities to contribute to the society. Currently, the Group mainly contributes to the areas of education and public welfare, poverty alleviation and medical care. Looking ahead, the Group will formulate community investment policies at group-level and invest resources in different community investment projects to bring positive impacts to the society.

#### 社區投資

本集團重視企業社會責任，致力實踐「回報社會、傳承文化、服務生活」社會責任觀，並通過各種社區投資項目將「和諧生活」的慈善願景與當地社區分享，實現回饋社會。目前，本集團主要貢獻在教育公益、扶貧及醫療範疇。展望未來，本集團將制定集團層面的社區投資政策，並投放資源於不同的社區投資項目，為社會帶來正面影響。



# KEY PERFORMANCE INDICATOR SUMMARY

## 關鍵績效指標總覽

### ENVIRONMENTAL PERFORMANCE

#### 環境表現

| Environmental Key Performance Indicators<br>環境關鍵績效指標   | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀                  | Total<br>總計 | Unit<br>單位   |
|--|-----------------------------------|---|-------------|--|
| <b>Air emissions<br/>廢氣排放</b>                          |                                   |   |             |  |
| Nitrogen oxides<br>氮氧化物                                | 0.31                              | 0.08                                      | 0.39        | kg<br>千克   |
| Sulphur oxides<br>硫氧化物                                 | 0.09                              | 0.00                                      | 0.09        | kg<br>千克   |
| Respiratory suspended particulates<br>可吸入懸浮粒子          | 0.055                             | 0.002                                     | 0.057       | kg<br>千克   |
| <b>GHG emissions<br/>溫室氣體排放</b>                        |                                   |   |             |  |
| Scope 1 Direct GHG emissions<br>範圍1直接溫室氣體排放            | 39.29                             | 0.09                                      | 39.38       | tonnes of carbon dioxide equivalent<br>公噸二氧化碳當量                        |
| Scope 2 Energy indirect GHG emissions<br>範圍2能源間接溫室氣體排放 | 15.50                             | No data <sup>3</sup><br>沒有數據 <sup>3</sup> | 15.50       | tonnes of carbon dioxide equivalent<br>公噸二氧化碳當量                        |
| Scope 3 Other indirect GHG emissions<br>範圍3其他間接溫室氣體排放  | 0.00                              | 0.63                                      | 0.63        | tonnes of carbon dioxide equivalent<br>公噸二氧化碳當量                        |
| GHG emissions<br>溫室氣體總排放量                              | 54.79                             | 0.72                                      | 55.51       | tonnes of carbon dioxide equivalent<br>公噸二氧化碳當量                        |
| GHG intensity (by area)<br>溫室氣體密度(以面積計算)               | 305.34                            | 0.34                                      | 24.20       | tonnes of carbon dioxide equivalent/000' square metre<br>公噸二氧化碳當量/千平方米 |
| <b>Hazardous waste<br/>有害廢棄物</b>                       |                                   |   |             |  |
| Total generation of hazardous waste<br>有害廢棄物總量         | 0.0                               | No data<br>沒有數據                           | 0.0         | tonnes<br>公噸   |
| Hazardous waste intensity (by area)<br>有害廢棄物密度(以面積計算)  | 0.0                               | No data<br>沒有數據                           | 0.0         | tonnes/000' square metre<br>公噸/千平方米                                    |

<sup>3</sup> The electricity consumption at the sales office is included in the consumption at the construction site therefore cannot be disclosed separately. An independent metre will be installed to record data in the coming year.  
銷售點用電已包含於施工用電中，因此未能單獨披露。於來年將會設置獨立電錶記錄數據。



## KEY PERFORMANCE INDICATOR SUMMARY

## 關鍵績效指標總覽

| Environmental Key Performance Indicators<br>環境關鍵績效指標                 | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 | Unit<br>單位                              |
|--|-----------------------------------|--------------------------|-------------|---|
| <b>Non-hazardous waste<br/>無害廢棄物</b>                                 |                                   |                          |             |   |
| Total generation of non-hazardous waste<br>無害廢棄物總量                   | 32.3                              | 27.6                     | 59.9        | tonnes<br>公噸                            |
| Non-hazardous waste intensity (by area)<br>無害廢棄物密度(以面積計算)            | 180.0                             | 13.1                     | 26.1        | tonnes/000' square metre<br>公噸/千平方米     |
| <b>Energy consumption<sup>4</sup><br/>能源耗量<sup>4</sup></b>           |                                   |                          |             |   |
| Liquefied petroleum gas (LPG)<br>液化石油氣                               | 0.0                               | 0.5                      | 0.5         | MWh<br>兆瓦時                              |
| Petrol<br>汽油   | 11.0                              | 0.0                      | 11.0        | MWh<br>兆瓦時                              |
| Electricity<br>電力  | 1,395.4                           | 1,891.3                  | 3,286.7     | MWh<br>兆瓦時                              |
| Total energy consumption<br>能源總耗量                                    | 1,406.4                           | 1,891.8                  | 3,298.2     | MWh<br>兆瓦時                              |
| Energy intensity (by area)<br>能源密度(以面積計算)                            | 0.008                             | 0.001                    | 0.002       | MWh/square metre<br>兆瓦時/平方米             |
| <b>Water consumption<sup>5</sup><br/>耗水量<sup>5</sup></b>             |                                   |                          |             |   |
| Total water consumption<br>總耗水量                                      | 64,825                            | 70,843                   | 135,668     | m <sup>3</sup><br>立方米                   |
| Water intensity (by area)<br>耗水密度(以面積計算)                             | 0.36                              | 0.03                     | 0.06        | m <sup>3</sup> /square metre<br>立方米/平方米 |
| <b>Packaging material used in finished products<br/>製成品所用包裝材料的總量</b> |                                   |                          |             |   |
| Total packaging material used for finished products<br>包裝材料耗用量       | N/A<br>不適用                        | N/A<br>不適用               | N/A<br>不適用  | tonnes<br>公噸                            |
| Packing material intensity (by area)<br>包裝材料密度(以面積計算)                | N/A<br>不適用                        | N/A<br>不適用               | N/A<br>不適用  | tonnes/square metre<br>公噸/平方米           |

<sup>4</sup> Including the contractor's construction electricity. The data is provided by the contractor.  
包括承包商的施工用電，數據由承包商提供。

<sup>5</sup> Including the contractor's construction and production water. The data is provided by the contractor.  
包括承包商的施工生用水，數據由承包商提供。

KEY PERFORMANCE INDICATOR SUMMARY  
關鍵績效指標總覽

SOCIAL PERFORMANCE

社會表現

| Total Number of Employees<br>僱員人數 |                             | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 |
|-----------------------------------|-----------------------------|-----------------------------------|--------------------------|-------------|
| Gender<br>性別                      | Male<br>男性                  | 18                                | 19                       | 37          |
|                                   | Female<br>女性                | 12                                | 24                       | 36          |
| Age<br>年齡                         | Under 30<br>30歲以下           | 14                                | 19                       | 33          |
|                                   | Age 30-50<br>30-50歲         | 16                                | 24                       | 40          |
|                                   | Over 50<br>50歲以上            | 0                                 | 0                        | 0           |
| Position<br>職級                    | Senior management<br>高級管理人員 | 0                                 | 0                        | 0           |
|                                   | Middle management<br>中級管理人員 | 3                                 | 2                        | 5           |
|                                   | General staff<br>一般員工       | 27                                | 41                       | 68          |
| Employment type<br>僱傭類型           | Full-time<br>全職             | 30                                | 43                       | 73          |
|                                   | Part-time<br>兼職             | 0                                 | 0                        | 0           |
| Geographical region<br>地區         | Mainland China<br>中國內地      | 30                                | 43                       | 73          |
| Total<br>總計                       |                             | 30                                | 43                       | 73          |

| Total number of workers<br>勞動人員人數 |  | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 |
|-----------------------------------|--|-----------------------------------|--------------------------|-------------|
| Employment category<br>僱傭類別       | Management staff<br>管理人員   | 25                                | N/A<br>不適用               | 25          |
|                                   | Supporting staff (ie.<br>Security, cleaners and<br>kitchen staff)<br>後勤人員(即保安、<br>清潔及廚工) | N/A<br>不適用                        | 3                        | 3           |
|                                   | Construction workers<br>建築工人   | 205                               | 95                       | 300         |
| Total<br>總計                       |  | 230                               | 98                       | 328         |



## KEY PERFORMANCE INDICATOR SUMMARY

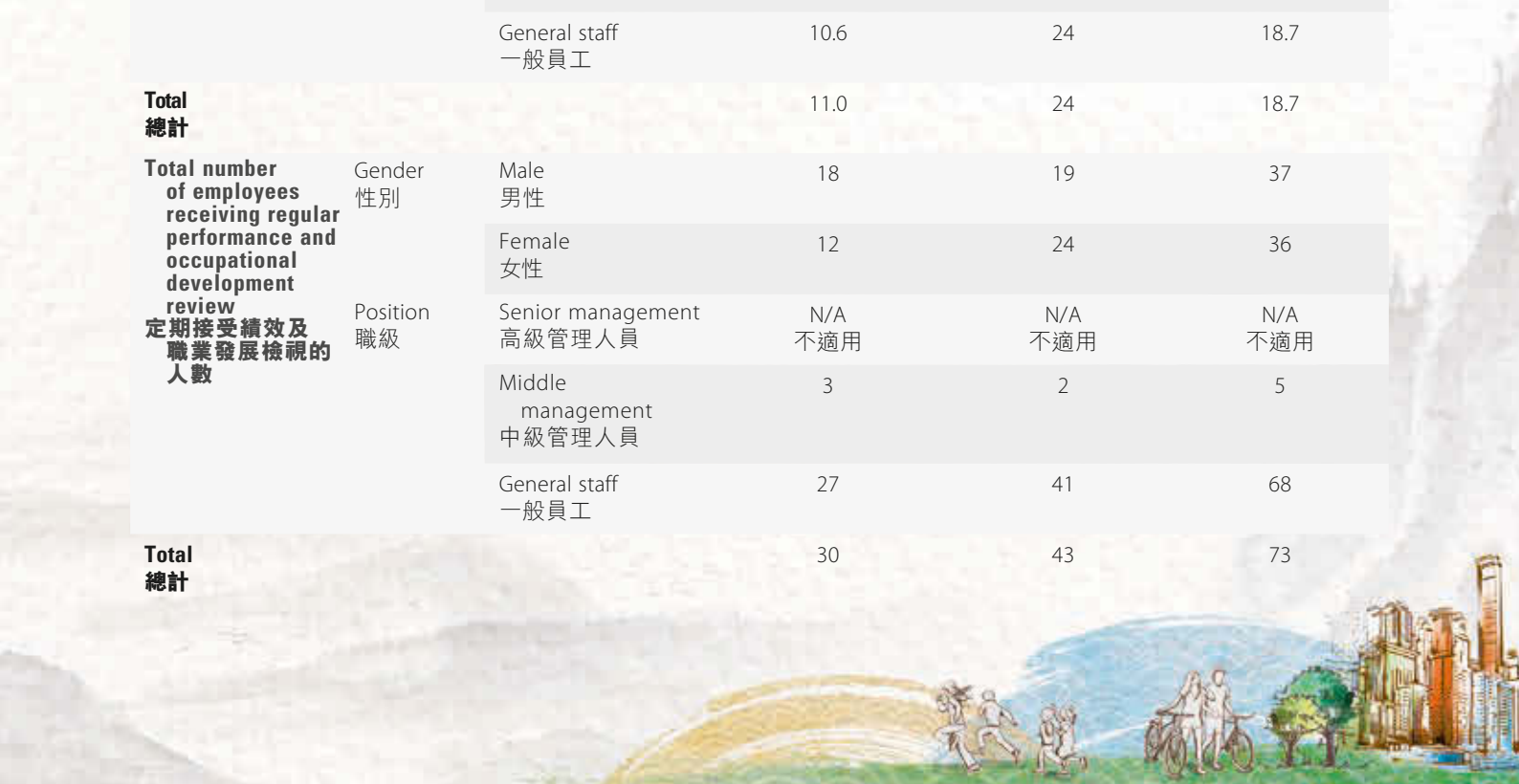
## 關鍵績效指標總覽

| Total Number and Percentage of New Hires and employee turnover<br>新入職及流失僱員人數及百份比 |                        | Total New Hires (percentage)<br>新入職僱員人數及百份比 |                          |             | Total Employee Turnover (percentage)<br>流失僱員人數及百份比 |                          |             |
|--|------------------------|---|--------------------------|-------------|--|--------------------------|-------------|
|  |                        | Dynasty Shuxiang Yazhu<br>大唐·書香雅築           | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 | Dynasty Shuxiang Yazhu<br>大唐·書香雅築                  | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 |
| <b>Gender</b><br>性別  | Male<br>男性             | 5 (28%)                                     | 0 (0%)                   | 5 (14%)     | 2 (11%)  | 7 (37%)                  | 9 (24%)     |
|  | Female<br>女性           | 2 (17%)                                     | 0 (0%)                   | 2 (6%)      | 3 (25%)  | 5 (21%)                  | 8 (22%)     |
| <b>Age</b><br>年齡   | Under 30<br>30歲以下      | 5 (36%)                                     | 0 (0%)                   | 5 (15%)     | 3 (21%)  | 8 (42%)                  | 11 (33%)    |
|  | Age 30-50<br>30-50歲    | 2 (13%)                                     | 0 (0%)                   | 2 (5%)      | 2 (13%)  | 4 (17%)                  | 6 (15%)     |
|  | Over 50<br>50歲以上       | 0 (0%)                                      | 0 (0%)                   | 0 (0%)      | 0 (0%)   | 0 (0%)                   | 0 (0%)      |
| <b>Geographical region</b><br>地區   | Mainland China<br>中國內地 | 7 (23%)                                     | 0 (0%)                   | 7 (10%)     | 5 (17%)  | 12 (28%)                 | 17 (23%)    |
| <b>Total</b><br>總計   |                        | 7 (23%)                                     | 0 (0%)                   | 7 (10%)     | 5 (17%)  | 12 (28%)                 | 17 (23%)    |

| Health and Safety<br>健康與安全                                     | Employee<br>僱員                    |                          |             | Workers<br>勞動人員                   |                          |             |
|--|-----------------------------------|--------------------------|-------------|-----------------------------------|--------------------------|-------------|
|  | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 |
| Number and percentage of work-related fatalities<br>因工死亡人數及百份比 | 0 (0%)                            | 0 (0%)                   | 0 (0%)      | 0 (0%)                            | 0 (0%)                   | 0 (0%)      |
| Number and percentage of work-related injury<br>因工受傷人數及百份比     | 0 (0%)                            | 0 (0%)                   | 0 (0%)      | 0 (0%)                            | 0 (0%)                   | 0 (0%)      |
| Lost days due to work-related injury<br>因工傷損失工作日數              | 0                                 | 0                        | 0           | 0                                 | 0                        | 0           |

KEY PERFORMANCE INDICATOR SUMMARY  
關鍵績效指標總覽

| Training and development<br>發展及培訓   |                |                             | Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Dynasty Zhenguan<br>大唐臻觀 | Total<br>總計 |
|---|----------------|-----------------------------|-----------------------------------|--------------------------|-------------|
| <b>Total number and percentage of employees receiving training<br/>僱員培訓人數及百分比</b>                                       | Gender<br>性別   | Male<br>男性                  | 13 (72%)                          | 19 (100%)                | 32 (86%)    |
|   |                | Female<br>女性                | 9 (75%)                           | 24 (100%)                | 33 (92%)    |
|   | Position<br>職級 | Senior management<br>高級管理人員 | N/A<br>不適用                        | N/A<br>不適用               | N/A<br>不適用  |
|   |                | Middle management<br>中級管理人員 | 3 (100%)                          | 2 (100%)                 | 5 (100%)    |
|   |                | General staff<br>一般員工       | 19 (70%)                          | 41 (100%)                | 60 (80%)    |
| <b>Total<br/>總計</b>   |                | 22 (73%)                    | 43 (100%)                         | 65 (89%)                 |             |
| <b>Employee average training hours<br/>僱員平均培訓時數</b>   | Gender<br>性別   | Male<br>男性                  | 10.8                              | 24                       | 17.6        |
|   |                | Female<br>女性                | 11.3                              | 24                       | 19.8        |
|   | Position<br>職級 | Senior management<br>高級管理人員 | -                                 | -                        | -           |
|   |                | Middle management<br>中級管理人員 | 15.0                              | 24                       | 18.6        |
|   |                | General staff<br>一般員工       | 10.6                              | 24                       | 18.7        |
| <b>Total<br/>總計</b>   |                | 11.0                        | 24                                | 18.7                     |             |
| <b>Total number of employees receiving regular performance and occupational development review<br/>定期接受績效及職業發展檢視的人數</b> | Gender<br>性別   | Male<br>男性                  | 18                                | 19                       | 37          |
|   |                | Female<br>女性                | 12                                | 24                       | 36          |
|   | Position<br>職級 | Senior management<br>高級管理人員 | N/A<br>不適用                        | N/A<br>不適用               | N/A<br>不適用  |
|   |                | Middle management<br>中級管理人員 | 3                                 | 2                        | 5           |
|   |                | General staff<br>一般員工       | 27                                | 41                       | 68          |
| <b>Total<br/>總計</b>   |                | 30                          | 43                                | 73                       |             |



## KEY PERFORMANCE INDICATOR SUMMARY

### 關鍵績效指標總覽

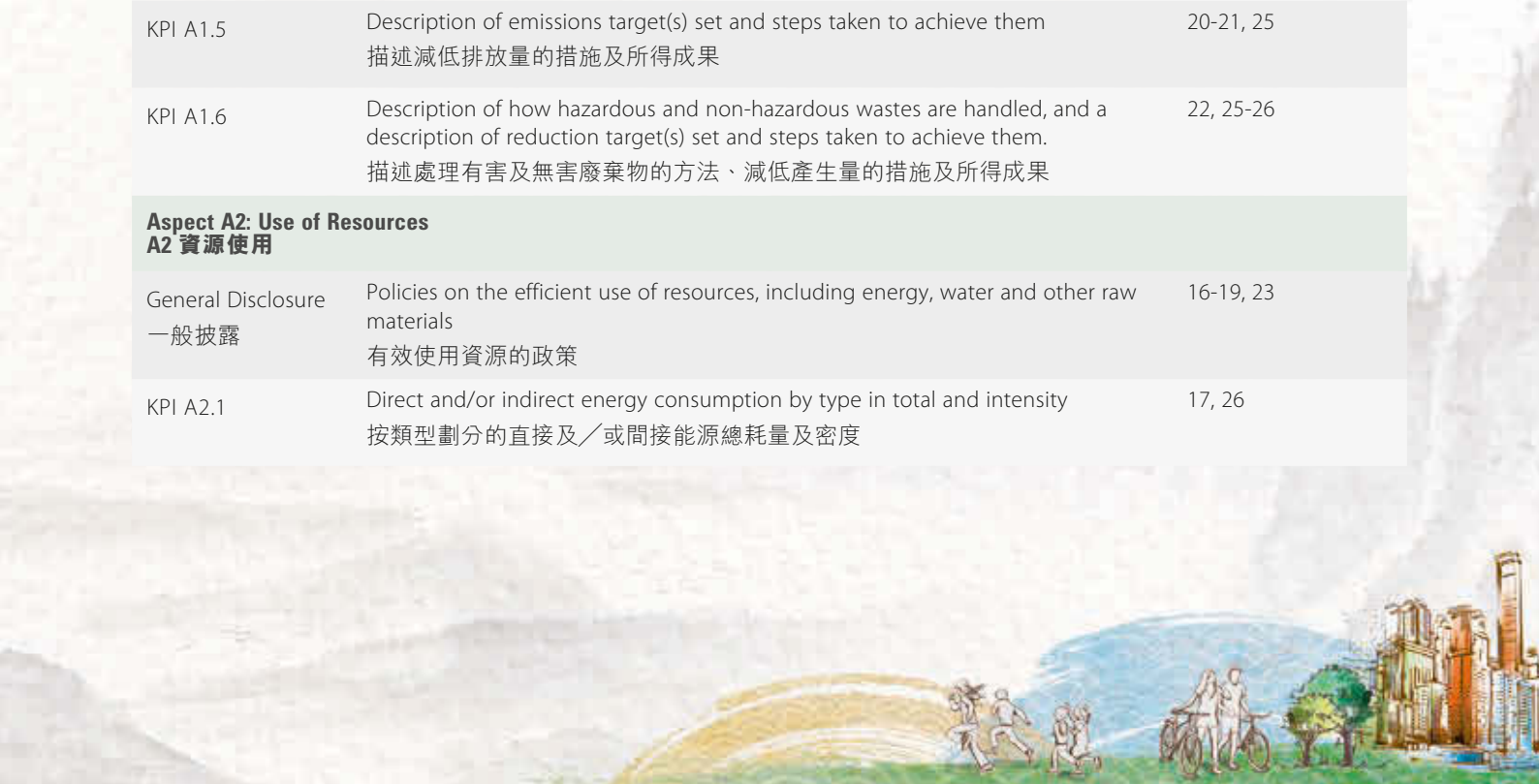
| Supply chain management<br>供應商管理  | Location of suppliers<br>供應商所在地區 | Types of products and services provided<br>所提供之產品或服務   | Total number of suppliers<br>供應商數目 | Total number of suppliers implementing the relevant practices (percentage)<br>執行相關慣例的供應商數目及百分比 |
|-----------------------------------|----------------------------------|--|------------------------------------|--|
| Dynasty Shuxiang Yazhu<br>大唐·書香雅築 | Mainland China<br>中國內地           | Building materials, construction equipment<br>建築材料、建築設備  | 37                                 | 37 (100%)  |
| Dynasty Zhenguan<br>大唐臻觀          | Mainland China<br>中國內地           | Office stationery, electronic equipment, building materials, construction equipment<br>辦公文具、電子設備、建築材料、建築設備 | 5                                  | 5 (100%)   |



# INDEX

## 索引

| Subject Areas<br>主要範疇                          | Content<br>內容   | Page no. / Remarks<br>頁碼索引 / 備註 |
|--|---|---------------------------------|
| <b>Aspect A1: Emissions<br/>A1 排放物</b>         |   |                                 |
| General Disclosure<br>一般披露                     | Information on:<br><br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.<br>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：<br><br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料 | 20-23                           |
| KPI A1.1                                       | The types of emissions and respective emissions data.<br>排放物種類及相關排放數據   | 21, 25                          |
| KPI A1.2                                       | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and intensity<br>溫室氣體總排放量及密度  | 20-21, 25                       |
| KPI A1.3                                       | Total hazardous waste produced (in tonnes) and intensity<br>所產生有害廢棄物總量及密度   | 22, 25                          |
| KPI A1.4                                       | Total non-hazardous waste produced (in tonnes) and intensity<br>所產生無害廢棄物總量及密度   | 22, 26                          |
| KPI A1.5                                       | Description of emissions target(s) set and steps taken to achieve them<br>描述減低排放量的措施及所得成果   | 20-21, 25                       |
| KPI A1.6                                       | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.<br>描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果   | 22, 25-26                       |
| <b>Aspect A2: Use of Resources<br/>A2 資源使用</b> |   |                                 |
| General Disclosure<br>一般披露                     | Policies on the efficient use of resources, including energy, water and other raw materials<br>有效使用資源的政策  | 16-19, 23                       |
| KPI A2.1                                       | Direct and/or indirect energy consumption by type in total and intensity<br>按類型劃分的直接及／或間接能源總耗量及密度   | 17, 26                          |



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| KPI A2.2   | Water consumption in total and intensity<br>總耗水量及密度   | 18, 26                          |
| KPI A2.3   | Description of energy use efficiency target(s) set and steps taken to achieve them<br>描述能源使用效益計劃及所得成果   | 16-17, 26                       |
| KPI 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<br>描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果  | 18, 26                          |
| KPI A2.5   | Total packaging material used for finished products (in tonnes) and per unit produced<br>製成品所用包裝材料的總量及每生產單位估量   | N/A<br>不適用                      |
| <b>Aspect A3: The Environment and Natural Resources<br/>A3 環境及天然資源</b> |   |                                 |
| General Disclosure<br>一般披露   | Policies on minimising the issuer's significant impacts on the environment and natural resources<br>減低發行人對環境及天然資源造成重大影響的政策  | 16, 23                          |
| KPI A3.1   | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them<br>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  | 16                              |
| <b>Aspect B1: Employment<br/>B1 僱傭</b>                                 |   |                                 |
| General Disclosure<br>一般披露   | Information on:<br><br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.<br>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：<br><br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料 | 11-12                           |
| KPI B1.1   | Total workforce by gender, employment type, age group and geographical region<br>按性別、僱傭類型、年齡組別及地區劃分的僱員總數  | 12, 27                          |
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| General Disclosure<br>一般披露                              | Information on:<br><br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.<br>有關提供安全工作環境及保障僱員避免職業性危害的：<br><br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料 | 13-14, 28                       |
| KPI B2.1  | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year<br>因工作關係而死亡的人數及比率   | 13, 28                          |
| KPI B2.2  | Lost days due to work injury<br>因工傷損失工作日數  | 28                              |
| KPI B2.3  | Description of occupational health and safety measures adopted, and how they are implemented and monitored<br>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  | 13                              |
| <b>Aspect B3: Development and Training<br/>B3 發展及培訓</b> |  |                                 |
| General Disclosure<br>一般披露                              | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.<br>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  | 15                              |
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| KPI B5.1   | Number of suppliers by geographical region<br>按地區劃分的供應商數目   | 10, 30                          |
| KPI B5.2   | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored<br>描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法  | 10, 30                          |

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| General Disclosure<br>一般披露                           | <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料</p> | 8-10                            |
| KPI B6.1   | <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons</p> <p>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</p>  | N/A<br>不適用                      |
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| General Disclosure<br>一般披露                 | Information on:<br><br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to bribery, extortion, fraud and money laundering.<br>有關防止賄賂、勒索、欺詐及洗黑錢的：<br><br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料 | 7-8                             |
| KPI B7.1                                   | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.<br>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  | 8                               |
| KPI B7.2                                   | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.<br>描述防範措施及舉報程序，以及相關執行及監察方法   | 7-8                             |
| <b>B8 Community Investment<br/>B8 社區投資</b> |   |                                 |
| General Disclosure<br>一般披露                 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.<br>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  | 24                              |
| KPI B8.1                                   | Focus areas of contribution<br>專注貢獻範疇   | 24                              |
| KPI B8.2                                   | Resources contributed to the focus area.<br>在專注範疇所動用資源  | N/A<br>不適用                      |



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