



# 禹洲地產股份有限公司

YUZHOU PROPERTIES COMPANY LIMITED

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 01628.HK

## 2017

## ENVIRONMENT, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告





## ENVIRONMENT, SOCIAL AND GOVERNANCE 環境、社會及管治

### MARKET AND BUSINESS REVIEW

#### 主席寄語

“ We are dedicated to implementing community sustainable development, building an environment that integrates human beings into nature, and serving as an excellent example for our peers.

我們致力推動社區可持續發展，建設人與自然共融環境，成為業界典範。 ”

LAM LUNG ON 林龍安  
Chairman 主席



## ABOUT THIS REPORT

This report is the second Environmental, Social and Governance Report (the “ESG Report”) published by the Group, which enables stakeholders to know more about the Group’s progress and direction over the sustainable development by reporting on the Group’s policies, measures and performance in various aspects of sustainable development.

### Reporting Scope

The ESG Report focuses on the operations of Yuzhou Properties’ group headquarter in Shanghai and the three projects under construction, namely Shanghai Yuzhou Noble Mansion, Shanghai Yuzhou Mansion and Hangzhou Yuzhou Riverside Sapphire, as well as the “Property Development and Sales” business segment from January 1, 2017 to December 31, 2017 (the “Reporting Period”). The Group strives to improve its internal data collection procedures and deepen its environmental, social and governance to in line with its sustainable development strategy. It will continue to improve the existing data collection system and gradually expand the scope of disclosure until it covers the entire operations of the Group.

### Reporting Standards

The ESG Report complies with the requirements of the Environmental, Social and Governance Reporting Guide (the “Guide”) published by the Stock Exchange concerning “comply or explain”. The four reporting principles — materiality, quantitative, balance and consistency — set out in the Guide are taken as the basis for preparing the ESG Report. To make sure that the environmental key performance indicators are accurate, professional consultant has been appointed to conduct a carbon assessment. Moreover, the ESG Report also includes individual key performance indicators in the “Proposed Disclosures” in the Guide to enhance the effectiveness of the ESG Report. A complete index is attached to the last chapter of the ESG Report to enable readers to go through this Report according to the Guide.

## 關於本報告

本報告為集團發表的第二份《環境、社會及管治報告》(「報告」)。報告透過匯報集團在可持續發展各範疇上的政策、措施和績效，讓各持份者更了解集團於可持續發展議題的進程和發展方向。

### 報告範圍

報告聚焦於禹洲地產位於上海之集團總部和三個在建項目，分別為上海雍賢府，上海禹洲府及杭州濱之江地產項目，與「物業開發及銷售」業務分部在2017年1月1日至2017年12月31日(「本報告期」)的營運。集團致力提升內部資料收集程序，深化環境、社會及管治的工作，以配合集團可持續發展策略。集團將不斷完善現有資料收集系統，並逐步擴大披露範圍，直至全面覆蓋集團之營運。

### 報告準則

本報告遵守聯交所頒布的《環境、社會及管治報告指引》(《指引》)有關「不遵守就解釋」的規定，並以其載列的四項匯報原則 — 重要性、量化、平衡及一致性，作為編寫報告的基礎。為確保環境關鍵績效指標的準確性，集團亦已委託專業顧問公司進行碳評估。另外，報告亦包含《指引》中的「建議披露」中的個別關鍵績效指標，以提升匯報效果。報告最後一章附有完整索引，以便讀者按《指引》閱讀本報告。



Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## Data Collection

All the information cited in this ESG Report was derived from the Group's official documents, statistical data as well as management and operational information collected under the Group's policies. The Group has developed a set of internal controls and formal review procedures to try its best to make sure that all information presented in the ESG Report is accurate and reliable. The senior management staff of various departments of the Group have reviewed and approved the finalized content of the ESG Report as well. The ESG Report has been confirmed and approved by the Group's Board of Directors in March 2018.

## Feedback

The Group values stakeholders' opinions. Your valuable opinions and suggestions will help shape and strengthen the Group's sustainable development strategy in the future. If you have any questions or suggestions about the ESG Report, please contact us by the following way:

Email: [ir@yuzhou-group.com](mailto:ir@yuzhou-group.com)

## COMMUNICATIONS WITH STAKEHOLDERS

Engagement by stakeholders<sup>1</sup> is one of the essential part of the Group's business management because it helps the Group to examine potential risks and business opportunities. Communicating with stakeholders and understanding their views will allow the Group's business practices to cater more for their needs and expectations. During the Reporting Period, the Group constantly communicated with key stakeholders inside and outside the Group through different channels to make sure that they had a deeper understanding of the development and operating principles of the Group. There were opportunities for the Group to listen to their opinions in order to identify the priorities of different issues, while policies were formulated and developed as well to boost the sustainable development of the Group.

## 數據收集

本報告引用的所有資料均來自集團的官方文件、統計數據，及根據集團制度收集的管理和營運資料。集團已訂立內部監控及正式審查程序，盡力確保本報告中呈列的所有資訊準確可靠。集團各部門的高級管理人員亦已審查及通過報告的定案內容。報告已獲集團的董事會於2018年3月確認及批准。

## 意見反饋

集團重視持份者的意見。您的寶貴意見及建議均有助確定及加強集團未來的可持續發展策略。如閣下對本報告有任何疑問或建議，歡迎透過以下方式聯絡集團：

電郵：[ir@yuzhou-group.com](mailto:ir@yuzhou-group.com)

## 持份者溝通

在集團的業務管理中，持份者<sup>1</sup>的參與是其中一個重要部分，有助集團審視潛在的風險與商機。與持份者交流，了解他們的看法，能夠令集團的業務常規更貼近他們的需要和期望。報告期內，集團恒常地透過不同渠道與集團內外的關鍵持份者溝通，確保他們對集團的發展和營運方針有更深入的了解，亦提供機會讓集團聽取他們的意見，以辨識不同議題的優先順序，並制定及發展相應政策，推動集團的可持續發展。

<sup>1</sup> "Stakeholders", also known as "interested parties", "equity owners" or "interested persons", refer to groups and individuals who have a significant impact on the Group's business or who may be impacted by the business. The Group's stakeholders comprise internal employees, management members and directors as well as shareholders, investors, analysts, media and stocks commentators.

<sup>1</sup> 「持份者」，又稱「利益相關方」、「權益人」或「利害關係人」，指對集團的業務有重大影響，或會受業務影響的群體和個人。集團的持份者包括內部員工、管理層、董事，以及股東、投資者、分析師、媒體及股評家等。

## Ways of communicating with major stakeholders during the Reporting Period 報告期內的主要持份者溝通方式



## Environment, Social and Governance (Continued)

## 環境、社會及管治(續)

To better shape the Group's sustainable development strategy and direction, and identify environmental and social issues that are crucial to the Group and its stakeholders, the Group deliberately appointed an independent consultant to conduct interviews with the management. Combining the results of the interviews and advice from the experts, four aspects among the eleven environmental and social aspects of the Guide were selected as the issues we are going to discuss in depth in this Report.

為更好地訂立集團的可持續發展策略和方向，以及識別對集團和持份者至為重要的環境和社會議題，集團特意委託了獨立顧問公司進行管理層訪談並結合訪談所得及專家顧問的意見，從《指引》的十一個環境及社會範疇中，精選出四項作為是次匯報重點探討的議題。



The Group believes that stakeholders' engagement is crucial to its practice of sustainable development. To establish a closer relationship with stakeholders and ensure effective communications, the Group aims to develop a transparent, honest and accurate communication channel, and acts to respond in a timely manner. In the future, the Group will strengthen its interaction with stakeholders and explore more diverse channels, so as to increase the chances of contact with them and to establish a win-win relationship.

集團相信，持份者的參與對集團實踐可持續發展至關重要。為與持份者建立更緊密的關係，確保溝通的成效，集團致力建立透明、誠信、準確的溝通渠道，提供適時回覆。未來，集團會加強與持份者互動，開拓更多元化的渠道，增加與他們接觸的機會，創造互惠共贏的關係。



## MESSAGE FROM THE CHAIRMAN

As one of the top 50 real estate companies in China, Yuzhou Properties aims to become an industry model for business and sustainable development. We have always upheld the operating philosophy of “From the Society, For the Society”, to expand our own advantages and build a harmonious and inclusive living, working and resting environment for people and nature.

Outstanding and competent employees are the driving force for corporate development and the most important asset for us. Yuzhou believes that the skills, knowledge and capabilities of its employees are the key to business success. Its ongoing development depends on the employees' high standards of performance. In order to support the business expansion of the Group, Yuzhou Business Academy was founded to set up a talent training system to upgrade our business capabilities. To cater for business needs, the Group continues to encourage staff development in various aspects, including the leadership capabilities improvements of senior management teams, the study on human resources strategies, the setting of standards for outstanding and competent employees, and the organizing of training activities. In terms of organizational build-up, we have established a human resources management system, under which a number of new policies were introduced to reinforce the regulation of human resources management.

Yuzhou aims to build a green community with a mission of “Building cities with heart, Building home with love”. We strive to comprehensively improve our environmental performance in various business aspects such as property development, project construction and property management. We are always committed to environmental protection, ranging from the proactive implementation of green designs. With the use of local highly-acceptable green building standards as local design specifications, the implementation of various energy-saving and emission-reduction initiatives at construction sites to the various details of property management and office day-to-day operations. To reduce the impact of its business on the environment, the Group conducted carbon assessments deliberately for individual operations and property development projects to identify the sources of emissions, and consequently it could carry out emission reductions. From construction to delivery of projects, the Group carries out stringent inspections, including raids on projects under construction to enhance and ensure product quality and safeguard consumers. Moreover, Yuzhou maintains a long-term partnership with professional scientific research institutions to promote the research and popularization of green architecture and ecological community in China.

Yuzhou Properties takes care of its employees apart from the environment. In addition to providing physical examinations and insurance for employees, the Group requires the establishment of a safety culture management team for all projects under construction so as to identify safety risks, supervise construction safety and provide safety education and training in order to raise safety awareness among workers.

## 主席寄語

作為中國房地產前五十強企業，禹洲地產致力在業務拓展及可持續發展上成為業界典範。我們一直秉持「取諸社會，獻諸社會」的營運理念，發揮自身優勢，建設人與自然和諧共融的居住、工作和休憩環境。

人才是企業發展的源動力，亦是我們最重要的資產。禹洲深信員工的技能、知識和能力是業務成功的關鍵，集團的持續發展仰賴員工高水準的表現。為培訓人才支持集團業務擴展，我們成立了禹洲商學院，建構人才培養體系，助力業務能力提升。針對業務需要，集團持續在多方面鼓勵人才發展，包括：提升中高管團隊領導能力、研究人力資源策略、訂立集團人才標準及組織訓練活動等。在組織建設上，我們建立了人力資源管理體系，加入多項新制度，以加強規範人力資源管理。

禹洲地產秉持「以誠建城，以愛築家」的宗旨打造綠色社區。我們著力在房地產開發、建築施工、物業管理等業務範圍全面提升環境保護表現。由積極推行綠色設計，致力使用能結合當地實際情況的高認可度的綠色建築標準作為當地的設計規範，到在建地盤實施各項節能減排的措施，再到物業管理工作和辦公室日常運作的各項細節上，禹洲一直致力落實對環境保護的承諾。為減低業務對環境的影響，集團特為個別營運及房地產項目進行碳評估，以認清排放源，從而展開減排工作。從施工到交付，集團均有執行嚴格檢查，包括對在建項目進行突擊巡查，以提升及確保產品質量，保障消費者。另外，為推動中國綠色建築及生態社區的研究與推廣，禹洲亦與專業科研機構保持長期合作關係。

禹洲地產關懷環境之餘亦不忘照顧員工。除了為員工安排身體檢查及購買保險，集團規定所有在建項目均須成立安全文明管理小組，以辨識安全風險，監督施工安全，並提供安全教育培訓，提高工人安全意識。

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

As a responsible corporate citizen, Yuzhou Properties spares no efforts in investing in the community. We have set up a Yuzhou Charity Foundation and a Yuzhou Volunteers League in 2014 to support educational, cultural, environmental protection and public welfare projects as well as other charitable activities. In terms of education, a grant was set up to help poverty-stricken students. In 2017, the Group also sponsored a “Root and dream catcher” campaign to help young people get to know more about China’s national conditions. As to culture, Yuzhou not only promoted the inheritance of traditional Chinese culture, but also focused on creating a friendly, supportive neighbourhood community culture to show its care towards disadvantaged groups. To promote environmental protection, we continued to carry out special cooperation projects with non-governmental and non-profit making organizations at home and abroad in a bid to raise public awareness of environmental protection, production safety and daily life.

While adhering strictly to the corporate philosophy of “Maintaining steady operation and creating value”, Yuzhou Properties will continue to listen to the needs of our Stakeholders and act to respond to their expectations positively. Through the development of green architecture, we will be able to improve the livability of the community for the promotion of sustainable development.

**Lam Lung On, J.P.**

*Chairman*

**Yuzhou Properties Company Limited**

作為負責任的企業公民，禹洲地產在社區投資上不遺餘力，更於2014年成立禹洲公益基金會及禹洲志願者聯盟，支持教育、文化、環保公益事業以及各類慈善活動。在教育方面，禹洲成立助學金扶助貧困學生，更在2017年贊助舉辦「尋根追夢·同心同行」活動，讓青年了解國情。在文化上，禹洲除了推動傳統中國文化的承傳，亦著力塑造友愛互助的社區鄰里文化，關心弱勢群體。為推動環保，我們持續與國內外的非政府和非牟利機構開展專項合作，務求提升公眾對環保、安全生產及生活的意識。

緊守「穩健經營，創造價值」的企業理念，禹洲地產將繼續聆聽持份者的需要，積極回應他們的期望。透過發展綠色建築，持續改善社區的宜居性，推動社區可持續發展。

**林龍安** 太平紳士

*主席*

**禹洲地產股份有限公司**





## PROTECT THE ENVIRONMENT

Yuzhou Properties places great emphasis on its environmental responsibilities and pays attention to the emissions generated by its business, the utilization of resources, and their impact on the environment. The Group strives to enhance its environmental performance in various aspects, ranging from the promotion of green building design, the implementation of various energy-saving and emission reduction measures at construction sites to the every detail of the day-to-day operations of the office, in which it fulfilled its commitment to environmental protection.

### Emissions

The Group responds positively to the development policy for developing a low-carbon economy around the globe and fulfilled its corporate social responsibilities by formulating an “Environmental Management Plan”. While increasing its operational efficiency, the Group is also working to reduce the impact of its business operations on the environment and proactively promoting the sustainable development of the Company. For each environmental management control, a designated employee is required to be in charge, and to record the measures in the inspection form and evaluation form.

The Group requires all projects under construction to follow the “Safety Culture Standardization Operational Guidelines”, of which some particulars are related to the control of emissions, including sewage treatment, dust, hazardous and non-hazardous waste.

## 保護環境

禹洲地產重視其環境責任，關注其業務產生的排放物、資源使用及對環境的影響。集團著力提升環境表現，由推行綠色物業設計，到在建地盤實施各項節能減排的措施，以及辦公室日常運作的各項細節，均履行對環境保護的承諾。

### 排放物

集團積極回應全球發展低碳經濟的發展方針，並履行企業的社會責任，制定《環境管理工作策劃》。在提高營運效率的同時，集團亦致力減低其業務運作對環境的影響，積極推動企業的可持續發展。針對各項環境管理控制，集團均要求由專人負責，並記錄於巡檢表和評估表。

集團規定所有在建項目需要遵循《安全文明標準化操作指引》。其中部分內容與管控排放物相關，涵蓋了對污水處理、粉塵、有害和無害廢棄物等的管控。

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

Sewage Discharge Control 污水排放管控	Dust Control 粉塵管控	Waste Control 廢棄物管控
<ul style="list-style-type: none"> <li>• Rainwater and sewage are diverted so that sewage flows to municipal sewage pipes, and rainwater flows to municipal rainwater pipes;</li> <li>• Comprehensive drainage measures must be provided inside and outside construction fences to make sure that sewage and rainwater are discharged promptly;</li> <li>• A simple sedimentation tank is in place for the treatment of construction water. Treated water is recycled to be used for watering construction sites and roads, etc.</li> <li>• 施行雨污分流，污水流向市政污水管，雨水流向市政雨水管；</li> <li>• 施工圍牆內、外側須設置完善的排水措施，保證污水、雨水的及時排除；</li> <li>• 設置簡易沉澱池處理施工用水，經處理後回收利用，澆灑施工場地和道路等。</li> </ul>	<ul style="list-style-type: none"> <li>• Aggregate yards need to store aggregate in sand pools and gravel pools;</li> <li>• Vehicles transporting materials need to be covered with tarpaulins;</li> <li>• Dust prevention measures must be taken at self-mixed mortar and concrete processing sites;</li> <li>• Washing facilities are in place at the entrances and exits to construction sites. Vehicles must be washed and cleaned before leaving the sites.</li> <li>• 砂石堆場需採用沙池、石子池方式進行儲存；</li> <li>• 運輸散裝材料的車輛需加蓋篷布</li> <li>• 自拌砂漿、混凝土加工場地現場做防塵措施；</li> <li>• 工地出入口配置沖洗設施，車輛沖洗乾淨後，方可駛離工地。</li> </ul>	<ul style="list-style-type: none"> <li>• Garbage needs to be sorted for recycling. Items which produce odor or which are toxic or harmful need to be sealed separately for recycling to make sure that they are disposed properly.</li> <li>• 垃圾需進行分類回收。容易產生異味、有毒或有害物品需單獨封閉回收，確保妥善處理。</li> </ul>



Greenhouse gas emissions are closely linked with climate change and global warming. Numerous companies in various countries have worked out carbon reduction initiatives and targets. During the Reporting Period, the Group appointed consultant to conduct a carbon assessment. The assessment was conducted with reference to the guidelines<sup>2</sup> issued by the National Development and Reform Commission of the People's Republic of China, the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions in Shanghai, and the Methods of Accounting and Reporting Greenhouse Gas Emissions for Hotels, Shopping Malls, Real Estate Industry and Office Buildings in the Financial Industry in Shanghai (Trial Implementation), as well as international standards such as ISO14064-1, so that the Group was able to know more about its emissions during the assessment process. The Group will continue to assess, record and disclose data on greenhouse gas emissions annually. The data for the Reporting Period will be used as a benchmark for comparison with future data. For the greenhouse gas emissions during the Reporting Period, please refer to the Overview of Key Performance Indicators on page 95.

### Use of Resources

The Group has been taking the reduction of resources consumption and the improvement in the efficiency of the utilization of resources as a principle, and as such it uses highly efficient equipment as much as possible. It aims to streamline the operation process as well. Ordinary bulbs were replaced by LED energy-saving bulbs, while offices went paperless and garbage was sorted for recycling. The Group also strives to reduce the negative impact on the environment during construction process by formulating comprehensive energy conservation measures for works at construction sites while optimizing construction processes and improving construction technologies. In the "Safety Culture Standardization Operational Guidelines", it is stipulated that electric metres must be installed at the jointing positions of different sections of projects under construction to measure electricity consumption by each project. For example, high technologies such as solar heat collection systems, centralized heating and cooling systems, water source heat pumps and afforested walls are introduced to the Group's projects to both save energy and reduce consumption. Measures continued to be implemented at Shanghai Yuzhou Plaza as well to monitor water and electricity consumption. For example, in terms of electricity consumption, it is necessary to record the switching time of lighting such as public area lighting, facade floodlight and landscape lighting at the plaza. Various measures have made the use of resources clear at a glance, enabling the Group to gradually increase the efficiency of the utilization of various resources in its business operations.

溫室氣體排放與氣候變化及全球暖化息息相關，各國企業紛紛訂立減碳措施及目標。在報告期內，集團委託顧問公司進行碳評估。評估參考中華人民共和國國家發展和改革委員會發佈的指南<sup>2</sup>、《上海市溫室氣體排放核算與報告指南》、《上海市飯店、商場、房地產業及金融業辦公建築溫室氣體排放核算與報告方法(試行)》，以及國際標準如ISO14064-1而進行，過程讓集團更加瞭解其排放量。集團將持續評估、紀錄及每年披露溫室氣體排放數據，並以本報告期的數據作基準，用以與往後的數據作比較。有關本報告期的溫室氣體排放量，請參閱第95頁的關鍵績效指標總覽。

### 資源使用

集團一直以減少資源的消耗及提升資源使用效益為原則，盡量使用高效能的設備，並致力精簡操作流程。除了更換LED節能燈具，辦公室施行無紙化辦公和垃圾分類回收，集團也致力在承建施工過程中，通過制定全面的地盤施工節能辦法，優化施工流程，改進施工工藝等方法減少在建築施工過程對環境造成的消極影響。集團於《安全文明標準化操作指引》中規定各在建項目的不同標段接駁口位置設置電錶，便於計量各項目的用電量。例如，集團將太陽能集熱系統、集中供熱供冷系統、水源熱泵及綠化牆等高新技術引入項目，在節約能源的同時亦降低了消耗。與此同時，上海禹洲廣場持續推行監控耗水量及用電量的措施，如針對用電量，集團要求記錄廣場的公區照明／外立面泛光／景觀燈等照明的開關時間。各種措施使資源使用情況一目了然，讓集團逐步提高業務營運中各種資源的使用效益。

<sup>2</sup> Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Operators of Public Buildings (Trial Implementation)

<sup>2</sup> 《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)》

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## Environment and Natural Resources

The Group complies with laws and regulations in its day-to-day operations and makes sure that its operations conform to the requirements for statutory emission limits by means of regular environmental monitoring. It follows the principle of “Respecting nature and protecting the ecological environment” by minimizing the impact on the environment. It places great emphasis on the landscaping of construction projects by stipulating in the “Environmental Management Plan” that it is necessary to formulate a reasonable greening maintenance plan based on climate characteristics, types of greening and distribution, etc., and to step up day-to-day environmental patrols and inspections.

All projects of the Group under construction have been approved by the government’s environmental impact reports in accordance with national regulations. During each phase of the projects under construction such as the design and construction phases, sewage, noise, exhaust gas and solid waste are controlled according to the requirements set out in the environmental impact assessment reports. Environmental facilities and pollutant prevention measures were put in place to protect the environment.

The Group will continue to focus on carrying out independent research and development of new construction technologies as a practical move to implement its concept of environmental protection and to make good use of resources for reducing emissions and the impact on the environment and natural resources.

During the Reporting Period, the Group did not have any cases of non-compliance related to emissions, utilization of resources, environment or natural resources.

## CARE FOR EMPLOYEES Health and Safety

The Group values the health and safety of its employees, and has purchased medical insurance for all of them. To safeguard their physical and mental health, the Group arranges an annual physical examination for those employees who have worked for one year, and organizes regular physical exercise and recreational activities. It aims to maintain a healthy and safe working environment for the prevention of industrial accidents.

## 環境及天然資源

集團在日常營運中遵守法律法規，透過定期環保監察，確保營運符合法定排放限制要求。集團遵循「尊重自然，保護生態環境」的原則，盡可能減少對環境產生影響。集團重視建設項目的園林綠化，並於《環境管理工作策劃》中規定要根據氣候特點、綠化種類、分佈情況等，合理制定綠化養護工作計劃，並加強日常環境巡查檢查工作。

集團的所有在建項目都已按國家規定通過政府的環境影響報告審批。在建項目在設計及施工等各個階段都按環境影響評價報告提出的要求，對污水、噪聲、廢氣、固體廢棄物等進行管控，落實環保設施和污染物防止措施，保護環境。

為實踐其綠色環保概念，致力善用資源，減少排放物及對環境及天然資源的影響，集團將持續注重自主研發嶄新施工技術。

在本報告期內，集團並無發現與排放物、資源使用或環境及天然資源相關的違規個案。

## 員工關懷 健康與安全

集團重視員工的健康與安全，為所有員工購買了社會醫療保險。為保障員工的身心健康，集團每年安排工作滿一年的員工進行一次例行體檢，並組織經常性的體育鍛煉和娛樂活動。集團致力維持一個健康、安全的工作環境，防止工傷意外發生。



To strengthen the on-site safety standardization management of all projects under construction, the Group has devised the “Safety Culture Standardization Operational Guidelines” to help employees get to know about its safety regulations. Under the Guidelines, construction sites are divided into primary risk zones, secondary risk zones and safety zones based on the degree of safety risk. Safety requirements are set out for each construction site accordingly. The Group has the following requirements for the day-to-day safety management of projects:

為加強各在建項目的現場安全標準化管理，集團制定《安全文明標準化操作指引》幫助員工瞭解集團的安全條例。指引將施工場地按風險程度劃分成一級風險區、二級風險區和安全區。集團按照安全風險程度，為各施工場地制定相應的安全要求。集團對工程項目日常的安全管理有以下要求：

<p><b>A safety culture-based production and management structure</b></p> <p>安全文明生產管理架構</p>	<p>A safety culture management team was set up, safety supervisors were deployed and full-time safety production managers were deployed for civil engineering, mechanical and electrical equipment and other specialties.</p> <p>成立安全文明管理小組，設置安全主管，按土建、機電設備等專業設置專職安全生產管理人員。</p>
<p><b>A review system for the designs for carrying out safety production and construction, and for special construction plans</b></p> <p>安全生產施工組織設計及專項施工方案審查制度</p>	<p>For more dangerous projects, the project department requires the construction units to prepare a safety plan and organize an expert discussion meeting before approval and implementation of these projects.</p> <p>針對危險性較大的工程，項目部要求施工單位編製安全方案，以及組織召開專家論證會，經批准後才可實施。</p>
<p><b>A safety technology handover policy</b></p> <p>安全技術交底制度</p>	<p>The particulars of handover for a project before the start of construction, which cover the operation environment, operation characteristics, hazard sources and their prevention and control measures, safety protection facilities, safety operation regulations and standards, safety precautions as well as evacuation and first-aid measures that should be promptly taken after an accident, must be properly arranged.</p> <p>工程開工前交底的內容涉及作業環境、作業特點、危險源及防治措施、安全防護設施、安全操作規程和標準、安全注意事項、發生事故後應及時採取的避難和急救措施等，必需妥善安排。</p>
<p><b>A safety education policy</b></p> <p>安全教育制度</p>	<p>A safety education training policy and archive were established at construction sites to clearly define the posts, staff and content in respect of safety education; relevant units must pass assessments before they take up posts.</p> <p>施工現場建立安全教育培訓制度和檔案，明確教育崗位、教育人員和教育內容；相關單位必需通過考核才可上崗。</p>
<p><b>A group/team safety activity policy</b></p> <p>班組安全活動制度</p>	<p>A safety daily meeting policy was established at construction sites. At these meetings, various particulars, are communicated on a daily basis such as safety risk sources and operational precautions, rectification of sub-standard measures on the current days, and hazard sources of construction on the following days.</p> <p>施工現場建立安全日會議制度，每日就當日安全危險源、操作注意事項、不合格措施的整改情況及翌日施工危險源等內容進行溝通。</p>

Environment, Social and Governance (Continued)  
環境、社會及管治 (續)

<p><b>A safety patrol system</b></p> <p>安全巡查制度</p>	<p>A three-level safety inspection system:</p> <ul style="list-style-type: none"> <li>• Internal inspection of companies in cities (monthly);</li> <li>• Internal inspection of project departments (weekly);</li> <li>• Internal inspection of construction units (daily).</li> </ul> <p>三級安全檢查制度：</p> <ul style="list-style-type: none"> <li>• 城市公司內容部檢查 (每月一次)；</li> <li>• 項目部內部檢查 (每週一次)；</li> <li>• 施工單位內部檢查 (每日巡查)。</li> </ul>
<p><b>A policy for the possession of certificates for special jobs</b></p> <p>特種作業持證上崗制度</p>	<p>Staff engaged in special operations at construction sites are required to operate according to the standard operating procedures and to wear and use safety protective equipment correctly. When they are on duty, staff are required to wear a special operation badge and carry out maintenance and pre-job checks on work tools and equipment.</p> <p>施工現場特種作業人員需按照標準操作規程作業，正確佩戴和使用安全勞動防護用品。上崗時需佩戴特種作業操作胸牌，對作業工具和設備進行維護保養和崗前檢查。</p>
<p><b>Summary and post-assessment of safety management</b></p> <p>安全管理總結及後評估</p>	<p>Upon project completion and acceptance, the project department conducts a post-assessment on the safety management during the project's overall development process.</p> <p>項目竣工驗收後，項目部對項目的整體開發過程中的安全管理情況進行後評估。</p>

During the Reporting Period, the Group did not have any cases of non-compliance or industrial injuries related to health or safety.

在本報告期內，集團並無發現任何與健康及安全相關的違規個案或工傷個案。



## Development and Training

The Group organizes various types of employee training, which not only help employees improve their skills sets and operational efficiency, but also provide an opportunity for their personal development. All units of the Group work out training programmes in accordance with the “Regulations Governing Training”. Each employee is required to receive job-related training. The types of training include in-house courses, overseas training, job rotation, etc. The Group encourages its employees to further their studies and strengthen professional and managerial skills by offering various benefits to them, such as attending special training courses organized by the Company during paid working hours.

The Yuzhou Business Academy was officially launched during the Reporting Period. It was positioned to build a platform for pooling the Yuzhou cultures together, building up performance-oriented organizational capabilities and cultivating property elite people, so as to build a multi-level talent training system and to provide a clearer direction towards staff learning and development. During the Reporting Period, our training focused on the development of leadership, enhancement of various professional capabilities and advocacy of corporate culture. Employees provided good feedback generally in the employee satisfaction survey conducted after several training camps.

## 發展及培訓

集團安排各類型的員工培訓，不僅幫助其提升工作技能及提高營運效率，更為員工的個人發展提供機會。集團各單位根據《培訓管理規程》制定培訓計劃，每一位員工需接受與工作有關的培訓，培訓方式包括內部辦班、外派培訓、崗位輪換等形式。集團鼓勵員工不斷深造、加強專業和管理技能，給予員工帶薪參加公司組織的專項培訓等各種福利。

本報告期內，禹洲商學院正式掛牌，定位打造禹洲文化凝聚力、構建績效導向的組織能力及培育地產精英三大平台，構建多層次的人才培養體系，使人才學習及發展工作的方向更明確。本報告期的培訓重點為發展領導力，提升各種專業能力及宣揚企業文化。集團在數個訓練營舉辦後進行員工滿意度調查，員工普遍提供良好反饋。

Year 年份	2016	2017
No. of training hours per employee 人均培訓時數	66	34

Since the projects under construction covered by the ESG Report were primarily carried out in the second half of 2017, the number of training hours per employee during the Reporting Period were less than that in 2016. Looking ahead, the Group will continue to regard employee development and training as the key issue, and continue to improve management through the Yuzhou Business Academy.

由於報告範圍涵蓋的在建項目主要在2017年下半年開展，本報告期內的人均培訓時數與2016年相比較低。展望未來，集團將繼續視員工的發展及培訓為重點議題，持續透過禹洲商學院完善管理。

Also, to help employees to sum up their personal performances and clearly define their future work goals and requirements, appropriate assessments were conducted based on the grades of employees to provide recommendations on improvement of work quality and work procedures for specific employees in a bid to increase the enthusiasm of employees and encourage them to grow together with the Group.

與此同時，為了幫助員工總結個人工作表現，明確未來工作目標及要求，集團根據員工級別展開適度的考核，以針對性地提供改進工作質素和改善工作程序的建議，提高員工的積極性，鼓勵員工與集團一同成長。

Percentage of people subject to regular performance and career development reviews  
接受定期績效及職業發展檢視的人數比例

100%

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## Employment System

The Group sticks to a people-centred approach and pays attention to the growth of its employees. It aims to provide employees with a working environment in which they can demonstrate capabilities, create values, improve their own quality and achieve comprehensive development. The “Regulations Governing Recruitment” were devised and a unified recruitment management standard system established in order to govern recruitment management. The best candidates are recruited based on the principle of fair competition, and all candidates (external candidates, internal employees under the testing and appointment system, and recommended employees) must compete fairly under the recruitment management system.

The Group endeavors to safeguard the interests of its employees. The relevant professional disciplines, salaries and benefits, performance management, learning and development, incentives and penalties as well as other arrangements are set out in the “Employee Handbook”. Employees are both entitled to statutory holidays and benefits and provided with various subsidies and gifts, such as wedding cash gifts, hospitalization consolation gifts, lunch allowances, birthday cash gifts, etc. Various types of employee activities are organized as well to help employees relax themselves and get proper adjustments. Moreover, the Sunshine Fund was set up to help employees who have family financial difficulties due to natural disasters or major illnesses/accidents.

### Example of a Corporate Event 企業活動例子：

In addition to the traditional festival activities and staff birthday parties, Yuzhou Properties held the “We are Young” sports carnival for the first time at its Shanghai headquarters during the Reporting Period. The event attracted a total of 600 employees and their family members, fully demonstrating the positive spirit of Yuzhou Properties.

除了傳統的節日活動及員工生日會，禹洲地產在本報告期內在上海總部首次舉辦「活力無限We are Young」運動嘉年華，吸引共600名員工及家屬參與，充分呈現禹洲地產積極向上的精神。

The Group values employees’ views on the working environment. During the Reporting Period, it worked together with a human resource consulting company on launching an employee survey programme called “Listen to Yu’s Voices; Pool Together Yu’s Forces”. Through the interviews with focus groups and other methods, different factors that allowed employees to enjoy their work were analyzed and the key elements were derived. An action plan will be formulated in 2018 based on these key elements in a bid to cater for employees’ views and enhance the Group’s cohesion.

## 僱傭制度

集團堅持以人為本，關注員工成長，致力為員工提供一個可以展示能力、創造價值、提升自我素質、獲得全面發展的工作環境。集團為規範招聘管理工作，制定《招聘管理規程》並建立統一的招聘管理標準體系。集團的招聘遵循公平競爭原則擇優錄用，所有應聘的人員（外部應聘人員、內部競聘人員及員工推薦人員）均須按照招聘管理制度公平競爭。

集團努力維護員工的利益，在《員工手冊》列明有關職業紀律、薪酬福利、績效管理、學習發展、獎勵處分等安排。集團除了為員工提供法定的假期和福利，還為員工提供各種補貼及禮金，如員工婚慶禮金、住院慰問禮、午餐補貼、生日禮金等，以及組織各種形式的員工活動，使員工能夠放鬆身心，獲得適當的調節。另外，集團設立了陽光基金幫助因天災人禍或重大疾病／意外導致家庭經濟困難的員工。



集團重視員工對工作環境的意見，在本報告期內與人力諮詢公司合作，開展名為「聽禹聲、匯禹力」的員工調研計劃。透過焦點小組訪談等方式，集團分析讓員工享受工作的不同因素，得出關鍵要素並將在2018年按此制訂行動計劃，以回應員工的意見，提升集團凝聚力。



Environment, Social and Governance (Continued)  
環境、社會及管治 (續)

Year 年份	2016	2017
Turnover rate of employees 員工流失率	30%	12.5%

During the reporting period, the Group did not have any cases of non-compliance related to employment.

In the future, the Group will further improve its employment policy by providing equal opportunities in employment, training and career development, etc., and by creating a diverse, anti-discrimination and anti-harassment working environment within the Group to raise the awareness of equality among employees.

### Labor Standards

The Group complies with the Labor Law of the People's Republic of China to protect the rights of its employees. The use of child laborers is prohibited by the Group. The actual ages of candidates will be checked during the recruitment process, and their identity documents will be checked again on the day they report duty. The Group respects employees' freedoms and rights of work. It will implement only the requirements of a standard labor contract and will not restrict the employment relationship between employees and the Group unfairly by any means. Regarding overtime work, the Group has established a system to make sure that overtime arrangements are voluntarily accepted by employees. Employees, except those employees at the middle level and above, will be compensated by allowing them to take working days off or receive overtime compensation based on the nature of their overtime work. The Group also arranges on-the-job training for new employees and explains to them the requirements of various labor laws and regulations in detail so that they have a full understanding of their rights and duties.

During the Reporting Period, the Group did not find any cases of non-compliance related to child or forced laborers.

## OPERATING PRACTICES

### Product Liability

The Group regards the assurance of project quality as an important part of its product liability. It has formulated the "Management Procedure for Project Inspection" to regulate the engineering inspection of projects under construction from the construction to delivery phases in a bid to continuously improve project quality and on-site safety management standards. The Group's engineering inspections primarily comprise non-notified inspection of project engineering, project inspection and quality inspection of project delivery, covering actual measurement, construction safety, physical perception quality, defects in construction process and execution of management functions, so as to assess the quality performance in projects.

在本報告期內，集團並無發現與僱傭相關的違規個案。

集團未來將進一步完善僱傭政策，在僱用、培訓及職業發展等方面均提供平等機會，同時在集團內部營造多元化、反歧視和反騷擾的工作環境，提升員工的平等意識。

### 勞工準則

集團遵守《中華人民共和國勞動法》，保障員工的權利。集團禁止使用童工，在招聘過程中會進行實際年齡的審查工作，並於員工入職當日再次查驗員工的身份證明文件。集團尊重員工的工作自由及權利，只會執行標準勞動合同的要求而不會利用任何方式不公平地限制員工與集團的僱傭關係。有關加班工作，集團已設立制度確保加班安排為員工自願接受。除中層及以上員工外，其他員工可按加班性質，獲安排以調休或發放加班補貼的方式補償。同時，集團為新進員工安排入職培訓，詳細介紹各項勞動法規要求，讓員工充分瞭解其工作權利與義務。

在本報告期內，集團並無發現任何與童工或強制勞工相關的違規個案。

## 營運慣例

### 產品責任

集團視保證工程質量為產品責任的重要環節。集團制定《工程檢查管理規程》，規範在建項目從施工到交付的工程檢查，致力於不斷提升工程質量及現場安全管理水平。集團的工程檢查主要包括項目工程飛行檢查、項目檢查及項目交付質量檢查。檢查的範疇主要包括實測實量、安全文明施工、實體觀感質量、施工工序缺陷及管理動作執行情況，評估項目的質量表現。

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

The Group places emphasis on establishing a smooth communication channel with its customers to meet their needs. A channel is in place to enable customers to submit complaints and opinions on the quality of services or products. The Customer Complaint Handling Guidelines have been developed, under which if a customer complaint is received, the customer service staff will record the details of the complaint and contact relevant departments to handle it. Complaints will be sampled randomly by the customer service staff at the Group's headquarters to improve products and services. During the Reporting Period, a total of 18 cases of complaint against the Yuzhou Riverside Sapphire project involving terms of service and sales practices were received and handled in accordance with the procedures stipulated by the Group, and the customers were satisfied with the outcome.

Safeguarding the security of customer data is the key for the Group to maintain good corporate governance and establish a long-term relationship of mutual trust with customers. The Group complies with the laws on the protection of privacy by stating in the labor contracts that employees must protect the customer information of the Group.

With regard to the management of advertisements, the Group has developed a set of advertising content standards that can be applied to different business venues so as to give a uniform description of the Group within advertisements. Advertising media and partners were selected as in accordance with established procedures. The Group plans to devise an advertising policy in the future to improve the procedures for monitoring the advertising media, determining and reviewing advertising content as well as handling complaints related to advertisements.

During the Reporting Period, the Group did not have any cases of non-compliance related to product liability.

集團重視與顧客建立順暢的溝通渠道，滿足顧客需求。集團設有投訴渠道，讓顧客提交關於服務或商品質量的投訴事項及意見。集團制定《客戶投訴處理作業指引》，若接獲客戶投訴，客服人員會詳細記錄投訴內容，並聯繫相關部門進行處理。集團的總部客服人員不定期對投訴個案進行抽驗，以完善產品及提升服務。本報告期內，杭州濱之江項目收到共18宗涉及服務條款和銷售手法的投訴個案，按照集團規定的程序進行處理，處理結果令顧客滿意。

保障客戶資料的安全，是集團維持良好的企業管治，以及與客戶建立長遠互信關係的關鍵。集團遵守保障私隱的法例，於《勞工合同》中亦列明員工必須保護集團的客戶資料。

關於廣告事宜的管理，集團目前制訂了可應用於不同營運點的廣告內容標準，統一廣告內對集團的描述，並根據既定程序選擇廣告媒介及合作夥伴。集團計劃在未來制定廣告政策，完善監測廣告媒介、釐定及審核廣告內容、以及處理與廣告相關投訴的程序。

在報告期內，集團並無發現與產品責任相關的違規個案。



## Supply Chain Management

The Group values its collaboration with suppliers and believes that establishing a partnership with suppliers can help the Group continuously optimize its operation process and improve its operation quality. The Group hopes to establish a long-term, stable partnership with its suppliers, and this is why effective supply chain management is extremely crucial. To confirm whether a supplier meets the requirements of the Group, the “Regulations Governing Suppliers” and the “Operational Guidelines for Procurement, Invitation and Submission of Tenders” were compiled to govern the selection of suppliers and the cooperation management and optimize the incentive mechanism for suppliers by classifying and grading suppliers as well as by conducting satisfaction surveys over suppliers. In the selection of suppliers, the Group will both assess the scale, popularity and reputation of suppliers, and require them to provide a corporate production safety license as well as an authentication certificate in quality, environment and occupational health and safety. The bidding and tendering team decides on whether to conduct an on-site inspection based on actual conditions. If the performance of a supplier fails to meet our standards, it will be blacklisted from participating in bidding.

## Anti-corruption

Anti-corruption is already one of the basic principles for the international community to define corporate social responsibility. The Chinese government has been playing an active role in carrying out anti-corruption in recent years. The Group adopts a zero-tolerance policy on acts of corruption in any form, including bribery and extortion, fraud and money laundering, by undertaking that it conducts its business in an honest, ethical and good faith manner. It has a set of established codes of conduct, including the “Regulations Governing Anti-Corrupt Practices”, to prohibit any malpractices, encourage employees to report malpractices to the Group in real names, and keep the reported information confidential to protect whistleblowers. A set of malpractice reporting and handling procedures was established, under which the internal auditors will conduct investigations on malpractices and fill out a “Report Form for Anti-malpractice Special Line Records” to be submitted to the Group’s management. The norms for the acts of employees are prescribed in the “Employees’s Behaviors Management Procedures” to demonstrate the Group’s determination against employees seeking personal gains by abusing their powers or by taking advantage of their positions.

## 供應鏈管理

集團重視與供應商的合作，且深信與供應商建立合作夥伴關係，能有助集團不斷優化營運流程及改善營運品質。集團希望與供應商建立長久穩定的合作關係，因此有效的供應鏈管理至關重要。為了確認供應商是否符合集團的要求，集團編製《供應商管理規程》和《採購招投標操作指引》，通過對供應商的分類分級及滿意度調查，規範供應商的選用和合作管理，並優化供應商激勵機制。集團在選擇供應商方面，除了考量供應商規模、知名度和口碑，還要求供應商提供企業安全生產許可證，和質量、環境及職業健康安全認證證書。招投標小組根據實際情況，決定是否需要進行現場考察。如供應商表現未能達標，將被列入黑名單，不得參與投標。

## 反貪污

反貪腐已經是國際社會界定企業社會責任的基本原則之一，中國政府近年來亦積極推行反貪污工作。集團對任何形式的貪污行為採取零容忍政策，包括賄賂及勒索、欺詐及洗黑錢，承諾以誠實、合乎道德及恪守誠信的態度經營業務。集團設有既定的行為守則，包括《反舞弊管理規程》禁止任何營私舞弊的行為，鼓勵員工以實名形式向集團反映情況，並保密舉報資訊，保護舉報人。集團設置舞弊舉報及處理程序，由內部審計人員對舞弊行為開展調查，填寫《反舞弊專線記錄呈報表》向集團管理層報告。集團在《員工行為管理規程》中列明對員工行為的規範，堅決反對以權謀私或以工作之便謀取私利的行為。

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

To supervise employees to act in accordance with the Company's regulations and requirements, the Group has entered into a "Letter of Undertaking on Being Clean, Honest and Self-disciplined" with its employees, requiring its employees to undertake that they must consciously comply with the national laws as well as the Group's rules and regulations regarding clean governance. Middle and junior employees of the Group are not permitted to accept any bribes, gifts or rebates offered in the name of any unit or individual for any reason in the course of business negotiations, tender invitations, signing or execution of contracts. Middle and senior management staff are not permitted to engage in activities (such as travel and personal consumption) with public funds by taking advantage of handling business affairs, or to commit acts of favoritism and malpractice by taking advantage of their positions

During the Reporting Period, the Group did not have any corruption lawsuits related to the Group or its employees.

為督促員工符合公司規範和要求，集團與員工簽訂《廉潔自律承諾書》要求員工承諾自覺遵守國家法律及集團有關廉政管理的規章制度。集團中層和基層員工不得在業務洽談、招標、簽約、合同履行等過程中接受任何單位或個人名義以任何理由提供的任何賄賂、送禮、回扣。中高管理人員不得借處理工事之機利用公款進行旅遊、個人消費等活動，亦不得利用職務之便作出徇私舞弊等行為。

在報告期內，集團並沒有出現與集團及員工相關的貪污訴訟案件。

## CASE STUDY — YUZHOU NOBLE MANSION 個案研究 — 禹洲·雍賢府

Yuzhou Noble Mansion, a residential property project of Yuzhou Properties Company Limited located in the Fengxian District, Shanghai, is designed to create a Shanghai neighborhood-style humanistic community, while conforming to green building standards. In 2017, the project won the 12th Gold Project Awards, the Best Comprehensive Residential Property Project Award for the year in the final round of selection in Shanghai and across the country, as well as three awards, namely Planning and Architecture, Green Environment and Housing Industrialization Awards, in the 10th Selection of Excellent Houses in Shanghai.

禹洲地產股份有限公司位於上海奉賢區的禹洲·雍賢府樓盤項目精心打造上海里坊式人文社區，同時符合綠色建築標準，於2017年獲取第十二屆金盤獎，上海地區／全國總評選「年度最佳綜合樓盤」及第十屆「上海市優秀住宅」規劃建築、綠化環境、住宅產業化三大獎項。



*"We will continue to get the business philosophy of 'Building cities with heart, Building home with love' across various communities and go further on the road to sustainable development."*

「我們將繼續推廣『以誠建城，以愛築家』的經營理念到各個社區，在可持續發展之路走得更遠。」



**A meticulous design that blends cultural heritage and community investment**

The Yuzhou Noble Mansion residential project is composed of high-rising units, “stacked” villas and cultural buildings, which are blended to a certain degree. It combines Shanghai’s local features with local cultures, creating a Shanghai neighbourhood-style humanistic community. A modern new Chinese style applies to the project to restore the Chinese etiquette of entering a court by means of a design which features two-axis four gardens, multi-storey row houses, gatehouses for distinguished guests and five-row houses with a courtyard. The “stacked” villas are supplemented with a unique “street and lane” design in the region by injecting a strong humanistic atmosphere into the landscape design as an inheritance of Shanghai’s lane culture. Also, Jinhui Town Cultural Centre with an area of 10,000 sq.m. is about to be built on the project site as a public cultural facility in the Fengxian District to cater for the needs of the community. MVRDV, a leading international architectural firm, was engaged by Yuzhou Properties to work together on the design of the Cultural Centre to build a unique urban humanistic architectural landmark. With a unique and novel question mark shape, the building has become a city cultural landmark in the Fengxian District, comparable to an international art pavilion and delivering a brand new artistic experience to the residents in the community. Yuzhou Properties also donated the sales office site, which will form a part of the Cultural Centre in the future, as a move of its ongoing community investment.

**Eye on environmental protection by promoting green building design**

Yuzhou Properties continued with its concerns about green buildings by adopting energy-saving and environmental technologies for Yuzhou Noble Mansion, which reach the two-star standard under the “Standards for the Evaluation of Green Buildings”. Looking ahead, Yuzhou Properties will continue to integrate environmental elements into its property projects by optimizing the use of building materials in the construction phase to reduce waste, and by using solar water heating systems in more projects to encourage the use of renewable energy sources so as to reduce environmental pollution and greenhouse gas emissions. Moreover, a rainwater recycling system will also be applied to different projects one after another, so that the collected rainwater will be used for greening, irrigation and road washing to make good use of natural resources.

As one of the top 50 real estate companies in China, Yuzhou Properties aims to build an industry model for the industry by continuing to get the business philosophy of ‘building a city with sincerity and building a home with love’ across various communities, and going further on the road to sustainable development.

**精心設計 融合文化傳承及社區投資**

禹洲·雍賢府樓盤項目結合以高層單位、疊墅和文化建築，在比例達到一定的融合；並結合上海當地的特色及地方文化，形成上海裡坊式人文社區。項目採用現代新中式風格，通過二軸四園，多層進院，尊貴入戶門樓及五進院院落式佈局，還原中式殿進禮儀。疊墅輔以區域獨有的「街、巷」設計，在景觀設計上注入濃厚的人文氛圍，傳承上海里弄文化。與此同時，項目地點代建10,000平方米的金匯鎮文化中心，作為奉賢區文化公共設施，關注社區所需。禹洲地產邀請了國際頂尖的建築事務所MVRDV合作設計文化中心，打造獨具特色的城市人文建築地標。建築以獨特新穎的問號形狀成為奉賢區的城市文化地標，比肩國際藝術展館，為社區居民帶來全新的藝術體驗。禹洲地產亦捐出售樓處區域，未來將融入為文化中心的一部分，持續社區投資。

**關注環保 推動綠色建築設計**

延續對綠色建築的關注，禹洲·雍賢府採用的節能環保技術達到《綠色建築評價標準》二星級標準。展望未來，禹洲地產將繼續在樓盤項目融入環保元素。除了在建設階段優化建築材料使用，減少浪費，亦會在更多項目設置太陽能熱水系統，鼓勵再生能源使用以減少對環境的污染及溫室氣體產生。此外，雨水回收利用系統也會陸續應用於不同項目，收集的雨水將用作綠化澆灌及道路沖洗，以善用天然資源。

作為中國房地產五十強企業，禹洲地產致力為業界樹立典範，繼續將「以誠建城，以愛築家」的經營理念推廣到各個社區，在可持續發展之路走得更遠。

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## COMMUNITY INVESTMENT

Since its inception, Yuzhou Properties has been following the concept of “Benefiting from the society and benefiting the society”. While expanding its business, it aims to execute a business model which features sustainable development for building a harmonious and inclusive city for people and the environment.

As a corporation with a commitment to social responsibility, the Group has formed a Yuzhou Volunteer League as an organization and execution force for the Yuzhou Charity Foundation to participate in, finance and carry out voluntary service projects. The Yuzhou Charity Foundation primarily covers education, culture, environmental protection and disaster relief. In the future, it will gradually expand its coverage of the public welfare sector and increase its scope of influence.

## 社區投資

禹洲地產自成立以來，一直秉持「取諸社會，獻諸社會」的理念，在拓展業務的同時，致力實踐可持續發展的營商模式，建設人與環境和諧共融的城市。

作為一家對社會責任有承擔的機構，集團成立禹洲志願者聯盟，作為禹洲公益基金會參與、資助和開展志願服務的組織和執行力量。禹洲公益基金會主要涵蓋範圍包括教育、文化、環保、賑災等，未來將逐步擴大公益領域與提高影響範圍。





Environment, Social and Governance (Continued)  
環境、社會及管治(續)

Sectors	Measures
<b>Education</b>	<ul style="list-style-type: none"> <li>Assist impoverished students by setting up grants for the impoverished students of colleges and universities;</li> <li>Express concerns about the healthy growth of young people by providing aids in the construction of educational supporting facilities in poverty-stricken and remoted areas.</li> </ul>
<b>Culture</b>	<ul style="list-style-type: none"> <li>Pass on traditional Chinese culture by actively promoting the collection and sorting of information on ancient dwellings and buildings, providing technical support for the construction of rural dwellings, and promoting the construction of new rural dwelling units;</li> <li>Promote community charity by caring for the disadvantaged groups in the community, and building a friendly, supportive community neighborhood culture.</li> </ul>
<b>Environment Protection</b>	<ul style="list-style-type: none"> <li>Collaborate with professional scientific research institutions to assist the research and promotion of green buildings and ecological communities in China;</li> <li>Select organizations at home and abroad to carry out special cooperation projects to raise the awareness of environmental protection and production safety among Chinese citizens.</li> </ul>

範疇	重點
<b>教育</b>	<ul style="list-style-type: none"> <li>援助貧困學生，設立高校貧困生助學金；</li> <li>關注青少年健康成長，援建貧困地區、偏遠山區教育配套設施。</li> </ul>
<b>文化</b>	<ul style="list-style-type: none"> <li>傳承中華傳統文化，積極推動古民居及古建築的資料收集整理，為鄉村民居建設提供技術支援、推廣新農村民居單元建設；</li> <li>推廣社區公益，關愛社區弱勢群體，塑造友愛互助的社區鄰里文化。</li> </ul>
<b>環保</b>	<ul style="list-style-type: none"> <li>與專業科研機構合作，助力中國綠色建築、生態社區的研究與推廣；</li> <li>選擇國內外組織開展專項合作，提升中國公民環境保護、安全生產意識。</li> </ul>

## Sharing of an Educational Event 教育活動分享

During the Reporting Period, the Group sponsored the “Root and Dream Catchers” event by inviting six young people from various universities and colleges in Hong Kong as well as young people who were studying and working in China to visit Beijing, Nanjing, Shanghai, Hangzhou and Shenzhen to get to know more about China’s national conditions.

集團本報告期贊助的「尋根追夢，同心同行」活動邀請了六位來自香港各大院校的青年，與在中國內地讀書及工作的香港青年一起走訪北京、南京、上海、杭州及深圳五個城市，了解國情。



Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## OVERVIEW OF KEY PERFORMANCE INDICATORS

### Environmental Performance

## 關鍵績效指標總覽

### 環境績效

	Category 類別	Amount of Emissions (kg) 排放量(公斤)
Emissions 排放物	Sulfur oxides 硫氧化物	1,953.8
	Nitrogen oxides 氮氧化物	41.7
	Particulate matters 顆粒物	124.7

Range 範圍	Emission Source 排放源	Amount of Emissions (tons of carbon dioxide equivalent) 排放量(噸二氧化碳當量)	
		Shanghai Head Office 上海總辦事處	Projects under construction 在建項目
Range 1: Direct greenhouse gas emissions 範圍1：直接溫室氣體排放	Fossil fuel combustion — liquefied natural gas 化石燃料燃燒 — 液化天然氣	(Not applicable) (不適用)	204.5
	Fossil fuel combustion — diesel 化石燃料燃燒 — 柴油	(Not applicable) (不適用)	194.7
Range 2: Indirect greenhouse gas emissions from energy usage 範圍2：能源間接溫室氣體排放	Electricity purchased from outside parties 外購電力	12.6	3,872.0
Range 3: Other indirect greenhouse gas emissions 範圍3：其他間接溫室氣體排放	Business trips by plane 飛機商務旅行	0	0.86
Total greenhouse gas emissions (Ranges 1 and 2 only) 溫室氣體排放總量(只包括範圍1及2)		12.6	4,076.5
Total greenhouse gas emissions (Ranges 1, 2 and 3) 溫室氣體排放總量(包括範圍1, 2及3)		12.6	4,077.3
Density of greenhouse gases (Range 1 and 2 only — per m <sup>2</sup> area) 溫室氣體密度(只包括範圍1及2 — 每平方米面積)		0.006	0.005



Environment, Social and Governance (Continued)  
環境、社會及管治 (續)

	Category 類別	Amount of Emissions (tons) 排放量 (噸)	Emission density (tons per m <sup>2</sup> area) 排放密度 (噸／每平方米面積)
Waste 廢棄物	Hazardous waste 有害廢棄物	0.52	0.0002
	Non-hazardous waste 無害廢棄物	4,815.4	0.006

	Category 類別	Energy Consumption 能源耗量		
Energy use 能源使用	Direct energy 直接能源	Liquefied natural gas (MJ) 液化天然氣 (兆焦耳)	205,632	2,790,490
		Diesel (MJ) 柴油 (兆焦耳)	2,584,858	
	Indirect energy 間接能源	Electricity (kWh) 電力 (千瓦時)		5,234,207
	Total energy consumption (kWh equivalent) 能源總耗量 (千瓦時等量)			6,009,344
	Energy density (kWh per m <sup>2</sup> area) 能源密度 (千瓦時／每平方米面積)			7.1
Use of water resources 水資源使用	Total water consumption (m <sup>3</sup> ) 總耗水量 (立方米)			270,028
	Water consumption density (m <sup>3</sup> per m <sup>2</sup> area) 耗水密度 (立方米／每平方米面積)			0.320

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

## Social Performance

## 社會績效

	Type 分類	Number of Employees 員工人數
Number of employees 員工人數	<b>By region</b> <b>按地區劃分</b>	
	Shanghai Head Office 上海總部辦公室	44
	Shanghai — Noble Mansion 上海雍賢府	13
	Shanghai — Yuzhou Mansion 上海禹洲府	13
	Hangzhou — Riverside Sapphire 杭州濱之江	10
	<b>By age</b> <b>按年齡劃分</b>	
	Aged under 30 30歲以下	24
	Aged 30-40 30-40歲	46
	Aged 41-50 41-50歲	9
	Aged over 51 51歲以上	1
	<b>By gender</b> <b>按性別劃分</b>	
	Male 男性	50
	Female 女性	30
	Total number of employees 員工總人數	80
	Ratio of male employees to female employees 男女人數比例	1.7 : 1
	Ratio of remuneration of male employees to female employees 男女薪酬比例	2 : 1



Environment, Social and Governance (Continued)  
環境、社會及管治(續)

	Type 分類	Number of New Recruits 新入職員工人數
	By region 按地區劃分	
Number of new recruits 新入職員工人數	Shanghai Head Office 上海總部辦公室	23
	Shanghai — Noble Mansion 上海雍賢府	7
	Shanghai — Yuzhou Mansion 上海禹洲府	12
	Hangzhou — Riverside Sapphire 杭州濱之江	7
	By age 按年齡劃分	
	Aged under 30 30歲以下	16
	Aged 30-40 30-40歲	30
	Aged 41-50 41-50歲	3
	Aged over 51 51歲以上	0
	By gender 按性別劃分	
	Male 男性	28
	Female 女性	21
	Total number of new recruits 新入職員工總人數	49
	New employees as a percentage of total number of employees in 2017 2017年新員工佔總員工數目 百分比	61.3%

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

	Type 分類	Total number of departing employees 員工人數
Number of employees who have quitted their jobs 離職員工人數	<b>By region</b> <b>按地區劃分</b>	
	Shanghai Head Office 上海總部辦公室	8
	Shanghai — Noble Mansion 上海雍賢府	0
	Shanghai — Yuzhou Mansion 上海禹洲府	2
	Hangzhou — Riverside Sapphire 杭州濱之江	0
	<b>By age</b> <b>按年齡劃分</b>	
	Aged under 30 30歲以下	5
	Aged 30-40 30-40歲	4
	Aged 41-50 41-50歲	1
	Aged over 51 51歲以上	0
	<b>By gender</b> <b>按性別劃分</b>	
	Male 男性	5
	Female 女性	5
	Total number of employees who have quitted their jobs 離職員工總人數	10
	Loss of employees as a percentage of total number of employees in 2017 2017年流失員工佔總員工數目 百分比	12.5%



Environment, Social and Governance (Continued)  
環境、社會及管治 (續)

	Region	Rank	Number of male employees by rank	Percentage of male employees trained	Average number training hours of male employees	Number of female employees by rank	Percentage of female employees trained	Average number training hours of female employees
			按職級劃分的	受訓男性員工比例	男性員工平均培訓時數	按職級劃分的	受訓女性員工比例	女性員工平均培訓時數
			男性員工人數	員工比例	時數	女性員工人數	員工比例	時數
Number of employees trained and training hours 培訓人數及時數	Shanghai Head Office 上海總部辦公室	C-level executives C級高管	1	100%	2	0	100%	0
		Senior executives 高級管理人員	4		8	0		0
		Middle-level executives 中級管理人員	3		32	1		2
		General staff 一般員工	14		32	21		32
	Shanghai — Noble Mansion 上海雍賢府	C-level executives C級高管	0		0	0		0
		Senior executives 高級管理人員	0		0	0		0
		Middle-level executives 中級管理人員	2		18	0		0
		General staff 一般員工	8		60	3		6
	Shanghai — Yuzhou Mansion 上海禹洲府	C-level executives C級高管	0		0	0		0
		Senior executives 高級管理人員	0		0	0		0
		Middle-level executives 中級管理人員	1		18	0		0
		General staff 一般員工	8		78	4		8
	Hangzhou — Riverside Sapphire 杭州濱之江	C-level executives C級高管	0		0	0		0
		Senior executives 高級管理人員	0		0	0		0
		Middle-level executives 中級管理人員	1		40	0		0
		General staff 一般員工	8		22	1		25

Environment, Social and Governance (Continued)  
 環境、社會及管治(續)

	Number of work-related injury cases 工傷個案數字	Number of working days lost due to work-related injuries 因工傷損失工作日數	Number and rate of deaths due to work 因工作關係而死亡的人數及比率
Health and safety performance indicators 健康與安全績效指標	0	0	0

	Location of suppliers 供應商所在地區	Products or services provided 提供之產品或服務	Number of suppliers 供應商數目	Percentage of suppliers implementing relevant practices (%) 執行相關慣例的 供應商百分比(%)
Suppliers 供應商	Shanghai 上海	Daily office supplies 日常辦公	8	100%
	Shanghai 上海	Engineering 工程類	79	Above 98%以上
	Hangzhou 杭州	Marketing services 行銷策劃服務	45	5%
	Hangzhou 杭州	Gifts 禮品類	8	5%



## SEARCH INDEX FOR THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## 《環境、社會及管治報告指引》內容索引

Main categories 主要範疇	Description 內容	Page 頁碼索引
<b>A. Environment 環境</b>		
<b>A1 Emissions 排放物</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to exhaust gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	73-75
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據 Sulphur oxides (kg) 硫氧化物 (公斤) Nitrogen oxides (kg) 氮氧化物 (公斤) Particulate matters (kg) 顆粒物 (公斤)	88
A1.2	Greenhouse gas emissions in total (tons of carbon dioxide equivalent) 溫室氣體總排放量 (噸二氧化碳當量) Greenhouse gas emission density (tons of carbon dioxide equivalent per m <sup>2</sup> area) 溫室氣體排放密度 (噸二氧化碳當量／每平方米面積)	88
A1.3	Total hazardous waste produced (tons) 所產生有害廢棄物總量 (噸) Density of total hazardous waste produced (tons per m <sup>2</sup> area) 所產生無害廢棄物的密度 (噸／每平方米面積)	89
A1.4	Total non-hazardous waste produced (tons) 所產生無害廢棄物總量 (噸) Density of total non-hazardous waste produced (tons per m <sup>2</sup> area) 所產生無害廢棄物的密度 (噸／每平方米面積)	89
A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	73-75
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	73-75

Environment, Social and Governance (Continued)  
環境、社會及管治(續)

Main categories 主要範疇	Description 內容	Page 頁碼索引
<b>A2 Use of Resources 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	75
A2.1	Total consumption (KWh equivalent) of direct and/or indirect energy (such as electricity, gas or oil) by type 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(千瓦時等量) Density (KWh per m <sup>2</sup> area) of direct and/or indirect energy (such as electricity, gas or oil) by type 按類型劃分的直接及／或間接能源(如電、氣或油)的密度(千瓦時／每平方米面積)	89
A2.2	Total water consumption (m <sup>3</sup> ) 總耗水量(立方米) Water consumption density (m <sup>3</sup> per m <sup>2</sup> area) 耗水密度(立方米／每平方米面積)	89
A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	75
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	75
A2.5	Total packaging material used for finished products (tons) and if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量	(not applicable) (不適用)
<b>A3 Environment and Natural Resources 環境及天然資源</b>		
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A3.1	Description of the significant impact of business activities on the environment and natural resources and the actions taken to manage the impact 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	76



Environment, Social and Governance (Continued)  
環境、社會及管治 (續)

Main categories 主要範疇	Description 內容	Page 頁碼索引
<b>B. Society 社會</b>		
<b>B1 Employment 僱傭</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	80-81
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	
	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B1.1	Total number of employees 僱員總數	90-91
	Total number 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	
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General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	76-78
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的：	
	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
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Environment, Social and Governance (Continued)  
環境、社會及管治(續)

Main categories 主要範疇	Description 內容	Page 頁碼索引
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	77-78
<b>B3 Development and Training 發展及培訓</b>		
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B3.1	Percentage of employees trained 受訓僱員百分比 Percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比	93
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Main categories 主要範疇	Description 內容	Page 頁碼索引
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General Disclosure 一般披露	Policies on understanding the needs of the communities, where the issuer operates, by means of community engagement and on making sure that its business activities take into account the interests of communities. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	86
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