



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告 2018



ENVIRONMENT, SOCIAL AND GOVERNANCE

環境、社會及管治

ABOUT THIS REPORT

This report is the third Environmental, Social and Governance Report (the "Report") published by Yuzhou Properties Company Limited (the "Company"), which enables stakeholders to know more about the progress and direction of the Company and its subsidiaries (collectively, "Yuzhou Properties" or the "Group") over issues on sustainable development by reporting on the Group's policies, measures and performance in environmental, social and governance aspects.

Scope Covered under this Report

As a property developer in China, Yuzhou Properties has always adhered to its development strategy of "Leading with locality development". More than 80% of the Group's land reserves are located in first- and second-tier cities. As a periodic environmental, social and governance report published by Yuzhou Properties on an annual basis, this Report focuses on the operations of the Group's property development business segment during the period from 1 January to 31 December 2018 (the "Year"). This business segment accounted for more than 97% of the Group's total revenue.

This report covers the environmental and social performance of the Shanghai headquarters of Yuzhou Properties and the following projects under construction.

關於本報告

本報告為禹洲地產股份有限公司(「本公司」)的第三份環境、社會及管治報告。報告透過匯報本公司及其附屬公司(統稱為「禹洲地產」或「集團」)在環境、社會及管治方面的政策、措施和績效，讓各持份者更了解集團於可持續發展議題的進程和發展方向。

報告覆蓋範圍

禹洲地產作為一家中國房地產開發企業，一直堅持以區域深耕為發展策略，集團八成以上的土地儲備聚焦於一二線城市。禹洲地產每年發布環境、社會及管治報告，本報告集中匯報其物業開發業務分部於2018年1月1日至12月31日(「本年度」)之營運情況。該業務分部佔集團總收入超過百分之九十七。

報告範圍覆蓋禹洲地產位於上海之集團總部，以及下列在建項目的環境和社會績效。

Project 項目	Region 地區	Saleable area (sq.m.) 可供銷售建築面積(平方米)
Yuzhou Noble Mansion 禹洲·雍賢府	Shanghai 上海	174,826
Yuzhou Riverside Sapphire 禹洲·濱之江	Hangzhou 杭州	298,733
Yuzhou Langham City Land 禹洲·朗廷元著	Wuhan 武漢	598,179
Yuzhou Honor Hill 禹洲·嘉譽山	Suzhou 蘇州	221,847



Environment, Social and Governance (Continued)

環境、社會及管治(續)

For more holistic performance of the Group's environmental and social responsibilities as a property developer, the Report does not only cover the operations of the head office but also focuses on the relevant measures adopted by and performance of its projects under construction. Compared with the environmental, social and governance report 2017, Yuzhou Mansion, a project of the Group in Shanghai, was completed and launched for sale during the Year. Meanwhile, two projects under construction were added, namely Yuzhou Langham City Land and Yuzhou Honor Hill.

This Report does not cover the operations of other business segments of the Group. The Group will continue to improve the existing data collection system and gradually expand the scope of coverage.

Reporting Standards

The preparation of this Report complies with the requirements of the Environmental, Social and Governance Reporting Guide (the "Guide") contained in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and adopts the four reporting principles — materiality, quantitative, balance and consistency — set out in the Guide as its basis. To provide stakeholders full understanding of the Group's environmental, social and governance performance, the Report does not only disclose the environmental key performance indicators based on the "comply or explain" requirements, but also includes some of the social key performance indicators set out in "Proposed Disclosures" contained in the Guide.

Data Preparation

The Group has established a set of internal control and formal review procedures to make sure that all information presented in the Report is accurate and reliable. The Report was reviewed and approved by the board of directors of the Company (the "Board" or the "Board of Directors") on 28 March 2019.

Feedback

Stakeholders' opinions and suggestions will help build a more sound and detailed sustainable development strategy of the Group in the future. If you have any questions or suggestions about the form and substance of the Report, please contact us via email: ir@yuzhou-group.com.

為更全面履行集團作為地產開發企業的環境和社會責任，本報告的匯報內容不僅涵蓋總部辦公室之營運，更著重其在建項目的相關措施和表現。與2017年度環境、社會及管治報告比較，集團位於上海之禹洲府項目已於本年度完工並開展銷售工作。本報告同時新增兩個在建項目，即「禹洲·朗廷元著」和「禹洲·嘉譽山」。

本報告目前未有覆蓋集團其他業務分部之營運，集團將不斷完善現有資料收集系統，並逐步擴大報告覆蓋範圍。

報告標準

本報告按《香港聯合交易所有限公司證券上市規則》附錄二十七《環境、社會及管治報告指引》(「指引」)編寫，並以四項匯報原則——重要性、量化、平衡及一致性，作為編寫報告的基礎。為了讓持份者全面了解集團的環境、社會及管治績效，本報告不僅按「不遵守就解釋」的規定披露環境關鍵績效指標，亦匯報部份《指引》中「建議披露」的社會關鍵績效指標。

數據預備

本集團已制定內部監控及正式審查程序，竭力確保本報告所有呈現的資料均準確可靠。本報告已於2019年3月28日獲董事會審閱及批准。

意見反饋

持份者的意見和提議，有助集團未來建立更詳細健全的可持續發展策略。如閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎通過電郵 ir@yuzhou-group.com 與集團聯絡。



“ MESSAGE FROM THE CHAIRMAN 主席寄語

With significant business development in recent years, Yuzhou Properties has been ranking among the top 40 companies and become one of the leading enterprises in China's property industry. As concerns over corporate social responsibilities grew in society, enterprises in China and abroad are moving towards the goal of sustainable development, by actively enhancing the management of sustainable development and advocating exchanges and cooperation in various professional aspects. As a key member among all property developers, Yuzhou Properties promotes green building and seeks to build better homes, on the mission of "Building Cities with Heart, Building Homes with Love".

Yuzhou Properties fully appreciates that the key to success in sustainable development lies in the vision of the management team to take the lead in identifying potential risks and capitalizing opportunities at the material times. Shouldering corporate social responsibilities, the Board of Directors has developed the Group's environmental, social and governance strategies and directed the management team to incorporate such strategies into making business decisions. For a better governance mechanism of sustainable development, a dedicated sustainability taskforce of Yuzhou Properties has been formed in the Year. The taskforce will further devise specific policies and targets based on the sustainability strategies of the Group, to foster cooperation among operating units and seek to realize the philosophy of "Maintaining steady operation and creating value" of the Group.

禹洲地產業務近年取得長足發展，穩居中國房地產前四十強位置，成為國內房地產的領先企業之一。隨著社會對企業社會責任日益關注，中國以至全球企業現已逐步朝向可持續發展目標進發，積極加強可持續發展管理，倡議各專業領域的交流合作。作為其中重要一員，禹洲地產秉持「以誠建城，以愛築家」的宗旨，推廣綠色建築，竭力構建更美好家園。

禹洲地產深切明白企業向可持續發展目標成功邁進的關鍵，在於其管理團隊必須高瞻遠矚，領先一步識別潛在風險，把握時代機遇。本公司董事會肩負企業社會責任，建立環境、社會及管治策略，並帶領集團管理人員將有關策略納入業務的決策過程之中。為完善可持續發展管治機制，禹洲地產在本年度正式成立可持續發展專責工作小組。工作小組成員將根據集團的可持續發展策略，進一步建立具體的政策和目標，以推動各個營運單位合作，實現集團「穩健經營，創造價值」的理念。

”

LAM LUNG ON, J.P.
林龍安 太平紳士
Chairman 主席



Environment, Social and Governance (Continued)

環境、社會及管治(續)

SUSTAINABILITY STRATEGIES

可持續發展策略

Building Communities • 社區營造

Yuzhou Properties focuses on the vision of long-term development of communities, and the goal of building vibrant and inclusive communities for improving the quality of experience of local residents and visitors. Stressing the integration of project designs with ecological and environmental awareness and the local cultures, the Group is committed to building harmonious homes that integrate leisure, humanity, health and living, forging close connections within a community.



禹洲地產著眼於建立長遠的社區發展願景，打造活力共融社區，提升當地居民及訪客的體驗質量。集團強調項目設計與生態環境和當地文化的融合，致力建設集休閒、人文、健康、生活於一體的和諧家園，打造更緊密的社區連繫。

Cherishing Talents • 珍視人才

Talents are important assets and cultural embodiments of the Company. The Group has formed a holistic benefit system and launched a project co-investment mechanism, under which core employees can become partners of co-invested projects, building a corporate culture of sharing both responsibilities and achievements. Through Yuzhou Business Academy, we seek to cultivate our elite team of talents. We provide diversified training courses for different functions and positions to enhance leadership and professional skills of employees.



人才，是公司重要的資產及文化核心。集團為員工構建全面的福利制度，並引入跟投機制，使核心員工成為項目合夥人，營造責任共擔、成就共享的企業文化。集團透過禹洲商學院培育精英人才，並為不同職系和職級員工提供多元化課程，提升員工的領導才能及專業技能。

Green Building • 綠色建築

We step up our green building initiative. In face of the social impacts of climate change on society in recent years, the Group has carefully looked into construction plans and designs, as well as each stage of the whole lifecycle of construction from operation through maintenance, to enhance the efficiency in energy consumption and mitigate the impact of our business operations on the climate.



加強綠色建造，建設綠色建築。面對近年氣候變化對社會帶來的衝擊，集團仔細研究從規劃、設計，以至營運和保養整個建築物生命週期中的每一個階段，致力提升能源使用效益，降低業務營運對氣候的影響。

Contributing to Society • 回饋社會

Yuzhou Properties attaches great importance to serving the community. As its long-term and continual commitment, the Group supports charitable deeds in education, culture, environmental protection and disaster reliefs in different regions to help those in need. The Group's "Caring Ambassadors" Program is hosted by our employees, whereby the employees can organize and participate in charitable events and contribute to society. Further, the Group has set up a community care fund, for which our employees can nominate low-profile non-governmental organizations and charitable projects as receptors of support from the fund.



禹洲地產重視服務社群，持續支持各個地區的教育、文化、環保及賑災等公益事業，造福社群。集團的愛心大使計劃由員工主導，透過舉辦及參與各項慈善活動，回饋社會。此外，集團設立的社區關懷基金接受員工提名，向知名度較低的非政府組織及慈善專案項目提供支援。

Forging Long-term Collaboration • 建立長遠夥伴關係

The Group appreciates that it is important to share beliefs with business partners to work towards win-win cooperation. Good long-term collaboration is important to the Group's successful implementation of sustainable development strategy. The Group will continue to work closely with suppliers, tenants, customers, property owners and residents, governments, social welfare bodies and joint-venture partners to contribute to sustainable development.



集團明白與合作夥伴建立共同理念，方可與他們攜手合作，創造共贏。良好長遠的合作夥伴，對集團成功實踐可持續發展策略至關重要。集團將繼續與供應商、租戶、顧客、業主及住戶、政府、社福機構及合資公司夥伴緊密合作，一同為可持續發展作出貢獻。



Environment, Social and Governance (Continued)

環境、社會及管治(續)

In addition, the Group is aware of the change that the investor attitude for sustainable investments. As opposed to the conventional concepts of stressing charitable investments or social responsibilities, latest sustainable investments assess an entity's environmental, social and governance performance, and regard it as one of the factors in the assessment of minimizing investment risks and maximizing long-term returns. The Group is actively optimizing its data collection system. It will gradually extend the scope of reporting and will consider joining the program on voluntary disclosure of information on sustainability so that stakeholders can have access to fuller information and thus better understanding of the Group's performance in sustainability.

In face of unprecedented challenges presented by climate changes and social development, property developers are well endowed with the long-term commitment of creating inclusive communities that focuses both environmental awareness and humanity through city construction. Yuzhou Properties is committed to providing good environment for living, working and creating multifaceted value for stakeholders on an ongoing basis. In strict belief as such, the Group enhanced its sustainability governance during the Year and aims to become a pioneer in sustainable development among fellow market players. During this process, Yuzhou Properties will continue to establish sound relationship with internal and external stakeholders, and keep taking advice from stakeholders. The Group strongly believes that it is only through cooperating closely with all employees, contractors and customers can we create mutual values and contribute to sustainable development.

除此之外，集團意識到投資者對可持續投資的態度正在轉變。有別於傳統強調慈善投資或社會責任，新的可持續投資方式評估企業在環境、社會和管治的表現，並視之為降低投資風險和提高長遠回報的考慮因素。集團正在積極完善現有資料收集系統，並將逐步擴大報告範圍以及考慮參加自願性可持續發展披露計劃，為持份者提供更全面的資訊，以便他們瞭解集團在可持續發展中的表現。

面對氣候變化和社會發展帶來前所未有的挑戰，房地產企業透過城市建設，構建環境和人文的融合社區，是一個任重而道遠的徵程。禹洲地產一直致力建立宜居宜業的環境，為各持份者創造持續且多面向的價值。為了堅守這份信念，集團在本年度完善可持續發展管治，並確定以成為業內可持續發展先行者為目標。在此過程中，禹洲地產持續與內部及外部持份者建立良好關係，並時刻聆聽及理解他們的觀點。集團深信，只有與全體員工、承辦商及客戶攜手合作，方能創造彼此認同的價值，為可持續發展作出貢獻。

Lam Lung On, J.P.
Chairman

Yuzhou Properties Company Limited

林龍安 太平紳士
主席

禹洲地產股份有限公司

GOVERNANCE OF SUSTAINABILITY

The Board of Directors adheres to a high level of corporate governance and believes that good corporate governance measures will effectively guide Yuzhou Properties in setting and realizing long-term strategies and goals. Consisting of eight directors, the Board of Directors takes on corporate social responsibilities and guides the Group in capitalizing or responding to the opportunities or risks brought forth by sustainable development.

Sustainability issues cover an extensive scope, involving the different professional aspects of the Group's operations management, including employment relations, suppliers management and product quality control. A clear governance structure with well-defined duties and responsibilities will help to integrate sustainability notions in making business decisions. The Board of Directors has formed a sustainability taskforce and devised the terms of reference of the taskforce including power of members, scope of work and resources. The taskforce takes charge of establishing and monitoring policies and measures relating to issues on sustainable development, and reports progress and performance to the Board of Directors through the audit committee.

可持續發展管治

本公司董事會秉持高水平的企業管治，並相信良好的企業管治措施將有效領導禹洲地產建立並實現長遠的策略和目標。董事會目前由八名董事組成，肩負企業社會責任，帶領集團把握或應對可持續發展帶來的機遇或風險。

可持續發展議題涵蓋的範圍廣泛，當中涉及集團運營管理的不同專業範疇，包括僱傭關係、供應商管理和產品品質管控。擁有清晰且監控權責分明的管治架構，將有助企業融入可持續發展理念於業務決策之中。董事會成立可持續發展工作小組，並訂立工作小組的職權範圍，包括成員權限、工作範圍和資源。委員會負責建立和監管與可持續發展議題相關的政策和措施，並透過審核委員會定期向董事局匯報其工作進展和績效。



Environment, Social and Governance (Continued)

環境、社會及管治(續)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISK MANAGEMENT

Risk management is a key part of good corporate governance and its daily management process. Risk management and internal control systems are in place and the Board of Directors is responsible for monitoring the effectiveness of such systems. At the same time, the Group has set up its internal audit department to conduct regular review of financial and operating performance, and provide recommendations on improvements to the management. Internal audit and review reports have been submitted to the Board of Directors so that the Board of Directors can ensure that the risk management and internal control systems function properly.

環境、社會及管治風險管理

風險管理是良好企業管治及其日常管理過程的重要一環。集團已建立風險管理及內部控制系統，由董事會負責監督有關系統的效能。本集團同時設有內部審核部門，負責定期進行財務及運營檢視，並向管理人員提供改善建議。內部審核及審閱報告亦已提交本公司董事會，以便董事會確保風險管理及內部監控的有效運作。



COMMUNICATIONS WITH STAKEHOLDERS

Activities for Communications with Stakeholders

Yuzhou Properties recognizes the importance of communicating with stakeholders¹. Such communications do not only introduce to them the Group's principles of operation and development and latest business news, but also enable the Group to listen to their opinions on the Group. During the Year, the Group continued to maintain close communications with stakeholders through its daily operations and multiple means. The Group believes that opinions from stakeholders help the Group to formulate and review the existing policies and measures in response to social expectations.

持份者溝通

持份者溝通活動

禹洲地產重視與持份者¹溝通，在向他們介紹集團的營運發展方針和業務最新動向之餘，聆聽他們對集團的意見。本年度，集團將繼續透過日常營運和各種渠道與持份者保持緊密溝通。集團相信，持份者的意見有助集團制訂和檢討現行的政策和措施，回應社會的期望。



¹ "Stakeholders", also known as "interested parties" 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 Group's business, including, internally, the Board of Directors, the management, executives and general staff members and, externally, shareholders, business partners, customers, government and regulatory bodies, banks, investors and community groups etc.

¹ 「持份者」，又稱「利益相關方」或「權益人」，指對企業業務有重大影響，或會受業務影響的群體和個人，包括內部的董事會、管理層、行政員工和一般員工，以及外部的股東、業務夥伴、客戶、政府及監管機構、銀行、投資者和社區團體等。

Environment, Social and Governance (Continued)

環境、社會及管治(續)

Material Issues

An independent adviser was engaged by the Group during the Year to assist in preparing the Environmental, Social and Governance Report. The adviser assisted the management of the Group in reviewing the environmental, social and governance issues set out in the Guide, and identifying material issues based on materiality to stakeholders and impact on society and the environment. Based on the review result, the management considered that the material issues remained unchanged for the Group this Year, namely:


Emissions
 排放物

- To reduce the impact on the environment arising from the daily operation of the Group and the entire lifecycle of construction, including design, construction, operations management and maintenance
- 減少日常辦公營運以及建築物的整個生命週期(包括設計、施工、營運管理和保養)對環境造成的影響


Health & Safety
 健康與安全

- To ensure the health and well-being of employees working in offices, and safety at the sites of projects under construction
- 確保辦公室員工的健康與福祉，以及在建項目的工地安全


Development & Training
 發展及培訓

- To provide personal and career development opportunities to employees and establish appropriate training programs
- 為員工提供個人及事業發展機會，並訂立合適的培訓方案


Product Liability
 產品責任

- To ensure the quality of project management at different stages from project positioning, planning, construction, sales up to delivery
- 確保從項目定位、規劃、施工、銷售以至項目交付的各個階段的管理工作質量

實質性議題

集團本年度委任獨立顧問，協助籌備環境、社會及管治報告。期間，顧問協助集團管理層檢視聯交所《指引》中的環境、社會及管治議題，並根據議題對持份者的重要性和集團對社會和環境的影響程度，識別實質性議題。根據檢視結果，管理層認為集團本年度的實質性議題不變，分別為：

Future Plans

Yuzhou Properties does not only highly regard the importance of having sound relations with internal and external stakeholders, but also looks forward to know more thoroughly their views on the sustainable development of the Group. To ensure that stakeholders express their views honestly and sincerely, the Group intends to engage independent third parties to look into stakeholders' level of concern about the different topics of sustainable development by multiple means, such as by way of group interviews or online questionnaires. The Group also expects to work with stakeholders in future in formulating and implementing specific plans, targets and actions so that it will contribute to environmental protecting and social care.

未來計劃

禹洲地產不但重視與內部及外部持份者建立良好關係，更期望能夠深入了解他們對集團在可持續發展方面的意見。為確保持份者能坦誠表達其意見，集團計劃委託獨立第三方以不同溝通方式，如焦點小組訪問或網上調查問卷等方式，了解不同持份者對於各項可持續發展議題的關注程度。集團亦期望日後和持份者一同制訂和推行具體計劃、目標和行動，為保護環境和關懷社會作出貢獻。

BUILDING A GREEN FUTURE

Yuzhou Properties has always adhered to the principle of environmental friendliness and has devised a series of policies and measures on environmental protection, covering different stages including land development, project design as well as construction and sales management, to uphold the notion of green development and facilitate the formation of an eco-friendly culture.

MANAGEMENT OF GREEN VALUE CHAIN

To reduce the impact of its operations on the environment and natural resources, the Group has devised the "Safety Culture Standardization Operational Guidelines" to require the contractors of all of its projects under construction to strictly perform the duties of controlling emissions, including construction sewage, dust, as well as hazardous and non-hazardous wastes.

建設綠色未來

禹洲地產一直堅持環境友好的原則，並制定一系列環境保護政策和措施，內容涵蓋從土地開發、項目設計以至建築施工和銷售管理各個階段，貫徹綠色發展，推進生態文明建設。

綠色價值鏈管理

為減少營運對環境及天然資源的影響，集團訂定《安全文明標準化操作指引》，規定旗下所有在建項目的承辦商必須嚴格執行施工污水、粉塵、有害和無害廢棄物等排放物的管控責任。

Process 項目流程

Policies and Measures on Environmental Protection 環境保護政策和措施

Land development 土地開發

- The site of a project should comply with the urban and rural planning of the locality and also the requirements of construction control over protected zones.
- 項目選址必須符合所在地的城鄉規劃以及保護區建設控制的要求

Project design 項目設計

- Design should be planned based on the Green Building Appraisal Standards.
- Building information modeling (BIM) technology is applied to accurately calculate quantity of materials and construction processes so as to minimize wastage of resources as a result of poor construction and management of construction.
- Plants are chosen based on local climate and soil conditions; and maintenance management work is devised, for the protection of natural ecosystem.
- 按照《綠色建築評價標準》的要求進行規劃
- 使用建築信息模擬(BIM)技術，準確計算物料用量及建造工序，減少因施工和建築管理不善造成的資源浪費
- 根據當地氣候和土壤條件選擇植物，並制訂養護管理工作，保護天然生態系統

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



Process
項目流程

Policies and Measures on Environmental Protection
環境保護政策和措施

Management of wastes 廢棄物管理

- Construction wastes should be collected using garbage pools or movable garbage buckets.
- Classified collection of hazardous and non-hazardous wastes, which are processed according to the local laws and regulations.
- 設置垃圾池或活動式垃圾斗，收集工地廢棄物
- 分類收集有害和無害廢棄物，並按所在地法規處理

Property sale and management
物業銷售及管理

Saving on the use of water and electricity 節約用水用電

- LED illumination system installation schemes are implemented. The time of switching on and off lightings is adjusted based on the season for energy saving.
- Indoor air conditioners should be adjusted when suitable to avoid wastage of energy.
- Notices should be posted in elevators or at corridors to encourage wise use of natural resources.
- 推行LED照明系統安裝計劃，並隨季節適當調整開關時間，節省能源
- 適時調節室內空調溫度，避免能源浪費
- 於電梯及走廊張貼環保告示，鼓勵員工珍惜天然資源



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

Sponge City Design 海綿城市設計

Sponge City is a modern rainwater management approach which allows the city to collect rainwater and optimizes water recycling and flood resilience level of the city through rainwater harvesting systems.

Riverside Sapphire, a project located in West Lake District, Hangzhou, adopts the concept of sponge city design and is equipped with rainwater harvesting facilities and a recycling system. In contrast to traditional impervious ground surface, the project adopts permeable paving surfaces which are paved with porous bituminous concrete, straw bricks, cobblestones and rubbles to enhance permeability. The project also installed a recycling system to collect rainwater for watering, sprinkling and ground washing. Rainwater collected will be treated properly to make sure that it meets the standards under "The Reuse of Urban Recycling Water — Water Quality Standard for Urban Miscellaneous Water Consumption" (GB/T 18920-2002) and the "Engineering Technical Code for Rain Utilization in Buildings and Sub-district" (GB50400-2006).

海綿城市是現代雨水管理模式，讓城市在下雨時收集雨水，並配合回用雨水系統，提升城市的水循環效應和耐洪能力。

禹洲濱之江項目位於杭州市西湖區，該項目採用海綿城市設計概念，設置了雨水調蓄設施和雨水回用處理系統。有別於傳統不透水的城市露天地面，項目路面採用透水瀝青混凝土，並配合嵌草磚、鵝卵石和碎石組成的透水層，提高透水性能。同時，項目設有雨水回用處理系統，收集雨水作綠化澆灑和地面沖洗用途。所有收集的雨水經妥善處理並確定達到《城市污水再生利用 — 城市雜用水水質》(GB/T 18920-2002)和《建築與社區雨水利用工程技術規範》(GB50400-2006)規定。

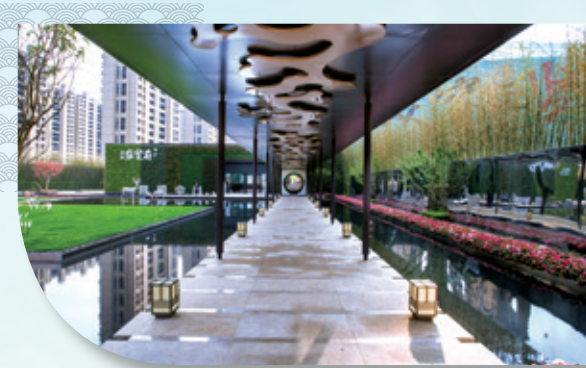


Environment, Social and Governance (Continued)
環境、社會及管治(續)

The Group has a number of green building projects, including Shanghai Noble Mansion, Wuhan Langham City Land and Suzhou Honor Hill. All of these projects achieved satisfactory performance in terms of land use, energy saving, material selection and green technology innovation, and meet the standards for green building.

集團旗下擁有多個綠色建築項目，包括「上海·雍賢府」、「武漢·朗廷元著」和「蘇州·嘉譽山」。各個項目在土地利用、節能、材料選用及綠色技術創新等方面均表現良好，符合綠色建築要求。

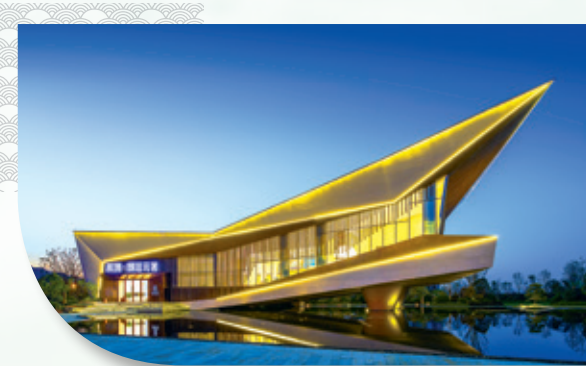
Shanghai Noble Mansion
上海·雍賢府



The project is characterized by green building planning and technologies such as adopting a solar water heating system, and was awarded two stars in the Assessment Standard for Green Building. In addition, the project is built as a humanistic community with the construction concept of cultural heritage, and has won three awards, namely Planning and Architecture, Green Environment and Housing Industrialization Awards, in the 10th Selection of Excellent Houses in Shanghai.

項目糅合多項綠色建築規劃與技術，包括採用太陽能熱水系統，並取得《綠色建築評價標準》的二星評定。此外，項目以文化歷史傳承為建築設計概念，建造上海市的人文社區，並榮獲第十屆「上海市優秀住宅」規劃建築、綠化環境、住宅產業化三大獎項。

Wuhan Langham City Land
武漢·朗廷元著

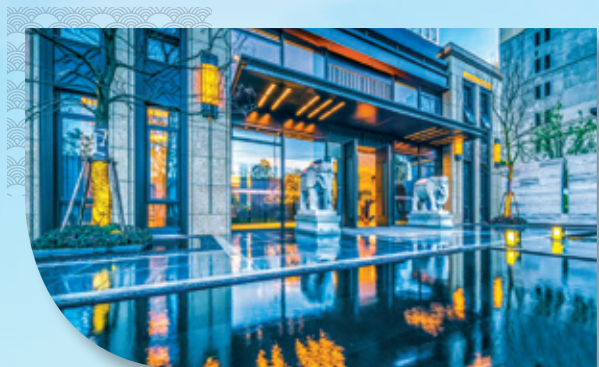


As the weather in Wuhan is hot, well-designed external walls and sun shading devices can reduce heat gain from sunlight, cooling load of air-conditioners and the emission of greenhouse gas. The project (Phase I) adopts good thermal insulation design for the roof and the external wall to make sure that the maximum temperature on the roof and the external wall of Phase I project is lower than the average room temperature of air-conditioned premises in Wuhan City. This insulation design not only satisfies the requirements under Code for Thermal Design for Civil Building (GB 50176-2016), but also meets the standard of Assessment Standard for Green Building.

武漢市天氣炎熱，設計優良的建築物外牆及遮陽裝置可減輕日照時樓宇的熱增量，從而減少空調製冷量，以及其所產生的溫室氣體排放量。項目（一期）採用具備良好隔熱效能的屋頂及外牆構造設計，確保其表面最高溫度低於武漢市空調房間室內平均溫度。該隔熱設計不但符合《民用建築熱工設計規範》GB 50176-2016的規定，更達到《綠色建築評價標準》的要求。

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

Suzhou Honor Hill
蘇州•嘉譽山



Water is a kind of precious resource. The use of rainwater may eliminate the water supply pressure in the city. Rainwater recycled from Phases I and II of the project amounted to a total area of 90,000 sq.m., occupying 950 cubic meters of the rainwater harvesting pool and a total consumption volume of 2,250 cubic meters per day. The utilization rate of water from non-traditional water source amounted to 5.6% (Phase I) and 2.6% (Phase II), respectively. Rainwater recycled will be used for watering, sprinkling, and underground washing.

水乃珍貴的天然資源，善用雨水可減輕城市用水的供給壓力。項目（一、二期）的雨水回收面積合共9萬平方米，雨水蓄水池容量達950立方米，每日的總用水量為2,250立方米，非傳統水源利用率分別為5.6%（一期）及2.6%（二期）。經回收的雨水將重用於澆灑綠化和沖洗地庫。

ENVIRONMENTAL KEY PERFORMANCE INDICATORS (EMISSIONS AND USE OF RESOURCES)

Yuzhou Properties hopes to create long-term well-being for our next generation. It reviews the environmental impacts brought by its operations from time to time, proactively improves the overall efficiency of property development cycles, and carefully looks at the environmental impacts at every stage in the operations. To ensure the effectiveness of its management measures, the Group launched digital management and established measurable key performance indicators to gradually improve data collection management plan, and to strengthen the management on energy use, waste generation and use of water resources.

環境關鍵指標（排放物及資源使用）

禹洲地產期望為下一代創造長遠福祉，時刻檢視自身營運對環境造成的影響，並積極提升物業發展週期的整體效率，悉心管理每個環節對環境的影響。為確保管理措施行之有效，集團推行數字化管理，透過建立可量化的關鍵績效指標並逐步完善數據收集管理方案，加強對能源使用、廢棄物產生和水資源運用的管理。

USE OF ENERGY AND GREENHOUSE GAS EMISSION

During the Year, the Group continued to appoint a professional consultant to conduct an assessment on greenhouse gas emission during its operations with reference to the guidelines² 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 international standards such as ISO14064-1 and The Greenhouse Gas Protocol. According to the assessment, the Group's Shanghai head office and four projects under construction generated an aggregate of 4,889 tons of carbon dioxide equivalent during the Year, among which, 99% of the greenhouse gas emitted was generated during the course of electricity consumption.

能源使用及溫室氣體排放

集團本年度繼續委託專業顧問參考中華人民共和國國家發展和改革委員會發佈的指南²、《上海市溫室氣體排放核算與報告指南》以及國際標準如 ISO14064-1及溫室氣體盤查議定書，評估營運產生的溫室氣體。評估結果顯示，集團上海總辦事處及四個在建項目於本年度共產生溫室氣體4,889噸二氧化碳當量，其中99%來自因電力消耗而產生的溫室氣體排放。

Range 範圍	Total amount of emission in 2018 (tons of carbon dioxide equivalent) 2018年總排放量 (噸二氧化碳當量)	
	Shanghai Head Office 上海總辦事處	Projects under construction 在建項目
Range I: Direct greenhouse gas emission 範圍一：直接溫室氣體排放	14.5	1.8
Range II: Indirect greenhouse gas emission from energy 範圍二：能源間接溫室氣體排放	1,083.3	3,762.8 ³
Range III: Other indirect greenhouse gas emission 範圍三：其他間接溫室氣體排放	17.1	9.3
Total greenhouse gas emission 溫室氣體排放總量	1,114.9	3,773.9
Density of greenhouse gas (in terms of area, tons of carbon dioxide equivalent/sq.m.) 溫室氣體密度 (以面積計算，噸二氧化碳當量／平方米)	0.5	0.003

Range I: Emission from automobile fuels

Range II: Emission from electricity consumption

Range III: Emission from aircraft for business trips

範圍一：來自汽車燃油的排放

範圍二：來自購買電力使用的排放

範圍三：來自商務旅行搭乘飛機的排放

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

³ Including the electricity consumed by the contractors and supplied by Yuzhou Properties at construction sites (the Group's real estate property development projects are undertaken by contractors)

² 《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)》

³ 包括由禹洲地產於工地供應予工程承包商的電力使用(集團的房地產開發工作由承包商負責)

Environment, Social and Governance (Continued)

環境、社會及管治(續)

To reduce emission of greenhouse gases from energy consumption, the Group has put in place a set of energy-saving measures such as installation of highly efficient lighting equipment. The Group also requires its contractors to formulate an energy-saving plan for site construction to reduce unnecessary use of energy through improvement of construction process. In addition to greenhouse gases, the use of automobile fuels also generates exhaust gases, and causes roadside air pollution. For company vehicles, the Group inspects and maintains such vehicles on a regular basis, to ensure that the exhaust emission is in compliance with the statutory requirements.

USE OF RESOURCES AND WASTE MANAGEMENT

The Group activity adopts digital management to reduce the use of resources and enhance waste management. As different construction projects require different resources, such as energy, water and construction materials, in different construction stage, the Group is currently improving its record of resources used in its construction projects. Such record enables the Group to review the implementation and effectiveness of various energy-saving measures. Meanwhile, the Group proactively enlarges the scope of data collected in order to report to the stakeholders its work and performance of environmental protection in a more comprehensive way.

針對因電力使用所產生的溫室氣體排放，集團採取一系列節能措施，例如安裝高效能照明設備。集團亦規定承辦商制訂地盤施工節能方案，透過改善施工流程，減少不必要的能源使用。除溫室氣體排放外，汽車的汽油使用亦會產生廢氣，造成路邊空氣污染。集團定期檢查及保養公司車輛，確保廢氣排放量符合法定標準。

資源使用及廢棄物管理

集團積極利用數字化管理，減少資源使用及加強廢棄物管理。由於建築項目在不同階段所需要的資源(包括能源、水資源及建築材料)有所不同，集團正在完善建築項目的資源使用記錄。有關記錄有助集團檢視各項節約措施的執行情況和成效。同時，集團正積極擴展數據收集範圍，以便日後向持份者更全面地匯報其在環境保護的工作和表現。



The Group applied the building information modeling (BIM) technology and a 3D information system to coordinate construction processes for reducing the use of construction materials and wastes generated due to errors and emissions or remedial works. For office operation, the Group proactively streamlined its operation procedures and implemented paperless office to reduce waste at source. During the reporting period, the Group generated a limited amount of hazardous wastes, including fluorescent tubes, batteries and toner cartridges. Such wastes were delivered to qualified contractors for further handling after separation. All domestic refuse was processed by the municipal environmental hygiene authority; food waste was collected by recyclers for processing; and construction waste was delivered to landfills.

Through the assessment, the Group gained a better understanding of the utilization level of resources and the emission level. The Group will continue to optimize the record of environmental data and conduct carbon assessment, with a view to reviewing the effectiveness of the existing measures and formulating environmental goals and work plan. The Group complies with relevant laws and regulations such as the Environmental Protection Laws of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution. During the reporting period, the Group was not aware of any cases of non-compliance related to emissions, use of resources or the environment and natural resources.

CREATE AN IDEAL WORKING ENVIRONMENT

Yuzhou Properties regards its employees as a partner in its growth journey, and is dedicated to providing a safe working environment for them to give play to their talent.

集團採用建築信息模擬(BIM)技術，透過三維資訊系統協調施工，減少因施工錯漏或翻工而耗用的建築材料或產生的建築廢棄物。針對辦公室營運，集團積極精簡操作流程，實行辦公室無紙化，從源頭減棄。報告期內，集團產生少量有害廢棄物(包括廢光管、電池和碳粉盒等)，廢棄物經分類後交由合資格的承辦商處理。所有生活垃圾交由市政環境衛生部門處理，廚餘垃圾則由廚餘回收商回收處理，而建築垃圾則運送至堆填區填埋。

評估過程讓集團更深入了解其資源使用和排放物的情況。集團將繼續完善環境數據的記錄並進行碳評估，以便檢討現行措施成效，以及制訂環境目標和工作計劃。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》、《中華人民共和國水污染防治法》及《中華人民共和國大氣污染防治法》等。在本報告期內，本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。

締造理想的工作環境

禹洲地產視員工為與其共同成長的合作夥伴，致力為他們提供安全且能夠發揮所長的工作環境。

Environment, Social and Governance (Continued)

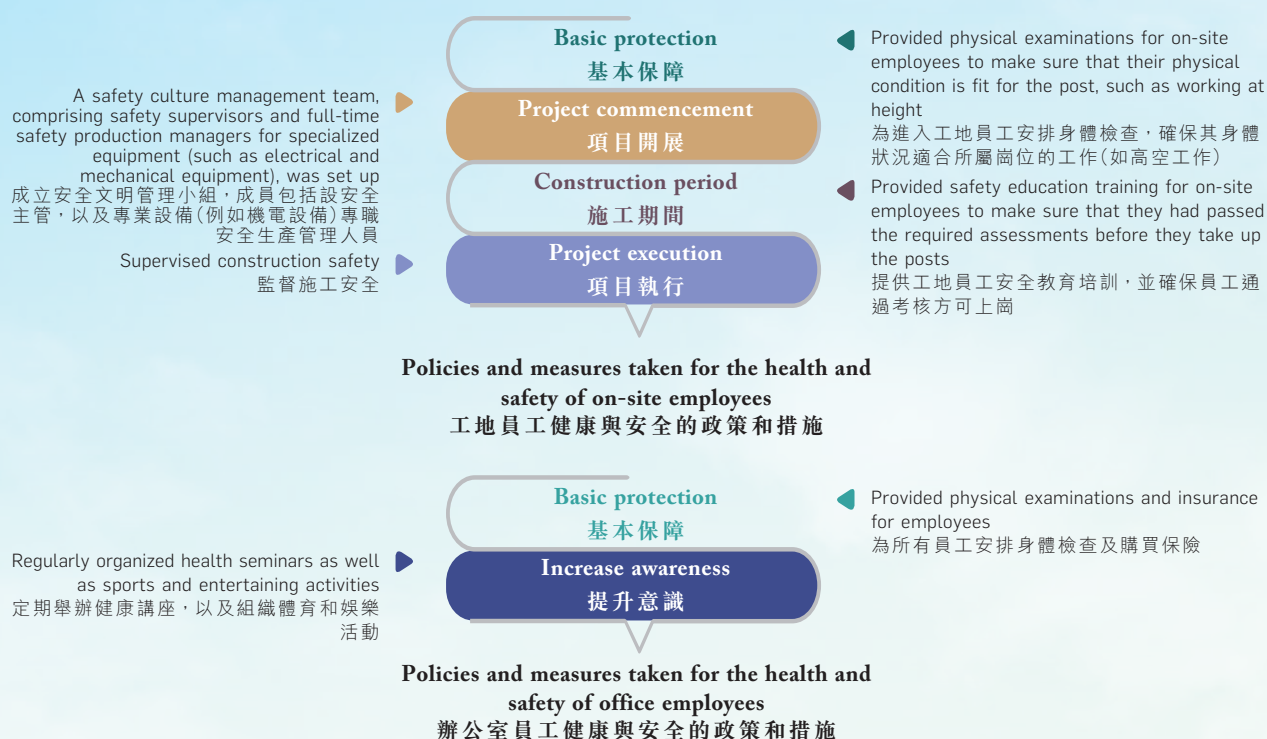
環境、社會及管治(續)

SAFEGUARD EMPLOYEES' SAFETY AND HEALTH

As the Group values the health and safety of its employees, it has purchased medical insurance for them and formulated the "Standardization Guidelines on Safe and Civilized Operation" setting out the code of practice for safety at work at the construction sites to strengthen the on-site safety standardization management of all projects.

保障員工安全與健康

集團重視員工的健康與安全，不僅為員工提供健康醫療保障，亦制定了《安全文明標準化操作指引》，規範建築工地的工作安全守則，加強各在建項目的現場安全管理。



Health protection for the Group's employees 為集團員工提供健康保障

The Group is committed to maintaining a healthy and safe working environment for its employees, in order to prevent workplace accidents. Every year, the Group arranges physical examination for those employees who have worked for one year, and organizes regular sports activities and health seminars to arouse employees' awareness of mental and physical health.

集團致力為員工維持一個健康和安全的工作環境，防止工傷意外發生。集團每年安排工作滿一年的員工進行體檢，並定期組織體育活動和健康講座，鼓勵員工注意身心健康。

Safety measures for protecting on-site employees 保障工地人員的安全措施

The Group has set up a safety production system requiring that for all construction projects, analysis on the operation environment, operation characteristics and hazardous sources should be conducted and proper arrangement should be made prior to the commencement of construction. Such arrangements include prevention and control measures, safety protection facilities, safety operation regulations and standards, safety precautions as well as contingency plans.

Under the "Standardization Guidelines on Safe and Civilized Operation", construction sites are divided into primary risk zones, secondary risk zones and safety zones based on the degree of safety risk. Corresponding safety requirements are set out for each construction site accordingly. For projects are of more danger, the Group's project department requires the construction units to prepare a safety plan and organize an expert discussion meeting before approval and implementation of these projects.

Furthermore, the Group has put in place a safety education system requiring that the construction units shall provide appropriate safety education training to all on-site employees. In accordance with the Group's safety patrol system and the post-construction safety assessment, such on-site employees are also required to conduct safety inspection during the construction period and review the overall safety management throughout the entire development process upon completion.

集團制定安全生產制度，規定所有項目必須在工程開展前針對作業環境、作業特點和危險源進行分析，並作出妥善安排。例如，訂立防治措施、安全防護設施、安全操作規程和標準、安全注意事項以及事故應急方案。

根據集團的《安全文明標準化操作指引》，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。針對危險性較大的工程，集團項目部會要求施工單位編製安全方案，以及組織召開專家論證會，經批准後方可開展有關工程。

此外，集團設有安全教育制度，規範施工單位為工地員工提供適當的安全教育培訓。工地員工亦須根據集團的安全巡查制度和竣工驗收後安全評估制度，在施工期間進行安全巡查，以及於竣工後檢討整體開發過程中的安全管理情況。

Environment, Social and Governance (Continued)

環境、社會及管治(續)

The Group complies with the relevant laws and regulations such as Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and the Fire Control Law of the People's Republic of China. The Group did not have any cases of workplace fatal injuries or non-compliance related to health or safety.

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》及《中華人民共和國消防法》等法律法規。本集團於本年度並無發生工傷死亡個案或與健康及安全相關的違法違規個案。

EMPLOYMENT SYSTEM

- The Group devised the "Regulations Governing Recruitment", to ensure that its recruitment management standard system is based on the principle of fair competition.
- It recruits employees from different countries all around the world regardless of their age, gender, religious, marital status, culture and background, and is dedicated to promoting team diversification.
- It has put in place an internal recruitment process to encourage employees to apply for any vacancies within the Group.
- It has organized a campus recruitment program, namely Yuzhou Young Talents (禹苗), to recruit young talents.
- The use of child labor is prohibited. 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.

僱傭制度

- 集團制定《招聘管理規程》，確保招聘管理標準體系遵循公平競爭原則，擇優錄用
- 在全國各地招聘不同性別、年齡、宗教、婚姻狀況、文化背景的員工，積極構建多元化團隊
- 設有內部招聘程序，鼓勵員工申請集團的空缺職位
- 舉辦「禹苗」校園招聘計劃，招募年輕人才
- 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

Recruitment
招聘



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

- The Group compiled the "Employee Handbook" setting out relevant working hours, professional disciplines, salaries and benefits, performance management, learning and development, incentives and penalties as well as other arrangements.
- Staff remuneration comprises basic salary, performance bonus, year-end bonus, long service payment and contract gratuities, and is subject to adjustment based on the employee's respective performance appraisal.
- Apart from statutory holidays and benefits, employees are entitled to have various benefits, such as wedding cash gifts, hospitalization consolation gifts, lunch allowances and birthday cash gifts.
- The Group always endeavors to provide a workspace with equal opportunities and no discrimination, which would protect its employees from unfair treatment in terms of recruitment, remuneration and benefits, training and promotion, package and welfares due to their race, ethnicity, descent, social status, origin, gender, age, position, religious, belief and nationality.
- To prohibit forced labor, the Group has established an overtime work system to make sure that overtime arrangements are voluntarily accepted by employees. All eligible employees will be compensated by allowing them to take working days off or receive overtime compensation based on the nature of their overtime work.

- 集團制定的《員工手冊》列明有關工作時數、職業紀律、薪酬福利、績效管理、學習發展、獎勵處分等安排
- 員工薪酬由基本工資、職級工資績效獎金、年終業績獎金、司齡工資和履約獎勵金組成，並依據員工的績效考核結果進行調整
- 員工除了享有法定假期和福利，亦可享有如員工婚慶禮金、住院慰問禮、午餐補貼，生日禮金等福利
- 集團致力為員工建立一個平等、反歧視的工作環境，員工不會因種族、民族、血統、社會地位、出生、性別、年齡、職務、宗教、信仰、國籍等因素，在招聘、薪酬及福利、培訓及晉升、待遇及福利等過程中受到差別待遇
- 集團禁止強制勞工，並已制定加班制度確保員工均屬自願加班。合資格員工亦可按加班性質，獲安排調休或發放加班補貼

Remuneration
and package
薪酬與待遇

Training and
development
培訓與發展

- The Group worked out training programs in accordance with the "Regulations Governing Training".
- A promotion mechanism has been set up to specify promotion conditions to ensure the fairness of the mechanism.
- 根據《培訓管理規程》為員工制定培訓計劃
- 建立晉升機制，列明員工晉升條件，確保相關機制公平公正

- The Group respects employees' rights. To secure the employment relationship with its employees, the Group enters into a labor contract with all employees setting out the employment terms of resignation and termination of service.

- 集團尊重員工的權利，透過訂立勞動合同，離職確定與員工之僱傭關係，以及有關離職及解僱等的僱傭條款

Cessation of
employment
離職

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

Cultivation of talent team 培育人才隊伍

The Group updated the talent strategy guide during the Year with a focus on strengthening the capabilities of core management personnel, and commenced the training for middle and senior management personnel and for the management of its subsidiaries. In addition, the Group incorporated the culture of "Grow with Yuzhou" into its training to assist employees at all levels to be integrated to its corporate culture.

The Group conducted talent review on core personnel, as well as set up an optimization plan for career and salary promotion during the Year. Meanwhile, it has also introduced the project co-investment mechanism inviting employees at core positions to be the partner of the Company's co-investment projects, in order to boost the Group's operational capability.

集團於本年度更新人才戰略指引，著重提升核心管理人員的能力，並開展中高管理人員和城市公司管理層的培訓。此外，集團將「禹化之路」文化融入培訓，協助各職級人員融入企業文化。

本年度，集團實施核心人才盤點，以及針對崗位晉升和薪酬，制定優化計劃。同時，集團引入項目跟投機制，邀請核心崗位員工成為公司跟投項目的合夥人，與公司共同提升集團的運營能力。

Optimization of benefits structure 完善福利架構

During the reporting period, the Group reviewed its benefits structure and upgraded its benefits policy. As the Group has established its business presence in various cities in China and certain employees are required to be stationed abroad, the Group has compiled the Management Regulations on Employees Stationed Abroad and offered support for dispatched employees for visiting their relatives.

本報告期內，集團檢視福利架構，提升福利政策。由於集團業務遍佈中國內地不同城市，部分員工需要外駐工作，集團制定《駐外管理規程》，為外派人員提供探親等福利支援。

Future plan: optimization of employment policy 未來計劃：完善僱傭政策

The Group completed the employee survey program during the reporting period. Through the interviews with focus groups and other methods, the Group gained understanding of opinions from its employees on the working environment. In the future, the Group will clearly state in the employment policy that it is dedicated to protecting all employees from discrimination or harassment, as well as providing a diversified working environment for them to build on their strengths and develop their potentials.

集團於本報告期內完成員工調研計劃，透過焦點小組訪談等方式，了解員工對工作環境的意見。集團未來將於僱傭政策中明文列載其保障所有員工不會受到任何歧視和騷擾，以及提供多元化的工作環境，令員工得以發揮所長、發展潛能的承諾。

The Group complies with relevant laws and regulations such as the Labor Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Minors. The Group did not have any cases of non-compliance related to child or forced labor during the Year. During the reporting period, the Group was not aware of any cases of non-compliance in relation to child or forced labor, or related to employment.

EMPLOYEE DEVELOPMENT

In a hope of growing with its employees, the Group allocated considerable resources to talent training. All units of the Group worked out training programs in accordance with the "Regulations Governing Training", and provided various kinds of training programs for their employees to enhance their technical skills, operational efficiency, and personal growth. The diversified types of training include in-house courses, outbound training and job rotation.

During the previous reporting year, the Group established Yuzhou Business Academy, aiming at building a systematic talent training system, enhancing cohesion of the Yuzhou corporate culture, fostering performance-oriented organizational capability, and cultivating outstanding and competent people in the real estate industry.

本集團遵守相關法律及規例，如《中華人民共和國勞動法》和《中華人民共和國未成年人保護法》等。本集團本年度並無發生任何有關童工或強制勞工的違法違規個案。在本報告期內，集團並無發現任何與童工或強制勞工，以及與僱傭相關的違規個案。

員工發展

集團期望與員工一同進步，因此投入相當資源於人才培訓。集團各單位根據《培訓管理規程》制定培訓計劃，為員工提供各類型的培訓項目，提升其工作技能及營運效率，促進員工的個人發展。培訓方式多元化，包括內部辦班、外派培訓、崗位輪換等形式。

在上一個報告年度，集團設立禹洲商學院，構建系統化的人才培養體系，旨在提升禹洲文化凝聚力、構建績效導向的組織能力及培育地產精英。



Case Study: Yuzhou Business Academy

個案分享： 禹洲商學院



“Becoming the West Point Military Academy of the real estate industry and cultivating outstanding and competent people in the real estate industry”

「成為行業的西點軍校，培育房地產精英。」

The Group took new initiatives to establish Yuzhou Business Academy, and regarded establishing the academy as the West Point Military Academy of the real estate industry and cultivating outstanding and competent people in the real estate industry as its own responsibilities. The Group encourages strategic development and innovation, cultivates and consolidates corporate management culture as always. It is committed to providing a platform for practice and solutions through the establishment of Yuzhou Business Academy, which will drive the development of the Group's real estate business.

People-centered Learning Mode

Yuzhou Business Academy will formulate an annual training goal in accordance with the Group's business needs and strategic development, and based on which, the Group will further formulate various talent development projects and design learning programs.

Unlike the traditional taught course, which is a single directional teaching model, programs offered at Yuzhou Business Academy are people-centered and emphasize the transformation from learning achievements to practical application. In this regard, these programs cover a wide range of learning activities such as workshops, mobile learning, task practices, tutorials, reading exchange, visiting activities, expert sharing and E-learning, to accommodate the learning needs of all employees and grasp the latest knowledge and skills.

集團再創新猷，成立禹洲商學院，並以成為行業的西點軍校及培育房地產精英為己任。集團一直鼓勵策略發展與創新，培養及鞏固企業管理文化，並致力透過成立禹洲商學院，提供實踐和解決方案的分享平台，以驅動集團地產業務的發展。

以人為本的學習模式

禹洲商學院根據集團業務需求和戰略發展訂立年度培訓目標，並以此進一步制訂各項人才發展項目並設計學習課程。

有別過往傳統單向灌輸式的面授培訓方式，禹洲商學院課程以員工為中心，注重從學習成果轉化至工作實踐應用。因此，課程涵蓋多元化學習活動，包括工作坊、行動學習、任務實踐、導師輔導、讀書交流、參訪活動、專家分享和線上學習等，以配合員工的學習需要，掌握最新的知識和技能。

Analysis and follow-up of learning performance 學習表現分析和跟進

Yuzhou Business Academy collects and analyzes employees' learning performance and attitude through the corporate social platform. By conducting comprehensive evaluation on employees' learning performance and achievements, the Group is able to review and improve Yuzhou Business Academy's development direction and program design.

禹洲商學院透過企業社交平台，收集並分析參與培訓之員工的學習表現及態度，通過全面的員工學習表現和成績評估，有助集團檢視和完善禹洲商學院的發展方向和課程設計。

Highly valuing employees' opinions 重視員工意見

In addition to collecting and analyzing employees' learning performance, the Group highly values their learning experience and encourages feedback from them. During the Year, the training activities organized by Yuzhou Business Academy achieved an average rate of employee satisfaction of more than 4.8 on a scale of five, among which, several indicators such as degree of inspiration and practicability exceeded 4.6.

集團除了收集和分析員工的學習表現外，更重視他們的學習體驗，鼓勵意見反饋。以五分為滿分，員工對本年度禹洲商學院的培訓活動平均整體滿意度達4.8分以上，其中，啟發性和實用性等多項指標平均滿意度均達4.6分以上。



This evaluation not only enables the Group to understand the study needs of its employees, but also helps to improve the development and program design of Yuzhou Business Academy. The Group actively considers opinions of its employees, and takes into consideration of the following suggestions when formulating the annual training goals for its training programs, in an endeavor to meet employees' learning needs and assist them in grasping the latest knowledge and skills.

評分不僅讓集團了解員工的學習需要，亦有助完善禹洲商學院的發展和課程設計。集團積極考慮員工建議，並將在訂立年度培訓目標時把以下建議納入課程設計的考慮因素，務求配合員工的學習需要，協助他們掌握最新的知識和技能。

Environment, Social and Governance (Continued)

環境、社會及管治(續)

Employees' suggestions on training in 2018

2018年員工培訓建議

- Provision of systematic and diversified training programs
- Guidance on individual career development
- Increase of opportunities for practical training
- As employees are generally holders of engineering qualifications, it is hoped that the Group will focus on the learning and building up of professional competence
- It is hoped that subsequent training will be provided by Yuzhou's internal trainers, particularly regional general manager, to better accommodate the conditions of Yuzhou by making reference to Yuzhou's internal cases and examples to increase practicality in operation
- 提供系統且多元化的培訓課程
- 指導員工個人職業發展
- 增加實戰演練機會
- 學員普遍為工程專業出身，希望重點考慮專業能力的學習與打造
- 希望後續培訓能由更多的禹洲內部導師講授，特別是區域總經理作為講師，更能貼合禹洲情況，結合禹洲內部案例講解，增加實際操作性

Yuzhou Business Academy offers tailor-made training programs with appropriate training goals and programs for employees at different levels and different positions. The key training programs for the Year are set out as below:

禹洲商學院針對不同職級和崗位的員工，訂立培訓目的和適合的培訓項目。下列為本年度的重點培訓項目：

		
Training goals 培訓目的	Target participants 培訓對象	Training programs 培訓項目
Nurturing key management personnel 培育關鍵管理人員	Senior management 高級管理層	Performance management certificate course and "Yu Xiu Program" 績效管理認證課程、禹袖計劃
Establishing a back-up management team 建設後備管理團隊	Key personnel with high potential 核心高潛質員工	"Yu Shuai Program", "Yu Yue Program" and IDP high-potential training program 禹帥計劃、禹躍計劃、IDP高潛培訓項目
Enhancing professional competence 提升專業能力	Managers 經理級員工	Design, cost, finance, investment, construction project and human resources management training camp 設計、成本、財務、投資、工程項目、人力經理訓練營
Creating a corporate culture 建立企業文化	New recruits 新員工	Induction program for new recruits 新進員工融入計劃

Major training programs 重點培訓項目



“Yu Yue Program”

禹躍計劃

Target participants:
management trainees
培訓對象：
管培生



“Yu Shuai Program”

禹帥計劃

Target participants:
management personnel
of city branches
培訓對象：
城市分公司管理層



“Yu Jiang Program”

禹將計劃

Target participants:
persons-in-charge
for the project
培訓對象：
項目負責人



“Yu Xiu Program”

禹袖計劃

Target participants:
management personnel of
regional branches/senior
management of the Group
培訓對象：
區域公司
管理層／集團高管

Training camp for project managers 項目經理訓練營

Yuzhou Business Academy held a training camp for project managers at the end of October and invited a number of experienced trainers to share about market positioning and product strategies, customer relationship, as well as the utilization of project management software to increase efficiency. The camp aims to strengthen the critical thinking ability of project managers in applying marketing logics, while enhance professional competence and customer service awareness. Participants of this training program also attended a corporate culture workshop to share their work and build up a corporate culture and spirit.

禹洲商學院於本年度十月底舉行項目經理訓練營，邀請多名具豐富經驗的培訓講師分享有關市場定位與產品決策、客戶關係以及利用項目管理軟件提高效率的方法，旨在加強項目經理運用行銷邏輯的思考能力，提升專業能力和客戶服務意識。參與此次培訓的員工亦出席企業文化研討工作坊，分享工作點滴，共同建立企業文化精神。

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

ADHERING TO THE OPERATING PHILOSOPHY OF COOPERATION AND MUTUAL BENEFITS

Yuzhou Properties firmly believes that its sustainability performance depends on its ability to work together with its cooperation partners. As such, the Group strives to establish a long-term and close relationship with its partners who share the common values with it, and leverages on comprehensive supply chain management, to mitigate the environmental and social risks and achieve mutual operational benefits.

Product Liability

Under the intense competition in the market, demand for better products and services from customers is increasing. The Group believes that only by creating maximum value for customers can we gain their trust and support. Yuzhou Properties always takes product liability as the primary consideration, committed to uplifting the construction quality and safety level, and constructing a better home for customers.

秉持合作共贏營運理念

禹洲地產深信企業在可持續發展的表現，取決於企業能否與合作夥伴同心協力。因此，集團積極與持有共同理念的夥伴建立長遠且緊密的關係，並通過全面的供應鏈管理，減少當中的環境及社會風險，達至合作共贏營運的局面。

產品責任

面對競爭激烈的市場，客戶對產品和服務的要求不斷提高；只有為客戶創造最大價值才能得到客戶的信賴與支持。禹洲地產始終以產品責任為首要考量，致力提升工程質量與安全水平，為客戶構建美好家園。



Implementation and performance of quality management 質量管理的執行情況和表現

In accordance with the "Management Procedure for Project Inspection" formulated by the Group, comprehensive engineering inspections are carried out throughout all processes of the project construction starting from the commencement of construction to project delivery. Such inspections primarily cover actual measurement, construction safety, physical perception quality, defects in construction process and execution of management functions, so as to strictly assess the quality performance in projects.

根據集團制定的《工程檢查管理規程》，在建項目從開展、到施工及到交付的各個階段，均需要進行全方位的工程檢查。檢查範圍涵蓋實測實量、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等，以確保項目在各個方面的質量表現。

Protection of the health and safety of residents 保障住戶的健康與安全

In the pursuit of a healthy lifestyle, the Group spares no efforts to improve the indoor environmental quality of its projects by strictly managing indoor noise level, natural lighting and air quality. The Group also intends to introduce the WELL Building Standard, covering seven aspects including air, water, nutrition, light, fitness, comfortability and awareness, in an effort to construct a healthy and liveable environment for residents.

秉承健康生活的理念，集團致力提升項目的室內環境質量，嚴格控制室內噪聲、採光及空氣質量。集團亦計劃引入WELL建築標準，從空氣、水、營養、光線、健身、舒適度和意識等七個方面入手，為住戶建構健康宜居的居住環境。

The Group is sincere in establishing a long-term relationship of mutual trust with customers. By setting up a channel for communication and receiving complaints, the Group listens humbly to the views and complaints from customers on products and services. In addition, the Group's employees keep customers' privacy strictly confidential. In the course of collection, processing and storage of personal information, 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.

集團誠意與客戶建立長遠互信關係，設有溝通和投訴渠道，虛心聆聽客戶對服務及商品的意見和投訴。此外，集團員工致力保障客戶個人私隱，在收集、使用和儲存個人資料過程均遵守保障私隱相關法例，並在《勞工合同》中列明員工必須保護集團的客戶資料。

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

Collection of and response to customers' opinions 收集和回應客戶意見

The Group believes that only by maintaining open communications with customers can we improve our sustainability performance on an ongoing basis. To further collect and analyze customers' opinions, as well as enhance product and service quality, the Group conducted a series of customer experience surveys during the Year, including:

- Monthly customer satisfaction survey
- Monthly mystery customer evaluation
- Community quality inspection
- On-site and telephone visits
- Questionnaire during customer promotion activities

Furthermore, the Group has put in place the Guideline for Customer Complaint Response, which requires all customer service specialists to maintain a detailed record of customer complaints and pass such records to the relevant department, in order to make sure that all complaints are properly handled.

集團認為與客戶保持至誠溝通，方可持續改善表現。為了進一步收集和分析客戶意見，提升產品及服務質量，集團在本年度進行了一系列客戶經驗評估方案。活動如下：

- 每月客戶滿意度調研
- 每月神秘客戶調研
- 社區品質巡檢
- 上門及電話拜訪
- 客戶活動期間進行問卷調研

此外，集團設有《客戶投訴處理作業指引》，規定客服人員必須詳細記錄客戶的投訴內容，並轉交相關部門跟進，以確保所有投訴均獲妥善處理。

The Group holds a monthly marketing meeting to inspect the advertisements to be published, and regularly provides training for the employees responsible for marketing planning and advertising design to ensure that they keep track of the Group's latest advertising policy.

集團舉辦月度營銷會議，審核即將公開的廣告畫面。此外，集團定期為負責策劃營銷及廣告設計的員工安排培訓，確保他們瞭解集團最新的廣告政策。

Descriptions and requirements on the media

描述及媒介規定

Different operating locations shall adopt standard descriptions on the Group, and select advertising media and cooperation partners in accordance with the procedures in place.

不同營運點須統一有關集團的描述，並根據既定程序選擇廣告媒介及合作夥伴。

Deciding and inspecting the contents

釐定及審核內容

At the monthly marketing meeting, the relevant unit is required to review the advertisements launched in the previous month and approve the advertisements to be launched in the following month.

相關單位需在每月的行銷會議中，回顧上月已推出的廣告，以及審核下個月即將推出的廣告。

Training

培訓

Project training courses are organized for advertising planning employees on a quarterly basis, to ensure that they keep abreast of the latest advertising policy. Employees may discuss frequently asked questions and look into the solutions through case studies. 為參與策劃廣告的員工安排季度專項培訓，確保他們瞭解最新的廣告政策。員工亦可透過個案分享，討論常見問題和解決方法。

The Group complies with relevant laws and regulations such as the Product Quality Law of the People's Republic of China, the Urban Real Estate Administrative Law of the People's Republic of China and the Advertising Law of the People's Republic of China. During the Year, the Group did not have any cases of non-compliance related to product liability.

Supply Chain Management

The Group's property development is undertaken by its contractors. Sound management of supply chain does not only enhance the effectiveness of the Group's risk management but also enables the Group to contribute positively to sustainable development during the lifecycle of a project.

Numerous suppliers are engaged by the Group to primarily provide engineering services, engineering works and engineering supplies for property development projects. To properly manage the environmental and social risks of its supply chain, the Group seeks to establish a holistic supply chain management system to specify procedures and criteria for supplier qualification review, tender for procurement and supervision of supplier performance. At the Group's headquarters, the cost management center is responsible for preparing and revising documents on supplier management systems, which are in turn submitted to the committee for managing procurements by way of tender for consideration and approval. The Group's "Regulations Governing Suppliers" and "Operational Guidelines for Procurement, Invitation and Submission of Tenders" set out the criteria for selecting suppliers as well as tender mechanism.

集團遵守相關法律及規例，如《中華人民共和國產品質量法》、《中華人民共和國城市房地產管理法》及《中華人民共和國廣告法》等。本年度，本集團並無發生與產品責任相關的違法違規個案。

供應鏈管理

集團的房地產開發工作由承包商負責，故良好的供應鏈管理不但可以加強集團的風險管理成效，更可以讓集團在項目生命週期中為可持續發展作出貢獻。

集團聘用的供應商眾多，主要為房地產開發項目提供工程服務、工程施工及工程貨物。為妥善管理供應鏈的環境及社會風險，集團致力建立全面的供應鏈管理體系，訂明有關審核供應商資格、招標採購及監察供應商表現的程序和標準。集團總部成本管理中心負責編製和修訂供應商管理體系文件，並交由公司招標採購管理委員會審議批准。集團編製的《供應商管理規程》和《採購招投標操作指引》規範有關供應商選用的考慮條件，以及訂明投標機制。



Environment, Social and Governance (Continued)

環境、社會及管治(續)

Procurement processes

採購流程

Review
of supplier
qualifications
審核
供應商資格

- Visits to suppliers to assess performances in production equipment, quality of materials, workers' operation level and so forth. Suppliers that do not pass the preliminary qualification check are not allowed to participate in tendering.

Measures for managing supply chain

供應鏈管理措施

- 對供應商進行考察，以了解其生產裝備、材料品質、工人操作水平等表現，未能通過資格預審的供應商將不能參與投標

Tender for
procurement
招標採購

- Tender for procurement shall be conducted primarily on the principles of transparency, impartiality, probity and legality. Tendering should be conducted in a fair and impartial manner, and employees related to tendering shall not seek personal gains from their work.
- Suppliers are requested to provide corporate production safety licenses as well as authentication certificates in quality, environment and occupational health and safety.

- 招標採購以透明公正和廉潔奉公為主要原則，保證招標工作公平公正，與招標採購工作相關的員工亦不得利用職務謀求私利
- 要求供應商提供企業安全生產許可證，以及質量、環境及職業健康安全認證證書

Monitoring
supplier
performance
監察
供應商表現

- By classifying and grading suppliers as well as by conducting satisfaction surveys over suppliers, those suppliers that fail to meet our standards will be blacklisted from participating in bidding.

- 對供應商的分類進行分級及滿意度調查，表現不合格者將被列入黑名單，不得參與投標

For office supplies, the Group has established the "Operational Guidelines for Procurement for Administrative and Office Uses" and the "Regulations Governing Office Supplies", under which quality, availability of supply, services and so forth are criteria for assessment in selecting suppliers.

針對辦公用品，集團建立《行政辦公採購作業指引》和《辦公用品管理規程》，在選擇供應商時以品質、供貨和服務等方面進行考核。

Anti-corruption

Corruption causes serious negative consequences to an enterprise and society. As a property developer that upholds probity, honesty, morality and integrity, the Group adopts a zero-tolerance policy on acts of corruption in any form, including illegal acts such as bribery and extortion, fraud and money laundering.

The Group's "Regulations Governing Anti-Corrupt Practices" and "Employees' Behaviors Management Procedures" set out the codes of conduct of employees and prohibit acts of favoritism and malpractices to seek personal gains by abusing their power or by taking advantage of their positions. For example, 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, nor are they permitted to engage in activities (such as travel and personal consumption) with public funds. On the one hand, employees are required to sign a "Letter of Undertaking on Being Clean, Honest and Self-disciplined" to undertake that they must consciously comply with the national laws as well as the Group's rules and regulations regarding clean governance. On the other hand, the Group has clear rules on the management's responsibility for establishing anti-corruptive measures and the Group shall take responsibility for the malpractices of employees.

Meanwhile, a set of malpractice reporting and handling procedures have been established to encourage employees to report malpractices to the Group in real names. All cases are investigated by internal reviewers and the identities of and related information on whistle-blowers are kept confidential. Result of investigation will be recorded by investigators on a "Report Form for Anti-malpractice Special Line Records" to be submitted to the Group's management.

The Group complies with relevant laws and regulations, including the Criminal Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. During the year, the Group had no reported cases, litigations or cases of non-compliance with laws and regulations relating to corruption or unfair competition.

反貪污

貪腐無論是對於企業自身或是社會均會造成嚴重的負面後果。作為一家恪守廉潔、誠實、合乎道德及誠信的房地產企業，集團對任何形式的貪污行為採取零容忍態度，絕不包容有關賄賂及勒索、欺詐及洗黑錢等非法行為。

集團制定了《反舞弊管理規程》及《員工行為管理規程》，規範員工行為守則，禁止任何營私舞弊及以權謀私行為。例如，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賄賂、送禮、回扣，或不得利用公款進行旅遊、個人消費等活動。集團一方面要求員工簽訂《廉潔自律承諾書》，承諾自覺遵守國家法律及集團有關廉政管理的規章制度；另一方面，集團明確管理層建立反貪腐措施的責任，並須為員工舞弊行為承擔責任。

此外，集團設有舞弊舉報及處理程序，鼓勵員工以實名形式向集團揭露相關不當行為。所有個案由內部審計人員負責展開調查，舉報人及相關資訊均會獲保密處理。調查人員將會按照《反舞弊專線記錄呈報表》記錄結果，並向集團管理層報告。

集團遵守相關法律及規例，包括《中華人民共和國刑法》和《中華人民共和國反不正當競爭法》。本年度，本集團並無有關貪污及不正當競爭的舉報個案、訴訟案件及違法違規個案。

Environment, Social and Governance (Continued)

環境、社會及管治(續)

Building Better Communities

With increasing concerns about corporate social responsibilities, it is generally believed that an enterprise needs to take long-term social development into account in the course of business operation planning instead of focusing on short-term financial performance and shareholders' return only. We hope the concept of "From the Community, For the Community" can gain depth within the Group and we look forward to spreading this caring culture. Therefore, the Group has set up the Yuzhou Volunteers League and the Yuzhou Charity Foundation to organize or financially support charitable activities and encourage employees to take an active part in such volunteering activities. At the same time, such platforms of volunteering services also enable employees to work with colleagues from different departments of the Group after work and contribute their caring deeds to society.

構建更美好的社區

大眾對企業社會責任的關注不斷提高，強調企業不能只以短期的財務績效及股東回報為目標，更要將整個社會的長遠發展納入企業營運的規劃中。集團希望在內部深化「取諸社會、用諸社會」的理念，並將這份關愛文化傳揚開去。因此，集團成立禹洲志願者聯盟及禹洲公益基金會，組織或資助公益活動，鼓勵員工積極參與義工活動。同時，義工平台亦可讓員工在工作之餘與不同部門的同事合作，以善心回饋社會。



January
一月

- A total of RMB350,000 was donated by the Yuzhou Charity Foundation to Shengze Charity under Suzhou Wujiang Charity Federation, the Home Affairs Office of the Jinhui Town People's Government, Fengxian District, Shanghai, and the Fengxian branch of Shanghai Charity Foundation, to support local poverty-relief activities
- 禹洲公益基金會向蘇州市吳江區慈善總會盛澤慈善會、上海市奉賢區金匯鎮人民政府民政辦公室以及上海市慈善基金會奉賢區分會共捐贈35萬元，支持當地的扶貧助困活動

- Wheelchairs for sports were donated by the Yuzhou Volunteers League to the Hong Kong Federation of Handicapped Youth to support its rehabilitation scheme for disabled people
- The Group provided full sponsorship to the Hong Kong Federation of Trade Unions to support its New Year Reunion Dinner for Singleton Elderly in Hong Kong, in which approximately 1,500 senior citizens participated to share a joyful festive celebration of the Chinese New Year
- 禹洲志願者聯盟向香港傷殘青年協會捐贈運動輪椅，支持傷殘復健計劃
- 集團全資贊助香港工會聯合會舉辦的「關懷全港獨居長者團年宴」活動，並邀請近1,500位長者共聚一堂，共慶傳統新春佳節

February
二月

May
五月

- An amount of RMB1 million was donated by the Yuzhou Charity Foundation to Fujian Hui'an Charity Federation to support the medical plan for relieving major illnesses infecting rural and urban people living in hardship in Hui'an County
- Yuzhou volunteers visited senior citizens in Shenjiang Home for Elderly Care for exchanges with senior citizens through the interactions in games
- 禹洲公益基金會向福建省惠安縣慈善總會捐贈100萬元，以支持惠安縣城鄉困難群眾大病醫療救助工作的開展
- 禹洲志願者們前往申江養護院慰問長者，藉著互動遊戲促進與長者間的交流

- An amount of RMB100,000 was donated by Yuzhou Charity Foundation to Xiamen University Education Development Foundation to support its researches on the topic of "Taiwan's Contingency Mechanism for Storms and Its Experience in Post-Storm Redevelopment"
- 禹洲公益基金會向廈門大學教育發展基金會捐贈10萬元，支持其「台灣風災應急機制及災後重建經驗」的研究課題

June
六月

- Yuzhou Charity Foundation initiated the activity named "Yuzhou Walk for Children's Warmth in Winter — Charity Walk in Yushu, Qinghai", pursuant to which funds that matched with the number of steps were raised for purchasing warm clothes and shoes for children living in hardship in Chengduo County, Yushu, Qinghai. The fund for such matching was donated by Yuzhou Charity Foundation. The activity was joined by 81 teams of participants. Approximately 3,000 participants contributed a total of 150,040,434 steps in the activity
- An amount of RMB100,000 was donated by Yuzhou Charity Foundation to Wangting Town Charity in Xiangcheng District, Suzhou, in support of the charitable donation event organized in Wangting Town, Xiangcheng District, Suzhou
- 禹洲公益基金會發起「禹愛童行溫暖一冬 — 青海玉樹捐步送溫暖行動」，為青海玉樹稱多縣的困境兒童採購禦寒冬衣和棉鞋，捐贈善款由步數配捐籌集。禹洲公益基金會按照步數進行善款配捐。是此活動的參加隊伍數目達81支，近3,000名人士共捐贈150,040,434步
- 禹洲公益基金會向蘇州市相城區望亭鎮慈善會捐贈10萬元，以響應蘇州市相城區望亭鎮舉辦的慈善募捐活動

July
七月

- An amount of RMB200,000 was donated by Yuzhou Charity Foundation to Gechong Elementary School in Kaili City, to finance the refurbishment of its basketball court, the improvement of office equipment and the setting up of scholarships and grants
- 禹洲公益基金會向凱里市格沖小學捐贈20萬元，資助其修建籃球場、改善辦公設備，並設立獎助學金

August
八月

Environment, Social and Governance (Continued)

環境、社會及管治(續)

September
九月

- Yuzhou Charity Foundation invited property owners and employees to join in a visit to Kangnan Elementary School in Zhenqin Town, Chengduo County, Yushu, Qinghai for offering down jackets and shoes to children living in hardship and also for having a craftsmanship class with the children together
- 禹洲公益基金會邀請業主和員工，一同探訪青海省玉樹稱多縣珍秦鎮康南小學，為困境兒童發放羽絨服和棉鞋，並與他們一起上手工課

- An amount of RMB1 million was donated by Yuzhou Charity Foundation to the educational development foundation of Jimei University in Fujian, to support its Chengyi foundation for scholarships and teaching, thereby helping to build the teaching team of Jimei University
- 禹洲公益基金會向福建集美大學教育發展基金會捐贈100萬元，用於支持其誠毅獎教基金，協助建設集大師資團隊

October
十月

During the reporting period, Yuzhou Charity Foundation donated to a number of charitable organizations and foundations to support local actions for poverty relief, medical assistance and education. The Group has launched a volunteering scheme under its Caring Ambassadors Program to be hosted by its employees, whereby the employees can organize and participate in charitable events and contribute to society. Further, the Group has set up a community care fund, for which our employees can nominate low-profile non-governmental organizations and charitable projects as receptors of support from the fund.

本報告期內，禹洲公益基金會向多個慈善組織及基金會進行捐贈，用以支持當地扶貧助困、醫療救助及教育工作。集團推行由員工主導的愛心大使義工計劃，透過舉辦及參與各項慈善活動，貢獻社區。此外，員工能向集團的社區關懷基金提名知名度較低的非政府組織及慈善項目，藉此提供支援。

Future Plans: Optimizing the Management of Investments in Society

Going forward, the Group plans to optimize its system of managing investments in society, including setting professional areas for community investments, and continual communications with people in the regions where our operations are located, to ensure that the use of resources becomes more efficient and creates more significant value and influence to the communities.

未來計劃：完善社會投資管理

展望未來，集團計劃完善社會投資管理制度，包括訂立社區投資的專業範疇，並與營運所在地區的人士持續溝通，以確保資源投放更加有效，為社會創造更大的價值和影響力。

FUTURE PROSPECTS

For 25 years since its establishment, Yuzhou Group has always adhered to its business philosophy of "From the Community, For the Community". While expanding its business, Yuzhou Group also seeks to adopt a business model that favors sustainable development, and to build cities that integrate human beings and the nature in a harmonious way.

Sustainable development is a long journey, in which the Group will encounter opportunities and challenges. The senior management and all staff members of the Group will carry on with its mission of "Building cities with heart, Building home with love" to contribute to sustainable development. The Group will also endeavor to become an industry model and charge itself with the duty of optimizing China's green building standards system, and become a pioneer in sustainable development in the industry by year 2030.

The Group will listen to stakeholders' views more attentively and respond to their needs and requests in a timely manner. The Group welcomes queries or suggestions on this Report to be sent to ir@yuzhou-group.com. Such queries and suggestions will guide the Group in moving ahead on the path to sustainable development. We hope this Report can provide you with useful information.

展望將來

成立二十五年來，禹洲集團一直秉持「取之於社會，獻之於社會」的經營理念，在拓展業務的同時，致力於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。

可持續發展是一段漫長的旅程，在旅途中，集團將面對不同的機遇和挑戰。集團的高級管理層以及全體同事將繼續堅持「以誠建城，以愛築家」為宗旨，為可持續發展作出貢獻。集團亦會竭盡所能，為業界樹立典範，以完善我國的綠色建築標準體系為己任，同時以在2030年成為業內可持續發展先行者為目標。

集團將更用心聆聽持份者的意見，並及時回應訴求。集團歡迎廣大人士對就本報告提出的疑問或建議電郵至 ir@yuzhou-group.com，以引領集團在可持續發展的道路上繼續前行。希望本報告能為你提供實用的資訊。



Environment, Social and Governance (Continued)

環境、社會及管治(續)

ENVIRONMENTAL PERFORMANCE

環境績效

Type 類別		Emission in 2018 2018年排放量
Exhaust Gas 廢氣	Nitrogen oxides (kg) 氮氧化物(千克)	1.91
	Sulfur oxides (kg) 硫氧化物(千克)	0.54
	Inhalable particulate matters (kg) 可吸入懸浮粒子(千克)	0.23
Scope 範圍		Emission in 2018 2018年排放量
Greenhouse Gas 溫室氣體	Scope I: Direct greenhouse gas emission (tons of carbon dioxide equivalent) 範圍一： 直接溫室氣體排放(噸二氧化碳當量)	16.43
	Scope II: Indirect greenhouse gas emission from energy (tons of carbon dioxide equivalent) 範圍二： 能源間接溫室氣體排放(噸二氧化碳當量)	4,846.1
	Scope III: Other indirect greenhouse gas emission 範圍三： 其他間接溫室氣體排放	26.4
	Total greenhouse gas emission (tons of carbon dioxide equivalent) 溫室氣體總排放量(噸二氧化碳當量)	4,888.8
	Density of greenhouse gas (in terms of area, i.e. "tons of carbon dioxide equivalent/sq.m.") 溫室氣體密度(以面積計算，即「噸二氧化碳當量／平方米」)	0.004

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

	Type 類別	Production in 2018 2018年產生量
Hazardous and non-hazardous wastes 有害及無害廢棄物	Non-hazardous wastes (tons) 無害廢棄物(噸)	114.6
	Density of non-hazardous wastes (in terms of area, i.e. "tons/thousand sq.m.") 無害廢棄物密度 (以面積計算, 即「噸／千平方米」)	0.09
	Hazardous wastes (tons) 有害廢棄物(噸)	0.4
	Density of hazardous wastes (in terms of area, i.e. "tons/thousand sq.m.") 有害廢棄物密度 (以面積計算, 即「噸／千平方米」)	0.0003

	Type 類別	Energy consumption in 2018 2018年能源耗量
Use of Energy 能源使用	Gasoline (MWh) 汽油(兆瓦時)	64.3
	Electricity (MWh) 電力(兆瓦時)	6,884.9
	Total energy consumption (MWh) 能源總耗量(兆瓦時)	6,949.2
	Density of energy (in terms of area, i.e. "MWh/sq.m.") 能源密度(以面積計算, 即「兆瓦時／平方米」)	0.005

Environment, Social and Governance (Continued)

環境、社會及管治(續)

Type 類別		Water consumption in 2018 2018年耗水量
Use of Water Resources 水資源使用	Total water consumption (cubic meters) ⁵ 總耗水量(立方米) ⁵	162,446
	Density of water consumption (in terms of area, i.e. "cubic meters/sq.m.") 耗水密度(以面積計算, 即「立方米/平方米」)	0.13

Type 類別		Usage in 2018 2018年使用量
Use of Major Building Materials 主要建築材料使用	Concrete (tons) 混凝土(噸)	467,878
	Mortar (tons) 沙漿(噸)	167,320
	Steel reinforcing bars (tons) 鋼筋(噸)	58,274
	Cement (tons) 水泥(噸)	2,408
	River sand (tons) 河沙(噸)	11,035
	Stone (tons) 石料(噸)	321
	Bricks (tons) 磚塊(噸)	247,182

⁵ Inclusive of the use of water resources made available to contractors of construction works from Yuzhou Properties at construction sites.

包括由禹洲地產於地盤供應予工程承辦商的水資源使用。

SOCIAL PERFORMANCE — EMPLOYMENT AND LABOR PRACTICE

社會績效僱傭及勞工常規

								Ratio of male employees to female employees	Ratio of remuneration of male employees to female employees on average
	Place of operation	Gender	Below 30	31~40	41~50	Above 50	Total		
	營運地點	性別	30歲以下	31~40歲	41~50歲	50歲以上	總數	男女員工人數比例	男女平均薪酬比例
Number of employees (By region, gender and age) 員工人數 (按地區、性別及年齡劃分)	Shanghai Head Office 上海總辦公室	Male 男性	8	28	7	0	69	2:1	1.33:1
		Female 女性	10	16	0	0			
	Shanghai — Noble Mansion 上海雍賢府	Male 男性	3	8	0	0	15		
		Female 女性	2	2	0	0			
	Hangzhou — Riverside Sapphire 杭州濱之江	Male 男性	0	5	1	1	8		
		Female 女性	1	0	0	0			
	Wuhan Langham City Land 武漢朗廷元著	Male 男性	9	12	2	0	37		
		Female 女性	5	9	0	0			
	Suzhou Honor Hill 蘇州嘉譽山	Male 男性	3	5	0	0	9		
		Female 女性	1	0	0	0			

Environment, Social and Governance (Continued)

環境、社會及管治(續)

	Place of operation 營運地點	Gender 性別	Grade C senior management C級高管	Senior management 高級管理人員	Middle management 中級管理人員	General staff 一般員工	Total 總數
Number of employees (By region, gender and ranking) 員工人數 (按地區、性別及職級劃分)	Shanghai Head Office 上海總辦公室	Male 男性	0	21	15	9	69
		Female 女性	0	0	12	12	
	Shanghai — Noble Mansion 上海雍賢府	Male 男性	0	1	3	7	15
		Female 女性	0	0	0	4	
	Hangzhou — Riverside Sapphire 杭州濱之江	Male 男性	0	0	1	6	8
		Female 女性	0	0	0	1	
	Wuhan Langham City Land 武漢朗廷元著	Male 男性	0	3	4	16	37
		Female 女性	0	0	2	12	
	Suzhou Honor Hill 蘇州嘉譽山	Male 男性	0	1	3	4	9
		Female 女性	0	0	0	1	

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

	Place of operation 營運地點	Gender 性別	Below 30 30歲以下	31-40 31-40歲	41-50 41-50歲	Above 50 50歲以上	Total 總數
New recruits (By region, gender and age) 新進員工 (按地區、性別 及年齡劃分)	Shanghai Head Office 上海總辦公室	Male 男性	12	8	2	0	38
		Female 女性	9	5	2	0	
	Shanghai — Noble Mansion 上海雍賢府	Male 男性	3	3	0	0	7
		Female 女性	1	0	0	0	
	Hangzhou — Riverside Sapphire 杭州濱之江	Male 男性	0	2	1	0	4
		Female 女性	1	0	0	0	
	Wuhan Langham City Land 武漢朗廷元著	Male 男性	4	16	1	0	35
		Female 女性	5	9	0	0	
	Suzhou Honor Hill 蘇州嘉譽山	Male 男性	2	1	0	0	3
		Female 女性	0	0	0	0	



Environment, Social and Governance (Continued)

環境、社會及管治(續)

	Place of operation 營運地點	Gender 性別	Below 30	31-40	41-50	Above 50	Total
			30歲以下	31-40歲	41-50歲	50歲以上	總數
Employee turnover (By region, gender and age) 流失員工 (按地區、性別及年齡劃分)	Shanghai Head Office 上海總辦公室	Male 男性	3	10	1	1	27
		Female 女性	3	8	1	0	
	Shanghai — Noble Mansion 上海雍賢府	Male 男性	0	2	0	0	2
		Female 女性	0	0	0	0	
	Hangzhou — Riverside Sapphire 杭州濱之江	Male 男性	1	3	0	0	4
		Female 女性	0	0	0	0	
	Wuhan Langham City Land 武漢朗廷元著	Male 男性	0	13	3	0	22
		Female 女性	1	4	1	0	
	Suzhou Honor Hill 蘇州嘉譽山	Male 男性	0	2	0	0	2
		Female 女性	0	0	0	0	

	Gender	Number	Total	Percentage in total number of employees	Loss of working days
	性別	人數	總數	佔總員工比率	因工損失工作日數
Fatalities and/or injuries (By gender) 因工死亡及／或受傷的員工(按性別劃分)	Male 男性	0	0	0	0
	Female 女性	0			

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

Training (By gender and ranking)	Gender	Grade C senior management	Senior management	Middle management	General staff	Total	Percentage of employees trained
培訓 (按性別及職級劃分)	性別	C級 高管	高級管理人員	中級管理人員	一般員工	總數	受訓員工百分比
Number of employees trained 受訓員工人數	Male 男性	0	26	26	42	138	100%
	Female 女性	0	0	14	30		
Total training hours 總培訓時數	Male 男性	0	496	557	890	3,015	
	Female 女性	0	0	272	800		
Average training hours per employee 每名員工平均培訓時數	Male 男性	0	23.6	37.1	98.9	/	
	Female 女性	0	0	22.7	66.7		

Review of performance and career development (By gender and ranking)	Gender	Grade C senior management	Senior management	Middle management	General staff	Total	Percentage of employees reviewed
績效及職業發展檢視 (按性別及職級劃分)	性別	C級 高管	高級管理人員	中級管理人員	一般員工	總數	受檢視員工百分比
Number of employees reviewed 受檢視員工人數	Male 男性	0	26	26	42	138	100%
	Female 女性	0	0	14	30		

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

SEARCH INDEX FOR THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

《環境、社會及管治報告指引》報告內容索引

Main categories 主要範疇	Description 內容	Page 頁碼索引
A1 Emissions		
A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to exhaust gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
A1.1	The types of emissions and respective emissions data	
A1.1	排放物種類及相關排放數據	
A1.2	Greenhouse gas emissions in total and density	
A1.2	溫室氣體總排放量及密度	
A1.3	Total hazardous waste produced	
A1.3	所產生有害廢棄物總量	
A1.4	Total non-hazardous waste produced	
A1.4	所產生無害廢棄物總量	
A1.5	Description of measures to mitigate emissions and results achieved	
A1.5	描述減低排放量的措施及所得成果	
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	
A1.6	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	

Main categories 主要範疇	Description 內容	Page 頁碼索引
A2 Use of Resources A2 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	
A2.1 A2.1	Total consumption and density of direct and/or indirect energy by type 按類型劃分的直接及／或間接能源總耗量及密度	
A2.2 A2.2	Total water consumption and density 總耗水量及密度	
A2.3 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	
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Water is supplied by municipal authorities. The Group has no difficulty in obtaining water sources.
A2.4	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	食水由市政機構供應食水，集團在求取水源上沒有問題
A2.5	Total packaging material used for finished products and with reference to per unit produced	No packaging material is used in the Group's operation.
A2.5	製成品所用包裝材料的總量及每生產單位佔量	集團營運沒有使用包裝材料
A3 Environment and Natural Resources A3 環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	
A3.1	Description of the significant impact of business activities on the environment and natural resources and the actions taken to manage the impact	
A3.1	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	

Environment, Social and Governance (Continued)

環境、社會及管治(續)

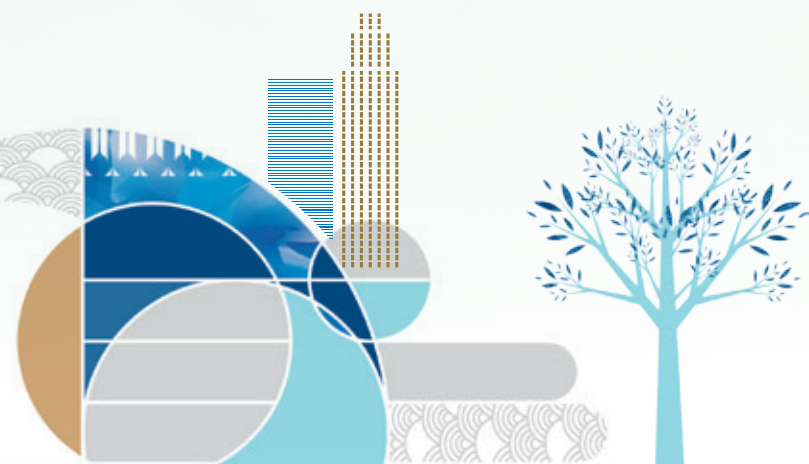
Main categories 主要範疇	Description 內容	Page 頁碼索引
B1 Employment		
B1 僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B1.1	Total number of employees by gender, employment type, age group and geographical region	
B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數	
B1.2	Employee turnover rate by gender, age group and geographical region	
B1.2	按性別、年齡組別及地區劃分的僱員流失比率	
B2 Health and safety		
B2 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B2.1	Number and rate of deaths due to work	
B2.1	因工作關係而死亡的人數及比率	
B2.2	Number of days lost due to work-related injuries	
B2.2	因工傷損失工作日數	
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	
B2.3	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	

Main categories 主要範疇	Description 內容	Page 頁碼索引
B3 Development and Training B3 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
B3.1 B3.1	Percentage of employees trained by gender and employee type 按性別及僱員類別劃分的受訓僱員百分比	
B3.2 B3.2	Average number of training hours completed per employee by gender and employee type 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	
B4 Labor Standards B4 勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B4.1 B4.1	Description of measures to review employment practices to prevent child and forced labor 描述檢討招聘慣例的措施以避免童工及強制勞工	
B4.2 B4.2	Description of steps taken to eliminate any non-compliance discovered 描述在發現違規情況時消除有關情況所採取的步驟	
B5 Supply Chain Management B5 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	
B5.1 B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	

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
B6 Product Liability B6 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy issues of products and services provided, and to remedial methods. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	
B6.1	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	
B6.2	Number of products and service related complaints received and how they are dealt with	
B6.2	接獲關於產品及服務的投訴數目以及應對方法	
B6.3	Description of practices relating to observing and protecting intellectual property rights	
B6.3	描述與維護及保障知識產權有關的慣例	
B6.4	Description of quality assurance process	
B6.4	描述質量檢定過程	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法	



Main categories 主要範疇	Description 內容	Page 頁碼索引
B7 Anti-corruption B7 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
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 these cases	
B7.1	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	
B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored	
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法	
B8 Community Investment B8 社區投資		
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。	
B8.1	Focus on areas of contribution	
B8.1	專注貢獻範疇	
B8.2	Resources contributed to the focus area	
B8.2	在專注範疇所動用資源	

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Yuzhou Plaza
299 Jingang Road
Pudong New District
Shanghai
People's Republic of China
中華人民共和國
上海浦東新區金港路299號
禹洲廣場

Yuzhou Plaza
55 South Hubin Road
Xiamen
Fujian
People's Republic of China
中華人民共和國
福建廈門湖濱南路55號
禹洲廣場

**Principal place of business
in Hong Kong**
香港主要營業地址

6/F
Yardley Commercial Building
3 Connaught Road West
Sheung Wan
Hong Kong
香港上環
干諾道西3號
億利商業大廈6樓